Idea Guy

Intention: For their ideas to stimulate ideas in others.
Outcome: They overwhelm others, who either shut down or spend time chasing the idea du jour.
Workaround: Create a Holding Tank.
Ask yourself if you want the people who work for you to take a action on it right now if not, hold off sharing.

Accidental Diminishers usually have good intentions. They can become Multipliers with these simple workarounds:

Multipliers boost employee brainpower.

Diminishers do the opposite, often unintentionally.

Rescue

Intention: To ensure their people are successful in and to protect their reputations.
Outcome: Their people become dependent on them, which weakens their reputation.
Workaround: Ask for Their Solution.
When someone brings you a problem, ask, “How do you think we should solve it?”

Optimist

Intention: To create a belief that the team can do it.
Outcome: People wonder if the Optimist appreciates the struggle and the possibility of failure.
Workaround: Signal the Struggle.
Before offering your boundless enthusiasm, start acknowledging how hard the work is.

Which one are you?
Contact us for more workarounds!

“Multipliers get 2x the intelligence from the people that work for them compared with Diminishers.”
- Liz Wiseman

Are You a Multiplier…

or An Accidental Diminisher?

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