

HULL &  
ASSOCIATES

# The Corporate Communicator

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**hullonline.com**

## Hull & Associates

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"Trust is the emotional glue  
that holds every team together."

## Adjusting to Your New Job

Changing jobs is stressful. Meeting new people, learning new policies and procedures and working in a new environment can be intimidating. **So what can you do?**

**Prepare for your first day.** Review the research that you did on the company before you interviewed. (Hopefully, you researched that!) Review and educate yourself on the responsibilities of your particular position and how it fits with other positions and the organization as a whole.

**Embrace change.** Change, even positive change, is uncomfortable. Keep a positive attitude. While your new position requires different things, if tackled positively, the new things will soon be comfortable.

**Ask questions.** You are new. Of course, you have questions. It is important to reach out to those who are more experienced and learn from their experiences.

**Build relationships.** Reach out to others. Although it may feel intimidating, it is important to reach out and connect with your new co-workers and make new friends. Ask to join them for lunch and/or to be with them in the break room. **Warning! Don't buy into negativity. Make your own conclusions!**

**Ask for feedback.** After a few weeks, ask your coworkers and supervisors for any advice, suggestions, or feedback about your performance. Listen without being defensive so that you can gain insight on how to improve and to see if you are on the right track.

## Leaving Your Job? Give Notice!

While leaving without notice isn't illegal, it is in your best interest to give notice and work hard during your last two weeks. **Why?**

### It's a professional courtesy.

Professionalism is important from your very first day to your very last moment. Even if you did an amazing job during your time there, leaving without notice can tarnish the good reputation you earned.

**You may lose your employee benefits.** Many companies can and will terminate any possible benefits, if you leave without formal notice.

**It helps your current employer transition.** Giving two weeks notice gives your employer time to find someone to fill your position. By staying, you will be showing gratitude and integrity. Offer to

help with the transition and train the new person.

**It keeps that positive reference.** If you are proud of your work and felt the company valued your work, don't burn the bridge! Getting a positive letter of recommendation can help you find a job that truly is the right fit.

**Things change and there may be a time that you want to return.** Keep the good vibes going and that possibility is always open to you.

Having said this, *if you are in an abusive environment*, it is your responsibility to leave as quickly as possible! Bullying and discrimination shouldn't be a part of your daily work encounter, especially if you have reported it and it has continued.

**Remember: It is important to know when to stay and when to leave!**

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## Providing Purposeful Feedback

Feedback can be an anxiety-producing experience for both the giver and receiver. But it doesn't have to be. **Here are some tips!**

### Don't wait until the end of the year.

Yearly performance reviews are becoming a thing of the past. Today's workforce desires instant feedback and with current technology, feedback can easily become more continuous and spontaneous.

**Get creative with your wording.** The term "performance review" can be intimidating and can hinder openness. Consider calling it "a check-in, handshake or catch-up" to reduce some of the angst.

**Give feedback in person when possible.** Face-to-face is the most effective way to have constructive conversations. Employees usually don't

want to have discussions that may involve career planning and compensation online nor on the phone.

**Empower your employees.** Employees improve through training, not criticism. A good leader empowers employees by sharing a clear vision of the expectations, giving guidance, and then letting the employee work in their own way to make it happen.

**Establish trust.** Established trust makes it easier for future, possibly more difficult, conversations to be perceived more positively. Show employees that you appreciate their hard work and their potential!

**Avoid making personal attacks.** Telling someone they were careless will feel like a personal attack. If someone makes a mistake, point it out, teach them the correct way to do it and encourage them to improve going forward.

## You Need to Know Your Work Style!

At work, as well as at home, people approach their work differently. Knowing how you do this helps you and your team reduce stress, become much more efficient and have fewer conflicts.

**Are you a D?** Strong D types are known for being decisive, daring, dominant, and visionary. They are idea-oriented individuals, who are not afraid to try new things and come up with new ideas. They are big-picture thinkers and risk-takers. They make their organizations thrive by introducing trending ideas and opportunities and are extremely driven and motivated by getting work done fast and efficiently.

**Are you an I?** Strong I types are interactive, intuitive and are wonderful at influencing others as well as getting them enthusiastic about what they are doing. They are usually positive and engaging. Their verbal skills are excellent and you can get their best work by having them "talk it out." Strong Is are excellent at reading people. They know when things are not going well **and** when they are! They are optimistic, friendly, and have a "sixth sense" when it comes to people.

**Are you an S?** Strong S types are

supportive and systematic. They are the glue that holds organizations together, especially during change. They love logic and can create systems that anyone can follow. Strong Ss are the best listeners and build positive and productive relationships. These individuals make building a team a priority. They strive to help fellow employees succeed and to have their organization go in the right direction.

**Are you a C?** Strong C types are conscientious, careful, and data-driven. They are known as problem solvers because they analyze specific situations and work to solve them by researching and coming up with logical and precise answers. These individuals think strategically and value accuracy. They will carefully check their work and be sure that the answers are correct before they share them with others. They like to do things right the first time and hate making revisions once a project is completed.

**How can you learn your work style and the work styles of those around you?** Take a DISC profile. Completing the DISC assessment will tell you not just your style but also how you can best work with others! Contact us today!

## “Quiet Quitting”

“Quiet quitting,” “phoning it in,” and “lying flat,” have become social media buzzwords and are more prevalent with employees returning to the workplace post-pandemic. It is called “quiet quitting” because **you’re not outright quitting your job, but you’re quitting the idea of going above and beyond.** It occurs when employees work just enough to keep their paychecks and not get fired. They are still performing their basic duties, but no longer subscribe to the mentality that their work is their life.

**Why Quiet Quitting? Employees feel unappreciated.** They realize that they went the extra mile, and didn’t receive appreciation, promotions, or raises. Also, new hires were getting more than they were earning for the same work. They turned to “quiet quitting,” which is doing the bare minimum and/or only doing what is in their job descriptions so they would have more time for themselves and their families.

**How can leadership recognize and prevent “quiet quitting?”**

**Do an honest self-assessment.** When you asked your team members to do extra work, did you make sure that they felt appreciated, or was it just expected? Ask yourself as a leader: Is the issue with my team, or is it with me and my leadership abilities?

**Evaluate your team.** Ask them how they feel and then act upon the results. Have open conversations. Managers who value relationships along with results develop employees who are willing to go the extra mile.

**Build trust.** Do team building. Create positive relationships with your direct reports to improve trust. In addition, allow your people to bring up their concerns and ideas. If you can’t implement an idea, let them know why and make them feel appreciated. Simply being honest with your people and finding common ground helps build mutual trust.

**Be consistent.** Deliver what you promise. Don’t play favorites. Recognize and reward your people when they have done good work. It will make a difference and they won’t become quiet quitters!

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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!**

E-mail -

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Phone - (407) 628-0669



DrMimi



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

**Dear Dr. Mimi:**

I have been working just to support myself through school and have now graduated. I have been searching for a job that catches my interest, as well as within my graduating major. However, I have had zero luck getting hired. Do you have any tips for finding a job?

—*Graduate*

**Dear Graduate:**

When looking for a job, it is important to identify more than one career goal. Don't limit yourself to one specific job. Think about organizations that use people with your talents. You may not get your dream job, but you may find something in an industry you want to work in. You may also find a job that interests you but is not inside your major. That is completely normal! Update your resume and LinkedIn page, as well as online resources. Remember, even though you have been working, you are new to the field.

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

**Dear Dr. Mimi:**

Three months ago, I emailed my supervisor giving him notice about a four-day vacation I am taking next week, and said that if he had any objections to let me know ASAP. I never heard anything and went ahead and made plans. Today, I received an email from him implying that if I go, I could be fired, but he didn't give me a reason why I couldn't go. What should I do? I don't want to lose my job.

—*Lost*

**Dear Lost:**

Ideally, you should have received confirmation about your vacation from your supervisor that you could go, rather than his letting you know if you couldn't. Show him the email and let him know that since you hadn't had an objection, you made your plans. Let him also know that you enjoy your job and will work hard before and after the vacation! If he still threatens you without a reason, talk to someone higher up and/or human resources.

—*Dr. Mimi*