

Superiority Complex Towards Subordinates in the Working Environment

Pramod J.P.¹, Vanita Malewar^{2*}, Sri Charitha I.³, Bhuvaneshwari K.⁴

ABSTRACT

A superiority complex is a way of behaving where an individual feels they are better than others. He brings about a feeling of prevalence in the working environment. This complex is a mental problem that highlights one's self-image, causing a deceptive conviction that they are superior to other people. Side effects of an inferiority complex include high confidence, overstated claims, regard for appearance, mental self-view of being prevalent, not being ready to pay attention to other people, overcompensation for specific components of life, state of mood swings, and a hidden identity worth and inadequacy. The reason for a superiority complex is indistinct, yet it could be because of numerous blunders or disappointments, prompting serious insecurities. Working with somebody with a superiority complex can make life troublesome, as they might foster a pompous mentality, prompting burnout. Furthermore, they might have a penchant for self-absorption, accepting that others are mentally, socially, financially, and monetarily sub-par compared to them. The present paper is an insight into the deeper understanding of people with superiority complexes towards subordinates in the work environment.

Keywords: *Superiority Complex, Manifestation, Self-/Worth, Deceptive*

The elements inside a workspace are many times complex, and molded by a horde of characters and perspectives. One such peculiarity that can essentially influence work environment concordance is the prevalence mind mind-boggling, a conduct quality wherein an individual sees themselves as innately better than others. This paper investigates the signs of the superiority complex in different expert settings, in workplaces as we research the explanations for the improvement of this complex, its mental underpinnings, and the difficult side effects that describe it. The paper reveals insight into the convergence of the superiority complex with the idea of self-image, investigating how an expanded identity worth can add to a mutilated impression of one's capacities and job in the work environment.

¹Assistant Professor, Stanley College of Engineering and Technology, Affiliated to Osmania University, Hyderabad, Telangana, India

²Researcher, Osmania University, Hyderabad, Telangana, India

³B.Tech, First Year Student, Stanley College of Engineering and Technology, Affiliated to Osmania University, Hyderabad, Telangana, India

⁴B.Tech, First Year Student, Stanley College of Engineering and Technology, Affiliated to Osmania University, Hyderabad, Telangana, India

*Corresponding Author

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The peculiarity of superiority complex can present difficulties in different professional environments. Overseeing people with a prevalence complex requires a nuanced comprehension of the basic mental elements. The present paper investigates key bits of knowledge and methodologies for successfully managing and moderating the effect of the superiority complex.

REVIEW OF LITERATURE

Superiority Complex

Superiority complex and the study of attitudinal walls to tutoring at the sodalities in Thiruchirappai were delved by Arul et al. (2017). Adler (1964) reported on the connection between Superiority and social interest. Monteiro et al. (2023) reviewed the impact of plant culture on the well-being of workers. Ayim Aboagye et al. (2012) studied the abecedarian theorem of the proposition of the Superiority Complex. Derin and Ekrem (2023) delved into the Inferiority and Superiority Complex Examination in Terms of Gender, Birth Order and Cerebral Symptoms. Simmel (1896) worked on Superiority and submission as the subject matter of Sociology. Jablin (1979) delved the Superior -inferior communication. Yammarino and Dubinsky (1992) reported Superior-Subordinate connections in multiple situations of the Analysis Approach. The literature check gives sapience into the superiority complex and inferiors in the plant which has numerous consequences. still, the plant demands quality affairs related to the organizational pretensions. It's then that experimenters have delved into the relations and communication between leaders and inferiors to achieve both organizational and individual pretensions. Superiority complexes towards inferiors at the plant hamper the performance of the individualities and it also hampers the organisational pretensions. thus, a deeper thematic understanding of the superiority complex towards inferiors at the plant has been done in the present study.

Superiority Complex

A "Superiority complex" denotes when an individual believes they are superior to every other person. A worker experiencing a superiority complex feels that they are the most superior individual in the workplace. Besides, people experiencing a superiority complex could assume that their abilities and accomplishments are greater than those of others.

Reasons behind the superiority complex:

Profound insecurities might be the reason for the prevalence of superiority complexes. Alfred Birch made sense of this sort of complex, saying that a prevalence complex is the body's approach to fighting off considerations of deficiency in his compositions. People who have this particular complex regularly emit a quality of predominance radiating over others around them. However, it is a method for concealing insecurities. Individuals describe the prevalence of inferiority complex victims as narcissistic. A superiority complex is an undesirable way for a person with a superiority complex to adapt to feelings of inadequacy. At the end of the day, prevalence complex is the overcompensation of feelings of inadequacy and essentially has the capability of concealing feelings of inadequacy (Adler, 1932). The superiority complex is created in people who accept that they can't show themselves on the positive side of life and who are unequipped to tackle the issues they experience in compelling ways (Adler, 1945; 1956). People attempt to adapt to their feelings of inadequacy by accepting that they are more skilled/adequate than others (Adler, 1952). What's more, people who experience extreme predominance complex are unequipped for things like philanthropic ways of behaving, kindness, and correspondence in companionships (Darmstadter, 1949). People are frequently exposed to exclusionary responses at gatherings because of these ways of behaving (Steffenhagen, 1978). It is accounted that people with a

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superiority complex have an expanded propensity to join unlawful gatherings and be awful to those they make due (Ayim Aboagye et al., 2018).

Symptoms of a superiority complex

1. High level of confidence.
2. Overstated claims not upheld by the real world.
3. Focus on appearance.
4. Thinking very highly of oneself.
5. Mental self-view of being definitive and superior.
6. Not able to pay attention to what others need to say.
7. Overcompensation for specific components of life.
8. State of mind swings, frequently resisting others.
9. A fundamental identity of worth and inferiority.

Causes of superiority complex:

People having a superiority complex foster a feeling of predominance when compared to others. It could initiate when an individual attempts to accomplish a destined task but fizzles to do so. They, then think out how to manage the stress and tension of disappointment by professing to be ready to get through and accept it. Feeling shielded from your mix-ups in this manner might lead to remaking them later. They prepare how to get away from deep-seated insecurities by exaggerating and blustering to be greater over others. To everyone around them, their way of behaving can be seen as proud and egocentric. These behaviours can start at an early age. Youngsters plan out how to envelop their shortcomings as they try to adapt to difficulties and transform. Thus, a superiority complex might be created. It can likewise happen sometime down the road. As teens and grown-ups, there are multiple ways to try out new dealings with new individuals. The ability to adapt to these circumstances can lead individuals to foster a feeling of superiority over controlling their hardship.

Superiority complex and ego:

- A superiority complex is a psychological disorder that elevates one's ego. People who exhibit symptoms of a superiority complex delusively believe that they are better than others.
- A person's ego is their sense of worth. For example, if someone has a big ego, they think they are very valuable. When a person has a huge ego; he would never convey that he is not right.

Signs of superiority complex:

1. **Responsibility:** People who project an air of superiority cannot take responsibility for their mistakes, as this would contradict their false identity.
2. **Conceal:** When a person is not satisfied with who they are, they tend to conceal a "perfect" replica of themselves. They would exhibit the version which they think is liked by all.
3. **Mistakes:** A person with a superiority complex would not do this because it would ruin the illusion of perfection. An example is an employee who refuses to admit wrongdoing on a project or assignment. Admitting your mistakes means realizing that you are not perfect. They even blame others - or their bosses - to avoid responsibility.
4. **Validation:** They constantly seek validation. A person with a superiority complex gets their self-esteem from external sources. They feel worthy if others similarly treat them.

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5. **Dissatisfied:** If a validating comment is not helping them, they would wish to want more validating statements from others, as they would not be satisfied with themselves for too long.

Handling and knowing individuals with a sense of superiority:

1. People who project an air of superiority cannot take responsibility for their mistakes, as this would contradict their false identity.
2. When a person does not feel at peace or satisfied with who they are, they tend to hide behind a “perfect” replica of themselves. This version is what they think everyone will love.
3. Admitting your mistakes means realizing that you are not perfect. A person with a superiority complex would not do this because it would ruin the illusion of perfection. An example is an employee who refuses to admit wrongdoing on a project or assignment. They even blame others - or their bosses - to avoid responsibility.
4. They constantly seek validation. A person with a superiority complex attribute their self-esteem to external sources. They will only feel worthy or good enough if others see them the same way.
5. Unfortunately, a validating comment won't help them move on. They will want more, because they will not be satisfied with themselves for too long.

Handling people with a superiority complex:

At the workplace, if one is working on a task, he needs to plan out what is to be done during the meeting. Then setting an agenda so that there would be less risk of going off the topic and falling behind. If the co-workers tend to approach and tell about their magnanimity, close the conversation. When they continue, be assertive and set clear boundaries. Working with colleagues who have a superiority complex can make one's life a nightmare. However, one need not panic and can try to focus on their work. Keeping a clear mind and limiting one's time with the “people having superiority complex’ in the office can help in safeguarding their energy.

Treatment for Superiority Complex:

- **Treatment:** There is no standard treatment for a predominance complex. However, clinical experts and therapists can give a certain amount of "treatment."
- **Conversation Therapy:** A typical treatment for this complex is therapy related to talking. During these one-on-one discussions, an analyst or advisor can assist with appropriately evaluating your predicament. Like that, you can make a better reaction.
- **CBT Therapy** (Cognitive-Behavioural therapy) helps people to recognise and test negative ideas examples and ways of behaving. It can assist people with a superiority complex in investigating and changing useless convictions about themselves as well as other people.
- **MBCT Therapy** (Mindfulness-based cognitive therapy) helps address patterns of thought associated with superiority. Practices such as mindfulness meditation can help individuals become more aware of their thoughts and emotions, fostering self-reflection and emotional regulation.
- **Group Therapy: Participation** in group therapy allows individuals to interact with others who may share similar challenges. Group dynamics provide opportunities for interpersonal feedback and learning new ways of relating to others.

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- **Emotional Intelligence (EI):** Developing emotional intelligence(EI) can help people having a superiority complex to understand themselves and regulate their own emotions, as well as have empathy with others' emotions.
- **Evaluation:** In some cases, a comprehensive psychiatric evaluation may be necessary to assess whether there are underlying mental health conditions that contribute to the superiority complex. Medication may be considered if symptoms are associated with conditions such as depression, anxiety or other mood disorders.
- **Family therapy:** With the members and their relationships within the family contributing to the development of a superiority complex, family therapy may be beneficial. This approach explores and helps with the patterns of the relation and communication styles.
- **Psychoeducation:** Psychoeducation helps individuals to ponder their patterns and encourages a willingness to change. Providing individuals with information about their behaviours and their effect on others can be an aspect of their treatment.

CONCLUSION

The literature underscores the importance of a multifaceted approach to managing the superiority complex. By combining recognition, clear communication, a supportive work environment, leadership development, self-reflection, feedback mechanisms, and a growth mindset, organizations can create conditions that promote healthy collaboration and mitigate the negative impact of superiority complex on team dynamics.

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Conflict of Interest

The authors declared no conflict of interest.

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