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October 1 signifies not only the start of a new month, but an occasion that has sparked events all around the world in celebration of one of our favourite hot (or cold depending on how you like it!) beverages. It is International Coffee Day! So, especially on this day, make sure to enjoy your coffee, however you take it!



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		Listed	Sold	Listed	Sold
August	24	5	3	\$1,395,000	\$1,395,000
July	24	6	3	\$2,499,000	\$2,600,000
June	24	8	5	\$2,349,000	\$2,275,000
May	24	6	3	\$1,495,000	\$1,515,000
April	24	2	5	\$1,495,000	\$1,490,000
March	24	7	6	\$1,747,500	\$1,730,000
February	24	6	5	\$1,595,000	\$1,550,000
January	24	10	2	\$1,887,450	\$1,872,500
December	23	1	2	\$949,300	\$914,750
November	23	3	2	\$1,224,000	\$1,190,000
October	23	2	2	\$1,286,500	\$1,276,500
September	23	8	2	\$1,444,950	\$1,430,500

To view more detailed information that comprise the above
MLS averages please visit elbv.mycalgary.com

Eight Reasons Why You Should Leave a Toxic Workplace

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



Leaving a toxic workplace is essential for your mental, emotional, and even physical well-being. It may not necessarily be a workplace; it could be a team, board or volunteer position, or partnership. Here are eight great reasons why it's crucial to move on from such an environment.

1. Mental Health: Toxic workplaces are often characterized by chronic stress, anxiety, and burnout, all of which can lead to serious mental health issues like depression. Continuous exposure to negativity, unbalanced productivity by others, and high-pressure environments can severely impact your mental well-being.

2. Physical Health: The stress from a toxic workplace doesn't just stay in your head – it can manifest physically. Chronic stress is linked to a range of health problems, including headaches, high blood pressure, heart disease, and a weakened immune system.

3. Emotional Well-being: Being in a toxic workplace can erode your self-esteem and self-worth, especially if you're subjected to micromanaging, criticism, bullying, lack of trust, or blame. Overtime this can lead to a loss of confidence and a sense of helplessness.

4. Career Growth: Toxic environments often lack opportunities for professional development or advancement. Staying in such a place can stunt your career growth, keeping you stuck in a job where you are not learning or progressing.

5. Relationship Strain: The stress and negativity from a toxic workplace can spill over to your personal life, affecting your relationships with family and friends. You might find yourself irritable, withdrawn, or too exhausted to engage meaningfully with your loved ones.

6. Reduced Productivity and Job Satisfaction: It's hard to stay motivated or productive in a toxic environment. When your workplace is filled with negativity and stress, it can be challenging to find satisfaction in your work. This can lead to disengagement and a decline in productivity.

7. Ethical Considerations: Sometimes, toxic workplaces encourage or demand unethical behaviour, putting you in a position where your values are compromised. Leaving such an environment is critical to maintaining your integrity.

8. Long-Term Happiness: In the long run, staying in a toxic workplace can erode your happiness and overall quality of life. Your work should be a place where you feel valued, respected, and able to grow – not one that drains you.

Leaving a toxic workplace, or any place that affects you in the above ways, might be challenging. There can be worry about financial stability, letting people down that you enjoy working with, loyalty to other teammates, or the fear of finding another job. However, prioritizing your health and well-being needs to come first. Many times, taking steps to move on can open up opportunities for a more positive and fulfilling work life. If you need some help navigating the steps and script of terminating that relationship, don't hesitate to reach out to a psychologist, counsellor, or coach. The lightness you will feel from putting yourself first will be well worth the short discomfort of cutting ties.

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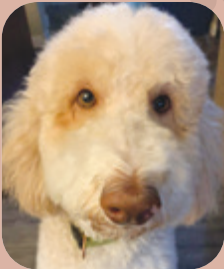
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Striving for a Successful School Year? Try Making Nice with Conflict

by K.L. Campbell, M.Ed., Retired CBE Principal, Community Mediation Society of Calgary, Roster Member (CMSC)



This week, students across Canada return to school as the familiar rhythms and routines of school land with a bang into family life. Despite the upbeat and wholesome cultural branding associated with this season; sharp pencils, new clothes, and bold resolutions, ambivalence lurks.

For many, woven into the general sense of optimism, dwells a host of uncomfortable worries that can scrub the joy out of this fresh start. For students, parents, and educators, a return to the schoolhouse is a return to expectation. For in this place where humans gather, so too does conflict. Aye, there's the rub. Objectively, conflict is part of the package, and so we are well-advised to reflect on this aspect of our nature from outside the ring in preparation for the conflict scenarios that surely await us all. If the adage, to know better is to do better, is true, September is as good a time as any to renew and review the toolbox for navigating the inevitable conflicts associated with school life. The big dream is that we learn to interact with conflict scenarios in a way that is productive, respectful, and dignified. Consider the

following ideas to support your family to understand how engaging in conflict can bring progress.

Start With Yourself

"You better get yourself together, darling, and join the human race." - John Lennon.

I get it. They're mad, he is hurt, and she is overwhelmed. As the saying goes, you've got one nerve left and someone is standing on it. Truly, the first thing one needs to manage in a conflict is oneself. What are your family's go-to routines to support overall well-being? Can you commit to strategies for self care that help you to think and act clearly? What are your priorities and how do you recognize triggers?

A person who is hydrated, rested, clear thinking, and ready to listen and speak on a matter of concern is an excellent way to advocate for change as well as to gain perspective on a matter. Engaging with others in a respectful manner is sure to increase good will and enhance credibility.

Your Personal Stake

"Be Curious, Not Judgmental." - Walt Whitman.

There is no shortage of concerns to fan the flames of conflict and division in a school community. When wrestling with situations that seem unjust, try to step back and take stock.

- Reflect on the information and the individuals involved.
- Take a moment to consider possible alternative explanations for the situation.
- Resist the urge to be influenced by special interests and compelling personal circumstances without doing some of your own research.
- Endeavor to remain grounded and clear about your interests.

Now, in 25 words or less describe the issue and why it matters. This will help to frame the scenario from your perspective. This is not to be confused with prescribing a specific outcome, rather it is a clear statement of interest to lay the foundation for a conversation.

Make an Action Plan

"Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom." - Viktor E. Frankl.

Decide specifically what you need to inquire about and/or communicate. Reach out to whomever is needed to initiate communication. This can be an email, a phone call, a knock at the door, or a brief conversation at the curb to request an open conversation to share your concerns and ask for consideration.

Speak. Listen. Reflect. Adjust. (Repeat as needed.)

Give Yourself (and Others) Grace

"You cannot shake hands with a clenched fist." - Indira Gandhi

For many, normalizing problematic behaviour is a barrier to engaging neighbours, colleagues, and friends in a potential conflict conversation. The Thursday carpool is late, every time. A colleague regularly overshadows and compromises the productivity of a meeting. The teacher doesn't reply to an email and the issue continues to percolate. A volunteer cancels three out of four times. Assumptions prevail and ill will begins to inform perspective.

By not addressing these chronic concerns directly, good people are denied the opportunity to do better or to account for the circumstances that caused these issues. Instead, what's more likely is low grade frustration and an erosion of respect that can insert itself in an unkind and hurtful way. Consequently, sarcasm, avoidance, personality attacks, and hard feelings begin to erode a culture of possibility.

Be Proactive

"A mind is like a parachute; it only works when it's open."
- Frank Zappa

Are you on/in a new team, newly formed school council, new carpool, new neighbourhood? Consider engaging others in a conversation to establish what you can expect of each other. Call it whatever you like: ground rules, a team charter, a game plan, a success strategy; and keep it basic. Introducing this concept and eliciting a few key requirements sets the tone for productive collaboration and for addressing emergent issues down the road.

This type of exercise lays the foundation for success and good will both within the home and in the community. Moreover, it establishes a framework that opens the lines of communication to tweak a plan, switch days, firm up start and end times, all while acknowledging that there will be exceptional circumstances that require flexibility.

Surviving the Collision with Reality

"When patterns are broken, new worlds emerge." - Tuli Kupferberg

As you hone your capacity for engaging in a conflict scenario, expect your rehearsed approach to run amok in real time. This is when your dedication to improving understanding through dialogue will emerge as a voice of reason. We remember that conflict scenarios hold significance for all stakeholders and the path to resolution necessarily requires the discipline to remember that you do not have all the information, nor do you share the experiences of the conflict partner.

Ultimately, a well-intentioned effort to resolve a conflict may not yield the ideal outcome. However, practicing the elements of dialogue through proactive strategies, emotional regulation, clear thinking, active listening, curiosity, and respect will almost certainly enhance and improve the home, community, and school partnership.

Halloween Safety

by Alberta Health Services



The members of Calgary's Partners for Safety: Calgary's Child Magazine, AHS EMS, Calgary Police, Fire, 9-1-1, Bylaw, and Transit would like to remind parents and trick-or-treaters of some Halloween safety tips as October 31 approaches. Partners for Safety vehicles will be out patrolling communities on Halloween night to provide a visible safety resource for parents and trick-or-treaters.

Trick-or-Treaters

- Remember: All regular pedestrian rules still apply. Be sure to cross the road at marked crosswalks, or well-lit corners only. It is safest to work your way up one side of the street, and then cross once to the other side.
- Avoid houses that are not well lit. Do not accept rides from strangers or enter any home you feel is unsafe.
- Let your parents know where you are going to be at all times (route) and advise them if you will be late returning.

Parents

- Be certain that young trick-or-treaters are accompanied by an adult. Older children should stay in groups.
- Pre-determine boundaries to trick-or-treat within and establish a firm time to return home.
- Advise children not to eat anything until they return home. Dispose of any items that appear to have been tampered with, or that are not properly wrapped.

Costumes

- Choose bright coloured costumes that are highly visible. Adding reflective tape to costumes further increases visibility.
- Consider sending your children with a flashlight for additional safety and increased visibility.
- When purchasing or making costumes, look for materials and accessories that are labeled flame-resistant.
- All costume accessories, such as sticks, rods, or wands, should be soft and flexible, with no sharp edges.
- Consider using hypoallergenic make-up kits instead of masks that may impair breathing, or vision.
- Be sure costumes are loose enough to be worn over warm clothing, but not so long that they become a tripping hazard. Costumes should not be longer than your child's ankles.
- Ensure your child is wearing adequate footwear that takes into consideration weather conditions and walking.



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Staying Hydrated

by Alberta Health Services



Remember to drink water throughout the day. Staying hydrated is crucial for many functions in the body. Our bodies need fluids to digest food, cool down, and move nutrients and waste.

Most adults need nine to 12 cups of fluid daily; however, every person's needs depend on age, sex, body size, activity level, and health status. For example, a young adult may need more fluids if exercising intensely and in hot temperatures.

Did You Know?

Older adults and children are more likely to become dehydrated? Older adults have a diminished thirst sensation, and young children may not always be attentive to their thirst signals when they are busy playing. Watch for signs of dehydration, which include dizziness, headaches, feeling tired, or having a dry mouth, lips, and tongue.

Be mindful of your hydration levels at all times. Drink beverages and eat foods with fluid content to help you stay hydrated. Here are some refreshing tips to beat the heat:

- Add flavour – Infuse your water with fruits and herbs like lemon, cucumber, or fresh berries with mint for a cool and citrusy twist.
- Enjoy variety – Besides water, choose unsweetened drinks like lower fat milk (1%, 2%, and skim), fortified plant-based soy or almond beverage, or iced herbal teas.
- Make fruit easy-to-go – Pack up fruit kabobs by threading strawberries, blueberries, raspberries, and grapes onto skewers. Serve with a yogurt dip.

- Prepare a tangy and sweet fruit salad – Combine chopped apples, oranges, and pears in a bowl. Add lime juice and spice it up with a hint of chili powder for a tangy flavour.
- Make a zesty cucumber smash salad – Smash cucumbers with a rolling pin until they form bite size pieces. Add rice vinegar, sesame oil, and a dash of soy sauce. Mix and enjoy.

Common Beliefs and Misconceptions About Drinks

Does adding a pinch of salt to water make it more hydrating?

A recent social media trend claimed that adding salt to water can hydrate better than plain water because it replaces electrolytes. It is true that electrolytes like sodium play an important role in maintaining fluid balance; however, adding salt (which contains sodium) to water is unnecessary for the general, healthy population. Most people get enough salt from the foods they eat. Adding extra salt to your water will not improve your hydration and for some people, it can harm their health. Drink tap or filtered water and eat a balanced diet to stay hydrated and maintain your electrolyte balance.

Do you need sports drinks after exercising?

You may lose more water and electrolytes if you exercise longer than one hour, or intensely, in hot and humid conditions. In this scenario, a sports drink (which contains water, sugar, and electrolytes like sodium and potassium) may help replace the water and sodium you lose in sweat. However, for most active people drinking water is enough for proper hydration.

Does coconut water hydrate better than water?

Coconut water is not more hydrating than water. Just like sports drinks, coconut water contains sodium, potassium, and sugar in various amounts depending on the brand. Aside from the additional flavour that coconut water offers, research suggests that there is little to no difference between drinking coconut water or plain water for hydration in healthy adults.

The bottom line?

Water works! Choose water most often to stay hydrated.

To learn more about hydration and healthy drink choices, search 'drinks' at ahs.ca/nutritionhandouts.

Persons Day

by Danielle Robbertze

October is a special month for women in Canada with the celebration of Women’s History Month and International Day of the Girl Child. There is also Persons Day which has a close connection to Albertans. You might find yourself wondering, what exactly is Persons Day, and how does it relate to women? The name may sound unusual, but the history behind it is deeply impactful. Before 1929, women were not considered “persons” in Canada’s legal system. It wasn’t until five determined women from Alberta decided to fight against this that the definition changed.



In 1927, the Famous Five - Emily Murphy, Nellie McClung, Louise McKinney, Irene Parlby, and Henrietta Muir Edwards - asked the supreme court of Canada what the word “persons” entailed. They were surprised to hear that the definition of “persons” in the British North America Act did not include women. The British North American Act (now known as the Constitution Act, 1867) was a significant piece of law at the time as it laid out the obligations and power structure of the federal government and Canadian provinces. Therefore, it was especially significant that this Act did not include women in the definition of “persons.”

The Famous Five did not take this omission lightly and went to Canada’s highest court of appeal to fight against this injustice. Then on October 18, 1929, the Famous Five won their fight and they along with their fellow women were finally considered “persons.” Which also meant women could serve on all levels of government.

Though there was (and some could argue still is) a long way to go in making the definition of “persons” more inclusive - not only in law but also in society (including people of colour, Indigenous people, etc.) - it was at least a step in the right direction. So, for this Persons Day let it be a kind reminder to us all that we are all “persons,” and that no individual should be excluded from that ever, no matter their ethnicity, religion, race, nationality, sexual orientation, or gender.

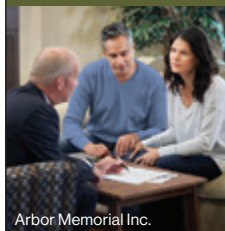
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5. The colour of night vision goggles.
6. Contrary to popular belief, this is the actual colour of the sun.



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