

# PERFORMANCE DOMAIN

**Core fears:** Failure, inadequacy, criticism, underachievement

**Common behavior patterns:**

- **The Perfectionist:** Sets impossibly high standards, obsesses over details, and struggles to trust others with important tasks for fear they won't meet expectations
- **The Achievement Hunter:** Measures self-worth primarily through accomplishments and measurable outcomes, often missing opportunities for growth and connection
- **The Control Enthusiast:** Needs to oversee every detail of projects and processes, creating bottlenecks and limiting others' development

**Impact on work and life:**

- Creating unrealistic standards that lead to constant disappointment
- Focusing so much on metrics and results that relationships and wellbeing suffer
- Difficulty enjoying achievements before rushing to the next goal
- Pattern of overwork leading to stress and burnout
- Avoiding new challenges unless success is guaranteed

**Self-Assessment Questions:**

- When delegating tasks, do you typically: a) Take them back when they're not done "right" b) Provide excessive instructions and hover c) Support growth while accepting imperfect results
- How do you typically handle setbacks? a) See them as proof of personal inadequacy b) Become obsessed with preventing future mistakes c) View them as valuable learning experiences
- In the past month, how often have you:
  - Worked outside normal hours to perfect something
  - Avoided opportunities due to fear of failure
  - Felt anxiety about being "found out" as not good enough

**Performance Domain Tool:** Daily Trigger Journal Track situations that activate your performance fears using these prompts:

- What happened?
- What was your immediate reaction?
- What standards or expectations were you holding yourself to?
- Was this standard realistic and necessary?
- What would a more balanced response look like?

### **Growth Exercise: Imperfection Practice**

Build tolerance for "good enough" through deliberate exercises:

**Set completion deadlines** - Pick one project this week and stop working on it when it reaches 80% of your vision, regardless of remaining tweaks you could make

- **Delegate one small task** without providing step-by-step instructions - resist the urge to reclaim it when done differently than you would have
- **Share something unpolished** - Send a draft email, present an idea that's still developing, or ask a question you're not sure is "smart enough"
- **Create a "learning failure"** - Attempt something you're likely to struggle with (new software, challenging conversation, unfamiliar skill) with the explicit goal of gathering data rather than succeeding
- **Practice the phrase** "That's good enough for now" and notice the physical sensation of moving forward with imperfect work

Start with the lowest-stakes situations and gradually work up to more significant projects. The goal isn't mediocrity - it's building your capacity to distinguish between worthwhile refinement and perfectionist paralysis.

### **Intervention Examples:**

- "Competence journaling": Daily documentation of skills successfully applied
- "Failure resume": Cataloging past failures and the growth they enabled
- "Perfectionism budget": Allocating limited time for refinement based on actual impact
- "Structured delegation protocol": Framework for graduated handoff of responsibilities
- "Skills-focused feedback": Evaluation systems that separate identity from output