

## Department News

The pulse of Avondale Fire-Rescue

### Surviving the Leadership of Others – by C.V Buddy Martinette

**The Situation:** All of us at some point in our career will find ourselves working for someone who just doesn't complement our leadership style. You know what I mean, the kind of folks who appear to speak a different language when you converse with them. Perhaps you have a high interpersonal relationship need, and you are stuck working for a leader boss who doesn't even know your name and who only cares about the bottom line results of your work. Maybe your boss has a high interpersonal relationship need and all you want to do is be left alone to do your job. Whatever the reason for the conflict, there can be no more frustrating a relationship than working for someone who doesn't share your values or concerns

**Change your perspective of the situation:** Perhaps the most profound thing ever taught to me was that we have an opportunity to learn from every situation, if we choose. For instance, we can choose to be unhappy (more on happiness later) because we work for a poor leader, or we can use the opportunity to learn what not to do when we are the leader and presented with similar situations.

**Happiness:** If changing our perspective is the first lesson to learn in working with people we don't understand or care for, closely behind is our understanding of happiness. Understanding that happiness is a personal responsibility over which we have total control is essential to surviving all relationships. It makes me crazy when I hear people say that someone else doesn't make them happy. This is because these people don't understand happiness in one's life is internal—something that they alone are responsible for and that only they have control over. Sure, someone can do something to make you feel unhappy; however, the act of being unhappy is your choice. It is never anyone's responsibility, least of all your boss's, to make you happy with your job. That said, a good boss will try to create an environment where you are happy and can prosper. It is in the boss' best interest for you to be happy because you will be more productive in your work.

**Their right to be how they want to be:** Perhaps the most important thing for employees to understand regarding their bosses' leadership style is that they have the absolute right to be exactly as they are. You have no right to expect them to be like you, nor should you want them to be. In our personal lives, we have choices concerning whom we like and don't like. In our professional lives, it is easier to separate ourselves from people who don't add value to our lives; it is more difficult to do that in our professional lives. Besides, as we separate ourselves from the difficult situation each time it occurs, we miss valuable opportunities to learn.

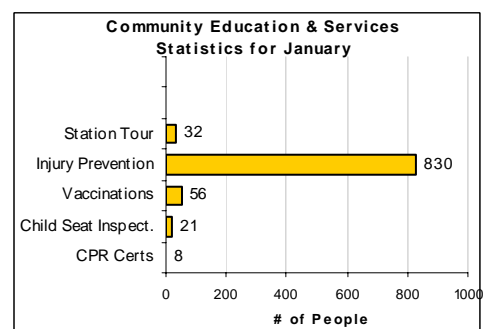
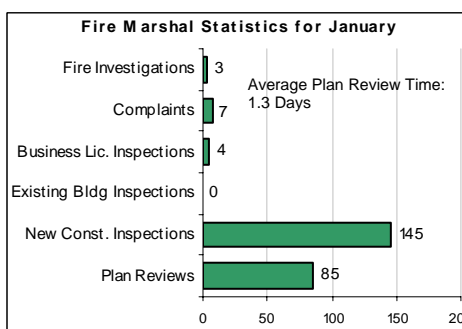
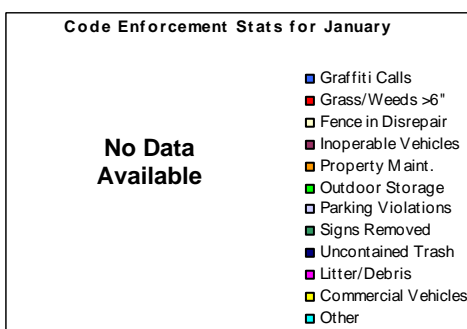
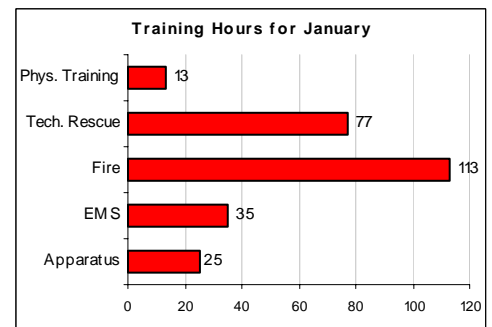
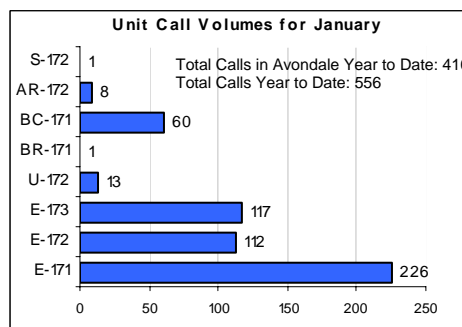
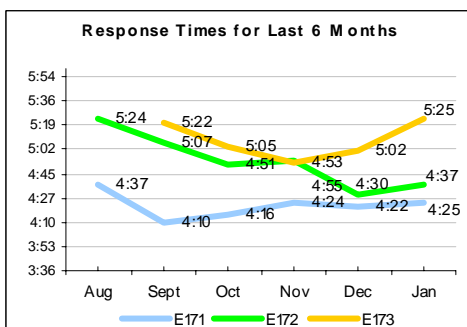
**Don't expect others to change:** People we work with are the way they are because they feel good being that way. You would do well to understand this and just get on with the work of the organization, because at this point in your or your boss's career it probably is very unlikely that either of you will change your leadership styles dramatically. Don't expect that your boss will change or that you can persuade him/her to see things your way.

**Understanding you first:** Before you can understand why you are unhappy with the leadership of others, you will need to acquire a profound understanding of your view of leadership—an honest assessment of your interpersonal relationship needs, leadership strengths, weaknesses, and tendencies. Perhaps the best assessment of yourself will come from your family, friends, and coworkers because they are closest to you. Ask them to help you by conveying their perception of your abilities, both technically and emotionally.

**Understanding your boss:** After you understand your wants and needs, it is possible to begin assessing others. Begin by researching the person's background and how his/her life and job experience developed. Individual values and beliefs represent the sum of life experiences and are reflected in behavior toward others. The aggregate of all this is really just the leadership style. All bosses care about something. Your success in working with them will depend on figuring out what is important and why it drives their leadership style.

## The Statistics

The numbers behind the service



## On Scene

Stories from the field

**January 1, 2005 "C-Shift":** E173, BC171, Tolleson and Phoenix units performed a water rescue of 11 people at 91<sup>st</sup> avenue and the Gila River bed. A total of 4 adults and 7 children were stranded on an island approximately 1 acre in size in the middle of the flowing Gila River. Avondale Fire-Rescue Technical Rescue Technicians assisted in transporting all but two of the people by helicopter to the river banks. The last two adults refused to leave their dogs behind despite repeated warnings that the water level could rise even more.

**January 10, 2005 "B-Shift":** E171 received a call for a truck fire at Estrella Parkway and Van Buren Street. Upon arrival, a working fire was noted in the engine compartment and cab of a local waste disposal company's truck. E171's crew forced open the engine compartment and quickly extinguished the fire.

**January 21, 2005 "A-Shift":** E171 responded to a cardiac arrest call at the 14500 west block of Virginia Avenue. Upon arrival they found an elderly male patient not breathing and with no pulse. According to the patient's wife, they were in town to check on the progress of their new home. E171's crew used advanced life support to get the patient's pulse and respirations back by the time the patient arrived at a local hospital. The patient was admitted to the ICU in serious but stable condition.

**January 27, 2005 "C-Shift":** E173, BC171, U172, Goodyear and Phoenix units responded to smoke inside a structure with occupants still inside at a residence in Phoenix. Upon arrival, E173 found the house full of smoke and 2 children outside saying their mom was still inside. Upon entry with a hose line, burning food was found on the stove and removed. The mother was found in the bathroom having difficulty in breathing. The house was ventilated to remove smoke and the mother treated for minor smoke inhalation.

## Customer Service Kudos

Going the extra mile

This month's Customer Service Kudos goes to **Engine 173 C-shift**. On February 2, 2005, Engine 173 received a call to assist an invalid. Upon their arrival they found an elderly male lying on the bathroom floor, unable to get up. The patient was trying to use the toilet, became weak, and fell to the floor and was lying in his own waste. The patient's wife was very upset and overwhelmed. The crew lifted the patient to the tub, bathed him, dried him, and moved him into the bed. The crew then proceeded to clean up the bathroom floors, walls, and tub. The crew consisted of Ryan Hardy, Joel Anderson, Steve Mangus, Cris Leonhardt, and Chris Beswick. **Great job, guys!!**

## Did you know...

Sharpening your axe

### Stay Out of Running Washes and Rivers

The winter of 2005 has been a very wet one for Arizona. Normally dry washes, streams, and rivers now have running water. Fire departments have had a tremendous increase in rescue calls for people stuck in storm water runoff. Please consider the following advice:

- Don't cross rain-swollen washes. You can be caught in a flash flood that can sweep your vehicle and its contents away.
- Pay attention to hazard signs and roadblocks. Ignoring them threatens life and property, and can result in enforcement action by police. People who ignore hazard signs and roadblocks due to flooding may be liable for costs associated with their rescue if they get stuck or trapped. This is an Arizona law.
- Control of a vehicle is lost in 6 inches of water. Most vehicles will begin to float in 2 feet of water.
- If you have a phone, call 911. If you can, climb onto the roof and wait to be rescued. If the water is still low and you can wade to safety, do so, but beware of floating debris.

## Health & Wellness

Tips for a healthier lifestyle

### Nutrition Tips,

By Firefighter Joel Anderson

Last month we discussed calculating your Basal Metabolic Rate (BMR). Recall that the BMR constitutes 70% of the calories we need to sustain life. The remaining 30% is required based on our level of activity. Factors that affect our metabolic rate include (from greatest to least) our amount of muscle tissue (the more muscle you have, the more calories you burn regardless of activity, age, etc.), meal frequency (the longer you go between meals, the more your metabolism slows down), activity level, food choices (low fat diets tend to result in poor hormone production which slows metabolism), hydration, genetics, hormones, and stress. Keeping in mind these factors, we can adjust our nutrition and activity in order to increase our metabolism and more efficiently use the calories we intake and/or store. There are three major things we can do to increase our metabolism:

1. **Gain Lean Muscle Mass:** work on strength training by changing exercises, increasing resistance, performing more reps, or performing slower reps.
2. **Eat Appropriate Foods:** stop the storage of new fat by giving your body just the amount of calories it needs (remember the BMR?) Don't bombard your body with a bunch of calories all at once. Feed it calories evenly throughout the day to better control blood sugar levels.
3. **Increase Your Activity Level:** do more cardiovascular exercise by increasing speed, resistance, or distance traveled, performing intervals, and cross training with other activities. Increased activity can also include housework, walking, dancing, home repair, etc.

### From the Avondale Fire-Rescue Kitchen Cajun Turkey Burgers with Tabasco Ketchup

Burgers	Tabasco ketchup
Cooking spray oil	2 tbsp tomato paste
½ each red, yellow and green bell	1 tbsp non-fat sour cream
peppers, cored, seeded and cut into strips	¾ tsp Tabasco sauce
1 lb lean ground turkey	½ tsp distilled white vinegar
1 tsp Old Bay seasoning	1/8 tsp salt
¼ tsp salt	
¼ tsp ground cayenne pepper	
4 slices low-fat pepper Jack cheese	
4 whole-grain English muffins	

Preheat grill, indoor grill pan or heavy frying pan to medium high. Coat a medium-sized pan with cooking spray. Sauté bell peppers 20 min. over medium low. Mix ketchup ingredients in a small bowl; set aside. Combine turkey with Old Bay seasoning, cayenne pepper and salt in a medium-sized bowl. Form into 4 patties. Grill patties 4 min. on each side or until juices run clear. Remove from heat and top each burger with a slice of cheese. Toast English muffins; spread with ketchup. Place each burger on a muffin; top with sautéed peppers.

#### Nutritional analysis per burger

385 cal, 12.5 g fat (2.2 g sat. fat), 32 g carbohydrates, 34 g protein and 5.8 g fiber.