



THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **January 12, 2023**

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Have a Great Weekend!

“Everything can be taken from a man or a woman but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”
-Victor Frankl

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The Assistant Chief's Desk

What does it mean to be coachable? In my current season of life, I am blessed with the opportunity to coach my kids while they play sports. I enjoy the chance to spend time with them and coach them and their friends. It is always interesting to observe the kids that are coachable and those that are not. Someone's coachability has nothing to do with their athletic ability or their talent. From my observation, it has everything to do with their ability to listen, self-reflect, and implement change. In sports there is a constant learning and growing process as you work to improve your skills and win in competition. One of the most difficult parts, is being coached to improve after you have made a mistake.

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 years 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. You will be left standing in the batter's box with the same insecurities. It takes work to develop a good mindset, regardless of the challenge.

Upcoming Events:

Jan 15 – Monday 😊

Jan 16 – Statewide Mutual Aid

Jan 17 – Coyote Crisis Meeting

Jan 18 – AFSI Meeting

Board Meeting:

Board Meeting: Jan 22

CAFMA – 1700-1830

What is Discipline over Default?

By: Tim Kight

What is Discipline over Default?

Discipline over default means thinking and acting discipline-driven rather than default-driven, a core practice of our training. The unfortunate fact is that most people behave default-driven and don't even realize it. Choosing to be discipline-driven over default-driven isn't a one-time decision, it's an everyday decision. More functionally, it's an every-moment decision as we encounter constant events that can trigger default over discipline.

It happens when you're lying in bed and your default negotiates with your discipline to go back to sleep rather than get up and workout. Or when you're trying to be disciplined with your budget but your Amazon shopping cart keeps accumulating things on default. How can you say no to free 2-day shipping? Default is the enemy of discipline. It's the self-perpetuating chasm between you and your goals, and that should frustrate you.

Let's break this down.

[Discipline over Default](#)

The 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, are you coachable? There are many areas of life where our perspective of our performance may not match reality or meet the standard. Your mindset during failure influences your future. If you approach failure with a fixed mindset, then you will believe that there is nothing you could do to prevent it. You will spend your days focused on blaming something or someone else. It is an inability to self-reflect and understand the steps you could take to improve. A growth mindset would look for solutions and focus on a change in behavior.

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. We all need to seek out relationship with people we are willing to listen to and won't just tell us what we want to hear. 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. Be humble, be coachable, walk with purpose, and work hard.

Have a great weekend!
