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The Corporate Communicator



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QUOTE OF THE MONTH

"The will to persevere is often the difference between failure and success."

New Year, New You: How DISC Types Tackle New Year's Resolutions

How people approach New Year's resolutions varies with their DISC type.

(D) DOMINANCE: set bold and ambitious resolutions. **Approach:** direct and results-driven and are focused on outcomes. **Strengths:** Action-oriented and persistent in achieving results.

Challenges: May get frustrated by slow progress or overlook details.

(I) INFLUENCING: set resolutions that are focused on social engagement or self-expression. **Approach:** Enthusiastically sets fun, engaging goals. Often involves others. **Strengths:** Positive and good at rallying support from others. **Challenges:** Struggles with follow-through and may lose interest if goal becomes boring.

(S) STEADINESS set practical and nurturing resolutions. **Approach:** Sets achievable, steady goals focused on self-care or relationships. **Strengths:** Persistent and committed, with a focus on harmony. **Challenges:** Avoids goals that push them out of their comfort zone.

(C) CONSCIENTIOUS: set resolutions that are related to personal improvement, skill development, or intellectual growth. **Approach:** Detail-oriented and logical. Sets well-planned, organized goals.

Strengths: Highly organized and disciplined in following through. **Challenges:** Can be overly critical and may get stuck in planning instead of acting.

Six Hints to Get Back on Track With Your Work Resolutions

1. Forgive Yourself for Slips and Move Forward. It's easy to feel discouraged by missed goals or setbacks. The key is to keep going. Remember, progress is what counts, not perfection.

2. Adjust Goals. Break your resolutions into measurable steps. For example, instead of "network more," set a goal like "schedule two coffees a month with colleagues from other departments." This way, you're creating manageable steps that fit into your schedule and that you can see.

3. Establish Daily Routines. Integrating routines into your workday reinforces productive habits. Over time, these routines become second nature and provide structure, helping you stick to your resolutions without feeling

overwhelmed.

4. Seek Support from Colleagues.

Share your goals with a trusted colleague or mentor who can offer encouragement and feedback. Support from others is a powerful motivator and provides valuable insights you might overlook on your own.

5. Reflect on the "Why" Behind Your Goals. Consider the reason that you set your work resolutions. Maybe you wanted to aim for a promotion, improve a specific skill, or increase your productivity. Reconnecting with the purpose brings clarity, making it easier to refocus.

6. Celebrate Small Wins. Recognize each step forward, whether it's a successful project, a new skill learned, or a week of staying organized. Small celebrations can boost morale and keep you motivated to stay on course.

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Why Soft Skills?!?

Technical skills give us the knowledge of how to do our jobs. Competence is just the beginning! **Here lies the importance of soft skills.**

Soft skills are nontechnical skills that helps us to function harmoniously with others. Soft skills may include time-management, oral and written communication, and critical thinking, as well as skills like enthusiasm, professionalism, and collaboration.

When interviewing for a job or promotion, remember to show excitement about it! Arrive at the interview early and dress professionally. Write a Thank-you note. This lets employers know that you are eager and truly interested.

Show ongoing enthusiasm. Seek out more challenging work or completing tasks without being asked. This shows that you are eager and willing to take initiative

without constant plodding.

Communicate effectively and respectfully with others, and dress appropriately for the work environment.

This demonstrates that you are not only qualified for the job, but that you take your work seriously and make a continued effort to be and look professional.

Being a team-player is essential because collaboration is a means to higher production and contributes to organizational success. *When you show that you work well with others, employers view you as a leader and promotions often follow.*

These nontechnical skills allow you to function harmoniously with others at work. Without them, it would be difficult for you or your organization to succeed! **While technical skills are a huge benefit, soft skills facilitate social engagement and allow for career advancement.**

Leading With Your Heart: The Power of Emotional Intelligence in Leadership

Emotional intelligence is your ability to recognize and regulate your emotions, as well as understanding and influencing the emotions of others. Emotional intelligence has four components: self-awareness, self-management, social awareness, and relationship management.

1. Self-awareness is the ability to know yourself as you really are. This is more than having a basic understanding of your personal preferences and desires. As a leader, you need to be conscious of your thoughts and feelings - even the negative ones. It is easy to disregard feelings, but you can't properly lead others without first understanding yourself. Tools to gauge self-awareness are **DISC and "360 Feedback,"** which means getting feedback from the people around you ... your direct reports, your supervisor, your peers and others with whom you interact.

2. Self-management is your ability to use your awareness of emotions to **actively choose how to behave.** *Self-management is different from self-control-* it is more than keeping your feelings in check. It builds on Self-Awareness in that you must recognize

an emotion as it arises and manage it appropriately. In stressful situations, it is common to act on impulse rather than being intentional. When you choose how to respond to your emotions, you give yourself the power to take control.

3. Social Awareness is centered around *looking outward* and *carefully observing* behavior. Social Awareness requires you to tune into other people's emotions to understand them, and to navigate social situations. Without Social Awareness, you can't accurately assess and respond to others' behaviors- resulting in miscommunication and conflict. Leaders with social awareness are inquisitive and practice empathetic listening which allows for increased collaboration and problem-solving.

4. Relationship Management is the result of the *culmination* of the skillful practice of Self-Awareness, Self-Management, and Social Awareness. Leaders with emotional intelligence will better manage relationships, collaborate with others, and problem-solve. With these tools, you can build positive relationships much easier and they last longer.

Why Good Workplace Culture Matters!

Creating a great workplace culture isn't just nice to have. It's essential if you want a thriving business today. A strong workplace culture is all about the shared values, behaviors, and beliefs that shape how employees interact and work together.

A big perk of a great culture is engaged employees! When people feel valued, respected, and connected to their work, they will go the extra mile. Engaged employees aren't just doing their jobs; they're doing their jobs well and with enthusiasm, which leads to better productivity and quality. **Today, where innovation is key, a sense of purpose makes all the difference.**

Great culture means less turnover. Happy and supported employees are less likely to job-hop, which saves time and costs associated with finding and training new talent. This also builds a more experienced, stable team that's ready to tackle challenges.

Let's not forget teamwork! In a culture

where open communication and collaboration are the norms, employees share ideas, ask questions, and voice concerns. This leads to better problem-solving, creativity, and innovation because unique perspectives are valued. When people feel safe to express their thoughts, they share exciting ideas and work well with others. These are huge wins for the company!

A strong culture improves the company's reputation and it becomes a magnet for top talent. Clients and business partners also see these companies in a good light, which is a major competitive advantage.

Building a great culture takes effort and training. Investing in workplace culture creates a ripple effect of benefits that improves the employee experience and sets the company up for long-term success.

In the end, a good workplace culture is the foundation of a great company. It brings out the best in employees, encourages loyalty and innovation, and boosts the organization's reputation.

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

**Dear Dr. Mimi,**

My work is stressful!!! I work to stay calm, but sometimes the pressure is so great that I want to explode! Help!!!

—*Stressed Out*

Dear Stressed Out,

Stress can accumulate in the workplace, and it is not fun. Identify the specific source of your stress, and before it gets unbearable, do some stress reduction exercises, like deep breathing or getting up and taking a short walk. The worst thing you can do is let stress pile up without it being addressed. I also recommend seeking professional help. Your mental health is as important as your physical health, and it needs to improve.

—*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.

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

**Dear Dr. Mimi,**

I am new to the workforce and would like to be a leader. What should I do?

—*Follower*

Dear Follower,

I have found that good leaders and good followers have many of the same attributes. They are both good listeners. They are both trustworthy. They care about people. They get their work done ... to name a few. You are new. Hone your follower skills, and people will start to see you as having leadership potential.

—*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.