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The Relation of Adolescent Narcissism and Prosocial Behavior with Cooperative and Competitive Attitudes

by

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Abstract

Narcissism has been correlated with prosocial behavior in adolescents (Kauten & Barry, 2014, 2016). However, whether adolescents with high levels of narcissism use more egoistic (i.e., self-serving) or altruistic (i.e., helping others with no direct personal benefit) prosocial behaviors has not been investigated. This issue was addressed in the present study, and attitudes of cooperation and competition were also examined as moderators in these relations. The current study involved 147 at-risk adolescents, ages 16 to 18 (113 males, 34 females) who were enrolled in a residential program. The data were collected through self-report questionnaires which assessed narcissism (i.e., non-pathological, grandiose, vulnerable, and communal), prosocial tendencies, and cooperative and competitive attitudes. Non-pathological and grandiose narcissism were positively correlated with egoistic prosocial behaviors, whereas non-pathological and communal narcissism were positively correlated with altruistic prosocial behaviors. Adolescents reporting both high levels of vulnerable narcissism and high levels of competitive attitudes reported engaging in more altruistic prosocial behaviors than those with low levels of competitive attitudes. The same trend was evident for grandiose narcissism. The implications of these findings and the study's limitations are discussed.

Key terms: narcissism, adolescents, egoistic, altruistic, cooperation, and competition

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Introduction

Narcissism is thought to be characterized by attention-seeking, highly confident individuals who lack empathy for others (Morf & Rhodewalt, 2001). Prosocial behavior is that which is intended to help others (Carlo & Randall, 2002). Because those with narcissism are thought of as being driven toward personal goals, prosocial behavior in those with narcissism should be viewed as atypical. The present study examined the relation between narcissism and prosocial behavior in adolescents and whether narcissism is related to altruistic and/or egoistic prosocial behavior in particular. Cooperative and competitive attitudes were considered to determine whether these qualities influence the association between different forms of narcissism and different forms of prosocial behavior.

This study is a continuation of research conducted by Kauten and Barry (2014) that examined the relationship between adolescent narcissism and prosocial behavior. The study found that self-reported pathological narcissism was positively correlated with self-reported prosocial behavior but not with peer nominations or parent reports of prosocial behavior.

Narcissism

A common view of narcissism is that of a person who has high self-esteem, is attention-seeking, and who feels entitled. However, current notions of narcissism involve more than simply having an elevated sense of self. In fact, narcissism may be conceptualized as having a high, but fragile, self-worth (Zeigler-Hill, Clark, & Pickard, 2008). Self-image is important to maintain for someone with narcissistic features (Pincus et al., 2009). For example, narcissistic individuals remain on the lookout for a chance to

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boost their self-worth. This effort involves using behavioral tactics that draw attention to themselves like arrogance and hostility (Morf & Rhodewalt, 2001). Such efforts are not always effective, as the self that is built is not an accurate representation of how others actually perceive them (Lukowitsky & Pincus, 2013). Research has discussed non-pathological and pathological narcissism which differ in their central characteristics and how they relate to various indices of psychological functioning.

Non-pathological narcissism is considered a relatively adaptive form of narcissism because of its positive association with self-esteem which, in turn, is associated with having an overall positive psychological health and free of worry (Sedikides, Rudich, Gregg, Kumashiro, & Rusbult, 2004). Non-pathological narcissism has been associated with adolescent aggression but also with positive perceptions of relationships with others (Barry & Wallace, 2010). Previous research shows that depression, daily sadness, loneliness, and anxiety are all negatively correlated with non-pathological narcissism (Barry & Kauten, 2014; Sedikides, et al., 2004).

Pincus et al., (2009) discuss pathological narcissism as being a particularly maladaptive conceptualization of the personality construct. Those with pathological narcissism have difficulty when something threatens the self-image they worked hard on building and have a relatively hard time coping with disappointments. Pathological narcissism has two dimensions: grandiose and vulnerable (Wright, Lukowitsky, Pincus, & Conroy, 2010). Morf and Rhodewalt (2001) mentioned the idea of having grandiose and vulnerable self-concepts, but Pincus and colleagues (2009) expanded on those concepts and created the Pathological Narcissism Inventory (PNI; Pincus et al., 2009) which measures grandiose and vulnerable dimensions of narcissism.

Grandiose narcissism describes an extraverted person who has a sense of superiority without having done anything to earn it. Those who exhibit grandiose behaviors lack empathy, show aggression, are exhibitionistic, and manipulative (Pincus et al., 2009). Their self-worth comes from the perception of others (Zeigler-Hill et al., 2008). Situations that negatively affect the self-image of someone with grandiose narcissism are avoided, and such individuals are overt in their attempts to gain power and success and appear un-affected by personal setbacks (Pincus et al., 2009; Dickinson & Pincus, 2003).

Vulnerable narcissism implies a disconnect between the ideal self and actual self (Joffe & Sandler, 1967). It includes more unstable characteristics like helplessness and emptiness. Individuals characterized by vulnerable narcissism avoid social interactions for fear of negative appraisals and the resulting damage to self-esteem, while still needing to maintain a high status (Pincus et al., 2009). Individuals with vulnerable narcissism lack confidence and prefer not to take leadership roles (Wink, 1991), rate higher in academic competence than those with grandiose narcissism (Zeigler-Hill et al., 2008), tend to take a covert stance in their actions, and are relatively sensitive to criticism (Houlcroft, Bore, & Munro, 2012). They are also more introverted compared to individuals with grandiose narcissism when it comes to social interactions (Lannin, Guyll, Krizan, Madon, & Cornish, 2014).

Communal narcissism is a more recently described aspect of narcissism that is an expression of grandiose narcissism through communal means. Those with communal narcissism not only report being caring or helpful, but they see themselves as the "most" caring or helpful. Communal narcissism includes characteristics like helpfulness,

interpersonal warmth, and trustworthiness (Gebauer, Sedikides, Verplanken, & Maio, 2012). The Communal Narcissistic Inventory (CNI; Gebauer et al., 2012) was developed to capture how someone with a communal, rather than agentic, orientation could still demonstrate characteristics of grandiosity and superiority. When tested alongside the NPI, the CNI measured a different entity based on a confirmatory factor analysis and correlations between each measure's subfacets (Gebauer et al., 2012).

Each of these dimensions of narcissism would appear to have implications for how individuals with such characteristics relate to others. Research on adolescent narcissism has noted its consistent association with aggression (e.g., Barry & Kauten, 2014; Golmaryami & Barry, 2010). However, it stands to reason that adolescents with high levels of narcissism may also attempt to engage in positive behaviors to achieve positive outcomes in relationships (Kauten & Barry, 2014). Individuals with narcissism fear rejection and work to avoid humiliation, but they create an ideal self which is not an accurate representation of themselves (Bleiberg, 1994). Research has only begun to consider positive attempts that adolescents with narcissism might make to gain favor from others and avoid rejection. Along with that research comes a necessary consideration of whether the motives behind behaviors such as helping (i.e., prosocial behavior) are genuinely other-oriented or self-centered.

Interpersonal Relationships

Those with narcissism may have an altered perception of the quality of a relationship. Byrne and O'Brien (2014) conducted a study based on peer ratings which found that those high in narcissism were intrusive in their interpersonal relationships and that they did not report as many problems within a relationship as the rater meaning that

those with high narcissism perceive relationships better than others who are involved. Those with narcissism tend to make a good first impression, but they fail to maintain it potentially due to a desire to have and display superiority over others (Paulhus, 1998).

A study conducted by Lukowitsky and Pincus (2013) found that those who have a high level of pathological narcissism have a good sense of metaperception. That is, they are aware of how others perceive their personality. However, they may assume that by using covert tactics like devaluing and hiding the self, other people might not rate them as high in narcissism or other negative attributes. Those with communal narcissism value interpersonal relationships in which they benefit (Gebauer et al., 2012). Thus, the need for positive feedback from others for individuals with narcissism and the strain that their interpersonal style can put on their relationships suggest that they may make attempts to establish positive interactions through prosocial behavior just as they attempt to achieve dominance over others through aggression (Kauten & Barry, 2014; Raskin, Novacek, & Hogan, 1991).

Prosocial Behavior

Prosocial behavior is that which is intended to benefit others (Carlo & Randall, 2002). Many adolescents engage in prosocial behavior, but they appear to be more helpful toward their peers than family members; further, adolescent boys tend to be less helpful over time than adolescent girls (Padilla-Walker, Dyer, Yorgason, Fraser, & Coyne 2015).

Both dimensions of pathological narcissism, grandiose and vulnerable, include characteristics that would be associated with limited prosocial behavior. According to Lannin and colleagues (2014) grandiose narcissism is related to feelings of entitlement

and when presented an opportunity to help, they may feel resentment. In high social pressure situations, individuals with grandiose tendencies may resist being helpful so that they can maintain a sense of entitlement. Vulnerable narcissism is associated with being vindictive and less forgiving. Overall, those high in narcissism appear more willing to help in agentic (e.g., focused on one's self) than communal (e.g., focused on others; Czarna, Czerniak, & Szmajke, 2014) situations, suggesting that to the extent that narcissistic individuals may want to engage in prosocial behavior it is to reach individualistic goals.

That is, there may be aspects of prosocial behavior that are appealing to individuals with narcissism. A study conducted by Kauten and Barry (2014) found that pathological narcissism was related to self-reported, but not peer-reported, prosocial behavior in a sample of adolescents. Those with pathological narcissism may have rated themselves as more prosocial to help bolster their self-image., and indeed, the Self-sacrificing Self-enhancement component of grandiose narcissism was particularly associated with self-reported prosocial behavior. However, that study did not differentiate between types or motives of prosocial behavior which was the focus of the present study.

Prosocial behavior can be conceptualized as taking on different forms or being driven by different motives, with two examples being altruism and egoism (Carlo & Randall, 2002). Altruistic motivation is based on empathic concern. The focus of altruism is on helping others without there being any benefit to oneself (Batson, O'Quin, Fultz, Vanderplas, & Isen, 1983; Eberly-Lewis & Coetzee, 2015). A study conducted by Maner and Gailliot (2007) found that true empathic concern was motivated by close

personal relationships. The more distant a relationship, the less willing a person typically

is to help. Empathy can translate to sympathy or personal distress. Sympathy is related

to altruistic helping due to taking another person's perspective which encourages

prosocial behavior as well as valuing someone's welfare (Carlo & Randall, 2002; Batson,

Eklund, Chermok, Hoyt, & Ortiz, 2007). Therefore, altruistic prosocial behavior appears

to be motivated, at least to some extent, by genuine concern for the other person or

distress at the person's plight.

Egoistic prosocial behaviors are performed based on the desire to gain approval

and are typically completed in situations with an audience (Carlo & Randall, 2002). It is

characterized by self-centered motives made to change how the person engaging in the

behavior feels (Maner & Gailliot, 2007). The more public the behavior, the more likely

egoistic motives are being used to gain social approval or increase one's own self-worth

(Carlo & Randall, 2002). Batson and colleagues (1983) found that those who are

experiencing distress would only help if not helping would make the situation harder to

escape meaning that they would only help if it benefited them in coping with their

distress. A study conducted by Eberly-Lewis and Coetzee (2015) found that adolescents

worry about their peer's approval and that adolescents with narcissism have an egoistic

approach and when performing prosocial behaviors.

According to Carlo and Randall (2002), public and altruistic behaviors measured

by the Prosocial Tendencies Measure (PTM) are negatively related to each other in late

adolescence possibly due to different motivations. Based on the self-centered core of

narcissism, the established association between adolescent narcissism and prosocial

behavior (Kauten & Barry, 2014) is most likely egoistic in nature. A potential exception

might be for vulnerable narcissism which might be expected to be tied to little prosocial behavior in general based on its inclusion of a devaluation of connectedness with others and a tendency to shy away from showing one's weakness or vulnerability. Helping others may be particularly viewed as showing weakness or subservience relative to them for someone with vulnerable narcissism.

Cooperation vs. Competition

Axelrod and Hamilton (1981) relate cooperation to altruism and a restraint in competition. A study conducted by Bernard (2014) analyzed cooperative and competitive motives in relation to different personality disorders. He found that high levels of commitment and social exchange are linked to narcissism as cooperative motives. It was also found that aggression and status-seeking are linked to narcissism as a competitive motive. Both grandiose and vulnerable narcissism are positively related to competition and wanting to outdo others (Zeigler-Hill et al., 2008). In light of the potential associations between both cooperative and competitive attitudes and narcissism, the proposed study will also consider whether such attitudes might influence the associations between narcissism and different forms of prosocial behavior.

Present Research

The present study focused on adolescent narcissism (i.e., non-pathological, grandiose, vulnerable, and communal) and its relationship with altruistic and egoistic forms of prosocial behavior. The research regarding adolescent narcissism and prosocial behavior is limited (Kauten & Barry, 2014; Carter et al., 2012; Eberly-Lewis & Coetzee, 2015), and this study helped extend that research in a couple of notable ways. First, it considered whether the different dimensions of adolescent narcissism relate to the other-

oriented (i.e., altruistic) or self-oriented (i.e., egoistic) prosocial behavior. In addition, the study was the first known examination of communal narcissism in adolescents. This construct would intuitively relate to prosocial behavior, but in light of its inclusion of an attitude of superiority over others (Gebauer et al., 2012), it was unclear if such a relation would exist or what motives might drive such a relation. The present study also considered the roles of cooperative or competitive attitudes in the relations between narcissism dimensions and the different forms of prosocial behavior.

Hypotheses

It was predicted that reports of non-pathological, grandiose, and communal narcissism would be significantly positively correlated with egoistic prosocial behavior and that vulnerable narcissism would be significantly negatively correlated with egoistic prosocial behavior (Hypothesis 1). It was also predicted that reports of non-pathological, vulnerable, grandiose, and communal narcissism would each be negatively correlated with altruistic prosocial behavior (Hypothesis 2). Additionally, it was predicted that the associations between narcissism and egoistic prosocial behavior would be moderated by cooperative attitudes such that cooperative attitudes would strengthen the relation (Hypothesis 3), as individuals with narcissism might be inclined to engage in egoistic prosocial behavior, particularly if they have cooperative attitudes toward others. It was expected that competitive attitudes would weaken the expected associations between narcissism (i.e., non-pathological, communal, grandiose) and egoistic prosocial behavior (Hypothesis 4), as individuals with narcissistic tendencies but with a competitive orientation might be disinclined to engage in prosocial behavior, even if it is self-serving in motive. For altruistic prosocial behavior, competitive attitudes were expected to

strengthen the expected negative associations with narcissism, (Hypothesis 5), and

cooperative attitudes were expected to be tied to particularly high altruistic prosocial

behavior for those low in narcissism (Hypothesis 6).

Method

Participants

There were approximately 147 adolescent participants (113 males, 34 females)

between the ages of 16 and 18 ($M = 16.79$, $SD = .77$), who were voluntarily attending a

22-week residential intervention program for at-risk youth during the spring of 2015.

The sample was 54.4% White, 40.1% Black, with the remaining participants (5.5%) from

a different racial/ethnic background.

Measures

Pathological Narcissism Inventory (PNI; Pincus et al., 2009). The PNI is a 52-

item survey on which participants are asked to rate the items (e.g., "I sometimes need

important others in my life to reassure me of my self-worth") on a scale from 0 (*not at all

like me*) to 5 (*very much like me*). This survey has seven subscales, three for the

Vulnerable Narcissism Scale: Contingent Self-Esteem, Hiding the Self, and Devaluing

Others/Need for Others; and four for the Grandiose Narcissism Scale: Exploitativeness,

Self-Sacrificing Self-Enhancement, Grandiose Fantasy, and Entitlement Rage. Pincus

and colleagues (2009) showed evidence for the validity of the PNI when tested alongside

the Narcissistic Personality Inventory (NPI; Raskin & Hall, 1979) with the PNI showing

results of pathological distress symptoms (e.g., aggression, shameful affects, and low

empathy), whereas the NPI is connected to a non-destressed but disagreeable

presentation. Evidence has also been shown that there is invariance across genders on the

structure of the PNI (Wright et al., 2010). The PNI has been used in previous studies of adolescents similar to those who will be recruited for the proposed study (e.g., Barry & Kauten, 2014; Barry, Loflin, & Doucette, 2015).

Narcissistic Personality Inventory for Children (NPIC; Barry et al., 2003). The NPIC is a self-report survey used to measure non-pathological narcissism based on the adult NPI that was made more appropriate for children and adolescents to comprehend. The NPIC consists of 40 items, and the participant is asked to choose between two pairs of statements (e.g., "I try not to be a show off" or "I usually show off when I get the chance") and then decide whether the statement chosen is "*sort of true*" or "*really true*" of him/her. The NPIC has been shown to have good internal consistency in each published study using it and to relate to other measures of narcissism covering similar characteristics (Barry & Wallace, 2010).

Communal Narcissistic Inventory (CNI; Gebauer et al., 2012). The CNI is a 16-item survey in which the participant is asked to rate the items (e.g., "I am the best friend someone can have") on a scale from 1 (*disagree strongly*) to 7 (*agree strongly*). The CNI includes three subscales: Authority, Grandiose Exhibitionism, and Entitlement. A series of studies supported the CNI as a measure of communal, not agentic, features of narcissism (see Gabauer et al., 2012)

Prosocial Tendencies Measure (PTM; Carlo & Randall, 2002). The PTM measures individual characteristics of different forms of prosocial behavior in late adolescents. The PTM is a 23-item in which participants are asked to answer each item (e.g., "I get the most out of helping others when it is done in front of others") on a scale from 1 (*does not describe me at all*) to 5 (*describes me greatly*). The PTM has six

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subscales: Public, Anonymous, Dire, Emotional, Compliant, and Altruism. For the present study, the Altruism subscale (e.g., "I prefer to donate money anonymously") was used as a measure of altruistic prosocial behavior, and the Public subscale (e.g., "I feel that if I help someone, they should help me in the future.") was used to measure egoistic prosocial behavior, consistent with the idea of public behavior. There is evidence to support that the PTM has good internal consistency and temporal stability as well as construct, discriminant, convergent, and predictive validity (Carlo & Randall, 2002).

Competitive-Cooperative Attitude Scale (CCAS; Martin & Larson, 1976). The CCAS is a 28-item survey in which participants are asked to respond to each item (e.g., "Teamwork is really more important than who wins" on a scale from 1 (*Strongly Disagree*) to 5 (*Strongly Agree*). The CCAS is used to analyze a person's attitudes concerning competitive and cooperative behaviors in interpersonal relationships with 14 items assessing cooperative attitudes and the remaining 14 items used to measure competitive attitudes.

Procedure

Approval for the proposed study was received by the Institutional Review Board (IRB) at the University of Southern Mississippi. The director of the residential program served as the guardian *ad litem* for the youth during their enrollment in the residential program. He provided consent for potential participants to be approached about the study. Adolescents then had the opportunity to voluntarily consent/assent or decline participation. Participants were asked to complete a collection of questionnaires consisting of the PNI, NPIC, CNI, PTM, CCAS, and demographic information for the

proposed study. Data collection was split into three sessions to help prevent test exhaustion for this study and a larger project of which this study is one part.

Correlations were conducted to test Hypotheses 1 and 2. To test Hypotheses 3-6, a series of moderated multiple regression models were conducted. Specifically, for Hypothesis 3, four models were run for each of the four indices of narcissism (i.e., non-pathological, grandiose, vulnerable, communal) predicting egoistic prosocial behavior with cooperative attitudes from the CCAS included as a moderator. The first step of this model included the narcissism variable and cooperative attitudes as predictors, with their interaction term being added on the second step. This procedure was repeated to test Hypothesis 4 with competitive attitudes being used as the moderator. Similarly, Hypotheses 5 and 6 were tested via regression models but with altruistic prosocial behavior as the dependent variables in these models.

Results

Descriptive statistics for the study variables are shown in Table 1. As shown in Table 1, the variables were approximately normally distributed, with the exception of cooperative attitudes which demonstrated negative skew, indicating that many participants reported relatively high levels of cooperation with others on the CCAS. Correlations among study variables are shown in Table 2.

Hypothesis 1 stated that reports of non-pathological, grandiose, and communal narcissism would be significantly positively correlated with egoistic prosocial behavior and that vulnerable narcissism would be significantly negatively correlated with egoistic prosocial behavior. This hypothesis was partially supported. As shown in Table 2, non-pathological and grandiose narcissism were positively correlated with egoistic prosocial

behavior, $r = .38$, $p < .001$ and $r = .19$, $p = .02$, respectively. Communal and vulnerable narcissism were not significantly related to egoistic prosocial behavior.

Hypothesis 2 stated that reports of non-pathological, vulnerable, grandiose, and communal narcissism would be negatively correlated with altruistic prosocial behavior. Table 2 shows that non-pathological and communal narcissism were positively correlated with altruistic prosocial behavior, $r = .37$, $p < .001$, and $r = .23$, $p = .006$.

There were also some significant correlations between narcissism and cooperation/competition as seen in Table 2. Grandiose narcissism and vulnerable narcissism were positively correlated with cooperation, $r = .48$, $p < .001$ and $r = .35$, $p < .001$, respectively. Also, grandiose narcissism, vulnerable narcissism, communal narcissism, and non-pathological narcissism were all positively correlated with competitive attitudes, $r = .41$, $p < .001$, $r = .38$, $p < .001$, $r = .14$, $p = .105$, and $r = .22$, $p = .014$, respectively. Notably, self-reported competitive and cooperative attitudes were positively interrelated, $r = .49$, $p < .001$, contrary to what might be expected.

Regression analyses

To test the remaining hypotheses, a series of multiple regression analyses were conducted. First, Hypothesis 3 (i.e., that the relation between narcissism and egoistic prosocial behavior would be moderated by cooperative attitudes) was examined by entering non-pathological narcissism and cooperative attitudes simultaneously in the first step of the model to predict egoistic prosocial behavior, followed by the inclusion of the interaction term for non-pathological narcissism and cooperative attitudes in the second step. This procedure was then followed for communal narcissism, grandiose narcissism,

and vulnerable narcissism in separate models. Hypothesis 3 was not supported, as none of the interaction terms from these four regression models were significant.

Hypothesis 4 stated that competitive attitudes would moderate the associations between narcissism and egoistic prosocial behavior. This hypothesis was tested using the same approach as used for Hypothesis 3, with competitive attitudes entered as the moderator. This hypothesis was also not supported, as none of the interaction terms from these four regression models were significant.

Hypothesis 5 stated that competitive attitudes would strengthen the negative associations between narcissism and altruistic prosocial behavior. Two significant interactions emerged from the four regression models used to test this hypothesis. Specifically, there was a significant interaction between vulnerable narcissism and competitive attitudes in the prediction of altruistic prosocial behavior, $b = .07$, $se = .02$, $p = .006$. *Post hoc* probing of this interaction was conducted according to the procedures outlined by Hayes (2013) with the plot shown in Figure 1. Consistent with Hypothesis 5, vulnerable narcissism was negatively related to altruism, especially for individuals with low levels of competitiveness, $b = -1.28$, $se = .47$, $p = .007$. However, relatively high competitive attitudes weakened this relation, $b = .20$, $se = .42$, $p = .63$, such that individuals with high levels of vulnerable narcissism and competitive attitudes reportedly engaged in similar levels of altruistic prosocial behavior as their counterparts with low levels of vulnerable narcissism and competitive attitudes.

In addition, the interaction between grandiose narcissism and competitive attitudes in predicting self-reported altruism was significant, $b = -1.28$, $se = .47$, $p = .007$. This interaction followed a similar pattern such that grandiose narcissism was negatively

related to altruism among individuals with low levels competiveness, $b = -.88$, $se = .43$, $p = .04$. In addition, the relation between grandiose narcissism and altruism among youth high in competiveness was not significant, $b = .62$, $se = .50$, $p = .23$, such that individuals with high levels of competiveness reported relatively high levels of altruistic behavior, independent of their reported levels of grandiose narcissism.

Contrary to Hypothesis 6, cooperative attitudes did not moderate the relations between dimensions of narcissism and altruistic prosocial behavior.

Discussion

The present findings provide further information on the relations between different dimensions of adolescent narcissism and different types of prosocial behavior. The results from this study indicated that grandiose and non-pathological narcissism were positively associated with egoistic prosocial behaviors. In addition, communal narcissism and non-pathological narcissism were correlated with self-reported altruistic prosocial behaviors.

The correlations involving egoistic prosocial behavior were consistent with what might be expected, and also consistent with the findings of Eberly-Lewis and Coetzee (2015) who found that narcissism was related to public and opportunistic prosocial motives. The positive relations of grandiose and non-pathological narcissism with egoistic prosocial behaviors suggest that individuals with high levels of these characteristics engage in prosocial behavior for self-serving motives. Carlo and Randall (2002) stated that egoistic behaviors are used to gain social approval and that the more public the behavior, the more likely the person is trying to gain approval. This notion reflects the presumed motives of someone with grandiose narcissism who might engage

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in a variety of behaviors (e.g., prosocial behavior, assertiveness, aggressiveness) as means of impressing others (Wink, 1991). Similarly, someone with non-pathological narcissism may use egoistic prosocial behaviors to help maintain a positive well-being while still trying to gain social praise.

Furthermore, the positive relations of communal and non-pathological narcissism with altruistic prosocial behaviors are consistent with Giacomin and Jordan (2015) who found that those with communal narcissism are partly motivated to validate their sense of power. They are more helpful when the outcome of future power is not assured. The researchers also found that those with communal narcissism do not use a sense of power to motivate self-enhancement. This tendency could explain why communal narcissism was related to altruistic behavior and not egoistic behaviors. This conclusion is consistent with the idea of performing altruistic prosocial behaviors and not expecting any benefits in return (Batson et al., 1983). Giacomin and Jordan (2015) also found that those with non-pathological narcissism showed the same amount of willingness to help whether or not the outcome of power was assured. This finding aligns with the present study showing non-pathological to be related to both egoistic and altruistic behaviors. However, the finding relating non-pathological narcissism and altruistic prosocial behaviors is in contrast to recent work by Konrath, Ho, and Zarins (2016) who noted that those with non-pathological narcissism placed less importance on acting altruistically and that they would rather help if others are watching. This difference could stem from the type of samples used. The present study involved at-risk youth as participants, whereas Konrath and colleagues investigated this issue in undergraduate students. It might be that adolescents like to perform prosocially to seek approval, as the intrinsic value of helping

others may not be as evident prior to adulthood. For young adults, narcissism may be a more important marker of a preference toward public prosocial behavior.

Both dimensions of pathological narcissism were significantly correlated with cooperative attitudes. Grandiose narcissism is characterized by an extraverted personality and having to rely on others to feed self-worth (Pincus et al., 2009). Because those with grandiose narcissism rely heavily on others' perceptions of them, they may be particularly driven toward cooperation if they believe that it will result in positive appraisals from others. As for vulnerable narcissism, cooperation can be used to facilitate relationships that might validate their self-worth which is generally fragile.

Non-pathological, grandiose, and vulnerable narcissism were positively correlated with competitive attitudes which is supported by Luchner and colleagues (2011) who found that both grandiose and vulnerable narcissism were significantly related to competition. This relationship fits what is known about the nature of narcissism. An individual with narcissism is attention-seeking which can bring about a competitive attitude to achieve others' attention. Their study also found a positive correlation between vulnerable narcissism and hypercompetitiveness with hypercompetitiveness being linked to the wanting of power, the need to gain control, and the avoidance of losing (Houston, McIntire, Kinnie, & Terry, 2002). This need for power can make someone with vulnerable narcissism feel competitive to maintain control over a situation. Bliss (1992) found that those with narcissism fantasied about defeating their competitors which would bring them admiration. Thus, fantasies of power by individuals with narcissistic tendencies may translate to competitive attitudes at least among the agentic dimensions of narcissism considered in this study.

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Lastly, competitive attitudes influenced the relationship between vulnerable narcissism and altruistic prosocial behaviors. In the present sample, among individuals with low scores on the measure of competitive attitudes, vulnerable narcissism and altruistic behaviors were negatively related. That is, in the absence of ego threat, non-competitive individuals with high levels of vulnerable narcissism may feel no need to engage in altruistic behaviors. However, when there is a high level of competition, individuals with vulnerable narcissism may report being more altruistic in order to appear more favorably to others. Levels of competition had a similar influence on grandiose narcissism with low levels of competition yielding a negative relationship with altruistic behaviors among adolescents with relatively high grandiose narcissism. It is possible that self-report questionnaires could elicit a competitive situation or desire toward impression management where someone with grandiose narcissism and highly competitive attitudes would likely report more altruistic behaviors to be viewed as particularly admirable relative to others. Those with lower competitive attitudes might be much less likely to perceive such a situation as competitive which could possibly explain their relatively low report of altruistic behaviors.

Limitations

There were a number of limitations to the present study that should be considered. First, the participants were at-risk youth. Thus, the results gathered from the study might not be generalizable to the general population of adolescents. Additionally, this study relied on self-report measures which can yield distorted information due to response bias and the participants' varied levels of item comprehension. Furthermore, because the

information all came from one source, some of the relations between variables may have been inflated due to shared source variance.

Another limitation was the measurement of competitive and cooperative attitudes using the CCAS. The CCAS only measures a general attitude of competition and cooperation. The competition and cooperation components of this study were highly correlated which could be due to the participants either endorsing relatively few or many of the attitudes across dimensions. In prior research, when the competitive component of the CCAS was compared against other measures, two different dimensions of competiveness were found (i.e., Self-Aggrandizement and Interpersonal Success), with the CCAS measuring Self-Aggrandizement (Houston et al., 2002). Collecting data from the Interpersonal Success aspect of competitiveness could possibly alter the results considering that it measures a more neutral view concerning the benefits of competition.

Future Directions

In addition to addressing the above limitations, future studies should also further examine the association between non-pathological narcissism and altruistic prosocial behaviors, as there are clear theoretical and empirical discrepancies in the research possibly due to developmental and social differences across samples. Expanding the participant sample from at-risk adolescents to a general population of adolescents would also give more information on prosocial behaviors, cooperation, and competition in the larger adolescent population.

Future studies could also use other methods of gathering data, such as direct observation of prosocial behavior as well as cooperative or competitive behaviors in certain interpersonal contexts. Such an approach could provide more objective

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information on how narcissism relates to different forms of prosocial behavior and its motives rather than relying on self-report. For example, a study involving a prisoner's dilemma situation could elicit different results concerning cooperative and competitive responses, as it presumably models a more real-life situation rather than relying on introspection or impression management through self-report inventories.

Research on adolescent narcissism is important because adolescence is a time filled with interactions that affect self-esteem, and likewise, one's self-perception may be influential in the quality of his/her interactions with others. Having a better understanding how adolescents with narcissism perceive themselves can provide a better understanding to the disconnect between self- vs. peer perceptions during this developmental period (Byrne & O'Brien, 2014; Kauten & Barry, 2014). There is also little research regarding communal narcissism and how it manifests in adolescents, and it is possible that narcissism that is oriented toward being kind and helpful toward others could still be connected to relationship strain. Overall, furthering the knowledge concerning prosocial behavior in relation to adolescent narcissism could provide more understanding as to the benefits and potential drawbacks of prosocial acts that are based on different motives.

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Appendices

Appendix A: Tables and Figures

Table 1

Descriptive Statistics

	Min	**Max**	**Mean**	**SD**	**Skewness**
Grandiose Narcissism	0	4.74	2.25	1.03	.09
Vulnerable Narcissism	0	5	1.66	1.03	.8
Communal Narcissism	17	112	75.01	16.84	.02
Non-Pathological Narcissism	54	134	91.87	18.55	.04
Egoistic Prosocial Behaviors	4	20	8.89	3.87	.74
Altruistic Prosocial Behaviors	4	20	9.55	4.37	.46
Cooperation	8	40	29.32	8.26	-1.17
Competition	14	70	39.39	11.11	-.19

Table 2

Correlations between narcissism and reports of prosocial behaviors, cooperation, and competition

		1	2	3	4	5	6	7	8
1	Grandiose Narcissism	____	.76***	.11	.35***	.19*	.09	.48***	.41***
2	Vulnerable Narcissism	____	____	.004	.13	.05	.04	.35***	.38***
3	Communal Narcissism	____	____	____	.24**	.13	.23**	.08	.14
4	Non-Pathological Narcissism	____	____	____	____	.38***	.37***	-.14	.22*
5	Egoistic Prosocial Behaviors	____	____	____	____	____	.67***	.05	.28**
6	Altruistic Prosocial Behaviors	____	____	____	____	____	____	-.05	.32***
7	Cooperative Attitudes	____	____	____	____	____	____	____	.49***
8	Competitive Attitudes	____	____	____	____	____	____	____	____

*p < .05, **p < .01, ***p < .001

Figure 1

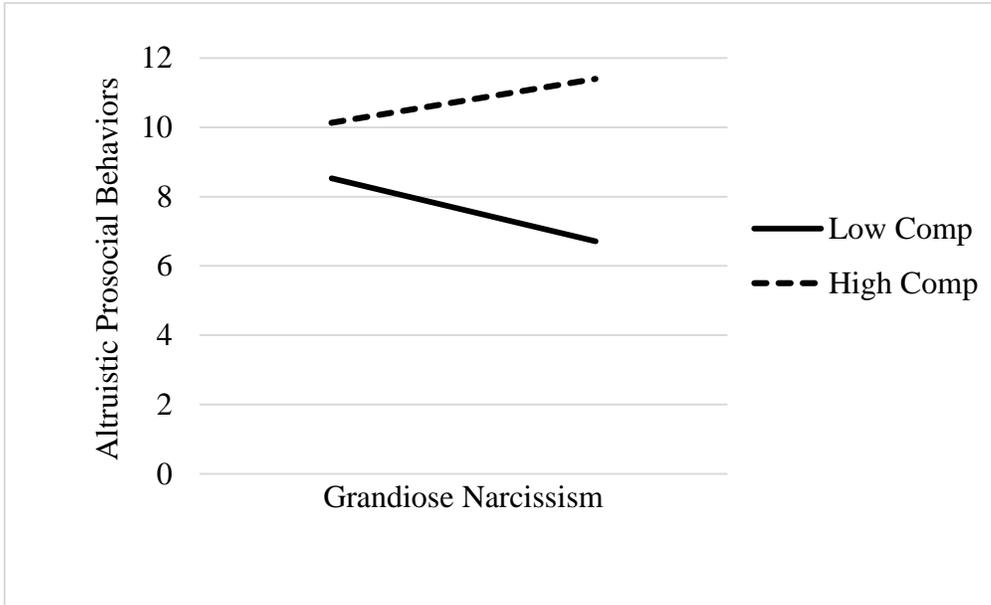*Interaction between vulnerable narcissism and competition in predicting altruistic prosocial behaviors*
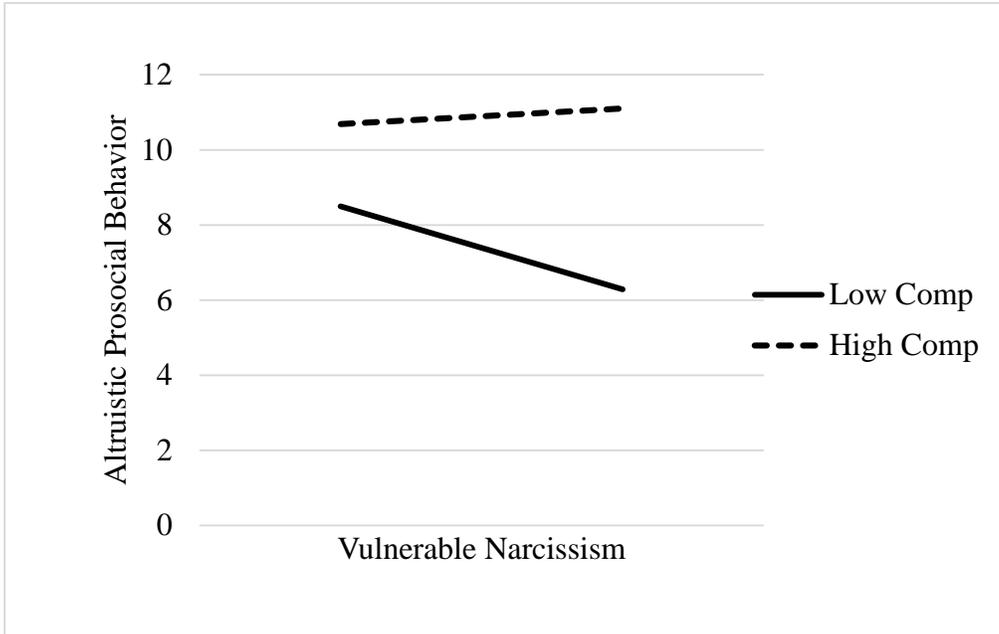
Low competitiveness: *b* = -1.28, *se* = .47, *p* = .007

High competitiveness: *b* = .20, *se* = .42, *p* = .63

Figure 2

Interaction between grandiose narcissism and competition in predicting altruistic prosocial behaviors

Low Competitiveness: $b = -.88$, $se = .43$, $p = .04$

High Competitiveness: $b = .62$, $se = .50$, $p = .22$

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NOTICE OF COMMITTEE ACTION

The project has been reviewed by The University of Southern Mississippi Institutional Review Board in accordance with Federal Drug Administration regulations (21 CFR 26, 111), Department of Health and Human Services (45 CFR Part 46), and university guidelines to ensure adherence to the following criteria:

- The risks to subjects are minimized.
- The risks to subjects are reasonable in relation to the anticipated benefits.
- The selection of subjects is equitable.
- Informed consent is adequate and appropriately documented.
- Where appropriate, the research plan makes adequate provisions for monitoring the data collected to ensure the safety of the subjects.
- Where appropriate, there are adequate provisions to protect the privacy of subjects and to maintain the confidentiality of all data.
- Appropriate additional safeguards have been included to protect vulnerable subjects.
- Any unanticipated, serious, or continuing problems encountered regarding risks to subjects must be reported immediately, but not later than 10 days following the event. This should be reported to the IRB Office via the "Adverse Effect Report Form".
- If approved, the maximum period of approval is limited to twelve months.
  Projects that exceed this period must submit an application for renewal or continuation.

PROTOCOL NUMBER: CH2-24111802
PROJECT TITLE: Personality Predictors of Behavioral Outcomes in a Group of At-
                                          Risk Adolescents
PROJECT TYPE: Change in Previously Approved Project
RESEARCHER(S):   Christopher Barry, Ph.D.
COLLEGE/DIVISION: College of Education & Psychology
DEPARTMENT: Psychology
FUNDING AGENCY/SPONSOR: N/A
IRB COMMITTEE ACTION: Expedited Review Approval
PERIOD OF APPROVAL: 03/03/2015 to 03/02/2016
Lawrence A. Hosman, Ph.D.
Institutional Review Board

YOUTH ASSENT/CONSENT FORM

Name: _____

We are from the Psychology Department at The University of Southern Mississippi. Thank you for coming to help us today. We want information from a lot of teenagers like you to help us learn about how teenagers think, their behaviors, their relationships, their personalities, and how their lives have been up until now. You will complete a series of questionnaires on a computer. If you need a researcher to assist you with the directions or read any items to you, please let us know. If you have any questions about what we ask, let us know. Please do your best to provide honest answers to all of the questions so that we can learn about what teenagers really think and how they feel.

We will also be getting some information from your file about how many times you have taken and passed the GED and how many behavioral incidents you have had since you started at Youth Challenge, and what your parent/guardians do for a living. However, this information will be kept private, and only people who are working on this project will know the answers and information about you. To help us keep your answers private, please do not put your name on any of the papers. Each form has a number on it that will be used to keep all of your answers together.

The questions you answer today will take about 1 hour. We will come back in the next few weeks to ask you questions for 1 more hour. Finally, when you are about to leave the Youth Challenge Program (June/December), we will come back to ask you more questions for 1 hour, including about your success in the program.

There are two important things to remember. First, you are a <u>volunteer</u>. That means you are helping us, but you do not have to unless you want to. You may stop at anytime if you want. Some of the questions ask about illegal behavior, but you may skip any question that you do not want to answer. Second, the information about you will be kept <u>private</u>. All of the information that we get will be used in research, but your name and other information that would let people know it is about you will not be used. None of the information will be placed in your records here. The information gathered will be kept in a locked file cabinet at The University of Southern Mississippi and will only be accessed by our staff. However, if any information we get leads us to be concerned about the safety of you or others or about how you are feeling, we will talk to you about it and to the staff here so that you can get the right kind of help.

By participating, you will help us find out about how teenagers think, feel, and behave. We can use that information to help us understand teenagers better and find ways to help them. Do you have any questions? If you agree to participate, please sign your name below. Thank you for helping us!

_____ I agree to participate in this study.   _____ I choose not to participate in this study.

Signature_____ Date_____

Person Providing Information (Witness)_____ Date_____

This project has been reviewed by the Human Subjects Protection Review Committee, which ensures that research projects involving human subjects follow federal regulations. Any questions or concerns about rights as a research subject should be directed to the chair of the Institutional Review Board, The University of Southern Mississippi, Box 5147, Hattiesburg, MS39406, (601) 266-6820.

Appendix C: List of Surveys

PNI

Instructions: Below you will find 52 descriptive statements. Please consider each one and indicate how well that statement describes you. There are no right or wrong answers. On the line beside the question, fill in only one answer. Simply indicate how well each statement describes you as a person on the following scale:

0	1	2	3	4	5
Not at all	Moderately	A little	A little	Moderately	Very much
Like me	Unlike me	Unlike me	Like me	Like me	Like me

___ 1. I often fantasize about being admired and respected.

___ 2. My self-esteem fluctuates a lot.

___ 3. I sometimes feel ashamed about my expectations of others when they disappoint me.

___ 4. I can usually talk my way out of anything.

___ 5. It's hard for me to feel good about myself when I'm alone.

___ 6. I can make myself feel good by caring for others.

___ 7. I hate asking for help.

___ 8. When people don't notice me, I start to feel bad about myself.

___ 9. I often hide my needs for fear that others will see me as needy and dependent.

___ 10. I can make anyone believe anything I want them to.

___ 11. I get mad when people don't notice all that I do for them.

___ 12. I get annoyed by people who are not interested in what I say or do.

___ 13. I wouldn't disclose all my intimate thoughts and feelings to someone I didn't admire.

___ 14. I often fantasize about having a huge impact on the world around me.

___ 15. I find it easy to manipulate people.

___ 16. When others don't notice me, I start to feel worthless.

0	1	2	3	4	5
Not at all Like me	Moderately Unlike me	A little Unlike me	A little Like me	Moderately Like me	Very much Like me

___ 17. Sometimes I avoid people because I'm concerned that they'll disappoint me.

___ 18. I typically get very angry when I'm unable to get what I want from others.

___ 19. I sometimes need important others in my life to reassure me of my self-worth.

___ 20. When I do things for other people, I expect them to do things for me.

___ 21. When others don't meet my expectations, I often feel ashamed about what I wanted.

___ 22. I feel important when others rely on me.

___ 23. I can read people like a book.

___ 24. When others disappoint me, I often get angry at myself.

___ 25. Sacrificing for others makes me the better person.

___ 26. I often fantasize about accomplishing things that are probably beyond my means.

___ 27. Sometimes I avoid people because I'm afraid they won't do what I want them to do.

___ 28. It's hard to show others the weaknesses I feel inside.

___ 29. I get angry when criticized.

___ 30. It's hard to feel good about myself unless I know other people admire me.

___ 31. I often fantasize about being rewarded for my efforts.

___ 32. I am preoccupied with thoughts and concerns that most people are not interested in me.

___ 33. I like to have friends who rely on me because it makes me feel important.

___ 34. Sometimes I avoid people because I'm concerned they won't acknowledge what I do for them.

___ 35. Everybody likes to hear my stories.

0	1	2	3	4	5
Not at all	Moderately	A little	A little	Moderately	Very much
Like me	Unlike me	Unlike me	Like me	Like me	Like me

___ 36. It's hard for me to feel good about myself unless I know other people like me.

___ 37. It irritates me when people don't notice how good a person I am.

___ 38. I will never be satisfied until I get all that I deserve.

___ 39. I try to show what a good person I am through my sacrifices.

___ 40. I am disappointed when people don't notice me.

___ 41. I often find myself envying others' accomplishments.

___ 42. I often fantasize about performing heroic deeds.

___ 43. I help others in order to prove I'm a good person.

___ 44. It's important to show people I can do it on my own even if I have some doubts inside.

___ 45. I often fantasize about being recognized for my accomplishments.

___ 46. I can't stand relying on other people because it makes me feel weak.

___ 47. When others don't respond to me the way that I would like them to, it is hard for me to still feel ok with myself.

___ 48. I need others to acknowledge me.

___ 49. I want to amount to something in the eyes of the world.

___ 50. When others get a glimpse of my needs, I feel anxious and ashamed.

___ 51. Sometimes it's easier to be alone than to face not getting everything I want from other people.

___ 52. I can get pretty angry when others disagree with me.

Name_____   Date _____

Gender _____   Age_____   Grade_____

<u>Directions</u>: We have some sentences below, and we are interested in which choice best describes what you like or how you feel. Sometimes you may find it hard to decide between the two choices. Please tell me the one that is most like you. We are interested only in *your* likes or feelings, not in how others feel about these things or how one is supposed to feel. There are no right or wrong answers, so please be honest in your answers.

Let me explain how these questions work. Here is a sample question. I'll read it out loud and you follow along with me.

Sample Item

Really True for Me	Sort of True for Me					Sort of True for Me	Really True for Me
		I am jealous when good things happen to other people.	Or	I am happy when good things happen to other people.			

First, I want you to decide whether the sentence on the left side describes you better because you are jealous when good things happen to others, or whether the sentence on the right side describes you better because you are happy when good things happen to other people. Don't mark anything down yet, but first decide which sentence describes you better, and go to that side.

Now that you have decided which sentence describes you better, I want you to decide whether that is only "sort of true" or "really true" for you. If it's only sort of true, then put an X in the box under "sort of true"; if it's really true for you, then put an X in that box under "really true".

For each sentence you only mark one box. Sometimes it will be on one side of the page, another time it will be on the other side of the page, but you can only check ONE box for each sentence. <u>You don't mark both sides, just the one that describes you better</u>.

OK, that one was just for practice. Now we have some more sentences which I'm going to read out loud. For each one, just check one box, the one that goes with what is most true for you.

Really True for Me	Sort of True for Me		Or		Sort of True for Me	Really True for Me
		1. I am good at getting other people to do what I want.	Or	I am not good at getting other people to do what I want.		
		2. I like to show off the things that I do well.	Or	I do not show off the things that I do well.		
		3. I would do almost anything if someone dared me to.	Or	I am usually a careful person.		
		4. Sometimes, I get embarrassed when people say nice things about me.	Or	I know I am good because everybody keeps telling me so.		
		5. It scares me to think about me ruling the world.	Or	If I ruled the world, it would be a better place.		
		6. I can usually talk my way out of anything.	Or	I try to accept what happens to me because of my behavior.		
		7. I like to blend in with other people around me.	Or	I like to be the center of attention.		
		8. I will be a famous person.	Or	I do not think about being famous much.		
		9. I am no better or no worse than most people.	Or	I think I am a special person.		
		10. I am not sure if I would be a good leader.	Or	I think I am a good leader.		
		11. I say what's on my mind.	Or	I wish I would tell people what I think more often.		

Really True for Me	Sort of True for Me		Or		Sort of True for Me	Really True for Me
		12. I like to be the boss of other people.	Or	I don't mind following orders.		
		13. It is easy to get people to do what I want.	Or	I don't like it when I try to get people to do what I want.		
		14. I make sure that people appreciate what I do.	Or	People usually appreciate what I do.		
		15. I don't like to show off my looks.	Or	I like to show how good I look.		
		16. I can tell what people are like.	Or	Sometimes it's hard to know what people are like.		
		17. If I know what I'm doing, I like to make decisions.	Or	I like to make decisions all the time.		
		18. I just try to be happy.	Or	I want the world to think that I am something special.		
		19. My looks are nothing special.	Or	I like to see how good I look.		
		20. I try not to be a show off.	Or	I usually show off when I get the chance.		
		21. I always know what I'm doing.	Or	Sometimes I'm not sure of what I'm doing.		
		22. Sometimes I need other people to help me get things done.	Or	Most of the time, I don't need anyone else to help get things done.		
		23. Sometimes I tell good stories.	Or	Everybody likes to hear my stories.		
		24. I expect to get a lot from other people.	Or	I like to do things for other people.		

Really True for Me	Sort of True for Me		Or		Sort of True for Me	Really True for Me
		25. I won't be happy until I get everything that I should get.	Or	I am happy whenever something good happens.		
		26. When people say good things about me, I get embarrassed.	Or	I like it when people say good things about me.		
		27. I want to control other people.	Or	I'm not really interested in controlling others.		
		28. I don't pay attention to the latest craze or fashion.	Or	I like to start new crazes and fashions.		
		29. I like to look at myself in the mirror.	Or	I am not really interested in looking at myself in the mirror.		
		30. I really like to be the center of attention.	Or	I am not comfortable being the center of attention.		
		31. I can do anything with my life that I want to.	Or	People can't always do whatever the want with their lives.		
		32. Being an expert about something doesn't mean that much to me.	Or	Other people seem to know that I am an expert on some things.		
		33. I would rather be a leader.	Or	I don't care if I'm a leader or not.		
		34. I am going to be a great person.	Or	I hope that I am going to be great.		
		35. People sometimes believe what I tell them.	Or	I can make anybody believe anything I want them to.		

Really True for Me	Sort of True for Me		Or		Sort of True for Me	Really True for Me
		36. I have always been a leader.	Or	It takes a while to become a good leader.		
		37. I wish someone would write a story about my life someday.	Or	I don't like for people to be nosy about my life.		
		38. I get upset when other people don't notice how I look.	Or	I don't mind looking like just another person when other people are around.		
		39. I am able to do more things than other people.	Or	I can learn a lot from other people.		
		40. I am just like everybody else.	Or	I am an outstanding person.		

Communal Narcissism Inventory (CNI)

Strongly disagree= 1

Disagree= 2

Somewhat Disagree= 3

Neutral= 4

Agree= 5

Somewhat agree= 6

Strongly agree= 7

1 I am the most helpful person I know.

2 I am going to bring peace and justice to the world.

3 I am the best friend someone can have.

4 I will be well known for the good deeds I will have done. .

5 I am (going to be) the best parent on this planet.

6 I am the most caring person in my social surrounding.

7 In the future I will be well known for solving the world's problems.

8 I greatly enrich others' lives.

9 I will bring freedom to the people.

10 I am an amazing listener.

11 I will be able to solve world poverty.

12 I have a very positive influence on others.

13 I am generally the most understanding person.

14 I'll make the world a much more beautiful place.

15 I am extraordinarily trustworthy.

16 I will be famous for increasing people's well-being.

CCAS

Competitive-Cooperative Attitudes Scales

Strongly disagree= 1

Disagree= 2

Neutral= 3

Agree= 4

Strongly agree= 5

1. People who get in my way end up paying for it
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

2. The best way to get someone to do something is to use force
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

3. It is alright to do something to someone to get even
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

4. I don't trust many people
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

5. It is important to treat everyone with kindness
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Cooperation)

6. It doesn't matter who you hurt on the road to success
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

7. Teamwork is really more important than who wins

Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Cooperation)

8. I want to be successful, even if it's at the expense of others
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

9. Do not give anyone a second chance
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

10. I play a game like my life depended on it
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

11. I play harder than my teammates
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

12. All is fair in love and war
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

13. Nice guys finish last
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

14. Losers are inferior
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

15. A group slows me down
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

16. People need to learn to get along with others as equals
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Cooperation)

17. My way of doing things is best

Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

18. Every man for himself is the best policy
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

19. I will do anything to win
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

20. Winning is the most important part of the game
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Competition)

21. Our country should try harder to achieve peace among all
Strongly disagree   Disagree   Neutral   Agree   Strongly agree
(Cooperation)

22. I like to help others (Cooperation)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

23. Your loss is my gain (Competition)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

24. People who overcome all competition on the road to success are models for young
people to admire (Competition)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

25. The more I win the more powerful I feel (Competition)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

26. I like to see the whole class do well on a test (Cooperation)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

27. I try not to speak unkindly of people (Cooperation)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

28. I don't like to use pressure to get my way (Cooperation)
Strongly disagree   Disagree   Neutral   Agree   Strongly agree

Prosocial Tendencies Measure

Below are a number of statements that may or may not describe you. Please indicate HOW MUCH EACH STATEMENT DESCRIBES YOU by using the following scale:

1 (Does not describe me at all),

2 (Describes me a little),

3 (Somewhat Describes me),

4 (Describes me well), and

5 (Describes me greatly)

1. I can help others best when people are watching me.

2. It is most fulfilling to me when I can comfort someone who is very distressed.

3. When other people are around, it is easier for me to help needy others.

4. I think that one of the best things about helping others is that it makes me look good.

5. I get the most out of helping others when it is done in front of others.

6. I tend to help people who are in a real crisis or need.

7. When people ask me to help them, I don't hesitate.

8. I prefer to donate money anonymously.

9. I tend to help people who hurt themselves badly.

10. I believe that donating goods or money works best when it is tax-deductible.

11. I tend to help needy others most when they do not know who helped them.

12. I tend to help others particularly when they are emotionally distressed.

13. Helping others when I am in the spotlight is when I work best.

14. It is easy for me to help others when they are in admire situation.

15. Most of the time, I help others when they do not know who helped them.

16. I believe I should receive more recognition for the time and energy I spend on charity work.

17. I respond to helping others best when the situation is highly emotional.

18. I never hesitate to help others when they ask for it.

19. I think that helping others without them knowing is the best type of situation.

20. One of the best things about doing charity work is that it looks good on my resume.

21. Emotional situations make me want to help needy others.

22. I often make anonymous donations because they make me feel good.

23. I feel that if I help someone, they should help me in the future.