



MULTIPLIERS Experiments

DISCOVER AND UTILIZE GENIUS

MULTIPLIER DISCIPLINE

THE TALENT MAGNET

Remedy for **Optimist**, **Always On**, and **Pacesetter** Accidental Diminishers



MULTIPLIER MINDSET:

Everyone is brilliant at something.

KEY LEARNING POINT(S):

Genius is inevitable; the challenging question is how you use it. Talent Magnets are genius watchers. They aren't bound by the confines of their organization, so they seek out the natural genius in others everywhere so they can put it to work for the good of the organization and the individual.

KEY QUESTIONS:

- What is your natural genius?
- How might you identify the natural genius of those on your team?
- Once identified, how do you utilize people to their fullest capability?
- How does the mindset that everyone is brilliant at something both drive and benefit leaders?

PREPPING FOR THE CONVERSATION:

Prepare a personal story about how you discovered your own natural genius. Below is a sample from Liz Wiseman that you can paraphrase or use as inspiration for your own story. Alternatively, you can prepare a story about a time you helped someone else discover their natural genius.

- "I've been told that I can take established content and translate it in an interesting manner to others; hopefully of high quality to others, but it definitely falls under Easily and Freely for me.
- A few years ago, the younger (always good to be considered younger at my age) cousins on my dad's side of the family decided we should put together a family reunion.
- We are fortunate to have a large and healthy family, and as a "youngster" I was tasked with an activity to get all the generations together in some sort of afternoon activity.
- I developed (stole) the idea of Giant Olympics, based on a Giant Pants from a Japanese game show. That quickly became ideas for several activities, including giant volleyball, giant Skee Ball, giant Frisbee golf, giant donut eating, etc.
- Creation, procuring and planning the events was a lot of fun and easy for me – and was a big hit with the family and extended family, from kids younger than our 6-year-old to great aunts and uncles in their 80s.

Review "The Talent Magnet" chapter in *Multipliers: How the Best Leaders Make Everyone Smarter* and select stories that you may want to share via conversation.

