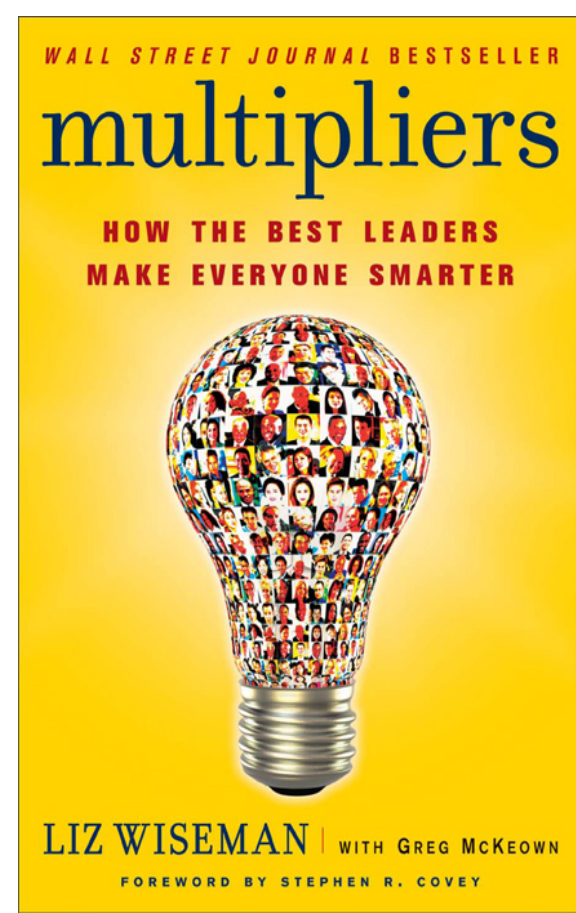


Are You a Multiplier...

Build brainpower in your organization with these tips from the **bestselling book**, now also a *powerful* 1-day leadership simulation:



Multipliers

boost employee brainpower.

... or An Accidental Diminisher?

Diminishers

do the opposite, often unintentionally.

Accidental Diminishers

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

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 action on it - *right now*. If not, hold off sharing.

Rescuer

Intention: To ensure their people are successful 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?*"

Always On

Intention: To create *infectious energy* and share their point of view.

Outcome: They *consume* all the space, and other people *tune them out*.

Workaround: Say It Just Once.

Avoid over-contribution by sharing the important things *just once*. Let others chime in.

Pace Setter

Intention: To set a *high standard* for quality or pace.

Workaround:

Stay Within Sight.

Resist your tendency to pull ahead.

Rapid Responder

Intention: To keep their organization moving *quickly*.

Outcome: They move quickly but their organization *moves slowly* because there are *too many* decisions or changes.

Workaround: Set a Mandatory Waiting Period.

Wait *24 hours* (or whatever length of time makes sense in your situation) before responding.

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 by *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