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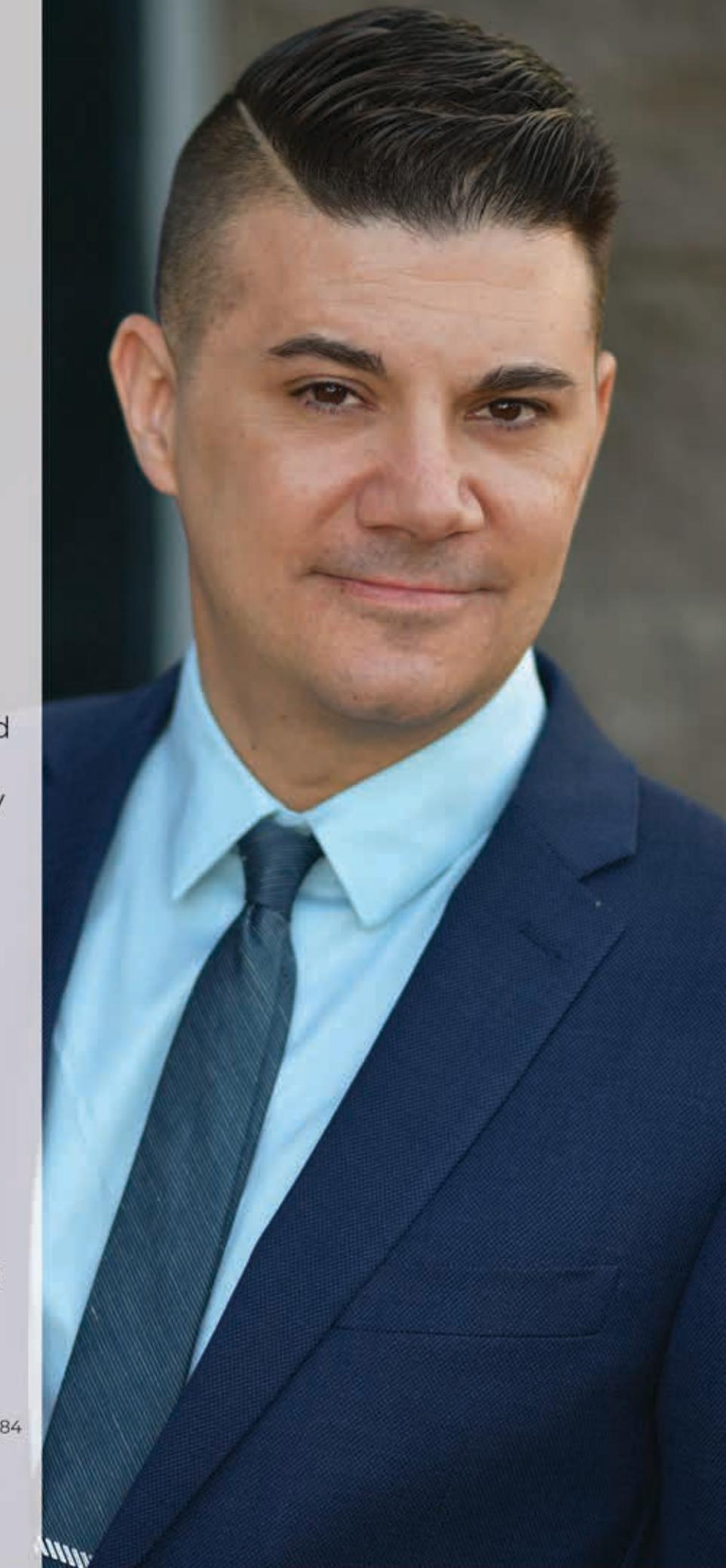


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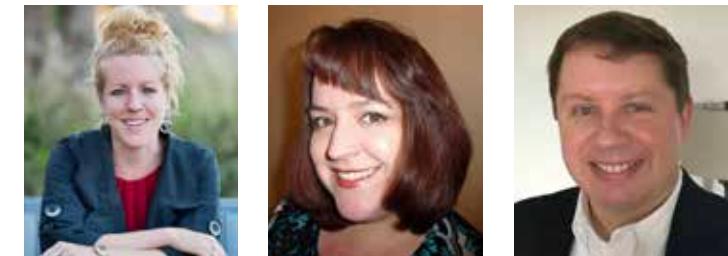
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Golden Nuggets



Brian North,
North&Co

“Man plans, and God laughs.” We always seem to have the perfect plan and when it doesn’t work, we tend to feel it as painful. God laughs because there’s always a better plan in store. If we can learn to laugh in joy instead of sit in the pain, we will not only enjoy the ride, but arrive somewhere far greater than our original plan intended.



Patrick Taylor,
Taylor Made Inspection Service

For me, so much of my growth has come when I left my comfort zone. The comfort zone concept has been a huge one for me since I started my business. It is vital to make yourself uncomfortable for any sort of growth or leaning to take place. Therefore, my favorite quote is: “A comfort zone is a beautiful place, but nothing grows there.” – John Assaraf



Christine Holwell,
eXp Realty
“Don’t be afraid of failure, be afraid of not trying in the first place” I can tend to get in my head too much and stress and worry — I have to work at not talking myself out of trying or doing new things. To convince myself I think about how disappointed I would be with myself if I didn’t at least try! This quote always sticks in my head and keeps me motivated.



Susan Seiber,
eXp Realty
“If you fall in love with the process, the process will love you back.” The market can be tough these days, but the process doesn’t change. Every day, I help my clients find the best home in their price range and we put forth their very best offer. I fight for them as much today as I did three years ago. It may take a bit longer, but in the end, we’re going to find them their new dream home.

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Patrick

TAYLOR

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If you're looking for a stellar home inspector, Patrick Taylor with Taylor Made Inspection Service is your man! Patrick has been an inspector since 2014. He grew up in Stockton, CA, and worked in various corporate jobs after graduating from ASU in 2008.

"I bought a house before becoming a home inspector," he explains, "and was very interested in the home inspection portion of the process. The job looked interesting, and it appeared to have an element of independence. After owning my home for less than a year, I took the plunge and started training to become a home inspector and start my own business."

Patrick provides thorough and easy-to-read reports. "My goal is for the reader of the report to have a better understanding of the important systems and components in their home so they can determine any current problems and identify any future concerns. Many clients do not have a good understanding of the important systems in their home and how to be ready for the necessary maintenance and repairs that come along with it. Therefore, I put extra effort in report writing to describe functions of systems regardless of their current condition, so clients can understand what to expect. This often leads to longer reports, but can help the client."

Beyond providing comprehensive reports, Patrick goes above and beyond in other ways. "I am happy to schedule all other inspectors including but not limited to: termite, roof, HVAC, when needed. Oftentimes sellers remain living in their home during the process. I take extra care to reach out to the listing agent so they know what to expect from my visit and so that all parties are on the same page. I am flexible to meet people's needs. Also, when I say I will do something, you don't have to worry; it will get done."



sponsor spotlight

By Sarah Wind



Patrick with his wife, Kendall



“When I hear from happy clients, I am even more excited to wake up in the morning and keep doing what I am doing.”

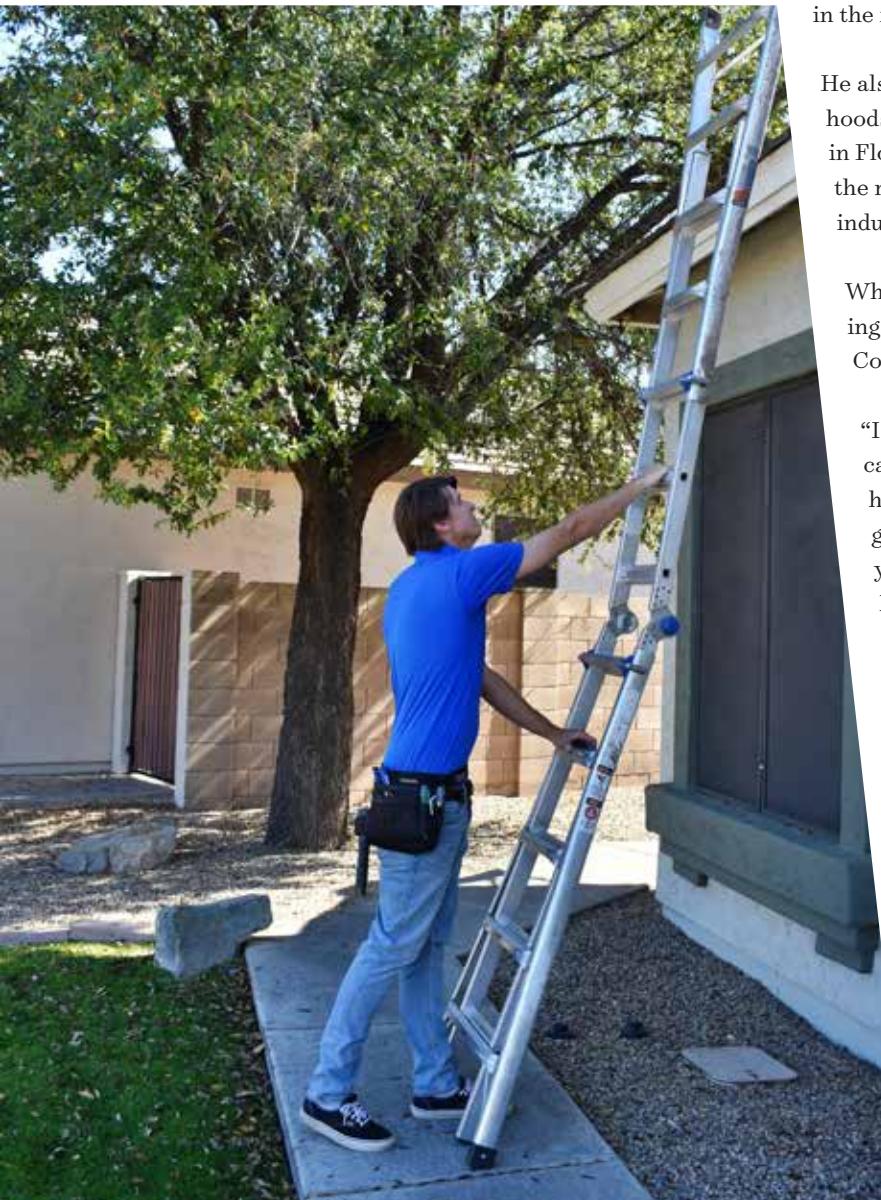
When we asked Patrick what the most rewarding part of his job is, he said, “Meeting many new people and clients, and receiving gratitude and appreciation from them for the work I provided them. When I hear from happy clients, I am even more excited to wake up in the morning and keep doing what I am doing.”

He also loves exploring all over Arizona and the many neighborhoods throughout Phoenix Metro. “A day can have me way down in Florence to the SE side one day, and back up in NW Buckeye the next day. One of my favorite parts of the home inspection industry is seeing new locations every day.”

When Patrick isn’t doing home inspections, he enjoys spending time with his wife, Kendall, their beagle/pit bull mix dog, Copper, attending BNI, spring training games and playing golf.

“I was raised on a golf course,” he said, “so of course the sport came naturally. I played two years of junior college golf in my hometown at San Joaquin Delta College. Now I’m a scratch golfer and play in a few highly competitive events during the year, including the pre-qualifying tournament for the WMO Phoenix Open. Earning a spot in the Monday Qualifier for the WMO Phoenix Open is an extreme challenge, but a lot of fun to shoot for each year. I also like playing in charitable golf tournaments throughout the year.”

As we all know, buyers are in especially challenging times. Patrick says, “Buyers are my main clientele. In a sellers’ market buyers are making huge sacrifices just to get into a home, any home. Unfortunately, I am seeing quality of homes drop as sellers can get away with selling homes requiring more work for a premium. My goal is to focus even more on providing the detail my clients need to ensure the purchase they are making will be safe and secure.” That’s the kind of inspector you want in your corner!





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BRIAN NORTH

Exceeding the Need



► feature agent

By **Dave Danielson**

Photo Credit: **Devin Nicole Photography**

Clients beginning the process of buying or selling a property face a mix of challenges and hurdles that can prove daunting. But they look to your expertise to help them rise above.

Brian North, North&Co., relishes his role in supporting those around him reach their goals ... by exceeding their needs along the way.

"My favorite things about what I do are helping people grow their businesses and navigate the emotional pitfalls, along with the peaks and valleys of the real estate process," Brian says.

"The rapid advent of technology and seeming necessity for speed has drawn humans away from the connection side of the business. I really enjoy sitting with people, understanding their stories and filling the need."

Independent Self-Starter

Brian earned his license in April 2006, but his story began much earlier — growing up in Southern California.

Brian's independence and leadership skills were formed at a very young age.

"I was raised by a single mom and went to 13 schools all over Southern California before graduating from high school. I left home at 17. I was self-parented and pretty much took care of myself," he says. "I spent a lot of time at the beach surfing. That's where I got a reprieve from day-to-day life."

Elevating His Life

When Brian was 17, he moved to Colorado to pursue what he thought was going to be a half-pipe snowboarding career.

"The thing was, I wasn't Shaun White. I tore an ACL and looked for my next steps in life," he remembers. "So I ended up going to college in Durango, CO. I fumbled my way through school."

At the same time, he worked as a waiter at the Seasons restaurant. There, his charisma and ability to connect with people opened new doors.

"I waited on Werner Schumacher, and he offered me a job to sell with him at the local Mercedes Benz dealer," he recalls. "As part of selling there, I sold a car to a successful real estate investor and ended up getting into real estate."

Gaining Ground

Day by day, Brian applied himself, worked hard, gained traction and steadily built his business.

Today, Brian leads North&Co., a leading firm with about 265 agents representing four offices across the Valley.

That record of achievement isn't by accident. It's the result of a strategic approach and setting the bar high.

"We don't take brand-new agents. We're a rare brokerage that doesn't take new agents unless they are brought on by a team leader to a team. We have a minimum of 12 units or \$3 million in sales volume, whichever is less," Brian says.

"We wanted to build an ecosystem of people who produce who are required to share everything. Every agent must share every best practice, and we also make that available to others in the industry, whether they're part of our firm or not."

•

Rewarding Results

The signs of success have been plentiful.

Brian and his own team — RO Luxury Group — recorded \$164 million in sales volume with eight agents and two support staff. In addition, North&Co. amassed \$1.4 billion in sales volume in 2021.

As Brian reflects on his own skyrocketing career, he offers advice for others who look to take their own steps forward in the business.

"You can never succeed more than you fail. You have to fail first before you succeed. That's how you learn. People want to share best practices and what works," Brian emphasizes.

"Most agents and people are terrified of failure. People feel that if they fail or if it takes longer than they wanted, then they are labeled in a way where they have failed or are a failure. I believe that if we can start teaching best failure practices and relish the value and gift of failure, then success will come much faster and in a more abundant fashion."

Fulfilling Family Life

Away from work, Brian cherishes time with his family, including his partner in business and life, Robin Orscheln, and his two sons — Royce and Rio.

In his free time, Brian enjoys coaching his sons' sports teams.

"We are also very active outdoors ... camping, surfing, snowboarding, fishing and traveling," Brian says. "Through it all, I just love being a parent, sharing time with them and having the hard conversations."

When it comes to giving back, Brian partners with the Arizona Housing Fund, an organization that goes out and sources donor dollars, and then shares those funds with the most in-need organizations that work to eradicate homelessness in Arizona.

"The Arizona Housing Fund is one of the largest and most reputable organizations. One of the biggest reasons we contribute is that 100 percent of the donations go to the cause."



After two and a half years, North&Co. has contributed about \$175,000 ... including about \$5,000 a month.

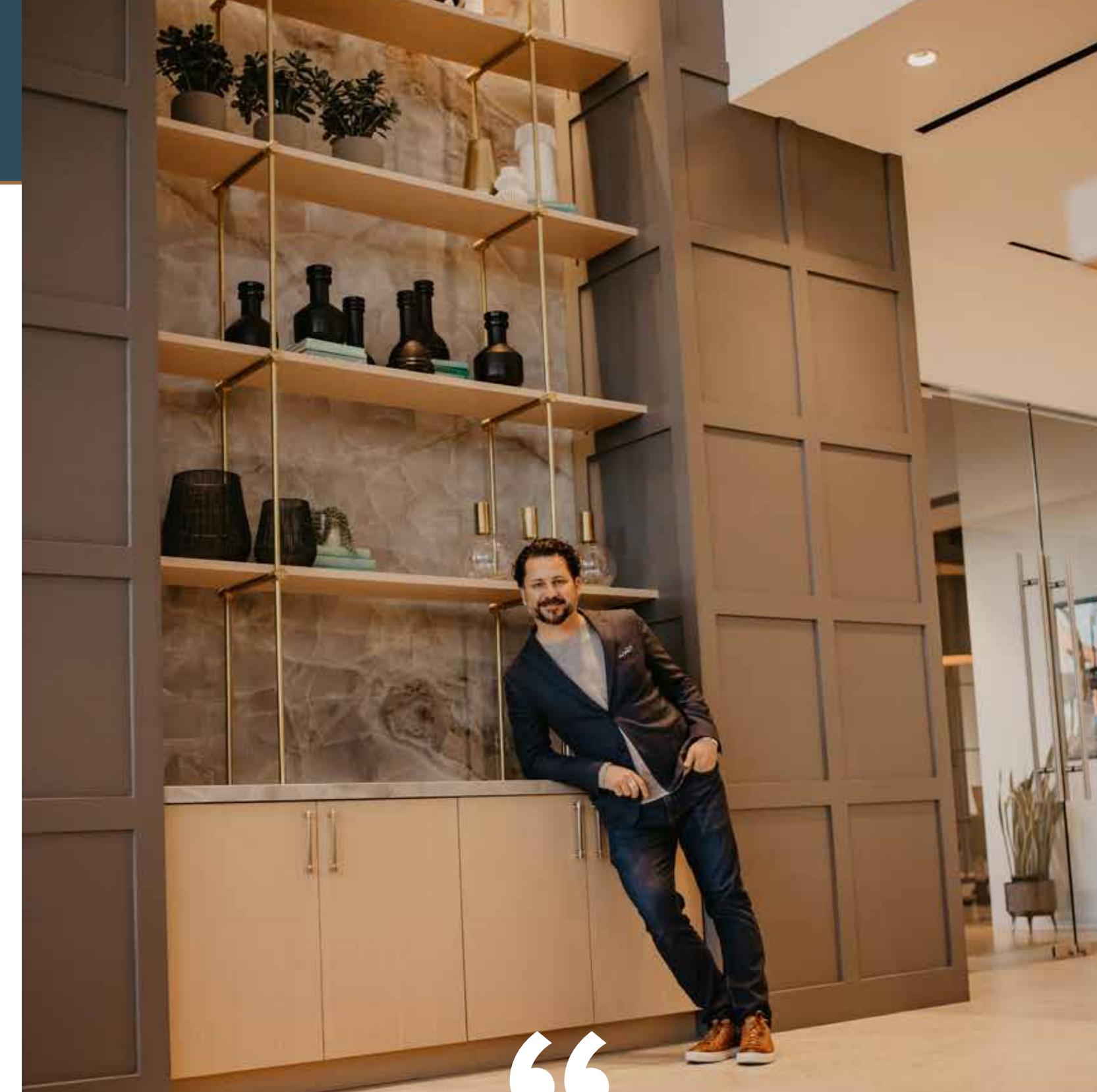
In addition, Brian has been part of another organization ... Executive Council Charities ... a group of 70 male business entrepreneurs and executives who use their networks to raise funds for youth-based charities in Arizona.

Leading the Way

When you talk with Brian, it's easy to see the qualities that draw people and success to him—honesty, integrity and a straightforward drive to make a difference in the lives of others.

"Through all that we do, I see myself as an ambassador to the industry ... reminding people how important I feel it is to remember that we are not in the house business. We're in the people business. We get to take care of people ... not to just sell houses."

With that spirit, Brian North leads the way by example ... demonstrating the power that exists by exceeding the need.



“

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"My people will never leave me."

Those are the famous last words of many ill-fated kings, queens, commanders... and real estate team leaders who thought their people would continue in unwavering support under any circumstance.

But true leadership is a dynamic endeavor that consistently evolves, especially in an industry as heavily impacted by changes as real estate. For a brokerage to succeed and excel, you must focus on doing the right things. Recognizing the signs your team might be about to fall apart is just as crucial.

"Management is doing things right; leadership is doing the right things." -Peter F. Drucker

5 Signs Your Team is About to Fall Apart

1. Absence of Conflict

If you think your team will never leave because you have zero conflict, the opposite is probably true. I know! Crazy, right? But great teams have become great as the result of healthy conflict. Strong teams have conflict, and they recognize if they are growing, they will encounter new challenges with differing opinions on how to deal with those challenges.

Growth comes when you have ways to address, discuss, and resolve issues when conflict happens. The absence of conflict is the first sign a leader is not connecting with their team and trouble is on the horizon.



2. "Squeaky Wheels" Only

When a leader finds themselves dealing only with the "squeaky wheel" agents on their team, who complain the most and the loudest, their "A" people are about to leave. I see this happen over and over. Team leads get pulled in so many directions and find themselves dealing with the low producers or the agents who seem always to have a crisis in their world. This means you unintentionally ignore those on the team who are consistent and high producing, leaving your best team members feeling neglected and looking for better opportunities.

3. Picking Up Backpacks

Everyone has a backpack to carry. In the backpack is everything that needs to get done for them to reach their goals.

Here is where so many leaders guide their employees to failure: *"Let me unpack that."*

Leaders love their people, so when a team member comes to them with an issue like, "I don't know how to get more leads," what happens? Some leaders say, *"Let me help, and I will figure out how to get you more leads."* If this is you, in essence, you're picking up their backpack.

The problem is if you already have a backpack, and then pick up their backpack, you now have two backpacks to carry. Additionally, the team member isn't learning how to carry their load. Great leaders

don't pick up backpacks; they teach others how to become great at carrying their own.

4. Death by Limp Handshake.

Nothing is worse than shaking someone's hand and getting a limp noodle hand wiggle. Conversely, reaching out to shake someone's hand and receiving the bodybuilder death grip is equally unnerving. The whole world just functions better with a standard handshake. This is the problem with many teams, as they struggle to find the balance between no standards (limp noodle) and ridged standards (death grip).

Having no standards of performance or expectations for a team doesn't work, but having requirements that are so strict that team members feel crushed and leave, isn't the answer either. An effective team that outlasts others is the one that finds the right balance between severe team standards and a more success-instigating structure of standards that supports both the business and the people working in it.

5. Your Life Sucks and Nobody Wants It. *"Mic Drop"*

This reason might be the hardest to confront, as it is the most personal. After coaching over 5,000 agents, it has become clear this is a major contender for the top reason team members leave. When the team leader's life is work 24/7, have zero fun, and complain about being broke all the time, where is the motivation for your team to continue this path? The most natural question is, "Why would I follow someone who can't figure out their own stuff?"

As John Maxwell would say, "You are the lid of your business." You will only attract and keep great agents if you're continuing to show them there is a way to an incredible life.

3 Things That Make Great Team Members Stay:

If you want to build an incredible team and keep great team members, you need to know what they want:

1. To have a clear plan. Plans for how to make money, how to get back their time, how to build wealth, and how to leave a legacy.

2. To be pushed. Great talent wants to be pushed. They want you to see their potential and for you to continuously help them become better.

3. To be heard and valued. A big reason team members leave isn't commission splits; it's the fact that they don't feel heard and valued.

3 Actions to Take Immediately:

1. No excuses. Stop justifying why team members should be happier, more engaged, or producing more. Take a step back and get clear on what you're nailing as a leader and where you're dropping the ball.

2. Get your own life in order. Ask yourself who you desire to be as a leader. Who would you want to follow? Take time to write out exactly who you desire to be and why, and then take one definitive action in that direction. Be the leader you would follow.

3. Start doing productive weekly 1-1 appointments with your team members. This is absolutely critical and one of the biggest tasks I help my clients get great at: doing weekly deep-dives, which are one-on-one coaching sessions with their team members. You can download the Weekly Questions for team members at www.theheronation.com/weekly-questions

You can contact Wayne at Wayne@WayneSalmans.com or visit www.TheHeroNation.com

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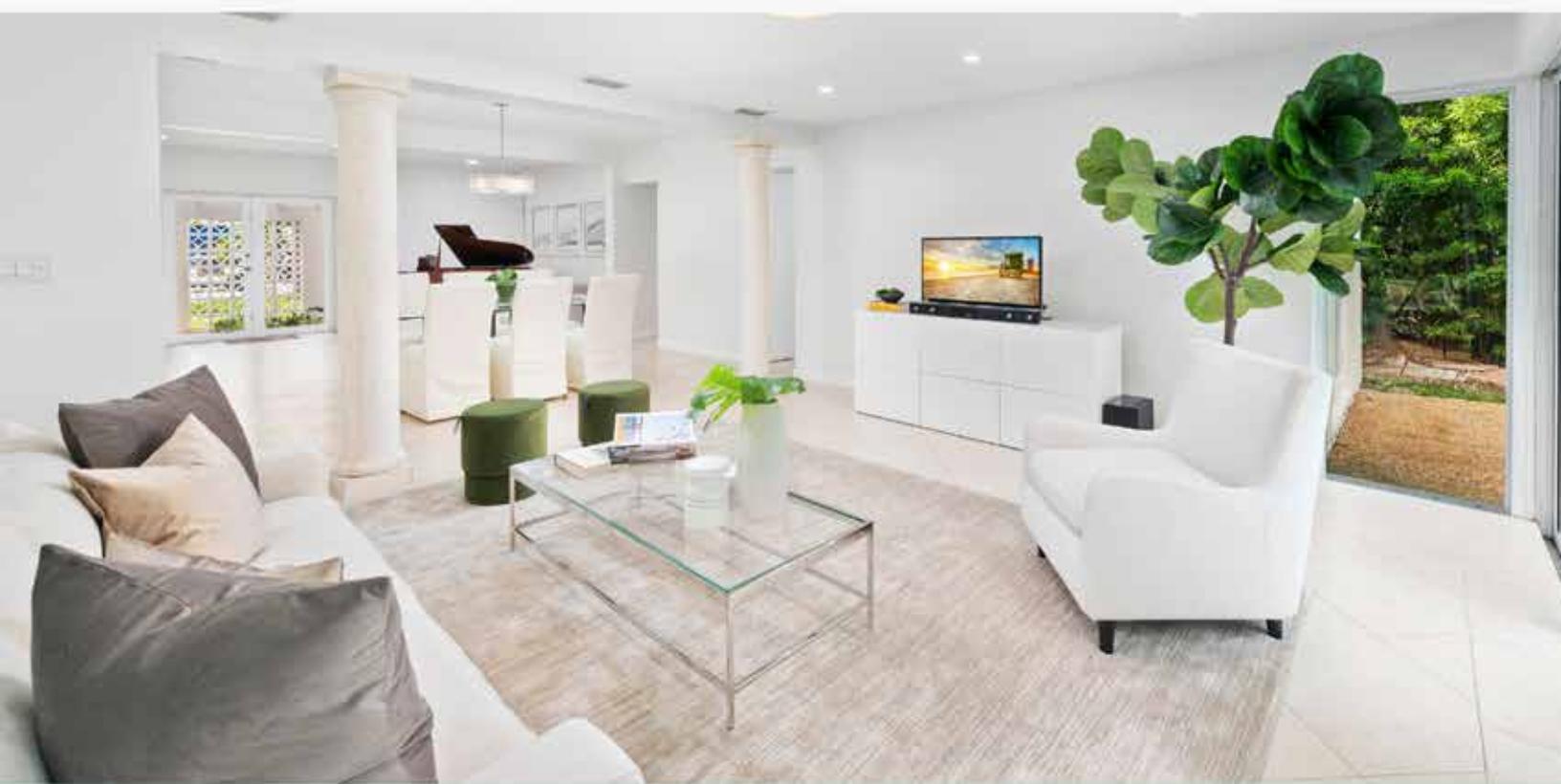
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CHRISTINE HOLWELL

REALIZING THE DREAM

One of the most rewarding parts of life is having the ability to pursue — and achieve — our dreams. Those goals keep us focused and power our day-to-day efforts.

Someone who knows all about realizing the dream is Christine Holwell.

Guiding Those Around Her

As a REALTOR® with eXp Realty, Christine has helped many people around her reach their goals. In the process, she has created a life by design.

“I’m very passionate about homeownership and very excited to talk with people about what their dreams are,” Christine says.

“I like being the person to dig into what someone needs and wants, and then finding that for them, especially if it takes thinking outside the box for things they may not have thought of.”



real story

By Dave Danielson

Gaining Experience and Expertise

Christine earned her real estate license in 2004. Before that, she had gained experience in another career path.

Breaking New Ground
“I had been working in various call centers, conducting training and working with quality assurance,” she remembers.

In time, Christine faced something all too familiar for those in corporate America.

“I found out I was going to be laid off. My boss thought enough about me that he told me in advance so I could



find a new job,” Christine remembers. “I told him that I always felt a calling for real estate. He supported and encouraged me.”

putting in a minimum of eight hours a day and figured out what to do to fill those eight hours with real estate-related activities. It took a while to start to gain traction. Then, at the point when I was thinking about doing some waitressing to supplement my income to stay afloat, I had my first closing.”

Building Momentum

She built from there. Through time, she has achieved outstanding results. In fact, she averages about 40 transactions a year, representing \$10 million to \$12 million in sales volume each year as an individual agent.

“I do my best to give my clients the same level of service that I would want to have – which includes consistent communication and timely responses to their inquiries, concerns and questions,” Christine says.

“Buying a house is stressful and emotional. I want to give them a very high level of service so they don’t have to wait any longer than they need to. I care about them and what they’re feeling.”

Designing — and Achieving — a Rewarding Life

Through the process of helping her clients achieve their goals, Christine has also moved forward to design and reach her own visions of what she wants life to be like.

A big step toward that was when Christine moved to Costa Rica from Arizona in 2020.

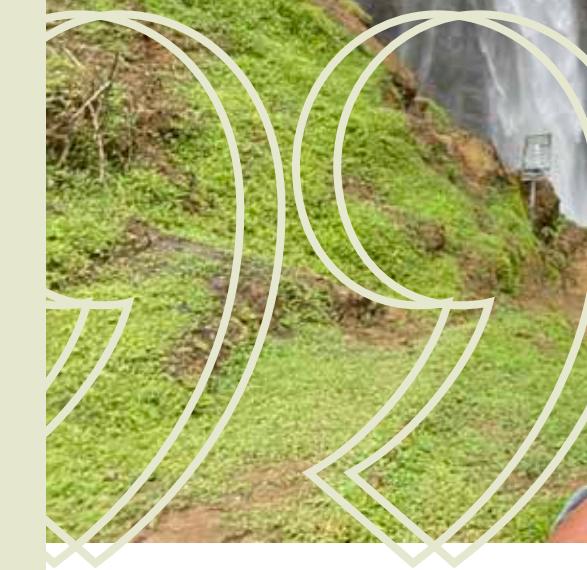
“At the time, my husband, Lance, and I decided we were working too much. Life was passing us by,” she recalls. “We decided that, with the things happening in the world, along with health issues with friends and family, that Costa Rica was calling us to slow down. So we sold everything and moved to Costa Rica.”

Christine’s dedicated approach to serving the needs of her clients has made the move to Costa Rica successful and rewarding all the way around.

“I feel extremely grateful in being able to run my business from Costa Rica. I have team members in Arizona who take care of the things I can’t do remotely. It has made me extremely grateful that over the last 18 years

“

I’M REALLY BIG ON EDUCATING PEOPLE (ON THE HOUSING MARKET AND BUYING/SELLING PROCESS) SO THEY HAVE THE INFORMATION TO MAKE THE DECISION THAT’S RIGHT FOR THEM ... AND TO ACHIEVE WHAT THEY WANT IN LIFE.



I did stay in touch and followed up with my clients, customers, and prospects,” Christine says with a warm smile.

During all of 2021, Christine worked part-time remotely from Costa Rica on her Arizona business. During that time she generated almost \$10 million in business on 18 transactions.

“I could not have done it without the help of Jennifer Mirigliani and Sharon Romano. These women made it possible for me to continue my Arizona business while living in Costa Rica and earning passive income,” she emphasizes.

“Jen is my primary business partner. For our larger clients and as Jen’s back-up, we have Sharon on our team. This ensures we always have enough resources for our clients. Our goal is to provide seamless service for everyone and make sure they are all very well taken care of. I’ve been very fortunate in that I am able to enjoy the best of both worlds. I’m very grateful for all of my clients in Arizona. They have made my transition here to Costa Rica so much easier.”

Christine treasures her time with Lance.

“I really appreciate his support and encouragement for me in what I do. I know the last 18-plus years in real estate were not easy on him with the hours that I put in. Now I get

to spend time with him and continue my passion for real estate at the same time,” she says with a smile.

In her free time, Christine enjoys time with Lance traveling, meeting new people and trying new adventures.

“We love exploring and trying new things. We are big foodies, love cooking and experiencing new cuisines and wines,” she says. “We also have two dogs that are very important in our lives.”

When it comes to giving back, Christine supports pet rescues. She also likes working on an individual level to help people who need extra support.

Those who get to know Christine rely on the qualities she has that makes dreams come true ... perseverance, diligence and the ability to really listen to what they need.

“I’m really big on educating people (on the housing market and buying/selling process) so they have the information to make the decision that’s right for them ... and to achieve what they want in life.”

Congratulations to Christine Holwell on leading by example when it comes to realizing life’s dreams.

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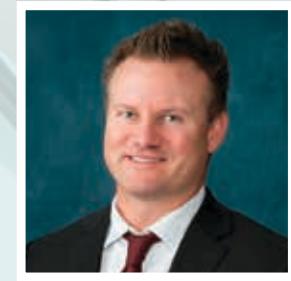
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Susan Seiber



Photo Credit Devin Nicole Photography

► rising star

By Sarah Wind

Susan Seiber became a licensed REALTOR® on January 2, 2018, and since then she's had a career volume of \$30 million, doing over 20 transactions a year. The thrill of the hunt and finding her clients' homes fuels Susan to blaze on to new heights.

Before she was married with children, she worked 8-5 jobs. But after she had kids, she fulfilled her dream to be a stay-at-home mom. As the kids got older, she became a fitness instructor. In 2017 they were becoming more self-sufficient and she remembered that when she was in high school, her mom became a real estate agent. After asking her mom what she thought of the idea of her getting her license, her mom said, "Absolutely. You should go out there and do it." So she did.

Susan's sons are now teenagers, ages 18, 15, and 13. "Being in real estate gives me the opportunity to work with people, and it allows me to be available for my three boys. I'm also grateful to bring a second income to our family and relieve some of the stress off my husband. Helping my family by working while still being able to spend time with them is the best of both worlds."

When we asked Susan what her three biggest strengths are in real estate she



Susan with her husband Brad and sons Brady 18, Brock 15, and Brody 13



Photo Credit Devin Nicole Photography



Susan's parents, Dale and Ruthann Froehlich.

said, "Communication, not giving up, and liking people. I communicate well with other agents and develop good rapport so they feel comfortable with me. As a buyer's agent it's important for me to let the listing agent know I'm bringing good clients to the table."

"My motto is don't give up. I work hard and I don't quit. I also encourage my buyers to not quit. I tell them, 'Buckle up and get ready for the roller coaster because it's going to be an up and down of emotions. But when we find the right house and everything's moving forward, you'll be so thankful you went through all those bumps to get the house you want.'"

"I also genuinely like people. I like meeting new people, talking to people, being out with people, and I don't mind driving around with people in the heat."

• • •



Photo Credit Devin Nicole Photography

“I’d like to truly just help people get started and be a resource for them.”

99



Photo Credit Devin Nicole Photography

...

“My husband and boys like just hanging out, playing cards, and swimming in the backyard. We’re also into dogs because we have eight of them! We have one service dog who is my son’s Type 1 diabetic alert dog, and the other seven are rescues. They’re chihuahuas and dachshund mixes, and most of them have health issues. ‘Adopt, don’t shop,’ is what I say.”

When we asked Susan what her long-term goals are as an agent, she didn’t focus on herself, but on others. “I’d like to mentor new agents and talk to them and encourage them to stay positive and keep fighting. So many agents take the test and say, ‘What do I do now?’ Then when they approach other agents to ask questions, they get responses like, ‘If I do this it will be 20%. If I do that it will be 50%.’ I’d like to truly just help people get started and be a resource for them.”

Susan’s altruistic attitude alongside of her stellar numbers make her a rising star in our book.

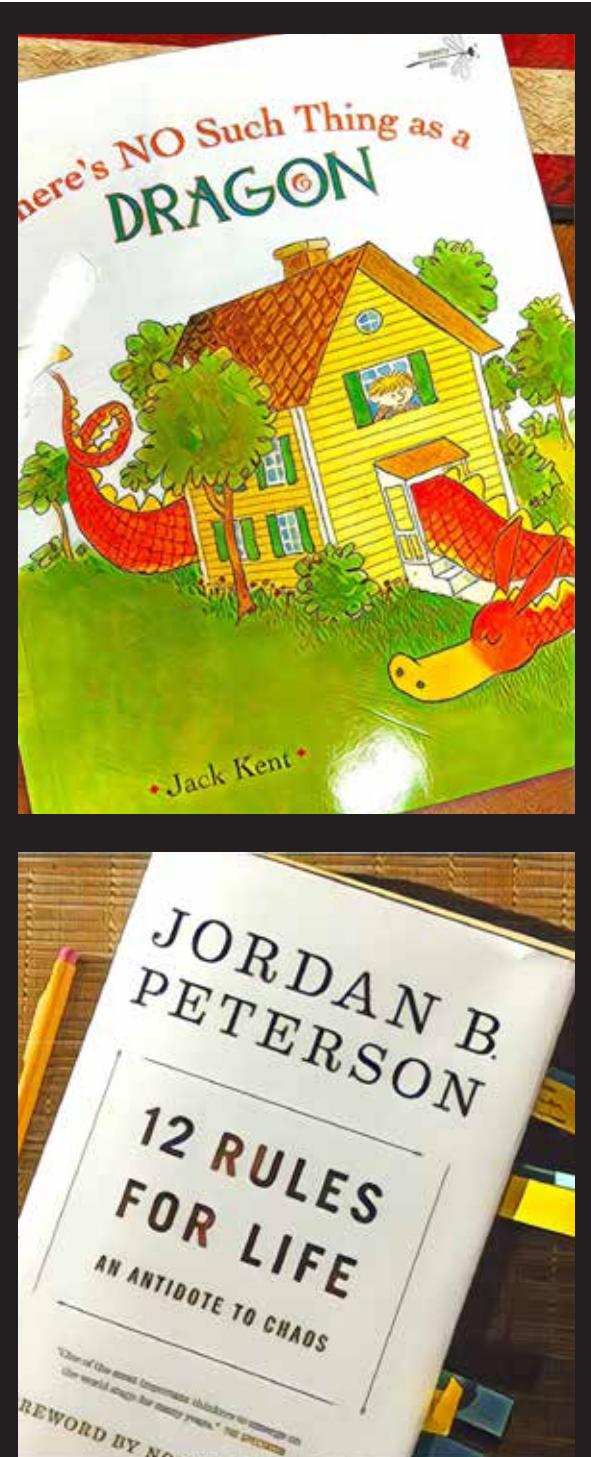
BOOK REVIEW MASH UP!

12 RULES TO LIFE: AN ANTIDOTE TO CHAOS – THERE'S NO SUCH THING AS A DRAGON



► book review
By Chris Reece

Buckle up: This book review is a mash-up! One, because of my sheer laziness, and two, because the ideas in the main book are too big to talk about in one review. Jordan Peterson is a psychologist and therapist; he wrote a very heavy book, *12 Rules To Life: An Antidote to Chaos*, and Jack Kent wrote *There's NO Such Thing as a Dragon*. One of the chapters in Peterson's book he mentions the children's book titled *There's NO Such Thing as a Dragon*. Knowing I had a book review coming due, I listened intently about the point Peterson was about to drop in regards to this children's book. It would be a cheap, quick and easy read, and I'd be able to make a play on the strong moral point of a kids book to a bunch of real estate professionals that read this publication. Laziness at its finest, right!? Well ... the point Peterson made about this *There's NO Such Thing as Dragons* book was much stronger than I expected. It's about the importance of being noticed.



Peterson's book *12 Rules to Life* is one of the heaviest mental books I've ever listened to, and frankly I'm glad I'm listening to it instead of reading it. The author narrates the book himself, so he's able to interject his feelings into the sentences. You can hear how precise his arguments are. And he adds personal stories into his antidote to the chaos in his own life. I haven't seen many "study" book authors do that. Many other books seem to be filled with stories from the outside of their personal lives that were just analyzed. The *12 Rules* book begins with humankind's earliest teachings about how God created order out of chaos. Chaos has always been, and we have to use our words to bring order to it. Please know that is a very simple and basic summary of his masterpiece of a book.

Jumping right to Rule 10, "Be Precise in your Speech," where Peterson gives us the quick summary of Jack Kent's children's book *There's No Such Thing as a Dragon*. It's a book about being noticed.

"There is a story for children, *There's No Such Thing as a Dragon*, by Jack Kent, that I really like. It's a very simple tale, at least on the surface. I once read its few pages to a group of retired University of Toronto alumni and explained its symbolic meaning. It's about a small boy, Billy Bixbee, who spies a dragon sitting on his bed one morning. It's about the size of a house cat and friendly. He tells his mother about it, but she tells him that there's no such thing as a dragon. So, it starts to grow. It eats all of Billy's pancakes. Soon it fills the whole house. Mom tries to vacuum, but she has to go in and out of the house through the windows because of the dragon everywhere. It takes her forever. Then, the dragon runs off with the house. Billy's dad comes home—and there's just an empty space, where he used to live. The mailman tells him where the house went. He chases after it, climbs up the dragon's head and neck (now sprawling out into the street) and rejoins his wife and son. Mom still insists that the dragon does not exist, but Billy, who's pretty much had it by now, insists, "There is a dragon, Mom." Instantly, it starts to shrink. Soon, it's cat-sized again. Everyone agrees that dragons of that size (1) exist and (2) are much preferable to their gigantic counterparts. Mom, eyes reluctantly opened by this point, asks somewhat plaintively why it had to get so big. Billy quietly suggests: "Maybe it wanted to be noticed."

Chew on that.

Personalize it. What was the last thing you blew up about personally. Is it because someone didn't notice you? Or you didn't feel noticed. What if you're not Billy or the Dragon? What if you're Billy's mom? What if you're Billy's mom "cleaning" around your own dragon growing out of control in your own life and your spouse, children and peers are trying to tell you how big your dragon is. The more you think about this thing, the bigger being NOTICED becomes.

What I really like is that as soon as the dragon is noticed, he goes back to a normal, manageable size. What thing, what relationship, what obstacle is becoming too big to handle. Maybe ask yourself what needs to be noticed.

Peterson's *12 Rules to Life: An Antidote to Chaos* was not an easy listen. He tackles multiple points that are truly chaotic in my own life. He provides solutions in each of the 12 Rules, but in my own life they all seem to funnel through this notion of being noticed. The momma, Bixbee, didn't even know the dragon existed while her whole home chaotically moved across the city.

Just noticing ended chaos. Now, most of us are REALTORS®, so I'm not sure if we'll ever be cured of the chaos. But noticing when we're in it might help us breathe just a little bit better.

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ASHLEY MCCOMBS,

Keller Williams Integrity First Realty

Credit is extremely important; it's not a
toy, and you need it for every aspect of
your life.



BECKY KOLB,

Keller Williams Integrity First

Every prospect isn't a good client.

It took me two or three listings to learn
that not every seller is a good client.
When they are difficult in the dating
process, they are not going to be a good
marriage partner. Learn to ask the right
questions, and remember the interview
is two-way – you are interviewing them
to see if they are a good fit with you
and your team. It's OK to tell someone
you just aren't the right person to take
their listing. And if you take it anyway,
as I did a couple of times, it's OK to
document the issues and fire them if
necessary. Some clients are just not
worth the effort. Move on to the ones
who appreciate your value.



MIKE HARGARTEN,

Realty ONE Group

Don't eat yellow snow... But really, I've
always been a grinder and as a former
social studies teacher, I have lived
the hard way in my early years by not
following this, and enjoy great success
now by following the outline: "Good
things come to those who wait... But
only the things left over from those who
hustled before you." – Abe Lincoln



RANDY BERG,

Russ Lyon Sotheby's International Realty

I believe the most valuable lesson I
had to learn the hard way is when
approached with an unruly person,
off-the-track scenario or a problem
in general, is to take a step back and
assess before opening my mouth and
responding immediately. Most problems
do not need to be resolved in an instant,
and by taking the time to think before
you act so as to truly offer a thoughtful
response or solution, will almost always
bring the issue to a peaceful resolve.



JEFF SUTHERLIN,

eXp Realty

I suddenly lost my father to COVID in July of 2020,
just like countless others. I was very close to my
father. You always think you have more time to do
meaningful things with those that you love. I always
thought I would have more time with my dad. I have
tried to change my life after I lost my dad, and now
I do not wait to say the things that matter most. I
do not wait to spend time with those that I want to
be with. I try to live my life in the present and less
in the future. COVID has taken away many things
from so many. But, there is always light that breaks
through the darkness. And when there is darkness
in my life, I focus on God and His Son, Jesus. They
show me the light so I can share that light with others.
And I remember to not wait to serve ... not wait
to love ... and not wait to forgive. I have learned not
to wait!

...

...



KENNETH ORTIZ,
Keller Williams Integrity First

Understanding your clients' motivations is more important than the transaction itself.

Even though our primary role is to help those looking to buy homes, it's just not that simple. Not understanding the motivations and underlying pain points can be detrimental to the client in the long run. Some people should not buy a home; for some, it's just not the right time. Being there for them and helping them realize, talk through, and fully understand their situation and giving them all of the data. Helping them and advising them even when the advice is, it may not be the best time for you. Bottom line, all REALTORS® need a good dose of empathy, and they need to put the client before the goal.



CHRIS TILLER,
Russ Lyon Sotheby's International Realty

The cheapest option is often the most expensive decision you can make.



NICK KIBBY,
Keller Williams

You can't have success without struggle.



LEILA WOODARD,
My Home Group

Accept that balance doesn't look like "balance."

When I was younger, I used to think that finding balance meant being able to devote myself to all the things that were important to me, in somewhat equal measure, every day.

I thought balance was:
Finding time for self-care
Spending quality time with friends and family
Doing productive work
Keeping my house clean
And so on and so on...

I needed to take a step back and look at the big picture.

What was I doing over the course of a week or even a month? What I realized is that in order to balance your life, sometimes important things need to sit on the backburner for a while. You don't have to keep all of your balls in the air at once.



KELLY SAGGIONE,
eXp Realty

That finding your true calling takes time. I wish I would have taken a gap year or traveled rather than rack up student debt in a degree I don't use. Real estate is now my passion, and I'm so grateful I get to do what I love. I wish I had found it sooner!



MO YAW,
Realty Executives

You can't control everything in life. You just have to let go and let things happen. Do the best you can and not dwell on things – keep moving forward, and everything will work out the way it's supposed to!

Sometimes this is a hard lesson to learn – it's a good one though!



ADAM MARTIN,
eXp Realty

I would have to say that the life lesson I learned the hard way is this: It is OK to walk away from someone if happiness is not promoted. Too many times in my younger days, I chose to keep people in my life that were not worth it. I thought that things would change, but the only thing that changed was me. I lost myself to please others and became someone I was ashamed of. Once I started surrounding myself with people who loved me for who I truly was, and eliminated those that wanted me to be someone else, I found that I am a pretty special person. I do not have to prove myself to anyone, and that makes me a better person. Happiness does not come from changing yourself, but instead surrounding yourself with those who accept you for you.



CASSANDRA MUELLER,
eXp Realty

The hardest life lesson I have learned is that you can't put the cart before the wheel. Creating a strong foundation, whether it be in friendships, marriage, or business, you can't bypass steps. There are no shortcuts, just lessons you learn along the way. Without structure and implementing processes, you can't get to the next level you want to achieve. I am learning this on a deeper level right now while building my real estate team and trying to balance my personal life.



ANNETTE HOLMES,
United Brokers Group

The life lesson I learned the hard way is that life is really short, and we are not really in control. When I was 26, my second son was stillborn. It was such a shock and so unexpected. It changed my whole perspective on life, and I became ever so much aware and thankful for every day. I treasure my family and friends, and try to remember every day is special.



SUSAN SEIBER,
eXp Realty

Only focus on what you can control.

When my middle child was diagnosed with type 1 diabetes, I felt anger, frustration and, at times, helplessness. Why did this happen to him? Will they ever find a cure? Please make it go away! I spent so much energy on things I couldn't control. But then I realized the effect my outlook was having on myself and my family. My middle son (and now my youngest too) have type 1 diabetes – so what? They are otherwise healthy, loving, kind boys, and I give thanks every single day for this wonderful family of mine. Working on mindfulness, faith, and being present not only helped me be a better mom but a better REALTOR® as well. This market has been challenging for so many people, but there's nothing we can do right now to change that. Instead, I work with wonderful people and I'm going to fight every day to find them the best home possible. We've got this!



YALIN CHEN-DORMAN,
Realty ONE Group

The life lesson I learn the hard way is that the phrase "it's never too late" is not always true.

Years ago, I met a wonderful elderly couple through a lender as potential clients wanting to sell their home. I helped them sell their home, but we also became friends, and I visited them whenever I was in the area. A year after they sold their home, the wife was put in hospice; a few months later, she passed away. I kept in touch with the husband, and still visited him at least every month. Our special friendship lasted for a while, then one day he told me he was diagnosed with lung cancer. He still wanted me to visit him sometimes when he was not too tired, which I did for a few months, then I got so busy with my career, and the frequencies of visiting him had subsided. I used the excuses of my business and family to keep me too busy, so I stopped visiting him. Time went by about another year or two, then one day I decided to pick up the phone and call him, and his phone has been disconnected. His property was no longer under his name but his sister-in-law's, which was his plan.

I've learned that some things can not wait; some things might be too late if you don't do it now. So, I remind myself to give hugs when I feel like it; I call family or friends when I have free time for a chat or lunch, or just to say hi. I realize sometimes it's too late if we don't act. I learned this the hard way of losing a person I cared for; and the regret is still with me today.



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► weserv monthly update

By Roger Nelson, CEO of the West and Southeast REALTORS® of the Valley Inc.

WeSERV Congratulates our 2022 Leadership Graduates

What defines a leader? Is it a person's ability to motivate and serve others? The West and SouthEast REALTORS® of the Valley (WeSERV) is fortunate to have real estate professionals who fit these qualities. Recently, WeSERV had the pleasure of celebrating our annual Leadership Program Graduation. Our Leadership Program was established in 2004, during which time our board believed it was crucial to develop leaders within our industry. This unique educational opportunity is not only about making you a better REALTOR®; it's also about building your community and becoming a successful leader throughout your life.

This year, WeSERV had eight incredible individuals become Leadership graduates. The participants garnered knowledge of how our association runs from a developmental level, from attending board meetings to learning about the various committees WeSERV offers. It's vital for our association to provide such insight so the Leadership Program participants are encouraged to get involved.

In addition, the leadership group conducted a class project that centered on giving back to their community. The group decided to team up with the Rise and Dream Foundation and provided more than 70 children with non-perishable items. Items were given to students at Gateway Pointe Elementary School in Gilbert. The children were given backpacks filled with food to supplement their meals throughout the spring

break. Food consisted of breakfast, lunch, and dinner. WeSERV's Leadership Program students worked together to package the boxes of items. Bill Paden, who is part of the Leadership Program, said his company VIP Mortgage made a \$5,000 donation through the VIP Foundation to help support the Rise and Dream Foundation's Harvest for the Hungry Food Drive.

WeSERV has been fortunate to have Leadership graduates serve in many different roles in the association. Such as being on our board of trustees, committee chairs, and even Chief Operating Officer. We do not doubt that the 2022 WeSERV Leadership Graduates will continue advancing in their own professional business and within WeSERV. Once again, congratulations to our 2022 WeSERV Leadership Graduates.

2022 Leadership Graduating Class

Cheryl Benjamin | Real Broker AZ
Roseline Cristanelli | Reliance First Realty
Joanie DiMatteo-Godsey | North & Co.
Allison Fox | eXp Realty
Sarita Hill | eXp Realty
Bill Paden | VIP Mortgage
Ellen Smith | Realty ONE Group
Cyndi Wilson | West USA Realty

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1–March 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022	#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
1	Derek Dickson	Offerpad	117,396,658	217	35	Eric Brossart	Keller Williams Realty Phoenix	9,241,750	10.5
2	Daniel P Noma	Venture REI, LLC	82,379,543	171	36	Amy Laidlaw	Realty Executives	9,202,200	6
3	Frank Vazquez	Venture REI, LLC	62,592,843	123.5	37	Kimberly C Smith	RETSY	9,150,000	1
4	Yvonne C Bondanza-Whittaker	Zillow Homes Inc	50,825,034	108.5	38	Chris Allen	Hague Partners	9,119,550	14.5
5	Karl Tunberg	Hague Partners	30,668,962	54	39	Kathleen Scott	Redfin Corporation	9,066,410	6
6	Mary Jo Santistevan	Berkshire Hathaway HomeServices AZ	25,278,703	39	40	Tiffany Gobster	My Home Group Real Estate	9,031,000	2
7	Darwin Wall	Realty ONE Group	23,201,755	30	41	Rodney Wood	Realty ONE Group	8,962,850	14
8	Jacqueline Shaffer	Offerpad	22,703,100	49	42	Delaney S Rotta	Launch Real Estate	8,913,000	4
9	Nick & Kristy Dewitz	Hague Partners	21,280,000	39	43	Thomas L Wiederstein	Redfin Corporation	8,908,950	13.5
10	Kenny Klaus	Keller Williams Integrity First	20,817,712	38	44	Stacy Hecht	RE/MAX Desert Showcase	8,676,250	8
11	Rebecca Hidalgo Rains	Berkshire Hathaway HomeServices AZ	18,301,620	41	45	Chris Anthony Castillo	CPA Advantage Realty, LLC	8,600,000	3
12	Lacey Lehman	Realty ONE Group	16,741,465	31	46	Rebekah Liperote	Redfin Corporation	8,464,000	10
13	Carol A. Royse	Keller Williams Realty East Valley	16,658,875	24.5	47	Chantel Gutierrez	Perkinson Properties LLC	8,452,000	20
14	Garrett Lyon	eXp Realty	16,395,928	28.5	48	Adam Prather	Russ Lyon Sotheby's International Realty	8,434,500	7
15	Shannon Gillette	Launch Real Estate	15,145,118	30	49	Zack Alawi	Zillow Homes Inc	8,416,736	18.5
16	Shanna Day	Keller Williams Realty East Valley	14,495,474	18	50	Allen R Willis	Ensign Properties Corp	8,086,200	14
17	John Hrimnak	Hague Partners	13,135,522	23.5					
18	Tyler Blair	My Home Group Real Estate	13,111,750	26.5					
19	Bob & Sandy Thompson	West USA Realty	12,760,600	15					
20	Radojka Lala Smith	eXp Realty	12,080,000	17					
21	Lorraine Ryall	KOR Properties	11,983,500	13					
22	Rick Metcalfe	Canam Realty Group	11,887,710	26					
23	Brett Worsencroft	Keller Williams Integrity First	11,472,750	7					
24	Mindy Jones	Keller Williams Integrity First	11,377,653	27					
25	Blake Clark	Limitless Real Estate	10,639,209	16					
26	Russell Mills	Close Pros	10,535,500	11					
27	Charlotte Young	Keller Williams Realty Sonoran Living	10,073,640	18					
28	Jody Sayler	Just Selling AZ	10,023,000	19					
29	Tiffany Carlson-Richison	Realty ONE Group	9,802,400	14					
30	Heather Openshaw	Keller Williams Integrity First	9,723,750	15.5					
31	Tina M. Sloat	Tina Marie Realty	9,495,000	16					
32	Anne Zangl	Russ Lyon Sotheby's International Realty	9,280,000	3					
33	Shawn Camacho	United Brokers Group	9,260,000	13.5					
34	Russell Wolff	My Home Group Real Estate	9,255,000	3					



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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1–March 31, 2022

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51	Alexander M Prewitt	Hague Partners	7,852,500	13.5	85	Harold Winey	Keller Williams Northeast Realty	6,200,000	2			
52	Nathan D Knight	ProSmart Realty	7,816,400	14.5	86	Carey Kolb	Keller Williams Integrity First	6,159,052	12.5			
53	Velma L Herzberg	Berkshire Hathaway HomeServices AZ	7,798,700	10	87	Michaelann Haffner	Michaelann Homes	6,148,000	11			
54	Chun Crouse	RE/MAX Fine Properties	7,739,980	14	88	Geoffrey Adams	Realty ONE Group	6,141,750	11			
55	Gordon Hageman	My Home Group Real Estate	7,676,382	11	89	Philip Dimas	Zillow Homes Inc	6,110,650	12			
56	Richard Harless	AZ Flat Fee	7,675,550	11.5	90	Chris Baker	Hague Partners	6,109,000	9.5			
57	Mark Captain	Keller Williams Realty Sonoran Living	7,632,250	8	91	Sonia Silva	Zillow Homes Inc	6,083,000	12.5			
58	Robyn Brown	My Home Group Real Estate	7,596,900	10	92	James S Kuttner	RE/MAX Professionals	6,055,000	4			
59	Shawn Rogers	West USA Realty	7,566,499	11.5	93	Grady A Rohn	Keller Williams Realty Sonoran Living	6,053,000	8			
60	Joe Carroll	HomeSmart	7,496,340	10.5	94	Daryl R Snow	Zillow Homes Inc	6,018,700	13.5			
61	Jason L Bond	My Home Group Real Estate	7,455,000	12	95	Dustin Posey	Property Hub LLC	6,018,200	14			
62	Michael Ratzken	Two Brothers Realty	7,415,250	10	96	Pamm Seago-Peterlin	Century 21 Seago	5,998,000	8			
63	Ben Leeson	Keller Williams Integrity First	7,303,750	11	97	Kirk A DeSpain	Call Realty, Inc	5,963,527	9			
64	TJ Kelley	Keller Williams Integrity First	7,303,750	11	98	Eric Dixon	On Q Property Management	5,962,000	10			
65	Vivian Gong	West USA Realty	7,283,000	12	99	Dawn Carroll	Lori Blank & Associates, LLC	5,954,000	9			
66	Justin Cook	RE/MAX Solutions	7,238,700	12	100	Jim Sobek	Weichert, Realtors-Home Pro Realty	5,945,000	7			
67	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	7,234,441	11.5	Disclaimer: Information is pulled from WeServ. Only residential sales and sales inside of the East Valley are included. New construction and sales outside of the East Valley are not included.							
68	Thomas Popa	Thomas Popa & Associates LLC	7,204,000	6								
69	Angela Tauscher	Rover Realty	7,045,000	4								
70	Marjan Polek	AZ Flat Fee	7,018,550	10.5								
71	Matthew Allen Veronica	Keller Williams Integrity First	6,979,256	12.5								
72	Jason Crittenden	Realty ONE Group	6,911,950	13								
73	Benjamin Arredondo	My Home Group Real Estate	6,887,700	12.5								
74	Robert Reece	United Brokers Group	6,832,000	13.5								
75	Scott R Dempsey	Redfin Corporation	6,811,950	11.5								
76	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	6,724,264	5.5								
77	S.J. Pampinella	Redfin Corporation	6,618,000	9								
78	Julia Anne Brummer	Zillow Homes Inc	6,557,000	14.5								
79	Brian Davidson	Hague Partners	6,545,700	14								
80	Katherine R. Littell	Zillow Homes Inc	6,483,687	13.5								
81	Jill Stadum	My Home Group Real Estate	6,412,000	9								
82	Elizabeth A Stern	Farnsworth Realty & Management	6,399,000	15								
83	Denver Lane	Balboa Realty, LLC	6,357,453	9.5								
84	Michael Smith	West USA Realty	6,253,400	8								



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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1–March 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022	#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
101	Lindsay M Bingham	My Home Group Real Estate	5,882,000	10	119	Lisa Fonseca	Lori Blank & Associates, LLC	5,446,000	8
102	Heather Christine Morales	Homie	5,857,500	11	120	Annette E. Holmes	United Brokers Group	5,436,000	8
103	Ashlee Renee Castro	My Home Group Real Estate	5,843,500	13	121	Kelly Saggione	eXp Realty	5,422,400	8
104	Jason Zhang	Gold Trust Realty	5,840,888	8.5	122	Mallory R. Dachenhausen	Elpis Real Estate Boutique	5,416,100	7
105	Zeb Adams	My Home Group Real Estate	5,794,250	4.5	123	Christy Rios	Keller Williams Integrity First	5,411,500	7
106	Kraig Klaus	Keller Williams Integrity First	5,720,200	10	124	Barbara Schultz	Coldwell Banker Realty	5,352,500	11
107	Gigi Roberts-Roach	Coldwell Banker Realty	5,681,138	10	125	Pierre Wilson	Russ Lyon Sotheby's International Realty	5,340,000	2.5
108	Bryce A. Henderson	Four Peaks Brokerage Company	5,678,000	8	126	Brian Christopher McKernan	ProSmart Realty	5,340,000	14
109	Mary Newton	Keller Williams Integrity First	5,666,900	15	127	Richard Johnson	Coldwell Banker Realty	5,319,500	10
110	Betsey L. Birakos	Jason Mitchell Real Estate	5,660,500	10	128	Amy N Nelson	Keller Williams Realty East Valley	5,306,000	5
111	Paul Pastore	Infinity & Associates Real Estate	5,615,500	5	129	Gary R Smith	Keller Williams Integrity First	5,301,500	6.5
112	Janice Lawrence	RE/MAX Alliance Group	5,605,000	5	130	Kelly Khalil	Redfin Corporation	5,284,050	9.5
113	Angel Ureta	North & Co	5,545,000	2	131	William G Barker	HomeSmart	5,240,800	12.5
114	Debi Gotlieb	Key Results Realty LLC	5,519,300	8	132	Eve Tang	Keller Williams Realty Sonoran Living	5,225,500	7
115	Dallas Wormley	Metro Realty	5,503,500	7	133	Eric Ford	My Home Group Real Estate	5,202,800	12
116	Austin J Merrell	Realty ONE Group	5,485,750	6	134	Heidi S Spielman	My Home Group Real Estate	5,184,100	29
117	Jesse Wintersteen	ProSmart Realty	5,484,000	11	135	Mike Mendoza	Keller Williams Realty Sonoran Living	5,177,500	7
118	Heather M Mahmood-Corley	Redfin Corporation	5,450,000	12	136	Scott Cook	RE/MAX Solutions	5,176,500	9.5
119	Lisa Fonseca	Lori Blank & Associates, LLC	5,446,000	8	137	Keith M George	Coldwell Banker Realty	5,124,998	16
120	Annette E. Holmes	United Brokers Group	5,436,000	8	138	Marci Burgoyne	Crown Key Real Estate	5,116,100	8
121	Kelly Saggione	eXp Realty	5,422,400	8	139	Jaime L Blikre	My Home Group Real Estate	5,109,000	10.5
122	Mallory R. Dachenhausen	Elpis Real Estate Boutique	5,416,100	7	140	Curtis Johnson	eXp Realty	5,101,200	11
123	Christy Rios	Keller Williams Integrity First	5,411,500	7	141	Brandi Samples	Long Realty Partners	5,095,000	8
124	Barbara Schultz	Coldwell Banker Realty	5,352,500	11	142	John Evenson	eXp Realty	5,071,900	10
125	Pierre Wilson	Russ Lyon Sotheby's International Realty	5,340,000	2.5	143	Gina Donnelly	ProSmart Realty	5,065,000	7
126	Brian Christopher McKernan	ProSmart Realty	5,340,000	14	144	Frank Gerola	Venture REI, LLC	5,039,640	9.5
127	Richard Johnson	Coldwell Banker Realty	5,319,500	10	145	Kevin McKiernan	Venture REI, LLC	5,039,640	9.5
128	Amy N Nelson	Keller Williams Realty East Valley	5,306,000	5	146	Gary Chen	Arizona United Realty	5,025,000	7
129	Gary R Smith	Keller Williams Integrity First	5,301,500	6.5	147	Brian J Cunningham	eXp Realty	5,022,600	6
130	Kelly Khalil	Redfin Corporation	5,284,050	9.5	148	Danielle Bronson	Redfin Corporation	5,006,005	11
131	William G Barker	HomeSmart	5,240,800	12.5	149	Beverly Berrett	Berkshire Hathaway HomeServices AZ	4,991,471	7
132	Eve Tang	Keller Williams Realty Sonoran Living	5,225,500	7	150	Christy Meek	My Home Group Real Estate	4,988,900	10
133	Eric Ford	My Home Group Real Estate	5,202,800	12					
134	Heidi S Spielman	My Home Group Real Estate	5,184,100	29					
135	Mike Mendoza	Keller Williams Realty Sonoran Living	5,177,500	7					
136	Scott Cook	RE/MAX Solutions	5,176,500	9.5					
137	Keith M George	Coldwell Banker Realty	5,124,998	16					
138	Marci Burgoyne	Crown Key Real Estate	5,116,100	8					
139	Jaime L Blikre	My Home Group Real Estate	5,109,000	10.5					
140	Curtis Johnson	eXp Realty	5,101,200	11					
141	Brandi Samples	Long Realty Partners	5,095,000	8					
142	John Evenson	eXp Realty	5,071,900	10					
143	Gina Donnelly	ProSmart Realty	5,065,000	7					
144	Frank Gerola	Venture REI, LLC	5,039,640	9.5					
145	Kevin McKiernan	Venture REI, LLC	5,039,640	9.5					
146	Gary Chen	Arizona United Realty	5,025,000	7					
147	Brian J Cunningham	eXp Realty	5,022,600	6					
148	Danielle Bronson	Redfin Corporation	5,006,005	11					
149	Beverly Berrett	Berkshire Hathaway HomeServices AZ	4,991,471	7					
150	Christy Meek	My Home Group Real Estate	4,988,900	10					

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New construction and sales outside of the East Valley are not included.

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TOP 300 STANDINGS

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151	Thomas Jovanovski	Delex Realty	4,968,000	7.5
152	Jenna L. Marsh	Realty Executives	4,956,750	9
153	Eric Avdee	Keller Williams Realty Phoenix	4,908,400	6.5
154	Carin S Nguyen	Keller Williams Realty Phoenix	4,900,899	9
155	Matthew Kochis	Keller Williams Realty East Valley	4,872,000	9.5
156	Leila A. Woodard	My Home Group Real Estate	4,856,100	8
157	Aartie Aiyer	Aartie Aiyer Realty LLC	4,840,900	7
158	Kirk Erickson	Schreiner Realty	4,836,500	7.5
159	Brian Kingdeski	Gentry Real Estate	4,830,750	9.5
160	Robin R. Rotella	Keller Williams Integrity First	4,830,100	9
161	Tim Esteban	HomeSmart	4,819,500	6
162	Kimberley Stoegbauer	TomKat Real Estate	4,812,500	2.5
163	Benjamin Graham	Infinity & Associates Real Estate	4,810,833	8
164	Gus Palmisano	Keller Williams Integrity First	4,796,800	9
165	Sara J Weller	Berkshire Hathaway HomeServices AZ	4,771,000	7
166	Len Nevin	eXp Realty	4,746,750	7
167	Lauren Wood	Realty ONE Group	4,726,150	6.5
168	Travis M Flores	Keller Williams Integrity First	4,703,700	9
169	Kimberly Healy-Franzetti	West USA Realty	4,699,000	5
170	Jeremy A Wilson	Russ Lyon Sotheby's International Realty	4,663,600	5.5
171	Sherri L. Stella	Russ Lyon Sotheby's International Realty	4,659,000	7
172	Angela Larson	Keller Williams Realty Phoenix	4,652,800	14
173	Thomas Dempsey Jr	DPR Realty LLC	4,630,800	12
174	Anthony Guerrero	Russ Lyon Sotheby's International Realty	4,614,000	4
175	Henry Wang	eXp Realty	4,607,750	6.5
176	Heintje Tjahja	HomeSmart	4,607,000	8
177	David Clinton Hoefer	Century 21 Arizona Foothills	4,602,500	5.5
178	Andrew Bellino	Realty Executives	4,600,000	1.5
179	J Marty Flowers	Realty ONE Group	4,592,000	6
180	Eleazar Medrano	HomeSmart	4,578,950	7
181	Paul Christoffers	American Realty Brokers	4,574,000	11
182	Alice Ying Lin	The Housing Professionals	4,530,000	8
183	Lisa A Dixon	HomeSmart	4,525,900	10
184	Timothy Ehlen	RE/MAX Alliance Group	4,507,861	6.5

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
185	Robert DeAndrea	Momentum Brokers LLC	4,505,000	2
186	Janine M. Igliane	Keller Williams Realty East Valley	4,496,899	6.5
187	Scott Graff	eXp Realty	4,490,000	5
188	W. Russell Shaw	Realty One Group	4,489,750	10
189	Craig McGrouther	Hague Partners	4,489,000	8
190	Mary Almaguer	Apache Gold Realty, LLC	4,473,750	12.5
191	James A Carlsto	Hague Partners	4,472,000	8
192	Michael Kent	RE/MAX Solutions	4,442,600	10
193	Caitlin Bronsky	My Home Group Real Estate	4,410,000	4
194	Kyle J. N. Bates	My Home Group Real Estate	4,402,550	8
195	Karen C. Jordan	Thomas Popa & Associates LLC	4,395,000	4.5
196	Tammie Fischer	Offerpad	4,391,000	7.5
197	Jeanette Wiesenhofer	West USA Realty	4,390,000	3
198	Fady Abuhmaidan	EPIC Home Realty	4,379,900	3
199	Jason Dawson	North & Co	4,340,000	6.5
200	Chris Lundberg	Redeemed Real Estate	4,333,620	6

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1–March 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
201	Matthew S. Potter	Stunning Homes Realty	4,302,100	10.5
202	Chris Benson	NextHome Alliance	4,299,240	8
203	Angel Ung	HomeSmart	4,285,000	4
204	Danny Kallay	Launch Real Estate	4,284,500	10
205	Catherine Merlo	Berkshire Hathaway HomeServices AZ	4,281,000	7
206	Heather Orlando	HomeSmart	4,279,000	3
207	Aaron C. Hawkins	Keller Williams Realty Sonoran Living	4,256,000	3
208	Kimberly Lotz	Redfin Corporation	4,228,500	8.5
209	Lauren Sato	West USA Realty	4,216,900	9
210	William John Barker	HomeSmart	4,207,750	9
211	Katrina L McCarthy	Hague Partners	4,198,450	7.5
212	James Bill Watson	Keller Williams Realty Sonoran Living	4,198,000	6
213	Shelly Law	My Home Group Real Estate	4,196,450	9
214	Michele Keith	HomeSmart	4,157,000	5.5
215	Elmon Krupnik	Stunning Homes Realty	4,152,000	6
216	Kristin A Ray	Stunning Homes Realty	4,152,000	6
217	Richard M Orcutt	Ogden and Company	4,140,000	4
218	Michael Barron	Infinity & Associates Real Estate	4,130,500	4
219	Jorge L Quijada	neXGen Real Estate	4,129,500	5
220	Allison T Johnson	United Brokers Group	4,124,000	3
221	Kathleen Reiser	Keller Williams Realty Sonoran Living	4,117,390	7
222	Scott Morgan	eXp Realty	4,114,000	6
223	Jason LaFlesch	Results Realty	4,094,500	7.5
224	Nate Randleman	Infinity & Associates Real Estate	4,089,000	7
225	Sarah A Nash	ProSmart Realty	4,073,000	7
226	Jill Vicchy Heimpel	RE/MAX Classic	4,068,649	11
227	Dillon A Martin	Realty Executives	4,052,000	9.5
228	Melanie Nemetz	Keller Williams Integrity First	4,050,450	6.5
229	Aimee Olinger	Delex Realty	4,047,500	4
230	Lynette Clemens	Keller Williams Realty Sonoran Living	4,043,550	8
231	David M Cline	Keller Williams Realty East Valley	4,032,500	2.5
232	Tyler Monsen	Offerpad	4,032,500	6
233	Steve Hueter	eXp Realty	4,027,000	6
234	Renee Merritt	Keller Williams Arizona Realty	4,023,350	3

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
235	Eric R Middlebrook	Keller Williams Realty East Valley	4,020,375	5.5
236	Joseph J. Tropple	Realty ONE Group	4,017,000	6
237	Aimee N. Lunt	RE/MAX Solutions	4,000,000	3
238	Teresa M Porpiglia	My Home Group Real Estate	3,987,700	8
239	Joshua Will Hogan	eXp Realty	3,982,000	7.5
240	Judy Grieser	HomeSmart	3,971,900	4
241	Nick Bastian	Realty Executives	3,971,000	6.5
242	Peg E Bauer	Cactus Mountain Properties, LLC	3,969,700	8.5
243	Tricia L Kolb	Keller Williams Integrity First	3,949,052	7
244	Jessica L Vukobratovich	eXp Realty	3,946,000	6
245	Shar Rundio	eXp Realty	3,938,000	7
246	Julia Kovalyova	Realty Executives Arizona Territory	3,925,000	7
247	Ciara Rios	Keller Williams Integrity First	3,902,000	5
248	Heather Sagnella	Brewer & Stratton Property Management LLC	3,900,000	1
249	Carol Gruber	eXp Realty	3,893,750	8
250	Marcia S Nowell	eXp Realty	3,892,751	4.5

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TOP 300 STANDINGS

 **Teams and Individuals** Closing Dates From January 1–March 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022	#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 03/31/2022	Total Unit Sales 01/01/2022 - 03/31/2022
251	Kathryn R Arter	Realty ONE Group	3,885,000	6	269	Angela Gordon	Limitless Real Estate	3,755,000	5
252	Greg Askins	Realty Executives	3,880,130	7	270	Brian O'Brien	Realty Executives	3,739,000	6.5
253	David C Zajdzinski	eXp Realty	3,873,000	7	271	Michelle Rae Colbert	Keller Williams Integrity First	3,739,000	9
254	Emily Meinders	HomeSmart	3,865,000	2	272	James L. LaSon II	Balboa Realty, LLC	3,735,500	6.5
255	Patricia A Dropping	Bayer Realty	3,865,000	2	273	Jody Mallonee	Hague Partners	3,707,400	7
256	Kris Cartwright	Locality Real Estate	3,864,000	8	274	Leonard Behie	Realty Executives	3,704,100	7.5
257	Ryan Neihart	Realty Executives Arizona Territory	3,850,000	1	275	Laura Michaud	Zillow Homes Inc	3,694,785	8.5
258	Phillip Shaver	eXp Realty	3,835,500	5.5	276	Mark Newman	Newman Realty, LLC	3,691,000	5
259	Nicole Dudley	RE/MAX Desert Showcase	3,828,700	7.5	277	Layla S. Bishop	HomeSmart	3,675,000	1
260	Michael J. D'Elena	North & Co	3,828,450	6	278	Nicholas R Kirby	Keller Williams Realty Phoenix	3,672,000	7
261	Travis Dutson	Premier Real Estate Opportunities	3,810,990	8	279	Steven Coons	Springs Realty	3,661,200	9
262	Alondra Churcher	Real Broker AZ, LLC	3,805,540	8	280	Adam Dahlberg	Hague Partners	3,648,000	8
263	David Barney	Fathom Realty	3,793,900	6	281	Erin Ethridge	eXp Realty	3,646,550	6
264	Maria Wing	Berkshire Hathaway HomeServices AZ	3,790,000	1	282	Brock O'Neal	West USA Realty	3,643,000	5
265	Jack Cole	Keller Williams Integrity First	3,790,000	7	283	Timmy Le	HomeSmart	3,640,000	4
266	Kristina L. Sabo	United Brokers Group	3,789,000	6	284	Mike Mazzucco	My Home Group Real Estate	3,600,052	7
267	Lisa B Sroufe	TomKat Real Estate	3,787,500	2.5	285	Debbie Correa	Realty ONE Group	3,595,012	6
268	Jerry Thomas Beavers	Realty ONE Group	3,765,000	7	286	Daniel Brown	My Home Group Real Estate	3,586,000	7

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Pinnacle at San Tan Heights

Hunt Hwy & Thompson Rd.
Anticipated Arrival Oct 2022
Register for Updates

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