



We help organizations
develop *great people*.

Developing a Multiplier Mindset

The **self-assessment** below will help you identify your current leadership assumptions. Be as honest as you can – this is only for your own personal development.

DIMINISHERS

MULTIPLIERS

The Empire Builder
People need to report to me in order to get them to do anything.

The Talent Magnet
If I can find someone's genius, I can put them to work.

The Tyrant
Pressure increases performance.

The Liberator
People's best thinking must be given, not taken.

The Know-It-All
I need to have all the answers.

The Challenger
People get smarter by being challenged.

The Decision Maker
There are only a few people worth listening to.

The Debate Maker
With enough minds, we can figure it out.

The Micromanager
People will never be able to figure it out without me.

The Investor
People are smart and will figure things out.

2 When you are under pressure, what can you do to *Multiply*?

Multiplier mindset

Remember – there is so much intelligence in the room.

Ask better questions

Use questions that challenge, reframe and expand thinking.

Create the safe space

This is hard, but I know WE can do it. Count to 10 and talk less.

Set a great debate

Ask the team to argue different ideas, perspectives and stress the need for discussion, not decision.

Build accountability

Don't take on too much yourself, hold others accountable and remind others it's not about perfection.


