



# THE SET FREE LIFE

## How to Lose Money

I've been rather obsessed lately with psychopaths and narcissists. I've written about psychopaths on my [Facebook page \(Sue Thompson/Set Free Life\)](#). I've spoken about them, most recently in a presentation about incivility, and I've posted a bit of the recording on my [blog](#). They hold my fascination for a couple of reasons.

First, it's my inability to relate to the way they think. Psychopaths have no conscience. They know the difference between right and wrong, but it has no bearing on their actions. They don't care if they hurt you, they don't care if you feel bad, they don't care about their effect on others. They don't have what we consider normal emotions about their bad behavior. In order to move about undetected, they skillfully mimic emotions they simply can't feel. Most of us are easily fooled because we can't believe anyone could be deliberately evil, particularly if they look like us (from our same neighborhood, socioeconomic status, educational background, etc.). We'll make excuses for the conduct we observe because it's impossible for us to imagine someone without a conscience. We let them get away with a whole lot of mess because we are unable to forcefully address bad behavior.

Narcissists also captivate my attention. I don't like dealing with them one bit—no one does!—but the way they operate really confounds me. When I've had run-ins with narcissists, I've often asked incredulously, "Is that *really* what you just heard me say? Seriously? That's how you took what I said?" I'm wiser to their ways than I used to be, so when I find myself being guilted for not responding as they demand, my red flag goes up on the inside. When their reasoning is just downright crazy, those flags start flapping in the breeze. And when they turn everything I say and do into a statement about them, I pack my flags and get out of Dodge as fast as I can. Narcissists are poison. They will ruin the tightest team, destroy the morale of a happy workplace, make people question their own sanity, and keep human resource departments trembling in fear.

The second reason I find psychopaths and narcissists morbidly spellbinding is the toll their behavior takes on others. These are people who leave trails of broken relationships behind them. The chaos with which they operate is devastating. Their skill at manipulation is powerful and stunningly destructive, and in so many cases, we just don't know how to address what they do. Before we even figure out what's happening, they can deceive us to the point where we will defend them instead of send them packing. They'll wear us down until we give in to keep the peace, unable to stand up to their outrageous conduct.

Standing up is exactly what's needed. Psychopaths and narcissists get away with the stuff they do because it's always worked for them. Few will plant themselves in the middle of the corridor and tell the narcissist, "That's not how we treat each other here. You're fired." Most are absolutely unable to recognize the psychopath until something truly awful has occurred, perhaps catching the offender in an egregious act—but only after months or years of crazy-making mystery.

Here's the thing no one considers: these people are *costing you money*. They are inhaling dollars and cents from your daily operations. Think of the amount of time you, your colleagues, your direct reports, your HR department, and others have spent on these folks: the employee counseling sessions, the written warnings, the confrontations, the dealing with the aftermath of their actions. How about the good employees who have left because of them (and maybe didn't tell you, but inside you knew)? How about the personal toll—your sleepless nights or ruined weekends after a horrible incident, the migraines you experience on Sunday evenings before trudging off to another week of subterfuge and tantrums? How about the time you've wasted trying to get someone higher up to realize how damaging such a



*Sue Thompson is a personality expert, etiquette trainer, and an instructor in life lessons. Her work on recognizing and developing talent, identifying personalities and working effectively with the people who possess them, responding appropriately to difficult experiences, treating others with respect, and behaving like a professional have caused companies and business organizations throughout the country to value her consulting skills. She trains those entering the workforce how to present themselves with style and authority; new employees in the importance of respecting one's work and the workplace; managers in the value of understanding employees' talent and temperament; and everyone in the timeless rules of behavior that will always bespeak excellence.*

### Quick Links

[Etiquette Dog Blog](#)

[VIA Institute on Character](#)

[Is Your Boss a Psychopath?](#)

[Coping with Psychopaths @ Work](#)

[Adopt-A-Greyhound](#)

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person is to the workplace, and the awful feeling of knowing senior management really doesn't care? This kind of thing kills loyalty to an organization. People either zone out and hide, performing just enough to get by, or they desperately look for a way out. In more cases than we can count, employees who perceive their organizations do not care about doing the right thing will undermine their companies in some way.

You see, it's not unacceptable behavior if it's accepted and allowed to continue. You can say it's unacceptable until you turn blue, but if you don't have the intestinal fortitude to confront these situations head on, your words are hollow. You're exhibiting a complete lack of character by letting folks like this remain on your payroll, not to mention the money you're shoveling out the door when you allow psychopaths and narcissists to roll through your hallways with impunity. You are telling everyone who works for you how spineless you are, that you'd sacrifice all of them for an offender who scares you.

If you know you're infected with the venom of a psychopath or a narcissist and you don't know what to do next, call me. You need me. If you know what's going on and you can't get anyone in your company to see how serious this is, allow me to respectfully inform you that it is best you look for another job. Unless there is a payoff for you that far outweighs the anarchy you must experience, save yourself. It's not your job to fix people, and here's the truth: psychopaths and narcissists aren't fixable. Get far, far away as soon as you can. Life is short, and dealing with these people will make yours much shorter. 🐣

## Teleseminars on Values

I'm putting together a teleseminar series on a topic I think you'll find very interesting: the values with which business people approach their work and lives. It will be called "**Your Character is Showing.**"

It's common to hear men and women interviewed about their careers from a strictly impersonal perspective: how they decided to go into their line of work, the education they gained, the mentors they had. These are useful insights, to be sure. But what interests me is something a little deeper: what are the character strengths that guide a career choice? How does one conduct business from the strengths possessed? How does a person express strengths such as perseverance, kindness, justice, forgiveness—and yes, even love? What do they look like in a workday world?

I'm asking people successful in their fields to take the [VIA Character Strengths Profile](#). The basic survey is

### Quotable

I always said that if I wasn't studying psychopaths in prison, I'd do it at the stock exchange. There are certainly more people in the business world who would score high in the psychopathic dimension than in the general population.

*Dr. Robert Hare*



Contact Sue today to learn how she can meet your business needs

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available to anyone for free, but a richer, more detailed interpretive report requires a fee. Without someone to help assess the results, much can be missed. In my coaching practice, I use the interpretive report for insights into what a client considers most important in life so we can discuss their own unique combination of strengths.

These hour-long interviews will be free. You may call in and listen, and a download of the call will be provided for all who sign up. I'm excited about interviewing the people I'm lining up! I'll be sending out an announcement of the series as soon as details are finalized! 🐣

SALE

All coaching packages continue to be **20% off** for the month of April!

Sign up and pay prior to April 30<sup>th</sup> and arrange for sessions at your convenience!

Click [here](#) for details and pricing.

Call 877.231.6993 for more information, or write Sue at [sue@setfreelife.com](mailto:sue@setfreelife.com).

## Image is Everything

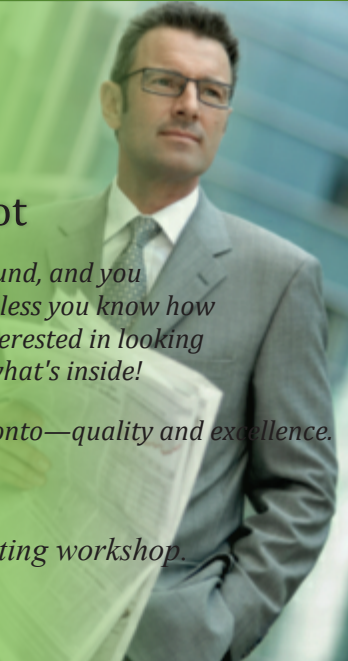
Except When it's Not

*You've got the education and background, and you continue to develop your skills. But unless you know how to package these assets, few will be interested in looking beyond what they can see to find out what's inside!*

*Employers are looking for—and hold onto—quality and excellence.*

*Do they know you possess it? How?*

*Click to learn more about this exciting workshop.*



Click Etiquette Dog to visit my blog

