

Striving for Excellence and Achieving Perfection

WHAT WENT WRONG?

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Things to Give Yourself Today and Every Day

- Give yourself a break when you need one.
- Give yourself grace if you make a mistake.
- Give yourself credit for your accomplishments.
- Give yourself permission to ask for help when you need it.
- Give yourself the same compassion you would give to others.

Objectives:

Learn the distinctions between excellence and perfection.

Notice these distinctions in yourself, your teammates, and your organizational culture.

Support actions and behaviors that promote excellence, including accuracy and attention to detail.

Excellence and Perfection

WHAT ARE YOUR DEFINITIONS? WHAT DO THE TERMS MEAN TO YOU?

BOTH ARE PROCESSES

BOTH REQUIRE ACCURACY AND PRECISION

BOTH YIELD RESULTS

BOTH AFFECT HOW YOU FEEL AFTER THE WORK IS DONE

Excellence and perfection are states of mind. They present a behavioral choice.

These states of mind affect teams, team behavior and results, and team satisfaction and longevity.

Excellence and Perfection: Distinctions

▶ Excellence is risk

Perfectionism is fear

Excellence is effort

Perfectionism is anger and frustration

Excellence is openness to being wrong

Perfectionism is having to be right

Excellence is spontaneity and improv

Perfectionism is control

▶ Excellence is curiosity

▶ Perfection is narrow and limited

▶ Excellence is flow

Perfectionism is pressure

Excellence is confidence

Perfectionism is doubt

Excellence is a journey

Perfectionism is a destination

Excellence is acceptance

Perfectionism is judgment

Excellence is encouraging

Perfectionism is criticizing

PSYCHOLOGICAL SAFETY

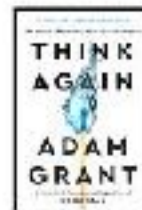
Excellence

WHEN YOU HAVE IT:

WHEN YOU DON'T:

Perfection

<i>See mistakes as opportunities to learn</i>	<i>See mistakes as threats to your career</i>
<i>Willing to take risks and fail</i>	<i>Unwilling to rock the boat</i>
<i>Speaking your mind in meetings</i>	<i>Keeping your ideas to yourself</i>
<i>Openly sharing your struggles</i>	<i>Only touting your strengths</i>
<i>Trust in your teammates and supervisors</i>	<i>Fear of your teammates and supervisors</i>
<i>Sticking your neck out</i>	<i>Having it chopped off</i>





How has the last 14 months affected your understandings of these distinctions—between perfection and excellence?

Breakout Room: 8 Minutes

Perfection and Leadership

Perfect is a measure of the leader's need to attain flawless results and perform to extremely high standards in order to feel secure as a person.

Perfection often fills an emotional need.

Worth and security is derived from being perfect, performing constantly at heroic levels, and succeeding beyond all expectations.

From, "The Leadership Circle" 360 Assessment Tool

<https://www.theleadershipcircle.com/assessment-tools/profile/results-graphic>

Pardon our dust.
Perfection
in progress.



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Coaching Toward Excellence

- ▶ What do you believe about this ____ (situation, person, team, project, institution, etc.)? What assumptions are you making?
- ▶ What other explanations are possible?
- ▶ What do you/we think is most successful?
- ▶ What happens if we are not perfect on this?
- ▶ What happens to you when you make a mistake, or when you fear making a mistake? What happens when others make mistakes?
- ▶ How does this serve the team?
- ▶ What might you do differently, how might you think differently?
- ▶ What are you willing to try?
- ▶ How can I help you?

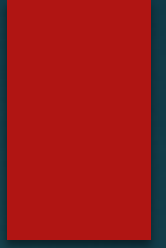


Leader's Job: Be a champion listener.

Perfection, Excellence, and Measures

- ▶ In service of **what** are you measuring something?
- ▶ What are you hoping to achieve?
- ▶ What behaviors are you seeking to encourage?
Discourage?
- ▶ Might what you are measuring and how you are measuring (and how often) affect organizational behavior and culture?

Leading toward Excellence



- ▶ Curiosity: Lead a culture of learning
- ▶ Achieve results
- ▶ Joyful and creative environment
- ▶ Be calm, Breathe
- ▶ Feel good about a day's work

In Closing....Excellence is a quest driven by curiosity

- ▶ Develop agility and resilience.
- ▶ Be a personal learner. Be curious.
- ▶ Make mistakes and learn
- ▶ When do you need to be “perfect”? Truly? Is an A+ always necessary....why?

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