

HULL &
ASSOCIATES

The Corporate Communicator



February, 2025 - March, 2025

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](https://twitter.com/DrMimi)

TABLE OF CONTENTS

Being the New Guy ... Pg. 1	at Work
DISC Behavior in ... Pg. 1	March - Funny Examples
Why you need DISC ... Pg. 2	Team Building?
Engaging People ... Pg. 2	during Virtual Meetings
Overcoming ... Pg. 3	Imposter Syndrome
Dear Dr. Mimi: ... Pg. 4	Improperly trained
Dear Dr. Mimi: ... Pg. 4	Help with education

Our Staff ...

President

Dr. Mimi Hull

drmimi@hullonline.com

hullonline.com

Lead Intern

Camila Fernandez

Interns

Drew Bosco

Lydia Cottrell

Taylor Voigt

Being the New Guy at Work

Entering the workforce is exciting and overwhelming. Below are strategies to help you thrive.

1. Embrace a Growth Mindset.

Approach your work with curiosity. Mistakes are inevitable, but they offer invaluable lessons. Ask questions, seek feedback, and view challenges as opportunities to improve.

2. Build Relationships. Take time to introduce yourself to colleagues, learn their names, and understand their roles. Building rapport early fosters a supportive network and helps you integrate more smoothly.

3. Observe and Adapt. Observe communication styles, decision making processes, and workplace etiquette. Adapting and respecting the existing

norms will show your professionalism.

4. Prioritize Time Management.

Organize your day with to-do lists or digital tools to be proactive about your priorities.

5. Stay Open to Feedback. Instead of viewing feedback as criticism, consider it a guide to improving your skills and performance. Show your willingness to learn. Respond positively and implement suggestions.

6. Invest in Yourself. Whether it's learning new software, attending training, or seeking a mentor, employers value individuals who commit to growing.

7. Be Positive. Approach each day with enthusiasm and resilience. Positivity is contagious and helps to navigate challenges more effectively.

DISC Behaviors in March: Funny Examples!

Spring is the perfect time to reflect on how the DISC styles bloom.

The "D" Behavior: Direct and

Decisive - The "D" takes charge. When it's time for spring cleaning, they're barking orders. "Move the couch! Scrub the baseboards!" They'll transform the chaos into a spotless triumph. A "D" turns a March Madness bracket pool into a full-scale operation.

The "I" Behavior: Inspiring and Enthusiastic - The "I" greets spring with boundless energy. They organize a St. Patrick's Day party with green wigs, and a leprechaun treasure hunt. Halfway through, they've forgotten about the cleanup and move on to planting flowers—without gloves, of course. Their charm makes them the life of the party,

even if their follow-through is a little ... seasonal.

The "S" Behavior: Steady and Supportive - In March, the "S" reminds you to "pace yourself." They are the friend who brings you a raincoat, just in case, or plants a garden that's beautiful and organized. "Why plant tulips when you can plant tulips and marigolds in perfect harmony?" The "S" might join the St. Patrick's Day parade because their friend begged them, and they'll quietly pick up litter along the way!

The "C" Behavior: Conscientious and Cautious - March is a meticulous "C's" time to shine. They'll research the exact pH balance for the garden and create color-coded checklists for spring cleaning. They submit their March Madness bracket three weeks early, supported by statistical algorithms that no one else understands.

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.

Why You Need DISC Training!!

DISC team building training isn't just nice to do but rather it plays a vital role in improving organizations. **Here's how:**

Improves Communication: DISC training encourages open dialogue, active listening, clarity in conveying ideas, and reduced misunderstandings.

Stronger Collaboration: DISC training helps people work better together by promoting trust and cooperation. When team members understand each other's behaviors, they collaborate more effectively.

Enhanced Problem-Solving: DISC training helps teams develop critical thinking and creativity. This skill translates into innovative solutions that drive success.

Boosts Employee Morale and Engagement: DISC training fosters a sense of belonging, appreciation, and

camaraderie, leading to higher job satisfaction and retention.

Conflict Resolution: DISC training equips teams with strategies to address and resolve disagreements constructively, preventing long-term tension and disruptions.

Leadership Development: DISC training provides opportunities for organizations to identify and nurture leadership talent.

Increased Productivity: A cohesive team that communicates well and collaborates effectively is more productive, and drives the organization to better results.

Investing in DISC team building training ultimately leads to a healthier work culture, stronger relationships, and improved business performance.

Contact us to set up your DISC Training.
Drmimi@hullonline.com

E-N-G-A-G-E: How to Engage People During Virtual Meetings

E-Empathize: Engagement is difficult in a virtual setting, so try to understand your audience's needs, challenges, and expectations. Greet your audience with a friendly face when they enter the meeting. Share relatable stories, acknowledge their virtual fatigue, and ask the participants questions about how they feel or what they hope to gain from the session.

N-New Tools: Incorporate technology to make the meeting dynamic and engaging. Use interactive platforms like Zoom's breakout rooms. Add visual aids, videos, or collaborative whiteboards. Practice using these tools in advance to avoid technical issues.

G-Gamify: Add game elements that promote fun and engagement. Introduce challenges, competitions, or quizzes that relate to the topic. The games should align with the meeting objectives to keep the audience on track. Offer rewards or recognition for participation to keep the fun going.

A-Acknowledge: Gratitude is a great way to acknowledge your people. Recognize contributions, efforts, and the

value participants bring. Call out great ideas or input by name so people feel appreciated. Keep track and check in with members who haven't said much and create opportunities for them to speak.

G-Gather: Actively solicit input, encourage collaboration, and ensure everyone has a chance to contribute. Foster a sense of inclusion and leverage tools so everyone can participate. Use virtual whiteboards, chat functions, or breakout rooms for small group interactions and seek input from quieter members. Listen, give feedback and synthesize ideas so that all contributions are acknowledged and integrated into the meeting's outcomes.

E-Excite: Keep the energy high and end with enthusiasm so participants feel motivated and positive. Use a dynamic tone, engaging visuals, and interactive activities that capture attention and sustain interest. Storytelling, humor, or real-world examples create a compelling narrative that keeps the audience invested. Be sure to close the session on a high note. Summarize key takeaways and highlight the positive outcomes or next steps.

Overcoming Imposter Syndrome

Imposter syndrome is the belief that one's success is due to luck rather than skill, despite evidence of competence. Here's how to overcome it.

1. Recognize and Acknowledge It -

Pay attention to negative self-talk and self-doubt. These thoughts while common are not a reflection of your actual abilities.

2. Separate Feelings from Facts -

Challenge irrational beliefs. Reflect on past accomplishments, positive feedback, and the skills you've developed.

3. Stop Comparing Yourself to Others -

Remember, you're only seeing others' highlights, not their struggles. Focus on your own personal growth.

4. Embrace Lifelong Learning -

Seek opportunities to expand your knowledge rather than viewing gaps as failures.

5. Stop Negative Self-Talk -

Replace self-criticism with positive affirmations. Speak to yourself as kindly as you would to a friend.

6. Celebrate Achievements -

Keep a success journal where you document accomplishments, positive feedback,

and milestones.

7. Seek Coaching and Support - Reach out to mentors, friends, or support groups who offer perspective and encouragement. Sharing your experiences often reveals how common imposter syndrome is.

8. Act Despite Fear - Remember, you don't need to be perfect to succeed. Take action, even when you feel uncertain about your confidence and resilience.

9. Practice Self-Compassion -

Everyone faces moments of doubt. Be patient and understanding with yourself as you work through these feelings.

10. Revisit Your Definition of Success -

Define success on your own terms, not by unrealistic standards. True success involves growth, learning, and progress—*not perfection*.

Imposter syndrome means you care about doing well. By recognizing these feelings and challenging them, you can achieve your goals with confidence.

You've earned your success—now own it!

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

**Dear Dr. Mimi,**

I have an assignment and feel like I am falling behind because I simply don't know what to do. I am new to the company and had one week to train and get familiar with the work environment, but I feel like my training was rushed and had gaps. How do I approach this situation?

—*Improperly Trained*

Dear Improperly Trained,

I can see how this can be a concern, especially if you are new to the company. Believe it or not, this is a challenge that most new workers face, which eventually leads to employees leaving. That hurts both the company and you. Create a list of questions and present them to your leader. Let them know that you are eager to learn and would appreciate additional guidance. If they want the company to run smoothly, then they will surely help you get the training that you need to excel.

—*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,**

How do I ask my employer to assist me in paying for my education? I would use my education to get a better job in our company. I can't afford it at the salary I am currently receiving. I know that they have paid others to go to classes in the past.

—*Poor*

Dear Poor,

Let them know that you enjoy working there and that you want to continue to be a valuable asset and grow with the organization. Suggest that they are investing in you and tell them what will be their return on investment. Show them that you are seeking a relevant program and prepare a cost breakdown, showing how your education benefits the company, selling yourself, addressing productivity concerns and offering to provide updates. Perhaps they can loan you the tuition and if you pass, they will forgive the loan.

—*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.