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DIARY THERAPY AS A MEANS OF PRESERVING PSYCHOLOGICAL HEALTH OF THE INDIVIDUAL IN PROFESSIONAL ACTIVITY

The article is devoted to the topical issue of maintaining working capacity, improving performance in professional activities, as well as preserving the psychological health of the individual. The article presents the results of a study aimed at identifying the psychological features of professional deformation of employees. The results of the study of ideas about the nature of psychological determinants of the development of professional deformation of workers of extreme activity profile are described. Conclusions are made that allow a new look at the specifics of manifestations, the nature and factors contributing to the emergence of professional deformation. The article describes one of the methods of prevention of occupational deformation, namely diary therapy as a means of preserving the psychological health of the individual.

The article is addressed to specialists in the field of professional development and occupational health, psychologists, as well as persons whose professional activity is associated with an extreme profile of activity.

Psychological health of a person, the quality of his life and social well-being are currently a priority in scientific research. The state of health, both somatic and psychological, largely determines the effectiveness of professional activity. However, professional activity itself also has a significant impact on the state of human health.

Modern science, in all its directions and branches, strives for a single global concept, building interdisciplinary connections in order to ensure the preservation of human potential. The problem of improving the working capacity, professional efficiency of the individual is now one of the central ones in psychological science. Every manager is interested in maximizing the personal and professional potential of his employees, because this will allow his organization to achieve the necessary result. The concern of the world scientific community about the problems of preserving intellectual potential is also caused by the fact that humanity suffers both somatically and psychologically. Statistics tell us that most of the diseases known to man today are getting younger, and some of them generally become a disease of young people of working age (alcoholism, drug addiction, and other non-chemical addictions), which once again makes us think about the future. Today we can talk about the deterioration not only of people's physical health, but also of its other aspects: psychological, social and spiritual health.

The problem of people's health is a challenge to modern science, including psychological science, since many theoretical and practical problems remain unresolved to preserve and strengthen all aspects of health. Psychological health of a person, the quality of his life and social well-being are currently a priority in scientific research. The state of health, both somatic and psychological, largely determines the effectiveness of professional activity. However, professional activity itself also has a significant impact on the state of human health. The principle of unity of consciousness, activity and personality confirms the fact that, on the one hand, professional activity contributes to the formation

of professionally important personality qualities, and on the other hand, it carries a great potential for personal disorders.

The modern labor market is characterized by its variability and diversity, while placing increased demands on the specialist. Despite the success of scientific research, at present a person has not reduced the time spent on his professional activity. Rather, on the contrary, in some areas, employees began to spend more time at the workplace, spending their personal time on solving professional problems. Such a long and intense concentration on the subject of work inevitably affects the content of a person's consciousness. As S. P. Beznosov writes, "the peculiarity of the subject of labor inevitably has its effect on the human psyche, forms or deforms the psyche of the subject of professional activity" [1, p. 67].

Let's focus in more detail on the role of professional deformation in the process of professionalization of an employee. The path of professional development of each future specialist includes several stages, namely, as E. A. Klimov wrote, three chronological periods:

- pre-professional development (from birth to 11–12 years; stages of early childhood, preschool childhood, primary school age from 7–8 to 11–12 years are distinguished);
- choice of profession (from 11–18 years old);
- proper professional development (19–60 years) [2, p. 45].

The passage of this path is accompanied by crises of professional expectations, which is an unsuccessful experience of adaptation to a socio-professional situation. The reasons for this may be difficulties of professional adaptation (building relationships with colleagues of different ages, mastering a new leading activity – professional; mismatch of professional expectations and reality).

Professionalization is a holistic continuous process of becoming a specialist's personality, which begins from the moment of choosing a future profession and ends when a person stops active work. Each of the stages of professional development involves a number of difficulties that need to be overcome. However, the stage most susceptible to changes in the personality structure is the stage of proper professional development [3, p. 87].

In the process of professionalization, a person faces a specific set of contradictions, namely, the degree of correspondence between a person and a profession. The discrepancy between the expectations of the relative future profession and the real picture of professional activity often leads to crisis phenomena at the very beginning of the professional path of the future specialist. An important point in the prevention of these phenomena during the period of professional adaptation is the work on the formation of a realistic position of students, future specialists.

The concept of "professional deformation", for all its "obviousness", still remains insufficiently conceptualized, that is, there is still no clear and generally accepted definition of it. Various authors often use similar concepts, in many respects close to the concept of "professional deformation", but at the same time reflecting some difference. The term "professional deformation" in modern research is understood as negative changes in the personality of an employee caused by prolonged performance of the same job or provoked by contradictions in work (at the level of goals, values, motives) by various unfavorable working conditions that negatively affect both the effectiveness of the work performed and various relationships arising both in the process of professional activity (with colleagues, management, visitors), and in relationships outside of work (with family, friends, various other people).

The results of our comprehensive study of the psychological determinants of the development of professional deformation indicate that changes occur in the structure of a professional's personality according to a number of basic characteristics: individual psychological, professional activity, social, as well as psychophysiological. We were able to identify a number of factors that have a significant impact on this process:

- individual psychological level: weak motivation of emotional return in the profession; moral defects and disorientation of the individual; tendency to emotional rigidity;
- professional and activity level: mainly negative emotional field; extreme conditions (the need to make quick and extremely responsible decisions); increased responsibility; danger to one's own health and life;

– social level: definitely accepting communication (communication with people in acute conditions, as well as a collision with rudeness, manipulation, which leads to frustration and frustration);

– psychophysiological level: professional burnout syndrome; intense perception and experience of the circumstances of professional activity.

To study the influence of independent variables (individual psychological; social; psychophysiological; professional activity), referred to in this case as factors, on the dependent variable (employee personality), we used R. Fischer's one-factor analysis of variance. Based on the results of factor analysis, a working scheme of factors influencing the development of professional deformation was compiled. Let's consider the results of statistical processing of indicators (Table 1).

Table 1 – Results of the study of factors influencing the development of professional deformation using R. Fischer's one-factor analysis of variance

Attribute level	Individual-psychological	Professional-activity	Social	Psychophysiological
Factor	1. Age; 2. Gender; 3. Emotional barriers in interpersonal relationships; 4. Formation of a specific type of personality.	1. Content and conditions of professional activity; 2. Work experience.	1. Marital status; 2. Behavior in a conflict situation.	1. Neuropsychic stability; 2. Professional burnout.

The presence of the above mentioned unfavorable psychological factors, individual and personal determinants can increase the influence of negative manifestations of professional activity. So, there is often a situation when an employee under the influence of stress loses the ability to perform effective professional activities without losing a sense of professional duty.

Focus group is a modern method, one of the qualitative methods of socio-psychological research, which is a group focused (semi-standardized) interview (R. Merton, G. Herzog). During the focus groups, psychological diagnostics of respondents was also carried out using the methodology "Maclean's Scale of Organizational Stress (SCO)" adapted by N. E. Vodopyanova, in order to measure susceptibility to organizational stress.

Organizational stress is understood as mental stress associated with overcoming the imperfections of organizational working conditions, with high loads when performing professional duties at the workplace in a specific organizational structure (in an organization or in its subdivision), as well as with the search for new extraordinary solutions in force majeure circumstances.

In order to obtain qualitative data on the nature and specifics of the phenomenon of "occupational deformation", we conducted a study on the basis of the Gomel Regional Tuberculosis Clinical Hospital. The study included three meetings in three different groups – a men's group, a mixed group, and a women's group. The male group included six respondents aged 35–50 years. The mixed group included six respondents aged 28–34 years. The women's group consisted of six respondents aged 35–50 years. The information was processed using content analysis.

According to the results of the diagnosis of susceptibility to organizational stress (the method "Maclean's Scale of organizational stress (SCO)" adapted by N. E. Vodopyanova), we can draw the following conclusions: among the representatives of the male group, high susceptibility to organizational stress was demonstrated – 33%; high tolerance – 33%; mixed group – high susceptibility to organizational stress was demonstrated – 71.4%; high tolerance – 0%; women's groups – high susceptibility to organizational stress demonstrated – 33%; high tolerance – 0%.

A comparative analysis of the indicators of five subscales showed that the representatives of the three groups experience the greatest difficulties in the category of "Behavior flexibility", which indicates a narrow variability of behavioral reactions, poor adjustment to the conditions of a problematic situation, a high role in the behavior of stereotypical reactions, which can significantly complicate the performance of professional tasks. Representatives of the male group, in particular, have high scores on the "Breadth of interests" scale, which indicates that there is a concentration of all vital interests only on professional activity, the absence of hobbies and other activities leads to the appearance of professional deformation. Representatives of the female and mixed groups are united by the complexity in the field of "Activity and productivity".

Based on the results of the content analysis of the data obtained, the following conclusions can be drawn: a male group consisting of experienced medical workers whose experience exceeded ten years, they emphasized the separation of the concepts of professional deformation and emotional burnout, the difference in their nature and, most importantly, in their influence on the personality and professional activity of the doctor. They consider professional deformation as an inevitable part of professional formation, that is, professionalization of a specialist, considering it as a way of psychological adjustment to stay in a constantly affecting pathological environment (constant stay in a situation of emotional stress, death of patients, etc.).

The women's group identifies the concepts of professional deformation and emotional burnout. The women's group experienced the greatest difficulties in answering questions about how individual work was preferred as a preventive measure, in contrast to the men's group, who actively singled out group work. The most disadjusted group were representatives of a mixed group, an employee with no more than 5 years of work experience (high susceptibility to organizational stress – 71.4%), in this regard, we consider it necessary to draw the attention of managers to the risk of forming workaholism as a form of socially dangerous behavior for representatives of the younger generation of specialists.

However, according to the results of our research, we received information that indicates not only negative changes in the personality of a specialist (this is the interpretation of the term that prevails in the views of modern authors), but also professionally useful, that is, we are talking about professionalization of a person, her adaptation to his chosen profession.

Therefore, one of the most important tasks of psychological support of professional activity of employees is the development and implementation in practice of programs for the development of personal resources as a means of psychological prevention and correction of professional deformation. In this regard, we consider it important to consider the manifestations of professional deformation in the context of the entire personality of the employee, in his personal qualities, motivation, points of support can be found to overcome negative phenomena.

Diary therapy (by K. Adams) is a written therapy focusing on the inner experiences, thoughts and feelings of the writer. This type of therapy uses reflexive writing, which allows the writer to gain mental and emotional clarity, confirm experiences and come to a deeper understanding of himself [4, p. 25].

The method of keeping a "structured diary" was created by A. Progoff. The exercises of the diary serve as a system of supports for self-exploration, revision of one's own life history, while the receptivity to one's own "internal process" is strengthened and the adjustment to the dialogical dimension of life takes place. Now A. Progoff's intensive diary therapy is used in group and individual work with people experiencing life crises and transitional periods.

A. Progoff experimented a lot in his therapeutic work with different forms of diary keeping, and found that an unstructured diary did not fulfill its functions – to serve as a reflecting surface for the internal process of any person. The diary should have a sufficiently clear structure so that specific procedures can be identified, described and transmitted [5, p. 133].

Working with a diary as a method of psychological self-help goes beyond the medical model of psychotherapy. The diary becomes a kind of description of personal and spiritual development, a reflecting surface on which the form of subtle spiritual movements is manifested, and their specificity and direction become visible to a person. Life events turn out to be related to our values, intentions, desires, etc. in the time sequence of our preferred history. The events of the past are also being

reviewed. As this work progresses, an additional meaning appears in life. A person gets an awareness of what previously went beyond the zone of immediate development for him, something that was not possible to know before. Starting to work with a diary, a person achieves two goals: places the moment of the present in a broader perspective of the past and the future, and at the same time establish contact with the values, meanings and guiding principles of his life. At the same time, by placing themselves in this way in relation to the flow of their lives, mastering various techniques and techniques of working with a diary, people get a tool that they can use in the future. A broader, multidimensional perspective becomes available, opening up a space of possibilities.

Working with the diary, each person can move at a comfortable speed, at his own pace. Mastering the work with the diary, a person reviews his life history, establishes contact with the "inner movement of life" and adjusts himself to its harmony. A diary is a tool for harmonizing a person's life. In general, based on the results of the study and testing of the diary therapy method developed by A. Proggoff, it can be concluded that this method has a great transformative potential. In conclusion, we note that at the moment work is underway to create a method of diary therapy for employees of various industries within the framework of their professionalization, which will be based on the principles of analytical psychology and the principles of a narrative approach.

The list of used literature

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DEVELOPMENT OF ADOLESCENTS' EMOTIONAL INTELLIGENCE BY MEANS OF MUSIC

The ability to manage your experience is the main essence of emotional intelligence. The skill of using empathy is also important in this aspect, since it is with the help of this technique that a person can understand the feelings of other people. Regarding the information received about the emotional situation, the individual can draw adequate conclusions and determine his strategy of behavior, which is also necessary for the full functioning of the described ability. Due to the specific usefulness of this phenomenon of the human psyche mentioned above, a number of researchers argue that emotional intelligence is a criterion for success in various fields of activity (R. Bar-On, D. Goleman, D. Mayer, P. Salovey, etc.). The components of emotional intelligence listed above actualize the need for the multilateral development of this ability. There is a large number of methods for the formation of this skill, but the most interesting are the special techniques for improving emotional intelligence with the help of musical works.