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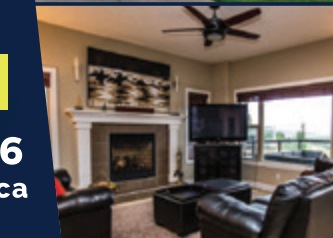
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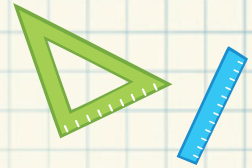


Joke of the Month



Why was the cellphone
scared to go to
the dentist?

He didn't want him to
remove his blue tooth.



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Statistics**



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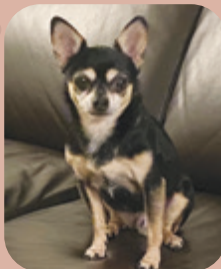


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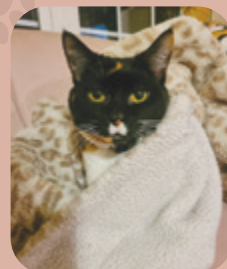
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Stop Apologizing Already

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

This is something that really took me some time and awareness to change. Maybe it's because I'm Canadian...sorry?! Over-apologizing can be rooted in people-pleasing, a fear of conflict, feeling like you're a burden, or that you don't have a place to express yourself freely. The good news is you can unlearn it by becoming more aware of when you say "sorry" and replacing it with more confident or accurate expressions.

Here's how to start:

1. Notice Your Patterns

Start paying attention to when you say "sorry." Is it when you:

- Ask a question?
- Express a need?
- Walk past someone?
- Take up space?

Awareness is the first step.

2. Swap "Sorry" for More Empowering Phrases

a). When you're late

Instead of: "Sorry I'm late."

Try: "Thanks for your patience." or "I appreciate you waiting for me."

b). When you didn't respond right away

Instead of: "Sorry I didn't get back to you."

Try: "Thanks for your patience while I got back to you." or "I appreciate your patience."

c). When you need something

Instead of: "Sorry to bother you, but..."

Try: "Do you have a moment?" or "Can I ask you something?" or "Are you free for a consult?"

d). When you accidentally bump into someone

Instead of: "Sorry!"

Try: "Excuse me." or "Pardon me."

e). When you disagree

Instead of: "Sorry, but I think..."



Try: "I see it differently." or "Here's another perspective..." or just be curious and ask for more information on the topic.

f). When you're expressing emotion

Instead of: "Sorry I'm crying." or "I'm sorry I'm so angry."

Try: "Thanks for being here while I process this." or "I'm feeling a lot right now." or "Wow, this is overwhelming."

3. Use Apologies Intentionally

Apologize when you genuinely hurt someone or made a mistake. That keeps apologies meaningful. For everything else, aim for assertiveness and gratitude.

Overcoming the Barriers of Fruit and Vegetable Intake

by Alberta Health Services



Did you know that since 2015, intakes of vegetables and fruit by Canadians have been steadily decreasing? Only 16 percent of Albertan men consume vegetables and fruit five times or more per day.

Most people know that vegetables and fruit are good for their health.

Research has shown that men identified the following barriers to getting enough vegetables and fruit daily: lack of time, taste, and cost. Read more to find out about these obstacles and tips on how to incorporate more fruit and vegetables in your daily life.

Lack of Time

Having a busy schedule, whether it is due to work, family, or other daily activities, may make it difficult to plan, shop for, and prepare healthy meals and snacks. The following tips provide ways to add vegetables and fruits into your daily diet, without making meal preparation too overwhelming.

• Plan Ahead

Look at your schedule at the beginning of the week and brainstorm meal and snack ideas for the week.

Choose vegetables and fruits that can be used for multiple meals in that same week to reduce waste. Try filling half of your plate with vegetables and fruits at every meal.

Feeling like you have no time to cook? Try preparing your meals in bulk on your days off for the week ahead. This way, you can come home after a busy day to a completed meal full of vegetables.

• Grocery Shop with Ease

Make a grocery list and stick to it. This may reduce food waste and additional grocery trips.

Buy vegetables, fruits, and other ingredients needed for your meals and snacks ahead of time so you have enough for the week ahead.

To reduce food preparation time, try pre-cut or pre-washed vegetables such as baby carrots and spinach or frozen mixed vegetables.

• Prepare

Place washed and cut up vegetables in containers to always have options ready to go.

Add it to your breakfast: berries on cereal/oatmeal, vegetables to omelets, spinach to smoothies.

Add it to your lunch or dinner: broccoli to macaroni and cheese, peppers and mushrooms on pizza, extra vegetables in stir-fries.

Choose fruits that come in their own “package.” Bananas, oranges, and apples are foods that require no cutting or to be put into containers.

Texture and Taste

Flavours and textures of some vegetables and fruits may not be appealing to all people. However, with some various preparation and pairings, these suggestions might influence you to retry your least favourite vegetable or fruit:

• Try New Cooking Methods and Textures

Roasted: Roasting is a slow cooking process that uses dry heat (like an oven) at high heat to cook and create browned edges on the food. Try roasting broccoli and topping it with parmesan cheese or thinly slicing sweet potatoes into fries.

Pureed: Pureeing changes the textures of solid foods by turning them into a smooth texture with no lumps. Use a blender or food processor to puree berries into a sauce or squash into a soup.

Steamed: Steaming uses indirect heat from hot steam to cook food. Try steaming frozen or fresh corn and add it into a dish.

Grilled: Grilling is a quick cooking method that uses direct heat at a high temperature. Try placing mushrooms and peppers on a skewer and placing them on your BBQ or even place them directly onto the grill.

Sautéed: Sautéing uses a hot pan with a small amount of fat over high heat while constantly stirring the food.

Use chopped onions, broccoli, and carrots with some olive oil to add into your next meal.

• **Add Some Flavour**

Drizzle olive oil or lemon juice and add herbs or garlic to vegetables.

• **Pair with Foods You Enjoy**

Add bananas, apples, or berries into pancakes.

Add carrots, zucchini, or apple into muffins and loaves.

Add mushrooms or peppers into your favourite omelets.

Add tomato and lettuce to a burger.

Cost

With grocery prices rising, it can be difficult to incorporate vegetables and fruit into your diet. Check what you have at home in your pantry, fridge, and freezer before going out to buy more vegetables and fruit. See if you can use what you already have.

Plan your shopping trips and compare prices with different grocery stores to find the cheapest products. Some stores will even match a lower price product found at a competitor's store. Compare brand names, as some popular brands may be more expensive than a generic brand. Look for grocery stores with discount days, where you can save money off your total grocery bill. Fresh, frozen, and canned vegetables and fruits are equally healthy options. Research fresh produce in season or choose frozen and canned options for lower prices of your favourite vegetables and fruits. Choose items with close best before dates if you can use it within the date, as they may price it lower.

Store food properly. Storing vegetables and fruit properly will reduce waste, prevent extra grocery store trips, and save you money. Some vegetables and fruit should be stored at room temperature, while others need to be refrigerated. Freezing produce can allow them to last longer and to be used at a later time. Visit Canada.ca/FoodGuide and search "Storing Vegetables and Fruits" to find out more information.

Find more resources on healthy eating including meal planning, recipes, and grocery shopping tips at HealthyEatingStartsHere.ca.

Find more tips on incorporating vegetables and fruits into your diet at Canada.ca/FoodGuide.

We Dream in June

by Garth Paul Ukrainetz

The month of June can't come too soon

The saying goes inside the staff rooms

Most teachers' tanks are running empty

Low fuel within, they're all teached out

Ignition sequence slowly starting

Young astronauts awaiting lift off

Dreaming, gazing out the windows

The students now in countdown mode

Long year it was for sharpened minds

10 months of grinding education

The pencils short, good patience shorter

Toss learning's shavings to the wind

Yes, summer's here, it's time to fly

Fold lesson plans like paper airplanes

Let's rocket launch to outer space

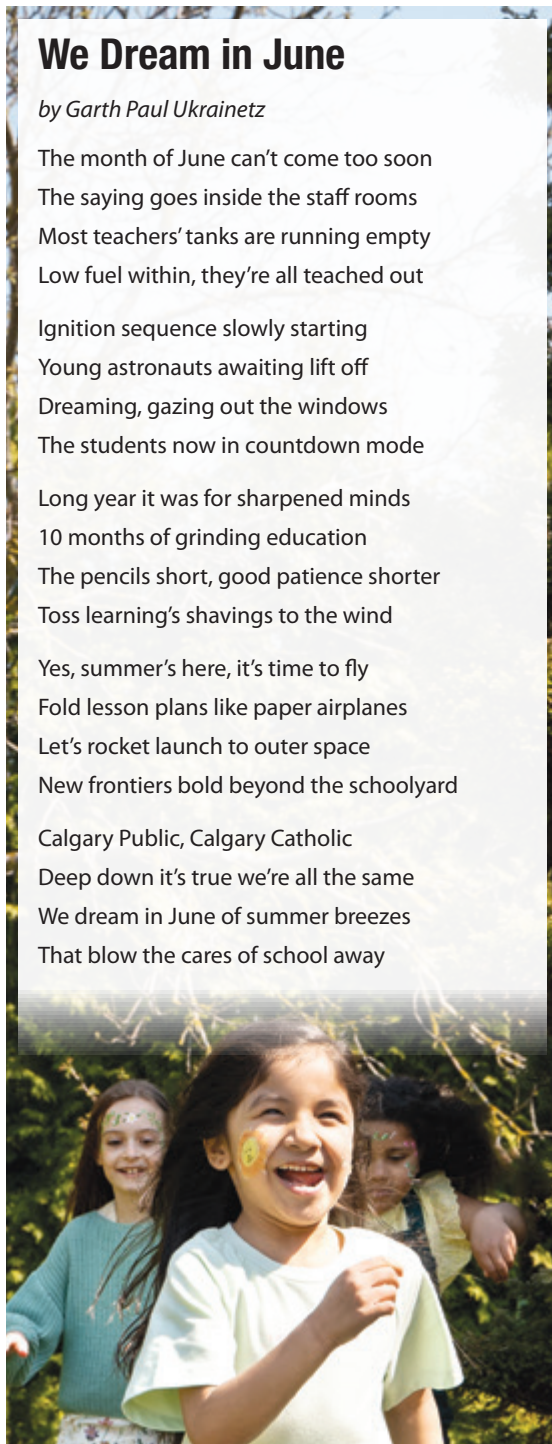
New frontiers bold beyond the schoolyard

Calgary Public, Calgary Catholic

Deep down it's true we're all the same

We dream in June of summer breezes

That blow the cares of school away



The Art of Finding Work: Which Candidate Would You Hire? A or B?

by Nick Kossovan



Speaking from personal experience, a bad hire isn't a good look. The last thing you want is to hear, "Who the hell hired Bob?" and have your hiring judgment questioned.

The job seeker who's empathetic to the employer's side of the hiring desk, which controls the hiring process, is rare.

One of the best things you can do to enhance your job search is to practice perspective-taking, which involves seeing things from a different perspective.

It's natural for employers to find candidates who have empathy and an understanding of their challenges and pain points more attractive. Candidates like these are seen as potential allies rather than individuals only looking out for themselves. Since most job seekers approach employers with a 'what's in it for me' mindset, practicing perspective-taking sets you apart.

"If there is any one secret of success, it lies in the ability to get the other person's point of view and see things from that person's angle as well as from your own."
- Henry Ford.

Perspective-taking makes you realize that from an employer's POV hiring is fraught with risks employers want to avoid; thus, you consider what most job seekers don't: How can I present myself as the least risky hiring option?

Here's an exercise that'll help you visualize the employer's side of the hiring process.

Candidate A or B?

Imagine you're the Director of Customer Service for a regional bank with 85 branches. You're hiring a call centre manager who'll work onsite at the bank's head office, overseeing the bank's 50-seat call centre. In addition to working with the call centre agents, the successful candidate will also interact with other departments, your boss, and members of the C-suite leadership team; in other words, they'll be visible throughout the bank.

The job posting resulted in over 400 applications. The bank's ATS and HR (phone interview vetting, skill assessment testing) selected five candidates, plus an employee referral, for you to interview. You aim to shortlist the six candidates to three, whom you'll interview a second time, and then make a hiring decision. Before scheduling the interviews, which will take place between all your other ongoing responsibilities, you spend five to ten minutes with each candidate's resume and review their respective digital footprint and LinkedIn activity.

In your opinion, which candidate deserves a second interview?

Candidate A: Their resume provides quantitative numbers—evidence—of the results they've achieved. (Through enhanced agent training, reduced average handle time from 4:32 minutes to 2:43 minutes, which decreased the abandon rate from 4.6% to 2.2%.)

Candidate B: Their resume offers only opinions. ("I'm detail-oriented," "I learn fast.")

Candidate A: Looks you in the eye, has a firm handshake, smiles, and exudes confidence.

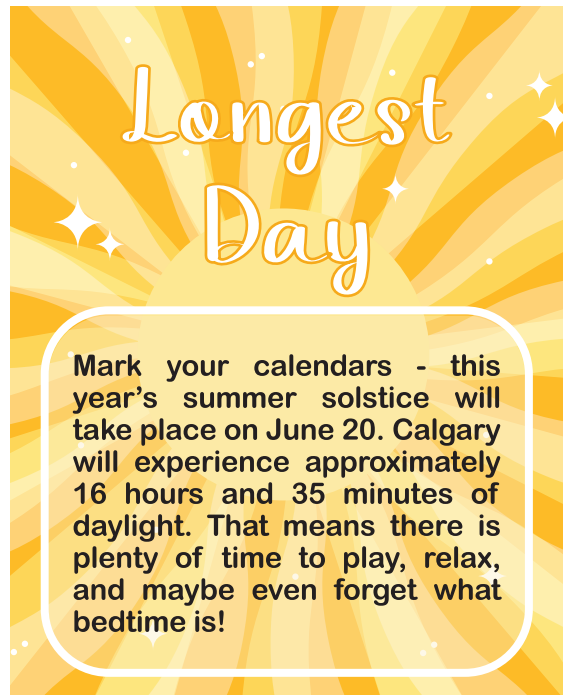
Candidate B: Doesn't look you in the eye, has a weak handshake.

Candidate A: Referred by Ariya, who's been with the bank for over 15 years and has a stellar record, having moved up from teller to credit analyst and is tracking to become a Managing Director.

Candidate B: Applied online. Based on your knowledge, they did nothing else to make their application

Guess the Year!

1. The Canadian dollar was established across Canada.
2. Canada sent its first national team to the summer Olympics in St. Louis.
3. Women get the right to vote.
4. Alberta becomes a province of Canada.
5. The first railway opens in Canada.
6. Terry Fox begins his Marathon of Hope.



more visible. (e.g., reached out to you or other bank employees)

Candidate A: Well-educated, grew up as a digital native, eager and energetic. Currently manages a 35-seat call center for a mid-size credit union. They mention they called the bank's call centre several times and suggest ways to improve the caller experience.

Candidate B: Has been working in banking for over 25 years, managing the call center at their last bank for 17 years before being laid off eight months ago. They definitely have the experience to run a call centre. However, you have a nagging gut feeling that they're just looking for a place to park themselves until they can afford to retire.

Candidate A: Has a fully completed LinkedIn profile (picture, eye-catching banner) packed with quantifying numbers. It's evident how they were of value to their employers. Recently, they engaged constructively with posts and comments and published a LinkedIn article on managing Generations Y and Z call centre agents. Their Facebook, Instagram, and Twitter/X accounts aren't controversial, sharing between 'Happy Birthday' and 'Congratulations' messages, their love of fine dining, baseball, and gardening.

Candidate B: Their LinkedIn profile is incomplete. The last time they posted on LinkedIn was seven months ago, ranting about how the government's latest interest rate hike will plunge the country into a deep recession. Conspiracy theories abound on their Facebook page.

Candidate A: Notices the golf calendar on your desk, the putter and golf balls in the corner, and a photograph of Phil Mickelson putting on the green jacket at the 2010 Masters hanging on your wall. While nodding towards the picture, they say, "Evidently, you golf. Not being a golfer myself, what made you take up golf, which I understand is a frustrating sport?"

Candidate B: Doesn't proactively engage in small talk. Waits for you to start the interview.

Which of the above candidates presents the least hiring risk? Will likely succeed? Will show your boss, upper management, and employees you know how to hire for competence and fit?

Roasted Chickpea Salad

by Jennifer Puri

Chickpeas are often considered a superfood due to their high nutritional value and have been enjoyed by humans for over ten thousand years.

Grown in over fifty countries, chickpeas are a type of legume and in the same family as peanuts and kidney beans.

The high plant-based protein and fiber of chickpeas may also promote healthy ageing and assist in retaining our skin's elasticity and firmness.

Roasted chickpea salad is delicious on its own or can be served with pita bread or as a side salad.

Prep Time: 30 minutes

Cook Time: 30 minutes

Servings: 4

Ingredients:

- 1 540 ml can of chickpeas
- 2 tbsp. olive oil
- 1 tsp. paprika or hot pepper sauce
- 1 tsp. salt
- ½ tsp. ground black pepper
- 4 cups of chopped head lettuce
- 4 cups of cooked quinoa
- 1 cup Kalamata olives
- 1 cup sliced radishes
- 1 cup cucumber chopped
- 1 cup chopped tomatoes
- 1 small container of store-bought red pepper hummus

Dressing:

- ¼ cup extra virgin olive oil
- ¼ cup almond butter
- 3 tbsp. fresh squeezed lemon juice
- 2 tsp. Dijon mustard
- 2 tsp. maple syrup
- ½ tsp. salt
- ½ tsp. coarsely ground black pepper
- 5 to 6 tbsp. cold water

Directions:

- Preheat oven to 450 degrees Fahrenheit.
- Rinse, drain, and pat dry the chickpeas and place in a small bowl, then combine with the olive oil, salt, black pepper, and paprika or hot pepper sauce.
- Spread chickpeas on a foil lined baking tray and bake in the oven for about 25 to 30 minutes until brown and crisp. Remove from the oven and allow to cool.
- In a screw top jar place the olive oil, salt, pepper, Dijon mustard, lemon juice, and maple syrup, and shake until combined. Next add the almond butter and 5 to 6 tbsp. of cold water and stir until you get a smooth consistency.
- To serve divide the quinoa among the bowls and top with lettuce, olives, radish, tomatoes, cucumber, roasted chickpeas, red pepper hummus, and some dressing. Serve with pita bread if desired.

Bon Appétit!



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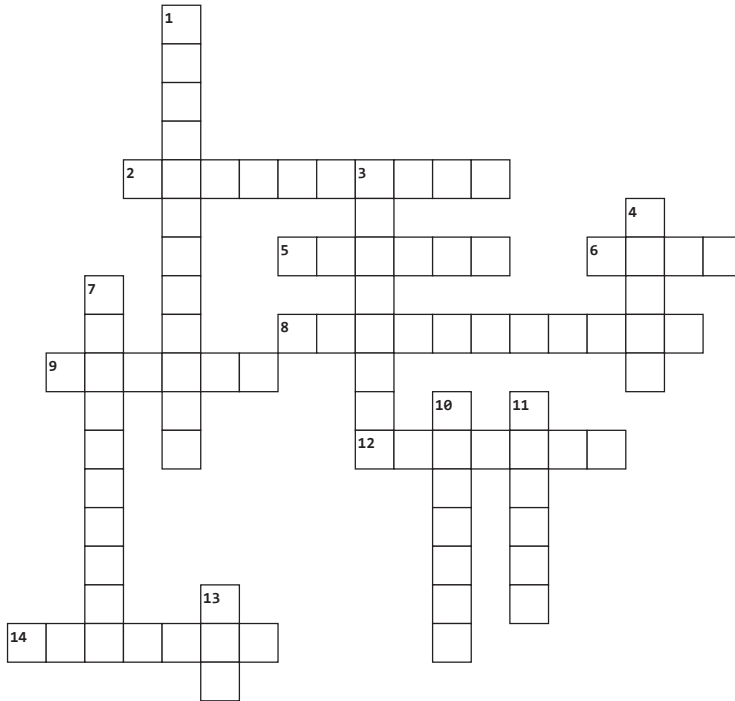
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June Crossword



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answers

Across

2. The harvest season for this juicy, red fruit typically starts in mid-June in Canada.
5. This solstice occurs in June in the Northern Hemisphere.
6. On June 21, 1970, _____ made history by becoming the first player to win the FIFA World Cup three times.
8. Along with the rose, this fragrant plant, popular with bees and hummingbirds, is the birth flower for June.
9. The dystopian novel *Nineteen Eighty-Four* by George _____ was first published on June 8, 1949.
12. Charles Blondin crossed _____ Falls on a tightrope on June 30, 1859.
14. On June 23 in the year 930 the world's oldest parliament was established in this Nordic Island nation.

Down

1. Canadian actor Dan Aykroyd starred in this spooky comedy which premiered in June 1984.
3. Known for his role as Marty McFly in *Back to the Future*, Michael J. Fox was born in _____, Alberta on June 9, 1961.
4. Hockey Hall of Fame inductee, Cam _____, was born on June 6, 1965, in Comox, BC.
7. Famous for songs such as "Ironie" and "Hand in My Pocket", Alanis _____ celebrates her birthday on June 1.
10. Avril _____'s debut album *Let Go* was released on June 4, 2002.
11. This superhero movie, directed by Tim Burton, premiered in June 1989.
13. The first broadcast of this 24-hour news channel occurred on June 1, 1980.

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