

Oral Defense Announcement

University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Business Administration with an emphasis in Organizational Behavior

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M.A. in Business Administration, May 2020, Missouri University of Science and Technology
B.S. in Human Resource Management, December 2015, University of Maryland

Perfectionism is Not a Bad Word – It’s a Superpower: A Qualitative Examination of Perfectionism in Women Leaders

Date: October 10, 2024

Time: 1:00 p.m. to 3:00 p.m.

Place: ABH 103

Abstract

This qualitative study explores the manifestations and management of perfectionism among women leaders, framed through the lens of conservation of resources (COR) theory. By examining the experiences of women across various industries, the research highlights how perfectionism can act both as a strength and a challenge, depending on resource availability and self-awareness. The findings emphasize the compounded pressures faced by women, particularly women of color, and the significant role of self-awareness, coping mechanisms and mitigation techniques. Participants revealed how resource depletion may contribute to heightened perfectionistic tendencies, which subsequently may impact career outcomes. Self-awareness emerged as a moderating factor that, when present, can help mitigate negative career impacts. Practical implications emphasize the need for tailored mentorship, organizational awareness, and leadership training to support women leaders in balancing perfectionism with well-being and balanced leadership. When managed well, perfectionism is a driver of career progression and may be a unique organizational asset.

Defense of Dissertation Committee

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