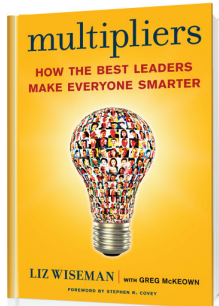


# multipliers

HOW THE BEST LEADERS MAKE EVERYONE SMARTER

# ASSESSMENTS



*Multipliers: How the Best Leaders Make Everyone Smarter* is a Wall Street Journal Bestseller, has been featured on National Public Radio and continues to rank in the Top 20 leadership books on Amazon.com.

For full media coverage, see: [www.multipliersbook.com](http://www.multipliersbook.com)

*Harvard Business Review* May 2010 edition contains a feature article on the book's research.

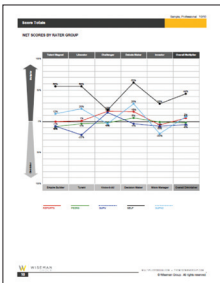
Would you like to find out how you and your team stack up against the Multipliers and Diminishers in the book?

We have a full range of assessments (360s and team aggregates) for finding out where you and your team fall along the Multiplier-Diminisher continuum.

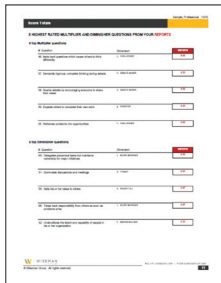
Each of the assessments is processed through Booth & Company: the leader in premium, online, confidential multi-rater assessments. Each leader creates a personal portal from which to manage the assessment process. Once the assessment is complete, a PDF of the report is emailed directly to the leader being assessed.

## Multipliers 360 Assessment

Using the full breadth of Multiplier-Diminisher behaviors, this robust, 72-question, multi-rater assessment allows a leader to quickly access a baseline across the Multipliers model. The report includes a net score (Multiplier behaviors minus Diminisher behaviors) across each of the five disciplines. It also includes the Top 5 Multiplier behaviors and the Top 5 Diminisher behaviors to allow an individual to quickly identify a few high-leverage starting points. A sample report is available upon request (two pages are captured below).



Click page to view full scale



Click page to view full scale

## Multipliers Self-Assessment

This report is based on the same 72 questions that make up the Multipliers 360 and provide a quick approximation of the ways you may be Multiplying or Diminishing the intelligence in the people around you. The report includes a net score (Multiplier behaviors minus Diminisher behaviors) across each of the five disciplines. A sample report is available upon request.

## 1-on-1 Coaching Session

For the full Multipliers 360 assessment, participants may want to participate in a 1-on-1 coaching session to interpret the results and to begin creating a development plan for leading more like a Multiplier. The objective of this coaching session is to identify the key areas for accelerated development (as described on page 203 of *Multipliers*).

## Utilization Index

This assessment is a “Three Minute 360” because it asks only two direct questions to get to the top line and the bottom line of how well a leader is utilizing the people they work with. Each participant will receive a percentage score (1-100%) for how well they are utilizing the intelligence in the people around them. They will also receive feedback for one thing they could do to better improve people’s capability. A sample report is available upon request.

## Team Aggregate Report

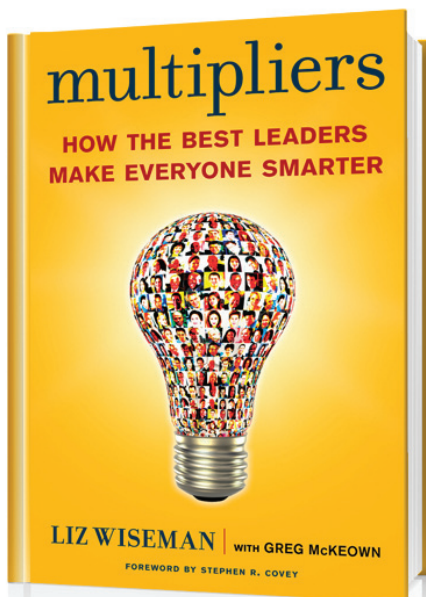
If you and your team complete the Multipliers 360 you can request a report which aggregates the team’s feedback into a single report. This allows you to identify a whole team’s performance along the Diminisher-Multiplier continuum. We recommend this for any intact teams interested in building Multiplier leadership throughout the team. A sample report is available upon request.

## The Assessment Options

Options		Multipliers 360	Utilization Index	Multipliers Self	M360 + Coaching	Team Aggregate Report
Components	Feedback from self	Yes	No	Yes	Yes	Yes
	Feedback from direct reports	Yes	Yes	No	Yes	Yes
	Feedback from peers	Yes	Yes	No	Yes	Yes
	Feedback from supervisor	Yes	Yes	No	Yes	Yes
	1-on-1 coaching session**	No	No	No	Yes	n/a
	Number of questions	72	2	72	72	72
	Suggested number of raters	10-12	10-12	1	n/a	n/a

\* In addition to the cost of the individual assessments.

\*\* Assumes a personalized 90 minute coaching session.



Are you a genius or a genius maker? We've all had experience with two dramatically different types of leaders. The first type drains intelligence, energy, and capability from the people around them and always needs to be the smartest person in the room. These are the idea killers, the energy sappers, the diminishers of talent and commitment. On the other side of the spectrum are leaders who use their intelligence to amplify the smarts and capabilities of the people around them. When these leaders walk into a room, light bulbs go off over people's heads; ideas flow and problems get solved. These are the leaders who inspire employees to stretch themselves and get more from other people. These are the Multipliers. And the world needs more of them, especially now when leaders are expected to do more with less. What could your organization accomplish with access to all the intelligence that sits inside it?

## The Author



Liz Wiseman teaches leadership to executives around the world. She is the President of the Wiseman Group, a leadership research and development firm headquartered in Silicon Valley, California. Some of her recent clients include: Apple, Disney, Dubai Bank, Nike, PayPal, Roche/Genentech, Salesforce.com and Twitter. Liz has been listed on

the Thinkers50 ranking and named one of the top 10 leadership thinkers in the world. She is the author of *Multipliers: How the Best Leaders Make Everyone Smarter*, a Wall Street Journal bestseller and *The Multiplier Effect: Tapping the Genius Inside Our Schools*. She has conducted significant research in the field of leadership and collective intelligence and writes for Harvard Business Review and a variety of other business and leadership journals.

A former executive at Oracle Corporation, she worked over the course of 17 years as the Vice President of Oracle University and as the global leader for Human Resource Development. She is a frequent guest lecturer at BYU, Harvard, the Naval Postgraduate School, Stanford and Yale. Liz holds a Bachelors degree in Business Management and a Masters of Organizational Behavior from Brigham Young University.

To arrange for a Multipliers Assessment, please contact the Wiseman Group at:  
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[www.thewisemangroup.com](http://www.thewisemangroup.com)

