

Defining Humor

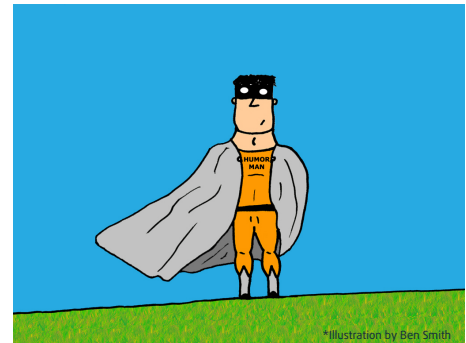
Dictionary:

humor (hyoo-mer): “a comic, absurd, or incongruous quality causing amusement.”
-Random House Dictionary

humor (hugh-moore): “a way of doing things that is different, effective, and fun.”
-Humor That Works

What’s Stopping You?

- 3% I don’t think it’s appropriate.
- 4% I don’t see its value.
- 15% I don’t have time.
- 36% I don’t know how.
- 41% I don’t think others would approve.



None of these reasons should stop you. Here’s why:

6 Core Reasons Humor is Absolutely Needed

#1. Humor Improves Communication

Humor makes people want to read and hear what you say which gets people to listen and can help communicate your message.¹

#2. Humor Builds Relationships

Humor has been shown to build group cohesiveness, reduce status differentials, diffuse conflict and aid in team and trust building among groups.²

#3. Humor Enhances Problem Solving

Humor causes the release of serotonin in your brain, which improves focus, objectivity and overall brainpower, all vital to enhancing creativity.³

#4. Humor Increases Productivity

Humor improves employee productivity by reducing employee absenteeism, increasing company loyalty, and preventing short- and long-term burnout.⁴

#5. Humor Boosts Health

Humor burns calories, decreases sensitivity to pain and may reduce the risk of heart disease, all contributors to long-term health.⁵

#6. Humor Enhances Leadership

Humor enhances leadership as people who use humor are viewed as being on top of things, being in charge and in control.⁶

More benefits at htww.co/benefits.

How to Get Started

Four Styles of Humor (In order of appropriate-ness)

1. *Affiliative* - Amusing others as a way to facilitate relationships.
2. *Self-Enhancing* - Finding amusement in life's hardships and staying positive.
3. *Self-Defeating* - Saying funny things at one's own expense.
4. *Aggressive* - Disparaging others as a way of manipulating them.

Reasons Humor Becomes Inappropriate

1. *Inappropriate Subject* - Humor that references subjects such as sex or drugs.
2. *Inappropriate Target* - Humor that targets an individual or group in a negative way.
3. *Inappropriate Time* - Humor during somber moments such as announcing lay-offs.

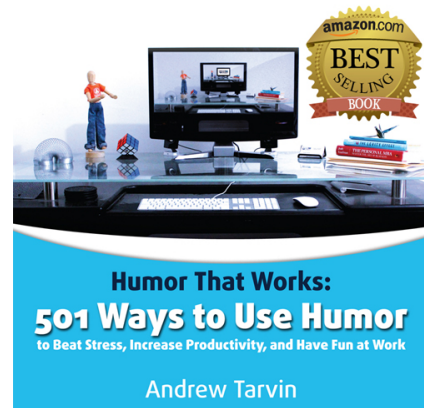
Applications of Humor in the Workplace

1. Communication—Help communicate, improve training, and increase engagement.
2. Relationships—Reduce status differentials, build positive shared experience.
3. Problem-Solving—Enhance creativity, focus on opportunities not problems.
4. Execution of Work—Improve productivity, efficiency and effectiveness.
5. Strategic Disengagement—Have fun, come back stronger.

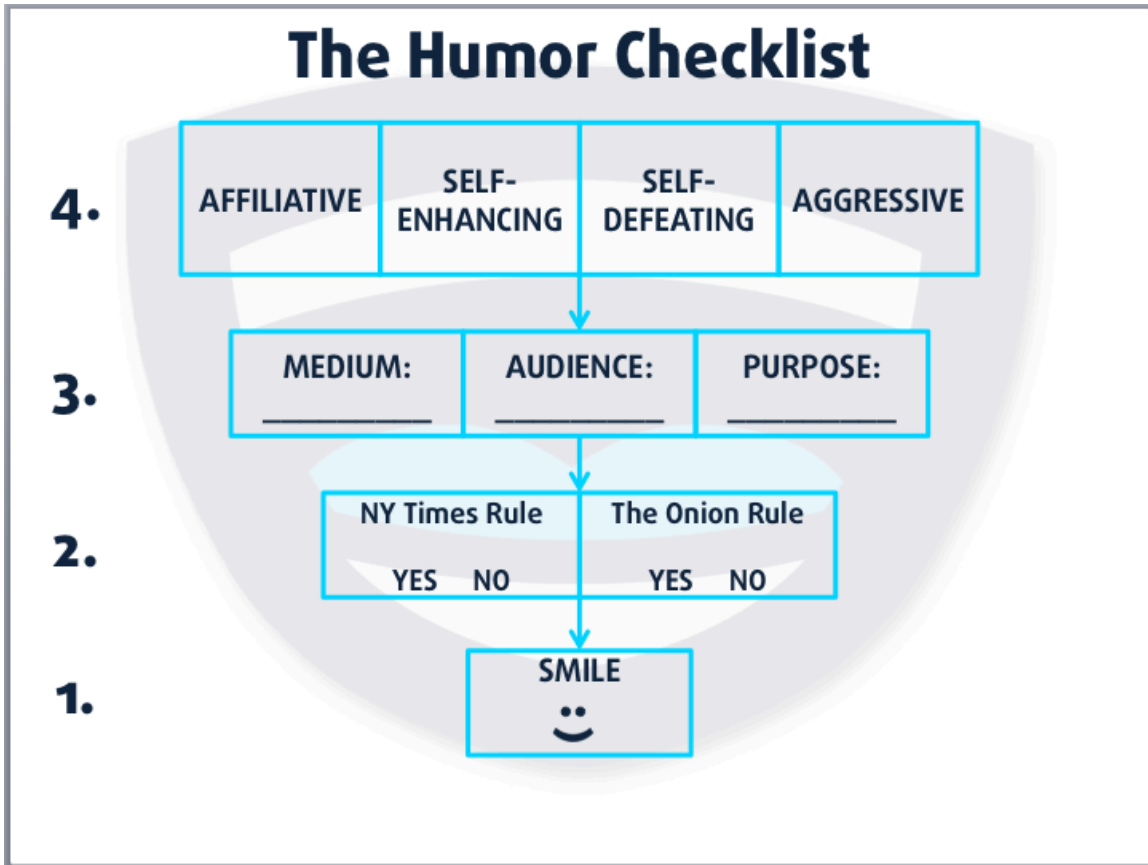
Examples of Humor at Work

Examples of Humor in the Workplace from...

1. Start a humor board.
2. Add a humor section to newsletters.
3. Make a point with stand up comedy.
4. Include a joke at the end of emails.
5. Take an improv class together.
6. Ask interesting questions.
7. Roll out the red carpet.
8. Celebrate Beer:30.
9. Practice yes and.
10. Share this document.



Available on Amazon at
htww.co/501ways



Additional Resources

Humor That Works



www.HumorThatWorks.com
andrew@humorthatworks.com



Sources / Further Reading

- ¹ *Let the Good Times Roll Building a Fun Culture* by D Stauffer. Harvard Management Update U9910B.
- ² *Humor in the Workplace: A Communication Challenge*. RA Vartabedian. Speech Comm Assoc 11/1993
- ³ *Humor Ups Performance and Creativity at Work*. R McMaster, PhD. Brain Based Biz, 09/2008.
- ⁴ *All Work and No Play Isn't Even Good for Work*. D Abramis. Psychology Today. 03/1989.
- ⁵ *Laughter is Good for Your Heart*. B Crawford. University of Maryland Med Center. 04/2009.
- ⁶ *Getting Serious About Workplace Humor*. M Craumer. Harvard Communication Letter, 07/2002.