

Lisa Flashenburg  
(781)975-0803  
905 Turnpike St., Ste.A-1  
Canton, MA 02021



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## Encouragement Succeeds Greater Than Criticism

Here's a story that reminds me that simple encouragement can have a more dramatic effect on performance than criticism.

Decades ago there was a group of brilliant young men at the University of Wisconsin who had amazing literary talent. They were would-be poets, novelists, and essayists. These promising young men met regularly to read and critique each other's work.

The men were merciless with one another. They dissected the minutest literary expression. They were heartless, tough, and mean in their criticism. Members of this exclusive club called themselves the "Stranglers."

Not to be outdone, the women of literary talent at the university started a club of their own. They called themselves the "Wranglers." They, too, read their works to one another. But the criticism was softer, more positive and encouraging. Sometimes, there was almost no criticism at all. Every effort, even the feeblest, was encouraged.

Twenty years later an alumnus of the university was doing an exhaustive study of his classmates' careers. He noticed a vast difference in the literary accomplishments of the Stranglers as opposed to the Wranglers. Of all the bright young men in the Stranglers, not one had made a significant literary contribution of any kind. From the Wranglers had come six or more successful writers, including Marjorie Kinnan Rawlings, author of *The Yearling*.

Talent between the two? Probably the same. But the Stranglers strangled each other, while the Wranglers highlighted the best, not the worst. The message we can take from this is that next time you're tempted to "improve" someone's performance with criticism, perhaps simply offer a few encouraging words instead.

Sincerely,

*Lisa*

Lisa Flashenburg  
Your Real Estate Consultant For Life

P.S. I need to take this message to heart when giving myself feedback, too! Let me know what you think at [lflashenburg@LegalEdgeRE.com](mailto:lflashenburg@LegalEdgeRE.com) or 781-975-0803.

When's the last time you wrote something that wasn't a quick response to an email?



# Lisa's Local Ledger

News To Help You Save Time And Money

March 2016

## The Keeper Of The Spring

Once there was a dirty stream running through a town. The town council, wanting to clear their stream, hired a young man to remove debris from a spring on the mountain that fed the stream.

And so, each day with faithful, silent regularity, the young man hiked to the spring and removed the leaves that would have choked the fresh water. Graceful swans came to float along the crystal clear town stream. Profitable mill wheels turned freely, farmlands were irrigated, and the view was picturesque. The village became a popular attraction.



Years passed. One spring day the town council met to review the budget. Their eyes caught on the salary being paid to the obscure "keeper of the spring." They decided this was frivolous, and they dispensed with the now much older man's services.

By summer, someone noticed a slight yellowish-brown tint in the town's stream. A few weeks later, the water was much darker. The flow of water dropped and a slimy film began to build up on the banks. The swans left, and visitors stopped arriving.

**Interest rates are still low- take advantage with a new purchase or a refi- I have great connections if you need a referral.**

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By autumn, the embarrassed council called a special meeting where they rehired the old keeper of the spring. Within a few weeks, the stream began to clear up. The wheels started to turn, and new life returned to the town.

*Moral of the story: Never become discouraged with the smallness of your job. Recall the words of Edward Everett Hale: "I am only one, but still I am one. I cannot do everything, but still I can do something; and because I cannot do everything, I will not refuse to do something I can do."*

*Lisa*

# Who Was St. Paddy?

For many people, St. Patrick's Day provides an excuse to wear green on March 17, go to a parade, and drink some Irish whiskey. But who was St. Patrick in real life?

The most common belief is that he drove the snakes out of Ireland. Ireland probably never had snakes, though, and the myth may refer to Patrick's efforts to stamp out the serpent imagery used by the Druids. He also may have used the three-leafed shamrock to illustrate the concept of the Holy Trinity to the people he was trying to convert to Christianity as a missionary in Ireland.



Historians agree that Patrick was born in Roman-occupied Britain, the son of a Christian deacon. At age 16 he was captured and taken to Ireland, where he was a slave for six years.

During this time, his Christian faith strengthened. One day, according to a letter he wrote about his early life, he heard a voice promising he would soon return home.

Shortly afterward he escaped his captors and went back to his family. He later wrote that an angel appeared to him in a dream, telling him to return to Ireland as a missionary. Patrick went back to the land where he had been a slave to convert the Irish and to minister to Christians living there.

Why do we celebrate him on March 17? That's believed to be the date of his death. Although never formally canonized, Patrick came to be considered a saint. March 17 was celebrated as a religious holiday until 1903, when it became a public holiday in Ireland.

## Risky Business

A doctor and a lawyer ran into each other at an exotic Mexican resort. Friends since college, they'd fallen out of touch, so they quickly asked what the other had been up to.

The lawyer said, "I got suckered into a lousy real estate deal. Then one day a fire burned down the building, and I collected \$300,000 in insurance."

"Really?" the doctor said. "Something similar happened to me. I invested in a small business in Mississippi, but the river overflowed and the ensuing flood destroyed the business. I got half a million from my flood insurance."

"Wow," the lawyer said. "How on earth did you arrange a flood?"

### March Quiz Question

**Q:** *The month of March was named for which mythological god?"*

Everyone who texts, emails or calls in the correct answer by the last day of this month will be entered into a drawing for a \$25 gift certificate to Kings Restaurant & Bowling

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*Expectations are a form of first-class truth: If people believe it, it's true.*

—Bill Gates

# World's Oldest Engraving Found On Java Shell

Humans and their ancestors have been engraving rocks and shells for millions of years. The latest evidence of this is a 500,000-year-old shell discovered by archaeologists on the island of Java, bearing a zigzag pattern that's older than the natural weathering on the shell's surface. The shell would have been engraved by a member of homo erectus, a predecessor to modern humans (homo sapiens). Prior to this find, the oldest similar engravings were about 100,000 years old, made by modern humans in Africa.

There is also evidence that Java's inhabitants drilled holes through the shells of large freshwater mussels using a shark's tooth to open the shell and get at its meat, targeting with precision the correct point at which the shell closes. They ate the meat, then used the shells as knives and other tools.

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## Is Your Manager Too Nice?

Most bosses want to be nice to their employees. But sometimes you run into a manager who's so committed to being friendly and inoffensive that he or she doesn't provide the kind of direction and feedback you need. If that happens to you, try these tips for enhancing your relationship (as suggested by author and professional coach Lisa Quast on the Forbes website):

- **Talk to your boss.** Sit down to explain your need for more feedback and guidance. Be clear, but polite. Most bosses will be happy to give you the coaching you want once they realize you're open to it.
- **Agree on goals.** If your manager simply isn't inclined to take a more direct approach with you, do your best to develop some solid, measurable goals together. This will give you at least some idea of how well you are contributing to your organization's success.
- **Volunteer outside your department.** Get involved in committees and task forces that bring you into contact with other managers. You'll learn from different people and receive more of the professional guidance and leadership you're looking for.
- **Look for mentors.** Seek other managers who are willing to coach you and help you develop your skills. Don't bad-mouth your current boss; simply express interest in maximizing your potential, so you can do a better job for your organization.



# Read The Fine Print In Your Retirement Plan

In the US we have 401k's. In Canada we have RRSP's. In both cases, few of us know all the mechanics of our retirement plans. That can cause unpleasant surprises when people retire or switch jobs. Here are some important things to learn:

- **Trading limits.** Many plans allow you to move money, but with strings attached. Don't move long-term retirement savings around for short periods of time. If you do switch from time to time, keep in mind that your plan may allow only a set number of trades each week, month, quarter, or year.



- **Account valuations.**

Find out how often the value of your retirement account is calculated. You can get the most out of your money by timing your retirement or departure. Most organizations value everything the day you leave, but some value your account weekly, monthly, or quarterly.

- **Withdrawal options.** Some plans don't allow retirees to keep their money in place. Instead, they're paid the lump sum to

be reinvested elsewhere. Other plans allow retirees to take a stream of payments as an income source, while the rest of the money stays in the plan.

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*A best friend is like a four leaf clover: hard to find and lucky to have. ~Unknown*

## Eating Up Sendak's Work

Author and illustrator Maurice Sendak liked to tell the story of a card he got from a young fan of his famous book *Where the Wild Things Are*. The card had a charming little drawing on it, and it enchanted Sendak so much that he quickly made another drawing of his own and sent it back to the child.

A few days later he received a letter from the child's mother: "My son liked your card so much, he ate it."

"That to me was one of the highest compliments I've ever received," Sendak said. "He didn't care that it was an original Maurice Sendak drawing or anything. He saw it, he loved it, he ate it."

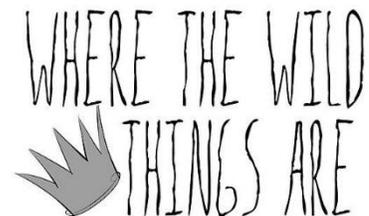
### WELCOME NEW CLIENTS

Here are some of the new clients who became members of our "Real Estate Family" this past month. I'd like to welcome you!

Greg & Mary Noble [referred by Mark Dooling, Architect]

Ahmed Kumsar [referred by Dilian Popov]

We love recognizing our wonderful new friends and existing clients who are kind enough to introduce their friends, family and neighbors to us.



# Snappy Comebacks

If you've ever been the victim of a thoughtless comment, you might appreciate quick comebacks like these:

- **An actress to writer Ilka Chase:** "I enjoyed your book. Who wrote it for you?"

**Chase:** "I'm so glad you liked it. Who read it to you?"

- **Poet Lewis Morris to writer Oscar Wilde:** "There's a conspiracy against me, a conspiracy of silence, but what can one do? What should I do?"

**Wilde:** "Join it."

- **Member of Parliament to Winston Churchill:** "Mr. Churchill, must you fall asleep while I'm speaking?"

**Churchill:** "No, it's purely voluntary."

- **Playwright Noel Coward to writer Edna Ferber** (who was wearing a suit): "You look almost like a man."

**Ferber:** "So do you."



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*At the height of laughter, the universe is flung into a kaleidoscope of new possibilities. —Jean Houston*

## The Link Between Stress And Stroke

Stroke is a devastating experience in which blood is cut off from a part of the brain. It can have many contributing factors, and one of them, physicians now say, is stress.

According to the journal *Stroke*, researchers looked at medical records of more than 6,000 men and women who participated in a 16-year study. As part of the study, participants' anxiety levels were measured. Over the course of time, 416 people suffered at least one stroke. The researchers determined that the risk of stroke rose 14 percent among individuals with higher anxiety levels, as measured by such symptoms as extreme nervousness, tension, and general stress. Participants with especially high rates of these symptoms were identified as having an increased risk of Stroke by 33 percent.

One possible connection: anxiety and stress often lead to unhealthy habits like poor nutrition, smoking and drinking, and lack of exercise. Stress also contributes to higher blood pressure, one of the culprits behind stroke.

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**See page 7**

# Thoughtful Exercises In Self-Development

You can't get ahead if you're not willing to take chances. Professional development coach Rich Gee suggests these two exercises for getting started on the next step in your life or career:

- Explain where you are now to your past self. Pretend you can talk to yourself five years ago. Tell this past self what to expect—the bad as well as the good. You'll gain insight into what you might have done differently that may help you in the future. You'll also remind yourself that you can survive anything in life.
- Look back from your future. Now pretend that you're talking to a version of yourself from five years in the future. Imagine what advice you might give yourself. This will give you a positive vision and concrete goals to strive toward. With a clear view of where you want to be, you'll be able to take specific steps to reach your professional and personal objectives.

**Lisa's Legends**  
*Who do you know that has done something outstanding this month?*  
Congratulations to:

**Congregation Sha'aray Shalom Sisterhood** of Hingham for a phenomenal Dancing Under the Stars fundraising event dedicated to Youth Programs.

**Tontoquon Chapter No. 100** for a fun filled Corned Beef & Cabbage Dinner & Gift Party fundraiser.

## Teaching Kids To Apply Themselves

Teach your kids to try harder, without resorting to threats or bribes to get them to perform. Try these tips:

- **Focus on progress.** Goals are important, but steady progress is the secret of success. Instead of insisting that your child become a star quarterback or a champion speller, emphasize improvement as he or she makes progress.
- **Give them a choice.** Don't force your children into an activity because you think they should do it (or because you did it yourself as a child). If kids feel they have a choice, they'll try harder. Point out what talents they have, provide options and opportunities, and be honest about what to expect as they try to excel in any chosen activity.
- **Make them feel positive.** Give children lots of sincere, honest, and specific praise. They'll want to do more if they feel good about what they're doing.
- **Use rewards wisely.** Sometimes a reward helps a child get started in an activity or motivates them when they're losing interest. But use the reward only as a jumpstart. After that, replace rewards with verbal encouragement.



# LISA'S LOCAL LEDGER

## Free Information Request Form

Please complete the box below and place check marks next to the free reports and information you'd like to receive.

Fax this form to 781-575-9995 or mail it to:

Lisa Flashenburg, 905 Turnpike St., Ste. A-1., Canton, MA 02021

Or simply call me or text me to ask for your information: 781-975-0803

[www.LegalEdgeRE.com](http://www.LegalEdgeRE.com)

email: [lflashenburg@LegalEdgeRE.com](mailto:lflashenburg@LegalEdgeRE.com)

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Email: \_\_\_\_\_

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Please send me the requested free information selected below via  Mail  Fax  Email.

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- Five Deadly Mistakes Home Sellers Make
- Making The Move Easy On The Kids
- How Sellers Price Their Homes
- How To Stop Wasting Money On Rent
- How To Sell Your House For The Most Money In The Shortest Possible Time
- The 10 Dumbest Mistakes Smart People Make When Buying Or Selling A Home

### Free Information

- Send me information about your free, no-obligation HomeFinder service.
- Send me the special computer report showing the features and sale prices of up to 15 of the most recent home sales near the following address:  
\_\_\_\_\_, City: \_\_\_\_\_ or in  
the \_\_\_\_\_ area.
- Please let me know the listing price and features of the home at the following address:  
\_\_\_\_\_.
- Please let me know the selling price of the home at the following address:  
\_\_\_\_\_.
- Please call me to arrange a free, no-obligation market valuation on my house.

Do you have a family member or friend who would enjoy a free subscription to Lisa's Local Ledger? Provide me with their contact info., and I'll add them to my mailing list.

Name: \_\_\_\_\_

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City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal: \_\_\_\_\_

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Canton, MA 02021  
[www.LegalEdgeRE.com](http://www.LegalEdgeRE.com)

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## How Walking Can Change Your Life

Walking can do more for your life than just improve your health. Here are a few additional advantages of putting one foot in front of the other for 20 minutes every day:

**Ideas.** They will slowly swirl up from your subconscious, boosting your creativity for problem solving and organizing. Walking puts you into a meditative state that encourages deep thoughts in a way that other forms of exercise don't.

**Feelings.** You might be experiencing great happiness or sadness, or even anxiety. Walking helps you work through feelings and reduce cortisol levels, helping you feel greater calm and control.

**Sights.** When you walk, you see things that can spark new ideas, solutions, or perspectives. It's helpful to walk in a beautiful place and notice the beauty, because seeing beauty lifts the spirit and lowers stress hormones.

**People.** You might encounter other humans as you walk. Those people might think differently than your usual crowd, giving you new perspectives and even friendships.

**Hormone Health.** You know that walking helps you lose weight, improve your heart rate, and lower stress hormones. But did you know that it will also increase healthy hormones, such as testosterone and progesterone?