

hullonline.com

Hull & Associates

225 S. Swoope Ave., 210
Maitland, Florida 32751

Phone: (407) 628-0669

Website

www.HullOnLine.com

Email:

DrMimi@Hullonline.com

Twitter: DrMimi

Table of Contents

Positivity Matters Pg. 1
 Mindfulness as a Pg. 1
 Time Management Tool
 Gender Differences:
 Misperceptions! Pg. 2
 Stress as a
 Motivator Pg. 2
 Introverted/Extroverted
 Leaders Pg. 3
 Dear Dr. Mimi: Pg. 4
 Boss who fired me
 now wants help!
 Dear Dr. Mimi:
 Showing affection at
 work

Our Staff ...

Dr. Mimi Hull

President

drmimi@hullonline.com

Lead Intern

Isabel Bevilacqua

Interns

Noah Gamson

Sofia Pridgen

"We find
time to do
what we
really want
to do."



Positivity Matters!

It sounds simple (and slightly cliché), but positivity matters. Even small gestures matter! Fostering a space where employees feel appreciated is critical. Feelings of support, positively affect the workplace environment and the results are drastic.

In a recent study, employees were instructed to foster a positive environment by implementing positive changes to their routines. They practiced expressing gratitude and giving praise to fellow employees.

Participants reported feelings of happiness, and optimism increased by almost 20%. Feelings of burnout dropped by 50%. Stress levels decreased by 30%. Respondents felt more connected at work. Interestingly,

this positivity was beneficial for staff, and consumers as well!

Most groups do not implement positive changes until a problem arises. If you wait to find happiness rather than create it, you will wait forever!

Implement positive change as a preventative measure. Small changes like giving praise or offering help go a long way. You never know when someone needs your encouragement!

It is easier said than done. Initiating a cultural shift is challenging. Creating a positive workplace is a collective effort. Behaviors are reinforced in group settings. If some individuals are not 'on board' it can be especially difficult. **Do not be discouraged! It takes time.** People *need* to feel supported, and positivity is contagious!

Mindfulness as a Time Management Tool

Incorporating mindfulness into your routine will not only relieve stress but also improve time management skills. Many notable organizations from Google to General Mills have begun implementing mindfulness training for employees. **Here are some methods that could help.**

Simple breathing exercises are an effective introduction to practicing mindfulness. If you feel yourself getting overwhelmed and stressed, simply close your eyes, count 10 deep breaths, and focus on your body taking air in and out. This can re-center and set your goals and intentions for the day.

Focus on one task at a time. While multitasking can seem like a good chance to get as much done as possible, it is harmful in terms of time

management. More mistakes are made!

Meditation is a more fully encompassing approach to mindfulness. Meditation can take as little as five minutes and allows you to focus on your body and mind to gain a better understanding of your wants and needs. With this better understanding, you can make better choices about the projects or tasks you take on. If you take on a task that you know you don't have the time or skills to accomplish, it can lead to feeling more overwhelmed and stressed.

Mindfulness benefits how you communicate thoughts, feelings, and ideas with others, which leads to better time management. With proper communication, it is easier to accomplish what you need to do in a more timely manner.

HULL & ASSOCIATES

Did You Know That Hull & Associates Offers ...

- Not-for-Profit Board Development
- Team Building
- Leadership Development
- Conflict Management
- Bridging the Generation Gap
- Meeting Facilitation
- Strategic Planning
- Time and Stress Management
- Creativity and Innovation
- Organizational Development
- Conference and Convention Speaking
- DISC and The Myers-Briggs (MBTI)
- Communications Training
- Assertiveness Training
- Employee Satisfaction Surveys
- Diversity Training—Cultural Competence
- Organizational Assessments
- 360/Multi-rater Feedback
- Customer Satisfaction Surveys

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

Workplace Gender Differences: Common Misconceptions!

Some say that women differ from men in their workplace attitudes, priorities, and behaviors. For example, “women are poor negotiators, lack confidence and place a higher priority on their personal life than men do.” These wrongful claims harm both men and women!

Studies evaluating gender differences in the workplace find that men and women share the same attitudes and values and there is almost no difference in negotiation styles. One finding holds that men have a slight, but insignificant, negotiating advantage but ambiguity about the study is high.

The idea that women lack confidence in comparison to men has also been disputed. Research does not support that women do not ‘speak up’ or advocate for themselves because of a lack of

confidence. In fact, research indicates that *the only time there is a significant difference in confidence levels between men and women occurs during adolescence!*

Finally, researchers have found that men and women place an equal level of importance on family and work-life balance. This is shocking since women have always been thought to ‘care more’ about their personal lives than their careers.

Current gender differences are typically a product of rhetoric not research!

When organizations notice discrepancies between their employees, they should make a conscious effort to find the disconnect. **Doing so will allow both men and women an equal chance to succeed in their organization.**

Use Stress to Your Advantage!

Stress is a misconstrued concept in the workplace. Having too much stress is performance-hindering. Having too little is demotivating. There is an optimal level of arousal, called eustress.

Distress is the anxiety-ridden feeling of being overwhelmed and exhausted.

People experience this when their physical, mental, and emotional resources don’t meet their individual needs. Distress causes depression, anxiety, and negatively impacts performance.

A common misconception is that no stress is a good thing. No stress causes demotivation and dissatisfaction.

We need eustress. Eustress challenges us without diminishing our resources. It helps us grow psychologically (through building resilience, and autonomy), emotionally (through positive feelings regarding motivation, contentment, and inspiration), and physically (through motivation resulting in positive changes to our body).

Eustress can be experienced in all aspects of your life, by setting challenging goals involving your interests. If you have an interest in music and want to learn an instrument, take up that challenge! If you

don’t overextend yourself, it can be a rewarding and positive eustress experience.

At work, eustress is achieved when your projects or goals are challenging but realistic. Take on projects that build on your existing strengths. To distinguish whether you are experiencing distress or eustress, ask yourself: *“Is this a threat or a challenge to me?”*

To increase eustress and decrease distress, change your mindset. Emphasize the positives in any situation. Discover how it contributes to your personal growth, and acknowledge its challenges and feasibility. This mindset helps you welcome change, learn new skills and accomplish your goals.

Set healthy challenges. Do not create an unrealistic workload. If a difficult workload is given to you, chunk it down and set smaller, more realistic checkpoints.

Supervisors can promote eustress by setting realistic deadlines, giving ongoing appraisals, and exhibiting a calm reaction to difficult times. This is important because eustress is positively correlated with employee job satisfaction, less turnover and greater profits!

Introverts and Extroverts as Leaders

How can both introverts and extroverts be successful leaders when they are seen as opposites? The answer is that a good leader is not determined by their personality style, but rather by how they use their personality in various situations.

It is essential for leaders to know themselves. People who are, or aspiring to be, leaders, need a solid understanding of their strengths and challenges.

*Assessments such as the **Everything DiSC Profile** allows potential leaders to gain a better understanding of how they prefer to work, AND, how to interact with and impact others who work differently.*

It is important to look at with whom these leaders are working. An extrovert may be better suited to lead teams that are more "people-focused" like sales or marketing. An introvert may be a better fit to lead "task-focused" teams like finance or technology.

Another strength of introverts as leaders is their active listening, which fosters better understanding and collaboration.

Technology benefits introverts when working with remote teams. While an introvert may feel uncomfortable asking a question in person, writing a text or email feels easier.

An extrovert's strength is their ability to adapt and keep moving when things don't go right. They exude confidence in both themselves and others. However, this comes with the caveat of sometimes being viewed as more impulsive, being overly optimistic and/or not researching or thinking things through.

Introverts have a natural attraction for reflection, research, and thinking things through before acting. They take time to make decisions because they want all the facts. Thus, they can be viewed as lacking confidence. In fact, they want to make the right decision the first time so they don't have "do-overs."

There is no one right way to be a leader. The key is knowing how to leverage and adjust your behavioral preference based on the needs of the situation and the needs of the people involved.

JOIN US!!!

Visit our **WEBSITE AT www.hullonline.com.**

Read articles, comment, ask questions and access archived newsletters.

Follow us on **TWITTER** to receive updates and ask your most pressing workplace questions. twitter.com/drmimi

Become a **fan on FACEBOOK** facebook.com/hullandassociates.

Your Company's Newsletter Can Look This Good, too!

Illustratus is the nation's leading, premier provider of full-color, fully customized newsletters. Our unique, full-color newsletter service can transform your corporate or employee newsletter from a frustrating burden into a powerful marketing and communications tool—all at an amazingly affordable price.

- Online Editing
- Full-Color Logos
- Custom Photos
- Article Library
- Online Issue Archive

Illustratus™

Visit www.illustratus.com or call (877) 781-8290 to learn more about the unprecedented features offered only by Illustratus.

HULL & ASSOCIATES

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 -

DrMimi@Hullonline.com

Phone - (407) 628-0669



DrMimi



Hull & Associates



hullonline

www.hullonline.com

NEED HELP?

Communication?
Leadership? Team Building?
Diversity and Inclusion?
Contact us!!!

Need a Professional Speaker?

For an engaging, fun program, call
Dr. Mimi - 407-628-0669.

Dr. Mimi will customize the program to meet your specific needs!
You will learn while you laugh!

Email -
DrMimi@HullOnline.com
Phone - (407) 628-0669
Mobile - (321) 331-6166
www.HullOnline.com

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



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 was recently let go from a company. My old boss just contacted me asking work-related questions. Should I respond?

—*Now What?*

Dear Now What,

If you know the answer to the question, I say go for it and answer your boss. This is the perfect opportunity to have a good interaction so you can continue to network and maintain good relations. You never know if you might go back to that company or perhaps need a reference.

—*Dr. Mimi*

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



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've recently started dating a co-worker. How do I show her affection while still being professional around the office?

—*Loverboy*

Dear Loverboy,

Starting a new relationship is always fun and exciting, but remember not to mix business and pleasure. Work is not the place to show your affection. Treat her in a business-like manner, and keep PDA out of the workplace. You can also make it known that you are dating so that you don't start inappropriate office gossip.

—*Dr. Mimi*