






Multipliers vs. Diminishers – Quick Cheat Sheet


Based on Liz Wiseman's Multipliers, this cheat sheet offers a quick snapshot of how the best leaders amplify the intelligence of others—and how we can unintentionally diminish it without realizing.


Use this as a guide to recognize—and shift—your leadership patterns. Every interaction is a chance to multiply someone's potential.


 **Talent Magnet:** Attracts and grows great people.


 **Empire Builder:** Hoards resources and underutilizes talent.

 **Liberator:** Creates space for others to think and speak freely.


 **Tyrant:** Creates a tense environment that suppresses people's thinking.

 **Challenger:** Sets high expectations and stretches others to rise to the occasion.

 **Know-It-All:** Gives directives and micromanages the path.

 **Debate Maker:** Fosters rigorous thinking through inclusive debate.

 **Decision Maker:** Makes decisions alone or with a small circle.

 **Investor:** Hands over ownership and holds people accountable for results.

 **Micromanager:** Controls outcomes by taking back ownership.



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✨ What Makes a Multiplier?

Multipliers operate with this belief:

“People are smart and will figure it out.”

They ask questions, give ownership, and believe in stretch.

Diminishers often believe the opposite—*“People won’t figure it out without me.”*

🚫 The Accidental Diminisher

You might be diminishing others without realizing it if you’re:

- The **Idea Guy/Gal**: You love brainstorming, but others feel overwhelmed.
- The **Rescuer**: You step in too quickly instead of letting others struggle productively.
- The **Rapid Responder**: You answer questions immediately, robbing others of the chance to think.
- The **Pace Setter**: You move so fast, no one else can keep up or contribute.
- The **Always-On Leader**: Your presence dominates every room, even with good intentions.



Try This

Here are simple shifts you can make this week:

- Ask more questions than you answer.
- Give someone a stretch task and *don’t* rescue them.
- Pause before speaking in meetings.
- Invite debate and resist jumping to decisions alone.
- Shift your self-image from “*genius*” to “*genius maker*.”