The beneficial role of strength based leadership approach in the team management

[Business](), [Management]()

Strengths and weaknesses executes parallel in any organization. While strengths come naturally and enhance the performance of the company, on the other hand weaknesses assist how to fill those missing gaps. In the article, Jeff has undoubtedly proven his capabilities and contributed towards the successes, but not ignoring the fact that he has joined the team only 18 months ago, which is not a very long time span to assess someones complete skills and knowledge. Jeff's strength in translating his existing skills didn't reflect on team management skills, which manifested the fact that he wasn't a potential team leader. Therefore, it becomes important not to assume people's strengths, and ignore shortcomings. Analyzing strengths and weaknesses creates a roadmap for reaching your goals, how to function well and how to grow the organization. It assists you in making strategic plans and decisions and it bridges the gap between missing factors and outliers.

Analyzing strengths and weakness is important in identifying your own strength to become a more effective leader. It helps in developing strength based leadership, which aids (aids what), to know what can be achieved by ' execution', which focuses on time management, productivity , project management skills, Influential behavior, which means people who are motivated and effective in engaging people, relationship building which demonstrates people's skills and emotionally intelligent behavior and lastly the strategic thinking which is analytical and creative thinking.

However, Strength based leadership can be best of the approach because it plays a vital role in making the right decisions and it becomes important to

understand what it means. A strengths-based leadership approach can improve your delegation skills, widen your team's diversity, and create a more managerial ways of doing things. Strength based leadership widely focuses on what area, the person is good at and at what area a person is lacking behind. This gives an opportunity to identify whom the task should be assigned to, and who can perform better based on their skill set and experience, but at the same time is benefitting all members of the team.

A strengths-based leadership approach includes ' Consensus and delegation', working with an expert to fulfill the missing gaps, improving engagement in order to build motivation and enjoyment. Effective hiring can be used to build leadership qualities in the team and encouraging creativity. Ignoring " Strength based leadership" leads to poor decision making process. Hence all these approaches contributes in analyzing a better analysis. Based on the study, I strongly believe that analyzing strengths and weaknesses) are equally important, as they reinforces and adds value to the company. It's very critical to assess and make decisions to stand on.