

| How would you: | Diminisher <i>"They will never figure this out without me."</i> | Multiplier <i>"People are smart and will figure this out."</i> |
|---------------------------|---|--|
| Manage talent? | Use | Develop |
| Approach mistakes? | Blame | Explore |
| Set direction? | Tell | Challenge |
| Make decisions? | Decide | Consult |
| Get things done? | Control | Support |