

# HEALTHY YOU = HEALTHY CREW

How to Create a Fit & Healthy Culture

**PUBLIC SAFETY ACADEMY**

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# Healthy You = Healthy Crew. How to Create a Fit & Healthy Culture

*Presented By:*

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Better Every Shift Podcast



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- Firefighter and Training Officer for the City of Madison, WI Fire Department. Firefighter/ EMT for over 20 years.
- Certified (NASM, Ace – Peer Fitness, NSCA – CSCS, PN1) and degreed Personal Fitness Trainer with 30 years experience.
- Trained with elite athletes for the NBA, NHL, and NFL.
- Owner of Fire Rescue Fitness
- Contributing Writer for Firehouse Magazine, Firefighter International, Lexipol, FireRescue1...
- Host of the “Better Every Shift Podcast”
- Thank YOU! [www.FireRescueFitness.com/seminar](http://www.FireRescueFitness.com/seminar)



# WHO ARE YOU?

- **Chiefs, Captains, Admin, Police?**
- **Peer Fitness Trainers?**
- **Interested in Fitness?**
- **How many have fitness teams?**
- **What do you hope to get from today's seminar?**



# WHAT WE WANT TO LEARN TODAY.

- **How do we change a culture. The NFL model...**
- **What is the 'state of fitness' in the fire service.**
- **What is your own culture?**
- **Why is “functional” fitness so important.**
  - **What is functional?**
  - **What are the essential functional workout components?**
- **How to create and effective and efficient workouts.**
- **How to put everything together to create a culture change...**
  - **Crew workouts**
  - **Mandatory Assessments (relax...)**
  - **The Healthy 10**

# CULTURE CHANGE- THE NFL MODEL



# Culture Change- The NFL Model



# Culture Change- The NFL Model

- Awareness that change needs to happen
- Education on how to make the change
- Implementation of change (rule changes)
- Accountability for change (penalties/ fines)
- Measure of the change-data



# Culture Change for the Fire Service

- **Awareness** – Health issues of the fire service are very prevalent and are now backed with research.
- **Education-** Tactical/Peer fitness teams, resources and continuous training.
- **Implementation** – Workout SOG, mandatory workout times, required education.
- **Accountability** – Annual medicals, Skill assessments (engine, ladder, and SCBA), and fitness testing (body comp, strength, mobility)
- **Measure** of the change-data (program utilization, sick time, injury data, lost time wages, etc.)

# Health and Fitness in the Fire Service

- **We still die of heart attacks and strokes**
- **Cancer is projected to become the next epidemic in the fire service**
- **PTSD and mental health (suicide) cases continually rise...**
- **Orthopedics injuries still occur at a high rate**
  - (Ankle injuries in San Diego Departments in September)

# What is your department doing to combat these health and fitness issues?



- Fire wipes
- Peer Fitness Team- WFI?
- Peer Support /Mentors
- Saunas Fitness SOG
  - Decon SOG

# We all need... “Functional” Fitness!

- Exercise (and hydration) helps with cognitive function and thinking.
- Even lifting a radio requires strength
- Fatalities occur after the fire
- Longevity- Enjoy retirement
- **Leadership- It can be YOU!**



# What is Your “Current” Culture?

- *What does it mean to be healthy?*

- **Fit or not fit: Shredded, works out 2 times per day, drinks 2 energy drinks per day, and needs alcohol to sleep...**
- **Fit or not fit: Workout 3 times per week, 10-15 pounds overweight, eats healthy, practices mindfulness...**
- **Health is a confluence of factors that work together.**



# HEALTHY YOU

The Person You See  
in the Mirror is  
**MOST** Responsible  
for **YOUR** Fitness.



[www.FireRescueFitness.com](http://www.FireRescueFitness.com)

"Be the  
change you  
wish to see in  
the fire  
service."

-Aaron Zamzow

FireHouse Magazine 2019

# WHERE TO BEGIN



- We know we need to improve our health.
- Overwhelmed?
- Frustrated?
  - How?

# WHERE TO BEGIN



- **A healthy and fit lifestyle can reduce instances of heart attack, stroke, cancers, and PTSD (by up to 30%).**



# BENEFITS OF FUNCTIONAL FITNESS

- Injury Reduction/Performance Improvement
  - Weight control
  - Lower instances of Cancer
- Decrease chances of sudden heart attack and stroke.
  - Improves cognitive thinking
- Improves mental health (lowers symptoms of depression)
  - Helps manage PTSD
  - Improves Cognitive Thinking
- Improves immune response (COVID)

# THE PROOF

## *Exercise and depression*

*Studies show that exercise can treat mild to moderate depression as effectively as antidepressant medication—but without the side-effects, of course. As one example, a recent study done by the Harvard T.H. Chan School of Public Health found that running for 15 minutes a day or walking for an hour reduces the risk of major depression by 26*

## *Exercise and PTSD and trauma*

*Evidence suggests that by really focusing on your body and how it feels as you exercise, you can actually help your nervous system become “unstuck” and begin to move out of the immobilization stress response that characterizes PTSD or trauma*

## *Exercise and Injury Reduction*

*There is limited evidence to suggest that firefighters that exercise regularly are less likely to experience injuries while on duty. But, there is strong evidence to support those injured have a much better chance of full and shortened recovery from injury.*

## *Exercise and Reduction of Sudden Cardiac Arrest*

*Regular exercise may significantly minimize this small transient risk and may lower the overall long-term risk of sudden cardiac death. Regular exercise has numerous cardiovascular benefits and has been associated with improved cardiovascular and all-cause mortality.*

## *Exercise and Resilience.*

*When faced with mental or emotional challenges in life, exercise can help you build resilience and cope in a healthy way, instead of resorting to alcohol, drugs, or other negative behaviors that ultimately only make your symptoms worse. Regular exercise can also help boost your immune system and reduce the impact of stress.*

## *Exercise and Cancer*

*Staying active can help you lower your risk of many types of cancer including breast, colorectal and uterine cancers. Exercise lowers your cancer risk in several ways: Exercise helps you maintain a healthy weight. Being overweight or obese raises your risk for several cancers.*

# Fitness Success Spectrum

*We must have “functional” resources for all levels of health and fitness.*

**Unhealthy**

**Healthy/Fit**



**Sedentary**

**Active**



**Poor Diet  
Habits**

**Good Diet  
Habits**



# What is Functional Training?

**“Training the body for the activities performed in daily life”.**

**-Mayo Clinic**

# Our Playing Ground "Daily Life"

Firefighting/ EMS is strenuous work!



**BARIATRICS**  
We don't need bigger ambulances, we need smaller people

# Fire/Rescue Ground Motions

- Lifting
- Crawling
- Pulling
- Hoisting
- Carrying
- Dragging
- Climbing
- Slamming (sledge)
- “Core” Work



# What is Functional...



**These athletes don't do these workouts to prepare for their job...**



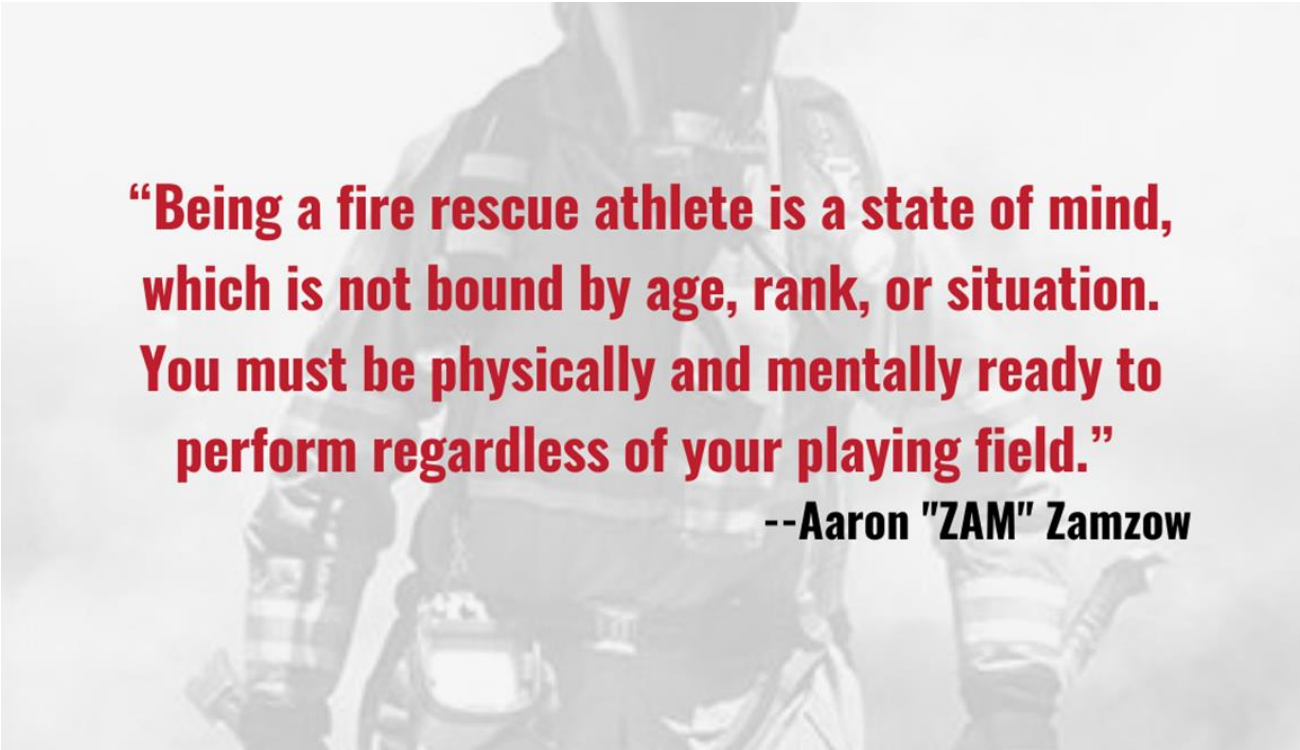
# Are "WE" Athletes?

**“IF YOU HAVE A BODY,  
YOU ARE AN ATHLETÉ.”**

**-BILL BOWERMAN**



# My Take...



**“Being a fire rescue athlete is a state of mind,  
which is not bound by age, rank, or situation.  
You must be physically and mentally ready to  
perform regardless of your playing field.”**

**--Aaron "ZAM" Zamzow**

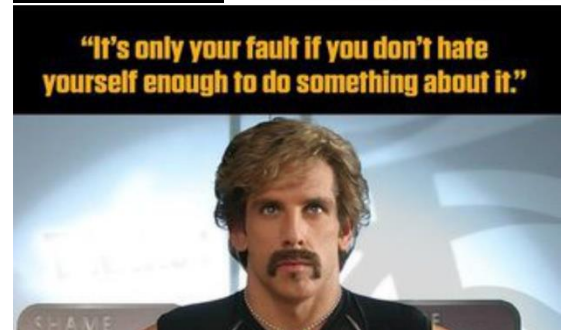
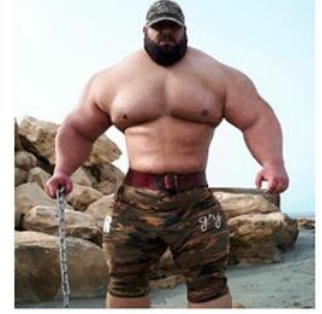
# The Million Dollar Question



**Do the exercises in your workout  
mimic and/or help you do your job  
more efficient and effectively?**

# Functional?

- Marathon/ Ironman?
- CrossFit?
- P90X, Insanity?
- GET HUGE Bro-tein Program?
- How much do you bench?
- 7-minute Abs?
- Zumba?
- Yoga?



# How much do you bench?

*Many of the traditional weight-lifting machines seen in most firehouses do not “functionally” address the physical challenges fire rescue athletes need.*



# Is this an effective exercise?



# Question?



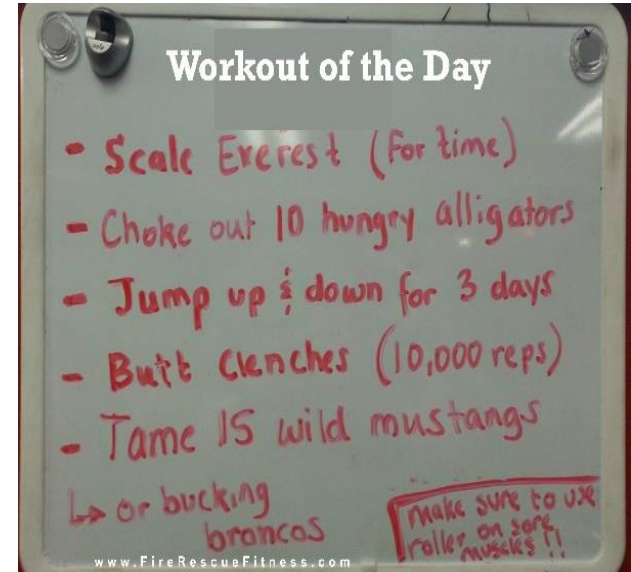
**Can we all agree...**

**The main goal of a firefighter, EMT and/or medics workout should be to improve performance, reduce injuries and promote career longevity?**

# How Should We Workout?

## 1. Have a Plan

- Develop a training base
- Increase intensity with time and skill development.



# How Should We Workout?

## **2. You must work your core.**

- **During a career, almost 50% of all fire rescue athletes will hurt their back while on duty.**





# How Should We Workout?

## **3. Have some heart.**

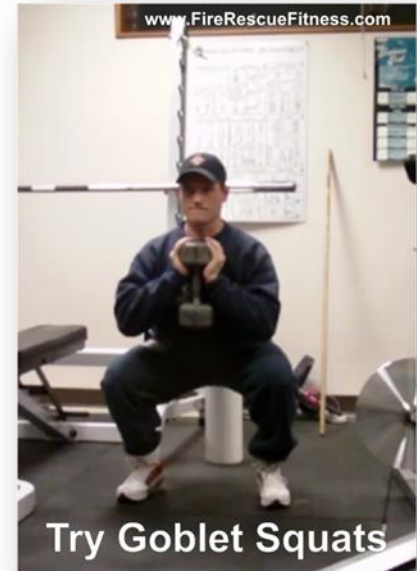
- **Not just running or biking...**
- **Intervals are one of the best ways to simulate the high level of fitness required on the fire ground**



# How Should We Workout?

## 4. Full-body Exercise.

- **Functional strength exercises increase balance around the joints and helps prevent injuries by stimulating stabilizing muscles.**
- **We DO NOT Isolate muscles on the fire/rescue ground**



# How Should We Workout?

## 5. Warm-up and Be Mobile.

- Dynamic warm-up before workouts and trainings.
- *The more flexible...the more efficient the movement.*

Spiderman Steps



Step Ups



Reach and Rotate



# How Should We Workout?

## 6. RECOVER

- Stretch, foam roll, yoga, sleep, nutrition, hydration, stress
- Take a 10-minute break (deep breathing)



# Take Action

## Stand and Stretch



# Essential Components of a Firefighter Workout.

1. **Have a Plan**
2. **You MUST work your Core**
3. **Have Some Heart- Intervals**
4. **Be Full-body Functional**
5. **Warm-up and Be Flexible (foam rollers)**
6. **Understand RECOVERY**



# The Anatomy of a Functional Workout

- **Active warm-up (3-4 exercises)**
- **Core Training and prehab (3-4 exercises)**
- **Strength Training (8 exercises)**
- **Interval Overhauls (5 movements)**
  - **Use an interval timer**
- **Stretch and foam roll (5 minutes)**



# The Anatomy of a Crew Workout

- **Active warm-up (4-6 exercises)**
- **Fire Ground/ Strength/ Core Movements**
  - **Circuits of 6 or 8 exercises**
  - **3 or 4 rounds (24 total)**
- **Stretch and foam roll (5 minutes)**





# How to Change the Culture

- **Set the Example for your crew, family, and community!**
- **Create and Educate a Fitness Team**
  - **NASM, NSCA, ACE certified**
  - **Make sure they promote function and mobility!**
- **Provide Valid Content and resources**
  - **Website, newsletters, workouts, etc.**
  - **Basic equipment (and maintain it).**
- **Promote Functional Crew Workouts and Healthy Eating Habits**
- **Work with Training to Create Accountability**
  - **Skill Assessments and Air Consumption Drills (based-off real calls)**
  - **Mandatory Annual Medicals**

# Accountability for Culture Change (FRF Plan)

- **Skills assessments first**
  - **4 Engine Operations Skills**
    - Hydrant, 24-ft. extension ladder, hoseline advancement and flow, fan placement
  - **4 Ladder Operations Skills**
    - Climb aerial, 16-ft. roof ladder, dummy drag (50 feet), equipment carry or extrication task
  - **Include Air Consumption drill per SOG**
  - **Annual Medical**
- **Compile Data**
  - **Injury rates, lost time wages, skills data**
  - **Offer fitness assessments**
    - **Body composition, push-ups, body-rows, squats, plank, 3-minute step, burpee**
    - **Draw correlations between fitness assessments and skills**

# ARE "WE" FIT FOR DUTY?

## Minimum Performance Assessment - Engine Operations

- 1. Don gear and go "on air" (within 3-minutes).**
- 2. Place High Rise Bundle on the shoulder or bottle, walk around the engine, and complete 30 step-ups.**
- 3. Advance a 100-foot section of 1 3/4 inch hose (charged to 100 psi) 75 feet.**
- 4. Crawl from nozzle back to engine (100 ft)- then go off-air**
- 5. Carry and raise a 24-foot extension ladder against the building (75ft.-100ft.) away. Fully extend the ladder and tie off the halyard.**
- 6. Drag 100ft section of LDH 75 feet to the hydrant. Flush the hydrant, connect and then connect to the engine intake. Time then stops.**

# How to Change the Culture- The Application

## 1. First Quarter

- Annual Medicals
- HEALTHY 10

## 2. Second Quarter

- Fitness and Nutrition Resources
- Crew Workouts and Fitness Related Training

## 3. Third Quarter

- Skill Assessments Engine
- Skill Assessments Ladder

## 4. Fourth Quarter

- Mandatory Rules of Air Management Drill (SOG)
- Data and analytics assessment (injuries, survey, sick time)



# CHANGE YOUR CULTURE

## Strong Body, Strong Mind Workout Plan

| Sunday<br>(on shift)      | Monday                     | Tuesday   | Wednesday<br>(on shift)   | Thursday | Friday   | Saturday<br>(on shift) |
|---------------------------|----------------------------|---|---|----------|--|------------------------|
| OFF<br><br>Deep breathing | Full-body Strength Workout | Light jog, bike or walk with 10 minutes of stretching/ yoga | Crew Interval Workout (slams, crawls, stairs, plank, carry, drag)<br><br>Deep breathing | OFF      | Full-body Strength Workout + 10 minutes of intervals | Yoga and stretching    |

### Daily Nutrition Goals

- At least 80 ounces of water
- Limit Sugars (added sugars 40 grams or less)
- Eat lean protein, veggies and fruit at each meal (4x/ day)
- Have some healthy fats (almonds, avocado)



# THE HEALTHY 10

- 1. Train functionally at least 3-4 times per week (consistently).**
- 2. Hydrate- with water. Watch alcohol and energy drinks.**
- 3. Get your annual medicals and cancer screens. And assess your level of fitness regularly.**
- 4. Eat according to your goals. Eat real foods and lots of fruits and vegetables.**
- 5. Focus on sleep (value sleep). Get 7-8 hours and nap when needed.**
- 6. Manage your weight and body fat percentage.**
- 7. Clean gear 2x per year and after incidents (including helmet liner and hood).**
- 8. Work on your Emotional Resilience (build resilience). Connect with people!**
- 9. Wear SCBA during all fires including overhaul and dumpster/ auto fires.**
- 10. Get Better Every Shift- Practice an attitude of gratitude and focus on making yourself and those around you inspired to improve health, knowledge, and impact.**

# The Resilient 50- Time to Change “YOUR” Culture



## Resilient 50 (R50) Challenge for First Responders



This is a 50-day, habit-forming challenge that can transform your health and career. This FREE program includes motivation, workouts, nutrition guides, recipes, and mental health tools, and is a way to challenge your crew and department to create a healthy culture change.

### Here are the guidelines of the R50 Challenge:

- Join the R50 (all is free, everything)
- Choose 7 habits (you only have to choose 7)
- Perform them every day for 50 days
- Accomplish 50 days and get an exclusive coin and entry into the R50 Prize pool.

### Here are the habits to choose from:

- 30 minutes of exercise
- 80 ounces of water
- Healthy Eating (diet)
- No cheat days/ no alcohol
- 10 minutes of self-development reading
- 1 min of deep breathing (meditation)
- 1 minute of gratitude (have to write one down)
- Powerdown 30 minutes before bed
- Time-restricted feeding
- +1 Your choice

**GET STARTED TODAY!**



Sign up here:  
[www.Resilient50.com](http://www.Resilient50.com)

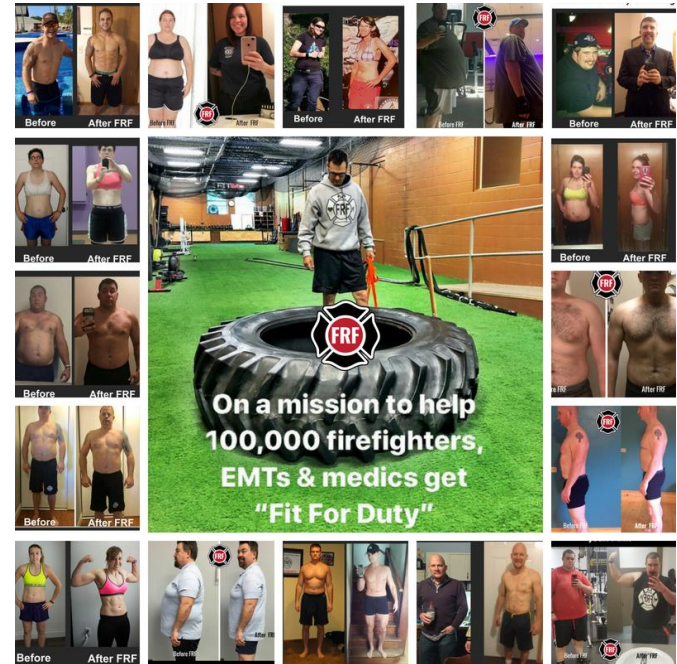
# Thanks for attending!

**Now is the time to make a positive change in our industry.**

**Eat right, exercise, hydrate and set an example for the community.**

**Stay Safe and “#GETFRF”**

**-Aaron Zamzow**





# I GOT YOUR BACK

FREE Workout and Copy of the  
Presentation  
([www.FireRescueFitness.com/seminar](http://www.FireRescueFitness.com/seminar))



[WWW.FIRERESCUEFITNESS.COM](http://WWW.FIRERESCUEFITNESS.COM)

# Q AND A

- Nutrition?
- How to motivate the 15%?
- When to Workout?
- Plan for a Year?
- Assessments?