

Three Narcissism Scales for the California Q-set

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Three observer-based narcissism scales were developed from factor scores based on a California Q-set (CAQ) narcissism prototype. Each of the three scales—Willfulness, Hypersensitivity, and Autonomy—correlated with observer and self-report narcissism measures in the derivation sample of 105 women and a cross-validation sample of 175 men and 175 women. California Psychological Inventory (CPI), Adjective Check List (ACL), and Minnesota Multiphasic Personality Inventory (MMPI) correlates and partner ACL ratings suggested that the Willfulness scale represents self-assuredness, rebelliousness, and exhibitionism characteristic of overt or phallic narcissism. The correlates of the Hypersensitivity scale included depression and introversion along with rebelliousness and hostility, indicative of covert narcissism. The Autonomy scale was correlated positively with creativity, empathy, achievement-orientation, and individualism, and thus assesses a healthy variant of narcissism.

The most common form of narcissism involves openly displayed feelings of superiority and confidence, self-centeredness, entitlement, and an exploitative attitude toward others (Akhtar & Thomson, 1982; American Psychiatric Association, 1980; Kernberg, 1975, 1986; Reich, 1949). The inflated sense of self-esteem of the narcissist masks feelings of vulnerability and insecurity which surface only in times of crisis and in response to failure. Through a mechanism called *splitting*, the narcissists are generally unaware of their conflicted and contradictory attitude toward the self (Kernberg, 1975; Kohut, 1971).

Overt or phallic narcissism is measured by several highly intercorrelated self-report scales such as the Narcissistic Personality Inventory (NPI; Raskin & Hall, 1979, 1981), Morey, Waugh, and Blashfield's (1985) MMPI Narcissism scale, and Wink and Gough's (1990) MMPI and CPI Narcissism scales. All of these scales were developed using an internal consistency method of scale construction and the *Diagnostic and Statistical Manual of Mental Disorders* (3rd

ed. [DSM-III]; American Psychiatric Association, 1980) criteria for the narcissistic personality disorder. In their summary of empirical findings for the NPI, Raskin and Novacek (1989) concluded that high scorers on this most widely researched narcissism measure are highly energetic, extraverted, experience-seeking, self-confident, leaders, and characterized by an open expression of grandiosity, conceit, and egotistical tendencies.

The contradictory nature of narcissistic self-esteem gives rise to a second atypical manifestation of the syndrome characterized by openly displayed inhibition, introversion, and lack of self-confidence (depletion) which mask an underlying grandiose sense of self-importance, entitlement, and exhibitionism (Kernberg, 1986; Kohut, 1977).

Covert or hypersensitive narcissism is measured by the Narcissistic Personality Disorder Scale (NPDS; Ashby, Lee, & Duke, 1979), a scale developed empirically using as criterion a group of diagnosed narcissists in treatment. The NPDS correlates highly with Serkownek's (1975) MMPI Narcissism/Hypersensitivity scale and the Exploitativeness/Entitlement factor of the NPI. However, it is unrelated to scores on the global NPI and the MMPI narcissism scales of Morey et al. (1985; Emmons, 1987; Mullins & Kopelman, 1988; Watson, Grisham, Trotter, & Biderman, 1984; Wink & Gough, 1990). The NPDS's correlates indicate depression, low self-esteem, inadequacy, and worry (Emmons, 1987; Mullins & Kopelman, 1988; Solomon, 1982; Watson, Taylor, & Morris, 1987).

Both overt or phallic and covert or hypersensitive types of narcissism represent the dysfunctional pole of the construct and share in common hostility, rebelliousness, and the tendency toward undercontrol of impulse (Wink, in press). However, an appropriate level of self-investment (healthy narcissism) leads to a robust self-concept, healthy ambitions, feelings of vitality, creativity, and personality growth in midlife (Kohut, 1971). According to Kohut (1977) and Miller (1981), healthy transformation of childhood narcissism accounts for empathy and psychological insight of the adult.

An indication of the role played by narcissism in healthy adaptation to life is provided by research on creativity. Many studies of creative individuals have found their personalities to be characterized by narcissistic traits such as self-absorption, sensitivity, autonomy, rebelliousness, and a degree of disinhibition (Barron, 1965; Czikszentimihalyi & Getzels, 1973; Helson, 1987; MacKinnon, 1965). These individuals, however, are relatively free of the conflicts typical of the more pathological narcissists (Helson, 1987; MacKinnon, 1965; Rank, 1945).

A systematic analysis of differences between healthy and dysfunctional narcissism awaits empirical research, and there appear to be no self-report scales of healthy narcissistic adjustment. Although NPI's factors (Raskin & Terry, 1988) such as Authority and Self-Sufficiency imply healthy functioning, others such as Superiority, Exhibitionism, Exploitativeness, Vanity, and Entitlement

appear to reflect dysfunctional narcissism. Several studies have associated the NPDS with pathology (Emmons, 1987; Watson et al., 1987).

The focus of empirical research into narcissism on self-reports has been accompanied by relative neglect of observer-based measures of the construct. Yet what others think of the narcissist and the differences between self and other perceptions are important in view of the already discussed tendency of narcissists to split off positive and negative feelings. Narcissists, in general, have been portrayed as lacking insight into the impact of their behavior on others (Kernberg, 1975; Kohut, 1977). They do not seem to be aware of the origins of their lack of vitality, cynicism, and difficulties in commitment (false self) in past exploitation by narcissistic parents (Kohut, 1971; Miller, 1981; Winnicott, 1960/1965).

I (Wink, in press) used scores from a principal components analysis of observer-based California Q-set (CAQ; Block, 1961/1978) ratings to study narcissism in a longitudinal sample of women (Helson, Mitchell, & Moane, 1984). High scorers on Willfulness tended to be assertive, self-confident, rebellious, and critical or overtly narcissistic. Like the willfuls, the hypersensitives were self-centered and undercontrolled; in addition, they manifested withdrawal and a lack of well being, characteristic of covert narcissism. The association between Autonomy and the presence of creative and intellectual interests, self-assurance, independence, psychological mindedness, and success at work was interpreted as reflecting healthy narcissism.

In this study, I further my research (Wink, in press) and report on the development of three CAQ narcissism scales using as markers factor scores for Willfulness, Hypersensitivity, and Autonomy. Compared to factor scores, the new scales have several clear advantages. In particular, the three new Narcissism scales are based on a subset of CAQ items and do not require the entire 100 CAQ items and a computer for their computation. In addition, the scales have the added advantage of not having artificial orthogonality built into them.

The general aim of this study is to report on the development, reliability, and validity of the three CAQ narcissism scales. The new scales were correlated with conceptually relevant CPI and ACL scales to test whether the results replicate findings previously reported (Wink, in press) for factor scores. New data to this study include self-report and observer ratings of narcissism, the MMPI, and partner ACL ratings of their spouses. Whereas my previous study (Wink, in press) used data from a sample of female college graduates only, all the findings of this study use both the female sample and a mixed-gender cross-validation sample. In addition to evidence of generality across samples, evidence of generality across kinds of data (CAQ observer vs. file ratings) is also provided.

The specific aims of the study are to: (a) show that the three new scales correlate with scores on the CAQ narcissism prototype and ratings of narcissism when treated in Kohutian terms, as did the factor scores; (b) confirm the relationship between overt narcissism and DSM-III based measures of the

construct and between covert narcissism and the NPDS; (c) demonstrate that overt and covert forms of dysfunctional narcissism share in common rebelliousness, impulsivity, hostility, and lack of nurturance, but differ on measures of social poise, depression, and psychological well-being; and (d) show that functional or healthy narcissism exists, that it is characterized by achievement orientation, creative, intellectual and psychological interests, and that it differs from dysfunctional narcissism on measures of pathology, rebelliousness, and control of impulses.

METHOD

Subjects

Criterion sample. In 1958 and 1960, a representative two thirds of the senior class ($n = 141$) at Mills College participated in a study of personality characteristics and plans for the future for college women. In 1981, all women (mean age = 43) who had participated in previous phases of the study (Helson et al., 1984) were contacted again, and 105 provided information sufficient for this study.

Cross-validation sample. The cross-validation sample consisted of 350 individuals, 175 men and 175 women who had taken part in studies of personality assessment at the Institute of Personality Assessment and Research (IPAR). Of these subjects, 152 (76 couples) were San Francisco Bay Area residents (mean age = 37; $SD = 10.22$). The others (99 of each sex) were University of California (UC) at Berkeley sophomores, nearly all of whom were between 19 and 21 years of age (mode = 19).

Development of the CAQ Willfulness, Hypersensitivity and Autonomy Scales

The Willfulness, Hypersensitivity, and Autonomy scales were developed in four stages. First, expert raters provided a CAQ description of a prototypic narcissist. Second, a different panel of judges used the CAQ to rate life data for each of the Mills College subjects at age 43. Third, the most characteristic items of the CAQ narcissism prototype were factored producing three orthogonal factors. (Stages 1-3 are described fully in Wink, in press.) Fourth, scores for the narcissism factors were used to develop three narcissism scales using as data CAQ-ratings for the Mills College subjects and a cross-validation sample of 175 men and 175 women.

The CAQ narcissism prototype. As previously described (Wink, in press), nine judges sorted the 100 CAQ items for a prototypic narcissist. The judges

were instructed to sort the CAQ relying on their basic clinical intuition of narcissism. They were also provided with the *DSM-III* criteria for narcissistic personality disorder as a possible guide. The alpha reliability of the aggregate judgments was .91 (Wink, in press).

The principal components analysis of the CAQ narcissism prototype. As previously described (Wink, in press), the top 13 items of the CAQ narcissism prototype were subjected to a principal components analysis in the sample of 105 Mills College women (a description of the CAQ ratings follows). The three factors (Hypersensitivity, Willfulness, and Autonomy) with eigenvalues greater than 1.00 accounted for 59% of the variance (see Table 1 for the list of items with highest loadings on each of the narcissism factors).

The three new CAQ scales. The factor scores for Hypersensitivity, Willfulness, and Autonomy were used as markers for the three Narcissism scales. First, the three sets of factor scores were correlated independently with the total array of 100 CAQ items. Preliminary scales were constructed by including only those items that met two criteria: (a) they correlated .50 or above with the initial factor markers (criteria), and (b) their next highest correlation was at least .20 below that of the criterion. Next, the resulting three provisional scales were correlated with the 100 CAQ items, and new items were added and existing ones dropped following the original criteria for item selection. Finally, in order to keep the relationships among the three new Narcissism scales low, several items that were highly correlated with more than one scale ($r > .35$) were dropped. This itemmetric technique for maximizing internal consistency while minimizing unwanted correlations with other scales has been used by others (Gough, 1957/1962; Jackson, 1967).

The final set of indicative and contraindicative items for the new Hypersensitivity, Willfulness, and Autonomy scales are listed in Table 1.

CAQ Ratings for the Mills College Criterion Sample and the Cross-Validation Sample

The CAQ (Block, 1961/1978) consists of 100 statements sampling the broad domain of personality. Each of the statements is sorted by a rater into a fixed nine-step distribution, according to its salience in the person being described.

The Mills College sample. At age 43, 105 of the Mills College women were sorted on the CAQ by a panel of 3 to 6 judges. The CAQ ratings were based on a set of questionnaires consisting of both open-ended questions and rating scales covering the areas of life events since college, marital and family relations, friendships, past and present views of parents, work history and work-life commitments, physical and mental health, and social roles and perspectives.

TABLE I
Items for Three Observer-Based CAQ Scales: Willfulness, Hypersensitivity, and
Autonomy

Item and Item Numbers
Willfulness scale
Indicative items
53. Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification.
67. Is self-indulgent.*
99. Is self-dramatizing; histrionic.
65. Characteristically pushes and tries to stretch limits; sees what he can get away with.*
73. Tends to perceive many different contexts in sexual terms; eroticizes situations.
37. Is guileful and deceitful, manipulative, opportunistic.
94. Expresses hostile feelings directly.
27. Shows condescending behavior in relations with others.*
Contraindicative items
25. Tends toward overcontrol of needs and impulses; binds tensions excessively; delays gratification unnecessarily.
47. Has a readiness to feel guilt.
Hypersensitivity scale
Indicative items
38. Has hostility toward others.*
13. Is thin-skinned; sensitive to anything that can be construed as criticism or an interpersonal slight.*
34. Overreactive to minor frustrations; irritable.
36. Is subtly negativistic; tends to undermine and obstruct or sabotage.
69. Is sensitive to anything that can be construed as a demand.*
12. Tends to be self-defensive.*
72. Concerned with own adequacy as a person, either at conscious or unconscious levels.*
Contraindicative items
28. Tends to arouse liking and acceptance in people.
84. Is cheerful.
35. Has warmth; has capacity for close relationships; compassionate.
88. Is personally charming.
75. Has a clear-cut, internally consistent personality.
Autonomy scale
Indicative items
96. Values own independence and autonomy.*
71. Has high aspiration level for self.*
3. Has a wide range of interests.
8. Appears to have a high degree of intellectual capacity.
39. Thinks and associates to ideas in unusual ways; has unconventional thought processes.
51. Genuinely values intellectual and cognitive matters.
98. Is verbally fluent; can express ideas well.
66. Enjoys esthetic impressions; is esthetically reactive.
Contraindicative items
14. Genuinely submissive; accepts domination comfortably.
30. Gives up and withdraws where possible in the face of frustration and adversity.
63. Judges self and others in conventional terms like "popularity," "the correct thing to do," social pressures, etc.

Note. $N = 105$. Items are ordered in terms of decreasing magnitude of correlation with the total scale.

*Items included in the original principal components analysis used to derive the three sets of factor

The alpha reliability for the composited CAQ ratings ranged from a low of .65 to a high of .90 with a mean at .75 (Wink, in press).

The cross-validation sample. Of the Bay Area residents and UC sophomores, 280 were described using the CAQ by a panel of 5 to 7 staff members who had interacted with them and observed them during IPAR weekend assessments. The remaining 70 Bay Area residents were seen only by pairs of interviewers who each provided CAQ ratings.

Measures of Narcissism and Pathology

Narcissism and pathology ratings. The raters who had described the participants in the 1981 Mills College follow-up with the CAQ also rated each woman on a 7-point scale for narcissism and for pathology. The ratings of narcissism, based on views of Kohut (1971, 1977), emphasized the presence of a vulnerable self and the tendency to prop up self-esteem in relationships through mirroring and idealization. The judges were also provided with the DSM-III criteria for the narcissistic personality disorder.

The high pole of the Pathology scale was described as "serious problems of adjustment; diagnosable as psychiatrically ill", as contrasted with the low pathology pole, described in terms of "superior personal adjustment, resiliency, and self-understanding."

Among the subjects in the cross-validation sample, 57 sophomores had been rated on narcissism by IPAR staff. The DSM-III based definition of narcissism used by the raters was: self-admiration that is characterized by tendencies toward grandiose ideals, fantasized talents, exhibitionism, and defensiveness in response to criticism; and by interpersonal relations characterized by feelings of entitlement, exploitativeness, and lack of empathy.

Narcissism scales. The 39-item CPI Narcissism scale (Wink & Gough, 1990) was developed using a combination of rational and internal consistency methods of test construction. The definition of narcissism was based on Akhtar and Thomson's (1982) criteria and the DSM-III. The scale correlates highly with Raskin and Hall's (1979) NPI and with Morey et al.'s (1985) MMPI Narcissism scale. Scores on the CPI Narcissism scale were available for both samples.

The 19-item NPDS (Ashby et al., 1979) was developed empirically using as criterion MMPI data from 20 diagnosed narcissists in treatment. Validity data for the NPDS has been provided by several studies of narcissism (e.g., Emmons, 1987; Solomon, 1982; Watson et al., 1984; Watson et al., 1987). Scores of the NPDS were available for only the cross-validation sample.

Measures of Personality (Self-Report)

CPI. Seven of the CPI (Gough, 1957, 1987) scales were judged as relevant to narcissism and were included in these analyses. The Dominance and Self-

Acceptance scales tap confidence, assertiveness, and good opinion of the self (Gough, 1987), which is shared by both overt and healthy narcissists. The Socialization and Self-Control scales measure rebelliousness, impulsivity, hostility, and self-indulgence, common to both types of dysfunctional narcissism (Gough, 1987). The Empathy, Psychological Mindedness, and Achievement via Independence scales were selected as indices of achievement and psychological insight characteristic of healthy narcissism. The CPI data was available for all subjects in both samples.

ACL. The ACL (Gough & Heilbrun, 1983) Exhibition and Aggression scales were chosen as measures of characteristics typical of overt narcissism. Low scorers on the Nurturance and Affiliation scales tend to be self-centered, egotistical, and moody, as are both overt and covert narcissists. The two measures of creativity—the Creative Personality scale (Gough, 1979) and the High-Origence High Intellectance scale (Welsh, 1975)—were included as relevant to issues of healthy narcissism. The ACLs were completed by 102 Mills College women and all 350 Bay Area residents and UC sophomores.

MMPI. The MMPI (Hathaway & McKinley, 1940) Psychopathic Deviate scale measures rebelliousness, impulsivity, hostility, and ego inflation (Graham, 1987) relevant to dysfunctional narcissism in general. Although the Mania scale reflects ego inflation characteristic of overt narcissism, the Depression and Social Introversion scales measure the external signs of depletion associated with covert narcissism. The MMPI was available for only the cross-validation sample.

Observer Measures of Personality

ACL. The male in each of the 76 Bay Area couples assessed at IPAR was described on the ACL (Gough & Heilbrun, 1983) by his female partner, and each female was described on the ACL by her male partner.

RESULTS

Internal Consistency (Alpha) and Intercorrelations

As shown in Table 2, coefficients of internal consistency (alpha) for the three narcissism scales ranged from .87 to .92.¹ In the Mills College sample, correla-

¹Throughout this article, data are presented separately for the Mills College sample and the cross-validation sample. Before the subjects in the cross-validation sample were combined, separate analyses were performed for males and females. The patterns of results were similar enough to warrant the merger of males and females.

TABLE 2
Internal Consistency (Alpha) and Intercorrelations of the CAQ Willfulness, Hypersensitivity, and Autonomy Scales

CAQ Scales	Alpha		Intercorrelations		
	I ^a	II ^b	1	2	3
1. Hypersensitivity	.92	.89	(.90*)	.27*	-.16
2. Willfulness	.88	.87	.13	(.83*)	.28*
3. Autonomy	.89	.88	-.22*	.24*	(.80*)

^aI = Mills College criterion sample; n = 105 females. ^bII = cross-validation sample; n = 175 males and 175 females. Above the diagonal are correlations for the criterion sample, and below the diagonal are correlations for the cross-validation sample. Across the diagonal, correlations between the new scales and their respective factor markers are shown in parentheses.

* $p < .01$, two-tailed.

tions between the new scales and their respective factorial markers ranged from a low of .80 for Autonomy to a high of .90 for Hypersensitivity. Intercorrelations among the three scales were generally low in both samples, ranging from -.16 to .28.

Overall, the results were comparable for the Mills College sample of middle-aged women, in which the CAQ ratings were based on archival material, and the mixed-age and gender cross-validation sample for which the CAQ ratings were based on direct observation of the subjects.

Correlations With Narcissism and Pathology Measures

In both samples, the three Narcissism scales correlated significantly with the CAQ narcissism prototype from which they were originally derived (Table 3). In the Mills College sample, they also correlated with ratings of Narcissism, and Willfulness and Hypersensitivity were associated with ratings of pathology. In the subsample of UC sophomores, Willfulness and Autonomy correlated with the DSM-III-based ratings of Narcissism.

As expected, the correlations of the three observer-based narcissism scales with self-report measures of the construct were generally lower. In the Mills College sample, all three scales correlated with the CPI Narcissism scale. In the cross-validation sample, Willfulness and Autonomy correlated with the CPI Narcissism scale, and Hypersensitivity correlated with the NPDS (a measure of covert narcissism).

Inventory Findings

CPI. In both samples, Willfulness correlated positively with the CPI Dominance scale and negatively with Socialization, Self-Control indicative of

TABLE 3
Correlations Between the Three CAQ Narcissism Scales and Observer and Inventory Measures of Narcissism and Pathology

Narcissism and Pathology Measures	CAQ Scales		
	Willfulness	Hypersensitivity	Autonomy
Mills Criterion Sample			
CAQ narcissism prototype	.74**	.78**	.24*
Narcissism ratings	.66**	.41**	.35**
Pathology ratings	.40**	.72**	-.09
CPI narcissism scale	.35**	.26**	.24*
Cross-Validation Sample			
CAQ narcissism prototype	.78**	.64**	.24*
Narcissism ratings	.78**	.05	.32*
CPI narcissism scale	.38**	.01	.23**
NPDS	.02	.23**	.09

Note. In the criterion sample, $n = 105$ for the CAQ narcissism prototype, $n = 101$ for ratings of narcissism and pathology, and $n = 102$ for the CPI Narcissism scale. In the cross-validation sample, $n = 350$ for all measures, except for narcissism ratings where $n = 57$.

* $p < .05$, two-tailed. ** $p < .01$, two-tailed.

assertiveness, Rebelliousness, and Self-Indulgence (Gough, 1987). Negative correlations of Hypersensitivity with six of the seven CPI scales indicate generally lower level of functioning, including lack of social poise, hostility, rebelliousness, and underachievement. Autonomy correlated positively with the Dominance, Self-Acceptance, Empathy, Achievement via Independence, and Psychological Mindedness scales, which suggested assertiveness, confidence, ambitiousness, breadth of interests, and insight into self and others (Gough, 1987).

ACL. In both samples, the Willfulness and Autonomy scales correlated with the ACL Exhibition, Aggression, and the two creativity scales (Table 4). Both Willfulness and Hypersensitivity correlated negatively with Nurturance; for Hypersensitivity, a negative correlation with Affiliation was also noted.

MMPI. In the cross-validation sample for which the MMPI data was available, all three of the Narcissism scales correlated positively with the Psychopathic Deviate scale, indicating rebelliousness and presence of negative affect (Graham, 1987). Willfulness and Autonomy correlated negatively with Social Introversion and positively with Mania, which suggests the presence of assertiveness, energy and high self-esteem. Hypersensitivity correlated positively with both Depression and Social Introversion, indicative of lower self-esteem and discomfort in social situations (Graham, 1987).

TABLE 4
Correlations of the Three CAQ Narcissism Scales With Selected CPI, ACL, and MMPI Scales

Scales	Willfulness		Hypersensitivity		Autonomy	
	I ^a	II ^b	I	II	I	II
CPI						
Dominance	.21*	.25**	-.23*	-.17**	.41**	.35**
Self-Acceptance	.12	.27**	-.24*	-.26**	.37**	.39**
Empathy	.14	.20**	-.38**	-.19**	.50**	.42**
Socialization	-.36**	-.29**	-.57**	-.21**	.00	-.05
Self-Control	-.30**	-.34**	-.39**	-.04	-.07	-.18**
Achievement via Independence	-.06	-.01	-.41**	-.16*	.46**	.39**
Psychological Mindedness	-.10	-.02	-.32**	-.15*	.41**	.23**
ACL						
Nurturance	-.19*	-.14*	-.39**	-.17*	-.08	-.18*
Affiliation	-.13	-.03	-.40**	-.22**	-.08	-.14*
Exhibition	.25**	.35**	-.07	-.15*	.37**	.17*
Aggression	.29**	.31**	.21*	-.04	.26**	.16*
Creative Personality	.30**	.22**	-.04	-.09	.56**	.36**
High Origence/High Intellectance	.20*	.21**	.18	.13*	.39**	.32**
MMPI						
Depression	–	-.18*	–	.28**	–	-.14*
Psychopathic Deviate	–	.18**	–	.15*	–	.11*
Mania	–	.28**	–	-.04	–	.15*
Social Introversion	–	-.26**	–	.29**	–	-.22**

^aI = Mills College criterion sample; $n = 102$ for the CPI, and $n = 103$ for the ACL. ^bII = cross-validation sample, $n = 350$ for the CPI, ACL, and MMPI.

* $p < .05$, two-tailed. ** $p < .01$, two-tailed.

Partner ACL Ratings (Couples in Cross-Validation Sample)

As shown in Table 5,² partner descriptions of high scorers on Willfulness indicated aggressiveness, impulsivity, rebelliousness, the tendency to show off, and a lack of modesty—all characteristics of overt narcissism. The partner descriptions of the hypersensitivities were generally negative and suggested a lack of attractiveness and trust, uncooperativeness, withdrawal, and cynicism. High scorers on Autonomy were portrayed as confident, ambitious, persevering, and idealistic.

²For each scale, the table lists a maximum of 10 adjectives with highest and lowest significant correlations.

TABLE 5
Highest and Lowest Spouse ACL Correlates of the Three CAQ Narcissism Scales

Willfulness	Hypersensitivity		Autonomy		
Aggressive	.28*	Course	.30	Idealistic	.31
Hard-Headed	.28	Shiftless	.30	Resourceful	.30
Impulsive	.28	Silent	.23	Persevering	.29
Headstrong	.26	Dull	.22	Individualistic	.28
Impatient	.26	Unexcitable	.22	Clever	.26
Opportunistic	.25	Withdrawn	.22	Outgoing	.26
Snobbish	.25	Cynical	.20	Ambitious	.25
Rebellious	.26	Infantile	.18	Confident	.25
Temperamental	.25	Moody	.18	Conscientious	.25
Outspoken	.25	Attractive	-.31	Self-Confident	.25
Modest	-.29	Cool	-.25	Quiet	-.18
Quiet	-.26	Friendly	-.24	Silent	-.20
Warm	-.25	Optimistic	-.24	Shy	-.20
Conservative	-.25	Trusting	-.24		
Reserved	-.24	Uninhibited	-.22		
Calm	-.22	Adaptable	-.22		
Good Natured	-.21	Good Natured	-.21		
Appreciative	-.20	Enthusiastic	-.21		
Patient	-.20	Sentimental	-.21		

Note. $N = 152$ (76 males and 76 female spouses).

*All correlations significant at .05 level; two-tailed.

DISCUSSION

The three observer CAQ Narcissism scales (Hypersensitivity, Willfulness, and Autonomy) meet the reliability and validity requirements expected of new scales. Their internal consistency is high, and their intercorrelations are, at most, moderate. The correlations between each of the scales and measures of narcissism and selected inventory scales replicate findings obtained in a previous study (Wink, in press) using the three factor score markers. The three scales show similar patterns of correlates in both the Mills College sample of middle-aged women, for which the underlying CAQ data were based on ratings of archival material, and in the mixed-age and gender cross-validation sample, for which the CAQ judgments were based on direct observations.

Willfulness's high correlations with both the Kohut (1971, 1977) and DSM-III-based ratings of narcissism indicate its centrality in the construction of the narcissistic individual by observers. In addition, the Willfulness scale correlates with ratings of pathology and with the self-report CPI Narcissism scale.

Inventory findings show high scorers on Willfulness as aggressive, impulsive, exhibitionistic, unconventional, and creative in their interests. These characteristics are also evident in partner adjectival descriptors such as aggressive,

impulsive, snobbish, and rebellious. In sum, the correlates of the Willfulness scale replicate in the observer domain findings reported for self-report scales such as the NPI (Raskin & Hall, 1979), Morey et al.'s (1985) MMPI Narcissism scale, and Wink and Gough's (1990) CPI and MMPI Narcissism scales. The results support the status of the Willfulness scale as a measure of overt narcissism.

As expected, Hypersensitivity correlates with Ashby et al.'s (1979) NPDS, a self-report measure of covert narcissism. It also correlates with Kohut-based ratings of narcissism, which emphasize vulnerability of the self. Hypersensitivity is not, however, related to the DSM-III-based ratings of narcissism, and it is associated with the CPI Narcissism scale in only the Mills College sample.

Of the three CAQ Narcissism scales, Hypersensitivity correlates highest with ratings of pathology, and its CPI and MMPI correlates indicate social inhibition, overt lack of self-confidence, and depression. Once again these findings are consistent with those reported for the NPDS as well as for the Exploitativeness/Entitlement factor of the NPI (Emmons, 1987; Watson et al., 1987).

Importantly, Hypersensitivity, like Willfulness, shows strong negative correlations with the CPI Socialization scale, indicating rebelliousness and hostility. An underlying narcissistic quality of high scorers on Hypersensitivity is also reflected in their lack of nurturance and affiliation. Partners of high scorers on Hypersensitivity describe them as withdrawn and inhibited but also as difficult to get along with, cynical, and lacking in trust.

The Autonomy scale shares many of its correlates with the Willfulness scale. Both scales are correlated with Kohut's and DSM-III-based observer ratings of narcissism and Wink and Gough's (1990) CPI Narcissism scale. Positive correlations with CPI Dominance, ACL Exhibition and Aggression scales, and the MMPI Mania scale highlighted the common theme of forceful self-assurance, confidence, and energy.

Unlike Willfulness and Hypersensitivity, Autonomy does not correlate with ratings of pathology. It also does not show the negative correlation with CPI Socialization which is characteristic of dysfunctional forms of narcissism.

Further evidence of healthy functioning are provided by Autonomy's correlations with CPI measures of empathy, psychological mindedness, and independent forms of achievement. Of the three CAQ Narcissism scales, Autonomy correlates highest with self-report ACL measures of creative interests. According to Kohut (1971) and Miller (1981) empathy, psychological mindedness, and creativity are core features of healthy narcissism in adult life. The main themes of the Autonomy scale are well summarized in partner descriptors indicating confidence, ambitiousness, individualism, and idealism.

As indicated in the introduction, clinically based theories of narcissism (Kernberg, 1975; Kohut, 1971) assume the presence of differences in how narcissistic behavior will be interpreted by self and other. In this study, observer and self-report measures of overt and covert narcissism were found to be

moderately correlated with one another. In addition, inventory correlates of the observer Willfulness scale resemble those reported for the NPI (Raskin & Novacek, 1989) and Wink and Gough's (1990) CPI Narcissism scale. There are also similarities between the correlates of the Hypersensitivity scale and Ashby et al.'s (1979) NPDS. Further research is needed, however, to find out the extent of convergence in self and other description of narcissistic behaviors and, in particular, the evaluation of their impact on others.

In sum, the observer and self-report correlates of the three CAQ Narcissism scales were consistent with the differentiation between overt and covert and dysfunctional and healthy narcissism. The results replicate previous findings obtained using factor scores for Willfulness, Hypersensitivity, and Autonomy and show generalizability across observer and archival ratings. By extending research on narcissism into the observer domain, the new scales should contribute to a further understanding of the construct.

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