

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 Magnet

Remedy for **Idea Guy**, **Always On**, and **Strategist Accidental Diminisher**

MULTIPLIER MINDSET

Everyone is brilliant at something.

MULTIPLIER PRACTICES

For Individuals:

- 1. Identify it:** Find 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. Put it to use:** 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.
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.
 - Have each team member describe that person’s native genius
 - Ask the person to offer their own perspective
 - Discuss ways to best utilize this person’s genius

Lab Results

Stephanie Post, Director of Sales and Customer Training for Sysmex America, learned about “native genius” during a Multipliers workshop and was determined to find out what genius was lurking inside her new team. She recognized this as an opportunity to “get them on projects and tap into what makes them excited about coming to work.” As a team they discovered the genius of each team member, and one in particular - “Kimmy, the resource genius”- stood out. She’s that person that’s got your back when you can’t recall the name of the restaurant or a beloved spot of one of your high-profile clients...that person that remembers your boss’s birthday when you can’t. She’s got them googled and texted to you within minutes. But more than that, she can’t help herself from exploring and researching things, anything really. When it comes to her role, she’s curious, exploring processes, procedures and more, without hesitation. After Stephanie named Kimmy’s native genius, she then gave her the space to “in-source” a major component of their work, which resulted in financial savings and ultimately laid the groundwork for the exciting opportunity to market a new line of business.

Your Turn: Prepare for success with Multiplier practices. Use this grid to plan and reflect on your experiments.

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| <p>Look for Opportunity</p> <p>Where and how might you use this experiment?</p> | <p>Increase Your Impact</p> <p>Where and how might you use this experiment?</p> |
| | |
| <p>Maximize Your Learning</p> <p>What happened and what is your evidence?</p> | <p>Develop Your Skill</p> <p>Where can you use this again?</p> |
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