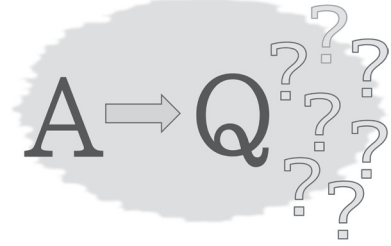


Multiplier Experiments

Extreme Questions

Lead a meeting or conversation by only asking questions.



This means everything you say ends in a question mark! Or better put: Can you make sure that everything you say ends with a question mark?

Multiplier Discipline: **Challenger**, remedy for “Idea Guy” and “Rapid Responder”

Multiplier Mindset:

They want to learn from the people around them and understand.

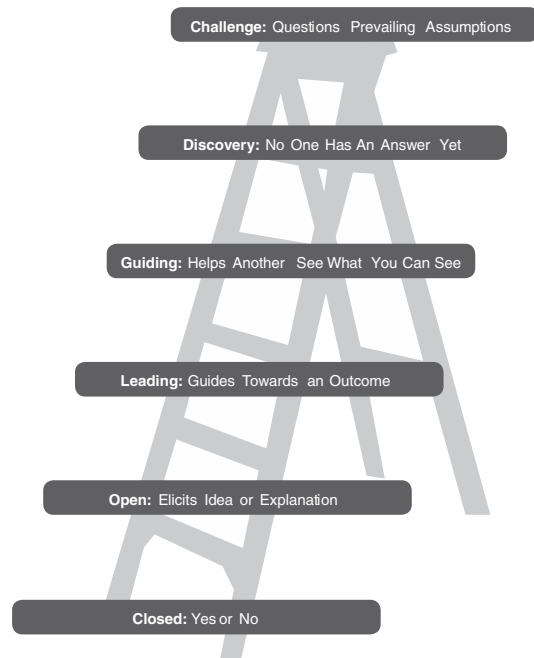
Multiplier Practices:

1. Find out what the other person knows. Have a point of view or opinion, but bring it into the conversation by virtue of the types of questions you ask.
2. Go all the way and only ask questions! Think of it in terms of hours, not minutes.
 - Leading questions: Lead someone toward a specific outcome
 - Guiding questions: Help another see what you can see
 - Discovery questions: Create an idea or solution together
 - Challenge questions: Surface and question prevailing assumptions

Caveat: If you are worried that someone might “freak out” or feel interrogated, tell them at the outset that you are taking a different role in the meeting and will be asking questions to better understand their point of view.

The Promise:

Something will shift for you. You will likely find out that people know more and are more capable than you’ve previously seen.



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Use this worksheet to plan and reflect on your Multiplier Experiments.

1. Experiment Purpose

What problem are you trying to address?	What do you hope to accomplish?

2. Document Your Plan

When and where will you try this?	What might limit success?	What will you do to overcome these hurdles?

3. Establish Measures

How will you know if you've been successful?	How will you get feedback?

4. Evaluate Results

What happened?	What impact did you have on others?	What was accomplished?

5. Study Your Learning

What surprised you?	What could you do differently to improve your results?	How would you describe the return on your investment for this experiment?

6. Make Lasting Change

How will you make this part of your ongoing management practice?	When and where will you use this approach again?

We'd love to hear about your successes with this Multiplier Experiment. Visit MultiplierEffectBook.com to share your story.