

CAREER COMPASS

Version 05.2022



The
Secret



What is the Mission?

1. Stay Safe
2. Help People
3. Put bad Guys In Jail



*"to protect
and to serve"*



POLICE

85489



Your Career Is a Journey

- Career, Calling, Vocation,
 - Just a Job?
- Pay your dues
- You can go to all the classes
- No short-cuts or substitutes for **experience!**

Don't be Afraid

- Lead people / Manage tasks
 - That's what we pay you for
- Supervise, counsel, advise
- You can't be everyone's friend
- Need to be respected
 - (admired - feared)
- Paramilitary style
 - (especially in a crisis)



Motivate / Manipulate

- There is a thin line
- Highly motivated workers are productive & happy workers
- Optimism and good attitudes are contagious
- People will let you know how and when to; lead, manage, supervise, & direct **them**

What We Are Looking For....

■ Confidence

- In yourself, in your abilities
- In your people (trust)

■ Competence

- Knowledge of job & responsibilities

■ Control

- Self discipline

■ Courage

- To do what needs to be done



Proportional & Balanced

- Don't over react
- Don't under react



- Don't blow things out of perspective



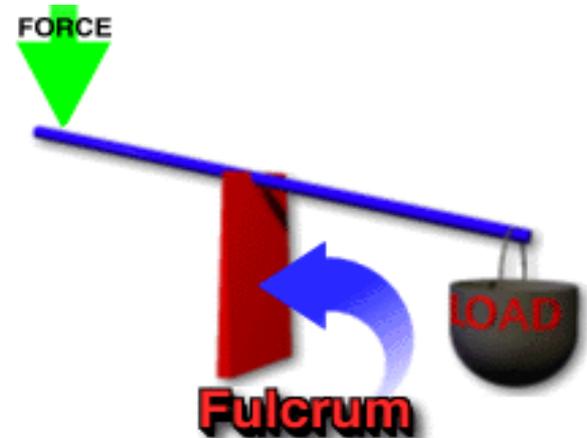
Multiple Plates

- Multi-tasking
- Roll up your sleeves
- Keep them spinning



Fulcrum Shift

- Start ceding control downward
- Loss of “hands on”
- As you rise, you are at the mercy of managers under you to get the job done by them leading their subordinates AND keeping you informed as to what is going on.



It's Not About How Hard You Try

- It's results that matter
- You are going to need to be right an overwhelming majority of the time (95% +)
- Those mistakes are good, to be expected.....but RARE
- Catch mistakes EARLY
- Make the right call !



Check the Contract / Policy

VERIFY & DOUBLE CHECK



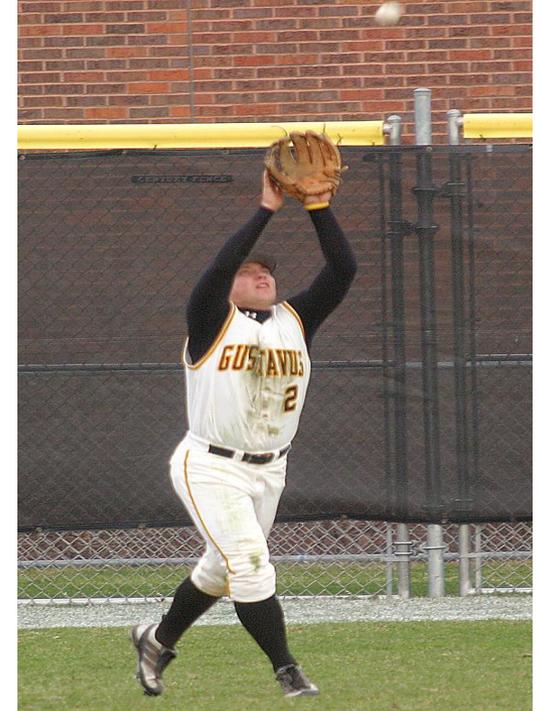


Value Humility

- Friends, colleagues, and supervisors
- Self confidence is not Arrogance
- Nobody likes a show-off
- You are not ***that*** good
- We all screw up
- There are many right ways to do things...not just YOURS
- The Rookie today could be your boss in 3 years.
- Be nice to the little guys!

Keep Your Eye on the Ball

- No Surprises
- Calls @ Locations
- Patterns



- Who knew, what, & when
- The opposite of focused discipline is.....
.....bureaucracy & blame ¹⁴

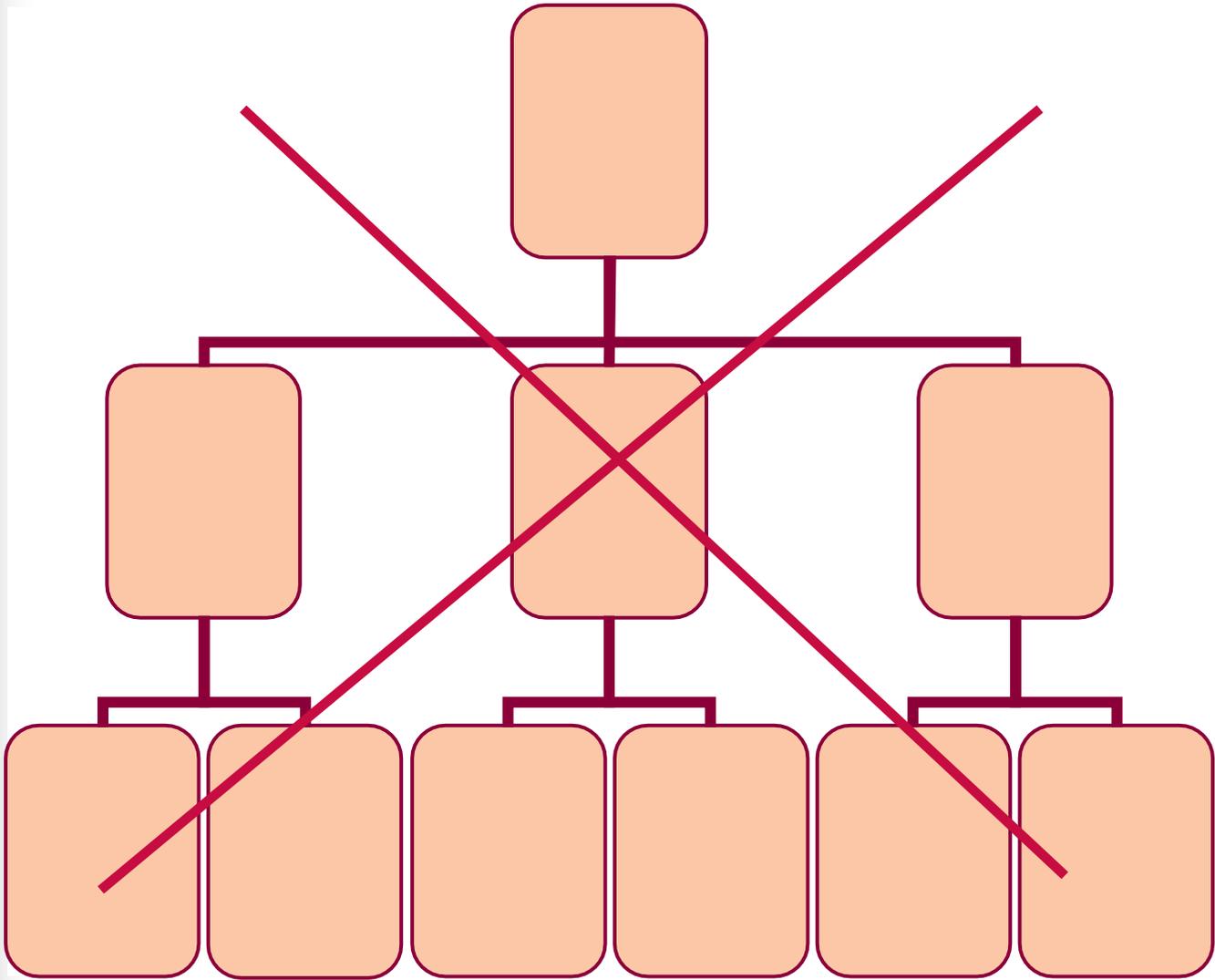


Nobody Likes A Bully

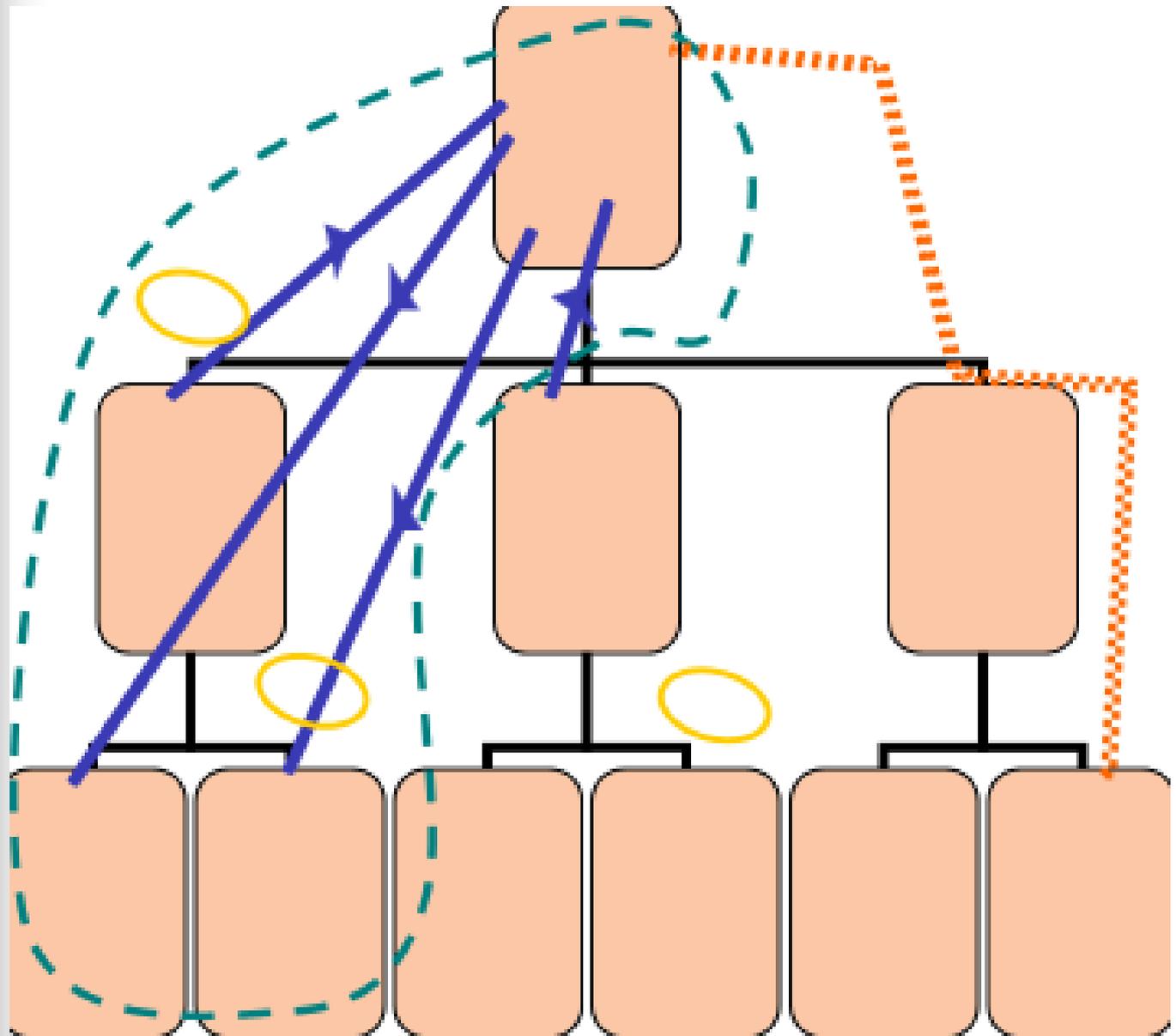
- Don't throw your weight around
- Just cause you can...does not mean you should
- Have some compassion
- Let people off the hook
- Be fair but firm
- Not a pushover or soft – taken advantage of or fooled (if so PAYBACK?)



The Org Chart

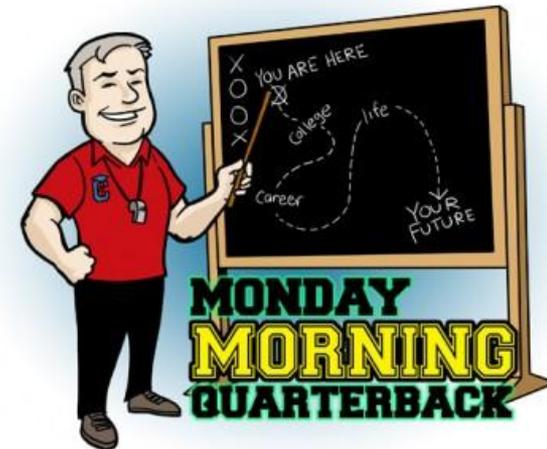


THE "SHADOW" ORGANIZATION



Monday Mornings

- You WILL be “Quarterbacked”
- What did you know?
- When did you know it?
- Should you have known?
- What did you do about it?
- Did you do the right thing?
- Were there red flags?



Office Politics

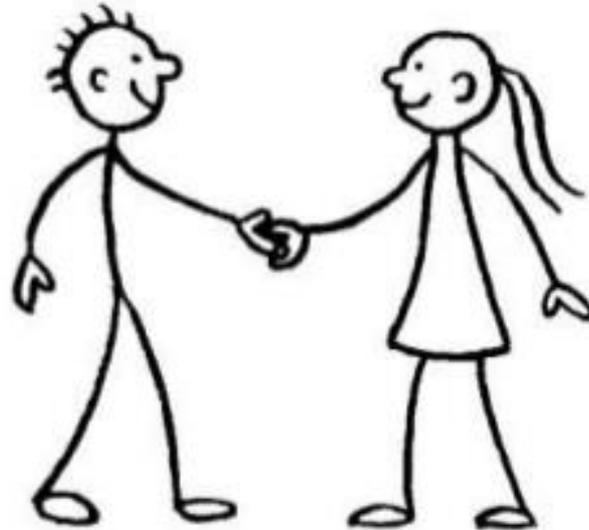
- It' how things get done (office, real world)
- Keeping the most people - reasonably happy
- Make friends before you need them
- Don't make enemies if you can help it
- The walls have ears—watch what you say & where you say it.
- Don't get used & abused
- Everybody expects to get paid back.....
- No such thing as a free lunch





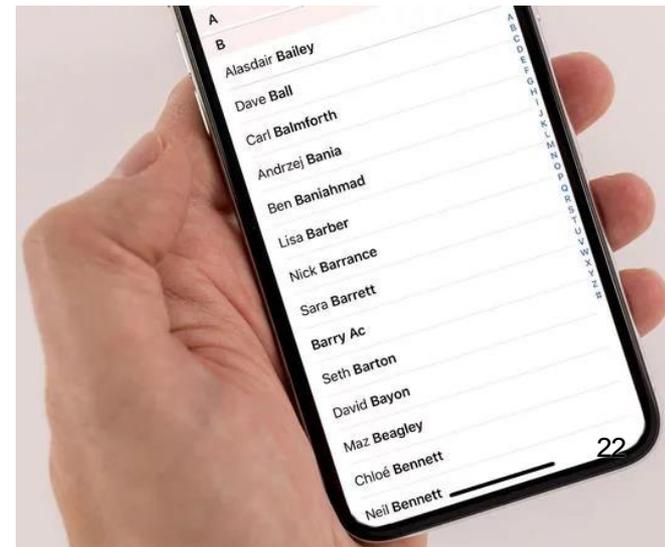


Make introductions – Do you know Jim?



Who is in your phone?

- Connections are everything
- Who can you call (and will answer) at 2pm on a Sunday?
- MEG, HIDTA, FBI, DEA, ISP, MERIT



Professional Respect

- Don't step on toes
- Mind your business



Teach the Police



POLICE
ACADEMY
TRAINING

Winning at all Costs is not a Victory

- Pick your battles wisely
- Remember the song about tugging on Superman's cape.
- Don't back people into a corner—allow them to save “face”.
- It isn't worth losing the war over
 - Scorched earth
 - Burned bridges



It Might Actually Get Worse

- Before it gets better
- Some jobs just suck
- Hold your nose
- Endure, sacrifice, persevere
- Turn it to your advantage
- They call it work (not FUN) for a reason !



Loyalty

- You are right to EXPECT it.
- A 2-way street
- You have to back your people up—be loyal to THEM (even if not 100% right)
- Hard to get – Lost quickly
- Pick your friends wisely
- NONE = criminal, corruption, etc.

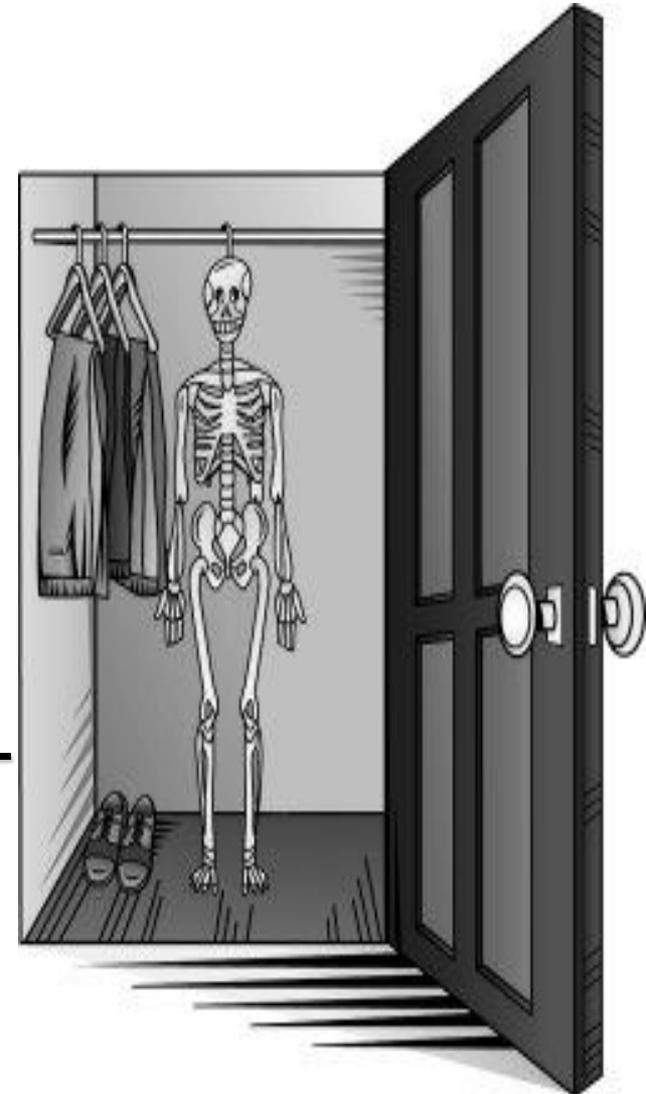


Everybody Has A Boss

- Your boss gets yelled at too.
- They have to deal with someone making demands, setting expectations and being unreasonable.
- Your boss' boss might not be as nice as yours.
- We all have someone above & below = “middle management”

Protect Your Reputation

- Give no ammunition to your detractors
- Follows you from place to place (portable)
- Don't kid yourself... everybody knows
- Skeletons in closets--regrets
- Ethics & Integrity

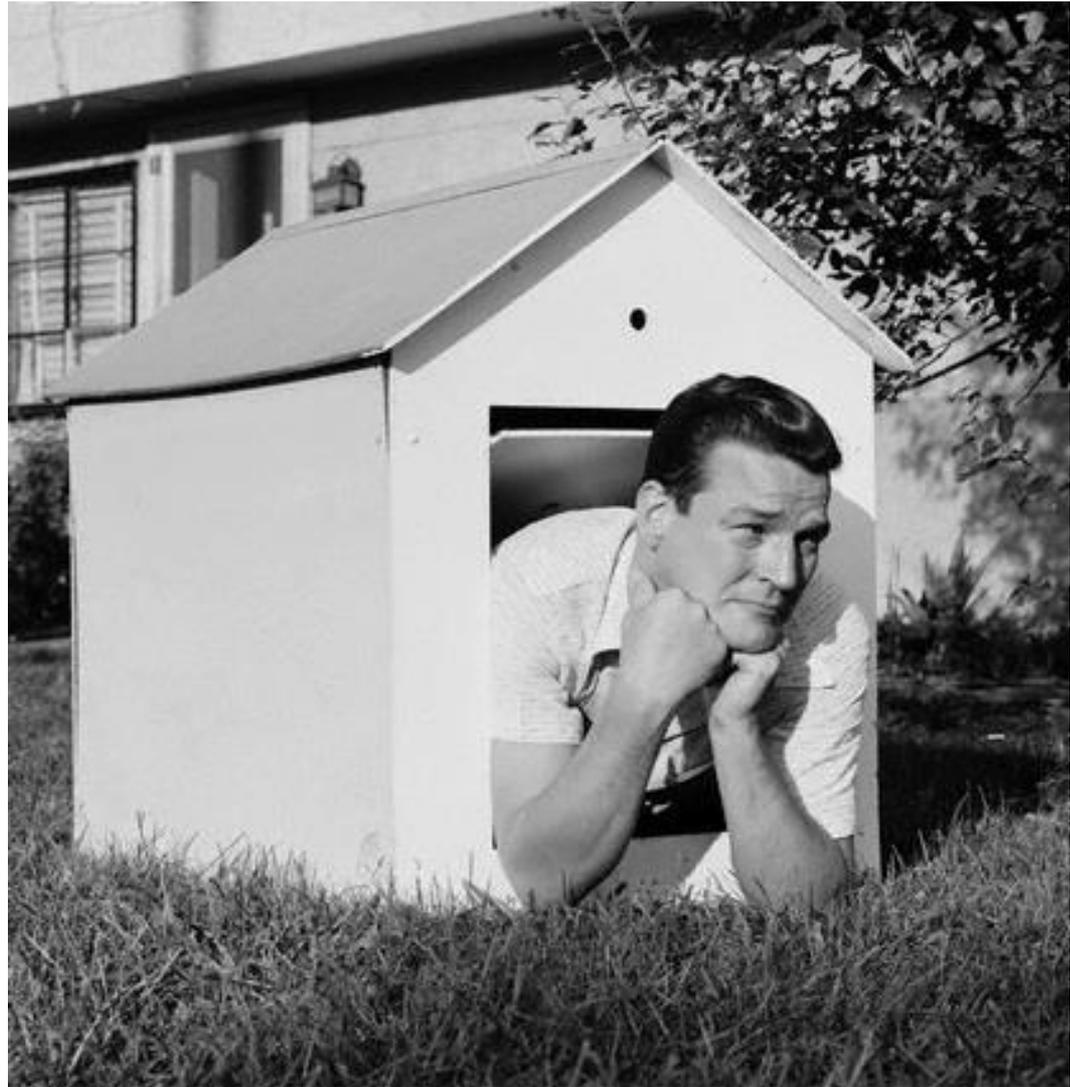




Political Suicide

1. Become overly concerned with whether everything is “fair”
2. Talk behind your boss’ back
3. Complain all the time
4. See yourself as the victim
5. Blame others
6. Fight “the man” by refusing to conform
7. Encourage others to join in!

Only room for one at a time



Redemption

1. Do your job!
2. DON'T be “the problem child”
3. Let it go..... just Let. It. Go.
4. Stay under the radar
5. Know what you want
6. Be happy when you get it
(quit while you're ahead)



Linked



N.I.G.Y.Y.S.O.B

- Now I Gotcha, You Son Of A %\$#@
- Waiting in the wings for someone to screw up
- Temptation to pounce, humiliate



- KARMA: What goes around comes around

Work Hard

- Be authentic
- Tell the truth
- Come early & Stay late
- Volunteer
- Don't avoid work (don't hide)
- Deliver on time & under budget

Kids Don't Wait

- They grow up
- Spouses don't wait either



- Don't neglect your family for your career
or you will end with neither!



**THE MOST
IMPORTANT
THING YOU'LL
EVER DO**

Is It All Worth It?



Is It All Worth It?

YES!



Is It All Worth It?

YES!

YES!!



Is It All Worth It?

YES!

YES!!

YES!!!





**THE MOST
IMPORTANT
THING YOU'LL
EVER DO**



You are doing important work.



You are likely doing THE most important work of your life
Right Now - RIGHT NOW!



So.....

Do it right, pay attention, & be a pro.



Public service is -- a privilege.

Public service is -- an honor.

* Back in the day you'd have given your left arm.



Next Stop??

- Promotion?
- 10 Week Staff & Command?
- FBI National Academy?
- Captain? Commander? Chief?

Look around.....

SOMEBODY is getting the bump!

Next week, next year, 5 years?



The Job

It's a Dangerous Job!

Watch Their Hands.....

Keep Your Head on a SWIVEL.....

Don't Forget Where You Came From.

30 Years Goes By In A FLASH.

Take Care of Your People !!!





**GOOD
LUCK !**



1987



2017

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