SCIENTIFIC STUDY:
UNCONDITIONAL LAUGHTER
AND WORKPLACE EFFICACY
Heidi Beckman, PhD   Nathan Regier, PhD   Judy L. Young  2007
Previous studies on laughter and stress used humor to trigger laughter.

CONDITIONAL LAUGHTER

Adults laugh only if our intellect decides something is funny and it is appropriate for us to laugh.

We laugh if the laughter trigger meets our conditions for laughter:

- Do I think this is funny?
- Is it a good idea to laugh in this place?
- Should I laugh with these people?
- Is it politically correct to laugh at this?
Laughter Yoga triggers unconditional laughter.

CHILD-LIKE LAUGHTER

We laugh because we decide to laugh, because it makes us feel good and joyful.

- Excellent aerobic and cardio workout.
- Oxygenates our blood & major organs.
- Leaves us full of energy and ready for peak performance.
- Makes us feel happy and joyful.
Self-efficacy is the belief in one's ability to organize and carry out the action necessary to achieve a goal or manage a situation.

**IMPROVED SELF EFFICACY:**

- 28% gain in Task Performance
- Improved Emotional Intelligence
USA scientific study to measure self efficacy.

- 33 employees
- 15 minute laughter sessions
- 15 consecutive workdays

CAP - Capabilities Awareness Profile
124-item selfreport questionnaire

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SELF EFFICACY INFLUENCES:
- the effort put into working toward a goal
- how successfully people deal with obstacles
- how they feel in working toward goals
- motivation and commitment
- levels of innovation & creativity
- ability to work under stress
- people's skill to cope with new stress
- their ability to manage job demands

= OVERALL WORK EFFECTIVENESS
The Results: Self Competencies

- Assertiveness
- Optimism
- Motivation
- Adaptability
- Self Regulation
- Self Actualization
- Self Acceptance
- Self Awareness
UNCONDITIONAL LAUGHTER & WORK EFFICACY

The Results: Relational Competencies

- **Positive Emotions**
  - Pre: 95
  - Post: 100
  - 60-90 day follow-up: 105

- **Empathy**
  - Pre: 90
  - Post: 110
  - 60-90 day follow-up: 110

- **Social Identification**
  - Pre: 90
  - Post: 105
  - 60-90 day follow-up: 110

**Standardized Scores**
The Results: All Competencies

Role competency: ability to work according to rules and expectations
**CAP Scores:** Employee Classification by Potential for Growth

- **60-79** = **Challenge**
  - Functions ineffectively under stress
- **80-99** = **Potential**
  - Potential for growth & development
- **100-120** = **Asset**
  - Enhanced functioning abilities & ability to perform under stress
CAP Scores: Effects of laughter on Employee CAP Classification

IN ALL CATEGORIES except empathy participant scores reflected significant & sustained improvement

Before Laughter: POTENTIAL
After Laughter: ASSET
60-90 days after: ASSET
SUMMARY: After 3 weeks of daily laughter sessions, all participants improved in all CAP skills from 'employees with potential' to 'good assets'. Improvements persisted after the study.

Our Thanks to Judy L Young of LaughterLinks for permission to present this study.