

# Will Narcissistic People Choose Narcissistic Leaders Too? The Effect of Narcissism on Leadership Perceptions

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## Abstract

Narcissism refers to a condition in which individuals excessively love themselves, whereas leadership is a process of influencing others to achieve shared goals within a group. This study aims to examine the extent to which narcissism influences perceptions of leadership and the decision to select a leader. It also explores the impact of personality similarity on leadership perceptions and leader selection decisions. The findings reveal differences in leadership perceptions between candidates with high and low levels of narcissism. Leaders with high narcissism are perceived more positively and are more likely to be recommended for leadership positions compared to those with low narcissism. However, the similarity in narcissism between leaders and candidates does not influence the decision to choose a leader. This research addresses the gap in the study of the relationship between narcissism and leadership perceptions in Indonesia, where narcissism is often viewed negatively in the context of leadership. The findings indicate that personality similarity (narcissism) between voters and leadership candidates does not significantly affect voter perceptions or recommendations. Practically, this study demonstrates that narcissism can be a factor in selecting a leader, although personality similarity does not necessarily determine voting decisions.

**Keywords:** Narcissism, leadership, leadership perception.

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## Introduction

The success of any organization or company depends heavily on how leaders perform their roles. Each leader employs a distinct leadership style. Leadership is the means by which a leader influences subordinates through specific characteristics to achieve desired goals (Bormasa, 2022:2). Leadership can also be defined as the process of influencing or guiding followers and employees by setting an example through effective communication to achieve organizational objectives (Rivai, 2020). Thus, leadership is a critical determinant of organizational sustainability.

A leader's success is partially dependent on the leadership techniques they use to create a conducive and effective work environment. Effective leaders rely on their ability to adapt and apply leadership patterns that suit the organization's context and conditions (Bormasa, 2022:2). Sahabuddin (2022) identified several factors influencing leadership processes within organizations, including the leader's traits and personality. Leaders should ideally exhibit qualities such as tolerance, stability, honesty, dedication, composure, confidence, analytical ability, motivation, intelligence, and a service-oriented attitude. When leaders embody these traits in their roles and responsibilities, it enhances the success of the organization, its partners, and the community. Research by Sohiron et al. (2019) revealed that a leader's empathy toward subordinates is a key factor in successful leadership within organizational management systems. Solikhah (2021) found that humility in leaders has a partial effect on employee behavior in the public sector.

However, not all leaders exhibit the positive traits identified in the aforementioned studies. Many leaders also demonstrate negative personality traits, often referred to as "dark personality." Research has shown that individuals with dark personality traits, particularly narcissism, are more likely to be selected as leaders (Brunell et al., 2008; Nuzulia & Why, 2020).

Previous studies have indicated that individuals with high levels of narcissism are more likely to be hired as managers in companies. Narcissistic individuals often receive favorable evaluations during interviews (Back et al., 2010; Paulhus et al., 2013; Nuzulia & Why, 2020), increasing their chances of being selected for high-ranking positions. Research by Curnis and Rovelli (2020) reported that a significant number of corporate CEOs possess negative personality traits. Similarly, major political leaders have been found to exhibit negative personality characteristics. Ridgeway (2019:18) noted that individuals with traits such as narcissism are frequently chosen as leaders, a finding consistent with Grzesiak (2022:10), who reported a significant prevalence of narcissistic individuals in leadership positions. Furthermore, Lindley (2018) observed that those with narcissistic traits are more likely to be hired as managers in companies.

Although research indicates that individuals with high narcissism often secure managerial roles, their performance tends to be suboptimal. Narcissistic individuals may initially create a positive impression, but this perception often contrasts with their subsequent performance. Studies have shown that individuals with high narcissism demonstrate a strong initial interest in leadership roles; however, once in these positions, their underlying traits, such as selfishness, inability to collaborate, and self-centeredness, become apparent (Kowalski et al., 2017; Lindley, 2018). Research by Nuzulia & Why (2020) also suggested that narcissism has a short-term positive impact, particularly in recruitment decisions. While narcissism correlates positively with leadership positions, it also correlates positively with counterproductive workplace behaviors, such as workplace aggression and corruption (O'Boyle, 2012; Grijalva et al., 2015).

The presence of leaders with negative personality traits raises the question of why such individuals are often chosen as leaders. One explanation is the similarity in personality traits between leaders and subordinates. Bormasa (2022) suggested that shared traits or personality similarities between leaders and their team members play a role in leadership selection. According to Bormasa (2022), team members with similar personalities to their leaders tend to share similar views on leadership, facilitating better interaction. This notion supports why individuals with negative personality traits, such as narcissism, may be selected as leaders.

This personality similarity is also thought to explain why narcissistic individuals are often chosen as leaders. Research indicates that narcissistic individuals tend to select friends or partners with similar personality traits (Maaß et al., 2016). Jonasson and Schmitt (2012) explained that individuals with high narcissism are more inclined to associate with like-minded individuals to enhance their social appeal and status. Other studies have shown that individuals with high narcissism scores tend to have friends with similar traits, as narcissistic individuals prefer socializing with people who resemble them. Additionally, research by Holtzman and Strube (2011) found that couples with similar personality traits experience greater marital satisfaction, as they believe such similarities foster mutual understanding. Lyons and Blanchard (2016) reinforced this notion, finding that narcissistic couples value shared traits, perceiving them as beneficial for achieving ideal status and resources. Based on these findings, it is hypothesized that narcissistic leaders are often chosen by individuals with similar traits, as these dynamic benefits both parties.

Unfortunately, much of the existing research on narcissism has focused on personal relationships or friendships, with limited exploration of its influence on leadership perception. Previous studies on narcissism and leadership primarily examined leadership roles and recruitment decisions based on factors such as gender, conscientiousness, and intelligence, without investigating the direct relationship between narcissistic personality traits and leadership perception (Carl, 2016; Egan et al., 2017; Marinova et al., 2013). Furthermore, most studies fail to consider the cultural context influencing leadership perception. In collectivist cultures like Indonesia, where cooperation and harmony are highly valued, narcissistic leaders may be perceived differently than in individualistic cultures. This makes Indonesia a relevant context for this study, as it is crucial to understand how narcissism influences leadership perception in a culture that prioritizes group interests over individual gains. While many studies have examined the impact of narcissism in leadership contexts, there are limitations in previous research. Most have focused on narcissism as a factor influencing recruitment decisions or managerial positions, without exploring the direct relationship between narcissistic personality traits and leadership preferences (Carl, 2016; Marinova et al., 2013). This study aims to address these gaps by analyzing the influence of narcissistic personality traits on leadership perception and how individuals with narcissistic traits choose leaders with similar characteristics.

#### *The Influence of Narcissism on the Tendency to Choose Leaders with Narcissistic Personality Traits*

In psychological studies, narcissism is characterized by an excessive focus on self-interest, an exaggerated need for recognition from others, prioritizing personal interests over group interests, arrogance, and a tendency to overinflate one's achievements. Narcissism reflects an admiration for oneself, marked by a predisposition toward grandiose ideas, fantasy-like thinking, exhibitionism, defensiveness against criticism, entitlement, exploitative behaviors, and a lack of empathy. According to Kartono (Apsari, 2012), narcissism is defined as an extreme love of oneself, accompanied by inflated self-perceptions of intelligence, strength, and superiority, viewing oneself as the best and most significant. Individuals with high levels of narcissism often seek validation and recognition from others, believing their superiority eclipses that of others (Rahman & Amalia, 2020). All individuals possess varying degrees of narcissistic traits.

Narcissism represents a condition where an individual loves themselves excessively (Weng et al., 2018). Gardner and Pierce (as cited in Hussain, 2020) describe narcissistic individuals as arrogant, prone to comparing themselves with others, exhibiting selfish characteristics, and perceiving themselves as greater and more special than others. Macenczak et al., (2016) explain that narcissism drives individuals to achieve status, titles, and influence within organizations or society.

Narcissistic individuals believe themselves to be superior to others. To maintain this perceived superiority, those with high levels of narcissism strive to outperform others and sustain their perceived competence, often displaying a heightened sense of self-efficacy. Their need for recognition drives them to seek higher positions. Individuals with high narcissistic traits are thought to occupy leadership roles more frequently because their self-confidence, desire for validation (e.g., by assuming high-responsibility roles such as organizational leadership), preference for "getting ahead" over "getting along," and resilience to stress make them more likely to attain leadership positions (Campbell, 1999; Morf & Rhodewalt, 2001; Rosenthal & Pittinsky, 2006). These traits increase the likelihood of individuals with high narcissistic tendencies being chosen for leadership roles, even when they lack essential leadership skills.

The outstanding traits associated with narcissistic personalities may also influence others' perceptions, leading to their selection as leaders. This aligns with previous research indicating that narcissistic individuals naturally project confidence, which makes others more likely to choose them as leaders (Brunell et al., 2008; Nevicka et al., 2011). However, positive first impressions of narcissistic leaders by followers are often not reflective of effective leadership. Although followers may perceive narcissistic leaders as more effective due to their dominant authority, such leaders may hinder information exchange (Nevicka et al., 2011).

Further evidence suggests that, in the long term, leaders with narcissistic personalities negatively impact organizational outcomes (O'Boyle et al., 2012; Ong et al., 2016) because narcissists frequently fail to maintain positive interpersonal relationships (Morf & Rhodewalt, 2001). Additionally, individuals with high narcissism tend to exhibit distrust and lack of concern for others over time (Morf & Rhodewalt, 2001). Despite these drawbacks, narcissistic individuals are still frequently chosen for leadership positions.

According to Hains et al., (1997), a leader must influence their followers' perception by embodying attributes that align with the group identity. Leaders with narcissistic traits who represent the group identity may be perceived as more effective than other leaders (Schyns & Felfe, 2006). Schneider (1998) supports this view, stating that individuals who share personality traits with their leaders are more likely to agree with leadership perceptions than those who differ in personality, as shared traits facilitate better interactions.

Research by Watson et al., (2000) emphasizes that individuals often evaluate others based on similarities to themselves. Felfe and Schyns (2006) argue that individuals exhibiting Dark Triad traits, including narcissism, are more likely to perceive positive changes under leaders who share similar traits. Thus, individuals are more inclined to choose leaders whose personalities align with their own rather than those with differing traits.

The urgency of this study lies in further examining the findings of Nuzulia and Why (2020) on narcissistic personality traits in leadership using a cross-sectional method. In contrast, this study employs a quasi-experimental approach. Based on the above discussion, the proposed hypotheses are as follows:

- There is a difference in leadership recommendations between candidates with high and low levels of narcissism. The higher the narcissistic traits of a leadership candidate, the more positively others perceive and recommend them as leaders. Conversely, the lower the narcissistic traits, the less likely they are to be recommended as leaders.
- The level of narcissistic personality traits influences perceptions of leadership candidates. Higher levels of narcissism correspond to higher perceptions of leadership effectiveness in candidates with high narcissism.
- The level of narcissistic personality traits influences positive recommendations for candidates with high narcissism. The higher the narcissism level, the more positive the recommendations for candidates with high narcissistic traits.

## Method

### *Design*

This study employed a quasi-experimental design. This method was chosen as it allows researchers to observe the impact of narcissism on leadership perception in conditions that more closely resemble real-life settings, without requiring full randomization, which is often challenging in social research contexts like this. In this study, participants were selected based on specific criteria (active university students involved in organizations), enabling the exploration of how individuals with varying levels of narcissism evaluate leaders in a real-world context without exerting excessive manipulation over their social situations.

### *Participants*

The study involved 225 active university students participating in organizational activities. The minimum target number of participants was 81 respondents per group. The sample size determination was based on a prior study conducted by Nuzulia and Why (2020), with an effect size of  $f=2.36$ ,  $f = 2.36$ ,  $\alpha=0.05$ ,  $\alpha = 0.05$ , and a statistical power of 0.95. The sample size calculation was conducted using G\*Power 3.1.9.7.

Sampling was conducted using a non-probability sampling method, specifically convenience sampling, in which participants were selected based on ease of access and availability (Creswell, 2016). The participants were divided into two groups: the experimental group ( $n=124$ ) and the control group ( $n=131$ ). Among the participants, 197 (77%) were female, while 58 (23%) were male. The participants' ages ranged from 17 to 23 years, with a mean (standard deviation) of 19 (4.44).

### *Measurements*

The trait of narcissism was measured using the Narcissistic Personality Inventory-Short Version (NPI-16), a 16-item scale (Ames et al., 2006) focusing on agentic narcissism, characterized by seeking social recognition and power. Each item in the NPI-16 consists of two statements: one indicative of narcissism and the other indicative of non-narcissism. Participants were required to select the statement that best described them. A score of 1 was assigned for responses indicating narcissism, while a score of 0 was assigned for non-narcissistic responses. For example: "I like to be the center of attention" (score 1) versus "Being the center of attention makes me uncomfortable" (score 0). Higher scores indicated greater levels of agentic narcissism. The short version of the NPI was chosen due to its significant correlation with the full-length Narcissistic Personality Inventory (NPI-40), with  $r(766)=0.09$ ,  $p=0.001$  ( $r(766) = 0.09$ ,  $p = 0.001$ ) (Ames et al., 2006). The internal consistency (Cronbach's alpha) of the NPI-16 in this study was 0.718, with item discrimination values ranging from 0.269 to 0.588.

Leadership perception was assessed using a seven-item questionnaire adapted from Bass and Avolio (1997). This closed-ended questionnaire measured participants' perceptions of leadership traits. Sample items include: "I believe this candidate can be a role model within the organization," and "I believe this candidate can provide inspirational motivation." Responses were scored on a 7-point Likert scale, ranging from 1 (strongly disagree) to 7 (strongly agree). Higher scores indicated higher perceived leadership abilities. The internal consistency (Cronbach's alpha) of the instrument was 0.882, with item discrimination values between 0.718 and 0.836.

Participants also evaluated the leadership potential of the candidates shown in the recorded videos by selecting one of four response options: "Highly not recommended" (score 1), "Not

recommended” (score 2), “Recommended” (score 3), and “Highly recommended” (score 4). The internal consistency (Cronbach's alpha) for this measure was 0.882, with item discrimination values ranging from 0.11 to 0.49.

The measurement tools were adapted in accordance with the International Test Commission (ITC) Guidelines for Test Adaptation to ensure validity and reliability across cultural and contextual differences. This rigorous adaptation process included translation, back-translation, cultural adjustment, and pilot testing, ensuring linguistic and contextual appropriateness for the target population. By adhering to ITC guidelines, the study ensured equivalence in meaning, cultural neutrality, and robust construct measurement, enhancing the credibility and generalizability of the results.

### *Procedure*

The first step involved measuring the level of narcissism in 103 prospective interviewees. Following this, the researchers conducted interviews with the 103 individuals to explore their work motivation, strengths and weaknesses, and achievements. The interview sessions were recorded with the interviewees' consent. Subsequently, one individual with the highest narcissism score and another with the lowest narcissism score were selected from this group.

In the second step, after identifying the individuals with the highest and lowest levels of narcissism, the researchers provided video recordings of these interviews to the research participants. The participants were then asked to complete the Narcissistic Personality Inventory (NPI) through Google Forms. Participants in the experimental group were instructed to individually watch the video of the interviewee with a high level of narcissism (13:04 minutes in duration). Meanwhile, participants in the control group were instructed to individually watch the video of the interviewee with a low level of narcissism (9:26 minutes in duration).

After viewing the video recordings, participants were asked to evaluate the interviewees using a leadership perception questionnaire (MLQ) via Google Forms. Finally, participants were requested to provide a leadership recommendation for the candidates, selecting from four options: Strongly Not Recommended (Score 1), Not Recommended (Score 2), Recommended (Score 3), and Strongly Recommended (Score 4).

Steps Summary - Narcissism Level Assessment (103 Prospective Interviewees) - Interviews Conducted (Work Motivation, Strengths, Weaknesses, Achievements - Interview Recordings Saved (Interviewee Consent Obtained) - Selection of Two Individuals: Highest and Lowest Narcissism Scores - Participant Assignment: Experimental Group: Watch High-Narcissism Video (13:04 minutes) Control Group: Watch Low-Narcissism Video (9:26 minutes) - Completion of NPI via Google Forms Leadership Evaluation (MLQ) via Google Forms - Leadership Recommendation (1-4 Scale).

### *Data Analysis*

To address Hypothesis 1, an independent sample t-test was employed. Hypothesis 2a was analyzed using regression analysis, while logistic regression analysis was used to address Hypothesis 2b. Both analyses were conducted using SPSS 23 IBM Statistics software.

### **Result**

The results of the analysis for Hypothesis 1 indicate significant differences in MLQ scores across both individual aspects and total scores between the control and experimental groups. The experimental

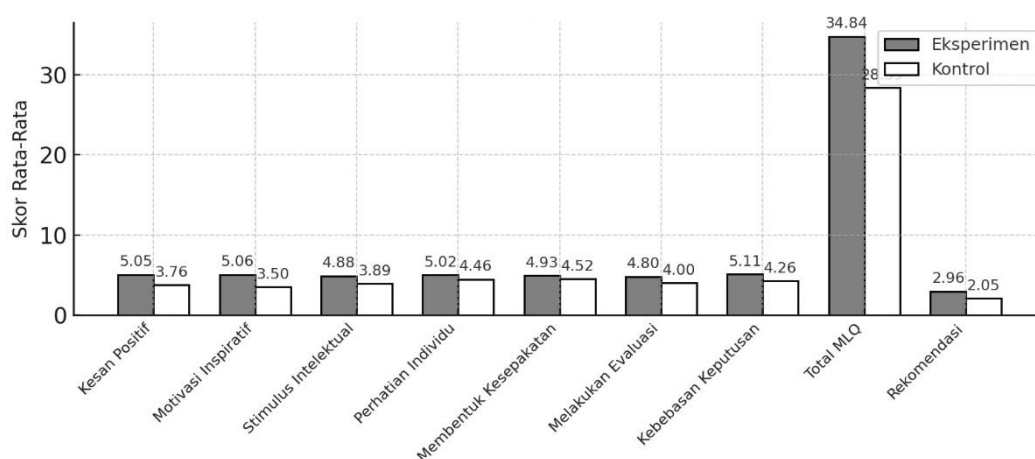


group was perceived to have higher scores in all aspects of the MLQ as well as the total MLQ score compared to the control group. Furthermore, the recommendation variable demonstrated that the experimental group was more positively recommended as potential leaders than the control group. These findings suggest that individuals with high narcissism are perceived and recommended as leaders more frequently than those with low narcissism. The results of the study are presented in [Table 1](#).

**Table 1**  
*Independent Samples T-Test for MLQ Variables Between the Experimental and Control Groups*

Variables	Experiment Group		Control Group		t (253)	α
	Mean	SD	Mean	SD		
MLQ1 Positive Impressions	5,05	1,19	3,76	1,22	8,51	0,01
MLQ2 Inspirational Motivation	5,06	1,19	3,50	1,29	9,96	0,01
MLQ3 Intellectual Stimulation	4,88	1,14	3,89	1,19	6,80	0,01
MLQ4 Individual Consideration	5,02	1,27	4,46	1,31	3,46	0,01
MLQ5 Building Consensus	4,93	1,32	4,52	1,27	2,51	0,13
MLQ6 Conducting Evaluations	4,80	1,26	4,00	1,28	5,02	0,01
MLQ7 Autonomy in Decision-Making	5,11	1,21	4,26	1,37	5,26	0,01
Total MLQ	34,84	6,69	28,39	6,21	2,98	0,01
Reccomendation	2,96	0,62	2,05	0,67	11,38	0,01

The results for the second hypothesis indicate that the narcissism variable possessed by the research participants does not influence perceptions of leadership,  $B (SE) = 30.928 (.789)$ ,  $p = .357$ , Confidence Interval (CI) =  $[-.156, .433]$ , nor recommendations for leadership,  $B (SE) = .023 (.016)$ ,  $p = .169$ , Confidence Interval (CI) =  $[-.010, .055]$ . Therefore, the second hypothesis is rejected.



**Figure 1.** Comparison of MLQ Scores and Recommendations Between the Experimental and Control Groups

The findings of the study suggest that individuals with high levels of narcissism are more likely to be perceived as leaders compared to those with low levels of narcissism. Another key finding of this research is that an individual's level of narcissism does not influence the assessment of leadership candidates or the recommendations made for those candidates.

## Discussion

This study aims to examine the extent to which narcissism influences perceptions of leadership and decisions in leader selection. The findings reveal differences in leadership perceptions between candidates with high and low levels of narcissism. Candidates with higher narcissism are perceived more positively and are recommended as leaders compared to those with lower narcissism. However, similarity in narcissism levels between participants and candidates does not affect decisions in leader selection. These results align with theories suggesting that individuals with high narcissism are often perceived as more effective leaders. This consistency is evident in studies by Campbell et al., (2011) and Judge & LePine (2007), which highlight that narcissistic traits such as charisma, confidence, and interpersonal appeal often create a positive impression in leadership contexts. Furthermore, Grijalva et al., (2015) found a positive relationship between narcissism and leadership perception, although narcissism is not a primary predictor of long-term leadership effectiveness.

These findings provide additional nuance when contextualized within collectivist cultures like Indonesia, which emphasize values such as harmony, collaboration, and humility. This cultural orientation may explain why participant narcissism does not influence their perceptions of leadership or recommendations for leadership candidates. The resistance to narcissistic traits in collectivist cultures could limit their long-term influence, despite the initial positive impression narcissistic individuals might create as potential leaders.

The study's findings on positive perceptions and recommendations for leadership candidates with high narcissism levels are consistent with previous research (Campbell et al., 2011; Judge & LePine, 2007; Nuzulia & Why, 2020). These results hold significant practical implications for organizational decision-making, particularly in leader selection and evaluation processes. Candidates with high levels of narcissism tend to be perceived more positively and recommended as leaders, underscoring the appeal of narcissistic traits such as confidence, charisma, and inspiring capability to decision-makers. In the short term, leaders with narcissistic characteristics may bring advantages, such as motivating teams, taking risks in crisis situations, and maintaining composure under pressure. However, in the long term, narcissistic leadership styles may pose challenges, including reduced collaboration, self-centered decision-making, or resistance in collectivist cultural contexts that prioritize harmony and unity.

Organizations should adopt a multidimensional evaluation approach, focusing not only on initial charisma or appeal but also on collaborative abilities, empathy, and commitment to shared goals to ensure more objective and value-aligned decision-making. The observed differences in leadership perceptions and recommendations for candidates with varying narcissism levels can be explained by several hypotheses. First, individuals with high narcissism levels may stand out due to their unique traits. Research suggests that highly narcissistic individuals possess high confidence levels and exhibit friendly, charming, engaging, and even entertaining behaviors that create a positive impression (Goncalo et al., 2010; Holtzman et al., 2010). Attributes such as confidence, better perceived performance, stress and anxiety management, and ambitious career goals contribute to the selection of highly narcissistic individuals as leaders (Campbell et al., 2011; Judge & LePine, 2007).



In the short term, highly narcissistic individuals may appear positive across domains, such as in recruitment processes (O'Boyle et al., 2012; Ong et al., 2016). These traits make them more likely to be hired for managerial positions in organizations, as noted by Lindley (2018) and Nuzulia & Why (2020). Additionally, highly narcissistic individuals often show strong interest and proactive efforts in securing leadership roles early in their careers (Kowalski et al., 2017; Lindley, 2018). Previous research also indicates that high narcissism levels are a weak yet significant predictor of positive job outcomes, which suggests that narcissism may predict leadership roles even in collectivist cultures (Nuzulia & Why, 2020). These findings further reinforce the association between narcissism and leadership positions, as noted by Grijalva et al., (2015).

The lack of influence of participant narcissism on perceptions of leadership and recommendations for candidates may be due to several factors. One possibility is that individuals with high narcissism may not be highly favored in collectivist societies, where selecting leaders with high narcissism is perceived as less advantageous. This may lead participants with high narcissism not to necessarily select candidates with similar levels of narcissism. While previous research suggests that individuals often choose partners with similar personalities, this study's context within collectivist Indonesian society highlights the criticism high narcissism might attract. Although this study does not directly prove that social criticism explains the lack of a relationship between personal and leader narcissism, further research is needed to explore this issue.

Several limitations of this study should be noted. First, the limited sample size, consisting of active students, restricts the generalizability of findings to broader populations, such as working professionals. Active students may differ from experienced professionals in organizational settings, especially in terms of interpersonal dynamics and leadership experience. Second, the quasi-experimental design, while allowing for control over specific variables, may not fully capture the complexities of real-world organizational settings, where factors such as social pressures, organizational politics, and corporate culture significantly influence leadership perceptions. Third, the study's focus on a collectivist cultural context without cross-cultural comparisons limits its ability to provide insights into how cultural differences affect narcissistic leadership perceptions.

Future research could address these limitations by involving more diverse samples, including professionals across various industries, to gain richer and more contextually relevant insights. Cross-cultural designs could explore how narcissism is perceived across different cultural settings, identifying whether findings in collectivist cultures apply to individualistic ones. Longitudinal studies examining the long-term effects of narcissistic leadership in organizations could provide a more comprehensive understanding of its positive and negative consequences. Additionally, qualitative methods, such as in-depth interviews or case studies, could offer deeper insights into how highly narcissistic candidates interact and are perceived in organizational contexts. Such approaches are expected to complement quantitative findings and enhance leadership selection theory and practice.

## Conclusion

The findings indicate differences in leadership perceptions and recommendations for individuals with high versus low narcissism levels. The higher the narcissism level, the more positively individuals are evaluated as potential leaders. However, personality similarity between participants and candidates does not significantly influence perceptions or recommendations.

These findings have significant practical implications for leadership selection processes in organizations. Strategies to identify individuals with narcissistic traits could leverage comprehensive psychological assessments, such as the Narcissistic Personality Inventory (NPI) and Multifactor Leadership Questionnaire (MLQ), combined with methods like in-depth interviews and work simulations. Additionally, organizations should consider candidates' track records to mitigate the risks of appointing leaders with potentially negative long-term narcissistic attributes.

This research also opens avenues for future studies, such as examining the effects of narcissism on leadership dynamics in various industrial sectors or organizational cultures. Longitudinal studies could offer a deeper understanding of the long-term impact of narcissistic leadership on organizational effectiveness and team well-being. Cross-cultural research could provide a broader perspective on how cultural contexts influence perceptions of narcissistic leadership, particularly in comparing collectivist and individualistic cultures.

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The authors would like to thank all students who participated in the study.

#### **Conflict of Interest**

The researchers declare that this paper has no conflicts of interest.

#### **Author Contribution**

All authors have contributed equally to the study's conceptualization, interpreting data, reviewing, and editing the manuscript.

#### **Data Availability**

Data can be provided upon request to the author.

#### **Declarations Ethical Statement**

The study followed the guidelines of the Declaration of Helsinki.

#### **Informed Consent Statement**

Informed consent was obtained from all persons involved in the study.

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