



Impactful Excellence

Not Burnt-Out Perfectionism

Agenda

- Introduction
- The Problem with Perfectionism
- Why Excellence Matters More
- Real-World Impact: The Power of Influence
- Pursuing Excellence: What it looks like (without Perfectionism)
- Embracing Vulnerability and the Long-Term Benefits of Excellence

Your Pursuit of Excellence

“Healthy striving is self-focused –
“How can I improve?
Perfectionism is other-focused –
“What will they think?”

- Brene Brown

Thought Challenge

Your Identity Value is Not Established on Being
Right...

Or Being Perfect...



The Problem with Perfectionism

Perfectionism & Why it Exists

Excessively high standards for self and others
Highly critical of oneself and engaging in harsh

Others expect perfection from you, often
and fear of judgement





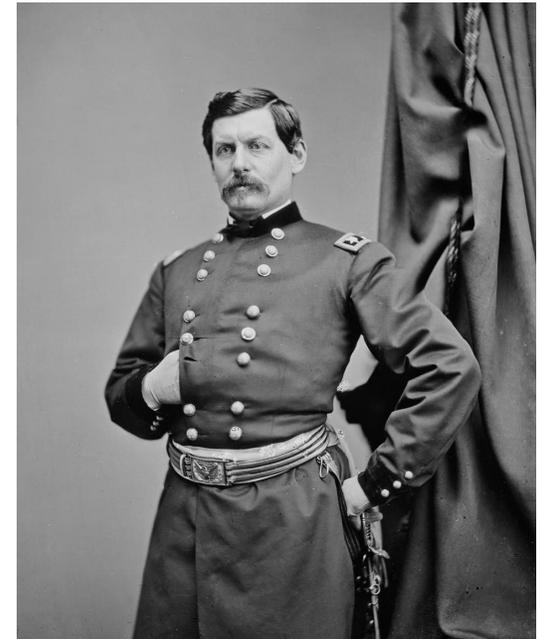
You might be a Perfectionist if...

Paralysis by Analysis – overthink decisions, leading to delays in tasks and projects

Inefficiency and Procrastination – excessive time spent on minor details rather than overall effectiveness

Fear of Failure – avoid taking risks, trying new methods or innovating due to fear of making mistakes

Reluctant to Delegate – fear of giving control over to a teammate and if you do delegate, you may micromanage



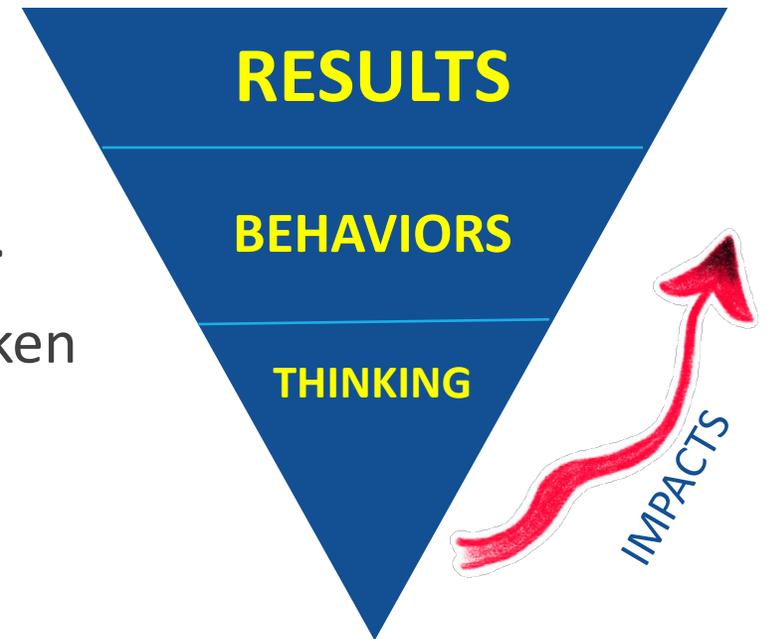
You might be a Perfectionist if...

Poor Collaboration – struggle with teamwork, either by micromanaging or being overly critical of others

Hold Back – can be afraid to try new things or put forward new ideas for fear which hinders creativity and innovation.

Resistance to Feedback – constructive criticism may be taken too personally, making professional growth difficult

Burnout – constant pressure to be perfect leads to stress, exhaustion and decreased job satisfaction



Impact on Others

Negative Impact on your Students or Teammates– you may set unrealistic expectations, discouraging students/teammates rather than inspiring them

Stress - high expectations can stress people out leading to burnout

Micromanaging– stifles growth for team members and exposure to new things

When we take over – we eliminate “the struggle” and others’ ability to grow



“I believe you are capable of doing hard things and you can figure this out.”

TRUSTING TEAMS



The responsibility of leadership is not to come up with all the ideas. The responsibility of leadership is to create an environment in which great ideas can thrive.

- Simon Sinek



Why Excellence Matters More

...and even more to your teams and students!

There are two ways of spreading light:
To be the candle or the mirror that
reflects it.

- Edith Wharton



Excellence Matters More

Progress Over Paralysis – encourages action and refinement

Sustainability – allows for high standards without burnout

Innovation & Creativity – embraces learning from mistakes

Efficiency – prioritizes what truly matters rather than unnecessary time spent on minor details

Confidence & Fulfillment – builds confidence through mastery and accomplishment rather than self-doubt and dissatisfaction.



Pursuing Excellence

Without trying to be Perfect



Tactical Ways to Strive for Excellence

**DEFINE WHAT
EXCELLENCE MEANS
FOR YOU**

Table Talk:

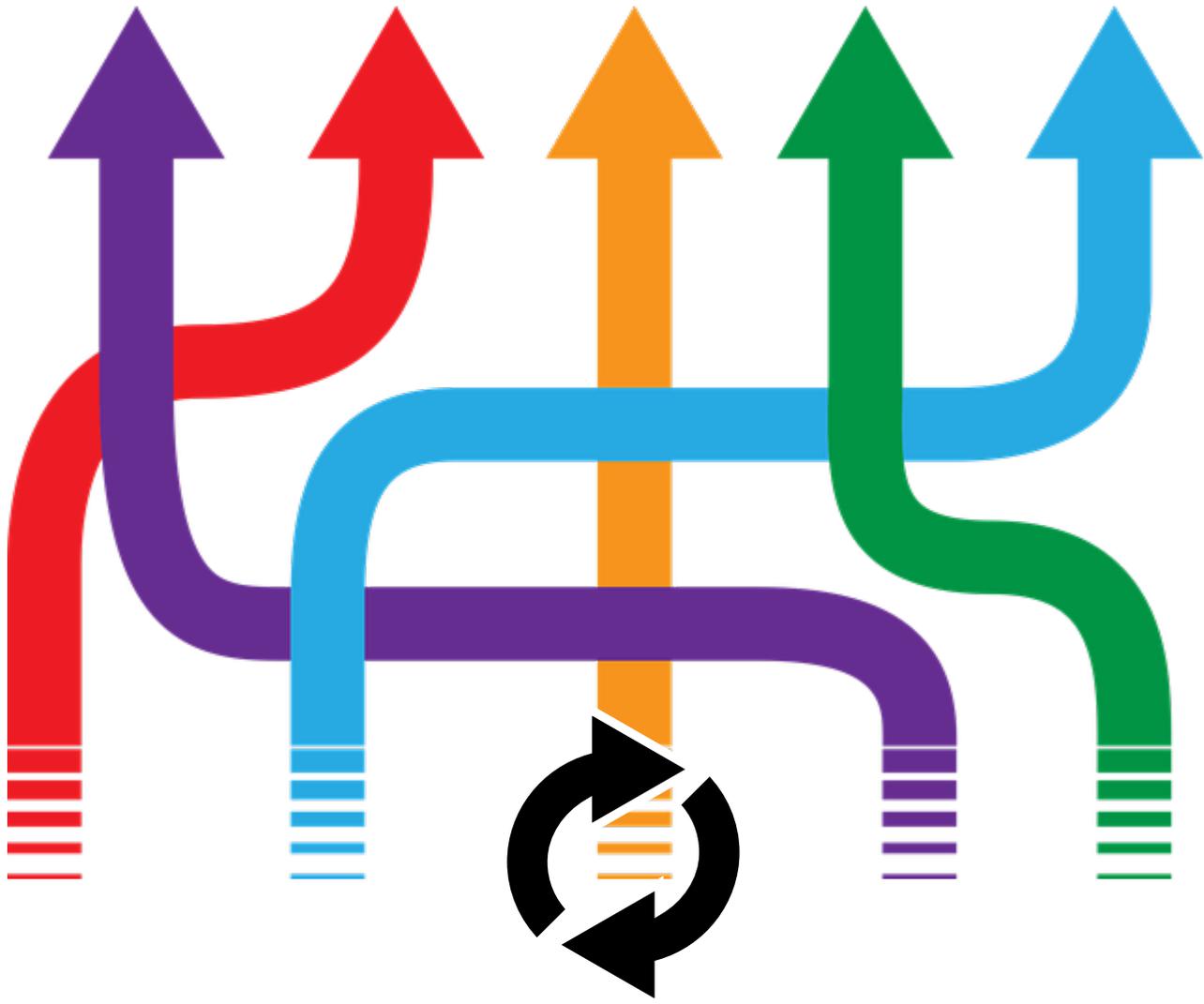
WHAT DOES EXCELLENCE MEAN TO YOU?





Tactical Ways to Strive for Excellence

**FOCUS ON PROGRESS,
NOT FLAWLESSNESS –
80% RULE**



Tactical Ways to Strive for Excellence

**USE SYSTEMS, NOT
JUST GOALS**

Apps Apps, like Forest, which discourage you from using your phone for social media, news...

Pomodoro Technique

Setting a timer to work for 25 minutes and then taking a 5 minute recovery break.

Efficient Calendar

Blocking off time in your calendar to focus on a specific task.

Shuffle Method

Switching between tasks you have to complete, and optional fun activities.

Time M. Buddy

A trusted person who provides you with passive and active support to manage your time.

To-do & To-don't Lists

Lists of tasks you want to complete, and tasks which distract you and you want to stop doing.

Task Segmentation Breaking up tasks into manageable chunks that are dealt with separately.



The Post-it Note Board

A dynamic board with columns, used to monitor the progress of tasks written on Post-it notes.

Task Delegation

Asking peers or colleagues for a little help to complete tasks on time.

Rewards

Having rewards after meeting goals increases your motivation to work.

The Bullet Journal

A structured notebook for recording tasks, deadlines, events and thoughts.

Pickle Jar Theory

Planning your day so your biggest jobs are placed in your schedule first, and smaller jobs can fit around these.

Read full article at: <https://plantae.org/>
Twitter: @ASPB @BesianaK @Rose_McN



Tactical Ways to Strive for Excellence

**USE TACTICAL TIME
MANAGEMENT**



Tactical Ways to Strive for Excellence

**PRIORITIZE
CONNECTION OVER
PERFECTION**



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Tactical Ways to Strive for Excellence

**SEEK CONTINUOUS
FEEDBACK**



Tactical Ways to Strive for Excellence

THE REPAIR

Let's Review

PERFECTIONISM

Image Driven

Controlling perception, not outcomes

Hiding weaknesses instead of building solutions

Afraid to ask for help

Failure may cause excuses and blaming

EXCELLENCE

Deliberate

Built on Clarity, Consistency and Delivery

Steps into opportunity with intention

Curious...asks questions

Asks for help

Delivers work that represents the full strength of the team

Thought Challenge

Your Identity Value is Not Established on Being
Right...or Perfect.

But in Your Ability to... (fill in the blank)

Excellence in Practice

Excellence is about effort, not Image

Excellence is about your commitment to the actual work

Excellence is about using your resources

Excellence is about staying steady

Excellence is about managing your mind

**Healthy
Striving**

Your Pursuit of Excellence

“We are what we repeatedly do. Excellence then, is not an act, but a habit.”

- Aristotle

Reflection Question:

**WHAT IS ONE THING I WILL DO
DIFFERENTLY AFTER TODAY?**





Thank you

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