

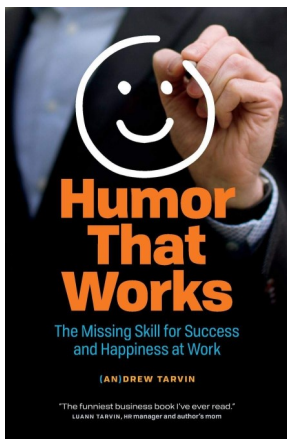


Humor That Works

The Missing Skill for Success and Happiness at Work

The purpose of Humor That Works is to provide you with a compact, cohesive resource for understanding the what, why, and how of using humor at work. The goal is to make you a better businessperson, not a humor academic, anthropologist, or stand-up comedian. By implementing the strategies shared here, you'll not only get better results, you'll also have more fun.

TO LEARN MORE,
CHECK OUT:



Get the book at:



gethumor.org/getbook

Humanity's Desperate Need for Humor

The current way of working isn't actually working. **83%** of Americans are stressed out at work, **55%** are unsatisfied with their jobs, and **47%** struggle to stay happy. **70%** of the workforce is disengaged, costing the US economy up to **\$500 billion** in lost productivity every single year. **To achieve success and happiness in the workplace, it's not about changing what you do, but how you do it.** The what of work doesn't change, you have to be able to: execute, think, communicate, connect, and lead. But there is a missing skill just as important as these five.

Why Choose Humor

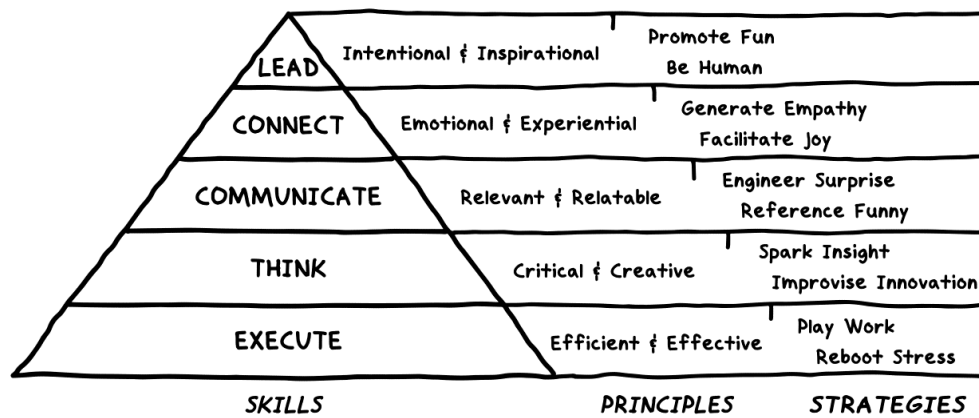
People who use humor at work are more productive, less stressed, and happier. In fact, there are **30+** benefits to using humor in the workplace, backed by research, case studies, and real-world examples. Despite the positive power of humor, people don't use it because they don't think their coworkers would approve, they don't know how, or they don't have time. But **humor is a choice**, one you make every single day. You are responsible for your own happiness.

Defining Humor That Works

Humor is a comic, absurd, or incongruous quality causing amusement. That means it's more broad than just comedy. **Humor That Works is a way of working that is different, effective, and fun.** Choosing a humor mindset means understanding the four styles of humor (affiliative, self-enhancing, self-defeating, and aggressive) and knowing which are appropriate for the workplace. It also means thinking like my grandmother: *WTF (wow, that's fun).*

The Skill of Humor

Humor is a skill which means it can be learned. Like all skills, you get better at it through practice and repetition. The skill of humor involves your **sense of humor** (what you find amusing), your **ability to humor** (content and delivery), and your **agency with humor** (using it to achieve a goal). The biggest key to using humor effectively is in following your Humor MAP: Medium (**how**), Audience (**who**), Purpose (**why**).



Humor and Execution

Being able to execute tasks is the foundation of any role. Successful execution comes down to efficiency and effectiveness—and recognizing the difference between the two. To be efficient, *play your work*. Find ways to make it more fun so you do the work longer and actually look forward to going into the workplace. To be effective, *reboot stress*. Strategically recharge throughout the day to prevent chronic stress and burnout.

Humor and Thinking

Thinking critically and creatively is an important skill for workplace success and can be the difference between toiling away at meaningless work and strategically executing a plan that delivers results. To think critically, *spark insight* and combat decision fatigue by injecting a bit of fun into your day. To think creatively, *improve innovation*. Use your existing expertise to see problems in new ways and imagine what else is possible.

Humor and Communication

It doesn't matter how smart you are if you can't explain what you know in a way that other people can understand. The key to verbal fluency is communicating in a way that is relevant and relatable to the other person. To be relevant, *engineer surprise* in the way you communicate to get people to pay attention. To be relatable, *reference funny* to increase understanding and improve long-term memory retention.

Humor and Connection

Relationships are the cornerstone of any business. Building strong connections requires understanding the emotions and experiences of our fellow humans. To connect with emotion, *generate empathy*. Follow the three-step conversation process to find shared interests and to tell your own story. To connect with experience, *facilitate joy*. Lead an activity that will bring laughter and mirth to all of the participants.

Humor and Leadership

Leadership means influencing people toward a common goal. When you exhibit intentional and inspirational leadership, you make it possible for people to follow. To be intentional, *promote fun*. Be an ardent and vocal supporter of using humor to get better results. To be inspirational, *be human*. Remind people that, at the end of the day, we're all going through a human experience that we might as well enjoy.

Success and Happiness at Work

Happiness precedes success (it's not the other way around). To be happier: express gratitude, surround yourself with happy people, and use humor. To find success: first define what it means for you and then go after it. Humor can help you do both. For a systematic approach to incorporating humor, follow the humor process: define, develop, decide, deliver, debrief. For a simplified approach, *practice one smile per hour*.