



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **March 12, 2021**

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"How many legs does a dog have if you call his tail a leg? The answer: 'Four, because calling a tail a leg does not make it a leg."

- Abraham Lincoln

2 Minutes with TK #23: Emotional Resilience



The Assistant Chief's Desk

Have you ever been late to work because you slept in? Have you ever been turned down for a promotion, lost your job, or failed to achieve a goal you had set for yourself? Your approach in these situations speaks volumes to your mindset. Stanford Psychologist Carol Dweck found in her research that one of the most basic beliefs we have about ourselves relates to our personality. She described two distinct mindsets that influence our approach during failure, a 'fixed mindset' and a 'growth mindset'. We are all born with a set of talents and abilities; however, these talents and abilities do not guarantee skill or success. Our success as a firefighter, a leader, a contractor, or even as a husband or wife, is based on our ability to change. To adapt to our environment and be better today than we were yesterday.

What does it mean to have a growth mindset? Several weeks ago, my three sons had the opportunity to attend a baseball workshop. It was a two-day program that had a variety of stations to evaluate the athlete's skill in fielding, pitching, catching, and batting. It was an excellent opportunity for the athletes to get specific coaching on each of these skillsets. One of the stations did not involve any hands-on skills. It was a group discussion about 'mindset'. The individual that facilitated the station was a mindset coach that worked with college athletes to help them maximize their potential. She talked about the importance of maintaining a good mindset to improve coachability and maximize performance.

A growth mindset is a coachable mindset. It is a mindset that understands that personal success is achieved through continual improvement. It takes the proper mindset to grow and get better. Talents are effortless but skill takes work. Building skills can also require a level of discomfort, but a productive discomfort. The example the mindset coach used for the athletes related to their mental approach when they walk up to the batter's box in a baseball game. She stated that it is very easy to focus on *not* striking out; however, this does not help with success. The mind will not differentiate between your thoughts of "Don't strikeout" and all the memories of striking out. It is also not enough to walk up to the batter's box and tell yourself, "Don't think about striking out". Your mind is like a Google search engine and will quickly fill in the rest, and you will be standing in the batter's box with the same insecurities. It takes work to develop a good mindset, regardless of the challenge.

Upcoming Events:

Mar 15: Fire Chief's Academy Curriculum Review
Mar 16: Dewey/Humboldt Town Council Meeting
Mar 17: Article 9 Meeting
Mar 18: Employee Orientation

Board Meetings:

March 22 Administration
CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830

5+ Ways to Develop a Growth Mindset Using Grit and Resilience

By: Kori D. Miller

When was the last time you showed resilience? How about grit? It has been more than seven years since Angela Duckworth's TED Talk catapulted these two traits into our everyday vernacular, and still more since the dawn of Carol Dweck's fixed versus growth mindset research. What have we learned?

When we demonstrate grit or are described as gritty, it is because we have had the resilience to push ourselves over, through, around, and sometimes under obstacles. How do people learn to do this?

Are people born with grit? According to Angela Duckworth's (2007) research, grit is a question of nature and nurture, not one or the other. For people to develop grit, she says, they need to cultivate a growth mindset.

positivepsychology.com

Assistant Chief's Desk, Continued

Life is no different. Work is no different. Failure can be difficult; however, it is our mindset during failure that can influence our success. Have you ever said, "That's just who I am"? This statement can come in many forms; however, the meaning is the same. It is a statement that solidifies an inability or unwillingness to change. Consider the first question I asked, have you ever been late for work because you slept in? This can happen for many different reasons. You were up late, your alarm didn't go off, or some other event prevented you from waking up on time. In the fire service, if this happens, somebody has to hold-over for you. This can easily set off a chain of events that can ruin your day and, potentially, the day of those around you.

Your mindset during a failure as simple as sleeping in can influence your future. If you approach this with a fixed mindset, then you will believe that there is nothing you could have done to prevent it. You spend the rest of the day focused on blaming something or someone else. It is an inability to self-reflect and understand how you could prevent this in the future. A growth mindset would look for solutions and focus on a change in behavior. For this example, it may include going to bed earlier, setting two alarms, or making another change within your control.

The question you should ask yourself is, are you coachable? I often see people that are more focused on being the coach. Worry less about being the coach and consider the idea that we all need to be coachable. Seek out people that will help you get better. This statement is for everyone in the organization, not just the newer personnel. What are you doing to get better? Failure is not the enemy of growth, failure to change is. They say iron sharpens iron and one of the best examples I saw of this in practice was at the Mighty Oaks. If you would like to hear the rest of the story, watch the podcast. Until then, be humble, be coachable, walk with purpose, and work hard.