<table>
<thead>
<tr>
<th>Competency</th>
<th>Chapter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Competency 1: Demonstrate Ethical and Professional Behavior</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context.</td>
<td>1, 7, 13, 14</td>
</tr>
<tr>
<td>Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations</td>
<td>1, 4, 5</td>
</tr>
<tr>
<td>Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication</td>
<td>1, 6, 7</td>
</tr>
<tr>
<td>Use technology ethically and appropriately to facilitate practice outcomes</td>
<td>1, 6, 14</td>
</tr>
<tr>
<td>Use supervision and consultation to guide professional judgment and behavior</td>
<td>1, 4</td>
</tr>
<tr>
<td><strong>Competency 2: Engage Diversity and Difference in Practice</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels</td>
<td>3, 5, 6, 7, 8, 9, 10, 11, 12</td>
</tr>
<tr>
<td>Present themselves as learners and engage clients and constituencies as experts of their own experiences</td>
<td>1, 5, 8, 14</td>
</tr>
<tr>
<td>Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies</td>
<td>1, 4, 5, 7, 8</td>
</tr>
<tr>
<td><strong>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels</td>
<td>4, 5, 8, 9</td>
</tr>
<tr>
<td>Engage in practices that advance social, economic, and environmental justice</td>
<td>3, 4, 5, 9</td>
</tr>
<tr>
<td><strong>Competency 4: Engage In Practice-informed Research and Research-informed Practice</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Use practice experience and theory to inform scientific inquiry and research</td>
<td>2, 3, 8, 14</td>
</tr>
<tr>
<td>Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings</td>
<td>2, 4, 8, 10, 14</td>
</tr>
<tr>
<td>Use and translate research evidence to inform and improve practice, policy, and service delivery</td>
<td>1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14</td>
</tr>
<tr>
<td><strong>Competency 5: Engage in Policy Practice</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services</td>
<td>1, 4, 5, 11, 12</td>
</tr>
</tbody>
</table>
Introduction to Group Work Practice, An, Global Edition

Table of Contents

Cover
CSWE EPAS 2015 Core Competencies and Behaviors in This Text
Title Page
Copyright
Dedication
Contents
Preface
1. Introduction
   Organization of the Text
   The Focus of Group Work Practice
   Values and Ethics in Group Work Practice
     Practice Values
     Practice Ethics
   Definition of Group Work
   Classifying Groups
     Formed and Natural Groups
     Purpose and Group Work
     Treatment and Task Groups
   Group Versus Individual Efforts
     Advantages and Disadvantages of Treatment Groups
     Advantages and Disadvantages of Task Groups
   A Typology of Treatment and Task Groups
   Treatment Groups
     Support Groups
     Educational Groups
Table of Contents

Growth Groups
Therapy Groups
Socialization Groups
Self-Help Groups

Task Groups
  Groups to Meet Client Needs
  Groups to Meet Organizational Needs
  Groups to Meet Community Needs

Summary
Key Terms
Analytical Questions

2. Historical and Theoretical Developments

Knowledge from Group Work Practice and Practice Research: Treatment Groups
  Group Work in South Africa
  Differences Between Casework and Group Work
  Intervention Targets
  The Weakening of Group Work
  Current Practice Trends
  Divergent and Unified Practice Models
  Evidence-based Group Work Practice
  The Popularity of Psycho-educational, Structured, Practice Models

Knowledge from Group Work Practice: Task Groups

Knowledge from Social Science Research

Influential Theories
  Systems Theory
  Psychodynamic Theory
  Learning Theory
  Field Theory
  Social Exchange Theory
  Constructivist, Empowerment, and Narrative Theories

Summary
Table of Contents

Key Terms
Analytical Questions

3. Understanding Group Dynamics
   The Development of Helpful Group Dynamics
   Group Dynamics
      Communication and Interaction Patterns
      Group Cohesion
      Social Integration and Influence
      Group Culture
   Stages of Group Development
   Summary
Key Terms
Analytical Questions

4. Leadership
   Leadership, Power, and Empowerment
      Leadership, Empowerment, and the Planned Change Process
      Theories of Group Leadership
      Factors Influencing Group Leadership
      Effective Leadership
   An Interactional Model of Leadership
      Purposes of the Group
      Type of Problem
      The Environment
      The Group as a Whole
      The Group Members
      The Group Leader
   Group Leadership Skills
      Facilitating Group Processes
      Data-Gathering and Assessment
      Action Skills
      Learning Group Leadership Skills
      Leadership Style
# Table of Contents

Co-leadership
Summary
Key Terms
Analytical Questions

5. Leadership and Diversity
   Approaches to Multicultural Group Work
   A Framework for Leading Diverse Groups
     Developing Cultural Sensitivity
     Assessing Cultural Influences on Group Behavior
     Intervening with Sensitivity to Diversity
   Summary
   Key Terms
   Analytical Questions

6. Planning the Group
   Planning Focus
   Planning Model for Group Work
     Establishing the Group's Purpose
     Assessing Potential Sponsorship and Membership
     Recruiting Members
     Composing the Group
     Orienting Members
     Contracting
     Preparing the Environment
     Reviewing the Literature
     Selecting Monitoring and Evaluation Tools
     Preparing a Written Group Proposal
     Planning Distance (or Online) Groups
   Summary
   Key Terms
   Analytical Questions

7. The Group Begins
# Table of Contents

Objectives in the Beginning Stage
- Ensuring a Secure Environment
- Introducing New Members
- Defining the Purpose of the Group
- Confidentiality
- Helping Members Feel a Part of the Group
- Guiding the Development of the Group
- Balancing Task and Socio-emotional Foci
- Goal Setting in Group Work
- Contracting
- Facilitating Members Motivation
- Addressing Ambivalence and Resistance
- Working with Involuntary Members
- Anticipating Obstacles
- Monitoring and Evaluating the Group: The Change Process Begins

Summary
Key Terms
Analytical Questions

8. Assessment

Conducting Effective Assessments
- Focus on Group Processes
- External Constituencies and Sponsors

The Assessment Process
- How Much Information?
- Diagnostic Labels
- Assessment Focus
- Relationship of Assessment to the Change Process and Problem Solving

Assessing the Functioning of Group Members
- Methods for Assessing Group Members

Assessing the Functioning of the Group as a Whole
- Assessing Communication and Interaction Patterns
- Assessing Cohesion
Table of Contents

Learning by Role Playing
Environmental Interventions
Connecting Members to Concrete Resources
Expanding Members' Social Networks
Contingency Management Procedures
Modifying Physical Environments

Intervening in the Group as a Whole
  Changing Communication and Interaction Patterns
  Changing the Group's Attraction for Its Members
  Using Social Integration Dynamics Effectively
  Changing Group Culture

Changing the Group Environment
  Increasing Agency Support for Group Work Services
  Links with Interagency Networks
  Increasing Community Awareness

Summary
Key Terms
Analytical Questions

11. Task Groups: Foundation Methods
   The Ubiquitous Task Group
   Leading Task Groups
     Leading Meetings
     Sharing Information
     Enhancing Involvement and Commitment
     Developing Information
     Dealing with Conflict
     Making Effective Decisions
     Understanding Task Groups Political Ramifications
   Monitoring and Evaluating
   Problem Solving
     A Model for Effective Problem Solving
       Identifying a Problem
Table of Contents

Developing Goals
Collecting Data
Developing Plans
Selecting the Best Plan
Implementing the Plan

Summary
Key Terms
Analytical Questions

12. Task Groups: Specialized Methods

Small Organizational Groups
  Brainstorming
  Variations on Brainstorming
  Focus Groups
  Nominal Group Technique
  Multi-attribute Utility Analysis
  Quality Improvement Groups

Large Organizational Groups
  Parliamentary Procedure
  Phillips' 66

Methods for Working with Community Groups
  Mobilization Strategies
  Capacity-Building Strategies
  Social Action Strategies

Summary
Key Terms
Analytical Questions

13. Ending the Groups Work

Factors that Influence Group Endings
The Process of Ending
Planned and Unplanned Termination
  Member Termination
# Table of Contents

Worker Termination  
Ending Group Meetings  
Ending the Group as a Whole  
   Learning from Members  
   Maintaining and Generalizing Change Efforts  
   Reducing Group Attraction  
   Feelings About Ending  
   Planning for the Future  
   Making Referrals

Summary  
Key Terms  
Analytical Questions

## 14. Evaluation

Why Evaluate? The Group Worker’s View  
  Reasons for Conducting Evaluations  
  Organizational Encouragement and Support  
  Time Considerations  
  Selecting a Data Collection Method

Evaluation Methods

Evaluations for Planning a Group  
  Obtaining Program Information  
  Needs Assessment

Evaluations for Monitoring a Group  
  Monitoring Methods

Evaluations for Developing a Group  
  Single-System Methods  
  Case Study Methods  
  Participatory Action Research Methods (PARS)

Evaluations for Determining Effectiveness and Efficiency

Evaluation Measures  
  Choosing Measures  
  Types of Measures
# Table of Contents

Summary  
Key Terms  
Analytical Questions  

Appendices  
Appendix A. Standards for Social Work Practice with Groups  
Appendix B. Group Announcements  
Appendix C. Outline for a Group Proposal  
Appendix D. An Example of a Treatment Group Proposal  
Appendix E. An Example of a Task Group Proposal  

References  

Author Index  
A  
B  
C  
D  
E  
F  
G  
H  
I  
J  
K  
L  
M  
N  
O  
P  
Q  
R
Table of Contents