Look for Genius Summary Guide

Multipliers identify genius in others, then help people contribute that genius in ways that are recognized and valued.

Big Ideas

- Natural genius is what people not only do exceptionally well but also absolutely naturally (things they do easily and freely).

- Multipliers look for, identify, and name the natural genius in everyone.

- Finding and naming someone's genius allows you to put it to work.

- Instead of asking, "Is this person smart?" Multipliers ask, "In what way is this person smart?"

Principle of Individuality

People want to contribute their unique abilities in ways that are seen and valued.

Mindset Shift

Diminisher Mindset

Real genius is rare.

Multiplier Mindset

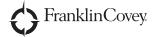Everyone has their own natural genius.

Name the Genius

Multipliers recognize that everyone has unique genius, and are able to put it to work in ways that benefit the individual, the team, and the organization.

1. Identify natural genius.

Use questions like the ones below to identify the natural genius of another person.

- What does this person do better than anything else they do?

- What do they do better than anyone else?

- What do they do easily (without effort or even awareness)?

- What do they do freely (without being specifically asked)?

2. Give the genius a short name.

Work together to come up with a short name for their genius and have fun! You're successful when you come up with a descriptive name the person is proud of. Here are some examples:

- Gardener
- Get-It-Done Guru

- Daring Diplomat
- Archaelogist

Experiments to Look for Genius

The following are Multiplier Experiments you can use to Look for Genius.

Experiment	Name the Genius	Watch for Genius	Create a User's Guide
Description	Identify and name the natural genius of the people you work with.	Spot the natural genius in your environment so you can help it thrive.	Create a user's guide for yourself and others to help you better work together.
Accidental Diminisher Tendencies	All	Always On, Pacesetter	All