

Table S1

Self-inflated and dominant facets of the Narcissistic Personality Inventory (NPI-40; Raskin & Hall, 1979)

	Narcissistic Response	Non-narcissistic Response
Self-inflated Narcissism		
Item #1	I have a natural talent for influencing people.	I am not good at influencing people.
8	I will be a success.	I am not too concerned about success.
10	I think I am a good leader.	I am not sure if I would be a good leader.
11	I am assertive.	I wish I were more assertive.
12	I like having authority over people.	I don't mind following orders.
32	People always seem to recognize my authority.	Being an expert about something doesn't mean that much to me.
33	I would prefer to be a leader.	It makes little difference to me whether I am a leader or not.
36	I am a born leader.	Leadership is a quality that takes a long time to develop.
17	I like to take responsibility for making decisions.	If I feel competent I am willing to take responsibility for making decisions.
*21	I always know what I am doing.	Sometimes I'm not sure of what I'm doing.
*22	I rarely depend on anyone else to get things done.	I sometimes depend on people to get things done.
*31	I can live my life in any way I want to.	People can't always live their lives in terms of what they want.
34	I am going to be a great person.	I hope that I am going to be successful.
39	I am more capable than other people.	There is a lot that I can learn from other people.
Dominant Narcissism		
Item #2	Modesty doesn't become me.	I am essentially a modest person.
*3	I would do almost anything on a dare.	I tend to be a fairly cautious person.
7	I like to be the center of attention.	I prefer to blend in with the crowd.
20	I usually show off when I get the chance.	I try not to be a show off.
*28	I like to start new crazes and fashions.	I don't pay attention to the latest crazes or fashions.
30	I really like to be the centre of attention.	I am not comfortable being the centre of attention.
38	I get upset when people don't notice how I look in public.	I don't mind blending into the crowd when I go out in public.
5	If I ruled the world, it would be a better place.	The thought of ruling the world frightens the hell out of me.
*14	I insist upon getting the respect that is due me.	I usually get the respect that I deserve.
18	I want to amount to something in the eyes of the world.	I just want to be reasonably happy.
24	I expect to get a lot from other people.	I like to do things for other people.
25	I will never be satisfied until I get all that I deserve.	I take my satisfactions as they come.
27	I have a strong will to power.	Power for its own sake doesn't interest me.
6	I can usually talk my way out of anything.	I try to accept the consequences of my behaviour.
13	I find it easy to manipulate people.	I don't like it when I find myself manipulating people.
*16	I can read people like a book.	People are sometimes hard to understand.
23	Everybody likes to hear my stories.	Sometimes I tell good stories.
35	I can make anybody believe anything I want them to.	People sometimes believe what I tell them.

Note. CFA supported an acceptable factor structure; Robust $\chi^2 = 702.10$, $df = 463$, CFI = .87, RMSEA = .04 (90% CI [.03, .05]), SRMR = .10. Test of Chi-square Differences (using the DIFFTEST option in Mplus) suggested the two-factor model manifested better model fit compared to the one-factor solution (Robust $\chi^2 = 804.11$, $df = 464$, CFI = .80, RMSEA = .05 (90% CI [.04, .06]), SRMR = .11); $\Delta\chi^2 = 44.35$, $df = 1$, $p < .001$ (see Table S2 for factor loadings for the two CFAs). An asterisk (*) indicates item loading below .40; however, removing these items did not improve model fit.

Table S2

Standardized factor loadings for the two-factor model of self-inflated and dominant narcissism (derived from the NPI-40) and its unidimensional solution

Items	Two-factor Model		Single-factor Model
	Self-inflated Narcissism	Dominant Narcissism	
1	.72		.65
8	.43		.37
10	.57		.48
11	.59		.50
12	.65		.59
32	.53		.46
33	.61		.52
17	.50		.44
*21	.33		.29
*22	.31		.17
*31	.30		.28
34	.46		.40
36	.75		.65
39	.60		.55
2		.43	.31
*3		.32	.29
7		.80	.76
20		.59	.54
*28		.38	.35
30		.85	.79
38		.73	.68
6		.49	.44
13		.53	.49
*16		.20	.17
23		.57	.52
35		.48	.45
5		.48	.35
*14		.33	.32
18		.46	.44
24		.45	.42
25		.47	.45
27		.60	.56

Note. We used the diagonally weighted least squares (WLSMV in the Mplus) approach for the CFAs. The WLSMV is a robust estimator and does not assume normally distributed variables and is considered the best option for modelling such data (Brown, 2006). Given the dichotomous nature of the NPI items, WLSMV is a more appropriate approach compared to the MLR (robust maximum likelihood) or ML (maximum likelihood) approaches that usually deal with continuous data. An asterisk (*) indicates item loading below .40; however, removing these items did not improve model fit. Factor loading of each item was better in the two-factor model.

Table S3

Detailed statistics for regression models tested at Level 1 (Within-team)

	β	<i>SE</i>	<i>t</i>	<i>p</i>	95% CI
Distractibility					
Self-inflated Narcissism (SN)	.04	.08	.46	.65	[-.13, .18]
Dominant Narcissism (DN)	.15	.07	2.31	.02	[.02, .28]
Goal-setting (GS)	-.13	.06	-2.29	.02	[-.25, .02]
SN \times DN	-.08	.06	-1.40	.16	[-.19, .03]
SN \times GS	-.12	.06	-2.17	.03	[-.23, -.01]
DN \times GS	.08	.06	1.35	.18	[-.03, .18]
SN \times DN \times GS	.21	.04	5.57	.00	[.13, .28]
Quality of Preparation					
Self-inflated Narcissism (SN)	.12	.06	1.98	.05	[.00, .24]
Dominant Narcissism (DN)	-.12	.08	-1.49	.14	[-.27, .04]
Goal-setting (GS)	.11	.07	1.75	.08	[-.01, .24]
SN \times DN	.05	.08	.57	.57	[-.01, .03]
SN \times GS	.05	.05	.89	.38	[-.04, .13]
DN \times GS	.07	.06	1.21	.23	[-.01, .16]
SN \times DN \times GS	-.20	.07	-3.01	.00	[-.34, -.07]
Coping with Adversity					
Self-inflated Narcissism (SN)	.07	.07	.94	.35	[-.08, .22]
Dominant Narcissism (DN)	.02	.08	.29	.78	[-.14, .18]
Goal-setting (GS)	-.08	.04	-1.91	.06	[-.15, .00]
SN \times DN	-.02	.09	-.18	.86	[-.18, .15]
SN \times GS	.02	.08	.21	.83	[-.13, .16]
DN \times GS	-.02	.06	-.23	.82	[-.13, .11]
SN \times DN \times GS	-.00	.06	-.01	.99	[-.13, .13]

NOTE. SE = Standard Errors; CI = Confidence Interval.