Implementing WRAP with Integrity:
It’s All About the Values & Ethics

Stephen Pocklington, CRE, SCE

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“You can only measure 3% of what matters”

W. Edwards Deming
The Values and Ethics of WRAP constitute the 97% of “what matters” that doesn’t lend itself to easy measurement.
“Revolutions begin when people who are defined as problems achieve the power to redefine the problem”

John McKnight
WRAP’s Values and Ethics inform the sole agenda of a truly facilitated WRAP class, which is... Empowerment.
Empowerment is **not** the “giving” of power, nor is it the mere “sharing” of power.

Power is not ours to give or to merely share...
Real Empowerment is simply an illumination of the power that everyone already has, and then getting out of the way of its being freely exercised.
What is this power that everyone already has? The power of Response-Ability:

The irrevocable power to choose our responses to whatever Life puts in our way.
Trusting the power of Personal Response-Ability liberates the WRAP Facilitator from any duty to “teach” counsel, advise or direct another’s person’s path.
Facilitators do not “teach” because Wellness Recovery Action Planning is not the curriculum, nor is it the mere Plan known as a WRAP.
Wellness Recovery Action Planning is a mutual learning model that must truly be “facilitated” in order to be in accord with the Values and Ethics from which it evolved.
The Values & Ethics define more than just a studied “approach to caregiving” or a mere “posture” we can assume while conducting a class.
The Values & Ethics of WRAP constitute the paradigm that determines our very way of “seeing” and “being with” others... ways of “seeing” and “being” that are integral to being a Facilitator.
A person’s Values always reflect the assumptions of a given worldview and translate into attitudes and behaviors that unavoidably define and limit relationships.
For the Facilitator, WRAP’s Values & Ethics are either at the very core of our being—we actually live them—or we are a sham and our classes are not WRAP.
It would be a mistake to assume that the Values and Ethics of the provider are only minor variables affecting the efficacy and outcomes of any Evidence-Based Practice.
In the case of WRAP it would be catastrophic to treat this facilitated planning process as a curriculum to be “taught,” or a commodity to be “managed,” as though the Values and Ethics matter little.
So what are some of these deeply held defining Values?
We actually believe in true Self-Determination...

For the WRAP facilitator, it is more than an ideal to which we give the pretense of support.
We hold Self-Determination to be a fundamental fact of human existence that is either fully emancipated or is inhibited... So our role is to open doors for people but never dictate their path.
We truly believe that each person is an expert on him- or herself, and that each individual works at their own pace toward their own goals...
So our role is to facilitate an unfettered exploration of all options and choices while deliberately abstaining from giving advice or final answers.
We actually accept people exactly as they are right now, accept them as true equals, without any presumption of a need to change...
So our role is to make sure each person knows that we see their inherent dignity, which we make evident through the compassion, deep respect and unconditional high regard we show them.
Values such as these make WRAP more than a program.

For the facilitator, WRAP and these values are a way of Life.
Integrity is when you do the right thing even when no one is watching.
Reading Outside-the-Box

- The Fifth Discipline: Peter Senge
- The Careless Society: John McKnight
- A Hidden Wholeness: Parker J. Palmer
- The Brain That Changes Itself: Norman Doidge, M.D.