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|--------------|------------|------|--------------|-----------|
| | Listed | Sold | Listed | Sold |
| December 24 | 8 | 9 | \$475,000 | \$475,000 |
| November 24 | 12 | 19 | \$699,900 | \$808,888 |
| October 24 | 26 | 20 | \$481,350 | \$480,500 |
| September 24 | 32 | 22 | \$497,400 | \$523,500 |
| August 24 | 19 | 20 | \$479,900 | \$473,950 |
| July 24 | 27 | 20 | \$806,500 | \$829,250 |
| June 24 | 23 | 21 | \$550,000 | \$545,000 |
| May 24 | 27 | 24 | \$464,450 | \$487,500 |
| April 24 | 26 | 20 | \$592,400 | \$587,500 |
| March 24 | 13 | 17 | \$779,900 | \$810,000 |
| February 24 | 19 | 18 | \$699,950 | \$709,950 |
| January 24 | 18 | 19 | \$689,000 | \$685,000 |

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

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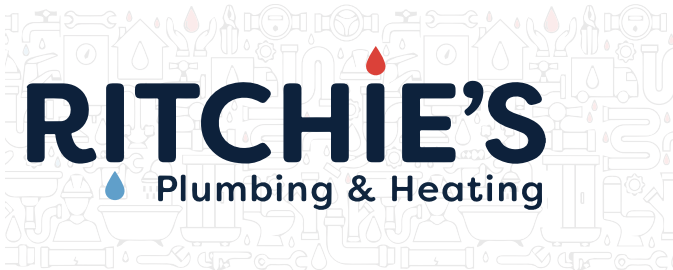
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Word of the Month

Eudaemonia: noun (yoo-di-moh-nee-uh)
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Winter Salad with Green Dressing

by Jennifer Puri

Cranberries are rarely eaten raw due to their acidic and sour taste. They are typically consumed dried, in a juice, sauce, or as supplements. Dried cranberries are typically sweetened with sugar or a sugar alternative.

Related to blueberries, bilberries, and lingonberries, cranberries are a rich source of plant compounds and antioxidants which include flavonoids and polyphenols. These help in keeping blood vessels healthy and cranberries' vitamin C and calcium content assist in maintaining strong bones.

There are a multitude of ways to enjoy cranberries as they can be added to muffins, tarts, breads, stuffing, smoothies, spritzers, sangria, or a salad as shown in the winter salad with green dressing recipe below.

Prep Time: 25 minutes

Cook Time: 35 minutes

Servings: 4

Ingredients:

- 1 small butternut squash
- 2 tbsp. olive oil
- 1 tsp. coarsely ground salt
- 1 tsp. coarsely ground black pepper
- 1 small can sliced pears or peaches, drained
- 1 small can beets drained, rinsed, and cut in halves
- 6 cups arugula or baby spinach leaves
- 1 cup chopped walnuts
- ½ cup dried cranberries

Dressing:

- 2 garlic cloves, chopped
- 3 green onions, sliced
- 1 cup Greek yoghurt
- 1 cup of fresh coriander and parsley leaves
- 2 tbsp. honey
- 2 tbsp. mayonnaise
- Juice of half a lemon
- 2 tsp. olive oil
- ½ tsp. coarsely ground black pepper
- ¾ tsp. salt or to taste

Directions:

- Preheat oven to 375 degrees Fahrenheit.
- Slice butternut squash into 1-inch-thick pieces and remove seeds, pith, and skin.
- Place squash pieces in a bowl and toss with olive oil, salt, and pepper.
- Line a baking tray with foil and place the squash pieces on it. Bake on middle rack of oven for approximately 30 minutes or until tender. Allow to cool and then cut into bite size pieces.
- In a blender place the garlic, green onion, yoghurt, honey, mayonnaise, parsley, coriander, lemon juice, salt, and pepper. Pulse until smooth and then slowly add the olive oil and pulse for a few more seconds.
- Place arugula or spinach leaves in a large salad bowl. Arrange the squash pieces, beets, pear or peach slices around the edges of the bowl and the walnuts and cranberries in the center.
- Serve with green dressing and crusty, sourdough, or ciabatta bread.

Bon Appétit!



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The Art of Finding Work: Job Search Success Is Not Complicated

by Nick Kossovan

Most people over-complicate the process of achieving success.

Achieving success is often perceived as a complex puzzle, or according to those who play the 'I'm a victim!' card, only available to those who are supposedly privileged. The fact is there's a simple equation for achieving success, which Zig Ziglar famously encapsulated, "You can have everything in life you want if you will just help other people get what they want."

Side note: "all you want" should be interpreted as "all you need."

I recommend considering the hiring process from the employer's perspective. By doing so, you'll empathize with employers and understand that positioning yourself as a candidate who has the skills, experience, and proven track record of helping employers get what they want is a job search strategy that'll set you apart from your competition, who aren't approaching their job search with an "I want to help employers" mindset as they have the all-too-common "I want!" mindset.

Success isn't a complicated journey. With the right mindset, it's a simple path—help others achieve what they want. However, the mindset I come across most often is the exact opposite; job seekers focused on what they want, as opposed to what employers want, resulting in employers being turned off. Who isn't turned off by someone solely concerned with their needs and wants, who comes across as "predatory"?

Most job seekers: "Employers need to understand my issues and needs."

Savvy job seekers: "I need to understand the employer's issues and needs."

Job seekers who are thinking clear and show employers how they can help them achieve what they want are few and far between. Being that rare candidate makes

you unique and highly valuable, which is a significant competitive advantage. I can guarantee that your interviewer almost never encounters a candidate who projects an "I'm here to help you" aura.

When viewed holistically, employers want five things:

1. Be profitable
2. Reduce/control costs
3. Have low employee turnover
4. Optimize employee performance
5. Provide excellent customer experiences

How can you help an employer achieve any of, or a combination of, the above?

What's Your Employee Value Proposition?

For instance, you can never go wrong assuming the employer wants to be profitable; hence, suggesting cost-saving measures or revenue-generating ideas during your interview will demonstrate your desire to help the company get what it wants, which is to be profitable.

Imagine yourself as a hiring manager. One of your standard interview questions is: "How will you contribute to the company's success?" or, more directly, "Why should I hire you?"

Candidate A:

"If hired, I will bring enthusiasm, dedication, and hard work to the team. I am a fast learner and have a strong work ethic. I am also a team player."

Candidate B:

"I bring over 15 years of technical expertise, problem-solving skills, and a commitment to innovation. As head of Gekko's IT, I led a project to streamline its data analysis processes, increasing efficiency by 20% and reducing employee hours. I achieved this by implementing Cyberdyne Systems' latest data visualization tools and automating repetitive tasks. I plan to bring this kind of efficiency oversight to Soylent Corporation."

Which candidate would you lean towards hiring?

Candidate A offers nothing more than their unsubstantiated opinions, which, as I've stated in previous columns, employers don't hire; they hire



results. Opinions about yourself, which you should rarely give without quantifying, don't help your interviewer envision how you'll help the company get what it wants.

On the other hand, candidate B outlined how they can help the company achieve wanting to optimize employee performance and cost savings. Candidate B thinks like an employer and understands employers are a sucker for candidates with a track record of helping employers get what they want.

Getting hired doesn't come down to having the shiniest resume, with all the right keywords, being impeccably dressed, having a perfect smile, or sheer luck. Employers hire candidates they feel will get them what they want.

Consider all the successes around you and why they exist.

- Amazon: Shopping delivered to your door.
- Apple iPhone: Handheld communication.
- Facebook: Having a voice. Keeping in touch.
- Starbucks: Coffee served around an experience.
- Taylor Swift: Music young people in angst can relate to.
- MasterCard: Easy to use credit.
- Zig Ziglar: Motivation and encouragement.

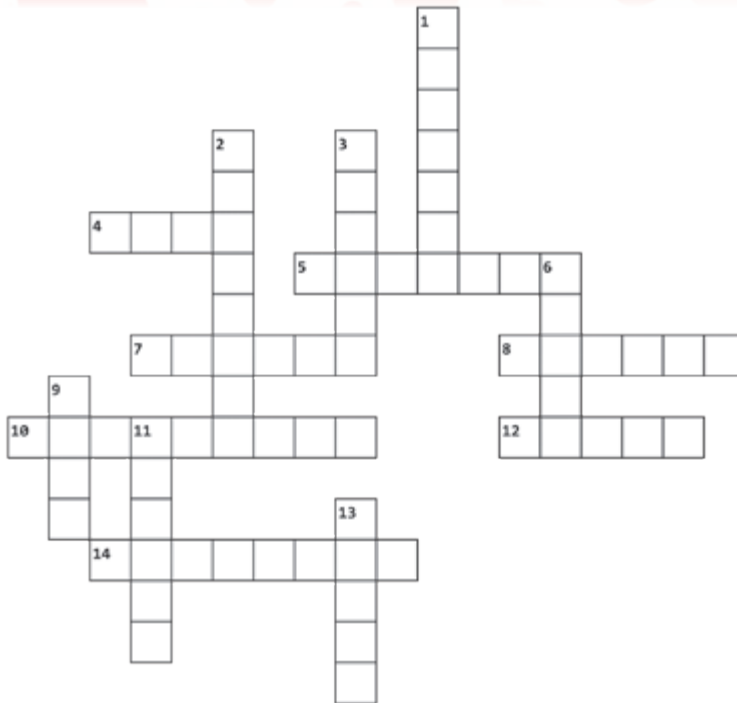
The success of the above can be attributed to the fact that they've designed their offering with the end-user in mind, helping people get what they want.

- Amazon: Convenience
- Apple iPhone: Connectivity
- Facebook: Popularity
- Starbucks: Self-care
- Taylor Swift: Understanding
- MasterCard: Lifestyle
- Zig Ziglar: Hope

All successful businesses are based on selling a product or service that will help people get what they want, which is usually intrinsic. A product or service must satisfy a need or want in order to sell. The same applies to job searching. You must fulfill an employer's need or want. Think of employers as the end users of your services; how do you help employers achieve what they want? Are you communicating your how and willingness to help throughout your job search?

Showing how you can help employers get what they want is how you achieve job search success.

February Crossword



Across

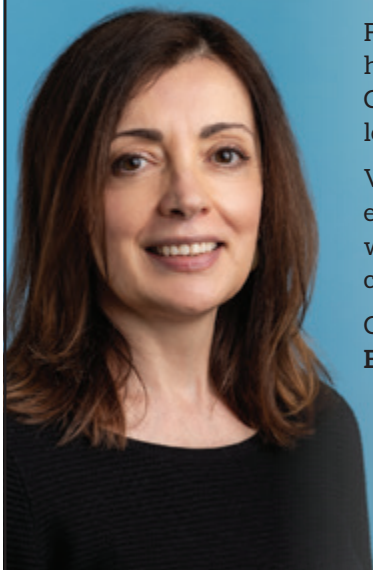
4. Canadian filmmaker, Denis Villeneuve's sci-fi adventure film _____: *Part Two* first premiered in February 2024.
5. Fleetwood Mac's best-selling album, _____, was released on February 4, 1977, featuring songs such as "Dreams" and "Go Your Own Way".
7. Born on February 1, 1994, England-born pop sensation, Harry _____ rose to fame as part of a boy band before going off on his own.
8. On February 21, 1948, the National Association for Stock Car Auto Racing, best-known as _____, was founded.
10. Something that is typically given to a significant other or friend(s) during the month of February.
12. February is National _____ Month, highlighting the importance of cardiovascular health.
14. Singer-songwriter and multi-instrumentalist, Joni _____, was inducted into Canada's Juno Hall of Fame on February 5, 1981.

Down

1. In February of 1917, this famous Spanish artist, best known for Cubism made his first trip to Italy.
2. February's purple birthstone, the _____ is believed to be a symbol of protection.
3. The Grammy Award-winning song "No _____" by TLC was released on February 2, 1999.
6. 2025's Chinese Zodiac is this slippery, slithery creature.
9. Angie Thomas' young adult bestseller, *The _____ U Give* was originally published on February 28, 2017.
11. Canadian actor, _____ Page, was born on February 21, 1987, in Halifax, Nova Scotia.
13. _____ History Month was made official by U.S. President Gerald Ford in 1976 and is observed every February.



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The Little Month



We all know February is the shortest month of the year, but did you know the Welsh have a cute nickname for the month. The Welsh call February "y mis bach," which means "the little month".

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Cat-and-Mouse Game

On February 10, 1940, the iconic cat-and-mouse duo, *Tom and Jerry*, made their big screen debut! Created by William Hanna and Joseph Barbera, this cat-and-mouse game would go on to capture the hearts of generations.





A Journey Through Winter

by Les Robertson

What should we do when there is snow on the ground?

More than you think, and this is what I found
You can build a snowman outside your front door
Or cuddle by the fireplace on your living room floor

You can take in a hockey game at your local hockey rink

or go for hike and try to spot a mink
Head out to the mountains and ski down the hills
Check out the scenery which is always a thrill

If you have a snowmobile there are many trails to explore

Glistening white frosted branches are easy to adore
Take out your snowshoes and glide across the land
Getting exercise in the cold or as much as you can stand

Find a winter carnival with ice sculptures on display
Watch the modern-day lumberjacks competing on that day

At home you reflect and take time to appreciate
While sipping your cocoa, you realize it must have been fate

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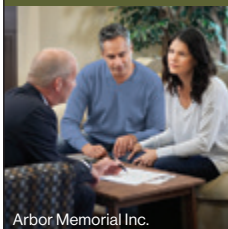
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* Detached Homes - SOLD, Calendar 2024. West Springs, Aspen Woods, Springbank Hill, Discovery Ridge, Signal Hill, Strathcona, Coach Hill, Patterson & Cougar Ridge. Photos represent David's detached homes SOLD, Calendar 2024.

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