

How to Build Curiosity

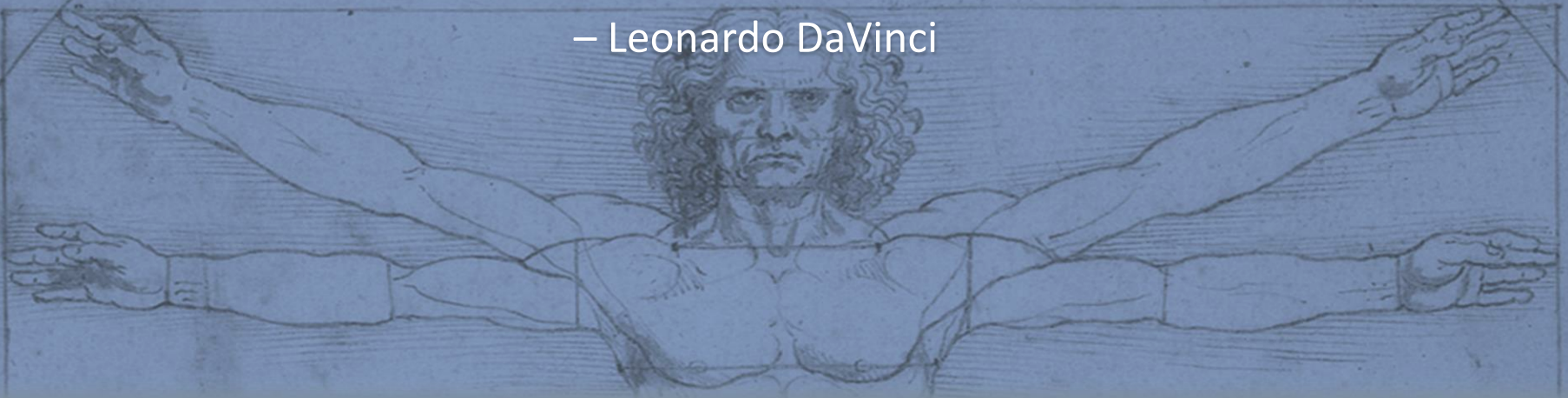
The Key to Improving Innovation,
Engagement,
and Productivity

Dr. Diane Hamilton
CEO
Tonerra



Nothing can be loved or hated unless it is first understood.

— Leonardo DaVinci



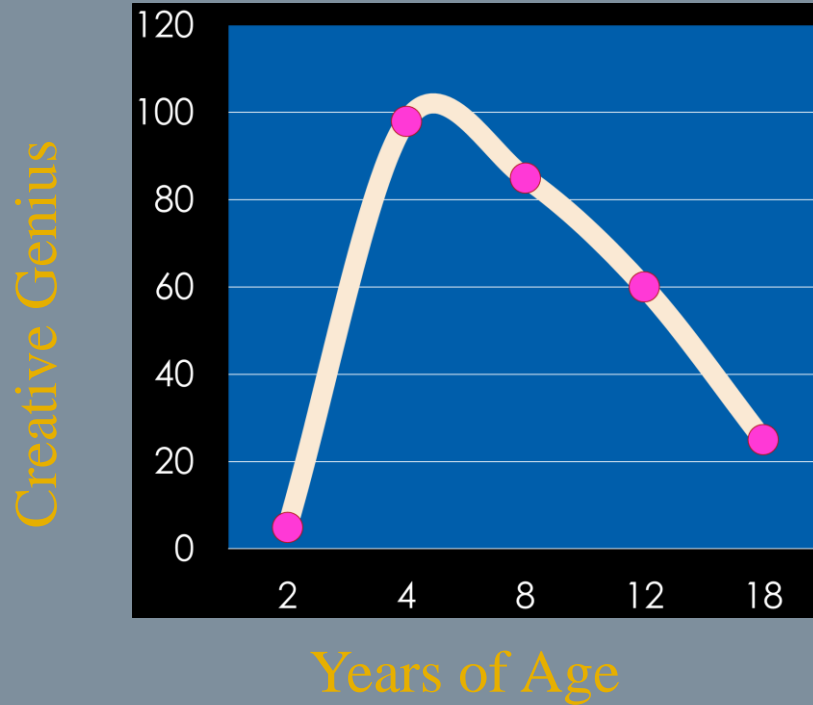




Curiosity comes naturally

3-year-olds ask
their parents about
100 questions a day.

The Decline of Curiosity



What We Know:

State of Curiosity Report 2018 Merck KGaA

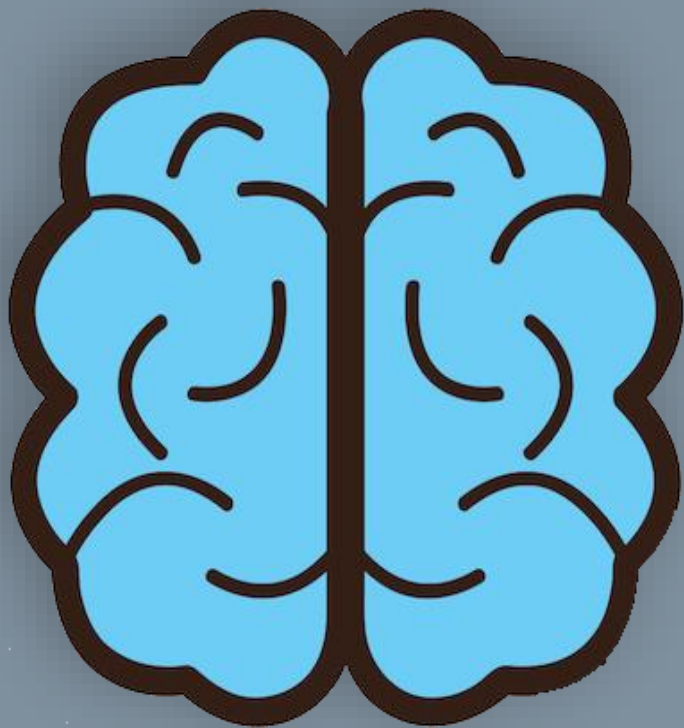
- Curiosity: large companies 37%, small companies 20%
- Millennials v. Gen Z v. Boomers
- U.S. v. China v. Germany
- American workers work longer hours, but 5th in world in productivity

Why is CURIOSITY important?



The background is a complex abstract painting. It features a central area with dark, swirling patterns in shades of blue, purple, and red. To the left, there are bright, jagged shapes in yellow, orange, and red. The right side shows more organic, flowing forms in warm tones like gold and brown. The overall effect is one of intense energy and visual complexity.

The Costs of Lost Curiosity



EMOTIONAL INTELLIGENCE

\$16.8 Billion

The background features a vibrant, abstract design with large, overlapping geometric shapes in shades of purple, yellow, orange, and teal. A solid yellow horizontal rectangle is centered across the image, serving as a backdrop for the text.

Building Empathy



COMMUNICATION
& CONFLICT
\$37 Billion

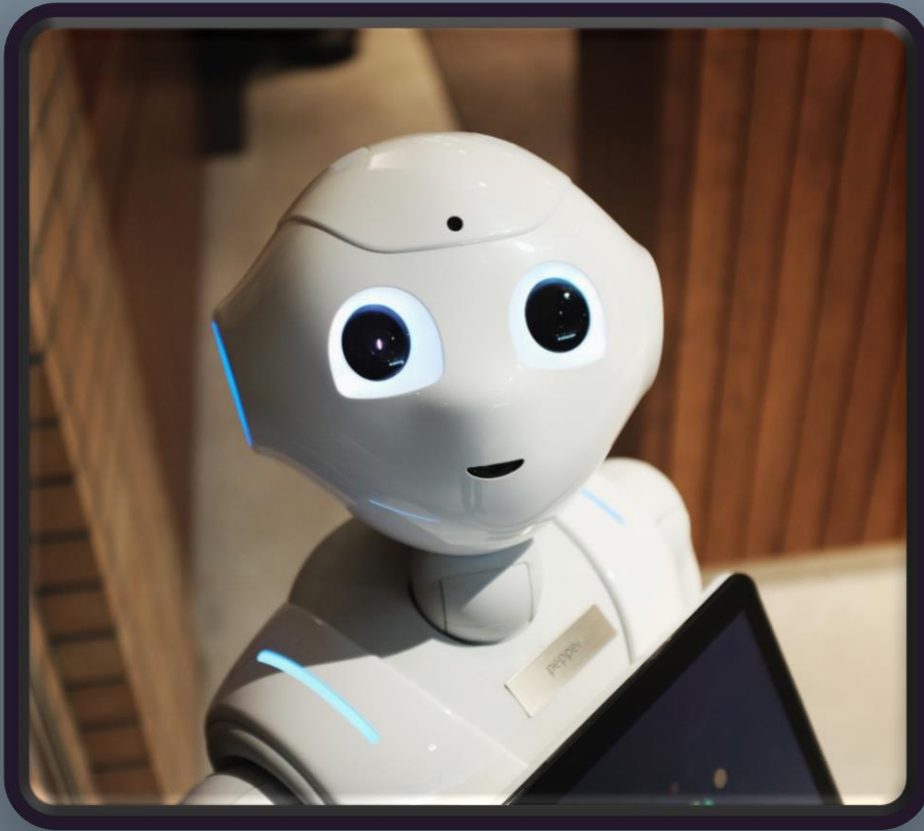




ENGAGEMENT

\$500 Billion





INNOVATION

47% of jobs will
be automated
in 20 years



What do we know about curiosity?

Motivation

Purpose

Mindset

Assessments



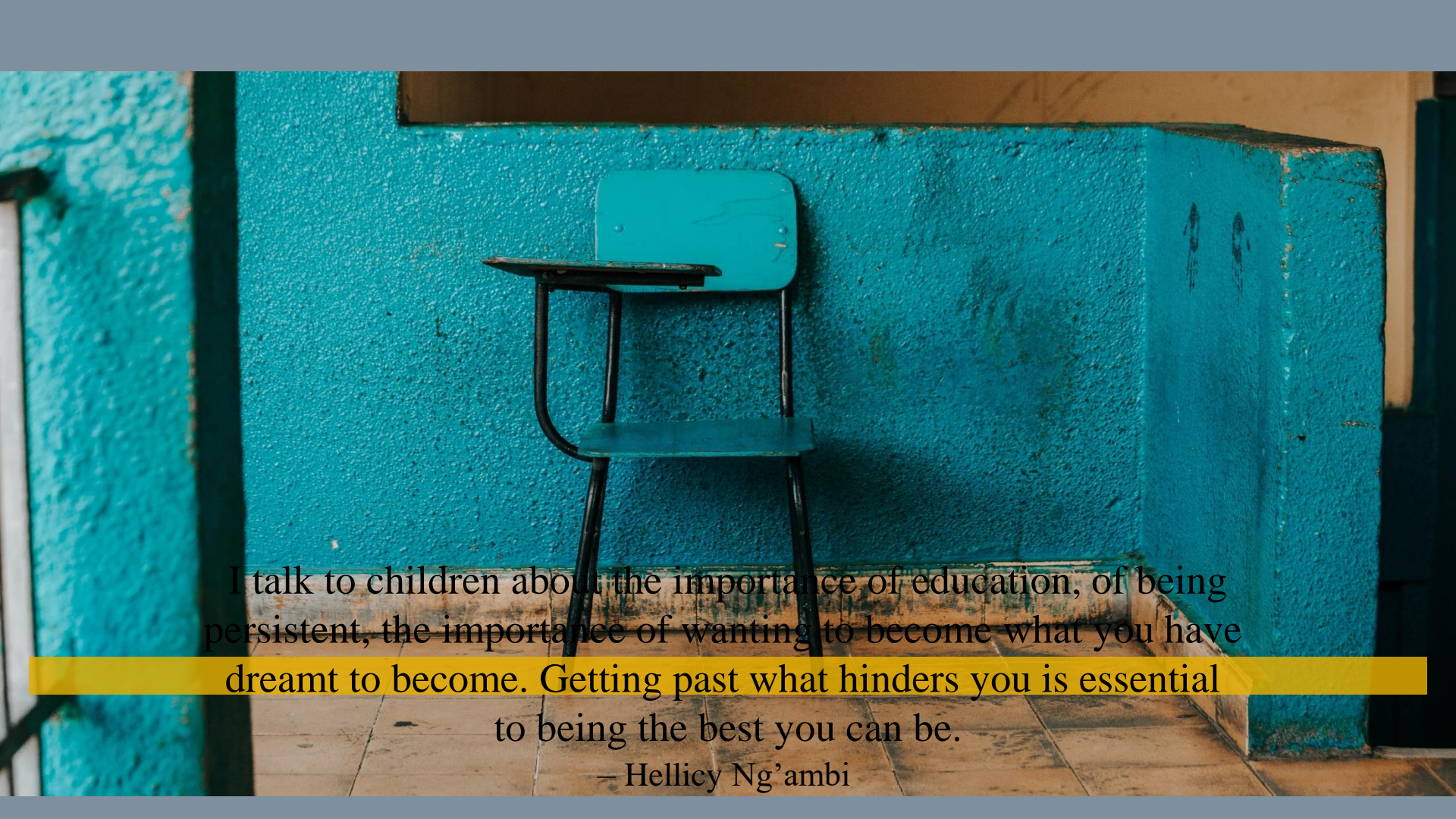
What holds us back?

FATE

FEAR







I talk to children about the importance of education, of being persistent, the importance of wanting to become what you have dreamt to become. Getting past what hinders you is essential to being the best you can be.

— Hellicy Ng'ambi



ASSUMPTIONS



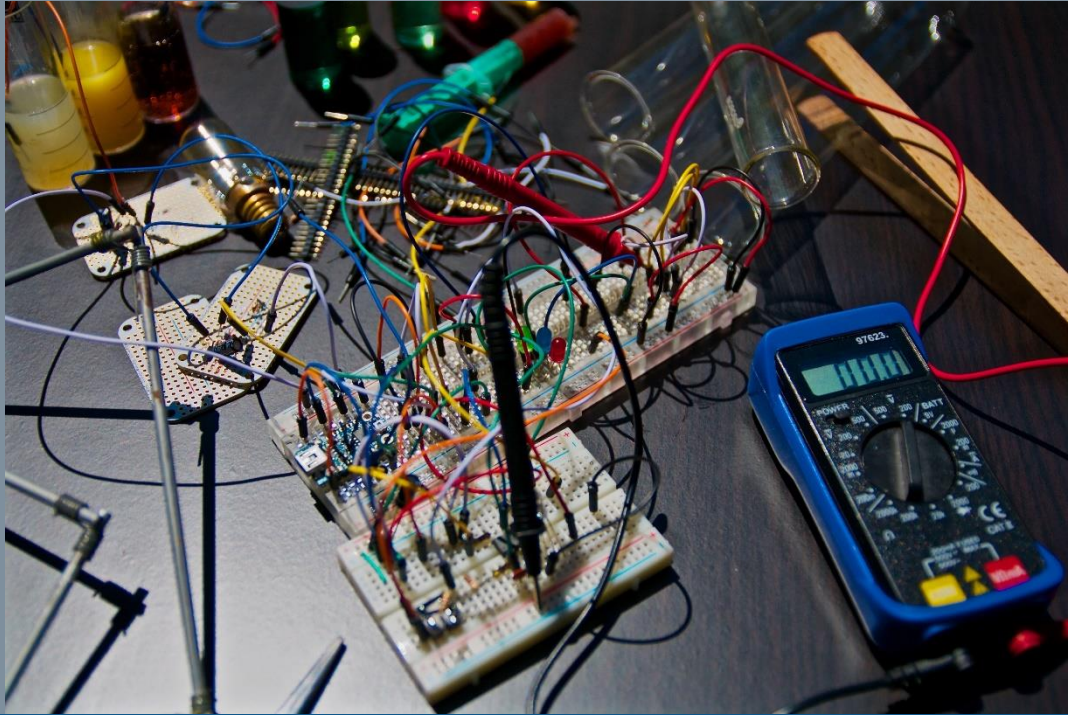
You must have discipline. You must ask the questions and think the thoughts that lead to good possibilities.
– Erik Weißenmayer



TECHNOLOGY





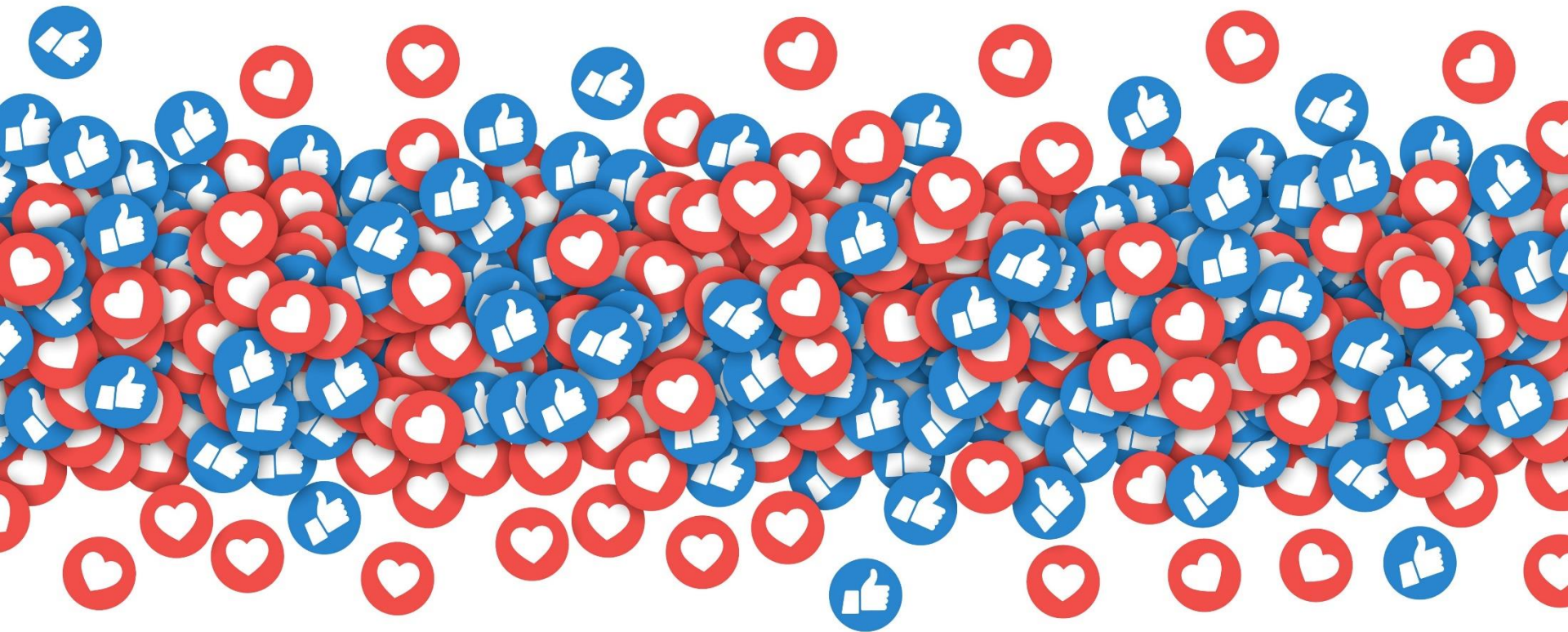


The best things that capture your imagination are the ones you hadn't thought of before and aren't in the news.

— Steve Wozniak

ENVIRONMENT





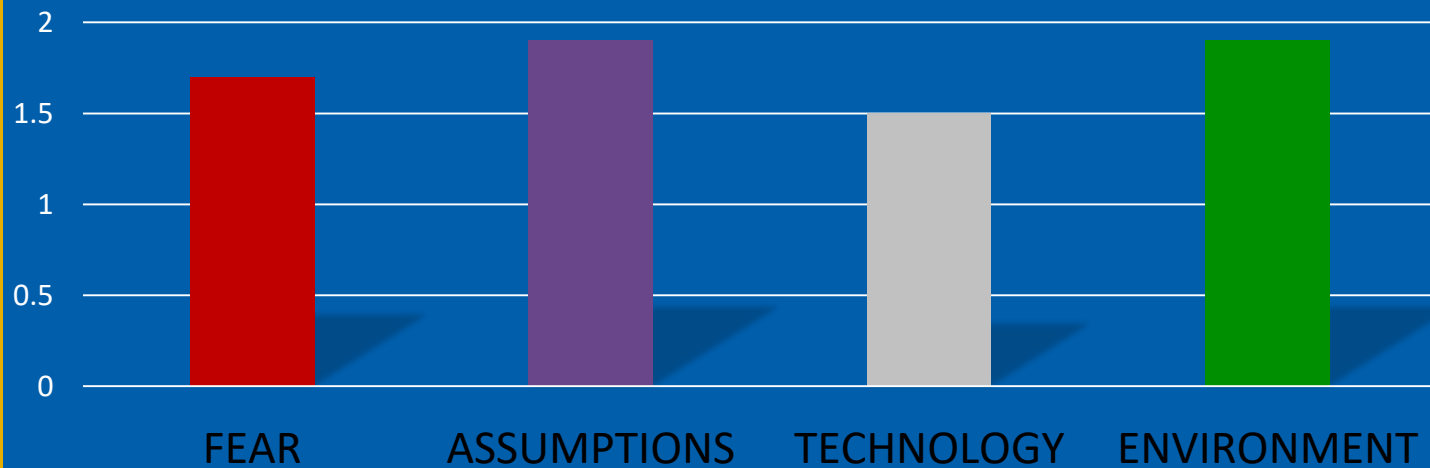


Curious Culture

How can we make our products better?

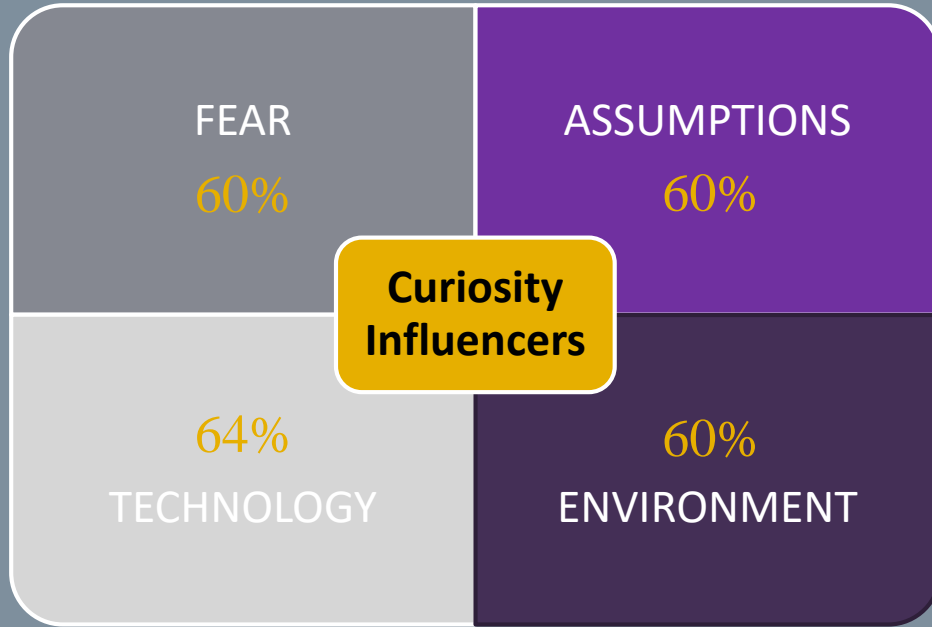
How can we improve our workers' environment?

FATE



CURIOSITY CODE INDEX[®]





CCI Results

On Screen
Receive PDF
Action Plan

Issue

Goal

Time/
Location

Outcome

Support

Potential
Threats

Overcoming
Threats

CURIOSITY CODE INDEX[®] EXERCISES

Communication

Teamwork

Leadership

Critical
Thinking

Engagement

Innovation

Productivity

Handling MANAGEMENT Objections



What Can HR Do?

- Hire curious people
- Model curiosity
- Bridge the communication gap
- Ask fundamental questions
- Make bridging statements
- Reward exploration
- Emphasize learning
- Have What if? Why? Why Not?
How Might We? Days



The future belongs to the curious...the ones who are not afraid to try it, explore it, poke at it, question it, and set it free.

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<https://curiositycode.com>

<https://drdianehamilton.com>

[DevelopCuriosity.com](https://developcuriosity.com) (Free Workbook)

