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АНАЛІЗ ПІДХОДІВ ДО СТРУКТУРИ САМОСВІДОМОСТІ В СУЧАСНІЙ ПСИХОЛОГІЇ

У статті показано, що формування самосвідомості особистості включено в процес формування її ідентичності, і тому є одним з компонентів особистості. Проводиться аналіз проблеми самоідентифікації особистості і багаторівневої структури самосвідомості.

Ключові слова: самосвідомість, самооцінка, самоідентифікація, самоаналіз, самопізнання.

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АНАЛИЗ ПОДХОДОВ К СТРУКТУРЕ САМОСОЗНАНИЯ В СОВРЕМЕННОЙ ПСИХОЛОГИИ

В статье показано, что формирование самосознания личности включено в процесс формирования ее идентичности, и поэтому является одним из компонентов личности. Проводится анализ проблемы самоидентификации личности и многоуровневой структуры самосознания.

Ключевые слова: самосознание, самооценка, самоидентификация, самоанализ, самопознание.

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PSYCHOLOGICAL RESOURCES OF SOCIAL AND PROFESSIONAL MOBILE IDENTITY THROUGH THE PRISM OF COPY-BEHAVIOR OF THE PERSON

The article touches upon the problem of updating professionally and socially mobile identification psychological resources. The authors argue that social and professional mobility refers to behavior that allows a person to cope with the situation and is characterized by activity, awareness, purposefulness, aimed at mastering the situation. A person in a volatile situation (which is socially and professionally mobile) is represented as a system of his own motives, individual psychological and personal qualities, basic characteristics.

Key words: professionally and socially mobile identity, psychological resources, coping strategies, coping behavior, socio-psychological adaptation.

Formulation of the problem. Relationships in the system "personality-professional environment" occupy an important role in individual adaptation to the changing labor market conditions. The process of life scenarios in which professional mobile identity is included, requires lots of efforts, a high level of adaptive capacity, available psychological resources of resilience. The psychological personality resources contribute to the selection of productive strategies for responding to crisis situations. Extremely rapid changes can cause reduction in occupational mobility of a personality as a violation of the mechanism of social and psychological adjustment leading to an identification personality crisis. Manifestations of these trends are: self-loss, inability to adapt to the new circumstances, the gap between the requirements of the new situation and the previous settings and views. Therefore, through the process of the professional mobility a possible second revival of a personality in the professional environment is possible.

The purpose of the article is to analyze the psychological resources of the professionally mobile individual.

The main material. Analyzing the problem of the psychological foundations of professional mobility of an individual we concluded that in contemporary professional world "mobility" becomes the characteristics that is necessary to indicate the success of an individual in the modern society. Achieving professional mobility and increasing its level contributes to the satisfaction of both basic human needs and needs of a higher level (getting a new social status in the development, spirituality, self-development). Along with the well-known definitions of the professional mobility it is important to understanding it as the adaptation mechanism which allows a person to manage the resources of subjectivity and professional behavior. Considering the subjective manifestations of personal characteristics of the professionally mobile identity we use the term "subject" in its basic characteristics: activity, self, self-determination and self-improvement. On the personal level the problem of the professional mobility is inextricably linked to the changing self-determination nature of an individual, the emergence of the new professions and jobs, an obsolescence of the existing ones. Therefore, the analysis of compiled scientific approaches to the understanding of the professional mobility concept allows to affirm that mobility being an externally determined phenomenon is strongly correlated with the personal characteristics of an individual. In one way or another in the scientific approaches to the study of the professional mobility of an individual we study a variety of components: behavioral (changing of the profession), cognitive (awareness of the necessity to change a profession and possible ways of implementing this decision), integrative and personal component (the possibility to assess the situation and one's own ability, determination, perseverance, self-control, independence, initiative, ability to assume the responsibility). As a matter of fact professional mobility refers to such a behavior which allows a person to cope with the situation. This behavior differs with the activity, awareness, purposefulness that is in point of fact aimed at the mastering of the situation. In general, empirically proved relationship between the level of manifestation of the professional mobility and the success of adaptation to the changing conditions of the professional environment. [7] These theoretical considerations serve as a theoretical and methodological foundation for understanding the nature of psychological resources of the professionally mobile identity.

In the native psychology to the analysis of coping behaviors many scientists such as V. Bodrov, L. Katayev-Smyk, W. Nebylitsyn, Morosanova, etc. V. Bodrov notes that the development and implementation of the overcoming resources serve as the main factor to resist stress. The overcoming resource is a potential which provides a high level of activity implementation of an individual, performing necessary tasks to achieve certain goals.

On the basis of the accepted definition of coping the threefactor model of coping mechanisms consisting of coping strategies, coping resources and coping behaviors was offered. Coping strategies are the actual individual responses to the perceived threat, the way to manage stressors. Coping resources are relatively stable personal characteristics which provide a psychological background for the coping with stress and positive development of coping strategies. The behavior of the individual adjusted and formed with the help of coping strategies on the basis of personal and environmental coping resources is defined as a coping behavior [3, 6].

V. Cannon's investigations [2] also showed that the organism always seeks to ensure consistency and balance of the structure of its internal environment and levels of functioning of all systems. Nevertheless when the organism is imposed on the new requirements a reorganization happens which through the chain of transformation renews the former equilibrium but at a different level. He emphasized that the new conditions could be defined not only by physical irritant but also psychological reasons.

Along with the determined problem it is very important to cover a mastering behavior which refers to the mental mechanisms aimed to adapt to the stressful situations, predict potential stressful situations and ways of its overcomeing as well as the ways of removing the mental stress that appear as the results stress effect. Nowadays a mastering behavior or coping behavior is one of the central concepts in the psychology of stress and adaptation. It allows the subject to provide a support for the mental health and well-being [13, 14].

The majority of investigations are focused on studying the behavior of how people overcome past and present situation. *Accelerated proactive coping* is considered as a complex of such process where people provide potential stressors and act in advance to prevent their influence. It is regarded as a set of processes the self-regulation and mastery. Mastery, in this case, is directed to the future, it has a preventive character and improves the well-being of the individual.

According to the investigations of proactive mastery a dependence of the mental strain because of the state of readiness (or unwillingness) to human stress is observed, depending on how the position of an individual before the onset of stress was formed or not formed. Activity here is the ability of an individual to cope with the negative impact of stressful situations and to prevent the future stress. Meanwhile a direction of activity depends on the inner characteristics of the individual under the conditions of stress [11].

Having opened the main feature of human nature V. Frankl [10] created a precise "map" on which he began to develop the concept of the "first and main skill" that helps a person in spite of the external conditions to achieve high results – proactivity skill. The concept of proactivity (or independence) involves two components: activity and responsibility. Behavior of a proactive person according to the research of scientist is caused mostly due to its own decisions rather than to

circumstances. Proactive people are responsible for everything that happens to them. A person is proactive by nature, so if our life is depending on other people and circumstances this happens only because we consciously or unconsciously allow them to manipulate and control us. A proactive person aspires to be a subject but not an object of the action. One is able to subdue emotions to the aim in order to take the initiative and be responsible. One's behavior is the result of a conscious choice based on a recognized absolute values but not dictated by the circumstances and (or) emotions. Choosing for addiction we become reactive (dependent) [10].

Reactive people are largely dependent on their physical environment. Reactive personality is in a colossal depending with the social "weather." When one is behaved well he is in a fine mood and if not he "takes a defense." Reactive people build their emotional life according to the other people behavior allowing their imperfections affect their mental health.

R. Nisbett and L. Ross [8] include the variability of specific ways of interpreting concrete situations by people to the difficulties of prognostication the behavior. During prognostication the behavior of an individual one should take into account not so much the personality traits rather than motivational dominants and cognitive schemes of a person. Thus, behavior strategies are determined by the certain coordinated objectives, use concerted with each other strategies which are based on concredited ways of interpreting the social reality.

Emotional and motivational states of a person vary depending on the enormously one moment or local changes in life's circumstances but not on the absolute level of needs satisfaction. The subjective interpretation of events by the same person is characterized by considerable variability. This variability is rather essential so that proceeding from the fact of instabile interpretations make us expect significant differences between the behavior of a man in two almost identical situations without mentioning the differences that manifest themselves in situations that are just similar to each other [8].

Human expectations also have an impact on a outstrip strategy of the person's behavior in a particular situation. Individual's expectancy is his mental state which reflects a confrontation with the subjective rating of an objective reality, interactions and perceptions of an individual about himself as an individual entity behavior in a certain situations. Waitings define subjective probability of a successfully link of some situations or the degree of the success certainty. Expectations are expressed in the form of hope as an emotional experience that occurs on the eve of important events or results. Our expectations regard our actions in this reality, they are the basis of an interaction between us and our world. Our expectations are closely connected with the social roles as they have some behavioral potentials, motivational components and certain situational disposition [11].

Attribution researchers have found that people often do not take into account (or exaggerate) the impact of the situational factor on the behavior of an individual, an internal factor of the human condition, his inner preparedness as well as the human installation, etc. Waiting of a certain behavior becomes the basis of its occurrence [14]. According to the F. Heider theory of attribution all forms of behavior are caused by internal or external factors [14]:

– external attribution: causality is attributed to an external factor. A person perceives the situation as an uncontrolled one, so one do not feel responsibility for his own behavior. Another name is a situational attribution;

– internal attribution: causality is attributed to an internal factor, agent or force. The behavior is controlled by a person. Another name is a discretionary attribution.

A. Bandura [12] proposed a constructive approach to the managing of expectations where he defined the term "self-efficiency." Self-efficiency by scientist's definition is a personality's confidence ia the ability to mobilize his own cognitive, motivational and regulatory resources for creating some step, action, deed, i.e. a belief in himself, his abilities in the context of the circumstances.

In situations of the life changes our own expectations should be conjugated according to the experiences of the consequences of these changes. Changes can be both inside (initiated by a person) and external (independent from us). Our personality, will, perception, behavior and the environment that is the mental and the physical world are united in a dialectical conflict between our I and our reality.

There are the data in the numerous psychotherapeutic works which on the perception of a situation by an individual and his behavior are influenced by such personal characteristics as "acceptance of myself and others" (K. Rogers), "credibility" (V. Horyanina) responsibility, the development of reflective abilities (O. Litvinova, V. Mukhina, V. Slobodchikov, etc.), perception of the life course (O. Korzhova). The personal maturity takes the central place among everything these. Positive image Me gives to a person confidence, a person can be responsible for himself and control the situation, choose an adequate behavioral strategy.

In the context of the sense sphere (sense reality) D. Leontiev [4] introduces the concept of the semantic structure of consciousness. Semantic personality structures regulate vital activity of the subject and include a personal meaning, semantic setting, motive, semantic disposition, semantic construct, personal values. The assessment of the situation particularly depends on the peculiarity of semantic processing. The mechanism of self-identity according to D. Leontiev is spirituality that helps a person to overcome situational dependency of behavior. Spirituality refers to such a behavior that caused not by the needs but by values [4].

B. Zeigarnik [1] notes that the ability to more or less objectively assess the situation which appeared, the ability to see it not only in an actual time, but also in an expanded time perspective and find the opportunity of setting realistic goals becomes a necessary and important engine of personal development [1].

People who have high level of involvement in activities are differed with easiness of transition from one activity to another. "Active" people tend to the constricted temporal perspective. The others are distinguished by the communicational and social activity, a high necessity of the social contacts and sensitivity to the failures in communication. "People communicators" demonstrate broad time perspective, are ready to the radical life changes, optimist who rely on the happy events of the past experience.

Evaluation of the previous experience, saturation of events is an important part for the development and self-actualization of an individual in the situation of life changes. Thus, the time of its actual experiences and effective use in life changes situations appears as a significant factor not only to overcome but also to prevent the

negative effects of social instability situations. Well-timed qualified psychological aid and support help to prevent the negative effects of social instability for an individual.

It is important to realize that life's crises, abrupt changes of the life course of an individual and unstable situations change not only the usual social environment of a person and reduce his personal capacity but also break the space-time parameters of life, causing narrowing of the time perspectives of an individual as a whole.

Contraction of the time perspective, the underestimation of the future content, low productivity of the reflection of events in the present and past experiences complicate the process of self-identity, construction of the long-term goals for the future work.

Integral characteristics of adaptive personality are presented in flexibility as variety and adequacy of activity which reflectes in the external (motor) and internal (mental) forms. Behavioral flexibility is the best (harmonic) combinations of the individual effective (fundamentally important) patterns of behavior and different (original) ways of interaction methods. For the development of the behavioral flexibility it is necessary to realize the awareness of the role and importance of behavioral sphere of personality in optimizing operations, communication, mental and physical health. The most effective means of behavioral flexibility are: a) teaching of methods and techniques of self-control and b) organization of the social-role training aimed at the formation of a flexible role behavior.

Psychological condition of emotional flexibility is the awareness by a person of roles and importance of affective sphere of the individual in optimization of operations, communication, mental and physical health. Dynamics of emotional flexibility is determined by harmonization and complexity of the affective expressions: the ability to "revive" the real emotions, evoke positive emotions, control negative ones, i.e. to reveal behavior flexibility, originality, creativity.

A distinctive feature of foreign investigation flexibility is the usage of two terms for its definition: *flexibility* - properly pliability and *variability* - versatility.

Speed of the transition from consciousness work to the subconscious mind work (John Kettle) also belongs to the concept of flexibility. Flexibility refers to the ability of an individual to adapt to changes that may occur suddenly (L. Haskell). Thus, researchers mainly consider the flexibility to be a phenomenon depending on the characteristics of the situation and refusing to learn its psychological mechanisms.

Flexibility is an ability of an individual to adapt to changes that may occur suddenly. Understanding the personal quality as a flexibility L. Haskell [9] also emphasizes the ability to change an object using it in its new role. The concept of flexibility in the national psychological literature is also considered in two aspects: as a personal characteristic (*an intellectual flexibility*) and as a feature of a mental work (*a flexibility of thinking*) [9].

The most comprehensive definition in the national psychology is introduced by N. Menchinskay [5]: "flexibility of thinking manifests itself in the reasonable varying of methods of action, the easiness of the reconstruction of the existing knowledge, the easiness of transition from one action to another, in overcoming the inertia of the previous actions, in the formation of inverse relations, freedom of adjustment in accordingly originated images and advanced hypothesized according to the conditions of the problem [5, c. 28].

Investigation results of N. Menchinskay allow to consider the flexibility not only as the ability to move from one activity to another but also the possibility of a multi-faceted reflection of the problem which significantly expands the flexibility characteristics. N. Menchinskay distinguishes such manifestations of the flexibility of thinking [5]:

- approach to the task as to the problem, appropriate varying of methods of actions;
- Easiness of adjustment of knowledge and skills and their systems according to the changing conditions;
- ability to switch over or easiness of the transition from one mode of action to another.

The approach to the psychological essence of flexibility of thinking is denoted in investigations devoted to the creative thinking in which flexibility is regarded as its necessary component, although it is not studied specially.

In investigations of J. Kulyutkina, Y. Ponomarev, G. Suhobskoyi components of creative thinking which are indicators of flexibility of thinking are marked:

- a) the ability to see the problem in its ordinary environment;
- b) the ability to abandon an incorrect hypotheses;
- c) the ability to find new connections and relationships between objects;
- d) the ability to form new ways of acting or inventively use the old ones.

Considerable impact on the individual assessment of the life situation belongs to locus of control. Locus of control (J. Rotter) [15] divides people into two types: those who believe that their actions can and should influence their life (internals) and those who believe that their life depends on external factors (externals). Locus of control is one of the most important internal conditions that influence the people's behavior in the real life situations [15].

Formed locus of control allows to predict individual's responses to the situations of choice, uncertainty and necessity to make decisions. The level of self-identity is closely linked to the level of adaptability. Personal maturity allows a person to be in earnest about making decisions and predict the consequences of his own behavior [15].

Thus, the investigations show that people with high level of subjective control feel themselves independent, vigorous, able to influence the situation, manage their life, easily adapt to changes in life situations. People whose level of subjective control is low on the contrary are indecisive, depending on the circumstances, badly responsive to changes. In general, the level of subjective control is associated with a sense of person's responsibility for what happens to him, with his social maturity and independence of a personality.

Conclusions. A theoretical analysis of the professional mobility psychological resources problem showed that the subject in conditions of the changing situation are presented as a system of one's own motives, own individual psychological and personal qualities, activity characteristics. Meanwhile the needs only denote, define the situation, provide personal sense of the situation. Manifestation of a personality is connected with the knowledge of the personal and objective meaning of situations, distinguishing the most essential elements in its structure, the perceiving of spatial-temporal, causal, intrinsic, natural and other relations in the structure of the situation.

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Пілецька Л.С., Завацький Ю.А., Журба А.М.

ПСИХОЛОГІЧНІ РЕСУРСИ СОЦІАЛЬНОЇ І ПРОФЕСІЙНОЇ МОБІЛЬНОЇ ІДЕНТИЧНОСТІ КРИЗЬ ПРИЗМУ КОПІНГ-ПОВЕДІНКИ ОСОБИСТОСТІ

У статті порушено проблему поновлення професійно і соціально мобільних ідентифікаційних психологічних ресурсів. Автори стверджують, що соціальна і професійна мобільність належить до поведінки, яка дозволяє людині справлятися з ситуацією і відрізняється активністю, усвідомленістю, цілеспрямованістю, спрямованою на оволодіння ситуацією. Людина в мінливій ситуації (яка є соціально і професійно мобільною) представляється як система її власних мотивів, індивідуально-психологічних і особистісних якостей, базових характеристик.

Ключові слова: професійно і соціально мобільна ідентичність, психологічні ресурси, стратегії подолання, копінг-поведінка, соціально-психологічна адаптація.

**Пилецкая Л.С., Завацкий Ю.А., Журба А.Н.
ПСИХОЛОГИЧЕСКИЕ РЕСУРСЫ СОЦИАЛЬНОЙ И
ПРОФЕССИОНАЛЬНОЙ МОБИЛЬНОЙ ИДЕНТИЧНОСТИ ЧЕРЕЗ ПРИЗМУ
КОПИНГ-ПОВЕДЕНИЯ ЛИЧНОСТИ**

В статье затронута проблема обновления профессионально и социально мобильных идентификационных психологических ресурсов. Авторы утверждают, что социальная и профессиональная мобильность относится к поведению, которое позволяет человеку справляться с ситуацией и отличается активностью, осознанностью, целеустремленностью, направленной на овладение ситуацией. Человек в изменчивой ситуации (которая является социально и профессионально мобильной) представляется как система его собственных мотивов, индивидуально-психологических и личностных качеств, базовых характеристик.

***Ключевые слова:** профессионально и социально мобильная идентичность, психологические ресурсы, стратегии совладания, копинг-поведение, социально-психологическая адаптация.*

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**КРИЗИС СРЕДНЕГО ВОЗРАСТА: АНАЛИЗ СУБЪЕКТИВНЫХ
ПЕРЕЖИВАНИЙ И СТРАТЕГИИ ПРЕОДОЛЕНИЯ**

В статье рассмотрены основные теории психологии кризиса среднего возраста. Проанализированы различные подходы к пояснению возрастных и социальных особенностей кризиса. Выявлены и систематизированы основные симптоматические комплексы проявлений кризиса в сравнительной характеристике. Сопоставлены социально-психологические аспекты в склонностях к проживанию и преодолению кризиса среднего возраста, представленные в современной психологической литературе. Проведено исследование результатов научных наблюдений за основными формами проживания кризисного состояния. Проанализированы основные стратегии преодоления кризиса среднего возраста. Определены основные аспекты преодоления кризисного состояния. Обозначены перспективы дальнейших научных исследований в данном вопросе.

***Ключевые слова:** возрастные изменения, кризис среднего возраста, симптоматика проживания кризиса среднего возраста, стратегии совладания с кризисным состоянием.*