

1. What were the results of your Personal Values self-assessment on page 372? What surprised you?

My results for the Personal Values self-assessment ranged anywhere from 10 to a perfect 200. My lowest score was at a 10 which was in spirituality, which did not come too much of a surprise but I thought I would score a little bit higher. The true, genuine, surprise was seeing my score be a perfect 200 in terms of social. I knew my score for social would be high considering I work in a lot of group-like settings and I study sociology for my minor. That being said, I am not a stranger in terms of learning about groups.

2. How might your values impact your work as a social worker? How do your values contribute to your biases?

My values that I scored high in are in terms of community and social, which can impact my career as a social worker because of the importance of service. Social work is a field of work that service and the importance of human relationships are extremely important. I professionally feel that having important human relationships will help enhance my skills as a social worker since I will have to be working with all different people with all different backgrounds and diverse perspectives. Although I already have a strong bias with feeling that networking amongst others with different backgrounds does strengthen my ability to establish important human relationships. I, personally also, feel that it is important to have the skillset of integrity with myself and others. When talking about integrity, on a professional level, it is important to establish integrity when working with multiple disciplines.

3. How do your values, beliefs, and social identities, affect both your leadership ability and potential?

Your professional values describe what is important to you in the way you live your ethical life. Your professional values are the foundation that influence your decisions, actions and behavior and impact the life you choose to lead. When you are feeling stressed at work or with a client it is important to understand the root cause of the stress by exploring the situation and to take action to take down the cause and hence reduce the stress. The relationships at work may be impacted because your values and those of the client you are dealing with are different. Successful leaders are usually self aware, they tend to have a strong sense of their values and act on an explicit comprehension of their values. Being aware and mindful of your social identity does affect your leadership ability, due to privilege. Social identities include: race, class, socioeconomic status, gender, age, sexuality, and religion.

4. What strategies can practitioners use to ensure they are being inclusive?

Practitioners can use inclusive language, by asking for people's pronouns or asking their clients if they have a nickname that is more preferred, when being more inclusive. Another way to be inclusive is to consider the accessibility in the space where meetings or events are being held. When looking into accessibility, the practitioner should be thinking is someone who is

wheelchair-bound able to get in and have the space that they need, are there sign language interpreters for those who are hard of hearing. Another way of ensuring inclusion is being adapted to all the different learning styles that everyone in the organization has. Additionally, having a diverse team would have better results. Having a diverse team will express many different backgrounds, perspectives, and ideals from all people.