

# Snakes in Suits: When Psychopaths Go to Work

To Download this book in many format Visit :

<https://wocoentala.org/source1/e98c9b60ace405efcf5607b1aa842c4d>

---

Revised and updated with the latest scientific research and updated case studies, the business classic that offers a revealing look at psychopaths in the workplace-how to spot their destructive behavior and stop them from creating chaos in the modern corporate organization.

Over the past decade, *Snakes in Suits* has become the definitive book on how to discover and defend yourself against psychopaths in the office. Now, Dr. Paul Babiak and Dr. Robert D. Hare return with a revised and updated edition of their essential guide.

All of us at some point have-or will-come into contact with psychopathic individuals. The danger they present may not be readily apparent because of their ability to charm, deceive, and manipulate. Although not necessarily criminal, their self-serving nature frequently is destructive to the organizations that employ them. So how can we protect ourselves and our organizations in a business climate that offers the perfect conditions for psychopaths to thrive?

In *Snakes in Suits*, Hare, an expert on the scientific study of psychopathy, and Babiak, an industrial and organizational psychologist and a leading authority on the corporate psychopath, examine the role of psychopaths in modern corporations and provide the tools employers can use to avoid and deal with them. Together, they have developed the B-Scan 360, a research tool designed specifically for business professionals.

Dr. Babiak and Dr. Hare reveal the secret lives of psychopaths, explain the ways in which they manipulate and deceive, and help you to see through their games. The rapid pace of today's corporate environment provides the perfect breeding ground for these "snakes in suits" and this newly revised and updated classic gives you the insight, information, and power to protect yourself and your company before it's too late.

Let's say you're about to hire somebody for a position in your company. Your corporation wants someone who's fearless, charismatic, and full of new ideas. Candidate X is charming, smart, and has all the right answers to your questions. Problem solved, right? Maybe not.

We'd like to think that if we met someone who was completely without conscience -- someone who was capable of doing anything at all if it served his or her purposes -- we would recognize it. In popular culture, the image of the psychopath is of someone like Hannibal Lecter or the BTK Killer. But in reality, many psychopaths just want money, or power, or fame, or simply a nice car. Where do these psychopaths go? Often, it's to the corporate world.

Researchers Paul Babiak and Robert Hare have long studied psychopaths. Hare, the author of *Without Conscience*, is a world-renowned expert on psychopathy, and Babiak is an industrial-organizational psychologist. Recently the two came together to study how psychopaths operate in corporations, and the results were surprising. They found that it's exactly the modern, open, more flexible corporate world, in which high risks can equal high

profits, that attracts psychopaths. They may enter as rising stars and corporate saviors, but all too soon they're abusing the trust of colleagues, manipulating supervisors, and leaving the workplace in shambles.

Snakes in Suits is a compelling, frightening, and scientifically sound look at exactly how psychopaths work in the corporate environment: what kind of companies attract them, how they negotiate the hiring process, and how they function day by day. You'll learn how they apply their "instinctive" manipulation techniques -- assessing potential targets, controlling influential victims, and abandoning those no longer useful -- to business processes such as hiring, political command and control, and executive succession, all while hiding within the corporate culture. It's a must read for anyone in the business world, because whatever level you're at, you'll learn the subtle warning signs of psychopathic behavior and be able to protect yourself and your company -- before it's too late.

Paul Babiak, Ph.D. is a New York-based industrial and organizational psychologist, and president of HRBackOffice, an executive coaching and consulting firm specializing in helping executives deal with possible psychopaths hiding within their organizations. He and his collaborators have conducted some of the most influential original research on corporate psychopaths. His work has been featured in newspapers, business magazines, and documentaries and he has been a guest on many radio and television talk shows. His clients have included executives in business, academia, law enforcement, government, insurance, medicine, marketing, finance and intelligence and he speaks about the corporate psychopath at professional conferences and business meetings. Paul is vice president of the Aftermath: Surviving Psychopathy Foundation, a non-profit organization providing information and support for victims of psychopathy.

Robert D. Hare, Ph.D., is the author of Without Conscience and the creator of the standard tool for diagnosing psychopathy. He is an emeritus professor of psychology at the University of British Columbia, and president of Darkstone Research Group, a forensic research and consulting firm. He has won numerous awards for his research, lectures widely on psychopathy, and consults with law enforcement organizations, including the FBI. He lives in Vancouver, British Columbia, with his wife.

#### Other Books

The Emerald Handbook of Work, Workplaces and Disruptive Issues in HRM, The Emerald Handbook of Work, Workplaces, and Disruptive Issues in HRM considers the way work, employment and people is being managed across the globe, using a multidisciplinary range of voices to illustrate just how fundamental recent developments will be in reshaping work and employment.

?. ?. ?. ?. ?. Snakes in Suits : When Psychopaths Go to Work , New York, NY, Regan Books. Babiak, P. and O'Toole, M. 2012. The corporate psychopath, FBI Law Enforcement Bulletin, November 7-11. Back, M., Schmukle, S. and Egloff, B. 2010."