

Connecticut Non-Profit Alliance

Building Staff Morale through
Connection, Laughter, and Playful
Engagement!



Why did you choose to come here?

- Just for fun - no more serious workshops
- Needed to Laugh (personally)
- Looking for something engaging for my staff
- Looking for tools and tips for building staff Morale because now more than ever it is challenging to maintain....
- Heard Howard is Cool



Eastern
Connecticut
resident

Killingly

Howard Moody

Coach

Co-creator of the
Adventure Game Theater

PE teacher

Workshop Facilitator



CANN - Ron Cretaro

Hey do you do
Humor workshops?

Sure!



Play/Humor perspective

Is the ability, the skill
to access Joy in
Adversity –

C.J. Metcalf



1000's of Playshops

“So, we are going to play for the next hour...”

You can learn more about
a person in an hour of play
than a year of
conversation. Plato

*Imagine for a moment
you are 5 years old.....*



Our First experiential
exercise



What is your Joy ?

Share three things that
truly bring you joy.

Relevance to you and your organization

It takes Courage to say yes to Rest and Play in a Culture where Exhaustion is seen as a status symbol. Brene Brown



The Soft Skills - Emotional Intelligence! Needed now more than ever?

- Optimism
- Gratitude
- Communication
- Problem Solving
- Emotional resiliency
- Health and wellness
- **Importance of Self Care**

Joy and Laughter = Connection

“Laughter is the shortest distance
between two people.”

“Laughter is Love made audible.”

.....Playing together is the fastest
way to build Trust and Connection...

Staff Morale!





Building Relational Trust

PD days for educators

How to build a community of
Care with Play

The “Heart of Play” is
Connection

Positivity Ratio
– Barbara
Frederickson

Negative - Our minds are like Velcro

Positive - Our minds are like Teflon

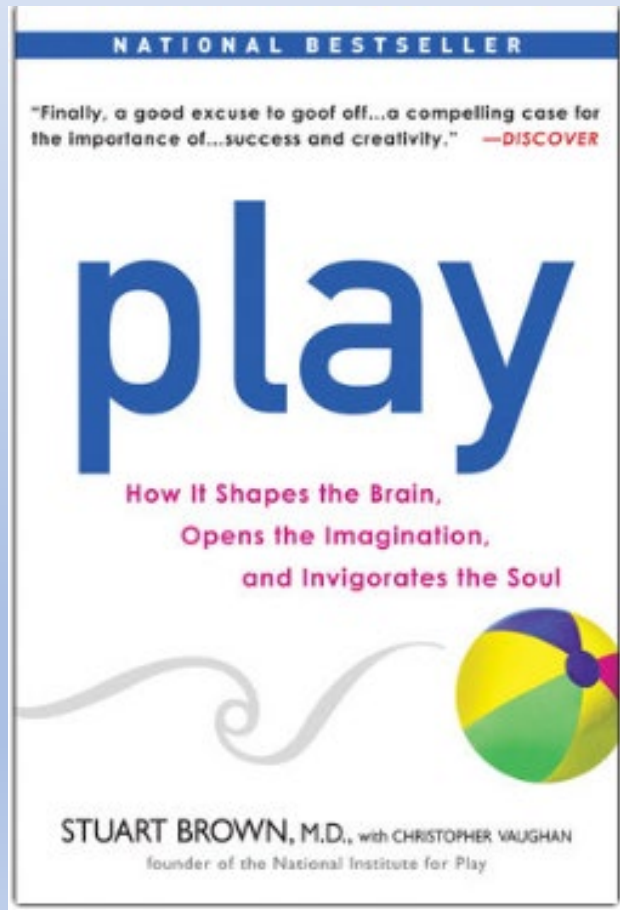
3 to 1 - Three positives to every one negative



So, Let's Laugh, Connect and Play

Play Personalities

Based on the work of Stuart Brown



Author of the book “**Play**”

Founder of National
Institute for Play.

Psychiatrist

Stuart took 1000 's of play histories and found they fit into 8 Categories

8 Play Personalities



Kinesthete

They love to move



Competitor

They love the
challenge



Artist/Creator

Love to make Things





Director

Like to organize and be in charge



Joker

Find the joke, see the absurd



Storyteller

Loves the story, tells the story



Explorer

New Places, New Ideas

Collector

Acquiring,
Admiring and
Savoring Things



Play Personalities

Kinesthete

Joker

Competitor

Storyteller

Artist/Creator

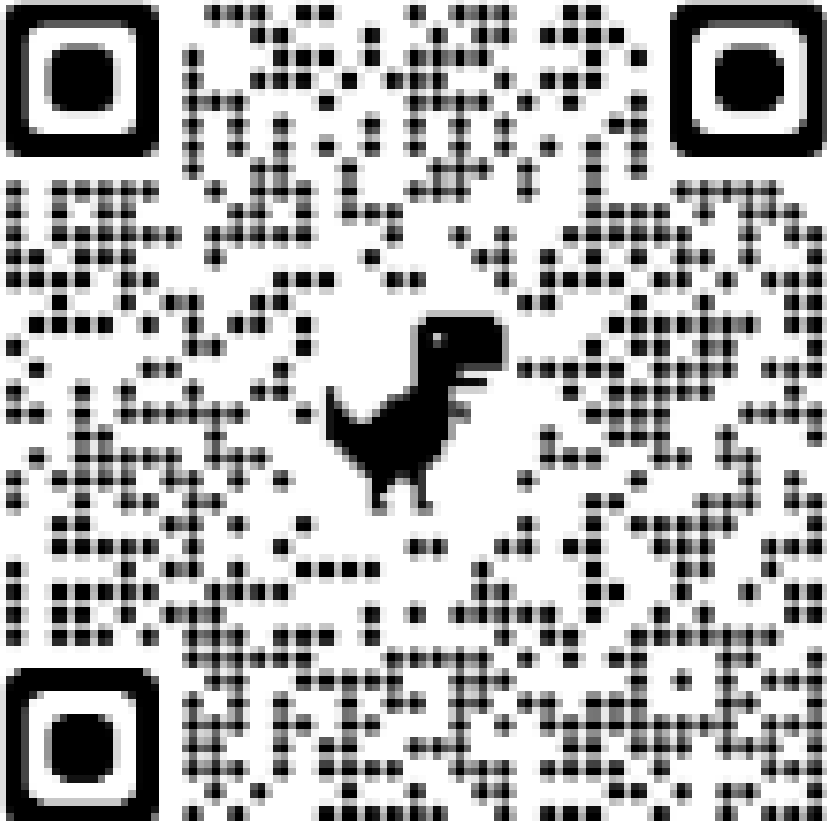
Explorer

Director

Collector



QR Code for Play Personalities Write-ups





You shouldn't
have.....

Relevance

Know Each other's Gifts and share your gratitude.

Share Your Joy – “Be the party you want to be at.”

.....Continue to be of Service.





The Heart of Play

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Play Personalities

The Kinesthete - Kinesthetes are people who like to move and in the words of Ken Robinson “Need to move in order to think.” This category includes athletes, but also others who find themselves happiest moving as part of dance, swimming, sports, walking, gardening etc. While kinesthetes may play games, competition is not the main focus — it is only a forum for engaging in their favorite activity. *Shadow*: Overtraining, not taking time to rest or be still.

The Competitor - The competitor is a person who breaks through into the euphoria and creativity of play by enjoying a competitive game with specific rules and enjoys playing to win. If games and keeping score are your thing, this may be your primary play personality. The games can be solitary or social—either a solitary video game or a team game like baseball—and they may be actively participated in or observed as a fan. Could also be a situation in business in which money or perks serve as keeping score. *Shadow*: Needing to win at all costs.

The Artist/Creator - For the artist/creator, joy is found in making things. Painting, print-making, woodworking, pottery... furniture making, knitting, sewing, and gardening... Artist/creators may end up showing their creations to the world... or may never show anyone what they make. The point is to make something... or just to make something work... someone who enjoys taking apart a pump, replacing broken parts, cleaning it, and putting back together a shiny, perfectly working mechanism. Or it may mean decorating a house or making a flower arrangement. *Shadow*: Getting all consumed in the creative process and not taking time to enjoy the fruits of their labor.

The Joker - The most basic and extreme player throughout history is the joker. A joker’s play... revolves around some kind of nonsense.... Parents make infants laugh by making silly sounds, blowing raspberries, and generally being foolish... Later, the class clown finds social acceptance by making other people laugh. Of course, comedians and good joke tellers come to mind as do people who love to play practical jokes. *Shadow*: Making fun at others expense, going too far.

The Director - Directors enjoy planning and executing scenes and events. They are born organizers. Obviously, directors of movies or plays come to mind as do athletic coaches, CEO's or directors of non-profits. At their best, directors are the ring leaders, the party givers, the instigators of great excursions to the beach, the dynamic center of the social world. All the worlds a stage, and the rest of us are only the players in the director’s game. *Shadow*: Master manipulators.

The Storyteller - Storytellers are, of course, novelists, playwrights, cartoonists...but they are also those whose greatest joy is reading novels and watching movies, people who make themselves part of the story, who experience the thoughts and emotions of characters in the story. Performers of all sorts are storytellers... through dance, acting, magic tricks, or lectures... the realm of the storyteller is in the imagination, they can bring play to almost any activity. They may be playing a recreational game of tennis, but in their mind, each point is part of an exciting drama. In contrast to the competitor the storyteller's main point of the game is to have an exciting match. *Shadow*: Couch potatoes or going on endlessly and not listening to others stories.

The Explorer - Each of us started our lives by exploring the world around us. Some people never lose their enthusiasm for it. Exploration becomes their preferred avenue into the alternative universe of play... Exploring can be physical—literally, going to new places... it can be emotional—searching for a new feeling or deepening of the familiar, through music, movement, flirtation... It can be mental: researching a new subject or discovering new experiences and points of view. *Shadow*: Always onto the next new thing or place to go, not taking time to stop and smell the roses.

The Collector - What good is the world of random objects. The thrill of play for the collector is to have and to hold the most, the best, the most interesting collection of objects or experiences. Coins, toy trains, antiques, plastic purses, wine, shoes, ties, video clips of racing car crashes, or pieces of the crashed cars themselves, anything and everything is fair game for the collector. Collectors may enjoy collecting as a solitary activity or they may find it the focus of an intense social connection with others who have similar interests or obsessions. *Shadow*: Hoarding, disorganized, too much stuff.

Taken from the book, *Play*, by Stuart Brown. According to Stuart Brown, while we're all a mix of these personalities, and our preferences might change over time, or be different in different contexts, most of us do have dominant types. He believes that identifying your own types can be useful for self-awareness and finding greater satisfaction in your play. While as a child we played all day long now as an adult it can be helpful to identify our play personality types and do our best to engage in some play on a regular basis. Can also be very useful in understanding our friends who might have very different play personalities to us, even though we're engaging in the very same play activity together!