Journal Reflection

Hefeng Li

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LPI Leadership Practices

**Question One**

My strength, according to this assessment, is encouraging the Heart. This result conforms to my leadership trait, which is transformational leadership. This leadership style inspires, motivates, and encourages others to create change and be innovative as well as grow and shape their future success. I attain this by setting an example as the leader through a strong sense of shared culture, and independence in the obligations assigned. I tend to motivate and inspire the team members without micromanaging them to create a sense of trust and give them the chance to have authority over the decisions that they make on their assigned duties. This strength allows me to provide the team members more room for creativity, identify new outcomes to existing concerns, and look to the future.

This strength blends with enabling others to act. One thing that I love doing is preparing the team members to adopt transformational leadership themselves through training and mentorship. I believe that to register success, one needs to include others, and therefore, fostering collaboration by building trust and promoting cooperative goals is integral in teamwork. I tend to foster a sense of mutuality and a feeling that we are all together since this is what maintains extraordinary efforts.

**Question Two**

Despite the above strengths, I need to improve my goal setting approach for myself and my team. I tend to lose focus on creating and attaining long-term goals, which tend to be the norm. The area of focus will be setting goals for myself and focus on the long term goals and how the daily work contributes to these goals instead of focusing on the day to day work.

Secondly, not everyone always gets along, and in some cases, I tend to ignore the conflicts that arise, hoping that they will go away or address it by talking to the involved members privately. I can use my strength to listen to the members and consider their input, such as reassigning tasks from a member if it can resolve the conflict.

Another improvement opportunity lies in practicing discipline. This is integral in the development of leadership skills since the team members will use this when confirming my authority over them. I have noted that people tend to judge my ability to lead depending on the amount of disciple that I display in a project. Some of the areas for improvement include ending group meetings on time, meeting deadlines, and keeping appointments.

**Question Three**

**Challenge the Process**

I need to be a creator or originator of new ideas. No one can attain his personal-best by maintaining things the same. My first focus will involve overcoming hardship and embracing the opportunity to improve, grow, and innovate. A leader is a pioneer, and therefore, I need to venture out.

**Inspiring a Shared Vision**

A leader must have a vision of what the group aims to attain, and this vision can be reached when the members can relate to this vision. I will, therefore, focus on ensuring that the members are inspired to achieve the same objective that I have defined. This can be attained by understanding the members.

**Enabling others to Act**

My leadership style is based on collation with others, and therefore, I need to focus my attention on allowing them to have the same drive as a do. Attaining greatness necessitates team effort, and this can be achieved by fostering solid trust and lasting relationships. Individual accountability and group collaboration are essential in this process.

**Modeling the Way**

My leadership style allows me to give the group members their independence in their tasks. Therefore, I need to focus on how I can make that their work translates to the vision that I have set. The members will imitate the behavior of their leaders to attain their goals.

**Encouraging the Heart**

It will be the least of my focus since I have fared well in my previous team projects. My focus will be to ensure that the members do not lose their motivation by encouraging them to attain their objective.

**Question Four**

The first behavior will entail self-management. I will need to demonstrate personal effort on a substantive, frequent, and consistent basis, which will involve effort in both thought and doing. A good example will be when I am overloaded with work. I will expend extra energy instead of automatically leaving it to others. Another focus will be on personal discipline, where I will be keen on being organized and maintaining schedule on daily work. This will include avoiding personal altercations to advance techniques such as deadlines by being on time for group meetings or in the culmination of projects.

The second behavior will focus on my relationship with others. First, using proper communication channels will ensure that I maintain professionalism and avoid any misinterpretation of the message. For instance, written communication need to be concise and clear. The team members need to understand when to use formal and informal discussions appropriately to avoid confusion and delay in dialogues. Second, teamwork is paramount is essential in a team project since performance that is group-oriented rather than individual gives the best output. Specific behavior will entail acting as a good role model, offering assistance, and encouraging participation.

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| Model the Way | Inspire a Shared Vision | Challenge the Process | Enable Others to Act | Encourage the Heart |
| 1)10 | 2) 10 | 3) 10 | 4) 10 | 5) 10 |
| 6) 8 | 7) 9 | 8) 9 | 9) 8 | 10 10 |
| 11) 8 | 12) 7 | 13) 7 | 14) 9 | 15) 9 |
| 16) 9 | 17) 10 | 18) 10 | 19) 8 | 20) 10 |
| 21) 8 | 22) 6 | 23) 9 | 24) 6 | 25) 10 |
| 26) 10 | 27) 8 | 28) 8 | 29) 10 | 30) 8 |
| Total | Total | Total | Total | Total |
| 53 | 50 | 53 | 51 | 55 |