

“Saving The Lives Of Those Who Save Lives”

Armor Your Self™:

How To Survive A Career In Law Enforcement



Program Handout

by: John Marx, CPP

Armor Your Self™: How To Survive A Career In Law Enforcement Program Handout

by: John Marx, CPP © Copyright: 2015, 2017

Published by: The Law Enforcement Survival Institute, LLC

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www.LawEnforcementSurvivalInstitute.org and www.CopsAlive.com

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About Our Key Leaders:

John Marx, CPP

John Marx is the Executive Director of The Law Enforcement Survival Institute and founder of CopsAlive.com. He has created LESI's primary training programs: Armor Your Self™, Armor Your Agency™, and True Blue Valor™. John was a law enforcement officer for twenty-three years and served in both a sheriff's office and municipal police department. John is a Certified Protection Professional (CPP) with the American Society For Industrial Security, and served as administrator of his city's Community Oriented Governance Initiative through the police department's community policing project.

Eric Potterat, Ph.D.

Eric Potterat, Ph.D. is a human performance psychologist and retired Commander from the U.S. Navy where he served as the Force Psychologist for the U.S. Navy SEALs. As the Force Psychologist, he provided, supervised and managed the assessment and selection programs, mental training, mental toughness and performance psychology training, clinical care, operational readiness/ resilience training and neurocognitive evaluation programs for all the active duty personnel across the NSW Force world-wide. In addition, he is an Associate Member of OPTIBRAIN, the Center for Optimization of Brain Resources to Improve Performance. He is considered one of the leading experts in individual and organizational resilience and performance enhancement in high-risk operational occupations.

Cary A. Friedman

Chaplain Cary A. Friedman is a consultant and trainer on matters of stress-management and ethical decision-making for the law enforcement community. A hospital, prison, and police chaplain, he began consulting to the FBI's Behavioral Science Unit in Quantico, VA in 2001, and contributed to the design of the Spiritual Survival for Law Enforcement course for the FBI's National Academy. Chaplain Friedman is the author of six books, including Spiritual Survival for Law Enforcement. He has provided training at the FBI Academy, the FBI Training Network, International Conference of Police Chaplains, TX Department of Public Safety, CT Department of Public Safety, and appeared on the History Channel.

Definitions

Resilience

Resilience is frequently defined as a human characteristic of strength and the ability to be flexible and elastic in responding to challenging physical and emotional situations. It is described as being representative of bouncing back from adversity with strength and resolve and in many cases by being stronger than before the challenge.

Tactical Resilience™

The Law Enforcement Survival Institute defines Tactical Resilience™ as a human quality of intentionally created strength and fitness exhibited through the mind, body, brain and spirit of a police officer or other law enforcement or military professional that allows them to withstand the rigors and hidden emotional, physical, spiritual and physiological dangers of continuous high-threat, high-stress situations. The Building Tactical Resilience™ program combines the concepts of Armor Your Self™, Armor Your Agency™ and True Blue Valor™ into a system of positive health and wellness for law enforcement professionals and their agencies.

Blue Trauma Syndrome

At the Law Enforcement Survival Institute we define the Blue Trauma Syndrome as a spectrum of negative physical, mental, emotional and spiritual health effects manifested by a career in law enforcement. Blue Trauma Syndrome most certainly has its roots in large or cumulative doses of negative occupational stress and manifests many negative physiological, mental, emotional and spiritual symptoms. The key point to understand in our creation of the concept of Blue Trauma Syndrome is not so much as to truly define it as much as find ways to prevent its cumulative effects, whatever you call those cumulative effects.

Armor Your Self™

Armor Your Self™ is a training program that helps law enforcement professionals strengthen and condition themselves to endure the rigors and hidden dangers of a high-threat, high-stress career in law enforcement. The program teaches participants how to protect and strengthen themselves physically, mentally, emotionally and spiritually.

Armor Your Agency™

The Armor Your Agency™ concept combines an agency evaluation with a set of recommendations as part of a model agency profile of best practices for organizational wellness support as well as ideas on how to build a positive organizational culture.

True Blue Valor™

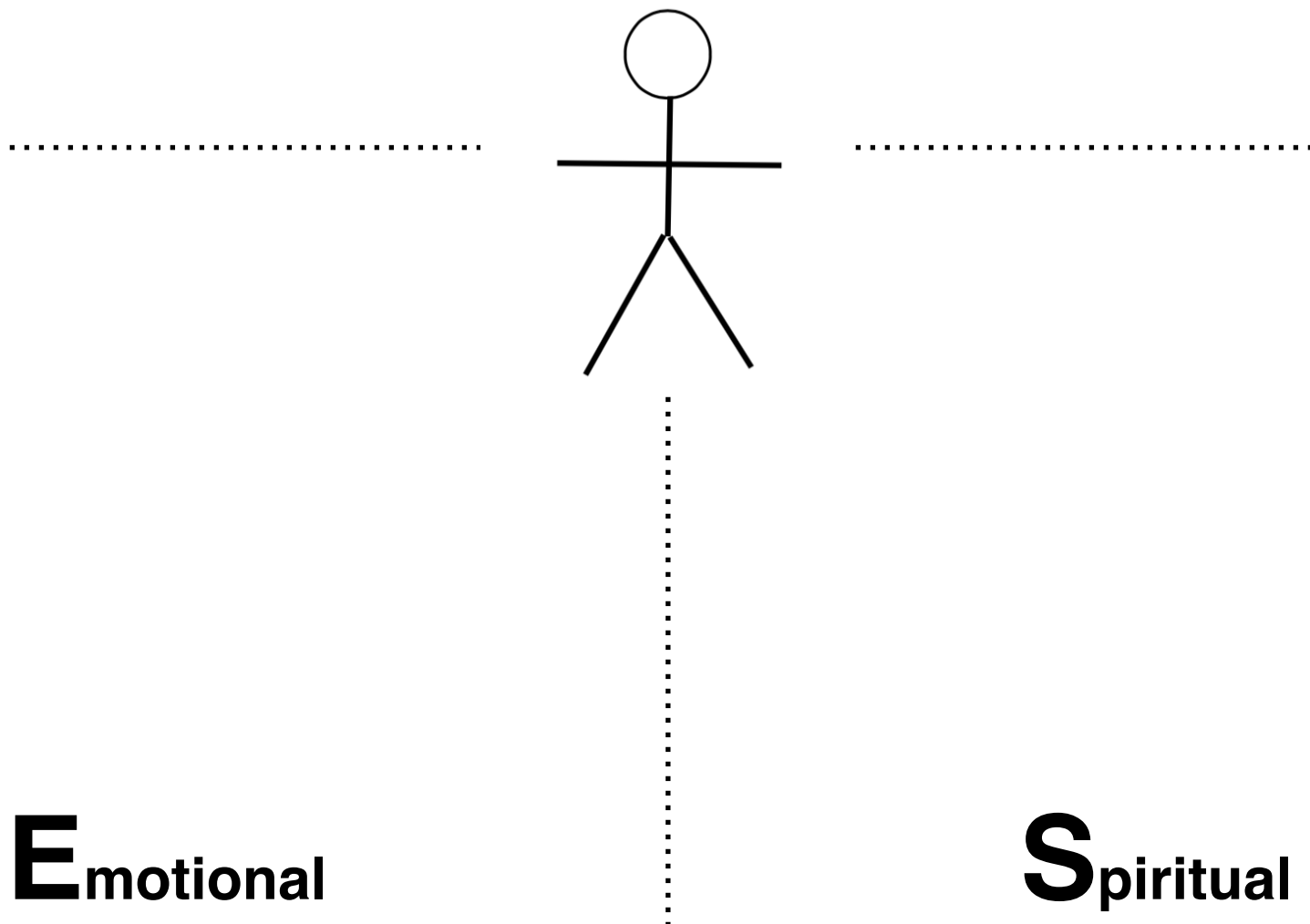
True Blue Valor™ promotes an organizational culture that encourages employees to support one another and have the compassion to help their peers who are struggling with the stresses of the job. It means you “walk your talk.” It takes True Blue Valor™ for an individual to confront a peer who is slipping personally or professionally and not maintaining their professional obligations. It also takes True Blue Valor™ for an organization to take care of its people and be “one big family.”

Strength & Conditioning

The Law Enforcement Survival Institute defines strength as a human quality of excellence in health and fortitude that may manifest physically, mentally, emotionally or spiritually. Conditioning is defined as the repetitive wellness process used to build human strength and resilience physically, mentally, emotionally and spiritually.

Mental

Physical⁴



Emootional

Spiritual

Make A List Of The Tactics & Exercises You Want To Add To Your Life:

General Factors That Are Important in Building Your Tactical Resilience™:

- Get plenty of sleep
- Eat a well balanced diet
- Avoid unhealthy foods & toxins
- Drink plenty of water
- Get exercise every day
- Practice daily stress management
- Build a stress buffer between work and home
- Examine how stress affects you physically, emotionally, mentally and spiritually
- Practice positive recreation
- Put your energy into positive relationships
- Be moderate in your use of tobacco, caffeine and alcohol
- Don't abuse drugs (even prescription drugs)
- Have a team to support you, be part of other teams

The Armor Your Self™ concept uses a four-pronged approach to strengthen and protect the individual Mentally, Physically, Emotionally and Spiritually. Here are some thoughts about training you can do:

Mental Training

Improve memory and concentration
 Practice with Kim's Game to develop your memory skills
 Reduce mental fatigue
 Learn to notice fatigue and take breaks
 Learn relaxation, breathing and meditation exercises
 Improve your mental alertness and problem solving skills
 Use puzzles, crosswords, sudoku and orienteering to sharpen your mind

Emotional Training

Reduce emotional stress and fatigue
 Manage anger and fear
 Develop peer and family support systems for yourself
 Find recreational activities that give you fun and happiness, not more stress
 Develop hobbies that cultivate life balance and serenity (consider art, music etc.)

Physical Training

Improve your overall level of physical fitness
 The Mayo Clinic recommends a Five Part Fitness Program that includes Aerobic Fitness, Muscular Fitness, Stretching, Core stability and Balance Training

Spiritual Training

Improve your spiritual awareness & support systems
 Learn meditation or spend quiet time alone considering what's important to you
 Examine your personal values, ethics, motivations and sense of honor and integrity
 Seek opportunities to develop your maturity, integrity, compassion and generosity
 Find ways to donate your time as well as money to help others - be a volunteer
 Take a walking meditation on a labyrinth and use the time to process your day

Make A List Of The Tactics & Exercises You Want To Add To Your Life (continued)

What Physical Training Do You Want To Add To Your Life?

What Mental Training Do You Want To Add To Your Life?

What Emotional Training Do You Want To Add To Your Life?

What Spiritual Training Do You Want To Add To Your Life?

What New Habits Do You Need To Build?

Habit Seeding Ideas:

What Habits Do You Need To Strengthen?

Habit Feeding Ideas:

What Habits Do You Need To Break?

Habit Weeding Ideas:

The CopsAlive 5 Step Habit Changing Process

Worksheet

1. **List Your Motivation** - Pain, Importance, Guilt, etc.

What will motivate you to change or start a habit? Write it out here:

2. **Set Small Goals** - One hour, one day, one pound, one push-up, etc. Write your goals for this week here and then set a schedule to follow at the bottom of this page:

3. **Write Down Your Plan and Post It** - Post your goals everywhere so you see them all day long. Post them on the bathroom mirror, refrigerator, nightstand, etc. What do you want to accomplish? What will be your new new **Habit Seeding** trigger? Write out your plan here:

4. **Choose a Replacement Reward - Habit Weeding**: for the pleasure taken away by the bad habit's reward or by replacing unhealthy pleasures with good ones.

5. **Just Do It** - Set a schedule to build a new healthy habit, or remove an unhealthy one, then watch it, tend it and record it for at least 7 days. Set make up times if you miss:

Monday -

Tuesday -

Wednesday -

Thursday -

Friday -

Saturday -

Sunday - Examine Your Systems

Armor Your Self™ Checkup / Tuneup

Area Of Focus	Target Rating 0-100	Current Rating 0-100	Goals
Physical Strength & Conditioning			
Muscular Strength			
Aerobic Conditioning			
Core Body Strength			
Flexibility			
Balance			
Pain Tolerance/Management			
Rest			
Hydration			
Nutritional Balance			
Body Weight			
BMI			
Endurance			
Physical Mindsets			
Mental Strength & Conditioning			
Situational Awareness			
Memory			
Language			
Mental Flexibility			
Anticipation			
Problem-solving			
Decision-making			
Verbal Fluency			
Reasoning			
Processing Speed			
Reaction Time			
Attention/Concentration/Focus			
Prioritization or Sequencing			

Mental Mindsets			
Emotional Strength & Conditioning			
Breath Control			
Managing Anger			
Maintaining Calm			
Regaining Calm			
Quiet Mind			
Promoting Happiness			
Managing Fear			
Mustering Courage			
Mastering Despair			
Maintaining Hope			
Dealing With Grief			
Positive Self-Talk			
Positive Outlook			
Optimism			
Emotional Mindsets			
Spiritual Strength & Conditioning			
Your Personal Character			
Honor			
Integrity			
Hope			
Love			
Compassion			
Faith			
Moral Compass			
Personal Ethics			
Inner Strength			
Decision Making			
Patience			
Kindness			
Charity			

Generosity			
Altruism			
Dedication			
Gratitude			
Trust			
Loyalty			
Pride			
Personal Code or Credo			
Spiritual Mindsets			
Willpower			
Impulse Control			
Mental Toughness			
Self-Control			
Fortitude			
Professionalism			
Habit Seeding			
Habit Feeding			
Habit Weeding			
Social Connections			
Family			
Friends			
Peers			
Supervisors			
Subordinates			
Mentors			
Proteges'			
Volunteerism			
Social Mindsets			

Physical Conditioning Worksheet

Date:

Physical Goals:

Strength:

Conditioning:

Tactics & Techniques:

Long-Term Plan:

Goal:

By:

Goal:

By:

Goal:

By:

Goal:

By:

Daily Conditioning Objectives:

Mindset & Willpower Techniques:

Mental Conditioning Worksheet

Date:

Mental Goals:

Strength:

Conditioning:

Tactics & Techniques:

Long-Term Plan:

Goal:

By:

Goal:

By:

Goal:

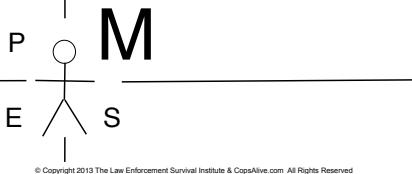
By:

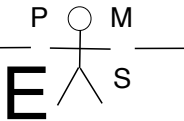
Goal:

By:

Daily Conditioning Objectives:

Mindset & Willpower Techniques:





Emotional Conditioning Worksheet

Date:

Emotional Goals:

Strength:

Conditioning:

Tactics & Techniques:

Long-Term Plan:

Goal:

By:

Goal:

By:

Goal:

By:

Goal:

By:

Daily Conditioning Objectives:

Mindset & Willpower Techniques:

Spiritual Conditioning Worksheet

14

Date:

Spiritual Goals:
Strength:

Conditioning:

Tactics & Techniques:

Long-Term Plan:

Goal:

By:

Goal:

By:

Goal:

By:

Goal:

By:

Daily Conditioning Objectives:

Mindset & Willpower Techniques:

Armor Your Agency™ Model Organizational Checklist

The 20 Primary Strategies of the Armor Your Agency™ Model Organization Profile:	
<i>Rating System 0 = Don't Have it, 1 = Poor, 2 = Marginal, 3 = Needs Improvement, 4 = Good, 5 = Excellent</i>	Rate Yours 0-5
Law Enforcement Mentoring Program	
Proactive Peer Support (Coupled with an anonymous crisis hotline)	
Chaplain's Program	
Family Support Network - Starts before the academy	
Psychological Services (In-house +2, Contract Police Psychologist +1, EAP -1)	
Annual Resilience Training & Education	
Critical Incident Support System	
Annual LODD Prevention Training (Vehicle Operations/Firearms Training/Arrest Control)	
Survivor Support	
Medical, Health and Wellness Services & Education	
Wellness Program & Education - Diet & Nutrition etc.	
Departmental Fitness Program (Including Paid or Volunteer Fitness Trainers)	
Resource Library	
Intervention Plan	
Officer Recovery Case Management	
Separation Supporting On-going Wellness Activities	
Long-term Health and Wellness Tracking	
Positive Agency Culture of Wellness (Annual True Blue Valor™ Training)	
Law Enforcement Officer Suicide Prevention Training & Tracking	
Community Building Program With Community Support & Resources	
Add up your rating numbers to show a score from 0-100 possible points	

Roll Call Training Keys: Instruction Sheet

RC10m = Ten Minute Training for Roll Call Instruction Sheet

The RC10m's are ten minute, single topic training sessions designed to enable you to provide short but powerful training on a variety of topics in as little as ten minutes. This makes it easier to fit training into busy shift schedules and give officers a chance to discuss important, job related or self improvement topics. I learned this technique from a department store manager, who would hold short, ten to fifteen minute "stand-up" meetings with all her employees right before their store opened every morning. They would gather in a central location, in their case, at the bottom of the main escalators and discuss important topics of the day. Part of the meeting was to discuss their weekly advertising or that of their competitors. They would use some time to recognize the achievements of fellow employees and award accomplishments. Frequently the manager would ask employees to conduct job specific training, and sometimes they would bring in outside trainers like me. It was always a challenge to reduce my topics to ten minutes, but the manager assured me that if I focused on one or two key points I could finish on time and the employees would absorb the information and still have a thirst for more. I found that she was correct and that it stimulated a curiosity in the employees so that some of them would seek out further information on their own. I enjoyed this approach, and found it to be so effective that I now encourage everyone in all of my training sessions to law enforcement and the private sector to try it. The last part of the meeting was a short pep talk by the manager to motivate her employee's right as they opened for that day's business.

I encourage you to try this technique as well. The sessions do not have to be formal and don't have to be led by a supervisor. They are designed to be short discussions in a quick and casual format, conducive to learning and growth. I have designed many pre-formatted programs based upon topics I feel are important to an officer or department's planning to have safe, happy and healthy careers. I have also created a blank worksheet so that you can use the structure to create your own training sessions on topics that are important to you or your organization.

Each program has these categories: Topic Area, Key Points, Discussion Questions, an Activity, Homework, and Follow-up activities.

Topic Area: Limit this to one specific topic that can be reviewed in ten minutes or less.

Key Points: Limit to the most important points for one roll call, cover others tomorrow!

Discussion Questions: These should provoke thought about what is important to your team.

Activity: This gets everyone involved at their own pace and with their own learning style.

Homework: This challenges them to go further on an important topic when they have more time.

Follow-up: If people want additional information, this is a source they might use to learn more.

Please experiment with this concept and let me know what you think. I always welcome your feedback!

John Marx, editor of www.CopsAlive.com

RC10m “Ten Minute - Roll Call Training” Sample Worksheet

Topic:

Key Points:

- 1.
- 2.
- 3.
- 4.
- 5.

Discussion Questions:

- 1.
- 2.
- 3.
- 4.

Activity:

Homework:

Follow-up:

Roll Call Training Session #1: “What is Resilience?”

Topic: “What are Resilience and Tactical Resilience™?”

Key Points:

1. The Merriam-Webster dictionary defines resilience as the ability to become strong, healthy, or successful again after something bad happens. It's about elasticity and bouncing back to normal.
2. Tactical Resilience™ is defined as the intentional tactics and techniques used by a police officer or other law enforcement or military professional that allows them to resist and withstand the rigors and hidden emotional, physical, spiritual and physiological dangers of continuous high threat, high stress situations.
3. Tactical Resilience™ is a term used by The Law Enforcement Survival Institute for the purposes of training law enforcement and military personnel to resist and withstand the toxic nature of their high threat, high stress, and sometimes negative working environments.
4. Everyone manages negative stresses differently and differently on different days. To build Tactical Resilience™ you need to regularly strengthen and condition your Self physically, mentally, emotionally and spiritually.

Discussion Questions:

1. What threats and stresses do you encounter physically, mentally, emotionally and spiritually?
2. Do we have a culture of resilience within our agency?
3. What can we do to build the system of wellness and resilience here in our agency?
4. What can we do to support training for each other physically, mentally, emotionally and spiritually?

Activity:

Discuss the concept of Tactical Resilience™ as using intentional tactics and techniques to resist the toxic nature of our work and make suggestions about what we can do to intentionally build those tactics to support each other here.

Homework:

Consider doing some reading about resilience:

Reivich, Karen and Andrew Shatté *The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles*. New York. Broadway Books. 2003.

Southwick, Steven M. and Dennis S. Charney. *Resilience: The Science of Mastering Life's Greatest Challenges*. New York, Cambridge University Press. 2012

Follow-up:

Lets follow-up this discussion in one week and learn what you think and what you've learned about yourself, your peers and our organization. List peoples suggestions and decide who will pursue those ideas and suggestions.

Roll Call Training Session #2: “The Importance of Physical Conditioning”

Topic: “Strengthening & Conditioning Your Self Physically”

Key Points:

1. Physical fitness is the comprehensive combination of muscular strength, balance, stamina, aerobic capacity, core body strength, flexibility, proper nutrition, proper rest and proper hydration.
2. Many of us rely on just aerobic and physical strength and neglect issues around proper nutrition, getting enough sleep and proper hydration.
3. Fatigue is becoming a major issue within the law enforcement community. Dr. Bryan Vila (a researcher and former police officer) says that more than 90 percent of law enforcement officers report being routinely fatigued and 85 percent reported driving while drowsy.
4. In December of 2015 Time Magazine reported that a study from the American Journal of Preventive Medicine suggested that Law Enforcement Is the Fattest Profession with 40.7% of police, firefighters and security guards being obese.
4. Law enforcement officer suicide in the U.S. takes more than twice as many officers than are murdered in the line of duty each year, and this is not an issue of needing more physical fitness.

Discussion Questions:

1. What can we do to improve and maintain our level of physical fitness?
2. Is the department providing you with the kind of support you need to get this done? What can we do better?
3. What can we do to reduce fatigue within our department?
4. What can we do to reduce obesity within our department?

Activity:

If your organization doesn't have a wellness program ask if anyone has experienced such a program while working at another agency. Ask if anyone knows of a successful program at a nearby agency. If you already have a program ask for suggestions from your group about how to make it better.

Homework:

Go home and write down all of your personal goals around physical fitness. Then make a list of what you can do to improve your level of activity as well as to increase your amount of sleep and better manage your diet. What's missing? What resources do you need to help you?

Follow-up:

Ask everyone to identify resources like books, websites, articles, experts in the field and support agencies that can help improve your levels of physical fitness and operational readiness. Discuss them at another meeting and make recommendations for agency wide improvement.

Roll Call Training Session #3: “The Importance of Mental Conditioning”

Topic: “Strengthening & Conditioning Your Mental or Cognitive Self”

Key Points:

1. In this discussion we are considering mental fitness as a function of your cognitive abilities and how your brain uses those cognitive functions assist you in your law enforcement role. We will talk about mental health in our discussions about emotional fitness.
2. Cognitive functions that play a part in law enforcement include: situational awareness, memory, language skills, mental flexibility, anticipation, problem-solving, decision-making, verbal fluency, reasoning, mental processing speed, reaction time, attention/concentration/focus, distraction avoidance and task prioritization or sequencing.
3. There is a lot of exciting science and interesting research being conducted on how the brain works and what we can do to improve our levels of cognitive functioning. There is also some contention about what is effective. We all need to be good consumers when it comes to implementing new technologies.
4. There is a lot of overlap between our physical, mental, emotional and spiritual selves and what can help us, as well as what can hurt us when it comes to our fitness. For example fatigue can not only impact your physical strength but your mental acuity, and emotional and spiritual strength as well.

Discussion Questions:

1. Why is it important to strengthen and improve our levels of mental processing power and acuteness?
2. What are we as an agency, or you individually doing to improve and maintain your level of mental strength and acuity?
3. What do you think we as a team could do to test and strengthen each other that would improve our mental abilities? (*Hint: Kim’s Game is a way to use partners to improve your memory with training*).

Activity:

Try Kim’s Game For your next discussion. Have everyone bring a collection of 20 small objects and a heavy cloth to cover them with. Working in pairs have everyone experience the opportunity to have the cloth removed for 30 seconds while they try to memorize (without writing them down) as many objects as they can. Then have the other partner test their abilities. Compare scores and try this over several weeks to see if scores improve. For an advanced work have everyone give more detailed descriptions of each object. Learn more at: www.CopsAlive.com/using-kims-game-to-improve-your-memory/

Homework:

Do some research on the Internet or talk to your friends and find a program we can use as a model for creating an effective cognitive training system to our organization. Bring any information you find back to our team so we can discuss how to incorporate it into what we are doing here.

Follow-up:

Asken, Michael J. and Dave Grossman and Loren W. Christensen. Warrior Mindset. Millstadt, IL: Warrior Science Group, 2010.

Roll Call Training Session #4: “The Importance of Emotional Conditioning”

Topic: “Strengthening & Conditioning Your Emotional Self”

Key Points:

1. Most of us train ourselves physically to endure the rigors of police work, but few of us do anything to train or prepare ourselves mentally, emotionally or spiritually.
2. We all know that this job can be toxic and that excessive stress may get to any of us at any time. Too many officers are disabled every year when they let their emotional stress build up to a point where they can't handle it any longer. We need to find ways to build in prevention training, as well as the proper management techniques for excessive negative stresses.
3. Many individuals and organizations in law enforcement don't really know what to do when one of our peers begins to show the signs of cumulative negative stress or even PTSD. Excessive stress and PTSD are manageable and don't need to end anyone's career.
4. Researchers at Columbia University's Mailman School of Public Health said occupational stress in a large sample of urban police officers was significantly associated with adverse outcomes, including depression and intimate partner abuse.
5. Because they are afraid to ask for help many law enforcement officers take to alcohol as a solution to their stress. Additionally, law enforcement officer suicide in the U.S. takes more than twice as many officers than are murdered in the line of duty each year.

Discussion Questions:

1. What are you doing to manage the negative stresses in your life?
2. Who would you turn to now if you needed to talk some things out?
3. Who would you turn to now if you thought someone needed some help before their stress overwhelmed them?
4. How do you handle talking to your loved ones about your job? Do you tell all or tell nothing?

Activity:

Ask the group to pair up and talk about something stressful that happened within the last week. See how difficult it is to get them to talk at all. Discuss among the group the need to open up more often.

Homework:

Ask the group to research other agencies that have psychological services, peer support, chaplains programs, mentoring programs and family support networks. Talk about it at another meeting to see what can be added to your agency.

Follow-up:

Kirschman, Ellen. *I Love A Cop: What Police Families Need To Know*. New York: Guilford Press, 2006.
Neace, Kristi. *Lives Behind The Badge*. Newport, TN: English Mountain Press, 2009.

Roll Call Training Session #5: “The Importance of Spiritual Conditioning”

Topic: “Strengthening & Conditioning Your Spiritual Self”

Key Points:

1. Spiritual strength is not just about religious faith, it includes issues like personal and organizational values, honor, integrity, hope, compassion and ethics.
2. Even if a person doesn't belong to an organized religion they can still build their spiritual strength by regular practices that include reading, writing, meditation and the examination of what they believe in and what motivates them to be law enforcement officers.
3. By its very nature, faith requires you to let go of control and invest your trust, sometimes blindly. Faith is An examination of the concept of faith does not only include religious faith but faith in one's self or faith in humankind.

Discussion Questions:

1. Where does your inner strength come from, and what do you believe about spiritual strength?
2. Without impinging upon anyone's right to freedom of religion, how can we as a group help to strengthen our spiritual support system?
2. How can you get better at your job by strengthening your personal values, morals and ethics?
3. What are your opinions about faith? What do you believe in by trust alone?
3. How do we pass along the collective wisdom of our department? How do we learn to maintain the highest levels of our values, beliefs and ethical practices?

Activity:

Ask the group what qualities make up a model cop. Discuss the traits they would like to emulate and what behaviors they would not like to copy. Ask them to think about those qualities and then to write their own personal credo. A credo is a short statement of beliefs that guide your personal actions. You can learn more about writing a credo at: <http://www.CopsAlive.com/whats-your-credo/>

Homework:

Make a list of one or more of your role models, or people that you would like to emulate. Hopefully, at least one is another law enforcement officer. Write down the traits, values, beliefs and behaviors that you would like to copy, as well as those that you don't want to copy. Write a one page plan of how you are going to become the best person, and law enforcement professional that you can be.

Follow-up:

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Additional Resources And Suggested Reading

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Kabat-Zinn, Jon. Full Catastrophe Living: Using the Wisdom of Your Body and Mind to Face Stress, Pain, and Illness. New York: Bantam Dell, 1990.

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To improve your mental and cognitive strength try working logic puzzles like this one:

Einstein's Riddle aka: Zebra Puzzle

(It's purported that Einstein said 98% of the world's population could not figure out this logic problem.)

There are 5 houses each with a different color. Their owners, each with a unique heritage, drinks a certain type of beverage, smokes a certain brand of cigarette, and keeps a certain variety of pet. None of the owners have the same variety of pet, smoke the same brand of cigarette or drink the same beverage.

Clues:

- The Brit lives in the red house.
- The Swede keeps dogs as pets.
- The Dane drinks tea.
- Looking from in front, the green house is just to the left of the white house.
- The green house's owner drinks coffee.
- The person who smokes Pall Malls raises birds.
- The owner of the yellow house smokes Dunhill.
- The man living in the center house drinks milk.
- The Norwegian lives in the leftmost house.
- The man who smokes Blends lives next to the one who keeps cats.
- The man who keeps a horse lives next to the man who smokes Dunhill.
- The owner who smokes Bluemasters also drinks beer.
- The German smokes Prince.
- The Norwegian lives next to the blue house.
- The man who smokes Blends has a neighbor who drinks water.

Who owns the pet fish?

Source: <http://www.brain-fun.com/Brain-Teasers/EinsteinsRiddle.php>

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