Task

Introduction

Leadership is a complex yet essential trait, and many theories out there strive to explain the dynamics of successful leadership. One such theory is transformational leadership, which outlines a leader's responsibilities in motivating, inspiring, and leading their team to success (Asbari et al., 2020). To effectively adhere to this theory, I have identified three actionable goals I plan to achieve to improve my leadership skills. These SMART goals are specific, measurable, achievable, and time-bound objectives that aim to provide more feedback and criticism when necessary and analyze situations more thoroughly before taking action. This paper will explain the two primary SMART goals and the specific actions I plan to take to reach them.

Reflection of Clifton's strength analysis

My Clifton Strengths assessment results indicate that I am an outcome-oriented leader who is firmly committed to my core values and taking responsibility for my actions. I can identify creative strategies while being flexible in the face of constraints and adapting to new challenges. Additionally, I am driven to initiate activities and see them through to completion. With these skills, I can empower others by delegating essential tasks accurately and motivating team members through exciting ideas (O'Reilly & Chatman, 2020). As a result, the five strengths revealed in my assessment - Belief, Responsibility, Strategic Thinking, Flexibility, and Activator - collectively portray me as an organized, motivated individual with the capability to succeed in any environment.

Strengths in leadership

My leadership strengths can be evaluated using transformational leadership theory, which focuses on inspiring followers to achieve more than expected. Through this evaluation, I have

identified three main strengths in my leadership: effective communication, motivating and inspiring others, and delegating tasks.

As a leader committed to transformational leadership, I understand the need for effective communication; it is essential for building trust between myself and my followers. Therefore, when conversing with colleagues, I strive to demonstrate empathy and enthusiasm and inspire them to pursue innovative ideas. My intention is always to conceptualize a shared vision where everyone is aware of their role and from which we can launch new projects with collective motivation (Bakker et al., 2022). To achieve this goal, I pay close attention while others are talking, actively convey my ideas in a way that is clear and concise, and make sure to incorporate the viewpoints of all members of the group into our discussions (Ahmed & Al Amiri, 2022). Such an approach maximizes meaningful communication, enabling us to collaborate on important proposals.

I take great pride in my ability to be an inspiring leader and motivator to those around me. It is one of my defining features as a transformational leader. My enthusiasm for the team and its mission is one of the main tools I use to create a productive, inspiring environment. Each team member will bring their best work forward by helping everyone get on board with the mission and excitement behind it (Asbari, 2020). This enthusiasm within the team, combined with a sense of unity and shared purpose, leads to greater productivity and yields outstanding results.

As a leader, effectively delegating tasks and responsibilities is an important skill; effective delegation aligns with transformational leadership theory by providing followers with growth opportunities. Through delegation, I can take responsibility for both my tasks as well as those that I assign. This allows for a better division of labor within the group, promotes mutual

support, and fosters a positive working environment (Eliyana & Ma'arif, 2019). Consequently, followers are given the tools and resources needed to enhance their competency in various areas while advancing their development by the organizational goals of the team.

Weaknesses in leadership

As an evaluator of my performance using transformational leadership theory, I have identified a few areas I could improve. One such area is feedback and criticism for team members. Transformational leaders should be adept at appreciating successful outcomes and providing constructive feedback for areas needing improvement (Purwanto, 2022). This is a skill set I still need to develop fully. Therefore, moving forward, I want to be more vocal about the positives and the negatives, using positive reinforcement to encourage employees to strive for continual growth through critical feedback and learning from mistakes.

As a transformational leader, it is essential to consider the facts and details of any situation before taking action; however, my eagerness to move matters forward has sometimes interfered with my ability to consider the bigger picture. This has been identified as one of my weaknesses. Consequently, I often have to make a conscious effort now to take additional time to reflect on various aspects of a given situation before making decisions or executing plans (Abu-Rumman, 2021). This exercise leads to more well-rounded actions and can prevent otherwise avoidable setbacks in the future.

As a transformational leader, I have sometimes needed help with being overly impulsive in making decisions. Developing patience and understanding can be a valuable asset to success. Allowing oneself to pause before forming judgments or quick decisions allows more time to contemplate all sides of the equation. Considering different perspectives in any situation enhances self-awareness and an appreciation of others' points of view (Budur, 2020). Although I

am already cognizant of my own biases and take measures to remove them from decision-making processes, having patience and understanding as core values will greatly benefit me in my long-term goal of leading effectively. Taking a step back to individuals' needs personally and professionally while aiming for greatness is critical to fostering a trusting relationship between my followers and me. Continuing on this path will help me reach my vision of success.

Actionable steps to improve the effectiveness of leadership

To improve the effectiveness of my leadership, I recommend taking action in three areas. As a transformational leader, I must create an environment that encourages active engagement and communication between followers by providing feedback and criticism when necessary. To ensure team productivity and positivity, I should initiate regular meetings so everyone understands the team's expectations and can openly discuss project progress (Islam et al., 2021). This will set a precedent for successful collaboration and involvement to achieve collective goals.

To achieve better transformational leadership, it is essential to analyze the situation carefully before taking action. This entails setting aside time daily to reflect on the mission and weigh various solutions. Leaders can better understand the broader picture (Top et al., 2020). Their decisions will stand on more solid footing, allowing them to better guide their teams toward the ultimate goal with more clarity and direction. Taking an approach that emphasizes careful consideration over rash decision-making also increases efficiency by ensuring all allotted resources are used according to plan without the risk of costly missteps. Adopting this somber attitude will maximize output and yield far better results overall.

As a transformational leader, I must be patient and understanding of my team members. This will create an atmosphere where people feel respected and supported in developing creative

solutions. Offering team members the opportunity to take on the initiative as tasks are completed can also assist with this growth, allowing individuals to identify their strengths and weaknesses. Additionally, providing constructive feedback will ensure that potential development opportunities are noticed (Lai et al., 2020). This combination of patience and guided guidance results in a well-balanced work environment that fosters trust and inspired leadership. By adhering to the principles of transformational leadership, these three actionable items will ensure that I am an effective leader and reach my goals.

SMART goals

I am currently fulfilling a short-term goal to improve my leadership skills. Specifically, I aim to provide more fantastic feedback and critical analysis by the end of this month. In order to achieve this goal, I will focus on meeting with team members regularly to understand better each person's contributions and how I may better support them when needed. This goal fits each criterion for SMART goals: it is specific in that it aims for single action steps; it is measurable since the meetings and conversations can track progress made; it is achievable in that I firmly believe such activities will lead to improved results; it is realistic given the timeframe established; and finally, it is time-bound because of the one-month timeline set up. I will strive to reach this particular goal through focused effort and dedication.

Working towards improving analytical skills before taking action is worthwhile and achievable in the timeframe proposed. Establishing self-reflection as an ongoing practice over the next month helps to measure progress towards this goal, as does fostering conversation with team members about areas of improvement. To ensure this goal is realistic, it should be broken down into smaller tasks that can easily be accessed, such as setting aside time for careful analysis before taking positive or negative steps. By reviewing strategies with this timeline in place and

making continual adjustments, success can be achieved within the stated timeframe. I will rapidly develop my leadership profile by achieving these two objectives and be better equipped to embrace transformational leadership theory.

Specific action

To reach my SMART goal of providing more feedback and criticism when necessary, I will take two specific actions by the end of this month. Firstly, I will establish a regular team meeting routine during which progress can be discussed, and everyone involved can stay informed and up-to-date. This setup gives me an appropriate platform to deliver my feedback thoughtfully and constructively. Secondly, I plan to ensure open communication between myself and team members for my criticism to be correctly received and to leverage their input's strength. I will actively encourage them to offer their feedback in return so that we may benefit from a more vibrant exchange of ideas.

To reach the SMART goal of analyzing situations more thoroughly before taking action by the end of next month, I have committed to two specific actions. The first is a daily reflection period in which I ponder the project or team's mission and think through all potential solutions. This practice will foster an open-minded and discerning attitude as I make meaningful decisions rather than rash ones. The second action tasks me with incorporating feedback from other stakeholders before proceeding with any course of action. Doing so will guarantee alignment and agreement toward an intended result, minimizing the likelihood of miscalculation or disappointment.

Conclusion

In conclusion, adhering to transformational leadership theory requires patience and understanding toward my team members while providing them with constructive feedback. To

achieve this, I have committed to two SMART goals that involve providing more feedback and criticism, when necessary, by the end of this month and analyzing situations more carefully before taking action by the end of next month. I have also planned two specific actions to help me reach these goals and ensure that my leadership skills are up-to-date and effective. Ultimately, with this combination of patience, guidance, feedback, and analysis, I am confident that I will be able to lead a successful team in line with transformational leadership theory.

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