

Reflect on your personal and professional experience using the lessons in Week 1, your NR703 Self-Reflection: Performance Behaviors of Transformational Leaders, and the Strengths-to- Strategy Plan results. Address the following:

- **Describe and give examples of your two strongest leadership competencies and two most significant leadership gaps, weaknesses, or developmental opportunities. (1 paragraph)**
- **Describe and explain how your leadership strengths differ from management skills or behaviors. (1 paragraph)**
- **Describe how you will integrate emotional intelligence into your leadership identity and how this may impact the characteristics of your followers. (1 paragraph)**

My two strongest competencies as a transformational leader are motivation and change management. Motivational strategies are important to encourage team members to stay focused and enthusiastic all day. As opined by Virgiawan et al. (2021), both internal and external motivators are used by transformational leaders to attain productivity in the workplace. Along with that, having a change management mentality enables a transformational leader to develop a structure and identify tools that transform the follower's engagement towards work. In contrast to this, I believe incorporation of continuous changes leads to the disruption of routines. Maintaining a balance between the adoption of changes and high-standard perforation leads to potential burnout for followers. In conclusion, a change management mindset is essential to attain organizational goals; however, job burnout aspects need to be considered.

The strengths of transformational leaders lie in their ability to encourage passion and professional development. I effectively communicate with teammates to understand their passion and personal goals. According to Samwel Muguna (2022), creating career development opportunities by aligning with employee interests reduces turnover rates. Followers show an inclination towards learning new skills, taking on challenges and enhancing their professional abilities. However, the management only focuses on meeting the objectives of the firm, thereby; designing training sessions can elevate their set budget. Moreover, I witnessed management