GENERALIST PRACTICE

Foundations of Social Work Practice
1. multi-level interventions
2. eclectic knowledge base
3. addresses both private and social issues
• To help.

• “At first, do no harm.”

• “…specifying a cookbook recipe for social work practice is impossible because of the variety of problems encountered.”

• “…flexibility and creativity…”
• Is Social Work an art or a science?

• It’s both.

• It shouldn’t be exploratory surgery.

• Should always be based on all available research-based knowledge.
EVIDENCE-BASED PRACTICE

- Selecting interventions based on existing outcome studies
- When there are no studies in that area - be careful
- Informed consent: letting the client about possible outcomes
- Monitor your practice through systematic evaluation
OVERLAP WITH OTHER FIELDS
(ECLECTIC KNOWLEDGE & AUTHORITY QUESTIONS)

- Sociology
- Psychology
- Psychiatry
- Medicine
- Nursing
- Counseling
- Marriage & Family Therapy
- Christian Counseling
- Biblical Counseling
- Religion
- Law / Law Enforcement
- Politics
- Business
- Marketing

The darkened area reflects a common core of interviewing and counseling skills used by the helping professions.
UNIQUE CHARACTERISTICS OF SOCIAL WORK

1. Can work with any problem - do not refuse or refer
2. Identify target systems - individuals to governments
3. Advocate for clients (balance)
4. NASW Code of Ethics
5. Self-determination of clients
GENERALIST PRACTICE

“the application of an eclectic knowledge base, professional values, and a wide range of skills to target systems of any size, for change within the context of four primary processes.”
FOUR PROCESSES OF GENERALIST PRACTICE

1. Empowering clients
2. Working within an organizational structure
3. Assuming a wide range of professional roles
4. Applying critical thinking skills to the planned change process
FIGURE 1.2  ◆ The Definition of Generalist Practice: A Pictorial View

Organizational Structure
- Supervision
- YOU
  - As Generalist Practitioner
  1. Knowledge
  2. Skills
  3. Values

Application
- Emphasizing client empowerment
- Assuming a wide range of professional roles
- Using critical thinking
- Following a planned change process

TARGET SYSTEM

Macro System
- Mezzo System
- Micro System
## THEORIES

### SYSTEMS
- Systems
- Dynamic
- Input/output
- Homeostasis
- Equifinality

### ECOLOGICAL
- Social environment (P-I-E)
- Transactions
- Input/output
- Interface (root problem)
- Adaptation / coping
- Interdependence

Which is best?
causal attribution

What we actually believe causes a problem.
etiology

The scientific study of what causes a particular problem.
Nature vs. Nurture

etiology
Neurotransmitters
Nurture
Maslow's Hierarchy of Needs

- **Physiological**: breathing, food, water, sex, sleep, homeostasis, excretion
- **Safety**: security of body, of employment, of resources, of morality, of the family, of health, of property
- **Love/Belonging**: friendship, family, sexual intimacy
- **Esteem**: self-esteem, confidence, achievement, respect of others, respect by others
- **Self-actualization**: morality, creativity, spontaneity, problem solving, lack of prejudice, acceptance of facts
Maslow

1. Physiological Needs
   (food, shelter, water, & warmth)

2. Safety

3. Love

4. Esteem

5. Self-Actualization
social location of child’s family = power

Race / Ethnicity  
Class (Economics)  
Gender  
Age  
Health  
Job Status  
Geography  
Urban / Rural
social stratification
Weber
wealth
prestige
power
life chances
life chances
inequality

resources & choices
condition vs. opportunity
exposure vs. outcomes
No parent has full-time, year-round employment

- White: 27%
- Black: 50%
- Hispanic: 37%
Percentage of Children in Poverty

- **White**
  - Single Mom: 33%
  - Married Couple: 4%

- **Black**
  - Single Mom: 50%
  - Married Couple: 12%

- **Hispanic**
  - Single Mom: 47%
  - Married Couple: 19%


<table>
<thead>
<tr>
<th>Race and Hispanic origin</th>
<th>Poverty status</th>
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<tbody>
<tr>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td></td>
</tr>
<tr>
<td>Black, non-Hispanic</td>
<td></td>
</tr>
<tr>
<td>Mexican American</td>
<td></td>
</tr>
<tr>
<td>Below 100% poverty</td>
<td></td>
</tr>
<tr>
<td>100% poverty or above</td>
<td></td>
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</tbody>
</table>

- **≥10 µg/dL**
- **≥5 µg/dL**
- **≥2.5 µg/dL**

* Data for ≥10 µg/dL not shown. Estimate is considered unreliable (relative standard error is greater than 40 percent).

NOTE: Data from combined samples for 2001–2004. In this survey, respondents were asked to choose one or more races. All race groups in this figure refer to people who indicated only one racial identity. Mexican American children may be of any race.

SOURCE: Centers for Disease Control and Prevention, National Center for Health Statistics, National Health and Nutrition Examination Survey.
television
video games
internet
violence
advertising
consumerism

No Child Left Inside
community

“who is my neighbor”? interdependence

schools churches
West Nickel Creek
CONTENT AREAS

- Values & Ethics
- Diversity
- Cultural Competency
- Populations-at-Risk | Promotion of Soc. & Economic Justice
- HBSE (Human Behavior & the Social Environment)
- Policy
- Practice
- Research
- Field Education
CRITICAL THINKING

QUESTION 1.1 - P. 15
HIGHLIGHT 1.3 - P. 16
ETHICAL DILEMMAS
EMPOWERMENT

The process of increasing personal, interpersonal, or political power so that individuals can take action to improve their life situations.
EMPOWERMENT

Temptation to focus on individual dysfunction (problems)

Empowerment works better from a strengths perspective.
An orientation focusing on client resources, capabilities, knowledge, abilities, motivations, experience, intelligence, and other positive qualities that can be put to use to solve problems and pursue positive change.
STRENGTHS PERSPECTIVE

Saleebey’s principles of the *Strengths Perspective*:

1. Every individual, group, family, and community has strengths.

2. Trauma and abuse, illness, and struggle may be injurious but they may also be sources of challenge and opportunity.
Saleebey’s principles of the *Strengths Perspective*: (cont.)

3. Assume that you do not know the upper limits of the capacity to grow and change and take individual, group and community aspirations seriously.

4. We best serve clients by collaborating with them.

5. Every environment is full of resources.
RESILIENCY

The ability of an individual, family, group, community, or organization to recover from adversity and resume functioning even when suffering serious trouble, confusion, or hardship.
Risk - Resilience Paradigm
Nature vs. Nurture

risk factors
Risk Factors
Fraser & Terzian

any event, condition, or experience that increases the probability that a problem will be formed, maintained, or exacerbated
Risk Factors

cumulative

long-term effects

interactive
Risk Factors

environmental

- poverty
- disorganized neighborhoods
- low neighborhood attachment
- pollution

(conception & gestation as well)
Risk Factors

interpersonal / social

- poor family communication
- inadequate child-parent bond
- addiction in family
- failing schools
- low school commitment
- rejection by conforming peers
- acceptance by antisocial peers
Risk Factors

- familial history of addiction
- sensation-seeking orientation
- poor impulse control
- attention deficits
- hyperactivity
Protective Factors
Fraser & Terzian

resources
(individual or environmental)
that minimize the impact of risk
Nature vs. Nurture

protective factors
Protective Factors
Fraser & Terzian p. 9

environmental
- educational & employment opportunities
- caring relationships with adults
- social support from non-family members
- support from church
Protective Factors
Fraser & Terzian p. 9

interpersonal / social

- attachment to parents
- caring relationships with siblings
- low parental conflict
- high levels of commitment to school
- beliefs in pro-social norms and values
Protective Factors
Fraser & Terzian p. 9

individual

- social and problem-solving skills
- positive attitude
- temperament
- high intelligence
- low childhood stress
- spirituality
Resilience

Perseverance
Toughness
Bounce - Back
Emotional Intelligence

Can Be Built Through
Protective Factors
Resilience = Risk Factors + Protective Factors

accumulation
etiology

cumulative

complex

single causes are a myth
SIZES OF TARGET SYSTEMS

OLD
- casework
- group work
- community organization

NEW
- micro - individuals
- mezzo - small groups
- macro - communities & organizations
ROLES OF SOCIAL WORKERS

- counselor
- educator
- broker
- case manager
- mobilizer
- mediator
- facilitator
- advocate
1. Careful scrutiny of what is stated as true or what appears to be true

2. Creative formulation of an intervention