

Question 4 Reflection:

What is your ideal future as it relates to cultivating an inclusive and high-performing workplace?

Top-Ranked Thought Overall:

Picking the right person for the right job. Having enough retention to be able to pick best person for job. Better pay and benefits. It is important because we should include anyone and everyone who is willing to put in the work.

1) Theme—Redesign pay, incentives, schedule:

Increased pay, retention bonuses, portal to portal. Welcoming employees who are receptive to adapting management styles. Incredibly poor staffing and retention levels. Undesirable workplace and unfair expectations considering pay.

2) Theme—A culture that acts on its inclusive values:

Having more diversity in fire while also not condemning or overlooking white males because they are white males. I am female and consider myself a feminist. I want more diversity in fire but above all I want to work with safe, qualified individuals.

3) Theme—Clarify expectations and hold people to them:

People will be held accountable for their actions [so] that everyone feels welcome and accepted. Work should be a safe place for everyone. Too many people aren't disciplined for their actions and the victims suffer as a result. This creates a weak unit where lives are at stake.



**Wildland
Fire
Culture**

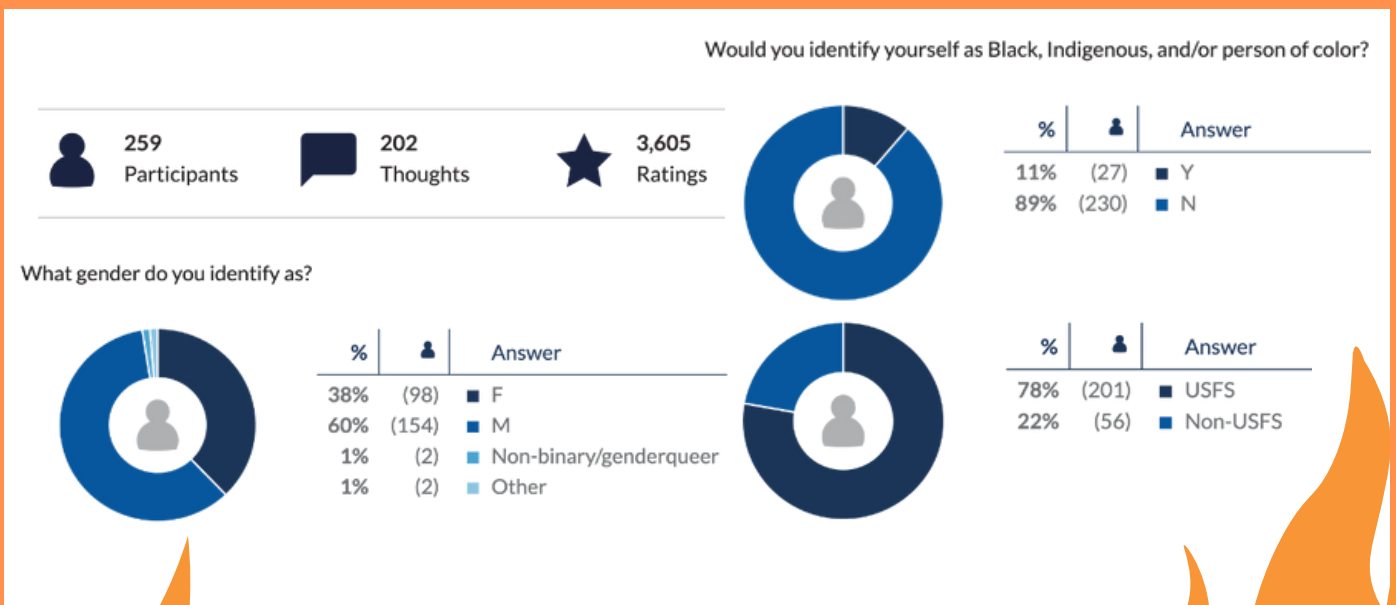
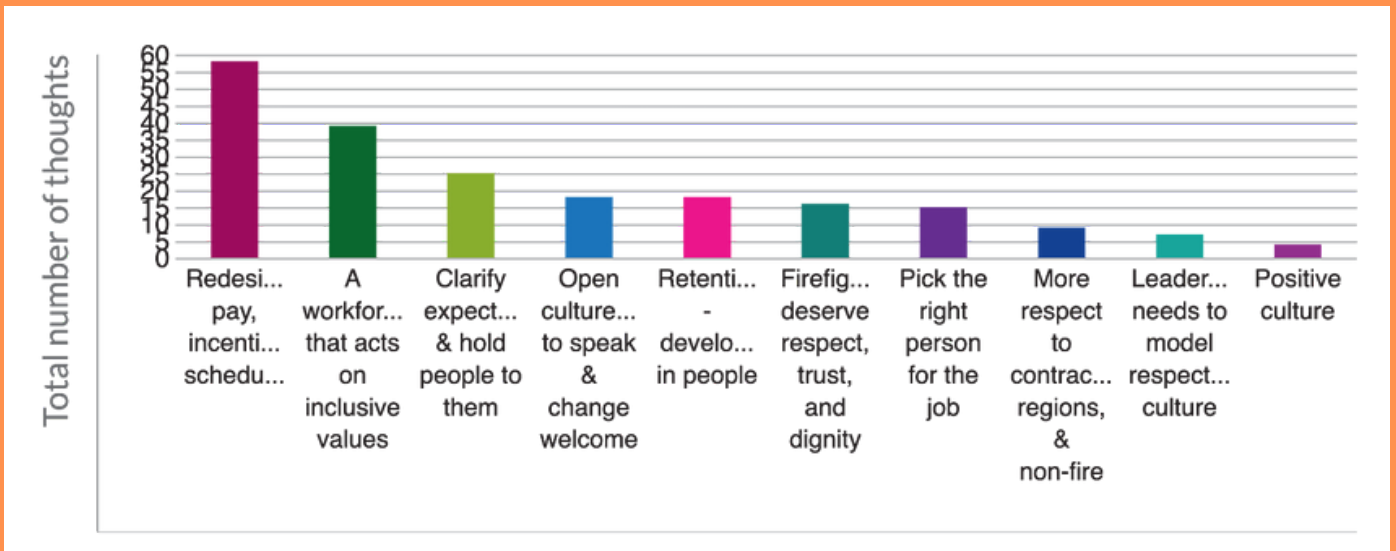
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Top Theme Categories:



Deep Dive into

Wildland Fire Culture