

ACC Bridge Chats – Leading with Laughter

Link: <https://www.youtube.com/watch?v=yhokMZdQ7gs>
(run time: 11:46)



Introducing: Paul Osincup (paulosincup.com)

Paul Osincup is a motivational speaker with a global mission to improve happiness in the workplace. His work with hundreds of organizations includes NASDAQ and the Harvard Kennedy School of Leadership. Paul is a certified Stress Mastery Educator with the American Institute of Stress; President of the Association for Applied and Therapeutic Humo--dedicated to the study and application of humor to enhance health/human performance; and content creator for *Happify*--an app that provides evidence-based solutions for emotional health and well-being for its four million users. His TEDx Talk, “Leading with Laughter, the Power of Humor in Leadership” is used in a variety of corporate and collegiate leadership courses. Paul’s work has been featured in Forbes, on Sirius XM radio, and his mom’s fridge.

Synopsis

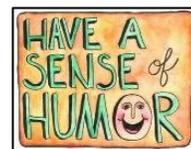
In the video, Paul explains why it’s important for leaders to use humor as he shares funny anecdotes to bring his point home. Incorporating humor at work fuels more team engagement, unit cohesion, problem solving, productivity, creativity and rapport among members.

Notes for Leaders/Facilitators

Having a good sense of humor, and being able to see the lighter, brighter side of any situation is an important building block for our personal resilience. Use this time to remind everyone that humor lifts our perspective when life throws us a curveball, and prevents us from dwelling on the negative. Encourage more lighthearted storytelling. People bond when they share funny experiences, and stronger connections at work improves the quality of life.

Team Questions

- (1) How many people can you count on in your personal/professional life to share a laugh and see the bright side of any situation? Briefly compare numbers and discuss.
- (2) Why does humor bring people closer together?
- (3) How do leaders or teammates effectively use humor to keep the workplace lighthearted and fun?
- (4) What role does trust play in being able to share a funny story or laugh with someone?
- (5) Take a minute to reflect and rate your sense of humor. If asked, would your family or co-workers say you have a knack for using humor to make people feel more at ease?



To add levity to your workplace, Paul recommends the **L.A.F.T.E.R.** model: **L**ead by example, **A**sk for help, focus on **F**un--not being funny, **T**ell your story, **E**arn it, create and enthusiastically support **R**ituals.

Rules of Engagement: (1) **Keep discussions professional and on topic.** (2) **Remember we’re all on the same team.** The goal of the conversation isn’t for one person to be proven right or to “win” the argument. We’re here to have conversations and learn from one another. (3) **Avoid making it personal.** Avoid name-calling, personal attacks, or questions like “How could you believe that?” Assume that everyone’s intentions are good. (4) **Practice intellectual humility.** Respect everyone’s viewpoints, and be open to changing your mind when necessary. (5) Above all else... **Demonstrate respect for human dignity!**