Primary Trait Analysis
Social Work Competency Review
Revised 5/2010

I. Professional Context of Practice

A. Defines generalist practice using the Shepherd University Social Work Program definition and connects to services/roles provided to illustrate.
B. Distinguishes social work from other professional roles and limits of these roles
C. Connects values and ethics to practice
D. Connects values and ethics to professional use of self - define and connect to professional literature


3. Services described adequately with connections made to generalist practice. Adequate description of value, ethics, and professional attitudes with recognition these are connected to professional a use of self. Some connection of these issues to the Code of Ethics.

2. Limited description of services provided. Basic description of generalist practice. General description of values and ethics dimensions without identifying or developing connections between these concepts and social work practice. Role descriptions of other professionals limited and not related to social work practice.

1. Service description elementary and incomplete. Connection/description of relevance to social work practice not provided and/or irrelevant. Values, ethics, personal attitudes not presented, blurred, and/or not relevant. No recognition or connections with professional use of self.

II. Community Context of Practice

A. Describes community demographic characteristics including stratification, cultural diversity, and discusses the implications of these data.
B. Connections of services and specific social problem and/or group of citizens
C. Descriptions of social problems in the community.
D. Role of agency re: social problems
E. Analysis of poverty, discrimination, and social injustice in relation to social problems in the community of interest.

4. Sophisticated description, referencing, and analysis of community characteristics in relation to social problems experienced by citizens. Detailed and integrated analysis of the agency as a change agent. Clear and integrated presentation of poverty and social injustices may be connected to the unique community context of practice. Discusses the implication of the data presented.

3. Adequate description with some analysis of relationship of the social problems to a specific community. Description of the agency as a change agent. Recognition that poverty and social injustice may be related to social problems.


1. Elementary description of a few community characteristics. Social problems in community ignored or simplistic. Role of agency missing or confused. No recognition or description of poverty or social injustice as possible in the community.

III. Organizational Context of Practice

A. Describes characteristics of agency
B. Describes and connects predominant management theory to agency operation and identifies elements of other theories identified. Discusses implications for staff morale and dynamics
C. Describe limitations in services
D. Describes and interrelates social policies related to worker service delivery.

4. Clearly describes and interrelates goals of the agency with a detailed and complete presentation of agency characteristics. Well referenced and explicated analysis of management in relation to service delivery that is connected to issues of staff morale and dynamics. Thoroughly developed linkage of policy and student work in the agency. Limitations of services connected to characteristics of agency and policy dimensions.

3. Adequate description of agency characteristics. Identifies management theory in operation with some recognition of the connection to agency characteristics and dynamics. Adequate recognition and identification of
agency limitations. Identifies policies relevant to practice and some analysis of impact on practice.

2. General description of agency goals and purposes. Description of agency characteristics is limited and/or required components are missing. Management theory in use identified, but not connected to agency operation. Policy that affects practice is identified, but has few linkages to practice.

1. Identifies goals and purpose of agency without discussion. Incomplete and/or simplistic description of agency structure and/or services. Management theory identified but not discussed or connected to operations. No limitations of service identified. Limited recognition of policy and/or any connection to practice.

IV. Assessment of Existing Social Policy

A. Identifies macro level policy relevant to service area.
B. Assesses impact of policy and potential for modification on programs and social problems.
C. Determines unmet needs and how agency and other resources have been applied to develop/revise policy.

4. Sophisticated and referenced description of macro policy with linkage to population being served. Integrated analysis from a historic perspective. Identifies and analyzes the potential for change. Gaps in services identified and analyzed in context of client needs. Outcome focused analysis of necessary suggested policy innovations.

3. Macro policy connections to population identified. Identification and some analysis of historical antecedents. Describes potential for changes. Identifies gaps in service and with some connection to client issues. Description of relevant changes and efforts to address new areas for policy revision/development.

2. Policy issues identified without integration to concerns of clients. Historical description limited. Gaps in service may be recognized. Limited focus on identifying and/or developing alternatives. Limited linkage on policy with attempts to improve.

1. Policy not identified and/or connected to client issues. None to limited historic context. No description of gaps in service. Limited recognition of policy responsibilities of worker and/or agency.
V. Utilization of Community Resources

A. Describes formal/informal service networks
B. Identifies collateral resources
C. Describes service episodes linking client to the relevant resources including prevention.
D. Analyzes relevance of service and activities completed.

4. Thorough and detailed presentation of relevant service networks. Clear description and integration of the social and other service community patterns and roles in service delivery. Well articulated rationale for and description of episodes of preventive and other service to client, related to linkage with an outside agency.

3. Service networks adequately described. Description of other relevant community services and roles. Adequate presentation of linkage of service to client system, prevention, and integration with worker’s activities/responsibilities in the linkage.

2. Limited description of service networks. Few collateral resources identified as described. Unsophisticated description of linkage of service to client system. Rational for linkage and connection to prevention is limited.

1. Simplistic/incomplete service network description. Unable to distinguish between formal/informal services. Poor description of service episode(s). No rationale for appropriateness of agency linkage or attention to prevention.

VI. Problem Identification and Assessment

A. Describes episode of service
B. Identifies target, strengths, needs, and biopsychosocial variables
C. Identifies necessary additional information and method to obtain this information
D. Identifies alternative conceptual view of situation

4. Sophisticated analysis and integration of strengths and needs that identifies target, client, and action systems relevant to the service situation. Detailed assessment of biopsychosocial variables as core to the intervention. Integrated method to identify and solicit relevant outside information. Modifies assessment to integrate relevant insights of others.

3. Clear description with some analysis of strengths and needs. Client, target, and action systems are identified and show linkage to presenting

2. Episode of service has been described but limited in depth and detail. Clarity of needs and strengths is limited. Recognition of biopsychosocial variables without descriptions or integration. Recognition of need for additional information. Limited recognition/description of alternative conceptual views of needs and strengths.

1. Episode of service tasks lacks description and detail. Few or no strengths presented. Target, action, and client systems not identified/described. Identification of biopsychosocial variables not provided.

VII. Selection of an Intervention Plan

A. Developed a coherent intervention plan with goals/objectives and relevant steps and the role of client collaboration.
B. Linkage and application of theory to intervention.
C. Research connected to intervention
D. Utilization of literature to identify alternative avenues of intervention.

4. Integrated, detailed plan linking objectives to theory and intervention steps. Research based plan indicating clear and specific alternative approaches linked to the literature.

3. Intervention plan with objectives connected to intervention steps. Theoretical component provided with some linkage to intervention. Research implications noted with some attention to alternatives.

2. Intervention plan provided with limited connections to objectives and client needs. Theory recognized as connected to case plan yet no development of detail. Research connection made without detail or development of literature-based alternatives.

1. Limited intervention plan without objectives and/or intervention steps. Theory undeveloped and not applied. Lack of research component.

VIII. Implementation of the Plan

A. Describes activities of implementation and what was done to engage stakeholders
B. Describes contracting and related responsibilities
C. Presentation of constructive change and difficulties encountered in the intervention
D. Identification and descriptions of strengths of client and other relevant systems.

4. Detailed and thorough presentation of implementation efforts and connections made to relevant systems. Clear explication of contract with client and responsibilities of all parties. Clear presentation of positive developments with change efforts and difficulties encountered. Detailed description of client and other systems strengths.

3. Clear presentation of implementation phase and linkages with relevant systems. Contract with client and relevant parties is presented. Recognition of positive developments and difficulties. Description of client system strengths.

2. Implementation activities listed. Contract relationship established with client limited to responsibilities of the parties involved. Some attention to positive changes and difficulties.

1. Limited presentation of implementation plan. Contracting with client recognized but not described. Limited review of constructive change or limitations of plan provided. Strengths of client system not processed.

IX. Evaluation and Feedback Regarding Intervention Plan

A. Evaluates effectiveness of intervention re: short/long-term goals
B. Describes use of supervision
C. Procedures described to assess effectiveness
D. Evaluation of theory utilized for intervention.
E. Links evaluation research to type of intervention.

4. Thorough description and analysis of meeting short and long term goals and objectives for interventions. Description and application of supervision to the intervention integrated with assessment of goals and objectives. Detailed linkage of methods to assess effectiveness with both the theoretical model and relevant evaluation research.

3. Description and accompanying analysis of both short and long-term objectives provided. Utilization of supervision in the intervention is described. Assessment of effectiveness is provided. Description with some evaluation of theoretical model is presented. Application of evaluation research to intervention is provided.

2. Description of short and long term effects of intervention provided. Limited assessment of relationship of intervention to goals presented. Some utilization/recognition of the role of supervision noted. Recognition and
some connections of the use of theory in the intervention. Limited application of evaluation research to intervention.

1. Description of accomplishment of some short/long term goals. Role of supervision not presented. Assessment of effectiveness not developed or tied to a theoretical model. Linkage to evaluation research not provided.

X. Overall Feedback to the agency.

A. Analyzes the overall effectiveness of the agency.
B. Evaluates if the agency services and the stated purpose of the agency are congruent.
C. Evaluates and recommends policy and procedure changes that may be more effective in problem solving.
D. Links the history of social work to suggested directions for changes.

4. Thorough assessment of all aspects of agency operations relevant to client services with linkages to the mission of the agency integrates assessment and evaluation of policy linked to solving client’s presenting problems. Describes, assesses and connects the knowledge about the history of the profession to current service delivery by the agency.

3. Assessment of the majority of agency operations relevant to client services. Assesses congruence of agency purpose and services. Evaluates policy and procedures to determine effectiveness of services as linked to problem solving. Connects social work history to directions for possible service modification.

2. Description of agency effectiveness in a few relevant areas. Some evaluation of agency effectiveness to the stated purpose of the agency. Presents suggested areas for change without linkage to problem solving. Recognizes history of the profession may be connected to current change directions.

1. Description and evaluation of effectiveness missing. No connections provided between agency services and stated mission of agency. Suggestions for policy changes not present and/or linked to problem solving. No connections between history and current operations.
<table>
<thead>
<tr>
<th>Primary Trait</th>
<th>Assessment Averages</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td></td>
</tr>
<tr>
<td>V</td>
<td></td>
</tr>
<tr>
<td>VI</td>
<td></td>
</tr>
<tr>
<td>VII</td>
<td></td>
</tr>
<tr>
<td>VIII</td>
<td></td>
</tr>
<tr>
<td>IX</td>
<td></td>
</tr>
<tr>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>