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The Corporate Communicator

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Hull & Associates

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Table of Contents

Parenting Promotes ..	Pg. 1
Leadership	
3 Easy Stress Tips	Pg. 1
Dealing with an	Pg. 2
"I" Boss	
Resilience!	Pg. 2
Why People	Pg. 3
Volunteer	
Corporate Couch	Pg. 4
Dear Dr. Mimi	Pg. 4
Why call us.....	Pg. 4
Consider this...	



"If you judge people,
you won't have time to love
them."

- Mother Teresa

Parenting Promotes Leadership

Parenting skills can translate into great leadership qualities. It's time to recognize your parenting strengths and add them to your resume!

Both parents and great leaders:

Develop skills - Training is an important part of both a parent's and leader's role. They need to help people learn new skills and improve on the skills they have.

Are supportive - Both parents and leaders ensure that everyone has the proper tools to be successful. They are generous with praise and encouragement.

Have a positive mindset - Good parents and strong leaders know that using a nurturing and encouraging approach will develop people and

encourage creativity. They look for the good in people.

Hold people accountable - Both parents and leaders train others to do what they say they are going to do. They set expectations and deadlines and hold people accountable.

Need to Adjust - When results don't go as planned, both parents and leaders are prepared to change the course.

Have an authoritative point of view - Authoritative leaders and parents encourage creativity, caring, and a trusting attitude. They identify and build strengths while tackling areas of growth with patience.

So...recognize and appreciate these skills and **stop saying, "I'm just a Mom...or Dad!"**

3 Little Things That Can Greatly Reduce Stress

As a psychologist who trains on stress, I realize that at this time of year, stress is unavoidable. You have deadlines to meet; you used your vacation time; the people around you are also stressed and the to-do list keeps getting longer! Before you think, that's "just the way it is," there are three things you can do to help relieve this stress.

The following are often the things you do at other times of the year but stop when people need them most....NOW!

1. Take a generosity approach. If someone needs help, offer it. If someone needs a break, give it to them. If someone is stressed, see if you can take something away, or schedule it for January. The more generous you

can be during the holidays, the less stressed others will be, knowing that they have a little bit of understanding from the people around them.

2. Don't take things personally. If someone says something hurtful or they get angry, just know that they, too, have a lot of stress. Spend less time worrying and feeling irritated about what they really meant.

3. Praise the work of others. Look for ways to give sincere compliments. Notice and comment when others are helping you or helping the organization. Whether you're a co-worker or a boss, this can help those feeling stressed to be more at ease by knowing they're doing a good job.

The amazing thing is that while you are reducing the stress of others, yours will go down as well!

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Call us today at (407) 628-0669 to see if we can help you satisfy your talent management and organizational development needs.

Dealing With an "I" Boss

You have done the DiSC Profile and your boss is a **Strong I** - Influencing, Interactive, Inclusive, and Intuitive. How can you best work together?

Be both people oriented as well as results oriented. Discuss work issues both in terms of productivity and the people. Let your enthusiasm and passion show but don't mask legitimate problems or flaws.

Be upbeat. Because they like enthusiasm **and** focus on action, they want a busy positive workplace and may get bored or frustrated when things slow down or get negative.

Be inclusive. Because they care what people think and value collaboration, they may fear a loss of popularity or being excluded. Invite them to lunch. Let them know that yes, they are the boss and that they are also a part of the team

Let them talk things out. Strong I's think

as they talk. You will get your best answers if you let them talk it out. Be patient and listen intently

Show that you care about them personally.

Listen to their stories. Laugh with them when they joke appropriately. Ask about their lives outside of work.

Blame carefully. If you plan to blame them for anything, be sure to check your facts. Strong I bosses are particularly sensitive and defensive if they see it as unfair blame.

Realize they tend to show their emotions.

In conflict, they may say harsh things that they regret later. Avoid engaging in any personal attacks.

Emphasize that your relationship is still strong.

Particularly after a tough confrontation, good feelings are important to them and they don't want to have people mad at them.

Workplace Resilience

What is Resilience? Resilience exists when a person can bounce back and thrive from major challenges. Resilience is critical to cope with stress and can be cultivated in a supportive environment. This leads to greater job satisfaction and organizational productivity.

Here are some tips to increase resilience in the workplace.

Exercise mindfulness meditation – This is important because it can increase problem solving skills, engagement and organizational performance. It can be as simple as participating in breathing exercises and/or learning stress management techniques.

Hold trainings - Dr. Mimi can teach your employees how to manage emotions, improve sleeping habits and cope with stress. Trainings like this focus on decreasing anxiety by focusing attention on the positives of life and also viewing challenges as opportunities.

Chunk tasks. Create spaces in between activities to avoid feeling overwhelmed. Constantly switching between tasks can be a distraction or disruption to work flow. Focus on one thing at a time and take small breaks

before switching to another task.

Take detachment breaks. Stop eating at your desk! This helps to relieve pressure from your job. You need time to relax to have a healthy work-life balance. Stepping away from work and taking a break for a few minutes provides mental clarity and energy when you return to your task.

Develop mental agility by decentering stress. This means to take a pause and look at something objectively or from a different perspective and then work to solve the issue.

Show compassion. To create positive interpersonal relationships and increase overall happiness at work, be sensitive to others and their needs.

Be positive. This can help engage and motivate both your direct reports and fellow peers. Improving communication and encouraging employees creates a supportive network.

Debrief your employees. People like to be kept in the loop so they can have clarity on their task at hand and create realistic goals.

For more information: Contact Dr. Mimi 407-628-0669 or drmimi@hullonline.com

Why People Volunteer...Really!

I have done a tremendous amount of volunteer training and I have learned that people volunteer for different reasons or a combination of reasons. Knowing what volunteers want can aid tremendously in volunteer recruitment, motivation and retention.

Interpersonal – These people are looking for ways to make and/or be with friends. They seek opportunities to build relationships and socialize. They may also want to volunteer with people they know so they can spend more time with them.

Humanitarian – These people are looking for ways to express their values. There are causes that touch their hearts and these volunteers want to act on them. This may include helping children, someone in need, someone less fortunate, or an organization that is dealing with a particular disease or disability.

Community – These people have an interest in a particular arena and want to help preserve and enrich that area. These volunteers seek to enhance their

community by supporting the arts, the environment or community resources. This can also include musical groups, the theater and local museums.

Skill Building – These people want to learn how to do something new or different. They seek volunteer opportunities that will give them more knowledge or proficiency in a particular skill and/or will train them to do something useful.

Career Development – These people want to improve their résumé and/or make contacts that will help them professionally. They look for opportunities that will get them the expertise and/or leadership opportunities they may not have in their current job. They also appreciate the exposure to people who can help them network and grow.

Change of Pace – These people enjoy opportunities that are totally different from what they do on a daily basis. They may seek an “escape” from their own hardships or they may simply want to try something that they don’t typically get to experience.

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FREE CONSULTATION

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!

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page 3

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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:

I am one of two supervisors at my work, and we have about 20 employees. I find that our employees see me as the laid-back, friendly one and the other supervisor as the strict boss type. I enjoy being friendly with everyone, but I feel like they are taking advantage of me. They come in later and later, take breaks more often, and take advantage of my easygoing nature. I feel like they know that they are manipulating me. I'm not an assertive person, but it really bothers me that this dynamic is making me feel bad. What should I do?

—Laid-Back

Dear Laid-Back:

Being a supervisor means that sometimes you need to step up and say "no." They may see the other manager as strict (in comparison) because that person sets standards and rules for the employees. Being a manager is all about finding the balance between the two. You can be friendly with your employees, but at the end of the day, you need to set expectations and hold them accountable. I would recommend maybe looking up tips on how to be more assertive in a productive way.

—Dr. Mimi



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 know that all of this new technology is helping us do our jobs more efficiently, but I have such a hard time with all of the new technology that I actually do not think it is helping me work more efficiently. I feel like I spend most of my time trying to catch up on the latest thing so that I can get my job done. It is really starting to stress me out! What is wrong with me?

—Technology Crazy

Dear Technology Crazy:

Technology places a lot of stress on the user to relearn tasks, troubleshoot problems, and get comfortable with new systems. This stress cannot be completely avoided, and while it is uncomfortable, it is normal. To help with this, don't be afraid to ask for proper training. If there isn't a formal training opportunity, ask your boss who can mentor you on the changes that are happening. Remember, the calmer you are, the better you will grasp the changes.

—Dr. Mimi