As kids, we were naturally curious - constantly asking “why, what if, and how does that work?” But somewhere along the way - maybe in school, maybe as we climbed the career ladder - we started thinking we had to be the expert. The one with all the answers.
Great leaders don’t have all the answers. They ask better questions. They stay curious. And they check assumptions.

How to grow your curiosity muscle

1. Ask More, Tell Less. Instead of giving advice, ask: “tell me more about how you see it.”
2. Ditch the ‘Fixer’ Mindset. Try holding space for others to figure things out.
3. Challenge Your Own Assumptions. Notice when you’re jumping to conclusions. Pause and ask: “what if the opposite were true?”
4. Hold Onto a Beginner’s Mindset. The best leaders keep learning.
5. Create a Culture of Curiosity. Your team will mirror your mindset. If you want a culture of curiosity, model it.

Why Curiosity Matters in Leadership

It fuels innovation
New ideas don’t come from knowing everything. They come from asking and exploring.
It makes space for diverse thinking
Different perspectives lead to better solutions.
It strengthens relationships
People feel valued when you’re genuinely curious about their ideas.
It builds resilience
When you’re open to learning, you adapt faster to change.
It creates psychological safety
Teams thrive when leaders ask, “what do you think?” instead of just telling.

“I have no special talent.
I am only passionately curious."

Albert Einstein

When was the last time you truly listened without planning your response? What did you learn?

Recommended resources

Conversational Wisdom
Emily Cosgrove and Sara Hope

The Power of Curiosity
Podcast: Harvard Business Review

The Innovators DNA
Christensen et al.

Brene Brown on Dare to Lead
YouTube