



What's Keeping You From Getting Promoted?

Firehouse Central - Las Vegas, NV

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Course Objectives

- **Determine reasons keeping you from getting promoted.**
- **Identify reasons others have not been promoted.**
- **Formulate a plan to take control of your destiny and be the one who gets promoted, not the one who becomes the life-long test taker.**

A firefighter in silhouette is working in a burning structure, possibly a tunnel or a large building. The scene is filled with intense orange and yellow flames, creating a dramatic and hazardous environment. The firefighter is wearing a helmet and is focused on a task, possibly extinguishing a fire or clearing a path.

*Before We Go Further, You
Must Promise To.....*

- **Take responsibility**
- **Hold yourself accountable**
- **Not blame others**
- **Prepare for the position, not just the test**
- **Honestly look at yourself**
- **Be a part of the solution!**



5 Important Things To Remember

1. I'm not here to waste your time
2. I'm here to have you leave with a better idea of what you need to focus on to get promoted.
3. You may be a part of the problem



5 Important Things To Remember

4. More importantly though – you are part of the solution!
5. We have good news.....and we have bad news.....let's start with the bad news so you can learn from the mistakes of others.

A dramatic scene of firefighters in a burning building. The image is dominated by intense orange and yellow flames that engulf the structure. In the center, a doorway is visible, and several firefighters in dark gear and helmets are positioned around it, appearing to be working to contain the fire. The overall atmosphere is one of chaos and high-stakes action. Overlaid on this scene is the text "What Keeps People From Getting Promoted?" in a bold, yellow, serif font, centered across the middle of the image.

What Keeps People
From Getting
Promoted?



What Keeps People From Getting Promoted?

General Reasons:

1. Attitude and/or entitlement (they think they are owed the promotion)
2. Lack of credibility and respect from folks above and below and around you

A vertical photograph on the left side of the slide shows a firefighter in silhouette, wearing a helmet and gear, working inside a structure that is heavily on fire. The scene is filled with bright orange and yellow flames, creating a dramatic and intense atmosphere. The firefighter appears to be focused on a task, possibly extinguishing a fire or performing a rescue.

What Keeps People From Getting Promoted?

Two Reasons People Fail

1. They are nervous
2. They are unprepared

A vertical image on the left side of the slide shows a firefighter in silhouette, wearing a helmet and gear, working inside a structure that is heavily on fire. The fire is bright orange and yellow, with thick smoke or steam rising. The firefighter is positioned in the lower-left corner, looking towards the center of the structure.

What Keeps People From Getting Promoted?

*However, We Need To Go
Deeper Than That & Focus On*

- Promotional Process Items
- Professional / Career Items
- Personal / Family / Off-Duty Items

What Keeps People From Getting Promoted?

Reason #1

**Promotional
Process
Related Items**



What Keeps People From Getting Promoted?

Inability To:

- Meet minimum qualifications
- Complete application
- Follow instructions throughout process
- Pass all phases of the process
- Prioritize what is really important
- Make decisions
- Adequately solve problems



What Keeps People From Getting Promoted?

Inability To:

- Think “big-picture”
- Demonstrate command presence
- Calm your emotions
- Present yourself professionally
- Understand the dimensions you’re being evaluated on
- Understand what you’re really getting yourself into

What Keeps People From Getting Promoted?

Inadequate knowledge:

- Of the big three items all officers need to be subject matter experts in:
 1. Building Construction
 2. Fire Behavior
 3. Strategy/Tactics





What Keeps People From Getting Promoted?

Inability To:

- Focus on the position itself, spending too much time on trying to figure out the promotional process
- Understand the entire job description of the position
- Properly delegate
- Demonstrate leadership ability

What Keeps People From Getting Promoted?

Inadequate

- Planning skills
- Time management skills
- Oral communication skills
- Written communication skills





What Keeps People From Getting Promoted?

Last, But Not Least -
Inability To:

- Take constructive criticism from your evaluators or your administrative staff during or after the process

What Keeps People From Getting Promoted?

Reason #2

**Professional /
Career Related
Items**

What Keeps People From Getting Promoted?

Lack Of:

- Formal education
- Department involvement
- Community involvement
- Training & Education
- Experience
- “Well rounded” experience
- “Life” experience





What Keeps People From Getting Promoted?

Inability To:

- Follow instructions throughout your career
- Set or follow through with professional goals
- Build good working relationships with your co-workers, supervisors, union officials, community, subordinates



What Keeps People From Getting Promoted?

Having A History Of:

- Starting & not completing projects, classes, etc.
- Discipline problems throughout your career
- Being tardy or absent excessively
- Not being open to others, regarding your interest/desire to get promoted



What Keeps People From Getting Promoted?

Having A History Of:

- Being a part of the problem, not the solution
- Getting involved in department related functions – but only to build your resume
 - Don't forget.....it's not the quantity that counts....it's the quality of your time, effort, and involvement!!!!



What Keeps People From Getting Promoted?

A Thought:

- The best predictor of future behavior.....is past behavior!
- Yes, people can and do change,
 - but it may be an uphill,
 - if not next to impossible battle to do so and prove to others you have changed

What Keeps People From Getting Promoted?

Reason #3

**Personal /
Family / Off-
Duty Related
Items**



What Keeps People From Getting Promoted?

On-Going History Of:

- Problems that bleed into the workplace:
 - Personal / family medical problems
 - Financial problems
 - Second job problems
 - Guilt from not spending enough time with family
 - Life in general

What Keeps People From Getting Promoted?

Family Commitment

Problems:

- Lack of time to prepare for the position & promotional process
- Lack of time to get involved with your department (on and off-duty)
- Lack of time to get involved with your community




What Keeps People From Getting Promoted?

Family Commitment

Problems:

- Family members unable to realize it's a full-time job getting promoted
- Inability to have support and by-in from family to prepare for and participate in a promotional exam



A photograph showing a fire scene. In the center, a doorway is visible, with several firefighters wearing helmets and gear working inside. The scene is surrounded by intense orange and yellow flames, with smoke rising from the fire. The overall atmosphere is one of a major fire incident.

**Now onto the good
news – what can
we learn from all
of that?**



**The Promotional
Candidate's
Action Plan**



The Promotional Candidate's Action Plan

5 To-Do Items:

1. Look in the mirror
2. Communicate (more listening than talking)
3. Take charge of your destiny
4. Don't fall into the traps
5. Prepare for the position!



The Promotional Candidate's Action Plan

Item #1:

Look In The Mirror

- Find out which of the previously mentioned items apply to you
 - Yes, it's a long list
 - Some may or may not apply to you
 - Nobody said it was going to be easy



The Promotional Candidate's Action Plan

Item #2:

Communicate

- Talk to folks in & above positions you aspire to
 - Get constructive criticism / feedback
 - Encourage them to be brutally honest
 - Ask them for their opinions; where do you go from here?
 - Be careful what you ask for!

Item #3:

Take Charge of Your Destiny

- From this point on:
 - Stop blaming others
 - Take responsibility
 - Be accountable....for your actions and your future!
- Only you can get promoted!
- It's amazing what a positive attitude can do for someone



The Promotional Candidate's Action Plan

Item #3:

Take Charge of Your Destiny

- Be the go-to person on your department and from outside of your department
- Continue / Resurrect / Expand your education, training and experience
- Build / Rebuild / Maintain credibility and respect from other department members



The Promotional Candidate's Action Plan

Item #3:

Take Charge of Your Destiny

- Don't abandon your current position
- Be the best darn _____ (current position) you can be!
- Have your own vision and plan of what you will do when you are in the rank you aspire to



The Promotional Candidate's Action Plan

Item #4:

Don't Fall Into The Traps

- Do not let yourself get:
 - Frustrated
 - Bitter
 - Resentful
 - Angry
 - Negative
 - Immature
 - Discouraged
 - Unprofessional...at any time!



The Promotional Candidate's Action Plan

Item #4:

Don't Fall Into The Traps

- Let go of your baggage!
- Not doing so will only confirm the concerns others may have about you and your ability to become a positive role model and poster child for the position you aspire to!
- Prove others wrong about any negative perceptions they may have of you





The Promotional Candidate's Action Plan

Item #5:

Prepare for the Position!

- As opposed to just the testing process
- Put yourself in that position every day
- Consider preparing for one rank above at the same time



**Closing
Thoughts:**

What is keeping you from getting promoted?

- It isn't easy getting promoted, especially if you're finding yourself to be a:
 - Continuous test taker or....
 - Someone who keeps getting passed over by the person doing the promoting



What is keeping you from getting promoted?

- There are typically some obvious reasons (hopefully not illegal or unethical ones) why you are not getting promoted.
- Hopefully the folks around and above you can “open up your eyes” to what you need to do.



A vertical image on the left side of the slide shows a firefighter in silhouette, wearing a helmet and gear, working inside a structure that is heavily on fire. The fire is bright orange and yellow, with thick smoke or steam rising. The firefighter appears to be using a tool, possibly a pike pole, to work on the interior of the structure.

What is keeping you from getting promoted?

- Realize, once your eyes have been opened, and the light has come on, your goal should be to prove them wrong through your actions and performance.
- If all else fails, maybe consider going to another department.
- The ball is in your court....what are you going to do with it????



- Thank you very much for your time and your willingness to be here
- I wish you the best in your future promotional processes!
- We want this next promotional process to be the last one – and for you to get promoted!
- Any questions?????

A firefighter in silhouette is working in a structure engulfed in flames. The firefighter is wearing a helmet and is positioned in the foreground, looking towards the structure. The structure is made of concrete or masonry and is heavily damaged, with large sections missing and exposed. The fire is intense, with bright orange and yellow flames and thick black smoke rising from the structure. The background is dark, suggesting a night scene or a very dark interior.

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