

**Hannah Graham 00:02**

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**Greg Klimovitz 00:22**

Welcome to Live. Learn. Repeat, a podcast by Learning Forte. In our first season, let your values be your guide. We will wrestle with some of the guidance values of learning forte and how they shape our personal and organizational work. Our podcast community of Stacy Williams-Duncan, Hannah Graham, Nia McKenney, Sarah Lawing and myself, Greg Klimovitz. We are looking forward to the authentic sharing over the next four episodes to roll out weekly. And yes, we know the title of the season is cliché and the title of the first episode even the podcast is a bit kitschy, that's on purpose. We want to push on and play with overly sentimental phrases that stick with us. Each episode will pair one of our guiding values with a familiar truism and we will poke it, test it and share our experiences with it. We will likely even confess other kitschy phrases and things we own or wear that speak to these values. We believe these conversations will ultimately lead all of us to healthier work-life values grounded efforts for as we say, the common good. But first, you may wonder what in the world is kitsch? Anyway, kitsch is basically lazy art, vanilla phrases cheaply marketed objects of inspiration. We shared a few on the trailer. And I love that Google's definition of kitsch calls out lava lamps as an example. We own one. You could also think of those leadership posters or really anything you buy from Michaels or home goods. Yep, own all that stuff too. Pinterest is full of kitsch. The New York Times bestseller lists. Leadership conferences. Participated and read them. But enough let's get to our values and Episode One. Time is of the essence after all. See what I did there? So we're gonna dive in here friends welcome to our first episode of Live. Learn. Repeat

02:17

yay so nervous.

**Stacy Williams-Duncan 02:21**

The real question Hannah, is did you dress up?

**Hannah Graham 02:23**

I did a little bit because because I've okay because it just make you feel better. All the recording that I do is usually video and so I forget that podcast is just audio so even though this is a Friday and our internal customers like no external meetings, we wear what we want on Fridays. I did dress up today.

**Sarah Lawing**

I dressed up too. This is my shirt for curious engagement. Love each other 2020. I'm going to wear a different shirt every episode. So excited.

**Greg Klimovitz 02:56**

I have my good sweatpants on today. So friends, considering a title for this episode, it was kind of fun to do some searching of some really catchy phrases. And I was talking with Stacy a little bit. And I think Sarah, I might have mentioned this to you too, about how it might be fine down the road to kind of play

at some of like the top 10 world's most cliched phrases in business, it'd be really interesting to see what that looks like. But you'll notice some of the titles of these episodes. And this one is a title curious engagement is the wick in the candle of learning. So in considering our title for this episode, and that Googled phrase, I'm wondering, what do you make of that kitschy slogan? It's actually curiosity is the wick in the candle of learning.

Sarah Lawing

It made me think the title of this episode Greg made me think about in education, they talk a lot about like having a growth mindset. And I feel like it's sort of saying the same thing that like you to be an eager learner. Curiosity is really the key like to have that be sort of the thing that runs down and grounds you. And so that, like when you do hear something new, or encounter something new, you meet it with this growth mindset instead of I'm good the way I am, I know everything I need to know.

**Hannah Graham 04:27**

You should tell that to my 10 year old, that he does not know everything and that he needs to continue to learn because it's really great. It's really great that he knows everything that must be a real burden to him. When I was thinking about this, I mean I get it, but when I was thinking about this metaphor is curiosity is the wick. Curiosity is the spark. Sorry, if you step even like a further step back like a wick is a set of a sedentary thing. If there has nothing to light it, then it doesn't matter. And so I would think in my mind, the curiosity is the spark that lights the candle. And the engagement, if we're ever gonna go real deep, the engagement is the wick, the curiosity is the spark.

**Greg Klimovitz 05:14**

We will have to let whoever know or whoever developed this slogan, Hannah, that you have real beef with it will change the SEOs on this one, right?

**Hannah Graham 05:29**

I was gonna say, that's fine. We're about that.

Sarah Lawing

We are five minutes in and we're already having an argument. This is me more done.

**Greg Klimovitz 05:44**

I'm gonna have a layer inside here. I don't know at all, where your 10 year old gets this sense of knowing everything. You just challenge that truism.

**Hannah Graham 05:54**

I challenge that I didn't say I knew about it, and he gets it from my husband.

**Stacy Williams-Duncan 06:02**

All of our objectives for the podcast are coming true in the first five minutes of recording. I actually think though, I take it back to like why this is such an important value at learning forte is that I think that Curiosity has led all of us to become experts in certain areas. But it also helps us balance and make sure that we're real clear with each other and with our clients and with just ourselves, that we're not

experts in everything. And so I think it is like that piece of curious engagement driving us. That helps us keep asking the questions of who are we talking to? Who are we not talking to? Who needs to be at the table, Greg's favorite question that's become all of our favorite questions. You know, who are we unintentionally leaving out of the conversation and that curious engagement piece, I think is one of the reasons that this team is so interesting to work with. Because all of us, as we've been together have become experts and things that we weren't originally or years ago, because we continue to be curious.

**Hannah Graham 07:10**

And another layer to that is all of us are curious about different things, which is so such a gift working on a team in that, like, I am the queen of curious rabbit holes. I mean, as a six on the Enneagram. Like, I go real deep. Like I pick one thing and go real deep as some of you may have seen on our Instagram with my chickens. I know everything there is to know about chickens, because I want real deep. But what I find interesting and engaging curiosity is different than what Nia finds engaging and curious. And so we both go deep, but kind of in different directions, but then we're able to share that expertise with each other.

**Sarah Lawing**

Nia, hat are you curious about today?

**Nia McKenney**

Well, I'm curious if we talked about the fact that I am also a six and I had never met another six before meeting. Really? Yes.

**Hannah Graham 08:04**

I didn't know you were a six.

**Greg Klimovitz 08:07**

For those who do not know Enneagram styles and maybe curious about what a six on the Enneagram actually is. Nia, Can you unpack that for us?

**Nia McKenney**

I feel I feel like I'm still a an Enneagram noob. Very much so. I believe so far that. Oh, is that a book?

**Hannah Graham 08:30**

Oh, no, even better. It is a piece of kitsch. It is a poster that I printed out from Etsy that describes an Enneagram six. See, and I said I didn't have any kitchen my house and..

**Greg Klimovitz 08:42**

I love that you're showing that to our podcast listeners.

**Hannah Graham 08:50**

for showing you guys but yeah, poor podcast, people won't be able to see it. Because this is a weird platform that only hears my voice.

Sarah Lawing

we'll get a picture of it. We'll get a picture of it. And

Nia McKenney

it'll be it'll be a screenshot from from a little square.

**Greg Klimovitz 09:05**

So yeah, how do you understand yourself as as a six? Like, how does that shape even the width of your candle of learning

Noa McKenney

any any part of the candle? I so very much similar to what Hannah said about like, taking a thing and getting and knowing as much about as many like corners of that room as possible. And like any any level of of depth is like one level too short. I want to go another level into understanding why that thing. Oh my gosh, on it. The most illuminating thing about being at for me, a type six is I didn't understand my need to know why until like a year ago. And it is not just like, oh, I want to know how this works, I need to know why it works that way, and why it can be used in the way that it is.

Sarah Lawing

So I'm curious. And if that means that you'll have to Hannah and Nia, like informed this? Do you think that that healthy type sixes have a growth mindset?

**Hannah Graham 10:32**

I think healthy sixes do. Because the the the part that could go real bad real fast, is when you think you have to know everything about everything. Right. And so instead of having a growth mindset, it's you're you're just inhaling information and you get stuck down a tunnel, you can't figure out like that. Okay, that's enough. Like I have a Pinterest board about ducks, like I went real deep about how to how to do ducks, and then I had to be like, you're not going to get ducks. So like, this is great, and like, you're not gonna get duck. So you can just back out of this and save this for someone else for another day.

**Greg Klimovitz 11:19**

And one of the things so, so listeners don't think that we're going to just always be an Enneagram podcast. But this does, this does shape a little bit about who we are. And one of the things I will say, from a curiosity standpoint is if you are interested in the Enneagram, you can dive into it and other resources and tools, we can maybe even link on our episode page. But sixes are known for being what's called a loyalist who actually often needs safety and security. And one of the things that I've always found interesting I'm actually is and knowing a lot of the sixes in my life, is that it also that curiosity allows for a layer of safety and trust when you learn those things, which is really fascinating. And Nia, I love how you say that in terms of understanding. One thing, I'll chime in here about this phrase, since I haven't shared anything is one of the things that I've thought about a lot is the amount of candles that we have in our house with wicks that are done. Like, and you save the candles, maybe because they look nice or pray, but they can't do anything, they literally no longer serve a purpose. You can't ignite it. So they look great, but they're really useless. And when I think about learning, without curiosity, it's really not learning at all. Like it's really a layer of like, kind of arrogance, like this

assumption that you know, things when maybe you really don't. And so you actually in order to be an effective learner, you have to have curiosity, or really that learning I feel like is going to be in vain. So that's one of the things I have found really fascinating about that phrase. But let's let's kind of move forward a little bit when we think about curious engagement as a team with wonder what some of the present curiosities that each of you have, that have shaped some of your learning and leading.

**Sarah Lawing**

That's why I chose this shirt. I know, it's podcast, and it says a lot of each other 2020. Because I really think that if you broaden this out, other than just like curious engagement, with learning, you know, in learning environments that we call, like classrooms and stuff like that, I mean, the world is a learning environment. And so I don't want to jump ahead, because I know you've got some questions, but like, I really think that is also what drives like, I hate to get I don't want to get like too deep, but I'm probably going to but like fear is the opposite of curiosity. And that when we don't engage with diverse perspectives, and embrace innovation, we let that fear drive us and then we become afraid of like the other, and the other becomes scary instead of intriguing.

**Stacy Williams-Duncan 14:07**

Right? And the other in ourselves, too, right? Like that's a piece of it. It's others, you know, diverse perspectives that other people have that other ideas have that other disciplines have that other types of businesses have, but also like, what's the other in ourselves and where we might be headed or end up, which is can be so radically different than where we thought we were gonna go, which I think is really true for everybody at Learning Forte, none of us could have imagined we would be doing this.

**Greg Klimovitz 14:40**

So, given this question about what are you curious about? It would actually be a good time to share that. The one of the guiding values of Learning Forte's we've named is curious engagement, and this is how we as a team kind of understand it. Curious engagement is seeking out diverse perspectives helps us identify and embrace innovation. And for me when I think about this, a big piece of that curious engagement component has to do with how do I ask more questions than draft answers. And trusting in the expertise of others? One of the things I've, I mean, there's a there's kind of a question that we've talked about before is like, Where have you had a learning from an unexpected place? And it's a good question. But one of the things I think is interesting is when we say an unexpected place, like the fact that we don't expect something from someone is actually a mark of struggling with curious engagement, we should expect that other people have really good perspectives that can inform and shape our learning and our responses. And so for me, it's all about asking healthier and more robust questions than being on the ready to speak out an answer.

**Sarah Lawing**

It brings to mind like Emily Wray's Rise Model for meaningful feedback that you lead with a question. Instead of immediately pouncing and being like, oh, yeah, but I know all of this already. It's almost like with an air of arrogance. But if you approach it with a question first, asking the other person what they meant by something, or did you think about this instead of criticism right away is so helpful.

**Greg Klimovitz 16:47**

is for me, one of the curiosities I hold is that we do live in an increasingly kind of global world. And so everybody is assumed to be an expert. You can get learnings wherever you want, you can watch videos, you can download courses, even through us all that kind of stuff, which that makes it seem that everybody is an expert, kind of like what you were saying, Hannah, but your own kid. But it also means that what we share about our knowledge can have a far reach and impact that we may not always know. And so what I'm curious about is how, how does that shape how it what we share in different hybrid spaces so that we don't get caught in offense? If you know what I mean, because we perceive ourselves to be too big of an expert, that might be kind of loaded, and I'm sure a lot of that is gonna get cut out.

**Stacy Williams-Duncan 17:44**

wait, wait, why are we surprised? Greg is like famous for loaded comments and loaded questions. I mean, that's your whole role at our at our stuff is to be the coach that asked those. So as you live into this podcast with us, this is not going to be a normal thing.

**Sarah Lawing**

You know, every month we fill out these, like, we have one on one meetings with one person. Mine is with Hannah, Hannah and I meet every month. And we talk about like, we fill out these like pre and post questionnaires, worksheets kind of about our professional and personal growth. And one of the questions is like, what is our present curiosity? So I just looked to see if I could find my one for September. And I'll just read it. It says how can I exhibit a calm presence in the midst of chaotic circumstances, while upholding boundaries, prioritizing mental and emotional health and modeling intentional alignment of processes and practices for my colleagues?

**Hannah Graham 18:47**

Yeah, no problem. Easy peasy.

**Sarah Lawing**

Yeah, no problem. That's all lofty. That's all lofty curiosity,

**Greg Klimovitz 18:53**

Mine sounded really simple compared to that job.

**Sarah Lawing**

I think I must have been like, I feel like you know, we are a company that sort of is innovative, and we are really trying to move, Greg, this is your phrase, move the needle, when it comes to processes and models and really partnering and walking alongside people as they figured out how to lead and learn and grow. And so we push ourselves to do the same thing.

**Hannah Graham 19:30**

So one of my curiosities that is ongoing is Why do organizations not seek out expertise from places outside of their lane? I don't understand why that's not more of a thing. I come from congregational ministry. And while you do have lay leaders who, who out work outside of the church have different

disciplines. It's not like the church is going out to look at different business models, or, you know, businesses are looking at customer service. Well, maybe they are, I don't know, it just it seems like everyone is comparing themselves and learning from different organizations that are in their lane already. Instead of going out and looking at a completely different source, and being curious and be like, well, how do you do it? I feel this way about snow removal. This is a complete aside, but like I don't under Maryland cannot get their act together with snow removal. Why did they not send a dude to Buffalo? And be like, how do you do snow removal. And like learn anything like literally, if they just sat in a meeting for two hours and learned about how buffalo did snow removal came back and was like, these are the pieces we couldn't do, then we wouldn't be closed for three or four days at a time. Like, like reached out man, like learn from people.

Sarah Lawing

And in this global world. I mean, this like we're closer to the whole, you know, global community than we ever have been before.

**Hannah Graham 21:11**

Dude in Buffalo is a zoom call away.

**Greg Klimovitz 21:14**

Come on now. And the reality is, I'm curious is why you wouldn't want to have schools closed for three straight days, Hannah.

**Hannah Graham 21:21**

Because I have three children, and I need them to go to school.

Nia McKenney

My answer to present curiosities is, since I am working with, like website clients in the process is so the process is really big, and yet really small at the same time, kind of because to me, as the person who's like building a lot of these websites, you look at something and you click through the 20 pages that you've created. And you're like, wow, we talked about these 20 Pages for like 16 weeks or whatever. And so it feels small, but it feels big. And one of the things that I really push myself to be curious about is something that we discuss often. How can I lead people to saying or even understanding themselves what they actually mean? Like what they want because their view of their own organization is so it is diverse, and it is intricate. And it leads a lot of people who are not doing the exact thing that I am doing to say like, oh, well, I want 13 photos on my front page. Okay, how can we move away from having 13 pictures on your front page, which, in my opinion, is too many? And how can I suggest like, what if we use for photos here, we're gonna use some really concise but descriptive phrases here, blah, blah, blah. That is like that, honestly, is probably the heaviest question for me to myself when it comes to leading something along.

Sarah Lawing

Wow, that that goes back to like being curious about not just other people, but your own motivations, too.

**Greg Klimovitz 23:45**

One of the things that some folks may know that listen to this, but our team knows is that I'm also an ICF trained leadership coach. And one of the main functions of a leadership coach is to ask questions like actually a coach should be consistently asking questions not not answered is really about holding space. The word that I use a lot is capriciousness. It's about holding space for curiosity, so you can get to exactly what Nia just said, what is it that you're actually trying to say? What is it that you're actually trying to do? And each question can help a person or a client or someone who's doing learning get closer and closer to what they're actually trying to say or mean. And I love that Nia and Hannah, what you're talking about here about learning from outside the lane leads to the next question pretty well about what what is what has a curiosity led you to learn from or collaborate with something or someone in a way that maybe surprised you? And I can I can share with our podcast Nia. If you've noticed one of the podcast episodes, it's up there already from learning forte. From our strategic imagination sandbox is an episode where we learn from an executive director I have an equine therapy program. But we learned from the executive director a lot about what horses do in leadership. And I am going to tell you right now horses are not my lane. They're not. This is not my area. I am like the least horse person there is on the planet. But I have learned a lot about how horses can help us find healing, help us navigate questions about how horses lead from the back. And they're usually led by mares. So like, Yeah, down with the patriarchy, like, and so like all that kind of stuff. I've learned a lot from them. But I will also say one of the places where I've consistently learned has been through teenagers and young people, and how they hold space for curiosity better than I think any, anyone out there, the youth of this world. So that's a quick shout out for teenagers. So what about the rest of you? Where have you had curiosity shaped from spaces that surprised you?

**Sarah Lawing**

I think I've learned more about community and leadership from my dance studio than I have ever learned. As part of any other organization before. You're there for a common purpose, you love the same thing. You don't just sit around and talk about how you love the thing, you do the thing together. And that is just like a really powerful learning in my life.

**Stacy Williams-Duncan 26:33**

You know, you know what, Sarah, that is like such an insight into how you lead on our team. Because you are one of the models that helps us not just talk about these models with our clients, because you don't have a ton of client facing time, you do a lot more supporting us in doing our client work or backend work. When a client needs graphics and stuff. And yet you are like, as I think about our team, one of the people that make sure that we're working our models internally. And so like I think where I see curiosity come out and curious engagement comes from you is making sure that you're learning all the stuff we're doing with clients, and you're learning our models all the time, and helping us use them internally. And so that's really interesting to me to think about, oh, that's the crossover from her dance world.

**27:22**

Yeah, I had not connected the two. But I think you're right. I mean, yeah, I love to learn our models and processes, because I don't use them or workshop them with clients on a regular basis. So like, I signed



up for formation by design and took a class with Hannah. And yeah, I have just really enjoyed really thinking through our models and processes.

#### Nia McKenney

So this immediately made me think about my time working at a public library. When I lived in Cincinnati, I worked at a branch that well, many libraries, unless they're in like, super affluent areas where the infrastructure is really not built for anything but the wealthy community to live in thrive. But the branch I worked at was not that. And I, I learned more about what makes a community what forces you to learn from that community in my time working at that library, then I then probably any other thing in which I had to actively take part in day to day, life and process and learning and leading at everything. And there were like, working with people and communities that I if I'm honest with myself, probably would have avoided had I not worked a place where you know, you have to... You must listen to the people that you are faced with. You must listen to people who are banging on the door at 959 because they are cold. And they need you to help them write a resume. Like it gives me chills to think about the things that I got to work with. Because I had to and

#### Sarah Lawing

Like the library is the perfect. I mean, there's so many layers to meaning there.

29:41

Marian McKenney would be get get my mother on a podcast.

#### Stacy Williams-Duncan 29:48

So we should we should just jump in and say that. One of the defining pieces in my life is that I knew Nia before her mom and she's a really significant leader in the Episcopal The Church and so like, I think that's so cool that I knew Nia but since I've gotten to know her mom, and her mom is a librarian or is a trained librarian and has grown and brought all of those skills into her publishing expertise and her ministry expertise. And so like Mia, you grew up in a house where crossing over, and assuming that different areas of life had something to teach for each other. We that's something that I loved about you when I first met you. And now as I've gotten to know your mom, I'm like, oh, that's where that comes from.

#### Greg Klimovitz 30:37

And I love what you did there Nia too, is bringing curiosity into real people. Curiosity is not just about like some sort of like academic ascent. A curiosity was about, oh, my gosh, somebody is coming into this library because they're cold. What does that mean? Oh, Curiosity is about this person is looking for help built, like developing a resume to get a job? Well, why? Why do they need that and, and they're located there or whatever. Like, the curiosity is not just about academic or intellect. It's about like, really a relational component about understanding real people. I love that you brought that in there. So a question for you all, though, is why we have these curiosities and surprises from different spaces. What about the absence of curiosity? I mean, that's the hard one, right? Like, when curiosity is missing, when have you experienced that gone wrong?

**Stacy Williams-Duncan 31:38**

Well, our entire world right now, the New York Times we're recording this in October, and like, my curiosity, right now is deeply about how do we stand in opposition to terrorism, and yet not ignore the contextual realities that led to the despair that resulted in people feeling like that was their only option. And so like, I feel like a lack of curiosity can happen a lot and how we report things and how we talk about things? And? And that's hard? Because I don't know the answers like, and yet all I know, is we got to keep you gotta keep being curious about what's the complete story? What are the different perspectives?

**Sarah Lawing**

Yeah, politics, religion, we tend to silo ourselves off, and we, and then it becomes sort of like an arrogant kind of pursuit of Let me advance the narrative we're trying to build here. Yeah, instead of the reality of what is.

**Greg Klimovitz 32:59**

I can think of, I can think of a lot of my relationships and interactions that have been void of curiosity, which then doesn't allow you to get to a point of empathy. Which then means fights are going to be fueled. If you don't ask like questions, if they're used, right, if they're not like, why would you say that? Like, that's not exactly a curious question. Right? Like, that's, that's, that's violent, like, but if you say, What would lead you to believe that like, and you can change the approach? Or what, what, what about what I said, fill in the blank, or what is going on there that may have led to, like, when you shape those..

**Sarah Lawing**

OR tell me your personal experiences with?

**Greg Klimovitz 33:54**

all of that, like, I think you're exactly right is when we, when we bring into curiosity, it allows us to have empathy, but so many of my own, not only the political stuff, but I think in my own personal relationships. Throughout my life, when I don't have curiosity, it just leads to conflict. And when I don't hold curiosity in the midst of conflict, it doesn't make things any better. It makes it worse.

**Stacy Williams-Duncan 34:20**

That's right. You know what I mean? I'm making a real connection here between sometimes you intuitively do stuff and then you figure out the connections later on. And I, you know, think that like, we always begin by conversations with contextual realities, to me, like what's the context what's happening in this particular place? That's like the place we begin all of our design work. And I think that in many ways, beginning with with contextual realities is a manifestation of this value of curious engagement. That before no matter how much how many times we've done this design, work with different groups, no matter how much expertise we might have, until we have curiously engage their context by learning about the realities that exist there. We can't help we can't serve. And I think about like, one of the things we're really working on is how do we manifest these values and our actions. And we're, and that is just an connection that I'm sitting here making in this conversation today.

**Hannah Graham 35:22**

So one thing that I'm thinking about is that, you know, at the beginning, we talked about all the things that we're curious about, and sometimes curiosity comes really easily. And what we were just talking about is curiosity in the midst of conflict is really hard. And it actually takes more energy. And I have a suspicion. That's why that people don't engage with it during conflict, because it's hard, and it takes more energy. So if you're curious about something that interests you, is a lot easier than curious of something that you already feel like you know the answer, and you're just trying to pull the answer for your agenda, then opening yourself up to curiosity is a lot harder, takes more energy.

**Stacy Williams-Duncan 36:08**

Well, and I think that it's really important that this is our first episode on talking about values. And I think it's really important for us to name that we believe values are both descriptive and prescriptive. And some days they're really descriptive. And some days, they're mostly just prescriptive, and we need to lean into a more because we're not manifesting them. And so like, we, in no way or I, this is Stacy in no way What to say that this values work that learning forte has been involved in as easy. And in later episodes, I'm going to talk a little bit about where I've been really failing at one of these and I have, like, need it to be prescriptive. Because it hasn't been descriptive for me lately. And that's not good. And so it's not life giving. So I think I really want to say in the very beginning of our conversations about values is we see them as descriptive and prescriptive. And we're along that spectrum, that continuum in different places with each value every day for different ones of us,

**Greg Klimovitz 37:11**

which is why I think it's important for folks, if you've caught it is that we started with the the kitsch, cliched phrase, Curiosity is the wick and the candle of learning. But the title of this episode is curious engagement. The word engagement was added there. And there's an element there that is important. So why attach engagement to curiosity for this value? Why is that important?

**Sarah Lawing**

It's how we mirror out into the world. The value, it's the practice piece, just like one of our models that values practice alignment, it is getting the implicit value explicitly expressed so that other people can engage our can can see it. That's tangible.

**Hannah Graham 38:05**

Engagement is the action. You can be curious about something and never take action. You have to engage with it.

**Stacy Williams-Duncan 38:11**

It's what makes curiosity relational.

**Greg Klimovitz 38:14**

Those are some good phrases there. So here's kind of a fun one as we continue to come in for landing and for some of our conversations today in this first episode, so if each of you could finish this sentence, if curious engagement were readily practiced, the world would be blank...

**Hannah Graham 38:34**  
integrated

Greg Klimovitz  
less violent,

Sarah Lawing  
more empathetic

**Stacy Williams-Duncan**  
more creative.

N9a McKenney  
If curious engagement are readily practice the world would listen.

**Greg Klimovitz 38:47**  
Amen. Beautiful. We're gonna have to post those up somewhere where our podcasters can see them so here we are friends, this is going to be learning Forte's rendition of a lightning round. And so this is where you get to hear from us. responses to this question, what is something kitschy you possess that reminds you of the value of curious engagement?

**Hannah Graham 39:24**  
My printed out poster of my Enneagram six words that I have framed,

**Greg Klimovitz 39:29**  
and she wants to get his holding up.

**Hannah Graham 39:32**  
And once again, I'm holding it up.

**Greg Klimovitz 39:33**  
I'm relentless.

Sarah Lawing  
I have a coffee cup that says why not? That's the thing that came to mind for me. I have

**Stacy Williams-Duncan 39:47**  
I have different stickers from all over and places that we've traveled that I keep on my desk and my coffee cups all the time.

Nia McKenney  
And I just put up that like fake stained glass window cling film and I have that bathroom.

**Greg Klimovitz** 40:11

That's awesome. I love it. And so, you're gonna love this look, I have if you're watching this podcast, I have a candle. I will show you. This is a really kitschy candle that says relax and restore. I used to get all of that candle you do nice. Like I guess what? There's no wick.

**Hannah Graham** 40:37

What's it smell like?

**Greg Klimovitz** 40:38

Nothing anymore. Smells like smells like done candle. I use this candle in the midst of the pandemic. I kept it

Hannah Graham

a momento? Yes. And

**Greg Klimovitz** 40:51

it says relax and restore and there's a bunch of these chests Chesapeake Bay candles. There's your nice little maybe they'll sponsor this podcast shout out shout out right like I just like I looked over to my right I was like that's a perfect ending this episode a candle without a wick is in the midst of the pandemic. So friends. Right it's been a privilege to talk with you all that's our first episode of live learn repeat. Yeah, excellent. Maybe we'll do this again. Well, again, like we said, time is of the essence. So all right, well have a good one friends looking forward to talking with you again. Yeah, she's waving. We're all waving.

Nia McKenney

Thanks for listening to Live Learn Repeat, a podcast hosted by Learning Forte's Stacy Williams-Duncan. Hannah Graham, Greg Klimovitz, Sarah Lawing and Nia McKenney. Executive production of this podcast is by Greg Klimovitz. Our audio production team is Nia McKenney and Sarah Lawing. Help us grow our podcast learning community by leaving us a rating on Spotify and Apple podcasts and by sharing on your socials. If you'd like to learn more about learning forte and our various learning and leadership programs, consulting services and digital platforms, check out our website at [www.learningforte.com](http://www.learningforte.com)