



INSTRUCTOR TRAITS, CHARACTERISTICS and MOTIVATIONAL GUIDELINES

When teaching we look for instructors with a deep sincerity in mentoring participants and recruits. When leading and teaching students no matter what the level of instruction we expect our instructor staff to lead and mentor by walking beside our participants while not being up in their face during the learning/instruction process. The best instructors lead through many times unnoticed existence by those who are under their instruction. When instruction is completed in any given program the participants should say a heartfelt thank you to those who have taught them but more importantly they will say “We did it ourselves”.

The following is what is expected of our staff during leading, teaching and mentoring while also providing guidelines and insights into helping you as an instructor and your relationship with students and recruits.

Please Review All Considerations Listed Below

Fire Engineering

Leadership and Instructor Traits

By

Lt. Mike Mason

MOTIVATION

- Always create a desire to be a member of a team. Teamwork is our foundation to success.
- Always create a feeling of belonging in every student to his team and his importance to their success. As an instructor you also are an important team member through leadership.
- Always take time and work with students/recruits who are having problems whether they are having problems with learning assignments or personal. Another words “Caring” is a big part of leading and teaching. Personal problems should always be kept confidential.
- Always show how to do it. By the book when required but also by experience and tricks of the trade to help their abilities and increase their safety.
- Stay close and stay involved with them, you may have to sweat with them occasionally.
- Always praise individuals in public while calling attention to weakness in private. Always praise teamwork while calling attention to overall team weakness together with all members.

DEMOTIVATION

- Be careful when deciding to issue Mass punishment. This rarely accomplishes the desired affect or the motivation to learn when applied to frequently. Many times instructors use this technique in hopes of setting an example to what is expected by all. Instructors who lead by using corrosive power regularly are undermined by those they teach and lead.

- **Be careful when criticizing individuals in public thinking that embarrassment will accomplish learning through others taking notice. Good instructors know how to create positive peer pressure when needed through the team's involvement.**
- **Delivering Mass punishment continually from individual foul-ups. The degree of seriousness to the safety of the entire team or group from an individual is reason enough to bring it to everyone's attention. Only in rare circumstances should corrosive punishments be the end result. Punishing continually or unfairly is a loss for everyone and diminishes learning and free thinking.**
- **Try to avoid showing favoritism continually to the same individuals. Favoritism can be used as a learning tool through example but it should be spread through subtle observations by others.**
- **Never demean individuals by name calling, racial slurs, sexual slurs or religious beliefs.**
- **Foul language should be avoided whenever possible. It is also realized through the nature of our work in the fire service that it used occasionally. Foul language when used appropriately can create and emphasize learning in certain situations. Instructors should not only use this verbal technique judiciously but should also be aware of body part language when in the presence of integrated female and male students/recruits. Foul language used directly to demean or confront a student/recruit should never be used.**

ORDERS and ACTION MUST HAVE PURPOSE

- **Instructors must always emphasize the course's purpose of instruction and what is expected throughout its duration. This includes any and all techniques, maneuvers and cognitive learning.**
- **Training and continued training to reach levels of competencies is an instructor's responsibility as well as helping individuals in realizing the importance of getting it right. Success through team work as well as individual spirit should be ingrained so not only individual effort but team effort will produce success in the final outcome of any task through learning.**
- **Instructors should provide continuous evaluation to individuals as well as to the overall team. Instructors should be on the lookout for leadership potentials in all individuals and to utilize that leadership which is found to enhance overall group and team success.**
- **Orders and actions given by instructors should have purpose in any task or assignment to initially learn as well as improve a given objective. Never continue to beat a dead horse or go over something continually, instead come in when possible from a new direction in learning to create success.**

EVALUATE YOUR WORK

- **How many of your students/recruits have stayed with you mentally and physically throughout the course under your instruction?**

- **How many individual or company disciplinary problems have surfaced throughout the program under your instruction?**
- **What were the motivational levels of individuals and teams throughout the program when under your instruction?**
- **Were you approachable to individuals and teams whether personal or academically addressing their concerns? Did they feel you truly “Cared”**
- **Did you feel you accomplished your intended purpose from a heartfelt feeling in giving to them your best?**
- **Did you build on the students/recruits when they first arrived in their willingness to learn and do well to improving these characteristics into the spirit of success, leadership and accountability?**
- **Were you consistently available to them as well as providing them the best in your abilities.**
- **Did you lead and instruct by being in their face or by walking beside them, providing caring and guidance. Did they learn the same from you and your example?**
- **Your ego that may be serving your position has no purpose here with regards to your relationship with those you teach or your ability in working with fellow instructors. Always in serve with spirit and in servitude of spirit.**

Sincerely,

A handwritten signature in cursive script that reads "Lt. Mike Mason".

Lt. Mike Mason/DGFD/Squad 2/Ret.

Director RICOFIRERESCUE INC.