

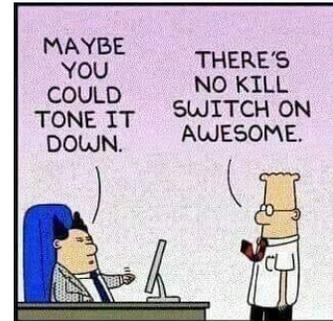


THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – December 13, 2019

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Looks like B-Shift☺

The Chief's Desk



After five and a half years, my family and I are finally heading for NAU to witness a miracle. Yes, my son Andy has finally decided to graduate college 😊 While it has been a journey both intellectually and financially, he's coming out the other end with a good job, benefits, and retirement. Not too bad for a young man.

I know I can be a bit of a smart ass sometimes, occasionally, usually, alright nearly all the time, but I'm actually thinking of this more nostalgically than a tongue and cheek "miracle." First and foremost, I am extremely proud of the work he's done over the last 5+ years, what he has accomplished, and what I know he will accomplish in his life.

As Andy's college career comes to a close and he starts his professional life, I've thought a lot about what I as a parent want for him. I've enjoyed conversations with my parents this week about this idea, and what they wanted for their kids. My parents did not finish college, but my dad learned a trade and my mom learned administrative and human resources skills. They worked hard to provide for my brother, sister, and me. Never did they complain, their goal was simply to ensure our safety – a challenge at times for sure – and to see us all do well. Honestly, they didn't even consider planning for their own retirement until later in life. It worked for them, but is definitely not recommended. I will admit that my brother and sister were a significant pain in the @\$ for my parents. Fortunately, they had me around to balance things out ☹️ You decide what is fact and what is fiction.....

My brother and I both completed graduate school, and my sister obtained her undergraduate degree in nursing. As an aside, if you ever visit the St. Louis area, I'll let you know what hospital to avoid.

Despite the challenges we may or may not have caused for my parents, they never wavered in their support for us. Personally, I consider my parents some of the most successful people I know; they may be saints. They raised three kids that all finished college, found careers they are passionate about, have sound family structures, and became productive members of society. They've been married 51 years as of today and are looking forward to a comfortable retirement.

As a parent, I want to see my kids succeed in life; whatever success is for them. After all success is defined by the individual, not by society – in my opinion. In reality, I would love to see them achieve a level of success above what I have achieved. Given I strive for mediocrity and have yet to achieve it; I'd say the bar is not set too high.

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Upcoming Events:

Dec 16 – Meet union reps
Dec 17 – Statewide Mutual Aid Meeting, Potluck, YC FF 1-2 Graduation
Dec 18 – Bureau of EMS Article 10 Committee Phoenix
Dec 19 – Conference Call, PV Council Meeting

Board Meeting:

December 19th Chino Town Hall
CVFD – 1600-1630
CYFD – 1630-1700
CAFMA – 1700-1830



How Our Careers Affect Our Children

By: Stewart D. Friedman

What working parent hasn't felt guilty about missing soccer games and piano recitals? When there are last-minute schedule changes at work or required travel to a client site, it's normal to worry that you're somehow permanently scarring your little one.

But how does our work affect our children's lives? About two decades ago, in a study that surveyed approximately 900 business professionals ranging from 25 to 63 years old, across an array of industries, Drexel University's Jeff Greenhaus and I explored the relationship between work and family life and described how these two aspects of life are both allies and enemies. In light of the deservedly increased attention we're now paying to mental health problems in our society, it's worth taking a fresh look at some of our findings on how the emotional lives of children — the unseen stakeholders at work — are affected by their parents' careers. Our findings help explain what's been observed since our original research about how children are negatively affected by their parents being digitally distracted, also known as "technoference," and by the harmful effects of stress at work on family life.

Most of the research on the impact of parental employment on children looks at whether or not mothers work (but not, until very recently, fathers); whether parents work full- or part-time; the amount of time parents spend at work; and the timing of parental employment in the span of children's lives. Our research went beyond matters of time, however, and looked, in addition, at the inner experience of work: parental values about the importance of career and family, the psychological interference of work on family life (that is, we are thinking about work when we are physically present at home with our family), the extent of emotional involvement in career, and discretion and control about the conditions of work.

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What Self-Awareness Really Is (and How to Cultivate It)

By: Tasha Eurich

Self-awareness seems to have become the latest management buzzword — and for good reason. Research suggests that when we see ourselves clearly, we are more confident and more creative. We make sounder decisions, build stronger relationships, and communicate more effectively. We're less likely to lie, cheat, and steal. We are better workers who get more promotions. And we're more-effective leaders with more-satisfied employees and more-profitable companies.

As an organizational psychologist and executive coach, I've had a ringside seat to the power of leadership self-awareness for nearly 15 years. I've also seen how attainable this skill is. Yet, when I first began to delve into the research on self-awareness, I was surprised by the striking gap between the science and the practice of self-awareness. All things considered, we knew surprisingly little about improving this critical skill.

Four years ago, my team of researchers and I embarked on a large-scale scientific study of self-awareness. In 10 separate investigations with nearly 5,000 participants, we examined what self-awareness really is, why we need it, and how we can increase it. (We are currently writing up our results for submission to an academic journal.)

Our research revealed many surprising roadblocks, myths, and truths about what self-awareness is and what it takes to improve it. We've found that even though most people believe they are self-aware, self-awareness is a truly rare quality: We estimate that only 10%–15% of the people we studied actually fit the criteria. Three findings in particular stood out, and are helping us develop practical guidance for how leaders can learn to see themselves more clearly.

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Chief's Desk Continued



I have a friend that flew in yesterday for the graduation – my son Andy is named after my friend Andy. The more senior Andy and I have been friends since grade school. He owns part of a company called Retirement Plan Advisors which handles all of my retirement accounts. Senior Andy made sure my Andy returned to Arizona to attend NAU at a time when he was feeling lost and was ready to call it quits on college before he ever started. This weekend he is here to see him graduate, and to help Andy and his girlfriend Beca get started down the right financial path. Really, the other thing I hope for my kids is that they do not move back into my house.....

Another friend came to our aid when Andy was at NAU. At one point he called me to say he wanted to drop out and pursue fire prevention. Assistant Fire Marshal Andie Smith stepped up to handle this one for us. She communicated with Andy via email and by phone eventually setting up a ride-along with her. By the end of the day, she had guided him towards the construction management program at NAU – which is the program he is graduating from today. Funny how the Andy's/Andie's stick together. Without her intervention, I'm not sure he would have remained in school, and I know he would not have found the career field he is in today. Jen and I are forever grateful.

It takes input and insight from many people to guide our kids through life. The hope is that they have the right influences, people who truly care about them and will take the time to help them find a productive path. As a parent, we want to set the best example we can for our kids so they have something positive to emulate. Based on our influence, we hope they choose the right people to include in their lives. As my friend Andy's dad told us years ago, "if you want to be rich, hang around rich people." I think that applies to more than just money e.g. if you want to be successful, hang around successful people. If you want to be a good person, hang around good people that set a good example. However you choose to apply it, there is tremendous wisdom in his words.

My hope for my son as he steps off the stage at NAU today and into professional life is that he stays the course. The opportunities that lie ahead of him are limited only by what he wants to do and the decisions he makes. He has a wonderful girlfriend of 4 years who is also a graduate of NAU and works as a civil engineer. Together they have a bright future. I know, they're not married yet, but I think it's a likely next step.....

As much as I joke about getting him off my payroll, and the extended amount of time it took to graduate, I could not be more proud. He has chosen his friends wisely, he has chosen his partner wisely, and I believe he made a fantastic choice in regards to his career path. Jen and I look forward to what he will accomplish in his life. We also look forward to not paying his rent☺ Sorry, had to take one more shot.

