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00:00:00,000 --> 00:00:04,660

This episode is sponsored by Bubs Naturals, yet another company that I track down to bring

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00:00:04,660 --> 00:00:08,700

on as a sponsor because I myself love their products.

3

00:00:08,700 --> 00:00:13,140

They are offering you, the audience of the Behind the Shield podcast, a 20% discount.

4

00:00:13,140 --> 00:00:17,280

But before we get to that, I do want to highlight a few of the products that I use myself.

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00:00:17,280 --> 00:00:18,840

Firstly, collagen.

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00:00:18,840 --> 00:00:25,500

I am about to turn 50 and so my hair, my skin, my nails, not really a big concern when I

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00:00:25,500 --> 00:00:28,320

was younger, definitely a lot more of a concern now.

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00:00:28,320 --> 00:00:33,400

However, where I've really seen the impact is joint health and gut health and I've been

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00:00:33,400 --> 00:00:38,620

blown away that when I'm consistent using collagen, Bubbs collagen in this case, I see

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00:00:38,620 --> 00:00:41,400

a massive improvement in both.

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00:00:41,400 --> 00:00:46,280

Another area I drink coffee, love coffee and in the morning I use the Halo Creamer.

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00:00:46,280 --> 00:00:51,560

Now originally I used the MCT Oil Powder but now they have the Halo Creamer which has also

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00:00:51,560 --> 00:00:56,860

got grass-fed butter in it, a lot more creamy if you're not trying to go for the vegan option

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00:00:56,860 --> 00:00:58,680

that they have as well.

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00:00:58,680 --> 00:01:03,060

Now it's important to mention as well the altruistic element of Bubbs Naturals.

16

00:01:03,060 --> 00:01:08,800

The origin story involves Glenn, Bubb, Doherty, one of the two Navy SEALs killed in Benghazi

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00:01:08,800 --> 00:01:12,140

and a good friend of the founders, Sean and TJ.

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00:01:12,140 --> 00:01:17,660

So 10% of every single sale goes towards the Glenn Doherty Foundation.

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00:01:17,660 --> 00:01:22,760

Now as I mentioned before, they are offering you, the audience, 20% off your purchase if

20

00:01:22,760 --> 00:01:24,800

you use the code SHIELD.

21

00:01:24,800 --> 00:01:29,760

That's SHIELD at bubbsnaturals.com.

22

00:01:29,760 --> 00:01:34,400

And finally if you want to hear more about their products and Glenn's powerful story,

23

00:01:34,400 --> 00:01:40,920

listen to episode 558 with co-founder Sean Lake.

24

00:01:40,920 --> 00:01:46,720

This episode is sponsored by a company I've used for well over a decade and that is 511.

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00:01:46,720 --> 00:01:52,140

I wore their uniforms back in Anaheim, California and have used their products ever since.

26

00:01:52,140 --> 00:01:58,320

From their incredibly strong yet light footwear to their cut uniforms for both male and female

27

00:01:58,320 --> 00:02:03,560

responders, I found them hands down the best workwear in all the departments that I've

28

00:02:03,560 --> 00:02:04,560

worked for.

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00:02:04,560 --> 00:02:09,080

Outside of the fire service, I use their luggage for everything and I travel a lot and they

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00:02:09,080 --> 00:02:15,360

are also now sponsoring the 7X team as we embark around the world on the Human Performance

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00:02:15,360 --> 00:02:16,360

project.

32

00:02:16,360 --> 00:02:20,480

We have Murph coming up in May and again I bought their plate carrier.

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00:02:20,480 --> 00:02:25,440

I ended up buying real ballistic plates rather than the fake weight plates and that has been

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00:02:25,440 --> 00:02:29,280

my ride or die through Murph the last few years as well.

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00:02:29,280 --> 00:02:33,240

One area I want to talk about that I haven't in previous sponsorship spots is their brick

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00:02:33,240 --> 00:02:35,080

and mortar element.

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00:02:35,080 --> 00:02:39,760

They were predominantly an online company up till more recently but now they are approaching

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00:02:39,760 --> 00:02:42,520

100 stores all over the US.

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00:02:42,520 --> 00:02:47,560

My local store is here in Gainesville, Florida and I've been multiple times and the discounts

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00:02:47,560 --> 00:02:50,840

you see online are applied also in the stores.

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00:02:50,840 --> 00:02:57,460

So as I mentioned, 511 is offering you 15% off every purchase that you make but I do

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00:02:57,460 --> 00:03:02,520

want to say more often than not they have an even deeper discount especially around

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00:03:02,520 --> 00:03:04,140

holiday times.

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00:03:04,140 --> 00:03:14,100

But if you use the code SHIELD15 you will get 15% off your order or in the stores every

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00:03:14,100 --> 00:03:15,940

time you make a purchase.

46

00:03:15,940 --> 00:03:21,240

And if you want to hear more about 511, who they stand for and who works with them, listen

47

00:03:21,240 --> 00:03:29,400

to episode 580 of Behind the Shield podcast with 511 regional director Will Ayres.

48

00:03:29,400 --> 00:03:34,360

This episode is sponsored by Inside Tracker and what makes me smile is before I even started

49

00:03:34,360 --> 00:03:40,160

my podcast seven years ago when listening to other wellness conversations, Inside Tracker

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00:03:40,160 --> 00:03:44,240

was always the company they recommended for comprehensive blood work.

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00:03:44,240 --> 00:03:50,640

Well now in 2024 they have begun to offer a brand new first responder panel which will

52

00:03:50,640 --> 00:03:57,120

cover nine biomarkers hitting several of the pillars of health that affect us in uniform.

53

00:03:57,120 --> 00:04:01,960

Stress, heart health, metabolism and gut health.

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00:04:01,960 --> 00:04:07,880

After a very simple intake form, a blood draw, you will get the results sent to your computer,

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00:04:07,880 --> 00:04:13,840

smartwatch, phone, not only detailing where you are on the scale from poor to optimized

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00:04:13,840 --> 00:04:18,120

but also tips on how you can improve each of these markers.

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00:04:18,120 --> 00:04:24,360

Now this panel is usually \$310 but they are also offering first responders 30% off any

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00:04:24,360 --> 00:04:26,220

of their blood panels.

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00:04:26,220 --> 00:04:30,980

So that brings this specific panel down to only \$217.

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00:04:30,980 --> 00:04:35,720

Now I myself went through their ultimate which is their comprehensive blood work which also

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00:04:35,720 --> 00:04:40,760

includes micronutrients, hormones and other areas of overall health.

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00:04:40,760 --> 00:04:45,920

And I have to say I was absolutely amazed at firstly how easy it was but secondly the

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00:04:45,920 --> 00:04:51,720

comprehensive information I got and the actionable information on how to improve each of my own

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00:04:51,720 --> 00:04:53,160

biomarkers.

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00:04:53,160 --> 00:04:57,640

Now as with all my sponsors if you want to hear more about Inside Tracker you can hear

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00:04:57,640 --> 00:05:04,280

my conversation with senior sales executive Jonathan Levitt on episode 887 of the Behind

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00:05:04,280 --> 00:05:05,800

the Shield podcast.

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00:05:05,800 --> 00:05:12,460

So to sign up or simply learn more go to insidetracker.com and for the first responder panel the easiest

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00:05:12,460 --> 00:05:17,880

way is to Google Inside Tracker first responder panel.

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00:05:17,880 --> 00:05:20,960

Welcome to the Behind the Shield podcast as always my name is James Gearing and this week

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00:05:20,960 --> 00:05:25,840

it is my absolute honor to welcome on the show former law enforcement officer and the

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00:05:25,840 --> 00:05:30,300

man behind fit responder Ted Stern.

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00:05:30,300 --> 00:05:35,320

So in this conversation we discuss a host of topics from his early life, his journey

74

00:05:35,320 --> 00:05:41,840

into the world of law enforcement, training the tactical athlete, fitness standards, defensive

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00:05:41,840 --> 00:05:48,440

tactics, entrepreneurial ship within the uniform professions, his transition out and so much

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00:05:48,440 --> 00:05:49,520

more.

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00:05:49,520 --> 00:05:54,280

Now before we get to this incredible conversation as I say every week please just take a moment

78

00:05:54,280 --> 00:05:59,160

go to whichever app you listen to this on, subscribe to the show, leave feedback and

79

00:05:59,160 --> 00:06:01,080

leave a rating.

80

00:06:01,080 --> 00:06:06,160

Every single five star rating truly does elevate this podcast therefore making it easier for

81

00:06:06,160 --> 00:06:14,120

others to find and this is a free library of almost 900 episodes so all I ask in return

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00:06:14,120 --> 00:06:19,320

is that you help share these incredible men and women stories so I can get them to every

83

00:06:19,320 --> 00:06:23,320

single person on planet earth who needs to hear them.

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00:06:23,320 --> 00:06:48,040

So with that being said I introduce to you Ted Stern enjoy.

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00:06:48,040 --> 00:06:52,620

Well Ted I want to start by saying thank you so much for reaching out and coming on the

86

00:06:52,620 --> 00:06:55,760

Behind the Shield podcast today.

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00:06:55,760 --> 00:06:58,160

Thank you it's a pleasure I appreciate you having me.

88

00:06:58,160 --> 00:07:02,680

So where on planet earth are we finding you this afternoon?

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00:07:02,680 --> 00:07:08,800

Well let's see I am just near Salt Lake Utah I moved out to Utah about three years ago

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00:07:08,800 --> 00:07:13,480

from Southern California I was born and raised in Southern California.

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00:07:13,480 --> 00:07:17,680

So let's start there tell me where in Southern California you were born and tell me a little

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00:07:17,680 --> 00:07:22,240

bit about your family dynamic what your parents did and me siblings.

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00:07:22,240 --> 00:07:27,800

I was born in Ventura County which is about an hour from Los Angeles.

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00:07:27,800 --> 00:07:37,720

I have a bunch of half sisters and a half brother I have a couple of full siblings my

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00:07:37,720 --> 00:07:44,880

dad's dead and my mom is I don't know where she is drug addicts, mental illness I haven't

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00:07:44,880 --> 00:07:49,680

talked to her in probably 15 years.

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00:07:49,680 --> 00:07:53,760

What else did you ask me born and raised in Ventura County that's kind of a family dynamic

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00:07:53,760 --> 00:07:59,840

I have since created my own family I love very much but what else can I share with you

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00:07:59,840 --> 00:08:00,840

there?

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00:08:00,840 --> 00:08:04,960

Well I am sorry to hear about the kind of family dynamic you experience but this is

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00:08:04,960 --> 00:08:10,320

an important kind of thing to really pull out the shadows that so many of us that saw

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00:08:10,320 --> 00:08:15,200

a life in uniform have less than Disney like upbringing.

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00:08:15,200 --> 00:08:19,240

So you know when we talk about the mental health side in the first responder profession

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00:08:19,240 --> 00:08:23,880

a lot of time we'll be like oh well Ted was on that shooting or James was on that extrication

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00:08:23,880 --> 00:08:30,800

with the dead child but they don't factor in or what happened from 0 to 18, 20, 25 before

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00:08:30,800 --> 00:08:33,840

we ever put the badge on.

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00:08:33,840 --> 00:08:39,040

Now that's true I mean a big influence for me becoming a cop was seeing deputies show

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00:08:39,040 --> 00:08:45,520

up to my house they talked to me you know they you know dealt with my mom and her various

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00:08:45,520 --> 00:08:51,040

issues and that they were kind of a source of comfort and like reassurance when I'm a

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00:08:51,040 --> 00:08:56,000

little kid and you know I looked up to them so yeah that was a big influence on me for

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00:08:56,000 --> 00:08:57,640

sure.

112

00:08:57,640 --> 00:09:02,400

Now I'm writing a book at the moment I really want to tell the multi-generational trauma

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00:09:02,400 --> 00:09:07,680

story because no one was born an addict no one was born wanting to be in a gang you know

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00:09:07,680 --> 00:09:12,740

this is what happens as we evolve or devolve through a series of life events.

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00:09:12,740 --> 00:09:20,280

When you kind of look back at your parents parents did they kind of were they exposed

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00:09:20,280 --> 00:09:24,940

to kind of trauma in there did you ever see a kind of causation to some of the struggles

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00:09:24,940 --> 00:09:27,560

that they had themselves?

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00:09:27,560 --> 00:09:34,920

I didn't know them that well really I mean but I did funny enough see my mom's room that

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00:09:34,920 --> 00:09:40,040

she kind of grew up in and it was pretty well preserved and she was like an obvious hippie

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00:09:40,040 --> 00:09:45,880

and I heard something that she had kind of experimented and you know probably did drugs

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00:09:45,880 --> 00:09:50,400

and obviously that's a big contributor to a lot of people's mental illness.

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00:09:50,400 --> 00:09:55,680

I know that she was a drug addict as well throughout her life and an alcoholic so I

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00:09:55,680 --> 00:10:00,400

wonder you know who knows maybe she just dropped acid once and it sent her off the wrong path

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00:10:00,400 --> 00:10:04,880

I mean there's a lot of like the butterfly effect right there's a lot of even small events

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00:10:04,880 --> 00:10:09,640

that could send someone on a totally different trajectory but I don't know of anything

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00:10:09,640 --> 00:10:17,680

specific in terms of her parents you know experiencing trauma or even her really but

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00:10:17,680 --> 00:10:19,160

there could have been of course.

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00:10:19,160 --> 00:10:23,520

And how old you when you lost your father?

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00:10:23,520 --> 00:10:31,680

Let's see 24 he was old he was 89 he conceived me when he was like you know what 67, 65 I

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00:10:31,680 --> 00:10:39,000

don't recall but he was a World War II vet great guy I still think highly of him but

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00:10:39,000 --> 00:10:45,920

yeah he had me old and I think my mom was 33 and he was old enough to be your grandpa

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00:10:45,920 --> 00:10:51,360

almost kind of a weird situation but yeah he's my biological dad so he died at 89 cancer

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00:10:51,360 --> 00:10:57,920

all kinds of issues which was I was able to kind of grieve over time because I knew from

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00:10:57,920 --> 00:11:02,780

very early on that I knew I knew he's gonna die early you know I knew I wasn't gonna be

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00:11:02,780 --> 00:11:10,640

wasn't gonna see his grandchildren most likely so that helped a little bit yeah he died I

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00:11:10,640 --> 00:11:13,480

think I was when I was 24.

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00:11:13,480 --> 00:11:18,040

We've lost a lot of them I actually sat and interviewed two Iwo Jima veterans back in

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00:11:18,040 --> 00:11:23,360

December and you know the percentage now is absolutely minute of how many veterans of

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00:11:23,360 --> 00:11:28,620

that era that we have left and a lot of them didn't speak very openly my grandad was in

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00:11:28,620 --> 00:11:34,960

the Auckland orkney islands protecting the UK against the German bombers and never never

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00:11:34,960 --> 00:11:38,520

really talked about the war were you able to share stories either when you were younger

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00:11:38,520 --> 00:11:44,920

or maybe putting a uniform on opening some doors for that conversation.

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00:11:44,920 --> 00:11:50,920

He yeah my dad told me stories for sure he had a lot of close calls he didn't get into

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00:11:50,920 --> 00:11:56,880

the gory details but you know he told me he saw friends die and and it was very hard and

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00:11:56,880 --> 00:12:00,820

actually he told me from a young age he's like if you ever get into the military he's

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00:12:00,820 --> 00:12:06,080

like I will disown you like he was so shook I think he was definitely proud of serving

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00:12:06,080 --> 00:12:11,680

his country and fighting the Nazis was totally like an honorable thing to do I don't think

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00:12:11,680 --> 00:12:16,040

he necessarily had regrets per se but I think it shook him so badly he didn't he didn't

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00:12:16,040 --> 00:12:21,560

want his own son probably in a selfish way right like yeah let let let the soldiers fight

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00:12:21,560 --> 00:12:25,080

the good fight but like I don't want my son to experience that so he told me for a long

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00:12:25,080 --> 00:12:30,800

time like don't you dare enlist and even when I became a cop he wasn't happy about that

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00:12:30,800 --> 00:12:37,960

he wasn't happy about me exposing myself to danger or seeing some trauma or whatever but

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00:12:37,960 --> 00:12:43,200

no he told me some wild stories I mean of nearly getting killed a bunch of times or

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00:12:43,200 --> 00:12:50,800

or capturing a German without even a weapon by surprise and like all kinds of cool things

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00:12:50,800 --> 00:12:55,640

so yeah I'm I've written a lot of it down I think it'd be a cool maybe part of the book

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00:12:55,640 --> 00:13:00,080

or something to share because it's pretty awesome stories and as you said there's going

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00:13:00,080 --> 00:13:05,480

to be less and less of them as these guys and gals pass away absolutely well I don't

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00:13:05,480 --> 00:13:13,040

know if this is actually a thing but I can't help but wonder if that generation the the

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00:13:13,040 --> 00:13:18,320

pendulum swung strongly the other way they've seen so many horrors of war that they try

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00:13:18,320 --> 00:13:23,280

to protect their own children from which then may in you know down the road as they got

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00:13:23,280 --> 00:13:28,000

older had factored into you know entitlement and some other things because we always look

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00:13:28,000 --> 00:13:31,640

at the young kids about entitlement but I would argue that you know some of our pensioners

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00:13:31,640 --> 00:13:37,560

these days you know can be acting entitled as well and you know they talk about that

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00:13:37,560 --> 00:13:41,520

when you when you've you know when you've had such hard times you're really kind of

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00:13:41,520 --> 00:13:46,680

fighting to make them you know for your children to never experience that level of trauma and

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00:13:46,680 --> 00:13:53,840

suffering so but sometimes that overprotection could almost swing the other way too far.

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00:13:53,840 --> 00:13:58,640

Yeah and I think that's a that's fair and you know I didn't experience a ton of horrible

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00:13:58,640 --> 00:14:04,520

things as a cop obviously some things that were bad but I wouldn't I mean unless my kids

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00:14:04,520 --> 00:14:08,920

were dead set on becoming a first responder I'd probably want to steer them in other direction

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00:14:08,920 --> 00:14:12,840

too I mean you're going to look at life differently you're going to look at life through a different

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00:14:12,840 --> 00:14:18,360

lens that I don't know if necessarily is good right I mean maybe there is something to say

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00:14:18,360 --> 00:14:22,840

about ignorance is bliss right and you know maybe I don't want them to see what could

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00:14:22,840 --> 00:14:28,120

be seen as a first responder so even in that kind of similarly I'd like to maybe really

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00:14:28,120 --> 00:14:33,480

caution them if not persuade them to go another direction even though we need it right we

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00:14:33,480 --> 00:14:38,040

need first responders we need soldiers we need people to fight that good fight and I

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00:14:38,040 --> 00:14:44,760

have a ton of respect for first responders in military obviously but yeah it's tough

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00:14:44,760 --> 00:14:49,120

like how do you how do you tell your kids like the people you love absolutely the most

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00:14:49,120 --> 00:14:54,400

in our program to protect them how do you tell them yeah go ahead expose yourself to

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00:14:54,400 --> 00:14:58,360

some of life's worst things that you can see.

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00:14:58,360 --> 00:15:04,080

Yeah absolutely 100% well going back to your early life what about sports and exercise

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00:15:04,080 --> 00:15:12,280

what were you doing through the school ages yeah so that's funny because you know my dad

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00:15:12,280 --> 00:15:19,320

liked tennis so I played tennis and wasn't super passionate about it so I did okay with

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00:15:19,320 --> 00:15:24,880

that but I was pretty weak and scrawny and skinny didn't like working out my dad did

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00:15:24,880 --> 00:15:29,880

my dad enjoyed lifting weights and he tried to get me into it and I was not into it I

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00:15:29,880 --> 00:15:34,800

mean I remember being 13 and being in the gym with him and going this hurts like I don't

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00:15:34,800 --> 00:15:42,760

want to do this I had no desire to be strong buff I came later in life you know and yeah

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00:15:42,760 --> 00:15:49,400

funny quick story I ran into a one of my coaches from high school later on in life when I was

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00:15:49,400 --> 00:15:54,560

pretty built and like obviously muscular and he was blown away because all he remembered

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00:15:54,560 --> 00:16:00,480

was this weak kid who complained about doing push-ups didn't want to work out lazy so he

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00:16:00,480 --> 00:16:05,320

was like anything can happen this is amazing so yeah I didn't I did not have a strong athletic

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00:16:05,320 --> 00:16:10,000

background like I said played some tennis you know dabbled here and there but I was

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00:16:10,000 --> 00:16:16,740

not an athletic kid was not in my wheelhouse at all and it wasn't really pushed in my family.

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00:16:16,740 --> 00:16:22,240

I moved and played a lot but I was still really scrawny I was very small I had my growth spurt

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00:16:22,240 --> 00:16:27,080

when I was 18 so at school age which is up to 16 in England you know I was I was tiny

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00:16:27,080 --> 00:16:31,520

and I had one of my friends on the show supposed to be my very first episode but we had some

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00:16:31,520 --> 00:16:36,800

technical issues so he came on a little bit later but he was in the interview he said

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00:16:36,800 --> 00:16:42,720

James just so you know of our entire school you were the last person I would I thought

198

00:16:42,720 --> 00:16:47,000

would become a firefighter and you know obviously I'm not a big big lad now but you know full

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00:16:47,000 --> 00:16:51,560

career and you know all this athleticism that I've been able to do but it's funny because

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00:16:51,560 --> 00:16:56,440

people talk about oh it's so hard being overweight well the skinny kids it sucks too like you

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00:16:56,440 --> 00:17:00,480

know you're you're written off for everything you're picked last in sports and when it comes

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00:17:00,480 --> 00:17:05,520

to law enforcement or fire you got to put the work in to be strong enough other people

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00:17:05,520 --> 00:17:09,200

are trying to lose weight you're trying to gain strength which arguably you know if you

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00:17:09,200 --> 00:17:13,040

look at the physiology is actually harder.

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00:17:13,040 --> 00:17:18,760

Yeah true because you know you as a skinny guy or gal you can put in a lot of effort

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00:17:18,760 --> 00:17:24,720

and maybe not necessarily see great results and it can be discouraging I've actually experienced

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00:17:24,720 --> 00:17:28,760

both sides of the coin you know I was the skinny guy who had a hard time putting on

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00:17:28,760 --> 00:17:36,120

muscle and then in my early 20s I got fat like I got I gained a bunch of weight after

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00:17:36,120 --> 00:17:41,600

graduating the academy so I lost a little over 40 pounds of fat which isn't a huge amount

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00:17:41,600 --> 00:17:47,440

but I can I understand I think the challenge to degree on both sides for sure.

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00:17:47,440 --> 00:17:52,120

Now what about career aspirations your father's obviously dissuading you from the military

212

00:17:52,120 --> 00:17:57,200

what were you dreaming of becoming when you were in high school?

213

00:17:57,200 --> 00:18:03,160

You know I never had any big passions so I kind of landed on lawyer because I liked to

214

00:18:03,160 --> 00:18:09,980

debate you know it's a fairly lucrative career right it has a good kind of status symbol

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00:18:09,980 --> 00:18:16,820

in your in most societies so and my dad liked that idea too so that's the track I was on

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00:18:16,820 --> 00:18:21,400

but then in college I just learned like wow being a lawyer requires much more than standing

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00:18:21,400 --> 00:18:26,320

in a courtroom and debating with people you're gonna have to do a lot of studying and research

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00:18:26,320 --> 00:18:33,560

and you know office hours and I don't you know one day I had an experience where I saw

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00:18:33,560 --> 00:18:38,360

some deputies in action and that's when I clicked and I was like maybe I could do that

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00:18:38,360 --> 00:18:44,880

that sounds really cool so that was my original track was to become a lawyer but just oh I'm

221

00:18:44,880 --> 00:18:47,640

definitely glad that didn't pan out for sure.

222

00:18:47,640 --> 00:18:52,160

Did elements of that journey factor into your law enforcement obviously they're parallel

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00:18:52,160 --> 00:18:59,640

careers but what I find fascinating Steve Jobs for example did calligraphy in university

224

00:18:59,640 --> 00:19:04,800

he didn't have any particular track he wasn't pursuing a major he just took random classes

225

00:19:04,800 --> 00:19:10,680

fast forward a few years he creates you know the the Apple Mac and then is the first person

226

00:19:10,680 --> 00:19:15,840

to put fonts on a computer so his random not community college his random college course

227

00:19:15,840 --> 00:19:20,960

factored in later did you see a kind of crossover at any point during your career?

228

00:19:20,960 --> 00:19:27,700

Yeah I mean I was a philosophy major which is either the number one or the second pre-law

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00:19:27,700 --> 00:19:32,240

major so people go to law school usually are literary or philosophy majors and there's

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00:19:32,240 --> 00:19:37,960

a lot of like debate and whatnot in philosophy but there's a lot of writing so that helped

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00:19:37,960 --> 00:19:43,440

me write reports really well I mean my first FTO said I've never seen anyone write reports

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00:19:43,440 --> 00:19:49,000

so well and so fast which was really a great compliment of course when you're struggling

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00:19:49,000 --> 00:19:53,880

and stressed out and worried about your job it's nice to hear that but so it did play

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00:19:53,880 --> 00:20:00,200

a huge role writing those 20 page papers that were due made a three page report that was

235

00:20:00,200 --> 00:20:08,800

very simple English very easy for me but yeah I mean you know even when you talk to a suspect

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00:20:08,800 --> 00:20:14,560

and you're a detective and you're interviewing like you can kind of think a few moves ahead

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00:20:14,560 --> 00:20:19,760

and maybe help it helps you corner them and I think that my background with speech and

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00:20:19,760 --> 00:20:26,360

debate and that kind of thing helped a lot in those circumstances definitely.

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00:20:26,360 --> 00:20:36,040

So you shift from philosophy to law enforcement walk me through your academy and on-ramp experience?

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00:20:36,040 --> 00:20:41,720

So my background investigator was also the guy that helped prepare people for an academy

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00:20:41,720 --> 00:20:48,120

they had a pre-academy and he was so strict and serious and frankly intimidating he made

242

00:20:48,120 --> 00:20:52,920

the academy easy his name's Scott I don't know if he wants me to say his full name probably

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00:20:52,920 --> 00:20:58,840

never hear this but he made the academy easy because I came into the academy going oh my

244

00:20:58,840 --> 00:21:02,920

gosh this is gonna be the hardest thing I'll ever do in my life and I honestly kept waiting

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00:21:02,920 --> 00:21:11,440

for it to get harder physically I was already in good shape good enough shape honestly the

246

00:21:11,440 --> 00:21:17,360

academics in the academy weren't hard for me so I don't know not to try to sound like

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00:21:17,360 --> 00:21:23,960

a big ego or anything but it was easy you know it was a six-month academy you know they

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00:21:23,960 --> 00:21:30,120

yell at you they have you do assignments they have you do the physical testing so that wasn't

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00:21:30,120 --> 00:21:32,520

a big deal knock that out.

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00:21:32,520 --> 00:21:38,520

Now what did the defensive tactics trainer like when you went through school?

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00:21:38,520 --> 00:21:44,440

It was kind of minimal and honestly the problem I had with it is it wasn't like real-world

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00:21:44,440 --> 00:21:48,560

application like they had these different moves you do or okay like this is how you're

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00:21:48,560 --> 00:21:53,960

gonna do a particular wrist lock and hey grab these two fingers and twist them up I never

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00:21:53,960 --> 00:22:01,720

once saw anyone use those tactics in the field ever there were some things that were good

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00:22:01,720 --> 00:22:09,360

and applicable like you know learning basic ground control and stuff or striking the bags

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00:22:09,360 --> 00:22:14,880

but a lot of it was not practical and I'm fairly certain they've revamped it like since

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00:22:14,880 --> 00:22:21,800

then they've taken a more practical approach to tactics but it's minimum I think you could

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00:22:21,800 --> 00:22:27,960

probably talk to most cops across the US and they would tell you that the emphasis of defensive

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00:22:27,960 --> 00:22:33,400

tactics is pretty minimal and that even the ongoing testing for a lot of agencies is like

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00:22:33,400 --> 00:22:41,160

once every two years which you can't really say is good training or you know consistent

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00:22:41,160 --> 00:22:49,000

regular training so I think a lot of citizens have this preconceived idea that cops are

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00:22:49,000 --> 00:22:56,480

gonna be better fighters or like better with defensive tactics than most and I don't necessarily

263

00:22:56,480 --> 00:23:01,680

think so I think they do I think from what I've seen is pretty much a minimal job done

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00:23:01,680 --> 00:23:07,920

to prepare people in regards to defensive tactics and arrest and control now I'm no

265

00:23:07,920 --> 00:23:12,920

longer with my department it's been a few years I saw them improving that and it's probably

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00:23:12,920 --> 00:23:17,440

way better than it was back in 2010 when I went through the academy but yeah I think

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00:23:17,440 --> 00:23:20,560

I think agencies could do better with that for sure.

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00:23:20,560 --> 00:23:24,560

Well what's scary is you know the level of wrestling that's out there some of these high

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00:23:24,560 --> 00:23:30,080

school and collegiate athletes you know the MMA world jujitsu you know and obviously you

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00:23:30,080 --> 00:23:35,720

got the strike in as well it's a crap shoot I just saw it went around social media and

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00:23:35,720 --> 00:23:39,840

a lot of the the martial artists that I follow it was a fight it must have been in Europe

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00:23:39,840 --> 00:23:42,920

because one guy was wearing an England football shirt I think the other one was wearing a

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00:23:42,920 --> 00:23:49,760

French one and I mean these punches were so weak every single one missed and you know

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00:23:49,760 --> 00:23:54,400

so there's an example of you might get in a street fight and you know have not very

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00:23:54,400 --> 00:23:57,920

little worries at all and you'd be have no problem getting away from it or detaining

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00:23:57,920 --> 00:24:02,280

that person but then again you might come across someone who's a trained athlete and

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00:24:02,280 --> 00:24:06,920

you as a law enforcement officer is entering that conflict with a sidearm strapped to your

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00:24:06,920 --> 00:24:11,760

belt so you know there's such a spectrum that I mean I think it's terrifying even the fact

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00:24:11,760 --> 00:24:17,760

that we send cops one to a car that one officer you know they might be a 280 pound former

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00:24:17,760 --> 00:24:23,760

linebacker or they might be a 90 pound police officer and they're gonna go into that arena

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00:24:23,760 --> 00:24:26,660

and it you know it might be an arm might be an arm might be a psych patient might be a

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00:24:26,660 --> 00:24:33,620

hypoglycemic it might be all the things the the fact that there isn't an absolute laser

283

00:24:33,620 --> 00:24:38,320

focus on the strength and conditioning the combatives and the actual real world tactical

284

00:24:38,320 --> 00:24:43,240

firearms training blows my mind you know in some department but we see a complete parallel

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00:24:43,240 --> 00:24:47,720

on the fire service too there are phenomenal departments out there and there's departments

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00:24:47,720 --> 00:24:51,960

like the last one I work for that you could have the world's biggest near miss on your

287

00:24:51,960 --> 00:24:58,120

doorstep and still nothing changes it is sad it's sad it's shocking there's a lot of change

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00:24:58,120 --> 00:25:04,640

that needs to be made but you know you're right like one one thing that's that's interesting

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00:25:04,640 --> 00:25:08,960

is that there's kind of negative training in the field in the sense that cops are used

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00:25:08,960 --> 00:25:13,920

to people obeying their orders because 99 times out of 100 or even more you say hey

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00:25:13,920 --> 00:25:17,940

sit down you know put your put your hands behind your back or whatever they're gonna

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00:25:17,940 --> 00:25:24,640

do it and what you see in a lot of these cringey videos of cops being unable to control you

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00:25:24,640 --> 00:25:29,600

know resisting subjects as you see them you know stop resisting stop resisting they'll

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00:25:29,600 --> 00:25:33,640

say it a hundred times get on the ground get on the ground get on the ground and it's like

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00:25:33,640 --> 00:25:40,760

their brain can't adjust to the fact that my verbal commands are no longer working so

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00:25:40,760 --> 00:25:45,780

I need to go put hands on so yeah I think there's that that element of like negative

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00:25:45,780 --> 00:25:51,300

training these cops get complacent you know and and I'm sure this happens in the fire

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00:25:51,300 --> 00:25:56,840

service you respond to a hundred different incidents that don't require either a technical

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00:25:56,840 --> 00:26:01,320

skill or your physical abilities and then all of a sudden you get that call and it's

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00:26:01,320 --> 00:26:06,480

like oh my gosh I need to do something and I haven't prepared for it my analogy is like

301

00:26:06,480 --> 00:26:12,620

an airline pilot who has forgotten about or neglected to study emergency landing procedures

302

00:26:12,620 --> 00:26:17,040

because they've done a thousand normal landings and all of a sudden now they have to do an

303

00:26:17,040 --> 00:26:20,880

emergency one and it's like crap I didn't study for this I didn't prepare for this it's

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00:26:20,880 --> 00:26:26,400

been so long since I looked into this because I'm so used to and complacent with the everyday

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00:26:26,400 --> 00:26:32,640

stuff that tends to go smoothly you know so but I see it all the time as a fitness coach

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00:26:32,640 --> 00:26:36,720

I get a lot of people reaching out to me for help to lose fat build muscle and a lot of

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00:26:36,720 --> 00:26:40,860

it is a terrible incident they're involved in Ted I got no foot pursuit I couldn't keep

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00:26:40,860 --> 00:26:47,520

up or I got into a fight and this 16 year old kid whooped my butt and then they go oh

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00:26:47,520 --> 00:26:52,680

my gosh I need to get fit I need to lose the fat build the muscle maybe I needed to take

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00:26:52,680 --> 00:26:58,440

some defensive tactics courses whatever but sadly a lot of them wait until it's too late

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00:26:58,440 --> 00:27:02,560

when extends beyond the uniform too I was just thinking about this you know say you

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00:27:02,560 --> 00:27:08,080

are a deconditioned 40 year old in America you know and you know you haven't exercised

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00:27:08,080 --> 00:27:12,080

and you haven't watched what you've eaten you certainly haven't gone into any kind of

314

00:27:12,080 --> 00:27:16,600

in a martial arts school whatever and then someone bigger than you just simply grabs

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00:27:16,600 --> 00:27:22,320

your kid and runs imagine that that you knew you couldn't catch him that you couldn't stop

316

00:27:22,320 --> 00:27:28,240

them that to me terrifies me and that's without the uniform now throw on a uniform where you're

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00:27:28,240 --> 00:27:32,720

not only responsible for your own family but now the community that you serve as well and

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00:27:32,720 --> 00:27:38,460

more importantly arguably the man or woman to the left or your right so the ownership

319

00:27:38,460 --> 00:27:44,080

element is so so important and even if let's say you know you've kind of got burned out

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00:27:44,080 --> 00:27:48,660

and you're not as worried about when you're at work then refocus on home when you're not

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00:27:48,660 --> 00:27:52,820

wearing your gear when you don't have a radio and you get response you know screaming towards

322

00:27:52,820 --> 00:27:57,840

you in a matter of seconds and now it's your family your home your child and this is what

323

00:27:57,840 --> 00:28:03,840

I you know uses the analogy is like how would you feel if your family died because the responder

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00:28:03,840 --> 00:28:07,480

hadn't trained now imagine you're that responder.

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00:28:07,480 --> 00:28:14,920

Amen to that I mean I've seen it like I remember I was at a park on a soccer field and it looked

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00:28:14,920 --> 00:28:21,080

like a kid is maybe two to three years old was running toward the street and the dad

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00:28:21,080 --> 00:28:26,160

was very significantly overweight is yelling stop stop and you see him like try to get

328

00:28:26,160 --> 00:28:31,800

up and try to run and it's just pathetic like his three-year-old absolutely outpaced him

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00:28:31,800 --> 00:28:35,360

in and for a moment I'm like I'm gonna have to start running I'm gonna go save this kid

330

00:28:35,360 --> 00:28:39,000

this guy's kid because he's running for the street and you know I feel terrible this kid

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00:28:39,000 --> 00:28:44,560

got hit by a car and luckily the kid finally stopped and listened to whatever it's like

332

00:28:44,560 --> 00:28:50,100

how does a moment like that not tell him and maybe it did but tell the dad oh my gosh I

333

00:28:50,100 --> 00:28:56,920

am not being a good dad I'm not being a good dad because to me a good dad is somebody who's

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00:28:56,920 --> 00:29:03,960

is capable of protecting their kids for at least normal stuff I get it you get punched

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00:29:03,960 --> 00:29:09,440

in the face by some MMA professional and they out of nowhere and they steal your kid I mean

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00:29:09,440 --> 00:29:12,960

you know there's not much you could have done to prepare for that but like can you prepare

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00:29:12,960 --> 00:29:18,480

to keep up with your child if they're running can you prepare to reasonably defend yourself

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00:29:18,480 --> 00:29:24,200

against the average person you know and and I think a lot of it too is people have inflated

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00:29:24,200 --> 00:29:28,480
egos maybe they remember what they used to be able to do but now they've gotten more

340
00:29:28,480 --> 00:29:33,360
out of shape and haven't been tested in years or or they just have overconfidence oh you

341
00:29:33,360 --> 00:29:36,760
know they play out the perfect scenario in their head here's what I would do and they

342
00:29:36,760 --> 00:29:40,480
they think they could handle it perfectly and until that moment teaches them otherwise

343
00:29:40,480 --> 00:29:44,520
yeah I love that phrase I think seals that use it a lot you know you don't rise to love

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00:29:44,520 --> 00:29:49,000
like expectations you fall to the level of training and it's so true you know the whole

345
00:29:49,000 --> 00:29:54,840
hold me back I just see red we've seen those guys on youtube they don't do very well so

346
00:29:54,840 --> 00:30:00,840
uh yeah well you spoke about being slim when you were smaller and then having to lose weight

347
00:30:00,840 --> 00:30:04,720
after you graduated the academy walked me through that weight gain and then what was

348
00:30:04,720 --> 00:30:11,560
that pivotal change that got you to realize that you needed to take action yep so you

349
00:30:11,560 --> 00:30:15,920
know I was still a weightlifter and my focus is like let's get big and strong and there's

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00:30:15,920 --> 00:30:20,680

a couple guys that I was working with in the jail so we start in custody who were big strong

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00:30:20,680 --> 00:30:26,600

dudes and putting away a lot of food so I'm like okay that's the way to do it you know

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00:30:26,600 --> 00:30:34,200

I want to get big and strong and um it eventually turned into a bad habit you know and I think

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00:30:34,200 --> 00:30:39,240

anyone who ends up overweight usually didn't expect to get there and they might have this

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00:30:39,240 --> 00:30:42,780

moment where they're like I didn't realize how fat I've gotten and I knew I was gaining

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00:30:42,780 --> 00:30:48,600

some fat but and you know you ignore it you brush it to the side whatever I'm still fine

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00:30:48,600 --> 00:30:55,400

I still got it um so a couple things happened like you know I'm eating a lot of food eating

357

00:30:55,400 --> 00:31:00,100

food that's not that good for me I'm snacking here and there and even though I was lifting

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00:31:00,100 --> 00:31:05,120

weights you know and I was still pretty strong which also gave me a false sense of confidence

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00:31:05,120 --> 00:31:10,360

hey I'm still strong you know hey um a couple of wake-up calls I remember I responded to

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00:31:10,360 --> 00:31:16,640

a fight in the jail another deputy was in a fight and just getting there I was winded

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00:31:16,640 --> 00:31:20,920

and somebody made a content comment like were you even were you even involved in the fight

362

00:31:20,920 --> 00:31:25,620

like you're breathing so hard and I was like oh my goodness that was one thing another

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00:31:25,620 --> 00:31:30,920

one is I saw a video of me running and I looked silly running like it just did not look athletic

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00:31:30,920 --> 00:31:36,240

and I was like oh and then the final straw I went to the doctors and you know they're

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00:31:36,240 --> 00:31:40,760

like yeah your blood pressure is out of control here's your meds here's your prescription

366

00:31:40,760 --> 00:31:45,000

and they're like don't worry you know it's genetic you said you said your mother and

367

00:31:45,000 --> 00:31:49,240

that side of the family has blood pressure issues it's just genetic I've seen doctors

368

00:31:49,240 --> 00:31:53,880

say this a million times but I also took a look at myself in that moment I'm like I am

369

00:31:53,880 --> 00:32:01,120

240 pounds I have a belly I have I have love handles and I'm like let me try to do this

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00:32:01,120 --> 00:32:07,920

the right way so I ended up through a few steps you know losing that fat and you know

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00:32:07,920 --> 00:32:13,800

lo and behold my blood pressure was good again you know I can move again I felt good and

372

00:32:13,800 --> 00:32:19,320

I learned a better way to approach building muscle and not get fat in the process but

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00:32:19,320 --> 00:32:24,400

yeah that's you know one thing led to another and one day I was overweight and I just decided

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00:32:24,400 --> 00:32:27,080

in that moment I needed a change.

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00:32:27,080 --> 00:32:30,600

What was the training philosophy that you had was it more of a powerlifting side then

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00:32:30,600 --> 00:32:34,700

if you put on the weight because I mean usually bodybuilders they have the kind of off-season

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00:32:34,700 --> 00:32:39,320

weight gain but then they slim down for competition but the powerlifting community tends to be

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00:32:39,320 --> 00:32:43,720

a little heavier because they're looking just for that strength.

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00:32:43,720 --> 00:32:49,680

Yeah it was definitely very powerlifting focused which is great but unnecessary fat gain is

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00:32:49,680 --> 00:32:56,400

not great and never a good thing so and I would kind of engage in periodic cuts when

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00:32:56,400 --> 00:33:01,840

I saw a picture myself that I didn't like or I would try to lose some weight but I was

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00:33:01,840 --> 00:33:06,880

approaching it like bodybuilders would at the time and you know like chicken and broccoli

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00:33:06,880 --> 00:33:12,200

and turkey and sweet potato and eat every two hours and this is actually what led to

384

00:33:12,200 --> 00:33:16,600

me starting the fit responder program is that I had a coach who was telling me all right

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00:33:16,600 --> 00:33:22,240

you know eat your turkey and asparagus and your you know your six almonds and these it

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00:33:22,240 --> 00:33:27,080

was kind of a really rigid schedule workout six days a week for an hour and a half to

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00:33:27,080 --> 00:33:31,720

two hours and I was having trouble keeping up with it but I you know I was determined

388

00:33:31,720 --> 00:33:38,040

hey I can be a fit guy I can do this but I remember I had an incident where I was on

389

00:33:38,040 --> 00:33:43,160

a traffic collision for like six hours directing traffic and I told my coach it's like I missed

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00:33:43,160 --> 00:33:48,040

two of the meals and I'm dang exhausted like I if I can take the day off from the gym today

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00:33:48,040 --> 00:33:54,240

that'd be appreciated and he said oh you must not want this bad enough and yeah I'm sure

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00:33:54,240 --> 00:33:59,520

his intent was to motivate me but I felt pretty discouraged like what what did this guy want

393

00:33:59,520 --> 00:34:02,960

me to do say I'm not gonna stop I'm gonna stop directing traffic now I need to go eat

394

00:34:02,960 --> 00:34:07,800

my meal that's timed every two hours and in that moment I'm like I could probably do this

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00:34:07,800 --> 00:34:11,520

better but it didn't come till a little bit later that I decided I wanted to actually

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00:34:11,520 --> 00:34:16,640

coach people but that was a big inspiration for me and starting fit responders I realized

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00:34:16,640 --> 00:34:22,560

like a good coach is also someone who understands the actual challenges their client is dealing

398

00:34:22,560 --> 00:34:28,240

with and rather than giving their client a cookie cutter approach might give them things

399

00:34:28,240 --> 00:34:32,360

that are actually doable given their life given their preferences given their schedule

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00:34:32,360 --> 00:34:36,280

and all that and it might take somebody with that understanding with that background so

401

00:34:36,280 --> 00:34:40,480

that's kind of what it was a big moment that inspired fit responder.

402

00:34:40,480 --> 00:34:46,320

It seems like some of the more extreme versions of dieting they've literally sucked all the

403

00:34:46,320 --> 00:34:52,160

fun out of cooking and food and eating so where you know where I kind of find the middle

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00:34:52,160 --> 00:34:56,960

ground is yet of times you obviously have got a got to start reeling in certain elements

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00:34:56,960 --> 00:35:02,920

macros etc but if it becomes the the point where you're just staring at 12 Tupperwares

406

00:35:02,920 --> 00:35:06,840

that with the same shit and that's all you're gonna eat for you know three days straight

407

00:35:06,840 --> 00:35:11,600

then you got to ask yourself if I if I'm this miserable eating then what is that point if

408

00:35:11,600 --> 00:35:18,200

I'm literally going to train for Mr. Olympia I get that kind of fanaticism but I'm a firefighter

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00:35:18,200 --> 00:35:22,200

you know do I need to be all the way on that extreme the same way as even lifting do I

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00:35:22,200 --> 00:35:28,480

need to to constantly figure out what my one rep is or do I need to be able to pull five

411

00:35:28,480 --> 00:35:35,600

reps with great form at 80% of what I can so I can foster strength and longevity yep

412

00:35:35,600 --> 00:35:41,720

100% agree with that so you mentioned about you got to a point where you really kind of

413

00:35:41,720 --> 00:35:47,520

got into the coaching world what what again kind of led you onto that path sure thing

414

00:35:47,520 --> 00:35:55,000

so like I met my wife and so my girlfriend at the time and she saw me prepping you know

415

00:35:55,000 --> 00:36:00,640

a dozen Tupperware with with chicken and rice and she goes you know you could do this easier

416

00:36:00,640 --> 00:36:05,960

right like she was in great shape she had already done a fitness show she's also a personal

417

00:36:05,960 --> 00:36:11,040

trainer and you know she introduced me to how she approaches food definitely imperfect

418

00:36:11,040 --> 00:36:16,960

you know like kind of budgeting so to speak for the date night and for deviations and

419

00:36:16,960 --> 00:36:22,680

also just making food more fun that isn't bad for you you know different ways to make

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00:36:22,680 --> 00:36:30,000

burritos and tacos and lasagna that is to your palate really enjoyable still kind of

421

00:36:30,000 --> 00:36:34,960

hits that that button that we need to enjoy our food right I mean there's food is fuel

422

00:36:34,960 --> 00:36:40,400

but it's also a little bit of recreation too so she just taught me kind of new ways to

423

00:36:40,400 --> 00:36:44,160

go about it and that was really eye-opening for me it definitely helped me lose the weight

424

00:36:44,160 --> 00:36:50,640

I was looking to lose and we started sharing these methods with people at work and people

425

00:36:50,640 --> 00:36:54,280

were getting great results and they loved that and we're like we're changing lives and

426

00:36:54,280 --> 00:36:59,080

that was when I was like why don't we just coach people officially let's let's get clients

427

00:36:59,080 --> 00:37:03,440

and coach them she's pretty skeptical at first she's like no one's gonna want we're not

428

00:37:03,440 --> 00:37:07,720

professional bodybuilders no one's gonna want us as coaches come on but I put it out there

429

00:37:07,720 --> 00:37:12,200

I said hey you know Emily and I were a fit couple and we know what it's like to be a

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00:37:12,200 --> 00:37:17,400

first responder let's coach you let's help you so the results and the word spread really

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00:37:17,400 --> 00:37:23,400

fast the the the attention to us like exploded we had more clients than we knew what to do

432

00:37:23,400 --> 00:37:28,920

with after a point and fitness is great because when you get people fit they're like a walking

433

00:37:28,920 --> 00:37:33,920

billboard hey John you look so good how did you do that oh you gotta talk to Ted and Emily

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00:37:33,920 --> 00:37:39,160

so that was really the beginnings of fit responder what were you seeing within your department

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00:37:39,160 --> 00:37:46,720

as far as the fitness standards and the the kind of what's the right word culture the

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00:37:46,720 --> 00:37:52,800

fitness culture within that department as well I think it's a lot like most departments

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00:37:52,800 --> 00:37:57,920

in America like there's this general understanding that of course we should be fit and there's

438

00:37:57,920 --> 00:38:02,800

you know you'll see a poster in the building somewhere that says you know you gave up the

439

00:38:02,800 --> 00:38:07,000

right to be out of shape when you put on the badge and there is a little bit of that culture

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00:38:07,000 --> 00:38:13,840

but there's next to no incentive I mean other than the really important ones like not dying

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00:38:13,840 --> 00:38:21,560

and doing your job and but there's no other external incentives to keep people fit and

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00:38:21,560 --> 00:38:26,600

the problem with departments and agencies in America is they find themselves in this

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00:38:26,600 --> 00:38:33,040

battle where if they demand somebody to be fit they're often met with litigation like

444

00:38:33,040 --> 00:38:39,280

oh you're discriminating against me because I'm overweight you know or you know oh so

445

00:38:39,280 --> 00:38:43,360

you're gonna force me to work out well I got hurt so I want you to cover that because you're

446

00:38:43,360 --> 00:38:48,640

forcing me to work out you know I need workers comp so a lot of agencies know they need their

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00:38:48,640 --> 00:38:54,720

people to be fit and healthy but they just don't know how to get their people to do it

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00:38:54,720 --> 00:38:59,200

and then then you do have both ends of the spectrum you have fit fit first responders

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00:38:59,200 --> 00:39:04,320

who recognize the importance and take action and you have the other end of the spectrum

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00:39:04,320 --> 00:39:09,640

where you got people who are literally morbidly obese walking around in uniform on the front

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00:39:09,640 --> 00:39:16,160

lines expected to be able to perform and do their physical demands of the job when intense

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00:39:16,160 --> 00:39:21,760

situations arise and they're incapable of doing it and you have everyone in between

453

00:39:21,760 --> 00:39:25,480

but if you look at especially in the US and I don't know what it's like over there in

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00:39:25,480 --> 00:39:30,360

the UK but like first responders are some of the most obese groups of professions in

455

00:39:30,360 --> 00:39:36,000

America you look at the statistics and they end up damn near the top of the list if not

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00:39:36,000 --> 00:39:42,000

top of the list and that's so sad and ironic I mean first responders ought to be some of

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00:39:42,000 --> 00:39:46,880

the fittest people like it is in your job description that you may need to do things

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00:39:46,880 --> 00:39:52,160

that require your physical abilities jump walls run climb flights of stairs carry out

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00:39:52,160 --> 00:39:58,240

victims carry out your partners fight you know bust through doors endurance strength

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00:39:58,240 --> 00:40:03,920

all of these things so yeah I mean I'll tell you that the I guess gonna wrap it up like

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00:40:03,920 --> 00:40:08,000

the internal culture was this kind of understanding that we ought to be fit in the academy they

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00:40:08,000 --> 00:40:14,440

preached it get fit they enforced it in the academy but then after the academy you kind

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00:40:14,440 --> 00:40:20,560

of just left everyone's left to their own devices I found that crazy as well and it's

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00:40:20,560 --> 00:40:23,580

someone made an interesting point when you got the right culture you don't need fitness

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00:40:23,580 --> 00:40:31,000

standards and I agree like Anaheim when I worked out there the first 12 months of probation

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00:40:31,000 --> 00:40:36,560

in the academy and then probation was was hard like really really hard and if you didn't

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00:40:36,560 --> 00:40:41,440

make the cut they let you go they literally had a 25% attrition rate of every class at

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00:40:41,440 --> 00:40:46,760

least when I was there and so after that year you know there was just this culture of excellence

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00:40:46,760 --> 00:40:50,440

not saying that I achieved excellence but the pursuit of excellence and you know we

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00:40:50,440 --> 00:40:53,800

would work out all the time we'd play sports we'd you know we'd run at the track we'd

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00:40:53,800 --> 00:40:59,320

do all the things because that's just what you do but then you know I ended up changing

472

00:40:59,320 --> 00:41:06,400

to other departments and seeing you know like you're talking about the other side and it

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00:41:06,400 --> 00:41:12,880

maddens me because if you ask the SEALs the Green Berets the PJs the SAS if someone doesn't

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00:41:12,880 --> 00:41:18,280

cut it they're out they have standards and they have you know not so much a fitness test

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00:41:18,280 --> 00:41:23,400

but an overall performance level that they've got to maintain you ask the ocean lifeguards

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00:41:23,400 --> 00:41:27,440

of the world and I was a lifeguard in open water not not the oceans but lakes you know

477

00:41:27,440 --> 00:41:33,120

if I fail my swim test I cease to become a lifeguard I just don't understand how in police

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00:41:33,120 --> 00:41:40,160

and fire I mean it should be EMS as well how we allowed it to you know unions administrative

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00:41:40,160 --> 00:41:45,520

whatever it was the combination to resist an annual fitness standard because if in in

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00:41:45,520 --> 00:41:50,200

Florida where I went to fire school we call it minimum standards so they label it that

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00:41:50,200 --> 00:41:55,680

this is the absolute shittiest you should ever be and you're asked to climb stairs and dummies

482

00:41:55,680 --> 00:42:00,680

and you know breach doors and all the things so they've set the bar no one can say oh it's

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00:42:00,680 --> 00:42:06,240

not fair that was your fucking front door so I blows my mind but then you're like oh

484

00:42:06,240 --> 00:42:11,340

it's not fair to test me I mean I just I'm still waiting for someone to give me a good

485

00:42:11,340 --> 00:42:15,320

answer how the fuck especially when we have unions that beat their chests saying that

486

00:42:15,320 --> 00:42:20,480

they're just the strongest union in the country and we can't even set a fucking fitness standard

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00:42:20,480 --> 00:42:28,000

for a profession that depends on our fitness it does blow my mind as well and there are

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00:42:28,000 --> 00:42:33,520

there I know there's ways to reform it because there are departments especially the troopers

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00:42:33,520 --> 00:42:38,560

a lot of trooper departments which are highway patrols have standards I mean I've had clients

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00:42:38,560 --> 00:42:44,920

who come to me to help because they go I know I'm not going to pass the test this year unless

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00:42:44,920 --> 00:42:49,760

I lose some weight and I prepare better for the physical demands and they can't lose their

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00:42:49,760 --> 00:42:55,640

job so there are some agencies that have the standards that hold people to the standards

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00:42:55,640 --> 00:43:05,040

and obviously are able to avoid any of the worry about unions or litigation but you know

494

00:43:05,040 --> 00:43:09,240

I remember talking to a guy who's pretty high up in my department and when I brought these

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00:43:09,240 --> 00:43:14,040

things up he immediately was like yeah that's a dead end he goes I've tried everything there's

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00:43:14,040 --> 00:43:19,800

no way and I just I don't believe it yet I don't believe it I think he just I know he

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00:43:19,800 --> 00:43:23,960

believed what he was saying he probably felt like he tried a bunch of different things

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00:43:23,960 --> 00:43:28,320

and there's just there's no way but I think it's just going to take some really strong

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00:43:28,320 --> 00:43:32,560

people who are in the management who are in the leadership positions to put their foot

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00:43:32,560 --> 00:43:37,880

down and maybe deal with some backlash maybe deal initially with some litigation with some

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00:43:37,880 --> 00:43:44,320

problems and until they can solidify it maybe it maybe it's new contracts moving forward

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00:43:44,320 --> 00:43:51,240

with new hire ease to say you must abide by these it's in your contract that you need

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00:43:51,240 --> 00:43:57,320

to be fit and we're going to hold you to standards fine you know but I yeah there's a ton of

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00:43:57,320 --> 00:44:02,480

room for improvement and you're right it blows my mind it's sad and it's freaking pathetic

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00:44:02,480 --> 00:44:08,040

and embarrassing too I mean I can't I cannot put myself in the shoes of someone who's 50

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00:44:08,040 --> 00:44:12,640

plus pounds overweight can't pass a physical test oh it's my department's fault because

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00:44:12,640 --> 00:44:18,980

they won't you know do xyz and you're being unfair you're discriminating no like open

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00:44:18,980 --> 00:44:24,460

your eyes you are the problem well I've been very fair to really you know over and over

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00:44:24,460 --> 00:44:29,840

and over and over and over again bring great great minds to come on and talk about especially

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00:44:29,840 --> 00:44:33,760

in the fire service our work week which absolutely sets us up for failure and you look at law

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00:44:33,760 --> 00:44:37,760

enforcement you know you've got these long hours you know in your your profession the

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00:44:37,760 --> 00:44:41,580

shifts swinging from nights and days you're in a car you know you've got the belt now

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00:44:41,580 --> 00:44:47,960

you've got postural issues so we are set up for failure a lot of us so it's not just on

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00:44:47,960 --> 00:44:54,320

the responder it is on you know the the employer as well but again when you were expected to

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00:44:54,320 --> 00:44:58,200

do a certain amount of things at the front door and then you have the audacity to say

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00:44:58,200 --> 00:45:02,000

oh it's not fair no one you know especially the one I hate is oh they're trying to take

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00:45:02,000 --> 00:45:06,320

our jobs like I don't get me wrong if they said right starting tomorrow if you're not

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00:45:06,320 --> 00:45:11,480

fit you're out of course that's completely unfair you'd have to introduce an on-ramp

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00:45:11,480 --> 00:45:15,880

system where over a series of two or three years everyone has to get to that standard

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00:45:15,880 --> 00:45:21,600

again because you've allowed them to devolve up to that point but it all goes back again

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00:45:21,600 --> 00:45:27,520

to what would you how would you feel if your family died because that obese firefighter

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00:45:27,520 --> 00:45:32,960

tapped out three floors up or that bodybuilder firefighter tapped out because all he focused

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00:45:32,960 --> 00:45:37,480

on is to paint himself orange and not actually be able to do the job properly so this is

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00:45:37,480 --> 00:45:43,320

the thing we've got to remind ourselves that not only to our family first but the people

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00:45:43,320 --> 00:45:48,280

that we serve we swore an oath to be able to do the thing and as you said I'm not going

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00:45:48,280 --> 00:45:51,960

to be able to beat an MMA fighter but I hopefully will be able to hold my own with the average

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00:45:51,960 --> 00:45:57,120

Joe I'm not going to be the fastest person up you know Grenfell Tower I'm not going to

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00:45:57,120 --> 00:46:01,800

be able to carry the most weight but I'm going to make myself the best version of James Gearing

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00:46:01,800 --> 00:46:08,360

in that uniform to be able to do it so it's not about taking jobs I mean defending someone

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00:46:08,360 --> 00:46:12,840

who can't do a job as a firefighter is trying to persuade the school bus company allow the

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00:46:12,840 --> 00:46:17,520

blind guy to drive you know if you can't do the job you can't fucking do the job.

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00:46:17,520 --> 00:46:23,600

Yep I'm with you 100% right and I've said that too like I don't need you to be a professional

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00:46:23,600 --> 00:46:29,320

athlete you know like but will you be able to get into an incident that requires your

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00:46:29,320 --> 00:46:35,320

physical fitness and say you know I reasonably prepared for this right it would be like you

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00:46:35,320 --> 00:46:42,960

know you respond to an active shooter and they have you know a tank like okay well I

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00:46:42,960 --> 00:46:48,840

can't beat them but I still came reasonably prepared you know that you could absolutely

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00:46:48,840 --> 00:46:55,920

get involved in something that virtually nobody could overcome but my goodness like if you

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00:46:55,920 --> 00:47:00,360

like just look at the normal kind of scenarios that you might be involved in you might have

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00:47:00,360 --> 00:47:04,520

to run up four flights of stairs to get to a victim could you do it and don't think yeah

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00:47:04,520 --> 00:47:08,640

I could do that well when's the last time you tested yourself really you know a lot

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00:47:08,640 --> 00:47:14,760

of there's there is an alarming statistic I want to say it was like 90% of men who are

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00:47:14,760 --> 00:47:19,320

over the age of 35 will never sprint again did you hear this James did you ever hear

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00:47:19,320 --> 00:47:24,440

that statistic no I didn't yeah and I want to say it was 90 but it was a staggering amount

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00:47:24,440 --> 00:47:29,120

of people and you know how many of those guys at the age of 40 would say oh I could handle

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00:47:29,120 --> 00:47:33,960

it if whatever incident occurred that required me to it's like we you haven't sprinted in

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00:47:33,960 --> 00:47:41,360

five years so yeah I mean you know I think it makes absolute sense that first responders

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00:47:41,360 --> 00:47:45,280

whether you're fire cops like you need to have a reasonable standard of fitness for

548

00:47:45,280 --> 00:47:49,440

yourself but you ought to be able to run you probably should be able to hop a four-foot

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00:47:49,440 --> 00:47:53,760

wall you probably should be able to run up four flights of stairs and not be absolutely

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00:47:53,760 --> 00:48:02,920

winded or you're useless now so like test yourself get into the damn gym workout because

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00:48:02,920 --> 00:48:08,240

you're right like you you don't want to be that guy or girl that goes man like I'm not

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00:48:08,240 --> 00:48:13,920

the first responder I would want come into my aid or my family's aid you know don't wait

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00:48:13,920 --> 00:48:19,760

till then where you take care of it now there's a pushback against the term tactical athlete

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00:48:19,760 --> 00:48:26,840

and I was at a the Orlando Fire Conference once I asked one of the Denver Chiefs how

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00:48:26,840 --> 00:48:31,520

how many stories do you expect your firefighters to be at a climb and he said to the top of

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00:48:31,520 --> 00:48:35,240

the tallest building we've got and I that was a mic drop moment to me that's exactly

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00:48:35,240 --> 00:48:40,840

what I was hoping he was going to say where I just finished working next to my station

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00:48:40,840 --> 00:48:44,520

and this is a you know a department where a lot of them said oh we'll just get the elevator

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00:48:44,520 --> 00:48:52,360

if we have an issue there's a 28 story hotel tower and we would do a thing where you simulate

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00:48:52,360 --> 00:48:57,840

then when I say we like I would organize this it wasn't a department thing at all but we'd

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00:48:57,840 --> 00:49:02,660

simulate a high-rise exercise and so you'd have your bunker gear on your pack but then

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00:49:02,660 --> 00:49:06,640

you'd have spare air bottles because when you climb that high there's no one to turn

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00:49:06,640 --> 00:49:10,920

around to and just get you more everything you you need you got to take up with you the

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00:49:10,920 --> 00:49:15,120

section of hose and a forceful entry tool so you're not pack mule ing it you're just

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00:49:15,120 --> 00:49:18,880

the bare minimum of everyone so that when you get up there you've got the resources

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00:49:18,880 --> 00:49:24,480

to work and then it was 28 story climb now when we did that I weighed myself without

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00:49:24,480 --> 00:49:28,000

my gear and then with all this and it was a hundred pounds of gear on my skinny ass

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00:49:28,000 --> 00:49:33,400

in a hundred and sixty eight pound frame at the time no one gives a shit how fit I am

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00:49:33,400 --> 00:49:37,040

how old I am what color I am who I sleep with they just want to make sure that I can get

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00:49:37,040 --> 00:49:41,180

to the top and get their children so this is the thing when there's pushback against

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00:49:41,180 --> 00:49:45,400

tactical athlete and it's the complacency that you were talking about 90 percent of

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00:49:45,400 --> 00:49:50,800

the calls you run on may take minimal physical exertion but when someone starts shooting

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00:49:50,800 --> 00:49:57,280

from you know a hotel in Las Vegas when bombs go off in London you know when the tower in

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00:49:57,280 --> 00:50:04,520

Grenfell Tower is ablaze in in London and you have to make you know make entry or climb

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00:50:04,520 --> 00:50:09,640

numerous amounts of stairs or drag people out that is what you're training for you're

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00:50:09,640 --> 00:50:14,680

not training for the everyday nonchalant calls you're training for the worst case and like

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00:50:14,680 --> 00:50:19,960

you said you're not expected to be Superman but you're expected to at least perform at

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00:50:19,960 --> 00:50:23,080

the highest level that you physically can.

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00:50:23,080 --> 00:50:32,040

Amen to that absolutely and you know I think that you can reasonably be said that if you're

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00:50:32,040 --> 00:50:39,960

entering the first responder profession and applying for a position that's going to require

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00:50:39,960 --> 00:50:46,120

and potentially and realistically require a high level of fitness you are when you swear

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00:50:46,120 --> 00:50:50,600

that oath you ought to also be swearing an oath that you're going to stay fit and you

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00:50:50,600 --> 00:50:55,640

will do what it takes or freaking resign but get out of there stop being a liability to

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00:50:55,640 --> 00:50:58,280

yourself and others for sure.

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00:50:58,280 --> 00:51:02,080

Absolutely well let's talk about the kind of training philosophy that you have then

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00:51:02,080 --> 00:51:09,200

I do a class every week for free here in Ocala and I've been in CrossFit now for like 16

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00:51:09,200 --> 00:51:13,440

years I've kind of moved away a little bit and focusing on more kind of Macy's kettlebells

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00:51:13,440 --> 00:51:18,040

the Wolf Brigade programming now which I'm really enjoying but when it comes to the missing

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00:51:18,040 --> 00:51:24,240

piece from the CrossFit space I've always loved sleds sandbags kettlebell carries because

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00:51:24,240 --> 00:51:27,940

it's the kind of real world application especially for the fire service we're pushing pulling

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00:51:27,940 --> 00:51:32,880

climbing dragging so talk to me about the kind of principles and philosophies that you

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00:51:32,880 --> 00:51:36,080

like to use when you're coaching.

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00:51:36,080 --> 00:51:40,360

I love that yeah I love the sled love those like practical pieces of equipment what I

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00:51:40,360 --> 00:51:48,000

found with people when most people I'm coaching have a problem with their habits right and

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00:51:48,000 --> 00:51:53,760

they have a problem staying consistent so what a lot of people do is they inject themselves

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00:51:53,760 --> 00:51:58,880

into some kind of program or style of coaching that they can keep up with for a period of

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00:51:58,880 --> 00:52:04,280

time as they ride that motivation wave but then fall out you know fall back in old habits

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00:52:04,280 --> 00:52:10,360

so I realize as a coach what's important really to help people see long-term success is giving

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00:52:10,360 --> 00:52:17,280

them very achievable small steps to accomplish day by day and you know eventually ramping

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00:52:17,280 --> 00:52:22,600

them up to the person who's doing a strenuous workout with different pieces of equipment

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00:52:22,600 --> 00:52:29,080

and challenging them but it's it really needs to be kind of a step-by-step simple process

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00:52:29,080 --> 00:52:34,400

so yeah when I coach it's kind of an individual basis like let's start with where you're at

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00:52:34,400 --> 00:52:39,440

now are you already working out pretty consistently and you know your way around the gym your

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00:52:39,440 --> 00:52:46,440

process is gonna look a lot different than the person who I also am coaching who really

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00:52:46,440 --> 00:52:52,560

just struggles not overeating you know really struggles just avoiding snacking you know

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00:52:52,560 --> 00:52:58,560

and really struggles just getting in the gym once or twice a week giving them steps that

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00:52:58,560 --> 00:53:05,840

are achievable and doable given their mindset as it is you know what I mean like coaching

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00:53:05,840 --> 00:53:11,840

a program for someone should not feel like pounding a square peg into a round hole so

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00:53:11,840 --> 00:53:18,560

yes ultimately if somebody has kind of graduated to like that achiever status I would say yeah

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00:53:18,560 --> 00:53:22,560

we're gonna be working with them on a higher level like let's work with equipment that's

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00:53:22,560 --> 00:53:27,840

really practical let's challenge you let's like push the boundaries but I guess like

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00:53:27,840 --> 00:53:34,680

to zoom out my perspective on coaching as I said is very like on an individual basis

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00:53:34,680 --> 00:53:39,440

and that's why I think like kind of custom one-on-one coaching makes sense is you know

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00:53:39,440 --> 00:53:44,600

for some people the idea of counting calories just sounds incredibly difficult and two-time

615

00:53:44,600 --> 00:53:49,000

consuming whatever that's fine so for that person I might say like what are foods you

616

00:53:49,000 --> 00:53:55,360

like you know let's just work on portions right now let's avoid let's kind of preset

617

00:53:55,360 --> 00:54:01,320

parameters on the number of snacks you eat per day simple stuff you know just to get

618

00:54:01,320 --> 00:54:07,680

that momentum rolling give them confidence allow them to see some progress with with

619

00:54:07,680 --> 00:54:11,880

the process that's doable does that make sense no it does completely and it's another interesting

620

00:54:11,880 --> 00:54:17,800

observation I've made I'm curious to get this this is more really within the department

621

00:54:17,800 --> 00:54:22,580

so I was able to kind of be one of the voices in the wellness program of the last place

622

00:54:22,580 --> 00:54:27,680

I worked and we're the first finally got the first class through a PT program first orientation

623

00:54:27,680 --> 00:54:32,080

class you know new hire a class they weren't even doing PC with them before but what I

624

00:54:32,080 --> 00:54:38,160

realized was especially in our guys in a department that aren't you know off their own back coming

625

00:54:38,160 --> 00:54:45,080

to a gym there's a lot of fear a lot of fear of looking stupid a lot of fear of other people

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00:54:45,080 --> 00:54:50,120

realizing they're not as fit strong fast as they thought they were and again I commend

627

00:54:50,120 --> 00:54:55,260

anyone who then steps up regardless of that but coming from the CrossFit space where there's

628

00:54:55,260 --> 00:55:01,520

snatches and you know a lot of kind of more complex movements the sandbags the sleds you

629

00:55:01,520 --> 00:55:05,720

know the carries it was like all you got to do is pick that up and walk over there and

630

00:55:05,720 --> 00:55:11,040

they're like oh okay and so you reduce that fear that anxiety of looking stupid because

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00:55:11,040 --> 00:55:15,760

you've made it a real-world task conversely you know if I gave someone a snatch and their

632

00:55:15,760 --> 00:55:20,000

mobility is terrible and they can't even squat down with the bar over their head I'm really

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00:55:20,000 --> 00:55:27,120

adding more to their their desire not to work out them building confidence exactly right

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00:55:27,120 --> 00:55:32,520

yeah because even though they may fake it and go through the motions in that moment

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00:55:32,520 --> 00:55:38,720

they're thinking man this is too hard this is not for me I'm not a fit person I'm not

636

00:55:38,720 --> 00:55:44,240

made for this I don't like this I'll never be fit right but you give them steps that

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00:55:44,240 --> 00:55:49,920

are achievable and simple enough and it starts it allows them to start building that confidence

638

00:55:49,920 --> 00:55:55,240

like okay okay I can eat better I'm doing it or I can work out I just got it done and

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00:55:55,240 --> 00:56:01,680

I'm sore okay you know even though maybe to me that's a pretty elementary workout super

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00:56:01,680 --> 00:56:08,200

simple like super basic but it's allowing them to feel that it is achievable it's doable

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00:56:08,200 --> 00:56:12,400

and they see the results from it and then they can begin to ride that momentum wave

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00:56:12,400 --> 00:56:17,720

and and be more eager to try new things and challenge themselves that was one of the things

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00:56:17,720 --> 00:56:21,920

I really liked about CrossFit you know when you're let's say you are in a bodybuilding

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00:56:21,920 --> 00:56:27,560

style gym you know a regular globo gym if they determine they like to use and you know

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00:56:27,560 --> 00:56:31,700

you you put the pin down you know you add a little bit more weight on your peck deck

646

00:56:31,700 --> 00:56:36,000

not really a feeling of achievement but what I loved about the kind of play element of

647

00:56:36,000 --> 00:56:41,540

CrossFit the rope climbs a pegboard the handstand walks was that you know as a 40 year old dude

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00:56:41,540 --> 00:56:46,000

and you do a handstand you're like this is this is brilliant and there's a sense of achievement

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00:56:46,000 --> 00:56:51,560

a sense of short-term goals and I think that's important because if we just go to the gym

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00:56:51,560 --> 00:56:58,480

and do the same movements three sets of whatever there's never really you know a sense of accomplishment

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00:56:58,480 --> 00:57:02,600

but when there are some of these tasks woven in because I mean even the sandbags you go

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00:57:02,600 --> 00:57:07,560

up a sandbag okay great but it's not a huge thing but you climb a rope for the first time

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00:57:07,560 --> 00:57:12,120

when you couldn't even as a child that is a huge accomplishment so I love kind of weaving

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00:57:12,120 --> 00:57:18,120

in some of those those kind of play elements that are you know are physical as well so

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00:57:18,120 --> 00:57:24,160

that someone has a real sense of wow I'm doing something I couldn't do before yeah that's

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00:57:24,160 --> 00:57:29,840

great and something we do inside the fit responder program in our app when people are consistent

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00:57:29,840 --> 00:57:34,360

with their workouts they get like these little badges these little achievements if they hit

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00:57:34,360 --> 00:57:40,020

a PR in the gym you know they they do more or you know more weight or more sets whatever

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00:57:40,020 --> 00:57:43,960

they get a badge for that and then we'll commend them on it so there's like a community aspect

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00:57:43,960 --> 00:57:49,000

to it as well so there's there's also another sense of encouragement like man I got 10 workouts

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00:57:49,000 --> 00:57:54,960

in a row done you know and I hit a new personal best so yeah I found that that's something

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00:57:54,960 --> 00:57:59,720

like our clients look forward to keeps them engaged kind of similar to what you were talking

663

00:57:59,720 --> 00:58:01,960

about with CrossFit.

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00:58:01,960 --> 00:58:06,200

This is kind of a little bit more of a bizarre question but as a martial artist and someone

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00:58:06,200 --> 00:58:12,120

who's you know on the slimmer side I've been trying to figure out that happy medium between

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00:58:12,120 --> 00:58:15,960

the cardio element and my motor has always been good but also the strength because the

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00:58:15,960 --> 00:58:22,000

less strong I am the more effort it has for me to create strength against a bigger opponent

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00:58:22,000 --> 00:58:27,200

my aerobic side is is kind of coping with it but then if I built more strength does

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00:58:27,200 --> 00:58:33,280

that in turn improve my you know my capacity so talk to me about that especially in law

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00:58:33,280 --> 00:58:39,880

enforcement you obviously you need you need the muscular endurance but at times improving

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00:58:39,880 --> 00:58:43,960

overall strength as an asset too.

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00:58:43,960 --> 00:58:51,480

Definitely and I think what can really help people is workout efficiency so like you know

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00:58:51,480 --> 00:58:59,400

there was a time where I was preparing for a SWAT tryout and I do not like running I

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00:58:59,400 --> 00:59:04,960

don't enjoy it but I knew that running four plus miles was a requirement of this tryout

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00:59:04,960 --> 00:59:12,600

so what I did in my workouts is decreased the rest periods and increased my reps and

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00:59:12,600 --> 00:59:18,240

decreased the weight so that like I was able to get some cardio benefits from my weight

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00:59:18,240 --> 00:59:24,840

lifting and lo and behold with minimum running to prepare for this tryout I did quite well

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00:59:24,840 --> 00:59:30,060

and so that's that's a feature I think people ought to consider is that you often can kill

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00:59:30,060 --> 00:59:38,120

two birds with one stone but I mean frankly it's very possible to have decent endurance

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00:59:38,120 --> 00:59:44,040

and be strong as heck you know I've done it but yeah if your sole focus is one or the

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00:59:44,040 --> 00:59:49,760

other you will end up neglecting you know the other side of the spectrum I mean marathon

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00:59:49,760 --> 00:59:57,240

runners are typically very thin and probably not strong and conversely you have competitive

683

00:59:57,240 --> 01:00:02,320

power lifters probably couldn't run a mile to save their life so you know I think as

684

01:00:02,320 --> 01:00:07,040

a tactical athlete as you said or as a first responder you ought to be decent in both you

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01:00:07,040 --> 01:00:12,200

ought to have decent endurance you ought to have decent mobility decent strength but not

686

01:00:12,200 --> 01:00:16,360

necessarily a specialist in one or the other.

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01:00:16,360 --> 01:00:20,400

As you progress through your own training from as you said carrying too much weight

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01:00:20,400 --> 01:00:27,400

to where you were was there a moment where you started to see that physicality and or

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01:00:27,400 --> 01:00:37,080

performance really factor into success it seems like a lot of the very fit very well

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01:00:37,080 --> 01:00:42,480

trained when it came to you know defensive tactics officers I've had on here report

691

01:00:42,480 --> 01:00:47,400

a lot less hands on because these people are looking at them going yeah I'm not even going

692

01:00:47,400 --> 01:00:52,520

to try and mess with that guy so talk to me about as you got fitter and stronger if you

693

01:00:52,520 --> 01:00:59,600

notice any either any kind of de-escalation through physicality and or the actual calls

694

01:00:59,600 --> 01:01:02,080

where your strength helped.

695

01:01:02,080 --> 01:01:10,240

Oh my gosh so many and I need to say this with the preface that I'm not trying to brag

696

01:01:10,240 --> 01:01:18,480

here I really am not but so many times in my career looking obviously fit helped and

697

01:01:18,480 --> 01:01:24,240

being fit helped literally an application so I mean there's times where you know like

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01:01:24,240 --> 01:01:28,600

some guys getting agitated and you know I'm telling them what to do and he's like look

699

01:01:28,600 --> 01:01:32,440

I'm not going to mess with you clearly you could kick my ass.

700

01:01:32,440 --> 01:01:37,040

He has no idea how proficient I am in martial arts or whatever but he made an assumption

701

01:01:37,040 --> 01:01:42,200

like this guy looks built he doesn't look like a big fat slob and he looks like he's

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01:01:42,200 --> 01:01:45,760

got some muscle and you know I probably saw the veins coming down my forearm and he's

703

01:01:45,760 --> 01:01:50,200

like this guy probably could beat me up he made that assumption.

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01:01:50,200 --> 01:01:54,160

I remember there was another incident where there is a guy who would not get in the back

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01:01:54,160 --> 01:01:58,600

of the cruiser and he had his hands his hands were already handcuffed behind his back and

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01:01:58,600 --> 01:02:02,480

a couple of my partners were trying to convince him to get in come on like just get in we

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01:02:02,480 --> 01:02:07,000

don't want to fight you you're already cuffed just get in the car and I ended up just walking

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01:02:07,000 --> 01:02:12,760

up and he looked at me and he goes oh I see you sent the bruiser I'll get in the car now

709

01:02:12,760 --> 01:02:14,480

and he just got in the car.

710

01:02:14,480 --> 01:02:17,880

I don't know what he assumed thought I was going to kick his ass but obviously my physical

711

01:02:17,880 --> 01:02:21,800
presence did something.

712

01:02:21,800 --> 01:02:25,520
I used to get comments like that all the time you know just some comments about how I looked

713

01:02:25,520 --> 01:02:30,720
or that I was obviously muscular I saw definitely practical benefits I did get in fights as

714

01:02:30,720 --> 01:02:36,240
a cop I got in foot pursuits I had to kick indoors I did stuff like that no question

715

01:02:36,240 --> 01:02:41,480
my physical abilities helped in those moments.

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01:02:41,480 --> 01:02:47,720
So yeah I mean I loved it and I wanted a reputation that I was capable I wanted my partners to

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01:02:47,720 --> 01:02:52,360
know that oh if Ted's backing me up like we're good and there was one incident where I got

718

01:02:52,360 --> 01:02:57,520
into a fight and ended up knocking the guy out and he ended up going to the hospital

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01:02:57,520 --> 01:03:02,480
and some somebody else in the department made a comment saying that like well the guy's

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01:03:02,480 --> 01:03:08,200
lucky oh he fought stern like that guy's lucky he didn't end up in a body bag and I just

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01:03:08,200 --> 01:03:14,600
loved it that was my reputation a lot to do with me being you know fit strong having that

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01:03:14,600 --> 01:03:17,600
kind of being known as the fit guy.

723
01:03:17,600 --> 01:03:24,240
I love that and just the idea of anyone whether it's a victim or a suspect or my partners

724
01:03:24,240 --> 01:03:29,160
the idea of someone looking at me going oh Ted would be way too fat to help me out or

725
01:03:29,160 --> 01:03:36,880
I don't have any confidence that Ted could help me that's awful just embarrassings like

726
01:03:36,880 --> 01:03:42,600
just the idea of that is just I could not even allow that to ever be a possibility so

727
01:03:42,600 --> 01:03:48,320
yeah long story short without trying to brag 100% I saw my fitness benefit me numerous

728
01:03:48,320 --> 01:03:50,440
times throughout my career.

729
01:03:50,440 --> 01:03:56,120
Beautiful well we talked about the training side what about rest and recovery I was kind

730
01:03:56,120 --> 01:04:00,720
of totally naive and it was Jeff Nichols from the SEAL team strength and conditioning

731
01:04:00,720 --> 01:04:06,840
coaches he was both that really opened my eyes you know I used to go off shift and go

732
01:04:06,840 --> 01:04:13,040
to the gym and you know do Murph or whatever was the workout the day because I would sweat

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01:04:13,040 --> 01:04:17,600

out my stress air quotes and then he kind of made me realize right James you know you're

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01:04:17,600 --> 01:04:21,160

already in the red and then you go to the gym and you do a workout that's going to put

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01:04:21,160 --> 01:04:26,080

you more in the red where is the sense in that and I'm like fuck you're right so understand

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01:04:26,080 --> 01:04:33,320

the days to hit it hard the you know the deload days you know the sleep versus a day in the

737

01:04:33,320 --> 01:04:38,760

gym when you have a lot of people that you coach now that do work shift work you know

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01:04:38,760 --> 01:04:42,760

what are the nuances between some of these professions that you've seen since you've

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01:04:42,760 --> 01:04:44,760

been coaching?

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01:04:44,760 --> 01:04:49,280

Yeah right and that's something I've had to learn over time is to not over train and to

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01:04:49,280 --> 01:04:57,560

really value and take advantage of my opportunities to recover as a way to progress because I

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01:04:57,560 --> 01:05:01,600

remember my dad telling me hey Arnold worked out eight hours a day you know just try harder

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01:05:01,600 --> 01:05:07,000

and I've seen influencers online say there's no such thing as over training you know just

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01:05:07,000 --> 01:05:14,720

go so on the one hand obviously over training exists and we ought to give ourselves a good

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01:05:14,720 --> 01:05:22,960

chance to recover because muscle is built during the recovery process and there's obvious

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01:05:22,960 --> 01:05:28,600

benefits to not allowing ourselves to recover I mean there's a point of diminishing returns

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01:05:28,600 --> 01:05:33,600

right like with effort and time if it was a graph you would see you know accelerating

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01:05:33,600 --> 01:05:40,160

benefits and then after enough time and effort those benefits tend to decrease and then eventually

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01:05:40,160 --> 01:05:44,720

you'll have the other side where you'll be hurting yourself literally if you work out

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01:05:44,720 --> 01:05:48,880

too much and don't recover enough and you don't sleep enough.

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01:05:48,880 --> 01:05:55,000

One thing I'll say though is I think we're not the best subjective judges of how much

752

01:05:55,000 --> 01:06:01,060

recovery we need because on the one hand you could be like me and ignore a lot of signs

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01:06:01,060 --> 01:06:05,360

and symptoms that ought to be taking it easier myself but well hey I'm a badass so I'm going

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01:06:05,360 --> 01:06:09,320

to keep pushing that's one end of the spectrum but I would say more often than not people

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01:06:09,320 --> 01:06:13,720

are on the other end of the spectrum I ought to take a break oh I'm sore so I'm not going

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01:06:13,720 --> 01:06:18,960

to work out or I'm kind of tired so I ought to just sit on the couch so I think for most

757

01:06:18,960 --> 01:06:24,580

of us especially if you're out of shape you are way more likely to give yourself more

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01:06:24,580 --> 01:06:31,360

excuses to not work out and to not you know because I've just seen this from working with

759

01:06:31,360 --> 01:06:36,400

out of shape people for a long time hey you know I had a tough day on patrol you know

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01:06:36,400 --> 01:06:40,760

you walked for like an hour so I'm going to I'm not going to do my leg workout today but

761

01:06:40,760 --> 01:06:44,480

you walked for an hour and you think that was your leg workout what are you what are

762

01:06:44,480 --> 01:06:48,600

you talking about you know so I think we are if you're out of shape and you're listening

763

01:06:48,600 --> 01:06:52,940

to this you ought to realize that you're way more likely to be giving yourself excuses

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01:06:52,940 --> 01:06:59,000

to rest when you don't need it then conversely but you know at the same time like if you're

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01:06:59,000 --> 01:07:04,720

in legit pain or your soreness is pretty much debilitating then it's those are good signs

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01:07:04,720 --> 01:07:08,840

and symptoms you do need to recover so yeah it's like where do you draw that line right

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01:07:08,840 --> 01:07:14,000

I've had clients who go man I only slept five hours last night should I work out you got

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01:07:14,000 --> 01:07:18,280

to zoom out I mean how many workouts have you gotten in this week you know do you have

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01:07:18,280 --> 01:07:23,480

an opportunity to rest more tomorrow night you know do you really feel like you're dragging

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01:07:23,480 --> 01:07:27,320

ass like it's you're just gonna have a useless workout or you can you get something done

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01:07:27,320 --> 01:07:33,720

can you work out for 30 minutes 20 right so there is a lot of gray area within that but

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01:07:33,720 --> 01:07:38,200

yeah I mean I think one thing I could just say is get a good coach who understands the

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01:07:38,200 --> 01:07:43,560

need for recovery and understands your lifestyle fit responder could do that by the way wink

774

01:07:43,560 --> 01:07:49,120

wink but that can help you kind of guide you and help you understand when you do need that

775

01:07:49,120 --> 01:07:55,920

recovery and when it's time to say no it's time to work even though I'm tired I know

776

01:07:55,920 --> 01:08:00,880

a lot of the wearables you know they'll tout things that they claim to do that they just

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01:08:00,880 --> 01:08:04,520

don't and I've had you know people from the tech industry and people you know neuroscientists

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01:08:04,520 --> 01:08:09,240

on here that like no for example your watch cannot tell you what phase of sleep you are

779

01:08:09,240 --> 01:08:13,080

in at certain time they can tell you if you didn't move but they can't tell you if you're

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01:08:13,080 --> 01:08:17,800

in you know deep sleep or whatever that's basically fake news however one of the places

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01:08:17,800 --> 01:08:23,880

that they're really good at which ties into this conversation is HRV so you know if you

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01:08:23,880 --> 01:08:29,360

have this completely linear space between your heartbeat that's a sympathetic response

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01:08:29,360 --> 01:08:35,520

so if you get off a 24 as a firefighter and your HRV is the metric is high or how they

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01:08:35,520 --> 01:08:41,480

measure it but you you clearly are in a high sympathetic stress state that's not the day

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01:08:41,480 --> 01:08:47,760

to do Murph but conversely it might be a great day to do a gentle row or go for a swim or

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01:08:47,760 --> 01:08:53,360

or rock or so still move still exercise but maybe don't do your max lifts do you know

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01:08:53,360 --> 01:08:58,560

like you said higher higher rep you know lower weight but then when it's the opposite when

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01:08:58,560 --> 01:09:03,280

you've got this variability now you're in that that rested parasympathetic state now

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01:09:03,280 --> 01:09:08,280

is a great time for you to do the ones that are really going to test your you know neuromuscular

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01:09:08,280 --> 01:09:12,800

system and and challenge your body a little bit more so that's one of the things that

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01:09:12,800 --> 01:09:18,960

I think the HRV element of wearables is really giving responders an insight into how am I

792

01:09:18,960 --> 01:09:24,000

doing of course how you feel as part of it but physiologically if you're still like

793

01:09:24,000 --> 01:09:30,260

dripping with cortisol may not be the best time to do you know your your full marathon

794

01:09:30,260 --> 01:09:32,160

that day trying to break the record.

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01:09:32,160 --> 01:09:37,400

Yeah yeah a couple things to say there like I think that's interesting how technology

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01:09:37,400 --> 01:09:42,640

is evolving in that realm and I think we will get way better insights into our biology physiology

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01:09:42,640 --> 01:09:49,980

and really how to treat ourselves based on that feedback but yeah I mean another thing

798

01:09:49,980 --> 01:09:57,360

to say is that I think that a lot of a lot of us are gonna get pretty reliable biofeedback

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01:09:57,360 --> 01:10:04,440

from ourselves if we push it too hard so if you do lean lean toward that end of the spectrum

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01:10:04,440 --> 01:10:08,560

of I'm just gonna push it when I don't feel like it first of all I like that because it's

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01:10:08,560 --> 01:10:13,640

gonna build a mindset that's great it's gonna build character that I will do hard work even

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01:10:13,640 --> 01:10:19,360

if I don't feel like doing it I love that aspect of just doing it even when you don't

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01:10:19,360 --> 01:10:25,720

feel like it but you know through my own experience through working with clients like if you ignore

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01:10:25,720 --> 01:10:29,800

obvious pain and your body is sending a signal from whatever part of your body like we are

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01:10:29,800 --> 01:10:36,120

in pain stop like probably listen to that you know but also know that if you are stressed

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01:10:36,120 --> 01:10:42,560

out that working out is proven to be very therapeutic exercise could actually do great

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01:10:42,560 --> 01:10:47,940

things for you you know don't see that oh I had a stressful day so the right coping

808

01:10:47,940 --> 01:10:51,600

mechanism is for me to eat a bunch of food and sit in front of the TV that's actually

809

01:10:51,600 --> 01:10:56,840

not a good outlet you know so recognize it actually pushing yourself to get in a workout

810

01:10:56,840 --> 01:11:02,480

when you don't feel like it not only builds that character but is a proven means to improve

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01:11:02,480 --> 01:11:08,960

your mood and alleviate stress right and recover so yeah a couple points to make there.

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01:11:08,960 --> 01:11:14,120

Yeah absolutely I think it's just understanding intensity what we know it's not it's not a

813

01:11:14,120 --> 01:11:19,520

lesser workout if your intensity is low you need undulation you need highs and lows so

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01:11:19,520 --> 01:11:23,680

you know if you're moving like you said you got off shift and you made yourself go for

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01:11:23,680 --> 01:11:28,200

a bike ride or whatever it is you will absolutely feel better but I can say having come off

816

01:11:28,200 --> 01:11:32,380

shift you know you then go into a CrossFit gym and it's a high intensity workout that

817

01:11:32,380 --> 01:11:38,040

involves snatches and other highly technical elements you're gonna leave more pissed off

818

01:11:38,040 --> 01:11:43,280

than when you went in so understanding that kind of spectrum of intensities I think is

819

01:11:43,280 --> 01:11:48,360

important sitting down doing nothing unless you're absolutely crashing is probably not

820

01:11:48,360 --> 01:11:52,720

the best thing but what can you do where you're moving the blood is pumping you know you're

821

01:11:52,720 --> 01:11:58,720

breathing hard you're getting daylight on your face but you're not crushing your soul.

822

01:11:58,720 --> 01:12:03,440

Yeah and I think it's also giving yourself some grace in that learning that balance takes

823

01:12:03,440 --> 01:12:08,960

time I'm still figuring it out it takes time so like know that there will be times where

824

01:12:08,960 --> 01:12:13,200

you might go yeah I'm gonna get after it I'm gonna do this workout and go man I feel like

825

01:12:13,200 --> 01:12:18,920

crap and I hurt myself I mean it happens there's risk right I mean there's risk involved in

826

01:12:18,920 --> 01:12:23,400

fitness and whatever else but I think if you generally have good intentions especially

827

01:12:23,400 --> 01:12:28,000

if you have a good coach and you lean more toward getting the work done when you don't

828

01:12:28,000 --> 01:12:31,560

feel like it more than the other end of the spectrum you're gonna end up all right you're

829

01:12:31,560 --> 01:12:33,480

gonna end up just fine.

830

01:12:33,480 --> 01:12:36,560

Absolutely well I want to get to the app so I'm mindful of your time but just before we

831

01:12:36,560 --> 01:12:42,560

do I ended up transitioning out and doing this full time which was a real leap of faith

832

01:12:42,560 --> 01:12:47,000

obviously you're giving up the so-called quote unquote stable job you know with benefits

833

01:12:47,000 --> 01:12:52,280

and pensions and stuff but at that crossroads in my life this was actually doing the greater

834

01:12:52,280 --> 01:12:54,720

good so I took that jump.

835

01:12:54,720 --> 01:12:58,860

Talk to me about what made you decide to go all in with Fit Responder and leave your law

836

01:12:58,860 --> 01:13:01,360

enforcement profession.

837

01:13:01,360 --> 01:13:06,800

Yeah I mean I can resonate with what you just said it's like the greater good and I just

838

01:13:06,800 --> 01:13:11,200

saw there was a huge need for it we were obviously good at it.

839

01:13:11,200 --> 01:13:17,760

It was already a stable source of income for me and I had a choice I had to go well do

840

01:13:17,760 --> 01:13:21,840

I want to do it half and half like keep my career and just keep a small number of clients

841

01:13:21,840 --> 01:13:28,560

and keep fit responders small or give up fit responder that was not an option in my mind

842

01:13:28,560 --> 01:13:33,200

and focus on the career or go all in go all in with Fit Responder and quit my career and

843

01:13:33,200 --> 01:13:37,680

I had just promoted I loved my job I had I think I had a good reputation on the department

844

01:13:37,680 --> 01:13:44,520

I worked a lot of different assignments but I think when you're obsessed you know it literally

845

01:13:44,520 --> 01:13:49,240

was a calling for me I knew I had to do it like I just had to do it was scary right because

846

01:13:49,240 --> 01:13:53,920

you do give up the pension and everything you invested in but I just knew I had to do

847

01:13:53,920 --> 01:13:58,580

it and I knew also that 10 years 20 years from now if I didn't do it I would always

848

01:13:58,580 --> 01:14:02,760

wonder what if what if I had just gone all in with fit responder what could I have done

849

01:14:02,760 --> 01:14:09,520

with it you know so I knew I just had to do it was definitely scary but absolutely no

850

01:14:09,520 --> 01:14:15,760

regrets here like as you said like it's just a calling I've helped way more people as

851

01:14:15,760 --> 01:14:19,960

a fitness coach than I could have ever helped as a cop for sure I've had I have clients

852

01:14:19,960 --> 01:14:25,300

saying all the time Ted I'm no longer on medications I feel great or I got into a foot pursuit

853

01:14:25,300 --> 01:14:30,280

and I was successful or we had a raging fire that I responded to and for the first time

854

01:14:30,280 --> 01:14:38,040

I had no fear of tapping out or you know using all my tank like and and then the ripple effect

855

01:14:38,040 --> 01:14:42,160

of that the citizens are able to help you know them not only themselves but just the

856

01:14:42,160 --> 01:14:47,440

partners and the victims and and patients that they're working with and there's a huge

857

01:14:47,440 --> 01:14:53,040

need for it obviously with first responders so yeah that's that's how I jumped back in

858

01:14:53,040 --> 01:14:56,960

two thousand and twenty one that was when I officially quit my job as a cop and went

859

01:14:56,960 --> 01:15:03,880

all in actually funny story I got hurt at work I snapped my ankle and my ankle swelled

860

01:15:03,880 --> 01:15:08,000

so badly I could no longer work light duty I was still trying to work behind a desk despite

861

01:15:08,000 --> 01:15:12,080

the injury and my doctor said you're gonna need at least two weeks where your foot is

862

01:15:12,080 --> 01:15:16,840

like totally elevated for most of the day we got to get this swelling down and it was

863

01:15:16,840 --> 01:15:20,640

during that time I really focused on fit responder I was like well I'm laying on the couch I'll

864

01:15:20,640 --> 01:15:27,480

coach people talk to more people and that's when I saw I saw real in real time how I was

865

01:15:27,480 --> 01:15:31,840

getting a return on my investment of effort in time and I'm like what if I did this full

866

01:15:31,840 --> 01:15:36,160

time and that was really when I was like I could I could do this so well it's so good

867

01:15:36,160 --> 01:15:40,600

to hear I mean there's people out there that are wondering the same thing you know and

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01:15:40,600 --> 01:15:44,800

we're we're groomed to say oh you stay 25 years because that's when you get your pension

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01:15:44,800 --> 01:15:50,480

well a pension you know deadline is not the burning desire in the profession and I adore

870

01:15:50,480 --> 01:15:55,680

the job till the end but I realized that doing this was a false multiplier if you help a

871

01:15:55,680 --> 01:16:00,480

bunch of firefighters and police officers and how many people do they in turn end up

872

01:16:00,480 --> 01:16:05,600

you know helping so it's it's a beautiful beautiful kind of amplification of your experience

873

01:16:05,600 --> 01:16:11,800

plus your new skill set so for people listening where can they find fit responder online apps

874

01:16:11,800 --> 01:16:21,720

etc yeah for sure so easiest thing would probably be fit responder.com fit responder r e s p

875

01:16:21,720 --> 01:16:27,960

o n d e r.com you get a little introduction to our program and you can apply it right

876

01:16:27,960 --> 01:16:34,200

there otherwise a lot of people find me through social media so on instagram it's also at

877

01:16:34,200 --> 01:16:41,760

fit responder and or you can just email me ted at fit responder.com so a few different

878

01:16:41,760 --> 01:16:46,000

avenues right there to check us out and see what we're doing beautiful well ted I want

879

01:16:46,000 --> 01:16:50,000

to thank you I know you've got to go and take care of some some family issues now but it's

880

01:16:50,000 --> 01:16:54,520

been an amazing conversation I truly appreciate you being so generous with your time and coming

881

01:16:54,520 --> 01:17:00,320

on the behind the shield podcast today I feel the same James thank you I hope that this

882

01:17:00,320 --> 01:17:05,440

was impactful to some of your listeners you do an awesome job love your stuff so thanks

883

01:17:05,440 --> 01:17:17,040

for having me on appreciate it.