

The Perfectionism Plunge:

DEVELOPING STRATEGIES & POSITIVE SELF-TALK

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CARLETON UNIVERSITY | RESIDENCE LIFE CONFERENCE 2019

LEARNING OUTCOMES

#TAKETHEPLUNGE



By the end of this workshop participants will be able to:

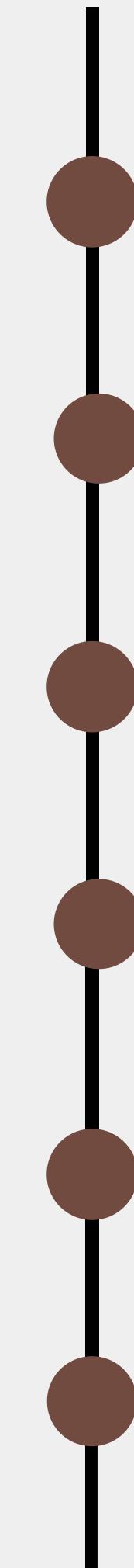
identify **two ways that perfectionism manifests** in their roles personally and professionally.

describe the **three different types of perfectionism** that can affect individuals personally and in their communities.

discuss **two strategies that they can utilize** to help overcome negative self-talk.

WORKSHOP OVERVIEW

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INTRODUCTION

WHAT IS "PERFECTIONISM"?

PERFECTIONISM IN ACTION

THE EFFECTS OF PERFECTIONISM

**DEVELOPING STRATEGIES BUILT
FOR SUCCESS**

PUTTING IT ALL TOGETHER



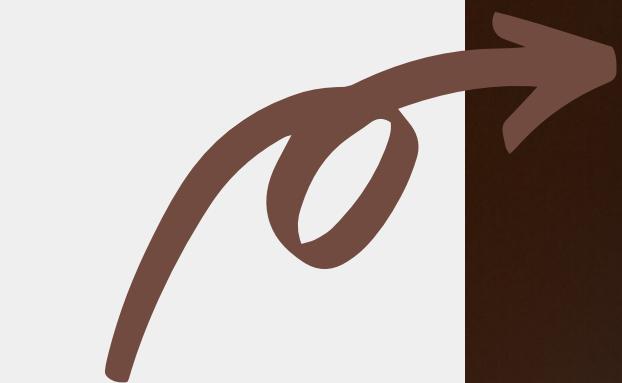
INTRODUCTION

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Who are we?

Why "perfectionism"?

WHO ARE WE?



SALI



Role: Returning Residence Fellow

Program: MA in Public History

Fun fact: I've traveled to 8
different countries



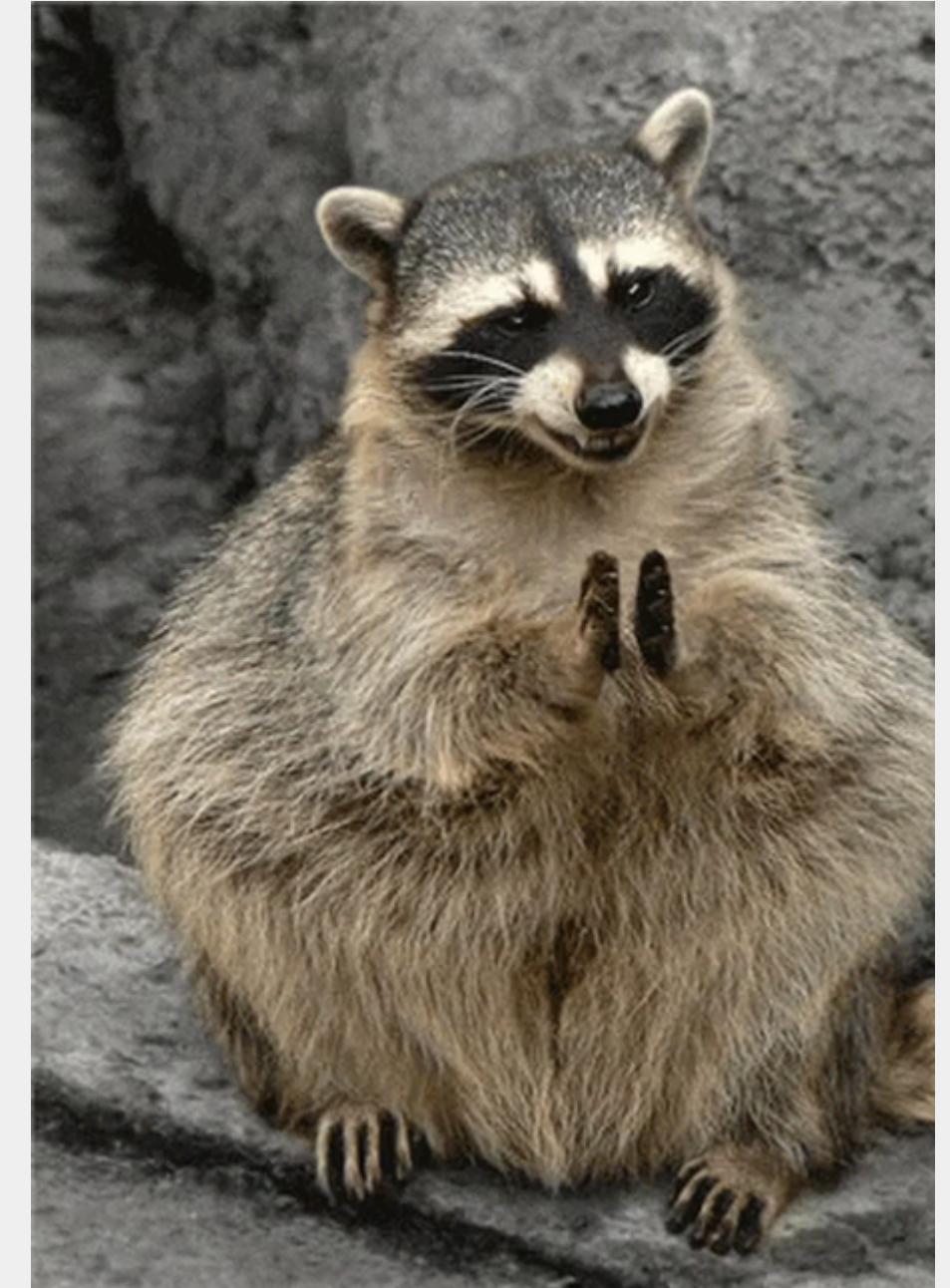
COLLEEN

Role: Community Advisor

Program: BA in Law

Fun fact: I have 2 cats

WHY "PERFECTIONISM?





WHAT IS "PERFECTIONISM"? **#TAKETHEPLUNGE**

Definition

Myths about perfectionism

3 types of perfectionism

Perfectionism in Residence Life

Perfectionism in the media



DEFINING PERFECTIONISM

WHAT IS IT?

Judging your self-worth on your ability to meet or exceed unrelenting and extremely high standards despite the huge personal cost and negative consequences experienced.

MYTHS ABOUT PERFECTIONISM



✗ IT'S NOT ALWAYS A GOOD THING

While perfectionism has it's advantages it isn't something people should strive to achieve.

✗ IT ISN'T NECESSARILY ABOUT BEING PERFECT

Perfectionism isn't about being perfect, but rather about achieving an impossible standard.

✗ YOU HAVE TO BE A PERFECTIONIST IN ALL AREAS OF YOUR LIFE

People can be perfectionistic in school/work and not at all in other areas. Everyone's different.

✗ PERFECTIONISM LEADS TO SUCCESS

Although some perfectionists are successful this is not the norm. Perfectionism does not aid them.

SOURCE: The Counseling & Mental Health Center. University of Texas at Austin. "Perfectionism versus Healthy Striving." <<https://cmhc.utexas.edu/perfectionism.html>>

SOURCE: "CCI - Perfectionism in Perspective." <<https://www.cci.health.wa.gov.au/Resources/Looking-After-Yourself>>



THREE COMMON TYPES OF PERFECTIONISM

Self-Oriented

"The irrational desire to be perfect: 'I strive to be as perfect as I can be.'"

Other-Oriented

"The imposition of unrealistic standards on other people: 'If I ask somebody to do something, I expect it to be done perfectly.'"

Socially Prescribed

"The sense that the social environment is excessively demanding: 'I feel that others are too demanding of me.'"

PERFECTIONISM IN THE MEDIA



SELF-ORIENTED

F.R.I.E.N.D.S. (Monica)



OTHER-ORIENTED

Schitt's Creek (David/Moira)



SOCIALLY PRESCRIBED

Fresh Prince (Will/Carlton)

Dear White People (Troy Fairbanks)

PERFECTIONISM IN RES LIFE



SELF-ORIENTED

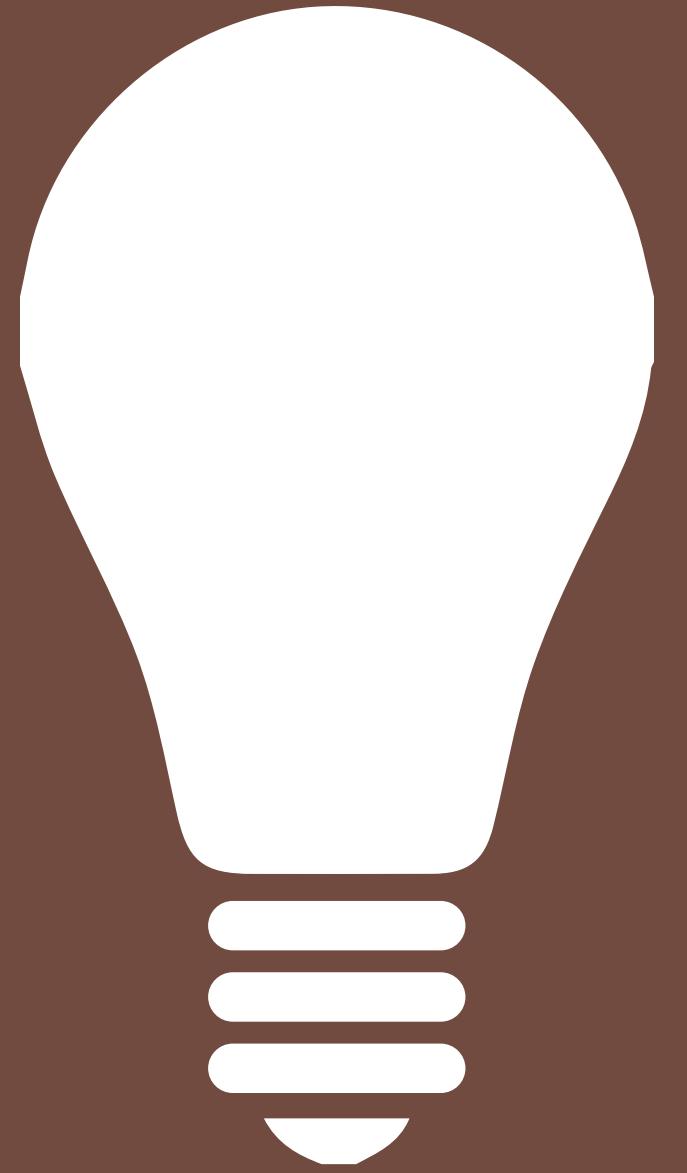
"I need to complete all of my student chats by the weekend. I don't care if that's all I do this week."

OTHER-ORIENTED

Students need to be quiet at all times and should never host parties or invite guests over.

SOCIALLY PRESCRIBED

You're not good at your job unless you're best friends with everyone on your team and know everything about your students.



PERFECTIONISM IN ACTION

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Behaviours associated with perfectionism
What is a healthy achiever?
Group discussion

BEHAVIOURS ASSOCIATED WITH PERFECTIONISM

PROCRASTINATION

Putting things off because they will never be perfect.

REASSURANCE SEEKING

Consistently seeking compliments or acceptance of the work you have done.

FAILURE TO DELEGATE

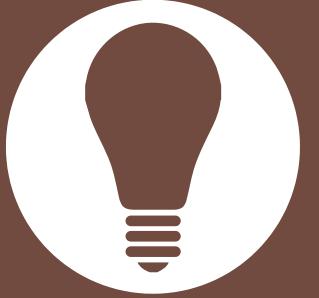
Spending your time doing a task because you believe that no one can do it right.

CORRECTING

Frequently searching for errors.

DIFFICULTY MAKING DECISIONS

Displaying ambivalence & anxiety because you do not want to make the wrong decision.



A PERFECTIONIST VS. A HEALTHY ACHIEVER



WHAT IS A "HEALTHY ACHIEVER"?

An individual that sets goals based on their own wants & desires rather than in response to external expectations.



1

PERFECTIONIST

Sets standards
beyond reach

HEALTHY ACHIEVER

Sets high standards,
but realistic





PERFECTIONIST

Is not satisfied
by anything less
than perfection

HEALTHY ACHIEVER

Enjoys the process
of creating &
learning





3

PERFECTIONIST

Becomes
preoccupied &
dysfunctional when
experiences failure



HEALTHY ACHIEVER

Bounces back
from failures &
disappointment



4

PERFECTIONIST

Sees mistakes as
evidence of unworthiness

HEALTHY ACHIEVER

Sees mistakes as
opportunities for growth
& learning





PERFECTIONIST

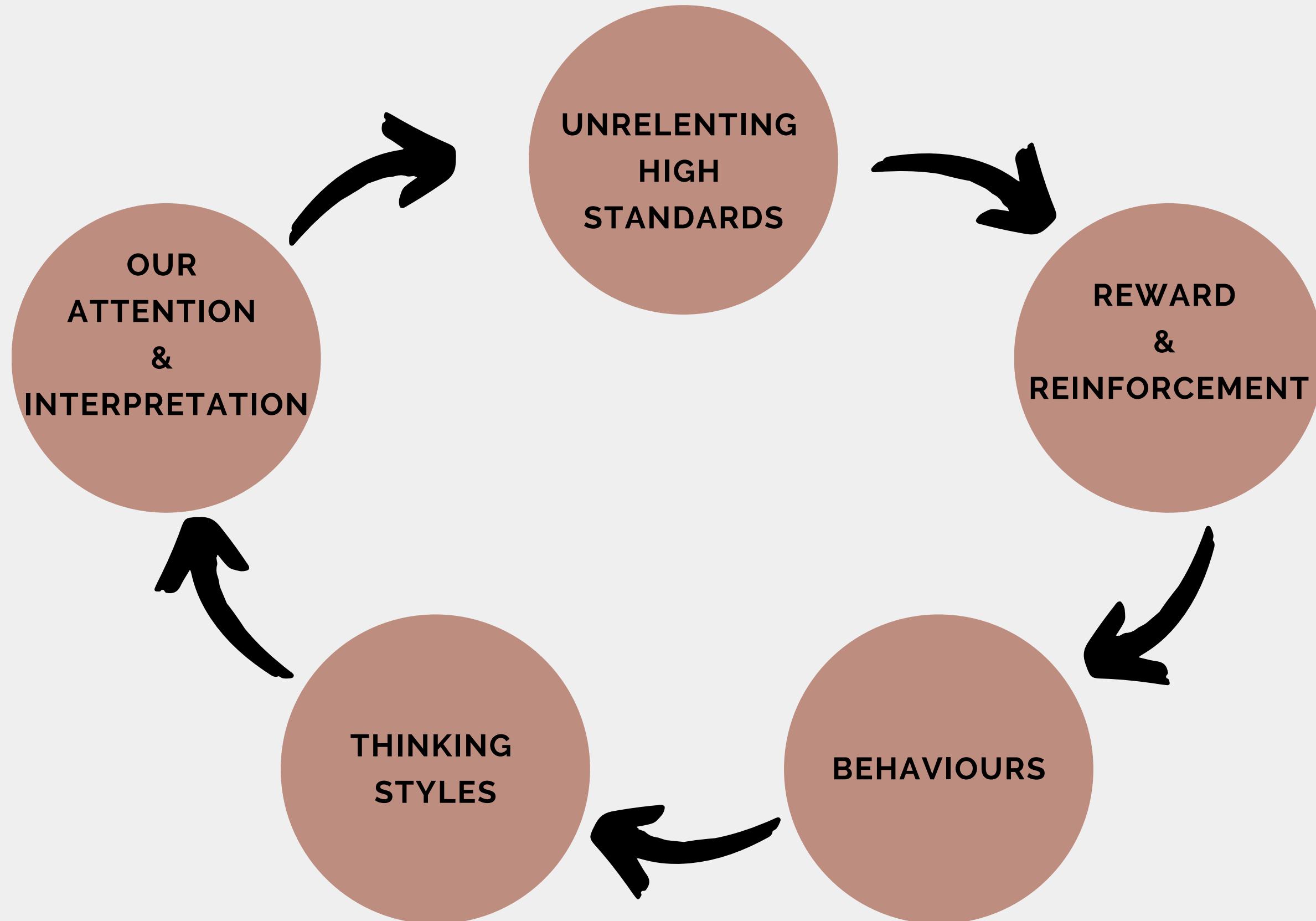
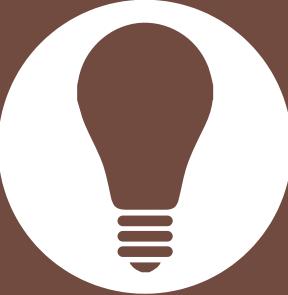
Becomes overly defensive
when criticized



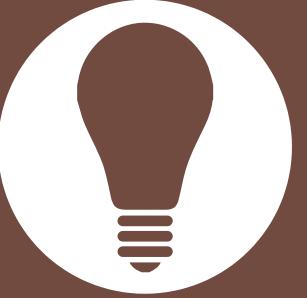
HEALTHY ACHIEVER

Reacts positively to
constructive criticism

WHAT KEEPS PERFECTIONISM GOING?



GROUP DISCUSSION



THINK, PAIR, SHARE

How does perfectionism affect your role:

- When interacting with your students?
- When working with your team?
- When receiving & providing feedback?





THE EFFECTS OF PERFECTIONISM

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How perfectionism manifests
How perfectionism impacts our roles

Fear of:

Failure, making mistakes, rejection and disapproval

Mental illnesses and disorders:

Obsessive Compulsive Disorder (OCD), depression, anxiety

Self-criticism and self-blame:

Focusing on "shoulds" and minimizing achievements

Burn-out and compassion fatigue:

Are you taking on too much work? What do your boundaries look like?

Strained relationships:

Demanding perfection from others and avoiding the self-disclosure of personal mistakes/struggles.



How Perfectionism Manifests

SOURCE: Perfectionism | Counseling and Psychological Services (CAPS)." <https://www.brown.edu/campus-life/support/counseling-and-psychological-services/index.php?q=perfectionism>

Mental health and self-talk:

- Feelings of anxiety and anger about making mistakes
- Continued shaming, blaming and negative self-talk
- Believing that you must do it right the first time

Personal relationships:

- Becoming frustrated when others don't do it your way
- Can lead to feelings of stress and social isolation

Work-life balance:

- Investing in a task so much that you have no free time
- Seeking approval and worthiness from your work
- Solely relying on others for validation/reassurance



How Perfectionism Impacts Our Roles

SOURCE: "CCI - Perfectionism in Perspective."
<https://www.cci.health.wa.gov.au/Resources/Looking-After-Yourself>



DEVELOPING STRATEGIES BUILT FOR SUCCESS

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Navigating perfectionism

Group brainstorm

Coping strategies

What research says is effective

WHAT WILL NAVIGATING PERFECTIONISM INVOLVE?



1. Recognize.



2. Gather Tools.



3. Reward Yourself.

BRAINSTORM



COPING STRATEGIES



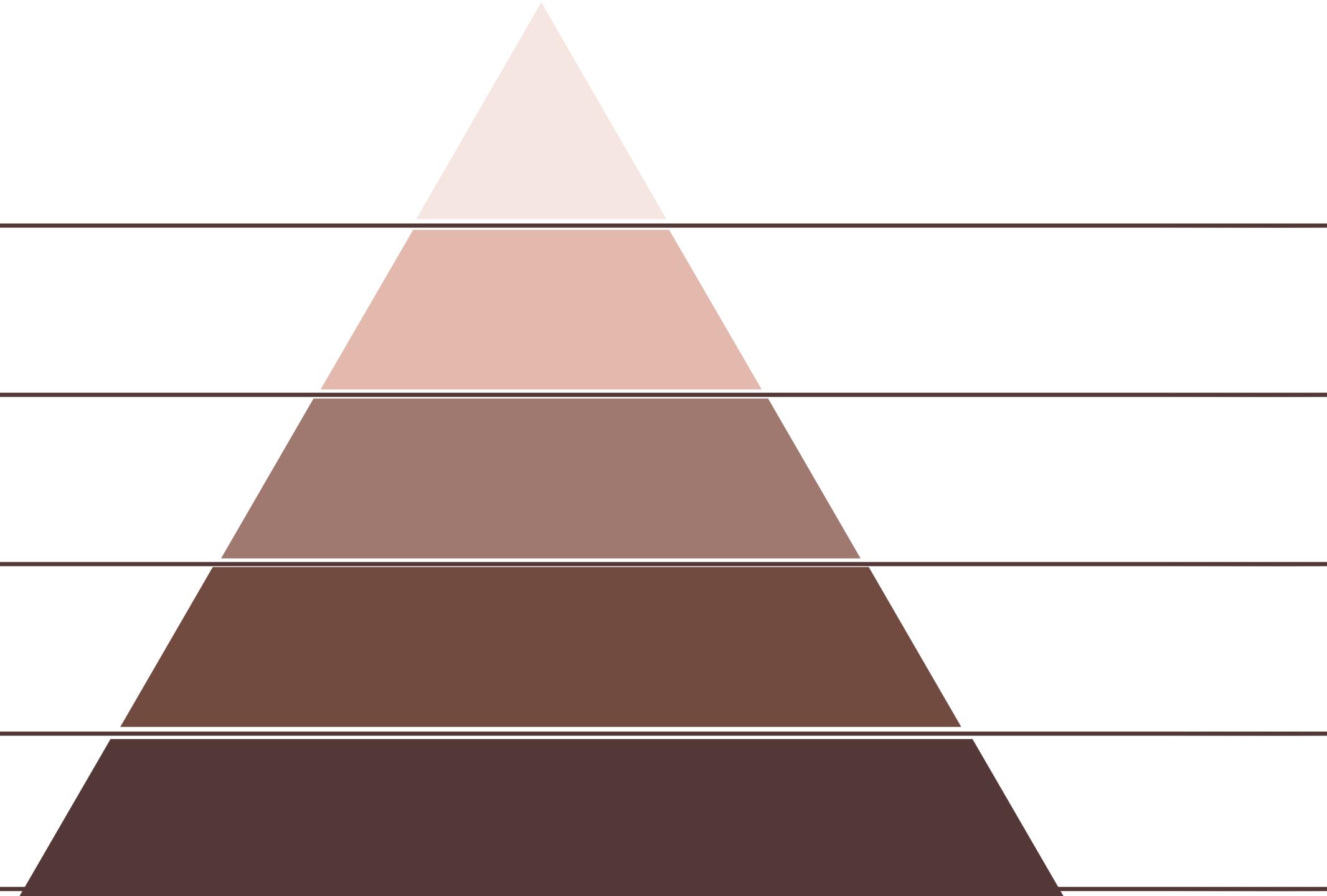
Specific

Measurable

Attainable

Realistic

Timely



WHAT RESEARCH SAYS IS EFFECTIVE



Practicing **Self-Compassion**

Be kind & understanding to yourself.

Addressing **Cognitive Distortions**

Reduce negative self-talk & inaccuracies.

Sandford's **Challenge & Support**

Balance the amount of challenge & support.

Counselling & Cognitive Behavioural Therapy Exercises

Use your resources.

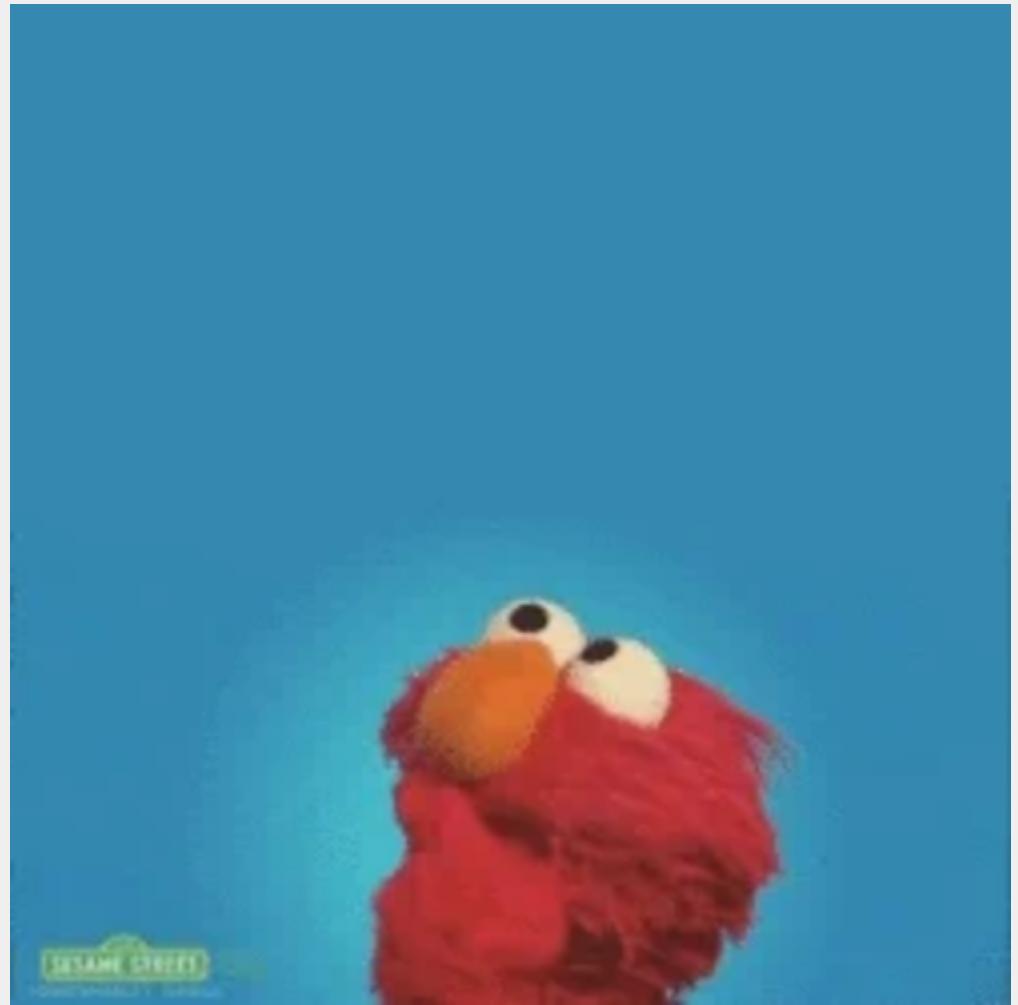


PUTTING IT ALL TOGETHER

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Reflection worksheet

REFLECTING





CONCLUSION

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Questions
THANK YOU!



QUESTIONS?



THANK YOU!



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