

# THE *confetti* LEADERSHIP MODEL

## ASSESSMENT

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**CELEBRATE**

**OWNERSHIP**

**NURTURE**

**FEEDBACK**

**ENGAGE**

**TRAIN**

**THANKFUL**

**INSPIRE**

### CELEBRATE OFTEN:

How well do I recognize effort, progress, and people consistently?

- I intentionally catch people doing things right.
- I celebrate first downs, not just touchdowns.
- My recognition is specific, timely, and tied to values.

**SCORE:**  
OUT OF 5

### OWNERSHIP MINDSET:

How strongly do I model responsibility, initiative, and problem-solving?

- I take responsibility before placing blame.
- I empower others to own solutions, not just tasks.
- I prepare my team instead of protect them

**SCORE:**  
OUT OF 5

### NURTURE TRUST:

How effectively do I create psychological safety and reliability?

- My team knows I mean what I say and do what I say.
- I listen fully and respond with empathy.
- I honor confidentiality and commitments.

**SCORE:**  
OUT OF 5

### FUELED BY FEEDBACK:

How well do I give and receive feedback that drives growth?

- I give feedback rooted in care, clarity, and coaching.
- I invite feedback from my team and act on it.
- I normalize continuous improvement, not perfection.

**SCORE:**  
OUT OF 5

### ENGAGE WITH INTENTION:

How present, purposeful, and people-focused am I daily?

- I make time to connect beyond transactions.
- I ask meaningful questions and check in on morale.
- I nurture and encourage the behaviors I want to continue to see.

**SCORE:**  
OUT OF 5

### TRAIN & DEVELOP:

How committed am I to building people, not just processes?

- I invest in teaching, coaching, and skill-building.
- I provide stretch opportunities and hands-on practice.
- I set development goals and revisit them regularly.

**SCORE:**  
OUT OF 5

### THANKFULNESS AS A HABIT:

How consistently do I model gratitude as a leadership behavior?

- I express gratitude daily, not just during wins.
- I verbalize what's going right, not just what needs fixing.
- I use thankfulness to shift perspective and energy.

**SCORE:**  
OUT OF 5

### INSPIRE DAILY:

How well do I spark belief, positivity, and momentum in others?

- I show up with contagious energy and optimism.
- I model resilience in tough moments.
- I connect people's work to purpose and impact.

**SCORE:**  
OUT OF 5

### REFLECTION:

- My top 2 strengths:
- My top 2 opportunities:
- One Confetti Action I will take this week:

**FINAL  
SCORE:**

