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THE DYNAMICS OF MANIFESTATION OF PROFESSIONALLY CAUSED ACCENTUATIONS IN EMPLOYEES OF THE STATE EMERGENCY SERVICE OF UKRAINE

У статті подано теоретичне узагальнення та емпіричне дослідження наукової проблеми, що полягає в розкритті проблеми професійно зумовлених акцентуацій рятувальників ДСНС України і можливості їх психопрофілактики й психокорекції.

Доведено, що на формування професійно зумовлених акцентуацій особистості працівників ДСНС України впливають умови їх діяльності (екстремальні або звичайні) і стаж роботи. Сензитивними періодами утворення професійно зумовлених акцентуацій є кризи професійного розвитку.

Виділено три групи факторів, що впливають на розвиток «негативних», деструктивних професійно зумовлених акцентуації рятувальників: професійна психічна травматизація (посттравматичний стресовий розлад, депресія, гострий стресовий розлад); порушення ціннісно–сміслової сфери (безглуздість, страх смерті, трагедія, самотність); порушення адаптаційних процесів, що відбуваються в професійній діяльності (стаж роботи, незадоволеність, вік).

Вивчення стійких індивідуально–типологічних характеристик особистості, процесів розвитку професійних акцентуацій має прогностичне значення щодо професійної діяльності і являє собою ті опорні дані, з урахуванням яких можливо передбачення подальшого розвитку особистості та шляхи його корекції.

Ключові слова: особливі умови діяльності, акцентуація особистості, успішність діяльності.

В статье представлены теоретическое обобщение и эмпирическое исследование научной проблемы, которая заключается в раскрытии профессионально обусловленных акцентуаций спасателей ГСЧС Украины и возможности их психокоррекции.

Профессионально обусловленные акцентуации влияют на профессионально значимые ориентиры: профессионализм, системный деятельностный подход, характер взаимодействия субъектов деятельности, планирование. Они сказываются на производительности и результатах труда.

Профессиональное развитие характеризуется повышением квалификации, индивидуализацией технологий выполнения деятельности, выработкой собственной профессиональной позиции, высоким качеством и производительностью труда приводят к переходу личности на второй уровень профессионализации, на котором происходит становление профессионала.

Изучение устойчивых индивидуально–типологических характеристик личности, процессов развития профессиональных акцентуаций имеет прогностическое значение относительно профессиональной деятельности и представляет собой те опорные данные, с учетом которых возможно предсказание дальнейшего развития личности и пути его коррекции.

Ключевые слова: особые условия деятельности, акцентуация личности, успешность деятельности.

Formulation of the problem. According to numerous studies, the sensitive periods of the formation of professional destruction are crises of professional development of personality [2; 4]. Unproductive exit from the crisis distorts professional orientation, promotes the emergence of a negative professional position, reduces professional activity.

Professional destructions include professionally caused accentuations. One of the reasons for the formation of professional accentuation is adaptation to a new professional activity. Under the condition of successful adaptation, there is a tendency to compensate accentuation, and professional maladaptation significantly increases the level of their severity and leads to professional destruction of the individual [1].

Professionally caused accentuation influences professionally important benchmarks: professionalism, systemic activity approach, the nature of the interaction of actors, planning. They affect on productivity and results of work.

Thus, in the unfavorable professional situations burdened by reduced adaptive capabilities, accentuations of character traits are revealed. With prolonged influence of one and the same negative factors professionally caused accentuation contributes to the development and other professional deformations of the individual.

Presentation of the main research material. Proceeding from the goals and objectives of the empirical study, we Carried out diagnostics of the characterological features of the 2nd year cadets of the faculty of Civil Protection, who study in specialities: «Commander of the guard of the state fire and rescue department» (1st group), «State inspector of supervision (control) fire and industrial safety» (2nd group). Psychodiagnostics was conducted using the methods of the standardized method of personality research (SMPR) and the questionnaire Leonhard–Shmyshek. The results obtained are shown in Tables 1, 2.

Table 1

Indicators of basic scales of SMPR for cadets of 1st and 2nd groups
(T–points)

| Scale | 1 st group | 2 nd group | t | p |
|-------|-----------------------|-----------------------|------|------|
| Hs | 42,6 ± 8,4 | 44,9 ± 6,2 | 0,40 | – |
| D | 33,1 ± 5,9 | 37,4 ± 6,1 | 0,75 | – |
| Hy | 38,3 ± 4,7 | 41,5 ± 6,6 | 0,56 | – |
| Pd | 53,1 ± 10,2 | 45,8 ± 9,5 | 1,28 | – |
| Mf | 29,3 ± 2,4 | 42,0 ± 10,8 | 2,50 | 0,01 |
| Pa | 45,7 ± 6,3 | 51,3 ± 7,8 | 0,98 | – |
| Pt | 31,6 ± 5,6 | 35,9 ± 7,1 | 0,75 | – |
| Sc | 33,0 ± 4,3 | 36,9 ± 5,7 | 0,68 | – |
| Ma | 58,2 ± 8,8 | 61,4 ± 10,2 | 0,56 | – |
| Si | 42,5 ± 14,3 | 49,2 ± 11,5 | 0,58 | – |

The results presented show that in the 1st group (cadets studying in the specialty «commander of the guard»), the most pronounced indicators on the scale: masculinity/femininity (Mf) – 29.3 points, hypomania (Ma) – 58.2 points, psychopathy (Pd) – 53.1 points. In the study group 2 (cadets who study in the specialty «inspector»), the more expressed indicators on the scale: hypomania (Ma) – 61.4 points, paranoid (Ra) – 51.3 points.

We obtained significant differences between the data of the studied data groups on the Mf scale at $p \leq 0.01$ according to Student's criterion. This indicates that future commanders of guards are more inclined to dominate and compete in interpersonal relationships, tend to adhere to a stressed courageous lifestyle that is characterized by a demonstration of strength, endurance, contempt for trifles. The absence of a pronounced inclination to reflection, to the analysis of the shades of their behavior in them, is connected with the notions of the non–essentialness of these shades.

In general, the profiles of the two groups in question indicate the formation of the asthenic type of reaction and allow the description of the personality in the characteristics of activity, strength, prevalence of excitatory character traits. Moderate increase of the listed scales in the profiles testifies to the expressed tendency for self-realization and counteraction to the impact of the environment. The variants of maladaptation corresponding to this type of reaction are manifested by the behavioral reactions of the asocial orientation. It can be conflict behavior, uncomfortable, authoritarianism and desire for dominance, increased sense of independence and repulsion from imposed authorities. In general, we are talking about the balance of a moderate tendency toward self-realization with good self-control, which ensures a fairly complete observance of generally accepted normative requirements of the environment.

Thus, we state that at this stage of professional development, the characterological features of the personality of cadets with different specializations do not differ significantly [6].

The results of the diagnostics of accentuations of character according to the method of G. Shmishek show (Table 2) that the subjects of the 1st group with the most expressed characterological features are: excitability ($14,6 \pm 2,6$ points), hypertension ($13,3 \pm 2,5$ points) – these features reach the level of accentuity. The average degree is expressed by: dysthymic ($10,5 \pm 3,1$ points), jamming ($10,4 \pm 2,1$ points), cyclotomy ($10,2 \pm 2,3$ points) and demonstrative ($9,4 \pm 1,7$ points).

Table 2

Indicators of accentuation of the character of cadets of the 1st and 2nd groups (points)

| Types of accentuation | 1st group | 2nd group | t | p |
|------------------------------|-----------------------------|-----------------------------|----------|----------|
| Hyperthermia | $13,3 \pm 2,5$ | $14,6 \pm 3,1$ | 0,68 | – |
| Jamming | $10,4 \pm 2,1$ | $12,7 \pm 2,2$ | 1,21 | – |
| Emotional | $5,6 \pm 1,4$ | $8,5 \pm 1,9$ | 1,52 | – |
| Pedantic | $7,7 \pm 1,8$ | $5,3 \pm 1,3$ | 1,26 | – |
| Disturbing | $7,9 \pm 1,5$ | $6,8 \pm 1,7$ | 0,58 | – |
| Cyclothymic | $10,2 \pm 2,3$ | $11,3 \pm 2,7$ | 0,59 | – |
| Demonstrative | $9,4 \pm 1,7$ | $13,6 \pm 3,1$ | 2,22 | 0,05 |
| Excitability | $14,6 \pm 2,6$ | $10,2 \pm 1,7$ | 2,31 | 0,05 |
| Dysthymic | $10,5 \pm 3,1$ | $9,5 \pm 1,3$ | 0,53 | – |
| Exalted | $5,8 \pm 1,3$ | $6,3 \pm 1,2$ | 0,26 | – |

In the explored group 2, the levels of accentuation reach the following indices: hypertension (14.6 ± 3.1 points), demonstrative (13.6 ± 3.1 points), and jamming (12.7 ± 2.2 points). At the mean level, cyclothymic (11.3 ± 2.7 points), excitability (10.2 ± 1.7 points), dysthymic (9.5 ± 1.3 points) and emotional (8.5 ± 1.9 points). Characteristic features, expressed on an average level, are more prone to the risk of conversion into accentuation.

We also found significant differences between the scores of the studied groups 1 and 2 on the scale: demonstrative ($p \leq 0.05$) and excitability ($p \leq 0.05$) according to Student's criterion. Demonstrative is predominantly inherent to future inspectors, and anxiety – to the commanders of guard.

Thus, the study of character accentuations in NUCPU cadets with different specializations showed that there are certain characterological peculiarities that are characteristic of representatives of these groups. Thus, the future commanders of the guard are more likely to have a higher degree of irritability, restraint, aggressiveness, possible enmity, servility (as masking). They actively and often conflict, do not avoid quarrels with the bosses, irresistible in the team. At the same time, they may be conscientious, responsible, accurate, principled and inclined to self-sacrifice. They detect themselves as active, sociable, initiative, impulsive and frivolous individuals, but these manifestations, as well as negative emotions and states, are more cyclical in nature. It should be noted that in general, the character of the studied category is unstable, is in the formation stage. Socialization factors play a decisive role in its development at this stage.

Future inspectors differ in sociability, vigor, optimism, initiative, easy attitude to life problems, impulsiveness, thoughtlessness of behavior, utterances, unobjection, irritability. They have a strong desire to be at the center of attention and achieve their goals at any price. Behavior often depends on the environment, there is a high adaptability to humans. The affects are resistant and spontaneous. However, this type of character makes people seek respect and authority among others by achieving positive results in their activities (ambition), achieving high rates. Test subjects of this group tend to pessimistic assessment of the future, periodic mood changes depending on external circumstances, irritability, inflammation, anxiety, and vulnerability. In this case, it should be noted certain immaturity of the emotional component of nature, its general instability.

Thus, our study of characterological features of the 2nd year cadets of NUCPU with different specialization allows us to state that at this stage of the process of professional development there is an active process of development of all personal structures, including character.

In the early stages of studying at an institution of higher education there is a reevaluation of values, for example, to the skills acquired and all future professional value in general. There are also changes in motivation, as higher education has a clear professional orientation. There is a collision of the real present and the expected future, which causes the first serious manifestation of professional destruction – the crisis of educational and professional orientation. The cadet is experiencing intense stress, immersing himself in the professional environment, because before his studies had a general orientation.

The experience of this crisis entails a number of consequences, such as a change in professional intentions, attitude to the future profession. Many

cadets feel frustrated in the future profession, dissatisfaction with the knowledge they receive, and they are less interested in studying at a higher education institution. In this case, we can talk about the crisis of professional choice. But it should be noted that its occurrence is possible both in the first, and in the last courses of study. Studying year after year disperses or, conversely, increases the social–professional insecurity in the profession.

This stage of becoming a person of a profession begins with entering in the professional educational institution. The social situation is characterized by a new social role of the individual, new relationships in the collective, greater social independence, political and civic adulthood. Leading activity – professional–cognitive, focused on obtaining a specific profession. However, for the activity to fulfill its personally–forming function, a person must develop himself. Teachers of higher professional school note that the most difficult for cadets are the first years of study, and explain this adaptation to educational and cognitive activity – undeformed of training activities, the weak expressiveness of educational and professional motives [6].

At the stage of professional education, many cadets are disappointed with the profession they receive. There is dissatisfaction with individual subjects, there are doubts about the correctness of professional choice, there is a lack of interest in learning. However, at this stage of professional development, we are talking only about constructive neoplasms, such as generalized ways of cognitive and professional activity and readiness for independent work.

Based on the above, it should be noted the need for preventive activities in the early stages of professionalization in the educational process of universities. Informing cadets about existing risks, training their technologies in overcoming and preventing professional destruction [3]. The ability to predict and prevent the emergence of professional destructions, as well as their consequences, is a compulsory feature of a specialist who is working on his own professional success and becoming, as well as a determining factor of professional competence.

The appearance of certain professional destructions inevitably leads to a decrease in productivity, professional motivation, change in relationships, deterioration of the psycho–emotional state as a whole. Constant staying in a state of stress can result in the development of certain accentuations of character, anxiety increase, dissatisfaction with oneself and their professional qualities, and the reduction of stress resistance [3].

Each stage of professional development has its special significance for the human psyche and is characterized by unique psychological neoplasms, which, including into the genetically advanced stages, do not dissolve in them, but, conversely, are substantially enriched, because the new, more complex systems gives its systemic quality the form of the psyche, behavior, activities that have arisen in the previous stages.

The transition from one stage of professional development to another is accompanied by crisis phenomena, representing "an imbalance of constructive and destructive tendencies and forms of mental activity" [5]. The solution to this contradiction is through the restructuring of the inner experience, the change in relation to the surrounding reality, as well as the needs and motives that determine the behavior of the person and the direction of the individual. Depending on the overwhelming constructiveness or destructiveness of the process of experiencing the crisis, one can distinguish structural changes in personality (constructive neoplasms) and destructive changes (destructive neoplasms).

The peculiarity of each stage of professional development, the different social and professional situation of development, the leading type of activity predetermine the development of various types of professional destruction.

To analyze the dynamics of this process, at the next stage of our research we diagnose personality traits and accentuations of the character of the staff of the SES of Ukraine with different specialization: 1 group – rescuers, 2 groups – inspectors; And different work experience: 1A and 2A – up to 1 year, 1B and 2B – from 1 year to 3 years, 1C and 2C – from 8 to 10 years.

The results obtained by us are presented in Tables 3, 4, 5, 6.

Table 3

Indicators of basic scales of SMPR from rescuers and inspectors with experience of up to 1 year (T-points)

| Scale | 1A group | 2A group | t | p |
|-------|-------------|------------|------|------|
| Hs | 44,5 ± 7,3 | 47,9 ± 8,1 | 0,59 | – |
| D | 39,4 ± 6,9 | 42,7 ± 6,5 | 0,58 | – |
| Hy | 41,6 ± 8,2 | 48,8 ± 7,5 | 1,26 | – |
| Pd | 55,5 ± 10,4 | 46,2 ± 6,2 | 1,63 | – |
| Mf | 33,6 ± 5,7 | 45,9 ± 7,9 | 2,15 | 0,05 |
| Pa | 52,4 ± 8,1 | 49,7 ± 8,3 | 0,47 | – |
| Pt | 33,8 ± 6,9 | 40,3 ± 5,0 | 1,14 | – |
| Sc | 29,5 ± 5,3 | 41,4 ± 7,6 | 2,10 | 0,05 |
| Ma | 51,7 ± 9,4 | 60,2 ± 9,8 | 1,49 | – |
| Si | 55,3 ± 8,8 | 44,1 ± 6,4 | 1,96 | – |

The obtained results show that the researched subjects of the 1A group are the most pronounced indicators on the scales: psychopathy (Pd) (55.5 ± 10.4 points), social introversion (Si) (55.3 ± 8.8 points), Paranoid (Ra) (52.4 ± 8.1 points), hypomania (Ma) (51.7 ± 9.4), and courage/feminity (Mf) (33.6 ± 5.7 points).

In the explored group 2A (inspectors), these are hypomanic (Ma) scores (60.2 ± 9.8 points). Significant differences were found between the scores of the groups under study: courage/feminity (Mf) at $p \leq 0.05$ for Student criteria and schizophrenic (Sc) – $p \leq 0.05$. Indicators on these scales are significantly higher in the explored group 2A.

It should be noted that in the rescuers profile of diagram has a piked character, as opposed to a more linear profile of inspectors. This points to the degree of concordance, harmony of personality.

In general, it should be noted that rescuers at this stage of professional development feel a constant attraction to strong emotions, to the external excitement of the situation. If this aspiration is not satisfied, they easily have a sense of boredom, which is discharged into dangerous, sometimes destructive actions. However, their activity is effective at the expense of greater consistency and purposefulness of behavior, which in this case is organized around a certain concept. But the appearance of affective rigidity in the sense of hostility from others may complicate interpersonal contacts. Persons of this type tend to claim their superiority and use others to achieve their goals, being convinced that these goals have value not personally for them, but necessary "for the benefit of the case", "for the common good". They have a rather high level of identification with the traditional cultural and social role of a man, which is expressed in the nature of life experience, aesthetic and cultural interests, professional aspirations. It is inclined to demonstrate an indicative courageous lifestyle characterized by a demonstration of strength, endurance, contempt for trifles.

The inspectors are optimistic, sociable, capable of high activity, ease of communication. They willingly enter into contacts and at the same time make the people around pleasant and funny, with wide interests and enthusiasm, willingly express their thoughts and are ready to share their impressions. At the same time they are distinguished by their high ability to suppress negative signals, demonstrative, emotional immaturity and selfishness.

Thus, we can state that in the period of adaptation to professional activities in rescuers and inspectors, various personal, characterological features are exacerbated, although the difference in many parameters does not reach the degree of significance.

The features of accentuations of character, depending on the professional specialization of the subjects, are presented in Table 4.

Table 4

Indicators of accentuation of the nature of rescuers and inspectors with experience of up to 1 year (points)

| Types of accentuation | 1A group | 2A group | t | p |
|-----------------------|------------|------------|------|------|
| Hyperthermia | 10,8 ± 2,2 | 14,8 ± 3,1 | 2,10 | 0,05 |
| Jamming | 12,5 ± 2,6 | 9,6 ± 1,7 | 1,52 | – |
| Emotional | 6,3 ± 1,3 | 7,9 ± 1,3 | 0,84 | – |
| Pedantic | 8,1 ± 1,1 | 11,3 ± 2,2 | 1,68 | – |
| Disturbing | 9,4 ± 1,7 | 12,9 ± 2,4 | 1,84 | – |
| Cyclothymic | 11,6 ± 2,5 | 12,2 ± 1,6 | 0,32 | – |
| Demonstrative | 8,2 ± 1,9 | 13,7 ± 2,8 | 2,89 | 0,01 |
| Excitability | 14,7 ± 2,7 | 10,6 ± 2,1 | 2,15 | 0,05 |
| Dysthymic | 12,5 ± 2,4 | 8,5 ± 1,4 | 2,11 | 0,05 |
| Exalted | 4,9 ± 0,9 | 7,9 ± 1,7 | 1,58 | – |

In the explored group 1A the most expressed characterological features are: excitability ($14,7 \pm 2,7$ points), jamming ($12,5 \pm 2,6$ points), dysthymic ($12,5 \pm 2,4$ points). The least is emotional ($6,3 \pm 1,3$ points) and exalted ($4,9 \pm 0,9$ points).

In the explored group 2A, the most pronounced were: hyperthermia ($14,8 \pm 3,1$ points), demonstrative ($13,7 \pm 2,8$ points), disturbing ($12,9 \pm 2,4$ points), cyclothymic ($12,2 \pm 1,6$ points). The least is emotional ($7,9 \pm 1,3$ points) and exalted ($7,9 \pm 1,7$ points).

Also, we obtained significant differences between the following indices of the studied groups: hyperthermia ($p \leq 0,05$), demonstrative ($p \leq 0,01$) – much higher in inspectors, excitability ($p \leq 0,05$), dysthymic ($p \leq 0,05$) – in rescuers.

Thus, rescuers are more prone to energy, initiative, conscientiousness, principledness, seriousness, sense of duty, demandingness, intolerance to counteraction, irritability, tendency to accumulate negative emotions and feelings, to mood disorders.

Inspectors are optimistic, quickly switch, sociability, comfort, egocentrism, the desire to be at the center of attention, the tendency to avoid complex professional situations, anxiety, a tendency to abrupt changes in mood without apparent reason. Favorable professional situation for them is a clear definition of rights and responsibilities, a friendly attitude from colleagues and executives, the need to make decisions on their own.

It should be noted that at this stage of professionogenesis, the rescuers mostly show the features of stenchiness, emotional immaturity and conventionality. We believe that the exacerbation of these features is due to the experience of a professional crisis, "crisis of professional representations," professional adaptation. It is characterized by the fact that in the process of mastering the professional activity there is an awareness of the discrepancy between the expected and the real. There is a correction of professional motives and "I-concepts", which inevitably entails characterological changes in personality.

It is at this stage that professional destructions are beginning to develop. The social situation is changing substantially: a new system of relations in a uneven-aged collective, another social role, new socio-economic conditions and professional relations. Professional activity is leading, but the level of its implementation, as a rule, is normative-reproductive.

Constructive neoplasms of this stage are new ways of professional activity and a new social role. Positive influence on their development is made by psychological support of young specialists in the organization, organized mentoring and social and professional activity of the person, which at this stage is growing sharply. It is aimed at adaptation – development of

the system of relationships in the team, a new social role, the acquisition of professional experience and independent performance of professional work.

As one of the main factors contributing to the development of professional destruction, there are disappointments in professional activities. The destruction of expectations at the stage of development of professional activity contributes to the development of the learned helplessness, professional and emotional alienation. Thus, destructive changes at the stage of professional adaptation take place in the substructure of the professional orientation of the subject of activity.

Next, we investigated the peculiarities of personality accentuations among the employees of the SES of Ukraine with a work experience of 1 to 3 years (Table 5).

Table 5

Indicators of basic scales of SMPR from rescuers and inspectors with experience from 1 year to 3 years (T–points)

| Scale | 1B group | 2B group | t | p |
|-------|------------|------------|------|------|
| Hs | 42,2 ± 7,5 | 45,5 ± 8,3 | 0,58 | – |
| D | 53,1 ± 8,4 | 47,8 ± 7,2 | 0,93 | – |
| Hy | 43,4 ± 7,6 | 51,3 ± 8,1 | 1,38 | – |
| Pd | 59,3 ± 9,2 | 47,0 ± 6,6 | 2,15 | 0,05 |
| Mf | 35,8 ± 5,5 | 44,2 ± 7,5 | 1,47 | – |
| Pa | 44,1 ± 7,3 | 55,8 ± 8,7 | 2,22 | 0,05 |
| Pt | 49,4 ± 8,2 | 41,1 ± 5,6 | 1,45 | – |
| Sc | 31,9 ± 5,5 | 44,7 ± 7,2 | 2,24 | 0,05 |
| Ma | 54,3 ± 8,6 | 58,4 ± 8,3 | 0,72 | – |
| Si | 51,1 ± 8,4 | 41,5 ± 6,0 | 1,68 | – |

In the explored groups 1B (rescuers), the most pronounced are indicators on the scales: psychopathy (Pd) – 59,3 ± 9,2 points, hypomania (Ma) – 54,3 ± 8,6 points, depression (D) – 53,1 ± 8,4 points and social introversion (Si) – 51,1 ± 8,4 points.

In the explored group 2B (inspectors), the most pronounced indicators on the scale: hypomania (Ma) – 58.4 ± 8.3 points, paranoid (Ra) – 55.8 ± 8.7 points and hysteria (Hy) – 51.3 ± 8.1 points.

Also, we found significant differences between the indices of the studied groups on the following scales: psychopathy (Pd) ($p \leq 0.05$) – significantly higher in rescuers; paranoid (Ra) ($p \leq 0,05$) and schizophrenia (Sc) ($p \leq 0,05$) – much higher in the inspectors.

In general, the profiles show that rescuers at this stage of professional development differ difficulties of social adaptation and tendency to anxiety associated with the inability to build their behavior in accordance with the rules and their tendency in this regard to self–blame, Self–destruction in case of violation of these norms. The situation with unpredictable results, fast changing operating factors, disordered and are not amenable to planning for

them is stressful. There is a combination of self importance and high capacity with worry about the denial of these qualities others. They feel a constant attraction to the emotions, to the external excitement situation. If the aspiration is not satisfied, they easily have a sense of boredom, they find relaxation in dangerous and sometimes destructive actions.

Inspectors are characterized by high self-esteem, ability to ignore difficulties, poorly organized activity, which is combined with high ability to suppress negative signals, demonstrative, emotional immaturity and selfishness. However, the effectiveness of their activities is quite high due to the consistency and purposefulness of behavior. But the appearance of affective rigidity and a sense of hostility from others may complicate interpersonal contacts. Persons of this type tend to claim their superiority and use others to achieve their goals, being convinced that these goals have value not personally for them, but necessary "for the benefit of the case".

Consequently, there is a further discrepancy in the indicators of personality, characterological features in employees of the SES with different specialization, which is predetermined, including the influence of professional activity.

Results of the comparative analysis of the level of expressiveness of accentuation of character by rescuers and inspectors are presented in Table 6.

Table 6

Indicators of accentuation of character of rescuers and inspectors with work experience from 1 year to 3 years (points)

| Types of accentuation | 1B group | 2B group | t | p |
|-----------------------|------------|------------|------|------|
| Hyperthermia | 9,4 ± 1,8 | 13,5 ± 2,8 | 2,15 | 0,05 |
| Jamming | 10,2 ± 2,1 | 11,3 ± 2,2 | 0,58 | – |
| Emotional | 6,7 ± 1,5 | 7,5 ± 1,4 | 0,42 | – |
| Pedantic | 8,6 ± 2,1 | 10,6 ± 2,5 | 1,05 | – |
| Disturbing | 11,6 ± 2,2 | 11,3 ± 2,1 | 0,16 | – |
| Cyclothymic | 13,9 ± 2,6 | 9,7 ± 1,8 | 2,21 | 0,05 |
| Demonstrative | 8,0 ± 1,7 | 12,5 ± 2,4 | 2,36 | 0,05 |
| Excitability | 15,6 ± 2,5 | 11,7 ± 2,6 | 2,10 | 0,05 |
| Dysthymic | 13,8 ± 2,3 | 9,0 ± 1,7 | 2,52 | 0,01 |
| Exalted | 4,7 ± 1,1 | 8,6 ± 2,0 | 2,10 | 0,05 |

In the explored group 1B the most expressed characterological features are: excitability (15,6 ± 2,5 points), cyclothymic (13,9 ± 2,6 points), dysthymic (13,8 ± 2,3 points) that have reached the level of accentuation .

In the explored group 2B, it is hyperthermia (13.5 ± 2.8 points) and demonstrative (12.5 ± 2.4 points).

We also found significant differences between the scales: cyclothymic ($p \leq 0,05$), excitability ($p \leq 0,05$), dysthymic ($p \leq 0,01$) – more pronounced in rescuers; hyperthermia ($p \leq 0,05$), demonstrative ($p \leq 0,05$) and exalted ($p \leq 0,05$) are more pronounced in the inspectors.

The results indicate that the rescuers are characterized by vigor, initiative, irritability, intolerance to the independence of others, aggressiveness, inclination to conflicts with minor causes, pessimism, tendency to subdepressive states. Changing their mood is cyclical in the period of decline sharply perceived troubles, up to auto-aggressive manifestations.

Inspectors of this group are characterized by mobility, sociability, high verbal and non-verbal activity, autonomy, propensity to self-affirmation, they lack the feeling of distance in their relations with others. Prone to Pretend and even mendacity, if it is necessary to achieve the goal or increase the status in the eyes of others. They are guided by the desire for dominance, leadership, the need for recognition, the attention to their personality, thirst for power, praise. They demonstrate high adaptability to people, emotional lability in the absence of deep attachments and feelings, propensity to intrigue.

Thus, we can state that at this stage of the professionogenesis, the influence of professional activity on the characterological and personality characteristics of the subjects is clearly revealed. In general, rescuers mostly differ in their desire for self-dependence, independence, individualization of activity, acceptance of responsibility and public recognition of their merits on the background of the development of distant, disturbing states. Inspectors are more emotionally labile, but more immature.

The emotional saturation of activity initiates the development of fatigue and emotional burnout. Destructive changes at the initial professionalization stage primarily concern the substructure of professional competence, generating the conservation of professional experience. The specialist duplicates the ways of performing the activity regardless of social and professional situation.

Prolonged exploitation of the same professionally important qualities and professionally determined psychophysiological properties contributes to the development of professional deformations and accentuations, which, in fact, we observe the results of our study.

Next, we investigated the personality traits and the level of accentuation formation in the employees of the SES of Ukraine with a work experience of 8 to 10 years (Table 7).

In the explored group 1C (rescuers), an increase in the scores was observed: Hs (overcontrol) (61.3 ± 9.2 points), D (pessimistic) (55.4 ± 7.6 points) and Pd (impulsivity) ($54, 1 \pm 7.3$ points) and scaling decreases: Sc (individuality) (30.7 ± 5.2 points), Mf (masculinity/femininity) (33.2 ± 5.1 points), and Ma (optimistic) ($34, 5 \pm 5.0$ points).

In the explored group 2C (inspectors), a moderate increase in the profile on the scale was observed: Pa (rigidity) (59.1 ± 8.4 points), Hy

(emotional lability) (54.8 ± 7.5 points), Pt (anxiety) (53.6 ± 7.8 points), Pd (impulsivity) (51.3 ± 7.2 points) and Hs (overcontrol) (50.2 ± 7.7 points).

Table 7

Indicators of basic scales of SMPR from rescuers and inspectors with work experience from 8 to 10 years (T-points)

| Scale | 1C group | 2 C group | t | p |
|-------|----------------|----------------|------|------|
| Hs | $61,3 \pm 9,2$ | $50,2 \pm 7,7$ | 1,94 | – |
| D | $55,4 \pm 7,6$ | $49,5 \pm 6,9$ | 1,03 | – |
| Hy | $41,8 \pm 6,5$ | $54,8 \pm 7,5$ | 2,28 | 0,05 |
| Pd | $54,1 \pm 7,3$ | $51,3 \pm 7,2$ | 0,49 | – |
| Mf | $33,2 \pm 5,1$ | $43,5 \pm 7,0$ | 1,80 | – |
| Pa | $46,5 \pm 7,2$ | $59,1 \pm 8,4$ | 2,21 | 0,05 |
| Pt | $47,6 \pm 6,6$ | $53,6 \pm 7,8$ | 1,05 | – |
| Sc | $30,7 \pm 5,2$ | $42,4 \pm 6,7$ | 2,10 | 0,05 |
| Ma | $34,5 \pm 5,0$ | $46,3 \pm 7,4$ | 2,11 | 0,05 |
| Si | $41,3 \pm 6,4$ | $44,6 \pm 7,1$ | 0,58 | – |

That is, rescuers with work experience from 8 to 10 years are characterized by such qualities as diligence, ability to obey the established order and adhere to certain instructions and directives, neatness, ability to restrain peculiar human weaknesses, abstinence of emotional manifestations and caution. They are characterized by a controversial combination of restraint and irritability – a mixed type of response that is peculiar to people with psychosomatic pre-disposition, which is manifested by constant tension, and the hypersociality of Instructions looks like a "facade" that hides roariness, irritation, and reticence. The style of thinking is inert, somewhat dogmatic, based on existing generally accepted points of view, deprived of freedom, independence and liberation. In interpersonal relations – high moral demand for both oneself and others. Wisdom is the attitude to life's problems in contrast to the safety and optimism of youth. Typically male style of sex-role behavior, rigidity of nature, lack of sentimentality. Reducing the level of optimism, lifestyle and activity, depressive mood swings, suicidal risk.

Accordingly, in inspectors observed stability of interests, tenacity in defending their own opinion, stenchiness of instructions, active of position, which is enhanced by counteracting external forces, practicality, sobriety views on life, the desire for self-support experience, synthetic composition of mind with a pronounced tropism to systemic constructions and specifics. As well as the volatility of emotions and conflict combination countervailing trends: the high level requirements combined with the need to feel ownership interest of group, selfishness – with altruistic declarations aggression – the desire to please others. They are characterized by uncertainty about the stability of the situation, high sensitivity and obedience of environmental influences, increased sensitivity to danger, caution.

Thus, long-term work in the SES of Ukraine brings into the psyche of the personality of the employee some changes that are directly related to the nature of the professional activity, modifies the individual-typological characteristics, in particular, develops some professional accentuations.

As we are talking about the development of professionally conditioned accentuations, one can expect that a certain level of some professionally caused accentuations can positively affect the success of the professional life of the rescuers.

Conclusions

1. In extreme conditions, accentuations become a factor that impedes the implementation of effective individual and collective activities, and this fact manifests itself in a very wide range of consequences - from mental maladaptation to the appearance of psychogenic violations. Continued work in extreme conditions brings to the psyche of the rescuer changes that are directly related to the nature of professional activity, modifies individual-typological characteristics, in particular, develops some professional accentuation.

2. The results of the conducted research have convincingly proved that the conditions of their activity (extreme or ordinary) and the work experience influence the formation of professionally determined accentuations of the personality of the employees of the SES of Ukraine. Sensitive periods of education of professionally caused accentuations are crises of professional development.

3. It was determined that the greatest success in fulfilling their professional duties reaches rescuers with work experience from 1 to 3 years. In this period of professional development, the stabilization of the professional situation, the formation of new professional values, the changing professional position, often there is excess activity and the desire to master the innovative ways of doing activities.

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ВИКОРИСТАННЯ КОМБІНОВАНОЇ ПСИХОТЕРАПІЇ ДЛЯ КОРЕКЦІЇ ПРОФЕСІЙНИХ СТРАХІВ ПОЖЕЖНИХ- РЯТУВАЛЬНИКІВ

У статті проаналізовано можливості використання комбінованої психотерапії для оптимізації професійних страхів рятувальників. До складу означеної терапії входять: техніки, спрямовані на усвідомлення та прийняття власних почуттів, зняття внутрішнього напруження, розвитку позитивного самосприйняття та сприйняття себе іншими, які базуються на методології гуманістичної та тілесно-орієнтованої психотерапії; техніки розвитку професійної самосвідомості, що базуються на методологічних принципах гуманістичної та екзистенціальної психотерапії; техніки саморегуляції, які базуються на методологічних підходах тілесно-орієнтованої психотерапії; техніки роботи зі страхами, що базуються на принципах поведінкової психотерапії та нейролінгвістичного програмування. Оцінка ефективності використаних підходів довела, що їх використання сприяє суттєвому зменшенню частки страхів, пов'язаних зі смертю та втратою здоров'я, що є важливим для рятувальників для оптимізації їх професійної діяльності.

Ключові слова: професійні страхи, рятувальники, психотерапія, комбіновані методи психотерапії.

В статье проанализированы возможности использования комбинированной психотерапии для оптимизации профессиональных страхов спасателей. В состав указанной терапии входят: техники, направленные на осознание и принятие собственных чувств, снятие внутреннего напряжения, развитие позитивного самовосприятия и восприятия себя другими, основанные на методологии гуманистической и телесно-ориентированной психотерапии; техники развития профессионального самосознания, основанные на методологических принципах гуманистической и экзистенциальной психотерапии; техники саморегуляции, основанные на методологических подходах телесно-ориентированной психотерапии; техники работы со страхами,