



## REPRIMANDING THE PERFECTIONIST ?

**My employee is a perfectionist to the point that his detail-oriented work habits and methods irritate coworkers, consume too much time and interfere with productivity. How do I stop this behavior?**

Perfectionism is a difficult problem to confront because perfectionists have attributes that in one setting may be very desirable and earn an individual significant praise. Their dedication to a task can, ironically, create a roadblock for managers, who find themselves torn between tolerance and the need to confront problem behavior that can double as a talent. Since the work process is more easily

controlled, employees with perfectionist behaviors may get more satisfaction from the process than the final product.

By contrast you may have coworkers whom you value for being goal (ends) oriented, speedy and efficient! A supervisor's accurate self-assessment - 'Where do I fit in this continuum of attributes?' - helps you understand when either of these extremes may frustrate you. Coworker complaints will likely arise about others on opposite ends of the spectrum. Strong attributes, if overused become weaknesses. The most realistic goal is to help team members from either extreme develop a balance between

process and product. Always recognize the skill and attention to detail, but provide clear, visual examples when this employee's attention to detail creates a performance problem. Likewise, when 'Speedy Gonzales' overlooks detail, appreciate the attention to speed and efficiency, pointing out when the lack of attention to detail becomes a problem. If your feedback and coaching do not produce desired results, a consultation with EAP or a referral may be appropriate. Some excessive perfectionist behavior and/or speedy and reckless behavior can be symptomatic of a treatable health problem.

### Leadership Orientation Session B

June 15, 2017

Des Moines Area

#### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

[www.connectionseap.com](http://www.connectionseap.com)

#### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

**Session A:** "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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