



# Something Seriously Funny

**PUTTING HUMOR TO WORK  
IN EVERYDAY LIFE**

The information provided here is for informational and educational purposes and current as of the date of publication. The information is not a substitute for legal advice and does not necessarily reflect the opinion or policy position of the Municipal Association of South Carolina.  
Consult your attorney for advice concerning specific situations.

# BUT FIRST... THE WHO



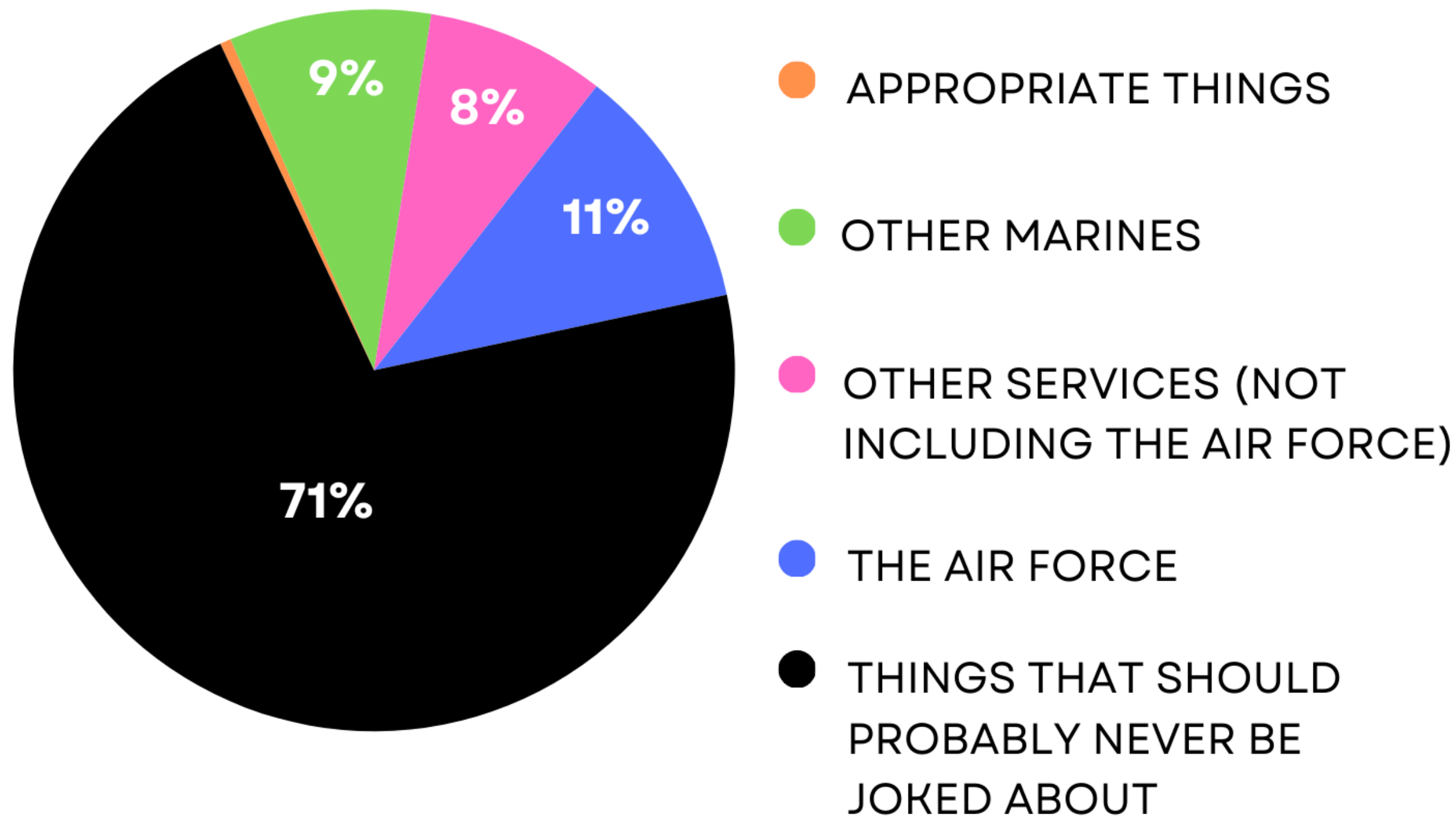


# BUT FIRST... THE WHO



# BUT FIRST... THE WHO

## THINGS THAT MARINES MAKE JOKE ABOUT





# BUT FIRST... THE WHO



# ***A SERIOUSLY FUNNY TRAINING PROGRAM***

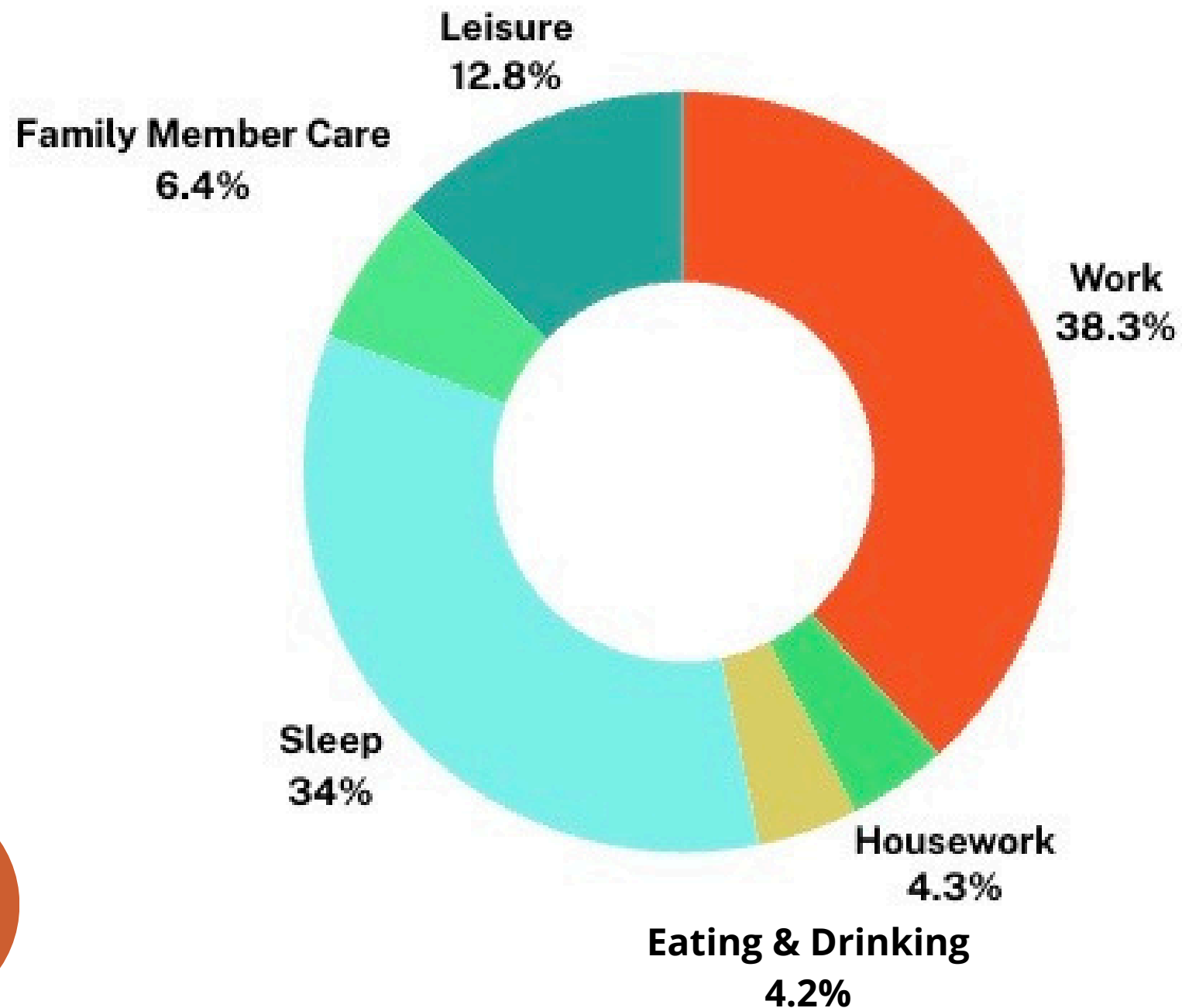
## **Three Goals:**

- **Convince you...**
- **Challenge you...**
- **Encourage you...**



# THE WHY

## Let's Talk About Time



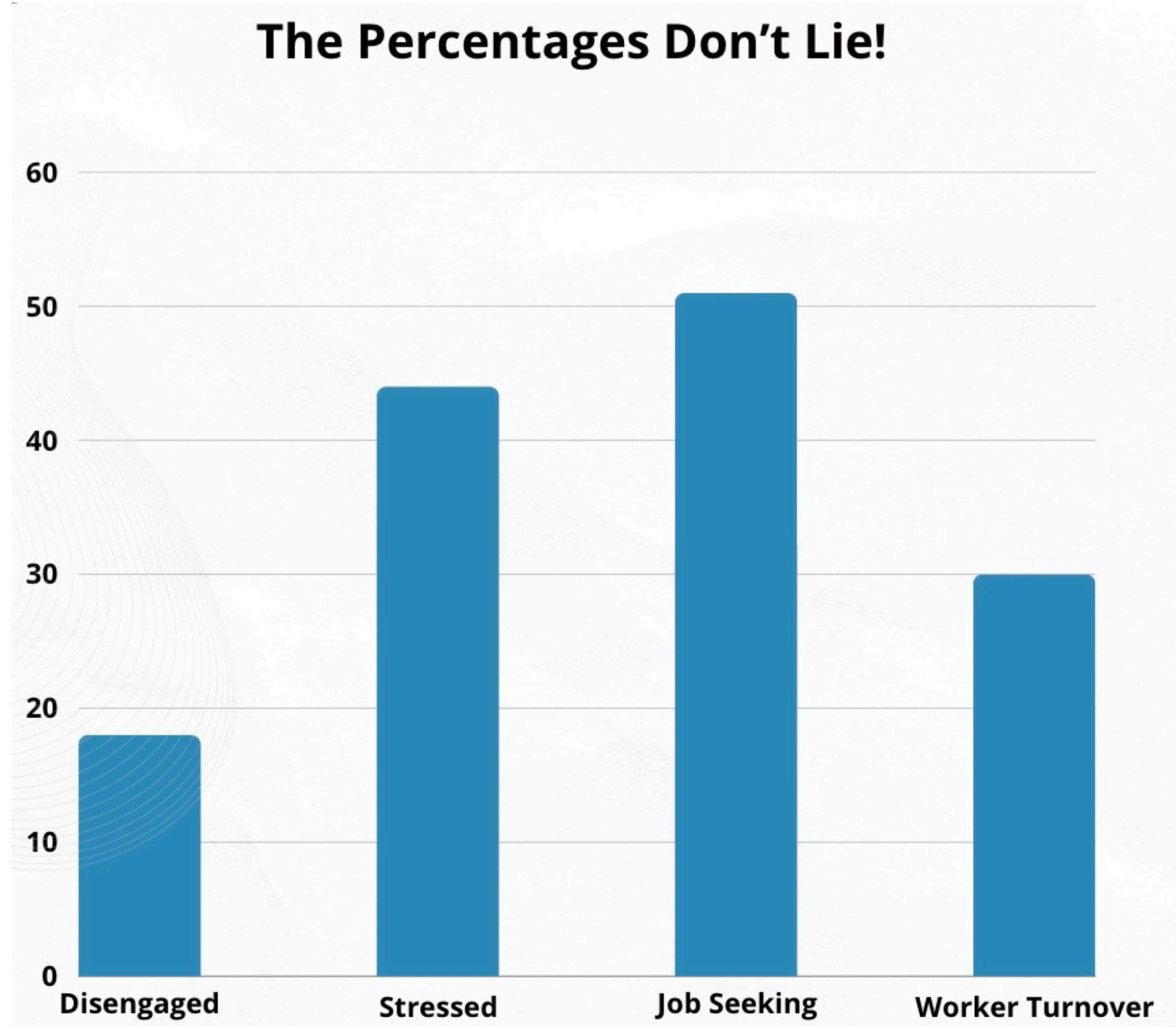
**1/3**

**OF OUR LIVES SPENT  
WORKING**

# THE WHY

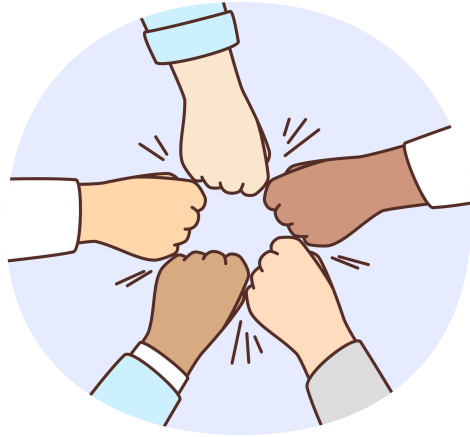
## Here's The Thing...

### The Percentages Don't Lie!



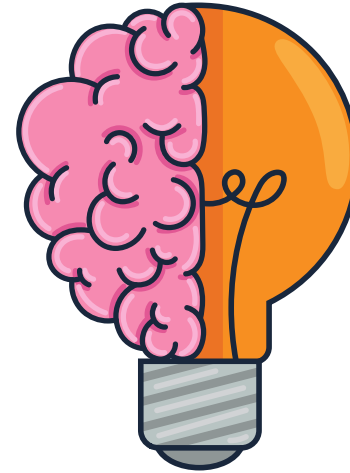


# THE WHY



## Community

- Quick Bonds
- Belonging
- Leadership Boost



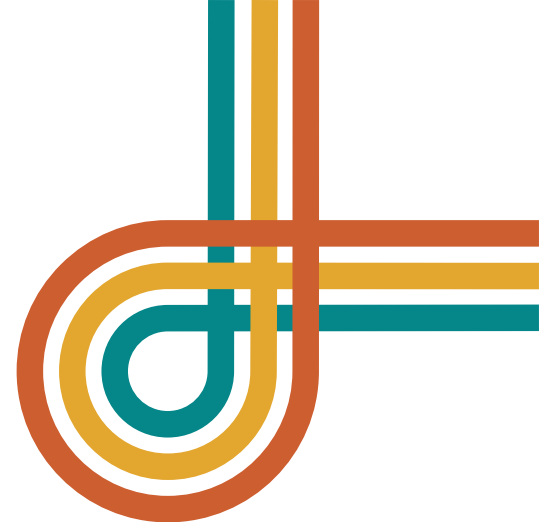
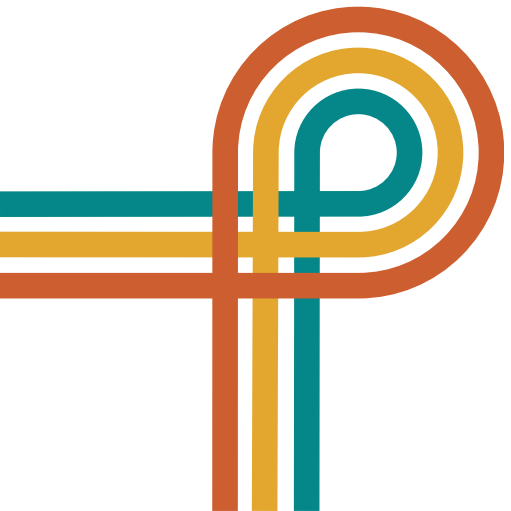
## Performance

- Physiological
- Neurophysiological
- Creative Spark



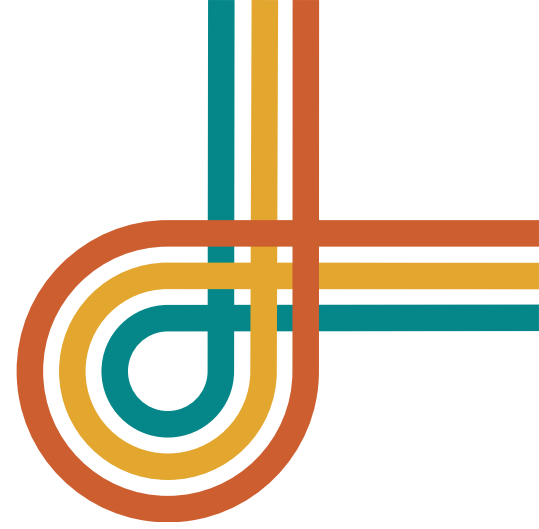
## Resiliency

- Coping
- Mindset
- Reward Cycle

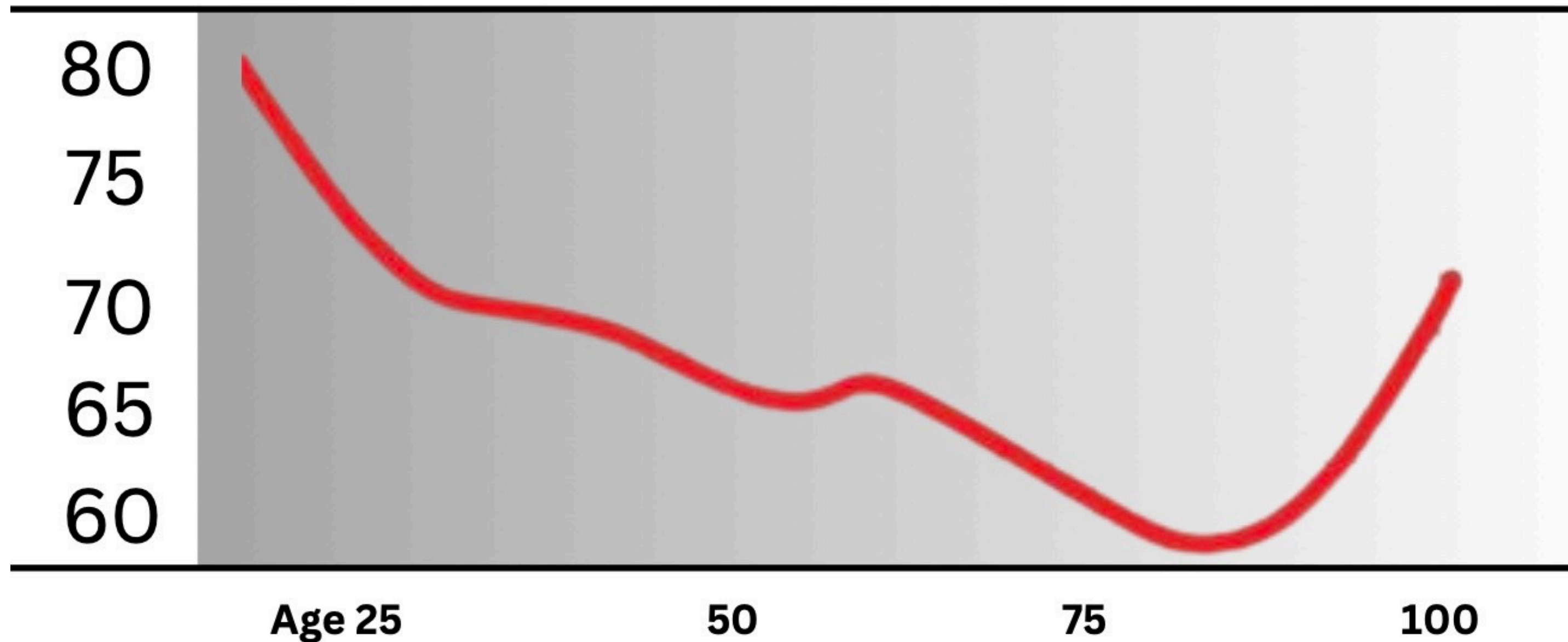


# THE WHY

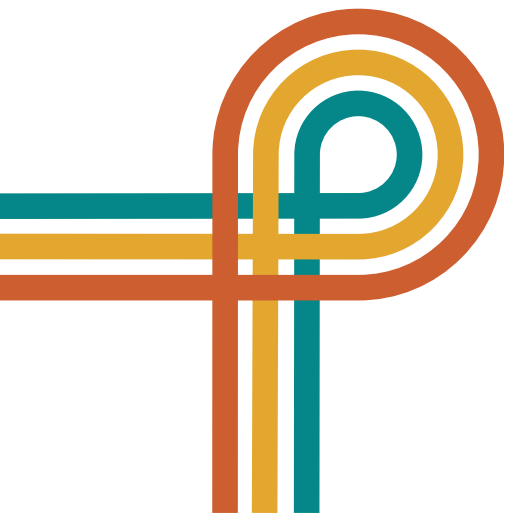
## We Aren't Laughing...



**%** People who reported smiling or laughing a lot yesterday.



Gallop data 2013 n=1.4 million; according to the authors of "Humor, Seriously"





# So Why Aren't We Laughing...



# So Why Aren't We Laughing...

- **FEAR**





# So Why Aren't We Laughing...

- **FEAR**
- **CULTURE**



# So Why Aren't We Laughing...

- **FEAR**
- **CULTURE**
- **UNDERSTANDING**



# SO WHAT *IS* HUMOR?





# THE WHAT

Well, it's... **complicated.**



# THE WHAT



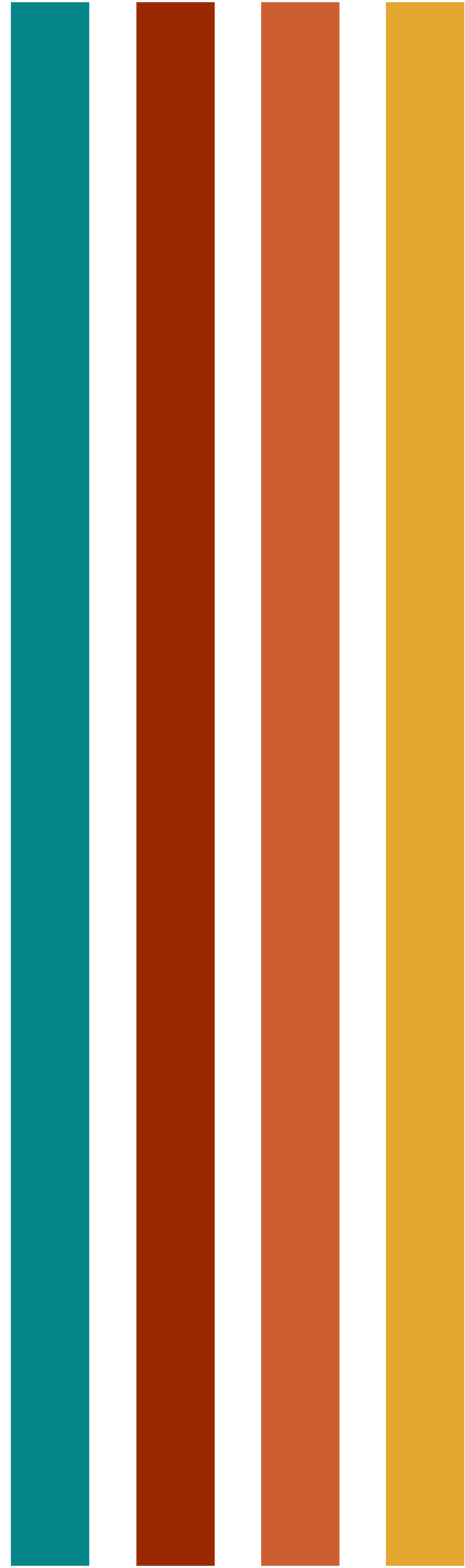


# THE WHAT



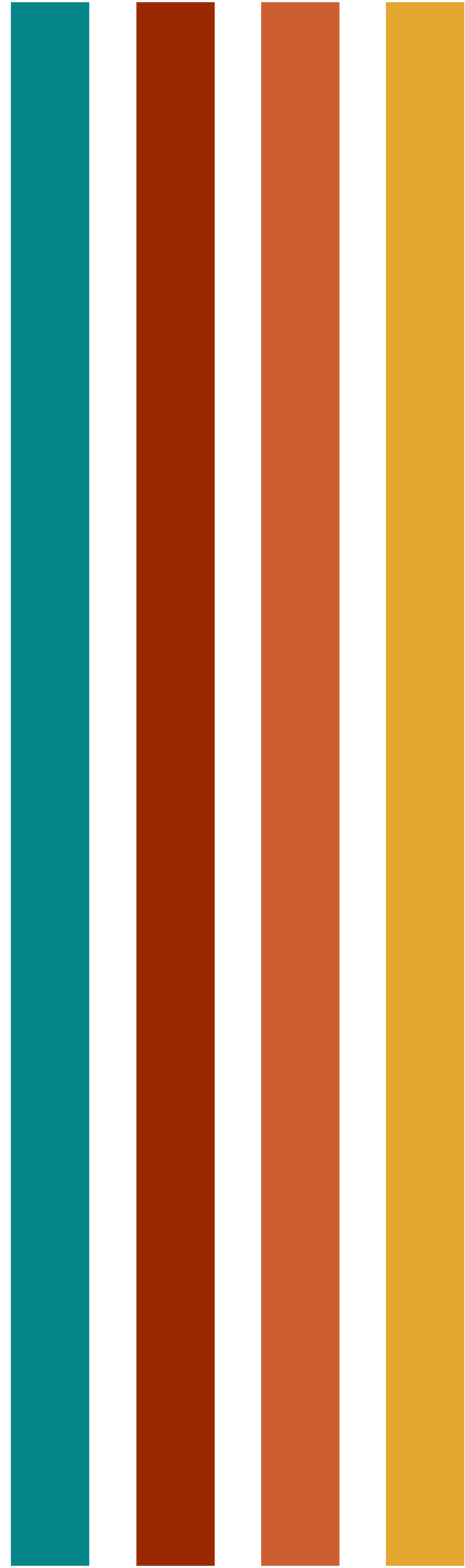


# THE WHAT



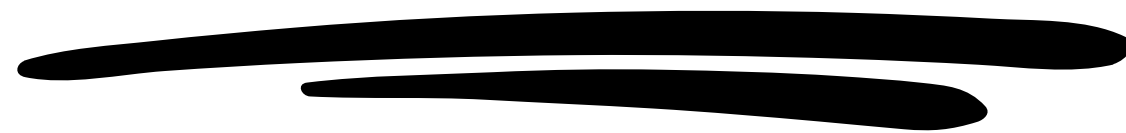


# THE WHAT



**THE WHAT**

**IT HAS TO BE HARMLESS!**





# THE WHAT



© Robert Doisneau/Taschen



# THE WHAT





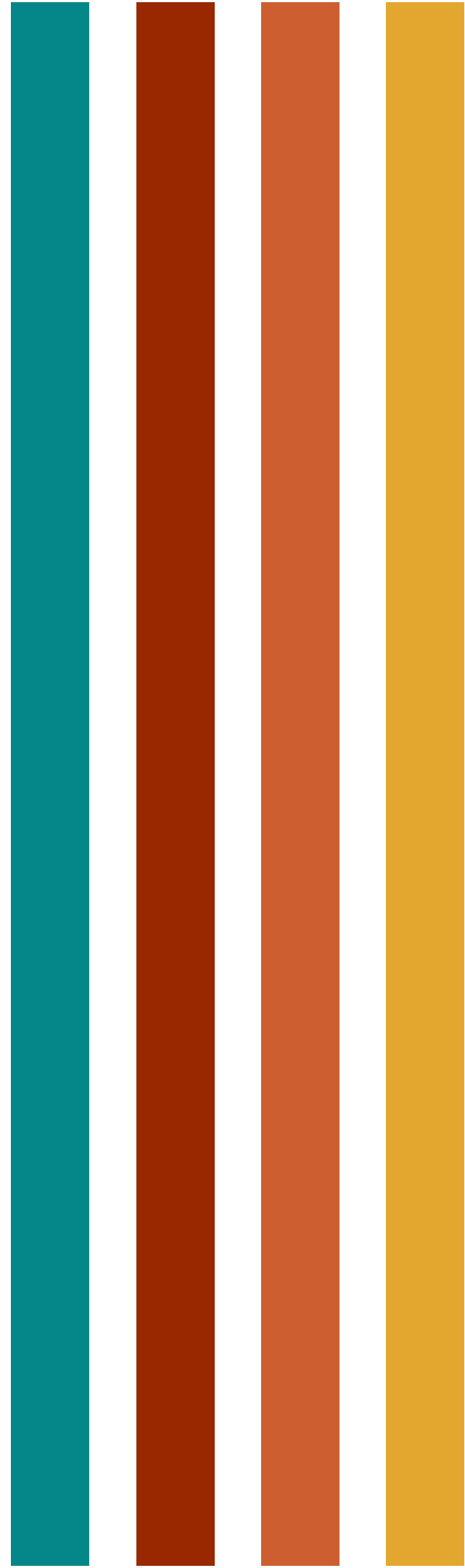
# THE WHAT

## THE KEY IS DISTANCE

- TIME
- TARGET
- TOPIC



# THE WHAT



# THE WHAT

## THE KEY IS DISTANCE

- TIME
- TARGET
- TOPIC



# THE WHAT





# THE WHAT



# THE WHAT

## THE KEY IS DISTANCE

- TIME
- TARGET
- TOPIC





# THE WHAT



# THE WHAT

Our working definition of humor...

A **SOCIAL INTERACTION** that harmlessly violates

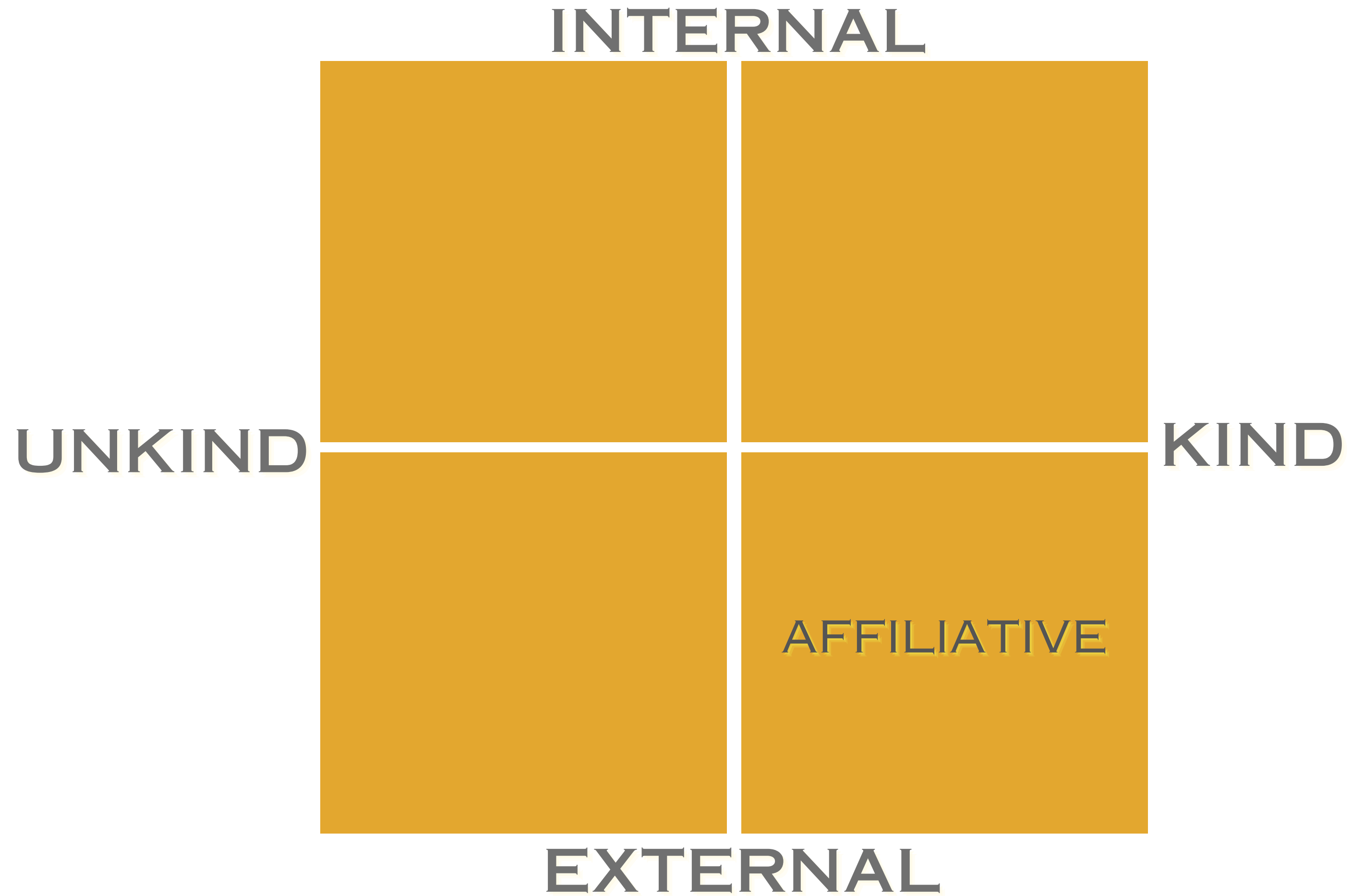
an *accepted* norm in a way **that provides** a moment

of **SHARED AMUSEMENT** **that produces a**

**NET POSITIVE EXPERIENCE** for the participants.



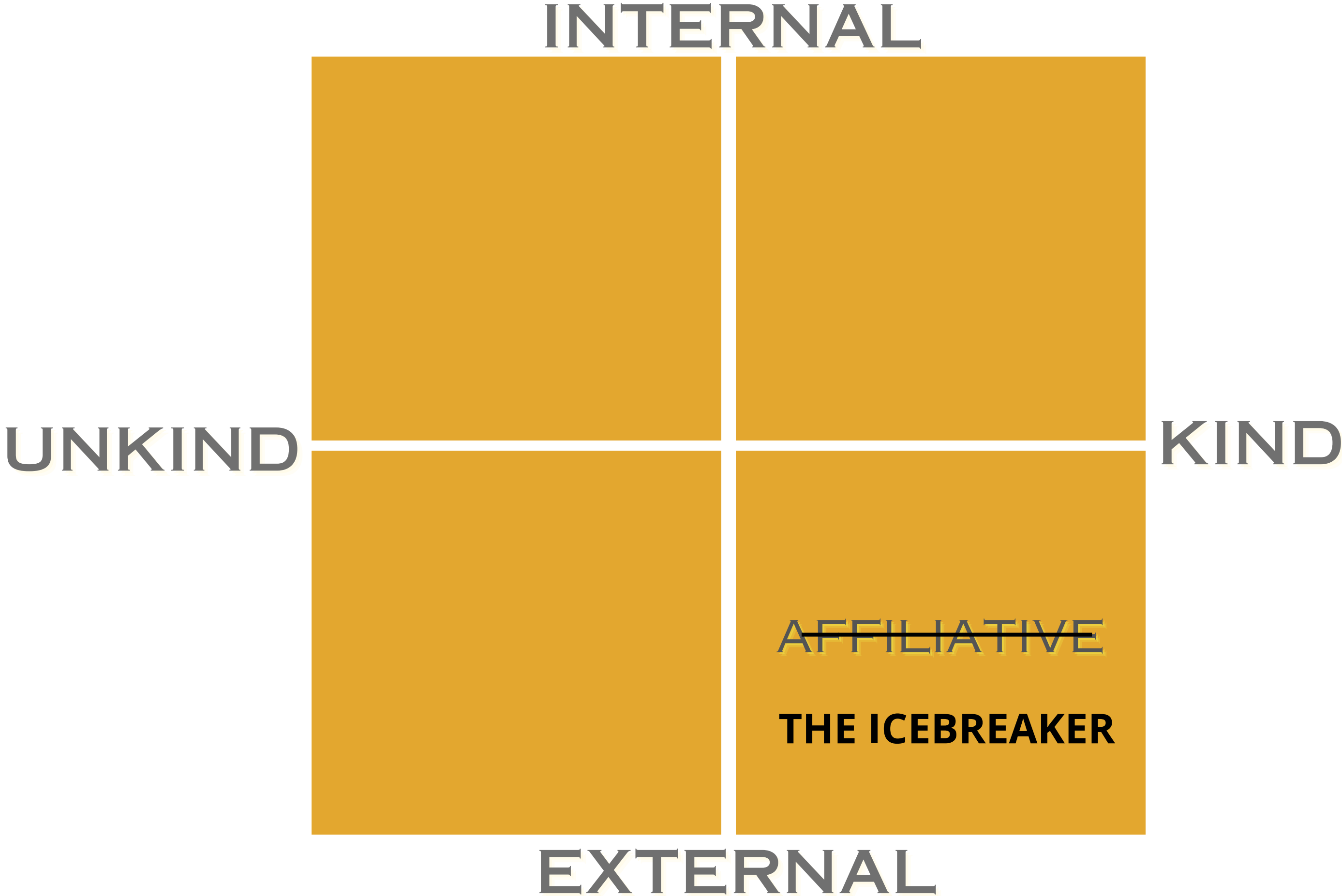
# THE HOW







# THE HOW





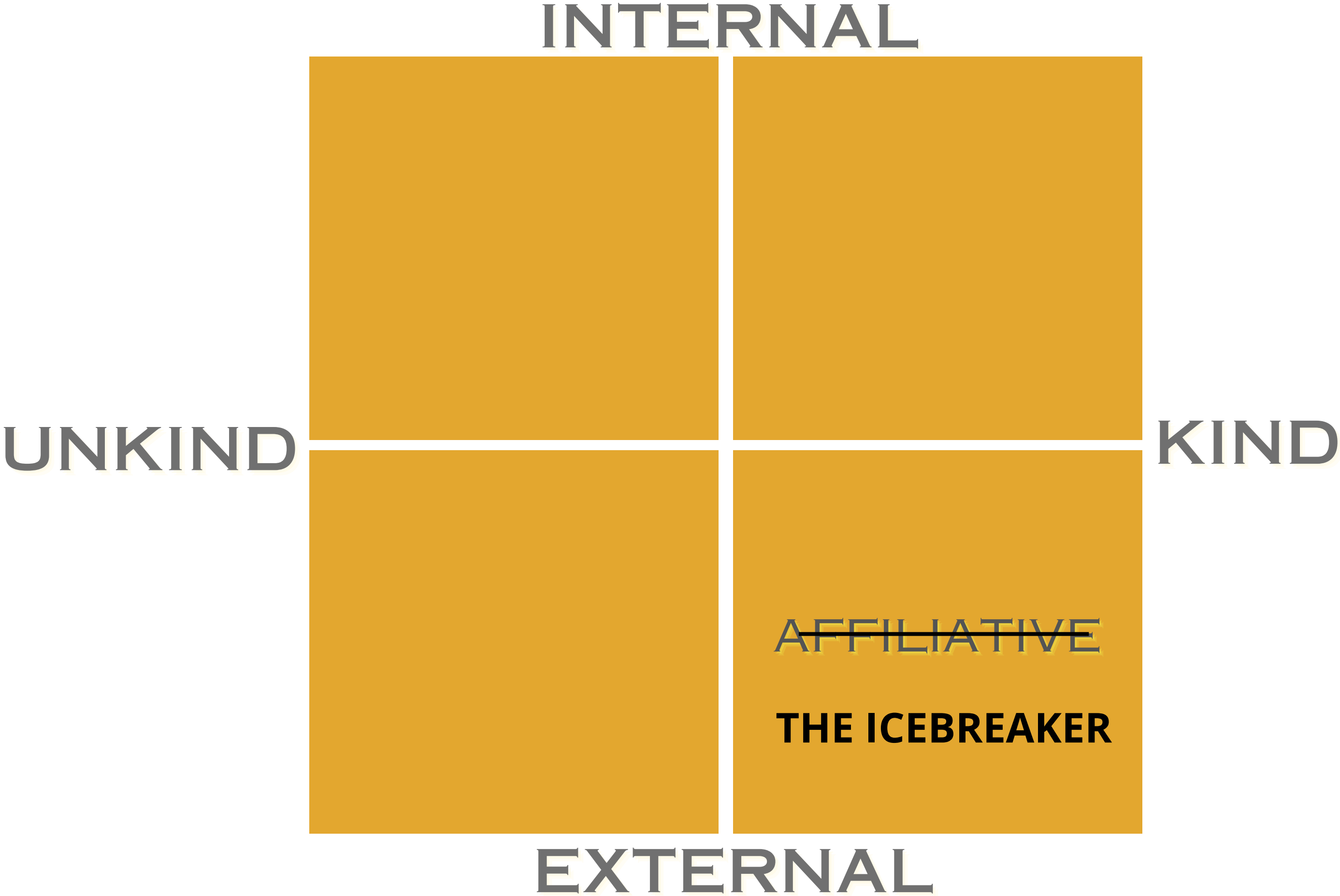
# THE HOW



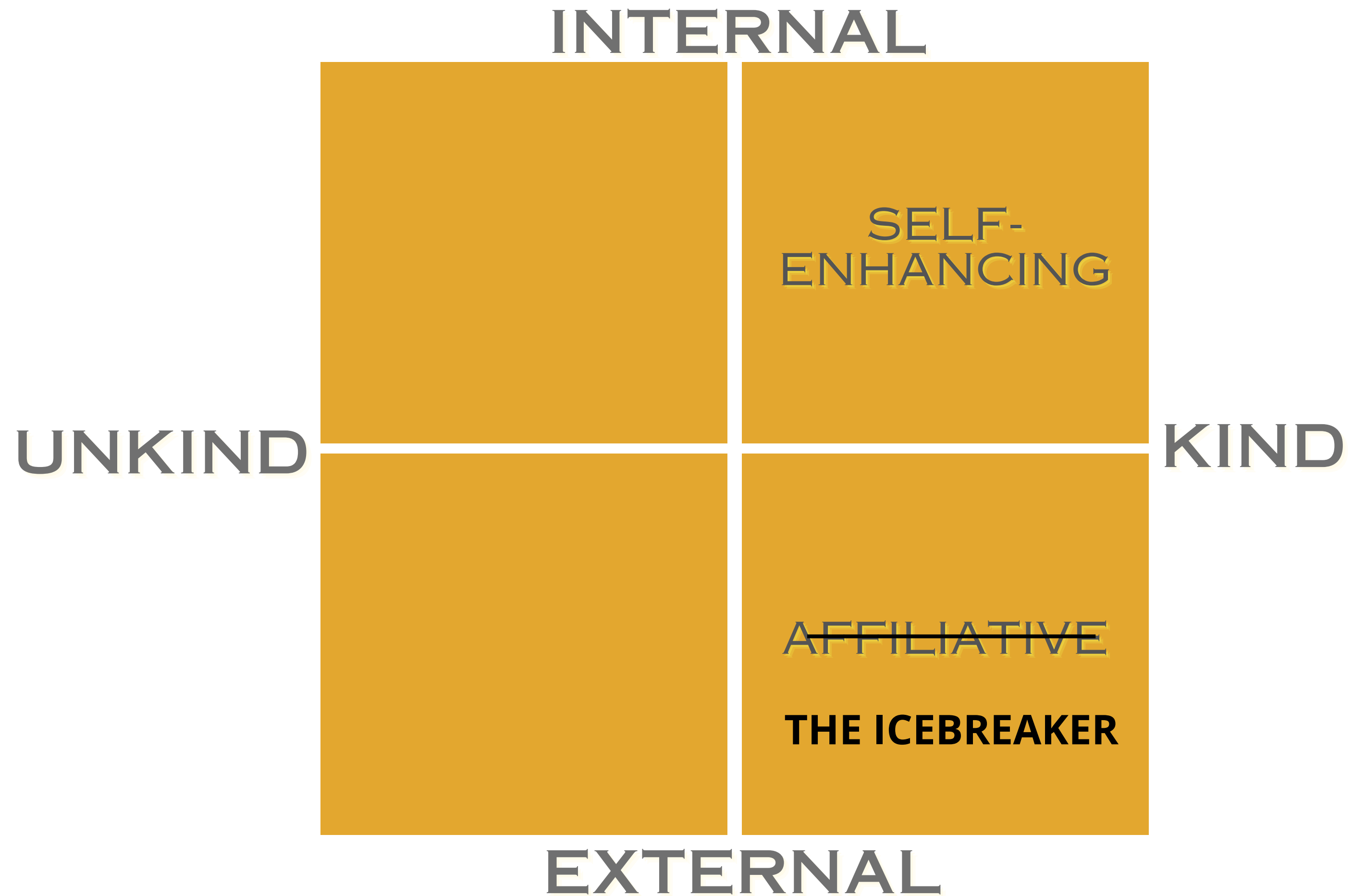




# THE HOW

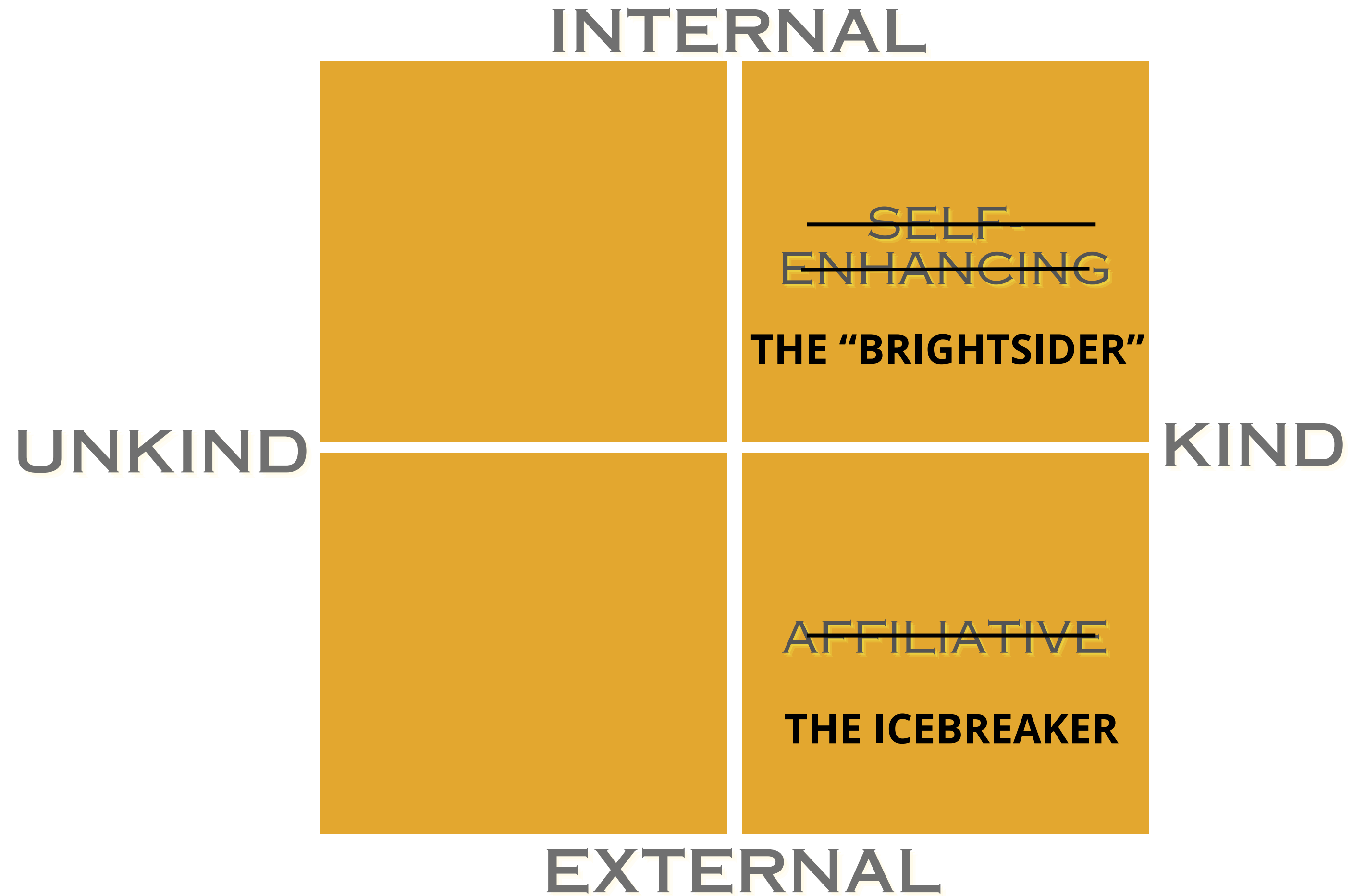








# THE HOW





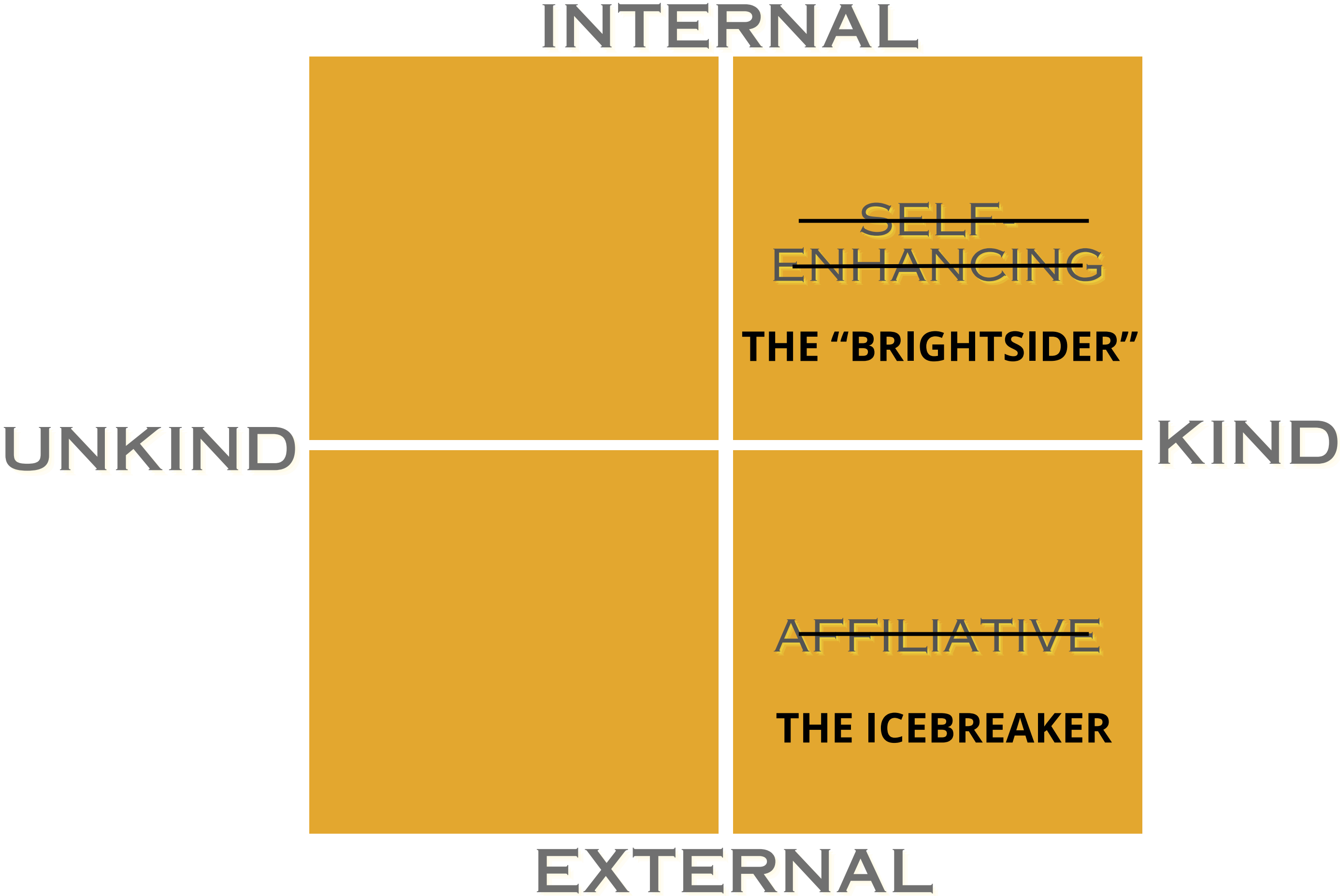
# THE HOW





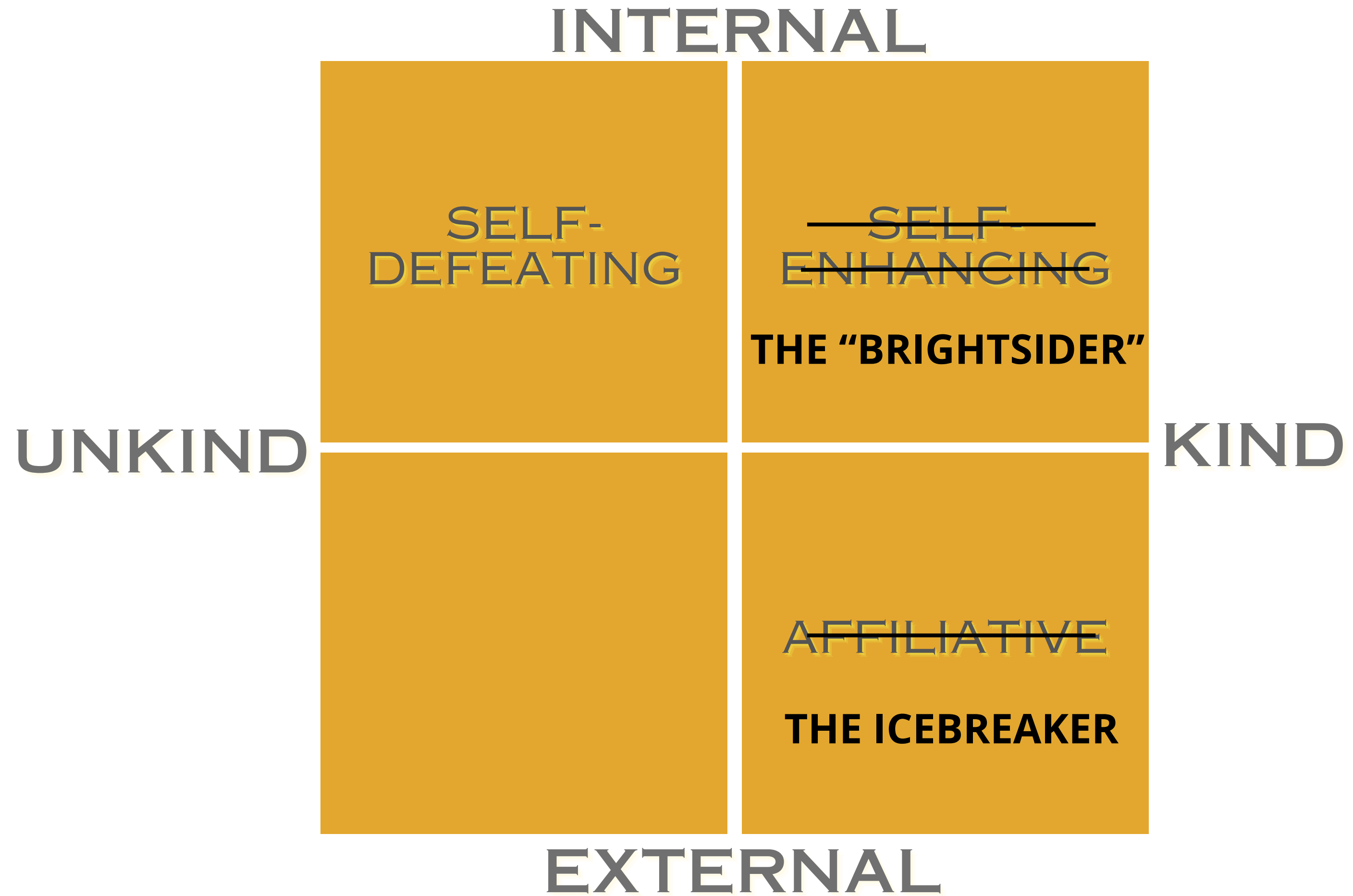


# THE HOW



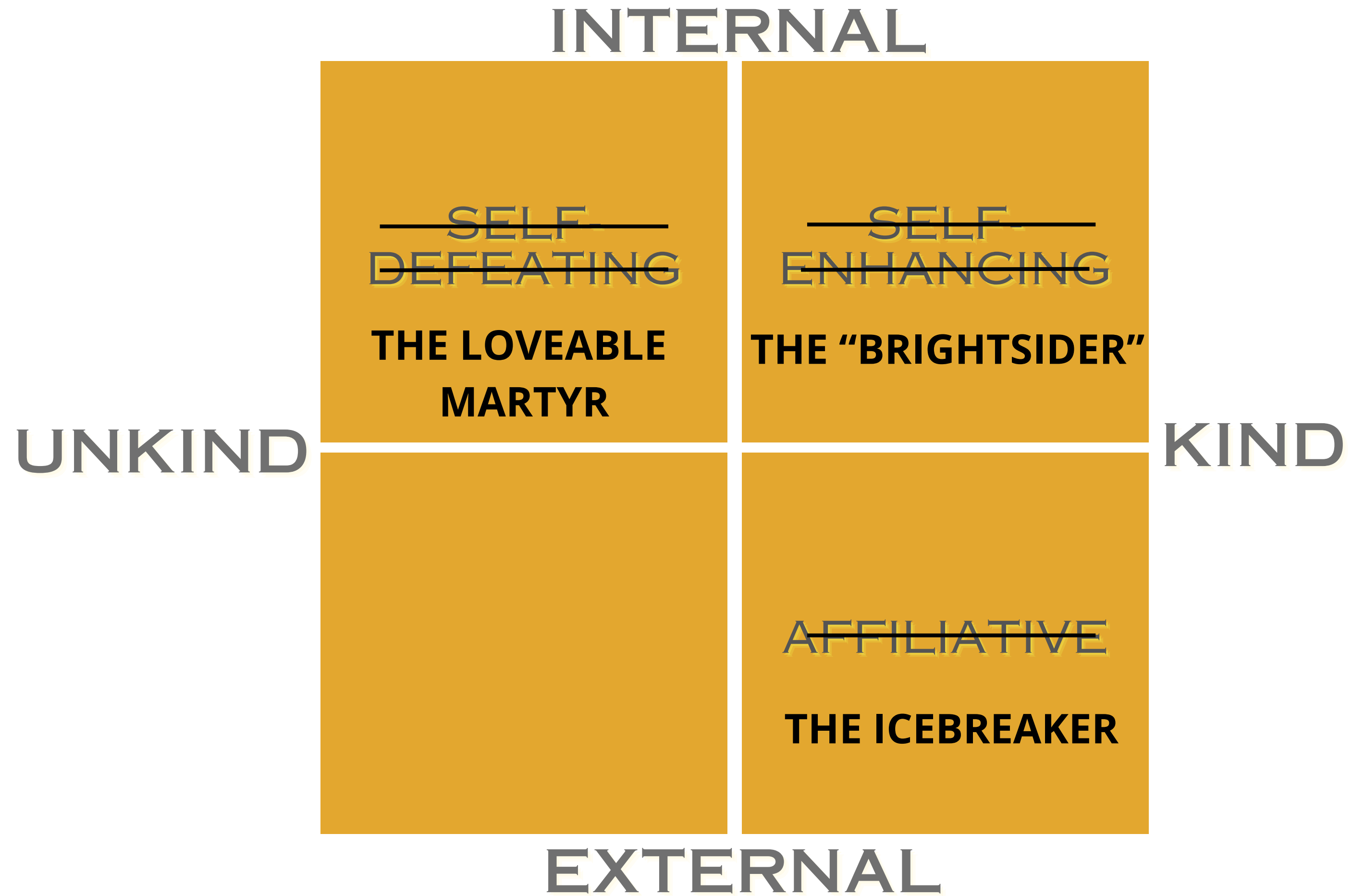


# THE HOW





# THE HOW





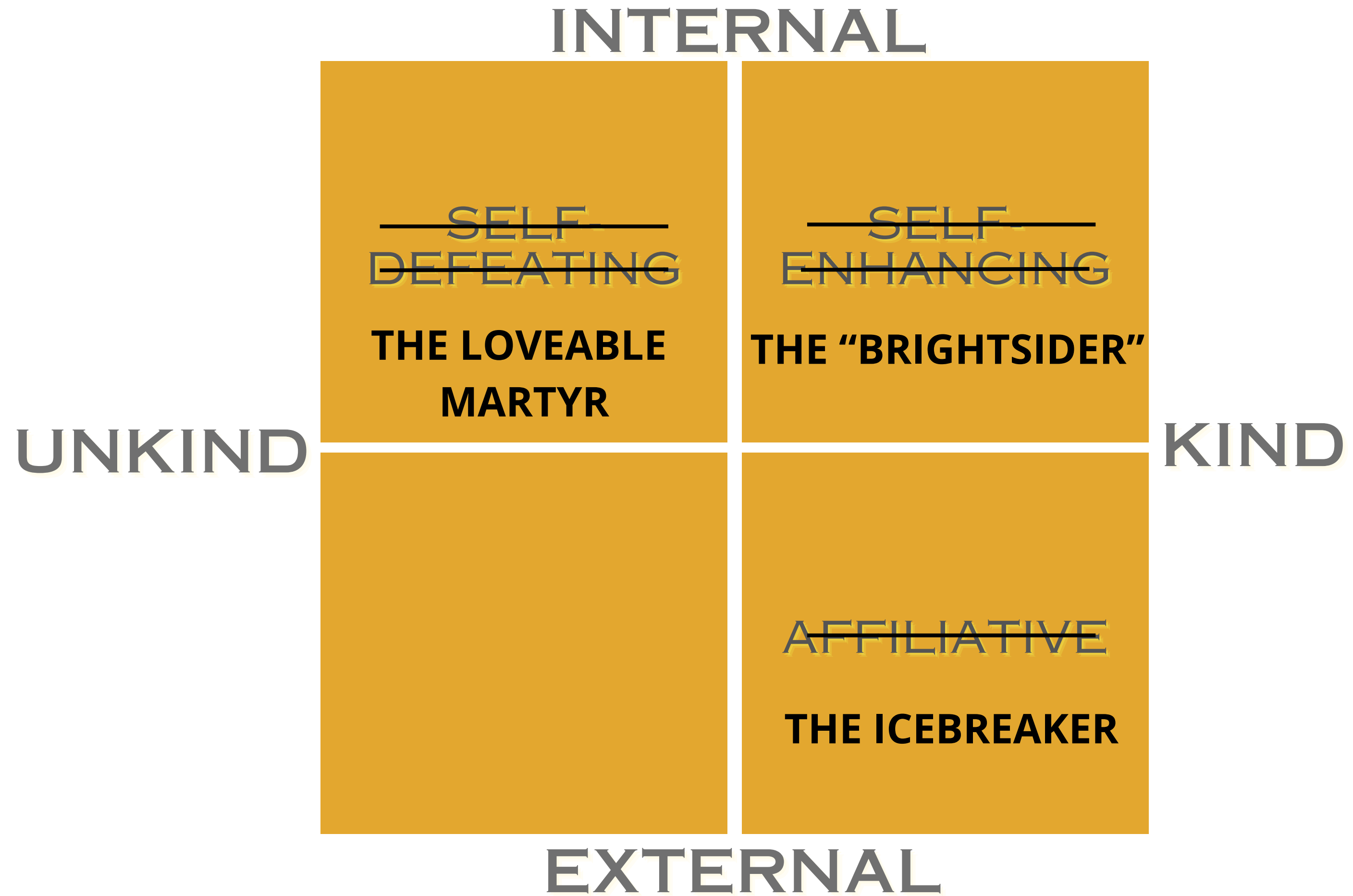
# THE HOW





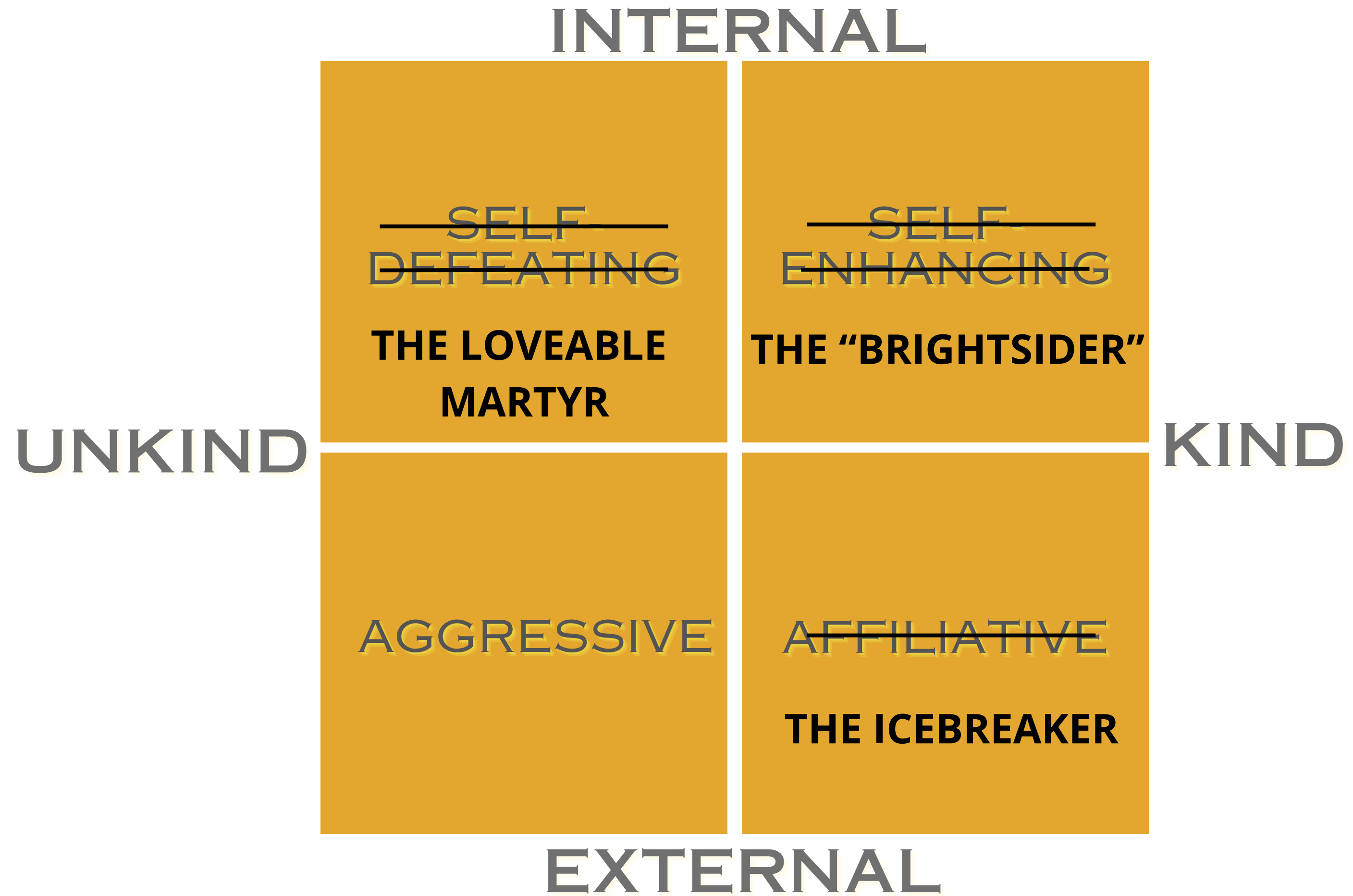


# THE HOW





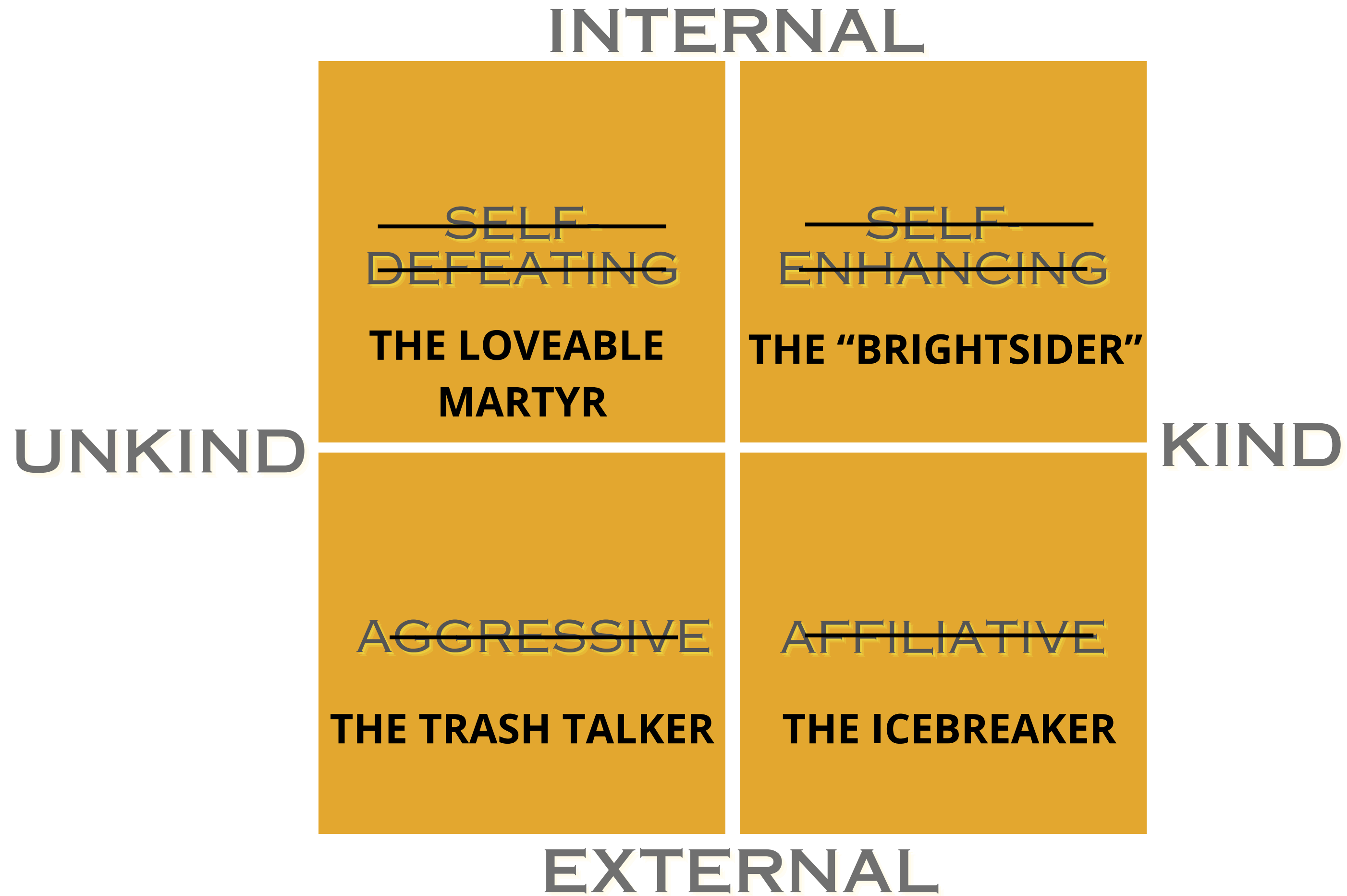
# THE HOW





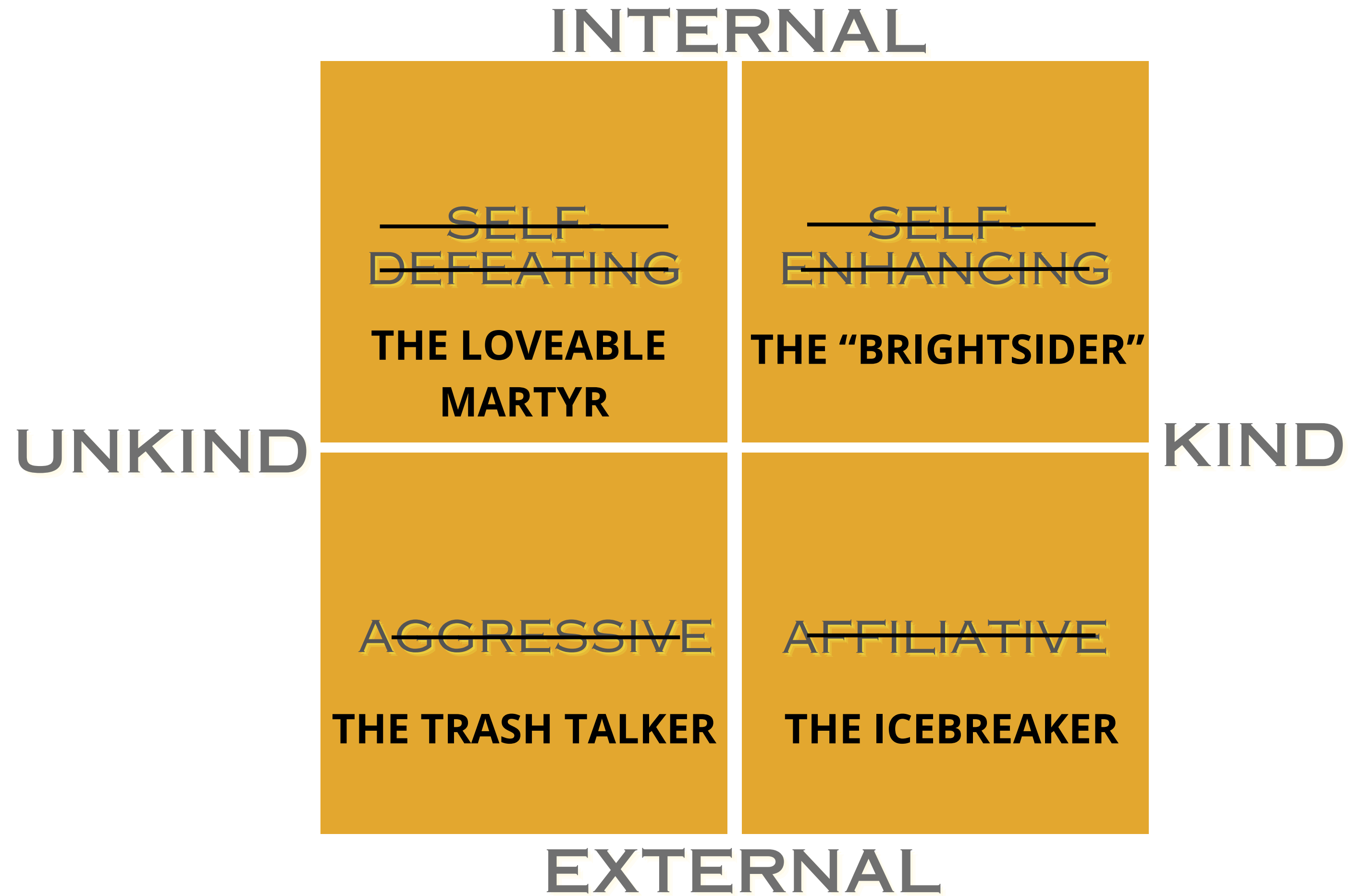


# THE HOW





# THE HOW



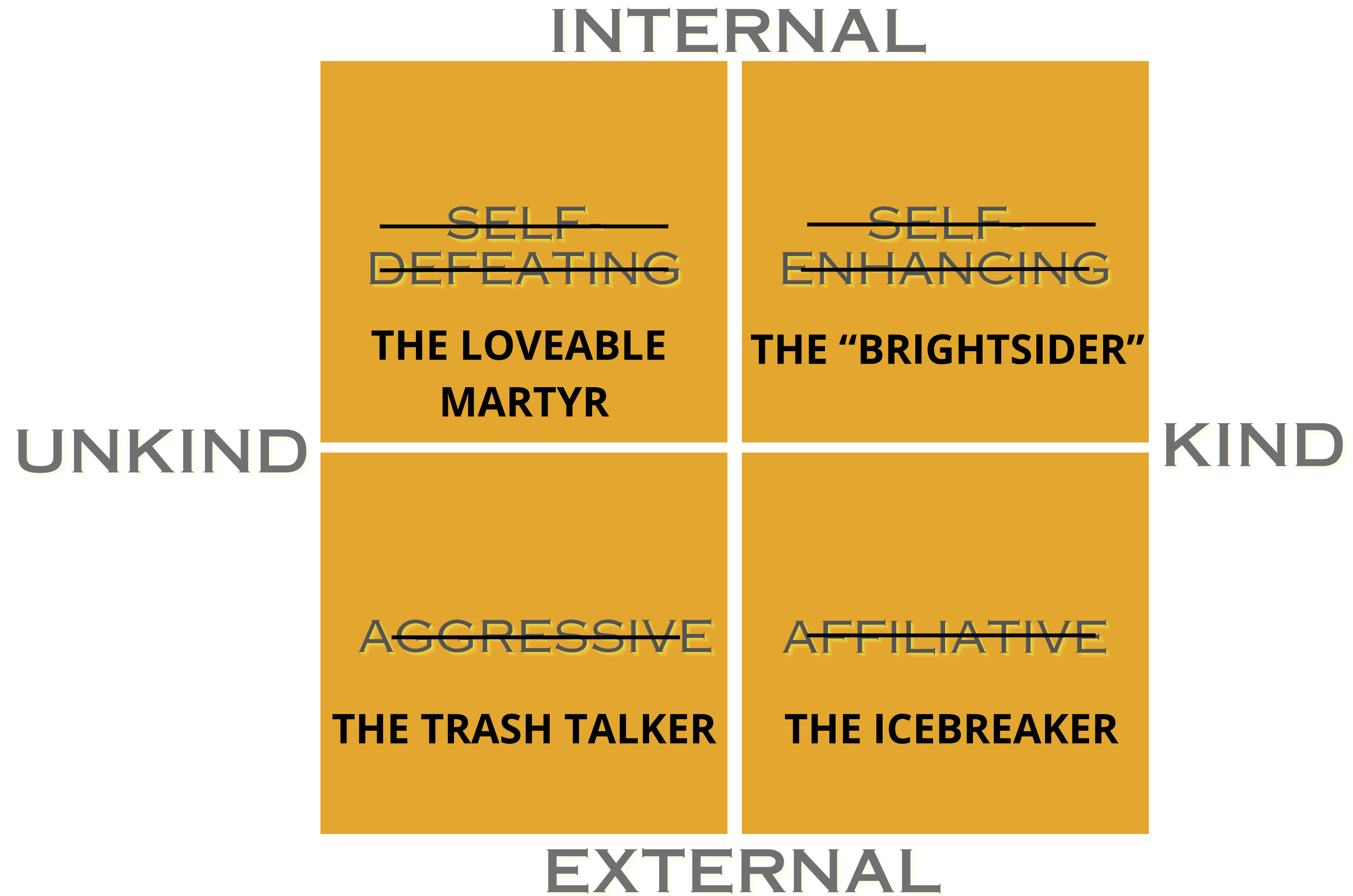
# THE HOW



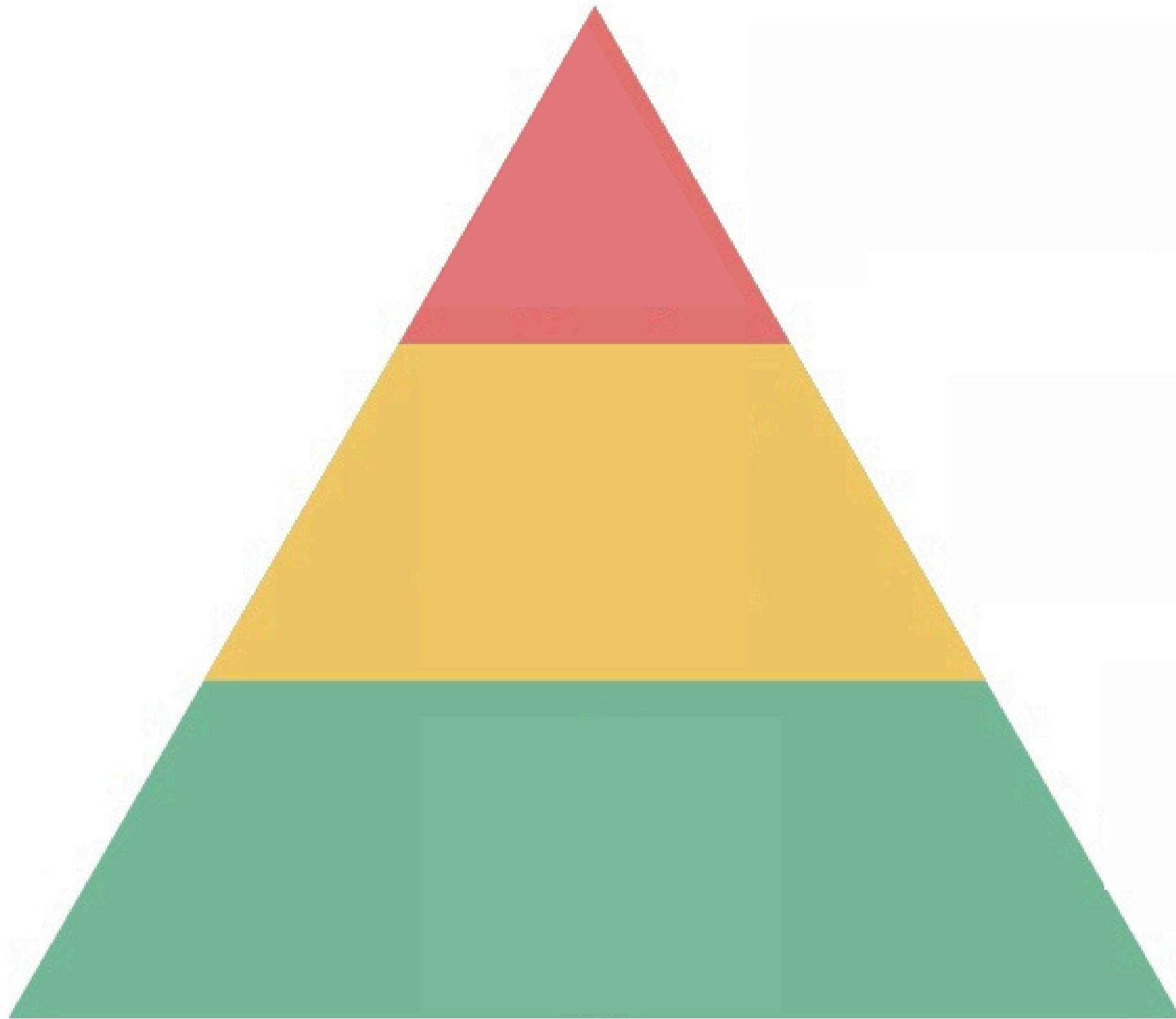




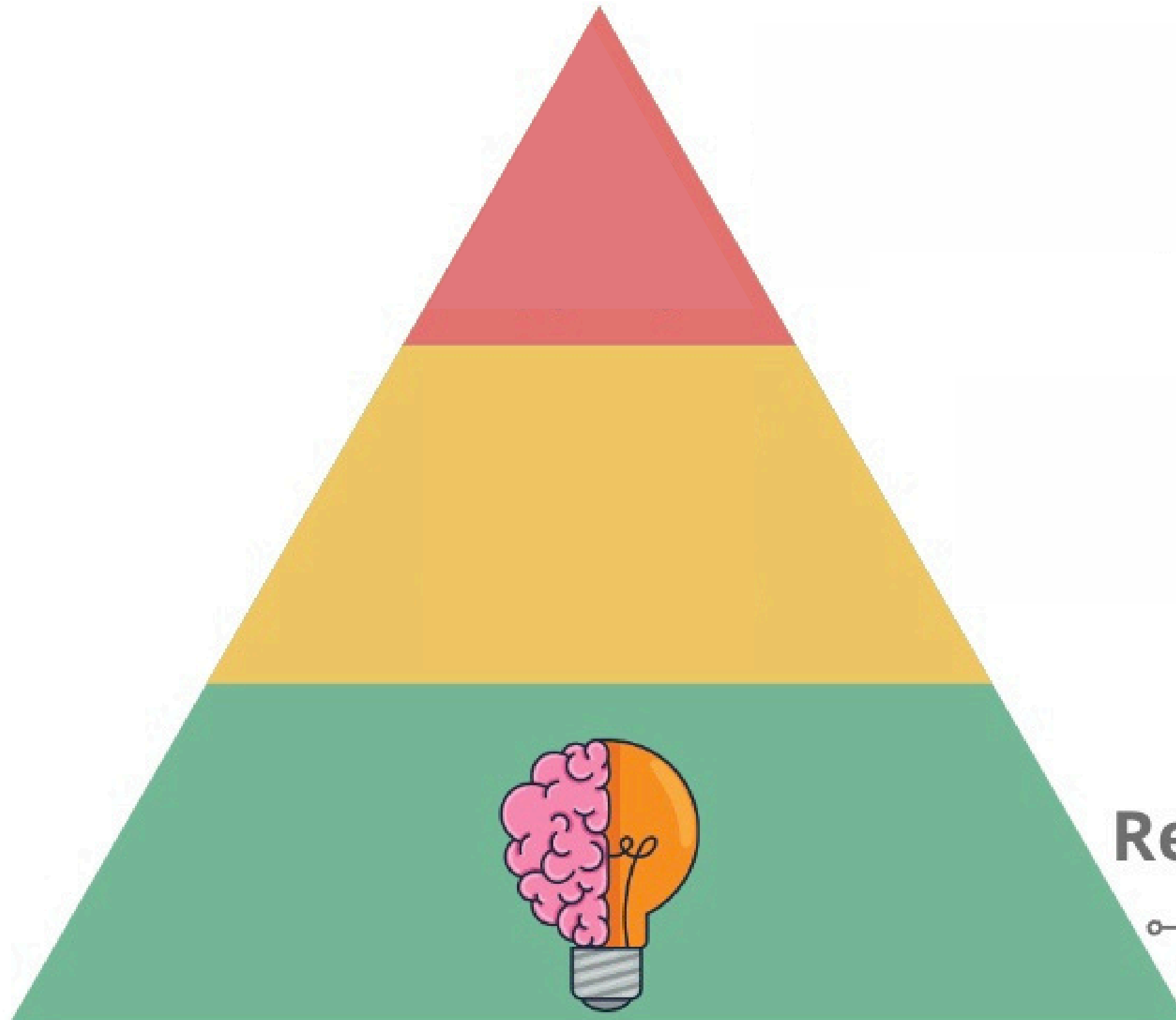
# THE HOW



**SO HOW DO WE DO IT?**



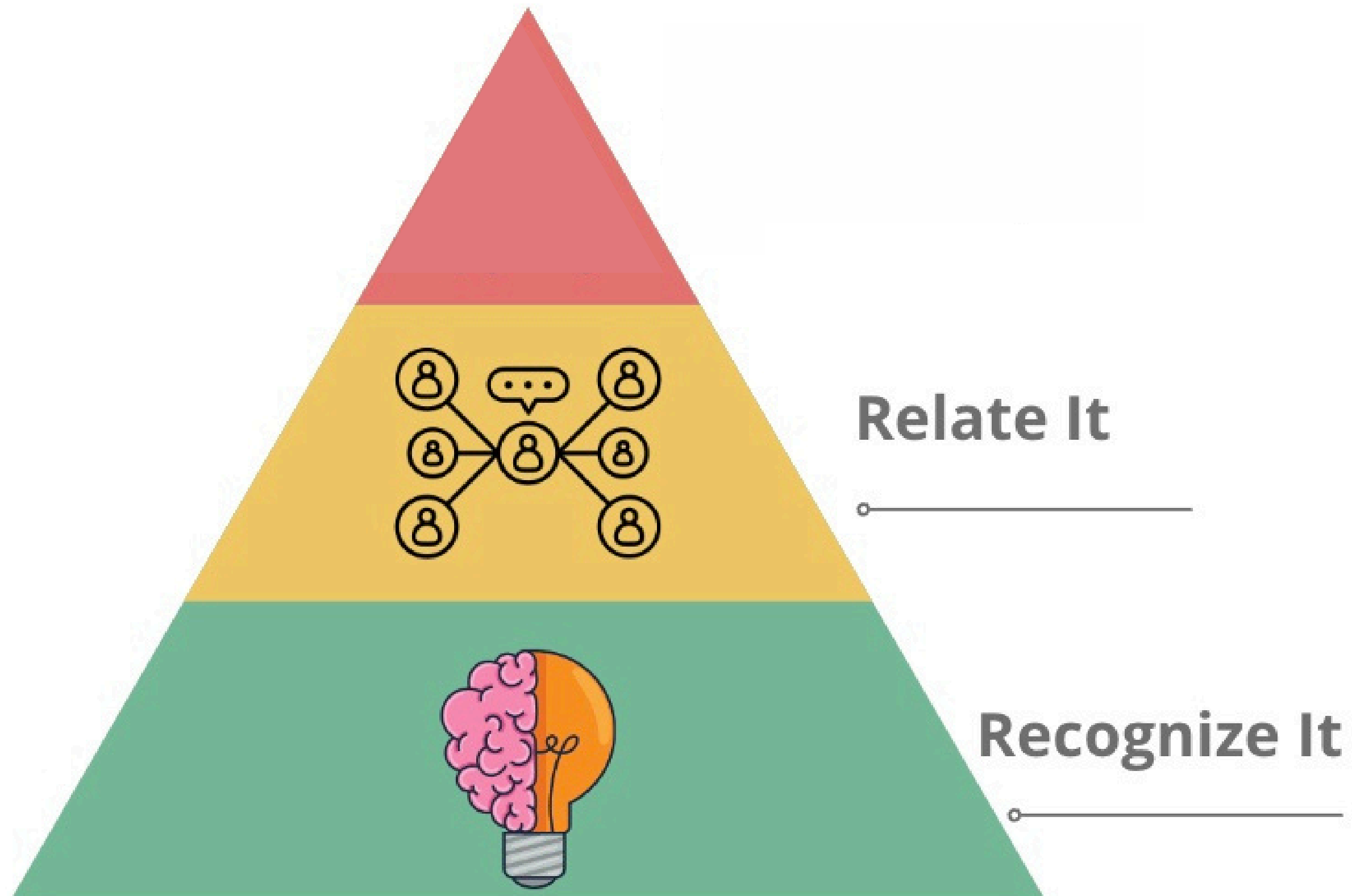
# SO HOW DO WE DO IT?



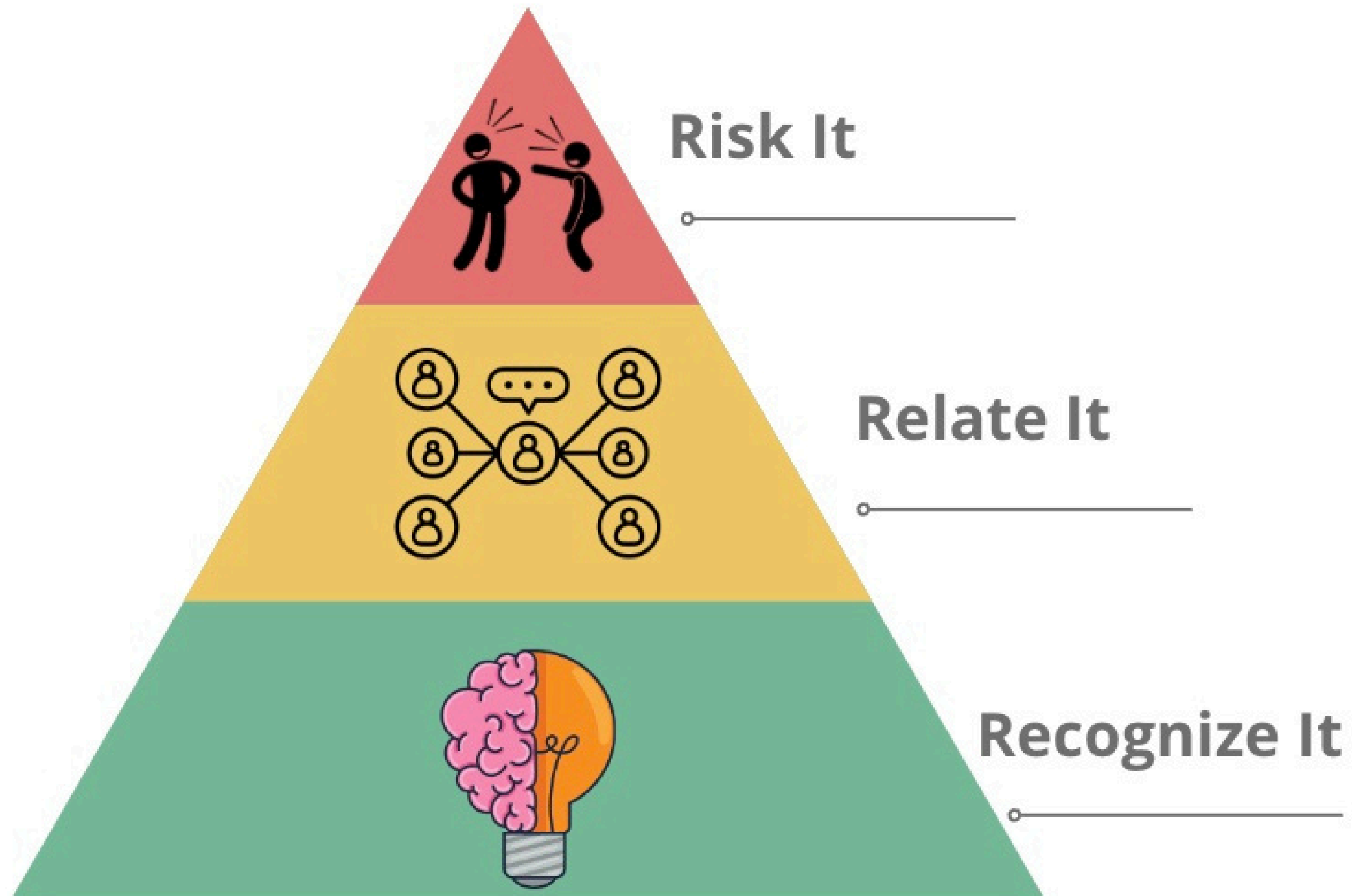
Recognize It



# SO HOW DO WE DO IT?



# SO HOW DO WE DO IT?



**TAKE A QUIZ**



**LEARN YOUR  
HUMOR STYLE!**





# References

Aaker, J. & Bagdonas, N. (2020). *Humor, seriously*. Currency Publishing.

Dahlen, D. (2016, November 22). These photos show the 27 most dangerous footpaths around the world. HuffPost. [https://www.huffpost.com/entry/these-photos-show-the-27-most-dangerous-foot-paths-around-the-world\\_n\\_58345bbae4b058ce7aaced98](https://www.huffpost.com/entry/these-photos-show-the-27-most-dangerous-foot-paths-around-the-world_n_58345bbae4b058ce7aaced98)

Garner, R. L. (2006). Humor in pedagogy: How ha-ha can lead to aha!. *College Teaching*, 54(1), 177–180. <https://doi.org/10.3200/CTCH.54.1.177-180>.

Harter, J. (2023, January 25). *U.S. Employee Engagement Needs a Rebound in 2023*. Gallop Workplace. <https://www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx>.

Martin, M. A., Puhlik-Doris, P., Larsen, G., Gray, J., & Weir, K. (2003) Individual differences in uses of humor and their relation to psychological well-being; Development of humor styles questionnaire. *Journal of Research in Personality*, 37, 48-75.

Neil, S. (2023, August 31). 10 Oldest bridges in the world - Oldest.org. Oldest.org. <https://www.oldest.org/structures/bridges/>

State of the Global Workplace: 2023 Report. <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx#ite-506924>.

Tarvin, A. (2019). *Humor that works*. Page Two Publishing.

Van Dam, A. & Morath, E. (2016, June 24). *Changing times*. Wall Street Journal. <https://graphics.wsj.com/time-use/>.

1. Humor improves productivity. 1 Heggie, B. A. (2018, November 16). *The benefits of laughing in the office*. Harvard Business Review. <https://hbr.org/2018/11/the-benefits-of-laughing-in-the-office>
2. Humor reduces stress. 2 Provine, R. R. (2000). *Laughter: A Scientific Investigation*. Viking Penguin.
3. Humor prevents burnout. 3 Şahin, A., & Gök, R. (2022). The effects of the schools' humor climates on perceived stress levels of the teachers.
4. Humor provides motivation. 4 Miron-Spektor, E., Bear, J., Eliav, E., Huang, L., Milovac, M., & Lou, E. (2023, February 2). *Being funny can pay off more for women than men*. Harvard Business Review. <https://hbr.org/2023/04/research-being-funny-can-pay-off-more-for-women-than-men>
5. Humor increases the size of the paycheck. 5 Braverman, T. (1992). Enhance your sense of self-mirth. *Training & Development*, (July), 9-11.
6. Humor boosts overall brainpower. 6 Lang, J. C., & Lee, C. H. (2010). Workplace humor and organizational creativity. *International Journal of Human Resource Management*, 21(1), 46–60. <https://doi.org/10.1080/09585190903466855>
7. Humor improves decision-making. 7 Yim, J. (2016). Therapeutic benefits of laughter in mental health: A theoretical review. *The Tohoku Journal of Experimental Medicine*, 239(3), 243–249. <https://doi.org/10.1620/tjem.239.243>
8. Humor increases the acceptance of new ideas. 8 Kotaman, H., & Arslan, M. C. (2020). Whom to trust: Joker or teacher. *European Journal of Developmental Psychology*, 18(3), 350–366. <https://doi.org/10.1080/17405629.2020.1788534>
9. Humor triggers new connections. 9 Leonard, K., & Yorton, T. (2015). *Yes, And: How Improvisation Reverses "No But" Thinking and Improves Creativity and Collaboration*. Harper Business.
10. Humor enhances one's ability to solve problems. 10 Fritz, H. L., Russek, L. N., & Dillon, M. M. (2017). Humor use moderates the relation of stressful life events with psychological distress. *Personality and Social Psychology Bulletin*, 43(6), 845–859. <https://doi.org/10.1177/0146167217699583>
11. Humor gets people to listen. 11 Kotaman, H., & Arslan, M. C. (2020). Whom to trust: Joker or teacher. *European Journal of Developmental Psychology*, 18(3), 350–366. <https://doi.org/10.1080/17405629.2020.1788534>
12. Humor improves memory retention. 12 Garner, R. L. (2006). Humor in pedagogy: How ha-ha can lead to aha!. *College Teaching*, 54(1), 177–180. <https://doi.org/10.3200/CTCH.54.1.177-180>.
13. Humor boosts persuasion. 13 Mesmer-Magnus, J., Guidice, R., Andrews, M., & Oechslin, R. (2018). The effects of supervisor humor and employee attitudes. *Journal of Management Development*, 37(9), 697-710. <https://doi.org/10.1108/JMD-01-2018-0034>
14. Humor assists in learning. 14 Kotaman, H., & Arslan, M. C. (2020). Whom to trust: Joker or teacher. *European Journal of Developmental Psychology*, 18(3), 350–366. <https://doi.org/10.1080/17405629.2020.1788534>
15. Humor increases likability. 15Plester, B., & Hutchison, A. M. (2016). Fun times: the relationship between fun and workplace engagement. *Employee Relations*, 38(3), 332–350. <https://doi.org/10.1108/er-03-2014-0027>
16. Humor connects us with others. 16 Frisby, B. N., Horan, S. M., & Booth-Butterfield, M. (2016). The Role of Humor Styles and Shared Laughter in the Postdivorce Recovery Process. *Journal of Divorce & Remarriage*, 57(1), 56–75. <https://doi.org/10.1080/10502556.2015.1113820>
17. Humor fosters rapport. 17 Morreall, J. (1997). *Humor Works*. HRD Press, Inc.
18. Humor reduces status differentials. 18 Tarvin, A. (2019). *Humor That Works*. Page Two Books.
19. Humor builds trust. 19 Kotaman, H., & Arslan, M. C. (2020). Whom to trust: Joker or teacher. *European Journal of Developmental Psychology*, 18(3), 350–366. <https://doi.org/10.1080/17405629.2020.1788534>
20. Humor encourages collaboration. 20 Heggie, B. A. (2018, November 16). *The benefits of laughing in the office*. Harvard Business Review. <https://hbr.org/2018/11/the-benefits-of-laughing-in-the-office>
21. Humor enhances perceived leadership skills. Bitterly, T. B., Brooks, A. W., & Schweitzer, M. E. (2017). Risky business: When humor increases and decreases status. *Journal of Personality and Social Psychology*, 112(3), 431–455. <https://doi.org/10.1037/pspi0000079>
22. Humor diffuses conflict. 22 Yim, J. (2016). Therapeutic benefits of laughter in mental health: A theoretical review. *The Tohoku Journal of Experimental Medicine*, 239(3), 243–249. <https://doi.org/10.1620/tjem.239.243>
23. Humor creates more opportunities. 23 Leonard, K., & Yorton, T. (2015). *Yes, And: How Improvisation Reverses "No But" Thinking and Improves Creativity and Collaboration*. Harper Business.
24. Humor builds credibility. 24 Carr, E. W., Reece, A., Kellerman, G. R., & Robichaux, A. (2019, December 16). *The value of belonging at work*. Harvard Business Review. <https://hbr.org/2019/12/the-value-of-belonging-at-work>
25. Humor improves ratings. 25 Şahin, A., & Gök, R. (2022). The effects of the schools' humor climates on perceived stress levels of the teachers.
26. Humor increases ability to cope. 26 Evans-Palmer, T. (2010). The Potency of Humor and instructional Self-Efficacy on art teacher stress. *Studies in Art Education: A Journal of Issues and Research in Art Education*, 52(1), 69–83. <https://doi.org/10.1080/00393541.2010.11518824>
27. Humor strengthens the immune system. 27 Aaker, J., & Bagdonas, N. (2021, February 5). *How to be funny at work*. Harvard Business Review. <https://hbr.org/2021/02/how-to-be-funny-at-work>
28. Humor relaxes muscles. 28 Aaker, J., & Bagdonas, N. (2021, February 5). *How to be funny at work*. Harvard Business Review. <https://hbr.org/2021/02/how-to-be-funny-at-work>
29. Humor burns calories. 29 Aaker, J., & Bagdonas, N. (2021, February 5). *How to be funny at work*. Harvard Business Review. <https://hbr.org/2021/02/how-to-be-funny-at-work>
30. Humor increases happiness. 30 Provine, R. R. (2000). *Laughter: A Scientific Investigation*. Viking Penguin.