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HAPPY APRIL FOOLS

For those of you readers who are new to the HR Answers, Inc. newsletter, we thought we would share with you, and remind others too, that the April issue is always our “humor issue.” HR is a very serious component of any organization, and we take our work very seriously, too (with all the new regulations, compliance, and complex employee issues that are taking place), but funny things happen along the way and we should all take a moment to laugh and relieve some stress. We can laugh, can't we?

There are a couple of serious items in here, like the HRA Calendar. Hopefully, you can tell the difference!

Enjoy, and Happy April Fool's Day!

NEW HIRES? REALLY??

A job applicant listed one of his references as deceased on his resume. Not sure how we were suppose to contact the reference. Maybe the Ouija board?

I had one candidate ask me to use my phone, she used it to call in sick to her current employer.

One new hire fell asleep while completing the new hire paperwork...then didn't go take his drug test.

One applicant hit on me, then stalked me on facebook and LinkedIn, so much so to the point I had to get a male (rather large) coworker to tell him to stop visiting.

I was in an interview class one time and we started talking about strange interviews and two people said they had candidates who had their pet snake inside their shirt during the interview.

Q. If you had a gun with 2 silver bullets, a vampire, a werewolf and an HR manager, who would you shoot?

A. The HR manager twice; just to be sure (ouch!!).

REASONS TO MARRY SOMEONE WORKING IN HR

1. You'll never have to worry about your work benefits again. We know what questions to ask and how everything works. Just turn over the paperwork and we'll let you know where to sign.
2. You're going to get the insider tutorial on compensation. I almost feel sorry for your manager at your next salary negotiation...
3. We're all about wellness, so you know you're going to get some sweet gym membership in the package.
4. We bring home the big bucks... Okay, we bring home *some* bucks (hey, it's about doing what you love, right?) :-)
5. You will learn 36 ways to get around that crappy policy your company just implemented. Policy workarounds are our thing.
6. We'll tell you the secret to surviving with annoying coworkers. (Hint: there's at least one at every company)

7. Want to cheer up? We have the funniest, weirdest, and best stories you'll ever hear about the workplace. Did I ever tell you the time I almost was hit by a voodoo curse in the office...

(Submitted by my long time friend Kellee Webb) The network! Next time you have to look for a job you'll have a great group of HR leaders ready to support you with their connections.

So, let's keep it going! What other great benefits come from marrying one of the proud HR professionals of the world?

YOU DID NOT JUST SAY THAT

HR can serve as the face of the organization, the candidate who enters judges the organization by HR. Sometimes we came across a few humorous (and little sarcastic) lines on the Internet. Some of them are so funny, cool, and witty that actually make use smile.

HR: Why should I hire you?

App: Because this organization needs someone who knows why we should hire People.

HR: Late Again!

App: Yes, it makes the day seem shorter!

HR: How do you expect such high pay, when you don't have any experience for this position?

App: Well you see, the job is much harder when you don't know what you're doing!

HR: "Gasp"

HR: Employee, keep your revised salary confidential...! (by the way, this is illegal!)

App: Don't worry, I'm equally ashamed of it!

HR: What's your strategy to avoid mistakes and blunders at work?

App: It's simple. Never do work when at work!

HR: Don't bring me problems. Bring me solutions.

App: If I had solutions, I wouldn't bring you anything.

HR: Why did you leave your last job?

App: ...The company relocated and didn't tell me where?

HR: What did you do at your previous job?

App: Mostly mistakes!

HR: Are you on drugs?

App: You and I both know that you don't pay me enough to have a drug problem.

HR: You describe yourself as a 'free thinker' in your resume. That's good, because we can't afford to pay you!

App: Oh Boy!!

WHAT IS THE PURPOSE OF INTERVIEW QUESTIONS?

You're in a serious job interview. Things are going well. Then you're asked, "Who would win in a fight between Spiderman and Batman?"

Your first thought may be, "Oh, c'mon, seriously?"

Still, no matter how weird a question seems during a job interview, take a deep breath and give it a go.

Editor: Judy Clark, CPC, SPHR, IPMA-CP: Advantage is published monthly and is designed to provide information on regulations. HR practices and management ideas and concerns. The intended audience is managers, supervisors, business owners, human resource and employee relations professionals. If you have questions about the content, an opinion about the information, or questions about your subscription, please give us a call at (503) 885-9815 or e-mail info@hranswers.com.

Sure, someone could be messing with you, but chances are, the organization is trying to see how you respond under pressure, how you think through a problem and whether you are in alignment with the organization and its values.

Here are 10 of the most oddball questions that the job site Glassdoor collected from candidates who've recently gone on interviews.

1. **“Who would win in a fight between Spiderman and Batman?”** -- *Stanford University medical simulationist job candidate*
2. **“What’s your favorite ‘90’s jam?”** -- *Squarespace customer care job candidate*
3. **“If you woke up and had 2,000 unread email messages and could only answer 300 of them, how would you choose which ones to answer?”** -- *Dropbox Rotation Program job candidate*
4. **“Describe the color yellow to somebody who’s blind.”** -- *Spirit Airlines flight attendant job candidate*
5. **“If you had a machine that produced \$100 for life, what would you be willing to pay for it today?”** -- *Aksia research analyst job candidate*
6. **“What did you have for breakfast?”** -- *Banana Republic sales associate job candidate*
7. **“What would you do if you were the one survivor in a plane crash?”** -- *Airbnb trust and safety investigator job candidate*
8. **“If you were asked to unload a 747 full of jellybeans, what would you do?”** -- *Bose IT support manager job candidate*
9. **“How many people flew out of Chicago last year?”** -- *Redbox software engineer II job candidate*
10. **“What’s your favorite Disney Princess?”** -- *Cold Stone Creamery crew member job candidate*

CHEMISTRY AND HUMOR: A DANGEROUS MIXTURE?

You don't have to be a scientific genius to get a laugh from these jokes, but a little knowledge of physics and chemistry will help!

- Never trust atoms—they make up everything.
- Did you hear about the guy who read a whole book about helium in one sitting? He couldn't put it down.
- What do you do with a bunch of dead chemists? Barium.
- What's the first rule of chemistry? Don't lick the spoon.
- The optimist sees the glass half full. The pessimist sees the glass half empty. The chemist sees the glass completely full; half in the liquid state and half in the vapor state.
- A chemist's motto: If you're not part of the solution, you're part of the precipitate.

WE LOVE OUR JOB, AND.....

We absolutely love this profession, but we have some interesting challenges in front of us. On one hand, HR really wants to be strategic. On the other, we deal with unbelievable people issues. The variety really keeps us on our toes! The notes below are based on comments we have heard from others – from their employees and managers. We are willing to bet you have had some of these, too.

1. I know you don't like that brand of clothing that **one** of your employees wears, but we can't create a policy banning it. Might I suggest something radical? How about talking with the individual directly?
2. Yes, we have limits on what we can offer to candidates. That's why we call it a compensation **range**, not just a compensation **suggestion**.
3. No, you can't fire her for poor performance solely because she's not working as much as your other staff. She's taking **intermittent FMLA** leave, remember?
4. No, I can't find someone with all of those qualifications you listed. The job requisition asks for a **combined total of 72 years of experience**.
5. Sorry, tuition reimbursement doesn't cover your travel to a **quilting conference**. No, I won't request a waiver of the rules just for your “special” case.
6. Certainly! We'd love to consider you for a promotion just as soon as you can start coming to work **on time and sober** for more than a two day stretch. No, I don't think that's asking too much.

7. **What do you mean you didn't know** about the seven emails I sent, the poster in the break room, the flyer I put on your desk, the letter I mailed to your home, or the all hands conference call where I explained the open enrollment deadline?
8. I know you think you're right, but cc'ing every management level up to the CEO on notes in your email battle with another individual is a bit much. Yes, it makes **you** look a bit crazy.
9. I appreciate the retirement plan fund suggestions, but **your brother's company stock** isn't available through our company plan. Yes, I already checked.
10. I know you think your employees are engaged, but your manager survey scores indicate otherwise. Why haven't they said anything? Probably because of this "**blows up angrily at any comment or question**" item that I keep seeing on all of your survey results.

Bonus (vendor style): Yes, I'm well aware of the mistake, Mr. Insurance Provider. We provided the complete and accurate documentation in time and via your requested method. Apparently the mistake was choosing you as a provider, since despite all that you managed to lose my employees applications for coverage and are now denying them coverage.

So, which ones have you said lately to your employees? What would you add to the list?

PRANKS

It's totally normal to want to see your supervisor squirm a little, right? 'Tis the season for practical jokes, and it's only fair that you have a few April Fools' Day pranks to play on your boss, as long as they don't get you fired. It's critical to know your target and to know what they can tolerate when it comes to April Fools' trickery. How far can you push them without getting reported to HR? Are they going to hold this against you in your annual review? There are things to keep in mind.

On top of that, you should make sure your office April Fools' Day prank is in line with your boss' sense of humor, because, frankly, that's just smart comedy. Are they the type that appreciates a well-timed pitfall, or are they more likely to laugh at a really witty pun? These are the questions you should be asking yourself in the days leading up to April 1.

Now that you're armed with a few cursory ideas, take a look at nine of the best April Fools' Day pranks to play on your boss. I make no guarantees that you won't be treading on dangerous territory if you use some of these, but it's more than likely you'll still have a job on Monday if you do.

1. Cover their car in sticky notes

Was there a message you needed to take for the head honcho? Well, maybe now she'll get it. Recruit a few coworkers to stick as many of these little guys to your boss' vehicle as you can before you tire yourself out. Remember that it's always important to make sure you're challenged by your job — can you find it in you to divide the sticky note colors by sections? Good. Good... Cleanup on aisle Audi.

2. Rubber band their office supplies

What a work of April Fools' Day art you've created. Make sure the rubber bands you get are thick enough to hold the phone to its cradle but stretchy enough that they won't snap and break while you furiously wrap them, and try to forget how you wish pranking your boss was allowed every day. Maybe you should let the others know their calls won't be getting through for at least the next few hours?

3. Plant a garden in their keyboard

There is something particularly disturbing about the prankster who doesn't mind a slow-burn joke. It's complicated and takes a green thumb, but you could potentially be seeing dividends from this joke for weeks. Check out how to grow a keyboard garden, then decide if this topiary tactic is one your boss would appreciate... or hate.

4. Kill their computer mouse

No one's saying the dead computer mouse should last all day but, come on, you know you'll be peeping through their office door to watch them roll that mouse around on their desk a million times. They'll check the batteries, and maybe they'll realize what you've done by that point, but for a few shining moments, you've pulled a fast one on the person who's at the top of the food chain, and that feels really, really good sometimes. Apologize and get back to work. You've got all day to giggle at your genius.

5. Mayonnaise the doughnuts

I do not endorse the “messaging with food” variety of April Fools’ Day mischief, but some people love it. If you, your boss, or Sheila at the front desk are one of those people, then look no further than the mayonnaise doughnut to ring in a day full of devious decisions. Buy a dozen regular, glazed doughnuts and pipe your favorite (gag) brand of mayo inside them. Offer to the boss, die laughing if that’s your thing, then repeat with the rest of the coworkers.

6. Create a wrapping paper desk

Only undertake this prank if you think your boss can handle a slight fall. This is kind of genius, considering the comedic subterfuge afforded by the wrapping paper itself. Just when they think the punchline is that all of their belongings are wrapped in an obnoxious holiday print, they’ll try to take a seat, and that’s when the real joke lands. Kudos to you if you go for this one.

7. Turn their desk upside down

Fairly innocent and everyone will laugh, the upside-down-desk trick doesn’t require too much effort and definitely won’t get you fired. All you need to coordinate is sneaking into the boss’ office to pull it off. You will, however, need some reinforcements to turn it over silently. Don’t forget to replace the supplies in exactly the same place, unless you want to hide it all throughout the office. That could be the straw that hands the camel a pink slip, though, considering the halt in productivity it might cause. The choice is yours.

8. Weird K-Cup Flavors

Given their convenience and simplicity, K-Cups have seen a rise in popularity in recent years. They have some weird flavors. So when you get a chance, you can hold that regular collection of K-Cups hostage and replace them with some particularly unusual ones. You could reuse cups from previous weeks and put new labels on them or just put new labels on the existing cups. And then watch as your co-workers choke down that savory cup of Crème Brulee coffee.

9. Get in the Holiday Spirit

Every office has someone who swears they “hate” Christmas, or Halloween or some other holiday that requires a person not being a scrooge for a few hours. That’s why April Fools’ is the perfect time to take their desk or cubicle and turn it into a display of Holiday cheer that’d even impress Frank Griswold. So, after they punch out for the day, get in there and let your festive spirit flourish. In fact, why not gift wrap their chair, their keyboard, their monitor — you’ll be giving the gift they never knew they wanted.

10. Hardware Upgrade

This might be a little more of a financial investment, but can you really associate a dollar sign with being a good colleague? Before your co-worker comes in, get rid of that expensive, complicated iMac they use for all that fancy graphic design work and replace it with a good old fashion Apple II. You can hop on eBay or Craigslist and find a none working one for pretty cheap, but if you want the full effect, splurge and get a fully operational one. Or better yet, if you’re feeling extra generous, nix the Apple II and go straight for the manual typewriter. We hear those are much better than Photoshop anyway.

HRA Wants to Know: Have you ever been pranked in the office? What’s the best prank you’ve done to a co-worker? [Share with us](#) for inclusion in next years addition.

FUNNY HUMAN RESOURCES STORY

A big steel company was feeling it was time for a shakeup so they hired a new head of Human Resources. Well, the new boss was determined to rid the company of all slackers.

On a tour of the facilities, this HR supremo noticed a guy leaning against a wall. The room was full of workers and he wanted to let them know that he meant business; so he asked the guy, “How much money do you make a week?”

A little surprised, the young man looked at him and said, “I make \$500 a week. Why?”

The Human Resources boss said, “Wait right here.” He walked back to his office, came back in two minutes, and handed the guy \$2,000 in cash and said, “Here’s four weeks’ pay. Now GET OUT and don’t come back.”

Feeling pretty good about himself, the new boss looked around the room and asked, “Does anyone want to tell me what that slacker did here?”

From across the room a voice said, “Pizza delivery guy from Domino’s.”

PAYROLL FACTS

Fact 1: National Payroll Week was founded by The American Payroll Association in 1996. It is designed to celebrate the partnership between America's workers, organizations, payroll professionals, and government aid programs such as social security and Medicare. The weeklong event even has its own theme song.

Fact 2: President Roosevelt raised the top tax rate to 79 percent for Americans making over \$5 million in 1935, but it only applied to one person at that time—John D. Rockefeller.

Fact 3: The Payday candy bar was invented in 1932. At first, the inventors didn't know what to call their new creation. It happened to be payday, so one of them suggested they call it a Payday bar—and the rest is history!

Fact 4: The most common pay frequency in the U.S. is biweekly, which is used by 37 percent of private businesses. Surprisingly, weekly beats semimonthly as a runner-up at 32 percent.

Fact 5: 78.2 million workers in the U.S. are hourly employees. This represents nearly 60 percent of all wage and salary workers.

Fact 6: According to ancient "paystubs," employees in Egypt and Mesopotamia used to be paid in beer and other commodities.

Fact 7: Many employees still receive paper checks, largely because around 20 percent of U.S. households are "unbanked" or "underbanked," meaning they either don't own or don't regularly use a checking or savings account.

Fact 8: The first employee time clock was built by Willard Legrand Bundy and was patented in 1891. At the time, it was dubbed the the "Workman's Time Recorder." You can actually view the original patent illustrations here.

Fact 9: In the 1890s, American was deeply divided over whether the nation should support its currency with gold (supporters were known as "gold bugs") or with gold and silver ("silverites"). This question became a deciding factor in the 1896 presidential election. Ultimately, the gold bugs triumphed with the election of William McKinley.

Fact 10: The President of the United States earns an annual salary of \$400,000 during each term, and an annual pension of about \$200,000 after leaving office.

BEST "OUT OF OFFICE" AUTOMATIC EMAIL REPLIES

We all use email as a communication tool. When people are out, it's very helpful to have people use their "out of office" tool so as to communicate appropriate expectations about response times. Here are some enjoyable versions:

1. I am currently out of the office at a job interview and will reply to you if I fail to get the position. Please be prepared for my mood.
2. You are receiving this automatic notification because I am out of the office. If I was in, chances are you wouldn't have received anything at all.
3. Sorry to have missed you, but I'm at the doctor's having my brain and heart removed so I can be promoted to our management team.
4. I will be unable to delete all the email messages you send me until I return from vacation. Please be patient, and your mail will be deleted in the order it was received.
5. Thank you for your email. Your credit card has been charged \$5.99 for the first 10 words and \$1.99 for each additional word in your message.
6. The email server is unable to verify your server connection. Your message has not been delivered. Please restart your computer and try sending again. (The beauty of this is that when you return, you can see who did this over and over and over...)
7. Thank you for your message, which has been added to a queuing system. You are currently in 352nd place and can expect to receive a reply in approximately 15 weeks.
8. Hi, I'm thinking about what you've just sent me. Please wait by your computer for my response.
9. I've run away to join a different circus.

JOKE

Did you hear the one about the compensation professionals who went duck hunting?

They see a duck in the air and both shoot. The first comp pro's shot is 20 feet wide to the left. The second comp pro's shot is 20 feet wide to the right.

Two comp pro's give each other high fives, because *on average* they hit the duck.

CARS V. COMPUTERS

At a recent computer expo (COMDEX), Bill Gates reportedly compared the computer industry with the auto industry and stated, "If FORD had kept up with technology like the computer industry has, we would all be driving \$25 cars that got 1,000 miles to the gallon."

In response to Bill's comments, FORD issued a press release stating:

If FORD had developed technology like Microsoft, we would all be driving cars with the following characteristics:

1. For no reason whatsoever, your car would crash.....Twice a day.
2. Every time they repainted the lines in the road, you would have to buy a new car.
3. Occasionally, your car would die on the freeway for no reason. You would have to pull to the side of the road, close all of the windows, shut off the car, restart it, and reopen the windows before you could continue. For some reason you would simply accept this.
4. Occasionally, executing a maneuver such as a left turn would cause your car to shut down and refuse to restart, in which case you would have to reinstall the engine.
5. Macintosh would make a car that was powered by the sun, was reliable, five times as fast and twice as easy to drive - but would run on only five percent of the roads.
6. The oil, water temperature, and alternator warning lights would all be replaced by a single 'This Car Has Performed An Illegal Operation' warning light.
7. The airbag system would ask 'Are you sure?' before deploying.
8. Occasionally, for no reason whatsoever, your car would lock you out and refuse to let you in until you simultaneously lifted the door handle, turned the key and grabbed hold of the radio antenna.
9. Every time a new car was introduced car buyers would have to learn how to drive all over again because none of the controls would operate in the same manner as the old car.
10. You'd have to press the 'Start' button to turn the engine off.

DO YOU SUFFER FROM G.A.S. (GOOFY ACRONYM SYNDROME)?

Worse than an unfortunate typo are new organizational programs or departments that have embarrassing acronyms. Communicators on [MyRagan](#) offered a few examples from their organizations. Take a look:

- For several years we had an Environmental Advisory Team and a Safety (and) Health Advisory Team. (EATSHAT)
- Our employee appraisal system is called the Performance Management System. (PMS)
- After reorganization, we had the newly minted Facilities and Business Services division. Within a week employee shortened it to F'n BS, and management quickly changed the name to Business Workplace Services.
- I was brought in—too late—to help with the announcement of a new organization within our firm: The Storage Technology Division. I practically begged them not to do it. (STD)
- My first job (many years ago) was for Title Insurance Trust.
- We have the B.A.R.F. Forum. It's so awful I can't quite recall what it stands for. It might be Business and Research Finance forum. But they actually use B.A.R.F. And we don't even flinch when talking about S.T.D. anymore—that would be short-term disability, of course.
- I was once given the job title of Director of Business Services, which quickly morphed into Director of B.S.
- We're rolling out a new leadership group, tentatively referred to as the Broad Leadership Team which, when abbreviated, makes me hungry.

RESEMBLING FACEBOOK

Presently, I am trying to make friends outside of Facebook while applying the same principles.

Therefore, every day I go down to the street and tell passers-by what I have eaten, how I feel, what I have done the night before, and what I will do tomorrow night.

Then, I give them pictures of my family, my dog, and me gardening and spending time in my pool. I also listen to their conversations and I tell them I love them.

And it works!

I already have 3 people following me! Two police officers and a psychiatrist.

YOUR TURN!!

There are some days in HR where the only thing you can do to make the day tolerable is to laugh. We have had some funny situations occur that we use as stories in our presentations, classes, or when just having a glass of wine with a friend. Some were not so funny at the time, but got funnier as time passed.

So tell us your favorite joke or favorite funny story! We can even do a “You might be an HR Manager if…” So get those creative juices going....

CLIENT QUESTION OF THE MONTH

Here is last month’s question...Based on Oregon state law, how frequently must employers pay employees?

- A) Every 30 days
- B) Every 35 days
- C) Every 40 days
- D) Whenever the employer has scheduled paydays

HR QUESTION OF THE MONTH

Here are the two questions from the last newsletter:

How many federal laws are overseen and enforced by the Department of Labor?

Possible answers: 68 laws 72 laws 180 laws 203 laws

Bonus question: How many employers are they responsible for governing?

Possible answers: 7.3 million 8.6 million 9.2 million 10 million

POINTS TO PONDER

~ Before you criticize someone, you should walk a mile in their shoes. That way, when you criticize them, you're a mile away and you have their shoes.

~Jack Handey

~ A woman walks into a library and asks if they have any books about paranoia. The librarian says "They're right behind you!"

~ A signature always reveals a man's character — and sometimes even his name.

~Evan Esar

~ A bus station is where a bus stops. A train station is where a train stops. On my desk, I have a work station...

~ I couldn't figure out why the baseball kept getting larger. Then it hit me.

~ When somebody tells you nothing is impossible, ask him to dribble a football.

~Author Unknown

~ Nothing ruins a Friday more than an understanding that today is Tuesday.

~ There is a new trend in our office; everyone is putting names on their food. I saw it today, while I was eating a sandwich named Kevin.

~ I start every conversation with my employees by saying, "I shouldn't be telling you this" just so I know they will listen.

~ Hung a picture up on the wall the other day. Nailed it.

FOR YOUR CALENDAR

Open up your Daytimers, Outlook, and all those Smartphones. The following is a look at upcoming events and workshops, special days, and other diverse and fun activities you will want to be aware of and schedule. **To register for our workshops, go to [HR Answers Events](#), or email your registration form to info@hranswers.com.**

APRIL

National month of the following:

- Apr. 1 April Fool's Day
- Apr. 3 Lunch Bunch Online Webinar / Teleconference
[Giving References](#)
12:00pm - 1:00pm
- Apr. 7 World Health Day
- Apr. 11 HRA Workshop – HRA Office – Portland/Tigard
[Oregon Pay Equity Overview](#)
2:00pm - 4:00pm
- Apr. 12 HRA Workshop – HRA Office – Portland/Tigard
[Job Search Workshop](#)
11:00am - 1:00pm
- Apr. 19 Good Friday / Passover begins
- Apr. 21 Easter
- Apr. 24 HRA Online Webinar / Teleconference
[Oregon Pay Equity Overview Webinar](#)
9:00am - 10:30am
- Apr. 25 Take our Kids to Work Day
- Apr. 29 International Dance Day

Coming Up:

- May. 7 HRA Workshop – HRA Office – Portland/Tigard
[Oregon Pay Equity Overview](#)
8:30am - 10:30am
- May. 8 HRA Workshop – HRA Office – Portland/Tigard
[Effective Leadership](#)
8:30am - 12:30pm
- May. 16 HRA Workshop – HRA Office – Portland/Tigard
[Harassment - Train the Trainer](#)
8:30am - 12:30pm
- May. 28 HRA Webinar - Online/ Teleconference
[Oregon Pay Equity Overview Webinar](#)
2:00pm - 3:30pm
- May. 30 HRA Workshop – HRA Office – Portland/Tigard
[Employee Recognition Made Easy](#)
2:00pm - 3:30pm

Planning Ahead:

- Jun. 11 HRA Workshop – HRA Office – Portland/Tigard
[Oregon Pay Equity Overview](#)
2:00pm - 4:00pm
- Jun. 18 HRA Webinar - Online/ Teleconference
[Oregon Pay Equity Overview Webinar](#)
2:00pm - 3:30pm
- _____ HRA Workshop – HRA Office – Portland/Tigard
[Supervisory Success 8 Part Series](#)
8:30am - 10:30am
- Sep. 10-
Oct. 29

View more details and register for our workshops on our website at hranswers.com.

ON MY SOAPBOX

Every year we do this special issue of Advantage. It comes out on April 1st to coincide with April Fools' Day. It is to remind ourselves and maybe you as well that there is more to life than the difficulties we face; there are wonderful and happy times as well.

When I meet someone new and give them my business card, they look at it, see the title that I have ("Grand Poobah") and they chuckle or laugh out loud. It gives me the chance to say, "The work we do is often very serious, but that doesn't mean I have to take myself seriously." The business card and the statement are my way of saying who I am and how I see myself. It starts a relationship with a moment of humor.

I have written about humor about 32 times now so I thought that instead of me again waxing about the value of humor, I would share with you some articles and insights about humor. Read these if you wish; I think there is some wisdom in their words.

[10 Reasons Why Humor Is A Key to Success at Work](#)

[The Value of Humor](#)

[Laughter in Therapy](#)

[Humor Therapy](#)

[No laughing matter?](#)

And if you find that these piques your curiosity, then I strongly encourage you to read the book written by Norman Cousins, *Anatomy of an Illness*. You can find [an article here](#) discussing the book. He was told that he was dying of a rare disease in 1964, but he failed to accept that diagnosis. In his words, "He laughed himself well." He died in 1990. It is a great read, and is a clear statement about the importance of humor to our well-being.

Here is hoping that you enjoy a long and HAPPY life!!

- Judy Clark, President



ANSWERS, Inc.
"Whatever the Question"

PLEASE FEEL FREE TO VISIT OUR WEBSITE:

WWW.HRANSWERS.COM