

### THE MOST FREQUENT ACCIDENTAL DIMINISHER TENDENCIES

<b>Tendency</b>	<b>Intention</b>	<b>Outcome</b>	<b>Replacement or Multiplier Experiment</b>
Idea Guy	For their ideas to stimulate ideas in others	They overwhelm others, who either shut down or spend time chasing the idea du jour.	Create a Holding Tank <i>Extreme Questions</i>
Always On	To create infectious energy and share their point of view	They consume all the space, and other people tune them out.	Say It Just Once <i>Play Fewer Chips</i> <i>Give 51% of the Vote</i>
Rescuer	To ensure people are successful and to protect their reputation	Their people become dependent on them, which weakens their reputation.	Ask for Their "F-I-X" <i>Make Space for Mistakes</i> <i>Give It Back</i>
Pacesetter	To set a high standard for quality or a pace	Other people become spectators or give up when they can't keep up.	Stay Within Sight <i>Give 51% of the Vote</i>
Rapid Responder	To keep their organization moving fast	They move fast, but their organization moves slowly because there is a traffic jam of too many decisions or changes.	Set a Mandatory Waiting Period <i>Extreme Questions</i> <i>Make a Debate</i>
Optimist	To create a belief that the team can do it	People wonder if they appreciate the struggle and the possibility of failure.	Signal the Struggle <i>Make Space for Mistakes</i> <i>Talk Up Your Mistakes</i>