



## **EPP GUIDE JOURNEY FAQ Document**

We are thrilled to be realizing our vision of freeing people—all over the world—from the prisons of our own making by growing a workforce of EPP Guides to meet the growing demand for our programs.

Since the pandemic, the terrain of EPP's offerings has expanded from in-person to virtual and from in-custody to public-facing. Our current offerings include Freedom Beyond Bars, our 8-module in-custody program offered virtually and in-person, and our public-facing virtual programs: 9PrisonsONEKey, Path to Freedom, and the Guide Training Program.

Having identified the core competencies required for successful guiding, EPP has developed a robust and flexible training process to cultivate these proficiencies in aspiring guides. While the Guide Training Program (GTP) itself is relatively straightforward, the pathway to apprenticing and demonstrating competency as a Guide is unique to each individual.

EPP is committed to those we invite onto the guide path and to supporting the hard work of their self-development. We bring all of EPP's values—including transparency, compassion, and trust—to the process. Given the nature of being human, this work is unpredictable and sometimes messy, as is all inner work. As such, neither the completion of GTP, nor the invitation to apprentice, nor teaching in prison, can be guaranteed. We recognize the particular challenge of devoting oneself to the path of Guide Training without knowing with certainty when or if these efforts will come to fruition. The triumphs, uncertainties, joys, anxieties, and sometimes even resentments that may arise along the guide path are normal. These moments point us to where our work lies and also to the level of commitment we must bring to the process of becoming a Guide.

We consider an in-custody guiding experience an essential part of the Guide Training Program (GTP). The willingness to be present to, and in service of, those experiencing incarceration exemplifies what it means to be an EPP Guide. EPP supports each person in their unique path to guiding, including determining

their readiness to apply to GTP, their readiness to guide inside jails and prisons, and—finally—in their designation as an EPP Guide.

Those interested in GTP but residing in an area without a previously established in-custody program are invited to partner with EPP to pioneer new offerings. Establishing an in-custody program in a new institution requires an entrepreneurial spirit, networking with like-minded individuals, tapping into local resources, and laying the groundwork to actualize EPP's vision. The three foundational requirements needed to support a new program location are a correctional facility, program funding, and a team of 2-3 guides to support the programming.

The following are answers to some of the most frequently asked questions about becoming an EPP Guide.

### **Definition of terms:**

- **Guide Training Program (GTP):** GTP is a 68.5-hour International Enneagram Association (IEA) accredited training program that must be successfully completed to continue on the path to becoming a Guide. The Guide Training Program is a series of five virtual training modules and includes a Practicum - a virtual space for discovery, learning, and practicing in the community.
- **9PrisonsONEKey (9P1K):** 9P1K is EPP's comprehensive, foundational introduction to the Enneagram and is offered virtually to participants around the globe. Facilitated by EPP Guides and Apprentices, 9P1K illuminates how we are all in a prison of our own making in the ways that we suffer our personality and makes clear that we all hold the key to our freedom. 9P1K is a 45-hour IEA Accredited Training Program.
- **Path to Freedom (PtF):** PtF is the second program in EPP's International Enneagram Association (IEA) Accredited Training Program and offers a deeper Enneagram-based understanding of self and others through a progressive unfolding. This program is an essential component of how we train potential guides to teach EPP's compassionate curriculum in prisons and jails worldwide. PtF is a 66-hour International Enneagram Association (IEA) Accredited Training Program.
- **Freedom Beyond Bars - *Freedom Beyond Bars*** is EPP's 8-module in-custody program offered virtually and in-person.

- **Core Competencies:** These are the skills and capacities outlined in the EPP Guide Observation Rubric all apprentices work with throughout the GTP and their apprenticeship(s).
- **Practice Patch:** A virtual space where pre and post-GTP participants and apprentices can practice presence, delivering curriculum, and giving and receiving feedback in a supportive environment.
- **Apprentice:** A post-GTP participant who has demonstrated sufficient core competencies and can be entrusted to hold space and take responsibility for holding an EPP class. Apprenticeship is a necessary step before assuming a full co-guiding role in any EPP course.
- **EPP Guide:** One who has successfully completed a GTP apprenticeship. Further Guide designations below:
  - **Co-Guide:** One who has successfully completed a GTP apprenticeship (Public Programs Virtual, In-Custody Virtual and/or In-Custody In-Person), consistently demonstrates EPP’s core competencies and values, and - as verified by a Lead Guide - embodies the core competencies of the EPP Guide Observation Rubric with presence. Co-guides are pay-eligible.
  - **Lead Guide:** One who has successfully completed a program as a Co-Guide (Public Programs Virtual, In-Custody Virtual and/or In-Custody In-Person), is an IEA Accredited Professional, and - as approved by a Universal Guide and/or Faculty - is entrusted with holding both EPP program participants and the development of Apprentices. Lead Guides are pay-eligible.
  - **Universal Lead Guide:** One who has demonstrated the capacity to be a Lead Guide in all EPP offerings: 9P1K, PtF, GTP, and in-custody. Universal Lead Guides are pay-eligible.
  - **Faculty:** EPP’s organizational thought leaders who develop curricula, guide content and program creation, and often serve in EPP Guide roles across the organization as well. EPP Faculty members are Susan Olesek, Dana Vitorelo, Vibha Gosselin, Susanne Gawreluk, Phil GebbenGreen, and Sue Lambert.

**1. Q: What are the selection criteria to be accepted into the Guide Training Program?**

**A:** To apply to GTP you must be a graduate of 9P1K and Path to Freedom. You can [view the selection criteria here.](#)

**2. Q: What are the steps to becoming an EPP Guide?**

**A:** After GTP, each participant collaborates with their Cohort Guides and Faculty member(s) to determine their next steps, which include the following:

- Join the Practice Patch to cultivate further “guide presence” and other skills;
- Repeat GTP, PtF, and/or 9P1K to deepen their understanding of the curricula as a student; or
- Enter into a Guide Apprenticeship position (9P1K, PtF\*, In-Custody Virtual, or In-Custody In-Person)

At this time, apprentices who have demonstrated core competencies according to the EPP Guide Observation Rubric are then approved to guide in each apprenticeship program where they have successfully demonstrated competency.

Those who have not successfully demonstrated core guide competencies during their apprenticeship are asked to grow their skills in spaces such as the Practice Patch before being invited to repeat the apprenticeship at a future date.

As indicated above, our current apprenticeship programs include the following:

#### VIRTUAL

- 9PrisonsONEKey (9P1K)
- Path to Freedom (PtF)\*
- Freedom Beyond Bars (In-Custody 8 Modules)

#### IN-PERSON

- 9PrisonsONEKey (not yet happening, but anticipated)
- Freedom Beyond Bars (In-Custody 8 Modules, happening but limited)

*\*Path to Freedom (PtF) is an advanced offering that requires a certain depth of knowledge and holding, so Guiding/Apprenticing in this program is by Faculty invitation and/or application.*

### **3. Q: Do the steps always go this way in this order?**

**A:** No. Every single path to becoming a guide is unique. Some may go directly to an In-Person In-Custody Apprenticeship and then be approved to guide in all

of our offerings (this is an unusual case and is reviewed by our internal system for checks and balances called the XP Circles). Some Guides may apprentice in each offering or have to redo an apprenticeship in an offering several times. In alignment with TEAL principles, we want to be a flexible organization that can allow swift and agile changes in which folx can show up according to their competency levels and interest.

**4. Q: Do I move from 9P1K to Virtual In-Custody, and then to In-Person In-Custody?**

**A:** Not necessarily. We create an individual pathway to guiding based on the apprentice's readiness, proximity to in-person programming, and the availability of virtual offerings based on EPP programming schedules. For example, in some cases, apprentices could be invited to a virtual in-custody apprenticeship immediately following GTP. In other cases, apprentices may need to apprentice in 9P1K several times before they are considered ready to be invited to PtF and then an in-custody apprenticeship in jail or prison.

**5. Q: How is someone selected for a Virtual In-Custody apprenticeship?**

**A:** As our programming schedules allow, apprenticing guides that have demonstrated their readiness in one or more of the following, the Practice Patch, 9P1K, and/ or PtF, may be invited to apprentice virtually in-custody.

**6. Q: What if an apprenticeship is not available?**

**A:** We invite those ready to apprentice but for whom a role is not yet available to keep practicing our value of flexibility, stay current with the curriculum, and remain connected with our EPP Guiding community through the Practice Patch.

**7. Q: When am I pay eligible as an EPP Guide or Apprentice?**

**A:** Apprenticeships are generally unpaid except for Path to Freedom, for which Apprentices are offered a \$1000 stipend. EPP Guides are pay eligible in a course when they complete an apprenticeship for that course successfully. Guides in all US based programs are generally paid \$50 per guiding hour in class plus \$25 per hour for administrative support.

**8. Q: Can I use GTP for personal growth or to support my learning and competency in my work?**

**A:** GTP has the specific purpose to train EPP Guides to support EPP's mission through guiding In-Custody or in our Public Programs. While we encourage applying this experience to your personal and professional journey, GTP is for those who know they want to become EPP Guides as the primary outlet for this material.

**9. Q: If I become trained as an EPP Guide or Apprentice but then step away for six months or more, what is the journey back?**

**A:** Guides and Apprentices who have stepped away can jump back in by facilitating an updated curriculum in the Practice Patch, meeting with faculty, and/or the related XP circle.

**10. Q: What if I do not demonstrate sufficient competence according to the EPP Guide Observation Rubric by the end of my apprenticeship?**

**A:** If, after the apprenticeship the Lead Guide determines that the Apprentice is not ready to take a co-guiding role, the Lead Guide and apprentice work together to determine the next steps of support based on the apprentice's growth edge(s). Apprentices who are not yet ready to co-guide will generally not be invited into an in-custody apprenticeship until they demonstrate competency and readiness in 9P1K.

EPP created the Practice Patch as a place to support the development of GTP folx, including those awaiting an apprenticeship placement, and those currently apprenticing. Additional supplemental growth activities to be done on one's own could include the following:

- retaining a coach;
- retaining a therapist; and/or
- further Enneagram training/studies with other Enneagram schools.

After the apprentice has completed the recommended growth path to their satisfaction, they are invited to contact their Lead Guide to review their competencies and determine a path forward. After a clear demonstration of

competencies and readiness, they may be invited to repeat another apprenticeship in the next available offering of 9P1K. If it is determined that more growth is required, they may be encouraged to revisit the above steps. As we know, where and how we see ourselves does not always align with how others experience us. We do the work together.

**11. Q: What if I disagree with my Lead Guide's assessment of my competencies?**

**A:** The first response to disagreement with a Lead Guide's assessment is to practice transparency with yourself and your Lead Guide. Invite your Lead Guide into a "we do the work together" conversation and share your self-assessment with them. If you still do not agree, the next step would be to let your Lead Guide know that you will join the Practice Patch to get additional feedback. After receiving feedback in the Practice Patch, you can invite your Lead Guide and the Guides from the Practice Patch into a follow-up conversation to see if the next steps can be clarified and agreed upon. Please reach out to a faculty member for support, if further support is needed.

**12. Q: Are the two options at the end of 9P1K (above) the only two for an apprentice who cannot demonstrate the competencies for 9P1K?**

**A:** Yes. An apprentice who cannot demonstrate the competencies for 9P1K, which is our most fundamental and foundational offering, will not be considered for any in-custody offerings.

**13. Q: What if I only want to teach in-person in-custody and don't want to teach online?**

**A:** Unless an Apprentice is already experienced with in-custody programming or currently programming at a facility, it is unlikely that we would invite an apprentice directly into a prison/jail without them first demonstrating competencies in the virtual programming environment. You can expand your opportunities for in-person programming by getting involved with your local EPP community's efforts to recruit other potential guides, program at new correctional facilities, and/or secure funding for your programming area.

EPP Guides who guide in 9P1K are in service to our mission and vision, as this is how we develop our future workforce and ensure that guides stay current with

our curriculum. At this time, our Guide Commitment requires that you be available to guide a minimum of three in-person and/or virtual programs annually. The Guide Commitment document will continue to be updated as we sense and respond to the changing landscape of the virtual world and its impact on EPP Programming. Some people may only be available to teach in-custody in the virtual format due to health reasons or a lack of proximity to a facility. We strive to remain flexible to accommodate the programming needs of our facilities, our students, our guides, and our organization in keeping with our values of diversity, equity, inclusion, access, and belonging.

**14. Q: What if I can only teach virtually and not in-person for in-custody programs? Can I still become an EPP Guide?**

**A:** Yes! You can be an EPP Guide - Public Programs Virtual or EPP Guide - In-Custody Virtual. Guiding in-person in-custody is not required to be an EPP Guide, although it is required for the EPP Universal Guide designation (above).

**15. Q: When can I guide In-Custody In-Person?**

**A:** Apprenticing guides that have demonstrated their readiness by apprenticing in either the Practice Patch, 9P1K, and/or an in-custody apprenticeship, and are located in proximity to a facility where EPP is programming, may be invited to guide in-custody as our programming schedule allows.

You can expand your opportunities for in-person programming by getting involved with your local EPP community's efforts to program at new correctional facilities, secure funding, and/or recruit other potential guides for your programming area.

**16. Q: What is the difference between guiding Virtually and In-Custody In-Person?**

**A:** There is a significant difference between guiding online and guiding in a physical institution where you are required to hold participants with presence. Even highly capable folk can struggle to transition to live teaching in a prison or a jail. Our commitment to our in-custody participants is to do no harm. The integrity of our programming is essential to its scalability. For these reasons, a live, in-person, in-custody experience accompanied by a Lead Guide is an invaluable and non-negotiable requirement for becoming an In-Custody, In-Person Guide.

**17. Q: What other ongoing requirements are there, once you have become an EPP Guide?**

**A:** Below are the ongoing requirements for EPP Guides:

- EPP's asks Apprentices/Guides to complete their in-house DEIA&B Training within first 6 months of Guiding (26-Day Going Inward curriculum + 4 Workshops)
- EPP Apprentices/Guides are asked to participate in the weekly EPP Guide Calls or listen to the recorded calls in a timely manner.
- EPP requires a Guides to have a minimum of \$1,000,000 for Commercial General Liability Insurance and a minimum of \$1,000,000 for Professional Liability insurance.
- EPP Guides are required to either attain and/or maintain IEA Accredited Professional Status within 3 years of becoming an EPP Guide