

28 Building Blocks for Radical Curiosity, from *Radical Curiosity: Questioning Commonly Held Beliefs to Imagine Flourishing Futures*

1. RADIUS OF EXPOSURE The distance we travel expands and diversifies our worldview.

Exposing ourselves to new experiences extends our lived knowledge, leading to the retiring of assumptions and birthing of new beliefs. We literally and metaphorically expand the radius of possibility.

2. INTENTIONAL LEISURE Intentional leisure is not the absence of labor but the presence of purpose. The freedom to practice active rest that heals, and exploration that cultivates meaning. When we blend education and vacation our work/life balance is generative.

3. UNLEARNING Learning has come to mean the acquisition of new skills. Unlearning is the skill of stepping outside of existing mental models and embracing new ones. Metacognition is the most important skill of the twenty-first century.

4. UPENDING INDICATORS When new values emerge in society, the narratives we live by are upended. Upending indicators are events, behaviors, and patterns signaling that a narrative is shifting—like early detection sonar.

5. SOCIAL CONTRACT As an implicit agreement to share power with governance structures responsible for the well-being of its stakeholders, a social contract is fueled by trust and successful outcomes. When trust is broken, such agreements may become irrelevant.

6. POLARIZATION DISORIENTATION Diverse views are healthy. But polarization across many issues sustained over time creates disorientation and triggers emotional chaos. The cohesion of our narrative falls apart.

7. **OUTSIDENESS AWARENESS** It is difficult to see ourselves when swimming in our own aquarium. Understanding a perspective outside our own requires dialogue with another person. As relational actors, we derive our awareness from others.

8. **VISION, VEHICLE, IMPACT** Strategy is a plan to achieve goals under conditions of uncertainty. Developing strategic frameworks demands an inquiry-based method that codifies the vision, vehicle, and impact of ambitious cultural change.

9. **SLOW WORK** Today, perpetual interruption is the standard climate—and it is eroding our ability to accomplish meaningful work. Just as we need REM sleep to experience deep, healthy, and restorative rest, we need slow work to experience the uninterrupted time that untangles complexity for deep clarity.

10. **TIME READINESS DILATION** We all experience time differently. Cultural contexts have a gravitational pull that impacts how we receive and embrace new ideas. Time readiness dilation accounts for this variation to help us better understand the rate at which we absorb change.

11. **LISTENING TO SLOW TIME** Counterintuitively, we need to slow down to speed up. Slow time offers new kinds of soundscapes that bring forward much-needed clarity, allowing us to hear our own voice through the cacophony of noise. 1

2. **THE PRESENT FUTURE** Events in time are not merely history but prototypes for possible futures. The Present Future draws upon an Afrofuturist model of collapsing past, present, and future to forge alternative possibilities.

13. AWE-BASED LEADERSHIP Awe violates our understanding of the world. Awe-based leadership welcomes wonder into our lives by calling beloved truths into question and adjusting our mental models to allow for the assimilation of profound ideas.

14. YOUTH MINDSET Youth is the stage in between childhood and adulthood when everything is in a state of newness. A youth mindset allows us to encounter the world through a lens of wonder, to view the future as full of potential, and to rediscover the joy of discovery.

15. SENSORY EXPERIENCES Life isn't a schedule, it's a collection of encounters. And sensory encounters are packed with knowledge and accelerate insights—but only if we receive, translate, and unpack the diverse languages that surround us. 1

6. FOURTH PLACES Meaningful conversations require distinct physical places. Our first place is home, our second place is work. Third places are community spaces. Fourth Places are where we shape the future with dialogue and civic imagination.

17. MEANING AS MEDICINE Languishing is the absence of well-being. In an era defined by the comprehensive loss of normalcy, meaning is the medicine to prevent an epidemic of languishing.

18. COLLECTIVE ACTUALIZATION Self-actualization is an experience of becoming the best version of ourselves. But today, our social systems are so deeply entangled and interdependent that for me to flourish, we all must flourish. Thriving requires collective actualization.

19. INCONGRUITY HUMOR We find humor in the space between our expectations of the world and our experience of it. Observing and articulating life's many contradictions is a central tenet in comedy, and a powerful way to deliver and receive cultural critique.

20. OLÉ A deeply religious and cultural term used to express appreciation for when people accomplish extraordinary things. In the contemporary workplace context, "olé" is a way to name and acknowledge remarkable talent. "Olé" embodies an empathy-based style of leadership.

21. ECOLOGICAL HUMILITY A reoriented mental model that views humans as guests of the planet, rather than its self-appointed extractors. Ecological humility removes humanity from the center of the diagram and grounds us as a part of—not separate from or superior to—the complexity of living systems.

22. TRUST WALKING The practice of being present for another person by sharing a walk. An activity that relaxes the mind to stimulate nonlinear thinking, cultivates trust by breaking down status barriers, and eliminates distractions through multisensory immersion.

23. DISEMBEDDING A process by which social relationships become increasingly dispersed across time and space. Global cultural mobility, digital social communities, and access to real-time information are disembedding social ties from physical location.

24. POSSIBILITY SITES The modern workplace has become a container for the ordinary. Breakthrough impact is best cultivated within extraordinary contexts. Possibility sites are environments intentionally designed for remarkable experiences in which people rise to the occasion.

25. QUESTION INEQUITY For those living in poverty, survival becomes the all-consuming narrative. As a result, imagination becomes a luxury, unaffordable to wide swaths of society. When large populations do not have the power to imagine, we all lose.

26. EUDAIMONIA An ancient Greek philosophical concept valuing the highest human good: ethics, virtue, happiness, well-being. In contemporary life, positive psychology has interpreted eudaimonia as a state of flourishing associated with a sense of purpose in life.

27. CIVIC IMAGINATION Activism requires not only protesting how things are but also imagining what they could become. Civic imagination is the capacity to articulate alternatives to existing conditions. We must see, experiment, and prototype if we are to realize better futures.

28. REGENERATIVE RESOURCES Imagination is the most valuable natural resource in the world. Too often, we focus on managing nonrenewable resources. Instead of trying to maximize fixed variables, we can regenerate the intangible resources that can unleash unexpected solutions.

The DIVE Model from *Seek: How Curiosity Can Transform Your Life and Change the World*

- **Detach:** Let go of your ABCs (Assumptions, Biases, and Certainty). Before diving in, check your judgments and approach situations with an open, blank slate.
- **Intend:** Prepare your mindset and environment for open engagement. This means setting a genuine intention to connect and be present rather than just waiting for your turn to speak.

- **Value:** Recognize the inherent dignity, humanity, and worth of everyone involved—including yourself. Treating others with value prevents dehumanization and fosters mutual respect.
- **Embrace:** Welcome challenges, ambiguity, and even painful or uncomfortable experiences. Instead of running from discomfort, lean in with the courage to be changed by what you learn