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Distinguishing the Dark Triad: Evidence from the Five-Factor Model and the Hogan Development Survey

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ABSTRACT

The Dark Triad consists of Narcissism, Machiavellianism, and Psychopathy. The aim was to add to the evidence for their differential validity. A battery including the Hogan Development Survey, the IPIP Big 5 and measures of Empathy, Aggression and the Dark Triad was administered to 241 undergraduate psychology participants at an Australian university. Multivariate regression indicated that the Dark Triad shared significant predictors and the Five Factor Model facets failed to clearly distinguish between them. The results of a principal components analysis indicated considerable overlap among the constructs. Overall, limited evidence for the differential construct validity of the Dark Triad of personality was found. Implications for the psychometric properties of some dominant paradigms in personality research, and applications in organisational settings, are discussed.

KEYWORDS

Dark Triad; Five-Factor Model; Hogan Development Survey; Construct Validity

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