



THE OPTIMIST

INTENTION:

To create a belief that the team can do it

OUTCOME:

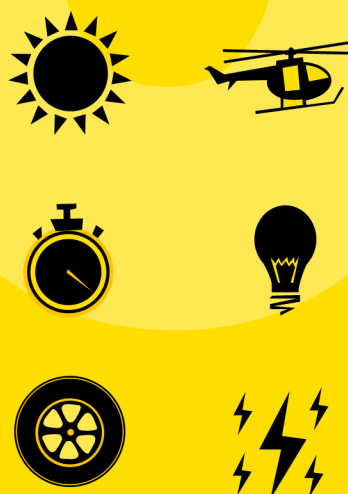
People wonder if they appreciate the struggle and the possibility of failure.



THE ACCIDENTAL DIMINISHER is the well-intended leader, often following popular management practices, who subtly and, completely unaware, shuts down the intelligence of others.



SIX TYPES OF ACCIDENTAL DIMINISHERS



THE RESCUER

INTENTION:

To ensure people are successful and to protect their reputation

OUTCOME:

Their people become dependent on them, which weakens their reputation.



THE RAPID RESPONDER

INTENTION:

To keep their organization moving fast

OUTCOME:

They move fast, but their organization moves slowly because there is a traffic jam of too many decisions or changes.



THE PACESETTER

INTENTION:

To set a high standard for quality or a pace

OUTCOME:

Other people become spectators or give up when they can't keep up.



FROM
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BY
LIZ WISEMAN

www.multipliersbooks.com

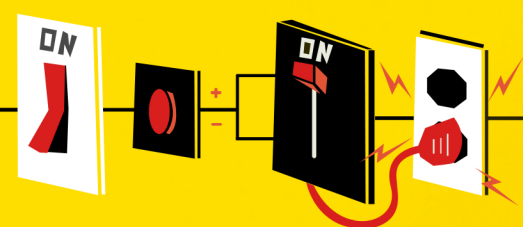
THE IDEA GUY

INTENTION:

For their ideas to stimulate ideas in others

OUTCOME:

They overwhelm others, who either shut down or spend time chasing the idea du jour.



ALWAYS ON

INTENTION:

To create infectious energy and share their point of view

OUTCOME:

They consume all the space, and other people tune them out.

