

HR Monthly Newsletter

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The Power of Curiosity: Fueling Growth, Innovation, and Adaptability

Staying curious in the workplace is important because it drives continuous improvement, adaptability, and innovation — qualities that are critical in today's fast-changing professional environments. Here are several reasons why curiosity matters:

Promotes Lifelong Learning: curious employees take initiative to learn new skills and grow beyond their current roles. Staying curious helps you remain adaptable and relevant in a rapidly changing world.

Encourages Innovation and Creativity: curiosity pushes you to question the status quo and explore better ways of doing things. It drives experimentation and fuels original ideas that can lead to meaningful innovation.

Improves Problem-Solving Abilities: curious people dig deeper into problems, uncovering root causes rather than settling for surface-level answers. This leads to more thoughtful, effective, and sustainable solutions in the workplace.

Boosts Collaboration and Communication: being curious about others' perspectives builds stronger relationships and encourages open dialogue. It creates a culture of shared learning and teamwork across departments and roles.

Increases Engagement and Motivation: curiosity keeps work interesting and helps prevent boredom or burnout. Curious employees are more likely to take initiative and stay actively involved in their roles.

Helps Navigate Change: curiosity turns uncertainty into an opportunity for exploration and growth. It helps individuals and teams adapt more easily to new challenges, tools, or environments.

HR Tip of the month

Make Feedback Count!

Effective feedback is a powerful tool for growth and improvement. Here are some key strategies to make your feedback more impactful:

Be Timely: give feedback soon after the event while it's still relevant. Timely feedback is more impactful and helps reinforce positive behaviours - or correct issues - before they become habits.

Focus on Behaviour, Not Personality: stick to what the person did, not who they are. This keeps the conversation constructive and avoids making it feel personal or accusatory.

End with Next Steps: Feedback should include a path forward - whether it's encouragement to keep doing something well or suggestions for improvement. Clarity turns feedback into growth.

Curiosity Mindset

Try asking your team these questions as they go beyond the usual check-ins to encourage deeper reflection, creativity, and collaboration within your team:

What do you wish people better understood about your role or workload?
Opens the door to empathy, clarity, and more balanced collaboration.

What's one small improvement we could make that would make your work easier?
Invites practical ideas for better workflows and team support.

What part of your job energizes you the most? Helps uncover strengths, passions, and possible growth opportunities.

If you could shadow someone on another team for a day, who would it be and why?
Promotes cross-functional curiosity and broadens understanding of the organization.

Need HR help? Please reach out! info@spraggsadvisorygroup.com