



June, 2012 Volume 3: Issue 6

Number 25

**Professional Curiosity:  
Personal and Organizational Benefits**

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***a MESSAGE from SYLVIA***

***The First Class Manager Coach***

“They” say that curiosity is a sign of cerebral intelligence. I don’t know if that is true, but I do know that healthy, professional curiosity helps you do your job better. When you are curious, you generally end up gaining more knowledge about a situation, relationship, event, process, or plan. This information can be very useful. It can position you to see things comprehensively, understand circumstantial background, alter your judgments, build bridges, and make wiser decisions. Curiosity motivates you to explore something on a deeper level. And when you do that, you serve both yourself and your workplace more effectively.



If you are not curious, you tend to accept life at face value and focus more on yourself. This approach causes you to miss, ignore, or gloss over essential facts, factors, and insights you need in order to perform optimally on the job. It's safer not to be curious, you know. Life seems simpler, easier, and less stressful. But as an adult professional it is your duty to learn, investigate, uncover, examine, detect, reveal, and discern all kinds of things in your world. In other words, being curious is really your responsibility rather than an option. Take a look at a variety of things you can be AND ought to be curious about in my feature article below.

*Sylvia*

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## FEATURE ARTICLE

### **Focusing on Curiosity**

This article provides you with 15 potential areas of focus for curiosity at work. As you read them, see where you already express reasonable curiosity and where you could benefit from starting to explore and express it.

1. Your physical environment: Do you ever think about how you could enhance your personal work space to increase your comfort there? Do you have ideas for decreasing the noise level or ensuring people's general safety?
2. Your professional image and reputation: Do you wonder how others perceive you? Have you considered different strategies for obtaining this information?
3. Employee performance: Do you ask your staff about their personal and professional growth goals? When you have a problem employee, do you probe the reasons for his inappropriate behavior or lack of project completion?
4. Processes and procedures: Do you question the rationale behind them? Do you examine their purpose and relevance to present day work?
5. Other people's feelings and thoughts: Do you take time to find

out why someone feels a certain way about a particular issue or decision? Do you invite her to share her thoughts about how a problem could be resolved? Do you ask others to explain why they think or feel the way they do?

6. The bigger picture: Do you stop to consider how each of your tasks and activities fits into the larger organizational picture? If you're unclear about what that bigger picture is, do you bother to ask?
7. The sale-ability of a potential new product or service: Do you research the market? Do you explore client/customer interest in what you are planning?
8. Unspoken rules and your workplace culture: Could you describe the culture in a single sentence? Could you list three to five unspoken rules? Are you taking steps to learn these rules if you have no idea what they are?
9. Approaches to various projects: Do you look at a project from different angles? To what extent do you analyze the pros and cons of various approaches?
10. Risk management: Do you know how you would handle a major computer crash, the death of a key employee, a low ROI on a brand new product? Do you know if your company has a formal risk management plan? Have you asked to see it?
11. Motivators for employees: Do you proactively ask each of your employees about what specifically motivates them to come to work each day? What motivates them to try harder? What motivates them to exceed expectations?
12. Consequences to your words and actions: Do you have a sense about how your verbal communication and actions "land" with others? Do you periodically conduct mini check-ins with folks to see where you may need to adjust your language or behavior?
13. Professional development: Do you assess areas for growth in both yourself and your staff? Do you investigate real time and online opportunities for filling those skill gaps?
14. Highly successful people: Do you study them to learn from them? Do you invest time in figuring out how you can implement some of their best strategies to reach the next level in your job and career?
15. Your future within your organization: Do you know what your professional future looks like within the organization you currently work for? Do you wonder how can you get clues or even strong

indicators about it?

Get curious about any or all of the above areas and watch EVERYTHING change: your relationships, experiences, productivity, and job satisfaction. You'll be amazed at the opportunities that come your way! And don't forget: people actually admire those who are authentically curious.

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## Offers and Opportunities

### [5 Major Myths to Running a Small Business](#)

**\$39**

*Available now on [Udemy](#), the new Internet platform which seeks to dramatically change education by empowering millions of experts around the world to teach and share what they know.*

The complete course includes a 50 minute video and five separate work sheets. Sylvia explains how some common misconceptions cause small business problems in the video. The worksheets feature exercises that ask provocative questions which probe your particular business circumstances.

For \$39, download video and worksheets to access your own copies of all the materials whenever and however you wish. Also provides permanent access through Udemy to participate in discussions with other students and Sylvia online.

[Click](#) to get more information/download. Udemy signup required.

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## RESOURCES

### **Score Your Curiosity**

Take this little assessment to determine your general curiosity level in the

workplace. Use the following rating scale:

5 = Most always

4 = Sometimes

3 = Occasionally

2 = Rarely

1 = Never

\_\_\_\_\_ I frequently ask meaningful questions.

\_\_\_\_\_ I am interested in most tasks, meeting content, and projects with which I am involved.

\_\_\_\_\_ I feel compelled to look beyond the basics of situations, relationships, and processes.

\_\_\_\_\_ I feel energized most of the time.

\_\_\_\_\_ I like to know what makes things tick.

\_\_\_\_\_ I show genuine interest in what others are doing.

\_\_\_\_\_ I need to know why a project failed.

\_\_\_\_\_ I want to understand why I or someone else made a particular mistake.

\_\_\_\_\_ I try to find out how my boss feels about me and my work.

\_\_\_\_\_ I make an effort to understand the people with whom I work.

\_\_\_\_\_ I contribute regularly to both formal dialogue and informal conversation.

\_\_\_\_\_ I am motivated to find out why certain processes and procedures exist.

\_\_\_\_\_ I like to find better ways to do things.

\_\_\_\_\_ I want to know how my work specifically contributes to the larger picture.

\_\_\_\_\_ TOTAL POINTS

Scoring the RESULTS. Add your points. You can consider yourself:

70 to 55 = Very Curious

54 to 39 = Somewhat Curious

38 to 20 = Less Curious

19 or less = Well? Perhaps Inert

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## TIP

If you assess yourself to be a person with low to moderate curiosity on most days, identify the primary reason behind this rating. Do you fear punishment or rejection? Do you question your cerebral intelligence? Are you chronically fatigued and disinterested? Are you ill? Are you basically bored with your job? Are you too self focused? Is your life comfortable as it is? Do you prefer the status quo? Do you feel less afraid when you see only the surface? Do you feel more in control? Do you enjoy a small world? Once you figure out the “driver” behind your low to moderate curiosity, determine one step you could take to reduce or eliminate this particular factor. Often taking one single, deliberate step can increase your curiosity!

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## Where in the World is SYLVIA?



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## About This Ezine

This Ezine is 1) to provide readers with valuable FREE content which contributes to both personal and professional growth and 2) to invite them to take next steps toward working directly with Sylvia.

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**Launching Lives Ezine** is dedicated, above all, to “building people ... building businesses.” ©2010, 2011, 2012

## About SYLVIA

**Sylvia Hepler**, Owner and President of Launching Lives, LLC is an executive coach based in South Central PA. Her mission is to support corporate and nonprofit executives and business owners as they solve problems, develop leadership skills, and increase balance in their lives. Her background includes: nonprofit executive management/leadership, public speaking, business and freelance writing, teaching, and retail sales.

A [certified executive coach](#) through The Rescue Institute in Colorado and a participant in extensive continuing education, Sylvia is a platinum level expert author on [ezinearticles.com](http://ezinearticles.com). She has produced an audio CD entitled, "Making Change", [three special reports](#) for persons in management positions, and an audio product designed for new managers.

More information is available at her

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## Launching Lives SERVICES

Launching Lives, LLC is an executive coaching company located in South Central PA. Its mission is to support managers and executives to solve their most pressing problems, develop leadership skills, and increase balance in their lives utilizing a holistic approach. Launching Lives focuses on BUILDING PEOPLE through individual private coaching, group coaching, specialized products, workshops, speeches, and retreats. Most coaching takes place by phone.

Often people don't really know HOW they might benefit from coaching. Quite simply, ask yourself these questions: "What can't I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn certain skills quickly? How can I narrow my professional

gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching is the SOLUTION to any of these issues.

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