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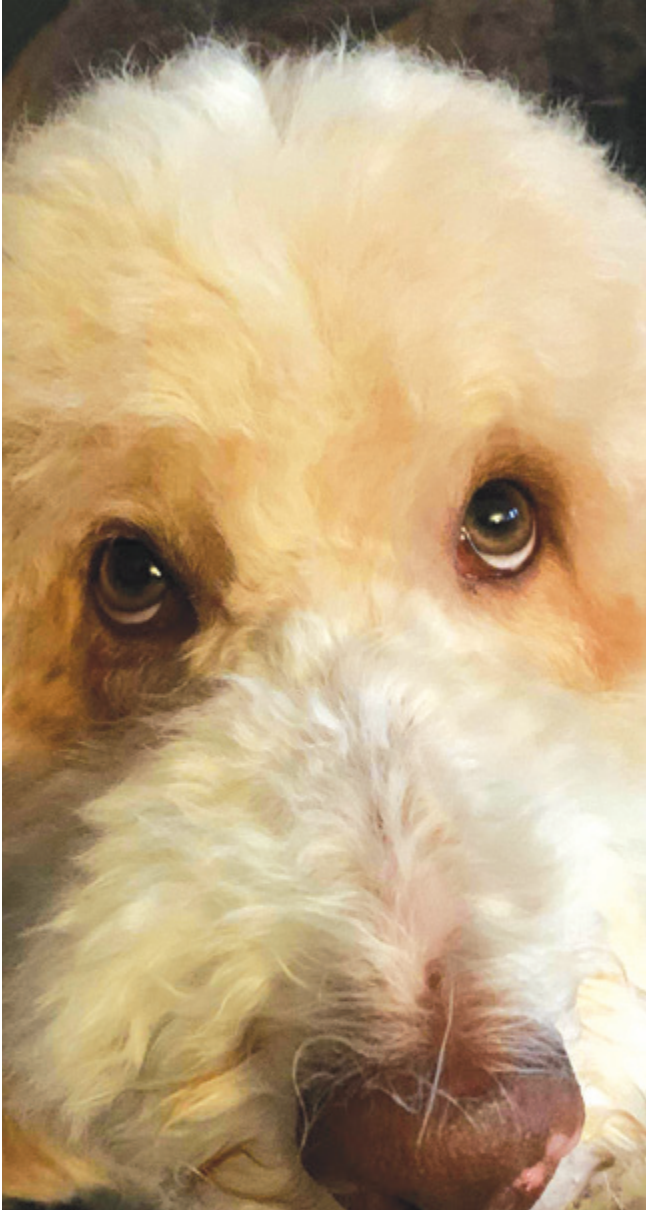
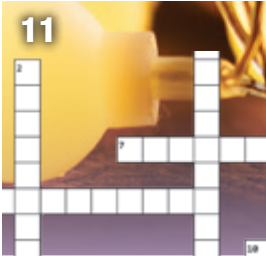
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Turning a Home into a Business While Moving at the Same Time

by Kelsey Higgins

Starting a business can be an exciting time, but it can also prove to be challenging when you don't have enough space for both living and working. If you're in this situation, combining your living and workspace by moving is one solution that can help make the process easier. Here are some tips to consider when starting a business and relocating simultaneously.

What to Look for in a New Home

When looking for a new home, make sure it has the necessary space for both living and working. Additionally, decide if you'd like any features such as extra bedrooms or bathrooms, parking spots, or a backyard – all of which could increase the value of the property later on if needed. Having a list of must-haves will help ensure that you do not waste time viewing properties that don't fit your needs.

The Homebuying Process

Once you find the perfect spot for your business and residence, review all documents associated with the sale carefully before signing anything. Keep in mind that real estate transactions can take weeks or even months to complete so starting early is essential. Additionally, meet with lenders or mortgage brokers as soon as possible to discuss loan options so that you are prepared when it comes time to purchase the property. It is also important to keep in mind taxes associated with buying property as this could impact budgeting decisions down the line.

Consider Buying a House “As-Is”

Purchasing an existing property “as-is” may be a viable option for those who are looking to save time and money while still having enough living or working space. Consulting with experts such as realtors is essential so that everyone knows what must be done to complete the sale before closing on the property purchase. Doing research ahead of time can help you make the best decision for your needs.

Updating Information on Your Website and Social Media

Once you've settled into your new home or workplace, don't forget to update contact information on your website and social media platforms. Having current details such as addresses is essential to let potential customers know where they can find you. Taking the time to update these components of your online presence will ensure that customers have access to accurate information when visiting (or calling) during regular hours of operation.

Go Back to School

If starting your own business sounds a little intimidating right now, you could also consider going back to school first – perhaps for a degree in accounting. This will give you an edge over the competition, and you can always take advantage of the flexibility afforded by online learning platforms. That way, you can work toward your degree without having to take too much time away from work, and you'll also have the benefit of being able to implement what you learn into your own business in real time.

Make a Detailed Plan and Timeline

Crafting detailed plans and timelines can help ease the transition period by keeping everyone organized. Doing so will prevent any tasks from slipping through the cracks, particularly when trying to manage multiple tasks such as finding appropriate properties, obtaining financing (if needed), dealing with legal paperwork, and other related matters. Proper planning helps ensure that all these goals are achieved in an efficient and timely fashion.

Create a Budget

Moving can be a daunting task, especially when it comes to budgeting. To make sure that all the associated costs – from moving and renovation expenses to staffing needs – are taken care of without too many surprises, setting up and managing a budget ahead of time is essential. That way, everything will run more smoothly when you begin operations in your new space.

Starting a business and relocating at the same time may appear overwhelming. However, these tips will help you plan effectively so that neither task is neglected

during the transition period between the current and future location. With proper preparation, tasks involved in relocating and setting up operations in a new environment will be relatively smooth. Without adequate planning in advance, these tasks would be more challenging.



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Tips On How Seasonal Businesses Can Survive Their Off Seasons

by Danielle Robbertze



Valentines, Easter, Eid, Halloween, Diwali, Christmas, Father's, and Mother's Day are just a few popular holidays, but they only come once a year? Also, Summer, Winter, Fall and Spring come once a year. How can your business, which relies on one of these holidays or seasons to sell your products or services, survive?

It can be hard to run a seasonal business which is profitable year-round. Seasonal businesses are one of the trickiest businesses to get into. Only brave, creative, and ambitious entrepreneurs dare to take on this daunting business.

Yet, there are ways in which your seasonal business can survive during your off seasons. Consider the following when running your seasonal business.

One way to make sure your business does not bleed money is to minimize expenses during the off season. Consider renting out your office or factory space to others who will use it during times you have no use for it. Think about asking for monthly payments from clients of your product or service. This way your cashflow is consistent year-round. Minimize advertising costs by only advertising three months in advance. But keep a presence online to sustain brand awareness. Offer discounted products and services during your off season. For example, it may not be Christmas or Halloween, but people often buy decorations during the off season and keep them for later to save money.

Use your off season to plan the busy season ahead. Take advantage of your spare time and research ways to improve profitability in times of peak sales. Prepare your employees for the busy season ahead and allow them to relax whilst they still can. You will require all their time and attention during your busy season, so create a balance by asking less of them during the off season. Remember when you are busy, save the money you have made. Saving money is essential in running a seasonal business.

Another way to keep your seasonal business profitable is by expanding your services and products. If you have a snow removal business consider getting into the lawn care business to keep busy during the summer months, and vice versa. If your business is seasonal think about the opposite of your service which is in the same field of expertise and incorporate that into your business to keep busy in a different season. Are you a décor company, or a holiday resort? Don't only cater to one holiday of one season. Every season presents a new way, a new holiday to expand your business. These options might be a bit tricky but look at your competitors and see how they address their off-season times. Maybe there is something you can duplicate or improve on?

It is not impossible to run a profitable seasonal business. There are so many ways in which you can ensure your business doesn't pass like the seasons of the year. Never give up and know there is value in your product and service even if it is just for a season.

Cold Weather Safety

by Alberta Health Services



Emergency Medical Services (AHS EMS) responds to many cold weather emergencies each winter. You can reduce your risk of sustaining a cold weather emergency by taking a few precautions. Dress by wearing warm, insulating layers close to the body covered with wind and waterproof layers on the exterior- and don't forget a toque! Carry an emergency roadside kit in your vehicle containing extra clothing, blankets, and emergency supplies and ensure your cell phone is fully charged.

Hypothermia

- Hypothermia is abnormally low body temperature, less than 34°C (as compared to normal body temperature of about 37°C).
- Early hypothermia may manifest as profound shivering; moderate hypothermic patients may act inappropriately: stumbling, mumbling, and fumbling, as their body temperature continues to drop resulting in severe hypothermia (<30°C).
- Left untreated, severe hypothermia may progress to unconsciousness or death.
- Early recognition and prompt medical attention is key. Don't forget to protect yourself from the factors that originally lead to the patient's situation.
- Initiate gentle re-warming as quickly as possible. Remove any wet or constrictive clothing; cover with

blankets or sleeping bags. Protect from further heat loss: eliminate contact with cold surfaces, and shield from wind and moisture.

Frostnip

- Frost-nipped skin is extremely cold, but not yet frozen.
- It commonly affects the ears, nose, cheeks, fingers, and toes.
- The skin may look red and possibly feel numb to the touch.
- When treated promptly, frostnip usually heals without complication.
- Move to a warm environment and immediately, but gently, re-warm the affected area through skin-to-skin contact (i.e., hand covering tips of ears).

Frostbite

- Frostbite occurs when skin becomes so cold, the skin and underlying tissues freeze.
- Affected skin may look white and waxy and will feel hard to the touch.
- Move to a warm environment immediately and place the affected area in warm, not hot, water, until fully re-warmed.
- Seek further medical attention as required.

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Reduce Your Waste During the Gift-Giving Season

by the City of Calgary



Repurpose, reuse, and get creative to reduce your waste this holiday season. Here are some ideas for gift giving that are low on waste but highly meaningful:

- Support local businesses by purchasing gift cards or giving the gift of an experience.
- Give a gift in the form of a donation to a favourite charity.
- Give the gift of time. Lend a hand to an older relative or friend by dropping off their shopping or meals or putting their carts out on collection day.
- Make your own gifts – try knitting a hat, painting a canvas, or baking.
- Recyclables make great material for Christmas crafts and cards.
- Consider alternative ways to wrap gifts. Reuse bags and boxes that you already have at home. Use cloth bags, tea towels, a T-shirt, or simply avoid wrapping completely.

Find more tips at calgary.ca/recyclerright.

Safely Dispose of Household Batteries



Don't put any kind of battery in your blue, green, or black carts. Batteries contain metals like lead, lithium, cadmium, and mercury that can be dangerous to human health and the environment. If they end up in any of your carts, batteries can get crushed

and cause fires at the recycling, composting, and landfill facilities. Household batteries include non-rechargeable alkaline batteries (AA and AAA) and rechargeable batteries found in cellphones, laptops, and cordless power tools.

Safely dispose of batteries by taking them to a participating retailer for free recycling. For more information visit calgary.ca/battery.



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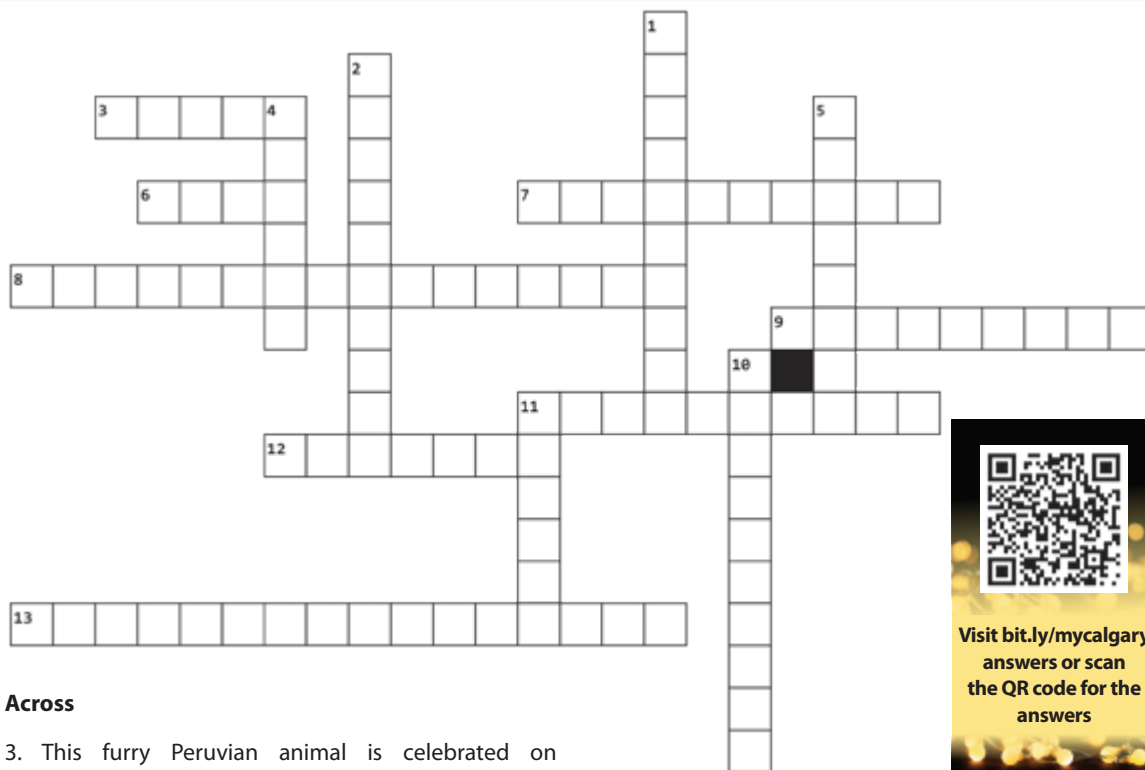
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December Crossword



Across

3. This furry Peruvian animal is celebrated on December 9 every year.
6. The Canadian Soccer Association formally became a member of this important sporting organization in December of 1912.
7. This sweet Canadian export has its own national day on December 17.
8. In December of 1982, TIME Magazine named this popular object Man of the Year.
9. This famous holiday candy is made to resemble a shepherd's staff.
11. This Schitt's Creek star was born on December 17, 1946.
12. This romantic New Year's Eve tradition originated from the Roman's Saturnalia festival.
13. This book concerning two rival families living in the moors of England, written by Emily Brontë, was published in December 1847.

Down

1. These prestigious awards celebrating and honouring academics and philanthropists, were first awarded in December of 1901.
2. Sint Nikolaas, one of the most popular saints in Europe during the Renaissance, is better known as _____.
4. The highest grossing film of all time was released on December 18, 2009.
5. On December 17, 1903, the Wrights' first powered _____ was successfully used.
10. This Canadian singer won the 1998 Billboard award for 'Hot Soundtrack Albums' for her work on Titanic.
11. Canadians drink just under six million litres of this beverage in December.



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Art of Finding Work: The Best Job Search Advice I Ever Received

by Nick Kossovan



The majority of job search advice is cookie-cutter, advice that is not new, just common sense.

- Always be networking.
- Focus on your strengths.
- Show interest in the job.
- Before applying, research the company.
- Continually improve your resume and LinkedIn profile.

Despite following the advice of self-proclaimed job-hunting experts and career coaches, most job seekers struggle to find a job.

Most advice does not get to the root of what it takes to succeed. Most people find hard truth advice, often a truism, uncomfortable. Hence, they do not want to hear it. I am the opposite; I am grateful for advice that challenges my assumptions and reframes my thinking. More than once, someone's advice has exposed the limitations of my beliefs. Limiting beliefs are the most common obstacle to success.

For example, many job seekers believe their age makes them not hireable; hence, they accuse employers of age discrimination, thereby giving themselves permission

to believe their lack of job search success is not their fault rather than to analyse whether they are not being hired due to something they are doing or not doing. Consequently, job seekers who believe their age hinders them from being hired tend to gravitate towards advice that supports their belief. (for example, by removing graduation dates from your resume and only include your last 15 years of work experience).

Most job search advice is syrupy, based on what the advisor thinks job seekers want to hear and therefore fails to address the harsh realities of job hunting or managing a career in a hyper-competitive workplace where everyone is battling to remain relevant.

The best advice I ever received, advice that re-engineered my thinking regarding job hunting, as well as how to manage my career, was given to me during a heated exchange while living and working in Chandigarh, India, where I was overseeing a 150-seat call centre.

Unexpectedly, the COO of the company called me from California to discuss a process improvement proposal I had made to the CEO, which he strongly disagreed with. A heated disagreement ensued. At the time, I was young and cocky, and I said it was up to the CEO, not him, whether to implement my suggestion.

After a long pause, the COO said, "Nick, what other people think of you decides whether or not you move forward in this company."

I thanked the COO, admittedly sarcastically, for his backhanded advice, which many would have interpreted as a warning, hung up, and leaned back in my chair. My mind kept replaying his words. Eventually, I realized that his advice was a truism that summed up what it takes to succeed not only in one's career but also in one's life.

It takes multiple approvals to receive a job offer. What the person who reads your resume and LinkedIn profile thinks about your ability to do the job and possibly being a fit determines whether you are invited for an interview. You will likely be interviewed two or three times. Each time, your interviewer(s) will be judging you.

Aside from dating, I cannot think of an activity in which you are subject to as much judgment or scrutiny, whether on paper, your digital footprint and, of course,

face-to-face, then while searching for a job. The COO's advice contradicted the cliché advice to "not worry about what other people think of you." The harsh truth: nobody is entitled to employment, livelihood, or acceptance; they must be earned.

The advice to not worry about what other people think of you is good advice if you are not dependent on other people's approval. However, job searching boils down to seeking approval, often from strangers, that you are worthy of joining their payroll, will fit the team and company culture and will be manageable.

When you do not care what other people think about you — disregarding how you come across — you make it difficult for others, especially strangers, to judge you favourably. Therefore, the question: should you be 100% yourself when searching for a job and managing your career?

Not if it hinders you from being judged positively, that you are a professional who can be relied on.

In an interview, you are judged based on:

- What you are wearing.
- The words you use.
- Your mannerisms and level of energy
- Your posture ... and much more.

All this judgement happens after the employer has judged your resume, LinkedIn profile, and telephone screening interview to determine if you are face-to-face interview worthy. The hiring process is a judgement process.

Keeping the COO's words, "what other people think of you decides whether or not you move forward", top of mind makes me mindful that how I present myself and how others experience me are determining factors in whether I am accepted. In other words, I am constantly reminding myself that I have a great deal of control over how people perceive and experience me, which you also have.

If job seekers wish to experience more green lights throughout their job search, regardless of their age, they need to give more serious thought to how they present themselves to employers and hiring managers.



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8 Tips for Beating Holiday Stress

Nancy Bergeron, R.Psych. | info@nancybergeron.ca



Whether your holidays are celebrated in a secular way or are steeped in traditional religious meaning, they are meant to be filled with love, laughter, fun, and family closeness. However, for many of us, this can be a time of extreme stress. What we envision in our minds, see on social media, and depicted in holiday movies, can be truly unattainable. Trying to get everything just perfect to match our expectations evokes visions of the movie classic Christmas vacation. So much is well intended, however, the execution falls short at each turn. Making lists for gifts and groceries, cooking/baking, house guests, planning for celebrations, and family obligations can add up to stress for most people at holiday-time. Help prevent holiday stress with the following tips.

1. Plan ahead. You know how it goes with procrastination – Christmas Eve spent scrambling through shopping malls and madly wrapping gifts. Plan your shopping list a month ahead and schedule time to shop early. Prepare any meals or holiday treats a few weeks before the holidays.

2. Make time to relax. Take time for activities you enjoy and find relaxing. For example, enjoy reading in front of a fire, or go skating with a friend or the family. Don't compromise a relaxing winter evening for another night in the shopping mall. Stay home with the family having a hot chocolate creation day, holiday movies, and popcorn night or a family and friend potluck.

3. Put expectations in check. If you're hoping for perfection (from yourself or your holiday experience), you might be setting yourself up for disappointment. Be realistic in your holiday preparations and the holiday experience itself.

4. Look for help. Do not try to take it all on yourself. Connect with your spouse, family, and friends and share the responsibilities for holiday shopping, preparing, and

cooking. Perhaps a cookie exchange or a potluck style traditional dinner where you are only responsible for the turkey and the guests all bring another part of the feast.

5. Set limits. Commit yourself to a budget to alleviate post-holiday financial stress. Stick to a certain number of gifts purchased and/or money to be spent. Say "no" to extra holiday work and be honest with yourself about the amount of energy and time you can devote to holiday events and guests. If your social calendar is over-booked, say "no" to an extra pre-Christmas party.

6. Eat and drink but be healthy. Holidays are usually full of all your favorite things – including sweets, treats, and cocktails. Practice moderation while enjoying parties and holiday meals. This is the time of year, we need to get sufficient rest, healthy foods, and hydration to ward off colds and flus.

7. Let things go. If family and relative interactions this time of year tend to turn into blow-ups and unmet expectations, the holidays are not the time to resolve old issues. We've had 11 months to confront these challenges with others in a more controlled, respectful, and healthy way. Write your grievances down to address in the early new year to allow time to work through or resolve some of these ongoing issues.

8. Don't forget the fun! Remember the reason for all your holiday planning, a season for celebration and time spent enjoying your family and friends. Take the time to remember what this holiday season means to you and enjoy it! This is where mindfulness comes in, be present and take in all the wonder of the season with all your senses.

Wishing you and yours, good mental health and all the joys of the season.

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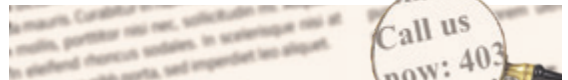
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