

OBSTACLES AND FACILITATORS TO IMPLEMENTATION

REGION

16 Districts
8 Divisions

180

SIZE

Small (<200)
Med (<600)
Large (>600)

GROUP

Labor
Management
Other

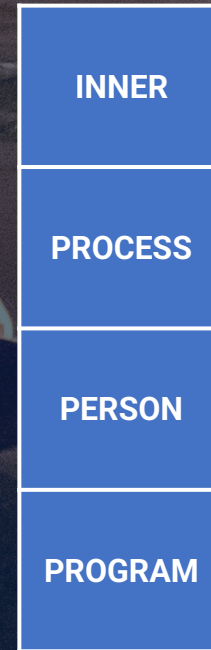
Evidence-
Based

44 Items

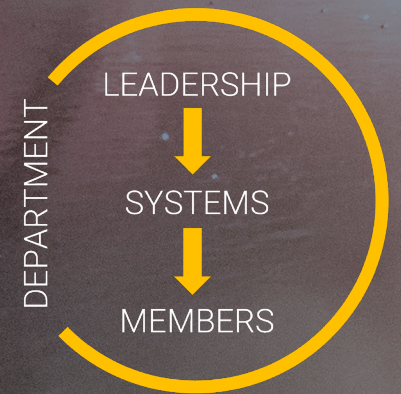
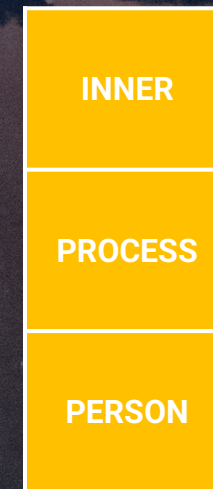


Major/
Moderate

30 Items



Modifiable
Influential
8 Items



LEADERSHIP

MANAGEMENT's involvement in, commitment to, and/or support of...

UNION EXECUTIVE's involvement in, commitment to, and/or support of...

MEMBERSHIP

Members' **WILLINGNESS TO ENGAGE** in any department led initiatives

Members' **ENTHUSIASM** towards wellness and fitness



SYSTEMS

Involvement of **CHAMPIONS** to support and overcome resistance

Creation and execution of an **IMPLEMENTATION PLAN**

DEPARTMENT

Way of thinking, ways things are done, values (**CULTURE**)

RELATIONSHIP between labor and management



7 INTERVENTION TYPES TO CHANGE BEHAVIOUR

Environmental Restructuring

Change physical or social context

Education

Increase knowledge or understanding

Persuasion

Induce positive/negative feelings / trigger action

Incentivization

Create an expectation of reward

Training

Impart skills to assist in specific pursuits

Enablement

Increase means / reduce barriers

Modelling

Provide examples to aspire to or imitate

A background image showing the hands and forearms of several firefighters in yellow and grey turnout gear, holding hands in a supportive grip. The image is overlaid with a semi-transparent dark blue filter.

Solutions may also need to be
SUPPORTED via other means

Champions

Make use of individuals/groups to facilitate change

Planning

Create systems to assess, design, implement, evaluate

Knowledge Exchange

Transfer, translate, exchange and/or co-produce knowledge

Policies

Adopt standards, policies, procedures to reinforce/support

Funding

Seek access to new sources / make better use of available



Before identifying **WHAT** to do, must establish **WHY** firefighters are (in)active

Match solutions to underlying behaviours



Fire fighters need the
PHYSICAL FITNESS to meet
the demands of the job...

...there are **MANY PATHS** to
achieve the same outcome



CASE EXAMPLES

More Fire Fighters. More Active. More Often.

SCENARIO A

Limited physical ability (CAPABILITY)

Increase fitness and physical skills to be active in a range contexts (intensities, settings, environments)

TARGET: TRAINING

Creative opportunities to improve skills (including assessments) **AT THEIR LEVEL**

IN SUPPORT: CHAMPIONS

Use of peers to promote/teach appropriate options

POLICIES

Imbed training opportunities into shift structure

- Considerations:
- Activity structure/selection must meet abilities
 - Support with groups of similar abilities
 - Emphasize process goals to establish habits
 - Vary options to suit diverse interests



SCENARIO B

Limited knowledge/understanding (CAPABILITY)

Share benefits of activity and give knowledge to perform a range of exercise-related activities in a variety of contexts

TARGET: EDUCATION

Highlight **PERSONAL VALUE** and share details regarding how to be active in different ways in a range of contexts

IN SUPPORT: PLANNING

Imbed education opportunities into training curriculum

TRAINING

Use hands on activities to reinforce education provided

- Considerations:
- Accommodate different learning modes/styles
 - Make accessible through different channels
 - Opportunities for questions and feedback
 - Emphasize application and implementation



SCENARIO C

Limited time and access (OPPORTUNITY)

Share tips and strategies to make best use of available time and spaces that currently have access to

TARGET: MODELLING

Create resources that highlight what can be done in limited time in **ANY ENVIRONMENT**.

IN SUPPORT: ENVIRONMENTAL RESTRUCTURING

Structure activity spaces so suitable for short times

PLANNING

Imbed opportunities to be active at home with family

- Considerations:
- Diverse interests in where would like to be active
 - Balance on duty exercise time with self confidence
 - Movement breaks throughout the day
 - Constraints and priorities can change over time



SCENARIO D

Limited support from peers (OPPORTUNITY)

Establish a support system and embed prompts/triggers to reinforce target behaviours

TARGET: INCENTIVIZATION

GAMIFY activity options to encourage broader participation amongst members

IN SUPPORT: ENVIRONMENTAL RESTRUCTURING

Promote collaborative activities via posters, emails

CHAMPIONS

Involve highly influential people to “show that it’s ok”

- Considerations:
- Culture should support diverse interests
 - Culture should support range of initial conditions
 - Testing could be viewed as unsupportive
 - Member input for selection of champions



SCENARIO E

Limited self-confidence / interest (MOTIVATION)

Change perceptions of physical activity and provide an opportunity to celebrate small, short-term accomplishments

TARGET: PERSUASION

Use range of strategies to prompt specific feelings that trigger actions – **FEAR AVOIDANCE / GAIN VALUE**

IN SUPPORT: PLANNING

Use of small steps to highlight progress made

KNOWLEDGE EXCHANGE

Involve members in the process of establishing goals

- Considerations:
- Confidence may link to specific activities
 - Competition could further marginalize
 - Emphasize process over outcomes
 - Vary options to suit diverse interests



SCENARIO F

Limited structure / lack of routine (MOTIVATION)

Help to establish sustainable habits and routines to support regular physical activity at work and/or home

TARGET: ENABLEMENT

Establish routines that **MAKE IT EASY**, obvious, attractive and satisfying to be active

IN SUPPORT: EDUCATION

Share strategies to make active choices easy choices

POLICIES

Daily schedules that enable activity on shift

- Considerations:
- Structure with flexible options (autonomy)
 - Consistency is key to behaviour change
 - Make activity a priority for duty and for life
 - Emphasize sustainable, long-term opportunities



F2T | FIT TO THRIVE

More Fire Fighters. More Active. More Often.



PERFORMANCE **REDEFINED**

A FRAMEWORK TO EVALUATE SUCCESS

- **REACH** To what extent was the target population reached?
- **EFFECTIVENESS** To what extent can the intervention achieve the desired outcome?
- **ADOPTION** To what extent was I able to achieve organizational support?
- **IMPLEMENTATION** To what extent was the intervention delivered as intended?
- **MAINTENANCE** To what extent was the intervention maintained in the long term?

