1. Course Description:
This course will examine practice theories and techniques for working directly with children, adolescents, and their caretakers. This course will emphasize evidence-based interventions that address diverse groups of children or adolescents within their social contexts (e.g., peer group, school, family, and neighborhood). Special attention will be given to issues of diversity as it relates to building therapeutic relationships and intervening with children, adolescents and their families. The interaction between environmental risk factors, protective factors, promotive and developmental factors as they contribute to coping, resiliency, and disorder, as well as how these might vary by child or adolescent diversity factors, such as race, ethnicity, disadvantage, gender, sexual orientation, sexual identity and culture will also be covered.

2. Course Content:
This course will present prevention, treatment, and rehabilitation models appropriate to interpersonal practice with children, youth and their families in a variety of contexts. Content will focus on the early phases of intervention, including barriers to engagement that may result from client-worker differences, involuntary participation on the part of the child, youth, or family, and factors external to the client-worker relationship, such as policy or institutional decisions that may influence or shape the therapeutic relationship. Since the intervention strategies taught in this course rely significantly on the social worker as a critical component of the change process, attention will be paid to the understanding of self as an instrument in the change process. A variety of evidence-based interventions for engaging children, youth, and their families (or other caretaking adults such as foster parents) will be presented. Assessment content will emphasize client and caretaker strengths and resources as well as risks to child or youth well-being that may result from internal or external vulnerabilities caused by trauma, deprivation, discrimination, separation and loss, developmental disability, and physical and mental illness. Particular attention will be paid to cultural, social, and economic factors that influence client functioning or the worker’s ability to accurately assess the child, youth, or
family. These assessments include attention to life-threatening problems such as addictions, suicidal ideation, and interpersonal violence.

Content on intervention planning will assist students in selecting interventions which are matched with client problems across diverse populations, cultural backgrounds, socio-political contexts, and available resources. These interventions will be based on a thorough assessment, appropriate to the child’s or adolescent’s situation, and sensitive to and compatible with the child/adolescent’s and family’s expressed needs, goals, circumstances, values, and beliefs. Summary descriptions of developmental stages (i.e. infancy, toddlerhood, preschool age, school age, and adolescence) will be presented in terms of developmental characteristics and milestones, salient developmental challenges, and themes such as self-esteem and the development of peer relationships. Helping parents or other caretaking adults to understand the child’s or youth’s issues or behavior in developmental terms will also be discussed. A range of evidence-based intervention approaches will be presented such as cognitive behavioral therapy, behavioral therapy, and parent management training. Promising practices for children and adolescents across child serving settings will also be reviewed. The use of play therapy in working with young children and children who have been traumatized will be explored. Since work with children and youth almost always requires multiple intervention modalities, attention will be given to creating effective intervention plans through the integration of different modalities. Those intervention methods that have been empirically demonstrated to be effective will be given particular emphasis. Methods for monitoring and evaluating interventions will also be discussed and demonstrated in this course.

3. Course Objective:
Upon completion of the course, students will be able to:
1. Understand and address the impact of diversity (including ability, age, class, color, culture, ethnicity, family structure, gender (including gender identity and gender expression), marital status, national origin, race, religion or spirituality, sex, and sexual orientation) of children, adolescents and their families and the social worker on practice process and outcomes.
2. Describe and apply a number of assessment procedures (e.g. direct observation of or interviews with the client, parent or caretaker, and collateral contacts with teachers, caseworkers, or other professionals) that identify internal and external risk protective and promotive factors that may affect children and adolescents.
3. Describe the primary developmental tasks and characteristics of childhood and adolescence as they relate to the selection and implementation of developmentally and culturally appropriate techniques for engaging and treating children and adolescents.
4. Identify the ways in which continuity or disruption in primary care relationships may impact children, adolescents, and the therapeutic relationship.
5. Engage in an assessment process that includes gathering information on the risk, protective and promotive factors at the intrapersonal, family, peer group, school and neighborhood levels in order to formulate and understanding of the child/adolescent’s presenting problems and circumstances.
6. Implement evidence-based prevention and intervention strategies (e.g. cognitive behavioral interventions, parent management training) that are compatible with child/adolescent and family or caretaker goals, needs, circumstances, culture, and values.
7. Develop advanced intervention skills in working with children, adolescents and their families.
8. Monitor and evaluate interventions with regard to: effectiveness, sensitivity to diversity factors; impact of child/adolescent’ and families’ social identities on their experience of power and privilege; and appropriateness of the intervention to specific child/adolescent needs resulting from conditions such as maltreatment, deprivation, disability, and substance

4. Course Design:
The instructor will select required and recommended readings. Class format will include lecture, discussion, case analysis, skills development sessions and viewing of videotapes. Written assignments will integrate theory, evidence-based research, and case analysis, and when possible, the student’s practicum work.

5. Relationship of the Course to Four Curricular Themes:
• **Multiculturalism and Diversity** will be addressed through discussion of child/adolescent/family-worker differences and power/privilege differentials based on ability, age, class, color, culture, ethnicity, family structure, gender (including gender identity and gender expression), marital status, national origin, race, religion or spirituality, sex, and sexual orientation. Case examples of intervention and readings will reflect this theme.
• **Social Justice and Social Change** will be addressed through discussion of differences between problems responsive to interpersonal practice interventions and those which result from poverty, discrimination, and disenfranchisement, requiring systemic as well as individual interventions. Case advocacy for disadvantaged, deprived, victimized and underserved or inappropriately served children and adolescents and their families will also be emphasized.
• **Promotion, Prevention, Treatment, and Rehabilitation** will be addressed through discussion of risk, protective and promotive factors across the child/adolescent’s multiple contexts. Discussions will also emphasize intervention theories and techniques that support the child’s or adolescents’ developmental potentials.
• **Behavioral and Social Science Research** will be addressed in relationship to the selection, monitoring, and evaluation of assessment and intervention methods with specific emphasis on evidence-based interventions in the areas of developmental psychopathology, attachment, risk, resiliency and coping, trauma, and maltreatment. Students will develop advanced skills necessary to implement evidence-based interventions and critically evaluate intervention theories and approaches used with child and adolescent populations.

6. Relationship of the Course to Social Work Ethics and Values:
Social work ethics and values in regard to confidentiality, self-determination, and respect for cultural and religious differences are particularly important when working with children and youth. Social workers working with children and adolescents often need to make critical intervention decisions which may have to balance risks to the child’s or adolescent’s safety or emotional well-being with their need for ongoing connection to their families and communities. This course will cover the complexities of ethical dilemmas as they relate to work with child and
adolescent populations and the ways that the professional Code of Ethics may be used to guide and resolve value and ethical issues.

7. Intensive Focus on Privilege, Oppression, Diversity and Social Justice (PODS):
This course integrates PODS content and skills with a special emphasis on the identification of theories, practice and/or policies that promote social justice, illuminate injustices and are consistent with scientific and professional knowledge. Through the use of a variety of instructional methods, this course will support students developing a vision of social justice, learn to recognize and reduce mechanisms that support oppression and injustice, work toward social justice processes, apply intersectionality and intercultural frameworks and strengthen critical consciousness, self-knowledge and self-awareness to facilitate PODS learning. (Course Statement Approved By Governing Faculty 11/8/06).

ASSIGNMENTS

Clinical Case Presentation and Summary:
This assignment is an in-class clinical case presentation and written case summary reflection. Case presentation will begin the last week in January. Each week 2 clinical case presentations will be given by selected students as assigned to the whole class, or if the class is large, we may do this assignment in groups. Each student will be assigned one in-class clinical case presentation during the semester. Presentations will be approximately 5 minutes long with clinical case discussion to follow each case for approximately another 5-10 minutes. The purpose of the clinical case presentation is to address any area where you would like feedback from the class in order to gain a greater understanding or new perspective on a case situation. Often times the case presentations will be addressing areas where you as a worker have felt stuck or need additional feedback on a particular process or issue.
The clinical case presentation should follow this format:

• Share with the class your clinical question or learning outcome you would like to address in this case presentation. Be specific as this is not a general case consultation.
• Provide a brief case review: a description of the client(s), presenting problem/concern, any critical issues, and relevant histories including psychosocial, genetic, familial, social systems, cultural issues. Please remember to protect confidentiality of any case material and alter case information to ensure that clients are not able to be identified. The purpose of this background information is to help us to engage in the clinical formulation and intervention planning. Keep this case description information to a minimum.
• Summarize your clinical formulation or impressions. Include your assessment and clinical hypothesis and the rationale for their development. Also discuss any worker/client system diversity factors that may have impacted on your clinical impressions and engagement process.
• Summarize the interventions you have utilized and their efficacy along with the treatment plan.

The week after your presentation, turn in a case summary reflection: This 2 page case summary reflection should integrate what you learned about your clinical question or learning outcomes based on the feedback that you received from the class discussion. It should include:

• A brief overview of the clinical question or learning outcome
• What issues did this clinical question or learning outcome evoke in you? (Reflect on your emotional/cognitive response to what you are finding challenging with this situation.)
• What skills did you identify as critical to resolving this clinical question or meeting the learning outcome?
• What clinical resources did you identify as helpful to you to better understand the clinical question or learning outcome?
• What did you learn about your development as a reflective practitioner from this presentation and review?

This assignment is worth 15% of your grade and dates for presentations will be selected during the first two classes.

**TF-CBT Assignment:**
Complete the internet course on the use of Trauma-Focused Cognitive Behavioral Therapy, by Cohen, Mannarina and Debringer, and turn in your certificate of completion with a short 1-2 page reflection paper. The course takes about 10 hours and will be completed at your own pace outside of class. You will earn 10 continuing education credits for taking this course and a certificate of completion that can be reflected in your resume.

In your reflection paper describe the overall process of TF-CBT. What specific interventions are you most attracted to and why? If you have had the opportunity to use any of them, reflect on this. What personal reactions have you noticed as you work through the certification program? What counter-transferences to the material do you notice? How might these come up in your work with clients? How will you prevent vicarious stress in working with clients with this model?

This on-line course is sponsored by the National Child Traumatic Stress Network. The website for this curriculum is [www.musc.edu/tfcbt](http://www.musc.edu/tfcbt). It takes some time, so you may want to get started.

The completion of this certificate is worth 15% of your grade

**Two Papers:**

The aim of the papers is to give you a chance to reflect on your clinical work or casework in a concentrated and organized manner. Grading will be based on clarity of expression, following the terms of the assignment; quality of understanding of clinical issues a clear grasp and integration of the course content. The flow and quality of your writing will also matter. Please see the section on writing and grading before you write your papers.
All students will do Assignment # 1. Assignment # 2 offers a choice, depending on your experience and your access to clients.

Although the assignments are quite detailed in their expectations, I recognize that not all cases will "fit" the assignment. I am willing to modify the assignments to match the realities of your practice. If you need to alter or reformulate the assignments to reflect the particular work you are doing, please discuss with me before writing the papers.

To preserve client confidentiality, please disguise your case material, by using pseudonyms for all family members, omitting or changing specific geographical information and avoiding mention of details that identify clients.

**Paper # 1: Assessment and Treatment Planning:** The subject of the first paper will be the use of observation and information gathering in the development of clinical hypotheses and treatment planning in intervention with children and adolescents and their parents or caregivers. (For students who do not have child or adolescent clients but who are working with adults, see note below*). In the assessment and treatment process, "critical incidents" occur which crystallize the practitioner's understanding of a case. A critical incident may take various forms. Examples: a repeated play sequence, the reporting of an important memory, fantasy or dream, an observed interaction between child and parent(s), impressions of the worker-client relationship such as a particular transference (or counter- transference) response, a style of resistance, information about traumatic or stressful events in the client's or family's history, classroom observations, or results of psychological/educational testing in a client’s school file. What makes such an incident "critical" is that it enables the social worker to reach a clearer understanding of the client's experience, circumstances and internal psychological processes. From this understanding, hypotheses can be generated and interventions can be planned.

For this paper, write up an evaluation of a child or adolescent according to the following outline:

1) **Background Statement:** Give a brief background statement which includes the age and demographic information of the child and family, presenting problem, family circumstances, psychosocial history and relevant developmental and cultural information including ethnicity, race, gender/gender identity, language, religion, sexual orientation, and/or any other relevant material.

2) **Critical Incidences:** Describe at least two critical incidents which enabled you to come to a clearer understanding of the case. Be concrete, specific and detailed in your presentation of the clinical material. (Selecting material from process recordings of interviews and therapeutic sessions is a very appropriate way to present critical incidents.)

3) **Clinical Hypothesis:** State your hypothesis concisely in a few sentences. Review our classwork with the client Johnathan to understand how to develop a concise hypothetical statement. Discuss the hypothesis(es) or formulation derived from thinking about this material. The clinical hypothesis should make an explicit connection between current symptoms and contextual factors, including family situation, psychosocial history, developmental factors, and other significant factors which help explain the development of the client’s symptoms or difficulties.
4) **Intervention Plan and Therapeutic Goals:** Discuss the intervention plan that emerged from this process, including goals for both the child or adolescent and the parent or other caregiver. In addition to treatment goals or objectives, be sure to indicate what treatment methods you will use to achieve your objectives. Goals should be stated concisely in “*(name of the client)* will...”, language. For example, “Johnathan will show a reduction in aggressive behavior.”

5) **Reflection:** End with a brief but thoughtful discussion of what you have learned personally from this assignment.

6) **Resources:** Include at least four references, using quotes, from the course readings to back-up your assessment, hypothesis and choice of interventions and treatment methods for the case and a list of your resources at the end of the paper.

Length: 8-10 pages. Counts 30% of course grade

*Students working with adults can follow the terms of the assignments while writing about their adult clients. I would like you to include one additional element: discuss how the adult’s childhood/adolescent history (to the extent you know it) influences the adult’s current functioning, presenting issues, and ways of relating. However, I want the papers to reflect the work you’re actually doing, and do not want you to change your evaluation/treatment approach to fit the assignment (i.e., taking an extensive history of the client’s childhood experience when you would not otherwise do that).*

**Paper #2:**

**Treatment Implementation and Process:**

Choose a child or adolescent (and parents) with whom you have begun to work. I would prefer you write about a different client from the first paper. If you need to write about the same client, please discuss with me. Write a detailed summary of an assessment (and, if relevant, the early treatment work) that includes:

1) **Background information and critical incidences:** Precipitant for referral, brief description of the client, presenting problem and psychosocial/family history and cultural issues. Include also a discussion of protective factors, risk factors and environmental issues. Describe any critical incidents that come up during the evaluation process but more briefly than in the first paper.

2) **Observations of child and child-parent interactions.**

3) **Clinical Hypothesis:** Formulation of a clinical hypothesis (or hypotheses) which takes into account developmental, psychodynamic and family/interactional issues. State the hypothesis concisely in about two sentences. Be sure it includes relevant systems beyond the individual.

4) **Treatment goals and plan:** Discuss your treatment plan beginning with specific goals of treatment stated in “*(name of client)* will”, language. Describe the approach(es) you are using in therapy in detail. What is the method or integration of methods you will be using? Indicate your rationale for choosing this approach(es) and include the evidence for this approach. The relationship between the clinical hypotheses and treatment plan should be clearly stated. What are the specific therapeutic activities you will try or already have tried? If relevant, describe components of the treatment plan which involve case management, as an adjunct or alternative to clinical work, such as referral for other services, coordination with other professionals, etc. If multiple systems (such as foster care, juvenile court, medical personnel, school personnel, day care, etc.) are involved with the client, discuss your plans for interacting with these other parties,
any recommendations you will make, and indicate any need you see to advocate on behalf of your client with these systems and individuals.

5) **Treatment relationship and process:** Describe your relationship with the clients from the beginning to date --both child and adolescent and parents. Describe some critical incidents that illustrate the initial relationship, and discuss any transference and countertransference issues that have emerged. Describe any racial/ethnic/class/religious/gender/sexual orientation/age/ability or other cultural issues that may influence your relationship with your client(s). Assess the family's motivation for treatment by discussing strengths and weaknesses in the clients and their circumstances that may promote or impede successful intervention.

If you are in a second term of your placement and further along in the treatment, give a descriptive account of the treatment process, including critical incidents in treatment that have promoted change, and an assessment of the client's progress in terms of the goals of the treatment plan. Though the focus of this part should be on the treatment process with the child or adolescent, also include an account of work with parent(s).

6) **Prognosis and evaluation:** Describe your feelings regarding the prognosis for successful intervention and analyze the reasons for your point of view. How will you evaluate change?

7) **Reflection:** End with a brief, but thoughtful discussion of what you have learned personally from this assignment.

8) **Resources:** Include at least four references, including quotes, from the course readings to back-up your assessment, hypothesis and choice of treatment methods for the case and a list of your resources at the end of the paper.

Length: 8-10 pages. Counts 30% of course grade.

**Alternative Paper Topics:** Students who do not have child or adolescent clients can discuss alternative topics with me. This option is open only to those students not doing direct work with children, adolescents and/or their parents. Possible topics include observing a child and/or interviewing a parent (examples of this assignment are the Observation Exercises at the ends of the practice chapters in Child Development: A Practitioner’s Guide, see pp. 183-184, 249-250, 326, and 414), or a research paper on intervention approaches to a particular problem of childhood or adolescence, or a particular therapy method of interest to you.

If you plan to do a research paper about a particular population or method, please write me a brief proposal (not more than a page) a few weeks in advance indicating what population or method you are interested in, why, and a few of the sources you will use in your study. The research paper should include:

1) A detailed description of the issues and needs of the population (including general risk and protective factors), or a detailed description of the method of focus,
2) The founders and theoretical background of the method or theoretical information relevant to the population you have chosen,
3) Evidence presented in research articles for the method and/or best-practices relevant to the treatment population you have chosen,
4) At least one case study example of how the method is implemented, or an effective intervention with a person from the focus population,
5) Any controversies, limitations or implications of the method or other critical analysis of the interventions recommended to address the needs of the focus population,
6) At least five sources, three of which should be peer-reviewed articles (see me if you are unable to find this type of evidence) to support your findings.
7) End with a thoughtful statement of what you learned from studying and writing about this method or population.

WRITING AND GRADING:
All written assignments are expected to be typed, double-spaced, using 12-point font, with 1” margins on each side, using APA style. They will be turned in hard copy at the beginning of class (please don’t plan to print them on the break). It is your responsibility to avoid plagiarism, which can result in severe penalties according to the School of Social Work policies. If writing or editing is difficult for you, please seek help at the Gayle Morris Sweetland Writing Center (764-0429).

The grading scale is:

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<thead>
<tr>
<th>Grade</th>
<th>Percentage Range</th>
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<tbody>
<tr>
<td>A</td>
<td>100% - 95%</td>
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<tr>
<td>A-</td>
<td>94% - 90%</td>
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<tr>
<td>B+</td>
<td>89% - 86%</td>
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<tr>
<td>B</td>
<td>85% - 83%</td>
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<tr>
<td>B-</td>
<td>82% - 80%</td>
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<tr>
<td>C+</td>
<td>79% - 76%</td>
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<tr>
<td>C</td>
<td>75% - 73%</td>
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<td>C-</td>
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I reserve the option to give an A+ for students who meet a 100%, have excellent attendance and participate in class.

ATTENDANCE, PARTICIPATION AND READING
All these are expected. Class attendance is important because lectures and discussion will focus on the details of how to practice. You are allowed one excused absence. More than one absence will result in a reduction of points (at least 3 points off your final points) and could lower your final grade for the course. If you are unable to attend class, please call or e-mail me in advance. Although participation is not factored in as a percentage of the course grade, active participation will make a difference if a student’s assignment work is at the border between two grades.

In the era of iPhones, iPads, laptops and wireless networks, some students may wish to spend class time reading email, texting, surfing the web, or doing work for other classes. Please don’t do this. Computers are only allowed for note-taking if you need that resource, but I would prefer that they not be open at all. I find that they interfere with discussion and active listening to me and other students. Thanks.

ACCOMMODATIONS:
If you need or desire an accommodation for a disability, please let me know soon. The earlier that you make me aware of your needs the more effectively we will be able to use the resources available to us, such as the services for Students with Disabilities, the Adaptive Technology Computing Site and the like. If you do decide to disclose your disability, I will treat that information as private and confidential. Also, please notify me if religious observances conflict with class attendance or due dates for assignments so we can make appropriate arrangements.
TEXTS and HANDOUTS

Text Books that are required:


I will be passing out and/or posting on c-tools a number of articles and handouts on developmental and clinical topics.

Recommended Optional Books:


Herman, Judith, *Trauma and Recovery* (1992), Basic Books, NY.


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**COURSE OUTLINE AND READINGS**

**Class 1: Jan 9**  
**Introduction to the course and each other**  
Frames of Reference for Work with Children and Adolescents: Developmental, Attachment, Interactional, and Psychodynamic Theories; The Child-friendly Therapy Room.  
**Required Readings:**  
- Get started on reading for week 2

**Class 2: Jan 16**  
Evaluation Process; Assessment of Risk and Protective Factors; Cultural factors: Assessment Techniques with Parents and Children; Multidisciplinary Assessment; Treatment Planning.  
Assessing the case of Johnathan- class exercise  
**Required Readings:**  
- Davies: Preface, pp.ix-xi; Introduction (Part 1); Chapters 1, 2, 3 and (Part II) Chapter, 4

**Class 3: Jan 23**  
Understanding Attachment; Attachment Theory; Modeling secure Attachment in the Therapeutic relationship  
**Required Readings:**  
- Davies, Part II, Introduction, Chapters 5 and 6  
- Gil: Chapters 1 and 2

**Class 4: Jan 30**  
Treatment through the Lens of Attachment; Working with Parents and Types of Parent Work; Attachment-Oriented and Relational Therapies (Hughes-PLACE, Theraplay, Post)  
The case of Jordan  
Student Case Presentations:  
**Required Readings:**  
 Optional Reading:
John McGee: A Gentle Teaching Primer

Class 5: Feb 6
Severe Developmental Disorders, Disabilities and Chronic Illness; Understanding Learning Disabilities (video), Treating Autism with Applied Behavioral Analysis, Relational approached to Autism and marginalization with severely impaired adolescents and young adults - John McGee – A Gentle Teaching
Student Case Presentations

Required Reading:
-Gil, Chapters 3 and 4

Class 6, Feb 13  Paper #1 is due
Trauma: The Conditions that Create Trauma; PTSD; Modeling Mutuality and Equality in the Therapeutic Relationship, Traumatic Play in Children; Phase-Oriented Trauma Treatment; Sensorimotor Concepts
Student Case Presentations

Required Readings:
-Davies: Chapter 7 and 8
-Gil, Chapters 5, 6, and 7

Class 7, Feb 20
Trauma Treatment with Young Children – Toddlers and Preschoolers: Normal Development; Common Clinical Issues; Memory in Young Children; The Use of Representational Play, Focused Play in Work with Young Children; Rescripting with Very Young Children
Case Presentation: Bad Babies (focused play), Ginny (involving parents in play therapy), Little Tess (Rescripting)
Two Student Case Presentations

Required Readings:
-Davies: Chapters 9 and 10.
Gil, Chapters 10 and 11

Class 8, Feb 27
Trauma Treatment in Middle Childhood: Normal Child Development, Ages 6-12; Clinical Issues in Work with School Age Children; Treating Trauma and Grief: Encouraging Disclosure through
Integrating Art, Expressive Approaches, Focused Play and Cognitive-Behavioral Methods with School-age Children
Case Presentations: Jimmy, Katie
Student Case Presentations

Required Readings:
- Davies: Chapters 11 & 12.
- Gil, Chapters 8 and 9

March 6 – Assignment: Spring break! Have fun! Take a break!

Class 9, March 13 Trauma-Focused CBT Certification is due
Trauma Treatment with Adolescents: Normal Adolescent Development; Disclosure with Adolescents; Creating Narrative, Trauma Resolution; Use of Art, Symbol and Ritual
The case of Miss Prissy
Case Presentations

Required Readings:
- Handouts on Adolescent Development
- Davies: Chapter 13
- Gil, Eliana (1996), A Structured Processing of Trauma, from Treating Abused Adolescents, Guilford Press, NY

Class 10, March 20
Working with Parents and Families; Intervening on Lying and Stealing Using Integrated Methods
Student Case Presentations

Required Readings:

Class 11, March 27 Paper #2 is due
Working with Parents and Families; Intervening on Explosive Behavior and Aggression; Multi-systemic Therapy
Student Case Presentations

Required Readings:

Class 12, April 3
Work with LGBTQ Youth; Advocacy and Empowerment Methods
Student Case Presentations
Required Readings:

Class 13, April 10
Group Work with Adolescents; Integrative Creative Interventions; The Use of Myth, Story and Ritual
Case Presentations: The Psyche and Cupid Myth with Adolescent Girls, Ritual with Male Adolescent Sex Offenders

Required Readings:

Class 14, April 17
Self-Care: Avoiding Compassion Fatigue, Burn-out and Secondary Trauma Effects.
Self and class evaluation

Required Readings:
Handouts on c-tools: the Professional Quality of Life Scale