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WAYS TO CREATE A SAFE, INCLUSIVE AND HAPPY WORKPLACE

By: Comedian & HR Expert
Allison Moore



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MooreLaughing at Work!

2 WAYS TO CREATE A SAFE, INCLUSIVE & HAPPY WORK ENVIRONMENT

For Leaders

By: Comedian Allison Moore

#1: Hire a clean comedian with an HR background. Duh!
(Come on ya'll... you had to see that coming. hehe #Cornball)

#2: Use your informal leaders aka influencers to your advantage. Teachers can attest to the strategy behind getting the "class clown" or "popular student" to buy-in and how that helps tremendously because of the influence that those student types have on the majority of the class. Ultimately the teacher wins, the influencer wins and the class wins.

I'd like to add on to that #strategicthinking... *Walk with me:*

When I build a team to fulfill a production, I immediately **watch which person the majority of the group responds too.** That person becomes my influencer. Sometimes it's the funny person, sometimes it's the senior person, sometimes it's the direct and honest person. Not only will I **make it a point to get their buy-in** about whatever "bright idea" I have at that time, but I **pay attention to the key attribute(s) of that person** and I humbly **understand that usually the team is attracted to that person because of what is lacking.**



"Moore" (hehe) specifically, **when the team responds to the senior/mature person**, I realize that I'm coming across too childish and **the group wants maturity.** If it's the "direct or honest" influencer that is controlling the crowd, I ask myself: "Am I not being clear about what I'm trying to achieve?"



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In the case of the honest influencer, I use their gift to help me make my vision clearer to the team. Or maybe their "honesty" is attractive because my idea is dumb and the rest of the group doesn't want to tell me but my "honest" influencer will. In this case **the group will always let the honest influencer speak.** It behooves me to check my pride and hear the honesty because the rest of the group really doesn't believe in the vision fully anyway, they are just afraid to speak up. Lord knows it took quite the humility to learn this lesson.



Comedian Allison Moore

Here's another example: **When I worked in HR, I was funny and pleasant.** At that time I had no desire to be a comedian. That superpower had not been uncovered. All I knew was **whenever I held a training, I always had high registration and participation.** Regardless of whether it was a new hire orientation or sexual harassment, I always had major engagement in my sessions. I was a young professional without a #leadership mindset so I didn't see my value. **Unfortunately, my employers didn't help me to realize that my gift was valuable.** I was made to feel that the laughter and joy of the audience meant that I wasn't serious, so I worked hard to get away from that because I wanted to be seen as more "professional". **It was a missed opportunity for both myself and my organization.** Looking back, I could've been a powerful tool for the company to use to educate and elevate the workforce and content.

Your team is telling you what they need. Let them speak in their superpowers. Diversity in superpower is profitable. So is MooreLaughing at work! *(Sorry again, I can't help the cornball in me.)*

Keep growing you wonderful leader, you! You got this!

Allison

"Virginia's Comedienne and Everybody's Hype Girl!"

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