

Multiplier Experiments

Name The Genius

Identify the native genius of each person on your team.



Find the native genius of individuals on your team and find novel ways to utilize their genius more fully. Do this individually or as a team so that everyone understands the native genius of each person on the team.

Multiplier Discipline: **Talent Finder**, remedy for “Org Manager” Accidental Diminisher

Multiplier Mindset:

Everyone is brilliant at something.

Multiplier Practices:

For individuals:

1. Identify it: the things that this person does natively. Ask:
 - What do they do better than anything else they do?
 - What do they do better than the people around them?
 - What do they do *easily* (without effort or even awareness)?
 - What do they do *freely* (without being asked or being paid)?
2. Label it: Give their native genius a short name (e.g., “Synthesizing complex ideas” or “Building bridges” or “Identifying root causes”) Test your hypothesis with the person’s colleagues and with the person. Refine it until it captures their genius.
3. Work it: Identify roles or tasks that will utilize and extend this person’s genius. Go beyond formal jobs and identify ad hoc roles. Have a conversation with the individual and allow them to identify the best ways to utilize their genius.

Across an entire team:

1. Define the concept of native genius (see above)
2. Ask each person to identify the native genius of each colleague
3. Bring the group together
4. Focus on one individual at a time
 - a. Have each team member describe that person’s native genius
 - b. Ask the person to offer their own perspective
 - c. Discuss ways to best utilize this person’s genius

Caveat: You might find it easier to identify and name your own genius before asking others to do it.

The Promise:

Finding someone’s native genius is the key that unlocks discretionary effort. When you tap into native genius people go beyond what is required and offer their full intelligence. When a team understands the native genius of each member, they collaborate more readily and easily.

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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 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 to share your story.