



# Workaholism Connected to Narcissism, Perfectionism

Discussion > Advanced 7



## Exercise 1 – Vocabulary

<b>trait</b>	A quality or characteristic that someone or something has.
[noun]	<i>Ex: Shyness is a common personality <b>trait</b> among young children.</i>

<b>perfectionism</b>	The quality of not accepting any standard that is less than perfect.
[noun]	<i>Ex: Her <b>perfectionism</b> made her incredibly difficult to work with.</i>

<b>narcissism</b>	A personality type characterized by selfishness, a lack of care and understanding for others, and a need to be admired.
[noun]	<i>Ex: <b>Narcissism</b> has been found to be more common among men.</i>



<b>correlate</b>	To have a relationship or connection.
[verb]	<i>Ex: A poor diet is <b>correlated</b> with a higher risk of heart disease.</i>

<b>excessively</b>	To a greater degree or amount than is necessary, reasonable, or appropriate.
[adverb]	<i>Ex: My friends and I used to drink <b>excessively</b> at university.</i>

<b>dysfunctional</b>	Characterized by unhealthy or unusual behavior towards other people.
[adjective]	<i>Ex: The charity works with children from <b>dysfunctional</b> families.</i>



## Exercise 2 – Reading

*Read the text aloud with your tutor and discuss the key points.*

### **Workaholism Connected to Narcissism, Perfectionism**

Research from Anadolu University in Turkey has found that workaholism may be connected to certain personality traits.

The study, which was published in The Journal of General Psychology, looked at 317 academics working at universities in Turkey.

The participants completed a survey to measure workaholism, perfectionism, narcissism and "useless superiority effort" — the feeling that you have to outperform and be superior to others. The results showed that all of these personality traits were correlated.



For example, participants who agreed with statements such as, "I often feel frustrated because I can't meet my goals" were also likely to agree with statements like, "I insist on getting the respect that I deserve" and "I find myself continuing to work after my coworkers have called it quits."

It was found that "maladaptive" perfectionists in particular had the highest scores for workaholism and useless superiority effort. Maladaptive perfectionists were those who had both high standards and a large gap between their standards and their actual performance.

The researchers wrote that this group may have excessively high expectations for themselves because they want to feel superior to others. But this may also cause them to find it more difficult to switch off from their jobs.

Those who had the lowest scores for perfectionism scored the lowest for narcissism, workaholism and useless superiority effort. The researchers said this group may also have higher levels of well-being and better work-life balance.



However, despite different levels of workaholism, the researchers didn't find any real difference in the number of hours each group worked per week.

"Weekly working hours are not associated with any of the dysfunctional personality characteristics that workaholism is associated with," study author Elif Cimsir told PsyPost. "This indicates that workaholism does not just mean working long hours, but rather indicates difficulty detaching from work-related thoughts and feelings."

According to Healthline, symptoms of workaholism include being obsessed with succeeding at work, allowing personal relationships to suffer because of work, and working to avoid dealing with problems in life — as well as working long hours even when unnecessary.



## Exercise 3 – Discussion

*Discuss the following questions with your tutor.*

1. What are your thoughts on the study's findings?
2. Do you know many workaholics?
3. Do you work with any perfectionists?
4. If you were in charge of hiring people, what personality traits would you look for?
5. What would you say is the most frustrating thing about your job?
6. What aspects of your job do you find most rewarding?
7. What do you find to be the best ways to switch off from work?
8. What does your workplace do to promote mental health and well-being among employees?