



THE REVIEW



Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **December 28, 2018**

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Quote of the Week

"Write it on your heart that every day is the best day in the year."

Ralph Waldo Emerson



Please do not drink and drive! Remember to designate a driver, use Uber, Lyft or a Taxi.

The Chief's Desk



It's a New Year and time for an all new you! Or so the commercials have said for years as marketers push gym memberships. January and February are crowded months in the gym for those that have committed to an on-going fitness regimen. April, May and June are probably good times for those with home gyms to purchase equipment from those who made a resolution in January and now realize

all the crap is blocking the TV. I'm not being cynical about fitness resolutions; they're just one example of my cynicism towards New Year's Resolutions in general.

According to a report by Sarah Pruitt on the History Channel's web-site, nearly 45% of our populous will make a New Year's Resolution and only 8% of those will follow through. The study only includes America, but we know and understand that Americans are not alone in making resolutions. Given the relatively high percentage of people that make resolutions and the paltry number that follow through, why do we make them?

In part, and this is where I will help you with a history lesson, it's because our resolutions focus solely on ourselves and usually involve something superficial. I'll get into my opinion after the history lesson – you didn't really think I'd write something and not interject my opinion did you??

According to Ms. Pruitt, New Year's Resolutions can be traced back 4000 years to the ancient Babylonians. In that period, the New Year was determined based on the planting of crops which took place in March, not January. During their 12 day religious celebration they would make promises to the gods to pay their debts and return borrowed items. If they were true to their word, their gods would reward them in the coming year – presumably with a good harvest. If they were not true to their word, they would not reap rewards. Motivational thinking, if nothing else.....

In circa 46 B.C., Julius Caesar started a similar practice in Rome when he reformed the calendar and established January 1st as the beginning of the New Year. January was named for the two faced god Janus. The thought was that Janus good look back into the previous year and forward into the next year. Romans would offer promises of good behavior and offer sacrifices for the blessings in the coming year. If you did not follow through, presumably bad things may happen.

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Upcoming Events:

Dec 31 – Admin closing at 1500
Jan 1 – Admin Closed for New Year's Day
Jan 2 – Labor Management Meeting, Meet with CARTA Staff
Jan 3 – Meet with AFSI board and Governor's staff in Phoenix

Board Meeting:

January 28th Admin

CVFD – 1600-1630
CYFD – 1630 -1700
CAFMA – 1700 - 1800



Leaders, Stop Avoiding Hard Decisions

By: Ron Carucci



Too many leaders avoid making tough calls. In an effort not to upset others or lose status in the eyes of their followers, they concoct sophisticated justifications for putting off difficult decisions, and the delay often does far more damage than whatever fallout they were trying to avoid. In fact, hard decisions often get more complicated when they're deferred. And as a leader gets more senior, the need to make hard calls only intensifies. In our ten-year longitudinal study of more than 2,700 leaders, 57% percent of newly appointed executives said that decisions were more complicated and difficult than they expected.

In my 30 years working with executives, I've heard leaders commonly use three rationalizations for putting off difficult decisions. By understanding the consequences of these excuses, you can work to avoid them.

"I'm being considerate of others." For some leaders, the thought of estranging those they lead with a difficult call is paralyzing. I've heard leaders say things like, "Morale is already low. I hate to add to their stress." The real issue is that many leaders don't want to disappoint their people.

[More](#)

Evaluating firefighters for risk of developing PTSD

By: Linda Willing Fire Chief Magazine



We know that firefighters are at increased risk for developing Post-Traumatic Stress Disorder (PTSD). Rates in the data can be as high as 25 percent of firefighters showing symptoms based on who is surveyed, when they are asked and how the questions are phrased. Rates in the general population tend to be around 3-5 percent.

The high risk of post-traumatic stress injuries or symptoms among firefighters isn't particularly surprising given that firefighters are so consistently exposed to trauma. The first criteria for a clinical diagnosis of PTSD is being exposed to actual or threatened death, injury or violence. Most firefighters meet that criteria by the time they have been on the job a month.

Who is pre-disposed to developing PTSD?

So, why do some firefighters develop PTSD and others don't? And can you screen candidates to determine who is at high risk when making hiring decisions?

While the literature is mixed on exactly what puts some people at higher risk for PTSD after trauma exposure, a number of factors have been studied as risk factors.

For instance, existing mental health challenges, exposure to trauma in childhood, being introverted or neurotic and having weak coping strategies have all been found to be related to the development of PTSD. According to the National Institute of Mental Health, several environmental factors, such as lack of social support after trauma exposure, may also influence who will develop PTSD.

[More](#)

Chief's Desk Continued

Early Christians believed that the New Year was a time to reflect on past mistakes, and resolve to be better people moving forward. It was in 1740 that John Wesley, founder of the Methodist religion, created the Covenant Renewal Service that would be held on New Year's Eve or New Year's Day. Many Christian religions still practice these ceremonies today.

The conclusion that the author came to is that human beings were better at keeping New Year's Resolutions when they were tied to religion, related to someone other than yourself, and a belief that if you were true to the resolution blessing would be bestowed upon you. Today, resolutions are more about us, and there is no belief that you will be significantly impacted in any way should you not stay true to your resolution. To that end, there is not a lot of motivation for stick-to-itiveness.



Now for my take: I see a resolution in the same way I view a strategic plan. When we first established our plan for CAFMA we focused on the following questions:

- Are they impactful?
- Are they achievable?
- Are they measurable?

For example, before we say we can achieve X, we have to ask if we've established the foundation upon which to build X. If the answer is no, then we reevaluate and refocus the expectation to establish the solid foundation as our step one. Once established, we have to regularly measure and evaluate our progress. All of this has to be in line with our established mission, vision and values.

We do not usually take the same approach as we make a New Year's Resolution. In my opinion, a resolution would require you to have established your own personal mission, vision and values. Second, you would have to establish realistic goals and objectives that are measurable and evaluated on a regular basis.

Personally, I do not make New Year's Resolutions. This is good, it means you can expect the same person to show up Tuesday that is writing this on Friday – or it could be bad depending on your opinion of me 😊 I report, you decide.....

The reality is that I try to make a personal resolution every morning to be better than I was the day before. Sometimes it works, and sometimes I miss the mark. Generally speaking, it's not just about being a better person – that is too broad and not measurable. It needs to be something more specific e.g. I am going to take time to read a minimum of one chapter out of a specific book per day, or I am going to start donating one hour a week volunteering in the community at X.

Kind of like my financial investments, my hope is that I can ride the ups and downs throughout the year always finishing better than I was at the beginning. It takes daily commitment, discipline and determination 365 days of the year. I also have to be cognizant of the fact that I will fail, and that failing is okay as long as I own it, learn from it, and move forward.



So for all of you that are reticent about going to your favorite gym next Wednesday, do not worry I will not be one of the people taking up your space. Jen and I have had a home gym for 25 years and we use it regularly. I just can't commit to driving into a gym – that takes too much time.... While I will not make a New Year's Resolution, I will continue to make daily resolutions to myself that are specific and measureable, and I will not let my off days drive my life. Ups and downs are normal; it's how we deal with them that define who we are.

I would like to wish you all a Happy New Year and a prosperous 2019! We at CAFMA are in for a great ride 😊

One final note, if you are out, please use an Uber, Lyft, Taxi or designated driver – no need to start the year by visiting our partners in blue.

Another successful year for the Firefighter Angel Foundation!

Thank you to all those that made this year so amazing for families in Chino Valley, Dewey Humboldt, Prescott, Prescott Valley and Mayer! You are all angels to the community. Special thanks to Tammy and Cody Rose along with Santa and Mrs. Claus!

FIREFIGHTER *Angel*

