



The Role of Emotional Intelligence in Workplace Humor

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Benefits of Workplace Humor

-  Creativity
-  Socialization
-  Communication
-  Stress
-  Boredom
-  Frustration





Clouse & Spurgeon, 1995; Duncan, 1982; Holmes & Marra, 2002; Lippitt, 1982; Malone, 1980; Martin et al., 2003; Romero & Cruthirds, 2006; Roy, 1960; Sherman, 1988; Sykes, 1966

A Crisis of Laughter



Photo Credit:
<https://memegenerator.net/instance/46889873/frowning-cat-there-wil-be-no-laughing-no-laughing-do-you-hear>

A Crisis of Laughter

-  Depression
-  Emotional exhaustion
-  Leadership performance
-  Self-esteem

Kuiper et al., 2004; Tumkaya, 2007



Photo Credit: <https://www.forgevalleyfitness.com/good-versus-bad-teasing.html>

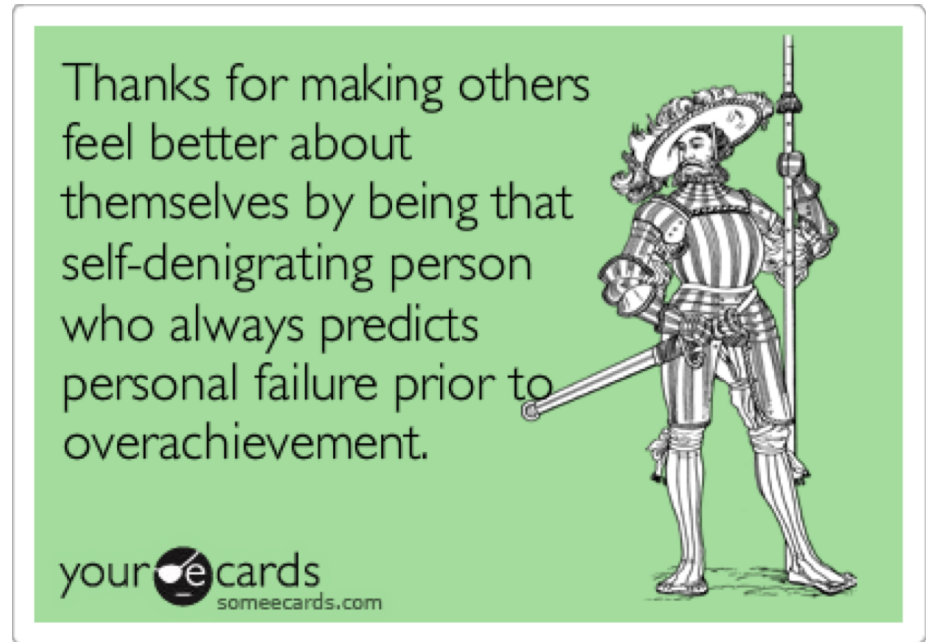


Photo Credit:
<https://www.someecards.com/usercards/viewcard/077997753b7743d2d41d2f2147d9d76ca5/?tagSlug=encouragement>

Emotional Intelligence

- Perceiving Emotion
- Use of Emotion
- Understanding Emotion
- Managing Emotion
- Social Management

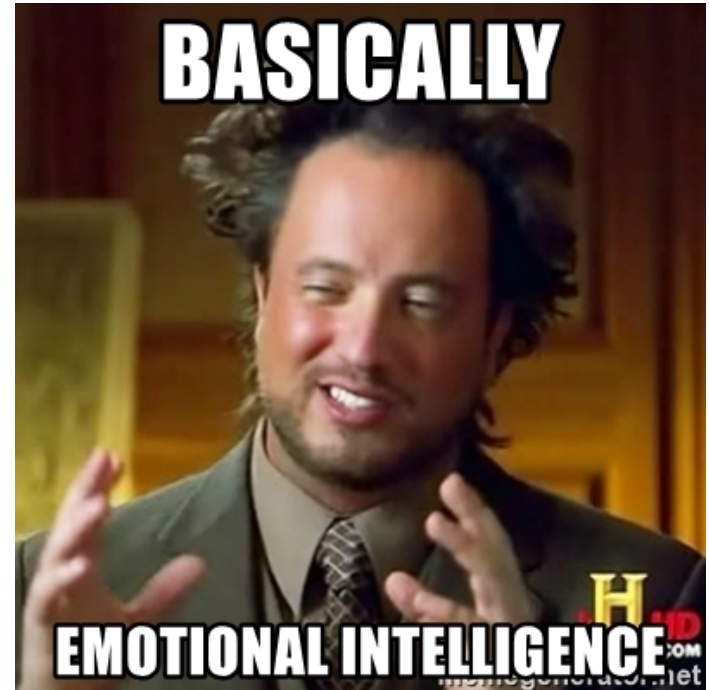


Photo Credit:
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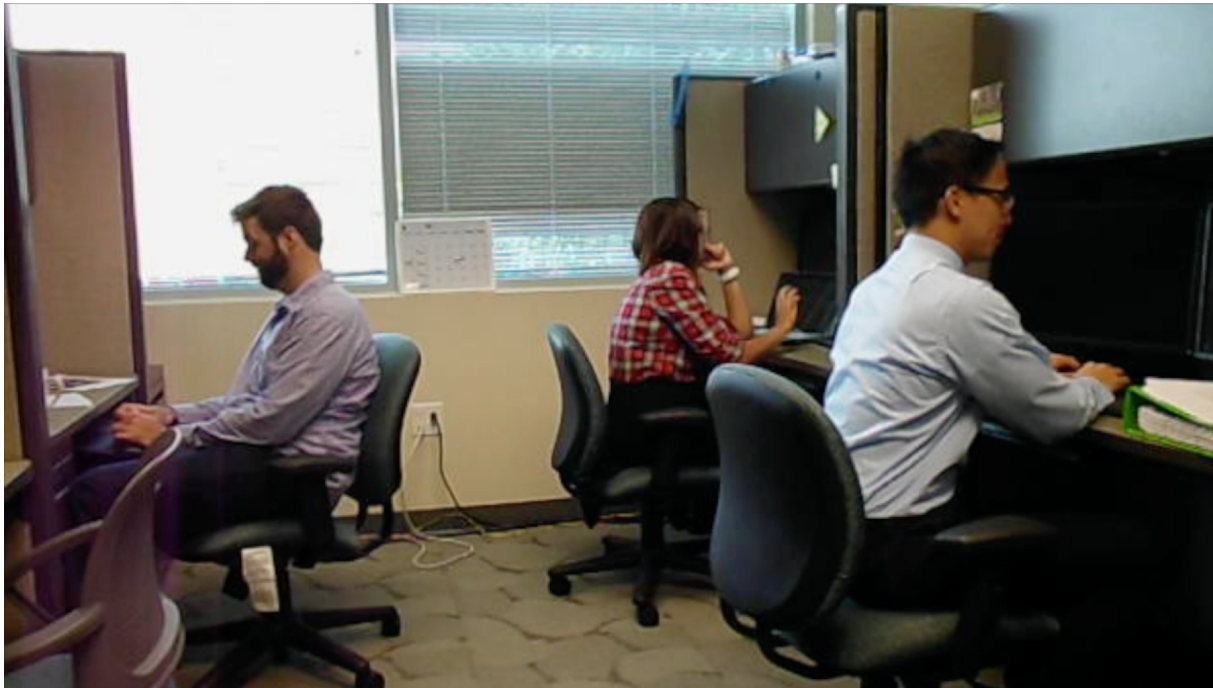
The Current Study

- Does emotional intelligence affect the way that a listener will interpret an ambiguous humor statement?
- Vignette videos, Self-Rated Emotional Intelligence Scale, Multidimensional Sense of Humor Scale, funniness, appropriateness, perceived attribution, response
- N=859
- Repeated measures ANOVA and multiple regression

Self-Denigration Example



Teasing Example



Results - Teasing

- *Understanding of emotions* demonstrated a marginally significant relationship with respondent perceptions of the appropriateness of teasing at work ($\beta=.064$, $t=1.85$, $p<.10$) and how funny teasing at work was found ($\beta=.062$, $t=1.68$, $p<.10$).
- *Use of emotions* accounted for a significant amount of variance in how appropriate teasing is for outside of work ($\beta=.068$, $t=1.96$, $p<.05$).

Results – Self-Denigration

- *Understanding of emotions* demonstrated a significant relationship with respondent perceptions of how funny the self-denigration was ($\beta=.201, t=5.44, p<.000$) and how appropriate it was for both work ($\beta=.104, t=2.81, p<.01$) and outside of work ($\beta=.096, t=2.58, p<.01$).
- *Perception of emotions* accounted for a significant amount of variance in how appropriate teasing is for in ($\beta=.084, t=2.16, p<.05$) and outside of work ($\beta=.077, t=1.94, p<.10$).

Supplemental Analyses

- Males find teasing funnier than females
- Males are more likely to return the joke than females, while females are more likely to ignore or ask the speaker to stop than males
- Females are more likely to perceive they are being insulted with teasing than males
- Self-Denigration is considered more appropriate for work than teasing by both sexes

So What?

- Training has a positive effect on emotional intelligence
- Avoid lectures
- Coaching, experiential learning, feedback

Mattingly & Kraiger, 2018

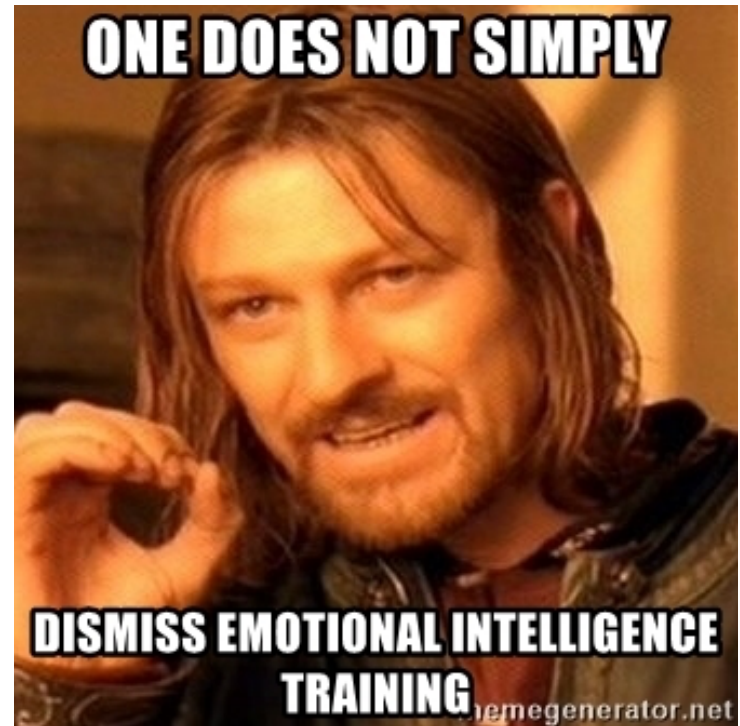


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<https://memegenerator.net/instance/57255745/one-does-not-simply-one-does-not-simply-dismiss-emotional-intelligence-training>

The Funniest Joke in the World

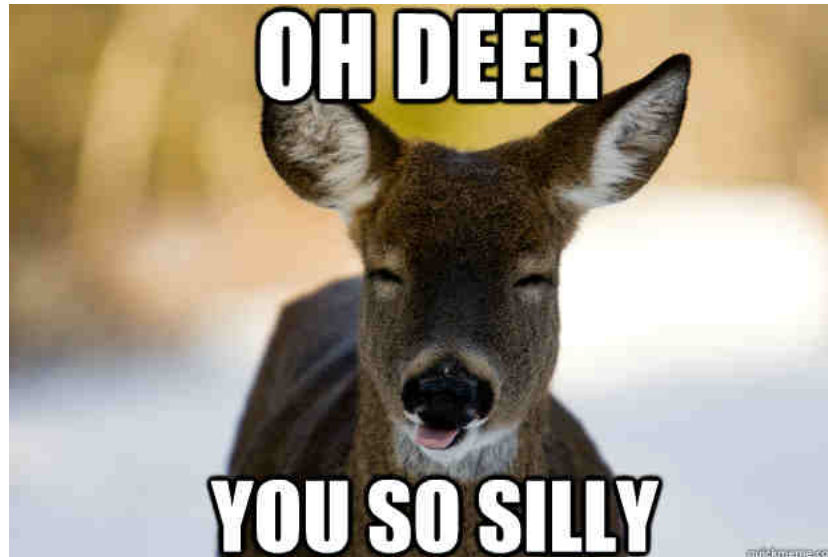


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Encore

You Know You're A Business Professor When...

Employer: why do you wanna be a
college professor?

Me: it's in the syllabus

Employer: holy shit when can you start?



<https://en.dopl3r.com/memes/dank/employer-why-do-you-wanna-be-a-college-professor-me-its-in-the-syllabus-employer-holy-shit-when-can-you-start-baptain-brunch/99286>

Thank you.
Questions?