

For leaders

Leading perfectionists – Advice for managers



“Leadership is like parenting.”
– Simon Sinek

Leadership is like parenting – 4 pieces of advice

- 1 Share unconditional attention and recognition
- 2 Avoid negative comments, cynical remarks or false humor
- 3 Be the change you want to see
- 4 Develop tolerance for setbacks and failures

Leading perfectionists – 7 tips

- 1 Delegate in parts**
Be clear about the expected end result. Divide a huge task in smaller chunks. Emphasize that you don't want perfection.
 - 2 Organize feedback**
Regularly discuss the progress of the work, to make feedback a recurring habit – not just when something goes wrong.
 - 3 Help to prioritize**
Do not take over the prioritization of work but guide your team members in learning to prioritize.
 - 4 Set clear boundaries**
Be pro-active in learning how to set boundaries on working hours and availability schedules. And live this out loud, lead by example.
 - 5 Reward effort and process more than result**
Reward the growth that you see in your people, and emphasize this process and development more often than the final result that has been achieved.
 - 6 Dealing with setbacks and failure**
Use your breath, when you find yourself frustrated. Remind yourself that making mistakes is part of the learning process.
 - 7 Do not create a picture-perfect**
Be realistic. Be ambitious. But do not set unattainable goals.
- And above all, remember this:
there is no such thing as perfection,
not even in leadership.

Source: The Perfection Paradox – Marjon Bohré-Den Harder

In the book *The Perfection Paradox* you will discover exactly what perfectionism is, why we think it makes us better and how harmful it actually is. The book is packed with practical tips that help you let go of your own perfectionism. Furthermore, it gives you lots of advice for how to deal with perfectionists in your team as a leader. Read more at www.marjonbohre.nl/en/perfectionparadox.