

# THE CURIOSITY ACTION PLAN

## A 30-Day Guide to Reigniting Leadership Curiosity

Because small actions, done consistently, change teams — and cultures.

**Curiosity isn't a personality trait — it's a leadership muscle.**

And like any muscle, it grows when you use it consistently and intentionally.

This plan gives you 4 simple, low-friction habits that strengthen the 3 essential leadership curiosities.



### Clarifying Curiosity

Getting aligned



### Innovative Curiosity

Exploring possibility



### Self-Curiosity

Understanding yourself

#### WEEKLY HABIT

##### WEEK 1: Clarifying Curiosity

Reduce frustration & rework by replacing assumption

Before you answer, decide, or solve, ask ONE clarifying question:

- “When do you need this by?”
- “What exactly does success look like?”
- “Who is the final audience for this?”
- “What problem are we actually solving?”

#### TEAM TOUCHPOINT

In one meeting this week, model clarifying curiosity out loud:

“Before we jump in, let’s clarify something so we’re all on the same page...”

#### WHAT TO LOOK FOR

- ✓ Fewer ‘mini explosions’ of frustration
- ✓ Less rework
- ✓ More trust
- ✓ Shorter back-and-forth conversations

##### WEEK 2: Innovative Curiosity

Expand possibilities & spark fresh thinking across your team

Ask one ‘What if...?’ or ‘How might we...?’ question each day. It could be big or small.

- “What if we organized this differently?”
- “What if we eliminated one step?”
- “How might we do this 10% better?”

End one meeting this week with: “What’s one thing we should be thinking about that didn’t come up today?”

Collect the answers. Don’t debate them. Just listen

- ✓ New ideas emerging
- ✓ People speaking up who usually stay quiet
- ✓ Signs of ownership and creativity
- ✓ More curiosity than compliance

##### WEEK 3: Self-Curiosity

Become more aware, more grounded, and less reactive

When you feel a strong reaction, pause & ask, “What’s actually going on in me?”

- “Why did that comment trigger me?”
- “What assumption was I making?”
- “Is this about them — or about me?”
- “Where have I felt this before?”

When someone else reacts strongly, assume positive intent. Try:

“Help me understand what’s behind that — I want to get it right.”

- ✓ Less overreaction
- ✓ More empathy
- ✓ Fewer interpersonal flare-ups
- ✓ Better conversations and understanding

##### WEEK 4: Integrated Curiosity

Making curiosity part of your leadership identity

#### EACH DAY...

- Ask 1 clarifying question before answering
- End 1 meeting with a curiosity prompt

#### ADD 1 INTEGRATED HABIT...

1. Take a 10-minute walk and ask yourself:
  - What needs clarification? What’s possible? What am I learning about myself?
2. Ask a team member, “What’s one thing you’re curious about right now in your work?”
3. Weekly debrief. Every Friday, ask yourself:
  - Where did I clarify? Where did I explore possibility? Where did I reflect on myself? What difference did it make?

#### WHAT TO LOOK FOR

- ✓ A sense of momentum
- ✓ More insight, less firefighting
- ✓ Teams offering ideas without being asked
- ✓ You feeling more grounded, informed, and connected