HULL & ASSOCIATES

The Corporate Communicator

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

Our Staff ...
Dr. Mimi Hull
President
drmimi@hullonline.com
Lead Intern
Isabel Bevilacqua
Interns
Noah Gamson
Sofia Pridgen

"Where there is love there is life."

Six Keys for Successful Brainstorming

Often people have great ideas and have no opportunity to express them. Brainstorming can help. For effective brainstorming sessions:

1. Invite everyone, especially new people. Each person is different. New people are not stuck in "We've always done it that way!" Have varied levels, that don't report to each other, in the same room. A V.P. and a receptionist have different perspectives, and both can be helpful.

2. Keep the group small. Hold multiple meetings if you need to because you don't want more than 10 people. This allows people to feed off each other and keep their energy high.

3. Hold the meetings in the morning and in the middle of the week. People are usually more alert and can focus on the subject. On Mondays and Fridays, people are either thinking about the last weekend or the upcoming one.

4. Allow no criticism of ideas. It is better to have too many than too few ideas and if someone thinks their idea was criticized, they will shut down and not contribute.

5. Let people know what the subject will be before they arrive. Some people need to think before they talk and by having advance notice, their mind can start working on ideas before the meeting even begins.

6. Hire a facilitator. People are more honest when the meeting is run by an outside facilitator who is more tuned into what is said, rather than who said what!

How DISC Styles Celebrate Valentine's Day!

The DISC model/profile provides insight into the behavioral preferences of ourselves and others. Each DISC letter represents different traits. The letter "D" indicates Dominance and Decisiveness. "I" indicates Influence and Intuitive. "S" indicates Support and Security, and "C" indicates Conscientiousness and Cautiousness. **Let's imagine how these styles celebrate Valentine's Day!**

The "D" doesn't care much about Valentine's Day. They love their partner the same every day. If they have to plan something or select a gift, it is simple for them. They get it done and don't think about it again!

The "I" *loves* the love! They look forward to Valentine's Day and want to show their partner how much they care about them. They think about it early but won't shop for gifts until the last minute. They "just know" what their partner will love.

The "S" plans and works to make Valentine's Day special. They want their partner to feel appreciated. A "S" may create something homemade and/or will look for a gift that is personal and heartwarming to make their partner feel loved and special.

The "C" is very deliberate and thoughtful in their planning. They take great care to make Valentine's Day special for their partner. In fact, they thought of the perfect gift weeks ago. They are motivated to create a picture-perfect day. The "C" is quietly excited to show their partner their love and have a detailed plan to make it happen...exactly as planned!

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.

Trust: Does Your Team Have It?

Trust is an essential component for collaboration, innovation, and overall performance. At the heart of a great team is a foundation of openness, reliability, and transparency. If you have trust, it will yield real, tangible benefits for your team including more sharing of ideas, increased productivity, enhanced creativity, calculated risk taking, and improved overall well-being. **Your team has trust if:**

Team members feel heard and valued. They can communicate easily, openly, and conveniently.

Promises are kept and expectations are met. Being able to rely on your teammates to perform as expected is necessary for a successful trusting team.

There is transparency which fosters an atmosphere of honesty and builds confidence among team members.

Members of a team can communicate openly whether it be positive, questioning or negative.

Leaders play a crucial role in establishing a culture of trust. It's not just about setting expectations but by being an example. Leaders must demonstrate integrity, consistency, and a genuine concern for their team members. When leaders prioritize trust-building, they set the stage for a positive and collaborative work environment.

The team recognizes and addresses challenging issues. This goes back to the importance of transparency and openness. *To fix a problem, a team must recognize and admit that there is a problem.* By discussing and resolving these situations head-on, teams can strengthen their bonds and mitigate the risk of future negative issues.

Setting "SMART" Goals This New Year.

Nearly 80% of people fail at their New Year's resolutions *by February*. As the New Year begins, it is important to think about how exactly you will create goals that you can achieve. The best way to do this is through **Specific, Measurable, Attainable, Relevant, and Time-bound goals, better known as "SMART" goals.**

The first step is understanding what you are trying to achieve. It is important to identify ***specifically*** what is your end goal. For example, rather than making your goal "to go to the gym," it is more useful to set out exactly what it is you will do at the gym. For example, "Go to the gym and use the treadmill."

You also need to find a metric to ***measure*** your goals. How can you know if a goal is achieved if you don't know what achievement looks like? It is not enough to just say "Use the treadmill." Instead, you should say, "Go to the gym three times a week and use the treadmill for 45 minutes."

The next aspect of a SMART goal is to be sure it is ***attainable***. While it is beneficial to set difficult goals that push your limits, *it is important to distinguish between difficult and impossible.* It is unrealistic and

unattainable to say "Use the treadmill for two hours daily" if you are just starting to use it.

Additionally, it is important to make sure that your goals are ***relevant***. It is pointless to set goals that don't benefit you. If you already have a habit of using a stationary bike when you go to the gym, it may be irrelevant to set a goal of using the treadmill since you are already doing something similar.

The final and most pivotal aspect of SMART goals is making them ***time-bound.*** Procrastination can often get in the way and it is easy to delay tasks. That is why it is so important to set a time or time limit. Like the *measurable* facet of SMART goals, setting a time feature allows you to accomplish goals expeditiously. A good way to do this is to address the frequency with which you will use the treadmill. For example, "By the end of each week, I will go to the gym three times and use the treadmill for 45 minutes each time."

While we have used a relatively simple goal of exercising, the structure of SMART goals can be applied to many personal and professional achievements. **Use this formula to *set* your goals, and you are more likely to *achieve them*.**

Role Ambiguity Hurts Everyone

If job satisfaction and commitment are down, and turnover is up, role ambiguity may be the cause. As organizations navigate the complexities of the modern workplace, addressing role ambiguity is essential for fostering a healthy, motivated, and productive workforce.

What is role ambiguity? It is characterized by having uncertainty about work responsibilities, roles and authority. *Who is supposed to do what? Who can make decisions and what are the limits to those decisions?* We have found that when people are uncertain about these components of their position, it becomes a stressor that requires attention or it will hurt the organization.

Leadership serves a pivotal role in mitigating role ambiguity. Leaders need to clarify each employee's responsibilities. They also need to show genuine concern for their employee's role and know what they are doing. Leaders who grasp the importance of clarity in defining roles create an environment that promotes employee well-being. Investing in leadership training programs gives managers the tools to reduce ambiguity.

Job redesign is a helpful approach. Well-defined tasks and responsibilities contribute to a sense of purpose and direction. It also reduces duplication of efforts and things "falling through the cracks."

Choose leaders whose behaviors show concern and consideration for employees. Leadership qualities play a crucial role in shaping a positive work environment. Leaders who communicate clearly, often and concisely reduce role ambiguity.

Create an environment where people can manage their workloads effectively and don't have impossible demands. People need clear and realistic expectations.

By prioritizing effective leadership, job redesign, and conflict resolution, employers can reduce role ambiguity and its negative effects on employees' well-being and can also achieve organizational success!

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**

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
ww.hullonline.com

Illustratus
www.illustratus.com
Copyright © 2018 by Uhlig LLC

OC by Dr. Mimi Hull
THE Corporate couch

Dear Dr. Mimi,

I have been working in my current role at my organization for almost five years. While at first, the role was exciting and satisfying, recently I have found it to be more routine and unfulfilling. I don't hate what I do, but I don't love it either. What suggestions do you have in terms of how I can improve my attitude in my current role?
—*Unfulfilled*

Dear Unfulfilled,

The simplest way to improve your outlook is to shift your perspective. It is important to look at the bigger picture and focus on the impact your role has as it relates to your customers, your community and your organization. Do not diminish yourself and your role; search for the value you create!
—*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.*

OC by Dr. Mimi Hull
THE Corporate couch

Dear Dr. Mimi,

I messed up at my job. We had a big project that I worked hard on, and it just wasn't as successful as we had hoped. I feel like such a failure! How do I tell my boss about it?
—*Feeling Like a Failure*

Dear Feeling,

It is hard when a project doesn't go the way you hoped, but the best way to look at it is to make this failure a learning experience. Determine the cause of the failure. Timing? Resources? Planning? Jumping to conclusions? Relying on ambiguous data? Once you've found where to make changes and how to correct the problem, let your boss know how you would tackle it if you were to have another opportunity.
—*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.*