



AM I HELPING OR HURTING MY TEAM?

A multipliers tool

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What happens when a manager is too quick with ideas and too swift with action? Or too supportive and helpful? Or just enthusiastic or optimistic?

*While the narcissistic leaders grab the headlines, the vast majority of diminishing happening inside our workplaces is done by the Accidental Diminisher—**good people with the best of intentions who don't realize they're shutting others down.***

We all have diminishing moments that, accidental or not, impact your team the same—leaving you with only half of their true brainpower. The secret is knowing what your vulnerabilities are, spotting them in action, and turning these situations into Multiplier moments.

Increasing your Multiplier moments can have a profound and far-reaching impact in a world where the challenges are great and full intelligence underutilized.



RECOMMENDED VIDEO

Watch this video explanation of The Accidental Diminisher from Liz Wiseman: thewisemangroup.com/ad



SUGGESTED READING

Dive further into The Accidental Diminisher in Chapter 7 of *Multipliers, Revised and Updated*.

STEP 1 Circle your Accidental Diminisher Tendency

Need to revisit your Accidental Diminisher tendencies? Take the quiz at multipliersquiz.com.

IDEA FOUNTAIN



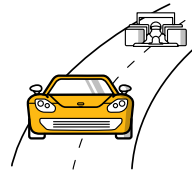
ALWAYS ON



RESCUER



PACESETTER



RAPID RESPONDER



OPTIMIST



PROTECTOR



STRATEGIST



PERFECTIONIST



STEP 2 Identify your Trigger


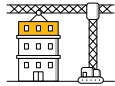

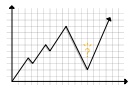
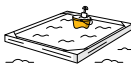

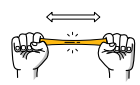

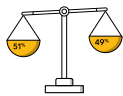

[trigger = the circumstances or events that cue the AD tendency]

Think about what might trigger that AD tendency you circled in Step 1. Who are you with when it happens? In what circumstances does this behavior come out? Where and when?

STEP 3 Pick an Experiment

[see the full experiments in Appendix E of *Multipliers, Revised and Updated*]

Based on the Accidental Diminisher tendency you circled in Step 1, select an experiment that will remedy that vulnerability and help you increase your Multiplier moments.

| MULTIPLIER EXPERIMENT | | AD TENDENCIES |
|---|--|--|
|  | Name the Genius Identify what the people on your team do easily and freely so you can better utilize their native genius. | <i>Always On, Pacesetter, Strategist</i> |
|  | Supersize It Give someone a job or a task that is a size too big and help them “level up” and grow into the role. | <i>Pacesetter, Protector</i> |
|  | Play Fewer Chips In a meeting give yourself a budget of chips, with each chip representing a comment or contribution to the meeting. | <i>Always On, Strategist</i> |
|  | Talk Up Your Mistakes Invite experimentation and learning by sharing your own mistakes. | <i>Pacesetter, Optimist, Perfectionist</i> |
|  | Make Space for Mistakes Define a space (projects, types of work, or aspects of the business) where people can experiment, take risks, and recover from mistakes. | <i>Rescuer, Optimist, Protector, Perfectionist</i> |
|  | Ask the Questions Lead a meeting or conversation by only asking questions. | <i>Idea Fountain, Always On, Rescuer, Rapid Responder, Strategist, Perfectionist</i> |
|  | Create a Stretch Challenge Instead of giving people a goal, lay down a concrete challenge – define an intriguing puzzle to be solved or a question to be answered. | <i>Pacesetter, Protector, Strategist</i> |
|  | Make a Debate Instead of offering a fast answer on a critical decision, outline the options and ask people to weigh in with data and their point of view. | <i>Rapid Responder, Optimist</i> |
|  | Give 51% of the Vote Put someone else in charge by giving that person the majority vote on an issue or project. | <i>Always On, Rescuer, Perfectionist</i> |
|  | Give it Back If someone needs help, jump in and contribute, but then clearly give ownership back to the other person. | <i>Idea Fountain, Rescuer</i> |

STEP 4 Share or Gain Insight

Accelerate your development as a Multiplier leader by asking your colleagues to weigh in. Share what you've selected in Steps 1 and 3 and ask them: "Here's what I see, what do you see?"

| | |
|----------------------------|------------------------|
| FEEDBACK ROUND 1 | CONVERSATION WITH_____ |
| AD Tendency: Notes: | Experiment: |

| | |
|----------------------------|------------------------|
| FEEDBACK ROUND 2 | CONVERSATION WITH_____ |
| AD Tendency: Notes: | Experiment: |

| | |
|----------------------------|------------------------|
| FEEDBACK ROUND 3 | CONVERSATION WITH_____ |
| AD Tendency: Notes: | Experiment: |

| |
|--|
| OVERALL THOUGHTS/TAKEAWAYS ON THE 3 FEEDBACK ROUNDS: |
| What consistent themes emerged? Was there any unique feedback that stood out? Which of the Multiplier experiments are you prepared to commit to as a result of the information gathered? |

BRING MULTIPLIERS TO YOUR TEAM

Contact us to discuss how we can introduce *Multipliers* to your team and company.

thewisemangroup.com/contact →

