HBSE II - Notes Unit I
Theories, Perspectives and Background Information

Social Work is the professional activity of helping individuals, groups, or communities enhance or restore their capacity for social functioning and creating societal conditions favorable to that goal.

- work toward enhancing problem-solving skills, coping skills
- expand developmental capacity (at all levels of functioning)
- broker to services, resources and opportunities
- promote effectiveness and human operation of organizations and communities

Multidimensional Approach to clients and problems:

What are the basic client systems?
1.

2.

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What skills are necessary to work with any of the client systems?

Why is critical thinking important in the process?

The "Systems" perspective is a Meta theory for Social Work practice. The perspective emphasizes:

Additional theories to consider:
Structural Functional theory:

Conflict Theory:

Feminist perspective:

Social Constructionist perspective:

Symbolic Interaction:

Labeling theory (Cooley's "looking glass-self"):

Rational Choice Perspective:

Social Exchange:

Social Behavioral Perspective:

Classical conditioning:

Operant conditioning:

Cognitive social learning:

Humanistic Perspective:

Empowerment:

Strengths perspective:

For the remainder of the course, we will draw from these theories (and a few additional theories as well) to assess aspects of interaction "systems" that influence human functioning, specifically human behavior in the social environment. We will begin with addressing the environment in which a person lives.

The Environment and Transactionalism:

Key Concepts for understanding the relationship between behavior and the physical environment:

Relevant theories
        Stimulation theories propose:

        Control theories propose:

        Behavior settings theories propose:

What is biophilia - and why is it important to consider for human behavior?

What are the most influential features of the natural environment?

Built environments can influence human behavior, specifically:
    Sociofugal spaces:

    Sociopetal spaces:

How can place attachment impact human behavior?

How can the physical environment influence a person's development across the lifespan?

Childhood:

Adolescence:

Adulthood:

Late life:

An individual's culture has huge ramifications for their behavior. What is culture?

Two types of paradigms:
1. Traditional (dominant)
     Positivistic

     Scientific

     Objective

     Quantitative

     Masculine/Patriarchal perspectives

     Whiteness

     Separateness/Impersonality

     Oppositional/Competitive

     Privileged

2. Alternative
     Interpretive

     Intuitive

Subjective

Qualitative

Feminine/Feminist perspective

Diversity

Interconnection/Personal

Integrative/Complementary

Oppressions

Cultural relativism:

Individuals tend to be "ethnocentric" (especially in the U.S.) -why is this relevant?

What are the primary dimensions of cultural identity?

How is a culture maintained?

How is a culture adapted?

What are the different aspects of culture that can impact a person's behavior?

Why is it important to recognize that social life has patterns?

Systems in place socially have expected functions. Examples include:

Changes in social institutions and social structure impact how individuals behave. In the U.S. we track many social institutions and structures focusing on current trends.

Economics:

Education:

Government and politics:

Social welfare:

Healthcare:

Families and kinship systems:

Religion:

Mass media:

Implications for practice:

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Notes Unit II
Families and Small Groups

Family of origin versus family of creation:

Theoretically, families satisfy our needs for:

What is the difference between manifest functions and latent functions of family?

How we define families makes a big impact on interactions and expectations. What issues are involved with defining family in the U.S. culture?

How does the systems perspective apply to families?

The developmental perspective assesses family over time. What are common life cycle changes that occur for a family?

          unattached young adult:

          newly married couple:

          family with young children:

family with adolescent children:

launching family:

family in later life:

What is the difference between a normative and non-normative stressor?

From the psychodynamic perspective, it is interesting to consider Bowen's theory:
Level I:

Level II:

Level III:

Level IV:

What is the ABCX Model of family stress and coping about?

The conflict perspective considers what to be relevant to family functioning?

How does Maslow's "hierarchy of needs" fit into the assessment of families?

Why is the strengths perspective important in working with families?

What are the current demographic trends regarding U.S. families?

How does marital status and family composition impact family functioning?

What are the social implications?

What rights / benefits does an individual receive from marriage?

How can diversity impact family functioning?

Arguably the most common family issue in the U.S. is divorce, what are the statistics on divorce in the U.S.?

Higher risk years for divorces occur:

How you fight in a relationship is more important than what you fight about or how often fighting occurs. Why?
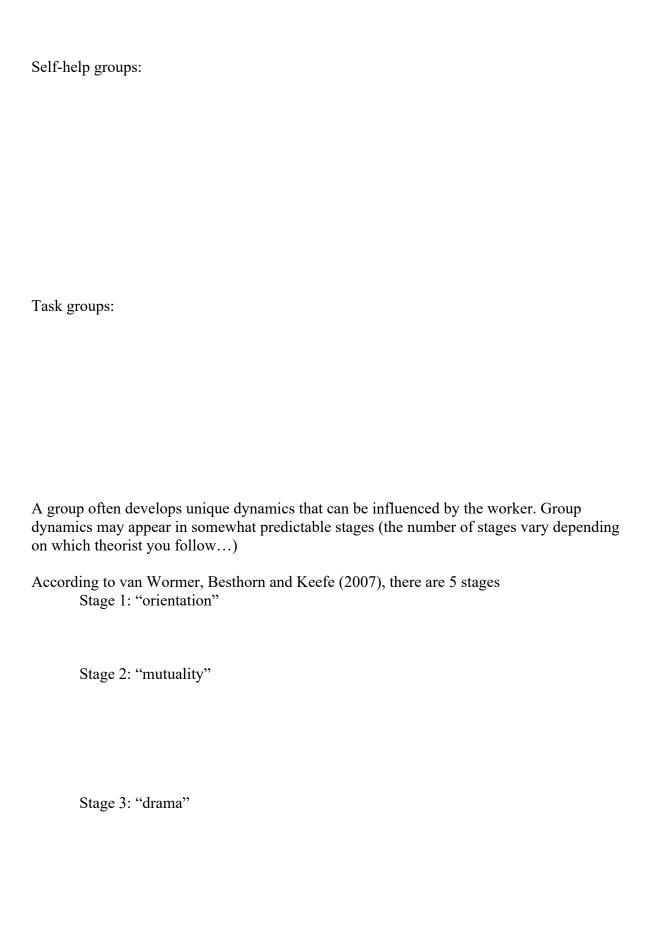
People may have vulnerabilities they are unaware of:

Many successful couples do not solve their problems they out last them - this is called the:

Additional things to consider include:

skill building and improved communication:

the use of good intervention tools:

keeping each family member involved:

What are the implications for social work practice with families?

What is a small group?

The loneliness is considered to be a major health risk – why?

Loneliness connects with perceptions:

Our assessment of social interactions may change over time:

Common benefits of group include:
    A sense of belonging:

    A chance for reality testing:

    A source of mutual aid:

    A means of empowerment:

What strengths does a fully functioning or integrated person typically display?

To assist a person to function at his/her full potential it is relevant to address:

Openness to experience:

Inner-directedness:

Accuracy of perception:

Deep interpersonal relations:

Sensory awareness and peak experiences:

Spontaneity, autonomy, and creativity:

How can involvement in a group be an empowering experience?

How is group work relevant to social work practice?

What is a therapy group?

What is a mutual aid group?

Psycho- educational groups are used for:

Self-help groups:

Task groups:

A group often develops unique dynamics that can be influenced by the worker. Group dynamics may appear in somewhat predictable stages (the number of stages vary depending on which theorist you follow…)

According to van Wormer, Besthorn and Keefe (2007), there are 5 stages
        Stage 1: "orientation"

        Stage 2: "mutuality"

        Stage 3: "drama"

Stage 4: "love ties"

Stage 5: "blossoming"

Approach versus avoidance:

Dependence versus independence:

What can a worker do to ensure success of a group?

Planning:

Norms:

What skills are needed for a leader to effectively help group (and individual) functioning?

What functions/roles should an effective leader play for group interactions?

What are the general leadership styles? How do these relate to group interactions?
    Autocratic (Authoritarian):

    Laissez-faire:

    Democratic (Authoritative):

How can the physical environment impact group processes?

Practice implications for group work:

HBSE II Notes Unit III
Formal Organizations, Communities and Social Movements

How do formal organizations differ from small groups?

Theoretical perspectives on formal organizations (highlights)

What are some benefits of organizations?
Durable:

Reliability:

Accountability:

Goals of formal organizations:

How can effective goals be set?

What is involved in a bureaucracy?

How can leadership impact an organization?

Theories of Organizational Leadership include:
     Trait:

     Positional:

Situational:

Style:

Theory X, Theory Y and Theory Z:

Democratic leadership:

What qualities does an effective organizational leader display?

What needs motivates people?

        Need for achievement:

        Need for affiliation:

        Need for power:

What forms of communication commonly exist in formal organizations (directions)?

How can communication within an organization have an impact?

What can contribute to a breakdown in communication within an organization?

How can conflict impact an organization?
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What aspects of an organization can create (or amplify) conflict?

Conflict should always be addressed in an organization – if allowed to continue the conflict with rarely resolve on its own and in most cases will only get worse….an extreme result would be workplace violence.

When working with (or within) an organization – what are the implications for professional practice?

What is a community?

Theoretical perspectives on communities (highlights)

What elements are present in a "healthy" community?

How can values and beliefs influence community functioning?

How can diversity impact communities?

How are social workers involved with communities and how has this changed over time?

Principles of community organization
     1.

     2.

     3.

     4.

     5.

6.

7.

Knowledge and roles needed for community work include:

Current focus for community work includes:

In working with communities – what are the implications for professional practice?

What is a social movement?

Social work has a long history of involvement with social movements including:

Theoretical perspectives on social movements (highlights)

How do social movements form?

What are some basic stages in the life of a social movement?

Types of social movements include:

What are the implications for professional practice with social movements?