



# TOOLS FOR SUCCESS - WRAP<sup>®</sup> FOR WORK

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# OBJECTIVES

- ❖ Gain a basic understanding of WRAP<sup>®</sup>
- ❖ Benefits of WRAP<sup>®</sup> in supporting person's seeking employment
- ❖ Integration of WRAP<sup>®</sup> in the IPS Model
- ❖ Why does it make sense to use WRAP<sup>®</sup> in the IPS Model
- ❖ Examples and stories of success we have had using WRAP<sup>®</sup> in our IPS program

# WHAT IS WRAP<sup>®</sup>?

❖ WRAP<sup>®</sup>, is an evidence-based system that is used world-wide by people who are dealing with mental health and other kinds of health challenges, and by people who want to attain the highest possible level of wellness. It was developed by a group of people who have a lived experience of mental health difficulties; people who were searching for ways to resolve issues that had been troubling them for a long time.



A decorative white scrollwork border frames the entire page. It features intricate floral and vine patterns at the top, bottom, and sides, creating a classic, elegant look.

# HOW IS WRAP<sup>®</sup> USED?

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WRAP<sup>®</sup> is Universal & Adaptable

**It is for Anyone, Any time and for Any of life's challenges**

Examples: For mental health challenges, stress management, unemployment, diabetes management, smoking cessation, burnout, transitioning to independent living, relapse prevention, improving health, etc...



# WHAT SETS WRAP<sup>®</sup> APART

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- ❖ Participation is completely voluntary.
- ❖ The person developing the WRAP<sup>®</sup> decides if, when, how, why and who.
- ❖ People are given choices and options and are not expected to come up with simple/final answers.
- ❖ Difficult feelings and behaviors are seen as normal responses to traumatic events/circumstances or in the context of life, NOT as symptoms or diagnoses.
- ❖ Each person is the expert on themselves!

# WRAP<sup>®</sup> + IPS MAKES SENSE

## WRAP<sup>®</sup> Key Concepts

- ❖ Hope
- ❖ Personal Responsibility
- ❖ Self-Advocacy
- ❖ Education
- ❖ Support

## IPS Practice Principles

- ❖ Eligibility is based upon choice
- ❖ Integration
- ❖ Competitive Employment
- ❖ *Rapid Employer Contact*
- ❖ *ES Build relationships with employers*
- ❖ Continuous job supports
- ❖ Preferences are honored
- ❖ Benefits planning is offered





# WELLNESS TOOLS

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- ❖ Simple, Safe, Inexpensive, helpful things you can do to keep yourself well or help yourself feel better when you are not feeling so well!
- ❖ This is one of the basic building blocks of a WRAP<sup>®</sup> plan
- ❖ Can include things you want to try as well as things you currently do!



# WRAP<sup>®</sup>

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- ❖ Daily Maintenance Plan
- ❖ Triggers
- ❖ Early Warning Signs
- ❖ When Things are Breaking Down
- ❖ Crisis Plan
- ❖ Post-Crisis Plan





# DAILY MAINTENANCE PLAN

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3 PARTS...

- ❖ What you're like when you're well
- ❖ Things you need to do every day to keep feeling well
- ❖ Things you might choose or need to do on a given day

# TRIGGERS & ACTION PLAN

- ❖ External events or things that happen to you that may set you off on a downward spiral
- ❖ These are normal reactions to life events, but if you don't respond to them they may make you feel worse
- ❖ After identifying triggers, develop a plan that you will use that can keep you from feeling worse if a triggering event occurs



# EARLY WARNING SIGNS & ACTION PLAN

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- ❖ Subtle signs or changes within yourself that you or others notice that signal to you that you need to take action and do something to help yourself.
- ❖ If these are ignored, they may get worse.
- ❖ After identifying these signs, develop a specific plan to help yourself when you notice these signs/changes.





# WHEN THINGS BREAK DOWN & ACTION PLAN

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- ❖ Signs/feelings/behaviors of when you begin to feel even worse, uncomfortable and that things are getting serious, even dangerous.
- ❖ Very important time to take assertive action to prevent a crisis
- ❖ Develop a very specific plan that is clear and directive with many things you **MUST** do with fewer choices.

# CRISIS PLAN

- ❖ Crisis can mean different things depending on what your WRAP<sup>®</sup> plan is geared for.
- ❖ Examples of a Crisis Plan related to employment....
  - Conflict with boss/coworker
  - Getting fired, laid off, or suddenly quitting
- ❖ The overall idea is that by having a crisis plan in advance, it keeps you in control even when it may seem that everything is out of control.

# POST CRISIS PLANNING

- ❖ Time right after the crisis is one of the most important times.
- ❖ Many times people become overwhelmed when coming out of a crisis and if not careful can easily end up in a crisis again.
- ❖ By thinking about this time before you have a crisis and then giving it attention as you come out of a crisis may help you have an easier time recovering, moving on and avoiding crisis.



# HOW CAN THIS BE USED?

- ❖ Can use it for yourself...
- ❖ Can help people maintain stable employment...
- ❖ Can be used for someone just entering the employment realm...
- ❖ Can be used to show others that a person has a plan and what this plan is in case things arise...
  - Such as Guardian, Vocational Rehabilitation Counselor, Forensic Case Monitor, Employer, CSS, etc...



## HOW WE INTEGRATE WRAP<sup>®</sup> AT ARTHUR CENTER

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- ❖ Train all Community Support Specialist's and Employment Specialist's on WRAP<sup>®</sup>.
- ❖ Encourage all trained staff to develop their own WRAP<sup>®</sup> plan.
- ❖ Encourage staff to support all clients in making a WRAP<sup>®</sup> plan.
- ❖ Encourage all clients in employment service to develop a WRAP<sup>®</sup> plan for work.
- ❖ WRAP<sup>®</sup> groups through Wellness Connections (PSR programming).
- ❖ Work in conjunction with natural supports (VR counselors, supervisors, friends, peers, etc.) to develop a WRAP<sup>®</sup> plan to support the person in being successful in targeted area (employment, diabetes, etc.)



# SUCCESS WITH WRAP<sup>®</sup>

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❖ Ellen, LPN

❖ David, Lobby Attendant

❖ Mandi, CNA





**QUESTIONS?**

**COMMENTS?**

**SUGGESTIONS?**



# ADDITIONAL RESOURCES

[www.mentalhealthrecovery.com](http://www.mentalhealthrecovery.com)

[www.copelandcenter.com](http://www.copelandcenter.com)

[www.wraparoundtheworld.com](http://www.wraparoundtheworld.com)

For a training in your area or questions about WRAP<sup>®</sup> contact:

Stacey Williams, Certified Advanced Level WRAP<sup>®</sup> Facilitator

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