

Two Dark Thirty Crew Resource Guide

A Field Guide for Leaders, Instructors, and Thinkers



Introduction

This guide gathers the full library of articles from Two Dark Thirty into one clean, organized reference for instructors, officers, and leaders. Whether you're preparing a class, mentoring new personnel, building a training calendar, or sharpening your own edge, this guide puts every topic within quick reach.

Each article is grounded in real-world experience and designed to be practical, actionable, and relevant to both new and veteran leaders.

Use the article titles to navigate directly to the topic you need—L for Leadership, T for Training, P for Personal, and F for Function.

Each title in the main guide includes a direct hyperlink. Click the link to open the full article on the Two Dark Thirty website.

This guide works well for:

- Lesson planning and instructor development
- Leadership growth and mentoring
- Department discussions and training days
- Personal professional development

You can print, share, or include these pages in training packets or department resources.

New content is added frequently—updated versions of this guide can be created anytime.

How to Use This Guide

This guide is indexed by topic so you can quickly choose your starting point and move directly to the most relevant solutions.

Step 1: Identify your issue or challenge.

Use the included worksheet to clarify the problem you're facing—training, leadership, culture, communication, or personal performance.

Step 2: Find your related topic in the 'Pick Your Problem' index.

Match your issue to the topic category that best aligns with what you're trying to solve.

Step 3: Follow the arrows to the coordinating articles.

Each topic includes the article label (e.g., L01, T04, C02) that corresponds to the solution.

Step 4: Click on the labeled article link.

Use the article label to navigate directly to the article in the main guide.

Step 5: Review and assess what you've learned.

Use the provided worksheet to capture takeaways, key insights, and your action plan. Finally, revisit your plan later to evaluate progress and make any needed adjustments.

Pick Your Problem Index

Struggling with morale? → L02, L03, F02, F07, L12

Team won't think for themselves? → L06, T13, T01, T03

Training feels like attendance, not learning? → T01, T06, T08, T12

New instructors or FTOs overwhelmed? → T14, T05, T11, T02

Communication breaking down? → L18, L01, T03, T13

Feeling burned out or running on fumes? → P01, L08, L09

Need to have a hard conversation? → L18, F04, L13, L01

Too much tradition—or too little? → F07, F08, F01, F03

Complacency creeping in? → F13, F12, T06, T09

Getting ready for promotion? → L14, L09, L11

Fear, failure, or perfectionism in the way? → L04, L05, P03

Tactics causing confusion? (SLICERS vs RECEO-VS) → F05, F14, F12

No long-term plan? Everything feels reactive? → F03, L16, F10, T10

Generations clashing? → F01, T01, T03

Falling behind the tech curve? → F11, T15, F12

Struggling to stay authentic as a leader? → L11, L08, L02

Too busy to get ahead of the chaos? → T10, L16, F10

Trying to hold high standards without burning people out? → T08, L03, F02, P01

Not sure your training is actually improving performance? → T07, T02, T08, F12

Need to rebuild trust after a mistake or bad call? → L05, L03, F02, L07

Code	Article Title	URL
F01	Bridging the Generational Gap in Fire & Emergency Services	https://twodarkthirty.com/articles/f/bridging-the-generational-gap-in-fire-emergency-services
F02	Building a Winning and Successful Culture in the Fire Service	https://twodarkthirty.com/articles/f/building-a-winning-and-successful-culture-in-the-fire-service
F03	Cathedral Thinking: Fortifying Fire & EMS for Decades to Come	https://twodarkthirty.com/articles/f/cathedral-thinking-fortifying-fire-ems-for-decades-to-come
F04	Death Notification Training: Navigating Tough Talks	https://twodarkthirty.com/articles/f/training-on-death-notification-the-hard-conversation
F05	Firefighter Tactics: SLICERS vs RECEO-VS	https://twodarkthirty.com/articles/f/slicers-vs-receo-vs-which-is-better
F06	Fueling Firefighter Growth with Effective Stories	https://twodarkthirty.com/articles/f/crafting-your-story-effective-storytelling-can-help-develop-ffs
F07	Honoring Firefighter Traditions While Embracing Change	https://twodarkthirty.com/articles/f/honoring-firefighter-traditions-while-embracing-change
F08	Fire Prevention Week: From Contests to Awareness That Saves Lives	https://twodarkthirty.com/articles/f/fire-prevention-week-from-contests-to-awareness-that-saves-lives
F09	How 1776 Still Speaks to America Today	https://twodarkthirty.com/articles/f/how-1776-still-speaks-to-america-today

F10	Needs Assessment: Insights and Solutions for Fire Departments	https://twodarkthirty.com/articles/f/needs-assessment-insights-and-solutions-for-fire-departments
F11	Robots Don't Call in Sick. You Do. Guess Who Wins?	https://twodarkthirty.com/articles/f/robots-don%E2%80%99t-call-in-sick-you-do-guess-who-wins
F12	Skills Have a Shelf Life—When Do Yours Expire?	https://twodarkthirty.com/articles/f/skills-have-a-shelf-life%E2%80%94when-do-yours-expire
F13	The Dangers of Complacency in the Workplace: Why It's a Killer	https://twodarkthirty.com/articles/f/the-dangers-of-complacency-in-the-workplace-why-it%E2%80%99s-a-killer
F14	Unlocking the Power of NFPA 1700	https://twodarkthirty.com/articles/f/unlocking-the-power-of-nfpa-1700
L01	Don't Be a Yo-Yo Leader	https://twodarkthirty.com/articles/f/don%E2%80%99t-be-a-yo-yo-leader
L02	Exploring Steward & Servant Leadership Styles	https://twodarkthirty.com/articles/f/leading-with-purpose-exploring-steward-and-servant-leadership
L03	Extreme Ownership in Fire/EMS: How Discipline Fuels Success	https://twodarkthirty.com/articles/f/discipline-equals-freedom-and-extreme-ownership-in-fireems
L04	Facing Fear: Conquering Fear of Failure, Success, and the Unknown	https://twodarkthirty.com/articles/f/facing-fear-conquering-fear-of-failure-success-and-the-unknown

L05	How Embracing Failure Makes You a Better Leader	https://twodarkthirty.com/articles/f/how-embracing-failure-makes-you-a-better-leader
L06	How Great Leaders Build Teams That Solve Their Own Problems	https://twodarkthirty.com/articles/f/how-great-leaders-build-teams-that-solve-their-own-problems
L07	Leadership Responsibility: Not Your Fault, But It's Your Problem!	https://twodarkthirty.com/articles/f/leadership-responsibility-not-your-fault-but-its-your-problem
L08	Leadership Will Isolate You—Here's How to Survive It	https://twodarkthirty.com/articles/f/leadership-will-isolate-you%E2%80%94heres-how-to-survive-it
L09	Motivation and Discipline: The Dynamic Duo for Success	https://twodarkthirty.com/articles/f/motivation-and-discipline-the-dynamic-duo-for-success
L10	Relief Syndrome: A Warning for Leaders Who Settle After Success	https://twodarkthirty.com/articles/f/relief-syndrome-a-warning-for-leaders-who-settle-after-success
L11	Stop Pretending to Be Someone Else!	https://twodarkthirty.com/articles/f/stop-pretending-to-be-someone-else
L12	The 5 Red Flags of Bad Leadership and How to Avoid Them	https://twodarkthirty.com/articles/f/the-5-red-flags-of-bad-leadership-and-how-to-avoid-them
L13	The Power of Saying No: An Essential Leadership Skill	https://twodarkthirty.com/articles/f/the-power-of-saying-no-an-essential-leadership-skill

L14	Top Tips to Lead: Are You Promotion-Ready?	https://twodarkthirty.com/articles/f/top-tips-to-lead-are-you-promotion-ready
L15	Why the Best Leaders Are Also the Best Teachers	https://twodarkthirty.com/articles/f/why-the-best-leaders-are-also-the-best-teachers
L16	Working Smarter Not Harder	https://twodarkthirty.com/articles/f/working-smarter-not-harder
L17	When Good Leaders Can't Fix Bad Systems: Knowing When to Walk	https://twodarkthirty.com/articles/f/when-good-leaders-cant-fix-bad-systems-knowing-when-to-walk
L18	Effective Communication: Navigating Tough Conversations	https://twodarkthirty.com/articles/f/effective-communication-navigating-tough-conversations
P01	Is Your Stress Fueling High Performance or Burning You Out?	https://twodarkthirty.com/f/is-your-stress-fueling-high-performance-or-burning-you-out
P01	Is Your Stress Fueling High Performance or Burning You Out? (Version 2)	https://twodarkthirty.com/f/is-your-stress-fueling-high-performance-or-burning-you-out
P02	Plan on Play: How Fun Can Transform Your Workplace	https://twodarkthirty.com/articles/f/plan-on-play-how-fun-can-transform-your-workplace
T01	Andragogy for Firefighters: Effective Training Tips	https://twodarkthirty.com/articles/f/andragogy-for-firefighters-effective-training-tips
T02	Educating Firefighters: Top 5 Training Methods	https://twodarkthirty.com/articles/f/educating-firefighters-top-5-training-methods

T03	Enhancing Firefighter Training with Soft Skills	https://twodarkthirty.com/articles/f/enhancing-firefighter-training-with-soft-skills
T04	Examining Evaluations: The Importance of Question Types	https://twodarkthirty.com/articles/f/examining-evaluations-the-importance-of-question-types
T05	Exploring Apprenticeship vs. Mentorship in Emergency Services	https://twodarkthirty.com/articles/f/exploring-apprenticeship-vs-mentorship-in-emergency-services
T06	How to Avoid the Zombie Effect in Emergency Services Training	https://twodarkthirty.com/articles/f/how-to-avoid-the-zombie-effect-in-emergency-services-training
T07	How to Evaluate Your Training Lessons in the Fire Service	https://twodarkthirty.com/articles/f/how-to-evaluate-your-training-lessons-in-the-fire-service
T08	Improve Firefighter Training: Education, Drills, & Instruction	https://twodarkthirty.com/articles/f/firefighter-educating-training-instructing-and-drilling
T09	Making Education Matter Again: Why Challenge Drives True Learning	https://twodarkthirty.com/articles/f/making-education-matter-again-why-challenge-drives-true-learning
T10	Mastering Training: Top 10 Tips for a Successful Calendar	https://twodarkthirty.com/articles/f/mastering-training-top-10-tips-for-a-successful-calendar
T11	Mentorship vs. Teaching: Performance & Growth	https://twodarkthirty.com/articles/f/evaluating-performance-vs-guiding-growth-mentor-teacher-roles

T12	Press Record: How Filming Training Makes You Better	https://twodarkthirty.com/articles/f/press-record-how-filming-training-makes-you-better
T13	The Art of Questioning: Socratic Method for Fire Departments	https://twodarkthirty.com/f/the-art-of-questioning-socratic-method-for-fire-departments
T14	The Road to FTO Success: Winning Strategies Uncovered	https://twodarkthirty.com/articles/f/winning-strategies-for-the-field-training-officer-fto
T15	Virtual Online Training: Fire Service's Remote Revolution	https://twodarkthirty.com/articles/f/virtual-online-training-fire-services-remote-revolution

Worksheet 1: Identify Your Issue

Use this worksheet to clarify the issue you're facing.

1. What is the issue you're currently facing?

2. Who is involved or affected?

3. What impact is this issue having on performance, morale, or outcomes?

4. What have you already tried?

5. What type of solution might you need?

Worksheet 2: Apply What You Learned

Summarize insights, create a plan, and reassess later.

1. Which article(s) did you read?

2. What were the key insights or takeaways?

3. What solutions or recommendations stood out?

4. What actions do you plan to take?

5. What does success look like?

6. When will you reassess this plan?

7. What adjustments will you consider after reassessment?