Psychopathy in the Workplace

Psychopathy is a broad term used to describe personality disorders. It is not a specific mental disorder formally recognized by the DSM-V, the manual that lists all known psychiatric conditions. But it is used to group various personality disorders with specific characteristics, most commonly associated with antisocial personality disorder. These characteristics can be positive or negative depending on the situation and how the trait is used in that situation.

Below are traits of a psychopath:

* socially irresponsible behavior
* disregard for the rights of others
* tendency to lie
* manipulative of others
* general disregard towards safety and responsibility
* exaggerations of truths
* aggression
* self-serving
* narcissistic
* lack of empathy, guilt, conscience, or remorse
* shallow experiences of feelings or emotions
* impulsivity
* thrill seeking
* seeks instant gratification
* superficial charm and glibness
* irresponsible
* failure to accept responsibility for their actions
* a grandiose sense of their own worth

We are not talking about serial killers here. Although serial killers are psychopaths, not all psychopaths are serial killers. In fact, psychopathy provides a number of positive survival traits.

**The list of jobs with the highest rates of psychopathy**

1. CEO
2. Lawyer
3. Media (TV/Radio)
4. Salesperson
5. Surgeon
6. Journalist
7. Police Officer
8. Clergy Person
9. Chef
10. Civil Servant

**The list of jobs with the lowest rates of psychopathy**

1. Care Aide
2. Nurse
3. Therapist
4. Craftsperson
5. Beautician/Stylist
6. Charity Worker
7. Teacher
8. Creative Artist
9. Doctor
10. Accountant

Psychopaths can bring both positive and negative aspects to the workplace. We are discussing psychopaths to provide an awareness of their role in the workplace. The effect of psychopaths can cause a hostile work environment. By understanding the traits of a negatively influencing psychopath, you and your employees can Below are negative impacts to the workplace caused by psychopaths:

* Emotional manipulator – gets you to believe or do things the way they want
* Control Freak – has to everything their way
* Charmer – acts like your best friend
* Gossiper – stirs discord
* Betrayer – always throws someone else under the bus
* Liar – never tells the truth
* Blamer – never takes responsibility for their mistakes
* Usurper – assumes authority they don’t have

Despite these toxic characteristics that can lead to a harassment, bullying, and a hostile work environment, the are positive aspects to having a psychopath in your employ. Psychopaths are assertive. Psychopaths don’t procrastinate. Psychopaths tend to focus on the positive. Psychopaths don’t take things personally; they don’t beat themselves up if things go wrong, even if they’re to blame. And they’re pretty cool under pressure. Those kinds of characteristics aren’t just important in the business arena, but also in everyday life.

The key here is keeping it in context. Consider these psychopathic traits—ruthlessness, toughness, charm, focus—as the dials on a radio. If you were to turn all of those dials up to max, then you’re going to overload your senses. But if you have some of them up high and some of them down low, depending on the context or scenario, or in certain endeavors, and in certain professions, then you are going to be predisposed to great success. The key is to be able to adjust the dials as appropriate to the situation.

Recognizing psychopaths can be beneficial to your business. Being aware of positive traits can help you recognize potential in employees. Being aware of negative traits can help you recognize toxic employees and terminate them before the cause low morale or have a good employee leave due to their toxic behavior.