MODULE OVERVIEW

Perfectionism at work: Aim to grow, not to be flawless

Adaptive module | ~20 min

Perfectionism is still seen as a strength, yet it delays decisions, slows innovation, and exhausts perfectionists. This module treats it as a team issue as much as a personal one: it shows managers why praising a team member's thoroughness often feeds their fear of being judged, and what to say instead, with the three habits that help perfectionists stop at "good enough."

LEARNING OBJECTIVES

01 Recognize how perfectionism works: a target that keeps moving away, driven more by "I have to" than by high standards.

02 Assess what perfectionism costs the team: delayed decisions, slowed innovation, and projects that are never delivered.

03 Apply 3 practical habits designed for perfectionists: define "good enough" before you start, set a limit, and deliver, then listen to feedback.

04 Support a perfectionist team member without feeding their fear, by aiming for what helps them grow rather than flawlessness.

WHO IT'S FOR

Anyone who spends a long time polishing before daring to deliver, and managers who support a perfectionist on their team.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1 **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.

2 **Expert video**: 10 minutes, with 3 pauses for reflection.

3 **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.

4 **Dated commitment**: one action to try, written by the learner or picked from the suggestions.

5 **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Minimum viable product – inspired by Lean Startup, Eric Ries (2011)
- Letting go of perfection to grow – Afthonios method
- Agile approach and co-creation – agile methods

SOURCES & REFERENCES

- Google X (X Development) – the practice of regular debriefs on failures within teams
- Intuit – the practice of "failure parties", popularized by its founder Scott Cook
- Tata Group – the "Dare to Try" award, given each year to the best idea that failed
- Albert Bandura (1977) – self-efficacy and mastery experiences

Module created by Afthonios.com.

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