

## In this month's edition:

### Katherine services

Ever wonder if you are dealing with a narcissist or sociopath at work?

### Upcoming CORP Public Workshops in:

- Darwin
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## CORP services in the Katherine Region

Kate Ganley is CORP's Katherine based Trainer and Mediator.

CORP Katherine has a variety of Public Workshops available, ranging from Communication skills to Conflict Management to Mindfulness and Managing Stress and plenty more. CORP can also come in to your Workplace and deliver training for your team or even hold one on one sessions on a variety of topics.

Kate has an extensive history working in all levels of government, non government organisations and the private sector. Kate appreciates the diverse nature of the Northern Territory and the diverse characteristics of the people living and working here.

Kate is a nationally accredited mediator and does work for the Community-Justice Centre, for the Magistrates Court and for EASA.

Kate has also completed Parent Effectiveness Training, a Certificate in Positive Psychology and is currently studying a Graduate Diploma in Family Dispute Resolution and a Masters in Teaching (Early Childhood).

Her corporate retreats and relaxation sessions have been enjoyed by all participants with stellar reviews.

*"Kate is an engaging facilitator who can bring meaning and relevance to theory for all audiences"*

*"Best money I've spent!"*

For more information call the CORP main office in Darwin: **8941 5661** [corp@corp.org.au](mailto:corp@corp.org.au)

# Ever wonder if you are dealing with a narcissist or sociopath at work?

When it comes to dealing with difficult personalities in the workplace, people struggle because they don't know the difference between a narcissist and a sociopath. Both personalities show up in all sorts of workplaces, and at all levels of employment. Sociopathic personalities are not as uncommon in the work world as you might assume - functional sociopaths can manage quite well in the everyday world. Because of this, it's very useful to know the difference between the two, so that you can use responses and strategies that work best for each specific personality problem.

Knowing some basics of how to discern the difference between the personality types is the place to start. Keep in mind that this article is short and therefore not an exhaustive description of either personality type. If you suspect you are working with either a narcissist or sociopath, you may want to do further research in order to have a deeper grasp of the dynamics. Narcissists and sociopaths can be of both genders. Just a quick note about terms: sociopath and psychopath are one and the same thing according to Robert Hare (who basically wrote the book on sociopathy), but our culture seems to view psychopaths as criminally-oriented.

## Shared Elements and Differences:

There's good reason that narcissists and sociopaths get confused in our minds, and that is because they share some elements - sociopaths are narcissistic but narcissists are not sociopaths. Though they share some motivations and behaviors, some elements of their personalities are very, very different. Clarity about the differences is probably the most useful way for a layperson to differentiate the two types. If you are interested in more information about how the personalities are similar, see this series of blog posts that compares and contrasts narcissists, borderlines, and sociopaths.

Basic similarities of narcissists and sociopaths:

- Both have charisma or charm that they use to get people engaged.
- Both tend toward grandiosity - big ideas, big stories, big visions.
- Both take credit when things go right and point fingers when things go wrong.
- Both are self-serving.
- Both lack empathy; narcissists are unable to see things from another's point of view and sociopaths can see how they effect others but just don't care.
- Both exhibit a sense of entitlement.
- Both have a total lack of personal insight into their emotional selves.
- Both can skillfully re-craft the past to suit their own needs.
- Both can speak of emotions, but their experiences differ from that of people with empathy.
- Neither apologize when it would be appropriate to do so, although a sociopath might offer a fake apology in order to keep things moving along.

What's different:

A **narcissist** will talk about themselves, a **sociopath** will get you to talk about you.

A **narcissist** will introduce topics of interest or concern to themselves, a **sociopath** will introduce topics of interest to you.

A **narcissist** wants to be perceived well, a **sociopath** wants to be perceived in whatever way will best suit his purpose.

Both ignore social rules, but a **narcissist** does it out of lack of awareness, while a **sociopath** does it to manipulate situations for his purpose.

A **narcissist** is somewhat hapless and unaware of their personality predicament their behavior and their effect on others; a **sociopath** is likely to be aware he is different from people who experience empathy and knowingly use this difference to get their way.

A **sociopath** is pre-occupied with winning, while a **narcissist** is preoccupied with being appreciated and admired. A **sociopath** is a stimulation junky seeking ways to avoid boredom, while a **narcissist** may or may not be oriented to high stimulus activities.

A **narcissist** is unaware of the aggravating effect they have on others, while a *sociopath* is very aware of the effect on others.

A **narcissist** may demean you, be a bully, or mess with your career if they perceive you as a threat, while a **sociopath** will knowingly try to take you down or out altogether if you get in their way. A sociopath is likely to be cunning, patient and strategic in this process. They play a long game while a narcissist plays a shorter term game. A **narcissist** doesn't mind working hard if it leads to approval, while a **sociopath** manipulates to do as little work as possible for the purpose of having money without expending effort.

A **narcissist** will have many relationships that end badly, while a **sociopath** is more likely to cut and run altogether once their manipulations are revealed or thwarted.

**Both** are chameleon-like and adapt their stories to please their particular listeners, however a **sociopath** may skirt closer to the edge of believability somehow managing to get you to doubt yourself rather than the fantastic story.

A **narcissist** is likely to adapt better to a work situation in established organizations with clear rules and social codes while a **sociopath** will prefer a start up or entrepreneurial environment where the rules and social codes are not clear.

A **narcissist** will get frustrated that their attempts to interact with empathetic people seem to go awry; they'll feel like a victim because their efforts don't work. A **sociopath** will not feel this sort of frustration, they process what other people would consider to have emotional import as neutral information.

**Both** can make poor collaborators and team members. With a **narcissist** it's due to poor social/emotional skills, self-orientation, and hapless attempts to get their own needs met, while with a **sociopath** it's due to manipulation to get out of work, thwart others, win out, and get what they want.

#### Strategies for Success:

If you discern you are working with a narcissist or sociopath, there are strategies for maintaining professionalism and taking care of yourself. If you are dealing with a narcissist, your worst problems tend to revolve around being triggered (and therefore compromising your professionalism) due to being ignored, feeling disrespected, dismissed, demeaned, or bullied. A narcissist who perceives you as a threat in some way may attempt to throw you under the bus professionally, and you may need to handle some complicated situations.

If you are dealing with a sociopath, you may find things are more complicated and threatening than if you are dealing with a narcissist. If you are in a sociopath's sight as either a highly useful or highly problematic person then you are likely to be the target of behaviour that can range from manipulative to highly destructive. You will need to take care of yourself in a well thought out strategic fashion, with an eye on self-protection (of reputation, information, finances, and physical self). Whichever personality you encounter, remember that awareness of the personality type and implementing tactful, thoughtful strategies can make your situation better.

[https://www.huffingtonpost.com/melissa-schenker/working-knowledge-how-to-b\\_10722026.html](https://www.huffingtonpost.com/melissa-schenker/working-knowledge-how-to-b_10722026.html)

**CORP is offering a brand new course in Dealing with Difficult People and Personality Disorders in the workplace. Enquire for more details - 8941 5661 corp@corp.org.au**



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**Alice Springs**

Locations in town centre:

confirmed upon booking

**Katherine**

Regional Training Centre

19 Second Street

**\*Katherine conditions:**

**\$285pp** for full day

**\$175pp** for half day

**\$45pp** for CORP Talks

Maximum **10** participants

## Darwin

Tuesday 12 June    Delegation Skills    Half Day

Thursday 14 June    **CORP talk!** Healthy Gut-Healthy mind    One Hour

Thursday 21 June    Appropriate Workplace Behaviours    Half Day

**Alice Springs**    *Limited places available — please book early!*

Thursday 14 June    Preparing to Work in a Remote Community    Full Day

Thursday 9 August    Using EQ to boost your Resilience    Half Day

**Katherine**    *Limited places available — please book early!*

Tuesday 21 August    Mindfulness and Managing Stress    Half Day

## New Public Workshop Calendar July– December 2018

The new Darwin Public Workshop calendar for July– December is being released next month, Keep a look out on the website for some brand new courses available for your workplace or employees.



**CORP/EASA is now located at :**

**Level 2, The Cavenagh Centre, 43 Cavenagh Street**