Psychopaths, Narcissists, Machiavellians, Toxic Leaders, Coercive Controllers: Subsets of One Overarching 'Dark' Personality Type?

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2024

A thesis submitted in fulfilment of the requirements for the degree

of

Doctor of Philosophy

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Whilst men [and women] are linked together, they easily and speedily communicate the alarm of any evil design. They are enabled to fathom it with common counsel, and to oppose it with united strength. Whereas, when they lie dispersed, without concert, order, or discipline, communication is uncertain, counsel difficult, and resistance impracticable. (Burke, 1770/1999)

Abstract

People who actively violate social norms and harm and disadvantage others by conscious choice have been the focus of research for centuries.

Psychopathy, Machiavellianism, and narcissism, collectively the dark triad or dark personality (DP), are conceptualisations intended to give meaning to the characteristics common to socially aversive personalities. Behavioural researchers in fields such as toxic leadership, coercive control in domestic violence, cults, and child sex abuse in religion also explore the characteristics of those who are socially aversive.

There is, however, substantial dissention regarding shared attributes of those who are socially aversive, resulting in considerable ongoing friction and fragmentation in the field.

This is neither in the interests of humankind, as identification of human predators is key to survival, nor in the interests of researchers who are committing time and resources to vastly conflicting ideas.

A model is presented in this thesis which appears to represent the nature of socially aversive personalities, people of DP, more comprehensively than any existing model or collection of behaviours.

This three-dimensional model, the Persistent Predatory Personality (PPP) model, includes attributes, an arsenal of weaponry (tactics), and differentiating features (capabilities and values), which emerged from the data.

The thesis aims to identify common threads of research, resolve longstanding issues of dispute, and further clarify shared attributes of people of DP. New and unique approaches to research in the area and highly knowledgeable research populations not previously canvassed for data were engaged to achieve this aim. The data, which are extensive and highly nuanced, clarify longstanding points of contention in the DP literature.

An important and unique finding from the data is that people of DP who are higher functioning and engage in more covert forms of harm are equally as dangerous and sadistic, and share the same attributes, as those who commit overt acts of harm such as murder.

The data were collected internationally from 57 senior expert practitioners cumulatively representing more than a thousand years, and individually an average of 22 years, of direct, continuous experience with multiple people of DP and their targets/victims.

Research participants were drawn from both forensic and nonforensic contexts and include religious leaders, medical specialists, executives, profilers including FBI and law enforcement, and forensic and nonforensic mental health professionals working with cults, Death Row prisoners, coercive control, and intimate partner violence perpetrators and victims, and others, including world-leading academics. Data were collected via multiple interviews and the Delphi survey technique.

Acknowledgements

Professor Timothy Marjoribanks generously volunteered to be my primary PhD supervisor in an area that comes with not only considerable complexity but also potential risk. He has been my rock, and I am most grateful.

I dedicate my PhD thesis to the memory of Samuel Candler Dobbs Professor Scott Lilienfeld, a mentor whose insight and kindness made a difference. I would like to thank each of the research participants, all with esteemed careers and great depth of experience, for their generous provision of time, insight, and feedback. It has been a delight working with each of you. A list of research participants, including a short outline of experience, is included in Appendix A.

I acknowledge Dr. Matthew Logan and his wife Ms. Nancy Logan who I first met at a PCL-R workshop in the Bahamas in 2015. Dr. Logan was cofacilitating the workshop with Emeritus Professor Robert Hare. Ms. Logan heard my passion for making a difference in the dark personality arena, particularly in relation to those who are higher functioning, and Dr. Logan has supported me along this journey ever since. I owe them a great deal.

Mr. Mark MacKizer, retired U.S. Federal Bureau of Investigation (FBI) Supervisory Special Agent, has been an ongoing source of inspiration. Conversations with him throughout the PhD process have provided valuable insights. Emeritus Professor David Cooke generously contributed insight and feedback in relation to his own experiences, referrals to research participants, and feedback on some of the findings contained in this document.

Dr. Felicity McFarlane is a practitioner and long-term panel member whose extensive experience with and insights regarding people of dark personality and their targets/victims in higher functioning contexts has been invaluable. Professor Emma Sherry stepped in as panel chair and Senior Lecturer Dr. Melissa Wheeler as a panel member at an important juncture in the thesis process and provided valuable guidance for the final months of thesis completion. Dr. Kathleen DeBoer provided invaluable administrative support.

I acknowledge Harriet, a four-legged member of our family, who shone a beacon of light and love through a lot of darkness and who passed away the week of my final PhD panel assessment. Your loving soul will always be remembered and treasured, gentle girl. Rest in peace.

Most importantly, I acknowledge my beautiful children, Benjamin and Ellie-Mae. I love you more than you will ever know.

Declaration

I, Karen Mitchell, declare that this thesis is my own original work and does not contain material that has been accepted for the award of any other degree or diploma.

To the best of my knowledge this thesis contains no material previously published or written by another person except where due reference is made in the text.

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Karen Mitchell

January 2024

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List of Abbreviations

ASPD	Antisocial personality disorder
CAPP	Comprehensive Assessment of Psychopathic Personality
CCB	Checklist of Controlling Behaviours
CEO	Chief executive officer
DP	Dark personality
DSM	Diagnostic and Statistical Manual of Mental Disorders
DT	Dark triad
ICD	International Classification of Diseases
FBI	Federal Bureau of Investigation
FFM	Five-Factor Model
FFMI	Five-Factor Machiavellianism Inventory
MPS	Machiavellianism Personality Scale
NPD	Narcissistic personality disorder
NPI	Narcissistic Personality Inventory
PPP	Persistent Predatory Personality
PCL	Psychopathy Checklist
PCL-R	Psychopathy Checklist–Revised
PPI	Psychopathy Personality Inventory
PPI-R	Psychopathy Personality Inventory–Revised
ROT	Requisite organisation theory
SPD	Sadistic personality disorder
SES	Socioeconomic status
SSK	Sociology of scientific knowledge
ST	Systems theory

Chapter 1.

Overview

1.1 Thesis Outline

This thesis presents a model that is potentially the most comprehensive and nuanced representation yet developed of adult people who actively violate social norms and harm and disadvantage others by conscious choice, socially aversive personalities.

The breadth and depth of harm imposed by people who actively violate social norms and harm and disadvantage others by conscious choice (dark personality; DP), including psychopaths, narcissists, and Machiavellians, is substantial and impacts millions of people daily in the most painful and destructive of ways.

Those of DP who remain outside the prison system may not only outnumber the institutionalised populations but also be more broadly dangerous and harmful to society (Gao & Raine, 2010; Perri, 2011).

People of DP who are higher functioning are, however, more difficult to identify as their actions intended to cause harm are generally covert and less likely to leave evidence. They are well able to project an image of 'normal' (Babiak & Hare, 2019) and engage in well-meaning platforms such as medicine, domestic violence prevention, teaching, and religion to further avert exposure. In addition, they powerfully and convincingly undermine those who try to expose them.

It is therefore counterproductive and harmful that substantial contention still exists in the academic literature about the shared attributes of those who actively violate social norms and harm and disadvantage others by conscious choice (Kennedy et al., 2021; Kowalski et al., 2021).

Emeritus Professor Robert Hare, creator of the most widely used assessment tool for psychopathy, the Psychopathy Checklist–Revised (PCL-R; 2003), notes, 'Millions of men, women and children daily suffer terror, anxiety, pain, and humiliation at the hands of the

psychopaths in their life. Tragically these victims often cannot get other people to understand what they are going through' (Hare, 1999, p. 115). Research undertaken with targets/victims of people of DP indicates this is still true today (E. Katz, 2022; Kuruppu et al., 2023; Tutty et al., 2023).

This thesis outlines and references how, despite decades of research and hundreds of thousands of researchers engaged in gathering data intended to understand people of DP, we remain, as a global community, exposed and vulnerable to extensive and deep-seated harm due to lack of certainty about the features of people of DP.

Chapter 2 highlights that resources are being relentlessly consumed in attempts to prove the validity and utility of many conflicting models and assessment tools, rather than researchers working towards bringing threads of research together to produce a unified, nuanced picture of people of DP that can ultimately be used to assist with harm prevention. Chapter 2 also outlines many problematic issues with the way data have previously been collected on people of DP.

Data collection issues include that populations canvassed for data are usually drawn from population subsets that are not fully representative of people of DP such as prison populations or college students (e.g., Hare et al., 2022; see also Fulton et al., 2010; Lyons, 2019). Practitioners working with people of DP and their targets/victims outside the prison system have rarely been approached to provide their insights. Researchers in many fields of study, such as cults (Steel, 2022), coercive control in domestic violence (E. Katz, 2022), and toxic leadership (Tepper, 2000), are gathering data on people of DP who manifest similar behaviours, without researcher collaboration on findings.

Given these factors, and many others outlined in this thesis, it cannot be stated with certainty that any existing assessment models, assessment tools, or behavioural groupings comprehensively represent the characteristics of those of DP.

To be able to identify those of DP who are higher functioning, who harm in ways that are more subtle and do not leave evidence, it is imperative to have the most accurate and nuanced representation possible.

This thesis presents a model that is potentially the most comprehensive and nuanced representation of adult people of DP yet developed.

The data that inform the model were collected from unique, innovative, and sophisticated research methodologies designed to address a considerable number of weaknesses identified in previous research approaches, which are discussed in Chapter 2. The research populations for this study also include highly knowledgeable groups who have never been canvassed for data, such as expert practitioners working long term with people of DP and their targets/victims outside the justice system.

One of the strengths of the model is its application to higher functioning people of DP. Forms of harm that are generally covert are represented by patterns of behaviour that gives them greater transparency. Tactics used by those of DP to harm and deceive are also contained in the model, further deepening the picture presented.

While the research approach used for this study requires replication and further testing, the depth and quality of data indicate it is a solid first representation of a model that brings together, for the first time, data from many fields of research, from both internationally based expert practitioners and internationally recognised researchers and from practitioners working in both forensic and nonforensic contexts.

This is also the first study that explores the behavioural manifestations of people of DP across a wide range of contexts, communities, and personal circumstances. These unique data facilitate the identification of single attributes manifested in different situations.

The data highlight how the same attribute may manifest behaviourally in a family, in a work environment, in religion, in sport, in a hospital setting, in a community group, and so on. They highlight how factors such as socioeconomic status, intelligence, and impulse control capability determine how successful a person of DP is at hiding their nefarious intent and actions.

In addition to expert practitioners, internationally recognised, highly published researchers are also included as research participants in this study. Two groups of researchers explore the attributes of those of DP.

One group of researchers, who are personality researchers, work with the conceptualisations of psychopathy (Hare & Neumann, 2008; Widiger & Crego, 2021), Machiavellianism (Bereczkei, 2018; Sharpe et al., 2021), narcissism (Cain et al., 2008; Campbell & Miller, 2011), and dark triad (DT; Paulhus & Williams, 2002).

Another group of researchers, referred to in this study as behavioural researchers, do not refer to the conceptualisations of psychopathy, Machiavellianism, narcissism, or DT however, their work explores the same behaviours.

Behavioural researchers work in fields such as cults (Cusack, 2022; Thompson, 2020), child sex abuse in religion (Dale & Alpert, 2007), toxic leadership (Lipman-Blumen, 2005; Tepper et al., 2006), politics (Chen et al., 2020), and coercive control in domestic violence (Stark, 2009).

Issues in the work of researchers that impact the accuracy and comprehensiveness of findings are explored in Chapter 2. It is demonstrated that personality researchers work with limited awareness of and reference to the behavioural researchers' data, and vice versa. Practitioners working in a 'hands-on' capacity with people of DP and their targets/victims have rarely been canvassed for information and insights by either group of researchers, yet Franklin and Hart (2007) found in their research with practitioners that 'The perspective of those dealing with the topic on a daily basis provided us with an authenticity that simply was not available through researcher experience or by reviewing the literature' (p. 242).

The argument and dissention in the personality research field about the characteristics of people of DP is substantial (DeMatteo et al., 2020; Olver et al., 2020). It is usual to find debate in areas of academic enquiry. Debate suggests different perspectives are being applied to a topic, increasing the likelihood of thorough examination and more accurate results. Mercier (2011) points out, however, that there is a point at which researchers may defend their position 'with polarisation and over-confidence' that can 'yield poor outcomes' (p. 313).

Chapter 1 of this thesis outlines research aims and background, the contribution of this thesis, and factors that make this work original.

Chapter 2 provides a literature review and analysis that engages with the key research findings. Further, it identifies issues with research approaches and areas of dissention.

Chapter 3 identifies the research approach used for this thesis and explains how research participants were selected and vetted. It outlines data collection and analysis methods.

Chapters 4 and 5 present the research findings. Chapter 4 proposes and explains a three-tiered model for people of DP, the Persistent Predatory Personality (PPP) model, built from the study data. The model contains shared attributes, commonly used tactics, and differentiators composed of values and capabilities. Chapter 5 addresses additional findings from the data that include, for example, research approaches for collecting the most nuanced data on people of DP, clarification of some of the key issues of dissention, and the types of harm inflicted by people of DP.

Chapter 6 discusses key conclusions in relation to the research questions.

Chapter 7 outlines potential future directions for research.

To gain truly new data on people of DP, the research undertaken in this study uses sophisticated, innovative techniques, engages with populations not previously canvassed, brings together many fields of study that generally work in a siloed fashion, and collects data that is extensive and deeply nuanced. The work broadened from a study on psychopathy to a study on the DT to a study on the many fields of research examining behaviours of those of DP. The PhD was required to be supervised at different times by several different supervisors and required three supervisory panels over the course of the PhD trajectory.

Given these circumstances, it was challenging to bring all the information and data together in a streamlined way. It was challenging to know which data to omit and which to include. It was challenging to accommodate the different and sometimes conflicting recommendations of the many highly experienced and respected academics who gave feedback. The way the information is brought together in this thesis, the way the document is structured, constitutes best effort and is the result of thousands of hours of revision.

1.2 Research Aims

There were two key aims of this research. The first aim was to gain further clarity regarding the overarching, shared attributes of adult people of DP, from those incarcerated for overt crimes to those in significant positions of power to those who are neither incarcerated nor high achieving but nevertheless share the attributes of those of DP. The second aim was to identify behavioural manifestations of each attribute across varying contexts, communities, and personal circumstances.

The primary research conducted for this thesis builds on existing knowledge by collecting extensive, deeply nuanced primary data that contribute to the resolution of longstanding issues of contention in the DP literature. The data provide more comprehensive insight into the attributes common to adults of DP by bringing together knowledge from dispersed fields of research through the inclusion of data from highly published researchers, as well from expert practitioners whose insights are rarely published.

Crucially, primary data were collected to identify how attributes manifest in different contexts, communities, and personal circumstances, to differentiate between contextual behavioural differences and attribute differences.

It was intended that the research would provide a strong base from which to build a comprehensive and highly nuanced model representing those who actively violate social norms and harm and disadvantage others by conscious choice.

To engage with these aims, the central research questions of this thesis are as follows:

1. What are the high-level, shared attributes of people (adults) who actively violate social norms and harm and disadvantage others by conscious choice, from those incarcerated for overt crime to community leaders to those who are neither incarcerated nor community leaders but nevertheless share the attributes of those of dark personality?

2. What are the specific behaviours that manifest from each of these high-level attributes across varying contexts, communities, and personal circumstances?

The thesis also addresses the following secondary questions:

1. What is the key, fundamental attribute of people of dark personality, that which drives the most behavioural manifestations?

2. What are the different types of harm that are inflicted by people of dark personality?

3. Do people of dark personality generally break laws?

4. What are the features that influence whether a person of dark personality is incarcerated?

5. How effective and useful is a continuum model of normal personality in identifying people of dark personality?

The next section discusses how the research approach of this PhD project adds value to the theoretical discussion, empirical understanding, and practical challenges of harm prevention in relation to people of DP.

1.3 Contribution to Knowledge and Other Benefits of the Research

The cost to society of people of DP is substantial and negatively impacts all aspects of human existence. DT 'traits,' or attributes, in leaders have been linked to increased moral permissibility of accidents (Young et al., 2012), widespread fraud such as embezzlement and theft (Ragatz et al., 2012), emotional exhaustion (Stradovnik & Stare, 2018), and abusive behaviours (Wisse & Sleebos, 2016). Psychopathy has been positively correlated with psychological distress (Ray & Fritzon, 2020) and work–family conflict (Mathieu & Babiak, 2016).

Psychopaths within the criminal justice system commit a greater level of violent and nonviolent crime than other offenders, are 20 to 25 times more likely than nonpsychopaths to be in prison, are more violent during crimes, are four to eight times more likely to engage in violent recidivism compared to nonpsychopaths, and are resistant to most forms of treatment (Hare, 1996; Kiehl & Hoffman, 2011; Porter et al., 2001; Porter et al., 2003).

People of DP in political leadership roles have an extreme and far-reaching impact on humanity. Narcissism in political leaders, in particular circumstances, may inflate the psyche of a national group to the point of belief that military conquest is required if other countries do not accept the superiority of their nation, and wars are the ultimate result (Fromm, 1964; Sakurai, 2021).

Workplace aggression and workplace deviance, defined as 'voluntary behaviour of organisation members which violates significant organisational norms and in doing so threatens the well-being of the organisation or its members' (Michalak & Ashkanasy, 2020, p. 730), has been positively correlated with depression, negative general health outcomes, emotional exhaustion, psychological distress, intention to resign, decreased emotional wellbeing, intensely negative emotional reactions including fear and frustration, and suicidal ideation (Hershcovis & Barling, 2010; Michalak & Ashkanasy, 2020; Michalak et al., 2019).

Coercive intimate partner violence involving DP traits has been associated with depression, substance abuse, and suicidality in targets/victims (Stark, 2007; Stark & Flitcraft 1995). Outcomes for children with a parent who has DP traits, where physical violence is not involved, include inappropriate behaviour at school, depression, aggression, delinquency, anxiety, developmental delay, substance use, and suicidality (Dishion & Snyder, 2016; E. Katz, 2016, 2022; E. Katz et al., 2019; Labatut, 2021; Stark, 2023).

The contribution of this research is both pragmatic and theoretical. The key contribution of this thesis is a model that represents those who actively violate social norms and harm and disadvantage others by conscious choice. This model is potentially more comprehensive, refined, and nuanced than any of the models currently available.

While the model requires further testing, it may potentially be more effective in the identification of those who are of DP, particularly those who are less overt in their nefariousness and harmful behaviours, than the work of any existing researchers.

This highly refined and comprehensive model was able to be created through the collection of data from highly knowledgeable populations not previously canvassed in research. The study includes deep and extensive data on those of DP outside the justice

system where researchers have previously found sources of data difficult to access. In addition, the data are drawn from fields of research that do not consult with each other but nevertheless are researching the same behaviours, such as coercive control in domestic violence, toxic leadership, criminology, cults, medicine, politics, and child sex abuse in the Catholic Church and other religious organisations, adding greater depth to the research findings.

The motivation and behaviours of people of DP often lack transparency. In addition, the nature of the harm caused is difficult to accept by those who have not been personally targeted, particularly where people of DP present in 'caring' professions such as religion, charity, and medicine (Dale & Alpert, 2007; Pohlmann et al., 2022). The persona or 'mask' created by those of DP to hide their sinister nature is often convincing and their ability to groom others into supporting them compelling (N. Brooks, Fritzon, & Croom, 2020).

The pragmatic contribution of this research includes the potential for a greater propensity to prevent harm across the human population through deeper knowledge about and visibility of those of DP. It is proposed that clarity regarding the attributes and behavioural manifestations of people of DP will increase the potential for education and harm prevention. Genuine leaders in organisations and communities will be better armed to protect, while those in the broader population will be better informed to avoid harm.

The theoretical contribution of this study is primarily a deeper insight into the attributes common across adult people of DP. The study also provides substantially further insight into behavioural manifestations of each core attribute in different contexts, communities, and personal circumstances than any of the existing literature.

As the first study that explores the behavioural manifestations of people of DP across a wide range of contexts, communities, and personal circumstances, this study provides unique and original data on how people of DP from different backgrounds behave in different settings. The project draws on data from areas of research and practice that have generally maintained a level of independence from each other and, as such, highlights how the same

attribute may manifest in a family, in a work environment, in religion, in sports, in a hospital setting, in a community group, and so on.

Further to the pragmatic contribution, the model developed from this research can potentially be used for the purposes of education, identification, harm prevention, target protection, and victim support regarding adult people of DP. The model and its features are useful for education in workplaces, educational institutions, religious organisations, the justice system, law enforcement, armed forces, sporting organisations, and other communities regarding the attributes and manifestations of people of DP. Education may take the form of training programs, brochures, electronic platforms, books, presentations, and awareness-raising media campaigns.

The model may also be used to effect systemic change by informing legislation. Coercive control-based forms of domestic violence have more recently been addressed in law in some countries (E. Katz et al., 2019). Other types of nontransparent harm inflicted by people of DP may increasingly be covered by legislation, using the model to inform legislation in terms of attribute and behavioural manifestation definitions and descriptions.

In the justice system and other systems that hold people to account, the model might be used to support the voice of the target/victim who often struggles to be believed in the face of the powerful manipulative and grooming abilities of people of DP (Elizabeth, 2015; S. Miller & Smolter, 2011). In these cases, the model, with its comprehensive and nuanced content, could be used as a source of exposure and validation to give greater power to victims.

In the organisational setting, the model may be used as a base for training programs to educate line managers and human capital professionals on the behavioural patterns and nuances of people of DP so that they may be identified prior to being employed and creating substantial damage.

Importantly, the data collected for this thesis could be used to distinguish harmful intangible behaviours that leave no evidence, facilitating greater exposure and reducing harm.

Before moving on, it is important to highlight the uniqueness of this research. There is an enormous body of existing research in the areas of psychopathy, Machiavellianism, and

narcissism and their collective representation in their higher functioning form, the DT. A Google Scholar search in January 2024 for each conceptualisation showed 145,000 results, 47,800 results, 398,000 results, and 254,000 results, respectively.

There are also substantial separate bodies of work in other fields that explore the attributes, behaviours, and impacts of those who actively violate social norms and harm and disadvantage others by conscious choice. What makes this research original such that it might make a worthy and genuinely valuable contribution?

1.4 How Is This Research Approach Original?

This is original research on several fronts, including:

- the inclusion of expert nonforensic practitioners with long-term, continuous experience with people of DP and their targets/victims outside the criminal justice system;

- the inclusion of expert nonforensic practitioners from a range of fields including religion, business, medicine, and nonforensic mental health practitioners working with cult leaders and followers, perpetrators of coercive domestic violence and their targets/victims, and others;

- the inclusion of both expert forensic practitioners and expert nonforensic practitioners in one piece of research;

- representation of internationally recognised researchers from both the personality research community and the behavioural research community; and

- representation of expert practitioners and internationally recognised researchers in one piece of research.

The identification and engagement of expert practitioners in the broader community working with multiple people of DP and their targets/victims was considered important for this research given this population's potential for offering new and valuable data. Expert

practitioners with extensive direct experience with people of DP and their targets/victims in a range of nonforensic settings is a group whose insights are not in the public domain.

Forensic expert practitioners were also considered important sources of potential new and nuanced data given the collection of data from this population has been patchy and often undertaken to support existing models or assessment tools. In addition, most research into psychopathy has been undertaken with populations of incarcerated perpetrators or groups of college students or, alternatively, with groups from the general community on 'traits' of people of DP that may not be fully representative. This is discussed more in Chapter 2.

Before moving forward, we must look back. The context for this work is important. The next section gives some historical perspective to the development of the psychopathy, Machiavellianism, and narcissism conceptualisations.

1.5 The Evolution of Dark Personality Conceptualisations

People of DP have been identified in societies as far back as the Neolithic age, where evidence of human skull trephination has been discovered that closely resembles the psychosocial skull operations performed in the mid 20th century with the intent of altering aberrant behaviour (Faria, 2013; Weber & Wahl, 2006). In the 19th and 20th centuries, an increased international focus on collection of census data (Haines et al., 2000; McKeown et al., 1972) created a need to define and classify morbidity and mortality conceptualisations for uniform reporting.

Two key publications were created to assist with this classification of mental disorders for the purposes, initially, of collection of census data. These publications, which are still widely used today and have been revised over time, are the *Diagnostic and Statistical Manual of Mental Disorders* (5th ed.; *DSM-5*) created by the American Psychiatric Association (APA, 2013) and the *International Classification of Diseases* (11th rev. ed.; *ICD-11*) produced by the World Health Organization (WHO, 2019). Both publications are well known and used internationally for classification, diagnosis, research, and treatment.

Both the *DSM-5* and *ICD-11* contain a subclassification titled 'Personality Disorders.' Psychopathy, Machiavellianism, and narcissism are discussed extensively in the academic literature as personality disorders (Benning et al., 2003; Blair, 2001; McHoskey et al., 1998; Pincus & Lukowitsky, 2010). There has been, however, considerable contention regarding whether psychopathy, Machiavellianism, and narcissism should be included in the *ICD-11* and *DSM-5* and, if so, how they should be defined and explained (Hare, 1996; J. Miller et al., 2010).

In the *DSM-5*, a personality disorder is defined as 'an enduring pattern of inner experience and behaviour that deviates markedly from the expectations of the individual's culture, is pervasive and inflexible, has an onset in adolescence or early adulthood and leads to distress or impairment' (p. 645). In the *ICD-11*, a personality disorder is defined as

> problems in functioning of aspects of the self (e.g., identity, self-worth, accuracy of self-view, self-direction), and/or interpersonal dysfunction (e.g., ability to develop and maintain close and mutually satisfying relationships, ability to understand others' perspectives and to manage conflict in relationships) that have persisted over an extended period of time (e.g., 2 years or more). (p. 117)

The *DSM-5* and *ICD-11* are discussed later in this chapter, following a short description of each of the DP conceptualisations.

The conceptualisation of psychopathy is characterised by a constellation of personality traits and behaviours that society typically disapproves of and which infringe upon the rights and safety of others, including manipulation, pathological lying, superficial charm, and proactivity towards aggression, associated with a lack of deep social emotions, especially guilt, remorse, empathy, and love (Hare & Neumann, 2008). Hare created the first validated assessment tool for psychopathy, the PCL-R (1991, 2003), based primarily on the work of psychiatrist Hervey Cleckley (1941/1976), Hare's own professional experience with incarcerated populations, and other research. A one-page outline of the PCL-R is included in Appendix B.

Machiavellianism is defined as the exploitation and manipulation of others for personal gain and includes attributes such as coldness, a cynical world view, tough-mindedness, and agentic motivation (Bereczkei, 2017; Christie & Geis, 1970; Rauthmann & Will, 2011). D. Jones and Paulhus (2009) proposed the inclusion of planning, coalition formation, and reputation building to the Machiavellian construct based on the work of the Chinese military strategist Sun-tzu, who predated Machiavelli by around 2,000 years. Christie and Geis (1970) developed the first assessment tool for Machiavellianism, the Mach-IV, which is still the most widely used assessment tool today, although other assessment tools have been introduced to the literature (Dahling et al., 2009; Monaghan et al., 2020).

Narcissists are characterised as exploitative, have a low regard for the feelings of others, and destabilise or devalue others to boost their own sense of self (Morf & Rhodewalt, 1993, 2001). They are described as having a grandiose sense of their own importance, are self-entitled, and have an expectation of special favours without assuming reciprocal responsibilities (Raskin & Terry, 1988). Raskin and Hall (1979) were the first to develop a measure to test for narcissism in a subclinical or nonforensic context, the Narcissistic Personality Inventory (NPI).

Paulhus and Williams (2002) coined the term *DT* to encompass these three conceptualisations collectively, in their nonforensic, subclinical, or higher functioning forms, acknowledging an overlap between the conceptualisations in terms of their social malevolence and behavioural tendencies of self-promotion, emotional coldness, duplicity, and aggressiveness.

Narcissistic personality disorder (NPD) is included as one of the 10 personality disorders in the third and subsequent versions of the DSM (*DSM-III*, APA, 1980; *DSM-III-R*, APA, 1987; *DSM-IV*, APA, 1994; *DSM-5*, APA, 2013) but has not been included as one of the eight personality disorders in the ninth and 10th versions of the *ICD* (*ICD-9*, WHO, 1975; *ICD-10*, WHO, 1990), instead being inserted in the *ICD* under a general heading for other types of personality disorders.

Psychopathy has never been included in either the *ICD* or *DSM*, although a similar conceptualisation has been included in all versions of the *DSM*. The *DSM-I* (APA, 1952) included 'sociopathic personality disturbance' (p. 38), referring to people who were constantly antisocial, had no loyalty to others, were callous and without responsibility, and unable to be cured or rehabilitated. The *DSM-II* (APA, 1968) included 'antisocial personality' (p. 43), describing people who consistently blamed others, often conflicted with society, did not learn from experience or punishment, were irresponsible, callous, impulsive, and unable to feel guilt. Antisocial personality disorder (ASPD), defined as 'a pervasive pattern of disregard for, and violation of, the rights of others' (APA, 2013 p. 659), is included in the third and subsequent revisions of the *DSM* as well as the *ICD-9* and *ICD-10* and is often used interchangeably with psychopathy (Ogloff, 2006).

While the conceptualisations of psychopathy and ASPD are used interchangeably, there is a considerable body of literature that argues ASPD and psychopathy are different constructs (de Ribera et al., 2019). Baliousis and colleagues (2019) point out that while

> ASPD and psychopathy attempt to represent individuals demonstrating callousness and disregard for others, ASPD has been criticised for capturing a heterogeneous population whilst missing the essence of the diagnosis by neglecting interpersonal and affective deficits which measures of psychopathy include. (p. 151)

ASPD is more a behaviour-based condition, whereas psychopathy is more a personality-based condition. ASPD also has a greater emphasis on delinquent, criminal, and irresponsible behaviours than psychopathy (Hare, 1996; Widiger, 2006). Ogloff (2006) comments, 'Research shows that between 50% and 80% of prisoners meet the criteria for a diagnosis of antisocial personality disorder, yet only approximately 15% of prisoners would be expected to be psychopathic, as assessed by the PCL-R' (p. 519).

Machiavellianism has never been included in the *DSM* or the *ICD*. The absence of Machiavellianism in the two key manuals for mental health disorders may be explained, at least in part, by the resemblance of some Machiavellian attributes to those seen in 'successful'

people, such as delayed gratification, strategic planning, and a drive for power and control (Collison et al., 2018; D. Jones & Paulhus, 2009), making them more difficult to distinguish from the non-Machiavellian population.

Overlaid across this complicated tapestry of personality disorder classification history, there lies yet a further distinction of importance. The *ICD-11* (WHO, 2019) contains significant changes in the way personality disorders are identified that depart substantially from previous revisions, further changing the personality disorder landscape (Bach & First, 2018; Pull & Janca, 2020). Types or categorisation descriptions of personality disorders have been removed from the *ICD-11* in favour of dimensional scales of 'normal' personality traits (Tyrer et al., 2019). The *DSM-5* (APA, 2013) does not remove categorisation approaches to assessment but does include a section on emerging models in the field of personality disorders, which outlines a dimensional continuum model.

Substantial international dialogue in the mental health professional community took place in the years leading up to the shift away from a categorical approach to assessment to a dimensional assessment approach based on normal personality scales (Hopwood et al., 2018; McCrae & Costa, 1987) in the *ICD-11*.

While there was strong support for the creation of this continuum-based approach to diagnosing personality disorders (J. Miller & Lynam, 2015; J. Miller et al., 2001; J. Miller et al., 2003; Widiger et al., 2002), there was also opposition from practitioners and clinicians who argued scales are significantly less useful in assessment and treatment (Shedler et al., 2010). Tyrer and colleagues (2019) point out that the working groups tasked with addressing the dimensional versus categorical issue for revised editions of both the *DSM-5* and the *ICD-11* understood that any revised classification had to incorporate dimensions and that 'our view in the ICD-11 group was that if categories were to be used, they had to be part of a dimension, not independent elements.' They go on to say that 'in the spirit of clinical utility, the new system is based on two steps. The first step is to assign one of five levels of severity, and the second step is to assign up to five prominent domain traits' (p. 481).

The continuum versus category approach to identifying people of DP is an important point in this thesis given the push back from practitioners against using a continuum-based approach. This issue is discussed further in Chapters 2, 4, 5, and 6.

The diagnostic landscape regarding the attributes of people of DP is clearly complex. Professionals tasked with the role of defining personality disorder conceptualisations have found it challenging to agree on shared characteristics. It can be extrapolated, therefore, that it would be challenging for people targeted by predators to identify and understand the behaviours they are being subjected to and alert others to the danger presented.

It is perhaps an ambitious aim to seek to clarify the attributes of those who actively violate social norms and harm and disadvantage others by conscious choice across the adult human population, but it is a worthwhile one from both an academic and practical perspective.

The next chapter discusses existing research on people who actively violate social norms and harm and disadvantage others by conscious choice. It canvasses the work of both personality researchers and behavioural researchers and discusses some of the key findings and themes.

The review of existing literature highlights the existence of hundreds of models and assessments tools intended to capture the attributes of people of DP. Several attributes are common to these measures; however, considerable research indicates they may not be shared attributes. Some attributes are contained in only a few of the measures; however, there appears to be compelling data to support their inclusion in a comprehensive measure.

The literature review provides a compelling case for new and innovative research approaches in DP and informed the research approach adopted for the current study.

Chapter 2.

Literature Review, Critical Analysis, and Fact-Finding Discussions With International Thought Leaders

2.1 Introduction

2.1.1 The Breadth of Existing Literature

Increased discussion in the ethics literature on strategies to ameliorate the costly impact of people of DP in politics, business, religion, and the broader community highlights an urgent impetus for clarity and consensus regarding the features of people of DP in order that society can more readily recognise the attributes of people of DP and contain the far-reaching negative impacts of their behaviours (Zohny et al., 2019).

It is established in the literature review to follow and in the primary research conducted for this thesis that the attributes of people of DP are unable to be distinguished and recognised from any existing models or constructs. This thesis builds on the extensive work of researchers such as Kennedy et al. (2021).

Assessment tools developed from models to identify people of DP are numerous, contradictory, and oftentimes do not include features that are discussed in the academic literature. Crucially, existing models are not well supported by data on higher functioning people of DP outside the prison system who are more difficult to access for research purposes.

A review of the existing literature on people of DP was a substantial piece of work. There is a prolific amount of existing research on psychopathy, Machiavellianism, narcissism, and the DT that required identification and review. In addition, the process of identifying studies on the attributes and behaviours of those who actively violate social norms and harm and disadvantage others by conscious choice in fields such as toxic leadership, cults, child sexual abuse in religion, medicine, politics, the military, and so on was a lengthy undertaking

of itself. A summary and critical analysis of the findings of these literature searches are included in this chapter.

It was intended that the study for this PhD would explore only the conceptualisation of psychopathy. The academic literature in this area alone has many areas of contention and disagreement. It became clear, however, after the initial literature review, that to fully understand the core attributes of people who actively violate social norms and harm and disadvantage others by conscious choice, it was important to also explore research in the areas of Machiavellianism, narcissism, and the DT as the overlap in attributes was substantial. Paulhus (2014) points out that because of their overlap, the conceptualisations of psychopathy, Machiavellianism, and narcissism should be studied together.

During the review of the psychopathy, Machiavellianism, narcissism, and DT literature, it also became clear that groups of researchers in fields of study such as cults, child sex abuse in religion, and coercive domestic violence were studying people who exhibited the same features as psychopaths, Machiavellians, and narcissists without using those terms.

The research parameters were expanded yet again to include these fields of study.

2.1.2 Fact-Finding Discussions With Key International Thought Leaders

To gain deeper knowledge of existing research, fact-finding discussions with key international thought leaders in the personality research community were undertaken. Key researchers often publish with others. The fact-finding discussions were intended to elicit a deeper understanding of the individual thoughts of key researchers highly represented in the literature. These discussions were undertaken with researchers such as Emeritus Professor Robert Hare, the late Samuel Candler Dobbs Professor Scott Lilienfeld, Emeritus Professor David Cooke, Professor Martin Sellbom, and Professor Peter Jonason prior to the commencement of the primary research.

The internationally recognised researchers that participated in the fact-finding discussions were not included in the primary research study. A different set of internationally recognised researchers were included in the primary research study.

The thesis author has had a long-term interest in people of DP through professional and other experience, and the fact-finding discussions were commenced years prior to enrolment into the PhD program. They continued during the early days of the PhD with the support of the then supervisors who recommended an approach to these discussions that replicated the approach already adopted.

While ethics approval was not sought for these early fact-finding discussions as the PhD program had not commenced at the time they were initiated, as an accomplished advisor, working internationally with executives on complex change agendas, the thesis author is practised in the ethics of discussions with accomplished professionals. The fact-finding discussions may have been omitted from the thesis altogether given they were commenced prior to PhD enrolment, but they seemed important to mention given the seniority of the researchers. These discussions have been treated like academic literature. This process of fact-finding discussions with internationally recognised researchers and its inclusion in the thesis was discussed with Swinburne Ethics.

The fact-finding discussions included several one-on-one meetings with Emeritus Professor Robert Hare during a period when he was cofacilitating a PCL-R training program for professionals, a program the thesis author participated in. The thesis author travelled to the Caribbean for these meetings and to attend the PCL-R training program.

The thesis author also flew to Atlanta, Georgia, in the United States to meet with the late Samuel Candler Dobbs Professor Scott Lilienfeld and to Sydney, Australia, to meet with Professor Peter Jonason. The meetings with Emeritus Professor David Cooke (Scotland) and Professor Martin Sellbom (New Zealand) were undertaken by telephone or Zoom because of COVID-19 pandemic-related travel restrictions.

Each researcher was asked a tailored set of questions, and some of the answers they provided were further explored. While the question sets were slightly different, they had a similar core set. These fact-finding discussions lasted from 1 hr to 2 hr. The content of the discussions was confidential in nature because full openness and honesty in responses was important.

While the content of the discussions with international thought leaders was confidential, one quotation is included in the thesis with the permission of the academic who provided it, the late Samuel Candler Dobbs Professor Scott Lilienfeld.

It was particularly informative to hear comments and views directly from these highly published researchers as individuals and not as co-authors of a multitude of research papers. It was also valuable to have the opportunity to probe for deeper insight on specific topics that served to inform the current study approach. Fact-finding discussions were recorded with permission and transcribed. Notes were also taken during these fact-finding discussions and the content taken into consideration, along with other information from the literature review, to inform the research approach.

It has been suggested that fact-finding discussions with academic thought leaders is a novel methodological research technique that might be better addressed in Chapter 3. The fact-finding discussions were undertaken purely to derive greater insight into the thoughts of key personality researchers. That is, they were an innovative means of deepening the literature review rather than being part of the primary research approach.

The following review and analysis of the literature discusses barriers to a comprehensive and nuanced understanding of people of DP across the adult population. It also outlines some of the key points of contention. The research approach for this PhD is then outlined in Chapter 3.

2.2 Conflicting Models and Assessment Tools for People of Dark Personality

Construct proliferation impedes science. (O'Boyle et al., 2015, p. 654)

As discussed in Chapter 1, many models have been developed to represent people of DP (Paulhus & Jones, 2015). The associated assessment tools or measures built from them differ considerably, assess different items (N. Anderson & Kiehl, 2012; Rauthmann, 2012), and are based on information from different data-gathering techniques. As a result, assessment tools being used to collect data on the same conceptualisation may provide vastly

differing outcomes (Muris et al., 2017). Furthermore, 'conceptual drift,' the tendency for researchers to continually expand the scope of the conceptualisation they are studying, can impede clarity (D. Jones & Paulhus, 2011a). Some assessment tools designed to identify people who actively violate social norms and harm and disadvantage others by conscious choice do not reflect the findings of research undertaken in the field of psychopathy, Machiavellianism, and/or narcissism (J. Miller et al., 2019).

Table 1 contains a small selection of assessment tools that have been developed to identify people of DP. This table offers the reader just a sample of the range and number of assessment tools available, highlighting the challenges of identifying predators, people of DP, from existing assessment tools. In addition, a table of over 50 assessment tools used by participants in this study is included in Appendix C.

Table 1

A Selection of Assessment tools to Identify People of Dark Personality

Construct	Assessment tool	Description
Psychopathy	Psychopathy Checklist–Revised (PCL-R, 2nd ed.; Hare, 2003)	The PCL-R is the most highly utilised tool globally in the assessment of psychopathy, primarily within the criminal justice system. It has 20 items allocated to four factors of interpersonal, affective, lifestyle, and antisocial and is administered by a trained assessor. A one-page outline of the PCL-R (2nd ed.) is included in Appendix B.
Psychopathy	Checklist for Corporate Psychopathy (B-Scan 360; Mathieu et al., 2013)	An assessment tool for psychopathy designed for use in workplaces and that uses the collective input of line manager, peers, and subordinates who provide data via an online survey system. It is based on the four-factor model of the PCL-R.
Psychopathy	Hare P-SCAN (Hare & Herve, 1999)	An early detection tool designed to be used by nonclinicians such as prosecutors, judges, law enforcement officers, and others to identify psychopathy. Each facet features 30 statements for scoring.
Psychopathy	Comprehensive Assessment of Psychopathic Personality (CAPP; Cooke et al., 2012)	A tool designed to provide a dynamic conceptualisation of psychopathy with the potential to measure change in symptom severity over time. It contains six domains including attachment, behavioural, cognitive, dominance, emotional, and self and 33 symptoms, each symptom defined by several adjectives. The focus is on personality traits rather than potential behavioural consequences of personality pathology.
Psychopathy	Comprehensive Assessment of Psychopathic Personality: Self-Report (CAPP-SR; Sellbom et al., 2019)	A 99-item self-assessment tool modelled on the Comprehensive Assessment of Psychopathic Personality (CAPP) tool.
Psychopathy	Durand Adaptive Psychopathic Traits Questionnaire (DAPTQ; Durand, 2019)	A measure of 'adaptive' traits that have potential positive application and are associated with psychopathy including leadership, logical thinking, composure, creativity, fearlessness, money smarts, focus, extraversion, and management.

Construct	Assessment tool	Description
Psychopathy	Psychopathy Personality Inventory–Revised (PPI-R; Lilienfeld & Widows, 2005)	A 154-item self-report measure designed to assess psychopathy across the adult population and devised from the PPI. Participants respond by reporting the extent to which each item describes them by selecting from four options: false, mostly false, mostly true, true. This measure provides scores for eight subscales as well as a global psychopathy score and two psychopathy factor scores.
Psychopathy	Triarchic Psychopathy Measure (Tri-PM; Patrick et al., 2009)	The triarchic psychopathy measure is intended to reconcile and accommodate alternative descriptive accounts of psychopathy. It includes three high-level attributes: disinhibition/impulse control, boldness/venturesomeness, and meanness.
Psychopathy	Levenson's Self-Report Psychopathy Scale (Levenson et al., 1995)	A 26-item self-report assessment tool intended to measure psychopathy in noninstitutional populations. It provides a total psychopathy score and two factor scores.
Psychopathy	Self-Report Psychopathy Scale: Version III (Williams et al., 2007)	A tool developed to complement the PCL-R for use outside forensic settings and using a shortened process. Twelve items are included that are conceptually adapted from the PCL-R and are used in an interview format.
Machiavellianism	Mach-IV Scale (Christie & Geis, 1970)	A self-assessment scale composed of 20 items and the first measure to be developed for Machiavellianism. Still one of the most highly used Machiavellian assessment tools.
Machiavellianism	Machiavellian Behaviour Scale (Mach-B; Aziz et al., 2002)	A seven-item self-assessment questionnaire evaluating Machiavellian behavioural descriptions. Respondents rate approval of a main character in different scenarios on a 4-point scale of strongly *approve*, *approve*, *disapprove*, and *strongly disapprove*.
Machiavellianism	Machiavellianism Personality Scale (MPS; Dahling et al., 2009)	A 45-item self-assessment tool based on four discrete dimensions of Machiavellianism: distrust of others, amoral manipulation, desire for control, and desire for status.

Construct	Assessment tool	Description
Narcissism	Five-Factor Narcissism Inventory (FFNI; Glover et al., 2012)	A self-report measure intended to assess traits associated with narcissistic personality disorder, including both grandiose and vulnerable narcissism, from a Five-Factor Model perspective.
Narcissism	Narcissistic Personality Inventory (NPI; Raskin & Hall, 1979)	A 40-item, forced choice self-report technique that measures leadership/authority, grandiose exhibitionism and entitlement/exploitativeness in nonclinical narcissism.
Narcissism	Hypersensitive Narcissism Scale (HSNS; Hendin & Cheek, 1997)	A 10-item self-report measure of hypersensitivity, entitlement, and vulnerability.
Machiavellianism	Five-Factor Machiavellianism Inventory (FFMI; Collison et al., 2018)	A 201-item measure developed from the Five-Factor Model (FFM) of general personality. Thirteen subscales are included that represent Machiavellian personality.
Dark triad	Dirty Dozen (DD; Jonason & Webster, 2010)	A 12-item self-assessment measure of the DT of personality including subclinical forms of psychopathy, Machiavellianism, and narcissism. This tool addresses the three core attributes of dark triad—disagreeableness, short-term orientation, and aggressiveness—and includes four items per attribute.
Dark triad	Short Dark Triad (SD3; D. Jones & Paulhus, 2014)	A 27-item self-assessment measure of the dark triad, which includes nine questions for each of the three core attributes.
Related to dark personality	Mischievous Scale of the Hogan Development Survey (MIS; Hogan, 2007)	A measurement tool consisting of three subscales that assess self-defeating behaviours. The MIS has similarities with the triarchic model of psychopathy in that it measures risky, impulsive, and manipulative attributes.
Related to dark personality	Personality Inventory for *DSM-5* (PID-5; Markon et al., 2013)	A self-report instrument assessing maladaptive personality traits. The 25 facet traits of this model are classified into five broad trait domains called negative affectivity, detachment, antagonism, disinhibition, and psychoticism.
Related to dark personality	Destructive Leadership Questionnaire (Erickson et al., 2015)	An assessment tool including 22 behaviours that can be used for personal assessment or for evaluating a subordinate, peer, or leader in identifying the frequency that they or others engage in destructive leadership behaviours within their own work team or organisation.

Construct	Assessment tool	Description
Related to dark personality	Abusive Supervision Scale (Tepper, 2000)	This scale requires participants to report how frequently and how seriously their immediate manager engages in 15 nominated behaviours utilising a 5-point Likert-type scale.
Related to dark personality	Reactive and Proactive Aggression Questionnaire (RPQ; Raine et al., 2006)	This assessment tool is a 23-item self-report measure of two aggression scales: proactive and reactive.
Related to dark personality	Checklist of Controlling Behaviours (CCB; Lehmann et al., 2012)	An 84-item domestic violence assessment instrument that can be used to address multiple levels of coercive control in relationships.

Multiple, vastly different assessment tools intended to assess for the same and/or overlapping constructs create contention and confusion (N. Brooks, Fritzon, & Croom, 2020). It is difficult to build a comprehensive and nuanced picture of people of DP when an assortment of assessment tools is available. It is also hard to identify people of DP when considerable variation exists between the attributes and features included in each assessment tool (N. Anderson & Kiehl, 2012). In the psychopathy area alone, the attributes, behaviours, and outcomes included in assessment tools range from juvenile delinquency, irresponsibility, criminal versatility, and parasitic lifestyle (Hare, 1991, 2003) to only 'adaptive' traits such as leadership, logical thinking, money smarts, focus, and composure in another (Durand, 2016).

This proliferation of conflicting assessment tools is the key reason a more innovative, sophisticated research approach with highly knowledgeable, uncanvassed research populations was considered crucial for the collection of data that could cut through some of the 'noise' in the field of DP.

The DP academic literature on assessment tools focuses on four areas. One area of focus is general information about assessment tools and their development (e.g., N. Brooks, Fritzon, & Croom, 2020). A second is the application of different assessment tools to various populations (e.g., Benning et al., 2003). A third focus is overlaps, omissions, and issues of contention (e.g., Furnham et al., 2013; Kennedy et al., 2021). A fourth area of focus in the literature is the introduction of new models and assessment tools (e.g., Glover et al., 2012).

More recently, however, personality researchers such as Kay and Arrow (2022) and Kowalski et al. (2021) have highlighted a requirement for greater organisation, parsimony, and productiveness regarding assessment tools. They discuss the need to bring data together, to focus on key features of people of DP rather than continuing to create more and more models, assessment tools, and conceptualisations. Less, not more; depth, not breadth.

2.3 Research Approach Issues in Existing Research That Contribute to Contention

2.3.1 Introduction

Despite some assessment tools of psychopathy, Machiavellianism, and narcissism having been validated and containing considerable utility (Dahling et al., 2009; Raskin & Hall, 1981; van Dongen et al., 2017), the level of disagreement in the academic literature regarding core attributes is substantial (Kennedy et al., 2021). This was highlighted in the previous section by the assortment of assessment tools available to identify people of DP. These differing views and issues of contention are explored further in this chapter. First, discussion on why views potentially differ.

2.3.2 Historical Factors

In the personality research, there are many factors contributing to an unclear picture of people of DP. A key factor is historical and lies in the development of early assessment tools intended to identify people of DP.

Research into the common features of those who actively violate social norms and harm and disadvantage others by conscious choice commenced in earnest in the 1970s. It was around this time that models and associated assessment tools for conceptualisations of psychopathy, Machiavellianism, and narcissism were introduced to the personality literature.

An early assessment tool for psychopathy, the Psychopathy Checklist (PCL; Hare, 1980), was developed in response to a high level of need by forensic psychologists and psychiatrists to diagnose socially dangerous individuals who were rational but did not comply with societal norms. The research informing this early psychopathy measure was based almost entirely on incarcerated offenders (N. Brooks, Fritzon, & Croom, 2020). Indeed, the original version of the PCL was published in a paper entitled 'A Research Scale for the Assessment of Psychopathy in Criminal Populations' (Hare, 1980).

An assessment tool representing Machiavellianism was developed around the same time. The initial research on Machiavellianism, however, was undertaken by psychologists

working in a nonforensic environment, outside the justice system, and motivated by an academic interest in power and manipulation using middle- to upper-class testing populations (Christie & Geis, 1970). Both groups of psychologists, one working in a forensic context and another in a nonforensic context, identified the same central defining features of affective detachment, intact reality contact, and manipulativeness. A review of the literature, however, found no integration of writings at the time (McHoskey et al., 1998).

McHoskey et al. (1998) concluded that psychopathy and Machiavellianism were the same construct. Other researchers have made the same observation (e.g., DeShong et al., 2017). McHoskey (1995) also found empirical correlations between the conceptualisations of narcissism and Machiavellianism. Gustafson and Ritzer (1995) produced further empirical evidence for an overlap between narcissism and psychopathy. The overlap of conceptualisations is discussed further later in Chapter 2.

2.3.3 Extensive Use of Items From Early Dark Personality Assessment Tools in

Ongoing Research

Once models and assessment tools for the three conceptualisations of psychopathy, Machiavellianism, and narcissism were available, most researchers used the items contained in these assessment tools for research purposes. They did not continue to explore the nature and shared attributes of people who violate social norms and harm and disadvantage others by conscious choice (N. Brooks, Fritzon, & Croom, 2020).

This fragmentation of research approaches in the personality field and reliance on items from very early models for research purposes are considered key factors preventing the identification of a nuanced, comprehensive set of attributes of people who actively violate social norms and harm and disadvantage others by conscious choice.

2.3.4 Issues With Research Tools

Another factor that has prevented a comprehensive, nuanced understanding of people of DP is the use of self-assessment tools to gather data. Studies have shown self-assessment

tools to be less accurate than other informant reporting, particularly in the case of undesirable characteristics (Carlson et al., 2013).

In addition, definitional vagueness and inconsistencies is discussed throughout the literature (Rauthmann & Kolar, 2012) as an issue preventing clarity of the DP conceptualisation. Considerable use of jargon such as the words 'conscientiousness' and 'meanness' (e.g., Collison et al., 2018; Sellbom et al., 2021) to describe high-level concepts that have meaning only among some mental health professionals and personality researchers also make it difficult to create shared understanding and have further prevented comprehensive, nuanced insight regarding people of DP.

As recently as 2019, personality researchers have been attempting to define important distinctions in people of DP. For example, the distinction between 'successful' versus 'unsuccessful' psychopaths, intended to differentiate between those of DP who are higher and lower functioning and/or outside versus inside jail, has been debated (Persson & Lilienfeld, 2019, p. 209).

Combining nonalike items in assessment tools, such as traits and outcomes, without clarification (Lynam & Widiger, 2007), which has been done extensively in the creation of DP models, has further confounded the collection and interpretation of data in this field of study.

Short versions of assessment tools designed to prevent 'user fatigue,' which are potentially too simplistic to represent the richness of the concept/s (Muris et al., 2017), have been used extensively by the personality research community to collect data on people of DP. Muris et al. (2017) argue that the depth of malevolence in people of DP may not be reflected in the data collected by use of these basic assessment tools.

2.3.5 Issues With Study Populations

Much of the data used to inform DP assessment tools developed by personality researchers have been drawn from populations that are not fully representative of those in the population who violate social norms and harm others. These include the criminal justice

system (e.g., Hare et al., 2022), college students (e.g., Fulton et al., 2010), and general community samples (e.g., Crowe et al., 2019).

Data from those of DP in the criminal justice system are skewed towards more overt forms of antisocial behaviour. College samples have a higher proportion of women (Paulhus & Williams, 2002), where men are more likely to have DP disorders (M. Johnson, 2008; Skeem et al., 2011). Data from college students lack heterogeneity (e.g., DeShong et al., 2017).

Research with the general population using a platform developed for this purpose, such as Mechanical Turk or MTurk, also engages a higher representation of women (Chandler et al., 2019) and assumes people of DP volunteer to participate in general community surveys, report honest feedback, and have the capacity and motivation to accurately convey their depth of malevolence. At the least, such assumptions need to be explored in more depth and more critically.

Accessing accurate data on those high-functioning people of DP outside the criminal justice system (Mullins-Sweatt et al., 2010), who are cautious to engage only when they believe there is no risk of exposure of their malevolent side or where they can position their malevolence in ways that seem socially acceptable (Bereczkei, 2017), has also presented a substantial challenge. This has led to collection of data in the general population on the traits of people of DP (e.g., lying, manipulation) rather than identification of strategies for data collection specifically from people of DP outside the justice system.

A neglect of data from practitioners working with people of DP and their targets/victims, as well as from people with lived experience, in favour of laboratory simulations (e.g., Buckels et al., 2013) that may be less reflective of 'real-life' behaviours is also considered a key blocker to comprehensive and nuanced data on people of DP.

2.3.6 Researcher-Centric Issues

Another potential impediment to understanding people of DP is that pockets of personality research communities are at times deeply publicly competitive and argumentative rather than consultative and collegiate (DeMatteo et al., 2020; Olver et al., 2020). This

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phenomenon not only polarises the field, which works against creating a comprehensive understanding of people of DP, but also may stop researchers with innovative ideas from engaging in productive discussion and putting forward new suggestions that may further clarify the concept.

The seemingly unshakable view among personality researchers of the superiority of high participant numbers and quantitative data has also served to limit or contain research outcomes. This preference for quantitative data techniques is exemplified by the lack of willingness to use similar approaches to the work of Mullins-Sweat et al. (2010) with high-functioning populations. Results from this research provide intriguing data that challenge existing models of psychopathy but collected from only 146 research participants.

The work of Mullins-Sweatt et al. (2010) was a pivotal piece of personality research in the field of DP that sought to identify the attributes of higher functioning people of DP using a new and innovative approach to research in the field. The researchers collected data from psychologists with an interest in law, from attorneys, and from clinical psychology professors to obtain descriptions of individuals with whom they worked and who were considered psychopaths successful in their endeavours. It was the first substantial data collected on people thought to be of DP who were not perpetrators in the justice system. The researchers argued it would be difficult to sample enough individuals within a respective profession to find the rare psychopath, and once identified, the psychopathic person would be unlikely to be forthcoming with accurate data about themselves. Mullins-Sweatt et al.'s data-gathering technique allowed data collection about people of DP who would otherwise have been difficult to access, such as a college dean, university president, police detective, mayor, and a director of a medical centre.

A key piece of data from Mullins-Sweatt et al.'s (2010) research showed an inconsistency with Hare's (2003) widely embraced assessment tool for psychopathy, the PCL-R, developed from the model contained in Appendix B. Psychopaths in Mullins-Sweatt and colleagues' study did not demonstrate irresponsible or impulsive behaviours. They argued that this group should still be classified as psychopathic because they had most of the key traits of

psychopathy, including dishonesty, exploitation, low remorse, minimising self-blame, arrogance, shallow affect, and callousness. Potentially, a breakthrough in thinking was possible from this study, which used smaller numbers and informant-reporting techniques, the breakthrough in thinking being that not all psychopaths are impulsive, but the research has been neither replicated nor broadly acknowledged.

Hare's general response to challenges to the PCL-R measure and the items it contains is reflected in this statement: 'There is an extensive literature attesting to the reliability and validity of the PCL-R, as well as increasing evidence that it generalises well across a variety of populations and contexts' (Hare & Neumann, 2008, p. 220). Mullins-Sweatt et al. (2010) also did not go on to replicate this research or investigate avenues of research that explore the findings further.

Another potential barrier to a comprehensive understanding of people of DP may be the pressure to publish in the academic world. This dynamic may preclude researchers who engage in time-intensive, qualitative data-gathering techniques potentially being able to deliver greater clarity regarding the nature of people of DP (Biggerstaff, 2012; Grigoropoulou & Small, 2022).

A mismatch exists in the academic literature between extensive narrative about DP characteristics, such as drive for control and power, predatoriness, and vindictiveness, and models and assessment tools created and/or promoted by the same researchers that do not contain these attributes (Babiak & Hare, 2006; Hare, 2003; Mathieu et al., 2013). This mismatch may be the result of data about these attributes being collected after the researcher's models and assessment tools had been published and already had considerable traction. There may be other reasons why these attributes are not included in key models. The study outlined in this thesis intended to explore and gain greater understanding of this issue.

The professional requirement to provide an approach, worldview, or 'lens' by which research is conducted may be a further barrier to gaining comprehensive and nuanced insight into the attributes of people of DP. For example, in the behavioural research area, in relation to coercive control and domestic violence, a feminist theory lens is sometimes used in the

collection and analysis of data (E. Katz, 2016; Morris, 2009). Themes explored in feminist theory include discrimination, objectification (especially of a sexual nature), oppression, patriarchy, and stereotyping. To apply this lens to an examination of coercive control data might limit observations and may also create a false idea that only men have the characteristics of people of DP.

One substantial barrier to a comprehensive and nuanced understanding of people of DP is the current siloed approach to data gathering and discussion. Despite experience and research into the attributes of people of DP in many fields, personality researchers rarely work with or reference research in the many behavioural research fields. Likewise, behavioural researchers rarely reference research from the personality research community or other behavioural research fields. This is unfortunate as the depth and breadth of data on people of DP in many fields is substantial, as evidenced in the areas of leadership (Ashforth, 1994; Lipman-Blumen, 2005; Palmen et al., 2021; Tepper et al., 2006), the military (Erickson et al., 2015; Harms et al., 2011), fixated threat/stalking (Jung et al., 2021; S. Miller & Smolter, 2011), religion (Dale & Alpert, 2007), forensic psychology and psychiatry (Firestone et al., 2000), nonforensic psychology and psychiatry (Falkenbach et al., 2018), intimate partner violence, including coercive control and the impact on children (E. Katz et al., 2019; E. Katz, 2022; Lehmann et al., 2012; Stark, 2007, 2009; Stark & Hester, 2019), paedophilia and ephebophilia (Dillien et al., 2021; D. Turner et al., 2014), law enforcement and criminology (Chopin & Beauregard, 2019; Porter et al., 2000; Porter et al., 2003), the not-for-profit sector (P. Smith et al., 2009), management consulting, law, accounting, and organisational psychology (Michalak & Ashkanasy, 2020; Valentine et al., 2018), gender economics theory (Carbone & Black, 2020), and politics (Chen et al., 2020; Heppell, 2011; Palmen et al., 2018).

There is clearly considerable work being undertaken intended to contribute greater understanding of the shared attributes of people of DP. This work is taking place in many different fields of study, both in the personality research community and in the behavioural research community.

To step outside one's field of research, however, when one might be at the top of one's chosen field, in the interests of developing a comprehensive, nuanced model representing people of DP, may not be perceived as offering professional or personal satisfaction or value.

Perhaps the extent of work required to increase familiarity with the extensive personality research and behavioural research repositories might seem overwhelming, driving researchers to 'stay in their lane' rather than collaborating with researchers from other fields.

The many factors discussed in this section have clearly impacted the ability of researchers to create a comprehensive, nuanced understanding of people of DP. The plethora of vastly differing and conflicting ideas published by personality researchers is testament to this.

2.3.7 The Differing and Conflicting Ideas of Personality Researchers

Given the points in the preceding sections, it is not surprising that while the three most well-known conceptualisations of people of DP—psychopathy, Machiavellianism, and narcissism—have been widely tested, and some found valid and reliable, they are also actively disputed in the literature.

Some researchers propose the three conceptualisations are one entity and that existing assessment tools are too simplistic and ineffective in capturing the malevolent core (Moshagen et al., 2018; Muris et al., 2017). Paulhus and Williams (2002) and D. Jones and Figueredo (2013) highlight the shared attributes of the three conceptualisations but believe they are distinct entities.

Buckels et al. (2013) write that the DT is, in fact, a dark tetrad with 'everyday sadism' included as a fourth dimension, while Fromm (1964) conceives the conceptualisation of 'malignant narcissism' to represent a severe form of narcissism that includes sadism.

Some researchers believe violence and criminality are not core attributes of people of DP but rather behavioural manifestations of a higher level attribute (Cooke et al., 2004), while others focus on the positive applications of DP traits such as fearlessness, logical thinking, and composure (Durand, 2019).

Glenn and Sellbom (2014) postulate that Machiavellianism and narcissism are subordinate traits or features of psychopathy. Persson (2019) writes that measures of Machiavellianism reflect psychopathy and narcissism. Further, several types of narcissism have been identified, the most discussed being grandiose narcissism, associated with high self-esteem and interpersonal gregariousness, and vulnerable narcissism, associated with pervasive negative affectivity and a distrustful and anxious attachment style (J. Miller et al., 2022).

Shafti (2019) postulates that NPD and ASPD share the same core as they have higher levels of similarity than difference, including a tendency to be tough minded, glib, superficial, exploitative, and lacking in empathy.

There is also considerable variation in the focus and knowledge of researchers in the areas of narcissism, Machiavellianism, and psychopathy. Researchers generally focus on one of the constructs only, which tends to result in a limited awareness of or investment in the other constructs. Some researchers focus on the DT, which is a subset of people of DP who are nonincarcerated, nonforensic, and/or nonclinical, meaning not in jail, not in the criminal justice system, and/or not in treatment. This brings a fragmentation to data collection and a limited ability to see a bigger picture.

There is, too, the important issue of researchers using continuums of normal personality to assess people of DP, which was discussed in Chapter 1. Over the past three decades, there has been a global trend towards using dimensions or continuums of normal personality, rather than categories, to assess people for personality disorders (Wiggins & Pincus, 1989), and this approach has substantial support.

There is an enormous body of literature that demonstrates the value of the Five-Factor Model (FFM) for understanding general personality. The FFM comprises five overarching dimensional traits—neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness—that are used as a valid model to understand an individual's personality features, including people of DP. The NEO Personality Inventory–Revised (NEO-PI-R; Costa & McCrae, 2008), a model/measure developed from the FFM, uses six facets for each of the

five personality factors to provide a more nuanced understanding of an individual's personality. For example, the trait 'neuroticism' has several questions that assess an individual's presentation on six subfacets: anxiety, hostility/anger, depression, self-consciousness, impulsiveness, and vulnerability to stress.

This continuum approach to identifying people of DP may not, however, be nuanced enough to adequately discern the personality characteristics of those with DP (Dillien et al., 2021). Shedler et al. (2010) assert,

> Mental health professionals think in terms of syndromes or patterns, not in terms of deconstructed subcomponents or in terms of 30-plus separate trait dimensions to be rated. Clinicians see coherent patterns of interrelated processes where untrained persons may see confusion. (p. 1026)

Shedler et al. (2010) make the important point that our objective in attempting to identify traits is clarity so that people of DP may ultimately be identified and treated, if this is indeed possible, and those around them and in the broader community can be protected.

If models are not relevant to the work of practitioners, then of what use are they to the population at large? Multiple researchers have discussed the need for new, different, and more adequate forms of data collection to gain deeper insight into people of DP (Hilbig et al., 2015; Kowalski et al., 2021; J. Miller et al., 2017; Muris et al., 2017; O'Boyle et al., 2015; Vazire & Carlson, 2011; Widiger & Boyd, 2009).

In 2019, the late Samuel Chandler Dobbs Professor Scott Lilienfeld, a past president of the Society for the Scientific Study of Psychopathy and a prolific researcher and cocreator of the first model/measure to assess psychopathy across forensic and nonforensic populations (Lilienfeld & Andrews, 1996; Lilienfeld & Widows, 2005), provided the following comments during my fact-finding discussions with him:

> I think the psychopathy literature should slow down. One of my biggest criticisms is that a lot of papers are being churned out without a lot of thought, we are all rushing to

publish lots of papers, myself included. I think we need deeper philosophical and conceptual analysis of what these different traits really are. There are analytical versus empirical considerations in science, and we rush too quickly to empirical questions which are data-based but there are analytical questions too which are more conceptual. I think some of these measures like my own [Psychopathy Personality Inventory–Revised or PPI-R] and Bob's [Emeritus Professor Robert Hare's Psychopathy Checklist–Revised or PCL-R] have been helpful but to some degree some of these measures have hindered the research because most people start with a particular measure. (S. Lilienfeld, personal communication, 19 April 2019[1])

This discussion with Professor Lilienfeld was a key driver in the formulation of the research approach devised for this PhD research. Other researchers have also discussed the need to refine, simplify, and clarify rather than to continue researching overlapping, contradictory conceptualisations (Kay & Arrow, 2022; Kowalski et al., 2021). A deeper and more aligned international understanding of those who actively violate social norms and harm others, it is proposed, will result in the ability to understand and recognise patterns of behaviour in people of DP, allowing early detection or prevention of harm, resulting in greater quality of life, decreased morbidity, and greatly reduced premature mortality rates.

Before moving onto the chapter about the research approach, it is important to highlight some findings from the literature relating to the attributes of people of DP and specific areas of contention.

2.4 Areas of Contention Regarding Attributes of People of Dark Personality

The topics addressed in this section represent attributes that attract a high level of contention based on a review of the literature. They include the fundamental nature of those

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[1] S. Lilienfeld is the recent past president of the Society for the Scientific Study of Psychopathy and joint creator of the first tool to measure psychopathy across both offender and nonoffender populations. Cited with permission, including use of name.

of DP (Muris et al., 2017), control, power, and dominance (Dahling et al., 2009; E. Katz, 2022), impulsiveness versus strategic orientation (Hicks et al., 2004; D. Jones & Paulhus, 2011b), the nature of sexuality (Forth et al., 2021; Serin et al., 1994), transparency and information usage (Anand et al., 2021), grooming and impression management (Becker & O'Hair, 2007), sadism, including deriving pleasure from causing harm, pain, discomfort, and humiliation to others (Blötner & Mokros, 2023; Holt et al., 1999), and instrumental aggression (Blais et al., 2014). In addition, victim vulnerability including target choice is included as it has attracted more recent attention in the literature (Wheeler et al., 2009). While there are several other issues that could be included in this section, these are the key issues that reflect most controversy in the literature.

2.4.1 The Fundamental Nature of People of Dark Personality

Machiavellians and narcissists may be more of an interpersonal irritant than a threat. (Paulhus & Williams, 2002, pp. 561–562)

Psychopaths are shameless in their actions against others, whether it is murdering someone in a calculated, cold-blooded manner, manipulating law enforcement during an interview, or claiming remorse for actions, but blaming the victim for the crime. (Babiak et al., 2012, p. 4)

Charming, aggressive, carefree people who are impulsively irresponsible but are good at handling people and looking out for number one. (Widom, 1976, p. 675)

Soul murder. … is the deliberate attempt to eradicate or compromise the separate identity of another person. The victims of soul murder remain in large possessed by another, their souls in bondage to someone else. (Shengold, 1989, p. 2)

These quotations from researchers all describe people of DP, yet they are of very different nuance, indicating inconsistency regarding perceived malevolence of people of DP.

For example, Paulhus and Williams (2002) discuss Machiavellians and narcissists as 'interpersonal irritants,' indicating they inflict only mild discomfort, whereas Shengold (1989) discusses people of DP as murderers of the soul, implying a far more substantial and deep harm. Widom (1977) describes people of DP as 'carefree' in a newspaper advertisement inviting noninstitutionalised people of DP to participate in a study (p. 675), whereas Babiak et al. (2012) describe their actions of harm as 'cold-blooded' and them as 'shameless' (p. 3). There seems to be an incongruence between these descriptors.

Muris et al. (2017, p. 183), in their meta-analysis of the DT research literature, question whether DT traits are sufficiently distinct and argue that the way they are currently measured may be too simplistic to capture the malevolent core of people of DP.

Potential reasons for lack of consistency in understanding malevolence in people of DP discussed in Chapters 1 and earlier in this chapter include the accuracy of assessment tools, the difficulty of exposure of malevolence in those who are higher functioning, and the siloed approach to research.

Coercive control is a widely recognised form of intense, longstanding, and usually inescapable psychological 'violence' (Bishop & Bettinson, 2017). Coercive control, which engages behaviours common to psychopathy, Machiavellianism, and narcissism and is considered a criminal act in domestic relationships in countries such as England, New Zealand, and some states of Australia, is rarely referred to by personality researchers (M. Dutton & Goodman, 2005; Robinson et al., 2018).

There also seems to be an arbitrary delineation in the DP literature regarding the severity of malevolence between those incarcerated and those outside the criminal justice system. Higher functioning people of DP are generally attributed more sanitised versions of attributes and behaviours. This can be observed, for example, in the literature relating to people of DP and sexual behaviour (e.g., Jonason et al., 2010).

Inconsistency in the literature relating to the fundamental core of people of DP is an issue that needs to be addressed if we are to gain a deeper understanding of people of DP.

2.4.2 Control, Power, and Dominance

The pursuit and enjoyment of power, control, and dominance is discussed as a fundamental attribute in people of DP by some personality researchers (Babiak et al., 2012; Carbone & Black, 2020; Dahling et al., 2009; Ekizler & Bolelli, 2020; D. Jones & Paulhus, 2009; Kajonius et al., 2015; Rieber & Vetter, 1994) but is given little if any attention by others. Hirschi and Jaensch (2015), in an article about narcissism and career success, do not mention the words 'control' or 'power' in the descriptive introduction. It is only halfway through the second page of the article that a 'desire for power' (p. 206) is mentioned and then only briefly.

Hare, developer of the most highly utilised tool to identify psychopathy, the PCL-R, with Hare's colleague Jones writes, 'Individuals with a high score on the PCL-R are grandiose, deceptive, superficial, manipulative, affectively shallow, lacking in empathy, guilt, or remorse, irresponsible, and impulsive, with a tendency to ignore social conventions and mores' (D. Jones & Hare, 2016, p. 580). The words control, power, and dominance are not mentioned.

DeShong and colleagues (2017), in an article on Machiavellianism, do not mention the words power, control, or dominance in their introductory descriptive paragraph but do include all of the following: 'an avowed belief in the effectiveness of manipulative tactics in dealing with others,' 'a cynical view of human nature,' 'an amoral outlook that puts expediency above principle,' 'cynical,' 'pragmatic,' 'misanthropic,' 'immoral beliefs,' 'emotional detachedness,' 'agentic and self-beneficial motives,' 'strategic long-term planning,' 'manipulation and exploitation,' 'deception and duplicity,' 'suspicious of others,' 'cold and calculated approach to life,' 'forgo short-term goals for long-term ones,' 'less likely than individuals high in narcissism and psychopathy to become aggressive when provoked,' 'may commit theft when there is little to no chance of being caught,' 'elevated personality dysfunction,' 'experiencing positive affect when exposed to sad stimuli and negative affect when exposed to a neutral stimulus,' 'lower trait emotional intelligence,' 'lower empathy,' 'elevated alexithymia,' 'negative workplace behaviours,' 'unsupportive leadership,' and 'counterproductive workplace behaviours' (p. 218).

According to Zin et al. (2011), in contrast, power and control is crucial to people of DP as it empowers individuals to manipulate people and situations so they can achieve their goals that are often associated with status or material wealth (Verbeke et al., 2011; D. Wilson et al., 1996) and with less tangible outcomes such as pleasure and superiority (Moshagen et al., 2018).

Dahling et al. (2009), in their assessment tool for Machiavellianism, the Machiavellianism Personality Scale (MPS), included 'desire for control' as one of four high-level factors. In Kirkman's (2005) in-depth study of women who had partnered men living in the community who met all or most of the criteria for psychopathy, based on women's reporting using the Hare P-Scan (Hare & Herve, 1999), 60% of the men did not commit physical violence but engaged in coercive control, emotional abuse, and psychological torture, including the implementation of rules and punishment, character assassination, and controlling eating and sleeping. Women in the study reported the creation of a climate of fear that terrified them and served as a means of domination or control.

Behavioural researchers discuss control in great depth and breadth. Plante et al. (1996), in their paper on research into child sexual abuse by Roman Catholic priests, discuss control and power as a key issue in the dynamics of sexually abusing clergy resembling incestuous relationships. Hornstein (1996) describes abusive leadership in communities as that where the key objective is the control of others primarily using fear and intimidation. Ashforth (1994) asserts that the core driver of petty tyranny in organisations is when one 'lords his or her power over others' (p. 755). The distinction of informational power is discussed in the behavioural literature as a source of control (Lehmann et al., 2012).

E. Katz (2022) describes the devasting impact of coercive control on victims/survivors of intimate partner violence, explaining how it undermines a person's ability to have their own needs met without fear and anticipation of psychological harm. Monckton Smith (2020) discusses power and control as the ultimate driver in situations of domestic violence involving coercive control. Stark's (2009) work discusses coercive control as a liberty crime that erodes personal freedoms and choice, resulting in a state of subjugation in the victim.

Steel (2022), in their book on cults, says, 'Cults … are systems which utilise coercive control, whereby their truth is the absolute and only truth, and no opposing view is tolerated' (p. 7). Steel discusses strategies used to control in cults including isolating, restricting food, criticism and confession, sleep deprivation, claim to higher power, 'gaslighting,' and 'testing.'

Overall, a drive for control, power, and dominance appears to be a key feature of people of DP, considering research from across the personality and behavioural research communities and across different fields of study.

Nevertheless, the attribute is not included in some of the key assessment tools intended to identify people of DP, such as the PCL-R (Hare, 2003) and the NPI (Raskin & Hall, 1979). The subject of control, power, and dominance would benefit from further research to understand whether it is indeed a key feature of people who actively violate social norms and harm and disadvantage others by conscious choice.

Another area of considerable contention in the literature is the feature of impulsiveness.

2.4.3 Impulsiveness vs Strategic Orientation

The true psychopath is in a sense the least impulsive of them all. (Karpman, 1948, p. 527)

One of the key issues of contention in the personality literature relates to whether those of DP have an impulsive/short-term or a strategic/long-term orientation. This issue is argued primarily in the psychopathy field where an overwhelming amount of literature maintains psychopaths have an impulsive/short-term orientation (Hare, 1985, 2003; Hare & Neumann, 2008; Hart & Dempster, 1997; D. Jones & Paulhus, 2011b; McCord & McCord, 1964).

Poythress and Hall (2011) comment that 'the assertion psychopaths are impulsive has become almost a mantra in the literature' (p. 121). The PCL-R (Hare, 2003) includes impulsiveness as one of its 20 key traits. The Psychopathy Personality Inventory (PPI; Lilienfeld & Andrews, 1996) includes 'carefree nonplanfulness' (p. 496) as one of eight key

factors, as does the revised version (PPI-R; Lilienfeld & Widows, 2005). Carefree nonplanfulness represents impulsivity with lack of concern for long-term consequences.

Some personality researchers, however, assert psychopaths are considered and strategic (Levenson, 1993; Poythress & Hall, 2011; Wells, 1988). A study of 125 Canadian criminal homicide offenders found that 93.3% of the homicides carried out by psychopathic offenders were instrumental—that is, 'associated with premeditation, motivated by an external goal and not preceded by a potent affective reaction' (Woodworth & Porter, 2002, p. 436).

Mullins-Sweatt et al. (2010) found that high-functioning psychopaths were not irresponsible or impulsive. Babiak et al. (2010), in a business study that involved collection of performance review and 360-degree feedback data on senior people, found that participants with high psychopathy scores held high-ranking executive positions in their companies, had been invited to participate in management development programs, and did not exhibit impulsive behaviour.

Karpman (1948) asserts there are two types of psychopaths: primary and secondary. Behavioural manifestations are similar in both types; however, secondary psychopathy is driven by environmental influences such as poor parenting, whereas primary psychopathy is seen as idiopathic (Blackburn et al., 2008; Drislane et al., 2014). Some authors contend that secondary psychopaths are impulsive, while primary psychopaths have a strategic orientation (Yildirim & Derksen, 2015). Other personality researchers also discuss two different types of psychopaths, with one group being more impulsive and the other more measured (Babiak et al., 2012; Hicks et al., 2004).

Wells (1988) argues that psychopaths only appear impulsive because we do not understand their worlds and that they are indeed strategic and goal focused and execute swiftly when an opportunity presents. Woodworth and Porter (2002) agree that 'it may be that impulsivity in psychopaths has less to do with a lack of control than with conscious decision making that depends on a rapid consideration of the gravity of the consequences' (p. 443).

According to some researchers, Machiavellians have a strategic orientation (Christie & Geis, 1970; D. Jones & Paulhus, 2011b). Others consider Machiavellianism the same

construct as primary psychopathy (Lee & Ashton, 2005; McHoskey et al., 1998). Narcissism has been found to be positively correlated with impulsivity (D. Jones & Paulhus, 2011b; Vazire & Funder, 2006).

In the behavioural literature, the research points to the actions of people who actively violate social norms and harm and disadvantage others by conscious choice being considered and strategic. Some of the research that reflects this, for example, includes Thompson's (2020) work on cults, Walsh's (2013) research on elite sport and the actions of Lance Armstrong, E. Katz's (2022) research into coercive control in domestic relationships, Raine and Kent's (2019) work on child sexual abuse in religious settings, and Chapman et al.'s (2019) paper on 'black swan' spinal surgeons who kill and maim with malicious intent.

The subject of impulsivity versus planned approach is one of the most fiercely argued issues of contention in the DP literature and warrants further exploration.

2.4.4 Sexuality and Sexual Expression

One of the manifestations of [dark personality] in me is an ambivalence towards sex and sexual orientation. … we don't observe social norms, we don't have a moral compass, and we have a fluid definition of what is right and wrong. (Thomas, 2013, p. 241)

Thomas (pseudonym) is a former law professor who purports to be of DP. Thomas (2013) authored a book on her experiences of and attitudes to the world and others, entitled *Confessions of a Sociopath*, of which sexuality is a key topic of exploration.

There is a prolific literature base in the personality research field regarding sexuality and people of DP that covers sexual expression, sexual promiscuity, sexual deviancy, and sexual criminal behaviour (Harris et al., 2007; McHoskey, 2001; Porter et al., 2003; D. Turner et al., 2014); however, a consensus view of how sexuality plays out in people of DP is not apparent.

In the nonforensic, subclinical DP literature, discussion regarding sexuality includes infidelity, multiple casual relationships, sexual promiscuity, exploiting others in short-term social contexts (Foster et al., 2006; Jonason et al., 2009), poaching those already in relationships (Jonason et al., 2010), voyeurism and exhibitionism (van Bommel et al., 2018), and using sexuality as a manipulative weapon during gamesmanship and for goal attainment (Brewer & Abell, 2015).

In incarcerated populations, the personality literature focuses on people of DP and coercive sex (Serin et al., 1994), paedophilia (Porter et al., 2009; D. Turner et al., 2014), incest (Firestone et al., 2000), intimate partner violence (Cunha et al., 2021), and mixed child molesters/rapists (Porter et al., 2009). Porter and colleagues (2009) found that offenders with histories of both child sexual offending and adult rape had the highest levels of psychopathy, with 64% of such offenders having high scores on the PCL-R. Rice and Harris (1997) found that sexual offenders who were both sexually deviant and psychopathic were most likely to offend.

Despite prolific amounts of data regarding people of DP and deviant sexuality, the difference in assessment tools in this area is profound. Only one statement of the 154-statement PPI-R self-assessment tool relates specifically to sexuality: 'The opposite sex finds me sexy and appealing' (Lilienfeld & Widows, 2005, p. 3). Of the 20 traits of the PCL-R, two relate to sexuality. One is 'promiscuous sexual behaviour' defined as 'multiple partners; impersonal/casual/trivial relationships; simultaneous multiple relationships; frequent infidelities; prostitution; willingness to participate in a wide variety of sexual activities; and coercive sex including potential sexual assault charges' (Hare, 2003, p. 41). The other is 'many short-term marital relationships' (Hare, 2003, p. 44).

In the behavioural research areas, there is a large base of data and research on people who actively and malevolently violate social norms and harm or disadvantage others by conscious choice and antisocial sexual behaviours. Dale and Alpert (2007), in their work on child sex abuse in the Catholic Church, argue that 'guilty priests are child predators who differ little from other child predators' (p. 60). Lehmann et al. (2012), in their Checklist of Controlling

Behaviours (CCB) in abusive relationships, include sexual abuse as one of the 10 subscales that includes the following elements:

> Physically forced me to have sexual intercourse, pressured me to have sex when I said no, reassured or forced me into other unwanted sexual acts (oral, anal, etc.), treated me like a sex object, inflicted pain on me during sex, pressured me to have sex after a fight, was insensitive to my sexual needs, made jokes about parts of my body and blames me because others found me attractive. (pp. 926–927)

Dayan (2018) examines cults from the legal, criminological, and sociological aspects in relation to sexual abuse of adults and purports conditions created in cults make it almost impossible for people to refuse sex, if requested or demanded by the cult leaders, with the cult leaders themselves or with others. Lalich (1996) discusses daily control of sexuality and sex lives in cults and overt abuses such as arranged marriages, forced sexual activity with the leader, and rape. Erooga et al. (2020) researched what they refer to as 'powerful perpetrators' in the broad population, who use position, reputation, wealth, and/or power to become influential members of their organisations to gain access to children.

There is substantial data that support the point that people of DP have deviant sexual interests and behaviours, but how the overarching attribute might be comprehensively defined in a way that captures the breadth and nuance of the antisocial sexuality attribute is not clear. In addition, incarceration is a constructed delineation that relates to sample population choice; however, some researchers attribute greater depth of 'immoral' antisocial sexual behaviours to those who are in jail. There may be other factors that preclude the incarceration of some people of DP engaging in equally as immoral antisocial sexual behaviours. It is hoped this research will provide greater understanding of the manifestation of sexuality in people of DP across the human population.

2.4.5 Transparency and Information

Never tell anyone the real reason you did something unless it is useful to do so. (O'Boyle

et al., 2012, p. 558)

Transparency is another issue that is given considerable importance by some researchers while being ignored by others in relation to people of DP and their actions. Personality researchers point out that Machiavellians are highly proficient at concealing their true intentions (Bereczkei, 2017; Czibor & Bereczkei, 2012) and are also effective at covering their actions and minimising risk of exposure (Geis & Moon, 1981). Self-disclosure is done strategically to achieve goals (Brown & Guy, 1983).

Machiavellians are less likely to engage in altruistic behaviour, except as a tactic to get what they want (Becker & O'Hair, 2007). In one DT study, Machiavellianism scored highly on extrinsic social religiosity, showing that Machiavellians may use religion to achieve personal goals (Aghababaei et al., 2014).

Babiak and Hare (2006) highlight a complex set of behaviours in higher functioning psychopaths that involves clever impression management and secrecy. They found corporate psychopaths manipulated their networks in a preferred one-on-one capacity to gather data, enhance their own reputation, spread disinformation, and create conflicts and rivalries to prevent others from sharing information that might uncover the deceit. Wells (1988) points out that higher functioning psychopaths use a range of covert strategies to maintain secrecy and often engage in more coercive antisocial behaviour than being openly aggressive, a premise supported by other authors who similarly highlight the utility of passive and indirect aggression (Einarsen et al., 2007; Irtelli & Vincenti, 2017).

Psychopaths can react strongly when their plans or motives are made transparent. They often punish those who expose them and put considerable effort and energy into this endeavour (Wells, 1988), which discourages further exposure.

Behavioural researchers in the fields of, for example, cults, domestic violence, toxic leadership, elite sport, and religion also explore the area of covert activity, hiding true

intentions, secrecy, and maintaining the silence of others by those of DP as well as extensive assessment tools to gather data about others (Havard & Lefevre, 2020; E. Katz 2022; Steel, 2022; Raine & Kent, 2019; Walsh, 2013). There is considerable discussion regarding the use of intimidation to silence people, isolation and punishment of potential exposers, use of personal information against others, and maintaining a distance with or destroying the reputation of parties who may be able to expose the truth.

The existing DP assessment tools do not appear to give the attention to this issue that it deserves. The ability to achieve goals through sophisticated and complex manipulations of people using fact and fiction, the prevention of exposure of deceit through pitting people against each other, the masquerade of authentic motivation, and the ability to maintain secrecy of motive are discussed throughout the literature but in a way that is dispersed. This subject requires deeper examination for clarification of how this attribute manifests in people of DP, which would also be useful in the ultimate reduction of harm from people of DP. This study is intended to gain greater insight into this area.

2.4.6 Grooming and Impression Management

Sophisticated and complex impression management or 'grooming' of others by people of DP has been confirmed through several research techniques including self-reports, informant reports, peer reports, and immediate manager reports and is well established in the personality research literature (Becker & O'Hair, 2007; Fennimore & Sementelli, 2016; Ickes et al., 1986; D. Jones & Paulhus, 2009).

Techniques for impression management include attributing blame for nefariousness to the victim (Babiak et al., 2012), avoiding any form of transparency regarding manipulative and underhanded techniques (Wells, 1988), promotion of an image of perfection, capability, and strength while concealing vulnerability and weakness (Sherry et al., 2006), and a complex form of gaining and giving information in one-on-one contexts that undermines threats and builds on their reputation (Babiak et al., 2010).

Despite a well-established base of research, some researchers demonstrate a different interpretation of this concept. Shepperd and Socherman (1997) suggest people of DP are domineering, purveyors of strength, and would be unlikely to display weakness as a strategy. A review of the research suggests people of DP play whatever role they believe optimal for grooming and influencing. Acting helpless is one of them (D. Jones & Paulhus, 2009).

In a paired exercise where people high in Machiavellian traits were found less likely to cheat and encouraged their partner not to cheat either, Bereczkei (2017) proposed Machiavellians were avoiding being manipulated; however, some of the literature would suggest these actions are about impression management rather than avoiding manipulation (Gunnthorsdottir et al., 2002).

Some researchers confirm the importance of the maintenance of longer term relationships or marriages in higher functioning people of DP as a means of hiding their true nature (D. Jones & Paulhus, 2011a). It is plausible to extrapolate that people of DP may preserve other structures for personal gain and personal pleasure such as religion and not-for-profit organisations (Plante et al., 1996; P. Smith et al., 2009). Similarly, those of DP might work to maintain and preserve a corporate structure, thereby creating value for shareholders and themselves if they have options in the company, as a source of power, control, and wealth (Kessler et al., 2010).

Bereczkei (2017) discusses 'pretended altruism' (p. 108) as a strategy used for impression management. According to Becker and O'Hair (2007), 'Machiavellians may be more likely to enact organisational citizenship behaviours that maximise their likelihood of garnering attention for their actions' (p. 253).

The PCL-R's corporate derivative, the B-Scan 360, conflicts with some of the literature discussed in this section. The B-Scan 360 includes the attributes 'unreliable,' 'unfocused,' 'impatient,' and 'no planning' (Mathieu et al., 2013), which prohibits those of DP from successfully maintaining the position of chief executive officer (CEO), executive, or board director.

Grooming is discussed extensively in the behavioural literature, including in cults, child sex abuse, coercive control and domestic violence, predatory behaviour, children, and many more (Cusack, 2022; Raine & Kent, 2019; Wiener, 2017; Winters et al., 2017).

Once again, the grooming of others to support a person of DP to inadvertently attain their goals and their use of impression management techniques are not consistently addressed in the literature or in existing assessment tools designed to identify people of DP.

2.4.7 Sadism

Conflicting ideas are evident in the literature on sadism, and these ideas are argued vigorously by several researchers. Hare et al. (1999) positions sadistic personality disorder (SPD) as a separate conceptualisation to psychopathy. Hare and his colleagues define SPD using the attributes included in the *DSM-III*, including 'gets others to do what he or she wants by frightening them (through intimidation or even terror)' and 'is amused by or takes pleasure in the psychological of physical suffering of others (including animals)' (p. 574). Sadism has never been a trait or feature contained in the PCL-R.

Buckels et al. (2013) claim sadism is an attribute that is only found in a subset of people of DP. They add 'everyday sadism' to the DT, as a fourth dimension, calling it the dark tetrad.

Buckels and colleagues' research, through which they added everyday sadism to the DT as a separate trait, was based on experiments conducted in a lab. The first involved participants selecting one of four available activities and one that included killing insects. Sadists were said to be those who chose killing bugs at greater rates than did other participants. The second experiment involved a computer game in which college student participants were able to deliver white noise blasts to another participant under set conditions. Sadists were said to be those that were willing to work for the opportunity to deliver the white noise blast, which was equated by the researchers to a willingness to deliver pain.

Studies of people who actively violate social norms and harm and disadvantage others in real life, however, show that sadism is likely to be an attribute common to all people of DP. In a study by Porter et al. (2003) on the relationship between psychopathy and the perpetration

of sexual homicide, 82.4% of the psychopaths exhibited some degree of sadistic behaviour in their homicides. Holt et al. (1999) investigated the prevalence of sadistic traits in 41 violent psychopathic and nonpsychopathic inmates at a maximum-security prison, and psychopaths were found to be significantly more sadistic than nonpsychopaths.

Some personality researchers assert sadism is common to a much higher proportion of people of DP than claimed by Hare and colleagues (1999) and by Buckels and colleagues (2013), while others assert sadism is potentially an attribute common to all psychopaths (Blötner & Mokros, 2023; Kay & Arrow, 2021; Roy et al., 2021). Research undertaken by behavioural researchers in fields such as cults, intimate partner violence, and corporate organisations, for example, shows that people of DP engage in behaviours to create fear and terror in others to maintain control and are amused by or take pleasure in the resultant suffering (Ashforth, 1994; Burris & Leitch, 2016; Thompson, 2020).

There are clearly very differing views about whether sadism is a shared attribute of those of DP. To build on the academic knowledge base and to assist with harm prevention, this was an issue of value to explore in the research for this PhD.

2.4.8 Instrumental Aggression and the Use of Intimidation

Crick and Dodge (1996), as behavioural researchers, discuss proactive and reactive aggression in adolescents in relation to bullying. They define bullying as proactive aggression or cold aggression, which is without emotion and used as a strategy to intimidate, while the 'victim' engages in hot aggression in a response that involves emotions such as fear and anger.

The business literature also identifies 'strategic bullying' as a method employed to gain outcomes (Ferris et al., 2007). In a 5-year longitudinal study of an organisation headed by a person with DP traits, Holland (2019) highlights typical statements from staff interviews including 'quite personal in attacks on me,' 'very aggressive,' 'continually being attacked,' 'shocked at what I was accused of,' 'ambushed,' 'adversarial attitude,' 'confrontational and intimidating style of management,' and 'bewildered and distressed at accusation' (p. 1045),

which Holland proposes are all considered forms of strategic action rather than emotional responses.

In the personality research community, the distinction between 'cold' or 'instrumental' anger and 'hot' or 'reactive' anger in people of DP is discussed but without consistency. Some personality researchers discuss instrumental aggression as being used strategically by those of DP to intimidate, punish, or set boundaries, while reactive aggression is exhibited when a sense of entitlement is challenged or in the event of exposure (Blais et al., 2014; Cornell et al., 1996; Glenn & Raine, 2009). Raine et al. (2006) created an assessment tool for measuring proactive and reactive aggression.

Given the discussion in parts of the literature about the frequent use of aggression by incarcerated populations with DP, and the use of intimidation tactics, including anger, in coercive control to maintain power and gradually destroy targets/victims, particularly in nonincarcerated populations, this distinction is worthy of further research.

2.4.9 Victim Vulnerability, Target Choice, and Predation

While personality researchers have more recently focused on the idea of victim behaviours, this concept was identified by behavioural researchers and explored in some depth around 50 years ago. Elias (1986) coined the term 'victim precipitation' based on a well-researched theory that victims inadvertently attract the hostility of potential perpetrators as a product of their own demeanour that may present as anxious, insecure, and vulnerable (Curtis, 1974; Drapkin & Viano, 1974; J. Neuman & Baron, 1998; Olweus, 1978; Padilla et al., 2007).

More recently, in the personality literature, research has shown there are nonverbal behaviours indicating vulnerability that people of DP can recognise and use to choose their targets. Issues such as body language, gait, facial expression, and stance present a picture of how robust a person is. Vulnerability can be identified rapidly and accurately by those of DP (Prabaharan, 2015; Wheeler et al., 2009).

A strong correlation between psychopathic leadership, low self-esteem in followers, and the expression of the leader's negative traits has also been established by personality

researchers (Barelds et al., 2018). In the behavioural research community, domestic coercive control research shows that people of DP often choose vulnerable partners (M. Dutton & Goodman, 2005).

Further attention to this area would be of value, particularly among the victim population that has been targeted by people of DP over long periods, to identify shared traits and/or behaviours among victims. The issue of victim choice has a predatory aspect to it, and as predating has been discussed as an issue that has received substantial discussion but remains unaddressed in models, it was deemed valuable to examine in this study. Further data not only add to the limited research available in this area, thus building on academic knowledge, but also facilitate the potential to educate and protect those who share the attributes and behaviours usually targeted by predators, thus potentially reducing and preventing harm.

2.5 Conclusion: Literature Review

The landscape regarding the attributes of people of DP is evidently complex and has resulted in decades of contention.

The creators of assessment tools for use in this field, such as those shown in Table 1, have created very different assessment tools that all purport to assess people who actively violate social norms and harm and disadvantage others by conscious choice. Some of these assessment tools have been validated using recognised approaches, while others have varied levels of acceptance, but none have been universally adopted. There are also different understandings of the attributes of people of DP and how they play out in different contexts, communities, and personal circumstances. The DT and dark tetrad conceptualisations were perhaps created as attempts to bring the many different models together; however, these conceptualisations have also created contention.

One of the key challenges in clarifying the attributes of people of DP has been accessing those of DP outside the criminal justice system to gain comprehensive and nuanced data about those of DP across humankind. Research on the targets/victims of people of DP

has been undertaken extensively by behavioural researchers but not so much by personality researchers. By addressing some of the barriers in the research approaches that have been used to understand the attributes of people of DP, discussed in this chapter, it is anticipated this project will contribute to the literature by helping to clarify issues of contention and to build on the information about attributes that are common to adult people of DP. It is also anticipated that the new and original insights derived from these research data might be used to inform current assessment tools or to create a more holistic model representing people of DP, ultimately contributing to reducing and preventing harm.

The literature review highlighted many issues that may be contributing to the lack of clarity and precision in measures representing people of DP. Further, the literature review provided considerable insight into issues of dissention, which may be worthy of further exploration. The following chapter discusses how the research approach for this study addresses the issues identified in this chapter as barriers to a more comprehensive, nuanced understanding of people of DP.

Chapter 3.

Research Approach

3.1 Introduction

The literature review on people of DP exposed substantial issues of contention regarding the motivations and attributes of those who actively violate social norms and harm and disadvantage others by conscious choice. It highlighted approaches to data collection that have been challenged in terms of their ability to collect representative information.

Further, it exposed a substantial number of potential barriers to a comprehensive and nuanced understanding of people of DP. These include polarised researcher views, siloed fields of research, difficulty in accessing data on people of DP outside the justice system, and a focus on information from simulations in laboratories rather than practitioners and real victim survivors/targets in some fields of study.

This chapter discusses how the research approach was developed to counter many of these potential barriers. It clarifies the overarching research problem and associated research questions. It addresses the philosophical perspective or lens from which the research was approached. It outlines the research methodology and specific research methods chosen for this project, including sampling, instrument development, data collection, and analysis, and the rationale for these choices. Best practice principles that were built into the research methodology to optimise conditions for successful achievement of research outcomes are put forward based on a substantial review of the literature. Finally, research implementation detail is discussed, including limitations and risks, as well as ethics considerations.

This chapter is, of necessity, long. The research approach is innovative, multistaged, and sophisticated, and the results challenge existing work in this field. Substantial detail was considered important for increased clarity and readability.

3.2 The Research Problem

3.2.1 Overview

There is substantial international contention regarding the shared attributes and behavioural manifestations of people of DP, from those incarcerated for overt, violent crime through to those living in respected communities with considerable status whose behaviours are less transparent, through to those who are neither incarcerated nor community leaders but share the same set of attributes. Data on incarcerated people of DP are substantial.

Data on people of DP outside the justice system are limited, and some of the research techniques used to collect information about this population, discussed in the previous chapter, were identified as being suboptimal for gaining deep insight into malevolent behaviours.

In addition, while researchers and practitioners in different fields working with, and/or working towards understanding, people of DP at times collaborate, this is infrequent. Further, if researchers venture outside their professional field to work with people in other fields on researching people of DP, it is often with those who share a common understanding of people of DP and is usually intended to gain support for a specific model or assessment tool (e.g., Babiak et al., 2012; Mathieu et al., 2013). That is, there are many researchers doing great work in DP, but they generally work in silos and may use research techniques and populations that are not optimal.

3.2.2 Silo-ism Among Research Fields: A Case Study

The lack of communication between and reference to other researchers' work outside one's own field in DP is apparent in publications by key thought leaders in the research areas of academia, domestic violence, and toxic leadership (Hare & Neumann, 2008; E. Katz, 2016; Tepper, 2000). In the three articles referenced in the previous sentence, the authors discuss identical attributes and behaviours common to people of DP yet do not reference each other's work or work within each other's fields.

E. Katz, a behavioural researcher and academic, discusses coercive domestic violence, including a focus on victim control; insidious methods of psychological, financial, and emotional abuse; minimising, denying, and blaming others for their own abusive behaviours; claims by the abuser of being the real victim in the relationship; and perpetrators presenting as charming and heroic (Elizabeth, 2015; Morris, 2009; Stark, 2007; Westmarland & Kelly, 2013). The research lens of Katz's work is feminist theory and does not include any reference to personality research.

Tepper's (2000) article on abusive leadership refers to deviant, antisocial, and counterproductive behaviours. It is grounded in several theoretical frameworks, including equity theory and social exchange theory, but references neither personality research nor research in domestic violence addressing the same behaviours.

The article by Hare and Neumann (2008) discusses psychopathy assessment tools used in clinical and forensic settings and includes measures common to deviant, antisocial, and counterproductive behaviours. The key thrust of the article is that Hare's PCL-R (2003) assessment tool is the most robust tool for assessing psychopathy across all populations, including those that are higher functioning such as domestic violence and abusive leadership. Hare and Neumann make only one reference to research from the domestic violence field, and that reference is to a domestic violence assessment tool based on Hare's PCL-R model (Harris et al., 2007). This model ignores the entire field of research on coercive domestic violence central to Katz's work and has a strong focus on physical violence.

In the domestic violence area, assessment tools exist that more effectively capture the broad range of behaviours inherent in domestic violence, particularly coercive control, which are likely more reflective of people of DP across the adult population (Lehmann et al., 2012; Stark, 2013) than the PCL-R-based measure/assessment tool.

While each of these papers is written by a highly respected researcher, this propensity for authors to operate within set paradigms compromises efforts to achieve cross-disciplinary clarity. That is, it cannot be stated with certainty that any researcher has full insight into the shared attributes of people of DP and how these attributes manifest behaviourally across

different socioeconomic groupings, personal circumstances, and contexts because of a siloed approach to research.

A comprehensive, nuanced understanding of people of DP is more likely to be exposed through bringing several research disciplinary perspectives together. In this research, it is unlikely that the research questions can be answered without input from many fields.

3.3 Research Questions and Parameters

This study was designed to answer two key research questions and several subquestions. The central research questions of this thesis are as follows:

1. What are the high-level, shared attributes of people (adults) who actively violate social norms and harm and disadvantage others by conscious choice, from those incarcerated for overt crime, to community leaders, to those who are neither incarcerated nor community leaders but nevertheless share the attributes of those of DP and whose behaviours are less overt but potentially just as harmful?

2. What are the specific behaviours that manifest from each of these high-level attributes across varying contexts, communities, and personal circumstances?

This thesis also addresses several secondary questions:

1. What is the key, fundamental, attribute of people of dark personality, that which drives the most behavioural manifestations?

2. What are the different types of harm that are inflicted by people of dark personality?

3. Do all people of dark personality break laws?

4. What are the features that influence whether a person of dark personality is incarcerated?

5. How effective and useful is a continuum model of normal personality in identifying people of dark personality?

The personality research community investigating psychopathy initially focused on attributes and behaviours in offender or incarcerated populations (Forth et al., 1990; Hare,

1980; S. Williamson et al., 1987). They then attempted to broaden their focus to include nonincarcerated communities (Cooke & Michie, 2001; Lilienfeld & Andrews, 1996). Later, 'white collar' or corporate populations became a focus for studying psychopathy (Babiak et al., 2010; Mathieu et al., 2013). At the same time, models and assessment tools for the conceptualisation of narcissism (Emmons, 1987; Raskin & Hall, 1979) and Machiavellianism (Christie & Geis, 1970; Dahling et al., 2009) were also being developed and tested.

Debate regarding the attributes contained in each of these three conceptualisations resulted in a research focus on attributes and behaviours.

Research into factors such as age, sex, geography, intelligence, and emotional intelligence, while pursued, has been far less prolific than the work on attributes, behaviours, models, and assessment tools (Lilienfeld et al., 2015; Vignali, 2018). Examples of some of the research done on other variables of people of DP include the work of Harpur and Hare (1994) and Götz et al. (2020) on age, Brown and Guy (1983) and Hamburger et al. (1996) on sex, L. Johnson (2020) and Meisel et al. (2016) on geography, Paulhus and Williams (2002) and Vitacco et al. (2008) on intelligence, and O'Connor and Athota (2013) and Jauk et al. (2016) on emotional intelligence.

It was not a primary objective of this research to collect data on these topic areas. It was anticipated that research responses may touch on areas such as socioeconomic status, age, geography, gender, intelligence, and others; however, it was not central to the current thesis research work. It was the intention of this research to use original and different research approaches to deeply explore common attributes across the population of adult people of DP, potentially shedding light on some of the long-term issues of contention. This, in and of itself, is an ambitious goal.

3.4 Research Philosophy and Theory

3.4.1 Introduction

Research is undertaken for the purpose of gaining knowledge, information, and data. When considering an approach to collecting information, philosophies and theories are important. Philosophy is the fundamental nature of knowledge, reality, and existence, especially when considered as an academic discipline. A theory is a set of propositions about relationships between various concepts (Liamputtong & Ezzy, 2005).

Two high-level distinctions that are philosophical in nature and important to consider in developing any research approach are ontology and epistemology. Ontology 'deals with the nature of being, or what exists, the area of philosophy that asks what really is and what the fundamental categories of reality are' (W. Neuman, 2014). There are two basic ontological positions or fundamental belief positions. One is that of realist and one is that of nominalist. Realists believe in the world as 'what you see is what you get,' that issues such as human emotions and experience can distort an established and shared reality. Critical realists are more measured in this philosophy and believe a few safeguards are important in research to counter these potential distortionary factors. Nominalists believe that the world is always viewed through the context of a person's background and experience.

The philosophy adopted in this research is that of critical realism (Archer et al., 1998). There is a reality that exists regarding attributes of people of DP. It is possible to control for context, personal circumstances, and emotional responses to those of DP and identify this reality.

Epistemology, the second philosophical consideration, relates to how knowledge is shaped. It asks how we know things and how we came to know these things. Traditionally, the central focus of epistemology is the 'nature and scope of knowledge' (Turri, 2013, p. 263). Tuli (2010) explains that 'epistemology poses the following questions: What is the relationship between the knower and what is known? How do we know what we know? What counts as knowledge?' (p. 99).

The theory on which a research approach is based, otherwise referred to as 'the research lens,' is a key element of research and can 'powerfully influence how evidence is collected, analysed, understood, and used' (Alderson, 1998 p. 1007). An understanding of theoretical frameworks in conducting research may minimise potential for error and avoid missing important insights while providing a framework for knowledge construction.

There are two broad epistemological theories or positions: positivism and interpretivism or constructivism. Positivism addresses general laws about relations between phenomena, particularly cause and effect, that are explored with the aim of proving or disproving (Egan, 1997). Alderson (1998) discusses social constructivism as a very different philosophy to positivism that rejects the perspective there is a single view or truth, embracing instead the philosophy that a range of views can be valid in different ways. Instead of being treated as agreed facts, like a solid road, phenomena are receptive to different influences and interpretations and are able to be moulded.

Other frameworks include grounded theory, phenomenology, and pragmatism. Strauss and Corbin (1994) define grounded theory as 'a general methodology for developing theory that is grounded in data systematically gathered and analysed' (p. 273). Phenomenology is primarily concerned with the systematic reflection and analysis of the structures of consciousness from a highly modified first-person viewpoint studying phenomena as they appear from a high-level perspective (Husserl, 2012).

3.4.2 The Pragmatist Research Theory

The theory of pragmatism is an approach that combines principles of both positivism and constructivism. Collis and Hussey (2014) point out that while positivism and interpretivism are two extreme, mutually exclusive paradigms about the nature and sources of knowledge, there is sometimes a need for researchers to 'modify their philosophical assumptions over time and move to a new position on the continuum' (p. 54). Pragmatists 'recognise that there are many ways of interpreting the world and undertaking research, that no single point of view can ever give the entire picture and that there may be

multiple realities' (Saunders et al., 2015, p. 144). Saunders et al. (2015) highlight that pragmatists are interested in solutions, and their research emphasises practical outcomes. Morgan (2007) illustrates how pragmatism can connect induction with deduction, subjectivities and objectivity, and context and generality and develop new terms of abduction, intersubjectivity, and transferability.

The theoretical philosophy underpinning this study is that of pragmatism. Pragmatism rejects the notion that behaviour inquiry can access the reality solely by using a single scientific method (Maxcy, 2003). Robson (2011) states that 'Pragmatism is almost an "anti-philosophical" philosophy which advocates getting on with the research rather than philosophising—hence providing a welcome antidote to a stultifying over-concern with matters such as ontology and epistemology' (p. 30).

Morgan (2007) discusses three principles that apply to the pragmatic approach. First, actions cannot be separated from the situations or contexts in which they occur and that instead of universal beliefs, there are warranted beliefs produced by repeated experiences. Warranted beliefs are provisional as it is not possible to experience the same situation twice, and worldviews can be individually unique as well as socially shared.

As the pragmatist approach combines aspects of positivism and constructivism, it has greater potential for addressing issues of dispute in the DP literature. This approach would include identifying the experiences and views of highly experienced practitioners using a constructivist approach and testing these views for commonality and consensus using a positivist approach.

3.4.3 The Value of the Pragmatic Research Theory: A Professional Anecdote

The importance of using more than one theory or lens from which to approach research, as in pragmatic theory, can be illustrated with an anecdote from the thesis author's experience in corporate organisations. The thesis author has worked with myriad organisational structures, leadership philosophies, cultural change interventions, and strategic frameworks, all as dynamic processes, in a 30-year career with large organisations and

executive groups (LinkedIn profile: linkedin.com/in/karen-mitchell-379ba515/). A change intervention implemented with a large corporation provides a useful platform to demonstrate how the decision was made regarding the theoretical approach to this research.

The CEO of this corporation had heard about requisite organisation theory (ROT) (Jaques, 1989) and wanted it implemented in his organisation. ROT is a science-based management theory developed over decades of prolific research by Canadian Elliott Jaques (1989). The thesis author was appointed to the project team for the corporate intervention, and while the thesis author was experienced in working with organisations on complex change interventions, they had not been exposed to Jaques' work. The thesis author set about researching ROT and found that Jaques' model was based on the premise that people's emotions, such as envy, greed, and fear, can drive negative behaviours in organisations. Jaques believed clarity in structure, function, and role could provide a safe base, allowing the greatest capacity for innovation and creativity, ultimately maximising profit. Jacques states, 'Requisite institutions are those institutions whose articulated structure and functional arrangements provide solidly regulated conditions of trust in working relationships, and hence of authority with freedom and justice' (p. 132).

Jaques (1989) discovered that the time horizons of levels of work are remarkably consistent regardless of the specifics of the industry or organisation, and ROT includes an established number of hierarchical levels based on decision-making complexity and the timespan of decision-making, known as management accountability hierarchies. Roles are clearly articulated, managers are attributed strict accountability for hiring, firing, and managing, and appropriate resources are made available to each manager to manage. Methods are developed to measure individual capability in decision-making and other areas, so people can be assigned to roles with best fit.

Two comments by Jaques (2017), however, were concerning: 'We don't have to love each other or even like each other to work together' and 'This approach is decidedly optimistic about human nature' ('Introduction'). Herein lies the weakness of an otherwise excellent management theory—the varied nature of human beings.

People who prefer order, are motivated by control, and are willing to engage in behaviours that may disadvantage others to maintain that control are drawn to the ROT ideology, as are people who like to use facts to quash views that might threaten their sense of control and who are drawn to science and mathematics because they contain principles that can be proven (Doig, 2006; MacKinnon, 2006). Not surprisingly, one of the first and major users of ROT was the U.S. Army, where uniformity, regulations, and rules are a cornerstone (Jaques, 2017). People who place value on good work relationships, where values are taken into consideration and require a more consultative approach to work, are not as enamoured with this approach if it is not implemented with balance. The thesis author observed during implementation of the ROT program that the clarity of structure, hierarchy, and role did indeed provide great certainty that was beneficial for many employees. An exodus of talented people occurred at the same time, however. The thesis author reflected on this.

The work of the thesis author is traditionally grounded in systems theory (ST; D. Katz & Khan, 1978). ST focuses on arrangement of and relations between the parts of an organisation and how energy and passion could be released within it, with the organisation continually adapting and improving. The career focus of the thesis author has generally been ST and culture and how entities interact with other systems both within and outside the organisation. This work has involved supporting organisations to develop high-performance cultures (Collins & Porras, 2005) through creating a core ideology that is powerfully integrated into all systems in the organisations. A key objective has been to unleash discretionary energy (Fay & Sonnentag, 2010), resulting in increased profits. The process had key steps, but these steps were organic in nature, never looked the same, and involved substantial consultation and ownership of the process by staff. While it could seem somewhat unstructured, the intervention brought results. It could have been further enhanced, however, by a focus on structure, roles, and accountabilities, per ROT theory.

The two approaches, ROT and ST, are complementary and augmenting.

Both approaches of ROT and ST are designed to gain the best outcome from a community. The international field of researchers studying people of DP is also a community

striving for best outcomes regarding understanding the nature of people of DP. ROT could be positioned as representative of the positivist theory and ST as representative of interpretivist theory.

What the thesis author observed within the research approaches and academic papers of the DP personality research community during the extensive literature review is that positivist research theory is generally held in greater esteem internationally and is engaged in more widely by personality researchers in the field of DP than is interpretivist theory. The risk is an accompanying loss of talent and quashing of ideas from research approached with an interpretivist theory, as observed in this example.

In a topic area such as DP, where there is considerable disagreement, using theories of both positivism and interpretivism has the potential to provide optimum research results. Roth and Mehta (2002), in their paper 'The Rashomon Effect Combining Positivist and Interpretivist Approaches in the Analysis of Contested Events,' assert that use of both approaches can indeed enhance research outcomes. They illustrate this using contested events: two case studies of lethal school shootings near Paducah, Kentucky, and Jonesboro, Arkansas, in the United States.

Sanchez et al. (2023) also used a joint positivist and interpretivist approach to reach an optimal outcome in addressing preconceived assumptions about expatriate management of overseas subsidiaries that was stalling international business research.

Essentially, a pragmatist approach to research, combining both positivist and interpretivist lenses, has the potential to provide the most comprehensive, nuanced, and representative results. This was the approach chosen for this research.

3.5 Research Methodology and Methods

3.5.1 Introduction

A methodology is a plan of action. Research methodology refers to the techniques and processes used to select research participants and collect, process, and analyse data, and

includes the rationales for these choices (Kumar, 2019). Understanding the detail of the research methodology is important in examining any research outcomes because it allows the person reviewing the results to assess the validity and reliability of the data.

One of the most important elements of methodology is the method or methods chosen to collect data. There are three key methods for data collection: quantitative, qualitative, and mixed methods.At its most basic level, quantitative research can be defined as research that uses numbers as data, while qualitative research can be defined as research that uses words as data (Braun & Clarke, 2013). Quantitative data are analysed by numerical comparisons and statistical inferences, while qualitative data are descriptive and usually analysed by themes based on written or verbal descriptors (Minichiello et al., 1990; Winter, 2000). Quantitative research methods have been practised for more than four centuries and are based on a belief in a singular objective reality (Alderson, 1998; Nicholls, 2009).

Biggerstaff (2012) discusses a major shift in thinking from a purely scientific approach to research to an one that also encompassed social and environmental contexts (Barnes, 1974; Peshkin, 1985). Pickering (1992) defines this shift as the 'sociology of scientific knowledge [SSK],' arguing that SSK's position is that science is 'interestingly and constitutively social all the way into its technical core' (p. 1). Qualitative research, based more on an interpretive paradigm, is exploratory in nature, thus enabling researchers to gain information in areas where knowledge is limited or conflicting (Dickson-Swift et al., 2007; Liamputtong & Ezzy, 2005).

In the area of human behaviour, there has been a longstanding debate regarding the merits of engaging either qualitative or quantitative research techniques (Biggerstaff, 2012; Howe & Eisenhart, 1990; Ragin, 2014; Silverman, 2016; J. Smith, 1996). Quantitative technique methods include self-administered surveys, telephone, and online and in-person surveys, among many others (Cooper et al., 2003; Thomas, 2003). A rating scale or closed questions on a questionnaire generates quantitative data as these produce either numerical data or data that can be put into categories, such as 'yes' or 'no' answers (Cooper et al., 2003). Qualitative technique methods include the case study, which is an in-depth exploration of a

small number of items (Gerring, 2006); the structured and semistructured interview, which is a one-on-one verbal process in which an interviewer asks a series of questions of established or semi-established questions of an interviewee (Myers & Newman, 2007); the focus group, which is an informal, moderated group interview process designed to elicit feelings, ideas, attitudes, and perceptions (Morgan, 1996); visual research (Margolis & Pauwels, 2011); action research (Banister, 2011); the interview with content analysis (Exline & Eldridge, 1963); discourse and discourse analysis (Johnstone, 2017); narrative (Banister, 2011; Riessman, 2008); biographical methods (Roberts, 2015); ethnographic methods (Gabbay & le May, 2004; O'Reilly, 2012; Schensul et al., 1999) photobiographic-elicitation methods (Biggerstaff, 2012); and phenomenological methods (Langdridge, 2007).

Increasingly, more than one form of research method is engaged to address a single research problem (Ochieng, 2009; Patton, 1990), which is the mixed-methods approach. While all research methods have their individual weaknesses, limitations can be mitigated through mixing research methods where appropriate to the specific research questions being asked in the study (S. Turner et al., 2017).

3.5.2 Research Methodology and Methods Chosen for This Project: The Semistructured Interview and the Delphi Survey Technique

In creating a research approach for the current project, consideration was given to factors that have potentially prevented identification of a deep, shared insight into the attributes of people of DP to date, which were discussed in Chapter 2 and earlier in the current chapter. Research techniques were chosen that it was thought would provide the most nuanced and comprehensive data.

There were several key challenges in the development of a research methodology and the identification of research methods. These are outlined below.

- How is it possible to identify practitioners who have substantial exposure to people of DP and/or their victims outside the justice system? Where does one look?

- To identify the core attributes of people of DP, it is important to access highly experienced and respected practitioners working in both forensic and nonforensic contexts with people of DP over time. Which approaches would best gain access to these people and engage their energy and time?

- What processes might be used to ensure participants have genuine exposure to people of DP, particularly in nonincarcerated people of DP and/or their victims, rather than exposure to people with just one or two of the attributes such as lying or manipulation? This was particularly challenging given the whole premise of this research that the attributes are not yet comprehensive and clear.

- Which methods of data collection would best engage those who value a positivist approach to data, while at the same time diving deeply into the attributes of people of DP using interpretive approaches?

In addition to the above, consideration was given to research methods that fulfilled the pragmatist perspective.

The study required a contribution of knowledge that provided practical application in the world while also advancing the academic debate. It was also considered important that the work have the potential to be respected by both positivists and interpretivists. Loo (2002) discusses the cynicism with which many of those trained in the positivist perspective view small sample sizes and recommends the use of a triangulation of methods to be more confident about findings. They explain that 'triangulation of methods involves the use of two or more complementary methods of data collection with the expectation that the results will converge so that the consultant can be confident about drawing conclusions and making recommendations' (p. 768).

As a means of engaging with this insight, the Delphi survey technique was chosen as the key research method for this project, as well as semistructured, in-depth interviews that would be undertaken with a subset of the research participants prior to Delphi survey commencement.

3.5.3 Semistructured Interviews

A decision was made to conduct semistructured interviews with a subset of participants prior to the Delphi study. A semistructured interview is a qualitative data collection method. It is a form of research that involves both open and closed questions. The answers to closed questions are usually followed by questions of a clarifying nature, commencing with, for example, 'why' or 'how.'

One of the most important reasons for including this qualitative research method prior to commencing the Delphi study is its usefulness in situations where considerable gaps in knowledge and understanding are evident (Merriam, 1998). Qu and Dumay (2011) highlight the value of scheduled and unscheduled probes in semistructured interviews that provide the researcher with a facility to gain more data and insights on new or unclear concepts, a facility not available in quantitative research.Qualitative research, including interviews, is also useful in building rapport with Delphi participants (Ceglowski, 2000; Goodwin et al., 2003) to reduce drop-off rates and maintain engagement in the multistaged Delphi survey process.

A strategy to attract participants into research is the snowball technique, discussed later in Chapter 3. This technique engages participants to approach potential Delphi panel members from their professional networks and was utilised in this study. It was also anticipated that higher levels of rapport gained from the interviews would increase motivation to engage others.

In a study conducted in the nursing profession, McKenna (1989) found Delphi survey technique response rates were enhanced by face-to-face interviews in the first round. Van Zolingen and Klaassen (2003) interviewed 18 professional experts and 18 school-leavers before embarking on a Delphi exercise regarding senior secondary vocational education in the Netherlands. Researchers were able to select the jobs for discussion of key qualifications and develop a first definition of the key qualifications from the interviews, which increased the credibility and the applicability of the research.

Braune and Clarke (2013) point out that interviews provide the capacity to ask questions on introduced topics to gain further clarity, which could offer areas for inclusion in the survey instrument that may otherwise have been overlooked. The interview data in this current study were also planned to inform the questions and content of the first survey of the Delphi study (Hasson et al., 2000). Rowe and Wright (2011) highlight that several researchers consider the Delphi survey technique a data collection process that can be enhanced by other approaches.

3.5.4 The Delphi Survey Technique

The Delphi survey technique is a research process designed to achieve a convergence of opinions from experts on a real-world issue through a group communication process that involves multiple iterations of surveys forwarded to selected 'panel members' (McMillan et al., 2016; Okoli & Pawlowski, 2004). Results of each 'round' of research are assimilated into one document that is forwarded to panel members for further comment. This process may be continued for several rounds.

The Delphi survey technique has been used in a broad range of areas and industries to address a wide range of social research problems. It was first developed by Dalkey and Helmer (1963) from the Rand Corporation in the 1950s in an exercise undertaken in partnership with the U.S. Air Force to predict Soviet thinking during the Cold War.

While there is debate as to the nature of the Delphi survey technique, it is generally seen as an approach to research that encompasses both qualitative and quantitative research methods. Sekayi and Kennedy (2017) comment that 'some scholars posit that Delphi is a qualitative method, others suggest that it is the purest form of mixed methodology, and still others argue that in the final analysis, literally, Delphi is quantitative' (p. 2755).

Franklin and Hart (2006) refer to the Delphi survey technique as 'a family of methods with many variations and modifications' (p. 2015). Authors who have commented on this debate include K. Brooks (1979), Custer et al. (1999), Doyle (1993), and Murry and Hammons

(1995). The contributions of these researchers build on the substantial literature on the Delphi survey technique.

There are several reasons the Delphi survey technique was chosen for this research. This approach to data collection is often used where there is incomplete knowledge about a problem or phenomenon (Delbecq et al., 1975; Skulmoski et al., 2007). It forces new ideas to emerge about a topic while potentially capturing experiential knowledge gained by professionals in the course of their work that has not been published or verbalised (Franklin & Hart, 2007). Turoff (1970) says the Delphi survey technique is used

> to explore or expose underlying assumptions or information leading to different
>
> judgements; to seek out information which may generate a consensus on the part of
>
> the respondent group; to correlate informed judgements on a topic spanning a wide
>
> range of disciplines; and to educate the respondent group as to the diverse and
>
> interrelated aspects of the topic. (p. 149)

Coates (1975) argues that 'the value of the Delphi is not in reporting high reliability consensus data, but rather in alerting the participants to the complexity of issues, by forcing, cajoling, urging, luring them to think, by having them challenge their assumptions' (p. 194). The review of the literature on DP highlighted significant contention, substantial gaps of information, and a lack of collaboration among groups exposed to and working with people of DP (Delbecq et al., 1975; Hsu & Sandford, 2007a, 2007b; Turoff, 1970). The Delphi survey technique was therefore deemed an ideal method to address these issues.

3.6 Best Practice in the Chosen Research Methods

3.6.1 Introduction

There is a substantial literature on researcher learnings and best practice considerations for optimising data collection results in both the semistructured interview and the Delphi survey techniques in areas including education, business, nursing, public service,

communication, medicine, and health (ab Latif, Mohamed et al., 2016; Banister, 2011; Kaplan, 1971; Ludwig, 1994; McKenna, 1994; Minichiello et al., 1990).

3.6.2 Best Practice in the Semistructured Interview

Interviews are one of the most important forms of qualitative data gathering (DiCicco-Bloom & Crabtree, 2006; Myers & Newman, 2007). The qualitative interview is generally used to collect insights related to understanding opinions, attitudes, experiences, processes, behaviours, or predictions (Rowley, 2012) and is an important method in gathering detail regarding both existing and new ideas and concepts, particularly where there is a lack of clarity. Qualitative interviews are categorised as structured, semistructured, or unstructured (Myers & Newman, 2007). Semistructured or less-structured interviews are common in qualitative research because they provide the opportunity for interviewers to draw on the research participants' insights and experiences of topic areas introduced by research participants that may be unclear or new to the literature.

Myers and Newman (2007) point out that 'in an unstructured or semi structured interview there is an incomplete script. The researcher may have prepared some questions beforehand, but there is a need for improvisations' (p. 4). The interviewer should set the scene for the interview so that potential interviewee questions and/or concerns are cleared before commencing (Bauman et al., 2002). This includes outlining the objectives of the interview, the intended use of the data, confidentiality considerations, the expected length of the interview, the background of the interviewer, and next steps following the interview. The interview should be more of a guided conversation that runs naturally while the interviewer keeps in mind the questions that need to be asked (Kvale, 1983, 2008) but may not keep to a particular order and may examine areas in more depth as they believe necessary. Using language that includes the specific words used by the interviewee builds rapport and supports a sense of being heard. The first question should be broad and open ended, nonconfrontational, and generally associated with the topic (DiCicco-Bloom & Crabtree, 2006). Rowley (2012) recommends that questions 'are not leading or have implicit assumptions; do not include two

questions in one; do not invite "yes/no" answers; are not too vague or general; and are not, in any sense, invasive' (p. 265).

It is crucial in qualitative research to be able to step outside one's cultural membership and become a cultural commentator or observer, to be able to reflect on one's own assumptions and put them aside, called 'bracketing off,' so that the research minimises researcher bias and the researcher can go deeply into the data (Braun & Clarke, 2013; Kvale, 1983). Listening is one of the most important features of the interview, and best results are achieved where the interviewer is completely present to the interviewee with no distractions, concerns, or predetermined ideas (Banister, 2011).

Kvale (2008) discusses the requirement to maintain professionalism within an interview because the moment one becomes too comfortable, as in a friendly discussion, one can offend without realising. The way information is collected informs the analysis process. Dickson-Swift et al. (2007) point out that while some people choose to have interviews recorded and have an administrator transcribe them, others find the process of transcription assists them with analysis of the data. Saldaña (2012) points out that 'qualitative inquiry demands meticulous attention to language and deep reflection on the emergent patterns and meanings of human experience' (p. 10). Transcribers do not always get or reflect the exact nature of the interview. Nuances can be missed as per incorrect comma insertion or pauses not reflected. Undertaking semistructured interviews allows participants to talk about their experiences while being guided by the interviewer. Bryman (2007) cautions, however, that although the interviewer has flexibility within the interview, it is important to maintain their focus on how the interviewee frames and views events and issues.

3.6.3 Best Practice in the Delphi Survey Technique

3.6.3.1 Administration and Timing

The coordination and timing of the Delphi survey technique is crucial. It is important not to underestimate the amount of time involved in administering this multistep process (McMillan et al., 2016). Effective planning is important, and establishing a mail base and

coding system to track recipients, forward reminders, and analyse feedback should be considered at the outset (Franklin & Hart, 2006). Davidson (2013) points out that the quicker a Delphi study can be finished, the higher the probability the data will be comprehensive—that is, the higher the probability that all participants will participate in each survey round and the more comprehensive and precise the responses. They also state that if a panel member withdraws before the study is complete, the outcome could be compromised.

The minimum time for a two-round Delphi can be from 30 to 60 days (Keeney et al., 2006; McMillan et al., 2016). It is recommended participants be given 2 weeks to respond to questionnaires (Delbecq et al., 1975) and then the development of the new instrument must be done in a time-effective manner.

3.6.3.2 Participant Selection and Approach

McKenna (1994) discusses the group of Delphi participants as 'a panel of informed individuals' (p. 1221), generally referred to as experts. Studies employing the Delphi study technique engage only participants who have knowledge of the topic being investigated (Hasson et al., 2000). Choosing participants is one of the most important steps in the Delphi survey technique as participants have a direct relationship to results (Turoff, 1970). Skulmoski et al. (2007) comment that the most important considerations when selecting panel participants include expertise criteria such as technical knowledge and experience, capacity and willingness to participate, sufficient time, and communication skills.

Ludwig (1994) also discusses the importance of participants being self-motivated and asserts that the quality of responses is influenced by participants' interest, knowledge, and commitment. Hsu and Sandford (2007b) impress that the approach to establishing a participant's qualifications is usually through identifying thought leaders, reviewing the literature, and engaging with close colleagues (C. Jones, 1975; G. Miller, 2001).

The use of heterogeneous groups of participants has been strongly recommended by several researchers who propose that diversity can be encouraged by selecting experts who differ on a set of relevant criteria such as sectors, fields of expertise, and/or demographics

(Belton et al., 2019; Gheorghiu et al., 2017; Loo, 2002). Hsu and Sandford (2007b) point out that the inclusion of an influential or famous person in the project area to endorse a Delphi study can also be extremely helpful for Delphi investigators.

The researcher plays a key role in approaching potential research participants. This involves approaching existing contacts and having the capability, skills, and confidence to both approach people 'cold' and engage others in referrals, or the snowballing technique. Biernacki and Waldorf (1981) point out that the researcher has an active part to play in gaining referrals from the snowballing technique and must not expect referrals to materialise and rather must actively engage with potential referees.

3.6.3.3 Pilot Testing

Pilot testing with a small group of individuals should precede implementation (Belton et al., 2019; Day & Bobeva, 2006). This assists in ensuring the questions are understood, the tool elicits the information required, any areas that may have been missed can be raised by those trialling the instrument, and the approximate time for survey completion is known. The trial can be done by forwarding a draft of the survey instrument or by conducting focus groups with a subset of panellists (Frewer et al., 2011).

3.6.3.4 Number of Delphi Survey Technique Research Rounds

The number of survey rounds in a Delphi study can vary from one to six (Skulmoski et al., 2007). Two or three rounds are the usual number, and three rounds is generally put forward as enough to gain consensus (K. Brooks, 1979; Davidson, 2013; Ludwig, 1994). If the number of rounds is higher than two, results can diminish because attrition is generally higher (McMillan et al., 2016).

In large and more complex Delphi studies where several strategies may be engaged to develop and pilot test the initial survey, the early testing phase is sometimes referred to as Round 1, although this is not common (Belton et al., 2019; van der Steen et al., 2014).

In this study, it was intended that two and possibly three rounds of research would be undertaken as part of the Delphi survey technique. Results were to be reviewed after the

second round, and a final decision as to whether a third round was required was to be made at that point.

3.6.3.5 The Delphi Technique Survey Instrument

A commonly employed variant of the Delphi survey technique includes an initial round of information gathering that seeks qualitative data, then subsequent rounds that seek quantitative data. As such, Round 1 primarily consists of open-ended questions (Davidson, 2013; Hsu & Sandford, 2007b; Okoli & Pawlowski, 2004). Hsu and Sandford (2007a) suggest that the key theme of the initial data-gathering stage is soliciting information about the specific area of concern.

It is suggested in the literature that 30 min is an ideal length of time for initial survey completion (Belton et al., 2019). Once information from the initial round of research has been received, investigators assimilate the data and create a questionnaire to be used as a survey instrument in the second round of data collection. This process is repeated until consensus is reached or until the number of returns for each round decreases. Subsequent rounds of data may involve requesting that panellists engage in rating, ranking, and/or choosing the better of two options to establish priorities, and in some cases, they are asked to state the rationale for priority rankings (Jacobs, 1996; Linstone & Turoff, 2011; McMillan et al., 2016). Ludwig (1994) reflects on a process of Delphi that they found useful, where

> each round every participant worked through a questionnaire which was returned to
> the researcher who collected, edited, and returned to every participant a statement of
> the position of the whole group and the participant's own position. A summation of
> comments made each aware of the range of opinions and the reasons underlying these
> opinions. (p. 55)

Anonymity is an important aspect of successful Delphi studies (Franklin & Hart, 2007). It encourages honesty in areas of contention and can reduce the impact of dominant individuals inherent in other research techniques, so all participants get an equal opportunity

for contribution (Dalkey & Helmer, 1963; Oh, 1974). In addition, Okoli and Pawlowski (2004) point out that 'respondents are always anonymous to each other, but never anonymous to the researcher. This gives the researchers more opportunity to follow up for clarifications and further qualitative data' (p. 19).

3.6.3.6 Participant Engagement

Some methods for maximising participation have already been discussed. Researcher attainment of personal assurances of participation is another suggested strategy for minimising nonresponse rates (Ludwig, 1994; Okoli & Pawlowski, 2004). Whitman (1990) recommends the researcher undertake both a verbal and written introduction. Hsu and Sandford (2007b) suggest a preparedness to discuss why the potential participant is being approached and why the research is appropriate and necessary when invited by phone or in person, for greater engagement. A full understanding of requirements minimises later surprises that may disenfranchise and decrease motivation. Hasson et al. (2000) report that 'when respondents have agreed to participate, they need to be informed of exactly what they will be asked to do, how much time they will be expected to contribute and what use will be made of the information they provide' (p. 1011).

Franklin and Hart (2007) point out, following a three-round Delphi study they conducted,

> Even with constant communication between the researchers stressing the importance
>
> of continuing participation, towards the end of the study the willingness of the
>
> panellists to continue diminished. This lag in willingness came at the most important
>
> point in the Delphi Study, the final questionnaire. (p. 242)

Franklin and Hart did not specifically address how this was managed but rather offered general recommendations and observations. These included the importance of enthusing the most appropriate, expert panel members about the topic area; having a protocol for keeping participants engaged and connected to the research; and basing the first-round questionnaire

on an extensive and up-to-date literature review literature and including a qualitative component to allow for comments by experts related to those 'in the moment' ideas. Hsu and Sandford (2007b) also report that researcher phone and/or email follow-up with nonresponders is an important aspect of maximising response rates.

3.6.3.7 Data Analysis

In relation to Delphi survey data analysis, the literature generally suggests that rules need to be established to assemble information and that the decision about when consensus will be reached should be made at the beginning of the study (Day & Bobeva, 2006). Davidson (2013) contends that coding responses also leads to categorisation that may be formed into themes. Loo (2002) points out that

> both quantitative (e.g., distribution statistics, ratings and rankings) and qualitative (e.g., extraction of themes) analyses are performed on the returned questionnaires to prepare a feedback report for the panel, as well as to assist the moderator in preparing materials for the next round. (p. 766)

Open-ended question responses from multiple participants with similar or duplicate argumentation should be combined so that a single argument generated by either a panellist, a minority of panellists, or most panellists cannot be identified as such (Bolger et al., 2011).

The major statistics used in Delphi studies are measures of central tendency (mean, median, mode) and levels of dispersion (standard deviation and interquartile range). The use of median and mode is preferred (Judd, 1972; Oh, 1974), with the median, based on a Likert-type scale, the most strongly favoured measure in the literature (Hill & Fowles, 1975; Jacobs, 1996). In relation to consensus,

Green (1982) recommends at least 70% of votes need to be 3 points or higher if a 4-point Likert-type scale is used, with the median being 3.25 or higher. In a study conducted by Ludwig (1994), consensus on an item was considered to have been reached when 80% of the ratings fell within two categories on a 7-point scale.

McMillan et al. (2016) put forward that disagreement may be defined, with ratings, where at least a third of respondents rate a statement at the opposite end of the scale to their peers. It is suggested in the literature that the use of percentages might not be adequate and that measuring the stability of subject responses in successive iterations is more effective (Belton et al., 2019).

Other key researchers who have explored the data analysis aspect of the Delphi survey technique in greater detail include Belton et al. (2019), Dalkey and Helmer (1963), Delbecq et al. (1975), and Linstone and Turoff (2011), and further data on the Delphi are included in Appendix D.

3.6.3.8 Examples of Delphi Survey Technique Use

There are many examples in the literature of Delphi studies, including a great deal of data on implementation detail. Ab Latif et al. (2016), in their study on diabetic mellitus, used a structured questionnaire in the first data-gathering round. They included mean and median values in Round 2 and the mean and median values of Round 2 in Round 3. In Rounds 2 and 3, participants were asked to rank responses from the previous round on a scale of 1 to 5, with 1 being *very irrelevant* and 5 being *very relevant*.

Franklin and Hart (2006), in their research into the impact of web-based education on university chair roles, undertook three rounds of research. In Round 1, panellists were asked to rate their perception of the importance of factor statements on a 5-point Likert scale, with 0 indicating *no opinion*, 1 indicating *not important*, and 5 indicating *critically important*. An example is 'Please rate your perception as a department chair of the importance of the following opportunities, in the context of web-based distance education.' Round 2 provided a second opportunity to rate perceptions, a context for their ratings based on the ratings of their peers, and a new set of factor statements to consider based on their comments from Round 1. To determine the most important factor statements, the researchers compared the mean score for all factors using a cut-off mean of 3.7 on the 5-point scale. Factor statements with a 3.7 mean or higher were significant and were included in the Round 3 questionnaire.

Controversial factor statements were determined by calculating the standard deviation of factor statements with a mean factor rating of less than 3.8. The qualitative data were also grouped and used to refine the Round 3 questionnaire. The purpose of Round 3 was to synthesise important factor statements, controversial factor statements, and qualitative comments to develop predictive statements. The questionnaires were similar to the first two rounds except panellists were requested to rate their desirability for each predictive statement on a 5-point Likert scale, with 1 representing *highly desirable*, 3 *neutral*, and 5 *highly undesirable*. Immediately following the desirability rating, panellists were instructed to rate the 'likelihood' of the predictive statement occurring, using the same 5-point Likert scale, with 1 representing *highly likely* and 5 representing *highly unlikely*. A final desirability score and likelihood score were developed through weight assignment to the desirability and likelihood scales, such as multiplication of the total number of panellists that rated a predictive statement as highly desirable with a weight of 2, the total of panellists that rated a statement as desirable with a weight of 1, and so on, until all the ratings were converted into a final desirability score. The same procedure was used for the likelihood rating. Panellists were then required to label a predictive statement based on the overall desirability and likelihood score. All statements receiving a score greater than 23, a figure that was chosen from the higher end of the cumulative overall desirability and likelihood score, were labelled as 'highly desirable and highly likely,' a score between 5 to 23 was labelled as 'desirable and likely,' and so on, until all predictive statements were labelled.

The two examples of use of the Delphi survey technique outlined in the preceding paragraphs are intended to exemplify differing analysis methods. It was planned to use a 5-point Likert scale for the rating component of this research. Consensus was to be reached when all participants were in the top two ratings, a combination of *strongly agree* and *agree* on the 5-point Likert scale. Disagreement was to be reached when at least a third of respondents rated the statement at the opposite end of the scale to their peers.

This analysis approach was not required in the end as a variation was implemented, which is discussed in the next chapter. The intended analysis process is noted here to

demonstrate integrity of process, that consideration was given to these issues before research commenced.

A detailed summary of key findings in the literature in relation to best practice of the Delphi survey technique, based on a comprehensive review of the literature undertaken prior to research commencement, is included in Appendix D.

3.7 The Research Population

3.7.1 Introduction

To achieve the research aims, it was necessary to adopt a research approach to population selection that actively addressed issues identified in previous research approaches as barriers to the collection of comprehensive and nuanced data.

It was important that practitioners and researchers from both forensic and nonforensic backgrounds were included. In the personality field, the focus has been on collecting data using DP assessment tools with people of DP in prisons. Alternatively, data on DP traits have been collected from college populations or from general community populations, not data from people of DP in the non-incarcerataed populations. Some work has been done with people of DP and white-collar populations. The need to get data that very specifically relates to people of DP outside the prison system in a wide range of contexts and personal circumstances was therefore important. Ideally, some research participants would be from law enforcement, prison, and justice system backgrounds, while others would be from contexts that were not associated with the prison, law enforcement, or the justice system, such as, for example, cults, child sex abuse in the Catholic Church, coercive control in domestic violence, and psychological profiling.

It was also important for this research to include participants from both the personality and the behavioural research communities and from varying research fields so that data from these areas could be viewed together. Participants from both the researcher and practitioner

communities would assist in bringing together the learnings from these different knowledge areas.

3.7.2 Participant Numbers (Sample Size)

Sample size is an important consideration in any research directly related to data validity. In quantitative data, certainty is achieved through repetition of identical experiments, survey questions, or other means of data collection that are independent from the researcher and can be replicated. Qualitative research involves deeper probing of research participants for richer information and so has a more subjective element. It can be challenging to identify the ideal number of participants in qualitative research because 'saturation point,' the point at which new data collection no longer provides new observations or themes (Guest et al., 2006), cannot be identified or guessed ahead of time.

Saturation is an important element of qualitative research because data are expected to have a degree of generalised application at saturation. Sandelowski (1995) suggests that a sample size of 10 may be adequate for sampling a homogenous population. Cresswell (1998) suggests that data saturation can be accomplished with a sample size of 20 to 30 using a grounded theory approach to qualitative research. Despite such estimations, the appropriate sample size for qualitative approaches is not generally definable in advance.

Recommended sample sizes for Delphi survey technique research processes are also discussed in the literature. Okoli and Pawlowski (2004) put forward that 'the Delphi group size does not depend on statistical power, but rather on group dynamics for arriving at consensus among experts. Thus, the literature recommends 10 to 18 experts on a Delphi panel' (p. 19). Hsu and Sanford (2007a) purport,

> If the sample size of a Delphi Study is too small, research participants may not be considered as having provided a representative pooling or judgements regarding the target issues. If the sample size is too large, the drawbacks inherent within the Delphi technique such as potentially low response rates and the obligation of large blocks of time by the respondents and the researcher(s) can be the result. (p. 4)

Many Delphi panels have fewer than 20 participants, and some researchers suggest 10 to 15 participants is adequate, particularly when participants are drawn from very similar areas (Delbecq et al., 1975; Okoli & Pawlowski, 2004). Some studies have engaged hundreds of participants (Alexander & Kroposki, 1999; D. Anderson & Schneider, 1993) and even thousands (Gheorghiu et al., 2017); however, Ludwig (1994) points out that this can result not only in increased drop-out rates but also in difficulty with categorising the data.

The number of research participants used in most Delphi studies is fewer than 50 (Turoff, 1970; Witkin & Altschuld, 1995). Sandelowski (2000), in the general research literature, asserts that a sample size in qualitative research that is too large may negatively impact timing and analysis. In a Delphi study, the higher the number of participants involved, the longer it may take to get responses, and the next round cannot be initiated until all participants have responded (Hasson et al., 2000). Hsu and Sandford (2007b) point out that delays in the Delphi survey technique are linked to lowered response rates as participants may believe their input to be no longer important or required. Davidson (2013) asserts the primary challenge of a Delphi survey technique is keeping participants engaged and motivated and that minimising the length of time involved is a crucial element of this.

It was planned to have around 50 participants in the current research. Each round of research could not commence until surveys were returned and analysed, and therefore, higher numbers of participants may have held up the research process.

Given the seniority and experience of the research participants anticipated to take part in the study, it was also thought that around 50 participants would provide rich and reliable data. It was planned that the numbers of nonforensically oriented practitioners would be higher due to the disproportionately extensive research already undertaken with people of DP inside the criminal justice system, the findings of which are available in published papers.

There were 57 research participants. A breakdown of the numbers of participants representing researcher and practitioner populations is included in Table 2 in Section 3.7.3.5.

3.7.3 Participant Identification, Selection, Recruitment, and Vetting

3.7.3.1 Introduction

A decision was made not to include people of DP in this research due to the challenges in accessing this population outside the justice system and the propensity for people of DP to lie convincingly, misrepresent, and manipulate, even when they have nothing at stake (Babiak & Hare, 2006, pp. 50–51). Family members, friends, and others in the close circle of relationships of people of DP were also discounted due to the ability of people of DP to manipulate the perceptions of others, even those close to them, so they are seen as 'normal' and well intentioned (Babiak & Hare, 2019, pp. 124–138).

Representation from the many generally siloed practitioner and academic fields that have knowledge on people of DP was considered crucial to achieving the research aims, with consideration given exclusively to participants with very high levels of experience with people of DP and/or their targets/victims across contexts and over time. The knowledge and insights of practitioners, who are less likely than researchers or academics to publish their learnings, were also considered crucial, as was the inclusion of practitioners highly experienced with 'high-functioning' people of DP and/or their targets/victims outside the criminal justice system given the underrepresentation of data on this population.

Practitioner communities—that is, professionals who work with people of DP and/or their targets/victims, as well as people who had been or were currently being targeted by those of DP—were identified as groups that could potentially provide rich and nuanced data. The practitioner community was chosen over the target/victim community because practitioners could potentially provide data from a greater range of contexts, communities, and personal circumstances over time and could offer a practical perspective on some of the areas of contention in the literature.

Internationally recognised researchers in the fields of psychopathy, Machiavellianism, narcissism, and the DT, as well as researchers in the behavioural research community investigating the characteristics of those who actively violate social norms and harm and

disadvantage others by conscious choice, were also identified for inclusion in the research. They were selected to represent different schools of thought, as the research might expose potential similarities and differences of researcher and practitioner understanding.

Identifying potential research participants with experience of people of DP and/or their targets/victims in a range of contexts, communities, and personal circumstances over time presented a challenge.

3.7.3.2 Participant Identification

Potential participants were ultimately accessed internationally from several sources including the network of the researcher who had several colleague practitioners highly experienced with people of DP and/or their targets/victims in nonforensic contexts through her work with executives, her extensive advocacy work in intimate partner violence including coercive control, her experience in elite international sport, and her contacts in religious communities. Other participant sources included referrals from the researcher's network, referrals from research participants, and referrals from professionals who did not participate but were willing to support the research.

Potential participants were also identified from the academic literature and information in the public domain, including autobiographical accounts, media reports, television documentaries, professional organisation publications, biographies, social media posts, and books covering areas such as cults, institutionalised child sex abuse, intimate partner violence, long-term fraudulent activity, serial killings, corporate crime, coercive domestic violence, weaponisation of the justice system, and others.

An example of the capacity to identify potential practitioners with experience of people of DP and/or their targets/victims from information in the public realm is the case of charismatic cult leader Anne Hamilton-Byrne, founder of Australian new age cult The Family that was made famous by images of children sporting identical bleached-white, shoulder-length hairstyles and matching outfits. Extensive news media coverage, legal proceedings, a book, and a documentary series revealed how Ms. Hamilton-Byrne, with the assistance of cult

followers, illegally acquired or 'adopted' 28 children they raised as their own and who were subjected to beatings, dosed with a litany of drugs including LSD,[2] put on starvation diets, and denied access to the outside world (Dresch, 2019).

Ms. Hamilton-Byrne also used manipulative tactics to access the financial assets of her followers, including a farm in England and a 30-acre property in the Catskill Mountains in upstate New York, United States. Investigators spent 6 years trying to secure a conviction against Ms. Hamilton-Byrne, who was only ever prosecuted for minor charges in Australia; however, the investigation spanned three continents and included FBI involvement in the United States. In a television interview, one of the detectives who worked on the case said Ms. Hamilton-Byrne was 'the epitome of evil' and 'what it all boils down to is money and, I believe, money and power for Anne' (Asher & Noonan, 2019). Children of the cult, as adults, discussed methods Ms. Hamilton-Byrne used to control them and other cult members, which ultimately led to the suicide of some.

Practitioners who had long-term experience with Ms. Anne Hamilton-Byrne and/or her targets/victims, such as psychologists, other mental health professionals, social workers, and law enforcement, were considered appropriate people to approach for participation in this research.

3.7.3.3 Approaching Potential Research Participants

Following ethics clearance, which is discussed later in this chapter, potential participants were approached by email to gauge their interest in participating in the research, and an outline of the research project was attached. Appendices E and F contain sample email approaches sent to both researchers and expert practitioners. Appendix G contains the project outline that was attached. Approaches to potential research project participants commenced in October 2020 and continued to October 2021.

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[2] LSD or lysergic acid diethylamide, known colloquially as acid, is a potent psychedelic drug. Effects typically include intensified thoughts, emotions, and sensory perception. At sufficiently high dosages LSD manifests primarily mental, visual, and auditory hallucinations.

Only senior, experienced researchers and expert practitioners were considered for this research. It is relevant that the PhD author has worked internationally with executive groups on complex change agendas for several decades, so approaching and working with highly accomplished and experienced people was a core capability, something the researcher was comfortable with. A telephone conversation was undertaken with all potential participants, some after they had already proactively confirmed an interest in participating and others as a follow-up call to gauge their interest in research participation, after receipt of the email.

The conversation with participants who had been prechosen to undertake a presurvey interview (Group A) was slightly different from the group who were not required to undertake a presurvey interview (Group B). Appendices H and I contain Group A and Group B telephone conversation commentaries, respectively. In this conversation, potential participants were advised of the project requirements, and once these were understood, they were vetted to confirm their professional experience with people who were legitimately of DP. The remainder of this section discusses the development and implementation of the process for vetting participants and how categories of participants were identified.

3.7.3.4 Vetting Research Participants

The premise of this research is that the core attributes of those of DP have not yet been comprehensively contained in one conceptualisation. The creation of a process to vet potential participants for legitimate experience with people of DP and/or their targets/victims therefore presented a challenge.

The proliferation of assessment tools in the personality research area has been discussed in this thesis. Several of these tools have been validated, some are intended to cover the broad population, some are not validated but are worthy of further investigation, and some are only relevant to offending populations. This presented complexity in selecting vetting criteria.

Other challenges included that most assessment tools are designed to be self-administered by people of DP; many are built from populations that exhibit severe, overt,

antisocial behaviours; gaps in the literature regarding core attributes may mean important vetting criteria could inadvertently be omitted; the behavioural research community had created extensive and excellent data that needed to be considered; and the existence of 'factions' in the international personality research field regarding assessment tools could lead to a rejection of the data if a favoured measure/assessment tool and/or attribute was not considered in developing the vetting process.

All assessment tools listed in Table 1 in Chapter 2 of this thesis were considered, along with others, in the development of vetting criteria.

Ultimately, the criteria for the vetting process were built from the work of Cleckley (1941/1976), the Hare PCL-R (1991, 2003), the B-Scan 360 (Mathieu et al., 2013), the PPI-R (Lilienfeld & Andrews, 1996; Lilienfeld & Widows, 2005), the Comprehensive Assessment of Psychopathic Personality (CAPP; Cooke et al., 2012; Cooke & Michie, 2001), the NPI (Raskin & Hall, 1979, 1981), the Five-Factor Machiavellianism Inventory (FFMI; Collison et al., 2018), the MPS (Dahling et al., 2009), the SD3 (D. Jones & Paulhus, 2014), and assessment tools and general information from the behavioural research community, including a comprehensive assessment tool for domestic violence, the CCB (Checklist of Controlling Behaviours; Lehmann et al., 2012).

The attributes identified by Cleckley (1941/1976) were considered for inclusion in the vetting process. Cleckley's work was the first substantial representation of the characteristics of people of DP.

The PCL-R (Hare, 1991, 2003) was included as the most highly validated checklist for measuring psychopathy, including the four facets of interpersonal, affective, lifestyle, and antisocial. The PCL-R includes items such as 'juvenile delinquency' and 'revocation of conditional release' that do not generally apply to people who are higher functioning; however, the wide-ranging use of this tool made it an important inclusion.

The B-Scan 360 (Mathieu et al., 2013), a derivative of the PCL-R for use in workplace settings, is an instrument in which individuals rate others such as their supervisors and subordinates on psychopathic features. It has the same four-factor structure as the PCL-R

(Mathieu et al., 2013) and is predictive of various leadership behaviours (e.g., Mathieu et al., 2014). It was considered in developing vetting criteria as it assesses higher functioning people of DP and refines the antisocial element of the PCL-R.

The CAPP model (Cooke & Michie, 2001) was important to include as it does not contain the antisocial element of the PCL-R construct and is based on a belief that antisocial behaviour is a manifestation of a higher order trait rather than a core attribute of people of DP. Cooke et al. (2012) refined the CAPP model to include six domains: self, emotional, dominance, attachment, behavioural, and cognitive.

The PPI-R (Lilienfeld & Widows, 2005) was included in this review process as the first validated assessment tool developed to measure psychopathy across the broader community and not just in incarcerated populations.

The NPI (Raskin & Hall, 1979, 1981) inventory items were included to represent narcissistic traits.

The FFMI (Collison et al., 2018) is a measure of Machiavellianism developed from the FFM of normal personality and was included. A notable difference between this model and others is that this conceptualisation of DP includes attributes of planfulness, deliberation, goal-oriented behaviour, high responsiveness to reward, and emotional stability. The other models here include attributes of nonplanfulness and impulsiveness.

Similarly, the MPS (Dahling et al., 2009), another measure of Machiavellianism, was included as it is composed of four subscales that overlap with but are not the same as other models included here: amorality, desire for control, desire for status, and distrust of others.

The SD3 (D. Jones & Paulhus, 2014) was included as a measure of DT, the higher functioning collective form of psychopathy, Machiavellianism, and narcissism.

The CCB (Lehmann et al., 2012) was included because it addresses both physical and nonphysical violence and focuses on control.

The 2-year full-time review of the DP literature, including literature related to psychopathy, Machiavellianism, narcissism, and the DT; research into behaviours identical to those of DP in areas such as toxic leadership, politics, cults, religion, the military, coercive

control, fixated threat and others; the deep dive into models and assessment tools; and the fact-finding discussions with key international personality thought leaders, was a sound knowledge base from which to build a vetting process, including vetting criteria, for potential research participants.

Around half the research participants had experience in using DP assessment tools, and collectively, a minimum of 50 assessment tools had been used by participants. A list of these assessment tools is included in Appendix D. The vetting process was not designed to ascertain use of assessment tools; rather, it was a process intended to gauge potential participant experience with people of DP and/or their targets/victims over time and in varied situations.

Based on the literature review, the deep dive into models and assessment tools, and the fact-finding discussions with key thought leaders, it was decided that a vetting process must

- be developed from assessment tools that have been validated or show well-thought-through links with existing models and data;
- be representative of the personality researcher literature including psychopathy, Machiavellianism, narcissism, and the DT, in totality and not limited to just one conceptualisation, due to the high levels of contention in the field and the overlap of attributes between the conceptualisations;
- be representative of the behavioural research literature including domestic violence, coercive domestic violence, toxic leadership, executive management, forensic mental health, nonforensic mental health, law enforcement, the justice system, religion, cults, profiling, and so on;
- be applicable to people of DP both inside and outside the justice system;
- be contained—this was not an interview but a vetting process; and
- give enough detail so the researcher could make an accurate assessment.

Characteristics that featured strongly in key assessment tools, in research in different fields, and in discussions with key thought leaders were identified, representing people who actively violate social norms and harm and disadvantage others by conscious choice. These characteristics, 13 in total, which were used as part of the vetting process, are:

- desire for control, power, and dominance;

- compelling personas: a façade of genuineness; grooms others to believe they are caring, considerate, and 'normal'; adoption of lifestyles and life choices as a cover for identity such as church-going and a 'family man'; can change persona;

- dishonesty, deception, and duplicitousness: minimises, denies, blames, and diminishes; lies with conviction and convincingly;

- manipulative, devious, exploitative, and calculating: gets others to believe the victim is the guilty one; engages others to unwittingly harm victims on their behalf; breaks laws, codes, agreements, rules, and contractual arrangements;

- intimidating, aggressive, and harmful: harm may be physical, emotional, psychological, financial, sexual, professional, social, and/or sense of self; use of intimidation, 'reptilian stare,' punishment, threats, coercive violence, bullying, sadism; joy in inflicting harm on others;

- remorseless: never genuinely apologetic;

- lacks emotional depth and emotional insight: has shallow affect; learns how to respond to emotional situations from others; unsure how to react to emotive information; watches others' body language to learn how to respond in emotional situations; exaggerated use of body language to try and indicate emotion;

- superiority and ego focus: back themselves; condescends; smug; likes to 'play' with others to show their superiority or to annoy them; their needs come first; punish those who challenge their approach or decisions; unresponsive to the needs of others if there is a conflict with their own needs, even with family members;

- sexual boundarilessness: sex life impersonal, trivial, and poorly integrated; infidelity, multiple casual relationships, sexual promiscuity, exploiting others in short-term social contexts, poaching those already in relationships, voyeurism, using sexuality as a manipulative weapon during gamesmanship and for goal attainment; coercive sex; paedophilia; incest; sexual sadism;

- callous, guarded, and uncaring: lacks empathy, harmfully neglectful, low consideration for others, disregard for the principle of reciprocity, suspicious of others;

- lacks fear and anxiety: unreservedly 'game,' without nervousness, unnaturally willing to engage in acts and actions that have risk attached;

- predatory: looks for vulnerability in individuals, communities, groups, and organisations; pursues vulnerable people with intensity and seeming positivity; maintains intensity of eye contact; lavishes positive feedback and flattery; and

- pursues goals in an extreme manner: continues where others would consider it unfeasible and may feel embarrassed to do so; engages unreasonable strategies relentlessly.

Potential participants were required, unprompted, to identify and elaborate on at least eight of the 13 key features in a vetting dialogue that took place by phone, video platform, or at an in-person meeting. Participants were required to identify at least eight of the key features because it was clear from the initial several vetting dialogues that once the potential participant had discussed eight features, they had a very good grasp of the kind of person being studied.

Participants were asked, 'Tell me some of the attributes or behavioural manifestations of attributes that you have seen in people of dark personality.' All participants understood the question and generally launched into a detailed description of their observations. In most cases, more than eight attributes or behavioural examples were mentioned spontaneously. If not, a participant was prompted with 'Can you give me further examples. Think of the full realm of behaviours and the range of situations you have been exposed to.'

Participants were also assessed for an understanding of the malevolence or 'darkness' of people of DP as they outlined the attributes. In addition, they were vetted for a minimum of 5 years' continuous experience with people of DP and/or their targets/victims. The internationally recognised research participants were not required to undergo the vetting process. The research participants were different to those who participated in the initial fact-finding discussions.

3.7.3.5 Research Participant Categories

Before research participants were solicited, research participant categories were identified. This was done to ensure participants from a mix of professional fields were included in the research and so relationships between professional fields and research findings might be later explored. These research participant categories, of which there are four—personality researchers, behavioural researchers, forensic practitioners, and nonforensic practitioners—are described in Table 2 with a rationale for inclusion.

Table 2

*Research Participant Categories (*n = 57)

Category number	Category inclusions	Rationale for category	N
Category 1	Highly published and recognised personality researchers investigating and researching the conceptualisations of psychopathy, Machiavellianism, narcissism, and/or the dark triad.	This group was included because the research community studying the conceptualisations of psychopathy, Machiavellianism, narcissism, and the dark triad plays a key part in designing research approaches, conducting research, analysing results, publishing, and shaping the ideas of the community about people of dark personality.	7
Category 2	Highly published and recognised behavioural researchers investigating and researching people who exhibit the attributes and behaviours of people of DP in a variety of fields but do not refer to the conceptualisations of psychopathy, Machiavellianism, narcissism, and the DT in their work.	Researchers from the behavioural research community were included because they have produced powerful data on people who actively violate social norms and harm and disadvantage others by conscious choice; however, these data have not been given as much attention as the data from the personality research community and are often published and consumed only within the field of focus.	3
Category 3	Expert, highly experienced practitioners working with people of DP and/or their targets/victims in forensic contexts, including law enforcement, criminal investigators, justice system and forensic mental health professionals, homicide specialists, forensic profilers including the FBI, and Death Row specialists.	Forensic expert practitioners were included to represent the knowledge and insights of this expert population whose insights are rarely published and yet their experience is substantial.	11

Category number	Category inclusions	Rationale for category	N
Category 4	Expert, highly experienced practitioners working with higher functioning people of DP and/or their targets/victims outside a forensic context.	These practitioners were included because research undertaken on nonforensic populations is generally conducted on college populations or the wider population using generic information-gathering mechanisms such as MTurk, which does not necessarily provide nuanced data, and using research techniques that are not necessarily optimal such as self-assessment questionnaires. They were included as a separate category so comparisons may be undertaken between forensic and nonforensic expert practitioners.	36
Subcategory 4i	Psychologists, psychiatrists, social workers, lobbyists, and other professionals experienced with areas such as cults, child sex abuse in religious organisations, intimate partner violence, and including coercive control.	These practitioners were included because the personality researchers have engaged in very limited research into this area, and practitioners are rarely canvassed for their insights and knowledge.	(15)
Subcategory 4ii	Practitioners working in a 'white collar' or organisational context including people capital, human resource management, organisational development, executives, organisational psychologists, and management consultants.	These practitioners were included because the personality researchers have identified attributes of people of DP in senior leaders, both in psychopathy and Machiavellianism; however, expert practitioners working in the area with a breadth of experience have rarely been canvassed for their insights.	(11)
Subcategory 4iii	Practitioners working in the broader community including religion, the justice system, medicine including surgery, education, and/or other communities.	These practitioners were included because the personality researchers have undertaken limited research in these fields and because research with expert practitioners who have experience of higher functioning people of DP and/or their targets/victims has been substantially underrepresented.	(10)

Category 4, expert practitioners working in nonforensic contexts, has three subcategories. A higher number of expert practitioners in the nonforensic area has been included because considerable research has already been undertaken with forensic populations, less so with nonforensic populations.

As discussed in Chapters 1 and 2, it has been challenging for personality researchers to gather data on people of DP outside the criminal justice system, and it was therefore considered important to include a higher number of research participants that might provide data on this group.

Fifty-nine participants were vetted for participation in this research. This number was chosen for several reasons. As discussed earlier in this chapter, between five and 50 participants are proposed likely to achieve saturation with qualitative data (Dworkin, 2012). The number of research participants used in most Delphi studies is fewer than 50 (Turoff, 1970; Witkin & Altschuld, 1995). Sandelowski (1995) suggests a sample size of 10 may be adequate for sampling a homogenous population. Cresswell (1998) suggests saturation with a Delphi study can be accomplished with a sample size of 20 to 30. To identify gaps and issues of contention and then propose potential clarification based on qualitative research, the research base must be robust so a higher participant number than the usual saturation point was targetted. The difficulty in identifying and securing participants with the extent of experience required was challenging, so more participants would have taken too much time.

Of the 59 potential participants who were vetted, 58 were accepted to participate in the research, and 57 participated. Of the 59 potential participants vetted, one did not meet the criteria, and another declined to participate after an initial invitation due to fear of 'vengeance' from the person of DP they would be providing data about, even though comments and quotations in the data were to be anonymous and unattributable. Vetting dialogues ranged in length from 20 min to 90 min.

The average number of years each research participant had of direct, continuous experience with people of DP and/or their victims was 22 years, and the range was 5 years

through to 60 years of direct, continuous experience specifically with people of DP and/or their targets/victims. The number of years of professional experience with people of DP was distinct from the total number of years of professional experience. The overall sample size was $N = 57$. A list of research participants with a synopsis of their careers and experience with people of DP is included in Appendix A.

Participants were drawn from an international base, and many had international experience. It is not known whether the impact of their geographical location and experience in different countries impacted their input.

Once participants were accepted into the research project, it was established that some expert practitioners had extensive current and/or previous lived experience with people of DP as targets/victims in addition to their practitioner experience. This offered considerably deeper richness and nuance to the data.

Ethics clearance for this project, including approval for the participation of expert practitioners with lived experience, was obtained from Swinburne University of Technology, Australia, and informed consent was obtained from all participants. Confirmation of ethics approval for the project, and that the research was completed in accordance with ethics requirements, is included in Appendix J.

3.8 Research Implementation and Data Analysis

3.8.1 Introduction

The research methods used were the Delphi survey technique and semistructured interviews, discussed in depth in Chapter 3, Sections 3.5 and 3.6. The Delphi survey technique was chosen because it has been used successfully to gain consensus in areas where there is dissent, to extract experiential knowledge from practitioners who do not publish, and to elicit the emergence of new ideas while preventing the dominance of those who are more outspoken. The data collection and the data analysis process each had several stages. The data collection and analysis processes are presented in a one-page flow chart in Figure 1.

Figure 1

Data Collection and Analysis Flowchart

Data collection: Semistructured interviews

Data collection: Survey

Data analysis: Data transfer thematic analysis
Transfer of survey data from survey document to spreadsheet, cell by cell
Transfer of presurvey, semistructured interview data relevant to survey questions to spreadsheet, cell by cell
Key themes identified during data transfer process
Early identification of attribute, tactic, differentiator groupings

Data analysis: Synonymous word/phrase thematic analysis
Thematic analysis conducted using synonymous word/phrase groupings of Section 1 data
Second independent identification of attribute, tactic, differentiator groupings.

Data collection: Semistructured interviews
A strawman conceptualisation (SC) containing attributes, tactics and differentiators used as research base

Data analysis: Triangulated thematic analysis
Triangulated thematic analysis conducted with Professor Timothy Marjoribanks, Associate Professor Chris Mason, and PhD researcher based on thematic analyses data and postsurvey semi-structured interview data
Third independent identification of attribute, tactic, differentiator groupings

Strawman conceptualisation revision following triangulated thematic analysis process

Data analysis: Word/phrase synonym quantitative data analysis (NVivo)
Cumulative quantitative data analysis undertaken on synonymous words/phrases in survey Section 1. Data aligned with previous analyses
The quantitative data analysis re-enforced the qualitative data outcomes

Persistent Predatory Personality model

Semistructured interviews were conducted with a subset of research participants prior to the first Delphi survey for several reasons. The interviews were intended to enhance rapport and engagement, increasing the likelihood that research participants would maintain commitment to the research process over time. These early interviews were also intended to gain initial insight into issues that might not have been identified in the literature search as contentious and to identify areas for inclusion in the survey that may otherwise have been overlooked. A further objective of the interviews was to gain insight into practitioner vocabulary.

Key considerations in presurvey interviewee selection included representation from each of the four research participant categories including the three subcategories in Category 4, the highest levels of participant experience with people of DP in different contexts, communities, and personal circumstances over time, and a high level of engagement and interest. Fifteen people participated in presurvey interviews that ranged in time from 1 hr to 2 hr and 15 mins.

Prior to interview participation, each of the 15 presurvey research participant interviewees (Group A) was emailed a participant information and informed consent form, included in Appendix K, that addressed issues including project aims, confidentiality, research methodology, participation requirements, use of the data, timing, and project contact information, along with permission for audio recording, video recording, and publishing names in a list of research participants.

The background and informed consent form was developed using the online survey platform offered by Qualtrics. Qualtrics survey software was preferred over other online survey platforms because of its higher level of data security management measures. Qualtrics uses transport layer security encryption for all transmitted data, and its services are hosted by data centres that are independently audited using the industry standard SSAE-18 method. It is also the preferred system of Swinburne University of Technology. Once these forms were completed, interviews were scheduled and undertaken.

3.8.2 Stage 1 of Data Collection: Semistructured Interviews

An outline of a semistructured interview is included in Appendix L. Interviews commenced with the researcher setting the context, which included a thank you; confirmation that any information provided would be confidential and nonattributed; a brief background to the research including aims, methodology, and rationale; a brief background of the interviewer; the importance of feedback from the interviewee; reinforcement that it was not necessary to know any of the academic terminology to participate; and to ask if there were any questions before commencing.

People of DP were defined as 'people who actively violate social norms and harm others' and included the conceptualisations of psychopathy, narcissism, and Machiavellianism. Harm was defined as 'emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and/or reputational wrongdoing.' The interviews were audio recorded with permission and later transcribed.

It was intended, by conducting these interviews, to gain insights into preferred terminology as an opportunity for issues to be raised that may not have been identified in the literature search and as a further opportunity to gain insights into key issues of contention that might be important to inform the survey. It was also considered an opportunity to increase rapport and engage the participants in the research process, enhancing motivation for ongoing participation.

3.8.3 Stage 2 of Data Collection: Delphi Survey

Data from the presurvey interviews were used to inform the next stage of the research, using the Delphi survey technique. The first survey tool of the Delphi process was developed and trialled from March to April 2021. In survey development, substantial consideration was given to best practice (Hsu & Sandford 2007a, 2007b; Loo, 2002; Turoff, 1970). A full analysis of the Delphi survey technique literature was undertaken, and a summary of best practice findings is shown in Appendix D. The first survey in the Delphi process is usually predominantly composed of open-ended questions.

In the development of survey questions for this research, consideration was given to the aims, questions, and subquestions; the information gleaned from fact-finding discussions with highly published academics; and the information gleaned from Group A participants in the semistructured interviews. The survey questions also considered representation from both forensic and nonforensic contexts and from gaps in the literature that were identified in the review of the literature.

Existing research, models, and assessment tools were not used as a basis for data collection. Research participants were required to start from a 'clean slate.' That is, participants were asked initially to provide feedback on the attributes common to those of DP and then to expand on this, without referencing any existing model or assessment tool.

Questions were not developed with reference to other surveys that may have been previously created and published in the literature as this was the first research of its type. Commonly understood terminology, rather than jargon, was used to further enhance the potential for shared understanding across professional fields.

The survey had two sections.

Section 1 sought information on the attributes of people of DP that had been observed by research participants or discussed by targets/victims of people of DP. A detailed description of each attribute was required, as was several behavioural examples, clarification as to whether the person exhibiting each behaviour had ever been incarcerated, and what their profession or work was. Participants were also asked, 'What is the most defining, core attribute of DP? That is, what is the attribute of people of DP that is most prominent in their day-to-day life, the attribute from which the highest number of behaviours manifest?' It was intended that the data from Section 1 of the survey would provide data to answer the first question of this PhD project regarding shared attributes of people of DP across the human adult population and potentially address some of the issues of contention in the literature.

Section 2 examined specific issues that related to contention and gaps in the literature. It also included questions about, for example, different forms of harm inflicted by people of

DP, existing models representing the different conceptualisations of people of DP, the best form of data collection to access the most representative data, manifestations of anger, and factors distinguishing incarcerated people of DP from nonincarcerated. Further questions included whether participants thought people of DP chose targets/victims according to criteria or randomly, whether they believed people of DP were sadistic, whether they believed multiple assessment tools impeded identification of people of DP, and the impact of people of DP on their targets/victims. Section 2 also examined issues that might further build on our understanding of people of DP.

The first Delphi survey instrument was pilot tested with four people accessed from the researcher's network—an academic and a practitioner familiar with people of DP and an academic and a practitioner less familiar with the topic area—to test for survey user-friendliness. The academics pilot tested the survey intended for Group A. The practitioners pilot tested the survey intended for Group B. While all surveys were the same, the presurvey blurb was different according to whether the participant had participated in a presurvey interview. The pilot process provided excellent insights on survey content and structure. Modifications were made to the first Delphi survey tool, which are outlined below.

- Two questions were added to each behavioural example of an attribute that was nominated by the research participant, which they had observed in people of DP and/or had heard discussed by their victims. These questions were 'Has the person ever been incarcerated?' and 'What profession or work is the person in?' These data provided insight into behaviours in different contexts.

- Questions were added that sought information regarding the participant's own responses and experiences of working with people of DP and their targets/victims.

- A question asking participants to nominate the five attributes most fundamentally representative of people of DP was removed because participants were already required to spend significant time outlining attributes and behavioural examples, and it was thought prioritisation could take place in the second survey.

- Some refinements were made that addressed the differences between practitioners and academics to increase the comfort levels of both given that their backgrounds might be quite different.

- Some user issues were addressed such as increasing the size of the space for open-ended responses and replacing the final arrow prompt with a specific 'submit' button.

- Some grammatical and literacy issues were addressed such as replacing 'dark personality' with 'people of dark personality.'

The survey asked several introductory questions relating to, for example, years of practice, career trajectory, and length of specific experience with people of DP and/or their targets/victims. Following this, as discussed, were the two survey sections.

The same survey was sent to all participants on the same day. Surveys were developed using the online survey platform offered by Qualtrics. They were delivered in a link via email.

The survey preblurb differed according to whether the research participant had been interviewed prior to the survey. The preblurb in the survey of those who were previously interviewed contained a reminder of the aims of the research and the definitions of 'person of dark personality' and 'harm.' The preblurb in the survey of those who were not interviewed prior to survey dissemination contained a participant information and informed consent form section with information on project aims, confidentiality, research methodology, participation requirements, use of the data, timing, project contact information, and permission to publish names in a list of research participants. A copy of the email to participants with the link containing the survey instrument are included in Appendix M.

The information sought in the survey was extensive and required considerable thought from participants. Some participants completed the survey immediately, some completed it in parts at different times, and some required follow-up to commence and complete it. An anomaly in the Qualtrics survey platform and issues with user error resulted in several partly

completed surveys being forwarded to the researcher. This was effectively managed through communication with participants.

Fifty-five surveys were completed, 53 by participants using the electronic platform and two by participants relaying survey responses over the telephone to the researcher who manually completed the survey using the electronic platform on behalf of the participant during the telephone call. Two participants chose to participate in the presurvey interview only. Completion time for the survey ranged from 50 min to 2.5 hr.

3.8.4 Revision of Delphi Survey Technique Process

The extent and depth of data received in the first survey was substantial. Once the data were reviewed, it became evident that it was unlikely the data could be summarised and presented to research participants in a second survey in a way that would be easy to digest because of the sheer amount of information. The variation in views on some issues, which is discussed further in this chapter as well as in Chapters 4, 5, and 6, also meant consensus on some attributes would be unlikely. While this was problematic, given one of the reasons for selection of the Delphi survey technique was to gain consensus, it was an important piece of data of itself, confirming that views among those researching and practising in the field of people of DP varied considerably on some issues, including attributes.

The categorisation of research participants allowed differences in views to be explored in relation to category comparisons, such as researchers versus practitioners and those researching or working in forensic versus nonforensic contexts. It was thought, however, that resurveying based on a distillation of the data would not have offered further useful data in this regard. Considerable thought was given to options for developing the data set for the purposes of answering the questions of the thesis. The PhD supervisors, in consultation with the PhD author, ultimately decided that further feedback on the collective data relating to attributes and behavioural manifestations of people of DP would be gathered using in-depth, semistructured interviews with a subset of research participants rather than via a second survey. While two to three survey rounds are commonly used in the Delphi survey technique,

several researchers who have used the Delphi survey technique have reported that one survey round may be appropriate (Skulmoski et al., 2007).

It was thought that semistructured interviews with a subset of participants could be managed effectively given the extent and depth of data. At the same time, semistructured interviews would provide an opportunity to gain further clarification and insight from expert practitioners and academics regarding the attribute information distinguished from the research data collected to that point.

3.8.5 Stage 1 of Data Analysis (Survey Section 1): Data Transfer Thematic Analysis

To undertake semistructured interviews with a subset of research participants to gain further clarity and insight on the cumulative survey data, it was first necessary to place these data into some sense of order. The information needed to be organised to make the information easier to comment on and to reduce the size of the data. Two thematic analyses of the data from Section 1 were undertaken to achieve these objectives. Data related to unprompted identification and description of attributes, including behavioural examples, work/professional roles, and incarceration details.

A thematic analysis is one of the most common forms of analysis used in qualitative research and requires more involvement and interpretation from the researcher than some other forms of analysis. Braun and Clarke (2006) define thematic analysis as 'a method for identifying, analysing and reporting patterns (themes) within data' (p. 79). Guest et al. (2014) point out that 'thematic analysis focuses on identifying and describing both implicit and explicit ideas within the data' (p. 11). The term 'theme' is used interchangeably in the literature, with numerous terms such as category, domain, unit of analysis, phase, process, consequence, and strategy (DeSantis & Ugarriza, 2000). Kiger and Varpio (2020) describe a theme as a 'patterned response or meaning derived from the data that informs the research question' (p. 848).

As the key aim of the research was to identify attributes shared by people of DP across the human adult population, the choice of a thematic analysis approach was considered the

most appropriate. It offered the potential for themes to emerge that might represent attributes. It was also established that the key aim of this study was unlikely to be realised by implementing yet further large quantitative research projects on attributes of existing assessment tools of people of DP, due to the level of contention and disagreement. Qualitative research techniques were chosen because of the higher likelihood of providing the most nuanced data that might address some of the current issues of contention in the literature. As such, thematic data analysis offered a disciplined, thorough, cognitive conceptual process rather than a statistical analysis process.

It is relevant to this study, given the ambitious aims of the research, that the PhD author has extensive experience collecting and interpreting information from executives and staff of large organisations using interviews, focus groups, and surveys over a 30-year career and is skilled in accurately identifying key themes and nuances from complex and often sensitive data. Specifically, the researcher has been required to identify themes from qualitative data provided by research participants about the world economy and its influences, industry trends, organisations and their cultures, strategy, executive team dynamics, and the personal agendas, behavioural strengths, and weakness of senior leaders. It is also relevant that the PhD author has been required to use the themes and nuances identified from data to lead highly contentious, sensitive, and strategic discussions with executive teams of domestic and international companies over prolonged periods of time. The accuracy of insights and understanding of key issues gleaned from the data has required absolute precision as well as an understanding of how to work with the data and executives to create meaningful outcomes.

Kiger and Varpio (2020) describe several stages to a thematic analysis that include data familiarisation, coding, searching for themes, reviewing themes, defining and naming themes, and writing up the data or report. The researcher commenced the data transfer thematic analysis by preparing a spreadsheet for data entry. The spreadsheet included participant names in the vertical left column. Subject headings representing survey questions and question subsets were distinguished, coded, and then included across the lateral top row.

Transferring the results of each completed survey across to the spreadsheet was undertaken in a labour-intensive fashion, question by question, cell by cell, rather than one survey at a time using technology to transfer data. This process was used to enhance researcher familiarity with the data and was a thematic identification process, which the PhD author is very experienced with. Some elements of the presurvey interview data also applied to attributes. Once all survey data had been transferred to the spreadsheet, data from the presurvey interviews relevant to each of the headings/codes were added to the interviewee's survey data on the spreadsheet under the relevant heading/code.

During the process of transferring data from Section 1, themes began to emerge. The researcher noted these themes during the data transfer process and started listing quotations that appeared to represent these emerging themes in different contexts, communities, and personal circumstances. Placing all the data onto the spreadsheet laboriously, question by question, and then copying and grouping synonymous words and phrases took several hundred hours and resulted in a deep familiarity with the data.

As this lengthy data transfer process was completed, three high-level themes emerged from the data. Some of the data groupings were clearly attributes. For the purposes of this study, an attribute was defined as 'a quality or feature regarded as a characteristic or inherent part of someone' based on information in the research. There were also data groupings that did not fit this definition. Some of these groupings appeared to represent strategies or tactics that were used by people of DP to harm, to attack, to avoid exposure, and to achieve other goals. Other data groupings represented contradictory behaviours and indicated research participants had experienced, observed, or heard reports of behaviours that were opposites, like 'impulsive' versus 'considered and calculated.' The data groupings that represented attributes, strategies/tactics, and differentiating features were labelled.

3.8.6 Stage 2 of Data Analysis (Survey Section 1): Word/Phrase Synonym Thematic Analysis

Once the data transfer thematic analysis was complete, a second thematic analysis was undertaken—a synonymous word/phrase thematic analysis. Section 1 data regarding attributes and behaviours were assessed for synonymous words and phrases that represented themes. This second thematic analysis process was done to check the results of the first analysis, to reduce the bulk of the data, and to be used later in a quantitative analysis.

Synonymous words and phrases were grouped together, which involved methodically working through each attribute that was put forward by every participant (up to 14 attributes each), the descriptions they provided for attributes, and the behavioural examples provided for all attributes.

Every word and phrase was reviewed from all 57 participants, synonymous words and phrases copied and grouped using a multicolumn table format, and those mentioned more than once denoted as such. During this process, clarity of the meaning of words was important, particularly where they had very similar meanings. A list of key words and their definitions was created and referenced during this process to assist with accuracy.

Once synonymous words and phrases were grouped, the groupings were reviewed to identify themes. These themes were attributed names. Once again, three high-level thematic groupings emerged from the word/phrase thematic data analysis: attributes, strategies/tactics, and differentiating characteristics. Each of these three high-level groupings contained thematic subgroupings. The subgroupings had all been named during the thematic analysis process, and these represented attributes, strategies/tactics, and differentiators.

A comparison was made between the data transfer thematic analysis and the word/phrase synonym thematic analysis. The themes and subthemes identified were very similar. Some minor revisions were made to create a conceptualisation that most accurately reflected the data.

3.8.7 Stage 3 of Data Collection: Postsurvey Semistructured Interviews

A draft model, including the three high-level themes of attributes, strategies/tactics, and differentiators, was developed from the two thematic analysis processes, titled a 'strawman conceptualisation,' and used as a basis for the third stage of data collection, the postsurvey semistructured interviews.

A 'strawman' is a concept version of something that can be used as a base for discussion, improvement, and refinement by individuals or teams in a consultative process. Testa et al. (2019) discuss the importance of using a strawman conceptualisation of a strategic plan when liaising with senior management on the development of a strategy rather than starting from a blank slate. M. Wilson et al. (2019) discuss the usefulness of a strawman conceptualisation measurement strategy concept in NASA's Mars exploration program to assist engineering teams in developing a system capable of meeting proposed goals.

As discussed, it was anticipated that the use of semistructured interviews, rather than further surveys, would have the potential to provide greater depth of insight into the data already provided, helping to further clarify attributes and issues of contention.

The three high-level thematic groupings and associated subgroupings were arranged in a way that could be easily understood by research participants as they reviewed the strawman conceptualisation. For each attribute, a definition was created based on the data in that thematic grouping to further support understanding of the attribute. Several quotations from the data representative of the attribute were included in the strawman conceptualisation to further support understanding. Quotations from the data that represented behavioural manifestation examples of the attribute in different contexts, communities, and personal circumstances were also included.For each strategy/tactic, a definition was developed based on the data in the thematic grouping. Quotations from the data that were representative of the strategy/tactic were included in the strawman conceptualisation. For each differentiator, quotations representing the different responses, which were oppositional in meaning, were grouped in two columns.

Participants were selected to participate in postsurvey semistructured interviews based on representation of the participant categories, the greatest breadth and depth of experience with people of DP, and a high level of interest in the area. The nine participants selected for postsurvey interviews included an FBI profiler with 30 years' experience in the field; a forensic mental health professional who had worked with Death Row prisoners and had conducted extensive research in prison populations using DP assessment tools; a clinical psychologist who had worked extensively with multiple high-functioning people of DP in fields such as law, medicine, and business, as well as with their intimate partners and children; an intimate partner coercive violence expert advocate; a social worker and later international consultant with 40 years' experience working with people of DP and their targets/victims in the family and children's courts; an academic who had conducted extensive research in the field of high-functioning DP in corporate organisations; a medical specialist with extensive experience and exposure to people of DP; an executive who was overseeing the management of child sex abuse claims in the Catholic Church in one region of the world; and a CEO of a charity who also had lived experience.

Each postsurvey semistructured interview participant was methodically and chronologically taken through the strawman conceptualisation either by phone or at an in-person meeting and asked to give detailed feedback on all three sections of the data, attributes, strategies/tactics, and points of difference. The researcher initially provided an overview of the three-part, high-level grouping structure of the strawman conceptualisation. Each research participant readily understood and supported this three-part structure. The researcher then read each part of the strawman conceptualisation in more detail, seeking feedback on the body of the model using open-ended questions to gain input and ideas. That is, each person was taken through the attributes that had emerged from the thematic analysis of the data, as well as the strategies/tactics and the differentiators. All responses were audio recorded with permission, notes were taken during the process, and once the interviews were complete, the recordings were transcribed with permission.

The strawman conceptualisation was revised following feedback from the first two postsurvey research participant interviewees over several hours with each. Changes at this point included refinement, addition, and joining of attributes following extensive definitional discussion and clarification, further refinement and clarification of differentiators, and changing the heading from 'strategies and tactics' to 'tactics' for simplification.

The revised strawman conceptualisation was further revised with input from the remaining semistructured interviewees only once all the remaining seven interviews were completed. The feedback during this process was exceptionally insightful, highly considered, and clearly backed by extensive experience. Important nuance and subtleties were provided, as hoped, by using this approach. The feedback received from research participants is contained in Appendix N.

Each postsurvey semistructured interview ranged from 1 hr to 4.5 hr. The total amount of time contributed by each participatn or the data-gathering phase of the research ranged from 1 hr to 7.6 hr. The total time contributed each participant for the vetting process, presurvey interviews, Delphi survey, and postsurvey interviews ranged from 1.4 hr to 8 hr.

The total original data set was composed of presurvey interview transcripts, survey responses, and postsurvey interview transcripts. The vetting process also provided substantial data, but these were not intended to be included in the analysis.

Considerable time, effort, and thought was committed to managing the engagement of participants through the data-gathering phase of the research. This included several group emails with information—for example, on timing, next steps, and early findings. Tailored personal communication also took place where required such as, for example, following up with several participants who did not complete the survey by the requested time.

The language and questions employed at each step of the data-gathering phase process was appropriate and understood by all. Building and managing rapport and relationships with participants throughout the data-gathering phase was an important factor in contributing to the depth and breadth of data received.

3.8.8 Stage 3 of Data Analysis: Triangulated Thematic Analysis

Four processes were used to analyse the data on attributes and behaviours contained in the presurvey interview data and Section 1 of the survey data.

To recount, as discussed, the first process was a data transfer thematic analysis and the second a word/phrase synonym thematic analysis. The first process involved a manual cell-by-cell movement of data from surveys and interview transcripts to a spreadsheet that exposed key themes and subthemes, and the second involved the grouping of synonymous words and phrases that exposed very similar key themes and subthemes.

Further data were then collected from a subset of research participants based on a strawman conceptualisation.

A third and fourth data analysis process was then engaged: a triangulated thematic analysis and a quantitative analysis using a data analysis software platform.

The third stage of data analysis was undertaken after a 4-month break from the data. Section 1 of the survey data, including related presurvey interview data, was again placed into groupings of synonymous words and phrases, drawing on the postsurvey interview data but without reference to the previously constructed strawman conceptualisation.

A triangulated thematic data analysis process involving Swinburne's Professor Timothy Marjoribanks, Associate Professor Chris Mason, and the PhD author was undertaken on the groupings. Once again, the groupings and subgroupings fell naturally into three key themes: attributes, tactics, and differentiating characteristics. These thematic groupings and subgroupings were finally reviewed against the strawman conceptualisation. Both frameworks were remarkably similar, and only some minor adjustments were made to the strawman conceptualisation.

3.8.9 Stage 4 of Data Analysis: Word/Phrase Synonym Cumulative Data Analysis

Welsh (2002) points out that 'Often among qualitative researchers there are two camps, those who feel that software is central to the analysis process and those who feel that it is unimportant and in fact can result in the "wrong" kind of analysis taking place' (p. 5). Welsh

further argues it is important to combine the best features of each. The advantages of using a mixed approach to data analysis, engaging both qualitative and quantitative techniques including frequency and numbers, was discussed in Chapter 3.

Data analysis using a software platform and addressing numbers and percentages was therefore used for the fourth stage of analysis. Survey results were imported into NVivo (version 12), a software platform used for quantitative analysis of qualitative data. Using the text query function, Section 1 of the survey data relating to attributes and behaviours, which included related presurvey semistructured interview data, was searched to identify the number of times previously identified synonymous words and phrases were mentioned across the data. The number of times each synonymous word/phrase was mentioned was recorded, and the top 25 items were listed from highest to lowest by frequency with the numerical representation. Similarly, synonymous words/phrases used by participants in their responses to the Section 1 question about the core attributes of people of DP that drove most of their behaviours were also analysed using the text query function. Only the top 15 items listed from highest to lowest with the numerical representation was included in this second list because it focused on only one attribute—that which drives most of the behaviour of people of DP— whereas the first list represented all attributes. The data representing the quantitative analyses results are included in Tables 3 and 4 in Chapter 4.

Both positivist and interpretivist approaches to data collection and analysis were employed in this study as per a pragmatic approach to research. The results of the quantitative analyses were very similar to the results of the qualitative data thematic analyses and served as numerical support for the final strawman conceptualisation of the model. Interestingly, the qualitative data thematic analysis provided more insights into people of DP than the synonymous word/phrase quantitative analysis data because of the nuances and depth of meaning.

It was also interesting to note that the quantitative analysis had a subjective or qualitative element to it. The word/phrase synonymous data were able to be combined in

different ways, resulting in different results. For example, are 'cruel' and 'sadistic' part of the same thematic grouping? They have a different meaning, so one might decide to count them separately in the quantitative analysis. In the narrative data, however, cruelty was usually associated with enjoyment or satisfaction, which denotes sadism. A choice was therefore made to combine cruelty and sadism in the same word/phrase grouping, which doubled the combined numerical value, changing the prominence of this characteristic. This exemplifies how powerful qualitative data are in providing meaningful information that can address issues of contention or uncertainty.

Minor revisions were made to the strawman conceptualisation following the triangulated thematic analysis and the word/phrase synonym cumulative data analysis. A model representing people of DP was the outcome.

Data analysis up to this point addressed data from Section 1 of the survey instrument with associated information from the presurvey interviews because these data most directly addressed the two key aims of the research. Once Section 1 of the survey data was analysed, data analysis was undertaken on Section 2 of the survey data. Figure 1, 'Data Collection and Analysis Flowchart,' presents a diagrammatic representation of the data collection and analysis process.

3.8.10 Data Analysis: Survey Section 2

The second half of the survey data included qualitative data response questions in the form of open-ended questions and discreet response questions requiring yes/no answers. Data analysis was conducted that included thematic analysis of open-ended questions and numerical analysis of yes/no questions. Analysis also included comparisons between collective category responses of personality researchers, behavioural researchers, forensic expert practitioners, and nonforensic expert practitioners.

Differences and similarities in and between research participants and expert practitioners were explored in relation to yes/no questions. Raw number responses were

converted to percentages and comparisons made between the four research participant categories (including subcategories) in Table 2.

The narrative responses were thematically analysed in two processes: first, as they were individually taken from primary document sources and placed in the spreadsheet, and second, time when common themes were specifically explored. Themes, percentages reflecting the numerical analysis outcomes, and quotations representing narrative responses are included in Chapter 4.

3.9 Limitations and Risks of the Research Methods

One of the key risks of a qualitative approach is rejection of the data by academics and others who have adopted a strictly positivist philosophy towards research. A large proportion of academics and others in the field of DP adopt a positivist view that 'privileges measurement and counting' (Biggerstaff, 2012 p. 186).

G. Miller (2001), in a Delphi survey technique study of tourism researchers, found there was a level of cynicism among some of the panel members with use of what they considered a qualitative data-gathering technique. In comparison to quantitative methods of research, the Delphi survey technique participant numbers may seem low, particularly given the statistically significant responses sought in quantitative data mediums. This issue can be addressed by the careful selection of panel members that provides a high level of confidence in the data (G. Miller, 2001; Ogbeifun et al., 2016). Loo (2002) points out that

> small, non-random samples typically used in Delphi studies can be very useful if the researcher carefully determines the key criteria for selection given the nature and purposes of the study and determines the sample size based upon the expected variation in responses. (p. 767)

In this study, several strategies were employed to mitigate this risk of nonrepresentative data, including the selection of both qualitative and quantitative research

techniques, careful selection of high-level, experienced participants, and vetting of participants.

A second potential risk of the research approach is omission of important questions in the first survey because they do not seem important at the commencement of the study, resulting in data gaps (Franklin & Hart, 2006). Again, several strategies were included in this research approach to address this risk, including trialling the survey and gaining data from pre-Delphi interviews. Indeed, Belton et al. (2019), in their paper on Delphi survey technique best practice, suggest trialling a survey.

Membership of the Delphi panel is also critical. The expertise of Delphi panellists could be unevenly distributed, and hence, some panellists may be unable to give well-informed responses (Hsu & Sandford, 2007a). Davidson (2013) points out that PhD students undertaking Delphi studies sometimes confuse experience with expertise when selecting panel members, which compromises their research results. This risk was addressed through careful research on the backgrounds of all potential research participants and the vetting criteria. Participants were required to have a minimum of 5 years' continuous experience with people of DP and/or their targets/victims over time and in different contexts and were also required to provide information on their knowledge of the area in the vetting process.

Hsu and Sandford (2007b) describe the potentially low number of panel experts and the relatively small number of participants in the Delphi study as a risk as drop-out rates of participants can compromise data output. The Delphi survey technique process can consume large blocks of time and may be slower, for example, than a telephone survey or face-to-face technique that can be simultaneously conducted (Hsu & Sandford, 2007b; Ludwig, 1994). This risk was addressed by engaging personally with each participant in the vetting process, being very clear about the time requirements with participants, demonstrating passion for the research, engaging in ongoing communication throughout the process, and highlighting the importance of each participant's involvement.

In terms of limitations of this research, the number of participants at 57 is a small sample size measured against quantitative data samples. As a qualitative project, however, this is a large sample size, particularly with participants averaging 22 years of continuous, deep experience with people of DP and/or their targets/victims.

Another limitation is the inclusion of a higher number of practitioners working in a nonforensic context than in a forensic one. This sampling was intentional for this study as the number of studies researching the attributes of higher functioning people of DP is low. Another potential risk or limitation relates to representation of national contexts. Identification of research participants was challenging and so those that were identified, vetted, and willing to participate were accepted. Representative distribution across geographical locations was not a consideration.

3.10 The Researcher's Role and Bias Reduction

There are several roles in a research project in which the researcher plays an active part. They include identifying and sourcing potential participants, enlisting participants in the project, maintaining participant engagement in the process, collecting data, analysing data, and writing up results.

Quantitative data are collected with a primary focus on the mechanism and form of data collection; however, qualitative data collection uses the researcher as an instrument of data collection (Denzin & Lincoln, 2011). It is important to understand both the role and the background of the researcher in qualitative data collection processes as these two issues have the potential for substantial impact on data integrity, reliability, and validity. Several authors mention a requirement for the researcher's role to be as an administrator and research coordinator only and not as a participant in a Delphi study (Avella, 2016; Day & Bobeva, 2005) to retain objectivity.

In all research projects, it is crucial to minimise any potential bias at all steps of the research process. Bias is an inclination or prejudice for or against an issue. The researcher's

role in conducting data design, collection, and analysis has implications regarding bias, particularly when using qualitative research methods where the researcher plays a substantial role in the collection and interpretation of data—for example, through their direct interactions with participants in face-to-face interviews.

There is a considerable literature on ways to minimise bias in semistructured interviews and the Delphi survey technique (Hasson et al., 2000; Hsu & Sandford, 2007b), which is discussed in other sections of this thesis.

An account of strategies employed in this research to minimise bias is included here.

a. In addition to a comprehensive literature review, fact-finding discussions with a range of internationally recognised experts in the field prior to study commencement for insight into different perspectives was undertaken to contribute to the breadth of thinking in research design.

b. Researcher representation from the three key DP conceptualisations—psychopathy, Machiavellianism, and narcissism—as well as the DT were included, again to contribute to the breadth of thinking in research design.

c. Only two open-ended, high-level questions were used in the 'vetting process' to minimise potential for research bias. Prompts, where required, were also high level and open ended.

d. Open-ended, high-level questions were used in the presurvey semistructured interviews to decrease any potential for the researcher to 'lead' the participant.

e. Open-ended questions were used in Section 1 of the initial survey, which asks participants about attributes and behaviours of people of DP. Traits from existing models were not used or named as a basis for data collection so as not to lead or bias responses.

f. In Section 2 of the survey, several closed questions requiring discrete answers were included for clarity of participant position before seeking narrative responses.

g. Both qualitative and quantitative data analysis processes were used.

h.   Triangulation involving other experienced researchers was used in several steps of data analysis.

i.   Electronic platform as well as thematic analyses were conducted.

j.   Criteria for consensus were decided before research commenced.

k.   The researcher was not a participant in the research. The researcher's role was strictly facilitative, administrative, and coordinating.

The issue of the researcher's role and the integrity, reliability, and validity of the data are further discussed in the next two sections of this chapter.

3.11 The Researcher's Identity

Mason (2017) claims it is important for researchers to have clarity regarding their fundamental perspective on the social world, their ontological positioning or perspective, because it has implications for research. Mason goes on to say that

> it can be quite difficult to grasp the idea that it is possible to have an ontological position
>
> or perspective (rather than simply to be familiar with the ontological components of
>
> the social world), since this suggests that they may be different versions of the nature
>
> and essence of social things. (p. 14)

Peshkin (1985, p. 278) argues that all researchers have an identity that will present both enabling and disabling elements. The researcher and the sum of their experiences, views, and values potentially impact the research.

While it is impossible to know the full set of experiences, views, and values influencing any researcher, the background the PhD author brings to this research includes 30 years of data collection and analysis in work with senior executives, extensive experience in organisational research projects, substantial professional experience with people of DP in organisations during long-term one-on-one and group work, 15 years of advocacy work in the

family and children's courts, experience with people of DP in elite international sport, and experience with people of DP in relation to religious and charity organisations.

Recognising and discussing 'lenses' is an important process in managing impact on the research process. The thesis author understood to engage with participants and in analysis of the data in full awareness of the researcher's position in relation to the topic while constantly reflecting on whether and how professional and personal experiences, views, and values may be shaping process and analysis.

One of the capabilities brought to this research was considerable experience conducting interviews on issues of a provocative nature, such as corporate suicides, gender-related issues, cultures of intimidation, executive bribery, hostile takeovers, corruption, and client deaths. The PhD author is well versed in maintaining a professional and objective yet engaging approach while collecting data in the face of distress, pushback, resentment, deep sadness, pain, and anger. The PhD author is also well versed in techniques and approaches to reduce bias in qualitative data gathering. If bias or researcher identity entered the work of the PhD author in large organisations, they would not be effective in working with executive groups and others based on themes identified from the research.

3.12 Ethics

Ethical considerations are important in research to ensure the integrity of the research process and outcomes. Ethical issues that must be considered before the commencement of any research project include the rights and wellbeing of research participants and the reliability, validity, representativeness, and legitimacy of research results. All universities have ethical principles and rules that guide research design and implementation to ensure issues of an ethical nature are rigorously addressed, and ethics approval must be obtained before research can commence and if changes are made to research design.

In this research project, several ethical issues were considered important in relation to research participants. The potential for harm to research participants was considered low as

they were practitioners and academics working professionally with or researching people of DP and/or their targets/victims. Nevertheless, people of DP behave in ways that harm and disadvantage others, and the ethical treatment of research participants, including the data they provided, was important.

Participants were given the option to withhold their names or to provide pseudonyms for inclusion in the list of research participants contained in the PhD document. A decision was also made, and research participants informed, that responses would be confidential, and any quotations would be anonymous and unattributable unless permission was specifically included for quotation attribution. Research participants were advised that participation was voluntary and that they could withdraw at any time. They were also provided with the contact details of a support service as well as the ethics department of the university. Informed consent was obtained from each participant before proceeding with the research to ensure they understood these issues.

A list of research participants is included in Appendix B. Years of experience is included separately to years of experience specifically with people of DP and/or their targets/victims to further provide precision, transparency, and openness in the data.

Research participants were senior in their fields of expertise. As such, they were informed of research objectives, potential time commitments, steps involved in the research process, and how results would be communicated succinctly and clearly. They were also kept updated with key research milestones by email.

It was established following research participant acceptance into the project that some had lived experience of people of DP—that is, they had been or were currently being targeted by people of DP. Ethics approval was obtained to include participants who had lived experience as victims/survivors of people of DP only where these people were currently in professional roles. It was thought that this would ensure they had resilience in the event they may be 'triggered' from the research process.

While it was not required by ethics, the researcher checked in with each participant who they understood to have lived experience. Four participants with lived experience expressed being triggered by involvement in the research. The researcher ensured they had a support structure and followed up with each of them on several occasions. Helpline numbers were also provided in the research material.

The discussion in this chapter demonstrates that a robust, well-researched, and appropriate process was used as the basis for engaging with the central questions of this thesis. The following chapters analyse and discuss the findings from the research and the implications of these findings.

Chapter 4.

Findings: Attributes Common to Adult People of Dark Personality

4.1 Introduction

> It is truly terrifying being up against them. It is also isolating. It is also very difficult to describe. Once you know the type you can recognise it, even when others can't see it. They are highly dangerous people. (Category 2)

Crucially, the data indicate that all adults of DP are equally as exploitative, dangerous, manipulative, and self-focused. Regardless of whether incarcerated or nonincarcerated, whether engaged in physical or nonphysical forms of harm, whether employed in leadership roles, engaged in charities or religion, involved in full-time parental care roles, their intent to harm and disadvantage their targets/victims appears common to all.

The data indicate those of DP who remain out of prison are more likely to be of higher intelligence and socioeconomic status, have better impulse control capability, and are more adept at creating compelling facades, leading double lives, the 'dark' side of which most people are unable and/or unwilling to see, even where there may be subtle or even obvious indicators. The data also indicate higher functioning people of DP engage more effectively in underhanded tactics that prevent exposure and accountability, are better at grooming or manipulating others to support them, and are more likely to harm using methods that are subtle, ongoing and leave no evidence, resulting in emotional and mental 'torture' which their targets/victims struggle to recount to others. This issue is explored further in this Chapter and in Chapter 5.

The data collected on attributes were extensive and deep. The refinement or analysis of data constituted several thematic analyses, as outlined in Figure 1 of Chapter 3. The themes that emerged—that is, the findings—exposed 20 attributes. These attributes differ in

behavioural manifestation according to context, opportunity, personal circumstance, and personal preference.

In addition, the data collected when participants were asked to list all the attributes common to people of DP presented information that did not fit the definition of an attribute but were nevertheless represented in the data in a substantial way. These thematic subgroupings represent an arsenal of weaponry or 'tactics' commonly used by people of DP to achieve their goals.

Conflicting findings indicated that people of DP, like people who are not of DP, have characteristics of fundamental difference, or 'differentiators,' in the form of capabilities and values. The data indicate researchers have developed new iterations of DP based on these differentiators rather than focussing on refining our understanding of shared attributes.

Tables 3 and 4 in this chapter provide findings from a quantitative data analysis that support the attributes identified as well as the existence of tactics and differentiators, identified from the thematic analyses. The findings from the quantitative data are the result of a cumulative analysis of word/phrase synonyms.

The findings regarding attributes of people of DP are put forward and discussed in this chapter. Other findings relating to, for example, the impact of people of DP and the professions they are drawn to are discussed in Chapter 5.

The attributes are placed into a model in this chapter. Tactics and differentiators are included in the model. The data presented in terms of quotations, rankings, and themes that support the attribute findings are discussed in some depth to give grounding to the model. Appendix 0 contains a long version of the model with further data.

The lack of nuance in existing models was one of the weaknesses identified in the literature review which resulted in difficulty identifying higher functioning people of DP. This is another reason considerable data and discussion are provided. One final observation before moving on to discuss the model relates to the 'dark core' of people of DP, which is discussed in the following section.

4.2 Dark Personality and Malevolence: The 'Dark Core' of People of Dark Personality

4.2.1 The Profoundly Unacceptable 'Darkness' of Those of Dark Personality

Malevolence as a feature of people of DP was discussed in Chapter 2. It was highlighted that personality researchers hold considerably different views about the depth of malevolence of people of DP.

The findings from this study show that all people of DP are deeply malevolent and dangerous and that those not incarcerated for asserting physical acts of harm are able to impose harm equally as destructively in covert ways while adopting strategies to avoid exposure and incarceration.

This section explores the malevolent core of people of DP in more detail. First, two quotations are presented from different expert practitioners who have worked for decades with people of DP outside the justice system, most of whom currently operate 'normally' in society, that capture the depth of malevolence of people of DP.

> The impact on victims of people of DP is profoundly damaging and life threatening, even in those who are the victims/targets of those of higher functioning DP. Adults and children can both experience suicidal ideation as well as suicide attempts, in the context of depression and anxiety and they can also start self-harm behaviours including disordered eating issues, drug and alcohol dependence and cutting. These behaviours emerge to cope with the immense overwhelm and despair they are experiencing. There are times adult victims feel they are going to go 'crazy', and they feel so trapped and stuck like there is no way out of 'this hell' except to die. Even once an adult partner has escaped a marriage the behaviour of the DP continues toward them because they share children and sometimes custody access. There is no escape even post separation. The torture continues and the family court system

cannot help the victims once final orders are made. Victims often do not know who to turn to for validation and support. Victims do not feel believed and start to despair at the isolation of their experience. Adults can sometimes cease to be able to work or quit their jobs. Children struggle to attend school and engage in meaningful peer relationships. Some children develop extreme behaviours such as conversion disorders (pseudo fainting) as a way of managing overwhelm. Interpersonal relationships become strained and ruptured between the non-toxic parent (victim) and their children which creates an added layer of despair for the victim which can become unbearable. Honestly, I am surprised that the victims I have worked with are still alive. (Category 4i)

It's probably one of the most readily apparent differentiators in my experience from other forms of extreme maladaptive coping or personality issues. For example, I've met people who were nasty, who have said hurtful things, who have caused me grief. But often when I sit and reflect on how I felt during the interaction, the transference I received, and what I know of them as a person, it doesn't feel 'nasty', for lack of a better word. People with dark personality however transfer an intense emotional state of calculated ferocity, rather than uncontrolled pain and anguish. (Category 4i)

These quotations are representative of the study data and highlight the malevolent nature of harm imposed by those of DP, many of whom often do not engage in physical acts of harm. This data characterise people of DP as deeply ill-intentioned and dangerous while often projecting the façade of a 'normal' person.

The findings show that people who have not been targeted by or worked extensively with people of DP and/or their target victims find it hard to comprehend, believe, and accept the complex manoeuvring and dark motivation of people of DP.

The findings also indicate that the motivations of people of DP are so profoundly different from the rest of the population that it is challenging for those who have not been targeted, including many mental health professionals, to accept the depth of 'darkness' and attributes and behavioural manifestations that stem from this dark core, particularly where the behaviours are manipulative, sadistic, subtle, and manifest over time and the person of DP is, for example, a full-time parent, a teacher, a doctor, a charity worker, or someone else in a caring profession.

The findings indicate that serial killers and oppressive dictators, for example, widely understood forms of people of DP, represent only a small proportion of those who actively violate social norms and harm and disadvantage others by conscious choice.

Others of DP may pursue less transparent forms of harm, and their actions may leave less evidence, but they are equally as malevolently motivated. The findings show that a lack of transparency of their behaviours and the more covert nature of the harm they cause, often imposed by many small acts that together occur as 'torture' but which singularly may seem like one-off less innocuous behaviours when recounted to others, make it even harder for others to accept and believe the depth of malevolence. It is referred to in the data as 'death by a thousand cuts.'

Several quotations are included in this section that have been chosen to demonstrate how powerfully the data represent the theme of deep malevolence.

> It is almost impossible for people who have not been exposed to DP to accept and comprehend how many of them exist and how incredibly sinister and diabolical and destructive their behaviours are. (Category 4i)

> People think that they are exotic and complex. Instead, they are simple and dangerous. Truman Capote's *In Cold Blood* was a good depiction of a type of DP, people kept expecting him to be something that he wasn't. These people are

> extremely dangerous and should be constrained from taking what they most desire: power. Normal people don't get how these people toxify the world around them. (Category 4ii)

> People can't get it. People who don't work in our fields or in helping professions, often don't hear or see about the kind of evilness perpetrated on others, and just can't believe it. Whereas, unfortunately, it's commonplace in my work. (Category 3)

Key elements evident in the quotations include the difficulty for those who have not been targeted by someone of DP to understand and accept the extreme nature of the harm they cause when it is not physical; misconceptions about the true nature of people of DP; a reluctance to accept that someone they know may be so malevolently motivated; and that most people miss the signs that the targets/victims recognise that indicate people of DP.

> It's almost impossible to reconcile. It really is. It's so stark, the lack of the moral compass is so startling when you consider what their day job is [priests]. I guess it highlights how the face of evil is so benign. You can't look at someone and know that this is an evil person. You can look at someone and think they're a holy person, and the next thing they're a predator, and they're an evil person. It's so deceptive. I think that's one of the hardest things about these people. You look at them, and they look like everybody else, and yet they're not. I certainly recognise that. (Category 4iii)

> A very intimidating posture or presence, yet in a kind of unassuming way that I think is probably not as readily apparent to those who have not been exposed to it. When you are there in person you feel as if you are being stood over, yet to someone looking at that moment in a photo for instance they might not see the same intensity or feeling. (Category 4iii)

I have been fortunate that I have usually been in highly secure settings such as courtrooms and gaols when dealing with people with dark personalities and have felt well protected. It does occur to me that it would be very frightening to be the focus of their attentions but that hasn't happened yet, and I try not to dwell on it or it would impede my ability to do my job. However, from my observations the darkest personalities are not the ones exhibiting obvious aggressive mannerisms and facial expressions. Some of the most frightening men with which I have had to deal (for example, the serious offenders that I assisted while working in a Prison Unit) have had pleasant communication and interpersonal behaviours but have had a very disturbing history of violent and sexual offending which is not easily reconciled with their functional demeanour. (Category 3)

The findings also highlight the unwillingness of people to accept both the motivation and behaviours of those of DP. Several participants commented that many people do not want to believe the motivations of those of DP because it is just too awful to dwell on. It is easier and more palatable to deny.

There is a huge gap between public awareness and lived experience. People tend to not want to believe the person they know (who may be charming) is so destructive. (Category 4ii)

There was an absolute denial of what had happened. His lies were just so convincing. My siblings didn't understand why I was so upset. Being believed is a huge issue for those of us targeted by DP who are not obvious criminals, who harm by manipulation, coercion, stripping away the confidence of those they target. I had never been so validated as I was listening to that judge hand down his sentencing remarks. I appreciate the support and belief from every person who believes me. I

know what I lived, but even now I've still got that little voice at the back that goes,

yeah, but you're just overreacting. You're just making it out to be something that it's

not. Are you just exaggerating it? Whereas this is an impartial person who has heard

both sides and seen the evidence from both sides. (Category 4i)

Several participants discussed the difficulty for targets/victims to be believed, the nature of harm was so bizarrely inhumane. This often facilitated the continuation of harm to the target/victim and others associated with them such as their children, over many years, not just by the person of DP but by the systems and structures intended to support them.

Expert practitioners commented on their own responses to the malevolence factor of people of DP, which is contained in the next section.

4.2.2 The Fear Experience of Practitioner Expert Research Participants

One of the more striking points in the data is that among the participants in this research, most expert practitioners working with people of DP in both nonforensic and forensic settings experienced fear both in the presence of and not in the presence of people of DP.

I constantly worry that he will ruin my career and reputation with a few words

because he is so believable. (Category 4ii)

I have concerns that corporate individuals in high power with colleagues who hold

high status positions could seek to damage my professional reputation. I think the

knowledge that during the therapeutic experience there was never an alliance, not

even an alliance for the children, and because my involvement in the outcome of the

children may not fit with the DP original vision, I worry that they harbour and

remember that and will want to seek revenge at some point in a way to provide equal

level of harm. (Category 4i)

> On one occasion I was alone in a court area and the spouse of a client walked past one end of the area and he looked at me in such a way that I felt threatened by his presence. He was aware that I was alone. I felt that he could have caused me harm and that as I was alone in that area. (Category 4iii)

> There was a prisoner I had worked very extensively with and who I believe thought that he was successfully grooming me despite me repeatedly reminding him of my obligation to feed into his ongoing risk assessment. When I met with him to discuss the report, I had written the change in his presentation and level of hostility was so chilling that I felt physically sick. (Category 3)

Several survey questions related to the impact of people of DP on research participants. Questions included 'Have you ever experienced fear when you have been in the physical presence of someone of dark personality?' and 'Have you ever experienced fear in anticipation of how someone of dark personality might harm you when you have not been in their presence?' For both questions, participants who expressed an affirmative answer were asked, 'What has given rise to this fear?' and 'What specifically have been your concerns about how the person of dark personality might harm you?' respectively.

A total of 72% of expert practitioners had experienced fear in the presence of someone of DP, and 74% had experienced fear of someone of DP while not in their presence. This indicates these research participants experienced such a sense of all-pervasiveness regarding the potential for personal harm by people of DP that they carried the fear beyond the working setting.

Sources of fear discussed by expert practitioners include potential impact on their own physical wellbeing and on the wellbeing of their families and their homes.

> Accepting that anyone with enough determination has the ability to find you and inflict harm either on you or family members. (Category 3)

Based on their behaviour towards others, find out where I live, set fire to my home, make public posts about me on social media, make false accusations aimed to damage me professionally. (Category 4ii)

Reputation. Physical violence. But mostly reputational damage. (Category 4i)

Sources of fear of harm or damage included to their reputation, their business or career, their relationships with others, their income or financial position, and/or other aspects of their lives.

Slander my reputation or harm my business perhaps using social media reviews or talking to other professional colleagues about me in a negative way over a period of time. (Category 4i)

He was willing to lie to professional boards as a means to incriminate me. He was willing to send people to break into my offices and steal material. (Category 4ii)

Their persistent behaviour of making formal complaints against professionals and being very open about that as a form of intimidation. (Category 3)

Understanding that this person does not operate according to a moral compass means that anything is possible as a form of revenge. (Category 4iii)

Ruin my professional reputation and opportunities in the sector I work in, damage my property such as car or house by, for example, throwing a brick through the window. (Category 4iii)

Alienate friends and limit my work possibilities. (Category 4i)

The findings powerfully highlight that nonphysical forms of harm are equally as fear inducing as physical harm in relation to the impact of people of DP.

The quotations in this section indicate that even when not in the physical presence of someone of DP, most expert practitioners had experienced concern and fear about how the person of DP may harm them. Quotations describing how research participants have experienced fear in the presence of people of DP include the following.

> I think the sense of superiority and quiet menace has given rise to this fear. The amusement in their eyes. You can almost hear the sinister thoughts through the silence. It creates a sense of foreboding that this person will store up revenge to be exacted at a later date. (Category 4iii)

> The way that I have felt watched or observed. Not so much the conversation. It has been more about what is not said between us. There is a vibe in the room that is unnerving and creates a discomfort that is hard to explain or overly discuss. Sometimes it can feel paralysing. It is a non-verbal communication in my experience that can feel the most uncomfortable and frightening. (Category 4i)

The discussion on malevolence in this section has focused on expert practitioner experiences of fear. Researchers who participated in this research were far less likely to have experienced fear in relation to people of DP.

4.2.3 Researchers Who Participated in This Study Less Likely to Have Had the Fear Experience Regarding People of DP

The findings show that the powerful emotional fear response experienced by most expert practitioners who participated in this study in relation to people of DP was experienced by a substantially lower proportion of researchers who participated in this study. Only 40% of researchers reported having experienced fear in the presence of someone of DP compared

to 72% of practitioner experts, and only 20% of researchers had experienced fear of someone of DP while not in their presence compared to 74% of practitioner experts.

While these data are of a qualitative nature and require reproduction, the findings, nevertheless, have considerable potential implications. At least one researcher in the study reported they had never, to their knowledge, been in the physical presence of someone of DP. Some researchers in this study discussed gathering data from laboratory simulations that did not involve people of DP but rather people who exhibited some 'traits' of those of DP.

The factors discussed in this section may have an impact on research outcomes, potentially downplaying or misrepresenting malevolence levels and attributes of people of DP.

4.3 Findings From the Word/Phrase Synonym Quantitative Analysis

This section provides a summary of key findings from the quantitative analyses data provided in Tables 3 and 4. The data support the findings of the thematic analysis and have been taken into consideration in formulating the model discussed in this chapter. The cumulative word/phrase count is ranked for each of the questions, from the word/phrase response most frequently recorded to the 25th and 15th highest rated responses, respectively. There were fewer responses to the question relating to the attribute that drives most behaviours of people of DP, hence a reduced ranking list. As in the thematic analysis, some of the responses do not represent attributes but rather tactics or differentiators and, in some cases, outcomes. It was important to be able to differentiate between these characteristics for precision.

Table 3

Ranking of the Top 25 Attributes of People of Dark Personality

Priority ranking of features	Synonymous word/phrase themes	Number of thematic mentions	Subsets of thematic mentions
1	Dangerous and harmful (constituted by subset items below)	1,170	
	Dangerous with the propensity to cause enormous harm to others (28), including		848
	• physically (331)		
	• emotionally (143)		
	• psychologically (88)		
	• relationships with others including social networks (86)		
	• relationships with one's children (51)		
	• financially (41)		
	• reputations (32)		
	• spiritually (2)		
	• with a goal to ultimately destroy the target (46)		
	Forms of emotional and psychological harm include		322
	• diminishment and belittling (85)		
	• isolation of the target/victim (48)		
	• doing and saying things that makes the target question their own sanity and reality, gaslighting (43)		
	• engaging in hurtful and derogatory remarks (39)		
	• publicly humiliating (38)		
	• publicly and/or privately provoking (21)		
	• disempowering (21)		
	• eroding the target's confidence and self-worth (11)		
	• setting one up for failure (9)		
	• degrading (7)		
2	Driven by control, power, dominance	654	
3	Lies and deceives	618	
4	Intensely focused on managing their public façade of being a 'normal person,' their image, and their created personas, including, for example, association with charities and religious organisations, projecting an image of a 'great parent'	558	
5	Prioritises their own agendas above the needs of others	445	
6	Consciously misleads and manipulates, including exploiting and grooming others to be inadvertently complicit	428	

Priority ranking of features	Synonymous word/phrase themes	Number of thematic mentions	Subsets of thematic mentions
7	Intimidates and threatens with the intent to create fear in others	341	
8	Sexual boundarylessness; breaking laws, taboos, agreements, and/or contracts regarding sexuality; and the use of sexuality to provoke, to harm, to control, to demean, to intimidate and/or to leverage	306	
9	Sense of superiority and entitlement	248	
10	Calm and contained	248	
11	Not compelled by laws, rules, regulations, contracts, or agreements	210	
12	Objectifies and dehumanises	196	
13	Sets goals, develops detailed plans to achieve them, then carefully, patiently, and subtly goes about securing the outcomes	191	
14	Unrelenting attention to personal purpose, obsessive quality, uncompromising	186	
15	Callous disregard for the feelings of others, lacking empathy	179	
16	Minimises potential exposure, does not disclose about themselves	152	
17	Sadistic and cruel, enjoys seeing others pain and discomfort	147	
18	Blames others, reverse attributes their nefarious deeds and behaviours to the victim	132	
19	Does not experience emotions, emotional responses are enacted	130	
20	Weaponises the justice system	129	
21	Delays and postpones when being held to account	111	
22	Engages in a 'play' with the victim that is like sophisticated chess	110	
23	Avaricious	96	
24	Vindictive and vengeful	81	
25	Preys on those who are more vulnerable	70	

Note. Participants were asked to spontaneously identify, describe, and give behavioural examples of all attributes of people of dark personality. Synonymous words and phrases were grouped, the number of mentions summed, and top 25 listed.

Table 4

Ranking of Attributes Perceived as the Core Driver of People of Dark Personality

Priority ranking of features	Synonymous word/phrase themes	Number of thematic mentions
1	Dangerous and harmful	75
2	Driven by control, power, dominance	45
3	Consciously misleads and manipulates, including exploiting and grooming others to be inadvertently complicit	44
4	Intensely focused on managing their public façade of being a 'normal person,' their image, and their created personas, including, for example, association with charities and religious organisations, projecting an image of a 'great parent'	40
5	Callous disregard for the feelings of others, lacking empathy	37
6	Lies and deceives	37
7	Intimidates and threatens with the intent to create fear in others	28
8	Sense of superiority and entitlement	23
9	Does not experience emotions, emotional responses are enacted	23
10	Calm and contained	23
11	Sadistic and cruel, enjoys seeing others pain and discomfort	19
12	Blames others, attributes their nefarious deeds and behaviours to the victim and others	15
13	Not compelled by laws, rules, regulations, contracts, or agreements	15
14	Sexual boundarylessness; breaking laws, taboos, agreements, and/or contracts regarding sexuality; and the use of sexuality to provoke, to harm, to control, to demean, to intimidate and/or to leverage	14
15	Vindictive and vengeful	10

Note. Participants were asked to spontaneously identify, describe, and give behavioural examples of the most defining, core attribute of people of dark personality. Synonymous words and phrases were combined, and the number of mentions calculated. Only the top-ranked 15 attributes are included.

The highest ranked response, in the data associated with the question about the shared attributes of people of DP, was 'dangerous and harmful' (1,170 mentions). This item had approximately double the number of word/phrase synonym mentions of the second highest ranked item and included a substantial degree of physical and nonphysical methods of harm. Dangerous and harmful is an outcome, rather than an attribute, and is discussed in more detail later.

The second ranked response was 'driven by control, power, dominance' (654 mentions), which was the highest ranked attribute in the thematic analyses.

The third highest ranked item was 'lies and deceives' (618 mentions).

The fourth highest ranked was 'intensely focused on managing their public façade of being a "normal person," their image, and their created personas, including, for example, association with charities and religious organisations, projecting an image of a "great parent"' (558 mentions).

The fifth highest ranked was 'prioritises their own agendas above the needs of others' (445 mentions).

In addition to being asked to list all of the attributes of people of DP, research participants were also asked which attribute drive the most behaviours of those of DP.

The two highest ranked responses in the data associated with the question about the attribute that drives the most behaviours of people of DP were the same as the two highest ranked responses of the previous question, 'dangerous and harmful' (75 mentions) followed by 'driven by control, power, dominance' (45 mentions).

The third was 'consciously misleads and manipulates, including exploiting and grooming others to be inadvertently complicit' (44 mentions).

The fourth was 'intensely focused on managing their public façade of being a "normal person," their image, and their created personas, including, for example, association with charities and religious organisations, projecting an image of a "great parent"' (40 mentions). The fifth was 'callous disregard for the feelings of others, lacking empathy' (37 mentions).

4.4 Persistent Predatory Personality Model

This section introduces a model that emerged from the fieldwork conducted for this thesis that reflects the findings as they relate to attributes. It further defines and discusses each of the attributes, as well as tactics and differentiators. The model is called the PPP model, that is, the Persistent Predatory Personality model.

'Persistent' because the international literature search, discussions with international thought leaders, and data from the expert practitioners and researchers who participated in this research project indicated that people of DP were not able to be 'cured.' Personal counselling appears to support the knowledge base of those of DP that they can draw on to manipulate, while the sense of superiority of people of DP supports a belief system that they do not require 'curing.'

'Predatory' because the drivers and behaviours of this subset of the population appear to be, according to the data, like those of predatory animals and very different to those of most other human beings. The data show they seek out the vulnerable, weaken them, isolate them, and use their pain or discomfort for entertainment, often harming or destroying them, while staying hidden and blending into the environment when they can. Predatory is one of the 20 attributes and is discussed at length in Section 4.5.6. It is also supported in the literature (Babiak et al., 2012; N. Brooks, Fritzon, & Watts, 2020; Reid Meloy et al., 2018).

'Personality' because this term denotes a collection of attributes, and the data presented in this research indicate a set of attributes common to this subset of the population and that it is important to know and understand the full set of attributes to identify people of DP. Using continuums of normal personality, it would seem from the data that to try and identify this subset of the population is not sufficient as it is not exact or nuanced enough. Existing conceptualisations developed by personality and behavioural researchers are similarly not comprehensive or nuanced enough either it appears.

The three-dimensional PPP model, which builds on existing literature and draws on all the thematic and numerical data findings from this study, contains 20 attributes, 25 tactics,

and several differentiators. It is presented in Figure 2. A version of this model, extensively populated with quotations representing the attributes, tactics, and differentiators, is included in Appendix O. This highly populated model provides definitions, further information, and quotations that support the inclusion of each attribute, tactic, and differentiator in the model as well as a group of quotations demonstrating how attributes manifest behaviourally in a range of contexts, communities, and personal circumstances.

Quotations from the data are used throughout this chapter to illustrate critical points of relevance to the model. In each section, every quotation is from a different participant. In some cases, a series of quotations are included where a point needs more detailed support, as the findings differ considerably from the key thrust of the academic literature. The research participant category is included with each quotation to highlight context and, in some cases, to demonstrate the various contexts in which the attribute manifests.

The 20 attributes are divided into four conceptual groupings based on related features, which is also discussed in this chapter.

The contribution the PPP model makes to the literature is discussed in the conclusion of this chapter. The chapter also discusses how the model was developed, the basis for inclusion of attributes, tactics, and differentiators, and further defines some of the language.

The complexity of this model, in that it includes not just attributes but also tactics and differentiators, may well have been a barrier in identification of this model by other researchers. The three sets of data, though, are important in better recognising predators and in reducing areas of contention in the literature.

The extended version of the PPP model included in Appendix O provides important detail for better understanding of the depth and nuance of this model.

Figure 2

Persistent Predatory Personality (PPP) Model

<div>

Attributes (20)

   Group 1: They drive the agenda

1. A drive for control, power, dominance
2. Self-view of superior and special, entitled
3. A pathological, explosive inner response to being compromised or challenged
4. Vengeful
5. Uncompromising

   Group 2: They are motivated and operate differently and darkly

6. Predatory (including exploitative)
7. Sadistic and cruel
8. Has a low regard for laws, regulations, and agreements, as well as social and moral codes
9. Sexual/relationship boundarylessness
10. Unreasonable expectations of others

   Group 3: The truth is not easy to distinguish or believe

11. Actively cultivates façade of 'normal'
12. Chameleon-like
13. Dishonest
14. Devious and manipulative (including calculated) and involving consciously misleading others to be inadvertently complicit. The DP superpower!
15. Unwillingness to accept responsibility for negative impacts they cause

   Group 4: They don't experience feelings in the same way as others

16. Without authentic emotion (emotional responses are acted)
17. Callous
18. Unremorseful
19. Self-interested
20. Brazen

</div>

Weaponry or Tactics (25)

1. Intimidates with an intent to create fear

2. Isolates

3. Weaponises the justice system

4. Accuses the victim of their own nefarious deeds ('reverse attribution'), blames others

5. Creates a contrived sense of deep connection

6. Pretends to be the victim

7. Capitalises on data

8. Blocks, evades, and deflects

9. Focuses on evidence reduction and avoidance of transparency

10. Diminishes, degrades, disempowers, and discredits

11. Engages in a complex set of behaviours which are difficult to 'see through' and understand collectively

12. Uses convoluted discussion

13. Confuses and creates chaos

14. Publicly and privately provokes

15. Moves in and out of supportive and nonsupportive approaches

16. Attacks process and the qualifications, experience and integrity of professionals who challenge them

17. Ingratiates themselves to people in power

18. Dismisses, denies, and minimises

19. Justifies and excuses

20. Blackmails and bribes

21. Delays and postpones

22. Obligates

23. Forces, coerces, and bullies

24. Creates and capitalises on divisiveness, divides and conquers

25. Mirrors and copies

Differentiators	
Capabilities	**Values**
1. Planning and goal setting.	1. Wealth
2. Emotion emulation and persona creation.	2. Attention from others
3. Presentation of competence.	3. Status
4. Focus and purpose	4. Viewed as reliable
5. Funding of lifestyle	5. Legacy
6. Self-protection	
7. Retention of freedom	

4.5 Attributes of People of Dark Personality

The findings show 20 attributes that appear to be core to adult people of DP. That is, based on the findings of this study, all people of DP have all 20 of these attributes. Whether all the attributes manifest behaviourally over time depends on several factors including context, opportunity, personal circumstances, and personal preferences according to the findings. An example from the data is that if someone of DP is in jail, they are less able to manifest the attribute of vengeance or they may need to bide their time to manifest the attribute of vengeance because of strict controls in prison. A second example of how attributes manifest differently according to different factors relates to the attribute of 'Has a low regard for laws, regulations, and agreements as well as social and moral codes.' While the findings indicate that all people of DP break laws, regulations, and agreements, as well as social and moral codes, the data also show that if someone of DP is of higher socioeconomic status, they are less likely to manifest this attribute as they can pay or bribe other people to break laws and regulations on their behalf.

The 20 attributes were identified and selected for inclusion in the model based on the findings from the thematic analyses, the quantitative analyses, the lengthy postsurvey semistructured interviews with participants regarding the strawman conceptualisation of the model, and the literature.

The following section explores findings regarding each of the 20 attributes and includes information on how each attribute manifests, observations from the data, and a small sample of quotations that support inclusion of the attribute. The length of discussion on each attribute varies for several reasons including thesis word limitations, a requirement for a more in-depth discussion of attributes disputed in the literature, and a requirement for a more in-depth discussion of attributes that are not included in some of the key models and assessment tools of people of DP.

The quotations relating to each attribute are from different research participants. A rich assortment of further quotations relating to each attribute and how it manifests in different contexts and personal circumstances can be found in Appendix O. The attributes are not ranked; however, their importance in the thematic and quantitative analyses is discussed in each section.

4.5.1 Attribute 1: Driven By a Need for Control, Power, and Dominance

A drive for control and power, encompassing a need to dominate, emerged in the findings as an attribute viewed by almost all the forensic and nonforensic expert practitioners in this research as a core attribute of people of DP. This attribute is defined in this work as 'an intense, all-pervasive drive for people of DP to dominate their world and the people in it using tactics ranging from the more subtle and covert to the transparent and evident,' a definition refined from participant data. The findings show that in all analyses, both thematic and quantitative, control, power, and dominance emerged as the most important attribute of people of DP, the attribute that drives the most behaviours.

> A drive to have power/control over situations and people is the key attribute of
>
> DP, the other behaviours are secondary to this primary goal. (Category 4ii)

> A constant desire or perhaps need to be in control of any situation to enable an outcome beneficial at its core to that individual at the expense of all else. (Category 4i)

> My experience is that psychopathy is intertwined with power, and the power, is over an individual during the rape, during the homicide or is power over a group of individuals. I think why they enjoy manipulation so much is it gives them that sense of power, because they can control that other person. (Category 3)

The research indicates control can be asserted in a once-off act or over long periods of time.

> They keep themselves ingrained in their victim's life through extremely complex manoeuvring of other people, of circumstances, of facts such that the other person is eventually 'destroyed' professionally, reputationally, socially, and/or financially. It is a web of control and destruction which often involves many characters and situations. It can extend for years. (Category 4i)

The findings also indicate that the way control is asserted may be complex and engage many different strategies.

> DP engage in an extensive array of strategies to ensure they control their environment including sacking people; creating what I would call 'big lies' to undermine people who get in their way or who may expose them or who they don't like or who they just decide to pick on; cultivating a network of supporters who will stick up for them regardless and who have a particularly positive view of the DP from the way the DP has groomed them or is getting something out of supporting the DP; by withholding information. (Category 4ii)

Sadism is presented as a separate attribute later in this chapter; however, a strong connection between control and sadism emerged in the findings.

> I think there is a level of sadism, but my observation is that by engaging in sadistic behaviour the perpetrator sees the pain of the victim and gains a sense of power from the pain inflicted. For example, the nuns who physically abused children in their care saw the pain of the child in the child's face or upon hearing their cries and this reinforced their sense of power. Many survivors of child physical abuse comment on not wanting to give the abuser pleasure or satisfaction by showing an expression of pain. (Category 4iii)

> They, basically, are out on a quest to either meet their own needs in some kind of perverted way, or to harm others intentionally, and for their own satisfaction and gain and pleasure. The other element of it is the pleasure they get out of the power that they derive from the manipulation and the harm they cause. (Category 4iii)

Loss of control for people of DP is profoundly unpalatable. The data indicate they will take severe actions to avoid it.

> They find loss of control intolerable and may even kill to prevent it. They are most dangerous to those who are closest to them. Outsiders can be tricked into thinking they are brilliant and someone to be admired and emulated and co-opted into helping them to achieve and maintain their control over their targets. (Category 2)

The data also show that people of DP establish rules or parameters for their targets/victims to maintain control, using tactics such as withdrawal or intimidation. In the quantitative analyses of synonymous words/phrases, 'Intimidates and threatens with the intent to create fear in others' emerged as the seventh most important of all the items and as the key driver of those of DP.

> The psychological terror and control are a key attribute, especially in intimate partner relationships. You learn that it is dangerous, either emotionally or physically, to 'upset' them and will always be walking on eggshells. (Category 4iii)

> He went from always stopping and having a chat to completely ignoring me even if I was there. Even if I walked past him, he would not look at me, he would actively look the other way. It was not just a situation of I am distracted. (Category 4ii)

The data indicate that once rules are established, people of DP then punish noncompliance and reward compliance. This is an important dynamic for maintaining control.

> They harm or punish if you challenge their control. (Category 4iii)

> He created a reward system in which sex with the DP was linked to perceived intimacy by the victim [a pimp in a situation of child prostitution]. (Category 3)

Substantial data were provided by research participants on control, power, and dominance. In this study, the attribute 'Driven by control, power, dominance' is the highest ranked attribute of importance to people of DP.

4.5.2 Attribute 2: Self-View of Superior and Special, Entitled

The data show that people of DP have a deeply held inner belief that they are better than other human beings and have the right to behave in any ways that please them, regardless of who it might harm or disadvantage.

> They have a cold-blooded sense of entitlement by which the world is a chess board, and all the participants are but parts to be moved around and utilised by the DP with no sense of the impact on them. They exist as objects and have little or no value in themselves. (Category 4i)

> I believe these individuals have little regard for social or legal norms. This may be due in part to their arrogance which leads them to feel entitled and better than other people. (Category 1)

> They have a hyper-entitled mindset. (Category 4ii)

> There would be a sense of entitlement re sex with women, and perhaps around an ill-defined sense of what consent might be. (Category 4iii)

The findings show people of DP are highly gratified by the process of manipulating others, which they see as a means of confirming their superiority. Many situations were included in the data in which a sense of entitlement and superiority was evident in a person of DP. For example, the data indicate that in counselling, people of DP show no interest in feedback and behavioural change, are generally only superficially engaged in the therapy, and fail to ask genuine open questions or self-reflect on their own behaviours.

> They typically are partner or workplace referred, do not feel the problem is them, and do not stay in therapy long. (Category 4i)

> In couples therapy they will undermine their partner's reality, attempt to triangulate with me as therapist against their partner, be glib about the impacts of their behaviour on their partner, they may engage in undermining of me as therapist i.e. repeated questioning of my ability. They may play games with attendance or payment, manipulate their own image including conscious lying. They are often in professions of some status and power such as lawyers, company directors, senior management, sports coaches. (Category 4i)

Another example of entitlement discussed in the data relates to the principle of reciprocity. Ordinarily, when a person contributes to another, a sense of fairness or

graciousness results in the person who is contributed to returning the act of contribution, possibly in another form but nevertheless a reciprocal form of contribution.

These findings indicate that people of DP will take contributions from others without feeling any obligation to reciprocate. Research participants also discussed how people of DP sometimes refer to themselves and/or influence others to see them as a supreme being, a superhero, or a saint.

> Through the use of the drug LSD, many of them were led to believe, during their time and experience on the drug LSD that was legal at that time, through a small number of rich psychiatrists, when they awoke out of their hallucinogenic trance, they had seen Jesus Christ, and that in fact was the cult leader. The two psychiatrists that were used to administer the LSD were devout followers of the cult leader at the time. (Category 3)

> It's basically an extreme version of arrogance because they regard themselves as superior and the rest of the world as second, maybe a God syndrome. (Category 4iii)

> The perpetrator shows clear enjoyment of causing harm to multiple others yet poses as a heroic 'Jedi knight' type and justifies his actions in the guise of 'fighting evil'. His entire public personality is a construct, and he utilises aliases to do harm and hide his wrongdoing. (Category 4i)

Entitlement resulting from a superior view of self was an attribute discussed extensively throughout the data, emerged strongly in the thematic analysis, and ranked ninth and eighth, respectively, in the quantitative analyses. As such, a superior sense of self accompanied by entitlement is included in the model. Further data on this attribute are included in Appendix O.

4.5.3 Attribute 3: A Pathological, Explosive Inner Response to Being Compromised or Challenged

One of the issues of substantial contention in the psychopathy literature, and which was discussed in Chapter 2, relates to violence and antisocial behaviour and to what extent violence is fundamental to psychopathy or a manifestation of a higher level trait. These findings indicate that violence in people of DP is a manifestation of two higher level traits or attributes that are 'A pathological, explosive inner response to being compromised or challenged' and 'sadism.' Sadism is discussed later in this chapter.

The findings indicate that people of DP experience a powerfully negative, pathological inner response of 'hot anger' in three different scenarios: where their view of themselves as superior is challenged, where they are thwarted in achieving a goal, and where they are 'exposed' or at threat of being exposed.

The data indicate that violence is not universal to this response. Two selected quotations from the data further explain this inner response.

> I am a person who picks up on emotions, I am sensitive to them. Most emotions are not innate emotions with psychopaths, they are just acting them but the off-the-scale anger I sometimes feel is profoundly unsettling. (Category 3)

> Their pathological, hot anger is something that you feel, a visceral feeling that you know is there, so when I started to sense that in my current job I took myself off the electoral role and I changed my social media settings and I tried to disappear publicly because I felt these people are dangerous and could definitely harm me, even though there was no threat to do that. (Category 4iii)

The findings indicate that the negative inner response may or may not be manifested behaviourally at the time. When not manifested behaviourally immediately in aggression

and/or violence, it can sometimes be detected in the features of the face, blood vessel hyperdilation, facial redness, and suchlike according to the data.

Expert practitioners discussed that people of DP, particularly those of higher socioeconomic status and intelligence, are better able to contain this explosive inner response.

> He hasn't lost control in any of it. Even when he pulled the gun on me, he never actually pointed it at me. He stood there with it, loaded it, but never pointed it at me. (Category 4i)

This ability to contain the explosive pathological inner reaction is illustrated in an example from a prison population where a forensic expert practitioner research participant discussed encountering people of DP with a history of violence who had been 'wronged' by other inmates and had not been able to respond violently in the moment. They responded using other methods of 'payback' at different times, sometimes years later, even though their past reaction would have been to engage in violence spontaneously.

The findings illustrate how higher functioning people of DP often address their need to vindicate in more covert ways, at a different time, and often over long periods, using a range of equally destructive methods that are not physical in nature.

Participants were asked, 'What have you observed or heard victims report about the body language, mannerisms, facial expressions, communication, and interpersonal behaviours of people of dark personality when they are angry and/or not happy about something that has occurred?' The data indicate that the way people of DP respond when they are angry falls into two categories, the first being an intense calmness, often accompanied by subtle body language and mannerisms that cause 'terror.'

> Menacing, rather than overtly aggressive. (Category 4i)

> They become hyper-focussed and cold. They do not express a lot of overt rage. (Category 3)

> A smirk and smile that said, 'I will get what I want from you.' That can generate fear
>
> as much as an exhibition of rage. (Category 3)

The second category of response highlighted in the findings was a sudden, ferocious outburst accompanied by physical behaviours, possibly physical violence, and/or possible destruction of property.

The first approach was discussed more frequently by participants. In many cases, physical use of the body is engaged, not to physically harm but to intimidate and cause fear. The findings indicate this might include standing over someone, stepping into the target/victim's body space, moving their face closer to the target/victim's face, or gesturing with a finger at the person's chest.

> They love to physically intimidate, get right up close to you, hover over you and be
>
> in your face. Their facial expressions are so angry, they are frightening. The look in
>
> their eyes is dark and dead. (Category 4iii)

> They stand over you. Make their body imposing. The anger is palpable, they often
>
> bring their face close to you. Point their finger at you in a stabbing motion. There is
>
> sudden silence like in the eye of a tornado and their eyes turn black and they speak
>
> slowly and forcefully, and it is extremely intimidating. (Category 4ii)

There is substantial discussion in the data about the deadness or coldness of the eyes and how the 'eyes turn black' at the point of pathological anger. This was an interesting issue to emerge from the data: the nature of the eyes when pathological anger is present. This issue is not referenced in the academic literature; however, it is referenced in the popular press and was discussed extensively in this study.

> At one point, there was a phone that rang in the back corner of the room of where the interview of Bundy was taking place, and Bundy's head snapped, and he looked at the phone, it was in the middle of him and the middle of thought, and it disrupted his thought process. He turned back around, and he looked at the psychologist, the look in his eyes was just—there's no way to explain it. (Category 3)

> I have experienced the change in body language and facial expressions which is terrifying. The eyes play a significant role in this, the coldness and lack of connection somehow is very apparent in the eyes and prolonged eye contact is also common in dark personality. I would have sensed the change without a word being spoken. (Category 3)

The number of times reference was made to nonphysical forms of harm (765) far outweighed references to physical forms of harm (331).

Many examples of nonviolent, non-antisocial harm were put forward including emotional, psychological, relational, financial, reputational, parental, and spiritual forms, which are discussed in more detail in Chapter 5.

Several participants also commented that as a society, we are more familiar with physically violent manifestations of pathological anger because it is more overt and has been represented on viewing platforms in movies and television series.

The data indicate that one reason the pathological, explosive inner response is so frightening is that it seems to be universally followed by some kind of punishment or revenge, which is discussed in the next section. Considerable further data relating to this attribute are contained in Appendix O.

4.5.4 Attribute 4: Vengeful

These data show that people of DP inflict harm on others for perceived injury, for exposure, and for being thwarted in achieving their goals.

> They are vengeful and vindictive. (Category 4ii)

> You get trained quite quickly, but you don't tend to experience the full impact of the DP until you do something which they see as you totally devaluing them and exposing them to others like when you leave the marriage, and they'll make you pay for the rest of your life, by fighting for custody for the children, maltreating the children but not doing it in a way that is recognised by court. (Category 4i)

> When someone does something they do not like or someone gets an advantage over them, they come on hard with public humiliation, sacking, taking legal action against the victim/s, slamming the victim publicly in some way, creating rumours about the victim. (Category 4ii)

The findings indicate that vengeance, often referred to as punishment, may occur instantaneously or days, weeks, months, or even years later.

> He had a filing cabinet in his head and then at a time when he was not feeling on top or in control, he would literally take someone out of the filing cabinet, and he would wreak revenge on that person. (Category 3)

> Punishment is always expected when they are displeased. (Category 4iii)

The findings also indicate that the form of harm often corresponds with the form of perceived injury and can be a one-off event or a prolonged process, sometimes lasting for decades.

> They continue to exact revenge on the victim in covert ways long after that victim has been psychologically/emotionally/financially/socially broken. (Category 2)

One of the most powerful themes emerging from the data in relation to vengeance is the certainty that a person will be harmed if they displease someone of DP and the terrifying body language and signals that communicate this to the target/victim, which the data indicate others are unlikely to understand.

Forgiveness was not discussed in the data, and a familial relationship or close friendship with the person of DP does not appear to make a difference in terms of avoiding punishment.

> In coercive control, perpetrators can give subtle signals to their victims that they are angry and are going to punish them. It is often a movement of the head, a look in the eyes or something similarly subtle which they can give in front of others without others noticing, but the victim notices and is terrified. (Category 2)

> They have a grandiose sense of importance and ensure everyone knows just how important and valuable they are if this is not recognised; they never walk away but aim to make anyone who does not see their importance suffer in any way possible. (Category 4ii)

This attribute was discussed extensively in the data, with use of words such as punishment, vengeance, retaliation, revenge, and vindictiveness. It emerged strongly in each of the thematic analyses and ranked 24th in the quantitative data representing attribute word/phrase synonym data and 15th in the quantitative analysis of word/phrase synonyms representing the attribute most likely to drive the behaviours of people of DP.

4.5.5 Attribute 5: Uncompromising

The data indicate people of DP have an unwillingness to make concessions or to negotiate in a manner that involves mutual consideration for the interests of all parties.

Findings show that while people of DP may at times appear to compromise and even be caring and supportive, sometimes over long periods of time, self-interest is always at the core of their decision-making, and any concessions or 'goodness' have an underlying motive.

> They will engage in short-term compromise but ultimately their agenda will not be compromised. (Category 4ii)

> Compromises are always strategic and might include faking good and demonising the other person or it might be exceptionally litigious. (Category 4ii)

> Challenging them is the worst thing you can do because they do not like to be thwarted. It is their way or the highway. (Category 4iii).

> We see this unwillingness to compromise when psychopath perpetrators want a particular result. (Category 3)

It was explained by several participants that this attribute is often hidden by a 'façade' adopted by a person of DP that may be one of, for example, shyness, gentleness, humbleness, or 'goofiness' and which is discussed later in this chapter.

The findings show that regardless of the façade, the person of DP has a relentless willingness to maintain pursuit of their goal, way beyond when people not of DP would give up, including those who are exceptionally determined. A way of describing this phenomenon created by the thesis author and based on the data is 'unrelenting attention to personal purpose.'

> When you are provided with new information, you revise. They do not. You can engage in a long dialogue about all the reasons why they should compromise but they have an unwillingness which is steadfast. (Category 4i)

> Some people are abusive and harm others, but those with a dark personality are set on total destruction on every level, often physically and/or psychologically. They experience pleasure from making your life as miserable as possible, enjoy your pain created by them and make you question if it is worthwhile continuing as the relentless torture is so intense. (Category 4ii)

There are substantial data about the way in which people of DP spend considerable time influencing stakeholders to support their agendas and may put substantial effort and planning into achieving their ultimate goals.

> They groom everyone they need to groom to get what they want. (Category 4iii)

> Patiently plans to great detail to get what they want. (Category 4ii)

> I have observed that the need for control and power manifests through calculated behaviour. For example, I have encountered people who I believe went to the effort of gaining professional credentials to gain status and power which would enable them to abuse children without being subject to questioning by people who put their trust in them and held them in high esteem. For example, priests and teachers. I have witnessed these many times. (Category 4iii)

This attribute emerged strongly in all the thematic analyses and ranked 14th in the quantitative word/phrase synonym analysis of data relating to all the attributes of people of DP.

4.5.6 Attribute 6: Predatory (Including Exploitative)

4.5.6.1 Introduction

The descriptor 'predatory' is used frequently in the academic literature in relation to people of DP. Yet 'predatory' is not included as an attribute in any of the key models or

assessment tools. The word predatory, and all its derivatives, was quoted substantially in this research by participants. Further, the findings indicate adult people of DP have a predatory nature that is defined in this document as 'motivated to gain something out of someone else's weakness or suffering,' based on semistructured interview feedback and survey data. Predation is discussed in the data as gaining satisfaction from a 'cat and mouse' process with the target/victim, playing with the target/victim in ways that destroy the target's/victim's confidence and sense of self.

> Their approach is like persistence hunting in humans where we cannot run faster than a zebra, but we can run a lot further, follow until the zebra is exhausted and then pounce. They are not just trying to win a battle, but they are also getting pleasure out of it which is a different level. One is doing it to survive, and the other is doing it for fun, for pleasure, that reward. (Category 4i)

> A dark personality needs to be the centre of all attention and advantage and be able to control and exert power of others, including (especially) vulnerable dependents. They will be deceitful, manipulative, and predatory—extracting advantage by exploiting the vulnerabilities of others. They are gratified by the distress of their targets as an expression of their power. They actively seek the destruction of those who oppose or resist them. (Category 1)

The findings also discuss the act of isolating, weakening, and ultimately destroying the target/victim, a predatory approach to destruction of another.

> From a grooming standpoint, DP, if the offender wants to be alone with the victim, have unsupervised access, starts driving the kid on his own to the game rather than going on the school bus, suddenly the coach is saying the child has got a lot of

problems and he needs to talk to him about them alone, these are often predatory

behaviours. (Category 3)

It was done by a process of intimidation, to take away the power of the employees

to complain. Prior to reducing salaries, the assertive employees were terminated (on

false/flimsy grounds) and a number of new and seemingly more timid employees

were recruited. The new team comprised compliant, agreeable employees,

employed on lower salaries, who have slotted into the culture of intimidation and

complete control. (Category 4ii)

The data also discuss identifying and targeting a victim who is perceived as vulnerable, which is an element of predation. The choice of a vulnerable target gives the predator greater likelihood of controlling and manipulating the target/victim without being challenged or exposed.

A person is selected because they have the requisite vulnerability. Not everyone can

be prey. They need to attend to their predator, not ignore them. A person living a

fulfilled life on their own terms is more difficult to prey upon than a person seeking

something the predator can pretend to fill. (Category 2)

A lot of them, the victims tend to be already vulnerable victims, they are seeking a

female that is going through a bad divorce, potentially has lost their husband through

a death and that woman is lonely, maybe looking for some help with kids, so they

will prey on that type of thing. They are targeting individuals in that fashion. They are

preying on the emotional situation with the female. Child prostitution, a lot of the

pimps, they would score high on the PCL-R. They would take a child who is high risk

of running away on their own, would identify the child, give them an adult female

('bottom bitch') and under the direction of the pimp, the female brings kid to the

> pimp, and he shows them the affection they were not getting at home. He is playing on their needs for acceptance and affection, the things that they seek, and he uses that for leverage. They withdraw affection and may punish if they are not getting the behaviour they want from their victim. The pimps will withhold sex from the prostitute they groom because if sex is rewarding not only is it a reward, but they groom the victim to associate it with an intimate bond. (Category 3)

This attribute emerged very strongly in each of the thematic analyses and ranked 12th and 22nd in the quantitative work/phrase synonym cumulative analyses, with 12th being 'Objectifies and dehumanises' and 22nd being 'Engages in a "play"' with the victim that is like sophisticated chess.

The findings indicate the predatory attribute involves several sets of behavioural patterns, each with a particular purpose and used as part of a predation process.

The data show the behavioural patterns include target/victim selection, target/victim engagement, weakening of the target/victim, isolation of the target/victim, and trapping and destroying the target/victim. Predation is engaged within a context of control, which was discussed in Section 4.5.1.

The data indicate that a person of DP engages in this process with the target/victim, sometimes over a short period or over a longer amount of time depending on several factors.

4.5.6.2 Target/Victim Selection

In this study, the issue of target selection was touched on in Section 1 of the survey data relating to attributes of people of DP, and the question was specifically asked of participants in Section 2 of the survey: 'In your experience, and in relation to individual harm only (that is, not in relation to large-scale harm), do people of DP generally identify and pursue their victims or are their choices generally more random?'

All nonforensic expert practitioners said people of DP identify and pursue their targets and that victim identification and selection is not random. Overall, 75% of participants

expressed a belief that victims are identified and pursued. The remaining participants either believed people of DP used both approaches, with strategic approaches being far more common (11%), or they did not respond to the question (14%). That is, all participants who responded believed there is fully or partially an element of victim selection and targeting.

> They seem to seek out victims with high emotional responses which they consider as major weaknesses and therefore more vulnerable to their manipulations. (Category 4iii)

> My belief is victims are a certain type of person, successful in their own right, warm, creative, smart, accomplished, have something the perpetrator wants. I believe vulnerability plays a role, is a key attribute of a targeted victim. Vulnerability might be more closely explained as wishing to be loved, cared for, having been hurt—still healing, damaged. Perhaps targeted victims are hard on themselves to do well, be liked, appear together. (Category 4iii)

Representative quotations of those who believed people employ both targeted and random approaches included 'Although random at times, there is generally a more instrumental nature' (Category 3) and 'Dark personalities overwhelmingly choose victims deliberately out of their own over-arching self-interest. I think random choice does happen but is far rarer' (Category 4i).

The data from this research suggest that people of DP are clear about features they are looking for in a target/victim and only pursue those who have these features.

> They are quick to identify those who might not be an easy target and move on to the next one. (Category 4i)

> It would seem if they felt threatened by another person in the sense that they might know their true intentions they will retreat. This elective relationship tactic is also

> seen with people that are more empathetic and emotionally vulnerable. These
> people tend to be bleeding hearts and it is rather easy to gain sympathy which turns
> in to easily excusing negative behaviour. These seem to be the people most often
> involved personally with those who have dark personality. (Category 4i)

The data overwhelmingly suggest a key feature in a target is vulnerability that may present in different ways.

> He specifically targeted vulnerable females with learning difficulties as they were
> easy to access given that he was not a highly desirable individual himself. He enjoyed
> having children with these women and left them without financial or emotional
> support but used the children to ensure their silence and to give him an excuse to
> reconnect with the women for his own gratification. (Category 3)

> Characteristic of all the cases I've ever seen of this behaviour, is the power
> imbalance. They're never attacking people who are in powerful positions, they're
> never targeting them. They're targeting people who are in some way vulnerable or
> weak, who can be exploited due to some aspect of their—whether it's their gender,
> their age, their disability, the power differential between them and the perpetrator.
> There is always some element that makes the victim vulnerable. (Category 4iii)

> Prey on the weak for sure then divide & conquer. (Category 4iii)

This is an area worthy of greater exploration. The clearer we are as a global community about the features that people of DP target, the more effectively vulnerable people may be able to protect themselves and the greater opportunity for community leaders to introduce policies that support the vulnerable.

4.5.6.3 Target/Victim Engagement

The next set of behaviours that emerged from the data and are part of the predatory process involves using behaviours designed to have the target/victim believe the person of DP is 'totally for them,' referred to in the popular literature as 'love bombing.'

> Survivors I work with usually report that they were targeted and pursued in the beginning. This type of 'love bombing' attention is usually welcome at the start and is deemed positive, an idea often reinforced in books and films about romance. (Category 4i)

The findings show this engagement appears to extend beyond 'normal' behaviours of parental, romantic, collegiate, friendship, and other relationships and may involve, for example, maintaining longer periods of eye contact or staring than is usual, providing high levels of attention, excessive gifting, and/or identifying areas of deep importance to the target/victim then contributing to the victim in this area in a way that greatly touches the target/victim.

> I believe what happened was he studied me immediately and kind of knew what to say and what I liked. How to present himself to my network, as charming and engaging and lovely and exciting, and drawing people into his activities, and then obligating them. Giving them stuff, like giving them left-over product from his business, and then calling in on that later. Like, I gave you that didn't I? That sort of obligation thing. He did a lot of things to draw people into his world and have them feel like they're part of his journey, including my family members. (Category 4ii)

> I have also heard from survivors of institutional abuse who describe perpetrators (often of sexual abuse) who talk of being groomed i.e. showered with care, attention,

interest from their abusers which have included religious clergy, welfare officers,

foster parents, and teachers. (Category 4i)

The findings show that during the engagement phase, people of DP test their ability to control the target/victim.

Boundaries will often be pushed or crossed entirely early on in a relationship, but

falsehoods and flattery will be used to put the person on a pedestal, so they are more

complicit. (Category 4iii)

4.5.6.4 Target/Victim Weakening

The data indicate that once the target/victim is fully 'engaged' with the person of DP, they are then subjected to behaviours that weaken them and might include criticism, humiliation, public provocation, insults, playing on vulnerabilities, disengaging, and so on. These weakening behaviours are discussed in other parts of the thesis.

They make the victim lose confidence and question their competency. (Category 1)

They bait the victim either privately or in front of others which confirms the DP's

claims that the victim is crazy because of the way they react. (Category 4ii)

Very early on we were getting ready for an executive leadership team meeting. One

of my colleagues started making some suggestions of how we might represent on

particular topics and the DP put his hands over his ears like a child puts his hand over

both ears and he looked at me as this person is talking, and they are a really senior

executive, and he is saying 'have they finished yet'. (Category 4ii)

Setting tasks that are unattainable. (Category 4ii)

Information about the target/victim is considered very important by people of DP according to the research findings and is sought and used powerfully to undermine, demean, humiliate, and provoke the target. Data about others are also collected as a means of controlling others in the current time or should the need arise.

> They have an incredible tenacity to get information about their victims and understand their victim's vulnerabilities. (Category 4ii)

> They seek to identify the vulnerabilities of their targets in order to use these to exert control. Isolating their target enables them more freedom to enact their power without the target being able to access help. (Category 2)

The data indicate that weakening of the target/victim can be insidious. It is often done slowly over time and can be quite subtle. The target/victim is unaware of the full impact of these diminishing behaviours until the psychological harm is severe, and they have a limited ability to 'escape,' to competently maintain a working role, to earn sufficient funds to live an independent life, to parent their children effectively, and to present as competently as they had previously.

> They undermine others, often in a manner that the other person cannot quite identify how or even that they have been treated poorly but they feel bad (down, downtrodden, inferior, inept) after the interaction with the dark personality. (Category 3)

The findings indicate this is the strategic and well-thought-through destruction of another's sense of self-worth, often done while appearing supportive in front of others, according to the findings of this research.

4.5.6.5 Target/Victim Isolation

The data indicate that just as animal predators in the wild seek to isolate their target from a herd or family, so does the human predator. The research shows people of DP put considerable time and energy into isolating targets/victims from their meaningful relationships and support structures, including family members, friends, colleagues, neighbours, and community members such as those in church, sport, and/or hobbies. Isolation often extends to the target's/victim's children, parents, and siblings.

> They know that to achieve their goals they need to isolate you. (Category 4ii)

> Even family members do not see through the guise of the DP, and they often berate, reject, and isolate the innocent victim family member who is targeted for trying to expose the DP parent or sibling. (Category 4ii)

> They identify vulnerable people, the boys without fathers, women who are already emotionally damaged or who can be potentially isolated from their family and peers. For example, women born overseas, women with pre-existing trauma or mental illness. (Category 3)

The findings indicate a wide range of manipulative tactics, usually indiscernible as such to those being manipulated and may be employed to cause distance in key relationships; these are discussed later in this chapter.

Examples from the data include spreading false rumours or lies about the target/victim, which might include that the victim is really the aggressor, that they are an alcoholic, or that they have mental health issues. Other data examples include falsely claiming concerns regarding their parenting or that they are having affairs and provoking the target/victim publicly so they are seen to be unbalanced or 'odd.' Ultimately, the person of DP successfully ensures others feel uncomfortable about the target/victim and withdraw. Some quotations that represent isolation of the target are included here.

They isolate their victim by telling a group of people a series of untruths about a person so that the group will shun/reject that person. (Category 4i)

Causing isolation by confusing, scaring, manipulating others. (Category 4ii)

Victims slowly find themselves isolated from friends. Friends who used to visit will no longer be made to feel welcome, they are forbidden to invite friends to the house, children are not permitted to sleep over at friends' houses. Family members, parents/grandparents of victims find they are no longer welcomed, and their loved ones slowly lose contact in cases where the adult victim, usually the mother, is not strong enough to insist the children visit grandparents and others. (Category 4i)

Some research participants refer to this requirement to isolate as instinctual, further driving home the predatory distinction.

You look at isolating a victim, that was one of those things that they do. The actual need, desire, want to isolate a victim is the instinct, and the Machiavellian, the strategic aspect to that, is the, oh, I'll go to the school, and I'll turn all the teachers away, I'll go to the community, and I'll do the same, so that's the strategic aspect. But the instinctual aspect of a psychopath or the Machiavellian or whatever of the personalities we're talking about, is that instinctually they know that to achieve their goals they need to isolate you. So that's the instinct of it. The way I'm saying it, there's an aspect of it which is undeniable. (Category 4ii)

Part of the success of this personality relies on their ability to 'dazzle' their targets/victims and groom the target's/victim's community to accept their predation as normal. I think this is partly a process of selection, in that the uncompelling do not transition into the full-blown dark personality but fall by the wayside. (Category 4i)

While the strategy is to isolate targets/victims permanently, sometimes, periodic isolation is acceptable for the person of DP as highlighted in the following quotation.

> There's a notorious paedophile, now dead, who was a priest. He got involved in activities that could offer something to children that were underprivileged. For example, he ran karate clubs. This information is the public domain, it is Father Glennon, Michael Glennon. He set up a foundation and he bought property, so he could take children away from their parents to camp. First, kids from underprivileged backgrounds, and getting taken away on a camp. They're going to the country, hanging out with their peers, and they're learning karate skills. They're given opportunities. He's basically used the distance from the parents, and the fact that he was giving them an opportunity to do some activity that they would like and enjoy, as a lure, as a bait. (Category 4iii)

While isolation of the target/victim is included here because it is a predatory behavioural pattern, it meets the definition for a tactic and is also included in the tactics section of the model and will be discussed again in that context.

The findings show that isolation of the target/victim through reversely attributing their own behaviours to the target/victim, spreading lies about the target/victim, and other means is one of the most prominent tactics used by people of DP. It warrants a place in the PPP model under both attributes and tactics.

4.5.6.6 Target/Victim Trapping and Destruction

The data indicate that just as a predator in the wild finally traps its prey and destroys it, so does the person of DP do the same with their targets/victims. The data show that once the already vulnerable target/victim is weakened and isolated, they are often then 'trapped' by the person of DP, either physically, emotionally, financially, or psychologically, with limited ability to remove themselves from the situation they find themselves in.

> What we see is they will literally tell their victims, they are constantly saying who is
>
> going to believe them, because normally society do not believe them. (Category 3)

The data indicate strongly that the aim of the person of DP with any target/victim is destruction of the target/victim.

> They live a life where the intention is to consistently cause harm is the priority. This
>
> includes psychological, physical, emotional, spiritual, sexual, financial, economic, and
>
> parental harm, and the intention is destruction in one way or another with complete
>
> control over another and where this is seen to be lost, escalation occurs. (Category
>
> 4i)

> They make you question if it is worthwhile continuing as the relentless torture is so
>
> intense. (Category 4i)

> I witnessed firsthand the psychological and physical harm Dark Personalities inflict
>
> on their victims while caring for many survivors, and some who did not, during
>
> medical school, surgical residency, and as an Attending Surgeon at Chicago General,
>
> Illinois from 1994 through 2004. The physical and emotional harm they inflicted on
>
> their victims is stunning and runs the gamut from murder to abuse by proxy through
>
> 'trusted social support systems'. (Category 4iii)

The data discuss many ways in which trapping and destruction of the target/victim may occur—for example, through ongoing threats, control of finances, physical harm, and/or continued tracking and interference in the life of the target/victim if they try and distance themselves from the person of DP.

The target/victim may eventually be murdered or harmed in ways that lead to death or disability such as suicide, trauma-induced substance abuse, and/or stress-related serious disease such as cancer, which was discussed by several research participants in this study.

Two research participants in this study who had long-term lived experience of being targeted by a person of DP were diagnosed with cancer and died during the process of this study. If a person of DP feels they are at serious threat of being exposed and/or are losing control of their target/victim, they may kill the target/victim as a more extreme and overt form of control and destruction.

> The victims are often the ones seen as crazy because they are frequently under attack regarding something very important to them like their children, their job, their freedom, their friends etc and in a way that takes a lot of energy to address and that others cannot see. In some cases, this has been going on relentlessly for years. (Category 2)

> One woman was married to the CEO of a large, well-known company. Over the years he broke every bone in her body. She was forced to live in a small room under the stairs with a chair, single bed, and a black and white TV. She came out to cook and clean but hid there whenever he was home. Her body and mind were broken, he alienated her from her own children. (Category 4i)

> Some people are abusive and harm others, but those with a DP are set on total destruction on every level, often physically and/or psychologically. (Category 4i)

> I am pretty sure there are no lengths to which this man would not go to, to see that I am destroyed, and I believe he has a couple of times tried to drive me to suicide knowing I have suffered from depression. (Category 3i)

Further important data related to trapping and destruction of targets/victims are included in Appendix O.

4.5.6.7 Hunting in Packs

The research indicates that while they prefer to operate alone to reduce risk of exposure and mistakes, people of DP may find themselves in situations where it is beneficial to engage with others of the same personality type to achieve outcomes. The following quotations are representative of this.

> They were clearly colluding with each other and worked in clusters as well. Some got together, they somehow recognised the predator in each other, or were influenced by each other in some way, and operated in paedophile rings, meanwhile carrying on all this holier than thou behaviour, conducting Masses, weddings, funeral, baptisms. It's unbelievable. (Category 4iii)

> He coached evil in others. You would see that people would be in favour and then out of favour and then he would end up having people around him, one who started exhibiting the same behaviour. He fuelled this and they were joined at the hip. (Category 4ii)

Predators in the wild often hunt alone, but they are also known to hunt in packs or groups (Fanshewe & Fitzgibbon, 1993). The data indicate the same occurs with people of DP.

4.5.7 Attribute 7: Sadistic (Including Cruel)

All expert practitioners working in nonforensic contexts said people of DP are sadistic, and 88% of responses from expert practitioners working in a forensic context said they are sadistic when specifically asked about sadism in Section 2 of the survey. The two nonforensic practitioners who had not observed sadistic behaviours may have worked inside the prison system where the data indicate people of DP have less opportunity to manifest the attribute of sadism.

In each of the thematic analyses, sadism emerged as a subgrouping. In the quantitative analyses, sadism ranked 17th and 11th, respectively. Sadism emerged in the

findings as relating to the infliction of pain, suffering, discomfort, and/or humiliation and is a much broader definition than just the infliction of physical pain.

> They enjoy others' pain and humiliation. An example is the public humiliation of a junior employee, and destruction of their reputation, constant criticism of work and implying the junior is not coping or has mental health issues, when it was the executive who provoked the reaction. (Category 4ii)

> Partners enjoying the powerlessness and emotional distress of their partners, further repeating the hurtful behaviour, sometimes not even concealing it to maximise hurt to their partner. (Category 2)

> An example that came to mind for me, was my ex taking great delight—visibly—in telling me about an affair he had. I was sobbing and even vomited as he grinned while he told me the details of it. I remember asking him why he wanted to hurt me so much when I loved him and him grinning. I again believe the root of this (certainly in this case) was power and control over others' emotions and a boost to his ego to see me so devastated at 'losing' him, but it was cruel and there were many instances like this. (Category 4ii)

Sadism was generally seen in this research to relate to control and humiliation. One participant commented as follows.

> I think it's a bit more nuanced (in my experience) than just hurting a kitten because it's fun. In my experience it was more like a smugness, or a deep sense of self-satisfaction in response to my attempts to subvert their control over me. There was a very real, and palpable sense of satisfaction that I felt from the dark personality when I gave in, that felt like, yes, a pleasure in my suffering, but specifically in the

context of her asserting control and not being intellectually or emotionally challenged. (Category 4i)

A selection of representative quotations that reflect this attribute follows.

I think there is a level of sadism, but my observation is that by engaging in sadistic behaviour the perpetrator sees the pain of the victim and gains a sense of power from the pain inflicted. For example, the nuns who physically abused children in their care saw the pain of the child in the child's face or upon hearing their cries and this reinforced their sense of power. Many survivors of child physical abuse comment on not wanting to give the abuser pleasure or satisfaction by showing an expression of pain. (Category 4iii)

It is hard to say if it's malevolent in the case of child sexual abusers. It's hard to weed out what is for their own gratification and what is sadistic. I think it probably varies per individual perpetrator. (Category 4iii)

Paul Charles Denyer, serial killer of three unrelated women in Frankston area. After short verbal interaction with his victims, he would cut their throats then inflict further injury after the initial fatal attack. Either by way of laceration to torso, stomping on face, stabbing and strangulation. (Category 3)

Only two participants, both personality researchers, made comments that had a different orientation to the other data.

Sadistic personality is limited to psychopathy and does not refer to Machiavellianism and Narcissism. (Category 1)

> I would be cautious about confusing willingness to hurt with the desire. I think there
>
> is a difference between swerving to hit someone on the street, and just being willing
>
> to hit somebody to keep going. I think Machiavellians, they're not going to hit the
>
> brakes, they'll plough right through you if they need to get somewhere. A sadist will
>
> swerve to try hit a pedestrian, even if it costs them. That's sadism, they'll go out of
>
> their way to hurt somebody. None of the other DT would do that. (Category 1)

These two participants suggested that only some people of DP are sadistic. In this research, this view was very much in a minority.

While more research into sadism is recommended, the high level of support sadism received as an attribute common to people of DP from expert practitioners and sadism's emergence in all the data analysis processes, both thematic and quantitative, strongly suggests this attribute is fundamental to adult people of DP.

4.5.8 Attribute 8: Has a Low Regard for Laws, Regulations, and Agreements, and Social and Moral Codes

This attribute emerged in each of the qualitative analysis processes as a key thematic subgrouping and ranked in both quantitative analyses. In addition, participants were asked specifically in Section 2 of the survey about the propensity of people of DP to break laws and about factors that may differentiate between those who are incarcerated and those who are not. In response to the question 'In your experience, do people of dark personality universally break laws and/or regulations, regardless of whether they have been in prison or in the justice system generally?', 73% said 'yes,' 25% said 'no,' and 2% did not respond.

> My experience showed their own self-interest being the only law. They were aware
>
> of laws as they were aware of social expectations and norms, but absolutely did not
>
> blink or hesitate when bending or outright breaking them for their own gain.
>
> (Category 4ii)

> They believe that laws/authority does not apply to them, that they are above it all, they are special. If powerful, resource rich and social status, they get away with it and are not held accountable. There are many powerful people in authority, and they generally protect their own. (Category 4i)

> I think that people of dark personality break moral codes and codes of conduct whilst not necessarily being caught breaking laws. Depending on their circumstances they may not have the need to break the law particularly but also depending on their professional status if they do break laws, they are likely to be able to get away with this. I think it is often circumstantial, they do not have the moral/ethical need to stick to rules however depending on their particular needs this may not necessarily be a big issue. (Category 3)

The findings show that people of DP have no respect or consideration for barriers that might prevent them getting what they want and see themselves as above the law. This attribute is linked to the 'entitlement' attribute.

The findings show that only some people of DP break laws overtly. Most of the data discuss less transparent law breaking, skirting the edges of the law, engaging in illegal activities with a high level of deviousness and subtlety, manifesting behaviours that are not considered to be 'above board' but are not necessarily illegal either and which are often still profoundly harmful to others psychologically, emotionally, financially, reputationally, and socially. The following quotations reflect this.

> Some people with these types of personality characteristics may use them in more functional ways (e.g. professionally) and may not necessarily break formal laws or regulations. However, they are probably more likely and willing to cross boundaries including moral, psychological, social, and physical boundaries. (Category 3)

The majority of people I have had these experiences with would not like to draw attention to themselves in any way other than positive. The harm they cause to others is often quite calculated and could not be proven within a court of law. (Category 4i)

Many toe the legal line skilfully as though they know the exact limit and can keep right side of it. At least if they think people can see or know their actions. (Category 4ii)

I have the impression that there are plenty of individuals with dark personalities who would appear to be law abiding. My work in the context of family law has demonstrated to me that there are many individuals in our community who are considered upstanding citizens but who are terrorising those closest to them, often without using physical violence. (Category 4iii)

Some respondents said that while all people of DP would break the law to get what they wanted, some might not need to break the law because of their personal circumstance including an ability and willingness to bribe or pay others to do it for them.

Dark personalities who are wealthy and/or who have contacts within the legal system, I believe are more likely to get away with their crimes and avoid incarceration. (Category 4i)

I don't think there are 'attributes' that differentiate those that are incarcerated and those that are no. I'd suggest what differentiates them is 'money' and 'who they know'. (Category 4i)

> I think the difference is that the un-incarcerated ones are better at being 'Teflon guy'. They are better at stealth, have stronger networks, have a higher level of capacity to scam and deceive. They have legal representation buying into their narrative. They are enabled and cloistered by their family members. If legally they get close to incarceration, they work by stealth to cause so much harm and fear in their victims they run scared and hide, literally. They use money to achieve the outcomes they want. (Category 4i)

The data indicate freedom is very important to people of DP, so they will often do whatever it takes to get what they want while at the same time, in many cases, considering strategies they might employ to avoid accountability, culpability, and transparency.

> These people do what they want. Lies, threats, manipulation, control are all legal in many contexts. They may be apparently compliant with the law, until they are not. Commonly the law is something to be managed, it can be ignored if they can get away with it or shift responsibility onto others. Many dark personalities have no criminal record. (Category 2)

> The stories I hear from survivors show that there are plenty of people walking around in society, often in positions of power in their communities, who are acting criminally but not incarcerated. This criminality may be through abusing partners, children, or a general disregard for law through both blue- and white-collar crime. I feel the attributes are the same, it's whether they have been caught and prosecuted that makes the difference. (Category 4i)

4.5.9 Attribute 9: Sexual/Relationship Boundarylessness

The area of sexuality emerged very strongly in each of the thematic analyses and ranked highly in both the quantitative analyses, eighth and 14th, respectively.

The depth and breadth of data on this attribute was substantial. This research indicates that people of DP, including those who are higher functioning such as those working in the fields of religion, law, academia, medicine, business and teaching, have no boundaries or respect for the law, moral codes, or agreements as they pertain to sexuality and/or relationships.

They may engage in a wide range of sexual behaviours and force, coerce, subtly influence, or directly engage others to do the same.

> There is quite a lot of sexual violence or sexual sadism and people having their boundaries pushed to do things, where they're being coerced into maybe having other people join them, that sort of thing. Alot of women report their partners (who are of DP) seeming to have porn addictions as well, which again, whether there's something around control there, that they're controlling what they watch. But then equally there is also quite a lot of women, where it's been years as a control the other way, so where sex and intimacy and affection is withheld, and it isn't really part of the relationship. Very often, there seems to be infidelity, that seems to be a bit of a pattern. Cheating seems to be quite a common thing that happens, which again I guess feeds into that entitlement, just taking what they want, if they feel like having sex with someone, then it doesn't matter if they've got a partner. (Category 4i)

> You'll have one guy who has committed 50 acts of child sexual abuse, and all of a sudden he gets this assistant priest at the parish, and so he can't continue his behaviour because this guy is going to see him, and he's going to blow the whistle, so the only way for him to get away with continuing this behaviour is to make this guy have something to lose as well. So, he'll engage him in the sexual activity against the child, and then he knows that that guy can never blow the whistle because then it'll come out against him as well. You can see it in the records. (Category 4iii)

The findings show people of DP may also use sexuality to manipulate, to humiliate, to harm, to provoke, to leverage and/or to exert power and control.

> They use sex and sexuality to exploit and manipulate people. (Category 1)

> The married person of DP was hosting a dinner party. She bent over to empty the dish washer and subtly stuck her bottom into a guest's groin area. He said he was totally taken aback and spent many hours wondering about whether this was a 'come-on'. She started leveraging this situation by, for example, asking him to take her children to sporting events. (Category 4ii)

> I do not know how she gets away with all these things professionally. She absolutely uses sexual favours and then says if you are going to take me down, remember I will expose X Y and Z. She is flirtatious. (Category 4ii)

It also appears from the data that none of the existing models or assessment tools for people of DP represent or capture the comprehensiveness of the attribute as emerged in this research.

One of the reasons this attribute may not be adequately represented in existing models is that many of the behaviours would appear to be so outside the realm of what is generally acceptable or even comprehendible in human behaviour, particularly from 'upstanding' citizens with titles such as doctor, professor, priest, judge, chair, or mother, that they are not considered or are addressed as a separate conceptualisation.

> The literature does not go into depth of what we are talking about. A lot of the deviances associated are not only associated with the sexual act itself but will involve, for example, an inanimate object, it is dehumanising, degrading and about power and control. It is basically bordering sadistic. With a normal sex act, even with

> a child, with penile and vaginal penetration, they have to do something else, like use
>
> an inanimate object. (Category 3)

> Some fathers regard their daughters merely as females to be used for sexual
>
> purposes. (Category 4i)

> He sometimes made multiple visits to the toilet [during couples therapy] and I was
>
> left wondering if he was masturbating. (Category 3)

> He was trying to manipulate [the school students] into having a sexual relationship
>
> with him [the teacher]. (Category 4i)

The data indicate that people of DP have complete boundarylessness regarding sexuality, and anyone, or anything, may potentially elicit their sexual attention that may include, for example, both biological sexes, the full array of gender identities including transexual men and women and those who are nonbinary and gender fluid, their own children, others' children, others' partners, and animals.

Expression of sexuality or sexual nuancing is personal to each, and its manifestation relates to opportunity, context, personal preference, and personal circumstances, but they all have exceptional proclivity for sexual and relational deviance and boundarylessness.

> In terms of sexuality, sometimes you see women saying that they think their
>
> partner's bisexual, if it's a male partner. (Category 4i)

> The clergy abusers were rewarding adolescents with gifts and privileges. (Category
>
> 4iii)

> He was having sex with the family dog. (Category 4ii)

The data indicate great attention is often directed towards minimising exposure. Considerable planning and time may be invested in creating opportunities for covert sexual expression, including the creation of 'false lives' that serve as covers to hide behaviours, attacking those who attempt to expose them or blaming their targets/victims.

> A perpetrator of child abuse will blame the child and say they were hitting on me, or they sat on my knee, or they wore clothes that suggested they wanted to have sex with me. (Category 4iii)

> What I see now, in addition to the grooming of the environment and the sucking up to power is when you do confront them, they are hostile, aggressive, litigious, and incensed that you could challenge them in any way. And that whole play for power comes out. So, they'll use, for example, lawyers who are very caustic to attack. (Category 4iii)

In summary, this research indicates that the depth, breadth, and deviousness of sexually related behaviours of people of DP is substantial and potentially difficult for many people to accept or believe, particularly in relation to people in respected professions and with seemingly well-functioning families.

4.5.10 Attribute 10: Unreasonable Expectations of Others

These data show that people of DP are willing to and do make demands on others, subtly or more overtly, that are excessive and expose others to risk and/or harm. The data show that people of DP are aware of their propensity to make excessive and risky demands and do this knowingly.

This attribute is not included in many of the models and assessment tools intended to represent people of DP and was not one of the top-ranked attributes in the quantitative data; however, it emerged strongly in the thematic analyses, is discussed at length in some of the behavioural research, and is mentioned in the personality literature. These quotations

represent this attribute and show that expectations are high and with no regard for harm to others.

> Little or no concern for the health and safety of the public. (Category 3)

> They drove their staff hard to build a project/program that would benefit the executive's career. The staff delivered but were fatigued. When a problem was noted, the staff member was told to drop it. When they didn't they discredited the employee and destroyed their confidence and reputation, and put the employee on a performance plan. They had other employees in tears and going off sick. (Category 4ii)

> Feigned genuine interest in child safety concerns but unwilling to act. (Category 3i)

This attribute links with the attributes of entitlement but includes separate distinctions.

> Tasking people around them at work to do personal things for them despite demanding workloads, drove their staff hard. (Category 4ii)

> He wanted to have video cameras installed so he could monitor his assistant because he thought she was spending too much time talking to other people at work. (Category 4ii)

It is unlikely this attribute would have emerged in studies of incarcerated populations where much of the research into psychopathy has taken place. This is because it is more evident in higher functioning people of DP (Stradovnik & Stare, 2018; Young et al., 2012), which may account for its absence in some of the models. In the data, it emerged more in corporate examples and coercive control domestic violence.

> Demand more than the person can give and then criticise them. (Category 4ii)

> Impossibly high expectations for other people. (Category 4ii)

> He told the DP business owner there were safety risks in the business that needed to be addressed but the DP responded that there would inevitably be a death at some point because of the nature of their business and took no action. (Category 4ii)

Several attributes did not manifest prominently in incarcerated populations, which it appears from the data are nonetheless fundamental to people of DP. The inclusion of expert practitioners working with people of DP outside the justice system in this research is likely to account for the heightened exposure of this attribute. This issue is worthy of further research.

4.5.11 Attribute 11: Actively Cultivates Façade of Normal

4.5.11.1 People of DP Seem Like Any Other Person

The data present a very compelling case for this attribute. Façade management emerged very strongly in each of the thematic analyses and ranked fourth in both quantitative word/phrase synonym analyses. The research shows that people of DP spend extensive amounts of time and energy creating and maintaining an image of 'normal.'

> Seems like a 'normal' person, convincing, and in many cases well-intentioned and even compelling. (Category 4ii)

> People still talk about what a lovely man he was because he would walk through the property waving and saying hello to everyone and no one does that. Anyone who knew him though knew that was completely fake, but he was known as the person who did that so people across the property would just say what a lovely friendly man he is but he was completely evil. (Category 4ii)

> In my experience the core attribute within this personality type is likely to be self-preservation. This may manifest as preservation of self-identity and/or public identity. The identity I mention is not one of truth or honest self-development but that of an image the person has built to veil their core character. It may be that they require the outside world to view them in a certain light for the sake of appearance and/or to maintain power. (Category 4i)

In this study, the attribute includes the subtle and relentless grooming of everyone around them to believe in the created public persona. Several representative phrases from the data include 'upstanding citizen,' 'well respected,' 'he is above reproach,' and 'masquerade of decency.'

> They have a carefully crafted public image as either a saviour or a leader or even a victim; charming and compelling story tellers, but hate being challenged or questioned. Excellent at giving the illusion they care and are listening. They assess what they can 'mine' from people. Those not useful are quickly discarded. Strong self-belief in the image they project, as saviour, leader, or victim. (Category 4ii)

> Alan Pease, the body language guy, he would talk about mirroring in terms of facial expressions, to get the interviewer to like you. To get people to like you. This is a psychopath version of that. (Category 4ii)

4.5.11.2 People of DP Use Charities, Marriages, Religion, Causes As Fronts

The data also contained many references to people of DP using religion, charity, and marriage as 'covers' to allow them to lead their double life.

> The ones not incarcerated are a lot more cunning but can be equally evil. Some are 'pillars of society' like church elders, and top psychologist Bob Montgomery who was

> a former President of the Australian Psychological Society but was later found guilty
>
> of sexually abusing Boy Scouts. He was working for the Family Court at one point,
>
> giving his professional opinion on child sex abuse allegations in custody disputes.
>
> (Category 4i)

The data indicate higher functioning people of DP are likely to secure media or public attention for their acts of 'goodwill'. That is, media stories specifically about someone's life as it relates to charity or causes are orchestrated by people of DP about themselves. This is part of creating a persona. The data also indicate people of DP choose charities or other causes to engage with that relate to their acts of nefariousness. For example, a person of DP who engages in domestic violence chooses a domestic violence charity to engage with. An academic or researcher who engages in poedophilia, chooses child sex abuse to research. By doing so, suspicion is averted and there is also an abililty to control the narrative.

4.5.11.3 Polarisation

The data indicate that polarisation occurs in relation to people of DP. One or more people see through the façade of the person of DP and are clear of their nefariousness while one or more people are 'captured' by the façade and only see the image that the person of DP wants to project. The data suggest people who 'see through' the person of DP may try and expose them, particularly where they have something at stake, like a relationship with their children, or a job. Those who see only the façade, however, may increasingly try to defend the person of DP, believing they are being unfairly treated. This dynamic causes polarisation.

> They consciously and strategically transform their mannerisms and approach as they
>
> move in and out of different scenarios. They create different personas that are used
>
> interchangeably to manipulate people in different situations and contexts.
>
> Individuals often have completely opposed experiences of the same person and

> cannot even imagine what the other is experiencing if it is different from their own
>
> experience. (Category 4i)

The data also highlight the shock people experience when they see the 'real' person of DP beyond the façade.

> The moment the mask dropped, his physical appearance, his face, his body, his body
>
> language, his stance everything about this man which I am so familiar with after 15
>
> years altered to the point, he was unrecognisable. The look on his face, the coldness,
>
> the vindictiveness, in his speech, in that moment I will never forget. You are looking
>
> at his evil twin, the only word that I had, being raised as a Christian is sheer utter evil
>
> oozing from every pore utterly terrifying, utterly terrifying. From then on there were
>
> two masks. (Category 4i)

In summary, substantial data support this attribute, and its manifestation in many different contexts was discussed at length.

4.5.12 Attribute 12: Chameleon-Like

Two aspects emerged from the data relating to this attribute. One relates to the development and refinement of 'personas' or 'masks' by people of DP. The other relates to demeanour and mannerisms.

The data indicate that many people of DP create a persona or several personas that are of a particular character or characters. Where there are multiple personas, each one is entirely different, and all are completely contrived. The findings outline that each persona may include gestures, dress, facial expressions, vocabulary choice, and accents. People of DP can switch between these personas.

In addition, and regardless of persona, the findings indicate people of DP can switch rapidly in demeanour depending on the person or people they are trying to influence or 'groom.' That is, they can completely and suddenly change how they project themselves

according to who they are trying to influence and in a more extreme manner than the way people not of DP might.

> The ability to 'change shape' is how they evade and become aloof and invisible. (Category 4i)

> We talk about chameleons. If they're on a green tree, they turn green, if they're on a brown tree, they turn brown. They're adapting in response to furthering whatever their agenda is. They adapt to that environment. (Category 4iii)

> I want to say aggressive but if you meet this person, their demeanour is meek. The DP would come in and be weak, defenceless. I thought that was an act because he could argue and come out fighting. He was like a split personality, one moment meek, sweating, almost looking incompetent to the next minute, the Boxer comes into box as soon as the bell goes ding, ding. (Category 4ii)

> The emotional manipulation also means that the DP is like a chameleon—moulding him/herself into various personas depending on what is required for a particular situation where they are pursuing their desired goal. It is like they groom their victims using whatever means necessary. (Category 2)

The findings indicate that some people of DP choose not to adopt personas, and they are often observed as 'flat' or without emotion in terms of their expression. This is referred to as 'shallow affect' or 'lack of affect and emotional depth' (Brazil & Forth, 2016; Hancock et al.; 2013).

According to the data, some people of DP, particularly those in senior leadership roles, rely on their seniority or position in society to achieve their goals and to remain unexposed. They do not believe they require personas. In these people, the shallow affect is observable

and may be interpreted as calmness. In the quantitative analysis, 'calm and contained' rated 10th. It is also discussed in the data as coldness.

> Normally, if you care about your partner, you'll be a bit upset. I deal with upset a lot.
>
> He wasn't upset. He was cold as ice. (Category 4iii)

> They did not become visibly emotional almost ever, even in movie or tv scenes
>
> something heart wrenching would happen, they would be stone-cold. (Category 4i)

These data also discuss that on Death Row, people of DP drop their personas as they no longer have anything to gain. What remains is 'shallow affect.'

Most people change their demeanour to some extent, depending on who they are addressing: a child, a board meeting, a shop attendant. The data indicate the change in demeanour in a person of DP does not resemble 'normal' human behavioural difference in a variety of contexts. It is a substantial shift in 'being' such that a person or people exposed to the person of DP in one 'chameleon state' may have no ability to reconcile this person in another 'state.'

> He could be in the middle of one of these tirades, and saying the most awful things,
>
> and you hear a car pull up in the driveway, he can change like that. (Category 4i)

> The behaviour changes but it is always about getting what they want. They will first
>
> try charm, then bullying, or cruelty or manipulation. The self-centredness is always
>
> present. They will treat different people very differently. They are always 'cold'. They
>
> have no regard for anyone else or their emotions. They will manipulate a situation
>
> and discredit those when it suits them. There is never guilt or consideration of others.
>
> They can change from charming to cruel in a split second. They are always in control
>
> of the situations and lead the conversations. Sometimes this is mistaken as strong
>
> leadership. (Category 4i)

This attribute is mentioned throughout the data but is particularly prominent in the data from the second set of semistructured interviews. This attribute links to the attribute 'Actively cultivates a façade of normal' but is a separate attribute according to the data.

4.5.13 Attribute 13: Dishonest (Including Lies)

The data supporting this attribute are extensive and compelling. In each of the thematic analysis processes, the attribute of lying/dishonesty featured highly. Likewise, in the quantitative word/phrase synonym analyses, lying ranked third and fifth, respectively. A quotation from the data captures this trait very well.

> Even in the context of people who lie, for whom morality is not high on their agenda,
>
> the level of untruthfulness is really breathtaking in dark personality. (Category 4iii)

The data show that people of DP have an ability and willingness to weave a web of lies that can reach over years and over generations to create an image of themselves as a good person and vilify their targets/victims. This often involves complex rewriting of a narrative.

> They create fabrications then expertly and unfalteringly use these to influence
>
> others, gain power and control, harm their victim/s, prevent exposure, and avoid
>
> culpability. (Category 2)

> In Family Law, there appears to be no consequences for perjury. Lying, therefore for
>
> the dark personality has only one consequence—it elevates them as the opposite of
>
> what they are (which is the perpetrator) and diminishes the victim, attributing all the
>
> abusive behaviours to the victim. The family law system is a perfect platform for
>
> master manipulators. They produce fictitious narrative in legal letters, making claims
>
> of wrong-doing, abuse of children for example, they produce copies of said letters
>
> and quote them in their own sworn affidavit material, they then get cross-examined

on the content of the affidavits, thereby perjurious material is placed twice into

evidence. (Category 4i)

The findings highlight that this attribute involves playing the victim when in fact they are the perpetrator and may include the use of real stories that are harder to disprove, changing only one or two key details that has the impact of changing the meaning or outcome.

According to these data, people of DP lie even when they do not need to lie, the propensity to be dishonest being so strong and the satisfaction in manipulating others such a powerful driver.

To retain his good reputation my ex-husband pathologised me. He went around

saying poor XX and making up stuff about me and eventually people started to tell

me. He completely pathologised me to all our mutual friends. (Category 4iii)

My ex [the DP] would tell other people, just subtly drop in things about me being

difficult or me being a liar. The case against me, an untruthful web of lies, was being

made before we even split up. (Category 4i)

There are also data about the way people of DP use real situations in their lying, making their lies harder to disprove. They often change only one or two details of real stories that completely changes the nature of the situation to suit their agenda.

Their lying is incredibly believable. It is usually built on a real situation with just one

detail changed for greater realism. They never miss a beat in the delivery of the lie.

They know which lies to use to manipulate those they want to manipulate too, what

appeals to the value set of the person they are manipulating. (Category 4ii)

Substantial data about lying and creation of false narratives are contained in the data. The attribute of 'Devious and manipulative' is linked to this attribute of 'lying' and, if they were to be combined, would be the highest ranked attribute after 'dangerous and harmful.' The

abundance of data pertaining to both attributes, however, warrants separation. A more extensive selection of quotations representing the attribute and behavioural manifestations in different contexts, communities, and personal circumstances are included in Appendix O.

4.5.14 Attribute 14: Devious and Manipulative (Including Calculated) and Involving Consciously Misleading Others to be Inadvertently Complicit—The Dark Personality Superpower!

This attribute is one of the most substantially represented in the data. It stood out in the thematic analyses as having an extensive amount of data representing it and ranked highly in both quantitative data analyses. The data indicate people of DP consciously and deliberately exploit, mislead, and manipulate extensively and frequently. This includes complex manoeuvring, telling different people conflicting narratives, and ensuring these people are kept apart or do not believe the credibility of the other so the truth is not exposed.

A selection of representative quotations that indicate the time and effort committed by those of DP to manipulating people all around them is included here and in Appendix 0.

> Some of the higher functioning PCL-R psychopaths are married and in relationships which is nothing more than creating a backdrop of a lifestyle they can support to do their deviant behaviours. They may be an active church person, involved in church to create a lifestyle that is socially acceptable and easy to defend. They put themselves in that situation to do the deviant behaviour outside that lifestyle. When they do get confronted, they have a legitimacy with their lifestyle. What I normally see is the grooming really of everybody around them to believe they are a 'good person'. This is where they spend most of their efforts and time. They are laying a solid foundation. (Category 3)

> They are manipulating every interaction they have with people. (Category 3)

In the church, they're grooming their peers because they want to be beyond reproach from their peers. They want their peers to stand up for them. They're grooming people above them in the hierarchy. They're grooming the committees that are functioning in the parish. They want to be able to do anything they can do. They want to be able to have free-range to whatever they do, and to do that, you need to actually make sure you're above reproach, that people like you. And they say, oh, that's just how that person is. Oh, yeah, he does that, he takes children to his home because he's just such a kind person. You don't have to worry about him. He goes above and beyond. He helped my friend out, that sort of thing. That people will say very positive things about them because he's groomed the environment. (Category 4iii)

They groom the environment and the adults that they're not targeting, as well as the children. (Category 4iii)

The manipulation process is often a game for these individuals in which they act as a puppet master. (Category 3)

There is substantial comment in the data regarding how people are manipulated or used to impact the target/victim on behalf of the person of DP without any knowledge of their involvement. 'Secondary manipulation,' or the use of someone else to impact the target/victim, appears to be the most common form of manipulation, as emerged from the data, rather than manipulating the target/victim directly. The propensity is to influence others to unwittingly accomplish their ill-natured deeds for them and without knowledge of this.

DP do not engage in manipulation of the victim directly, they engage in manipulating someone else to damage the victim and the manipulated person will have no idea

they are in fact harming the victim, inadvertently punishing the victim, or presenting something that is triggering to the victim. (Category 4ii)

Those that are groomed are often manipulated into believing they are doing a good thing or the right thing. (Category 4ii)

All the academics think that they manipulate other people to do something for them, but it's secondary manipulation that they do, but they never even mention where they manipulate someone else to manipulate someone else. So, it's even another move away from them. And that's not in the literature at all. That goes to the whole topic of stealth. (Category 4i)

Several quotations discussed the complexity and 'smartness' of the manipulation and alluded to their strategic nature, often changing approach, swiftly making it hard for others to keep up, expose or win.

It is unbelievable the kind of stories I hear from psychopaths in the prisons. I think don't be ridiculous. Part of me has looked at some things and thought if that was not in such an arena your ability to plan something that clever would make you extraordinary. (Category 3)

DP can be heading down a particular direction, such as being nasty and controlling, then they can be well-mannered and polite and engaging. This is completely disconcerting and always strategic, but it can be misread as genuine kindness. The ability of DP to change swiftly according to the chess moves they see way ahead is incredible. It is very difficult to 'fight them' as they can anticipate one's next steps so easily. It is not the usual forward movement that one expects from an adversary. It

is like an army approach on all sides, with many different moves and motions. (Category 4ii)

She got him in the bedroom when they were having a holiday at her parents' house, and she suddenly yelled out that he was hurting her and then stamped the floor as she got up from the bed. She was setting it up for it to look like he was the one abusing her when it was the other way around. (Category 2)

One example is seeing a psychologist with his wife and crying, saying he is so upset he doesn't please her so the psychologist thinks he's trying and invested, and the wife feels guilty but still feels he is controlling yet she cannot raise this now or properly articulate it to the psychologist. (Category 4i)

Wraps undermining of the victim in a pretence of caring about the victim. (Category 2)

To facilitate their conduct, they have a network of 'friends' working in all the places, they charm them, draw them in, make them feel important by being 'that great friend who can be relied upon', they give them gifts, pay for them, then when needed, they call in the favour. (Category 4ii)

The findings indicate that part of the manipulative process involves powerfully influencing others to suspend belief, to actively disregard or ignore points that would usually be taken into consideration in a rational and reasonable decision-making or assessment process. In a similar fashion, they can compel others to engage in actions they would not usually engage in such as accepting payments for underhanded activity, covering for the actions of the person of DP, or accepting the story of the person of DP where there is evidence to the contrary.

> They can compel people to believe things where there is evidence to the contrary and do things they would not usually do. (Category 4i)

> Often they manipulate others, convincing them to do things they would not normally do or into believing something unbelievable. (Category 4i)

> Outsiders can be tricked into thinking they are brilliant and someone to be admired and emulated and are then they are co-opted into helping the DP to achieve and maintain their control over their targets. (Category 2)

Lack of transparency is very important for the ability of people of DP to maintain their lifestyle and their freedom, so positioning their manipulative behaviours in a way that may be innocent and does not leave evidence involves a great deal of their focus.

> They're very careful what they say on the telephone. They say it in a way that they can claim it was all said innocently and really has meaning. (Category 4i)

> The DP formulated an elaborate plan that involved disposal of his victim's body, vehicle and evidence while under law enforcement surveillance. (Category 3)

One manipulative strategy that was discussed by several of the participants involved the feigned use of serious illnesses in themselves or family members.

> As soon as a bit of heat comes on to him, he declares that one of his family has cancer. He has always had a serious illness to get out of issues. If you are looking with a normal head, the fact that someone in his family gets cancer every second year is not credible but people do not notice it, and even if they did, they do not want to go there, that he might be lying about cancer or treatment for cancer or something like that. (Category 4ii)

This attribute attracted a great deal of comment and feedback. A more extensive selection of quotations representing the attribute and behavioural manifestations in different contexts, communities, and personal circumstances are included in Appendix O.

4.5.15 Attribute 15: Unwillingness to Accept Responsibility for Negative Impacts They Cause

The data in this research show people of DP do not take ownership for their role in causing harm, suffering, and/or distress in others. This attribute emerged strongly from each of the thematic analysis processes. It was ranked 18th and 12th, respectively, in the word/phrase quantitative ranking.

A collection of tactics is used to avoid culpability and accountability including deflection, denial, blaming, minimising, blocking, lying, attributing their actions to the victim, bringing in supporters, bribery, coercion, threats, intimidation, and/or causing contention.

> They almost always minimise, excuse and deny their behaviour. (Category 2)

> They are never the problem. They blame and shame, accuse others. (Category 4i)

> They get rid of anyone who may risk exposing them, usually by destroying the other employee's career/job/reputation. They pre-empt the potential exposure with discrediting. They undermine people who get in their way or who may expose them or who they don't like or who they just decide to pick on. (Category 4ii)

> Our [stepparent] would go out of their way to punish us and then lie to our parent about it, going as far as to paint us as liars if we tried to talk to them about it. (Category 4i)

There was considerable discussion in the research about 'DARVO,' which stands for deny, attack, reverse victim, and offender. This tactic is used frequently by those of DP and

was discussed by both those in forensic and nonforensic roles, particularly in relation to domestic violence.

> They use DARVO [deny, attack, reverse victim, and offender]. Whatever is raised they
>
> deny, they then deflect and start attacking their victim, and will switch roles to
>
> appear that they are the victim. (Category 4i)

Some of the tactics used to avoid accountability and culpability outlined in the data are so bizarre and so cruel and self-focused as to seem improbable, which is why targets/victims often have difficulty being believed, particularly where the person of DP is an 'upstanding citizen,' and there is no evidence of the tactics being used.

> They isolate the person trying to make the DP accountable for the wrong they have
>
> done by telling a group of people a series of untruths about that person so that the
>
> group will shun/reject the exposer. (Category 2)

> They are very good at climbing the corporate ladder and will get rid of any who may
>
> risk   exposing   them,   usually   by   destroying   the   other   employee's
>
> career/job/reputation. They pre-empt the potential exposure with discrediting.
>
> (Category 4ii)

Further quotations that support this attribute and represent behavioural manifestations in different contexts, communities, and personal circumstances are included in Appendix O.

4.5.16 Attribute 16: Without Authentic Emotion; Emotional Responses Are Acted

4.5.16.1 The Profoundly Different Inner World of People of DP

The data indicate people of DP have limited, deficient, or nonexistent emotional experience, sometimes referred to as 'shallow affect' or 'lack of affect and emotional depth,' which was discussed under the attribute of 'Chameleon-like' in Section 4.5.12. This attribute of 'Without authentic emotion' emerged strongly in the thematic analyses and ranked 18th in

the quantitative analysis. This limited or deficient emotional 'world' was often discussed in relation to incongruence between events and reactions.

> He [senior businessman] was emotionless [when he heard about a life-threatening diagnosis for his wife]. Normally, if you care about your wife, you'll be a bit upset. I deal with upset a lot. He wasn't upset. He was cold. (Category 4iii)

> They do not show the normal range of emotions, which are expected, in an organic way during conversations of distress. (Category 4i)

> The way he spoke was very flat, very monotone, pertaining to how he killed the child, dismembered the child, and eviscerated the child. (Category 3)

> With normal emotions, there is a congruence between what is happening with a person's words and their behavioural responses but with DP there is often lack of congruence. (Category 4i)

> Superficial responses to upsetting situations. (Category 3)

The data also indicate that people of DP understand from a young age that their emotional responses are different to others and that they do not feel emotions such as fear.

People of DP appear to view their absence of feelings as a strength, according to the findings from this study. They believe those who emote are weakened because of experiencing emotions, which further explains the attribute of ego and entitlement.

The data indicate people of DP usually seek to learn how to respond to situations that generally have an emotional impact, and their reactions are therefore practised and enacted rather than innate. They learn how they should respond emotionally by watching and mimicking others' emotional reactions.

> [They are not] able to feel/show genuine care/concern for others' physical or emotional pain/distress. They are unfeeling but can mimic emotions. (Category 4i)

> They can appear to form meaningful relationships and have regard for other people in a way that seems quite normal. This may sustain over a prolonged period which for most people would indicate a strong bond and associated degree of loyalty and emotional attachment but in DP this can be swept away as if it had never been there if circumstances dictate it. The ability of the person to impression-manage that relationship is significant but the absolute and complete lack of any concern, loss, or sympathy for the other party in that previous relationship is breath taking to behold. (Category 3)

The data indicate some people of DP are better at emulating emotional responses than others. A lack of appropriate emotional response, particularly at times of distress or crisis, is often misinterpreted as intelligence, consideration, sound leadership, or calmness.

> They lack emotion in general which is one of the things that makes them callous. It links with intellectualism. They are coldly intellectual which makes them callous with no emotional side effects. (Category 4ii)

> Apparent calm demeanour describing the high conflict family situation. Sits still, appears centred and considered, responses to questions asked but also moves the conversation into areas of blame on others in a subtle way, ex-wife, school, circumstances have been difficult and now everyone has to re-evaluate and work together for the sake of the children. Intellectualised speech but over time there is no real substance to anything that has been said in the first session. (Category 4i)

4.5.16.2 Mistaking Emotional Deficit for 'Calmness'.

'Calm and contained' emerged strongly in the thematic analysis, ranked 10th in the quantitative analysis and is associated with lack of authentic emotion. The data show the absence of emotion is often mistaken for calmness in people of DP, particularly those who are higher functioning.

This inaccurately identified 'calmness' is one of several reasons highlighted in the data that people of DP are found more frequently in roles with titles such as CEO, director, professor, entrepreneur, and surgeon and in industries which carry risk such as medicine, law enforcement, mining, military and finance. The lack of emotion, particularly during times of high stress, is viewed as a strength when it is in reality an intrinsic feature of people of DP.

In family, personal and collegiate relationships, the data indicate this inaccurately identified 'calmness' may also be viewed positively. This is highlighted where a person of DP is targetting someone. The data indicate that while the person of DP may remain emotionless, the target/victim often appears over-reactive, 'dramatic', 'crazy' as a result of DP manipulations, humiliations, provocations, and harm, which may extend for years, even decades. Family members, friends, colleagues and others usually view the 'calmness' as superior, not realising the serious nature of the tactics being asserted against the victim/target and the extent of false narrative that has been created by the person of DP.

In summary, the findings indicate adult people of DP do not experience emotion like those who are not of DP. While they emulate emotions, often very convincingly, their emotional experience is in reality limited or nonexistent. The implication is that people of DP do not experience love for people they are related to or friendly with. Relationship management for a person of DP is a contrived process undertaken for their own personal reasons and agendas.

4.5.17 Attribute 17: Callous (Without Empathy)

The data show that people of DP are without real understanding of or regard for the feelings of others, particularly where these feelings are hurtful and/or painful, although they can emulate behaviours of concern for others. This attribute is referred to as 'callous.' The

attribute emerged strongly in the thematic analyses and was ranked 15th and 5th, respectively, in the word/phrase quantitative analyses.

> They are not empathetic; they do not feel upset if someone else is. They feel indifference or blame the victim for feeling like that, or they get excited by it. (Category 4ii)

> Unable to feel/show genuine care/concern for others' physical or emotional pain and distress. Insensitivity to the feelings of others. (Category 1)

> Absence of empathy, a willingness to use other people instrumentally for their own ends. (Category 4i)

It is of interest that this attribute did not rank as highly in the list of general attributes but ranked higher as a key driver of behaviours of people of DP. This is likely because the lack of empathy for others' feelings allows people of DP to behave in ways that people of DP would be far less motivated to engage in and that harm and disadvantage others.

> An entire group of physicians performing unnecessary diagnostic tests and procedures, putting patients' lives at risk for financial gain. (Category 4iii)
>
> Dark personalities are manipulative people who lie and charm their way into the lives of others sometimes playing the victim or the survivor whatever results in them getting their way. They do not care about others so hurting others emotionally, physically, and mentally is a fun little game they play with all their relationships leaving a trail of destruction in their wake. They become more successful in their behaviour over time by learning what has worked in the past and what has gotten them what they want. (Category 4ii)

> Dismissal of feelings of partner following a miscarriage. (Category 4i)

Callous is different to Attribute 18, 'Unremorseful.' Callousness is about the inability to empathise with others' experiences, while lack of remorse is about an inability to feel regret about causing harm or disadvantage to others. It is, though, associated with the attribute of 'Without authentic emotion.'

4.5.18 Attribute 18: Unremorseful

The data indicate adult people of DP do not experience shame or regret regarding the negative impact of their behaviours on others. This may include their impact on others' rights, freedoms, feelings, relationships, confidence, safety, mental health, emotional health, physical health, financial health, sexual health, and/or aspirations. This attribute emerged strongly in each of the thematic analyses, and while it did not rank in the quantitative analyses, other items associated with this attribute did, such as 'Blames others, reverse attributes their nefarious deeds and behaviours to the victim.'

> The core darkness involves the ability to make such a horrific error in judgement and not be psychologically weighed down by it. Many people would feel guilt or shame and try to rectify the situation but people with high levels of antagonism don't have these shackles. (Category 1)

> Pathological unaccountability, inability to see himself as doing wrong, never accepting responsibility other than success. (Category 4i)

> Inability to feel and relate to what other people are feeling at an affective level, lack of compassion for the suffering of others, and not feeling any regret or distress about harming others. (Category 3)

The attribute of unremorseful is different to that of callousness, the attribute discussed in the previous section. Lack of remorse is about an attitude to one's own behaviours, while callousness is about understanding and relating to the experiences of others.

> I feel that they are people who have abhorrent personalities, which is kind of insidious because they look the same as you and I and anybody in the community. Yet they contain these impulses or behaviours, or they choose to express these behaviours in a way that is harmful to other people and seem to show no empathy for their victim and no remorse for their behaviour. (Category 4iii)

> I have heard from survivors of institutional abuse who describe being manipulated, coerced, threatened, used, seemingly without any remorse or empathy by their perpetrator. These perpetrators have worked as religious clergy, welfare officers, foster parents, teachers. (Category 4i)

4.5.19 Attribute 19: Self-Interested

The data show that the focus of people of DP is on maximising their own interests. This attribute emerged very strongly in all the thematic analyses and ranked fifth in the quantitative analysis relating to attributes of people of DP.

> If I had to say one defining core attribute, it would be 'completely self-serving'. This then justifies the above behaviours in their mind. (Category 4i)

> Self-oriented. (Category 4ii)

> Consistently prioritising their own needs over others. (Category 1)

There were considerable data as to the willingness of people of DP to harm, sacrifice, manipulate, or disadvantage their own children in situations where it benefited themselves. This is discussed further in the next chapter.

> Puts themselves first always, to the detriment of the wants and needs of those around them. Whether or not detrimental to others, regardless of who that other

> person is, the age of the person or whether that person they are impacting is a child,
>
> their child. (Category 3)

> The drive for power over others and lack of empathy mean that they want to 'win'
>
> at all costs. Everything is always driven by serving their own needs and end goal.
>
> Therefore, others will be used and discarded when no longer needed, including their
>
> own children. I frequently see women being dragged through the family court system
>
> for many years, purely to bleed them of money or to hurt them by taking away their
>
> children. This hurts not only the woman, but also the children they share, but this is
>
> not something a narcissist or psychopath will even register. (Category 4i)

The data indicate people of DP are often able to convincingly position their self-focused actions as if they are in the best interests of others. While they may at times appear to compromise and even be caring and supportive, self-interest is core, and any concessions or 'goodness' have an underlying motive.

> Manager cut out overtime payments for an entire team, by advising them that the
>
> Senior Managers need to cut costs and if they wanted to keep their jobs, they needed
>
> to work more flexibly. This had the effect of reducing the take home wages of already
>
> low paid employees by approximately $15,000.00 per annum. This leader then
>
> presented to the executive that she had reduced costs, implemented flexibility, and
>
> brought the operations into the 21st century. She then used this 'achievement' as
>
> the basis for an increased bonus of around $30,000.00. (Category 4ii)

A large selection of quotations representing self-interest and including behavioural manifestation examples in different contexts, communities, and personal circumstances are included in Appendix O.

4.5.20 Attribute 20: Brazen

The attribute of brazenness receives limited attention in the academic literature but features very prominently in the data collected in this study. According to the data, people of DP behave confidently in situations that would elicit discomfort, shame, and/or embarrassment in people of non-DP, which is one of the reasons they can harm and disadvantage others to such an extent without detection or suspicion.

> Their brazenness is one of the things that makes them persuasive because they are so brazen about what they say and do that it sounds truthful even when it isn't. (Category 3)

> They are brazen in their actions and also in what they say as they are confident of their superiority and their created narrative. (Category 2)

> A religious leader was due to marry a couple of his congregation. The night before the wedding he pushed the bride down on her bed and raped her. The next day he officiated at her wedding as if nothing happened. (Category 4i)

The data highlight that the narratives of people of DP are often obviously inconsistent with the facts, but they are convincing and compelling, so people accept this or at least give them the benefit of the doubt because it may be too hard to reconcile the facts with the powerfully expressed false narrative.

> Sometimes you have someone so arrogant and so power hungry and so egocentric that they will bully someone and do it in front of others, and it gains them more power because people are then scared of them. You have to be very brazen to do that. (Category 4iii)

> It is quite remarkable, the things they do in front of other people. Sometimes people cannot believe their eyes. They rationalise what they have observed because it is too hard to believe. (Category 4iii)

> They will say I had no idea the company was in such bad shape when they knew perfectly well. When they are in court, they say to the jury I had no idea this was so bad, and they appear to be so genuine that you almost believe it even if you know it is not true. (Category 4ii)

The data suggest that even where the most determined people of non-DP might give up on an agenda because they have been exposed as fraudulent or ill meaning, people of DP will keep going.

> They have a brazen ability to come back from the worst circumstances. (Category 4ii)

This brazenness facilitates people of DP accomplishing more through nefariousness than other people might.

> They take enormous risks as they genuinely don't believe they will be caught out. (Category 3)

> When confronted with contradicting evidence, they will change their story. They provide a new version, without any indication of stress/distress. (Category 3)

This section discussed findings in relation to attributes of adults of DP. It presents data relating to the 20 attributes common to adults of DP that emerged in the study. It provided a discussion of each attribute and an overview of the data that supported inclusion of the attribute in the model. It also included several quotations representing each attribute, with further quotations presented in appendices. This section makes an original contribution to the

literature on people of DP by clarifying attributes common to them and by addressing gaps and issues of contention in current approaches.

It is important to note that Appendix O provides definitions of each attribute and provides further data indicating how the attribute manifests in behaviours in different contexts, communities, and personal circumstances.

4.6 Attribute Groupings

The 20 attributes identified from the thematic and quantitative analyses of the two sets of semistructured interview data and the survey data were examined for conceptual groupings such as lifestyle choices, emotional responses, or cognitive decision-making.

It was thought conceptual groupings may assist in refining the model and with understanding and recalling the attributes. The most prominent themes that emerged from the thematic analysis, and the top-scoring word/phrase synonyms that emerged from the quantitative analyses, were first examined to see if they linked to other attributes.

The 'Control, power, dominance' attribute was the highest ranked attribute in all analyses. This attribute, defined in this thesis as 'An intense, all-pervasive drive to dominate their world and the people in it,' based on the data, conceptually linked with attributes that related to control and with the reactions of people of DP if they are thwarted in their attempts to control. This included 'Self-view of superior and special, entitled,' 'A pathological, explosive inner response to being compromised or challenged,' 'Vengeful,' and 'Uncompromising.' This group of attributes was about winning, controlling, and dominating and the responses of people of DP if they are deprived of these outcomes. Group 1 is therefore titled 'Drive the agenda.'

The 'Sexual/relationship boundarylessness' attribute was the next highest ranked attribute that emerged about which substantial data are contained in the research. This attribute is defined in this thesis as 'Open to anything regarding sexuality. The expression and use of sexuality often includes breaking laws, taboos, agreements, and/or contracts; and the

use of sexuality to provoke, to control, to demean, to intimidate, to harm and/or to leverage' based on the data in the thesis. This attribute engages with sexuality, exploitation, lack of limits, inappropriate expectations, harm, and sadism. The attributes were reviewed for potential conceptual matches to related attributes. Some attributes did seem to fit with this theme. These included 'Has a low regard for laws, regulations, and agreements, as well as social and moral codes,' 'Sadistic and cruel,' 'Predatory,' and 'Unreasonable expectations of others.' These attributes are all, as a group, exceptionally different to the way most human beings behave, and so the second category of attributes was titled 'Are motivated and operate differently and darkly.'

'Devious and manipulative, including consciously exploiting and misleading others to be inadvertently complicit' was the next attribute examined for conceptual groupings. This attribute was about deception. Four other attributes seemed to group conceptually with this attribute: 'Actively cultivates a façade of "normal",' 'Chameleon-like,' 'Dishonest,' and 'Unwillingness to accept responsibility for negative impacts they cause.' The third category was titled 'The truth is not easy to distinguish and believe.' If a person manipulates convincingly and never 'owns' their actions, how is it possible to identify and accept their true nature and misdeeds?

The five remaining attributes appeared to fall into another conceptual grouping that related to the limited emotional world of people of DP. These attributes included 'Without authentic emotion, emotional responses are acted,' 'Callous,' 'Unremorseful,' 'Self-interested,' and 'Brazen.' Group 4 was therefore titled 'Don't experience feelings in the same way as others.'

These four conceptual groupings support the practical usefulness of the model because the headings are descriptive and broaden its appeal model as it can be more readily understood and recalled. Researchers in different fields will have a greater capacity to engage with the model because of the absence of jargon, the lack of descriptors specific to certain fields, and clarity on how attributes contribute to the overall functioning of people of DP.

Practitioners will also be more readily able to refer to the model and use any assessment tools that may be developed from it, such as employment screening assessment tools and justice system-related assessment tools, for these reasons. In addition, the broader community will find the person of DP easier to identify and understand because of the conceptual groupings and nuanced descriptors. This has the potential to decrease harm and make it easier for targets/victims to be understood and believed.

4.7 Tactics

Section 1 of the survey sought information purely on attributes and related behavioural manifestations of people of DP. Themes emerged, however, that were not attributes but were, rather, metaphorical weapons or tools that people of DP use to punish, harm, humiliate, demean, and destroy others; to win; to control; and to avoid transparency and accountability.

Several of these weapons or tactics also emerged in the presurvey interview data, in Section 2 of the survey, and the top word/phrase groupings of the quantitative analyses. They were included in the strawman conceptualisation developed for postsurvey data collection and were supported by all participants in the postsurvey semistructured interviews.

The metaphorical weapons are referred to as 'tactics' in the model and defined as 'Actions or strategies carefully planned to achieve a specific outcome,' based on the data.

The most important point that came out of the data about the tactics is that they are used very powerfully, one might say like 'tactics on steroids,' by people of DP. They are not used in the way people not of DP might use them; they are used far more potently and brazenly. The propensity of people of DP to know of, understand, and use these tactics is high and surprisingly common across the population of adult people of DP.

Due to the length constraints of this thesis, each of the 25 identified tactics is not discussed here. They are defined, with quotations from the data representing each of them, in the populated model in Appendix O.

As an example, one of the more prominent tactics used by people of DP is 'reverse attribution.' This phrase was developed by the thesis author based on the data. From the experiences and perspectives of participants in this research, people of DP always attribute their nefarious behaviours to the target/victim. When they lie, they say the target/victim is lying; when they manipulate, they say the target/victim is manipulating.

Often, the person of DP is so compelling that they are believed and seen as the victim when they are in fact the aggressor. Reverse attribution creates confusion and uncertainty. It ultimately provides a smokescreen, meaning that at worst, the issue is seen as a conflict between two parties, and the person of DP is never held to account.

The data indicate that even where evidence is available, and the person of DP is the perpetrator, they are still often believed and supported, leaving the target/victim desolate. The reader is referred to Appendix O for further information on and examples of the tactics.

4.8 Differentiators

A third and final high-level theme that emerged from Section 1 of the survey data relates to features that may differ among people of DP. Attributes and tactics are shared by adult people of DP. Differentiating features are not shared by all people of DP, but they nevertheless may be grouped.

The features that show up as intrinsic differences in the data regarding people of DP fall into two categories: values and capabilities. In this thesis, values are defined as 'one's perspective of what is important in life' based on the research data. Capabilities are defined as 'the extent of someone's ability,' also a definition based on the data. All people, including those of DP, have values and capabilities. Some people share the same values, while others have very different values. In relation to capability, some people have high levels of capability in a particular area, while others may have lower levels of capability in the same area.

An example of a value that is very important to some people of DP while not to others, according to the data, is that of attention. Some enjoy being the focus of attention and are often heard telling stories of their accomplishments.

A selection of quotations from the data that represent this value include 'life of the party,' 'garrulous,' 'centre of attention,' 'self-promotion,' 'brags about accomplishments,' 'talks only of self,' 'tells stories where he has played an important role,' and 'only talks about own agenda.' Others of DP do not value attention as per this selection of representative quotations: 'prefers not to be the centre of attention and is more quietly spoken,' 'rarely talks,' 'appears studious and quiet,' 'introverted,' 'cold and aloof and rational,' and 'talks softly and calmly at all times but reports of violent outbursts in private.'

Other values that emerged in the data as important to some people of DP and not to others included status, wealth, being viewed as reliable, and legacy.

An example of a capability that varies among people of DP is that of planning and goal setting. At the lower end of the capability level, some people of DP may impulsively carry out acts of harm and are unrealistic about their potential to accomplish goals over time. A selection of quotations from the data that represent people of DP with low capability in planning and goal setting include 'lack of impulse control,' 'no preparation,' 'no planning,' 'randomly,' 'all about the now,' and 'acts without thinking.'

A selection of quotations representing people of DP who have a higher level of capability regarding planning and goal setting include 'psychopaths are in full control of their behaviour and have very clear objectives in behaving that way,' 'nothing is ever random,' 'calculated,' 'goals are achieved slowly and insidiously,' 'the approach is tactical, like a game of chess, for example changing therapy pre-scheduled times,' 'very carefully planned and with cunning,' 'patiently plans to great detail to get what they want,' and 'they are playing a game of strategy to clear their name or escape consequences.'

Other capability areas that vary substantially in people of DP include the ability to create realistic personas and convincingly emulate human emotions; competence, focus, and

purpose; the ability to hold high-functioning professions and fund their own lifestyle; self-protection; and the ability to stay out of jail. Further information and selected quotations representative of the values and capabilities of people of DP are included in the populated model in Appendix O.

It appears from both the literature review and the data collected for this thesis that these differentiators have perhaps been a 'red herring' for people studying those who actively violate social norms and harm and disadvantage others by conscious choice.

Perhaps a key reason that so many models and assessment tools exist is that researchers have found it difficult to differentiate between fundamental, shared attributes and nonshared characteristics. Rather than focus on the enormous base of research highlighting the shared attributes and tactics of people of DP, researchers have developed new conceptualisations and models based on points of difference. This plethora of models 'plays' to people of DP who thrive on confusion as it allows them to engage in their nefarious activities more readily without being identified.

The differentiators are a further fundamental 'piece of the puzzle' that make it easier to understand how people of DP may seem very different in demeanour but still have the same attributes and use the same tactics, how some are employed in highly regarded professions and others are in prison, how some are quietly spoken while others are gregarious and loud, and how some are stay-at-home parents while others are country leaders.

The three-dimensional model of attributes, tactics, and differentiators is not a simple one, which may be the reason it has been challenging for researchers to crystallise the concept. The data, however, firmly support the model.

4.9 The Exception: Vulnerability and Dark Personality Behaviours

The data from this research suggest there is a group of people who actively violate social norms and harm and disadvantage others but who are not of DP. Terms such as sociopath, vulnerable narcissist, secondary psychopath, and ASPD, discussed in Chapters 1

and 2, are conceptualisations intended to represent people whose behaviours include those one might see in people of DP, such as lying, manipulation, cruelty, and harming others, but which manifest in people who have a moral compass and a conscience and are not intrinsically deeply malevolent. These distinctions are discussed throughout the personality research literature.

Karpman (1948) asserts there are two forms of psychopathy: primary psychopathy, which is intrinsic and incurable and associated with an absence of conscience, and secondary psychopathy, which is motivated by underlying conflicts and that Porter (1996) purports originates from traumatic abuse and is potentially curable. According to Blackburn et al. (2008), Porter distinguishes primary psychopathy as 'a lack of empathy and conscience, from secondary psychopathy, in which the same outcome results from early traumatic experiences of abuse.' He goes on to say that 'the antisocial behaviour of primary psychopaths arises from "egoistic, uninhibited instinctive trends" and an absence of conscience or guilt, which is probably constitutional' (pp. 604–605).

Pemment (2013), who discusses similar distinctions in addressing the difference between psychopathy and sociopathy, says psychopaths have no empathy or sense of morality, while sociopaths have morality and a well-developed conscience. Pemment explains that psychopathy is inborn and immutable, whereas the behaviour of the sociopath is shaped primarily by environmental factors, such as child abuse or exposure to expedient behaviour in others.

The comments in this research reflect a similar distinction. There were comments that reflected no morality and/or no vulnerability such as 'exudes belief in their own abilities,' 'little self-doubt,' 'she never appeared to second guess herself,' 'she never needed reassurance,' and so on, which suggests robustness. The data also include comments such as 'extreme sensitivity to mild/constructive criticism,' which suggests vulnerability. That is, while there is only one form of DP, there is a group of people who exhibit similar behaviours, but this group experience emotions such as shame and are often open to and able to change.

4.10 Conclusion: Findings Relating to Attributes Common to Adult People of Dark Personality

Substantial knowledge of people of DP has remained untapped, it appears, which may account for the many issues of contention in the academic literature. The data show that expert practitioners from different fields have an enormous amount of experience and knowledge that has remained unpublished. This knowledge appears imperative for a full understanding of the attributes of adult people of DP. In addition, the findings of the behavioural research community in populations with lived experience offer deep insight into areas of contention and that do not appear to have been integrated into the personality research.

In closing this chapter, it is important to note that the three-dimensional PPP model presented in Figure 2 and Appendix 0 (long version), constitutes a significant contribution to the existing literature. Based on the data collected for this thesis, and building on existing research, the model seeks to provide a more comprehensive, nuanced framework for identifying and understanding adults who actively violate social norms and harm and disadvantage others by conscious choice than do models previously published.

The PPP model provides a more nuanced, comprehensive framework by addressing many of the key issues of contention in the literature and gathering data from many siloed fields of research. The model builds on and refines existing work on the attributes and behaviours of people who actively violate social norms and harm and disadvantage others by conscious choice. It does this by clarifying the shared attributes across the adult population of people of DP and providing extensive, nuanced detail on how these attributes manifest behaviourally across a wide variety of contexts, communities, and personal circumstances, which has not previously been addressed in a single piece of research. These attributes manifest differently, but they represent the same attributes whether a person of DP is incarcerated for serious overt crimes, a stay-at-home parent, a judge, or a director of a multinational company and whose actions are less overt and transparent but just as dishonest and destructive.

The model also contributes to existing research by clarifying, defining, and giving examples of the arsenal of weaponry or tactics consistently used by people of DP to destroy, punish, exert control, or accomplish other goals, which are referred to throughout the academic literature but not previously brought together comprehensively in one place and as part of an overarching model.

In addition, differentiators, in the form of capabilities and values, explain how people of DP may seem very different in their personalities and the way they present to the world while still sharing the same set of attributes.

Practically, the PPP model can be used as a tangible measure to support victims. Based on extensive lived experience provided by practitioner experts, the model provides a framework that can be used to tangibly identify people of DP whose nefarious deeds may leave little if any evidence. The model is of particular importance to targets/victims of higher functioning people of DP who have previously had difficulty being understood and believed in the face of accomplished predators in roles such as doctor, law enforcement, teacher, executive, academic, and lawyer.

The model presents substantially more detailed and nuanced insight into the attributes and tactics of people of DP than previously published. This is particularly helpful in identifying people who violate social norms and harm and disadvantage others and who have perfected very convincing personas of good will. How people engage with the model will depend on circumstances and context.

Already, the model has been forwarded by a clinical psychologist to a judge to support the case of a child being seriously abused by a parent of DP who has convinced the court that the other parent is the perpetrator. It is envisaged that professionals wanting to use the PPP model will ultimately require training as the depth, breadth, and subtlety of behaviours used to manipulate, hide, and avoid accountability are extensive and breach many of the 'codes' we subconsciously hold regarding human values.

Chapter 5.

Findings: Shedding Light on Points of Contention and Other Issues

5.1 Introduction

Section 2 of the survey covered topics related to issues of contention regarding people of DP, model and measure/assessment tool discrepancies, the impact of people of DP, implications of gaps in the literature, and other issues. This chapter addresses the data contained in Section 2. Where the interviews undertaken both prior to and following the Delphi survey touched on Section 2 topics, these data are also included. Both qualitative and quantitative data were collected from Section 2 of the survey. The findings in this chapter are based on research participants' responses regarding:

- whether the broadly accepted continuum-based measure of normal personality can be used to adequately identify someone of DP;

- research methods and populations that potentially provide the most comprehensive and nuanced insights into people of DP;

- the impact of people of DP on their targets/victims;

- the complex relationships with and harmful impact of people of DP on their own children;

- risk factors for incarceration of people of DP;

- professions and working role choice of people of DP;

- whether there are gaps in our understanding of people of DP; and

- whether contention and disagreement about the attributes of people of DP hinder the ability to protect society.

The points covered in Chapter 5 further engage with some of the issues of contention regarding adult people of DP. The chapter also provides data from the research on effective research approaches to further refine the concept.

5.2 Can People of Dark Personality be Identified Using Models Developed From Continuums of Normal Personality?

The data show a mixed response regarding the usefulness of continuum models in assessing people of DP. Some of the reasons participants gave for not endorsing a continuum-based approach for identifying people of DP included a belief that continuums would not be specific enough to set people of DP apart from the normal population and that people of DP have a discrete set of specific attributes. When asked whether people of DP have shared attributes, over 80% of research participants said 'yes.' Participants also put forward that the many shared subtleties and specific behaviours of DP would not be captured on a continuum-based model and that the malevolence of people of DP is not captured on normal personality scales.

> You need exposure and experience to believe what is actually possible. The victims with experience of DP are not believed by the lay person as most of their experience is so unthinkable/unimaginable. (Category 4iii)

> A dimensional approach implies a scale of severity. I think you are either DP or you are not. (Category 4i)

> Some DP traits are very specific and also very subtle. I don't think a continuum-based model would allow these to be exposed. For example, the point about blaming the victim for their own behaviours, not sure that would come out easily in a continuum model. (Category 4iii)
>
> Normal personality is useful for describing most people but for those at the edge, as dark personalities are, it is inadequate as it fails to capture the sheer malevolence of these people. (Category 4ii)

Three representative responses from the data supporting the continuum-based assessment approach include the following.

> From my perspective, everyone falls somewhere on a continuum of DP, and it makes sense to me not to use a categorical approach. A dimensional approach can capture everyone whereas a categorical approach may 'mislabel' people. (Category 1)

> I believe in dimensional models, in general. I believe that there is a certain point at which a certain 'amount' of a trait becomes pathological, but I don't believe that there are certain traits that are 'only' possessed by those with dark personalities. (Category 1)

> This is exactly what the data show, assessments of these constructs based on the Five-Factor Model [FFM] work as well as assessments built to directly assess these constructs. The core of the DT has been shown to be equivalent to antagonism with the three components distinguished by other FFM domains. The higher order factor of various psychopathy instruments has been shown to be equivalent to antagonism with subfactors distinguished by other domains. Antagonism is the core feature of both grandiose and vulnerable narcissism with the two being distinguished by other FFM domains. (Category 1)

While support for use of a continuum-based model for assessing people of DP was mixed, it is of note that most of the supportive data for such a model came from researchers working in the field of academia.

A much higher percentage of expert practitioners believed a person was either of DP or not of DP, and the continuum-based model failed to register the depth of malevolence nor identify the attributes and tactics so specific to those of DP.

5.3 Optimal Ways for Gathering Comprehensive and Nuanced Data on People of Dark Personality

When asked about the best way of learning about people of DP, 56% of respondents said talking to targets/victims, which was the highest ranked response. The data indicate that those who have lived experience of people of DP as targets/victims are perceived as having the deepest understanding of the motivations, attributes, and subtle nuances of the behavioural patterns common in people of DP.

> I think the only way to learn about them is by talking to victims. Their behaviours can be so subtle. I also think the people who have been 'groomed' to believe in them would be worth talking to. (Category 4ii)

Research participants rated the collection of data from experienced practitioners who had worked with people of DP and/or their targets/victims as the second highest source of comprehensive, nuanced data (23%).

Sixty-two percent, or close to two thirds of research participants, thought data provided from people of DP would be unreliable. There was a general view in the data that people of DP lie, even when they do not need to, because manipulation of others appeals to their need for control and power and their sense of superiority. This has substantial implications for the accuracy of existing models and assessment tools.

> DP like to play games. They would lie just because they like to confuse and trick. They would do this even in a general questionnaire, not even if they had done something wrong. (Category 4ii)

> There is a danger that they would simply play games to have some power and control over whoever they are liaising with for research. (Category 4i)

Most participants expressed a view that data collection directly from people of DP, in any form and in all contexts, did not produce accurate results. Participant responses that represent this belief are included here to give an indication of the strength of this conviction.

Participants were specifically asked, 'Do you believe asking people of dark personality to answer questions about themselves would provide accurate and insightful data?' and then asked for comments that explained their responses. These quotations are from different research participants.

> They are so unflinchingly driven at creating complimentary false narratives and personas around themselves that it would make self-reports and metrics difficult to be reliable. (Category 4i)

> Self-report studies have repeatedly failed to produce accurate data. DP, by their very nature, would result in inaccurate data in a self-report study. (Category 3)

> I think there's no way that a true dark personality would answer truthfully. If they did, that would show a willingness to grow and accept some responsibility and I would posit that this would indicate a person who, whilst they may have some behavioural issues, is probably not a dark personality. (Category 4i)

> They are pathologically dishonest and concerned for the way others perceive them. (Category 4i)

Those who did support the use of self-assessment tools often included some conditions or caveats.

> As a collective, there would be insights to be derived from common approaches to answers and in comparison, to variation from 'normal' personality. (Category 4i)

Some respondents thought that accurate data would come out in self-assessment because people of DP liked to speak about themselves. Comments that represent this view include 'Grandiose people love to brag' (Category 4iii) and 'If worded correctly they couldn't resist their egotistical side coming out' (Category 4ii).

The data collected for this study indicate only some people of DP like to talk about themselves, and when they do, it is often not an accurate representation.

Another interesting point that emerged from the data is that incarcerated populations are limited in how they can express some attributes that potentially impact the way they answer questions about themselves. Most of the research on psychopathy over the past few decades has used attributes and other items from the PCL-R as a base for data collection, an assessment tool/measure initially developed from prison populations.

It is possible, therefore, that the entire base of research on features of people of DP, specifically the data on psychopathy, may be built on incorrect data.

The previous section pointed out that the collection of data from the general population on 'DP traits' based on continuums of normal personality, as an approach used frequently to collect data on people of DP, was also not seen by most expert practitioner participants as a source of comprehensive, nuanced data.

Research participants spontaneously recommended several methods for data collection when asked about optimal methods for collecting data on people of DP. The two mentioned most frequently were in-depth interviews and case studies.

> Due to their often-high intelligence and manipulativeness dark personalities are hard
>
> to study. To understand these individuals takes a lot of time in interviewing people
>
> surrounding them. (Category 4i)

Some participants discussed the requirement of engaging people to collect data who have experience with people of DP.

> Hearing common victim experiences and utilising experts that can recognise it.
>
> (Category 4ii)

These findings provide an important foundation for future research, highlighting the value of qualitative methods and engaging with people who have worked extensively with, or have been the victims of, people of DP in both forensic and nonforensic contexts to ascertain a deeper understanding of people of DP.

5.4   Definitional Clarity

An issue that emerged from both the literature review and study findings regarding effectiveness of research approaches related to definitional clarity. Many of the current assessment tools confuse attributes with tactics and even with outcomes, and there is a plethora of different terms representing similar as well as different items. This is an important issue to address if research is to be practically useful.

In this research, attributes are defined as 'qualities or features regarded as a characteristic or inherent part of someone,' and tactics are defined as 'actions or strategies carefully planned to achieve a specific outcome.'

The differentiating characteristics fell into two categories: capabilities and values. Capabilities are defined as 'the extent of someone's ability,' and values are defined as 'one's perspective of what is important in life.'

The following single quotation from one research participant includes a combination of attributes (a), tactics (t), and outcomes (o), which are marked on the quotation with these symbols. The quotation demonstrates how difficult it may be to understand and recognise a person of DP if the attributes and tactics are not clearly defined, comprehensively represented in one model, and nuanced.

> They engage in an extensive array of strategies to ensure they control their
>
> environment [a] including sacking people [t]; creating a huge complex and

compelling lie or fabric of lies to undermine people who get in their way or who may

expose them or who they don't like or who they just decide to pick on [a]; cultivating

a network of supporters [t] who will stick up for them regardless [o] and who have a

particularly positive view of the DP from the way the DP has groomed them [a] or is

getting something out of supporting the DP [t]; and by withholding information [t].

To control in relation to timing they postpone [t] and delay [t] constantly, they

involve different people which may require more time getting them up to speed [t],

they debate circumstances even when there is evidence to the contrary [a], they

provide falsified information [a] which then needs to be debated [o], they accuse the

victim of doing what they are doing [t] that then needs time to be disproved [o], they

are dismissive of accusations. (Category 4ii)

5.4 People of Dark Personality: Their Impact on Others

5.4.1 Introduction

Harm caused by those of DP is a theme that runs strongly through the data. In the quantitative analyses, 'dangerous and harmful' was the highest ranked word/phrase grouping. Both physical and nonphysical harm was discussed; however, nonphysical forms of harm were discussed far more extensively than physical harm.

Nonphysical harm included emotional, psychological, financial, familial, harm to relationships with others including social networks, harm to relationships with one's children, reputational harm, professional harm, and spiritual harm. Emotional and psychological harm was described in great depth and by most participants and included diminishment and belittling; isolation of the target/victim; doing and saying things that make the target/victim question their own sanity and reality, otherwise referred to as gaslighting; engaging in hurtful and derogatory remarks; public humiliation; public and/or private provocation;

disempowerment; erosion of the target's/victim's confidence and self-worth; and setting one up for failure and degradation.

Several participants discussed the goal of people of DP as being destruction of a target/victim.

> They have no other motivating force. Any behaviour that is not malevolent is displayed for secondary gain. (Category 4iii)

The data discuss forms of destruction including murder, emotional and mental 'torture' leading to suicide, diseases that may result from stress such as cancer, and addiction-related deaths resulting from 'masking' behaviours. An oncology expert who participated in the research commented that while he could not offer evidence to support this view, in his experience, the extreme nature of the stress caused by people of DP did precipitate cancer.

Respondents were specifically asked, 'Describe the impact of harm inflicted on victims of DP. That is, how has harm manifested in the victims of DP in your experience?' This section includes quotations from research participants who were grouped together to represent several areas of harm including mental, emotional, physical, behavioural, social, relational, reputational, financial, and work related. Several extended quotations from research participants representing harm to the targets/victims of those of DP are included also. Such quotations from participants highlight the impact of DP on individuals and society more broadly.

Note that all quotations in this section are from different respondents. First is a single quotation that represents the impact in a corporate context on an international executive who was only an observer of someone of DP and not themselves being targeted.

> I can point to different periods in my career when, as a senior executive in global roles, I have been under pressure, but I have never been pushed to a physical reaction. I remember sitting with one of my peers in front of him [the person of DP] in one of these meetings where he had unleashed on my colleague, my stomach was

churning, my mouth was dry. I could not even comprehend; it was disbelief at what

was going on. I could feel my sphincter uncontrollably constricting. I have never

experienced that in my life. I do not know how your body does that. It is almost like

your brain shuts down. Someone close to me had cancer and I remember driving to

work feeling completely ill going there, and thinking what I am doing, what if I get

cancer from this, a recognition of this physical toll, this situation was having on me. I

have never, ever experienced that, the only thing that came close to it was the sister

of my best friend, who I had known all my life, committed suicide and when my friend

told me she had committed suicide and the physical reaction I had to that would be

the same as what I had then, not the same but on that spectrum. So, it shuts your

whole body down, it is this extraordinary impact, at the absolute time of impact you

cannot even speak. (Category 4ii; note: This participant usually had staff of around

20,000 to 30,000 people. It took this person, in their estimation, around 7 years to

return to their usual level of capability and confidence following several years of

working for this person of DP)

5.4.2 Mental Impact

The words/phrases presented here are individual quotations taken directly from the

data provided when participants were asked about the impact of people of DP. Each

word/phrase represents an impact on the mental health of the target/victim: 'PTSD

[posttraumatic stress disorder],' 'high anxiety,' 'hypervigilance,' 'low mood,' 'mental health

problems,' 'sense of threat,' 'calculated decisions to try and avoid an opportunity for further

harm,' 'do not feel believed,' 'mental health issues,' 'constantly second guess themselves due

to the self-doubt they develop,' 'frequently under attack regarding something very important to

them like their children,' 'trauma responses,' 'hyper aroused,' 'hypervigilant and always

scanning for threats,' 'brain damage,' 'stress,' 'anxiety disorder,' 'walking on eggshells,' 'hard

to make decisions,' 'no longer trusted their judgment,' 'chronic self-doubt,' 'lost their self-respect,' 'ongoing legal aggression,' 'persistent threat of contravention proceedings,' 'victims don't seem to be able to employ the usual mechanism of "this person has treated me badly, so I will just forget about him/her and move on" because processes are dragged out.'

5.4.3   Emotional Impact

The words/phrases presented here are individual quotations taken directly from the data provided when participants were asked about the impact of people of DP. Each word/phrase represents an impact on the emotional health and emotional responses of the target/victim: 'shame,' 'emotional dysregulation,' 'negative sense of self,' 'anger,' 'fear of having their employment terminated,' 'undermining confidence and self-esteem,' 'fear,' 'ridicule as an extremely damaging form of emotional abuse,' 'closed down,' 'live in a constant state of hyper vigilance,' 'triggered by everyday things which may not affect others,' 'constant state of fear,' 'lack of trust,' 'fear of men,' 'looking over my shoulder,' 'do not feel safe,' 'immense overwhelm,' 'despair,' 'aversion to sexual contact,' 'permanent inability to partner up again,' 'feel trapped and stuck,' 'feel they are going to go "crazy",' 'torture,' 'flashback,' 'frequent nightmares,' 'feeling of can never escape,' 'will never be free,' 'no escape,' 'high levels of emotional distress,' 'completely depleted,' 'lacking self-esteem and self-worth,' 'ongoing fear of crossing paths with him elevates anxiety, particularly in places where I know he circulates, and I can't avoid,' 'technological abuse,' 'mother has been deprived of the enjoyment of her child's childhood,' 'beratement,' 'manipulate image of self,' 'degradation,' 'emotional toll is huge,' 'loss of spirituality,' 'self-blame.'

5.4.4   Physical Impact

The words/phrases presented here are individual quotations taken directly from the data provided when participants were asked about the impact of people of DP. Each word/phrase represents a physical impact on the target/victim: 'murder,' 'major health issues lurking leading to cancer,' 'early death,' 'physical health problems,' 'rape,' 'life threatening,'

'suicidal ideation,' 'suicide attempts,' 'torture,' 'sexually assaulted,' 'worn out immune system,' 'bad selfcare,' 'no way out of "this hell" except to die,' 'physically exhausted by the hypervigilance,' 'sodomised,' 'rectal prolapse,' 'cutting a person's ears off through torture,' 'no longer able to obtain REM sleep,' 'in a wheelchair,' 'raped,' 'eyes pulled out,' 'high blood pressure,' 'constant aches and pains,' 'tension headaches,' 'insomnia,' 'inability to have further children,' 'stress related illnesses of alopecia and cancer,' 'they cause harm to people, pets, and objects that I care for,' 'neglect,' 'can completely destroy their victims,' 'physically assaulted and threatened,' 'panic attacks.'

5.4.5 Social, Relational, and Reputational Impact

The words/phrases presented here are individual quotations taken directly from the data provided when participants were asked about the impact of people of DP. Each word/phrase represents a social or reputational impact on the target/victim: 'isolation,' 'do not know who to turn to for validation and support,' 'despair at the isolation of their experience,' 'manipulating teachers and school communities,' 'incapacity to trust without fear of hurt,' 'loss of relationships,' 'affect and damage relationships with family,' 'destruction or strain on relationships particularly by causing harm to children,' 'became an outcast in their community and amongst their friends and family,' 'turning friends and family against them,' 'loss of family relationships, previous friendships, school or work communities,' 'perception that they are unstable,' 'destruction of reputation,' 'estrangement from family.'

5.4.6 Financial Impact

The words/phrases presented here are individual quotations taken directly from the data provided when participants were asked about the impact of people of DP. Each word/phrase represents a financial impact on the target/victim: 'poverty,' 'financial problems,' 'financial exploitation,' 'financial hardship,' 'leaving a partner with significant debt,' 'lost their home,' 'lost their car,' 'dragging them to court for years on end,' 'financially impoverished,' 'truncated education,' 'poverty.'

5.4.7 Work-Related Impact

The words/phrases presented here are individual quotations taken directly from the data provided when participants were asked about the impact of people of DP. Each word/phrase represents a work-related impact on the target/victim: 'no way to get ahead in workplace with onslaught at home going on,' 'loss of career,' 'cease to be able to work or quit their jobs,' 'affect, and damage their careers,' 'career almost destroyed,' 'undermining their professional reputation and taking work opportunities from them,' 'lost their job.'

In summary, the data presented in this section show that harm caused by people of DP is far-reaching and extensive and greater than just the physical that is so often the form of harm represented in media platforms and publications. Harm is not only physical, but also emotional, financial, psychological, reputational, social, familial, and so on. Several longer, intact representative quotations from the data that relate to harm follow.

> The victims are often the ones seen as crazy because they are frequently under attack regarding something very important to them like their children, their job, their freedom, their friends etc and in a way that takes a lot of energy to address and that others cannot see. In some cases, this has been going on relentlessly for years. The victim may seem unbalanced, over-reactive, aggressive, controlling. They can be triggered while out in company by situations which bring up memories or if purposely provoked by the DP. They can be untrusting, finding it difficult to get into long-term nurturing relationships and will sometimes put a negative take on situations which are not negative. They can find it hard to make decisions as the DP behaviours can lack transparency and the victim is left double guessing, is the DP behind this or is this just a random event? Essentially the victim has the symptoms and behaviours of PTSD [posttraumatic stress disorder]. Drugs and alcohol can be used to try and lessen

> the situation, self-harm is common and suicide ideation or suicide is frequently a natural outcome. (Category 4ii)

> It is very difficult to cover the breadth of nearly a decade of exposure in one paragraph, but there is basically not anything I can think of that hasn't at some point been used as a tool. There was previously the very real threat of physical harm, of emotional withdrawal, of misrepresenting facts to loved ones to manipulate their views and opinions of me for the worse. Now that I am no longer under their control, they attempt to gatekeep relationships to loved ones, with an unspoken kind of agreement implying certain behaviours and actions are necessary. (Category 4i)

It was common for people to have been the target/victim of more than one and sometimes several people of DP. This appears to be related to the predatory nature of people of DP in that they 'see' people with vulnerabilities, characteristics that make them easier to control and manipulate, an issue discussed in the previous chapter.

Several research participants discussed the point that people who recognise the set of behaviours of people of DP and are driven by fairness often try to expose people of DP. This appeals to the predatory, 'game-playing' nature of people of DP that emerged from the data, and so they often commence a process of destruction of the 'exposer,' including use of the tactics discussed here.

As evidenced through the quotations presented in this section, the extent, depth, and breadth of harm each person of DP is capable of is far greater than just the physical and may touch on every aspect of a target's/victim's life. Some of the ways that these outcomes manifest in the behaviours of targets/victims include 'aggression,' 'substance use to cope,' 'self-harm to cope,' 'trauma responses,' 'eating disorders,' 'constant flight fight freeze reactions,' 'overreactive,' and 'provoke self-harm.' The data show that death may be the ultimate outcome, whether achieved covertly or overtly, and may be achieved through illness including cancer, murder, drug misuse or abuse, or suicide.

5.5 People of Dark Personality, Parenting, and Impact on Their Children

Extensive data emerged from this study relating to the impact of a parent who is of DP on their child. Although no survey questions specifically referred to children, the number of references to child-related words was 691. This was established following an analysis using the NVivo (Version 12) platform on the frequency of synonymous words/phrases relating to children in the data such as son, daughter, child, school, and adolescent.

The data are included here because they speak to several of the areas of contention in the literature, such as the depth of malevolence of all people of DP, control, sadism, and impulsivity versus strategic orientation.

> People talk about pawns, pawn in the chess game, so I think it's the same with children, they just become part of that. They continue to control the partner or child. They're hardwired to that. I think it's just this sort of overriding sense that the children's needs are never put first. They always have control. (Category 4i)

> When DP get older, they focus on legacy. They get children who are estranged and/or who they have not spent much time with to engage with them. They change the narrative of their children's upbringing to make it seem as if it was the other parent's fault, they had not seen them, that the other parent was nuts/crazy and would not let the DP near the children and that the DP thought it was in the children's interests to just bow out of the picture. They then focus all their time and attention on creating that legacy, on being great to the children, regardless of whether they had abused them and/or not seen them for years. (Category 4ii)

A key finding from this study is that parents of DP use their children to achieve their own goals. This is rarely observable or visible, however, as the data indicate parents who are of DP often invest substantial effort into appearing to be a 'good parent' and grooming others to believe they are committed to their children while engaging privately in behaviours that are

abusive, manipulative, intimidating, controlling, harmful, and/or undermining the other parent to family and friends.

The data also indicate different goals may be sought by people of DP through their children as they grow and as the objectives of the parent of DP change.

Their kids are often manipulated to create outcomes for them. I have known a DP father who killed his child to get victory over the mother. I know another father of DP who treated his child incredibly well later in life to get victory over the mother when he had not bothered to see them for years of their growing up. (Category 4ii)

A lot of people that are DP talk about if they have the kids, a fantastic thing is they're taking them somewhere, or buying things, or they'll get all of them the pictures to put on social media, to present themselves as saying, oh, my kids, my world, all that sort of thing. It's all about how you present your image to the world, which again I think comes back to that power and control. Controlling how people perceive you. I think that's part of that, is that you're presenting yourself as the model parent, as part of that wider grooming in society. So, they present themselves in a certain way, they present themselves as the doting dad but then behind the scenes, the mums are saying that the kids don't want to see them or they're dragging them through the Family Court, or they're not paying anything, or that they're emotionally abusing them or sometimes physically. The grooming is part of the power and control and manipulation. They groom people to be able to manipulate, to have more power and control. That's at the root of it all. (Category 4i)

I think again it's more they're an extension in the reflection of them, they're more a possession really. Or they may be a way to reflect their own greatness if they're doing well. If they do well, then they've got their genes or something. I think there is not

> any real parental love there. There's not parental love the way that most people
>
> would understand that. Most parents, you're always going to put your children's
>
> needs first, aren't you? And they do the opposite of that. It's still always about them.
>
> I think it's that thing, fostered—that aspect of control and game playing is almost like
>
> they're controlling a chessboard, they're just kind of moving the pieces to play the
>
> game. (Category 4i)

The research data indicate a parent of DP will put substantial effort into destroying the child's relationship with the other parent, often referred to as the 'protective parent' in the coercive control domestic violence literature (Neustein & Goetting, 2008 p. 103), especially where a child may become increasingly vocal about not wanting to spend time with the parent of DP. The data show that if the parent of DP has not succeeded in the destruction of the relationship between the child and the protective parent in the early years, it is often done when they are older.

The data contain a plethora of destruction tactics including lying; 'reversing the narrative,' which is to attribute their nefarious behaviours to the protective parent; criticising the other parent; making ungrounded and serious accusations against the other parent; offering financial incentives to a child; provoking the other parent in the presence of a child, and so on. A form of brainwashing seems to occur, like a cult leader with their followers (Hassan, 2018; E. Katz, 2022). A child's history with and understanding of the protective parent is replaced with false memories and narrative created by the parent of DP and others they have groomed to create the new, orchestrated, false, negative beliefs. The data indicate the parent of DP uses their often finely tuned influencing skills to overwhelm a child with this untrue narrative and to groom everyone in their network to believe the same lies. Following are some quotations that indicate the propensity of people of DP to destroy the relationship between the protective parent and their child/children.

> He was using the children against her. (Category 4i)

Many protective parents no longer have relationships with their children because the

children have been manipulated so successfully by the DP parent that they believe

the parent who has always had their best interests at heart is the 'bad' parent. The

children ultimately embrace the DP's extensively rewritten narrative. (Category 4iii)

There's a lot of manipulation of children, they're kind of easier to manipulate. I know

quite a few women who no longer have relationships with their children because

their children have been manipulated so much by the narcissistic partner, they just

believe things they say. (Category 4i)

Using children as a weapon. (Category 1)

The protective parent and child relationship may be further compromised through other dynamics discussed in the data.

While the parent of DP is imposing threatening behaviours on the protective parent—physical violence, isolation from family and friends, threats, court weaponisation, paying people to stalk the non-DP parent and so on—the children's behaviours with the non-DP parent are often very difficult because of 'acting out.' The non-DP parent or protective parent is ill equipped to deal with the extensive acting-out behaviours of the children because of the onslaught they are experiencing in their own lives from the DP parent.

The data and the literature (E. Katz, 2022) indicate these issues compound over time, substantially impacting the ability of the protective parent to parent effectively. Gutowski and Goodman (2023) highlight, and the data supports, the extensive amount of legal abuse imposed on the non-DP parent. Following are some quotations that represent the dynamics outlined in this paragraph.

The dark parent deliberately sets about destroying the relationship with protective

parent or damages the child so deeply, it makes the job of raising that child almost

impossible. For years, the protective parent is dealing with a child who has been subjected to deep trauma, damaged primary relationships, isolation and with the system as it is, no real resources to escape nor mend. (Category 4ii)

The craving of that dark personality parent's love and attention that they are incapable of giving them and it's impacts on the non-offending parent is substantial. (Category 4i)

Some children develop extreme behaviours such as conversion disorders (pseudo fainting) as a way of managing overwhelm. Interpersonal relationships become strained and ruptured between the non-toxic parent (victim) and their children which creates an added layer of despair for the victim which can become unbearable. (Category 4i)

They [non-DP parent] are always dealing with mopping up damage, are always behind the 8 ball, always protecting, but the DP parent is turning the children against them. (Category 4i)

The fact that people don't give a shit if they do have children, they will still put themselves—they will just completely screw over the kids, where they or their partner, they'll cause as much misery. I see it over and over again. These senseless and go to Family Court, or where the kids don't want to go and see them, but they make them go anyway. (Category 4i)

The data indicate that a parent who is of DP does not have the capacity to feel love for their child/children, although they can engage them and others in the belief that they do through acted behaviours. A child with a parent who is of DP may be harmed by this parent in the same way adults are impacted by people of DP, regardless of the socioeconomic status,

intelligence, or profession of the parent who is of DP. Forms of harm discussed in the data include mental, emotional, physical, social, relational, sexual, financial, familial, and school related. The following quotations represent the points made in this paragraph.

> They do not love their own children. (Category 4i)

> He made them [the children] eat from the dog's bowl. (Category 3i)

> We have been financially impoverished by him—he has quite deliberately run up our costs despite the obvious impacts on the child he professes to love. (Category 4i)

> An individual who is married, will not always perpetrate against their own children, he will do it against the niece or nephew or someone in the church group and teaching Sunday school class. The brighter ones are smart enough not to do it inside their own house because they realise the risk is too great and that it will risk their foundation. (Category 3)

> Child has been deprived of a normal, carefree childhood, has experienced abuse and neglect from her father and lived with our stress and fear, has phobias and extreme anxiety. (Category 4i)

> In my experience with coercive control, perpetrators are driven by their desire to have control over their target/s. They tend to have extremely high levels of entitlement and self-centredness. They use a variety of abusive tactics in their attempts to get those they target to comply with them. They feel entitled to their target or targets' constant compliance and feel entitled to punish their targets for non-compliance. In coercive control, perpetrators are usually boyfriends, husbands and fathers/stepfathers, and their targets are their adult 'partners' and/or their

> children. For coercive control perpetrators there is little that is more important than being able to continue with their coercive control. For example, the harm they are causing to their children through their behaviours are not as important as continuing their coercive control. (Category 2)

> She forced me to eat something when I was not hungry because she had bought it for me and then when I vomited it up, she made me eat the vomit. (Category 4i)

The preceding quotation provides a powerful insight into the behaviours people of DP may assert on their children, which involves a level of sadistic enjoyment of inflicting harm, discomfort, and humiliation just as with any other person they may choose to target.

The data also indicate intimidation is used substantially by parents who are of DP to control their children and to stop their children from exposing them, just as they do with adults. According to the data, acts of harm and intimidation by parents who are of DP are usually performed on their children out of view of others and denied if the children are brave enough to disclose to an adult.

Several research participants commented that children often 'back down' when required to talk in an official context about emotional, mental, physical, sexual, or other forms of abuse from a parent who is of DP out of fear of how that parent may react, as indicated in the following quotations.

> The accident was carefully calculated to teach a message either to the child or the ex-partner who is the other parent of the child. (Category 4i)

> For children there's also the added stress of having to be very careful not to set them off as there is no protection from them when parents are separated, then maybe if I'm extra good Daddy won't hurt me or get scary. (Category 4i)

The research data show that children frequently engage in their own attempts to protect themselves from a parent who is of DP, without any form of suggestion from the other parent, relatives, or friends.

Strategies to self-protect outlined in the data include running away from the home of a parent who is of DP, ensuring there are weapons, either toy or real, available for protection, and not discussing the depth of harm being imposed with others due to fear of reprisal from the parent of DP.

> The children have created their own safety plans and fashioned weapons from everyday household objects as they fear physical harm. Our children struggle with anxiety including separating daily for school for fear of them not returning to my care and being left/taken by him. (Category 4ii)

> Children under-report what is going on with the DP parent out of fear. (Category 4i)

The data indicate that parents who are of DP may also harm and damage their children through neglect. Children may not be given meals. They may be left at home alone without supervision for long periods, even as very young children. Their health needs may not be addressed, such as administration of medication. They may put their children at risk rather than direct harm, without consideration or care.

> He relentlessly kept sending the children back to me with nits. I would do all the work but there was no consideration from him for that or for the children. (Category 4i)

> She has been astounded to hear from the children that her ex has had people to the house for small parties (when this is still against the law in the UK) and taken the children to visit other people's houses for drinks—even though he's aware of his daughter's health condition and that her mother is shielding her. I have seen over and over again this issue since the pandemic began, from women in the US, Canada,

Australia, UK etc that ex narcissistic partners have been breaking local pandemic health and safety laws. (Category 4i)

The data also highlight how people of DP may further damage children by setting up their children against each other to provide greater control and reduce risk of exposure. The study indicates a parent of DP may manipulate one child to influence another child to help fulfil their own goals or manipulate their children to harm or disadvantage others on their behalf or manipulate their children into feeling sorry for them so they feel compelled to look after their needs.

Several participants reported that parents who are of DP do not require the presence of their children in their lives to feel fulfilled and can go for years without seeing them. If they are ever challenged about not seeing their children for a lengthy period, they will often construct a false narrative, blaming the other parent for their absence.

The drive for power over others and lack of empathy mean that they want to 'win' at all costs. Everything is always driven by serving their own needs and end goal. Therefore, others will be used and discarded when no longer needed, including their own children. (Category 4i)

In summary, according to the data, a child of a person of DP will be subjected to forms of abuse and will be used to achieve goals for the person of DP, which will vary according to context and personal circumstances. Goals of a DP parent may include the ego boost of being seen as a 'great parent,' to harm and punish others, particularly the other parent of the children, to leverage for money, to fulfil their own needs and passions such as those relating to sadism and sexuality, and to achieve life goals they themselves may not have been able to achieve.

5.6 People of Dark Personality, Criminality, and Imprisonment Factors

The data regarding factors that differentiate between people of DP who are incarcerated and people of DP who are not incarcerated are exceptionally important from both academic and pragmatical perspectives.

One of the existing issues of contention in the DP literature, particularly in relation to psychopathy, is whether all people of DP engage in criminal behaviour (Cooke et al., 2007; Hare & Neumann, 2010; Skeem & Cooke, 2010). While the issue requires deeper exploration, this research shows there are factors that increase the likelihood of people of DP experiencing incarceration, although they all break laws, rules, regulations, and agreements. In addition, the data indicate that high-functioning people of DP, while just as dangerous and harmful as who that are incarcerated, can 'outsmart' the existing justice system by using tactics, both legal and illegal, that allow them to maintain their freedom.

> These individuals are highly functional, so you're not dealing with the same type of population that you would find, for instance, in prison settings. Those of high wealth, power, and status are believed and not held accountable. They also have powerful connections and networks with others that protect them. They can afford high level lawyers. They threaten others to keep them quiet. (Category 4i)

> Intelligence, social class, and education determine whether dark personalities end up incarcerated or not. Well-educated, clever darks can utilise the system, for example, engage lawyers, to get away with what they do. (Category 4iii)

> People who have managed to avoid incarceration may have protective factors, as per the moderated expression theory. Potential moderating factors, that protect people with dark personality traits against incarceration may include intelligence, high SES [socioeconomic status], competent parenting experiences, good executive function.

> These protective factors may mean that although the individuals still engage in some antisocial behaviours, they are successful at avoiding being caught, and they are able to attain higher status in society. (Category 1)

> People who are incarcerated lack the level of self-control to manage their behaviour to a point where they are untouchable. Those dark persons who live successfully do just enough that it would be hard to make them accountable in the face of the law. They appear more intelligent in that regard and have more self-control. (Category 4ii)

The factors referred to more frequently in this research as protecting those of DP from incarceration include 'intelligence' or 'good executive function,' 'high socioeconomic status' or 'wealth,' 'self-control' or 'impulse control capability,' 'education,' 'competent parenting' or 'lack of childhood abuse,' the ability to actively nurture an image of being a good citizen through practices such as 'active involvement in charities,' and last, a group of 'enablers' or people who are proficiently groomed by the person of DP to be 'in their corner' or would intervene on their behalf if they are under threat of being exposed.

> Intelligence, connections with people in high places, money. Incredibly good at creating an image of being a good person, go to church, are involved with charities. (Category 4ii)

> Impulsivity. Often people who have not been incarcerated have chosen to not offend at a level that will lead to incarceration. They choose to not commit criminal offences. Some who have not been incarcerated appear to be of higher intelligence—planning and executing acts in ways that effects victim's desire to disclose and impedes law enforcement's ability to investigate. (Category 3)

Impulse control and capacity to think strategically in those that avoid incarceration. (Category 4i)

The ones incarcerated used more obvious methods of gaining control over another, whereas the ones not incarcerated used more psychological means. We might say 'they didn't leave marks' or tangible evidence. (Category 3)

Other factors mentioned include 'genetic predisposition,' a 'higher level of cunning,' 'gender,' 'the ability to strategise,' 'support from family,' 'greater openness about their criminal behaviours,' and 'access to a broader range of strategies to avoid incarceration.' Several representative quotations follow.

I have seen the same behaviour equally in both. Some with high criminal or incarceration rates just don't try and hide it as much after time. (Category 3)

Those incarcerated don't have the same level of judgement and cunning that those who don't. They are more impulsive. (Category 4i)

They are solely focused on power and control over others and do not break the law because if they are imprisoned, that would give others power and control over them. They have no regard nor respect for the law but only the less intelligent break laws. (Category 4i)

There are other personalities around the psychopath that help them do what they do. And maybe that's one of the differences between those that are incarcerated and those that aren't. That the people that aren't incarcerated have that extra support and that extra layer of buffer from other people. (Category 4ii)

The data indicate that while all people of DP are equally as dangerous and harmful, there are factors that increase or decrease the likelihood of them experiencing incarceration. Further research in this area would be a useful contribution to the academic literature and human recognition of predators.

5.7 People of Dark Personality, Professions, and Employment

In Section 1 of the survey specifically about attributes, research participants were asked to provide two behavioural examples representing each attribute of people of DP they put forward. They were also asked to provide the profession/working role of the person who manifested each behaviour and to comment on whether the person had ever been or was currently in prison.

A word/phrase synonym quantitative analysis was conducted on data relating to professions/working roles provided in the research using the NVivo (Version 12) platform. Table 6 provides the professions/working roles and the number of times each profession/working role was mentioned. The sample size of 57 is low; however, the table does produce interesting and useful results given the average of 22 years of continuous experience with people of DP and/or their targets/victims of each research participant, meaning the data are of value.

The profession/working role mentioned most frequently was entrepreneur or people who run their own business. This profession/working role was associated with 41 different behavioural examples. One of the advantages of running one's own business as a person of DP is the level of freedom and independence to engage in a 'double life,' an issue discussed in the data at length.

The professional categories of 'police and law enforcement' (22) and 'lawyer, judge, attorney' (20) both emerged in the top five professions/working roles in behavioural examples, fourth and fifth, respectively.

It is interesting to consider that if these two categories were combined to create a category of 'justice system representatives,' this would become the highest ranked category of professions/working roles. This higher representation of DP traits in people employed in the justice system is reflected in other data (Falkenbach et al., 2007). Given the need for control and power, as well as the attribute of sadism in people of DP, the gravitation to these fields makes sense.

The second highest profession/working role of people of DP represented in behavioural examples was 'CEO, executive, company director' (34). The higher proportion of people of DP in these roles is reflected in the literature (Boddy, 2011; Hare, 1993). The research indicates people of DP are likely attracted to these roles because of the need to dominate and control, the ability to lead a double life, the 'cover' it provides in terms of the gravitas of these kinds of roles, and the potential earning capacity.

The other profession/working role in the top five was 'doctor, physician, medical, specialist' (24). The data indicate people of DP may be attracted to these professions because of the ability to exert control and power in the medical profession, particularly with vulnerable targets/victims, the potential for solid earnings, and possibly the capacity to engage in sadistic acts. Many medical roles also have a degree of independence that might facilitate a 'double life.'

Figure 3 outlines each of the professions/working roles of people of DP in the behavioural examples of attributes put forward in the data, including how many times each was mentioned. While the data are not statistically significant, the findings do provide interesting information that is worthy of further exploration.

The findings challenge some of the existing personality literature that suggests people of DP are drawn to roles that have risk and alleviate boredom, highlighting there appears to be other factors, such as the need for control and power and sadism, that are more important in their choice of profession/working role. Many of the behavioural manifestation examples presented in the data are of people of DP who appeared to be operating successfully in the

world in careers that were not necessarily risky and/or exciting, including accountant, gardener, stay-at-home spouse/parent, public sector worker, academic, and fitness trainer.

This finding contributes to furthering our understanding of people of DP and consequently to the literature. These findings build on the work of researchers such as Riech (2014) who discusses the high number of people of DP in the legal profession and the factors that attract them to this industry.

Figure 3

Professions/Working Roles of People of Dark Personality by Number of Times Mentioned in

Behavioural Manifestation Examples in Section 1 of the Survey

1.   Entrepreneur, runs their own business (41)
2.   CEO, executive, company director (34)
3.   Doctor, physician, medical field, specialist (24)
4.   Police, law enforcement (22)
5.   Lawyer, judge, attorney (20)
6.   Priest, clergy, religious leader, spiritual leader (13)
7.   Senior role, businessperson, manager (13)
8.   Various, no true job skills or desire for same, unemployed, homeless (12)
9.   Musician, artist, creative (8)
10. Sales, marketing, communications (8)
11. Lecturer, academic, teacher (7)
12. Army, Navy, ex-Army (6)
13. Politician, governor (6)
14. Accountant, investment, finance (6)
15. Labourer, tradie, roofer, scaffolder, carpenter (6)
16. Charity CEO, charity director, charity work (5)
17. Psychologist (5)
18. Drug dealer (4)
19. Engineer (4)
20. Office worker, clerk (4)
21. Professional (4)
22. Student (4)
23. Sports coach (3)
24. Real estate (3)
25. Social worker (3)
26. Pimp (3)
27. Public sector (3)
28. Media (2)
29. Farmer (2)
30. Housewife, mum (2)
31. Car mechanic (1)
32. Human resources (1)
33. Gang member, motor bike gang member (1)
34. Hospitality (1)
35. Racing car driver (1)
36. Pilot (1)
37. Serial conman (1)
38. Chef (1)
39. Fitness trainer (1)
40. Prison officer (1)

5.8 People of Dark Personality and Gaps in Our Understanding

Ninety-five percent of research participants in this study believed there to be gaps in our understanding of people of DP. When asked to comment on the gaps, the issues raised by participants fell under three headings: gaps in our knowledge, structures that are contributing to the knowledge gaps, and researchers or research fields where there are gaps in knowledge.

Gaps in our knowledge discussed by participants included how people of DP might be prevented from harming and disadvantaging others, the origins of people of DP, developmental pathways, genetic implications, treatment, how traits work dynamically in the social world rather than trait structure in the academic world, the motivations for their behaviours, the professions people of DP are attracted to, how people of DP are able to convince so many people of their 'normalness,' the damage they cause, and how to manage a high-functioning person of DP in a work or personal context including protection from harm.

In terms of the structures and other issues preventing a full understanding of people of DP, participant responses included reliance on instruments and numbers as assessment tools that do not tell the whole story, a siloed approach to research without connectivity between fields, a lack of definitions pertaining to core attributes, difficulty in studying people of DP who are high in intelligence, the time requirement in interviewing people in close proximity to the DP to understand them, that some attributes manifest only in particular settings, and the scattered nature of information on people of DP.

In relation to groups of people that have knowledge gaps, concern was expressed by several research participants about the true level of understanding of people of DP within the personality research/academic community, represented by, for example, this quotation: 'The loudest voices in the sector (if you can call it that) are clinicians with either theoretical knowledge or direct personal experience only of incarcerated individuals' (Category 4i). This point is reflected in other sections of the data.

It is not the objective of this thesis to resolve the issues raised here. It is an important point to make, however, that despite decades of research and hundreds of thousands of journal articles on people who actively violate social norms and harm and disadvantage others by conscious choice, we still have such substantial gaps in knowledge about them.

Why do so many gaps in our understanding still exist? Why has no one been able to bridge these gaps in knowledge? These data from this study appear to throw some light on the answers to these questions, also recognising the urgent need for further research on these critical areas.

5.9 People of Dark Personality: Does Disagreement About Their Shared Attributes Hinder the Ability to Protect Society?

The data on this issue have clear implications for the PPP model. There was substantial support by participants for the requirement of a model that accurately and compressively represents the concept of DP.

> We lack a universal language and understanding of the core attributes with so much disagreement in the literature. There is currently no diagnostic tool for identifying high functioning DP. We cannot protect members of our community if every time someone who knows something about DP (or suspects there is a DP among us) is crucified or made to feel mad by their community. Lay people, which are most of our community, do not have knowledge let alone a willingness to believe what is unbelievable. (Category 4i)

> Differences in terminology may confuse the public as there is not then a consistent message. For example, 'Aggressive narcissism' as sometimes described, is more or less psychopathy, whereas classical narcissism is merely self-absorption. Thus, it is unclear whether narcissism is dark or not. (Category 1)

This is one of the few issues on which forensic and nonforensic expert practitioner participants in this research disagreed.

Eighty-nine percent of practitioners working in a nonforensic context said that disagreement on the attributes of people of DP hindered an ability to protect society, whereas only 27% of practitioners working in a forensic context said that disagreement regarding attributes hindered an ability to protect society. The following comment from a forensic expert practitioner is compared to that of a nonforensic expert practitioner.

> It's all good for discussion and discovery. (Category 3)

> Divide and conquer. If we don't have a clear and strong popular conception, then it
>
> is very difficult to counter the destructive role that they play in society. (Category 4i)

There are several possible reasons for this difference in view, which may be identified from the data. First, it is easier to expose and hold people of DP to account when tangible evidence, witness statements, and other elements of proof are available, as is the experience of forensic expert practitioners. Practitioners working with higher functioning populations of DP and their targets/victims outside the forensic context, however, have more difficulty in exposing and bringing to account those of DP who engage in covert acts of harm, so precision and subtlety in any model/measure has greater importance to them. The PPP model is important in this regard as it facilitates the provision of evidence in the form of behavioural patterns and tactics. It makes the intangible, tangible.

> Without a framework with agreed traits, it cannot be identified and dealt with.
>
> (Category 4iii)

> If there was agreement on the true character of DPs as they rose through the ranks
>
> into high office, there might be safeguards in place organisationally to prevent such
>
> people holding positions of authority. (Category 4i)

Second, the PCL-R, the key model/measure used in forensic contexts, was developed from incarcerated populations and contains 'items' such as 'revocation of conditional release' and 'criminal versatility.' This measure is tailored to forensic populations. As such, practitioners in forensic roles are comfortable with the PCL-R for use with overtly criminal populations, whereas practitioners working in nonforensic contexts understand that the many assessment tools available are not tailored enough to expose people of DP whose nefarious acts are more covert.

> I believe that the bias towards antisocial and criminal behaviour as a core part of this type of personality could mean that we/society may underestimate, and overlook, the potential harm caused by someone with a DP within everyday interpersonal relationships. (Category 1)

Practitioners as a group were more likely than researchers to believe gaps in our understanding of DP attributes hindered the ability to protect society. Overall, two thirds of participants (67%) believed disagreement about DP traits hindered our ability to prevent harm, 23% did not think disagreement hindered our ability to prevent harm, 5% did not know, and 5% did not respond. It would be useful to replicate this research to explore and better understand this variation in views.

> DP who are smart and have power are extremely dangerous, but they are often hard to detect. The more we understand about them, the better it is going to be for society in terms of recognising them and stopping people being hurt by them. (Category 4ii)

> Yes, we need to be clear about their attributes. These people are more difficult to identify and hold accountable. They are very manipulative and hard to peg. (Category 4ii)

Representative quotations from the 23% who did not believe clarity about DP traits was important to protect society follow.

Disagreement ensures ongoing discussion, scrutiny and research and keeps the topic

alive. (Category 1)

I think that disagreement is necessary in the study of anything. It's the way that ideas

are thrashed out and theories are tested via debate, and our knowledge can then

continue to grow. I think that majority agreement on something (certainly in the

academic world) hinders the progress of knowledge. (Category 1)

I think to some extent the disagreement centres around statistically derived models,

with the core traits varying due to the particular personality measure that has been

used, or the particular statistical technique that has been used. While accurate

measurement and conceptualisation is obviously important, I think that the majority

of the research has a 'good enough' agreement about what the core attributes of

dark personality traits are. (Category 1)

Several respondents shared a view that even with clarity about the attributes of people who actively violate social norms and harm and disadvantage others by conscious choice, it would not support harm reduction.

I think that even if their core attributes are universally agreed upon, these types will

still impact others. I do not know how we can completely protect society from these

types, or any other personality disordered/impaired types. (Category 3)

Clearly defining DP will not protect society any more than the definition of

paedophilia protects society. Society is only protected if behaviours rise to the level

of a violation of law resulting in incarceration or if the behaviours do not violate the

law but can be shown to be harmful to the individual or others, resulting in

institutionalisation. We do not protect society from personalities but rather, from

behaviours. (Category 3)

This section is important given the aims of this thesis, and while the sample size is small, the experience of each participant is extensive. There are four key points that stand out from the date presented and discussed in this section. First, the data show that the expert practitioner participants in this study working with people of DP and/or their targets/victims outside the justice system believe there is a high need for further clarity and consensus regarding the attributes of people of DP to protect society from people of DP. Second, while forensic expert practitioner participants were less likely than nonforensic expert practitioners to say there was a need to clarify the attributes of people of DP to reduce harm, the key model or measure/assessment tool the forensic expert practitioners used for assessment of people of DP was tailored specifically to forensic populations. Third, the cumulative responses of academics showed a much higher interest in ongoing debate and less urgency in addressing the issue of harm prevention than did the expert practitioners. Finally, the quotations regarding whether clarity about the attributes of people of DP would make any difference to our ability to reduce harm are fundamental. What can be done to prevent harm from people of DP? Given the data and their implications, this question requires urgent and immediate attention.

5.10 The Conundrum of Exposing and Trying to Hold People of Dark Personality to Account

The data present an important conundrum in reducing harm from people of DP. Where someone of DP is exposed for their nefarious deeds and malevolent nature, comments from this research indicate people are often so disturbed by being presented with information about a person of DP, they know that they often become angry at the messenger and/or the target/victim. The data support the work of Dale and Alpert (2007) who write,

The stories are so complicated and painful that our unconscious mind employs defences such as dissociation from the victim's plight. There also is a tendency to identify with the perpetrator. It is easier to deal with the predicament of the perpetrator than relate to the intense pain that the victims endured and continue to endure. (p. 68)

A theme that runs throughout the data is that of the difficulty in believing and accepting the complex, harmful, and often relentless manipulations and other actions of a person of DP and how deeply improbable they often are, while at the same time being painful and destructive.

> I think that there is a huge gap between public awareness and lived experience. There is massive victim blaming arising in part because people tend to not want to believe the person they know (who may be charming) is so destructive. People need to understand how easy it is to be hoodwinked and then abused and controlled by these perpetrators. The systems abuse that enables these perpetrators and exacerbates the trauma must be systematically dismantled and more widely accepted knowledge and statistics would assist this. Gaps in the knowledge of ordinary people means that abuse goes unpunished, victims are not believed and are retraumatised when they try to get help. (Category 4i)

A high level of dissonance is often experienced when someone is revealed as a person of DP. The data show people generally push back, try to justify, make excuses for the person of DP, question the espoused experiences of the target/victim, and challenge the person who exposes the person of DP.

> You can't tell the difference by looking, but you can tell the difference by their behaviour. People that are not trained to recognise the behaviour, then find it very difficult when—I, for example, do recognise the behaviour. The third-party doesn't want to believe it because they're looking at the face of the person, saying, nothing

wrong here. They don't look bad to me. I know them. I like them. There's nothing wrong with them. They might be a good priest or a good teacher. At the same time, they're abusing children. (Category 4iii)

When you make an allegation against someone like that, there is a cognitive dissonance around wow, how does that work? We like him, he's a good colleague. He's the best XXX, he's the head of XXX. How do you deal with that? Cognitive dissonance between someone who is well respected, well liked, really intelligent, and yet he's grooming children for sexual exploitation. How do you reconcile those two things? I see it time and time again. Someone comes forward with an allegation, it is substantiated. It's infuriating because in turns the person reporting, or the victim, or both of them, into the subject of hatred or distain. This is why I find it really hard in my role because I have to come forward and say to XXX, we've got this allegation against this person, but in his/her mind this person is a really great XXX. Who am I to say that this could be a valid allegation and we need to investigate it? The person hearing it, if they like the person, they respect them, they have this cognitive dissonance, and then look for other elements that can back up their theory. Then the archbishop might say to me, 'Oh yeah …' This person though was making this allegation, this terrible, horrific allegation against this man, she was abused when she was five, and she described this horrific type of abuse, which she recalls blow-by-blow, this very graphic description, then she uses a word, not associated with a [religion]. Instead of using the word XX, she used the word YY, to describe the XX of the priest. So, the archbishop said to me, yeah, but she's used the word YY, and therefore I don't buy this. I don't believe this. This couldn't have happened. I'm like, she was five. I'm sure she left the Catholic Church after that. She's probably not Catholic anymore. She might not know that it's called a XX. She didn't make it up.

They simply do not believe the allegations, and they cannot believe, even after all the evidence, they cannot believe, because of cognitive dissonance, because they want to disbelieve that these things are happening. Victims give statements that are descriptive of minute behaviour and emotional responses that are congruent with being subjected to that kind of treatment and violence and behaviour, and exploitation. When I read [a submission] from survivors of abuse, they're very nuanced, you couldn't make this stuff up. It's down to what the person said, what they threatened them with, what they used in terms of abusing, what the victim saw in the room, things like that. The feelings that they felt at the time, why they couldn't speak up at the time, what their thought pattern was about speaking up, how it's impacted their lives. It's very descriptive. Obviously, none of it's tangible. It's all intangible or thought processes or memories, and there's often a lot of detail. If there's trust to tell the story, you get a lot of detail. But in terms of refuting the evidence, the perpetrator doesn't have that detail because all they've got is aggression and it didn't happen, and a denial. So, you get something that's really nuanced from the victim to a very kind of generic angry, defensive, and attacking response from the perpetrator. (Category 4iii)

The three previous narrative quotations in this section from different research participants powerfully illustrate how challenging it is for people to accept the nefariousness of a person of DP and how difficult it is for expert practitioners to witness the pushback against victims. This point speaks directly to the issue of why it is so important that the attributes of people of DP are comprehensively identified and every nuance and subtlety of behaviours understood. The better we are at identifying people of DP, the more victims will be honoured and further pain reduced. This is a complex and challenging issue that was discussed at length by some of the expert practitioners. This issue requires greater exploration as a major and complex barrier to harm prevention, which is not examined in the literature.

5.11 Is It An Advantage to Have Someone of Dark Personality in Particular Professions?

Some of the academic and popular literature speaks of the strengths of people of DP and how useful it would be to have them in roles like surgery, for example (K. Dutton, 2012). The data collected for this study do not support this.

Participants were asked whether an absence of fear could be beneficial for people of DP in some professions. There was a mix of responses, the majority of which are represented by the following quotations.

> Having a surgeon who isn't afraid to cut you open is an advantage but being operated
>
> on by someone who has no care whether you live, or die is probably not. (Category
>
> 4ii)

> The best warriors in history were likely psychopathic but I'm not going to hire them
>
> or be under their control. (Category 3)

> I think it's a mistake to assume that dark personality is advantageous except for the
>
> individual. (Category 1)

This finding is also a useful contribution to the literature given both the academic and popular literature generally presents a different viewpoint. Further investigation of this issue with practitioners and targets/victims would bring greater insight.

5.12 Space Limitations and Data Reporting

The length limitation of this thesis prevents the inclusion of all the data. There is considerable worthy and interesting information not reported in this thesis. The omitted data will be written up separately in manuscripts for potential publication and forwarded to research participants.

Omitted data include participant views on the origins of DP, whether people of DP can be treated, how global consensus might be reached in the field of DP, and participants' views on the future of people of DP in a range of communities, in positions of power.

Several questions were also asked of those familiar with the conceptualisations of psychopathy, Machiavellianism, narcissism, and the DT relating to whether these conceptualisations were useful, whether they could in fact be the same constructs, and the differences if they are indeed unique conceptualisations. A feature of the responses to existing conceptualisations representing people of DP was a considerable lack of uniformity in thoughts and conclusions. Where people might have answered affirmatively, it was often for different reasons. There was mixed support for the DT concept. Some saw it as 'gimmicky,' while others saw it as a useful construct to support understanding. A theme about measurement stood out—that is, the way conceptualisations are measured impacts and whether they are the same constructs, or not.

In concluding this chapter, it is important to acknowledge the contribution the expert practitioners and internationally recognised academics offer in their grouped insights regarding issues of contention and gaps in the literature about people of DP as well as issues that may give rise to further clarity regarding this subset of the population. This study provides important information that can be engaged with by others to inform further research into these issues.

In summary, some of the key issues raised in this chapter include discussion about the research methods and populations that appear more likely to give rise to comprehensive and nuanced information on people of DP. Research of a qualitative nature and with research populations who are targets/victims and expert practitioners was seen as the ideal means to accessing more nuanced data. There was discussion regarding a question mark as to whether the popular approach of using continuum-based assessment tools of normal personality to identify personality disorders can be used effectively to identify someone of DP. Other issues raised were the breadth and potency of nonphysical harm that is imposed by people of DP,

including on their own children; the career choices of people of DP and their motivation for choosing these careers; factors that protect higher functioning people of DP from incarceration; and whether the strengths of people of DP cancel out their malevolent core in some professional roles.

Most importantly, the data indicate that contention regarding the attributes of people of DP creates risk and hinders our ability to protect from harm and that even when the risk is established, it is difficult for people to accept the malevolent intent of people of DP and hold them accountable.

5.13 Researchers Who Are of Dark Personality Block Research

Prior to closing this chapter, it is important to discuss a key them that emerged from the data regarding researchers and academics who are themselves of DP. At least six participants in this study were of the view that key academics and researchers in the field of DP are themselves of DP. They believe that DP researchers actively engage in tactics to block the kind of research undertaken in this study, preventing accurate research from being published. Below are comments from two research participants that reflect this view.

> I believe there are many dark personalities obstructing such consensus and research.
>
> (Category 4i)

> In my opinion, some of the people involved in this type of research exhibit DP traits
>
> themselves. (Category 3)

One research participant commented that researchers in this field of study of DP, as well as key powerbrokers in the community, are actively suppressing research like that undertaken for this current study. They propose that this is done to make it more difficult to identify higher functioning people of DP in areas such as law, medicine, academia, and business. As such, it is more difficult to recognise those of DP in powerful roles and hold them to account.

> I think that dark personalities gravitate to positions of power, for self-aggrandisement and control, and they are frequently able to do this because they are charming, and their very inauthenticity sadly makes the process easier. This makes DP very difficult to tackle as there are powerful vested interests in suppressing research, not to mention researchers and whistleblowers. (Category 4i)

Participants in this study also discussed the powerful impact researcher ego has on the research conducted to date in the personality and behavioural areas and the implications of this for community safety. Following is a further comment from a participant that represents this view.

> Experts in their respective fields do not like being questioned about their findings and are rarely swayed by other experts. So, the bad guy continues to win. (Category 3)

Chapter 6.

Discussion and Conclusions

6.1 Background

The data collected for this thesis has facilitated creation of what is potentially the most comprehensive and nuanced representation of socially aversive personalities yet developed.

The data suggest that while decades of excellent research has been undertaken, and a vast quantity of useful data exists, none of the assessment tools or sets of behaviours intended to identify people of DP are fully comprehensive or nuanced enough to accurately reflect the phenomenon. This is detrimental to human survival.

While existing assessment tools and behavioural groupings have considerable merit and value, and several have validity and reliability, the difficulty in identifying and holding to account those of DP, particularly those who are higher functioning and engage in more covert forms of harm, provides a compelling case for the need of a fully comprehensive and highly nuanced representation.

Simply put, humanity needs the best possible opportunity to recognise predators, and this is only available from a comprehensive, nuanced, working representation of predators or people of DP, both male and female, and from all walks of life. It is important to make the intangible tangible, to pinpoint highly nuanced patterns of behaviours that can be used to expose people of DP where limited physical evidence is available.

6.2 A New Model: Persistent Predatory Personality

Grounded in extensive original research, and building on the existing literature, this thesis presents a comprehensive and nuanced model representing the shared attributes of people who actively violate social norms and harm and disadvantage others by conscious choice (see Figure 2, Chapter 4; Appendix O). The model draws on over 1,000 years of cumulative, continuous experience of expert practitioners with people of DP and their

targets/victims as well as insights from internationally recognised researchers from a range of fields, collected as part of this research project.

The data indicate that adults of DP, including those in prominent societal roles, are as equally dangerous and motivated to harm, disadvantage, and destroy as those imprisoned for heinous forms of physical harm.

Yet higher functioning people of DP are extremely difficult to recognise as their 'facades' are so engaging and the platforms they use for credibility so compelling. The data indicate that only the most nuanced and comprehensive representations of these socially aversive personalities, including the most subtle patterns of behaviours identified over time, optimise potential for exposing those of DP.

A further important finding of the research is that the conceptualisations of psychopathy, Machiavellianism, and narcissism appear to be subsets of one personality type that is sadistic, exploitative, and predatory and shares the same attributes, differing in behavioural manifestation according to context and personal circumstances. The literature review and data from this study indicate that research undertaken to create these early conceptualisations were collected from population subsets not fully representative of the socially aversive personality. Further, many models appear to have been developed based on features that are referred to in this thesis as differentiators. Differentiators have modest usefulness in exposing people of DP. Only the shared attributes and commonly used tactics offer full transparency of people of DP. The data from this study facilitate new and original ways of viewing some of the issues relating to people of DP that appear to address some of the longstanding issues of contention.

These new insights have been built into the PPP model and provide a basis for researchers to explore and engage in future research projects rather than to continue to use existing approaches and items from existing models that have not successfully resolved disputes about the nature of socially aversive personalities.

Importantly, the PPP model provides a practical framework for practitioners to use in the exposure of higher functioning people of DP who engage in less transparent forms of harm that do not leave evidence. The data show that targets/victims of people of DP and the professionals who support them struggle to have others 'see,' believe, and accept the depth and breadth of harm being inflicted.

It is particularly difficult to expose a person of DP in professions such as law, psychology, medicine, business, teaching, and religion, for example. As a result, the target/victim is exposed to systemic harm and abuse. The person of DP continues to abuse, while the justice system and other systems intended to bring justice and prevent harm to the victim support the perpetrator of harm.

These data expose patterns of harmful behaviours that more readily expose higher functioning people of DP where no physical evidence is available.

In summary, the use of qualitative research techniques not previously used in this area, the inclusion of expert practitioners drawn internationally and working with people of DP from both nonforensic and forensic contexts and who have not previously been canvassed for insights, and the purposeful inclusion of representatives from a wide range of fields who have not previously been brought together for one piece of research have resulted in rich and original data, providing considerable and new insights into people of DP.

6.3 The Two Key Research Questions

The two central research questions of this thesis are as follows:

1. What are the high-level, shared attributes of people (adults) who actively violate social norms and harm and disadvantage others by conscious choice, from those incarcerated for overt crime to community leaders to those who are neither incarcerated nor community leaders but nevertheless share the attributes of those of DP and whose behaviours are less overt but potentially just as harmful?

2.   What are the specific behaviours that manifest from each of these high-level attributes across varying contexts, communities, and personal circumstances?

The three-dimensional model developed and presented in this thesis, the PPP model, highlights 20 attributes common to people who actively violate social norms and harm and disadvantage others by conscious choice across the adult population. These attributes were distinguished from extensive and deeply nuanced data collected from an internationally diverse and experienced research cohort using innovative and sophisticated research techniques. The attributes are included in Figure 2, Chapter 4. It is important to read the extended version of the PPP model in Appendix O in conjunction with this list of attributes for deeper clarity. The extended version provides definitions of each attribute, data that supports its inclusion in the model, and data that demonstrates how the same attribute manifests behaviourally in varying contexts and personal circumstances.

The findings indicate that these attributes are present in all people of DP, from those incarcerated for overt crimes, through to people of DP in the general community such as those engaged in full-time parenting, priests, gardeners, and doctors, through to those of DP in senior leadership roles such as CEOs and board directors—who, the research shows, are all equally malevolently and sadistically motivated but whose actions are often less transparent and whose facades of 'normalness' are exceptionally compelling.

The data collected in this research project exemplify how these attributes manifest in a wide range of contexts, communities, and personal circumstances, which has not previously been identified in any one piece of research.

Crucially, the longer version of the model in Appendix O, through the provision of the detail discussed in this section, facilitates easier identification of people of DP where no physical evidence or overt harm exists through the provision of tell-tale behavioural groupings. That is, the model goes deeper into the subtleties of how higher functioning, nonincarcerated people of DP operate, making them easier to recognise.

The PPP model also distinguishes between attributes and tactics. The second tier of the model includes a group of 25 tactics that people of DP seem to be generally aware of and use in ways that go far beyond our understanding of what is generally acceptable or possible to harm or disadvantage others while maintaining their 'front' of 'normal.' The third tier of the model presents an original piece of data in terms of differentiators among those of DP. Just as we all have different capabilities or skillsets and different values, so do people of DP.

6.4 Psychopaths, Narcissists, Machiavellians, Toxic Leaders, Coercive Controllers: Subsets of One Overarching 'Dark' Personality Type

The findings from this research indicate that people who actively violate social norms and harm and disadvantage others by conscious choice appear to be one large group of the population driven by control and a need to dominate, with shared attributes, and who use the same tactics to achieve their goals.

That is, the conceptualisations of psychopathy, Machiavellianism, and narcissism appear to be partial conceptualisations of one overarching personality type. Those who coercively control in areas such as domestic violence and cults are also represented by this same overarching personality type.

This overarching personality type is represented in this thesis. It is called the PPP (Persistent Predatory Personality) model.

The siloed nature of research into people of DP and the many other factors discussed in Chapter 2 appear to have influenced data collection and analysis such that subsets of data have been published and promoted as comprehensive models or 'packages' of information.

Further, the literature review indicates that communities wishing to expose or diagnose people of DP have willingly engaged with these model/behavioural data subsets in the absence of more comprehensive, nuanced data. This appears to apply to the work of personality researchers in psychopathy, Machiavellianism, and narcissism, as well as the work

of behavioural researchers on coercive control, predators, stalking, and toxic leadership, for example.

The model created from this study provides a comprehensive, nuanced, and fully rounded framework. The model is particularly useful in identifying higher functioning people of DP who are wilier in their ability to harm without evidence, to provoke without transparency, to demean without tangible signs, and to relentlessly pursue their targets/victims over years.

The extended version of the model included in Appendix O contains data that support each inclusion in the model. To fully understand the model and the nature of people of DP, Appendix O is an important read.

6.5 Problems With Previous Research Approaches

As discussed in Chapter 2, a proliferation of resources has been engaged, particularly over the last few decades, to try to comprehensively capture the characteristics of people of DP. While some of the models and assessment tools developed have validity and reliability, the academic literature presents a picture of dissention, argument, conflicting assessment tools, a morass of terminology, siloed fields of study, and perhaps most concerningly, widespread researcher belief in the supremacy of their own work and reluctance to work outside these silos other than in support of their work.

The analysis of both the existing research and the data from this study indicate that many research approaches and populations used to date to understand the attributes of people of DP, particularly by the personality research community, may not have been ideal for gathering comprehensive, nuanced data fully representing the adult population of people of DP.

A substantial proportion of the research undertaken by personality researchers on people of DP over the past several decades has used self-assessment approaches (N. Brooks & Fritzon, 2023). It is therefore interesting and important that 62%, or close to two thirds of

research participants in this current study, thought data provided from people of DP would be unreliable.

There was a general view in the data that people of DP lie, even when they do not need to, because manipulation of others appeals to their need for control and power and their sense of superiority. This is supports the work of O'Toole et al (2012) and has substantial implications for the accuracy of existing models and assessment tools, many of which have been created from self-assessment data.

Another important finding from this study with implications for study design is that practitioners are substantially more likely to experience fear both in the presence of and while not in the presence of people of DP, than researchers. One research participant practitioner explained that it was only in the relational dynamic between the person of DP and another whom they targeted and/or wished to intimidate and/or were angry with that the level of malevolence, the 'calculated ferociousness,' and the depth of potential to destroy was observed and/or sensed. They pointed out that most researchers are unlikely to experience this relational dynamic and so are not well placed to understand the depth of malevolence. They went on to say that even for those who collect extensive data from targets/victims of people of DP and who are better placed to understand the DP nature, there will be subtleties of exchange, elements of DP behaviour, that are missed by the researcher.

This issue potentially has implications for research approach and population selection. If researchers have not personally been targeted by people of DP, if they have not experienced the 'calculated ferocity' and 'destabilising fear' as discussed in the expert practitioner findings, it is potentially difficult for them to know the best research approaches to use and populations to study. Consequently, data might not be representative of people of DP. This issue provides insight into why there may be a mix of views expressed in the DP academic literature regarding malevolence levels of people of DP. It also indicates why researchers generally expressed a more sanitised view of the drivers and behaviours of people of DP than practitioner participants. While the sample size of 57 was small, participants had an average of 22 years

of continuous experience with people of DP and their targets/victims. This difference in direct experience may well be a contributing factor to the difficulty in creating a comprehensive and nuanced measure for identification of people of DP. The issue warrants further investigation.

Qualitative research approaches with target/victim populations and expert practitioner populations emerged from the data as the most effective approach for gathering comprehensive and nuanced insights into people of DP. This approach, however, is rarely used by the personality research community. They engage more frequently in quantitative research methods, collecting data on items from early versions of models from groups such as incarcerated populations of DP, college populations, and people in laboratories and the broader population. There is also a trend towards using shortened versions of assessment tools to gather data (Međedović, 2024).

The data indicate, and it makes sense, that if there are issues of contention in an area, a way to resolve these issues is through deeper exploration and analysis of the issues, which is where qualitative research techniques add value.

This research builds on the work of Muris et al. (2017) who assert that tools currently used to identify people of DP are potentially not refined enough to capture their malevolent core. This work also builds on the important work of Mullins-Sweatt et al. (2010) who used an innovative research approach to identify the attributes of people of DP in higher functioning populations and demonstrated that, while sharing many of the attributes of people of DP, those who are higher functioning are not impulsive.

Two innovative research techniques were used effectively in this research process to gather original data, one a quantitative data-gathering method and the other a qualitative data-gathering method: the Delphi survey technique and the strawman conceptualisation, respectively. The Delphi survey technique, a structured communication framework that engages multiple rounds of surveys sent to a panel of experts, provided extensive and deeply nuanced original data. Several factors contributed to the success of this study. The research

into best practice in the Delphi study and the process of data collection add to knowledge in this approach to data collection.

The strawman conceptualisation utilised in this study is used extensively by NASA and other organisations. It involves the development of a conceptual framework from existing data that is used as a base for the collection of further data from a chosen population.

In this research, the extensive and deeply nuanced data collected through the Delphi survey process was not conducive to multiple rounds of surveys for several reasons, and the use of a strawman model, as an alternative option, was effective in continuing to engage research participants and refining the data further. The use of this innovative technique in qualitative data collection is also a contribution to knowledge.

6.6 Issues With Existing Dark Personality Models and Assessment Tools

6.6.1 Background

The literature review revealed that a plethora of models, assessment tools, and behaviour groupings exist intended to identify people of DP. They all possess different characteristics, however, which is clearly suboptimal for the prevention of harm from people of DP.

This research appears to bring considerable clarity to longstanding points of contention and conflict in the academic literature about the attributes of people of DP, building considerably on existing knowledge. Canvassing the views of personality researchers from the fields of psychopathy, Machiavellianism, narcissism, and the DT as well as from behavioural researchers in fields such as coercive control in domestic violence, toxic leadership, child sex abuse in religion, and cults has contributed to this clarity. Combining the views of researchers with practitioner experts experienced in working with people of DP and their targets/victims, a research approach not previously engaged, further supports the crystallisation of insights into issues of contention.

The data appear to show that existing conceptualisations created within the personality and behavioural research communities to reflect people who actively violate social norms and harm and disadvantage others by conscious choice are subsets of one personality type.

This personality type is driven by a deep level of malevolence and with shared attributes including a drive to control, sadism, predation, manipulation, and self-focus. This conclusion builds on the work of McHoskey and colleagues (McHoskey, 1995; McHoskey et al., 1998), whose research indicates that psychopathy, Machiavellianism, and narcissism are all conceptualisations representing the same subset of humanity, and on Hall and Benning's (2006) theory of noncriminal psychopathy as a moderated expression of the disorder, with an equivalent severity of the underlying pathology in noncriminal populations (p. 463).

6.6.2 The Psychopathy Checklist–Revised

As the most well-used assessment tool internationally, the amount of research that supports the reliability and validity of the PCL-R and its derivatives is substantial (Brazil & Forth, 2017). The findings from this study, however, suggest a need to go beyond the PCL-R in terms of its representation of people outside the prison population. Hammersley (1987) says, 'We can measure the length of a large object in terms of meters, centimetres, or millimetres. In that order, these scales represent an increasing degree of precision. Note that this is independent of the accuracy of the measurement' (p. 34). Hammersley's point is that we can engage in prolific research, but unless we are researching the correct items, our research may not hold value.

The data from this study appear to indicate that the PCL-R is not representative of people of DP across the entire adult population. Research that uses items contained in the PCL-R as a base may indeed be precise but not accurate given the PCL-R's base data were collected from incarcerated populations.

6.6.2.1 *The Psychopathy Checklist–Revised and Omission of the 'Control, Power Dominance' Attribute*

Crucially, the PCL-R omits the attribute of 'Driven by control, power, dominance,' the attribute that emerged in this study as the key driver of people of DP. This study builds on the work of Palmen et al. (2021) who comment, 'Although the PCL-R is considered to be the "gold standard" for assessing psychopathy in prison samples, scholars disagree about whether it captures every manifestation of psychopathy' (p. 2). Palmen et al. (2021) focus on what they consider to be a crucial attribute in psychopaths in leadership roles—the need for dominance, which they say is not well represented in the PCL-R—and its derivatives. Control, power, and dominance, defined as 'an intense, all-pervasive drive to dominate their world and the people in it using tactics ranging from the more subtle and covert to the transparent and evident' based on this research data, stands out as the key attribute of people of DP in the qualitative and quantitative data analysis processes, the attribute that drives the most behavioural manifestations.

The identification of control, power, and dominance as a core attribute builds on the work of many other researchers, including Dahling et al. (2009), Ekizler and Bolelli (2020), Cooke et al. (2012), and Cooke et al. (2004). The PCL-R has been revised, used in a multitude of studies over decades, and has considerable reliability, validity, and utility. It is, nevertheless, a model developed from incarcerated populations, and the data in this study indicate the PCL-R and all its derivatives omit not only control, power, and dominance, but also other attributes of people of DP across both incarcerated and nonincarcerated populations that emerged from this research.

Regardless of the data, it is implausible that retrofitting a model developed from and for incarcerated populations to higher functioning populations can comprehensively capture the behavioural subtleties and nuances of those of DP in leadership positions and other prominent roles in the community.

6.6.2.2 *Issues With the Psychopathy Checklist–Revised in Identifying Higher Functioning People of Dark Personality*

Further, this study highlights those people of DP who are higher functioning are particularly challenging to identify as the way they harm others often leaves little or no evidence. Yet the data indicate they are just as motivated to harm and destroy as people of DP who commit extreme acts of overt violence.

To prevent harm, then, it would seem crucial that any assessment tool intended to detect people of DP should have precision and comprehensively capture even the most subtle of shared behavioural patterns so that victims targeted by high-functioning people of DP are more readily believed and supported. The PCL-R does not do this. One hundred percent of practitioners in this study working with people of DP, who engaged in more covert forms of harm outside the justice system and had been exposed to the PCL-R and its derivatives, did not think these assessment tools comprehensively and accurately captured the DP conceptualisation.

Expert practitioners working in forensic contexts with people of DP who engage in highly overt criminal acts that leave evidence, such as serial killing, were comfortable with the appropriateness of the PCL-R for use with these forensic populations, but there was still acknowledgement that the tool does not contain a comprehensive set of attributes.

This indicates the PCL-R is useful for identifying people of DP who engage in only the most overt and physical forms of harm that leave evidence.

6.6.3 Behavioural Continuums Based on Models of Normal Personality: Mixed Findings as to Whether They Can be Used to Identify People of Dark Personality

Another important issue to emerge from the literature relating to models was whether behavioural continuums based on models of normal personality can be used to identify people of DP. When asked if a continuum-based model of normal personality could be used for

identifying people of DP, less than half the participants said 'yes.' This was unexpected given the global shift away from a categorical approach to assessment towards a dimensional approach using continuums of normal personality models (Hopwood et al., 2018).

The strong shift in the mental health assessment approach from categorical models to continuum-based models is a result of several problems inherent in the categorical model approach, including overlap or cooccurrence of personality disorders with other mental health disorders and with each other, very broad symptom criteria descriptors, and the lack of potential to prioritise features (Mullins-Sweatt et al., 2012).

A higher proportion of participants in this study believed it was not possible to identify people of DP using a continuum-based model of normal personality, that the patterns of behaviour exhibited by people of DP are so malevolently motivated, so complex, subtle, and difficult to distinguish and so extremely different to the rest of the population that only precise, nuanced, and detailed categorical models could be used to successfully identify them. This is well worth further research.

6.7 Throwing Light on Issues of Contention and Gaps in the Literature

6.7.1 Control, Power, and Dominance

The attribute of control, power, and dominance emerged as the greatest driver of behaviours in people of DP from the data collected for this study. The review of the literature contained in Chapter 2, however, showed that this attribute is not in some key assessment tools of DP such as the PCL-R (Hare, 2003), whereas it is included in others such as the CAPP model (Cooke et al., 2012; Cooke et al., 2004). The discussion of control and power in the academic literature is also mixed and mainly in reference to higher functioning people of DP.

The data from this study indicate the attribute of control, power, and dominance must certainly be included in any measure/assessment tool representing people across the adult

population who actively violate social norms and harm and disadvantage others by conscious choice. Further data relating to this attribute are contained in Appendix O.

6.7.2 Sadism

The data in relation to sadism in this study were extensive and of considerable interest. In Chapter 2, it was discussed that the academic literature in relation to sadism was conflicting. Some researchers do not consider sadism a common attribute to those of DP (Hare, 2003), while more recent researchers think that sadism is common to all people of DP (Blötner & Mokros, 2023).

These data firmly support the more recent thinking that sadism is an attribute common to all people of DP, with sadism referring to the infliction of pain, suffering, discomfort, and/or humiliation, a much broader definition than just the infliction of physical pain.

One hundred percent of nonforensic expert practitioners who participated in this research asserted people of DP are sadistic, and 88% of expert practitioners working in a forensic context said people of DP are sadistic. The percentage of researchers who believed sadism was common to all people of DP, however, was much lower. According to these data, sadism is harder to identify if a person has limited or no direct exposure to people of DP. The different views regarding sadism between practitioners and researchers may stem from this. The data indicate that if researchers have not collected information from targets/victims, particularly through dialogue in qualitative data collection processes, as many researchers in the personality research area have not, the very personal and subtle nuances of the sadistic behaviours are not distinguishable. Additionally, the point made in the data that sadism is not easily expressed by incarcerated populations, which are the populations studied by some researchers, is relevant.

A further possible reason for the difference between practitioner and researcher views is that expert practitioners, particularly those working with higher functioning people of DP, report people of DP often assert their sadistic tendencies over a long period, involving many

points of subtle sadistic behaviour very personal to the target/victim. Some researchers do not have ongoing exposure to targets/victims.

The data on sadism present a strong argument for its inclusion and builds on the work of behavioural researchers such as Stark (2009), E. Katz (2016, 2022), Porter and colleagues (2003), and Holt et al. (1999).

The dark tetrad conceptualisation was developed to represent the four 'traits' of psychopathy, Machiavellianism, narcissism, and sadism. The data do not support sadism as a separate trait; rather, it appears to be an attribute common to all people of DP.

The data show there is more opportunity to gain insight into the attribute of sadism by gathering data from those who work with higher functioning people of DP and/or their targets/victims because of the multiple tailored sadistic behaviours displayed over time that the practitioners are exposed to.

6.7.3 Impulsive Versus Strategic

An issue of contention in the psychopathy literature, which was raised in Chapter 2, is whether psychopaths are impulsive or strategic. The data from this study indicate people of DP can be either impulsive or strategic, depending on factors such as intelligence, socioeconomic status, impulse control discipline, and other factors. A substantial amount of data was provided on this issue.

6.7.4 Physical Violence

A key issue of contention in the personality literature relates to whether people of DP, specifically psychopaths, are physically violent. The data collected for this current study indicate they are not all physically violent. According to the data, nonphysical forms of harm caused by people of DP can be just as painful and in fact at times more painful than physical harm, often leading to suicide, addictions, and other behaviours intended to act as a buffer to pain.

The nonphysical forms of harm discussed at length in the data include emotional, psychological, relational, financial, reputational, professional, familial, social, parental, and spiritual. The data build on the work of scholars such as Flórez and colleagues (2023), Stark (2007, 2009), Cardinale and Marsh (2015), Stein (2017), E. Katz (2022), E. Katz and colleagues (2019), and E. Williamson (2010) on coercive control, brainwashing, intimidation, fear creation, and suicide.

6.7.5 Sexual Boundarylessness

Chapter 2 discussed a huge academic literature on sexuality in relation to people of DP that covers areas from sexual sadism to multiple partner poaching, but it is varied and inconsistent. The academic literature also attributes more 'acceptable' or sanitised sexual and relationship practices to those of DP who are not incarcerated.

The data collected for this study indicate that sexuality, for all adult people of DP, whether incarcerated or not, has substantial 'darkness,' far greater than the current literature (Brewer & Abell, 2015; Foster et al., 2006; Jonason et al., 2009) portrays.

The data in this study indicate that people of DP have complete boundarylessness regarding sexuality, and anyone, or anything, may potentially elicit their sexual attention. This may include, for example, both biological sexes, the full array of gender identities including transexual men and women and those who are nonbinary and gender fluid, their own children, others' children, others' partners, and animals. According to this study, expression of sexuality or sexual nuancing is personal to each, and its manifestation relates to opportunity, context, personal preference, and personal circumstances, but they all have exceptional proclivity for sexual and relational deviance.

This study indicates that people of DP have the capacity to and often do break laws, taboos, agreements, and/or contracts regarding sexuality and relationships and engage in the use of sexuality to provoke, to harm, to control, to demean, to intimidate, and/or to leverage.

The area of sexuality in people of DP outside the prison system warrants further research.

6.7.6 Target/Victim Selection

Victim selection is explored in the academic literature, although not with great depth or breadth. Some research has been undertaken on how people of DP identify their targets and whether selection is random or calculated (Barelds et al., 2018; Book et al., 2013). Recent research has shown there is a greater likelihood that people of DP target their victims and that they have a finely tuned antennae for identifying vulnerabilities in others. This issue is addressed in Chapter 2.

The findings from this study strongly indicate people of DP select those they target. Targets exhibit features of vulnerability such as a disability or illness, single parenthood, or childhood. They are often isolated or have limited support systems. They are generally 'well meaning' and are more able to manipulate and control. This is an important finding that has potential implications for the education and protection of people of vulnerability.

6.7.7 The Impact of a Parent of Dark Personality on Their Children

The impact of people of DP on their own children is rarely addressed in the personality literature (Jonason et al., 2013). It is addressed with considerable depth, however, in the behavioural literature, drawing on deeply nuanced research with target/victims, family members, and others in the fields of coercive control in domestic violence and intimate partner violence, as well as in cults and other behavioural research areas (E. Katz, 2022; Thompson, 2020). In the area of coercive control, the data show the impact of a parent who is of DP on their children can be profoundly damaging, even if that parent is higher functioning (E. Katz, 2016, 2022; E. Katz et al., 2020). The findings of this study support these findings.

6.8 The Secondary Questions of This Thesis

The secondary questions outlined at the beginning of this thesis were as follows:

1. What is the key, fundamental attribute of people of dark personality, that which drives the most behavioural manifestations?

2. What are the different types of harm that are inflicted by people of dark personality?

3. Do people of dark personality generally break laws?

4. What are the features that influence whether a person of dark personality is incarcerated?

5. How effective and useful is a continuum model of normal personality in identifying people of dark personality?

The key fundamental attribute of people of DP and that which drives most behaviours emerged from this research as 'A drive for control, power, dominance.' A drive for control, power, and dominance was clearly the most powerful feature of people of DP and emerged as such in each of the thematic and quantitative analyses. The different types of harm inflicted by people of DP were extensive and are outlined in detail in this thesis. Harm takes many different forms, is both covert and overt, and both physical and nonphysical.

There was a strong focus on forms of emotional and mental harm in the data, including isolating targets/victims from loved ones, weakening their sense of self, undermining their confidence and humiliating, degrading, or provoking them in the presence of others, and diminishing others' views of them. All people of DP break laws according to the data, although some can employ, pay, or bribe others to do so for them.

The data indicate higher functioning people of DP engage in behaviours that break moral codes and ethical principles, and when they break laws, it is done with a high level of deviousness and subtlety. Research participants discussed how a person of DP often knows just how far they can go in 'crossing a line' before facing consequences.

There are several factors whether a person of DP is ultimately incarcerated. The data indicate several factors impact whether those of DP engage in more overt criminal acts that are more likely to lead to incarceration. These include intelligence, socioeconomic status, self-control, education, childhood abuse, and their capability in 'grooming' people to believe they are 'a good person' and creating a small group of people who will advocate on their behalf as needed, henchmen.

Other factors that emerged from the data include genetic predisposition, hard drug taking during adolescent years, a higher level of cunning, gender, the ability to strategise, support from family, and greater openness about their criminal behaviours. The effectiveness of a continuum model of normal personality in identifying people of DP was discussed in the previous section.

6.9 Limitations of the Research

As with any research project, this project has limitations. However, these limitations have been managed carefully throughout the research process. The sample size for this population is small at 57. This was mitigated by selecting highly experienced and respected professionals from an international field and engaging them for considerable periods of time to collect the most poignant, nuanced, and comprehensive data. A further issue is the higher number of practitioners in the research cohort, and particularly the higher number of practitioners representing nonforensic populations. These numbers were pursued intentionally. To date, research has been done predominantly on incarcerated populations of people of DP as well as general populations and college populations on traits of people of DP. It is thought, and the data support, that these populations are not representative of all people of DP. Data have not been collected from practitioners working with people of DP and their targets/victims in higher functioning populations, and so it was decided to have representation from several different fields in the nonforensic context.

In summary, this original, extensive, and deeply nuanced data collected from an international cohort of expert practitioners and highly published researchers provide a substantial contribution to current knowledge and existing literature by

- providing the basis for a three-dimensional, comprehensive, detailed model, the PPP model, that identifies 20 attributes of, and 25 tactics used by, people of DP to control, to harm, and to avoid accountability, as well as factors that differentiate between them, making the concept of people of DP easier to understand;

- further clarifying the attributes common to adult people of DP;

- providing examples of how attributes common to people of DP manifest in a wide range of contexts, communities, and personal circumstances;

- providing data that contribute to resolving some of the longstanding issues of contention in the literature regarding people of DP;

- identifying factors that have prevented researchers from creating a comprehensive and nuanced model or assessment tool representing people of DP;

- clarifying research approaches and populations that appear to be optimal for gathering nuanced data about people of DP; and

- providing original data about several issues pertaining to people who actively violate social norms and harm and disadvantage others by conscious choice, such as the different forms of harm they impose on others and factors that increase the likelihood of them being imprisoned.

Identifying people of DP is challenging as many have an extraordinary ability to stay 'hidden.' In addition, people who have not been targeted find it difficult to believe and accept the bizarre nature of some of the behaviours of people of DP, further adding to the ability of those of DP to remain unidentified and unaccountable. As pointed out in Chapter 1, the cost to society of people of DP is substantial and negatively impacts all aspects of human existence. It is hoped this research contributes to our ability to identify and protect from people who actively violate social norms and harm others.

Chapter 7. Future Directions

Several important findings emerged from this study with substantial implications for further research into people of DP.

7.1 Practitioner and Researcher Partnering

One of the key implications of this research is the substantial benefit that may be derived from practitioner and researcher partnering. The inclusion of both practitioners and researchers in this research produced new and powerful data that contribute substantially to knowledge and have the potential to make a significant difference in the protection of communities from people of DP.

In the data, academics had a more sanitised view than practitioners of the behaviours and impact of people of DP across the adult population. This may be due to the more extensive experience of practitioners with this subset of the population and their targets/victims. Practitioners are not as likely to publish their insights either, so bringing these groups of professionals together has substantial potential for the collection of new knowledge. A participant comment captures this well.

> There needs to be greater balancing between clinical and academic input, collaboration, rather than papers being highly statistical with limited clinical benefit or application. Psychology is largely about applying knowledge to individuals, and it is easy to get lost in the debate about minute details that carry limited clinical relevance (Category 2).

A recommendation from this research is that working groups and consultative approaches combining practitioners and academics be employed for a more comprehensive and nuanced research outcome. This approach has the potential not only to add to existing

knowledge but to produce comprehensive and nuanced data of value in preventing substantial harm to humanity across many different communities.

7.2 Greater Use of Qualitative Research Approaches

Lilienfeld pointed out in his discussion with the PhD author, and as quoted in Chater 1, that researchers gathering data on people of DP often use the traits from existing models as a base for data collection, which he saw as detrimental to clarification of the concept. He advocated for more explorative research work to resolve issues of contention.

This study has taken up this challenge of undertaking explorative research and supports Professor Lilienfeld's point. One of the implications of this research is the importance of using iterative approaches to data gathering rather than approaches based on attributes from existing models. This includes the use of qualitative techniques for data collection.

While quantitative data offers considerable value, qualitative data-gathering techniques, particularly if implemented by highly experienced, mature researchers with appropriate study populations, have the capacity to help resolve conceptual arguments such as the ones relentlessly discussed and argued in the literature.

A mix of qualitative and quantitative data collection techniques are therefore recommended in furthering insight into people who actively violate social norms and harm and disadvantage others by conscious choice.

7.3 Further Research With Practitioners and Targets/Victims

Another important implication of this research is that the research approaches that canvass the general population or college populations for data on 'traits' of people of DP may require refinement.

The data from the current study indicate that the malevolence of people of DP and their shared attributes are most likely a syndrome or a categorical concept. That is, people of DP in the adult population have the attributes of the model presented in this paper. New

knowledge, therefore, cannot be gained through the collection of data regarding traits of DP in the broad population. Data need to be obtained in relation to people who have the categorical concept or the syndrome, including the elements of the model.

The findings from this research show that those who have been targeted by people of DP are more likely to be able to identify people of DP because of familiarity with the attributes and tactics contained in the PPP model, regardless of how subtle or seemingly unbelievable they might be.

The feedback from research participants indicated that the two most important populations to gain data from regarding people of DP are their targets/victims and practitioners who work with people of DP and their targets/victims. Past or current targets/victims of people of DP are not easily identified, however, which is possibly one of the reasons limited research has been done with this population. Not only can it be difficult to locate them, but once identified, they may be concerned for their safety and actively maintain anonymity and privacy. Yet the data indicate the best way of gaining the deepest understanding of people of DP is through targets/victims and expert practitioners with extensive experience of multiple people of DP and/or their targets/victims.

While the targets/victims of incarcerated populations of people of DP are more easily located, it is more difficult to access targets/victims of nonincarcerated populations of people of DP. It is possible, though. They may be located, for example, by approaching workplace psychologists, elite sports coaches and psychologists, cult specialists, or professionals managing integrity in religious organisations, all of whom may have worked with people who have been targeted and may be willing to put them in contact with researchers, with permission. Monitoring family law cases that go to trial and/or have been in the courts for several years may also expose those being targeted by someone of DP. These longer and more serious cases usually involve a person of DP weaponising the justice system to continue control of their ex-partner and children (S. Miller & Smolter, 2011). The target/victim, even if concerned for their safety, may be willing to talk anonymously. Monitoring the media for stories

about people who manifest the behaviours discussed in this thesis might also offer potential research participants who have been targeted by people of DP.

7.4 Increased Research With Practitioners Working With Higher Functioning People of Dark Personality Outside Prisons

Practitioners working with higher functioning people of DP are more difficult to locate but can be identified in specific fields. These include, for example, practitioners in religious organisations addressing child sex abuse claims; mental health practitioners who have a niche in working with cult victims, psychological and/or sexual abuse of children, workforce long-term abuse claims, and so on; practitioners in educational settings addressing child sex abuse claims; and human resource executives in professions that have a higher number of people of DP. A key implication of this research is the importance of gathering research in these populations to capture comprehensive and nuanced data.

7.5 Greater Levels of Consultation Between the Siloed Fields of Research

Higher levels of consultation between the many siloed fields working towards an understanding of people of DP, with a legitimate intent to grow knowledge rather than support a particular model, also has the potential for offering greater shared understanding. Substantial research has been undertaken by personality researchers in the areas of psychopathy, narcissism, Machiavellianism, and the DT, generally covering incarcerated populations, white-collar workers, and traits in the general population.

In the behaviour research area, decades of research have been undertaken in toxic leadership, political subterfuge, and intimate partner violence and coercive control, much of the data of which captures many of the attributes and tactics discussed in this paper. Research on coercive control has been extended to cults, terrorism, domestic violence, exploitative industries, law enforcement, and reproductive health. Joint publication of papers across all these fields would undoubtedly grow combined knowledge.

The world of DP is like a jigsaw being completed by teams of accomplished people, each with their own pile of puzzle pieces. Teams are working hard, large areas of the puzzle have been completed, but the image on the top of the box has been difficult to realise. Dialogue between communities who have insight into people of DP would speed up completion of the puzzle. A dialogue of professionals from different fields would ideally be conducted face-to-face and moderated by expert facilitators. Seasoned CEOs understand they can better drive results through shared vision and agreement on key concepts and goals. They often bring key players together, employing a professional facilitator highly experienced in working with people on dialogue that respectfully draws out key issues, agendas, blockers, concerns, and enablers and creates a shared agreement on a way forward. Mixed-membership cross-disciplinary working parties may be established as a follow-up to the facilitated group time that might be tasked with, for example, gaining further conceptual agreement regarding different aspects of DP or refining terminology and definitions. Researchers have found groups consistently outperform their most proficient group member (Michaelsen et al., 1989).

Deep understanding and consensus regarding attributes and behavioural manifestations of DP would provide the most effective platform from which to address negative impacts, and as such, there is an imperative for academics, researchers, and practitioners to engage. Creating this type of alignment would require a huge commitment from professionals who have insight into DP. The increasingly more obvious harmful impact of DP has not to date motivated researchers to work together. It would perhaps require a substantial financial commitment to engage groups in this way and a driver who could make this happen. Altruistic philanthropists across the globe would find this area compelling and may commit to such an endeavour, although it would be important to rule out those who are themselves of DP and who would drive a personal agenda.

7.6 Further Work on Brain Anomalies in People of Dark Personality

A further implication of this research relates to the commonly used tactics or weaponry presented in the PPP model. While the tactics outlined in this model may be used by anyone, they appear to be used far more powerfully, frequently, and dynamically by people of DP and are perhaps better labelled as 'tactics on steroids.' Based on the data, they are used differently by people of DP according to context, community, and personal circumstances, but all appear to be commonly, intrinsically 'known' and available to them and used extensively.

How is it that these tactics are widely understood and practised by people of DP? Specifically, how does each person of DP know to engage in all the steps involved in isolation of the target/victim, one of the most well-used tactics?

Magnetic resonance imaging work on the brains of psychopaths (Deming & Koenigs, 2020; Harenski et al., 2014; Harenski et al., 2009; Nowak & Nowak, 2023; Raine & Yang, 2006) is helping to build an understanding of some of the brain differences in people of DP. Are there still further differences that might drive a subset of the population to respond so uniformly in particular sets of circumstances? Further research in neurobiological differences may provide some answers to these questions.

7.7 Greater Focus on Similarities Rather Than Differences in People of Dark Personality

While this research presents a set of differentiating features among people of DP, it may be a more valuable exercise, in terms of human safety, to focus on the commonalities. It is the attributes and weaponry or tactics that are key to the recognition of people who actively violate social norms and harm others. This point is crystallised in a comment by a participant when asked if Machiavellianism and psychopathy were the same conceptualisation.

Ultimately, in terms of the impact on the victim, I think they are. Both are motivated

by their own needs and lack empathy. They may not be from a subtle, nuanced

psychological perspective but if a venomous snake bites you, does it matter what

colour and length the snake is? What matters is understanding a snake bit you and

that you need to quickly extract the poison. (Category 4iii)

Ideally, the data in this research will be replicated, built on, and used as appropriate to educate, ultimately leading to greater international clarity regarding the shared attributes and weaponry of people of DP such that current targets/victims may have their lives returned to them and gross harm in the future is prevented.

Addendum.

Call to Action

The data collected and analysed for this thesis show that people of DP, particularly those who are higher functioning such as executives, doctors, CEOs, priests, charity executives, judges, and political leaders, can harm humanity in ways that are profoundly disabling, difficult to accept, not readily identifiable until harm is already imposed, and skilfully targeted at victims while using others as unwitting accomplices.

The following quotations are a small representative sample of research comments, each from a different participant, when asked if there was anything further they wished to say. They represent a 'call to action.'

> If we don't contain them, it will be to our detriment. Sadly, I feel we are losing the battle despite outnumbering them twenty to one. (Category 4iii)

> High functioning dark personalities lobby to have laws which they don't like changed. They don't so much break the laws as change them to suit themselves. For example, much of what Hermann Goering and the Nazis did was not illegal under their regime. (Category 4ii)

> The harm they cause is the core problems of the everything wrong in the world. (Category 4i)

> They are dangerous, they are toxic, they cannot be stopped, they cannot be challenged but they need to be contained (without their knowledge) and the vulnerable need to be protected from the darkness. A DP in your life will consume you making you angry, making you say and do things you never thought you would

> say or do. Never pick a fight with a DP you will always come out second best. Hide until they are gone and then run far away, far, far away. (Category 4iii)

> I think the family court system lacks knowledge and awareness of the tremendous emotional and psychological damage being caused to children and families because of their decision-making where DP in a parent is present. Professionals in this arena appear to lack knowledge and awareness of the presence of DP. Some professionals in the family law system are probably DP themselves. (Category 4i)

> Times of rapid personnel turnover, as currently experienced, allow them to get to the top more than before because their dark personality is less noticed by people who haven't worked alongside them for any length of time. Thus, we have the crisis of leadership so often discussed by academics in management and leadership. (Category 4ii)

> Individuals with DP are dangerous in positions of power and authority, yet they often hold positions of significant status/influence. We need to educate the public to be able to identify these people so we can make informed decisions as lay people and reduce harm to self and others. (Category 4i)

How many more millions of people must be harmed and their quality of life destroyed by those of DP before we gain absolute clarity, agreement, and acceptance of the core attributes and behavioural manifestations of this extreme personality disorder, particularly in its higher functioning form, so it can be more readily identified and addressed? The data suggest that only once a concise and unified construct of people of DP is established, with international buy-in from mental health bodies and research thought leaders, can we more effectively implement strategies for the prevention of harm. The power of someone of DP to drive their own agendas, regardless of harm to others, is otherwise too powerful.

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Appendices

Appendix A. List of Study Participants (*n* = 57)

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Anderson, Ms Cindy	Ms Anderson is a forensic psychologist. She was previously a forensic psychology researcher and before that a psychiatric nurse. As a researcher, she undertook a large study of 250 prisoners with varying perpetrator backgrounds and including those on death row in the Scottish prison system. The research work with prisoners was extensive and used one of the psychopathy measures, the CAPP.	22	13
Bereczkei, Professor Tamas	Professor Bereczkei is Leader of the Evolutionary Psychology Research Group at the University of Pécs, Hungary. He graduated as a biologist, completed a PhD dissertation in philosophy, and became a Doctor of Science in Psychology. He has a special interest in Machiavellianism and in particular the psychology of manipulation.	20	10
Bezina, Mr Charlie	Mr Bezina has spent 38 years as an Australian police officer. His experience has included: team leader investigator into alleged corruption by serving police officers; drug squad work as a team leader and investigator into major illicit drug trafficking; homicide squad as a team leader investigator on all suspicious deaths, deaths in police custody, fatal encounters (police shootings) by police and public, suspicious circumstances of missing persons and Sudden Infant Death Syndrome; and as a team leader investigator with the armed robbery task force in the western suburbs of Melbourne. Mr Bezina is now a licensed private investigator and risk advisor whose roles have included advising on unnatural death investigations and complaints against Catholic Priests. He authored "The Job, policing from the Frontline" and has a considerable media presence including numerous podcasts, crime documentaries and a weekly radio segment.	48	48
Brooks, Dr Nathan	Dr Brooks is a forensic psychologist who has worked in private practice, academia, police, and corrections. Specific experience has included work with the specialised sex offender unit, work with high-harm and high-risk offenders and youth justice. He has a special interest in psychopathic personalities in high functioning populations and co-authored the book '*Corporate Psychopathy: Investigating Destructive Personalities in the Workplace*'.	14	12

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Brunell, Professor Amy	Professor Brunell is a professor of psychology at The Ohio State University. Her primary line of research concerns the role of narcissism in social contexts. She has published papers about the role of narcissism in predicting emergent leadership, greed, academic cheating, and romantic relationship behaviours and has held several board roles.	20	20
Campbell, Professor W. Keith	Professor Campbell is a social psychologist known for his research on narcissism. He is a professor in the Department of Psychology in the University of Georgia's Franklin College of Arts and Sciences and has written over 100 articles as well as books on narcissism. Professor Campbell's PhD thesis focus was also on narcissism.	30	30
Castle, Ms Susan	Ms Castle is an entrepreneur and business executive. Since being professionally trained in 2018, she has been a passionate speaking-out advocate in relation to domestic violence and how it plays out in the family and magistrates courts. Using her lived experience, she has worked with private enterprise, the public sector, community legal services and other groups to drive systemic and policy change by highlighting laws that support perpetrators, both during and post-separation. Susan has a Monash Graduate Certificate in Family Violence Prevention and is specifically interested in trauma-informed support and recovery for child victims.	28	21
Chipman, Dr Mitchell	Dr Chipman is a medical specialist and director of a large multidisciplinary cancer practice which also undertakes research. He has been a director on many hospital and NGO boards and is currently on the Voluntary Assisted Dying Review board and various larger district boards. He has been a senior university lecturer in medicine.	37	60
Cutts, Ms Mary	Ms Cutts has provided private counselling for survivors of complex trauma over many years. Her experience has also included roles with sexual assault services, pastoral care, foster care, family support coordination, family relationship skills facilitation, retreat facilitation and trainer of trauma informed practices. She is author of the book '*The Self, Lost and Found, A Journey of the Spirit: Restoring the Sense of Self after Trauma*'.	36	22

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Davies, Mr Simon	Mr Davies is the Director of Culture, Risk & Professional Standards for the Society of Jesus, an international Catholic male religious order of priests and brothers. He was previously a Federal Agent with the Australian Federal Police.	20	20
Denning, Mr Nigel	Mr Denning is a counselling psychologist and clinical supervisor of a large Australian practice. He has extensive exposure to people of dark personality through work with institutional abuse survivors such as former cult members and victims of religion-based sex abuse, as a family violence coordinator, and through clinical work with CEO's, academics, and other leaders.	30	20
Douglas, Professor Heather	Professor Douglas is a professor of law at Melbourne University who teaches and researches criminal law and procedure. Her expertise on legal responses to domestic and family violence, including coercive control, is internationally recognised. She has written prolifically in the area including over 100 papers, book chapters, technical reports and several books including '*Women, Intimate Partner Violence, and the Law.*' Professor Douglas co-ordinates the National Domestic and Family Violence Bench Book, a central resource for judicial officers intended to help with streamlining the treatment of cases across jurisdictions with different legislation along broad principles. Her work has included a three-year longitudinal study interviewing women about their experiences with violent partners over time who she describes as obsessive, narcissistic, charismatic, and evil.	25	5
Evans, Dr Andrew	Dr Evans is an internationally experienced medical specialist and consultant in the field of neurology, an Associate Professor and honorary senior lecturer at the University of Melbourne, and a researcher into impulsive and compulsive behaviours. While on a four-year fellowship at the National Hospital for Neurology and Neurosurgery in London, Dr Evan's identified a causal relationship between a highly regarded Parkinson's drug, and impulsive and compulsive behaviours, earning him international recognition.	25	20
Fetter, Ms Lily	Ms Fetter is a family violence and social justice campaigner and advocate. She is a lived experience researcher and mid-wife and is also founder and CEO of VIBE, Victims of Image Based Exploitation support.	20	40

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Fritzon, Dr Katarina	Dr Fritzon is an Associate Professor at Bond University, Australia. Following completion of Dr Fritzon's PhD on malicious fire setting, undertaken in the UK, she was appointed to an expert panel and provided regular advice to police enquiries into arson offences internationally. Dr Fritzon co-authored a book on corporate psychopathy, '*Corporate Psychopathy: Investigating Destructive Personalities in the Workplace*' and has worked as a forensic psychologist in high and medium security forensic hospitals and prisons as well as in private practice in the community.	23	30
Girkin, Ms Fiona	Ms Girkin has previously been the CEO of a sexual assault centre, a family mediation specialist, a case worker with Child Protective Services and a researcher. She is currently engaged in a PhD researching psychopathy.	20	10
Grant, Mr Lee	Mr Grant has held various senior roles in the not-for-profit and charity sector in Britain.	30	7
Hyndman, Ms Elizabeth	Ms Hyndman is a social worker and criminologist. She is currently a caseworker for the Dept of Communities and Justice working in child protection with the police Child Abuse Squad. She worked for over a decade as a Child Protection Case Worker and as a Senior Caseworker in the Joint Child Protection Program, a team of Police, Health, and Department of Communities and Justice, who work together on child protection matters which may have a criminal element to them and for which police may be able to prosecute, such as cases of sexual harm and significant injuries. She has held various other forensic roles including probation and parole.	27	27
Jones, Dr Dan	Dr Jones is an Associate Professor of Management at the University of Nevada, Reno. His research primarily focuses on how toxic personality traits, the Dark Triad and Dark Tetrad traits of Machiavellianism, narcissism, psychopathy, and sadism, predict unethical behaviour across different environments. He also investigates the fundamental differences between long-and short-term deception across a variety of contexts, including cybersecurity.	20	20

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Katz, Dr Emma	Dr Emma Katz is an Associate Professor at Durham University in the UK and is an expert in domestic violence, specialising in coercive control. She has been researching and publishing in this field since 2010 and has recently published the highly acclaimed book, '*Coercive Control in Children's and Mothers' Lives*'.	11	11
Keith, Mr Jeremy	Mr Keith has worked for 31 years as a police officer including roles in corrections, intelligence and investigations, and homicide. He has spent the past 22 years in the behavioural analysis area where he provides support to investigations, and where he is still based. His work has included roles with the Queensland Police Service, The Australian Bureau of Criminal Intelligence, and the Australian Crime Commission.	31	31
Kerr, Ms Anna	Ms Kerr is a practising solicitor, specialising in domestic violence advocacy and family court support services for women. She has regularly assisted women who are victims of male violence and commonly sees a set of behaviours in perpetrators which she identifies as psychopathy and narcissism. Ms Kerr has qualifications in law, psychology, and education. She has previously worked with Aboriginal Legal Service, Redfern Legal Centre, Shopfront Youth Legal Centre, Law Access, and Women's Legal Service NSW before establishing Feminist Legal Clinic Inc. Other experience has included a social educator with people with intellectual disabilities and a short-term placement at a drug & alcohol rehabilitation service.	30	30
Kissinger, Ms Julie	Ms Kissinger is an international executive who has been based in several regions of the world and generally manages teams of around 25,000 people. She has had extensive experience with a CEO of dark personality in a high-profile organisation over several years.	35	5
Kreis, Dr Mette	Dr Kreis is a principal clinical psychologist within the Scottish prison healthcare system. She has previously worked as a forensic psychologist, as a Specialist Psychological Practitioner in Substance Misuse Services and in Forensic mental health services. Dr Kreis has a PhD in psychopathy. Her research specialisation was psychopathic personality disorder in women.	16	16

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Logan, Dr Matthew	Dr Logan is currently building a profiling service capacity for the Royal Canadian Mounted Police. He has been a police officer for 29 years and a forensic psychologist for a further 20 years including international consulting support for other countries in the apprehension of serious offenders.	49	40
Lynam, Distinguished Professor Donald	Distinguished Professor Lynam is an American psychologist and distinguished professor of clinical psychology at Purdue University's College of Health and Human Sciences. He is also the director of Purdue's Developmental Psychopathology, Psychopathy and Personality Lab.	28	28
MacCallum, Ms Margot	Ms MacCallum is a trauma counsellor, author, and advocate working with targets/victims who have been targeted by people of dark personality. She has also worked internationally in film, television, theatre, radio, voiceover, and book narration as well as in event production including creative advisory roles, entertainment, and conferencing.	30	8
MacKizer, Mr Mark	Mr MacKizer worked for the United States Federal Bureau of Investigation (FBI) as a special agent, primarily working with violent crime matters and specialising in child abductions and child homicides for 27 years. His time with the FBI included seven years as a criminal profiler to the FBI's Behavioural Analysis Unit which involved conducting behavioural analysis in child abduction and child homicide cases. He now consults on crime issues.	27	27
Mallay, Mr Richard	Mr Mallay is a clinical psychologist. He entered the field of psychology following many years of physical and coercive abuse from a senior family member. He has professional experience with people of dark personality and their targets/victims as well as extensive lived experience.	8	25
Masters, Mr Andrew	Mr Masters has worked in senior executive roles in corporate organisations in legal, strategy and large project management areas. He has also held the position of partner in a large consulting firm, advising organisations internationally on major merger and acquisition projects. He has been exposed to people of dark personality in his corporate roles.	35	25

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Mathieu, Professor Cynthia	Professor Mathieu is a professor of organisational behaviour at Université du Québec à Trois-Rivières in Canada with a background in forensic and industrial/organisational psychology. She consults with organisations and teaches on topics relating to Dark Personalities in the workplace, employee selection, organisational fraud and leadership and has published empirical research on leadership, employee selection, narcissism and psychopathy in the workplace, and employee well-being. She is author of the highly acclaimed book '*Dark Personalities in the Workplace'*.	20	15
McFarlane, Dr Felicity	Dr McFarlane is the founder of and principal practitioner at a large private practice clinic working predominantly with 'high conflict' post separation family court cases which often involve a protective parent and a person of dark personality. She is a clinical psychologist with a doctorate in child and adolescent trauma and has acute psychiatry public in-patient setting experience as well as outpatient infant, child, and adolescent mental health experience.	25	15
McInnes, Professor Elspeth	Professor McInnes is a professor of Sociology in Education at the University of South Australia. She has been exposed to dark personality as an academic researching domestic and family violence and child abuse as well as in a role as advocate on behalf of single mothers and their children. Professor McInnes was first exposed to DP consequences whilst undertaking her PhD research examining the impacts of violence and abuse on mothers' transitions into single parent families. She teaches undergraduate early childhood educators about the impacts of trauma on children's development, learning and behaviour and which arises from factors including family violence, child abuse and parental mental illness.	30	30
McKenzie, Ms Maddy	Ms McKenzie is an advocate for victims of domestic violence including coercive control. She is a long-term lobbyist for justice system reform with a focus on the need for assessment and potential removal of professionals in the legal system who exhibit traits of dark personality. She worked for many years with the Department of Justice and Attorney General.	30	30

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Milan, Ms Sally	Ms Milan is a social worker and community development advocate. She has had experience with people of dark personality in her professional role and as a target/victim of lived experience for many years with a parental figure of dark personality.	6	25
Moshagen, Professor Morten	Professor Moshagen is Chair of Psychological Research Methods, Ulm University, Germany. He has a special interest in the 'dark core of personality' and has worked on material which theoretically specifies the common core of dark traits, the 'Dark Factor of Personality' (D). The fluid concept of D is discussed as capturing individual differences in the tendency to maximise one's individual utility, disregarding, accepting, or malevolently provoking disutility for others, accompanied by beliefs that serve as justifications.	15	10
Norris AM, Ms Nicolette	Ms Norris AM is the former Chairwoman of the National Child Protection Alliance, a role she held for many years. Her activities with the organisation have included assisting victims, mothers, and children to navigate dangerous, life-threatening situations and lobbying for an improved family court system. She has organised forums and seminars at Australia's Parliament House involving politicians, ministers, CEO's, and organisations that work in the domestic violence and child safety space to discuss mutual concerns and potential actions and has also been invited to address Child Protection Service staff on improving outcomes for child victims of abuse. Ms Norris AM was invested as a Member of the Order of Australia (AM) for her work in this area. She also has lived experience with people of dark personality.	45	20
Nuske, Ms Marylin	Ms Nuske is a lawyer practising in the field of family law. She has extensive experience with long-term family law cases, some of which have involved several trials and included substantial tactics with an obvious intent to delay, deceive, demean, and destroy.	28	20
Olewe-Richards, Dr Sally	Dr Olewe-Richards initiated, built, and manages a social media platform for people who are survivors/targets of those with dark personality The platform has around 3000 members. Dr Olewe-Richards provides coaching and support to survivors/targets of those of narcissistic or dark personality abuse. She was previously an academic researcher and has lived experience.	14	22

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Politis, Ms Helen	Ms Politis is an independent organisational advisor who has held senior leadership roles in a range of private, public and for purpose organisations. Her roles have covered strategic and operational functions that have delivered skill enhancement and capability building outcomes. Ms Politis has had extensive, long-term experience with people of dark personality throughout her career.	27	25
Pragnell, Mr Charles	Mr Pragnell is an international advisor to victims involved in long-term relationships with people of dark personality. He was previously a child protection social worker for 40 years in the British justice system, a consultant, a tertiary education examiner, and an author in Dark Personality.	60	40
Quebec, Ms Lisa	Ms Quebec has worked for 15 years in human capital operational and leadership roles domestically and internationally. She has worked at all levels in organisational hierarchies from frontline employees to senior executives and was exposed to people of dark personality early in her career. She has a high level of familiarity with the signs of people of dark personality in organisations, the strategies they use to derail others and the impact on those who are targeted.	15	15
Redmond, Dr Erin	Dr Redmond is a psychiatrist who specialises in work with women who have difficult trauma histories. She also conducts court-ordered psychiatric assessments. Dr Redmond's experience has included work in indigenous psychiatry through St Vincent's hospital and she has worked in a parent infant psychiatric unit.	28	20
Rees, Ms Janine	Ms Rees is a family court advocate for victims of coercive domestic violence and a lived experience survivor. She is a teacher and small business owner who previously contended for a political seat, based on a platform of Family Court of Australia reform.	25	33
Rose, Ms Leila	Ms Rose is a support worker providing counselling and mentoring support for people with mental health issues, most of whom are or have been targets/victims of people of dark personality. She has provided long-term support to protective parents involved in lengthy family law matters and family court advocacy for families dealing with perpetrators who exhibit behaviours and engage in strategies typical of people of dark personality.	25	13

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Skewes, Ms Michelle	Ms Skewes is a registered nurse living in regional Australia. During her now highly publicised marriage to prison officer, Mr Jon Seccull, she was subjected to years of psychological, emotional, and sexual abuse that undermined her ability to make reasoned decisions. After five years of court proceedings, Seccull was found guilty of nine counts of rape, two assaults and one threat to cause serious injury against Michelle. He was sentenced to 15 years in prison and was placed on the sex offenders register for life. Judge Frank Gucciardo said Seccull derived pleasure from the cruelty and oppressive subjugation of his wife that involved vile and sadistic acts.	15	20
Tilgner, Ms Linda	Ms Tilgner is the Director of a large, Australian, inner-city psychology/psychiatry private practice, a practicing/supervising psychologist, and a Clinical Fellow of Australian Catholic University. Her experience includes extensive work with targets/victims of institutionalised abuse perpetrators in cults and religious organisations. Ms Tigner also works with clients who have experienced the negative impact of Dark Personalities across many other domains including intimate relationships, the workplace, and family of origin.	21	15
Weymouth, Dr Jennifer	Dr Weymouth is an executive and Attending Surgeon, Trauma and Acute Care Surgery, Elliot Hospital, New Hampshire, USA. She was previously an attending Trauma Surgeon in Chicago General, Illinois from 1994 through 2004. She has cared for the physical injuries people of dark personality inflict, from murder to abuse by proxy through to abuse of 'trusted social support systems'. She has worked with several physicians who are people of dark personality and who have inflicted injury/death on their patients for personal gain as part of a regional hospital pharmaceutical fraud involving attorneys, judges, and medical staff. Several hospital staff went to prison, one for murdering a person who threatened to expose the fraud. Dr Weymouth discusses suffering 'moral injury' from repeated exposure to people of dark personality in healthcare.	25	25
Witzand, Ms Jopie	Ms Witzand's career has included roles as a journalist, broadcaster, and executive producer. She is an advocate for families experiencing Domestic Violence, a family court advocate and is a long-term lived experience survivor of a person of dark personality.	30	17

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Name withheld on request	XX is an Australian law enforcement professional with twenty years of experience including five years general policing, five years intelligence services, three years teaching law enforcement, five years in counter terrorism and emergency response, and two years in family violence.	20	5
Name withheld on request	XX was previously an FBI special agent and supervisory FBI agent conducting and managing criminal investigations focused on violent crimes, drug crimes, organised crime, and public corruption. He also worked as a Supervisory Special Agent in the FBI Behavioural Analysis Unit investigating and collecting data on serial murder, sex crimes, criminal victimisation of children, threat assessment, and cybercrimes. He now consults on crime issues.	35	35
Name withheld on request	XX had substantial professional long-term involvement with Australian new-age cult, The Family, led by charismatic leader Anne Hamilton-Byrne, from the time its activities became known to authorities. Anne Hamilton-Byrne 'collected' numerous children during her time as leader of The Family, some of whom were born to members of the cult and some who were obtained through illegal adoptions arranged by lawyers, doctors, and social worker members of The Family. Ms Hamilton-Byrne, who was understood by followers to be the female incarnation of Jesus Christ, was gifted large parcels of land in England and the USA by some of them. XX had considerable interactions with the children of The Family, many of whom were intermittently drugged, isolated, beaten and starved. The investigation into the cult lasted for 5 years, bridged 3 continents, and included FBI involvement but Hamilton-Byrne was only ever convicted on a count of perjury relating to a falsified adoption document and issued with a fine.	34	5
Name withheld on request	XX is a domestic violence peer support worker. She has extensive, long-term lived experience of people of dark personality which she draws on to offer insights to those she works with.	15	24
Name withheld on request	XX is the owner and Managing Director of a large international services company. He is also an advocate for male targets/victims of coercive control domestic violence and has many years of lived experience of a person of dark personality.	28	6

PhD Research Participant	Professional and Career Summary	Career Length To Date in years	Years of research or experience with people of DP
Name withheld on request	XX has held senior roles within the Catholic Church including leadership of a Professional Standards Unit which had responsibility for managing investigations into child sexual abuse in the Catholic Church. He/she was required to work with all stakeholders in this role including offenders, Catholic leaders, parents, children, legal representatives, and mental health professionals. XX has a PhD in social work and 30 years of experience in senior child protection roles in the community sector. His/her career has focussed on the protection of children and young people from sexual abuse and neglect and use of a trauma informed approach with survivors of abuse has been important in his/her work with victim survivors. XX's career has also included teaching social work to Masters students and working internationally as a visiting expert in the child protection field.	30	25
Name withheld on request	XX is a clinical psychologist who specialises in trauma-informed work with people who have been targeted, usually over extended periods, by a person of DP and who has never been in the justice system. Some of XX's clients have been the target/victim of a person of DP who has presented to the world as, for example, a doctor, a high-profile businessman, a council planner, a psychologist, a senior person in a charity, a stay-at-home parent of a child they have pushed to achieve elite sports status, a judge, and a high net-worth retiree philanthropist. Impacts on the targets/victim,s XX reports, include suicidal ideation, suicide attempts which are sometimes successful, severe stress reaction to 'triggering' situations which may preclude the target/victim from functioning normally for hours or days, difficulty in creating trusting relationships, use of substances to mask emotions, and hypervigilance-linked exhaustion.	30	24
Name withheld on request	XX is an Associate Professor and a researcher in the field of corporate psychopathy. He/she has published widely in the psychopathy area and worked in the private sector prior to embarking on an academic career.	35	27
57 participants		**1506 years**	**1242 years**

Note. All participants whose names appear in Appendix A provided permission for their names to be published.

Appendix B. Scale Structure of PCL-R: Second Edition, Rating Booklet (Hare, 2003)

Factor 1: Interpersonal/affective

Facet 1: Interpersonal
1. Glibness/superficial charm
2. Grandiose sense of self worth
4. Pathological lying
5. Conning/manipulative

Facet 2: Affective
6. Lack of remorse or guilt
7. Shallow affect
8. Callous/lack of empathy
16. Failure to accept responsibility for own actions

Factor 2: Social deviance

Facet 3: Lifestyle
3. Need for stimulation/proneness to boredom
9. Parasitic lifestyle
13. Lack of realistic long-term goals
14. Impulsivity
15. Irresponsibility

Facet 4: Antisocial
10. Poor behavioural controls
12. Early behavioural problems
18. Juvenile delinquency
19. Revocation of conditional release
20. Criminal versatility

Items 11 (Promiscuous sexual behaviour) and 17 (Many short-term marital relationships) are not included in any of the facets as per Chapter 7 of the PCL-R 2nd Edition Technical Manual.

Appendix C. List of Dark Personality Assessment Tools Utilised by Research

Participants

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
1	PCL	Psychopathy Checklist	A research scale for the assessment of psychopathy in incarcerated populations.
2	PCL-R	Psychopathy Checklist Revised	A psychological assessment tool commonly used to assess the presence and extent of psychopathy in individuals usually institutionalised within the criminal justice system.
3	PCL-R/SV	Psychopathy Checklist Revised: Screening Version	The PCL-R Screening Version is a short form of the Psychopathy Checklist-Revised (PCL-R) that measures psychopathic personality traits in research, clinical, and community settings.
4	CAPP	Comprehensive Assessment of Psychopathic Personality	The CAPP is a measure for psychopathy which may potentially be useful in a variety of settings such as correctional, forensic psychiatric, civil psychiatric, community and family, rather than being optimised for use in a single setting.
5	PM-MRV	Psychopathy Measure— Management Research Version	A tool intended to be used as an identification instrument for corporate psychopaths.
6	Psychodynamic therapy	NA	Psychodynamic therapy is a practise that focuses on the psychological roots of emotional suffering and includes self-reflection and self-examination. The relationship between therapist and patient is seen as reflecting relationship patterns in the patient's life.
7	LSRP	Levenson Self-Report Psychopathy Scale	This measure gauges people of DP from business and political history.
8	AMR40	Amoralism Scale	This measure engages broadly with amoralism to capture the most comprehensive collection of traits that prioritise selfish and egoistical interests.

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
9	DSG1	Dispositional Greed Scale (I)	This measure enables researchers to distinguish the impact of personality from that of situation on greedy behaviour including acquisitiveness, money, sex and insatiability, where greed is defined as the experience of desiring to acquire more and the dissatisfaction of never having enough.
10	DSG2	Dispositional Greed Scale (II)	A further measure which enables researchers to distinguish the impact of personality from that of situation on greedy behaviour including acquisitiveness, money, sex and insatiability, where greed is defined as the experience of desiring to acquire more and the dissatisfaction of never having enough.
11	Mach-IV	Measure of Machiavellianism	A self-assessment tool used to assess attributes of Machiavellianism including manipulation exploitativeness, deceitfulness, and a distrustful attitude.
12	SD3	Short Dark Triad measure	A shortened version of a measure to assess the three conceptualisations of Machiavellianism, narcissism, and psychopathy.
13	MPS	Machiavellianism Personality Scale	Measures for the four features of distrust of others, amoral manipulation, desire for control, and desire for status.
14	NARQ	Narcissistic Admiration and Rivalry Questionnaire	A test which evaluates the elements associated with rivalry and admiration strategies and assesses the cognitive, affective, and behavioural elements associated with these strategies.
15	NPI	Narcissistic Personality Inventory	One of the most widely utilised personality measures for non-clinical levels of narcissism.
16	NGS	Narcissistic Grandiosity Scale	Measure of individual's exaggerated and idealised sense of self-importance. A measure to distinguish narcissistic grandiosity from high self-esteem.
17	CNI	Communal Narcissism Inventory	Assesses for communal narcissists where individuals satisfy self-motives such as grandiosity, esteem, entitlement, and power in communal domains, rather than agentic domains.

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
18	HNS	Hypersensitive Narcissism Scale	A scale measuring covert aspects of narcissism, while the well-known NPI measures a more overt dimension of narcissism.
19	PES	Psychological Entitlement Scale	A scale which can be used in a range of social settings, including employment and romantic relationships and which is linked to a pattern of selfish and self-serving beliefs and behaviours.
20	EAQ	Entitlement Attitudes Questionnaire	Measure designed to assess perceived deservingness across a variety of cultures, where the conceptualisation of entitlements is subject to variability.
21	SSIS	Short Sadistic Impulse Scale	A unidimensional measure of sadistic inclination.
22	VAST	Varieties of Sadistic Tendencies Scale	An assessment tool which measures two dimensions of sadism, direct sadism which is enjoying acting cruelly and vicarious sadism which is enjoying watching cruelty.
23	ASP	Assessment of Sadistic Personality	comprised of 9 items assessing subclinical sadism described as deriving pleasure from inflicting pain or humiliation in others.
24	NA	Spitefulness Scale	A measure designed to assess individual differences in tendencies toward spitefulness, defined as the willingness to incur self-harm or cost to inflict harm or cost on another individual.
25	NA	Self-Interest Scale	The self-interest scale is designed to be a measure of an individual's self-interest to pursue personal gain in socially valued domains which draws on similar literature such as that in the field of pathological narcissism.
26	PPI-R	Psychopathic Personality Inventory-Revised (PPI-R)	The PPI-R is a self-report measure of both global psychopathy and the component traits of psychopathy designed to be used in a range of settings.
27	PNI	Pathological Narcissism Inventory	A measure assessing dimensions of pathological narcissism including problems with narcissistic grandiosity (entitlement rage, exploitativeness, grandiose fantasy, self-sacrificing self-enhancement) and narcissistic vulnerability (contingent self-esteem, hiding the self and devaluing).

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
28	IES	Interpersonal Exploitativeness Scale	A measure of interpersonal exploitativeness grounded in norms of reciprocity and exchange.
29	MMPI	The Minnesota Multiphasic Personality Inventory	Was used by a participant as one of many screening tools to decipher who may require closer scrutiny in relation to their motivation to be a mentor to vulnerable young people.
30	PAI	Personality Assessment Inventory	An objective inventory of adult personality which assesses psychopathological syndromes and provides information relevant for clinical diagnosis, treatment planning, and screening for psychopathology.
31	DSM Clinical Assessment	Diagnostic Statistical Manual	The DSM contains descriptions, symptoms, and other criteria for diagnosing mental disorders. It provides a common language for clinicians to communicate about their patients and establishes diagnoses that can be used in research on mental disorders.
32	Observations Research	NA	A research technique where the researchers observe participants and phenomena in their most natural settings.
33	DASS-21	Depression, Anxiety and Stress Scale - 21	A self-report scale designed to measure the negative emotional states of depression, anxiety, and stress.
34	CAPS5	Clinician-administered PTSD Scale - 5	A clinician-administered PTSD Scale for DSM5.
35	CBT	Cognitive Behavioural Therapy	CBT is a type of psychotherapy, a talking therapy, based on the idea that how you think and act affects how you feel.
36	ACT	American College Test	ACT is a standardise test, often used for college admissions in the US, and which covers four academic skill areas English, mathematics, reading, and scientific reasoning.
37	VRAG-R	Violence Risk Appraisal Guide – Revised	An actuarial instrument that assesses the risk of violent recidivism among men apprehended for criminal violence.

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
38	FMRI	Functional Magnetic Resonance Imaging	This technique measures brain activity by detecting changes associated with blood flow.
39	LSIR	Level of Service Inventory – Revised	Gives a measurement of an offender's risk of re-offending, while also identifying the criminogenic needs as a guide for targeted interventions.
40	MCMI	Millon Clinical Multi Axial Inventory	A psychological assessment tool intended to provide information on personality traits and psychopathology, including specific mental disorders outlined in the DSM-5.
41	TriPM	Triarchic Psychopathy Measure	The triarchic model measures psychopathy and encompasses three distinct features: disinhibition, which reflects a general propensity toward problems of impulse control; boldness, which relates to social dominance, emotional resiliency, and venturesomeness; and meanness, which is defined as aggressive resource seeking without regard for others.
42	CPI	Corporate Personality Inventory	A self-report assessment inventory which measures non-criminal psychopathy to aid in the detection of psychopathic personality traits in individuals within business contexts.
43	PDS	Paulhus Deception Scales	Measure the accuracy of an individual's responses to tests. Previous version was called the Balanced Inventory of Desirable Responding (BIDR).
44	SRP-4	Self-Report Psychopathy scale - 4	The SRP-4 is a self-report assessment for psychopathy which gives scores on 4 subscales: Interpersonal Manipulation (IPM); Callous Affect (CA); Erratic Lifestyle (ELS); and Antisocial Behaviour (ASB).
45	Static-99	NA	A tool used for sex offender risk/recidivism assessment and is usually used in custodial settings. The name relates to the scale which contains only static risk factors, or historical risk factors, that have been found in research to predict sexual re-offense.

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
46	SARA	Safety Assessment/Risk Assessment.	A two-part questionnaire providing safety outcomes of Safe, Safe with a Plan, or Unsafe to sit alongside risk outcomes of Very High, High, Moderate or Low. The combination from each assessment dictates the level of child protection intervention is required.
47	GAQ	General Assessment Questionnaire	Federal Bureau of Investigation internal assessment tool, provided to associates, friends, and intimate partners of suspected violent crime offenders to assess their personality. The GAQ consisted of short answer questions pertaining to personality and a supplemental five-point Likert scale section. The Likert scale section consisted of a list of behaviours/attributes on a five-point continuum and was validated with the NEO-PI.
48	IPT	Interpersonal Therapy	IPT is a time-limited form of psychotherapy which addresses symptom resolution, improved interpersonal functioning, and increased social support in relation to psychological issues which are understood to be a factor in the genesis and maintenance of forms of psychological distress.
50	Gottman	NA	The Gottman Institute is an organisations which offers accredited programs to mental health professionals and coaches that brings data from research into practice which support sand strengthens marriages, families, and relationships.
51	Narrative	NA	A narrative is a spoken or written account of an event or series of events.
52	Cleckley's list of 16 personality items	NA	Cleckley was a psychiatrist who, in 1941, presented 16 characteristics of psychopathy which he introduced in case studies in his book *The Mask of Sanity.*
53	Experimental games (eg trust, public good exercises.)		Experimental games are processes undertaken within a laboratory or workshop environment intended to emulate the dynamics and impacts of everyday life.

	Model Abbreviated	Model Full Name	Brief Description of the Function Of the Model
54	NA	Trifurcated Model of Narcissism	The Trifurcated Model of Narcissism is derived from the Five-Factor Model of Narcissism, and which further breaks down grandiose and vulnerable narcissism into three factors related to basic personality traits of extraversion, agreeableness (antagonism), and neuroticism with antagonism being a common core.

NOTE: Further responses to the question about tools which participants had used to assess people of DP provided in narrative format are included below.

'I do not have a specific tool or test to determine a dark personality but key attributes that ring alarm bells for me to be wary are: charisma and charm (superficial charm as it lacks genuineness and appears designed to impress), under emotive responses when emotion is required (i.e., ability to over control emotional reactivity/distress). Unusual sexual practices described by the ex-partner; polarised views about the individual by others that know the family or couple well. Acute distress and fear by the partner (victim) that becomes understood over time as a reasonable response to genuine fear; often missed by 1-2 day family court assessments. The anxiety of the partner (victim) is often interpreted as overly anxious or as having borderline personality due to emotional reactivity but over time I observe that the individual is not necessarily pathological although the account of their story is hard for anyone to believe once they start to open up and tell the truth.'

'I have used all or almost all the self-reported assessments commonly used in research on dark personality. I have also developed inventories designed to assess psychopathy, narcissism, and Machiavellianism. I have also used basic personality assessments to identify dark personality. The only interview-based assessment I have used is the PCL-screening version.'

'I have used almost every narcissism measure and run assessment research comparing them.'

The references below were also quoted as responses to the question relating to tools research participants had used to assess people of dark personality.

Weiss, B., Campbell, W. K., Lynam, D. R., & Miller, J. D. (2019). A trifurcated model of narcissism: On the pivotal role of trait antagonism. In The handbook of antagonism (pp. 221-235). Academic Press.

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Miller, J. D., McCain, J., Lynam, D. R., Few, L. R., Gentile, B., MacKillop, J., & Campbell, W. K. (2014). A comparison of the criterion validity of popular measures of narcissism and narcissistic personality disorder via the use of expert ratings. Psychological Assessment, 26(3), 958.

Appendix D. The Delphi Survey Technique: Key Points From the Literature

Background

The aim of the Delphi technique is to achieve a convergence of opinions from experts on a real-world issue through a group communication process which involves multiple iterations of questionnaires forwarded to selected 'panel members' (McMillan, King, & Tully, 2016; Okoli & Pawlowski, 2004). Results of each 'round' are assimilated into one document which is forwarded to panel members for further comment. This process may be continued for several rounds. The Delphi technique is widely used in a broad range of industries and is well-suited as a method for generating consensus and building collective knowledge. It was first developed by Dalkey and Helmer from the Rand Corporation in the 1950's (Dalkey & Helmer, 1963) in an exercise undertaken in partnership with the United States Air Force to predict Soviet thinking during the Cold War.

Objectives

The following points highlight key objectives of the Delphi process.

- Turoff (1970) points out that the Delphi technique can be used:

    a. "to explore or expose underlying assumptions or information leading to different judgements;

    b. to seek out information which may generate a consensus on the part of the respondent group;

    c. to correlate informed judgements on a topic spanning a wide range of disciplines; and

    d. to educate the respondent group as to the diverse and interrelated aspects of the topic " (p. 149).

- The Delphi method is considered an ideal process to use when there is incomplete knowledge about a problem or phenomenon (Delbecq, Van de Ven, & Gustafson, 1975; Skulmoski, Hartman, & Krahn, 2007).

- The Delphi technique can be engaged to predict and forecast potential future scenarios (K. Franklin & Hart, 2006; Gheorghiu, Andreescu, Zulean, & Curaj, 2017; Judd, 1972; Rowe & Wright, 1999).

- Franklin and Hart (2007) propose that the Delphi technique forces new ideas to emerge about a topic while also potentially capturing experiential knowledge gained by professionals in the course of their work that is not published or verbalised.

- *"The value of the Delphi is not in reporting high reliability consensus data, but rather in alerting the participants to the complexity of issues, by forcing, cajoling, urging, luring them to think, by having them challenge their assumptions... [O]ne deficiency I see characteristic of many Delphis is the failure to push hard enough on the challenge to concepts and underlying assumptions. More attention should go into the basis of divergence rather than the basis of convergence"* (Coates, 1975 p. 194).

Participant numbers

In relation to participant numbers the following key points are made in the literature.

- If the background of participants is homogenous ten to fifteen participants is adequate (Delbecq et al., 1975; Okoli & Pawlowski, 2004).

- The number of participants is generally under 50 (Turoff, 1970; Witkin & Altschuld, 1995).

- Some studies have engaged over 100 participants (Alexander & Kroposki, 1999; Anderson, 1993).

- *"If the sample size of a Delphi Study is too small, these subjects may not be considered as having provided a representative pooling or judgements regarding the target issues. If the sample size is too large, the drawbacks inherent within the Delphi technique such as potentially low response rates and the obligation of large blocks of time by the respondents and the researcher(s) can be the result"* (Hsu & Sandford, 2007a p. 4).

- The more participants, the longer it may take to get responses and the next round cannot be initiated until ALL participants have responded (Hasson, Keeney, & McKenna, 2000).

- The Delphi technique participant number, in comparison to quantitative techniques such as surveys, may seem low particularly given the need with quantitative data for statistically significant responses however the power of the Delphi comes from the careful selection of panel members which provides a high level of confidence (Miller, 2001).

Participants

This section contains key points made in the literature regarding participants.

- Choosing participants is the most important step as it has a direct relationship to results (Turoff, 1970).

- Important considerations when selecting panel participants include expertise criteria such as technical knowledge and experience; capacity and willingness to participate; sufficient time; and communication skills (Skulmoski et al., 2007).

- Ludwig (1994b) discusses the importance of participants being self-motivated and asserts that the quality of responses is influenced by the interest, knowledge, and commitment of the participants.

- *"Generally, the approach to establishing panellists' qualifications is likely to be through review of publications in the literature (Miller, 2001), the identification of positional leaders (Ludwig, 1994b), and/or verifying those who have firsthand relationships with a target issue (Jones, 1975)"* (Hsu & Sandford, 2007b p. 2).

- Hsu and Sandford (2007b) also point out that the inclusion of an influential or famous person in the project area to endorse a Delphi study can be extremely helpful for Delphi investigators.

- The use of heterogeneous groups of participants have been strongly recommended by several researchers who purport that diversity can be encouraged by selecting experts who differ on a set of relevant criteria such as sectors, fields of expertise and/or demographics (Belton, MacDonald, Wright, & Hamlin, 2019; Gheorghiu et al., 2017; Loo, 2002).

- *"Respondents are always anonymous to each other, but never anonymous to the researcher. This gives the researchers more opportunity to follow up for clarifications and further qualitative data"* (Okoli & Pawlowski, 2004; p. 19).

- There may be a limited participant population to choose from given the speciality expertise requirement, so the snowball sampling technique is considered a legitimate strategy to generate subsequent participants (Hartman & Baldwin, 1995).

Number of rounds

Outlined below are several points relating to the optimal number of rounds of data collection.

- Responses are summarised between rounds and communicated back to the participants through a process of controlled feedback. This process is repeated until consensus is reached or until the number of returns for each round decreases.

- Two or three rounds are the usual number, and three rounds is generally put forward as enough to gain consensus (Brooks, 1979; P. L. Davidson, 2013; Ludwig, 1994a; McMillan et al., 2016).

- The number of rounds can vary from one to six (Skulmoski et al., 2007).

- Generally, the literature supports that if the number of rounds is higher than two, results can diminish because attrition is higher.

- In large and more complex Delphi studies where a number of strategies may be engaged to develop and test the initial survey, that early testing phase is sometimes referred to as Round 1, although this is not common (Belton et al., 2019; Van der Steen et al., 2014).

Timing

There are key considerations regarding the timing of data analysis and administration of further rounds of data collection which are outlined below.

- The minimum time for a 2 round Delphi can be as long as 30 days (McMillan et al., 2016).

- It is recommended participants be given 2 weeks to respond to questionnaires (Delbecq et al., 1975)

- Developing the new instrument must be done in a time-effective manner. Davidson (2013) points out that the quicker the study can be completed the higher the probability the data will be complete and that if a panel member withdraws before all the study is complete the outcome could be compromised.

Collection of information

Some key considerations regarding collection of data are included here.

- Pilot testing with a small group of individuals should precede implementation (Belton et al., 2019).

- A commonly employed variant of the Delphi Technique is where the first round of information gathering seeks qualitative data and further rounds seek quantitative data, so round one is primarily open-ended questions (Davidson, 2013; Hsu & Sandford, 2007b; Okoli & Pawlowski, 2004). Hsu and Sandford suggest the key theme of the initial data gathering stage is soliciting information about the specific area of concern.

- It is suggested in the literature that 30 minutes is an ideal length of time for initial survey completion (Belton et al., 2019).

- Once information has been received, investigators assimilate the data and create a questionnaire to be used as a survey instrument in the second round of data collection.

- Subsequent rounds of data may involve requesting that panellists engage in rating, ranking and/or choosing the better of two options to establish priorities and in some cases, they are asked to state the rationale for priority rankings (Jacobs, 1996; Linstone & Turoff, 2011; McMillan et al., 2016).

- Rowe and Wright (2011) point out that some of the Delphi research papers consider the Delphi technique a data collection process that can be enhanced by other approaches and not always used as a standalone approach.

- *"In each round every participant worked through a questionnaire which was returned to the researcher who collected, edited, and returned to every participant a statement of the position of the whole group and the participant's own position. A summation of comments made each aware of the range of opinions and the reasons underlying these opinions"* (Ludwig, 1994b p. 55).

- A coding system is required to track information for each participant through each round of information gathering.

Data Analysis

In relation to data analysis, the key points in the literature are outlined below.

- The literature generally points out that rules need to be established to assemble information and that the decision as to when consensus is reached should be made at the beginning of the study.

- It has been argued that in relation to open-ended question responses: argumentation that does not explicate clear causation should be eliminated by the Delphi process moderator; confidence in panellists' predictions should not be elicited or exchanged between panel members due to the poor relationship between confidence and expertise; and similar or duplicate argumentation, generated by more than one panellist, should be combined together such that the argumentation generated by either a single panellist, a minority of panellists, or a majority of panellists, cannot be identified as such (Bolger, Stranieri, Wright, & Yearwood, 2011).

- The major statistics used in Delphi studies are measures of central tendency (mean, median, mode) and levels of dispersion (standard deviation and inter-quartile range). The use of median and mode is preferred (Judd, 1972; Oh, 1974) with the use of median, based on Likert-type scale, the most strongly favoured measure in the literature (Hill & Fowles, 1975; Jacobs, 1996).

- McMillan, King and Tully (2016) are one of the more prolific teams of researchers on data analysis regarding Delphi studies. They put forward that where ratings are used, disagreement may be defined where at least a third of respondents rate a statement at the opposite end of the scale to their peers. They also point out that generally a 9-point Lykert scale is used in rating processes, although 7-point, 5-point, and 3-point Lykert scales have also been used.

- Green (1982) recommends at least 70% of votes need to be 3 or higher if a 4-point Likert-type scale is used, with the median being 3.25 or higher. In a study conducted by Ludwig (1994b), consensus on an item was considered to have been reached when 80% of the ratings fell within two categories on a seven-point scale.

- It is suggested in the literature that the use of percentages might not be adequate and that measuring the stability of subject responses in successive iterations is more effective.

- Some researchers have explored the data analysis aspect of the Delphi in greater detail (Belton et al., 2019; Dalkey & Helmer, 1963; Delbecq et al., 1975; Linstone & Turoff, 2011).

Risk mitigation

Low response rates

One of the key risks in a Delphi study is low and/or diminished response rates. Included below are strategies related to optimising response rates.

- Subject motivation has been suggested as the key to higher participation rates. Researchers have an active role to play in maximising response rates and attaining personal assurances of participation can minimise non-response rates (Ludwig, 1994a; Okoli & Pawlowski, 2004).

- Much of the literature recommends an initial approach by phone or in person. Hsu and Sandford (2007b) suggest that with this approach there must be a preparedness to discuss why the person is being approached and why the research is appropriate and necessary. They also report that phone and/or email follow up with non-responders is an important aspect of maximising response rates.

- In a study conducted in the nursing profession, McKenna (1989) found response rates were enhanced by face-to-face interviews in the first round.

- *"Even with constant communication between the researchers stressing the importance of continuing participation, towards the end of the study the willingness of the panellists to continue diminished. This lag in willingness came at the most important point in the Delphi Study, the final questionnaire"* (K. Franklin & Hart, 2007 p. 242). Note that three rounds of data gathering were used in this study.

- *"When respondents have agreed to participate, they need to be informed of exactly what they will be asked to do, how much time they will be expected to contribute and what use will be made of the information they provide"* (Hasson et al., 2000 p. 1011).

- The administration of the Delphi survey is crucial, including establishing a mail base and a coding system to track recipients, forwarding reminders, analysing changed opinions.

Further risks

Further risks in a Delphi study include:

- an assumption that Delphi panellists have equivalent knowledge and experience. Expertise of Delphi panellists could be unevenly distributed and hence some panellists may be unable to give well-informed responses (Hsu & Sandford, 2007a); the iterative nature of the Delphi technique which can potentially enable investigators to meld opinions. One study found that some leading by the experimenters impacted the selection of the information supplied (Dalkey & Helmer, 1963); and

- some important questions may not be asked because they do not seem important at the commencement of the study (K. Franklin & Hart, 2006).

Strengths of the Delphi technique

Some of the advantages of the Delphi technique are outlined below.

- Anonymity can reduce the impact of dominant individuals such that all participants get an equal opportunity for contribution (Dalkey & Helmer, 1963; Oh, 1974).

- Downsides associated with group dynamics such as manipulation, coercion to conform to a particular belief/viewpoint and groupthink are minimised (Helmer & Rescher, 1959; Ogbeifun, Agwa-Ejon, Mbohwa, & Pretorius, 2016; Oh, 1974).

- Dalkey and Helmer (1963 p.49) point out that the Delphi technique is: *"…more conducive to independent thought"*.

- Participants can give deep reflection to the points made and to the views of others, giving them space to change their own views.

- It is an inexpensive way of gathering data (McKenna, 1994).

Weaknesses of the Delphi Technique

Some of the weaknesses of the Delphi Technique outlined in the literature are included below.

- The Delphi technique process can consume large blocks of time and may be slower than, for example, a telephone survey or face-to-face technique which can be simultaneously conducted (Hsu & Sandford, 2007b; Ludwig, 1994b).

- Miller (2001), in a Delphi survey of tourism researchers, found there was a level of cynicism among some of the panel members with the use of a qualitative data gathering technique.

- Hsu and Sandford (2007b) point at that due to the potentially low number of panel experts and the relatively small number of participants in the Delphi study, the drop-out rates of participants can compromise data output.

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Appendix E. Introductory Email Example: Researchers

The initial email approach to researchers varied according to whether the approach was to someone known to the researcher, a referral or a cold approach but the key messages were the same. Below is a sample email.

Research support and participation

KM **Karen Mitchell**
To
Cc Karen Mitchell

Reply | Reply All | Forward

Thu 22/04/2021 9:49 PM

You forwarded this message on 24/04/2021 1:28 PM.

PDF **Brief outline of K Mitchell PhD project on dark personality March 2021-1.pdf**
100 KB

Dear

I hope you are well. I am writing with an invitation for you to be involved in research I am doing into dark personality (clinical and sub-clinical psychopathy, Machiavellianism and narcissism).

The research includes both academics and practitioners from both forensic and non-forensic contexts.

Academics who have agreed to participate include:

Practitioner participants, who have deep experience with people of dark personality and/or their victims, are from the Catholic church; elite sport; forensic profiling (FBI); law enforcement; medicine (acute care and trauma); the justice system; coercive domestic violence advocacy; military; senior corporate roles, psychiatry, psychology and others.

I have worked internationally for 30 years with executives on complex change agendas where I have had substantial long-term exposure to dark personality.

The research examines '*What are the core attributes of dark personality across humanity from those incarcerated for highly overt criminal acts through to captains of industry and how do these attributes manifest behaviourally in a wide range of contexts and personal circumstances?*'

I would be most grateful if you would agree to be involved in this Delphi research. Your participation would include 2 x 45 minute surveys and possibly a third. Group results of each survey round will be integrated and redistributed to participants to build knowledge (see attached). You will receive the final results.

Kind Regards,
Karen Mitchell

Appendix F. Introductory Email Example: Expert Practitioners

The initial email approach to expert practitioners varied according to whether the approach was to someone known to the researcher, a referral, or a cold approach but the key messages were the same. Below is a sample email.

Assistance

KM Karen Mitchell
To
Cc
Tue 26/01/2021 8:05 PM

Brief outline of PhD project DC – Dec 2020 - 1.pdf
99 KB

H

Happy new year!

_____ suggested I approach you about participating in my PhD research.

You may recall my focus is 'dark personality', collectively psychopathy, Machiavellianism, and Narcissistic Personality Disorder.

Internationally there is still considerable contention regarding the core characteristics and behavioural manifestations of those who persistently violate social norms and harm others. There has been very little research undertaken with victims of higher functioning dark personality and with professionals who work with higher functioning dark personality whose behavioural manifestations are more subtle and manipulative than dark personality who commit highly overt crimes.

This limited knowledge and consensus makes it much harder for victims to be believed and understood.

My mission is to change this. I have established contact with many of the key international experts in the dark personality field, both forensic and non-forensic and both academic and practitioner-based and have a real chance of making a difference globally.

I would be very gratef_____ if you would be a participant in my PhD research. The time commitment would involve completion of 2 x 45 minute surveys and possibly a third shorter survey. Attached is a one page outline of the research approach, the PhD questions and others who would be involved.

Let me know if you would be willing to be involve_____ I would be most grateful.

Kind Regards,
Karen Mitchell

Appendix G. Introductory Email Attachment: PhD Project Outline

Outline: Karen Mitchell PhD Project on dark personality, March 2021

PhD Background

Despite growing research in psychopathy, Machiavellianism, and narcissism (collectively referred to as dark personality, or the Dark Triad in their sub-clinical form), considerable contention still exists regarding the core characteristics and behavioural manifestations of those who persistently violate social norms and harm others. Research and commentary about dark personality are oftentimes contradictory and have resulted in the creation of an overwhelming number of assessment tools, often developed by forensic psychologists and psychiatrists in isolation from organisational/management information on toxic leadership, domestic violence research, law enforcement/criminology expertise and victims. Contention in the field of dark personality is counterproductive and harmful as it minimises the effectiveness of harm prevention and intervention strategies.

PhD research questions

The two key research questions are outlined below.
- What are the high-level, shared attributes of those who violate social norms and harm others, from those incarcerated for serious crime through to captains of industry?
- What are the specific behaviours which manifest from each of these high-level attributes across widely varying contexts and personal circumstances?

Researcher background

Researcher experience includes: 30 years working with executive groups specifically in organisational culture change (human behaviour) relating to mergers, acquisitions, new CEO platforms, privatisation, and other complex change agendas; 15 years involvement with the justice system in relation to coercive violence and families; 6 years of liaison with law enforcement and criminology experts internationally; and deep involvement with specific areas high functioning dark personality gravitate to such as religion, charities, and elite sport.

Research approach

The aim of the Delphi Technique, the research approach used for this research, is to achieve a convergence of opinions from experts on a real-world issue through a group communication process which involves multiple iterations of questionnaires forwarded to selected 'panel members'. Results of each 'round' are assimilated into one document which is forwarded to panel members for further comment. This technique is often used where there is incomplete knowledge about a problem or phenomenon. It also forces new ideas to emerge about a topic while potentially capturing experiential knowledge gained by professionals in the course of their work which has not been published or verbalised.

This research will include around 40-50 participants and 2-3 rounds of data collection and synthesis. Representation from each of the categories below will be included.

Category 1 - Law enforcement, criminal investigators, justice system, forensic mental health professionals, forensic personality profiling.

Category 2 - Academics from both the scientific and social science research communities and including specialists in psychopathy, Machiavellianism, narcissism, and Dark Triad.

Category 3 - Non-forensic psychologists, psychiatrists, social workers, family court representatives, marital guidance professionals, family violence specialists and lobbyists.

Category 4 - People capital, human resource management, organisational development, executive leadership, organisational psychologists, and management consulting

Category 5 - Mentors, coaches, and others with exposure to dark personality in politics, sport, religion, law, academia, medicine, military, education, and/or other communities.

Requirement of participants

Participants will be required to complete 2 questionnaires of about 45 minutes each in length, and possibly a third questionnaire of around 30 minutes if further data is required, over a two-month period. The research will take place during early 2021, probably commencing in late March/April. A handful of participants will also be asked to participate in a pre-Delphi interview.

Researcher contact details

Appendix H. Follow-Up Call: Group A Participants

Brief greeting.

Thank you for agreeing to participate in this PhD research (if they have already agreed) and acknowledge this is a follow up call if they have not yet agreed to participate.

Just recapping, this research is on 'dark personality', cumulatively psychopathy, Machiavellianism, and narcissism, sometimes referred to sub-clinically as the Dark Triad. Much of the data collected on dark personality has been collected from incarcerated populations, college populations or on dark personality 'traits' only in the general populations.

As a result, and due to other factors, there is still substantial debate in the literature about what constitutes dark personality. There are over thirty tools designed to measure dark personality and there are serious differences in points of view about how dark personality manifests. There is dissonance about how malevolent their core is, about impulsiveness versus strategic orientation, about how their sexuality is expressed. There seems to be sanitised representations of dark personality attributed to people who are outside of the justice system and yet incarceration is an arbitrary delineation. There are people working in different fields who are working with people of dark personality, but insights and learnings are not necessarily shared across all fields.

Research shows however that the harm inflicted by dark personality is severe and far-reaching. It would be great to get to a deep, shared level of understanding. Therefore, your voice and opinions are important as the results of this study will be shared with research recipients (anonymously) and this will help to shape the field.

The focus of this research is on gaining a deep understanding and consensus regarding the core characteristics that are shared by all dark personality from those incarcerated for serious crime through to those who are captains of industry and identifying the behavioural manifestations of each attribute across a range of different contexts, circumstances, and personal situations.

I am interested in collecting data from people's experience across industries including business, domestic violence, academics, criminology, mental health professionals in both forensic and non-forensic settings, human resource professionals, law enforcement, justice system personnel, religion, elite sport and maybe others – professions where there is a likelihood of having exposure to dark personality. The work is to be done using a Delphi technique which is designed to achieve a convergence of opinions from experts on a real-world issue through a group

communication process involving multiple iterations of questionnaires forwarded to selected 'panel members'. Results of each 'round' are assimilated into one document which is forwarded to panel members for further comment.

In this study you would be committing to a 1-hour interview and then two surveys, the first of around 45 minutes, the second a little less than that and then possibly a third. The information you provide would be anonymous. You would be provided with a document at the end of the Delphi study which summarises the total data. We are unsure until we have the data whether we will require a third round. The research would take place from Jan 2021 to June 2021.

Answer questions as required. If they do not wish to participate in the research, thank them for their time and sign off.

If they express interest in participating in the research thank them and advise 2 points.

1.   I will then need to vet your experience to ensure your exposure is legitimately to dark personality by asking you a couple of questions. Are you OK to do that now?

2.   Before we head into the vetting process, just to let you know that once we have completed that process, and if it is established your experience is with dark personality, you will then be forwarded a participation and consent form with further information, and which is where you formerly register your willingness to participate. Once you return this you will be contacted to establish a time for the interview.

Commence vetting questions:

1.   Tell me some of the attributes or behavioural manifestations of attributes that you have seen in people of dark personality.

   a.   Prompt potential participant for specific behavioural examples if not provided as follows: *'Can you give me further examples. Think of the full realm of behaviours and the range of situations you have been exposed to*.'

   b.   Potential participants are required to, unprompted, identify and elaborate on at least 8 of the 13 key features included in the vetting criteria.

2.   Over what length of time have you been exposed to this type of personality?

Get their email address if you do not already have it.

Thank them for agreeing to participate and for their time.

Appendix I. Follow-Up Call: Group B Participants

Thank you for agreeing to participate in my PhD research (if they have already agreed) and acknowledge this is a follow up call if they have not yet agreed to participate.

Just recapping, this research is on 'dark personality', cumulatively psychopathy, Machiavellianism, and narcissism, sometimes referred to sub-clinically as the Dark Triad. Much of the data collected on dark personality has been collected from incarcerated populations, college populations or on dark personality 'traits' only in the general populations.

As a result, and due to other factors, there is still substantial debate in the literature about what constitutes dark personality. There are over thirty tools designed to measure dark personality and there are serious differences in points of view about how dark personality manifests. There is dissonance about how malevolent their core is, about impulsiveness versus strategic orientation, about how their sexuality is expressed. There seems to be sanitised representations of dark personality attributed to people who are outside of the justice system and yet incarceration is an arbitrary delineation. There are people working in different fields who are working with people of dark personality, but insights and learnings are not necessarily shared across all fields.

Research shows however that the harm inflicted by dark personality is severe and far-reaching. It would be great to get to a deep, shared level of understanding. Therefore, your voice and opinions are important as the results of this study will be shared with research recipients (anonymously) and this will help to shape the field.

The focus of this research is on gaining a deep understanding and consensus regarding the core characteristics that are shared by all dark personality from those incarcerated for serious crime through to those who are captains of industry and identifying the behavioural manifestations of each attribute across a range of different contexts, circumstances, and personal situations.

I am interested in collecting data from people's experience across industries including business, domestic violence, academics, criminology, mental health professionals in both forensic and non-forensic settings, human resource professionals, law enforcement, justice system personnel, religion, elite sport and maybe others – professions where there is a likelihood of having exposure to dark personality. The work is to be done using a Delphi technique which is designed to achieve a convergence of opinions from experts on a real-world issue through a group communication process involving multiple iterations of questionnaires forwarded to selected 'panel members'.

Results of each 'round' are assimilated into one document which is forwarded to panel members for further comment.

In this study you would be committing to two surveys, the first of around 45 minutes, the second a little less than that and then possibly a third. The information you provide would be anonymous. You would be provided with a document at the end of the Delphi study which summarises the total data. We are unsure until we have the data whether we will require a third round. The research would take place from Jan 2021 to June 2021.

Answer questions as required. If they do not wish to participate in the research, thank them for their time and sign off.

If they express interest in participating in the research thank them and advise: *'I will then need to vet your experience to ensure your exposure is legitimately to dark personality by asking you a couple of questions. Are you OK to do that now?'*

Commence vetting questions:

1. Tell me some of the attributes or behavioural manifestations of attributes that you have seen in people of dark personality.
    a. Prompt potential participant for specific behavioural examples if not provided as follows: *'Can you give me further examples. Think of the full realm of behaviours and the range of situations you have been exposed to.'*
    b. Potential participants are required to, unprompted, identify and elaborate on at least 8 of the 13 key features included in the vetting criteria.
2. Over what length of time have you been exposed to this type of personality?

Get their email address if you do not already have it.

Thank them for agreeing to participate and for their time.

Appendix J. Ethics Approval and Final Report

Swinburne University of Technology Human Research Ethics Committee

Approval certificate

12/03/2021

The ethics application for your project Clarifying the Core Attributes and Behavioural Manifestations of Dark Personality: From Violent Criminal Offenders Through to Captains of Industry has been approved.

Chief Investigator: Timothy Marjoribanks

Ref: 20212965-6032

Approved Duration: 12/03/2021 to 12/03/2022

I refer to the ethical review of the above project protocol by Swinburne's Human Research Ethics Committee (SUHREC) or its sub-committees.

I am pleased to advise that, as submitted to date, the project may proceed in line with standard on-going ethics clearance conditions outlined below.

- The approved duration is as shown above unless an extension request is subsequently approved.
- All human research activity undertaken under Swinburne auspices must conform to Swinburne and external regulatory standards, including the *National Statement on Ethical Conduct in Human Research (2018)* and with respect to secure data use, retention and disposal.
- The named Swinburne Chief Investigator/Supervisor remains responsible for any personnel appointed to or associated with the project being made aware of ethics clearance conditions, including research and consent procedures or instruments approved. Any change in Chief Investigator/Supervisor, and addition or removal of other personnel/students from the project, requires timely notification and SUHREC endorsement.
- The above project has been approved as submitted for ethical review by or on behalf of SUHREC. Amendments to approved procedures or instruments ordinarily require prior ethical approval/clearance from SUHREC for approval. SUHREC must be notified immediately or as soon as possible thereafter of (a) any serious or unexpected adverse effects on participants and any redress measures; (b) proposed changes in protocols; and (c) unforeseen events which might affect continued ethical acceptability of the project.
- At a minimum, an annual report on the progress of the project is required as well as at the conclusion (or abandonment) of the project.
- A duly authorised external or internal audit of the project may be undertaken at any time.
- Please forward this approval certificate to relevant members of the project team.

This research project was approved during COVID-19 restrictions. The conduct of the research during this period should reflect any changes in relation to university and government COVID-19 mandates in the relevant jurisdictions. To ensure you have accommodated these mandates please refer to the Swinburne Ethics COVID-19 website here.

The following investigators have been approved to work on the project:

Chief Investigator

Timothy Marjoribanks

█████████

Student Investigators

Karen Mitchell, Kathleen DeBoer

Please contact the Swinburne Research Ethics Office if you have any queries.

Regards,

Dr Astrid Nordmann

on behalf of

Research Ethics Office

Swinburne University of Technology

From: donotreply@infonetica.net <donotreply@infonetica.net>
Sent: Monday, 5 September 2022 3:57 PM
To: Timothy Marjoribanks <tmarjoribanks@swin.edu.au>
Cc: RES Ethics <resethics@swin.edu.au>
Subject: Acknowledgement of Final Report for 20222965-10862

Dear Timothy,
The Final Report for project 20222965-10862 : Clarifying the Core Attributes and Behavioural
Manifestations of Dark Personality: From Violent Criminal Offenders Through to Captains of Industry.
has been processed and satisfies the reporting requirements set under the terms of ethics clearance.

Regards,
Dr Astrid Nordmann
Research Ethics Office
Swinburne University of Technology
P: +61 3 9214 3845 | E: resethics@swin.edu.au
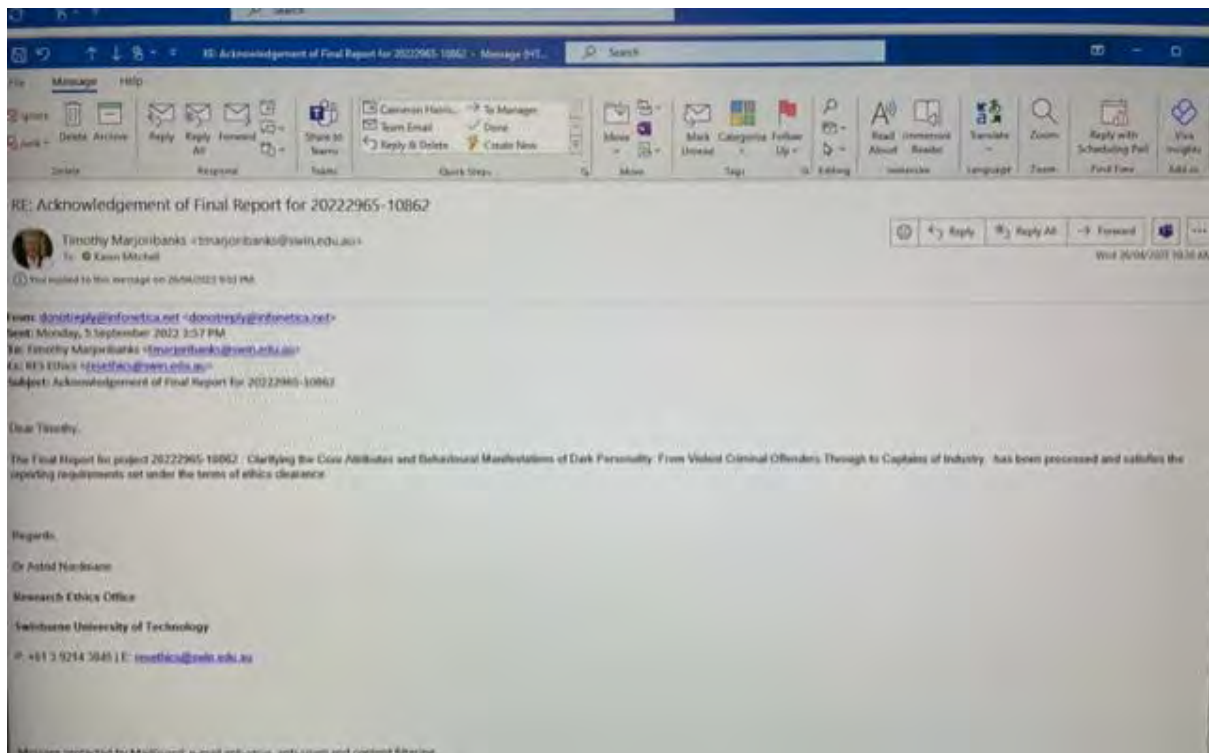
Appendix K. Background and Informed Consent for Group A Participants

Below is an example of the email forwarded to participants who participated in the pre-survey interview, and which contained a link to a Background and Informed Consent form which is also contained in this appendix.
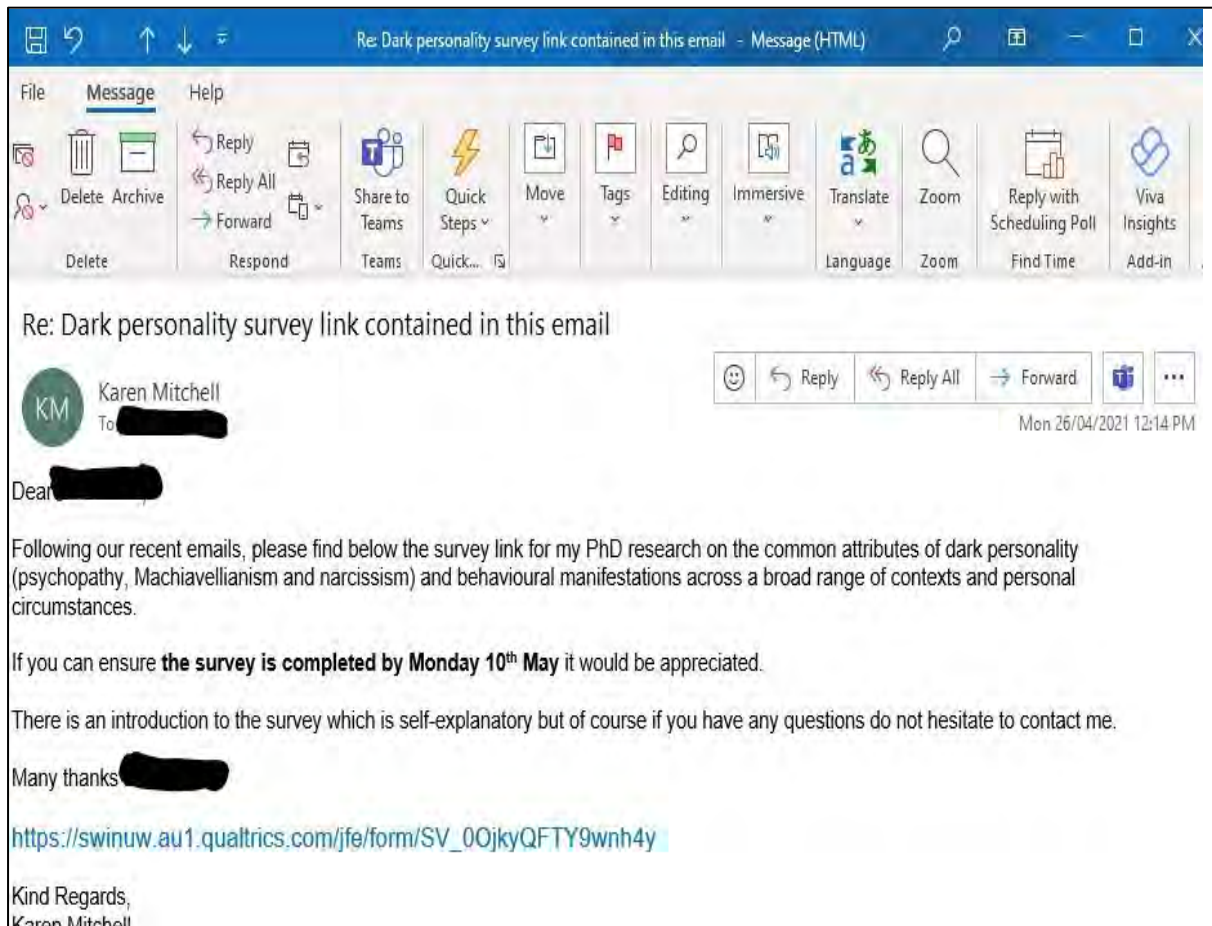
Gaining deeper clarity regarding the core attributes and behavioral manifestations of dark personality (psychopathy, Machiavellianism, narcissism) across the global population

You are being forwarded this email as you have indicated a willingness to participate in research on 'dark personality' (collectively psychopathy, Machiavellianism, and narcissism) including an introductory interview, followed by 2 surveys and possibly a third.

This email is a Participant Information and Informed Consent Form. Once you have read this material you will be invited to click on a link and answer some questions regarding your participation in this research. This process should take around 4 minutes.

What this project is about and why it is being undertaken
The objective of this research is to increase clarity and consensus regarding the over-arching, shared attributes of 'dark personality' across the global population from those incarcerated for overt crime through to captains of industry. The research also aims to clarify behavioural manifestations of each core attribute across varying contexts, communities, and individual circumstances.

In this research, 'dark personality' refers to people who consistently violate social norms and harm others. 'Harm' refers to emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and/or reputational wrongdoing.

Considerable dissent exists in the scientific, clinical, and business literature regarding the characteristics of people who violate social norms and harm others. Significant research has been undertaken with offender populations; however, those with dark personality who are higher functioning and have limited or no contact with the criminal justice system have been more challenging to access and understand. In addition, insights about dark personality gained in different fields of research and experience, such as domestic violence, criminology, toxic leadership, the justice system, and academia, are often not shared.

Over the last two decades a variety of research methodologies have been employed in an attempt to gain greater insight into dark personality and assessment tools designed to cover both offender and non-offender populations developed. With a limited amount of baseline information on the higher functioning dark personality across all contexts, however, widespread dispute and debate has ensued. Increasingly, the literature is focused on strategies to ameliorate the costly impact of dark personality in politics, business, religion and the broader community; however, it is difficult to address the harm imposed while contention and a multitude of theories and assessment tools exist.

The research you are taking part in is the first that includes practitioners who have had deep exposure to dark personality from both forensic and non-forensic contexts including FBI profilers, social work, law enforcement, religion, elite sport, psychiatry, business, psychology, domestic violence, the justice system, family court advocacy, medicine, neuroscience and others and also includes highly published academics in the areas of psychopathy, Machiavellianism, narcissism and the Dark Triad.

Your voice and opinions are important as the group results of this study will be shared with the international base of research participants as well as professional publications, helping to increase data which may support consensus in the field, which in turn has the potential to reduce harm.

Approach to the Research
A Delphi survey technique is being used to gather data. This technique is used to achieve a convergence of opinions from experts on a real-world issue through a group communication process which involves multiple iterations of questionnaires forwarded to selected 'panel members.' Results of each 'round' of questionnaires are assimilated into one document which is forwarded to panel members for further comment. Some participants are also being asked to participate in an introductory interview to help gain deeper insight at the outset of the study. You have been identified as someone who would provide considerable value in a presurvey interview.

What will participation involve?

The first round of the Delphi study, a survey, will be distributed sometime after your interview in the form of a link, sent by email. It will take approximately 45 minutes to complete. Data from this first round of research from all participants will be assimilated and a second survey of the same duration will be forwarded some weeks later. A third questionnaire may be required, depending on data collected from the first two rounds.

It is extremely important that the surveys are completed within the timeframe specified.   It is extremely important that each of the surveys is completed.

The research questions will relate to your observations, experiences, and insight into dark personality. Familiarity with the terms and language associated with dark personality is not necessary. For example, you may be very familiar with psychopathy but have no exposure to Machiavellianism or you may not be familiar with the terms at all but are very familiar with the behaviours. Questions will take this into account and definitions and explanations will be provided. The research will take place during the months of March 2021 – July 2021.

Confidentiality
The PhD thesis will include a list of research participants, noting name, profession, industry and current country of residence. Your identity in relation to the data collected in this study is however strictly confidential. Any information published will be in group data format only. Individual data will not be identified at any time. It is not envisaged you will have a concern about anonymity but if you do, you will be able to choose to have your name excluded from the thesis once you click on the link below.

Data will be kept on password protected files on secure network computer accessible only by researchers named on the ethics application. Following the completion of the data, all files will be stored on password protected files for a minimum of five years after the publication of results.

Research Output
Research results will be used as part of Ms Mitchell's PhD thesis and will be used to prepare academic and industry publications. The results may also be presented in professional and scholarly conferences and/or in publications. The results may also be used in a book Ms Mitchell is writing on dark personality but without any identifiable features. The anonymous data may also be re-analyzed in further relevant research.

Ms Mitchell does have an interest in audio recording the interview, on a strictly confidential basis, so she can listen to it later for full accuracy of comments. She would also like to create a video recording of the interview for training purposes. You will have an opportunity to agree or decline both the audio recording and/or the video recording when you click on the link.

Further Information about the Project
If you would like further information about the project, please do not hesitate to contact myself, Ms. Karen Mitchell, PhD Candidate, Faculty of Business and Law, Swinburne University of Technology at klmitchell@swin.edu.au.

Concerns/Complaints about the Project
This project has been approved by or on behalf of Swinburne's Human Research Ethics Subcommittee (SHESC) in line with the National Statement on Ethical Conduct in Human Research. If you have any concerns or complaints about the conduct of this project, contact: Research Ethics Officer, Swinburne Research (H68), Swinburne University of Technology, P O Box 218, HAWTHORN VIC 3122. Tel (03) 9214 5218 or +61 3 9214 3845 or resethics@swin.edu.au

If you agree to proceed please respond to the questions below.

Your support and participation are greatly appreciated.
Kind Regards
Karen Mitchell

Q11. Do you agree to have your name published in a list at the front of the PhD thesis

Yes

No

Q13. In what past or current professional role were you exposed to dark personality?

Q14. In what past or current industry and/or organisation were you exposed to dark personality

Q15. What is your current country of residence?

Q10. I consent to participate in an interview with the researcher

Yes

No

Q2. I consent for the researcher to audio-record the interview only for the purpose of transcription

Yes

No

Q3. I consent for the researcher to video the interview for potential use in educational materials regarding dark personality

Yes

No

Location: (-37.744003295898, 144.96820068359)

Source: GeoIP Estimation

Q9. I consent for the researcher to forward the survey link at the conclusion of the interview

Yes

No

Q7.
Finally, do you have a colleague who might fit the criteria for this research and be interested in participating? If so, it would be greatly appreciated if you could please provide a name, email address and phone number below and I will contact them with and explain that you referred them to the research.

Participation is open to the following professionals who have deep experience with dark personality including psychopathy, Machiavellianism and/or narcissism:

Category 1 - Law enforcement, criminal investigators, justice system, forensic mental health professionals, forensic personality profiling.

Category 2 - Academics in psychopathy, narcissism, Machiavellianism and Dark Triad.

Category 3 - Non-forensic psychologists, psychiatrists, social workers, family court representatives, marital guidance professionals, family violence specialists and family justice system lobbyists.

Category 4 – People capital, human resource management, organisational development, executive leadership, organisational psychologists, management consulting and executive search professionals. Category 5 – Mentors, coaches and others who have had exposure to dark personality in their professional roles in the areas of politics, sport, religion, law, academia, medicine, education, and/or other communities.

Name, email and number:

Q5. By clicking the arrow you are consenting to participate in the Delphi survey research project and to be contacted by the researcher for an interview

Location Data

Appendix L. Examples of Presurvey, Semistructured Interview Questions
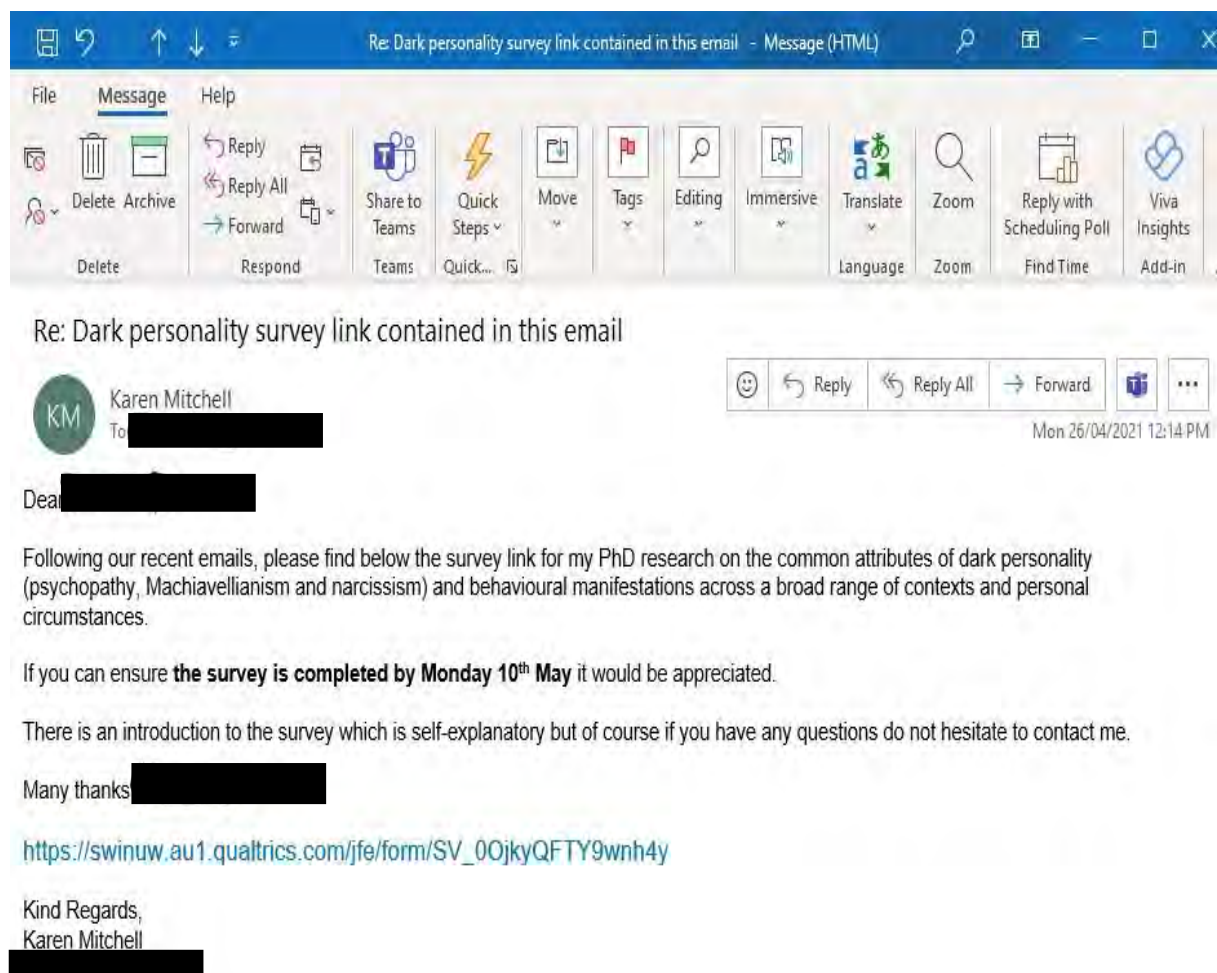
1. How did your involvement in dark personality come about?

2. What has your experience been with people of dark personality and/or their victims?

3. What insights have you gleaned about people of dark personality and/or their victims from your work/research with them?

4. What factors contributed to your insights/thinking? That is, were there particular conditions or circumstances which assisted in the development of your knowledge of people of dark personality?

5. What do you believe drives people of dark personality?

6. What do you believe are the attributes common to all people of dark personality across humankind?

7. What is your understanding of psychopathy, Machiavellianism, and narcissism? (If there is no or a limited understanding of this terminology go to the next question). Ask the following:

   a. Are there issues about the definition and conceptualisation of psychopathy, Machiavellianism and/or narcissism, about the construct, that trouble you or puzzle you? If so, elaborate?

   b. Do you think it is possible we have missed something altogether regarding psychopathy, Machiavellianism and/or narcissism? Are there gaps in our knowledge? Please expand.

   c. There are attributes or characteristics of dark personality which are the subject of controversy in dark personality. What do you say about this?

8. Tell me your understanding of what 'successful' people of dark personality means.

9. Can you give me more insight into 'successful' people of dark personality, in the fields of religion, medicine, politics, elite sport, corporates and so on?

10. Do you think there is a gap in our knowledge of people of dark personality and if so, what might assist with gaining clarity regarding these knowledge gaps?

11. Do you think agreement across all academic and practitioner fields on the shared attributes of people of dark personality is important? Why/why not? If you do think it is important, in your view, what are the best ways to gain this agreement?

Appendix M. Survey Instrument: First Round of Delphi Research

The survey instrument included in this appendix was completed by a participant who participated in a pre-survey, semi-structured interview (Group A participant). The responses have been blocked out to protect the identity of the participant. He/she was required to complete an informed consent form prior to the pre-survey interview.

The survey included here was adapted for participants who did not participate in a pre-survey interview (Group B participants) to include an informed consent section and the introductory sentence was changed so there was no mention of an interview.

Surveys were forwarded by email as a link and completed electronically. Below is an example of how the survey was forwarded to participants.

Q2.

Introduction

Thank you for agreeing to be involved in this PhD research and for participating in an initial interview. Your contribution of time and insight is greatly valued.

This document is the first survey instrument. A second, and possibly a third survey will follow over the next couple of months.

Simply put, this research relates to people who consistently violate social norms and harm others.

People who consistently violate social norms and harm others are referred to in this research as 'dark personality'. For those familiar with the terms, dark personality refers here collectively to both clinical and sub-clinical forms, in both forensic and non-forensic contexts, of psychopathy, Machiavellianism, and narcissism.

You do not require an understanding of these terms to participate in this research as all questions will be explained in general language.

This research aims to gain greater clarity regarding the core attributes of dark personality across the entire population, from those incarcerated for more overt, harmful acts through to captains of industry whose harmful acts are usually less transparent. In addition, this research aims to identify specific behaviours that manifest from each attribute in a wide range of contexts and personal circumstances.

Participants for this research have been chosen carefully from an international field and represent the areas of religion, psychology, psychiatry, elite sport, the justice system, education, personality profiling, law enforcement, advocacy, corporates, medicine, military, and others. Research participants also include highly published and respected academics in psychopathy, Machiavellianism, narcissism and the Dark Triad.

Your voice and opinions are important as the group results of this study will be shared with the international base of research participants as well as professional publications, helping to increase data which may support consensus in the field, which in turn has the potential to reduce harm.

Definitions and understanding

While all research participants have experience with people who consistently violate social norms and harm others, not all participants are familiar with the models, terminology and assessment tools used in the dark personality area.

In this research, it is very important you use words and phrases employed across the broad population. The greater the uniformity of language, the more likely it is that the data analysis will be accurate.

Please DO NOT use terms such as 'Factor 1' and 'attachment domain'.

Please DO use terms such as 'lifestyle', 'enjoys harming others', and 'is compelling and believable'.

Below are definitions which will further assist in ensuring uniformity of meaning in responses.

Dark personality
People who consistently violate social norms and harm others, collectively psychopathy (psychopath), Machiavellianism (Machiavellian), and Narcissism (narcissist).

Harm
Emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and reputational wrongdoing.

Attribute
A typical feature or quality of someone which serves to identify them.

Behaviour
A very precise mannerism or action.

Psychopaths are generally characterised as pathological liars with superficial charm and a tendency towards violence associated with lack of deep social emotions, especially guilt, remorse, empathy, and love. Machiavellians are generally characterised as engaging in highly manipulative behaviour, having a focus on personal gain with cynical disregard for morality, and having a long-term approach. Narcissists are generally characterised by behaviours of exploitation, dominance, and exhibitionism as well as

feelings of superiority, entitlement, and lack of empathy. Dark Triad is a term coined to encompass these three conceptualisations in people outside of prison, based on their shared 'dark core'.

Whether your experience and/or knowledge relates to psychopathy, Machiavellianism, narcissism, Dark Triad, all the above, one of the above, or simply a group of attributes which society typically disapproves of and which infringes on the rights, health and safety of others is of no consequence to this research. Your views are valuable.

Research approach

This research is being conducted utilising the Delphi technique designed to achieve a convergence of opinions through a group communication process involving multiple iterations of questionnaires forwarded to selected 'panel members'. Results of each 'round' are assimilated into one survey document which is forwarded to panel members for further comment. Each questionnaire should take about 45 minutes to complete although it could take longer, depending on the amount of detail you choose to include. Your identity in relation to the data collected in this study is strictly confidential. Any information published will be in group data only. No identifying quotes or comments made by participants will be forwarded to other panel members or ultimately included in the PhD document or other publications.

Navigating this survey instrument

You can go in and out of the survey as required. Responses will automatically save if you exit the survey. You can use the same link to return to the document.

You will be asked to confirm submission once you have completed the survey. There are 27 questions in total.

It is important you complete each questionnaire.

It is important you complete each questionnaire in the allotted timeframe.

Thank you in advance for your support, time and insights. They are greatly appreciated.

Q55.

Survey 1
Survey completion deadline: Monday 10th May, 2021

Q61. For the purpose of reviewing each of your survey responses, please include an identifier of 6 digits, made up of the first two letters of your first name, followed by the month of your birth, followed by the first two letters of your last name. For example, John Smith DOB: 23rd Jan 1960 = JO01SM

Q3. DEFINITIONS
Dark Personality: People who consistently violate social norms and harm others, collectively psychopathy (psychopath), Machiavellianism (Machiavellian), and Narcissism (narcissist).
Harm: Emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and reputational wrongdoing.
Attribute: A typical feature or quality of someone which serves to identify them.
Behaviour: A very precise mannerism or action.

Q4.
1. How many years of exposure do you have to dark personality? Exposure may be gained through working with, educating about, investigating, researching, and/or supporting survivors of dark personality.

Q6. 2. Please provide a brief, high level career summary. Include the number of years you worked in any role you include.

Q7. 3. What is your highest level of education?

Completed some high school

Completed high school

Trade apprenticeship

Diploma

Bachelors degree

Masters degree

PhD, post-doctoral

Q9.
4. Have you ever used tests, assessment tools, approaches, or criteria to identify dark personality? If yes, please describe. (Note, if you are a practitioner, you have been invited to participate in this research following a comprehensive vetting process regarding your exposure to dark personality. While some of you have used tests and/or assessment tools, it is not necessary to have used them. Your input is valuable and your experience very important to this research.)

Yes

No

Q46. 4a. Please describe the tests, assessment tools, approaches or criteria you have used

This question was not displayed to the respondent

Q10.
5. In your experience, what is the most defining, core attribute of dark personality? That is, in your experience, what is the attribute in people of dark personality which is most prominent in their day to day life, the feature/attribute from which the highest number of behaviours appear to manifest from? Please include only one attribute in your response to this question.

Q11.
5a. Describe this attribute in more detail

Q12. 5b. Please provide two specific examples of how this attribute manifests behaviourally. That is, provide examples of what you have seen or heard of a person of dark personality doing when they are living out this attribute. Please also indicate for EACH behaviour, to the best of your knowledge, whether this person has ever been incarcerated and what their profession or work is.

Q79. DEFINITIONS
Dark Personality: People who consistently violate social norms and harm others, collectively psychopathy (psychopath), Machiavellianism (Machiavellian), and Narcissism (narcissist).
Harm: Emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and reputational wrongdoing.
Attribute: A typical feature or quality of someone which serves to identify them.
Behaviour: A very precise mannerism or action.

Q13.

6. List all the core attributes of dark personality from your exposure to this personality type, their victims and/or others closely associated with them. Experience may be gained through working with, educating about, investigating, researching and/or supporting victims of dark personality. That is, what are the attributes/features of dark personality, regardless of social status or criminality.
- List as many attributes as you can think of.
- Beside each attribute, include a brief description of that attribute.
- Beside each attribute, include two specific behaviours that you have observed, or are aware of, that represent this attribute.
- Beside each specific behaviour, also indicate, to the best of your knowledge, whether the person exhibiting the behaviour has ever been incarcerated and also their profession or work.

Q51.

	Please list the attribute below	Brief description	Behaviour 1	Ever Incarcerated?	Work/profession?	Behaviour 2	Ever Incarcerated?	Work/profession?
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								

Q15.
7. In your experience, is there a set of attributes which clearly define dark personality?

Yes

No

Q78. 7a. Please expand on your answer.
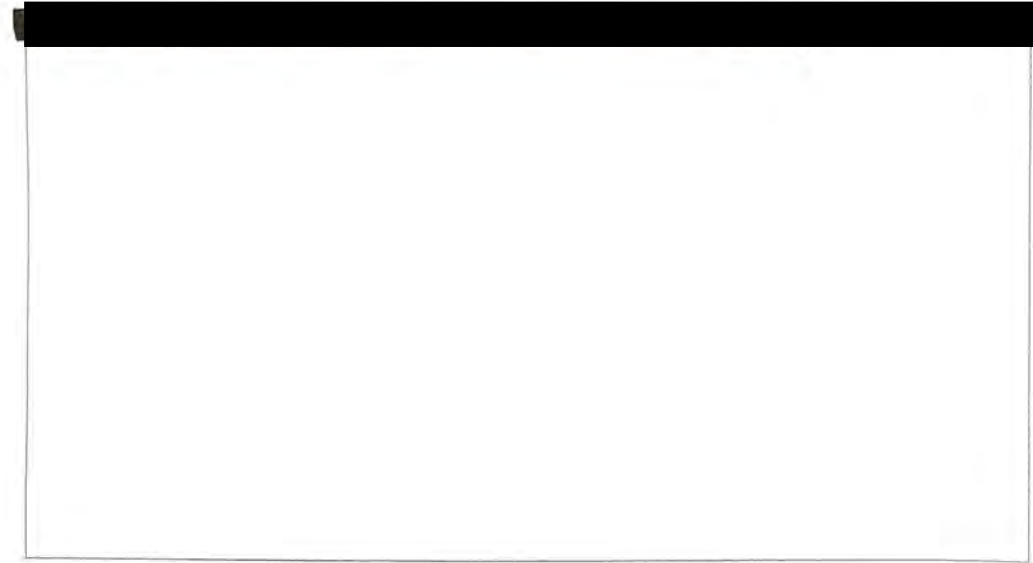
Q74. By clicking next your answers will save. Please use the same link to return to the survey and continue with your response if you exit the document at any time.

Q16. 8. Experts in the mental health area have moved away from naming a set of symptoms to describe different mental health conditions, for example as in Borderline Personality Disorder or Bipolar Disorder, towards using models of general personality which contain several dimensions or scales to indicate a person's mental health. A person can be rated on each of these dimensions. People of dark personality usually fall either end of these dimensions, which is to say people of dark personality have more extreme manifestations of normal attributes. To explain this in another way, mental health experts have moved away from using a categorical approach, to use of a dimensional approach of assessing mental health conditions. This shift to a dimensional approach is intended to address several problems with the categorical model, such as a failure to be able to account for the relative importance of particular symptoms. One of the most highly used models of general personality, the 'Five Factor Model', is comprised of five dimensions: neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. Each of these five dimensions has several sub-dimensions which people may also be rated on. For example, 'neuroticism' has the sub-dimensions of anxiety, hostility/anger, depression, self-consciousness, impulsiveness, and vulnerability to stress. This dimensional model is now used extensively in the assessment of dark personality.

Q17.
8a. Based on the very brief outline above and your experience with dark personality, do you believe a dimensional model of normal personality has the potential to provide a means of accurately identifying dark personality?

Yes
No

Q18.
8b. Please explain the basis for your response

Q20.

9. In your experience, is dark personality malevolent, where 'malevolent' is defined as '*having or showing a wish to do evil to others*'? If your answer is yes, please provide at least one example of malevolent intention or behaviour you are familiar with.

Yes

No

Q48. 9a. Please provide at least one example

This question was not displayed to the respondent.

Q21.

10. In your experience, is dark personality sadistic, where 'sadistic' is defined as '*gaining pleasure from seeing others undergo pain or discomfort*'? If your answer is yes, please provide at least one example of sadistic behaviour you are familiar with.

Yes

No

Q49. 10a. Please provide at least one example
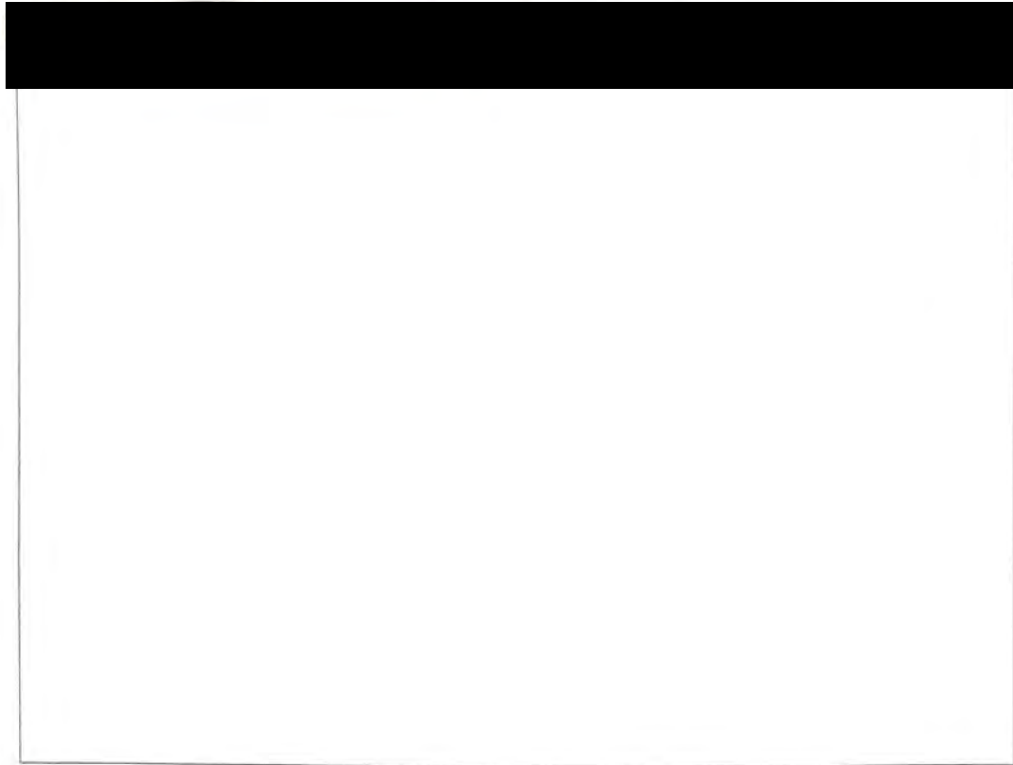
Q63. 11. Have you ever experienced fear when you have been in the physical presence of someone of dark personality?

Yes

No

I have not to my knowledge been in the physical presence of someone of dark personality

Q64. 11a. If yes, what specifically has given rise to this fear?

Q65. 12. Have you ever experienced fear in anticipation of how someone of dark personality might harm you when you have not been in their presence?

Yes

No

I have not, to my knowledge, had associations with anyone of dark personality

Q66. 12a. If yes, what has given rise to this fear?
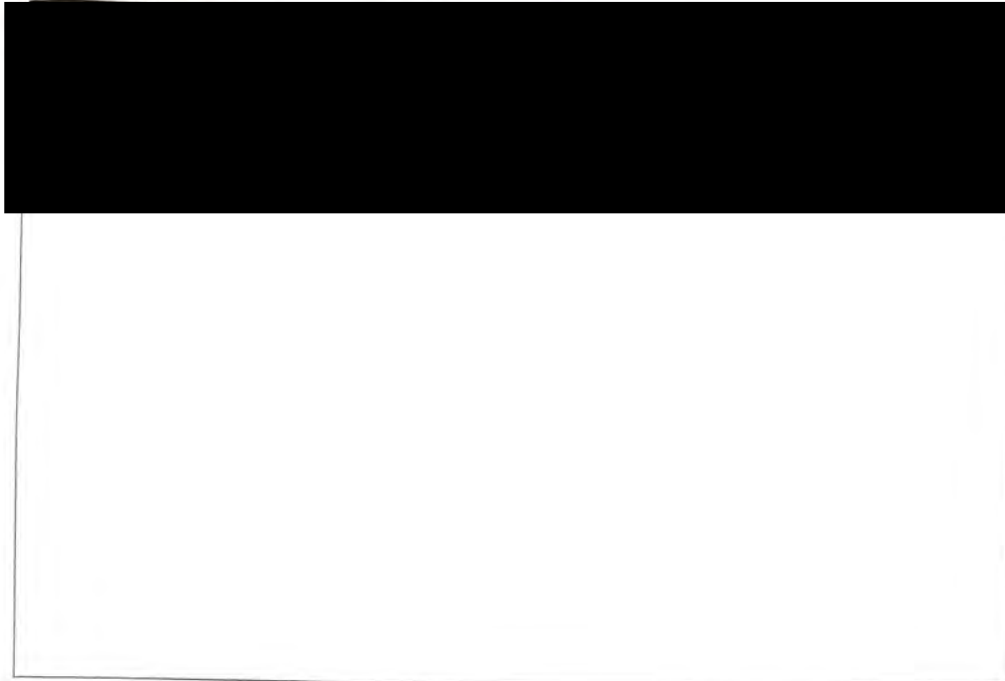
Q67. 12b. What specifically have been your concerns about how the person of dark personality might harm you? Keep in mind the broader definition of harm.

Q68. 13. What have you observed or heard victims report about the body language, mannerisms, facial expressions, communication and interpersonal behaviours of people of dark personality when they are

angry and/or not happy about something that has occurred?

Q22.
14. In your experience, do people of dark personality universally break laws and/or regulations, regardless of whether they have been in prison or in the justice system generally?

Yes

No

Q47. 14a. Please expand on your response

Q23.
15. Describe the impact of harm inflicted on victims of dark personality. That is, how has harm manifested in the victims of dark personality? Please include at least two examples in your response. Also, please consider both adults and children in your response. Harm is defined as *'emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and reputational wrongdoing'*.
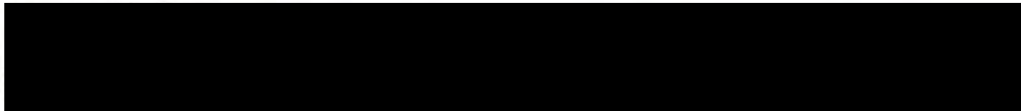
Q75. By clicking next, your answers will save. Please use the same link to return to the survey if you exit the document at any time.

Q24.
16. In your view, are there attributes which differentiate between people of dark personality that are incarcerated and people of dark personality that are not incarcerated?

Yes
No

Q25.
16a. Please expand on your answer

Q26.
17. From your experience with dark personality, what do you believe is the best way of learning about them? That is, what method of data collection would provide the most accurate and insightful information about dark personality?
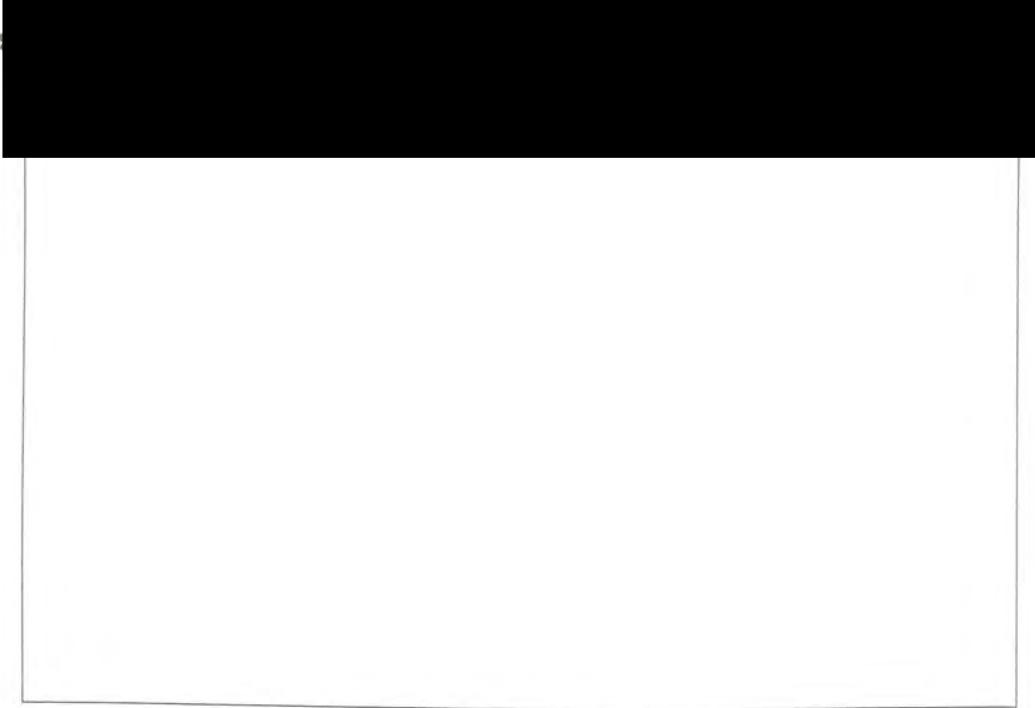
Q27.
18. Do you believe asking people of dark personality to answer questions about themselves would provide accurate and insightful data?

☐ Yes
☒ No

Q28.
18a. Please expand on your answer

Q69. 19. There is considerable disagreement internationally regarding the core attributes of dark personality. Do you believe disagreement hinders the ability to protect society from dark personality?

Yes

No

Q30.
19a. Please expand on your answer

Q29.
19b. Do you have ideas or suggestions of how greater consensus might be achieved internationally regarding the attributes and behaviours of dark personality?

Q32.
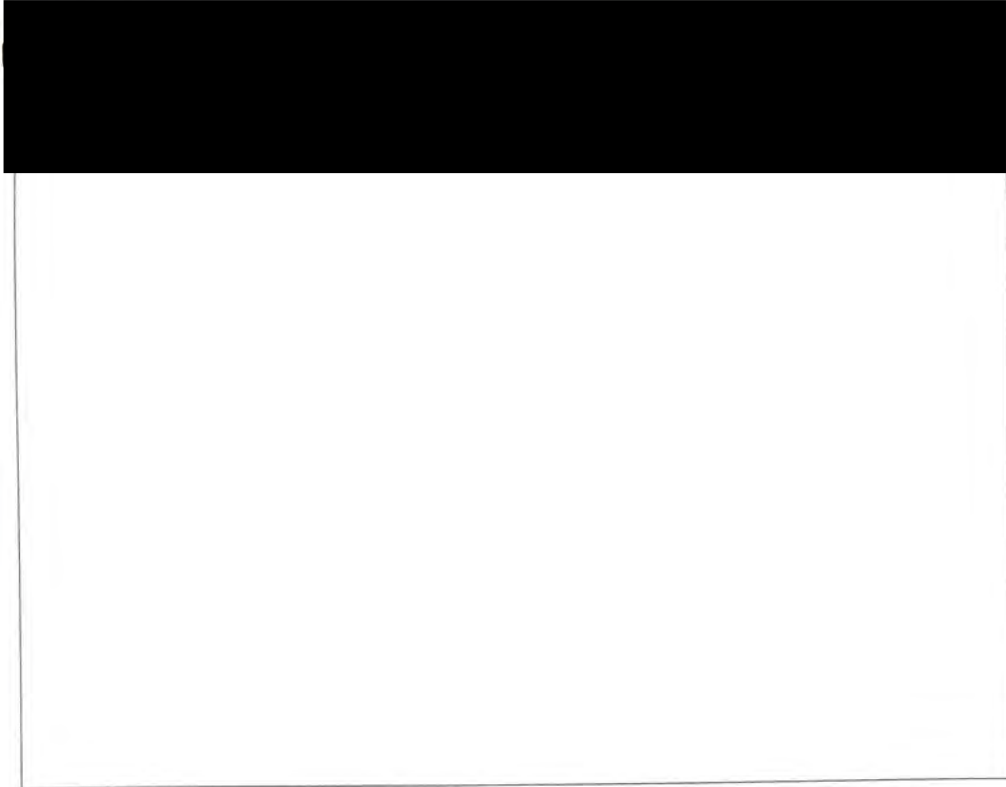
20. Do you believe there are gaps in our knowledge about people of dark personality?

⊙ Yes

○ No

Q31.
20a. Please expand on your answer

Q72. 21. In your view, is there a difference in meaning between the words 'control' and 'power' in relation to people of dark personality.

Yes

No

I am unsure about the answer to this question

Q73. 21a. Please expand on your answer

Q76. By clicking next, your answers will save. Please use the same link to return to the survey and continue with your response if you exit the document at any time.

Q33. 22. Do you have a working knowledge of the concepts of all three concepcualisations of dark personality (psychopathy, Machiavellianism and narcissism) as well as the Dark Triad?

Yes

No

Q38. 22a. In your view, is the Dark Triad a useful conceptualisation?

Yes

No

Q39. 22b. Please expand on your answer

Q40.
22c. In your view, are psychopathy and Machiavellianism the same construct?

Yes
No

Q41. 22d. Please expand on your answer
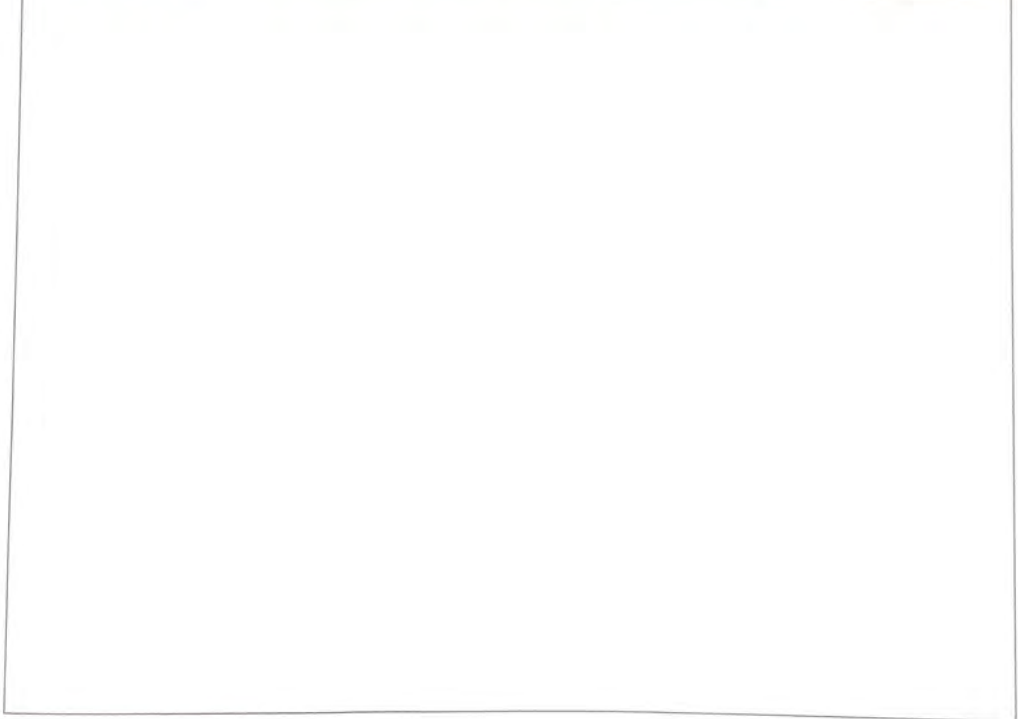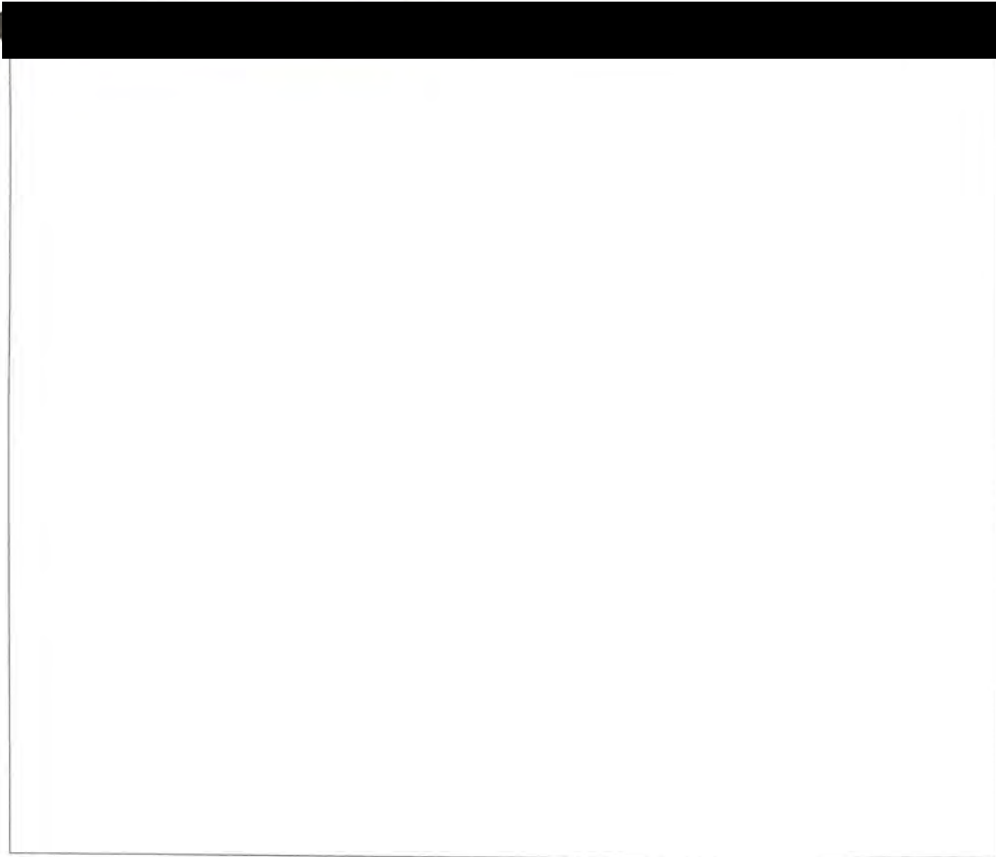
Q43.
22f. In your view, what attributes are found only in Machiavellianism?

Q44.
22g. In your view, what attributes are found only in narcissism?
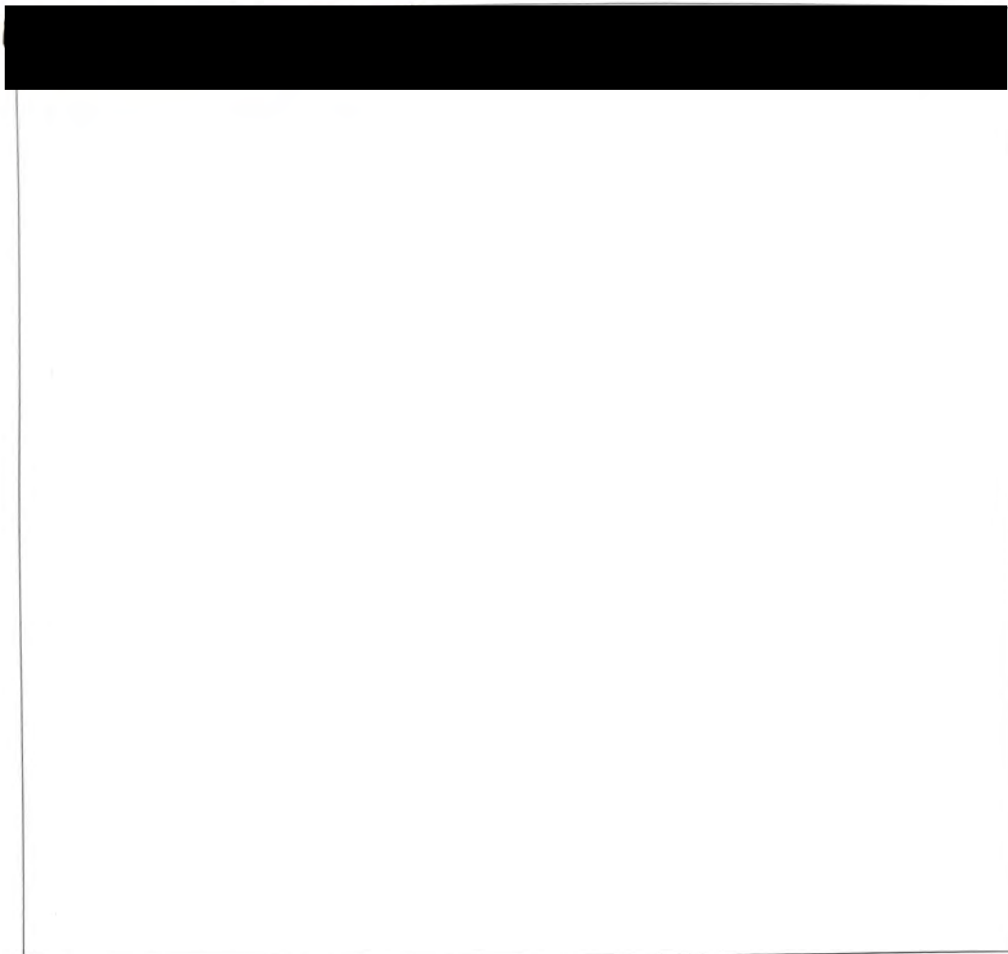
Q70. 23. In your experience, and in relation to individual harm only (that is, not in relation to large-scale harm), do dark personality generally identify and pursue their victims or are their choices generally more random?

Identify and pursue

Random choice

Q71. 23a. Please expand on your answer
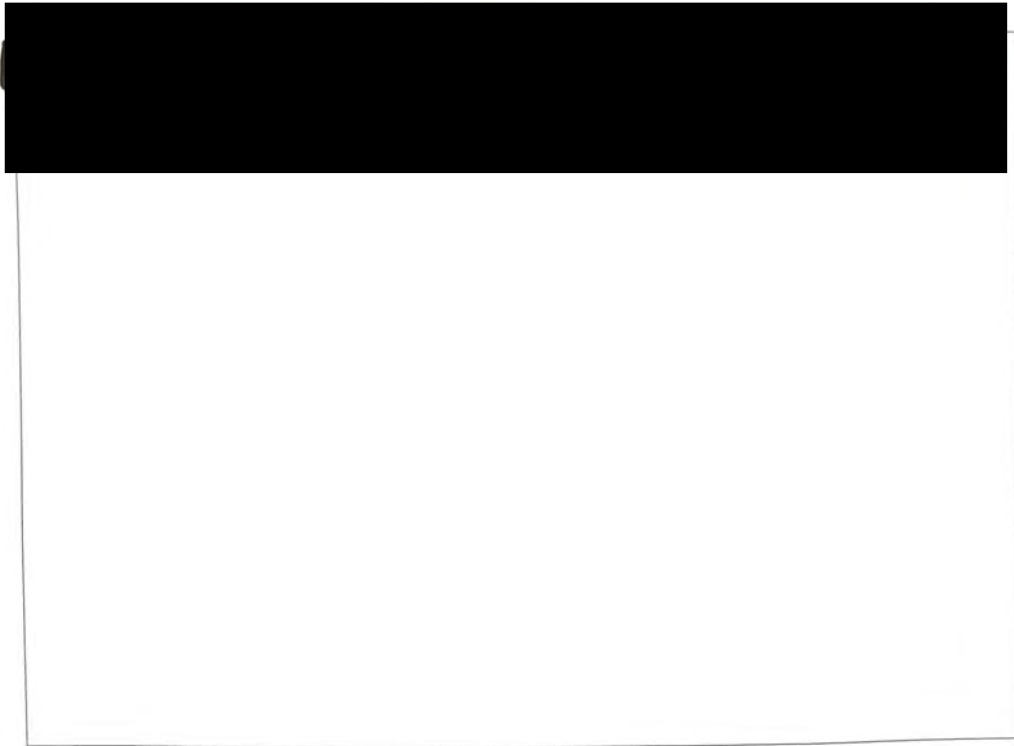
Q34.
24. What do you believe is the origin of dark personality? That is, what causes dark personality in someone?

Q35.
25. Considering your understanding of dark personality, what is your view on the future of dark personality in a range of communities, in positions of power, in the world? Please add any comments, thoughts and ideas you might have on this issue.

Q36.
26. Some of the academic and also popular literature discusses the advantages of dark personality attributes. For example, an absence of fear could be of great benefit to a surgeon or an army general. Please provide your thoughts on this issue.

Q37.
27. Is there anything else you would like to share about your observations and thoughts regarding dark personality?

Q77. By clicking next, your answers will save. Please use the same link to return to the survey and continue with your response if you exit the document at any time.

Q60.

By clicking SUBMIT you are confirming submission of your responses. Thank you for participating in this survey, your insight and time is greatly appreciated.

Location Data

Location: (-37.815902709961, 144.96688842773)

Source: GeoIP Estimation

Appendix N. Strawman Model Used for Postsurvey, Semistructured Interviews

Interview feedback on the strawman model is included here in italics.

Comments preceded by a dot point, or where a space is included between it and the next comment, are from different participants.

First, general points are presented, then comments on each of the three dimension of the model, attributes, tactics and differentiators.

- *Mind blowing. Brilliant. I love the superpower. It is a very accurate, deeply insightful outline of dark personality which resonates with my observations and interactions with dark personality and their victims over many years. I look forward to it being developed into a tool I can use in clinical settings. People currently do not understand the breadth and depth of damage from dark personality. This model will help us to make predictions of harm. You could develop a prediction of dangerousness. Attributes are shared traits. There needs to be clarity about the definition of 'attribute'.*

- *The 3 sets of information are very good. I can understand why you are excited about this work. They resemble what I have experienced very, very closely. They resonate. That is the key with a model that when victims can read it and answer yes, yes, yes, tick, tick. This is what I go through in my head when people tell me their story. Some general feedback, consider taking 'entitled' out as a separate attribute. It is an incredible list of attributes. Flesh out the examples of strategies and tactics more. Preserves themselves. Obligates. Challenges professional qualifications and integrity of other party. Weakens victim. Constantly putting a victim in defence mode, always on the back foot, almost under the heading of wrongfully accusing. I need a 20th attribute, maybe entitlement to make it an even 20, entitled to harm and control, interact with the world on their own set of rules, not society's rules.*

- *This resonates with my exposure to dark personality, particularly in terms of child sexual abuse, in the religious sector. I think including definitions of the attributes is important so there is a clear, shared understanding of what is being said.*

- *Yes, very good.*

- *A lot of it really resonates with me. This is a terrible thing to say, but the ones that we lock up, to me, you remove them from society, you've identified them, you've basically labelled them, and you've taken them out of society. It's the ones that are still in society, that's woven into the fabric of society, that really, we should fear.*

- *All seems pretty sound. They do kill themselves sometimes if they fear they will lose control or because of their God complex. The guy who killed 300 people, cult leaders, the guy who killed his three kids on Father's Day so on every Father's Day she would remember (Cindy Gambino). You have done well. I am worried it is too long, that no one will bother to read it.*

- *Regarding strategies and tactics, that is comprehensive.*

- *This is largely a social construct. I think you did that well.*

- *That really sums it up, it's a really good depiction.*

Strawman model with research participant feedback included in italics.

Attributes (Strawman)

Attribute	Definition of attribute	Selected quotes representing attribute	Selected quotes representing the attribute in different contexts
Seeking control and power. *Sounds absolutely spot on. This is a completely central attribute and at the core of what motivates these people.* *Diverse and centred around common theme of control, focussed on central theme of coercive control which is coming into being in Aust and already in Tasmania and its definition versus control in broader like groups of people and whether they, to some extent I imagine in these people, on in the same kind of things, some more focused on macro-economic versus micro economic scale. Does it necessarily follow like, Donald trump, is he telling his wife how she should dress versus or is he much more interested in that he gets his thrills he gets into coercion of a crowd. In my experience of people who act like this if it is a completed pattern, in psychiatric, repetition compulsion, repeated pattern of behaviour focussed on controlling an individual like the spouse, on much narrower scale versus there is a common theme across dark personality to choose the broad examples of other*	**An innate passion for gaining control over a person, a community, a situation and/or a setting of their choosing.** *Sounds reasonable, yes, yes. Most definitely this is an attribute, it is a key one.* *Range of reasons people seek that out. That is very significant and thinking of someone who murdered a significant number of people the thing that bothered him more than anything else, was when he was convicted it turns out that his friend was a police informant and that was what really bothered him, both being caught but that he had misjudged this person and was not controlling him in the way he thought he was. That was why he was waiting to get out, because his sense of total control was not there, this happened 20 years ago but if you mentioned it now, the rage that comes over him in unbelievable.* *They get a kick out of the game of taking control and manipulating others. The cat and mouse game of playing with their victim lends itself to power and control.* *Yep, it makes an assumption that they are*	A drive to have power/control over situations and people is the key attributes of dark personality. Psychopathy is intertwined with power, and the power, is over an individual during the rape, during the homicide or over a group of individuals. It's always about control. It all comes back to control and power. She was the conductor of the orchestra. Intention is destruction in one way or another with complete control over another. They like to exert power and control over the other in a way that makes the relationship difficult and uncomfortable interpersonally. I see power and control manifested in their normal life outside of their offending. They are in corporate settings a lot of times, when you see an executive decide not necessarily in the best interests of the corporation, but it is the fact they can do that and let everyone know they are the people in control, and they can do anything they want to do. They harm or punish if you challenge their control. An insatiable need to control.	Utilising the legal system to financially control another. Application for full custody of children without any ability to care for them, practically. Manipulating people in power, such as the Board members, to control what they think of others. Dominates the therapy session by only talking about their own agenda and dismissing the therapist. Creating negative consequences so a person will avoid repeating an incident. A lot of the [forensic] deviances are associated not only with the act itself [rape, rape/murder] but with power and control. Using legal processes to control - eg unnecessary adjournments to get her back to court and cause disruption to her life. Provides benefits for compliance. These men also became so obsessed they changed jobs or stopped working altogether so they could focus on the task of continuing to try to control their ex-partner. Gaining professional credentials in order to gain status and power which would enable them to abuse children without being subject to questioning. I've seen their actions in exercising power and

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people who will try and control boards or swing elections or work behind the scenes in particular sense to achieve nefarious gains are probably not as interested in those more personal things of control. *Absolutely, this is the key driver.* *Does not surprise me, it does seem to be their aim in life.* *I definitely agree. Not surprised it is one of the important ones. Put them in order of importance later. (How do you react that this is not in the PCL-R?). He was working from Cleckley's attributes. Cleckley attempted to manipulate the conversation, but they were in prison under control so in a way they have no control or power even though they tried to manipulate the situation. Therefore, is might not have come out so much investigating prison populations.*	*specifically engineered or designed not to be reactive to a situation but they are looking for fights in the alpha male of the herd to maintain and exert power and control and that does not happen in an accidental way when someone treads on your toes, it is something you almost have to do in a way that subtly sends a signal out to other members of the herd not to mess with them. That vengefulness is probably to be effective has to be explicit like people who mess with them know that they are going to come off second best many years down the track and they have to show it around like a trophy.*	Use of intimidation to control. Purposely intimidates and creates terror and fear in others. Making people fear them, eggshells. Children under-report what is going on with the dark personality parent out of fear.	control, and that they can't hide, to inflict such pain on others. They unnecessarily hound them through the courts and pursue them in that kind of way. Children report to the therapist that the father's house is more stressful than at the mother's but ask the therapist not to reveal this to father. Remind you of how powerful they were. Would always refer to the founder of the company in meetings. Manipulation of others' social relationships. Would sit behind founder at head of table and never disagree. I have observed rage and physical assault on another person, intense anger and the destruction of property, a total loss of behavioural control, a smirk and smile that said "I will get what I want from you" that can generate fear as much as an exhibition of rage. The accident was carefully calculated to teach a message either to the child or the ex-partner who is the other parent of the child. Standing tall and too close on leaving the room. Children are free to express a range of emotions and issues in therapy when talking about their mother but are shut down, polite and do not speak badly at all about their father however they go red/flushed in the face and it is clear they do not feel safe to speak.

Rigid and uncompromising. *Absolutely there is a personality disorder which is most common, called obsessive compulsive personality disorder or OCPD. It is very different to OCD and that is one of the core features of this disorder, rules, rigidity, around rules. You break a rule the punishment can be proportionate to the crime committed. Breaking a little rule is the same as breaking a big rule. Read about this disorder, I would say there is quite a lot in that. I don't like the word obsessional in context but that persistent rigidity.* *Yes, we see this when psychopath perpetrators want a particular result.* *Certainly, from my research into the corporate sector they are very litigious if you challenge them. Challenging them is the worst thing you can do because they do not like to be thwarted. Have not seen the word used before but it does fit. No mutual consideration.* *When would that not ring true? That is when they think they can manipulate. If they do negotiate on something, because they think they can pull the wool over someone's eyes by appearing to be good. It will be in their interests if they do it but otherwise uncompromising. If they can*	**An unwillingness to make concessions or to negotiate in a manner that involves mutual consideration for the interests of both parties.** *In some ways to me that falls under manipulative impression management. I am thinking of somebody, and they generally could appear to be compromising but their manipulate strategies would have covered them. They will not back down in the normal way. This is how controlling manifests. It is hard to be devious and uncompromising, you notice very quickly. I am thinking of short-term compromise, ultimately their agenda will not be compromised. Can seem to be compromising to meet a long-term goal.* *Yes, it fits. When you are provided with new information, you revise. They do not. You can engage in a long dialogue about all the reasons why they should compromise but they have an unwillingness which is steadfast.*	Unable to see a point of view beyond their own. They insist on having things the way they want them. Their way or the highway. Defiant. Insistent. The inability to understand another's point of view.	When you do confront them, they are hostile, aggressive, litigious, and incensed that you could challenge them in any way. If a person does not comply or do what they want they ignore them, they refuse to talk to them or cooperate with them. They were threatened with legal action if they were to try to take it further or complain. If others disagreed with an approach, they were implied to be troublemakers and terminated. They threaten those who make claims against them or question them. They are always molding situations or conversations to produce a desired outcome. He stood over them and he pointed his finger at their faces, quite close to them, so there's physical mannerisms, to make him bigger, to make him more powerful and to make his presence felt, so physical intimidation is used when challenged. Total destruction on every level, often physically and/or psychologically [if one does not align with them]. The children are often fearful of the dark personality parent and will try and please them. So, they'll use lawyers who are very caustic to attack. There is an arrogance to their response. How dare you challenge me.

get benefit out of appearing to be someone that is compromising, they can do it. I would also use the word relentless because that behaviour will stop at nothing but might include faking good and demonising the other person or it might be exceptionally litigious.			
Lacking authentic, *normal* **emotional range and depth** *Maybe call it 'Limited and deficient emotional experience and range'* *Yes, so interestingly that is also in the OECD spectrum in terms of that inauthenticness. It is about that rules structure they have in their own world and life, and you are either a good person who follows the rules or you are evil person who breaks the rules. They do fail to see shades of grey. Unless you are 100 percent all the time you are an evil person who needs to be punished and that goes with the feeling is about crime and punishment and good behaviour and reward type scenario. I suspect.* *They can project themselves into the emotions that others have and imitate them. Third element express remorse but do not feel remorse regarding what they might do to harm other people. Emulate emotions they see in others. Add the word normal in here to*	**An inability to experience the spectrum of normal human feelings with any depth. Cognitive functioning generally drives behaviours.** *'Lacking affect' is more superficial, it is a display of feelings to the external world whereas actually this describes it on a deeper level, it is clearer.* *Add something here about how they learn and emulate others' emotions and behaviours to appear normal.* *Normal emotion requires a congruence between what is happening in their lives and with their words and comments. Rope learns how you mimic. Alexithymia is a term that defines problems with feeling emotions, insular lesions linked with brain problems associated with part of brain addressing social skills, empathy, and emotions. Inability to form emotional bonds with others. The present study is first Alexithymia and the dark triad traits. It is an emotional deficiency.*	Unfeeling but could mimic emotions. Aloof. Unable to feel. Superficial responses to upsetting situations. Under-emotive and overcontrolled. Verbal and non-verbal language shows few indications of stress [when caught lying]. Verbal and nonverbal body language are not congruent during their recount of a situation. They feign many aspects based on interpreting what you or they expect your reaction to be. They do not show the normal range of emotions as expected in an organic way during conversations of distress. Did not appear to reflect the emotion of those around them when they became upset. Tries to hide that they don't give a damn. Disingenuous. Fake displays of empathy. Expects no emotions from others including small children.	He [senior businessman] was emotionless [when he heard about a life-threatening diagnosis for his wife]. Normally, if you care about your wife, you'll be a bit upset. I deal with upset a lot. He wasn't upset. He was cold. Most parents are always going to put their children's needs first, aren't they? Dark personalities do the opposite of that but often manage to create convincing justifications for their absence, harm, neglect and/or unreasonable expectations of their own children. The way he spoke was very flat, very monotone, pertaining to how he killed the child, dismembered the child, and eviscerated the child. He was avoidant of answering questions related to underlying issues [in counselling]. They do not actually see their children as people with personalities or emotions although they are good at acting as a great parent, taking photos, public displays of parental care. The grooming of others to

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differentiate anger (which is an emotion) from pathological anger. *The feeling of lack of control brings out powerful reactions. They prefer instrumental anger because they can plan and make up, so I think a lot of people; deliberately or channel it in a very cognisant in a controlled manner.* *I don't get to see that in my role as much.*	*Ability to attribute and interpret one's own and others' emotional states. More than superficial. If it is a deficiency, it means cannot go there in first place. Alexithymia is not right because they just don't explain them. Deficiency of normal emotional experience. Emotions are experienced by the bulk of the human race; this is a sub-group. Vasa-vagal system is stimulated when angry.* *Yes, agree with that. It is more explanatory than 'shallow affect'. Psychologists understand 'shallow affect' but other do not. There are examples from Al Dunlop in 'The psychopath on the Side', James Fallon's book.* *This is where ridicule fits in. Ridicule is a key way that lacking authentic emotion comes out, of when they are trying to exert power on someone. They are unfeeling but can mimic emotions. When I read the first four points in column 3, one of the first key behaviours is a tactic, ridicule.*		believe the 'show' is extraordinary. They are uncomfortable with emotions in others, possibly because they do not understand them or cannot control them.
Remorseless. *It is a word that explains itself really. It is definitely an attribute.* *Absolutely yes.*	**Without remorse, shame or regret regarding harm caused to others.** *That fits in with the literature. People would expect that to be in there. They do not care about what they do or what*	Not psychologically weighed down. No regret or distress about harming others. Unapologetic. No shame. They offend without guilt, remorse, or shame.	No compunction about abusing women and getting them to lie. They will hurt people emotionally or financially and not be able to see the pain or damage they are inflicting.

The documentary about that paedophile coming out of jail. He was totally unremorseful. ABC did a three-part series on it, early last year. It was really shocking because he agreed to be interviewed. He is such an evil person, and he was just sitting there, they filmed him in a trial and another trial. He had no remorse and no guilt. He still continued to say his prayers and he was still a priest although not allowed to practise. *Yes.*	*consequences for other people are. If you ask the question, have you ever done anything you regret doing? It may be a proxy question for psychopathy.* *Complete absence of remorse, rather than remorseless. Definition could be more powerful, 'Complete absence of….'*	They never apologise for their behaviour. Never apologises. No distress about harming others. Doesn't stop when victim displays distress.	
Callous disregard for the welfare of others *Perhaps name it 'callous and without empathy'. Completely correct, nothing to add.* *Does that imply as opposed to remorse, the ability to detect you have hurt someone else and feel remorse or guilt by developing an emotional reaction? Talking a different reaction to punishment, the access to some extent is hurting others and then what is the emotional reaction that that person will develop to that situation. The first emotional reaction you are describing with remorse is a feeling like guilt and callous is like they deserved it and another one might be pleasure, so they get off on it and this is the thing that drives them. What I am*	**Insensitive and without regard for any negative impact of their behaviours on others in all areas including others' rights, freedoms, feelings, relationships, confidence, safety, mental health, physical health, financial health, and aspirations.** *I think it is an attribute, but I probably would have put it under remorseless. Completely detached from. If you did have sensitivity the feeling of other, then you would not be insensitive to feeling…. Are remorseless and callous two dimensions of the same thing? If you do not have the capacity, if you do not feel emotion, empathy requires you to feel emotion. If you are seeing explaining emotions and they are driven by power and control, hard to see why they have sensitivity to*	Insensitivity to the feelings of others. Unable to feel/show genuine care/concern for others physical or emotional pain and distress. Completely unable to understand the emotional responses of others. No capacity to empathise. Callous disregard for the welfare of others. Emotional indifference to others' pain. Don't care what others think or feel or how harmful their words and behaviours are as long as it gets them what they want.	Causing friend to lose job by lying about them. If I am crying or upset, he ignores me. Dismissal of feelings of partner following a miscarriage. Laughs and made jokes when someone was fired. The DP physically tortured a former close associate to gain information and treated the torture as merely a process designed to achieve his objective. Controlling a situation to get what they want from it and from the people involved whilst causing stress and upset to other people. At the right time for questions, there were none [where wife diagnosed with cancer]. Would do anything that would get the person to give them what they wanted. Relentlessly kept sending the children back to me with

getting is a sense of is that it requires two things to be able to acknowledge and recognise emotional hurt you have inflicted on someone else and their own emotional reaction to that situation which is sometimes indifference, sometimes they deserved it but not 'I feel bad I did it and sometimes it is a pleasure or happy that they saw that other person squirm and hurt'. *Definitely.* *They lack emotion in general which is one of the things that makes them callous. It links with intellectualism. They are coldly intellectual which makes them callous with no emotional side effects.* *Fits with what I have seen. So if you harm a child, it will impact them for life. No regard for the person they are harming. Completely agree with that. It is almost dehumanising the other person.*	*feelings of other people. With [a model/measure of DP] we had to ask how good they are at identifying feelings of other people. It was a great question because some could give you a reasonable description, and the other people looked at you as if you were absolutely off your head. They might ask 'How would you know that?' People who scored highly always said 'what do you mean'. I would find it hard to mark someone high in dark triad if they were sensitive to the needs of someone else.* *Remorseless and callous are not the same. Remorse is a reflection on yourself and own behaviours. Callous is about others. Add this into the definition.*		nits. I would do all the work but there was no consideration from him for that or for the children.
Disregard for and misrepresentation of the truth. *Perhaps use the word 'untruthful'? All sounds reasonable, I think that first with my knowledge of these people.* *Yep deceit, lying, that to some extent is when you hurt someone, and you*	**Creates fabrications then expertly and unfalteringly uses these to groom others; accumulate power, control, and sometimes material wealth; prevent exposure; avoid culpability; and harm their victims.** *(Note to KM: Perhaps take out harm and put in*	They know which lies to use to manipulate their targets, what appeals to their value set. They create a fabric of lies. They engage others to tell their lies for them so the rumours about their victims are seen as real as they come from multiple sources. Rewrites the narrative. They usually build their web of fabrication, often	Lying about the conduct of an employee to hide their own shortcomings. Lies about qualifications and experience. Claiming heroic, adventurous, or noble achievements or qualifications that are fictional or belong to other people as their own.

recognise it. Maybe there is a defence mechanism, meaning how you process that emotionally. One way might be like in childhood development. There is a psychoanalytic theory around this where you basically lie and say it wasn't me. Defence mechanisms, one is repression, an unconscious mechanism employed by ego to prevent conscious thought. Denial employs blocking external events from awareness. Projection is people attributing their own thoughts to another person, displacement, substitute object. So, you might be frustrated by a boss at work and go home and kick the dog. This is under defence mechanisms, under psychoanalytic theory. I think there is a mixture of denial and projection and rationalisation. It was not me and they are the person that is bad, not me and they deserved it anyway. *Yes* *Definition needs work. Pathological liar perhaps. Untruthful sounds like a term you use to teach a child not to lie. This is a really important one. The ability and willingness to weave a web of lies that can go over years, over generations to create the image of themselves as the great guy. Masterful at creating fabric of lies rather than untruthful. Change terms and definition.*	*suffering, intentional distress?)* *I think that expresses that. One thing that is going through my mind is their intention to cause pain.* *Yes, even in the context of people who lie for whom morality is not high on their agenda, the level of untruthfulness is breathtaking in dark personality. The boss I had was astounding in his/her mistruths, yet he/she was compelling. To such a degree he/she was not lying, he/she was in her head telling the truth. I said to my lawyer, you do not want her on the stand. People don't see it in her.* *The untruthfulness, the worst thing about it is the clever misrepresentation. It is not that you did not say something, it is taking it out of context, misrepresenting that situation or what you said, that context you had to make it feasible, that is not how it was.* *That is one of the key characteristics. It links to deviousness, and they are incredibly devious. Devious to just at the point where you think you have won; you have actually lost because they have pulled something out of the hat which shows they have anticipated and know so well what you were going to do. Persuasively untruthful.*	designed to destroy someone, in real situations, where just one detail is changed for greater realism. They do the minimal amount of changing the story. Pathological dishonesty. Fabricating a connection. Outrageous level of lying. Introducing a whole other fictitious reality to re-write the truth. Misrepresents the truth. Series of untruths. Deceitfulness. Pathological dishonesty. They tell lies even when the truth is easier. Takes real stories and changes one or two details, half-truths, distorting details, not telling the whole truth.	Fabricated stories of achievements to land a position. Denies having finances available such as in family law cases. When her and dad broke up, she went around lying to several people about the nature of the divorce, and things he had said to her. There was no basis to it at all, he had fabricated the entire situation. Over exaggeration of past experiences Stating someone hurt them when they didn't. My ex [the dark personality] would tell other people, just subtly drop in things about me being difficult or me being a liar or me being…the case against me, an untruthful web of lies, was being made before we even split up. Performing unnecessary diagnostic tests and procedures. Qualifications that are fictional or belong to other people.

Gratified by others' suffering. *They are enraptured and exulted by the process of destruction of the victim. Pleasure in someone's pain is absolutely a core attribute.* *I can see that one, definitely.* *They also proactively create suffering; they are not just gratified by it. (Note KM: Maybe 'gratified and motivated by others' suffering?)* *Yep, yep completely, that is one of the real qualities that defines them, that they get that kick out of seeing other people get hurt like Clockwork orange.* *They want others to suffer continuing pain. In case of Cindy Bangimi where he killed children on Father's Day, knowing that every Father's Day she would be reminded of the pain for the rest of her life.* *Yes, yes, I definitely agree with that. Some research we looked at on schadenfreude. There are a few papers on schadenfreude and psychopathy. Look at this in the literature, it is mentioned.* *Yes, there is a pleasure in that but that comes from the internal driver of pitting yourself for the top. When you put people down*	**Derives pleasure from emotional, physical, psychological, sexual, financial, professional, social, relational, educational, spiritual, parental, and reputational pain and harm in others.** *Yes, pain and suffering, and even inconvenience. It is bigger than pain. Inconvenience and suffering of some kind. This sadism is evident in the holocaust where some prison guards were sadistic, not all, but they would torment people and enjoy that.* *Often if people have childhood trauma, they go on to replay it as adults. One lady told me she rescues animals. He found out where she lives and came and killed the rabbits and guinea pigs and left a trail of blood. It is the animals' pain, but it is more importantly the ex-wife and child's suffering.* *I'm wondering if that is still a control thing with professions that have power associated with them based on the profession itself. So, is that an expansion of this? If there is a higher rate with lawyers and law enforcement, I'm curious whether that is an extension. Is it a higher rate because they are in positions already of power? In other words, do they seek jobs where they've got complete power, domination, and control over*	Being cruel, knowing that the other person will suffer. Purposely unkind. Enjoying the suffering of others. On a quest to either meet their own needs in some kind of perverted way, or to harm others intentionally, and for their own satisfaction, gain and pleasure. They seemed to obtain sadistic schadenfreude from the results of their actions. Enjoys seeing others fail to succeed and suffer. When given the option, tending towards the nastier option in order to inflict pain or hurt. Deliberate smear campaigns to inflict reputational damage in the workplace or social networks. They are experts in inflicting emotional harm directly or by proxy. Lives a life where the intention to consistently cause harm is the priority. Malevolent. Enjoy the process of manipulating. Manipulate others for their gratification. Schadenfreude. Gratified by the terror or pain or distress. Evil.	Proud of causing emotional distress to another staff member. Unlocking the car and leaving the glove box open so the wife thinks she left it that way. Laughs when child is hurt or ignores child when child is hurt deliberately by the dark personality parent for going against their wishes. Making recruits exercise when they are not physically capable. Setting tasks verbally and then changing this after work is started via email with different work tasks on the same topic. Torturing. Derive pleasure from their suffering which is linked to envy. Sending a staff person who the customer specifically asked not to send because the customer found her unresponsive and cold. Physical assault upon child recruits. Taking the spare keys to the wife's car and moving her car a few bays while at work so she comes out and thinks she can't remember where she parked that day. Able to talk people into things by confusing them and get angry if they ask questions for clarification or accuse the person of being stupid for not understanding. She forced me to eat something when I was not hungry because she had bought it for me and then when I vomited it up she made me eat the vomit.

inevitably puts you up. I am thinking of that as sadism. You can see a wash of pleasure come over them when they talk about something they have done, and others have a whole absence of that. The manner of the murder or whatever was coincident rather than purposeful so what would have been like a particular awful thing to do something, an awful end. Must be done a certain way rather than getting a particular pleasure. I don't' think I entirely agree with it, I look at what is driving the thing, it is a by-product. Can be quite highly psychopathic without being psychopathic.	*another individual? We see it in the clergy too, and I wouldn't normally think that a powerful position, but I guess it is, especially in the Catholic Church. They're an authority.*		Employ physical and verbal aggression towards people or pets. Abuse, driving me to the point of suicide. He would pursue me and ridicule me and trap me into corners until I was quite panicked and begging him to let me pass and get out. He made them eat from the dog's bowl. Setting new rules or goals that are detrimental to the team or person or knowing they will cause problems with other areas or people when carried out.
Sexually unconfined. *You have covered it. In my experience it is but broadly, I can only speak to my experience and yes, it is. High use of sexuality related to power aspect.* *Absolutely. Touched on it previously. It is the first thing with people that are undifferentiated, often higher levels of personality disorders. I think it is often a reflection of some point of often childhood or developmental trauma as well. It is hard to imagine someone behaving that way without some sort of trigger from childhood and that goes a bit with this kind of sexual undifferentiatedness, sense of difficult identity diffusion. Part of the process*	**Open to anything regarding sexuality although the ways and extent to which sexuality manifests behaviourally varies.** *I do not know how he/she gets away with all these things professionally. He/she absolutely uses sexual favours. If you are going to take me down, remember I will expose X Y and Z. Anything goes, flirtatious.* *I believe you but it is not anything I have encountered in my research. In the literature they do say promiscuity and indiscriminate sex for emotional fun rather than connectedness. This is one of the bits where you are*	Uses sex and sexuality to exploit and manipulate people. They want to be able to do absolutely anything. Sexually exploitive. There are some who study to be teachers with the explicit aim of exploiting children in the future. Sexually inappropriate.	The married [dark personality] host of the dinner party bent over to empty the dish washer and subtly stuck her behind into my groin area. She asked me later to take her children to a sporting competition for her. I said yes. Chronic infidelity. Voyeurism. An individual who is married, will not always perpetrate against their own children, he will do it against the niece or nephew or someone in the church group and teaching Sunday school class. The brighter ones are smart enough not to do it inside their own house because they realise the risk is too great and that it will risk their foundation.

of finding yourself, bottom down where more disinterested in sex unable to identify where that interest is, not in conversional strategies.	*going beyond the literature. As you say it is fraught with danger because of all the political correctness these days. Clark mentions that they will be seductive in an office, and they disregard women once they get what they want out of them. Probably when you are writing it up empathise the volume of evidence because it will be the bit that people object to.* *Add to definition 'and demean.'* *This particular woman that was targeted, where the priest touched her bottom in front of her parents, she had a history of drug use and sex work so he chose someone who he could easily diminish the reputation of and blame her.*		Undertones of flirtation or explicit comments about others or in general. Porn addictions. Disregards refusals of sex. Flirting in therapy with the therapist. Child prostitution. He is lecherous [at work] but it is tolerated. Sexual abuse of their own children. Using sexual language and discussing sexual exploits [at work]. A perpetrator of child abuse will blame the child and say they were hitting on me, or they sat on my knee, or they wore clothes that suggested they wanted to have sex with me. He sometimes made multiple visits to the toilet [during couples therapy] and I was left wondering if he was masturbating. Some priests use the argument that children are sexual beings and it's their right to have sex. He was trying to manipulate them [the school students] into having a sexual relationship. Sexual assault of children. Using sexually provocative comments designed to intimidate or to learn whether I would be intrigued /interested [from a clinical psychologist]. Opportunistic rape of wife. Sex with the family dog. Sexual assault and then spending time with the victim's family.

Unwilling to accept responsibility. *Add for their own actions.* *They will take responsibility, a responsible role, but will not take responsibility for the trail of destruction they cause.* *Unwilling to take responsibility for their own action or for the harm, suffering and distress they cause.* *Yep, that goes a bit around that denial process. They are interrelated.* *Yes* *Yes, absolutely yes.* *Include deflection, denial, blaming in definition.* *Comprehensive, nothing to add.*	**Engages in a broad assortment of strategies rather than take ownership for actions which have had a negative impact on others.** *Offenders often use the three tactics of denial, accuse the accuser and counter accusations.* *This is an important one. It is hard to persuade people why it is important. They will say I had no idea the company was in such bad shape when they knew perfectly well. When they are in court, they say to the jury I had no idea this was so bad, and they appear to be so genuine that you almost believe it even if you know it is not true. This one links with untruthfulness and deviousness because they deny responsibility so convincingly. It is well supported in the literature as well so I don't think anyone will oppose that one.*	They are never the problem. They blame and shame. They accuse the victim of doing what they are doing. Others are wrong. They state their own behaviour was provoked when it was the other way around. They deny the harm they have inflicted. They minimise others' pain and their own actions. When confronted with contradictory evidence, they will change their story. They attack my credibility. They undermine my professionalism. They belittle me. They make out that the allegation is absurd. Deliberately causing confusion. Blackmail. They accuse others. They isolate the person trying to make the dark personality accountable for the wrong they have done by telling a group of people a series of untruths about that person so that the group will shun/reject the exposer. They play a complex and subtle game of provocation until they get the person exposing them to react publicly thus sullying the image of the exposer and/or they exhaust the exposer from prolific, subtle manipulation and blocking. Dismissive of accusations. Bribery. From minor behaviour to major behaviour, they will frequently project their behaviour onto others. They scapegoat others.	They get rid of anyone who may risk exposing them, usually by destroying the other employee's career/job/reputation. They pre-empt the potential exposure with discrediting. Quite a few women no longer have relationships with their children because the children have been manipulated so much by the dark personality parent to prevent exposure and to punish the protective parent, that eventually the children accept the rewritten narrative. They'll get lawyers who are not engaged and will attack the process rather than respond to the allegations. When trying to resolve a problem or address their abusive behaviour these dark personalities take over the conversation, and quickly drift from one topic to the next, which frequently involves attacking the listener. The 'topic/issue/problem' that was supposed to get resolved gets lost in the argument/discussion and never ends up getting resolved. Compelling a person to question their own perception of reality. Undermine people who get in their way or who may expose them or who they don't like or who they just decide to pick on. When a problem was noted, the staff member was told to drop it. When they didn't, they discredited the employee and destroyed

		They engage in deliberately intended behaviour chosen with the explicit desire to change reality.	their confidence and reputation and put the employee on a performance plan.
		Depicting their role in situations as a victim.	On one occasion I was forced to apologise to him for what he had done to me.
		Blame shifting.	They deflect and start attacking their victim.
		They blame their partner for their violence-look what you made me do.	Deliberately causing confusion.
Belief in their own superiority. *This is a key element of narcissism. We are taking elements of different streams of psychopathy or psychiatry, personality disorders and psychoanalytic considerations but that is a classic narcissistic tendency, like that woman encountered online who passes herself off as an expert on everything to do with domestic violence and makes up degrees.* *Yes!* *It makes me wonder, is it because it's a strategic move [working with a charity as a dark personality] because the last place you'd look is where you get somebody that is supporting that type of charity. Or is it part of their gratification that they can be – for the lack of a better word – the biggest offender, and nobody knows it, and it's almost part of the chess game. It's almost part of the concealment is part of their gratification in the process. The individuals I'm*	**View themselves as exceptional human beings, warranting a sense of entitlement and a belief that laws, rules, and regulations do not apply to them.** *Put this below under violation of social norms.* *Yes, whether the word superiority is right or not. It is like a specialness isn't it. It is like superiority. I think that's right. They think they are outside the boundaries other people have to live by, special status, they are answerable to no one. Superiority does not quite do it because as someone said they laws do not apply. Is that superiority?* *Include the word 'special'.* *Perhaps entitlement should come out and be a separate attribute?* *Yes, it manifests so differently but in terms of believing in yourself as a God-like being, he/she used to say all the time: 'we are the gold standard of something'. It was so far off the mark and yet he/she*	Believe that they really are special and deserve special treatment. Maybe a God syndrome. A cold-blooded sense of entitlement. Belief there is one set of rules for them and a different set of rules for others. The point of reference is themselves. Self-oriented. Caring more about one's own welfare above all other. Puts themselves first always, to the detriment of the wants and needs of those around them. Feels themselves to be better than other people. The exaggerated self-opinion that others are beneath them, particularly in the area of intellect. Ignore the principle of reciprocity. Lack of concern about rules. Inflated self-esteem. Arrogance. Hyper-entitled.	He was spending our modest family money buying nonessentials like expensive clothes for himself, when the kids did not have enough clothes. Not doing their fair share of the work. She stole from others in a way she thought was justified. Constantly demands that their own needs are being met by staff/system. Expecting others to do things for them. They were consistently not helping coworkers when needed. She was taking valuable work assets for herself, cars, office furniture and space so leaving others without these and with no realisation of and\or consideration for the effect. He was tasking people around him at work to do personal things for him despite everyone having demanding workloads. He was refusing to provide documents requested in family court. They get angry if they ask questions for clarification. She believed that she knew better.

thinking about, that I've dealt with, there is a gratification of manipulation, and that to me is the ultimate manipulation. If you were literally, basically, putting yourself in a circle, in a group, that is designed to help protect a victim, if you're victimising that type of individual, then it's a manipulation, frankly, of everybody else. It's almost like the gratification of playing a practical joke, and nobody knows you did it. That type of thing. *All good.*	*really convinced herself that because he/she was the head of this department, they were gold standard.* *Egotistical is what it is called by other people. I would prefer the word egotistical rather than superiority. I know they are both related to narcissism. They put themselves first routinely, but does that mean they think they are superior?*		Jedi knight. Claiming heroic adventurous or noble achievements.
Pathological anger *Yep, that kind of repressed anger, to some extent often as well they kind of again in even though they get angry, they deny and project the problem onto other people, when you do not follow their rules which includes that I am a superior being.* *Yes, entirely agree with that. I am thinking of someone, a psychopath you describe really well. He discusses something where another prisoner humiliated him. He felt the hot anger at that point but in fact what he had to do was to file that, had a filing cabinet in his head, and then another time when he was not feeling on top or in control, he would literally take someone out of the filing cabinet and consider people that were available*	**A powerfully negative inner response that presents when either their view of themselves as superior and/or their sense of entitlement is challenged.** *Absolutely, I have seen that many times. It is something that you feel, a visceral feeling that you know it is there, so when I started to sense that in my current job that is when I took myself off the electoral role and I changed my social media settings and I tried to disappear publicly because I felt these people are dangerous and could definitely harm me, even though there was no threat to do that. I wouldn't put anything past them. When you take on these people you are challenging their control and power and you*	Terrifying displays of uncontrollable rage when they have been challenged or had their deception or dishonesty called out. Escalation to rage or violence in response to another disagreeing with or saying no to them. If they're angry, they might get really angry, and that's sort of losing control, but actually, obviously, they're choosing who they do that with, so they are very controlled. They have a rising fury, a quick rising fury, which manifests in coercion, which is verbal, physical, emotional, financial.	I can see that he absolutely wanted to explode and blow his top, but he'd keep a lid on it and he'd be measured and controlled, because if he did it would expose him to the people he was with. Incensed when accused. Explosions of anger. Set off by nothing at all. Rageful. Crack a walnut with a sledgehammer. Anger response is out of proportion to the issue.

and he would wreak revenge on that person. So, he had impulse control because he was in prison. He would have probably killed someone in the anger moment. But in prison he had access at that point in revenge on them there. His ire was thwarted by him being in prison. The instrumental anger is more tied in with power and control, the hot anger is less prevalent in my situation. *The word emulate is good, they can imitate emotions, emulate is better, it incorporates imitate. If they emulate it, they know they will get a reaction. They have seen others using anger and others cowering from it therefore it is an element of control. If their power and control is being challenged and they lost that power and control, then certain things can be a threat to that.* *Yes, and I think the whole time the ones in prison often time is how they get into prison, the factors that affect them at the time. The hot anger gets them in prison. You have insulted my position as the top of the tree and they have responded to that and I think that is out of character because they are usually quite controlled.*	*are subject to their pathological anger.* *It is the one thing that flies in the face of having no emotion. I am a person who picks up on emotions, I am sensitive to them. Most emotions are not innate emotions with psychopaths and that is usually quite consistent. Pathological anger sometimes makes me think I have misjudged a psychopath. You hit on the one thing the person is fragile about, the reaction makes me want to leave the room. You realise you have touched a nerve and you are going to pay for this, and you are not sure how. If you are surrounded in an organisation by people who do not get it and do not see it, you feel as if you can't tell people around you.* *Yes, I have seen animal cruelty in front of the child whose animal it is, they kicked chair dog was sitting on. You would see the 'black cloud' on his face when he is in 'angry mode'. Add to definition 'with a view to create fear in the victim'. Put 'hot anger' in the definition as different to cold anger.* *I have 2 examples of where [name redacted] got aggressive with the victims when they decided to become public.*		
Vengeful and vindictive	**A propensity to inflict harm on others for**	They are vengeful and vindictive.	They don't give a shit about their family. If they have

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Vengeful is the key term. That's right, that is the thing, they would not do the violence, but they could certainly use someone else to do it. When I was talking to this woman today whose guinea pigs and rabbits have been slaughtered in their cages, she was not sure if he did it or he got someone else to do it. *Yes, that is true.* *The opportunity to respond in prison is less and so they become much more vengeful and planful. The one who had the issue about his friend, he managed to do some incredibly devious things. His brother had a part to play, his brother he had dealt with that situation but we were talking years down the line but he had a shocking list of people he was going to get back at. The filing cabinet guy, he had insignificant thing done to him. For examples, this other prisoner spoiled his peas. He literally bashed into him 3 years later. He really beat the daylights out of that prisoner. It seems like a completely random assault but in fact it had been filed in the filing cabinet, it was restoring his equilibrium.*	**perceived injury. The harm may occur at the time of injury or days, weeks, months or even years later. The form of harm inflicted often corresponds with the form of perceived injury and can be instantaneous or be prolonged, sometimes for decades.** *Yep, yep I like that. I think it is part of an eye for an eye approach in terms of the way they think about the world. They also like to engage people on the playing fields, they feel comfortable on the playing fields, they develop that model around strengths and weaknesses and want to engage people in that way. Somebody hits on the partner then they will try and punish people in the way they have been injured back and that is their major thing that gets them excited. Reminded of David Fallon's book because he got revenge on people that annoyed him and sometimes it was years later in such a way the person did not know it was him.* *Definition not clear. First sentence change.*	Punishment is always expected when they are displeased. When someone does something they do not like or someone gets an advantage over them, they come on hard, public humiliation, sacking, take legal action against, slam the victim publicly in some way, create rumours about the victim. Retaliatory. Resent anyone who blocks them from what they want. Abuse, or violence to the person who made them angry. Retaliatory. Punishes and hits back hard when they are exposed. Calculated.	children, they will just completely screw over the kids, the children, or the partner, they'll cause as much misery as possible. You get trained quite quickly, but you don't tend to experience the full impact of dark personality until you do something which they see as you totally devaluating them and exposing them to others like when you leave the marriage, and they'll make you pay for the rest of your life. It became clear during family law court that he was hideously vindictive and would go to any length and purge himself with any accusation against me to ensure I was left with nothing, homeless and with nothing, which he succeeded in doing. They continue to exact revenge on the victim in covert ways long after that victim has been psychologically/emotionally/financially/socially broken. I am pretty sure there are no lengths to which this man would not go to see that I am destroyed. They continue that burning negativity relentlessly. Never lets up.
Violation of social norms, agreements, regulations, and laws.	**Comfortable with and willing to engage in behaviours that deviate from that which society**	Promoting false beliefs and/or ideas. Lack of conscience. Unethical.	They were telling half-truths, misrepresenting interests, aligning others' interests with their own, anything that

	recognises as acceptable and/or lawful.	No moral questioning of their own actions.	would get the person to give
Absolutely.		Amorality.	them what they wanted.
		Belief that there is a different	Involved in relationships with
Norms for human behaviour rather than social norms. Is it violation or just, not that they fail to recognise them but give them little importance.	*Fits for me in that I have observed people being told what the rules are and not thinking that they apply to them, having real clarity and direction, this you can do and this you cannot do, and completely go over that boundary, thinking rules do not apply to them.*	set of life rules for them. Willingness to violate legal norms. Makes their own rules, society rules are not their rules.	male prostitutes [a religious minister]. They coerce and co-opt others. Force. Blackmail. She directed people to falsify official documents.
(KM Note: Norms or human behaviour?)		Lack of emotions, empathy, and conscience	Bribes. Takes complete credit for the work of others.
Yes, they are but they do not want to go to prison and avoid that at all costs. The higher intellect ones particularly because they know in prison, they will have difficult exerting power and control because there are so many there trying to exert power and control over each other.	*Paedophiles subvert the normal schema of the world that people should be protected and not violated and turn that into a human rights issue that children have a right to be sexual beings. They subvert reality for their own purposes.*	A willingness to use other people instrumentally for their own ends. Fails to ask genuine open questions or self-reflect on their own behaviours. They will manipulate and/or sacrifice the well-being of their own children to punish and get back at others.	Exploits. Using a person for their status/wealth/connections. A divide and concur approach. Threatening to use criminal contacts to harm. Dropping the person when they are no longer useful. Treatment of staff, family or
(KM Note: maybe Disregards and ignores rules, regulations, codes, laws, and agreements?)	*Yes. Would you put bullying and abusive behaviours under that? Gender discrimination, discrimination and divide and conquer tactics? I can*	They make you question if it is worthwhile continuing. Bullies. Dangerous. Ruthless. Inflicts pain. Corruption.	intimate others as tools, robots, scapegoats, possessions, "things" or otherwise deserving of exploitation.
There are certain things, moral things, people will not do, like say your wife/husband has terminal cancer so you don't have to go to a meeting. Nobody is going to challenge that. No one has the heart to. It would be so easy to check but no one will. Recently he/she made the same claim. He/she was off for a long period and those who saw through him/her said 'not this again'. They had not a shadow of doubt it was a lie.	*imagine that the literary correct person would say some norms are worth transgressing. Again, it goes back to sexual behaviour. Some governments who have apologised for behaviours been crucified. Must be careful in the way you phrase it. I have kind of ignored the sexual psychopath literature. Have you ever read about the lobotomy.*	Conning.	Once they have used them for what they need at a particular time, they move on. He was supplying fraudulent financial documents, failing full disclosure, and lying on sworn affidavits. Murders. Whether or not detrimental to others, regardless of who that other person is, the age of the person or whether that person they are impacting is a child, their child.
Yes.	*Needs to be described properly.*		Saying no to ideas and taking on the ideas themselves. Hurting animals. Sexually abuse their child.

			Perceived right to cross another's boundaries. Breaching a protection order. Nervous breakdown. Speechlessness. Emotional abuse. Misery. Perjury. Targets being reduced to poverty. Using the children against her. Verbal abuse. Manipulation of others' social relationships. Giving children to other cult members. Lying on sworn affidavits. Divides and conquers teams.
Cynical *I am not too sure about that. That implies having a feeling about it but I don't know there is feeling involved. Untrusting of other motives and goals.* *That is probably doesn't jump out. It requires you to evaluate other people. You don't have that reciprocal; you use people, and you are the decider of how things will go so it is kind of immaterial, you have to care to be cynical and you don't care.* *Conspiracy theorists comes under this heading.*	**Holds a general assumption that people are untrustworthy.** *Have seen that in the odd individual but not in the course of my work. One guy that subverted investigation through mistrust.* *I think maybe, that is a bit no. I do not think there is much to be gained from cynicism, definitely no reaction in terms of exerting control or getting reward from other poeple's failure or getting pleasure from own successes, this is just a position where you are trying to optimise the outcome if someone should threaten you.* *I have not thought about this in recent years, when I started lecturing about it*	Believes everyone is selfish and out for their own benefit. Suspicious of others. Distrustful. Does not believe other people. Assumption all people have malicious intent.	He would monitor them. He gave them the impression that he had secret cameras in the office and secret listening devices.

	people always asked about it. I am going to get you before you get me attribute but without realising you have no intention of getting them. The business I was in, if all the partners were multi-millionaires, I would be quite happy everyone was but one man was not happy. In a board meeting we said what would we do if the business started to go bad, 6 said we would just take a pay cut and he said no if the business goes bad I am out of here so not willing to put anything into it, only wanted to get out of it. Not sure why they assume everyone is like them, but human nature think they are like you, that would explain their cynicism. Not necessarily in model because not evident in other research. What does David Cooke's model say?		
Devious (the dark personality superpower!) *They groom everyone they need to groom to get what they want.* *Very definitely this needs to be in. From a societal point of view as we are less and less willing to not question authority figures then that might be a reason why more and more of these people are getting exposed in church for examples. In the 1960's people would not dare to challenge people in positions of authority. Grooming has got so many more connotations.*	**Subtly and constantly grooms, manipulates, and exploits others around them to, often unwittingly: control and/or harm people on their behalf; suspend belief that the dark personality could be guilty when they are in fact controlling and/or harming others; and support them in the achievement of other goals.** *The definition is complex, but I would not necessarily change that.* *That is exactly right. They get a band of loyal*	The grooming of everybody around them is where they spend the majority of their efforts and time. They groom the environment. They are manipulating every interaction they have with people. The manipulation process is often a game for these individuals in which they act as puppet masters. They can predict how another will respond. They use false empathy to learn personal information which can be used against others. They usually build their web of fabrication, often	Finds out personal information by seeming to be interested in someone and encourages sharing but then uses the information to get something from them later. They're grooming people above them in the hierarchy. Engaging someone in illegal conduct and then standing over that person with threats to reveal the crime. Seeing a psychologist with wife and crying, saying he is so upset her doesn't please her so the psychologist thinks he's trying and invested and the wife feels guilty

Yes it may be the flip kind of vengefulness to maintain control. You in one way is to injure challenges disproportionately and the other way is to offer carrots to people to be supportive. Carrot and stick so you might it safer for people to not just safer but for some people as you identify as needing that for other people you can room or reward them to be supporters. To shore up the power base. Makes sense.

In interviews, if it's a dark personality, I'm not looking at anything involving empathy. I would never make a statement such as let's have closure for the family. They don't care about closure for the family. I would never use a religious stance on that because I want to understand their personality before I go in. If you don't understand their personality, and use that with a dark personality, basically, they turn it around into a manipulation situation, and they're going to increase their manipulation during the process. The point of it is, what you do with a dark personality, ideally, make it into a negotiation, where you're going to give them something that's more in their best interest for them to provide you information. That way you keep them talking about their gratification on what they committed, and, in turn, they

supporters that will support them. Sometimes I stand someone down and I get many phone calls seeking I don't do it. The dark personality stays in contact with them, uses the connection to their advantage as much as they could. Once he does not need them he dumps them.

Absolutely to an incredible degree. It is unbelievable the kind of stories I hear from psychopaths in the prisons. I think don't be ridiculous. Part of me has looked at some things and thought if that was not in such an arena your ability to plan something that clever...

Part of that is the game. If you're litigating, part of that is the game, particularly for corporate psychopaths or dark personality. For them, litigation is part of the manipulation. I've got the symptom that allows me to continue the game. No matter what I've done, I can always continue the game.

I am thinking of another guy who targeted women with learning disabilities who were easy to manipulate. He was open about the fact that that was his operational style.

No, it comes under deviousness quite nicely. Complicated web is discussed which is good.

When you think of cartoon movie characters that are

designed to destroy someone, in real situations, where just one detail is changed for greater realism. They engage in pretending to be the victim when in fact they are the perpetrator. They do the minimal amount of changing the story. They tell lies even when the truth is easier. They come across as willing to cooperate and then take advantage of the other person's trust. They manipulate in what appears to be an innocent way. Calculating. They put themselves in a position where they can gain trust, and then they offer some kind of bonus to the people who are the decision makers or the powerbrokers. I think why they enjoy manipulation so much is it gives them that sense of power, because they are able to control that other person. They have the obsessive idea that how people perceive them is more important than their experiences or social connections. Deliberately causes confusion so as not to be held accountable. They are not only mirroring on an emotional level, but they're also doing that on the verbal level. He maintains a narrative that is untrue. They're very careful, they don't leave evidence around.

Some of them being married and in a relationship is nothing more than creating a backdrop of a lifestyle which supports them to do their deviant behaviours. Telling A that B said they are sexually attracted or desperately in love with married A, predicting that A will then resign to avoid problems in the workplace. They listen to what type of person you want, and then present themselves as that so they kind of present you with the idea that's the fantasy. Emailing partner's friends behind her back. Claiming something that was said or that happened in objective reality never happened or was said. Careful to only yell and be vindictive when there are no witnesses. Paedophiles put themselves into positions of power and respect so that their actions are not questioned. The guy that's a paediatrician or the person who is the priest or a teacher. They're in positions of power over children. He manipulated someone else to damage the victim. The manipulated person had no idea they were in fact harming the victim, that they were inadvertently punishing the victim. They may be an active church person. Involvement in church creates a lifestyle that is socially acceptable and easy to defend then they put themselves in the situation to do the deviant

get whatever. I don't know what the answer is based on the individual. That's the problem, it's very individualised. Dark personalities are hard.	*devious, that is their superpower.*	They would be charming to others in power and when they wanted something. They would be charming to others in power and when they wanted something. An extraordinary ability to dominate and influence outcomes with people, circumstances, or situations of their choosing. I can't go back because I'm not well. They play for sympathy.	behaviour outside that lifestyle. They're very careful what they say on the telephone. They say it in a way that they can claim it was all said innocently and really has meaning. Insisting someone share secrets to prove loyalty. Hoards information and uses it as a weapon. He sought a professional who is not answerable to a professional body. He studied me immediately and kind of knew what to say. They are laying a solid foundation so that they can commit their crime. They postpone and delay constantly, often agreeing to an action, so they appear supportive and then falsely claiming board meetings, travel and/or other conflicting requirements, delaying action for months. Within the family court system, the DP will confuse the system by creating a paper trail that becomes too complex to follow. There's a lot of manipulation of children. They're kind of easier to manipulate. Their own children are fodder for manipulation. In the church, they're grooming their peers because they want to be beyond reproach from their peers. He/she would go through their stuff after hours, and then deny it later but they knew that she had been touching things. When they brought it up, they had no

		431	evidence, so it just made them look like they were a bit crazy. They groom the environment and the adults that they're not targeting, as well as the children. Pretends to listen and like you, can make you feel validated, but they are in fact mining you. People say, oh, that's just how that person [dark personality] is. Oh, yeah, he does that, he takes children to his home because he's just such a kind person. You don't have to worry about him. He goes above and beyond. He helped my friend out, that sort of thing. People will say very positive things about them because he's groomed the environment. Conveniently forgets details. Game playing. She came across very much as someone who had been victimised by staff, and that she was not the problem at all, and that she needed basically, protecting. Say we have a rape case, you still may have the offender obviously blaming, if you will, the victim or projecting it onto the victim the situation. She was the one that said I had bullied her when she was most definitely the one who bullied. They attribute what they've done to the victim. And then the victim has to argue, well, no I didn't do it. They create a smokescreen, so no one ever knows what's going on,

			and in the end, people get bored with it.
		432	He has shared care of his children, who he occasionally brings to work during school holidays and who sit in the spare office all day looking bored and miserable and cowed.
			Bringing them to work appears to be about him looking like a good dad and all-round nice person.
			He was manipulating members of the police force to support family violence for him.
			Sometimes they try to get people to do things they can use against them, either as a sexual behaviour they're perhaps not really comfortable with or pictures or getting them to do something illegal.
			They create a smokescreen so no one can work out what is going on and, in the end they are never held to account.
			One example is seeing a psychologist with his wife and crying, saying he is so upset he doesn't please her so the psychologist thinks he's trying and invested and the wife feels guilty but still feels he is controlling yet she cannot raise this now or properly articulate it to the psychologist.
			Telling many people, many different things with a view to conceal and deceive.
			Keeps cards close to chest.
			He would physically bait me in the house when there were no witnesses.

Brazen	Chooses actions and behaves boldly and confidently in situations that would elicit discomfort, shame and/or embarrassment in people of non-dark personality.	They take enormous risks as they genuinely don't believe they will be caught out.	Lying in a professional setting that could be verified.
Yes, I agree with this as an attribute. *YES.* *No one has used that word before, but it does fit. Cleckley talks about how they need to be able to talk themselves out of trouble and Cooke has a similar view. It is part of this inability to be phased by being caught out lying or being caught out in engaging in immoral behaviour or that would make other people embarrassed. In politicians when they do things that in previous times people would be so embarrassed about that they would resign but these days they just live it out. Yes, I think this is a characteristic of theirs and it is one of the things that makes them persuasive too because they are so brazen about what they so and do that it sounds truthful even when it isn't.* *Yep, it is a really surprising thing that they can, the level of brazenness, like it is quite remarkable, doing these things in front of other people, sometimes people cannot believe their eyes. They rationalise what they have observed, too hard to believe.*	*I am thinking of a priest who serially sexually harassed women. I started an investigation, ended up with 3, then another completely unrelated woman with no connection to the others can forward. He groomed her family. So, she was a young girl. He was priest in his 40's and he said to the family, you are my brothers and sisters. One day he started to physically molest the daughter in front of the family. It went from there, cold, calculated, exploitative, and started in the family home. It was completely brazen. He had a pattern of offending that went back 20 years, and he just keeps getting away with it in other countries, other places.* *A personality style, I guess that could just be a mechanism, like cynicism, to exploit loopholes in social norms so you give people a sense of I am unpredictable not just in terms of socially unpredictable, but I also carry the same rule book when it comes to combat. It may be something you can do to recognise somebody, and it gives them a psychological edge. Exploiting other people's credulousness.*	They have a lack of anxiety about the consequences. Brazen in their actions and what they say as they are confident of their superiority and their created narrative. Cannot be challenged and exude belief in their own abilities, even when the evidence suggests they are lacking. They have the ability to talk their way out of just about any problem. Constantly denies wrongdoing even where clear evidence. Is not affected by being caught lying. No fear of authority.	They are brazen with their lying. Even when the evidence is right there, they lie. They back themselves so hard. Making challenging comments to violent/high status prisoner. Takes what is not theirs. Denied things that were in black and white.

Predatory *I see it in almost like an anthropological sense, this behaviour, predatory is exactly what gave people a survival advantage, or animals, to feed, the rope a dope, that was the strategy that Muhammad Ali used to win the rumble in the jungle. You wear your opponent out by letting your opponent hit you a lot and then they are weakened, and you basically clobber them back. That is sort of like, persistence hunting in humans where we cannot run faster than a zebra, but we can run a lot further and follow until the zebra is exhausted and then pounce. Yes, you would include this as it implies not just trying to win a battle but also getting pleasure out of it which is different level, one is doing it to survive and the other is doing it for fun. The pleasure is in that reward. You do not attack the strongest looking zebra in the herd on the outside, you seek to isolate them, weaken them, and then attack them. Sense not a technique for survival but also that you derive a pleasure out of that cat and mouse element to it as well, you seek out that kind of confrontation as opposed to have it thrust on you through that process that you mention, it is a consistent theme.* *I see the cat and mouse all the time with perpetrators.*	**Interested in obtaining or gaining something out of someone else's weakness or suffering. This includes satisfaction from a 'cat and mouse' process with the victim, the process of isolating, weakening and ultimately destroying their victim.** *Interesting because reminds me of my wife/husband. To retain her/his good reputation, she/he pathologized me. She/he went around saying poor X and making up stuff about me and eventually people started to tell me. She/he completely pathologized me to all our mutual friends and some cottoned on, so they shunned her/him then for her/his behaviour. I was being tuned into a pathetic creature to isolate me from my friendship group.* *I see it in bad divorce cases, that they enjoy the cat and mouse game. He dragged her through the courts for 4 years to prove one of the points and the family court said they had never seen so many people subpoenaed in history of the court. He was trying to weaken her; he did not want access to children.* *Sadism.* *Change 'Interested' to 'motivated'.* *That one again I would probably more of a behaviour for me, that is*	Quick to identify those who might not be an easy target and move on to the next one. They have an incredible tenacity to get information about their victims and understand their victim's vulnerabilities. The need, desire, and want to isolate a victim is their instinct. They use IQ and filter to hide intent from the victim. They isolate their victim by telling a group of people a series of untruths about a person so that the group will shun/reject that person. They bait the victim either privately or in front of others which confirms the dark personality's claims that the victim is crazy because of the way they react. Makes them appear crazy or incompetent. Isolation takes place slowly and insidiously. Slow degradation. Engages in hurtful and derogatory remarks. Disgust Makes the victim lose confidence and question their competency. Attracted to others of perceived value and derive pleasure from taking them down to bolster their own ego. Silent treatment. Talk about the person as though they are not there. Crazy making. Disempower. See feelings of caring, compassion etc as weaknesses.	Opportunistic deceptions/frauds of businesses, corporations, professionals that incidentally cross their path, with no apparent motivation aside from relieving boredom or financial gain. With regards to the cult, people fell for it because mentally they were at a very low ebb in their life and lived in a world that provided misery at the end of the day. I think she kind of isolated me from them initially. I think he/she convinced them that I could be a problem if they told me things, they could lose their funding and then lose their jobs. He was preying on my weaknesses. Some got together, they somehow recognised the predator in each other, or were influenced by each other in some way, and operated in paedophile rings. They know that to achieve their goals they need to isolate you. They engage in deliberate smear campaigns to inflict reputational damage in the workplace or social networks. They trigger the victim in front of others by making remarks that upset them and this further distances people if the victim reacts. Standing tall and too close on leaving the room. Rape of a vulnerable person. Playing people off against each other.

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They can articulate that they found the weakest child who has no supports and does not speak up, that is common practice. *I think that is reasonable. What do you think of calling it predatory personality? I don't think they are constantly predatory. I think that is just part of their personality. That is one specific purpose. Animals don't kill for fun. It needs more investigation and thought. I see it as a devoid personality, devoid of emotions, remorse, empathy which is why they must imitate others, learn or imitate. They know they are different, and they know they are lacking in this way. Learn to mimic them.* *I cannot remember if it is in another model, but it is certainly talked about by other people. Criminal psychopaths can tell by your walk whether you had been the victim of a violent crime or not. I wrote a paper recently that has not been published and it is quantitative information on entrepreneurs. It is about financial greed and financial success. People are vulnerable to being persuaded that they are going to get something big.* *Exploitative comes under predatory I suppose.* *Yes, they absolutely enjoy the process of destruction.*	*driven out of traits. It is an ability, but it is not in itself the driver, it is more the facilitator of other things. Capable of being predatory because they are devious and lack emotion. Hard to gain in prison sector, not the easiest trait to get. The person I am thinking of doesn't start by targeting people. He/she is more opportunistic.*	Choose people that they know will forgive. Encourage vulnerability. Sassy smiles, gaze to gaze contact. Dark people ignore moral prescriptions (e.g. reciprocity norms). Can't escape. The victim is often unaware. To isolate their victims, they discredit them by spreading false rumours under the guise of care/concern.	Doing very toxic, harmful, predatory things to children. They were defrauding widows of their estates. It is not unusual for women who have protected their children to have no relationships with their children because the children have been manipulated and lied to so much by the narcissistic parent as part of the process of isolating the female victim parent. From a grooming standpoint, if the offender wants to be alone with the victim, have unsupervised access, starts driving the kid on his own to the game rather than going on the school bus, suddenly the coach is saying the child has got a lot of problems and he needs to talk to him about them alone, these are often predatory behaviours. The smear campaign started well before I left. Often would lead me into a situation where I was disempowered. Undermine others, often in a manner that the other person cannot quite identify how or even that they have been treated poorly but they feel bad (down, downtrodden, inferior, inept) after the interaction with the dp. An insatiable need to control and isolate their victims from being able to leave or take steps for protection. He ended up on the organ tissue advisory council for the federal government, using my stuff.

They get a kick out of human destruction.			Put downs. Diminishing the capabilities of others Excluded from meetings. Grooms everyone to think I am the bad person. Belittles. Put his hands over his ears (corporate) Telling others his wife is having an affair, cheating on her business accounting, stealing from him so that others alienate and treat her badly or rudely or disengage from her completely. Relocating away from target's friends/family Rude in front of the victim's friends and colleagues, so these people tend to pull away. Convincing others to turn against another person. People have difficulty in sifting out the fact that someone who is doing very toxic, harmful, predatory things to children, is at the same time a good English teacher, or they're a good musician, or they're good at their job. They're liked by their colleagues. Causing the target to believe they are reliant on them. 'You never would have succeeded anyway.' Telling her she is fat. Picking on the way I laughed. Making others appear not worthy. Steals your confidence. Maybe it is not him, it is me. Quiet treatment. Undermining reality. Gas lighting. Manipulates through praise including flattery, flattering,

			love-bombing, that they think you are someone special.
			I'd arc up at some of the stuff that he'd said, and then you get, oh, it's only a joke, what are you getting upset about.
			Taking the spare keys to wife's car and moving her car a few bays while at work so she comes out and thinks she can't remember where she parked that day.
			Claiming something that was said/happened in objective reality never happened/was said.
			Discrediting target to their significant others.
			Smear campaigns.
			Destroys reputation.
			False rumours.
			Sets you up.
			Withdraws support.
			Setting tasks verbally and then changing this after work is started.
			Constant disdain and insult towards a particular person.
			There was always a target in the room.
			He would make me look stupid in front of other people.
			Slam the victim publicly.
			Looking to others in a knowing way.
			Shouting at staff in front of their team.
Compelling and believable *Absolutely and I think that is the whole problem that they are so compelling.* *Yes, yes that is all part of the emulation. They are not*	**Seems like a 'normal' person, convincing, and in many cases well-intentioned.** *Not and seductive but and something similar. I think Cleckley talks about this as*	They are charismatic, highly seductive individuals. They are likable and believable. We expect psychopaths to be drug addicts and ex-criminals, to look nasty. We	People have difficulty in sifting out the fact that someone who is doing very toxic, harmful, predatory things to children, is at the same time a good English teacher, or they're a good musician, or they're good at

necessarily charismatic. The ones in prison rely on charisma as one of their personas by the smarter ones don't need to.

Yep, yep.

I think of that as the difference between the forensic and high functioning population. It is hard for me to know because once a psychopath finds themselves in prison for a long time, they have lost their game. There is not as much impression management. They are taking on a different role, instinctively. You are working with them, and you don't find many of them compelling. Thinking of a guy in hospital, he fits that bill. He had murdered his mother. People were drawn to him like bees around a honey pot. The majority are compelling, that is how they manage. They have to be compelling to get off first base. They do not care as much when they get to prison. I know lots of these people. I am often working with lifers, been there quite a long time, some of them are on death row. Lifers have very little emotion, are over-controlled, cold, superior, divisive about everything I am doing, what everybody else is doing, very cold, detached. Most of the ones I was working with were at the point where I had nothing to offer them.

well, when we first meet them, they are not just normal but super normal, better that normal, normal with the ability to know. The guy who I used to work with, the name of anyone who was important in business would come up, he said he would know them as a good friend and then you would meet them, and he did not know them. I would say seductive, the problem is the sexual connotations we don't mean in this case. Is enticing a word that might work?

Yes, they put effort into appearing normal and believable.

don't realise that they can be very appealing.
Preservation of the false self is much more calculated in those with dark personalities than self-preservation is to the general public.
Outsiders and third parties find them attractive and magnetic.
They create an image of being a normal person.
It's part of their modus operandi to be liked, to be popular, to be good at stuff.
A DP person can control what another says does and thinks.
They often manipulate others, convincing them to do things they would not normally do or into believing something unbelievable.
They present themselves in a certain way.
They have gravitas.

their job. They're liked by their colleagues. They're popular. That I find is what throws a lot of people off track.
They could make people believe what she wanted them to believe.
These men are quite capable of persuading male judges that they're absolutely fine.
He's so convincing.
People don't know what grooming behaviour is. What we see is they will literally tell their victims, they are constantly saying who is going to believe them, because normally society do not believe them.
She convinced them of so many things that just weren't true, and made them so paranoid, that many had to leave or take significant sick leave.
This person had total control of her followers.
Many times, you hear the victim say I did not think anyone would believe me.
They [court representatives] can struggle to entertain an opposing view regarding the DP because their experience of him/her during a short interview, the DP presents well and calm and controlled.
It gets in your head so much, there is still that anxiety from that sort of control.
This person could make people believe what they wanted them to believe and use it.
Ability to talk others into believing them.

			She convinced many people of her abilities.
			He was offered the position of Dean of our Medical School.
			Wins prestigious awards and is offered prestigious positions.
			He is above reproach.
			He tells everyone what they want to hear.
			Extraordinary ability to have others do what they would never ordinarily do.
			Their behaviour was constantly excused, minimised, dismissed by police, courts, and others.
			No one has ever to date formally complained.
			Women were supportive of him despite allegations that he had been unsafely practicing with children the school.
			He received full DVA pension and counselling for life.
			No official charges have ever been laid.
			Died before the legal system could act.
			Hard to clearly state that the incident is calculated.
Chameleon-like *How they evade and be aloof and invisible.* *I have seen that. In a couple of people where they have been very different in a group session and seen them in normal prison setting. Over time portray themselves incredibly differently.*	**The ability to create personas that are quite different and are used interchangeably to manipulate people in different situations and contexts.** *Yes, I think that is a fair personality trait a bit like cynicism and brazenness. You have to have a good read of the room to be truly successful in this way*	They will treat different people very differently. Individuals have completely opposed experiences of the same person and cannot even imagine what the other is experiencing if it is different from their own experience. They put on an act. Creation of several facades that can be duly exhibited as required.	I thought that was an act because he could argue and come out fighting one moment then be meek, sweating, and almost look incompetent the next. DP appears to be agreeable/friendly however when DP realises the situation is not as planned, they can target the individual [with threats, exploitation, aggression etc] away from the group verbally or over

We talk about a chameleon – and I guess you're right there, it's their environment too. If they're on a green tree, they turn green, if they're on a brown tree, they're – yeah, I guess it is the same thing. They're adapting in response to furthering whatever their agenda is. I think you're right; I think they do adapt to that environment.

When there is no one around they don't need to. You can see the absence of social mirroring when no one is around for them to copy. When you are in a relationship you do not see the chameleon and there is an aspect of being copied, that someone is like you, that someone wants to….an aspect of ego when someone laughs at your jokes, and you think the same things and there is some comfort in that. Alan Pease, the body language guy, he would talk about mirroring in terms of facial expressions, to get the interviewer to like you. To get people to like you. This is a psychopath version of that. They cannot change colour if no one is there.

Again, this is one that I have not thought of recently, but I used to speak about this using the example of the person I worked with. In terms of getting hired, he/she would find out what you like and pretend to like that also. We were pitching to Canadians and one of

because if you cross the line, you scutter your whole strategy and you are then brazenly disordered, then people will alienate you and not support you. Yes, this definitely has to be an attribute. To some extent you are saying chameleon blends in and brazen stands out what you are implying that there is an ability to modulate your behaviour for the purposes of what you want to get out of that situation so high degree of emotional intelligence because if chameleon-like blend in alienated if too chameleon-like turn on and off in relation to need, sometimes brazen can put fear into others and chameleon to not have them fearful.

Hard for me to know because I don't see them in different situations. Occasionally I would get a glimpse because something will come out in the investigation that shows another side we did not know about. I usually do not get to see it but when I do see it, it takes me by surprise.

One of them changed dramatically when he thought I was going to offer him a recommendation for something. Then when he found out I wasn't going to give it to him I saw the mask drop. Once I saw him walking along the corridor. I was absolutely terrified, and when I came back down to

You are looking at his evil twin.

They can mould themselves to belong/be accepted (or not) into any social group with ease.

Duplicitous.

These personas developed are deeply complex, have years of work and to the general observer are unquestionable.

He was like a split personality.

Turning on the charm to engage with those who can benefit them.

The ability of dark personality to change swiftly according to the chess moves they see way ahead is incredible.

Moulding him/herself into various personas depending on what is required for a particular situation where they are pursuing their desired goal.

Ability to adapt to changing environments.

the phone. There is no record of the conversation so it can be denied.

The personality will tell you one thing to get you on side, whilst telling another colleague of same stature something completely different - inciting fear in one and euphoria in another. Almost like a divide and concur approach.

He created a false persona of strong Christian values.

He just had this whole other life.

The identity I mention is not one of truth or honest self-development but that of an image the person has built to veil their core character.

30 plus aliases.

Behaviour changes but it is always about getting what they want. They will first try charm, then bullying, or cruelty or manipulation.

She would abuse the children verbally, sexually, and emotionally whenever the partner was not around but changed when he was around.

I want to say he is aggressive but if you meet him, his demeanour is meek, he will come in and be weak, defenceless.

Giving great speeches at events talking eloquently and inspiring, to the annoyance of colleagues in the crowd who know how difficult they are to work with.

Having overly aggressive outbursts before entering a public space where they would appear happy and positive.

them mentioned ice hockey and he/she said oh yes, I love that. If you were a drinker, he/she was a drinker. It is not explicitly in the literature, but it deserves to be there, I think. *I am not so sure it is chameleon like because that is to hide. Probably adaptable, highly adaptable. Chameleon-like does it as a defence, these ones do it to gain power and control. Adaptability? Chameleon-like adaptability?*	*department, they said 'oh my God what's happened'? I had been very honest with him all the way through, but he misread a sentence I had written. He took it to mean he would never get out of prison; it was just like the temperature had dropped 20 degrees and he was just staring at me with hostility and said you will change that sentence or you will know the person I really am. It was cold, really intense fear and just the feeling of terror. I had not noticed until we got into the room. If I had noticed I would not have gone into the room.*		But he could be in the middle of one of these tirades, and saying the most awful things, and you hear a car pull up in the driveway, he can change like that.
Makes unreasonable and potentially unsafe demands of other people individually or in groups and is unappreciative. *It resonates a lot. Impossibly high expectations for other people.* *That is a tough one. There is a bit of a resonance with the whole scenario when we were talking about callous and goal-directed putting other people's wants and needs behind their own, whether they are indifferent or they sometimes enjoy the harm, and these people perhaps groomed, set them up early to be loyal or set them up to be malleable, professionally do the work early and be indifferent to watching them just to ask part of the narcissism and*	**Makes demands on others, subtly or more overtly, which may be excessive, and which may expose others to risk.** *Example, there is a case that came up with this guy who is really held in high esteem and has senior positions, and he had a case that was dismissed and then another case that came to me like the one that was dismissed. When I sent him a letter saying we had these allegations, let's say it was at a place and I put the wrong suburb and he wrote back this arrogant, supercilious, critical letter pouncing on the fact I had said the wrong suburb, therefore not legitimate allegation… tiny little, miniscule thing and he wrote back this damning scathing*	Unreasonable demands on work/effort/loyalty/kindness/duty. Demanding. No concern for the health and safety of the public. Demand more than the person can give and then criticise them.	The staff delivered but were fatigued. They had other employees in tears and going off sick. Feigned genuine interest in child safety concerns but unwilling to act. Demand more than the person can give and then criticise them. Does not give compliments. No credit for the value of others. Disregards accomplishments of others. No credit for the work of others. He told him there were safety risks in the business that needed to be addressed and the dark personality responded that there would inevitably be a death at some point because of the nature of their business and took no action.

callousness. And general behaviours.	*letter, absolute 'fuck off' that is my typo.*		Tasking people around them at work to do personal things for them despite demanding workloads drove their staff hard
Neuro psychologists came in and did training with us from UCLA. Normally we think about risk taking behaviour from an individual perspective, but this is about putting others at risk.	*I am thinking of the same guy. He had very clear expectations of people that were entirely his expectations and important that people met that expectation. His brother was an inconsequential queer, but he expected he would do something and when he didn't do it, he got hunted down. Combine this and lack of empathy. People cannot sometimes put a finger on it.*		
Expected to not tell anyone for years. Expectations of keeping secrets, a child's experience. Definition might be – against the victim's better interests, out of fear, threat, control, they comply with the requirement of the abuser.			
It reminded me of something in Cleckley and Hare which I can't remember which item it comes under. It is a broader category. I am still thinking about unreasonable expectations. It is part of predatory behaviours in terms of maximising the feed they get out of it. Does it come under predatory? Could come under egocentric, could come under callousness. It is more than that though, it is also pushing people to do their jobs for them because they get promoted above their qualifications and ability. Thinks it should be under predatory because the pushing people to get the most out of it for themselves, expoitativeness.	*My friend had one come in as a CEO and this friend had to sign off on this guy's expenses for some reason. He had moved over from Asia. The package he had negotiated was incredible. He was staying in a rented house Monday to Friday because the house he bought was too far away and my friend told him you cannot claim for this. My friend said, I have crossed a line. I just did what I had always done, I can feel that that is going to have an impact. My friend got sent packing. That was kind of an example of that. He was a high-profile personality. My friend said this guy had drained the company.*		
	I am not sure it is expectations, it is a belief, they believe that women should be tied to the kitchen sink, for example. Firm beliefs in the role and behaviours of others.		

	Engage others into activities that are unsafe.		
Shrewd image managers *She charms, she has impression management, she has a completely blamed, a bit of heat has come over to her, one of her family has always had a serious illness to get out of it, if you are looking with a normal head, that is an enormous conscience, that someone in her family gets cancer every second year but people do not notice it, they do not want to go there that she is actually lying about that. And others say I cannot believe she is coming out with that one again.*		How people perceived them was more important than their experiences or social connections Present themselves favourably. Obsessed with image. Making others want to be near them and talk to them. Charismatic and charming Above and beyond Mr Nice guy People love them. Masquerade of decency. False depiction of comradery.	Bringing them to work appears to be about him looking like a good dad and all-round nice person. Would walk through the property waving and saying hello to everyone. Overly loving person in a public environment. Use of the church as a backdrop to commit crimes. Gravitates to charities as a backdrop to commit crimes and for positive publicity. Fake social front/constantly positive mannerism. Masquerade of decency.
A focus on self, first.	**The focus is on maximising one's own interests.**	Self-oriented. Me first to hell with you. Beneficial at its core to that individual at the expense of all else. Self-cantered. Concern for one's well-being over others. Maximise one's individual utility. Demands that own needs are being met. Self-reference as special. Consistently prioritising their own needs over others.	Giving wife pitiful amounts of money to pay household bills whilst enjoying a lavish personal lifestyle. Buying nonessentials like expensive clothes when kids have not enough clothes and only cheap, damaged and second hand. Everything was about him. When I was 34 weeks pregnant, we were renovating. I was exhausted and started articulating this. He then started crying, took over the conversation, telling me how exhausted he was. More important than others. Using everyone in their life. Out for their own benefit.

Research participant comments re differentiators (capabilities and proclivities) and strategies/tactics (Strawman):

- *I think you have covered it very, very well. When these starts being used as frameworks for lawyers etc, some of them will see themselves in this. You will need to watch yourself on the streets.*

- *All good. There are similarities with that kind of defence mechanism psychoanalytic model.*

- *They do not sit down and learn in a book these behaviours. How do they learn them? In psychoanalytic theory we all have these human behaviours programmed from birth and we move through various stages. Kids learning to lie is an important kind of skill, some do it more than others at different ages, the ones that lie more at certain ages, do better in life later on, it is an adaptive human behaviour and learning how to use that effectively is a survival mechanism.*

- *It was so funny in the survivor last night; one guy said you should vote for me because I lied effectively and the other said I lied because I had to, but I felt bad because I had to. Both admitted to lying and that teaches people how to lie to get ahead. We watch it in droves. To win you cannot just be strategic, or physically, if you tell the truth, you go out first round.*

- *They are not empathetic, they do not understand other people's emotions, they do not feel upset if someone else is, they feel indifference or blame the victim for feeling like that, callous or they get excited by it.*

- *Consider adding to the strategies the creation and maintenance of fear, divisiveness, agreed and delay, stalking.*

- *Include material on dealing with their own children.*

- *(Note Karen: Call it predatory personality? Persistent predatory personality disorder?)*

Capabilities and Proclivities (Strawman)
(Quotes in italics are feedback from research participants)

Capabilities and Proclivities	Low end of continuum. (Lower intelligence, lower socio-economic status, lower impulse control capability and low, if any, availability of dark personality enablers, henchmen that run interference for the dark personality.)	Representative quotes	High end of continuum. (Higher intelligence, higher socio-economic status, higher impulse control capability and higher availability of dark personality enablers, henchmen that run interference for the dark personality.)	Representative quotes
Planned versus impulsive. *I hear paedophiles talking like that – talk about planning they put into it. Some do it impulsively, but I have only heard the ones speaking who plan it.* *This is continuous, once one plan is put into operation, they are planning the next. This is right. Most definitely.* *They must have that impulse control in certain situations.* *Psychopaths are in full control of their behaviour and have very clear objectives in behaving that way.* *Obviously, I would agree with that as I have seen that in a corporate environment.*	Impulsively carries out generally more overt acts of harm and control. Is unrealistic about their potential to accomplish goals over time.	Lack of impulse control. Acts without thinking. No preparation. No planning. No realistic life plans. Lacks stability. Sets goals. Randomly. All about 'the now'.	Planning and gamesman-like precision in the execution and achievement of their goals, wants and needs. Obsessional pursuit of goals. Intensity.	It's actually a targeted, strategic plan to get children in their arena, and also to gain the respect and trust of the community. They plan it. Very carefully planned and cunning. She wasn't impulsive, it was very carefully planned, everything that happened. Patiently plan to great detail to get what they want. Stealth. Subtle. Chips away. They are playing a game of strategy to clear their names or escape consequences. Fixated on own position and pursuit of goal. Stealth. Patiently. Carefully. The move they have planned many steps ahead. Considered and deliberate.

Perfectly capable of planning things and organising for their own good and own ends.				
Status seeking *Anyone who is a priest gets automatic status.* *I think this is right, they do not necessarily all want status. Some deliberately keep out of the limelight in case they are uncovered for what they are.*	Does not require status. Control is often the primary focus.		Status is very important and usually provides more potential for control and power. They are more likely to support their children if the children are doing well because it reflects their own greatness.	Wants to get ahead. Self-advancement is important. Ambition. Needs status symbols. Children she cared for were a reflection of her.
Reliability *Yes, and as far as it suits their purpose for the strategic one.* *I think so. Would relate to criminal versus not criminal. Doing what they say they will do. Varies by situation.* *Cannot comment on this.*	Cannot be depended on.	Starting businesses and employing staff then disappearing when things go wrong. Disappearing when things go wrong. Disregard obligations Avoiding responsibility.	Can be depended on, however this is within the context of the attributes.	Reduce accountability. Advancement. Good at their job - Good English teacher. Good at stuff. Competent.
Presentation *I have not seen under-stated ones. I am wondering whether that can be more a personality trait and that does not impact. When you think about those kids that shoot their peers*	Overplays self.	Delusions of grandeur. Brags about accomplishments. Is more important/more intelligent than is fact. Talks only of self.	Underplays self.	Can appear self-effacing. Rarely talks. Appears studious and quiet. Engages in behaviours that are not as obvious as physical violence. Conservative. Keeps their cards very close to their chest.

at school in the US it is often someone quiet who has not spoken up, not expected. *Oh yes, this is right. It is a kind of behavioural spectrum. How they express their ego.* *Not familiar with anyone that underplays themselves. Maybe they underplay themselves in an attempt at fake modesty. How they externalise their ego.*		Uses language that overstates confidence. Garrulous. Overestimating the intrinsic value of their contribution. Inflated view of their own competence. Tells stories where he has played an important role. Self-aggrandising Demands admiration. Extreme sensitivity to (mild/constructive) criticism. Life of the party. Centre of attention. Loud. Self-promotion. Inflated view of their own competence.		Talks in a monotone. Cold and aloof and rational. Apparent calm demeanor. Well spoken. Rarely yells. Feigning weakness. Persona of defenselessness. Persona of meekness. Persona of incompetence, that they are less able than they are. Shy. Introverted.
Long term versus short term orientation *Yes, this is one.* *Do the forensic say they lose concentration? I don't have much experience in that end of the spectrum. I have seen the top end of the scale.*	Short terms orientation	Loses concentration, loses interest.	More than tenacity. Unrelenting attention to personal purpose. A relentlessness drive to achieve outcomes for as long as it takes, usually coupled with an intensity in relation to specific points of focus.	Relentless, unabiding focus and drive to establish themselves that does not appear to respond to or return outside emotional feedback. Will often pursue their victims for years and years and years. Unrelenting in pursuit of their goal. Perseverance. Long term. Never lets up.
Dependency on others	Parasitic lifestyle	Once they have a victim, they game	Self-funded, self-managed lifestyle.	Engaged in highly regarded occupations

Yes, I think this is a spectrum. *Not sure about this one. I think they are parasitic in that they use the good work of others and attribute it to themselves. Not sure I see a continuum between those two words. Take out self-managed. The corporate ones produce financial statements to get money they do not really deserve. You could say it is parasitic because it is gaining resources unfairly.*		play into doing what they want for them. It is a form of manipulation. Not contributing to anyone. Living off someone. Does very little work.		where they are fully accountable for their financial well-being. Spoke extremely well. Talking eloquently. Talking very eloquently Articulate. Clever. Highly intelligent.
Material wealth seeking *This is a continuum; some do some don't.* *Yes, I think this is a spectrum. As a means of power and position some are into it but others are not.* *Yes, again I have seen the top end of the scale, the ones who seek money. If they go into politics, they are after power which ultimately gives them money. I would agree valid continuum, depends on their aims in life.*	Money is great to have but not necessarily a key focus. The ability to control others takes a greater priority.		Completely driven to accumulate money and all the trappings that go with it.	When you strip back everything about a cult, it's leader, it's about control of others, it's about money. Money is the most important thing in the world. Making a vexatious complaint against supervisor to gain benefit. Obsessed with money and material items, getting it, how to get it, and anything related to it. Avaricious.

Legacy				
You get halls, schools, statues, gardens, named after them. No building can now be named after anyone for at least 50 years after they die. Taken away legacy stuff now. Represents their ability to hoodwink people. [Redacted] have an honour board and anyone who is a paedophile has a black line put through their name, so it is on show, rather than removed, so they are dishonoured. This is a fantastic idea. It is better than taking them off because more visible. *Some want a statue of them. This is only for some.* *I would probably agree with that. Dunlop gave a $10 million grant to a university. One of the Tory party turned up to the university with half a million for a chair, vice chancellor took heck, tore it in pieces and said I think you'd better offer a lot more. Made them change the name to his name.*	Does not apply egocentricity in creating something they can be remembered and admired for.		Applies egocentricity in creating something they can be remembered and admired for.	They get children who are estranged and/or who they have not spent much time with to engage with them. They change the narrative of their children's upbringing to make it seem as if it was the other parent's fault, they had not seen them. When they get older, they focus on legacy so they write books about their life or the meaning of life, they explore genealogy, they set up charities. He told my client that if he could win a Nobel prize for his charity, he would be happy. Out to 'win' all the children across to him as his career became closer to its end.

Image management *Yes, that is correct.* *I agree.*	Low ability to accurately reflect multiple 'personas' and emotions effectively.	Presents as superficial.	Exceptional ability to emulate different emotions and create realistic 'personas' that seem authentic. They require the outside world to view them in a certain light for the sake of appearance and/or to maintain power.	Posing as pillars of society. Upstanding citizen. Well respected.
Robustness?	*They must dominate their world and the people within it. There is an ironic twist to it, their own insecurity, people who are confident and secure in themselves do not need to exercise control and power over others. They are naturally confident in themselves. So, it stems from an insecurity. That is the one of the overarching traits or attributes. I kind of think that with some of the more fragile narcissists, the contemplation of a loss of control or power would be an enormous trigger because often there is a fragility in the sense of self, so control and power is what drives that.*	Extreme sensitivity to (mild/constructive) criticism. Massive drinker. Thinks he is the most attractive. Great sense of personal beauty. Vain. Obsessed with himself. Demands admiration. Seeking constant validation. Seeks praise. Needs admiration.		Owns the room. Held a presence. Exudes belief in their own abilities. Little self-doubt. She never appeared to second guess herself. She never needed reassurance.

Strategies and tactics (Strawman)

Pretending to be the victim when in fact they are the perpetrator. Feigns their own distress, victimisation of self, gaining sympathy.

Weaponisation of the justice system. Sued for defamation even though they were guilty. Enjoys and instigates repeated lawsuits to cause distress to others, Abuse of family court processes to control victim. Using legal processes to control. Appealing court decisions endlessly. Creating a situation that requires response.

Wraps undermining of the victim in a pretence of caring about the victim.

Compelling speech patterns.

Blocking. Avoidant of answering questions related to underlying issues, refuse to engage in conversation, stonewall, refuses to cooperate, evades, refused to comply.

Withholds information.

Conveniently forget details.

Complexity of approach. They keep themselves ingrained in their victim's life through extremely complex maneuvering of other people, of circumstances, of facts such that the other person is eventually 'destroyed' professionally, reputationally, socially, and/or financially. It can extend for years.

Telling many people, many different things with a view to conceal and deceive - tell you one thing to get you on side, whilst telling another colleague of same stature something completely different - almost sighting fear in one and euphoria in another.

Uses convoluted and circular discussion to avoid culpability - Circular conversations, Confusing messages, word salad.

Approach is tactical, like a game of chess - changing therapy prescheduled times.

Secondary manipulation.

Deliberately causes chaos and/or confusion - create confusion within the team so that complaints follow, and the outcome is granted, creating a paper trail that becomes too complex to follow, deliberately making chaos.

Does things for people to use as leverage.

When confronted with contradictory evidence, will change the story. Provides a new version, without any indication of stress/distress.

Blames and accuses others - Always someone else's fault, look what you made me do, scapegoat, others are wrong, paint us as liars.

Smokescreen.

They accuse the victim of doing what they are doing - all these accusations are an accurate description of their own behaviour, posing as victim of behaviours they inflict on others.

Attack process in the courts etc rather than respond to the allegations - attack process, questioning of my ability.

Systems abuse?

Threats. She stopped, and then told me that it would happen again if I told my father/mother what had happened, threats of violence in case of non-compliance.

Uses instrumental anger. Near-psychotic, explosive, terrifying displays of cold rage as a deliberate ploy to intimidate. False anger. How dare you? Verbal push backs, attacking, combative.

Highly self-effacing to her seniors. Ingratiate themselves to people in power, they'll get close to people with power, just to make sure that they have powerful individuals to protect them, cultivating people perceived as helpful/ famous people, self-effacing to seniors.

Disposes of people when no longer required or who threaten their control and power. Repeatedly firing people for self-benefit, losing their jobs, terminate, sacking, finds a way to get rid of a personal threat to their success.

Never takes responsibility - Pathological unaccountability, Inability to see himself as doing wrong, never accepting responsibility other than success, Dismissive, denies, vigorously denies, minimising, downplaying, deflection, change the topic, excuses, Justifies.

Blackmail, bribes, emotional black mail.

Covering up – tracks.

Delays. Months can go by in between appointments preventing the therapy from gaining any momentum, the victims were always dealing with new people, postponing, trips, Agree and delay.

Attacks others' credibility.

Force, coercion, harass, bully.

Gaslighting on a large public scale by the misuse of media.

Playing people off against each other.

Stalking, obsessive texting, video recording, monitoring.

Destabilise - more junior people a lot of power.

Collusion – cartels, paedophiles.

Information is an important part of their arsenal - encourages sharing then uses it to threaten later, Insisting someone share secrets to prove loyalty, Can make you feel validated, but they are in fact mining you, selective with who he kept close to him and who he shared information with, Keeps cards close to chest, pulling the wool over people's eyes, finds out personal information, never let anyone fully know what they are doing, Don't talk about the cult to anybody else, do not reveal much.

Can go to great lengths to ensure there is no proof – unseen, unknown, She continued to hit me, until after some time she said that the hitting would continue until I stopped crying and made no mention of it and finally I did, never witnessed by others, violent outburst privately, can be denied at a later stage, nothing in writing, no other witnesses, had parts of minutes redacted, they can target the individual away from the group verbally or over the phone.

Maltreating the children but not doing it in a way that is recognised by court.

Mirroring. Knew what to say, studied me.

Treats people who cannot help her very poorly.

Running away to avoid accountability - fleeing the jurisdiction, fleeing the country.

Say one thing to those who they report to and those who they lead. Put a divide between those they report to and those whom they lead/manage.

Network of supporters, co-opting supporters who assist them to deny any allegations of abuse, Co-opting supporters, group of people around him, enablers, few chosen ones.

General additional observations:

Uncomfortable with emotions in others - Expects no emotions from others including small children, abusive that I was upset.

Disconcerting because of the juxtaposition between extreme cruelty and lovely behaviour - it was so hard because he could still be nice and lovely, and charming, It makes you feel crazy, being nasty and controlling then they can be well-mannered and polite and engaging, Talks softly and calmly at all times but reports of violent outburst in private.

Polarisation of groups and individuals, Family court consultant can have opposing view to the therapist working individually with the family/child/ex-partner, Individuals have opposing experiences of the same person (DP) and cannot relate to the others experience often presuming the other is 'the problem', Half the school community can idealise principal while the other half is seriously concerned about the community's wellbeing under /his/her leadership, Giving great speeches at events with colleagues and external people talking eloquently and inspiring (to the annoyance of colleagues in the crowd who know how difficult they are to work with), Giving great speeches at events with colleagues and external people talking eloquently and inspiring (to the annoyance of colleagues in the crowd who know how difficult they are to work with).

Dead energy, like a blob.

Lacks insight and/or true self-awareness, lacks self-reflection around own behaviour, fails to ask genuine open questions or self-reflect, superficially engaged in therapy.

Other general feedback from research participants (Strawman):

Regarding polarisation: He/she is polite, affable, low-key, even when people challenge things, he/she deals with it well, he/she is quite fun, quite humorous. It is quite different with [name redacted, a person who is psychopathic]. The first time I saw him/her in a way I had not seen him/her in any other context, I found that quite alarming. I agree with polarisation. If you are on the receiving end and you can see it. A proportion of other people are not going to see it. The situation I told you about, there are so many people involved with him/her professionally. The people who know him/her know exactly what he/she is like. People kept saying others will find out, it is only a matter of time, but for some reason there is just no way this will happen with him/her. My family to this day to do not believe me and think it was me being a bit hysterical. I am from a family of [redacted], and I can see it in their faces. They are thinking 'Oh God, what is he/she going on about now?' Thankfully I have evidence. I think perhaps one of the other parts of psychopathy is our inability to understand it because it is not comprehensible to do so.

Regarding measures: [Name redacted] had something in mind with [name of model/measure redacted] but we had to say we know what you are looking for here, but these words do not represent it, these questions are not capturing it, we think they are

capturing something else, from interviewing hundreds of patients. It is wise to keep the definition with the model because different words can mean different things to different people and the meaning is what is important.

Regarding reverse attribution: Offenders often use the three tactics of denial, accuse the accuser and counter accusations. We normally teach this. The counteraccusations usually go towards law enforcement. They will say 'I've been arrested 100 times, that's why you targeted me', this type of thing. That's generally where we hear denial, accuse the accuser and counteraccusations. That's, basically, your three references to tactics. We use this in our Interrogation training. We call it an operations plan, law enforcement plan for interviews. (PhD researcher: How do you handle denial? How will you deal with it when they accuse the accuser? How will you address it when they use counter accusations?) Prepare logically in advance. I have a road map of how you can address these things. It is a 3-day course, the practical side is a 2-day course. What you do with dark personality, you make it into a negotiation, you will give them something in their best interest, they get gratification from talking about what they created. In class (Quantico) we talk about facial expressions. Basically, it's very, very, very difficult to see that. It's better to use, if you want to look this up, it's cognitive detection of deception and the researcher goes by the name of Vrij. His first name is Aldert. I know him. He's one of the people that trained us, that's really the only way you can detect deception. This is fascinating because it doesn't matter whether you're a psychopath or you're not. Cognitive load on the brain is still going to be produced on that, especially if you're trying to feign emotion, you're adding to the increase of cognitive load. When you see signs of cognitive load during specific types of questions they're being asked, then it gives us a better indicator if we're hitting the right area, cognitively.

Appendix O. The Persistent Predatory Personality (PPP) Model Populated With Additional Data for Enhanced Understanding

The notes outlined here apply to the model.

This populated model includes attributes, tactics, and differentiators (capabilities and values).

Each attribute, tactic, capability, and value are defined, and representative quotes included. For each attribute, quotes which reflect how the attribute manifests behaviourally in different communities, personal circumstances and contexts are also included.

Quotes representing each attribute, each tactic, each capability, and each value are from different research participants.

Quotes from participants are in italics.

The short version of the model is included prior to the populated model for easy reference.

Some quotes in the data have been changed slightly for the purposes of de-identification and grammatical and punctuational errors from quotes have generally been corrected.

It is not possible to attribute any of the quotes to any one person in this research. Comments of similar meaning were made by people from different fields of work and different category groupings. Child sexual abuse in religion, for example, was discussed by forensic practitioners, academics, non-forensic mental health professionals working with targets/victims, and religious organisation representatives. Similarly for domestic violence, cults and so on.

Persistent Predatory Personality (PPP) Short Version Model

Attributes (20)

Group 1 – They drive the agenda.
1. A drive for control, power, dominance.
2. Self-view of superior and special, entitled.
3. A pathological, explosive inner response to being compromised or challenged.
4. Vengeful.
5. Uncompromising.

Group 2 – They are motivated and operate differently and darkly.
1. Predatory (including calculated).
2. Sadistic (including cruel).
3. Has a low regard for laws, regulations, and agreements, as well as social and moral codes.
4. Sexual boundarylessness.
5. Unreasonable expectations of others.

Group 3 – They are hard to identify, and the truth is not easy to distinguish.
6. Actively cultivates facade of 'normal'.
7. Chameleon-like.
8. Dishonest.
9. Devious and manipulative, including consciously exploiting and misleading others to be inadvertently complicit (The dark personality superpower).
10. Unwillingness to accept responsibility for negative impacts they cause.

Group 4 – They don't experience feelings in the same way as others.
11. Without authentic emotion, emotional responses are acted.
12. Callous.
13. Unremorseful.
14. Self-interested.
15. Brazen.

Weaponry or Tactics (25)
1. Intimidates with an intent to create fear.
2. Isolates.
3. Weaponises the justice system.
4. Accuses the victim of their own nefarious deeds ('reverse attribution'), blames others.
5. Creates a contrived sense of deep connection.
6. Pretends to be the victim.
7. Capitalises on data.
8. Blocks, evades, and deflects.
9. Focusses on evidence reduction and avoidance of transparency.
10. Diminishes, degrades, disempowers, and discredits.
11. Engages in a complex set of behaviours which are difficult to 'see through' and understand collectively.
12. Uses convoluted discussion.
13. Confuses and creates chaos.
14. Publicly and privately provokes.
15. Moves in and out of supportive and non-supportive approaches.
16. Attacks process and the qualifications, experience and integrity of professionals who challenge them.
17. Ingratiates themselves to people in power.
18. Dismisses, denies, and minimises.
19. Justifies and excuses.
20. Blackmails and bribes.
21. Delays and postpones.
22. Obligates.
23. Forces, coerces, and bullies.
24. Creates and capitalises on divisiveness, divides, and conquers.
25. Mirrors and copies.

Differentiators

Capabilities
1. Planning and goal setting.
2. Emotion emulation and persona creation.
3. Presentation of competence.
4. Focus and purpose.
5. Funding of lifestyle.
6. Self-protection.
7. Retention of freedom.

Values
1. Wealth.
2. Attention from others.
3. Status.
4. Viewed as reliable.
5. Legacy.

Persistent Predatory Personality (PPP) Populated Version Model

Dimension 1 of 3: Attributes

An attribute is defined as a quality or feature regarded as a characteristic or inherent part of someone.

1. **A drive for control, power, dominance**

   <u>Clarification of the attribute.</u>

   An intense, all-pervasive drive to dominate their world and the people in it using tactics ranging from the more subtle and covert to the transparent and evident. Control can be asserted in a once-off act or over long periods of time.

   <u>A selection of representative quotes that support inclusion of the attribute.</u>

   - *They have a need to experience control and/or a sense of power over a person, a community, a situation and/or a setting of their choosing.*
   - *A drive to have power/control over situations and people is the key attribute of DP, the other behaviours are secondary to this primary goal.*
   - *My experience is that psychopathy is intertwined with power, and the power, is over an individual during the rape, during the homicide or is power over a group of individuals. I think why they enjoy manipulation so much is it gives them that sense of power, because they can control that other person.*
   - *A constant desire or perhaps need to be in control of any situation to enable an outcome beneficial at its core to that individual at the expense of all else.*
   - *Intention is destruction in one way or another with complete control over another.*
   - *Control and dominance through manipulation/grooming is the ultimate behaviour and through this they often gain power or establish powerful positions /status within the community or within their relationships.*
   - *They keep themselves ingrained in their victim's life through extremely complex manoeuvring of other people, of circumstances, of facts such that the other person is eventually 'destroyed' professionally, reputationally, socially, and/or financially.... It is a web of control and destruction which often involves many characters and situations. It can extend for years.*
     <u>Establishes rules or parameters.</u>
   - *They harm or punish if you challenge their control.*

- *They create negative consequences so a person will avoid repeating an incident.*
- *Psychological terror and control are a key attribute, especially in intimate partner relationships. You learn that it is dangerous, either emotionally or physically, to 'upset' them and will ways be walking on eggshells.*
- *They seek to identify the vulnerabilities of their targets in order to use these to exert control. Isolating their target enables them more freedom to enact their power without the target being able to access help.*
- *Threats to harm the victim, their property, their loved ones, animals etc may be used.*
- *Threats could be physical, but also threats to harm reputation, friendships, career could be used and can then create a sense of fear and control even if not in their presence.*
- *Refused to engage in conversation, would talk about the person as though they are not there.*
- *Feeling one can never escape and will never be free, programmed to do as you are told.*
- *Children under-report what is going on with the DP parent out of fear.*
- *If the victim/target breaks a rule, the punishment can be disproportionate to the crime committed. Breaking a little rule is the same as breaking a big rule.*
- *The victim is expected not to tell anyone for years. DP have an expectation of others keeping secrets.*
- *Punishing attempts to set boundaries, stalking, dismissing target's perspectives, views, beliefs; belittling and discrediting target to their significant others, their family, work peers, authorities such as police, courts, health providers (grooming), accusing target of conduct which they themselves are enacting, blaming target for causing their behaviour, causing target to believe they are reliant on them and will fail without them while threatening to leave.*
Rewards compliance.
- *Provides benefits for compliance.*
- *He created a reward system in which sex with the DP was linked to perceived intimacy by the victim [a pimp in a situation of child prostitution].*
- *Rewarding adolescents with gifts and privileges.*

- *He would always refer to the founder of the company in meetings, would sit behind the founder at the head of the table and never disagree, highlighting how fabulous you were in front of the founder then as time progressed, position against you and not be supportive.*

- *This person in a power position would always remind you of how powerful they were.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *They love to physically intimidate - get right up close to you, hover over you and be in your face. Their facial expressions are so angry, they are frightening. The look in their eyes is dark and dead - even when their eyes are usually blue. All their behaviours are about regaining power and control by causing fear.*

- *A lot of the deviances are associated not only with the act itself [rape, rape/murder] but with power and control.*

- *The use of emotional manipulation to exercise this control is always used. Like a chess game the DP has several moves planned ahead for any potential outcome. The control seems to be used in order to gain some influence or desired outcome for personal gain. The individual victim is often unaware of the control/dominance/manipulation being used as it is very subtle and so when the victim becomes aware they can often feel powerless and helpless because the damage/harm to their reputation or relationships is already done.*

- *I think there is a level of sadism, but my observation is that by engaging in sadistic behaviour the perpetrator sees the pain of the victim and gains a sense of power from the pain inflicted. For example, the nuns who physically abused children in their care saw the pain of the child in the child's face or upon hearing their cries and this reinforced their sense of power. Many survivors of child physical abuse comment on not wanting to give the abuser pleasure or satisfaction by showing an expression of pain.*

- *This core drive appears to be primarily concerned to the point of obsession with themself and their own needs and can manifest in an impulse to assert*

their own needs on the people and environment around them, in a bid to control and manipulate.

- *I was involved in a matter where a DP killed an individual to further a criminal enterprise. This offender was arrested and subsequently convicted. At the time of his sentencing, he told the court that he wanted the death penalty. The court gave him life in prison. He subsequently killed two people in prison to receive the death penalty. After the second homicide in prison, he was given the death penalty. He was executed on January 16, 2013.*

- *In my experience with coercive control, perpetrators are driven by their desire to have control over their target/s. They tend to have extremely high levels of entitlement and self-centredness. They use a variety of abusive tactics in their attempts to get those they target to comply with them. They feel entitled to their target or targets' constant compliance and feel entitled to punish their targets for non-compliance. In coercive control, perpetrators are usually boyfriends, husbands and fathers/stepfathers, and their targets are their adult 'partners' and/or their children. For coercive control perpetrators there is little that is more important than being able to continue with their coercive control. For example, the harm they are causing to their children through their behaviours are not as important as continuing their coercive control.*

- *He went from always stopping and having a chat to completely ignoring me even if I was there. Even if I walked past him, he would not look at me, he would actively look the other way. It was not just a situation of I am distracted.*

- *Reigns down, power and control are ever present.*

- *Utilising the legal system to financially control another.*

- *Dominates the therapy session by only talking about their own agenda and dismissing the therapist.*

- *I have observed that the need for control and power manifests through calculated behaviour. For example, I have encountered people who I believe went to the effort of gaining professional credentials to gain status and power which would enable them to abuse children without being subject to questioning by people who put their trust in them and held them in high esteem. For example, priests and teachers. I have witnessed these many times.*

- *The children [in the cult] were disciplined in terms of what they could do. They were given beatings, and they were isolated allegedly, when they went*

outside, when they did the wrong thing, and not by the leader but on behalf of the leader by others. That's the manipulative behaviour. She didn't do a lot of the rule follow up. Oh no, she set the rules and other people made sure that they were followed.

- *Manipulating people in power, such as the Board members, to control what they think of others.*

- *I am thinking of an abuser who groomed a vulnerable child. She became confused by his care for her at a time her parents were unavailable, and he then bought her a puppy and used the puppy to overpower her emotionally. She was then devastated and became powerless. When he left, he groomed her responses such that she was hospitalised but electively mute as per instructions.*

- *These men also became so obsessed they changed jobs or stop working altogether so they could focus on the task of continuing to try to control their ex-partner.*

- *Using legal processes to control - eg unnecessary adjournments to get her back to court and cause disruption to her life.*

- *It gets in your head so much, there is still that anxiety from that sort of control.*

- *This person had total control of his followers.*

- *The accident was carefully calculated to teach a message either to the child or the ex-partner who is the other parent of the child.*

- *Children report to the therapist that the father's house is more stressful than at the mothers but ask the therapist not to reveal this to the father.*

- *The silent treatment could go for weeks. He never used my name, just completely ignored me as though I was not there.*

- *There are many reports of perpetrators being overly helpful and willing in the early stages of the relationship before cohabitation, women saying that their new partner shows great ability to interact with her children, that they get along well with him, and that he is extremely and noticeably helpful to her and others. This eagerness of the future abuser, to impress all around his new 'target' is necessary to, firstly, gain complete control and then to abuse that power in whatever way he chooses.*

2. **Self-view of superior and special, entitled.**

   <u>Clarification of the attribute.</u>

A deeply held inner belief that they are 'better than' other humans and have the right to behave in ways that please them. They are highly gratified by the process of manipulating others which they see as a means of confirming their superiority.

A selection of representative quotes that support inclusion of the attribute.

- *It's basically an extreme version of arrogance because they regard themselves as superior and the rest of the world as second, maybe a God syndrome.*
- *A cold-blooded sense of entitlement by which the world is a chess board, and all the participants are but parts to be moved around and utilised by the DP with no sense of the impact on them. They exist as objects and have little or no value in themselves.*
- *Entitlement allows the individual to create double standards for what they expect of themselves and others, with regard to how they are allowed to behave as opposed to how those surrounding them are allowed to behave. Entitlement provides the 'foundation' for their belief that they really are "special" and deserve special treatment, they believe there is one set of rules for them and a different set of rules for others. Their entitlement is what leads them to believe it's ok for them to manipulate, to lie, to harm without remorse.*
- *Entitlement is what gives them their perceived right to cross another's boundaries.*
- *I believe these individuals have little regard for social or legal norms. This may be due in part to their arrogance which leads them to feel entitled and better than other people.*
- *The exaggerated self-opinion that others are beneath them, particularly in the area of intellect.*
- *Inflated self-esteem.*
- *Self-reference as special.*
- *Hyper-entitled mindset.*
- *Arrogance.*
- *Takes what is not theirs.*
- *They are entitled to harm and control others.*
- *Sense of entitlement.*

- *I believe their sense of entitlement is so powerful that they cannot conceive someone would come up against them, that and throwing consequences the other way makes people wonder who is at fault, so it creates uncertainty around their own misdeeds.*
- *They believe laws and rules do not apply to them. They believe that they are beyond the average and are so special that they have the right to behave as they please.*
  <u>Disinterested in feedback and behavioural change.</u>
- *Superficially engaged in therapy.*
- *Fails to ask genuine open questions or self reflect on their own behaviours.*
- *Lacks self-reflection around own behaviour.*
  <u>Ignores the principle of reciprocity</u> (I do this for you, you do this for me)
- *Dark persons ignore moral prescriptions.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *In terms of believing in yourself as a God like being, he used to say all the time: 'we are the Gold standard of something'. It was so far off the mark and yet he really convinced himself that because he was the head of this department, they were Gold standard.*
- *They tell me how grateful they are and how good I am at my job, that other professionals are lacking in skill and yet they have undermined and ignored every piece of therapeutic advice provided since commencement of therapy and fail to ask genuine open questions or self-reflect on their own behaviours.*
- *Through the use of the drug LSD, many of them were led to believe, during their time and experience on the drug LSD that was legal at that time, through a small number of rich psychiatrists, when they awoke out of their hallucinogenic trance, they had seen Jesus Christ, and that in fact was the cult leader. The two psychiatrists that were used to administer the LSD were devout followers of the cult leader at the time.*
- *He had no qualms about stealing mine and my siblings' personal belongings or money to use or give to his own children.*
- *He was taking valuable work assets for himself, cars, furniture, and space so leaving others without these and with no realisation of and\or consideration for the effect.*

- *Constantly demands that their own needs are being met by staff/system and writes to highest level managers and politicians to try to accomplish this.*
- *They cheat on their romantic partners and don't seem to care that it hurts them. In the workplace, their behaviour often creates more work for others, such as not doing their fair share of the work, expecting others to do things for them, not helping coworkers when needed.*
- *She stole from others in a way she thought was justified.*
- *He was tasking people around him at work to do personal things for him despite everyone having demanding workloads.*
- *She believed that she knew better.*
- *Steals thoughts, ideas, and work of others.*
- *They are more likely to support their children if the children are doing well because it reflects their own greatness.*
- *DP engage in an extensive array of strategies to ensure they control their environment including sacking people; creating what I would call 'big lies' to undermine people who get in their way or who may expose them or who they don't like or who they just decide to pick on; cultivating a network of supporters who will stick up for them regardless and who have a particularly positive view of the DP from the way the DP has groomed them or is getting something out of supporting the DP; by withholding information.*

3. **A pathological, explosive inner response to being compromised, challenged, or exposed.**

Clarification of the attribute.

A powerful negative inner response of 'hot anger' when their view of themselves as superior is challenged and/or they are exposed. This negative inner response may or may not be manifested behaviourally at the time although it can sometimes be detected in the features of the face. People of dark personality also use cold/instrumental anger, the emulation of anger to intimidate and cause fear in others.

A selection of representative quotes that support inclusion of the attribute.

Pathological or hot anger

- *When you take on these people you are challenging their control and power and you are subject to their pathological anger.*

- *Escalation to rage or violence in response to another disagreeing or saying no to them.*
- *If they're angry, they might get really angry, and that's sort of losing control, but actually, obviously, they're choosing who they do that with, so they are very controlled.*
- *I am a person who picks up on emotions, I am sensitive to them. Most emotions are not innate emotions with psychopaths, they are just acting them but the off-the-scale anger I sometimes feel is profoundly unsettling.*
- *They have a rising fury, a quick rising fury, which manifests in coercion, which is verbal, physical, emotional, financial.*
- *It is kind of an extreme reaction to a threat to their control.*
- *The ones in prison often time is how they get into prison, the factors that affect them at the time. The hot anger gets them in prison.*
- *Terrifying displays of rage when they have been challenged or had their deception or dishonesty called out.*
- *Their reactionary anger is the one thing that flies in the face of having no emotion.*

Instrumental or cold anger
- *If they emulate anger, they know they will get a reaction. They have seen others using anger and others cowering from it therefore it is an element of control. If their power and control is being challenged and they lost that power and control, then certain things can be a threat to that.*
- *He could turn his seething anger off and on like a switch. He turned it on when he wanted to make a point. He just turned it on when he wanted to.*
- *Rageful towards others for their cause of problems.*
- *The instrumental anger is more tied in with power and control. The feeling of lack of control brings out powerful anger. They prefer instrumental anger because they can plan and make up actions.*
- *Uses instrumental anger. Near-psychotic, explosive, terrifying displays of cold rage as a deliberate ploy to intimidate. False anger.*
- *Explosions of anger when their needs are not met.*
- *Set off by nothing at all.*
- *They could crack a walnut with a sledgehammer.*

Pathological or hot anger

- *Their pathological, hot anger is something that you feel, a visceral feeling that you know is there, so when I started to sense that in my current job I took myself off the electoral role and I changed my social media settings and I tried to disappear publicly because I felt these people are dangerous and could definitely harm me, even though there was no threat to do that.*

- *I can see that he absolutely wanted to explode and blow his top, but he'd keep a lid on it and he'd be measured and controlled, because if he did it would expose him to the people he was with.*

- *Manages his anger perfectly because it only comes out when there are no witnesses. Even when it comes out, he never loses control, it's managed.*

- *I am thinking of someone, a psychopath, who describes something with another prisoner humiliating him. He felt the hot anger at that point but in fact what he had to do was to file that, so he had impulse control because he was in prison. He would have probably killed someone in the anger moment outside of prison, but his ire was thwarted by him being in prison. He had to wait to get revenge.*

- *There is an acute distress and fear by the partner (victim) that becomes understood over time as a reasonable response to genuine threat and this is so often missed by 1-2 day family court assessments as they are such short time frames and do not allow for observation over time. The anxiety of the partner (victim) is often interpreted as overly anxious or as having borderline personality due to emotional reactivity but over time I observe that the individual is not necessarily pathological although the account of their story is hard for anyone to believe once they start to open up and tell the truth.*

- *The seed for extreme violence is there. They have the ability to perform extreme acts of violence so it's always there, but they learn not to use it in the corporate world and use other types of violence that pay a little bit more in that context.*

- *The rage is out of proportion to the issue.*

- *When I observe pathological anger it sometimes makes me think I have misjudged a psychopath. You hit on the one thing the person is fragile about*

and the reaction makes me want to leave the room. You realise you have touched a nerve and you are going to pay for this, and you are not sure how (category 1).

- *They think 'you have insulted my position as the top of the tree' and they have responded to that which I think is out of character because they are usually quite controlled.*

- *They are incensed when accused.*

- *One of them changed dramatically when he thought I was going to offer him a recommendation for something. Then when he found out I wasn't going to give it to him I saw the mask drop. Once I saw him walking along the corridor. I was absolutely terrified and when I came back down to the department, they said oh my God what's happened. I had been very honest with him all the way through but he misread a sentence I had written. He took it to mean he would never get out of prison, it was just like the temperature had dropped 20 degrees and he was just staring at me with hostility and said you will change that sentence or you will know the person I really am. It was cold, really intense fear and just the feeling of terror. I had not noticed until we got into the room. If I had noticed I would not have gone into the room.*
Instrumental or cold anger

- *They can turn anger on and off like a button. There is no build up or emotional decline, indicating that it is false anger unconnected to real emotions but just for display purposes to have a desired effect e.g. to induce fear and compliance in others.*

- *I have 2 examples of instrumental anger where [name removed] got aggressive with the victims (of child sex abuse in a religious organisation) when they decided to become public.*

- *Sometimes you have someone so arrogant and so power hungry and so egocentric that they will bully someone and do it in front of others, and it gains them more power because people are then scared of them.*

4. **A pathological, explosive inner response to being compromised, challenged, or exposed.**
Clarification of the attribute.
They inflict harm on others for perceived injury. This may occur instantaneously or days, weeks, months or even years later. The form of harm often corresponds with

the form of perceived injury and can be a one-off event or a prolonged process, sometimes lasting for decades.

A selection of representative quotes that support inclusion of the attribute.

- *He had a filing cabinet in his head and then at a time when he was not feeling on top or in control, he would literally take someone out of the filing cabinet, and he would wreak revenge on that person.*
- *They continue to exact revenge on the victim in covert ways long after that victim has been psychologically/emotionally/financially/socially broken.*
- *They are vengeful and vindictive.*
- *Punishment is always expected when they are displeased.*
- *When someone does something they do not like or someone gets an advantage over them, they come on hard with public humiliation, sacking, taking legal action against the victim/s, slamming the victim publicly in some way, creating rumors about the victim.*
- *They resent anyone who blocks them from getting what they want.*
- *They impose rage, abuse, or violence on the person who made them angry.*
- *They hit back hard when they are exposed.*
- *They like to engage people on the playing fields. They feel comfortable on the playing fields. They develop that model around strengths and weaknesses and want to engage people in that way when they feel they have been slighted or challenged.*
- *They have an eye for an eye approach.*
- *Retaliatory.*
- *That vengefulness, to be effective, must be explicit like people who mess with them know that they are going to come off second best many years down the track.*
- *There is an intensity of focus and determination to achieve a desired outcome in my experience, which is often punishment of an ex through gaining child custody or financially ruining their ex or ruining their reputation.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *You get trained quite quickly, but you don't tend to experience the full impact of the DP until you do something which they see as you totally devaluating them and exposing them to others like when you leave the marriage, and they'll make you pay for the rest of your life, by fighting for custody for the children, maltreating the children but not doing it in a way that is recognised by court.*

- *I don't think I thought a [senior person in a religious organisation] was going to come around and kill me, but I wouldn't put it past them to get a hit person to kill me. They would not do the violence, but they could certainly use someone else to do it.*

- *This other prisoner did a minor thing to him, he spoiled his peas. The DP literally bashed into him 3 years later. He really beat the daylights out of that prisoner. It seems like a completely random assault but in fact it had been filed in the filing cabinet, it was restoring his equilibrium.*

- *DP never let anyone fully know what they are doing. They keep their cards close to their chest. They do not reveal much. Even when they inflict punishment or retaliation one never knows if it comes from them, one just assumes, occasionally incorrectly but mostly correctly.*

- *I was talking to this woman today whose pets have been slaughtered in their cages and she was not sure if he did it or he got someone else to do it.*

- *I am pretty sure there are no lengths to which this man would not go to see that I am destroyed.*

- *They don't give a shit if they do have children, they will just completely screw over the kids, and the partner, they'll cause as much misery as possible. I see it over and over again.*

- *His brother was an inconsequential person, but he expected he would do something and when he didn't do it, he got hunted down.*

- *It became clear during family law court that he was hideously vindictive and would go to any length and perjure himself with any accusation against me to ensure I was left with nothing, homeless and with nothing, which he succeeded in doing.*

- *I prefer to stay under the radar and not be perceived as challenging or threatening to these individuals (e.g. professionally, intellectually or other ways). They like to take you down publicly if challenged in addition to undermining in the background - e.g. attempts to unreasonably negatively*

affect my reputation or standing on the basis of my stance on professional discussions. They particularly enjoy take downs when they are holding a microphone.

5. **Uncompromising**

<u>Clarification of the attribute.</u>

A steely unwillingness to make concessions or to negotiate in a manner that involves mutual consideration for the interests of all parties. While they may at times appear to compromise and even be caring and supportive, self-interest is core, and any concessions or 'goodness', have an underlying motive.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *Unable to see a point of view beyond their own.*
- *They are always molding situations or conversations to produce a desired outcome.*
- *When you are provided with new information, you revise. They do not. You can engage in a long dialogue about all the reasons why they should compromise but they have an unwillingness which is steadfast.*
- *They will engage in short-term compromise but ultimately their agenda will not be compromised.*
- *They insist on having things the way they want them.*
- *We see this when psychopath perpetrators want a particular result.*
- *Compromises are always strategic and might include faking good and demonising the other person or it might be exceptionally litigious.*
- *Challenging them is the worst think you can do because they do not like to be thwarted.*
- *It is their way or the highway.*
- *They threaten those who make claims against them or question them.*
- *Ruthless.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *When you do confront them, they are hostile, aggressive, litigious, and incensed that you could challenge them in any way.*

- *If a person does not comply or do what they want they ignore them, they refuse to talk to them or cooperate with them.*

- *Women seeking out support in the family law jurisdiction frequently report the man saying to them words to the effect: "I would rather see all the money spent on lawyers, than see you receive a cent" and indeed many of the proceedings in the Family Court are characterised by this approach. Quite often these men are well respected professionals or corporate CEOs who perform well in court.*

- *If any were noted by others as achieving, they were moved or terminated. If others disagreed with an approach, they were implied to be troublemakers and terminated. They were threatened with legal action if they were to try to take it further or complain.*

- *He stood over them and he pointed his finger at their faces, quite close to them, so there's physical mannerisms, to make him bigger, to make him more powerful and to make his presence felt, so physical intimidation is used when challenged.*

- *A DP finds a way to get rid of a personal threat to their success. This can also manifest as false empathy to learn personal information for later use by the dark person.*

6. **Predatory (Including exploitative)**

Clarification of the attribute.

Motivated to gain something out of someone else's weakness or suffering. This often includes satisfaction from a 'cat and mouse' process with the victim, the process of isolating, weakening and ultimately destroying their victim.

A selection of representative quotes that support inclusion of the attribute.

- *Their approach is like persistence hunting in humans where we cannot run faster than a zebra, but we can run alot further, follow until the zebra is exhausted and then pounce. They are not just trying to win a battle, but they are also getting pleasure out of it which is a different level. One is doing it to survive, and the other is doing it for fun, for pleasure, that reward.*

- *A person is selected because they have the requisite vulnerability. Not everyone can be prey. They need to attend to their predator, not ignore them.*

A person living a fulfilled life on their own terms is more difficult to prey upon than a person seeking something the predator can pretend to fill.

- *Without empathy, there is no counterbalance to an insatiable narcissistic predatory appetite for personal aggrandisement and gratification. In my opinion, it is this trait that describes the traditional notion of "evil" in some spiritual traditions.*

- *They will be deceitful, manipulative, and predatory - extracting advantage by exploiting the vulnerabilities of others.*

- *Preying on the vulnerable, either physically, emotionally, or intellectually.*

- *They use IQ and filter to hide intent from the victim.*

- *They see feelings of caring, compassion etc as weaknesses in personality.*

- *The victim is often unaware.*

- *Predatory.*

Identification of the target/victim

- *Quick to identify those who might not be an easy target and move on to the next one.*

- *He studied me immediately and kind of knew what to say.*

- *Attracted to others of perceived value and derive pleasure from taking them down to bolster their own ego.*

- *They choose people that they know will forgive.*

Engaging the target/victim

- *Boundaries will often be pushed or crossed entirely early on in a relationship, but falsehoods and flattery will be used to put the person on a pedestal, so they are more complicit.*

- *I have also heard from survivors of institutional abuse who describe perpetrators (often of sexual abuse) who talk of being groomed ie showered with care, attention, interest from their abusers which have included religious clergy, welfare officers, foster parents, and teachers.*

- *Charming, makes you feel special.*

Weakening of the target/victim.

- *Diminishes, degrades, disempowers, and discredits.*

- *They have an incredible tenacity to get information about their victims and understand their victim's vulnerabilities.*

- *Makes victim lose confidence and question their competence.*

- *Talk themselves up and compare to belittle.*
- *Name calling, derogatory comments.*
- *Verbally expressed the insignificance of others.*
- *Disempowers others.*

<u>Publicly and/or privately provokes.</u>

- *Baiting and breaking.*
- *They bait the victim either privately or in front of others which confirms the DP's claims that the victim is crazy because of the way they react.*
- *They make the victim appear crazy or incompetent and this further distances people if the victim reacts.*
- *They want people to think…. their ex is the crazy one. When the victim starts trying to tell people what they have been going through, the DP has usually already told a large majority of the victim's network that the victim has bipolar or BPD or histrionic disorder.*
- *Baiting, unrelenting baiting.*
- *Does and says things that make the target question their own reality.*
- *Isolates the victim and makes them appear crazy or incompetent.*
- *Crazy making behaviour.*
- *Gas lighting.*
- *They tell the victim what they had heard, and what they had said, in a bid to try and constantly get them to doubt their own reality.*

<u>Publicly humiliates</u>

- *Very early on we were getting ready for an executive leadership team meeting. One of my colleagues started making some suggestions of how we might represent on particular topics and the DP put his hands over his ears like a child puts his hand over both ears and he looked at me as this person is talking, and they are a really senior executive, and he is saying 'have they finished yet'.*
- *Sets the victim up for failure.*
- *Setting tasks that are unattainable.*
- *Sets up the victim.*
- *So, saying 'jump, jump, I will catch you' but when the victim jumps, letting them fall.*
- *Setting tasks verbally and then changing this after work is started.*

<u>Isolation of the target/victim</u>

- *The need, desire, and want to isolate a victim is their instinct.*

- *Isolates the victim.*

- *Isolates and destroys.*

- *Causing isolation by confusing, scaring, manipulating others.*

- *Isolates the victim or target.*

- *They know that to achieve their goals they need to isolate you.*

- *They isolate their victim by telling a group of people a series of untruths about a person so that the group will shun/reject that person.*

- *Victims slowly find themselves isolated from friends. Friends who used to visit will no longer be made to feel welcome, they are forbidden to invite friends to the house, children are not permitted to sleep over at friends' houses. Family members, parents/grandparents of victims find they are no longer welcomed, and their loved ones slowly lose contact in cases where the adult victim, usually the mother, is not strong enough to insist the children visit grandparents and others.*

- *They identify vulnerable people be they boys without fathers, women who are already emotionally damaged or who can be potentially isolated from their family and peers. For example, women born overseas, women with pre-existing trauma or mental illness.*

- *Even family members do not see through the guise of the DP, and they often berate, reject, and isolate the innocent victim family member who is targeted for trying to expose the DP parent or sibling.*

- *Isolation takes place slowly and insidiously.*

- *The impact on victims of DP is profoundly damaging and even life threatening. Adults and children can both experience suicidal ideation (as well as suicide attempts), in the context of depression and anxiety and they can also start self harm behaviours (including disordered eating issues, drug and alcohol dependence and cutting). These behaviours emerge to cope with the immense overwhelm and despair they are experiencing. There are times adult victims feel they are going to go "crazy", and they feel so trapped and stuck like there is no way out of "this hell" except to die. Even once an adult partner has escaped a marriage the behaviour of the DP continues toward them because they share children and sometimes custody access. There is no escape even post separation. The torture continues and the family court*

system cannot help the victims once final orders are made. Victims often do not know who to turn to for validation and support. Victims do not feel believed and start to despair at the isolation of their experience. Adults can sometimes cease to be able to work or quit their jobs. Children struggle to attend school and engage in meaningful peer relationships. Some children develop extreme behaviours such as conversion disorders (pseudo fainting) as a way of managing overwhelm. Interpersonal relationships become strained and ruptured between the non-toxic parent (victim) and their children which creates an added layer of despair for the victim which can become unbearable. Honestly, I am surprised that the victims I have worked with are still alive.

- *Many of my parent clients have been financially ruined after long, conflictual family law proceedings. Psychological harm has included loss of family relationships, previous friendships, school or work communities, perception that they are crazy or unstable. Sometimes the devastation is so severe that the individual victim is bordering on going crazy because they cannot get others to believe their private experience and they feel extremely socially isolated and alone and despairing. The emotional toll is huge for individuals exposed to DP, sometimes including job losses as well as loss of family relationships.*

<u>Trapping and/or destroying the target/victim.</u>

- *Lives a life where the intention is to consistently cause harm is the priority. This includes psychological, physical, emotional, spiritual, sexual, financial, economic, and parental harm, and the intention is destruction in one way or another with complete control over another and where this is seen to be lost, escalation occurs.*

- *Deliberately doing everything in their power to let you know you can't escape from them they will always be there.*

- *An insatiable need to control and isolate their victims from being able to leave or take steps for protection.*

- *One woman was married to the CEO of a large, well-known company. Over the years he broke every bone in her body. She was forced to live in a small room under the stairs with a chair, single bed, and a black and white TV. She came out to cook and clean. But hid there whenever he was home. Her body and mind were broken, he alienated her from her own children.*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

- *Again, that's part of the rules. Play up, that's what happens.*

- *What we see is they will literally tell their victims, they are constantly saying who is going to believe them, because normally society does not believe them.*

- *Some people are abusive and harm others, but those with a DP are set on total destruction on every level, often physically and/or psychologically.*

- *He would absolutely deny that it happened. This is where he made me think I was crazy. He would talk at me, not to me, and follow me around the house, just telling me how useless I was, how stupid I was, how dumb I was. I failed at this, and I was stupid at that, and I didn't do this. Just at me, at me, at me, at me. The next morning, he would say 'why didn't you give me a hug this morning?' and I would say because you said this and this and this and this last night. He would say what are you talking about, babe, I wouldn't say anything like that about you. You've heard what I say to other people about you. You've heard me say to other people that I love you, and that you're wonderful. You're my rock. Don't you love me? I thought about leaving but I didn't because I was crazy. Eventually I started communicating by text and then at least I had proof that I was not crazy.*

- *Intention is destruction.*

- *One woman was a follower of a swami. He repeatedly raped her and sexually assaulted her. When she complained of physical pain, he said that it was a spiritual issue and that she should work harder. When she finally escaped his cult, she was diagnosed with MS. Had she got diagnosed earlier she may not now be in a wheelchair.*

- *I witnessed firsthand the psychological and physical harm dark personalities inflict on their victims while caring for many survivors, and some who did not, during medical school, surgical residency, and as an Attending Surgeon at Chicago General, Illinois from 1994 through 2004. The physical and emotional harm they inflicted on their victims is stunning and runs the gamut from murder to abuse by proxy through "trusted social support systems".*

- *I am pretty sure there are no lengths to which this man would not go to, to see that I am destroyed, and I believe he has a couple of times tried to drive me to suicide knowing I have suffered from depression….*

- *The victims are often the ones seen as crazy because they are frequently under attack regarding something very important to them like their children,*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

their job, their freedom, their friends etc and in a way that takes alot of energy to address and that others cannot see. In some cases, this has been going on relentlessly for years.

- *They make you question if it is worthwhile continuing as the relentless torture is so intense.*

- *There were a lot of damaged lives, both of those in the cult and outside, the unmarried mothers who gave their children up thinking that the children were being adopted and given a nice home, those that committed suicide, the financial loss. It had a flow-on effect outside of the cult. It brought a lot of misery for a number of people.*

- *Non-physical abuse is driving me to the point of suicide.*

  <u>Hunting in packs</u>

- *They were clearly colluding with each other and worked in clusters as well. Some got together, they somehow recognised the predator in each other, or were influenced by each other in some way, and operated in paedophile rings, meanwhile carrying on all this holier than thou behaviour, conducting Masses, weddings, funeral, baptisms. It's unbelievable.*

- *He coached evil in others. You would see that people would be in favour and then out of favour and then he would end up having people around him, one who started exhibiting the same behaviour. He fuelled this and they were joined at the hip.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *Your world, as a victim, becomes so minute. You have a life, you have an elaborate, beautiful, wonderful functional life, and then you meet these people, and increment by increment, your life becomes smaller and smaller and smaller. The elaborate networks that you have, they start to peel away for various reasons; they're burnt by him; they just don't care; they move on with their lives; they care but they don't have time; all the various reasons, but eventually it leads to this isolation. Your network becomes smaller. Your functionality becomes impacted. You start to self-doubt. Your big, elaborate, wonderful world becomes tiny, and as it becomes smaller and smaller and smaller, that's when it's not sustainable.*

- *When you look at the numbers, like some priests were just absolutely serial predators. We've got priests who were abusing, that we know of, 70 to 80 children in a period of 10 to 15 years.*

- *It was done by a process of intimidation, to take away the power of the employees to complain. Prior to reducing salaries, the assertive employees were terminated (on false/flimsy grounds) and several new and seemingly more timid employees were recruited. The new team comprises compliant, agreeable employees, employed on lower salaries, who have slotted into the culture of intimidation and complete control.*

- *It's probably one of the most readily apparent differentiators in my experience from other forms of extreme maladaptive coping or personality issues. For example, I've met people who were nasty, who have said hurtful things, who have caused me grief. But often when I sit and reflect on how I felt during the interaction, the transference I received, and what I know of them as a person, it doesn't feel 'nasty', for lack of a better word. People with DP however transfer an intense emotional state of calculated ferocity, rather than uncontrolled pain and anguish.*

- *A slow steady erosion of the core sense of self and brainwashing takes time, commitment, and malevolence.*

- *From a grooming standpoint, DP, if the offender wants to be alone with the victim, have unsupervised access, starts driving the kid on his own to the game rather than going on the school bus, suddenly the coach is saying the child has got a lot of problems and he needs to talk to him about them alone, these are often predatory behaviours.*

- *You do not attack the strongest looking zebra in the herd on the outside, you seek to isolate them, weaken them, and then attack them. There's a sense that they derive a pleasure out of that cat and mouse element to it as well, you seek out that kind of confrontation as opposed to have it thrust on you. It is a consistent theme.*

- *Sometimes they isolate children from their parents, take them away on a camping trip or they might isolate in a more psychological sense, turn a child against their family or the child might be isolated anyway because maybe they came from, certainly in the old cases I'm looking at, a lot of them were in care. So they were in like orphanages, children's homes, and therefore the priest would have known they had no one on their side, they had no one*

sticking up for them, they had no one overseeing them, they had no trusted adult to turn to, so they were isolated just by their circumstance.

- *Being believed is a huge issue for those of us targeted by DP who are not obviously criminals, who harm by manipulation, coercion, stripping away the confidence of those they target. I had never been so validated as I was listening to that judge hand down his sentencing remarks. I appreciate the support and belief from every person who believes me.*

- *An example is opportunistic deceptions/frauds of businesses, corporations, professionals that incidentally cross their path, with no apparent motivation aside from relieving boredom or financial gain.*

- *With regards to the cult, people fell for it because mentally they were at a very low ebb in their life and lived in a world that provided misery at the end of the day. Anne would provide the world to people.*

- *They have usually met their husbands when they're quite young, and they have been groomed. They're often isolated from their family. Someone who comes from overseas, meets someone in Australia and all of a sudden can't really go back and see their family again, they're cut off, so they're vulnerable.*

- *It is not unusual for women who have protected their children to have no relationships with their children because the children have been manipulated and lied to so much by the narcissistic parent as part of the process of isolating the female protective parent.*

- *They were doing very toxic, harmful, predatory things to children.*

- *Rape of a vulnerable person.*

- *I see a cat and mouse process all the time with paedophile priests in the Catholic Church. They can articulate that they found the weakest child who has no supports and does not speak up, that is common practice.*

- *He dragged her through the courts for four years. The family court said they had never seen so many people subpoenaed in the history of the court.*

- *I am thinking of another guy who targeted women with learning disabilities who were easy to manipulate. He was open about the fact that that was his operational style.*

- *Often would lead me into a situation where I was disempowered.*

- *Unlocking the car and leaving the glove box open so the wife thinks she left it that way.*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

- *Undermine others, often in a manner that the other person cannot quite identify how or even that they have been treated poorly but they feel bad (down, downtrodden, inferior, inept) after the interaction with the DP.*
- *Diminishing the capabilities of others.*
- *Destabilise by giving more junior people a lot of power.*
- *Causing target to believe they are reliant on them.*
- *'You never would have succeeded anyway'.*
- *Picking on the way I laughed.*
- *Steals your confidence.*
- *Uses humiliation through the quiet treatment.*
- *Undermining the reality of other to the extent they don't know who to trust.*
- *I'd arc up at some of the stuff that he'd said, and then you get, oh, it's only a joke, what are you getting upset about.*
- *Constant disdain and insult towards a particular person.*
- *There was always a target in the room.*
- *It's done in different ways. Sometimes they isolate children from their parents, take them away on a camping trip or they might isolate in a more psychological sense. Turn a child against their family or the child might be isolated anyway because maybe they came from. Certainly, in the old cases I'm looking at, the children were, a lot of them were in care.*
- *He would make me look stupid in front of other people.*
- *She initially wanted to really isolate me from the staff, and it wasn't till things started to filter through to me, that I started to make time to really get to know the staff a lot better. She had made the staff scared of me.*
- *She would monitor them. She gave them the impression that she had secret cameras in the office and a secret listening device.*
- *To isolate their victims, they discredit them by spreading false rumours under the guise of care/concern.*
- *They engage other people in a rich fabric of lies about the victim while at the same time pretending to care about the victim to the people they are manipulating with their lies. They also engage others to tell their lies for them, so the rumours are seen as real as they come from multiple sources.*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

- *Telling others his wife is having an affair, cheating on her business accounting, stealing from him so that others alienate and treat her badly or rudely or disengage from her completely.*
- *I think she kind of isolated me from them initially. I think she convinced them that I could be a problem if they told me things, they could lose their funding and then lose their jobs.*
- *With child prostitution, a lot of the pimps take a child who is high risk of running away on their own, would actually identify the child, get an adult female (bottom bitch) and under the direction of the pimp, the female brings the kid to the pimp and he shows them affection they were not getting at home, playing on needs for acceptance affection and the thing that they seek and use that for leverage. They are targeting the ones where they don't have a strong support structure. They don't have somebody that they feel that they can go to.*
- *They engage in deliberate smear campaigns to inflict reputational damage in the workplace or social networks that can result in targets being reduced to poverty, dereliction, and nervous breakdown.*
- *Relocating away from target's friends/family.*
- *Rude in front of the victim's friends and colleagues, so these people tend to pull away. They also trigger the victim in front of others by making remarks that upset them and this further distances people if the victim reacts.*
- *Convincing others to turn against another person.*
- *Spreading false rumours under guise of care/concern.*
- *The oldest child began to understand that all the children were being abused and treated sadistically by the DP mother. This child told the father what was happening, and the DP mother started a convincing and relentless campaign of isolating and demonising the oldest child to avoid exposure.*
- *Destroys reputation of those that disagree.*

7. **Sadistic (including cruel)**

<u>Clarification of the attribute.</u>

Derives pleasure from the intentional infliction of pain, suffering, and/or humiliation in others. The frequency and triggers for pleasure vary but this is an intrinsic feature. Pain, suffering, and humiliation may be emotional, physical, psychological, sexual,

financial, professional, social, relational, educational, spiritual, familial, and/or reputational.

A selection of representative quotes that support inclusion of the attribute.

- *They absolutely enjoy the process of destruction. They get a kick out of human destruction.*
- *Enjoying the pain and suffering of others.*
- *They, basically, are out on a quest to either meet their own needs in some kind of perverted way, or to harm others intentionally, and for their own satisfaction and gain and pleasure. The other element of it is the pleasure they get out of the power that they derive from the manipulation and the harm they cause.*
- *Inflicting significant physical injury to someone for pleasure. Enjoying watching someone inflict injury onto any living creature.*
- Attracted to others of perceived value and derive pleasure from taking them down.
- They are enraptured and exulted by the process of destruction of the victim. Pleasure in someone's pain is absolutely a core attribute.
- Hurting others emotionally, physically, and mentally is a fun little game they play.
- They seemed to obtain sadistic schadenfreude from the results of their actions.
- I have seen humiliation to a victim of sexual assault many times which I describe as a sadistic act.
- There is a pleasure that comes from the internal driver of pitting yourself for the top. When you put people down inevitably puts you up. I am thinking of that as sadism.
- They get that kick out of seeing other people get hurt.
- Being cruel, knowing that the other person will suffer.
- In many cases the men appear to be motivated to exact revenge through the legal system to an extent that would indicate they derive pleasure from the woman's suffering.
- Enjoying the suffering of others.
- Wanton humiliation.

- Enjoys seeing other fail to succeed and suffer.
- When given the option, tending towards the nastier option in order to inflict pain or hurt.
- Being gratified by the terror or pain or distress of the target.
- Derive pleasure from their suffering which is linked to envy.
- Torturing.
- There are some social values such as "always believe the best in people" and " you need to forgive" that fail to recognise the possibility that people are what I would call totally evil that we need to protect ourselves around.
- They engage in 'wars' with numerous people for fun and gloats on their downfalls.
- The common element of schadenfreude but different motivations.
- Psychopathy is not just indifference to others suffering and the ability to dehumanise but to derive pleasure from their suffering. With narcissism is linked to envy. With Machiavellianism particularly around the subject of justice.

  <u>The smirk</u>
- *The DP smirks when she sees people being dismissed by the CEO. She gains pleasure from hurting people or setting them up for failure.*
- *I have observed rage and physical assault on another person, intense anger and the destruction of property, a total loss of behavioural control but I have also seen a smirk and smile that said "I will get what I want from you" and that can generate fear as much as an exhibition of rage.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>
- *They experience pleasure from making your life as miserable as possible, enjoy your pain created by them and make you question if it is worthwhile continuing as the relentless torture is so intense.*
- *He/she forced me to eat something when I was not hungry because he/she had bought it for me and then when I vomited it up, he/she made me eat the vomit.*

- *They want others to suffer continuing pain. For example, in the case of Cindy Gambino where he killed their children on Father's Day knowing that every Father's Day she would be reminded of the pain for the rest of her life.*
- *The man in question demanded his sexual needs met in any way and at any time he chose, in spite of verbal, emotional and or physical resistance/noncompliance. The harder the protest, the bigger his enjoyment of the act. Applying violence, inflicting pain or mental anguish only heightened his orgasms.*
- *Feeling unsafe to take child to GP or other professional as DP then approaches them to obtain information to use against us in court; having to second guess every decision we make in light of how it can be used by him against us; constant fear of losing child.*
- *Taking the spare keys to the wife's car and moving her car a few bays while at work so she comes out and thinks she can't remember where she parked that day.*
- *Setting new rules or goals that are detrimental to the team or person or knowing it will cause problems with other areas or people when carried out.*
- *Laughs when child is hurt or ignores child when child is hurt deliberately by the DP parent for going against their wishes. The injury is designed to look like an accident, but the accident was carefully calculated to teach a message either to the child or the ex-partner who is the other parent of the child.*
- *I think about paedophiles hurting children through sexual acts, thinking about their own pleasure and needs. With some it would be a bonus if the child was in pain.*
- *Making recruits exercise when they are not physically capable.*
- *Brought on by some perceived loss of status/ face and was usually followed by some sadistic bullying act.*
- *She had to move house to escape him, and he would have enjoyed the fact she had to move. It is bigger than pain, it is also an inconvenience and suffering of some kind.*
- *He made the children eat from the dog's bowl.*
- *Able to talk people into things by confusing them and get angry if they ask questions for clarification or accuse the person of being stupid for not understanding.*

- *In a position where no one else around would see, they would try to do something like hit or hurt or say something hurtful that was clearly designed with the sole intent to hurt, and nothing else.*
- *He kept us for many years in family courts causing distress and terror, causing negative mental and emotional and physical damage, plus extreme legal costs causing loss of a house, with continuing threats of more of the same. Other vexatious litigations with no real prospects of success to cause distress and fear and run up victim's legal costs.*

8. **Has a low regard for laws, regulations, and agreements, as well as social and moral codes.**

Clarification of the attribute.

Comfortable with and willing to engage in behaviours that deviate from that which society recognises as acceptable, moral, credible and/or lawful.

A selection of representative quotes that support inclusion of the attribute.
- *Lack of conscience.*
- *No moral questioning of their own actions.*
- *Amorality.*
- *Immorality.*
- *Exploitative, unethical, amoral.*
- *Entitlement provides the 'foundation' for their belief that they really are "special" and deserve special treatment, they believe there is one set of rules for them and a different set of rules for others.*
- *Willingness to violate social and legal norms.*
- *Psychopathy points to an absence of conscience, care, or empathy in pursuit of gratification.*
- *They make their own rules, society rules are not their rules.*
- *They interact with the world on their own set of rules, not society's rules. They do not believe laws and rules apply to them. They believe that they are beyond the average and are so special that they have the right to behave as they please.*
- *Lack of concern about rules, rules don't apply to them.*

- *They exploit loopholes in social norms, so they give people a sense of 'I am unpredictable not just in terms of socially unpredictable, but I also carry the same rule book when it comes to combat.'*
- *Willing to do anything to succeed.*
- *Stepping on other people.*
- *Strategically meeting objectives to achieve a goal in a ruthless fashion.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *I have observed those of DP being told what the rules are and not thinking that they apply to them, being given real clarity and direction, this you can do and this you cannot do, and completely going over the boundary, thinking rules do not apply to them.*
- *They were telling half-truths, misrepresenting interests, aligning others' interests with their own, anything that would get the person to give them what they wanted.*
- *DP paedophiles subvert the normal schema of the world that children should be protected and not violated.*
- *Using constant manipulation to try and get people to do what they want. The longer I knew them I became convinced that they may never have even had an 'authentic' conversation that did not contain some kind of agenda.*
- *Saying no to ideas and taking on the idea themselves, deliberately letting the original person find out they started working on it and progressing it with accolades given publicly to the DP in front of the original person.*
- *They had taken children from their rightful parents and given these children to other cult members.*
- *He was supplying fraudulent financial documents, failing full disclosure, and lying on sworn affidavits.*
- *Employ physical and verbal aggression towards people or pets.*
- *She directed people to falsify official documents.*
- *They were putting patients' lives at risk for financial gain.*
- *The minister (of religion) was involved in relationships with male prostitutes.*
- *The DP physically tortured a former close associate to gain information and treated the torture as merely a process designed to achieve his objective.*

- *Perceived right to cross another's boundaries.*
- *I wouldn't put anything past them.*
- *A good example is a "Physician Referral Cartel" at an HCA owned facility, Edgewater Hospital, in Chicago Illinois, where I rotated as a Surgical Resident and provided coverage as an Attending General Surgeon. The Hospital was shut down by undercover FEDS, who, masquerading as patients, exposed the scam. I showed up to work one day to find every entrance taped off with yellow police crime scene tape. Several physicians involved in the Cartel fled the country. Dr. xxx, a Cardiologist, who always addressed me in the halls as a "Dietician" served 12 years in prison, as did several others. Dr. Ronald Mikos, a podiatrist involved in the scam at Edgewater Hospital, murdered a patient named Joyce Brannon to prevent her from testifying. He was sentenced to death on May 23, 2005, for her murder.*

9. **Sexual/relationship boundarylessness**

Clarification of the attribute.

Open to anything regarding sexuality although the ways and extent to which sexuality manifests behaviourally varies. The expression and use of sexuality often includes breaking laws, taboos, agreements, and/or contracts; and the use of sexuality to provoke, to control, to demean, to intimidate, to harm and/or to leverage.

A selection of representative quotes that support inclusion of the attribute.
- *They use sex and sexuality to exploit and manipulate people.*
- *Sexually exploitive.*
- *There are some who study to be teachers with the explicit aim of exploiting children in the future.*
- *They're grooming their peers because they want to be beyond reproach from their peers. They want their peers to stand up for them. They're grooming people above them in the hierarchy. They're grooming the committees. They want to be able to do anything they can do. They want to be able to have free-range to whatever they do, and to do that, you need to actually make sure you're above reproach, that people like you and they say, oh, that's just how that person is. Oh, yeah, he does that, he takes children to his home because he's just such a kind person. You don't have to worry about him. He goes above and beyond. He helped my friend out, that sort of thing. That*

people will say very positive things about them because he's groomed the environment.

- *A DP who is married will not always perpetrate against their own children, he will do it against the niece or nephew or someone in the church group and teaching Sunday school class. The brighter ones are smart enough not to do it inside their own house because they realise the risk is too great and that it will risk their foundation.*

- *High use of sexuality related to power aspect.*

- *The literature does not go into depth of what we are talking about. A lot of the deviances associated are not only associated with the sexual act itself but will involve, for example, an inanimate object, it is dehumanising, degrading and about power and control. It is basically bordering sadistic. It's totally about power and control over the individual, they can do anything they want. With a normal sex act, even with a child, with penile and vaginal penetration, they have to do something else, like use an inanimate object.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *Sexually assaulting children to satisfy their needs with no empathy or remorse. The person was incarcerated and is now out of prison. He was employed as a youth counsellor.*

- *He was in a serious, intimate relationship with several women who did not know about each other. He connected with around 60 additional women from dating sites and from his past in a 6-month period while in a relationship with these several women. No one would have any idea about this background from looking at him, he is a leader in his community.*

- *Sexual abuse by father of his children. DP fathers often regard their daughters as females to be used for sexual purposes.*

- *I found out later that the DP told people at work I was a lesbian, which is not true. I remember the DP being highly sexualised. I think the DP knew it made people uncomfortable.*

- *Some priests use the argument that children are sexual beings and it's their right to have sex.*

- *In terms of sexuality, sometimes you see women saying that they think their partner's bisexual, if it's a male partner.*

- *The married DP host of the dinner party bent over to empty the dish washer and subtly stuck her bottom into his groin area. He said he was totally taken aback and spent many hours wondering about whether this was a 'come-on'. She started leveraging this situation by, for example, asking him to take her children to sporting competitions.*

- *I do not know how she gets away with all these things professionally. She absolutely uses sexual favours and then says if you are going to take me down, remember I will expose X Y and Z. She is flirtatious.*

- *One example is of the DP showing a statue of a naked woman at a museum to pubertal daughter's friend and referring to their breasts and her own breasts creating discomfort couched in a supposed history lesson.*

- *Infidelity, that seems to be a bit of a pattern which feeds into that just taking what they want, if they feel like having sex with someone. It doesn't matter if they've got a partner. I think it's quite a big part of that.*

- *There is quite a lot of sexual violence and sexual sadism and people having their boundaries pushed to do things. They're being coerced into maybe having other people join them, that sort of thing. And then a lot of women report about their partners seeming to have porn addictions as well, which again, whether there's something around control there, that you're controlling what you watch.*

- *Discusses their own sexual conduct in open office as well as discussing others'.*

- *He was effeminate as well, people say to me I can be a bit camp, but he was very camp indeed, in his clothes without the tie, the type of shirt you were, he was always scruffy but the stuff that he wore was usually nice. Almost gentle with his physical actions, his mannerisms, he was gentle and precise. He played on that.*

- *He sometimes made multiple visits to the toilet [during couples therapy] and I was left wondering if he was masturbating.*

- *A perpetrator of child abuse will blame the child and say they were hitting on me, or they sat on my knee, or they wore clothes that suggested they wanted to have sex with me.*

- *He was trying to manipulate them [the school students] into having a sexual relationship with him [a teacher].*

- *Using sexually provocative comments designed to intimidate or to learn whether I would be intrigued /interested.*
- *Sexual assault [by cult leader to cult follower] and then spending time with the victim's family.*
- *Disregards refusals of sex.*
- *Child prostitution.*
- *At company functions he would be loud and inappropriate with the younger women, but no one has ever to date formally complained. It is known that he can be ""lecherous"" but it is tolerated.*
- *Sexual abuse of their own child.*
- *Using sexual language and discussing sexual exploits at work.*
- *Opportunistic rape of wife.*
- *Voyeurism.*
- *Chronic infidelity.*
- *Rape.*
- *Violated the pet dog.*

10. Unreasonable expectations of others

Clarification of the attribute.

Makes demands on others, subtly or more overtly, which may be excessive, and which may expose others to risk.

A selection of representative quotes that support inclusion of the attribute.
- *Unreasonable demands on work/effort/loyalty/kindness/duty.*
- *Demanding.*
- *Impossibly high expectations for other people.*
- *No concern for the health and safety of the public.*
- *Demand more than the person can give and then criticise them.*
- *DP wants the risk for themselves as many of us do but they will put their victim at increased risk too.*
- *He had very clear expectations of people that were entirely his expectations and it was important that people met that expectation.*
- *They push people to get the most out of it for themselves, exploitativeness.*
- *They engage others into activities that are unsafe.*

- *They use sex and sexuality to exploit and manipulate people.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *The staff delivered but were fatigued. They had other employees in tears and going off sick.*
- *Feigned genuine interest in child safety concerns but unwilling to act.*
- *Demand more than the person can give and then criticise them.*
- *Disregards accomplishments of others.*
- *No credit for work of others.*
- *He told him there were safety risks in the business that needed to be addressed and the DP responded that there would inevitably be a death at some point because of the nature of their business and took no action.*
- *Tasking people around them at work to do personal things for them despite demanding workloads, drove their staff hard.*
- *Does not give compliments.*
- *No credit for value of others.*
- *He had to sign off on this new, high profile, CEO's expenses. He told him he couldn't claim for several items he was seeking reimbursement for. He told me he knew through the CEO's response that he had crossed a line. He said he just did what he had always done but could feel it was going to have an impact. He got sent packing.*
- *He wanted to put a video in so he could monitor one of his staff who he thought was talking too much to people in the office.*

11. **Actively cultivates façade of 'normal'.**

Clarification of the attribute.

Spends considerable time and energy creating and maintaining an image of 'normal'. This includes the subtle and relentless grooming of everyone around them to believe in the created public image. Seems like a 'normal' person, convincing, and in many cases well-intentioned and even compelling.

A selection of representative quotes that support inclusion of the attribute.

- *They are likable and believable.*

- *We expect psychopaths to be drug addicts and ex-criminals, to look nasty. We don't realise that they can be very appealing.*
- *They put effort into appearing normal, believable.*
- *They're popular. That I find is what throws a lot of people off track.*
- *They present themselves favourably.*
- *In my experience the core attribute within this personality type is likely to be self-preservation. This may manifest as preservation of self-identity and/or public identity. The identity I mention is not one of truth or honest self-development but that of an image the person has built to veil their core character. It may be that they require the outside world to view them in a certain light for the sake of appearance and/or to maintain power.*
- *People with dark triad personalities are very skilled at manipulating professionals and mimicking the responses of a normal personality type and what is expected of someone.*
- *Preservation of the false self is much more calculated in those with dark personalities than self-preservation is to the public.*
- *They create an image of being a normal person.*
- *It's part of their modus operandi to be liked, to be popular, to be good at stuff.*
- *How people perceived them was more important than their experiences or social connections.*
- *I think that is the whole problem that they are so believable. My feeling is that you always get like a gut feeling about them, but you can't put your finger on it, an underlying sense of unease but can't tell why.*
- *The majority are compelling, that is how they manage. They have to be compelling to get off first base.*
- *People don't know what grooming behaviour is.*
- *They put on an act.*
- *They present themselves in a certain way.*
- *They are obsessed with image.*
- *Making others want to be near them and talk to them.*
- *Fake social front/constantly positive mannerism.*
- *Maintenance of self-image.*
- *Overly loving person in a public environment.*
- *Image and impression management.*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

- *Compelling speech patterns.*
- *Outsiders and third parties find them attractive and magnetic.*
- *A DP person can control what another says, does and thinks.*
- *Women were supportive of him despite allegations that he had been unsafely practicing with children at the school.*
- *Compelling a person to question their own perception of reality.*
- *Convincing 'professionals' of something that never happened.*
- *Can compel people to believe things where there is evidence to the contrary and do things they would never normally do.*
- *They often manipulate others, convincing them to do things they would not normally do or into believing something unbelievable.*
- *Extraordinary ability to have others do what they would never ordinarily do.*
- *This person could make people believe what she wanted them to believe and used it.*
- *Hypnotising.*
- *They could persuade police.*
- *What DP's do is unimaginable and unthinkable so to a lay person it is almost impossible to believe what they could be capable of in a non-incarcerated population.*
- *Religions and charities as fronts.*
- *They may be active church person.*
- *They gravitate to charities as a backdrop to commit crimes and for positive publicity.*
- *Involvement in church creates a lifestyle that is socially acceptable and easy to defend then they put themselves in the situation to do the deviant behaviour outside that lifestyle.*
- *He created a false persona of strong Christian values to defraud widows of their estates.*
- *When I started calling him out on things I said to him, you do realise that what you are doing here is actual domestic violence? I'm a fucking [domestic violence charity] ambassador you dumb cunt, I know what domestic violence is and this isn't it.*
- *When people receive media publicity for their charity efforts in a story which is predominantly about them and to which they have contributed comments,*

then you need to ask why. It is often public persona building so DP are not questioned about other parts of their lives.

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *They will say I had no idea the company was in such bad shape when they knew perfectly well. When they are in court, they say to the jury I had no idea this was so bad, and they appear to be so genuine that you almost believe it even if you know it is not true.*

- *People still talk about what a lovely man he was because he would walk through the property waving and saying hello to everyone and no one does that. Anyone who knew him though knew that was completely fake, but he was known as the person who did that so people across the property would just say what a lovely friendly man, he is but he was completely evil.*

- *Her facade was of a quiet, middle-class woman who was family oriented. Privately she was violent with the oldest child until this child was well into her 30's and was feeding negative false narratives about this child to other family members. The family were so compelled by the mother's fictitious victimhood narrative that they not only supported and condoned the abuse, but they also joined in.*

- *My ex-partner committed 'image-based abuse', creating fake profiles on adult websites without my knowledge or consent, for just over two years. He was a Senior Sergeant in the Victorian Police Ethical Standards Department, at the time. Despite his senior role, he saw no issue in committing the crime he was committing and clearly felt entitled to do so.*

- *They [court representatives] can struggle to entertain an opposing view regarding the DP because of their experience of him/her during a short interview.*

- *The DP presents well and is calm and controlled.*

- *He never hit me. He was absolutely the most devoted husband in front of other people. The person that you fall in love with is the person that they are in front of other people, but the person they are behind closed doors, when there are no other witnesses, and it's not something that happens suddenly, there's a very slow process to do that.*

- *The ones not incarcerated are a lot more cunning but can be equally evil. Some are 'pillars of society' like church elders, and top psychologist Bob Montgomery who was a former President of the Australian Psychological Society but was later found guilty of sexually abusing Boy Scouts. He was working for the Family Court at one point, giving his professional opinion on child sex abuse allegations in custody disputes.*
- *She convinced them of so many things that just weren't true, and made them so paranoid, that many had to leave or take significant sick leave.*
- *People have difficulty in sifting out the fact that someone who is doing very toxic, harmful, predatory things to children, is at the same time a good math teacher, or they're a good musician, or they're good at their job. They're liked by their colleagues.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *They don't care about their family, although they will act like the perfect husband and father.*
- *They rely upon their ability to remain calm and say whatever is necessary to get a good result for themselves.*
- *She charms, she has impression management capabilities that are incredible.*
- *Constantly avoiding dealing with confrontation to appear to be the 'reasonable' one.*
- *He's so convincing.*
- *Many times, you hear the victim say I did not think anyone would believe me.*
- *Ability to talk others into believing them.*
- *I am thinking of a guy in hospital, he fits that bill. He murdered his mother. People were drawn to him like bees around a honey pot.*
- *He tells everyone what they want to hear.*
- *He was an overly loving person in a public environment.*
- *Fake social front/constantly positive mannerism.*
- *They will go above and beyond.*
- *He is Mr Nice guy.*

- *I think of that as the difference between the forensic and high functioning population. It is hard for me to know because once a psychopath finds themselves in prison for a long time, they have lost their game. There is not as much impression management. They are taking on a different role, instinctively. You are working with them, and you don't find many of them compelling.*

12. Chameleon-like

<u>Clarification of the attribute.</u>

Consciously and strategically transform their mannerisms and approach as they move in and out of different scenarios. Create different personas that are used interchangeably to manipulate people in different situations and contexts. Individuals often have completely opposed experiences of the same person and cannot even imagine what the other is experiencing if it is different from their own experience.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *We talk about chameleons. If they're on a green tree, they turn green, if they're on a brown tree, they turn brown. They're adapting in response to furthering whatever their agenda is. They adapt to that environment.*
- *An extraordinary ability to adapt to changing environments.*
- *The emotional manipulation also means that the DP is like a chameleon - moulding him/herself into various personas depending on what is required for a particular situation where they are pursuing their desired goal. It is like they groom their victims using whatever means necessary.*
- *Changes/moulds self to be someone that suits the needs of the situation in pursuit of their desired outcome.*
- *The ability to 'change shape' is how they evade and become aloof and invisible.*
- *You have to have a good read of the room to be truly successful as a DP because if you cross the line, you risk your whole strategy, then people will alienate you and not support you. To some extent 'chameleon' blends in and 'brazen' stands out. Brazen can create fear in people but there is an ability to modulate your behaviour for the purposes of what you want to get out of that situation using chameleon-like blending in.*
- *Highly adaptive.*

- *They can mould themselves to belong/be accepted (or not) into any social group with ease and quickly polarise social groups/individuals, sometimes obtaining senior positions or status within groups if they don't hold senior status already.*
- *They will first try charm, then bullying, or cruelty or manipulation. The self-centredness is always present. They will treat different people very differently.*
- *DP can be heading down a particular direction, such as being nasty and controlling, then they can be well-mannered and polite and engaging. This is completely disconcerting and always strategic, but it can be misread as genuine kindness. The ability of DP to change swiftly according to the chess moves they see way ahead is incredible.*

Personas/facades

- *They put considerable time into the creation of several facades that can be duly exhibited as required.*
- *They are adaptable, highly adaptable and can show different personas to different people to gain power and control.*
- *These personas they develop are deeply complex, have years of work and to the general observer are unquestionable.*
- *Moulding him/herself into various personas depending on what is required for a particular situation where they are pursuing their desired goal.*

Examples of personas

- *Persona of weakness.*
- *Gaining sympathy by feigning weakness or ill health.*
- *He would come in and seem weak and defenceless.*
- *She created a persona of a slightly dithery, not-so-bright woman. She was, in reality, sharp as a tack.*

Persona of competence and intelligence.

- *On first meeting appears to be highly skilled and intelligent.*
- *She convinced many people of her abilities.*
- *Intellectualised speech but over time there is no real substance.*

Persona of friendliness

- *False depiction of comradery.*
- *Upholding a positive and friendly persona.*

- *Abundance of charm and appearing to be really caring and your friend, you were someone special and their confidante, early on.*
  <u>Persona of charisma.</u>
- *The ones in prison rely on charisma as one of their personas but the smarter ones don't need to.*
- *They are charismatic, highly seductive individuals.*
  <u>Persona of a respectable, upstanding citizen</u>
- *Upstanding citizen.*
- *Well respected.*
- *He is above reproach.*
- *Masquerade of decency.*
- *The perpetrator shows clear enjoyment of causing harm to multiple others yet poses as a heroic 'Jedi knight' type and justifies his actions in the guise of 'fighting evil'. His entire public personality is a construct, and he utilises aliases to do harm and hide his wrongdoing.*
  <u>Polarisation</u>
- *Often creates polarisation in families, organisations and communities as some are exposed to the 'real' nature while others only see the convincing created 'personas'.*
- *Individuals have opposing experiences of the same person (DP) and cannot relate to the others' experience often presuming the other is 'the problem'.*
- *I cannot think of any advantage of DP, except perhaps it binds people together because they have a common hero or a common villain, they are so polarising (think: Trump).*
- *Half the school community can idealise principal while the other half is seriously concerned about the community's wellbeing under his/her leadership.*
- *Family court consultant can have opposing view to the therapist working individually with the family/child/ex-partner.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>
- *I want to say aggressive but if you meet this person, their demeanour is meek. The DP would come in and be weak, defenceless. I thought that was*

an act because he could argue and come out fighting. He was like a split personality, one moment meek, sweating, almost looking incompetent to the next minute, the Boxer comes into box as soon as the bell goes ding, ding.

- *He could be in the middle of one of these tirades, and saying the most awful things, and you hear a car pull up in the driveway, he can change like that.*

- *Giving great speeches at events talking eloquently and inspiring, to the annoyance of colleagues in the crowd who know how difficult they are to work with.*

- *In public treat her [wife] like this piece of China but then you would hear all these stories about massive breakdowns she was having, attempted suicide, and it did not compute because you would see him as this overly loving person in a public environment, so you think he is so adoring of her and so nurturing.*

- *The identity I mention is not one of truth or honest self-development but that of an image the person has built to veil their core character.*

- *Behaviour changes but it is always about getting what they want. They will first try charm, then bullying, or cruelty or manipulation.*

- *They would abuse the children verbally, sexually, and emotionally whenever the partner was not around but changed when he was around.*

- *You are looking at his evil twin.*

- *Having overly aggressive outbursts before entering a public space where they would appear happy and positive.*

- *They have been very different in a group session to a normal prison setting. Over time they portray themselves incredibly differently.*

- *When you are in a relationship you do not necessarily see the chameleon-like personas of the DP, instead there is an aspect of being copied, that someone is like you, that someone wants to be there beside you, an aspect of ego when someone laughs at your jokes, and you think the same things and there is some comfort in that.*

- *He was like a split personality.*

- *It was so hard because he could still be nice and lovely, and charming. It makes you feel crazy, they are being nasty and controlling then they can be well-mannered and polite and engaging.*

13. Dishonest

<u>Clarification of the attribute.</u>

An ability and willingness to weave a web of lies that can reach over years and over generations, to create an image of themselves as a good person and vilify their targets/victims. This often involves complex rewriting of a narrative. It almost universally involves playing the victim when in fact they are the protagonist and may include the use of real stories which are harder to disprove and changing just one or two key details or the context.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *Even in the context of people who lie, for whom morality is not high on their agenda, the level of untruthfulness is breathtaking in DP.*
- *They create fabrications then expertly and unfalteringly use these to influence others, gain power and control, harm their victim/s, prevent exposure, and avoid culpability.*
- *The worst thing about the untruthfulness is the clever misrepresentation. It is not that you did not say something, it is taking it out of context, misrepresenting that situation or what you said. In the context it was feasible, but how they put it forward is not how it was.*
- *Presents self as more vulnerable and disabled than they are.*
- *When confronted with contradictory evidence, they will change their story.*
- *They know which lies to use to manipulate their targets, what appeals to their value set.*
- *They engage others to tell their lies for them so the rumours about their victims are seen as real as they come from multiple sources.*
- *They usually build their web of fabrication, often designed to destroy someone, on real situations, where just one detail is changed for greater realism.*
- *They do the minimal amount of changing the story.*
- *They create a fabric of lies.*
- *Pathological dishonesty.*
- *Outrageous level of lying.*
- *Introducing a whole other fictitious reality to re-write the truth.*
- *Misrepresents the truth.*
- *Series of untruths.*

- *Deceitfulness.*

- *Pathological dishonesty.*

- *Persuasively untruthful.*

- *They lie even when there is no requirement to lie.*

- *Tells lies even when the truth is easier.*

- *Promoting false beliefs and/or ideas.*

- *Half-truths.*

- *Distorting details.*

- *Not telling the whole truth.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *This person, who was quite senior in our organisation, was astounding in their mistruths, yet they were compelling, to such a degree that they must not have been lying in their head. This person really must have believed they were telling the truth. I thought to myself, you would never want her on the stand if they were ever involved in the justice system. People don't see it in this person.*

- *Many protective parents no longer have relationships with their children because they have been manipulated so successfully by the DP parent that they believe the parent who has always had their best interests at heart is the 'bad' parent. The children ultimately embrace the DP's extensively rewritten narrative.*

- *He hasn't lost control in any of it. Even when he pulled the gun on me, he never actually pointed it at me. He stood there with it, loaded it, but never pointed it at me.*

- *To retain his good reputation my ex-husband pathologized me. He went around saying poor xxx and making up stuff about me and eventually people started to tell me. He completely pathologized to me to all our mutual friends and some cottoned on, so they shunned him then for his behaviour.*

- *They produce fictitious narratives in legal letters, making claims of wrong-doing, abuse of children, for example, they produce copies of said letters and quote them in their own sworn affidavit material. They then get cross-*

examined on the content of the affidavits, thereby perjurious material is placed twice into evidence.

- *My stepparent lied to my parent about things my sibling and I had done. They lied to stores and business owners about discounts and purchases and all manner of things, whether big or small.*

- *When I left my ex, and I started trying to tell people what I'd been going through, he told everybody that I had bipolar that I live in a fantasy world, and he just can't help me anymore, all of this kind of stuff.*

- *Lying about the conduct of an employee to hide their own shortcomings.*

- *My ex [the DP] would tell other people, just subtly drop in things about me being difficult or me being a liar. The case against me, an untruthful web of lies, was being made before we even split up.*

- *Lies about qualifications and experience.*

- *Fabricated stories of achievements to land a position.*

- *Lies about subordinates and blames them for their own bad conduct, shifts blame onto others.*

- *Denies having finances available such as in family law cases.*

- *When my parent and stepparent broke up, my stepparent went around lying to people about the nature of the divorce, and things my parent was meant to have said to my stepparent.*

- *There was no basis to it at all, he had fabricated the entire situation.*

14. Devious and manipulative, including consciously exploiting and misleading others to be inadvertently complicit (The dark personality superpower).

<u>Clarification of the attribute.</u>

Consciously and deliberately exploits, misleads, and manipulates. This includes complex manoeuvring involving telling different people conflicting narratives and ensuring these people are kept apart or do not believe the credibility of the other, so the truth is rarely exposed.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *Grooming has got so many more connotations.*

- *The grooming of everybody around them is where they spend the majority of their efforts and time.*

- *They groom the environment and the adults that they're not targeting, as well as the children.*
- *They are manipulating every interaction they have with people.*
- *The manipulation process is often a game for these individuals in which they act as a puppet master.*
- *They groom everyone they need to groom to get what they want.*
- *Those that are groomed are often manipulated into believing they are doing a good thing or the right thing.*
- *They can predict how another will respond.*
- *They use false empathy to learn personal information which can be used against others.*
- *Using a person for their status/wealth/connections.*
- *They come across as willing to cooperate and then take advantage of the other person's trust.*
- *They manipulate in what appears to be an innocent way.*
- *They have a regular or even high level of cognitive empathy, however, which allows them to predict how another will respond rationally and use this prediction to manipulate others.*
- *Calculating.*
- *They put themselves in a position where they can gain trust, and then they offer some kind of bonus to the people who are the decision makers or the powerbrokers.*
- *They have the obsessive idea that how people perceive them is more important than their experiences or social connections.*
- *He maintains a narrative that is untrue.*
- *Charming to the person when they are in the room.*
- *Two-faced.*
- *Telling many people, many different things with a view to conceal and deceive.*
- *Say one thing to those who they report to and those who they lead, put a divide between those they report to and those whom they lead/manage.*
- *They tell you one thing to get you on side, whilst telling another colleague of same stature something completely different - almost sighting fear in one and euphoria in another.*

- *They tell conflicting, false messages to an assortment of people from a specific community with the intent to gain status, destroy their targeted victims and/or avoid culpability. The people who receive conflicting, false messages are often manipulated into maintaining secrecy or turned against each other, so the lies are never exposed.*

Views people as players in their life for achieving outcomes.

- *Seeing most social connections through a lens of networking/business relationships.*
- *A willingness to use other people instrumentally for their own ends.*
- *Dehumanising.*
- *Ownership.*
- *Treatment of staff, family or intimate others as tools, robots, scapegoats, possessions, "things" or otherwise deserving of exploitation.*
- *A willingness to use and exploit anyone to get their goals.*
- *Dropping the person when they are no longer useful.*
- *Once they have used them for what they need in a particular time, they move on.*

Provokes, intimidates, and/or uses their own children.

- *Their own children are fodder for manipulation.*
- *He accessed images of [the new house] on the internet and used the images to give our daughter the impression he had been inside that house too. My daughter was terrified by this and could not comprehend that he knew so much about the inside of her new house.*
- *Most parents are always going to put their children's needs first, aren't they? DP do the opposite of that but often manage to create convincing justifications for their absence, harm, neglect and/or unreasonable expectations of their own children.*
- *They will manipulate and/or sacrifice the well-being of their own children to punish and get back at others.*
- *Their kids are often manipulated to create outcomes for them.*
- *The DP was intimidating and threatening the children to stay quiet.*
- *They do not have any real parental love.*
- *When the children are younger, that fear of the DP parent can be manifested in quite significant anxiety. Not wanting to go to their father's, but*

being forced to by the Family Law Court, who says, no, Dad will have access. Then, when they come back to the primary career, usually the mother, they're angry and aggressive towards the mother because the father has been saying how awful their mother is. Often, the children are not treated very well by Dad. Dad leaves them in the care of others while he goes out but I think the most important thing is that these children are often terrified of the aggressor, but also have to win the aggressor's love, which may even mean rejecting Mum or behaving badly to Mum.

<u>Gratified by manipulation.</u>

- *I think why they enjoy manipulation so much is it gives them that sense of power, because they are able to control that other person.*

- *I think also the other element of it is the pleasure they get out of the power that they derive from the manipulation and the harm they cause.*

- *Enjoys the process of manipulating.*

- *When DP do work with a charity, I see this as a strategic move because it's the last place you'd look for the perpetrator. Or is it part of their gratification that they can be the biggest offender, and nobody knows it, and it's almost part of the chess game. It's almost part of the concealment and part of their gratification in the process. The individuals I'm thinking about, that I've dealt with, there is a gratification of manipulation, and that to me is the ultimate manipulation. If you were literally putting yourself in a circle, in a group, that is designed to help protect a victim, if you're victimising that type of individual, then it's a manipulation of everybody else. It's almost like the gratification of playing a practical joke, and nobody knows you did it.*

- *Outsiders can be tricked into thinking they are brilliant and someone to be admired and emulated and are then they are co-opted into helping the DP to achieve and maintain their control over their targets.*

- *DP do not engage in manipulation of the victim directly, they engage in manipulating someone else to damage the victim and the manipulated person will have no idea they are in fact harming the victim, inadvertently punishing the victim, or presenting something that is triggering to the victim.*

- *Their kids are often manipulated to create outcomes for them.*

- *They're very careful what they say on the telephone. They say it in a way that they can claim it was all said innocently and really has meaning.*

- *It is unbelievable the kind of stories I hear from psychopaths in prisons. I think don't be ridiculous. Part of me has looked at some things and thought if that was not in such an arena your ability to plan something that clever would make you extraordinary.*

- *She got him in the bedroom when they were having a holiday at her parents' house, and she suddenly yelled out that he was hurting her and then stamped the floor as she got up from the bed. She was setting it up for it to look like he was the one abusing her when it was the other way around.*

- *In couples therapy they will undermine their partner's reality, attempt to triangulate with me as therapist against their partner, be glib about the impacts of their behaviour on their partner, they may engage in the undermining of me as therapist i.e., repeated questioning of my ability. They may play games with attendance or payment, manipulate their own image including conscious lying.*

- *As soon as a bit of heat comes on to him, he declares that one of his family has cancer. He has always had a serious illness to get out of issues. If you are looking with a normal head, the fact that someone in his family gets cancer every second year is not credible but people do not notice it, and even if they did, they do not want to go there, that he might be lying about cancer or treatment for cancer or something like that.*

- *They do not actually see their children as people with personalities or emotions although they are good at acting as a great parent, taking photos, public displays of parental care. The grooming of others to believe the 'show' is extraordinary.*

- *In his early 20's, he abducted, raped, dismembered, and eviscerated a 12-year-old girl. During a post-conviction interview he cried when discussing remorse. At another point associated with a question regarding his use of gore pornography, he stated that he found his actions disgusting and acted as if he was going to vomit. These actions, in my opinion, were manipulative because he believed he may have his case overturned on appeal.*

- *Finds out personal information by seeming to be interested in someone and encourages sharing but then uses the information to get something from them later.*

- *Stating that when a person defends themselves, they are being abusive.*

- *Engaging someone in illegal conduct and then standing over that person with threats to reveal the crime.*

- *Staunch friends of the psychopath will defend him after many years of being groomed by him, without ever recognising that this is the case. In many cases, the perpetrator will have endeared himself to all around them, with extreme kindness and even financial support, gifts for no reason, etc., thus their feeling of obligation is well entrenched, and they defend their friend loyally, refusing to believe anything bad about him, remembering all that he has done for them and not wishing to feel guilt should they not stand up for him.*

- *Some of them being married and in a relationship is nothing more than creating a backdrop of a lifestyle which supports them to do their deviant behaviours.*

- *Takes partners name off joint accounts.*

- *They engage in pretending to be the victim when in fact they are the perpetrator.*

- *Runs up debt in partner's name.*

- *They get a band of loyal supporters that will support them. Sometimes I stand someone down and I get many phone calls seeking I don't do it. The DP stays in contact with them, uses them to their advantage as much as they can and once he does not need them he dumps them.*

- *Claiming something that was said or that happened in objective reality never happened or was said.*

- *Careful to only yell and be vindictive when there are no witnesses.*

- *He had 30 plus aliases.*

- *Paedophiles put themselves into positions of power and respect so that their actions are not questioned.*

- *He sought a professional who is not answerable to a professional body.*

- *Telling A that B said they are sexually attracted or that B is desperately in love with married A, predicting that A will then resign to avoid problems in the workplace.*

- *They postpone and delay constantly, often agreeing to an action, so they appear supportive and then falsely claiming board meetings, travel and/or other conflicting requirements, delaying action for months.*

Persistent Predatory Personality Model:
Dimension 1 of 3: Attributes

- *There's a lot of manipulation of children. They're kind of easier to manipulate.*

- *In the church, they're grooming their peers because they want to be beyond reproach from their peers.*

- *He would go through their lockers after hours, and then deny it later but they knew that he had been touching things. When they brought it up, they had no evidence, so it just made them look like they were a bit crazy.*

- *Game playing.*

- *Say we have a rape case, you still may have the offender obviously blaming, if you will, the victim or projecting it onto the victim the situation.*

- *She was the one that said I had bullied her when she was most definitely the one who bullied.*

- *They attribute what they've done to the victim. And then the victim must argue, well, no I didn't do it. They create a smokescreen, so no one ever knows what's going on, and in the end, people get bored with it.*

- *He has shared care of his children who he occasionally brings to work during school holidays and who sit in the spare office all day looking bored and miserable and cowed. Bringing them to work appears to be about him looking like a good dad and all-round nice person.*

- *He was manipulating members of the police force to support family violence for him.*

- *One example is seeing a psychologist with his wife and crying, saying he is so upset he doesn't please her so the psychologist thinks he's trying and invested, and the wife feels guilty but still feels he is controlling yet she cannot raise this now or properly articulate it to the psychologist.*

- *Wraps undermining of the victim in a pretence of caring about the victim.*

- *Gaslighting on a large public scale by the misuse of media.*

15. **Unwillingness to accept responsibility for negative impacts they cause.**

   <u>Clarification of the attribute.</u>

   They do not take ownership of their role in causing harm, suffering and/or distress to others. A collection of tactics is used to assist including, deflection, denial, blaming, minimising, blocking, lying, attributing their actions to the victim, bringing in supporters, bribery, coercion, threats, intimidation, and/or causing confusion.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *They isolate the person trying to make the DP accountable for the wrong they have done by telling a group of people a series of untruths about that person so that the group will shun/reject the exposer.*

- *They are never the problem.*

- *They blame and shame.*

- *They play a complex and subtle game of provocation until they get the person exposing them to react publicly thus sullying the image of the exposer. Alternatively, or additionally, they exhaust the exposer from prolific, subtle manipulation and blocking.*

- *They will take responsibility for all that is good, they will take a responsible role, but they will not take responsibility for the trail of destruction they cause.*

- *They state their own behaviour was provoked when it was the other way around.*

- *They deny harm they have inflicted.*

- *They minimise others' pain and their own actions.*

- *From minor behaviour to major behaviour, they will frequently project their behaviour on to others.*

- *They scapegoat others.*

- *They engage in deliberately intended behaviour chosen with the explicit desire to change reality.*

- *Depicting their role in situations as a victim.*

- *Blame shifting.*

- *They blame their partner for their violence….look what you made me do.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>

- *When trying to resolve a problem or address their abusive behaviour these dark personalities take over the conversation, and quickly drift from one topic to the next, which frequently involves attacking the listener. The 'topic/issue/problem' that was supposed to get resolved gets lost in the argument/discussion and never ends up getting resolved.*

- *They get rid of anyone who may risk exposing them, usually by destroying the other employee's career/job/reputation. They pre-empt the potential exposure with discrediting.*
- *They undermine people who get in their way or who may expose them or who they don't like or who they just decide to pick on.*
- *Our stepparent would go out of their way to punish us and then lie to our parent about it, going as far as to paint us as liars if we tried to talk to them about it.*
- *When a problem was noted, the staff member was told to drop it. When they didn't, they discredited the employee and destroyed their confidence and reputation and put the employee on a performance plan.*
- *They deflect and start attacking their victim.*
- *They'll get lawyers who are not engaged and will attack process rather than respond to the allegations.*

16. **Without authentic emotion, emotional responses are acted.**

Clarification of the attribute.

Limited and deficient emotional experience, sometimes referred to as shallow affect. Appropriate responses to situations which would likely have an emotional impact are learned, usually by watching others. A lack of an appropriate emotional response, particularly at times of distress or crisis, is often misinterpreted as calmness. This includes objectification and dehumanisation of the targets/victims.

A selection of representative quotes that support inclusion of the attribute.
- *They do not show the normal range of emotions, which are expected, in an organic way during conversations of distress.*
- *With normal emotions, there is a congruence between what is happening with a person's words and their behavioural responses but with DP there is often lack of congruence.*
- *Unable to feel/show genuine care/concern for others physical or emotional pain/distress. They are unfeeling but can mimic emotions.*
- *Superficial responses to upsetting situations.*
- *They lack emotion in general which is one of the things that makes them callous. It links with intellectualism. They are coldly intellectual which makes them callous with no emotional side effects.*

- *They have a lack of emotions, empathy, and conscience.*

- *Under-emotive and over controlled.*

- *Verbal and nonverbal body language are not congruent during their recount of a situation. They feign many aspects based on interpreting what you might expect their reaction to be.*

- *She did not appear to reflect the emotion of those around her when they became upset.*

- *Verbal and non-verbal language shows few indications of stress [when caught lying].*

- *Disingenuous.*

- *Fake displays of empathy.*

- *I see it as a devoid personality, devoid of emotions, remorse, empathy which is why they have to imitate others. They know they are different, and they know they are lacking in this way. They learn to mimic the expression of emotion.*

- *They are uncomfortable with emotions in others, possibly because they do not understand them or cannot control them.*

- *He was abusive when I was upset.*

- *Expects no emotions from others including small children.*

- *She took this as a personal affront and insult and began demanding that I admit that it was on purpose. When I wouldn't she took me into a quiet room in the house and proceeded to hit me with a wooden spoon. This of course made me cry, which made her angry.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *He [senior businessman] was emotionless [when he heard about a life-threatening diagnosis for his wife]. Normally, if you care about your wife, you'll be a bit upset. I deal with upset a lot. He wasn't upset. He was cold.*

- *The way he spoke was very flat, very monotone, pertaining to how he killed the child, dismembered the child, and eviscerated the child.*

- *They can appear to form meaningful relationships and have regard for other people in a way that seems quite normal. This may sustain over a prolonged period which for most people would indicate a strong bond and associated*

degree of loyalty and emotional attachment but in DP this can be swept away as if it had never been there if circumstances dictate it. The ability of the person to impression-manage that relationship is significant but the absolute and complete lack of any concern, loss, or sympathy for the other party in that previous relationship is breath taking to behold.

- *The moment the mask dropped, his physical appearance, his face, his body, his body language, his stance everything about this man which I am so familiar with after 15 years altered to the point, he was unrecognisable. The look on his face, the coldness, the vindictiveness, in his speech, in that moment I will never forget. You are looking at his evil twin, the only word that I had, being raised as a Christian is sheer utter evil oozing from every pore utterly terrifying, utterly terrifying. From then on there were two masks.*

- *He was discussing beating someone on public transport but showed not the least emotion, it was as if he was describing his breakfast. He was arrested the following day after kidnapping and torturing his mother's next-door neighbor, a woman who had cared for him as a child.*

- *They do not care as much when they get to prison. I am often working with lifers, been there quite a long time, some of them are on death row. Lifers have very little emotion, are over-controlled, cold, superior, divisive about everything I am doing, what everybody else is doing. They are very cold, very detached, aloof.*

- *He used to watch my hands when I was talking. I thought maybe my hands annoyed him in some way. I eventually realised he did not 'get' my emotions because of his own deficiency in this area, and he watched my hands to identify the areas of discussion I felt most passionate about so he could use this against me.*

- *It felt like there was a 'dead energy' when it was just him and me in a room, like all the energy was being pulled into a sinkhole. I believe it comes from the fact they do not emote.*

17. Callous

<u>Clarification of the attribute.</u>

Without real understanding of or regard for the feelings of others, particularly where these feelings are hurtful and/or painful, although they can emulate behaviours of

concern for others. (Unremorseful and callous are different. Lack of remorse is about an attitude to one's own behaviours while callousness is about others.)

A selection of representative quotes that support inclusion of the attribute.

- *They are not empathetic; they do not feel upset if someone else is. They feel indifference or blame the victim for feeling like that, or they get excited by it.*
- *Unable to feel/show genuine care/concern for others' physical or emotional pain and distress.*
- *Insensitivity to the feelings of others.*
- *Callous disregard for the welfare of others.*
- *Emotional indifference to others' pain.*
- *Don't care what others think or feel or how harmful their words and behaviours are as long as it gets them what they want.*
- *If you do not feel emotion, then you are unable to be empathetic. Empathy requires you to feel emotion.*
- *Completely unable to understand the emotional responses of others.*
- *No capacity to empathise.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *When I was using the CAPP assessment tool in the prison system I had to ask about the feelings of other people. It was a great question because some could give you a reasonable description whereas DP people looked at you as if you were absolutely off your head. How would you know that? People who scored highly always said what do you mean.*
- *If I am crying or upset, he ignores me.*
- *Laughs and made jokes when someone was fired.*
- *When I was extremely ill in the middle of the night and needed to go to hospital, she told me to get a taxi because she was jet-lagged.*
- *If you harm a child, it will impact them for life. The child sex offenders in the church have no regard for the person they are harming. It is almost dehumanising the other person.*
- *An entire group of physicians performing unnecessary diagnostic tests and procedures, putting patients' lives at risk for financial gain.*

- *Dismissal of feelings of partner following a miscarriage.*
- *At the right time for questions, there were none [where wife was diagnosed with cancer].*
- *He relentlessly kept sending the children back to me with nits. I would do all the work but there was no consideration from him for that or for the children.*
- *Controlling a situation to get what they want from it and from the people involved whilst causing stress and upset to other people.*
- *Causing friend to lose job by lying about them.*

18. Unremorseful

Clarification of the attribute.

Without shame or regret for the negative impact of their own behaviours on others' rights, freedoms, feelings, relationships, confidence, safety, mental health, physical health, financial health, sexual health, and/or aspirations. (Unremorseful and callous are different. Lack of remorse is about an attitude to one's own behaviours while callousness is about others.)

A selection of representative quotes that support inclusion of the attribute.

- *Not psychologically weighed down.*
- *No regret or distress about harming others.*
- *Pathological unaccountability, inability to see himself as doing wrong, never accepting responsibility other than success.*
- *Unapologetic.*
- *No shame.*
- *They offend without guilt, remorse, or shame.*
- *They never apologise for their behaviour.*
- *No distress about harming others.*
- *Doesn't stop when victim displays distress.*
- *Never apologises.*
- *Never takes responsibility.*
- *Lying with incredible detail whereby the only way this can be achieved is if they truly believe these things have occurred. It is true delusion. Further, there is no care or responsibility for the damage this lie causes.*

- *I have heard from survivors of institutional abuse who describe being manipulated, coerced, threatened, used, seemingly without any remorse or empathy by their perpetrator. These perpetrators have worked as religious clergy, welfare officers, foster parents, teachers.*

- *I feel that they are people who have abhorrent personalities, which is kind of insidious because they look the same as you and I and anybody in the community. Yet they contain these impulses or behaviours, or they choose to express these behaviours in a way that is harmful to other people and seem to show no empathy for their victim and no remorse for their behaviour.*

- *There was that documentary about the paedophile coming out of jail. He was totally remorseless. ABC did a three-part series on it early last year. It was really shocking because he agreed to be interviewed. He is such an evil person, and he was just sitting there, they filmed him in a trial and another trial. He had no remorse and no guilt. He continued to say his prayers and he was still a priest although not allowed to practice.*

- *No compunction about abusing women and getting them to lie.*

- *They will hurt people emotionally or financially and not be able to see the pain or damage they are inflicting.*

19. Self-interested

<u>Clarification of the attribute.</u>

The focus is on maximising one's own interests although they are often able to convincingly position their actions as if they are in the best interests of others. While they may at times appear to compromise and even be caring and supportive, self-interest is core, and any concessions or 'goodness', have an underlying motive.

<u>A selection of representative quotes that support inclusion of the attribute.</u>

- *Everything was about him.*
- *Self-oriented.*
- *Me first to hell with you.*
- *Beneficial at its core to that individual at the expense of all else.*
- *Self-centred.*

- *Concern for one's well-being over others.*

- *Maximise one's individual utility.*

- *Demands that own needs are being met.*

- *Consistently prioritising their own needs over others.*

- *They put themselves first routinely.*

- *Putting other people's wants and needs behind their own.*

- *Everything is about preserving themselves.*

- *Puts themselves first always, to the detriment of the wants and needs of those around them.*

- *Caring more about one's own welfare above all other.*

- *Whether or not detrimental to others, regardless of who that other person is, the age of the person or whether that person they are impacting is a child, their child.*

- *Self-oriented.*

- *Out for their own benefit.*
  Distrustful of others

- *Believes everyone is selfish and out for their own benefit.*

- *Suspicious of others.*

- *Distrustful.*

- *Does not believe other people.*

- *Assumption all people have malicious intent*

- *Untrusting of others' motives and goals.*

- *Cynical. Holds a general assumption that people are untrustworthy.*

A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.

- *The manager cut out overtime payments for an entire team, by advising them that the Senior Managers need to cut costs and if they wanted to keep their jobs, they needed to work more flexibly. This had the effect of reducing the take-home wages of already low paid employees by approximately $15,000.00 per annum. This Leader then presented to the executive that she had reduced costs, implemented flexibility, and brought the operations into the 21st century. She then used this "achievement" as the basis for an increased bonus of around $60,000.00.*

- *They are very good at climbing the corporate ladder and will get rid of any who may risk exposing them, usually by destroying the other employee's career/job/reputation. They pre-empt the potential exposure with discrediting. Giving wife pitiful amounts of money to pay household bills whilst enjoying a lavish personal lifestyle.*

- *When I was 34 weeks pregnant, we were moving. I was exhausted and started articulating this. He then started crying, took over the conversation, telling me how exhausted he was.*

- *If it's a DP, I'm not looking at anything involving empathy. I would never make a statement such as let's have closure for the family. They don't care about closure for the family. I would never use a religious stance. If you don't understand their personality, and use that with a DP, they turn it around into a manipulation situation, and they're going to increase their manipulation during the process. With a DP, ideally, make it into a negotiation, where you're going to give them something that's in their best interest for them to provide you information.*

- *Buying nonessentials like expensive clothes when kids have not enough clothes and only cheap, damaged and second hand.*

20. Brazen

Clarification of the attribute.

Behaves confidently in situations that would elicit discomfort, shame and/or embarrassment in people of non-dark personality.

A selection of representative quotes that support inclusion of the attribute.

- *Their brazenness is one of the things that makes them persuasive because they are so brazen about what they say and do that it sounds truthful even when it isn't.*

- *It is quite remarkable, the things they do in front of other people. Sometimes people cannot believe their eyes. They rationalise what they have observed because it is too hard to believe.*

- *They are brazen in their actions and also in what they say as they are confident of their superiority and their created narrative.*

- *They take enormous risks as they genuinely don't believe they will be caught out.*

- *Cannot be challenged and exude belief in their own abilities, even when the evidence suggests they are lacking.*
- *They have the ability to talk their way out of just about any problem.*
- *Constantly denies wrongdoing even where clear evidence.*
- *They are brazen with their lying.*
- *Inability to be phased by being caught out lying or being caught out in engaging in immoral behaviour or that would make other people embarrassed.*
- *Almost impossible to believe what they could be capable of in a non-incarcerated population.*
- *Struggled to believe this person could have done the things they did.*
- *Could not convince others of the truth.*

<u>Without fear</u>
- *When confronted with contradictory evidence, will change the story. Provides a new version, without any indication of stress/distress.*
- *No fear of authority.*
- *Is not affected by being caught lying.*
- *Has no fear.*
- *They have a lack of anxiety about consequences.*

<u>A selection of representative quotes which reflect behavioural manifestations of the attribute in a range of contexts and personal circumstances.</u>
- *Even when the evidence is right there, they lie, they back themselves so hard.*
- *The cult leader would sexually exploit or rape the female members of his group, swear them to secrecy and play golf with their partners the following day.*
- *Society's laws are not their laws.*
- *They evade tax, drive unregistered vehicles, and drive recklessly while abusing others. They ignore bi-laws, food packaging laws, parking laws, dumping rubbish, such is the boldness of their lawlessness.*
- *He was lying in a professional setting that could be verified.*
- *Making challenging comments to violent/high status prisoner.*

- *Denied things that were in black and white.*
- *Debate circumstances even when there is evidence to the contrary.*
- *One day he started to physically molest the daughter in front of the family, patted her on the bottom, and it went from there. It was cold, calculated, exploitative, and started in the family home. It was completely brazen. She said her parents were there when she went to pick up something from the table. He has a pattern of offending that went back many years, and he just keeps getting away with it in other countries, other places.*

A tactic is defined as an action or strategy carefully planned to achieve a specific outcome.

Quotations representing each tactic are from different participants.

1. Intimidates with an intent to create fear.

They engage in acts of intimidation and/or threats with the intent to create fear in others. '*They stand over you. Make their body imposing. The anger is palpable, they often bring their face close to you. Point their finger at you in a stabbing motion. There is sudden silence like in the eye of a tornado and their eyes turn black and they speak slowly and forcefully, and it is extremely scary. Whatever comes out of their mouth at that time is not a threat, it is a promise. They always follow through on the destruction.*'

2. Isolates.

They isolate the target/victim from their own children, family members, colleagues, friends, school parents and/or others, and which is one of the most destructive and important of the tactics, orchestrated through a complex web of lies and manipulations. '*Psychological harm has included loss of family relationships, previous friendships, school or work communities, perception that they are crazy or unstable. Sometimes the devastation is so severe that the individual victim is bordering on going crazy because they cannot get others to believe their private experience and they feel extremely socially isolated and alone and despairing.*' '*The main behaviours of control are gaslighting, isolating, dehumanising, degrading, and manipulating*.'

3. Weaponises the justice system.

They use the justice system to attack, intimidate, maintain control, divert suspicion from themselves, destroy others and/or prolong 'the game' of manipulation. '*I exposed a person of dark personality at work. I had emails which showed they had been lying. There were witnesses who had been exposed to the intimidation and other issues. The dark personality did not allow HR to take normal course of action. They sued for defamation, even though they were guilty.*' '*Enjoys and instigates repeated lawsuits to cause distress to others.*' '*Abuse of family court processes to control victim.*' '*Appealing court decisions endlessly.*'

4. **Accuses the victim of their own nefarious deeds ('reverse attribution'), blames others.**

This tactic is used universally by people of dark personality and involves accusing the victim of doing what they themselves are doing and posing as the victim of behaviours they inflict on others. This is often referred to as transference, but it is strategic in nature, so 'reverse attribution' is a more accurate term. As the real victim maintains and continues to fight for their innocence onlookers remain confused and may ultimately become bored with the prolonged battle which just seems like 2 warring parties, both with different perspectives, in which case the person of dark personality often avoids culpability and the victim's reputation is tarnished. Regardless, the victim's life is profoundly negatively impacted.

'One situation I was exposed to involved different people all being told the same discrediting untruth about someone by the dark personality and doing it so convincingly that people were genuinely convinced the dark personality was the victim and the victim was the dark personality. It destroyed the life of the victim and even though they had an excellent professional track record, they could not convince others of the truth. It only came out much later when the dark personality was exposed for fraud and even then, people struggled to believe this person could have done the things they did.' 'He had an affair and said it was because his wife had become demanding.' 'From minor behaviour to major behaviour they will frequently project their behaviour onto others. On one occasion I was forced to apologise to him for what he had done to me.'

5. **Creates a contrived deep sense of connection.**

They are exceptionally talented at having another person feel profoundly 'known'.

'They listen to what type of person you want, and then present themselves as that so they kind of present you with the idea that's the fantasy.'

6. **Pretends to be the victim.**

They often feign distress and create false victim narratives, claiming they have been compromised by another person and/or fakes illnesses such as cancer or heart attacks to elicit sympathy.

'There are certain things, moral things people will not do, like say your spouse has terminal cancer so you don't have to go to a meeting. Nobody is going to challenge that. No one has the heart to. It would be so easy to check but no one would.' 'She came across very much as someone who had been victimised by staff, and that she was not the problem at all, and that she needed basically, protecting.' 'Stating someone hurt them when they didn't.'

7. Capitalises on data, monitors, stalks.

They actively seek out and hoard information and use it as a weapon.

'They have an incredible tenacity to get information about their victims and understand their victim's vulnerabilities.' 'They encourage sharing then uses it to threaten later'. 'They insist someone share secrets to prove loyalty.' 'They can make you feel validated, but they are in fact mining you for information.' 'Stalking, videorecording, monitoring.'

8. Blocks, evades, and deflects.

They use stalwart non-response to a request, demand, contracted agreement and/or legal requirement, far beyond general avoidance.

'Stonewalls, refuses to cooperate, evades, refuses to comply, changes the topic, conveniently forgets details, is inter-personally unresponsive.' 'When trying to resolve an issue he would constantly change the topic, making all sorts of accusations and lies as he went. My head was often in a spin and confused. Before I could make my point, he would be on to the next topic.'

9. Focusses on evidence reduction and avoidance of transparency.

They can go to great lengths and devise intricate plans to ensure there is no evidence of actions. They dwell in the shadows. They are never fully transparent and compel others to maintain secrecy. They lead double lives.

'Psychopaths are extremely careful that they leave no evidence, extremely careful. Certainly, nothing in writing. They're very careful what they say on the telephone. They say it in a way that they can claim it was all said innocently and really have meaning.' 'Dark personality appears to be agreeable/friendly but when the dark personality realises the situation is not as planned, they can target the individual away from the group verbally or over the phone. There is no record of the conversation so it can be denied.' 'The dark personality formulated an elaborate plan that involved disposal of his victim's body, vehicle and evidence while under law enforcement surveillance.' 'The motto of The Family cult which was run by Anne Hamilton-Byrne was "Unseen, Unknown, Unheard."' 'They always have a secret life.' 'They never let anyone fully know what they are doing.'

10. Diminishes, degrades, disempowers, and discredits.

The relentlessly engage in actions and words that compromise the core of the target/victim's sense of confidence, security, accomplishment, joy and/or self.

'A slow steady erosion of the core sense of self and brainwashing takes time, commitment, and malevolence.' 'Verbally expressed the insignificance of others.' Makes victim lose confidence and question their competency.' 'He dragged her through the courts for four years. The family court said they had never seen so many people subpoenaed in the history of the court.' 'Your world, as a victim, becomes so minute. You have a life, you have an elaborate, beautiful, wonderful functional life, and then you meet these people, and increment by increment, your life becomes smaller and smaller and smaller.'

11. Engages in a complex set of behaviours which are difficult to 'see through' and understand collectively.

The extent, subtleness and deviousness of the actions taken by people of DP are usually unable to be recounted by a victim in a way that portrays the totality of the approach and the cumulative destructiveness. Even exceptionally bright and aware people can 'have the wool pulled over their eyes' as a person of DP engages them in a narrative which seems reasonable and yet is not grounded in evidence, serving to undermine the target/victim.

'In my experience whilst certain cases are extreme in quite obvious ways which make them easy to recognise there can be much more subtle presentations which might easily be missed.' 'They keep themselves ingrained in their victim's life through extremely complex manoeuvring of other people, of circumstances, of facts such that the other person is eventually "destroyed" professionally, reputationally, socially, and/or financially. It can extend for years.' 'Break laws in subtle ways, flout restraining orders but only a little but regularly, tax evasion, coercive control of children or partners.'

12. Uses convoluted discussion.

They use circular, long-winded narrative to divert dialogue away from their own nefariousness.

'When trying to resolve a problem or address their abusive behaviour these dark personalities take over the conversation, and quickly drift from one topic to the next, which frequently involves attacking the listener. The topic/issue/problem that was supposed to get resolved gets lost in the argument/discussion and never ends up getting resolved.' 'Lengthy conversations that go around in a circle. You get back to where you started and realise nothing has been resolved, but you are emotionally exhausted.'

13. Confuses and creates chaos.

They deliberately cause confusion and/or chaos so as not to be held accountable, to maintain control, and to derive pleasure from manipulating others.

'Will phone for appointments or harass reception until the desired outcome. He was often speaking to different receptionists ensuring they create confusion within the team so that complaints follow, and the outcome the dark personality wants is granted because internal work processes have apparently failed.' 'Within the family court system, the dark personality will confuse the system by creating a paper trail that becomes too complex to follow.'

14. Publicly and privately provokes.

They say and do things that are designed to provoke an overreaction from the target/victim, often in front of others. This usually involves purposely 'triggering' the target/victim based on knowledge of target/victim vulnerabilities, while also playing to the judgements and values of others. It is often done just prior to a public or social appearance so the target/victim is flustered and seen to be the aggressor.

'They bait the victim either privately or in front of others which confirms the DP's claims that the victim is crazy because of the way they react'. 'They make the victim appear crazy or incompetent and this further distances people if the victim reacts'. 'They have an incredible tenacity to get information about their victims and understand their victim's vulnerabilities'. 'She gave them the impression that she had secret cameras in the office and secret listening devices. She would go through their stuff after hours, and then deny it later. But they knew that she had been touching things. When they brought it up, they had no evidence, so it just made them look like they were a bit crazy.'

15. Moves in and out of supportive and non-supportive approaches.

To use a dance metaphor, the person of DP does a tango with the target/victim which looks great, then the person of DP suddenly refuses to dance but it is not evident as to who made the decision to stop, then the person of DP starts a beautiful waltz with the target, then the DP switches play again and starts covertly treading on the target's toes. The target is always anxious, trying to catch up, and/or expressing inappropriate sentiment at the wrong times.

'Psychopathic abusers have an ability to show extreme love and kindness after bizarre times of aggressive behaviour. The victims are usually, by this time, 'programmed' to wait for and enjoy those times whilst accepting that they must be prepared that anger in him remains high and could take over at any time. Hence the term "walking on eggshells".'

16. Attacks process and the qualifications, experience and integrity of professionals who challenge them.

Rather than respond to allegations, a person of DP finds fault with the process intended to bring accountability and/or the professionals engaged in the process.

'You only need to review court proceedings to see there are plenty of cases of perpetrators attacking the process and often being let off where there are multiple pieces of evidence, including compelling witness testimony, of their unlawful behaviour.' 'I have several professional qualifications and decades of experience. He still managed to convince the courts to question my professional background.' 'They attack my credibility. They undermine my professionalism. They belittle me. They make out that the allegation is absurd.'

17. Ingratiates themself to people in power.

They cultivate relationships with people who have power and are highly self-effacing to those that are senior to them.

'The dark personality was a statutory planner that had been at the Council for decades. He/she was smug, manipulative, dishonest, and made decisions in favour of powerful developers. Residents hated him/her and so did some staff. He/she was a completely different person with the Councillors though, softly spoken, deferential and seemingly bowing to their greater insight. He/she addressed the mayor by title even though the mayor had asked to be addressed by name. It was all an act. He/she clearly saw himself/herself as a greater being than all of them.'

18. Dismisses, denies, and minimises.

They will vigorously challenge accusations, making light of them, addressing them humorously or refusing to acknowledge them.

'I have witnessed family violence situations where there is denial that abuse ever occurred.' 'He still denied things that were in black and white in text, but it helped clarify in my mind that I was actually right, and I wasn't crazy, and there is something wrong with him.'

19. Justifies and excuses.

They convincingly validate their behaviours which break regulations, agreements, laws, and/or moral codes, usually with the use of a false narrative that sounds legitimate.

'The general tendency to maximise one's individual utility, disregarding, accepting, or malevolently provoking disutility for others, accompanied by beliefs that serve as

justifications.' 'The narcopath plays for sympathy/justification of immoral/unethical behaviour by claiming they are the innocent victim of other's victimisation.'

20. Blackmails and bribes.

They often achieve goals through illegal or morally bereft exchange of resources.

'They engage in emotional, financial or other unconscionable blackmail to exert power and control over others.' 'The judge had just applied a restraining order after multiple attempts of the crown prosecutor to have one brought about as the dark personality manipulated and delayed the process. Outside the courtroom I heard his Silk seeking a voluntary agreement to not see the children and implied a sum of money could settle the situation.'

21. Delays and postpones.

They create circumstances and reasons which prolong a process intended to make a person of DP accountable. This strategy is used very frequently and in many different forms.

'To control in relation to timing they postpone and delay constantly, they involve different people which may require more time getting them up to speed, they debate circumstances even when there is evidence to the contrary, they provide falsified information which then needs to be debated, they accuse the victim of doing what they are doing that then needs time to be disproved, they are dismissive of accusations.'

22. Obligates.

They do things for other people purely to secure leverage if needed.

'He worked in a food store and would give left over products to the neighbours. The neighbours were willing to go the extra mile to make statements about his good nature which he had obviously counted on.'

23. Forces, coerces, and bullies.

They use physical, emotional, financial, or political force to create an outcome.

'He would physically bait me in the house when there were no witnesses. He would pursue me and ridicule me and trap me into corners until I was quite panicked and begging him to let me pass and get out. Then he would bait me and ridicule me more, and refuse me freedom from that situation, until I was completely broken.'

24. Creates and capitalises on divisiveness and conflict, divides, and conquers.

They play people off against each other, creating conflicts which gives them power.

'They divide and conquer teams. There were four directors, and they all left within a 6-month period. Ties with government were almost cut over night and we had all these younger, more junior members of staff coming through and emerging.' 'Arrogant/divisive, creates office chaos.'

25. Mirrors and copies.

People of DP do not emote and so struggle to create their own expressions of passion and persuasion. They therefore mirror and/or copy the emotional responses, behavioural mannerisms, words, and even clothing of other people. They also copy to 'trigger', intimidate, and cause pain to their victims/targets.

'They are not only mirroring on emotional level, but they're also doing that on the verbal level', 'once the social mirroring is removed, like you're not in the presence of each other, these people don't have any creativity or originality. I think they are also attracted to people who are creative and original. Once you're removed from their presence, they can't kind of mirror that. They can't kind of copy it and present it as if that's what they are, so they use the legal system to get that material from you, and then they do it back to you because there's no creativity or original ideas. So, they just take your material and turn it back on you', 'I think they are still parasitic in highly regarded corporate roles because they use the good work of others and attribute it to themselves'. 'Claiming heroic, adventurous or noble achievements or qualifications that are fictional or belong to other people as their own'. 'He ended up on the [name redacted] advisory council for the federal government, using my stuff, the material I had produced'.

Dimension 3 of 3: Capabilities and Values

Capability is defined as the extent of someone's ability. Value is defined as one's perspective of what is important in life.

Capabilities	How the capability manifests in people of DP who are lower functioning	*A selection of representative quotes representing people of DP who are lower functioning*	How the capability manifests in people of DP who are higher functioning	*A selection of representative quotes representing people of DP who are higher functioning*
Planning and goal setting.	Impulsively harms and controls. Unrealistic about their potential to accomplish goals.	*Lack of impulse control.* *No preparation.* *No planning.* *Randomly.* *All about the now.* *Acts with without thinking, with no concern of potential harm that may result.* *Identified rape/murder victims and looked for quick opportunities to act, with no planning or preparation.* *Psychopaths can manipulate others*	Sets goals. Develops and executes detailed plans to achieve goals involving gamesman-like precision. Possesses an uncanny ability to anticipate how others will behave many steps ahead. Can change approach disconcertingly.	*It's a targeted, strategic plan to get children in their arena, and also to gain the respect and trust of the community. They plan it. Psychopaths are in full control of their behaviour and have very clear objectives in behaving that way.* *Nothing is ever random.* *Calculated.* *Slow degradation.*

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| | | but can be reckless and they're reactive (impulsive) and are perhaps less considered in their behaviours. People who are incarcerated lack the level of self-control to manage their behaviour to a point where they are untouchable. Those dark persons who live successfully do just enough that it would be hard to make them accountable in the face of the law, they appear more intelligent in that regard and have more self-control. | | Goals are achieved slowly and insidiously. The approach is tactical, like a game of chess, for example changing therapy pre-scheduled times. Very carefully planned and with cunning. She wasn't impulsive, it was very carefully planned, everything that happened. Patiently plans to great detail to get what they want. Stealth. They are playing a game of strategy to clear their name or escape consequences. Fixated on own position and pursuit of goal. Patiently. Carefully. Chips away. I have seen in a corporate |

				environment that they are perfectly capable of planning things and organising for their own good and own ends. *The move they have planned many steps ahead.* *Considered and deliberate.* *I hear paedophiles talking like that, talking about the planning they put into it. Some do it impulsively, but I have only heard the ones speaking who plan it.* *The planning is continuous. Once they put one into operation, they are planning the next. They must have that impulse control in certain situations.* *Controls pathological aggression response.*

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Emotion emulation and persona creation.	Low ability to effectively emulate emotions and develop complex, convincing multiple personas.	*At one point he expressed some compassion for a young woman who, as far as I could tell, he had not harmed physically but he tried to show some feelings. His efforts to demonstrate such emotions fell completely flat. In other words, even when he tried to show that he cared, was completely unconvincing in that regard. 1 Presents as superficial.* *Those with developed filters can contain themselves.* *Those less savvy let their masks down.* *Alan Pease, the body language guy, would talk about mirroring in*	Exceptional ability to emulate different emotions and create realistic 'personas' that seem authentic.	*To be clear, this is not a description of a man who dresses in costume, these personas developed are deeply complex, have years of work and to the general observer are unquestionable.* *Spoke extremely well.* *Talking very eloquently* *These men are quite capable of persuading male judges that they're absolutely fine.* *They have gravitas.* *Well spoken.*

		terms of facial expressions, to get the interviewer to like you, to get people to like you. There is a psychopath version of that. They cannot change colour if no one is there.		
Presentation of competence.	Overplays self. Self-aggrandising. May talk about themselves in relation to religious figures or superheroes.	*Delusions of grandeur.* *Is more important/more intelligent than is fact.* *Uses language that overstates confidence.* *Overestimating the intrinsic value of their contribution.* *Inflated view of their own competence.* *Self-aggrandising Delusions of grandeur.* *Over exaggeration of past experiences.*	Underplays self. Downplays their intelligence and achievements.	*Can appear self-effacing.* *Subtle.* *They present themselves as less able than they are.* *Feigning weakness.* *Keeps their cards very close to their chest.* *In an anonymous survey, wouldn't they want to brag about their trait? Absolutely not. They hide that, they don't need to share it with anyone at all. A lot of it is about accumulation of*

		Overestimating the intrinsic value of their contribution. Inflated view of their own competence. *Hero* *Crusador* *Claiming heroic, adventurous, or noble achievements or qualifications that are fictional or belong to other people as their own.* *People are impressed by superficial displays and mistake confidence and arrogance for ability, and this creates a perfect atmosphere for the impression management that goes along with DP.*		*material wealth, control, and power. They're just a law unto themselves, they hide it and that's why it's so hard to catch them out because they don't brag, they don't talk about what they're doing.*
Focus and purpose.	Easily loses interest, no real focus	*No realistic life plans.* *Lacks stability.*	Unrelenting attention to personal	*A relentless drive to achieve outcomes for as*

		Having numerous children with multiple partners but taking no parental role for any of them.	purpose. A focus which is more profoundly compelling than tenacity.	*long as it takes, usually coupled with an intensity in relation to specific points of focus. Relentless, unabating focus and drive to establish themselves that does not appear to respond to or return outside emotional feedback.* *Will often pursue their victims for years and years and years.* *Unrelenting in pursuit of their goal.* *Perseverance. Long term.* *They continue that burning negativity relentlessly. Never lets up.*
Funding of lifestyle.	Parasitic lifestyle	*No consistent work ethic.* *They are living off someone else.* *Alot of them get their intimate partner to buy*	Self-funded lifestyle. May earn money from a legitimate source such as employment,	*Engaged in highly regarded occupations where they are fully accountable for their financial well-being.*

		things for them. They move in with them and are not contributing to anyone in their life, they are using everyone in their life. Once they have used them for what they need in a particular time, they move on. *Does very little work.* *Once they have a victim, they game play into doing what they want for them. It is a form of manipulation.*	however they still manifest behaviours which emanate from attributes such as deviousness.	*Good at their job and may win awards and/or be promoted into roles of seniority. The person was offered the position of Dean of our Medical School.* *Wins prestigious awards and is offered prestigious positions.* *She was awarded Intern of the Year and Resident of the Year.*
Self-protection.	May groom people to support them but lack a highly committed group who are willing to stand up for them in all circumstances.		Has a well-groomed group of staunch supporters who act as henchmen, running interference for them. This group could be within a family, within an organisation or	*Above all, these personalities do not want to be challenged. They keep a small circle close who defend them from being challenged and bullied and they manipulate everyone else until they are fearful not to challenge and*

			within any community.	*ultimately move on.* *Network of supporters.* *Co-opting supporters who assist them to deny any allegations of abuse.* *Group of people around him, enablers.* *They have a small group of confidants and will not trust anyone outside of that.* *Few chosen ones.* *The Chairman was protecting him. He had a little inner circle of people.*
Retention of freedom.	More likely to use overt forms of harm and control such as physical violence and to break laws in obvious ways.	*Incarceration does not affect them as their desires are greater.* *My job is actually easier, as bad as it sounds, because we've got a homicide. So, once he's lied,*	More likely to use covert, sophisticated forms of harm and control which produce limited evidence and are often not addressed in	*Is cautious about breaking the law only so far.* *Maltreating the children but not doing it in a way that is recognised by court.* *Engages in behaviours that*

		they're going to, basically, throw away the key once they lock him up because they're not believing anything he said and we found traces of blood. *Normally, in the interviews like that, we consider what we would call leakage. I'm not really taking anything he's saying at face value, as much as I'm trying to get the things that he slips and says, and he doesn't realise it.* *If the person that they're protecting is a repeat offender, then what happens is, eventually that person does something that can't be concealed by their friend inside the*	*law. Are more readily able to defend their position of freedom.*	*are not as obvious as physical violence.* *Pushes boundaries.* *Their behaviour was constantly excused, minimised, dismissed by police, courts and others.* *No one has ever to date formally complained.* *He received full DVA pension and counselling for life.* *No official charges have ever been laid.* *Died before the legal system could take action.* *Women were supportive of him despite allegations that he had been unsafely practicing with children the school.* *No consequences for perjury.*

		police department, that type of thing, and it ends up being a situation, and it gets exposed, and then you hear about all the bad things that have happened.		

Value	Attitude if the person of DP does not have this value	A selection of representative quotes	Attitude if the person of DP has this value	A selection of representative quotes
Wealth.	Money is great to have but not necessarily a key focus. The ability to control takes a greater priority.	*As a means of power and position some are into wealth creation, but others are not.*	Avaricious. Completely driven to accumulate money and all the trappings that go with it.	*When you strip back everything about a cult, it's leader, it's about control of others, it's about money.* *Money is the most important thing in the world.* *There is also gratification - getting money, sex, lavish lifestyle through exploiting others and seeing the self as deserving whatever they can get because they see themselves as the only significant entity.*

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				Being obsessed with image and indicators of wealth like credit score, income, house.
				Making a vexatious complaint against supervisor to gain benefit.
				Obsessed with money and material items, getting it, how to get it, and anything related to it.
				If they go into politics, they are after power which ultimately gives them money.
				There was this display of privilege, almost like he was royalty. There was a lot of ego tied up in it. Historically I do not think he had been that successful, had not delivered, but he kept landing on his feet.
				An individual who sees themselves as more important than others, wants more stuff (power, material goods, status), and

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				doesn't care about who gets harmed in getting more.
Attention from others.	Enjoys the attention of others and is outspoken	*Life of the party. Garrulous. Centre of attention. Loud. Self-promotion. Brags about accomplishments. Talks only of self. Tells stories where he has played an important role. Only talks about own agenda. Manipulating policies and so on to gain more than they should, and then often bragging about it afterwards as though they had discovered some kind of secret code that other people hadn't figured out, when in reality others just weren't doing it because they thought it was wrong.*	Prefers not to be the centre of attention and is more quietly spoken.	*Rarely talks. Appears studious and quiet. Rarely yells. Introverted. Talks in a monotone. Cold and aloof and rational. Apparent calm demeanour. Shy. Talks softly and calmly at all times but reports of violent outburst in private. Conservative.*
Status.	Does not require status. Control and	*They do not necessarily all want status. Some deliberately keep out*	Status is very important and is seen as something	*Wants to get ahead. Self-advancement is important. Ambition.*

	domination are often the primary focus.	*of the limelight in case they are uncovered for what they are.*	that provides more potential for control, power, and domination.	*Status seeking.* *Ruthless approach to personal self-aggrandisement and self-advancement.* *Needs status symbols.* *Her children were a reflection of her, they had to perform, or they were belittled and treated differently.* *Obtain benefit.* *Desire for more.* *I do not see a continuum because anyone who is a priest gets automatic status.*
Viewed as reliable.	Cannot be depended on.	*Starting businesses and employing staff then disappearing when things go wrong.* *Disregards obligations.* *Avoiding responsibility.* *Fleeing the jurisdiction.* *Fled the country.* *Lack of responsibility taking.*	Can be depended on, however this is only within the context of the attributes.	*They often seek and secure advancement.* *They are good at their job.* *He was a very good English teacher.* *They are often good at stuff.* *Competent.* *They are reliable as far as it suits their purpose regarding the strategic goal.*

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Legacy.	Does not apply egocentricity in creating something they can be remembered and admired for.		Applies egocentricity in creating something they can be remembered and admired for.	*You get halls, schools named after them, but now no building can be named after anyone for at least 50 years after they die. We have taken away the legacy stuff because such a wide range of illegal and harmful behaviours are discovered in their later life or after their death.*
				He was out to 'win' all the children back as his career became closer to its end. He wanted to be seen as 'the good father' even though his relentlessness to destroy the mother and with no regard for the children went on for years.
				Some [in this religion] want a statue made of themselves.
				Dunlop gave a $10 million grant to a university.

					He told my client that if she could win him a Nobel prize for his charity, he would be happy.
					They get children who they have disenfranchised to engage with them later in life. They change the narrative of their children's upbringing to make it seem as if it was the other parent's fault, they had not seen them.
					When they get older they focus on legacy so they write books or do interviews about their life and/or the meaning of life, they establish charities.
					One of the Tory party members turned up to a university with half a million dollars for a chair. The Vice Chancellor said I think you'd better offer a lot more which he did and then he got them to change

				the name to his name.