

# Leading Like a *Multiplier* in Uncertainty

## Practice Kit

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We help organizations  
develop *great people*.



### Purpose

This kit helps you expand what you learned in *The Intangibles: Episode 3 - Unleashing the Brilliance in Others, featuring Multipliers* and put it into action — especially when uncertainty tests your habits. Use it with your AI tool for coaching, real-time reflection, and practice.

### The Accidental Diminishers

*Common ways leaders accidentally diminish others:*

- **Idea Fountain:** Overwhelms others with ideas, stifling their own thinking.
- **Always On:** Constant energy leaves no space for others to contribute.
- **Rescuer:** Steps in to save people instead of letting them stretch.
- **Pacesetter:** Sets a pace so fast others can't keep up.
- **Rapid Responder:** Answers too quickly, leaving no room for others.
- **Optimist:** Too positive when people need realism and empathy.
- **Protector:** Shields people from challenge, so they don't grow.
- **Strategist:** Does the thinking for everyone instead of co-creating.
- **Perfectionist:** Insists on perfect work, discouraging initiative.

### The Multiplier Framework

*5 Multiplier Disciplines:*

- **Talent Magnet:** Attract and grow great people.
- **Liberator:** Create safe, intense environments for contribution.
- **Challenger:** Extend stretch challenges that push thinking.
- **Debate Maker:** Lead rigorous debate and diverse perspectives.
- **Investor:** Give ownership, hold accountability, build capacity.

*Multipliers* turn uncertainty into a stage for others to shine — not by doing more themselves but by amplifying intelligence around them.

### 3 Ready-to-Use AI Prompts

**How to use:** Select a prompt to explore and then enter the entire prompt into the AI tool of your choice.

#### The Mirror Exercise: Spot an Accidental Diminisher

**How to use:** Copy this entire prompt and paste into the AI tool of your choice.

Role & Context: Act as my leadership coach. I want to spot any Accidental Diminisher tendencies described in Liz Wiseman's *Multipliers* research.

**Step 1** – Ask me to describe one recent moment where I tried to help or support my team. Then:

- What was my intention?
- What did I actually do or say?
- How might my team have experienced it?
- Could this have accidentally diminished someone's contribution?

**Step 2** – Diagnose the tendency and suggest ONE practical micro-shift for my next meeting.

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#### Multiplier Experiment Design

**How to use:** Copy this entire prompt and paste into the AI tool of your choice.

Role & Context: Act as my leadership coach trained in the *Multipliers* framework.

Input: My top Accidental Diminisher tendency is [NAME IT]. My specific challenge this week is [DESCRIBE].

Task: Help me design a one-week experiment:

- Pick one *Multiplier* behavior
  - Explain why it fits
  - Define when/with whom to practice
  - Suggest specific words or actions
  - Recommend how to measure success
  - Name likely obstacles
  - Create an accountability checkpoint
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#### Practice Psychological Safety: Debate Maker

**How to use:** Copy this entire prompt and paste into the AI tool of your choice.

Role & Context: I want to lead a decision-making meeting as a Debate Maker, not a Decision Maker.

Help me:

- Frame the issue for debate
  - Create ground rules for candor + respect
  - Draft 2–3 questions to draw out diverse views
  - Coach me on what to say if tension rises so safety stays intact
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