MODULE OVERVIEW

Staying curious: Two hours a week to keep learning

Adaptive module | ~20 min

By 2030, more than one job in five will be transformed and six employees in ten will need to renew their skills, according to the World Economic Forum. The ability to learn is becoming the most important skill of all. This module overturns a common belief: lifelong learning is not a matter of discipline but a mindset of openness to set free. It then anchors this mindset in a simple learning ritual: two hours a week, split between discovery and practice.

LEARNING OBJECTIVES

01 Approach continuous learning as a return to natural openness by easing three forms of resistance: habit, certainty, and fear.

02 Nurture your receptive curiosity: one hour a week of newsletters, podcasts, or broad reading you choose.

03 Practice active curiosity in the flow of work: targeted e-learning, durable skills, and the 70-20-10 model.

04 Encourage your team's curiosity by setting an example, daring to say "I don't know," and welcoming new ideas.

WHO IT'S FOR

Anyone who feels their job is changing and wants to enjoy staying one step ahead.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1 **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.

2 **Expert video**: 10 minutes, with 3 pauses for reflection.

3 **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.

4 **Dated commitment**: one action to try, written by the learner or picked from the suggestions.

5 **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- 70-20-10 model – McCall, Lombardo & Eichinger, Center for Creative Leadership
- Five dimensions of curiosity, including stress tolerance – Todd Kashdan
- Two-level grid (receptive curiosity / active curiosity), a plan for 2 hours of learning a week (1 h + 1 h) – Afthonios method
- Learning "in the flow of work" – inspired by Josh Bersin

SOURCES & REFERENCES

- World Economic Forum – "Future of Jobs Report" 2025: 22% of jobs transformed by 2030, 59% of employees needing training
- TalentLMS – "L&D Report" 2026: 86% of employees say they learn by figuring things out on the job
- Francesca Gino – "The Business Case for Curiosity," Harvard Business Review (2018): fewer errors, more creativity, fewer conflicts
- Cepeda et al., Psychological Bulletin (2006) – spaced learning and long-term retention

Module created by Afthonios.com.

Content reviewed on 13 October 2026