

# Communication Similarities Between Members of a Multi-Narcissistic Family and Individuals in a Laboral Group with Moobing Dynamics

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## Abstract

This paper analyzes the similarities between mobbing, a dynamics that occurs in work environments, and the interrelationships of siblings in a family nucleus (referred to as Alpha generation), in which most of them are narcissistic. In the Mobbing, the head of a work group, in an institution or company, directs the actions of his subordinates to harass and mistreat another subordinate (the victim). In this dynamics, actions of abuse towards the victim are justified based on the constant repetition of phrases that, although not true, express supposedly negative characteristics of the victim (conflicting, irresponsible, undisciplined, etc.). The subordinates who are more active in harassing and mistreating the victim are privileged by the boss and have benefits in their work activities. To justify these benefits this individual is presented with supposed qualities and behaviors that benefit the work of the group. However, in general, neither the actions and qualifications attributed to the victim, nor those attributed to the preferred workers correspond to the reality. In the Alpha generation, the siblings transmitted the fanciful stories that a narcissistic member generated, and they added new elements that reinforced the idea that the individual in question really was the person he/she claimed to be in his/her stories. In this way, the image that he/she wanted to convey, of being an individual of great value, of having suffered a lot and having been a victim in many different situations, seemed to be consistent with the narratives of his/her siblings and were accepted at their environment. Thus, the Alfa generation siblings produced an image of being, each of them, great persons. On the other hand, within their families, they mistreated and harassed their spouses and their children, in particular, to whom questioned their attitudes. These children were labeled as troublesome and resentful individuals. In the relationship between the narcissistic siblings, the exchange of experiences allowed them to refine their methods to have strict control within their families.

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*Received: 3/30/2023*

*Accepted: 4/30/2023*

*Published: 5/30/2023*

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In particular, in some family nucleus, the process of assigning roles to their children was refined. In some cases, the narcissist had two golden children, and as in the "Mobbing", one of them was directed to constantly repress a victim. On the other hand, the image of the narcissistic was of an exemplary mother/father in the neighborhood and even beyond it. Under these conditions, the complexity of the internal dynamics of such a family nucleus became unnoticed to the outside, even for near relatives and neighbors. The term "Group Narrative" is introduced in reference to the stories and communication of the Alpha generation siblings as a clue factor that gave most of them an image of very outstanding persons.

**Keywords:** Narcissism; Narcissistic family; Psychogical disorders; Moobing .

## **1. Introduction**

The "Mobbing" is a type of harassment that occurs in work environments towards a person [1]. This harassment consists of violating the rights of a given individual and attacking him repeatedly. In these cases, a boss does not limit to his/her individual actions to this individual; rather, he/she creates an environment of generalized mistreatment, being as an engine in generating this dynamics. It means, taking advantage of the power and control that he/she has as a boss, he/she directs other members of the working society against the victim. Such a treatment to this individual becomes a routine, making him/her a victim of psychological, emotional and even physical abuse and taking control of the narrative, which is also directed against the victim. In a family that is under study, and in particular in what we call Alfa generation, it has been identified that at least eight siblings out of a total of ten have many narcissistic symptoms. Due to the predominance of so many narcissists in the same family environment, particular conditions are generated, some of them are similar to those of Mobbing. Among the characteristics of "Mobbing", it can mentioned the following: a) The boss limits the rights of the victim in the work group and assigns tasks and schedules that hinder their work performance. b) Based on privileges, the boss motivates other co-workers (who are under his/her command) to harass the particular individual, making him a victim. The more active a co-worker is in harassing the victim, the more he/she will be rewarded (in various labor ways). c) This dynamics also facilitates the generation of a narrative that affects the victim (with the support of their peers), in which the victim is presented as conflictive, inefficient, undisciplined and possessing other negative characteristics. d) With the same dynamics, his/her credibility is diminished in their work environment and, in general, his/her possibilities of expressing him/her-self are limited, particularly about the situation he/she is experiencing. e) The victim is assigned qualifiers and/or nicknames ("problematic", "complainer", or other similar) that facilitate to ridicule his/her attempts to express facts of harassment or the situation. Additionally, in response to these attempts, other hurting adjectives, as some related to physiognomic aspects, are used to insult he/she or reinforce the contempt to his/her rights. f) The alleged negative attitudes of the victim are expressed openly when establishing, as a form of communication with his/her (or when referring to his/her) the qualifiers that have been assigned. This strengthens the perception that these qualifiers really are representative of the victim. This dynamics, applied in a routinely basis, leads the victim to low self-esteem, and they also make his/her feel that she does not have the capacity to work elsewhere, which can lead his/her to stay in the same job, even under the conditions of abuse that he/she lives in a daily basis.

### ***1.1 Behavior of narcissistic parents***

An individual with a healthy personality seeks the well-being, happiness and economic development of his family and also of other relatives and friends. Contrary to these cases, an individual with narcissistic personality disorder only considers their own benefit, wants and seeks to have power and the admiration of other people. In this way, his/her actions are directed to what they can give back to him/her, with either economic benefits or power. For a narcissist, it is important the power that he/she can acquire and many of his/her actions are aimed to have control over others, through manipulation or economic control [2].

Clearly, a narcissistic individual is not interested in the well-being of others, but in how other people can serve him. Because his/her priorities are focuses to have power and the admiration of others, he/she always looks how to achieve a good image in front of others, according to social standards. He/she doesn't care if to accomplish this, he/she has to lie, cheat, take the property or achievements of others as his/her own, or harm them emotionally or psychologically, or even physically. For a narcissist other individuals, including close family members (partner and children) are instruments for his/her personal ends. In the search of power, he/she can cause damage to several people, particularly to an individual that he/she chooses as victim. It is noteworthy that despite the damage caused to a victim, the narcissist presents his/her as a victimizer. To achieve this, a narcissist makes use of the human capital that he/she can achieve (the conception of he/she as a valuable person), the material capital (his/her material and economic resources) and the political (the management of the people in his/her environment for his/her purposes).

A narcissist is extremely selfish and as a parent, his/her needs are a priority over his/her children needs. Even the plans he/she may have previously agreed with the rest of the family can be cancelled by the narcissist whims, no matter how important the involved activities could be for other family members. A narcissistic parent also puts his/her interests of power and prestige before the well-being of his/her children. Because of this behavior, a narcissist generates an environment of uncertainty, stress, and abuse in his/her family, which some people who lived through it even refer to as hell. This environment produces several negative consequences in the children, which can be emotional, behavioral, somatic and even changes in the functioning of the brain [3]. In addition, all this makes children more vulnerable to some diseases, both during the time they are subject to these situations, and in their future life [4].

It is important to recall that a narcissist needs to be in control of his/her environment. Then his/her actions are aimed to establish relationships and roles to have the control over all the family members. This generates low self-esteem and feelings of guilt for them, especially in their children, particularly for the supposed sacrifice that the narcissistic father has made for all of them [5].

Naturally, the role of a father is to care for, support, motivate and encourage his/her children to be disciplined in order to build for themselves a good future and to have a fulfilling life. However, for a narcissist what their children want or their aspirations have no value, he/she sees them as individuals without rights against what he/she says or wants. The children opinions are not important and they are not listened to. Under this dynamics, a very dysfunctional way of family communication develops, which is clue in the way the narcissist proceeds.

The narcissist plans his/her future and that of his/her children according to what he/she wants, plans and performs actions to have a present of privileges and also a future (in his/her advanced adulthood) of well-being at the expense of others, satisfying in this process his/her feeling of superiority. Since a narcissistic parent is possessive and considers that he/she deserves to be served and cared for by others, then one or more children may be tied to the narcissist's plans and to give him/her their future life. It is important to highlight that he/she feels that deserves the care he/she receives and that it is a family duty towards him. He/she generates dependencies in the children in several aspects, as the financial one (which is usually visible) but there are also others such as the psychological and emotional, which in many cases go unnoticed.

The presence of various narcissistic individuals in a social group has a significant impact on most of the members of the group and even on other individuals of its environment [6]. The conditions generated by such groups could imprint characteristics, such as low self-esteem, sense of guilty and socialization problems and other consequences, including psychological disorders, not only at other individuals of the group but beyond it [7, 8]. This work deals with two different social groups that share some characteristics in the ways of abuse and how it is normalized. The present analysis is constrained in the identification and comparison of the most relevant of the common characteristics. The approach is based on the analysis of abusive relationships in the referred family. Its particular conditions allows to look for similarities with what happens in other social groups.

## **2. A Family With High Incidence Of Narcissists**

A family of ten siblings, five females and five males, all now in older adulthood (further referred to as Alfa Generation) has been identified, in which at least eight of them have narcissistic symptoms. They are characterized by having sought the accumulation of power in their closest social environment and some cases even beyond this, based on economic perks that allowed them to manipulate others.

There was an apparent solidarity between the Alpha brothers. However, a narcissist tends not to change his mind and does not listen other people. Because of that, the talks between these siblings often consisted of real monologues. The discussions were plagued by interruptions, with one monologue interrupting another. However, it is important to note the fine aspects, in the communication between them, which led to reinforce the narrative of each one. Among these aspects, the following can be mentioned:

1. They used to talk to each other their stories with many details, in particular those of supposed sacrifice and suffering. Each of them repeated the stories of the others and even added details when talked to the exterior of each family nucleus, thus spreading and reinforcing the idea of sacrifice and suffering
2. In some cases, a sibling used to stole the stories of other people, thus giving realism to he/she stories giving credibility to his/her narrative. For example, a sister took stories of aggressions of her brothers towards their families and talk them as if she was the victim and the victimizer was her partner (with the same script as in the events of her brother).
3. They proceeded without any consequence to their image, which gave them chance to apply a try/test process to improve the methods of emotional abuse to their family nuclei. Among the refinement achieved, it can be

mentioned that they assign to their children a larger variety of roles than the golden and scapegoat ones. For example, in some cases the narcissist used a golden child mainly to repress the others, including to even control slight “deviations” of the opinions of another golden child. Generating a role similar of a policeman (or joint hitter) to the interior of the family.

In the above way, even though the siblings knew the injustices that each one of them committed within their family nuclei, they efficiently covered them up. However, not only that, these injustices were used in various ways in their favor, as mentioned above. Also, all the siblings, reinforced the idea that they were very special people, with a supposed extraordinary capacity of work that allowed them to achieve everything their family have, despite of having had adverse conditions and faced many barriers, which, according to their narcissistic vision, only they were able to overcome.

Almost all of the Alpha generation individuals developed businesses and, despite boasting supposedly high incomes, they did not cover the needs of their families. Then, the children of some of them were forced to work. Nevertheless, the other siblings knew that, they supported the image of ideal parents of those cases and of the entrepreneurs and hard-working people. Even though some characteristics, as mythomania, were evident in some cases, the common and supported narrative of the siblings made these characteristics to become unnoticed. In such a way, a group narrative was generated where each member of the Alpha generation was a person of great value. Most of the siblings of the have behaviors with similar features, but it cannot be excluded that individuals with psychotic traits could appear (as in the example below described) and/or even of narcissists who could be victim of a psychopath. The cover-up by the other siblings, also very well hid the real situation of a victim and, even such cases (a narcissist who is victim of a psychopath) could also be hidden by the effectiveness of the group narrative. The social environment focused its attention on the narcissist and, the real victim was not identified as such. Also, when a narcissist talks stories of another individual as his/her own, he/she tends to do it repeatedly to many different people, giving it a scope that the real victim does not achieve. In this way, the injustices were normalized and they remained unnoticed over many years and unpunished. Possibly, in the following generations, individuals with a larger diversity of narcissistic symptoms could appear. Then, further and deeper studies of this family could give light and a better insight into these kind of cases and their genesis.

### ***2.1 The “Rude Narcissist” of the Alpha generation***

To exemplify the interrelationships between siblings and the conditions within their family nuclei, we are going to see the case of a male from the Alpha generation, who had his own business of rude work. He has tough attitudes and doesn't limit himself to express his opinion that women should be treated rudely because they don't understand any other way. He comments that women are very proud and pretend they don't want to hang out with a man, but deep down they are anxious to leave with him. He says: “you don't have to treat them delicately”. He frequently does not take into account the red lights of the traffic or other traffic signals. It is common for other drivers to honk at the irresponsible attitudes of this brother, as a driver. However, he responds with aggressive attitudes and even swears back at them. These behavior indicates that he feels that his rights are above the rights of others and that the rules do not apply to him. The stories that this brother talks are

not very elaborated, neither he does not resort to create complex interrelationships in his environment. In his attitudes, traits of his narcissistic behavior dominated by basic attitudes frequently emerge (for which we will refer to him as rude narcissist from now on). This can be seen in various aspects, such as the teasing and physical aggression towards his partner and children and the constant attempts to deceive his clients, for example, by charging them for materials that he had not delivered. In addition, he created difficulties for his children to study. That is to say, not only did he not recognize the effort they made to study while working, he also attended his children's school meetings drunk. The children paid their school fees and transportation. In addition, many times this father did not allow them to leave the business at the appropriate time to arrive on time at the beginning of classes and prevented them from going to school or university on days that he knew were key (such as during exams). Because of this, they had difficulties in their studies, however, some studied for a professional career. Also, he competed with his sons for the attention of young girls.

Despite the above, this father has expressions in which he openly expresses his perception that, according to him, he is better than his children are, he narrates stories in which he supposedly talks to God and God gives him advice to face the most diverse situations. In his business, he put his vision of things into practice, harassed the employees and even extorted them. For example, he told them that they had taken money and then told them that they had to replace that money or that they had to pay it in another way. Despite the fact that this individual has a very basic behavior, he created good economic conditions for himself, largely at the expense of his children's work. To achieve these conditions, it was key to keep in touch with his brothers and sisters. In particular, with one sister of Machiavellian attitudes. She elaborated plans and performed them in the interaction with people to manipulate many of them. She received money from her husband, who had good incomes and, with this money, she helped the rude brother. This was a clue factor for him to put a lot of effort into repeating her stories (she also presented herself as an entrepreneur and a hard worker). This female, from her side, covered up her brother's high degree of aggressiveness towards his wife and children. The Alfa sister used to thieve other persons stories of suffering, some of them precisely from the spouse of the rude brother.

The rude brother, evidently, shows a lack of empathy has a high level of jealousy and a sense of superiority, which are indeed symptoms of narcissism [9], but his aggressiveness towards his partner and his children is outstanding. His firm belief that he has achieved everything that his family has is another narcissistic symptom. In addition, it is clear that he feels pleasure in seeing how his wife and children suffered for his behavior and actions. This is an indication of sociopathic disorder. Despite this, his narrative that he is a hard-working person, responsible and even an ideal father was accepted in his environment. His rhetoric that throughout his life he had come out of the most diverse adverse situations was accepted and spread without any doubt by his siblings and even for other people.

## ***2.2 The children of the "rude narcissist" male of the Alpha generation***

In the business, the father used to make some tricks to increase the "revenues". For instance, he included some extra parts in the list of the material required for a client and demanding that his children demanded the pay to

the clients for all of them. Then, the children, had to face the clients, who, on many occasions, realized the scam and did not agree with what they were charged. The father told his children that if they did not collect everything, they were responsible and he aggressively reprimanded them, with all kinds of insults and rudeness. In addition, on many occasions he left them in charge of the business and to the supervision of other workers, while he went off with his friends to get drunk. When he arrived, he scolded them and made fun of the fact that they supposedly did not have the skills to run a business in a proper way as good as he knew how to do it. In the business, the children, including the females, witnessed the harassment that their father exerted on his employees and even came to see him in his attempts to take advantage of them. On the other hand, a son was assigned the role of guardian child of the order he had established. It gave him privileges, such as the power to run the business and decide on the tasks that the workers, including his brothers, had to perform. This allowed the narcissist to have better control of the other children. Because of this, the manipulation of the children and the victimization of some of them went completely unnoticed.

### **3. Discussion**

It is worth to mention that the sense of superiority in the Alpha generation siblings acquired disproportionate dimensions due to a mutual reinforcement of their supposed abilities, leading to a feeling of grandeur for only being one of the siblings of that generation cohort. This has even led some to express themselves as people close to God or even, jokingly, they say they are God. In addition, the support between the siblings to cover-up their harmful attitudes and actions, managed to completely make their character as victimizers invisible.

The conditions mentioned are similar to those that occur in "Mobbing". In particular, a group narrative is common to "Mobbing" and to the communication in the family under study. The concept of "group narrative" can be introduced, as a condition that becomes important in the performance of the group dynamics. Such narrative results important in controlling the situation. In addition, the narrative facilitated assigning qualifiers to the victim expressing supposed negative attitude of the victim, while maintaining clean their image of victimizers.

From the above analysis, it may be seen that the "group narrative" is clue when a social group operates to reinforce the perception of the supposed value of some members and the incapacity or negative characteristic of others. In the case of this family, the group narrative very successfully reinforced the idea of being people of great value. Additionally, as in mobbing, the siblings were able in each family nucleus to emotionally abuse some members. This led to very few possibilities of identifying the real situation, due to the general perception that everything was fine. In such a way this irregular dynamics became normalized in this family. As seen in other social groups, also the verbal or psychological abuse and abusive relationships, in a daily basis, can become normalized. Remarkably, in this family the narrative results an outstanding and efficient tool to reach this state, and instead of showing the reality, presents the siblings as being special individuals, mainly through the exaggeration of a supposed high capacity of work.

It is paradoxical that, despite the fact that a reinforced narcissistic environment is very harmful, it is difficult to recognize it, particularly for a victim. Therefore, it is difficult for him/her to get away from such an environment. In other cases, for example, in families with alcoholic or drug addicted parents, it is common for the abuse suffered by children to be open and explicit. Unlike these cases, in narcissistic environments, unhealthy and harmful conditions for children can go completely unnoticed to the outside.

#### **4. Conclusions**

From the analysis carried out, some factors can be identified that show how the brothers of the Alpha generation helped each other to reinforce an image of being extremely hard-working persons and also that make the victims to be unnoticed. Indeed, this happens with conditions similar to mobbing. In particular, the “group narrative” is identified as a clue factor of the dynamics that allows them to maintain control of the situation in their family nuclei, also, to get the admiration of people and other objectives that clearly are of narcissistic profile. Future studies on the evolution of the individuals of the following generations will be very useful in many aspects. One of them is to have an insight into the impact of the “group narrative” on individuals of the family nuclei of the different individuals of the Alpha generation.

#### **Acknowledgments**

Thanks are given to V. Hurtado for the shared information and particularly for the comments and suggestions that helped for the final version of this work.

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