

*Larysa A. Afanasenko, candidate of psychological sciences,
assistant professor of the department of Psychology and Social Work of
National University of Life and Environmental Sciences of Ukraine.*

Tel.: 066 781 75 95.

Email: m_lariro@i.ua

Professional identity as a subject of psychological research

Statement of the problem. In the psychological literature, the problem of professional identity is defined as one of the key components of personal development, which is in the organization and integration of man's inner world. The modern trend of psychological thought development associated with the transition from the structural study of personality to the analysis of its functioning as a dynamic system [2; 3; 9]. Strengthening of personal approach in psychology led to the enrichment of the language by concepts that reflect the aspects of personal development areas that had previously not been subjected to psychological analysis.

Analysis of recent researches and publications. The concept of professional identity of individual refers to the problems that are actively studied by philosophers (O.Stoiano) [13], sociologists (T.Fomina) [14], psychologists (V. Zlyvkov, U.Rodyhina, L.Schneider, etc.) [7; 12; 16]. In the context of philosophical teachings this concept is seen as the identification of the individual with a certain type of people from different groups and exclusion, alienation from others, which differ in language, culture, status, interests [13]. The sociological approach of professional identity analysis is understood as a dynamic, multifaceted process of self-detection compliance accordance of the members of professional group, they belonging to those objects which in concrete historical situations are the highest priority for them, while maintaining the perceptions of integrity and uniqueness of the individual "I" [14]. Psychological direction defines this concept

as the need of the individual to express themselves through personalization choosing the conscious professional development vector, which corresponds to its value orientations [15]. However, analysis of the literature shows that the mechanism of professional identity is complex and poorly understood in scientific achievement.

Therefore, **the purpose of the article** is to examine and make theoretical grounding of the concept of professional identity as an activating constant for further self-fulfillment of individual in professional activities.

Statement of the principal material of research. The mechanism of professional identity as a psychological phenomenon has not received a clear definition in the scientific circulation. According to A.Ermolaieva, an internal impulse of a person in professional development is her commitment to integration in the socio-psychological context based on the identification with professionally significant group [6, p. 84]. Professional identity is considered by scientist as the subject of a continued personal and professional development, which appears in the process of professional activities and while acquisition of professional experience. Individual professional development involves the formation of reflective personality capable independently, efficiently and timely implement professional functions with optimal psychological outgoings [10, p. 101]. Herewith, the professional identity occurs by achieving professionalism and serves as a stable coordination of the main elements of professional process. That the scheme of professional identity is the notion to organize and manage the individual's sense according to professional subjectivity [6]. Another approach to the problem of professional identity is represented in the works of L.Schneider [16]. The author considers that professional identity can not be viewed solely as a phenomenon of professionalism. If defining professionalism as the severity of motivational sphere of human, it must be considered as a part of professional identity, but if interpreted in the context of professional self-determination and personal life prospects, then the notion of "professionalism" and "professional identity" is quite correlate.

The above considerations provide grounds to define the professional identity as a semantic condition for professionalism formation that reflects the level of mastering by human of the psychological structure of professional activity and meets social standards and objective requirements. This concept is considered as an integral characteristic of specialist (individual, individuality, personality and stakeholder), that manifests in social activities and communication. Professionalism of human involves not only the achievement of high production performance, but also features of professional motivation, system of aspirations, values, professional self-determination [1; 4; 5; 12].

Therefore, understanding of the process of professional development of the individual within the structural and dynamic approach encourage to the need to analyze the relationship between the concepts of professional self-determination and professional identity.

Professional self-determination is a dynamic process that involves a conscious act of activating internal potential of the individual in the professional achievements of mankind. Selection of profession that performs a person as the result of analysis of internal resources and by their relationship to the requirements of profession is the basis of its self-affirmation in social and professional life.

The writings of K.Abulkhanova-Slavskaya stated that the central point of professional self-appreciation is self-determination, that is, own activity of individual as a conscious desire to occupy a certain socio-professional position [1]. The researcher stresses that from the system of relations (to a professional team, to own place in the team and among other members) depends on identity and professional activity of individual.

So the professional identity conditioned by formation of professional orientations of the individual, modeling of his own future in form of professional image standards construction, correlation of obtained information about the future profession with own capabilities as an active search of alternatives for own professional development. Rationality of professional self-determination depends on the formation of future profession image (availability of knowledge about the

features of professional work and its requirements to the specialist's individuality), which correlates with the image of "I" (presence of knowledge about individual psychological characteristics and their own capabilities) [11].

Thus, the process of professional identity of the individual is the transformation mechanism of professional identity. Therefore the development of professional identity in professional preparation is a part of professional self-determination as an active determination of individual position regarding socially produced values.

According to M.Grebeniuk, the formation of professional identity of the individual runs the following stages [5]:

- Preparatory stage - at this stage occurs the professional identity of individual.
- Stage of profession acceptance – a student readiness to perform professional functions.
- Self-improvement – transition to the necessity of self-diagnosis, self-knowledge, professional self-esteemation etc.
- Self-fulfillment – recession from the reproductive performance of professional activities to the socially useful.

The humanistic approach in psychology allows to interpret the concept of self-realization as human desire to identify and develop his own personal capabilities. The demand for self-fulfillment is a source of individual activity that determines the activities in which this need is met. This process involves the formation of psychological characteristics of the individual in terms of introspective mechanism. Thus, the individual puts personal goal, turns it into a vital task, herewith restructuring his own inner world.

Genetic-psychological approach enables its founder S.Maksymenko to make clarifications on the issue of self-fulfillment and consider it as a natural quality of the individual [8]. Success of professional activities depends on the activity of the individual as a product of intuitive reproductive experience of the individual and the prevailing sense of responsibility for approving decisions [8].

Thus, self-fulfillment serving as an indicator of the internal maturity of the individual as a manifestation of professional identity, providing a stabilizing functions of socialization and integration of subject-object relations in professional activities.

Thus, professional identity is the basis for further identity of the individual in professional area and determined by a number of factors, which include [4]:

1. Professional orientation is determined by the development of skills in implementation of professional activities, past experience, a system of ideas about the profession.
2. Individual psychological characteristics (traits, temperament, features of nervous system, professional characteristics of specialist model).
3. Professional level of training (ideology, success in vocational training, professional skills).
4. Peculiarities of physical development of the individual.
5. Social factors (place of residence, content and nature of professional activity) etc.

Thus, in contradistinction to the process of identification where a person compares himself with others, in the process of self-identification occurs the correlation of himself with himself. As a result of transmission of the main stages of professional identity is formed the image of himself as self-identical, unique personality in terms of professional fulfillment.

Summarizing results of the research made it possible to draw the following **conclusions**.

1. Professional identity assumes fusion of personality with professional activity, when the acquired typical features begin to appear in all other spheres of life and define its ratio to reality. This is the conscious sense of authenticity of themselves and own professional trajectory.

2. Professional identity includes professional image of "I" (perception of himself as a specialist), the image of the profession (perception of the profession, its content, tasks, functions, values) and awareness by individual of the correlation

system of functioning of these concepts as a basis for further fulfillment of individual in a professional activity.

Prospects for further scientific researches are seen in the study of the specifics of planning and construction of the individual's own professional trajectory, criteria and conditions of self-fulfillment depending on educational and professional level of the individual.