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ПРОБЛЕМЫ ПСИХОЛОГИЧЕСКОГО БЛАГОПОЛУЧИЯ

**МАТЕРИАЛЫ
МЕЖДУНАРОДНОЙ ЗАОЧНОЙ НАУЧНОЙ КОНФЕРЕНЦИИ**

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**МАВЗУСИДАГИ ХАЛҚАРО ИЛМИЙ АНЖУМАН
МАТЕРИАЛЛАРИ**

**PROBLEMS OF PSYCHOLOGICAL WELL-BEING
PROCEEDINGS
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ПСИХОЛОГИЧЕСКОЕ ОБЕСПЕЧЕНИЕ ПРОФЕССИОНАЛЬНОГО БЛАГОПОЛУЧИЯ СОТРУДНИКОВ

Аннотация. Рассматривается проблема изучения профессионального благополучия в современной психологии. Анализ научных публикаций показывает, что проблема определения данного понятия является одной из основных методологических проблем в исследовании феномена профессионального благополучия. Дан обзор основных моделей профессионального благополучия в зарубежной психологии; описаны подходы к определению экологических и личных детерминант благополучия; рассматриваются актуальные вопросы психологической диагностики профессионального самочувствия. Описаны подходы к разработке программ организационного вмешательства, направленных на повышение профессионального благополучия.

Ключевые слова: профессиональное здоровье; позитивная психология; профессиональное благополучие; средовые детерминанты; личностные детерминанты; психологическая диагностика; профессиональное самочувствие; программы организационного вмешательства.

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PSYCHOLOGICAL SUPPORT OF PROFESSIONAL WELL-BEING OF EMPLOYEES

Abstract. The problem of studying professional well-being in modern psychology is considered. The analysis of scientific publications shows that the problem of defining this concept is one of the main methodological issues in the study of the phenomenon of professional well-being. An overview of the main models of professional well-being in foreign psychology is presented; approaches to identifying environmental and personal determinants of well-being are described; the topical issues of psychological diagnostics of professional well-being are considered. Approaches to the development of organizational intervention programs aimed at improving professional well-being are described.

Keywords: professional health; positive psychology; professional well-being; environmental determinants; personality determinants; psychological diagnostics; professional health; organizational intervention programs.

Before embarking on the development of a research design aimed at studying the characteristics of human well-being in professional activity, each re-

searcher must answer several methodological and methodological questions. Next, we will consider these questions and some possible answers to them.

Which aspect of well-being will be studied: physiological (psychophysiological), psychological or social? At first glance, the answer to this question is obvious for a psychologist. In most studies, we see that the subject of research is subjective or psychological well-being in professional activities. But in some cases, it makes sense to study high or low levels of well-being, including from the standpoint of a psychophysiological approach (for example, in studies of occupational stress) or in the context of studying the social level of health (for example, studying the role of organizational culture or the level of social support for the well-being of employees) ... It is also possible to develop a research program from the standpoint of a systematic approach, i.e. consideration of the phenomenon of professional well-being at all levels – physical, psychophysiological, psychological and social. *Is well-being a personality trait or a mental state?* Most researchers agree that when studying health and well-being, these phenomena can be considered, on the one hand, in terms of state, and on the other, at the level of personality traits (dispositions). In other words, the question lies in the choice of one or another “time focus”. For example, when assessing the emotions and feelings experienced by a person (the affective component of well-being), the respondent may be given various instructions: to assess how characteristic certain emotions are for him “in general” or “during the last few weeks / during the last few days / today / in present time”. By specifying a specific and short period of time, we get the result of an assessment of emotional well-being as a state. And by asking a person to evaluate how they feel in most cases, we study well-being as a personal disposition. *What will be the level of generalization in assessing well-being:* an assessment of well-being in general, at the level of a particular sphere of human life (well-being in professional activity) or some specific aspect of it (for example, satisfaction with the level of wages)? Analysis of psychological research, both domestic and foreign, has shown that all of the above approaches are used in the study of subjective well-being in professional activity. There is a quite obvious explanation for this: from a theoretical point of view, the constructs describing well-being with varying degrees of generalization are interrelated. However, it should be borne in mind that the factors of well-being can vary greatly depending on whether we assess professional well-being in general or its individual components. It should also be noted that an analysis of the literature shows that in most cases, the diagnosis of occupational well-being is based on its post-symptom study, i.e. first, the main symptoms (signs) of well-being are highlighted, and then appropriate psychodiagnostic techniques are selected for their diagnosis. At the same time, it is important to understand that the disadvantage of such a diagnosis is that, on the basis of the scattered empirical data obtained, it is rather difficult to describe and interpret the phenomenon of professional well-being as a whole. *What criteria for assessing well-being will be used?* In the study, as indicators of professional well-being can be selected, first, negative indicators; secondly, posi-

tive criteria; and thirdly, negative and positive indicators at the same time. It should be noted that specialists working in the field of occupational health psychology have long paid attention mainly to the negative aspects of the study of occupational well-being: an example of this is the huge number of studies devoted to the study of occupational stress. Currently, however, a growing interest are the constructs that describe the features of positive performance in the workplace: the perceived meaningfulness (PERCEIVED meaningfulness), prosperity (a thriving), authentic happiness (authentic happiness), vitality (resilience), a sense of accomplishment (Sense of accomplishment) and others. At the same time, in our opinion, an adequate conceptual definition of subjective professional well-being should cover a fairly wide range of its structural components, i.e. for greater reliability of the results obtained, it is desirable to include in the research program psychodiagnostic tools that measure both positive and negative criteria. *Assessment of well-being as an affective phenomenon or as an affective-cognitive syndrome?* This formulation of the question brings us back to the choice of one of the approaches to the study of the well-being of the individual in psychology – hedonistic or eudemonistic. In the first case, we study the predominantly emotional component of professional well-being (emotions, feelings, dominant emotional tone or mood, located in the “good – bad” continuum); and in the second, professional well-being is considered as a syndrome that also includes a cognitive or reflexive component (thoughts, judgments, comparisons, attributions, attitudes). The preference for one of these approaches should be determined by the purpose and objectives of the study, as well as the specifics of the professional activity or organizational context in which it is carried out. *The problem of ambivalence in assessing professional well-being.* It should also be noted the importance of studying and comparing the level of professional well-being in different periods of time, as well as analyzing the ratio of its structural components. The similarities or differences between the components of well-being can be studied in two ways. In the first case, we consider what differences are observed in the level of professional well-being over a given time period, i.e. several measurements are taken; and the second analyzes the similarities and differences between the components of well-being, which were assessed at a time.

As noted above, the problem of psychological support for professional well-being is complex and insufficiently studied. The need and effectiveness of preventive measures to maintain health is generally recognized. Unfortunately, however, there is still very little research that addresses the design, implementation, and effectiveness of organizational intervention programs that aim to improve subjective and psychological well-being in the workplace. In this section, we will consider various approaches to solving this issue. In Russian psychology, we managed to find only a few works in which an attempt is made to answer the question of how subjective or psychological well-being can be improved in the context of professional activity. Therefore, below we will provide an overview of the main approaches to improving the well-being of employees in the workplace, described

mainly in foreign studies. *Approach to improving well-being, based on the study of the strengths of the individual* (the Strength-based Approach to Enhancing the Well-for Being). The idea that the level of subjective or psychological well-being is associated with the presence of certain strengths of character (positive personality resources) in a person finds substantiation and empirical confirmation in a number of theories. It probably won't be an exaggeration to say that currently the most popular and widely represented in the scientific literature is the approach to the development of programs for improving the subjective well-being of employees, which is based on the main theoretical and methodological provisions of positive psychology and the classification of personality strengths developed by M. Seligman (M. Seligman) and K. Peterson (S. Peterson). For example, the website of the Institute for the Study of Character Strengths (VIA® Institute on Character) – <http://www.viacharacter.org/www/> – provides an online training program for specialists working with personnel (HR managers, coaches and consultants), whose goal is to develop the skills to use this approach to improve the professional well-being of employees. The program also includes acquaintance with the psychodiagnostic questionnaire “Values in Action”, which allows you to study the conscious perceptions of respondents about their personal merits. Development of programs of development of the strengths of the individual as the basis for improving psychological well-being in professional activities can also be based on a *model research center Gallup* (Gallup). The model is based on the ideas of the founder of the center – the American psychologist Donald Clifton (of Donald Clifton). The strong side is operationalized in it as the ability of a person to consistently obtain results close to ideal in a certain field of activity. At the same time, a key factor in the development of personality strengths is the identification of the so-called dominant talents, which are defined as the most natural models of thinking, feeling and behavior for a person, which can be used by him in activities with the greatest return. The main idea is that in order to turn talents into strengths, a specialist needs to make efforts for their development and subsequent improvement, and the organization can help him in this, including in the practice of personnel management the tools developed by the center. For example, the center provides advisory assistance to organizations in developing an integrated approach to improving the well-being of its employees, which includes: individual advice for employees, line managers and top managers; organizing workshops to identify the growth potential of working groups; development of training programs (including e-learning); training of certified coaches (Gallup-Certified Strengths Coach). According to a study by the Gallup Institute, only 20% of company employees are engaged in work that matches their personal strengths. Consequently, there is tremendous growth potential in organizations that can be used not only to increase productivity, but also to improve employee well-being. *Prospects for the development of organizational intervention programs aimed at improving the professional well-being of employees*. In conclusion, we list some relevant areas, the

ideas of which are currently being tested in practice and are likely to become more widespread in the coming years:

– coaching is increasingly mentioned in scientific publications as a method that is used by modern organizations along with more traditional mentoring practices not only as a technology for personnel training and development, but also as an approach to solving issues related to the preservation and / or growth of the subjective well-being of employees. Health coaching is an integral part of comprehensive behavioral management programs, the main goal of which is to achieve long-term changes in health-related behavior. The main argument in favor of the increasingly widespread introduction of coaching technologies into the practice of psychological support for the professional well-being of employees is that the non-directive style of interaction between the coach and the client reduces resistance to change (including reactive resistance or reactance associated with a person's desire to be independent and resist coercion). externally and enhances the effectiveness of intervention programs. It is now well established itself in the context of organizational technology coaching, based on motivational interviewing (motivational Interviewing-based health coaching);

– cognitive-behavioral therapy, the basic principles of which can form the basis of a training program for employees aimed at improving the well-being and job satisfaction of employees by changing work-related thoughts, attitudes, attitudes and behavior strategies that arise and are implemented in the context of professional activity.

In conclusion, we note that the article attempts to analyze only some of the most significant problems in the study of professional well-being in psychology, giving a general idea of the main methodological and methodological questions that need to be answered by modern theorists and practitioners. Perhaps this article will serve as an occasion for discussion in the professional community about approaches to the study of psychological well-being in professional and organizational contexts.

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