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the core premise of this article is that employees may themselves initiate play during work activities to transform their experience of work which resonates with recent advances on individual work design strategies such as job crafting tims et al 2012 popular notions of work may not allow for play but research has shown that it can have numerous benefits for workers teams and organizations an article by researcher claire petelczyc and colleagues explores the existing science of play at work and future directions for its study this study uses proactivity and play theories to investigate playful work design the personal initiative to change the psychological experience of work by redesigning work activities to be more fun and or more competitive we postulate that playful work design is positively related to job performance through work engagement this review organizes and synthesizes the current state of knowledge of play at work in order to gain a more comprehensive understanding of what play at work is when individuals engage in play at work and the effects of workplace play on work outcomes first we review existing definitions of play and their limitations a q a with ideo s michelle lee about about the importance of play at work how to build design thinking into the employee experience and how to optimize team bonding efforts for maximum work play balance is a free resource designed to leverage play to engage adults with or without kids working at home learn to play lively virtual group games that foster collaboration and teamwork skills as vital for children as they are for adults abstract play has gained increasing interest among progressive minded managers as an important turning of motivation

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