BEHAVIORAL CHANGE PHASES

MiiWrap is an integration of style and structure. The five phases of MiiWrap are Engagement, Focusing, Planning, Implementation and Transition, and these phases include several distinct activities. These coaching pages provide an overview to each phase and activity.

ENGAGEMENT

This first phase is to engage the youth and family into a Collaborative Partnership to support behavior change, gather information to strengthen empathy, and involve the team in the process.

FOCUSING

The youth and family develop a vision for the future, prioritize behavior change needs and prepare to manage their change process.

PLANNING

The family develops a plan, with support from the team including a prevention-based crisis plan.

IMPLEMENTATION

This includes implementation support, implementation management and nurturing and strengthening the team and natural support systems.

TRANSITION

In this final phase, the family and team reflect on and celebrate their accomplishments and contributions and plan to move forward without the MiiWrap staff.

BEHAVIORAL CHANGE ACTIVITIES IN EACH PHASE

ENGAGEMENT

SNCD

Behavioral Exploration

- Initial Engagement
- Gathering Information
- Engaging The Team

FOCUSING

- Vision and Prioritized Need
- Purposeful Transition

PLANNING

- Plan Development
- Prevention-based Crisis Plan

IMPLEMENTATION

- Implementation Support
- Implementation Management
- Team Natural Support Nurturing

TRANSITION

- Final Transition
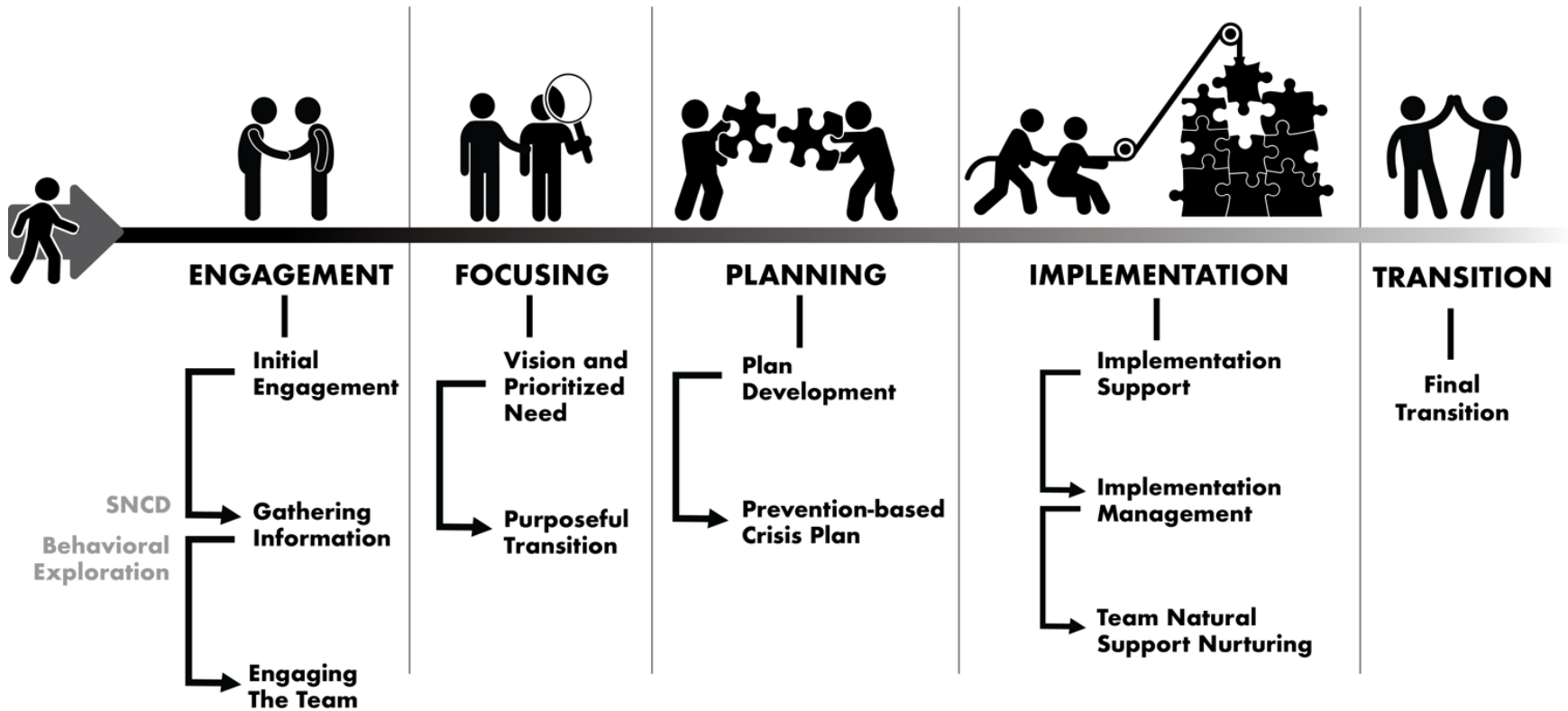
PHASE 1: ENGAGEMENT

The first phase of MiiWrap is Engagement and consists of four activities: Initial Engagement, Gathering Information, Behavioral Exploration and Engaging the Team. The goals of this phase are

- to engage the youth and family into the behavior change process
- to establish them as collaborative partners in the change process
- to learn enough about them to begin to see them and their situation from their own point of view, understanding their strengths needs and culture
- to better understand the causes and functions of any behavior or crisis situations that need to be prevented and
- to engage the team in the behavior change process
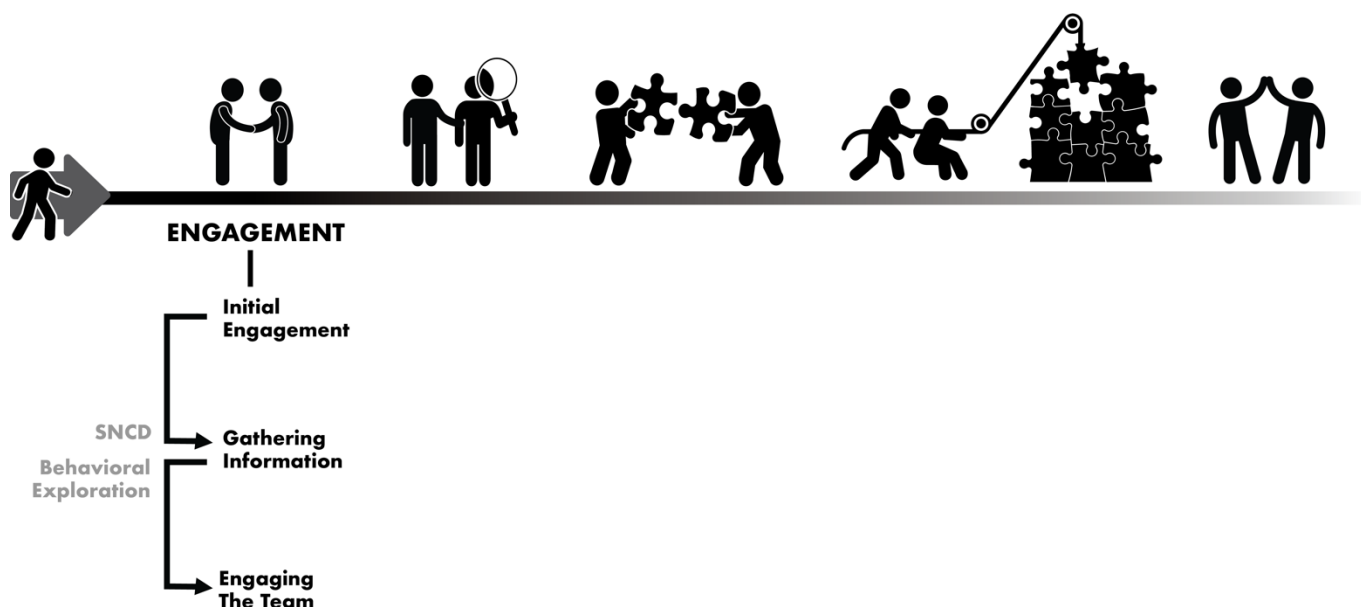
Initial engagement

This activity starts the MiiWrap process. Engagement and developing and maintaining a Collaborative Partnership to support behavior change are a focus of this and all remaining phases. This activity begins before you meet the youth and family and includes strategies for that first meeting or two with the family.

In the first meeting, you introduce yourself to the youth and family, and begin to develop the working relationship. You can help the youth and family to understand how MiiWrap can assist them to address their needs and achieve a vision of a better life. You will help them understand that one goal of MiiWrap is to help them gain and/or strengthen their skills and confidence to continue to make behavior change, and to address future needs and crises once MiiWrap ends. In this activity, the youth and family make an informed decision to try MiiWrap and the staff help them develop and implement plans to address immediate crises or urgent needs, if needed.

Gathering Information

Once initial Engagement is established you can next seek to better know and understand the family and their situation. This is done through a Strengths, Needs, and Culture Discovery (SNCD) assessment. This

step is important because it will help you to understand the youth and family before starting services, which means the goals, services, supports and plans can come from the youth and family instead of from you and other service providers. It helps the youth and family to share and consider their life across life domains to identify and celebrate their strengths and past change efforts building Self-Efficacy and Motivation for future change.

It's an ongoing process as the youth and family trust you more and disclose more fully. As you move through the MiiWrap process the youth and family add accomplishments and change efforts. At transition, you add more information about accomplishments, lessons learned and contributions from others.

Behavior Exploration

As you do the SNCD, the youth and family will identify and communicate their needs for behavior change. For most this will include behaviors or crisis situations they want to resolve or prevent. To help with planning for this you will guide them to better understand the behavior or crisis to support developing a prevention or behavior reduction plan.

Team Engagement

MiiWrap is a team-supported process in which engaging, sustaining, and managing these helping relationships is vital to the success of the process. These activities are important because knowing how to ask people to help you, knowing how to make the most of their help and knowing the steps to take to sustain the help and relationships with the team member, are all essential for effective team-supported behavior change.

PHASE 2: DEVELOPING FOCUS FOR BEHAVIOR CHANGE

The second phase is focusing which is developing the goals for behavior change and purposeful transition. Focusing means setting an identified target for behavior change that is the focus of planning.
As you work with youth and families, you'll guide them to focus by identifying one or more priority needs. It's always important to develop shared goals and to negotiate the focus between family members. Focusing in MiiWrap is an ongoing process because it begins with a small number of manageable goals and adds new areas of focus as initial goals are met or new behavior change needs emerge. It is used to identify and concentrate efforts on developing transition assets so the family can take control of their own change process. Focusing is also the time in to pick the team to support the prioritized behavior change that the youth and family have decided to make.

FOCUSING

**Vision and Prioritized Need**

Purposeful Transition
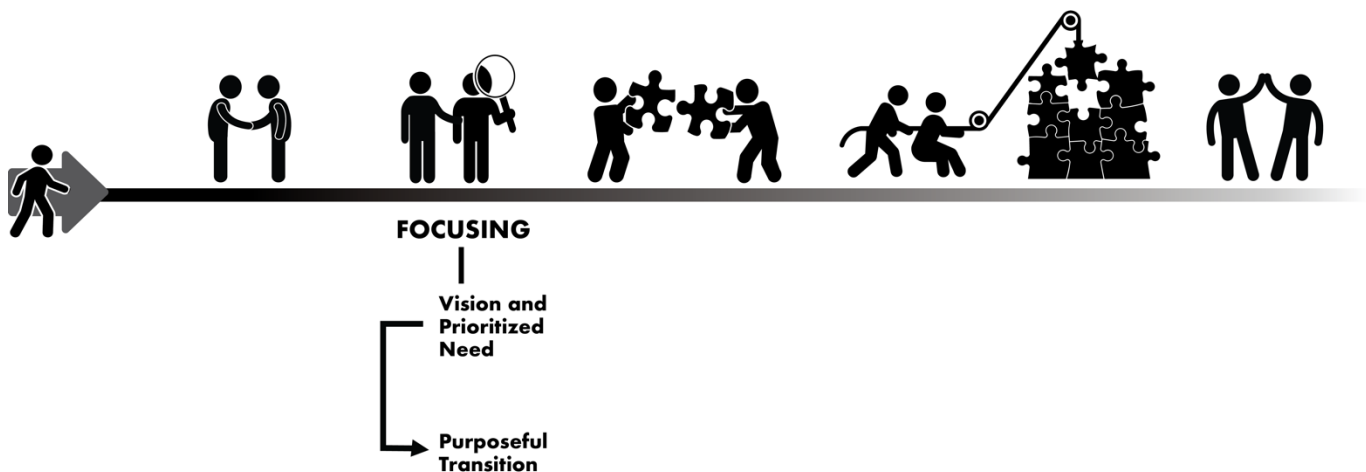
Developing Focus as Part of the SNCD
After the information has been gathered, the next phase is to develop focus for behavior change. This is done by generating a list of the behavior change needs from the SNCD, reviewing and amending these with the youth and family, and having them develop a prognosis of what will happen if things remain the same and none of the change occurs. This is followed with developing a vision of what will happen if the needs are met. This establishes a discrepancy which should increase Motivation for the behavior change. The youth and family then choose two to four of the needs as the focus for initial planning and the people they want to help them with this change – their team.

Preparing the Family for Purposeful Transition
One of the primary goals of MiiWrap is strengthening Self-Efficacy and transition assets to empower the youth and family to manage their own behavior change process. This is an ongoing process that begins in your first meeting with them and continues throughout future meetings. The session during which you'll help the family prepare for team-based planning and begin to formally transfer control of the team supported planning process. This session transitions the Collaborative Partnership from discovery to preparation to action. It's important because it teaches the youth and family the process of team-supported planning, partners with them in setting and organizing the activities of planning, managing implementation, and preparing them to take developmentally appropriate control of the process.
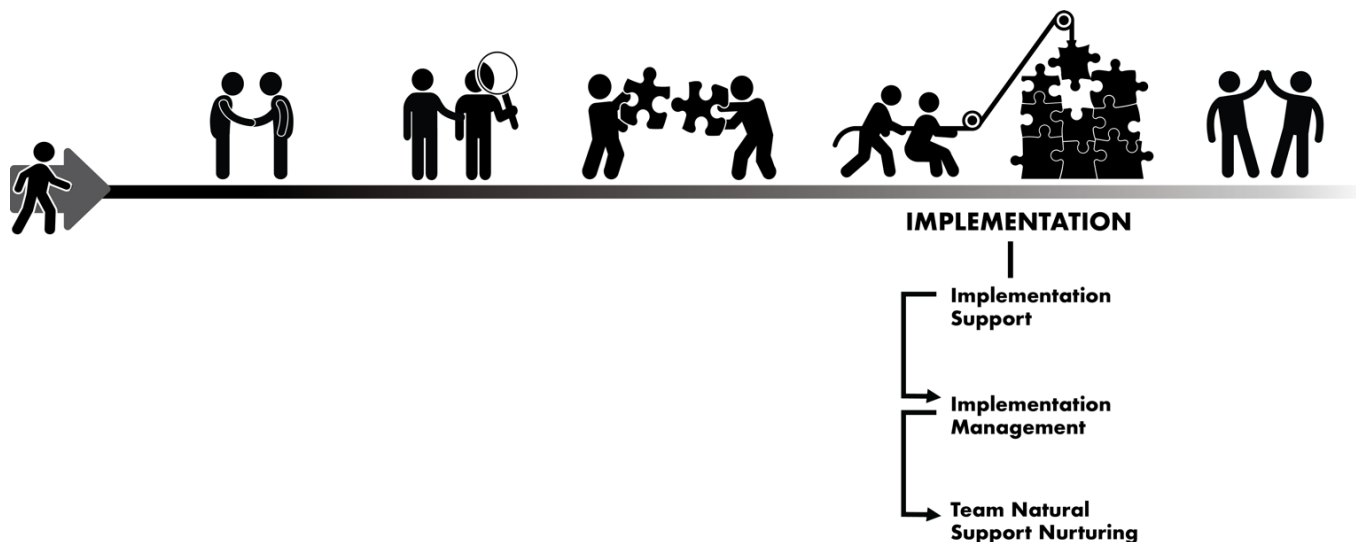
PHASE 3: PLANNING
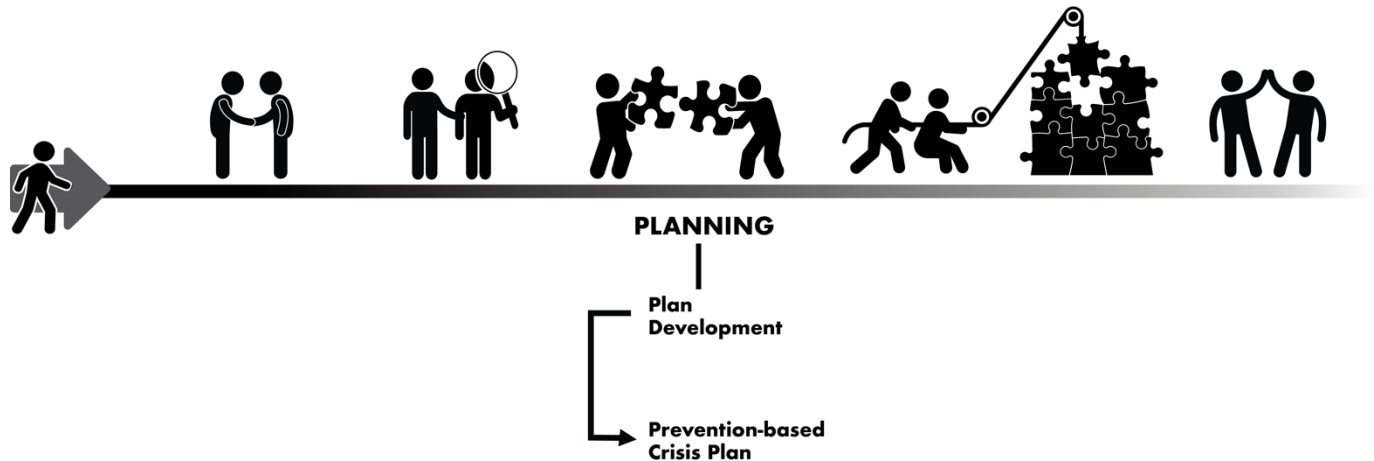
PLAN DEVELPMENT

MiiWrap planning is a team-supported approach to coordinate and strengthen behavior change efforts. Team-supported planning is important in order to get a lot of options to address each behavior change need, and to access more resources and aids to develop integrated plans and strengthen relations. In MiiWrap, the first plans are generally done in team meetings to help the youth and family learn how a team working together functions. This will help the youth and family make an informed decision about continuing team meetings or using a different approach. Later plans may be developed through a team meeting or a different process defined by the youth and family's culture of support.

PREVENTION-BASED CRISIS PLANNING

MiiWrap planning around behavior and crisis reduction is focused on prevention and early intervention. Good crisis plans should result in fewer crises. This is achieved through an exploration of the behavior crisis to identify triggers/setting events that lead to the behavior, signs the behavior is beginning, the function of the behavior, and alternative ways to meet this function.

The plan that results from the exploration will use knowledge about the setting events to prevent the behavior, use the signs the behavior is beginning to develop a de-escalation plan and develop a safety plan giving a step-by-step approach to respond to the behavior or crisis if it occurs. The purpose of this is two-fold. First, it should help prevent these behaviors and second, it should build Self-Efficacy to use this process in the future.

PHASE 4: IMPLEMENTATION

IMPLEMENTATION

- Implementation Support
- Implementation Management
- Team Natural Support Nurturing

The implementation phase is the part of MiiWrap where you move past information gathering, focusing, team formation and initial planning into the long work of making real and lasting change. Engagement, Motivation and Self-Efficacy are continually changing and without clear attention to maintaining and strengthening these, the process will falter. Each of these are multi-dimensional and fluctuating based on the many different things going on in the youth and family life, which is normal and to be expected. It's important that you continually assess current levels of Engagement, Motivation and Self-Efficacy, and respond in order to strengthen them.

Implementation Support

Implementation support is largely accomplished through contacts with the youth and family and the team. Meeting and communicating with the youth and family occurs much more frequently than meetings of the team and has much more impact on the success of MiiWrap and on sustaining outcomes. These contacts are critical for establishing, maintaining and sometimes re-establishing Engagement, which is the Collaborative Partnership that's the basis for behavior change. It's during these contacts that you can evoke and affirm Change Talk to strengthen Motivation and commitment to behavior change. During these contacts you'll "discover" and affirm strengths and change efforts to strengthen Self-efficacy and build hope. You'll be able to have the Reflective Discussions that set the stage for transferring control of their own behavior change process to the youth and family.

Implementation Management

Implementation management is accomplished through frequent contact with the family and other team members to monitor, support, and motivate Engagement, follow-through and progress. When MiiWrap staff talk about doing "whatever it takes" that really means managing implementation. For MiiWrap to work, you must stay on top of the plans without taking over the process.

There are six important activities of implementation management. The first is ensuring implementation, the second is monitoring progress and adjusting the plan as needed to ensure progress toward the objectives. The third is ongoing focus, to compare progress to the vision and determine if behavior change is accomplishing the vision, to monitor for emerging needs, and refocus priorities as needed. The fourth is ongoing planning to support continual progress and timely revisions as needed. The fifth is transferring control of implementation management to the family using their Culture of Support. The sixth activity is managing crisis and behavior challenges and updating the plans as needed.

Strengthening and Sustaining Support

This implementation activity builds on the importance of – and overarching strategies for – maintaining and strengthening team member Engagement, Motivation and Self-Efficacy. These strategies build on three key strategies: Engagement, safety and productivity, as well as some steps you can take to nurture the team. Strengthening team members support during implementation will focus on both strengthening and sustaining support for the family and the transition asset of effective communication and management of team member support.

This activity also addresses the process of strengthening the social (natural) support systems of the youth and family, to create a sustainable resource after MiiWrap ends. To begin with, there will be a review of why these natural supports are important to the long- term success of the youth and family. The elements of nurturing natural supports will be reviewed and examined, with particular emphasis on the reciprocal nature of what both the family and natural support get from the relationship and how this sustains these relationships.

For many youth and families in MiiWrap, natural support systems have been damaged through the challenges that led the family to MiiWrap. Guiding the family to repair and strengthen some relationships is one strategy for strengthening the natural support system. General strategies for exploring the Ambivalence around these relationships are discussed and, if the family is motivated to repair the relationship, strategies for supporting re-engaging these supports are presented.

For other families, factors may have resulted in few currently available natural supports or current supports who are not in favor of the changes required to achieve their vision. In this case, supporting the youth and family to develop new natural supports may be the family's preferred way of strengthening their support system. Strategies for identifying, engaging and sustaining these new supports are described and discussed. This section ends with explaining how to transfer, strengthen and sustain the family's natural support system, and the transition asset of developing and maintaining their natural support system.

PHASE 5: TRANSITION
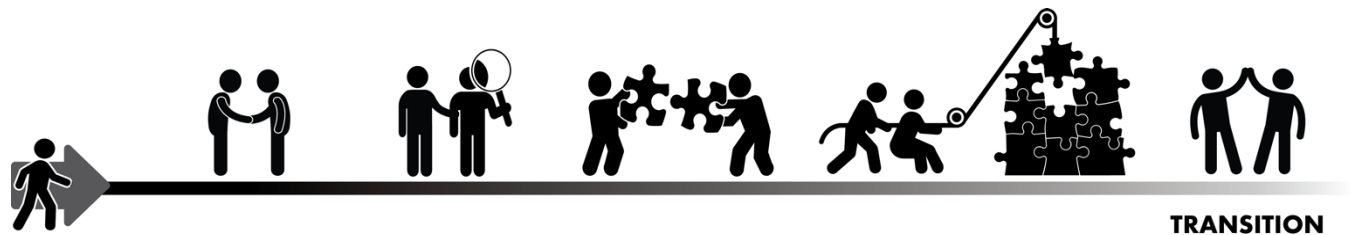
TRANSITION

The final activity in the final phase is Transition. Purposeful Transition has been ongoing from the beginning of the process and activities in the final phase pulls everything together. The staff and family reflect on progress, accomplishments and contributions. The youth and family identify ongoing needs and develop plans to continue working toward their vision after the MiiWrap process ends. This phase often includes a team celebration.

The transition phase is the shortest phase of MiiWrap. The work to prepare the youth and family for transition was done in earlier phases. The transition phase is the time to tie up the loose ends and formalize the way the family will move forward after MiiWrap ends. During transition, we update the SNCD to reflect on the progress made, contributions of team members and lessons learned through the MiiWrap process.

The family develops written plans using their Culture of Support to define how they're going to meet ongoing behavior change needs and address prevention-based crisis planning. They'll clearly state their plans to use their Culture of Support to continue to manage their own behavior change process. They'll develop a culturally appropriate commencement to celebrate their accomplishments, thank their teams and mark the formal end of MiiWrap.