

Prof. Astrid Schütz - Narcissism and Leadership

Astrid Schütz holds the chair of Personality and Assessment at the University of Bamberg. She is also Director of the Centre of Personnel Psychology and Vice-Dean of the School of Human Sciences. She received her Ph.D. in psychology with minors in sociology and education and has been a visiting researcher at the University of Virginia, at Case Western Reserve University, and the University of Southampton as well as a professor of Psychology at Chemnitz University of Technology. Her research focuses on personality in social relations, leadership, and narcissism. She also develops tools for assessment and training and is the author of over 100 peer-reviewed articles and author/editor of over 30 books. She is associate editor of 'Journal of Individual Differences' and serves on the editorial board of 'Self and Identity'.

Persons with high levels of narcissism are prone to seek and achieve leadership positions. However, the question of whether they are effective leaders has been discussed controversially in the last years. This talk focuses on the effects of leader narcissism on employees and organizations. Apart from summarizing the current state of the literature on the bright and dark sides of narcissistic leaders, I present recent findings connecting leaders' narcissism with abusive supervision and explain possible underlying mechanisms. Furthermore, effects of leader narcissism on followers as well as options for followers on how to respond are discussed and implications for theory and practice are derived.