

The Significance of Personality's Volitional Qualities in Professional Development

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Annotation: In the structure of professionally important qualities, a special place is given to the volitional qualities of the individual. The manifestation of volitional qualities is determined not only by the motives of a person, his moral attitudes, but also by the innate features of the manifestation of the properties of the nervous system. The study and development of volitional qualities is of great importance for many types of activities, including professional activities of the individual.

Keywords: will, volitional regulation, volitional qualities, endurance, discipline, initiative, classification of volitional qualities, perseverance, self-regulation, professional activity of a person.

Introduction. The professional activity of a person is determined by the specifics of their activity. There are a number of situations that cause emotional stress and require the ability to restrain emotional manifestations [6]. As a rule, these are situations associated with increased responsibility, risk to life (both one's own and the lives of others), the need to make decisions in the face of time pressure, conflict interaction with superiors and subordinates.

According to one of the many definitions that exist today, the volitional qualities of a person are the properties of a person that have developed in the process of gaining life experience and are associated with the realization of the will and overcoming obstacles on the path of life [9].

There are other definitions of the volitional qualities of a person. One of the most successful can be considered the definition of B. N. Smirnov: "The volitional qualities of a person are called specific manifestations of the will, due to the nature of the obstacles to be overcome." But this definition also needs some adjustment, primarily because volitional qualities reflect not so much arbitrary control as volitional regulation associated with intense volitional efforts [11].

In addition, specific manifestations of will can reflect not only the quality, but also the level of volitional efforts. The latter does not determine the essence of each volitional quality, its specific content. Therefore, in order to avoid an ambiguous interpretation of the definition given by B.N. Smirnov, it can be corrected as follows: volitional qualities are features of volitional regulation that manifest themselves in specific specific conditions due to the nature of the difficulty being overcome [7].

Currently, there are various classifications of volitional qualities.

According to V. A. Ivannikov, all volitional qualities can have a different basis and are only phenomenologically combined into a single whole - will [3]. In addition, in some situations a person demonstrates strong-willed qualities, while in others he shows their absence. At the same time, there are volitional qualities as particular (situational) characteristics of volitional behavior and volitional qualities as constant (invariant) characteristics of volitional behavior, that is, as personal properties. (V.A. Ivannikov, E.V. Eidman) [3].

This position is close to the one that D. Yu. Turdimurodov previously stated, who also considers the dynamics of the processes of excitation and inhibition to be an objective basis for distinguishing between volitional qualities. In this regard, he divides volitional qualities into those that cause, enhance or accelerate activity and those that

inhibit, weaken or slow it down [6, 7, 8]. He refers initiative, determination, courage, energy, courage to the first group, endurance, endurance, patience to the second group [5, 6].

Volitional qualities are divided into two large groups associated with the activity and inhibition of unwanted actions and mental processes. The qualities of the first group include decisiveness, courage, perseverance and independence, the qualities of the second group include endurance (self-control), endurance, patience, discipline, organization [9, 10, 11].

Researchers of volitional qualities believe that it is impossible to divide all volitional qualities strictly into two groups. Sometimes, suppressing one action, a person is active in others. Some psychologists are trying to give more generalized classifications and use such grounds as spatio-temporal and information-energetic parameters for this [12, 13].

Among sports psychologists, it is customary to divide volitional qualities according to their degree of importance for a particular sport. Most often they are divided into general and basic ones, notes E. P. Ilyin [1]. The former are related to all types of sports activities, the latter determine the performance in a particular sport. P. A. Rudik, E. P. Shcherbakov referred to the general volitional qualities as purposefulness, discipline and confidence. A. Ts. Pyni considers only purposefulness as a common volitional quality. The main author considers perseverance, perseverance, endurance and self-control, courage and determination, initiative and independence [2].

An attempt to some extent to resolve the situation with the differentiation and classification of volitional qualities using factor analysis was made by V.A. Ivannikov and E.V. Aidman [3]. However, the content side of each property was not considered by the authors, but was accepted by them as something that does not require proof. In this regard, the attribution to volitional qualities of such properties as commitment, adherence to principles, responsibility and efficiency remains questionable.

Other characteristics (calm, energetic) are more related to temperament than to will. In fairness, it should be noted that the authors themselves consider their study as a pilot study.

Another way in solving the problem of classification of volitional qualities is V.K. Kalin. He distinguishes basal (primary) and systemic (secondary) qualities. The first he refers to energy, patience, endurance and courage. The second - perseverance, discipline, independence, purposefulness, initiative, organization. In these qualities, as the author notes, personal self-regulation of activity is most pronounced [4].

Considering volitional qualities as a phenotypic characteristic of a person's available capabilities, as an alloy of innate and acquired, some authors speak of a horizontal and vertical structure of volitional qualities.

The horizontal structure is formed by inclinations, which are the typological features of the properties of the nervous system. But, as E.P. Ilyin, one should not talk about good and bad typological features. It should also be emphasized that each volitional quality has its own psychophysiological structure; some components in different volitional qualities may coincide, others may diverge.

The vertical structure assumes that all volitional qualities have similar three "layers":

- 1) natural inclinations;
- 2) volitional effort, which is initiated by the subject;
- 3) social and personal factors, that is, the motivational sphere of the individual, moral principles.

In each volitional quality, the role of vertical components can be different. So patience is largely determined by natural inclinations (and according to some data, the biochemical characteristics of the body), and perseverance - to a greater extent by motivation (in particular, the need to achieve).

In the psychology of character, many volitional qualities of a person are distinguished. The main, basic volitional qualities of a personality that determine most behavioral acts include purposefulness, initiative, determination, perseverance, endurance, discipline [14, 15, 16].

All volitional qualities are formed throughout the life and activity of a person, and the early age stages of personality development are especially important in volitional development [17, 18]. Like all mental processes, the will does not develop on its own, but in connection with the overall development of the personality [19, 20].

When considering the possibility of the formation and development of volitional qualities, one can proceed from the following provisions:

- volitional qualities are determined by the natural characteristics of a person, on the one hand, and social factors, on the other hand;
- volitional mental properties are stable to the extent that they depend on natural (mainly typological) features;
- in the presence of the necessary personality relationships, it is possible to compensate for any volitional property at the expense of other properties of the individual or with the help of appropriate skills and abilities;
- such compensation can be formed intuitively, as well as purposefully, when such a task is included in the process of professional training.

Conclusions. Thus, the volitional qualities of a person are of great importance in professional activities. They determine the ability of a person to consciously direct their activities in accordance with certain goals, to overcome difficulties and obstacles in work. A developed personality brings to the fore the most significant goals, comprehensively analyzes the conditions of activity, predicts their change, forms an optimal program of activity, directs and controls the system of actions to achieve the goal, in every possible way restrains mental and physical manifestations that interfere with the achievement of the goal, critically evaluates what has been achieved, doing for necessary conclusions.

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