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Grandiose Narcissism Predicts Willingness to Behave Badly,
Without Proportional Tolerance for Others' Bad Behavior

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Abstract

Narcissists characteristically behave badly; our study investigated how they respond to experiencing others' bad behavior. After completing the Narcissistic Personality Inventory, a measure of grandiose narcissism, participants reported their willingness to engage in different inconsiderate or unethical common behaviors. Then they reported how bothered they would feel in response to experiencing each of the same bad behaviors—perpetrated by someone else. Participants overall reported feeling bothered by others' bad behavior, but narcissism was unrelated to intolerance judgments. Narcissists are often highly reactive when their inflated self-views are challenged, but our study suggests that narcissists are not uniquely bothered by everyday minor offenses. However, when viewed from a different angle, narcissists' level of intolerance could be interpreted as unjustly high, because they reported more willingness to engage in behavior that could bother others, yet did not show proportional tolerance for others' bothersome behavior.

Keywords: narcissism, Narcissistic Personality Inventory, intolerance, self-esteem

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Narcissism is a complex, multidimensional personality construct, but the narcissist label is perhaps applied most frequently as a complaint against people who habitually engage in actions that bother others. Narcissists antagonize others with overt, self-aggrandizing claims of superiority (e.g., Buss & Chiodo, 1991), offensive language (e.g., Adams, Florell, Burton, & Hart, 2014; DeWall, Buffardi, Bonser, & Campbell, 2011), aggression (e.g., Bushman & Baumeister, 1998; Reidy, Foster, & Zeichner, 2010), and selfish, unethical decisions (e.g., Brown, Sautter, Littvay, Sautter, & Bearnes, 2010; Williams, Nathanson, & Paulhus, 2010). In short, the evidence that narcissists act in socially inappropriate ways is hard to dispute; however, it is less clear how narcissism predicts responses to other people's bad behavior. The present investigation examined the relationship between narcissism and intolerance for others' antisocial actions. Specifically, our research tested whether narcissists are unfairly intolerant in the sense that they behave badly but do not show proportional acceptance of the same bad behavior from others.

Defining Narcissism and Unjust Intolerance

In the context of this paper, narcissism represents a personality trait present in normal people to varying degrees; we use the "narcissist" label and its variants to describe people on the higher end of the narcissism continuum. Except where otherwise specified, we define narcissism narrowly as grandiose narcissism, a type of narcissism that differs in meaningful ways from vulnerable narcissism (see Miller & Campbell, 2008; Pincus & Roche, 2011 for reviews of the distinctions between grandiose and vulnerable narcissism). More specifically, the new and prior narcissism evidence we cite was derived from studies that assessed narcissism with the self-

report Narcissistic Personality Inventory (NPI; Raskin & Hall, 1979), which has been the most commonly used measure of grandiose narcissism (see Miller & Campbell, 2011 for discussion of the merits and drawbacks of the NPI).

Our definition of unjust intolerance applies when reported levels of tolerance for antisocial behavior are proportionally smaller than reported willingness to engage in the same antisocial behaviors. For example, people with high intolerance for others' antisocial behavior are not unjustly intolerant if they are also highly unlikely to personally engage in antisocial behavior. In the case of narcissists, we know that they behave badly, but our study investigated whether they show sufficient tolerance for others' bad behavior to avoid the unjust intolerance indictment.

Mixed Evidence for Narcissists' Social Intolerance

Examples of evidence linking narcissism with social intolerance are plentiful. Narcissism is associated with feelings of superiority (e.g., Krizan & Bushman, 2011) and the tendency to denigrate others (e.g., Campbell, Reeder, Sedikides, & Elliot, 2000; Horton & Sedikides, 2009; Park & Colvin, 2015). Compared with others, narcissists are more disagreeable (e.g., Holtzman, Vazire, & Mehl, 2010; Paulhus & Williams, 2002), adversarial (e.g., Rhodewalt & Morf, 1995), and prone to reactive hostility (e.g., Kernis & Sun, 1994). Narcissists like their social partners less than others do (e.g., Lamkin, Clifton, Campbell, & Miller, 2014) and they have unrealistic expectations of others' behavior (e.g., Sherry, Gralnick, Hewitt, Sherry, & Flett, 2014). Narcissists are more prone to feeling victimized (McCullough, Emmons, Kilpatrick, & Mooney, 2003) and are less willing to forgive others' transgressions against them (e.g., Brown, 2004; Exline, Baumeister, Bushman, Campbell, & Finkel, 2004). Narcissism also predicts more self-reported trait anger (Penney & Spector, 2002) and higher biological stress responses to everyday

frustrations (Cheng, Tracy & Miller, 2013; Edelstein, Yim, & Quas, 2010). Nonetheless, despite this lengthy list of studies highlighting variants of narcissists' social intolerance, other evidence indicates that the relationship between narcissism and social intolerance is not straightforward.

It is apparent that narcissists are more critical than others of people and behaviors that do not obviously warrant criticism. It is also evident that narcissists are more inclined than others to get angry at and attack people who directly threaten their grandiose self-image. But it is not clear whether narcissists are more prone than others to object to behavior that is socially inappropriate, yet is unlikely to be viewed as a personal attack or experienced as an ego threat. Our investigation focused on narcissists' responses to the mundane antisocial behaviors that ordinary people routinely display. The evidence that sheds light on the relationship between narcissism and responses to this particular category of bad behavior paints a different picture of narcissists' intolerance.

Consider the connection between the narcissism of person perceivers and the narcissism of the people being perceived. Narcissists are judged less harshly by people who are also narcissistic (Hart & Adams, 2014; Wallace, Grotzinger, Howard, & Parkhill, 2015). This finding fits the well-documented similarity-attraction principle: Individuals tend to respond more favorably to the people they resemble in some way (Griffitt, 1966; Montoya & Horton, 2012). This principle accounts for evidence that narcissists show less interpersonal aggression after experiencing an ego threat if they recognize that they share something in common with the target of their aggression (Konrath, Bushman, & Campbell, 2006). In the context of the present investigation, willingness to engage in bad behavior is a shared characteristic that could make narcissists less critical in their judgments of others' bad behavior.

Similarity principle aside, narcissists' bad behavior highlights a value system that places

low priority on prosocial actions. Narcissists claim and strive for superiority in agentic domains such as those that allow demonstration of competence and achievement, but they seem to care less than others about their standing within more communal dimensions of life, such as social contexts in which moral behavior is expected and reinforced (Campbell & Foster, 2007; Campbell, Rudich, & Sedikides, 2002; Jones & Brunell, 2014). If narcissists are not bothered by their own bad behavior, perhaps they are not so bothered by the bad behavior perpetrated by others. This possibility received support from a study by Lustman, Wiesenthal, and Flett (2010), in which narcissists did not take offense to other people's aggressive automobile driving (see Edwards, Warren, Tubré, Zyphur, & Hoffner-Prillaman, 2013 for confirmation that narcissists drive aggressively). Similarly, Adams, Hart, and Burton (2015) found that evaluator narcissism levels did not significantly predict their likability judgments of hypothetical people described as having engaged in concrete examples of narcissistic behaviors. In addition, Kammrath and Scholer (2011) reported that intolerance of others' antisocial actions was positively correlated with agreeableness, a quality that is negatively correlated with narcissism. This result suggests that the people who are most offended by others' antisocial actions may be those with strong moral convictions regarding the importance of following rules of social decorum (for related evidence, see Skitka & Morgan, 2009). Narcissists readily admit to possessing loose standards for interpersonal morality (e.g., Buss & Shackelford, 1997), so it seems unlikely that they would respond to others' bad behavior with self-righteous indignation.

Narcissists are interpersonally insensitive in terms of their relative lack of concern for the impact of their actions on others' well-being (e.g., Raskin & Terry, 1988; Watson & Morris, 1991). They may also be insensitive in terms of not paying close attention or registering an emotional response to negative events in their social environment that do not directly threaten

their self-esteem or block avenues for self-aggrandizement (e.g., Adams et al., 2014; Collins & Stukas, 2008). This perspective aligns with evidence that grandiose narcissism is positively correlated with self-serving attributional bias (Farwell & Wohlwend-Lloyd, 1998; Stucke, 2003), uncorrelated with envy (Krizan & Johar, 2012) and negatively correlated with overall life frustration (Schnieders & Gore, 2011). Narcissists have low tolerance for experiences that frustrate them, but they are apparently not more likely than others to feel frustrated by their experiences.

In sum, some prior research hints that narcissists may be relatively tolerant of others' antisocial behavior, but this evidence is less consistent and strong than the prior documentation of narcissists' willingness to act badly. This evidence imbalance supports the prediction of a positive relationship between narcissism and unjust intolerance. Unjust intolerance is by definition a violation of fairness, so additional support for the hypothesized link between narcissism and unjust intolerance could be drawn from evidence that narcissists are more willing than others to tip the scales of justice for personal gain (e.g., Brunell, Staats, Barden, & Hupp, 2011; Campbell, Bush, Brunell, & Shelton, 2005). Narcissists' willingness to claim benefits at others' expense is facilitated by their inflated sense of entitlement (e.g., Emmons, 1984), their low empathy (e.g., Watson, Grisham, Trotter, & Biderman, 1984) and low remorse (e.g., Strelan, 2007), and their comfort with the relationship consequences of self-induced social conflict (e.g., Rose & Anastasio, 2014).

Study Overview

Our study provided a straightforward test of the relationship between narcissism and unjust bad behavior intolerance. To date, research confirming narcissists' willingness to act badly has generally been conducted separately from the research that has measured narcissists'

responses to others' bad behavior. We took a different approach by asking participants to report their willingness to engage in a list of common antisocial behaviors, and then asking them to report the extent to which they would feel bothered upon encountering the same behaviors—perpetrated by someone else. Because participants had to reflect upon their own behavior tendencies first, those who reported both willingness to behave badly and intolerance of bad behavior were likely to be conscious of unfairness conveyed by their responses. Unfairness is frowned upon, so it should appear less often in self-report measures when people are induced to confront their unfairness (e.g., Batson, Thompson, Seufferling, Whitney, & Strongman, 1999). Of course, enhancing the salience of unfairness may only reduce unfair behavior for people who strive to maintain moral standards of fairness, or at least to give the impression of doing so. As we have noted, narcissists are comparatively unapologetic about not playing by the rules, in part because they care less about whether their views and actions are socially acceptable (Watson & Morris, 1991).

Method

Participants

Undergraduate college students participated for introductory psychology course credit ($N = 219$; 65% female; $M_{\text{age}} = 18.86$; 75% White, 11% Asian, 10% Hispanic). All statistics in this paper exclude six participants who started but did not complete the questionnaire.

Materials

Self-report trait measures. Narcissism was assessed with the 40-item forced-choice version of the NPI (Raskin & Terry, 1988; $M = 14.52$, $SD = 7.03$; Cronbach's $\alpha = .85$). We also isolated NPI subfactors, defined by Ackerman et al. (2011), of leadership/authority (11 items; $M = 4.92$, $SD = 2.90$; $\alpha = .77$), grandiose exhibitionism (10 items; $M = 3.34$, $SD = 2.50$; $\alpha = .74$),

and entitlement/exploitativeness (4 items; $M = 1.02$, $SD = 1.09$; $\alpha = .49$). In addition, participants completed measures of other personality dimensions germane to narcissism and possibly to the outcomes of interest, including the 10-item Rosenberg (1965) self-esteem scale (1 to 7 response scale; $M = 50.43$, $SD = 10.06$; $\alpha = .88$), the 9-item Psychological Entitlement Scale (Campbell, Bonacci, Shelton, Exline, & Bushman, 2004; 1 to 7 response scale; $M = 29.95$, $SD = 8.92$; $\alpha = .87$), and the 20-item Mach IV (Christie & Geis, 1970), an index of Machiavellianism, which entails willingness to deceive and manipulate others for personal goal attainment (1 to 5 response scale; $M = 57.69$, $SD = 7.47$; $\alpha = .70$). The NPI typically correlates positively with self-esteem (e.g., Brown & Zeigler-Hill, 2004), psychological entitlement (e.g., Campbell et al., 2004), and Machiavellianism (e.g., Biscardi & Schill, 1985).

Willingness to behave badly. We created an index of willingness to behave badly by computing the mean response to 25 items that invited participants to state their willingness or tendency to engage in selfish, rude, hostile, or unethical behaviors, or their capacity to avoid feeling bad about bothering others. We tried to generate items that addressed examples of common minor offenses that most people would view as inappropriate, but not uncommon, outrageous, or unforgiveable. We did not strive to select or avoid offenses according to the extent to which they seemed narcissistic. Item responses consisted of agreement ratings on a 7-point scale (1 = *strongly disagree*, 7 = *strongly agree*) and some items were reverse-scored so that high ratings always reflected more willingness to behave badly ($M = 2.84$, $SD = 0.65$; $\alpha = .81$).

Bad behavior intolerance. We created an index of bad behavior intolerance by computing the mean response to 25 items that invited participants to state the extent to which they would feel bothered in response to others' antisocial actions. Each item included the prefix

“It would really bother me if...,” followed by a description of an example of another person’s behavior that matched the behavior described in one of the bad behavior intolerance items. Intolerance item responses consisted of agreement ratings on a 7-point scale (1 = *strongly disagree*, 7 = *strongly agree*; $M = 5.32$, $SD = 0.63$; $\alpha = .86$). The Appendix provides the text of each willingness to behave badly item and its companion bad behavior intolerance item, and it displays the mean responses and the correlations between item responses and NPI scores.¹

Unjust intolerance. The unjust intolerance label was applied to participants who reported willingness to engage in bad behavior *and* intolerance of others’ bad behavior. To avoid this label, participants with high willingness scores would need to also have low intolerance scores, and participants with high intolerance scores would need to also have low willingness scores. The unjust intolerance index was created by computing the mean of participants’ willingness and intolerance scores, and then subtracting the response scale midpoint of 4 from the mean. Unjust intolerance scores near zero reflected justified intolerance; relatively high, positive scores reflected high levels of unjust intolerance. Relatively low, negative scores reflected the opposite of unjust intolerance: low willingness to behave badly, combined with low intolerance of others’ bad behavior. The mean unjust intolerance score was slightly lower than zero ($M = -0.16$, $SD = 0.79$), one-sample $t(218) = -3.05$, $p = .003$, indicating that participants overall did not report unjust intolerance. We did not standardize willingness to bother and bothered by others scores before computing unjust intolerance scores because the variance of willingness to behave badly scores and bad behavior intolerance scores was similar (3.9% difference), and because miniscule differences were observed in the unjust intolerance results when the unjust intolerance index was based on the combined z -scores of bad behavior willingness and bad behavior intolerance scores.

Procedure

At the time and place of their choosing, participants opened a web link to access the online questionnaire. After giving consent, participants reported their age, gender, and ethnicity. Then they completed all of the willing to behave badly items, before proceeding to the bad behavior intolerance items. Finally, participants completed the NPI and the other individual difference measures.

Results

Table 1 provides a matrix of the zero-order correlations between the dependent variables and the individual difference traits. Narcissism was significantly correlated with self-esteem and entitlement, but not with Machiavellianism. Male participants were more narcissistic ($M = 16.32$, $SD = 7.20$) than female participants ($M = 13.58$, $SD = 6.74$). The three NPI subfactors were consistent in the direction of their relationships with each dependent variable and personality measure, with the exception of self-esteem. Self-esteem was positively correlated with leadership/authority and grandiose exhibitionism, but was negatively correlated with entitlement/exploitativeness.

Willingness to behave badly. As expected, narcissism was positively correlated with the willingness to behave badly index (see Figure 1). Narcissism remained a significant, independent predictor of willingness to behave badly ($\beta = 0.32$, $SE = 0.006$, $p < .001$) in a multiple regression model (adjusted $R^2 = .32$) that included the other four individual difference variables (self-esteem, entitlement, Machiavellianism, and gender). The other independent predictors of willingness to behave badly in this regression model were gender (men were more willing than women; $\beta = -0.24$, $SE = 0.082$, $p < .001$), Machiavellianism ($\beta = 0.23$, $SE = 0.005$, $p < .001$), and self-esteem ($\beta = -0.18$, $SE = 0.004$, $p = .008$).

Each of the three NPI subfactors was also correlated with willingness to behave badly. When the subfactors were entered simultaneously as predictors in a multiple regression model (adjusted $R^2 = .29$), entitlement/exploitativeness ($\beta = 0.46$, $SE = 0.037$, $p < .001$) and grandiose exhibitionism ($\beta = 0.19$, $SE = 0.017$, $p = .004$) independently predicted willingness to behave badly but leadership/authority did not ($\beta = 0.01$). When the other four individual difference variables were added to the regression model (adjusted $R^2 = .39$), the grandiose exhibitionism and entitlement/exploitativeness NPI subscales remained significant independent predictors, along with gender and Machiavellianism.

Bad behavior intolerance. Neither narcissism nor its subfactors were correlated with the bothered by others' bad behavior index (see Figure 2). In a multiple regression model that included narcissism and the other four individual difference variables (adjusted $R^2 = .11$), only gender emerged as a significant independent predictor of bad behavior intolerance (women were more intolerant; $\beta = 0.35$, $SE = 0.089$, $p < .001$). None of the three NPI subfactors was a significant, independent predictor of being bothered when the three subscales were entered simultaneously as multiple regression model predictors ($ps > .46$).

Unjust intolerance. Narcissism was positively correlated with the unjust intolerance index (see Figure 3) and it remained an independent unjust intolerance predictor ($\beta = 0.34$, $SE = 0.008$, $p < .001$) in a multiple regression model that included the other four individual difference variables (adjusted $R^2 = .20$). The other independent unjust intolerance predictors in this model were self-esteem ($\beta = -0.21$, $SE = 0.005$, $p = .004$) and Machiavellianism ($\beta = 0.15$, $SE = 0.007$, $p = .030$).

Each of the NPI subfactors was separately correlated with the unjust intolerance index. When the subfactors were entered simultaneously as unjust intolerance predictors in a multiple

regression model (adjusted $R^2 = .22$), entitlement/exploitativeness was found to be an independent predictor ($\beta = 0.41$, $SE = 0.047$, $p < .001$), but not grandiose exhibitionism ($\beta = 0.11$, $SE = 0.022$, $p = .095$) or leadership/authority ($\beta = 0.05$). When the other four individual difference measures were added to this regression model (adjusted $R^2 = .24$), the only significant independent unjust intolerance predictors were the entitlement/exploitativeness and grandiose exhibitionism subfactors.

Discussion

Two primary messages about narcissism can be drawn from the results of our study. One is that narcissists report being no more or less tolerant of everyday antisocial behavior than other people. This finding offers a caveat to the link between narcissism and disagreeableness: Prior research has shown that narcissists tend to view others unfavorably without cause, and to show hostility toward those who pose a threat to their self-esteem; however, our findings reinforce the results of recent studies showing that narcissists are not uniquely perturbed by others' violations of social standards (Adams et al., 2015; Lustman et al., 2010) or others' narcissistic traits (Hart & Adams, 2014; Wallace et al., 2015).² Feeling bothered by commonplace antisocial behavior is a conventional response, not a symptom of narcissism.

The second and most novel major message of our study highlights an implication of narcissists' responses to others' antisocial behavior: In the context of narcissists' own bad behavior proclivities, their level of intolerance for others' bad behavior could be viewed as unjustifiably high. Narcissism did not simultaneously predict more willingness to act badly *and* more intolerance for others' bad behavior, but narcissists were unfairly intolerant nonetheless in the sense that their intolerance was high in proportion to their level of willingness to engage in the same behavior. Furthermore, because the design of our study led participants to state their

willingness to behave badly shortly before judging how bothered they would feel in response to the same behavior from others, narcissists confessed to unjust intolerance despite having access to the reality of their unjust intolerance. The relationship between narcissism and the unjust intolerance index remained strong even when controlling for other measures of personality traits related to narcissism that also predicted unjust intolerance.

Our research was designed to study outcomes of narcissism, not to identify different individual difference predictors of willingness to behave badly, intolerance of others' bad behavior, or unjust intolerance; however, some ancillary findings merit further attention. Although narcissism was the strongest predictor of willingness to behave badly and of unjust intolerance (controlling for other variables or not), the effects of narcissism were closely mirrored by the effects of psychological entitlement and Machiavellianism—including a lack of relationship with claimed intolerance of others' bad behavior. In contrast, the relationship between self-esteem and the dependent variables showed a very different pattern, despite the positive relationship between self-esteem and total NPI scores. Inflated self-esteem may account for some forms of narcissistic behavior, but it does not explain narcissists' unjust intolerance. High self-esteem actually predicted the opposite of unjust intolerance: High self-esteem participants were relatively tolerant of others' bad behavior even though they also reported unwillingness to behave badly. The opposing outcomes of self-esteem and narcissism can be traced to the combination of the negative correlation between self-esteem and the entitlement/exploitativeness narcissism subfactor, and the fact that this subfactor explained the most variance in the unjust intolerance scores.

Entitlement and exploitativeness have historically been viewed as the most maladaptive elements of narcissism, whereas the leadership and authority features are less problematic and

sometimes advantageous (e.g., Reidy et al., 2010; Watson & Morris, 1991). The entitlement/exploitativeness part of the NPI can be viewed as a small island (with inadequate psychometric validity) of vulnerable, interpersonally toxic narcissism within a narcissism instrument dominated by items that measure aspects of a more grandiose, high self-esteem version of narcissism (e.g., Ackerman et al., 2011). The relationship between narcissism and unjust intolerance may prove to be even stronger, due to heightened intolerance of others, if narcissism is measured with an instrument specifically designed to assess traits of vulnerable narcissism (for evidence that narcissistic rage only applies to vulnerable narcissism, see Krizan & Johan, 2015). Similarly, the magnitude of the relationship between narcissism and unjust intolerance would surely increase if narcissists judged bad behavior that directly threatened their self-esteem (e.g., Exline et al., 2004; Schnieders & Gore, 2011; Stucke & Sporer, 2002).

The gender effects observed in our study were also noteworthy. Male participants were more narcissistic than female participants—a common finding (see review by Grijalva et al., 2015)—but gender was unrelated to the unjust intolerance index. Compared with men, female participants were far less willing to act badly than men, and they were equally less tolerant of others' bad behavior. In our view, these effects should be interpreted narrowly as an indication of the nature of the antisocial behaviors that participants were asked to judge. Women have exhibited less antisocial behavior than men in most studies (e.g., Archer, 2004; Gallus, Bunk, Matthews, Barnes-Farrell, & Magley, 2014), but women are not inevitably less prone to bad behavior in all situations (e.g., Eagly & Steffen, 1986). Moreover, women have been found to forgive relationship transgressions to an equal or greater extent than men (Fehr, Gelfand, & Nag, 2010; Miller, Worthington, & McDaniel, 2008), though women are comparatively less tolerant of unethical behavior in workplace contexts (e.g., Borkowski & Ugras, 1998; Mudrack & Mason,

2013). In short, the substantial gender differences observed in our study probably signal that participants were asked to judge instances of bad behavior that are more typically perpetrated by men. Most of the bad behavior scenarios could be described as examples of excessive assertiveness, a quality that is more characteristic of men than women (see review by Feingold, 1994). Furthermore, 9 of the 25 bad behaviors pertained to automobile driving—a domain with unusually strong gender differences in attitudes and behavior (Social Issues Research Centre, 2004). More research will be necessary to clarify how the specific nature of the bad behavior in question may influence the relationship between individual difference variables and unjust intolerance.

It would also be ideal, albeit more difficult, to assess bad behavior inclinations and attitudes through third party observations or direct behavioral or physiological measurement rather than relying upon self-report measures. Participants may have misjudged or misreported the extent to which they would have actually taken offense to real-life exposure to some examples of others' bad behavior. Indeed, our interpretation that ego threat was unlikely to have influenced narcissistic participants' judgments is partly based on the fact that the scenarios were hypothetical, and therefore more psychologically distant. Although we selected antisocial behavior scenarios that seemed more annoying than offensive, some of these behaviors could induce anger or reactance if experienced in real life.

It is also possible that the magnitude of the relationship between narcissism and unjust intolerance was influenced by our method of always asking participants to report their own behavioral tendencies before judging how they would respond to others' behavior. This fixed-order approach presumably increased the likelihood that participants would recognize unjust tolerance in their judgments, but less narcissistic participants may have felt less comfortable

confessing to violating social standards of fairness. Narcissism has unsurprisingly been linked with more dishonesty in some contexts (e.g., Brunell et al., 2011), but in our study, social desirability bias may have been more evident in the responses of participants with low narcissism. Alternatively, the fixed-order procedure may have actually suppressed narcissism effects by pulling narcissists out of their default state of self-absorption. Perhaps only narcissists would require a prompt to consider the connection between their judgments of self and others (see Rauthmann, 2012 for evidence that narcissists' self-judgments are relatively independent of their judgments of others). Also, reporting their own behavior first could have activated dormant empathy within narcissists, whereas less narcissistic people may have shown empathy regardless (see Hepper, Hart, & Sedikides, 2014 for evidence that narcissists are capable of empathy, despite rarely displaying it).

In summary, our findings fill gaps in the grandiose narcissism literature and provide a platform for novel future research. Our research demonstrates that narcissists are not uniquely critical of routine antisocial behaviors, and it provides the first direct comparison of narcissists' willingness to bother and their tolerance of being bothered. Narcissists' unjust intolerance of bad behavior may not deserve a high rank of infamy within the pantheon of narcissistic faults, but it helps to provide a clearer picture of the mindset behind narcissists' bothersome behavior.

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Table 1

Zero-order Correlations between Judgment Outcomes and Individual Difference Variables

	1	2	3	4	5	6	7	8	9	10	11
1. Unjust intolerance	-										
2. Willing to behave badly	.64	-									
3. Bad behavior intolerance	.60	-.23	-								
4. Narcissism (NPI)	.33	.39	.01	-							
5. NPI: LA	.24	.24	.05	.85	-						
6. NPI: GE	.26	.33	-.01	.73	.46	-					
7. NPI: EE	.46	.52	.05	.52	.32	.29	-				
8. Self-esteem	-.16	-.14	-.07	.25	.33	.15	-.16	-			
9. Entitlement	.31	.32	.06	.42	.32	.33	.32	.04	-		
10. Machiavellianism	.21	.35	-.10	.10	.05	.01	.34	-.29	.11	-	
11. Gender (0 = M; 1 = F)	-.00	-.33	.34	-.19	-.13	-.10	-.17	-.08	-.04	-.15	-

Note: Coefficients above .12 are statistically significant ($p < .05$). NPI subfactors are abbreviated as follows: "LA" = leadership/authority; "GE" = grandiose exhibitionism; "EE" = entitlement/exploitativeness.

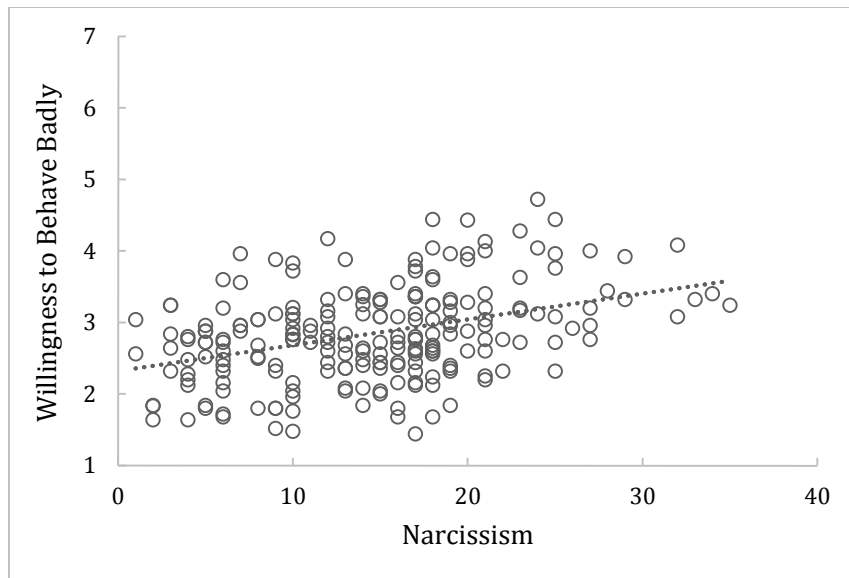


Figure 1. Relationship between narcissism and self-reported willingness to behave badly.

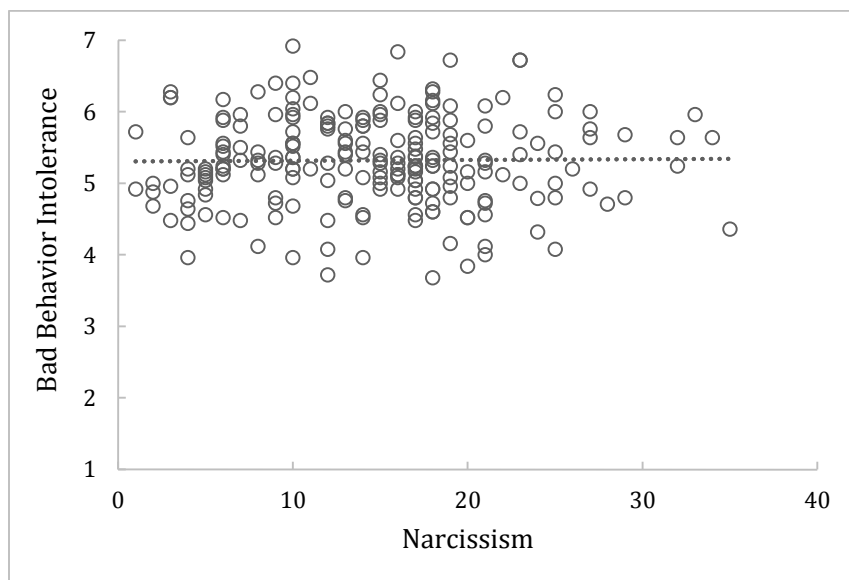


Figure 2. Relationship between narcissism and self-reported intolerance of others' bad behavior.

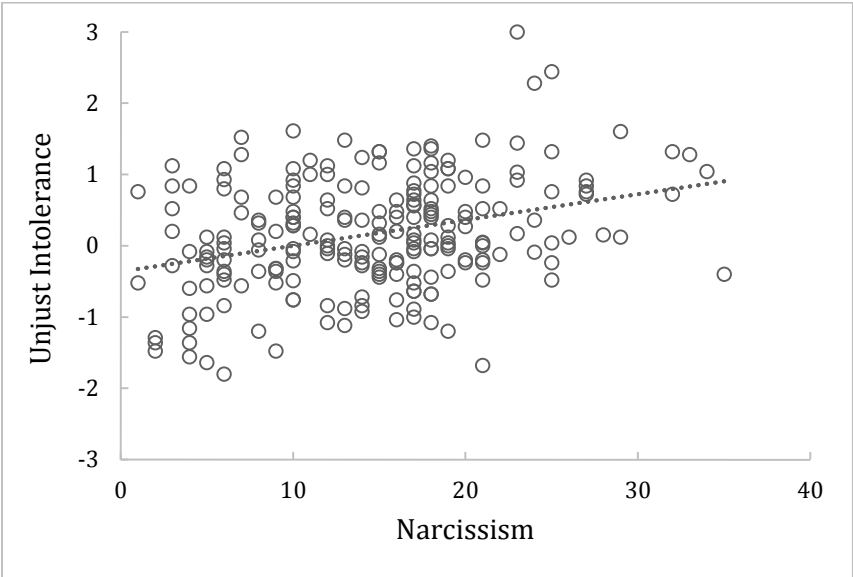


Figure 3. Relationship between narcissism and the unjust intolerance index.

Appendix

Item	Willingness to Behave Badly	<i>M</i>	<i>NPI r</i>	Bad Behavior Intolerance	<i>M</i>	<i>NPI r</i>
1	I would feel guilty about parking for 30 minutes in an "honor parking" spot. (R) <i>Note: Honor parking intended for quick on-campus drop-offs and pick-ups</i>	3.38	.17*	It would really bother me if I wanted to use an "honor parking" spot but couldn't because someone parked in the spot for 30 minutes.	5.12	.05
2	If I was driving a car, I would sometimes tailgate other drivers.	3.36	.10	If I was driving a car, it would really bother me if other drivers tailgated my car.	6.11	-.01
3	If I was driving a car, I would sometimes run red lights.	2.45	.09	If I was driving a car, it would really bother me if other drivers ran red lights.	5.92	-.05
4	If I was driving a car, I would always wait for my turn at 4-way stop signs. (R)	2.03	.10	If I was driving a car, it would really bother me if other drivers failed to wait for their turn at 4-way stops.	5.85	-.08
5	If I was driving a car, I would slow down to allow another car to merge in front of mine. (R)	2.53	.11	If I was driving a car, it would really bother me if other drivers sped up to prevent my car from merging in front of their cars.	6.05	-.02
6	If I was driving a car, I would use my car horn immediately if the car in front of me failed to move quickly in response to a green light.	2.89	.21*	If I was driving a car, it would really bother me if other drivers used their car horn immediately if I did not respond quickly to a green light.	5.52	-.05
7	If another driver cut me off when I was driving my car, I might yell, curse, or make an obscene gesture at the driver.	2.27	.24*	It would really bother me if another car driver yelled, cursed, or made an obscene gesture toward me because I cut him/her off with my car.	4.41	.01
8	If another driver cut me off when I was driving my car, I might retaliate by cutting off the other driver.	2.45	.21*	It would really bother me if another driver cut me off in retaliation for my having cut him/her off.	5.23	.07
9	If I knew that a traffic jam on a two-lane road was the result of left lane closure, I would stay in the left lane to pass as many cars as possible before merging into the right lane.	3.38	.20*	It would really bother me if, in a traffic jam on a two-lane road caused by left lane closure, I saw someone stay in the left lane to pass as many cars as possible before merging into the right lane.	5.33	.01
10	I'm willing to bend the rules to outperform other people.	3.14	.39*	It would really bother me if someone bent the rules to outperform me.	5.70	.00
11	I tend to exaggerate my accomplishments.	3.24	.28*	It would really bother me if I had to listen to someone exaggerate his/her accomplishments.	5.63	-.07
12	When shopping for groceries, I would be careful to avoid blocking the aisle with my cart. (R)	2.35	.13	It would really bother me if, when shopping for groceries, my progress was impeded by someone needlessly blocking the aisle with his/her cart.	4.95	.11
13	I would feel bad about using the 10-items-or-fewer express checkout lane in a crowded grocery store if I was purchasing 15 items. (R)	3.07	.14*	It would really bother me if the person in front of me in a 10-items-or-fewer express grocery store checkout lane was purchasing 15 items.	4.56	-.06
14	If I was waiting in a long grocery store line with a huge cart of groceries and I noticed that the person behind me was only buying a loaf of bread, I would invite the person to move ahead of me in line. (R)	2.49	.01	It would really bother me if I was waiting in a long grocery store line to buy a single loaf of bread and the person in front of me with a huge cart of groceries didn't invite me to move ahead of him/her in line.	4.35	.15*

15	I would feel comfortable about assigning myself an easier job than my teammates' jobs on a group project.	3.45	.08	It would really bother me if my teammates assigned themselves to easier jobs than my job on a group project.	5.42	-.07
16	I would feel bad if I showed up 20 minutes late for a scheduled lunch with a friend without a good excuse. (R)	1.92	.17*	It would really bother me if my friend showed up 20 minutes late for a scheduled lunch with me without a good excuse.	5.45	.00
17	If I knew that my classmate sat in the same place every day in a certain class, I would feel uncomfortable taking his/her seat. (R)	2.36	.11	It would really bother me if my classmate took the seat where s/he knew I sat every day in a certain class.	4.88	.13
18	I would probably not cut in front of others while waiting in a long line, even if I knew I could get away with it. (R)	2.91	.31*	It would really bother me if someone cut in front of me in the long line I was waiting in.	5.97	-.09
19	If I was withdrawing cash from an ATM and people were waiting in line behind me, I would try to finish my transactions quickly out of consideration for the others in line. (R)	2.06	.27*	It would really bother me if I was waiting in line to withdraw cash from an ATM and the person using the machine did not seem to make an effort to be speedy.	4.84	.05
20	I tend to interrupt other people when they are speaking.	3.47	.17*	It would really bother me if someone interrupted me when I was speaking.	5.02	.07
21	If I was waiting for my suitcase at an airport baggage claim, I would stand back from the conveyor belt until I saw my suitcase to avoid blocking other people from retrieving their luggage. (R)	3.26	.11	It would really bother me if I had difficulty retrieving my suitcase from an airport baggage claim conveyor belt because other people waiting for luggage were needlessly blocking my path.	5.33	.06
22	I would feel bad about abruptly reclining my airplane seat back as far as possible if I knew that a tall person was seated behind me. (R)	2.29	.11	It would really bother me if the person sitting in front of me in an airplane abruptly reclined his/her seat as far as possible.	5.44	.04
23	I would avoid talking on my cell phone in a quiet library. (R)	2.14	.07	It would really bother me if I heard someone talking loudly on his/her cellphone in a quiet library.	5.55	-.06
24	I would cheat on my taxes if I knew I wouldn't get caught.	3.02	.18*	It would really bother me if I learned that someone I knew cheated on his/her taxes.	4.96	-.13*
25	I would not enjoy listening to music if I thought it was bothering other people. (R)	3.16	.21*	It would really bother me if someone near me was listening to loud music without considering the music's effect on me.	5.41	-.07

Note: A 7-point agreement scale (1 = *strongly disagree*; 2 = *strongly agree*) was used for all items. "(R)" = reverse scored. Asterisks denote statistical significance ($p < .05$).

Footnotes

¹ Participants responded to 15 additional item pairs that are not reflected in the Appendix and our analyses. We excluded these items because they were conceptually redundant with included items or ambiguously worded, or because either their willingness to behave badly means or their bothered by others' bad behavior means were on the wrong side of the scale midpoint—indicating that participants did not find the behaviors to be especially antisocial. The results were very similar when all 40 items were included in analyses instead of 25.

² This aspect of our study resembles research by Adams et al. (2015), who also found that evaluator narcissism was unrelated to evaluations of specific instances of others' antisocial behavior; however, their method was somewhat different than ours. In the Adams et al. study, the behavior scenarios were specifically selected to represent manifestations of specific narcissistic qualities, whereas the bad behavior scenarios in our studies were chosen without regard to whether the behavior was specifically diagnostic of a particular facet of narcissism. Adams et al. also asked participants to rate the likeability of the hypothetical person responsible for the behavior, whereas we asked participants to rate the extent to which they would feel bothered by the behavior.