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
“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?
- It's 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?

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- 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…”  

“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]”

**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.”

**Strengths** – discovery of talent, abilities, and capabilities

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

1-4 George, Bill (2015) Discover Your True North
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!*
Thank you for your participation!!

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