Interpersonal Practice with Adult Individuals
SW 628-002
Spring/Summer 2014
Office hours: 5-6pm Tuesdays

Colleen E. Crane MSW, LMSW
Phone: 248-330-3585
Email: kennac@umich.edu
Classroom: 3816

Course Description:

This course will approach work with individual clients from a person-in-environment perspective and build on the content presented in course SW521. The stages of the treatment process (i.e. engagement, assessment, planning, evaluation, intervention, and termination) will be presented for work with individual adults. The relevance and limitations of various theoretical approaches will be reviewed as they apply to assessment, planning, and intervention methods. This course will focus on empirically evaluated models of intervention and will teach students how to monitor and evaluate their own practice. Special attention will be given to issues of the key diversity dimensions such as “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” including identification of one’s own social and cultural identities and group memberships, and how these relate to working with clients, colleagues, and other professionals. The course will emphasize time-limited treatment methods, and practice with involuntary clients.

Course Content:

This course will present several models of intervention designed to prevent and treat psychosocial problems of individual adults. Emphasis will be placed on approaches that enhance social functioning, strengthen problem-solving capacities, and support the coping capacities of individual adults. The various models will be time-limited, responsive to the impact of social environments, and supported by empirically based efficacy studies (e.g., stress management and stress reduction models). Treatment models that focus on specific psychosocial problems associated with work, relationships, mood, anxiety, and impulse problems will be discussed. Several treatment models will be presented such as Brief Psychodynamic Therapy, Cognitive Behavioral Interventions for depression and anxiety, Task-Centered Practice, Focused Analytic Single Session interventions, Interpersonal Psychotherapy for Depression, etc. These intervention models will also be evaluated for how well they fit the special needs of diverse populations within the key diversity dimensions.
Each model that is presented will cover all phases of the intervention process: engagement and screening, assessment, planning, evaluation, implementation, and termination. Although evaluation will be discussed in much greater depth in the Practice Area evaluation courses, students will learn how to integrate evaluation techniques and measures into their on-going interventions with individual adults so that they can employ systematic measures of their effectiveness in the field. This course will carefully explore the issues that influence and determine client motivation because many individual adults come into the treatment process with varying degrees of willingness and sometimes are coerced to seek help by authorities or family members. Strategies that workers can employ to engage reluctant or resistant clients will be presented. Intervention models in this course will be general enough to apply to a wide range of adult clients in a wide range of adult situations, since other courses will focus more specifically on special populations and problems. Course content will include ethical issues that relate to interpersonal practice with individual adults and those elements of the NASW code of ethics that especially impact on practice with individual adults (e.g., boundary and comportment issues between worker and client).

**Course Objectives:**

Upon completion of the course, students will be able to:

1) Describe how theory informs and shapes the kinds of intervention strategies that may be employed when working with individual adults, including the indications and contraindications of various IP models.

2) Assess the effectiveness of various kinds of intervention models and procedures that may be utilized with individual adults.

3) Demonstrate advanced social work skills [with individual adults] in the pre-engagement, engagement, assessment, intervention, ending and evaluation phases of interpersonal social work practice. Critically apply in a practice setting a minimum of two empirically supported IP theories.

4) Conduct an assessment of coping resources and strengths; biophysical, emotional, behavioral and cognitive functioning; intra-personal and environmental systems. Assess life-threatening problems, such as addictions and violence; and forms of oppression that clients experience. Identify and assess the effects of diversity dimensions (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).

5) Demonstrate their ability to form worker-client alliances and collaborations, communicate empathically, and help enhance motivation for change, cultivate hope, and address ambivalence and internal and external barriers to change.
6) Identify ways to match or modify intervention methods effectively with [adult] client problems, across diverse populations, cultural backgrounds, sociopolitical contexts and available resources.

7) Identify one’s own social and cultural identities and group memberships, and how these relate to working with clients, colleagues, and other professionals

8) Evaluate the efficacy of interventions used with adult clients including the use of specific evaluation measures.

9) Apply and articulate social work values, ethical standards, and principles unique to interpersonal practice interventions [with adults] involving diverse populations and settings.

**Course Design:**

This course will employ a number of pedagogical strategies to promote knowledge and skill development, such as reading assignments, case analyses, interactive media simulations, in vivo exercises, role play simulations within the classroom, modeling and video demonstrations, didactic presentations of theory/models/procedures. Whenever possible, graded assignments will be tied to the field placement experiences of students.

**Relationship of the Course to Four Curricular Themes:**

- **Multiculturalism and Diversity** will be addressed through careful analysis of how clinical models can be applied and modified to fit the special needs of various groups. Resistance and motivation of adults to interventions will be covered to demonstrate how effective intervention models must be adapted to fit the needs of various ethnic and racial groups. This course will emphasize that monocultural clinical models must be adapted to fit the definitions of “problem” and “treatment” that exist in diverse groups in order for social workers to practice with adults from diverse backgrounds.

- **Social Justice and Social Change** will be addressed by recognizing that, historically, clinical services have excluded poor and oppressed clients from “talking therapies.” Often these clients were given the harshest and most restrictive treatments (e.g. shock, sterilization, medications, and lobotomies), whereas more privileged clients were granted more benign interventions (e.g. outpatient family therapy). This course will examine these differences as well as how socioeconomic exclusion arises in screening criteria that exclude clients because of intelligence, verbal ability, insight, and motivation.
• *Promotion, Prevention, Treatment, and Rehabilitation* will be addressed through a focus on intervention models and intervention procedures that can be used to prevent and treat psychosocial problems of adults.

• *Behavioral and Social Science Research* will be addressed through careful selection of intervention models for which there is empirical evidence on efficacy. Students will learn that although many time-limited models of practice with adults have proliferated over the past two decades, not all of them have generated research that demonstrates their efficacy.

**Relationship of the Course to Social Work Ethics and Values:**

In working with adults, social workers must encourage self-determination and empower adult clients to choose and pursue their own change goals. Ethical issues such as sexual relations between client and worker, involuntary treatment, primacy of client interests, and precipitous withdrawal of services will be considered as they impact individual clients.

**Class Expectations:**

This course will use a combination of lecture, class discussion, case material, role-plays and actual practice exercises, experiential activities, small group experiences, discussion and video material to enhance learning.

**Attendance:** *Students are expected to attend all class sessions.* Since this is a practice course, much of the learning is experiential and requires attendance. This means attendance is crucial to understanding the content of the course. **You can miss one class with a valid excuse.** Please contact the instructor before you miss the class in order for the excuse to be valid. Beyond this one absence you will lose points for missing class, especially given that there are only 11 class sessions in the Spring/Summer term. Please save your one absence for sickness or any events you must attend instead of class.

**Due dates:** Assignments are to be handed in on time, at the beginning of the class session for which they are due, in hard copy form. **Do not wait for the class break to print out assignments.**

**Computers:** Computers may be used during power point lectures or when completing small group assignments. Otherwise, computers need to be closed so that you can actively participate in class.

**Participation:** **Beyond attendance, class participation is 10% of your grade.** This includes participation in class exercises and giving constructive feedback to your peers. There will be many opportunities and ways to participate in class, so please engage in ways that you are comfortable and in ways that push your comfort zone. Despite our cultural and personality differences, social work requires us to interact, and this will be an expectation in class as well.
**Written Assignments:**
All writing assignments are to be typed, double-spaced, using 12-point font, with 1-inch margins on each side, using APA style (5th edition). Your written work will be graded on a clear grasp and integration of the course content, completeness, thoroughness, originality and creativity, organization and clarity, format, writing style, grammar and appropriate referencing of sources. Good, clinical writing is expected and you will lose points for lack of clarity. If you need help with writing, please consult the Sweetland Writing Center.

**Academic Conduct:**
Please consult the Student Guide [http://www.ssw.umich.edu/studentGuide/](http://www.ssw.umich.edu/studentGuide/) [Student Code of Academic and Professional Conduct] to make sure you are not committing plagiarism in your written reports. The ideas of others must be cited correctly and direct quotes must be shown with quotation marks and cited correctly. Plagiarism can be grounds for expulsion from the School. A useful web resource on academic integrity can be found at: [http://www.lib.umich.edu/acadintegrity/](http://www.lib.umich.edu/acadintegrity/)

**ACCOMMODATIONS**
If you need or desire an accommodation for a disability, please let me know as soon as possible. Many aspects of this course, the assignments, the in-class activities and the way that the course is taught can be modified to facilitate your participation and progress throughout the semester. 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 (to the extent permitted by law) treat that information as private and confidential. Also, please notify me if religious observances conflict with class attendance or due dates for assignments so that we can make appropriate arrangements.

**The Grading Scale is:**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>100% - 95%</td>
</tr>
<tr>
<td>A-</td>
<td>94% - 90%</td>
</tr>
<tr>
<td>B+</td>
<td>89% - 86%</td>
</tr>
<tr>
<td>B</td>
<td>85% - 83%</td>
</tr>
<tr>
<td>B-</td>
<td>82% - 80%</td>
</tr>
<tr>
<td>C+</td>
<td>79% - 76%</td>
</tr>
<tr>
<td>C</td>
<td>75% - 73%</td>
</tr>
<tr>
<td>C-</td>
<td>72% - 70%</td>
</tr>
</tbody>
</table>

**Class Requirements:**
Progress in this course will be assessed by three assignments and your attendance/participation. The aim of the assignments is to give you an opportunity to integrate what you are learning in class with your interpersonal work in field and for you to explore specific interests in certain methods used with adults.
Your Grade will be based on:

<table>
<thead>
<tr>
<th>Part</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation (on-going)</td>
<td>10%</td>
</tr>
<tr>
<td>Clinical Case Presentation</td>
<td>30%</td>
</tr>
<tr>
<td>Ethical Dilemma</td>
<td>20%</td>
</tr>
<tr>
<td>Assessment &amp; Intervention</td>
<td>40%</td>
</tr>
</tbody>
</table>

Assignment #1: Clinical Case Presentation and Summary:

Clinical Case Presentation and Summary:
This assignment is an in-class clinical case presentation and written case summary reflection. Each week 2-3 clinical case presentations will be given by selected students as assigned. Each student will be assigned one in-class clinical case presentation during the semester. Presentations will be approximately 15 minutes long with clinical case discussion to follow each case for approximately another 15 minutes, for a total time of 30 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 have felt stuck or need additional feedback on a particular process or issue.

The clinical case presentation should follow the following format:

- Share with the class one clinical question or learning outcome you would like to address in this case presentation. The question should be stated as “In presenting this case, I would like help with answering this (question, dilemma, etc.).”
- Brief case description: presenting problem/concern, any critical issues, and relevant histories including information from the 7 client domains. Please remember to protect confidentiality of any case material and alter case information to ensure that clients cannot be identified. The purpose of this background information is to help us to engage in the clinical formulation and intervention planning.
- Summarize your clinical formulation or impressions. Include your assessment and clinical hypothesis and the rationale for their development. Also discuss any worker/client 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.

Written case summary reflection: This 3-4 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.
• 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 30% of your grade and dates for presentations will be selected during the first class. Your written case summary and a hard copy of your presentation will be due the class following your presentation.

Assignment #2: Ethical Dilemma:

Ethical Issues Paper: 3-4 pages. Describe a current or past ethical or cross-cultural dilemma you faced with a client or a dilemma that could occur.

• Describe the dilemma and the context it came up. Discuss the client’s position and your position as it relates to the dilemma.

• What are possible ways of approaching or resolving the dilemma, or in what way you did you actually approach or resolve it? Use the NASW code of Ethics here in addition to one source specifically related to ethics and/or addressing ethical dilemmas.

• What were the consequences of your resolution?

• Was there anything that could have been addressed before

Refer to the social work code of ethics and at least one other reading from the course on ethics and cross-cultural social work. Include a reference sheet/works cited. (This assignment is worth 20% of your grade). This paper is due June 17th at the beginning on class as a hard copy.

Assignment # 3: Intervention & Assessment Paper

Intervention and Assessment Paper: Write a paper about a case that describes the following phases of work with a client: assessment, intervention plan, intervention implementation, and personal reflection. You can develop part of the case with your imagination if you need to, for
example, if you have seen a client just once or twice and want to imagine a more complete intervention. Please cite at least 6 references from class readings as they relate to your work with this client, and include a page with your citations. This assignment is worth 40% of your grade

Please use the sub-headings below in your paper:

- **Assessment:** A brief description of the presenting problem including demographics (e.g., age, race, gender, class, sexual orientation, religion, age/disability) history of the problem with all material disguised to protect confidentiality. You may also include actual or possible diagnoses (DSM-IV or V.)
- **Context:** The context in which you know this client and the client’s precipitating issue.
- **Clinical impressions:** Include a brief description of the client’s ability to engage, her/his/hir physical, mental, emotional, social state at the time of the interview, and their motivation and stage of change.

- **Treatment Goals:** What are the goals of the intervention? What needs to change? Separate goals based on locus of control for the change. In other words, separate recommendations for system’s interventions from changes that the client can control and change. (For example: A systemic locus of control: “the homelessness intervention program will work with Sandy toward a secure housing situation”. A client-based locus of control: “Sandy will reduce negative thoughts that interfere with her attending her meetings with her case manager to work toward more secure housing”).
- **Ethical Issues:** Describe any ethical or cross cultural issues that arise with your involvement in this case. Comment on your differenced from the client based on gender, race, ethnicity, class, age, sexual orientation, gender identity, religion, language, etc., and how you have addressed these differences.
- **Intervention Plan:** Describe the theoretical approach or approaches that are likely to be the most effective for this case and the goals for intervention. If more than one theoretical approach is used, describe how you would integrate these approaches theoretically or apply them sequentially to the case. Discuss any barriers or resistance to client progress and how these barriers or resistances would be addressed.
- **Intervention Implementation:** Illustrate the approach you used through a transcript of an actual interview. Comment on the accuracy of your original assessment and plan. Describe how you might improve your responses, including the use of general theoretical approaches you did not use. You may make the session as long as you want. For the transcription, use about 12-15 statements from the client and 12 or 15 of your responses to the client.
- **Evaluation:** Describe how you would evaluate the efficacy of your work. Select or create a measure for the evaluation of the goals established for work with this particular client. If you can actually administer the measure with your client - wonderful, but you do not have to actually administer the measure. It is more important to describe how you would introduce the measure to your client. Write down what you actually might

- **Personal reflection.** Please address all of the following elements in this section of the paper, and state:
  - Your own reaction to this encounter
  - Describe transference/counter-transference issues with this client or how your self-awareness/relaxation model applies to your work with this client
  - In what areas do you think you need to grow to feel more competent in your work with individuals?
  - In what areas did you feel competent during this encounter?

This assignment should be 7-10 pages in length and is due Tuesday, July 22nd at the start of class. You need to provide me with a hard copy of your assignment, no electronic submission please. Please feel free to discuss your intervention plan with me prior to your submission.

**REQUIRED TEXTS:**


**RECOMMENDED READINGS TO HELP WITH SPECIFIC ASSIGNMENTS:**


**Class Schedule**

*The readings that are not in the text will be on c-tools.

**Class 1: May 13:**
Introduction
Class requirements
Ethical situations exercise
Assignment of Dates for Clinical Presentations

**Class 2: May 20:**
Cultural Competence vs. Cross Cultural Social Work (Yan and Wong)
The Relationship and reflexive engagement
The Goals of Assessment and Intervention: an overview

**Required Readings:**
Teyber Chapter 1 and 2.
3) Social Work Code of Ethics, NASW

**Class 3: May 27:**
Developing Cross-cultural Skills: power, privilege and oppression
Your social positions and the client’s social positions in IP Work

**Required Readings:**
1) Teyber Chapter 3.
2) **Required:** Choose at least one of these identity readings that best fits your own identity experience and one that fits people that have a different identity experience than your own: (we will be working with these in class)
   3. Tatum, B. (1997) Chapter 4 and 5, “(Racial) Identity Development in Adolescents and Racial Identity in Adulthood”, from *Why are all the Black Kids Sitting in the Cafeteria?* Chapter 6,

**Class 4: June 3:**
Assessment, Intervention and the Integration of Therapeutic Approaches
Assessment and goal setting practice exercise (with vulnerable populations)

**Required Reading:**
1) Teyber Chapter 4.
3) Miller and Rollnick, Chapters 4, 5, and 6, “What is Motivational Interviewing?”, “Change and Resistance: Opposite Sides of the Coin”, “Phase 1: Building Motivation for Change”

**Class 5: June 10**
Building Coping Skills and Trauma Recovery
Focus on Cutting and Other Para-suicidal Behaviors

**Required Readings:**
1) Teyber Chapter 5: Helping Clients with Their Feelings
2) Herman, Judith (1992), Chapters 1 and 2, “A Forgotten History” and “Terror”, In *Trauma and Recovery: The Aftermath of Violence - from domestic abuse to political terror*

Optional Reading (and very helpful!):

Class 6, June 17:
Mental Illness and Pharmacology

Required Readings:
1) Teyber Chapter 6 and 7

Class 7, June 24:
Evidence-based Practices

Required Reading:
3) Miller and Rollnick, Chapter 7 and 8, “Responding to Change Talk”, “Responding to Resistance”.

Class 8, July 1:
Evidence-based Practices
Cultural Relational Therapy
Treatments specifically geared to substance abuse
Crisis Interventions or Advocacy Interventions

Required Readings:
1) Teyber Chapter 8

**Class 9, July 8:**
Affirmative Practice with TGLB adults
Middle stages of therapy
Cognitive-Behavioral Therapy/Relational Therapy with an Aging Man.

**Required Readings:**
1) Teyber Chapter 9

**Class 10, July 15**
Practice with Vulnerable Populations
Working with adult immigrant people – the need for advocacy

**Required Readings:**

**Optional Reading:**
Class 11, July 22:
Termination
Self-care
Where are we going from here?

Required Readings:
Teyber, Chapter 10
1) Davis, Chapters 16, 18 and 21 “Goal Setting and Time Management”, Managing Work Stress”, and “When It Doesn’t Come Easy – Getting Unstuck”.