

# Clinical Recognition Program

## Grid for Self-Reflection

### Social Work

	<b>Entry</b>	<b>Clinician</b>	<b>Advanced Clinician</b>	<b>Clinical Scholar</b>
<p><b>Clinician/Patient Relationship</b></p> <p><i>The interpersonal engagement or relational connection between the clinician and the patient and/or family</i></p>	<ul style="list-style-type: none"> <li>• Able to demonstrate empathic understanding of patients/families</li> <li>• Ability to engage with diverse patient population (differing personalities, illnesses, social, economic, and cultural factors)</li> <li>• Ability to identify own personal reactions and seek appropriate support and supervision</li> <li>• Learning to manage the professional relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Able to be present; stay with; sit and listen to patient's story and underlying affect; bearing witness to patient's story</li> <li>• Able to sit with and respond to strong affect</li> <li>• Capacity to work within the therapeutic relationship to develop mutually agreed upon goals with the patient</li> <li>• Capacity to encourage patients in self reliance, maintaining a reasonable expectation of growth and change</li> <li>• Ability to identify need for and to set appropriate boundaries with diverse patient populations</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity to use the self to enable effective working relationship</li> <li>• Capacity to work skillfully with a designated population of patients considering a multiplicity of factors (biological, psychological, social, cultural and environmental)</li> <li>• Ability to enable patient to develop self-reliance, self- knowledge and self-awareness; to become empowered in their own treatment and care</li> <li>• Ability to step back and objectively perceive the patient, the self, and the dynamics of interaction</li> </ul>	<ul style="list-style-type: none"> <li>• Innovatively and creatively engages patients and families</li> <li>• Purposefully integrates transference/counter-transference to further the therapeutic alliance</li> <li>• Establishes working relationships with help resistant, difficult, complicated, multi-problem patients and families</li> <li>• Integrates theoretical knowledge, clinical skills, and active and purposeful use of the self to guide the therapeutic intervention with patients and families</li> </ul>
<p><b>Notes:</b></p>				

	<b>Entry</b>	<b>Clinician</b>	<b>Advanced Clinician</b>	<b>Clinical Scholar</b>
<p><b>Clinical Knowledge and Decision-Making</b></p> <p><i>Understanding attained through formal and experiential learning.</i></p>	<ul style="list-style-type: none"> <li>• Ability to gather psychosocial information from a variety of sources and use a broad theoretical framework to make an assessment</li> <li>• Able to employ relevant interventions based on assessment</li> <li>• Able to provide patient and family education regarding community and hospital resources</li> <li>• Seeks appropriate supervision and consultation</li> <li>• Appropriately uses protocols for clinical decision making</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to simultaneously process patient/family information and social work theory</li> <li>• Ability to perform biopsychosocial assessments integrating theory and setting appropriate treatment plans (biopsychosocial, cultural, etc.)</li> <li>• Ability to intervene with patients and families using more than one treatment modality</li> <li>• Ability to recognize need for and provide psycho-education to patients and families</li> <li>• Demonstrates confidence and competence in familiar situations</li> <li>• Ability to transfer skills and knowledge into unfamiliar situations</li> <li>• Ability to prioritize based on patients' need</li> <li>• Ability to mentor colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates working knowledge of multiple theories relevant to practice</li> <li>• Demonstrates expertise in diagnosis and clinical interventions</li> <li>• Demonstrates clinically sound risk taking</li> <li>• Ability to discern/prioritize those patients and families that can benefit from clinical interventions</li> <li>• Incorporates in-depth patient and family education in area of own expertise</li> <li>• Demonstrates confidence and competence in unfamiliar situations</li> <li>• Ability to teach/supervise colleagues</li> <li>• Ability to refer to and/or seek consultation from other appropriate health care providers</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates expertise in theory relevant to social work practice</li> <li>• Demonstrates ability to confidently, competently, and creatively treat patients and families using a variety of modalities</li> <li>• Ability to focus and prioritize treatment interventions in complex, multi-problem patient situations</li> <li>• Sought out to teach, supervise, and provide consultation to colleagues in own and other disciplines</li> <li>• Demonstrates wisdom in decision-making based on theoretical, clinical, and experiential knowledge</li> <li>• Demonstrates professional contributions to clinical knowledge and practice</li> </ul>
<p><b>Notes:</b></p>				

	<b>Entry</b>	<b>Clinician</b>	<b>Advanced Clinician</b>	<b>Clinical Scholar</b>
<p><b>Collaboration/Teamwork</b></p> <p><i>Collective work for the good of the patient and family; built on communication of clinical and ethical understandings between healthcare providers.</i></p>	<ul style="list-style-type: none"> <li>• <b>Identifies problems and seeks consultation</b></li> <li>• Team membership characterized by thoughtful observation and information sharing</li> <li>• Works collaboratively and problem solves with individual team members</li> <li>• Joins actively in the work of the Collaborative Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>• Actively shares clinical knowledge (obtained from many sources) and own clinical impressions to keep others informed in order to provide quality, team-oriented patient care</li> <li>• Able to articulate the social work perspective to promote problem solving</li> <li>• Actively shares responsibility for getting the work of the Collaborative Leadership Team done</li> <li>• Provides support to social work and multi-disciplinary colleagues</li> <li>• Understands the roles of other disciplines</li> <li>• Attracts referrals and is sought out by colleagues for collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporates multi-disciplinary perspective in promoting quality, team-oriented patient care</li> <li>• Able to articulate a point of view on the team that enables the team to comprehensively problem solve</li> <li>• Assumes leadership in departmental Collaborative Leadership Teams</li> <li>• Understands roles of other disciplines and able to articulate the limitations of social work</li> <li>• Sought out by colleagues for consultation and referral</li> <li>• Provides consultation to interdisciplinary colleagues re: psychosocial issues and patient/family behavior</li> <li>• Chairs committees and task forces focused on patient care</li> <li>• Utilizes conflict resolution skills in response to difficult situations and conflicts with colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Able to effectively mobilize the interdisciplinary team to provide quality patient care</li> <li>• Uses knowledge of the organization to identify and solve system and patient problems</li> <li>• Articulates the clinical expertise of social work on the team</li> <li>• Sought for clinical expertise (consultation and referral)</li> <li>• Promotes team building in all its diversity</li> <li>• Promotes creativity and growth of peers</li> <li>• Chairs interdisciplinary committees and task forces focused on patient care</li> </ul>
<p><b>Notes:</b></p>				