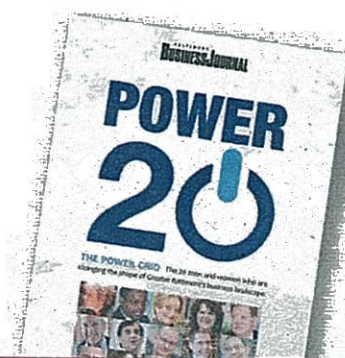


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CAREER COACH

Question: I am a self-proclaimed perfectionist who likes to be in control. I drive our team for results. I am frustrated because I feel like I am performing and they are not. What can I do?

Answer: You might want to try a more collaborative approach. Control and perfectionism often backfire because people are afraid and feel distance. If you are approachable and they feel part of the team and engaged, you are more likely to succeed.

Set a vision, engage their opinions, acknowledge them sincerely, and use "we" language instead of "I." Be authentic, let them know your expectations and find out theirs.



**MARY ANN
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