

Fun in the workplace.

Google do it. Virgin do it. Do you do it? What's your position on fun in the workplace? At first glance fun seems a frivolous waste of time and resources. Why have fun when the purpose of business is to have profit?

I think Mark Twain put it best. "The human race has only one really effective weapon, and that is laughter. The moment it arises, all our hardnesses yield, all our irritations and resentments slip away and a sunny spirit takes their place."

There's ample research showing that people who have fun on the job are more creative, more productive, more loyal, better decision-makers, and get along better with co-workers. They have fewer absentee, late, and sick days than people who aren't having fun. Sound promising?

Fun-teambuilding programs lay the foundation for creating confident individuals and cohesive teams, based on shared experiences, laughter, open communication and trust.

A culture of fun encourages people to lighten up and not take things so seriously, opening the way to reducing the level and intensity of conflict among employees and business partners.

In *The Happiness Purpose*, Edward DeBono describes humour and fun as symbolising anti-arrogance, tolerance, humility, possibility, creativeness, new ways of looking at things and evolution. What workplace doesn't need more of these qualities?

So, how do you implement and maintain a creative and fun program? Begin by keeping the cynics and black-hat thinkers at bay...then do the math; what does absenteeism, low morale, conflict, lack of creativity and productivity cost your business...then make a long term commitment to implementing cultural change *for-fun*; this stuff doesn't happen overnight, but it unquestionably happens. Give it 12 months and the figures will speak for themselves.