

HULL & ASSOCIATES

The Corporate Communicator

Hull & Associates

225 S. Swoope Ave., Suite 210
Maitland, FL 32751

Phone: (407) 628-0669

Mobile Phone: (321) 331-6166

Website: www.HullOnline.com

Email: DrMimi@hullonline.com

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Our Staff

Dr. Mimi Hull	President
Jeremy Udell	DISC Catalyst Specialist
Taylor Voigt	Lead Intern
Lydia Cottrell	Intern
Calista Humphreys	Intern

Getting Creative for Brain Health

New research suggests picking up a creative hobby may slow brain aging. According to a study in Nature Communications, the strongest brain boost was found in tango dancers, estimating that their "brain ages" were about seven years younger than their actual ages!!!

While researchers found that the more skilled a participant was in their respective creative field, the younger their brain appeared, the study also indicated even short-term creative activity benefited brain health!!!

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Mindfulness Through the DISC Lens

Mindfulness is different for everyone. Using DISC, each type can practice mindfulness.

Dominance D types are fast-paced, decisive, and results-focused. Mindfulness means slowing down before reacting, taking a few deep breaths, and considering how decisions may affect others before acting. **Mindfulness Exercise:** *Take a 5-Second Strategic Pause.* Before sending a sharp email or making a rapid decision, pause for five seconds. Inhale deeply, solely on the breath, and exhale before acting.

Influence I types are energetic, social, and expressive. They benefit from taking quiet moments away from conversations. Journaling, breathing exercises, or a short walk can help them reconnect their thoughts.

Mindfulness Exercise: Set a timer for 5–10 minutes. Sit alone without a phone or music, and free-write thoughts in a journal. This clears mental clutter and grounds scattered energy.

Steadiness S types value stability and cooperation. Mindfulness involves checking on personal needs instead of just focusing on others. Taking a calm break or setting boundaries reduces stress. **Mindfulness Exercise:** Twice a day, close your eyes and ask: "What do I need right now?" Acknowledge your own emotional and physical state before supporting others.

Conscientiousness C types are analytical and detailed. They can practice mindfulness by accepting that everything does not have to be perfect. Pausing, prioritizing, and letting go of small details prevents overthinking. **Mindfulness Exercise:** The "Good Enough" Scan. Spend 5 minutes scanning your body for tension. Notice tight muscles. Practice mentally saying: "This moment does not need to be perfect to be complete."



Hull & Associates Offers ...

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

Stress-Free Celebrations

More than 40% of adults in the U.S. experience more stress during the holiday season than at other times of the year, according to a poll by the American Psychological Association. Keep the holidays more happy than harried with these practical tips.

Think ahead. Avoid last-minute grocery runs by stocking up on baking ingredients such as flour, sugar and butter. Replenish your gift wrap stash, too, as well as bags, tags, bows and tape. Shop for presents early in the season, and wrap them as you buy them. Consider picking up a few extra items to cover last-minute invitations or guests.

Divide and conquer. Don't be shy about asking for help. Delegate cleaning, cooking and shopping tasks. For holiday dinners and parties, be open to buying baked goods, side dishes or even the main course instead of feeling obligated to make everything from scratch.

Take care of yourself. Get plenty of rest, eat well and carve out time for yourself. Before your schedule fills up, pencil in a few personal hours. Solidify the plans by buying advance tickets to an afternoon movie or making a spa appointment.

Focus on fun. As you spend time with friends and family, focus on the fellowship and don't worry about what's still on your to-do list.

Loving-Kindness Meditation: A Small Practice With a Big Workplace Payoff

What if one minute of your workday could make you more patient, less reactive, and a lot easier to collaborate with?

That is the idea behind loving-kindness meditation, a simple practice that focuses on silently offering good will to yourself and others. *This is not about pretending conflict does not exist or forcing yourself to like everyone.*

Begin with a few phrases such as, "May I be well. May I be calm. May I feel supported." From there, you extend the same wishes to a coworker, a team, or even someone who regularly fills your calendar with "quick" meetings that are never quick.

It is about creating a brief pause between irritation and response. At work, that pause matters. It can support stronger relationships, better listening, and more thoughtful communication.

Try it before a difficult conversation, after a stressful meeting, or while waiting for your coffee to brew.

Even two minutes can help shift your mindset from "What is wrong with this person?" to "How can we move forward?" Kindness may sound soft, but in the workplace, it can be a surprisingly powerful, practical everyday leadership skill.

Why Use Catalyst DISC?

Catalyst DISC is a practical "next step" tool for understanding people and improving communication. Catalyst allows individuals to explore their DISC Styles beyond simply receiving an assessment report. It provides an opportunity to connect with others and compare styles.

Catalyst provides continued exploration and conversation. This helps teams develop greater self-awareness, empathy, and understanding.

It is the SAME COST to take a Catalyst DISC as an EPIC DISC. 15 Credits for Workplace and 25 for Management.

When comparing Catalyst to

EPIC DISC, organizations should examine how each platform supports learning.

Catalyst's features may be especially valuable for groups seeking an interactive experience. It creates opportunities to turn assessment results into meaningful discussions and practical insights.

Catalyst DISC provides a forum for growth, flexibility, and conflict resolution. When people understand themselves and one another, collaboration becomes more effective. **Catalyst IS the next step to turn DISC knowledge into connections, conversations, and positive workplace relationships.**

Monitoring Productivity:

it may be daunting to look at your schedule for the coming months. Here are a few tips to help you stay on task and monitor your productivity:

Clarify the vision. What do you hope to achieve? How will you accomplish this? Get specific! Define the milestones you aim to reach. Sit down and devote time to plan all the details. Use this as a roadmap to accomplish your goals. Note the purpose behind your work and include that in your tasks.

Check Reality. Avoid getting lost in feelings of worry or frustration. Ground yourself. Analyze the *reality* of the situation. Be conscious of details

you may have missed. In doing this, you will be prepared for the "just in case" scenarios that often arise. Make changes to your plan of action on an as-needed basis.

Ask for help. Asking for help can be a challenging task. Allow a peer or mentor to hold you accountable. This gives you someone to help you work through tough tasks and celebrate wins. *Don't be afraid to reach out!* Call or email someone you feel you can trust to do this. You can inform them about what you're working on and ask them to check in with you at a certain date. You can also hold *them* accountable and monitor their progress.

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!**

Email -

DrMimi@Hullonline.com

Office Phone - (407) 628-0669

Mobile - (321) 331-6166

www.HullOnLine.com

CC by Dr. Mimi Hull

THE corporate couch



Dear Dr. Mimi,

My spouse and I now both work full-time jobs and have a three-year-old. I had been home full-time while my spouse worked. Our son is in day care and seems to love it, but I am unsure how to balance having a family, being employees and doing well in both jobs. Any advice?

—*Overwhelmed*

Dear Overwhelmed,

Being a parent and working full-time is a difficult balance for anyone. If your child is doing well in day care, you are probably doing just fine! Having said that, make sure you set aside quality time with your family. Try scheduling fun times to be a parent and a spouse the same way that you schedule time to work.

—*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.

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THE corporate couch



Dear Dr. Mimi,

I trained a new employee about a month ago, but they still don't seem to be getting it. They mess up almost every task I give them. What can I do to fix this? Should I just fire them?

—*Frustrated*

Dear Frustrated,

It can be tricky working with new employees. If you think they are a good fit to the company, my advice is to ask them what additional training they need and how they best learn. You may want to have another person do a bit of it. Sometimes training isn't "one size fits all," and some people might need a little extra help and/or need to receive the information in a different way.

—*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.