



# Curious Leadership

Our approach to building inclusive leaders and cultures is through the lens of curiosity. DEIB gains traction with individual and organization commitment to being all things curious.



## HBR – *The Business Case for Curiosity*

### Benefits of Curiosity:

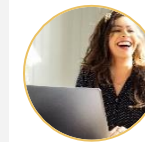
- Fewer decision-making errors
- More innovation and positive changes in both creative and noncreative jobs
- Reduced group conflict
- More-open communication and better team performance

### Barriers to Curiosity:

- Leaders have the wrong mindset about exploration.
- They seek efficiency to the detriment of exploration.

### Actions:

1. **Hire for curiosity**—"Have you ever found yourself unable to stop learning something you've never encountered before? Why? What kept you persistent?"
2. **Model inquisitiveness**—we often prefer to talk rather than to listen with curiosity.
3. **Emphasize learning goals**—focusing on learning is generally more beneficial to us and our organizations.
4. **Let employees explore and broaden their interests**—foster curiosity by giving employees time and resources to explore their interests.
5. **Have "Why?" "What if...?" and "How might we...?" days**—Organizing "Why?" days, when employees are encouraged to ask that question if facing a challenge, can go a long way toward fostering curiosity.



### Learning

Actively seek to identify and close knowledge gaps



### Awareness

Knowing self to know others



### Humility

Innovation by accepting fallibility in self and others



### Vulnerability

Courageous in engaging others—similar and different from ourselves

## Curious about our work?

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