

Group Work

in Organizational and Community Settings

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Spring 2025 SOWK 487

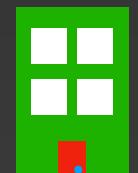
Plan for Week 15

Agenda

- * Prioritizing your values activity
- * Conceptual Framework for CBPR groups
- * Ethical Dilemmas in Macro Social Work Practice
- * Working in teams and multidisciplinary settings
- * Energizer activity

Learning Objectives

- Be able to explain what a Community-Based Participatory Research Partnership is and some of the criteria for how we would measure the effectiveness.
- Demonstrate and discuss ethical responses in a community practice setting
- Describe what makes for effective interdisciplinary team processes

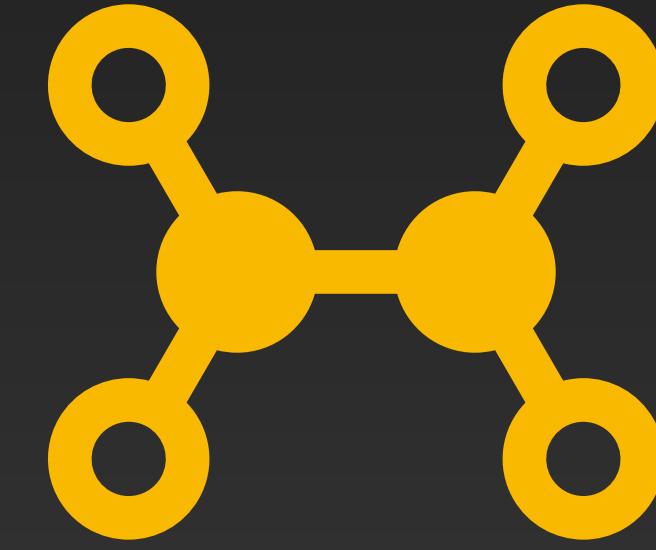


Prioritize Your Values

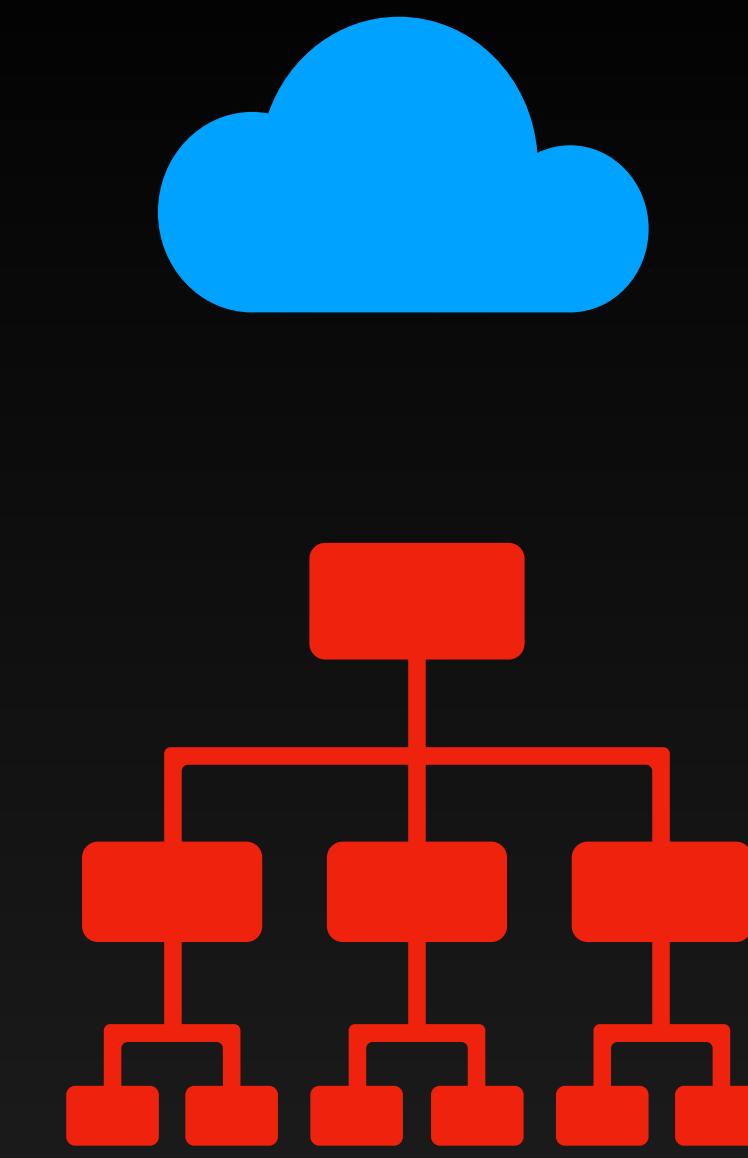
Put First Things First

- Acceptance
- Family
- Friends
- Health
- Honesty
- Love
- Money
- Respect
- Spirituality
- What you want





Structural
Characteristics



Group
Dynamics
Characteristics
of Effective
Partnerships



Partnership
Programs and
Interventions

**Conceptual Framework for Assessing
Group Dynamics as an Aspect of the
Effectiveness of the CBPR Partnership
Process**

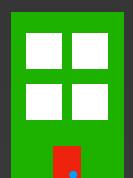
Environmental
Characteristics

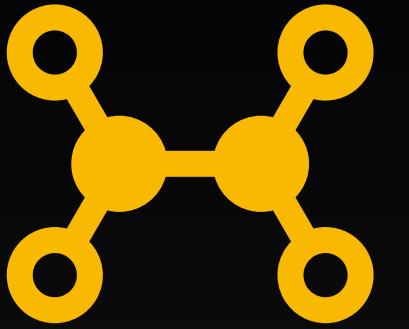
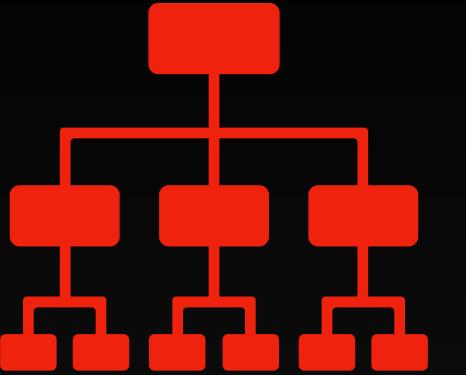
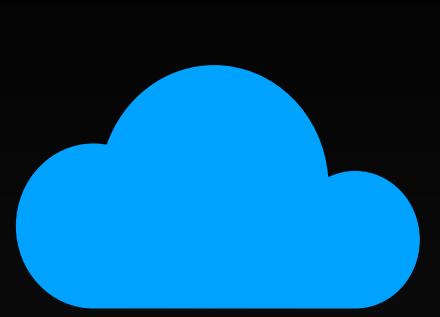


Intermediate
Measure of
Partnership
Effectiveness



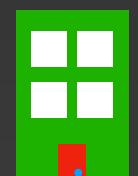
Output Measures
of Partnership
Effectiveness

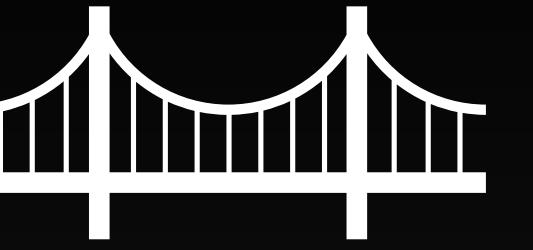
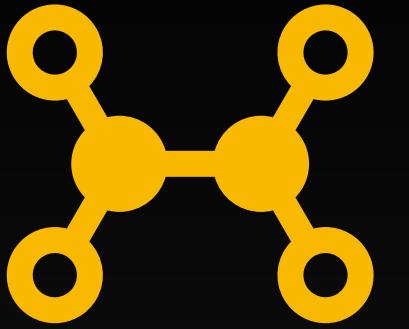
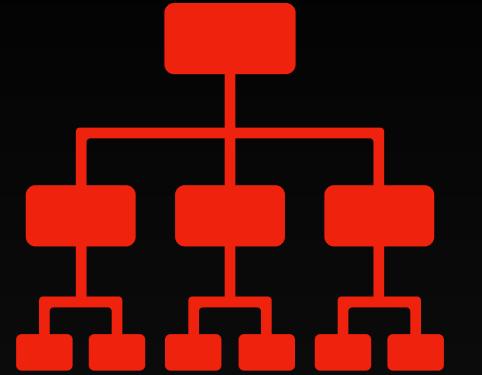




Environmental Characteristics

- Previous collaboration
- Community response to issue
- Geographic/cultural diversity
- Social and economic determinants of health
- Challenges/barriers (e.g. institutional policies, time constraints)



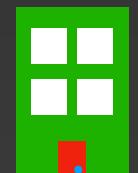


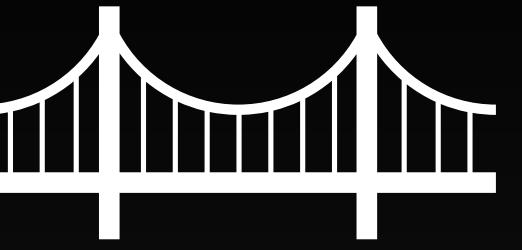
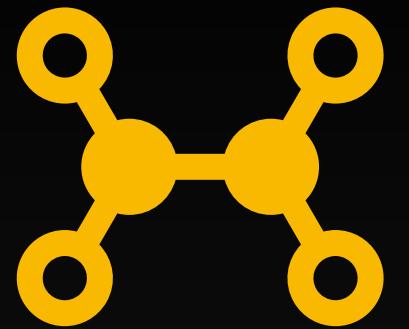
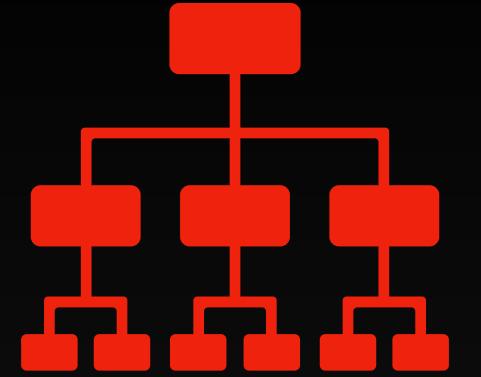
Structural Characteristics

Membership

Complexity

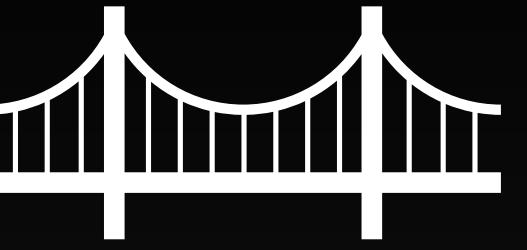
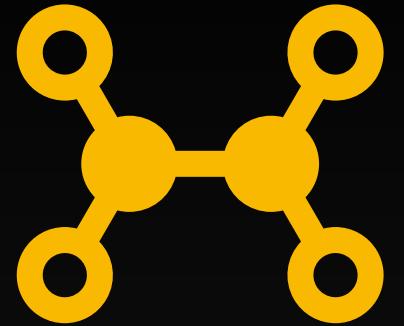
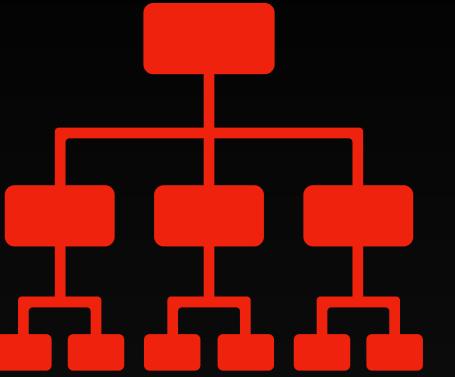
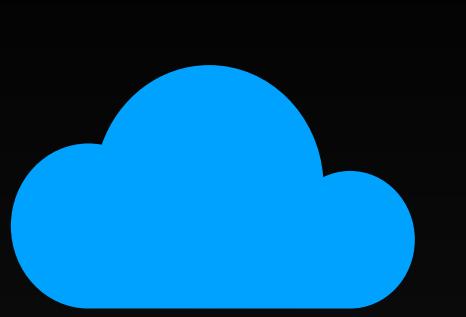
Formalization





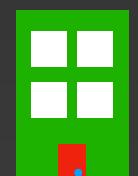
Group Dynamics Characteristics of Effective Partnerships

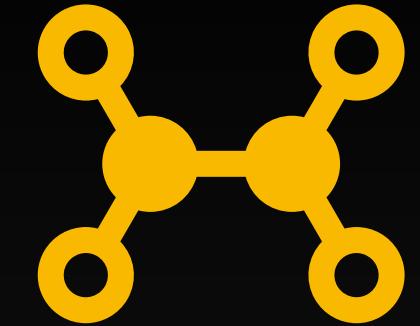
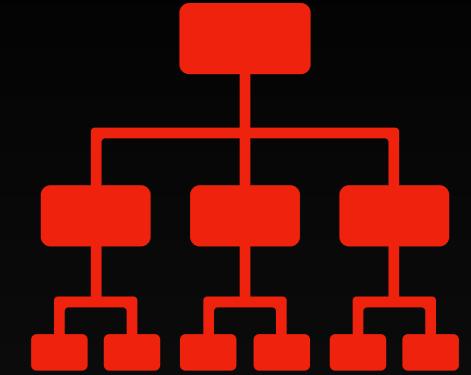
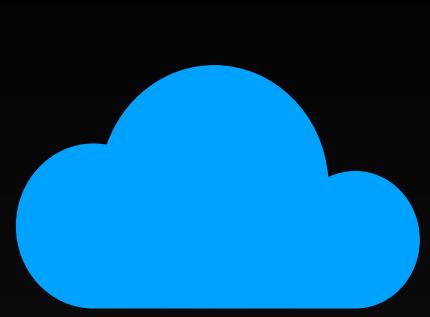
- **Shared leadership**, including task and maintenance leadership behaviors
- Two-way **open communication**
- Recognition of conflicts and **constructive conflict resolution**
- Cooperative development of goals and shared vision
- Participatory **decision making process** that are flexible and use consensus for important decisions
- Agreed-upon **problem-solving processes**
- **Shared power**, influence and resources
- Development of **mutual trust**
- Collaborative evaluation of both **task/goal** and **process objectives**
- Well-organized meetings with collaboratively developed agendas and facilitation consistent with these characteristics (**management**)



Group Dynamics Characteristics of Effective Partnerships

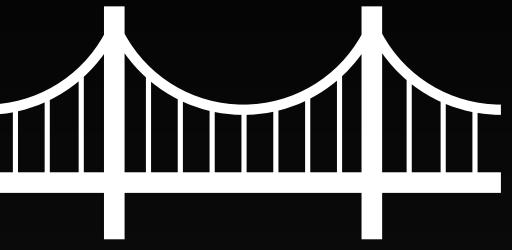
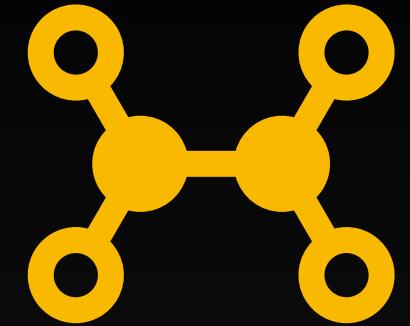
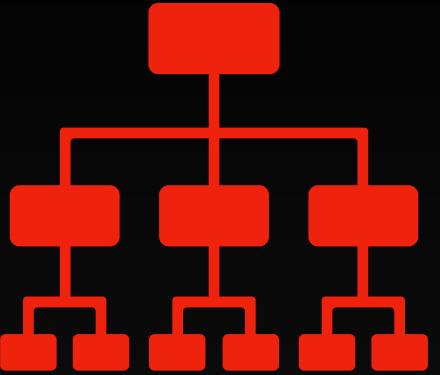
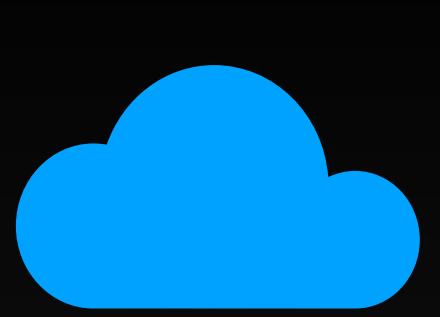
Partnership
Programs and
Interventions





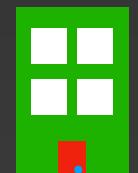
Intermediate Measure of Partnership Effectiveness

- **Perceived effectiveness** of the group in achieving its goals
- **Perceived** personal, organizational, and community **benefits** and **costs of participation**
- **Extent of membership involvement**
- **Shared ownership and cohesiveness/commitment to collaborative efforts**
- Individual, group and community empowerment: **Future expectations of effectiveness**
- Bridging social ties
- Synergy



Output Measures of Partnership Effectiveness

- Achievement of program and policy objectives (e.g., collaborative problem solving, quality of life, health)
- Institutionalization of programs and/or partnerships





Ethical Dilemmas

in Macro Social Work Practice

Disciplinary Perspectives

A Type of Progression

multidisciplinary



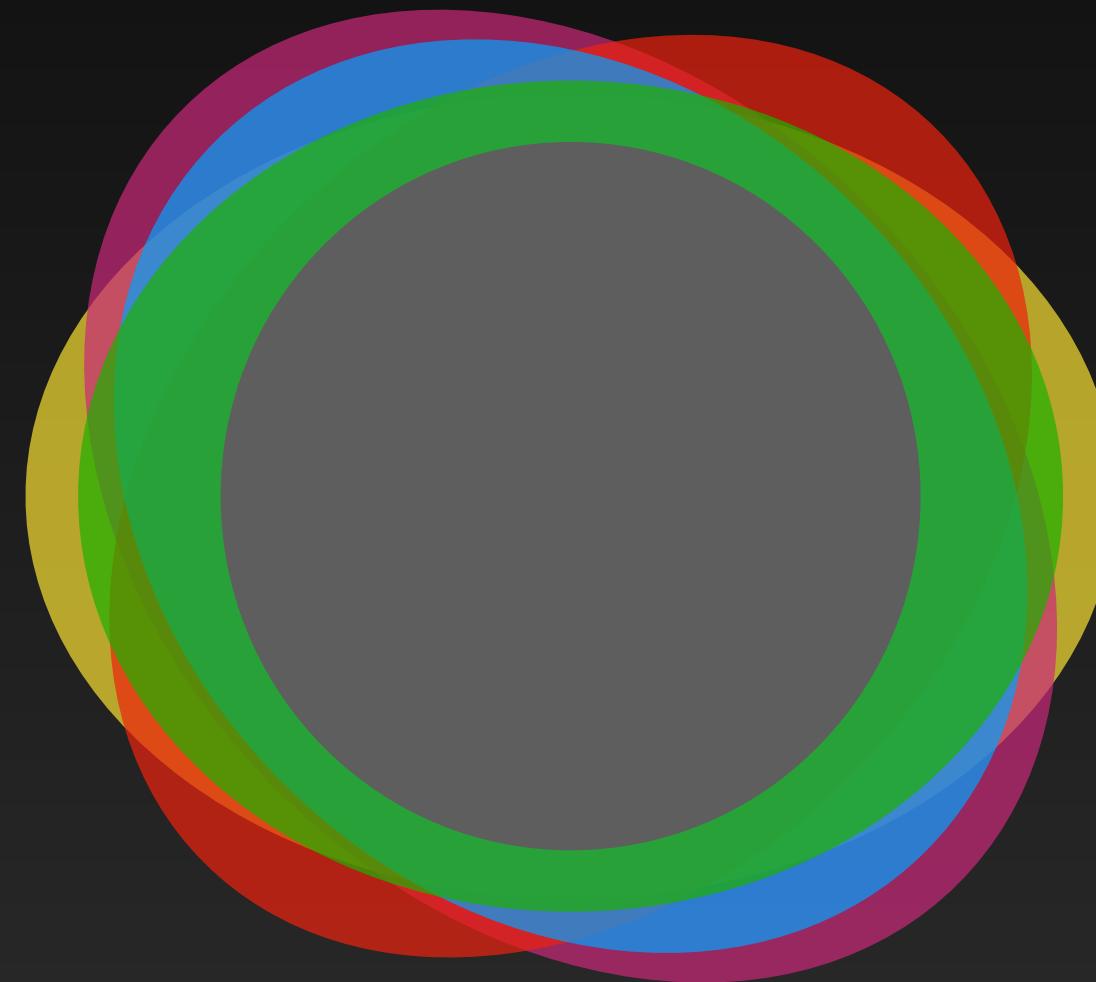
Multidisciplinarity draws on knowledge from different disciplines but stays within their boundaries

interdisciplinary

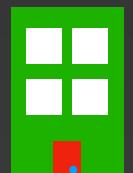


Interdisciplinarity analyzes, synthesizes and harmonizes links between disciplines into a coordinated and coherent whole

transdisciplinary



Transdisciplinarity integrates the natural, social and health sciences in a humanities context, and transcends their traditional boundaries



Local Examples

of multidisciplinary or interdisciplinary groups



Photo by Antenna on [Unsplash](#)

Definition of a Team

What is included in a team

Different Disciplines

Common Purpose

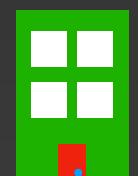
Professional Perspectives

Client and Family Integration

Active Communication

Expertise-Based Roles

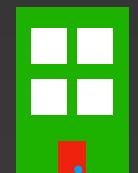
Collaboration



Characteristics of a "good team"

as identified by team members

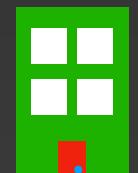
- Good communication
- Respecting/understanding roles
- Appropriate skill mix
- Quality and outcomes of care
- Appropriate team processes and resources



Characteristics of a "good team"

as identified by team members

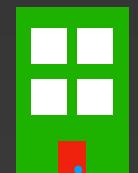
- Clear vision
- Flexibility
- Leadership and management
- Team culture
- Training and development opportunities



Characteristics of a "good team"

as identified by team members

- External image of the service
- Personal attributes
- Individual rewards and opportunity



Ninja

