

BRIGHTON EAST COUNSELLING

Advice when working with Narcissists in the workplace

- Limit encounters and seek distance from the Narcissist.
- Remember the Narcissist will **NOT change** – and **you cannot change them.**
- Confrontation won't work – they love the mind games, they love to win, they love to see you lose.
- Respect your gut reactions but also ask the critical questions – why am I reacting this way? Why is this triggering me?
- Analyse if this is a pattern that is peculiar to you and is it different when working with others – are you being targeted?
- Set communication boundaries – keep everything professional.
- Fact check everything the Narcissist says – and document all communication/ encounters.
- Practise Self Care – look after yourself and if you feel yourself at risk – get out of the room.
- Be real and stay matter of fact – if something needs addressing, say I'm confused, seek clarity – and get it in writing.
- Find better ways to articulate your needs – become clever at carefully crafting your words to get your point across. Always have someone else in the room if you can.
- Avoid bringing work issues back to your home – learn to debrief with someone else, leave the stress at work – find comfort and release in your home environment.

Recommended reading:

How to Kill a Narcissist

By JH Simon

Disarming the Narcissist, Surviving and Thriving with the Self-Absorbed

By Siegel, Daniel J., Behary, Wendy T., Jeffrey Young

Gaslighting and Narcissistic Abuse Recovery

By Don Barlow

Narcissism at Work

By Melanie Tonia Evans (She also has a number of helpful videos to explore online)