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Hull & Associates

225 S. Swoope Avenue
Suite 210

Maitland, Florida 32751

Phone: (407) 628-0669

www.hullonline.com

Email:

info@hullonline.com

Twitter: **DrMimi**

Our Staff

Dr. Mimi Hull President

drmimi@hullonline.com

Barbara May ... Office Mgr.

Chandler Dalton Intern

Brett Chapman Intern

Megan Rogers Intern

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Consider This ...

"Work
is the
price
you pay
for
money."



5 Tips for Effective Leadership

Leaders influence people to achieve greater goals. Here are some things to do when leading.

1. Persuade...don't force – Using the "do it because I say so" approach may get the job done but it's not the best approach. Using rapport is compassionate and genuine and will make the request more personal.

2. Be specific – Terms like A.S.A.P. are ambiguous, open to interpretation, and leave your people wondering how urgent the request is. It also might lead you to keep checking in with them unexpectedly. Saying "I need that by Tuesday at 3" or "It needs to be done next." signifies exactly when the assignment is due and how urgent it is. It also helps your people adjust priorities

while reducing your micromanaging.

2. Build in milestones and checkpoints – Some projects do require a progress report. Let your people know when you will be checking in and what you expect to be done.

3. Give constructive feedback – Criticism should be a learning experience. Show what you want done or changed while the project is in process rather than sending it back for corrections after they thought it was done.

4. Give recognition – Give credit where credit is due. Ask how your people want to be acknowledged. Do they want public praise or would a private note or "pat on the back" be more comfortable? Then do what they want!

Plants and Productivity

A positive physical workspace improves productivity and satisfaction. However, an office remodel can be costly, so try adding some plants! Research supports that having plants in the workplace stimulates employee psychological well-being; if people feel that they are healthy and comfortable, they perform better and have better attitudes. Encourage your employees to bring a favorite plant into the office. Personalizing their space adds to the positive effect of the plant.

Plants simulate a thriving and natural environment, similar to walking through a garden. Natural atmospheres reduce stress levels and improve air quality. Try placing a variety of plants around the office as any kind of plant can have a positive influence on the workplace.

Placing plants near the employees with creative projects or priority projects with deadlines may help them be a little more creative and productive! However, workplaces that require intense attention to detail may want to limit the number of plants.

Having too many plants could actually **decrease** employee performance! If your workplace seems to have too much green, it probably does! Too many plants may cause a distraction. You have to strike a balance. Certain flowering plants create aromas that are pleasant and beneficial for reducing anxiety and lowering blood pressure...as long as the scent is not overwhelming and people are not allergic. The goal is to make the workplace a friendly and comfortable environment, not one where people are breaking out in hives!

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How to Get Your Boss to Invest in You

It is common for hard working employees to invest their time or personal resources in their company and to think they go unnoticed. Wrong! Many managers will invest in you just like you invested in the organization. They may prime you for better positions or prepare you for management.

How can you improve your chances of your boss investing in you?

Be dependable. Reliably come to work and meetings and complete your tasks on time. In today's world, just doing your job well will help you stand out! Also, rising to the occasion when your boss needs you most is a sure way to stand out from the crowd.

Collaborate. Don't be afraid to ask for help on tricky or challenging assignments! Communication is the key to a good working relationship. Positive collaboration

can boost your chances of success and will show your boss that you are humble enough to ask for assistance!

Take calculated risks. Volunteer to take on some challenging projects or try solving an old problem with a new method. It may be risky, but the risk will pay off!

Admit mistakes. Don't blame others. Take responsibility and ask for guidance on how to correct the situation and avoid repeating it in the future.

Seek opportunities for learning and self-improvement. Learning new skills and broadening your horizons is a great way to show that you are flexible and versatile. If your organization is offering special classes or certifications, ask to take them. Let your leader know what you have learned and how it can contribute to your work.

Why Mentorship Changed for Millennials

In generations past, mentors were an essential part of the workforce and employees requested and respected them. Mentors provided new hires with knowledge about the job, they groomed them to be up and comers, and they even provided connections to other professionals. Now, mentorship has changed to fit the new times. Managers have recognized that the amount of resources needed to mentor people is not feasible in today's economy, and Millennials are more independent than their predecessors and don't think that they need mentors.

Instead of Millennials having a mentor, they rely on networks. Networking has become essential and Millennials are great at making connections with others, thanks to social media. Both in and out of the workplace, connections have switched from person-to-person, to person-to-people. Millennials believe that these relationships replace the need for a direct mentor as this collection of people provides insights into the workforce, particular jobs, and even possible employment opportunities.

Millennials have a lot of confidence. They have been called the "Trophy Generation" because no matter how they performed as children, they received a trophy. Boomers and even Gen Xers see Millennials as arrogant with a strong sense of entitlement. Yes, Millennials have technical knowledge and valuable insights, however, there is more to success than technology. In fact, Millennials could benefit greatly from the guidance of both Boomers and Gen Xers.

The dynamic between Millennials and their bosses has changed. As a result, managers believe they need ways to reach the younger generations so they often allow Millennials to lead projects. In the past, the idea of a new and younger hire leading a project was rare. While it is more common today, some Millennials are successful...others are not, but would have been had they sought out a mentor!

No one person has all the answers. The communal mind is typically smarter and stronger, and the smartest and most successful people today credit seeking out wise counsel as their "secret" weapon.

(Generational Differences? Call Dr. Mimi!)



Navigating the First 90 Days of a New Job

Starting a new job is never easy. Change is always challenging! Don't let this fear of a new job deter you from taking a chance. Here are a few simple steps you can take to make the transition to a new job easier and less intimidating, especially during your first 90 days.

Assess why you were hired. You were hired for a reason; determine what that reason is. Once you do, you will gain a better understanding of both the job and the company. This will make you a little more comfortable while learning the ropes at your new job.

Do not be afraid to ask questions! Whether you are in charge of others or others are in charge of you, ask questions. It is not expected that you know everything. Not asking questions could lead to miscommunication and mistakes.

Learning is part of your new position!

Learn how to communicate within your new company. Different companies use different means and styles of communication. Does your company rely on email for communication or do they value face to face interaction? Are they more formal or more conversational? Once you discover the best way to communicate with others, use it!

Do not try to do too much at once. You may feel like you need to take on all your new tasks at once, but give yourself some time. Learning the ropes of the new position and company is essential. Pace yourself and use the assignments to learn more about your position and the work you will be doing. Be confident in your work, but don't try to prove yourself just yet. There will be plenty of time for that down the road.

Ask for feedback. Be open to criticism and do not take it personally. You want to know how well you are doing, and without feedback you are working in a vacuum.

The first 90 days on a job are significant to your success...use them wisely!

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Have you ever said, "but I told them ..." You probably did, but the message you sent was not the message they received. Call Dr. Mimi to help improve communications!!!

Dr. Mimi Hull is a fully licensed psychologist who has helped many organizations improve communication, leadership and team building. She can help you, your organization, your board and/or your staff.

Her most requested programs are in the areas of Communication, including Team Building, Leadership, Conflict Management and Board Development.

Contact her for a FREE consultation!

E-mail -

DrMimi@Hullonline.com

Phone - (407) 628-0669



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Our Contact Information.

Email -
DrMimi@HullOnline.com
Phone - **(407) 628-0669**
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 by
Dr. Mimi Hull

THE
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Dr. Mimi Hull heads Hull & Associates, a team of trainers, speakers and consultants. A licensed psychologist, she has a master's in counseling and personnel services and a doctorate in psychology with specialization in business management from the University of Florida, Gainesville. Her B.A. in psychology is from Syracuse (N.Y.) University. Reach her at www.HullOnline.com or DrMimi@HullOnline.com.

Dear Dr. Mimi:

My boss does not like confrontation. He never looks me in the eyes while he is speaking. I cannot get him to tell me what I am doing wrong or right. When I tell him about problems in and around the office, he shrugs and does nothing. I find myself solving some of the issues that come up. He comes off as unintelligent and incapable for the high position he holds. I do not know how to tell my boss he needs to better confront issues. Any suggestions?

—*Confrontational*

Dear Confrontational:

It seems your personality and your boss's personality clash. He may confront issues more privately. He may rely on you more to solve problems because he knows you can do it and perhaps is grooming you for a promotion. Instead of telling him the office problems and expecting him to do something about them, try presenting the issues and then ask if he will help solve the problem. A cultural element may be present with regard to the lack of eye contact. While body language and nonverbal cues are important, do not rely on them to be the sole determinant of a person's communication skills.

—*Dr. Mimi*

 by
Dr. Mimi Hull

THE
corporate couch



Dr. Mimi Hull heads Hull & Associates, a team of trainers, speakers and consultants. A licensed psychologist, she has a master's in counseling and personnel services and a doctorate in psychology with specialization in business management from the University of Florida, Gainesville. Her B.A. in psychology is from Syracuse (N.Y.) University. Reach her at www.HullOnline.com or DrMimi@HullOnline.com.

Dear Dr. Mimi:

I have worked for my company for more than a year now and upon hiring was promised a promotion within six months. Six months have passed. I have asked my boss when she will promote me, and each time she responds, "Your day is coming." Recently, they hired someone for a position that I should have been promoted to. I like the company, but I question their ability to keep promises. How do I obtain my promised promotion?

—*Broken Promise*

Dear Broken Promise:

Maybe your boss forgot the verbal promise she made to you. As the old saying states, if it is not in writing, it does not exist. Communicate your desire for a promotion and ask her what the performance expectations for the job are. Try to ascertain when and if the position to which you aspire will be available. Follow up your conversation with an email so that you both have a written record of it.

—*Dr. Mimi*