



Metropolitan Home Team
MetropolitanHomeTeam.com

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EdinaAdviceGivers.com



Metropolitan Insider...

Monthly Digest!

"A Reflection on Thoughts, Stories & People"

Local Area Advice Givers® Podcast

Finding Joyful Work Takes A Curious Mind

Mary Younggren - Our featured guest

Our intended path doesn't always end up being our forever career. No one knows this better than Mary Younggren, owner of Advent Talent Group. Younggren decided early in high school she wanted to be a social worker, but after majoring in social work and psychology, she came to realize social work didn't challenge her like she'd hoped.

Sometimes finding joyful work takes a circuitous route. While regrouping and attempting to figure out her next step, Younggren fell into a placement job in the Florida employment field. "There was a day I was on the phone with one of our candidates," Younggren says, "talking with her about life and what she wanted to do, and I remember hanging up the phone and thinking to myself... 'I'm getting paid to do this. I really like this.'"

A Focus on the Needs of Others

Younggren has to serve both employers and potential employees. To best serve clients and candidates in job placement, like a detective trying to solve a complicated mystery, Younggren must be a great listener to find out what her client's really need. She can't focus on her own outcome, but on what the other person is looking for. "If I seek to understand them first," she says, "that's been successful for me."

Low unemployment makes the availability of talent more scarce, but that doesn't stop employers from looking for very specific qualifications. Lately, Younggren sees a lot of hybrid requests, such as a customer service person who also has good data and analytic skills. Five or ten years ago, that might have been two different jobs for two different people. Today, those hybrid requests are coming in more and more as companies shave down their budgets. On the hunt for employees who can juggle multiple responsibilities at once. By identifying clients' specific needs, even if they differ from traditional employment roles, Younggren is better able to serve them.

Going Above and Beyond

Job-seekers have six seconds to get the attention of employers. To make the most of those few precious seconds on a resume, Younggren advises candidates draft their resume so the top one-third displays personal highlights.

Younggren helps people not only with their resumes, but with their entire digital profile and the image they present to employers. Candidates often have experiences which translate into skills they aren't aware they possess. By identifying these skills and incorporating them into a candidate's digital profile, Younggren can make better matches between talent and employers.

Those six seconds matter in person, too. It's all about the appearance, eye contact, being on time or early to meetings. Your first actions leave impressions: having a good handshake, a good demeanor and the ability to quickly make conversation. It's about the whole person. Younggren advises candidates to display who they are, what their passions and causes are, and the things with which they align themselves..... Finish our article @ EdinaAdviceGivers.com and go to our blog

Get Hot New Design Ideas From The Homes We Build: EHRConstruction.com

The Value-Driven Approach In Action

Word of the Month...

Studies have shown your income and wealth are directly related to the size and depth of your vocabulary. Here is this month's word, so you can impress your friends (and maybe even fatten your wallet!)...

Meritocracy: noun

Meaning: An elite group of people who's progress is based on ability and talent rather than on class privilege or wealth.

Sample Sentence: A global *meritocracy* is in all our interests.

Quotes To Live By...

"There are 2 reasons people are afraid of critics, being judged or attacked. First, the lack of skill to control their own personal narrative. Second, a lack of conviction and belief in the importance of their actions."

—Ryan Fletcher

"The day before something is a breakthrough. It is a crazy idea."

— Peter Diamandis

"It's easy to dream about it. But, much harder to execute it."

— Gary Vaynerchuk

Being I am a real estate investor, I found it only natural to study other great investors. Since a home (in its simplest form) is just an investment, one person's name kept coming up. Who's the world's greatest investor? Of course, Warren Buffett. After all, here is a man following the principles set out by Benjamin Graham, who amassed a multibillion dollar fortune mainly through buying stocks and companies through Berkshire Hathaway. Those who invested \$10,000 in Berkshire Hathaway in 1965 are above the \$50-million mark today. But, more important to us, Buffett's investing style; of discipline, patience and value has consistently outperformed the market for decades. Said different, "Those who invest their money with Berkshire Hathaway, thanks to Buffett's approach, built on the investment principles of Benjamin Graham, knew their money would perform to standard."

95% of the real estate agents in our market take a price-driven approach to selling real estate. While this can lead to the sale of your home more often than not it can lead to a much more stressful and dismal real estate experience. Often ending up in countless price reductions, negative buyer feedback (emotionally draining) and the unsuccessful sale of your home—bringing you back to square one.

That is when it hit me.. Warren Buffett, unlike other investors, focuses on avoiding fundamental mistakes by endlessly researching the companies he invests in. Learning, searching, finding the value in companies he desires. Once found, he creates a plan to capitalize on a company's value. In doing so, he avoids all unnecessary risks. Which, when done correctly, allows him to hold true to his #1 rule "Never Lose Money."

Adherently, I kept researching to understand how Warren finds the value in a company, or in our case a home, so we can better extract this value and in return reap a greater profit. Using a "price-driven approach" you avoid this process of seeking value. It merely determines price based on a few comparable homes SOLD in your area. Thinking to myself... how can you compare any two homes? since most every home is unique in its own right.

These other agents then break it down into cost per square foot. Take the average cost per square foot, multiply this by the total finished square footage in your home and BOOM! you have your list price. 95% of the agents you speak with will give you this approach. Simple and stupid all at the same time. That's just not how we do it....

Grab your free copy of our book to find out more about how we do it.

Thank You! Thank You! Thank You!



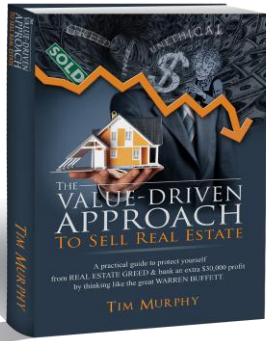
Ray & Efrah Buice (First Home)

Thanks to everyone who supports us: We did it again this month helping Ray & Efrah Buice buy their first home. Thanks Beth Pemble!! Who graciously trusts your friends, family, co-workers & neighbors will be in good hands. Rather than pester people with unwanted calls and visits, we grow based on positive comments and support from people just like you. We couldn't do it without you! :-)

Brain Teaser...

If 7 is transformed into 13 and 11 is changed to 21 then what does 16 become? (See page 4 for the answer.)

Taking a different approach WhyTheBook.com



Real Estate Question?

Maybe you want to know how much your home is worth. Or maybe you just need a recommendation for a handyman, carpet cleaner or plumber...

Either way, I love hearing from all of my good friends and clients. And I'm happy to help answer questions you might have about anything relating to real estate or home-ownership.

If you have a question, tip or idea, call me at **952.223.0999** I'm here to help!



Special People, Doing Special Things

Every month I choose a very special *Story Of The Month*. This month I felt the love from so many I couldn't pick just one.

This month's *Story Of The Month* - My Facebook Friends

#TeamSugarShay

Austin Eaton
I know how you feel. Hang in there Murph!
Jun 16 at 8:11 AM · Like · Reply · 1

Tim Murphy That is why I write stories like...

Jill Rivard-Dickerson
Sounds like she is in excellent hands.....she's beautiful!!!!
Jun 16 at 8:13 AM · Like · Reply · 1

Tim Murphy Thank You Jill Rivard-Dickerson

Angie Rios
Please know you, Sarah and the girls are in my prayers. Love you guys.
Jun 16 at 8:18 AM · Like · Reply · 1

Tim Murphy Thank You Angie Rios

Nikki Elliott
Beautiful words. Thank you for sharing so honestly and openly.
Jun 16 at 8:44 AM · Like · Reply · 1

Mary Jo Erickson
God bless you and your lovely family.
Jun 16 at 8:59 AM · Like · Reply · 1

Tim Murphy Thank you Mary Jo Erickson

Becky Turnbull
You are incredible parents ... and Tim, God sure gave you an amazing wife. I also know the importance of having husband and wife time and what that means for a marriage... I know you're post was not to get sympathy for you but please know that it hurts my heart thinking how easy it is for some of us to fly away and leave our kids with grandparents and family and friends and then to read your post... How difficult it is for others, like you + Sarah, Thanks for bringing a light to the darkness of your journey. Hugs to all of you...and extra ones for that sunshine of a soul, Shay! ❤️
Jun 16 at 10:04 AM · Like · Reply · 1

Tim Murphy Becky Turnbull we all have str...

Diana Wolters Pedersen
Ur honesty and true emotions are what impact us all. No one knows what happens behind closed doors, its scary, overwhelming and exhausting all while trying to be a br loving parent to our children. Hats off to of you, your love for each other and compassion for your family & disease is inspiration to us all!
Jun 16 at 11:59 AM · Like · Reply · 1

Tim Murphy Thank you Diana Wolters Pedersen

Kelly Britt Carruthers
Sending my love and hugs your way as b roll. You all will be in my thoughts and prayers. 🙏
Jun 16 at 12:58 PM · Like · Reply · 1

Tim Murphy Miss ya Kelly Britt Carruthers

Nicole Bartness Zrust
Oh, Lord, I am crying. What a Godsend sl She is here to keep life real-to keep us feeling grateful. And you and your wife were chosen to be her guardians. You are #teammazing
Jun 16 at 4:09 PM · Like · Reply · 2

Tim Murphy Thank You for your support! Ni...

Nicole Bartness Zrust I'm aaaaight

Kimberly Androff

Write a comment...

Thanks For Thinking of Me!

Did you know I can help you or any of your friends or family save time and money when buying or selling a home? Thanks for keeping me in mind...and spreading the word about my services.

Brain Teaser Answer:

31, because I multiplied the number by 2 and subtracted one.

THANK YOU for reading my personal newsletter. I wanted to produce a newsletter that has great content and is fun and valuable to you. Your constructive feedback is always welcome.

MetropolitanHomeTeam.com/Testimonials

AND... whether you're thinking of buying, selling or financing real estate, or just want to stop by and say "Hi," I'd love to hear from you...

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What's On My Mind...

Thinking, Reading, Watching and Focusing on...

A man I find to be inspirational is Peter Diamandis. His vision of the future is fascinating. When I heard about his theory of the "6 D's" it BLEW MY MIND!

Check it out for yourself: <https://vimeo.com/126866987>

As you watch and think about what he is saying... You find yourself getting the same feeling one does when they think about the size of outer space, our solar system and the Milky Way galaxy.

Our world as we know it - is changing at lightning speed. For example think about these products invented in the 1980's: walkman, handheld video camera and CD's. All of them gone! you can find the functionality of each one on your cell phone.

I remember the college class I was taking for my Management Information Systems (MIS) degree. We were given the task of designing our cell phone of the future. This was back in the days of a flip phone. Remember, the flip phone with a cheap little screen you could hardly read and a keypad. Now, we have a computer in our hands, with a high resolution video camera and iTunes. "Apps" allowing us to do almost anything. You know what is scary... nobody in my class ever thought of "Apps." They listed off all the different devices from the 1980's that would be gone. None of them thought about "Apps..." little software programs that would allow us to do anything imaginable.

So what are we not thinking of 10 years from now.....

Real Estate Corner...

Q: Does my curb appeal really matter?

A: Your Curb Appeal Matters... A Lot!

Don't take this for granted - it's your first impression

Like a first date, your anxiety starts to set in the minute you step out of the shower. What am I going to wear, how will I do my hair, makeup, perfume... All of this is running through your head because the second you stand in front of this person, you've never met, they will begin judging you. Same thing goes for the curb appeal on your home.

When selling or buying a Home, first impressions matter! Enhancing your front entrance and yard doesn't have to cost a fortune and it shows you have pride of ownership; which means a lot to buyers. Remember, this is their brand new home.

Small things matter, like peeling paint, old door knobs, unruly landscaping, outdated light fixtures & dirty windows.... replace, repair, clean, paint & fix these items so the entrance to your home shines with pride. Adding flowers, furniture and even a fresh coat of paint on the front door makes a world of difference in showcasing your home. All these touches will make Buyers excited to see what's on the inside. Remember the way your home looks from the street, attractively landscaped and well maintained can add thousands to its value and cut the time it takes to sell!!

Our most important responsibility, when selling... Make the buyer feel something. Because, every home is purchased on "That Feeling" they get.

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