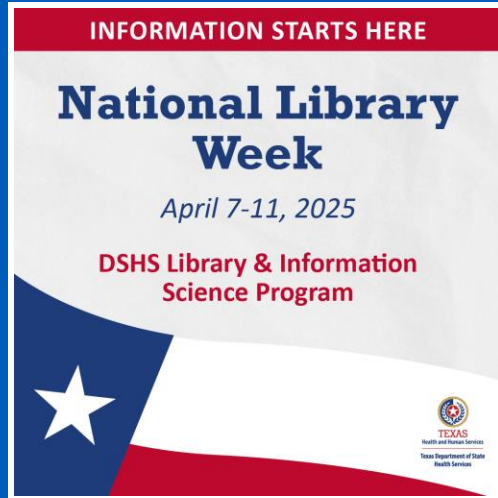


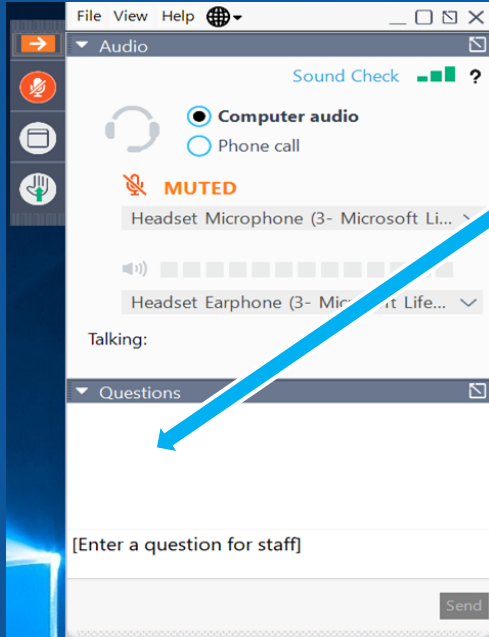
Making Work Fun Again!




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Making Work Fun Again!



Chan McDermott

Workforce Development Coordinator
Family Health Services

Texas Health and Human Services Commission



TEXAS
Health and Human
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Health Services



Making Work Fun Again!

Chan McDermott
Family Health Services – HHSC
Apr. 11, 2025

Our Agenda

- ▲ The Basics of Fun
- ▲ Individual-Oriented Fun
- ▲ Leader-Oriented Fun
- ▲ Team-Oriented Fun
- ▲ Organization-Oriented Fun
- ▲ Power of Ritual
- ▲ Making a Plan

Credit Where It's Due

**DR. BOB
NELSON**



**MARIO
TAMAYO**



Work Made Fun Gets Done!



Was Work Ever Fun?

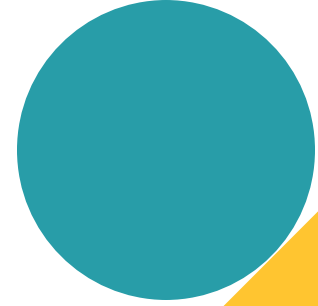
Quick chat: When
was the last time
you remember
having fun at work?
What were you
doing?



Why Bother With Fun?

Fun is one of the most **important**—and **underrated**—ingredients in any successful venture.
—Richard Branson

Why Play? Why Not Play?



Quick chat:
What is your
favorite way
to play at
home? At
work?

Playing Benefits Adults!




“We don’t quit playing because we grow older; we grow older because we quit playing.”

-Oliver W. Holmes

What the Research Tells Us

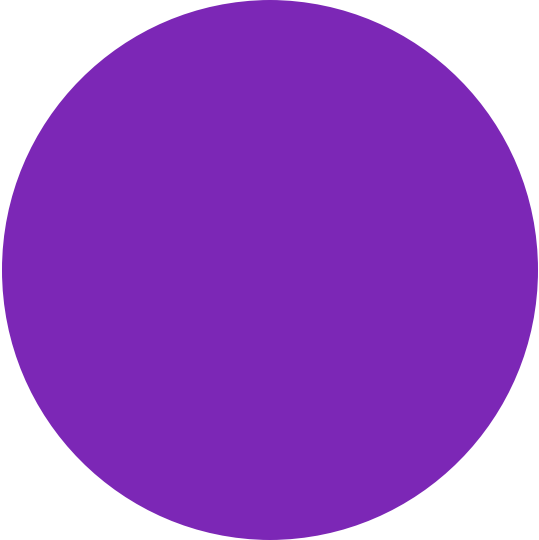
- Employees who play learn faster, retain knowledge more efficiently
- Fewer sick days
- Engaged employees
- More productive
- Higher levels of psychological safety
- Better collaboration



All work and
no play makes
everyone a
whole lot
duller!

DSHS Region 2/3





About Culture

- An organization's "personality"
- A set of shared assumptions that guide behaviors
- The values, beliefs, and norms which influence the behavior of the members of the organization

"How we do things around here."

Inserting Fun

Into an
organization's
culture.

What's needed?

1. **Understanding** of the importance of fun
2. **Opportunities** to incorporate fun into work
3. Supportive **environment** that encourages fun

Lead with your own **fun behaviors** and give others **implicit permission** to do the same.

The Philosophy

1. Be playful. Choose to have fun – but don't force fun on others.
2. Be open & flexible – not rigid & predictable.
3. Experiment: try new things instead of doing the same old thing.
4. Learn, refine & reapply – and learn from everything you try.
5. Be patient – don't give up!


“Rules” of Fun

What’s fun for some
may not be fun for
others

Know thy people well

Keep it safe and fun
for everyone





**With
you!**

**Individual-
Oriented
Fun**

Where does
fun start?

For
Yourself

TIP: Think of
the **"win"** and
the **"why"** for
each task.

Fun List!



For
Others

Go



!





Leader- Oriented Fun

When leaders **demonstrate & encourage fun**, it's more likely to be accepted by others.

Some examples



Other ideas?



Recognition

What does recognition look like?

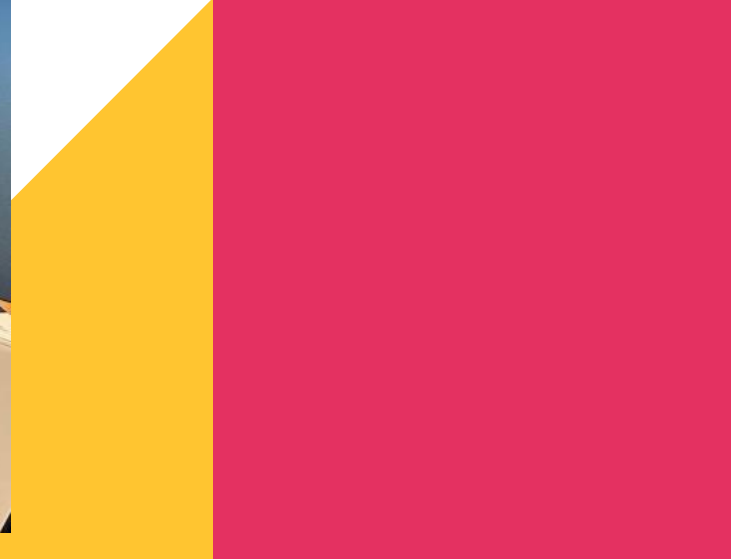
It can go so right ... Or so wrong.



DAP Ducks



DAP Ducks

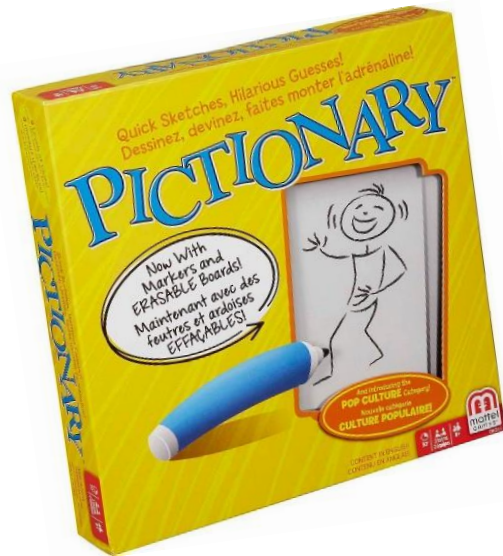




Team- Oriented Fun

Fun is a way to **bridge** the differences among team members & create a **common denominator**.

The Virtual Challenge



The Hybrid Challenge





Organization- Oriented Fun

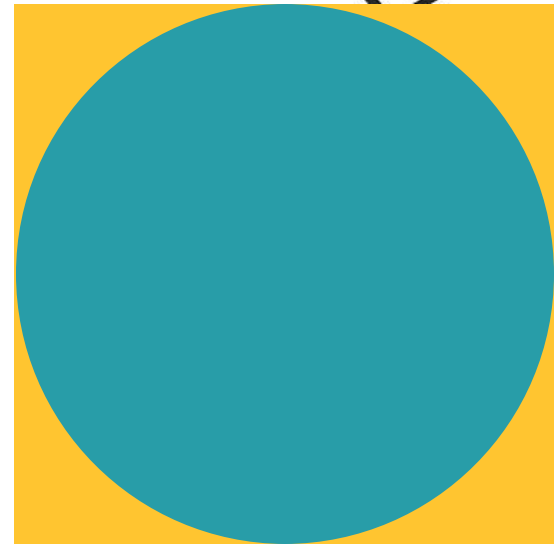
A **critical mass**
of employees
focused on fun
activities can help to
shape the culture of the
organization over time.



**Other
ideas?**

- Celebrate special days
- Recognition Days and Weeks
- Holiday Celebrations
- State Employee Charitable Campaign events
- Graduation recognition
- Gratitude boards

- **Ask** your employees
- **Include** fun-related items on 360 assessments
- **Orient** all leaders to fun principles and how-to tips
- **Encourage** leaders to bring humor to organization events
- **Hire** leaders who have a strong sense of fun



Kahoot!



...and I don't do it again. This is the perfect book for these extraordinary times.
—Katie Couric, journalist and bestselling author

Wall Street
Journal
BESTSELLER

RITUALS ROADMAP



The Human Way to Transform Everyday
Routines into Workplace Magic

Erica Keswin

Rituals Matter



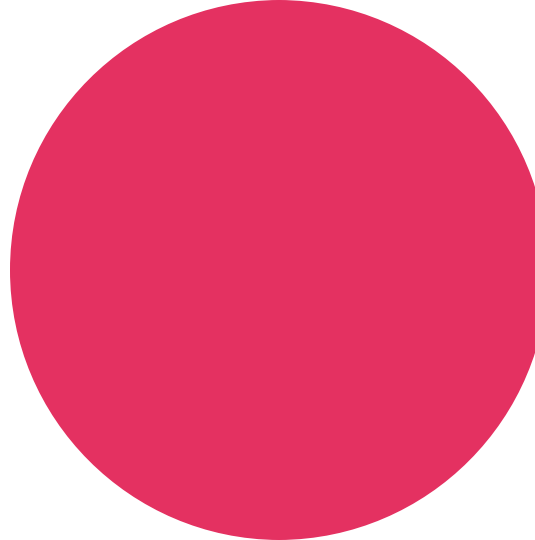
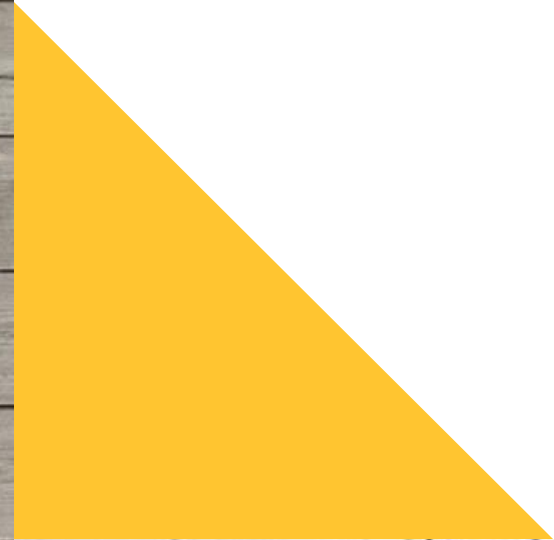
Some examples



Other ideas?



Are all rituals useful?





**Ritual
Throwback:
WIC New
Hires**

Rituals are:

- Personal
- Purposeful

“Though very different in practice, routine and ritual seem to be **two sides** of the **same coin** . . . the structure of **routine comforts** us, the specialness of **ritual vitalizes** us.”

-Maria Popova



**Let's
Brainstorm!!**



**Then
execute it!**

Choose one:

- Individual-oriented fun – for yourself? For others?
- Leader-oriented fun
- Team-oriented fun
- Organization-oriented fun

Brainstorm a few ideas & select one

What resources do you need?

Develop a timeline

Identify 2-3 actions to make it happen!

“The best advice I ever received came from my mother: ‘Do at least **one fun thing** every day.’”

-Clifford Cohen, *Shots of Wit*

Thank You!!

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