

multiplier **EXPERIMENTS**

Play Fewer Chips



Play Fewer Chips In A Meeting.

Before a meeting, give yourself a budget of “poker chips,” with each chip representing a comment or contribution to the meeting. Use your chips wisely, and leave the rest of the space for others to contribute.

Multiplier Discipline: **Liberator**

Remedy for “Always On” Accidental Diminisher

Multiplier Mindset:

By being small, others get a chance to be big.

By being big less often, your own ideas will be more impactful.

Multiplier Practices:

Plan how you will use your chips. When you play a chip, go big! But, when you aren’t playing a chip, stay small and leave room for others.

Here are some ways you might Go Big and play your chips, and when you might want to Go Small:

Go Big	Go Small
Open the meeting by framing the issue (what is the issue/decision, why is it important, how will it be discussed/decided)	When you have the urge to say, “yes, I think that too.”
Ask a big question	When you want to reframe what you heard into your own idea
Offer an idea of your own (that isn’t already surfacing)	When you want to say, “I did some research and the data validates that.”
Redirect the conversation or get it back on track	
Summarize	
Outline next steps	

Caveat 1: You might need to allow some silence to pass after you speak. Others might be expecting you to jump back in. Be OK with silence. It creates a vacuum that draws in others.

Caveat 2: If you are worried that someone might think you are disengaged, tell them at the outset that you will be operating in listening mode and want to give air-time to others.

The Promise:

You create more room for others to contribute, and your own ideas will be more heard and influential.