



APCO 2019



August 11-14 | Baltimore, MD

PREPARING FOR PROMOTION

An Everyday Event

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Presenter Bio

- Bachelor of Arts & Sciences in Social Science/Minor in Criminal Justice
- Master of Science in Education
- CPE Class 06
- Training & Development Coordinator
- Part of a great team of 911 and dispatch educators at Tarrant County
- Resident of Texas, where we are all First Responders now! 
- Mom, wife and cat and people parent 
- Love reading, golf, the Cowboys and adventures



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Irony

“It's ironic the reward for being good at your job is a promotion to a job you haven't done before and most often requires a completely different skill set.” ~ John Eades

What really matters over the next 60 minutes...

- You have been interviewing for your promotion since.....?
- What have been your best interview answers thus far?
- What have you learned during your interview process to date?
- Its posted, and the “official process” is here...now what?
- Show time!

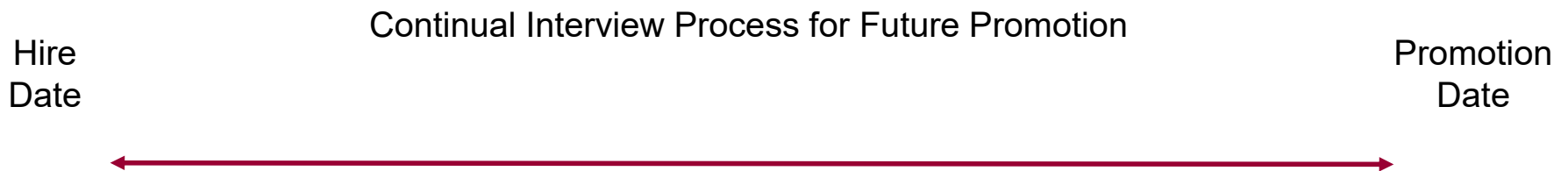
"Lots of people want to be the noun, without doing the verb." ~ Austin Kleon

You have been interviewing for your promotion since.....?

- Name your first day at your agency/department/organization

March 11, 2019

- YOUR date, was the first day of your promotional interview



- During this on-going interview process, what questions have been asked, what scenarios have been played out, and what tests have been conducted on a day-to day basis?

What have been your best interview answers thus far?

Have you added value beyond the bullets in your job description?

Have you been a continual learner?

Have you reacted well?

Kudos Victories Compromise Disappointments Set-Back
Conflicts Shock/Trauma Discipline Praise **CHANGE**

How did you do with opportunities to shine on stretch assignments?

Have you had a positive impact on the work environment & culture?

Have you led from whatever seat you sit in now?

What have you learned during your promotional interview process to date?

Self – being aware of your own authenticity, values and leadership

“...reflect on your experiences through introspection and feedback...”¹

“It is at the center of your inner compass and the essential component of knowing yourself, discerning your passions, and discovering the purpose of your leadership [occurs]”²

Situations – opportunities that afforded development of who you are

“...[when you] face a myriad of options [they] provide opportunities to develop yourself or become seductions that take you away from your authentic self.”³

Strengths – discovery of talent, abilities, and capabilities

“Truly great accomplishments come only from exploiting your strengths.”⁴

Its posted, and the “official process” is here... now what?

- **Technical / Logistical Elements:** Tell your story and create your value

Applications – Accurate / Authentic / Absolute

Letters of Interest – Lively / Leadership / Like-Minded

Resumes – Right / Reliable / Refreshing (Resume Reviews - Tuesday, August 13: 10:00 a.m. – 3:30 p.m.)

Assessments – Attitude / Aptitude / Affirming

Oral Boards/Interviews – Open / Optimistic / Original

- **Personal Elements:** Barriers, Saboteurs and Vulnerability

Fear of Process / Fear of Failure – Reframing your past and your story is necessary

Doubt / Internal Struggles – The Imposter Syndrome – rooted in fear, conquered in courage

Anxiety / Dread – Every promotion puts you back at zero – acknowledgement is useful



Re-Entry: Show time!

You entered once.

You have added to your story.

Now you are re-entering.

Nunc Ego Incipia *I now begin!*

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Thank you for your participation!!

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