

For school leaders

# Challenging black and white 'perfectionist' thinking



## Black and white:

As a school leader I am expected to deliver excellence in leadership and school management at all times.

There is so much to do. I need to fit as much into my school day as possible.

My colleagues are either good or bad. If they say something wrong they are toxic.

If I don't handle everything perfectly and on time (HR procedures, appraisals, budgeting) I am a failure.

I am responsible for the happiness of my staff. If they are unhappy at work it is my fault.

## Shades of grey:

It is not realistic for any one person to deliver excellence at all times. I do not need to be super-human every day!

There is lots to do, but I also need to allow myself time for breaks and rest throughout the day. It will stop me burning out and I will be better at my job in the long run.

As human beings we are complex and sometimes we make mistakes.

I am not expected to know and do everything. I am part of a team and it is okay to ask for help.

I can promote a good work climate and good teamwork, but I am not solely responsible for my staff's happiness.