

THE RELATIONSHIP BETWEEN MACHIAVELISM, GRANDIOSE AND
VULNERABLE NARCISSISM, AND LONELINESS AMONG WHITE COLLAR
WORKERS



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PLAGIARISM

I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and conduct, I have fully cited and referenced all material and results that are not original to this work.

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ABSTRACT

Considering the several negative effects of loneliness as an undesirable and hurtful emotion, it is important to discover how it occurs. Although Machiavellianism and narcissism are associated with loneliness, the number of studies that have investigated their relationship is relatively limited. This study, therefore, aims to investigate the relationship between Machiavellism, narcissism, and loneliness among white-collar workers. In addition, it is also aimed to examine whether the level of Machiavellianism, narcissism, and loneliness are related to sociodemographic characteristics of the participants, as indicated by several previous studies. The study was carried out with 200 white-collar employees selected by snowball sampling. Data was collected using an online questionnaire that included a sociodemographic information form, Narcissistic Personality Inventory, Hypersensitive Narcissism Scale, Machiavellianism Scale, and UCLA Loneliness Scale. The results failed to indicate a relationship between sociodemographic variables and Machiavellianism and narcissism scale scores. In addition, several significant correlations were obtained between Machiavellianism, narcissism, and loneliness scale variables. Finally, a stepwise multiple regression analysis revealed Distrust subscale of Machiavellianism Scale and Hypersensitive Narcissism Scale scores as well as male gender as significant predictors of loneliness. The findings presented by this study are considered to make a significant contribution to the limited and controversial literature.

Keywords: Machiavellism, narcissism, loneliness.

ÖZET

İstenmeyen ve incitici bir duygu olarak yalnızlığın çeşitli olumsuz etkileri göz önüne alındığında, bunun nasıl oluştuğunu keşfetmek önemli bir husus olarak ortaya çıkmaktadır. Makyavelizm ve narsisizm yalnızlık ile ilişkilendirilse de aralarındaki ilişki sınırlı sayıda araştırmada incelenmiştir. Bu nedenle bu çalışma, beyaz yakalı çalışanlar arasında Makyavelizm, narsisizm ve yalnızlık arasındaki ilişkiyi incelemeyi amaçlamaktadır. Ayrıca, daha önce yapılan birçok çalışmada da belirtildiği gibi, Makyavelizm, narsisizm ve yalnızlık düzeylerinin katılımcıların demografik özellikleri ile ilişkili olup olmadığının incelenmesi de amaçlanmaktadır. Araştırma kartopu örnekleme ile seçilen 200 beyaz yakalı çalışan ile gerçekleştirilmiştir. Veriler, Sosyodemografik Bilgi Formu, Narsisistik Kişilik Envanteri, Aşırı Duyarlı Narsisizm Ölçeği, Makyavelizm Ölçeği ve UCLA Yalnızlık Ölçeği'ni içeren çevrimiçi bir anket kullanılarak toplanmıştır. Sonuçlar, sosyodemografik değişkenler ile Makyavelizm ve narsisizm ölçek puanları arasında anlamlı bir ilişki olmadığını göstermiştir. Ayrıca Makyavelizm, narsisizm ve yalnızlık ölçeği puanları arasında anlamlı düzeyde ilişkiler elde edilmiştir. Son olarak, aşamalı bir çoklu regresyon analizi, Makyavelizm Ölçeği'nin Güvensizlik alt ölçeği ve Aşırı Duyarlı Narsisizm Ölçeği puanları ile erkek cinsiyetin yalnızlığın anlamlı yordayıcıları olduğunu ortaya koymuştur. Bu çalışma tarafından sunulan bulguların sınırlı ve tartışmalı literatüre önemli bir katkı sağlayacağı düşünülmektedir.

Anahtar Kelimeler: Makyavelizm, narsisizm, yalnızlık.

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TABLE OF CONTENTS

ABSTRACT.....	ii
ÖZET	iii
ACKNOWLEDGEMENTS.....	iv
TABLE OF CONTENTS.....	v
LIST OF TABLES.....	vii
LIST OF ABBREVIATIONS.....	viii
1. INTRODUCTION.....	1
2. THE CONCEPT AND DEVELOPMENT PROCESS OF MACHIAVELISM	4
2.1. The Concept of Machiavelism	4
2.2. The Historical Development of Machiavellianism	4
2.3. Dimensions of Machiavelism.....	5
2.3.1. Moral Deprivation.....	5
2.3.2. Distrust of Others	6
2.3.3. Desire to Control.....	7
2.3.4. Desire for Status.....	7
2.4. Characteristics of Individuals with a Machiavellian Mindset.....	8
2.5. The Relationship between the Sociodemographic Characteristics of Employees and Machiavellianism.....	11
3. NARCISSISM CONCEPT AND DEVELOPMENT PROCESS	14
3.1. The Concept of Narcissism	14
3.2. Historical Development of Narcissism	15
3.3. Healthy and Pathological Narcissism.....	16
3.4. Grandiose and Vulnerable Narcissism	18
3.5. Organizational Narcissism	20
3.6. The Relationship between Narcissistic Personality Organization and Machiavellian Behaviors.....	22
3.7. Loneliness.....	23
3.8. General Characteristics of Lonely Individuals.....	24

3.9. Isolation, Narcissism and the Development of Machiavellian Tendencies ..	24
3.10. Present Study.....	25
4. METHOD.....	27
4.1. Participants.....	27
4.2. Materials.....	27
4.2.1. Sociodemographic Information Form.....	27
4.2.2. Narcissistic Personality Inventory (NPI-16).....	27
4.2.3. Hypersensitive Narcissism Scale (HSNS)	27
4.2.4. Machiavellianism Scale	28
4.2.5. UCLA Loneliness Scale (UCLS).....	28
4.3. Procedure.....	28
4.4. Data Analysis	29
5. RESULTS.....	30
5.1. Sociodemographic Characteristics of the Sample	30
5.2. The Relationship between Narcissisticism, Machiavellianism, and Loneliness.....	33
5.3. Prediction of Loneliness.....	34
6. DISCUSSION.....	35
7. CONCLUSION	
REFERENCES	42
APPENDIX A Informed Consent Form	62
APPENDIX B Questionnaire Form	66
APPENDIX C Ethics Board Approval	70

LIST OF TABLES

Table 1. Sociodemographic Characteristics of the Sample	30
Table 2. Descriptive Statistics for Machiavellianism Scale, Narcissistic Personality Inventory, and Hypersensitive Narcissism Scale Total and Subscale Scores.....	31
Table 3. The Relationship between Sociodemographic Variables and Narcissism, Machiavellianism, and Loneliness Scores	31
Table 4. Intercorrelations between Machiavellism, Narcissism, and Loneliness Scores.....	33
Table 5. Summary of Stepwise Multiple Regression Analysis for Variables Predicting Loneliness Score	34

LIST OF ABBREVIATIONS

- HSNS - Hypersensitive Narcissism Scale
- M - mean
- MS - Machiavellianism Scale
- N - total sample size
- NPI - Narcissistic Personality Inventory
- SD - standard deviation
- UCLS - Loneliness Scale

1. INTRODUCTION

As social beings, individuals have to establish relationships with other people in their environment. These relationships occur through personal interactions (Leary, 1957). Problems experienced in this regard may lead to a feeling and/or experience of loneliness. Loneliness is defined as “the *lack* of presence of the other, or the *incapacity* to tolerate this absence and be alone” (Erllich, 1998, p. 136). While loneliness represents being physically alone, it may also manifest itself as feeling lonely among the crowd. Thus, satisfaction felt by individual with relationships might be an important determinant of loneliness (Buluş, 1997).

As an undesirable and hurtful emotion, loneliness has several negative impacts on individuals, such as decreased productivity and creativity, difficulty in establishing relationships, and dysfunctional behaviors (Çelikkaleli et al., 2022). Considering the effects of loneliness, it is important to discover how it occurs. Rokach (2004) states that the causes of loneliness may include innate properties and also cover a wide range of factors including, personal, financial, social ones. Wiseman et al. (2006) emphasize that one needs to consider personality traits of the individual when explaining the concept of loneliness. Perlman and Peplau (1982) state that since negative personality traits can reduce social desirability and attraction of individuals and adversely affect their behaviors in social relations, individuals with such traits might be more likely to experience loneliness. In this context, it is seen that Machiavellianism and narcissism might be associated with loneliness (Çelikkaleli et al., 2022).

Machiavellianism is a term based on the ideas of Italian politician Niccolo Machiavelli, who introduced his ideas on management science in his famous book, *the Prince* (Robbins, 1999, as cited in Ermis et al., 2018). Machiavellian individuals

can go all kinds of ways to attain their aims and maximize their personal interests.

Therefore, they can lie, manipulate people and events, and praise others for their own purposes. Machiavellian individuals exhibit behavioral tendencies indicating selfishness and self-interest. They are highly goal-oriented. Human and business relations of these people mainly focus on their own benefits and interests (Ozsoy & Ardiç, 2017). They manipulate situations and individuals in a conscious and systematic way to direct the network of relations in the organizational environment or social life in line with their own interests. They can engage in immoral behaviors (lying, cheating, slyness, fraud, etc.) to achieve personal goals (Ozsoy, 2019).

On the other hand, narcissistic personality organization is characterized by a persistent pattern of “maintaining (one’s) self-esteem by getting affirmation from outside” (McWilliams, 1994, p. 168). Individuals with a high level of narcissism have a grandiose self, characterized by an inflated self and self-love. However, this situation does not necessarily mean that those individuals have high self-esteem (Errasti et al., 2017). Narcissistic individuals underestimate others and strive to keep others under control (Ozsoy & Ardiç, 2017). Brummelman et al. (2016) suggest that narcissistic individuals perceive others’ failures as successes of themselves or they see others’ successes as failures of themselves (as cited in Brummelman, 2018). These individuals also have a tendency to feel superior to others. They are likely to behave aggressively when faced with rejection, and they also have difficulty forgiving others (Brummelman, 2018). There are two dimensions of narcissism: grandiose narcissism and vulnerable narcissism. Grandiose narcissism is characterized by boldness, extroversion, and inflated self-worth. On the contrary, vulnerable narcissism involves a sense of self characterized by reactivity, neuroticism, and fragility (Derry et al., 2019).

Characteristic theories of loneliness propose that personality traits could directly affect individuals' social relationships and effectiveness in alleviating loneliness through three possibilities: (1) reducing one's social attractiveness or desirability, (2) influencing one's own interactional behaviors, and (3) affecting one's reactions to actual changes in social relationships (Zhang et al., 2015). A wide variety of negative social and emotional outcomes have been associated with the Machiavellian and narcissistic traits (Wai & Tiliopoulos, 2012). It is stated that individuals who have Machiavellian and narcissistic personalities can have several social and emotional problems due to loneliness (Jonason et al., 2010). Behaviors exhibited by individuals with such personalities in their social relations make others alienate from them, which causes those individuals to become lonely (Jakobwitz & Egan, 2006). It is therefore plausible that higher scores on the Machiavellian and narcissistic traits are accompanied by more intense experiences of loneliness. On the other hand, it's seen that there are limited number of studies examining the effects of Machiavellianism and narcissism on loneliness (Çelikkaleli et al., 2022; Zhang et al., 2015).

In this context, this study aims to investigate the relationship between Machiavelism, grandiose and vulnerable forms of narcissism, and loneliness among white collar workers. In addition, it is also aimed to examine whether the level of Machiavellianism, narcissism and loneliness differ significantly according to the demographic characteristics of the participants.

2. THE CONCEPT AND DEVELOPMENT PROCESS OF MACHIAVELISM

2.1. The Concept of Machiavelism

The concept of Machiavelism refers to the strategies used by the parties to achieve their goals in interpersonal relations. When it comes to Machiavellian understanding, the most basic strategy that comes to mind is the understanding that “every way to the goal is permissible” (Machiavelli, 2015, p. 10). Individuals with high Machiavellian personality traits such as moral deprivation, distrust of others, desire for control and status are generally characterized by extraverted but superficial and hypocritical behaviors in interpersonal relationships (Paulhus & Williams, 2002).

The main characteristics of Machiavelism can be listed as having a manipulative, emotionless, and strategic orientation (Jones & Paulhus, 2014). Studies suggest that Machiavellian individuals hide their true nature in the environment for a long time, and they move to a different environment when their abusive, opportunistic, and deceptive characteristics emerge (Wilson et al., 1996). It is also mentioned that individuals with high Machiavellian behavioral characteristics tend to help others less than individuals with low such behavioral characteristics (Dahling et al., 2009).

2.2. The Historical Development of Machiavellianism

Machiavelism is the thought that advocates that every means can be used in order to ensure interests in politics and accepts those means as legitimate in this direction (Ülbeği, 2016). Machiavelism characterizes individual characteristics in the pattern of manipulative and utilitarian attitudes. The roots of Machiavellianism, an approach that includes shrewdness and hypocrisy, are based on the book *The Prince* written in 1513 by Niccolo Machiavelli, who lived between 1469-1527. (Kareshki,

2011). Niccolo Machiavelli argued that although people want to look honest, this is not a good idea. According to Machiavelli, in some cases it might be preferable to lie, not keep promises, and even kill your enemies. He adds: “A prince need not worry about keeping his promises, an effective prince must learn how not to be nice. The most important thing is to stay in power, and almost any way is permissible to do this”. Accordingly, the final result obtained is more important than how that result was obtained (Warburton, 2016, p. 83). The concept of Machiavellianism, which entered the literature with the examination of the behavioral characteristics mentioned by Niccolo Machiavelli in his work called "The Prince", refers to the strategies used by the parties to achieve their goals in interpersonal relations. When it comes to the Machiavellian understanding, the most basic strategy that comes to mind has been the understanding that "any way to the goal is permissible". As a matter of fact, in his work, Machiavelli revealed such strategic relations based on political relations, and talked about what can be done to manage societies and develop political relations in line with the interests of the rulers. Niccolo Machiavelli, who once served as the chief political adviser to the ruling Medici family in Florence, Italy, recommends maintaining political control for future generations. At the core of these recommendations, there is the idea that "the end justifies the means". Machiavelli says that a manager should be open to all kinds of tactics, including manipulative interpersonal strategies such as flattery and lying, and should be able to build his relationships on these characteristics (Machiavelli, 2015).

2.3. Dimensions of Machiavelism

Machiavelism consists of 4 sub-dimensions: moral deprivation, distrust of others, desire to control, and desire for status.

2.3.1. Moral Deprivation

The most obvious criticism leveled against Machiavelli's thoughts is the lack of moral honesty within the political thought system he established (Yaşın, 2018). Machiavelli argues in his works that the state is only a political construct, not a moral or legal construct. In this context, he states that moral and legal rules should be used only if necessary for political purposes (Arslan, 1992). According to Machiavelli, morality has two dimensions: political morality and private morality. A fact or action that is considered right and beneficial in one dimension may be seen as wrong and harmful in the other.

While will and reasoning take place to a large extent in moral behavior, moral character is the transformation of moral behavior into an acquired tendency as a result of repetition. Reasoning, choice, and will are active in the process of acquiring moral values, while the state and attitude settled in emotions become active in the next process (Yazıcı & Yazıcı, 2011). Morality today tends to lose its inherent goodwill (Köse, 2012). Moral deprivation can show itself in all social classes and is mostly seen in the political, business, and commercial environment (Akdoğan, 2009).

2.3.2. Distrust of Others

The question of whether the human being, who is at the focal point of politics and state administration, is inherently good has been a frequently discussed issue since the past. Machiavelli, who most of the time defines people with adjectives such as ungrateful, selfish, jealous, devoid of common sense, and self-seeking in his works, deals with what human nature is and how it behaves, not how human nature should be in order to reach the ideal (Yaşın, 2018). According to Machiavelli, people are selfish by nature and do not keep their promises to others. Therefore, rulers do not need to keep their promises to the people.

Insecurity causes people to be prejudiced and suspicious of those around them, to become increasingly withdrawn, and then to have negative feelings toward the general public (Özler et al., 2010). There is an inverse relationship between distrust of others and moral attitudes. When exposed to or thought to be threatened with regard to existence, the individual may show a tendency to moralize behaviors that he does not see as morally appropriate under normal conditions in order to eliminate the threat (Ekmekci, 2011).

2.3.3. Desire to Control

Control, which is defined as the ability of man to direct and influence himself and his environment, is observed in Machiavellian people (Sungur, 2017). These people have a power motive to influence or manage others and to control the environment, and individuals with this motive have a high tendency to engage in political behavior (Doğan, 1997).

This dimension includes people's beliefs and expectations that they can direct the processes with their own thoughts, discourse, and behaviors (Hisli et al., 2009). Control is the ability of a person to influence and direct himself and his environment. In the Machiavellian personality type, the need for control in the hierarchy always manifests itself.

2.3.4. Desire for Status

Status can be expressed as the sum of behavioral patterns that can be perceived in the social hierarchy and that differ in terms of rights, authority, and responsibilities, pushing the individual to behave in a certain way (Barut, 1996). Regardless of the purpose of the individual, if the behavior he exhibits serves his own interests, power comes into play. The individual in question either uses power as a tool that serves the purpose or his goal is to gain power (Doğan, 1997).

Status refers to the place within the social pyramid (Gökaliler et al., 2011).

Status expresses both the place of the person in the society and the value of the person in the eyes of the people around him. Status includes all the typical elements of individuals that are positioned with a positive or negative measure of dignity (Weber, 2008). For gaining and maintaining status, it is necessary to control the surroundings, manipulate information if necessary, and take advantage of the position to reach the goal with similar elements.

2.4. Characteristics of Individuals with a Machiavellian Mindset

Behavior, which is a reflection of personality, has also been a focus in academic studies on leadership. The relationships between personality and leadership have always been one of the important research topics in social sciences (Taşdöven et al., 2012).

Defining the concept of personality is quite difficult for many different reasons. One of the reasons for this difficulty is that there are many different personality theories and schools to define personality. Secondly, while it is seen that some philosophers try to define personality with only one dimension, for example, in terms of the ontology of the individual, it is seen that some philosophers deal with the concept of personality in terms of the experiences of the individual. Personality, briefly, is the whole of character and acquired characteristics (Gueye, 2011). There are two basic approaches to the concept of Machiavellian personality, which is shaped by the axis of Machiavelli's thoughts. The first of these is the Machiavellian individual definition, which was developed by Christie and Geis in 1970 and has the sub-dimensions of lack of emotion and compassion, moral deprivation, acting based on reason, and low ideological commitment. The second is the approach put forward by Dahling et al. (2009) and defined by the sub-dimensions of distrust of others,

desire to control, desire for status, and moral deprivation (Bitlisli & Dinç, 2015).

Recently, there are also studies on the personality traits of Machiavellian individuals (Güven, 2019). In a study, Machiavellian individuals were defined as individuals who exhibit political behaviors, think that others exist for their own purposes, resort to cunning and deception in their interpersonal relationships, lack traditional morality and have the ability to influence others, and control social interactions (Doğan, 1997).

According to Christie and Geis (1970), the characteristics that an individual who is competent in controlling others should have are as follows (as cited in Bitlisli & Dinç, 2005):

1. Relative lack of emotion in interpersonal relationships,
2. Lack of general moral concerns,
3. Lack of psychopathological integrity,
4. Low ideological commitment.

Özsoy and Ardiç (2017), and Uçkun et al. (2018) summarize the main characteristics of Machiavellian individuals as follows:

1. He resorts to lies and deception when necessary for his personal interests.
2. Flatters important people who have power in the realization of personal goals.
3. In order to manage and manipulate people, he tells them what they want to hear instead of the facts.
4. Acts with the belief that human beings can be dangerous by nature and does not fully trust them based on this thought.
5. Does not share with people who may pose a threat to their personal interests in the future and hides what they need to know from them.
6. He manipulates people and events in line with his personal interests.

7. Uses aggressive, directing, exploitative and immoral methods to achieve his interests, regardless of the feelings, rights, and needs of others.
8. Displays antisocial attitudes, lacks empathy, is motivated by status and financial power.
9. They are highly competitive individuals who exhibit cold, deceitful, self-interested, selfish and ruthless attitudes in human relations.

There are also studies in the literature that have identified the overlapping aspects of Machiavellianism with psychopathy and narcissism (Bolelli, 2018).

According to Cosans and Reina (2018), Machiavellianism, narcissism, and psychopathy are three personality traits called the "dark triad" in the Management literature. The common feature of these three personality types is the emergence of malicious behaviors in interpersonal relationships. The difference between Machiavellian people and narcissists is that they are much more realistic in their personal evaluations and evaluations of other individuals than narcissistic individuals, and do not make any unrealistic claims, but do not make any effort to have a positive effect on others (Uçkun et al., 2018).

According to Machiavellian people, people are weak and coward, so they can be easily used for our own benefit. According to McHoskey et al. (1999), individuals with a high level of Machiavellianism tend to lie pathologically, are manipulative and deceitful, have low empathy, and generally do not take responsibility for their actions. As can be understood from these qualifications, it is seen that Machiavellian individuals are associated with unethical behaviors in many cases (Schafer & Wang, 2018). The following three basic models have been put forward regarding the Machiavellian personality, which has been studied in social sciences and its sub-disciplines since the 1970s (Dinç & Akçakanat, 2018):

1. Christie and Geis's Machiavellian Model of Personality (1970): According to this model, the Machiavellian individual is someone who seeks manipulation, including immoral ones, in order to achieve his goals.
2. Dahling, Whitaker, and Levy's Machiavellian Personality Model (2009): They developed a new model and measurement tool consisting of four sub-dimensions by addressing the problem areas of the previous model. These sub-dimensions are: distrust of others, desire to control, desire for status, and immoral manipulation.
3. Kessler's Organizational Machiavellian Personality Model (2010): Based on the belief that Machiavellian individuals are individuals who can use manipulation in the context of the work environment, they developed the Organizational Machiavellian Personality Model.

2.5. The Relationship between the Sociodemographic Characteristics of Employees and Machiavellianism

White-collar workers generally work in competitive work environments. Therefore, they may exhibit Machiavellian behaviors to enhance their success, advance their careers, and gain power and status. In addition, some white-collar workers may actively choose competitive environments because they possess Machiavellian traits (Aksoy, 2016). Because of these reasons, this study was conducted on white-collar workers.

As Machiavellian individuals, men and women successfully develop adaptation strategies. However, successful strategies differ in terms of gender. It is claimed that women indirectly manipulate successfully by making personal statements, while men are not as successful as women in this regard (Dingler-Duhon & Brown, 1987). At least partially due to their upbringing and expectations of society, women are more compassionate and obedient individuals who need the protection and

help of others, and are more adaptable to social rules, while men are more aggressive and independent. Men also tend to show more unethical behaviors (Güney & Mandacı, 2009).

Different results are encountered in the literature on the relationship between age and Machiavellian tendencies. Mudrack (1994) found in his study that Machiavellian tendencies increased with age, while Atakan (2002) found that there was no significant difference between Machiavellian tendencies and age.

It is known that employees in labor-intensive businesses make concessions from many things in order to ensure success. Considering that married people prioritize their spouses and children, it is expected that Machiavellian tendencies of single employees will be higher than those of married people (Aksoy, 2016). As a matter of fact, in the study of Yılmaz (2017) and Özsoy (2017), it was determined that single people have higher Machiavellian tendencies than married people.

Depending on the increase in the education level of the employees, their material and hierarchical expectations also increase. This situation results in the Machiavellian tendency of people with higher education levels (Aksoy, 2016). The results obtained in a study (Chen, 2010) conducted in this context support this explanation. In another study conducted by Bakır (1993) on Gülhane Military Medical Faculty students, it is noted that there is a significant increase in the Machiavellianism scores of the students as they reach the final year. On the other hand, it is seen that there are studies in the literature that have different results regarding the relationship between education level and Machiavellianism. For example, while Liu (2008) determines that there is no significant relationship between education level and Machiavellianism, Kapla (2005) concluded that there is a negative relationship between the variables.

Employees in organizations may continue to work despite their retirement time for a number of different reasons. Sometimes this happens in order to earn more income and sometimes to get a better position. Aksoy (2016) has found a significant positive relationship between the duration of work life and Machiavellian tendencies.

Several studies indicated Machiavellian tendencies might differ among professions. For example, some researchers have obtained different results for the Machiavellianism levels between salespeople, marketing experts, students, and bank managers. Siegel (1973), in his study examining the level of Machiavellianism among students, administrators and academics, found that the highest level of Machiavellianism was in academics, then students, and the lowest scores were obtained among administrators. It is seen that there are other studies (Corzine et al., 1999; Siu & Tam, 1995), albeit a limited number, that concluded that the level of Machiavellianism differs significantly according to the profession. On the other hand, some studies failed to find such a difference (e.g., Barut, 1996).

As a result, it is seen that Machiavellianism has been examined according to sociodemographic characteristics in many studies, but the results are controversial. This situation is considered to show that Machiavellianism is a complex concept that cannot be explained based on sociodemographic characteristics alone.

3. NARCISSISM CONCEPT AND DEVELOPMENT PROCESS

3.1. The Concept of Narcissism

"Narcissism" originates from the Greek mythology of Narcissus, who saw his reflection in the water and fell in love with this reflection, and spent and ultimately ended his life following his love (himself). Narcissus clings to the desire to reach this impossible love and falls into the water and drowns and dies. Dictionary meaning of narcissism explains the concept as sexual desire and pleasure directed toward one's own body (Özsaydın, 1984)

When the word narcissism is examined etymologically, it is seen that the root of the word is related to the Greek word *narke*, which means bluntness or insensitivity. The concept of narcissism means excessive self-love, overestimating oneself and egocentrism (Budak, 2009). Arrogance, pretentiousness, and egocentrism are other concepts commonly used to indicate narcissism (Twenge & Campbell, 2015).

According to Freud, narcissism arises when the libido is directed towards one's own self. Freud defined 2 aspects of narcissism: primary and secondary narcissism. Primary narcissism is a normal developmental stage in which the child sees himself/herself as an object of love because he/she cannot separate himself/herself from the outside world in the early years of development. Secondary narcissism, on the other hand, includes pathological features that express libido's reorientation to the self after the lack of the object of love sought in the external world in the later developmental stages (Freud, 1957).

Normal narcissism is the individual's feeling of harmony with himself, his close environment and other individuals around him, and the feeling that his environment can meet his expectations (Rozenblatt, 2002). It is a situation where the

self-worth and self-confidence of the person are as high as possible without any doubt, and the power of criticism or positive/negative effects from others to negatively affect the self-confidence of the person is minimized. Instead of being fed by the opinions and thoughts of people around him, he focuses on the opinions and thoughts about himself and satisfies his self-confidence in this way (Akhtar, 1989).

3.2. Historical Development of Narcissism

Clinically, the word *narcissism* was first used by the psychoanalytic theorist Ellis in 1898 to explain a psychological concept, and Ellis explained narcissism as feelings that are seen especially in women and involve the individual directing sexual impulses to themselves with admiration (Rozenblatt, 2002). Freud used the word *narcissism* in his article *Studies on the Theory of Sexuality* (1905). Freud's article *An Introduction to Narcissism* is considered to be his first important work on narcissism (1957). The place of narcissism in psychoanalysis is based on this article. However, while Freud handles narcissism as a condition and explains it, Jung and some other theorists treat it as an ongoing phenomenon (Rapier, 2005). The narcissistic individual has begun to experience the feeling of loneliness even in the first months of life. The individual whose needs cannot be met and is neglected experiences the need to be self-sufficient, even in infancy (Ozan et al., 2008). Failure to form the bond that needs to be formed with the person who cares for the baby in the first years of life for a healthy development and ignoring the needs of the baby cause the baby to be disappointed and pave the way for experiencing negative emotions (Mahler, 1968). After the process that develops in this way, the baby redirects the libidinal investment to himself and prefers to live in the inner world instead of the outer world (Freud, 1957).

The findings that emerged as a result of the comparison of projective and objective studies on narcissism, among themselves and with each other, are remarkable. Considering the objective tests, no significant positive or negative relationship was found between narcissism and demographic characteristics, including age, gender, family status, etc (Atay, 2009).

3.3. Healthy and Pathological Narcissism

There are disagreements both within and between theories in the definition of pathological narcissism. Kernberg (1985) defines pathological narcissism with expressions such as grandiosity, lack of empathy, feeling of emotional emptiness, and egocentrism. Unlike this definition, Kohut (1977) defined narcissism as a phenomenon dominated by frailty, depression, feeling of emptiness, lack of empathy, and resilience. This ongoing discussion on narcissism between Kernberg and Kohut suggests that narcissism may be a multidimensional concept and that the two theorists may have worked with individuals who have the characteristics of different dimensions of narcissism. When the literature on pathological narcissism is examined, it is seen that pathological narcissism is not only defined by the dimensions of grandiosity and vulnerability, but also by studies on different narcissism features covered by these dimensions.

According to Kernberg (1985), although there is libidinal investment in the self in normal narcissism, there are integrated good and bad self-images. While Kohut (1977) believed that narcissism is a continuum that ranges between pathological and normal narcissism, Kernberg (1985) proposed certain differences that distinguish pathological narcissism from normal narcissism. The specific narcissistic resistance in pathological narcissism distinguishes it from normal narcissism. Unlike normal narcissism, pathological narcissism arises from

pathological object relations. In addition, unlike normal narcissism, there is a pathological separation and lack of integration in the ego and superego. In normal narcissism, libidinal and aggressively invested object images are integrated. In pathological narcissism, the pathological development of these internalized object images is seen. Unlike pathological narcissism, normal narcissism includes an overreaction to criticism, blame, and failure, as well as an interest in objects, trust in objects, and dependence. In normal infantile narcissism, the child's demands are linked to his needs, whereas in pathological narcissism the demands are excessive and cannot be satisfied. The coldness, detachment, contempt, and devaluation of narcissistic patients is different from the selfishness of the little child. When all these features are considered, it is seen that normal narcissism and pathological narcissism are different (Kernberg, 1985).

Among more contemporary views on narcissism, Ackerman et al. (2011) discuss narcissism in two dimensions, as adaptive (adaptive) and maladaptive (maladaptive) narcissism. Adaptive narcissism, which is defined as the capacity to protect the sense of self-worth in the face of narcissistic injuries, is closely related to optimal mental health and psychological resilience (Sedikides et al., 2002). Maladaptive narcissism is characterized by negative oriented egocentric features and pathological control desire, and individuals evaluated in this context constantly need the attention/approval of others. While adaptive narcissism is a normal/healthy process, maladaptive narcissism functions as a pathological process (Pincus & Lukowitsky, 2010). Adaptive or normal/healthy narcissism includes improved social skills and positive self-image, while pathological narcissism differs from normal/healthy narcissism in (1) the need to control others by disproportionate use of influence and (2) lack of empathy (Miller & Campbell, 2008). In general, pathological

narcissism is closely related to deficiencies or difficulties in self-regulation skills (Ackerman et al., 2011).

3.4. Grandiose and Vulnerable Narcissism

Pathological or maladaptive narcissism is divided into grandiose and vulnerable narcissism (Ackerman et al., 2011; Miller et al., 2013; Wink, 1991).

Although vulnerable narcissists have grandiose fantasies of grandiosity, they are not perceived as ostensibly "narcissists" because they are reserved and insecure.

Grandiose narcissists report higher levels of happiness and life satisfaction (not real happiness and life satisfaction) (Rose, 2001) and are more exhibitionistic than fragile narcissists (Wink, 1991). The common points of individuals in these two dimensions are that they tend to be hostile and aggressive towards others (Miller et al., 2013).

Grandiose narcissists, who are characterized by features such as arrogance, exhibitionism, feelings of jealousy and envy, excessive demanding, low level of apparent anxiety, striving for attention, and ignoring the needs of others, exhibit exploitative and jealous attitudes in interpersonal relationships, and can show themselves as brave and attractive in their social environment (Akhtar & Thomson, 1982; Wink, 1991).

Fragile narcissists, who are hypersensitive to the evaluations of others, preoccupied with the thoughts that they are oppressed and suffering, display an insecure and modest appearance in social areas and have a high level of anxiety. They hide their grandiose demands in their interpersonal relationships, while at the same time, they also experience a certain degree of psychological effects and emotional inadequacies that they are usually aware of (Akhtar, 1989; Gabbard, 1989). Despite their shyness, which seems to be related to their high moral values, vulnerable narcissists have a similar core to grandiose narcissists, with features such as excessive

self-focus, unrealistically high expectations from themselves and their environment, a fragile underlying sense of self, a defensive approach to a sense of inadequacy, fantasies of unlimited power and fame (Akhtar, 2003; Dickinson & Pincus, 2003). Defining this situation as the two faces of narcissism, Wink (1991) states that while trying to impress others with their abilities and achievements, grandiose narcissists isolate themselves from narcissistic injuries by filtering the reactions of others, while fragile narcissists try to understand the behavior of others by avoiding situations in which they feel vulnerable in order to protect their self-confidence.

The most basic feature of pathological narcissists, who appear to be arrogant and fragile, is that they constantly demand attention and closeness from others in order to strengthen their self-esteem (Morf & Rhodewalt, 2001). Another essential feature of them is their lack of empathy, which causes them to disproportionately manipulate their relationships and others in order to satisfy and fulfill their desires and feelings of self-love (Ritter et al., 2011)

The feeling of grandiosity (the person's exaggeration of his abilities and unrealistic perceptions of his perfection) functions as a distinguishing feature between narcissistic (self-loving) personality disorder and other personality disorders (Ronningstam & Gunderson, 1991). Narcissistic individuals tend to evaluate themselves highly positively, manipulate others to achieve their interests, and ignore the feelings and concerns of others (Barry et al., 2003; Sedikides et al., 2002). This tendency increases especially when faced with violence and negative feedback from the partner (Bushman & Baumeister, 1998; Ronningstam & Gunderson, 1991). In addition, narcissistic individuals make a great effort to protect their inflated self-image when they are in relationships where they feel threatened (Campbell et al., 2000).

3.5. Organizational Narcissism

The perception of narcissism, which is accepted and also classified as destructive or exaggerated narcissism, is addressed in five basic sub-dimensions from an organizational perspective (Brown, 2005; Duchon & Burns, 2009; Emmons, 1987):

- **Leadership:** Although the discourse that the organization is a sector leader and an authority in its field is used primarily for motivation, after a while, this situation becomes a common opinion among employees, whether it is real or not. This thought, shared by all employees, leads to misconceptions that the organization is the best at its job, so there is no need for self-renewal or external information. The leadership and authority dimension of organizational narcissism is briefly that employees see the organization as the sector leader, regardless of the real situation.

- **Desire for recognition:** Narcissism, which creates an extremely external-dependent ego state as a result of the pressures of approval and acceptance, is fed by the process of being recognized or known by others and receiving praise. For exaggerated organizational perception to survive, others must be impressed, praised, accepted, and admired. For this reason, it is seen that the organization, which is thought to be a pioneer in the sector, attaches importance to promotional activities in order to develop itself in line with the desired image.

- **Boastfulness:** Self-confidence is a positive variable in organizational as well as in individual terms, but the desire for power combined with an excessive ambition to constantly rise leads to the conclusion that every means is viable to retain power. In the organizational structure in which power-oriented values are adopted, everything that is a symbol of power is accepted, while values that go beyond the image that is thought to inspire admiration will not be accepted, and illegal or unethical methods will be used.

- Self Admiration: Self-admiration in the dimension of arrogance is a strong emotion that fosters the belief that the veil is different and unique from the others. However, if this emotion is disproportionate to reality, it can lead to institutional blindness and manifest itself as humiliating others, not providing new information, and not being open to new ideas. Excessive focus on the features that distinguish the organization from the others and taking these values as a reference in all activities will prevent thinking from a broad perspective and will lead to erroneous assessments.

- Exhibit: This dimension, also known as exhibitionism, is related to the sensitivity of the organization in marketing and advertising itself, in accordance with the self-feeding nature of narcissism. In order to feel powerful and special, there is an error of giving excessive importance to the appearance of external structures and using waste as a kind of power indicator. Making irrational decisions just to appear strong stems from the urge to feel strong with the appreciation of others. When we look at the studies on organizational narcissism, which has different sub-dimensions, it is seen that the subject attracts a lot of attention after moving from the field of psychology to the organizational field. In psychology, assessment of narcissism, which is measured with objective tests based on a specific scoring system as well as projective methods, started with the development of the Narcissistic Personality Inventory by Raskin & Hall (1979), and then gained momentum with the organizational scaling of the concept (Güler, 2012). Personally, narcissism can be explained without reference to demographic factors, that is, without reference to variables such as age and education. As a result of examining individuals with narcissistic personality in the work environment and observing the behaviors of narcissistic managers, the relationship between organizational behaviors and narcissism was discovered (Atay, 2009). It has been determined that the concept of

narcissism, which can be effective on employee behaviors, is also related to organizational issues such as leadership (Popper, 2002), job satisfaction (Penney, 2002), risk-taking behavior (Hyman, 1989), corporate commitment (Cihangiroğlu, 2012).

3.6. The Relationship between Narcissistic Personality Organization and Machiavellian Behaviors

Narcissistic and Machiavellian personality traits have features that can be defined as malicious in social life. These two personality traits have a lot in common. However, researchers have not reached a consensus on what these common points are. According to Jones and Paulhus (2011), these common features are that these people are indifferent to the suffering of others and do not hesitate to use them for their own benefit. According to Jakobwitz and Egan (2006), these common characteristics are low agreeableness and low conscientiousness. As another common point, Lee and Ashton (2005) emphasize low levels of honesty and humility. Social exploitativeness is another common point underlined by Jonason et al. (2009).

On the other hand, although there is a great amount of overlap between narcissistic and Machiavellian characteristics, the two concepts are relatively independent from each other. Compared to the narcissistic individual, the Machiavellian is much more realistic about himself and others, and neither makes excessive claims nor an effort to make a good impression (Paulhus et al., 2001; cited in Aydoğan & Serbest, 2016).

The fact that these two different concepts have many common points implies that there is a positive relationship between them. Confirming this inference, it is seen that there are many studies in the literature that have concluded that there is a positive and significant relationship between narcissism and Machiavellianism (DeLisi et

al.,2021; Güllü & Yıldız, 2019; Louis-Carter et al., 2014; Nicholls et al., 2017; Ozsoy, 2019; Özsoy & Ardıç, 2017; Sabouri et al., 2016; Szabó & Jones, 2019; Uçkun et al., 2018; Vaughan et al., 2018).

3.7. Loneliness

Peplau and Perlman (1982) defined loneliness as an undesirable subjective psychological state that occurs as a result of the incompatibility between a person's desired relationship and their actual relationship. According to Perlman and Peplau (1984), lonely people lack satisfying social relationships or perceive themselves as deprived. The authors reviewed dozens of social scientists' definitions of loneliness and identified three commonalities in these definitions. First, loneliness stems from deficiencies in social relationships. Second, loneliness is a subjective experience. It is not the same as objectively observed social isolation. That is, people may not feel lonely when they are alone, or they may feel lonely in a crowd. Third, loneliness is a life-threatening experience that causes stress and unhappiness (Perlman & Peplau, 1984). Social scientists have distinguished between loneliness and solitude while defining loneliness. While the concept of loneliness defines a situation that people avoid as much as possible and has negative consequences on psychological and physical health; solitude is mostly used to describe situations that enable the person to mature psychologically via activities such as reviewing his/her behaviors, thinking, writing, and talking to God (Kasari & Sterling, 2013; McGraw, 2010).

The developmental perspective states that the need for intimacy is a universal need that starts with birth and lasts throughout life (Fromm-Reichmann, 1959). Accordingly, it is suggested that long-term exposure to loneliness throughout childhood causes failure to establish healthy close relationships (Bowlby, 1973),

disruptions in the development of the self-system (Klein, 1975; Sullivan, 1953; Winnicott, 1965), and the inability of children to learn from their peers (Piaget, 1932).

3.8. General Characteristics of Lonely Individuals

Studies by Jones (1982) and Spitzberg and Canary (1985) consistently revealed that lonely people have problems with interpersonal communication and relationships. Tsai and Reis (2009) determined that lonely people tend to project themselves more negatively than people who are not alone. According to Sloan and Solano (1984), lonely people tend to talk less. Engelberg and Sjoberg (2004) found that lonely people with weaker social skills tend to use the Internet more frequently. According to Peplau and Perlman (1998), lonely people have negative emotions such as discrepancy, isolation, exclusion, lovelessness, and worthlessness. At the same time, they are introverted, avoid social intimacy, are angry, depressed, often overworked, have low self-esteem, and feel distressed. These characteristics also explain why others avoid lonely people.

3.9. Isolation, Narcissism and the Development of Machiavellian Tendencies

Rokach (2004) states that the causes of loneliness may include innate properties and cover a wide range from personal factors to financial and social factors. On the other hand, Wiseman et al. (2006) emphasized that one needs to consider personality traits of the individual when explaining the concept of loneliness. Characteristic theories of loneliness suggest that personality traits determine a person's social attractiveness or desirability, interactional behaviors, and reactions to changes in social relationships, and thus have an impact on individuals' social relationships and loneliness (Zhang et al., 2015).

A wide variety of negative social and emotional outcomes have been associated with the Machiavellian and narcissistic traits (Wai & Tiliopoulos, 2012).

Perlman and Peplau (1982) state that since negative personality traits can reduce social desirability and attraction of individuals and adversely affect their behaviors in social relations, individuals with such traits can experience loneliness. In this context, it was observed that Machiavellianism and narcissism are associated with loneliness (Çelikkaleli et al., 2022). Behaviors exhibited by individuals with such personalities in their social relations make others alienate from them, which causes those individuals to become lonely (Jakobwitz & Egan, 2006). Therefore higher scores on the Machiavellian and narcissistic traits are accompanied by more intense experiences of loneliness (Jonason et al., 2010). On the other hand, it's seen that there are limited number of studies supporting the positive effect of Machiavellianism and narcissism on loneliness (Çelikkaleli et al., 2022; Zhang et al., 2015). However, it should be noted that the number of studies that indicate a positive relationship between Machiavellianism, narcissism, and loneliness are still relatively limited (Çelikkaleli et al., 2022; Zhang et al., 2015).

3.10. Present Study

The present study seeks to identify the relationship between Machiavellianism, narcissism (both grandiose and vulnerable forms), and loneliness among white-collar workers in Turkey.

The hypotheses to be tested within the scope of the research are presented below.

H₁: It is expected that there will be a significant positive relationship between Machiavellianism and grandiose narcissism.

H₂: It is expected that there will be a significant positive relationship between Machiavellianism and vulnerable narcissism.

H₃: It is expected that there will be a significant positive relationship between Machiavellianism and loneliness.

H₄: It is expected that there will be a positive and significant relationship between grandiose narcissism and loneliness.

H₅: It is expected that there will be a positive and significant relationship between vulnerable narcissism and loneliness.

In addition, a potential relationship between sociodemographic variables (including age, gender, and level of education) and narcissism, Machiavellianism, and loneliness will also be explored in an attempt to shed more light on previous findings.

4. METHOD

4.1. Participants

In this study, participants were white collar workers. Among 200 participants, 110 identified their gender as female, 89 as male, and 1 as other. Their ages ranged between 25 and 45 years ($M = 32.67$, $SD = 6.23$). Ninety-one participants were married or living with a romantic partner, 109 participants were single. Eight were high school graduate, 151 had a bachelor's degree, and 41 had a master's or doctoral degree.

4.2. Materials

4.2.1. Sociodemographic Information Form

This form included questions regarding participants' age, gender, marital status, level of education, type of institution where they currently work, the length of time the participant worked in that institution, his/her position in the company. There were also questions regarding whether the participant is currently on medication, and whether he/she is currently diagnosed with a neurological/psychiatric disorder.

4.2.2. Narcissistic Personality Inventory (NPI-16)

NPI-16 (Ames et al., 2006) was used to measure the level of grandiose narcissism of participants. The scale includes 16 items. For each item, the participant is expected to choose one of two options. Atay (2009) adapted the scale to Turkish. The statements of NPI-16 include six factors: authority, superiority, entitlement, self-absorption, exhibitionism, and exploitation (Atay, 2009). Cronbach's alpha value of the Turkish version was obtained as 0.652.

4.2.3. Hypersensitive Narcissism Scale (HSNS)

HSNS (Hendin & Cheek, 1997) was used to measure the level of vulnerable narcissism of participants. Şengül et al. (2015) carried out adaptation studies for the

scale in Turkish. The HNS includes 8 items. The participants were expected to answer each item with one of these five options: 1 (I strongly disagree), 2 (It does not reflect), 3 (I am indecisive), 4 (It reflects), and 5 (I strongly agree). Cronbach's alpha value of the Turkish version was found as 0.66 (Şengül et al., 2015).

4.2.4. Machiavellianism Scale

Machiavellianism Scale (Dahling et al., 2009) consists of four factors: "amorality", "distrust for others", "desire for control", and "desire for status". Ülbeği (2016) adapted the scale to Turkish. Turkish version of the scale involves five items for the measure of the level of amorality, five items for the measure of the level of distrust for others, three items for the measure of the level of the desire for control, and three items for the measure of the level of the desire for status. The scale has 16 items with a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Cronbach's alpha value is 0.88 (Ülbeği, 2016).

4.2.5. UCLA Loneliness Scale (UCLS)

This scale (Russell et al., 1978) was used to measure the level of loneliness of the participants. Demir (1989) carried out the Turkish adaptation study of the scale. The scale includes 20 items to be rated on a 4-point Likert scale, ranging from 1 (I never feel it) to 4 (I often feel it). Cronbach's alpha value of the scale was found as 0.96 (Demir, 1989).

4.3. Procedure

The data was collected in an online survey format (Google Forms). Snowball sampling was used to collect the data. Participants voluntarily participated in the study. For those who did not accept to participate, the survey automatically turned off. There were two such individuals. All participants were first asked to read the informed consent form (See Appendix A). They then filled out the sociodemographic

form. Then they were asked to complete the scales in the following order:

Hypersensitive Narcissism Scale, Machiavellianism Scale, Narcissistic Personality

Inventory, and UCLA Loneliness Scale (See Appendix B for the scales and the

sociodemographic form). It took approximately 15 minutes to answer all questions.

Debriefing was provided at the end of the survey. This study was approved by

Yeditepe University Social Sciences and Humanities Ethics Board (See Appendix C).

4.4. Data Analysis

IBM SPSS Version 25 was used to analyze the results. Since the distribution of several scores either violated normality or included outliers, intercorrelations were tested via Spearman's Rank Order Correlation. By the same token, Mann Whitney U Test was used to compare scale scores of groups differentiated on the basis of gender, education, and marital status. Bonferroni correction was applied for multiple comparisons. Finally, a stepwise regression analysis was carried out to test the extent to which variables correlated with loneliness score predicted that variable.

5. RESULTS

5.1. Sociodemographic Characteristics of the Sample

In the study, there were 200 participants (110 identified themselves as female, 89 as male, and 1 as other), and the mean age of the sample was 32.67 years ($SD = 6.20$). One hundred nine participants were single, and 91 were either married or living with a romantic partner. Sociodemographic characteristics of the sample are demonstrated in Table 1.

Table 1

Sociodemographic Characteristics of the Sample

Sociodemographic Variables	Total ($N = 200$)
Gender (%)	
Female	110 (55)
Male	89 (44.50)
Other	1 (0.50)
Education Level (%)	
High school graduate	8 (4)
Bachelor's degree	151 (75.50)
Master's or doctoral degree	41 (20.50)
Marital Status (%)	
Single	109 (54.5)
Married/cohabiting with a partner	91 (45.5)
Mean Age (SD)	32.67 (6.20)

Table 2 demonstrates means and standard deviations for all total scale and subscale scores that were used in the study.

Table 2

Descriptive Statistics for Machiavellianism Scale, Narcissistic Personality Inventory, and Hypersensitive Narcissism Scale Total and Subscale Scores

Scales	N	Mean	Standard Deviation	Skewness	Kurtosis
Machiavellianism Scale	200	39.66	8.23	0.358	0.513
<i>Moral Deprivation</i>	200	8.89	3.22		
<i>Distrust for Others</i>	200	12.18	3.63		
<i>Desire for Status</i>	200	9.14	2.61		
<i>Desire for Control</i>	200	9.46	2.35		
Narcissistic Personality Inventory	200	4.89	2.76	0.684	0.726
Hypersensitive Narcissism Scale	200	21.92	4.13	0.406	1.213
Loneliness Scale	200	35.38	9.80	0.988	1.204

A series of Mann Whitney U Tests were used to investigate the relationship between sociodemographic variables (gender, marital status, and education) and total scale scores of NPI, Loneliness Scale, Machiavellianism Scale, and HNS as well as subscales of Machiavellianism Scale (See Table 3). Based on Bonferroni-corrected p level of .002, none of the comparisons yielded significant results.

Table 3

The Relationship between Sociodemographic Variables and Narcissism, Machiavellianism, and Loneliness Scores

Scales	Mean Rank	Mann-Whitney Test	p
Machiavellianism Scale Total Score			
Female	94.99	$U = 4344$	.172
Male	106.19	$Z = -1.37$	
B.A. degree	96.37	$U = 3076$	.951
M.A. or Ph.D. Degree	96.98	$Z = -0.06$	
Single	104.62	$U = 4510$	.270
Married/Cohabiting	95.57	$Z = -1.10$	

Table 3

The Relationship between Sociodemographic Variables and Narcissism, Machiavellianism, and Loneliness Scores (Continued)

Scales	Mean Rank	Mann-Whitney Test	p
Moral Deprivation			
Female	98.26	U = 4704	.634
Male	102.15	Z = -0.48	
B.A. degree	95.16	U = 2893	.518
M.A. or Ph.D. Degree	101.44	Z = -0.65	
Single	103.06	U = 4680	.490
Married/Cohabiting	97.43	Z = -0.69	
Distrust for Others			
Female	94.21	U = 4258	.113
Male	107.16	Z = -1.58	
B.A. degree	98.31	U = 2822	.384
M.A. or Ph.D. Degree	89.83	Z = -0.87	
Single	102.64	U = 4726	.565
Married/Cohabiting	97.93	Z = -0.58	
Desire for Status			
Female	99.00	U = 4785	.784
Male	101.24	Z = -0.27	
B.A. degree	96.09	U = 3033.5	.843
M.A. or Ph.D. Degree	98.01	Z = -0.20	
Single	104.01	U = 4576.5	.344
Married/Cohabiting	96.29	Z = -0.95	
Desire for Control			
Female	93.67	U = 4198.5	.082
Male	107.83	Z = -1.74	
B.A. degree	95.84	U = 2996.5	.751
M.A. or Ph.D. Degree	98.91	Z = -0.32	
Single	100.85	U = 4921	.924
Married/Cohabiting	100.08	Z = -0.095	
Narcissistic Personality Inventory			
Female	96.15	U = 4471.5	.291
Male	104.76	Z = -1.06	
B.A. degree	97.96	U = 2875.5	.483
M.A. or Ph.D. Degree	91.13	Z = -0.702	
Single	100.67	U = 4940.5	.963
Married/Cohabiting	100.29	Z = -0.05	
Hypersensitive Narcissism Scale			
Female	94.37	U = 4276	.124
Male	106.96	Z = -1.54	
B.A. degree	97.23	U = 2986	.728
M.A. or Ph.D. Degree	93.83	Z = -0.35	
Single	105.64	U = 4399	.168
Married/Cohabiting	94.34	Z = -1.38	
Loneliness Scale			
Female	89.62	U = 3753	.005*
Male	112.83	Z = -2.83	
B.A. degree	100.67	U = 2465	.046*
M.A. or Ph.D. Degree	81.13	Z = -2.83	
Single	105.54	U = 4410.5	.178
Married/Cohabiting	94.47	Z = -1.35	

* Although these are statistically significant at the traditional *p* level of .05, they failed to remain significant at the Bonferroni-corrected *p* value of .002.

5.2. The Relationship between Narcissisticism, Machiavellianism, and Loneliness

Spearman Correlation Analysis was used to test the relationship between narcissism, Machiavellianism, and loneliness scores. The results are demonstrated in Table 4.

Table 4

SCALE	1	2	3	4	5	6	7	8
1.MS-Total	1							
2.MS-MD	.738*	1						
3.MS-DS	.639*	.305*	1					
4.MS-DC	.692*	.330*	.416*	1				
5.MS-DO	.704*	.306*	.161*	.292*	1			
6.NPI	.390*	.210*	.339*	.436*	.147	1		
7.HSN	.414*	.333*	.100	.320*	.370*	.180	1	
8.UCLS	.238*	.160*	-.021	.057	.412*	-.004	.248*	1

Intercorrelations between Machiavellism, Narcissisim, and Loneliness Scores

MS: Machiavellianism Scale, MD: Moral Deprivation, DS: Desire for Status, DC: Desire for Control, DO: Distrust for Others, NPI: Narcissistic Personality Inventory, HSN: Hypersensitive Scale, UCLS: Loneliness Scale

** statistically significant correlations at the Bonferroni-corrected p value of 0.003.*

Total NPI score was significantly and positively correlated with MS total score as well as Moral Deprivation, Desire for Status, and Desire for Control subscale scores ($p = .001$). HNS total score, on the other hand, was positively correlated with MS-Total ($p < .001$), MS-Moral Deprivation ($p < .001$), MS-Desire for Control ($p < .001$), and MS- Distrust for Others ($p = .001$) scores. There was a positive correlation between UCLS and HNS total score ($p < .001$). Finally, significant positive correlations were obtained for UCLS and MS total, and UCLS and MS-Distrust for

Others scores ($p < .001$). However, there was not a correlation between HNS total score and NPI score, also between NPI score and UCLS ($p > .003$).

5.3. Prediction of Loneliness

A stepwise multiple regression analysis was used to identify variables predicting loneliness score. The variables that significantly correlated with Loneliness score were included as potential predictors. Therefore, in addition to gender and level of education, MS total score, MS-Moral MS-Distrust for Others subscale score, and HNS total score were included in the analyses.

The results are demonstrated in Table 5. Here, higher scores on both MS-Distrust for Others subscale and HNS total scores, together with male gender, was associated with higher loneliness scores. Three variables collectively accounted for 20% of the variance.

Table 5

Summary of Stepwise Multiple Regression Analysis for Variables Predicting Loneliness Score

Predictor Variable	B	SE B	β	ΔR^2
MS-Distrust for Others	.849	.190	.314	.158
Gender (‘0’: Male, ‘1’: Female)	-3.519	1.287	-.179	.037
HNS Total Score	.382	.168	.161	.022

Adj. $R^2 = .204$, $p < .05$

MS: Machiavellianism Scale, HNS: Hypersensitive Narcissism Scale

6. DISCUSSION

This study aimed to investigate the relationship between Machiavelism, grandiose and vulnerable forms of narcissism, and loneliness among white collar workers. In addition, it was also aimed to examine whether the level of Machiavellianism, narcissism and loneliness differed significantly according to the demographic characteristics of the participants.

The results of the analyses indicated that none of the sociodemographic variables were significantly related with scale scores. In other words, it was determined that the levels of Machiavellianism, narcissism and loneliness did not differ significantly according to gender, marital status and educational status of the participants. It should, however, be noted that the level of loneliness was higher among males and those with a Bachelor's degree based on the standard significance level of .05, but these findings could not retain their significance after adjusting for multiple comparisons. The reasons for men feeling more lonely in Turkey include cultural factors, gender roles, communication styles, and lack of social support. The communication styles commonly observed among men can be more competitive and task-oriented, which may hinder the establishment of emotional or intimate connections and make men feel lonely (Çelikkaleli, 2022).

It is seen that there are other studies in the literature that are compatible with these findings (Aydoğan & Serbest, 2016; Grijalva et al., 2015; Güney & Mandacı, 2009; Hacıoğlu, 2018; Liu, 2008; Özsoy, 2017; Saltoğlu, 2018; Üzümcü, 2016). However, there are also studies with results that contradict the findings of the current study. While there are studies that have determined that men have higher levels of Machiavellianism, narcissism, and loneliness (Foster et al., 2003; Grijalva et al., 2015; Sherry et al., 2006; Şanal & Dağtekin, 2018), there are also studies that have

determined that women have higher levels of Machiavellianism, narcissism, and loneliness (Chretien et al, 2018; Rohmann et al., 2012; Wright et al., 2010). Similar controversial findings have been obtained with regard to level of education, as well (Chen, 2010; Kapla, 2005). Based on the literature and findings of the current study, it is clear that further investigation of the possible contribution of sociodemographic variables is warranted. Due to a small sample size and insufficient diversity among the participants in the study, the sociodemographic variables may not have yielded statistically significant results. This study can be replicated by ensuring gender equality and increasing the sample size of the participants. In addition, incorporating the participants' job positions and work durations into the research can lead to more meaningful results.

The main purpose of the study was to investigate the relationship of Machiavellism and grandiose and vulnerable forms of narcissism to loneliness among white-collar workers. The findings indicated that several aspects of Machiavellianism was correlated with both grandiose and vulnerable narcissism scores. In particular, it was determined that the total score of the Machiavellianism scale and the dimensions of moral deprivation and desire for control were associated with both grandiose and vulnerable narcissism. In addition, desire for status dimension of Machiavellianism was associated with grandiose narcissism, while the distrust of others dimension of Machiavellianism was associated with vulnerable narcissism. These findings seem to be compatible with similar studies in the literature. In the majority of the studies in the literature, it is seen that the relations between Machiavellianism and narcissism are examined over the total scores of the scales and positive relations are determined between the said variables (Çelikkaleli et al., 2022; McHoskey, 1999; Sedikides et al., 2004;; Shengbo et al., 2022). In the limited number of studies examining the relations

between Machiavellianism and narcissism on the basis of dimensions, it is seen that the mentioned variables are also positively related on the basis of dimensions (Uçkun et al., 2018; Toprak, 2021).

Loneliness was also significantly correlated with Machiavellianism Total Score and Distrust of Others subscale score as well as HNS total scores. In the literature, it is seen that there are studies that reach similar findings regarding the relationship of loneliness with Machiavellianism total score (McHoskey, 1999; Sedikides et al., 2004; Zhang et al., 2015; Çelikkaleli et al., 2022) and vulnerable narcissism (Prendergast et al., 2019; Kealy et al., 2022). On the other hand, no study has been found that examines the relationship between Machiavellianism and narcissism on the basis of its specific dimensions. It is considered that the findings reached in this study on the basis of dimensions contribute to the literature.

The results of the stepwise regression analysis revealed distrust for others, male gender, and hypersensitive narcissism as significant predictors of loneliness. It is stated that Machiavellian individuals cannot recognize other people's feelings, are not affected by emotional states, and can maintain their distanced attitude under all circumstances (McIlwain, 2003). Machiavellian individuals who favor superficiality in their relationships are only in relationships to meet their own expectations (Kessler et al., 2010). People who are in relationships with Machiavellian individuals feel used and bad. Machiavellians, who emotionally avoid sharing and intimacy, cannot maintain long-term relationships that require commitment and may be unfaithful in their relationships (Ináncsi et al., 2015). Distrust for others dimension of Machiavelism causes people to be prejudiced and suspicious of those around them, to become increasingly withdrawn, and then to have negative feelings towards the general public (Özler et al., 2010). On the other hand, narcissistic individuals try to

dominate and defeat others because they see life as a competition where there can only be one winner, rather than establishing meaningful relationships with others (Raskin et al., 1991). Narcissistic individuals also lack empathy or the ability to understand how others are feeling. Therefore, they treat others as objects (Dimaggio et al., 2002). Those with vulnerable narcissism traits may experience problems in their social relationships due to their lack of empathy and being overly demanding in their relationships (Bosson et al., 2008). Being extremely sensitive to criticism causes individuals with vulnerable narcissism to experience shyness. Vulnerable narcissists have a high level of stress in their social relationships and avoid social relationships (Dickinson & Pincus, 2003). They are more introverted than grandiose narcissists. Vulnerable narcissism is associated with social avoidance, problems in relationships, lack of self-confidence, social anxiety, embarrassment, and ultimately loneliness (Besser & Priel, 2010). As a natural consequence of these situations, Machiavellian and narcissistic individuals reduce their ties with their colleagues, organization, and environment and gradually become lonely (Sur, 2010). In this context, it can be stated that the findings of the study are compatible with the above-mentioned conceptual relationships. In addition, it is seen that there are studies with similar results in the literature (McHoskey, 1999; Sedikides et al., 2004). On the other hand, there are also studies with different results. In the study carried out by Zhang et al. (2015), it was determined that Machiavellianism was positively related to loneliness, while narcissism was negatively related to loneliness. In other words, it was determined in the study that while Machiavellianism increased loneliness, narcissism decreased loneliness (Zhang et al., 2015). In the study conducted by Shengbo et al. (2022), it was concluded that there was a positive relation between narcissism and loneliness, but there was no significant relation between Machiavellianism and loneliness. In the

study conducted by Çelikkaleli et al. (2022), it was concluded that Machiavellianism was positively related to loneliness, but there was no significant relation between narcissism and loneliness. In other words, in the study, it was determined that Machiavellianism increased loneliness, but narcissism was not related to loneliness (Çelikkaleli et al., 2022). It is considered that the reason for this difference between study findings may be due to the context of the studies or measurement bias which refers to the degree of accuracy of measures of the concepts they are intended to reflect. In addition, the empirical evidence presented by this study is considered to make a significant contribution to the limited and controversial literature.

As stated above, the results of the stepwise regression analysis also revealed male gender as significant predictor of loneliness.. In a meta-analysis study conducted by Mahon et al. (2006), 95 studies were examined and it was determined that there was no significant relationship between gender and loneliness in 84 of these studies. On the other hand, loneliness was higher in men in nine studies and in women in two studies (Mahon et al., 2006). Therefore, this finding needs careful consideration and replication.

In summary, the findings of the current study revealed that higher levels of Machiavellianism and narcissism are associated with increased loneliness. As loneliness is a specific risk factor in a number of different psychopathologies including depression, and anxiety disorders (Çelikkaleli et al., 2022). Machiavellianism and narcissism can also have negative consequences for organizations (Ozsoy, 2019). In this context, it is thought that it would be appropriate to evaluate the candidates in terms of these aspects during the recruitment and promotion processes. However, these features may not always cause harmful/destructive behaviors. In this context, it should not be overlooked to evaluate

the level of these features and how much they affect the behavior of the person.

However, the findings of the study might have important implications with regard to prevention. Organizations and managers can create a work environment to support workers' emotional needs and social connections. Instead of directing workers with Machiavellian and grandiose narcissistic tendencies to significant tasks, leaders should adopt a leadership style that promotes ethical behavior and collaboration. Supportive programs and resources should be provided to cope with the feelings of loneliness (Aydoğan & Serbest, 2016).

The data used in this quantitative study is based on scales and questionnaires. In a similar study to be carried out qualitatively, it is considered that more explanatory results can be reached with the information obtained from the interviews. In addition, including variables such as emotional intelligence, attachment styles, parental attitudes, early maladaptive schemas, personality, and alexithymia to the research model in future studies might provide a more wholistic picture, since previous studies also indicate these variables might be related to concepts investigated in this study (Buecker et al., 2020; Demircioğlu & Göncü Köse, 2021; Kim, 2020; Lan, 2021; Qualter et al., 2009; Zhang et al., 2015).

7. Conclusion

When examining the results, it has been revealed that there is a correlation between Machiavellianism and grandiose narcissism tendencies among white-collar workers. These worker are likely to seek success and power in the workplace, and they have a higher probability of displaying manipulative behaviors. Additionally, the positive correlation between vulnerable narcissism and loneliness in this study may indicate that white-collar workers experience difficulties in coping with emotional challenges and establishing social connections. The positive relationships between

Machiavellianism and narcissism (grandiose and vulnerable) indicate that these personality traits are interrelated. These findings suggest that Machiavellian behaviors may be associated with narcissistic traits. The positive and significant relationship between Machiavellianism and loneliness indicates that Machiavellian behaviors can lead to difficulties in social relationships and increase feelings of loneliness. This finding emphasizes that individuals' manipulative and self-serving behaviors can impact their social connections (Paulhus & Williams, 2002).



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APPENDIX A
INFORMED CONSENT FORM

BİLGİLENDİRİLMİŞ GÖNÜLLÜ ONAM FORMU

Değerli katılımcı,

Sizi Yeditepe Üniversitesi, Sosyal Bilimler Enstitüsü, Klinik Psikoloji Bölümü'nde yüksek lisans öğrencisi Ayşenur Çataklı tarafından, Dr. Öğr. Üyesi Ezgi Soncu Büyükişcan danışmanlığında yürütülen yüksek lisans tez çalışmasına davet ediyoruz. Bu çalışmada, bireylerin bazı tutumları arasındaki ilişki incelenecektir.

Araştırma kapsamında size bazı sorular sorulacaktır. Çalışmanın amacına ulaşması için sizden beklenen, bütün sorulara eksiksiz, kimsenin baskısı veya telkini altında olmadan, size en uygun gelen biçimde açık yüreklilikle yanıt vermenizdir. Çalışmanın hiçbir aşamasında sizden kimlik bilgileriniz istenmeyecek, verileriniz anonim olarak kaydedilecektir. Vereceğiniz bilgiler bu araştırma dışında hiçbir yerde kullanılmayacaktır.

Araştırmaya katılım tamamen gönüllülük esasına bağlıdır. Araştırmaya katıldıktan sonra, araştırmanın herhangi bir anında kendinizi rahatsız hissetmeniz durumunda araştırmadan çekilmekte tamamen özgürsünüz, bu durumun size herhangi bir olumsuz sonucu olmayacaktır.

Araştırmacılar bana bu çalışmada ne yapacağımı anlattı ve bu çalışmaya gönüllü olarak katılmayı kabul ediyorum. Bilgilerimin gizli tutulacağını ve istediğim zaman araştırmadan ayrılabileceğimin farkındayım.

Lütfen belirtiniz. Araştırmaya,

Katılmak istiyorum ☐

Araştırmacı: Ayşenur Çataklı

Katılmak istemiyorum ☐

Tarih:



APPENDIX B**DEMOGRAFİK BİLGİ FORMU**

Tarih:

Lütfen aşağıda kişisel bilgileriniz ile ilgili soruları cevaplayınız.

Yaş :

Cinsiyet : Kadın ☐ Erkek ☐ Diğer (Belirtiniz.....)Medeni Durumu: ☐ Evli/birlikte yaşıyor ☐ BekarEğitim Durumu: ☐ İlköğretim ☐ L ☐ Ün ☐ ersite ☐ Yüksek lisans/doktora

Öğrenim Gördüğünüz Fakülte:

Öğrenim Gördüğünüz Bölüm:

Çalıştığınız Kurumun Türü/Sektörü:

Çalıştığınız Kurumdaki Pozisyonunuz:

Bu Kurumdaki Çalışma Süreniz:

1. Sürekli kullandığınız herhangi bir ilaç var mı? Varsa belirtiniz.

a) Evet (.....)

b) Hayır

2. Herhangi bir nörolojik veya psikolojik rahatsızlığınız var mı? Eğer varsa belirtiniz.

a) Evet (.....)

b) Hayır



APPENDIX C

QUESTIONNAIRE FORM

Narsistik Kişilik Envanteri

Yönerge: Aşağıdaki her bir tutum çifti içinden, lütfen size en uygun olanı belirtiniz.

1		İnsanlar bana iltifat ettiklerinde bazen utanırım.
		İyi biri olduğumu biliyorum, çünkü herkes böyle söyler.
2		Kalabalık içinde herkesten biri olmayı tercih ederim.
		İlgi merkezi olmayı severim.
3		Pek çok insandan ne daha iyi ne de daha kötüyüm.
		Özel biri olduğumu düşünüyorum.
4		İnsanlar üzerinde otorite kurmaktan hoşlanırım.
		Emirlere uymaktan rahatsız olmam.
5		İnsanları kolayca manipüle ederim.
		İnsanları manipüle ettiğimi fark ettiğimde rahatsız olurum.
6		Layık olduğum saygıyı elde etme konusunda ısrarcıyım.
		Hak ettiğim saygıyı genellikle görürüm.
7		Gösterişten kaçınırım.
		Genellikle fırsatını bulduğumda şov yaparım.
8*		Her zaman ne yaptığımı bilirim.
		Bazen yaptığım şeyden emin değilimdir.
9		Bazen iyi hikaye anlatırım.
		Herkes hikayelerimi dinlemekten hoşlanır.
10		İnsanlardan çok şey beklerim.
		Başkaları için bir şeyler yapmaktan hoşlanırım.
11		İlgi merkezi olmaktan hoşlanırım.
		İlgi merkezi olmak beni rahatsız eder.
12		Otorite olmanın benim için pek bir anlamı yoktur.
		İnsanlar daima otoritemi kabul ediyor görünürler.
13		Önemli bir insan olacağım.
		Başarılı olmayı umuyorum.
14		İnsanlar söylediklerimin bazılarına inanır.
		İnsanları istediğim her şeye inandırabilirim.
15		Kendi kendime yeterim.
		Başkalarından öğrenebileceğim çok şey var.

* Ölçekle düşük korelasyon gösteren soruyu belirtmektedir.

UCLA-YÖ

Yönerge: Aşağıda çeşitli duygu ve düşünceleri içeren ifadeler verilmektedir. Sizden istenilen her ifade de tanımlanan duygu ve düşüncüyü ne sıklıkta hissettiğinizi ve düşündüğünüzü her biri için tek bir rakamı daire içine alarak belirtmenizdir.

	Ben bu durumu HİÇ yaşamam	Ben bu durumu NADİREN Yaşarım	Ben bu durumu BAZEN Yaşarım	Ben bu durumu SIK SIK Yaşarım
1. Kendimi çevremdeki insanlarla uyum içinde hissediyorum.	1	2	3	4
2. Arkadaşım yok.	1	2	3	4
3. Başvurabileceğim hiç kimsem yok.	1	2	3	4
4. Kendimi tek başıyım gibi hissetmiyorum.	1	2	3	4
5. Kendimi bir arkadaş grubunun bir parçası olarak hissediyorum.	1	2	3	4
6. Çevremdeki insanlarla birçok ortak yönüm var.	1	2	3	4
7. Artık hiç kimseyle samimi değilim.	1	2	3	4
8. İlgilerim ve fikirlerim çevremdekilerce paylaşılmıyor.	1	2	3	4
9. Dışa dönük bir insanım.	1	2	3	4
10. Kendimi yakın hissettiğim insanlar var.	1	2	3	4
11. Kendimi grubun dışına itilmiş hissediyorum.	1	2	3	4
12. Sosyal ilişkilerim yüzeyseldir.	1	2	3	4
13. Hiç kimse gerçekten beni iyi tanımıyor.	1	2	3	4
14. Kendimi diğer insanlardan soyutlanmış hissediyorum.	1	2	3	4
15. İstedğim zaman arkadaş bulabilirim.	1	2	3	4
16. Beni gerçekten anlayan insanlar var.	1	2	3	4
17. Bu derece içime kapanmış olmaktan dolayı mutsuzum.	1	2	3	4
18. Çevremde insanlar var ama benimle değiller.	1	2	3	4
19. Konuşabileceğim insanlar var.	1	2	3	4
20. Derdimi anlatabileceğim insanlar var.	1	2	3	4

Kırılgan Narsisizm Ölçeği (KNÖ)

Yönerge: Lütfen aşağıdaki soruları, her bir maddenin sizin duygu ve davranışlarınızı ne dereceye kadar tanımladığına karar vererek cevaplandırınız. Altta yazılı derecelendirme ölçeğinden bir rakam seçerek her bir maddenin yanındaki boşluğu doldurunuz.

1 = Hiç tanımlamıyor / Doğru değil / Kesinlikle katılmıyorum

2 = Yansıtmıyor

3 = Ne tanımlıyor ne tanımlamıyor / Kararsızım

4 = Yansıtıyor

5 = Oldukça tanımlıyor /Doğru/ Kesinlikle katılıyorum

- ___ 1. Duygularım, başkalarının alayları veya aşağılayıcı sözleriyle kolayca incinir.
- ___ 2. Bir mekâna girdiğimde sıklıkla kendimin farkında olur ve başkalarının gözlerinin benim üzerimde olduğunu hissederim.
- ___ 3. Diğer insanların sorunları hakkında endişelenmeksizin kendimde yeterince sorun olduğunu hissederim.
- ___ 4. Mizaç olarak çoğu insandan farklı olduğumu hissederim.
- ___ 5. Sıklıkla başkalarının görüşlerini kişisel olarak yorumlarım.
- ___ 6. Kendimi kolayca kendi uğraşlarıma kaptırır ve başkalarının varlığını unuturum.
- ___ 7. Bir gruptaki kişilerin en az biri tarafından takdir edildiğimi bilmezsem, o grupla beraber olmaktan hoşlanmam.

8. Diğer insanlar sorunları için zamanımı ve acılarını paylaşmamı isteyerek bana geldiklerinde içten içe kızgın ya da rahatsız olurum.

Makyavelizm Ölçeği

Yönerge: Aşağıda çeşitli duygu ve düşünceleri içeren ifadeler verilmektedir. Sizden istenilen her ifade de tanımlanan duygu ve düşüncüyü ne sıklıkta hissettiğinizi ve düşündüğünüzü her biri için tek bir rakamı daire içine alarak belirtmenizdir.

	Kesinlikle Katılmıyorum	Katılmıyorum	Kararsızım	Katılıyorum	Tamamen Katılıyorum
1. Başarıya ulaşmamda yardımcı olacağına inanırsam etik davranmamaya istekliyimdir.	1	2	3	4	5
2. Hedeflerime engel oluşturursa, diğerlerinin çabalarını sabote etmeye hazırım.	1	2	3	4	5
3. Yakalanma şansım düşükse hile yaparım.	1	2	3	4	5
4. Diğerlerine karşı rekabet avantajını sürdürmek için yalan söylemenin gerekli olduğuna inanırım.	1	2	3	4	5
5. Diğerleriyle konuşmanın tek iyi sebebi, kendi yararına kullanabilecek bilgi almaktır.	1	2	3	4	5
6. Statü hayatta başarının iyi bir göstergesidir.	1	2	3	4	5
7. Servet biriktirmek benim için önemli bir hedeftir.	1	2	3	4	5
8. Günün birinde zengin ve güçlü olmak isterim.	1	2	3	4	5
9. İnsanlar yalnızca kişisel çıkarla motive olur.	1	2	3	4	5
10. Gruplara katılmaktan hoşlanmam çünkü diğerlerine güvenmem.	1	2	3	4	5
11. Takım üyeleri ilerlemek için her zaman birbirlerini arkadan bıçaklar.	1	2	3	4	5
12. İşyerinde herhangi bir zayıflık gösterirsem diğer insanlar bundan faydalanır.	1	2	3	4	5
13. Diğer insanlar her zaman benim aleyhime olan durumlardan istifade etmeyi planlar.	1	2	3	4	5
14. Kişiler arası durumlarda emir vermek hoşuma gider.	1	2	3	4	5

APPENDIX D

YEDİTEPE UNIVERSITY SOCIAL SCIENCES AND HUMANITIES ETHICS

BOARD APPROVAL



Sayı : 21568116-302.14.01-E.622
Konu : Ayşenur Çataklı Etik Kurul Hk.

13/10/2020

DAĞITIM YERLERİNE

Üniversitemiz Sosyal Bilimler Enstitüsü Klinik Psikoloji Yüksek Lisans Programı öğrencisi Ayşenur ÇATAKLI'ya ait "The Relationship Between Machiavelism, Grandiose and Vulnerable Narcissism, and Loneliness Among White Collar Workes" başlıklı tez araştırma önerisinin beşeri bilimler etik standartlarına uygunluğuna ilişkin Yeditepe Üniversitesi Beşeri ve Sosyal Araştırmalar Etik Kurulu Onayı ekte sunulmuştur.

Bilgilerinize arz ve rica ederim.

İmza
Prof. Dr. Canan AYKUT BİNGÖL
Rektör

Ek: 13-2020 Nolu Etik Kurul Kararları.pdf

DAĞITIM:
Gereği:
İLGİLİ MAKAMA

Bilgi :
İletişim Fakültesi

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