



## Summary

When is the last time you had a good laugh? Ida Abdalkhani and Cecily Cooper, PhD, show that humor in the workplace can generate positive effects for teams and organizations. These include reduced stress, job satisfaction, organizational commitment and increased performance.

“ Humor is a form of self-disclosure. It can build relationships and reduce conflicts.

— Cecily Cooper, PhD  
Professor, University of Miami ”

## Key Takeaways

### Laughter Benefits<sup>1</sup>



There are many benefits to humor in the workplace: job satisfaction, increased performance and turnover reduction. It can even reduce stress for the person creating the humor.



### Humor Humanizes<sup>2</sup>

Humor can put others at ease. It fosters rapport and reduces status distance. It can even diffuse difficult situations. It has been said that laughter can be the shortest distance between two people.

### Humor is a Resource<sup>2</sup>



Not only does humor create positive emotions, but it can help build a higher-quality relationship that can include trust and high levels of reciprocity (doing things that fall outside of their role to help others and the greater good of the organization).



### Risk of Humor<sup>1</sup>

Right now, people are looking for information and benevolence in communication from superiors, not humor. People react differently to humor in initial interactions compared to ongoing interactions.

### Humor Work Strategies<sup>2</sup>



Adding humor to your meetings and communications can be beneficial since humor has a tendency to get people to listen. So, starting a meeting or ending an email with a joke can help create a positive atmosphere.



### Create Opportunities<sup>3</sup>

Leaders must create opportunities for employees to use humor with each other. Examples include hosting a Zoom meeting for your employees to play games or to be placed in breakout groups to have a chance to meet and talk to someone new.

1. Dawson, K. (2019, March 27). Hey Bozo! How to Lead More Effectively with Humor. Retrieved from <https://fisher.osu.edu/blogs/leadreadtoday/blog/hey-bozo-how-to-lead-more-effectively-with-humor/>
2. Bitterly, T. B., Cooper, C., Brooks, A. W., Norton, M., & Sezer, O. (2019). A Ha Moment: Insights on the Antecedents and Effects of Humor and Laughter. *Academy of Management Proceedings*, 2019(1), 11098.
3. Maclellan, E. (2017, November 6). Ida Abdalkhani '05, '05 MBA. Retrieved from <https://www.osu.edu/alumni/news/ohio-state-alumni-magazine/issues/winter-2017/laughter-yoga.htm>

