Chapter 1: The Social Work Profession

Test Bank

# Multiple Choice

1. Social work practice consists of the professional application of social work values, principles, and techniques to all but which of the following ends?

A. helping communities or groups provide or improve social and health services

B. convincing clients of the best possible choices to make regarding their lives

C. helping people obtain tangible services

D. participating in relevant legislative processes

Ans: B

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Analysis

Answer Location: Social Work’s Unique Purpose and Goals

Difficulty Level: Medium

2. It is important that social workers broaden their perspectives in order to do all but which of the following?

A. increase their self-understanding

B. appreciate others’ viewpoints

C. develop and evaluate more creative policies and interventions

D. figure out the single best approach to working with their group of clients

Ans: D

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Analysis

Answer Location: Social Work and Human Diversity

Difficulty Level: Medium

3. Which is expected to be true of the U.S. population in the year 2050?

A. About 25% of all Americans will be Latino.

B. Population growth will be at or near zero.

C. Minority groups will make up about 30% of the population.

D. The population of older Americans is expected to triple.

Ans: A

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Knowledge

Answer Location: Diversity and Social Justice

Difficulty Level: Easy

4. \_\_\_\_\_\_ is the belief that one’s own ethnic group and way of life are superior to others.

A. Racism

B. Discrimination

C. Ethnocentrism

D. Ethnic cleansing

Ans: C

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Knowledge

Answer Location: Diversity and Social Justice

Difficulty Level: Medium

5. An affluent Caucasian suburban teenage girl likely has different experiences with and perceptions of police officers than a poor African American man living in the city. This contrast illustrates the concept of \_\_\_\_\_\_.

A. intersectionality

B. generalist practice

C. self-awareness

D. perceptionism

Ans: A

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Application

Answer Location: Intersections of Diversity

Difficulty Level: Hard

6. Select the value that is not considered to be a core value of the profession of social work.

A. integrity

B. social justice

C. dignity and worth of the person

D. persuasiveness

Ans: D

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work Values

Difficulty Level: Easy

7. Granting all citizens the same rights, protections, opportunities, obligations, and social benefits, regardless of background or membership in diverse groups, aligns with the core social work value of \_\_\_\_\_\_.

A. integrity

B. social justice

C. dignity and worth of the person

D. service

Ans: B

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work Values

Difficulty Level: Medium

8. James’s client, Ken, has been admitted to a hospital for depression and suicidal thoughts. Upon admission, hospital staff members discover that Ken is transgender and place him in a women’s ward, despite Ken’s clearly self-identifying as male. After learning of this placement and its subsequent exacerbation of Ken’s depression, James speaks with a supervisor to procure Ken’s admission to the men’s ward of the hospital. James is practicing which of the following?

A. self-awareness

B. advocacy

C. resilience

D. investigation

Ans: B

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Application

Answer Location: Advocacy

Difficulty Level: Hard

9. The Council on Social Work Education (CSWE) \_\_\_\_\_\_.

A. is the national professional organization for social workers

B. writes the test required for social work licensure in all states

C. requires that all social workers earn master’s degrees or doctorates

D. is the arbiter of social work education programs in colleges and universities

Ans: D

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: The Professional Social Worker

Difficulty Level: Easy

10. The basic areas of concentrated study in an MSW program include all but which of the following?

A. social policy

B. assessment and diagnosis

C. social work practice

D. research methods

Ans: B

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: Master of Social Work

Difficulty Level: Easy

11. A bachelor’s degree in social work \_\_\_\_\_\_.

A. requires 900 hr of field placement

B. allows one to become a licensed social worker in any state in the United States

C. is considered an entry-level degree for the social work profession

D. allows one to become a fieldwork instructor, part of a college or university’s faculty

Ans: C

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain:Knowledge

Answer Location: Bachelor of Social Work

Difficulty Level: Easy

12. One of the significant differences between social workers and other service professionals is that social workers are expected to know and care about \_\_\_\_\_\_.

A. technological resources

B. professional development opportunities

C. advanced degree requirements

D. clients’ environments

Ans: D

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Knowledge

Answer Location: Advocacy

Difficulty Level: Medium

13. The social work profession’s dual responsibility is to \_\_\_\_\_\_.

A. influence social and individual change

B. work with both children and families

C. work in both public and private agencies

D. assist both government and private citizens

Ans: A

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work Practice

Difficulty Level: Easy

14. Social workers are professional \_\_\_\_\_\_, which means they work to influence social policies affecting their clients and their environments.

A. brokers

B. counselors

C. social activists

D. mediators

Ans: C

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Social Work Roles and Settings

Difficulty Level: Easy

15. Working with an individual client who is trying to obtain public assistance benefits is an example of which level of social work?

A. micro

B. mezzo

C. mazzo

D. macro

Ans: A

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Application

Answer Location: Levels of Practice

Difficulty Level: Easy

16. Going to the state capitol building to meet with lawmakers and attempt to garner their support to expand funding for substance abuse treatment programs in prisons is an example of which level of social work?

A. micro

B. mazzo

C. mezzo

D. macro

Ans: D

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Application

Answer Location: Levels of Practice

Difficulty Level: Medium

17. Facilitating a support group of parents whose children have been diagnosed with autism is an example of which level of social work?

A. micro

B. mezzo

C. mazzo

D. macro

Ans: B

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Application

Answer Location: Levels of Practice

Difficulty Level: Medium

18. In addition to food, water, and shelter, which of the following intangibles do social workers seek to secure for their clients?

A. social support

B. spiritual grounding

C. professional acclaim

D. psychic balance

Ans: A

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work’s Unique Purposes and Goals

Difficulty Level: Easy

19. A social worker who has become well known for her writing and speaking on subjects like vulnerability and shame is \_\_\_\_\_\_.

A. Jane Addams

B. Brené Brown

C. Mary Richmond

D. Elizabeth Cady Stanton

Ans: B

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: The Professional Social Worker

Difficulty Level: Easy

20. The Bureau of Labor Statistics projects there will be strong growth for social work employment. This expected job growth is a result of what?

A. an increasing number of advanced degree programs in social work

B. an increase in federal funding

C. an increased demand for social services and health care

D. an increase in population in the United States

Ans: C

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Easy

21. Just as previous social workers have needed to adopt cultural competencies, current and future social workers will additionally need to embrace \_\_\_\_\_\_.

A. technical literacy

B. social literacy

C. educational literacy

D. clinical literacy

Ans: A

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Comprehension

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Easy

22. For which specific type of social worker does the Bureau of Labor Statistics “Job Outlook” predict 27% job growth?

A. generalists

B. macro practitioners

C. child, family, and school practitioners

D. medical social workers

Ans: D

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Easy

23. The increased demand for social work professionals is related to the \_\_\_\_\_\_.

A. increased demand for social services and health care

B. increased demand for private pay psychoanalysis

C. increase in commitment to help people in society

D. increase in spending by nonprofit agencies

Ans: A

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Easy

24. Which of the following is true of social work?

A. The field is built upon a static foundation of practices that have changed little in the past century.

B. The field is dynamically affected by social and technological trends.

C. The growth of privatization threatens to make the field obsolete.

D. It is a field that requires highly specialized skills.

Ans: B

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Comprehension

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Medium

25. Cultural neuroscience provides social workers insight into which of the following?

A. the environmental impact of sexual orientation on a child’s development

B. DNA influences and disease causation in infants and children

C. how early childhood experiences affect our physical and mental health across the life span

D. how early childhood educational opportunities impact later reading skills

Ans: C

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Comprehension

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Medium

26. Which industry or organization employs the highest number of social workers?

A. federal government

B. hospitals

C. school districts

D. drug counseling centers

Ans: A

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Easy

27. What approach should a social worker take when working with a client who is not ready to make a positive change?

A. Refer the individual to law enforcement so that the change is made mandatory.

B. Leave the individual to work things out for himself.

C. Continue to work with the client—listening, negotiating, and mediating—until he or she is ready for change.

D. Work with the individual’s family to increase social pressure to change.

Ans: C

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Application

Answer Location: Social Work Practice

Difficulty Level: Medium

28. One of the differences between the professional practice of counseling and social work practice is that counseling \_\_\_\_\_\_.

A. requires certifications while social work does not

B. focuses mostly on the individual's own understanding of his or her problems

C. always occurs in a one-on-one setting

D. is a social science, not a practice profession

Ans: B

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Comprehension

Answer Location: Social Work’s Unique Purpose and Goals

Difficulty Level: Medium

29. Sociology and social work are closely intertwined, and both share interests in human diversity and oppression. However, a distinguishing boundary between the two disciplines is that \_\_\_\_\_\_.

A. sociology requires a graduate degree for practice

B. sociology focuses on client’s psychological issues

C. sociology is a social science, not a practice profession

D. sociology focuses on an individual’s health and well-being

Ans: C

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Analysis

Answer Location: Social Work Practice

Difficulty Level: Medium

30. Psychology and social work are closely intertwined, and both work in many of the same settings with many of the same clients. However, a distinguishing boundary between the two disciplines is that \_\_\_\_\_\_.

A. psychologists are required to work in a hospital setting

B. psychology focuses on clients’ subconscious, cerebral issues

C. psychology supports authority structures

D. psychology focuses on health and the physical environment

Ans: B

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Analysis

Answer Location: Social Work Practice

Difficulty Level: Medium

31. A distinguishing feature of the practice and discipline of social work is that \_\_\_\_\_\_.

A. social workers are all generalist practitioners

B. social workers incorporate the knowledge and skills of professions such as counseling, public health, psychologists, criminal justice, and sociology into their practice

C. social work provides the same area of expertise as psychologists and sociologists

D. social work focuses largely on the political and legislative process

Ans: B

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Analysis

Answer Location: Advocacy

Difficulty Level: Medium

32. The NASW Code of Ethics does what for the social work profession?

A. delineates ethical behavior and establishes punishments for behaving unethically

B. provides a clear, concise list of dos and don'ts

C. serves as a moral and social compass

D. aligns best practices with national and international law

Ans: C

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Analysis

Answer Location: Social Work Values

Difficulty Level: Medium

33. Self-awareness is integral to any practicing social worker. What constitutes self-awareness in a social work practitioner?

A. The ability to clearly understand one’s own strengths, weaknesses, thoughts, and beliefs.

B. The ability to analyze clients’ strengths, weaknesses, threats, and opportunities.

C. The ability to take time for self-care and therapy when experiencing a heavy caseload.

D. An ethical code that clearly delineates specific values related to religion and/or spirituality.

Ans: A

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Analysis

Answer Location: Professionalism

Difficulty Level: Medium

34. Which of the following does the text describe as key to developing effective self-awareness?

A. keeping a daily journal

B. getting in touch with your feelings

C. meditating regularly

D. practicing self-care

Ans: B

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Knowledge

Answer Location: Professionalism

Difficulty Level: Medium

35. Which of the following is NOT an example of advocacy?

A. securing special education services for a child with learning disabilities

B. helping a homeless person finds an affordable place to live

C. listening attentively to someone recounting a traumatic experience

D. testifying before Congress about the need for increased funding for social services

Ans: C

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Application

Answer Location: Advocacy

Difficulty Level: Medium

36. The NASW Code of Ethics is influenced by the beliefs and tenets of which three major religions?

A. Hinduism, Confucianism, and Christianity

B. Judaism, Christianity, and Buddhism

C. Judaism, Christianity, and Islam

D. Judaism, Christianity, and Hinduism

Ans: C

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Comprehension

Answer Location: Advocacy

Difficulty Level: Medium

37. Knowledge of which discipline is most likely to help a social worker advocate for others?

A. theology

B. herbal medicine

C. biology

D. sociology

Ans: D

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Knowledge

Answer Location: Advocacy

Difficulty Level: Easy

38. In 2015, the Council of Social Work Education delineated nine social work competencies that every social work graduate should have the knowledge, skills, and values to practice effectively.

These competencies are called what?

A. Accreditation Standards (ASC)

B. Common Practice Behaviors (CPB)

C. NASW Code of Ethics

D. Educational Policy and Accreditation Standards (EPAS)

Ans: D

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work Education

Difficulty Level: Medium

39. Which person is a social worker LEAST likely to be called upon to help?

A. A wealthy woman struggling with her self-esteem following a divorce.

B. An older adult living on a fixed income and struggling to pay for food.

C. A working-class family without health insurance.

D. A transgender teenager who has been living on the street.

Ans: A

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Application

Answer Location: Diversity and Social Justice

Difficulty Level: Medium

40. What is meant by the term “evidence-based practice”?

A. basing the intervention for a particular problem or issue on the results of research

B. building a portfolio of the results of your work to provide evidence for your efficacy as a social worker

C. compiling a folder of evidence pertaining to a client's problems before taking action

D. collaborating with psychologists and other researchers to help design effective research studies

Ans: A

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Comprehension

Answer Location: Theory and Practice

Difficulty Level: Medium

# True or False

1. Field education is social work’s signature pedagogy.

Ans: T

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: Field Education

Difficulty Level: Easy

2. In order to become a licensed clinical social worker (LCSW), one must earn a doctoral degree (a PhD in social work or a DSW).

Ans: F

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Comprehension

Answer Location: Doctor of Philosophy in Social Work or Doctor of Social Work

Difficulty Level: Easy

3. Some “advanced standing” programs allow people with bachelor’s degrees in social work to complete a master’s degree in social work in just 1 additional year.

Ans: T

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work Degrees

Difficulty Level: Easy

4. If a social worker wants to better be able to understand and respond objectively to his or her clients’ needs, it is helpful to become more self-aware.

Ans: T

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Application

Answer Location: Professionalism

Difficulty Level: Easy

5. Having the skills needed to work competently with clients is entailed in the integrity value of social work.

Ans: F

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Comprehension

Answer Location: Social Work Values

Difficulty Level: Easy

6. Clients who have found themselves in the role of the oppressor almost never find themselves in the role of being oppressed at other times.

Ans: F

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Knowledge

Answer Location: Intersections of Diversity

Difficulty Level: Medium

7. Discriminatory behavior and personal slights against LGBTQ people have all but disappeared in the United States.

Ans: F

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Analysis

Answer Location: Diversity and Social Justice

Difficulty Level: Medium

8. Social workers whose job requires them to do micro-level work will probably also have to do mezzo and macro work at times.

Ans: T

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Analysis

Answer Location: Levels of Practice

Difficulty Level: Medium

9. Psychology and social work are virtually identical, except that psychologists are more likely to engage in psychological testing with clients.

Ans: F

Learning Objective: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Comprehension

Answer Location: Social Work’s Unique Purpose and Goals

Difficulty Level: Medium

10. Social workers should expect to make essentially the same salary, whether they work for a nonprofit organization or for the federal executive branch.

Ans: F

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Knowledge

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Medium

# Short Answer

1. Explain the meaning of the term *evidence-based practice*.

Ans: Using a particular intervention for an issue, problem, or disorder based on the results of research.

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Comprehension

Answer Location: Theory and Practice

Difficulty Level: Medium

2. How does a PhD in social work differ from a DSW?

Ans: A doctorate of philosophy in social work (PhD) readies graduates to teach or conduct research or to specialize in clinical practice. A doctorate of social work (DSW) prepares graduates for advanced practice and administrative positions or other leadership in social work.

Learning Objectives: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Comprehension

Answer Location: Doctor of Philosophy in Social Work or Doctor of Social Work

Difficulty Level: Medium

3. Explain in detail the similarities and differences between social work, counseling, and psychology.

Ans: See Exhibit 1.2 for a detailed chart delineating the similarities and differences.

Learning Objectives: 1-5: Compare a social work career to other human services occupations.

Cognitive Domain: Comprehension

Answer Location: Social Work’s Unique Purpose and Goals

Difficulty Level: Medium

4. Explain what it means to be a generalist practitioner.

Ans: Social workers incorporate the knowledge and skills of these other occupations as needed to serve clients and communities. They are not limited to a single perspective or set of methodologies.

Learning Objectives: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Comprehension

Answer Location: Social Work’s Unique Purpose and Goals

Difficulty Level: Easy

# Essay

1. Name and fully explain three of the six major purposes of the NASW Code of Ethics.

Ans: Identifies core social work values, summarizes broad ethical standards, identifies professional obligations when conflicts arise, holds the social work profession accountable, socializes new practitioners to social work norms and expectations, and defines unethical conduct.

Learning Objective: 1-1: Describe the work, goals, and values of social workers.

Cognitive Domain: Comprehension

Answer Location: The NASW Code of Ethics

Difficulty Level: Medium

2. Explain three of the categories of difference between clients one will encounter as a social worker. How might different subgroups in each of these categories experience prejudice and discrimination, and how might a social worker get involved?

Ans: Class, gender, race, ethnicity, sexual orientation, and age are the categories the student can choose from. Examples of respective problems would be affordable day care, reproductive service access, language barriers, marriage inequality, and social isolation.

Learning Objective: 1-2: Explain the importance of diversity and advocacy in social work.

Cognitive Domain: Analysis

Answer Location: Diversity and Social Justice

Difficulty Level: Hard

3. Explain the different levels of social work education in great detail. What must one do to achieve each level of education? What are some of the different areas in which social workers can be employed with each degree?

Ans: BSW, MSW, PhD/DSW. Bachelor’s-level social workers take entry-level jobs, MSWs are more likely to work in administration or (especially) clinical social work, and doctorate-level workers are likely to work in academia or top administrative positions.

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Analysis

Answer Location: Social Work Degrees

Difficulty Level: Medium

4. Explain the differences between micro, mezzo, and macro levels of social work. Give a specific, original hypothetical example of something a school social worker might do at each of those levels.

Ans: Micro is work with individuals or couples; mezzo is with groups; macro is with communities, organizations, or the larger society. An example of micro work is one-on-one counseling. An example of mezzo work is working with the school board to approve comprehensive sex education. An example of macro work is lobbying at the state capitol for school district funding reform.

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Application

Answer Location: Levels of Practice

Difficulty Level: Medium

5. What are three areas related to social and technological trends that are likely to provide interesting challenges and opportunities for social workers over the next few years, according to your textbook? Explain in detail.

Ans: Teaching and learning (technology in education and communication), research (cultural neuroscience), services (technical literacy), and social work education (online studies).

Learning Objective: 1-3: Appreciate the dynamic nature and roles of the social work profession.

Cognitive Domain: Comprehension

Answer Location: Social Work as a Career Opportunity

Difficulty Level: Medium

6. Social work practice is complex. It requires knowledge of human development and behavior; of social, economic, and cultural institutions; and of the interaction of all these factors. Explain why it is important for a social work practitioner to have this knowledge base in order to effectively practice.

Ans: Social work practice involves a multifaceted approach that requires knowledge and understanding of numerous psychological and social factors as well as policy and counseling techniques.

Learning Objective: 1-4: Understand educational and practice options for social workers.

Cognitive Domain: Comprehension

Answer Location: Theory and Practice

Difficulty Level: Hard