

Electronic Supplementary Material for

Schyns, B., Lagowska, U., & Braun, S. H. (2022). Me, Me, Me: Narcissism and Motivation to Lead. *Zeitschrift für Psychologie*, 230(4). <https://doi.org/10.1027/2151-2604/a000504>

Sample items

<i>Motivation to Lead</i>	
Affective	“I like to take over a leading role.”
Calculative	“I would only take over the role of group leader if success was reasonably certain.”
Social-normative	“I was taught to volunteer when someone is needed to take the lead or take charge.”
Avoidance to lead	“I find the pressure one experiences in a leadership position daunting.
<i>Narcissism</i>	
Grandiose narcissism	“I deserve to receive special treatment.” (entitlement)
Vulnerable narcissism	“I hate being criticized so much that I can’t control my temper when it happens.” (reactive anger)
<i>Narcissistic organizational identification</i>	“When someone criticizes my organization, it is a personal insult because he/she is criticizing me.”

Table E1: Means, standard deviations, and intercorrelations

	<i>M</i>	<i>SD</i>	NOI	VN	GN	A-MTL	C-MTL	SN-MTL	AL
Narcissistic Identification (NOI)	2.98	0.68	.73						
Vulnerable Narcissism (VN) ¹	2.83	0.60	.41**	.72					
Grandiose Narcissism (GN) ²	2.46	0.61	.32**	.22**	.88				
Affective MTL (A-MTL)	2.93	0.94	.11	-.08	.51**	.94			
Calculative MTL (C-MTL)	2.74	0.75	.35**	.16**	.48**	.36**	.93		
Social-normative MTL (SN-MTL)	3.08	0.81	.15**	.04	.37**	.73**	.35**	.93	
Avoidance to lead (AL)	3.11	1.01	.23**	.36**	-.02	-.25**	.31**	.00	.83

Note. *N* = 310; MTL: Motivation to Lead. Variables measured on 5-point Likert scale; internal consistencies are in the diagonal; ** *p* < .01; ¹ Second order of four subscales (Reactive Anger, Shame, Need for Admiration, and Distrust); ² Second order of eleven subscales (Indifference, Exhibitionism, Authoritativeness, Thrill-Seeking, Grandiose Fantasies, Manipulativeness, Exploitativeness, Entitlement, Arrogance, Lack of Empathy, and Acclaim-Seeking).

Table E2: Moderated regression analyses grandiose narcissism with MTL as outcome

	Affective MTL				Calculative MTL			
	<i>B</i>	<i>SE</i>	95% CI		<i>B</i>	<i>SE</i>	95% CI	
			<i>LL</i>	<i>UL</i>			<i>LL</i>	<i>UL</i>
(Constant)	.91	.79	-.64	2.47	.16	.62	-1.06	1.38
Grandiose Narcissism (GN)	.92	.33	.27	1.57	.76	.26	.26	1.27
Narcissistic Identification (NOI)	.01	.24	-.47	.48	.43	.19	.06	.81
Interaction GN * NOI	-.04	.10	-.23	.15	-.08	.08	-.23	.07
<i>R</i> ²				.26				.28

Note. *N* = 310; MTL: Motivation to Lead

Table E2: Moderated regression analyses grandiose narcissism with MTL as outcome (continued)

	Social-Normative MTL				Avoidance to lead			
	<i>B</i>	<i>SE</i>	95% CI		<i>B</i>	<i>SE</i>	95% CI	
			<i>LL</i>	<i>UL</i>			<i>LL</i>	<i>UL</i>
(Constant)	1.84	.73	.40	3.29	1.84	.73	.40	3.29
Grandiose Narcissism (GN)	.45	.30	-.15	1.05	.45	.30	-.15	1.05
Narcissistic Identification (NOI)	.02	.22	-.42	.47	.02	.22	-.42	.47
Interaction GN * NOI	.01	.09	-.17	.18	.01	.09	-.17	.18
<i>R</i> ²				.14				.14

Table E3: Moderated regression analyses vulnerable narcissism with MTL as outcome

	Affective MTL				Avoidance to lead			
	<i>B</i>	<i>SE</i>	95% CI		<i>B</i>	<i>SE</i>	95% CI	
			<i>LL</i>	<i>UL</i>			<i>LL</i>	<i>UL</i>
(Constant)	4.42	.94	2.57	6.26	-.14	.95	-1.99	1.73
Grandiose Narcissism (GN)	-.79	.34	-1.47	-.12	1.01	.35	.33	1.69
Narcissistic Identification (NOI)	-.28	.31	-.89	.33	.59	.31	-.02	1.21
Interaction GN * NOI	.19	.11	-.03	.40	-.16	.11	-.37	.05
<i>R</i> ²				.04				.14

Note. *N* = 310; MTL: Motivation to Lead

Table E4: Moderating effects of narcissistic organizational identification on the relationship between vulnerable narcissism and affective MTL

<i>M</i> of Narcissistic Organizational Identification	Effect	<i>SE</i>	95% CI		<i>p</i>
			<i>LL</i>	<i>UL</i>	
2.33	-.36	.12	-.60	-.12	.0034
3.00	-.24	.10	-.43	-.05	.014
3.59	-.13	.11	-.35	.09	.257

Note. *N* = 310