

# Combating Perfectionism

September 17th, 2025



terryberry  
Engage • Reward • Succeed



Presenter

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**Anna Beaten**

Principal, Human Solution



# Empowering People & Organizations to Thrive

- **100+ years** helping organizations recognize and engage their people
- **Engagement solutions** that work, with the data to prove it:
  - Recognition & Rewards
  - Surveys & Insights
  - Physical & Mental Well-being
- **Trusted by 40,000+ organizations** with millions of employees across industries



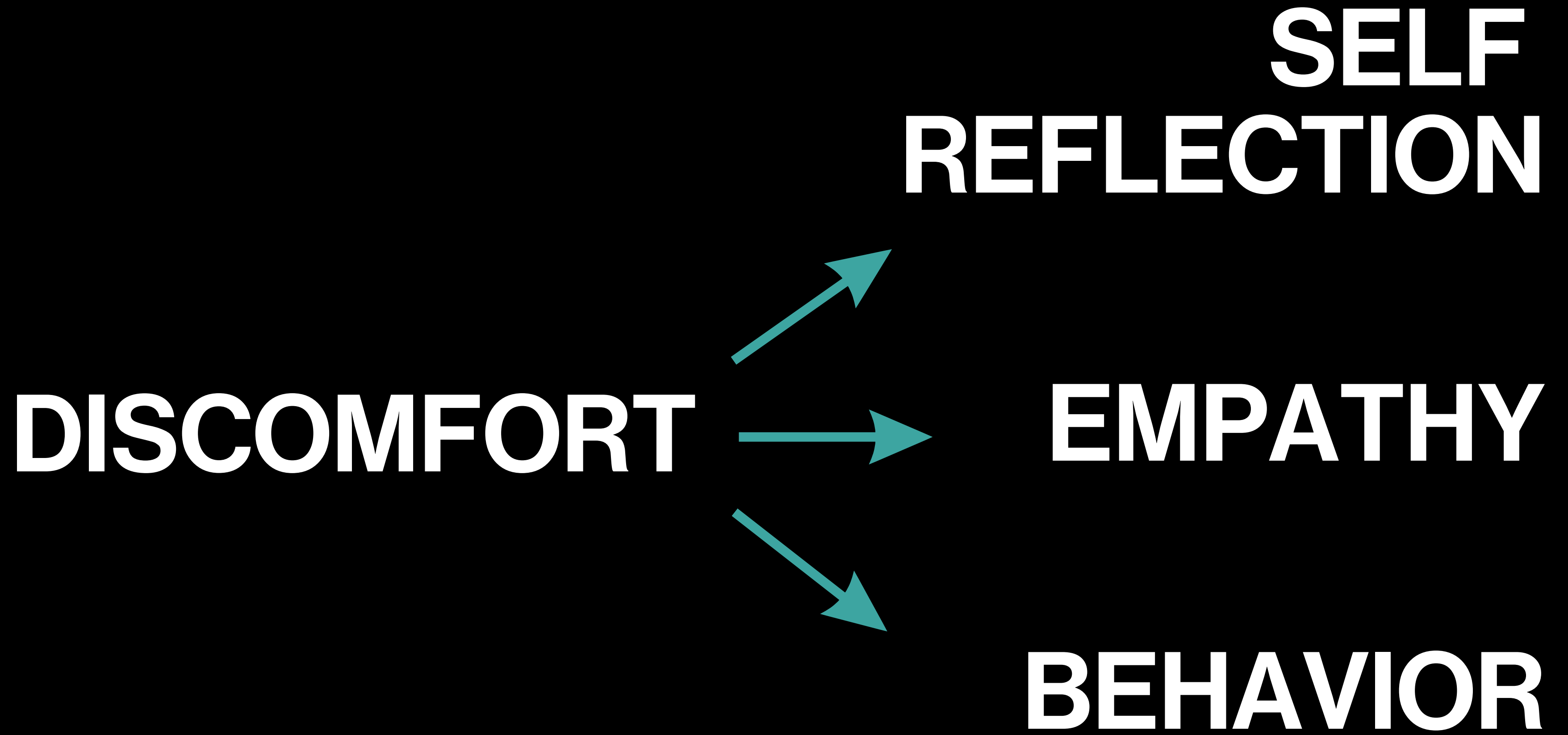
# Combating Perfectionism







**How do we become more  
skilled at Navigating Discomfort**





# THE BIG PICTURE



**Understanding  
ME  
(self)**



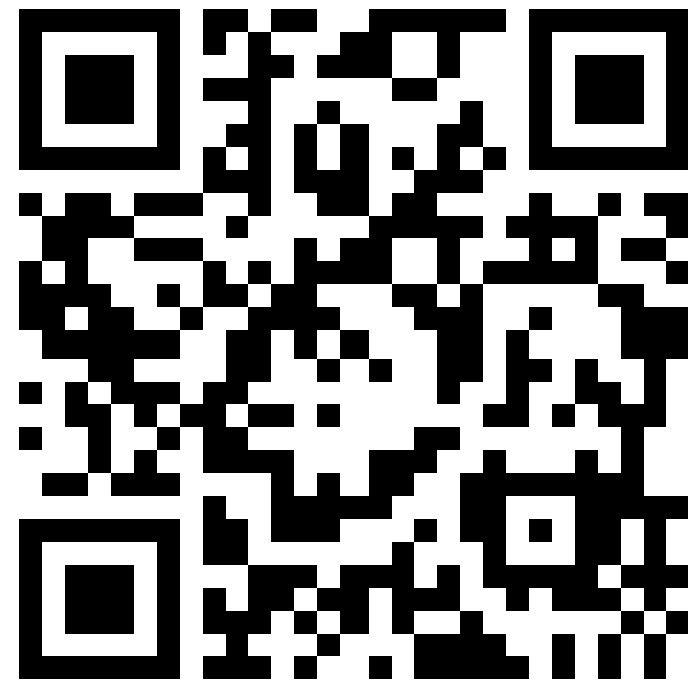
**Understanding  
YOU  
(others)**



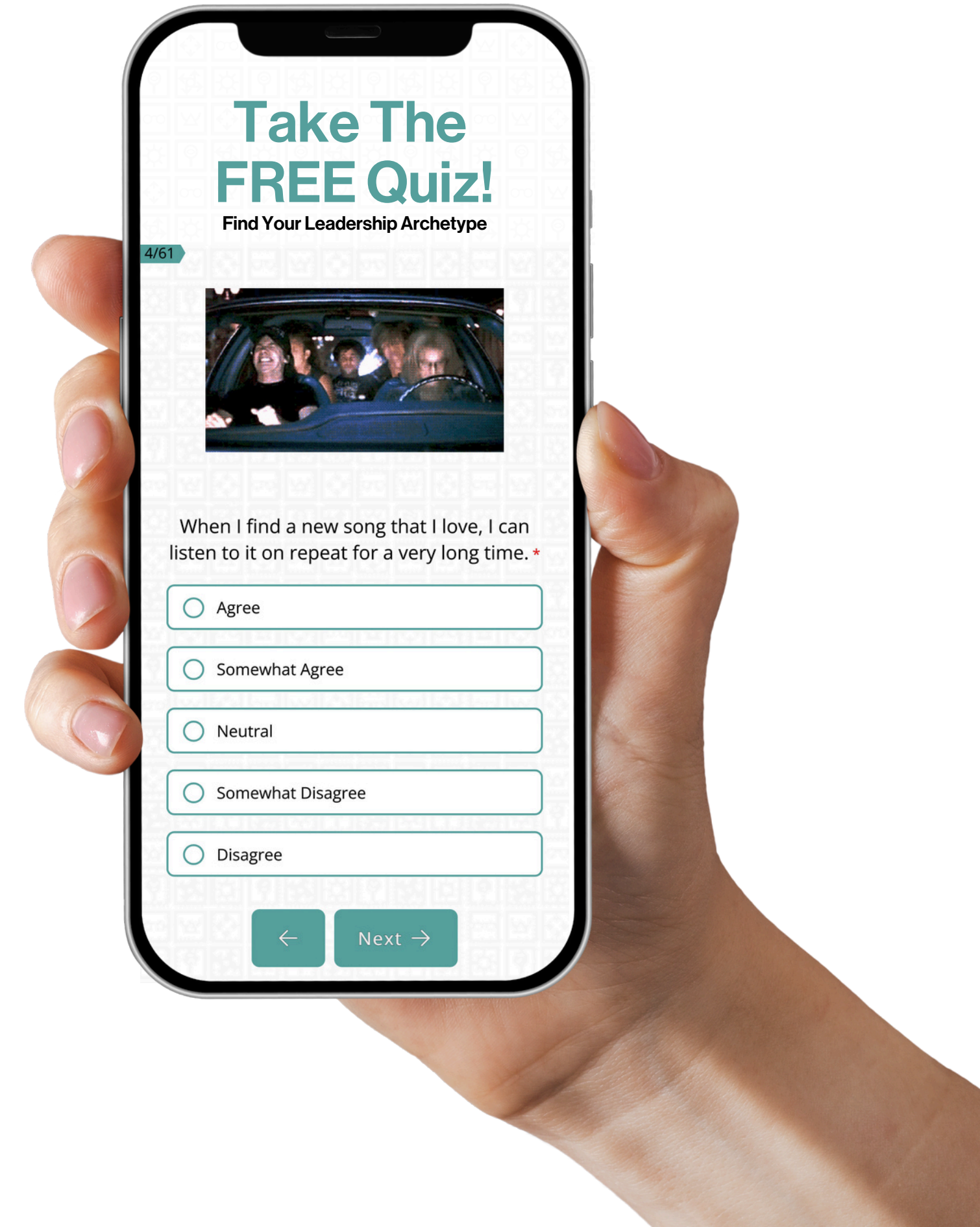
**Understanding  
US  
(interactions)**

# FSDI ASSESSMENT

*If you haven't had a chance to take the FSDI Assessment, feel free to do so now.*



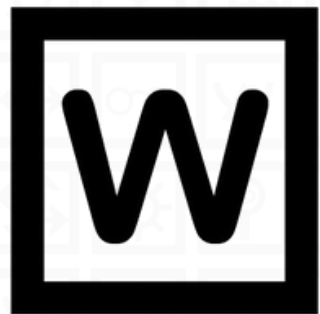
<https://www.su.vc/tb2025>



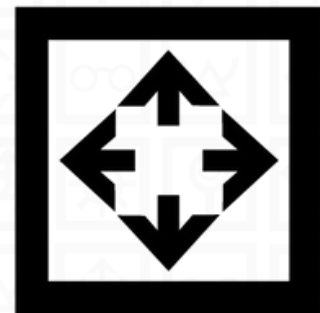
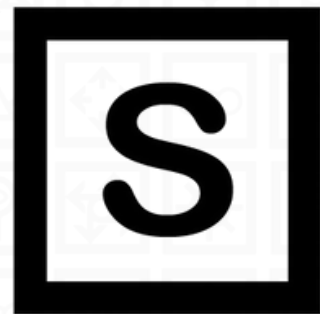


# The FSDI Archetypes

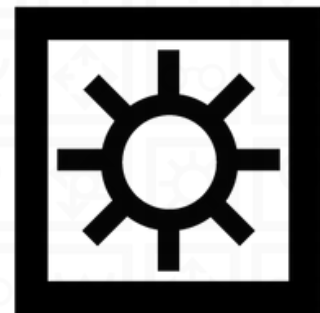
Warrior



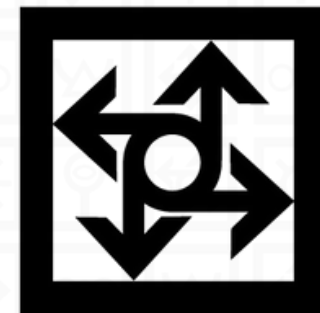
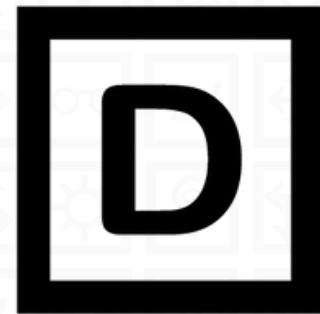
Survivalist



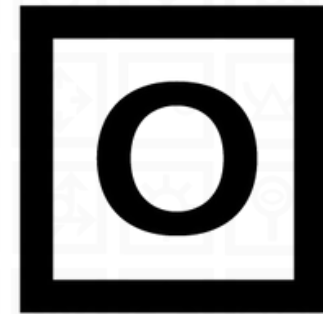
Happy Denier



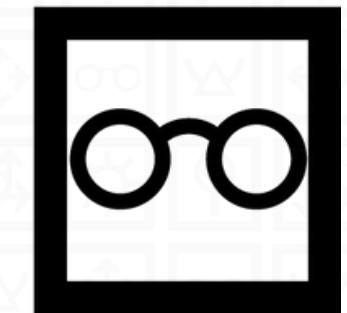
Deflector



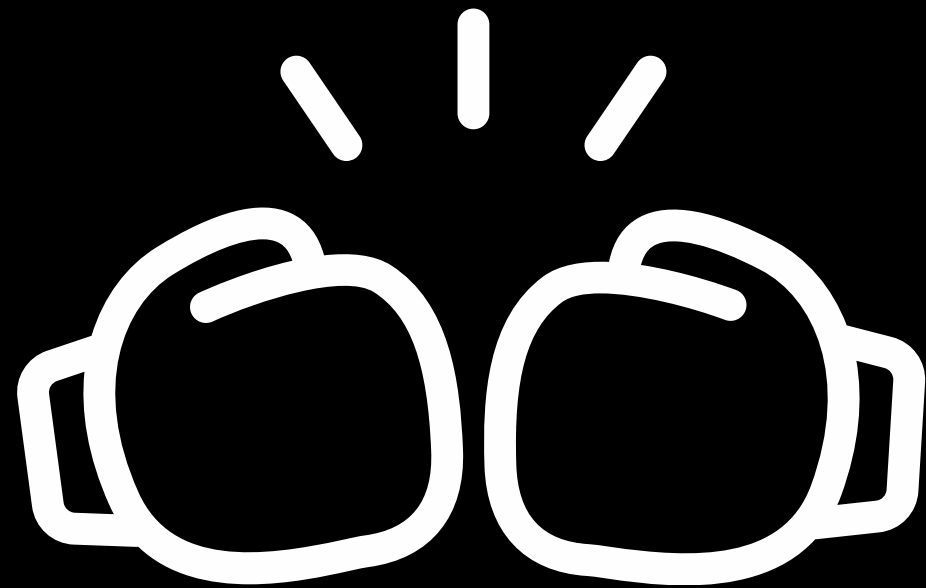
Obsessor



Professor



**FIGHT**



**FLIGHT**



**FREEZE**





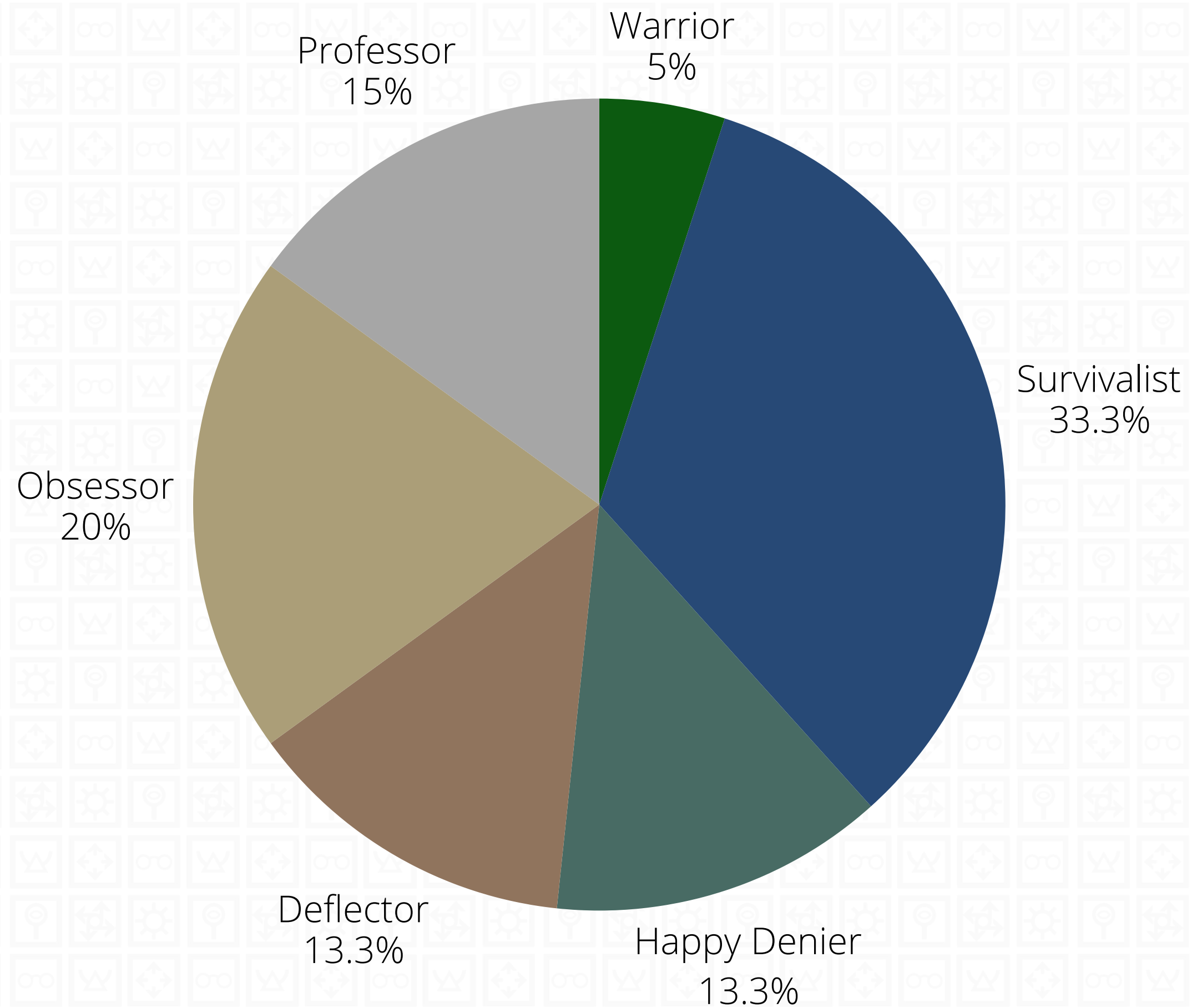
**FAILURE = STRESS = DISCOMFORT**

**“Perfectionism at its core isn't about high standards. It's about fear. Fear of failure. Fear of looking stupid, fear of making a mistake, fear of being judged, criticized, and ridiculed.”**

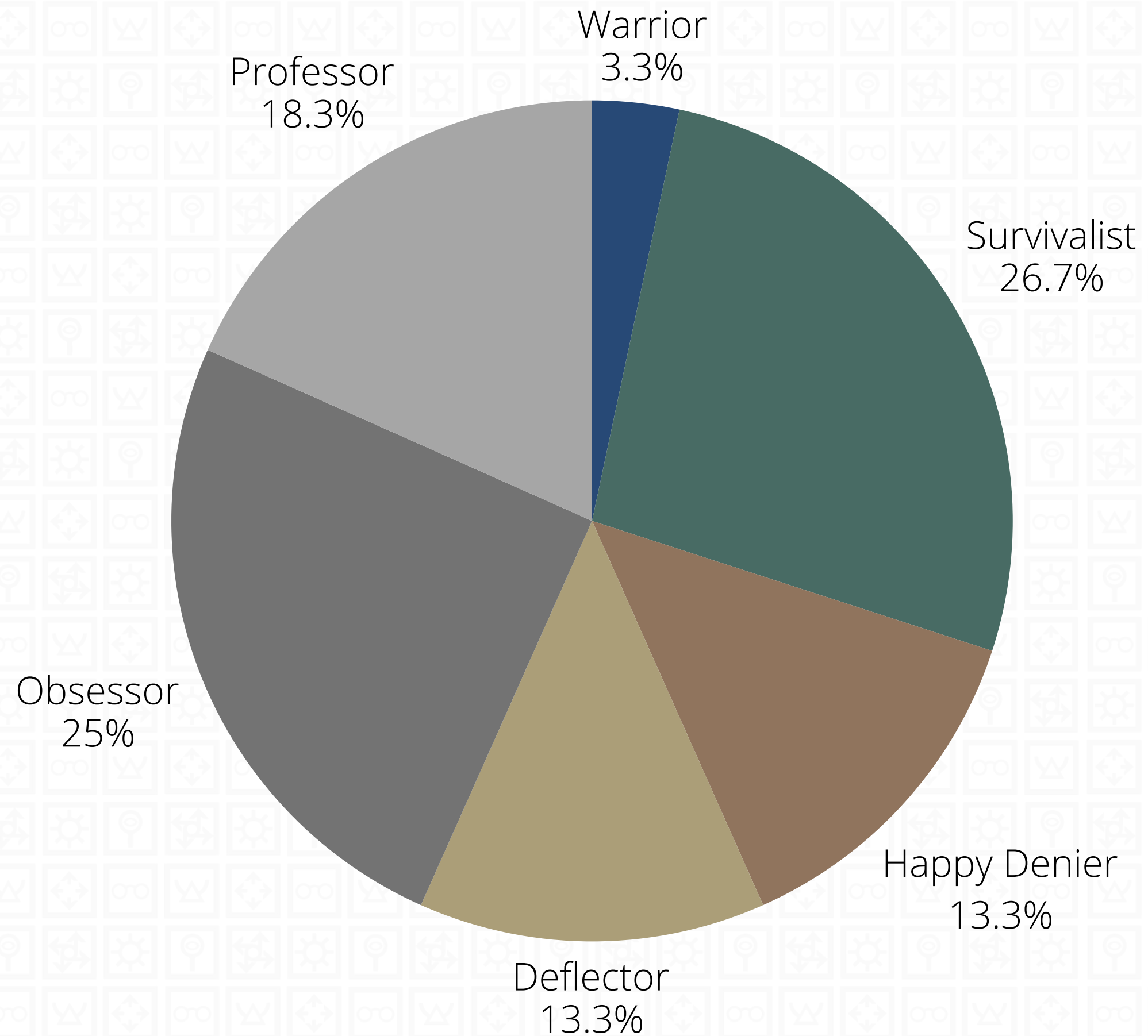
*-Marie Forleo*



# Terryberry Primary Archetypes

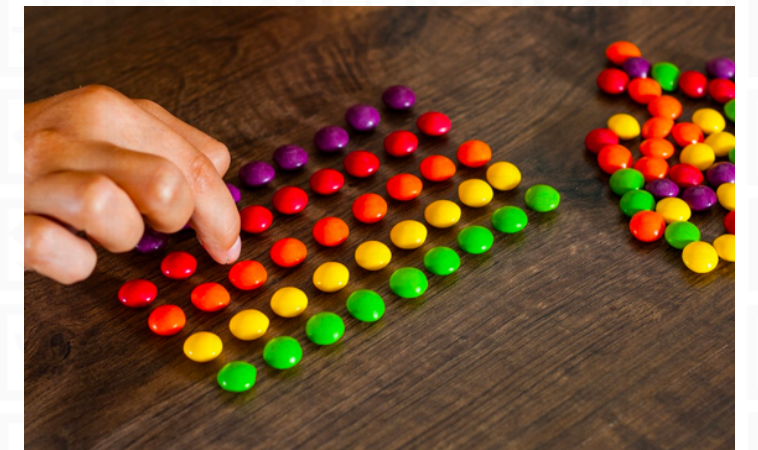


# Terryberry Secondary Archetypes



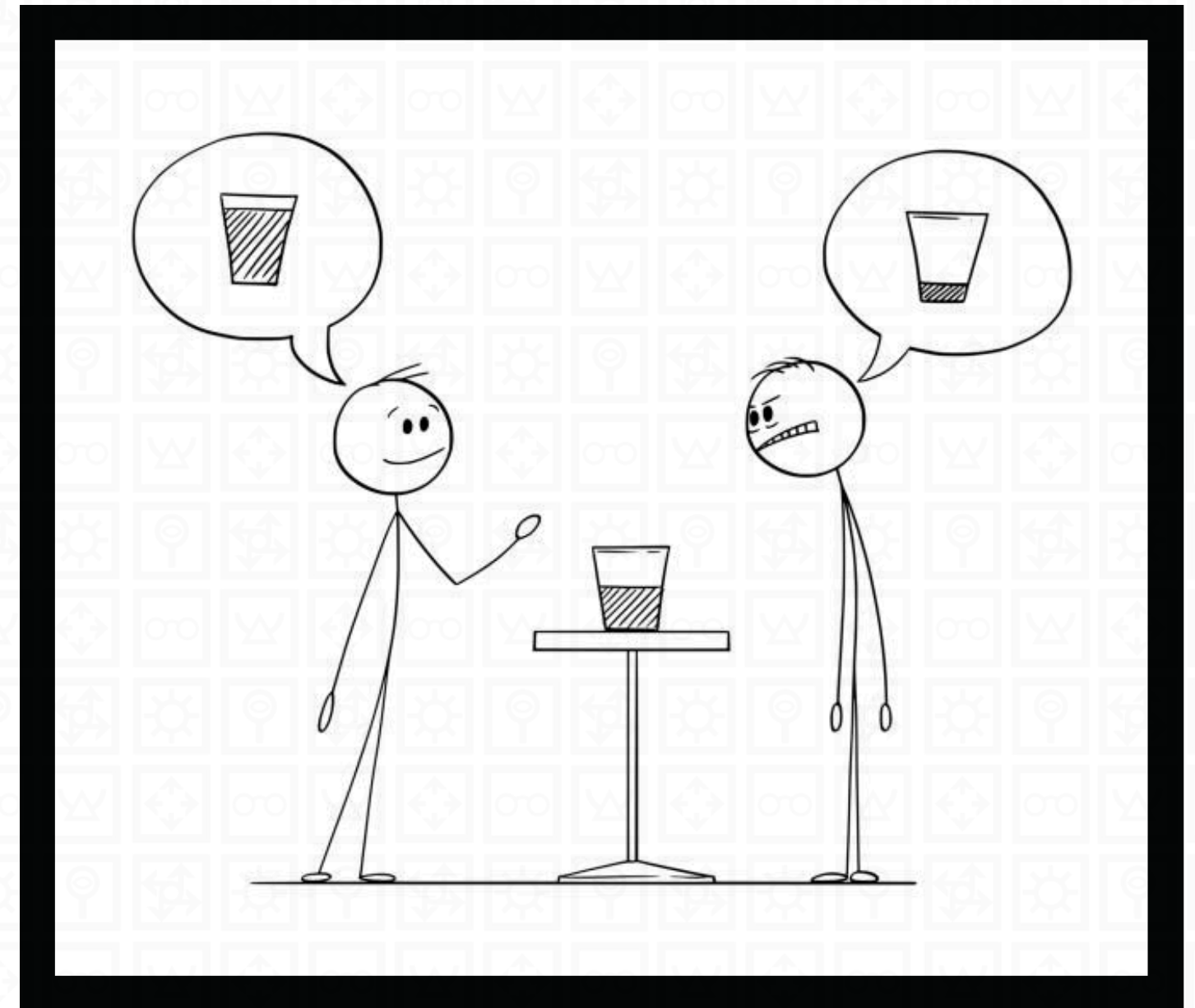
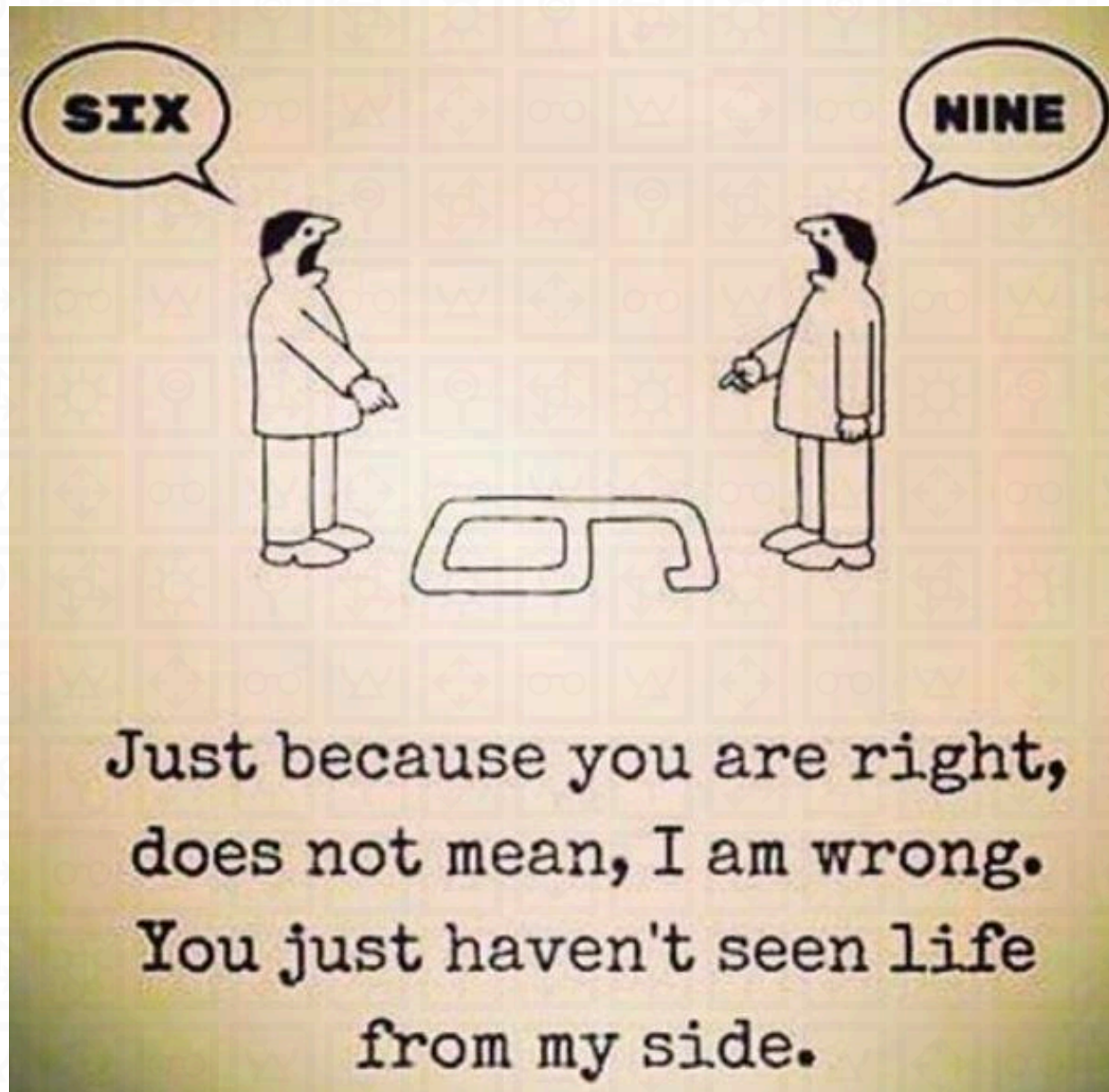
# Perfectionism Spectrum

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# False Consensus



# Combating Perfectionism



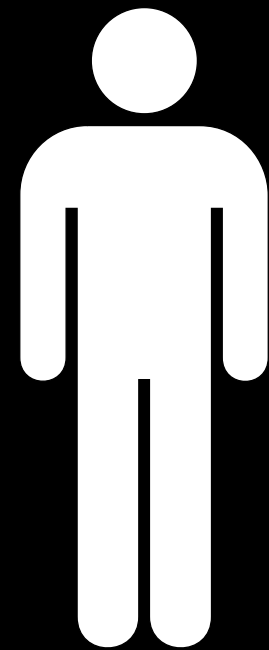
**"Perfectionism & fear of failure go hand in hand: They lead you to believe that success isn't about doing something good, but about not doing something bad."**

*-Arthur Brooks*



# Multidimensional Perfectionism & Burnout

*-Andrew Hill & Thomas Curran*



## Perfectionist Striving

- Drive to attain accomplishment
- Motivated by positive outcomes
- Curiosity & seeking

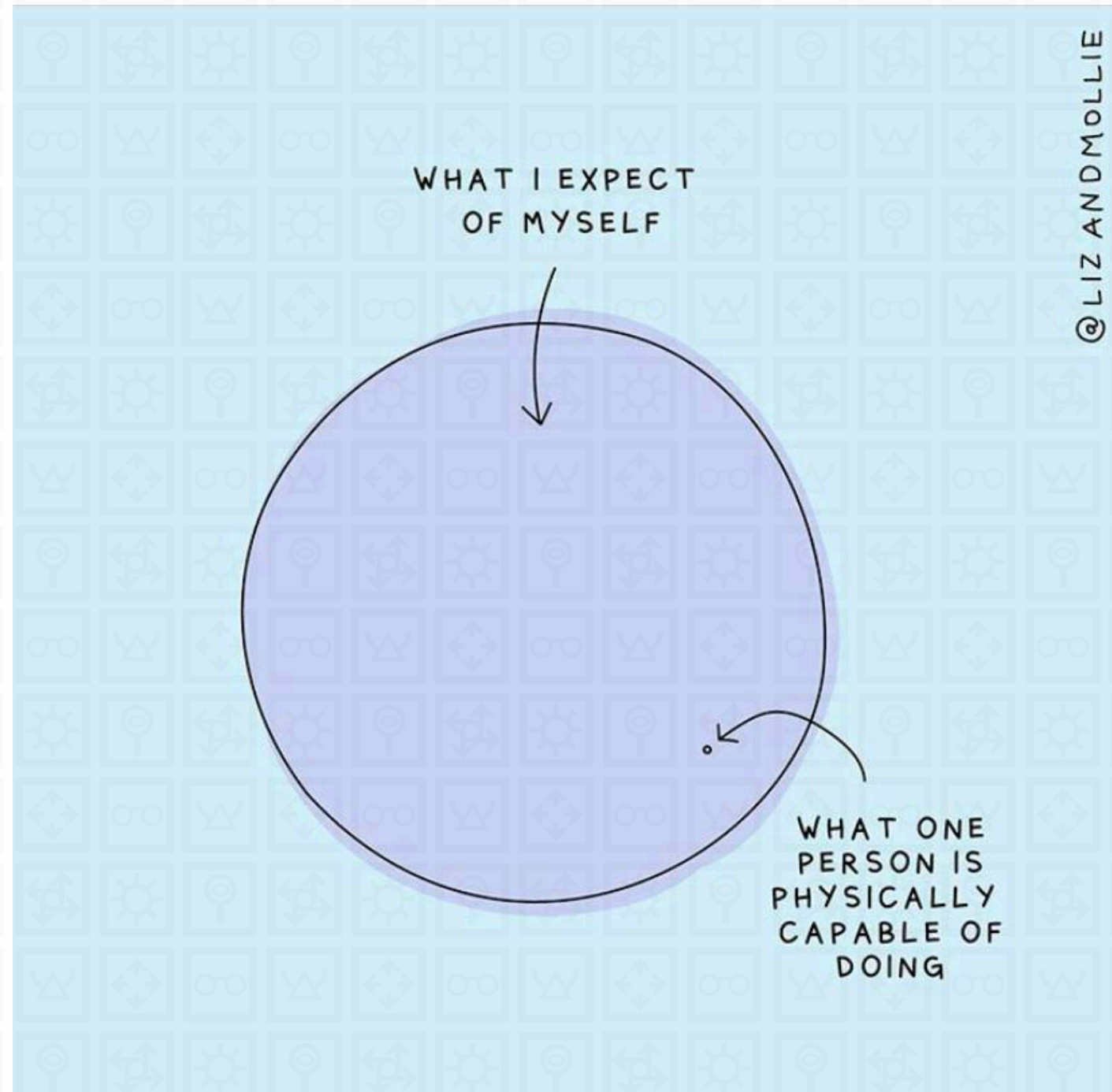


## Perfectionist Concern

- Fear of failure
- Avoidance of mistakes
- Fear of being viewed negatively

*-Personality & Social Psychology Review, 2015*

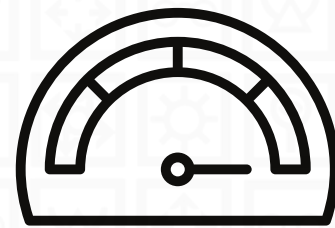
# What Perfectionism Feels Like



# Dialing IN to our Tendencies



**Dial UP**



**Dial DOWN**

**100**

**Dial IN**



*Gemma Correll '17*

**How does this  
manifest on  
an individual  
level?**

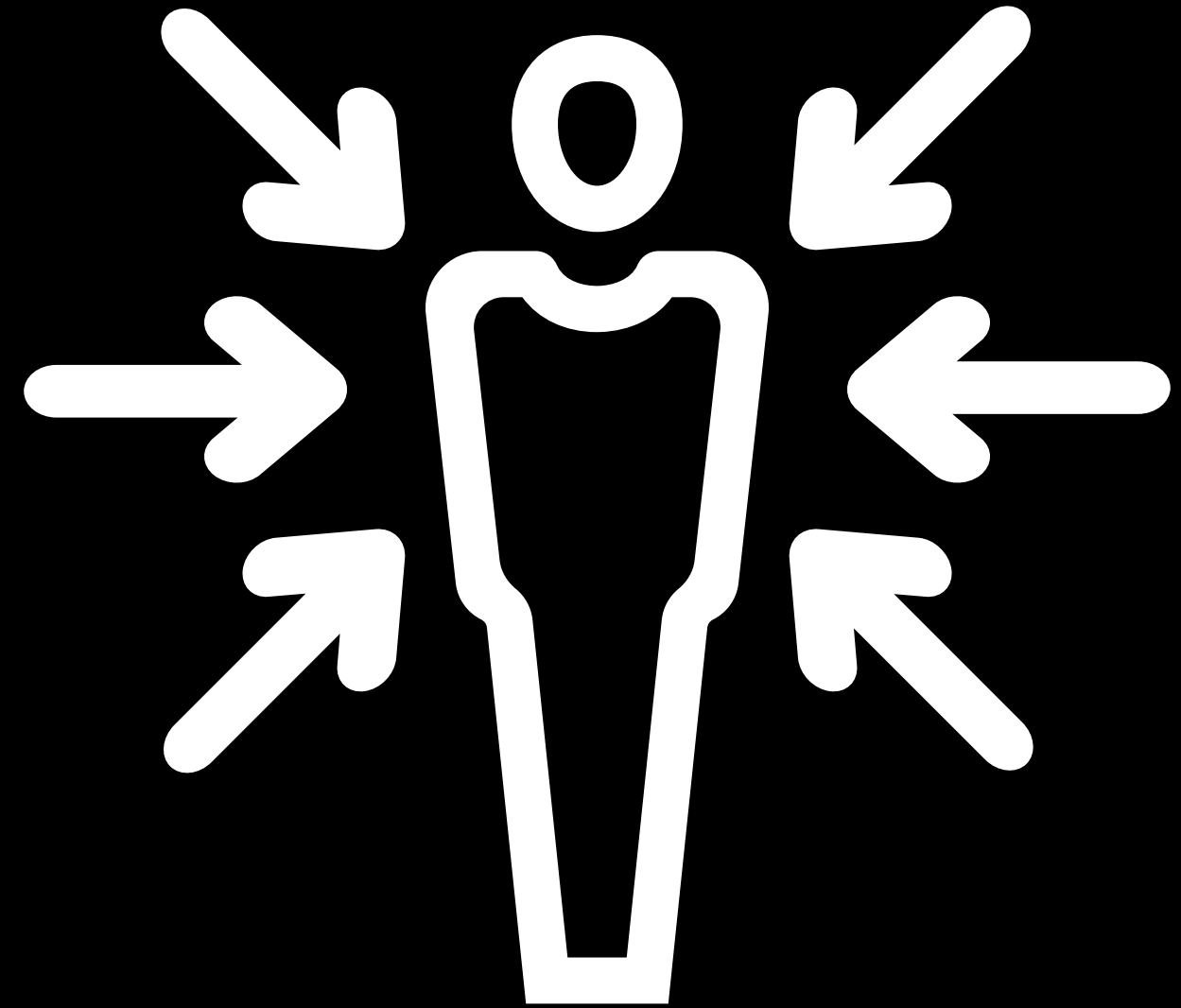




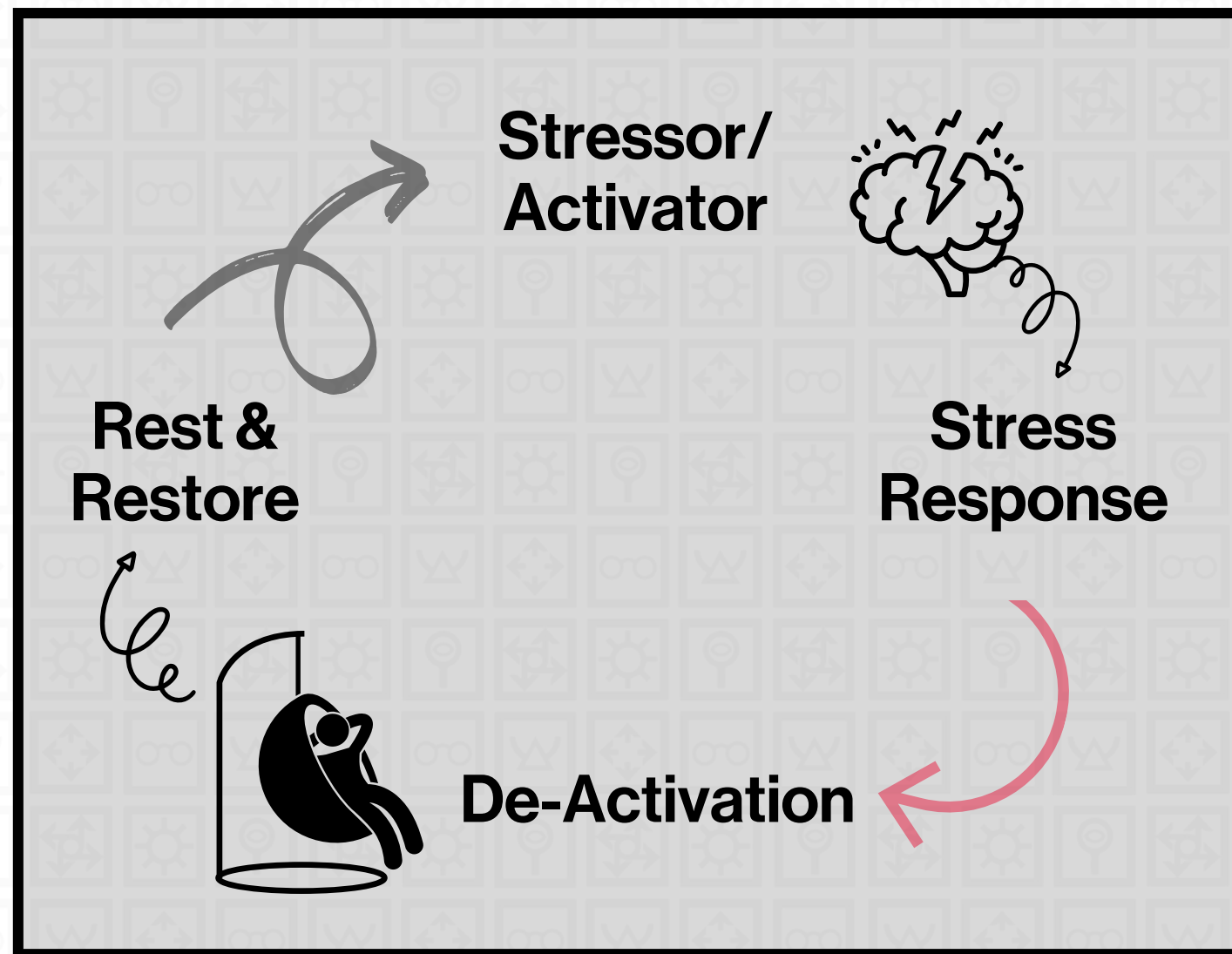
# Combating Perfectionism



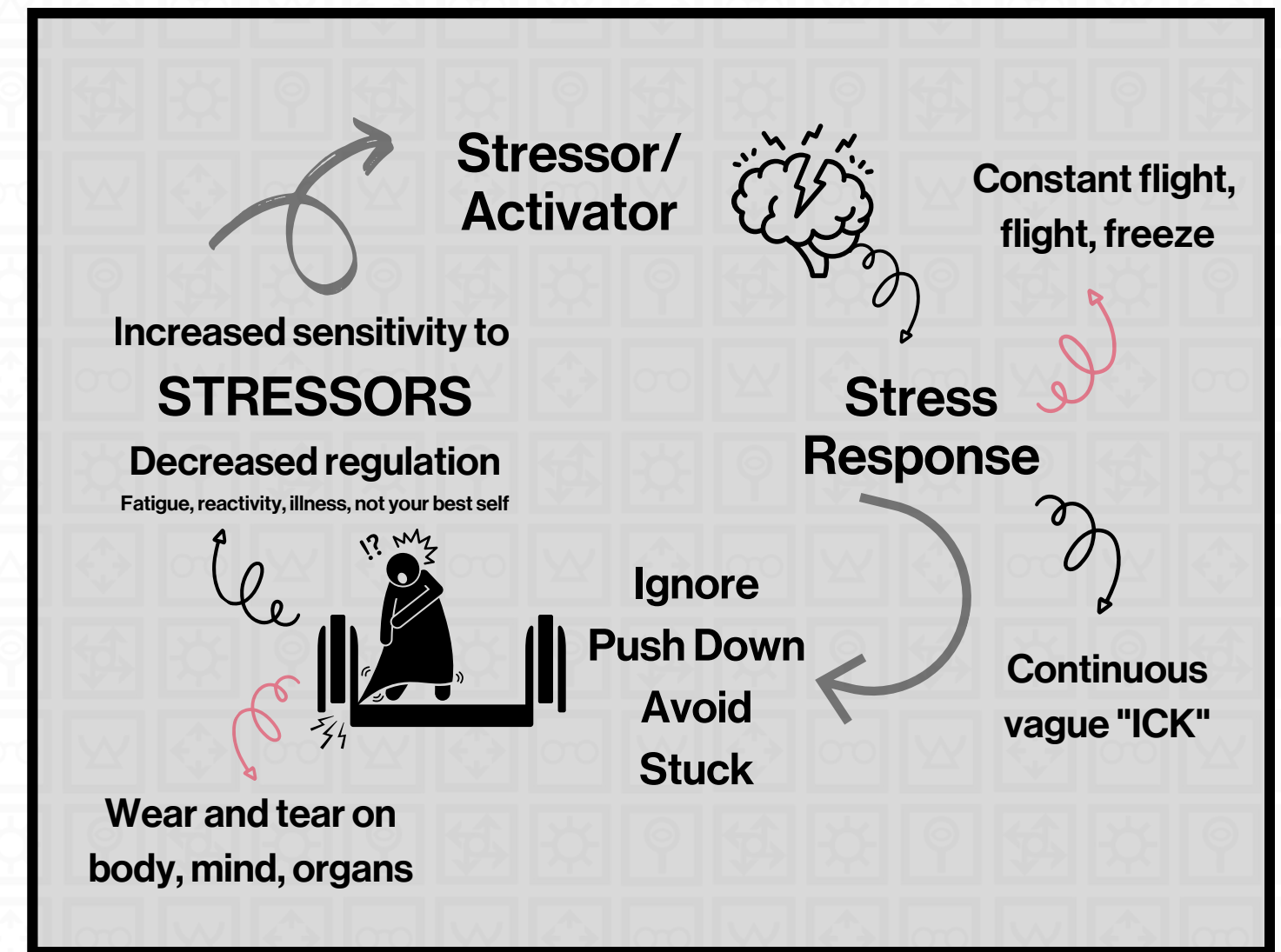
What Can  
Individuals **DO**?



# Optimal Stress Cycle

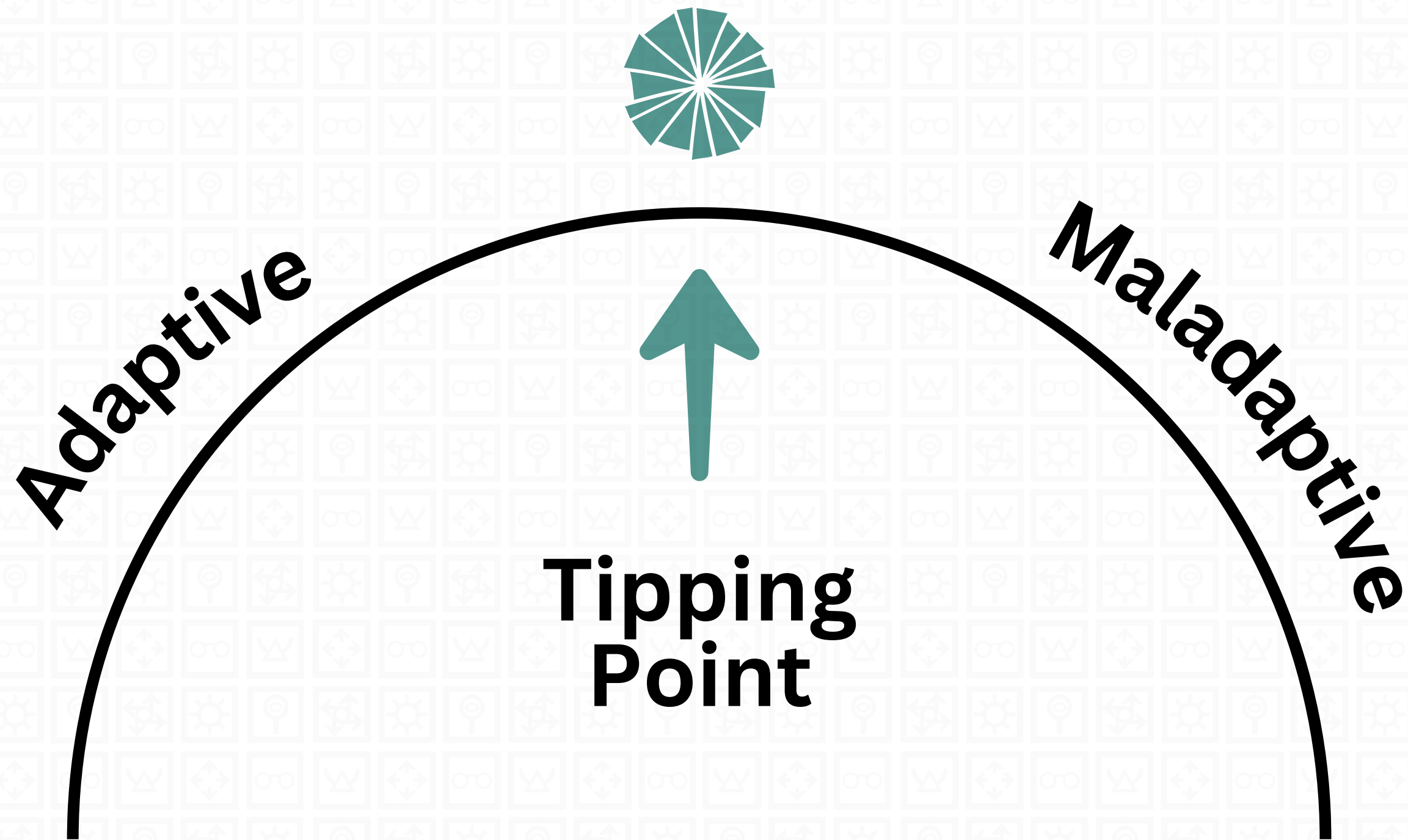


# Non-Optimal Stress Cycle

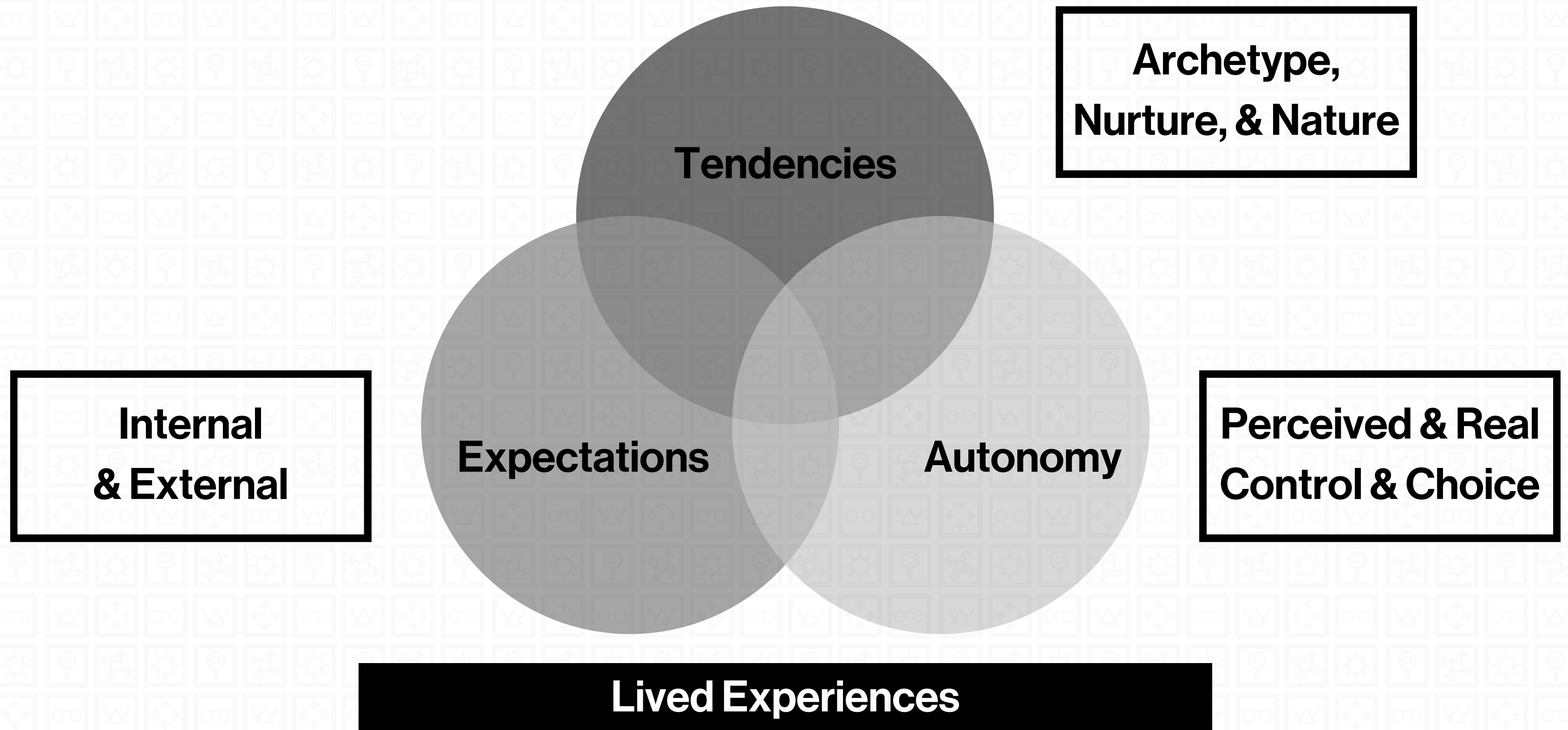




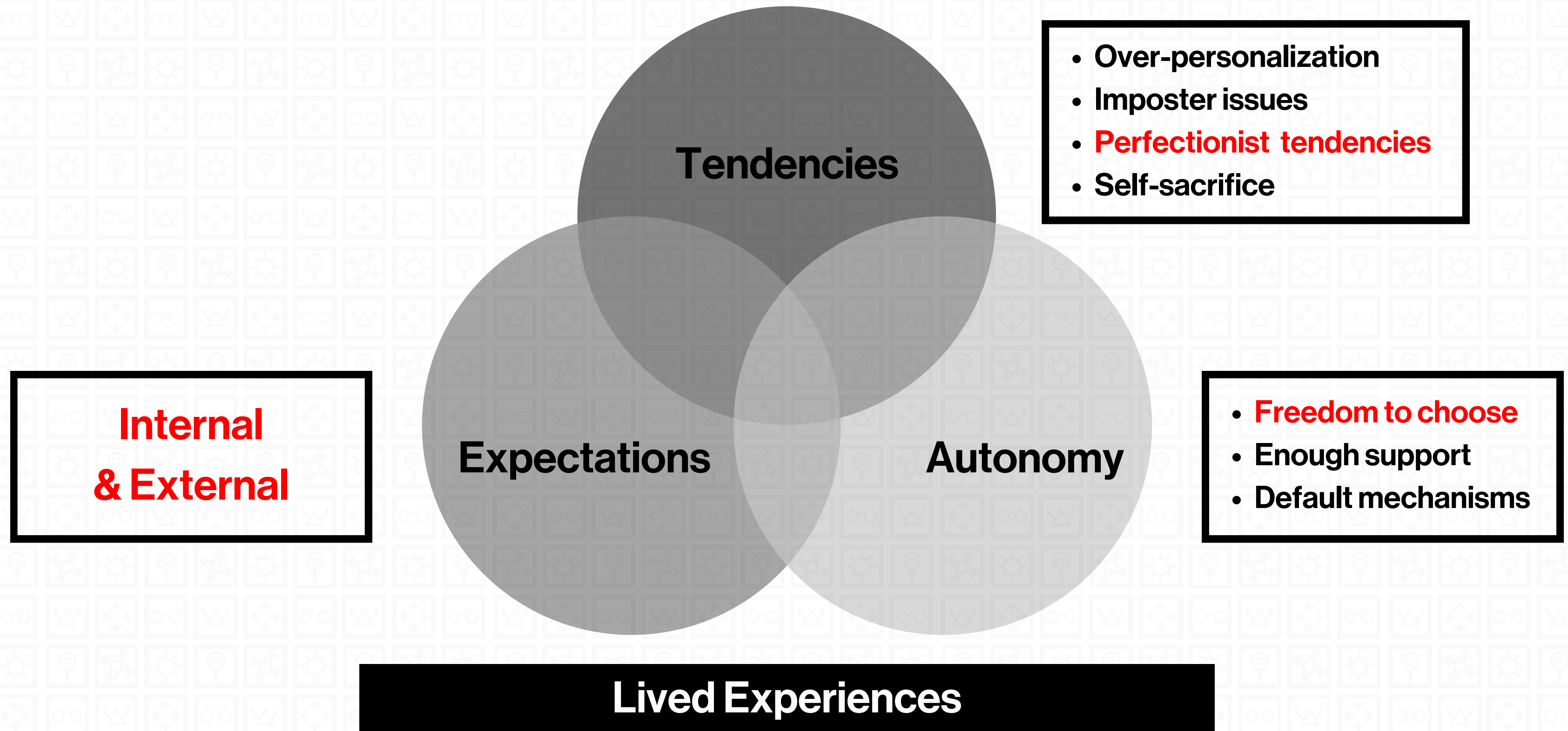
# The Stress Curve



# Failure & Risk Framework



# Failure & Risk Framework





# Where are you planning to succeed? Where are you avoiding failure?



**Health &  
Wellness**

**Household**

**Friends**

**Finance**

**Parenting**

**Professional  
Life**

**Romantic  
Relationships**



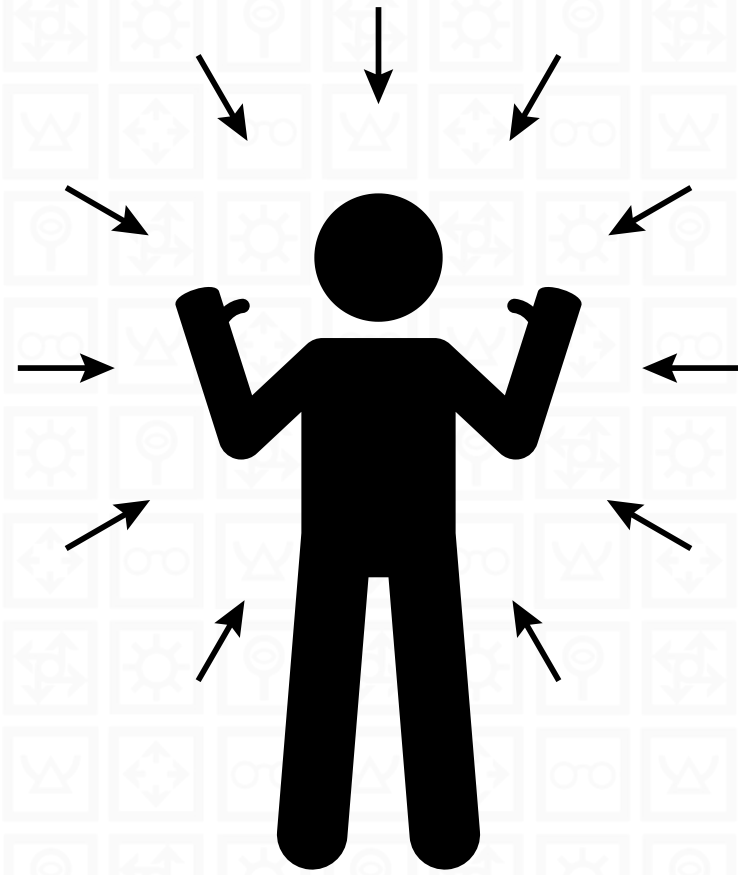
# Combating Perfectionism



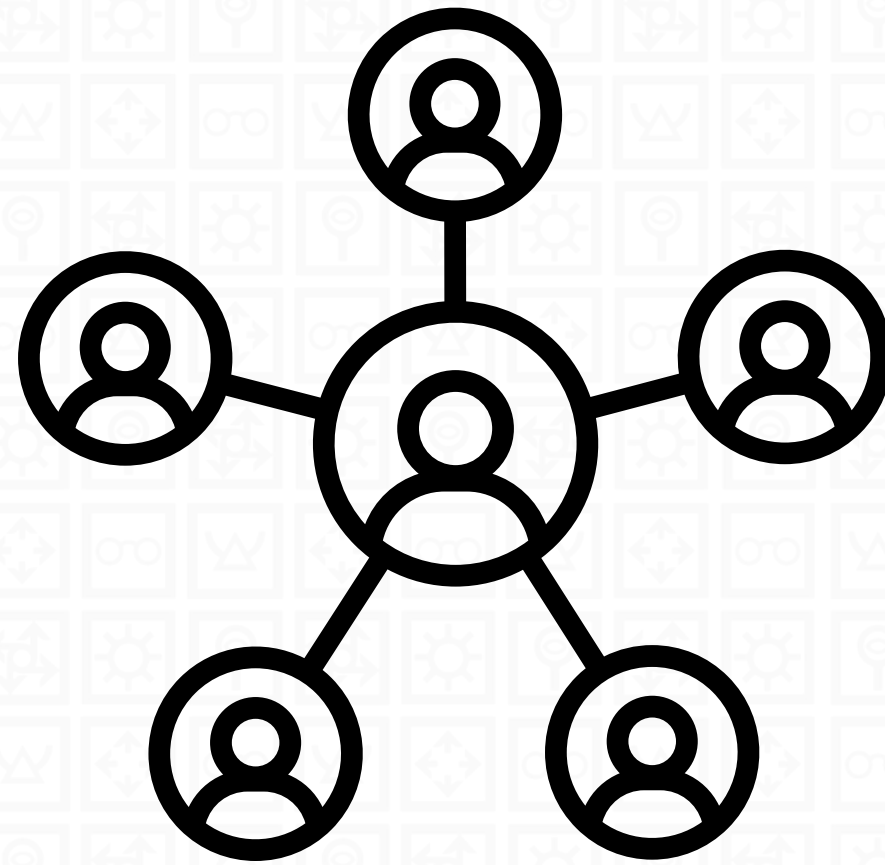
# Why does this matter?



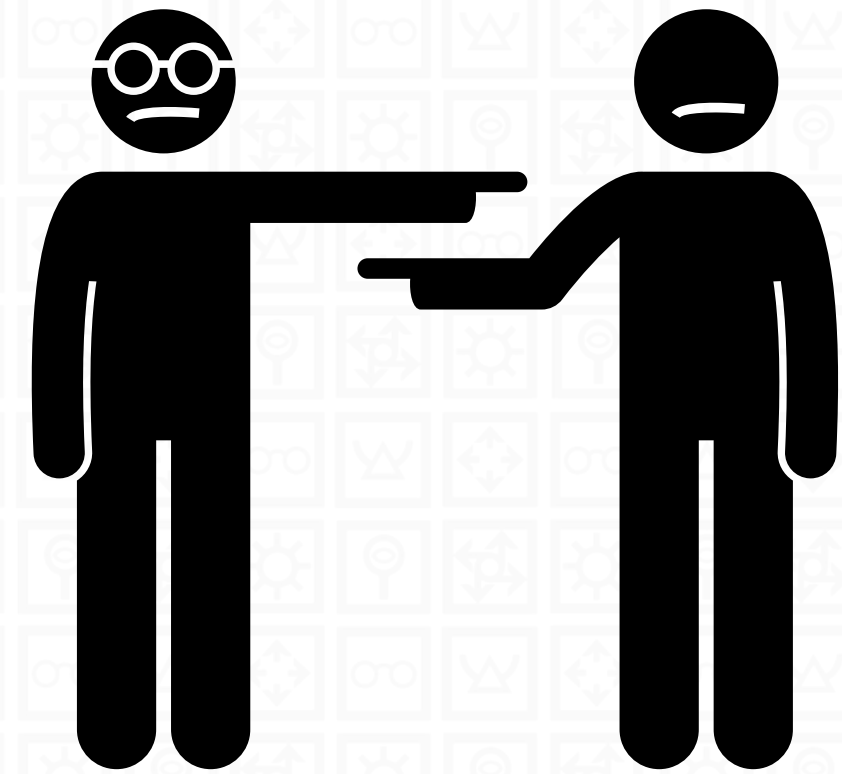
# Perfectionism Dimensions



Self  
Oriented



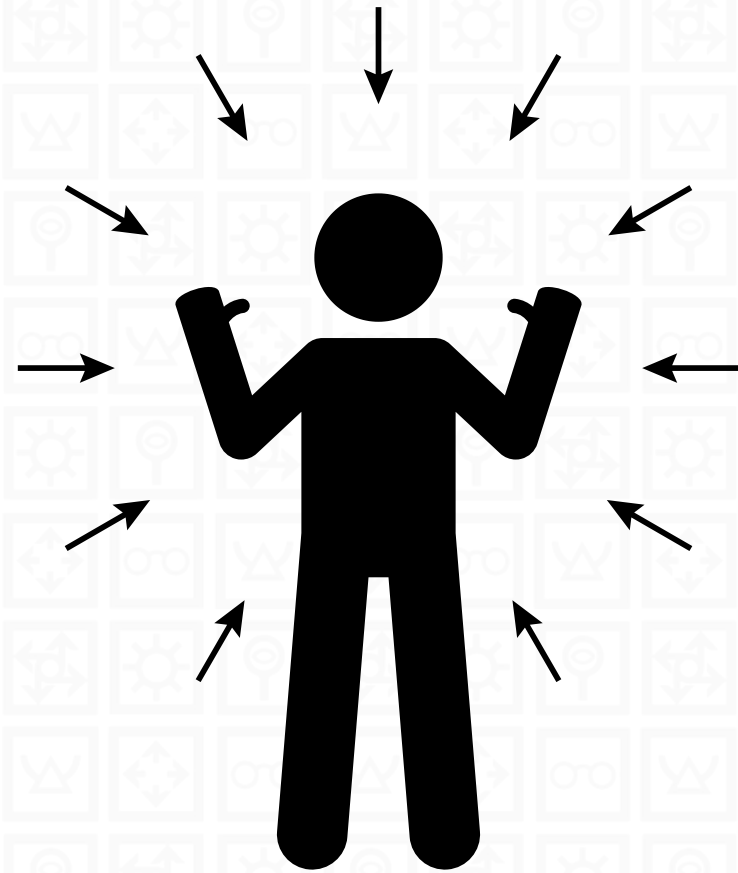
Socially  
Prescribed



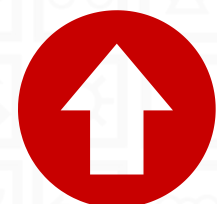
Other  
Oriented

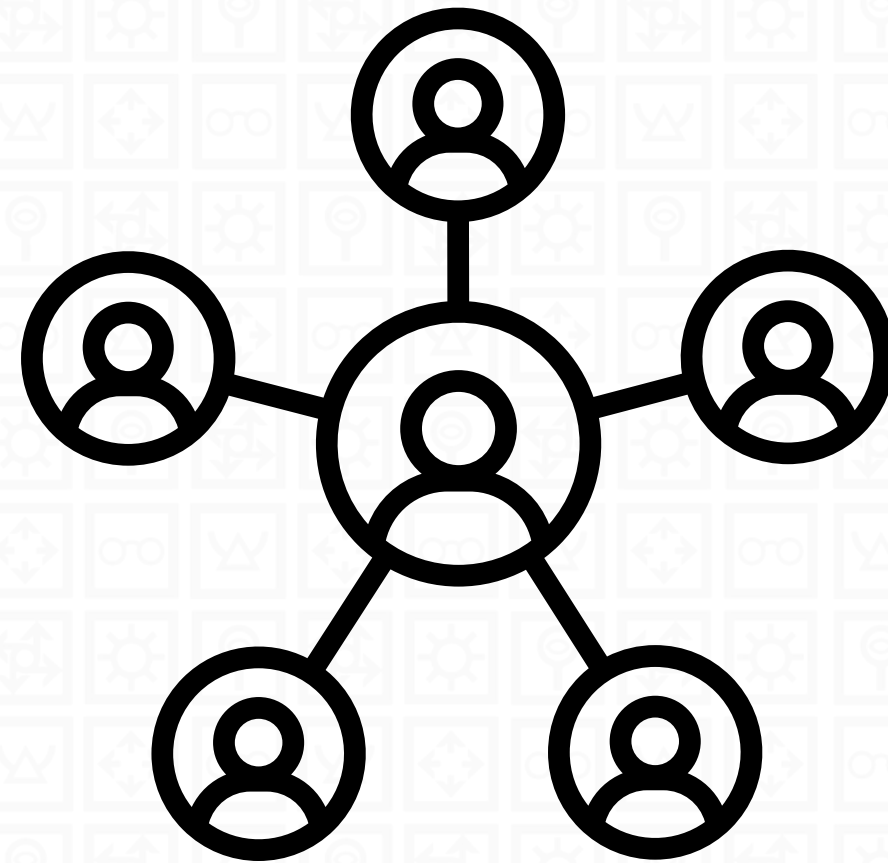


# Perfectionism Dimensions




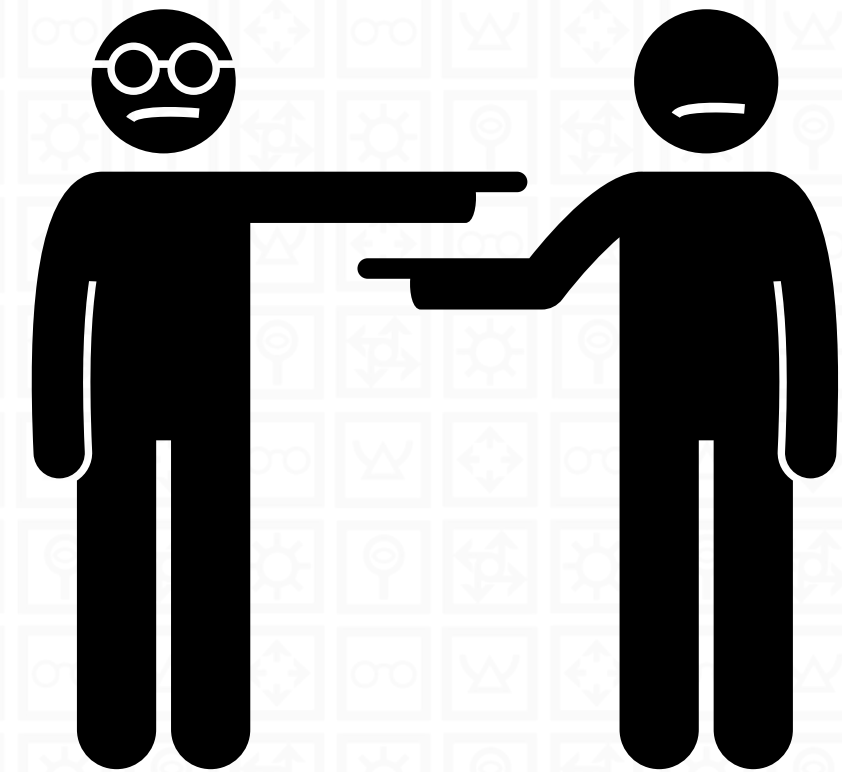
Self  
Oriented

 **10%**



Socially  
Prescribed

 **32%**



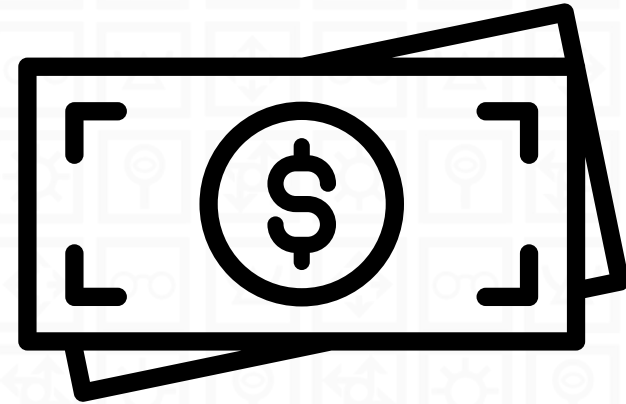
Other  
Oriented

 **16%**

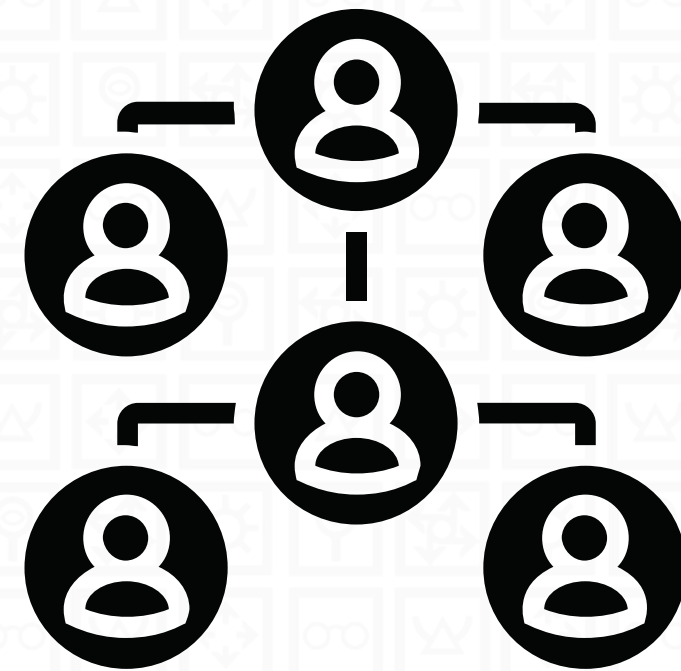
# Workplace Amplification



Time



Money



Power Dynamics



Identity

**Organizational Culture**

# What Can Organizations & Leaders **DO**?



## What Individuals are Experiencing

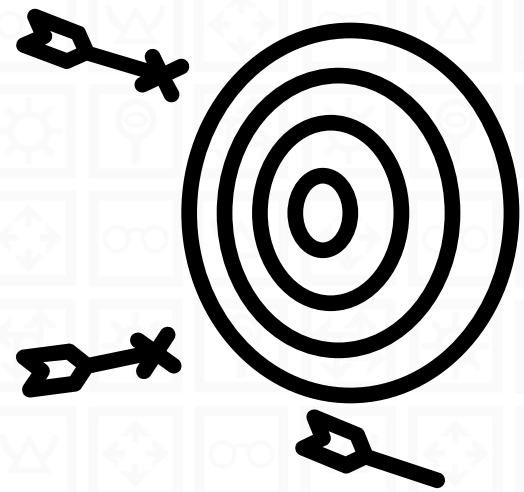


## Reverse Engineer Management & Systems Solutions

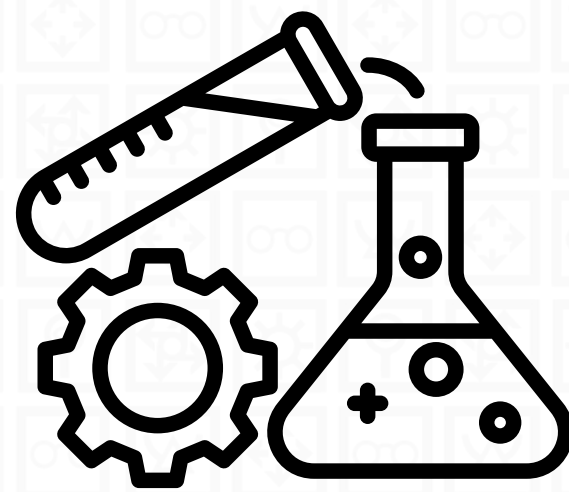




# Leading Perfectionists on Your Team



Model  
Imperfection:  
Humanize  
Leadership



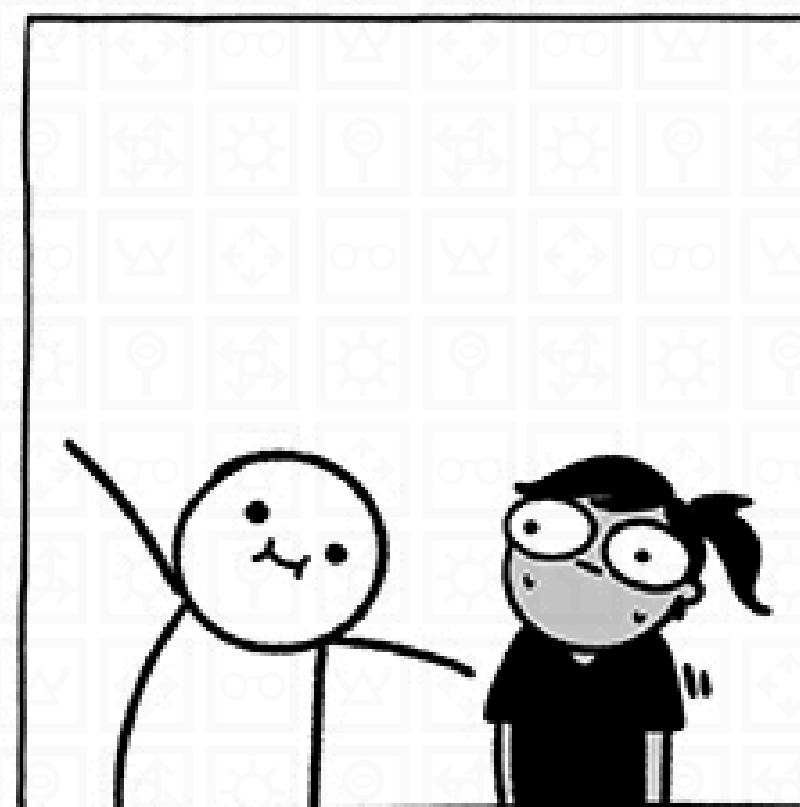
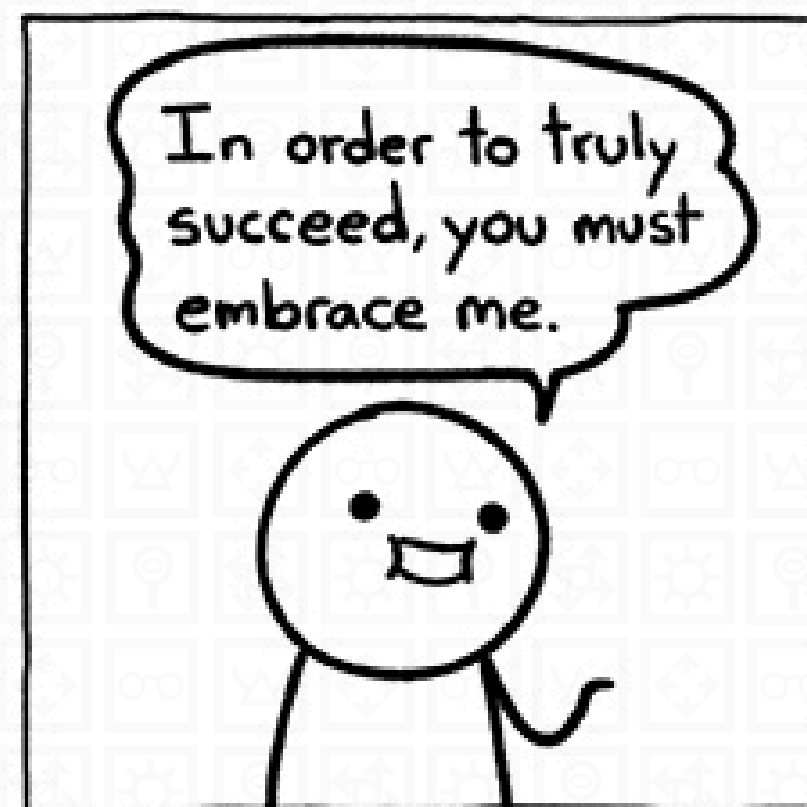
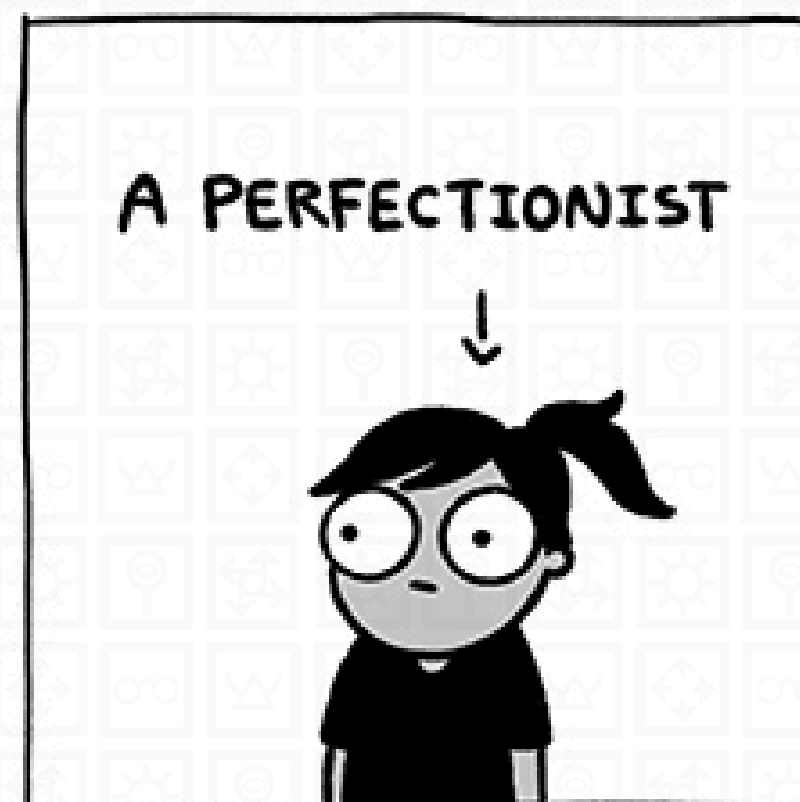
Praise &  
Reward  
Experimentation



Set  
Realistic  
Expectations

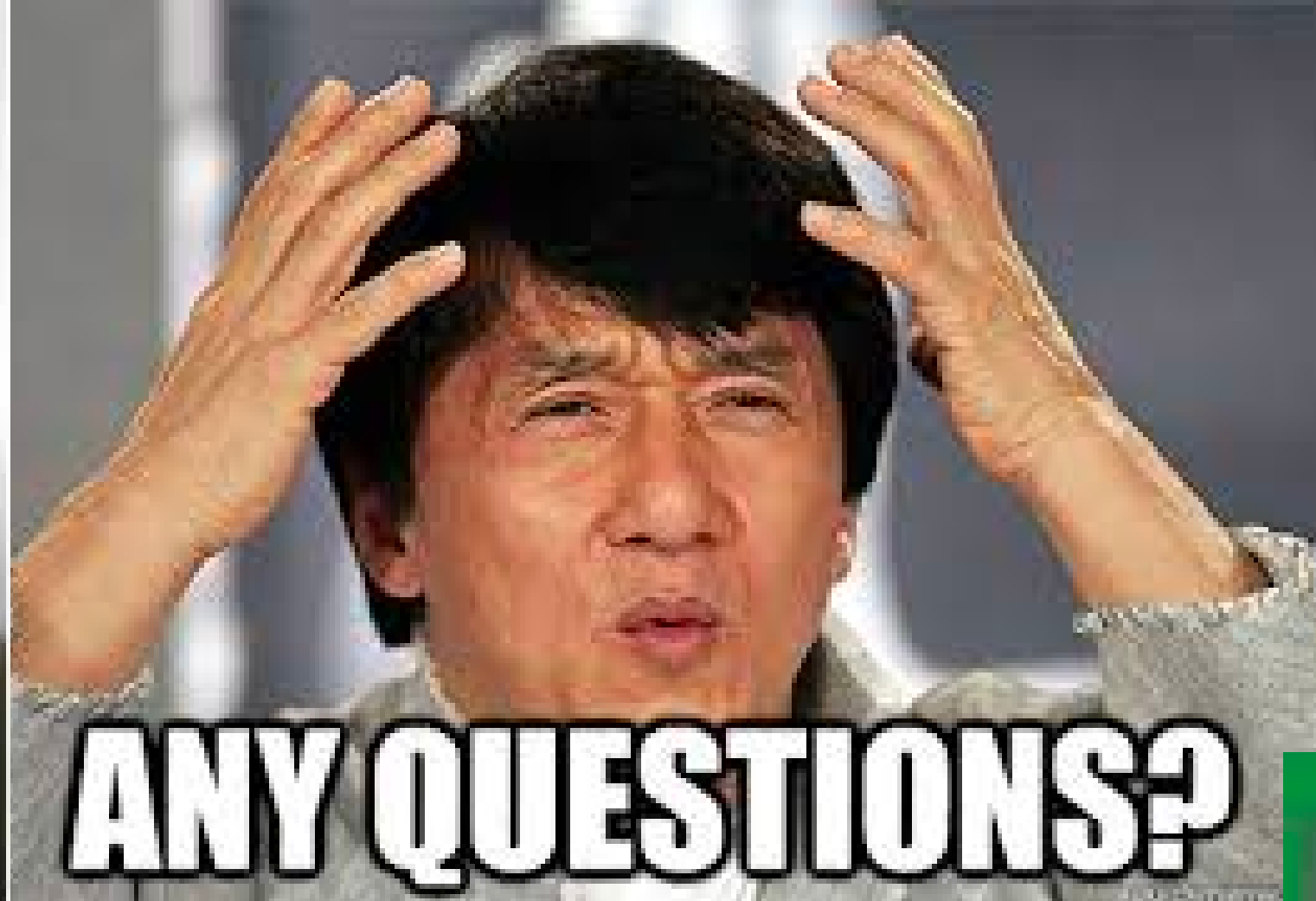


Protect  
Capacity &  
Monitor  
Burnout



**BRACE YOURSELF**

**QUESTIONS ARE COMING**



**ANY QUESTIONS?**

**ANY QUESTIONS**

**DO YOU HAVE?**

memegenerator.net

**WHAT IF I TOLD  
YOU**

**THERE ARE NO STUPID QUESTIONS  
IN THIS PLACE**

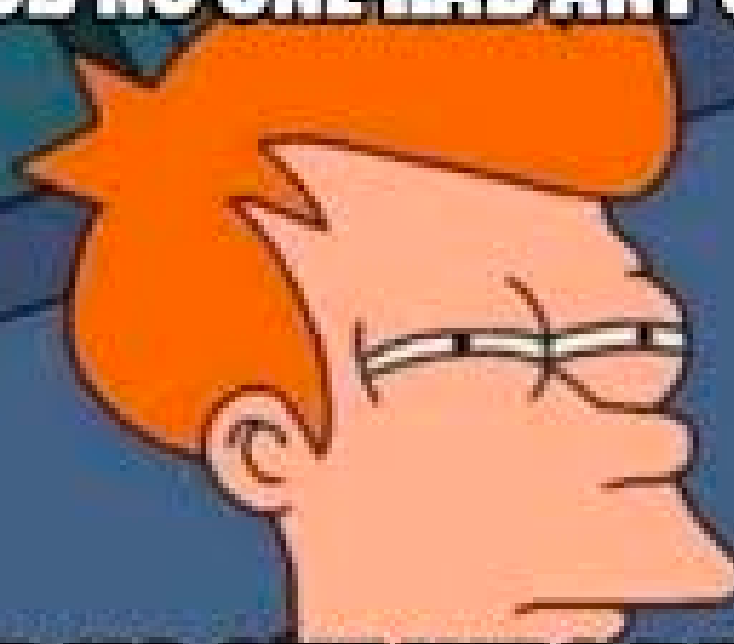
memegenerator.net

**YA'LL GOT ANY**



**QUESTIONS?**

**NOT SURE IF MY PRESENTATION WAS  
SO GOOD NO ONE HAD ANY QUESTIONS**



**OR NO ONE WAS PAYING  
ATTENTION**

**This program is pre-approved for  
ONE HRCI Credit and  
ONE SHRM PDC.**



HR Certification Institute's® ([www.HRCI.org](http://www.HRCI.org)) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

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