

THE 5 DISCIPLINES OF THE MULTIPLIERS

Diminishers		Multipliers	
The Gatekeeper	Hoards resources and underutilizes talent	The Talent Finder	Attracts talented people and uses them at their highest point of contribution
The Tyrant	Creates a tense environment that suppresses people's thinking and capability	The Liberator	Creates an intense environment that requires people's best thinking and work
The Know-It-All	Gives directives that showcase how much they know	The Challenger	Defines an opportunity that causes people to stretch
The Decision Maker	Makes centralized, abrupt decisions that confuse the organization	The Community Builder	Drives sound decisions by constructing debate and decision-making forums
The Micro Manager	Drives results through their personal involvement	The Investor	Gives other people the ownership for results and invests in their success