Senior Social Worker/Therapist Application

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Years and Months with Family Service Rochester as a Social Worker or Therapist:

Years:\_\_\_\_\_\_\_\_\_\_\_\_\_ Months\_\_\_\_\_\_\_\_\_\_\_\_

Please complete this application and return it to your supervisor. Answer all questions entirely and explain your reasoning completely.

1. What is motivating you to apply for this position?
2. Describe your skills, experience, and the competencies that would make you a candidate for becoming a Senior Social Worker/Therapist.
3. Describe the most difficult customer service client situation you have experienced as a social worker or therapist. How did you handle the situation? How has this changed your practice?
4. Describe what you have done through the last year to expand your knowledge and expertise. Describe how you have transferred this learning.
5. Describe your performance expectations as it relates to productivity. How have you have achieved these productivity standards over the past year?
6. Tell us about a time you received constructive criticism while at work. What was it? How did it make you feel when you received it? How did you respond to the feedback in the moment? How did the feedback impact your practice?
7. How would you evaluate the timeliness and substance of your documentation? Explain the importance of documentation in the field of social work or therapy.
8. How have you contributed to Family Service Rochester’s mission and vision outside of your traditional job description?
9. How have you enhanced your cultural responsiveness and inclusivity in the past year?
10. Describe how you incorporate the principles of partnership into your practice.
11. Give an example from your work experience that demonstrates how your personal initiative helped you to assume additional responsibilities.
12. Give some examples of how you have helped to create a supportive team environment within your program area.
13. Explain how quality assurance processes influence your program area and how the information affects your work?
14. Define what you think a leader is. How would you evaluate your leadership within your program area and across FSR?
15. How do you see your role changing as a senior social worker/therapist? What sort of challenges might you face?

To Be Completed By Supervisor

1. Why do you support this staff person in their pursuit of becoming a senior social worker or senior therapist?
2. How does this employee consistently balance all of the essential functions of their position?

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Supervisor Signature