

# REAL ESTATE LIVES NEWS

Helping Professionals From All Backgrounds Rebound and Rebuild Their Lives

## JOIN US FOR FOR THE 600<sup>TH</sup> TUESDAY MEETING



In memory of Nancy Kettle, PhD  
We will miss your always bright and shining smile.  
(far left in photo)

**February 23, 2021**  
**11:30am – 1:30pm**  
<https://zoom.us/j/454980992>



### WHAT'S IN A NAME?

Real Estate Lives realizes we help a whole lot more professionals than just those in real estate, so we're reevaluating our brand recognition.

Including our name. Stay tuned!

### CHECK OUR JOB BOARD FOR OPPORTUNITIES

[realestatelives.org/jobs](https://realestatelives.org/jobs)

**Pro Tip:** Visit the websites of employers who have a job posted on our Job Board. They often add other positions on their sites.

## WELCOME TO REAL ESTATE LIVES

**Real Estate Lives** is your source for job postings, networking opportunities, mentoring, training, support groups and special events which will help you find your next great employment opportunity.

## REFLECTIONS ON 12 YEARS AND 600 TUESDAY MEETINGS

### How many people do you think you have helped in these 600 networking sessions?

More than 4,000 people have been impacted by this wonderful organization.

### What does the 600th meeting mean to you?

It means longevity and purpose. This meeting has been attended for over 12 years and I am thrilled to be a part of it. We never want to miss a Tuesday; it is reliable for those job seekers needing a boost during their job search journey. It is a place to bond with others who are going through the same feelings and situations during a job loss and subsequent new job search. My least favorite word is accountability. Tuesday's meeting is a place to go and not feel you must do or be something you are not.

### What do you do during these meetings?

The meeting starts with these poignant questions:

### Who are you? Where have you been?

**Where are you now? and Where would you like to be?** These create a commonality between attendees and a personal touch you may not find in other networking encounters. The volunteers at this organization are so kind, giving of their time and knowledge. Having a place you know you can go to talk to others who understand what you are going through is priceless!



## All Real Estate Lives meetings use the same Zoom Call-in Information:

<https://zoom.us/j/454980992> Meeting ID: 454 980 992

**NOTE:** Video conference is **STRONGLY PREFERRED**, but if you can't join via video, call in to (253) 215-8782 or (301) 715-8592.

Be sure to check REL's [calendar](#) for a list of all upcoming meetings, trainings, job fairs and events!

## UPCOMING SPEAKER

General Meeting  
March 4th  
9:30am to 11:00am  
<https://zoom.us/j/454980992>



**LaShawn Bates**  
Capital Markets Leader  
for JLL and President of  
CREW Tampa Bay

## NETWORKING OPPORTUNITIES

Universally acknowledged as the #1 tool for gaining re-employment, REL offers multiple internal networking opportunities. All are very popular and highly successful.

# 1

### SMALL GROUP FORUM (FREE)

Every Tuesday, 11:30 am to 1:30 pm via Zoom.

Zoom conference call, led by Gregory L. Morgan.

This group holds weekly informal meetings where you share “who you are, where you’ve been, where you are now, and where you would like to be.” Let’s see how we can help each other!

# 2

### GENERAL MEETING (FREE)

First Thursday of every month, 9:30 am via Zoom with special guest speakers.

**Next meeting:** March 4. Guest Speaker: LaShawn Bates, Capital Markets Leader for JLL and President of CREW Tampa Bay

# 3

### REBUILDERS MEETING (FREE)

After General Meeting, first Thursday of every month, 11:00 am via Zoom.

This group meeting provides a confidential, safe and casual atmosphere where the goal is to help Rebounders deal with stress, discouragement, relationship issues, self-esteem and/or fear.

# 4

### THURSDAY TRAINING WORKSHOPS – EVENING (FREE)

Third Thursday of every month, 5:15 pm via Zoom with special guest trainers

**Next Training:** March 18th “Beating Job Search Fatigue.” Presented by Joe Jones and Michael Parise.

Be sure to check REL's [calendar](#) for a list of all upcoming meetings, trainings, job fairs and events!

## UPCOMING EVENING TRAINING EVENT

**No need to register –  
just show up!**

Click here <https://zoom.us/j/454980992>

**You will not want to miss!**

## Beating Job Search Fatigue

**Presented by Joe H. Jones and Michael Parise**

Many people have been out of work for weeks, months, and some over a year. Being constantly in “Job Search” mode can be tiring, frustrating and stressful to say the least. If you know someone who is experiencing job search burnout – they need to attend this program! Don’t let a tired mind cause you to be deselected for the job of your dreams! We cover over 30 job search fatigue symptoms and provide solutions for these problems. Learn how to cope with and beat Job Search Fatigue!

**Arrive at 5:15pm  
for networking!**

**March 18th  
5:30pm to 7:00pm**



**Joe H. Jones**  
Founder,  
Transition Masters  
[transitionmasters.org](http://transitionmasters.org)



**Michael Parise**  
Life Coach and  
Spiritual Director  
[mpariselifecoach.com](http://mpariselifecoach.com)

# MESSAGE FROM THE PRESIDENT



**Gregory L. Morgan**

President of  
Real Estate Lives

**As we do our collective best to move forward from 2020**, we feel it is time to update our stakeholders and volunteer leaders on the question, "How is Real Estate Lives doing?" We are grateful to share the answer to this question. Real Estate Lives is doing well – pivoting, growing, and becoming a stronger organization in the face of great adversity. More than twelve years ago, when Real Estate Lives was born, it was solely designed for Real Estate Professionals. Our scope has expanded to include a much wider range of Rebounders.

If "pivot" was among the most popular business words this past year, we have done our part by quickly expanding from physical to virtual. We promoted programming and training to encourage participation from all sectors of our economy, regardless of physical geography. We hosted virtual events, keeping the health of participants as our top priority.

Our team delivers a full experience of content, planning, and forward focused activity. We are exploring safe physical event venues and hybrid models for meetings, trainings and events; always keeping participants' health as our top priority. When face-to-face environments are safe, desired, and feasible, Real Estate Lives will judiciously reinstate them.

The volunteer leaders of Real Estate Lives are here to help you in every way possible in

your career journey. Participants also bring invaluable help and connections to other participants.

We are a volunteer army and need everyone to help us all prosper. And, we strive to reach greater heights. Our 501(c)(3) provides a safe environment to connect with talented coaches, trainers, speakers, and more to support you.

Our brand is getting attention as well. As we move forward, you can expect our name and logo to embrace our broadening scope and mission. Stay tuned. We invite you to be a part of what will be a fantastic evolution. In the short term, it isn't going to be easy, but together we will deliver!

**Gregory L. Morgan**  
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# BUILDING STRONG BRIDGES



**Abby Kohut**

Speaker, Author and  
Job Search Guru  
Absolutely Abby

**I am sure by now you've heard at least one person remind you not to burn bridges, either personally or professionally.** As I reflected on this bridge-burning concept, I realized that during a job search, it becomes even more important.

**Here are several ways to avoid burning bridges:**

1. After an interview, always send a thank you note, regardless of whether you are interested in the position or not. The person you meet may think of other opportunities that you are better suited for after you leave their office. Leaving the relationship on good terms will serve you well.
2. If you ask someone to refer you to a Hiring Manager via LinkedIn or via general networking, always follow up with the person

to thank them. People who do nice things for you like to be thanked at the onset, but also like to know the results of the referral.

3. Always say what you are going to do, and then do it. If you say that you are going to follow up, do it. If you say that you are going to call at 3pm, do it. If you are late or need to cancel the appointment, it's fine, as long as you provide a reason. People understand when things come up.
4. If people are helping you with your job search, thank them as often as possible. If you have a coach, mentor, networking group leader or just an expert in your field, remind them how much of a difference they are making in your life. It will only encourage them to help you and others even more.
5. Stay in touch with the people you plan to use as references. Don't wait until you need them to call them. Make sure that you don't take advantage of the relationship.

**Abby Kohut**  
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## Are You Facing an Emotional or Financial Crisis?



**The Crisis Center of Tampa Bay can help.**

**Simply dial 2-1-1  
(813-964-1964)**

from your phone or visit:

[www.211atyourfingertips.org](http://www.211atyourfingertips.org)



**CELEBRATING**  
**600**  
**Tuesday Meetings**



Kahoot!

# Happy Valentine's Day!



Another fun night of online trivia and being with the ones we love: our REbounders, Sponsors, Volunteers and Friends!  
Thank you to everyone who contributed to our photo slide show!



mplesant

2  
3472  
4 out of 5

Carlene

1  
3545  
4 out of 5

Angel wings

3  
3471  
4 out of 5

Kahoot!  
at work



We appreciate our Sponsors! These events are made possible by your generous contributions!



Bill Eshenbaugh & Lynda Keever | Dan & Marlo Woodward  
Will & Stacy Conroy

# FACING AGE DISCRIMINATION

## Three things you need to do to face age discrimination in the job search



**Joe H. Jones**  
Founder,  
Transition Masters  
[transitionmasters.org](http://transitionmasters.org)

### Nearly 80% of companies anonymously admitted to some form of age discrimination in the past 5 years,

according to an article in "The Ladders." Age discrimination is very hard (and expensive) to prove. Most HR personnel know not to ask age-related questions during an interview. But even getting to the interview stage is a hurdle for many. Applicant Tracking Systems (ATS) are used by most companies. These systems may be configured to "deselect" candidates based on a person's age bracket, which is usually requested by the employer when filling out the job application.

First, don't give up hope. If 50% of companies won't hire you for your age—that means 50% will consider you!

### So what are some suggestions for dealing with this problem? Here are three:

1. Become "In Alignment" with the potential employer.
2. Modernize your resume.
3. Modernize your interview skills.

#### In Alignment

Regardless of your age, the best strategy is to prove that you are in alignment with what the organization is seeking. The best way to show you are in alignment is to give them what they are looking for. This means that during the two most important "touch points" in the hiring process (the resume and the interview), you need to show you are in

congruence with their expressed needs. Expressed needs typically start with the job description. Make sure you extract the three top things they are looking for (and that you have) and be sure to include them (in bold type) in your resume.

During the interview, when they ask you the "Tell us a little about yourself" question, use your first two minutes wisely. Because what they really want to know is "Why should we hire you?" Tell them the top three things about you (that they are looking for from the job description). For example, if the job description says they are looking for someone with project management skills, lean and agile familiarization, and financial management skills.

**“ ... don't give up hope. If 50% of companies won't hire you for your age—that means 50% will consider you! ”**

#### Tell them "Three things about me you should know are:"

1. I have extensive project management experience in your industry.
2. I have led multiple teams using lean and agile methodologies.
3. I have managed project financials and make sure projects come in on time, and under budget.

## TRANSITION MASTERS

Teaching job search presentation skills

[transitionmasters.org](http://transitionmasters.org)

**FREE Classes starting March 1st**  
**But join us any Monday!**

#### Modernize Your Resume

1. Use keywords, and tailor every resume to the job description.
2. Add your social media links (especially LinkedIn).
3. Emphasize technology and your experience.
4. Highlight skills asked for in the job description.
5. Do not list experience numbers over 10. (Having 15-20+ years of experience only dates you. Use the term "extensive experience.")
6. Take graduation dates off the resume.

#### Modernize Your Interview Skills

1. Tell them early what you bring to the table (based on their job description).
2. Lead with energy instead of experience.
3. Adopt a consulting mindset, asking questions, showing curiosity and a learning mindset.
4. Demonstrate humility and a non-hierarchical approach.
5. Show your ability to work with diverse groups of people.
6. Look the part. Dress appropriately for the position. Exhibit proper body language and gestures.

#### Come to Real Estate Lives meetings and Transition Masters to develop these skills!

Joe H. Jones  
[joejones@tampabay.rr.com](mailto:joejones@tampabay.rr.com)  
[linkedin.com/in/joejhjones](https://www.linkedin.com/in/joejhjones)

“ After a long career at a company, I was blindsided by a corporate reorganization with no warning that my position would be eliminated. New to networking, I attended my first REL meeting with apprehension, but soon discovered what a welcoming and safe space I had entered. I was not the only one feeling lost and shattered by the loss of my job. REL truly was a safe place to land; everyone was so giving and helpful. I’ve attended many networking sessions and events since that time, and have returned twice due to a job change and another corporate reorganization. As always, this group of wonder people welcomed me with open arms and provides great services to assist with the job reentry journey. I will always be grateful and I am now giving back to this group as a volunteer to enrich the lives of other rebounders with their journey as job seekers.” – Pam D.

## TALKING WITH YOUR TRUEST SELF



**Michael Parise**  
Life Coach and  
Spiritual Director

**Usually when we talk to ourselves, we are just letting off steam.** Yet there’s a person inside of you who yearns for a meaningful dialogue that will change your life; your Wonder Child, your truest self.

The Child once thrived—before the trauma, family dysfunction, personal challenges and neglect subordinated the Child’s needs to the ‘adult’ needs surrounding you. He/She got the

message that you didn’t matter; you were not enough; you were not worth protecting from the parental, peer and sibling conflicts.

And so the neglected Wonder Child slowly faded from view as your feelings remained unvalidated. He/She felt as if you were not a top priority and therefore invisible.

Your Wonder Child did not disappear, however. He/She is still in your soul, innocent, lacking pretense or judgment, and enjoying moments of freedom, wonder, awe and adventure.

You may have the habit of pushing aside your Child to avoid past memories and traumas. But guess what? Your body keeps those memories alive and you’ll continue to be burdened by

them until you reconcile with your Child. Your Child is waiting for you to be the parent you always wanted.

Do you want to know your truest self? Read **Healing the Child Within** by Charles Whitfield, M.D. With guidance you can learn to be your own best parent. You can find the validation, love, and healing you seek. Find the courage to invest in your truest self. You’ll discover balance, integration and peace. You’ll feel like the truly successful person you know you are.

**Michael Parise**  
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## ANNUAL JACK BRUBAKER JR. GOLF CLASSIC MOVED TO SEPTEMBER 13, 2021!

**The event will be held at the beautiful Carrollwood Country Club**

In honor of our dear friend Jack Brubaker, let us all gather for a day of remembrance and fun at the 2nd Annual Jack Brubaker Jr. Memorial Golf Classic September 13, 2021.

**For more information, please visit [www.brubakergolfclassic.com](http://www.brubakergolfclassic.com)**

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**YOUR LOVE HONORS OUR MISSION!**

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# DONATE TO REAL ESTATE LIVES

**TAX ID#: 27-3555472**

Real Estate Lives is very thankful for any and all donations! It is the love and generosity of others that has helped our organization offer so many services to the Tampa Bay community free of charge since 2008. For questions or more information contact **Jan Chaffee** at [jchaffee@jccommercialbrokers.com](mailto:jchaffee@jccommercialbrokers.com)

## BY CHECK

Please make check payable to Real Estate Lives, Inc. and mail to:

**Real Estate Lives, Inc.**  
 c/o Jan Chaffee  
 3801 Shore Boulevard  
 Oldsmar, FL 34677

## DONATE ONLINE



click graphic to donate

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Real Estate Lives is a nonprofit corporation recognized by the IRS as a tax-exempt 501(c)(3) organization. Gifts to which may be deductible as charitable contributions for federal and state income tax purposes, as permitted by law. Please consult your tax advisor regarding the deductibility of your contribution.

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