

Should Procrastination be viewed as a harmful behavior that requires intervention?

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As time continues to run out, a great number of people including professionals like John fall victim to the procrastination trap, delaying important work tasks and placing away duties with the expectation that they will be more effective later on. However, behind its innocent surface lies an ever-present danger to achievement, results, and mental health. In a world where time is both a priceless asset and an active taskmaster, the question concerning if procrastination is a harmless human trait or a damaging practice which needs immediate intervention arises. The effect of procrastination flows over into every part of human life from missed deadlines to increased high stress levels thereby requiring a closer look at the effects and the acceptance of preventive measures. Hence, the dispute over the reasons and consequences of procrastination continues as the society struggles with time's relentless flow.

Some argue that procrastination is just a harmless habit that everyone has occasionally and is merely a common tendency among people. They argue that procrastination can have significant advantages such as providing to people much-needed breaks or encouraging the development of better ideas under pressure. Some, on the other hand argues that procrastination is unnecessary and can even be more destructive and dangerous because it hinders people's ability to think freely and creatively when they do choose to complete their duties. Based on personal experiences, some individuals may consider procrastination to be harmless or even beneficial. However, it's important to recognize procrastination as an issue

of importance that needs to be dealt with and properly addressed. Although disagreements over opinions, I support addressing procrastination since it negatively affects academic achievement, productivity, and mental health and well-being. Addressing procrastination can also help individuals to develop important skills related to time management and promote an environment of accountability, openness, and responsibility. Although there are many perspectives on procrastination and the complex nature of human behavior, procrastination's negative consequences at some point requires for preventive measures to address and minimize them.

Some argue that procrastination bears no significance in working environments, especially for leaders. This point of view, however, overlooks the significant effect that executives who procrastinate can have on their staff members and the success of the business as a whole. Leaders who procrastinate create a workplace environment of incompetence and lateness, which eventually decreases staff morale, job happiness, and productivity. This highlights the adverse consequences that procrastination can have on job performance and productivity in organizations highlighting the need to consider it as a bad habit for both individual and group development. In fact, it would be more productive to acknowledge that administrators regularly fail to acknowledge the ways in which their own procrastination affects the organization as a whole. Leaders faces the possible risk of undermining the productivity and effectiveness of their staff members by failing to acknowledge the consequences of their actions which will eventually render it more challenging for the business to achieve the goals it sets. Therefore, addressing leaders' procrastination is of the utmost importance for promoting productivity and

responsibility within the organization as a whole in addition to strengthening individual performance.

Legood, Lee, Schwarz, and Newman (2018) conducted a study titled "From self-defeating to other defeating: Examining the effects of leader procrastination on follower work outcomes," examining the negative consequences of procrastination particularly within organizational settings. According to their research, a culture of incompetence and delay can be established by procrastinating leaders which can have negative effect on an organization, thereby affecting members' productivity, job fulfillment, and satisfaction. This highlights the negative effects of procrastination, whether it is persistent or routine, on work results and overall company performance. The study reveals that continuous procrastination by leaders as well as individuals can create an environment of incompetence and delay finally decreasing productivity and work effectiveness. Legood, Lee, Schwarz, and Newman's findings support the notion that procrastination is a harmful habit that requires intervention. They emphasize that members' motivation, happiness at work, and performance are all negatively affected by a leader's procrastination highlighting the importance of addressing this issue to create a more productive work environment. This study shows the importance of recognizing the negative consequences of long-term procrastination both for leaders and their teams and putting more emphasis on the need for preventive measures to reduce its effects and enhance a greater productivity and success in the workplace.

In addition, some argue that procrastination is simply a personal characteristic suggesting that certain individuals get to find success under pressure and with unfinished tasks. However, persistent procrastination can result to heightened stress levels thereby

decreased productivity and inadequate work quality. It is important to recognize the potential negative effects of procrastination as there are treatments available to help individuals improve their time management skills and achieve greater success and happiness in life. Buchanan (2015) explores into the psychology of productivity in his article highlighting various factors that impact productivity which includes procrastination. He discusses how procrastination can hinder success in both personal and pursuit of a career crediting it to psychological processes such as prioritizing short-term fulfillment over long-term goals, fear of failure, and difficulties in initiating projects. Buchanan emphasizes that procrastination increases stress levels, reduces overall performance, and also leads to wasted time. His quote, "Procrastination is a productivity killer," indicates the negative impacts of procrastination on productivity and highlights the necessity of addressing it to enhance overall success, productivity, and effectiveness.

In contrast, some argue that procrastination ironically encourages planning and can lead to better outcomes, but in reality, it often results in wasted time and missed opportunities for growth both personally and professionally. Nguyen, Steel, and Ferrari (2013) offers clarification into the effects of procrastination in the workplace and its impact on career development. They highlight how procrastination can hinder career advancement by negatively affecting job satisfaction, productivity, and overall well-being. The quoted statement emphasizes the serious consequences of procrastination at work which includes its negative effects on performance, satisfaction, and career progression. Reasons for procrastination include the need for perfection, fear of failure, and difficulty in managing time and tasks. Employees who procrastinate are at a higher risk of missing deadlines, delivering mediocre work, and missing out on opportunities for development and promotion.

Overall, procrastination decreases individuals' likelihood of success, achievement, and professional growth by reducing their potential for career advancement.

In addition, procrastination is frequently seen as an individual choice and an expression of personal freedom with some individuals opposing strategies aimed at addressing it. However, procrastination has far-reaching consequences beyond individual preferences which significantly impact teamwork, business productivity, and advancement of the society. Gafni and Geri (2010) explain in their article "Time Management: Procrastination Tendency in Individual and Collaborative Tasks" the negative effects of procrastination on teamwork, cooperation, and individual productivity which results in missed deadlines and inadequate work output. To fight procrastination effectively, it is essential to implement strategies that will create independent learning behaviors. These include embracing effective time management techniques such as setting clear goals with deadlines and breaking larger tasks into smaller ones which are in attainable phases. Moreover, cultivating a supportive work environment that encourages accountability and recognizes timely task completion can further be more beneficial to individuals to overcome procrastination tendencies. By embracing these approaches, individuals can promote productivity, support teamwork, and contribute positively to the progress of the society while preserving their sense of identity and independence. I encountered this as being one of my past experiences in a group project where procrastination prevented collaboration and impacted outcomes, based on the project that we had been issued. Due to this it reduced the group's morale which created more and more laziness among the group members. Through this experience highlights how procrastination can affect not only an individual but also fellow group members in an organization.

In contrast, some argue that procrastination serves as a coping mechanism for dealing with stressful tasks or deadlines giving short-term relief but ultimately resulting in missed opportunities and increased stress levels. However, procrastination should be recognized as a barrier to achieving one's full potential as it can cause avoidance behaviors thereby decreasing self-worth and hindering personal growth. Implementing procrastination remedies is essential for cultivating continuous growth, enhancing time management skills, and actively addressing challenges. García-Ros et al. (2023) conducted studies on the effects of independent learning and procrastination in secondary education contexts. The article reveals the harmful effects of procrastination on academic stress, personal happiness, and academic performance. Their findings indicate that secondary school students who procrastinate experience higher levels of academic stress and lower feelings of happiness. Moreover, procrastination negatively affects academic performance as individuals who postpone tasks tend to perform poorly compared to those who engage in self-regulated learning. To assist individuals in overcoming procrastination tendencies, strategies promoting independent learning processes such as effective time management, goal setting, and progress evaluation should be prioritized. By developing an organized environments and providing support and encouragement to individuals can develop independent learning habits and reduce procrastination behaviors.

Through our research, we've explored into various perspectives on procrastination highlighting its negative implications and the need for intervention. It's evident that procrastination is a complex issue with lots of significant consequences affecting not only individual freedom but also progress in the society. While recognizing the importance of personal choice, it's important to address procrastination considering its effects on

productivity, teamwork, and overall well-being. As individuals, we must think back on our time management strategies and seek support to overcome procrastination. Together, let's fight procrastination and strive for success and happiness in a world where time waits for no one.

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