

Journal 3

Today in the class we discussed how to Conceptualize Social Work Practice and Key Terms: 1) Ecological Model, 2) Medical Model, 3) Variety of Roles, 4) Problem Solving Approach, 5) Approaches to Leadership. Social Work, according to Zastrow, is the professional activity of helping individuals, groups or communities to enhance or restore their capacity for social functioning and achieving their goals. Social work consists according to Zastrow in various techniques based on values and principles by providing counseling for families, individuals, groups.

Zastrow defined that social work practice requires human development and behavior knowledge. On the other hand, Zastrow points out the relationship between Social Worker and Social welfare. According to Zastrow, Social welfare fulfills social, financial, and health. Almost all the time social workers are employed in the field of social welfare. However, there are many other professional and occupational groups working in the field of social welfare which are psychologists, nurses, psychiatrists, planners, physicians, teachers, recreational therapists, attorneys.

Ecological models according to Zastrow have the main focus on changing personal behaviors while accounting for the influences of social, physical, and political environments. The Ecological model describes five levels of influence on behavior which are individual, interpersonal, organizational, community and policy.

Zastrow defines a medical model of disability when people are disabled by their impairments or differences. Examples provided by Zastrow are people with emotional or

behavioral problems which are then given medical labels such as schizophrenia, paranoia, psychosis, and insanity.

The variety of roles according to Zastrow for Social Work are enabler, mediator/broker, advocate, planner, and policy developer. With the role of enabler the worker takes on activities of a counselor, teacher, caregiver, and behavior changer. Mediator/broker, the focus of the social worker is the relationship between persons and the system with which they interact. Additional roles at the level of advocate are: program developer (promote and design programs to meet social needs), supervisor (increase the effectiveness of the services delivered), coordinator(improve delivery system by increased communication), consultant (providing guidance through suggesting ways to increase services efficiency).

Problem solving approaches according to Zastrow have the following steps: identify the possible problem of the problems, generate possible alternative solutions, evaluate the alternative solutions, select solutions and set goals, implement the solutions, follow up to evaluate the results of the solutions.

Approach to leadership

The five major approaches to leadership according to Zastrow are: the trait approach (which assumes that leaders have inherent personal characteristics, or traits, that distinguish them from followers), charisma (defined as an extraordinary power, as of working miracles. The charismatic must have a belief in the social-change), machiavellianism which is associated with the notion that the politics is amoral. Another approach that Zastrow points out is the position approach which defines leadership in terms of the authorities and it focuses on studying the behavior, training, and personal backgrounds of leaders in high-level positions. Authoritarian

leaders, according to Zastrow, have more absolute power than democratic leaders which tends the maximum of involvement and participation of every member in all decisions. The laissez-faire leaders participate very little and group members are left to the function.