

the indicators of the depth of loneliness experience. Neuroticism, depressiveness, irritability, sociability, shyness, openness, extraversion, self-regulation and masculinity are directly related to the indicators of diffused, alienating and dissociated kinds of loneliness. Reactive aggressiveness, shyness, introversion and irritability of lonely men positively correlate with a high level of subjective experience of loneliness.

Prospects for further scientific research are seen in elucidating the gender specificity of the relationship between personal characteristics and depth, types, kinds and levels of loneliness experience of single women and men.

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PECULIARITIES OF PROFESSIONAL IDENTITY OF LAW ENFORCEMENT OFFICIALS WITH DIFFERENT PERSONAL CHARACTERISTICS

Анотація. Розглянуто основні напрями дослідження феномену професійної ідентичності як психологічного конструкту у вітчизняній та психологічній

літературі. Представлено результати емпіричного дослідження особливостей професійної ідентичності працівників правоохоронних органів з різними особистісними характеристиками. Встановлено, що працівники правоохоронних органів мають високі показники за такою шкалою ціннісних орієнтацій як «Стабільність місця роботи» та високі показники екстернального локус контролю. Виявлено такі статуси професійної ідентичності як «Досягнута», «Псевдоідентичність», «Передчасна», «Мораторій» «Дифузна».

Ключові слова: ідентичність, професійна ідентичність, статуси, особистісні характеристики, працівники правоохоронних органів.

Аннотация. Представлены результаты исследования особенностей профессиональной идентичности работников правоохранительных органов с разными личностными характеристиками. Установлено, что работники правоохранительных органов имеют высокие показатели по шкале ценностных ориентаций «Стабильность места работы» и высокие показатели экстернального локус контроля. Проанализированы личностные характеристики работников правоохранительных органов в зависимости от их статусов профессиональной идентичности.

Ключевые слова: идентичность, профессиональная идентичность, статусы, личностные характеристики, работники правоохранительных органов.

Introduction. The relevance of the research is due to the fact that professional identity acts as an internal source of professional development and personal growth of any person, and the question of the professional identity formation is included in the scope of the general problem how to become a professional. Professional identity is an integrational concept, in which the interrelation of personal characteristics is expressed that provide orientation in the world of professions, which allows to realize the personal potential in professional activity more fully.

Significant changes that have recently taken place in all spheres of social life in Ukrainian society actualize the study of the problem of the development of law enforcement officials' professional identity. The implementation of the strategy of the state personnel policy requires the proper theoretical and methodological support of the professional development processes, especially the law enforcement officials, which stipulates the need to increase the professional level of the law enforcement officials, the creation of a concept for the professionalization of the law enforcement officials in Ukraine. Consequently, the professional identity of law enforcement officials acts as an important condition for effective professional activity.

Problem statement. The fundamental and dynamic changes that are taking place in a society today cause an increase in the scientists' interest in the problem of the individual's professionalization. Scientists whose scientific researches are devoted to the problem of professional and personal identity highlight several scientific approaches that consider the structure, genesis and peculiarities of the triad formation and development of the professional identity, which, in this case, have their own subject area of the analysis. Giving a very brief description of these areas we can define the following: a psychoanalytic approach, which includes: E. Erickson's psychoanalytic concept, J. Marcia's status approach, A. Waterman's

value-willed approach; behavioral (E. Hoffman, J. Mead, R. Fogelson, J. Habermas); cognitive (G. Bruewell, J. Turner, G. Tejfel); existential-humanistic (D. Bjugenthal, K. Jaspers); structural and dynamic approach (V. Ageev, N. Antonova, P. Gnatenko, V. Pavlenko, P. Lushin, V. Stolin, L. Shneider, V. Yadov), which indicate the personal growth of law enforcement officials, investigating a specialist's professional potential and the features of his communicative sphere (M. Heidegger, K. Jaspers, M. Foucault, D. Bell, M. Castells, N. Wiener, C. Shannon). It is important to focus on motivational readiness for professional activity (E. Ilyin, A. Leontiev, B. Meshcheryakov, K. Zamfira, V. Zinchenko, T. Hekhauzena, T. Yatsenko), which we consider as the process of mental regulation of a particular activity (M. Magomed-Eminov); the process of the motive, the mechanism determining the origin, the direction and the ways to implement the specific forms of activity (I. Dzhydaryan); an aggregate system of the processes which are responsible for impulse and activity (V. Viulyunas).

The study applied directions find out the peculiarities of professional self-actualization of any specialists, outlining the boundaries for researchers-practitioners. The features of professional self-realization are considered within the framework of humanistic psychology through: positive I-concepts (Yu. Hilbukh, A. Rean, L. Potapchuk); professional consciousness, thinking, reflection (A. Adler, A. Waterman, R. Jenkins, E. Erickson, J. Marcia, J. Mead, S. Muscovites); the specifics of the student's age as an important stage in personal development (B. Ananiev, P. Babochkin, M. Dvoryashin); identification of the essence, stages and factors that determine the process of becoming a professional and an individual (K. Abulkhanova-Slavsk, E. Kuzmin, A. Markov); optimization of professional training and conditions for the successful professional activity (B. Ananiev, A. Zer, E. Klimov, T. Kudryavtsev, B. Lomov, V. Merlin). At the same time, the modern stage of our country development is characterized by the transformation of social, cultural and professional spheres, which changes the requirements for the system of qualified specialists training. So, L.B. Schneider considers identity as a synthesis of all human characteristics into a unique structure that is defined and varied as a result of orientation in a constantly changing social environment.

The purpose of the work is theoretical substantiation and empirical study of the peculiarities of the professional identity of law enforcement officials with different personal characteristics.

The conceptual hypothesis is that there are certain features of the professional identity of law enforcement officials with different personality characteristics.

Empirical hypotheses:

- law enforcement officials with "achieved" professional identity, have a high level of extraversion, self-control and practicality, as opposed to law enforcement officials with the status of "pseudo-identity";
- law enforcement officials with such a professional status as "moratorium" have a high level of introversion and impulsivity, as opposed to law enforcement

officials with the status of "achieved" professional identity, who have a high level of introversion;

- law enforcement officials with "achieved" professional identity have a high level of internal and cognitive motives, as opposed to law enforcement officials with "diffuse" professional identity who have a high level of potential assessment;

- law enforcement officials with a "diffuse" professional identity have a high level of avoidance motive, unlike law enforcement officials with "achieved" professional identity who have a high level of cognitive motivation;

- law enforcement officials with "achieved" professional identity have a high level of internal locus control, unlike law enforcement officials with a "pseudo-identity" status that have a high level of extraversion;

- law enforcement officials with "achieved" professional identity have a high level of professional competence, as opposed to law enforcement officials with a "diffuse" professional identity that has a high level of "Challenge" scale.

Material and methods. In order to confirm the hypothesis, an empirical study was conducted. 60 people were selected as studied, including 34 men (ages 26-54) and 26 women (29-52). The experience of work in law enforcement agencies (prosecutor's office) is from 2 to 22 years.

As a research method, we used a survey that was implemented with the help of psychodiagnostic techniques such as: the "Five-factor Personality Questionnaire of the Big Five" (R. McCrae and P. Costa); method of "Locus Control" (J. Rotter); methodology of "Assessment of the claims level" (V.K. Gerbachevsky); "Methodology for the Study of Professional Identity" (L. B. Schneider); "Methodology for the diagnosis of value orientations" or "Anchor Career" (E. Shein); "Methodology of professional activity" (K. Zamfira in the modification of A. Reana); methodology "Orientation styles of professional communication" (S.A. Druzhilova). The processing of the results of the study was carried out using mathematical and statistical methods: the results were verified on the normality of the data distribution using the Kolmogorov-Smirnov criterion and the differences were established using the t-Student test, followed by a qualitative interpretation and content compilation of data.

Results and discussion. In the course of our study, we performed a cluster analysis. According to L.B. Schneider's methodology for the professional identity research, our sample was divided into five clusters, each of which corresponds to a certain status of identity. The first cluster included the subjects who had the status of "achieved" professional identity ($n = 30$). The second cluster included the subjects who have the status of professional "pseudo-identity" ($n = 9$). The third cluster included subjects with "premature" professional identity ($n = 9$). The fourth cluster included investigators who have the status of a "moratorium" ($n = 7$). To the fifth cluster, we assigned the subjects who have the status of "diffuse" professional identity ($n = 5$). Using t-Student criterion we compared the results of each method for each cluster. The results obtained are shown in Tables 1 - 15 for greater visibility.

Table 1 shows that the t- Student criterion is $t = 5.2488$, such data are statistically significant and give us reason to assert that law enforcement officials

with an "achieved" professional identity have a high level of practicality different from law enforcement officials with the status of "pseudo-identity".

Table 1

Results of cluster analysis using the "Five-factor Personality Questionnaire" method (R. McCrae and P. Costa)

| Scales | | | Average values for clusters | | The value of t-Student criterion |
|--------|-----------------------|---------------------|--|--|----------------------------------|
| | | | Cluster 1 (Achieved Identity) n = 30 | Cluster 2 (Pseudo- Identity) n = 9 | |
| 1 | Introversion | Extroversion | 53,6 | 58,2 | 1,08466 |
| 2 | Isolation | Association | 47,3 | 43,8 | 1,126981 |
| 3 | Impulsiveness | Self-control | 56,1 | 59,4 | 0,92931 |
| 4 | Emotional instability | Emotional stability | 54,8 | 52,2 | 0,630345 |
| 5 | Expressiveness | Practicality | 60,6 | 51,1 | 5,248995 |

Such indicators characterize law enforcement officials as: realists; well adapted in everyday life; soberly and realistically looking at life; they believe in material values more than abstract ideas; also, they are worried about their material problems; work hard and show perseverance, realizing their plans; such people do not like sudden changes in their lives; prefer sustainability and reliability in everything that surrounds them; they are difficult to remove from equilibrium and influence their choice, they seek rational explanations and practical benefits.

Table 2

Results of cluster analysis using the "Five-factor Personality Questionnaire" method (R. McCrae and P. Costa)

| Scales | | | Average values for clusters | | The value of t-Student criterion |
|--------|-----------------------|---------------------|--|--|----------------------------------|
| | | | Cluster 1 (Achieved Identity) n = 31 | Cluster 3 (Premature identity) n = 9 | |
| 1 | Introversion | Extroversion | 53,6 | 54,71 | -0,22605 |
| 2 | Isolation | Association | 47,3 | 47,3 | 0,001162 |
| 3 | Impulsiveness | Self-control | 56,1 | 56,7 | -0,16112 |
| 4 | Emotional instability | Emotional stability | 54,8 | 58,8 | -1,0072 |
| 5 | Expressiveness | Practicality | 60,6 | 48,3 | 6,864043 |

Table 2 shows that the t- Student criterion is $t = 6.864043$, that is, such data are statistically significant and give us reason to assert that law enforcement officials with an "achieved" professional identity have a high level of practicality, which is different from law enforcement officials with the status of a "premature" professional identity. This gives grounds for confirming our first hypothesis about the high level of practicality among law enforcement officials with "achieved" professional identity.

In Table 3 we can observe that t- Student criterion is $t = 2.00249$, which is statistically significant and indicates that law enforcement officials with a status of

professional "pseudo-identity" have a higher level of emotional stability than law enforcement officials with the status of "premature" professional identity.

Table 3

Results of cluster analysis using the "Five-factor Personality Questionnaire" method (R. McCrae and P. Costa)

| Scales | | | Average values for clusters | | The value of t-Student criterion |
|--------|--------------------------|------------------------|--|--|----------------------------------|
| | | | Cluster 2 (Pseudo- Identity) n = 9 | Cluster 3 (Premature identity) n = 9 | |
| 1 | Introversion | Extroversion | 58,4 | 54,7 | 0,67 |
| 2 | Isolation | Association | 43, 7 | 47,3 | -0,75481 |
| 3 | Impulsiveness | Self-control | 59, 4 | 56,7 | 0,577759 |
| 4 | Emotional instability | Emotional stability | 52,3 | 58,9 | -2,00249 |
| 5 | Expressiveness | Practicality | 51,1 | 48,3 | 0,8822529 |

The next statistically significant indicator $t = 0,8822529$, which means that law enforcement officials with a "pseudo-identity" have a higher level of practicality than law enforcement officials with "premature" professional identity.

Table 4

Results of cluster analysis using the "Five-factor Personality Questionnaire" method (R. McCrae and P. Costa)

| Scales | | | Average values for clusters | | The value of t-Student criterion |
|--------|--------------------------|------------------------|--|------------------------------------|----------------------------------|
| | | | Cluster 2 (Pseudo- Identity) n = 9 | Cluster 4 (Moratorium) n = 5 | |
| 1 | Introversion | Extroversion | 54,7 | 59,0 | 0,70283 |
| 2 | Isolation | Association | 43,7 | 56,2 | 1,36505 |
| 3 | Impulsiveness | Self-control | 56,7 | 57,7 | 0,20014 |
| 4 | Emotional instability | Emotional stability | 58,9 | 54,7 | 2,401697 |
| 5 | Expressiveness | Practicality | 48,3 | 54,7 | -1,8457 |

In Table 4, we can observe that the t- Student criterion is $t = 2.401697$, which is statistically significant and gives us reason to assert that law enforcement officials with "pseudo-identity" have a higher level of emotional stability than law enforcement officials with the status of "moratorium". That is, it can be noted that the first empirical hypothesis of our study was confirmed, as evidenced by statistically significant indicators recorded by us in the average values according to tables 1-4.

In Table 5 we can see that the indicators on the "Management", "Stability of Work", and "Challenge" scales are statistically significant ($t = 1,4999$; $t = 1,17925$; $t = -2,1098$) and indicate the following: law enforcement officials with a "diffuse" professional identity have higher scores on the "Challenge" scale than those with the status of "moratorium"; law enforcement officials with a professional status "moratorium" have a higher level of "Stability of the work place" scale than employees with a "diffuse" professional identity; law enforcement officials with

the status of "moratorium" have statistically higher indicators on the scale "Management" than those with "diffuse" identity.

Table 5

Results of cluster analysis using the "Diagnostics of value orientations" method

| Scales | Cluster 4 (Moratorium) n = 5 | Cluster 5 (Diffuse) n = 5 | t-Student criterion |
|-----------------------------|---------------------------------|------------------------------|---------------------|
| Professional competence | 6,8 | 5,9 | 0,5096 |
| Management | 6,2 | 4,2 | 1,4999 |
| Autonomy | 5,2 | 4,3 | 0,6555 |
| Stability of the work place | 7,0 | 6,3 | 0,383611 |
| Stability of residence | 6,0 | 4,5 | 1,17925 |
| Service | 6,0 | 6,0 | 0 |
| Integration of life styles | 5,1 | 5,2 | -0,30303 |
| Challenge | 4,3 | 7,2 | -2,1098 |

These results make it possible to characterize law enforcement officials with "diffuse" professional identities as being "challenged" people. For some people, the challenge is hard work, for others, it is competition and interpersonal relationships. They are oriented towards the solution of consciously complex tasks, overcoming obstacles for the victory in a competitive struggle, feel prosperous only when they are constantly involved in solving difficult problems or in a situation of competition. Law enforcement officials with the "moratorium" status have an orientation to integrate the efforts of other people in their professional activities. According to the results of value orientations diagnostics, law enforcement officials with "diffuse" professional identity and "moratorium" have high rates on the "Stability of work" scale, that is, they are in need of security and protection, also they are inclined to predict their professional activities and seek a permanent place of work with the minimum dismissal probability. It is precisely this need for security and stability that limits the choice of career choices. Such circumstances can be considered through the prism of an unstable situation in the extreme, especially by relying on a series of political reforms that fall into the hands of employees of state-political institutions.

Table 6

Results of cluster analysis using the "Diagnostics of value orientations" method

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 2 (Pseudo- Identity) n = 9 | t-Student criterion |
|-----------------------------|---|---------------------------------------|---------------------|
| Professional competence | 6,0 | 5,4 | 0,5963 |
| Management | 5,6 | 6,5 | -0,93157 |
| Autonomy | 5,7 | 4,6 | 1,12296 |
| Stability of the work place | 7,6 | 7,2 | 0,447325 |
| Stability of residence | 5,4 | 5,9 | 0,043533 |
| Service | 4,6 | 4,5 | 0,1083 |
| Integration of life styles | 6,4 | 5,4 | 0,38677 |
| Challenge | 4,8 | 5,5 | -0,8604 |

In Table 6 we can see that a statistically significant indicator on the scale "Autonomy" was received. The value of t-Student criterion is $t=1,122296$. It means that law enforcement officials with an "achieved" professional identity have a higher level of autonomy than employees with a professional "pseudo identity" status. The following trend is also observed: law enforcement officials with "achieved" identity and "pseudo-identity" have high rates on the "Professional competence" scale. We can say that law enforcement officials are professionally competent in their work, due to the availability of skills and talents in their activity. They are especially happy when they are successful in the professional field, seeking recognition of their talents, which must be expressed in the status of corresponding skills. Consequently, our sixth hypothesis, which says that law enforcement officials with an "achieved" professional identity have a high level of professional competence, in contrast to law enforcement officials with a "diffuse" professional identity, who have a high level on the scale of "Challenge", finds its mathematical and statistical justification (see tables 5-7).

Table 7

Results of cluster analysis by the "Locus control" method (J. Rotter)

| Types of locus control | Cluster 1 (Achieved Identity) n = 30 | Cluster 2 (Pseudo-Identity) n = 9 | t-Student criterion |
|---------------------------|--|---|------------------------|
| Internality / Externality | 52,6 | 46,9 | 1,659082 |

Table 7 clearly shows that law enforcement officials with "achieved" professional identities have higher indicators of the internal locus control than law enforcement officials with the status of "pseudo-identity". Such an indicator is not statistically significant, which is why we can conclude that the law enforcement officials with "pseudo-identical" and "achieved" professional identity have an external locus control. Such indicators suggest that our empirical hypothesis: law enforcement officials with "achieved" professional identity have a high level of internal locus control, unlike law enforcement officials with a "pseudo-identity" status that have a high level of extraversion, was not confirmed. It indicates that any situation of law enforcement officers who are externals is desirable as externally-stimulated, and in case of success, the demonstration of their personal abilities is taking place.

Table 8

Results of cluster analysis by the "Locus control" method (J. Rotter)

| Types of locus control | Cluster 4 (Moratorium) n = 7 | Cluster 5 (Diffuse) n = 5 | t-Student criterion |
|---------------------------|---------------------------------|------------------------------|------------------------|
| Internality / Externality | 52,6 | 56,5 | -2,10857 |

In Table 8 we can see that we have obtained a statistically significant indicator of the t-Student criterion, which is equal to $t= -2,10857$. It testifies that law enforcement officials with a "diffuse" professional identity have an external locus control, different from those law enforcement officials with the status of "moratorium". However, the indicators of law enforcement officials with the status

of "moratorium" professional identity also tend to externally locus control. Thus, in the course of processing the results, most law enforcement officials had external locus control. This suggests that law-enforcers are characterized by external-oriented protective behaviour, as an attribute of the chance for success. Recognition and support for such people is very necessary in their professional activities. Such results, unfortunately, are not comforting and do not allow prosecutors to rethink their life benchmarks and analyze their behaviour, and for us it is the starting point for psycho-correction work with law enforcement officers.

Table 9

**Results of cluster analysis by the "Professional activity" method
(K. Zamfira in the modification of A. Reana)**

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 2 (Pseudo- Identity) n = 9 | t-Student criterion |
|------------------------------|--|--|------------------------|
| Internal motivation | 2,3 | 3,0 | 0,3193 |
| External positive motivation | 3,1 | 3,0 | 0,2595 |
| External negative motivation | 1,2 | 3,1 | -0,5843 |

Thus, from our study it follows that law enforcement officials with an "achieved" professional identity and "pseudo-identity" have an internal and external positive component in the motivational aspect of their professional activities. Such results indicate that law-enforcers are in a state of joy, satisfaction from their work, and the tendency toward an external positive component indicates that their behaviour is driven by material goods and social factors such as: status, prestige, power. However, law enforcement officials with "pseudo-identity" can observe a tendency to increase external negative motivation expressed in the form of fear of sanctions.

Table 10

**Results of cluster analysis by the "Professional activity" method
(K. Zamfira in the modification of A. Reana)**

| Scales | Cluster 3 (Premature identity) n = 9 | Cluster 4 (Moratorium) n = 7 | t-Student criterion |
|------------------------------|--|---------------------------------|------------------------|
| Internal motivation | 3,25 | 2,9 | 2,008316 |
| External positive motivation | 3,0 | 3,1 | -0,33441 |
| External negative motivation | 2,75 | 3,8 | -1,50483 |

In Table 10 we can see that we have obtained statistically significant indicators of t-Student criterion equal to $t = 2.0083116$ and $t = -1.504483$. The first positive indicator indicates that the internal motivation of law enforcement officials with a "premature" professional identity is higher than that of law enforcement officials with a moratorium status. Such results indicate that law-enforcers with the status of a "premature" professional identity are in a state of joy and satisfaction from their work. They are happy to go to work and carry out their duties, and professional activity correlates with their interests. The second statistically significant negative index $t = -1,50483$ suggests that subjects with a

moratorium status have external negative motivation, different from the subjects with the status of "premature" identity. Such results characterize law enforcement officials as people whose motivational activity is reinforced by fear in the form of sanctions: reprimand, dismissal, etc.

Table 11

Results of cluster analysis by the "orientation styles of professional communication" method (S.A. Druzhilova)

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 3 (Premature identity) n = 9 | t-Student criterion |
|-------------------------------------|---|---|---------------------|
| Focusing on action | 7,6 | 6,1 | 1,143279 |
| Focusing on people | 10,2 | 11,0 | -0,43176 |
| Focusing on process | 8,2 | 7,4 | 0,603467 |
| Focusing on the perspective, future | 6,8 | 9,1 | -1,94333 |

In Table 11 we can see the statistically significant t-student criterion, which is $t = -1.9433$. It says that people with "premature" professional identity focus on the future, discussing the concept of big plans, innovations, various issues, new methods, alternatives. They are versatile and creative personalities, have a developed idea, also, they are full of ideas, but they are not always realistic and sometimes difficult to understand. Also, it is clear from the table that law enforcers with the status of an "achieved" professional identity, and this was half of our sample (50%), are more oriented towards people in professional and business communication. That is, they are emotional, sensual and empathic to people who seek help from them, psychologically oriented to the resolution and understanding of human problems and needs.

Table 12

Results of cluster analysis using the "Assessment of the harassment level" method (V.K. Gerbachevskiy)

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 2 (Pseudo- Identity) n = 9 | t-Student criterion |
|------------------------------------|--|--|---------------------|
| Internal motive | 13,8 | 14,2 | -0,77175 |
| Cognitive motive | 10,5 | 12,0 | -0,81826 |
| Competitive motive | 10,0 | 7,2 | 2,59782 |
| The motive for activities changing | 7,7 | 5,625 | 1,261974 |
| Self-esteem motive | 9,9 | 7,625 | 1,270423 |
| The significance of the results | 8,8 | 10,1 | -0,72081 |
| Voluntary effort | 8,4 | 8,9 | -0,34005 |
| Assessment of the achieved results | 9,3 | 8,4 | 0,518842 |
| Assessment of the potential | 8,4 | 8,4 | 0,050686 |
| Level of efforts mobilization | 9,4 | 10,5 | -0,62141 |
| The regularity of the results | 8,3 | 7,4 | 0,604231 |
| Initiative | 9,1 | 6,7 | 1,507273 |
| Avoiding motive | 8,9 | 10,3 | -0,83969 |

Table 12 shows that we obtained a statistically significant t-student criterion $t = 2,59782$, which leads us to conclude that law enforcement officials with an "achieved" professional identity have a higher level of competitive motivation than those with "pseudo-identical". It has been established that subjects with "achieved" professional identity have higher indicators of cognitive and competitive motives than those surveyed with "pseudo-identical". Such results suggest that law enforcement officials quickly become involved in work and learn new material, they are ready to accept atypical decisions, also they are determined and confident that there is an exit in any problem situation, and any task can have several ways to solve it, while experiencing the potential and desire to act.

Table 13

Results of cluster analysis using the "Assessment of the harassment level" method (V.K. Gerbachevskiy)

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 3 (Premature identity) n = 9 | t-Student criterion |
|------------------------------------|--|--|------------------------|
| Internal motive | 13,7 | 12,0 | 1,207138 |
| Cognitive motive | 10,5 | 9,1 | 0,789436 |
| Competitive motive | 10,0 | 9,1 | -1,45755 |
| The motive for activities changing | 7,9 | 8,0 | -0,01618 |
| Self-esteem motive | 9,8 | 8,6 | 0,700033 |
| The significance of the results | 8,8 | 8,8 | 0,014139 |
| Voluntary effort | 8,4 | 8,5 | -0,05248 |
| Assessment of the achieved results | 9,3 | 8,4 | 0,511899 |
| Assessment of the potential | 8,5 | 13,8 | -2,86058 |
| Level of efforts mobilization | 9,5 | 9,8 | -0,19549 |
| The regularity of the results | 8,3 | 7,3 | 0,710446 |
| Initiative | 9,2 | 11,5 | -1,20859 |
| Avoiding motive | 8,9 | 12,0 | 1,207138 |

Table 13 shows that we obtained a statistically significant t-student criterion, which is $t = -2.86058$. This suggests that law enforcement officials with "premature" professional identity have higher indicators for assessing their potential than workers with "achieved" professional identities. Such indicators can characterize law enforcement officials as people who have the strength and the will to act. They have a sense of fullness, determination and spirit to act by building their professional career.

Table 14

Results of cluster analysis using the "Assessment of the harassment level" method (V.K. Gerbachevskiy)

| Scales | Cluster 1 (Achieved Identity) n = 30 | Cluster 5 (Diffuse) n = 5 | t-Student criterion |
|--------------------|--|---------------------------------|------------------------|
| Internal motive | 13,7 | 13,2 | 0,35861 |
| Cognitive motive | 10,5 | 9 | 0,763531 |
| Competitive motive | 10,0 | 5,7 | 1,092134 |

| | | | |
|------------------------------------|-----|------|----------|
| The motive for activities changing | 7,9 | 8,0 | -0,0149 |
| Self-esteem motive | 9,9 | 8,3 | 0,737503 |
| The significance of the results | 8,9 | 8,7 | 0,054989 |
| Voluntary effort | 8,4 | 9,8 | -0,79947 |
| Assessment of the achieved results | 9,3 | 8,3 | 0,473167 |
| Assessment of the potential | 8,4 | 12,8 | -2,18663 |
| Level of efforts mobilization | 9, | 13,2 | 0,35861 |
| The regularity of the results | 8,3 | 5,2 | 1,092134 |
| Initiative | 9,1 | 8,0 | -0,0149 |
| Avoiding motive | 8,9 | 8,3 | 0,737503 |

As it can be seen from Table 14 we have obtained a statistically significant t-student criterion, which is $t = -2,18663$. This suggests that law enforcement officials with "diffuse" professional identity have higher indicators of internal potential than workers with "achieved" professional identity. Such law enforcement officials are characterized as people who have the strength and the will to act. They have a sense of fullness, determination and spirit to act by building their professional career.

Table 15

Results of cluster analysis using the "Assessment of the harassment level" method (V.K. Gerbachevskiy)

| Scales | Cluster 2 (Pseudo- Identity) n = 9 | Cluster 5 (Diffuse) n = 5 | t-Student criterion |
|------------------------------------|--|---------------------------------|------------------------|
| Internal motive | 14,75 | 12 | 1,609414 |
| Cognitive motive | 12 | 9,125 | 1,342366 |
| Competitive motive | 10,375 | 9,125 | 0,724388 |
| The motive for activities changing | 5,625 | 8 | -1,2327 |
| Self-esteem motive | 7,625 | 8,625 | -1,28812 |
| The significance of the results | 10,125 | 8,75 | 0,699509 |
| Voluntary effort | 8,875 | 8,5 | 0,189682 |
| Assessment of the achieved results | 8,375 | 8,375 | 0 |
| Assessment of the potential | 8,375 | 13,75 | -2,09285 |
| Level of efforts mobilization | 10,5 | 9,75 | 0,284382 |
| The regularity of the results | 6,625 | 7,25 | -2,01472 |
| Initiative | 10,375 | 11,5 | 1,481111 |
| Avoiding motive | 14,75 | 7,375 | 1,609414 |

As it can be seen from Table 15, we have obtained statistically significant t-student criterion which equals to $t = -2,092928$ and $t = -2,0147$. The first statistically significant indicator $t = -2,09285$ shows that law enforcement officials with a "diffuse" professional identity have higher values of "internal potential assessment" on the scale than those with "pseudo-identity". The second statistically significant indicator $t = -2,0147$ indicates that law enforcement officials with a "diffuse" professional identity have higher values on the "regularity of results" scale than those with "pseudo-identity". Such results make it possible to describe workers with a "diffuse" professional identity as a subject considering causative factors of activity that are instrumental in the course of professional development.

High scores on the "regularity of the results" scale give law enforcement officials with a "diffuse" identity the understanding of the ratio in which the dependence of the outcome depends on the case and on their own capabilities. Such an understanding can be attributed to the current state of affairs, because it represents the results of professional processes of law enforcement officials. Thus, we can say that our fourth empirical hypothesis: law enforcement officials with "achieved" professional identity have a high level of internal and cognitive motives, as opposed to law enforcement officials with "diffuse" professional identity who have a high level of potential assessment, is confirmed and has a mathematical and statistical justification.

Conclusion. So, in our study, we found that law enforcement officials have: a high level of practicality; high level of emotional stability; internal and external positive component in the motivational aspect of their professional activity; high values on the "Challenge" scale; they are more focused on people in professional communication; high indicators of internal cognitive and competitive motives; high indicators of internal potential assessment; high indicators on the "Stability of the work place" scale; professional competence in their professional activity; indicators of the standard control locus, that is they are characterized by external-oriented protective behavior as an attribute of the chance for success.

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ПРОФЕСІЙНА СВІДОМІСТЬ ПРАКТИКУЮЧИХ ПСИХОЛОГІВ-ПОЧАТКІВЦІВ: СПЕЦИФІКА РОЗВИТКУ

Анотація. У статті представлено результати теоретичного аналізу проблеми та емпіричного дослідження розвитку професійної свідомості практикуючих психологів-початківців. Подано визначення поняття «професійна свідомість» та окреслено специфіку професійної діяльності психолога-практика. Розглянуто варіанти професіоналізації практикуючих психологів та специфіку розвитку професійної свідомості психологів-початківців. В ході емпіричного дослідження виявлено ставлення фахівців-початківців до професії психолога-практика. Встановлено, що значна частина респондентів задоволені вибором професії, усвідомлюють власне покликання до обраної сфери професійної діяльності, відчують реалізацію власного внутрішнього потенціалу, мають наміри в майбутньому працювати практикуючими психологами.

Ключові слова: професійна свідомість, практикуючий психолог, психолог-початківець, професіоналізація.

Аннотация. Статья посвящена теоретическому анализу проблемы и эмпирическому исследованию развития профессионального сознания начинающих практикующих психологов. Профессиональное сознание определено как психологическое образование, интегрирующее профессиональные ценности, научно-теоретические знания, программы определенных действий и процедур, знание человека о себе как о представителе определенной профессии. Рассмотрена специфика профессиональной деятельности психолога-практика, а также варианты профессионализации практикующих психологов. В ходе эмпирического исследования выявлена специфика развития профессионального сознания начинающих психологов-практиков.

Ключевые слова: профессиональное сознание, практикующий психолог, начинающий психолог, профессионализация.

Постановка проблеми в загальному вигляді та її зв'язок із важливими науковими чи практичними завданнями. Актуальним завданням сучасної психології є дослідження особливостей професійного становлення фахівця, яке забезпечує його особистісний розвиток та самореалізацію як суб'єкта професійної діяльності. Перед особистістю постають нові вимоги щодо її

N. Tkachenko

Professional identity features of law enforcement officers with different personal characteristics

Background. The main directions of the study of professional identity phenomenon as a psychological construct in the domestic and psychological literature have been considered. The results of the empirical research of peculiarities of the professional identity of law enforcement officers with different personal characteristics have been presented. It has been established that law enforcement officers have high indicators on such a scale of value orientation as "Work Place Stability" and high indicators of the external locus of control. The following professional identity statuses have been identified: "Achieved Identity", "Pseudo Identity", "Premature Identity", "Moratorium" and "Diffusive Identity".

Objectives. Theoretical substantiation and empirical research of peculiarities of the professional identity of law enforcement officers with different personal characteristics.

Method. A survey was conducted with the help of the following psychodiagnostic tools: "Five-Factor Personality Questionnaire "the Big Five" (by R. McCrae and P. Costa); "Locus of Control" (by J. Rotter); "Assessment of the Level of Claims" (by V.K. Gerbachevsky); "Method for the Study of Professional Identity" (by L. B. Schneider); "Method for the Diagnosis of Value Orientations" or "Career Anchor" (by E. Shein); "Method of Professional Activity" (by K. Zamfira in the modification of A. Rean); "Orientation Styles of Professional Communication" (by S.A. Druzhilov).

Sample. 60 people were selected as testers, among them there were 34 men (26-54 y.o.) and 26 women (29-52 y.o.). The work experience of the testers in law enforcement agencies was from 2 years to 22 years.

Results. During the empirical research with the help of the mathematical and statistical procedures of data processing it has been proved that the law enforcement officers with the achieved professional identity are professionally competent in their professional activities and they have higher indicators of the external locus of control as well.

Conclusion. The obtained results testify that in the course of our research the conceptual hypothesis of the work has been confirmed. That is, there are certain peculiarities of professional identity of the law enforcement officers with different personal characteristics.

Keywords: identity, professional identity, statuses, personal characteristics, law enforcement officers.