

УДК 159.923.2:159.9.07

ОНУФРІЄВА Л. А

Кам'янець-Подільський національний університет імені Івана Огієнка

ПРОФЕСІЙНЕ СТАНОВЛЕННЯ ОСОБИСТОСТІ МАЙБУТНІХ ФАХІВЦІВ СОЦІОНОМІЧНИХ ПРОФЕСІЙ

У статті професійне становлення особистості професіонала розглядається як безперервний і складний процес формування на основі індивідуально-психологічних особливостей особистості тих якостей, які сприяють успішному виконанню професійних завдань і відчуттю задоволення своєю працею. Розвиток особистості професіонала майбутнього фахівця соціономічних професій детермінує професійна діяльність, яка є і засобом формування суб'єкта діяльності, може стати потребою, ціллю, цінністю і сенсом життя. Встановлено, що важливою для професійної діяльності є гармонія особистісної і професійної зрілості суб'єкта праці, яка може забезпечити не тільки ефективність і надійність праці, але й розвиток особистості у діяльності, формування і становлення еталонної концепції «Я-професіонал», самоствердження, самореалізацію і повну адаптацію особистості професіонала до соціального і професійного середовища.

Ключові слова: професіонал, професійне становлення особистості, особистісна і професійна зрілість, майбутні фахівці соціономічних професій, самооцінка, самоствердження, саморегуляція, самовизначення, професійна діяльність.

Nowadays the issue of necessity to deeply ground the psychological bases of a development of future socioeconomic specialist's professional personality and various types of work and development of reliable criteria of a professional qualification of a person to the different types of work. Mentioned issue is not new, but especially at crucial stages of socio-economic development of society, it is of particular actuality.

A great number of researches dedicated to the studying and analysis of professional activity of future specialists, their professionally important qualities, personality peculiarities and activity regulations have been done by (O. F. Bondarenko, A. V. Dolynska, N. I. Povyakel, N. V. Prorok, O. S. Romanova, O. P. Sannikova, N. V. Chepelyeva, N. F. Shevchenko and others). At the same time one cannot but note a definite fragmentariness of approaches to the contents and means of studying a personality of a future specialist of socioeconomic professions as a subject of professional activity. We still have a lack of grounded knowledge about intrapsychic determinants of a professional self-determination of a future specialist of socioeconomic professions, about the structure and functioning mechanism of motivational semantic field as a primary factor of life perception, the regulatory content of which naturally leads to procedural and efficient performance of his professional experience.

Analysis of researches dedicated to the studying of the role of motivational semantic organization in professional formation of personality (Y. P. Ilyin, G. V. Lozhkin, S. D. Maksimenko, L. M. Mitina, M. S. Pryazhnikov, V. V. Rybalka, V. A. Semichenko, B. O. Sosnovskiy, T. S. Yatsenko and others) showed

that the significant chain of aspects of this issue needs an additional research, namely: A concept about regulatory functions of motivational semantic formations in professional experience of a personality has been uncovered insufficiently, an empiric argumentation of dynamic characteristics of a motivational semantic regulation of professional realization style display is missing, an issue about the contents of specialists' realization of successfulness of indexes is still being discussed. Applied meaningfulness of denoted issues becomes more acute in case it is necessary to determine criteria of effective professional realization of specialists, who work in the field "person – person", specialists psychologists in particular.

Thus, the **actuality** of this research is stipulated by an insufficient theoretical experimental studying of intrapsychic determinants of the process of professionalization of specialists, and also by the necessity of ascertainment of psychological regularities of the style display of motivational semantic regulation of professional realization of the socioeconomic professions specialists.

The aim of our research is a theoretical and methodological study of psychological characteristics and rules of personal and professional maturity of future socioeconomic specialists under present-day conditions.

Taking into consideration current theoretical studies on the professional development of future socioeconomic specialists' personal and professional maturity the following key tendencies are distinguished according to which the following study of such phenomenon is conducted: studying of professional self-determination processes in the direction

of the common requirements to choose a profession (O. M. Borisova, K. M. Gurevych, V. M. Paramzyn, B. O. Fedoryshyn and others); studying of the age regularities of a personality formation (L. I. Bozhovych, V. V. Rybalka, T. V. Snegiryova, P. O. Shavir and others); studying of a place and role of abilities and interests in processes of self-determination (V. V. Yermolin, S. P. Kryagzde, D. I. Feldshtein, V. D. Shadrikov and others); formation of a personality as a subject of professional activity (M. R. Ginzburg, Y. O. Klimov, O. O. Konopkin, Y. M. Zabrodin and others); life and self-determination of a personality (B. G. Ananyev, Y. I. Golovakha, L. Y. Orban-Lembryk and others).

Thematic analysis of the principles and methods of psychological bases of personality professional formation, future socionomic specialists' personal and professional maturity provides the use of integrated and systematic approaches. A comprehensive approach includes, in particular, psychophysiological analysis level of professions to solve psycho-technical problems of a professional selection and professional consultation (M. O. Bernshtein, O. K. Hastyev, S. H. Hellershtein, M. D. Levitov and others.), and the systemic one is orienting the research to the establishment of a concrete profession correlation structure with individual characteristics of an individual as a subject of mental activity and action (K. O. Abulhanova-Slavskaya V. H. Asyeyev, M. Y. Boryshevskiy, A. V. Brushlynskiy, K. M. Hurevych, M. A. Dmytriyeva, Y. O. Klymov, S. D. Maksymenko, I. P. Manokha, V. V. Rybalka, V. O. Tatenko, T. M. Tytarenko and others.).

In a number of professional responsibility researches a subject of attention is an adequate self-rating formation, an ability to differentiate ideal and real aims in the process of a professional choice realization; the problem of life perspectives, programs, aims and forecasts of a subject of professional activity is explained (B. H. Ananyev, O. H. Asmolov, H. O. Ball, O. F. Bondarenko, Y. I. Holovaha, N. O. Lohinova, H. S. Lozhkin, B. F. Lomov, M. S. Pryazhnikov and others). The problem of a professional personality development of future specialist, formation of his professionalism in the context of modern humanistic approaches are successfully developed in the psychology of labor, achmeology, professional pedagogics, that finds its reflection in scientific work of S. Y. Batysheva, A. O. Derkach, Y. O. Klymov, T. V. Kudryavtsev, Y. P. Povarenkov, O. V. Romanova, V. V. Rybalka, V. D. Shadrykov and others. Fundamental bases of a renewal of higher pedagogical education, elaboration of theoretical and methodical bases of professional and pedagogical preparation of students are uncovered in works of V. P. Andru-

schenko, V. I. Bondar, O. V. Hluzman, O. A. Dubasenyuk, A. Y. Kapska, L. V. Kondrasha, N. V. Kuzmina, O. H. Kucheryavyi, V. I. Luhovyi, O. H. Moroz, O. M. Pyehota, V. A. Semychenko, V. O. Slastyonin, L. O. Homych and others.

Many foreign psychologists consider a problem of a professional development according to a leading orientation of one or another psychological school. Differential diagnostic approach is based, in particular, on the principles of differential psychology and experience of psychotechnic (M. Amthauer, A. Anastazi, R. Kettel, H. Myunstenberg, F. Parson, E. Strong and others.), radical behaviorism (F. Skinner), "reciprocal determinism" behavior, cognitive field and surrounding, which is displayed in a person's ability to use verbal and figurative representations which serve as a benchmark in the successful performing of professional activity (A. Bandura).

According to the psychoanalytic course the choice of a particular profession or field of work is explained by a principle of the subconscious structure of needs that arose at an early age. Freud, in particular, interprets a professional activity as a form of early childhood instinctual needs satisfaction through "the sewer" in a professional field of a libidinal energy. U. Mozer singles out the forms of operotropizms which have a sublimation nature and act as factors of professional development. Y. Bordin postulates a determinative influence of organic processes of an early childhood, which influence the professional choice while in modified forms. E. Row considers a professional choice as a direct or indirect satisfaction of needs, the content of which is caused by an early atmosphere of parental home, that form professional orientations and special abilities. Y. Bern believes that the life scripts and life strategies, which are planned at an early childhood under the influence of parents, determine the behavior of an individual in important situations of his professional life.

K. Young through the "archetypes" explains the possibilities of self-determination of a person in the world, which influence the professional life. In the context of a paradigm decision theory the thesis of making a professional choice based on an orientation system in various occupational alternatives is grounded, that in cognitive theories of motivation is reflected in terms of expectation and motivation (H. Hekhausen), causal attributing and variable mode (J. Atkinson), level of pretention (L. Festinger), structural components of the decision making process (D. Tydeman).

In the direction of a development theory a professional development of a personality is performed through the sequence of qualitative specific phases,

which differ in the level of abilities and interests formation development of an individual (E. Shpranher, S. Byuler) external and internal factors in occupational choice (E. Hintsberh) content of aptitudes and abilities that determine professional Self-concept (D. Syuper) attitudes and work skills, which determine the usefulness of professional employees (R. Heivyhherst).

In typological theory of professional development an emphasis is made on determining the personality types: realistic, intellectual, social, adaptive, aesthetic, striving to power (D. Holand).

The subject of a special attention in our study is the research results of psychological content of professional activity through: the number of structural components of activity – motive, purpose, activity planning, processing of current information, operational image (conceptual model), decision making, action, test results and correction of actions – which are interrelated and regulate the mental functions in the organization and implementation of activities (B. F. Lomov) model of the internal structure of the process of self-regulation functioning with the emphasis on such components as subjective model of significant conditions of activity, the execution program, the subjective criteria of activity successfulness, information on the real results, the decision to correct the system (O. O. Konopkin, B. S. Pryhin) psycho-physiological maintenance of professional competence, which includes intentional, operational, activation-regulated and the basic levels (H. M. Zarakovskyi, V. I. Myedvedyev) psychological components of activity, that in unity of systemic and genetic processes explain the process of various psychological systems professional formation (V. D. Shadrikov).

The concept of professionally important qualities (PIQ) of personality is based on the thesis of the need to study the whole professional personality through: the determination of his PIQ, their intercommunication and interference in the process of realization of specific professional activity, that let social models of profession be presented, samples of careers which are optimal for each type of professional activity and "professional personality types" that describe the specific profession in the best way (M. O. Dmytriyeva, B. F. Lomov, V. D. Shadrikov and others), the study of certain individual psychological characteristics of personality at work in the context of a detailed analysis of its professional competence and willingness to work as a measure of their chosen profession (VM Druzhinin, M. D. Levitov, V. V. Serikov etc.), personality and professional success (B. H. Ananyev, V. L. Marischuk, B. M. Teplov, S. L. Rubinshtein and others).

Concept of an individual activity style is based on the idea of professional success as a specific expression of an individual style – a solid and structured set of professional activity components, communication, management, which follow the formation of a professional and are consolidated in the process of the labor means use (O. Y. Andros, B. O. Vyatkin, V. I. Morosanova, V. O. Tolochek, M. O. Holodna, M. R. Schukin and others).

The studies of psychological mechanisms of regulation of professional activity and self-regulation of mental state of a person are based on the concepts of self-regulation in the structure of personal qualities of a professional (Y. O. Klymov, Y. S. Nazhyvin, N. I. Povyakel and others) and the overall functional status that provides optimal conditions for acceptance and solving of professional problems (L. S. Hittik, L. H. Dyka, M. M. Peysahov and others).

Studies in the direction of periodization of a professional development of an individual have the problems of a personality formation in ontogenesis as their subject (V. O. Bodrov, Y. O. Klymov, V. I. Tyutyunnyk, V. I. Lohinova, D. B. Elkonin, E. Erickson and others.) and the development of this personality in professional life (D. Syuper, R. Heivyhherst).

Acmeological direction of this study uncovers the regularities, mechanisms and practical ways to reach the highest level of a professional perfection of a person, O. O Bodalyov, A. A. Derkach, L. E. Orban-Lembryk, O. I. Stepanova and others).

The formation of the professional activity subject is a consequence of a person's complex way of life, whose experience is an indispensable part of a professional growth [7; 14]. Analysis of the main approaches to study the problem of a person's life (K. O. Abulhanova-Slavska, B. H. Ananyev, S. Byuler, L. S. Vyhotskyi, P. Zhane, V. A. Romenets, S. L. Rubinshtein, V. O. Tatenko, T. M. Tytarenko and others.) showed that a theoretical problem covers a number of other generalizing concepts – life style of a personality (A. Adler), personal identity (E. Erickson), feelings of a basal anxiety (K. Horni), "personality proprium" (H. Olport) life scenarios (E. Bern), gaining ego (Jung), "the phenomenon of exclusion" (E. From), self-actualization and transcendence (A. Maslow), searching the meaning of life (V. Frankle). Namely, in practical terms, this problem is related to the development and solving of the problems of a professional development of an individual within the ontogenetic research of life time perspective (V. H. Asyeyev, Y. I. Holovaha, Y. M. Zaborodin, I. S. Kon, Laktionov, O. O. Kronyk, N. O. Lohinova, I. P. Manoha, B. Y. Tsukanov and others).

Taking into consideration the scientific achievements of nowadays psychologists, the tendency of an integral analysis of life and career way of an individual is tracked, which is reflected in the conceptual framework of holistic understanding of a person's existence and his lifestyle. It primarily gets its place in the interpretation of: such models of a professional behavior as adaptation and development (B. H. Ananyev), "social situation of a development" according to the emotional experience of the individual in crisis moments that change the direction of this personality's professional development (Y. O. Klymov) [8]; creative potential of a professional through the formation of such integral characteristics of a personality such as purposefulness, competence and emotional and behavioral flexibility (L. M. Mitina) [12]; harmonious manifestation of personal and professional development of an individual, based on the key synergetic patterns of a person's life activity (M. -L. A. Chepa), continuous process of a self-building of a personality throughout his life's way in the following stages of its restructuring as self-expression and self-realization (A. K. Markova) [11].

Thus, the problem of personality professional development, future specialists' personal and professional maturity covers a number of objective trends. It is related to the solution of fundamental theoretical and applied problems that require their empirical basis.

Taking into account foregoing we can claim that the motivational-semantic regulation of a personal realization is one of the least studied in the psychological study of the subject. It is noted that the structural and functional characteristics are the necessary means to implement the ideas of a meaningful self-identity of a personality as a subject of spontaneous activity.

Analysis of the regulation problem research in various psychological schools showed that according to the psychoanalytic approach a human ego is distinguished in the quality of such instance, which regulates behavior, obeying the reality principle (Freud); in individual psychology a creative "I" concept as the center of personality serves as an explanatory principle, which creates a purpose, means to achieve it, builds an individual style of behavior (A. Adler) in dispositional personality theory an ability to self-regulation is considered as a characteristic of a higher level of motivation (H. Olport) according to the field theory of K. Levin the regulation of behavior is done according to the principle of the present, through the model, expectation-value and rotation of the cycles of tension rise and actions

to overcome it; humanistic theory gives a central role in the regulation of behavior and personality development to the concept identity and self-esteem (C. Rogers).

The concept of self-regulation as a system formation is embodied in the model of functional structure of self-regulation (O. O. Konopkin), as well as in the notion of a hierarchical system of dispositional (V. O. Yadov) and attitudinal self-regulation (O. H. Asmolov). In numerous psychological studies the subject of attention are various aspects of self-regulation system: a selection of self-regulation levels according to the acquired experience of a person and according to the level of self-awareness of his condition and the activity process (L. H. Dyka); functions of higher levels of self-regulation on the stage of a personality formation as the subject of his own motivation (L. I. Antsyferova) selection of typology of a personal self-regulation (K. O. Abulhanova-Slavskaya) [1]; the embodiment of style approach of behavioral self-regulation expression (V. S. Merlin).

The results of theoretical and empirical research of motivational and semantic regulation in the structure of consciousness are concentrated: 1) in the field of value-semantic structure of consciousness in the form of negative and conflicting meanings (V. V. Stolin) semantic constructs (M. Kalvinyo) the actual level of self-esteem and the level of an individual's pretensions (O. T. Sokolova) emotional-valuable attitude to himself as a manifestation of self-esteem (I. S. Kon) and self-attitude (S. R. Pantelyeyev) structural features of internal dialogue in its connections to various structures of contentious meanings (A. V. Vizhina) and psychological mechanisms of professional self-identity of a personality (O. Baymetov); 2) in the field of semantic area of consciousness through the study of internal functions of correlation, regulation, transformation of semantic structures that define human existence in the world (O. Y. Artemyev, F. Y. Vasylyuk, N. N. Korozyova, O. O. Kronyk, O. S. Suhorukov, K. Y. Horoshylova, O. M. Etkind and others) the structure of a subjective reality in individual-specific parameters of subjective experience categorization which are presented in the world outlook concepts (O. M. Leontyev) actual coordinates of experience (O. Y. Artemyev) categorial structure of an individual consciousness (O. H. Shmelyov) coordinates of semantic spaces (D. O. Leontyev) personal construct (F. Petrenko).

Processual and productive characteristics of a professional experience make it possible to distinguish the dominant aspect of the motivational and semantic personal realization in all forms of a per-

sonality's manifestation as a subject of professional activity. In particular, the procedural characteristics of a professional experience is manifested in a gradual awareness by an individual the professional perceptual-cognitive blocks of activity and the conscious acceptance of requirements of practical activity as the acquisition of specific skills and abilities, and the productive one – in the feeling of satisfaction with the process of activity, including the formation of an according professional style which in the system of relations "person – person" has to play the role of a common lifestyle [4, 10, 13].

Procedural characteristics of the process of obtaining a professional experience by an individual is followed by the enrichment of a content representations of the subject about himself and his own way of a professional development which is expressed both in the perception of the professional activity concept and in the perception of an individual himself as a professional.

In our opinion, the main results and ultimate goals of the development process, the process of personality professional formation, future specialists' personal and professional maturity are to achieve a high level of professionalism, competence and professional maturity [11], which is the one of the results and, simultaneously, the indexes of a professional formation process. According to V. A. Bodrov [2], the professional maturity is a property of the subject of labor, which is characterized by a high level of personal and professional development and is manifested in the high professionalism, skill and competence, and represents a personal correspondence of ideals, attitudes, values, the meaning of life and activity with the requirements of a professional, social and psychological environment [2], and thus the professional personality formation is not limited by the accumulation of knowledge, skills, abilities, work experience and mastery. According to the researcher, the psychological aspect of a professional maturity of a specialist's personality – is a system quality of the subject of labor, which is based on a complex of activity oriented mental and personality processes, functions and features of a professional which provide him with a self-determination and self-regulation of a professionalism formation, which, in turn, is a system quality of this characteristic. A significant element of a psychological system of professional maturity is presented by such factors as the values and meanings of a professional activity, professional pride, conscience and honor. The system forming factors of a professional personality maturity are the professional self-consciousness (as a result of a profes-

sional personality development) and professional fitness of a subject of labor (as a result of his professional development and growth) [2].

On the basis of domestic and foreign researchers latest research review it has been determined that the real professional should also be a mature person who has the ability to go beyond the social stereotypes, templates; who is able to withstand a strong pressure of negative social forces, able to transform his previous experience; find his special place in life and consciously or unconsciously take a position of an active creator of his life; has the ability to set a "threshold" of satisfaction with material needs, consider them only as one of the life conditions, and most of his vitality direct to other, more ambitious goals. It has been proved that the harmony of a personal and professional maturity of a subject of labor is very important for personal development of a professional and his professional activity, which will make possible not only effectiveness and reliability of labor, but also the development of personality in activity, creation and formation of a standard concept "I – professional", self-assertion, self-realization and complete adaptation of a specialist personality to the social and professional environment, thus the formation of a thoroughly developed, harmonious personality is emphasized.

The professional formation of a specialist's personality is a perpetual and complicated process of forming those qualities, based on individual and psychological peculiarities of a personality, which cause successful performance of professional tasks and the feeling of being satisfied with your work. It has been determined that the professional activity determines the development of a future socionomic specialist's professional personality formation, which is a means of forming a subject of activity, and it may become a need, a purpose, value and meaning of life.

Список використаних джерел

1. Abulkhanova-Slavskaya K. A. Strategy of life / K. A. Abulkhanova-Slavskaya. — M.: Mysl, 1991. — 301 p.
2. Bodrov V. A. Professional maturity of human (psychological aspects) / V. A. Bodrov // Phenomenon and category of maturity in psychology / Manag. ed. A. L. Zhuravlyov, Y. A. Serhiyenko. — M.: Publishing house "Institute of psychology of RAS", 2007. — P. 174—197.
3. Brushlynskiy A. V. Psychology of a subject in changing society. /A. V. Brushlynskiy // Psychology magazine. — 1996. — №16. — P. 32—37
4. Virna Z. P. Motivational-semantic regulation in professionalization of psychology: [Monography]. / Z. P. Virna. — Lutsk: Veza, 2003. — 320 p.
5. Zabrodin Y. M. Psychology of personality and the human resources management. /Y. M. Zabrodin. — M., 2002.
6. Zeyer Z. F. Psychology of professions: Textbook for university students. — 2-nd ed., rev. sup. / Z. F. Zeyer.

- er. — М. : Academic project; Yekaterinburg: Delovaya kniga, 2003. — 336 p.
7. Klimov Y. A. World concept in polytypic professions / Y. A. Klimov. — М. : Publishing house of MSU, 1995. — 460 p.
 8. Klimov Y. A. Psychology of a professional / Y. A. Klimov M. : Publishing house "Institute of applied psychology", Voronezh: SPA "MODEK", 1996. — 400 p.
 9. Maksymenko S. D. Civilizational processes and personality development / S. D. Maksymenko. — Problems of modern psychology: Collected articles of Kamianets-Podilskyi Ivan Ohienko National University, G. S. Kostyuk Psychology Institute NAPS of Ukraine / Ed. by S. D. Maksymenko, L. A. Onufriyeva. — Is. 15]. — Kamyanets-Podilskyi: Aksioma, 2012. — P. 3—18.
 10. Maksymenko S. D. Development of the psyche in ontogeny /in 2 v. — К. : Forum, 2002. — Т. I. — 319 p. — V. 2. — 335 p.
 11. Markova A. K. Psychology of professionalism / A. K. Markova. — М. : Gardarika, 1996. — 308 p.
 12. Mitina L. M. Psychological bases of a professional development of personality in the system "person – education – profession". // Person – education – profession. : V International science and practice conference materials "Person – education – profession" (July, 6-8 2009). — М. : PI RAE, MCPPU, 2009. — 303 p.
 13. Onufriyeva L. A. To the issue of future socionomic specialists' professional personality formation // L. A. Onufriyeva // Problems of Modern Psychology. Collection of research papers of Kamianets-Podilskyi Ivan Ohienko National University, G. S. Kostyuk Institute of Psychology at the National Academy of Pedagogical Science of Ukraine /Edited by S. D. Maksymenko, L. A. Onufriyeva. — Issue 21. — Kamianets-Podilskyi: Aksioma, 2013. — P. 493 — 507.
 14. Povarenkov Y. P. Psychological contents of a human professional formation [Text] / Y. P. Povarenkov. — М., 2002.

ОНУФРИЕВА Л. А.

ПРОФЕССИОНАЛЬНОЕ СТАНОВЛЕНИЕ ЛИЧНОСТИ БУДУЩИХ СПЕЦИАЛИСТОВ СОЦИОМЕТРИЧЕСКИХ ПРОФЕССИЙ

В статье профессиональное становление личности рассматривается как непрерывный и сложный процесс формирования на основе индивидуально-психологических особенностей личности тех качеств, которые способствуют успешной реализации профессиональных задач и чувству удовлетворения своим трудом. Профессиональная развитие личности будущих специалистов социномических профессий детерминирует профессиональная деятельность, которая является и средством формирования субъекта деятельности, может стать потребностью, целью, ценностью и смыслом жизни. Доказано, что огромное значение для профессиональной деятельности имеет гармония личностной и профессиональной зрелости, которая может обеспечить не только эффективность и надежность труда, но и развитие личности в деятельности, формирование и становление эталонной концепции «Я-профессионал», самоутверждение, самореализацию и полную адаптацию личности профессионала к социальной и профессиональной среде.

Ключевые слова: профессионал, профессиональное становление личности, личностная и профессиональная зрелость, будущие специалисты социномических профессий, самооценка, самоутверждение, саморегуляция, самоопределение, профессиональная деятельность.

ONUFRIYEVA L. A.

PROFESSIONAL DEVELOPMENT OF FUTURE SPECIALISTS SOCIOMETRIC PROFESSIONS

The attention is focused on the problem of future socionomic specialists' professional personality formation. It has been determined, that when the future socionomic specialists cognize themselves and form a definite attitude to themselves as future professionals, self-affirmation and change of self-rating promote better personality formation and professional development of a future professional personality. It has been studied that the professional formation of a specialist's personality is a perpetual and complicated process of forming those qualities, based on individual and psychological peculiarities of a personality, which cause successful performance of professional tasks and the feeling of being satisfied with his work. The professional activity determines the development of a future socionomic specialist's professional personality formation, which is a means of forming a subject of activity, and it may become a need, a purpose, value and sense of life. It has been proved that the harmony of a personal and professional maturity of a subject of labor is very important for the professional activity, which will make possible not only effectiveness and reliability of labor, but also the development of personality in activity, creation and formation of a standard concept "I – professional", self-assertion, self-realization and complete adaptation of a specialist's personality to the social and professional environment.

Key words: professional, professional formation of a personality, personal and professional maturity, future specialists of socionomic professions, self-rating, self-assertion, self-regulation, self-determination, professional activity.

Стаття надійшла до редколегії 09. 09. 2013 року.