The International Journal of Indian Psychology ISSN 2348-5396 (Online) | ISSN: 2349-3429 (Print) Volume 10, Issue 4, October- December, 2022 DIP: 18.01.115.20221004, ODOI: 10.25215/1004.115 https://www.ijip.in



**Research Paper** 

# Personality Traits and Gender as Mediators in Friendly

# **Interpersonal Relationships**

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# ABSTRACT

Personality traits affect all facets of an individual's interpersonal and intrapersonal life. Narcissism and Neuroticism are traits that are present in variable degrees in individuals. They have long been thought of as pathological when overpowering in a given personality. This is because both the traits are associated with negative qualities more than positive ones. This conception leads to the belief that people higher in narcissism or neuroticism would be incapable in maintaining healthy relationships in life. This study was aimed at testing the interpersonal competence of individuals after scoring them on narcissism and neuroticism. For the study three standardized questionnaires were employed: the big five version 2, the revised narcissistic personality inventory and the network of relationships inventory. Data was collected using online surveys using convenience sampling mixed with snowballing. The total number of participants after screening the data was 91 participants belonging to a similar educational background but varied cultural and ethnic backgrounds. The results however showed that out of the two personality traits only neuroticism did not affect the quality of relationships the individuals had with their respective attachment figures. In addition to the personality traits, gender was tested for differences in levels of neuroticism and narcissism as well as quality of peer relationships. The results for the second part too showed invariance.

# Keywords: Personality Traits, Gender as Mediators, Interpersonal Relationships

Peers may become important attachment figures in one's life outside the familial bonds and at times may also overshadow the attachment with primary caregivers (Gorrese & Ruggieri, 2012). High school and college students have an exceptionally increased social appetite and are much more frequent in making new bonds and relations. This makes these years of life crucial in strengthening core beliefs about self and the world. According to Erikson (1968), the social life of an individual is correlated to identity formation and stability, thus it is also safe to say that one's identity and personality may play a role in deciding with whom the individual forms relationships (Doumen et al., 2012). Unlike the relations a child would have during childhood, adolescent relations and interactions are driven more by features like trust, emotional attachment and communication rather than similarity of interests (Barry & Malkin, 2010). Certain traits of personality when dominant may cause problems and stop an individual from having healthy peer relations. Psychopathic

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**Received:** October 12, 2022; Revision Received: November 30, 2022; Accepted: December 07, 2022 © 2022, Ritik, D. D.; licensee IJIP. This is an Open Access Research distributed under the terms of the Creative Commons Attribution License (www.creativecommons.org/licenses/by/2.0), which permits unrestricted use, distribution, and reproduction in any Medium, provided the original work is properly cited.

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traits and behavior have been examined by past studies and have mostly been found as unhealthy and damaging in any kind of relationship (Barry & Malkin, 2010). Much of the research done in the field of personality involves the 'The big five' traits. One of the five traits that may have a significant entailment for peer relations in dominance is neuroticism. Individuals high on this trait are likely to be more emotionally unstable, aggressive, they may have heightened fears or anxiety regarding miniscule problems, and may also often experience emotions like jealousy, frustration and anger (Wrzus et al., 2017). According to Wrzus et al (2017), higher neuroticism would likely reflect in better relationship and attachment qualities, however, due to the nature of the trait, one may be weary of such a relationship between the two aspects. Highly narcissistic individuals are much more selfabsorbed, might have a constant need of gratification, and many a times may have a higher sense of grandeur and entitlement (Barry & Malkin, 2010). Narcissistic dominated personalities have difficulty externalizing positive emotions and are prone to internalizing negative emotions (Barry & Malkin, 2010). However, different subtypes of narcissists would show different implications, for example, adaptive narcissism has been found to bring positive growth in relations whereas, maladaptive narcissism would likely have a negative impact on internalization and peer relations (Kubarych et al., 2004). A healthy level of narcissism is considered vital for maintenance and regulation of relations and mental health, this is referred to as adaptive narcissism. Maladaptive narcissism however takes form of pathology and contributes to the culmination of personality disorder (Hill & Lapsley, 2011). Most of the previous studies conducted with narcissism as a variable have derived to a conclusion that narcissism is multidimensional and it may hold multiple yet varied implications for an individual. For example, adaptive and maladaptive forms of grandiose narcissism would be very distinguished in their reflections on interpersonal relations, intrapersonal relations, problem behaviors, development, genetic bases and environmental bases (Cai & Luo, 2018). In addition to these global findings, Research has found that grandiose narcissism in itself tends to show a positive correlation with conscientiousness, extraversion and openness, but a negative correlation with agreeableness and neuroticism (Miller & Maples, 2011). According to Watson & Biderman (1993), Higher scores on narcissistic personality scales have been associated to higher levels of exploitative tendencies, entitlement and self-consciousness. Narcissism and neuroticism too affect each other to some extent, where narcissism would coexist with mood variability and emotional intensity in analogous degree (Cai & Lou, 2018). Certain pathological indices manifest as comorbid problems with higher narcissism like anxiety, emotional distress, depression and low self-esteem (Watson & Biderman, 1993). Higher levels of negative indices like entitlement, exploitative behavior and mood instability would likely be factors in poor peer relations according to previous research (Cai & Lou, 2018).

Gender Differences in personality traits have been assessed extensively yet it may seem easier to believe that males tend to show more narcissistic features as compared to females, societal trends and opinions also make it more believable that females are rather more neurotic as compared to males. People may also be more inclined towards thinking that females make better social companions as compared to males and may even be able to maintain better relations in life (Sherry et al., 2014). Societal opinion however is not remotely enough to conclude on any of the aforementioned biases, thus it is important to rectify these biases using empirical work and sufficient evidence. Certain studies point towards men showing more narcissistic features than women. There are multiple speculations for such a gender difference, one of them being that men are indirectly pressured to take on rather independent roles as compared to women which results in the promotion of negative emotionality. This speculation is based on the finding that

collectivistic cultures show less narcissism as compared to individualistic cultures (Konrath & Bonadonna, 2014). Some findings also suggest that there may be insignificant differences in narcissism between males and females, but females tend to show a greater intrapersonal correlation of negative indices as compared to males. Meaning, females if so, would show multiple negative behavioral features in coexistence whereas males would show more emphasis on a particular negative behavior at once (Sherry et al., 2014). There are, at present, multiple theories that explain functioning of narcissistic mechanisms in people. The extended agency model by Campbell and Foster (2007) creates a link between levels of narcissism and emphasis given to communal responsibilities, here a person is higher on narcissism if they emphasize agentic concerns like wealth, power, status and respect more than the communal ones like love, warmth, friendship etc. The dynamic self-regulatory model by Morf & Rhodewalt (2001) suggests that narcissistic individuals practice selfregulation to maintain self-respect. They do so by involving themselves in manipulative and authoritative dialogue with their peers to draw positive feedback which finally aids their self-image. In addition to these theories studies also reveal that narcissistic features show reduction in intensity with age (Konrath & Bonadonna, 2014). Djudiyah et al., (2016) found that there is a gender difference in the level of neuroticism where males show fewer neurotic features against females. The explanations given for such a difference range from hormonal changes and differences to societal norms and expectations. Men are usually expected to be more in control of their emotions as compared to women, this indirectly intensifies the notion that men are emotionally stronger and more stable. Certain hormones and androgens influence personality and heighten emotionality in females (Djudiyah et al., 2016). It is also speculated that post traumatic neuroticism may be more significant in females than in males and females would be more sensitive to change. However, there is no concrete evidence for the same (Ogle et al., 2014). According to social opinion females are better at socialising and maintaining familial, platonic and non-platonic bonds. Gender has been taken into account when social relations were studied in the past, Rubin et al., (2006) were of the view that gender differences were mostly visible in children who were shy and less socially active, whereas slightly extraverted children showed minimal gender differences.

The studies referred to thus far have been beneficial when speaking of providing reliable results but still there is no establishment of a link between narcissism, neuroticism and peer relationship quality. Neither were the earlier studies aimed at finding out gender differences in the same. The current study would be rather intensive with regards to establishing a referable connection between the variables.

### Justification for study

With the growing emphasis on mental health and an individual's environment, social relations with peers has gained much of the attention from the psychology community, this study is aimed at providing the community and the general population with insight into how individuals high on narcissism and neuroticism get along in their social realms and also how males and females differ in sociability. This insight would help with understanding deeper rooted problems which may be evident through the quality of peer relationships individuals maintain. This information would also enable healthcare providers, governments, and social sectors to tailor suitable programmes, applications, campaigns, and education to better the mental health of the population.

*Aim of the study:* The aim of the study is to explore the correlation that two personality traits– Narcissism & Neuroticism hold with peer relationship quality of participants and also

to calculate any gender differences in the quality of peer relationships, level of narcissism and level of neuroticism.

### *Hypothesis/ research question:*

The hypotheses are as follows, 1) Narcissism would have a negative correlation with quality of peer relationships. 2) Neuroticism would have a negative correlation with quality of peer relationships. 3) There would be gender differences between scores on Narcissism, Neuroticism and Quality of peer relationships.

### METHODOLOGY

### Design:

The study followed a quantitative design comprising of two correlational parts and one between groups analysis to calculate gender differences in the studied variables. The variables under study are — Neuroticism, Narcissism, Gender and Peer relationship quality. The correlational part was aimed at exploring the correlation between neuroticism & peer relationship quality and, Narcissism and peer relationship quality. The experimental part was aimed at calculating gender differences in the peer relationship quality, narcissism and neuroticism.

### Participants:

Data was collected from a total of 155 participants comprising only of students aged between 18-25 years of age. However, after screening the data, the final sample size was of 91 participants. The mean age for the sample was 20 and the standard deviation for age was 1.542. The sample comprises of 19 males and 72 females belonging to various nationalities and ethnicities. The sample comprised of students only coming from diverse ethnicities and nationalities. The majority ethnicity was south Asian whereas the majority nationality was Kazakh or from Kazakhstan. For recruiting participants, convenience sampling along with snowballing was used, strictly using electronic or online questionnaires keeping in mind the current safety norms.

### Materials:

The study uses three standardised questionnaires— The Big Five 2 (BFI-2) by Soto & John (2017), The narcissistic personality inventory 21 (NPI-21) by Svindseth et al., (2008) and the network of relationships questionnaire; relationship quality version (NRI-RQV) by Buhrmeister & Furman (2008). In addition to the three scales the study also used a short demographic sheet as part of the final questionnaire. BFI-2 is a revised 60 item version of the original big five inventory for assessing personality traits. For the purpose of this study only one subscale from the BFI-2 was employed, the negative emotionality subscale that assesses level of neuroticism using 12 items on a five-point Likert scale (1 = Disagree strongly, 2 = Disagree a little, 3 = Neutral, no opinion, 4 = Agree a little, 5 = Agreestrongly). Out of the 12 items, 6 items are false keyed or reversed (items 1, 2, 5, 6, 9 & 10). The original structural, predictive and convergent validity of the BFI-2 as reported by the authors, Soto & John (2017) has been attested by (Denissen et al., 2019). The NPI-21 is a shorter revised 21 item version of the of the original 29 item NPI. NPI-21 has four subscales, however for the purpose of this study only total NPI scores were calculated for each participant and not individual subscale scores. Items are indicative of narcissistic tendencies and are scored 'yes' or 'no'. The NPI 21 follows the same reliability and validity quotients as its original version that scores well on construct validity and it has been tested for its predicative reliability where it yields satisfactory results (Ryan, 1984) (Svindseth et al., 2008). The NRI-RQV is a variant of the NRI inventory that is focussed on assessing the

quality of relationship with an attachment figure for each participant. The scale is a 30 item inventory divided into 10 subscales scored on a 5-point Likert scale. Out of the 10 subscales 5 subscales measure negative aspects of relationship whereas the other 5 measure positive aspects of relationship. For this study, only the items assessing the positive aspects of the relationship were used thus the final inventory consists only of 15 items. Ackerman et al., (2018) report good overall test properties for the NRI-RQV. Prior to running the analyses, the reliability for the scales was tested by calculating the Cronbach's Alpha value for each. The Scales showed good internal consistency reliability, for BFI-2  $\alpha = .753$ , for NPI-21  $\alpha = .762$ , and for NRI-RQV  $\alpha = .930$ .All inventories being used are applicable for the selected age range in the study and are self-administered.

# Procedure:

Following the approval of the research by the ethics committee, data collection was initiated. For the current pandemic, data collection was done strictly using online questionnaires prepared on Qualtrics and no participant was in direct contact with either the research material or the researcher. Each and every participant was provided with a consent form and information sheet before they chose to participate. Their rights and liberties as participants were clearly outlined in the information and written consent sheets. Once a participant obliged to participate in the study they were provided with the questionnaires prepared for online administration. They then received a debriefing sheet if they chose to receive corresponding debriefing. All data, after collection was screened and prepared for analysis in IBM SPSS.

# Data analysis:

The study uses two kinds of analyses for different aims. To explore the correlational part of the study, a Pearson's correlation was conducted using the sum scores on narcissism, neuroticism and quality of peer relationships. For the part that studies differences in the study variables, an independent t-test was conducted with the group variable Gender and corresponding scores under analysis.

# RESULTS

The Current study has three hypotheses —

- 1. Narcissism would have a negative correlation with quality of peer relationships.
- 2. Neuroticism would have a negative correlation with quality of peer relationships.
- 3. There would be gender differences in level of neuroticism, narcissism and the quality of peer relationships.

For Analysis of this research work, data from 91 participants was used and descriptive statistics were calculated for the sample scores on the three scales, shown in table 1. This was done to show the mean scores and standard deviations of the sample.

	Ν	Mean	Std. Deviation
BF_SUM	91	37.67	7.237
NPI_SUM	91	30.54	4.020
NRI_SUM	91	57.32	11.991

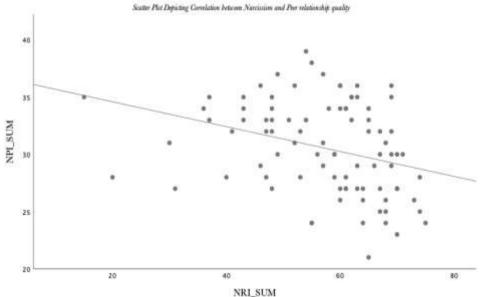
Table 1. Descriptive statistics for the study variables.

For the First and Second Hypotheses, two Pearson's Correlation Tests were run to find the correlation coefficient. One to determine the correlation between Level of Narcissism and

Peer relationship Quality and a second one to find the correlation between Level of Neuroticism and Peer relationship Quality.

The first Pearson's correlation test revealed that there is a significant but weak negative correlation between Narcissism and Peer relationship quality, r = -.324, n = 91, p = .001. These findings are concurrent with Hypothesis 1. Thus, with increase in level of narcissism there would be a decline in the quality of peer relationship.

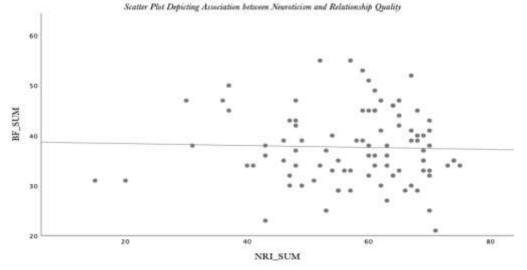
Graph 1.1 Shows a weak negative correlation between the level of Narcissism and peer relationship quality.



Graph 1.1. Scatter Plot Showing Correlation Between Narcissism and Peer Relationship Quality.

The second Pearson's correlation test revealed that there is no significant correlation between Neuroticism and Peer relationship quality, r = -.033, n = 91, p = .759. These Findings are inconsistent with Hypothesis 2. Thus, there would be no change in peer relationship quality with varying levels of neuroticism.

Graph 1.2 Shows the correlation between Neuroticism and Peer relationship quality.



Graph 1.2. Scatter Plot Showing Correlation Between Neuroticism and Peer Relationship Quality.

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For the last hypothesis, an independent t-test was carried out. Results revealed that there was no significant difference between the two gender groups in the NRI, BFI, and NPI scores.

For BFI or scores on Neuroticism, there is no significant difference between Males (M = 35.05, SD = 7.927) and Females (M = 38.36, SD = 6.939), where t(89) = -1.794, p = .076.

For NPI or scores on Narcissism, there is no significant difference between Males (M=30.21, SD=4.379) and Females (M=30.63, SD=3.948), where t(89) = -.398, p = .692.

For NRI or Scores on peer relationship quality, there is no significant difference between Males (M=55.16, SD=10.505) and Females (M=57.89, SD=12.357), where t(89) = -.882, p = .380.

This would imply that no difference was found in Narcissism, Neuroticism and Peer relationship Quality scores owning to gender differences.

### DISCUSSIONS

The present study was aimed at exploring any possible correlations between; narcissism and quality of peer relationships, neuroticism and quality of peer relationships and as well as to calculate any differences in levels of narcissism, neuroticism and quality of peer relationships arising from gender differences. As a result of the three aims there were three hypotheses. The first hypothesis was that the level of narcissism would display a negative correlation with the quality of peer relationships, meaning a higher level of narcissism would reflect in a poor quality of relationship. For the first two parts of the study two separate Pearson's tests were conducted. The results for the first part revealed that there in fact was a weak negative correlation between levels of narcissism and quality of peer relationships. This was also concurrent with both, the proposed hypothesis and the direction of the hypothesis. The finding would imply that higher levels of narcissism would have a mild deteriorating effect on the quality of relationships. The second hypothesis was that there would be a negative correlation between level of neuroticism and quality of peer relationships. The findings however contradict the hypothesis completely as the findings were non-significant and there was no correlation. This would mean that variations in level of neuroticism would not necessarily show variations in quality of relationships. The third and final hypothesis was that there would be a significant difference in the levels of narcissism and neuroticism and the quality of peer relationships between males and females. An independent t test however, concluded the test with no significant differences in the variables between the two genders. This mean that gender is not a mediator in levels of narcissism and neuroticism, and the quality of peer relationships. Any differences thus would be the result of other factors and mediators and not gender.

Many of the studies examining the effect of narcissism break down narcissism into various types. The present study however only tested for the general narcissism levels. Previous studies have found that adequate narcissism may prove to be vital in maintaining relationships but if the level of narcissism increases it may become pathological (Wrzus et al., 2017; Watson & Biderman, 1993) Moreover, studies also identify various kinds of narcissistic subtypes like grandiose narcissism, adaptive narcissism and maladaptive narcissism (Wrzus et al., 2017; Zhou et al., 2012). Adaptive narcissism has been found to have a positive impact on friendships in the long term, but maladaptive narcissism leads to relationship deterioration (Kubarych et al., 2004). Miller & Maples (2011) found that narcissism showed positive correlation with extraversion and openness, both of which are

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factors that contribute to a healthy relationship. The present findings however suggest that narcissism would moderately deteriorate the quality of relationship an individual has with their peers. These findings however are not entirely conclusive as there may have been various confounding variables in the selected sample. For example, in order to test for quality of peer relationships, the participants were asked to respond to the items with regards to just one selected peer. It is possible that the participants were inclined towards choosing an individual that appealed or got along with them better which would reduce the randomity of the findings. Also, the sample is female dominated which might have caused the findings to become slightly inaccurate due to a vast gender bias. Narcissistic individuals have a better tolerance for negative feedback than less narcissistic individuals and are also comparatively better at many social transactions (Zhou et al., 2012). This could explain why certain studies have concluded in a positive correlation between narcissism and quality of relationships.

Neuroticism has been found to have a positive association with relationship maintenance in general. This can be understood as an outcome of better emotional expressiveness in more neurotic people. Extremely high levels of neuroticism however can become pathologically disrupting and may also drive individuals towards serious mental ailments. Wrzus et al., (2017) have found that trait neuroticism showed a positive association with attachment and relationship qualities of individuals. An individual's level of neuroticism would not affect relationship formation but directly affect how well they maintain relationships. Neurotic individuals also perceive social cues with greater sensitivity which would increase the chances of misunderstandings and arguments on a daily basis (Selfhout et., 2010). Contradictory to the two previous studies are the findings of the current study which suggests that neuroticism would not affect an individual's social relationships. It is, however, important to remember that testing for relationship quality was not done using the most promising means as the inventory the study used targets just one of the individual's social relations. This makes it difficult to yield intensive and reliable data from the participants. Farooqi (2014) suggests that individuals with low levels of neuroticism reported lesser negative emotionality and problems pertaining to their relationships whereas those with higher neuroticism reported facing more problems. It is possible that the individuals higher on neuroticism were just generally more open about their concerns and issues than those low on neuroticism. However, that is just speculation, and more research needs to be conducted to solidify the findings.

Gender studies done in the past have all revealed similar findings. For narcissism, the present study found no difference in the mean scores between the males and the females. Majority of the studies examining narcissism in males and females conclude that males tend to show higher levels of narcissism than females (Sherry et al., 2014; Grijalva et al., 2014; Yang et al., 2014) The most common explanation for this trend arises from the gender role that males take on; one of being independent and dominating. According to the dynamic self-regulatory model, Narcissism tends to be higher in individuals with higher self-respect and vice versa (Morf & Rhodewalt, 2001). The current study however suggests equal levels of narcissism between males and females. This has multiple speculated reasons; first, since the males in the sample belong to a psychological background, they show low levels of ego and need for power which resulted in low narcissism levels. Second, the sample follows the extended agency model wherein, the current sample comprising majorly of psychology students, puts more emphasis on communal values like love and warmth and not agentic values like power or money (Campbell & Foster, 2007). The findings lead to the conclusion that there are no differences in the levels of neuroticism between males and females. These findings however are contradictory to past research which majorly points at females being

higher in neuroticism than males (Wrzus et al., 2017; Djudiyah et al., 2016). Short term neurotic behaviour after a traumatic event has also been observed to be higher in females than males (Ogle et al., 2014). Djudiyah et al (2016) conducted a study very similar to the present study with a similar sample comprising of college students and a similar hypothesis. The invariance in findings however needs to be resolved by researching more on the topic. Lastly, the findings again showed no difference in the quality of relationships between males and females. These findings coincide on a general level with previous findings (Zhou et al., 2012). It would mean that males and females have similar socialising capacities. Zhou et al (2012) did mention that quality of friendship gets influenced differently by neuroticism and narcissism for males and females. Here, narcissism affects male friendships in a positive way but in a negative way for females. Neuroticism on the other hand does the opposite.

This study was conducted to help understand the psychological constructs affecting friendships in students. The results were mostly non-conclusive as they deviated from the empirical norm quite a lot. However, certain limitations in the study would have been the cause for these invariances in findings. Firstly, the sample size although initially was large enough, after screening, it was quite small as many of the participants had not completed questionnaires judiciously. This might be the outcome of conducting online questionnaires as there is no monitoring done in online surveys. Secondly, the sample showed a major gender bias in which majority of the participants were females. Also, the inventory used for measuring quality of friendships is not a measure of an individual's global relationship quality but rather it measures relationship quality with just one person. These limitations have surely affected the accuracy of the findings. There are certain strengths too to keep in mind. This study calculated scores for a population of psychology students. It also studies a vast number of cultural backgrounds. Lastly, the study provides sufficient information for anyone who wishes to understand the variables and their relations with each other. For the future however, the agenda should be to try and minimise the biases and look for a better methodology for data collection to reduce the number of weaknesses.

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### Acknowledgement

The author appreciates all those who participated in the study and helped to facilitate the research process.

### **Conflict of Interest**

The author declared no conflict of interest.

*How to cite this article:* Ritik, D. D. (2022). Personality Traits and Gender as Mediators in Friendly Interpersonal Relationships. *International Journal of Indian Psychology*, *10*(4), 1158-1168. DIP:18.01.115.20221004, DOI:10.25215/1004.115