

УДК 159.938.3:378

## CHARACTERISTIC OF PROFESSIONAL ABILITIES IN THE CONTEXT OF ACTIVITIES OF APPLIED PSYCHOLOGIST

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This paper examines the problem of orientation of individual as to professional activity. Its essence is to create suitable conditions by the society in order to prepare individual for conscious decision on the choice of future professional activity, awareness of oneself as a subject of specific professional activity and comparison of one's own capabilities with psychological requirements of the profession to the specialist, awareness of one's own responsibility for successful execution and implementation of one's own abilities, self-regulation of behavior towards a positive outcome.

**Key words:** *profession, commitment to professional activity, professional activity, professional skills, professional orientation, creativity, attitude towards the chosen profession.*

### Середюк Т.В. ХАРАКТЕРИСТИКА ПРОФЕСІЙНИХ ЗДІБНОСТЕЙ У КОНТЕКСТІ ДІЯЛЬНОСТІ ПРИКЛАДНОГО ПСИХОЛОГА

У статті досліджується проблема орієнтації особистості на професійну діяльність. Її сутність полягає у створенні суспільством відповідних умов для підготовки особистості до свідомого прийняття рішення щодо вибору майбутнього виду професійної діяльності, усвідомлення себе суб'єктом конкретної професійної діяльності й порівняння своїх можливостей із психологічними вимогами професії до фахівця, усвідомлення своєї відповідальності за успішне виконання діяльності та реалізацію своїх здібностей, саморегуляцію поведінки, спрямованої на досягнення позитивного результату.

**Ключові слова:** *професія, готовність до здійснення професійної діяльності, професійна діяльність, професійна майстерність, професійна спрямованість, креативність, ставлення до обраної професії.*

В статье исследуется проблема ориентации личности на профессиональную деятельность. Ее сущность заключается в создании обществом соответствующих условий для подготовки личности к сознательному принятию решения по выбору будущего вида профессиональной деятельности, осознания себя субъектом конкретной профессиональной деятельности и сравнения своих возможностей с психологическими требованиями профессии к специалисту, осознания своей ответственности за успешное выполнение деятельности и реализацию своих способностей, саморегуляцию поведения, направленную на достижение положительного результата.

**Ключевые слова:** *профессия, готовность к осуществлению профессиональной деятельности, профессиональная деятельность, профессиональное мастерство, профессиональная направленность, креативность, отношение к выбранной профессии.*

### Introduction

There are quite a lot of scientific researches on the study of professional abilities of applied psychologist. Different authors identify different abilities, which can become the subject of analysis and diagnostics.

However, there is no clear recognition and generally accepted set of professional abilities, which would refer to applied psychologist. In our view, all of this dictates the need for analysis of the problem of professional abilities of applied psychologist as an important factor of the successful activity of a specialist.

### Analysis of literature data and problem definition

In terms of acceleration of scientific and technological progress, the growth of complexity of the world, increase of dynamism of all processes, taking place in society, and lack of communication, tension in situations

of human relations appears, which causes enhancement of the role of psychological knowledge, especially of its practical aspect.

According to approaches to the study of the problem of human abilities, there are different views on the nature of professional abilities:

1) In phenomenological approach professional abilities mean "a set of relatively stable individually psychological personality traits, which determines success of training for a certain profession and its effective implementation on the basis of compensation of one psychological properties by the other ones". Professional abilities are not new special qualities, but some combinations of psychological attributes and processes, favourable to mastered profession (K. Platonov) [5].

2) According to ontological approach professional abilities mean individual properties of the subject of professional activity, which



determine the effectiveness of the formation and functioning of the subject of professional activity in the qualitative and quantitative way (V. Shadrykov) [12].

Oxford explanatory dictionary of psychology defines professional ability as a potential for certain profession. This term is used as a synonym to “forecasts”. It usually refers to assessment of how an individual will succeed in a certain work and will be satisfied with it, based on his interests, abilities, education, training, etc. [1].

A. Markova stresses that professional abilities are individually psychological characteristics of personality, which meet the requirements of the professional activity and are a condition for its successful implementation [10].

V. Druzhynin offers such a definition of professional abilities: a set of general and specific properties of separate mental functions and their system relations, which have individual peculiarity (as severity) to ensure the successful mastering and implementation of activity [4]. Thus, professional abilities are a set of psychological characteristics of personality, which ensures high efficiency of professional activity; it is a condition of speed of acquisition of professional abilities, knowledge and skills, and it affects the level of competence of a specialist.

There are also general and special professional abilities. General professional abilities are psychological personality characteristics, required from the individual by a particular profession; they are determined by the subject of labour (technology, nature, etc.). Special professional abilities are psychological personality characteristics, which are required from the individual within the profession, but in a narrower way. Special professional abilities are determined by specific working conditions, including special one (lack of time, peculiarities of information, overload, etc.). Thus, it may be noted that professional abilities are necessary for successful implementation of professional activity. E. Zeyer defines professional activity as a socially meaningful activity, the performance of which requires specialized knowledge, skills and professional qualities, and also personality traits, determined by the profession [3; 4; 8].

Any human activity, including professional one, has external and internal components. The internal one include anatomical and physiological structures and processes, involved in the activity management by the central nervous system, and also psychological processes and conditions, included in the regulation of activity. Such mental processes as perception, imagination, memory, thinking, language

serve as key components of any human activity [2; 3; 4].

Each of these components requires detection of certain abilities by the person in order to make the activity, which is being carried out, successful. But success of the activity is not the only criteria of professionalism.

The word “professionalism” is used in different meanings. When it is said “this work requires professionalism”, it refers to the regulatory requirements of profession to the personality. In this context professionalism is a set, a complex of personal characteristics, necessary for successful performance of activity. We would describe such understanding as “normative professionalism”. In another sense this word is used when it is said “professionalism is inherent for this person”. It means that the person has the necessary normative set of mental qualities and professionalism becomes an internal characteristic of personality. Such understanding means “real professionalism” of certain individual [3; 5; 6; 9]. Thus, professionalism of a person is not only achievement of the highest professional results, not only productivity, but certainly presence of psychological components – internal relation of person to work, the state of his mental qualities [9; 10].

The term “competence” adjoins the real professionalism. Domestic scholars, when analyzing the issue of competence, reveal the content of this concept through perspective of activity. Competence (from lat. *Comptens* – “rightfulness” corresponding, capable) serves as an individual characteristic of the degree of compliance with the requirements of the profession. Competence should be distinguished from expertise – defined sphere of issues which a person is authorized to solve [10; 11].

In modern labour psychology, organizational and professional psychology “competence” is the most often used in the context of professional activity and it is more often defined as:

1) synthesis of abilities, skills and knowledge, which are sufficient and relevant to perform certain labor functions;

2) combination of mental qualities, states, allowing to act independently and responsibly (effective competence) [10].

V. Slastonin associates professional competence along with the presence of specialized knowledge and skills, with a special feature of personality. This “special feature” can be considered as the ability of an individual, necessary for successful performance of professional functions [14].

According to V. Karandasheva, professional competence of psychologist includes professional knowledge, skills and abilities and

it is also characterized by a range of professional opportunities, depth knowledge of tools, techniques and technologies of profession activity. It is manifested in its creative activity, in the active search for innovative approaches and innovative technologies, personal initiative and professional communication skills [14].

#### **The purpose and objectives of research**

There is a need to analyze the problem of professional abilities of applied psychologist as an important factor of success of activity of a specialist.

#### **Main material and research results.**

Activity of psychologist is always multidimensional and multifunctional, and therefore it raises problems of efficiency in the work for specialists of this relatively “young” specialty. Scientists are actively discussing and finding the optimal ways to resolve them. In particular, in scientific studies different aspects of development of theoretical model, which would determine standards and requirements to the personality of professional psychologist and his activities, are highlighted (M. Aminov, O. Bondarenko, I. Vachkov, I. Dubrovina, Ye. Romanova, L. Skrypko). The main individually psychological characteristics of personality, which affect the success of activity of applied psychologist, are detached (H. Abramova, M. Aminov, V. Molokanov, N. Bachmanova, N. Povyakel, N. Chepeleva etc.). The problems of professional training of applied psychologists were investigated (L. Karamushka, V. Panok, V. Rybalka, Ye. Romanova, N. Chepeleva etc.). According to the classification of Ye. Klimova, profession of “applied psychologist” is in system “person-person”. The ability to establish and maintain contact with people, the ability to understand people, understand their characteristics are crucial here [7]. It means that the primary characteristic of the representatives of this profession should be their special humanitarian approach, i.e. focus on interaction with people with a clear consciousness of a person as the highest value of social development.

The activity of psychologists is quite widespread in different areas of society. Formation of psychological practice in Ukraine is characterized by intensive formation of vocational subject area of applied psychology, specification of the content of tasks and spread of technologies, which are used by psychologist to solve them. In recent studies a range of key areas and activities of applied psychologist, classes of typical practical problems, which cause the specificity of professional abilities of a specialist, is defined [9; 10; 11].

The study of practical experience of psychologists and acquaintance with practices of

social and psychological work in our country and abroad allow to highlight the following features of professional competence of specialist of this profile:

- congruence (correspondence) of set goals, objectives and functions with individual abilities, needs and actions of applied psychologist;

- integrative nature of the process and results of professional activity, which is based on the effective use of investigational and diagnostic, constructive and projective, forming and developing, corrective and therapeutical, communicative, analytical and evaluative and other technologies;

- creative nature of professional activity, which is based on the knowledge of psychological essence of processes and phenomena, broad knowledge, personal experience, an active search for innovative approaches and innovative technologies, personal initiative and broad professional communication skills;

- multivariate conditions of performance of professional requirements, which are implemented in a multifunctional and complex way with the necessary direct connection to a particular person, group, their relationships [10; 11].

So, two aspects are regularly distinguished in the activity of applied psychologist: professional and personal. They are interdependent and interrelated and merge into a single perspective of professional and personal projection and establishment of functional personality of psychologist.

#### **Results of research and their discussion.**

According to the nature of activity, the profession of “applied psychologist” refers to the creative class professions. These professions are related to the analysis, research, test, control, planning, organization and management, construction, design, development of new designs, making innovative decisions, they require independent and original thinking, high mental development and, as a rule, higher education [9].

The content of work of applied psychologist is predetermined by the logic of the process of psychological help, typical and specific problems, as well as features of the area of application. The structure of the psychologist activity provides for the following components: subject (the person who carries it), object (for whom it is specifically organized and to whom it is directed), thing (that is studied and changed in activity), purpose (to which it aspires), functions (which functions are performed here), means (methods and technologies through which the purpose is achieved) [9; 14].



The main tool in the work of applied psychologist is his own personality.

The psychologist as a subject of activity uses his own resource, own vision of the problem, with which he is referred to, for evaluation and correction.

The object, to which the work of psychologist is directed, is the identity of the client. The difference between psychologists-researchers and applied-psychologists is that the purpose of work of psychologists-researchers is a new theoretical explanation of the essence of objects and observed phenomena, and the purpose of work of applied psychologist – identification and registration of the state of an object according to the most significant parameters, immediate impact on an object on the basis of defined patterns and known regulations and psychotherapy and rehabilitation activities.

The content of work of applied psychologists is psychological reality of people and also factors affecting it. Applied psychologist uses a combination of different methods that have developed in different schools and directions in his psychotherapy practice. Psychological practice is focused on human subjectivity, applied psychologist works with the psychic reality of the individual. In a situation of psychological assistance psychologist deals with person as integrity [9].

Practical psychologist works as if with multiple realities:

- reality of mental life of a client, which it really is and which it seems to be for the client;

- reality of psychometric data obtained by means of specific method on the client's mental reality, and reality of the theory, which interprets these psychological data;

- the reality of his value-notional attitude to life in general, other people and the reality of a particular situation, themes (problems) and task of interaction with the client.

In this sense, the feature of activity of applied psychologist is that he keeps mental reality of the client as the theme of interaction and at the same time affects the inner world of a person, based on ethical considerations and recognition of the value of the individual of such a person. However, this effect is of a mediated nature. Psychologist, using common knowledge about people in general, helps a person, on the one hand, to realize his uniqueness, on the other hand, to realize his typicality of main manifestations of his mental activity and the challenges, which he faces.

The aim of work of applied psychologist is a humane mission of assistance to the public in providing psychological care, providing social and psychological conditions for development

of each individual. Tasks of work of applied psychologist appear from the overall goal, but vary depending on the sphere, where applied psychologist works.

Any activity is carried out directly from subject to object, but the object is the main determinant for the content of activity.

Activity-cycle of applied psychologist may be the following: when he receives an order, he examines the work object, defines the purpose of this work and decides to perform professional activities. In future applied psychologist will produce optimal model, algorithm and technology of practical activity in order to achieve the expected results. If the appeal of the person is connected with his problems in relationships with children, psychologist primarily translates words into the mainstream of psychological diagnosis, in other words he describes the phenomena of life in story, given by the client, in the terms of science, in whose name he carries out practical activity.

The obtained results are passed to the client by the applied psychologist. Their conclusion must contain grounded recommendations. The client uses them in the overall context of his work and life, as well as targeted actions of psychodiagnostic, developmental, corrective nature or other measures [9; 10].

The impact of psychologist is specific procedures of regulating of mental states. The result of work of applied psychologist is changing qualitative and quantitative indicators of the problem with which the client turned to him.

The entire structure of professional activity of psychologist includes motivationally oriented complex, complete ensemble of professional diagnostic operations of educational, therapeutic, corrective and consultative nature, and analytical control and evaluation element.

The algorithm of this process is as follows:

- clarification of the aims and objectives of practical activity;

- study of psychological conditions and factors of the real situation and making decision on carrying out of psychological work;

- planning of psychological measures in terms of implementation of decision and organizing of their implementation according to the requirements of psychological principles and scientific advice;

- analysis of the results of work, life of subjects and psychological work;

- adjustment of one's entire activities [10].

Thus, understanding the meaning and value of one's one professional activity is the core of professionalism and it is the basis for actions of applied psychologist as subject for change of activity, behavior, resolution of conflicts and crises, creation of an opportuni-

ty to correct motives of activity, and it stimulates the need for professional improvement.

### Conclusions.

Thus, professional abilities of applied psychologist are multicomponent structure, all components of which are closely interrelated, affecting the efficiency of professional activity and they are consistent with its requirements and define professional competence.

Understanding the meaning and value of one's own professional activity is the core of professionalism and it is the basis of actions of applied psychologist as a subject to change activity, behavior, resolve conflicts and overcome crises, create an opportunity for correction of motives of activity, stimulate the need for professional improvement.

Consequently, the research of capacity and creation of methods of diagnosis and development are essential for individualization of education and training, career guidance and professional selection, forecasting and psychological support of personality development.

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