

### **3 essential components of profession:**

#### **Values**

- worth which man attaches to certain things, systems or person within realm of usefulness, truth, goodness or beauty. Formulation of preferred behavior held by individuals or group.
- William Gordon states that to “value” something is to prefer it and measure of the extent of a preference what is price, effort or sacrifice one will obtain what is preferred whether article, behavior or state of affair.

#### **Knowledge**

- Refers to what it thought to be as confirmed by the reality.
- Refers to what, in fact seems to be, established by the highest standards of objectivity and rationality of which man is capable.

#### **Skills**

- Ability expertness or proficiency gain from practice and knowledge.
- Application with doing

## **THE PHILOSOPHY OF SOCIAL WORK**

- Derived from the society of which it is a part
- “man has worth and dignity”
- This belief is associated with democratic theory, which views man as having worth because he is capable of reason, of rational analysis and choice.

## **THE VALUES OF SOCIAL WORK**

1. Each person has the right to self-fulfillment deriving his inherent capacity and thrust towards that goal.
2. Each person has the obligation, as a member of society, to seek ways of self-fulfillment that contribute to the common good.
3. Society has the obligation to facilitate the self-fulfillment of the individual and the right to enrichment through the contribution of its individual members.
4. Each person requires for the harmonious development of his powers socially provided and socially safeguarded opportunities for satisfying his basic needs in the physical psychological, economic, cultural, aesthetic and spiritual realm.
5. As society becomes more complex and interdependent increasingly specialized social organization is required to facilitate the individual's effort at self-realization.
6. permit both self-realization and contribution to society by the individual, social organization must make available socially provided devices for needs satisfaction as wide in range, variety and quality as the general welfare allows.

## **DESCRIPTION OF MAN (Leonard Schneiderman)**

### **1. Natural vs Transcendental View**

- Naturalistic View can explain by science.
- Naturalistic View, man is part of nature
- Transcendental View can never fully explain man partly due to our ignorance and partly because man has a potential to transcend the natural order of things to choose, to create and to be rational

**2. Man as Social, Asocial or Anti-social** - Social, men aspire to live on good terms with others to be part of and to contribute to group life, making personal goals subservient to group goals.

- Asocial, they are discreet (unnoticeable) individuals who came together to form groups for their mutual protection and safety.
- Anti-social, self-seeking egotistical out to extend personal gain at the expense of others

### **3. Democracy's view of Man**

- man viewed as capable of reason of rational analysis and choice

## **DOMINANT VALUES OF FILIPINO**

1. **SOCIAL ACCEPTANCE** – defines as being taken by one's fellows for what one is, or believes he is and being treated in accordance with his status.

### **a. Smooth Interpersonal Relation S.I.R**

1. Pakikisama which means giving in concession or following the lead of suggestion of another.
2. Euphemism means stating of an unpleasant truth, opinion, or request as pleasantly as possible.
3. Go Between or tulay means 3rd party who will carry a message

**b. Amor Propio** is a term used to refer to the sensitivity to personal affront and functions to protect the individual against loss of social acceptance. Hiya is fear of exposure of one's insecure self.

### **2. Emotional Closeness and Security in a Family**

- This value is believed to be facilitated through the following: sacrificing individual interest for the good of the family, parental striving to give their children an education even at great cost to themselves older

### **3. Authority Value**

- Belief that families will remain close if someone exerts firm authority, and that such person must be respected and obeyed.
- Closely relate to the authority value is the respect for traditions and rituals no matter how impractical they have become.

#### **4. Personalism**

- Attaches major importance to personal factors which guarantees intimacy, warmth, and security of kinship and friends in getting things done.
- E.g tiwala, kakilala, walang pakialam

#### **5. Utang na Loob**

- Debt of gratitude
- It is granted when a transfer of goods or service takes place between individuals belonging to two different groups
- Returning the favor “with interest”

#### **6. Patience, Suffering and Endurance**

- A person must suffer before he can gain happiness, and related to it is that which many still believe, that women, particularly must suffer in silence.

# **Seven Principles of the Social Work Relationship**

Felix Biestek

## **PURPOSEFUL EXPRESSION OF FEELINGS**

- Recognition of the client's need to express feelings freely
- Worker listens purposefully
- Worker neither discourages nor condemns the expression of feelings
- Sometimes worker actively stimulates and encourages expression of feelings

## **CONTROLLED EMOTIONAL INVOLVEMENT**

- The worker is sensitive to the client's feelings
- Makes effort to understand their meaning
- A purposeful, appropriate use of the worker's emotions in response to the client's feelings
- Controlled and objective emotional involvement in the client's problem
- Controlled emotional involvement in the client as a person

## **ACCEPTANCE**

- The recognition of client's innate dignity, worth, equality, basic rights, and needs
- Regardless of client's individual qualities arising from heredity, environment, behavior, or any other source.
- Acceptance does not mean approval of the client's behavior, attitudes, or standards
- Acceptance includes thought and feeling elements, and is expressed primarily in the manner of service.

## **INDIVIDUALIZATION**

- The recognition and understanding of each client's unique qualities
- Differential use of principles and methods to assist client toward change
- Individualization is based on the right of human beings to be individuals
- Right to be treated not just a human being but as this human being with these personal differences.

## **NON-JUDGEMENTAL ATTITUDE**

- Based on the conviction that the helping process precludes:
  - assigning guilt or innocence
  - degree of client responsibility for causation of the problems or needs
- Does include making evaluative judgments about the attitudes, standards, or actions of the client

## **CLIENT SELF-DETERMINATION**

- Based upon the right of the individual to make their own choices and decisions
- The client has a right and a need, within certain limitations, to have freedom in making their own decisions/choices
- Worker has a duty to respect that right, in theory and in practice
- refrains from any direct or indirect interference
- positively helps the client to exercise that right.

## **CONFIDENTIALITY**

- The protection of secret/private information disclosed in the professional relationship
- Confidentiality is a basic right of the client
- An ethical obligation of the worker
- Necessary for effective helping
- The client's right, however, is not absolute
- The client's information is often shared with other professional persons within the agency and in other agencies
- Written permission is required to divulge information to other agencies

Two concepts that sw'ers usually experienced when dealing with clients:

### **Ambivalence**

- Conflicts between two opposing tendencies within oneself are manifested in day to day experiences of social workers
- Mixed feelings

### **Transference**

- Client unconsciously transfer to the social worker attributes or characteristics of some important or powerful persons in his early life.

### **Counter transference**

- Worker's unconscious response to the client's unconscious transference.



## **ETHICS**

- The science that treats of morals and right conduct

## **PROFESSIONAL ETHICS**

- System of ethical principles and rights of conduct generally accepted by the members of a professional group, based on philosophy, values, guiding principle of that profession.

It has two aspect:

1. Profession's code of ethics which is written expression of some of these principles and rules of conduct for the guidance of professional group.

2. Unwritten principles and rules of conduct PASWI CODE OF ETHICS

1. Believing in the inherent worth and dignity of all person emanating from a supreme being who directs our actions of love for one another.

2. Believing that every human being has natural and social rights capacities and responsibilities to develop his full potential as a human being.

3. Believing in the human being's capacity to change and recognize the value of unity in diversity, individual differences and pluralism in society.

4. Believing in free men and women living in a free society where poverty, in all forms, is neither a fate nor a punishment but is a condition that can and must be change.

5. Believing in the family as a basic unit of society and its vital role in the growth and development of the individual, the family system and the community.

6. Believing that the government, the private sector and the public have a joint responsibility to promote social justice and to ensure the political, economic and social well-being of all people.
7. Believing in the role of social workers as agents and advocates of change and in the promotion of professionalism, responsibility and accountability.
8. Believing that our professional practice is deeply rooted in our cultural values.

Standards of ethical conduct:

**A. Relative to Self and the Profession**

- To conduct myself in a manner consistent with the philosophy, principles, values and beliefs of the social work profession.
- To act at all times with honesty, openness and transparency in all my professional transactions.
- To constantly work towards my own professional advancement so as to contribute to the promotion of social work practice
- To contribute time and professional expertise to activities that promotes respects for the integrity and competence of social workers.
- To contribute time and professional practice wisdom to colleagues and other professionals
- To be vigilant and act to prevent the unauthorized and unqualified practice of social work.
- To support the professional association duly organizes and constituted for the professional welfare of all social workers
- To respond and volunteer my professional services in times of emergency.
- To uphold and protect the dignity and integrity of the profession
- To promote cultural values that will enhance the practice of the social work profession

## **B. Relative to Clients**

- To uphold the basic human rights of clients and to serve them without discrimination
- To accept primary responsibility and accountability to clients, respecting their right to self-determination and observe confidentiality in all my dealings with them
- To seek out the marginalized and ensure equal access to the resources, services and opportunities required to meet basic needs.
- To expand choice and opportunity for all persons, with special regard for disadvantaged or oppressed groups or Persons

## **C. Relative to Colleagues**

- To acknowledge and respect the professional expertise of other disciplines, extending all necessary cooperation that will enhance effective service.
- To bring any violation of professional ethics and standards to the attention of the appropriate bodies inside and outside the profession and ensure that relevant clients are properly involved.
- To advocate with legislative and policy bodies for the welfare of all colleagues

## **Unwritten Duties and Obligations Expected of a Professional Social Worker**

### **A. Duties toward clients**

- A professional deals with clients openly and frankly
- A professional is patient, tolerant and consideration of the clients point of view
- A professional never use threat or deceit
- A professional never is punctual in keeping appointment and makes no compromises she cannot keep
- A professional is careful and thorough in dealing with client problems
- A professional never discriminates against any client, giving so-called “hopeless” cases as much attention as promising ones
- A professional will act in relation to a client’s problems only on the basis of adequate knowledge of client’s situation

### **B. Duties toward colleagues and the profession**

- A professional is courteous and fair in dealing with co-workers
- A professional cooperates with co-workers in the pursuit of common goals
- A professional should maintain high standards of honor, integrity and morality
- A professional does not exploit her professional membership, and distinguishes between activities she does as a private citizen and as a member of the profession.

### **Purposes served by a professions Code of Ethics**

- It helps check abuses, which can result from the powers and privileges accompanying the monopoly enjoyed by a profession.
- It provides the community same protection against abuses by members of profession
- It sets forth basic principles which serve as guidelines to members of profession, and which are helpful in the socialization of future professional
- It sets guidelines for relationships, if not specific duties of members to each other, to their clients and to other groups
- It is a useful resource for the enrichment or improvement of the professional curriculum

**ETHICAL DILEMMA** usually faced by social workers

**I. Manipulation:** the matter of influencing clients to act in the way a worker wants them to act in response to a given situation, or manipulating agency reports to justify budgetary requests.

**II. Advocacy:** Some promote unnecessary conflict situations, resorting to various machinations, including the use of insult, embarrassment, distortion of the truth, disruption and violence.

**III. Conflicting loyalties:** Would loyalty to a client's cause such as where human dignity or survival is involved be a justifiable reason for not upholding loyalty to one's organization or colleague group? This is where professionals unite against outsider who threaten the privileges and rewards of the group

**IV. Cultural and other realities:** Personalistic culture calls for the use of personal connections to facilitate action on a client's request. This quite often mean that one has to disregard accepted agency rules or channels. Political influence is when a worker remains on the job only because of political influence and engages in activities that is not acceptable to the others in the agency.

## Important Names to Remember

**Pumphrey** states, “Surely there was more ethical than unethical, more value-based than value-defying social work.

**Justice Ramon San Jose**, addressed the successful examinees in the 1963 bar examinations. “The legal profession, next to priesthood is the most exalted and dignified; it is an apostleship of justice...

**Ross** states, “Obligation and freedom are polar opposites: freedom is an absence of constraint, and obligation and constraining...” “...All social life seems to me based on genuine morality, whose core is obligation, and whose condition for existence is choice, and so freedom to choose.”

## INTRODUCTION TO SOCIAL WORK PRACTICE

1967 National Workshop on social Work Education resulted to:

- Dictated that schools teach social work methods based on generics approach
- Develop skills based on generic aspects of the methods used by social worker
- Integrated method of Social Work Practice US = Generalist Social Approach PH
- Against the separation of Methods (Casework, Group Work, Community Organization): Herbert Bisno, Comptom and Galaway
- Herbert Bisno – the inclusion of a quantitative attribute of the potential transaction unit in the designation of the method has led to an illicit bond between a given method and a given, but arbitrary restricted and limiting client system

## **Bisno's 9 Social work method**

1. Adversary
2. Conciliatory
3. Developmental
4. Facilitative-Instrumental
5. Knowledge Development & Testing
6. Restorative
7. Rule-Implementing
8. Rule making

**Comptom and Galaway-** the traditional model encourages the dichotomous thinking that:

-Community Organizer will work to produce community change, the case worker to produce individual change, and the group worker either depending on the nature of the groups, instead on maintaining the primary focus of SW intervention in the person-situation interaction.

-Has led to the training of specialists in each of these methods who tend to see the problems of their clients in terms of their own methodological preference, rather than in terms of a complete assessment of the client situation interaction.

**Micro Approaches-** focus on the individual

**Macro Approaches-** directed towards community or larger social systems



### **Filipino clients are multi-problem clients**

The essential elements in SW practice are:

- Client PERSON
- Worker PLACE
- Problem PROBLEM
- Process PROCESS

**PLANNED CHANGE**- a change originating from decision to make a deliberate effort to improve the system and to obtain the help of an outside agent in making this improvement.

**Client System (CS)**- System that is being helped

**Outside Agent**- professional Agent

**Problem**- or situation assessed is the reason of entry of the change agent

**Process**- or the development of the helping relationship. It consists 7 phases.

**Change Force**- increases the willingness of the CS for change

**Resistance Force**-reduces the willingness of CS for change