

1. Propose how adaptive leadership will affect your leadership identity.

According to Kluski et al. (2020), Ron Heifetz and Martin Linsky developed the framework of adaptive leadership over thirty years ago at Harvard. They identified a critical shortcoming in leader's efforts to use transformational leadership to inspire change. They determined that there is a distinction between adaptive problems and technical problems, and they must be approached differently. Technical problems can be managed with technological fixes or programmatic solutions, whereas adaptive challenges may require changes in thinking patterns, creative solution approaches, etc. In short, adaptive challenges require adaptive leaders because technical expertise cannot solve them alone. Ultimately adaptive leadership is approaching problems and leading others collaboratively and responsively. It allows for fluidity and flexibility in one's leadership style, helps solve problems, and promotes anticipation, articulation, adaptation, and accountability (Boyar et al., 2023). An adaptive leadership style allows nursing leaders to draw from multiple leadership theories, concepts, and approaches to meet personal, professional, and organizational goals. McKimm et al. (2022) state that influential leaders are good followers and managers. These leaders can seamlessly transition between roles while leading others to promote collaboration, teamwork, and problem-solving. Because healthcare is ever-changing, leaders must remain adaptable and change with it.

Adaptive leadership can positively impact my leadership identity in several ways. One significant impact is that it inspires confidence in leaders from their followers and from their management because they are proven problem solvers. This allows for trust to be placed in the leader, which is critical when motivating others and asking them to follow you. This leadership approach is practical because it blends many styles and theories that can be used when appropriate and in changing situations. Taking an adaptive approach also allows leaders to show compassion for those they work with and nurture future leaders through teaching and leading by example. In my practice, I prefer to work with adaptive leaders because they are flexible, open-minded, and solution-oriented. Not only does it make achieving goals more straightforward, but I feel that these types of leaders are naturally easier to work with because of their personality and emotional intelligence. They can read situations effectively and implement solutions effectively, leading to high personal and professional satisfaction. As a leader, I aspire to have others instill their confidence in me, my abilities, and my decisions. An adaptive leadership style is one way