



advantage



IN THIS ISSUE

Happy April Fool's Day	2
Quick Funnies.....	2
Emotional Wellness - Humor Helps	3
How Hip Are You?	5
Onboarding - Taking The Stage	5
More Funnies.....	6
How Hip Are You? - Definitions Revealed	14

IN EVERY ISSUE

HR Links	7
Whatever the Question	7
HR by the Numbers	8
Thoughts to Think About.....	10
Events Calendar	11

Happy April Fool's Day

For those readers who are new to the HR Answers, Inc. newsletter, we thought we would share with you, and remind others too, that for over 20+ years 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 new regulations, compliance, and the ever-changing complex employee issues that are occurring), 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? Laughter is supposed to be good for our health and improve our mood as well!

There are only a couple of serious items in here (like the HRA Calendar) and we hope you enjoy the many fun things we selected for you this month! Happy April Fool's Day!

Quick Funnies

Retirement Out Of Office replies:

"I am currently enjoying my retirement and have no intention of checking this email."

"I'm retiring at the end of the year. If I don't answer right away, give me a break, I'm Retiring!"

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Interviewer: Why did you leave your last job?

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

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Interviewer: So, tell me about yourself.

Applicant: I'd rather not...I kinda of want this job!

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Boss: Why were you late today?

Employee: Because sleep is amazing and being an adult is terrifying

Boss: okay, true.

◆◆◆



People say life is short even though it is literally the longest thing we will ever experience.



When an employment application asks who is to be notified in case of emergency, I always write, “A very good doctor.”



HR: My favorite thing to do is to walk around with a file, go up to a new hire, look them in the eye and say, “Do you have a minute?” The look on their face cracks me up every time. Then I walk away slowly and turn back to see if they’re following me.

Emotional Wellness - Humor Helps

Being happy at work is critical in many ways. Studies suggest that if you’re not happy at work, you are less productive, a poor problem solver and more likely to take sick days. Some individuals maintain being happy at work isn’t important—that happiness is a byproduct of a good working environment and culture and not worth being a goal itself.

So, what does happiness mean? Professor Sophie Scott from University College London says, “Laughter is a subconscious signal that we’re in a state of relaxation and safety.” Too often we hear others state that if people are laughing during work, they think people are slacking off.



However, could it mean that it is really adding to our productivity as well as making us feel better? A Wharton study found that laughter promotes creativity and greater analytical precision. So, not only are your employees inspired to perform, they perform better.

Studies show that humor in the workplace can boost employee productivity and even enhance performance. Laughter is also one of the best stress management tools. As the Mayo Clinic reports, more giggles are just what the doctor ordered because laughter increases the release of feel-good chemicals, reduces tension, and helps us connect with others.

We do have a way of combatting stress, disengagement, and turnover: **It’s called humor.** Devin C. Hughes a recognized expert in the science of happiness, organizational/culture change and leadership development shares the following:

- **Humor Beats Stress:** Chronic stress can cause muscle tension, high blood pressure, and decreased immunity. Humor can counteract these negative effects. Studies have shown that humor and laughter can relax muscles, decrease blood pressure, and improve our immune system.
- **Humor Engages Employees:** Disengaged employees cost companies billions of dollars in lost productivity through absenteeism, presenteeism, and ineffective results. Managers who use humor benefit from high levels of employee engagement and work performance, not just for their direct reports but for themselves as well.
- **Humor Reduces Turnover:** The estimated cost to replace an employee ranges from 20 to 150 percent of that person's annual salary and affects the entire department involved. Employees who work in a humorous organization report higher workplace satisfaction scores and say they are less likely to leave their roles.
- **Humor Connects Us With Others:** Positive sounds such as laughter or a triumphant woo-hoo! can trigger a response in the listener's brain. The response is automatic and helps us interact socially by priming us to smile or laugh and thereby connecting us with the other person.
- **Humor Reduces Status Differentials:** Humor can help to reduce the social distance between managers and employees.
- **Humor Diffuses Conflict:** Humor has long been the great equalizer—a means to facilitate conversation and bridge differences. As a matter of fact, humor has been identified as a key factor in peace-building and international mediation.
- **Humor Builds Trust:** Social benefits of humor include group cohesiveness, reduction of status differentials, diffusion of conflict, and team- and trust-building among diverse groups.
- **Humor Encourages People to Work Together:** A growing body of research shows that when you share a laugh with someone, you're mirroring not only one another's body language but also the hormonal and neuronal activity, prompting a mutual investment in each other's well-being.

Non Sequitur



How Hip Are You?

There is a *lot* happening out there, seeming as if it's everything, everywhere, all at once. The events are relentless, but so is the pace with which language adapts to the changes—with new and newly prominent ways of referring to a wild variety of very specific things.

So here is a small sample of new words from dictionary.com. How hip are you? Do you know the meanings or the definitions of these words? You can learn about the other new words from the February 2023 list [New Dictionary Words — Winter 2023 | Dictionary.com](#)

Cakeage

Rage Farming

Digital Nomad

Abrosexual

Cap/No Cap

Forest Bathing

Antifragile

Rizz

Definitions can be found on page 14 of the newsletter.

Onboarding - Taking The Stage

A spotlight turns on. The whole room is looking at you. Your new boss sits front and center, waiting to see what you do next. The assignment? Make them laugh.

This may sound like a nightmare, but at Peppercomm, a New York-based public relations firm, every one of its 32 employees is required to participate in a comedy class—even the HR team. According to the organization's CEO, as well as some research, this unusual onboarding activity has benefits for culture and employee performance.

Steve Cody, Peppercomm's founder and CEO, loves to perform; he's spent 13 years doing standup around New York. When Cody founded his organization in 1995, he knew humor had to be part of the culture, which is why taking a comedy class at a comedy club is part of every employee's onboarding experience. Employees get the full New York City club experience. "I call it my Mrs. Maisel moment," Tara Lilien, chief talent officer at Peppercomm, said. For three hours, employees are taught comedy fundamentals by Cody and his "chief comedy officer," Clayton Fletcher, a professional standup comic.

At the end of class, each person gives a solo performance, lasting between one and three minutes, with instructions to showcase something about themselves, whether it's something that brings them joy—or in Cody's case, breaks their hearts (the Mets).

“A lot of times, people will share a personal story or something you wouldn’t have known about them,” Lilien said. “It’s a really nice connector, and then when they come back to the office, they have those callbacks.”

Hmmmmm, would this work in your workplace?

More Funnies

Top tips for HR

Tip #1: Not everyone is going to love you.

Tip #2: Very few people will like you.

Tip #3: It doesn’t matter that no one likes you.

Tip #4: No, no, they aren’t actively avoiding you.

Tip #5: If you do your job well, there is a chance that someone will dislike you.

◆◆◆

HR: Hey, you’re the funny guy, right?

Funny guy: (nervously) Um... ha... ha... No.

HR: Yeah you are. Your team lead told me about you.

Funny guy: Oh, I... uh, well. I tend to tell a joke or two.

HR: Go on. Tell us one.

Funny Guy: (gulps) ...My break is over. (Waves goodbye and scurries off)

HR: (taking a sip of coffee) ...Trying to bond with employees is hard.





Memes are a popular way of communicating feelings and commenting on activities that are taking place around us. Here is a link to a large list of some of the best co-worker memes. [112 Funniest Coworker Memes Guaranteed To Make You Laugh \(scienceofpeople.com\)](#)

There's a mistaken belief in today's working world that leaders need to be serious all the time to be taken seriously. The research tells a different story. Based on the course they teach at Stanford's Graduate School of Business, behavioral scientist Jennifer Aaker and corporate strategist Naomi Bagdonas delve into the surprising power of humor: why it's a secret weapon to build bonds, power, creativity, and resilience -- and how we can all have more of it. Watch this 9min video to see for yourself. [Jennifer Aaker and Naomi Bagdonas: Why great leaders take humor seriously | TED Talk.](#)



whatever the question

Q: Are we required to keep the workplace at a certain temperature for the employees?

A: Under the General Duty Clause, section 5(a)(1) of the Occupational Safety and Health Act, employers are required to provide their employees with a place of employment that "is free from recognizable hazards that are causing or likely to cause death or serious harm to employees."

It is one of the longest running disagreements between employees – too hot, too cold. Let's face it, the cost of energy is going up so what do you think you can get away with in your workplace? Didn't we all grow up with parental units who told us just to put a sweater...put on another layer? Employees can do this. We have all been in meetings where someone shows up with a blanket – that seems to work too. Maybe that could be your next holidays gift to employees.

Too hot well then use a fan or open a window no one needs to increase the AC we are trying to save the world and save our budget. This is one way employees can help pitch in.

According to an OSHA interpretation letter, "office temperature and humidity conditions are generally a matter of human comfort rather than hazards." So, it is our recommendation that on a daily basis you monkey with the temperature by lowering the temperature by a degree and seeing how low you can go before employees start to notice and start complaining. Then be sure to train your managers in how to respond appropriately to employees.



“Fun” Facts About Working Life

Did you know?

1. Monday is the most common sick day. Except in Australia! When Tuesday arrives it is a different story – this Australia's most common sick day.
2. If you work 40 hours a week until you are 65 years old, you will work just over 90,000 hours in your lifetime.
3. Italy enjoys the best work-life balance, according to [OECD](#), with only 3% of employees working more than 50 hours per week.
4. In France the average work week is 35 hours.
5. The Netherlands has the shortest work week in the world at 29 hours per week.
6. The word 'employ' is Latin, meaning to 'enfold, involve, associate'. The word 'work' means 'werg' meaning 'to do'
7. Multitasking at work can drop a person's IQ by ten points, which is equivalent to lack of sleep or taking drugs.
8. People are more creative in the shower. Taking a warm shower increases dopamine flow that makes us more creative. Perhaps we should be installing showers at work! (This should probably not be the next remote worksite.)
9. When office temperatures are low (68 degrees), employees make 44% more errors and are less productive than when temperatures are warmer (77 degrees). (Now you know why our Q & A is a joke.)
10. Employees who have more control over the layout and design of their workspace are healthier and happier in the office.
11. A chef's hat has 100 pleats. Apparently, it's meant to represent the 100 ways you can cook an egg!
12. The average office chair with wheels travels about eight miles per year.
13. Once an item is filed away, there is a 98% chance it will never be seen again.



hr by the numbers

Hey recruiters and staffing individuals what do you know about the history of resumes and CV's? Here are some random and fun facts about resumes/CVs that might be a good conversation starter for your next... we don't know, but know you'll know.

1. **In 1482**, Leonardo Da Vinci created the first resume (according to some historians).
2. **In 1508**, a travelling Lord in England offered a handwritten letter of introduction and called it a resume.
3. **Between 1930 and 1960**, resumes went from being on scraps of paper to being an expectation.
4. **In 1940** resumes started to include random information such as age, weight, height, marital status and religion (oh no!!!)
5. **In 1950** resumes start to include outside interests such as sports and club memberships.
6. **In the 1970s** resumes were created using digital typeset and word processors (the very first computers)!
7. **In the 1980s** VHS resumes were used!
8. **In 1983** Microsoft Word was launched – creating a new template for resumes.
9. **In 1987** fax machines were widely used to send and receive resumes.
10. **In 1994** the internet and world wide web go public and will change the way we send resumes forever.
11. **By 1995** email is the most popular way to send a resume.
12. **In 1996** Adobe releases Adobe Reader, a program that allows you to convert your resume to PDF.
13. **In 2003** LinkedIn launches
14. **In 2007** video resumes hit YouTube
15. **In 2008** social media is born and personal branding and networking via social media changes the way job hunting is done.



thoughts to think about

"The problem with the designated driver program – it's not a desirable job. But if you ever get sucked into it, have fun with it. At the end of the night, drop the person(s) off at the wrong house." ~Jeff Foxworthy

*Advice for the day: If you have a lot of tension and you get a headache, do what it says on the aspirin bottle – "Take two aspirin" and "Keep away from children."
~Author Unknown*

"Relationships are hard. It's like a full-time job and we should treat it like one. If your partner wants to leave you, they should give you two weeks' notice. There should be severance pay, and the day before they leave you, they should have to find you a temp." ~Bob Ettinger

"Oh, you hate your job? Why didn't you say so? There's a support group for that. It's called EVERYBODY, and they meet at the bar." ~Drew Carey, American Actor

"Don't expect me to be sane. I work in HR." ~unknown

"I'm HR. To save time let's just assume I'm never wrong." ~unknown






"Nothing surprises me. I work in HR." ~unknown

"Yes. Doing your job is part of the job." ~unknown





And if you are looking for more visit this site [100 Best HR Quotes to Uplift and Motivate HR Professionals \(vantagecircle.com\)](http://vantagecircle.com)

calendar of events



- 05** Anxiety at Work
- 05** HR Lunch Bunch: Conscious Company Culture
- 07** Supervisory Short: Neurodiversity in the Workplace
-  **07** Paid Leave Oregon: Policy, Notice, and Claims
- 12** Advanced Supervision Series
- 13** Professional Practices: Auditing Oregon Pay Equity
-  **19** Foundations of Leadership
-  **20** Paid Leave Oregon: Policy, Notice, and Claims
-  **25** Creating a Culture of Belonging
-  **27** Professional Practices: Performance Management



- 05** Supervisory Short: Overcoming Negativity
-  **09** HR Systems Selection & Implementation Success
- 11** The Five W's of Documentation
-  **18** Professional Practices: Compensation Fundamentals 1: Market Analysis and Salary Surveys
-  **23** Professional Practices: HR Compliance - What You Don't Know Can Hurt You
-  **25** Paid Leave Oregon: Policy, Notice, and Claims

calendar of events



01 HR: Party of One

02 Supervisory Short: Delegation

07 Improving Communication Skills

07 HR Lunch Bunch: Recruiting Solutions for 2023

08 Advanced Supervision Series



08 Professional Practices: Conducting an Effective Internal Investigation



13 Professional Practices: Coaching Employees



20 Paid Leave Oregon: Policy, Notice, and Claims

21 Onboarding: Jump Start the Employee Experience

21 So You Think You Want to be a Supervisor



22 Professional Practices: Compensation Fundamentals 2: Philosophy, Structure, and Policy

28 Creating a Culture of Gratitude

[REGISTER](#)

Success for New Supervisors

Thursdays: June 8, 15, 22, 29, July 6, 13, 20, 27
8:30am to 12:30pm

In-person series will be held at HR Answers, Inc. Office

Register Now - Only 24 Spots Available!



calendar of events

Upcoming Topics:

- Supervisory Short: Effective Meetings
- Professional Practices: Employee Handbooks
- Improving Communication Skills
- Professional Practices: HR Records Management
- Professional Practices: Conducting Employee Opinion Surveys
- Diversity, Equity, and Inclusion: Belonging
- So You Think You Want to Become a Supervisor?
- Professional Practices: Auditing Oregon Pay Equity
- Diversity, Equity, and Inclusion: Emotional Safety

[REGISTER](#)

How Hip Are You? - Definitions Revealed

Cakeage

noun. a fee charged by a restaurant for serving a cake brought in from outside.

The word cakeage (often used in the phrase cakeage fee) is modeled on corkage, the term for the fee charged for bringing wine to a restaurant.

Digital Nomad

noun. a person who works remotely while traveling for leisure, especially when having no fixed, permanent address.

The term is newly prominent, but the first records of it date to the late '90s. See also: [*digital native*](#).

Cap/No Cap

Cap is a term referring to something fake/not authentic. Therefore, no cap refers to being real, authentic, and truthful.

Antifragile

adjective. becoming more robust when exposed to stressors, uncertainty, or risk.

Example: We've made the structure sturdy and antifragile, so bad weather makes it stronger.

Rage Farming

noun. Informal. the tactic of intentionally provoking political opponents, typically by posting inflammatory content on social media, in order to elicit angry responses and thus high engagement or widespread exposure for the original poster. This term was coined in 2022 (in the form rage farmed) by investigative reporter John Scott-Railton.

Abrosexual

adjective. noting or relating to a person whose sexual orientation is fluid or fluctuates over time.

Forest Bathing

Noun. the practice of being in nature, especially an area with trees, as an act of sensory immersion undertaken for physiological and psychological health benefits.

Rizz

Is a slang term for someone with swagger, or who can effortlessly charm another.

Editor: Deborah Jeffries, SHRM-CP, PHR, CPC: **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 resources professionals and labor relations professionals. If you have questions about the content, an opinion about the information, or questions about your subscription, please call us at 503-885-9815 or email us at info@hranswers.com

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