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## How to Make Work Fun No Kidding

[www.EyeSystems.info](http://www.EyeSystems.info) Mary E. Schmidt, ABOC, CPO Mary@EyeSystems.info

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## FUN

- Fun is productive if managed
- Work is not supposed to be fun that's why it's work
- Work and Play are opposites



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## FUN

- Decide what type of environment you want to create
- My own experience – PEN – MD
- Know the costs of creating that
  - Good
  - Bad



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## FOUR BASIC PRINCIPLES



1. Think about the people involved
  - > Winners
  - > Peace keepers
  - > Fun lovers
  - > Proudful

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## BASIC PRINCIPLES

- Write down each staff person's name
  - > What does that person do for fun?
    - Do you know?
    - List:
- How can these be incorporated at work?



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## BASIC PRINCIPLES



- PEN examples
- > Birthdays
  - > Food
  - > Holiday surprise gifts
  - > Shower games
  - > Pictures...

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### FOUR BASIC PRINCIPLES

#### 2. Lead by example

- Do you like what you do?
- Are you good at it?
- Do you motivate or intimidate?
  - Work projects and encouragement



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### BASIC PRINCIPLES

#### Signals and clues

- Are you harried?
- Do you criticize patients?
- How many hours do you work?
  - Too many? Too few?



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### BASIC PRINCIPLES

#### Recognition

- List post and mention something positive about a staff member each day
  - Arrive on time
  - Special handling of a problem patient
  - New display
  - New idea



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### FOUR BASIC PRINCIPLES

- 3. Getting personal satisfaction
  - If you don't enjoy what you do how can you create it?
  - Go find your destiny



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### FOUR BASIC PRINCIPLES

#### 4. Change takes time



Actions are louder than words!

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### One act per week

- Leave notes
- Confetti filled office
- Toys
- Baby picture day
- Pet pictures
- Stress free zone
- Wear a hat
- Give an award
- Singing telegrams
- Bouquet of flowers
- Plant a month for a year
- Cookies by design
- Pay for a meter
- Birthdays
- Wear something just for you
- Grab bag stuff
- Gumball machine
- Casual day
- Head bopper day
- Hide surprise treats
- Give unexpected appreciation
- Happy birthday song 4-4-5-9-8
- Pizza
- Traveling bouquet

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### One act per week

- Give an unexpected day off
- Give an unexpected hour off
- Grade school picture day
- Rewards and recognition
- In good company award
- Human touch but be careful
- Secret pal
- Joke a day
- Theme day
- Stress support kits
- Orchestrate an outing – baseball, sailing,
- Reverse roles
- Idea of the week
- Frequent flyer campaign
- Thanks to spouses, kids
- Market to your staff
- Kitty for spontaneous fun
- Holiday gift exchange
- Celebrate your success
- Share the perks
- Look for the inner child
- Random acts of kindness
- Help each other just because

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### Draw from your Staff



- Patient know first when the practice has a problem
- Staff know next
- Doctors are last...if at all.

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### Sign here:

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