

Tips for Dealing with a Narcissist Employee Who Gives Himself All Perfect Scores on His Self- Evaluation

Respond with professional detachment and clear performance-based evidence. The goal is to redirect the conversation toward objective standards and measurable outcomes — not the employee's inflated self-image.

What to Say – Sample Script

"Let's go through each category together and compare your self-ratings with the actual performance over the evaluation period."

What to Do

1. Stay Objective

- Use specific examples: "In Q2, your team missed 3 major deadlines. Let's look at how that aligns with your 'Exceeds Expectations' rating in 'Project Management.'"

2. Set the Tone Early

- At the beginning of the evaluation process, say: *"These evaluations should reflect reality."*

3. Avoid Arguing About Perception

- If they insist they're perfect in every area, respond with: *"Perception is important, but we have to base evaluations on performance, not just opinion."*

4. Frame It as a Development Opportunity

- Shift the conversation: *"Let's focus on growth areas — no one is perfect, and there's always room to improve."*

5. Document Everything

- Always document, document, document. But if the employee's narcissism spills into defensiveness, denial, or blaming others, make sure to document it even more.

⚠ **What *Not* to Do**

- Argue
- Give credibility to absurd answers
- Feeding their ego