

PSYCHOLOGICAL SCIENCES

PSYCHOLOGICAL FEATURES OF THE DEVELOPMENT OF PROFESSIONAL CONSCIOUSNESS OF INTERNALLY DISPLACED PERSONS

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DOI: <https://doi.org/10.30525/978-9934-26-204-3-18>

The need to improve the training of internally displaced persons due to socio-economic changes in society, modernization of Health in Ukraine, which aims to improve the quality of training of future professionals capable of competently carrying out their activities [1, p. 61]. The problem of studying the consciousness of the individual is relevant in the study of the professional activities of internally displaced persons, in our case physicians. A number of researchers characterize the consciousness of the individual as a combination of internal processes of human life and the formation of such components as motivational-target, communicative, emotional-volitional, cognitive, self-attitude, reflection and others [3, p. 35]. The improvement of these components in IDPs, medical professionals, is associated with the active development of professional consciousness. From these positions, we have developed a program for the development of professional consciousness of physicians – migrants, which studies the following areas:

1. Psychodiagnostic study of the professional consciousness of IDPs. Self-analysis and formation of psychological competence. Diagnosis of professional and psychological skills. Research of professional ideas "I am a specialist", "I am a master". Diagnosis of the crisis of professional career, the crisis of socio-professional self-actualization,

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which can increase dissatisfaction with themselves, their professional position. Tracking the dynamics of development of psychological professionally important qualities, skills and abilities in accordance with the restructuring of the professional situation of personal development. Analysis of factors that determine development: professional experience, level aspirations, self-esteem, motivation for achievements, value orientations and socio-professional attitudes. Diagnosis of professional and psychological potential. Evaluation of the effectiveness of the use of innovations in professional activities, job prospects and psychological qualities that ensure the realization of the need for self-actualization. Diagnosis of creative and innovative level of professional activity. Selection of diagnostic methods and procedures for expert monitoring of the professionalism and skills of immigrants – doctors.

2. Advisory and educational work.

Lectures, trainings, special courses. Advice and recommendations on activating creative potential in professional activities, conversations on mental health issues. Advising on finding personal meaning of professional activity, supporting them in difficult moments of professional life, making adjustments to the trajectory and pace of professional development. Educational work on the development of psychological culture. Clarification of criteria for professional growth, professional development, solving career problems, establishing the necessary level of professional competence for job transfer. Determining career prospects and careers. Drawing up a career growth plan, a so-called career chart and acmeogram.

3. Correctional and developmental work.

Mastering professional skills. Formation of individual style of activity. Expansion and improvement of professional experience. Expanding the repertoire of specialties. Mastering socio-psychological competence. Mastering the techniques of a favorable way out of professional crises. Prevention and overcoming of professional

deformities of personality. Formation and maintenance of readiness for development of new technologies, social and professional position, steady professional self-assessment.

Restructuring of socio-professional values, change in the way of performing activities, which indicates the transition of the specialist to a new stage of professional development, as these changes lead to a significant transformation of both the social situation and professional activities, which are characterized by individual style and elements of creativity. Psychoprophylaxis of professional crises, diagnostics of socio-professional qualities of personality as an information basis for correction of professional-psychological profile of IDP personality, trainings of personal and professional growth, compilation of alternative scenarios of professional life, individual counseling, forecast of desired professional achievements. Implementation of professional skills. Transition to an innovative level of activity: innovation, invention in professional activity, fast career. Social and professional over-activity. Mastering socio-psychological competence. Mastering the techniques of a favorable way out of professional crises. Prevention and overcoming of professional deformities of personality. Formation and maintenance of readiness for development of new technologies, social and professional position, steady professional self-assessment. Development of professional competence, analysis of goals, objectives and functions of productive performance of professional activities, taking into account the prospects of professional development of the specialist; development of prognostic (perspective) profессиogram and drawing up of forecast models of activity and personality; ensuring professional self-preservation and psychological security of IDPs; psychological assistance in overcoming difficulties of an objective and sub-objective nature, resolving complex, conflict situations, establishing emotionally prosperous relationships, overcoming blockers of professional activity; preparation of reasonable proposals for the professional development of the personality of physicians – specialists.

In accordance with the directions of this program, attention was paid to the development of the following components:

1. Motivational-target component is aimed at developing motives for self-improvement, self-control, self-design during training educational process and professional activity. Necessary efforts are being developed to coordinate the resources of existing human resources of specialists involved in the support of IDPs – physicians on the basis of identified professional and acmeological conditions of its effectiveness, namely: psychological conditions of professionalization based on the introduction of trapping and reflective techniques that develop motives [2, p. 275].

2. The cognitive component is realized in the processes of self-knowledge. Developing the ratio of knowledge about yourself with socio-professional requirements and norms, allows you to determine your place in the system of social relations. Improving knowledge about yourself, constantly turning to your "I", helps to better adapt to social conditions, to regulate their behavior. The training program developed by us consists of three interrelated thematic blocks. The first block is devoted to the entrepreneur's awareness of some of their personal characteristics and optimization of attitudes towards themselves. It contains exercises aimed at focusing the participants' attention on their own person, their experiences, thoughts, and habitual behaviors. On his ideas to himself. The second block is aimed at self-awareness in communication and optimization of interpersonal relationships with colleagues and administration. Particular attention is paid to the development of psychological capabilities of the individual, his socio-perceptual and communicative abilities, awareness of the usual ways of communication, analysis of errors in interpersonal interaction. The third is focused on self-awareness in the system of professional relationship optimization. At this stage, the main emphasis is on consolidating new behavioral patterns, developing skills of introspection, as well as ways to release their creative potential. In all blocks, training participants get

acquainted with short and effective means of relieving internal stress, techniques of self-regulation (relaxation techniques, self-training, neurography).

3. Development of IDP psychological culture as a component of professional consciousness.

To form a psychological culture, we have developed trainings: effective communication; effective behavior in conflict situations; team building; methods of self-regulation; effective leadership; time management; goal setting, motivational training. These trainings allowed to reveal the system of perspective lines of development of the personality of medical migrants, to establish and develop expedient relations with the participants of the training and to stimulate the success of professional activity.

4. Reflection as a component of IDP professional self-awareness. Organization of special interaction of internally displaced persons to discover the meaning and motivational significance of reflection, the development of a conscious desire to focus on the process and results of mental activity. Development of conscious actions of self-control (analysis of goals, conditions, methods, results of self-assessment training, correction of mistakes, stimulation of self-analysis processes, etc.) Development of self-observation processes, tracking the presence or absence of knowledge, habits of evaluating results.

5. Communicative component. The technology of psychological support for the development of communicative culture of IDPs and professionals was performed as a complex joint activity of the team, which carried out a set of successive stages: diagnostic (diagnosis of problems of communicative culture development, current problems of communicative culture development). specialists in joint activities in psychological support, determining the activities of specialists in psychological support, forecasting results), design (study of the structure of communicative culture); organizational (organization of training of specialists for psychological support, organization of activities of

specialists in psychological support, identification of new areas of activity of specialists and generalization of IDP experience in psychological support). The practical implementation of the program of psychological support of the emotional component of the professional consciousness of IDPs was constructively carried out in the form of scientific and practical seminars, trainings and psychotechnologies. The trainings formed the ability of IDPs to manage their psycho-emotional state, to control their behavior.

6. Self-attitude as a component of professional consciousness. The technology of development of self-attitude of IDP professional activity consists of the following interrelated stages: diagnostic stage – aimed at studying the level of formation of subjective self-attitude of IDPs to professional activity; organizational – activity stage allows to take into account the results of diagnostics in order to compile a program to correct the development of a positive attitude of IDPs to professional activities; the reflexive-assessment stage allows to identify the following criteria for assessing the positive attitude of IDPs as a component of professional consciousness, which is most developed in the direct professional activity: on the basis of a positive attitude towards others. Understanding the attitude of others to themselves, developing self-esteem, self-interest, self-confidence, self-perception, self-worth, self-understanding, self-management behavior, self-acceptance.

7. Psychological and acmeological support. As a technological support for the process of professional consciousness development, medical IDPs are presented in the form of a comprehensive program-targeted project, which includes components, criteria, functions, levels of professional consciousness development. The complex program-target project includes a special course of cognitive-psychological nature, trainings, technological-acmeological directions and technologies of training which are called to provide complexity and optimality of step-by-step formation of actions, using problem, search and project methods. Thus, it should be noted that the program

developed and tested by us has improved the professional awareness of students, future professionals and professionals.

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