Solution

# 18. Reinforce Team Capabilities

*Below is an example answer. Your solution may differ from the one provided – that’s okay! The goal is to think about how to put these leadership tips into practice.*

d. When team self-esteem is up, so is productivity. Some ways to reinforce team capabilities are a) give verbal or written praise on good work, b) point out the potential you see in team members, c) reinforce good work and re-assign positions to capitalize on strengths.

You should always reinforce your team’s capabilities by acknowledging they are doing well, to keep your team working together towards the desired outcome. When team self-esteem is up so is the productivity.

Some ways to reinforce team capabilities are:

* Re-assign positions as need be to capitalize on your team member’s strengths. Put your team members where they will be most effective for your team to work cohesively and get you to your goal.
* Point out the potential that you see in your team members. As a leader, you might see a potential in a team member that they don’t see in themselves.
* Give your team members verbal or written acknowledgement. We all have a need to be acknowledged or needed. As a leader, if you just give your team members that acknowledgement when they do something well they will feel needed and will keep up the good work.
* When it comes to innovation, make it ok for your team members to fail. If you don’t change and innovate your company won’t succeed. What worked in the past won’t always work in the future. You have to let your team experiment to see what will keep your team and company successful.