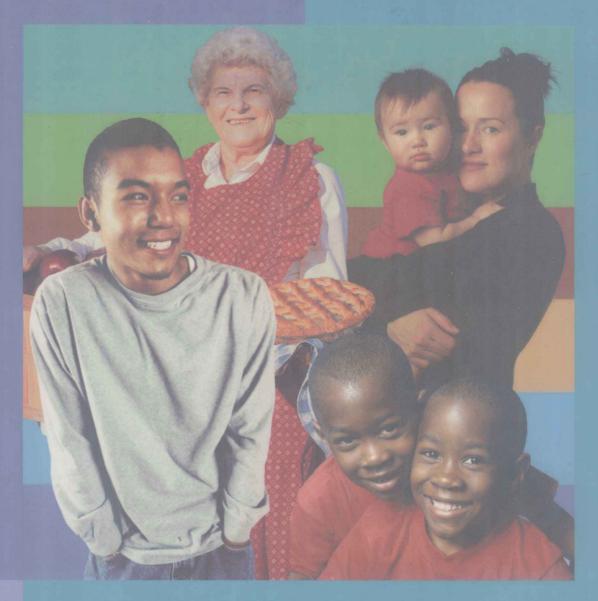
# Understanding SIXTH EDITION Human Behavior

and the Social Environment



Charles H. Zastrow Karen K. Kirst-Ashman

# Understanding Human Behavior and the Social Environment

SIXTH EDITION

Charles Zastrow
University of Wisconsin-Whitewater

Karen K. Kirst-Ashman University of Wisconsin-Whitewater



Australia  $\cdot$  Canada  $\cdot$  Mexico  $\cdot$  Singapore  $\cdot$  Spain United Kingdom  $\cdot$  United States



Executive Editor: Lisa Gebo

Assistant Editor: Alma Dea Micheleana

Editorial Assistant: Sheila Walsh

Technology Project Manager: Barry Connolly

Marketing Manager: Caroline Concilla

Marketing Assistant: Mary Ho

Advertising Project Manager: Tammi Strang

Project Manager, Editorial Production: Matt Ballantyne

Print/Media Buyer: Doreen Suruki Permissions Editor: Joohee Lee

Production Service: G&S Typesetters, Inc.

Text Designer: Patrick Devine Design

COPYRIGHT © 2004 Brooks/Cole, a division of Thomson Learning, Inc. Thomson Learning™ is a trademark used herein under license.

ALL RIGHTS RESERVED. No part of this work covered by the copyright hereon may be reproduced or used in any form or by any means—graphic, electronic, or mechanical, including but not limited to photocopying, recording, taping, Web distribution, information networks, or information storage and retrieval systems—without the written permission of the publisher.

Printed in the United States of America 2 3 4 5 6 7 07 06 05 04 03

For more information about our products, contact us at:

Thomson Learning Academic Resource Center 1-800-423-0563

For permission to use material from this text, contact us by:

Phone: 1-800-730-2214 Fax: 1-800-730-2215

Web: http://www.thomsonrights.com

ExamView® and ExamView Pro® are registered trademarks of FSCreations, Inc. Windows is a registered trademark of the Microsoft Corporation used herein under license. Macintosh and Power Macintosh are registered trademarks of Apple Computer, Inc. Used herein under license.

COPYRIGHT 2004 Thomson Learning, Inc. All Rights Reserved. Thomson Learning WebTutor™ is a trademark of Thomson Learning, Inc.

Brooks/Cole—Thomson Learning

10 Davis Drive

Belmont, CA 94002

USA

Photo Researcher: Sue C. Howard

Copy Editor: Barry Lenner

Illustrator: G&S Typesetters, Inc.

Cover Designer: Bill Stanton

Cover Image: Courtesy of PhotoDisc

Part and Chapter Opening Image: Getty/The Image Bank/Hans Wolf

Perspective Image: Getty/The Image Bank/Peter DeLory Highlight Image: Getty/The Image Bank/Hans Wolf Spotlight on Diversity Image: Getty/Taxi/Chip Simons

Compositor: G&S Typesetters, Inc.

Text and Cover Printer: Quebecor World, Taunton

#### Asia

Thomson Learning 5 Shenton Way #01-01 UIC Building Singapore 068808

#### Australia/New Zealand

Thomson Learning 102 Dodds Street Southbank, Victoria 3006 Australia

#### Canada

Nelson 1120 Birchmount Road Toronto, Ontario M1K 5G4 Canada

#### Europe/Middle East/Africa

Thomson Learning High Holborn House 50/51 Bedford Row London WC1R 4LR United Kingdom

#### Latin America

Thomson Learning Seneca, 53 Colonia Polanco 11560 Mexico D.F. Mexico

#### Spain/Portugal

Paraninfo Calle/Magallanes, 25 28015 Madrid, Spain

Library of Congress Control Number: 2003101368 Student Edition: ISBN 0-534-60831-0 Instructor's Edition: ISBN 0-534-60832-9



# About the Authors

Charles Zastrow, MSSW and PhD, is a professor in the Social Work Department, University of Wisconsin-Whitewater. He has worked as a practitioner in a variety of public and private social welfare agencies and has chaired 13 social work accreditation site visit teams for the Council on Social Work Education (CSWE). He recently was a two-term member of the Accreditation Commission of CSWE. He is a member of the National Association of Social Workers, the Council on Social Work Education, and the NASW Register of Clinical Social Workers. He is certified as an independent clinical social worker in Wisconsin. In addition to this text, Dr. Zastrow has written four other textbooks: Introduction to Social Work and Social Welfare (7th ed.); The Practice of Social Work (7th ed.); Social Work with Groups (5th ed.); and Social Problems: Issues and Solutions (5th ed.). He is also the author of You Are What You Think: A Guide to Self-Realization.

Karen K. Kirst-Ashman, MSSW, PhD, and a licensed independent clinical social worker, is a professor in the Social Work Department, University of Wisconsin-Whitewater. She has worked as a practitioner and administrator in child welfare and mental health agencies. She has been a member of the board of directors for the Council on Social Work Education in addition to being an accreditation site visitor and a member of NASW. She serves as a consulting editor for the *Journal of Social* Work Education, Affilia, and Arête. She received the University of Wisconsin-Whitewater's Excellence in Teaching Award in 1986. Other books she has authored or coauthored include: Introduction to Social Work and Social Welfare: Critical Thinking Perspectives; Human Behavior, Communities, Organizations, Groups, and the Macro Social Environment: An Empowerment Approach; Understanding Generalist Practice (3rd ed.); Generalist Practice with Organizations and Communities (2nd ed.); and The Macro Skills Workbook (2nd ed.).

An 18-year-old man, who sees no reason to live anymore, threatens to kill himself. A couple suddenly separate after 23 years of marriage. A young family plagued by unemployment is evicted from their apartment, and moves into a tent. A demonstration is staged because a local factory refuses to hire African American workers. Why do people do what they do? The main focus of this text is on assessment—that is, this text presents material to help readers understand the underlying reasons why people act the way they do, and to help them evaluate the strengths and deficits in their biological, psychological, and social development. A variety of theories and research about human growth and development are presented. The theories cover both the internal and external variables that influence human behavior.

This text is especially written for undergraduate and graduate courses in human behavior and the social environment (HBSE). The Council on Social Work Education (CSWE), the national accrediting body, provides the following guidelines for HBSE content in its Educational Policy and Accreditation Standards (EPAS):

Social work education programs provide content on the reciprocal relationships between human behavior and social environments. Content includes empirically based theories and knowledge that focus on the interactions between and among individuals, groups, societies, and economic systems. It includes theories and knowledge of biological, sociological, cultural, psychological, and spiritual development across the life span; the range of social systems in which people live (individual, family, group, organizational, and community); and the ways in which social systems promote or deter people in maintaining or achieving health and well-being.<sup>1</sup>

EPAS also require that content on the following be incorporated throughout the curriculum: values and ethics, diversity, populations-at-risk, and social and economic justice.

For a number of years, social work programs have struggled to develop an HBSE curriculum that covers the extensive content mandated in EPAS for HBSE. This text is designed to facilitate the coverage of such content. The text has the following thrusts:

■ It uses a systems model, titled the "Systems Impact Model" (described in Chapter 1), that incorporates

<sup>1</sup>Council on Social Work Education, Educational Policy and Accreditation Standards (Alexandria, VA: Council on Social Work

Education, 2001).

some ecological concepts. This model allows the authors to present a vast array of theories and research to explain and describe human development and behavior. It focuses on individual functioning within systems of various sizes (including families, groups, organizations, and communities).

- It presents substantial information on human diversity and populations-at-risk, including material on groups distinguished by age, class, color, disabilities, ethnicity, family structure, gender, marital status, natural origin, race, religion, sex, and sexual orientation.
- It uses a life-span approach that allows for a description of human growth and development from conception through adulthood.
- It identifies biological, psychological, and sociological systems that influence development for each age group.² Interactions among these systems are discussed in some depth. For many of the biopsychosocial theories described, content about values and ethical issues is included.
- It presents material on strategies that promote social and economic justice.
- It describes normal developmental tasks and milestones for each age group.
- It describes the impact of social and economic forces on individuals, social systems, and societies.
- It presents material on the attainment and maintenance of optimal mental and physical health and well-being. It also describes the ways in which systems promote or deter health and well-being.
- It presents material, using a four-faceted approach, to evaluate theory, and describes how diverse theories can be applied to client situations.

A major thrust of this text is to present the material in a readable fashion. Numerous case examples, photographs, and illustrations are used in presenting provocative and controversial issues about human behavior. As

<sup>2</sup>In some cases the biological, psychological, and sociological variables overlap. For example, a midlife crisis often involves a combination of biological, psychological, and sociological variables. Therefore, the authors may, rather arbitrarily, cover some material under one heading (for example, biological aspects) when a strong case can be made that it should be covered under some other heading (that is, psychological aspects or sociological aspects).

much as possible, jargon-free language is used so that the reader can readily grasp theory.

New in this edition are the following: a response to the required content on HBSE as specified in the Educational Policy and Accreditation Standards; the use of contingency theories as a newer approach to organizational theory; international perspectives on abortion policy; a new definition of "giftedness" and new material on intelligence testing; diverse perspectives on the family life cycle; data on cultural context and parenting style; educational programming that responds to cultural values; data on child physical abuse versus discipline in diverse cultural contexts; a discussion of psychological maltreatment; new content on the differential death rates of white women and women of color; professional approaches to counseling suicidal people; cross-cultural perspectives on gender role development; cultural differences in the incidence of sexual assault; a discussion of transgender people as a dimension of diversity; cultural scripts as a determinant of sexual behavior; information on ecstasy (a recreational drug); the treatment approach to drug abuse in the Netherlands; updated information on Alzheimer's; crosscultural research on centenarians; material on greatgrandparenthood; the cultural and historical context of death and bereavement; a discussion of NASW's standards for culturally competent practices in social work; ethnicgroup identities for minority adolescents; guidelines for leading multiracial groups; AIDS in Africa; and a description of Temporary Assistance to Needy Families (TANF).

Accompanying the text is a WebTutor Student Manual that has been designed to enhance students' ability to comprehend and assimilate course content. Use of the Student Manual also minimizes the need for supplementary handouts. In the Student Manual, all of the chapters are outlined to assist in note-taking during lectures and while reading the text. Additionally, a variety of classroom exercises, role-playing, and issues for discussion are included for each chapter. The authors have found that student involvement, through the use of such experiential exercises and classroom discussion, greatly improves both the students' understanding of content and their ability to relate content to social work practice.

The text is composed of 16 chapters. In those instances where the text is used for a one-semester course, the authors have found that it is useful to divide the text into four components for the purpose of administering examinations. Each component focuses on one of the four specified phases of the life span. These phases are: infancy and childhood (Chapters 2 through 4); adolescence and young adulthood (Chapters 6 through 8); middle adult-

hood (Chapters 10 through 12); and later adulthood (Chapters 14 through 16). A fourth chapter, chosen from the remaining chapters, may be added to each component. The remaining four chapters are: Chapter 1, "Theoretical Perspectives on Human Behavior and the Social Environment"; Chapter 5, "Ethnocentrism and Racism"; Chapter 9, "Gender Roles and Sexism"; and Chapter 13, "Sexual Orientation."

In those programs that use the text for more than one semester (for example, those programs that spend one semester on each half of the life span), the four life-span phases can be broken down even further in a fashion similar to that mentioned above.

The authors have been asked how so much material can be covered in this one volume. When told the topic of the text, a friend (who happens to be an accountant) asked, "Human behavior? Well, isn't that everything?" Our response must be that, yes, it involves everything about people that social workers need to know. We have found that we must make choices regarding what content is most important to cover. Those programs that allow more time for HBSE can address the significant issues and topics examined in the text much more thoroughly. We ourselves have found that requiring prerequisite courses in biology, psychology, and sociology has allowed us to spend more time focusing on issues critical for social workers in practice.

Our overall intent is to provide a dynamic, interesting, and relevant social work perspective on human behavior and the social environment. We strive to enhance students' understanding of social work values, develop their ability to empathize with people in situations different from their own, and help them focus on the need for changes in the impinging environment and sometimes in the client. We hope students will be able to relate these values and this knowledge to how social workers make assessments in real practice situations. We endeavor to portray social work as the fascinating, useful field that it is.

#### Acknowledgments

We wish to express our heartfelt appreciation to the following people for helping to conceptualize various chapters and for assisting in a number of ways with the writing: Nick Ashman, David Cohen, Patricia Danielson, Tim Larson, Phil McCullough, Kathy Moretz, Steve Noll, and David Runyon. We also want to express our indebtedness to Lisa Gebo, and the other staff members at Brooks/Cole Publishing Co.

# Mezzo and Macro Systems Content

Social workers intervene in the following systems: micro (individuals), mezzo (families and small groups), and macro (communities and organizations). Micro content is covered in every chapter in this text.

### Mezzo systems (families and small groups)

#### Chapter 1 **Theoretical Perspectives on Human Behavior and the Social Environment**

- · Micro, mezzo, and macro systems
- · Interactions between micro systems and mezzo systems

#### Chapter 2 **Biological Systems and Their Impacts** on Infancy and Childhood

- · Infertility
- Causes of infertility
- · Psychological reactions to infertility
- Treatment of infertility
- · Alternatives available to the infertile
- A feminist perspective on infertility counseling

#### Chapter 4 Social Systems and Their Impacts on **Infancy and Childhood**

- · The family environment
- Membership in family groups: Variations in family structure
- Positive family functioning
- · Effects of social forces and policies on family systems: Helpful or hurtful?
- · The dynamics of family systems
- · The family life cycle
- · The application of systems theory principles to families
- The importance of parental attention
- · Impacts of common life events on children
- Membership in family systems
- Membership in sibling subsystems
- Ethnic and cultural differences in
- Child abuse and neglect
- · Incidence and demographics of child abuse and neglect
- · Physical child abuse
- Child neglect
- Sexual abuse
- Suggestions for talking to children victimized by sexual abuse

#### Chapter 5 **Ethnocentrism and Racism**

- Ethnic groups and ethnocentrism
- Greater interaction between minority groups and the majority group
- · Learning the culture of the group

#### Chapter 6 **Biological Systems and Their Impacts** on Adolescence and Young Adulthood

- · Teenage fathers
- Macro systems treatment of sex education

#### Chapter 7 **Psychological Systems and Their** Impacts on Adolescence and Young Adulthood

· Community responses to suicide: Prevention and crisis intervention

#### Chapter 8 **Social Systems and Their Impacts on Adolescence and Young Adulthood**

- Interaction in families: Effective communication between parents and children
- · Ethnic group identity for minority adolescents
- · Interaction in family systems: Choosing a personal lifestyle
- Marriage
- Theories about why people choose each other as mates
- Predictive factors leading to marital happiness/unhappiness
- Guidelines for building and maintaining a happy marriage
- Cohabitation
- Parenthood
- Parental gender preferences
- Childless couples

#### Chapter 9 **Gender Roles and Sexism**

- · Battered women
- · The battering cycle

## Chapter 10 Biological Systems and Their Impacts on Middle Adulthood

- Sex in marriage
- Extramarital sexual relationships
- Sex following divorce

## **Psychological Systems and Their Impacts on Middle Adulthood**

- · Mezzo system interactions: Nonverbal communication
- · Interaction in family systems: A theoretical approach to drug abuse
- · Application of theory to client situations: Treatment for the chemically dependant person and his or her

#### Chapter 12 **Social Systems and Their Impacts** on Middle Adulthood

- · Family mezzo system problems
- Empty-shell marriages
- Divorce
- Facts above divorce
- · The effects of a divorce on children depend on what happens after the
- Single-parent families
- Temporary Assistance to Needy Families (TANF)
- Blended families

- Mothers working outside the home The "sandwich" generation Assessing and intervening in family systems
- Family norms
- Family system assessment: The ecomap
- · Family system assessment: The geno-
- Family problems and social work roles

#### Chapter 13 **Sexual Orientation**

Lesbian and gay parents

#### Chapter 15 **Psychological Systems and Their Impacts on Later Adulthood**

- Marriage
- Death of spouse
- Remarriage
- Family system relationships
- Grandparenthood
- Great-grandparenthood

#### Chapter 16 Social Systems and Their Impacts on **Later Adulthood**

· Elder abuse

# Mezzo and Macro Systems Content, continued

#### Macro systems (communities and organizations)

#### Chapter 1 **Theoretical Perspectives on Human Behavior and the Social Environment**

- · Macro, mezzo, and macro systems
- · The social environment
- · Interactions between micro systems and macro systems
- The impact of social forces
- · The relationship between organizational macro systems and client systems
- · The relationship between the community macro system and the client system
- The relationship between organizational and community macro systems
- Institutional values macro system
- The effects of institutional values and organizational macro systems on
- The impacts of organizations
- What are organizations?
- Organizational theories
- Viewing organizations from a system perspective
- The exceptional problems of social service organizations
- Communities and human behavior
- Theoretical perspectives on communities
- · Models of community
- Characteristics of three models of community change
- · Hispanic women, community development, and social action

#### Chapter 2 **Biological Systems and Their Impacts** on Infancy and Childhood

- · The impact of macro system policies on practice and access to abortion services
- · The effects of macro systems on infertility

#### Chapter 3

#### **Psychological Systems and Their** Impacts on Infancy and Childhood

- · Macro system responses to cognitive disabilities
- · The Americans with Disabilities Act: A macro system addresses a population-at-risk
- Macro system responses to learning disabilities

#### Chapter 4 Social Systems and Their Impacts on **Infancy and Childhood**

- · Effects of social forces and policies on family systems: Helpful or hurtful?
- · A macro system response (to child maltreatment): Child Protective Services

- · A macro system response (to child maltreatment): Involvement of the
- Prevention of sexual abuse: The need for a macro system response

#### Chapter 5 **Ethnocentrism and Racism**

- Aspects of social and economic forces: Prejudice, discrimination, and oppression
- · Institutional values and racism: Discrimination in systems
- · Discrimination and oppression in organizational macro systems
- Discrimination and oppression in community macro systems
- Impacts of social and economic forces: The effects and costs of discrimination and oppression
- Strategies to promote social and economic justice
- Mass media appeals: Striving to change institutional values
- Greater interaction between minority groups and the majority group
- Civil rights laws: Changing the legal macro system
- Activism
- School busing: A community initia-
- Affirmative action: A macro system response
- Confronting racist remarks and actions
- Minority-owned businesses
- Confronting community problems: Inner cities
- Grassroots organizations: Implementing change in community macro systems

## Social Systems and Their Impacts on **Adolescence and Young Adulthood**

- Macro system problems: Crime and delinquency
- Macro system problems: Delinquent gangs

#### Chapter 9 **Gender Roles and Sexism**

- · Economic inequality
- Sexual harassment; strengthening the definition: A macro system response
- Community responses to battered women: Their alternatives
- Strategies for empowering women and achieving sexual equality

#### Chapter 10 **Biological Systems and Their Impacts** on Middle Adulthood

- · Impacts of social and economic forces: AIDS discrimination and oppression
- Macro system responses to AIDS

#### Chapter 12 Social Systems and Their Impacts on Middle Adulthood

- Macro social system theories
- The functionalist perspective
- The conflict perspective
- The interactionist perspective
- Poverty: Impacts of social and economic forces
- Application of functionalism to pov-
- · Application of interactionist theory to
- Social work with organizations
- Analyzing a human services organi-
- The autocratic model
- The custodial model
- The scientific management model
- The human relations model
- Theory X and Theory Y
- The collegial model
- Management by objectives
- Total quality management
- Summary comments about models of organizational behavior

#### Chapter 13 **Sexual Orientation**

- Discrimination and the impacts of homophobia
- Gay and lesbian pride and a sense of community
- The impacts of social and economic forces: Legal issues
- Community responses: Violence against lesbian and gay people

#### Chapter 16 Social Systems and Their Impacts on **Later Adulthood**

- · Current services: Macro system responses
- Older Americans Act of 1965
- · Old Age, Survivors, Disability and Health Insurance (OASDHI)
- Supplemental Security Income (SSI)
- Medicare
- Mediaid
- Food stamps
- Adult protective services
- Additional programs
- Nursing homes
- Community options program: Providing alternatives to nursing home placement
- The elderly are a powerful political
- · Changing a macro system: Finding a social role for the elderly

# Human Diversity Content

Appreciation of diversity is a major theme in social work education. This text infuses diversity throughout the book in every chapter. An innovation in this edition is to emphasize some of this content in "Spotlights on Diversity." The following material summarizes the diversity content that is covered. Because this book assumes a chronological approach to the life span, it

is assumed that some dimensions of diversity are intrinsically covered, including those related to clients' age, gender, and family structure (See "Mezzo Systems" for content on families). Many of the content areas cited below are included as "Spotlights on Diversity."

# Chapter 1 Theoretical Perspectives on Human Behavior and the Social Environment

- Diversity, oppression, and populations-at-risk
- Hispanic women, community development, and social action

#### Chapter 2 Biological Systems and Their Impacts on Infancy and Childhood

- International perspectives on abortion policy
- Effects of abortion on women and men
- A feminist perspective on abortion counseling

# Chapter 3 Psychological Systems and Their Impacts on Infancy and Childhood

- Sensitivity to diversity when examining psychological theories
- · Feminist theories
- A cross-cultural perspective on selfesteem
- · Cultural biases and IQ tests
- The Americans with Disabilities Act: A macro system addresses a population-at-risk
- Understanding people with disabilities
  People with developmental disabilities
- People with developmental disabilities as a population-at-risk

# Chapter 4 Social Systems and Their Impacts on Infancy and Childhood

- Membership in family groups: Variations in family structure
- · Membership in family systems
- Membership in sibling subsystems
- Diverse perspectives on the family life cycle
- · Cultural context and parenting style
- Ethnic and cultural differences in families
- Educational programming that responds to cultural values
- Diverse cultural contexts for discipline and abuse of children

#### Chapter 5 Ethnocentrism and Racism

(Although the entire chapter addresses diversity in terms of class, color, culture, ethnicity, national origins, and populations-at-risk, the following content is of special significance.)

- · Ethnic groups and ethnocentrism
- · Race and racism
- Violence against minorities in the United States
- Aspects of social and economic forces: prejudice, discrimination, and oppression
- · Racial and ethnic stereotypes
- Racial and ethnic discrimination is the problem of whites
- · White privilege
- · Race is a social concept
- Institutional values and racism: Discrimination in systems
- Discrimination and oppression in organizational macro systems
- Discrimination and oppression in community macro systems
- Sources of prejudice and discrimination
- Is racial discrimination based on criminal thinking?
- Impacts of social and economic forces: The effects and costs of discrimination and oppression
- The effects of discrimination on human growth and development
- History and culture of African Americans
- Effects of discrimination on development of self-concept
- The Africentric perspective and worldview
- Kwanzaa
- Strategies to promote social and economic justice
- Civil rights laws: Changing the legal macro system
- Rosa Parks's act of courage sparked the civil rights movement
   Affirmative action: A macro system
- Affirmative action: A macro system response
- Confronting racist remarks and actions
- Minority-owned businesses
- Grassroots organizations: Implementing change in community macro
- Social work practice with racial and ethnic groups
- Ethnic-sensitive practice
- Empowerment
- · Strengths perspective
- · Culturally competent practice

- The future of American race and ethnic relations
- · A dream of the end of racism

# Chapter 6 Biological Systems and Their Impacts on Adolescence and Young Adulthood

- Differential death rates for white women and women of color
- Racial and other differences in adolescent sexual activity
- Empowerment through sex education for Native Americans

# Chapter 7 Psychological Systems and Their Impacts on Adolescence and Young Adulthood

- Race, culture, ethnicity, and identity development
- · Lesbian and gay adolescents
- Moral development and women: Gilligan's approach
- Critical thinking: Evaluation through spiritual development
- · Fowler's theory of faith development
- Spirituality and social work practice
- Suicide and adolescent Hispanic females

# Chapter 8 Social Systems and Their Impacts on Adolescence and Young Adulthood

- Ethnic group identity for minority adolescents
- The RAP framework for leading multiracial groups

# Chapter 9 Gender Roles and Sexism

(Although the entire chapter addresses diversity in terms of gender, the following content is of special significance.)

- Cross-cultural perspectives on gender role development
- Gender/racial comparison of median weekly earnings
- Cultural differences in the incidence of violence against women
- Strategies for combating sexism and achieving sexual equality

#### Chapter 10 Biological Systems and Their Impacts on Middle Adulthood

- · The double standard of aging
- Cultural differences in women's experience of menopause

#### xxii

# Human Diversity Content, continued

- People living with AIDS: A population-at-risk
- AIDS in Africa

#### Chapter 11 **Psychological Systems and Their Impacts on Middle Adulthood**

- · Application of Levinson's theories to women: An evaluation
- Cultural scripts are a determinant of sexual behavior
- A treatment model from another culture: The Dutch approach

#### Chapter 12 Social Systems and Their Impacts on **Middle Adulthood**

- · Poverty: Impacts of social and economic forces
- The rich and the poor
- Personal income disparities are astounding
- Who are the poor?
- Poverty perpetuates poverty
- What causes poverty?
- The culture of poverty: Evaluation of theory and its application to client situations
- Poverty is functional
- Application of functionalism to

- · Application of conflict theory to poverty
- Application of interactionist theory to
- Temporary Assistance to Needy Families (TANF)

#### Chapter 13 **Sexual Orientation**

(Although the entire chapter addresses diversity in terms of gender, the following content is of special significance.)

- Transsexual and transgender people
- Discrimination and the impacts of homophobia
- · Gay and lesbian pride an a sense of community
- Ethnicity and sexual orientation
- Social work with lesbian and gay people: Promoting optimal wellbeing

# Chapter 14 Biological Systems and Their Impacts on Later Adulthood

- · Internationally noted individuals document age need not be a barrier to being productive
- · Longevity: Cross-cultural research on centenarians

#### Chapter 15 **Psychological Systems and Their** Impacts on Later Adulthood

(Although the entire chapter addresses diversity in terms of the elderly, the following content is of special significance.)

- · Low status and ageism
- · Triple jeopardy: Being female, African American and old
- Spirituality and religion
- · The cultural-historical context of death and bereavement

#### Chapter 16 Social Systems and Their Impacts on **Later Adulthood**

(Although the entire chapter addresses diversity in terms of the elderly, the following content is of special significance.)

- The elderly: A population-at-risk
- · High status for the elderly in China, Japan, and other countries
- · Cultural differences in seeking health care: The case of elderly Mexican Americans

# Table of Contents

About the Authors vii	Spotlight on Diversity 1.2 Hispanic Women, Community Development, and Social Action 36
Ticlace Avii	Social Worker System Roles 36
Chapter 1	Enabler 37 Mediator 38
Theoretical Perspectives on Human Behavior and the Social Environment 1	Integrator/Coordinator 38 Manager 38 Educator 39
A Perspective 2	Analyst/Evaluator 39
Foundation Knowledge and the Purpose of Social Work 2	Broker 39 Facilitator 39
Foundation Knowledge and the Process of Social Work: The Importance of Assessment 3	Initiator 40 Negotiator 40
Impacts of Systems in the Environment 4	Advocate 40
Understanding Key Concepts in Systems Theories 4 The Ecological Perspective: Important Concepts 7	Assessment, Problem Solving, and Social Work: The Underlying Theme 41
Highlight 1.1 Case Example: Child Abuse 8	Summary 41
People's Involvement with Multiple Systems 11	Highlight 1.4 Case Example: Unplanned Pregnancy 42
Micro, Mezzo, and Macro Systems 12	riegnancy 42
The Social Environment 12	<i></i>
Interactions Between Micro Systems and Mezzo Systems 12 Interactions Between Micro Systems and Macro Systems 12	Part One
The Impact of Social Forces 14	
The Relationships among Biological, Psychological, and Social Systems 14	Infancy and Childhood
Bio-Psycho-Social Systems Affect Each Other 16	
Highlight 1.2 Application of Values and Ethics to Bio-Psycho-Social System Assessments 17	Chapter 2
Diversity, Oppression, and Populations-at-Risk 18 Spotlight on Diversity 1.1 Social Work Values	Biological Systems and Their Impacts
and Sensitivity to Diverse Populations 19	on Infancy and Childhood 47
The Systems Impact Model 20	A Perspective 47
The Client System 20	The Dynamics of Human Reproduction 48
The Relationship Between Organizational Macro Systems and	Conception 48
Client Systems 20	Diagnosis of Pregnancy 49
The Relationship Between the Community Macro System and the	Fetal Development during Pregnancy 50
Client System 21	Prenatal Influences 51
The Relationship Between Organizational and Community	Prenatal Assessment 53
Macro Systems 21	Access to Prenatal Care: Obstacles in the Macro
Institutional Values Macro System 21	Environment 53
The Effects of Institutional Values and Organizational Macro	Problem Pregnancies 54
Systems on Clients 22 The Social Worker System 22	The Birth Process 55
	Early Functioning of the Neonate 59
The Impacts of Organizations 23	Developmental Milestones 59
What Are Organizations? 23 Organizational Theories 24	Growth as a Continuous, Orderly Process 60
	Specific Characteristics of Different Age Levels 60
Viewing Organizations from a Systems Perspective 25	Individual Differences 60 The Nature-Nurture Controversy 60
Resource Input 26 Process 26	Relevance to Social Work 61
Output 26	Profiles of Normal Development 61
The Exceptional Problems of Social Service Organizations 26	Significant Issues and Life Events 61
Goal Displacement 27	
Communities and Human Behavior 28	The Abortion Controversy: Impacts of Social and Economic Forces 61
Theoretical Perspectives on Communities 29	Highlight 2.1 Developmental Milestones for

Models of Community 32

of Community Change 33

Highlight 1.3 Characteristics of Three Models

Children From Age 4 Months to 11 Years 62

Highlight 2.2 Case Example: Single and Pregnant 66 The Impacts of Macro System Policies on Practice and Access to Services 67 Spotlight on Diversity 2.1 International Perspectives on Abortion Policy 68 Incidence of Abortion 71 Methods of Abortion 71 The Importance of Context and Timing 72 Arguments For and Against Abortion 72 Spotlight on Diversity 2.2 Effects of Abortion on Women and Men 73 Social Worker Roles and Abortion 74 Infertility 74 Highlight 2.3 Abortion-related Ethical Dilemmas in Practice 75 Causes of Infertility 77 Psychological Reactions to Infertility 78 Treatment of Infertility 78 Alternatives Available to the Infertile Couple 78 Spotlight on Diversity 2.3 A Feminist Perspective on Infertility Counseling 79 Highlight 2.4 Ethical Dilemmas Concerning Surrogate Motherhood 83 The Effects of Macro Systems on Infertility 84 Social Work Roles and Infertility 84 Summary 84 Chapter 3 **Psychological Systems and Their Impacts on** Infancy and Childhood 86 A Perspective 87 Theories of Psychological Development 87 Psychodynamic Theory 88 Highlight 3.1 Definitions of Common Defense Mechanisms Postulated by Psychoanalytic Theory 89 Critical Thinking: Evaluation of Psychodynamic Theory 91 Neo-Freudian Psychoanalytic Developments 91 Behavioral Theories 92 Phenomenological Theories: Carl Rogers 92 Highlight 3.2 Rogers's Other Key Concepts 93 Feminist Theories 94 Critical Thinking about the Relevance of Theory to Social Work 95 Highlight 3.3 The Relevance of Theory to Social Work: Critical Thinking and Evaluation of Theory 96 Spotlight on Diversity 3.1 Being Sensitive to Diversity When Examining Psychological Theories 98 Cognitive Development: Piaget 100 The Sensorimotor Period 102 The Preoperational Thought Period 102 The Period of Concrete Operations 104 The Period of Formal Operations 104 Critical Thinking: Evaluation of Piaget's Theory 105

**Emotional Development 106** 

Infants and Temperament 108

Infants' Emotions 106

# Self-Concept and Self-Esteem 109

Highlight 3.4 The Effects of Positive and Negative Self-Concepts and Self-Esteem 109 Spotlight on Diversity 3.2 A Cross-Cultural Perspective on Self-Esteem 111

#### Significant Issues and Life Events 111

Intelligence and Intelligence Testing 111

Spotlight on Diversity 3.3 Cultural Biases and IQ
Tests 115

Spotlight on Diversity 3.4 What Are People with
Disabilities Like? 116

People Who Have Cognitive Disabilities: A
Population-at-Risk 116

Spotlight on Diversity 3.5 The Americans with
Disabilities Act: A Macro System Addresses a
Population-at-Risk 120

Spotlight on Diversity 3.6 People with Developmental
Disabilities: Populations-at-Risk 121

People with Learning Disabilities: A Population-at-Risk 121

Highlight 3.5 The Effects of a Learning
Disability 123

Summary 125

## Chapter 4

# Social Systems and Their Impacts on Infancy and Childhood 128

A Perspective 129

Socialization 129

#### The Family Environment 130

Membership in Family Groups: Variations in Family
Structure 130

Positive Family Functioning 131

Effects of Social Forces and Policies on Family Systems:
Helpful or Hurtful? 132

The Dynamics of Family Systems 133

Highlight 4.1 The Application of Systems Theory
Principles to Families 133

#### The Family Life Cycle 136

Spotlight on Diversity 4.1 Diverse Perspectives on the Family Life Cycle 137

#### Learning Theory 140

Critical Thinking: Evaluation of Theory 141
Respondent Conditioning 141
Modeling 142
Operant Conditioning 143
The ABCs of Behavior 143
Highlight 4.2 Consequences and Recurring
Behavior 143
Reinforcement 144
Punishment 145
Extinction 146

#### Applications of Learning Theory to Practice 147

The Use of Positive Reinforcement 147
Types of Positive Reinforcers 147
Secondary Reinforcers 148
Reinforcers versus Rewards 149

Suggestions for Using Po	ositive	Reinforcement	150
The Use of Punishment	151	-	

#### Additional Issues 154

Accidental Training 154
Behaviorally Specific Terminology 154
Highlight 4.3 Accidental Training 155
Measuring Improvement 155
The Importance of Parental Attention 156

# A Specific Treatment Situation: Time-Out from Reinforcement 156

Improving Effectiveness 157 "Grounding" 158

Membership in Family Systems 158

Gender Role Socialization 162

Membership in Sibling Subsystems 158

#### Impacts of Common Life Events on Children 158

Spotlight on Diversity 4.2 Cultural Context and
Parenting Style 159
Spotlight on Diversity 4.3 Ethnic and Cultural
Differences in Families: Empowerment through
Appreciation of Strengths 159

#### The Social Environment: Peers, Television, and School 163

The Social Aspects of Play with Peers 163
The Influence of Television 166
The School Environment 167
Spotlight on Diversity 4.4 Educational Programming
That Responds to Cultural Values 169

#### Child Maltreatment 170

Incidence of Child Maltreatment 170
Physical Child Abuse 171
Spotlight on Diversity 4.5 Diverse Cultural
Contexts: Discipline or Abuse? 171
Child Neglect 173
Emotional Maltreatment 175
A Macro System Response: Child Protective Services 175
Treatment of Physical Abuse, Neglect, and Emotional
Maltreatment: Social Work Role 176
A Macro System Response: Involvement of the Courts 177
Sexual Abuse 177
Highlight 4.4 Suggestions for Talking to Children
Victimized by Sexual Assault 180

Summary 182

## Chapter 5

#### Ethnocentrism and Racism 184

A Perspective 184

#### Ethnic Groups and Ethnocentrism 185

Spotlight on Diversity 5.1 Violence Against Minorities in the United States 186

Race and Racism 186

Aspects of Social and Economic Forces: Prejudice,
Discrimination, and Oppression 187
Racial and Ethnic Stereotypes 188

# Racial and Ethnic Discrimination Is the Problem of Whites 189

White Privilege 189

# Race Is a Social Concept 190 Institutional Values and Racism: Discrimination in Systems 190

Discrimination and Oppression in Organizational Macro Systems 191 Discrimination and Oppression in Community Macro Systems 191

#### Sources of Prejudice and Discrimination 192

Projection 192
Frustration-Aggression 192
Countering Insecurity and Inferiority 192
Authoritarianism 192
History 193
Competition and Exploitation 193
Socialization Patterns 193
Belief in the One True Religion 193
Evaluation of Discrimination Theories 193
Spotlight on Diversity 5.2 Is Racial Discrimination
Based on Criminal Thinking? 194

# Impacts of Social and Economic Forces: The Effects and Costs of Discrimination and Oppression 196

# The Effects of Discrimination on Human Growth and Development 196

History and Culture of African Americans 196
Effects of Discrimination on Development of Self-Concept 199
The Africentric Perspective and Worldview 199
Spotlight on Diversity 5.3 Kwanzaa 200

#### Strategies to Promote Social and Economic Justice 201

Mass Media Appeals: Striving to Change Institutional
Values 201

Greater Interaction Between Minority Groups and the
Majority Group 201

Civil Rights Laws: Changing the Legal Macro System 201

Activism 202

Spotlight on Diversity 5.4 Rosa Parks's Act of
Courage Sparked the Civil Rights Movement 202

School Busing: A Community Initiative 203

Affirmative Action: A Macro System Response 204

Confronting Racist Remarks and Actions 205

Minority-Owned Businesses 206

Confronting Community Problems: Inner Cities 206

Grassroots Organizations: Implementing Change in Community
Macro Systems 207

# Social Work Practice with Racial and Ethnic Groups 208 Ethnic-Sensitive Practice 208

**Empowerment 209** 

#### Strengths Perspective 209

Culturally Competent Practice 209 Social Work Roles for Countering Discrimination 212

#### The Future of U.S. Race and Ethnic Relations 213

Spotlight on Diversity 5.5 A Dream of the End of Racism 214

Summary 214

# Part Two

## Adolescence and Young Adulthood

#### Chapter 6

**Biological Systems and Their Impacts on** Adolescence and Young Adulthood 219

#### A Perspective 220

#### Adolescence 220

Puberty 221

The Growth Spurt 221

The Secular Trend 222

Primary and Secondary Sex Characteristics 222

#### Psychological Reactions to Physical Changes 223

Body Image and Self-Concept 223

Weight, Women, and Eating Disorders 224

Critical Thinking About Weight and Body Image 224

Early and Late Maturation in Boys 225

Early and Late Maturation in Girls 225

#### Young Adulthood 226

Physical Development 226

Health Status 226

Highlight 6.1 Breast Cancer 227

Lifestyle and Good Health 229

Spotlight on Diversity 6.1 Differential

Incidence of Death 231

#### Significant Issues and Life Events 231

Sexual Activity in Adolescence 231

Highlight 6.2 Masturbation 232

Spotlight on Diversity 6.2 Racial and Other

Differences in Adolescent Sexual Activity 232

Unplanned Pregnancy in Adolescence 233

Teenage Fathers 234

Why Do Teens Get Pregnant? 234

Macro System Treatment of Sex Education 234

Highlight 6.3 Portrait of a Single Father 235

Sex Education in the Age of AIDS 237

Spotlight on Diversity 6.3 Empowerment through

Sex Education for Native Americans 237

Sexually Transmitted Diseases (STDs) 239

Major Methods of Contraception 242

Summary 250

## Chapter 7

**Psychological Systems and Their Impacts on** Adolescence and Young Adulthood 252

#### A Perspective 252

#### **Identity Formation 253**

Highlight 7.1 Erikson's Eight Stages of Development 254 Erikson's Psychosocial Theory 254

Implications of Identity Formation in

Adolescence 255

Highlight 7.2 How to Determine Who You Are 256

Marcia's Categories of Identity 257

Critical Thinking: The Evaluation of Theory and Application to Client Situations 258

Spotlight on Diversity 7.1 Race,

Culture, Ethnicity, and Identity

Development 258

Spotlight on Diversity 7.2 Lesbian and Gay Adolescents 260

#### Moral Development 260

Kohlberg's Theory of Moral Development 260

Highlight 7.3 Kohlberg's Three Levels

and Six Stages of Moral Development 261

Critical Thinking: Evaluation of Kohlberg's Theory 262

Moral Development and Women: Gilligan's Approach 262

Critical Thinking: Evaluation of Gilligan's Theory 263

Application of Theory to Client Situations 263

Fowler's Theory of Faith Development 264

Spotlight on Diversity 7.3 Empowerment Through Spiritual Development 265

Spirituality and Social Work Practice 266

#### Significant Issues and Life Events: Suicide and Assertiveness 266

#### Suicide 267

Incidence of Suicide 267

Causes of Adolescent Suicide 267

Highlight 7.4 Joany-A Victim of Suicide 268

Suicidal Symptoms 269

Highlight 7.5 Suicide Notes 269

Spotlight on Diversity 7.4 Suicide and

Adolescent Hispanic Females 271

How to Use the SAD PERSONS Scale 271

Highlight 7.6 The SAD PERSONS Scale 271

Guidelines for Helping Suicidal People 272

Community Responses to Suicide: Prevention and

Crisis Intervention 274

#### **Empowerment through Assertiveness and** Assertiveness Training 275

The Relevance of Assertiveness 276

Highlight 7.7 Each of Us Has Certain Assertive Rights 276

Nonassertive, Assertive, and Aggressive Communication 276

The Advantages of Assertiveness 277

Assertiveness Training 277

Application of Assertiveness Approaches to Social Work Practice 279

Summary 279

## Chapter 8

Social Systems and Their Impacts on Adolescence and Young Adulthood 281

A Perspective 282

Social System Changes in Adolescence and Young Adulthood 283

Movement from Dependence to Independence 283

Highlight 8.1 Interaction in Families:	Male/Female Differences 332
Effective Communication Between Parents and Children 284	Ability Level 332 Communication Styles 332
Interaction in Peer Group Systems 286	People as Individuals 333
Intimacy versus Isolation 286	
Spotlight on Diversity 8.1 Ethnic-Group	Significant Issues and Events in the Lives of Women 333
Identity for Minority Adolescents 287	Economic Inequality 333
Empowerment of Homeless Youth 288	Spotlight on Diversity 9.2 Gender/Racial
Interaction in Family Systems: Choosing a Personal	Comparison of Median Weekly Earnings 334
Lifestyle 289	Sexual Harassment 336
Marriage 289	The Definition of Sexual Harassment 336
Highlight 8.2 Theories about Why People	Strengthening the Definition: A Macro System Response 33
Choose Each Other as Mates 289	Highlight 9.1 Sexual Harassment Allegations
Highlight 8.3 Predictive Factors Leading	Plague High Places 338
to Marital Happiness/Unhappiness 290	The Extent of Sexual Harassment 338
Cohabitation 291	Effects of Sexual Harassment 339
Highlight 8.4 Romantic Love versus Rational	Highlight 9.2 Confronting Sexual
Love 292	Harassment 340
Highlight 8.5 Guidelines for Building and	Sexist Language 341
Maintaining a Happy Marriage 293	Rape and Sexual Assault 341
Single Life 293	Highlight 9.3 Using Nonsexist Language 341
Parenthood 293	Incidence of Rape 342
Highlight 8.6 Parental Gender Preferences 294	Theoretical Views of Rape 342
Childless Couples 295	Spotlight on Diversity 9.3 Cultural Differences
Social Problems 295	in the Incidence of Violence Against
Eating Disorders 296	Women 343
Emotional and Behavioral Problems 301	Common Myths about Rape 343
Highlight 8.7 Major Mental Disorders According	Additional Facts about Rape 344
to the American Psychiatric Association 302	Profile of a Rapist 344
Highlight 8.8 Format for Rational	Highlight 9.4 Suggestions for Rape
Self-Analysis 306	Prevention 345
Highlight 8.9 A Rational Self-Analysis of	Survivors' Reactions to Rape 347
Emotions Associated with Ending a	Suggestions for Counseling Rape Survivors 348
Marriage 307 Marriage System Broblems: Crime and Delinguency, 310	Battered Women 349
Macro System Problems: Crime and Delinquency 310 Highlight 8.10 Our Thinking Determines	The Abusive Perpetrator 380
Our Behavior and Our Emotions 310	The Battering Cycle 351
Macro System Problems: Delinquent Gangs 311	Why Does She Stay? 351
Highlight 8.11 Self-Talk Explanation for	Community Responses to Battered Women: Their
Multiple Forgeries 311	Alternatives 352
Empowerment Through Social Work with Groups 315	Working with Women 354
Types of Groups 315	Summary 354
Spotlight on Diversity 8.2 The RAP Framework	Spotlight on Diversity 9.4 Strategies for
for Leading Multiracial Groups 318	Empowering Women and Achieving
Models of Group Development over Time 319	Sexual Equality 355
Task and Maintenance Roles 321	
Leadership Theories 322	
Summary 325	D. A. Th.
6 page 300000 • TTT 3	Part Three
	Middle Adulthood
Ohamtan O	

# Chapter 9

Gender Roles and Sexism 327

A Perspective 328

Gender Role Stereotypes 328

Childhood 329 Adolescence 329 Adulthood 330 Spotlight on Div

Spotlight on Diversity 9.1 Cross-Cultural Perspectives on Gender Role Development 330

# Chapter 10

Biological Systems and Their Impacts on Middle Adulthood 359

A Perspective 359

The Age Span of Middle Adulthood 360 Physical Changes in Middle Age 360

a Determinant of Sexual Behavior 395

Changes in Physical Functioning 360	Mezzo System Interactions: Nonverbal Communication 397
Health Changes 360	The Functions of Nonverbal Communication 397
Changes in Physical Appearance 361	Posture 398
The Double Standard of Aging 361	Highlight 11.1 Nonverbal Behavior among Poker
Changes in Physical Strength and Pagetian Time 361	Players 398 Body Orientation 399
Changes in Physical Strength and Reaction Time 361 Highlight 10.1 An Identity Crisis: When the	Body Orientation 399 Gestures 399
Applause Stops 362	Touching 399
Changes in Intellectual Functioning 362	Clothing 400
Female Menopause 363	Personal Space 400
Spotlight on Diversity 10.1 Cultural Differences in	Territoriality 401
Women's Experience of Menopause 364	Facial Expressions 402
Highlight 10.2 Osteoporosis 365	Voice 402
Male Climacteric 366	Physical Appearance 403
Midlife Crisis: True or False? 367	The Environment 404
	Control Theory 404
Sexual Functioning in Middle Age 368	Intuition 406
Sex in Marriage 368 Extramarital Sexual Relationships 369	Chemical Substance Use and Abuse 407
Sex Following Divorce 370	Specific Drugs—What They Are and What They Do 407
Sex in Widowhood 370	Highlight 11.2 Drugs of Abuse: Facts and Effects 408
Sex among the Never-Married 370	Highlight 11.3 Date-Rape Drugs 412
Celibacy 370	Highlight 11.4 Crack Babies 415
People Living with AIDS: A Population-at-Risk 370	Dependence on Alcohol and Other Drugs 420
Highlight 10.3 Magic Johnson, an American Hero, Joins	Interaction in Family Systems: A Theoretical Approach to
the Battle Against the AIDS Virus 371	Drug Abuse 421
What Causes AIDS? 372	The Application of Theory to Client Situations: Treatment
How Is AIDS Contracted? 372	for the Chemically Dependent Person and His or
Diagnosis 373	Her Family 422 Highlight 11.5 An AA Meeting 424
Origin of AIDS 374	Understanding and Treating Codependency 426
The Effects of HIV 374	Highlight 11.6 Working with Alcoholic
Treatment and Prevention of AIDS 376	Clients: The Problem of Denial 426
Impacts of Social and Economic Forces: AIDS	The Relationship Between Knowledge and Assessment 427
Discrimination and Oppression 376 Spotlight on Diversity 10.2 AIDS in Africa 377	A Treatment Model from Another Culture: The Dutch
Professional Values and AIDS 377	Approach 427
Ethical Dilemmas: Confidentiality 377	Summary 428
Ethical Dilemmas: HIV Testing 379	×1
Macro System Responses to AIDS / 379	
Social Work Roles: Empowering Persons Living with AIDS 380	Chapter 12
Highlight 10.4 Persons Living with AIDS 383	-
Summary 384	Social Systems and Their Impacts on Middle Adulthood 429
· v	A Perspective 429
Chapter 11	Macro Social System Theories 430
Psychological Systems and Their Impacts on	The Functionalist Perspective 430
Middle Adulthood 385	The Conflict Perspective 431
Wildlie Additiood 365	The Interactionist Perspective 432
A Perspective 385	Poverty: Impacts of Social and Economic Forces 433
Generativity versus Stagnation 386	The Rich and the Poor 433
Peck's Theories of Psychological Development 387	Spotlight on Diversity 12.1 Personal Income
Levinson's Theories of Life Structure, Life Eras,	Disparities Are Astounding 434
and Transitions for Men 387	The Problem 435
Maslow's Hierarchy of Needs 389	Highlight 12.1 The Ideology of Individualism 436
Spotlight on Diversity 11.1 Application of	Who Are the Poor? 436 What Causes Poverty? 436
Levinson's Theories to Women: An Evaluation 390	Spotlight on Diversity 12.2 Poverty Perpetuates
Game Analysis and Script Analysis 391	Poverty 437
Game Analysis 391	The Culture of Poverty: Evaluation of Theory and Its
Life Scripts 393	Application to Client Situations 437
Spotlight on Diversity 11.2 Cultural Scripts Are	Poverty Is Functional 438

Application of Functionalism to Poverty 439

Application of Conflict Theory to Poverty 440
Application of Interactionist Theory to Poverty 440

#### Family Mezzo System Problems 441

Empty-Shell Marriages 441

Highlight 12.2 Conflict Resolution

Strategies 442

Divorce 444

Highlight 12.3 Analyzing Love Relationships 446

Highlight 12.4 Facts about Divorce 448

Highlight 12.5 The Effects of a Divorce on

Children Depend on What Happens after the

Divorce 451

Single-Parent Families 452

Blended Families 453

Highlight 12.6 Temporary Assistance to

Needy Families (TANF) 454

Mothers Working Outside the Home 457

The "Sandwich" Generation 458

#### Assessing and Intervening in Family Systems 458

Verbal and Nonverbal Communication 458

Family Norms 459

Family System Assessment: The Ecomap 460

Family System Assessment: The Genogram 463

Family Problems and Social Work Roles 464

#### Social Work with Organizations 468

The Autocratic Model 468

The Custodial Model 468

Highlight 12.7 Analyzing a Human

Services Organization 469

The Scientific Management Model 469

The Human Relations Model 470

Theory X and Theory Y 471

The Collegial Model 471

Theory Z 472

Management by Objectives 472

Total Quality Management 473

Summary Comments about Models of

Organizational Behavior 474

# Value Orientations in Organizational Decision Making 474 Liberal, Conservative, and Developmental Perspectives on Human Services Organizations 475

Conservative Perspective 475

Liberal Perspective 476

Developmental Perspective 476

Summary 477

## Chapter 13

#### Sexual Orientation 480

#### A Perspective 482

#### Homosexuality and Bisexuality 482

Highlight 13.1 Stereotypes about Gay and

Lesbian People 483

What Does Being a Homosexual Mean? 484

Definition of Bisexual 485

Spotlight on Diversity 13.1 Transsexual

and Transgender People 486

Numbers of Lesbian and Gay People 486

Why Are Some People Lesbian or Gay? 487

Biological Theories 487

Psychosocial Theories 489

The Evaluation of Theory: What Is the Answer? 489

Interactionist Theory 489

Ethical Issues Related to Theory 489

Other Research on the Origins of Homosexuality 490

#### Lesbian and Gay Lifestyles 490

Spotlight on Diversity 13.2 Discrimination and the Impacts of Homophobia 491

Lesbian and Gay Relationships 492

Sexual Interaction 492

#### Significant Issues and Life Events 493

The Impacts of Social and Economic Forces: Legal Issues 493

Spotlight on Diversity 13.3 Gay and Lesbian Pride and a Sense of Community 494

Pride and a Sense of Community 494

Community Responses: Violence Against Lesbian and Gay People 497

Coming Out 498

Spotlight on Diversity 13.4 Ethnicity and

Sexual Orientation 500

Highlight 13.2 Cheryl's Exploration of Her

Self-Identity and Sexual Orientation 501

Lesbian and Gay Parents 502

As Lesbians and Gay Men Age 503

Gay and Lesbian People and AIDS 504

Spotlight on Diversity 13.5 Social Work

with Lesbian and Gay People: Promoting Optimal Well-Being 505

Summary 505

#### Part Four

#### Later Adulthood

## Chapter 14

# Biological Systems and Their Impacts on Later Adulthood 509

#### A Perspective 511

#### What Is Later Adulthood? 511

Senescence 512

Spotlight on Diversity 14.1 Internationally Noted Individuals Prove That Age Need

Not Be a Barrier to Being Productive 513

Highlight 14.1 Values and Aging: The Myth of Senility 516

What Causes Aging? 519

Factors That Influence the Aging Process 521

#### Diseases and Causes of Death among the Elderly 521

Highlight 14.2 Health Practices and

Longevity 522

Highlight 14.3 Leading Causes of Death

among the Elderly 522

Highlight 14.4 Alzheimer's Disease 523

#### Life Expectancy 525

Spotlight on Diversity 14.2 Longevity:

Cross-Cultural Research on Centenarians 526

比为试读,需要完整PDF请访问: www.ertongbook.com