

November – The Performance Trap: When high-achievers burn out or plateau

Wednesday 18 November 2026

2:00–3:00 pm UK Time | 9:00–10:00 am US Eastern

Introduction

High-achievers are often celebrated for their drive, endurance, and consistent results. They are the ones others rely on, the leaders who step up, deliver, and set the standard. Yet the very traits that fuel their success can also create a hidden risk: *the Performance Trap*.

What it is

The Performance Trap is the cycle of overachievement and overwork that ultimately leads to diminishing returns, burnout, or plateau. It's what happens when drive, discipline, and standards, usually strengths, become overplayed. Breaking free requires conscious recalibration: redefining success, strengthening internal validation, and creating cultures that reward impact rather than intensity.



Laurence

Laurence is an Executive and Team Coach with over 14 years' senior leadership experience across global HR and perinatal medicine sectors. She has partnered with clients from more than 30 nationalities and 40 industries. Grounded in her own leadership journey, Laurence helps leaders leverage their strengths to unlock potential and impact. Known for her authenticity and warmth, she creates trust and a safe space for leaders to think differently, build resilience and lead with confidence.

The benefits

- Increases leaders' awareness, helping them recognize warning signs of burnout or plateau
- Equips leaders and HR professionals with strategies to build cultures where impact is rewarded, more than outputs
- Creates healthier organisations that fuel sustainable teams' performance

Key outcomes:

1. Understand what the Performance Trap is and why high-achievers are most vulnerable
2. Identify the root causes: perfectionism, overwork and external validation
3. Gain strategies to build sustainable high-performance cultures