



Sharon Liuzzo, Associate Broker
 HomeSmart Northeast Mesa
 2913 N. Power Rd. #101
 Mesa, AZ 85215
 602-999-1468



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Sharon Liuzzo's... "Who Ya Gonna Call?"

Service For Life!®

"Insider Tips For Healthy, Wealthy & Happy Living..."

Signs Of A Toxic Workplace

Most of us probably have a thing or two we'd like to change about our work, but there's a difference between wishing your office had more windows and being in a truly toxic work environment. The latter can cause stress both on the job and at home, which can then lead to physical ailments—not to mention how much the work itself undoubtedly suffers.

Here are a few symptoms of a toxic workplace, and how to handle them.

- **High Burnout or Turnover Rate:** People rarely stay in one job for an entire career anymore, but if staffing feels like a revolving door it could be a sign of a bad work environment.
- **No Work/Life Balance:** When only the workaholics who never take time off are rewarded, it could mean management isn't concerned about the well-being of employees.
- **Confusing or Contradictory Assignments:** If you're often getting unclear instructions or mixed messages from different managers, these could be symptoms of larger communication issues.

If any of this sounds familiar and you're not in a management position in which you can fix the situation, you have two options: Learn to deal with it or quit. And, even if you decide to quit, you'll be dealing with workplace stress until you have a new job. You probably aren't the only one who notices negativity in the office, so if you have a good HR department schedule some time to chat with them about the issues you've seen. You can ask HR or your supervisor, when appropriate, for help dealing with a problematic colleague. And even if you decide to quit, it's also a good idea to document the problems you notice and (where possible) offer some solutions.

Should you ultimately choose to leave the company, keep in mind that it's far easier to find a *new* job when you already *have* a job. Have a new position lined up before you hand in your notice.

PLEASE VISIT MY WEBSITE AT WWW.SHARONLIUZZO.COM. TO VIEW ALL THE CARRIAGE MANOR LISTINGS THAT ARE LISTED BY ALL AGENTS...JUST CLICK THE CARRIAGE MANOR RESORT TAB.

PLEASE CALL ME AT 602-999-1468

IF YOU WOULD LIKE TO BUY OR SELL! REMEMBER... MY GOAL IS TO MAKE YOU HAPPY AND I'M NEVER TOO BUSY FOR YOUR REFERRALS

See All Carriage Manor Listings on My Website at www.SharonLiuzzo.com

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!)

inveigle (pronounced in-VAY-gull) verb

Meaning: to persuade or lure by using flattery or lies

Sample Sentence: He managed to inveigle her to join him, though she initially said she wasn't interested, by gushing over how fabulous she looked in her party dress.

Tummy Ache Terminology

Did you know that the words "nauseous" and "nauseated" mean different things? Originally, "nauseous" described the thing that made you feel ill ("the nauseous smell from sour milk makes me sick"). "Nauseated" means actually *feeling* ill ("smelling sour milk makes me feel nauseated.") It's widely acceptable today to use the words interchangeably to describe feeling sick to the stomach.

"Writing" Music

Many cities have an orchestra, but only one is made up of old typewriters. The Boston Typewriter Orchestra (bostontypewriterorchestra.com) was born in 2004 and not only does occasional live performances, but they've also got recordings available for download.

Quotes To Live By...

"We are all bound up together in one great bundle of humanity, and society cannot trample on the weakest and feeblest of its members without receiving the curse in its own soul."
—Frances Harper, Poet

"Love does not consist in gazing at each other, but in looking outward together in the same direction."
—Antoine de Saint-Exupery, Writer

"It's pretty hard to tell what does bring happiness; poverty and wealth have both failed."
—Kin Hubbard, Cartoonist

Fake Drugs: A Growing Problem

Prescription medication costs can vary considerably, so it's not surprising that many people shop around for the best prices. Unfortunately, some of those great deals are counterfeit medications—and the number of fake drugs in the country is growing at an unprecedented rate.

Some of the most common fake medications in the United States are painkillers and pills for chronic conditions like diabetes, HIV, and Alzheimer's. Instead of the medicine a patient needs, these fakes might not have any of the active ingredient they're supposed to have, or they may have a completely different active ingredient.

In some cases, the pills are made of things you would never purposely ingest, from concrete to floor wax to antifreeze. To make matters even worse, the Drug Enforcement Administration says an increasing number of these fakes are mixed with dangerous drugs like fentanyl or methamphetamine. Fentanyl in particular is lethal at extremely small doses (small enough to fit on the tip of a pencil). And the DEA says lab analyses reveal that two out of every five fake pills with fentanyl contain a potentially lethal dose—a very scary prospect.

The DEA says the majority of counterfeit medications come from China and Mexico, and since they're specifically designed to look like the real thing, they can be very hard to identify. In September 2021, the DEA reported having seized more than 9.5 million fake pills since the start of the year with every single state represented on the list.

Experts recommend consumers make sure they're getting prescriptions filled at licensed pharmacies only. You can learn more about what common counterfeit medications look like, their potential dangers, and how to protect yourself on this site: <https://www.dea.gov/onepill>

A Heartfelt Message To My Special Clients and Friends...

I want to share a little secret with you. I don't spend my time cold calling or pestering people for business. Instead, I focus 110% of my efforts on giving such outstanding service that people naturally think of me when a friend, neighbor or family member needs a caring and competent REALTOR®.

Ronn & Joannie Mayer, Ralph & Carol Reausaw, Bob & Wendy Bignell, Gerald & Tina Hoffman, Robert & Deb Dunn, Carol Rutgers, Gordon & Doreen Birkholz, Lenny & Joan Luciano, Roland & Sharon Montague, Dirk & Linda Witter, Diane Ratliff, Ken & Adele Wilmon, Terry & Marlene Yahn, Collen Nibbe, David & Heather Thomas, Leon & Patricia Fryer, Jim Stanley, Carolyn Bagley, Rich & Gretchen Bagley, Jacques & Corrine St. Martin, Mike & Jean Yaremchuk, Carol, Sean & Heidi Smith, Tim & Ann Schuetzle, Pam Albion & John Papagni, Dennis Gezel, Larry & Mickey Raab, Ken & Arlys Westra, Paul Cuiffo, Hank & Rhonda Glisar, Oscar Benson, Jerry & Becca Curry, Robin Foldvik, Jerry & Becca Curry, and many more!

Brain Teaser...

When escaping a maze, you come to three doors. The door on the left leads to a room full of flames. The door in the center leads to a ninja assassin. The door on the right leads to a tiger that hasn't eaten in three months. Which door do you choose?

(See page 4 for the answer.)

What's My Home Worth?

If you want to know your home's current value, I will gladly conduct a **Maximum Value Home Audit**. Request this "no charge" in-depth home value analysis by calling me at: **602-999-1468**.

Taste The World

If you love food, you know that one of the great joys of traveling is sampling dishes that are unique to the country or city you're visiting. It can sometimes be hard to find out what those local dishes are, and that's where a site like Taste Atlas (tasteatlas.com) comes in.

The interactive maps on Taste Atlas have little pictures of dishes different places are known for, and you can zoom in to get increasingly specific on locations. It's a fun way to help you plan your next delicious adventure.

Learn About History Online

Learning about history doesn't have to stop when we finish school, and it can be utterly fascinating. Check out these sites to help make history come alive.

missedinhistory.com – This entertaining podcast takes "deep dive" looks into historic events and personalities, many of which you probably never even heard about in history class.

wondrium.com – Formerly known as The Great Courses, Wondrium is a one-stop destination for online classes on any topic you can imagine—including history.

historyexplorer.si.edu – This site pulls from the enormous collections of the Smithsonian museums to help illustrate its history lessons.

How to Work With Overly Frugal Friends

While you may have been taught that it's impolite to talk about money, there are times when *not* having an open conversation is the problem. If you have experienced tension with a friend who's more frugal than you are, here are some suggestions to help the friendship survive:

- **Be clear about expectations.** When you invite the friend to brunch, say at the outset that you'd like to split the check evenly. When taking contributions for a group gift, mention a specific baseline amount. Your friend can then decide whether they can comfortably participate.
- **Vary activity expense levels.** Rather than always meeting your friend for expensive dinners, mix it up so that it's sometimes breakfast, a cheaper happy hour, or even a potluck dinner. Suggest fun and free adventures like hiking or a picnic mixed in among spa days and concert tickets.
- **Let them take the lead.** Take turns planning so your friend has equal opportunities to suggest activities that fit within their budget.

It's never a good idea to assume you know all about your friend's financial situation or judge whether they're being frugal or simply "cheap." Money is something many people have trouble talking about. And keeping score can turn a friendship into more of a business transaction, which is a pretty good way for everyone to be left with hurt feelings.

Would You Like To Know How Much Your Neighbor's Home Listed Or Sold For?

Maybe you're just curious. Or maybe you want to know how much your home is worth. Either way, I can help...with no "sales pitches" or run-arounds. Call me at **602-999-1468** and I'll give you all the facts.

Your Dream Outdoor Kitchen

The sky's the limit with an outdoor kitchen, but before you dive into the deep end of choosing countertops, here are a few important things to think about to be sure an outdoor kitchen meets your particular needs.

- **What's your goal?** Be specific about what your dream outdoor cooking experience includes. Is it an expanded grilling setup or a brick pizza oven? Is it simply space to cook or seating for a crowd?
- **How complex do you want it to be?** It can be as simple as a grill, or include high-tech electric fireplaces, sound systems, etc. Ideally, the outdoor kitchen should be close to the indoor kitchen, and sometimes that means you can skip things like an outdoor refrigerator if you're budget-conscious.
- **Will you need a permit?** Some design elements require permits, like plumbing any outdoor appliances for electricity or water. Find out about local requirements before getting too far into the planning process.

Remember that whatever your outdoor kitchen looks like, you'll need to think about safety measures just like you do when cooking indoors. Make sure electrical outlets are adequate for the appliances you're using, any gas lines are leak-free, and there's a fire extinguisher nearby just in case.

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 with your referrals...and spreading the word about my services.

Brain Teaser Answer:

The door with the tiger, because he is dead.

DIY Lawn Twister

Bring this childhood favorite game outdoors with spray paint and a circular template you can cut from cardboard!

You can make the "board" as big as you like, from the traditional six rows of four colors each to a much larger grid if there are lots of players.

And if you don't have the Twister spinner, you can make cards to draw from two hats—one for the circle color and one for the body part.

Have A Laugh...

What did the Buddhist ask the hot dog vendor?
"Make me one with everything."

THANK YOU for reading my Service For Life![®] 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.

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...

Sharon Liuzzo, Associate Broker
HomeSmart
602-999-1468

SharonLiuzzo@aol.com
SellnBuy55@gmail.com
www.SharonLiuzzo.com



Disclaimer: The information contained in this letter is intended for informational purposes. It should not substitute as legal, accounting, investment, medical or other professional services advice. Always seek a competent professional for answers to your specific questions. This letter is not intended to solicit real estate properties currently for sale.

"Who Else Wants To Win a \$25.00 Visa Gift Card?"

Guess who won last month's Trivia Question? I'm pleased to announce the lucky winner of last month's quiz. And the winner is ...drum roll please: Jeff Finkle, Mesa/ON.

How many athletes have won medals in both the Winter and Summer Olympic Games?

a) 25 b) 10 c) 5 d) 45

The answer is c) Five. In fact, In the history of the modern Olympics, only 128 athletes have even taken part in both the Summer and Winter Games. So let's move on to this month's trivia question.

What Victorian-era disease was common on ships, but could be prevented with oranges?

a) rickets b) scurvy c) consumption d) gout

Call Me At 602-999-1368 OR Email Me At SharonLiuzzo@aol.com
And You Could Be One Of My Next Winners!



Real Estate Corner...

VACANT LOTS:

#39 - \$110,000 – **Awesome Lot!** AZRM with Bath, for RV or New Park Model, Patio Paved, Murphy Bed!

PARK MODELS:

#220 - \$99,900 – **SOLD!** Cute, Clean, Charming Park Model, Shed, W/D!

PARK MODELS WITH AZ ROOMS:

- #778 - \$149,900 – **Sale Pending!** Great Location Close to Doggie Park, 1.5 Baths, Inside Laundry/Storage!
- #687 - \$145,000 – **New Listing/Sale Pending!** Great Location, Dual Panes, Hard Floors, Sheet rocked
- #429 - \$135,900 – **New Listing/Sale Pending!** Nice Deck, 1.5 Baths, Faces E, Patio Paved Yard, Furnished
- #475 - \$149,900 – **Sale Pending! Big Deck,** Faces E, Hard Floors, Inside Laundry with W/D, 2 Bathrooms,
- #393 - \$225,000 – **New Listing/Sale Pending!** Corner Lot, Mt. View, Beautiful, Tile Deck, 2 Baths
- #145 - \$107,900 – **SOLD!** 1998, Parking for 2, Laminate Flooring, Shed/Workshop!
- #25 - \$165,000 – **SOLD!!** Huge Kitchen, Master Bath, Newer Appliances, New HVAC!
- #526 - \$215,000 – **SOLD!** Beautiful Modular, Extra ½ Bath in Finished Shed, Faces E, Furnished!
- #685 - \$210,000 – **New Listing/Sale Pending!** Beautiful, Front Kitchen, Laminate Flooring, New HVAC!
- #443 - \$110,000 – **New Listing/Sale Pending!** Corner Lot, Cute Park model, Front Kitchen, Parking for 2
- #89 - \$159,000 – **New Listing/Sale Pending!** Nice Deck, Open Kitchen, 2006 ASRM, 1.75 baths.
- #558 - \$169,000 – **New Listing/Sale Pending!** Awesome Mt.View, Hard Floors, Nice Deck, Large Shed!
- #534 - \$215,000 – **New Listing/Sale Pending!** Huge Deck, Huge AZRM, 1.75 Baths, Front Kitchen.
- #517 - \$175,000 – **New Listing!** Nice Tile Deck, Large AZ RM, Extra 3/4 Bath, Newer Roof, Furnished!
- #135 - \$185,900 – **New Listing!** Trex Deck, Open Floor Plan, Extra 3/4 Bath, Furnished!
- #805 - \$144,900 – **New Listing/Sale Pending!** Newer HVAC, Extra ½ Bath, Trex Deck, S. Exposure.
- #907 - \$89,000 – **New Listing!** Lot will be cleared. Perfect for a new park model, modular, or motorhome.

HERE IS WHAT SOLD IN THE NEIGHBORHOOD SINCE MY LAST NEWSLETTER:

Lot #588	3/1	\$165,000	Lot #432	3/4	\$55,000	Lot #25	3/17	\$165,000
Lot #145	3/18	\$115,000	Lot #718	3/18	\$101,000	Lot #371	3/18	\$ 83,900
Lot #61	3/21	\$ 95,000	Lot #220	3/22	\$ 99,900	Lot #793	3/23	\$107,000
Lot #280	3/24	\$189,000	Lot #417	3/28	\$139,900	Lot #526	3/30	\$210,000
Lot #408	3/30	\$150,000	Lot #70	3/31	\$160,000	Lot #393	3/31	\$189,900
Lot #447	3/31	\$133,000	Lot #874	3/31	\$ 88,000	Lot #209	3/31	\$118,300
Lot #429	3/31	\$135,000						

Do you have a question you want answered? Feel free to call me at 602-999-1468. Perhaps I'll feature your question in my next issue!

See All Carriage Manor Listings on My Website at www.SharonLiuzzo.com