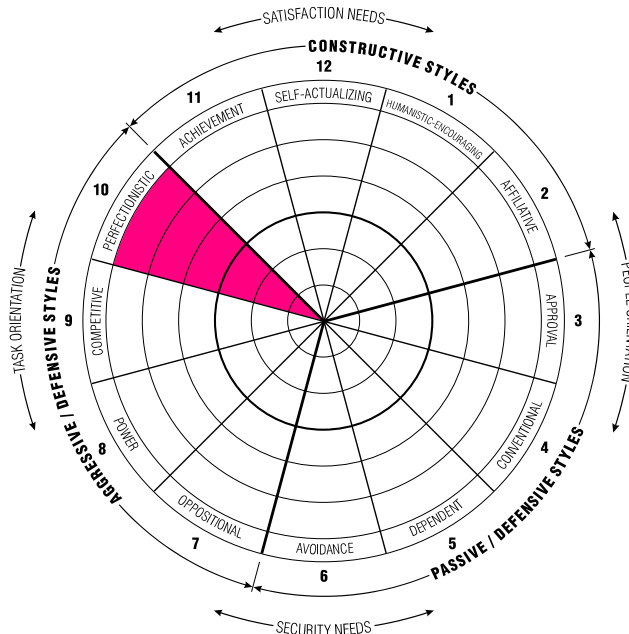


The Perfectionistic Mindset

Attitudes, Values and Beliefs for Working Effectively with People

Cascading Action Plans



Perfectionism

Ten o'clock position

Style Description: unrealistic goals, fear mistakes, tries to hard to prove self

Measures the degree to which we feel a driven need to be seen by others as perfect. A dramatic difference exists between the act of perfecting something and the concept of perfectionism. Rather than working to make things the best they can be, perfectionists need to seek flawless results. They perform at a very high level to attain feelings of self-worth. Perfectionism originates in a fear of failure: perfectionists tend to believe that unless they are “perfect,” they are nothing. Perfectionists typically work unceasingly on tasks and set unrealistically high performance standards. Since their drive for perfection practically guarantees failure, these individuals tend to remain dissatisfied with even their best work. Nothing is ever good enough for perfectionists.

Perfectionistic-based Thinking Cascading Action Plans

Key Focus Areas for Development

Start Here...

(If your scores on Perfectionism are high percentiles)

- ___ Recognize there is a difference between perfectionism and achievement. Learn to be satisfied to pursue high standards of excellence within the time period you have to complete a task.
- ___ Recognize that you drive to be perfect as self-defeating and that it is rooted in your basic value about life. Confronting and understanding the origin of your perfectionism can help you work to change your behavior.
- ___ Understand that your work or task accomplishment is not your worth. It is part of you, it is not your entirety. Your feelings of self-worth are not exclusively tied to how hard you work, or how effective you are on the job or in home base accomplishments.
- ___ Talk about your behaviour with somebody who knows you well. Get this person's input on the potential causes of your perfectionism. Ask him or her to support your efforts you to change.
- ___ Try being less hard on yourself and less demanding of others. Strive to be a bit more casual or easy going.

Then Advance to Here...

(If you are starting from the high to middle percentiles)

- ___ Improve your relationship. Your perfectionism may be keeping others away. Work on expressing your positive feelings first. Strive to be less abrupt or unresponsive to others' feelings.
- ___ Alter your standards in some activity, just see how the results differ. Lowering your expectations might enable you to perform the task more effectively and gain satisfaction from doing it. Reduce your unrealistic standards free you up to plunge right in and get going.
- ___ Examine your alternatives. Studying the style interpretations for achievement and self-actualization will show you that there is more effective way of approaching your work and your life.
- ___ Note where your perfectionistic behaviours are causing you stress and journal about how this approach is impacting your health, sleeps and / or relationships.

Then Strive to Lead at This Lower Level...

(If you are looking to advance your percentiles to the lowest levels)

- ___ Recognize that giving up your perfectionistic behaviours will actually improve your ability to accomplish more things.
- ___ Arrange for professional help if you're perfectionistic scores are accessibly high. Unless confronted, Perfectionism can lead to obsessive compulsive behaviour. While Perfectionism is not an easy problem to solve, sound advice and perseverance can help you conquer it.
- ___ Learn to do your best, then stop, really stop and accept excellence. (before negative impacts on your life)
- ___ Reduce your over concern to be perfect by striving to have others compliment excellence (not perfectionism).