

HULL & ASSOCIATES

The Corporate Communicator



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YOU Can Be a Great Listener!!!

Being a great listener shows respect, kindness, and trust. While good listening skills may not come naturally, they can be learned. Here are some tips!

1. Focus on the Speaker. Give the speaker your full attention. Eliminate distractions by turning away from the television or computer and putting down your phone. Make eye contact.

2. Use Positive Body Language. Lean forward slightly to show interest and engagement. Keep an open posture by avoiding crossed arms, and try not to fidget, as it may suggest impatience or disinterest.

3. Show That You Care. Listen to the speaker's words and their feelings. Instead of planning your response, ask yourself:

- What is this person trying to tell me?
- How are they feeling?
- Do they need encouragement, advice, or simply someone to listen?

4. Don't Interrupt. Allow the speaker to finish before responding. If you accidentally interrupt, apologize, invite them to continue, and take a brief moment to reflect on what they said before responding.

5. Communicate Clearly. Summarize the speaker's main points in your own words. Ask thoughtful questions if something isn't clear. This helps prevent misunderstandings.

6. Resist the urge to change the subject or make the conversation about yourself. Give the speaker time to express their thoughts. The conversation will become more balanced once they feel heard.

Listening is one of the greatest gifts you can give another person. Strong listening skills build trust, strengthen relationships, and improve communication.

Hull & Associates Offers ...

- DISC Training and Certification!
- DISC Via Catalyst
- Team Building
- Board Training
- Leadership Development
- Communications Training
- Conflict Management
- Meeting Facilitation
- Strategic Planning
- Conference and Convention Speaking



NEXT DISC CERTIFICATION - OCTOBER 9, 2026!!

This certification will include using DISC on Catalyst!!!



Grounded Via Gratitude

Gratitude can POSITIVELY transform our life. Here's how.

One-minute messages. Each day, send a brief message to someone that includes their specific qualities that you notice and/or appreciate.

Avoid thankfulness thieves. Complainers and gossipers can create a loop of negative thinking that impedes gratitude. If you find yourself slipping into one of these groups or habits, consider trying a weeklong challenge of no complaints allowed.

Pause before the day begins. Before reaching for your phone or jumping into your to-do list, take a minute to think of three things you're grateful for. They don't have to be big—a warm cup of coffee, a good night's sleep, or a smile of a neighbor all count. This sets a positive tone and makes it easier to notice blessings throughout the day.

Share gratitude generously. Gratitude grows when it's expressed. Thank people whose everyday efforts often go unnoticed, like a coworker who quietly helps behind the scenes. A sincere "thank you" not only brightens someone else's day, but also reminds us just how many people contribute to our own well-being. As gratitude becomes a daily practice, you'll discover that **joy isn't found in having more—it's found in appreciating more.**

Journey With Joyspan

Aging expert Dr. Kerry Burnight coined the term "joyspan" in her book, "The Art and Science of Thriving in Life's Second Half," asserting that "In a world obsessed with living longer, joyspan is about living better." Kickstart your joyspan journey with just one hour a day, using Burnight's four joyspan pillars: curiosity, adaptability, generosity and connection.

Curiosity. Keep a running curiosity bucket list of topics you want to learn more about. Then, spend 20 minutes each day exploring an item from your list by reading up on it or watching a video online.

Adaptability. Spend 10 minutes each day trying to problem-solve a small annoyance. For example, an avid crocheter with arthritis might look into buying ergonomic hooks, rather than gritting through the pain or giving up the hobby altogether.

Generosity and connection. Give one of your most valuable resources: time. Spend 30 minutes chatting with a friend or loved one. Focus on their life, asking questions and noting events to follow up on later.



DISC Types - End of Summer

Each DISC type wraps up summer in its own way.

The D (Dominance) completed strategic summer initiatives. They read business books, did home projects, trained for a race, and booked next year's vacation. Asked about their summer, they say, "**Productive.**"

The I (Influence) had the "best summer ever!" Their phone is overflowing with photos, selfies, and videos of people they just met at festivals, cookouts, and concerts. Their summer was "**fun.**"

The S (Steadiness) enjoyed a peaceful season filled with

family, good books, evening walks, and homemade desserts. They have quietly created memories everyone else will cherish. Their favorite part of summer is spending time with people they love.

The C (Conscientiousness) planned the **perfect** vacation months in advance, complete with research, packing lists, and backup plans. Every receipt is filed, every photo edited, and the planning for next summer has begun.

With fall coming, each personality is ready to embrace a new season in its own unique way—and that's what makes every team, family, and friendship so interesting!

Informal Roles Shape Teams. Manage Them!

Often, employees take on informal roles beyond their official job titles. These roles include team explainer, unofficial motivator, coach, problem-solver, and/or organizer. They help teams function better, strengthen relationships, and fill often overlooked gaps. Playing these roles often demonstrates initiative and a willingness to contribute to a team's success.

Informal roles are important AND they can become overwhelming if poorly managed. Because they are not formal, there are unclear boundaries or expectations.

Individuals take on extra emotional, social, or logistical responsibilities without recognition nor support. This added pressure can contribute to stress and burnout and can interfere with one's main duties.

Maintaining balance is the key. Employees need to be aware of how much extra they are doing and assess whether these additional roles are sustainable. They need to set boundaries, communicate with supervisors, and prioritize core responsibilities.

In addition, organizations need to recognize and value these contributions, so that employees feel supported rather than taken advantage of!

FREE CONSULTATION

Have you ever said, "but I told them ..."? You probably did, but the message sent was not the message they received.

Dr. Mimi Hull is a fully licensed psychologist who will help your organization improve communication, leadership and team building. She can help you, your organization, your board and/or your staff.

Her most requested programs are:

DISC, Communication, Team Building, Leadership, Conflict Management and Board Development.

Contact her for a **FREE** consultation!

Need Help?

Personality Conflicts?

Communication?

Leadership?

Team Building?

We can help!

Need a Professional Speaker?

For an engaging, fun program, call **Dr. Mimi - 321-331-6166.**

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

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 by Dr. Mimi Hull



Dear Dr. Mimi,

I have been working at my company for ten years, and lately, there has been a lot of new technology implemented that I am not comfortable using. I feel like I am falling behind and nobody cares!

—*Falling Behind*

Dear Falling,

Learning new things is always scary. I recommend asking your boss if someone can spend some time training you on new technologies or if there is a training program that you can attend. It might feel weird asking for training for a job you have been doing for a long time, but to stay up-to-date, asking for help is important.

—*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.

 by Dr. Mimi Hull



Dear Dr. Mimi,

I have been having some issues with a coworker of mine. I don't want it to get in the way of work. How should I handle it?

—*Conflicted*

Dear Overwhelmed,

If you have a problem with a coworker, stay calm and plan what you are going to say. After you share your thoughts, listen to their side. Focus on fixing the issue by sharing the behaviors that you would like to see. Setting clear boundaries and working together to find a fair solution can make the workplace more positive for both of you.

—*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.