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Resilient Social Work Practice: From the Experiences of Filipino Social Workers

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Abstract

The pressures and demands of social work practice requires social workers to remain steadfast and strong despite all the personal and professional challenges. Since our country experience many challenges like disaster and the COVID 19 there are possibilities that social workers will face mental and emotional fatigue. A study which aims to describe Resilient social work practice and actual experiences of Filipino Social Workers both personally and professionally amidst challenges and pandemic is needed to shed some light on how they deal with all these difficulties. Specifically, the study answers the following questions: 1. What is their perspective of resilient social work? 2. What are examples of resilience as practice by social workers on a personal and professional level? 3. How do social workers build resilience in professional practice? 4. In what way, do participants practice Resiliency?. This is descriptive-qualitative research aims to narrate the resiliency mechanism by Social Workers from Davao Occidental. The data was generated via interview and using google online platform. The study reveals that the social workers' perspective of resilient social work practice covers the following: Resiliency is the ability of a person to recover from demanding situations. The concept encompasses the person's coping mechanisms and method used by social workers in their practice. This study further discloses social workers strategies to build resilience in professional practice within the agency settings and going beyond the boundaries of the organization.

Keywords: Resilience, Social Workers, Social Work practice

Introduction

Resilience refers to a person's capacity to manage difficulties, demands, and pressure without experiencing negative effects. The concept of resilience draws from and reinforces a strengths perspective. The term refers to the belief that we have personal wisdom and the capacity to persevere and grow from the experience. (Cherry, 2023). Given that the Philippines had several catastrophe-like typhoons and earthquakes, and many social workers are the front liners and confronted with the severe impact of COVID 19 we must investigate how these professionals adapt to the changing environment as professionals and as individuals.

In practice, social workers frequently lack the conceptual and technical resources required to assess clients' strengths or take appropriate measures to boost their resilience. However, some social workers are pressing for social workers to adopt a resilient attitude. Among them, Dennis Saleeby, Michael White, and Steve De Shazer are notable. To promote resilience and strengths in their clients, these social workers are trying to create conceptual frameworks, intervention models, assessment tools, and paradigms. The rise of the ecological perspective has prompted social work to find its foundation in strengths-based practice. However, a resilience approach is still not routinely embraced in social work (Vanbreda, 2001). In global settings, however, there is a dearth of studies about resiliency among adults and social workers (Collins, 2016). Even up to this moment there are no current studies about social work and resiliency specifically in the Philippine context wherein social workers are visible in various catastrophes and calamities.

Thus, a study that aims to describe Resilient social work practice and actual experiences of Social Workers both personally and professionally amidst personal and professional challenges when they responded to disaster or pandemic is needed to shed some light on how Filipino social workers deal with all these trials and difficulties. Specifically, this paper discussed the following questions first, what is the Filipino Social Workers' perspective of resilient social work? Second, what are examples of resilience as a practice by Filipino social workers on a personal and professional level? and how do Filipino social workers build resilience in professional practice? Finally, the research investigates ways or aspects of personal and professional levels of resiliency practice.

Methodology

This is descriptive-qualitative research aim to narrate the resiliency mechanism use by social workers when face with disaster and pandemic. It will also outline how they define and utilize resiliency tools in areas of personal and professional aspects. The use of descriptive analysis is to provide the researcher with an answer to the who, what, where, when, and to what extent questions are provided by descriptive analysis, which describes the world or a phenomenon. (Loeb et al., 2017). Further, this study will explore how Resiliency as a concept was defined and utilized by social workers in their practice. Whereas the qualitative technique is used to comprehend people's attitudes, interactions, behaviors, and beliefs. (Babu et al., 2013). The different areas of social work practice which the participants are coming from provide different perspectives and subjective experiences which can only be fully understood through the lens of the qualitative method.

An interview questionnaire to gather data from the five participants was employed as a method in the study. The results were data-driven from the codes and themes which were generated from the online google forms questionnaire shared with the participants via the google platform. The data were analyzed concurrently with a gathering of relevant literature to further discuss the results. The interview questionnaire was validated by experts from the SPAMAST Research, Innovation, Development, and Extension Office and two external Resiliency experts from the USA and the Philippines. The data were analyzed using deductive thematic analysis. This study was conducted from September 1 to Oct 30, 2022. Social Workers from Davao Region were invited to participate voluntarily through social networking sites Facebook, emails, and personal contact. Participants of the study were employed in government, non-government, and academic settings. All participants freely gave their consent to actively participate in this study.

Trustworthiness and Credibility of the Study

The researcher asked permission from the participants through an informed consent form. Those participants who were willing to participate gave their consent freely. Based on the data generated, there were three social workers representing different organizations namely academe, local government unit, and national agency who comprehensively completed their responses in the interview questionnaire online. The researcher coded, mimed, and analyzed the information and formulated the themes. Finally, the questionnaire was validated by experts for the dependability and suitability of the questions.

Role of the Researcher

In this study, the researcher primarily developed a coding frame generated from google online forms and generated kinds of literature that supported the results of the findings. The researcher asked for further questions if there is a necessity for clarification to some responses which were not responded by the participants. Then, the themes were analyzed, and the results are generated.

Ethical Considerations

In this study, the researcher treated the participants by the ethical guidelines for conducting qualitative research. The participants were properly informed that the study would be utilized to improve knowledge about the concept of Resiliency among Filipino Social Workers. The responses were treated with utmost confidentiality for anonymity. To see to it that there would be no bias in the coding process, the researcher sought an external encoder to enter the results.

Theoretical Lens

This study was anchored on the concept of Resiliency theory which is a framework that recognized how some individuals can bounce back in life after they can experience adverse situations. This theory highlighted the strength-focused approach among individuals and institutions. In addition, it explains that resilience is not a personality trait but a dynamic process or a dynamic system to adapt successfully to threats and adversities in life. This is the capacity of the person or institution to

successfully adapt to challenges that threatened one's development (Li, 2023). In the context of social work practice the theory is used to determine how social workers in the field define the concept of resilience and what are concrete examples where the concept operates on the personal and professional aspect to shed some light if their interconnections between the theory of resilience and practice of resiliency in the field of social work practice specifically in the context of the Philippines.

Results and Discussions

This chapter discuss the following areas from the research questions. First, I will discuss what is the Filipino Social Workers' perspective of resilient social work practice. Second, identify examples of resilience as a practice by Filipino social workers on a personal and professional level. Third, how do Filipino social workers build resilience in professional practice. Finally, the research investigates ways or aspects of personal and professional levels of resiliency in practice. The themes are described qualitatively and illustrated by direct quotations from the participants' responses.

Table 1. Social Workers' Perspective Of Resilient Social Work Practice

Major Themes	Coded Ideas
Resiliency is the ability of a person to recover from demanding situations.	<p><i>"Able to bounce back on whatever difficult situation or challenges experienced."</i></p> <p><i>"Being able to continue to provide social services to the best of my ability without compromising my work ethic in times of hardship."</i></p>
Resiliency is the level of persons coping mechanism in the context of his/her role performance	<p><i>"In my understanding, resiliency is our level of coping with a stressful situation."</i></p> <p><i>"One who can cope the challenges in performing her or his role as a social worker and one who can bounce back whenever faced with difficulties may it be personal related or professional related."</i></p> <p><i>"Threshold of handling all the problems presented in daily lives. He She is still able to perform his/her role."</i></p>
Resiliency is the method used by social workers to help individuals and communities.	<p><i>"Methods in social work is to help individuals and communities."</i></p>

The results of the study identify three important themes in which social workers defined a Resilient Social Work practice based on three important perspectives first this connotes the concept of resiliency or the ability of the person to recover from difficult situations, second this concept uncover the level of a person coping mechanism in the context of his/her role performance and third has reference to the method use by social workers to help individuals and communities.

Resiliency is the Ability of a person to Recover from Difficult Situations

Based on the response of the participants the term Resilient refers to the person's ability which result in the capability of this individual to bounce back from any adversity or challenging situation. This response is like the definition of Resilience as a concept that refers to the person's capacity to rise above the challenges and live within our functionality and keep our sense of well-being which is what we called Resilience. This resiliency is a highly evident trait of the person which is characterize as competence to handle stress and challenging environment for instance an environment that does not provide our needs like neglecting families and community. (Turner, 2001). One of the participants emphasize that this is more visible to the social worker's ability to practice social work principles and values despite all the opposition which has been presented to him or her at work. This ability is also

associated with the capacity of the worker to continue doing what is required in a hostile situation even without compromising his or her social work ethical standards.

The realities of social work practice in the Philippines confronted social workers to address unpredictable and challenging conditions in their work environment. The capacity to remain calm and responsive is inspired by innate resilient capacities as discussed by one of the participants. A study on two factors that can have implications for the resilience of the person explains having positive emotions and maintaining optimism in the person. (Kheng Sheng, 2021) which can greatly help in times of adversity. One of the participants narrated that despite her difficult days at work she remains to wear a smile and greet her clients with kindness and keep her head cool and not be intimidated by clients or colleagues at work.

Based on the study of Rose et al (2020) these are the following components of resilience: one of the characteristics highlighted is personal competence, second is the acceptance of self and the facts of life and finally the presence of social support. (Rose et al, 2020). Social workers spent most of their time in activities that increase their level of self-awareness and deeper self-knowledge eventually leading them to be more resilient people. From the time they were enrolled in social work courses, they are homed in self-awareness activities and self-processing sessions provided by the educational institutions as part of the student's preparation. The conscious use of the self is usually emphasized in the early education of students. The participants attributed the importance of deeper self-awareness to their social work training at schools. On the other hand, in actual practice one of the participants stated that having supervisors who will show them a positive attitude in handling clients made them more resilient in their work. This is also attributed as one of the best ways to model what is being resilient in organizations. In addition, the regular debriefing sessions among colleagues also facilitates their difficult experiences at work. The following elements were found in the study by Kearns and McArdle (2012) as significant contributors to resilience: 1) Role models who are good 2) Confidence; 3) Managed optimism 4) The adaptability of support during and after induction, 5). Self-efficacy, and 6). Reflexivity space. A time for reflexivity is also necessary for social workers to develop further resiliency. Having the time to journal and reflect on one's interactions with colleagues and clients are strategies that encourage resiliency.

Resiliency is the Level of Persons Coping Mechanism in the Context of His/Her Role Performance

Another perspective presented in this study is Resiliency is the level of persons coping mechanism that a social worker utilizes to address problems at both personal and organizational levels. A study of resiliency explains that Resilience also plays a significant role in the normal, "regular" day-to-day lives of people in general, involves dealing with moderate interruptions and little "hassles," and it results from the ability of humans to adapt (Collins, 2017). Utilizing this definition in this research it is an evident that resilient social workers used this concept as a coping mechanism knowing that they usually faced highly difficult situations take for instance when a social worker was assigned to provide immediate responses during disaster times. The urgency of response and being responsive to clients showed how social workers are coping with this condition. Being resilient according to one of the participants is to perform one's role even if the circumstances are tough and the results of her interventions are not what she expected to be stressful and unsupportive environments and highly difficult colleagues and managers.

In a study among 613 university students and professionals in Malaga, Spain, the relationship between resilience and social work examines throughout time as a process rather than a static response. (Rose et al., 2020). Looking at resilience as a coping mechanism is also making it work on progress as the social workers become more experienced, they can build stronger strategies and cope with how they will respond to situations that are being presented to them; for instance, dealing with toxic clients and even colleagues. In this case, one of the social workers mention that it is her resiliency that she uses to connect with their clients, but they can build on it as professionals.

Resiliency is the Method Used by Social Workers to Help Individuals and Communities

Finally, social workers perceive resiliency as a method applies by social workers in their practice and having this theory in mind that one must be flexible and open to challenges guides them in their work to effectively deal with individuals, groups, or communities. Based on Breda's research, resilience theory has some merit as a framework for social work research, thus it is important to critically examine the idea. (Breda, undated). One of the participants said that without being resilient a person cannot continue doing social work. Resilience is a multifaceted model that is put into reality. It is operationally described as "continued adaptive effort that succeeds despite adversities, which is the ability to resist adversity and recover to learn and grow with information and new abilities". (Kheng Seng, 2021)

In this research, one of the revelations of the participants during the interview express that if a social worker thinks of resilience as a method. In this case, she was able to identify various skills and tools that she considers resilient tools which are usually utilize in helping clients. There are many theories thought in social work but keep in mind that whatever happens you need to “keep going” the bisayan term “malahutayon” is one of characteristic that makes a social worker different from other professionals. Another literature emphasizes that the concept of Resilience is also describes as an adaptable condition and a personality trait that social workers and other people frequently exhibit. There are different factors, such as culture which might have an impact on the idea of resilience. Moreover, positivity in the face of traumatic situations can be a sign of psychological toughness and coping in social workers (Collins, 2008).

Generally, Filipino social workers are culturally expected to be resilient as they are train to be patient, flexible, and enduring in dealing with their clients and the organization that they work with. One of the participants said that despite less theoretical knowledge in the field as a new practitioner what is expected from him is an enduring capacity to embrace the realities in the practice. These are highly visible during their response during the pandemic times when there is a lack of preparation on how to address the problems as front liners (Sina-on, et al., 2022). The reasons why the agencies and residential care facilities survived and operated during the COVID-19 pandemic are largely due to the strengths of the individuals running them. These factors included the staff’s ability to adapt and their determination to fulfill their mandate as child-care institutions.

We can also see how social workers’ resiliency skills relates to Filipino traits like keeping humor despite the times that they will address natural disasters which require them to provide urgent responses even if they lack some sleep or not having augmentation at work. Some social workers still maintain to have TikTok dance or use social media memes to keep their sanity despite such stressful situations. The study also shows that these social workers recognize that being resilient is part of the social work training and education in the Philippines highly model by their mentors in their school or their field of practice.

Table 2. Examples of Resilience as a Practice by Social Workers on a Personal and Professional Level

Major Themes	Coded Ideas
Social Workers who never lose hope and commit to his/her work despite many Challenges.	<p><i>“When she or he continue to perform her role with utmost dedication and commitment despite the challenges.”</i></p> <p><i>“Resilient social workers have harness the level of resiliency through different problems encountered. Moreover, he/she has better support system.”</i></p> <p><i>“She/he has the grit to continue being symbol of hope and determination to the team.”</i></p>
Social Workers who continue to work with difficult colleagues and an environment.	<p><i>“Talk to them or approach them. But sometimes it is best to keep silent. In the process they may realize they commit mistakes or change certain policies”</i></p> <p><i>“When your supervisor is blocking opportunities for you.”</i></p> <p><i>“Usually, part of our stress is from our career and not really on the family.”</i></p> <p><i>“When I happen to have a colleague who sees me as a threat rather than companion, I have hard time focusing on my work.”</i></p>

The findings of this study confirms that there are two important threads of ideas that social workers cited as an example of resiliency in personal and professional practice.

Social Workers Who Never Lose Hope and are Commit to His/Her Work Despite Many Challenges

Being a symbol of hope and determination to keep going is a clear manifestation of being a resilient social worker as described by one of the participants. In a support of this statement one of the participants explain that for example even if the workplace does not support one’s initiative, he continues performing his role with utmost dedication and commitment. In times of COVID-19, the realities of social workers in the Philippines addressed various problems relates to the pandemic. Many are confronted with a lack of Frontline social workers who work throughout the COVID-19 epidemic and may have lessen their psychological anguish by developing resilience and organizational support. Building professional social workers’ resilience will therefore help them stay being motivated and, ideally, avoid burning out. (Keng Sheng, 2021)

Social Workers Who Continue to Work with Difficult Colleagues and Environments

In the question of describing an example of social work resilient practice at work. Many of the participants spell out strategies that work in toxic environments and colleagues. In a scenario of facing difficult managers or colleagues one of them express that approaching directly the person is an example of being resilient as you are willing to receive feedback from others. On the contrary, if there is a necessity of being silent to resolve the conflict among colleagues or within the organization thus it is also attributes to the resiliency skills of the social workers as they can embrace the uncertainty of the organizational policies which exist before them like the bureaucratic system in the welfare system. time.

Other participants said that “**when your supervisor is blocking opportunities for you which is a reality in the welfare institution, but you continue to improve yourself is a form of being resilient**” Majority of the participants identify social work career as a primary source of stress than their families and having a family which support them makes them more resilient. Cases of significant absenteeism and some difficulties in hiring and retaining staff only served to highlight how difficult the social work profession is. Some social workers are content with their jobs considering these realities. Numerous studies on stress management in social work, but very little attention has been given to studies on how we may keep social workers’ resiliency in the face of difficulties and how they can thrive in their position. (Rose et al., 2018). It is important to consider that stress management techniques should also lead to social workers building the capacity of becoming more resilient both personally and professionally.

Table 3. Social Workers’ Strategies to Build Resilience in Professional Practice

Major Themes	Coded Ideas
Going beyond agency limitations (Agency level)	<i>“When the social worker goes beyond the limitations of the client and was able to help despite the limited resources and solve problems.”</i>
Understand boundaries and limitations (locus of control)	<i>“I may handle multiple clients within the day, by listening to their narratives”</i>
	<i>“I do not usually respond to negative feedback, there are different perceptions other people perceived about me, and it is beyond my control how they see and feels about me.</i>
	<i>“Dialogue and self-care”</i>

There are different strategies which the participants identified as resiliency tools in professional practice. This cover going beyond the social welfare agency’s capacity and second is being able to understand the boundaries and limitations as professionals and individuals.

Going beyond agency limitations (Agency level)

The participants of the study explain that not being controlled by their agencies in terms of how they respond to their client’s needs is a strategy that leads to a social worker’s resilient practice in the context of the agency. This is more on relying on the professional competence to find resources to help

clients and not only based on the mandate of the agency. Many of the participants agrees that their agency has limited resources to provide all the needs of the clients but instead of moving away from their organization, they exert efforts to help their agencies by networking or finding additional resources to augment the needs of clients during a disaster or in times of pandemic. This makes a social worker resilient worker in the welfare agency since it is a reality that the agency has limitations on what it can extend to clients. This further implies that social workers will not be define by the jobs and functions expected from them. As one of the participants said that *you must provide service to the best of your ability. and agency limitations also contributed to stress and eventually led social workers to an increasing number of turnovers specifically the young social work practitioners.*

Understand Boundaries Aand Limitations (Locus of Control)

Another theme is understanding the boundaries between the agency, worker, and clients which is also setting a clear limitation of one’s capability and capacity as a person and as a professional. In the interview, one of the participants replies that he does not answer to negative criticism that he usually receives in the workplace. The welfare institutions are supposed to be expected as a means of support to service providers, but some social workers are also a burden to their colleagues. Bohman et al. (2017) identifies three key areas for fostering the providers wellness as follows (Ashcroft, 2021): 1.) Personal resilience, 2.) effectiveness of practice, and 3.) collaborative culture of support. Concerning this study, one of the participants mention that as a social worker, you must practice self-care and how to make dialogue with others. By practicing self-care, you can love yourself, and by having conversations with other people you can gain a new perspective.

The social work organizational culture needs also to assess on how this promotes self-care among social workers so that they will not experience more burnout from the nature of the organization. Furthermore, aside from self-care activities, welfare agencies must build an organizational resiliency.

Table 4. Social Workers Currently Practice Personal and Professional Resiliency Tools.

Major Themes	Coded Ideas
Utilizing meditation, reflection, and self-care	<p><i>“Take time to break and disconnect. I usually meditate or reflect upon things and build internal energies.”</i></p> <p><i>“Self-care. Yoga, meditating”</i></p> <p><i>“Sometimes stressful but it is a matter of mind set.”</i></p>
Not taking failures and disappointments seriously	<p><i>“There are two ways, events or things which might be control and can be given solution. But things or circumstances which are uncontrollable. I leave them as the way they are.”</i></p> <p><i>“No, I take failure as motivation and as a learning. I do not dwell on how I fail but on how I succeed in every failure.”</i></p> <p><i>“When I am just be disappointed, but I move forward every time.”</i></p>

From the data collected the social workers in this study express their practices on how they maintain their personal and professional and there are two emerging themes of the study, they are: utilizing meditation, reflection, and self-care, and two.) not taking failures and disappointments seriously in both personal and professional life.

Utilizing Meditation, Reflection, and Self-Care

The first theme relates to the practice of “taking personal time to break and disconnect” from other people whether colleagues or clients. Social work practice usually involves dealing with various

kinds of people by taking some time off such as traveling to other places like beaches or mountain climbing or nature hiking. Some of the social workers renew their inner strengths or recharge their batteries. While others also identify shopping or just having time to pause or listen to oneself are good practices to gain self-control. Another social worker mentions that meditation to build his internal energies "as it drains by helping others. The practice of yoga for mental and physical exercise is also highlighted as always having the right mindset. These are also forms of spiritual practices in which the social worker puts the center within oneself. One of the studies cited that social workers must emphasize strength-based approaches, employ techniques for fostering relationships and resilience, and incorporate a variety of spiritual traditions (Okafor 2020).

Not Taking Failures and Disappointments Seriously

The second theme refers mostly to the social worker's attitude toward responding to other people. One of the participants said "that *there are two ways, events or things which might be controlled and there can be a given solution. But there are also things or circumstances which are uncontrolled. I leave them as the way they are*". Being more accepting of the current realities helps them to deal with the circumstances effectively. For instance, during a disaster, it is a reality that there are people who lose their homes or families and as social workers, they cannot completely replace what has been already lost. Another participant discusses how not taking failure as a hindrance but as motivation and as a part of learning because it helps you to become more resilient. She learns that no matter how she plans her case management process there are times that interventions may not work so it is important not to take it all as a personal failure. Finally, another participant states that when she was disappointed as it usually comes in the social worker life's she just keeps on moving forward.

Conclusion and Suggestions

Conclusion

There are various limitations inherent in this study. First, the limited pieces of literature about the social worker's resiliency tools utilized in the Philippines confronted the researcher to conduct a study. This study aims to learn about the Filipino Social Workers' perspective of resilient social work practice, but I also discover that few social workers are interested to discuss the topic. The limited participation of social workers in the field and in the academe creates a boundary to how the concept been discussed and define in this research. Thus, the study covers the result based on the emerging themes from the participant's responses. The study shows that the concept of resiliency refers more to the ability of the person to recover from difficult situations, the level of the persons coping mechanism in the context of his/her role performance, and the method employs by social workers to help individuals and communities. The results can be further discussed in the academic settings and in the practice settings on how these definitions concretize the current practice of social workers in the different spheres across the country.

In this study participants also identify examples of resilience as a practice by social workers on a personal and professional level and this is characterized by those Social Workers who never lose hope and are commits to his/her work despite many challenges including difficult colleagues and environment. The lens through which the social workers discuss the result is too limits to the current environment that they are working in and the people that they work with, but it can be expanded if there are other examples from the field and case studies. In addition, the study explains how Filipino social workers develop strategies to build resilience in professional practice and most of them mention not being bounded by agency limitations and not taking all disappointments and failures to a personal level. Knowing that there are different kinds of social work agencies in the Philippines it is imperative to consider the strategies of individuals which include their resiliency tools and the organizational resiliency tools and how these two concepts complement with one another.

The results of the study are quite limited in its scope as there are only a few social workers who are engage in the study given their busy workload and because the study was conducted during the post-pandemic times. Some voices are not shared in this study but those who participates are also social workers who hold a significant position in their workplace as they are the head of the agencies and mostly conduct training and sessions to debrief fellow social workers. The research result does not cover the general Filipino social workers because the questions in the study are lengthy and requires a participant to explain in writing and discuss their thoughts. It will be more valuable if there will be a Resiliency study about social workers in different fields of social work in the Philippines. The division of personal resilience versus professional resilience is also a crucial result and requires further investigation. One of the questions for me as a researcher while analyzing the data is if Filipino social workers are resilient before their social work education and practice or if they become resilient because they are engaging in social work practice and highly adaptive. The study also questions the current

social work educational system in the Philippines if our training and education contribute to the resiliency of Filipino social workers or if one of the qualifications of our students in the program is being resilient.

As a social work educational institution, the Southern Philippines Agribusiness Marine and Aquatic School of Technology Social Work Program must also further advance knowledge and models of resiliency among its students and faculty and build on the current findings of the study. Resiliency is now one of the emerging concepts utilized in the interventions to clients' problems and can also be one of the indigenous theories that we can build on. Resiliency is also highly connected to Sustainable Development Goals and almost all the goals had a concept of building resiliency. Sustainable Development Goals number 4 which is promoting quality education is one of the best strategies to promote resiliency which is also a big task of higher educational institutions. Thus, it is essential to promote knowledge-based sharing among students and fellow professionals on this topic in the local, regional, and national forums to discuss further personal and professional resiliency which can be useful on how social workers can be more effective in addressing disasters and other problems which will confront us in the future.

Suggestions

The results generated in the study are limited given that the participants of the study are mostly heads of the organizations and not those actual practitioners. The researcher further recommends a separate study looking into the personal resilience and organizational resilience of Filipino social workers in the context of agency practice.

The researcher also put forward the importance of sharing sessions among social workers which can be spearheaded by the SPAMAST Social Work Program and its partnership with various organizations like the National Association of Social Work Education, Philippine Association of Social Work Inc, Department of Social Welfare and Development Social Welfare Learning Network and Local Government units to further discuss how to build the personal and professional resiliency of Filipino Social Workers.

Author's Brief Bio

Amelyn Laro is a multifaceted professional, encompassing roles as a social worker, educator, researcher, and advocate for gender equality. Her extensive travels have taken her across the Philippines and to various countries including Kazakhstan, Canada, Hong Kong, Sri Lanka, South Korea, the United States, and Germany, where she has dedicated her efforts to addressing gender and women's issues. She holds notable distinctions, including being a Community Solutions Fellow through the US Department of State, an ASIAN Gender Trainer via the Korean Institute for Gender Equality Promotion and Education, and a Fellow at the International Sustainability Academy in Hamburg, Germany, for her current project "Teach for Gender Equality." She also currently serves as the Moderator of the Community Solutions Program Leadership Community of Practice for East Asia Pacific. In 2019, she took on the establishment of the Social Work Program at the Southern Philippines Agribusiness Marine and Aquatic School of Technology. She is also an associate member of the National Research Council of the Philippines.

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