

# THE IMPACTS OF PERFECTIONISM

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## IN THE WORKPLACE

### ABOUT THE RESEARCH

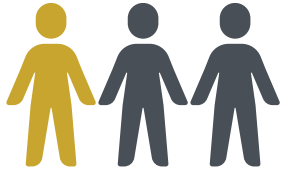
This research is a study commissioned by The Hardin Group and conducted by the Social Research Lab at the University of Northern Colorado. The research findings are based on data collection from a panel of 1,217 national survey participants, employed full-time between the ages of 25-55. The study was finalized in the spring of 2022 and is a combination of an electronic survey administered through the survey platform Qualtrics in December 2020, and 34 in-depth 1:1 interviews conducted with diverse leaders in 2021.

THE HARDIN GROUP

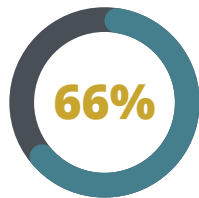
# THE IMPACTS OF PERFECTIONISM

## IN THE WORKPLACE

### PERFECTIONISM'S HIT ON THE BOTTOM LINE



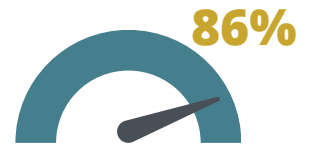
1/3 of the American workforce is considering leaving because of perfectionism in the workplace.



66% of workplaces have cultures of perfectionism.



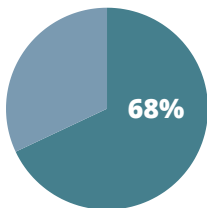
61% Perfectionism is impacting productivity by 61 percent



86% of leaders believe their work is impacted by these perfectionist expectations.

### PERFECTIONISM'S IMPACT ON WORKERS' PSYCHE

## 92% of people struggle with some form of perfectionism



68% of people are experiencing burnout because of perfectionism



66% Perfectionism impacts leaders' abilities to innovate by 66 percent

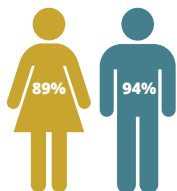


62% Perfectionism is impacting people's confidence by 62%

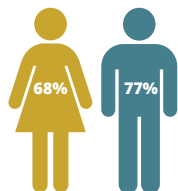


72% Perfectionism impacts relationship-building by 72 percent

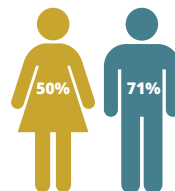
### GENDER BREAKDOWN



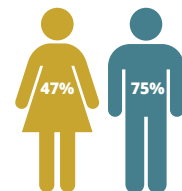
94 percent of men and 89 percent of women consider themselves perfectionists



77 percent of men and 68 percent of women believe that perfectionism leads to a fear of failure



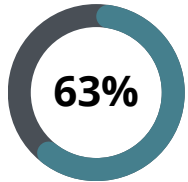
71 percent of men and 50 percent of women believe that workplace perfectionism impedes on their personal life



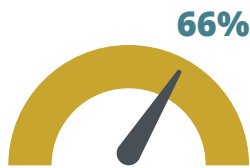
75 percent of men and 47 percent of women believe their workplace expects employees to be perfect

# SLOW VS. FAST PERFECTIONISM

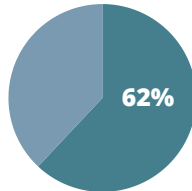
## SLOW PERFECTIONISM



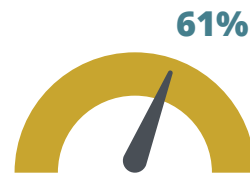
of leaders struggle with decision making



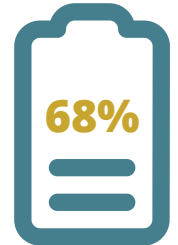
of leaders have a fear of failure



lose confidence in their abilities



struggle with procrastination

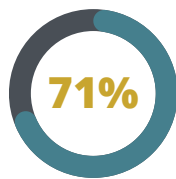


of leaders are experiencing burnout

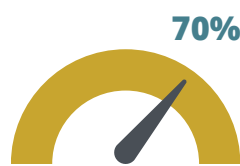
## FAST PERFECTIONISM



of leaders have unrealistic expectations



experience people-pleasing and approval-seeking



feel overwhelmed



experience obsessive thinking



seek external validation

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