

Your **PERFECTIONIST RECOVERY KIT**

WELCOME TO YOUR KIT

Perfectionism often looks like high standards.

It feels like caution.

It tells you it's protecting your reputation.

BUT THE REALITY?

It slows momentum, delays visibility, and traps brilliant people in a cycle of "not quite ready yet."

This kit is your permission slip to move. To trade polish for progress. And to practice messy action that actually leads to growth.

REFRAME YOUR INNER PERFECTIONISM

CHOOSE PROGRESS ON PURPOSE.

PERFECTIONIST THOUGHT.

"It's not ready yet."

"What if they judge it?"

"I just want it to be right."

"I need more time."

PROGRESS REFRAME

"It's not meant to be finished. It's meant to be tested."

"What if they love it? Or help make it better?"

"I'd rather it be real and in motion."

"Deadlines create movement. I'll improve it after I've got some feedback."

TRY THIS

Choose one reframe that feels hardest.

Write down when it shows up for you and how you'll respond differently.

JUST DO IT SCORECARD

**"Perfectionism is a disease.
Procrastination is a disease.
Action is the cure."
Richie Norton.**

DECIDE IF IT'S READY ENOUGH TO MOVE.

ASK YOURSELF:

- 1. HAVE I CLEARLY SAID THE POINT?
- 2. WOULD I REGRET NOT SHARING THIS?
- 3. IS THE DELAY HELPING OR JUST HIDING?
- 4. HAVE I GIVEN IT ENOUGH POLISH TO BE UNDERSTOOD?
- 5. HAVE I ASKED SOMEONE FOR FEEDBACK?

IF YOU ANSWER YES TO 3 OR MORE: DO IT ANYWAY.

REMINDER

DONE IMPERFECTLY BEATS IMAGINED SILENTLY.

THE GOLDILOCKS EFFECT

We talk about “just do it”... but what we really mean is:
Do it well enough to be proud AND still get it out the door.

Too many people live at the extremes:
The Sloppy Zone - rushing something out you wouldn't even want your nan to see.
The Perfectionism Quicksand - tweaking so long you miss your moment.

But the magic is to find your Goldilocks Zone → That sweet spot where you can answer:

“Is this my best work right now?”

If yes then go for it.

If no then fix it.

Because done beats perfect but proud beats done.

The Goldilocks Zone of Effort

Done beats perfect. But proud beats done.



MESSY MOVES GENERATOR

**“Done is better
than perfect.”
Sheryl Sandberg.**

TEN TINY DARES TO UNLEARN PERFECTIONISM.

Pick one and go.

1. Send the draft you've been sitting on.
2. Post the idea before it's 100% ready.
3. Ask for feedback mid-process.
4. Speak up with a half-formed thought.
5. Share your screen, typos and all.
6. Try a new format you're not expert in.
7. Reply with your instinct instead of an overthought reply.
8. Call instead of perfecting another email.
9. Submit that internal idea before it's perfectly packaged.
10. Share a learning, not a win.

CHALLENGE

Do one today.

Circle it.

Report back to yourself.

VISIBILITY TRACKER

**“PERFECTIONISM SUCKS THE AIR
OUT OF YOUR UNIQUENESS AND
LEAVES YOU EMPTY, AWAY FROM
WHO YOU COULD BECOME”
DARYLL STEWART WELLNESS**

REFRAME YOUR WORK IN TERMS OF IMPACT, NOT EFFORT.

WHAT YOU DID

"I worked really hard on this."

"I kept tweaking it."

"I fixed all the small details."

"I waited until it was perfect."

HOW TO SAY IT WITH IMPACT

"This will save us time by..."

"I explored a few options and chose the most effective one."

"I removed barriers that could slow the team down."

"Next time, I'll share sooner so we can shape it together."

TRY THIS:

Reframe one piece of work you've done this month. Practice saying it in a way that focuses on outcomes.

USE THIS AS A TEAM ACTIVITY TO SHIFT FROM POLISH TO PROGRESS.

Objective

Help your team name where perfectionism is blocking momentum and build shared rituals for progress.

Step 1: Start With a Provocation

Read aloud:

"Perfectionism often wears the mask of quality. But in many teams, it's actually fear. What happens in the business now that makes us hesitant?"

Discuss, making sure you have a few examples ready from your perspective.

Step 2: Name the Cost

Ask:

- Where are we holding back?
- What decisions are we over-cooking?
- What could we press go on sooner?

Step 3: Share the Goldilocks Effect

The Goldilocks Zone of Effort
Done beats perfect. But proud beats done.



Explain that it is about finding the balance between the two extremes - sloppy and perfectionism

Step 4: Create Progress Rituals

Ask, how can we support each other to just do it when we know its OK rather than hesitating?

Design one shared ritual to interrupt perfectionism e.g.

- A "Rough Draft Wednesday"
- A "Done Beats Perfect" Slack tag
- A 15-min "Just Do It" huddle once a week

End with: What's one thing we'll J(F)DI before it's perfect this week?

FINAL WORD

You don't need permission.

You need movement.

And that brilliant thing you're overthinking?

It might just be the thing we need to see today.

Go. Scrappy. Brave. Now.