

Response

to s.E22(b)iii

Response to the skills, knowledge and qualifications (key), attributes considered desirable in being elected as a Director, office holder or branch management committee member of the AASW.

1. Professional Identity

Throughout my social work career I have been passionately committed to the professional standards and ethics of the social work profession. I have been a strong advocate for membership of the AASW. I believe we all need to be accountable and am well able to place the needs of the broader organization over personal views and interests. I have shown courage and independence when supporting the right issue rather than the expedient one by supporting the scapegoat.

2. Cultural Awareness and Humility

I have worked with and have as friends people from many diverse cultural and ethnic backgrounds, including Aboriginal people and people with disabilities. I value diversity in the workplace and in community life. I have attended courses on

cultural awareness and cultural safety. Whilst I do not claim always to get it right, I aim to be respectful and sensitive.

3. Critical Thinking

I have always reflected extensively on my practice, and on board and management decisions, analysing complex issues, always bearing in mind the need to consider impact on people, the organisation and the broader community. Examples are the need to close an opportunity shop that was no longer paying its way, and to remove a senior executive whose activities were threatening the organization.

4. Communicate Constructively

I am articulate, both verbally and in writing, and believe these should be core skills for all social workers. I can be very diplomatic if the situation demands it. I reflect on personal input and effectiveness. I listen and respond constructively to others. Again, I consider these core social work skills.

5. Focus Strategically

I am definitely a “big picture” person but never forget what the consequences of a decision can mean to an individual. By that I mean I take what is known in business management theory as a 9:9 position, finding a way that meets the needs of the

organization and any affected individuals. For example, when the opportunity shop mentioned above had to be closed, assisting the manager and volunteers to find alternative employment.

6. Collaborates in the best interests of the Association

I infer from this that if a decision is made that I am not happy with, I would need to present a united front. This I would do, unless I felt I could not livewith that decision. In that case I would resign.