



NEEDING THE PERFECT BALANCE

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. By contrast, you may have coworkers whom you value for being goal 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. When the work environment has the flexibility needed, a strategy that can work is to team these opposite talents together.

Be straight forward with the individuals involved. Tell them that you think they have complementary skill sets and it will be a 'WIN' if they work as a team! Assign them together on a logical project.

Always give feedback recognizing the diverse skill sets and provide clear, visual examples when each employee's performance creates exciting success and be straightforward when improvements are needed. Expect 'Speedy Gonzales' to overlook details and expect 'Fastidious Precision' to slow things down. Your example providing respectful feedback will mentor each team member to appreciate the complementary talent of their colleague.

If your feedback and coaching do not produce desired results, a consultation with EAP or an EAP referral may be appropriate. Some excessive perfectionist behavior and/or speedy and reckless behavior can be symptomatic of a treatable health problem.

Virtual Leadership Development Seminars

- August 6
- September 15
- October 20

CONTACT US TODAY:

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ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS: Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars and skill builders are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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