



Hi, my name is Meenakshi Iyer, and I'm the founder and principal of Northstar Solutions and Services which is a boutique future of work oriented coaching, training and consulting practice.

I partner with mid-career technology leaders in helping them shape their people and change leadership journeys.

Today, I want to share a little bit about curiosity as a leadership skill.

As the world continues to evolve there is little appetite for your typical, traditional know-it-all leaders. What the world needs is learn-it-all leaders. Leaders who can lead with curiosity and growth mindset. They're among the most impactful.

Curiosity, what is this all about?

Well, according to the dictionary, it's a strong desire to know or learn something. While some of us are inherently curious, the good news for the rest of us is that curiosity can be learned.

So here are my five top tips for building and strengthening your curiosity muscle.

Number one- ask not assume.

When in doubt, when you don't know something, always ask an open-ended question. Do not make assumptions.

Number two- even if you do make assumptions- after all we all have our own biases. If you have a brain you have a bias- so if you do make assumptions, question every single one of them. What if the opposite of what you assume is true?

Number three- list out five to ten things you don't know much about and find someone from whom you can learn about them.

Or seek out differing opinions and viewpoints. Diversity of thought will make you an empathetic leader.

Number four- remember the power of yet.

It is a saying- things like, I don't know how to conduct a one-on-one with my new team member.

Just add the word yet at the end of that sentence and see how it transforms. It transforms into an opportunity for you to learn something. Yeah. So the human brain is wired for learning. Let's always remember that, okay? All right.

So now why all this talk about curiosity? What's in it for you? Well, I can tell you three things.



One-. curiosity enables you to truly connect with others at a human level. This leads to you showing greater empathy towards others and their conversations.

Two- curiosity makes you approachable and helps others feel comfortable with you so that they can share their thoughts, ideas, concerns, feedback without any inhibition or any fear of retribution.

This leads to a greater sense of psychological safety and mental well-being within your teams.

Number three- curiosity encourages experimentation. This leads to innovation because your teams know that, number one, you are a learner or leader. You lead with curiosity and two that you'll have their back in case of any unexpected outcomes.

So that's why in my book curiosity is a leadership skill.

As Albert Einstein once famously said, "I have no special talents. I'm only passionately curious."

Go forth and remain curious and be that learn-it-all leader. My best wishes to you.

Thank you.

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*Meenakshi Iyer is the founder and principal of Northstar Solutions and Services. The mission of Northstar Solutions and Services is to create Transformational Leadership at the "Messy Middle" by supporting mid-career technology leaders in their people and change leadership journeys. To learn more, check out Northstar's:*

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