PROBLEMS OF FORMATION AND DEVELOPMENT OF PERSONALITY

DOI: 10.23888/humJ20192322-331

САМОРАЗВИТИЕ ЮРИСТОВ НА РАЗНЫХ ЭТАПАХ ПРОФЕССИОНАЛИЗАЦИИ

PERSONAL DEVELOPMENT OF LAWYERS AT DIFFERENT STAGES OF PROFESSIONALIZATION

**ПУХАРЕВА Т.С.,
УЛИТИН И.Н.**

Кубанский государственный университет

**PUKHAREVA T.S.,
ULITIN I.N.**

Kuban State University

Аннотация:

В статье представлены результаты психологического исследования саморазвития специалистов юридического профиля. Саморазвитие рассматривается как предиктор профессионализации личности в современных социокультурных условиях, раскрываются особенности саморазвития юристов на разных этапах профессионального пути. Цель исследования – выявление особенностей саморазвития юристов на стадиях профессиональной подготовки, адаптации и стабилизации профессиональной деятельности. В теоретическом обосновании статьи проведен краткий обзор литературы по проблеме саморазвития личности в контексте профессионального развития. Саморазвитие рассматривается авторами как сознательная деятельность человека, направленная на более полную реализацию себя как личности и профес-

Abstract:

The article presents the results of psychological research of self-development of legal specialists. Self-development is considered as a predictor of personality professionalization in modern socio-cultural conditions, the features of self-development of lawyers at different stages of professional development are revealed. The purpose of the study is to identify the features of self-development of lawyers at the stages of training, adaptation and stabilization of professional activity. In the theoretical substantiation of the article a brief review of the literature on the problem of personal self-development in the context of professional development of lawyers.

The empirical study presents the results of the study of self-development of lawyers. The study revealed that internals, compared to adepts and adaptance, and adaptaton,

сионала, предполагающая наличие осознанных целей и нормативных идеалов профессиональной деятельности. Профессионализация личности понимается как процесс формирования профессионального сознания, включения личности в профессию. Подчеркивается, что способность к саморазвитию – часть профессиональной компетентности юриста, обеспечивающая его профессиональную реализацию и профессиональный рост.

В эмпирическом исследовании представлены результаты изучения саморазвития юристов. Выявлено, что у интерналов, по сравнению с адептами и адаптантами, и у адаптантов, по сравнению с адептами, более выражены такие аспекты саморазвития, как общая самоактуализация, ориентация во времени, взгляд на природу человека, автономность, спонтанность и аутосимпатия, контактность и гибкость в общении, потребность в самосовершенствовании. Установлено, что у адаптантов, по сравнению с адептами и интерналами, менее выраженными являются самопонимание и потребность в достижении цели.

В заключении констатируется, что проведенное исследование имеет практическую значимость, поскольку его результаты могут быть учтены при организации карьерного консультирования, психологического сопровождения профессионального обучения и профессиональной деятельности юристов разного профессионального профиля. Также данные будут полезны для юристов в процессе самопознания, психологического самообучения, повышения уровня психологической компетентности.

Ключевые слова:

саморазвитие, самоактуализация, самореализация, самосовершенствование, юрист, профессия, профессионализация, этапы профессионализации, профессиональная компетентность, профессионал.

compared to followers, more pronounced aspects of self-development: total-actualization, orientation in time, look at human nature, autonomy, spontaneity and automate, contactnet and flexibility in communication, need for self-improvement. It is established that adaptants, in comparison with adepts and internals, are less pronounced self-understanding and the need to achieve the goal.

In conclusion, it is stated that the study is of practical importance, since its results can be taken into account in the organization of career counseling, psychological support of professional training and professional activities of lawyers of different professional profiles.

Key words:

self-development, self-actualization, self-realization, self-improvement, lawyer, profession, professionalization, stages of professionalization, professional competence, professional.

Introduction

Many works in philosophy, psychological and pedagogical sciences are devoted to the problems of personal self-development. At the same time, in the changing conditions of social, social and economic life, the questions about the specific features of self-development of personal and professional characteristics of young people remain relevant. Since our research interests are represented by the field of personality psychology of representatives of legal professions, we conducted a theoretical and empirical study of self-development of lawyers at different stages of professional development.

Self-development can be seen as a characteristic of the individual, due to internal activity, awareness, focus on improving their personal qualities, knowledge, skills, and abilities.

Ideas about the importance of self-realization, self-change are presented in the framework of humanistic and existential approaches to the study of man: personality is distinguished by self-determination, self-change, focused on finding individuality and the meaning of existence in the world. C.G. Jung said that every man strives for individuation – the achievement of personal integrity, of its implementation; A. Adler tells about the progress of the individual, which is based on compensatory mechanisms, the need to overcome organic inferiority, striving for superiority or perfection; K. Rogers presents ideas about the cultivation of innate human potential.

In Russian psychology, the study of the phenomenon of self-development is associated with the development of the category of the subject. K.A. Abul'khanova-Slavske is considering self-development as self-realization life of the strategy; according to L.I. Antsyferova, self-development is connected with initiala of their activity, considered to be; Z.I. Ryabikina in the framework of subject-existential approach notes that self-development is determined by the limiting mode of being, the belief system of the individual. From the point of view of B.M. Masterov and G.A. Zuckerman, self-development begins with life and unfolds inside it. At the same time, a person may not be his subject for a long time, sometimes for the whole life, the one who initiates and directs this process [1]. M.A. Shchukina says that in the process of self-development a person maximally realizes himself as the Creator of his Self [2]. V.G. Maralov treats self-development as a process that manifests itself in self-sacrifice, self-actualization, and self-improvement [3].

Thus, self-development is an active transformative activity of the individual, aimed at the disclosure of their own potentials; psychological predictors of self-development are awareness of self-worth, increasing self-efficacy, self-confidence, the development of intuitive skills, communication skills, and positive self-attitude.

Professionalization is interpreted as a process of progressive change of personality under the influence of social, psychological, professional conditions and their own activity, which is aimed at professional improvement. Through

professionalization, a person is attached to professional values, is included in the professional community, forms professional consciousness and professional identity. In the process of professionalization there is a psychological restructuring of the individual from professional self-determination to self-realization in professional activity. In this case, the future specialist can become a professional if his professional development includes the formation of moral qualities and attitudes that allow to solve the personal problem of transition to an active, independent, and responsible professional role [4-6].

The main stages of professionalization include the period of vocational training, the period of adaptation to professional activities and the period of stabilization in the profession. In the psychology of professions, there are adepts – people who have made a professional choice, adaptants – who have completed professional training and are starting professional activities, and internals – specialists with experience in the profession with specific professional achievements [7]. At the stage of professional training, the progress of the individual and his/her professional success in the future provides professional education, which provides for the formation of competencies, allows the specialist to realize himself/herself in the profession, determine strategies for achieving professional goals in conditions of constant changes, and take responsibility for the choice made. At the stage of adaptation to professional activity, it becomes important for a specialist to measure the educational-theoretical and practical knowledge and their solutions, to reassess the level of his own professional competence, personal and professional goals and elections. The stage of stabilization in a positive aspect is characterized by professional achievements, improvement of professional skills, finding a person in the profession, professional satisfaction.

In our opinion, the psychological factors that ensure a person's desire for personal and professional self-development include: a conscious choice of profession, individual career planning, understanding of their social purpose, the adoption of future professional activity as an acmeological priority, professional mobility, installation on professional achievements.

The legal profession belongs to the category of those professions in which the ability to develop oneself as a professional is expressed [8,9]. The specificity of the professional activity of the lawyer is that it takes place within the legal framework, aimed at the implementation of the law, the protection of rights, freedoms and interests of citizens and the state. Lawyers of various professional profiles rely on the extensive base of the current legislation, and its changes, gaps and conflicts require a high level of theoretical and practical knowledge, the ability to constantly retrain and professional self-renewal. It should be noted that the ability to self-development is part of the professional competence of the lawyer. This provision is reflected in the Federal state educational standard fixing professional standards for graduates in the field of

training “Jurisprudence” [10].

Materials and methods

The empirical study involved respondents in the number of 50 people, aged 19 to 46 years, including 26 women, 24 men. The sample was represented by the followers – students-lawyers; adaptatname lawyers with experience of professional activity less than five years; internals – lawyers with professional experience of more than five years.

For the study of self-development were used: diagnosis of self-actualization of personality (A.V. Lazukin in adaptation by N.F. Kalina); diagnosis of the need for self-improvement (G.D. Babushkin); questionnaire needs to achieve (Yu.M. Orlov).

Results and discussion

Below, Table 1 presents the results of the study of self-actualization of lawyers at different stages of professionalization. It is statistically significant that at the stages of vocational training, adaptation and stabilization in the profession, the respondents differ in the severity of the process of self-actualization. As the development of the profession lawyers more show the potential of self-development, realize themselves in life and in the profession, strive to achieve the goals. The differences in respondents' understanding of the value of life “here and now” are significant: adaptants and internals have the highest values on the time orientation scale. Perhaps, entering the profession as much as possible orients lawyers to solve urgent professional problems and the embodiment of the chosen professional role, and professional thinking contributes to the placement of emphasis on the present moment. It is revealed that the respondents have statistically different changes on the scale of “view of human nature”. According to the data, the average rank on this scale is higher among internals – lawyers with experience in the profession more positively and impartially evaluate people in comparison with respondents just entering the professional path. Significant differences in the scales of autonomy and spontaneity among respondents suggest that the feeling of integrity, freedom, personal independence and fullness of life becomes more pronounced in the process of acquiring life and professional experience, confidence, maturity, stabilization in the profession as a whole. According to the scale of self-understanding, the indicator of adaptants is significantly less pronounced, which may indicate a high degree of orientation of adaptive lawyers to the opinion of others and external social standards; a professional crisis associated with rethinking their goals, desires, professional ideas and with the formation of professional identity. Indicators of autosimpathy in the respondents are significantly different: a positive attitude, confidence, sustainable self-esteem are more characteristic of lawyers-internals. Rapport and flexibility in dealing significantly

more pronounced in the internals, compared to adepts and adaptants; and adaptants, compared to the internals. According to this, in the process of professionalization of lawyers increases the ability to self-disclosure and self-expression in interaction with people, predisposition to establish strong and sustainable relationships with others.

Table 1.

**Statistical indicators of differences in self-actualization parameters
among respondents**

Self-actualization options	Adherent	Adaptants	Internals	H-criterion Kruskal-Wallis		
	average rank	average rank	average rank	H	degree of freedom	p
General self-actualization scale	15,63	22,79	39,65	21,174	2	0,000
Orientation in time	13,16	28,76	34,20	21,195	2	0,000
Value	18,29	27,29	26,95	5,045	2	0,080
A look at human nature	19,26	21,85	34,35	9,228	2	0,010
The need for knowledge	23,68	20,79	27,75	1,803	2	0,406
Creativity	21,42	21,38	31,05	4,213	2	0,122
Autonomy	14,08	28,35	33,15	17,380	2	0,000
Spontaneity	16,24	24,21	36,10	15,252	2	0,000
Self-understanding	21,84	17,91	36,15	12,958	2	0,002
Sympathy to his	16,74	22,82	37,50	16,357	2	0,000
Contact	18,29	21,38	37,00	14,979	2	0,001
Flexibility in communication	17,45	24,44	33,40	10,134	2	0,006

Table 2 presents the indicators of differences in the need to achieve the goal of the interviewed lawyers. It is revealed that the respondents have significant differences in the severity of this need. In particular, attention is drawn to the low rate of need to achieve the goal of the adaptants. The possible reason may be that during the period of professional adaptation of young specialists solved are the problems of obtaining professional education, research and employment; important is the development of the professional role, the “device” itself, to the profession, and new prospects and options of a professional career is still insufficiently understood. It should be noted that internals are distinguished by high indicators of this parameter of self-development, the needs for the implementation of personal, professional, life goals and objectives are updated.

Table 2.
Statistical indicators of differences in the need to achieve the goal in respondents

Parameter	Adherent	Adaptants	Internals	H-criterion Kruskal-Wallis		
	average rank	average rank	average rank	H	degree of freedom	p
The need to achieve the goal	23,87	13,76	39,35	23,649	2	0,000

From Table 3 it can be seen that significantly different from the adepts, adaptaton and internals indicators of the severity of needs in self-improvement.

Table 3.
Statistical indicators of differences in self-improvement needs in respondents

Parameter	Adherent	Adaptants	Internals	H-criterion Kruskal-Wallis		
	average rank	average rank	average rank	H	degree of freedom	p
The need for self- improvement	13,42	28,12	34,80	19,954	2	0,000

The need for positive self-change, the construction of the inner world, the desire to improve themselves become the most pronounced in adaptants and internals. Since at the stage of professional training law students are active in acquiring legal knowledge and professional skills, the actual need for self-improvement is not intense.

Conclusion

Thus, as a result of the study, we have identified the features of dynamic manifestations of self-development of lawyers in the process of professionalization. Revealed that internals, compared to adepts and adaptants, and adaptants, compared to internals, more pronounced following aspects of self-development: total-actualization, orientation in time, look at human nature, autonomy, spontaneity and automate, sociability and flexibility in communication, need for self-improvement. It is established that adaptants, in comparison with adepts and internals, are less pronounced self-understanding and the need to achieve the goal.

The results can be taken into account by psychologists and psychological services in the construction of career counseling, psychological support of professional training and professional activities of lawyers of different professional profiles. In addition, these data can be useful for lawyers in the process of self-knowledge, psychological self-education, improving the level of psychological competence.

There is no conflict of interests.

СПИСОК ЛИТЕРАТУРЫ:

1. Цукерман Г.А., Мастеров Б.М. Психология саморазвития. М.: «Интерпракс»; 1995.
2. Щукина М.А. Проблема саморазвития личности в парадигме культурно-исторической психологии // Психологическая наука и образование 2014. Т. 6. № 4. Доступно по ссылке: <http://psyedu.ru/journal/2014/4/Shchukina.phtm> 1. Ссылка активна на 3 февраля 2019.
3. Маралов В.Г. Основы самопознания и саморазвития. М.: «Академия»; 2002.
4. Зеер Э.Ф. Психология профессионального развития. М.: Издательство Академия; 2009.
5. Маркова А.К. Психология профессионализма. М.: МГФ Знание; 1996.
6. Коваль Н.А. Духовность в системе профессионального становления специалиста. Дис. ... д-ра психол. наук. Москва; 1997.
7. Климов Е.А. Психология профессионального самоопределения. Ростов-на-Дону: Издательство «Феникс»; 1996.
8. Пухарева Т.С. Особенности саморазвития юристов с разным уровнем доверия к себе //

REFERENCES:

1. Cukerman G.A., Masterov B.M. *Psihologiya samorazvitiya*. Moscow: "Interpraks"; 1995. (In Russ).
2. Shchukina M.A. Problema samorazvitiya lichnosti v paradigme kul'turno-istoricheskoy psihologii. *Psychological science and education*. 2014; 4. Available at: <http://psyedu.ru/journal/2014/4/Shchukina.phtm> 1. Accessed: 3 February 2019. (In Russ).
3. Maralov V.G. *Osnovy samopoznaniya i samorazvitiya*. Moscow: "Akademiya"; 2002. (In Russ).
4. Zeer E.F. *Psihologiya professional'nogo razvitiya*. Moscow: "Akademiya"; 2009. (In Russ).
5. Markova A.K. *Psihologiya professionalizma*. Moscow: "Znanie"; 1996. (In Russ).
6. Koval' N.A. *Duhovnost' v sisteme professional'nogo stanovleniya specialista* [dissertation]. Moscow; 1997. (In Russ).
7. Klimov E.A. *Psihologiya professional'nogo samoopredeleniya*. Rostov-on-Don: "Phoenix"; 1996. (In Russ).

Прикладная юридическая психология. 2015. №2. С.203-208.

9. Пухарева Т.С. Социально-психологические установки и ценности в контексте профессионального развития юристов // Прикладная юридическая психология. 2016. №1. С. 53-61.

10. Приказ Минобрнауки России № 1511 от 01.12.2016 (ред. от 11.01.2018) «Об утверждении федерального государственного образовательного стандарта высшего образования по направлению подготовки 40.03.01 Юриспруденция (уровень бакалавриата)» (Зарегистрировано в Минюсте России № 45038 29.12.2016).

11. Лесин А.М. Психологическая структура инициативности студентов гуманитарных специальностей // Личность в меняющемся мире: здоровье, адаптация, развитие: сетевой журн. 2019. Т. 7. № 1 (24). Доступно по ссылке: <http://humjournal.rzgmu.ru/art&id=365>. Ссылка активна на 15 марта 2019.

СВЕДЕНИЯ ОБ АВТОРАХ:

Пухарева Татьяна Сергеевна – кандидат психологических наук, доцент кафедры социальной психологии и социологии управления Кубанского государственного университета; 350040, г. Краснодар, ул. Ставропольская, 149. email: puchareva@bk.ru.

Улитин Илья Николаевич – преподаватель института среднего профессионального образования Кубанского государственного университета; 350040, г. Краснодар, ул. Ставропольская, 149. email: iliaylitin1994@gmail.com.

ДАТА ПОСТУПЛЕНИЯ: 12.03.2019

ДАТА ПРИНЯТИЯ В ПЕЧАТЬ: 11.06.2019

ССЫЛКА ДЛЯ ЦИТИРОВАНИЯ:

Пухарева Т.С., Улитин И.Н. Саморазвитие юристов на разных этапах профессионализации // Личность в меняющемся мире: здоровье, адаптация, развитие: сетевой журн. 2019. Т.7, № 2 (25). Доступно по ссылке: <http://humjournal.rzgmu.ru/art&id=374> Ссылка активна на: чч.мм.гггг. doi: 10.23888/humJ20192322-331

8. Puhareva TS. Osobennosti samorazvitiya yuristov s raznym urovnem doveriya k sebe. *Prikladnaya yuridicheskaya psihologiya*. 2015; 2: 208-203. (In Russ).

9. Puhareva TS. Social'no-psihologicheskie ustanovki i cennosti v kontekste professional'nogo razvitiya yuristov. *Prikladnaya yuridicheskaya psihologiya*. 2016; 1: 61-53. (In Russ).

10. Prikaz Ministerstva obrazovaniya i nauki Rossii No 1511 of 01.12.2016 "Ob utverzhdenii federal'nogo gosudarstvennogo obrazovatel'nogo standarta vysshego obrazovaniya po napravleniyu podgotovki 40.03.01 Yurisprudenciya (uroven' bakalavriata)". Moscow; 2016. (In Russ).

11. Lesin AM. The psychological structure of humanities students' initiative // *Personality in a changing world: health, adaptation, development: network journal*. 2019; 7 (1). Available at: <http://humjournal.rzgmu.ru/art&id=365>. Accessed: 15 March 2019.

INFORMATION ABOUT AUTHORS:

Pukhareva Tatiana Sergeevna – PhD (Psychology), Associate Professor of the Department of Social Psychology and Sociology of Management, Kuban State University; 350040, Russia, Krasnodar region, Krasnodar, 149 Stavropol'skaja str.. email: puchareva@bk.ru.

Ulitin Ilya Nikolaevich – Lecturer at the Institute of Secondary Professional Education, Kuban State University; 350040, Russia, Krasnodar region, Krasnodar, 149 Stavropol'skaja str.. email: iliaylitin1994@gmail.com.

PAPER RECEIVED: 12.03.2019

PAPER ACCEPTED: 11.06.2019

REFERENCE FOR CITING:

Pukhareva TS., Ulitin IN. Personal development of lawyers at different stages of professionalization. *Personality in a changing world: health, adaptation, development: a network journal*. 2019; 7 (2). Available at: <http://humjournal.rzgmu.ru/art&id=374> Accessed: dd Month yyyy. doi: 10.23888/humJ20192322-331