



Micro-Moments of Joy

The Overlooked Leadership Advantage



As leaders, development is not only about personal growth but also plan and monitor team performance. This is never an easy job, especially in today's challenging global economic climate. However, management isn't always about controlling, pushing or tracking results, which can increase stress and burn out for both them and their team.

Taking small moments of joy in daily leadership practices can help relieve stress, restore energy, and create space for human connection.

Last year, during a Positive Communication session at a chemical factory, the General Director sensed the team's hesitation to speak. He broke the tension with a simple joke "I'm not going to eat you" prompting laughter and open conversation. That moment of humor transformed the session by making people feel safe enough to engage.

A 30-second interaction can shift the emotional tone of an entire meeting. A moment of recognition can change how effort feels. Over time, these micro-moments shape culture more effectively than formal programs.

Four Micro-Joy Practices Leaders Can Start Today

1

GRATITUDE CHECK-INS AT THE START OF MEETINGS

Beginning a meeting with a simple question "What's one thing that went well this week?" This is not about forced positivity, but about grounding teams in what is working, even amid challenges. Leaders who model appreciation help teams move from survival mode into problem-solving mode.

2

MICRO-CELEBRATIONS FOR SMALL WINS

Progress is built through small steps that often go unnoticed. Acknowledging these moments matters. A recognizing team's adaptability, or a simple "thank you for pushing through" reinforces motivation. Over time, teams learn that their effort, not just the final outcomes, is valued.

3

USING HUMOR TO RELEASE TENSION—THOUGHTFULLY

Humor is one of the quickest ways to reduce tension. A light remark, or an acknowledgment of a difficult situation, can relieve emotional pressure while maintaining professionalism. Humor should never be used to diminish others. When used well, it creates psychological safety.

4

MODELING PERSONAL ENERGY RITUALS

Leadership shapes both results and energy. When leaders model healthy micro-rituals like pausing before responding, taking a moment to reflect, embracing gratitude, they give permission for others to do the same. They send a powerful message: sustainable performance matters more than visible exhaustion.

Perhaps the most important leadership question today is not how to push people harder, but how to help them stay energized and engaged. And sometimes, the answer begins with something as simple as a moment of joy.



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