



## **Multiplier or Diminisher Assessment**

**Prepared for:**

Ocean County Library  
May 1, 2018

## Are You an Accidental Diminisher?

The scale ranks from one to five.

Not at all like this = 1

To some extent = 2

To a moderate extent = 3

To a great extent = 4

One of the clearest examples of this = 5

1. You see your role as protecting your employees from distraction and negative influences and people in the broader organization. You act as a buffer and focus on removing obstacles and barriers for them.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

2. You are respectful of organization boundaries and hierarchy. When you need to staff a project, you generally turn to the people who work directly for you or the people with the most seniority.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

3. You've got the gift of gab – you're passionate and articulate and can consume a lot of space in a meeting.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

4. You feel like people are at their best when they are on edge, a bit agitated in fact. You believe pressure creates performance and the more pressure you put on someone the more likely they are to work hard, concentrate, and perform at their best.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

5. You are a big thinker and lay out a compelling vision of the future that you evangelize to those around you.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

6. Your mind races with ideas and is a fountain of innovation. You come up with ideas for new strategies or products and are continually spouting new ideas for your team to toss around and play with.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

7. You know that people feel included when they can offer their opinion and have their voice heard. So, you make a point of asking people for their ideas, but you typically have already made up your mind or invite this inclusion when the stakes are small. On the decisions that matter most, you tend to make the decisions yourself or with a small inner circle of trusted advisors.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

8. You react quickly when problems or opportunities surface by making rapid decisions that keep the organization moving ahead.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

9. When you see people failing, you jump in to rescue them or the project to help them avert failure and get on the path of success.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

10. As the leader, you set the pace and the standard for delivering high-quality work. You make a point of working hard and delivering top notch results, so others can learn from your example.

To what extent does this describe you:

- not at all like this
- to some extent
- to a moderate extent
- to a great extent
- one of the clearest examples of this

**SCALE:** To what extent does this describe you:

- \_\_\_ not at all like this
- \_\_\_ to some extent
- \_\_\_ to a moderate extent
- \_\_\_ to a great extent
- \_\_\_ one of the clearest examples of this

Results Report: Are you an Accidental Diminisher?

The scale ranked from one to five.

Not at all like this = 1 To some extent = 2 To a moderate extent = 3  
To a great extent = 4 One of the clearest examples of this = 5

<b>Your Score</b>

Out of a possible 50



- 10 – 20: Probably not an Accidental Diminisher
- 21 – 30: Likely an Accidental Diminisher
- 31 – 50: Most certainly an Accidental Diminisher