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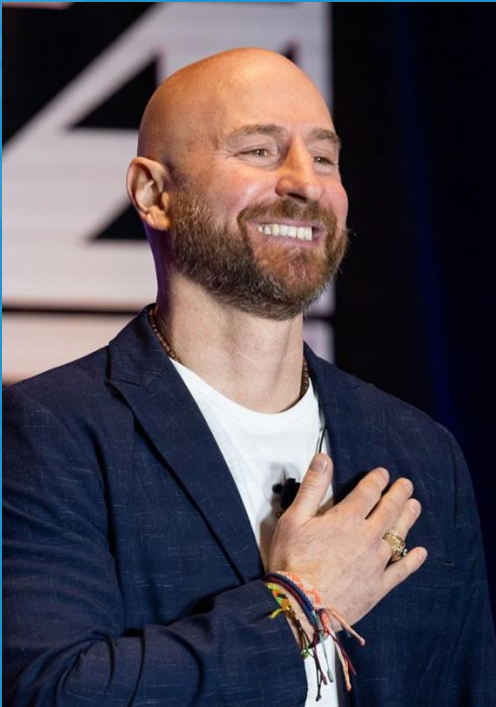
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# Mental Health Summit



Josh Rizzo  
Human / Leader / Learner



Justin Azbill  
Chief Servant Leader  
Mission Mindset



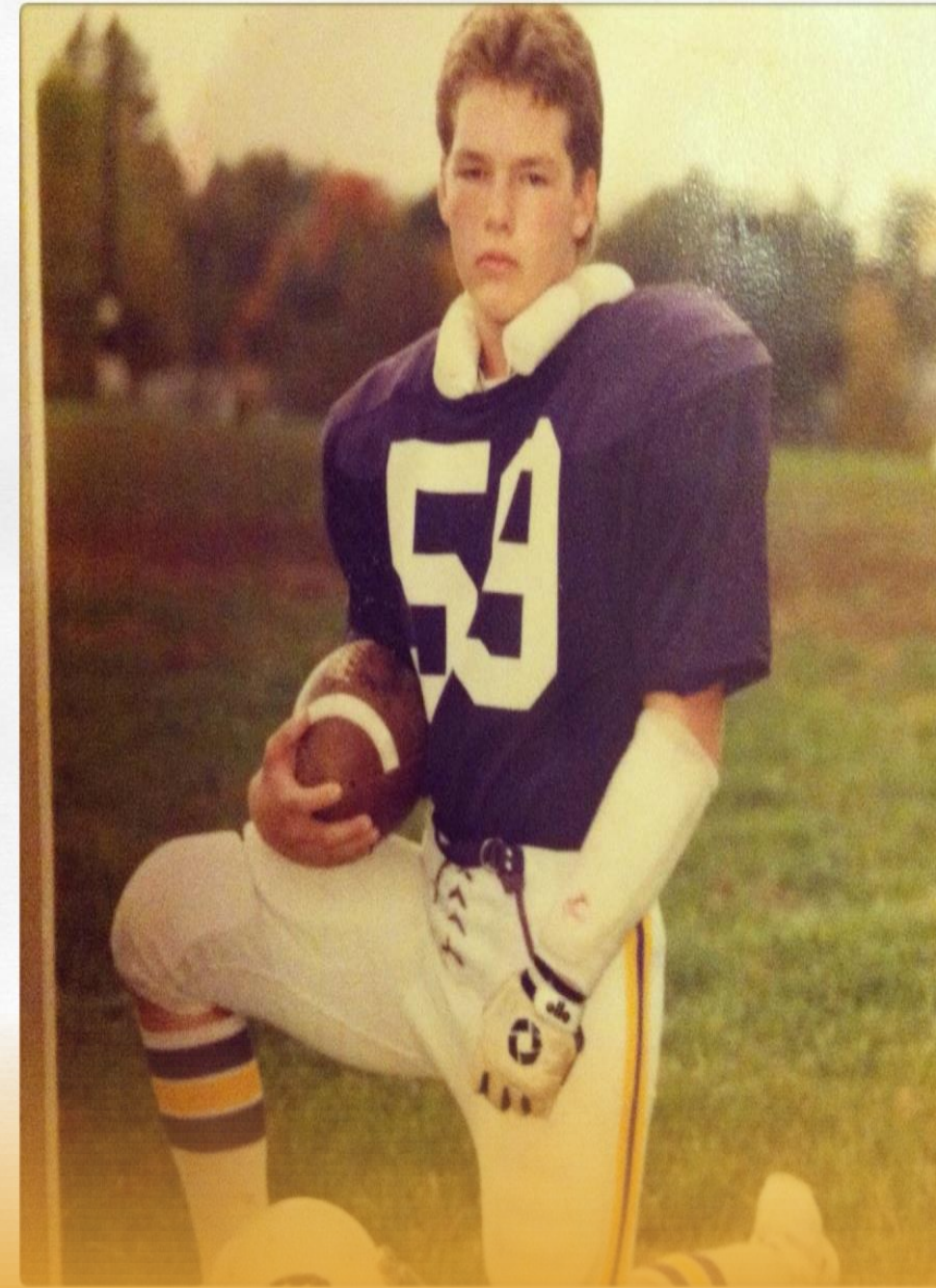
# *HEART-CENTERED* LEADERSHIP WORKSHOP

*Courage, Connection, and Compassion*

Taking Care of Yourself and Your People at a Deeper Level

# **ABOUT** **Justin Azbill**

- **30 Year career in Health and Safety – Construction Industry**
  - **Kiewit Power, Suffolk, Cannistraro, Callahan, Milwaukee Tool, Mission Mindset / The Tribal Group LLC.**
- **Board of Trustees – CIASP 2023**
- **NSC – National Safety Excellence Award 2019**
- **ESGR Patriot Award Winner 2018**
- **MCAA Safety Professional of the Year 2018**
- **VPPP Star Award Winner (1<sup>st</sup> ever in Region 1 for a construction company) 2012**
- **Postgraduate – Strategic Leadership**
- **Served in United States Marine Corps – 1990-1994**



# **ABOUT** **Josh Rizzo**

- **Milwaukee Tool Legacy Guardian Award Recipient – 2022**
- **Director, Jobsite Safety & Security – WernerCo – Sunset 2021**  
*Team of 40, Leadership, Sales, Marketing, Safety*
- **2 x Under 40 Awards – Construction Industry – ENR & CSE – 2020**
- **Invisible Hero Award / IDA – 501(c)3 – PTSD United – 2015**  
*7 Years - Executive Director, Mental Health Community > 2,000*
- **Bronze Star Medal Recipient – Captain, Iraq – 2006**
- **United States Military Academy at West Point – 2002**  
*Doubleday Society Award for Leadership*



# Agenda

- Introductions – 15 mins (YOU & ME)
- Mindfulness Exercise – 10 mins
- **Group** Exercise - Courage / Connection – 30 mins (YOU)
- **Personal** Inventory Exercise – 10 mins (YOU)
- Taking Care of the **Pilot** (Leading Ourselves First) – 20 mins (ME)
- Break – 15 mins
- **Personal** exercise on First Class Relationships – 10 mins (YOU)
- Taking Care of the **First Class Cabin** – 10 mins (ME)
- **Group** exercise on Leadership – 20 mins (YOU)
- Taking Care of the **Main Cabin** – 20 mins (ME)
- Review: What Are You Taking With You? – 10 mins (YOU)



# GROUP CHAT

## *MENTI-METER*

*How is everybody doing – REALLY?*

Add Industry Risk page here?

# Industry Related Risk Factors for Suicide



Chronic Pain



Extreme Pressure



Veterans in the Workforce



Access to Lethal Means



Lack of Leadership Training



Demographics



Substance Misuse



Skills Gaps/Feeling Stuck



Tough Stoic Mentality



Sleep Deprivation



Isolation



Financial Instability



Add Industry Risk menti here?

# GROUP CHAT

## *MENTI-METER*

*How many of these impact you currently?*

# Mental Health / Self-Care:

## *START ANYWHERE*

- Meditation / Reflection / Journaling
- Sharing / Connecting
- Acupuncture
- EMDR
- Brain Health
- Float Tubs
- Nature / Outdoors
- Photography / Outlook
- Subtraction: Drugs, Gambling, People, Media
- Changing Bedtime
- Inner Child Work / Therapy / Meditation
- Frequencies / Binaural
- Sound Healing
- Ecstatic Dance
- Painting
- Writing Songs
- Hypnosis
- Dedicated Morning Routine
- Immersion Therapy
- Talk Therapy
- Retreats
- Dedicated Reading Practice
- Spirituality
- Leadership Development
- Buddhism
- Stoicism
- Anthropology / Human Condition
- Psychology
- Sacred / Indigenous Knowledge
- Arbol Method / Plant Medicine
- Community Cultivation
- Cold Water Therapy
- Solitude
- Energy Healing
- Reiki
- Camping
- Automatic Writing
- Fear Setting
- Fasting
- Grounding
- Serving Others
- Exploring Perspective

# Group Exercise

## *COURAGE / VULNERABILITY / CONNECTION*

- With Your Group – Each Member Speaks Five (5) Minutes
- Ask, Listen, Appreciate, Acknowledge (Train Communication)
- Choose one (or more) and share with your group:
  - ... a time in your life when someone carried you...
  - ... something that changed your life – threw the train off the tracks...
  - ... something you're dealing with right now that's been rough...
  - ... how you have grown Personally, Professionally, or Perspective-wise in the last three years...
  - ... something you're grateful for that's not on your resume...



# GROUP CHAT

## *MENTI-METER*

*How did that feel for you?*

# Personal Exercise

## *TAKING CARE OF OURSELVES*

- By Yourself – At Your Desk
- Fold Paper in Half
- Left Column
  - Write out the things you do 3-4 days / week that are **Constructive for YOU**.
- Right Column
  - Write out the things you do 3-4 days / week that are **Destructive for YOU**.



# Things We Do Three Days Each Week

CONSTRUCTIVE	DESTRUCTIVE
Meditation / Prayer	Drinking
Journaling / Writing	Smoking
Running / Workout / Physical Activity	Drugs
Walking with my dogs	Raising my voice / lashing out
Stretching	Not exercising
Reading	Harboring resent and anger
Connecting with my family / friends	Picking fights
Eating healthier food	Bringing others down with my mood
Drinking 1-2 gallons of water	Eating garbage food / sugary drinks

# GROUP CHAT

## *MENTI-METER*

*What occurred to you from this inventory?*

# THE PILOT

*LEAD YOURSELF FIRST*

*How can we take care of ourselves at a deeper level?*



## *TAKING CARE OF THE PILOT*

# Formal Reflection

- **Inventory Actions**
  - Constructive / Destructive
- **Set Time / Place (Sacred)**
  - Meditation / Prayer
  - Journal / Write –
- **Get Interested in YOU**
  - Spend quiet time with your Values / Morals
  - FEELINGS – why do we act the way we do?
- **Mood**
  - Anger is a reaction – poison for us
  - Recognize in the body – pause – respond > react
- **Cultivating Presence**



## *TAKING CARE OF THE PILOT*

# Intentional Action

- **Schedule YOU time**
  - Mind: Mindfulness & Fun / Flow
  - Body: Nutrition & Exercise
  - Spirit: Time in Nature & Service to Others
  - Shadow: Sleep & Relationships
  - Challenge yourself – COMMIT
- **Habits - 95%**
  - New Outcomes – New Behaviors
  - Fingernails / Drinking
  - Stacking
- **Inputs → Outlook → Behavior**
- **What inputs are you allowing into your system?**



## TAKING CARE OF THE PILOT

# Explore Perspective

- **Control the Controllables**
  - Acceptance
  - Objection
- **What's the lesson here? > Why me?**
  - Education – Valleys
- **Toxic Triangle – Are We Playing a Role?**
  - Victim – Woe is me
  - Perpetrator – I'm the worst
  - Savior – I'll take care of everyone
- **Happiness As Priority**
  - Vehicle > Destination
  - Relationships – Inner / Outer



# BREAK TIME

*Please be back in your seats in 10-15 minutes*

# FIRST CLASS CABIN

*How can we take care of those closest to us at  
a deeper level?*

## *PERSONAL EXERCISE*

# Who is Riding First Class In Your Life?

- Write out the top **5-10** people you spend the most time with...
- After writing their names down, think about the following:
  - Are they adding value to your life?
  - Do they want you to win?
  - Anyone treating you like a resource rather than a friend?
  - Anybody that should be getting more (or less) of your attention?
  - How has your communication been – room for improvement?
  - What can you do to deepen these relationships?



# Taking Care of Those Closest to Us

- **Familial Relationships**

- Values > Fire of the Moment (HULL)
- Reflect on Interactions – what's it like?
- Forgiveness / Resent

- **Questions:**

- Are there things I can learn about you?
- Do you feel heard, considered, understood?
- Are there things I can do better?

- **When Listening:**

- Would you like to be helped, hugged or heard?

- **Cultivating Depth – First Class Relationships**

- Speak up now – Tell people what they mean to you
- Funeral Detail



## ***PERSONAL EXERCISE***

# **Who is Riding First Class In Your Life?**

- **Make a commitment right now – circle on paper for yourself:**
- **Who are you going to contact in the next week?**
  - See in Person
  - Call
  - Snail Mail Letter
  - Email
  - Text
  - Write it Down – Get it Done
- **Time is short – Forgiveness / Resentment**





# MAIN CABIN

*How are we taking care of those we lead  
and the communities we serve?*

*“The best predictor for behavior is how we’re feeling” ~Delise Simmons*

## *GROUP EXERCISE*

# What Do We Need From Leaders?

- List ALL the things that the BEST Leaders do
  - What traits do they **HAVE**?
  - What do they **DO**?
  - How do they make you **FEEL**?
- Couple folks tell the group a little about what you wrote and **WHY**



# GROUP CHAT

## *MENTI-METER*

*How do the best leaders make you FEEL?*

# *TAKING CARE OF THE MAIN CABIN*

## Clarity

- **People Are Struggling**
  - Fear / Ambiguity – Negative
- **Establish shared Values – what's important?**
  - Preparation, Communication, Fun
  - LIVE and TALK about them constantly
- **Standards / Goals – No Pop Quiz**
  - 1:1s – Heart / Home / Biz
  - How am I Measured – How am I Doing?
  - Timing on Deliverables
- **Rhythm / Meetings**
  - Leader / Teammate Interactions
  - Things I can do better – Start, Stop, Continue, 360



# TAKING CARE OF THE MAIN CABIN

## Growth

- **Mindset – Growth vs. Fixed (Beginner’s Mind)**
- **Leaders Create Leaders (Empower)**
  - Challenges
  - Learning
- **Development / Mentorship**
  - “Most of Leadership is caught, not taught”
  - Mentorship & Coaching – best athletes need coaching – do you?
  - Opportunities to grow – pre-combat
- **Additional Byproducts**
  - Self-respect, Excitement, Retention, Recruiting
  - Attitude, Personality, Brand, Results



# TAKING CARE OF THE MAIN CABIN

## Trust

- **They Don't Care That You Know...**
  - Until they know that you care... “Muddy Boots”
  - Presence – Deal w/your own bag first
- **How Do You Speak / Listen?**
  - Be Interested – NOT interesting
  - Personal & Practical Needs
  - Compassion & Candor
- **Stomp out Fear**
  - Fear Exist?
  - You or Within Org
- **Love For > Fear Of**



## *ABOUT ME*

# Idea For Teams / Organizations

- The most important things to me in life are \_\_\_\_\_
- What I'm good at and really enjoy doing in my spare time is \_\_\_\_\_
- What I'm good at and really enjoy doing at work is \_\_\_\_\_
- What I would appreciate from my leader is \_\_\_\_\_
- The way I prefer to work best is \_\_\_\_\_
- The best way to give me feedback is \_\_\_\_\_
- Some of the things I'm working on getting better at are \_\_\_\_\_
- When I'm stressed or overwhelmed, I might act \_\_\_\_\_
- The best way to check on me to make sure I'm okay is \_\_\_\_\_



## *PERSONAL EXERCISE*

# Takeaways – Around The Horn

- **Write down your thoughts:**
  - What have you learned or realized?
  - What will you apply to Leading YOUR Life?
  - What will you apply to your Leadership Philosophy?
- **Share your thoughts with the greater group**
- **Closing thoughts from Leadership**





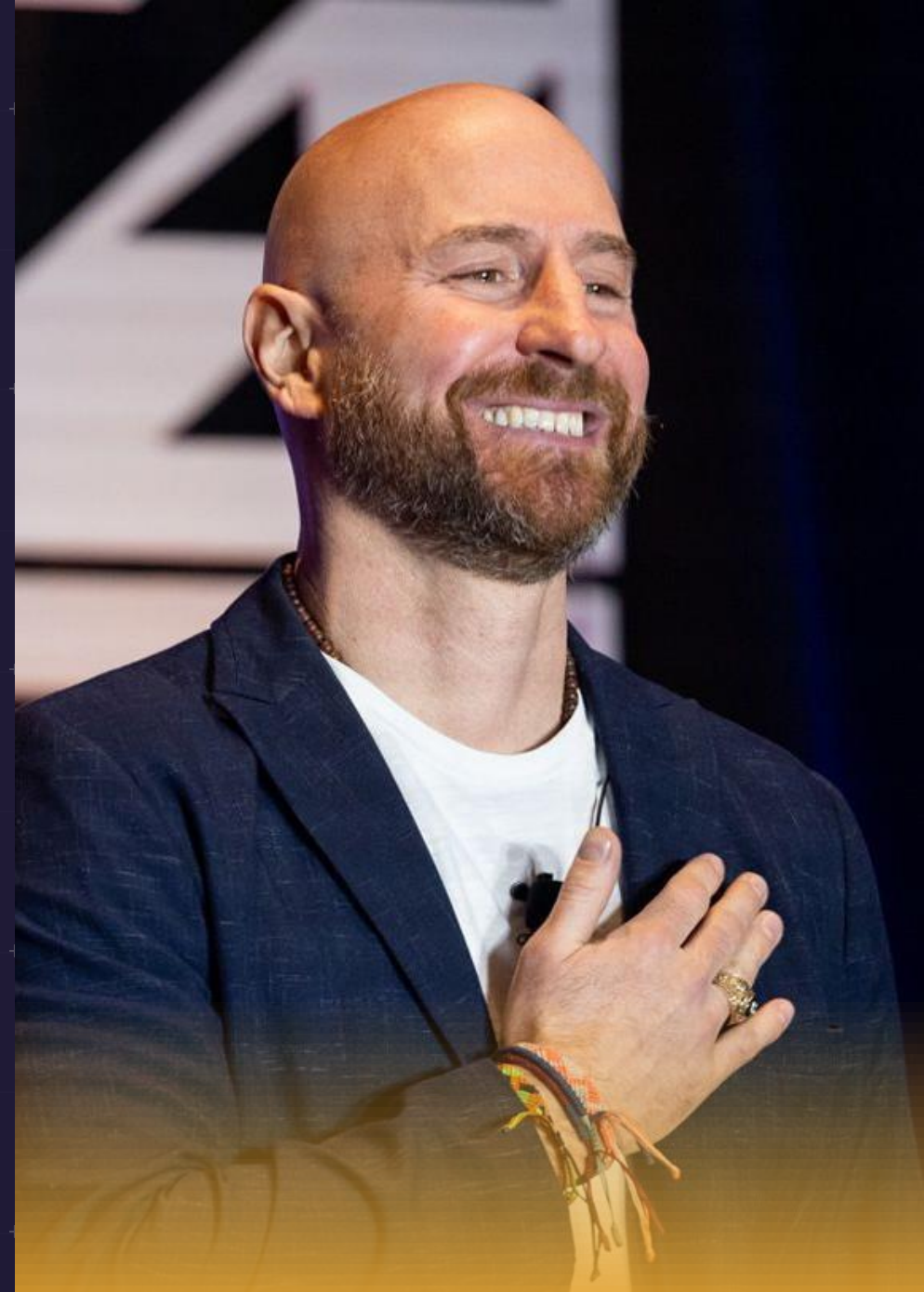
# Josh Rizzo

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***MENTAL  
HEALTH***

***LEADERSHIP  
DEVELOPMENT***

***CULTURE***



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**MENTAL  
HEALTH**

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**Safety  
Services**



# Free Resources

Josh Rizzo

Justin Azbill



In partnership with MISSION MINDSET



# Exit Survey – Thank You!



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- Bullet
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Or write paragraphs. Maybe add a photo!