



# *Paul's Leadership Tips*

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## **WELL DISCIPLINED ENGINE COMPANY**

Recently, I received an E-mail from a former student of mine. At the time of the class he was a young firefighter and now he is a battalion chief. Yes, the class he attended was more than a few years ago.

During the class the participants and I developed a list of requirements, actions, and omissions that were indicators of a well-disciplined engine company. He asked me if I still had a copy of the list. I went through my class archives and found the list. While I was reading it, I thought I would share it with you.

So, here it is. Let me know if you have any additions to the list.

1. The crew is well groomed and appropriately dressed; their uniforms are in good condition.
2. Their apparatus and allied equipment is clean and in good working order.
3. Their station and grounds are clean and presentable.
4. Reports and paperwork are properly filled out in a timely manner, and files are well maintained.
5. The crew functions well at fires and EMS incidents and follows Standard Operating Procedures.  
"When lights come on, it's SHOWTIME!!!!"
6. Crew performs work in a positive, effective, timely manner.
7. They have a good attitude concerning integrity matters; i.e., sick leave, workmen's comp., and use of department equipment.
8. Training activities receive necessary attention.
9. The crew adheres to Rules and Regulations with little supervision: There is no mystery as to what is/isn't allowed.
10. There is the proper use of discretion concerning activities in the station; use of recliners/beds at appropriate hours, television & VCR, films, cable TV.
11. The crew rises promptly and does necessary relief-oriented duties.
12. The crew has a positive feeling about their job, themselves. (There is little need for bitch sessions; problems are pursued through the system.) They have pride in their work, themselves, and their organization. They know that a positive attitude is just as contagious as a NEGATIVE attitude.
13. Visitors are received in a professional manner at appropriate hours. The crew recognizes and has a positive attitude toward visitors.
14. Slack time between 0800 - 1700 hours is utilized in a productive manner; i.e., pre-fire planning, training.
15. Crew members take proper care of professional equipment; losing something is a big deal!!
16. There is an understanding that we are here to serve the public, NOT vice versa.
17. Problems are DEALT with appropriately by the Captains (not created by them.)
18. Discretion with materials, signs, remarks on black/white boards or bulletin boards.
19. There is an understanding of how the public MAY PERCEIVE what you may be doing at a given time.