
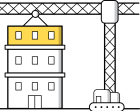


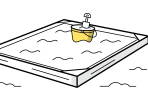
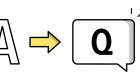
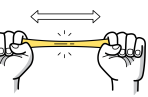
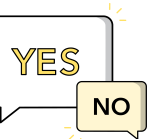




# Multiplier EXPERIMENTS

**STEP 1: Pick an Experiment.** Once you've identified your Accidental Diminisher tendencies, select an experiment that will remedy that vulnerability and help you be more of a Multiplier. Need to revisit your Accidental Diminisher tendencies? Take the quiz at: [www.multipliersbooks.com](http://www.multipliersbooks.com).

## ACCIDENTAL DIMINISHER TENDENCY

### MULTIPLIER EXPERIMENT

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

## Multiplier **EXPERIMENTS ACCELERATOR**

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### STEP 2: Pick a colleague

Want to accelerate your development as a Multiplier leader? Let a colleague - an employee, peer or boss - choose your experiment for you! Pick someone who can see your Accidental Diminisher tendencies but who also knows your good intentions. Give them this sheet and tell them you are choosing one new practice to help you become a better leader.

**WARNING:** This step isn't for the lackadaisical learner or accidental leader. It's rocket fuel for the aspiring Multiplier- it will get you there faster! Try it...we dare you.

### STEP 3: Ask your colleague

Ask the following:

- Which of the Accidental Diminisher tendencies above is my vulnerability? (In other words, in which way do you see me shutting down good ideas and action in others, despite having the best of intentions as a leader?)  
CIRCLE IT.
- Which experiment would help me get the most out of other people? Why?  
CIRCLE IT.
- What insights can you offer that would help me be a better leader to you and the team?