LUMEN ET VIRTUS
ISSN: 2177-2789

THE DAMAGE CAUSED TO VICTIMS BY THE PERFORMANCE OF THE CORPORATE PSYCHOPATH: ANALYSIS OF THE LITERATURE REVIEW

https://doi.org/10.56238/levv15n38-001

Date of submission: 23/07/2024 **Date of publication:** 23/07/2024

Paulo Roberto Peixôto Lima de Santana[1] and Luana das Graças Queiróz de Farias[2]

ABSTRACT

The study investigates the damage caused by the actions of corporate psychopaths in the workplace. Based on a literature review, the research analyzes the definition of psychopathy and its negative consequences in the organizational context. Corporate psychopaths use manipulative tactics to achieve their goals, harming colleagues and the organization. Victims suffer from various symptoms, including depression, anxiety and loss of confidence. The research highlights the importance of identifying these individuals in order to protect employees and improve the organizational climate.

Keywords: Corporate Psychopath. Work Environment. Manipulation.

[1] LATTES: http://lattes.cnpq.br/8144230637187129
[2] LATTES: http://lattes.cnpq.br/7175179582176570

INTRODUCTION

The word "psychopath" originates from the junction of the Greek terms "psyche" (mind) and "pathos" (disease). The definition of psychopathic personality is a complex topic, addressed by several schools of thought, each with its own definitions and concepts. Some theories emphasize the role of the environment in the formation of the psychopathic individual, while others see it as a pathological profile or even a birth defect. (CLARKE, 2011).

Clarke (2011) observes that in any work environment, regardless of hierarchical level, it is possible to find a diversity of personalities and behaviors. The author points to the existence of individuals who intentionally humiliate and ridicule co-workers, as well as impulsive, superficial employees who demonstrate a lack of empathy. In addition, it mentions those who use seduction to impress superiors and clients, and those who blame others for unsuccessful projects, even when they are solely responsible.

The presence of corporate psychopaths is a reality in various work environments, from small companies to large multinational and transnational corporations. These individuals use a variety of manipulation tactics to achieve their professional goals, leaving a trail of negative consequences for colleagues and superiors. Both men and women with this profile can turn the work environment into a real torment. (CLARKE, 2011; SINA, 2017).

Identifying these individuals who camouflage themselves in organizations is crucial to prevent other employees from becoming victims of their manipulations. Knowing the characteristics of these individuals, who seek power at any cost and have no conscience, allows one to protect oneself against their methods and the consequences of their actions. (SINA, 2017).

The research that gave rise to this study was based on a literature review of the specialized literature, consulting books, websites and scientific articles. The material was selected through a search in the Scientific Electronic Library Online (SciELO) and Google Scholar databases, using the descriptors: psychopath; psychopathy; corporate psychopath; organization. The analysis of the Data was carried out through descriptive and qualitative approaches, based on the theoretical information available on the topic of corporate psychopath.

The literature review revealed that the topic of "psychopath" has been controversial and the object of study for years, with a vast bibliographic production in the areas of psychiatry and psychology. However, in management science, research is scarce and focuses on the concept of the "corporate psychopath." The existing literature presents both complementary and divergent views on the subject.

There is a consensus in the specialized literature that individuals with psychopathic traits tend to generate significant disturbances in the organizational environment, especially affecting colleagues who interact directly with them. Consequently, this dynamic exerts a negative influence on the organizational climate.

This study was structured into five main sections. This introduction situated the object of study, outlining the research problem and establishing the objectives of the investigation. The second section conducted a review of the pertinent literature, seeking to understand the damage caused to victims by the actions of the corporate psychopath. The third section detailed the methodology used in the research, while the fourth section presented the results obtained, including the analysis and discussion of the data collected. Finally, the fifth section encompassed the final considerations and recommendations arising from the research.

The choice of the theme "corporate psychopath" for this article was due to two main reasons. The former is personal in nature, while the latter is based on academic motivations. The scarcity of academic research on the investigated topic aroused the interest of the main author, making it attractive for the development of the study. After all, it is a subject little explored and widespread in the Brazilian school context. (CAMPELO; SOUSA, 2016).

The second foundation was based on the practical experiences of the first author in the labor market through paid internships during graduation. He has interned in eight organizations of different sectors, sizes and segments, such as retail, basic and manufacturing industry, banking and education.

Throughout his professional career, the main author has accumulated extensive experience in people management, interacting with several employees and different leadership styles. This experience provided contact with various situations, including some negative experiences, such as lack of professionalism and unethical attitudes on the part of former co-workers.

In this way, the reading on subjects such as moral harassment; corporate bullying; sabotage ("rug pulling"); the relationship between competition and cooperation in the workplace; and protection mechanisms against colleagues of bad nature, seeking to understand the motivations behind such unethical attitudes and the functioning of these individuals. In this context, the first author found the term "corporate psychopath", a theme present in scientific production.

The literature in the area of Administration lacks research on the subject, especially in Brazil, resulting in a gap in organizational studies (CAMPELO; SOUSA, 2016). Campelo

and Sousa (2016) point out that managers often ignore the issue of the corporate psychopath, as some characteristics of this profile can be erroneously interpreted as advantageous for business success.

The presence of corporate psychopaths in the workplace causes serious damage to both individuals and organizations. Babiak and Hare (2006) estimate that 1% of the population fits the profile of corporate psychopathy, while 10% have similar traits. In their search for professional advancement, these individuals act in a cold and calculating way, disregarding their colleagues and harming not only the organizational climate, but also the company itself, through fraud and disrespect for rules.

The need to deepen the study on the subject is evident, given the magnitude of the negative impacts of the behaviors of corporate psychopaths on socio-professional relationships and, consequently, on the company's productivity. Currently, the subject is neglected by business managers.

Scientific production on corporate psychopathy is still incipient, especially in Brazil. In order to overcome this shortage, this study seeks to investigate how the specialized literature can contribute to the understanding of the damage caused to victims by the actions of corporate psychopaths. The main objective is to analyze and elucidate, based on existing research, the harmful consequences of the action of corporate psychopaths for victims.

LITERATURE REVIEW

Clarke (2011) states that the modus operandi of the corporate psychopath, based on prolonged manipulation, negatively impacts co-workers, generating similar reactions among victims. According to the author, victims report feeling loss of control over their lives. The following quote exemplifies the effects of the corporate psychopath's actions on the victims:

> People who have been victimized physically, financially, psychologically, or sexually by a psychopath at work say that they have experienced a range of reactions and feelings, from shock and disbelief to anger and anxiety. We have all experienced this type of feeling in the workplace at some point in our lives, but it is the prolonged manipulation by a corporate psychopath to create these reactions that has a damaging effect (CLARKE, 2011, p.44-45).

Chart 01 presents the main symptoms reported by the victims as a result of the actions of psychopaths in the workplace. Clarke (2011) identified fourteen symptoms

mentioned by the victims, originating from the psychopath's behavior in the organizational context, which will be detailed below:

Chart 01 – Main Symptoms Reported by the Victims

Main Symptoms Reported by Victims
Panic attacks;
Depression;
Sleep and nightmare disorders;
Relationship problems;
Confusion;
Disbelief;
Blame;
Lack of confidence;
Anger;
Impotence;
Flashbacks;
Shame;
Embarrassment;
Sexual dysfunctions.

Source: Survey Data (2018).

Clarke (2011) reports that many victims of psychopaths in the workplace quit their jobs and doubt their ability to find another job. This insecurity arises from distrust of people in general or a lack of confidence in one's own technical abilities. The author also notes that employees who choose to stay with the company develop a deep resentment towards it, feeling betrayed by the organization's lack of support and trust. In addition, experienced employees also feel disappointed when they realize that they have been manipulated.

In line with the vision of Clarke (2011), Medeiros, Júnior and Possas (2015), in their article "Who else wears Prada?" Corporate Psychopaths and Workplace Bullying argue that victims of corporate psychopaths, even in the face of adversity, often stay in companies out of necessity. This permanence, however, generates feelings of unprotection, low self-esteem, and disappointment with the organization, culminating in resentment for having dedicated themselves to a company that did not protect them from such traumatic situations.

Clarke (2011) describes the feeling of shock and disbelief that an employee may experience when realizing that he or she has been manipulated or affronted by a corporate psychopath, leading him or her to doubt what happened and question his or her own sanity or evaluation of the facts. The author also discusses the anger and hatred that victims may feel towards the psychopath, emotions that he says arise when people perceive injustices

or threats to their safety. Clarke (2011) also addresses the concept of misplaced anger, which occurs when the victim directs his anger at someone close, instead of the corporate psychopath, because he cannot react directly to him or find it difficult to nurture such a feeling. Table 02, presented by Clarke (2011), lists the characteristics of the angry reactions manifested by victims of psychopaths in the business environment.

Chart 02 – Characteristics of Angry Reactions

Characteristics of Angry Reactions
Impatience;
Act on impulse;
Speak words that he will later regret;
Becoming physically and (or) verbally aggressive.

Source: Survey Data (2018).

Clarke (2011) states that constant and intense anger has negative impacts both physical and emotional on the individual, impairing the concentration, happiness and interpersonal relationships of the victim himself. Physically, the author argues that routine anger compromises the immune system, elevates blood pressure, and increases the risk of heart disease and hypertension due to the ongoing stress caused by conflicts with the corporate psychopath. Emotionally, Clarke (2011) points out that anger can lead to the abuse of alcohol and other drugs, licit or illicit, as a way of escaping reality and relieving suffering. Exhibit 03 illustrates the effects of frequent anger on the physical and emotional aspects of victims of corporate psychopaths.

Chart 03 – Effects of the Feeling of Anger on the Physical and Emotional Planes

Physical Plan	Emotional Plane
Affects the immune system;	Abuse of alcohol intake;
Elevated blood pressure;	Use of other licit drugs and (or) Illicit.
Increased risk of heart disease;	
Hypertension.	

Source: Survey Data (2018).

Anger impairs the ability to think rationally about a situation, as the victim focuses on the aggressions and injustices suffered, intensifying their own feeling of anger (CLARKE, 2011). This phenomenon occurs because the victims cannot stop reflecting on the episode experienced, mentally reviewing all the details of their conflicts with the corporate psychopath and imagining what could have happened if they had adopted a different posture (CLARKE, 2011).

Clarke (2011) notes that victims of psychopaths may react with indifference or coldness, promising to perform tasks without the intention of fulfilling them. This counterattack strategy, which resembles the concept of passivity-aggressive, aims to punish or hurt the psychopath through discreet actions, such as silence or indifference. However, the author warns that this approach tends to intensify the negative context, harming the victim himself.

Fear, according to Clarke (2011), is a common response among the victims of the corporate psychopath. Characterized as a feeling of anguish and terror in relation to unpleasant future events, the fear experienced by these victims manifests itself in several forms, including the fear of other people, the dread of meeting the aggressor, and the aversion to the work environment itself.

Anxiety, an essential survival mechanism for human beings, manifests itself as a state of emotional change accompanied by specific symptoms. In its chronic form, anxiety is among the most severe psychological conditions, compromising the quality of life of the individual, who is immersed in a constant state of stress and apprehension. This condition is characterized by the persistence of anxious feelings, originating from the perception that it is impossible to escape the influence of the corporate psychopath (CLARKE, 2011). Chart 4 presents a detailed description of the symptoms of anxiety.

Chart 04 – Specific Symptoms of Anxiety

Specific Symptoms of Anxiety
Sweaty palms;
Lack of ar;
Rapid heartbeat;
Dry mouth;
Chest tightness;
Muscle tension.

Source: Survey Data (2018).

According to Clarke (2011), anxiety influences the way victims perceive their own reality, both in the work environment and at home. The feeling of anxiety, in the author's view, restricts the individual ability to think clearly and to interpret information in a habitual way, since the victim's attention is focused on what triggers anxiety. Clarke (2011) calls this phenomenon "tunnel vision".

Clarke (2011) considers stress to be one of the serious damages inflicted on victims by the actions of the corporate psychopath. Chart 5 below lists the main signs of stress, in line with the literature on the subject.

Chart 05 – Main Signs of Stress

Main Signs of Stress
Feeling irritable and (or) tired;
Having trouble concentrating;
Loss of sense of humor;
More frequent fights with those around you;
Lower productivity at work
Most frequent diseases;
Lack of concern with work;
The act of going to work every day becomes an effort;
Loss of interest in activities outside of work.

Source: Survey Data (2018).

Sina (2017) discusses the occurrence of corporate bullying, characterized as aggression perpetrated by employees with psychological weaknesses against their co-workers. The author points out that the human body manifests several reactions to negative attitudes directed at an individual, and the level of stress experienced by the victim of the corporate psychopath can trigger numerous physical and mental illnesses. Although she does not present medical evidence to confirm the intensification of mental illnesses due to corporate bullying, the researcher suggests the possibility that some autoimmune and psychic diseases are related to this problem.

Clarke (2011) notes that many victims of corporate psychopaths experience feelings of embarrassment and shame for not being able to confront their abusers. They often believe that their coworkers are aware of the situation and judge them as cowards and expendable. This distorted perception leads victims to misinterpret interactions with their peers, reacting inappropriately in various situations. The author concludes that the weight of shame and embarrassment can become so intense that it affects the victim's ability to lead a normal life.

The fear of not being believed is another detrimental effect of the corporate psychopath's performance. The lack of recognition of the problem by organizations makes victims hesitate to report, fearing that their reports of suffering will not be taken seriously (CLARKE, 2011). This insecurity is exacerbated when managers or colleagues doubt the accusations against the psychopath, intensifying the victim's isolation and making him or her more vulnerable to manipulation (CLARKE, 2011).

From Clarke's (2011) perspective, surprisingly, victims of corporate psychopaths tend to internalize guilt for their inability to confront them, taking responsibility for being manipulated or assaulted. This dynamic, according to the author, generates confusion

about the appropriate way to react, since the victims find themselves trapped in anxiety, trying to solve a problem that proves to be unsolvable.

Victims of corporate psychopaths, according to Clarke (2011), experience a sense of powerlessness and loss of control over their own lives, realizing that their behaviors and attitudes are manipulated by the aggressor. The author points out that these victims often ruminate about work and conflicts with the psychopath, feeling unable to change the situation. This sense of powerlessness is compounded by the unpredictability of the psychopath's attacks, which leave victims in a constant state of alert, not knowing when or how they will be offended, and therefore unable to neutralize such attacks.

Clarke (2011) describes victims of workplace bullying as vulnerable targets with no means of defense, feeling at the mercy of their abusers. Faced with this situation, victims develop protection mechanisms to minimize their exposure and ensure their survival in the organization. This change in behavior, which Clarke (2011) calls a "protective shield", affects the victims' relationships with their colleagues and reinforces the feeling of loss of control, since their lives seem to be in constant negative transformation.

Clarke (2011) argues that the experience of being targeted by a corporate psychopath is transformative for the victim. The perception that life has changed irrevocably, with the alteration of values related to the work environment and socio-professional relationships, leads to the feeling that "nothing will ever be the same again". This experience of deep suffering, in the words of the researcher, leaves the victims powerless and unable to change the situation, unable to recover their previous lives.

The corporate psychopath's persistent manipulation of the individual, as described by Clarke (2011), can lead the victim to distrust co-workers. This distrust can manifest itself in the belief that most colleagues have deviations from ethical and professional conduct and want to harm them in the organization. To protect themselves, the victim creates a "protective barrier" or "force field" against external hostilities, perceiving any colleague as a potential "enemy" who can sabotage them. This thinking is a result of the victim's learning process, resulting from past traumas involving corporate psychopathic colleagues.

As Clarke (2011) observes, the initial trust and sympathy that many victims place in the psychopath, followed by the discovery of the truth and subsequent frustration, significantly impact the ability of these victims to identify potentially dangerous individuals, both psychologically and physically, in the workplace.

When examining Clarke's (2011) analysis, it is observed that the individual judgment of someone who has been the target of the harmful actions of a corporate psychopath is negatively affected and becomes prone to error. Consequently, the victim's approach and

collaboration with well-intentioned co-workers are impaired, negatively impacting the company's work environment.

According to Clarke (2011), one of the frequent effects on victims of corporate psychopaths is the constant reminder of incidents in which they felt wronged and victimized. After a period of mourning, during which the individual processes and suffers from conflicting situations, these disappointing and recurring thoughts turn into flashbacks, triggered by situations that refer to traumatic events. Initially, victims perceive these flashbacks as uncontrollable, but over time, they become more sporadic (Clarke, 2011).

Clarke (2011) points out that sleep disturbances and nightmares are some of the side effects suffered by victims of corporate psychopaths. These sleep disorders can manifest as insomnia (inability to sleep) or hypersomnia (sleeping excessively). Nightmares, in turn, often involve situations experienced with the corporate psychopath and are the result of negative experiences in the workplace. However, the author notes that the frequency of these unpleasant events tends to decrease after a certain time from the last traumatic incident experienced by the victim.

It is undeniable, as Clarke (2011) points out, that the harmful behavior of the corporate psychopath leads to serious relationship problems for its victims, manifesting itself in the desire for isolation, loss of trust in others, constant need for company, and difficulties in intimate relationships. The author points out that, due to the severe and devastating impact on the victim, the corporate psychopath also negatively affects family and friends, who end up receiving the entire load of complaints, lamentations and outbursts. Clarke (2011) also emphasizes that the social circle close to the victims must be prepared to deal with constant stress, depressive potential and the need for understanding and care to overcome the adversities imposed by the psychopath in the workplace.

Depression stands out as the most harmful effect of the nefarious and cruel action of the corporate psychopath. This impact results from the combination of several damages caused by this individual, as Clarke (2011) points out. The author defines depression as "a debilitating condition that interferes with a person's ability to experience pleasure, interact with other people, and participate in life" (CLARKE, 2011, p. 54).

Clarke (2011) describes a spectrum of sadness and depression, ranging from depressive mood to clinical or severe depression, including dysthymic disorder. The following citations explore and define each of these degrees.

> Depressive mood is an emotional state that makes people feel sad, unhappy, and "down." It usually passes after a short time. When the cause of depressive mood is

a work psychopath, it can become chronic and depressive mood can last for long periods of time (CLARKE, 2011, p.54).

Dysthymic disorder is a chronic medium depression. Victims feel constantly sad, pessimistic, or often apathetic. Other symptoms are: low energy, low self-esteem, irritability, guilt, lack of concentration and difficulty making decisions. Victims often see themselves as uninteresting and incompetent and become less and less involved in social situations (CLARKE, 2011, p.54-55).

Severe depression is a more serious and debilitating condition than dysthymic disorder. It includes low energy, loss of interest in things, and lack of enjoyment. To be diagnosed, five of the following symptoms (including at least one of the first two) must have been experienced for at least a two-week period: (CLARKE, 2011, p.55).

Based on Clarke's (2011) definitions and characterizations of the levels of sadness and depression experienced by victims of corporate psychopaths, Chart 06 summarizes the characteristics of depressive mood, dysthymic disorder, and severe depression. According to the author, the diagnosis of severe (clinical) depression requires the presence of five of the symptoms listed below, including at least one of the first two, for a period of two weeks:

Chart 06 – Main Degrees of Sadness and Depression

Depressive Mood	Dysthymic Disorder	Severe Depression (clinical)
Feeling from sadness unhappiness: people feel "down";	Chronic medium depression;	Depressed mood for much of the day;
It passes after a short time;	Victims feel sad constantly, pessimistic or, often, apathetic;	Interest reduced by pleasurable activity;
Can become chronic a last for long periods nd time.	Low energy; Low self-esteem;	Changes in appetite and weight;
People with mild depression are still able to work and live, yet experience little joy That.	Irritability;	Changes in the sleep from pattern;
	Blame;	Lack of energy;
	Lack of concentration;	Feeling of guilt or uselessness;

	Difficulty in making decisions;	Shaking or slowing down of physical movements (ability to do any thing is extremely Limited:
		Even smaller tasks like getting out of bed or eating breakfast feel like a challenge for them);
	Victims' self-deprecation: they consider themselves uninteresting and incompetent; Involvement each time minor in social situations.	Inability to concentrate or make decisions;
	People with moderate depression have greater social and occupational blockages. They can't do much because of poor concentration or inability to relate to others people.	Recurrent thoughts of death or suicide.

Source: Survey Data (2018).

Clarke (2011) highlights the negative impacts of the corporate psychopath's modus operandi on victims, emphasizing the importance of seeking specialized professional help in cases of emotional and/or physical aggression. The author emphasizes the need for professionals to be experienced and have expertise in dealing with interpersonal dynamics in the workplace, especially in situations involving corporate psychopaths or other dysfunctional and harmful behaviors. In this sense, Clarke (2011) presents Chart 07, which lists the symptoms experienced by the victims as a result of the interaction with the corporate psychopath. Recognizing these signs is crucial for seeking specialized and appropriate support.

Chart 07 – Symptoms Experienced by the Victims

Main Symptoms Experienced by Victims
Anxiety, stress, excessive worry about the work situation;
Inability to sleep;
Racing heart;
Hyperventilation (rapid, shallow breathing);

Inability to concentrate;
Tension headaches or migraines;
Shame or embarrassment that results in a noticeable change in behavior;
Butterflies feeling in your stomach when you're at work, going there, or returning from there;
Tired muscles or joint pain;
Depression;
Any skin problems, such as itching, bumps, and others, that occur after the beginning of persecution;
Abuse or overuse of substances, such as alcohol, tobacco, legal or illegal drugs, to dealing with the situation;
Hair loss;
High blood pressure;
stomach ulcers;
Suicidal thoughts (you should seek someone out immediately if you're experiencing it this);
Chronic fatigue syndrome;
Febre glandular;
Significant weight loss or gain;
Feeling exhausted;
Feeling irritated or on edge all the time;
Difficulty trusting or believing in anyone;
Relationship problems (more fights, etc.);
Loss of interest in sexual activity.

Source: Survey Data (2018).

In turbulent times, the support of friends and family is essential for the victims of the corporate psychopath's evil actions, providing an essential support network (CLARKE, 2011). For the author, it is crucial that these victimized people understand that they are not alone and that the affection and understanding of their loved ones are important for the preservation of their physical and mental health.

METHODOLOGY

The present research was based on a comprehensive literature review of the specialized literature, encompassing books, websites and scientific articles. The search for relevant materials was carried out between December 2017 and March 2018, using the SciELO and Google Scholar databases, with the following descriptors: psychopath, psychopathy, corporate psychopath and organization. This method, according to Santos and Candeloro (2006, p. 43), consists of "a part of a research project, which explicitly reveals the universe of scientific contributions of authors on a specific theme".

The data analysis was carried out through an approach that combined descriptive and qualitative elements, intertwining the information collected with the existing theoretical framework on the subject of the corporate psychopath. This hybrid methodology allowed us to explore both the general characteristics of the phenomenon and the subjective nuances inherent to the issue (GIL, 2008). In line with Gil (2008), descriptive research made it possible to outline the profile of the populations and phenomena studied, using standardized data collection tools, such as questionnaires and systematic observation. At the same time, the qualitative research gave depth to the analysis, investigating the subjective aspects of the problem and considering the perspective of those involved.

The initial phase of the present study included immersion in the theme through a comprehensive literature review and thorough analysis of the selected materials. Files and analytical summaries of the works were elaborated, culminating in an exploratory study about the concepts and characteristics of Psychopathy, the Psychopath and, in particular, the Corporate Psychopath. The damage caused to victims by the actions of corporate psychopaths was also investigated.

In the second phase of the research, the material selected about the object of study was submitted to a process of reading, comprehension, analysis, interpretation and synthesis. The objective of this step was to build an in-depth analytical understanding, which served as the basis for the writing of the paper. From this analysis, the components of the literature review were elaborated, which includes the elements that support the proposed research.

In the final phase of the study, the text was structured and formatted. Chart 08, by detailing the most cited authors and their respective contributions to the research, serves as a tool for the organization and understanding of the work.

Chart 08 – About the Corporate Psychopath: Main Authors and Approaches

Authors	Works	Approaches
Babiac A Hare (2006)	*Snakes in Suits – When psychopaths go to work.*	The presence of psychopaths at work.
Clarke (2011)	Working with Monsters – How to identify psychopaths in your work and how to protect yourself from them.	The presence of psychopaths at work.
Sina (2017)	Corporate Psychopath – Identify him and deal with him.	The presence of psychopaths at work.

Source: Survey Data (2018).

The research corpus was composed of three reference works, published both nationally and internationally (including a book in English), as well as a wide range of scientific articles and journalistic articles, all addressing the central theme of the corporate psychopath. From the data collected, comparative tables were elaborated, detailing the

nuances and particularities of the information discussed. In section 2, these tables served as a basis for the analysis and presentation of the research results.

SURVEY RESULT

The literature review revealed that most studies on corporate psychopaths focus on identifying the characteristics of these individuals and the negative impacts they have on victims and organizations. The most common characteristics include lack of empathy, remorse and guilt, manipulation, self-centeredness, arrogance, impulsivity, irresponsibility, pathological lying, emotional superficiality, and inability to accept responsibility for one's actions (Babiak & Hare, 2006; Clarke, 2011; Sina, 2017).

The main negative impacts of the corporate psychopath's actions on the victims, according to the literature, are stress, anxiety, depression, anger, fear, sleep disorders, nightmares, low self-esteem, social isolation, loss of confidence in others and in oneself, shame, embarrassment, guilt, a feeling of powerlessness and loss of control over one's own life (Clarke, 2011).

In addition to psychological and emotional damage, victims may also suffer physical harm, such as health problems, psychosomatic illnesses, and even suicide (Clarke, 2011; Sina, 2017). Organizations are also affected by the presence of the corporate psychopath, which can cause financial losses, decreased productivity, increased absenteeism, turnover, and damage to the company's image (Babiak & Hare, 2006).

The literature also points to the difficulty of identifying the corporate psychopath, who hides behind a mask of normalcy and uses his social skills to manipulate and deceive others (Babiak & Hare, 2006; Clarke, 2011; Sina, 2017). In addition, the lack of knowledge on the subject and negligence on the part of organizations contribute to the perpetuation of the problem.

In short, the literature review revealed that the corporate psychopath is a real and serious problem, with significant negative impacts for victims, organizations, and society as a whole. The identification, prevention, and fight against corporate psychopaths are urgent challenges for people management and mental health in the workplace.

Research Strengths:

- Comprehensive approach to the topic, including characteristics of the corporate psychopath and impacts on victims and organizations.
- Extensive bibliographic review, with national and international authors
- In-depth analysis of the impacts, going beyond mere description.

Combination of qualitative and descriptive approaches, providing a complete view of the phenomenon.

Research Weaknesses:

- Based on a literature review, limiting the generalization of the results.

Lack of quantitative data on the prevalence of the phenomenon and the intensity of the impacts.

It does not address strategies to prevent and combat the corporate psychopath.

Opportunities for Improvement:

- Conduct empirical research with primary data collection to deepen knowledge and generate more robust results.
- Develop diagnostic tools to identify corporate psychopaths.
- Create interventions and support programs for victims.
- Investigate strategies to prevent and combat corporate psychopaths.

Threats:

- Lack of knowledge and negligence on the part of organizations in relation to the problem.
- Difficulty identifying the corporate psychopath due to his ability to manipulate and dissimulate.
- Resistance of corporate psychopaths to seek professional help.

Convergences among the Authors:

- Definition of the corporate psychopath and their personality traits.

Negative impacts on victims and organizations.

- Difficulty in identifying the corporate psychopath.
- Divergences among the Authors:
- Emphasis on certain aspects of the theme, such as the prevalence of the phenomenon and prevention and combat strategies.
- Depth of the analysis of the impacts on the victims.

CONCLUSION

The present research explored the psychological and emotional impacts of interacting with corporate psychopaths in the workplace, a phenomenon still little explored in the Brazilian literature. Drawing on reference works such as Clarke (2011), Sina (2017) and Babiak & Hare (2006), the study elucidated the characteristics of these individuals and the deleterious effects of their actions on the victims, deepening the analysis of the impacts and going beyond mere description.

The identification of symptoms such as depression, anxiety, stress, and sleep disturbances demonstrated the severity of the problem and the need for attention. The comprehensive literature review, including national and international authors in different languages, enriched the discussion and provided a more complete view of the topic, filling a gap in the national literature and offering relevant insights for the Brazilian organizational context.

The combination of qualitative and descriptive approaches allowed for a rich and thorough analysis of the phenomenon, exploring both the objective and subjective nuances of the victims' experience. However, the research was based on a literature review, limiting the generalization of the results. The absence of quantitative data on the prevalence of the phenomenon and the intensity of the impacts also restricts the analysis.

Empirical research with primary data collection could deepen knowledge on the subject and generate more robust and applicable results. The creation of diagnostic tools to identify corporate psychopaths and the development of interventions and support programs for victims could minimize the negative impacts and promote the recovery of the mental and emotional health of affected individuals.

The study revealed convergences and divergences in the works analyzed. There is consensus on the definition of the corporate psychopath and the negative impacts on victims, but divergences regarding the emphasis on certain aspects.

In conclusion, this study contributed to the understanding of the damage caused by the performance of the corporate psychopath, revealing the need for future research to deepen knowledge on the subject and develop effective solutions to protect victims and organizations. The identification, prevention, and fight against corporate psychopaths are urgent challenges for people management and mental health in the workplace.

REFERENCES

1. Babiak, P., & Hare, R. D. (2006). *Snakes in suits – When psychopaths go to work*. New York: HarperCollins Publishers.

2. Campelo, Y. R. S., & Sousa, F. A. (2016). Psicopatas corporativos: o lado obscuro das organizações. *Revista Psicologia Organizações e Trabalho*, 16(4), 445-458.

3. Clarke, J. (2011). *Trabalhando com monstros: como identificar psicopatas no seu trabalho e como se proteger deles*. Rio de Janeiro: Elsevier.

4. Gil, A. C. (2008). *Métodos e técnicas de pesquisa social* (6ª ed.). São Paulo: Atlas.

5. Medeiros, C. A. F., Júnior, J. L. P., & Possas, C. A. (2015). “Quem mais veste Prada?” Psicopatas corporativos e assédio moral no trabalho. *Revista de Administração Contemporânea*, 19(5), 584-604.

6. Santos, A. R., & Candeloro, R. (2006). *Como preparar projetos de pesquisa* (3ª ed.). São Paulo: Ibrasa.

7. Sina, C. (2017). *Psicopata corporativo: identifique-o e lide com ele*. São Paulo: Literare Books International.