PIXEL
PERSPECTIVES+ 360

CERTIFIED PRACTITIONER

MODEL OVERVIEW

Pixel Leadership Group, LLC is a leadership and organization development consulting firm composed of psychologists, business leaders, and social scientists who enjoy applying their collective expertise to help maximize leaders' potential, create inspired and innovative teams, and build people-centric organizational cultures. We use our deep understanding of behavioral and assessment science to develop customized solutions to help our clients achieve their unique goals.

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THE MODEL

LEADERSHIP DOMAINS

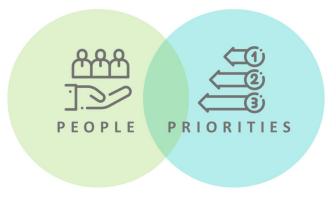**EMPOWERING LEADERSHIP**

TEAM LEADERSHIP

NOTES

EMPOWERING LEADERSHIP

This domain measures **_universally important leadership actions_** that are connected to better leadership outcomes, stronger followership, and empowered employees – _i.e, higher employee engagement, performance, + retention_

PEOPLE   PRIORITIES

PEOPLE

1. **CONNECTION** _(Builds and maintains strong relationships.)_
2. **DEVELOPMENT** _(Develops the talents of others.)_
3. **LISTENING** _(Listens attentively to understand others' points of view.)_
4. **COLLABORATION** _(Encourages Collaboration.)_
5. **INCLUSION** _(Makes others feel included.)_

PRIORITIES

1. **DIRECTION** _(Creates clarity about the group's direction and priorities.)_
2. **EXPECTATIONS** _(Communicates expectations in a direct and transparent manner.)_
3. **ALIGNMENT** _(Aligns work around clearly defined goals.)_
4. **RESULTS** _(Delivers quality results consistently.)_
5. **INNOVATION** _(Cultivates learning and innovation.)_

TEAM LEADERSHIP

This domain measures key leadership practices that *create an environment that fosters positive intra-group dynamics and result in exceptional teamwork* – i.e., increased collaboration, psychological safety, innovation, and shared goal achievement.

PEOPLE + PROCESS

PEOPLE

1. **EMBRACE CIVILITY** *(Creates a respectful and courteous team environment.)*
2. **LEVERAGE DIVERSITY** *(Encourages a team atmosphere that values diversity of backgrounds, experiences, and perspectives.)*
3. **PSYCHOLOGICAL SAFETY** *(Makes everyone on the team feel safe expressing opposing viewpoints.)*
4. **PRODUCTIVE CONFLICT** *(Facilitates productive team dialogue even when there is disagreement.)*
5. **SERVICE DRIVEN** *(Promotes putting the needs of the team ahead of individual goals.)*

PROCESS

1. **VISION + VALUES** *(Utilizes a compelling vision and clear values to guide team decisions.)*
2. **METHODS + PROCESSES** *(Ensures standard procedures and systems are in place to support the team's work.)*
3. **ROLE CLARITY + INTERDEPENDENCE** *(Outlines the scope of roles and responsibilities for team members.)*
4. **FOCUS ON RESULTS** *(Devotes time to review the team's work quality and performance on a regular basis.)*
5. **STRIVE FOR EXCELLENCE** *(Pushes the team to continuously strive for excellence.)*