

《研究揭秘：为什么自恋者升职更容易？》

虽然自恋的人不讨人喜欢，但是事实证明，自恋者往往更容易获得升职。研究发现，自恋者会高估自己的贡献，并喜欢自我宣传，而在职场中，主管们更愿意提拔这样的员工，而且并不反感这种自我宣传行为。

[Photo/Pexels]

Ever wondered how narcissistic individuals often rise to power? This study may have some clues. A narcissist's self-image may do a great job of encouraging their managers to promote them, according to a recent study in the Journal of Personality.

你有没有好奇过为什么自恋的人通常都能获得升职？这项研究可能会给你提供一些线索。近日发表在《人格杂志》上的一项研究指出，自恋者塑造的自我形象可能会极大地鼓励主管提拔他们。

The research included two questionnaire-based studies of 259 employees and 178 supervisors total where each assessed multiple statements regarding themselves and a potentially promotable employee respectively.

该研究基于两项分别面向259名员工和178名主管的问卷调查。研究人员让前者根据不同表述对自身情况做出评估，并让后者回答什么样的员工可能获得升职。

Some examples of statements the employees were expected to assess "I am an extraordinary person," "in my work team, I think I have a great deal of power," and other questions from the Narcissistic Personality Inventory test as far as their self-image.

员工需要进行对照评估的表述包括“我是一个杰出的人”、“在我的工作团队里，我认为自己很强”以及其他和自我形象有关的问题。这些问题均出自自恋人格量表。

Supervisors would answer statements such as "I would recommend this employee for a promotion," and "This employee has a good chance of climbing the organizational ladder" based on the employees' remarked traits.

主管人员则基于员工的自我评估来回答问卷上的表述，比如“我会推荐这名员工升职”、“这名员工很可能被提拔”等。

Lastly, 181 supervisors then received profiles of fictional narcissist employees and determined whether they would "promote" them.

最后，181名主管将会收到虚构的自恋员工的档案，并决定是否会给他们“升职”。

The results showed that narcissist employees were more self-promotional of their work and had an inflated sense of power in the workplace. It also showed that supervisors were more likely to promote employees who displayed these narcissistic traits, possibly due to their grandiose perception and displays of power.

结果显示，自恋的员工更爱宣传自己的工作成绩，而且会高估自己在职场中的能力。研究还发现，主管更可能提拔那些展现自恋特征的员工，可能是因为他们能制造出华丽的假象，并给人强有力的感觉。

According to a 2016 study, narcissist individuals were more likely to believe that they make for effective and superior leaders, which could correlate with self-promotional behaviors like higher regard for their role in a work project.

2016年的一项研究显示，自恋者更可能认为自己能成为高效的上级领导，这些人喜欢自我宣传，并会高估自己在工作项目中发挥的作用。

The results showed that this self-promotional behavior was not viewed negatively by the supervisors in the study, and could be viewed as a positive trait depending on the workplace.

该研究结果指出，受访主管对这种自我宣传行为并不反感，在某些工作场所中自我宣传还被视为一种积极的特质。

Does this mean you have to be a narcissist to get promoted? Not quite, but there could be some self-confidence lessons to be learned.

这是否意味着你必须自恋才能升职？不完全是这样，但是你可以学着让自己更自信一些。

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