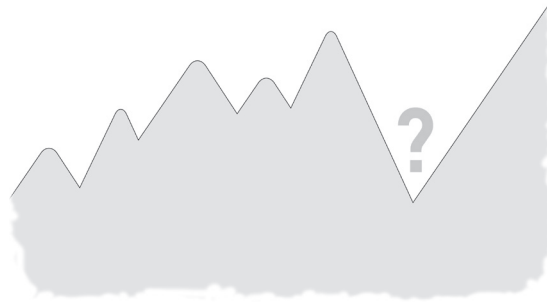


## Multiplier Experiments

# Talk Up Your Mistakes

Invite experimentation and learning by sharing your own mistakes.



Let people know the mistakes you have made and what you have learned from them. Make public how you have incorporated this learning into your decisions and current leadership practices.

Multiplier Discipline: **Liberator**, remedy for “Optimist” Accidental Diminisher

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### Multiplier Mindset:

Mistakes are part of the natural learning and achievement process.

### Multiplier Practices:

1. Get personal. Reflect on your own leadership journey by charting the highs and lows of your career. Identify several of the big mistakes you’ve made. The bigger the better! For each mistake, identify:
  - What you did
  - What happened
  - Where you went wrong (wrong actions or wrong assumptions)
  - What you learned from it

Look for opportunities to share these stories. You might share one before someone is about to tackle a challenging assignment or at the moment they make a distressing mistake.

2. Go public. Instead of talking about your and your team’s mistakes behind closed doors or just one-on-one, bring them out in the open where the person making the mistake can clear the air and where everyone can learn. Try making it part of your management ritual.

For example, you might add “screw-up of the week” onto your regular team agenda. If any member of the team, including yourself, had a blunder, this is the time to go public, have a laugh, and move on.

### The Promise:

You are the most powerful role model. If they see that you’ve made mistakes and have recovered from them, they are more likely to take risks themselves and be willing to learn from their mistakes.

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 on-going 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](http://MultiplierEffectBook.com) to share your story.