



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **October 12, 2018**

This Edition:

The Chief's Desk..... Page 2
Are you expecting too much from your personnel?
..... Page 3
Stuff that's Happening..... Page 5
September Call Statistics..... Page 6

Quote of the Week

"Talent wins games, but teamwork and intelligence wins championships."

Michael Jordan



The Findlay Automotive Group is helping raise money for the Honor Guard and Pipes & Drums.

Throughout the month of October they will be donating a portion of the proceeds from cars sold to the group.

We will have a presence at their auto complex every Saturday through October from 1000-1400 culminating with a big event on October 27th.

I have talked with Chief Light, since the dealerships are in The City of Prescott, and he has given his support.



The Chief's Desk

Strengths Based Leadership

A little over eight years ago I took an on-line assessment through the Gallup organization called Strengths Finder 2.0. It proved very accurate in my case and served as a good tool to help me articulate who I am and what I bring to the table as I interviewed for different positions. As part of the Prescott Area Leadership (PAL) program in 2017, I took a similar test through Gallup called *Strengths Based Leadership*. Nearly eight years apart, with a slightly different test, and my results were very similar. I'll share my results later in this writing.

Over four decades of research and looking at the results for 1.7 million plus people, Gallup identified 34 areas of strengths, or talents, and divided them into four overarching categories. The four categories are:

1. Executing
2. Influence
3. Relationship Building
4. Strategic Thinking

After you read the first couple chapters of the book *Strengths Based Leadership* you take the on-line assessment. Gallup then emails a Gallup Report containing your top five dominant strengths. The remainder of the book, and the report, give a detailed analysis of what each individual strength means based on their research. You have the option of upgrading to obtain your full 34 report for an additional fee – which I have done. Your full report also gives you access to a number of other tools to help you understand how understanding your strengths can benefit you.

The PAL program utilized our individual results to organize us into teams based on our top five strengths. I very much enjoyed the challenge of working with a couple people I didn't know throughout the program, and finding that we worked very well together given our complementary strengths. Based on that model, Chief Feddema and I discussed using the exercise as an introduction ice breaker for the upcoming Senior Leadership Academy. Given we had not run the exercise before; we needed a group of lab Guinee Pigs to run a pilot. Fortunately, we have a managerial staff so that worked out well for us 😊

Over the last month we had staff to include Battalion Chiefs and up read the book and take the on-line assessment. At the managers meeting this week, we reviewed the results and had dialogue about what the strengths mean and what we can do with the knowledge – I have to say we had a lot of fun with it. We went around the room and asked each person to share something that was a surprise to them. It was interesting for someone to say for example, "I was surprised to have Relator come up as a top strength," only to have the rest of the group point out that they actually do excel in that area.

Continued Page 3

Upcoming Events:

Oct 15 – Meeting with Chief Moore on the Verde side, work on committee charters
Oct 16 – Morning meeting, PRCC Liaison meeting
Oct 17 – PVEDF Board Meeting, Education Committee Meeting Mesa
Oct 18 – Meet with prevention, PRCC Chief's Meeting, RWOP Luncheon, SCBA meeting with Golder Ranch, PV Town Council Meeting

Board Meeting:

October 22nd Chino Town Hall

CVFD – 1600-1630
CAFMA – 1630 -1730
CYFD – 1730-1800



Are you expecting too much from your personnel?

By: John Buckman III Fire Chief Magazine

In today's environment, it is hard to sustain a positive, happy atmosphere. It is hard. Not impossible. In fact, if you practice positive self-talk, you will find your attitude much improved. If your attitude improves, your performance will improve and your relationships will benefit.

Negativity can actually change your brain chemistry. Positive self-talk induces the brain to release endorphins, which reduce your perception of pain, while negative thinking stimulates cortisol production, which lowers hormones relating to control, calm and joy. Increased stress brings on its own health problems, including weight gain and systemic inflammation.

Abraham [Maslow's Hierarchy of Needs](#) recognizes self-esteem as a basic human need. Self-esteem needs are those relating to personal value, rewards, awards, respect for yourself and respect from others. People with low self-esteem lack self-confidence in their ability to be successful and view their accomplishments as insignificant.

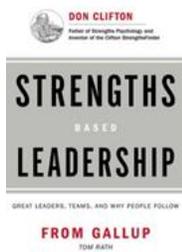
Change your thinking, change your life

Our thoughts and emotions shape our mindset and actions. Here are some actions you might consider to break the negativity habit and improve your attitude.

1. **Accept that you can't change others.** My wife, Leslie and I went to marriage counseling 23 years ago. I still remember this statement from the counselor 23 years later; "Don't try to change Leslie, because you might like what she changes into." I will admit that I have from time to time over the course of our marriage forgotten that advice, but she quickly brings me back to reality.

[More](#)

Chief's Desk Continued



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Since Chief's Polacek, Bliss, Tharp and I began working together we've often been asked how we've managed to bond so well as a team. One of our standard answers is that there is a noticeable absence of ego in our group. In addition, we have the ability to have meaningful dialogue without fear of upsetting each other – as turns out, none of us are strong in the empathy department. After taking the on-line assessment I took the results from the four of us and created a table putting each of our top five strengths in their appropriate categories. What I found was that between the four of us we have each of the four categories covered with different, but complementary strengths.

As you will see in the table listing my top five strengths below, one does not necessarily have something in each of the four main categories. For me, I didn't have anything in one of the categories until number nine. The good thing about a team is that it's not about one person, it's about the whole.

So what do we do with this earth shattering information? Well, that's up to each individual. Some in the meeting enjoyed the topic enough that they unlocked their full 34 in an effort to better understand the assessment. We did purchase the Strengths Based Coaching Starter Kit which gives us access to additional tools that can help guide someone towards fully developing their potential. That said, we are not requiring anyone to go any further than they want in exploring the topic.

Some administrative managers are choosing to use the book and assessment as a team building exercise. Senior staff is using the information to make fun of one another – as a team building exercise of course. Although, it may be advisable for us to hire someone to tell us when we should exercise empathy 😊

Below you will see two tables. One contains my top five strengths and the other my top 16. Why 16? One of the exercises utilized in coaching is to have the person go through their list of 34 until they get to a point where they say, "I do this, but only sometimes," and then draw a line. Then start from the bottom and go up until you reach one where you say "yep, sometimes I do this," and then draw another line. One through the first line are considered your most dominant strengths. From the first line to the second line are considered your supporting talents. Below the second line are things you simply don't use and shouldn't worry about. The goal is not to focus on your weaknesses, or the things that just are not natural to you, but to focus on building your dominant and supporting strengths. According to Gallup, focusing on your strengths will naturally improve all other areas including areas some may consider weaknesses.

I was surprised that my top five did not include anything under Relationship Building – my wife and many others were not surprised – whatever, like I care what you think anyway! I digress.... My top five do tend to fit me both in my professional as well as my personal life. As I moved through the list of 34, I found that Relationship building filled in pretty quick as both true strengths and supporting strengths within my top 15.

The Strengths Finder assessment is another tool in the tool box and serves as a good team building exercise, or ice breaker in larger groups. If you take the Senior Leadership Academy, you will have the chance to take the assessment and unlock your full 34 report. We are considering the idea of adding it to some other academies or programs as well. Not a fad or next greatest thing, just a fun and revealing exercise.

This is more of a public setting. To that end, I do not have permission to share anyone else's results, but I don't mind sharing mine. Bear in mind, the book gives a detailed accounting for each of the strengths listed.

Scott F.			
Executing	Influencing	Relationship Building	Strategic Thinking
3. Responsibility	2. Communication		1. Input
	5. Self-Assurance		4. Learner

Scott F.			
Executing	Influencing	Relationship Building	Strategic Thinking
3. Responsibility	2. Communication	9. Connectedness	1. Input
8. Belief	5. Self-Assurance	11. Individualization	4. Learner
10. Arranger	6. Woo	12. Relator	7. Ideation
	16. Command	13. Positivity	14. Intellection
		15. Futuristic	

Stuff That's Happening

Please join me in welcoming two new members to our organization. Marcie Slay, you may remember her name from Yavapai County Emergency Management, has joined our team in the front office. We are very happy she chose to work with us! Eric Crossman just started as our new facilities maintenance manager. He's already proving a great fit! We have buried him a bit given he only had one day with Tom and now he's on his own. To that end, please do what you can to help him out.

Many of you likely saw the pictures on-line from the crash 51 ran with Prescott on Williamson Valley Road near Iron Springs. But, did you see Captain Snyder's interview? If not, someone was gracious enough to share it with me so I could share it with all of you;

<https://m.youtube.com/watch?feature=youtu.be&v=RYSauQKgr18>

Strong work Cap! I'm not big on ice cream, but I'm certain many others are.....



At the Prescott Valley Council meeting on October 10th, the Council recognized the PVPD SWAT team including our very own Captain/Paramedic Nick Fournier for their actions during a shoot-out with a suspect after serving a warrant. No officers or by-standers were hurt; however SWAT officers did have to discharge their weapons to stop a deadly threat. The suspect was hit. Captain Fournier then secured and stabilized the suspect for transport to the hospital. For his actions, Captain Fournier was presented with the Police Star. Congratulations Nick, nice work!!

T50 will be put in service with on October 24th at Station 50. Stay tuned for the time.

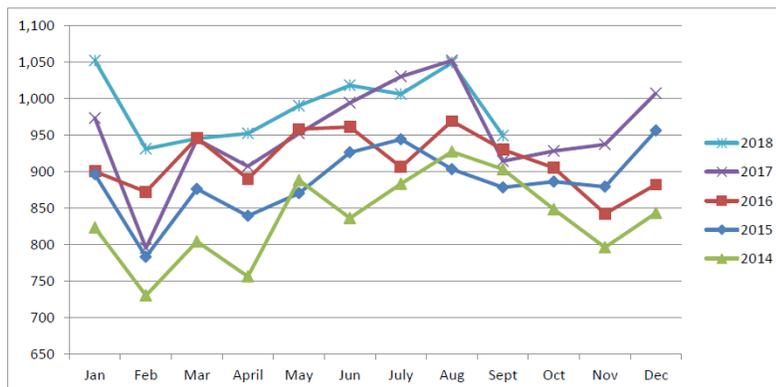
I understand from Tech Services that Dave Legge has made great strides on the VHF system and even achieved a milestone with a successful test of the fail over. This thing will be a reality! Tech Services has an aggressive 90 day plan to address our back-up systems as well as a number of other critical items. The team is doing a fantastic job!

September Call Stats

GIS/Statistician Michael Freeman

CALL VOLUME HISTORY

	2014	2015	2016	2017	2018
Jan	823	896	900	973	1,052
Feb	730	783	872	795	931
Mar	804	876	946	944	945
April	756	839	890	907	952
May	888	870	958	952	990
Jun	836	926	961	994	1,018
July	883	944	906	1,030	1,006
Aug	927	903	969	1,052	1,049
Sept	903	878	930	914	949
Oct	848	886	905	928	
Nov	796	879	842	937	
Dec	843	956	882	1,007	
AVG	836	886	913	953	988
TOTAL	10,037	10,636	10,961	11,433	8,892





September Response Report - 2018

Land Area: 254 sq. miles Population: 86,865 Fire Stations: 10 Full-Staffed

Responses in District

TOTAL FIRE INCIDENTS	5
STRUCTURE FIRE	0
STRUCTURE FIRE: CONFINED	0
MOBILE HOME/PORTABLE BLDG	0
VEHICLE FIRE	2
BRUSH/GRASS/WILDLAND FIRE	1
OTHER/TRASH FIRE	2

Fire is 0.53% of call volume

TOTAL EMS	592
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EMS is 62.38% of call volume

OVERPRESSURE	0
HAZMAT	10
SERVICE	213
GOOD INTENT	97
FALSE ALARM/OTHER	32

Other is 37.09% of call volume

TOTAL # OF CALLS	949
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Residential Fire Loss	\$0
Commercial Fire Loss	\$0
Vehicle Fire Loss	\$3,000

Calls in Town of Chino Valley	185
Calls in Town of Prescott Valley	450
Calls in Town of Dewey-Humboldt	36
Calls in District, Unincorporated Areas	278
Calls Out of District	2

Average total # of calls per day	31.63
Average fire calls per day	0.17
Average EMS calls per day	19.73
Average all other calls per day	11.73

Aid Given to Prescott	95
Aid Received from Prescott	59
Mutual Aid Given	0
Mutual Aid Received	0

Unit Responses

	In District	Total
E50	125	130
E51	42	142
E53	168	170
E54	99	99
E57	36	39
E58	115	117
E59	109	114
E61	100	104
E62	118	122
E63	45	50
T50	6	8
B3	30	33
B6	17	21

Call Volume at PRCC

	MONTH	YTD
PFD	701	6,480
CAFMA	949	8,892
GCFD	16	101
OD	9	83
WKFD	4	35

Top 5 Call Types

531	EMS
100	Assist Invalid
60	Public Service Assistance
59	Cancelled en Route
32	Vehicle Accident w/ Injuries

Move Ups by Station

50: 35	57: 4
51: 45	61: 11
53: 10	62: 7
54: 0	63: 29
58: 1	
59: 4	TOTAL: 146