

Business and Management Seminar

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Speaker Joachim Stoeber

Title Perfectionism at work: Does it pay?

Abstract

Perfectionism is an important personality characteristic and individual difference variable in personality, clinical, counselling, educational and sport psychology, but so far has been largely neglected in work, occupational and organisational psychology. The present talk provides an overview of perfectionism research (a) introducing the two-factor model of perfectionism differentiating perfectionistic strivings (PS) and perfectionistic concern (PC), (b) summarising findings from personality and sport psychology about the differential relationships that PS and PC show with performance, motivation and wellbeing and (c) presenting recent findings on perfectionism in employees regarding workaholism and burnout. The findings suggest that--whereas PC are clearly maladaptive--PS may have positive effects at the work. However, more research including large-scale longitudinal studies with employees regarding both personal and interpersonal aspects (e.g., teamwork) is needed to understand how employees' perfectionism affects their and others' performance, motivation and wellbeing at work.