

April, 2007



The Instructor's Dispatch

Commission on Fire Prevention & Control

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Leadership Excellence

The second installment of the 2007 Seminar Series was held on Friday, April 27, 2007. The presenter was Chief Ronald E. Kanterman speaking on Leadership Excellence.

Chief Kanterman's presentation covered developing yourself, developing your people, developing your organization and developing communications (not radios).

Students came away with a plan for improvement to take back to their department.

This is our second full year of bringing nationally known fire service speakers to Connecticut to address fire service personnel. Attendees of the 2006 Seminar Series and the first presentation of 2007 acknowledged that the seminars were an enormous success.

The remainder of the 2007 Seminar Series speakers promises to be just as engaging, relevant and informative to their audiences.



The Connecticut Statewide Honor Guard
Presenting the National Colors in
Washington D.C.

Connecticut Statewide Honor Guard Presenting the National Colors

As some of you know, the CT Statewide Honor Guard was recently asked to attend the 19th Annual Congressional Fire Service Institute Annual Dinner in Washington, D.C. to Present the National Colors.

This was an extreme honor for the Honor Guard, especially to those of us that attended.

There were over 2,000 fire service and congressional members from all over the Country in attendance.

Kevin E. Cooney

Vice Commander

CT Statewide Honor Guard

Basic structural firefighting plan:

- Find the fire
- Cut it off
- Put it out

By Alan V. Brunacini



IAFC Safety Awards

The IAFC is pleased to announce the establishment of a new award: Excellence in Fire and Life Safety. This award is being sponsored by the International Code Council (ICC) and will be presented to the first recipient during the General Session at FRI 2007 in Atlanta. The award will be given in honor of all individuals who have dedicated themselves to saving lives and property through the development of codes, fire-prevention practices and leadership techniques.

We are seeking nominations of individuals whose service, professional abilities and leadership have been

exemplary in promoting the development of codes and who have served as examples to all fire-prevention and fire-protection professionals. Nominees are not restricted to IAFC members, but you must be an IAFC member to submit a nomination. Nominations must be received by June 1, 2007.

For eligibility and nomination guidelines, go to www.iafc.org/awards or contact Joelle Fishkin, award coordinator, at 703-537-4843 or jfishkin@iafc.org.

Nominations for the Fire Service Award for Excellence and the Ben Franklin Award for

Valor still being accepted. The prestigious Fire Service Award for Excellence, cosponsored by U.S. Safety Fire Technologies, recognizes innovations and success in managing resources to reduce the loss of life and property from fire and other emergencies.

Seven finalists for the award are recognized with limited edition plaques and the winner is presented with the grand award at FRI 2007 during

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2007 Connecticut Fire Officer's Weekend at the National Fire Academy



"The very worst fireground plan is no plan (the next worse is two competing plans)".

By Alan V. Brunacini

The Connecticut Fire Academy Fire Officer's Weekend was held at the National Fire Academy on the grounds of the National Emergency Training Center in Emmitsburg Maryland March 30, through April 1, 2007. There were 120 students that had applied for one of the five National Fire Academy classes. Attendees noticed that the heightened security at federal facilities check-in has been relaxed so students are now able to proceed to registration where check-in was completed with photo ID's taken of all applicants. The relaxed security is nice to see as it allows easier access to the National Fallen Firefighters Memorial for all firefighters and civilians.

The National Fallen Firefighters Memorial was the location of the first function of the weekend, the annual memorial service to honor Connecticut Firefighters who have died in the line of duty since 1981 when the National Fallen Firefighters Memorial was dedicated. The memorial service consisted of reading the individual names of each of the fallen firefighters while a red rose was placed at the memorial in memory of each. Special thanks go out to bag piper Hal Grout from East

Hartford Fire Department and The Connecticut Statewide Honor Guard for presenting the colors. The Statewide Honor Guard had a busy weekend as they served at the Fallen Firefighters Memorial service on their way home from posting the colors at the Congressional Fire Service Institute 19th Annual National Fire and Emergency Services Dinner in Washington DC on Thursday night. The memorial service was followed immediately by the orientation held in the auditorium of "J" Building. A high percentage of the participants were first time students to the NFA. We hope that all those and more will return for weekends in the future. A social hour with light fare and refreshments provided by the Connecticut Fire Department Instructors Association was held in the Pub/Recreation Hall providing a great chance for participants to network with each other and other students at the NFA. Saturday was down to business time with all classes beginning at 8a.m. NFA adjunct instructors performed an impressive job of delivering classes in Fire Prevention for First Responders, Incident Safety Officer; Fire Suppression, National Fire Incident Re-

porting System; Data Analysis and Problem Solving Techniques, Fire Modeling for a single Family Occupancy and Commercial Occupancy Fire Growth, and Fire Behavior within a Single Family Occupancy and Commercial Occupancy Fire Growth.

The Superintendent of the National Fire Academy Denis Onieal visited all the classes to welcome students and to determine if there were any student needs that could be addressed. NFA instructors remarked that they were impressed with the knowledge base of the students from Connecticut. Saturday night at midnight a major occurrence took place that almost no-one noticed as the National Fire Academy left the control of Department of Homeland Security and returned to FEMA.

Throughout the weekend there was plenty of food from the food service topped off with an indoor barbeque on Saturday evening at the Pub/Recreation Hall. Sunday classes began on a quiet morning and were completed in the early afternoon for all to pilot their vehicles for the trip back to Connecticut, all with just a little more knowledge to better serve the residents of Connecticut when emergencies occur.





**"All Fires are
local".**

**By Alan V.
Brunacini**

Training to Your Weakness, Your Strengths Will Take Care of Themselves

I have seen a multitude of government and private sector managers fail to develop successful, fun-loving, effective, kick-ass program and project work teams. Similarly, I have seen far too many emergency management exercises fail to develop successful emergency teams. Twenty years of analysis has revealed to me the classic "fatal flaw" of less-than-successful managers, regular and emergency. Managers fail because they love to succeed, love to win, love to show off strengths. The problem is that strengths often can't get them to the finish line, because weaknesses cause system failure. They train to strengths, ignoring weaknesses.

Why is this the case? It's simple, weakness management is no fun! There is no adrenaline rush when trying to learn not to fail. Training to strengths provides adrenaline rushes; unstoppable drives like those of bipolar mania; even comparable behaviorally to a high on speed or meth. Unfortunately, when training to eliminate weakness, there is no concomitant feeling of superiority and invincibility; no sense of correctness, rightness, right-

eousness; no undying energy, no overwhelming undauntedness. When eliminating inherent weaknesses there is usually only dogged hard work, unpopular paradigm shifting, and repetitive building of new neurological and biochemical pathways. It's more like learning a backhand in tennis for the first time and nothing like delivering a familiar, crushing serve. My wife says, when I'm manic, "You're not always right, but you're always **sure!**" There's a sureness about training to strengths, an "unsureness" about training to weaknesses.

There's another way to look at it also. That way is the psychologist's way or the trainer's way. Often psychologists or professional trainers (who are often good psychologists, are they not) teach us that what we perceive as our strengths (and those are the things that give us the adrenaline rushes, the feelings of sureness and superiority, etc.) are just well-developed weaknesses we feel overly comfortable with. Ask a group of good friends each to write down one's own biggest strength and each others' greatest weakness. What we see as our

strengths (stick-to-it-tiveness) others see as weaknesses (pig-headed-ness).

So there you have it. We fail because we train to strengths, ignoring our weaknesses; or we train to our perceived strengths, which are in fact weaknesses. We send computer nerds to computer classes, when they would do the computer stuff anyway and they really need to go to public speaking or conflict resolution classes. We send trainers to training classes, when they probably need to take computer classes. And managers become managers by default, because none of the good people want to go through what it really takes to make things work, eliminating weaknesses. There, that felt better. It may not be right, but it sure felt good!

**@ 2006 Frederick J. Cowie,
Ph.D. fredcowie@aol.com
fredcowie.com**

Note: Fred Cowie was a keynote speaker at the 2006 SERC Conference coordinated by the Commission on Fire Prevention and Control.

Legislative Update

H.B. 7315 (An Act Concerning Cadets, Explorers and Junior Firefighters) was given a favorable change of reference from the Senate to the Finance Committee.

H.B. 6137 (An Act Providing Benefits for Surviving Spouses of Police Officers and Firefighters Killed in the Line of Duty) was referred by the House to the Appropriations Committee.

H.B. 5631 (An Act Concerning State Spending on Community Mental Health Services) was referred by the House to the Government and Elections Committee.

H.B. 6927 (An Act Concerning Volunteer Service by Paid Emergency Personnel or Paid Firefighters) was referred by the House to the Appropriations Committee.

H.B. 6956 (An Act Concerning Workers' Compensation Coverage for Firefighters and Police Officers) was referred by the House to the Appropriations Committee.

S.B. 1370 (An Act Creating a Department of Environmental Protection Municipal Fire Issues and Government Fire Equipment Surplus Program Facilitator Position) was given favorable changes of reference from the House and Senate to the Appropriations Committee.

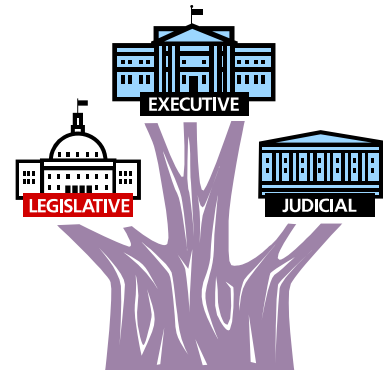
H.B. 7386 (An Act Concerning the Conveyance of Certain Parcels of State Land and Campaign Finance Reform), there is a reference in Section 12 to a parcel of land going to the Commission on Fire Prevention and Control for training purposes. The Commission on Fire Preven-

tion and Control is substituted for Area Waterbury Fire Chiefs Association. (Lines 283-301)

<http://www.cga.ct.gov/2007/tob/h/pdf/2007HB-07386-R00-HB.pdf>

H.B. 7318 (An Act Concerning Workers' Compensation for Volunteer Firefighters) was given a favorable change of reference from the House to the Committee on Planning and Development.

S.B. 429 (An Act Concerning Law Enforcement and Fire Rescue Vessels) was redrafted as a joint favorable substitute by the Transportation Committee.



**"Don't ever think
you know more
about fire than
fire knows about
fire..."**

**By Alan V.
Brunacini**

The America's Fire Heroes Whistle-Stop Tour

NOTE: The Connecticut stop will be in Bloomfield scheduled for Wednesday, May 9th at 10am.

The intention of the America's Fire Heroes Whistle-Stop Tour is to educate and provide information to the public and firefighters on how personal responsibility and action are

key to preventing fires and fire-related casualties. In addition, the public and fire service will be made aware of the mission of the National Fallen Firefighters Foundation, the resources it makes available to the survivors and co-workers of fallen firefighters, and how the public can help with this mission.

The Tour will involve fire departments, the general public, local, state, and federal officials, and the media in 20 stops across the country. Presentations regarding the 16 Firefighter Life Safety Initiatives, Everyone Goes Home™ program and the Courage To Be Safe...So



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Tips for Safe Backing



"If you have lots of work to do, you need lots of companies...big plans require big resources".

By Alan V. Brunacini



Backing an emergency vehicle safely would appear to be a fairly easy task. Yet VFIS loss statistics indicate that backing up is the third most frequent cause of damage to clients' vehicles and the second most frequent cause of damage to their customers' property. Even though the damage is usually not severe, there have been incidents where fatalities have occurred, both to the public and emergency responders. The more frequent result is to slow response times and possibly take a vehicle out of service.

What should an emergency service organization (ESO) do to help prevent backing accidents? The following is not an all-inclusive list but should help ESOs to decrease backing accidents within their organization:

- Always try to avoid backing up, even at emergency incidents. Try to position the vehicle so that you can always pull out rather than back up. We know that is easier said than done; at the same time, it should be on your first thought.
- If you have to back up, always, use a spotter. Position the spotter on the driver's side

of the vehicle and approximately 10 feet to the rear of the vehicle. Make sure that the spotter can always be seen by the driver and that the driver and the spotter have a clear understanding of the signals to be used.

- The spotter needs to make sure that the backing area is clear prior to the vehicle starting to move, and should also look at the opposite side of the vehicle. The spotter should also make sure that there are no tripping hazards and that there is a safe area for escape in case of tripping or stumbling.
- Even though most vehicles have come equipped with backing alarms for a while now, the driver should give a good blast from the air horn or siren prior to starting to back up. Then the driver should start to back up very, very slowly, making good eye contact with the spotter.
- If it is impossible to use a spotter, the driver needs to get out of the vehicle and circle the vehicle to view the backing area and any other hazards that might be close by. Then the

driver gives a good blast of the horn or siren and continues to back slowly. He or she needs to concentrate on backing up in addition to listening for warnings from other emergency responders or bystanders.

The above tips are a good place to start, but each incident or ESO has unique circumstances that could alter these guidelines. Note, however, that there is one other procedure that all ESOs must have in place - an enforcement mechanism to assure that the backing guidelines are always used. Without proper enforcement, backing accidents will continue to occur.

ESO's should also use the backing guideline for training. VFIS has excellent sample guidelines that can be used to start developing a specialized plan for each ESO. It can also be found on the VFIS website: www.VFIS.com by clicking on the Resource button, and going to Other Resources and downloads section. In addition, two driver training programs, VFIS Emergency Vehicle Driver

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Tips for Safe Backing

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Training and Dynamics of Emergency Vehicle Response, contain sections on backing that are starting points for developing an individualized training program.

Unsafe backing can cause accidents that hinder the ESOs ability to respond safely. Every ESO needs to make sure it has a good backing guideline in place and that this guideline is enforced.

IAFC Safety Awards

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the Commission on Fire Accreditation International annual awards reception. The winner is also honored on stage during the IAFC's general session with co-founders of the award, Chief Ronny J. Coleman, IAFC president 1988-1989, and Wayne Boyd, president of U.S. Safety Fire Technologies.

The International Benjamin Franklin Fire Service Award for Valor, sponsored by Motorola, recognizes the spirit of service, courage and heroism that is the tradition among the world's fire-service professionals. The program namesake, Benjamin Franklin, founded the volunteer Union Fire Company in Philadelphia in 1736.

The award is presented at FRI 2007 to a deserving firefighter or firefighters for expert training, professional service and dedication to duty displayed in the saving of a human life.

All active firefighters career or volunteer, on or off duty are eligible for award consideration. They need only to be nominated by their chief for an incident in which they saved a human life. The award recipient and his or her department chief are treated to a VIP weekend at the conference. The recipient's chief is also presented with the Franklin Departmental Award for Leadership.

For eligibility and nomination guidelines, go to www.iafc.org/awards or contact Jacqueline Garnier, award coordinator, at 703-537-4807 or awardscoordinator@iafc.org.



"A little force in the beginning can eliminate the need for lots of force at the end".

By Alan V. Brunacini



The America's Fire Heroes Whistle-Stop Tour

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Everyone Goes Home™ training class will be directed at the firefighter audience. An important part of these presentations will be the Untold Story of the Survivors in their own words. The public fire safety message will be delivered, and important information and other resources will be available.

The Tour begin in San Francisco on April 5th and concludes in Boston on May 12th.

More information about the Tour can be found on the website:

www.everyonegoeshome.com/whistlestop

Everyone Goes Home™
www.everyonegoeshome.com

Event Overview

There are two types of events: Weekday events called Hometown Events, and weekend events called Anchor Events. The primary difference between the two types of events is the anticipated amount of people who may attend. We ask your assistance in publicizing the events through your organizational structure. For Anchor Events, it is anticipated that there will be more people who attend as a result of the event's location. The location of the event will be made highly visible and inviting with balloons, banners, vendor displays, fire apparatus, and the Tour bus.

The bus will be wrapped with the Tour message of Everyone Goes Home and displays

the names of over 3,000 firefighters who have died in the line-of-duty. The event would begin at with Fire Service Bag Pipe Band music and the Tour bus will arrive shortly thereafter with the entourage of invited guests and speakers. The program will commence with an introduction of a survivor (survivors are family members of firefighters who have died in the line-of-duty) by the Fire Chief or designee. After the survivor, the Chief or designee will introduce the representative of the National Fallen Firefighters Foundation and Firefighter Life Safety Initiatives, followed by local officials and sponsor representatives. The speaking portion of the program is estimated to be no more than 60 minutes.



"First rule of exits: if you pay to get in, you pay to get out".

By Alan V. Brunacini

Record Setting Payroll

If you have not stopped by the Academy recently there is certainly a lot of activity taking place. The Pay Period Ending April 5, 2007 was a record setting one.

Part-time (Adjunct) payroll processed for the two week period totaled \$95,101.66. Major contributors were the larger Recruit Class and the sec-

ond of two instructor meetings, CPAT, calendar & contract training and certification testing.

Thanks to our staff members who are responsible for reviewing and approving time sheets as well as to the Business Office for processing the extraordinary large batch in a timely manner!





Stratford Professional Firefighters Parade and Festival

The Stratford Professional Firefighters Burn Foundation Annual Firefighters Parade and Festival will be held August 25, 2007 (*rain date August 26, 2007*) in Stratford. The parade will begin at Paradise Green and end at Academy Hill at 11:00 am (staging begins at 10:00 am).

We are currently looking for Fire Departments current and antique fire apparatus

along with firefighters to march with us. Also, we are looking for firefighting vendors who wish to sell their products.

Immediately after the parade our festival will take place on the grounds of the Shakespeare Festival Theater in Stratford with food, drink and music along with the judging and awarding of trophies for fire apparatus displayed. Please visit our website at: <http://>

spffafightingburns.org for information and registration forms or e-mail us at:

parade@spffafightingburns.org

If you have any questions contact the following:

- ☑ Steve Lupinacci
203-385-4069
- ☑ Mike Preston
203-385-4074
- ☑ Mike Tiberio
203- 385-4074

"Gravity will,
always abruptly
culminate at the
bottom".

By Alan V. Brunacini

Community Emergency Response Team Weekend

Save the Date CERT Weekend...

The Connecticut Department of Emergency Management & Homeland Security has scheduled its annual Community Emergency Response

Team training weekend for September 8 and 9, 2007 at the Connecticut Fire Academy in Windsor Locks.

More information will follow in the future. Please save the dates!

Scrap Portable Fire Extinguishers

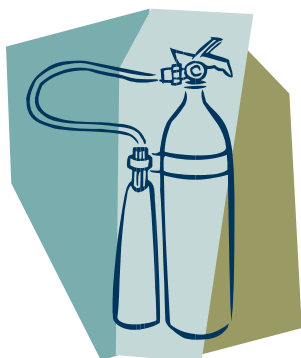
We have been fortunate lately that a significant number of outdated dry chemical fire extinguishers have been donated to the academy for our one time use in delivering training. This is a great benefit to the instructors assigned to the class as the need to refill extinguishers is diminished and the class clean up is much less. We need to ensure that before the

extinguisher is placed in the trash, it needs to be completely emptied and the head removed from the cylinder. One reason is that we do not want pressurized cylinders to be removed by our vendor. The second reason is some of these extinguishers make their way into the flash-over dumpster into which burning materials are placed.

We can not exposed closed cylinders to the heat of the flashover scrap. Please remember to remove the head from all dry chemical extinguishers that are thrown into the trash.

Jim Carroll

Program Manager



Adjunct Instructor Payroll



“Very little on the
fireground falls
up.”

By Alan V.
Brunacini

On April 12, 2007, there was an email sent out to all adjunct instructors on payroll issues. Enclosed with this newsletter is a copy of the calendar that details when your timesheets are due to the Program Manager.

Also, please note that payment by check is indicated with a dollar sign.

If you have direct deposit, you will receive it the previous day. The Business Office contact is Ed Bycenski.

Ed can be reached at 860-627-6363 ext. 257.

Please understand that the Program Manager reviews the timesheet for actual services delivered and then forwards it to the Business Office. Ed can confirm the timesheets arrival for processing the pay data into the state's CORE system. We are making a concerted effort to get you paid in a timely fashion.

As always, if you have any questions, please do not hesitate to contact me directly at 860-627-6363 ext. 272.

Adam D. Piskura

Adam D. Piskura, Director

Health and Fitness

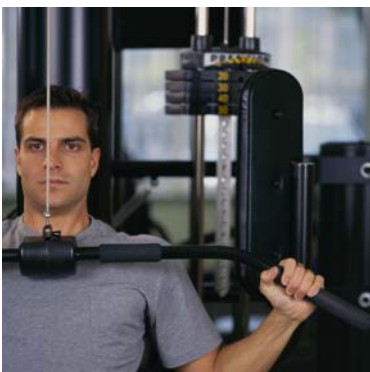
“Best in class in horsepower” has been around in advertising for as long as I can remember. The most recent version that I saw was in an ad for the Ford Motor Company a couple of days ago, and boy did that car look pretty powerful. When I saw the ad, I had a rough recollection of how the term “horsepower” came to be; that it came from the famous inventor James Watt, and that it had to do with marketing a steam engine (which also speaks to the history of salesmanship). As in many a good story, this one

also comes back to a pony or a horse, and in this case it was related to the work that a horse could do. Over-time, horsepower became a measurement of work, and an enduring marketing tool that powerfully lives on today.

What does any of this have to do with fitness? Well, I often wonder why we are so fascinated with the capacity of work with inanimate objects or machines, like in the ad I saw, but not as much with our own. Although you could argue that it

starts when we are young, adding in every child's fascination with fire apparatus, we cannot use that as an excuse. Most of those same kids are very active and fit, and know the difference. When my children were young, and impressed by machines, they were also quick to point out when a man should abandon his rider and get back to walking it: “Dad, I think that man should get a push mower” was often heard from the backseat during travel expeditions when

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Health and Fitness

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they saw a larger-than-life character sitting on a struggling riding mower. They never mentioned needing more horsepower for the mower. Who knows, but I always thought about how much the man on the mower was probably impressed by the horsepower of the John Deere, and how ultimately he may have had it all a little backwards. What I mean by that is that more than likely his attempt to impress himself and his neighbors with that kind of horsepower incrementally lowered his own power every time he cut the grass. He also incrementally needed a larger mower, not to do the lawn, but instead to carry a larger self over the same terrain while powerfully manicuring the lawn.

Now I don't much care about the average Joe (or Josephine), other than the ballooning health-care costs shared by all of us from the low fitness of either, but I do care about firefighter fitness and wellness. In that regard, what we in our business lack is the consistent opportunity to maintain our fitness through work on the job – let's face it, not many

of us are responding to enough physically taxing emergencies to maintain a level of fitness required by the job. That is important, because if we did have enough physical work, then we would not need to supplement it with additional physical training. Not unlike what we see with other physically demanding occupations, particularly the construction trades. One of my brothers, for instance, used to hang sheetrock. That was tough work, and his arms and shoulders were as strong as anyone I knew, and they were made for work. He did not need to go to the gym for strength and endurance training – that is one category that took care of itself through the work he did. The problem with our work is that we have to be fit in ways that exceed, or are broader, than most manual labor occupations, *and* we have to muster the mental horsepower (discipline) to supplement it where we need to.

To finish here, let's get back to the horse. It was reported that in 1782 a brewery horse could produce almost 33,000 ft/lbs in a minute, which became known through mathematical formulas as 1 hp. That is

incredible when you consider that a healthy person can produce about 1.2 hp *briefly*, and can sustain only about 0.1 hp indefinitely. If it makes any difference, it is also said that a trained athlete can "manage up to about 0.3 hp for a period of several hours." That's not quite the horse, or the John Deere, but certainly enough to stay fit and *safer* in doing "the job".

Remember to train often, train hard, and be safe – but also call me if you have any questions. I can be reached at 860-627-6363, ext. 343.

Bill DeFord

PT Instructor



"If you panic, be certain to run in the correct direction".

By Alan V. Brunacini





Office of the Director of Training

Evidently, some instructors are in the belief that anyone teaching at a Regional Fire School is qualified to work at the Connecticut Fire Academy. Perhaps to save face or otherwise display the fox and grapes syndrome, a rumor exists that we don't employ Regional Fire School individuals. That is patently not true.

The last group of 16 new hires included 4 individuals that were, at the time of their interview and class delivery, employees of a Regional Fire School. All Connecticut Fire Academy Adjuncts have been invited to participate in our Adjunct Instructor Interviews that are held *every* Wednesday afternoon at 1:00 p.m. and 2:30 p.m.

You can hear for yourself the parameters of employment given and the candidate's responses. We certainly cover the Outside Work policy and make it clear that we are looking for people willing and available to work. If other pursuits inhibit that ability then a meeting will determine the individual's priorities.

Others have from time to time provided input that they will work here upon retirement.

State employment should not be a forgone conclusion for anyone. We have precious few full time positions. While we are actively hiring part-timers we still maintain our high levels of expectations. Individuals who are fortunate enough to become Connecticut Fire Academy Adjuncts can count themselves among the elite.

Like the Marine recruiting advertisement, the few, the proud, the Connecticut Fire Academy instructor.

Several candidates for both full and adjunct positions have asked about their performance. While, we can not discuss specific items I can share a general viewpoint. When known individuals appear for employment consideration, the panel of reviewers have a prior knowledge of history, experience and personality of the person. While each perceiver has different reaction to the candidate, the "baggage" a person carries was earned.

If your performance during the interview is average (normal for the individual) then you will probably be rated – average. Average means that we know who you are and you performed to our expectations.

Average puts you in the middle of the typical bell shaped curve of interviewees.



Why can't you move toward the upper end of the curve where the stellar performers reside? Perhaps it is because you are totally competent. You know it; we know it and you demonstrated it. But we are looking for individuals that demonstrate high energy, excitement about the craft and a passion for customer service. If you simply perform as we expect, you are totally normal and get placed into the middle of the pack.

Of course the lower end of the curve is where the unacceptable folks lay. Who are they? Those that may offer a deal breaker during their interview. It could be offering a like or dislike that does not jive with our mission. It could be as simple as excessive use of vulgarity during response to questioning. We have actually had candidates that told a story that revealed a totally unsafe practice (deal breaker) that they championed.

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"The only thing that will impress the fire is well-placed force (force = water and tactical support)".

By Alan V. Brunacini



Office of the Director of Training

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How does one improve their chances of being rated stellar or above average?

For one thing we are who we are. Our personalities, behaviors and values have been formed over many years from our environment, family and the times. While we can temporarily alter our behavior under stress. We will revert back to our comfort zone of prior action. This is why most individuals can not move off their center.

Perhaps at work or a relative's house you demonstrate some sort of behavior that you don't normally show. But most of the time (normally) you are who you are. Those who attempt to demonstrate a different persona for an interview are usually under stress from two directions. They are acting out of character; and they are stressed by the interview process itself.

Therefore, while everyone should strive to be their best for an employment interview, additional artificial behavior will be detected. If not during the interview certainly within the first week of employment, which

is usually a probationary period. So then what should a person do?

Be yourself. Talk about your positive attributes and provide examples of them in action, preferable at work. Above all else tell a story. Stories are remembered by panel members. Good, bad or indifferent a story will be repeated during discussions of a candidate's ranking. Stories can be rehearsed and told to family members prior to rolling them out for an employment or promotional interview.

The current Connecticut Fire Academy practice of seeking responses to interrogatories for Adjunct instructor is an attempt to elicit stories from our candidates. It helps them frame employment and accomplishment context and their personal role. So it accomplishes something for us (preliminary review) and something for them (forms their future responses to questions).

There are a great number of books available that can assist people with the interview process. The trick is not to overwhelm yourself with the process itself, but your responses

to it. Well rehearsed responses to typical questions coupled with relevant workplace stories will create a memorable interview experience for you and the panelist. It is your role to make the memory a constructive one resulting in your ranking towards the positive end of the curve.

Good luck,

Adam D. Piskura

Adam D. Piskura, Director

Through a joint effort with one of our facilitators (David Fortt), he has shared access to the analysis and result at no cost to our staff. Please take the 10 to 12 minutes necessary to access and complete the survey and then enjoy reading about yourself. The training division staff is currently in mid process of a team evolving process involving two different instruments. Learning, changing and improving can be fun! Here is to our combined successes.

Reminder:

During the Instructor Meeting and Professional Development Sessions each of you were given a website and unique access code. To date, only 17 adjuncts have used the computer based survey. This computer based survey will assist you in learning about yourself and may provide you with talking points for more effective relationships with family, coworkers and the like.

The survey represents a considerable cost if sought out as a management service.



State of Connecticut

Commission on Fire Prevention & Control

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We're on the Web!
at: www.ct.gov/cfpc

Agency Mission

To prevent or mitigate the effects of fire and disasters, either natural or manmade, on the citizens of the State of Connecticut. This objective shall be accomplished through the development and delivery of state-of-the-art educational programs designed to meet nationally recognized standards, certification of individuals to such standards and maintenance of up-to-date resources for use by fire service personnel, public educators and other first responders.