

THE PERFECTIONIST

Here's how to overcome this negative psychological pattern affecting nearly 3 in 4 people

1

HELP THE PERFECTIONIST RECOGNIZE THE PROBLEM AND NOTICE ITS SOURCE

Ask questions that help the perfectionist realize their flawed assumptions and see their limitations. Gently help them see the bigger picture and the impact their behaviour has on the team.

2

MOVE THE PERFECTIONIST TO NEW ACTIONS AND ASSUMPTIONS

Ask the perfectionist to try an experiment and operate at 80% of their ability on their next project. They won't be happy, but they will see that the sky didn't fall, no one noticed a difference, and they could go home at a reasonable time.

4

SHIFT THEIR PERSPECTIVE FROM TASK TO LEADERSHIP

Perfectionists are often very task-oriented. Get them focused on leveraging their team and delegating instead. To be a great leader, they need to learn these skills and let go.

3

HELP THE PERFECTIONIST GET COMFORTABLE WITH MAKING MISTAKES

Mistakes happen. Help the perfectionist use these opportunities as relationship building moments instead of focusing on them as chances to doubt their abilities.

5

PROVIDE LOTS OF POSITIVE REINFORCEMENT

It's important to remember to provide lots of positive reinforcement because perfectionists can be sensitive. At first glance, it may appear that they don't need much support but it is actually the opposite.

6

THE TAKE-AWAY: COMMUNICATE WITH THE PERFECTIONIST

They are often so consumed with being perfect that they do not see how their behaviour is affecting others. Talking them through the process of building new habits will help them stick to it and become the best version of themselves.

Looking to take it to the next level?

