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- Supply & install new tile to ceiling
- Supply & install one corner caddy & soap dish
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- Installation of new tile flooring
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- Supply & install new granite or quartz countertops with undermount sink
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# CONTENTS

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- 6 RESIDENT PERSPECTIVES: THE ART OF FINDING WORK: GET AHEAD OF ANY ASSUMPTIONS EMPLOYERS MAY HAVE ABOUT YOU
- 8 MENTAL HEALTH MOMENT: TIPS AND GIFTS FOR A LESS STRESSFUL HOLIDAY SEASON
- 10 SAFE AND SOUND: YIELDING TO EMERGENCY VEHICLES
- 12 THORNCLIFFE AND GREENVIEW REAL ESTATE UPDATE
- 13 BUSINESS CLASSIFIEDS



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**THORNCLIFFE**



**GREENVIEW**



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# The Art of Finding Work: Get Ahead of Any Assumptions Employers May Have About You

by Nick Kossovan



Making assumptions about other people based on their appearance, what they say or don't say, and how they behave is a universal human tendency.

We form first impressions of people by making assumptions about them, such as whether they're:

- Financially successful
- Healthy
- Educated
- Trustworthy

...and the assumptions go on.

Making assumptions is quick and easy and reduces the mental energy needed to process information. Assumptions are formed by gathering observational data and matching it with past experiences. Properly verifying everything we see, hear, smell, taste, and feel can be problematic when time is limited, such as during 45-minute interviews or sifting through hundreds of resumes for a single job opening.

Understandably, hiring managers must make assumptions to narrow down the applications they receive to those worth interviewing. They often make the following negative assumptions—a “red flag”—which can result in your candidacy being rejected.

### Age

- “Too young” or “too old.”
- Energy level, adaptability to new technologies, salary ask, and manageability.

### Education

- Have a low opinion of the educational institutions the candidate attended, assuming they couldn't get into a “better school.”
- Based on a candidate's degree(s), assumptions are made about their knowledge, skills, and problem-solving ability.

### Work Experience

- The candidate's work experience isn't directly relevant to the open position; hence, the candidate will struggle. (You, not the employer, are responsible for connecting the dots between your education, skills, and experience and the position.)
- Under or overqualified.

### Employment Gaps or Non-Linear Career Paths

- Candidates with lengthy employment gaps are unemployable, unable to hold a job, or have health/family issues that may hinder their performance.
- Will the candidate be able to re-enter the workforce?

### Cultural Fit

- Based on the candidate's communication style (verbal and nonverbal), personality traits, and mannerisms, assumptions are made to determine whether they'll mesh well with the existing team.

Hiring is rife with assumptions and biases. Nothing is neutral; there are no inalienable rights. Employers make snap judgments that have little connection with a candidate's qualifications and capabilities; hence, an effective job search strategy is proactively addressing any possible negative assumptions employers may have about you.

### Identify Possible Assumptions

Most job seekers lack self-awareness, a skill necessary to understand how employers perceive them.

List everything that contributes to “who you are;” your age, gender, education, work experience, behaviour, manner of speaking, and physical appearance, to name a few factors. List everything! This exercise should take a few hours. Next, check off all the factors on your list that you believe may cause employers to have negative assumptions about you, thereby working against you.

An excellent way to approach the above exercise is to reverse engineer. When you meet someone for the first

time, what “observations” do you make that influence your assumptions about them? Their age? Being punctual? Gestures? Looks? What they’re wearing? Now, ask yourself, “If I were to meet me for the first time, what assumptions would I make about myself?”

Proactively identifying and strategizing proactive ways to mitigate possible negative assumptions employers may have about you is how you control your narrative during the hiring process, which most job seekers fail to do.

### Defensive vs. Offensive

**Defensive** (having to defend): “I see you last worked in November 2023. What have you been doing since then?”

**Offensive** (proactively offering information): “Before we dive into the specifics of this role, I would like to address the employment gap on my resume, which is likely a concern to you. Last November, I was part of the [warehouse] layoffs. Since then, I’ve been focused on [three to four specific activities that show you’ve been productive and engaged in your profession/industry].”

### Address Concerns Directly

Take the initiative to address possible assumptions head-on, but do so in a confident, solutions-oriented manner. For example, you might say, “I understand you may have some concerns about my age and whether I have the energy to keep up with the demands of this role. Let me share a few recent examples of how I’ve consistently demonstrated my drive and adaptability throughout my career...”

### Show Enthusiasm

*“Nothing great was ever achieved without enthusiasm.”*  
- Ralph Waldo Emerson.

Many negative assumptions your interviewer may have about you, especially if you have an employment gap or lack direct experience, will often quickly fade when you demonstrate genuine excitement and engagement. Show you’re passionate about the job, the company, and the opportunity.

### Create Positive Assumptions

As I’ve been pointing out, you have considerable control over the assumptions others make about you; hence, present yourself in a way that creates positive assumptions about you, starting with:

- Smiling and making eye contact.
- Offering a firm, confident handshake.
- Using an upbeat, enthusiastic tone of voice.
- Demonstrating you’re actually listening.
- Dressing professionally and appropriately.

When it comes to job searching, most possible negative assumptions—not all—can be dispelled by focusing on showing through your resume, cover letter, LinkedIn profile, digital footprint, and when interviewing that you’re:

- A team player
- Willing to learn
- Self-motivated
- Easy to work with

Proactively addressing possible negative assumptions employers may have about you is how you increase your odds of being a candidate employers will say “Yes!” to.



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# Tips and Gifts for a Less Stressful Holiday Season

by Nancy Bergeron, R.Psych | [info@nancybergeron.ca](mailto:info@nancybergeron.ca)



**1. Plan Ahead:** You know how it goes with procrastination – Christmas Eve spent scrambling through stores 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 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:** Try not 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, Drink... But Be Healthy:** Holidays are usually full of all your favourite 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 eleven 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 of your senses.



### Gift Ideas to Calm the Nervous System:

- Weighted Blankets – Great for easing anxiety, sensory challenges, providing a feeling of safety, and self-soothing.
- Journal Books – With guided prompts or blank – getting your thoughts out of your head and onto paper is a good way to dump over thinking and anxiety.
- Aroma Therapy Diffusers – There are many scents to choose from based on the effect you are looking for such as energize, relax, etc.
- Colouring Books and Pencil Crayons – To reconnect with your inner child, take the focus off your anxiety, or just a quiet activity to destress.
- Puzzles – I'm referring to good, old-fashioned, lay it on the dining room table puzzles. Great to do alone or with others.
- Sound Machines – Whether it's the sound of waves crashing, a thunderstorm, or sound of a rainforest, the soothing noise calms your nervous system.
- Sunshine Lamps – The SAD (Seasonal Affective Disorder) season is upon us and even if you don't think you suffer from SAD these lights are sure to perk you up.
- Chill-Out and Meditation Playlists – Meditation apps to get your Zen on, and practice mindfulness and being present.
- Massage Gift Certificates – If you don't care for a body massage, you could try reflexology or reiki.
- Warm Socks or Slippers, Wraps and Blankets – Warming up in something cozy brings comfort and allows us to relax our tense muscles.
- Gratitude Jar and Fancy Paper – Throughout the year write something you are grateful for at the end of each day and then on New Year's Day you can read them all and count your blessings!
- Bubble Bath, Bath Bombs, and Candles – Nothing better than a hot scented bath to soak your stresses away.
- Fuzzy Hat, Gloves, and Scarf – To crunch along the crisp snow and get some fresh air and sunshine.
- Herbal Teas – Something aromatic and soothing or spicy and invigorating depending on the mood you want to create.

Wishing all of you a wonderful and stress-free holiday season.

## FOSTER'S GARDEN CHAPEL

# Christmas Candlelight

## SERVICE

at Foster's Garden Chapel  
3220 - 4 Street NW, Calgary

Wednesday, December 4, 2024  
7:30 p.m.

The Service will be conducted by members of the Clergy from the surrounding area, making this a non-denominational ceremony.

We would sincerely appreciate the presence of your family and hope that the ceremony will be of value and comfort to you.

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## Yielding to Emergency Vehicles

by Alberta Health Services



For everyone's safety, it is important motorists understand how to correctly yield right-of-way to emergency vehicles with their lights and sirens activated. You can help EMS, police, and fire get to the scene quickly and safely by following these rules of the road.

### **When an emergency vehicle approaches with lights and siren activated:**

- If you're in the middle of an intersection when an emergency vehicle approaches with lights and siren activated, safely clear the intersection.
- On a one- or two-lane road, motorists should move to the right side of the road, slow down, and then stop, remaining parallel with the road. Remember to signal.
- Move right or left to the nearest curb on one-way streets.
- On a road with three or more lanes, motorists should move to the nearest side of the road and stop. If driving in the centre lane, move to the right side of the road and stop. Remember to signal.
- Come to a complete stop and wait for the emergency vehicle to pass. Shoulder check for more emergency vehicles before re-entering traffic flow. Remember to signal.

- Emergency vehicles might use any available road space to maneuver. This could include shoulders or turning lanes, etc., to pass other traffic.

### **When operating a vehicle:**

- Motorists must reduce speed to 60 km/h or the posted speed, whichever is lower, when passing emergency vehicles or tow trucks that are stopped with their lights flashing. This law applies to the lane(s) immediately next to the stopped vehicles. If you're not in the lane next to the stopped vehicles, it is recommended to reduce speed and leave lots of space between yourself and emergency personnel.
- Do not break the rules of the road in order to give right of way to an emergency vehicle. This could include proceeding through a red light or making an illegal turn. Actions such as these jeopardize all motorists in the area.
- Drivers must place their full attention on the roadway and toward the safe operation of their vehicle at all times. The fine for distracted driving in Alberta is \$300 and three demerit points.
- Do not drive within 150 meters of an emergency vehicle with its siren and/or flashing lights on. For reference, 150 m is nearly 1.5 times the length of a football field.

# Cats, Canines, & Critters of Calgary



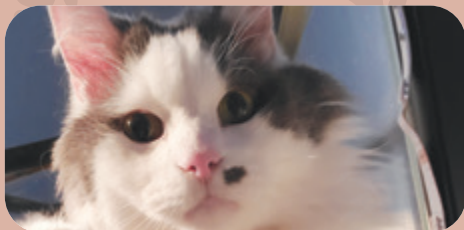
Bowser, Remus, Riku, *Montgomery*



Teddy and Sassy, *Foothills*



Tika and Chiko, *Stradwick Rise*



Tonu, *Seton*

To have your pet featured, email [news@mycalgary.com](mailto:news@mycalgary.com)

## CRIME STATISTICS



### Thornccliffe Crime Activity was Up in August 2024

The Thornccliffe community experienced 12 crimes in August 2024, in comparison to 7 crimes the previous month, and 13 crimes in August one year ago. Thornccliffe experiences an average of 13.0 crimes per month. On an annual basis, Thornccliffe experienced a total of 156 crimes as of August 2024, which is down 9% in comparison to 171 crimes as of August 2023. To review the full Thornccliffe Crime report visit [thor.mycalgary.com](http://thor.mycalgary.com).

### Greenview Crime Activity was Down in August 2024

The Greenview community experienced 2 crimes in August 2024, in comparison to 3 crimes the previous month, and 4 crimes in August one year ago. Greenview experiences an average of 2.6 crimes per month. On an annual basis, Greenview experienced a total of 31 crimes as of August 2024, which is down 50% in comparison to 62 crimes as of August 2023. To review the full Greenview Crime report visit [gree.mycalgary.com](http://gree.mycalgary.com).

*How To Report Crime In Thornccliffe | Greenview: Dial 911 for emergencies or crimes in progress. For non-emergencies dial (403) 266-1234. To report a crime anonymously, contact Crime Stoppers at 1-800-222-8477 (Talk, Type or Text), submit tips online at [crimestoppers.ab.ca](http://crimestoppers.ab.ca), or text ttTIPS to 274637.*



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SALES AND SERVICES



## Thorncliffe Real Estate Update

Last 12 Months Thorncliffe  
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
September 2024	\$462,449	\$461,000
August 2024	\$544,450	\$548,500
July 2024	\$524,900	\$540,000
June 2024	\$589,900	\$625,000
May 2024	\$614,500	\$612,500
April 2024	\$456,900	\$517,500
March 2024	\$635,000	\$630,000
February 2024	\$324,450	\$332,500
January 2024	\$569,900	\$578,888
December 2023	\$479,450	\$471,750
November 2023	\$589,000	\$586,000
October 2023	\$360,000	\$430,000

Last 12 Months Thorncliffe  
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
September 2024	17	12
August 2024	16	10
July 2024	11	9
June 2024	20	19
May 2024	13	8
April 2024	9	6
March 2024	8	7
February 2024	8	8
January 2024	5	5
December 2023	3	4
November 2023	8	10
October 2023	9	9

To view more detailed information that comprise the above  
MLS averages please visit [thor.mycalgary.com](http://thor.mycalgary.com)

## Greenview Real Estate Update

Last 12 Months Greenview  
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
September 2024	\$262,500	\$261,000
August 2024	\$357,900	\$347,250
July 2024	\$209,000	\$200,000
June 2024	\$287,450	\$294,250
May 2024	\$349,900	\$345,000
April 2024	\$312,399	\$336,400
March 2024	\$232,400	\$243,500
February 2024	\$259,900	\$254,600
January 2024	\$669,900	\$648,000
December 2023	\$330,000	\$361,000
November 2023	\$219,900	\$214,000
October 2023	\$199,900	\$237,276

Last 12 Months Greenview  
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
September 2024	1	2
August 2024	8	4
July 2024	3	5
June 2024	6	8
May 2024	7	3
April 2024	7	10
March 2024	8	10
February 2024	6	3
January 2024	3	3
December 2023	0	3
November 2023	9	7
October 2023	7	7

To view more detailed information that comprise the above  
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**Councillor, Ward 4  
Sean Chu**  
 403-268-3727  
 ward04@calgary.ca  
 www.calgary.ca/ward4  
 www.seanchu.ca

November Greetings to Ward 4 Residents!

As we transition into the month of November, I'd like to send my warmest greetings to all residents of Ward 4. With winter just around the corner, it's the perfect time to reflect on the beauty of the season and the strength of our community as we prepare for the months ahead.

As we embrace the crisp air and shorter days, it's also time to start planning for one of Calgary's most exciting winter events—Chinook Blast 2025. This annual celebration is calling for visionary artists, creators, and community partners to help bring the festival to life.

**Chinook Blast 2025: A Call to Creators and Cultural Curators!**

Calgary's ultimate winter celebration is back—Chinook Blast 2025—and we're looking for artists, creators, and partners to help light up the city!

**Calling All Installation and Visual Artists**

If you're a sculptor, visual artist, or creator of immersive experiences, this is your chance to transform the festival into a stunning winter wonderland. We're offering funding opportunities ranging from \$5,000 to \$40,000 for selected installations. In collaboration with the City of Calgary's Winter City Design Competition, two installations will receive up to \$45,000 each, designed to endure Calgary's winter weather from January to March.

**Seeking Market Partners**

Do you have a passion for culture, community, and local artisans? We're searching for three dynamic partners to host and execute a weekend market (Friday to Sunday) during Chinook Blast. These markets should offer unique cultural experiences, celebrating Calgary's diversity and creativity.

For more details or to submit your proposal, visit chinookblast.ca.

As we prepare for winter, I wish everyone in Ward 4 a cozy and enjoyable November. Let's make the most of this season and look forward to all the excitement that winter will bring!

Warm regards,

Sean Chu

Councillor, Ward 4

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# Vending Machines and Healthy Food Choices

by Alberta Health Services

From going to work, attending school, or running errands, having a busy schedule can lead to eating more meals and snacks away from home. Foods eaten out of the house may include homemade dishes and snacks brought from home, or foods purchased from places like vending machines, convenience stores, cafes, and restaurants.



Often many of the foods prepared in restaurants and cafes or packaged foods like those found in vending machines contain higher amounts of salt (sodium), fat (saturated), and added sugars. Consuming these types of foods frequently and in large amounts may increase your risk of developing health conditions such as hypertension (high blood pressure), Type 2 Diabetes, and heart disease.

Planning ahead and being prepared for the days when you know you will be eating outside of the house can help support a healthy eating pattern. If you can, bring a packed meal from home and try to have easy and nutritious snacks on hand such as vegetable sticks with hummus or no bake trail mix. For these and other healthy snack recipes, visit [ahs.ca/recipes](https://ahs.ca/recipes) and search 'snacks.'

We know sometimes it is not possible to bring snacks and meals from home. However, it is important to make sure you are eating and staying hydrated throughout the day to keep your body energized. To provide food options, many workplaces, schools, and recreational facilities will have food and beverages available to buy from vending machines or concession stands.

### **Making Good Choices!**

If you find yourself in front of a vending machine in need of a snack, here are some tips you can use to help select healthier food choices:

### **Look for foods that contain protein, fibre, or vegetables and fruits**

- Protein helps rebuild muscle and keeps you feeling full for longer. Protein foods include trail mix, protein bars, tuna kits, reduced sodium jerky and dry roasted nuts, seeds, and chickpeas.
- Fibre can help reduce cholesterol and blood sugar levels and may improve gut health. Vending machine options that contain fibre include whole grain crackers, granola bars, popcorn, and dried fruit bars.
- Vegetables and fruits contain vitamins and minerals that help keep you healthy and often contain fibre. Vegetable and fruit choices include baked snap peas, dried fruit, apple chips, and unsweetened fruit cups or sauces.

### **Consider how the food was prepared**

- Look for foods that were baked or roasted rather than fried such as baked crackers, potato, or rice crisps and roasted seaweed snacks.
- Select nuts or popcorn without added salt or sweet coatings.

### **Quenching your thirst**

Try to make water your drink of choice, but if you are in the mood for something different here are some healthier options you may find in a vending machine:

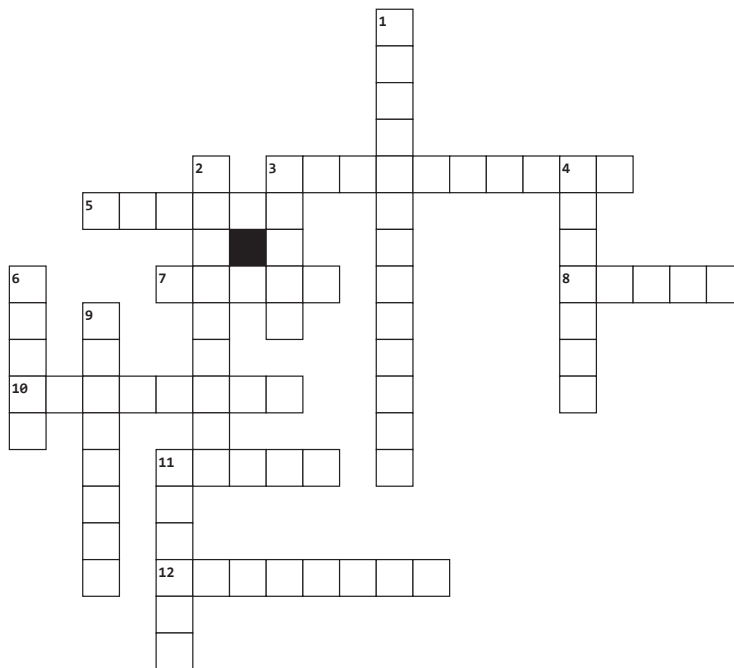
- Milk or fortified plant-based alternatives. Milk contains calcium, vitamin D, and protein which makes it a nutrient packed option. Some milk options have extra protein added.
- Flavoured sparkling water with no added sugars if you want something fizzy.
- Unsweetened tea or coffee.

### **Looking for Healthier Options?**

Everyone can contribute to creating a healthy food environment. Alberta Health Services has put together the Healthier Vending Toolkit which provides resources for advocating for healthy food options in vending machines and guidance on implementing healthier vending and snacks on sites like workplaces and recreational centres. You can find this toolkit by going to [ahs.ca](https://ahs.ca) and typing 'Healthier Vending Toolkit' in the search bar.

If you are interested in learning more about healthy eating where you live, work, learn, and play, go to [healthyeatingstartshere.ca](https://healthyeatingstartshere.ca) for more information.

# November Crossword



Visit [bit.ly/mycalgary](https://bit.ly/mycalgary)  
answers or scan  
the QR code for the  
answers

## Across

3. Frederick Banting, co-discoverer of insulin and recipient of the Nobel Prize in \_\_\_\_\_/Medicine, was born on November 14, 1891, in Alliston, Ontario.
5. In November 1999, beloved musician, \_\_\_\_\_ Dion, was inducted into the Canadian Broadcast Hall of Fame.
7. In November 2020, Baby \_\_\_\_\_ by Pinkfong became the most watched YouTube video of all time with over 7 billion views.
8. November has two birthstones, \_\_\_\_\_ and Citrine, best known for their warm yellow hue.
10. World \_\_\_\_\_ Day, celebrated on November 13, reminds everyone to show compassion and be helpful in their communities.
11. Canadian rock musician, \_\_\_\_\_ Adams, was born on November 5, 1959, in Kingston, Ontario and has sold more than 100 million records worldwide.
12. Known as Remembrance Day in Canada, the U.S. celebrates \_\_\_\_\_ Day on November 11 annually.

## Down

1. November's birth flower, also called "mum", comes in a variety of colours and generally symbolizes longevity and happiness.
2. On November 22, 1995, *Toy Story* was released introducing the world to Woody and Buzz \_\_\_\_\_.
3. *Friends, Lovers, and the Big Terrible Thing*, written by Canadian actor Matthew \_\_\_\_\_, was released on November 1, 2022.
4. "The Great One", Wayne \_\_\_\_\_, scored his 600th career goal in the National Hockey League (NHL) on November 23, 1988.
6. This mixed-breed dog was the first live animal sent to space in Sputnik 2 on November 3, 1957.
9. The \_\_\_\_\_ Broadcasting Corporation was founded and established as a Crown Corporation on November 2, 1936.
11. November's full moon is named after Canada's national animal, the \_\_\_\_\_.

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