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Received February 17, 2017

Revised March 17, 2017

Accepted April 14, 2017

UDC 159.923

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THE DETERMINANTS OF A PERSONALITY'S PROFESSIONAL MATURITY AS A READINESS FOR PROFESSIONAL REALIZATION

Onufriieva L. A. The determinants of a personality's professional maturity as a readiness for professional realization / L. A. Onufriieva // 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 / scientific editing by S.D. Maksymenko, L.A. Onufriieva. – Issue 37. – Kamianets-Podilskyi : Aksioma, 2017. – P. 267–279.

L. A. Onufriieva. The determinants of a personality's professional maturity as a readiness for professional realization. On the basis of the theoretical and methodological analysis of the problem of the image of «Me-professional» as a component of personality «Me-concept» there has been grounded the professional maturity as a mechanism of professional realization of a personality of future socio-economic specialists. Based on the findings of contemporary scientists it is noted that personal maturity is considered as a dynamic phenomenon being the result of continuous and natural desire of the personality to achieve self-actualization and personal maturity. The structure of the significant characteristics of future socio-economic specialists' professional maturity includes characteristics of intrapersonal constructive activities, expressing manifestations of improving the structure and functions of the personality (self-regulation, independence, creativity, in-

telligence); improving methods of interpersonal interaction and constructive personal effects (communication, empathy, morality, responsibility); manifestations of improving the structure of self-identity (ego-identity, self-actualization).

The theoretical generalization and new solution of the problem on psychologically important determinants of future socionomic specialists' professional maturity has been made. The professional maturity is mentioned to be the characteristic of personality's development being reflected in the high degree of professional constructive activity and professional functional productivity of a personality.

The issue on the professional self-realization is considered to be important in many modern concepts of human development. The urgent need for self-development, self-improvement is valuable and it is a determinant of personal maturity and at the same time the condition of its achievement. It is concluded that constant desire for self-development makes the success in professional activities and promotes professional life longevity of the personality. The professionalism and professional competence are emphasized to be important factors in social development of the personality, as well as they are the integral components of psychological maturity.

Key words: professional maturity, personality, development, future specialists of socionomic professions, determinants, professionalism, psychological maturity, professional competence, professional realization.

Л. А. Онуфрієва. Детермінанти професійної зрілості особистості як готовність до професійного становлення. На підставі теоретико-методологічного аналізу проблеми становлення образу «Я-професіонала» як складової особистості «Я-концепції» обґрунтовано поняття професійної зрілості як механізму професійного становлення особистості фахівців соціономічних професій. Виходячи з досліджень сучасних учених, зазначається, що особиста зрілість розглядається як динамічне явище, яке є результатом безперервного та природного прагнення особистості досягти самореалізації та особистої зрілості. Структура значущих характеристик професійної зрілості майбутніх фахівців соціономічних професій включає в себе характеристики внутрішньоособистісних конструктивних дій, що виражають прояви вдосконалення структури та функцій особистості (саморегуляція, самостійність, творчість, інтелект); вдосконалення методів міжособистісного спілкування та конструктивних особистих проявів (спілкування, співпереживання, моральність, відповідальність); вдосконалення структури самоідентифікації (его-ідентичність, самоактуалізація).

Зроблено теоретичне узагальнення та вирішення завдання про психологічно важливі детермінанти професійної зрілості майбутніх фахівців соціономічних професій. Визначено, що професійна зрілість є характерною рисою розвитку особистості, яка відображається у високому рівні професійної конструктивної діяльності та професійної функціональної продуктивності особистості.

Вважається, що питання про професійну самореалізацію є важливим у багатьох сучасних концепціях розвитку людини. Нагальна потреба у саморозвитку, самовдосконаленні є важливою та є визначальним фактором особистої зрілості і в той же час є умовою її досягнення. Зроблено висновок, що постійне прагнення до саморозвитку приносить і закріплює успіх у професійній діяльності та сприяє професійному довголіттю особистості. Наголошено, що професіоналізм і професійна компетентність є важливими чинниками соціального розвитку особистості та виступають невід'ємними складовими її психологічної зрілості.

Ключові слова: професійна зрілість, особистість, розвиток, майбутні фахівці соціономічних професій, детермінанти, професіоналізм, психологічна зрілість, професійна компетентність, професійне становлення.

Л. А. Онуфриева. Детерминанты профессиональной зрелости личности как готовность к профессиональному становлению. На основании теоретико-методологического анализа проблемы становления образа «Я-профессионала» как составляющей личности «Я-концепции» обосновано понятие профессиональной зрелости как механизма профессионального становления личности специалистов социономических профессий. Исходя из исследований современных ученых, отмечается, что личная зрелость рассматривается как динамическое явление, которое является результатом непрерывного и естественного стремления личности достичь самореализации и личной зрелости. Структура значимых характеристик профессиональной зрелости будущих специалистов социономических профессий включает в себя характеристики внутриличностных конструктивных действий, выражающих проявления совершенствования структуры и функций личности (саморегуляция, самостоятельность, творчество, интеллект); совершенствование методов межличностного общения и конструктивных личных проявлений (общение, сопереживание, нравственность, ответственность); совершенствование структуры самоидентификации (эго-идентичности, самоактуализация).

Сделано теоретическое обобщение и решение задачи о психологически важных детерминантах профессиональной зрелости будущих специалистов социономических профессий. Определено, что профессиональная зрелость является характерной чертой развития личности, отражается в высоком уровне профессиональной конструктивной деятельности и профессиональной функциональной производительности личности.

Считается, что вопрос о профессиональной самореализации является важным во многих современных концепциях развития человека. Настоятельная потребность в саморазвитии, самосовершенствовании является важной и является определяющим фактором личной зрелости и в то же время является условием ее достижения. Сделан вывод, что постоянное стремление к саморазвитию приносит и закрепляет успех в профессиональной деятельности и способствует профессиональному

долголетию личности. Отмечено, что профессионализм и профессиональная компетентность являются важными факторами социального развития личности и выступают неотъемлемыми составляющими ее психологической зрелости.

Ключевые слова: профессиональная зрелость, личность, развитие, будущие специалисты социэкономических профессий, детерминанты, профессионализм, психологическая зрелость, профессиональная компетентность, профессиональное становление.

The urgency of the research problem. Nowadays the society is faced with the new requirements put forward by The National Doctrine for the Education Development in Ukraine implemented on the basis of humanization actualizing the problems of personality-based and professional self-determination, namely the formation of an independent and self-sufficient personality, capable to professional realization, active adapting to modern labor market and creative self-realization.

According to the Polish scientist Marek Paliukh, the present-day education is considered as a process of personalities' formation, characterized by openness towards others, initiative, creative imagination, creativity and the ability to appraise and self-evaluation of behavior. The conditions created for the development of personalities should provide a system of education in the broadest sense, with the participation of various educational and out-of-educational institutions, the local environment, parents, Cathedral and organizations. The main goal in implementing educational changes is to eliminate the drawbacks of the educational system functioning while preserving its advantages [13, p. 74-75].

The analysis of recent researches. In modern psychology the theory of professional maturity is quite developed. It is being developed by many scientists, in particular researchers A. Derkach, V. Zazykin consider the future specialists' professional maturity as acmeological invariant of professionalism; V. Bodrov, A. Brushlynskyi consider it as the system property of the subject of work; L. Mitina – as a stage of professiogenesis of a personality; O. Bodaliyov, S. Druzhylov – as a value of a professional and strength of his motivation; K. Abulkhanova-Slavska, B. Ananiev, O. Anisimov, L. Antsyferova, L. Vyhotskyi, A. Derkach, Y. Klimov, N. Kuzmina, D. Leontiev, A. Markova, V. Miasyshev, A. Petrovskyi, Y. Rohov, S. Rubinstein, D. Uznadze, M. Yaroshevskyi and others – as a result of professional and personal development.

The concepts of mature personality were found in the studies of Carl Jung, G. Allport, V. Shtern, A. Maslow, E. Shostrom,

J. Stevens, G. Sallivan, R. Kehan, A. Ellis, K. Narankho, F. Perls, P. Weinzweig, C. Hall and G. Lindsay, B. Livehud, S. Holliday and M. Chandler, P. Jacobson, K. Abulkhanova-Slavska, M. Tutushkina, H. Abramova, N. Bordovska and A. Rean, D. Leontiev, H. Skrypkin, M. Savchyna, L. Ovsianetska, L. Lepykhova, T. Tytarenko.

The aim of the research consists in defining the determinants of a personality's professional maturity and their experimental reasoning.

The main material research. A significant element in the structure of the professional «Me-concept» or image «Me-professional» is a concept of professional maturity. The problem on professional maturity is widely studied in the psychology, because of the importance of this psychological issue for life and human development.

The concepts which help to describe a mature human desire to make sense are personal growth and personal potential. It is usually a process close to self-actualization of a personality. We consider the personal growth to be the development of personal in a personality and actualization of the process of self-development under certain conditions. The need for favorable conditions for personal growth proves the influence of the social environment on the development of a personality. According to this criterion of human social development the concept of personal potential is qualitatively different. The scientists associated it with the concepts self-attribution (I. Kohn), self-transformation (O. Shapovalova) and self-determination (D. Leontiev). So, personal potential reflects the extent of overcoming set of circumstances by the personality [3].

D. Leontiev considers personal growth as a form of expression of personal potential, as the phenomenon of personality's self-determination that is mediation of some values, motives, vital relationships by means of others [3]. If self-determination is the mechanism is functioning, form of expression of personal potential, there must be properties to consist the content.

The American psychotherapist and theorist of psychoanalytic direction Eric Berne, explains the process of choosing a profession and professional behavior by individual scenario that is formed in early childhood [15]. This theory states that a relatively small number of people reach full autonomy in life; in the most important aspects of life (marriage, education, career choices and career formation, divorce and even death way) people are guided with a scenario, i.e. a specific program of sustained development, the kind of life plan, formed in early childhood (before the age of six) under the in-

fluence of parents and the environment. Script theory of E. Berne drew attention to the fact that the person who unconsciously is guided with a scenario, ceases to be a subject of choice of profession. Everyone includes three psychological positions of «Child», «Adult» and «Father».

Individual professional preferences and the types of careers are considered by D. Super as an attempt of a human to realize «Me-concept». «Me-concept» is represented by all those statements that a person can define himself. Those characteristics can determine the «Me-concept». Those characteristics which are common both to the total «Me-concept» and his «professional Me-concept» form vocabulary of concepts that can be used to predict the vocational choice [15]. A. Maslow proposed the concept of professional development and identified self-actualization as the central concept and as a human desire to improve, to express oneself in meaningful case. His concept of «self-determination» is related to the concepts of «self-actualization», «self-realization» [8].

The level of requirements of a personality, which reflects the complexity of the goals set by a human, is closely connected with self-appraisal, including professional. A man's self-esteem depends on the level of requirements. If a person sets goals that he cannot perform because of certain circumstances, the level of his self-esteem is reduced. In order to raise the level of self-esteem, it is necessary in this case to reduce the level of requirements. The researcher F. Hoppe distinguishes in a structural level of requirements two strategies that contradict each other: to maintain self-appraisal at a high level and reduce the level of requirements to avoid failure, in order not to reduce self-appraisal.

The representatives of the psychodynamic direction based on the works of Z. Freud, refer to the determination of issues of professional choices and satisfaction with the profession with the account of decisive influence on the fate of a man in early childhood experience. Z. Freud believed that professional choice and subsequent professional human behavior are caused by several factors:

- the structure of needs, which were formed in early childhood;
- experience of early childhood sexuality;
- sublimation as a socially beneficial elimination of energy of basic instincts and as the process of protection against diseases due to frustration of basic needs;
- the display of masculinity complex (Z. Freud), «the envy of motherhood» (K. Horney), inferiority complex (A. Adler).

A mature personality is able to determine the success or failure in a particular activity as a particular success or failure, but not as a general tendency to do things right or wrong. In the professional field of a personality there are distinguished a special type of requirements – professional requirements, which refers to the desire of the personality to achieve a specified level of professional activity. For an adequate level of professional requirements the peculiar is a confidence in the own success, readiness to take responsibility for their work, perseverance, the desire for a reasonable risk, satisfaction from the work process and the obtained result. While inadequate level of professional requirements there are peculiar opposite trends, namely, the production of categorical judgments, the low level of acceptance of responsibility for their own professional activities, targeting own experience as a source of information for others. The level of requirements is formed with the help of self-appraisal as a professional in the past, present and future.

According to the views of various scholars who tried to solve the problem of professional choice, the professional self-determination is not only the decision-making process on the choice of professional activities, but also a form of activity of the personality, being a subject of personal life. So courage, willpower, mind, professional orientation is of personal value. As a result, professional self-determination is a means of realization of subjective personality traits, style of life. Thus, the success of professional self-determination largely depends on the subject's personal activity, his position in life, allowing the young man deliberately, consciously, actively, making willpower, exercise choice of professional activities and their training [10]. Professional self-determination is an important characteristic of social and psychological maturity of the personality, his/her needs for self-realization and self-actualization.

An important factor in achieving personal maturity, realizing the human relationship with the environment, is the professional activities of the personality. It causes the achievement of new social levels and identifies it as an active, transforming individuality. The maturity of the personality as a subject of professional activities is revealed primarily through the concept of professionalism and professional competence.

In the modern meaning, professionalism is, above all, the desire of the personality to offer personal «Me» to the world through «business field» of that or another activity, to be fixed in its results. Acmeological synthesis of personal and professional occurs when an employee implements not only necessary «subject-object» attitude,

but at the same time open «vital meaning» attitude to the world in the activities.

During professional life a person can undergo different stages in the development of professionalism. The transition from one level of professionalism to other levels occurs in most people as successive mastering stages. These stages at various levels can be observed at the same time and in parallel with each other. The relatively high levels can coexist with lower ones, which generally characterize the individuality and uniqueness of the individual professional way.

We consider competence as a characteristic of a specific person (or his/her actions), the individual nature of the degree of compliance with the requirements of the profession. The concept of competence is defined at some dictionaries as mastering knowledge to express the authoritative opinion.

Today the competence is defined as a combination of mental qualities like mental state that allows you to act independently and responsibly (action competence), as the person's ability to perform certain labor functions. The competence of the individual is narrower than professionalism. A person can be a professional in his field, but cannot be competent in solving all professional issues.

We distinguish the following types of professional competence:

- special competence is the possession of professional activities at a high level, the ability to design the future professional development;

- social competence is the possession of corporate (group, cooperative) professional activities, cooperation, as well as professional communication techniques adopted in this profession; social responsibility for the results of their professional work;

- personal competence is mastering methods of personal self-expression and self-development, means of opposition to professional deformations of a personality;

- individual competence is the ownership of methods of self-realization and the development of individuality within the profession, readiness to professional growth, ability for individual survival, resistance to professional aging, ability to efficiently organize their own work without reloading time and effort, to work hard, tirelessly even with slightly stepped effect;

- extreme professional competence is readiness to work in a situation of sudden complications manifested in the ability to solve problems associated with changes in the profession, retraining, and as a result – reducing the risk of unemployment.

Therefore, professionalism and professional competence are important factors in social and personal development of the personality and they are the integral components of psychological maturity.

A number of personality-based characteristics, such as: goal formation, mobilizing subject of activities, building strategies of work, require the improvement of knowledge, ideas about the profession, changes in the level of aspiration, motivation. All this allows us to assume that a person with formed «Me-concept» and developed motivational and cognitive characteristics can successfully master the professional socialization.

Having chosen the profession, the individual has to understand what problems are posed by a particular profession, and what prospects it opens before him in the future.

Talking about a particular type of professional activities, we identify conditions of successful activities of socioeconomic specialists: *external conditions* of a professional activity (they include the nature of social and political relations, attitudes of society on the value of a person, its place in the public production, conditions and organization of professional activities, including specialist training); *internal, psychological conditions* (certain psychological characteristics or psychological fitness of a personality to the profession are necessary for the activity to be consistently successful).

Considering the issue on professional necessary qualities of future specialists, it is important to focus on the success of their professional activities, defining the purpose, meaning, duration and form of their training. Professional activities of a socioeconomic specialist can be considered successful if a psychologist has motivation to succeed; positive perception about Me-image; cognitive attitude about success or failure.

Integrative psychological determinant that determines the success of socioeconomic specialists' professional activities, is a need for self-actualization, which determines the level of personal readiness for the professional realization.

Conclusions. On the basis of the theoretical and methodological analysis of the problem of the image of «Me-professional» as a component of personality «Me-concept» there has been grounded the professional maturity as a mechanism of professional realization of a personality of future socioeconomic specialists. Based on the findings of contemporary scientists it is noted that personal maturity is considered as a dynamic phenomenon being the result of continuous and natural desire of the personality to achieve self-actualization and personal maturity. The structure of the significant characteris-

tics of future socioeconomic specialists' professional maturity includes characteristics of intrapersonal constructive activities, expressing manifestations of improving the structure and functions of the personality (self-regulation, independence, creativity, intelligence); improving methods of interpersonal interaction and constructive personal effects (communication, empathy, morality, responsibility); manifestations of improving the structure of self-identity (ego-identity, self-actualization).

The theoretical generalization and new solution of the problem on psychologically important determinants of future socioeconomic specialists' professional maturity has been made. The professional maturity is mentioned to be the characteristic of personality's development being reflected in the high degree of professional constructive activity and professional functional productivity of a person.

The issue on the professional self-realization is considered to be important in many modern concepts of human development. The urgent need for self-development, self-improvement is valuable and it is a determinant of personal maturity and at the same time the condition of its achievement. It is concluded that constant desire for self-development makes the success in professional activities and promotes professional life longevity of the personality. The professionalism and professional competence are emphasized to be important factors in social development of the personality, as well as they are the integral components of psychological maturity.

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Received February 10, 2017

Revised March 14, 2017

Accepted April 12, 2017

УДК 159.923.2:796.853-051

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Психологічні особливості особистісного становлення японських майстрів бойових мистецтв

Osyka K. S. Psychological features of Japanese martial artists' personality development / K. S. Osyka // Problems of Modern Psychology : Collection of research papers of Kamianets-Podil'skyi Ivan Ohienko National University, G.S. Kostyuk Institute of Psychology at the National Academy of Pedagogical Science of Ukraine / scientific editing by S.D. Maksymenko, L.A. Onufrieva. – Issue 37. – Kamianets-Podil'skyi : Aksioma, 2017. – P. 279–291.

К. С. Осика. Psychological features of Japanese martial artists' personality development. The article deals with the psychological features of Japanese martial artists' personality development. The psychological structure of sport activities researches by N.B. Stabmulova has been analyzed. Motives, means and activities results have been pointed out. The psychological features of sport fighting and sportsmen character traits