# **How to Build Curiosity**

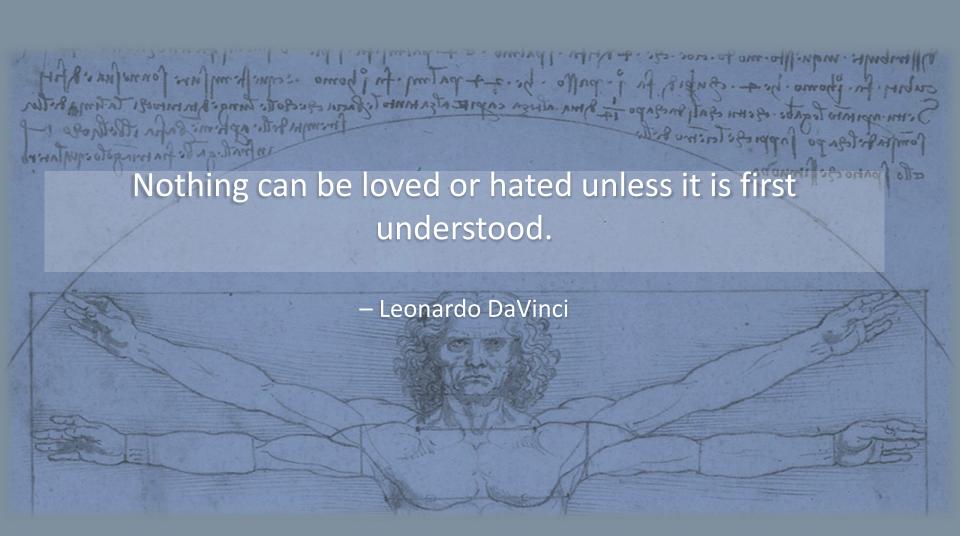
The Key to Improving Innovation, Engagement, and Productivity

Dr. Diane Hamilton

CEO

Tonerra









Curiosity comes naturally

3-year-olds asktheir parents about100 questions a day.

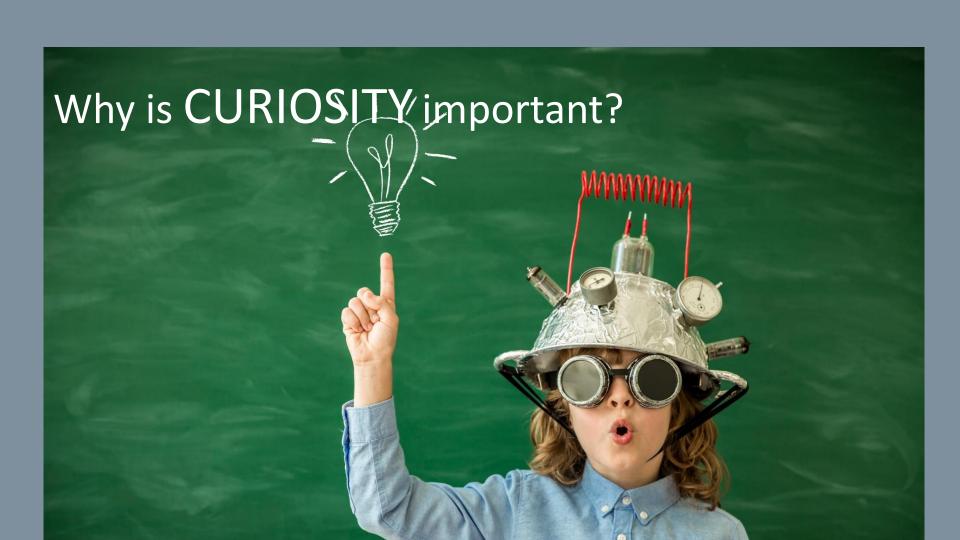
# The Decline of Curiosity

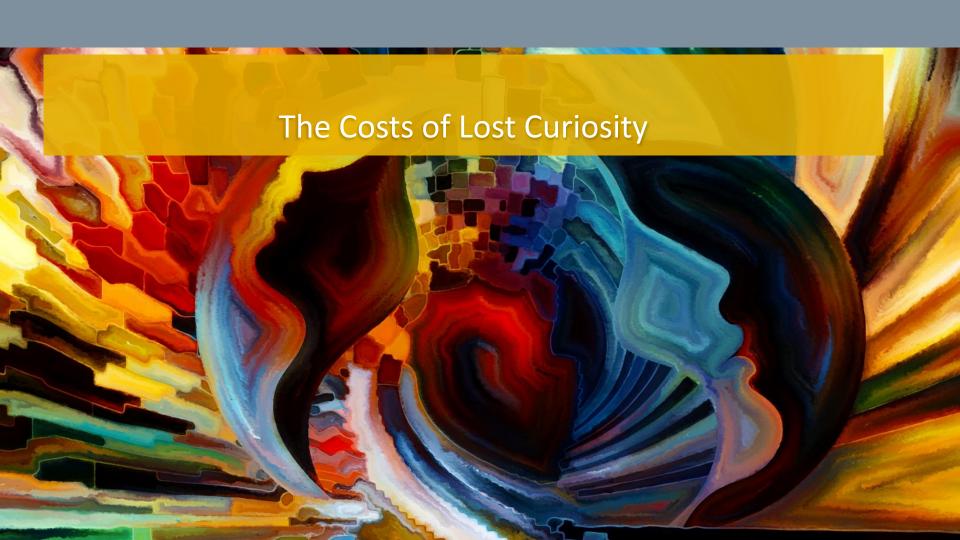


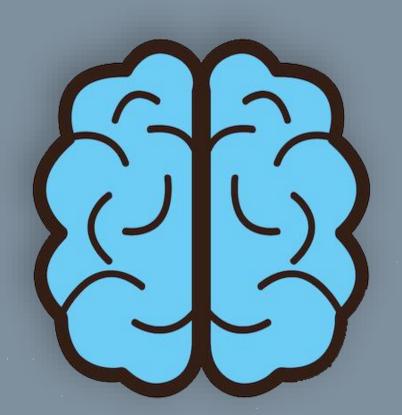
Years of Age

# 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 5<sup>th</sup> in world in productivity







# EMOTIONAL INTELLIGENCE

\$16.8 Billion

# **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** 

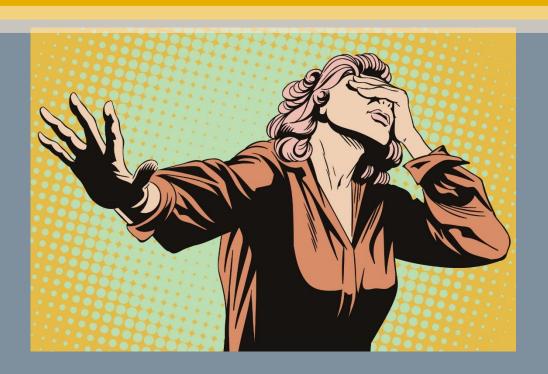




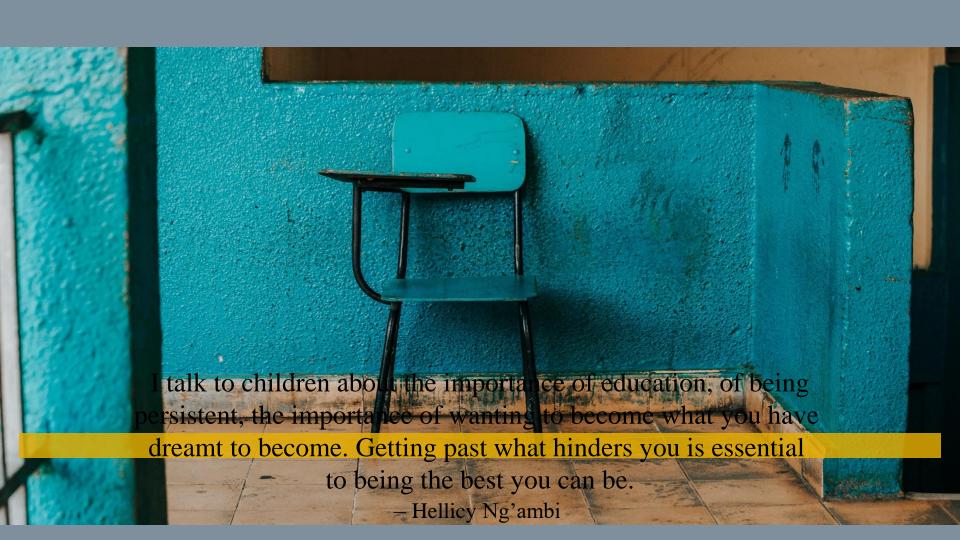
# What holds us back?

# FATE

# **FEAR**









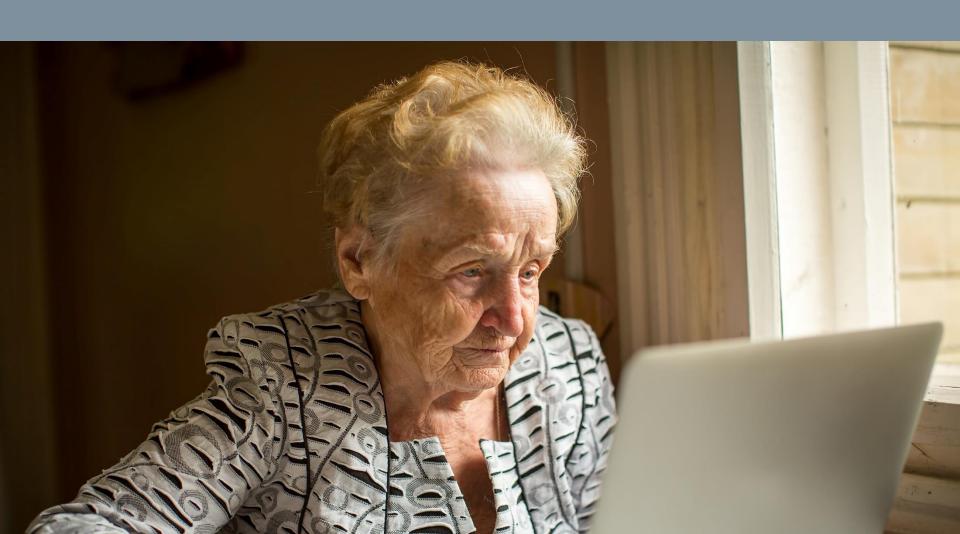


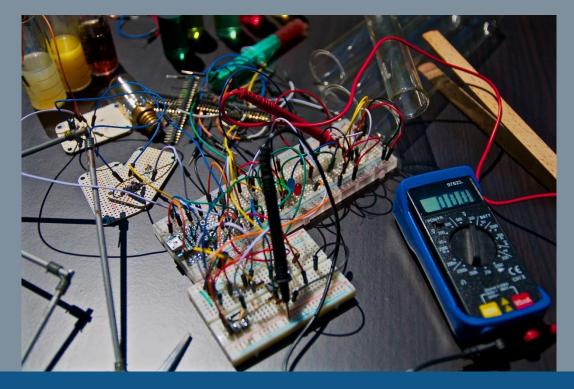
You must have discipline. You must ask the questions and think the thoughts that lead to good possibilities.

Erik Weihenmayer





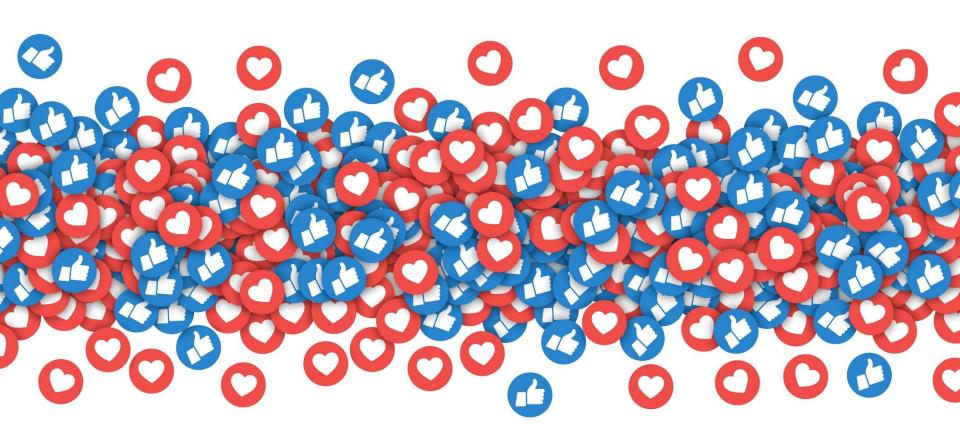




The best things that capture your imagination are the ones you hadn't thought of before and aren't in the news.

Steve Wozniak



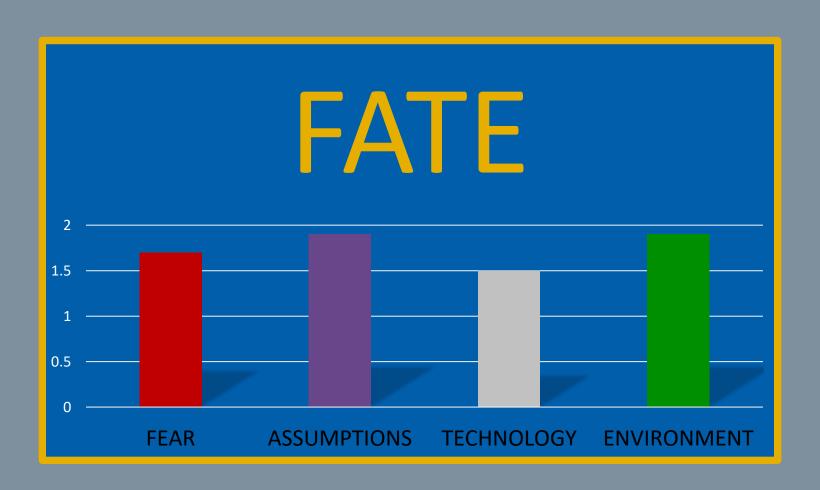




# **Curious Culture**

How can we make our products better?

How can we improve our workers' environment?



# **CURIOSITY CODE INDEX**



# **ASSUMPTIONS** FEAR 60% **Curiosity Influencers** 64% 60% **ENVIRONMENT**

## CCI Results

On Screen

Receive PDF

**Action Plan** 

# **Curiosity Code Index**

### **RESULTS FOR:**

**Diane Hamilton** 

TEST COMPLETED DATE:

2018-11-26



# Not From My Time Frame Where To Begin Difficul Thirtipine Skills



Congratulations for completing the Curtosity Code Index! "That is the first step to determining the things that influence your level of consists," it is important to determining the things that influence you level or consists, it is important to some of the factors well discuss here. This program is declined to helping people undestrand the things that might impact how much we embrace our natural curtosity and help space the natural desire to explore new errors of informs.

Curriculty in important in all asserts of our lives because it opens us up to our desire to Luncory is important in all aspects or our level because it opens us up to our desire to experience things. As we become more curious, we find things that make us happy, energive us, and create new opportunities and experiences of home and at work, By learning what things inhibit our natural levels of curiosity, we can learn ways to become open to experiencing opportunities.

T = Technology Interpreting Your Results:

Technology - Score 57 % Concerning Curiosity: The scores are lower and indicate that there are multiple areas in which your curiosity has been impacted. By developing your skills, you have a great opportunity to see marked improvement by utilizing the plans here.



### The Four Factor of Curiosity: FATE



### F = Fear

There are many things that make us avoid certain actions. People can hesitate These are may frieng but make a love of craims action. Project on health care
being all one of the low fails. The gray fail and the contrasted that the
same fails got one of the low fails. The gray fail and the contrast of the fails
same of contrast. I report and the fails are saven as fails on the low fails and the fails are saven as fails and the low fails are saven as fails and the low fails are saven as fails and the low fails are saven as fa

### CCI Scores

Thank you for completing the Curiosity Code Index®. This section will explain your scores for each of the areas.

Score	Meaning
90-100	All Start The access are very high and indicate that you have shore well to work on itselfs that night normally lequelt your natural sense of currently.
80-89	Strong Curlinsity: The scores are high and indicate that you have logic a rash of amount curricity. Some slight adjustments could help improve your ownall level of curiosity.
70-79	Developing Curiosity: The scores indicate that while you have some areas where you have storagibs, you can also do some executes that could develop your over all levels.
60-69	Brepacted Contently: The scores indicate that several factors have inhibited poor level of custodly. By recogniting these factors, you can cover a plan to develop your ownell levels.
59 and below	Concerning Curiosity: The source are lower and indicate that there are exaltigin areas in which your curiosity has been impacted. By developing your skills, you have a great apportunity to see marked improvement by utilizing the plans here.

Fear

**Results: FATE** 

Your Curiosity Strategies:

Not Necessary to Know: Computers can do many things for us, but they can break down on this well of the answers. Some of the most successful entrepreneurs invented their creations because they were builty thing, were important to fit together to create the product. If we do not understand the understanding the constraints of the creating the constraints of the constraints

Foundation Would be Required: Some people find technology interesting, but do Foundation Would be Required: Some people that their horizony interesting, but no easies to have been acted to have been acted to have been people and their horizony interesting, but not easies the people of the control of their horizony interesting, but not control up with everyors either. The wasting is that through chapses we quickly, the severyor is existently own against some respect. Their parties that we are to the behind in not noncorne with someone who has all develop flower plants and the law yet impracts the danger level was the control of their district of their plants in large that makes to a develop flower and on one-on-one expenses are for entrance to change their many to the shared as leven from a book by considering the control of their plants of their pl learned. We just need to ask.

Unaware of Possibilities: Because we have not had enough experience with technology, it is very tikely are do not see the advantages it has to offer. Part of nealizing the possibilities is to need more about some of the new technologies on the market. Asking people with have strong experience in technology is also helpful. Consider the things you would like to have technology do for you and ask someone who lones about it if it is possible. If it is not, it might be something you could suggest as constring that could suggest as constring that could sud to Individual.

Not from My Timeframe: Sometimes people come from a place or a time when technology was not screenshing that anyone around them embraced. It is not uncommon to feel uncomfloatable if it is something so foreign. The key is to not assume that it is dod or hard just because there has not been exposure, Learning the little. things first can help us to embrace newer technologies.

Keeps Changing: One thing about technology is that it is constantly changing, just as Keeps Changing: One Drug slock technology or that it is contained to changing lock as we learn to accord as programs. Ones is something you to lock the Spile it is can easing a learn to extend the spile it is can easing lock. The spile is the spile is the spile in the spile is the spile is contained to the spile is the spile is contained to the spile is spile in the spile in the spile is spile in the spile is spile in the spile

### Action Plan for Technology

It is important to have a clear action plan for haw to overcome the issues you have uncovered in this assessment. Come up with an action item for each of the arress which you have he additively. To get you safered, if you have a problem with finar and facthrology, here is one example of a way to improve. When creating poals, it can be emported that they are SSAMT logorith, measurable, whichevible, never-and triming-

kounytion	teas	test	Finehaorten	Dubumes Dubumes	Support	Reservat Newstr	Shorts Shorts
Tumph town!	component consider in makes the most in- material and frequences	Individual planting of the part of the par	Non- collabora	Titrib placed commerciano	(Indings) you Yardi, you'll and, replace you'll and, replace you'll spirit you'll replace you'll	half-on by half, and on hammings	Contings collect from Collection

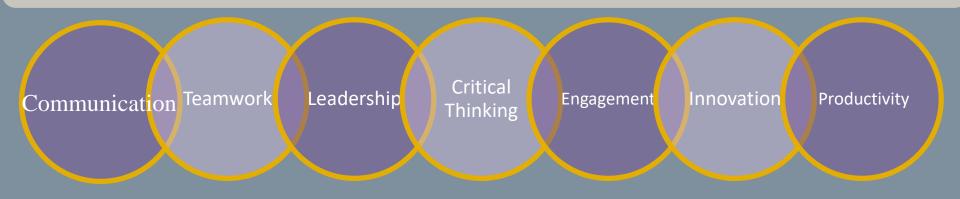
If you have further questions or wish to provide feedback regarding your report, please contact us at infogordianehamiton.com. You can follow updates from Dr. Diane Hamilton at Linkedin, Facebook, and Twitter by following her gidrdianehamiton.

To learn more about curiosity, Dr. Diane Hamilton's book, Cracking the Curiosity Code: The Key to Unlocking Human Potential can be found on Amazon or at http://drdianehamilton.com or http://curiosity.code.com.





# CURIOSITY CODE INDEX EXERCISES





## 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.



### **Dr. Diane Hamilton**

Diane@DrDianeHamilton.com

@drdianehamilton

602.616.7867

https://curiositycode.com

https://drdianehamilton.com

<u>DevelopCuriosity.com</u> (Free Workbook)

