



Nanette & Jeff's Real Estate Reader



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If you are charged with leading a group of people to success, you won't want to miss our secrets of super bosses.

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Hoarding is a problem that affects millions of people. Here are several practical tips for resisting your packrat tendencies.

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Cloud computing is taking the business world by storm, but is it for you? Here are 5 cloud applications that will help you decide.

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Finding a Home with a High Resale Value

Every homeowner dreams of selling their home at a price much higher than the one they paid for it, but securing a home with a high resale value takes more than desire; it takes wisdom and patience. Here is

what you should be looking for if you want to find a home that is likely to appreciate more quickly than the national average.

Desirable location

Location is the one thing you can't change. A great home in a bad location will always be limited, whereas a lousy home in a great location has a lot of untapped potential. In more affluent neighborhoods, your neighbors will be more likely to upgrade their homes, local businesses will be more likely to improve their accommodations, and local governments will have more money to invest in schools, roads, and parks—all of which improve your long-term resale value.

21st-century floor plan

A 1950s-style home may seem quaint and cozy to you, but it's a deal-breaker for most modern families. Families of today like houses with big kitchens, lots of storage, roomy garages, and plenty of bathrooms. Avoid houses that have dated floor plans or risk repelling a huge chunk of buyers.

Vibrant local economy

The most certain predictor of regional sales prices is the local economy. When the local economy grows, house prices go up. Look for signs of the area's economic standing. Do you see a lot of empty commercial buildings with "For Lease" signs, or are you seeing lines out the door and "Help Wanted" signs everywhere you go? And keep in mind that everything in real estate is relative. Right now, while the economy is slightly recessed, half-full shopping centers might be a relatively positive indicator.



Hot Kitchen Remodeling Trends

Over the past decade, the kitchen has become the most reworked, remodeled, and redesigned room in the American home. Here's a

look at the design trends taking center stage right now.

The three pillars of modern kitchen design

For the last several years, the modern kitchen has been defined by three core elements: green design, stainless steel appliances, and reclaimed wooden floors. These trends are showing no signs of losing steam this year.

Induction cooking

Induction cooking appliances are sleek, safe, and environmentally conscious. It's no wonder that they are catching on in a big way. In the kitchen of the future, a flame might look as out of place as a rotary telephone.

Clean and neutral

As more homeowners wake up to the realization that the kitchen is the heart of the home, kitchens are being redesigned to reflect that new prioritization. Today's kitchens feature clean lines and neutral colors in an effort to promote the kitchen as a functional, inviting, all-purpose living space.

Engineered stone

If you want the beauty, variety, and complexity of natural stone, without all the headaches that go along with maintaining and conditioning a porous surface, engineered stone is the logical choice. Today's engineered stone countertops are as beautiful as they are functional, and many homeowners will be including them in their remodeling plans this year.

Secrets of Super Bosses



Everybody is in charge of something. Maybe you're in charge of a Fortune 500 corporation or perhaps just your son's little league team. But, either way, your success will depend on your ability to motivate other people. Here are three ways expert leaders get more out of their teams.

Align incentives

Every leader uses incentives to improve performance. You might use a positive incentive (such as a bonus or promotion) to reward positive behavior or a negative incentive (such as public scorn or a demotion) to punish bad behavior. Great bosses understand that every incentive will have unanticipated consequences, and they work hard to align incentives with organizational goals. For instance, if an organization incentivizes sales by paying bonuses to top salespeople, it will simultaneously be discouraging teamwork, since co-workers are now competing for the same prize. If teamwork is a more important organizational goal than competitive performance, this bonus will work against the company's long-term goals. A better approach would be to give a bonus to the entire department each time it meets or exceeds its sales goals. This incentivizes the sales department to work together, since they can only achieve the bonus if everyone performs optimally.

Act as a shield

It's amazing how many bosses complain about their employees' lack of productivity, while wasting those same employees' time with useless meetings, memos, and corporate procedures. The best bosses understand that employees need to be shielded from anything that wastes time, energy, or attention. Find clever and effective ways to shield your team from unnecessary distractions. For instance, you can impose strict time limits on meetings, only invite key players, and send succinct summaries of the meeting notes to anyone who wasn't invited (almost everyone). This will allow everyone to stay in the loop without wasting hours at meetings.

Be the bad guy

Most leaders have a deep desire to be well liked by the people they lead. But nothing is more frustrating than bosses who seem more concerned with protecting their own popularity than promoting the collective good of the organization. Great leaders understand that their teams are depending on them to make the tough decisions. If your organization needs to cut its budget, let people go, or make an unpopular announcement, make sure everyone knows that it was your idea—even if it wasn't. In the long run, your team will respect you more if they believe that you are in control.

The Future of Newspapers

When the iPad was first released in April of last year, publishers salivated at the potential the magical device held to revitalize the magazine and newspaper world. Last week, Rupert Murdoch took a giant step towards realizing that potential with the first iPad-only magazine. The Daily is technically an iPad application with daily updates, including video content, audio voice-overs of each story, and interactive 360-degree photos. Regardless of its mixed reviews, The Daily is notable for its ambition and signals a rapidly evolving landscape for publishers and readers alike.

Hot New Product



Fight Your Inner Hoarder



When Hoarders debuted on A&E last year, millions of American TV viewers were stunned to learn what millions of American hoarders have known

for years—hoarding is a widespread problem that destroys lives and families. If you or someone you love is being slowly buried alive by their personal belongings, here are four practical steps to fight the clutter and reclaim your life.

Use the 12-month rule

Most hoarders delude themselves into believing that they will one day use all of the junk they have accumulated. In reality, if you haven't used an item in the last year, it is extremely unlikely that you will use it in the next year, or ever again for that matter. Once a year, throw anything away that hasn't been used in the last year. It may be helpful to enlist the support of a partner during this process if your hoarding tendencies are strong.



Get closure

Many people with hoarding tendencies feel a deep attachment to their past through their personal belongings, and almost feel as though they are betraying those items if they fail to find them a good home. In these cases, a small ritual can help to ease the transition from beloved personal item to trash. For instance, you could take one last picture of the item, and save it to a digital photo album of all of your past beloved items. This will allow you to catalogue the items that have been meaningful to you without letting them get in the way of new experiences.

Ask for (and accept) help

Above all else, hoarding disorders are judgment disorders—they make it difficult for the victim to distinguish between useful items and useless junk. If you find yourself unable to part with items that have not been used for several years, ask for help. Most importantly, accept that help by giving a trusted friend or family member temporary control of the cleanup effort. *(continued on page 3)*

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Find the source

In order to beat hoarding for good, it's important to locate and eliminate the source. Most compulsive hoarders are also compulsive shoppers. Find creative ways to short-circuit your compulsive shopping tendencies. For instance, you can go to the store with only enough cash to buy the items you planned to purchase prior to your trip.

What happens to your Facebook page when you die?

It might seem like a strange question, but it's one that Facebook will have to answer more than 1.5 million times this year. By default, services like Facebook and Twitter allow inactive user pages to stay alive indefinitely, unless the account holder requests the deactivation of their account. Of course, if you're dead, you will have a hard time notifying Facebook of your wishes to deactivate your account. So, what happens? In these cases, relatives of the Facebook member can contact the Facebook privacy department and request that the account be "memorialized," at which point Facebook will respond with the following message:

"Per our policy for deceased users, we have memorialized this person's account. This removes certain more sensitive information and sets privacy so that only confirmed friends can see the profile or find the person in search. The Wall remains so that friends and family can leave posts in remembrance."

Five Cloud Tools to Make You More Productive

Cloud computing is all the rage right now, but is it just a fad? Spend a few minutes with one of these smart web applications, and you will discover what millions of dedicated users have already found out—cloud computing is here to stay, and it can boost your productivity immediately.



Evernote

Evernote is one of the most mature and downright useful cloud computing tools around. Basically, it's a note-taking system that follows you to every device. You can

install it on any smartphone or computer. Then, you can open and save notes on any of these devices, and they will be instantly viewable on any other device. Evernote allows you to tag notes with different categories, so they are quickly searchable, and you can enter notes as text, hyperlinks, audio, or images. You can even email notes to your own Evernote email address, and they will automatically be added and indexed to your Evernote account. Best of all, Evernote is free if you use less than 60GB a month.

Dropbox

At first glance, Dropbox looks a lot like Evernote. They are both web applications that allow you to store documents and files that are then viewable on every device. However, Dropbox is specifically designed for larger documents and file directories. It also has some more robust back-



up options, allowing you to view previous versions of documents even after they have been overwritten with newer versions. Generally speaking, Dropbox is a great place to store your files, such as music, movies, and important business files. Evernote, on the other hand, is better used as an on-the-go note-taking tool. Dropbox is free for up to 2GB of storage.



Gmail

It may seem strange to think of Gmail as a cloud computing application, but that's technically what it is. And, as cloud computing applications go, it's one of the best.

Gmail allows you to organize your mail in more ways than any other email application, and with sophisticated spam filters, you are less likely to be annoyed on Gmail than other free email providers like Yahoo and MSN.



Basecamp

Basecamp is a simple, online collaborative work environment. Once you sign up for an account, you can start individual project rooms and invite

participants. Then, each participant can post messages, upload documents, and assign tasks to other participants. It's far more efficient than CCing a dozen people on every email, and since it keeps a running record of all communications, it's much easier to keep everyone on the same page ... literally. Basecamp is free to try, and paid accounts start at \$49 per month.

Office 365

Microsoft may be a little late to the party with Office 365, but they are making up for their tardiness with one of the most robust



and comprehensive cloud applications ever made. Office 365 is an attempt to move the entire Microsoft Office experience online, and make it accessible from any device. It is currently in the beta phase. You can sign up to be included in the first wave of beta users by visiting this link:

<http://office365.microsoft.com/en-US/office365-beta.aspx>