Assessing Your Strengths in Professional Curiosity

Reflective Questions for Personal and Team Development

Professional curiosity is a vital skill for those working in people-centred roles. It involves actively seeking to understand the experiences of others, questioning assumptions and creating environments where reflection and open dialogue are encouraged.

This handout is designed to help you assess your strengths in professional curiosity, using reflective questions inspired by the Emily Smith podcast.

Use these prompts to stimulate your thinking and support meaningful conversation within your team.

Reflective Questions

1. How do you build in time to listen to people's stories and help to piece together what is happening in their lives?
2. Consider your daily or weekly routines. Do you set aside dedicated time to truly listen? What strategies do you use to ensure you gain a full picture of the situations you encounter? Reflect on how you balance task-focused work with opportunities for meaningful conversation.
3. What support and skills do you need to remain curious in your role?
4. Think about the resources, training or peer support that would help you maintain curiosity, even when under pressure. Are there particular skills such as open-ended questioning or active listening that you wish to develop further?
5. What can you do to build your mental and physical resources and invest in your wellbeing?
6. Professional curiosity requires energy and resilience. Reflect on how you look after your own wellbeing. What routines or habits help you recharge? How do you notice when you need support, and what actions can you take to maintain your mental and physical health?
7. How can you actively support a safe space in your team in which colleagues are able to reflect on their experiences?
8. Consider the role you play in fostering psychological safety at work. How do you encourage openness and non-judgemental reflection within your team? What practices could you introduce or strengthen to help colleagues share and learn from their experiences?

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How to Use These Questions

- Set aside time each week to reflect individually or as a team on one or more of these questions.
- Use the questions as prompts in supervision, team meetings, or learning sessions.
- Record your reflections and revisit them periodically to track your growth and identify areas for further development.
- Encourage open and honest discussion, remembering that professional curiosity is a journey, not a destination.

Further Steps

If you identify areas for growth or support, consider discussing them with your manager or peers. Seeking additional training, peer support groups, or wellbeing resources can strengthen your capacity for professional curiosity and enhance your impact in your role.

Curiosity drives better understanding, empathy, and practice. Use these reflective questions to keep your curiosity alive and support a culture of learning and openness in your team.