

HULL &  
ASSOCIATES

# The Corporate Communicator

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## Hull & Associates

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"The best time to take a breath is when you don't have time for it."



## Layoffs?

During the pandemic, 31% of organizations laid off workers and 38% decreased their hours. This caused job insecurity among employees, as they were unsure if they would ever get back their positions or even be employed at all. This has also caused stress for employers, as now there is a labor shortage.

**Here are some things that organizations can reflect on to identify whether layoffs are necessary.**

The main question to ask is **whether downsizing is truly necessary and how will it affect my organization. Before downsizing, consider other options to reduce costs** that do not put employees at risk. Layoffs should be the last resort.

**Consider furloughs rather than layoffs**

so that employees can continue receiving benefits and health insurance. Furloughs involve reduced work hours or temporary leave without pay but it leaves an opportunity to return. **Be honest.** Let employees know what their chances of returning are.

**Help employees navigate the unemployment benefits system and other community opportunities.** Show them where to apply and answer their questions.

If layoffs are necessary, be prepared to **reach out to your employees and answer their questions and concerns.** Treat all your employees with respect and assist them through these financially and emotionally difficult times. It will help, not only those who go, but also those who stay!

## Why Workforce Development???

In today's job market, employers are desperately looking for individuals with the skills that meet the needs of their particular organization. *Unfortunately, they are not finding them.* **Workforce development is training current workers to meet an organization's present and future needs.** Never was this more important than right now.

Workforce development is needed in many diverse job sectors, ranging from manufacturing to health. It is pertinent to those currently employed and to those searching for employment and/or advancement. **Employers need people with skills and employees want to be trained!**

During the pandemic, fewer organizations trained their employees. They were in survival mode and just

needed to have people working. Today, there is a huge need for employers to facilitate the skill development, especially people skills. **When leadership training is provided, it's a win-win because employees work better with others and have fewer conflicts.**

Employers resist leadership development because they think they need to do the training themselves or hire more staff. **Hire an outside person! As trainers, we come in, do the training and move on to other organizations but are on call when you need us.**

The resources and time you invest in training pays off because it results in higher productivity, reduced stress, and less employee turnover. The returns from leadership development far outweigh any costs and everyone wins, the organization and the employees.

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## Get More Done With Less Stress!

**1. Set priorities.** At home, before you go to sleep, make a list of what you need to do the next day. Do the same thing at your office before you leave. Having “to do” lists will keep you focused and crossing things off the list is a great stress reliever.

**2. Say “No.”** Remember “NO.” is a full sentence. You don’t have to explain why you won’t be doing what is being asked. Remember, while people may be disappointed that you said no, they will also respect you for it.

**3. Stop multitasking!** Studies show that multitaskers make more mistakes and actually accomplish less and have more stress. Stay focused. Don’t let technology (your phone!) distract you from your goals. Do one thing at a time. Focus on that task and do it well. You will also have a better sense of accomplishment which

will reduce your stress.

**4. Delegate more.** Keep asking yourself, “Who, besides me could get this done?” Who could learn something, if I let them do this?

**5. Accept help.** When people offer to help, say “YES.” If you keep turning them down, they will stop offering their support to you and will find someone else who appreciates their help.

**6. Let someone do it differently.** Different isn’t wrong! Be more concerned with what needs to be done and when it is due rather than how someone does it.

**7. Accept good enough.** It may not be perfect, but is it acceptable? Stop spending time perfecting something that is just fine the way it is.

**8. Relax** – Schedule time for you and the things you like to do. Consider it a reward for all the many things you have now accomplished.

## What Is Self-Compassion?

**What is self-compassion? It is the ability to accept love, face failure, and understand your emotions.** With self-compassion, you treat yourself as you would treat others. Instead of beating yourself up and having negative emotions, you think: **how can I care for myself in this present moment?**

**Self-compassion creates many positive physiological effects.** It can **relieve mental health issues such as anxiety, depression, and insecurity as well as increase empathy and love.** Self-compassion improves how you work and how you view and manage yourself and others to reduce stress.

### To achieve self-compassion:

**Practice self-kindness.** Refrain from negative self-criticism. If something doesn’t go as planned, instead of thinking negatively about yourself, understand that you tried and take comfort in that effort. Remind yourself that it is okay that sometimes things do not go well, as we are only humans, and we can try again.

**Second, recognize your own humanity.** As humans, we make mistakes, experience pain, and are not perfect. Think about a time when a friend or family

member has talked to you about a mistake they made. Did you sit back and say, “You are stupid. You will never be good enough, and no one will like you after this mistake”. No, you didn’t. If you do not say harsh words to others, don’t say them to yourself!

**Next, practice mindfulness.** Be present in your experiences and forgive yourself. Remain non-biased about your pain and life events. We are all different and have varied emotions and reactions to situations. Being mindful can increase self-esteem, self-acceptance, self-evaluation, and self-compassion.

**Consider all the benefits self-compassion has on your health, simply because it reduces stress and anxiety.** Self-compassion will lower your risk for heart disease, stroke, and many other ailments.

With self-compassion, you will be able to **accept your failures, move past them, and be willing to try again in the future.** The result is greater happiness, more motivation, more satisfaction with your life, and stronger relationships with friends, family, and even yourself!

## Compassion vs. Two Types of Empathy

Compassion and empathy are two different emotional responses.

**Compassion** is defined as understanding someone's suffering and trying to alleviate it. **Empathy** is feeling another's emotions, understanding exactly how they feel, and "knowing" what they are going through.

Empathy allows us to **understand and share what others are going through**. As humans, we often try to put ourselves in someone else's shoes. By attempting to understand it firsthand, it allows us to have a better insight into how someone is struggling and how we might be helpful.

**Cognitive empathy** involves having knowledge about another person's mind and how they feel. With cognitive empathy, you can put yourself in someone's place, **without getting emotional yourself**. For example, if you are a manager and have cognitive empathy, you can understand the emotions of those who work with you without letting your emotions get in the way and/or cloud your judgment.

**Emotional empathy** is when you take

on another's emotion as your own. **With emotional empathy, you feel the same emotions as the person who is telling you what is happening to them, be it positive or negative**. With emotional empathy, you need to focus on self-control to avoid emotional exhaustion.

**How do you cultivate empathy?** *We have always been cultivating empathy!* When we were toddlers, we started smiling, laughing, touching, and crying in response to others. These are all signs of empathy. If these signs were encouraged, empathy was cultivated. If they were discouraged, empathy was less developed.

### Can you be too empathetic? Yes!

Showing empathy is an amazing way to allow someone to open up and discuss their concerns. It also allows you to put yourself in their place to fully understand the situation. However, as mentioned above, **putting yourself in someone else's shoes can cause emotional burnout**. If this happens, stop and look objectively at what is happening and refocus on what brings you joy and pleasure!

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**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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 **THE corporate couch** by Dr. Mimi Hull

**Dear Dr. Mimi:**

I am starting a new job in a new city and would like to get to know my co-workers better. Are there any questions that I can use as conversation starters that would not be considered too personal?

—*New and Naïve*

**Dear N and N:**

It is good that you want to build a relationship with your new co-workers. To avoid getting too personal, ask work-related questions, like what attracted you to work here? Tell me more about what you do here? What was your first job? What led you to this career? What energizes you at work? As much as it is important to ask the correct questions, it is even more important to listen to their answers.

—*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](http://www.HullOnline.com) or [DrMimi@HullOnline.com](mailto:DrMimi@HullOnline.com).

 **THE corporate couch** by Dr. Mimi Hull

**Dear Dr. Mimi:**

I have been told that I have excellent technical skills but that my interpersonal skills will get in the way of advancing my career. Do you have any advice about working with people? (I wish I did not have to!)

—*Technical, Not Personal*

**Dear Technical:**

No matter what your career, you need to be able to work with people in a respectful, congenial manner. There are ways to show respect. Be personable. Even a simple hello can make a difference. Truly listen to what others say and respond appropriately. These simple things will make you a more desirable employee.

—*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](http://www.HullOnline.com) or [DrMimi@HullOnline.com](mailto:DrMimi@HullOnline.com).