As a team lead, how would you handle a situation where your team members are not able to complete their tasks or are underperforming?

I didn't expect this question, I responded by highlighting the importance of feedback in any team. After reflecting on it, I would now approach this by first arranging a team meeting to understand what challenges the members are facing whether it's lack of clarity, resources, or motivation. If the issue seems personal, I would speak with them one-on-one to get a better understanding. Once I gather all the necessary input, I'd take steps to resolve the issues whether by reallocating tasks or offering support.