

SWK 516 GENERALIST SOCIAL WORK PRACTICE

Reflection #9 Chapter 5: Social Work Practice with Individuals: Intervention, Termination, & Evaluation

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1) Social worker's role as collaborator works well with clients and with other professionals. Most often, social workers work with health care facilities and programs, educational institutions, law enforcement or legal systems, military programs, and financial institutions as the host setting. Social worker becomes a part of the interdisciplinary practice, referred to in this context, as (interprofessional practice or interprofessional collaboration, collaborative practice, and partnered practice). In this setting, it is important for a social worker to understand the philosophies, professional cultures, and language of those host settings and other professions.

In this setting, social workers must develop collaborative skills to navigate complex, and sometimes, frustrating working relationships with other professionals. To become effective professional collaborators, social workers need to use training in collaboration and negotiations with clients to initiate partnership for an expected positive outcome. Training area for interprofessional practice must include clear role of social work in general, and within the team.

To attain competency in interprofessional collaborative skills a social worker needs to train in values and ethics working with individuals of other professions. This focuses on maintaining a climate of mutual respect and shared values. Learns to assess and address patients using one's own knowledge and those other professions. Social worker is responsive with interprofessional communication manner, which support a team approach. And applying relationship-building values and principles of person-centered care, population health programs and policies that are safe, timely, efficient, and equitable.

It is important for a social worker to have the knowledge and skills in interprofessional collaboration to attain success with problem solving, linkages to tangible resources and

support, to perform strengths-based assessment of individual needs, supports, barriers, and community needs, and lastly, to institute proper interventions, education, health promotion and disease prevention. Building professional collaboration only begins as social worker becomes familiar with collaborator's professional socialization experience such as language, ethics, and culture.

Lastly, to become effective collaborator with other professionals, social worker's role must be clear. The blending and overlapping of roles of a social worker, (i.e., case manager, educator, and advocate) can become frustrations to other participants who are unable to fully participate in the intervention process.

## **2). a. Negotiating the Timing of the Termination –**

To serve as a guide as one's progresses through the intervention, termination is included as a goal. This goal is established by the social worker and the client at the beginning of the relationship. The ending date can be specified, same with mandated or managed care, in which agency must adhere to it. The pre-arranged dates sometimes do not always coincide with ideal termination date. Ideally, termination should happen when social workers and client have achieved the mutually formulated goals. Client may request additional sessions in task-centered models, and social workers may petition for extended number of sessions in managed care situation.

When negotiating termination of social worker's relationship, a provision of full information on possible nature and timing of termination is an obligation of a social worker to the client from the beginning. In many circumstances, social worker may have control over the timing, but in others, he/she can at least anticipate, if not change, the conditions. In the case of managed care or state contract restrictions, which may indicate inappropriate end dates, social

worker may prepare client for possible denial for the appeal. Similarly, if the services or programs and the position are being ended, social worker's obligation is to inform the client.

Built into the discussion about goals, contracts, and progress is the ongoing discussion about termination throughout the relationship. Maintaining dialogue with the client whether, together, they are accomplishing the work, and what else is needed to meet the goals. An ongoing discussion about termination is integral part of the work, whether end point has been set from the start.

Lastly, with the predetermined endings, social worker can regularly check in to reinforce the shared understanding of the point which the work will be completed. Some clients assume sessions can be extended at social worker's discretion, some expects that if they behave/perform well (in mandated clients), will dismiss early. Social worker always be as clear as possible to any limits, and what those limits mean for the client. Expect to experience difficult relationship-ending dynamics, even both sides clearly understand the end date.

#### **b. Processing Successes and Shortcomings –**

Discussion on the work that are going well, those that are not, and any approaches heading in the wrong direction is a must, and not reserved for last meeting. A summary of successes and areas for continued work provides perspective on the experience as a whole and insight into the client's view of the work. Framing it a "graduation" imparts a sense of achievement and client may feel pride and satisfaction. From an empowerment perspective, client's successes suggest their ability to act on their own needs. They will no longer views themselves as victims, but someone who had a power to successfully reach their goals.

It is common that clients will indicate of not making much progress, or that social worker believe they do. Clients may point out shortcomings and feel ending represents abandonment.

Some may express lack of confidence and inability to make their way independently. To address this, social worker needs to discuss the issue in detailed throughout the relationship in a transparent way. This must happen, whether the work will continue or not. Some clients who anticipate ending the working relationship, will threaten to leave the relationship early. Leaving early may minimize the sense of abandonment.

To some clients who identify shortcomings in social worker's work, a social worker must open to receive critical inquiry and answers. Unfolding the account of shortcomings or process may surprise the social worker, especially if the client has not expressed dissatisfaction along the way. Paying attention to the message and readiness to hear criticism is a learning opportunity for the social worker, as she/he remains open.