

Primary Trait Analysis
Social Work Competency Exam
Revised 8/2017

I. Professional Context of Practice

- A. Defines generalist practice using the Shepherd University Social Work Program definition and connects it to the services/roles provided to exemplify.
 - 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
5. Clear and sophisticated description of services. Thoroughly detailed and referenced connections to generalist practice. Referenced and sophisticated analysis of the interrelationship of values, ethics, personal attitudes as they impart professional use of self. Detailed analysis of differential professional roles.
4. 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.
3. 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.
- 2-1. 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. 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.

5. 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.
4. 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.
3. 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.
- 2-1. 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.

III. 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.
5. 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.
 4. 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.

3. Some description of community characteristics, Limited recognition/description of community-based social problems. Limited recognition/description of agency role in social problem area. Limited exploration of the role of poverty and social injustice as potential issues in social problems.
- 2-1. 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.

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.
5. 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.
 4. 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.
 3. 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.
 - 2-1. 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.
5. 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.
4. 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.
3. Limited description of service networks. Few collateral resources identified as described. Unsophisticated description of linkage of service to client system. Rationale for linkage and connection to prevention is limited.
- 2-1. 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. 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.
5. 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.
4. 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.

3. 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.
- 2-1. 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.