

NOVEMBER 2024

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June 24	23	19	\$495,000	\$495,000
May 24	32	31	\$529,999	\$530,000
April 24	23	30	\$517,400	\$523,000
March 24	33	24	\$462,500	\$492,500
February 24	22	13	\$419,900	\$460,000
January 24	19	25	\$514,888	\$514,888
December 23	11	8	\$507,400	\$493,500
November 23	11	13	\$390,000	\$390,000
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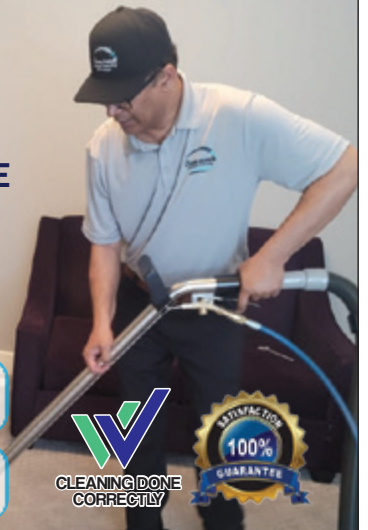
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Facebook: [www.facebook.com/groups/waldenyc](https://www.facebook.com/groups/waldenyc)

### Walden Block Watch Page:

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\*\* Proof of residency required to join the block watch page \*\*

New members asking to join must either live in or run a local business in the Calgary community of Walden. Along with your request to join, please PM proof of residency to Julia Wiencki. Proof of residency will be permanently deleted upon verification. Please allow up to a week for processing.

Acceptable forms of proof of residency:

- low-res photograph of a utility bill confirming address
- photograph of valid Walden Community Association membership
- low-res photograph of photo ID (please black out any identification numbers)



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## SAFE AND SOUND

### Stay Steady: It's Fall Prevention Month

by Calgary and area Primary Care Networks

It's not unusual to occasionally take a tumble — uneven sidewalks, slippery conditions in the winter, or even misjudging the height of a stair are all common culprits.

As we age, falls become an increasing health concern.

"Falls are a significant health concern for seniors," says Faiza Karim, a registered occupational therapist with the Primary Care Network (PCN). "They are the leading cause of injury in older Canadians."

### The Ripple Effects of a Fall

Up to one-third of seniors experience one fall per year. As the rate of falls goes up, so does the reason for concern. For people over the age of 65, falls are the source of 85% of injury-related hospitalizations, including almost all hip fractures. They are also the leading cause of injury-related deaths for seniors.

Falls can also contribute to social isolation, affecting mental health and well-being. Karim says after a fall, some people will become more afraid to move — concerned about falling again — and may not do as many activities.

### Tips for Preventing Falls

Raising awareness and actively preventing falls is important to maintaining health and safety, particularly for older adults. Simple measures may include:

- Staying active to maintain balance, strength, and flexibility
- Keeping floors clutter free
- Wearing supportive, well-fitting footwear, both inside and outside of your home
- Reviewing medications with your family doctor or a pharmacist to understand side effects



### Find Support

If you or a loved one is considered at risk, or there has been an increase in the number of near-misses or falls, talk to your family doctor.

You can also access free health support through the Primary Care Network. Visit [albertapcns.ca](http://albertapcns.ca) to learn more.



# NEWSLETTER INFORMATION

**Content Deadline:** Content for the newsletter is due by the first of the month, this includes pictures and content. See guidelines below.

**Email:** newsletter@waldenyyc.ca

**Articles:** you try to keep the word count to 300 words maximum. (The longer the article the less chance it will be picked up and published).

**Pictures:** Cover photos need to be 1MB and 300 dpi.

## WALDEN COMMUNITY ASSOCIATION

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## WALDEN REWARDS

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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.



Councillor, Ward 14  
**Peter Demong**

📞 403-268-1653

✉️ [eaward14@calgary.ca](mailto:eaward14@calgary.ca)

🌐 [www.calgary.ca/ward14](http://www.calgary.ca/ward14)

Hi, Ward 14!

I hope you had a fun and safe Halloween. Full of candy, we are now ready to take on the true beginning to winter. Even though winter has its challenges, it can still be a time to celebrate. Chinook Blast is Calgary's winter festival celebration. In the full, online version of this column, I will go into detail about the call for artists and market partners for the 2025 Chinook Blast.

Feel free to contact me any time, and don't forget to visit [calgary.ca/ward14](http://calgary.ca/ward14) for the full version of this column. The best way to contact me is by visiting [calgary.ca/contactward14](http://calgary.ca/contactward14) or calling 403-268-1653.

Sincerely,

*Councillor Peter Demong*



MP Calgary Midnapore  
**Stephanie Kusie**

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🌐 [stephaniekusiemp.ca](http://stephaniekusiemp.ca)

Dear Constituents,

In November, we reflect, remember, and pay tribute to Canada's brave sons and daughters that have put their lives on the line to stand against tyranny and protect our freedoms. Many have paid the ultimate sacrifice for our country, and we are forever in their debt.

Prime Minister Wilfred Laurier once said, "Canada is free, and freedom is its nationality."

This freedom that we know today exists only because of these brave Canadians. Their sacrifices allow us to worship where we want, love who we want, and live in peace in the greatest country on earth. May we never take it for granted.

Let's we forget.

As I write this, for the first time in over two years, Parliament is in a true minority government situation once again. Late in the summer, the NDP 'ripped up' their agreement with the Liberals and in September, the Bloc Québécois outlined the conditions for their continued support in the House of Commons. Conservatives have been clear since Parliament returned that we believe it is time for a carbon tax election where Canadians can choose to axe the tax or keep it. To date, we have introduced multiple non-confidence motions, which have unfortunately not passed as both the NDP and Bloc continue to prop up the government. My Conservative colleagues and I will not give up on our fight for an election so that the people – not the politicians – can decide their future.

To stay up to date on my ongoing work in Ottawa on your behalf please sign up for my monthly e-newsletter. You can do so online at [StephanieKusieMP.ca](http://StephanieKusieMP.ca). Another way to keep engaged is through my social media – @StephanieKusiePolitician (Facebook), @StephanieKusie (X and Instagram), @StephanieKusieMP (YouTube).

Sincerely,

*Stephanie Kusie*

MP Calgary Midnapore



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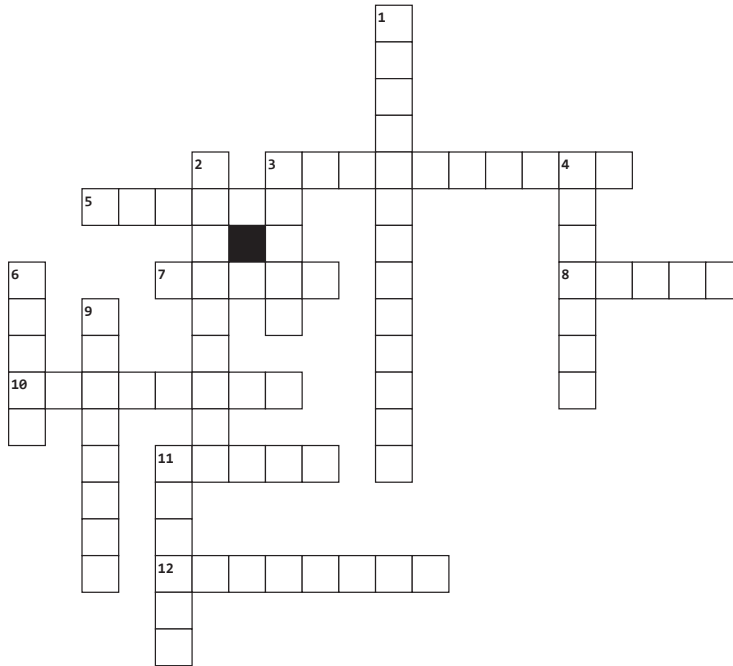
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## WINDOWS 1.0

Microsoft introduced Windows 1.0 on November 10, 1983, but it took almost two years to release. When it launched on November 20, 1985, anyone with a personal computer could use programs such as Calculator, Paint, Notepad, Write, Clock, and even the game Reversi!

# November Crossword



## 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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