

Leadership Lab Podcast

Hosted by Dr. Patrick Leddin

EPISODE #3: EXPLORING THE POWER OF A MULTIPLIER WITH LIZ WISEMAN

APPLICATION TOOL

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EPISODE #3 TAKEAWAYS

Liz Wiseman, author of the NYT bestseller *Multipliers*, visited the leadership lab to share her thoughts on how the best leaders make everyone around them smarter. Here are a few key takeaways from the discussion:

- Leaders can use their intelligence in ways that multiply or amplify the intelligence of others.
- Multipliers are leaders who bring out 95% of capabilities and intelligence of their people. Diminishers are leaders who achieve far less.
- Many Diminishers in the workplace are the result of well-intended leaders who have want to do good things, but shutdown others and cause them to hold back.
- In a job interview, you can ask or answer questions in ways that reveal if their is a Diminisher in the room.
- If you find yourself slipping into Diminisher mode, there are activities you can do right away to change direction. These include remembering that it isn't about you and that deminishing isn't inevitable.
- When working for a Diminisher, look for ways to *turn down the volume*.

APPLYING EPISODE #4 LESSONS

Take a moment to reflect back on your career. Identify a Multiplier and Diminisher that you worked for in the past. What was it like to work for that person?

Who?

What was it like?

Diminisher

Multiplier

As a leader, how might your best of intentions be causing others to hold back or shutdown?

How might you apply these strategies to overcome the Accidental Diminisher tendency in yourself or the leaders around you?

Seek feedback:

Lead with intention:

Do less and challenge more:

In her book, *Rookie Smarts*, Wiseman says that new people are often the most excited, engaged, and curious. How can you maintain the benefits of being new, even when you aren't?