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The Significance strength makes me work thoroughly, determined to the very end. I get pleased when individuals say that I am a capable, reliable, and talented person. Naturally, I like to be treated with the utmost esteem and respected. I am very pleased that people want to spend time with me. Futuristic strength inspires me about the future and what it could be. I think of myself as an independent person since working by myself makes me to focus all my effort on what I would like to achieve in the near future. This strength also allows me to invest a significant amount of time creating the future of my own choice. The Individualization strength allows me to spend time with people who acknowledge, compliment, or appreciate my achievements. I am well aware of people's distinct characteristics. I prefer to maintain a safe distance from people who feel intimidated by what I do naturally and very well. I am more focused and dedicated than other people because of my Focus ability. I have a strong ability to prioritize, establish goals, and work effectively. By avoiding time-consuming distractions, I remain on track towards accomplishing a set goal. By having the Maximizer strength, I feel grateful when my questions are answered. Interactions, the media, the Internet, books, and classes help me understand things better.

The significance strength will make me a key team member of the organization as I will strive for success and be very determined to make a big impact in the organization. As a visionary, my strong optimism and insightful visualization of a better future have the potential to transform dreams into reality. My future vision can empower others to reach the next level since I am fascinated by each individual's unique attributes. I will tend to find out how different people can work together productively. I will bring out the best in each individual because I will see what makes them unique. By being effective in setting weekly goals, I will keep tasks and projects on track. I will focus on these targets until they are accomplished. I will highlight strengths as a way

of strengthening individual and group success using the Maximizer strength. I strengthen individuals, teams, and groups by identifying what they do best naturally and encouraging them to do it.

Identity a SMART goal

Smart Goal: Motivate and encourage team members.

S: Inspire and motivate group members to strengthen group performance to improve productivity by 50%.

M: Increase team members' efficiency and contentment by 50% as evaluated.

A: Deliver support and training to the team to help them complete their projects, encourage team cohesion, and provide constructive and supportive feedback to team members through regular updates.

R: Inspiring team members can increase performance and confidence, as well as the number of projects performed, and greatly reduce number of times employees are distracted

T: In six months, achieve a 50% improvement in project completion time and demonstrate job satisfaction results to group members.

Motivation is very important in leadership. People can lose enthusiasm when; they face challenges, are exhausted from doing the same routine tasks, or are frustrated that they are not given a chance to participate in team activities (Bartels, B. E., & Jackson, C. E., 2021). A good

leader should check in with group members, see how they're doing, listen carefully, and encourage them to be more engaged in the projects.

A core motivating factor is creating a positive workplace environment. A leader should establish positive rewards for meeting targets, such as a monthly new customer target. Goal setting for team members is important. Goals should not be too difficult because they will undermine their ability to achieve the goals (Fowler, S., 2018). Goals that are not difficult enough will not inspire the team members. Motivation and inspiration will help increase the organization's productivity and help the organization achieve its set goals and targets.

Smart goal + achieve using Clifton

Significance strength will give me the confidence to manage and organize the team diligently and effectively. This strength will also motivate me to become successful at achieving the SMART goal. The Futurist strength allows me to focus most of my effort on the goal I want to achieve in the coming months. My future vision will turn the SMART goal objective into reality and encourage others to be better in their performance. The Individualization strength will allow me to detect each individual's unique abilities. This detection will help me understand each individual, consider their weaknesses, and bring out the best from everyone. The Focus strength improves my ability to set objectives, make the objectives a priority and help me work effectively. The Maximizer strength will help me bring the best out of each team member.

REFERENCES

Bartels, B. E., & Jackson, C. E. (2021). *Meaning-centered Leadership: Skills and Strategies for Increased Employee Well-being and Organizational Success*. Rowman & Littlefield Publishers.

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