

CHAPTER 2

Social Work Theories

MULTIPLE CHOICE QUESTIONS

1. In social work, theory provides _____.
 - a) an explanatory framework
 - b) a way of organizing practice
 - c) a relatively clear direction and structure for intervention
 - d) a way of seeing
 - e) all of the above
2. Developing an expertise in a theoretical approach and applying it consistently is known as a(n) _____.
 - a) eclectic approach
 - b) purist approach
 - c) strength-based approach
 - d) cognitive approach
 - e) structural approach
3. Choosing a pertinent theory involves critically thinking about _____.
 - a) the aim of practice and the practice context
 - b) the perceived merits and conceptual rigour of a particular theory
 - c) one's own intellectual and theoretical inclination
 - d) both A and B
 - e) all of the above
4. Until recently, the vast majority of well-known authors of social theories belonged to the _____ group.
 - a) white males
 - b) indigenous people
 - c) white females
 - d) males from the Global South
 - e) people of colour
5. When examining theoretical perspectives, it is vital to ask the following question(s): _____.
 - a) Are these theories created with multiple contexts and cultures in mind?
 - b) What are the implications for practice?
 - c) What is the popularity of the theory?
 - d) both A and B
 - e) all of the above
6. Ecosystem theories are _____.
 - a) focused on the environment
 - b) no longer used in social work practice
 - c) one of the most influential sets of ideas to shape social work practice
 - d) used only to explain biological processes
 - e) none of the above
7. Onion-peeling theories describe theories like _____.
 - a) psychodynamic theory
 - b) behavioural theory

- c) story-telling theory
- d) feminist theory
- e) both A and B

8. Ecosystem theories include _____.

- a) onion-peeling theory
- b) faulty-engine theory
- c) story-telling theory
- d) all of the above
- e) none of the above

9. Ecosystem theories _____.

- a) study reciprocal relationships among individuals
- b) examine mutually influencing factors in the environment
- c) seek holistic change by examining interacting components
- d) all of the above
- e) none of the above

10. Mary Richmond's early text *Social Diagnosis* is today recognized as a(n) _____.

- a) onion-peeling theory
- b) systems approach
- c) guide to modern social work
- d) psychiatric manual
- e) explanation of society

11. _____ sees all organisms as systems, composed of subsystems, and in turn part of super systems.

- a) General systems theory
- b) Multiple systems theory
- c) Attachment theory
- d) Social work theory
- e) Post-modern theory

12. Individuals both affect and are affected by _____ systems.

- a) satellite
- b) solar
- c) family
- d) behavioural
- e) circulatory

13. According to Uri Bronfenbrenner, _____ must be considered in order to understand human development.

- a) the microsystem
- b) the mesosystem
- c) the exosystem
- d) the macrosystem
- e) all of the above

14. Ecosystem theories help identify _____.

- a) interacting risks
- b) protective factors
- c) faulty thinking

- d) both A and B
- e) all of the above

15. In psychodynamic theory, the id represents the _____.

- a) conscience
- b) internalization of values and norms of society
- c) reality principle
- d) powerful forces of drives, instincts, and desires
- e) control over drives and desires

16. Sigmund Freud identified _____ stage(s) through which humans move as they age.

- a) the oral
- b) the anal
- c) the phallic
- d) the latency
- e) all of the above

17. _____ developed a theory of how seeking attachment to others is a basic drive.

- a) Carl Rogers
- b) Sigmund Freud
- c) Ludwig von Bertalanffy
- d) John Bowlby
- e) Charles Darwin

18. Theories of attachment focus on _____.

- a) client self-determination
- b) early childhood development
- c) sex-role stereotypes
- d) inner drives
- e) cognitions

19. Carl Rogers developed the _____ approach.

- a) psychodynamic
- b) feminist
- c) person-centred
- d) cognitive-behavioural
- e) structural

20. Person-centred approaches focus on _____.

- a) putting the client at the centre of practice
- b) notions of dignity and respect
- c) client self-determination
- d) a non-directive relationship with the client
- e) all of the above

21. Counter-transference refers to _____.

- a) translocation of past experiences to the present without conscious awareness
- b) therapist's emotional reaction to a client
- c) client's emotional reaction to a therapist
- d) all of the above
- e) none of the above

22. _____ demonstrate(s) the powerful and longstanding influence of psychodynamic theories.

- a) Freudian slip
- b) Oedipus complex
- c) separation anxiety
- d) both A and B
- e) all of the above

23. _____ theories tend to be structured and directive.

- a) Onion-peeling
- b) Mountain-moving
- c) Faulty-engine
- d) Feminist
- e) Ecosystem

24. Behaviour therapy aims to _____.

- a) help individuals work through unhelpful patterns of relating
- b) alter an individual's maladaptive reactions to a stimulus
- c) help individuals develop innovative supports through systems and networks
- d) both A and B
- e) all of the above

25. Behavioural approaches emerged from the work of _____.

- a) B.F. Skinner
- b) Sigmund Freud
- c) John Bowlby
- d) Carl Rogers
- e) Michel Foucault

26. Behaviour therapy alters human behaviour using _____ methods.

- a) rewards
- b) biofeedback
- c) reinforcement
- d) all of the above
- e) none of the above

27. Cognitive-behavioural theories assume that _____.

- a) thinking mediates emotions and behaviours
- b) faulty thinking leads to psychological distress and dysfunction
- c) altering distorted thinking and behaviour reduces stress and dysfunction
- d) both A and B
- e) all of the above

28. Homework assignments and practice skills are common in _____.

- a) the psychodynamic approach
- b) the cognitive-behavioural approach
- c) the person-centred approach
- d) both A and B
- e) none of the above

29. Critique(s) of faulty-engine theories state that _____.

- a) they are highly individualistic in focus
- b) they do not address importance of therapeutic relationship
- c) the theory is lacking evidence
- d) both A and B
- e) all of the above

30. _____ argued that language and discourses are not neutral.

- a) B.F. Skinner
- b) Sigmund Freud
- c) Max Weber
- d) Michel Foucault
- e) Mary Richmond

31. _____ have been influential in the development of storytelling theories.

- a) Social constructionist theories
- b) Psychodynamic theories
- c) Feminist theories
- d) Behavioural theories
- e) Mountain-moving theories

32. Anti-oppressive social work practice falls under _____ core themes.

- a) five
- b) eight
- c) ten
- d) twelve
- e) fifteen

33. _____ focus practice on participatory and/or revolutionary consciousness-raising and political action.

- a) Mountain-moving theories
- b) Storytelling theories
- c) Faulty-engine theories
- d) Onion-peeling theories
- e) Ecosystem theories

34. Historically, _____ reinforced the importance of equality and laid the groundwork for equal opportunity.

- a) socialist feminists
- b) post-modern feminists
- c) Marxist feminists
- d) radical feminists
- e) liberal feminists

35. _____ were early users of the term "patriarchy."

- a) Post-modern feminists
- b) Radical feminists
- c) Marxist feminists
- d) Black feminists
- e) Socialist feminists

36. _____ highlighted the distribution of power as a critical component of women's oppression.

- a) Black feminists
- b) Liberal feminists

- c) Marxist feminists
- d) Socialist feminists
- e) Post-modern feminists

37. The goal of anti-oppressive social work practice is _____.

- a) to acknowledge the existence of oppression
- b) to fight for change
- c) to understand the complex nature of identities
- d) both A and B
- e) all of the above

38. From an anti-oppressive practice perspective, labelling is considered _____.

- a) destructive
- b) desirable
- c) disrespectful
- d) aggressive
- e) all of the above

39. _____ is/are examples of how colonial practices have impacted Indigenous communities.

- a) Residential schools
- b) The Sixties Scoop
- c) Overrepresentation of Indigenous children in child welfare systems
- d) both A and B
- e) all of the above

40. An Indigenous approach to social work requires a broad, grounded, contextual understanding of _____.

- a) Indigenous land treaties
- b) Indigenous health problems
- c) residential schools
- d) Indigenous peoples in their totality
- e) Indigenous culture

41. Structural social work focuses on the impact of _____ social structures.

- a) family
- b) community
- c) bureaucracy
- d) both B and C
- e) all of the above

42. Structural social work focuses on the _____ practice strategy.

- a) normalization
- b) dialogical relations
- c) person in their environment
- d) both A and B
- e) all of the above

43. The overall contribution of mountain-moving theories is _____.

- a) to help people understand what prevents them from moving forward
- b) to shift the focus of practice attention
- c) to explore how stories can be reinterpreted
- d) to consider interactions between people and their physical environment

e) to change some of the often apolitical and oppressive practices in social work

44. According to Lester Parrott, two important elements of empowerment are _____.

- a) power and control
- b) power and self-actualization
- c) partnership and control
- d) partnership and power
- e) control and self-actualization

45. Working collaboratively with clients requires _____.

- a) involving them in the assessment process
- b) ensuring transparency
- c) seeking out their views
- d) involving them in decision making
- e) all of the above

46. The purpose of reflexive practice is _____.

- a) to allow social workers to reflect on how power relations shape interactions with clients
- b) to help to assure critical engagement with the theory/practice dialectic
- c) to help develop good clinical reflexes
- d) to mirror what clients are experiencing
- e) both A and B

47. Trauma-informed practice approaches consider the impact of _____.

- a) the present on the future
- b) the past on the present
- c) the future
- d) the present
- e) both A and B

48. Trauma is defined as _____.

- a) an irrational underlying fear despite normal functioning on the surface layer
- b) inability to move forward and forget or repress early childhood experiences
- c) an exposure to an extraordinary experience that presents a physical or psychological threat to oneself or others and generates a reaction of helplessness or fear
- d) none of the above
- e) all of the above

49. Which is NOT a key principle of trauma-informed social work?

- a) safety
- b) trust
- c) collaboration
- d) empowerment
- e) none of the above

50. Storytelling approaches are applicable at the _____.

- a) individual level
- b) organizational level
- c) collective level
- d) global level
- e) both A and B

51. Narrative therapy focuses on _____.

- a) how stories can be "re-authored" to enable more positive life outcomes
- b) how clients can share their stories with others
- c) how to structure life stories coherently
- d) improving narrative expertise
- e) all of the above

52. The use of _____ is critical in solution-focused therapy.

- a) problem-solving
- b) positive talk
- c) self-care
- d) language
- e) reflexivity

53. Which is NOT a technique of solution-focused therapy?

- a) amplify strengths by expressing curiosity and interest when examples of resilience are expressed
- b) seek exceptions by asking clients about times when a problem could have been present but was not
- c) explore coping strategies by asking what individuals and families are doing to survive the painful or stressful circumstances they are finding themselves in
- d) measure the success of attempted solutions
- e) none of the above

54. Critical race theory emerged in the context of _____.

- a) globalization
- b) the civil rights movement
- c) WWII
- d) the refugee crisis
- e) both A and B

55. Critical race theory aims to deconstruct the complex relationship between race and _____.

- a) power
- b) feminism
- c) social structures
- d) systems of oppression
- e) none of the above

56. Razack and Jeffery suggest _____ basic tenets of critical race theory and their importance to social work education.

- a) 5
- b) 10
- c) 3
- d) 9
- e) 6

57. Intersectionality recognizes _____.

- a) the multiple systems of inequality
- b) the many ways there can be further points of distinction within groups
- c) the many ways there can be further points of distinction between groups
- d) the power of social location
- e) both A and B

TRUE/FALSE QUESTIONS

1. According to Brian Sheldon (1995), humans regularly avoid theorizing.
2. Jargon can be used to confuse, exclude, or denigrate others.
3. Choosing a theoretical perspective must be accompanied by a process of reflection and critical thinking.
4. The theorist's own worldview should not shape or influence the content, direction, or development of social work theory.
5. During the Enlightenment era, theorists would use purely scientific explanations to explain social problems.
6. Social conditions, culture, geography, and economics all influence social work theory.
7. Ecosystem theories of social work are one of the most influential ideas to shape social work practice.
8. Onion-peeling theories of social work describe theories like behaviourism and cognitive-behaviourism.
9. Onion-peeling theories, faulty-engine theories, storytelling theories, and mountain-moving theories are all examples of ecosystem theories.
10. Biologist Ludwig von Bertalanffy's early text *Social Diagnosis* provided one of the first analyses of social work practice.
11. Healthy systems are not static but dynamic and in a constant state of flux.
12. Faulty-engine theories of social work focus on the interactions between people and their environment.
13. Onion-peeling theories of social work view the human experience as a complex layering of experiences that influences our lives.
14. Mountain-moving theories of social work include psychodynamic theories and person-centred approaches.
15. Contemporary Freudian thinking focuses on safety and security as primary drives.
16. Both psychodynamic and person-centred approaches to social work put the client at the centre of the practice and focus on client self-determination.
17. Carl Rogers believed in developing genuine relationships with clients where the practitioner and the client could together examine the client's past.
18. Counter-transference refers to a therapist's emotional reaction to a client, whether conscious or unconscious.
19. Mountain-moving theories focus on behavioural and cognitive-behavioural approaches.
20. Psychodynamic theory has a strong evidence base to support its overall effectiveness.
21. Social constructionist theories, cultural influences, and the work of Michel Foucault have been influential in

the development of storytelling theories.

22. Strength-based social work is grounded in the belief that people have inherent strengths, are motivated toward well-being, and have the capacity to find innovative solutions.
23. A strength of storytelling theories of social work is that social workers drive the intervention and direct the "re-storying" process.
24. Mountain-moving theories of social work aim to eliminate disadvantage and empower people to realize their hopes and aspirations.
25. Structural social work's core assumption is that sex-role stereotypes and certain social structures perpetuate women's subordination.
26. Donna Baines (2011) describes ten core themes of anti-oppressive practice.
27. Anti-oppressive practice understands the person in their totality (physical, spiritual, mental, and emotional) and does not separate "inner space" from "outer space."
28. A starting point for structural social work is that it sees society as a struggle between social groups with competing interests.
29. Mountain-moving theories propose that social work should seek to change the way societies create and respond to social problems.
30. Faulty-engine theories promote empowerment in the lives of the marginalized.
31. Mountain-moving theories do not offer explanations that can be tested or assessed empirically.
32. Critical reflexivity is one way to ensure that theory and practice remain intertwined.
33. Intersectionality represents the intersection of different systems of oppression.
34. Intersectionality considers the multiple points of distinction between groups.
35. Critical race theory aims to deconstruct the complex relationship between race/racism and power and the way racism is constructed and embedded in society, with the ultimate goal of reforming these relations to instill positive social change.
36. One of the basic tenets of critical race theory is addressing "colour blindness."
37. Both narrative and solution-focused interventions call upon social workers to follow rather than lead.
38. Social workers need to be self-reflective and cognizant of how their clients' social location shapes their social work practice and relationships with clients.
39. Mountain-moving theories provide an umbrella that frames feminist theories, anti-oppressive practice, critical race theory, structural social work, and Indigenous approaches to social work practice.
40. A limitation of storytelling theories is that they are not feasible in short-term social work settings.

41. A limitation of ecosystem theories is that they are more descriptive than prescriptive.

42. Indigenous perspectives separate the "inner space" from the "outer space."

SHORT ANSWER QUESTIONS

1. What are the strengths of a purist theoretical approach to social work?
2. What are five critical questions one should ask before choosing and employing a particular theory?
3. As theorizing is not a neutral process, what might influence it?
4. How did the biologist Ludwig von Bertalanffy view systems theory?
5. How are ecosystem theories applied in social work practice?
6. How do onion-peeling theories of social work view the human condition?
7. From a psychodynamic perspective of social work, what are the major causes of client difficulties?
8. What were Sigmund Freud's five developmental stages?
9. According to John Bowlby, how do early experiences of attachment impact later social competence?
10. What three fundamental assumptions are linked to cognitive-behavioural theories?
11. What is the aim of "reframing" in social work practice?
12. What are three critiques of faulty-engine theories?
13. What are four of the processes involved in reconstructing narratives, as summarized by Jan Fook (2002)?
14. What five theories of social work fall within the realm of mountain-moving theories?
15. According to Orme (2002), what are the four main areas of feminist social work?
16. In what three ways does anti-oppressive practice differ from "good" mainstream practice?
17. What four key principles do Indigenous approaches to social work practice incorporate?
18. What are the three key themes that encompass the core assumptions of structural social work?
19. What is reflexivity and how is it practised?
20. What are three limitations of storytelling theories?
21. What are the five techniques to support solution talk?

ESSAY QUESTIONS

1. Compare and contrast a purist approach to theory with an eclectic approach to theory. Describe each approach, explain the strengths and challenges of each, and give an example of when each approach would be useful in practice.
2. What are onion-peeling theories? Include information about their early foundations, provide examples of theories that fall into this category, and discuss the strengths as well as the critiques of onion-peeling theories.
3. Describe ecosystem theories and explain how their application is useful for work with refugees and asylum seekers.
4. What are mountain-moving theories? Explain the aim and common perspectives of this set of theories. Describe two examples of mountain-moving theories and include the core assumptions of each as well as an example of how these two approaches are used in practice.
5. Describe anti-oppressive social work practice including the goals and purpose of the approach, the clientele for whom it is appropriate, and five of the core themes under which these practices fall.
6. Describe critical race theory, including its goals and basic tenets as proposed by Razack and Jeffery.

ANSWER KEY

MULTIPLE CHOICE QUESTIONS

1. e
Page Ref: 35
2. b
Page Ref: 36
3. e
Page Ref: 36
4. a
Page Ref: 38
5. d
Page Ref: 39
6. c
Page Ref: 39
7. a
Page Ref: 40
8. e
Page Ref: 40
9. d
Page Ref: 40
10. b
Page Ref: 40
11. a
Page Ref: 41
12. c
Page Ref: 42
13. e
Page Ref: 42
14. d
Page Ref: 43
15. d
Page Ref: 45
16. e
Page Ref: 46
17. d
Page Ref: 46
18. b
Page Ref: 46
19. c
Page Ref: 46

20. e
Page Ref: 47
21. b
Page Ref: 48
22. e
Page Ref: 49
23. c
Page Ref: 49
24. b
Page Ref: 50
25. a
Page Ref: 49
26. d
Page Ref: 50
27. e
Page Ref: 50
28. b
Page Ref: 51
29. d
Page Ref: 52
30. d
Page Ref: 53
31. a
Page Ref: 53
32. c
Page Ref: 58
33. a
Page Ref: 55
34. e
Page Ref: 56
35. b
Page Ref: 56
36. c
Page Ref: 56
37. e
Page Ref: 58
38. a
Page Ref: 59

39. e
Page Ref: 63
40. d
Page Ref: 64
41. e
Page Ref: 61
42. d
Page Ref: 62
43. e
Page Ref: 55
44. e
Page Ref: 55
45. e
Page Ref: 56
46. e
Page Ref: 66
47. b
Page Ref: 47
48. c
Page Ref: 47
49. e
Page Ref: 48
50. e
Page Ref: 53
51. a
Page Ref: 53
52. d
Page Ref: 54
53. d
Page Ref: 54
54. b
Page Ref: 59
55. a
Page Ref: 60
56. d
Page Ref: 60
57. e
Page Ref: 60

TRUE/FALSE QUESTIONS

1. FALSE
Page Ref: 34
2. TRUE
Page Ref: 35
3. TRUE
Page Ref: 37
4. FALSE
Page Ref: 38
5. TRUE
Page Ref: 38
6. TRUE
Page Ref: 38
7. TRUE
Page Ref: 39

8. FALSE
Page Ref: 40
9. FALSE
Page Ref: 39-40
10. FALSE
Page Ref: 40
11. TRUE
Page Ref: 42
12. FALSE
Page Ref: 39-40
13. TRUE
Page Ref: 43
14. FALSE
Page Ref: 40

15. TRUE
Page Ref: 45
16. FALSE
Page Ref: 47
17. TRUE
Page Ref: 47
18. TRUE
Page Ref: 48
19. FALSE
Page Ref: 40
20. FALSE
Page Ref: 49
21. TRUE
Page Ref: 53

22. TRUE

Page Ref: 54

23. FALSE

Page Ref: 53-54

24. TRUE

Page Ref: 55

25. FALSE

Page Ref: 56

26. TRUE

Page Ref: 58

27. FALSE

Page Ref: 64

28. TRUE

Page Ref: 61

29. TRUE

Page Ref: 55

30. FALSE

Page Ref: 40

31. TRUE

Page Ref: 64

32. TRUE

Page Ref: 66

33. TRUE

Page Ref: 60

34. FALSE

Page Ref: 60

35. TRUE

Page Ref: 60

36. TRUE

Page Ref: 60

37. FALSE

Page Ref: 54

38. FALSE

Page Ref: 55

39. TRUE

Page Ref: 56

40. FALSE

Page Ref: 65

41. TRUE

Page Ref: 65

42. FALSE

Page Ref: 64

SHORT ANSWER QUESTIONS

1. A strength of the purist approach is that the theoretical blueprint provides clear direction and structure for the social worker's intervention. Moreover, a worker can clearly articulate the rationale for his or her practice approach to the client and can follow an established path for intervention and action.

Page Ref: 36

2. (1) Why have I chosen this particular theoretical perspective? (2) How will it benefit the client/case in question? (3) What are some limitations of drawing upon the theory in my daily practice? (4) How can these limitations be addressed? (5) What are some potential alternatives?

Page Ref: 37-38

3. Theories can vary according to time, social conditions, cultures, and context. They reflect social, historical, geographic, cultural, political, and economic contexts in which they have emerged. Theories may even represent an extension of theorists themselves, as theorists' concerns, values, and worldviews are often reflected in the theories that they construct.

Page Ref: 38

4. He suggested that a system has holistic properties that are not found separately within the parts. Instead, these properties arise from the relations taken on by the parts that form the whole. This approach was seen to be generalizable not just to the natural world, but also to social systems such as groups, families, and societies. General systems theory was regarded as a way of understanding human adaptations and interactions with one another and with their environment.

Page Ref: 41

5. Ecosystem theories lead to a practice approach that focuses on identifying the interface between people and their environments and how challenges are perpetuated or improved. Social work assessments informed by this approach call on social workers to explore how presenting problems expressed by clients are a result of incompatibilities between clients' needs and their environment's ability to respond to those needs.

Page Ref: 43

6. Onion-peeling theories view the human condition as a complex layering of experiences that fundamentally influences our lives, often in intricate and repetitive ways. While these layers have the capacity to protect us, they can also act as barriers to the realization of our needs and desires. With greater understanding of the influential layers and their origins, this theoretical perspective asserts that conscious change, greater emotional maturity, and optimal functioning become increasingly possible.

Page Ref: 43-44

7. Major causes of client difficulties are a malfunctioning ego or superego, such as an overly developed id or an underdeveloped superego. In both cases, the ego is weak and unable to mediate between the drives and

restraints. In the case of the overdeveloped id, individual desires take precedence over social responsibility.

Page Ref: 45-46

8. Freud identified five key stages (oral, anal, phallic, latency, genital) through which humans move as they age. In each stage, an individual experiences particular challenges, which are normally resolved, and then moves on towards the next stage. Any childhood trauma that takes place during a particular stage may lead to the individual becoming "stuck" at that stage, potentially leading to future difficulties in adulthood.

Page Ref: 46

9. Bowlby focused on how children separated from their mothers in early life later experienced anxiety, feelings of loss, and eventually disturbances in behaviour. In contrast, if the important attachment relationships are coherent and consistent, children learn the skill of relating to others and experience themselves as "potent," or able to have an impact on the situations they are in.

Page Ref: 46

10. (1) Thinking mediates emotions and behaviours. (2) "Faulty" thinking leads to psychological distress and dysfunction. (3) Altering distorted thinking and behaviour can reduce stress and dysfunction.

Page Ref: 50

11. Reframing aims to change both thoughts and behaviours. By reframing a situation, social workers create the potential for an alternative reality, and can bring forth in clients greater compassion for themselves and less attribution of blame.

Page Ref: 50-51

12. Possible answers include: (1) Some processes are deeply entrenched and not easily amenable to quick change. (2) Some belief systems or cognitions may not be irrational, but instead a natural and appropriate response to difficult life events, such as victimization, bereavement, or discrimination. (3) These theories are highly individualistic in focus with less attention paid to broader structural considerations, family and community realities, cultural beliefs, and the ways in which such factors may influence cognitions. (4) There are potential ethical problems with implementing these theories with populations in the Global South, alongside their universal applicability. (5) These theories fail to adequately address the importance of the therapeutic relationship, which is a vital component to positive outcomes.

Page Ref: 51-52

13. Possible answers include: (1) Uncover with the client the narratives involved. (2) Identify the functions of different narratives. (3) Validate the narratives that are performing an empowering role and those that are being marginalized by dominant narratives. (4) Externalize the narratives that are disempowering. (5) Build alternative narratives and re-story them. (6) Create further validation by creating an audience for the new narratives.

Page Ref: 53-54

14. These include feminist theories, anti-oppressive practice, Indigenous approaches to social work practice, structural social work, and critical race theory.

Page Ref: 56

15. (1) Women's conditions: women sharing their experiences of oppression and discrimination and professionals being disadvantaged in pursuing professional advancement. (2) Women's centred practice: identifying women's needs and responding to them. (3) Women's different voice: acknowledging and valuing the fact that women experience work differently than men. (4) Women with diversity: as a result of their shared experience of oppression, women are able to identify, value, and respond to social diversity.

Page Ref: 57

16. (1) Mainstream social work draws upon theories that see social and economic systems as politically neutral

and that fail to recognize the serious inequalities in our society or the way these injustices are embedded in the profit-model of patriarchal, racialized, homophobic, colonial capitalism. (2) AOP attempts to see the bigger picture of the impact of oppressive policies, practices, and social relations, as workers address immediate crises and emotional pain. (3) Social problems are often individualized and depoliticized by giving them medical or psychiatric diagnoses or criminal labels, but with AOP labelling is considered destructive, perpetuating oppressive power relations.

Page Ref: 59

17. (1) The recognition of distinct Indigenous world views with the understanding that there is diversity of perspectives and beliefs across Indigenous communities. (2) The development of Indigenous consciousness regarding the impact of colonialism. (3) An emphasis on the importance of cultural knowledge and traditions. (4) The use of the concept of Indigenous empowerment and self-determination.

Page Ref: 64

18. (1) The role of the state: social problems are built into structures of society and the state's institutions function as instruments of oppression and benefit the privileged groups. (2) The relationship between the individual and structures: focusing on the individual as the core of social problems blames the victims and in order for social problems to be resolved, the social structures must change. (3) The nature and role of social work: conventional social work perpetuates social problems by focusing on personal change rather than fundamental social change; the dominant order must be challenged or resisted by developing counter discourses to victim-blaming and welfare dependency.

Page Ref: 62

19. Reflexivity is a process by which the social worker's thinking influences the action, ensuring a more sophisticated analysis of practice. Reflexive practice adopts a critical stance, compelling the practitioner to reflect on the ways in which power relations and social location embody and shape our interactions with clients. Reflexive practice can help to assure that workers are consistently and critically engaging in the theory/practice dialectic.

Page Ref: 66

20. (1) They can dismiss the client's distress. (2) The intervention is driven mainly by the social worker, not the client. (3) They are geared towards the educated middle class.

Page Ref: 65

21. (1) Amplify strengths by expressing curiosity and interest when examples of resilience are expressed. (2) Seek exceptions by asking clients about times when a problem could have been present but was not. (3) Explore coping strategies by asking what individuals and families are doing to survive the painful or stressful circumstances they are finding themselves in. (4) Scale progress by asking individuals and families to identify where they fall on a scale between 1 (problem ever present) and 10 (problem rarely if ever present) and inquiring what would move them up the scale. (5) Identify goals and wishes by asking individuals and families to imagine what would be different in their lives if they woke up one morning and found the problem they were seeking help for had gone away.

Page Ref: 54

ESSAY QUESTIONS

1. A purist approach is when a particular theory or theoretical perspective is regularly drawn upon regardless of the nature of a client's presenting issues. A strength of the purist approach is that the theoretical blueprint provides relatively clear direction and structure for a social worker's intervention. Moreover, workers can clearly articulate the rationale for their practice approach to a client—evoking greater clarity and transparency—and follow an established path for intervention and action. However, a key challenge is whether or not one theoretical perspective is relevant, useful, and appropriate for all clients and diverse contexts. In contrast, an eclectic approach is when a social worker draws upon a range of theories and techniques from different theoretical perspectives. Here, workers are able to apply a range of lenses and techniques that may be

considered helpful. While this approach ensures that the social worker's theoretical agenda is not predetermined, it raises other challenges. First, a lack of in-depth knowledge of numerous theories may lead to a superficial and even inappropriate use of a variety of theories. Second, amalgamating theories can be problematic if the fundamental assumptions of the theories are inconsistent.

Page Ref: 36-37

2. Onion-peeling theories include *psychodynamic theories* and *person-centred approaches* that seek to "peel back the layers of past experiences so that people can gain insight and awareness into what prevents them from moving forward in their lives." From the perspective of onion-peeling theories, human behaviour is a consequence of complex relationships, drives, personality development, and the conscious and unconscious mind. Psychodynamic theory, which represents the core foundation of onion-peeling theories, reflects a literature of vast scope that has spanned more than 100 years, originally introduced by Sigmund Freud in the 1920s. Strengths include their longstanding and widespread influence, high levels of reported client satisfaction, rich insights into the complex mind, and healing outcomes. However, weaknesses include that they are overly reductionist, overlook resilience and systems of oppression, lack evidence documenting their effectiveness, and aren't feasible in short-term social work settings.

Page Ref: 43-49

3. Ecosystem theories focus on the fundamental interactions between people and their social and physical environments. These theories force us to look beyond individual malfunction when understanding human distress. Working with detained asylum seekers requires an approach that draws many elements from ecosystem theories. To even begin to work with clients in detention, it is necessary to ascertain where they "fit" into a complex web of immigration policies, procedures, and legal definitions, as well as within the family and community. By exploring how a person "fits" within this system, it becomes possible to then examine how they interact with their environment through a set of rules, requirements, rights, and responsibilities. Once emerging challenges and difficulties within this interaction are uncovered and understood, a social worker can work towards providing clients with an appropriate combination of legal information, relevant referrals to a lawyer or other resources and services, psychosocial support, and concrete assistance.

Page Ref: 39-40, 52

4. Mountain-moving theories focus on eliminating disadvantage and empowering people to realize their hopes for themselves, their families, and their communities. Mountain-moving theories share a common aim to connect the personal with the political and in doing so, shift the focus from individual blame to collective solutions across social, economic, and political domains. These theories can be seen as transformational, as they propose that social work should seek to change the way societies create and respond to social problems. They are emancipatory in nature, as they are concerned with freeing people from the restrictions imposed by the existing social order. They call into question hierarchical power relations and challenge privilege, oppression, and inequality by bringing awareness to the impact of structural and systemic forces on social problems. Examples of mountain-moving theories include feminist theories, anti-oppressive practice, critical race theory, structural social work, and Indigenous approaches to practice.

Page Ref: 54-56

5. This theoretical approach recognizes multiple forms of oppression that exist in everyday experiences and ways oppression can be harmful. Oppression emerges from unequal power differentials and social workers can help to reduce negative impacts by adopting a critically reflective approach and responses that avoid client disempowerment. The goal of anti-oppressive practice is to acknowledge the existence of oppression in all forms and the complex nature of identities. This approach to practice can be adopted within statutory and interpersonal practice contexts. Anti-oppressive practice (AOP) aims to provide a pathway for critical theorizing about the lived experiences of clients that is historicized and contextualized and can be used to overcome oppressive relationships at the individual, institutional, or societal level, and broadly contribute to social justice. Baines' ten core themes of AOP include: (1) Macro and micro social relations generate oppression. (2) Everyday experience is shaped by multiple oppressions. (3) Social work is a highly contested and highly

politicized practice. (4) Social work is not a neutral caring profession, but an active political process. (5) Social justice-oriented social work assists individuals while simultaneously seeking to transform society. (6) Social work needs to build allies with social causes and movements. (7) Social work's theoretical and practical development must be based on the struggles and needs of those who are oppressed and marginalized. (8) Participatory approaches are necessary between practitioners and "clients." (9) Self-reflexive practice and ongoing justice analysis are essential AOP components. (10) A multi-faceted approach to social justice provides the best potential for politicized, transformative social work practice.

Page Ref: 57-58

6. Critical race theory (CRT) initially emerged in the context of the civil rights movement as part of a legalistic effort to problematize laws and other principles that serve to normalize and perpetuate racism. It is now an interdisciplinary theory that draws on sociology, history, political science, cultural studies, and economics, among others. CRT aims to deconstruct the complex relationship between race/racism and power and the way racism is constructed and embedded in society, with the ultimate goal of reforming these relations to instill positive social change. Critical race theory centres on the lived realities and perspectives of minority voices and voices of colour. Razack and Jeffery (2002) suggest the following basic tenets of CRT and their importance to social work education: (1) Whiteness as normative non-racial; (2) The silence of marginalized narratives; (3) Liberal principles of neutrality, fairness, and meritocracy; (4) Colour blindness; (5) Recognizing race, power, and privilege; (6) A critique of Whiteness; (7) Integrating an anti-racist discourse within social work; (8) Legitimizing race scholarship, and (9) Globalized understandings of race.

Page Ref: 59-60