**My Personal, Group and Program Development**

**Wellness Recovery Action Plan (WRAP)**

The purpose of this Personal, Group and Program Development Wellness Recovery Action Plan (WRAP) is to enhance my ability to facilitate quality WRAP Groups that adhere to the Values and Ethics of Wellness Recovery Action Plan (WRAP) as defined by Mary Ellen Copeland and the Copeland Center for Wellness and Recovery.

This Personal, Group and Program Development Wellness Recovery Action Plan (WRAP) applies the concepts of the Wellness Recovery Action Plan curriculum with the evidenced based Copeland Center WRAP® Facilitation techniques.

My goal with this Personal, Group and Program Development Wellness Recovery Action Plan (WRAP) is to strengthen the culture of workshop wellness to drive higher quality wellness-oriented services to the people my workshops will serve.

This Personal, Group and Program Development Wellness Recovery Action Plan (WRAP) has IV Parts:

* **Part I How I Will Apply The Five Key Recovery Concepts in My WRAP Groups**
* **Part II My WRAP Groups Wellness Toolbox: (tools I can use to keep my WRAP group well)**
* **Part III My Personal, Group and Program Development Wellness Recovery Action Plan**
* **Part IV Using WRAP / Living WRAP … Forming a “Steps to Wellness” Peer Support Group**

I was first introduced to Wellness Recovery Action Planning (WRAP), and Certified as a WRAP Facilitator in 2007, a few years later in 2014 I was certified as an Advanced Level WRAP Facilitator.

It has been my experience as a WRAP Facilitator that having a Personal, Group and Program Development Wellness Recovery Action Plan (WRAP) is a really useful tool that helps me to adhere to the Values and Ethics of WRAP, and helps me to implement WRAP with fidelity to the evidenced based practice.

**Gerard Thomas**

*Advanced Level WRAP Facilitator*

*Certified Peer Specialist*

1. **How I Will Apply The Five Key Recovery Concepts in My WRAP Groups**

In a Wellness Recovery Action Planning (WRAP) Group the process of WRAP Facilitation is an opportunity for group participants and facilitators to learn & move forward together.

When facilitating WRAP groups there are several documents that I utilize that help me to follow the Values & Ethics of WRAP and reinforce the Five Key Recovery Concepts of WRAP i.e. Hope, Personal Responsibility, Education, Self-Advocacy, and Support.

* **Guidelines for Use and Distribution of copyrighted Materials**
* **Personal Mental Health Recovery Values and Ethics of WRAP®**
* **Mental Health Recovery Values and Ethics for Group Facilitators**
* **Mental Health Recovery and WRAP Values and Ethics Checklist**
* **Guidelines For Using This Curriculum**
* **THE WAY WRAP® WORKS! Strengthening Core Values & Practices**
* I will read, study and use the concepts and ideas in the book **WRAP & Peer Support** (Mead, S, & Copeland, M.E. (2003) Dummerston, VT: Peach Press) in leading my WRAP groups
* For the purposes of best practice, and fidelity I will fatefully follow the SAMHSA Evidence Based Program & Practices Model mandated for Wellness Recovery Action Planning (WRAP) as described in the
  + **Facilitator Training Manual: Mental Health Recovery Including Wellness Recovery Action Plan Curriculum and**
  + **The Copeland Center Advanced Level WRAP Facilitators’ Manual**
* I will follow the detailed instructions in the course **Implementing Mental Health Evidence-Based Practices: The Case of Wellness Recovery Action Planning (WRAP) which** presents a comprehensive approach for successfully introducing EBPs with fidelity and positive outcomes for service users.

1. **My WRAP Groups Wellness Toolbox: (tools I can use to keep my group well)**

* Strengths-based Feedback
* Co-facilitation
* Keep Our Message Brief
* Stay Connected With Our Source Of Hope
* Be Authentic
* Be Clear & Coherent
* Speak From My Own Experience
* Speak With Conviction
* Be Confident And Authoritative
* Offer Clarifying Statements
* If I’m Not Sure About Something, Say So
* Tap Into Co-Facilitators Expertise
* Review All WRAP Material
* Confirm That We Understand Questions
* Make Points Relevant
* Relax
* Don’t make speeches
* Model the key concepts

1. **My Personal, Group and Program Development Wellness Recovery Action Plan (WRAP)**

**Daily Maintenance Plan**

**What My WRAP Group Is Like When It Is Well:**

* Participants in the group are learning about the WRAP system
* Participants are incorporating the concepts of wellness recovery action planning into their life and improving their personal wellness and achieving an improved quality of life.
* Participants in the group are interacting and sharing
* Participants are able to identify tools and action plans to counter the negative effects of life challenges and improve responses to disturbing thoughts and feelings to achieve improved states of wellness.
* Participants will be able to describe the history, foundations and structure of the Wellness Recovery Action Plan®.
* Participants will be developing a Wellness Recovery Action Plan
* Participants will be preparing to facilitate WRAP courses and will be acquiring the skills and materials to facilitate classes in their communities and organizations.
* Participants will be demonstrating & communicating an understanding of the Values & Ethics of WRAP
* Participants will be completing the key aspects of the course
* The workshop co-facilitators will be learning from the group participants

**The Things I Have To Do Every Session to Keep My WRAP Group Well**

* Adhere to all of the Values & Ethics of WRAP, and the Guidelines for Using the Curriculum
* Welcome participants to each session, Housekeeping, & Use Ice Breaker
* Review, & Check-In (Participant Guidelines)
* Clearly State Session Goals
* Stay Centered
* Use Breaks
* Manage Time Correctly – Follow Agendas
* Maintain Quality Controls with co-facilitator
* Ask for participant feed-back
* Make good eye contact
* Acknowledge participants by name

**Things I Might Have to Do To Keep My WRAP Group Well**

* **Mental Health Recovery and WRAP Values and Ethics Checklist**

**Triggers: (External Events or Circumstances That Stop My WRAP Group from Being Well)**

Research studies on WRAP® from UIC cited that positive outcomes were tied to the fidelity of the WRAP® facilitation model designed by Mary Ellen Copeland and developed by the Copeland Center.

*Today, WRAP® is being widely implemented by behavioral health systems, however, significant compromises to the resources provided and fidelity in implementing WRAP® is falling short of the quality people in recovery deserve.* **People in recovery deserve the best services we have to offer!**

Good planning & preparation are important keys to the success of a workshop. There may be many external events or circumstances that could interfere with my workshop being user friendly.

**Triggers (workshop)**

|  |  |  |
| --- | --- | --- |
| **Special Needs of Participants** | **Organizational Implementation to Fidelity** | **Facilitator Presentation Skills** |
| Inadequate focusing on the many considerations that go into facilitating a WRAP workshop (preparation, presentation).  Not accomplishing the tasks that need to completed before the workshop. | Behavioral health organizations and systems are using the name of WRAP® in services that fall short of or distort the key components of the evidence-based practice. \* **THE WAY WRAP® WORKS! Strengthening Core Values & Practices pg# 10, 11** | Facilitators not implementing or performing well i.e. The WRAP Facilitators Practice Elements or Advanced Level Training Practicums |

**Triggers: Action Plan: thoughtful, well designed structure that needs to be put in place**

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| --- | --- | --- |
| **Special Needs of Participants** | **Organizational Implementation to Fidelity** | **Facilitator Presentation Skills** |
| Because there are many details to consider when facilitating a WRAP workshop  I will Review Part I of my Group WRAP Plan: How I Will Apply The Five Key Recovery Concepts in My WRAP Groups | I will contact the Copeland Center for Wellness & Recovery regarding Technical Assistance and Support in the proper disseminate of the ethical guidelines, model practices, and scientific research that has earned WRAP® the status as an evidence-based recovery practice  [**https://copelandcenter.com/our-services/technical-assistance-and-support**](https://copelandcenter.com/our-services/technical-assistance-and-support) | I will Review Part I of my Group WRAP Plan: How I Will Apply The Five Key Recovery Concepts in My WRAP Groups  I will Review Part III of my Group WRAP Plan: My WRAP Groups Daily Maintenance Plan |

**Early warning Signs:**

**(Internal negative thoughts, feelings, emotions, or behaviors that stop My WRAP Group from Being Well)**

* Interrupters, who cuts off others
* Speech makers, who monopolizes and takes up more that their fair share of time
* Side-trackers, who continually shifts topics
* Needy people, who keeps trying to talk about personal issues and get therapy from the presenter
* A clown, who jakes at inappropriate times
* Withdrawers, who will not participate
* One-uppers, who tries to appear more expert, informed and skilled than the leader or other participants
* Challengers, who questions and finds fault with the presenters’ data, sources and procedures.
* People experiencing severe mental health difficulties who interrupt often, break the Safely Contract or diver attention for the work

**Early Warning Signs: Action Plan**

* Treat People as Equals
* Never scold, threaten, punish, patronize, judge or be condescending
* Do not focus on diagnosis, labeling, and predictions
* Share simple, safe, practical, non-invasive and inexpensive or free self-help skills and strategies
* Break tasks down into the smallest steps to insure success
* Limit the sharing of ideas and advice
* Avoid nagging and overwhelming with feedback
* Pay close attention to individual needs and preferences, accepting individual differences
* Truly collaborate with group participants
* Recognize strengths without being paternal
* Accept that a person’s life path is up to them
* Listen to participants, let them talk, hear what they say and what they want
* …
* Encourage and support connection

**When Things Are Breaking Down (Avoiding a Crisis: indicators that things have gotten much worst)**

* Group participants are counseling or using therapist language
* Group participants are analyzing others
* Group participants are being judgmental
* Group participants are giving advice or telling others what they should do or what they must do
* Group participants are making assumptions about others
* Group participants are taking care of others

**When Things Are Breaking Down (Avoiding a Crisis: indicators that things have gotten much worst): Action Plan**

* Be flexible in my thinking
* Accept and be respectful of all kinds of diversity
* Empathize with others who are having a difficult time
* Accept other participants perspectives
* Accept that there are many different options and choices
* Be willing to have a mutual, reciprocal relationships with group participants
* Be willing to focus on peoples’ strengths rather than any perceived deficits
* Avoid judging
* Accept that everyone is the expert on his or her own life
* Treat group participants with dignity, compassion and respect at all times
* Treat others as you would like to be treated
* Manage time correctly

**Crisis Plan**

**What would be the signs that the group is in crisis:**

* **Workshop Goals & Objectives**

In the Facilitator Training Manual: Mental Health Recovery Including Wellness Recovery Action Plan Curriculum on page # 1-58 there is a list of “Expected Long Term Outcomes from a Recovery Focus” I use this list of expected outcomes to develop goals for my workshops and what I hope to achieve for my workshop participants.

* **Mental Health Recovery and WRAP Values and Ethics Checklist**

I use the indicators of the Mental Health Recovery and WRAP Values and Ethics checklist as the objectives to help me achieve my goals.

Whenever I review the Mental Health Recovery and WRAP Values and Ethics

Checklist evaluation forms and they indicate that I need to make adjustments to insure a supportive environment for learning, that’s when I know that my group is in crisis. The checklist indicators are the signs that my group is in crisis.

**What will I do to move the group back to wellness?**

* Review Part I of my Group WRAP Plan: How I Will Apply The Five Key Recovery Concepts in My WRAP Groups
* Review Part III of my Group WRAP Plan: My WRAP Groups Daily Maintenance Plan

1. **Using WRAP – Living WRAP … Forming a “Steps to Wellness” Peer Support Group**

**STEPS TO WELLNESS**

At end of the WRAP class, we have often formed significant bonds with each other. We may choose to keep meeting on a regular basis, weekly every other week or monthly, to share successes and challenges, to give each other feedback and to provide mutual support.

Groups are often held at the Peer Support center and may be part of other Peer Support activities. In addition, lots of support concerning WRAP happens informally as people gather to chat and share their experiences.

Just as WRAP can be used to enhance individual wellness, WRAP can also be used to deepen relationships, hold groups accountable to their tasks, and to help whole programs work towards their mission and vision.

Jane Winterling is one of the original group of people responsible for the idea and development of WRAP. Jane is also an Advanced Level WRAP Facilitator and she has put together a structure using the values of WRAP that people can use to assist them in forming a peer wellness support group.

**Steps to Wellness = A Manual for Building Community Supports**, is meant to provide a structure that can hopefully become a foundation on which to build and grow. Steps to Wellness is a tool developed through many conversations with people who are struggling, and those who support them, to enable people to form on-going, self-sustaining peer support groups.

The manual provides a clear and easy to follow structure which allows anyone to organize and lead the groups. The manual’s special focus is to encourage and enable any and all members of the group to share and rotate group leadership, so that the continuation of the group is not dependent on any one individual.

I try to inform & encourage my workshop participants about utilizing the Step to Wellness structure.

*For information on ordering manuals please contact Jane at (803) 257-5549*

Jane Winterling is Director of the Vermont Recovery Education Project for the Copeland Center Contact Us

**The Copeland Center PO Box 6471 Brattleboro Vermont 05302**

802 254 5335 [Send us an email](https://copelandcenter.com/contact)

**Conclusion**

**WRAP Facilitator Training Handouts & Practice Elements**

Because learning and sharing information in a workshop has the substantial benefit of increasing participants' sense of belonging and hope and gives them the support they need to work on their own recovery and/or assist others as they move through the recovery process, I will regularly review & study my WRAP Facilitator training workshop handouts and practice elements and I will regularly review & study my Advanced Level WRAP Facilitator training workshop handouts and Practicums.

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| **WRAP Facilitator Training Handouts** | **WRAP Facilitator Training Practice Elements** |
| The Power and Importance of Language | Practice Element #1 “I believe in Wellness Recovery” |
| Crisis as an Opportunity for Growth and Change | Practice Element #2 “Are there any questions?” |
| Peer Support : A Definition | Practice Element #3 Personal Introductions |
| Healing and Social Action | Practice Element #4 Co-facilitated Presentations |
| Creating a Safe Learning Environment |  |
| Becoming An Effective WRAP Facilitator |  |
| Facilitation Tips |  |
| What It Means To Facilitate |  |
| Brainstorming |  |
| Feedback: Facilitating Self Determination |  |

**Advanced Level WRAP Facilitator Training Workshop Handouts & Practicum**

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| --- | --- |
| **Advanced Level WRAP Facilitator Training Handouts** | **Advanced Level Training Practicums** |
| Planning A Facilitator Training | Practicum #1 “I Believe in the Values & Ethics |
| Instructor’s Manual | Practicum #2 Are there any Question: WRAP Facilitators |
| Facilitator’s Agenda (Daily Agendas & Learning Objectives by module) | Practicum #3 Introducing yourself & Giving and Receiving Feedback |
| Values and Ethics | Practicum #4 Comprehensive Overview |
| The Skill of Feedback |  |
| Guidelines for Giving Feedback |  |
| Clarification |  |
| Guidelines for 1:1 Debriefing |  |
| Brainstorming |  |
| Co-Facilitation |  |
| WRAP Facilitator Training Pre-requisites |  |
| Guidelines for Certification |  |

Finally it is my responsibility to remain in contact with the Copeland Center and keep my materials up to date, and incorporate the Center’s current findings and effective facilitation approaches i.e. (current facilitator manuals, latest [**www.wrapandrecoverybooks.com**](http://www.wrapandrecoverybooks.com) and I will attend WRAP events when possible).

**g$**