Chapter 1 Outline: Introduction to Generalist Practice with Organizations and Communities

**Learning Objectives**

LO 1-1 Describe the Scope of Generalist Practice

LO 1-2 Define the Process of the Generalist Intervention Model

LO 1-3 Recognize Sources That Guide Professional Values and Ethics in Practice

LO 1-4 Demonstrate Awareness of Personal Values

LO 1-5 Describe the Wide Range of Practice Skills Used to Target Systems of Any Size

LO 1-6 Differentiate Client Empowerment, Strengths, and Resiliency

LO 1-7 Engage Human Diversity

LO 1-8 Advocate for Human Rights and the Pursuit of Social and Economic Justice

LO 1-9 Work Effectively Within an Organizational Structure

LO 1-10 Attend to a Wide Range of Professional Social Work Roles

LO 1-11 Use Critical Thinking Skills

LO 1-12 Use a Planned Change Process

**Chapter Outline**

Introduction

**LO 1-1 Describe the Scope of Generalist Practice**

**Generalist practice** – the application of an eclectic knowledge base, professional values and ethics, and a wide range of skills to target any size system for change within the context of three primary principles, a context, and four major processes (CSWE, 2008, EP 2.1).

**LO 1-2 Define the Process of the Generalist Intervention Model (GIM)**

Seven Step Planned Change Method

* Step 1: Engagement
* Step 2: Assessment
* Step 3: Planning
* Step 4: Implementation
* Step 5: Evaluation
* Step 6: Termination
* Step 7: Follow-Up

Figure 1.1 Planned Change Steps in the Generalist Intervention Model

Figure 1.2 Steps in the Planned Change Process – Initiating Macro Change

* Example: A Micro Approach
* Example: A Mezzo Approach
* Example: A Macro Approach
* Three primary principles of generalist practice:
  + An emphasis on client empowerment, strengths, and resiliency,
  + An understanding of how human diversity characterizes and shapes the human experience and is critical to the formation of an identity,
  + Advocacy for human rights and the pursuit of social and economic justice.
* Four major processes of generalist practice:
  + A wide range of professional roles;
  + Critical thinking skills;
  + Research-informed practice;
  + Seven-step planned change process.

Highlight 1.1 Dimensions in the Definition of Generalist Practice

Figure 1.3 Definition of Generalist Practice

**Defining Generalist Practice: Acquisition of an Eclectic Knowledge Base**

Understanding Systems Theories –One Component of an Eclectic Knowledge Base

* + - Conceptualizing Systems in Macro Practice
    - Defining the Macro Client System
    - Identifying the Target System
    - Defining the Change Agent System
    - Identifying the Action System
  + Human Behavior and the Social Environment (HBSE)
  + Social Welfare Policy and Policy Practice
  + Social Work Practice
  + Utilizing Research
    - Exploration
    - Description
    - Explanation
    - Evaluation
  + Values and Principles that Guide Generalist Practice

**LO 1-3 Recognize Sources That Guide Professional Values and Ethics in Practice**

* ***Values*** – “principles, qualities, and practices that a designated group, individual, or culture deems inherently desirable. Values…give direction concerning what is right and wrong….values provide general guidelines for behavior” (p. 13).
* ***Ethics*** – “principles based on a set of values and establish more explicit guides to behavior….ethics involve how you behave based on these values” (p. 13).

National Association of Social Workers (NASW) *Code of Ethics*

International Federation of Social Workers/International Association of Schools of Social Work E*thics in Social Work, Statement of Principles*

Highlight 1.2 Core Values in the NASW Code of Ethics

**LO 1-4 Demonstrate Awareness of Personal Values**

* Managing Ethical Dilemmas

**LO 1-5 Describe the Wide Range of Practice Skills Used to Target Systems of Any Size**

Historical – Three categories of skills

* + Casework
  + Group work
  + Community organizing

**LO 1-6 Differentiate Client Empowerment, Strengths, and Resiliency**

* **Empowerment** – “process of increasing personal, interpersonal, or political power so that individuals can take action to improve their life situations” (Gutierrez, 2001, p. 210).
* **Strengths perspective** – an orientation that focuses on client system resources, capabilities, knowledge, abilities, motivations, experience, intelligence, and other positive qualities that can be used to solve problems and pursue positive changes (CSWE, 2008, 2.10e; Saleebey, 2009; Sheafor & Horejsi, 2012).
* **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 (Glicken, 2006).

Highlight 1.3 Resiliency: Seeking Strength Amid Adversity

**LO 1-7 Engage Human Diversity** The Importance of Human Diversity

Recognizing the Influence of Differences

* **Human diversity** – differences among individuals and groups involving a wide range of variables including: age, class, race, gender, ethnicity… (CSWE, 2008).
  + Discrimination
  + Oppression
  + Economic deprivation
  + Discrimination
  + Stereotypes

Highlight 1.4 Variables of Human Diversity

Highlight 1.5 Empowerment of Lesbian and Gay People at the Macro Level

**LO 1-8 Advocate for Human Rights and the Pursuit of Social and Economic Justice**

* Advocacy – “the act of representing, championing, or defending the rights of others” (p. 19)
* Human Rights – “involve the premise that all people, regardless of characteristics or circumstances (including those of race, culture, nationality, class, orientation, age, gender, ability, religion, or beliefs), are entitled to basic rights and fair, humane treatment” (pp. 19-20).
* Social Justice – “the philosophical perspective that all people have the right to enjoy equal opportunities in economic, political, and social realms” (p. 20).
* Economic Justice – “concerns the distribution and redistribution of resources in a fair and equitable manner” (p. 20).

**LO 1-9 Work Effectively Within an Organizational Structure**

* **Organizational structure** – “formal and informal manner in which tasks and responsibilities, lines of authority, channels of communication, and dimensions of power are established and coordinated within an organization” (p. 20).
* Using supervision appropriately

**LO 1-10 Attend to a Wide Range of Professional Social Work Roles**

* + **Role**  “an expected behavior pattern for a person having a specified status or being involved in a designated social relationship” (21).

Enabler

Mediator

Manager

Educator

Analyst/Evaluator

Broker

Facilitator

Initiator

Negotiator

Mobilizer

Advocate

Maintaining a Professional Identity and Professional Roles

**LO 1-11 Use Critical Thinking Skills**

* **Critical thinking** – “how individuals think about the truth inherent in a situation or statement, or how they analyze an issue to formulate their own conclusions” (p. 26).
* A Formula for Critical Thinking
  + Triple A approach (Kirst-Ashman, 2010)
    - 1. Ask questions
      2. Assess the established facts and issues involved.
      3. Assert a concluding opinion.
* Avoiding Fallacies
* A Final Note on Critical Thinking and Generalist Practice

Highlight 1.6 More Fallacies to Avoid When Using Critical Thinking

**Utilizing Research-Informed Practices**

* **Research-informed practice** – “the use of approaches and interventions in practice that research has determined are effective” (29).
* **Evidence-based practice** – “careful, thoughtful, and conscientious use of the best evidence available to implement interventions that have been proven effective in specific practice situations (as cited p. 29).

**LO 1-12 Use a Planned Change Process**

* Engagement
* Understanding Assessment: Identifying Issues and Collecting Information
  + Identifying Your Client System
  + Assessing the Client System‘s Problems and Needs from a Macro Perspective
    - Diversity
  + Identifying Client Strengths
* Planning in macro practice
* Implementing and Evaluating macro practice
* Managing Termination in macro practice
* Engaging in Follow-up in macro practice
* Specific Steps for Pursuing Planned Change in Macro Practice
* Why Do You Need to Know About Practice with Organizations and Communities?

**Understanding Macro Practice: Three Models of Community Organization**

Historical Perspectives

* Social action
* Social planning
* Locality development

The Importance of Historical Perspectives

Highlight 1.7 Updating Traditional Models of Community Organization

Highlight 1.8 Generalist Practice with Organizations and Communities in Historical Context

**Chapter Summary**

**Competency Notes**

**Social Work CourseMate Website**

**Suggested Activities or Discussion Topics**:

Review the NASW Code of Ethics and the International Federation of Social Workers, Statement of Ethical Principles. Compare and discuss the similarities and differences between these two documents.

**Websites**:

Council on Social Work Education - <http://www.cswe.org/>

National Association of Social Workers (NASW) *Code of Ethics-* [*https://www.socialworkers.org/pubs/code/code.asp*](https://www.socialworkers.org/pubs/code/code.asp)

International Federation of Social Workers*, Statement of Ethical Principles*

<http://ifsw.org/policies/statement-of-ethical-principles/>

International Association of Schools of Social Work *Ethics in Social Work*

<http://www.iassw-aiets.org/>

**YouTube videos:**

Social Workers in Action – 2 minutes and 35 seconds - <http://www.youtube.com/watch?v=EbvjmBcE-e0>

“Radical” Social Work’s History and Future: Our Field, Our State, Our Year” – 1 hour and 27 minutes – UW-Madison School of Social Work - <http://www.youtube.com/watch?v=Gxf0tKzG9YE>

Social Work Roles – 7 minutes and 36 seconds – A very well done student video that reviews the social work roles. <http://www.youtube.com/watch?v=ZKyPDIFJbQw>