

02 | THE NEED FOR PERFECTION IN THE MUSIC INDUSTRY



Measuring & Managing Talent with Scientifically Validated Assessment

Leadership & Individual Development

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360° Feedback

As part of coaching efforts within the music industry, Canada's Music Incubator's (CMI) Artist Entrepreneur program at Coalition Music (a non-profit initiative which provides coaching and professional development for emerging artists in the music industry), with the help of Multi-Health Systems (MHS, a publisher of psychological assessments), began to examine traits which are key to success in the music industry.

In the previous article, I examined the results of the Paulhus Deception Scales™ (which was used as a measure of narcissism). In this article, I will examine the results of the Multidimensional Perfectionism Scale™ (MPS).

The directors of CMI were interested in measuring perfectionism as it can be an area which holds a musician back in their career. For example, if a talented artist is too focused on making a song unrealistically perfect, this could slow down how often they release new songs. It also makes the artist difficult to work with, as the goals of the artist will not align with the goals of the producer, manager, label or other industry partners.

The MPS scale measures three dimensions of perfectionism.

- *Self-Oriented perfectionism:* A strong motivation to seek perfection from oneself. An individual with a high score in this scale will be very self-critical, often using stringent evaluations of their own performance.
- *Other-Oriented perfectionism:* The expectation of unrealistic outcomes from others. An individual with a high score in this scale will place great importance on whether or not others attain his or her

expectations.

- *Socially Prescribed perfectionism:* The belief that others have unrealistic standards set for one's own behaviour, and that others will only be satisfied when these standards are met. An individual with a high score in this scale will use acceptance and approval from others as their standard for self-worth.

classified in the "Moderate" range. It is important to remember that a score in the "Moderate" range indicates that some symptoms may be present, but they are not intense enough to be disruptive to the individual's life. However, there are symptoms which the CMI coaches can be aware of as a result of these scores. Self-Oriented perfectionism is correlated with symptoms such as demand for approval, obsessive compulsive tendencies, paranoia, guilt and hopelessness. Other-oriented perfectionism is correlated with symptoms such as narcissism, paranoia, various social phobias

As shown in *Figure 1*, the group's average Self-Oriented and Other-Oriented perfectionism scores are

Group averages for the "Multidimensional Perfectionism Scales" assessment

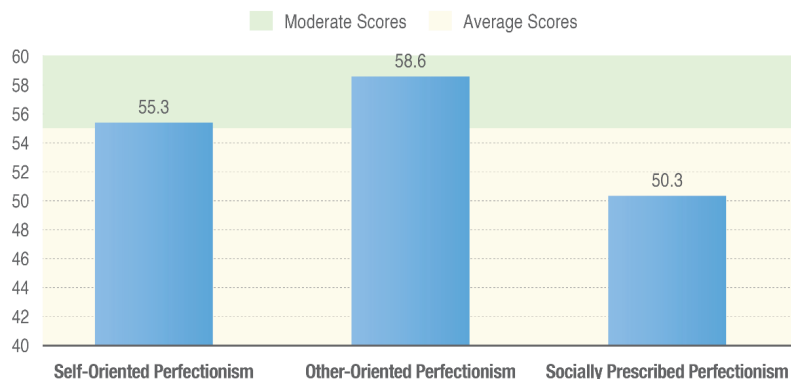


Figure 1. Group averages for the "Multidimensional Perfectionism Scales" assessment. Note: "Moderate" scores are not an area of concern, but some symptoms may be present. "Average" scores are not an area of concern.



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and low stress/frustration tolerance.

While perfectionistic tendencies are difficult to alter (as they are ingrained in our personality), the CMI coaches can make the artists aware of these tendencies (and the associated symptoms). This awareness may help the artist monitor for, and steer clear of, behaviours that can derail their progress in their career.

The Socially Prescribed perfectionism score is in the "Average" range. This is a very relieving find, as this form of

perfectionism is correlated with issues such as suicide, anxiety, severe depression and psychoticism. Coaches who find an individual with an elevated score in this category would be advised to look for signs that the individual may be suffering from one of these related symptoms.

Given the findings of the article, I would like to pose the following questions to you:

- Have any of your past clients exhibited perfectionistic

tendencies? Which type of perfectionism would you classify these tendencies under?

- Did these tendencies increase the risk of derailing your client's success? How would you have helped your client prevent this derailment?

In the next article, I will examine the results of the results of the Emotional Quotient Inventory 2.0 (EQ-i 2.0®), a measure of emotional intelligence).

About the Author – Justin M. Deonarine

Justin Deonarine is a Research Analyst on the Research and Development team for the Talent Assessments division of Multi-Health Systems Inc.

Justin's work at MHS includes custom analyses for a variety of organizations, including those in the music industry and reality television. He has co-authored a textbook chapter on emotional intelligence, as well as published articles around various topics (including emotional intelligence, risk appetite, innovation and leadership development).

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