Work and alcohol addiction among sports coaches within the context of psychopathy

Agnieszka Wojtowicz, Ph.D.[1], Marlena Banasik, Ph.D.[2], Małgorzata Lipowska, M.A.[3], Łukasz Żbik, M.A.[4]

[1] Department of Psychology, Faculty of Physical Education and Sport, University of Physical Education (AWF) in Kraków
[2] Faculty of Psychology, SWPS University in Katowice
[3] in Physical Education
[4] in Physical Education

Summary

Excessive involvement in work, or workaholism, is classified as obsessive-compulsive disorder, which is included in the group of anxiety disorders. It is indicated that workaholism is associated with forcing oneself to work, lack of control over work-related habits, which may lead to neglecting main life activities (Łuczak, 2009; Rowicka, 2015). Due to increasing tension, anxiety, depressed mood and difficulties in interpersonal relationships, people who are excessively involved in their work are at an increased risk of becoming addicted to psychoactive substances. Thanks to stimulants, they are able to reduce increasing psychological discomfort in a short time, but in the long run –they fall victim to addiction. Attention should be especially paid to the group of people who are described as highly functioning alcoholics, i.e. people who are generally perceived as resourceful, independent and organised. The aim of the study was to check whether the relationship between alcohol abuse and workaholism in sports coaches is modified by their level of psychopathic traits. In thestudy, 96 individual and team sports coaches (M_{age} = 31.85±10.56) with experience from 1 to 42 years (M_{exp} = 8.66±8.51) were examined. The Audit (alcoholism), TriPM (psychopathy) andWorkBAT (workaholism) tests were used. The conducted moderation analyses showed that the relationship between alcohol consumption and job satisfaction changes with the increase in the level of 2 features of psychopathy - boldness (Beta=-0.28; *t*=-2.69; *p*=0.009) and disinhibition (Beta=0.21; *t*=2.12; *p*=0.037). In coaches with a high level of disinhibition, along with the increase in work enjoyment, the use of alcohol increases, while in the case of people with a high level of boldness, the higher the level of work enjoyment, the lower the consumption of alcohol. It was also found that with the increase in boldness, the relationship between alcohol use and excessive involvement in work changes (Beta=-0.28; *t*=-2.58; *p*=0.012). For people with a high level of boldness, the more they are involved in work and the less they are prone to alcoholism.

Among the studied sportscoaches, psychopathic traits constituted a moderator of the relationship between alcohol abuse and workaholism. A high level of boldness can be a protective factor against the risk of heavy drinking, while a high level of disinhibition increases this risk, especially among those whose workaholism is associated with high work enjoyment.

Introduction

Due to the constantly increasing commercialisation of sport, organisations focused on sport now function as enterprises. Phenomena such as emphasis on quick and visible successes, high efficiency, strong commitment in performing professional duties, often at the expense of other areas of life or related to previous, risky alcohol consumption, as a result of high pressure or organisational lifestyle, are increasingly affecting the world of sport. Researchers are interested in various levels of sports organisation, ranging from athletes to managerial staff.

Psychopathic personality disorder in a non-criminal, so-called industrial form, which occurs three times more often among people employed in an organisation than in the general population. In the process of operationalisation of the concept of industrial psychopathy, researchers most often refer to the population of people employed at corporations. Acorporate psychopath's behavioural model and the characteristics of his/her leadership behaviour were determined in this way. Here, we are talking about people who prefer positions that require leadership. It is highly probable that among the group of sports trainers, one can find practices characteristic for senior managers resulting from a similar structure of personality.

Psychopathy–the triarchic model by Patrick, Fowles and Krueger (2009)

The issue of non-criminal or industrial form ofpsychopathic personality disorder (PPD) is increasingly being described in literature on the subject. To date, the main concentration of researchers and practitioners has been directed towards the description and diagnosis of PPD in clinical and forensic groups. However, even in

the classic descriptions of psychopathy, references to this type of personality can be found in the non-clinical population. Estimates of the prevalence of psychopathy indicate that clinical psychopaths make up less than 1%, while non-clinical psychopaths account for 5, up to even 15% of the general population (LeBreton, Binning &Adorno, 2006). Research conducted after 2005 (e.g. Boddy et al., 2015; Babiak & Hare, 2006; Pilch et al., 2015) suggestthat people with a set of psychopathic traits can be successful in their professional fields. Unfortunately, successes achieved by well-adapted psychopaths are usually associated with the abuse of others, often loved ones (cf. Groth, 2011). On the one hand, they are described by employees and superiors as charismatic leaders, on the other - they lack a sense of responsibility, they exert pressure on others, which undoubtedly negatively affects their colleagues (Groth, 2011). Data indicate that psychopathic features of superiors are negatively correlatedwith satisfaction of employees from work (Babiak, Neumann & Hare, 2010). Psychopathic bosses are credited with high communication skills and low performance. Corporate psychopathy is significantly and positively correlated with the desire to leave work and negatively correlated with employee job satisfaction (Babiak, Neumann & Hare, 2010; Mathieu, et al., 2012; Mathieu, Neumann & Hare, 2014; Mathieu & Babiak, 2016).

In order to understand psychopathy both in its criminal and non-clinical forms, among successful people and those with social failures, Patrick, Fowles and Krueger (2009) presented a triarchic concept, describing psychopathy as a configuration of 3constructs: disinhibition, boldness and meanness.

Disinhibition is manifested by difficulties in self-control, postponing gratification, as well as being impulsive (Pilch et al., 2015). It positively correlates with narcissism, the search for sensations, pleasure and neuroticism, while it is negatively associated with diligence and agreeableness (Stanley, Wygant & Sellbom, 2013; Sellbom & Phillips, 2013; Drislane, Patrick & Arsal, 2013; Poy, et al., 2014). The dimension of meanness is associated with the criminal manifestation of psychopathy, and can be seen, among others, in cruelty, lack of empathy, aggressive relationships as well as destructive behaviours (Patrick, Fowles& Krueger, 2009). It is associated with Machiavellianism, insensitivity, seeking sensations and lack of empathy (Stanley, Wygant & Sellbom, 2013; Sellbom & Phillips, 2013). Lack of fear among people with a psychopathic personality may be manifested by meanness, but another form is also possible, which is associated with positive psychological adaptation, i.e. boldness (Patrick, Fowles & Krueger, 2009), which is manifested in the pursuit of domination and confidence regarding social situations, as well as high resistance to stress (Pilch et al., 2015). It correlates with extroversion, openness to experiences while negatively correlating with neuroticism (Poy et al., 2014).

Due to the possible differentiation in the severity of each of the three dimensions (boldness, disinhibition and meanness), psychopathy can manifest itself in different ways, for example, as a charismatic type (Pilch et al., 2015), revealing problems in relationships resulting from impulsiveness (high level of disinhibition and boldness), as the aggressive, anti-social, insensitive type (disinhibition and meanness are at high levels), as well as the subclinical type of a "successful" psychopath (low disinhibition, high boldness), as well astypes associated with other configurations (cf. Hall, 2009).

Currently, measurementsconcerning the severity of psychopathic traits have rarely been carried out among the population of athletes and sports coaches. However, it seems that the described trend may change in the near future. It is being increasingly pointed out in the subject-literature that the features comprising the so-called dark triad (Narcissism, Machiavellianism and Psychopathy), widely recognised as socially disadvantageous, in certain environments, especially in groups of individuals exposed to high stress or in conditions of intense competition, may be considered adaptive (see Paulhus& Williams, 2002; Cruickshank & Collins 2015). The increasing commercialisation of the world of sports also means that researchers' findings on so-called corporate psychopathy turn out to be used in explaining the rules of group management in sports. In one of the few existing studies, Strout and Carter (2015) showed that people who practice competitive sports have higher results for the dark triad than people who do not perform them. In the analyses conducted by Ueno, Shimotsukasa, Suyama and Oshio (2017), it has been demonstratedthat the adaptive nature of the dark triad's features is most evident in high-intensity games such as football, badminton and baseball. The researched athletes representing these disciplines did indeed show high results regarding subclinical psychopathy, Machiavellianism and narcissism. Behaviours such as the use of doping or unlawful foul play, correlate, according to researchers, with the severity of dark triad traits (Ueno et al. 2017). The results of a study by Matosic, Ntoumanis, Boardley and Sedikides (2018), among trainers from various sports disciplines, indicate, however, that the high intensity of the maladaptive form of narcissism allows predicting controlling behaviour in coaches. Similarly, analyses by Matosic, Ntoumanis, Boardley, Sedikides, Stewart and Chatzisarantis (2017), confirmed that highly narcissistic coachesare more likely to engage in control, aggression and hostility-based behaviours. Actions that exploit (use) subordinates are facilitated by their lack of emotional empathy (specifically empathic care). Most importantly, athletes trained by highly narcissistic coaches experience less satisfaction for sport than those led by non-narcissistic leaders (Matosic et al., 2017). In an analysis by Matosic et al. (2017), anegative correlation was shown between work values and the presence of dark personality characteristics. The described empirical evidence is in line with the findings obtained by corporate psychopathy researchers, such as: Mathieu, Neumann and Hare (2014), and Mathieu and Babiak (2016), cited above.

Excessive involvement in workand excessive alcohol consumption

Despite the growing scientific evidence of addiction to work (commonly called workaholism), it is still not included as a diagnostic unit in DSM-V. Despite the lack of clear diagnostic criteria, excessive involvement in work is often treated as a mental disorder in psychological literature. Excessive involvement in work exhibits certain features similar to obsessive-compulsive disorder;. It is also indicated that workaholic tendencies are associated with forcing oneself to work, lack of control over work-related habits, which may lead to neglect of major life activities (Łuczak, 2009; Rowicka, 2015) and ageneral health breakdown. It seems thatworkaholism should be considered on the health–illness continuum (Malinowska, Tokarz, 2014).

For organisational psychology purposes, work addiction is diagnosed on the basis of2factors, obsessions and compulsions. The first of themcomesdown to recurrent and persistent thoughts and impulses, which are treated as undesirable elements by the addicted person. Compulsion is the consequence of intrusive thoughts and consists in the occurrence of repetitive activities, also perceived as persistent and unwanted (Malinowska, 2014). On the basis of their study, Malinowska and Tokarz (2014) also suggested that there are functional and dysfunctional types of workaholics.

Focusing life mainly around professional work can cause addicts to gradually isolate themselves from society. The time that could be spent on entertainment and recreation is treated by them as time unused in a proper way, which leads to the deterioration of intimate relationships and social life, and even to their complete loss.

People overly involved in work live in a constant race, they are constantly under stress. Work is their motivator, the reason for their high performance. However, they require the same approach from their subordinates and colleagues, which makes them critical of people who do not work in the same manner as themselves. For this reason, workaholics like to surround themselves with people alike them, who share the same unrealistic work standards (Mieścicka, 2006).

However, symptoms of workaholism include characteristics such as:

– compulsion to work, time spent thinking about work (cognitive components),
– imbalance between work and private life in action, time spent on work (behavioural components),
– job satisfaction (emotional component) (Malinowska, 2014; Malinowska & Tokarz, 2014).

Work addiction causes extensive damage - physical (e.g. cardiovascular and/or peptic ulcer diseases, sleep disorders), mental (e.g. anxiety, mood swings, depressive states) and social (e.g. problems with intimate relationships, less participation in social life).

Due to increasing tension, anxiety, depressed mood and difficulties in interpersonal relationships, people overly involved in work may have defence mechanisms that will only lead to seeming improvement in functioning, and will ultimately be associated with the creation of another difficulty, e.g. addiction to psychoactive substances. Thanks to stimulants, a person quickly reduces tension and eliminates mental discomfort, but in the long run – they fall into addiction.

Particular attention should be paid to the group of people who are referred to as Highly Functioning Alcoholics (HFA). These people contradict the stereotypical image of anexcessively drinking person. They are professionally successful, their careers develop dynamically, and their earnings are above average, they can be physically active people. They often have families that seem perfect, they are resourceful, independent and well-organised. All this means that the problem of addiction can often be ignored or overlooked. All the more so because it is easy to justify frequent alcohol consumption (work-related stress, excess of duties and the need to relax). In some occupational groups, the incidence of HFA is higher than average. These are professions associated with a lot of stress and responsibility, including, for example, lawyers, doctors, firemen and corporate employees. People performing the above-mentioned professions often try to get rid of tension and nervousness through alcohol. It is worth noting that in the above mentionedprofessions, many of these people are regarded as workaholics.

Nowadays, the profession of a sports coach is also exposed to constant stress. Modern sport is focused on achieving the best results and rarely allows for relaxed development of players. This is especially visible among football coaches who are exposed to constant pressure from club managers and the supporters of a club. Herzig (2004), writing about the loads put on a modern coach, divides them into macro and micro. At the macro level, social expectations of the trainer are seperated. Both the unions, sports clubs, players and parents of young athletes expect the coach to extract full potential from each player or team. Herzig (2004) describes the micro scale as a burden arising from training reality, i.e. the need to keep training records and make decisions, conflicts arising from the need to assess commitment, the current disposition of a player, as well as assessment of the difference between the coach and player, the need to care for the right atmosphere within the team and good relations with other members of the club and board. The micro scale is also associated with expectations that arise during the start, including the already mentioned pressure on the result. Trainers working for many days outside their place of residence, deprived of everyday contact with their families, are less able to distinguish the time spent on professional work and personal life. This can lead to symptoms of excessive involvement in work, high pressure, and the need to cope with constant stress may result in the use of non-adaptive coping methods, such as alcohol consumption.

Study aim and research hypotheses

The aim of the study was to check whether the relationship between alcohol abuse and workaholism among sports trainers is modified by the level of psychopathic traits. It was assumed that a high level of boldness, associated with high resistance to stress, has an inhibitory effect on the relationship between workaholism and excessive alcohol consumption, while a high level of disinhibition and meanness, strengthens it due to links with impulsiveness, the inability to defer gratification and to undertake risky behaviours. It was also assumed that in the examined group of sports coaches, the dimension of boldness is at a significantly higher level than disinhibition and meanness, i.e. they represent a type of subclinical psychopathy, without any features indicating possible illegal activities.

Tested subjects

The study included 96 individual and team sports coaches, 70 men and 26 women (mean age = 31.85±10.56 years). Work experience ranged from 1 to 42 years (mean = 8.66±8.51).

Research tools

To measure workaholism, the Polish version of the WorkBAT scale was used (Spence & Robbins, 1992), created by Malinowska, Tokarz and Gad (2010), consisting of 15 statements that should be addressed on a 5-point scale. Individual positions are part of 3 dimensions: work involvement, feeling driven to work and work enjoyment.

In order to evaluate psychopathy, the Polish adaptation of the TriPM scale was used, i.e. the TriPM-41 test by Pilch and colleagues (2015), which measures 3 dimensions of psychopathy: boldness, disinhibition and meanness. The overall score is a measure of psychopathy from a non-clinical and non-critical approach. The scale consists of 41 statements, which should be addressed on a 4-point scale (0 – false : 3 - true).

For measuring excessive alcohol consumption - the AUDIT C test or the Alcohol Use Disorders Identification Test (AUDIT) screening tool developed by WHO (1989, Polish version IOGT-ADIC, 1994)wereused, aimed at detecting risky and harmful drinking in primary care clinics. It consists of 10 alcohol interview questions, to which the respondent answers on a 5-point scale from 0 - "never" to 4 - "every day or almost every day".

Procedures

Research was carried out from April to May 2019. The respondents filled in the electronic or paper versions of the questionnaires without time constraints. This was done in order to maximise the chance of obtaining true answers in the absence of the respondents. Due to the greater sense of anonymity in the electronic version of the questionnaires (online survey), more than half of the data was obtained in this way. To increase the anonymity of the people filling out the paper version, the questionnaires were collectively grouped and gathered.

Statistical analyses

Calculations were carried out using the IBM SPSS 21 programme with J.T. Newsom's macro. Analysis of basic descriptive statistics (means, deviations) of the quantitative variables was performed. To determine sex-related differences and diversityin the level of professional experience, the*t*-test was used. To determine the relationship between the dimensions of psychopathy, workaholism and the level of alcohol use, correlation and moderation analyses with simple slopes were used. Moderation occurs when the effect of an independent variable on a dependent onevaries depending on the level ofthe third variable, called the moderator, which interacts with the independent variable (Baronn& Kenny, 1986). The moderator variables were standardised and then divided into 3levels: low (below 1, standard deviation), medium (±1, standard deviation), high (above 1, standard deviation). The significance level of $\alpha = 0.05$ was adopted.

Results

Analysis of the level of tested variables

In Table 1, basic descriptive statistics of the tested variables are presented. The means represent the results divided by the number of questions from each of the scales so that they can be referred to the point values of the answers in a given questionnaire and be compared with each other. In the case of the questionnaire measuring psychopathy (TriPM), the respondents answered on a scale from 0 to 3, in the alcoholism questionnaire (Audit C) from 0 to 4, in the workaholism questionnaire (WorkBAT) - from 1 to 5.

It was observed that the dimensions of psychopathy are at different levels in the studied group ($F_{2,.190}=529.79$; $p<0.001$),) in a way that corresponds to the previously described successful subclinical type of psychopathy, in which we deal with a high level of boldness but with a low level of disinhibition and meanness. It was also observed that in the case of workaholism components, one may speak of a non-harmonised arrangement ($F_{2.190}=13.80$; $p<0.001$), with work enjoyment at the lowest level, while work involvement and feeling driven to work were at similar levels. It is also worth noting that the average level of alcoholism was low, however, taking the ranges indicating a certain level of alcohol use into account, 25% of people with an increasing and high risk of addiction were identified in the study group.

Table 1. Descriptive statistics of the tested quantitative variables

	n	Mean	Minimum	Maximum	Std. dev.
Boldness	96	1.99	0.93	2.93	0.40
Disinhibition	96	0.51	0.06	1.81	0.33
Meanness	96	0.60	0.00	1.70	0.42
Psychopathy	96	1.08	0.54	1.73	0.24
Work involvement	96	0.57	0.00	2.10	0.46
Feeling driven to work	96	2.73	1.33	4.67	0.67
Work enjoyment	96	2.78	1.00	5.00	0.87
Excessive alcohol consumption	96	2.40	1.00	4.63	0.82

Table 2. Sex-relateddifferences

	Mean LWE	Mean MWE	t	df	p	n LWE	n MWE	Std. dev. LWE	Std. dev. MWE
Boldness	30.97	27.04	3.00	94	0.003	70	26	5.90	5.16
Disinhibition	8.77	6.50	2.605*	88.75	0.011	70	26	5.77	2.72
Meanness	6.74	4.12	2.84	94	0.006	70	26	4.24	3.35
Psychopathy	46.49	37.65	4.22	94	<0.001	70	26	9.73	7.19
Work involvement	16.30	16.54	-0.26	94	0.798	70	26	4.17	3.68
Feeling driven to work	16.46	17.38	-0.78	94	0.440	70	26	4.95	5.85
Work enjoyment	19.03	19.69	-0.44	94	0.663	70	26	6.57	6.70
Excessive alcohol consumption	6.56	3.31	3.882*	68.00	<0.001	70	26	4.75	3.13

* - *t*-test for unequal variance; M - Male; F - Female; t - *t*-test

Table 3. Workexperiencedifferences

	Mean LWE	Mean MWE	t	df	p	n LWE	n MWE	Std. dev. LWE	Std. dev. MWE
Boldness	30.22	29.28	0.61*	41.66	0.543	64	32	4.63	8.01
Disinhibition	8.61	7.25	1.39*	88.24	0.168	64	32	5.80	3.71
Meanness	5.97	6.16	-0.21	94	0.837	64	32	4.35	3.86
Psychopathy	44.80	42.69	0.98	94	0.327	64	32	9.52	10.62
Work involvement	15.84	17.41	-1.82	94	0.073	64	32	3.94	4.05
Feeling driven to work	16.52	17.09	-0.51	94	0.610	64	32	5.43	4.75
Work enjoyment	19.00	19.63	-0.44	94	0.663	64	32	6.68	6.45
Excessive alcohol consumption	5.98	5.06	0.93	94	0.357	64	32	4.38	5.01

* - *t*-test for unequal variance; t - *t*-test ; LWE - <=10 years of work experience; MWE - >10 years of work experience

In Table 2 and Table 3, comparisons depending on sex and work experience are presented. The subjects were divided into 2 groups: persons with 10 years or less of work experience and above 10 years of experience. Due to the lack of statistically significant interaction effects, differences were analysed separately for sex and work experience.

It was observed that men had higher levelsregarding all aspects of psychopathy and a higher level of alcohol consumption than women.

There were no statistically significant differences depending on work experience.

Moderation analysis

To determine whether psychopathic traits are a moderator of the relationships between workaholism and alcoholism in the studied group of sports coaches, analyses were conducted separately for each of the components of

non-clinical psychopathy (Table 4, Table 5, Table 6) and for the overall result (Table 7).

It was found that the relationship between the consumption of alcohol, work enjoyment and involvement,changes with increasing boldness. For trainers with a low level of boldness, the higher the work enjoyment (Figure 1) and excessive involvement in work (Figure 2), the higher was the use of alcohol, while for people with a high level of boldness, the opposite was true. This means that for people with a high level of boldness, the higher the level of work enjoyment and involvement, the less risky they were with alcohol consumption.

It has also been found that the relationship between alcohol use and work enjoyment changes with increasing disinhibition. In coaches with a low level of disinhibition, the higher the work enjoyment, the lower the consumption of alcohol, while in the case of people with a high level of disinhibition, this relationship was inverse (Figure 3). This means that for people with high disinhibition levels, the higher the emotional component of workaholism, the more risky their use of alcohol. A positive correlation between disinhibition and alcohol consumption was also observed (r=0.30).

Table 4. Relationship between alcoholism and workaholism – moderator: boldness

Dep. var.	Ind. var.	Moderator	β	BS	t	p	Interaction
Excessive alcohol consumption	Work involvement	Boldness	-0.28	0.11	-2.58	0.012	β_L=0.43 (p=0.014) β_A=0.14 (p=0.184) β_H=-0.16 (p=0.243)
	Feeling driven to work		-0.07	0.11	-0.67	0.502	β_L=0.46 (p=0.650) β_A=0.03 (p=0.979) β_H=-0.48 (p=0.629)
	Work enjoyment		-0.28	0.10	-2.69	0.009	β_L=0.43 (p=0.011) β_A=0.15 (p=0.161) β_H=-0.14 (p=0.283)

Legend: β –standardised Beta ratio; BS –standard error; *p* - significance; H– high level of boldness; A– average level of boldness; L–low level of boldness

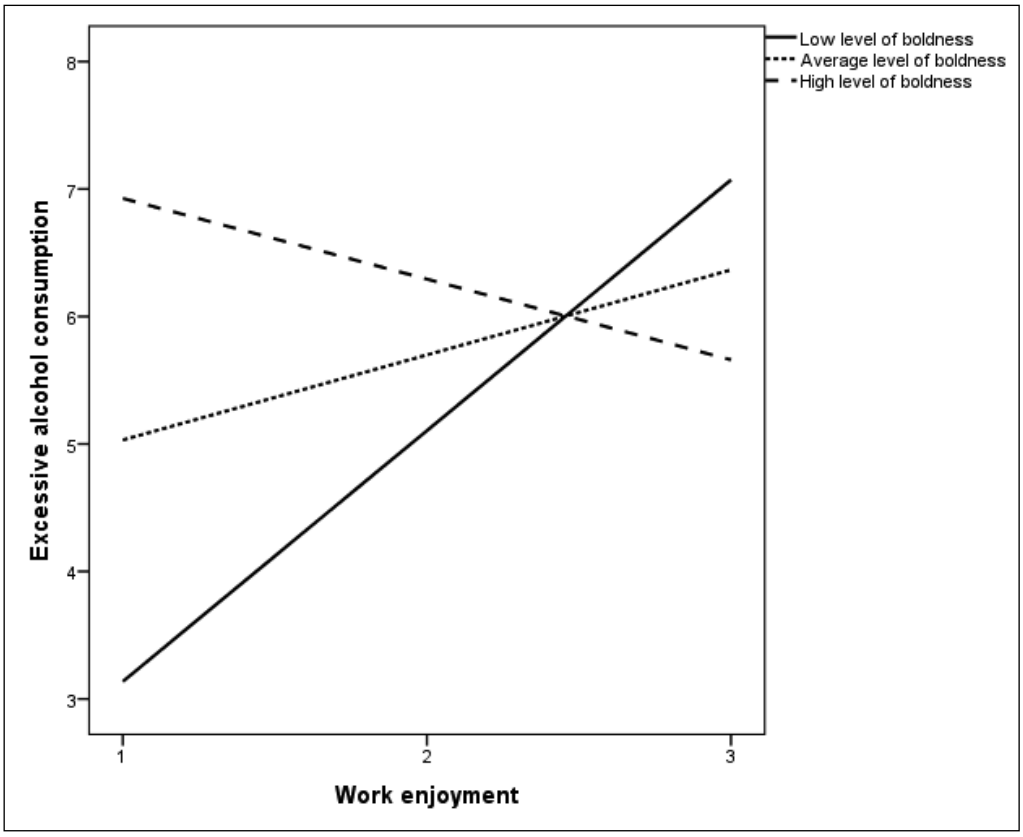

Figure 1. Relationship between alcoholism and work enjoyment – moderator: boldness

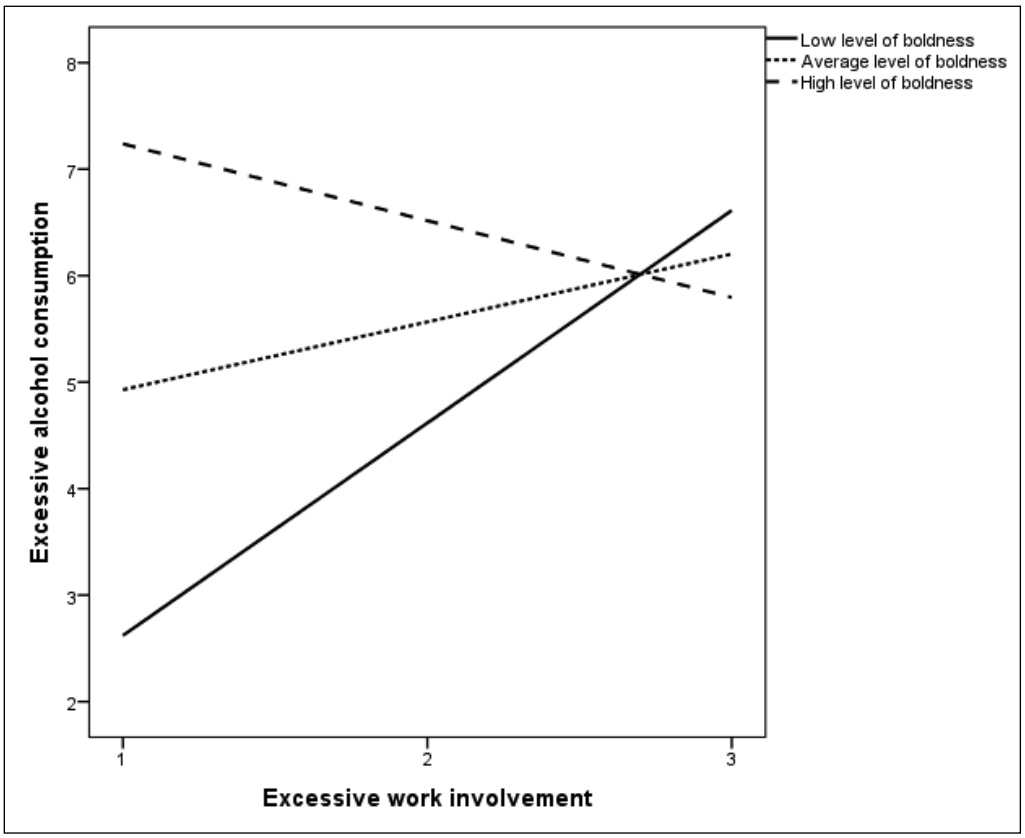

Figure 2. Relationship between alcoholism and excessive work involvement – moderator: boldness

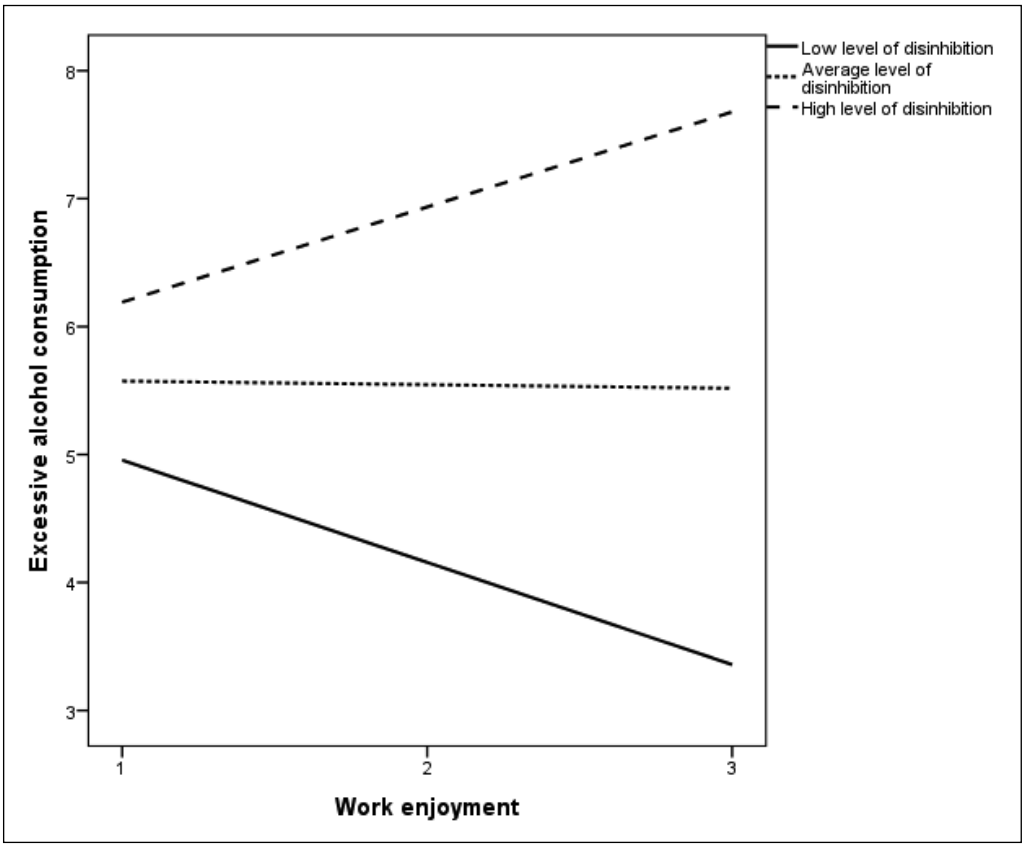

Figure 3. Relationship between alcoholism and work enjoyment - moderator: disinhibition

Table 5. Relationship between alcoholism and workaholism – moderator: disinhibition

Dep. var.	Ind. var.	Moderator	β	BS	t	p	Interaction
Excessive alcohol consumption	Work involvement	Disinhibition	0.06	0.10	0.64	0.522	β_L=-0.05 (p=0.716) β_A=0.01 (p=0.891) β_H=0.08 (p=0.581)
	Feeling driven to work		0.16	0.10	1.63	0.105	β_L=-0.15 (p=0.241) β_A=-0.03 (p=0.729) β_H=0.08 (p=0.469)
	Work enjoyment		0.21	0.10	2.12	0.037	β_L=-0.17 (p=0.199) β_A=-0.01 (p=0.951) β_H=0.16 (p=0.173)

Legend: β – standardised Beta ratio; BS – standard error; *p* - significance; H – high level of disinhibition; A – average level of disinhibition; L – low level of disinhibition

Table 6. Relationship between alcoholism and workaholism – moderator: meanness

Dep. var.	Ind. var.	Moderator	β	BS	t	p	Interaction
Excessive alcohol consumption	Work involvement	Meanness	-0.01	0.10	-0.14	0.890	β_L=0.06 (p=0.680) β_A=0.05 (p=0.640) β_H=0.03 (p=0.796)
	Feeling driven to work		0.04	0.10	0.37	0.712	β_L=-0.08 (p=0.589) β_A=-0.05 (p=0.620) β_H=-0.02 (p=0.866)
	Work enjoyment		0.07	0.10	0.74	0.461	β_L=0.02 (p=0.866) β_A=0.08 (p=0.387) β_H=0.15 (p=0.266)

Legend: β – standardised Beta ratio; BS – standard error; *p* - significance; H – high level of meanness; A – average level of meanness; L – low level of meanness

Table 7. Relationship between alcoholism and workaholism – moderator: overall result of psychopathy

Dep. var.	Ind. var.	Moderator	β	BS	t	p	Interaction
Excessive alcohol consumption	Work involvement	Psychopathy – overall result	-0.13	0.10	-1.27	0.208	β_L=0.19 (p=0.209) β_A=0.06 (p=0.506) β_H=-0.06 (p=0.629)
	Feeling driven to work		0.10	0.10	1.01	0.317	β_L=-0.14 (p=0.315) β_A=-0.06 (p=0.550) β_H=0.02 (p=0.845)
	Work enjoyment		0.03	0.10	0.27	0.784	β_L=0.01 (p=0.934) β_A=0.04 (p=0.714) β_H=0.06 (p=0.612)

Legend: β – standardised Beta ratio; BS – standard error; *p* - significance; H – high level of psychopathy; A – average level of psychopathy; L – low level of psychopathy

When considering the meanness component, it did not prove to be a statistically significant moderator of the relationship between alcoholism and workaholism in the examined group of coaches (Table 4). It was similar in the case of the overall result of psychopathy (Table 5). At the same time, a positive correlation was observed between alcohol use and psychopathy (r=0.38) as well asmeanness (r=0.35).

Discussion

As expected, the studied group of coaches can be defined as a subclinical type of psychopathy (Hall, 2009), in which the features associated with impulsiveness, no delay in gratification and criminal behaviours are at a marginal level, while boldness is at a high level, which is a feature that facilitates work in a profession that re-

quires coping with strong stress and controlling the behaviour of others. These characteristics are considered to be related to the effective functioning in conditions of intense competition (Cruickshank & Collins 2015; Ueno et al., 2017). Male participants scored significantly higher on the TriPM than female participants, which is consistent with the findings of Drislane, Patrick and Arsal (2013).

Boldness also turned out to be an important moderator of the correlation between workaholism and risky alcohol consumption - its high level somehow protected the tested sports trainers against alcohol abuse in the situation of increasing work involvement and enjoyment. Despite the benefits of a high level of boldness resulting from the ease of domination, persuasion, self-confidence and resistance to stress, one should bear in minits possible negative social effects. One of them is "abusive supervision" described in the literature (Tepper, 2007; Mathieu, Neumann, Hare &Babiak, 2014; Mathieu &Babiak, 2016), which can be a way of expressing hidden aggression in the workplace. It is characterised by strong control over employees (here athletes), humiliation used to emphasise dominance and the implementation of "hard" manipulation techniques. The described style of managing a sports group is combined with a strong belief of the trainer inhis/her effectiveness (narcissism plays an intermediary role) and moral disengagement (Matosic et al., 2017; Matosic et al., 2018). Abusive supervision is associated with lower levels of employee satisfaction from work and life, lower involvement, greater work-family conflict and general mental crisis (Tepper, 2000). In addition, the abuse of supervision is associated with lower employee creativity (Liu, Liao & Loi, 2012) and productivity (Harris, Kacmar & Zivnuska, 2007). In the case of athletes, this can affect not only the deterioration of sports results, but also the frequency of injuries and premature departure of talented individuals from sport. It is worth recalling here that athletes trained by highly narcissistic coachesexperience less satisfaction from their sports activity and achievements than those led by leaders with a "healthy" intensity of their own sense of uniqueness (Matosic et al., 2017). Also, the relationship between high severity of subclinical psychopathy and other features of the dark triad has been proven to be associated with behaviours prohibited in sport, such as doping or brutal foul play (Ueno et al. 2017). It can therefore be expected that highly bold coaches not only allow behaviour on the border of the law on their team, but even support it. In this case, no sense of responsibility for one's own actions and lack of empathy act in a facilitating manner. Awareness of the negative consequences of the described trends, resulting from the psychopathic structure of personality, leads researchers to seek tools enabling the diagnosis and development of healthy personality traits associated with efficiency in a sports environment. Laborde, Guillen, Watson and Allen (2017) describe evidence regarding the usefulness of the so-called light-quartet (hope, optimism, resilience and perseverance) in explaining and predicting the use of adaptive coping strategies, such as active planning or cognitive restructuring based on research involving a large group of Spanish male and female coaches of individual or team sports. In the authors' opinion , this is a promising direction of research.

The assumption regarding the modifying role of disinhibition in relation to the correlation betweenexcessive involvement in work and excessive alcohol consumption was also confirmed. The high level of this psychopathy component has proved to be an accelerator of alcohol use with the increasing emotional component of work involvement, i.e. work enjoyment. At the same time, asimilar relationship was not observed in the case of meanness, which is also associated with impulsiveness. This may be related to other manifestations of these psychopathy components. In the case of meanness, we are more likely to bear in mind impulsive anti-social behaviours related to intentional cruelty resulting from the lack of proper empathy development. However, in the case of disinhibition, we deal with impulsiveness regarding generally understood low control over behaviours and emphasis on immediate gratification, i.e. mechanisms, those psychological and physiological, behind the formation of addictions, including behavioural ones. Nonetheless, in the research, a positive correlation between meanness and disinhibition with risky alcohol use was observed, which may confirm the physiological basis of these psychopathy components (see: Neuman & Hare, 2008; Pilch et al., 2015). Analysing the perceived dependencies, one cannot ignore the habits and patterns of alcohol use in the world of sport (O'Brien, et al., 2010). In addition to biological and psychological factors supporting the increased use of alcohol among people associated with the world of sport, achieving success and satisfaction with work, it would be wise to mention variables of social or cultural nature. The large share of alcohol-producing companies in sponsoring events and sports teams, as well as the model for celebrating important team achievements or dealing with failures, are just some of the variables that would be worth considering. O'Brien and colleagues (2010), in turn, cite data indicating that at an academic level, male athletes have a tendency towards risky drinking, which is usually associated with the use of aggression and low behavioural control. It seems, therefore, that risky drinking in the world of sport does not meet with an appropriate reaction of the environment, and is even an inseparable companion of sports successes in some surroundings. Characteristics of the style and circumstances of alcohol consumption confusingly resemble the profile of high-functional alcoholics described in the theoretical introduction to this paper.

Research limitations

When collecting data on socially less perceived traits, it is a problem that respondents avoid admitting to negative behaviours. Despite attempts to increase the sense of anonymity among the surveyed sports coaches, an-

swers, especially regarding the consumption of alcohol, may havebeen understated due to the cost of revealing the problem of addiction. For the same reasons, responses concerning psychopathy-related behaviours that clearly have negative associations, may have also been understated.

Studying the level of alcoholism could be supplemented with other measurement methods, e.g. the Michigan Alcoholism Screening Test (MAST), Jelinka Cards or the CAGE test. It would be worth increasing the number of subjects and evening out the proportion between the number of women and men, although this imbalance (a ratio of about 1:2) illustrates the actual participation of both sexes in the profession of sports coaching.

Due to statistically significant gender-related differences in the level of non-clinical psychopathy and excessive alcohol consumption, it would be worth increasing the number of people surveyed so that it would be possible to carry outanalyses taking the full model into account.

Funding

This study was financed using funds from project No. 190/BS/INS/2018.

References

1. Babiak, P., Hare, R. D. (2006), *Snakes in suits: When psychopaths go to work*. New York, NY: Harper Collins.
2. Babiak, P., Neumann, C. S., Hare, R. D. (2010), Corporate psychopathy: Talking the walk. *Behavioral Sciences & the Law*, 28, 174-193.
3. Baron, R. M., Kenny, D. A. (1986), The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 5, 1173-1182.
4. Boddy, C., Miles, D., Sanyal, Ch., Hartog, M., (2015), Extreme managers, extreme workplaces: Capitalism, organizations and corporate psychopaths. *Organization*, Vol. 22(4) 530– 551.
5. Cruickshank, A., Collins, D. (2015), Illuminating and Applying "The Dark Side": Insights From Elite Team Leaders, *Journal of Applied Sport Psychology*, 27:3, 249-267, DOI: 10.1080/10413200.2014.982771
6. Drislane, L. E., Patrick, C. J., Arsal, G. (2013), Clarifying the content coverage of differingpsychopathy inventories through reference to the Triarchic Psychopathy Measure.*Psychological Assessment*, 26(2), 350-362. doi: 10.1037/a0035152
7. Groth, J. (2011), *Oblicza psychopatii. Obraz kliniczny i kategorie diagnostyczne*. Warsaw:WydawnictwoNaukowe Scholar.
8. Hall, J. R. (2009), Interview assessment of boldness: Construct validity and empirical links topsychopathy and fearlessness. From: https://conservancy.umn.edu/bitstream/handle/11299/54181/Hall_umn_0130E_10612.pdf
9. Harris, K. J., Kacmar, K. M., Zivnuska, S. (2007), An investigation of abusive supervision as a predictor of performance and the meaning of work as a moderator of the relationship. *The Leadership Quarterly*, 18(3), 252-263. http://dx.doi.org/10.1016/j.leaqua.2007.03.007.
10. Herzig, M. (2004), Trener-zawodnik-psycholog. *Sport Wyczynowy*, 42(7/8), 13-20.
11. Laborde, S., Guillen, F., Watson, M., Allen, M.S. (2017), The light quartet: Positive personality traits and approaches to copingin sport coaches. *Psychology of Sport and Exercise* 32 (2017) 67-73. http://dx.doi.org/10.1016/j.psychsport.2017.06.005
12. LeBreton, J. M., Binning, J. F., Adorno, A. J. (2006), Subclinical psychopaths. *Comprehensive handbook of personality and psychopathology*, 1, 388-411.
13. Liu, D., Liao, H., Loi, R. (2012), The dark side of leadership: a three-level investigation of the cascading effect of abusive supervision on employee creativity. *Academy of Management Journal*, 55(5), 1187-1212. http://dx.doi.org/10.5465/amj.2010.0400.
14. Łuczak, E. (2009), *Nowe oblicza uzależnień*. Olsztyn: Wydawnictwo Uniwersytetu Warmińsko-Mazurskiego.
15. Malinowska, D. (2014), *Pracoholizm. Zjawisko wielowymiarowe*. Kraków: Wydawnictwo UJ.
16. Malinowska, D., Tokarz, A. (2014), The Structure of Workaholism and Types of Workaholic *Polish Psychological Bulletin*, Vol. 45(2), 211-222, DOI-10.2478/ppb-2014-0027
17. Malinowska, D., Tokarz, A., Gad, N. (2010), Wstępne badania nad adaptacją skali Workaholism Battery (WorkBAT) Spence i Robbins. *Studia Psychologiczne*, 48(3), 35-42.
18. Mathieu, C., Babiak, P., Jones, D. N., Neumann, C., Hare, R. D. (2012), What are the effects of psychopathic traits in a supervisor on employees' psychological distress? *Journal of Organizational Culture, Communications and Conflict*, 16(2), 91-94.
19. Mathieu, C., Neumann, C. S., Hare, R. D., Babiak, P. (2014), A dark side of leadership: Corporate psychopathy and its influence on employee well-being and job satisfaction. *Personality and Individual Differences*, 59, 83-88.
20. Matosic, D., Ntoumanis, N., Boardley, I. D., Sedikides, C., Stewart, B. D., Chatzisarantis, N. (2017), Narcissism andcoach interpersonal style: A self-determination theory perspective', *Scandinavian Journal of Medicine and-Science in Sports*, vol. 27, No. 2, pp. 254-261. https://doi.org/10.1111/sms.12635
21. Matosic, D., Ntoumanis, N., Boardley, I.D. Sedikides, C. (2018), Narcissism, beliefs about controlling interpersonal style, and moral disengagement in sport coaches, *International Journal of Sport and Exercise Psychology*, DOI: 10.1080/1612197X.2018.1549580.
22. Mieścicka, L. (2006), *Pracoholizm*. Wydawnictwo Instytutu Psychologii Zdrowia PTP.
23. Neumann, C. S., Hare, R. D. (2008), Psychopathic traits in a large community sample: Links to violence, alcohol use, and intelligence. *Journal of Consulting and Clinical Psychology*, 76, 893–899. doi: 10.1037/0022-006X.76.5.893
24. O'Brien, K.S., Kolt, G., Martens, M.P, Ruffmane, T. Miller, P.G, Lynott, D. (2010), Alcohol consumption in sport: the

influence of sporting idols, friends and normative drinking practices. *Drug Alcohol Rev* 2010;29:676-683.
25. Patrick, C. J., Fowles, D. C., Krueger, R. F. (2009), Triarchic conceptualization of psychopathy: Developmental origins of disinhibition, boldness, and meanness. *Development and psychopathology,* 21(3), 913-938.
26. Paulhus, D. L., Williams, K. M. (2002), The dark triad of personality: Narcissism, machiavellianism, and psychopathy. *Journal of Research in Personality*, 36, 556-563.
27. Pilch, I., Sanecka, E., Hyla, M., Atłas, K. (2015), Polska adaptacja skali TriPM do badania psychopatii w ujęciu triarchicznym. *Psychologia Społeczna*, issu 4 (35) Vol.10, pp. 435-454.
28. Poy, R., Segarra, P., Esteller, A., Lopez, R., Molto, J. (2014), FFM Description of the Triarchic Conceptualization of Psychopathy in Men and Women. *Psychological Assessment*, 26(1), 69-76. doi: 10.1037/a0034642.
29. Rowicka, M. (2015), *Uzależnienia behawioralne. Terapia i profilaktyka*. Warszawa: KrajoweBiuro do Spraw Przeciwdziałania Narkomanii: Fundacja Praesterno.
30. Sellbom, M., Phillips, T. R. (2013), An examination of the triarchic conceptualization ofpsychopathy in incarcerated and nonincarcerated samples. *Journal of Abnormal Psychology*, 122(1), 208-214. doi: 10.1037/a0029306.
31. Spence, J. T., Robbins, A. S. (1992), Workaholism: Definition, measurement, and preliminary results. *Journal of personality assessment*, 58(1), 160-178.
32. Stanley, J. H., Wygant, D. B., Sellbom, M. (2013), Elaborating on the construct validity of the Triarchic Psychopathy Measure in a criminal offender sample. *Journal of Personality Assessment*, 95(4), 343-350. doi: 10.1080/00223891.2012.735302
33. Strout, S. L., Carter, G. L. (2015), Playing in the Dark: The dark triad and competitive sports. *Ninth Annual Conference on the Evolutionary Behavioral Sciences*, 23-24.
34. Tepper, B. J. (2000), Consequences of abusive supervision. *Academy of Management Journal*, 43(2), 178-190. http://dx.doi.org/10.2307/1556375.
35. Tepper, B. J. (2007), Abusive supervision inwork organizations: review, synthesis, and research agenda. *Journal of Management*, 33(3), 261-289. http://dx.doi.org/10.1177/0149206307300812.
36. *Test rozpoznawania zaburzeń związanych z piciem alkoholu AUDIT. Przewodnik dla podstawowej opieki zdrowotnej* (1994). Państwowa Agencja Rozwiązywania Problemów Alkoholowych, Warsaw.
37. Ueno, Y., Shimotsukasa, T., Suyama, S., Oshio, A. (2017), Correlations between competitive sports' characteristics and the dark triad. *Journal of Physical Education and Sport* (JPES), 17(2), Art 80, pp.533-536, 2017 DOI:10.7752/jpes.201,.02080