



THINKING FRAMEWORK: PERFECTIONISM TYPES

This thinking framework sheds light on the three types of perfectionism and will help you assess which type you display. Identifying the type and how it interferes with your productivity or causes distress will help you devise an appropriate plan to address the problem.

 15 minutes

 Print page 3 to 5 of this framework

 Have a question? Send a mail to help@mindn.ai




 The information on this framework is not intended or implied to be a substitute for professional medical advice, diagnosis, or treatment.

Perfectionism in the workplace refers to the tendency of individuals to set excessively high standards for themselves and be driven by an intense fear of making mistakes. While a desire for excellence and high standards can be beneficial, perfectionism can become a double-edged sword, leading to challenges in both personal well-being and professional performance.

In this thinking framework, we will look at the three types of perfectionism to help you identify the type you display. Filling out this framework will help you identify your perfectionism type so that you can take steps to address the problem. Note that **this exercise is only a thinking framework, not a scientific evaluation**, and discretion is advised when interpreting or acting on the results.

So, here's what you will do now. Read the instructions before you start to fill out the worksheet.



INSTRUCTIONS

-  01 You will find a set of statements and a scoring key. Read through each statement and use the scoring key to mark how characteristic that statement is of you.
-  02 There are no right or wrong answers.
-  03 Respond truthfully to all questions/statements. This exercise is meant to help you, which will be possible only when you are honest in all your responses. Don't take too much time thinking about a response. All your responses must be spontaneous.

SCORE INTERPRETATION

Here's the rating key you will use

- 1 – Absolutely not true. Never.
- 2 - That's not true.
- 3 - That may be true.
- 4 - That's true most of the time.
- 5 - That's true at all times.

Look at the statements in the tables below and rate yourself against a particular statement using the rating key. If you attach your self-worth to your accomplishments, place an  or  under "4" or "5". And so on....

Remember: you must respond to ALL statements.

TO BE FILLED

Self-oriented Perfectionism (SOP): Individuals with self-oriented perfectionism set high standards for themselves and strive for perfection in their performance. They are motivated by an internal desire to meet these standards and may be highly self-critical if they perceive they have fallen short.

Here's the rating key you will use

1 – Absolutely not true. Never.

2 - That's not true.

3 - That may be true.

4 - That's true most of the time.

5 - That's true at all times.

	1	2	3	4	5
I attach my self-worth to my achievements and accomplishments.					
I set impossibly high standards for myself.					
I miss deadlines because I keep pursuing perfection in my work.					
I have an overwhelming need for order, i.e., things should work or happen in a particular way.					
Even the slightest criticism makes me feel worthless.					
I procrastinate on tasks due to the fear of being unable to meet my high standards.					
I engage in 'all-or-nothing' thinking, where anything short of perfection is considered a failure.					

Other-oriented Perfectionism (OOP): This type of perfectionism involves setting high standards for others and expecting them to meet these standards. People with other-oriented perfectionism may be critical of others' performance and have difficulty accepting imperfections in those around them.

Here's the rating key you will use

1 – Absolutely not true. Never.

2 - That's not true.

3 - That may be true.

4 - That's true most of the time.

5 - That's true at all times.

	1	2	3	4	5
I demand very high standards from colleagues.					
I micromanage my colleagues.					
I have trouble delegating work because I think no one can do work as perfectly as I can.					
I'm highly critical of others, even when they make minor mistakes.					
I keep making people repeat their work until I'm satisfied it is perfect.					
I am inflexible when it comes to accepting change requests in how a task should be done.					
My relationships with colleagues are strained due to my demands for perfection in their work.					

Socially Prescribed Perfectionism (SPP): Socially prescribed perfectionists believe that others expect them to be perfect. They perceive external pressure to meet high standards set by society, peers, or significant others. Fear of failure and concerns about how others view them can drive socially prescribed perfectionism.

Here's the rating key you will use

1 – Absolutely not true. Never.

2 - That's not true.

3 - That may be true.

4 - That's true most of the time.

5 - That's true at all times.

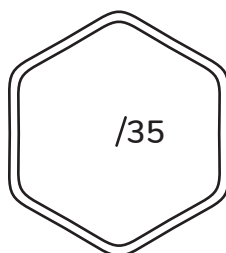
	1	2	3	4	5
I prefer to stay in my comfort zone to avoid embarrassment or failure.					
I have this constant fear of being judged.					
I compare myself to others.					
I have a high need for validation.					
I avoid social situations for fear of being judged					
I worry about letting others down by not living up to their expectations					
I struggle to say 'no' to people for fear of not being liked.					

Once you've rated yourself, here's what you must do:

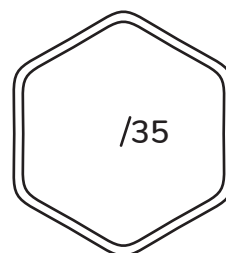
- Add your ratings within each section and enter the total in the boxes representing the type. For example, if you have marked 1,4,2,2,3,3,5 under 'Self-oriented Perfectionism', your score will be 20/35. **The LOWER the score, the lower the perfectionist tendency in that type.**
- Enter the score '20' in the 'With others' box in the chart given below.
- Repeat this process for the other three areas.



Self-oriented
Perfectionism



Other-oriented
Perfectionism



Socially Prescribed
Perfectionism

This simple exercise will give you insights into the situations that cause distress and interfere with your work productivity. Now that you have these insights, you should do this next.

- Look at your scores in each box and select the type you want to work on.
- Remember, no 'markers' of a high or low score exist. It is all about how much your perfectionist tendencies cause distress and interfere with your work.
- Be honest in your self-assessment.
- Once you have identified the areas you'd like to work on, head to the 'Perfectionism' page on the mind-n.
- You will find various tools listed on the page.
- Choose the tools based on the areas you want to work on and start working with them.

With patience and perseverance, you will start seeing results. If, however, you find that you are unable to manage your symptoms or experience significant distress, you are advised to contact a medical professional immediately.

Here's wishing you a high-achieving and perfectionism-free life!

RELATED FRAMEWORKS

1. Perfectionism Thinking Framework
2. Procrastinator Type