

N.Y.B.L. Podcast ep 217 (Navigating Narcissism- Identifying the Different types of narcissists and how to spot them)

[00:00:00] **Rebecca Zung:** So, you know, those of you who have watched my videos know that I've talked ad nauseum and read my books. It's all about the different types of narcissism and how they manifest. It does seem like there's going to be some similarities and differences on the basis of the type of narcissist we're dealing with.

[00:00:15] Something I've always wanted to bring home to everyone is, the type of narcissist someone is often has a lot to do with the kind of day they're having. And by that I mean, any narcissist who's having a good run of it. They're making a lot of money, they got the stuff they want, they're getting the people they want, they're more, most importantly, they're getting the validation and the supply they want, more often than not are going to present as grandiose narcissists.

[00:00:39] Life's going their way. And so, but some people just tend to be more of the grandiose narcissistic type and that's their baseline, okay? We know that in general, people who are narcissistic have empathy deficits, they're deeply entitled, the grandiose narcissists are obviously quite grandiose, they're arrogant, they have a propensity for rage, they [00:01:00] do not regulate disappointment well, they're chronically seeking admiration, they're seeking validation, they are superficial, and they are, um, And they are, um, they, they have not only difficulty regulating their emotions, but they're also incredibly sensitive in the face of criticism.

[00:01:19] They can dish it out, but they can't take it. The presentation of the grandiose narcissist then becomes someone who really is sort of like that person. That kind of, it can feel sleazy salesman like, it can be like I am the king of the world like, it can be I've got all the answers, it can be annoying guy on the barstool.

[00:01:34] Or annoying gal on the barstool. All of that said, What are the leading tips you have with, especially in a divorce setting, of how to negotiate with a grandiose narcissist? Well, so the grandiose narcissist is going to do everything they can to keep control of the situation. So the first thing they're

going to try to do is try to get rid of your lawyer in some way, because your lawyer is the [00:02:00] person who is now between The narcissist and the person who they want to control and the lawyer now becomes the enemy because that's the person who's going to actually maybe expose the narcissist for whatever, who, who or what they are.

[00:02:19] Or maybe, um, be between them and them getting the deal that they want or they think that they should have. And so they're going to try to get the person to meet at Starbucks. Let's just meet at Starbucks, you know, we don't need lawyers. Um, you know, so that's the, the, the thing that they're going to do. Um, and, and, and they're going to say your lawyer, um, is, is just after the money.

[00:02:41] Um, I've heard. That, you know, he or she, whatever it is, that they're, they can possibly dream up and say that's what they're gonna say because they want you to get rid of the lawyer. Mm-hmm. . Mm-hmm. Interesting. So this is what I tell people all the time is, um, you have three choices. You can stay with this person.

[00:02:58] and stay married to [00:03:00] them, which I don't recommend, but I've got, you know, me, y'all can read my book and I got a whole bunch of videos telling you how to stay if you need to stay. Cause some people have to stay. Well, I don't recommend in the long run. I mean, if you have to stay for kids or, or you have reasons or whatever, but in the long run, you probably want to work this person out of your life.

[00:03:17] Um, number two is to take exactly what. they want you to take with your pat on the head and walk away, but we already talked about that. Even if you choose door number two, it's going to be a shifting thing. It's never going to be exactly because if they think that you're just taking what they're offering, then they're like, well, maybe I should offer less or whatever.

[00:03:38] Cause they're just gonna mess around with you and then door number three is. You're going to have to fight up against this person. So, you know, don't, don't have those meetings alone, because you know that this person manipulates you. You know the person's a liar. You know that this person is going to say and do whatever they can to get what they want or to manipulate you.[00:04:00]

[00:04:00] Don't do it, don't have those conversations. And what I recommend for people to do in those situations is just say, I don't know. I'm just talking to my lawyer. Blame it all on your lawyer. Let your lawyer be the fall person.

Mm-hmm. , you know, I don't know. I, I just want what's fair. I just want, you know what, what my rights.

[00:04:18] And I'm going to let the lawyers sort it out. That's what I suggest the people do. So it's, I mean, in all of my work, working with individuals who are experiencing narcissistic abuse, or in narcissistic relationships, my consistent, you know, Don't move away from a position as realistic expectations and radical acceptance.

[00:04:40] This person you to the point you're now getting a divorce. Things have gotten so toxic and I have to say in narcissistic relationships people let things get a lot more toxic than they would in another relationship where they simply grown apart from someone because you've you've become so mentally confused and with a grandiose narcissist you're so used to being lorded over.[00:05:00]

[00:05:05] That Game Really, Really Well You're Burned Out So That Idea Of A Start Box Meeting Is Like Okay Okay Find Yourself Exhausted, But Then I Say Realistic Expectations, Radical Acceptance This Is A Person Whom, In Griggling, It's Who They Are, It's What They Do Just Like A Scorpion Stings, A Narcissist Manipulates And To Have Realistic Expectations That All of a sudden now that you filed for divorce, now they're gonna become an angel.

[00:05:29] It's not how it's gonna go down. Oh, in fact, you're, it's the opposite. Mm-hmm. Because you no longer have value to that narcissist. In fact, you're a liability. Mm-hmm. , because as long as you were still in that narcissist world and they thought that maybe they, you were for them in some way, they, you have some value to them.

[00:05:44] Mm-hmm. . Mm-hmm. then, then, Sort of measured a little bit more. Yeah. Yeah. But once you no longer have value, you are now the enemy. Mm-hmm. . Mm-hmm. . And so it is on, and they, you know, in a, I think in a subsequent video, we're gonna talk more about mm-hmm. All the different kinds of things that they do in a divorce setting.

[00:05:59] But, [00:06:00] um, you know, it, it, it. Once you no longer have value to a narcissist, you are the enemy. And I also have to say too though, with a, with a grandiose narcissist, what people do need to be prepared for psychologically is, it's not over, like, they're not just going to start a fight. They're actually going to try love bomb sequence two, love bomb sequence three, because instead Some ways, it's not that they want you back.

[00:06:22] They may a lot of times grandiose narcissists care deeply about what they look like to the world. Mm-hmm. , they wanna look like the Christmas card, they wanna be the happy family. They have a whole narrative around, I just wanna be the happy family. This matters to me. Right. And you know, it's, it's a, it's a whole shtick that they're selling to the world.

[00:06:38] Right. So they wanna keep that back, but it's also a game. It's, can I lure the rat out of its hole? Can I bring this person back out? It's what it was from the jump. That's what love bombing is. So right away. Which is? Get them to sign a post nup right now. Okay, you want me back? I'll come back. Mm hmm. Sign a post nuptial agreement.

[00:06:56] Mm hmm. That's great. Perfect. Now, we know how they're
[00:07:00] typically going to react. Of course, they're not going to take it. Say yes. No, they're not gonna see. So now you, now you've called their blood. That's right. And they play on that vulnerability and they say, really a postnup. So this really was just about money.

[00:07:10] And that's when the other person, the non narcissistic person who's already been so beaten down by this, who's already vulnerable to this, who already has issues around. Self doubt, confusion, all the things that happen in narcissistic abuse says no this wasn't about money And they find themselves getting into the thickets and can often get pulled and they want to seem noble No, this was never about money.

[00:07:32] This was about you treating me with respect and Ben I've seen many people at that point get sucked right back in with the grandiose What's wrong with it being about money? If you're entitled to it. And there's the difference between the lawyer and the psychologist. If you're entitled to it, if you're entitled to it, then don't be embarrassed about asking for what the law is providing for you.

[00:07:57] But here, this is where I would take a slightly different stance
[00:08:00] as a psychologist. I think what a lot of people say is that yes, it's about money, this is a marriage, marriage is really a contract, marriage really is a contract. Stop romanticizing it. It's a contract, but marriage is a contract that, um, that they are entitled to it.

[00:08:15] But I do think that people who have been in long-term relationships with grandiose narcissists, it is really about, can you please reflect on what you just did to me? Oh, for the last 5, 10, 15, 20, 25, 30 years? You know what

they'd say? I'd walk away from 10 million. I have dollars. I have the best story for you.

[00:08:36] With that, the best. Um, so I was representing a guy who was number two in the largest development company in Florida. Um, and you know, he was one of these narcissistic personality types who came in and, you know, any room in your retainer and whatever, and I was like, no, but you know, if you want to go on down the road, fine.

[00:08:56] But he, so I didn't, but he was trying to get me [00:09:00] to reduce my retainer. So we get to, um, Mediation and it's like nine o'clock at night and we're all settled on everything and he's agreed to pay her around 250, 000 a year in alimony for the and he was like 55 years old. So just for easy math, you know, it's at least for the next 10 years.

[00:09:21] Um, because when you retire at 65, you could potentially ask for a modification. But so we're talking about 2. 5 million. Okay. Um, we're getting ready to Sign mediator comes into my office and says, or to the conference room where I was with my client and says, I need to talk to you. I have a very unusual request, but I want to run it past you before I run it past your client.

[00:09:43] So she pulled, he pulls me aside and says, the wife says that she will waive alimony waive two and a half million dollars. He apologizes to her for how he treated her during the [00:10:00] marriage. And guess what? He didn't want to do it! And there it is. See? See what I'm telling all of you? There it is. You know? So I made him.

[00:10:12] I'm like, yes you will. Get over there. And so he went over there and apologized. She waved alimony and that was that but it was that was worth more to her, right? And she knew also that he wouldn't want to do it, right? And so here's where it's again as it's like I'm gonna put the psychologist hat on here Which is there is something unsatisfying about that.

[00:10:36] He didn't want to apologize. It wasn't a real apology The one thing we do know in the world of narcissism is a narcissist apology is it's It's worthless. It's less than worthless. It's the gum on your shoe because it's manufactured and somebody's saying just for two and a half million bucks say, sorry, that's not an apology.

[00:10:52] That's a, you know, that's his attorney. I'm like Right. All day long. Exactly, exactly. As her attorney, I'd have been like, you're not [00:11:00] asking for that. No way. Right. And as her psychologist, I say, you just bought yourself

another 10 years of healing, because you, that wasn't an apology. I think that the struggle becomes, you know, and again, this is where it's interesting to have the lawyer talk to psychologists, is that when the apology feels not authentic, the person says You know, what was that?

[00:11:22] I'll say it was nothing. It was, you know, it was window dressing. It's very difficult for a narcissistic individual to apologize because of the shame factor, because of the insecurity factor, because of the lack of capacity for them to exercise empathy, right? What he does not, that client of yours, he doesn't believe he caused her pain.

[00:11:41] Right. He doesn't. He just wanted his money. Okay? She was in pain and the other person didn't acknowledge it. It's looking into the mirror that doesn't look back. And that's, that's, there to wit is the conundrum where I might say, Okay, if you, you know, I would tell somebody, Get the money, at least you can get the [00:12:00] therapy.

[00:12:00] Because, you know, that's, yeah. Hey, from my perspective as his lawyer, My job was to advocate for him. So it wasn't my job to say no to that. It was my job to say. Get your butt in there and apologize. Right, right. Yes. I mean, you know, because that's the kind of thing that he would've come back to me on later and said, why didn't you make me?

[00:12:20] That's right. And my, and exactly. And blame you. But my, and my job is to tell that woman, you didn't get a real apology. What can we learn from this relationship? So she probably regretted it. May maybe, who knows what her financial situation was. Right. You know, may maybe who, who knows what her, I don't know.

[00:12:35] Her mindset is, but at the end of the day, I would've said, you know, How do we help you learn from this? You never pick someone like this again, you know, that's really what it is How do we learn from this? They do, people do pick So, you know, just as a twist here because we do talk about while the grandiose Narcissist is the most common, the one we see the most, there are these other subtypes what we often call the covert or vulnerable Narcissist.

[00:12:57] This is what I often view as the more victimized [00:13:00] narcissist. When you meet them, they're often a little bit more sad, they're Softer. They're not as in your face. Mm-hmm. . In fact, a lot of people wanna rescue covert narcissists. They're like, ah, if this person just got a break, they'd be fine. What they don't realize is right under the surface is this tremendous amount of contempt.

[00:13:17] Yes. Jealousy, contempt for other people. Contempt that other people have it easier. Contempt, jealousy didn't go on. Jealousy and envy. Yes. And all of these kinds of emotions and the insecurity. Mm-hmm. and the covert. Slash vulnerable narcissist is much greater. Yes. Would you say then, are there any other unique elements of negotiation then that come up with covert narcissists?

[00:13:36] Well, so they're not gonna be as in your face and it's not gonna be as obvious mm-hmm. To the divorce lawyers or to the judge. Mm-hmm. So the judge might say, oh, this poor person. Mm-hmm. and, and full everybody. Mm-hmm. . Especially because narcissists, the covert narcissist tends to be more passive aggressive.

[00:13:55] And so it's easier to explain away the things that they will do.

[00:14:00] You know, so they, they might, you know, inadvertently send, uh, an email to somebody, Oh, oops, it was an accident. And you know that it wasn't an accident because you've been living with this person for years. So they're much more, um, uh, adept.

[00:14:16] at hiding the kinds of things that they're doing. So in my opinion they're actually more toxic in a lot of ways. Because it's going to be harder to get the system, and the people in the system to understand the personality type that you're dealing with. Um, it, if you know, if you're having a parental evaluation or custody evaluation done.

[00:14:40] You know, they may fool that psychologist. Absolutely. Absolute yes. 'cause they're gonna say, I've that many times, say I'm such a victim and you know, this other person was so horrible to me and I can never catch a break. Mm-hmm. And you know, I want to work, but I'm so sick all the time and I always feel terrible.

[00:14:56] Mm-hmm. And you know, and. So they're, they're actually much
[00:15:00] more difficult in the divorce setting and they'll still do the same kinds of things. This triangulation is a biggie with, with covert narcissists. Let's get the whole world on my side. Let's get everybody to see how much of a victim I am and how horrible this other person is.

[00:15:16] And they're actually very good at getting the person, um, get getting people to believe them and leaving the person who has been victimized. by them looking like a bad guy. You know, this person actually has been enduring so much when you've been in a relationship with a covert narcissist. And everyone's like, why are you being so hard on him or her?

[00:15:34] You know, what? Well, come on, like cut. And there's a lot of gaslighting by other people that happens in these relationships, where, especially when it's careening towards a divorce. So, it's, yeah, it's definitely a, a, a, a very, very toxic dynamic. So, when they, when a person is in a divorce or in any form of negotiation with a covert narcissist, then what?

[00:15:56] Well, it's the same kind of thing that you're going to have the same sort of thing. I mean, [00:16:00] they're going to probably obstruct you there, you know, they're not going to give over information. Um, you know, they're going to put up roadblocks that every chance that they can, they're going to manipulate everything that you say, but they're just going to do it in a way that's more, um, That's more under the radar and harder for you to bring to people's attention because when you bring what they're doing to people's attention, it's the kind of thing where people go, well, that's not that bad.

[00:16:28] Or that was probably just a mistake. Gaslighting. Yes, exactly. You know, whereas an overt narcissist or the grandiose narcissist. You can see it. It's much more manipulative. You can actually see it right in the email chain. It's, it's. It's easier to follow the email chain and go, well, okay, here you go. Would you argue maybe it's a different form of manipulation?

[00:16:51] Because I think passive aggressiveness is at its core a manipulation, right? A hundred percent. It's the attempt of, maybe it's not even an active attempt, but it is the induction of negative [00:17:00] emotion in another person, typically guilt, to mobilize action on their part, not because the other person wants to do something, but they're doing it to stave off this sense of guilt.

[00:17:09] And it's absolutely just as traumatic for the victim. Yeah, manipulation's manipulation. I mean, I don't care if it's in your face. I don't care. It's through a passive aggressive backdoor. It definitely leaves people sort of reeling. So this takes us then to one last form of narcissism I want to get to because I think it's worth mentioning because it's more dangerous, which is malignant narcissism. There are research out researchers out there that view malignant narcissism as sort of like that that space in the middle where where More of a grandiose narcissistic style meets like a low grade psychopathy, meets this sort of really Machiavellian, manipulative, political, like, you know, very skilled, working other people style.

[00:17:49] Malignant narcissists are where we're going to see your CEO types, we're going to see your world leader types, we're going to see people at the top who are able to charm you. Mm hmm. Than [00:18:00] go chew someone else

out. Than go destroy someone else's life. And than go charm someone else. Like, their, their ability to just sort of do that leaves everyone confused.

[00:18:10] And they've usually charmed the right people, including people like judges. They're that good. Whereas a covert narcissist ain't charming anyone. You know, even the grandiose narcissist gets a little bit nervous during a divorce. A malignant narcissist is very cool under stress. Yeah, it's harder to get them unglued.

[00:18:26] Yes, it is. It is. And they're, and they can be dangerous. I mean, we've been talking about, you know, negotiating a divorce thus far from a perspective of. You know, not in from a violence perspective. Now, remember, abuse in a relationship can take many forms. The majority of clients I work with are dealing with severe psychological abuse, which to me is every bit, perhaps even more traumatic than physical abuse.

[00:18:48] And it also includes things like stalking, coercive control, financial abuse. So those, all the things, the financial, the control, all of it, it is, it is like a, [00:19:00] it's a disease that overtakes the person and they realize they're literally living in a prison when they're in a relationship with a malignant narcissist.

[00:19:07] It can escalate to, to danger and in the cases I've consulted on where a person's divorcing a malignant narcissist. We have to come up with a safety plan, and that's where I've worked with people of expertise in domestic violence on having a go bag, and how do you set that up, and how do you, I mean, we're teaching people to clear out the search histories on computers and stuff.

[00:19:25] I mean, in the electronic age, in some ways, the things that they need to save. Save what you need to save. Clear out what you don't want to do. Go to libraries, use other computers, Change your passwords. I tell people that all the time. Right. I mean, this is, this is a different territory. Is there any other thoughts when you're negotiating with someone who, if not Full on dangerous like gonna really do physical harm to you is always menacing they send that that menacing email There's something almost stalky about them.

[00:19:50] It doesn't relate emails at 3 in the morning I mean, these are the clients I work with who are the most wrecked I mean, it's it is they are in a post traumatic [00:20:00] stress state State almost all of the time. Yeah. Yeah. I, and they have no boundaries. So I mean, they'll just show up at your house. Mm-hmm. , they'll, they'll do, do whatever they need to do.

[00:20:10] Whatever they, they want to do. So first of all, let me just say, and I tell my clients this all the time, if you feel that you are in danger mm-hmm. , please call the police. You know, don't call your lawyer. Mm-hmm. , your lawyer can't do anything right away. Mm-hmm. . So, you know, a lot of times I hear people saying, how is he or she getting away with this?

[00:20:26] Mm-hmm. and it's, I hear it all the time, a very common thing. And so let me just inject reality into that statement. Mm-hmm. really briefly, and that is that there are no divorce fairies that linger around people's houses and come jumping out of the wall when somebody misbehaves. Exactly right. So, How are they getting away with this?

[00:20:47] Remember, the only person that has any power over anyone else in our society is the judge. That is it. There's law enforcement. If you break the law, if you are, if you do something [00:21:00] criminal, you can call the police. Other than that, it's. The judge, those are the only, mm-hmm. avenues. Mm-hmm. of getting someone to behave.

[00:21:07] Mm-hmm. . That's it. So when you're dealing with somebody who is menacing and maybe unsafe or stalking, then you have to call the police because most states, in order to get. Uh, any kind of an injunction, so if you want to get some kind of injunction against the person, or I guess, you know, in regular word terms, it's a restraining order or something like that, you have to be able to show that you're in danger, you have to be able to show, you can't just say, I'm scared of this person, because this person has civil rights, they have constitutional rights, they have to have notice and opportunity to be heard, and all of that sort of thing, and so, So, call the police if you think that you're in danger.

[00:21:55] It will only help you get that restraining order down the road if you decide that that's what you [00:22:00] want. The worst possible thing that you can do is go try to get a restraining order and then it doesn't stick because now the person feels empowered. So you have to be really, really careful. About making sure that if you're going to go that route, that it's gonna stick in, you're gonna get it.

[00:22:18] But also, let's warn people that once you get a restraining order, the likelihood of violence skyrockets. Well, because they're now, they're, you know, yes. But that's the reality check. I don't want people to think restraining orders aren't answer. I think they're a step, but they're a step that put people in danger.

[00:22:31] And that's the nature of how our, our, our system works. So we, I mean, I don't, I think to, to say that, that, I mean, the number of people I lived in, I have a lot of people ask about. Yeah. So the only other path is some kind of a civil order, um, which would be, you know, exclusive occupancy of your house or something like that.

[00:22:51] Um, and you know, those things you can get, but they take time. Yes, they do. So you have to, you know, what the lawyer's power is, is to [00:23:00] file a motion, set the motion for hearing in front of the judge, then, you know, and the, the, all the judges are very backed up. The judicial system is extremely backlogged. And so it takes a while to get a hearing.

[00:23:13] Yes, it does. Um, and then once you get that hearing, newsflash, the judges don't always rule right away, which is really frustrating too. And so sometimes you're waiting. Weeks, months, I've even waited months for an order from that judge. So how is he or she getting away with this? Well, the only way you can rein in the behavior is by creating enough leverage in order to get that person to come to a table and potentially have a resolution with you or get enough leverage that you can get convinced the judge to order.

[00:23:51] Things to go your way, right, which is hard. And again, in the populations I deal with, I deal with the people who are things didn't go their way [00:24:00] and too many women who are beaten up or killed because the restraining order came. That inflamed the violence can't, I mean, you know, it's, it's, it's a nice idea and law enforcement has more leverage.

[00:24:10] So it really opens up this whole issue of these are complicated issues and, you know, in the bottom line. And I think one of the most painful things I've heard is the number of clients who've worked with me who've said, this person is a bad person. They should not be raising these kids. Like, you know, and again, it's usually not even the money piece.

[00:24:29] Like they, they, and, and they'll still be upset like, I don't know how you expect me to do all this with this little bit of money, but. Aye. Aye. How, how can you let this person, half the time, raise children, and I'm telling you as somebody who's worked with these families, I have seen the majority of narcissists I've worked with, got 50 percent custody.

[00:24:49] Yeah, because 50 percent custody! Yeah. And let me tell you this. There's no happy ending to this. Children are destroyed. Well, here's what happens a lot of times [00:25:00] in the negotiation for that mm-hmm. , and

especially in states where child support is tied to timesharing. Yes. Which a lot of states it is. Mm-hmm.

[00:25:07] some states it's not, but most states states it is. And so what they do, especially if they're the money spouse, is they, they go for timesharing because then they pay less than child support. Yes, that's right. And, and a lot of times though, they end up not taking it, which means that the non monies. Vows isn't getting the full amount of support.

[00:25:24] Mm-hmm. and still with the kids. And they have the kids all the time. Right. Which, again, I understand what you're saying, that this is a right of the child, but I always advise clients. I say anytime they try to blow you off and blow off the kids, like they got the kids 50% of the time, so they didn't have to give you the money.

[00:25:39] That's why they fought for, they didn't want the kids. They wanted the money. Okay. No, but it's also though the, the facade of, I got my kids 50% of the time ish because they don't, they don't want to tell the world that they didn't want their kids. Right. They don't wanna tell the world, but they don't want their kids.

[00:25:53] No, no, no. But they, but they want the show that they got 50% Right. So after the show is proven and they can walk [00:26:00] around saying they want 50%, they're always trying to foist the kids on mm-hmm. the other partner, a hundred percent. To which I tell the other partner who's usually the one I'm working with, take 'em.

[00:26:09] They're like, but this is unjust. I'm like, this whole thing is unjust. Didn't you say you want to meet your kids a hundred percent of the time? Anytime they give them, take them because the less time those kids are spending with the narcissistic parent, probably the healthier for your kids. Now what does end up happening is that they're not often getting the requisite additional money that that more time would take.

[00:26:28] They figure it out. But I'd say if you can get the time with your kids, get the time with your kids. Okay. So a little strategy here. Far as, um, during a divorce, if the divorce is taking a several months, which a lot of them do, then give the narcissist 50% as a time during the temporary period because you will give them rope to hang themselves that way, because then by the time you get to that final hearing or you get to the mediation, you've now kept a log.

[00:26:57] Which I tell everybody. Yes. Oh, so do I. Yeah. [00:27:00] So you've now kept a log that shows that this person showed up late, didn't take them, asked you to take them, blah, blah, blah, because they can't help being themselves. Um, they're not going to take the kids 50 percent of the time. Even during that nine month or one year period, you will have lots and lots of times that they asked to change the schedule.

[00:27:20] They showed up late, blah, blah, blah. And so now you have that leverage. Now you have the information that you need in order to push for the custody arrangement that you want. Okay. That's, it's a great point. I mean. Again, we probably talked for 17 hours on this 'cause we've seen it from both sides of it.

[00:27:37] And I it is interesting, like, you know, to watch that, that I, I say exactly that is, you have to keep the most detailed log. I said it's almost like you're keeping records and charts the way a physician would like, you know, days, hours, you I've one entire cases on those. Yeah. Yes, I'm sure that's good. And I hope you heard that she's won entire cases on those.

[00:27:55] You can't do this after the fact. You have to do. do this in real time. You're not going to be able to even construct it a [00:28:00] week later. In real time, it has to become a daily practice that you're logging this stuff. It's difficult. It's painful. It's uncomfortable. You must do it. It's part of your healing, but it's also part of your strategy.

[00:28:11] Just open a notes thing in your calendar or your phone or use an app. There are apps just for taking notes for that. I mean, so just get into the habit of logging in real time. Explore the even darker side of narcissism. Like narcissism isn't dark enough already, but the darker underbelly, those really seriously ugly side of narcissism, the malignant narcissist, that's the scariest form of narcissist.

[00:28:45] And we're going to dive in today in finding out what a malignant narcissist looks like and how to protect yourself. A malignant narcissist isn't just a narcissist. A regular narcissist has a [00:29:00] very fragile sense of self. They have no sense of internal value. They try to grab all of their feeling of value from the external.

[00:29:08] They might devalue, debase others. They might beef up their own, um, accomplishments. A malignant narcissist isn't just like your regular narcissist. A regular narcissist has no inner sense of value. They have no inner sense of Self, they're very fragile. They have very fragile egos and they're entirely driven by everything external.

[00:29:34] So they need an endless amount of supply. And supply can be anything in the form of compliments, money tangibles, um, big job, big car, the right friends living in the right neighborhood. Anything that makes them look good on the outside. But, um, supply can also be in the form of the. you know, abusive behavior, which is [00:30:00] devaluing people, debasing people, judging people, putting people down.

[00:30:04] Um, you know, all that sort of thing. And all narcissists have very little sense of inner self or none. And. I've often said in my other videos that they're like the chocolate hollow Easter bunny. They might kind of look good on the outside, but there's absolutely nothing inside. And that's what's going on with a narcissist.

[00:30:25] So all narcissists have that. So you know, whether you're a grandiose narcissist or a covert narcissist, you know, you're going to have these. Um, traits, and if you wanna know more about covert narcissists, then you're gonna wanna check out my video on the covert passive aggressive narcissist. How a malignant narcissist differs.

[00:30:45] How it, however, is that this is where antisocial dangerous behavior. mixes with your regular garden variety narcissist. So you've got your fragile ego [00:31:00] and you've got your little, you know, sense of, uh, no sense of internal value. And you've got this person who's, you know, very much trying to make themselves look as good as possible.

[00:31:13] It's also overlaid with an antisocial personality, a person who is extremely suspicious, who is, potentially aggressive and potentially dangerous. This is the person that will stop at nothing to destroy, like seriously destroy families, destroy careers, destroy homes, destroy, you know, work environments and potentially even countries or nations, depending on, you know, what kind of, uh, position of power they're in, but they, they literally have that need for, it's such a need for control and, and such a deep seated [00:32:00] rage and hatred inside of themselves that they're not just.

[00:32:04] Trying to fill themselves with endless amounts of narcissistic supply, which is what most narcissists do. They're also, they have this antisocial personality disorder overlay, and so they, they literally have the power to destroy people. So what you'll see with a malignant narcissist is they get themselves into a position of power, whether it's within the family dynamic or within a work environment, or.

[00:32:33] a company environment or anything like that. And then, um, everybody around them is constantly walking on eggshells to not, um, upset this person. And so, you know, they have the ability to be triggered so easily. You've heard the term hair trigger. These people have a very, very, very sensitive hair trigger and any little thing can trigger them to blow [00:33:00] up go crazy and completely try to obliterate somebody for the smallest little infraction.

[00:33:08] They can just go nuts on someone because, you know, they didn't staple something the right way or they didn't, you know, hang the towel the way they were supposed to. They'll absolutely lose it. These people can come across as impulsive, um, destructive, aggressive, unstable. Um, you know, and, and what really sets them off more than anything is any slightest little thing that looks to them to be, um, you know, besmirched to them in any way.

[00:33:46] So, for example, if you gave an opinion that differed from theirs, then, um, you know, you are going to pay the price for that. You're going to have to look bad. Um, and, [00:34:00] and, and they think that they are like demonstrating confidence and, and making them, making sure that everybody knows who's the powerful one by basically obliterating somebody for like the smallest little infraction.

[00:34:14] So this is a person that when other people are around them, people feel anxious, uh, they feel intimidated by this person. They feel, they feel very extremely fearful of this person, extremely fearful of what they're going to do. And so when you combine this, this, this feeling of fear and intimidation, um, and then they have absolutely no empathy because No narcissists have empathy for others.

[00:34:42] That's what makes them narcissists. Um, and their suspiciousness and their aggression, uh, will cause a lot of destruction to people and can cause a lot of pain to people.[00:35:00]

[00:35:03] So how a person might describe a malignant narcissist without, if they don't know that they're a malignant narcissist, they might say that they're jealous. They might say that they're petty. They might say that they're thin skinned. They might say that they're punitive. They might say that they're angry or that they're shallow or that they have, um, You know, uh, they can be impulsive, um, that they, they have a tendency to lash out very quickly over very small things.

[00:35:33] They also can tend to be very cunning, very sly, uh, very good at coming up with ways to hurt people in, in very sneaky ways. A malignant

narcissist also tends to see the world in a very black and white way. So they're either smart or they're dumb. They're either rich or they're poor. They're either in or they're out.

[00:35:55] They're a loser or they're a winner. Um, they just see things [00:36:00] in very, very black and white ways. They also hold feelings of grandiose superiority. So they think that they can say things that completely aren't true at all, have no basis in fact whatsoever, and believe that the world around them will believe everything that they have to say.

[00:36:21] And Well, nobody will question it, but it's true because they said that it's true. According to Campbell's Psychiatric Dictionary, malignant narcissism combines the characteristics of narcissistic personality disorder, or NPD. Antisocial personality disorder or APD, aggression and sadism, either toward other self or both, and paranoia.

[00:36:51] So if you think that you are dealing with a malignant narcissist, then I highly suggest that you figure out a way to get out of this [00:37:00] relationship. This is the person who might have a tendency to engage in things like violence, stalking, threats of violence, um. you know, they really will stop at nothing to destroy you.

[00:37:12] You know, there's certain types of narcissists that are pretty heinous as well, but they're not going to go after you to the point of destroying you because they don't want themselves to also look bad. This is the type of narcissist that. They'll just stop at nothing because they think that they'll be able to get away with it.

[00:37:29] They live in such a distorted world that they think that they'll be able to get away with it. So you really need to figure out a plan to get away from this person. Um, you know, if you're in a marriage with this person, start figuring out what you need to do to get out of the relationship with this person.

[00:37:47] And if you're not thinking of divorcing the narcissist, then you need to figure out a way that you can create some Serious boundaries so that this person cannot continue to hurt you. And part of creating boundaries is going to be [00:38:00] having ways that they can only communicate with you, you know, in one way, one way in, one way out, something like that.

[00:38:09] Um, or, or shutting off. communication with them all together would be the ideal way to go. But, you know, you definitely need to start creating a plan for how you're going to get out of this relationship with this person because

these people cannot be rehabilitated. They will not get better. Don't make excuses for them.

[00:38:31] That's another way that you can start protecting yourself is stop making excuses for them Just understand that they're very sick individuals. They're mentally ill And you can't help them. You can't help them. So you need to figure out a plan to get out of this relationship with this person. Let's talk about three examples of narcissists who play the victim and really narcissists who play the victim are a form of covert narcissist.

[00:38:59] [00:39:00] And if you want to know more about the covert passive aggressive narcissist, you can definitely check out my video on that topic. And this is really my. least favorite in a lot of ways because I had to deal with a covert passive aggressive narcissist as a business partner myself. So let's talk a little bit first about narcissists.

[00:39:24] And then let's talk about a covert passive aggressive narcissist, because I think it's really important that you understand. I want you to understand what we're talking about before we talk about these types of narcissists who play the victim. Okay, so a narcissist is a person who has no inner sense of value.

[00:39:43] This is a person who is really the most insecure person on the planet, of course. They have no inner sense of value. And because of that, I kind of liken it to a person who's like literally starving. Starving for attention. They just need [00:40:00] so much to have love and, and all of that. But, but it's almost like those receptors have closed in a way.

[00:40:09] It's like if, if a cell has receptors or something, it's like there's a damage that has been done and nothing can really go into. Side anymore. So it's not like you can love them and it'll go and penetrate. It's like they're starving, but you can't feed them it. It's like this black hole in a way, but yet they're starving.

[00:40:32] They feel like they have to grab food wherever they can, and this. food that they're trying to grab is what we call narcissistic supply. And they're trying to feed their ego with it all the time. Feed, feed, feed, feed, feed. They're going to try to feed it with external stuff. And you know, it's going to either come in the form of what I call quote, unquote, [00:41:00] good things.

[00:41:01] Which is kind of the external things that you see, like adulation, compliments money, prestigious friends, prestigious jobs, you know all the

things that you necessarily see. And then there's like what I call the dark underbelly of narcissistic supply, which is things that they wouldn't necessarily want people to see, which is.

[00:41:23] that devaluing people, degrading people, treating people poorly. And they wouldn't necessarily want people to see that they treat people badly all the time. They know that they shouldn't necessarily do that. So usually they do that in private or whatever. We're gonna get into this. the ones who play the victim here in a second.

[00:41:43] So those are, you know, how they get their supply in a, in a lot of ways. Okay. And then there's like the covert narcissist, the overt narcissist, all those sorts of things. Okay. And it is a bit of a spectrum. And when you're going to negotiate with them, which is what [00:42:00] I focus on, it's a very special type of situation because it's not like a give and take.

[00:42:09] This same way as when you're dealing with a normal, reasonable person. You can't have a situation the same way. You do have to deal with it in a very different way. Okay, so let's talk about these narcissists who play the victim. These are the ones who aren't the ones out there breaking and boastful, telling everybody how great they are.

[00:42:34] They are the ones that are much more tending to be what I call more passive aggressive, they seem more downtrodden. So the first one is, I'm not good enough. This is the one that's like, they're always putting themselves down. I'm not good enough to play that game, or I'm not good enough to go date that person, or I'm [00:43:00] not good enough to go try out for the play, or to go apply for that.

[00:43:06] Scholarship or whatever it is, but a lot of times this particular narcissist is doing this because they are trying to get people to pay attention to them. And it's, again, it's a way of manipulating. It's a way of manipulating people around them. And sometimes they do it to pit people against each other.

[00:43:33] And sometimes they do it to get people to feel guilty. Sometimes they do it to get people to not do things that they would normally do, like Have a life or whatever. So this is number one, the I'm not good enough narcissist. Number two is the you're the bad one. This is the super guilt trip one. So this is the one that is always on their high [00:44:00] horse because.

[00:44:01] Maybe you cheated at one point or something. And so they get to lord that over you for the rest of your life. And because of that, they never have

to ever look at anything that they ever did. One of the perfect examples I see, I've seen of this is when I was practicing law and I practiced divorce law, I would see.

[00:44:27] For example, a situation where a husband would be, you know, unfaithful, the wife would get to tell everybody that the husband had been unfaithful and person was the bad one. And, you know, she got to play the victim. But what she didn't mention was that, you know, she had sex with the husband and like. five years before that.

[00:44:48] And, you know, that the husband, you know, by the time he had been unfaithful, you know, it was because she hadn't had sex with him in several years. And, you know, should he have [00:45:00] probably left the marriage long before that maybe, you know, and there's a lot of things that go into that. But, you know, she got to play the victim because of that.

[00:45:09] And so, you know, she got to be on her high horse because of that. And so she got to play the victim. He was the bad one. So that's number two. Number three is the poor me, the poor me narcissist. This is the one with that uses their sob stories as a reason to not have a life, as a reason to never do anything with themselves, right?

[00:45:37] You know, like they, they constantly have attention for themselves because it allows them to continue to get attention that way. And, you know, there is a payoff. Sometimes for being the victim. And you know, for those of you who are out there watching this, I want you to listen to this sometimes because as long as sometimes [00:46:00] you allow yourself to be the victim or that you point the finger at the other person as being the villain, then that continues to have you be the victim.

[00:46:08] And I want you to remember, I'm not saying that you're the narcissist at all, by the way, but I'm just saying. don't continue to have yourself be a victim either. But I'm saying that sometimes people who keep themselves stuck in these situations are because they are narcissistic and it's because they know that it keeps them having attention for themselves and they use it to be manipulative.

[00:46:34] And I know that there's somebody that You know, my husband and I have in our lives that, you know, uses sickness and uses sub stories to as a way of manipulating people in their lives and uses it to manipulate friends and family and that sort of thing. It's just not okay, especially when they use it as a way of passive aggression, uses as a way of [00:47:00] pitting people against each other.

[00:47:01] And that's what you see sometimes with narcissists. There is more than one kind of narcissist, but they're all narcissists. Some are better at hiding it. Some are more dangerous than others, but by and large, they're all narcissists. So what all, what, what do all narcissists have in common? All narcissists have no inner sense of value and all narcissists Narcissists have no capacity, no ability to care for another person.

[00:47:35] Some people will say, Oh, that person just said that I'm really good at something. So therefore they must be a narcissist. They forget that there's another whole part to being a narcissist, which is the inability to actually care for or have empathy for another person. So you can't make a judgment about whether or not a person is a narcissist just by one statement.

[00:47:59] You [00:48:00] have to kind of see them in their interactions with other people and see what they're doing. So, remember that all narcissists have no inner sense of value because something happened to them as children. They were traumatized in some way. Some, actually, some, uh, psychologists and, and experts in the field have said that Overindulging children has also led to narcissism, but usually it's some form of trauma or something that happened to them that caused them to believe that they just had no inner sense of value.

[00:48:38] And the only way to get value in the world is to manipulate the world in order to feel some sort of sense of value. So they get all of their sense of value. From the external world, from feeling like they belong, or they have more money than people, or they are better than [00:49:00] people, everything that they do is, is part of that to try to suck as much energy from the world as possible to try to feel some sense of value.

[00:49:13] So, and one of the things that I've said in a few of my videos, and I want to make sure that I say here again, is that we all have a, a, it's on a continuum. We all want to feel valued. We all want to feel that we matter. That's just part of being a human being. That's why I called my book, Negotiate Like You Matter, and that's why my methodology for negotiating is the acronym of the word matter, because we all want to feel that we matter in some way.

[00:49:45] But we also, most... of us have the ability to care for other human beings. We are also motivated by lots and lots of different things, not just one thing. Whereas [00:50:00] once you get to this pathological level of I only get value by sucking it from other people around me and I, I don't have the ability. ability to give it back to anybody, because I feel that if I try to do that, then I take away from myself in some way.

[00:50:21] There's just not enough value in the world. There's just not enough goodness. And so if I get some, I got to keep it for myself. And that's how they are with any kind of value in the world. It's this survival mentality, and that's what you're seeing with all narcissists. But basically there are three main types of narcissists, and they all have this same feeling of no value, and they have to suck it from the outside world.

[00:50:52] But how they go about it is a little bit different for each one. So the most dangerous [00:51:00] one is actually the malignant narcissist, and the malignant narcissist is very, very dangerous because they usually have an overlay of something else, like that they're a sociopath or a psychopath. I am not a psychologist, but I've studied enough of this to understand it.

[00:51:20] So that when you go to negotiate with a narcissist, either in a divorce or some other setting, you have to understand what type of narcissist you're dealing with so that you can understand what motivates them and how they're going to respond when you're dealing with them in a negotiation. So when you're dealing with a malignant narcissist, you're dealing with somebody who will almost do anything to bring you down, will, will stop at nothing.

[00:51:49] So these are the ones that in a divorce setting will actually accuse you of all kinds of horrible things even if they're not true, like child molestation [00:52:00] or beating your kids. or beating you or telling everybody in the world that you're an alcoholic or a drug addict if you're not. So they'll file, you know, fake injunctions against you.

[00:52:14] They will turn to violence or even threats of violence or intimidation tactics. They have basically no conscience. If you want to know more about the malignant narcissist, you should definitely check out my video on the malignant narcissist. And we'll make sure to drop a link to that below. But that is, um, The one that you really want to make sure that you're really, really careful about how you extricate yourself from that particular situation.

[00:52:46] You're going to have to have a really super strong strategy and careful planning to make sure that you can extricate yourself from that situation in a way that takes care of you and yourself. The [00:53:00] next kind of narcissist is the grandiose narcissist, or sometimes it's called the overt narcissist, is actually what I call your garden variety narcissist.

[00:53:10] Before I really started studying all of this stuff, that's the kind, the only kind that I actually thought existed. This is the one that's... You know, going around telling out everybody how great they are. They use lots of

superlatives. This is the best that, oh, that's the worst this. This person is amazing.

[00:53:29] They're basically a saint. This person is worthless. Don't even bother. You know, um, you see a lot of like the famous. people who were, um, you know, really, really good at what they do or really good, you know, at achieving. A lot of times they are narcissists. They are really, really great at selling people at how amazing they are.

[00:53:54] And then they just don't care at all about the people who helped them get [00:54:00] there or people in their personal life, or maybe people that work for them. They often have an overlay of another type of mental health disorder as well. And all narcissists, by the way, have this tendency to start off a relationship with love bombing, then they go into devaluing, and then they go into discarding.

[00:54:21] Um, and then they kind of are love bombing while they're discarding, and all of these different things. And I have videos, actually, on the three different sides. a narcissistic relationship. And if you wanna know more about that, definitely check those out. It's love bombing, devaluing, and discarding. A grandiose narcissist is, as I said, sort of your garden variety, the one that most of us who haven't really studied narcissism.

[00:54:47] They hear a person, they see a person, they see the way the person acts, they're, they're, um, really, really, uh, entitled, um, they use intimidation tactics. [00:55:00] But not to the level of the malignant narcissist, but they will still do things to kind of scare people into doing things. Um, that's more of your grandiose narcissist.

[00:55:12] And the last type of narcissist that's one of the most... The first comment is the covert narcissist, which is my personal one that I absolutely disdain the most because I personally have had to deal with two covert narcissists in my life. Not as husbands, I have to say, my poor husband, everybody thinks when I say that, that it's him.

[00:55:36] It's not my husband. It is, uh, other people that I have had to deal with in my life. But I understand and this is why I have such a passion for this and why I have a crusade and a mission to Help all of you all out of these situations because I know the hell that you are in right now So the covert narcissist is the kind that [00:56:00] is what I call the wolf in sheep's clothing This is the kind that They come across as kind and nice and giving sometimes.

[00:56:12] Sometimes you see them in roles of clergy, lawyers, doctors, politicians. They, to the world, everybody thinks that they're just wonderful, and they save their, their, their awful selves for the people who are their targets. And then the kinds of things that they do to targets are actually way more stealth, way more In some ways, they're the smartest form of narcissist because the malignant narcissist will sometimes do things that are careless and end up getting them caught.

[00:56:49] Like, they might end up going to jail or get arrested or something like that. Whereas the covert narcissist is much better at being passive aggressive about doing these little [00:57:00] things. that, you know, you find yourself going, Well, what is that? What did that mean? How come that happened? And you just feel in your gut like things aren't right, that things aren't the way they should be, where they made some comment, uh, that made you think, where did that come from?

[00:57:18] Or why didn't they remember that? Or they gasped. Like you, well, we had that conversation. You remember, you agreed to it, and, and you know, you never had that conversation. And, um, I've given this example a couple of times. This is an example from the book, the Covert Passive Aggressive Narcissist, which I've actually done a whole video on this and, and on the book that I read, and you, you can check that out.

[00:57:42] I'll put that in the link below as well. But, In that book, the author, Debbie Mirza, gives the example of a husband who would go to Starbucks with the wife and the wife would be waiting in the car and he would go in to get a coffee and as he's going in, he would say, [00:58:00] do you want anything? And she would say, yes, this is what I want.

[00:58:05] And he'd come out of the Starbucks. and get in the car and he'd only have his coffee and she'd say, well, where's mine? and he'd say, Oh, I forgot. And then just, you know, drive away and not go back into the store and get the coffee for her. It was like this subtle little, I call it death by a thousand cuts.

[00:58:23] There's like little things that just add up and, and, and So small. They're so stealth about it that if you go and tell someone about it, they think, well, that's not so bad. But why is that bad? You know, um, little things like, uh, during COVID right now, bringing food over to someone's house and. It's just this little message to you that they know where you live that they're still watching you But if you tell somebody oh my god, they brought food over to my house.

[00:58:59] [00:59:00] People would be like, well, that's nice You know, so they're really really good at that And and that's why I disdain them the most in a lot of ways so gas lighting times a million flying monkeys times a million. They love the flying monkeys. They love to line up and triangulate and all of that. So anyway, that's the third type of narcissist.

[00:59:26] So you have your, um, malignant, your grandiose and your covert. And those are the main ones. Are you dealing with a covert narcissist? Covert narcissists are the absolute worst. I have dealt with them myself. in my personal life. And that is why I am on this mission on this crusade to help you guys break free from them too.

[00:59:50] Because I know, hey, they get stuck in your head. They literally know how to get stuck in the recesses of your [01:00:00] head. You become obsessed. Seriously, like you wake up in the middle of the night, you're thinking about it. You wake up in the morning, you're thinking about it. You're brushing your teeth. You're thinking about it.

[01:00:09] You seriously cannot get away from these. It's seriously like death by a thousand cuts because they are so subtle. I've recently heard this term micro manipulation, and I love this term because this is what they do. I mean, it is so It's so subtle that when you go to try to tell somebody about it, people think, well, it doesn't sound that bad.

[01:00:34] And there's this term called plausible deniability. And that is what they do. I mean, it's so subtle that it's really, really hard to describe what it is that they're doing that doesn't, it just doesn't seem that bad. bad because these micro manipulations are so tiny. They're literally messing with your mind a little at a time.

[01:00:57] You know, there's this old term, [01:01:00] Chinese water torture, which, you know, I kind of don't love that term because I'm half Chinese and you know, it's not the greatest, but it's that little like drip, drip, drip on your forehead where it's just a little at a time. It's the whole death by a thousand cuts. thing.

[01:01:15] And so this is how covert narcissists literally make you crazy and drive you absolutely insane. So these micro manipulations are what they do to absolutely drive you crazy. It is a subtle form of emotional abuse that they

[01:01:38] use in their closest relationships to gain a sense of control and especially regain a sense of control if they think they're losing it. So one of the

things that they will do, for example, is, you know, they'll send like a DM. It has like this [01:02:00] shock value, like, oh. I had a biopsy today and I don't know what the outcome is going to be.

[01:02:08] And then they'll like unsend it. Oh, that wasn't meant for you. Something like that. And you'll be like, what, what, what was that? And you know, this massive drama bomb and you'll go, what was that? And then they'll say, oh, sorry, that wasn't meant for you. That was for somebody else. It was so that you will go, what, what was that?

[01:02:28] What was that? Play on your sympathy so that you'll come back and, and want to know what, what that was and get, you know, to get your attention and then there'll be super secretive about it. Oh, that wasn't meant for you. Sorry. I know you don't care anymore to try to reawaken your empathy to see if you still care, try to get you to worry, you know, something to that effect.

[01:02:52] So that may be one of the things that they might do. Another thing that they might do is try [01:03:00] to get you to participate in activities that they know that you don't necessarily enjoy. This is if you're still in a relationship with them. So they will do that, but you know, they'll make you do that, but they know that you will go along and you won't say anything because they know that you're the type of person that will go along to get along.

[01:03:27] And they might say, Oh, it's just for a minute. And it won't take that long and you'll be fine with it. And then after a while it ends up being like your whole day or something like that. And an hour turns into three hours and it turns into the whole day or something. And you just end up being, you know, annoyed or whatever.

[01:03:53] And, but you just ended up kind of getting roped into the whole thing. And what can you really end up doing about it? [01:04:00] But they end up. Just sort of roping you into that whole thing. So then it makes them sort of feel like, well, they got their way. But what can you really do? Well, they say, oh, it wasn't supposed to be that or whatever.

[01:04:16] And you end up being the bad person if you say anything about it. So that's another example. Another example would be where they say something to you or do something for you that is supposed to be nice for you that ends up not being so nice. One of the things that somebody Close to me, for example, you know, as a family member that my husband and I had in our, in our family, and they would do something nice for you, and then as they're doing

something nice for you, they would be saying [01:05:00] something like, Oh, you're going to get so Spoiled because I'm doing this nice thing for you.

[01:05:06] And so, you know, you kind of get the sense like there's like this, these strings attached to them doing something nice for you, you know? So there's like. This sort of manipulation around it, these strings attached to it, or they might give like a backhanded compliment like you're losing so much weight. I mean, you have a ways to go, but you really look so much better than you used to.

[01:05:34] to, you know, something like that. Another thing that they might do is sort of bad mouth people around you. Like your friends are so great, but don't really love this person. You know, why, why do you hang around people that are so not worthy of you? Something like that, you know, you, you really [01:06:00] could hang around.

[01:06:01] Better people. Make it seem like your friends aren't the greatest or something like that, and it's talking negatively about people in your life all the time and trying to just isolate you from your friends. That sort of thing. Another thing that they will do is kind of subtly never accept your opinions on something.

[01:06:29] You know, they'll always sort of put you down. Well, you know, that sounds like a good idea, but why would we do that? Or how about if we do it this way instead? And, and you just sort of start to realize that anytime you have given your idea or your opinion on something. They never take your idea or opinion on something.

[01:06:54] They just always sort of put it down or they'll always sort of discount it. And you're always [01:07:00] realizing that they always go with their idea or their opinion. And it's just always these little kinds of things. It's a micro manipulation, just these little. tiny things. They're just tiny things. Like if you cleaned a room, for example, they say, yeah, you did a good job with it.

[01:07:19] But as they're kind of going behind you and continuing to fix it up or to continuing to clean it, to let you know, you didn't really quite do a great job, that sort of thing. So those are the kinds of. things that you see. I mean, if you want to know more about covert narcissism and relationships, I have a whole video on that.

[01:07:41] After a while, it just erodes away at your self esteem, at who you are, and you just lose the sense of yourself. self. Let's talk about this covert, passive

aggressive narcissist. I never even heard of such a thing [01:08:00] until I actually became the, I would say victim, target, survivor. I prefer survivor. actually, but you know, initially you are their target and then you kind of become their victim.

[01:08:14] And then hopefully you can escape and become a survivor and live to talk about it. And, you know, for me, having been a seasoned attorney, I'm a very successful. I've been recognized by any, you know, uh, valid, credible source that, that recognizes accomplishments of attorneys. I've been a divorce attorney for 20 years or more.

[01:08:43] And. You know, very, uh, what I would say, confident, tough, so you, I wouldn't have expected to have become the target victim, survivor of a covert narcissist, but I actually [01:09:00] have two. two of them that I had to get rid of fairly recently in my life. And so it's, it's, I, while I have programs on how to negotiate with a narcissist, I've had to make sure that I incorporate in there how to deal with a covert passive aggressive narcissist, because these are the most stealth ones.

[01:09:25] These are the most toxic in a lot of ways because they don't look like narcissists. So there's really three types of narcissists. The first one would be your grandiose narcissist. That's your run of the mill narcissist. The one that we're used to seeing the kind that, you know, most people think of when they think of narcissists, the one that goes around telling everybody how great they are, um, has no problem boasting about their accomplishments or thinking that they're the best one.

[01:09:59] And then everybody. [01:10:00] They, they tell everybody and everybody knows that that's what they think. And, and, and that's kind of your, your run of the mill normal narcissist. And then there is what we call the malignant narcissist, which is kind of like the grandiose narcissist, but like on steroids, it's kind of like the Darth Vader of narcissists.

[01:10:21] Um, You know, those are the ones that have a propensity for stalking or, or violence or threats of violence, things like that to intimidate people into doing what they want. I mean, all narcissists have zero sense of self. They're like the, um, the Easter chocolate buttony that has like is totally hollow inside.

[01:10:45] That's what's going on with the narcissist. They have no inner sense of self. They have no inner, um, self esteem or self worth. They actually are the most insecure of all people in the world. And so [01:11:00] those of us who are empaths, they are attracted to narcissists and narcissists are attracted to them.

It's this crazy sort of symbiotic, very, Um, lethal attraction that both have for each other because empaths naturally want to help people and they, they see that narcissists have that, um, inner sense of, of, of insecurity, that deep sense of insecurity and, um, and narcissists naturally want to be with people that have qualities.

[01:11:37] that they wish that they had, or that they want other people to think that they have, or that they admire in some way, something like that. And so they do gravitate toward each other. And with covert passive aggressive narcissists, it's even worse because covert passive aggressive narcissists are actually, um, [01:12:00] the ones that will straight out tell you that they have difficulty with depression or, or, or.

[01:12:08] or feeling good about themselves. They'll straight up say that, um, they often appear to be victims of things. They want to appear to be victims. Um, a lot of times they have a lot of illnesses or they're sick so that people feel sorry for them. You know, the world just doesn't, isn't fair, doesn't give them what they want or whatever.

[01:12:30] but they also appear to be very charming, very nice, like the nicest people in the world. Um, a really huge eyeopening book for me was this book right here by Debbie Mirza. It's called the covert passive aggressive narcissist. And, um, if you haven't had a chance to read it, I would definitely. Make sure to grab it.

[01:12:51] I will put a link to the book below here in my notes on the video. Definitely check it out. It was very eye [01:13:00] opening for me. And, and when I was reading it, I was like, Oh my God, these people that have been in my life, it could be a book written about them. Like, like they are exactly. So I want to read for you, um, because I don't have the list memorized.

[01:13:16] So I just want to read for you some of the characteristics that they, um, that Debbie Merza says that covert, passive aggressive narcissists have. They do not have a strong sense of self. They have silent rage, lying, hoovering, constant criticism, jealousy. They project their own issues onto you. Their words don't match their actions.

[01:13:43] They are emotionally disconnected. They have flying monkeys, which are, it's like a triangulation move to try to get people. in your world to line up against them or with them against you. And they get them to believe all their lies [01:14:00] about how horrible you are, or they might just get them on their side to think that they're a wonderful person.

[01:14:07] So therefore, if you cross this person, then. there definitely must be something wrong with you because they're so nice. Um, they take credit for your ideas. They withhold praise and recognition. They sabotage birthdays, holidays, vacations, and meaningful dates. They belittle you, teach you lessons. They're self focused, emotionally immature, always strings attached, used people.

[01:14:34] They're dizzying conversationalists. So, you know, easy to get sucked in. They create drama. They don't make love. They take it. They're not protective. They create stories in their head. They have no desire to actually know you. They have no interest in making this a great relationship. They use control and manipulation.

[01:14:54] So, um, Those are definitely all characteristics that I saw in
[01:15:00] the two past covert passive aggressive narcissists that I had to deal with in my life. I'm sure that I have others, but those are the two that actually became fixated with me and, um, doing things, you know, to, um, hurt me. And what's interesting is that they have this kind of weird fixation.

[01:15:22] Like they absolutely. Um, idolize you in a lot of ways, but then they also were trying to hurt you and do passive aggressive things to you. It's a very strange world of insanity that, you know, you just got to get yourself out of as fast as possible if you can. And if you can't, you definitely want to create boundaries that are really, really strict because, you know, these people are actually narcissists.

[01:15:51] All narcissists don't respect boundaries. You're supposed to respect theirs. They don't have to respect yours. That's how that [01:16:00] goes. There are three phases to a relationship with a covert passive aggressive narcissist or any narcissist, and that is the love bombing phase where they start off with How great you are.

[01:16:14] You're so beautiful. Everything is amazing. They line themselves up to look like they're so perfect for you. They, they want you to think that they're incredible in the beginning, that everything about them is just perfect where you're thinking, wow, is this person even real? This is amazing. Um, and then the next phase is where they start to devalue you.

[01:16:37] And with a passive aggressive narcissist, this is where you start to see these little things. And they're just small enough. They're so good at doing these little things that you know are not right and you know are meant to do

something to you. But the rest of the world, if you tell them about it, they will go, well, that [01:17:00] doesn't seem so bad.

[01:17:01] I don't know. Maybe it was a mistake. mistake. Oh, that seems inadvertent. Um, because they're so nice. So it has to be an error. Um, or they gaslight you, but it's in very, very subtle ways where they'll say, you know, they'll do something completely contrary to what you agreed on or to, uh, what you would think that they should do or whatever.

[01:17:25] And when you call them out on it, they go, Oh, we had that conversation. You agreed to that. And you know, you never had that conversation or you, or they say something like, um, Oh, we, um, I thought you said that that was okay, or something like that. And, and you know that that just never happened. And so they try to make you think that you're crazy, but when you tell other people about it, they go, Oh, that must've been inadvertent.

[01:17:55] You know, one of the things that, um, I've seen with. covert passive [01:18:00] aggressive narcissist is like with, with money, you know, where money will end up being deposited into the wrong account. And they go, Oh, I didn't realize I did that. I'll correct it. And then they never do, you know? And so then you end up having to go back to ask them about it.

[01:18:16] But then when you tell people about it, they go, well, it seems inadvertent. Um, because the person is so nice and they're such a good person. They, they would never do anything like. take money, um, you know, things like that. And, um, you know, so it goes on and on. And so during the devalue phase, you're, you're getting this little drip, drip, drip on your head of, of, of things that are starting to make you think you're crazy because the whole rest of the world does think that this person is so nice.

[01:18:47] Um, you know, one of the examples that Debbie Mirza gives in her book is about. um, a husband who, um, would go into a Starbucks or something and [01:19:00] get himself a coffee. And he would ask the wife if she wanted anything, and she would always say yes. And she would tell him what he wanted, what she wanted. And he would always come back out and say, Oh, I forgot to get yours when she would bring it up.

[01:19:12] And then he wouldn't even go back in to get it. Like he would just drive away. Um, you know, little things like that, that are just like, Well, do you really break up a relationship over that? Um, well, it doesn't seem like so bad. Maybe I'm just being selfish, you know, things like that. And especially if you're

an empath, which they remember, I said, they gravitate toward you, you're going to want to be as giving as possible.

[01:19:39] And so, and. Narcissists just want to take as much as possible. So and remember to a narcissist, your only value is whatever value you bring to them because they need an endless amount of what we call narcissist supply and supply is whatever [01:20:00] thing of value you can bring to them. It might be compliments.

[01:20:03] It might be making them look good. It might be helping them, um, you know, with all of their problems. It may be. Uh, financial gain. It may be that just being associated with you gives them a higher boost in status or, or whatever. So, you know, but if you take away that value from the narcissist, Then, um, your value is gone as well.

[01:20:32] And in fact, when you try to end a relationship with a narcissist who, I mean, whether it's a romantic relationship, a business relationship, or, you know, friend, neighbor, employer, whatever, they're going to want to get you first. especially because you may know things about them that actually would make them vulnerable.

[01:20:54] So they're going to make a lot of noise and go absolutely [01:21:00] berserk. So you got to be ready for that. Um, because they're going to want to make everybody else think that you're the bad one for leaving. Even if they leave you, to be honest, they don't want to be seen as, Oh, I left them because, um, I'm a bad person, or I wanted to be with somebody else.

[01:21:21] They've got to make it about you. And so you've got to steel yourself. You've got to be ready that whatever you say, do whatever is going to be manipulated. They're going to lie, cheat. In my program on how to negotiate with a narcissist, I actually have a list of. 30 things that they will do. And I actually break them out by the type of narcissist and the types of behavior they do in a breakup.

[01:21:47] But, um, just know that you're going to be in for it. But remember, remember that this is actually the most fragile personality. They're [01:22:00] like the, the bully on the playground that when you fight back, they run away. So you just got to find that point and create enough. Strategy and leverage to get them to the point where they will be willing to back down and run away and just find somebody else because it's not worth their trouble to be in your space anymore.

[01:22:23] And you're not giving them any value. So, plus if you're going to make them look bad, then, you know, it's time to move on as far as they're concerned. Yeah, the reason I am on this mission is because I haven't had to deal with covert narcissist, the subject of today's video. I had to deal with them in a business setting, one of them in a business setting and one in my extended family.

[01:22:49] I had never even heard the term covert narcissist before until somebody pointed it out to me. And I remember when we were Having this [01:23:00] conversation, the, the person who pointed it out to us, pointed it out to my husband and me first. And they were like, Oh, that, that person, that family member that you're dealing with is a covert narcissist.

[01:23:12] And I remember I was like, I never even heard that term before, but I remember thinking, Oh, I don't think she's a narcissist. I mean, a narcissist to me was like boastful, bragging, you know, super egotistical, usually a male, like to me, it was always a male. I mean, it had never occurred to me, number one, that a narcissist could be a female.

[01:23:38] And by the way, the person who was. Calling this person a narcissist happened to be a psychologist. I was like, I don't think she's a narcissist. Pretty sure she's just like really insecure. And he was like, okay, you know what? Let it be a hypothesis and if I'm wrong, I guess you'll know [01:24:00] it. And if I'm right, you'll know it too.

[01:24:03] The facts and circumstances will bear it out. And of course he was 100 percent right, but As time went on and I started to read and learn much more about it, I started to really figure it out. And so, you know, there's so much that goes into a covert narcissist, but you know, my hypothesis is that I think women do tend to be more the covert kind because women want to be more under the radar.

[01:24:31] You know, they tend to want to be, you know, they want to look nice. They want to look kind. I mean, but I don't know. I think that there are a lot of male covert narcissists, too. You know, they're the ones that nobody suspects. Like the world thinks that they're so fantastic. They're so charismatic. They're the world thinks they're wonderful.

[01:24:51] So anyway, here are some strange behaviors of covert narcissists. I mean, number one is that they're super. [01:25:00] passive aggressive, their words do not match their actions. So they're like super kind and, and absolutely, I will do that for you. Absolutely. I will get right back to you on that. And then

you don't hear from them or, you know, I will, I definitely want to make sure that you were taken care of.

[01:25:24] And then they don't. And so you're left like. So confused all the time and, and, you know, do I force them on that? Do I ask them about that? And does this make me a bad person? Cause they're so nice. And then here you are the one like, am I being passive aggressive? Am I being the one that's problem? It seems very strange because they seem so nice.

[01:25:51] So it's kind of a strange behavior because they seem so nice, but it's actually not strange if you get to [01:26:00] know who they are as a covert narcissist. That's number one. Number two is. They value the opinions of strangers over family. I mean, and this is something that my husband and I have seen with the covert narcissist that we've had to deal with in our family situation.

[01:26:20] You know, this particular person who shall not be named definitely values the opinions of strangers over family. It can be painful, uh, unless you realize. And just accept that that's who they are, that they are narcissists. And that's what narcissists do. They are seeking that external praise. They're seeking that narcissistic supply.

[01:26:46] And that's the very strange thing about narcissists. They, they kind of take for granted the. opinions or the supply that they're getting within their [01:27:00] inner circle. They don't, they don't really care about the supply that they already have. That's just sort of a given. They want the supply that they're getting externally.

[01:27:12] For some reason, that means more to them than the supply or the validation that they can get. from the people who actually love them, from the people who actually care about them or actually value them. Um, they prefer to get it from other people that they don't even know, but that's how it is. It doesn't really make any sense.

[01:27:38] But that is very strange. Um, and so that's number two. Number three, and I will never really get over number three, to be honest with you. Um, both of the covert narcissists that I had to deal with did this, uh, with me. And I found it very odd. Very [01:28:00] weird, very super creepy, and that is that they stare at you.

[01:28:05] I actually did a whole video on this, just because I really couldn't stand it. My whole video was called, Why the Narcissist is Always Watching

You. You know, both of the narcissists I had to deal with, I would find like, would be staring at me, watching me. They do. They stalk your social media. They check out what you're doing.

[01:28:27] You know, I would find that they would like copy me, watch what I was wearing, copy that. And, and, you know, some people would be like, who don't understand narcissism. They'd be like, Oh, but that's so flattering. That's so, you know, that's so nice that they would like want to be like you or something, but no, like.

[01:28:47] Those of you who understand narcissism, like, you know that it's not flattering. It's like the creepy kind. Actually, recently I had dinner with another couple who [01:29:00] happened to let me know that one of the narcissists that I had to deal with that I've completely cut out of my life, not the family member one, but the other one, let me know that there was like some like.

[01:29:11] Buddy who was in touch with somebody else that, you know, sort of like, like this fringe sort of, uh, in touch that like there's that and like narcissist that's still like trying to poke their head through to try to get through the boundaries that I've created. I mean, very sad, but, you know, from my own growth perspective, I was like, you know, I don't really feel any emotion about it.

[01:29:36] So it was actually good. It was like a little test for me because when I heard about it, I was like, that is so, so pathetic. I actually found myself feeling like nothing. So I was, I was glad about that. That's number three. Number four is they're super weird about gift giving, you know, they kind of [01:30:00] like don't really want to give gifts and like, Oh, here you go.

[01:30:04] And there's like ties against it. They don't really like to give gifts. Um, I do have a video on that too, by the way, if you want to check it out, but you know, narcissists there, they, there's always like strings. They don't like to give gifts really. There's always, It's something involved with the gifts. So that's number four.

[01:30:23] Number five is they're chameleons, you know, like they're kind of one way with one group and one way with another group and one way with this person and another way with another person is, you know, whatever color they are with this person, they might be a different color with a different person because, you know, they don't have a sense of self, right?

[01:30:44] Because they're a narcissist. So that's number five. Number six. This is actually another little sore spot for me because this is something I had to deal with in my business setting kind of situation. Anyway, they definitely take credit for [01:31:00] your ideas. Yep, been there, done that, got the t shirt. Did not like that, but they do that.

[01:31:06] They definitely like to take credit for your ideas because they don't have any ideas of their own. Yes, because you know, they are energy vampires. That's part of what they do. They suck the energy out of you.

[01:31:31] All right. And number seven, number seven, this is another little catchy little tune that the coverts like to play. This is another little strange behavior of theirs, which is they act like they're strong. I'm so strong. I'm so good. But then They also like to play the victim. Very strange, very weird.

[01:32:00] They want to play like they're strong, they're so good, but then they also...

[01:32:05] Oh, they played me. I can't believe they did that to me. I'm so weak. The whole passive aggressive thing. part of the whole covert thing. I'm so nice, but I'm also, you know, like I got knives under me, you know, so warm over here, but there's ice in my blood. Yes, indeed. So anyway, those are the seven top strange behaviors of covert narcissist.

[01:32:31] the one that I personally detest the most because I've had to deal with them. All right. So let's learn about narcissists in this video and how they teach you about who they are from their body language. So did you know that what we say is actually only 7 percent of our communication? Mm hmm. That's right.

[01:32:58] Tone of voice. [01:33:00] Tone of voice is actually 38 percent of our communication and body language, body language is the other 55 percent of what we actually say. So when we are expressing ourselves, more than half of what we say is Coming from body language. So that means when we are listening or watching narcissists, they're saying a lot from their body language.

[01:33:40] All right. So I've got six telltale signs. So grab your notepad, grab your pen. You are not going to want to miss. out on these six telltale signs, and I'm going to do them in reverse order from number six to number one So that you stay tuned all the way till the [01:34:00] end. Ready? Let's go. Number six Number six is they have trouble making eye contact with people They don't look up.

[01:34:11] They don't look at you. They have trouble while they're talking to you actually looking at you. Now, I know that a lot of you are from other cultures. Sometimes this is a cultural thing. So you do have to take into account different cultures. Sometimes it's actually disrespectful to look at people in the eye, depending on the culture that they're in.

[01:34:40] So do take that into account as well. Sometimes people are fearful of others as well. So you do have to kind of look at this as a whole. Before all the haters come rushing in, just make sure that you do understand that you do have to look at this as a whole. [01:35:00] Okay? So that's number six. You ready for number five?

[01:35:04] All right. Number five is that they're just not interested in new people in general. They just, you know, they kind of like disinterested in even meeting new people and they can't get themselves like get up off the couch. They can't get themselves to come over unless the person can do something for them.

[01:35:27] Then. Hmm, maybe they're animated, right? You know, they're in a situation where maybe a new person comes into the room, or maybe they come into the room and there's other people there that they haven't met before. And they just really don't want to meet new people unless, you know, maybe they can do something.

[01:35:48] And again, you have to kind of take all of these as a whole because of course there are people out there that might have social anxiety or, you know, have other issues. Right. But [01:36:00] this is just kind of taken together. Got it. Okay. So that's number five. Number four. Number four is is much more subtle. Number four is just that, that silent resentment.

[01:36:18] And I've been there. I have felt this. There's this silent resentment when their target, that person that they're with, that person, you know, might be your spouse, it might be your business partner. It might be that, that person, but the one who's like that target, the person that they're dealing with right now, it's probably you who's watching because you're the one who's watching is interacting with other people.

[01:36:48] So you are in a social situation and you're enjoying yourself and you're feeling. You're feeling that silent [01:37:00] resentment. They are so upset with you because you're having fun, because you're talking to other people. They, they cannot stand the fact that you are interacting with others, you know, that later on you're going to pay for it.

[01:37:21] And you know, this is the kind of thing that they do like at holidays, especially, and by the way, I have a whole video. on why narcissists ruin holidays. And, um, if you want to check that out, you can definitely check that out because, you know, this is like one of the things and you just kind of feel that underlying sort of seething and you might get like these little like.

[01:37:47] You might get these little like comments, these little like subtle devaluing, like why do you got to go to do and say that? Or how come you're eating that way? Or why do you look [01:38:00] like that? You know, um, who are you talking to? Or they don't want to hear about that. You know, there's like these little things that are happening.

[01:38:08] And so that you feel this silence. sort of resentment, you know, going on there. Okay. So that's number four. Are you ready for the next one? All right. So the next one is that they're just like closed off, right? They're just closed off. Maybe like. Folded arms, maybe like sitting away from others. Maybe they're like facing the door.

[01:38:36] They're just like disinterested to show others that, you know, they're not interested in you. I mean, a lot of times, by the way, If you want to know if an agreement is going to stick, you should look to see how somebody is facing because if they're looking at you, but [01:39:00] they're facing toward the door, they're not necessarily.

[01:39:04] engaged with you. They might be kind of half out the door. They might be sort of like not really actually committing to whatever it is that they may even be saying that they're committing to. And then down the road, you might find that that agreement didn't actually hold together and didn't actually stick.

[01:39:29] And you're wondering why, because they said that they would. And that's why, because you didn't read the body language, you didn't know to read the body language that they weren't actually, uh, sticking. So if you're, if you see that they're closed off, or you see that they're sitting and facing away like that, that might show that.

[01:39:52] You're going to be narcissistic or not actually engaged in the situation. Okay? So that's the next [01:40:00] one.

[01:40:08] Next one is, I know I've seen, you guys have seen this too. I have definitely seen this from narcissistic people. They actually ask you a question. Like you're in a social situation and they say, Oh, how did you come to have this

happen to you or how is it going with your business or whatever? And you start to answer them and then they don't even listen for your answer.

[01:40:35] You're halfway through the sentence and they're like. off, you know, doing something else or they see someone else. They don't even say, excuse me, they leave, they start looking at their phone and they're not engaged. Like they don't even care enough to hear the rest of what you're saying. And, you know, maybe a better source of supply came along, uh, or whatever.

[01:40:57] And there you are, you just sort of [01:41:00] like, Oh yeah, well, nevermind then. Um, that's, you know, another one, like, they're just kind of like inconsiderate, you know. especially if a better source of supply comes along. So that's the next one. And if you want to know what number one is, you've got to make sure you stick with me.

[01:41:19] Ready? Ready for number one? Okay. Number one is... They often have more of a distance, they keep a distance, they actually have more physical proximity than others do in conversation. And again, sort of like the trouble with making eye contact, you do want to take into account different countries, different cultures, because obviously certain cultures stand closer than others.

[01:41:53] So you do want to think about that. But if you are in the same culture and you kind of know what the social norms [01:42:00] are in your particular culture, narcissistic people do tend to stand a little further away from each other than other people do. So those are some telltale signs of narcissistic body language.

[01:42:16] All right. So you are getting ready to deal with a narcissist and you know, you're in the middle of drama, trauma, and chaos for sure. And you can't even think straight half the time because. You're under siege. That's what happens when you go into the discard phase of a narcissistic relationship. Remember, there's the love bombing, then there's the devaluing, then there's the discarding.

[01:42:44] And if you want to know more about those three phases, Definitely check out my videos on each one of those topics, but when you're in that discard phase, that's when you start to see the birth of the smear campaign and all these things [01:43:00] are coming at you at once. And when you are. Uh, in that phase, the narcissist basically wants to take you down.

[01:43:10] They want to get you before you get them. So you're going to start to see them doing things. They're going to start lining up their flying monkeys.

They're going to, you know, meaning these third party What Flying Monkeys are was a reference to the wi, uh, wizard of Oz and the Wicked Witch had her flying monkeys and these people who just sort of like sat on the side of the evil person and just kind of went along and didn't really realize what was going on.

[01:43:39] And that's. That's what flying monkeys actually really are. I mean, there are people that the narcissist is lined up to, um, be on their side or against you and in their perfect world, both right on their side and against you, which is perfect for them. And they want you to [01:44:00] feel like you are ganged up on.

[01:44:02] They want you to feel like you are isolated, that you are out of it, that you're exposed. There's nothing more for you because they want you to be suffering. I've actually had somebody who said, you know, I think that he wants me to kill myself. That's not the case actually, because if you did that, Then they wouldn't have any more narcissistic supply.

[01:44:26] What they really want is to just make you miserable. They get off on that. It's totally sick. I mean, that's, that's what it is for them. They actually kind of get a high out of making people miserable. And that's why they drag out litigation. That's why the negotiation process takes so long. You know, I have a private Facebook group, which By the way, you are certainly welcome to join.

[01:44:54] It's called Narcissist Negotiators with Rebecca Zung. And I did a survey in there and asked [01:45:00] people, how long did your litigation take? How much did it cost you? And do you know that a huge percentage of people said it costs more than a hundred thousand dollars and it took more than three years? Why do you think that is?

[01:45:14] Because you are dealing with a narcissist in negotiation at that point and what's driving them. It's not to come to a nice resolution. It's not even to win. No full newsflash for you. A narcissist is not in it just to win. They are in it to make you miserable, to devalue you, to squash you, to hurt you, to hurt you before you hurt them, to make sure that everybody knows that whatever happened with the relationship was your fault and that they're the perfect ones and that you're the villain.

[01:45:51] They might even call you the narcissist. You never know, but that's what's going on. So [01:46:00] when you are in this entire process of negotiation, what are some signs of malicious intent? Well, one of the very first big, huge honking red, you know, arrows should be that they constantly move the goalpost. And why do they constantly move goalposts?

[01:46:24] Well, if you want to know more about that, you should definitely check out my video on why narcissists constantly move goalposts. But why do they do that? They do that because they Enjoy the process of making you squirm, manipulating you, intimidating you, scaring you, dragging it out. Um, and so what does moving the goalposts mean?

[01:46:50] It means that you will get some kind of an offer from them. And even if you go back [01:47:00] and you say, I'll take exactly your offer. Word for word, every single thing that you put in your offer, I accept. They'll come back with, sorry, that's no longer available. Or it's available, but I'm adding this, or I'm taking away that.

[01:47:21] And why do they do that? They do that because... It drives you crazy because it allows them to continue to lead you around by the nose. It's like a little ring in your nose that they're leading you around by. They love it and they love seeing you squirm, and they love asserting that control over you. So that's a huge red flag that you're dealing with.

[01:47:47] Someone who has malicious intent is constantly moving the goalposts.[01:48:00]

[01:48:00] The second big red flag that you know that you're dealing with somebody who is malicious intent in a negotiation is you see these ultimatums like right from the beginning. I just recently had this. I was representing a woman in a divorce and her very malignant narcissistic husband was coming into an, uh, Negotiate.

[01:48:23] We had a mediation set up and he comes in and he starts right off with I want my dogs back Now these dogs that he had he wasn't taking care of they were starving and his adult daughter went and got the dogs and brought them to her house and refused to give them to him. This wasn't even anything that my client had anything to do with, other than the fact that she's on better terms with the daughter than he is.

[01:48:52] And he starts off the mediation saying, I'm not doing anything today until I get my dogs back. [01:49:00] I want the dogs. Go get the dogs, go bring them to me. You know, and everybody's supposed to scatter around and do exactly what he wants. He really was trying to show the world, everybody there, that he's in charge, that this is how this is going to go.

[01:49:18] I'm in charge of the day. And, and so he picked something that was quite ridiculous. And made everybody squirm about it. And here's the mediator

over, uh, talking to us and saying, what can you do about the dogs? And my client's on the phone with the daughter. Can you get the dogs? Can you do something with the dogs?

[01:49:36] And the daughter's like, I'm not giving up the dogs. So here we spent the first hour and a half of the mediation, not even talking about anything that has to do with the divorce. There's a very huge red flag. of somebody who had malicious intent. His intent was to control. His intent was not to come to a peaceful and reasonable resolution of that case.

[01:49:59] [01:50:00] So that's another huge red flag is that you see these ultimatums happening right away. And a third The red flag that somebody has malicious intent is that they're not actually coming to the table. They're not trying to mediate at all. They just are constantly dragging out the case. More discovery.

[01:50:23] sending out motions, doing all these things, but you can't get them to actually come to the table and have a conversation with you about resolving the case or the issue, whatever it is. You can't, you know, what is it that you want? They don't give you an offer. They, they, they just completely avoid the entire conversation.

[01:50:45] There's another. example of malicious intent. All right, let's talk about this covert narcissist. This is the one that I really can't stand the most just between you and me because I had to deal with two of them who actually targeted [01:51:00] me. It was. Horrible. I mean, horrible. I can't even describe how much it really sucked, frankly.

[01:51:10] And they weren't even people that I was romantically involved with. I mean, one of them was in my business life and one of them, it was a family member and it was just horrible. So this is the problem with these guys. Okay. They seem really nice. To the rest of the world. These people are wonderful. They're amazing.

[01:51:33] They, they, people say they're so genuine, they're so kind, you know, they might even think that they're humble. Uh, these are the people that aren't like out there being brash and bragging and. Like what you think of with the normal garden variety narcissist, right? These are the people that are actually quite the opposite.

[01:51:56] Sometimes they can seem humble. Sometimes they present [01:52:00] themselves as victims. I mean, they might even be sickly or

something like that. They're sometimes they even tell you straight out that they're depressed. Um, they can sometimes claim to be very spiritual. They sometimes say, you know, that life hasn't given them, uh, you know, a fair deal, a fair shake, or whatever.

[01:52:22] But when you're around them... Even though the rest of the world thinks that they're wonderful, there's just always something that's off. You can just tell that there's just something underneath the surface that's just not right. And you just kind of have a pit in your stomach, and these little things are happening.

[01:52:42] There's these little red flags, and they're not huge things. It's not like you get with, like, super toxic people. I mean, these are like little things. that, you know, they don't seem that horrible, but then it becomes sort of what I call death by a thousand cuts. And [01:53:00] they, and when they engage in behaviors against you, a lot of times they, there's what we call plausible deniability.

[01:53:09] Whereas basically like if they get caught doing something, there's a way to explain it away. And that explanation. It seems plausible, uh, it doesn't seem right, but then you end up kind of like buying it sometimes because you're not, you're not really sure what to say. Or people in your world might say, Oh, I don't think that they meant it that way.

[01:53:35] I mean, they're so nice. It must have been inadvertent. Uh, and you know, they would never do anything that bad. I mean, they're certainly not malicious. Uh, and so. When I was dealing with the two that I had to deal with, there were so many signs. Um, and, um, I had to deal with them in these relationships. And by the way, if you want to know more [01:54:00] about specifically covert narcissism in relationships, definitely check out my video on that topic.

[01:54:07] But anyway, there's so many traits, really, in a lot of ways. But in my experience, the ones that I had to deal with here are my top ten. The ones that really stood out to me the most. Number one is a very fragile sense of self. I mean, these are the people, they're, they, they just feel hollow inside when you're around them.

[01:54:27] They don't, there seems like there's a vacancy. There's something that's not quite right, not quite there, uh, or they're sort of like chameleons, whoever they're around at. Who they, they kind of take on that personality of

that person. So that's number one. Number two is they're extremely jealous, and you'll find that, you know, that they'll be jealous of other people.

[01:54:51] Who is that person to have what they have or, uh, they covet what other people have. They, they're often. [01:55:00] competitive. Um, that was my, um, experience with the, the two narcissists I had to deal with. I felt like they were constantly trying to one up me or somehow show that they were better than me in some way.

[01:55:16] Or I just felt like there was this constant competition, which when I'm with my real friends and my real people, And the other people in my life, I never have that feeling like we're just supporting each other. It's good we're having a conversation, but there's this undertone of something going on with the covert narciss success.

[01:55:36] Number three is this underhanded criticism, and it's so, they're really good at it, to be honest with you. I don't, I'm not good at this kind of stuff, but they're really good at it. So there's sort of like this, they have this way of sort of like working their, their, their statement in with their [01:56:00] criticism.

[01:56:00] So it's like, Oh, I saw that you handled this. That was great that you handled that, but I noticed that you forgot to do this. I, I took care of it for you, you know, like little like cut there, you know, and you're sort of like, what, what, where did that come from? Right. So underhanded criticism is number three.

[01:56:25] Number four is. Triangulation. Those flying monkeys. Covert narcissists love, love them some flying monkeys. Yeah, they love the flying monkeys. They love to get other people involved, make, to, to make sure that you know that the world thinks that they're wonderful. And so if you think there's anything wrong with them, then.

[01:56:53] It's definitely your problem, or they're either against you for them, it's [01:57:00] they want you to feel isolated, it's a bullying tactic, it's a weakening tactic. They're trying to destabilize you, they're trying to show you that, that they've got more power than you, and remember that narcissists never attach themselves to people who don't have value.

[01:57:18] No, no, no, no. There's no narcissistic supply if you don't have value. They attach themselves to you because you have so much value. That's the crazy head game of this whole thing, okay? So, triangulation is definitely one of the things that I saw regularly. Uh, number five is... I can barely even say this because this is so painful, uh, which is take credit for your ideas.

[01:57:45] They love to take credit for your ideas. They love to watch you do everything. You know, you end up doing everything, then they take credit for the ideas. But they'll step up if people are [01:58:00] watching. So if they lay back and let you do everything unless somebody's watching, then they'll step up and make sure it looks like they're doing something.

[01:58:09] And one of the things in this kind of taking credit thing that is sort of kind of related is that they're, they're constantly are staring at you and studying you because they're, they're trying to figure out how to sort of almost like be you. There's this weird adulation thing going on with them as well while they're devaluing you.

[01:58:30] And if you want to know more about why narcissists stare at you, definitely check out my video on that. So creepy and weird. Um, the next thing is that they withhold, they'll withhold information, they'll withhold compliments, they'll withhold praise, they'll withhold anything that could potentially give you something that they're now not going to have or they can't really share.

[01:58:58] I mean, their, their [01:59:00] scarcity mentality at it's like most. So even if they give you the information to have something else that they have, like, you know, the same bed sheets that they have or something, and now you're going to be on equal footing, they cannot do that. So they withhold information, they withhold praise, they can't have you be equal to or potentially better than them, so they withhold.

[01:59:30] Next thing is... Creating drama. Oh, I mean, they create drama in so many different ways by roping people in, like, you know, we talked about the flying monkeys. Uh, they also like to drop little bits of gossip to people, uh, which will maybe pit people against each other or pit people against you, something like that.

[01:59:53] And, and, Sometimes they're really good. The really good ones are really good at packaging [02:00:00] up these little bits of gossip to make it look like care or concern. So concerned about her, you know, she had really too much to drink at the party last night. I wonder what's going on with that, you know, something like that, or they present as the victim.

[02:00:19] You know, I just don't know why She won't talk to me anymore. I, I was so good to her. I, you know, I, or I can't believe that this is happening after I did so much for them. You know, something like that. They're presenting as the

victim to try to get flying monkeys to think that, you know, you did something to them in some way.

[02:00:47] Okay. And the next one is, Oh, this is one of their faves, they love, covert narcs love to be passive aggressive. One of their absolute go to [02:01:00] bag of, in their bag of tricks. They will do things that they said, said that they didn't. They will don't, they will not do things that they say they're going to do.

[02:01:11] And then you have to like, kind of like follow up with them and find out what's going on with that. And, and then, you know, they might even try to gas. you know, we never had that conversation, you never said that, you know, um, and, and then if you try to call them out or you actually do catch them, then they suddenly become the victim.

[02:01:29] Oh, my life is a mess. And, Oh, I can't believe you're saying this to me and I've been so wonderful, you know, or something like that. So that's another way of being passive aggressive. Another way is, you know, what we talked about earlier, that underhanded criticism that those backhanded compliments. or a refusal to communicate at all.

[02:01:50] That's another way of being passive aggressive. So I want to know if any of you have seen any of these things in your relationships.[02:02:00]

[02:02:02] All right. So the next one is not being protective. Uh, they definitely do not have your back. If something happens to you, sometimes they might even take the other person's side. And you're kind of wondering why they're taking the other person's side and they'll say, Oh no, I'm not taking their side and you know, whatever.

[02:02:21] But. You just feel like they don't have your back. And the last one is hoovering. And this is definitely something that I experienced with the two covert narcs I had to deal with as well. Um, you, you feel like they're withdrawing from you. Um, they're, they're not doing what they're supposed to. to be doing.

[02:02:40] And so once you start to go, you know what? I'm out of here. I'm tired of being treated this way. I'm trying to tired of doing everything. I'm trying, I'm tired of all these red flags. I'm tired of the death by a thousand cuts. I'm out of here. They start to feel you walking or leaving or pulling back in some way.

[02:02:59] Then [02:03:00] all of a sudden. Sudden they'll rush in and do the things that they were supposed to do in the first place. Which actually makes it worse because now you're like, oh, so you did know what you were supposed to be doing, , but you just didn't. Um, but they'll, they're very careful then to only do just as much as they need to, or Hoover or Love Bomb or, you know, whatever they need to do to get you off of your, you know, idea that you're gonna.

[02:03:28] That their supply is going to walk out the door and then they'll go back to their, their ways, you know, so they just do the bare minimum, but they do Hoover to come back and try to get you to, you know, forget about whatever it is that you were going to do, leave or call them out or whatever. So, but again, it's, it's, it's like just the bare minimum, just enough to get you back where they want you to be.

[02:03:54] So, okay. So 11 ways to recognize a covert narcissist. I [02:04:00] personally have had to deal with two covert narcissists who have targeted me in my personal life and ugh, they are the worst, the absolute worst. Let me tell you, I think they're the worst because you can't spot them very easily. Grandiose narcissists are the ones that are out there bragging all the time.

[02:04:21] They're the ones telling you, Oh, I'm so great. Blah, blah, blah. The covert narcissists are the ones that look so kind and so sweet. And everybody thinks they're so wonderful. And so they save themselves for the, their actual targets. And the things that they do are so under the radar that when you go to tell people about it, People are like, well, that doesn't seem so bad or I don't know, maybe that was so inadvertent, you know, I mean, cause they're really so nice.

[02:04:55] So when I was dealing with them, you know, it actually makes you even [02:05:00] seem more crazy because people are looking at you like, I don't know. I mean, that doesn't seem so bad and it's. It's absolutely maddening. It literally is like death by a thousand cuts or like that water dripping on your head and you really do feel like you're going crazy.

[02:05:20] So it's, it's absolutely horrible. So one of the ways I'm going to go through 11 ways. to recognize a covert narcissist. By the time we're done here, you're going to really know whether or not you're dealing with a covert narcissist in your life. So the first way that you can recognize a covert narcissist is that they are passive aggressive.

[02:05:44] And what I mean by that is that they don't write in your face, do things. So for example, they'll say that they're going to do something. And then they just. don't do it. And you're like wondering why they didn't do it. And you kind of [02:06:00] ask them about it and they'll just sort of not have a conversation with you about it, or it just doesn't come up, or they say that they're going to ask about it and then they just don't.

[02:06:12] And then you find yourself, should I bring it up or should I not? Or they will. Just put their names on things and then you wonder why they did that and you have to kind of have a conversation about They're not aggressive to your face They do things where you're kind of feeling, especially if you are a good person, a kind person where you find yourself, should I bring it up?

[02:06:36] Should I not bring it up? And it's very frustrating, very maddening. So that's number one. They're passive aggressive. Number two is that they are subtly competitive. So, you know, you, you notice that they got something better than you, or they'll say, you know, they're sicker than you, or they have something that [02:07:00] whatever you have, they have more, they have better, but it's always sort of with the.

[02:07:06] And it's always like this undercurrent of it. It's not enough to really say something about, but there's always sort of this undercurrent. But to your face, they're, they're so nice to you all the time. But there's this undercurrent of this. feeling. But yet you are kind of wondering, is there something going on?

[02:07:28] Because to your face, they're so nice to you all the time. So that's number two. Number three is withholding. They withhold. things from you. They don't tell you about something that you're wondering about information. They don't tell you information. And then all of a sudden you're like, why didn't they tell me about that?

[02:07:54] And it's like weird things too, you know, something that might've even sort of [02:08:00] benefited the business, for example, you know, like. That really could have benefited both of of you, but they just are so subtly competitive that they just don't want you to even have it either. So withholding information, withholding anything that could potentially benefit you.

[02:08:21] They're such in scarcity mentality, scarcity mode all of the time that they're withholding information or. Something that could, anything that could potentially benefit you or information that you might want to have, they just don't tell you. So withholding, that's number three way that you could recognize a covert narcissist or a sign of a covert narcissist.

[02:08:51] Number four way that you can recognize a covert narcissist is that they're extremely insecure. And [02:09:00] here's the thing. thing that's kind of interesting about about a covert narcissist is that they may even tell you that they're insecure. They may even tell you about the way they feel about things because they do tend to be sort of.

[02:09:17] downtrodden. They may even tell you that life has dealt them a bad hand, that life isn't fair to them. You know, sometimes with covert narcissists, they will tell you, that life hasn't been good to them or something like that, because sometimes they do sort of have a victim mentality about them because they, they do sort of play on people's guilt.

[02:09:45] Sometimes you'll see that with covert narcissists as well. So that's number four, number five. is they are often prone to depression or anxiety, and you will often [02:10:00] hear them say that. The couple of covert narcissists that I have had to deal with, they actually straight up said, you know, I've had to deal with depression.

[02:10:10] I have a therapist and, you know, they'll tell you. I've had to deal with that. But you know, again, sometimes they're playing on your sympathies and they're playing on them being a victim or something like that. So that is another way that you can recognize a covert narcissist. Number six way that you can recognize a covert narcissist is that they often have grandiose.

[02:10:38] fantasies. In fact, one of the covert narcissist that I used to have to deal with would say she wanted to dominate the world or something like that. It wasn't about helping people necessarily. It was about world domination, but yet she wasn't really prepared to do the [02:11:00] work. to have world domination. She really just wanted to like attach herself to people who were going to do the work.

[02:11:09] Because a lot of times you'll see that narcissists are inherently lazy. They really don't want to do the work. And, you know, again, that's That's sort of the passive aggressive going back to the number one sign of a covert narcissist. A lot of times they'll say that they're going to do something and then they, they just don't do the work.

[02:11:33] And that was one of the things that I saw in the covert narcissist that I was dealing with is that they would say that they were going to do the work and then they would not do the work. And then, you know, you would ask them about it and they would just. You know, lie about it and say they were working on it and then they weren't working on it or something like that.

[02:11:53] And it's sort of like this passive aggressive thing. Like you can't tell me what to do kind of a thing. [02:12:00] And that was, you know, sort of the passive aggressive thing, but that's number six. This sign or way to recognize a covert narcissist is this these grandiose fantasies that they have, which is really part of any sort of narcissist because remember that even though they are covert narcissists, they are in fact narcissists, which, you know, all narcissists have these grandiose fantasies about themselves.

[02:12:29] And by the way, if you want to know more about how covert narcissists interact in relationships. I do have a whole video on covert narcissism in relationships, which I highly recommend that you definitely check out. And they are definitely so sneaky. It's just so sick and so gross and so difficult to deal with.

[02:12:55] I mean, it really, really makes you crazy and makes you feel like [02:13:00] you're crazy. It really does eventually suck the life out of you and makes you feel like you're going nuts. And I remember feeling like, Oh, like this person is a leech. Like I felt like it was like a leech, like literally draining the life out of me.

[02:13:14] This is before I had the term energy vampire in my vernacular. Like I didn't even know that term before, you know, I used to say leech, you know.

[02:13:37] All right. So that's number six. Number seven is they have a tendency to definitely hold grudges. I mean, they hold grudges for ever. I mean, it's just because they have no sense of self, just the same as all narcissists. They just don't have that sense of self. And, you know, when you don't have a sense of self, you definitely have a [02:14:00] tendency to hold grudges.

[02:14:02] because you don't have that sense of self. So, you know, you want to get all of your value from external sources like that. So that's the number seven way to recognize a covert narcissist. The eighth way that you can recognize a covert narcissist is. that you are envious or jealous. You know, when I was dealing with a covert narcissist is, you know, when something good would happen with me, you know, I got a really great television gig or something like that.

[02:14:35] Then the covert narcissist. So my life would be like, Oh, that's so great for you. You know, like you could definitely tell, like they weren't happy for me. They outwardly pretend to be happy. They try to be happy, but you know, they're really not because they're just so jealous. They're so envious, but

they, you know, they try to be outwardly happy, but they're really secretly very, very envious, very, [02:15:00] very jealous people.

[02:15:01] So that's the eighth way that you can recognize. A covert narcissist. The ninth way that you can recognize a covert narcissist is fake empathy. So one of the things that they do is they just show up wherever. Empathy can be shown up. So one of the things that I would see with some covert narcissists that I was dealing with is that, you know, somebody where we're sick, they would just show up there right in the middle of things with, you know, the baskets of food or whatever, because there is an opportunity to get attention for themselves and look at me, look at how wonderful I am.

[02:15:52] You know, this opportunity to show what a great person I am and the [02:16:00] person who can sit right at the bedside and be right in the middle of it and demonstrate that I am such a wonderful person and everybody else is so not a wonderful person. You know, it's sort of this Fake empathy though, because if there's not a show about it, if there's nobody to be seeing this person displaying all the empathy, then they don't bother.

[02:16:23] So it's only if there are certain people around to actually see them displaying this. particular empathy and only if it will serve them in certain circles. It's definitely strategic in nature. So it's kind of fake empathy and it's very much strategic or tactical when needed. So fake empathy is. The ninth way that you can recognize a covert narcissist [02:17:00] number 10 number 10 way that you can recognize a covert narcissist is gaslighting gaslighting is definitely gaslighting gaslighting is definitely a personal favorite of all narcissists, but I think that covert narcissists are actually even better at it than any narcissist.

[02:17:25] Frankly, I would see this, especially with the covert narcissists that I dealt with. frankly, because they would be particularly good at spinning yarns. You know, they take shreds of truth or kernels of truth and spin it into, well, we talked about that. Don't you remember, you know, like they would take little pieces of it and then spin it into whatever they [02:18:00] would want it to be.

[02:18:01] So, you know, go and do whatever it is that they would want to do. And you'd be over there going, what the hell do you think you're doing? And they would be like, oh, well, we talked about that. We never talked about you doing that, but they would take like. a little piece of what you talked about and then go and do whatever they wanted.

[02:18:22] And then they would refer back to it. They would take the piece of it that they would want and refer back to it and do whatever they wanted with that

little piece of what you talked about. But, you know, make it seem like you had talked about a that whole entire part, but you know that you didn't. So that's gaslighting.

[02:18:43] They're really, really good at it. And because they seem to the rest of the world as such good people, so kind, oh my goodness, but look at what they did for this [02:19:00] person who had cancer. stood by their side and they did all these things. So to the rest of the world, since they're so nice and they're so kind, they kind of get away with a whole lot more.

[02:19:12] It's so maddening in a lot of ways. So that's number 10 is gaslighting. And number 11 is They're flying monkeys. They love their flying monkeys. They love to use those flying monkeys. So flying monkeys are third parties that they use to line up as their like army of people to have them on their side to let you think that these people believe their lies, believe their agendas, believe that everyone else is thinking what they think, everyone else thinks that they're wonderful, that you're not.

[02:19:58] that you feel more [02:20:00] isolated, more alone. It's really a form of bullying in a way, but here's the thing that I do remind people about flying monkeys, and that is that a lot of times the flying monkeys really don't even realize that they're being lined up against you. They're being love bombed by that person as well.

[02:20:24] They're being charmed by that person. They don't know what's going on. They don't realize that that person has this agenda. They just think that person is nice. They, you know, they're not. In the inner circle a lot of times and they don't see what's happening. They're not being necessarily targeted by that person, so they don't see that passive aggression.

[02:20:51] They don't necessarily see that subtle competition. They don't see that. covert narcissism in [02:21:00] that person a lot of times they just see the good side a lot of times. So it's kind of hard to tell a lot of times if that flying monkey. Or those flying monkeys actually know what's going on. I don't know, but the best thing for you to do is get the hell out of there and never look back.

[02:21:21] That's for sure. There's a quote from Ben Franklin that is so apt here and it is, um, the rotten apple spoils his companion. It was from his Poor Richard's Almanac and it is That one bad apple, that one person can just ruin the entire place. I've experienced it. I've had to deal with narcissists as bosses in my past, as clients, as co workers, as employees of mine.

[02:21:53] And in whatever form they come in, they, excuse my French, but they completely [02:22:00] suck in every single way. And so I want to help you with that because, um, I've been there and as Ben Franklin says, uh, one person can just ruin it for everyone. And, and, you know, you can just feel it like as you're walking into the.

[02:22:20] The office sometimes or into the building and, you know, a lot, a lot of times now with COVID things have changed, but if you're, you know, even having to get on a zoom call with this person, I mean, you can just feel like that tension. You feel it in your body, you feel it in your gut, you feel it in your bones and your cells, and you just don't even want to be around that person.

[02:22:39] Um, you don't trust that person, uh, and, and it just really can like ruin it for everyone. So the one thing I do want to say is that whatever form they come in, they engage in the same types of behavior that narcissists engage in with regard to whatever relationship that they're in. So if it's. It starts off with [02:23:00] that idealization phase, that love bombing phase where they come across as perfect.

[02:23:04] They're super charismatic. They're very smart. Um, they, you know, they're leaders a lot of times. So they just seem to be like the perfect type of a person. And then they go into that devaluing phase and then the discard phase the same way all narcissists do. But during that devalue phase, this is where you're going to start to see some stuff going on in the workplace that just drives you crazy, like projection.

[02:23:30] I mean, that's something I saw. in one of my employees, you know, whenever she messed up, it was always someone else's fault. She could never take responsibility for herself. Um, lying, you know, they lie and then they deny or they deflect. And if you want to know more about what happens when you catch a narcissist in a lie, definitely check out my video on that topic.

[02:23:54] Um, and you know, they also engage in complaining. I saw that actually a lot of [02:24:00] times myself. One employee would start complaining about something because, you know, she was envious or she was jealous or she felt like somebody else got special treatment. And, you know, they live in this world that it's not fair.

[02:24:12] It's not fair. No matter how much you give them, it's still not fair because that's. their way of being or sometimes they're jealous of, you know, something that another employee has and then they start bad mouthing or they

start spreading rumors, maybe even about that person. Um, they might just plant a seed like with a boss and say, Oh, you know, I saw that.

[02:24:33] So and so came in late, or I saw that so and so is talking to some other employer or something. It may not even be true, but they start spreading these rumors and. You know, and if one person feels like, Oh, how come we don't get so much time off? Or, you know, then everybody starts to, you know, jump on that bandwagon.

[02:24:54] Or if you have one boss who's just, like, so mean to [02:25:00] everybody, and, um, or maybe they're misogynistic, or maybe they're racist, or maybe they're, you know, whatever it is, but they, they devalue people. And so what you see is there's this sense of entitlement, you know, I just... deserve to have it. I should have it.

[02:25:16] You know, I, I need special treatment, which is all part of the narcissism, seven deadly sins, which you can see in my video, the narcissist seven deadly sins as well. Um,

[02:25:37] so, you know, and then when they start that smear campaign and the discard phase, which is. typical of all narcissists. I mean, now maybe they're taking it even outside of work. Maybe they're smearing you, uh, as, as an employee, as a boss, as a coworker, and they're telling everybody how awful you are. And I've seen this in many, many [02:26:00] different contexts.

[02:26:01] I've, I've coached C level executives. I've coached business partners, uh, who are breaking up and, you know, now the business partner or the other executives are telling people things that aren't true. You know, you're difficult. And so it can be very, very difficult to, to deal with. So what do you do about it?

[02:26:23] Um, number one is if they are your employee, definitely fire them. I made the mistake of, you know, just thinking that it would get better or thinking that if I gave this person enough that they would be, you know, better, that they would be appreciative, but it just gets worse and worse and worse. It's sort of like, you know, you're dealing with a two year old in an adult body, basically.

[02:26:45] So if you indulge a child too much, they actually. Start demanding more and more and more, and that's what happens with narcissistic employees. So no matter who they are, no matter how skilled they are, they [02:27:00] are replaceable. You will be better off getting somebody else who actually has less skills but is super appreciative and actually caress and has integrity, I promise you.

[02:27:10] So if you have control over the situation where you can actually fire this person, definitely go ahead and do that. If it is your boss. I would suggest that you try to go find a different job if you possibly can, because, you know, these people don't get better. It doesn't get better. It only gets worse. If that's the path that you're going to take, though, make sure that they have no idea that that is what you're doing.

[02:27:36] Continue your adulation, continue whatever level of supply you need to give them, because. You don't want them, um, suspecting because then, you know, remember with a narcissist, you're either for them or against them, and if you're against them, then you become public enemy number one. So, you know, just start quietly looking for another job and, you [02:28:00] know, and at the time that you need to move on, you just move on.

[02:28:03] Um, if it is a co worker, what I would say to you is, stay in your lane. Create your boundaries. Don't take the bait. Like if they want to talk to you, if they want to get involved with, you know, um, smearing other people or gossiping or anything like that, just, you know, don't take the bait. Don't get involved with that.

[02:28:25] I will say to you, cream always rises to the top. So, you know, So your integrity will prevail eventually if you are doing a great job, if you are staying in your lane and you're not getting involved with it, your bosses will see that eventually and it will pay off for you. Whatever job you have, do a fantastic job with it and your bosses will see.

[02:28:52] I know I've had lots of employees and I definitely can tell which ones have integrity and which ones don't and that gets [02:29:00] rewarded. So stay aware and alert. Smack them down if you need to. I will say this, you know, if you snuff them out and you call out their bluffing, I call it snuffing out the bluffing, um, and, and you actually kind of stand up to the narcissist, they'll back down because narcissists are actually very scared inside.

[02:29:21] They, they are a little bit afraid of people who are strong. So just stand up to them and just say, I'm not going to have this. conversation with you. Um, you know, uh, I hope you have a great day, but, um, you know, if you stand up to them a little bit, they'll, they'll be a little bit nervous if it's your coworker.

[02:29:40] Um, and then, as I say, with every narcissist, if you can go no contact, Go. No contact because that will be the best thing for you. They do get in your head. They do start to, you know, um, cause this drama, trauma and

chaos. And, um, if there's a way that you can [02:30:00] get them out of your life, then you should definitely go ahead and do that.