

Reframing for Curiosity

Facilitation Guide



Tool for
Intellectual Character

 5 minutes

 Educator-prep
Leader-prep

Making Connections

Principled Innovation asks us to work with others and recognize the limits of our own knowledge so that we can better understand and tackle the complex issues our communities face.

Connecting Character Assets:

[Reflection](#)
[Curiosity](#)

About this Guide

Employing curiosity in our daily lives can help us get back in touch with a natural instinct that is prone to decay as we age. Use this simple activity to reframe your workday around inquiry.

While the natural instinct of curiosity is crucial to understanding problems and finding the solutions that are the aim of Principled Innovation, research has found that our [curiosity declines as we age](#). As we get comfortable in our surroundings, we tend to reach out and [seek new perspectives](#) less often—and this includes becoming “too comfortable” in our workplaces.

Harvard Business School professor Francesca Gino [found in her research](#) with 250 new employees that their curiosity declined 20% on average after six months in their new jobs. To see the effects of curiosity on effectiveness at work, in a separate study Gino asked 200 employees twice a week over four weeks to reframe their work using the questions below.

She found that employees who answered these questions demonstrated higher tendencies toward innovation than the control group in her study. Building a daily habit of curiosity can better prepare us for the work of Principled Innovation and rekindle a natural instinct prone to decay over time and disuse.

Instructions

As you prepare for your day, reflect on the following text sent by Gino to the professionals in her study:

- What is one topic or activity you are curious about today?
- What is one thing you usually take for granted that you want to ask about?

Make sure you ask a few ‘Why questions’ as you engage in your work throughout the day.

Set aside a few minutes to identify how you’ll approach your work today with these questions in mind.