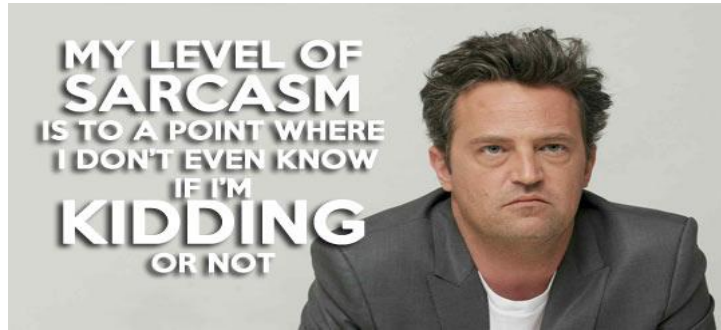


# JEDInc Coaching & Consulting

## Finding the Force Within



### SARCASM

August, 2019

Much has been written about sarcasm being hurtful to teamwork. Ask yourself two questions:

1. Do your team members exhibit sarcasm regularly?
2. Does that sarcasm help the collective teamwork or hinder it?

Let's start with the origin of the word. Sarcasm is from the Greek and Latin meaning "*to strip off the flesh*".

Sarcasm has been called "hostility disguised as humor", and the "contempt-laden speech favored by smart alecks and mean girls that's best to avoid". Sarcasm can be a tricky form of communication since it is intended to humorously communicate one's meaning through language that signifies the opposite.

Many communication experts and psychologists view sarcasm as **hostility disguised as humor that is often bitter and a form of bullying**. Then there are the believers that sarcasm is a **high art – a true reflection of intelligence**, a tool to increase creativity.

Research by Francesca Gino of Harvard Business School, Adam Galinsky, the Vikram S. Pandit Professor of Business at Columbia Business School, and Li Huang of INSEAD, describe sarcasm as a double-edged sword and found it can instigate conflict yet it can also be a catalyst for creativity. **They found that sarcasm is best used between people who have a trusting relationship.**

So should you use sarcasm? Confused? Let's talk about your team's communication style, give me a call.

Best regards,

*Jane*

RESOURCE: 

414-208-6991

JEDIncConsulting.com

janeedolan@jedinconsulting.com