

CULTIVATING



intellectual CURIOSITY

Understanding Your Results



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YOUR CURIOSITY ASSESSMENT RESULTS SCORING & REFLECTION

300–375: Curiosity Champion

- You think, act and lead with sustained, intentional curiosity.

200 - 274: Curiosity Builder

- You're practicing well. Focus on team influence and consistency.

125 - 199: Curiosity Explorer

- Great start. Deepen your habits and explore new applications.

Below 125: Curiosity Starter

- Time to build foundational habits and shift mindset.

Reflection Prompts:

- Which area of curiosity (thinking, action, outcome, etc.) do I want to grow most?
- What internal or external blockers are affecting my curiosity?
- How can I apply this awareness to improve performance and safety?
- Who can I engage with to build a culture of curiosity around me?

Based on your score from the Comprehensive Intellectual Curiosity Self-Assessment, use this guide to explore targeted resources—books, podcasts, and videos—that can help you deepen and apply your curiosity. Resources are grouped by score level for personalized development. Flip ahead to see your recommended follow-up resources.

300-375: CURIOSITY CHAMPION

You model sustained, intentional curiosity in how you think, act, and lead. These resources will help you sustain your momentum, mentor others, and scale curiosity culturally. You lead with curiosity and excel across all six dimensions. Focus on mentoring, role modeling, and interdisciplinary learning.

Readings

- Range – David Epstein
- Loonshots – Safi Bahcall
- The Art of Possibility – Rosamund & Benjamin Zander
- Curious: The Desire to Know and Why Your Future Depends on It – Ian Leslie
- The Extended Mind – Annie Murphy Paul
- How to boost curiosity in your company and Why - Dylan Walsh

Podcasts

- The Knowledge Project with Shane Parrish – Episodes on mental models and thinking clearly
- WorkLife with Adam Grant – Focus on curiosity, creativity, and culture
- Curious Minds at Work – Gayle Allen

Videos

- TED: What Do You Think You Know? – Beau Lotto
- TED: The Power of Curiosity – Elizabeth Gilbert
- TED: How Great Leaders Inspire Action – Simon Sinek

LEVERAGING YOUR INTELLECTUAL CURIOSITY:

- Make Time for Intellectual Curiosity.
 - Leaders could take one day a month to think of scenarios that are three years in the future, to question all of their major assumptions, and to wonder if they are doing things they no longer should be doing. Sue Heilbrunner advises that, "Curiosity often must be instilled intentionally. . . it comes from intentional pauses."
- Seek surprise.
 - Many of us have a love/hate relationship with surprises. "When we have too much surprise, we experience anxiety, but when we don't have enough, we get bored and disengaged." (Tania Luna, co-author of *Surprise: Embrace the Unpredictable and Engineer the Unexpected*.)
- Explore your environment.
 - Take the time to observe your local area with fresh eyes, visit museums and interactive exhibits, and engage with the natural world around you.

225–299: CURIOSITY BUILDER

You've built strong habits and awareness. These resources will help you practice more consistently and embed curiosity in your teams.

You are genuinely curious and often seek out new knowledge. You enjoy mental challenges and taking "deeper dives" into topics. Keep nurturing that.

Readings

- Think Again – Adam Grant
- Mindset – Carol Dweck
- The Business Case for Curiosity – Francesca Gino (Harvard Business Review)
- A More Beautiful Question – Warren Berger
- Start With Why: How Great Leader Inspire Everyone to Take Action - Simon Sinek
- Why I Always Ask: Curious Minds, Bright Futures, and Lifelong Learning - Ranjat Singh Chahal

Podcasts

- Hidden Brain – Especially episodes on learning and mindset
- The Tim Ferriss Show – Interviews exploring innovation and curiosity
- You Are Not So Smart – Debunking assumptions and promoting critical thinking

Videos

- TED: The Joy of Being Wrong – Kathryn Schulz
- TED: The Power of Believing You Can Improve – Carol Dweck
- Big Think: How to Be More Curious – Brian Grazer

DEMONSTRATING YOUR INTELLECTUAL CURIOSITY:

- Don't Let Past "Hurts" Affect the Future.
 - The problem for many adults is that we stop being curious about new experiences and are focused more on understanding what we have already been through. This is especially true if we have been hurt by taking a chance, in the past, which can have a "chilling effect" on taking a leap of faith or curiosity. Intellectually Curious people understand the opportunities of future thinking and will more often take that risk.
- Be OK with "I Don't Know, but Let's find out".
 - It is more important to learn, than to appear to have all the answers.
- Embrace new experiences.
 - Step outside your comfort zone and try new activities, hobbies, or learn a new skill or language.

150-224: CURIOSITY EXPLORER

You have a good level of intellectual curiosity and enjoy learning new things, especially when prompted. You might benefit from proactively seeking out new information or diving deeper into topics that you find interesting .

You're developing awareness and habits. Focus on building daily habits, challenging assumptions, and reflecting more deeply.

Readings

- Atomic Habits – James Clear
- Switch – Chip & Dan Heath
- Drive – Daniel Pink
- The Power of Now – Eckhart Tolle
- Curious – Ian Leslie
- The Surprising Skill That Can Propel Your Career: Intellectual Curiosity - Shellye Archambeau
- The Power of Curiosity for Improving Your Life - Jennifer Uhrlass LMFT
- Creative Acts for Curious People - Sarah Stein Greenberg

Podcasts

- The Daily Stoic – Insights on reflection and intentional thinking
- The Happiness Lab – Curiosity and growth through emotional intelligence
- Ness Labs: The Maker Mind – Focused and diffuse curiosity habits

Videos

- TEDx: Curiosity Is a Superpower – Britt Andreatta
- TED: The Key to Growth? Curiosity – Brian Grazer
- YouTube: How to Stay Curious When You're Tired – Emily Graslie

GROWING YOUR INTELLECTUAL CURIOSITY:

- Listen Without Judgement (easier said than done):
 - Most of us size up and make assumptions as we listen to others. Intellectually Curious people, tend to have a habit of seeking to understand the perspectives of others. They tend to be supportive of developing options rather than jumping to solutions.
- Be willing to be wrong.
 - The ability to set aside the need of being right in favor of being open to the insights and opinions of others is a trait/habit of Intellectually Curious people. "There are tremendous benefits to a culture of curiosity in companies, particularly among leaders. Curious teams always look at a broader array of options for product innovations, marketing angles, and solutions to problems. A team lodged in 'rightness' does the opposite." (Sue Heilbronner, cofounder, and CEO of MergeLane, an accelerator program that focuses on female-run companies).
- Be fully present.
 - Put down the phone/tablet/etc. and focus on the conversation in front of you. If you are multi-tasking (which doesn't actually work- our brains don't really do it), you are not creating the environment to support being Intellectually Curious.

BELOW 150: CURIOSITY STARTER

You might be selective in your curiosity or tend to stick to familiar topics. There's a lot of untapped potential for growing your Intellectual Curiosity. Consider intentionally seeking out reading, media or resources that might not be your "go to".

This is your foundation-building phase. Start small: reduce fear, reframe assumptions, and build simple curiosity habits.

Readings

- Mindset – Carol Dweck
- Tiny Habits – BJ Fogg
- Curiosity Code – Dr. Diane Hamilton
- Beginner's Mind – Shunryu Suzuki
- The War of Art – Steven Pressfield
- 5 Ways to Cultivate a Beginner's Mind - Maggie Wooll
- Curiosity Is as Important as Intelligence – Tomas Chamorro-Premuzic
- Curious: The Desire to Know and Why Your Future Depends On It - Ian Leslie

Podcasts

- The Science of Happiness – Simple practices for reflection and growth
- The Life Scientific – Stories of exploration and persistence
- Unlocking Us – Brené Brown on vulnerability and learning

Videos

- TED: The Power of Vulnerability – Brené Brown
- TED: The First 20 Hours – Josh Kaufman
- TED: Try Something New for 30 Days – Matt Cutts

BOOSTING YOUR INTELLECTUAL CURIOSITY:

- Ask a lot of questions. And not just any questions but, open-end questions. This is the secret sauce for getting beyond one-syllable/not much information answers and into exploration. Ask questions that start like. .
 - How could we. . .
 - What could that look like. . .
 - Why would that be. . .
 - Why is that the way it is. . .
 - What would be the impact of. . .
 - What if we. . .
 - When can we explore more. . .
 - What are we missing. . .
 - What are the implications of. . .
- Embrace a beginner's mindset.
 - Approach new situations as if you are encountering them for the first time, setting aside preconceived notions and biases.
- Practice mindfulness.
 - Be present and observe your surroundings with an open and appreciative mindset, noticing details you might typically overlook.

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