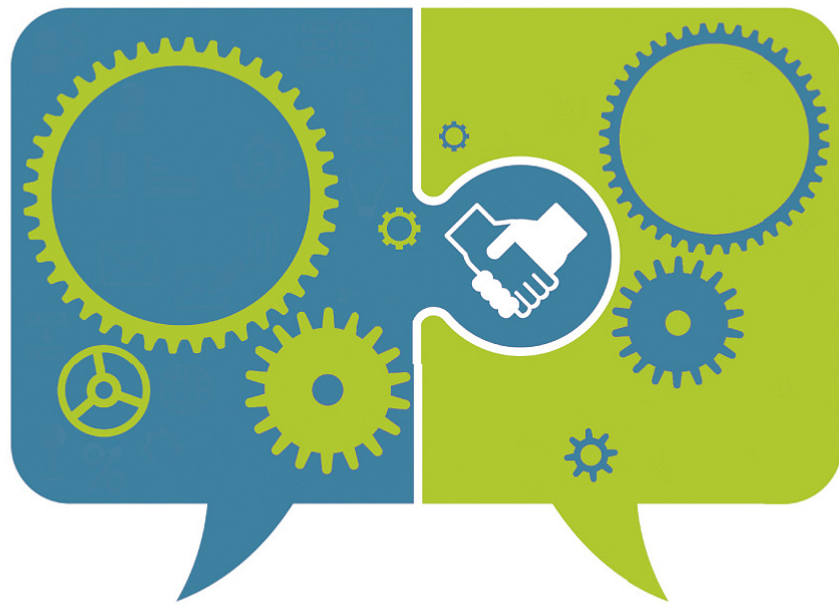


THE POWER OF CURIOSITY



Take Action
W O R K B O O K

KATHY TABERNER AND
KIRSTEN TABERNER SIGGINS

Thank you

for reading The Power Of Curiosity!

We hope by now you have started to incorporate the Curiosity Skills into all aspects of your life.

In this workbook you are going to find all of the tools & exercises from the book to help you have better conversations and communicate more effectively at work & home. These *Take Action* exercises are designed to support and enhance your learning.

We encourage you to take the time to complete the action steps outlined in this workbook. If at any point you become overwhelmed, confused or feel off track – stop, take a breath, and get curious!

Use your Curiosity Skills to dig deeper and discover what is going on for you -- the reasons you are feeling out of alignment.

We can't promise that this will be easy, but we can promise that it works!

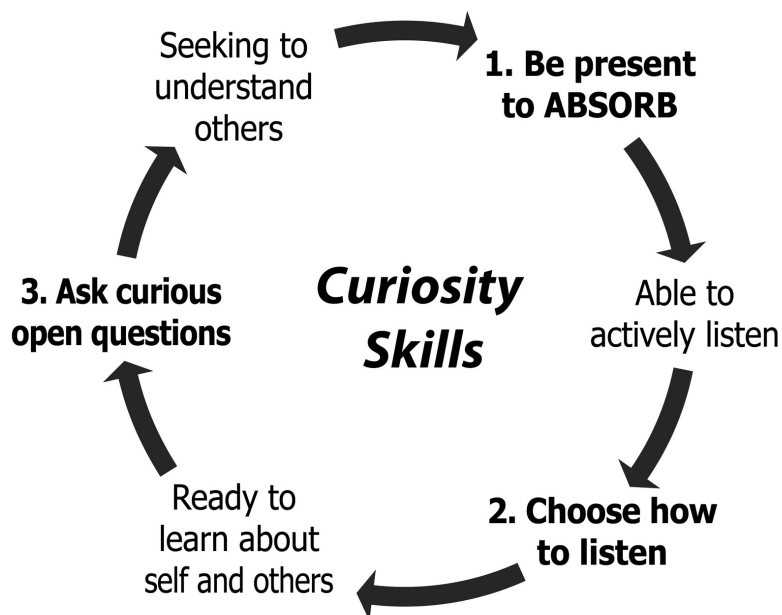
We are here to support every step of the way as you learn the life changing Curiosity Skills.

Connect with us anytime! kirsten@instituteofcuriosity.com



KATHY TABERNER
KIRSTEN SIGGINS

Authors, The Power Of Curiosity
Founders, The Institute Of Curiosity



**Screen shot these Curiosity Skills so you
ALWAYS have them with you!**

Together these skills form a communication strategy that can be used every day in conversations to make them BETTER.

Using these Curiosity Skill will:

- **Enhance self-awareness,**
- **Improve interactions,**
- **Encourage collaboration,**
- **Reduce resistance**
- **Create a non-blaming culture focused on continual learning**

All of which lead to stronger relationships built on trust.

This strategy also transfers well to the home, supporting effective connections in which both children and parents feel understood at any age. When we seek to understand others, we are validating them and making them feel visible, which can be powerful, particularly for children.

Being present is a choice we all have every minute of every day.

Some would argue that it is the most important choice we can make – *to be present* in the moment and aware of the here and now.

When you think about it, when you aren't present in the moment, you are never fully experiencing your external and internal worlds. If you are never truly here or there, what kind of life are you living? What kind of relationships are you building? Most importantly, what kind of understanding of self and others are you cultivating?

In our distracted, time-constrained world, we need to bring ourselves into the moment and focus on truly listening, or ABSORBing, what is being said to us. Setting an intention to ABSORB ensures we become present and remain in the moment to listen, which is the first of our Curiosity Skills. ABSORB stands for:



Screen shot below so you have on the go

A—Attention

B—Body Language and Tone of Voice

S—Stop and Focus

O—Open to Understanding, Not Judging

R—Repeat through Paraphrase

B—Becalm the Gremlins

TAKE ACTION

1 SWITCH IT UP

When we do the same (or similar) routine every day, it can be easy to operate on autopilot!

For one day, switch up your routine and see what you notice. Take a different route to work, try a new approach to solving a challenge, have lunch at a new place, or better yet, take a lunch break and actually leave your workspace.

What do you notice?

2 SET AN INTENTION TO BE CURIOUS

As you enter your conversations, set an intention to learn one new thing about the person you are speaking to—even if it is someone you have known your whole life. Ground yourself in the here and now, use your Curiosity Skills to ABSORB what the speaker is saying, and see what you learn.

3 BE AWARE OF NEGATIVE SELF TALK

Pay attention to your negative self-talk, or what we call the “gremlins” in your head. This competes for your attention in the present moment. Pay attention to what those gremlins are saying, and consider how you can quiet them. What can you do to acknowledge them and thereby dim the noise, creating silence to focus on the here and now? When you do, what do you notice? How do you feel?

4 BE STILL

Practicing being present in the moment for just one minute helps. The more you practice, the more you will find yourself living in silence, being in that sweet spot called NOW. Become fully aware of what being present means to you, so when you enter into a conversation, you can easily access this place and ABSORB what the speaker is saying.



How present are you?

We went to a Mindful Leadership workshop at UCLA hosted by Dawa Philips where he shared that knowledge comes from insights and leadership from concepts.

Many times people can struggle to incorporate the two. Our intention for *The Power of Curiosity* was not to just share our knowledge purely for information. We are sharing our knowledge for transformation!

As leaders we often get confined by our context (role, expectations, organization), so we invite you to go beyond your context (or concepts) and turn information into transformation.

Start by taking the quiz below based on the one that we took at the Mindful Leadership Workshop.

After you discover how present you are in your day-to-day, pay attention to how your daily presence affects your ability to ABSORB in your conversations.

Be honest and have fun!

Good luck!

Day-To-Day Experiences

Text placeholder Using the 1-6 scale below, please indicate how often you currently have each experience. Please answer according to what really reflects your experience rather than what you think your experience should be.

1	2	3	4	5	6
Almost	Very	Somewhat	Somewhat	Very	Almost
Always	Frequently	Frequently	Infrequently	Infrequently	Never

I could be experiencing some emotion and not be conscious of it until some time later

1 2 3 4 5 6

I break or spill things because of carelessness, not paying attention, or thinking of something else

1 2 3 4 5 6

I find it difficult to stay focused on what's happening in the present

1 2 3 4 5 6

I tend to walk quickly to get to where I'm going without paying attention to what I experience along the way

1 2 3 4 5 6

I tend not to notice feelings of physical tension or discomfort until they really grab my attention

1 2 3 4 5 6

I forget a person's name almost as soon as I've been told it for the first time

1 2 3 4 5 6

It seems I am "running on automatic" without much awareness of what I am doing

1 2 3 4 5 6

I rush through activities without being really attentive to them

1 2 3 4 5 6

I get so focused on the goal I want to achieve that I lose touch with what I am doing right now to get there

1 2 3 4 5 6

I do jobs or tasks automatically, without being aware of what I'm doing

1 2 3 4 5 6

I find myself listening to someone with one ear, doing something else at the same time

1 2 3 4 5 6

I drive places on 'automatic pilot' and then wonder why I went there

1 2 3 4 5 6

I find myself preoccupied with the future or the past

1 2 3 4 5 6

I find myself doing things without paying attention

1 2 3 4 5 6

I snack without being aware that I am eating

1 2 3 4 5 6



REFLECT

Looking at your results above, what do you notice?

How present do you feel you truly are?

How can you use the Curiosity Skills to support you?

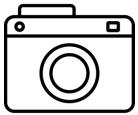
'AHA' moments:

To communicate effectively and understand the

perspectives of others - be respectful of them - we need to intentionally choose how we listen. When we are fully present in the moment, ABSORBing what is being said to us, all of a sudden several listening choices become available to us.

Rather than simply two listening choices—whether to listen or not—we believe we actually have five listening choices whenever we are listening to another person.

For example, we may choose to listen in order to understand the full intended meaning of the speaker. We may choose to just listen to the words spoken. Or we may choose not to listen, ignoring the speaker completely. The **choice is always yours.**



Screen shot below for when you are on the go

The 5 Power Of Curiosity Listening Choices You Always Have

Choice 1: Ignore the speaker

Listener ignores what is being said

Choice 2: Focus on me

Listener processes information through own lens
"I want you to..." "I think you should..." "I would..." "

Choice 3: Focus on you

Listener judges speaker in speakers context
"You should.." "You need to..." "You can't.. "

Choice 4: Focus on understanding

Listener focused on learning to understand
"How did you do that?" "What do you want to do?"

Choice 5: Focus on us

Listener has skin in the game
"We need to.... How do you think we can achieve this?"



TAKE ACTION

Use the chart below to track how you are choosing to listen in conversations.

Pay attention to whom you were talking with, how your listening choice influenced the conversation, what the outcome was, and how it affected your relationship.

>> Cheat Sheet <<

>>> If you hear yourself saying “I” a lot in conversation, then you are in Choice 2.

>>> If you hear yourself saying “you” a lot, then you are in Choice 3.

>>> If you hear yourself asking curious open questions (which you’ll learn more about in the next chapter), then you know you are in Choice 4.

Practice and play with each choice, and pay attention to the outcomes you achieve.

Have fun!



The 5 Power of Curiosity Listening Choices Tracker

Choice	Who were you talking with? What were you doing?	How did your listening choice influence the conversation/relationship?	What was the outcome?	What did you learn?	How did it make you feel?
2	Spouse having dinner	We were both frustrated because he wasn't doing what I told him to do	Argument	He doesn't like to do things my way	Angry
5	Discussing project with boss with goal of gaining clarity about how boss wanted project completed	I was present, listened, and asked how I could do it differently—boss was impressed with suggestion and said I got it	New, exciting direction for my project	Once I understood what my boss wanted, I was able to make new suggestions	Excited, invigorated, hopeful



Great leaders, innovative thinkers, and collaborative

partners all know new possibilities and opportunities stem from asking a certain type of question. Curiosity is achieved through asking a certain type of question, too. Let's refresh the 5 different types of questions we cover in THE POWER OF CURIOSITY.

Next to each type of question write an example as well as when it would be useful to use such a question:

Closed question:

Use:

Judging closed question:

Use:

Curious open question:

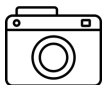
Use:

Leading open question:

Use:

Judging open question:

Use:



Screen shot below for when you are on the go

**Open curious questions begin with
who, what, where, when & how.**

Bonus: Tell me more...



REFLECT

Looking back at the types of questions discussed in this chapter, what types of questions do you find yourself using most? How come?

How does that type of question support you in understanding others?

Looking forward, what type of question will you practice using in conversations? How come?

How can you use the five Listening Choices to support you in your curiosity and understanding others?



We all have an individual set of

values, those non-negotiable characteristics that make us who we are. These values define our being, our core, how we show up in life.

When we live aligned with our values, we feel congruent, experiencing less resistance and conflict as we move through life. We feel connected to our self. We feel happy and successful, according to our individual definitions of happiness and success.

When we are not living in alignment with our values, we may feel slightly disconnected, and life can seem like a struggle.

When you understand your values, you can refer to them to help you make decisions about how you want to live your life. You'll have greater self-awareness, stronger/authentic relationships, greater integrity, and more credibility as a leader. You'll create more opportunities for consistent behaviour, which will also help you be a better parent, son/daughter, partner, and friend. And you'll be able to make choices that lead you to your own happiness and success and to build authentic relationships.

Below is a list of some values for you to explore so you can discover what your values are and what they represent to you. Which of the following words reflect your core values? If none of these resonate for you then we invite you to Google values and explore what does

Let's define your values...



Values

- | | | |
|----------------|-------------------|-----------------------------|
| Accountability | Honor | Relationships |
| Accomplishment | Hard work | Respect for self and others |
| Achievement | Harmony | Responsibility |
| Adventure | Health | Unity |
| Arts | Honesty | Punctuality |
| Authority | Helping others | Safety |
| Authenticity | Inner peace, calm | Satisfying others |
| Challenge | Innovation | Security |
| Change | Integrity | Service of others |
| Commitment | Justice | Simplicity |
| Community | Knowledge | Spirituality |
| Connection | Leadership | Stability |
| Cooperation | Learning | Status |
| Creativity | Listening | Success |
| Curiosity | Living my passion | Teamwork |
| Discovery | Loyalty | Time management |
| Empathy | Love | Tradition |
| Equality | Money | Tranquility |
| Excellence | Passion | Transparency |
| Family | Peace | Tolerance |
| Fairness | Pleasure | Trust |
| Freedom | Positive attitude | Truth |
| Friendship | Power | Understanding |
| Fun | Privacy | Unity |
| Gratitude | Public service | Wisdom |



Identify Your Top 3 Values:

- 1.
- 2.
- 3.

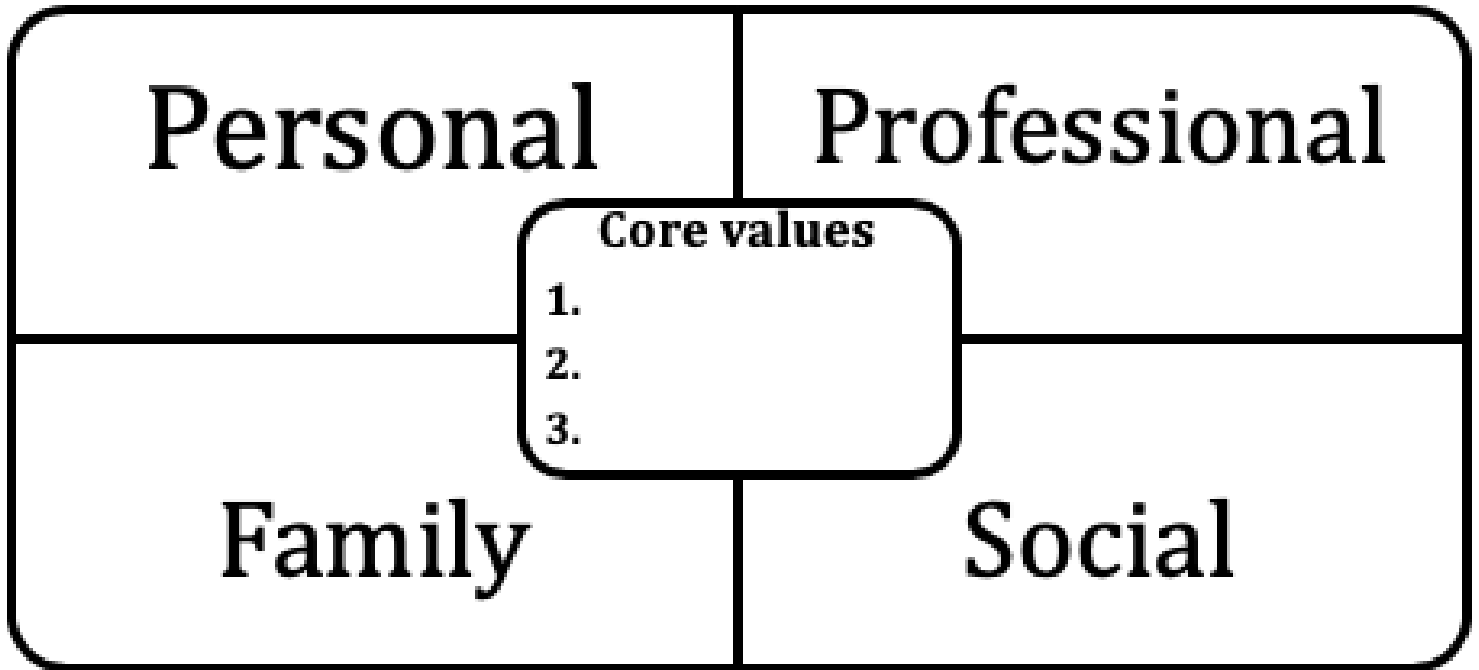
As you look at your top 3 values & their definitions, ask yourself:

- >>> How do these values make me feel good about myself?
- >>> How do I feel when these values aren't present in my life?
- >>> How do I feel when they are present in my life?
- >>> How do these values represent things I would support, even if my choice isn't popular and puts me in the minority?

Living your values: Looking at your 3 core values:

- >> How do they show up in your personal life?
- >> How do they show up in your family life?
- >> How do they show up in your professional/work life?
- >> How do they show up in your social life with friends?

{use chart below}



If you find you are not in alignment, or as aligned as you would like to be, explore how you can realign your life to reflect your core values.

Core Value 1:

	How are you currently honoring your core value?	What are you noticing?	What can you do to bring yourself closer to alignment?
Personal			
Professional			
Family			
Social			



Core Value 2:

	How are you currently honoring your core value?	What are you noticing?	What can you do to bring yourself closer to alignment?
Personal			
Professional			
Family			
Social			

Core Value 3:

	How are you currently honoring your core value?	What are you noticing?	What can you do to bring yourself closer to alignment?
Personal			
Professional			
Family			
Social			



Group Values

A team or group of any kind can get curious and create their own list of values to define what they respect and what is important to them.

We invite you to get curious about the values of your own groups and relationships, and use the chart below to identify them. Once defined, these values will help to bind your group together, clarifying what makes it unique and special.

Group Values

Group	Value	What does it mean?	How do you honor and respect it?



TAKE ACTION

1. Use the charts in this chapter to explore and identify your values, define what they mean, and decide how you want to honor your values in your life.
Be sure to explore both your individual and group values in all areas of your life—personal, professional, family, and social—and see how your values align in all the aspects of your life.
2. As you explore your values, make sure you are aware of the obstacles that can challenge them, such as your beliefs and assumptions. Pay attention to:
 - a. Beliefs:** Any time something follows a “yeah, but . . .” in your mind, you are most likely encountering a belief. Listen for this phrase, and when you encounter it, use your Curiosity Skills to identify this belief, understand it better, and discover how it is serving you in living your core values.
 - b. Assumptions:** Assumptions can be so much fun to test. We make them based our values and our beliefs, and they occur in every conversation -- guaranteed. Explore the assumptions you are making in your life. Then, anytime you notice someone making a general statement, instead of taking it for granted, ask curious open questions to help you to better understand what is meant.
 - c. Reframing:** As you explore your beliefs and assumptions, use your Curiosity Skills to reframe and look at each one with a different lens. Use curious open questions as you reframe, such as, “How do I know this to be true? What am I missing? How can I look at this differently?”



When we ask clients...

“What do you want?” they easily talk about what they don’t want, but they can’t clearly state what they do want. If we don’t know what we want, how can we achieve it?

Getting curious about what we want, and aligning our wants with our values, helps us focus on what we want to and can achieve.

Identify Your Top 3 Wants:

- 1.
- 2.
- 3.

Setting Boundaries

Our personal boundaries are the non-negotiable rules or limits we set to identify what is permissible with ourselves and others. They define us as individuals in relation to others and protect us.

Without boundaries, our lives feel chaotic and out of control. We take on everyone else’s problems as our own, believe everyone else’s bad behaviours are our fault, and feel like we are not entitled to any rights.

To help you support your wants, you can set boundaries that help you say no with ease and grace. Boundaries can help you live your values so you can feel grounded, connected, and aligned with your inner truth. They allow your true self to emerge, so you can live in alignment with your wants and values. And they allow you to meet your needs first so you can better meet the needs of others.



When to set a boundary...

1. When you find yourself constantly complaining, feeling resentful, taken advantage of, angry, or compelled to do things you don't want to do
2. When you find yourself saying yes when you really want to be saying no

How to set a boundary...

1. Get curious and explore where the feelings of frustration, anger, complaining, and/or resentment are coming from. What is happening for you to feel this way? What are you doing that you don't want to be doing?

It is important to identify what value is being compromised or want you have that is not getting met.

2. Next, explore what you would like to see happen in your perfect world so you can get clear about what you want or what is permissible and what isn't. For example: If you get angry bringing home work every night and want to leave your work at the office so you can be home with your family, what boundary can you instil to support that want? In your perfect world, what would that look like? When is it permissible to bring work home, and when is it not permissible to bring work home?



3. If you find yourself saying yes when you want to be saying no, get curious about what is stopping you from saying no. How is this inability to say no supporting your values and your wants? What are you taking ownership of that is not yours to own? And what assumptions could you be making?
4. Once you have identified the reasons you feel you need to say yes, clarify what is permissible for you to say no to and what isn't.
5. As you set your boundaries, stay positive. With clear boundaries, you can believe in yourself and stay true to you.
6. Be assertive about your boundaries and respectful towards others in declaring them.
7. Show yourself some compassion. If others are offended when you say no to them, be kind to yourself.
8. Show others compassion as well. If you set clear boundaries around your wants and values, you can say no to others with respect, kindness, and generosity.
9. Use your boundaries to stay calm in emotional, messy situations with others. Being clear about your boundaries can help you remain separate from them. Instilling boundaries is freeing and takes practice and consistency. The success of one boundary honoured can fuel you to implement another.



Use the following chart to explore and clearly define what you want, clarify how your wants align with your values, and then set boundaries to help you achieve what you want.

Think of clearly defining your wants as setting your destination for a journey and your values and boundaries as the GPS that will help keep you on your charted course to successfully arrive at that destination. Without setting a destination, you can't create a clear map to get there, and if you have no clear map, you will never arrive at your destination

Top 3 Wants	What core values support your wants?	What boundaries can you set up to support your values and wants?
Example: Engage in respectful conversations	Respect	I ensure I am open and non-judging and I choose not to participate in gossip



Our emotional triggers begin at our values.

Understanding our values will help us understand our emotional triggers.

For each of your top three wants, now fill in what happens when that value/want gets disrespected, and what emotional reactions occur for you.

If you find a particular comment or incident pushes your emotional buttons, but you can't connect it back to any defined core value or boundary, then explore further what the underlying value might be. Once you identify it, add it to your list and support it with a boundary. Further exploration may be needed to get each of your values named and defined in a way that truly works for you.

Understanding Your Emotional Triggers

Top 3 Wants	What core values support your wants?	What happens when that value/want gets disrespected or dishonored?	How do you react? What emotions come up for you?	What boundaries can you set up to support your values and emotions?
Example: Engage in respectful conversations	Respect	Lose respect for self and/ or others	Get hurt, am disappointed, negative self-talk, feel defensive	I ensure I am open and non-judging and I choose not to participate in gossip



Accessing Calming Strategies.

Here is a recap of the 7 calming strategies we share in *The Power of Curiosity*.

We invite you to try a few calming strategies, and find at least one that works for you. Practice it often so you can easily access it when and if you need it. Be curious in your practice, and see what comes up for you, how you feel, and how your strategy supports you in your daily life.

1. **Mediation** {don't forget to enjoy your free 10 minute guided meditation}
2. **Deep Breathing**
3. **Visualization**
4. **Seeking solitude**
5. **Humming**
6. **Positive Self Talk**
7. **Time out**

Calming Strategy	What worked?	What didn't work?	Use strategy again?



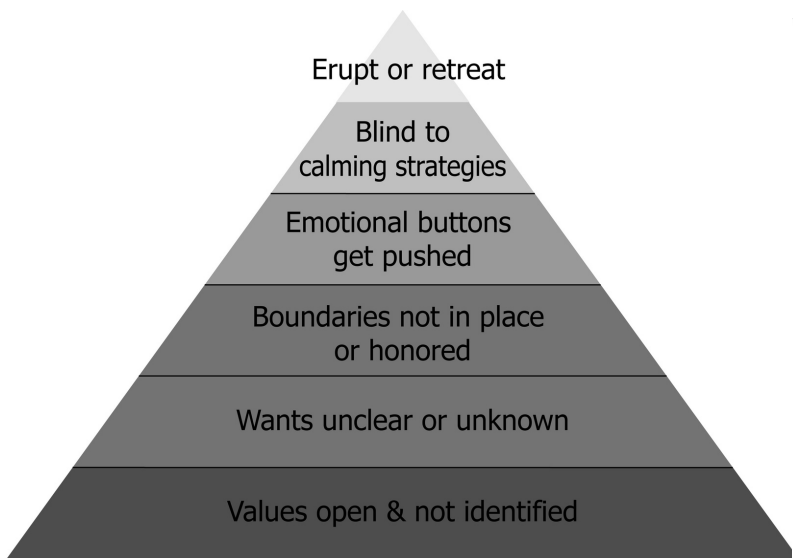
As you discovered, the million-dollar answer is

the Power of Curiosity method you have been learning throughout our book.

Without the Curiosity Skills, even the most respectful conversations can become telling, blaming, and shaming—which leads to conflict. Curiosity allows you to have respectful conversations that don't lead to conflict: necessary conversations that have been too easy to ignore (addressing the elephant in the room); productive conversations that can become stressful and emotional in the moment; and challenging conversations where you are invested in the outcome.

It is how we shift from....

NOT CURIOUS



CURIOUS





Strategy for Conversations Where You Have a Desired Outcome

- 1. Define your goal:** What do you want to achieve in this conversation that is not judging, blaming, or shaming?
- 2. Where do you want to meet and for how long?**
- 3. What do you need to do to stay calm and aware during the conversation?**
- 4. How can you use your Curiosity Skills?**
 - Be present and ABSORB to actively listen,
 - Listen using Choices 4 and 5,
 - Ask curious open questions.
- 5. How will you remember to test assumptions or beliefs?**
- 6. How can you reframe for new possibilities?**
- 7. What strategies can you develop so you can continue to use your Curiosity Skills to stay curious and focused on your goal?**



Challenging Conversations

Here is a tool that can help you prepare for a challenging conversation:

What is my goal for this conversation?

How do I want to feel when I have this conversation?

How will I know the conversation has been successful for me?

What strategies can I use to ensure I am successful?

What are some challenges I need to be aware of?



Congratulations!

Your hard work and taking action will help you achieve what you want!

We are honoured that you have joined us on this journey.

Take These Next Steps....



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Why Parenting Gets Hard & What To Do About It.



Kathy Taberner & Kirsten Taberner Siggins

Founders, Institute Of Curiosity | Authors | Certified Executive Coaches

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