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Research Paper

The Dark Triad Traits of Professionals Working in Different Professions

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ABSTRACT

Certain personality traits can lead to the choice of a certain type of profession. Following this reasoning, the Dark Triad may also influence professional choices. In this regard, the present study is completed with the aims to explore whether there are also pre-existing Dark Triad traits differences across different professionals working in different professions; and predict and establish correlation in professions and the Dark Triad traits. Also, the purpose of the study is to compare the Dark Triad traits of different professionals according to their gender and professional experiences. A set of paper-pencil test *(Short Dark Triad – Jones & Paulhus, 2014)* was administered on 249 professionals who were working as administrative officers, advocates, political leaders, teachers, doctors, and police (152 males and 97 females) from Ahmednagar, Maharashtra (India). Descriptive and inferential statistics techniques were performed for data interpretation. The results show that the Dark Triad trait is more prevalent in male professionals who choose certain professions. The Dark Triad trait is more common especially in leaders, advocates and administrative officers than teachers, doctors and police. Gender differences were found on the Dark Triad traits (psychopathy and Machiavellianism) and Dark Triad composite, except narcissism. Overall, the Dark Triad traits were found to be more prevalent in male professionals than female professionals. However, such differences have not been observed between professionals with less than ten years of experience and professionals with more than ten years of experience. Further, result revealed also that professions and gender are significant predictors of the Dark Triad traits.

Keywords: *Dark Triad Traits, Machiavellianism, Narcissism, Psychopathy, Professions, Gender, Experience*

Personality is the psychological core of the individuals and therefore, there are huge differences among us in the ways we think, feel and behave in response to particular situations (Jarvis, 1999, p. 5). As defined by Kalat (1999, p. 477), personality is "all the consistent ways in which the behavior of one person differs from that of others, especially in social situations." Several comprehensive literature reviews have been completed in an attempt to clarify the relationship between personality traits, especially Big five traits of personality (Judge et al., 1999; Ng et al., 2005; Barrick et al., 2001; Seibert et al., 2001; and Sutin et al., 2009) and career choices (Sutin, et al., 2009; Houston, Harris,

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Howansky, & Houston, 2015), job success (Cohen, 2016; Spurk et al., 2016), job performance (O'Boyle et al., 2012; Schneider et al., 2017), and job satisfaction (Seibert et al., 2001; Sutin et al., 2009; Abele & Spurk, 2009; Spurk et al., 2016; Copkova & Aronosova, 2020; Jonason et al., 2015).

However, some aspects of personality traits, particularly the Dark Triad traits have been neglected or little research have been done on them. Therefore, nowadays, the Dark Triad traits have been receiving considerable attention in research about the choice of the profession.

The Dark Triad Traits

Paulhus and Williams (2002) coined the term 'Dark Triad' which refers to combination of three malevolent personality traits, i.e., Machiavellianism, narcissism, and psychopathy. These personality traits are considered Dark personality traits because of their destructive outcomes (Braun 2017; Paulhus 2014; Rauthmann 2012) in the workplace (O'Boyle *et al*., 2012; Erkutlu & Chafra, 2017; Copkova, 2022) and interpersonal relationships (Jonason, Luevano & Adams, 2012).

Conceptual framework and hypotheses formation

Tett, Jackson, and Rothstein (1991) found that certain personality types would be a better fit for certain jobs. Additionally, he suggested that certain jobs may attract certain personality types more often than other positions. According to Houston, Harris, Hovhansky, & Houston (2015) the individual chooses the work or work environment that reflects their own characteristics and interests. The main figure behind the concept of linking personality and professional interests is John Holland (1997), who argued that professional interests can become an aspect of human personality (Barrick et al., 2003; Schneider, McLarnon, & Carswell, 2017). Since the studies supported by Holland (1978, 1997), are interested in proving the relationship between personality and career traits have received taken the agenda of researchers (Volmer et al., 2016; Kowalski, Vernon, & Schermer, 2017; Schneider et al., 2017; D'Souza & Lima, 2018; Hong & Emagnaw, 2019).

This literature strengthens the argument that the Dark Triad is an important determinant in choice and interest in careers in different organizational contexts (LeBreton, Shiverdecker, & Grimaldi, 2018) and socio-educational environments (D'Souza and Lima, 2018). One can choose one's future profession based on certain aspects of a given profession that meet the needs or values associated with the specifics of the Dark Triad traits. These personalities choose a profession as law, business, economics, politics (Prusik & Szulawski, 2019; O'Boyle, Forsyth, Banks, & McDaniel, 2012), accounting (Kowalski et al., 2017; Schneider et al., 2017; D'Souza, & Lima, 2018; Marcal, Carvalho, Bufoni & Cruz, 2018) etc. Schneider et al. (2017) found that the Dark Triad represents an improvement with respect to career choices, representing a potential predictor of professional interests when analyzed with a five factor model of personality.

Obviously, those who exhibit the features of the Dark Triad - Machiavellianism, narcissism and psychopathy are more likely to seek out professions where they can more easily exercise power what is typical for Machiavellianism, they have the opportunity to show and experience the excitement, self-affirmation that is characteristic of narcissism or to emotionally separate typical of psychopathy (Prusik & Szulawski, 2019). In short, research findings in this area have provided a full list of personality traits and features that are different for every professional (Copkova & Janitorova, 2021, O'Boyle et al., 2012).

On the basis of previous research, we can say that certain personality traits can lead to the choice of a certain type of profession. In short, the Dark Triad traits have been associated with the desire for power, status, and social dominance in the workplace (Vedel & Thomsen, 2017), and these desires have been hypothesized to draw Dark Triad individuals towards occupations affording such outcomes. Following this reasoning, the Dark Triad may also influence professional choices. In this regard, it is conducted a study with the aim to explore whether there are also pre-existing the Dark Triad differences across different professionals working in different professions. Apart from this, it has also been the aim of this research to compare the Dark Triad traits of professionals working in different professions according to their gender, and profession experiences.

H₁: Professions and gender would be a predictor of the Dark Triad traits.

Bucknall et al. (2015) identified that surgeons are significantly higher on narcissism, and nurses are on psychopathy. Furthermore, Pegrum and Pearce (2015) reported significant psychopathy in surgeons and pediatricians. In another research found the low levels of Machiavellianism in health care professionals, but medical aspirants were high on Machiavellianism compared to doctors (Bratek et al., 2015). Research conducted in little amounts on teaching professionals shows higher levels of Dark Triad traits in university professors than in primary and secondary school teachers (Lenkov, Rubtsova & Nizamova, 2018).

Earlier research also showed that, higher on the Dark Triad traits are more likely to look for professions in which they can demonstrate their power more easily, in law, economics, business and politics. Several researchers found that career choice of students with high score on the Dark Triad is more in law, business, management, and commerce etc. career fields (Jonason et al., 2014; Kowalski et al., 2017; Schneider et al., 2017). Similarly, results found that, the Dark Triad traits level has been higher in students who have already entered the fields of law, commerce, business (Krick et al., 2016), management (Krick et al., 2016) and politics (Baloch et al., 2017) etc. as compared to students who entered in the arts, science and education fields. Some researchers reported that law and commerce students were higher on psychopathy than arts and science students (Wilson and McCarthy, 2001), and lawyers are more narcissistic than others (Barbara Nachman, 1960). This suggests that lawyers may display higher levels of the desire for status trait when compared to the general population, and that this may predict higher levels of Machiavellianism in law students (Daicoff, 1997).

People higher on Dark Triad traits are often found in leadership positions (Basar, 2020) or higher levels in their companies or places of work (Boddy, 2010; Boddy et al., 2010; Diller, et al., 2021, Basar, 2020). Having higher levels of the Dark Triad traits may facilitate the rise to upper-level positions, management positions, and leadership roles (Boddy et al., 2010; Duehr & Bono, 2006; Heilman, 2001; Paunonen et al., 2006).

H₂: Significant difference would be found in professionals working in different professions on the Dark Triad traits.

A lot of research has been done to find out whether there is a gender difference in the Dark Triad traits. Many of these studies have found gender differences on the Dark Triad. Consistent with prior research, men scored higher than women on all the Dark Triad traits (Jonason & Webster, 2010; Jonason et al., 2009; Jonason et al., 2012; Jonason et al., 2014).

According to Daicoff (1997) men were found to be more concerned with their perceived status for entering the profession. For these reasons, the idea that male and female law students may differ in their levels on the "Dark Triad" traits is supported. In detail, men are more Machiavellian oriented, narcissistic, and social psychopaths (D'Souza & Lima, 2018). In another study, Bogdanovic and Cingula (2015) realized that males had a higher score of Machiavellianism and psychopathy, with no effect for narcissism. But, recently Furnham et al. (2021) found no sex differences were noted in the dirty dozen dimensions.

Gender effects have been found on both the Dark Triad and the Big Five personality traits: females generally score lower than males on all Dark Triad traits (Furnham et al., 2013) and higher on agreeableness, conscientiousness, and neuroticism (Vedel, 2016).

A look at the previous research on career preferences of men and women shows that women prefer social (e.g., teaching) and artistic jobs (e.g., interior designer) compared to men, while men prefer realistic jobs more than women (Su, Rounds, & Armstrong, 2009; Jonason et al., 2014). In addition, it is given that assertiveness at its extremes may be synonymous with the Dark Triad traits (Ames, 2009), it is also examined to account for sex differences in the Dark Triad traits of professionals working in different professions. It is expected that the Dark Triad score is higher in men professionals and not in women professionals.

H3: The Dark Triad traits score would be higher in men professionals than women professionals.

The person also has to behave and think according to his profession, because every profession has its own needs and demands. After fulfilling needs, that profession starts properly and the professionals are also satisfied in their profession. Hence, there is a great possibility that, after joining the profession, people will adopt strategies or tactics according to that profession.

In this regard, the traces of narcissism and Machiavellianism also differed regarding age group. Individuals above 45 years old are more narcissistic, suggesting that the traits intensify with increasing age. Akers, Giacomino, and Weber (2014) have noted that younger American professionals working in public accounting firms are more narcissistic than adults. For the Machiavellian traits, students between 17 and 25 years old had greater predisposition for manipulation and strategy. First year law students were found to score significantly higher on the narcissism trait than both second and third-year students (Newton, 2015). Among university teachers the expression of Machiavellianism increases with age (Lenkov, Rubtsova & Nizamova, 2018).

So, it is possible that with professional experience working in own profession, over time, they acquired some manipulations or tactics in themselves. Because of the shared exploitative nature of Dark Triad traits (Jonason, Koenig, & Tost, 2010; Jonason, Lee, Webster, & Schmitt, 2009), it is expected that the Dark Triad traits to be correlated with professional experience. It is examined how individuals' scores on the Dark Triad traits relate to their professional experience. It is expected the Dark Triad score higher in more experienced professionals and not in less experienced professionals.

H4: Significant differences would be found between more experienced professionals and less experienced professionals on the Dark Triad traits.

METHOD

Participants

A sample of 249 working professionals (61% males and 39% females) from Ahmednagar district (Maharashtra, India) of the age range from 21 to 58 years (Mean age = 38.02, SD = 8.42) were selected for the study. There were 13% professionals in administrative services (administrative officers – AO), 18% professionals in health care services (Doctors – D), 22% professionals in teaching fields (Teachers –T), 15% professionals in legal services (Advocates – Adv.), 14% professionals in political fields (Leaders – L) (like *Sarpanch, Member of Municipal Corporation etc*.); and 18% professionals in police services (Police – P). All the professionals were married and had at least graduated. About 64.5% were from Nuclear and 35.5% belonged to a joint family. The professionals reported their annual family income ranged from 5 lakh to 10 lakh (56%) and more than 10 lakh (44%). Mostly all were residents from Ahmednagar district of the Maharashtra.

Measures

- *Short Dark Triad (SD3) by Jones and Paulhus (2014)*: This is a brief measure of Dark Personality Traits developed by Jones & Paulhus (2014), and measures 3-traits of personality i.e. Machiavellianism, Narcissism and Psychopathy. It is a self-report, quick, reliable, and accurate measure of the three subclinical traits of personality (Machiavellianism, Narcissism and Psychopathy), and consists of 27 items, 9 for each trait in the Dark Triad. The authors reported alpha reliabilities for the SD3 subscales are .71, .77, and .80; and validities are .42, .34, and .57 for narcissism, Machiavellianism, and psychopathy respectively.
- *Personal data sheet:* This sheet was prepared to seek demographic information such as age, gender, occupation, income, education, marital status, professional experience etc. It also included the information related to occupational choices, reasons of present occupation, satisfaction about present profession and another prior preference of profession.

Procedure

The participants were selected from Ahmednagar district and all the male and female professionals belonged to different professions. The test administration was conducted under the formal setting with prior permission of the individuals. Participants were informed that they are participating in a project for a study purpose and the test administration is not related to any kind of performance report submission to the upper or related authorities. They were also assured that all the information given by them in the personal data sheet will be kept strictly confidential. After delivering all the necessary instructions, participants were asked to give the responses as they wished on a given test. After the completion of questionnaires, the participants demographic sheets and test responses were collected.

RESULTS

Table 1: Shows the descriptive statistics of variable Dark Triad traits & DT composite (N=249)

Professionals	Gender	Experience	Psychopathy		Narcissism		Mach		Dark Triad		n	Total N
			M	SD	M	SD	M	SD	M	SD		
Administrators	Male	below 10	24.66	4.82	22.44	3.20	29.11	5.18	76.22	7.571	9	
		above 10	25.91	3.08	26.25	4.15	32.25	5.42	84.41	4.98	12	
	Female	below 10	21.00	2.16	26.75	5.73	29.75	7.67	77.50	10.40	4	32
		above 10	27.00	4.16	25.00	4.00	30.00	8.00	82.00	8.81	7	
	Total		25.18	4.05	24.96	4.23	30.56	6.11	80.71	7.87	32	
Advocates	Male	below 10	25.62	3.92	28.62	3.37	34.25	4.62	88.50	4.34	8	
		above 10	26.33	3.25	26.91	3.11	31.41	4.29	84.66	7.13	12	
	Female	below 10	19.66	3.87	27.55	3.32	29.33	6.55	76.55	6.34	9	37
		above 10	23.12	2.74	32.12	2.58	30.00	3.96	85.25	4.83	8	
	Total		23.86	4.27	28.56	3.59	31.21	5.06	83.64	7.17	37	
Leaders	Male	below 10	27.22	3.96	31.00	2.50	34.00	5.09	92.22	6.41	9	
		above 10	26.20	4.69	30.00	2.77	31.46	4.15	87.66	6.87	15	
	Female	below 10	28.50	3.69	31.75	2.98	32.50	6.19	92.75	4.99	4	35
		above 10	25.00	3.10	25.71	2.28	30.42	1.39	81.14	4.91	7	
	Total		26.48	4.09	29.60	3.25	32.02	4.32	88.11	7.25	35	
Teachers	Male	below 10	24.90	4.20	29.90	3.75	25.18	3.02	80.00	6.87	11	
		above 10	26.33	4.05	28.00	4.58	27.27	3.73	81.61	5.00	18	
	Female	below 10	25.63	2.54	24.36	2.69	26.27	4.71	76.27	7.84	11	55
		above 10	20.93	3.95	25.60	2.99	24.86	3.90	71.40	5.13	15	
	Total		24.43	4.31	27.00	4.11	26.00	3.90	77.43	7.24	55	
Doctors	Male	below 10	27.12	4.18	31.12	2.23	25.62	5.09	83.87	8.95	8	
		above 10	23.63	5.29	25.00	3.69	28.47	4.08	77.10	5.48	19	
	Female	below 10	22.80	2.38	25.40	3.84	23.80	3.11	72.00	5.70	5	45
		above 10	25.38	3.35	27.23	3.72	28.30	4.11	80.92	6.58	13	
	Total		24.66	4.46	26.77	4.07	27.40	4.38	78.84	7.23	45	
Police	Male	below 10	27.00	2.88	28.69	3.09	29.84	6.33	85.53	6.46	13	
		above 10	24.61	4.81	24.38	3.77	27.00	4.78	76.00	9.20	18	
	Female	below 10	19.50	2.64	24.25	2.98	25.25	2.98	69.00	5.35	4	45
		above 10	23.60	4.22	25.70	3.62	26.70	3.59	76.00	4.37	10	
	Total		24.62	4.43	25.91	3.86	27.60	5.03	78.13	8.75	45	
Total	Male	below 10	26.10	3.94	28.63	4.11	29.51	5.95	84.25	8.34	58	
		above 10	25.38	4.42	26.65	4.14	29.29	4.76	81.34	7.76	94	152
	Total		25.65	4.24	27.41	4.23	29.38	5.22	82.45	8.09	152	
	Female	below 10	22.94	4.23	26.32	3.97	27.62	5.72	76.89	9.03	37	
		above 10	23.81	4.05	26.78	3.85	27.85	4.70	78.45	7.40	60	97
	Total		23.48	4.12	26.60	3.88	27.76	5.08	77.85	8.05	97	
	Experience	below 10	24.87	4.32	27.73	4.19	28.77	5.90	81.38	9.30	95	
		above 10	24.77	4.33	26.70	4.02	28.73	4.77	80.21	7.72	154	249

Table 2: Shows the results of independent multi-factorial ANOVA for Dark Triad composite

Source	SS	df	MS	F	Sig.
Professionals	3318.67	5	663.73	15.31**	.000
Gender	1143.83	1	1143.83	26.39**	.000
Experience	1.78	1	1.78	.041	.839
Professionals * Gender	313.11	5	62.62	1.44	.209
Professionals * Experience	840.17	5	168.03	3.87*	.002
Gender * Experience	266.52	1	266.52	6.15**	.014
Professionals * Gender * Experience	1465.42	5	293.08	6.76**	.000
Error	9749.23	225	43.33		
Total	1637467.00	249			

*-p< .05, **-p<.01

The Dark Triad composite scores were submitted to a three-way ANOVA for computing with six levels of professionals (administrative officers, advocates, leaders, teachers, doctors and police), two levels of gender (male and female), and two levels of professional experience (below 10 years and above 10 years).

The main effect of professionals was significant, $F_{(5, 225)}$ = 15.31, *MSE* = 43.33, $p < .01$, suggesting that groups of professionals different from each other on the Dark Triad traits. However, we cannot tell where the source of that difference lies; we need *post hoc* tests for that. The second main effect of gender was significant, $F_{(1, 225)}$ = 26.39, *MSE* = 43.33, p < .01, suggesting that gender differences are exist on the Dark Triad traits. The Dark Triad composite score in the male professionals *(M = 82.45, SD = 8.09)* was greater than the female professionals *(M = 77.85, SD = 8.05)*. The third main effect of professional experience was not significant, $F_{(1, 225)}$ =0.041, p=.839, suggesting that professional experience does not exist on Dark Triad traits.

The interaction effect between professions and gender was not significant; $F_{(1, 225)}$ = 1.44, *MSE* = 43.33, p = .209. However, the interaction effect between professions and professional experience ($F_{(5, 225)}$, = 3.87, p < .05) (figure 1), and gender and professional experience ($F_{(1, 225)}$ = 6.15, p < .01) were significant (figure 2), in respect of the Dark Triad composite scores. Further, there was a statistically significant three-way interaction between professions, gender, and profession experience, $F_{(5, 225)}$ = 6.76, p < .01.

Table 3: Shows the Tukey post hoc outcome of different professionals on Dark Triad traits & Dark Triad composite

Variables		Adv. 23.86	T 24.43	P 24.62	D 24.66	AO 25.18	L 26.48
Psychopathy	Adv.	---	.571	.757	.801	1.32	2.62
	T	---	---	.185	.230	.751	2.04
	P	---	---	---	.444	.565	1.86
	D	---	---	---	---	.520	1.81
	AO	---	---	---	---	---	1.29
		AO 24.96	P 25.91	D 26.77	T 27.00	Adv. 28.56	L 29.60
Narcissism	AO	---	.942	1.80	2.03	3.59*	4.63*
	P	---	---	.866	1.08	2.65*	3.68*

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Variables		Adv. 23.86	T 24.43	P 24.62	D 24.66	AO 25.18	L 26.48
	D	---	---	---	.222	1.78	2.82*
	T	---	---	---	---	1.56	2.60*
	Adv.	---	---	---	---	---	1.03
		T 26.00	D 27.40	P 27.60	AO 30.56	Adv. 31.21	L 32.02
Mach	T	---	1.40	1.60	4.56*	5.12*	6.02*
	D	---	---	.200	3.16*	3.81*	4.62*
	P	---	---	---	2.96	3.61*	4.42*
	AO	---	---	---	---	.653	1.46
	Adv.	---	---	---	---	---	.812
		T 77.43	P 78.13	D 78.84	AO 80.71	Adv. 83.64	L 88.11
DT Composite	T	---	.697	1.40	3.28	6.21*	10.67*
	P	---	---	.711	2.58	5.51*	9.98*
	D	---	---	---	1.87	4.80*	9.26*
	AO	---	---	---	---	2.92	7.39*
	Adv.	---	---	---	---	---	4.46*

*-p< .05 Abbreviations: T - Teachers, P - Police, D - Doctors, AO – Administrative Officers, Adv. - Advocates, L – Leaders, Mach – Machiavellianism, DT – The Dark Triad

Tukey's post hoc test for multiple comparisons found that the mean value of psychopathy was insignificant between all groups of professionals. Further, the mean value of narcissism score was significantly different between *leaders* and *administrative officers, police, doctors, teachers*; *advocates* and *administrative officers, doctors and police*.

The mean value of Machiavellianism score was significantly different between *leaders* and *teachers, doctors, police; advocates* and *teachers, doctors, police;* and *administrative officers* and *teachers, doctors*.

The analysis of variances showed that the effect of professions significantly influenced the Dark Triad composite, $F_{(5, 225)} = 15.31$, $MSE = 43.33$, $p < .01$. Post hoc analyses were conducted using Tukey's post-hoc test. Based on a Tukey's value of critical difference, the Dark Triad composite in the teachers *(M = 77.43, SD = 7.24)*, police *(M = 78.13, SD = 8.75)*, doctors *(M = 78.84, SD = 7.23)*, and administrative officers *(M = 80.71, SD = 7.87)* were significantly low than advocates *(M = 83.64, SD = 7.17)* and the political leaders *(M = 88.11, SD = 7.25)*. The Dark Triad composite in the teachers, police, doctors, and administrative officers did not differ significantly.

Table 4: Shows the gender wise and professional experience wise outcome of t test for Dark Triad composite

Variables	Male N = 152	Female N = 97	t	Below 10 N = 95	Above 10 N = 154	t
	M (SD)	M (SD)		M (SD)	M (SD)	
Psychopathy	25.65 (4.24)	23.48 (4.12)	3.982**	24.87 (4.32)	24.77 (4.33)	0.179
Narcissism	27.41 (4.23)	26.60 (3.88)	1.512	27.73 (4.19)	26.70 (4.02)	1.928
Machiavellianism	29.38 (5.22)	27.76 (5.08)	2.408*	28.77 (5.90)	28.73 (4.77)	0.066
Dark Triad	82.45 (8.09)	77.85 (8.05)	4.382**	81.38 (9.30)	80.21 (7.72)	1.077

*-p< .05, **-p<.01

Sex differences were found on the Dark Triad traits, with male professionals scoring significantly higher on psychopathy ($p < .01$), Machiavellianism ($p < .01$) and the Dark Triad composite ($p < .01$) compared to female professionals. No sex differences were noted in the narcissism (p = .132).

Further, no differences were noted between professionals with below 10 years' experience and professionals with above 10 years' experience holder on the all Dark Triad traits, such as psychopathy (p = .858), narcissism (p = .55), Machiavellianism (p = .947), and the Dark Triad composite (p = .282).

Further, the stepwise multiple regression analysis was performed to assess if the professions, gender of professionals and professional experience to predict the Dark Triad among different professionals. The results are shown in table 3.

Table 5: Stepwise multiple linear regression analysis of Dark Triad composite score (N=249)

Predictor Variables	R^2	Adj. R^2	R^2/change	F	p	β	t	p
Model	.129	.122		18.251	<.001			
Gender			.072			-4.695	-4.608**	<.001
Professions			.057			-1.211	-4.016**	<.001

*-p< .05, **-p<.01

A multiple regression was carried out to investigate whether gender and professions could significantly predict participants (249) the Dark Triad scores, using the stepwise method. The results of the regression indicated that the model explained 12.9% of the variance and that the model was a significant predictor of the Dark Triad traits, $F_{(2,246)} = 18.251$, $p<.001$. Two predictors were entered into the model: gender as male and female ($β = -4.695$, t = -4.608, <.001) and professionals working in the different professions ($β = -1.211$, t = -4.016, <.001) were significant negative associated with the Dark Triad traits. One other predictor variable (profession experience) was excluded from the model.

DISCUSSION

Several prior researches have shown that people with certain personality types are better suited to certain professions (Tett, et. al., 1991) or that certain jobs are more attract to people with certain personality types (Holland, 1997; Houston, et al., 2015; Barrick et al., 2003; Schneider, McLarnon, & Carswell, 2017). These research findings highlight the relationship between personality traits and job preference or profession choices. It is examined in the present study the levels of the Dark Triad traits among professionals working in different professions and how the Dark Triad traits might be related to professions to predict the Dark Triad traits in different professionals.

Findings of the present study are consistent with previous research findings that the Dark Triad traits are more prevalent in professionals who working in business-oriented or administration oriented (power oriented) professions like law, business, commerce, management (Jonason et al., 2014; Krick et al., 2016; Schneider et al., 2017) politics (Baloch et al., 2017), accounting (Kowalski et al., 2017; Schneider et al., 2017; D'Souza, &

Lima, 2018; Marcal, Carvalho, Bufoni & Cruz, 2018) etc. as compared to helping professions like teachers (Copkova, 2022; Copkova, 2021), and doctors (Bratek et al., 2015). In overall, latest researches provided new detail about job preferences associated with the Dark Triad traits (Schemer et al., 2017; Sutin et al., 2009; Abele & Spurk, 2009; Prusik & Szulawski, 2019; O'Boyle, Forsyth, Banks, & McDaniel, 2012; Kowalski et al., 2017; Schneider et al., 2017; D'Souza, & Lima, 2018; Marcal, Carvalho, Bufoni & Cruz, 2018), support the present research findings. These findings suggest that each trait may have unique motivational patterns that leading those high on psychopathy to work in jobs where they do not require interaction with others and have little supervision; to choose jobs that are high on narcissism, which facilitate social approval and admiration for those very dear to them (Ruskin & Terry, 1988); and those who are Machiavellian oriented tend to avoid jobs that are unlikely to lead to high positions.

When examined gender differences in the Dark Triad traits, it was found that male professionals higher on the Dark Triad traits than female professionals. In contrast to some recent work (Carter, Campbell, & Muncer, 2014), but consistent with other works (Jonason & Webster, 2010; Jonason et al., 2009), it is found gender differences in the Dark Triad traits. In addition, the Dark Triad traits may be associated with particular mindsets develop by socio-cultural factors, those men and women that lead to different occupational interests (Goddard et al., 1999; Rounds et al., 2010). This suggests that behind sex differences in professional interests, and actual job-choice, there may be associated with personality traits such as the Dark Triad traits. That is, in addition to possible socio-cultural and developmental factors associated with inequalities in the workplace, individuals may have inner qualities (personality) that are associated with gender-differences in the workplace.

The present study also examined whether the Dark Triad traits differed according to professional experience. However, according to professional experience there was no found significant difference on the Dark Triad traits. Nonetheless, these findings did not support previous research findings (Akers et al., 2014; Newton, 2015; Lenkov et al., 2018).

CONCLUSIONS

The present research is done to find the Dark Triad among professionals and to show gender and experience differences in the Dark Triad traits. Also, the aim of this research was to investigate whether Dark Triad can be a predictor of career choice. The research revealed that the Dark Triad trait is more prevalent in male who choose certain professions. The Dark Triad trait is more common especially in leaders, advocates and administrative officers than teachers, doctors and police. Gender differences were found on the Dark Triad traits and Dark Triad composite, except narcissism. Overall, the Dark Triad traits were found to be more prevalent in male professionals than female professionals. However, such differences have not been observed between professionals with less than ten years of experience and professionals with more than ten years of experience. Further, result revealed also that professions and gender are significant predictors of the Dark Triad traits.

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