Planning to Thrive (P2T) is an approach that recognizes the impact of culture on our perception in these fluid times and rises to meet the challenges we face through the implementation of a three-part plan: working “left of bang”, winning by design, and building a culture of personal and organizational wellness. In the end, the goal is to help you find the sound within yourself which allows you to not just survive, but thrive.

**Culture Drives the Bus**
- Culture is based on the perception of the individual and consists of three components:
  1. Knowledge
  2. Heart
  3. Experience
- Challenge yourself to identify the tools that are best for you
- It’s okay not to always feel okay

**Work Left of Bang**
- Left of Bang = Being proactive
- Take a step back and reassess the situation
- The goal is to utilize your radar and try to figure out what to do before something hits you, as opposed to waiting for things to happen
  - Identify
  - Intervene
  - Inoculate or Integrate

**Win by Design**
- Identifying a plan to wellness will ultimately give you a better chance to succeed
- Three phase decision process that you should consider on a daily basis:
  - Find a purpose
  - Take ownership of yourself
  - Be accountable to and for your peers

**Create a Normative Culture**
- Create a normative culture of "healthy people" by putting the person first before their field of work and utilize a "me to we" perspective
- Build peer support for a resilient organization
- Integrate mental health, financial awareness, nutrition, fitness, occupational safety, and family support as a normative culture to give individuals the confidence and the comfort of having a "safety net"

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Finding Music Within the Noise: A Plan to Thrive During Troubling Times

Creating a Framework for Success

- Take Five:
  - Take a breath
  - Take a step back
  - Take a look
  - Take control
  - Take charge
- Remember to GROW: pick your goal, look at the reality, think of your options, and find a way forward
- If you have a plan, you have a better chance to succeed. Make a personal action plan for yourself: choose one "mind item", one "body" item, and one "spirit item to focus on each day.
- Advocate for yourself by being your own voice, not just an echo
- Do something good for yourself at least once a day

Always Ask Yourself

- Who were you before you started this profession?
- Who are you now?
- Who would you like to be?

Warning signs

- Beginning to see everyone else other than yourself as "less than" is a sign of isolation
- Self-medicating versus self-actualizing
- Unusual behavior, deterioration in work performance, or poor decision making can be a sign that something is going on

Resources

- NAMI Maryland: www.namimd.org
- International Critical Incident Stress Foundation, Inc: www.icisf.org
- Law Enforcement Action Partnership: www.lawenforcementactionpartnership.org
- Institute for Emergency Medical Services Systems: www.miemss.org
- Left of Bang (Book) by Patrick Van Horne and Jason Riley
- The Four Agreements (Book) by Don Miguel Rutz

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