



THE REVIEW

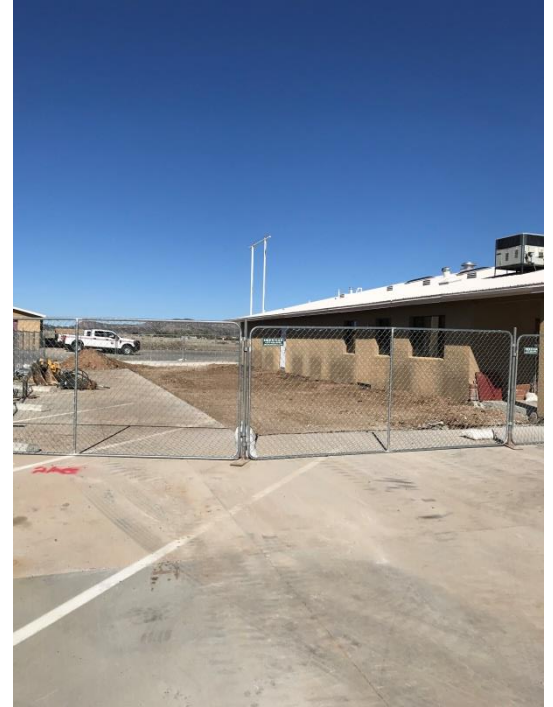
Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **March 29, 2019**

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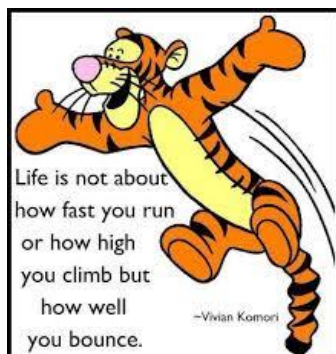
Quote of the Week

“When I’m quiet, those that don’t know me look at me and think I’m shy. People who know me think: OMG! It’s thinking! Everyone run for your life!” – FB Meme



Station 61 Remodel work underway! I’m not sure of the time line for completion, but at least it’s started. This is part of the Chino bond funded projects.

The Chief's Desk



Have you ever seen the Winnie the Pooh episode when Tigger loses his spring? Or watched Winnie the Pooh in general as Eeyore wonders around in a funk day after day? Ever have days like that?

If one were to assess Eeyore, they may diagnose him as clinically depressed, but I'm no doctor.

Tigger always seemed to have a spring in his step, but even he lost his bouncy bouncy on occasion.

When my son was younger he had a stuffed black lab he called Abby. He took that thing everywhere, dragging it along the ground, smooching it, dumping food on it, etc., you know, all the things kids do.

Eventually, the stuffing in Abby would lose its ability to rebound. In those instances, Jen would perform surgery by carefully opening her up, refilling her with stuffing, and carefully suturing her back together – during one particular operation the little guy said, "I can't watch." Surgery, even on a stuffed friend can be tough..... In the end, Abby's stuffing was once again able to rebound from all the squishing and hugging.

I don't know about you, but there are days I feel like Eeyore, days I feel like Tigger, and days I wish someone could refill my tank for me. In these instances I just feel like I've lost my ability to recover from whatever frustration I've had to deal with. The reality is that it's not one thing, it's a series of things built up over a period of time. On occasion, it can be a seemingly minor issue that's enough to push me past my tipping point. While I talk a lot about the concept of controlling your emotions so you are consciously responding and not reacting, the truth is there are times we just react.

Resiliency is more than just overcoming a difficult or tough situation. In one context, according to authors Shawn Achor and Michelle Gielan, resiliency is not about your endurance, but how you recharge. According to the article What is Resiliency found on trauma-recovery.ca the term means, "an individual's ability to overcome adversity and continue his or her normal development."

Personally I see a connection between the two. Achor and Gielan discuss a Norwegian study that showed 7.8% of Norwegian's had become workaholics. I would say it's a safe bet that the percentage is higher in the United States. Many of us no longer know how to relax. Smart phones, laptops, and readily available wi-fi hot spots means there is always an opportunity to work. We simply can't, or won't turn it off. Rest and recharging have a direct impact on our ability to overcome adversity and continue on with our lives.

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Upcoming Events:

April 1 -3 – Chief in CA training
April 4 – Meeting in Phoenix,
AFDA meeting in Phoenix

Board Meeting:

April 22nd CV Town Hall

CVFD – 1600-1630
CYFD –1630-1700
CAFMA – 1700-1830



Resilience Is About How You Recharge, Not How You Endure

By: Shawn Achor and Michelle Gielan



As constant travelers and parents of a 2-year-old, we sometimes fantasize about how much work we can do when one of us gets on a plane, undistracted by phones, friends, and Finding Nemo. We race to get all our ground work done: packing, going through TSA, doing a last-minute work call, calling each other, then boarding the plane. Then, when we try to have that amazing work session in flight, we get nothing done. Even worse, after refreshing our email or reading the same studies over and over, we are too exhausted when we land to soldier on with the emails that have inevitably still piled up.

Why should flying deplete us? We're just sitting there doing nothing. Why can't we be tougher — more resilient and determined in our work — so we can accomplish all of the goals we set for ourselves? Based on our current research, we have come to realize that the problem is not our hectic schedule or the plane travel itself; the problem comes from a misunderstanding of what it means to be resilient, and the resulting impact of overworking.

We often take a militaristic, “tough” approach to resilience and grit. We imagine a Marine slogging through the mud, a boxer going one more round, or a football player picking himself up off the turf for one more play. We believe that the longer we tough it out, the tougher we are, and therefore the more successful we will be. However, this entire conception is scientifically inaccurate.

[Harvard Business Review](#)

Stuff that's Happening

Union VP Mike Kontz made his presentation to the board and Monday night's meeting. The board has given staff direction to bring forward his requests for comparison with what staff currently offered. Our budget work study session has been scheduled for April 15th to discuss everything surrounding the budget.

The board did approve the purchase of two Type 1's and a utility at the meeting so Domenic will be moving forward with those orders. We will have to make a couple adjustments in the capital plan related to staff vehicles since we've had two totaled in the last three months – none our fault. One will need to be moved up in the plan, and the second one added.

Work on Station 57 was approved as well with the caveat that we explore an insurance claim. Chief Tharp will work with our carrier, while New Eric and Andrew move forward with scheduling the work.

On Thursday night the Prescott Valley Town Council approved the IGA between CAFMA and PV for radio

maintenance services starting on July 1st. We are excited about our new partnership and look forward to assisting PVPD with their coverage issues.

New Recruit Bios: Week One

Aarin Moore:

Hello, my name is Aaron Moore. I am a father and husband. My wife Rachael and I had a NICU baby and her Name is Evie. She is our biggest accomplishment and greatest gift. I am from California originally. Growing up as a child I witnessed many wildfires in our area and across our State. Five years ago I decided to pursue a career in the fire service. I joined the Army National Guard 2 years ago as a combat medic has instilled values in me such as discipline, teamwork and humility. I am very happy to start my dream job at CAFMA and look forward to the endless opportunities provided here.

Tony Perez:

I grew up in Chino, California and moved to Arizona in 2006. I've been in EMS since 2004 and have been a paramedic since 2007. I was hired as a fulltime firefighter with Northern Arizona Fire in Kingman, AZ in 2017. I am married and have four children, three boys and my youngest is a girl, she is the troublemaker of the house alongside her mama. My wife is also a paramedic and currently works for Lifeline. We enjoy watching football, hiking, and fishing and look forward to the day any of us catch a fish. We are a busy family that loves spending time with each other and some good friends.

Chief's Desk Continued

Jen and I went on a longish weekend to visit friends in California last week. My friend and fellow Fire Chief Scott Ferguson had Friday free, or so he thought. For my part, I knew I had a few things to catch up on, so I ended up spending a good portion of the day working from my laptop and phone. Later that evening others stopped by for some social time and BBQ. Scott's mom asked what we did to keep busy since he had ended up having to spend some of the day at work. I said that I had worked from his house because I had things to get done. Her response was, "you're all the same, always working."



Working is not limited to sitting in front of a computer, or a smart phone. Rather, working is talking about work issues through dinner, sitting on the couch trying to work out work related issues in your head, or not sleeping because you are thinking about work. Our resilience is depleted further the next day because we never recharged. Instead, we're more tired than we were the day before and it's more likely that a small issue may serve as our tipping point.

Over the long term, not taking time to separate ourselves from work can have an impact on our health and well-being, as well as our relationships. Fatigue from non-stop work has a significant impact on our

ability to be productive relating to the very thing we are constantly doing and/or thinking about – work. Issues related to wellness, injury, inability to focus, and fatigue all serve to drain us of our ability to problem solve, develop, or communicate effectively.

So, what do we do to shut it off? In an era of 24 hour access, it's difficult to walk away, and it's not like the work will suddenly disappear when you get back to your desk. As a matter of fact, it will still be there with more piled on top.

I've had a couple of mentor's in my career who have always advised me that it is important to find a hobby; something that allows you to shut off work, and focus your energies elsewhere. Personally, I find my mind is a lot more clear after I've been out Jeeping, hiking, reading a book, playing (hacking) golf, or hanging out with friends. Even then the only time I can shut off work completely is if there is no cell coverage. I think the key, and what those men were trying to get across to me is the concept of balance.

Lack of balance in our lives, along with lack of rest will simply wear us out early. Frustration, disappointment, and traumatic events are a normal part of life. Our ability to recover from these events is impacted by a number of factors. Are we rested? How many of these events hit us at once or at least in quick succession? Who do we surround ourselves with? Do we have the ability to put the issue aside



for at least a short period of time, and come back to it with a fresh perspective later?

If we want to be resilient, we have to be rested, have to be able to put things into perspective, and we have to have balance in our lives. Fortunately, while I do find myself out of balance quiet often, I do have things in my life that allow me to escape, along with a support network of good friends and family. Are you establishing, and

maintaining those types of relationships?

I believe another aspect of resilience is humor. Appropriate humor can relieve stress and lighten the mood as long as you consider your audience and timing. I also believe truly loving what you do, having that same passion as the first day your started your career, plays a big role. Not that we don't have ups and downs, but is the passion still there? For me, not only is it there, but it's stronger than it was day one.

I'm thankful I'm not an Eeyore, and hope that I'm more like Tigger – kind of scattered, bouncing around, but always having fun – there's probably some intelligence in there somewhere, but it's elusive. I've been drug around and squished like Abby sometimes, but Jen is always able to bring me back to life and keep me going. Who does that for you in your life?

As I said above, difficulties, trauma, disappointment, frustration, etc. are just a natural and normal part of life. You just have to figure out what works for you to maintain your resiliency as well as maintain a positive outlook on life. TTFN
