

# Multipliers vs. Adders: Which Kind of Leader Are You?

Most leaders work harder to add  
performance.

Great ones multiply it.



# THE CORE IDEA

“Adders” drive results through their own effort.

“Multipliers” drive results through others.

The difference isn't time or talent.  
It's how you lead.

# BEHAVIOUR #1: OWNERSHIP TRANSFER

**Adder:** Keeps decisions close to stay in control.

**Multiplier:** Pushes decisions down to grow judgment in others.

***Insight: The more control you hold,  
the less capacity you have.***

# BEHAVIOUR #2: THINKING SPACE

**Adder:** Fills every silence with direction.

**Multiplier:** Creates space for others to think aloud.

***Insight: Great leaders don't give answers.  
They create thinkers.***

# BEHAVIOUR #3: CHALLENGE FRAMING

Adder: Solves problems.

**Multiplier: Frames challenges,  
then steps back.**

***Insight: People rise to problems they own.***

# BEHAVIOUR #4: RECOGNITION AS FUEL

Adder: Gives praise for outcomes.

Multiplier: Recognizes learning  
and effort.

***Insight: Reward progress and you build  
resilience, not perfectionism.***

# QUICK DIAGNOSTIC

Which do you see more of in your leadership today?

- ✓ *I delegate ownership and step back.*
- ✓ *I ask more than I answer.*
- ✓ *I frame challenges, not just fix them.*
- ✓ *I recognize learning as much as results.*

**If you said “sometimes” - you’re already on the right track.**

**Every leader adds.**

**But the best ones multiply.**

***This week, notice one place you  
can multiply impact instead of  
adding effort.***

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