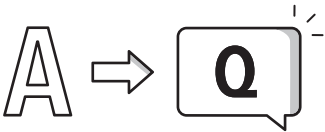


# EXTREME QUESTIONS



Kick-start your curiosity by leading a conversation asking only questions.

This means everything you say ends in a question mark! Or, better put: Can you make sure that everything you say ends with a question mark?

## MULTIPLIER DISCIPLINE

### The Challenger

Remedy for **Idea Guy**, **Always On**, **Rescuer**, **Rapid Responder**, **Strategist** and **Perfectionist** Accidental Diminisher

---

## MULTIPLIER MINDSET

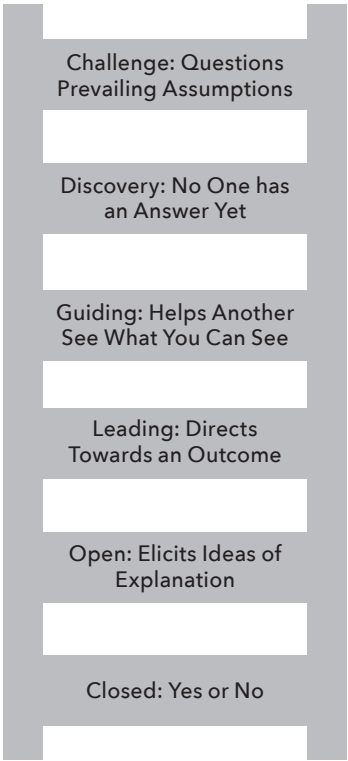
They want to learn from the people around them and understand.

## MULTIPLIER PRACTICES

Access what the other people know. Make your points known through the questions you ask. Go all the way and only ask questions!

Think of it in terms of hours, not minutes. Challenge yourself to ask different types of questions.

- Leading questions: Lead someone toward a specific outcome
- Guiding questions: Help another see what you can see
- Discovery questions: Create an idea or solution together
- Challenge questions: Surface and question prevailing assumptions

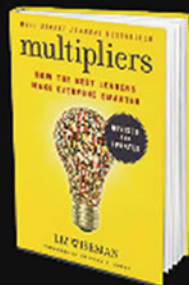


**Lab Results**

Tom Mottlau, Senior National Account Manager of Healthcare Sales for LG Electronics, was asked to take ownership for bringing Mike on board, a new member of the sales team. In the past, this assignment would have taken at least a full day of Tom's time and mostly consisted of LG employees sharing their wealth of expertise and information with new employees. After engaging in Multiplier executive coaching, Tom saw an opportunity to use Extreme Questions. Instead of making assumptions about what Mike knew, Tom prepared for their time together by writing a list of questions. Through the use of questions Tom was able to learn more about Mike's previous experiences and gauge what aspects of the onboarding process would be of most value to both Mike and LG. Starting with questions allowed Mike to cover more ground in a shortened amount of time, and what would have been a full day of meetings only required four hours of Tom's time. Even better, Mike shared that the LG induction was the most unique and potent "first day" experience he has ever had.

**Your Turn: Prepare for success with Multiplier practices. Use this grid to plan and reflect on your experiments.**

<b>Look for Opportunity</b> Where and how might you use this experiment?	<b>Increase Your Impact</b> Where and how might you use this experiment?
<b>Maximize Your Learning</b> What happened and what is your evidence?	<b>Develop Your Skill</b> Where can you use this again?



150 leaders.  
35 companies.  
7 years of focused research.

**1 really BIG question.**



If you like the book and the *Multipliers* concepts Liz brings to life at our webinar, **you're going to love the *Multipliers* experience!**

Thank you for joining our *Dealing with Diminishers* webinar featuring bestselling *Multipliers* author Liz Wiseman and brought to you by [Advantage Performance Group](#). We hope you find this material useful as you join the quest to rid the world of bad bosses!

Our thought leader partner BTS, global experts in strategy, partnered with Liz to create a learning experience especially for those wanting to put the *Multipliers* principles, lessons, and benefits to work in their organizations.

Available exclusively through Advantage Performance Group and BTS, *The Multipliers Simulation* allows leaders to experience the *Multiplier* mindset, practice *Multiplier* principles, and learn to avoid *Diminisher* traps within the context of real-life business challenges.

For more information or to find out how to bring the *Multipliers* experience to your organization, contact Advantage today!



**Advantage Performance Group**

*We help leaders lead, sellers sell, and businesses flourish.*

Contact us by phone at 800.494.6646, via email at [contact@advantageperformance.com](mailto:contact@advantageperformance.com) or visit us on the web at [www.advantageperformance.com](http://www.advantageperformance.com).