

A photograph of a fire station locker room. The background is a wooden wall with several fire jackets hanging on hooks. The jackets are dark blue with yellow reflective stripes. In the foreground, there are various pieces of fire gear on the floor, including a white jacket, a blue helmet, and other equipment. The lighting is somewhat dim, and the overall tone is serious and professional.

# **FIREHOUSE FREEDOM**

**WORKING THROUGH CHANGE  
& CONTROLLING WHAT YOU CAN**

10 areas needed to master to become  
the Leader your station needs.

# WHAT'S INSIDE

## WORKING THROUGH CHANGE

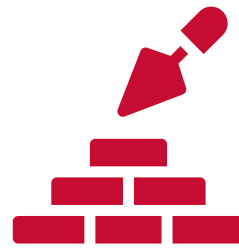
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# WORKING THROUGH CHANGE

## 01 **MANAGE THE 3X VISION FOUNDATION**



Think of your company's vision as guiding three levels of the organization.(3x) At the Cloud level (dreams), Executives focus on long-term goals and the big picture, ensuring alignment with the company's vision. At the Horizon level (future), Middle Management translates that vision into actionable strategies and workflows, planning for future growth and adaptation. At the Road level (present), Entry-level staff execute daily tasks and processes, directly impacting present operations while remaining connected to the broader goals.

## 02 **IMPROVING C3T COMMUNICATION**

Focusing on effective communication during change ensures that everyone stays informed, aligned, and on the same page. Clear, Concise, Consistent, and Transparent (C3T) dialogue reduces confusion and helps build trust. It's important to communicate not only the "what" and "how" but also the "why" behind changes. C3T Communication enables smoother transitions and prevents misunderstandings.



03

## SMALL WORK ENVIRONMENTS



Change is not necessarily the best a time to be worrying about the overall company culture in your workplace. There are too many outside factors out of your control.

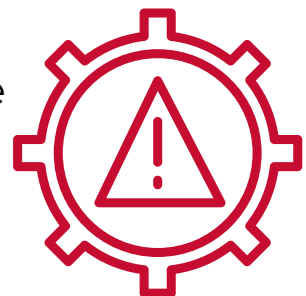
What you can focus on is your small workspace environments.(SWE)instead. Fostering and supporting your SWE's allow leaders and followers to manage small "pockets" of their company and departments more closely. This thereby allows for better leadership reaction to challenges that will inevitably pop-up.

04

## MAINTAIN & SUSTAIN, UNDERREACT & ADAPT

Sustaining standards ensures that quality and consistency are maintained, which helps build trust among employees, and stakeholders. Maintaining production at the best possible effort keeps the company moving forward, preventing disruptions. By focusing on both standards and output, companies can navigate change more smoothly while continuing to meet objectives and uphold their reputation.

Anticipating the need to underreact to pop-up challenges allows for more thoughtful, measured responses. Adapting to workflow processes ensures smoother transitions and helps maintain productivity.



## 05 STAYING POSITIVE



Having a positive mindset is crucial during periods of change, as it allows individuals to see opportunities instead of obstacles. A positive outlook can reduce stress and anxiety, helping people navigate uncertainties with greater ease. By focusing on potential benefits, individuals and teams can stay motivated. Positivity is contagious and helps boost morale in times of transition.

# CONTROLLING WHAT YOU CAN

## 06 MASTERING THE CIRCLE OF CONTROL

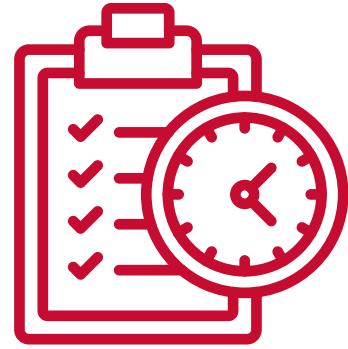
Knowing the difference between what you can control and what you cannot is essential for reducing stress. By focusing your energy on what's within your circle of control, such as your actions and decisions, you can make more meaningful progress. This approach prevents wasted effort on things outside your influence. Clarity on control helps direct your focus toward what truly matters.



07

## SIMPLIFY TIME MANAGEMENT

Time is one of the most valuable resources that you can control. Effective time management involves prioritizing important tasks, setting deadlines, and avoiding distractions. By controlling your time, you can enhance productivity and reduce overwhelm. Proper time management also ensures that you dedicate attention to what truly matters.



08

## WHAT YOU CAN'T CHANGE

Avoiding that dumpster fire could hang on one thing, your ability to let go, not worry, and altogether deal with what is out of your control. Accepting that some things are beyond your control can lead to greater peace of mind. This mindset shift allows you to focus



your energy on areas where you can make a difference, rather than becoming frustrated by external factors. Letting go of what you can't control helps reduce stress and fosters resilience. Acceptance is key to maintaining balance and perspective.

## 09 SET SMART GOALS

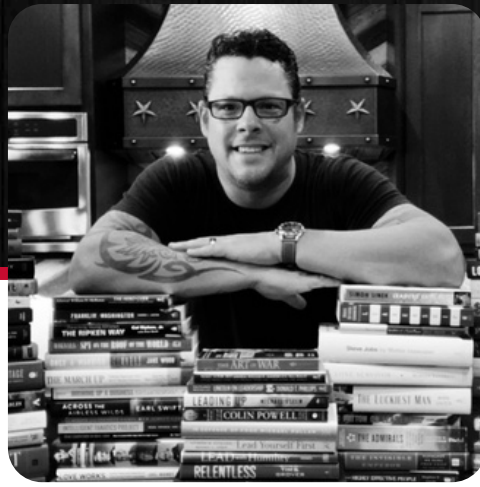
Setting SMART goals—Specific, Measurable, Achievable, Relevant, and Time-bound—becomes even more crucial during times of change. By breaking down larger objectives into Specific and Measurable steps, you can maintain focus and track progress amidst uncertainty. Ensuring your goals are Achievable and Relevant allows you to adapt to changing circumstances while still aligning with the broader vision. Establishing Time-bound milestones creates a sense of urgency and structure, helping teams stay on course and avoid getting overwhelmed by the transition.



## 10 HEALTHY HABITS

Healthy habits are actions you can control daily to improve your overall well-being. Whether it's exercise, nutrition, or work routines, building good habits leads to better long-term outcomes. Habits create consistency and stability, especially during times of uncertainty. Focusing on what you can change within your routine reinforces your sense of control.





In times of transition, leaders must take decisive actions that create stability and pave the way for smoother transitions. Being familiar with the subjects of Working through Change & Controlling What You Can are key to mastering the skills necessary for effective leadership, especially during change.

Are you ready to master the critical elements of change leadership and lead through change with confidence? If so, set up a call with me and let's explore your leadership alignment needs.

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