

How to Make Disruption Fun

What's the point in building a new world if it isn't any fun to be in?
 Creating, sustaining and growing communities that work within but against the status quo is hard work, but it can also be joyous.
 If we take care seriously, we must also take fun seriously.

1 Focus on building and/or bettering civil society groups

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2 Consider a 'no-shit work' model

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3 Encourage imagination and play

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4 Acknowledge and value the 'invisible' work

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5 "Formalise" fun

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7 Invest in time together

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6 Be serious about wellbeing

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Courtesy of the Post-Growth Institute comes a no-shit work model (if you don't want to do something, you don't) that not only ensures peoples' creativity and strengths are valued, but also reinforces agency. Of course, the obvious question is what about the jobs no one wants to do? This evolves into a discussion on what is really necessary to function as an organisation or group. There are also wider questions about the social division of labour and how 'shit work' more broadly is distributed in (gendered and racialised ways) in the economy. Weeding out these issues can happen on a case-by-case basis, but one helpful tip is to create a strengths map for each member and review it annually or at another regular interval.

Thinking through the principles of commoning infrastructures, complicating the notions of citizenship and relationality, and simply spending time with people (and more-than-humans) in groups of shared interest can be fun. Not all socio-political engagement needs to feel high stakes. Give yourself some time to imagine how common resources and abandonment of existing forms of ownership could add joy to you and those around you.

Q How do your individual and organisational responsibilities to civic life influence your impact?

Resources
[Radical Civics](#)

Q

1. How might a 'no-shit-work' model make sense in your organisation?
2. Is there a way to implement this model without ignoring the realities of gendered/classed/racialised divisions of labour?

Resources

1. [Embodied Leadership](#)
2. Feminist Theorist Nancy Fraser's work on Cannibal Capitalism presents an accessible entry point to processes and practices of exploitation and expropriation in the economy.

Encourage imagination and play within your community. Sometimes this is as easy as giving people a tactile activity to do during meetings or dedicating an hour to eat food and chat. Ask the big questions. What kind of world do you want to see? Provide alternative narratives. What could this public space be used for that doesn't involve commercial enterprises? Inspiration can be found across interests and fields, so dedicate time to imagining otherwise.

Q

1. What kind of world would you like to see?
2. How can we be more social?

Resources

1. [Public Works](#)
2. [FurtherField](#)

Ideally, no one's efforts, whether they're volunteer hours or the everyday maintenance of shared space, would go unnoticed. Still, making a point to acknowledge the value of someone's time and effort goes a long way. This might mean pushing away from volunteerism, or making 'invisible' tasks visible and coordinating people accordingly. However you choose to do it, appreciating someone can reinforce responsibility and relationality, which is foundational to any organisation or community.

Q

What are your current practices of acknowledgement? How might they be revised or extended? Are they appreciated?

Resources
[On Gratitude in the Workplace](#)

Include joy as resistance into your principles, manifesto, or other central documents. Joy is disruptive in exploitative systems. When you centre it in everything you do, along with more 'serious' aims, you give it gravity and help to prevent certain pressures that lead to burnout. At the same time, make sure all your central principles are clear and accessible for any new members.

Q

1. What are the joyful aspects of your work?
2. How might you lower 'expert' barriers to participation in some work domains?

Resources

1. [Healing and Joy as Resistance](#)
2. [Check out the Joy as Resistance Employee Handbook](#)

If you understand the significance of supporting wellbeing but still find high levels of burnout there might be a disconnect in the way that you want to operate and the way that you do. Sometimes this is due to bigger structural norms, the very kind your organisation may want to work against. Sometimes it's due to internal or external competition. Still, embedding a concept of commons health and wellbeing into your everyday work and your team is a great way to show that wellbeing is more than just a buzzword. Check out the School of Commoning's workshops and team for inspiration.

Q

1. How is wellbeing embedded in your work practices and structures?
2. Are there safe spaces for listening? If not, how might you create some?

Resources

1. [Climate Emergence](#)
2. [School of Commoning](#)

Invest in time together to develop interests which might not seem directly related to the work you're doing, give people something to do with their hands, and feed each other. Building trust is essential in any community of people and trust can't be built if you don't spend time with one another. Setting up weekly, monthly or even bi-weekly, no or low-pressure chats that people want to go to may seem obvious but there are so many groups that don't make it enough of a priority.

Q

How might you foster time and space for trust-building?