

**A FRAMEWORK FOR INVESTIGATING THE INFLUENCE OF SOCIOPATHIC  
BEHAVIOR IN THE CASE OF CORPORATE MANAGEMENT**

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*Abstract*

*The main aim of this paper is to investigate the influence of sociopathic behavior in the case of corporate management. The sociopathic personality is defined by very specific characteristics, such as the inability to empathize and also the lack of remorse, shame or guilt. Sociopaths sufferers of antisocial personality disorder but this can be a considerable advantage in the context of corporate competition. Sociopaths exhibit impulsive behavior, focused on self-gratification. Sociopaths do not feel any remorse being unable to engage in normal relationships. Sociopaths disregard rules and regulations while naturally assume a number of major risks.*

*Keywords: sociopathic behavior, psychiatric disorders, behavioral analysis, psychological aspects, corporate management,*

**I. INTRODUCTION**

Sociopaths are often very charismatic and seductive, highly intelligent and very competitive. They are often highly narcissistic, megalomaniacs and pathological liars. Although they may be excellent actors by concealing strong emotions like love, compassion, happiness, altruism or concern for other human beings, in reality sociopaths can not feel what normal people feel. Sociopaths have very superficial emotions (feelings) and evaluate any relationship in terms of cost and benefits. That means sociopaths assume that each person must be initially evaluated so as to determine whether it can be useful or not based on what will serve their interests. Basically sociopaths are not able to love or to develop any genuine emotional attachment. Moreover, these kind of people are hipercompetitive and require continuous stimulation because they are constantly getting bored very quickly with anything or anyone. On the other hand, sociopaths are very self confident and optimistic so they assume high risks that an ordinary person probably would avoid.

Despite reasonable efforts it is still difficult to understand how does the brain of a sociopath work. The apparently fascinating character of sociopath often mislead innocent people which they unscrupulous manipulate. Paradoxically, a sociopath can very easy mask his real intentions in order to reach a goal no matter how harmful consequences can be.

## **II. DISSEMINATING SOCIOPATH BEHAVIOR AND ITS IMPLICATIONS IN CORPORATE MANAGEMENT**

A sociopath is very charismatic, self confident and always tell you what you want to hear. Sociopath sufferers of antisocial personality disorder. The absence of inhibitions and lack of conscience define sociopath personality. The sociopath personality is based on certain behavioral characteristics such as atrocious egocentrism, inability to have feelings and to empathize with other people. For a sociopath it is impossible to understand the feelings and emotions of other people. They have an overconfidence in their own abilities and capacities so in most cases, they not obeying any rules. A sociopath is manipulative, devious, arrogant, defiant, offensive, unpredictable, impulsive, insincerity and unreliable. These people are often narcissistic and may also have other behavioral deviations. Moreover, sociopaths do not learn from previous experiences being addicted to risky and uncertain situations, sometimes even promiscuous. Obviously, normal people differ significantly from those sociopaths. However, a sociopath is capable of anything to achieve his intended objective without having any fear or remorse.

In literature, the issue concerning sociopath personality is a very intense challenge and controversy. The authors share revealing opinions about this subject, but this issue is very far from being fully covered. According to Strentz and Hassel (1978) : "Many mass murderers, rapists, and a large percentage of habitual criminals exhibit the lack of guilt and need for instant gratification which is characteristic of this behavior type, as do many high-pressure salesmen and business fraud criminals." Campagna and Harter (1975) investigated the subject of moral judgment in the case of 44 mental age- and IQ-matched 10-13 years old sociopathic and normal children (boys) and argued that "level of moral reasoning was higher for normal than for sociopathic Ss at both mental age levels" (acronyms : Ss stands for subjects).

Pech and Slade (2007) investigated the issue of organisational sociopaths and they argued that : "Organisational tolerance and acceptance for sociopathic managerial behaviour appears to be a consequence of cultural and structural complexity". Moreover, Mantere, Pajunen and Lamberg (2009) suggested that : "a noncritical tendency in the literature to view corporate political activity (CPA) as a strategic activity, aimed at making profit, may encourage firms to sociopathic behavior in their political activities". On the other hand, Pemment (2013) conducted a comparison between sociopathy and psychopathy arguing that : "as research has advanced in studies of psychopathy, which is the more common of the two terms, psychopathy now commands a much more specific definition, and this is what alienates it from its estranged cousin, sociopathy."

The sociopath does not respect the limits of other people without significant emotional involvement. Nevertheless, it is a paradox that sociopaths are so fascinating. A sociopath starts acting differently when he reached the goal and the victim is no longer useful. Such a person will always use coordinated, calculated and premeditated behaviour designed to influence his audience. Realistically, a sociopath does not understand why people are hurt by his behavior because he can not feel any form of empathy. A sociopath can manipulate his audience based on a unique approach which is beyond anything else native, being a part of his very nature. Obviously, it is quite risky to try to understand the nature of his desire, because he is, after all, an emotional predator and a ferocious narcissist. A sociopath has no inhibitions or moral principles because he plays by his own rules.

### III. CONCLUSIONS

A sociopath can easily conceal its real intentions in order to obtain an advantage. A diagnosis of sociopathy is dramatic considering the social implications that it generates. A reliable and complete definition of sociopathy is a utopia because the complexity of this personality disorder is impressive. However, the sociopathic behavior remains a controversial topic especially in terms of corporate management. Currently, the tendency is to promote sociopaths in the top management of corporations based on their personality characteristics. Paradoxically, the results are impressive if we refer specifically to financial profits and ignore human satisfaction of employees. Sociopaths exhibit an extreme desire to succeed, regardless to the nature of the competition. These people can not stand failure regardless of its nature and always seek for immediate gratification.

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