



SWK456/556 GENERALIST
PRACTICE WITH GROUPS,
ORGANIZATIONS, AND
COMMUNITIES

Core Competencies (Chapter 1)

- Competency 1: Demonstrate Ethical and Professional Behavior
- Competency 2: Engage Diversity and Difference in Practice
- Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
- Competency 4: Engage in Practice-informed Research and Research-informed Practice
- Competency 5: Engage in Policy Practice
- Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
- Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
- Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
- Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

[Council on Social Work Education (CSWE) 2015 EPAS Core Competencies]

- Competency 10: Integrate Professional Social Work Practice with Their Faith Developed Through Understanding a Christian Worldview (Nyack-specific)

Phases of Competent Social Work Practice (Chapter 1)

- **Engagement:** building rapport and trust with the client system.
- **Assessment and Planning:** the analysis of the major purpose for the work, the strengths of the client system, the resources available, any potential barriers to success in achieving the goal, and aspects of the environment that may support a solution.
- **Intervention:** the actions involved in implementing the plan in order to accomplish the agreed-upon goals. Generalist practice interventions vary widely.
- **Termination:** in general, the termination process includes discussing the development of the working relationship, reviewing the work and accomplishments, and planning to sustain the changes that have been achieved.
- **Evaluation:** helps to determine the effectiveness of various interventions. Practice evaluation and program evaluation; uses research methods.

Values and Ethics (Chapter 2)

- **Values** are strongly held beliefs.
- **Ethics** are rules of conduct that people follow in demonstration of those beliefs.
- We each have **personal** values and ethics; the social work profession (and most other professions!) has **professional** values and ethics.

Professional Social Work Values (Chapter 2)

CORE VALUES/ETHICAL PRINCIPLES

Service: Social workers' primary goal is to help people in need and to address social problems.

Social justice: Social workers challenge social injustice.

Dignity and worth of the person: Social workers respect the inherent dignity and worth of the person.

Importance of human relationships: Social workers recognize the central importance of human relationships.

Integrity: Social workers behave in a trustworthy manner.

Competence: Social workers practice within their areas of competence and develop and enhance their professional expertise.

Social Work Ethical Standards (Chapter 2)

Organized into the following categories:

1. Social workers' ethical responsibilities to clients
2. Social workers' ethical responsibilities to colleagues
3. Social workers' ethical responsibilities in practice settings
4. Social workers' ethical responsibilities as professionals
5. Social workers' ethical responsibilities to the social work profession
6. Social workers' ethical responsibilities to the broader society

Limits and Challenges (Chapter 2)

- Context (individual clients and social worker self-awareness)
- Critical thinking and professional judgment
- Diversity
- Ethics and the law (i.e., mandated reporting)
- Ethical dilemmas

Values and Ethics Case Scenario

- Read the provided ethical case scenario (prior to class if possible). In small groups, please discuss the following questions:

You are a social worker in a psychiatric hospital setting. While most patients are discharged from the hospital setting after only a few days, some patients are covered by insurance plans that allow for longer stays. However, the hospital mandates that patients be discharged as soon as possible, and discharge planning begins when patients are admitted. Your client, Bea, was admitted for psychiatric symptoms and is terrified to leave the hospital after a stay of more than two weeks. Your responsibility is to locate long-term housing and outpatient care for her. As you meet with her one morning, you find her tearfully pleading that she be allowed to stay longer, as she does not feel able to live independently. You are not sure that she is ready either, although the medical staff state that she is ready for discharge. You feel caught between the demands of your organization and the wishes of Bea.

- What three primary values does Bea's situation highlight?
- Is this an ethical dilemma? Justify your answer.
- In what section of the NASW (2017) Code of Ethics would you look for guidance?
- Apply one strategy for resolving ethical dilemmas that is discussed in this chapter to Bea's situation.
- How will you go about resolving this situation?
- Compare your response with other students. Do different strategies lead to different resolutions?