

## Your **CURIOSITY COMPASS**

### **WELCOME TO YOUR CURIOSITY COMPASS**

You might think curiosity is just about asking questions or Googling stuff at 2am. But in Episode 5 of Little Moves, Big Careers, we went deeper (and cheekier). Curiosity isn't one thing. It's a career superpower and it shows up in different styles. Some people poke at problems until they spark. Others ask questions no one else dares to. Some soak up every podcast, some snoop out unspoken dynamics, and some reflect so deeply they could write a memoir from a Monday. The trick is knowing your style, and using it well. Because when you work with your curiosity style (instead of defaulting to someone else's), you unlock sharper thinking, better decisions, and bolder moves.

### **IF YOU HAVEN'T ALREADY, YOU CAN TAKE THE QUIZ HERE**

These styles were inspired by the five curiosity dimensions identified by psychologist Dr. Todd Kashdan. We just gave them a glow-up and made them workplace-ready. His work helped us understand how curiosity isn't one thing; it's a whole spectrum of styles, instincts, and bold moves.

#### **FROM THE QUIZ:**

*A's = Deep Diver B's = Connector Collector. C's = Spark Seeker  
D's = Vibe Decoder E's = Mirror Holder*

# Deep Diver

**“You don’t skim.  
You dig.”**

## PERSONALITY SNAPSHOT

You want to understand, not just know. You fall down research rabbit holes, binge niche podcasts, and ask layered questions that make others go quiet for a beat. When others are breezing through the bullet points, you’re already six tabs deep with a colour-coded learning doc and a cup of cold tea you forgot to drink.  
You crave context.

**ORIGINAL TERM:** Epistemic Curiosity (you want to know)

## YOU’RE THE TYPE WHO

Reads the whole instruction manual... for fun.

## YOUR GIFT

You bring rigour, insight, and strong foundations.

## WATCH OUT FOR

Analysis paralysis and never quite “feeling ready.”

## WANT TO DEVELOP IT FURTHER?

- Schedule action windows - 20 mins of learning followed by one experiment.
- Practice sharing half-formed thoughts - let others build with you.
- Work out loud: tell others what you’re exploring and what questions you’re sitting with.

## SUPERPOWER

Depth. You make smarter decisions because you actually get the context.

## WATCH OUT FOR

Paralysis by over-prepping. Sometimes the best way to learn... is to move.

## USE IT AT WORK

- Lead insight-gathering on a tough problem, your brain is built for it.
- Offer to create “what we’ve learned” summaries post-project.
- Ask, “What don’t we know yet?” at the next team meeting.

**BONUS MOVE:** PAIR UP WITH A SPARK SEEKER TO STOP ANALYSIS FROM BECOMING PARALYSIS.

## RALLY CRY

You don’t need every answer to make a bold move. Jump in, then keep digging.

## "Curious about who knows what."

### PERSONALITY SNAPSHOT

You collect people like others collect stationery. Not in a weird way, you just know that most solutions don't live in Google Docs, they live in people's heads. You're curious about what others do, how they think, and where the opportunities might be hiding. You learn by talking, probing, bouncing thoughts around. Your curiosity thrives in relationship, the question is a bridge to something deeper.

**ORIGINAL TERM:** Interpersonal Curiosity

### YOU'RE THE TYPE WHO

Knows exactly who to WhatsApp for that "how did you handle this?" chat.

### YOUR GIFT

You spark collaboration, unlock stories, and spot social patterns.

### WATCH OUT FOR

Collecting perspectives without backing your own.

### WANT TO DEVELOP IT FURTHER?

- Try "curiosity journaling", reflect after a conversation: what did I learn from this?
- Ask questions in rooms you feel intimidated in, stretch the edge of your comfort zone.
- Host micro-learning circles: share + shape ideas with others intentionally.

### SUPERPOWER

Strategic networking. You build bridges that open doors later, sometimes years later.

### WATCH OUT FOR

Surface-level curiosity. Don't just meet people, ask deeper.

### USE IT AT WORK

- Book monthly chats with people outside your own area of expertise.
- Offer to connect others, you're the human switchboard.  
Ask, "Who else should be in this conversation?"

**BONUS MOVE:** PAIR UP WITH A MIRROR HOLDER TO BRING THE WHY INTO YOUR WHO. REFLECTION MEETS CONNECTION = GOLD.

### RALLY CRY

You don't need all the answers, you just need to know who to ask.

## "Ooh, shiny, & strategic"

### PERSONALITY SNAPSHOT

You're the human version of clicking "open in new tab." You chase hunches, test stuff, get the ball rolling before others have finished their coffee. You're here for energy, iteration, and a bit of chaos. But left unchecked, you might leave half your brilliance in draft mode.

**ORIGINAL TERM:** Epistemic Curiosity (you want to know)

### YOU'RE THE TYPE WHO

Tries 12 things before breakfast, just to "see what happens."

### YOUR GIFT

You create momentum, uncover new angles, and love a blank canvas.

### WATCH OUT FOR

Ditching things too soon or moving so fast you miss the meaning.

### WANT TO DEVELOP IT FURTHER?

- Add reflection loops to your experiments, what worked, what didn't, what next?
- Stay with the messy middle, give projects enough air before switching.
- Name your nudges - if you're driven by novelty, start tracking what really sparks you. Is it challenge? Recognition? Impact? Pattern spotting helps you chase better sparks, not just new ones.

### SUPERPOWER

Pattern recognition. You make unexpected connections that lead to breakthroughs.

### WATCH OUT FOR

Too many tabs open- literally and figuratively. Not every idea is your next move.

### USE IT AT WORK

- Kick off brainstorming and pilot ideas.
- Join cross-functional teams- you're brilliant at seeing the bigger picture.
- Ask, "Is there another way to solve this?" and see what emerges.

**BONUS MOVE:** PAIR UP WITH A DEEP DIVER - THEIR DEPTH STABILISES YOUR SPARK, AND YOUR FIRE SHAKES THEM INTO ACTION.

### RALLY CRY

You don't have to chase every spark, just the one that could light the way.

**“You read the room before it speaks.”**

## **PERSONALITY SNAPSHOT**

You have antennae most people don't even know exist. You pick up emotional shifts, micro-signals, and unspoken agendas like a boss. You're not just curious about tasks, you're curious about people: what they really want, fear, or need. You sense things others miss - tension, tone, energy. Your curiosity tunes into the emotional landscape and asks "what's really going on here?"

**ORIGINAL TERM:** Affective Curiosity  
(rooted in emotion, response, and empathy)

## **YOU'RE THE TYPE WHO**

Notices someone's gone quiet... before they do.

## **YOUR GIFT**

You pick up what's not being said, and you're rarely wrong.

## **WATCH OUT FOR**

Emotional overload or interpreting without checking.

## **WANT TO DEVELOP IT FURTHER?**

- Use your insights to start bold, curious conversations - "I noticed this ... what do you think's behind it?"
- Set emotional boundaries - curiosity doesn't mean over-functioning.
- Learn to name your instincts - it makes them even more powerful.

## **SUPERPOWER**

Relational intuition. You navigate conflict, politics and power like a mapkeeper.

## **WATCH OUT FOR**

Emotional fatigue. You're tuned in, but you're not responsible for everyone's storm.

## **USE IT AT WORK**

- Be the bridge during tense conversations.
- Sense who might resist change and pre-empt it with empathy.
- Ask, "What's really going on here?", and say it gently.

**BONUS MOVE:** PAIR UP WITH A CONNECTOR COLLECTOR, THEY'LL HELP YOU TRANSLATE WHAT YOU SENSE INTO QUESTIONS THAT GET ANSWERS (WITHOUT CARRYING IT ALL YOURSELF).

## **RALLY CRY**

Keep decoding, but don't carry the whole team's mood on your back.

**“Why am I like this... again?”**

## **PERSONALITY SNAPSHOT**

You turn curiosity inward, asking the big, messy, important questions most people avoid. You're your own coach, therapist, and overthinking committee, all rolled into one. But when you harness that reflection? Total game-changer.

**ORIGINAL TERM:** Self-Reflective Curiosity

## **YOU'RE THE TYPE WHO**

Overthinks the emoji you just used... but also the arc of your whole career.

## **YOUR GIFT**

Self-awareness, alignment, and real intentionality.

## **WATCH OUT FOR**

Thinking in circles and never translating insight into action.

## **WANT TO DEVELOP IT FURTHER?**

- Turn reflection into rituals - journal, voice note, walk-and-talks with yourself.
- Build your “pattern radar” by tracking what energises or drains you week to week.
- Choose one small outward move to match every inward reflection.

## **SUPERPOWER**

Self-awareness. You grow faster, recover better, and adapt with purpose.

## **WATCH OUT FOR**

Looping. Insight without action is just a fancy delay tactic.

## **USE IT AT WORK**

- Journal after key wins or fails - what's the real pattern?
- Use 360 feedback as fuel, not fear.
- Ask, “What am I avoiding—and what would it mean to try?”

**BONUS MOVE: PAIR UP WITH A SPARK SEEKER TO SHAKE YOUR WISDOM LOOSE. THEY'LL NUDGE YOU OUT OF YOUR HEAD AND INTO THE MOVE.**

## **RALLY CRY**

Reflection is powerful - but don't live in the mirror. Take the insight and run.

# Hybrid Curiosity Types

Because let's be real: most people aren't just one thing. We blend. We flex. We surprise ourselves. So, if you found yourself tied between two styles on the quiz, here's your mash-up magic...

## 1. THE STRATEGIST (MIRROR HOLDER + DEEP DIVER)

Big picture meets deep research. You're the person in the room saying, "But what does it all mean?" and then backing it up with stats, case studies, and a Notion board.

**Superpower:** Insight with infrastructure

**Watch out for:** Overthinking the vision and never pressing go

**Try this:** Test a "just 10% done" version of your idea, get feedback before you perfect it

## 2. THE HOST WITH THE MOST (CONNECTOR COLLECTOR + VIBE DECODER)

You read the room, ask the right questions, and make people feel safe opening up. Think Oprah meets workplace coach. You are the emotional barometer.

**Superpower:** Trust-building through curiosity

**Watch out for:** Taking on everyone's feelings or losing your own opinion

**Try this:** End conversations with "What would you do next?" (encourage action, not just insight)

## 3. THE CURIOUS CATALYST (SPARK SEEKER + CONNECTOR COLLECTOR)

Fast-thinking, high-energy, ideas with people power. You're chatting, testing, moving, sometimes all before lunch. Innovation lives here.

**Superpower:** Momentum + team buzz

**Watch out for:** Starting strong, then ghosting your own projects

**Try this:** Get a Mirror Holder on speed dial to help you pause and make it matter

## 4. THE INTUITIVE ANALYST (DEEP DIVER + VIBE DECODER)

You see both the data and the dynamics. You'll notice the tension in the spreadsheet and the meeting tone. You're part detective, part empath.

**Superpower:** Complex clarity

**Watch out for:** Internalising problems that aren't yours

**Try this:** Share your "working theory" aloud, let others build with you

## 5. THE REFLECTIVE SPINNER (MIRROR HOLDER + SPARK SEEKER)

You zoom out and jump in. Big ideas and fast tests. You're philosophical and experimental, a soulful startup founder in the making.

**Superpower:** Purpose-led prototyping

**Watch out for:** Whiplash from all the zigzags

**Try this:** Schedule reflection after each burst of action - turn motion into meaning

# Team lens

**Your team is a curiosity ecosystem. When we understand how different styles show up, we collaborate better, make smarter decisions, and stop wasting energy clashing over approach.**

## **WHY NOT GET EVERYONE IN THE TEAM TO DO THE QUIZ?**

Here's how to use your curiosity compass at work:

### **1. BALANCE THE BIAS**

If your team is full of Spark Seekers, you'll generate 1000 ideas and ship none. If it's all Deep Divers, you'll end up with a white paper... but no prototype.

Ask:

- Who pushes us to act fast?
- Who helps us zoom out and ask why?
- Who tunes into unspoken dynamics?

### **2. SPOT THE SILENCE**

- If a Vibe Decoder goes quiet, they might be picking up tension.
- If a Mirror Holder is stalling, they might be stuck in analysis.
- If a Connector Collector is low energy, maybe they feel disconnected.

Ask:

- Are we giving each style space to thrive?
- Do our meetings reflect all five curiosity types?

### **3. CURIOSITY PAIRINGS -WOOHOO!**

Use your team's natural hybrids and create power pairs:

Spark Seeker + Deep Diver → Velocity with accuracy

Connector Collector + Mirror Holder → Meaningful collaboration

Vibe Decoder + Strategist → Intuitive decisions with evidence