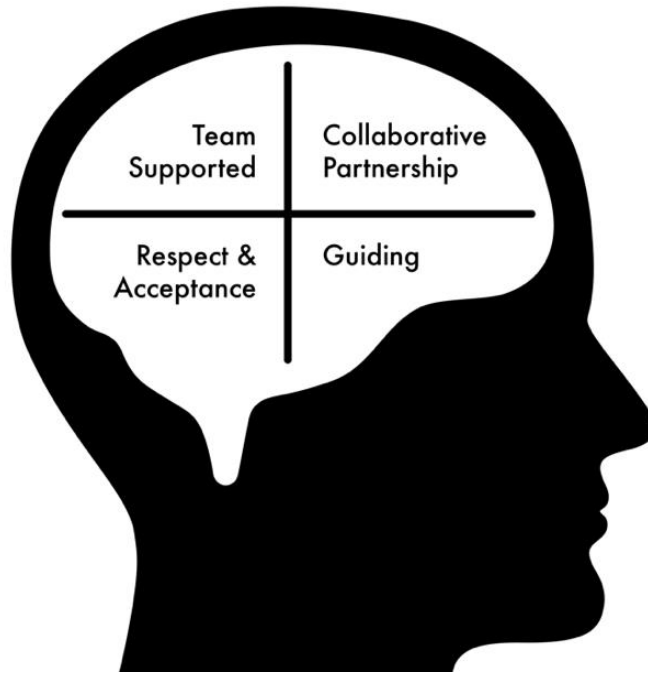


MiiWrap Mindset



The Mindset is the underlying perspective that guides the MiiWrap way of thinking about providing services for youth and families, and the approach used to work with them. The MiiWrap Mindset has four inter-related components that define a way of being with and guiding the people being served. The Mindset defines how the people served are viewed, the relationship with them, the role in guiding them, and the role of the team who supports them. The Principles extend the Mindset to more fully guide the work of MiiWrap staff and teams. **Without the Mindset and Principles to guide us, MiiWrap could be just a way to manipulate people into doing what we want them to do.**

There are four components of the MiiWrap Mindset that define:

1. The view of the people being served.
2. The Collaborative Partnership that describes the working relationship and shared roles.
3. The MiiWrap staff role in guiding the process.
4. The role of other team members in supporting the youth and family through the behavior change process.

MiiWrap Mindset Component 1: How We View the People We Work With



The first component of the Mindset is how MiiWrap staff view the youth and the families they have the privilege to work with. It begins with an understanding that families who enter MiiWrap have multiple complex life challenges and often are overwhelmed by life circumstances. At the same time, the Mindset is based on a belief that all youth and families have strengths and an absolute self-worth. These strengths come from their underlying drive to improve their lives, their abilities, past experience and supports within their life. Building on these strengths, everyone can make positive changes in their lives.

The MiiWrap Mindset recognizes that each person knows things about themselves and their situations that are invaluable for supporting positive change and acknowledges that lasting change comes from Self-Motivation and Self-Efficacy. We know that Self-Motivation to change exists along a dynamic continuum and people are generally ambivalent about most change. With helpful eliciting and guidance, youth and families can make informed decisions and gain the Motivation, confidence and skills to make positive changes, and continue their own behavioral change process after MiiWrap ends.

MiiWrap Mindset Component 2: The Collaborative Partnership with the Youth and Family

The second component of the MiiWrap Mindset is how the working relationship with the youth and family is viewed. It builds on mutual engagement and becomes a Collaborative Partnership in order to share the work of behavior change. It's based on acceptance and an empathetic understanding of the family's point of view. The Partnership is an equal relationship in which each party has a role in pursuit of behavior change, and there is trust in each other to do what's necessary.

This Collaborative Partnership is the basis of working together. The developed relationship is the fuel that drives the car. Without this collaborative relationship, the ability to assist in the change process diminishes rapidly. The research shows that the individual's rating of the quality of this working relationship predicts both retention and outcomes of services. When the individual rates the relationship as a partnership, outcomes are much better (Crits-Christoph, et al., 2011).

MiiWrap Mindset Component 3: The Staff Role in Guiding Behavior Change

The third component of the MiiWrap Mindset is the guiding role of staff. Consider the following example to understand the role of the MiiWrap guide.

When we have the opportunity to travel to places where the language is foreign to us, the culture isn't fully understood, and navigating is hit and miss. We stumble through these locations and have a variety of experiences. At other times, we've had the wisdom to get a guide. Guides can provide experiences that are of a very different quality. They might take us to all their favorite places and tell us what's interesting to them. If we're like them this would be great, but if we're interested in other things it could be worse than no guide at all.

A consistently good guide partners with us in the experience. A good guide is someone who can translate, explain the customs and habits, give us options of places to see and activities to share, and explains the history of the places we visit. The guide doesn't tell us what to do, what to eat or what to

see – but gives us options. We tell the guide what suits us best and what we want to get out of your visit. The guide facilitates the process to give you the most and best of what we want.

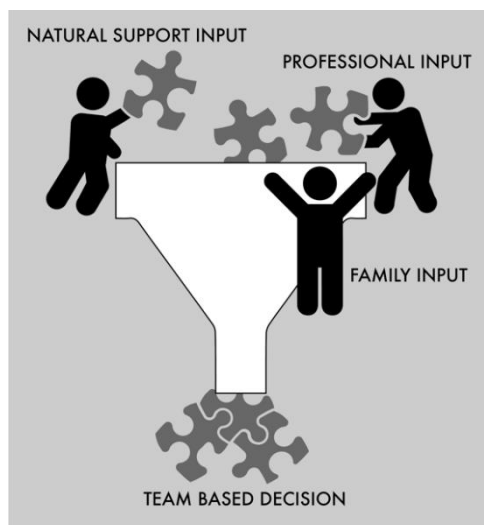
The MiiWrap Mindset view of being a good guide is similar. The staff can assist in the journey of behavior change, guiding it but never forcing it. In this role of guide, a staff member realizes they're there to benefit the person for a moment in their life and hopefully prepare them for the future. True guides don't lead but discern the interests of the people they've been hired to work with, and then walk alongside them.

MiiWrap Mindset Component 4:

The MiiWrap Process is a Team-Supported Process

The fourth component of the MiiWrap Mindset looks at the people who support the youth and family in the change process and their role in doing so. This includes the people providing services for the youth and family and their natural supports. The natural supports are part of the family or social, educational and work systems of the individuals being served. These people influence thinking and behavior. They can be supporters or detractors of positive change. Engaging the people most important to the youth and family and their desired behavior change can improve the options and outcomes of change. Involving those people who will be with the youth and family for longer periods of time will better sustain change.

A team brings strength to the MiiWrap process. Idea sharing and putting many minds to work on a



problem enriches the suggestions generated. This is one of the reasons that Wraparound has always been team-based. However, the term “team-based” as it was originally codified is misleading, and MiiWrap has a different framework. The two diagrams on this page and the next illustrate the contrast.

MiiWrap isn't based on the team – it's based on the family. The family has the ultimate say on what they do or don't do. The MiiWrap Mindset is based on Self-Efficacy and Self-Motivation. The family has the ultimate responsibility for their own long-term success or failure. In a very concrete way, it's the family's lives we're discussing in the MiiWrap process, not the team's lives. Therefore, as Wraparound has evolved and been refined, it has moved away from a “team-

based” principle to “team-supported” in which the team offers ideas, resources and support and the family uses this information to choose their own behavior needs, with plans to accomplish change.

Team members are valuable for their ideas, their experiences, their influence and their access to resources. They occupy an important part in the MiiWrap process. But the part they play is that of supporting actors. They're there to support the family as they achieve their chosen forms of

success. If team members take an expert role, the process will lose its collaborative nature, thus working against sustained change.

The collaborative aspects of the relationship describe the MiiWrap concept of partnership with people, and the Mindset of working with, and not on them. The MiiWrap Mindset is not the mindset that most people usually bring to helping others. Many supporters may want to “fix the problem” or “tell the person what to do.” Using the MiiWrap approach, the staff model the Mindset and actively help team members move toward a MiiWrap Mindset in their support of the family. This may not be easy, but Relational and Change skills can move them in that direction.

At times, some of the most difficult people to work with using MiiWrap principles are other professionals. The dialogue on the next page is between the MiiWrap staff member and Diamond’s Child Welfare worker. It helps to explain the Mindset about team-supported.

