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THE HARDINESS OF PERSONALITY AS A NECESSARY COMPONENT OF PROFESSIONAL AND LIFE SELF-FULFILLMENT UNDER WAR CONDITIONS

ABSTRACT

The article examines the issue of formation and development of the hardiness of personality as a professional component of the training of students in higher education under war conditions. The trends of the modern world and the challenges currently facing the personality are presented. An analysis of theoretical approaches to the construct 'hardiness of personality' by foreign and domestic scientists was carried out. The content and structural characteristics of the hardiness of personality are singled out. The basic definition of the concept of 'hardiness of personality' and directions of its development in accordance with the today's realities are proposed.

KEYWORDS

personality, student, higher education, hardiness, motivation, beliefs.

INTRODUCTION

The trends of the modern world are constantly accelerating the personality life. The integration of the personality into the informational environment, constant movement and development of high technologies contribute to the rapid transmission of information as a political, economic, public, social content in the world [2]. The excessive concentration of such situations exceeds the level of capabilities and resources of the individual, who opposes these situations, which causes negative consequences. This creates threats to the stable existence of the personality and creates extreme conditions for its existence and stimulates stress.

Studying the personality ability to overcome difficulties in life, scientists refer to such concepts as freedom, awareness of choice, responsibility, obligations, finding meaning in life, which undeniably refers to the hardiness of personality.

The term 'hardiness of personality' was introduced into scientific circulation not so long ago, about thirty years ago. However, many scientists have already managed to conduct research on this personality trait. For instance, a longitudinal study of managers of a large telecommunications company in the state of Illinois (Illinois Bell Telephone Company – IBT) [1]. In connection with the change in the legislation, the employees of this company were deliberately notified of a significant reduction in personnel within several months. This situation contributed to the development of somatic diseases, provoked distress reactions, mental disturbances in employees awaiting their fate. This fate befell only two-thirds of the employees who were in this situation. A third of the study participants showed the opposite effect: these employees began to improve their performance, their resources were activated, they worked and felt better than ever. It is on the basis of this sample that S. Maddi was able to establish the difference between 'afflicted' employees and 'successful' ones, to highlight the key factors of sustainability and to highlight the feature that affects it. During this study, S. Maddi also found a clear inverse relationship between the severity of the hardiness components and the likelihood of serious illness for an employee exposed to stress during the year. With low expression of all three components, the risk of the disease was 92.5%, with high levels of one, two, and three components – 71.8%, 57.7%, and 7.7%, respectively [1]. These data confirm not only the importance of the components of hardiness, but also the systemic, synergistic nature of their interaction, in which the joint effect exceeds the effect of each component individually.

A study of managers showed S. Maddi that not everyone reacts to stress in the same way: some despair and get bored, while others activate their internal resources and start working better. This stimulated the development of the methodology for a more in-depth and detailed study of hardiness, as well as for the search for relationships of hardiness.

When analysing S. Maddi's methodology for measuring of hardiness, three areas can be distinguished:

1. The connection of hardiness with psychological variables of problems and disorders. In the framework of this direction, a positive connection was found with transform-ational work (the ways of coping with a difficult situation were measured using the 'Ways of Coping Checklist'), with creativity and innovation (based on the tested methods of action with various types of objects), a fairly stable sense of human inclusion and experiencing the actions taking place as the results of one's actions and choices as a way to learn new things, ego strength,dominance,social desirability and social responsibility (scales of the MMPI-II and MCMI-III questionnaires); the negative relationship was related to the level of tension, displacement, authoritarianism, susceptibility to cardiovascular diseases, with problems at work, depression, anxiety and addiction; it was found that vitality is not related to a person's innate vulnerability to diseases; a high level of subjective stress and a low level of hardiness were a reliable way of predicting the development of somatic diseases;

2. The connection of hardiness with positive personality characteristics. S.Maddi examined the relationship of hardiness with similar constructs and personality traits:

sense of connectedness, optimism, self-efficacy, resilience, religiosity, etc.; many of the mentioned personality traits have a similar nature, cause and method of action, but still there are certain differences, in particular, a sense of connectedness characterizes the potential for healthy development and psychological stability, but it is based on understanding and acceptance, and life stability, in turn, is brighter and deeper. intervention in problems; also S. Maddi compares the capacity of optimism and resilience to predict coping strategies, research has shown that, firstly, not all coping strategies can be predicted on the basis of a person's optimism, and secondly, the predicted ability of resilience is markedly higher than expected capacity for optimism; self-efficacy or a person's confidence in the ability to perform a certain activity is often correlated with one of the components of hardiness – control; control is a general disposition, when self-efficacy is contained within certain activities; self-efficacy is close to the component of control, but its relationship with the two remaining components – involvement and risk-taking remains unclear; studying resilience, S. Muddy distinguishes this concept from hardiness due to the fact that it is more related to behavioural reactions and is problematic, as written by S. Maddi and D. Khoshaba in the book 'Resilience at Work [1].

Hardiness, in turn, is the solution to the problems, an answer to questions about mechanisms of hardiness.It worth noted that religiosity, like hardiness, contributes to a person's sense of support. But religiosity finds its source in belief in the supernatural, and the source of sustainability is a person's personal efforts, his organization and generalization of the picture of the world. Both religiosity and hardiness contribute to protection against stress and tension, but they act rather in parallel, independently of each other, enhancing the coping effect.

3. The relationship between hardiness and environmental variables. The connection between the hardiness of people and the success of activities in various spheres has been revealed. Thus, studies conducted by S. Maddi show that hardiness contributes to better self-regulation of activities in stressful conditions, as well as in monotonous tasks and long waits. With pronounced components of hardiness, a person better navigates in a difficult situation and shows better results in life and professional self-realization.

 The concept of hardiness as a psychological phenomenon began to be considered quite recently. In the early 80s of the 20th century, the term 'hardiness' was introduced into the conceptual apparatus of psychological science by American psychologists Suzanne Kobasa and Salvatore Maddi [5]. Currently, in psychological science there is no unified vision of the essence of this concept, since its meaning is similar to different terms, different times, introduced into the conceptual apparatus of psychological science and philosophy: 'The Courage to Create' (R. May), 'Sein und Zeit' (M Heidegger). A new phenomenon from the point of view of the theoretical positions of existential psychology and stress psychology appears based on the use of the philosophical concept of courage (German existentialist philosopher Paul Tillich). Later, S. Maddi begins to operate with a new concept and develops a model of hardiness. In the framework of this model, hardiness is considered as 'those beliefs of a person that allow to remain active and prevent the negative consequences of stress' [3]. It is appropriate to take into account that the above-mentioned components of hardiness originate from childhood and adolescence – this is the most favorable period for the development of components, although it is quite possible to increase the level of involvement, control or risk-taking at an older age.

One of the key factors in the development of these components is the relationship between children and parents: the acceptance and support of the child by the parents, the manifestation of love and care for him, the approval of the initiative and the desire of the child to increase the complexity of the assigned tasks, as well as the saturation of life with impressions, its variability and diversity. Analysing hardiness of personality, S. Maddi noted the expression of three components of hardiness, which prevent the emergence and development of tension in stressful situations.

The first of these components is commitment and S. Maddi defined it as 'the conviction that involvement in what is happening gives the maximum chance to find something worthwhile and interesting for the individual' [4]. It is noted that having a developed component of involvement, a person gets satisfaction from his activity, from the ability to find something interesting for himself in it. In the absence or insufficient development of involvement, a feeling of rejection, alienation from life and events in it may appear.

The second component of hardiness is control. Control is the attitude that there is a chance to influence what is happening, and you should not miss this chance. With a weak expression of this component, a person may 'give up' at every encounter with difficulties. The latter is risk acceptance (challenge) – a person's position in life, which consists in the fact that without overcoming oneself, without leaving the comfort zone, the opportunity and chance of gaining new experience falls sharply. It doesn't matter if the new experience is positive or negative, the individual in any case considers the acquired knowledge to be important, applicable in later life, which constitutes a certain value. Therefore, S. Maddi's postulate is conceptually and practically significant that the basis of resilience is not the denial of stress, as modelling an unreal situation, but the ability to recognize the reality of a stressful situation and courage, as the desire to turn this situation into an advantage for oneself: 'If you change the situation itself is impossible... hardiness takes the form of compensatory self-development, actually hypercompensation' [5].

In his model of hardiness, S. Maddi includes not only the construct of the specified components, but also five main mechanisms that allow the vitality of an individual to have a kind of buffering effect on the development of diseases and the reduction of the overall effectiveness of an individual's activity:
  • Hardiness of belief – appraisal of life changes as less stressful based on engagement, control and risk acceptance.
  • Creation of motivation for a transformational business, which involves openness to everything new, a person's readiness to act actively in a stressful situation (the person's use of life-sustaining coping strategies).
  • Strengthening the immune response through mental and physical mobilization.
  • Strengthening responsibility and care for one's own health (hardiness of health practices).
  • Finding effective social support that will facilitate the transformational process through the development of communication skills [6].

The practical significance of Muddi's model is that the author considers hardiness not just as a psychological phenomenon, but as an important internal resource (attitude) that a person can understand and change in order to maintain his physical, mental and social health. In other words, sustainability in the concept S. Maddi is what gives human life value and meaning in all circumstances [7].

It is worth noting that in the future, scientists conducted various studies that allowed not only to expand the area of understanding of the phenomenon of hardiness, but also to clarify the mechanisms of its action and formation in the structure of a individual's personality.

In particular, within the framework of the concept of stress, A. M. La Greca (1985) studied psychological factors in coping with stress. Western researchers were particularly interested in the problem of the impact of the phenomenon of hardiness on the mental and physical health of a person. Their research 'showed that high activity intensity, pronounced Type A personality characteristics, low level of social support, ineffective coping strategies and low level of the cognitive component of hardiness in a person are indicators on the basis of which a lower level of physical and psychological health can be predicted' [6].

Victor Florian, Mario Mikulincher, and Orit Taubman's [7] study constructs hardiness that allowed us to specify the role of each. Thus, inclusion increases the level of mental health, reduces threat assessment and the use of emotion-focused coping strategies, increasing the role of secondary re-evaluation of events. The expressiveness of control indicator has a positive effect on mental health, causes a decrease in the assessment of the threat of the event, contributes to the re-evaluation of the event and stimulates the use of coping strategies focused on solving problems and seeking support.

It should be noted that there is still no single approach to the description of the psychological phenomenon of hardiness of individual. Psychologists, Teachers, Social Pedagogues, Sociologists, Philosophers, etc. are currently in the discussion field.

The object of the research is the hardiness of personality.

The research aim is to carry out a theoretical analysis of the concept of 'hardiness of personality', to single out the mechanisms of formation and development of hardiness of personality as a necessary component of the professional training of those seeking higher education under war conditions.

Methods of the research entail analysis, synthesis, generalization, observation and conversation.

DISCUSSION

It is generally accepted that hardiness as a personal resource is the basis of motivational orientation .

In the works of domestic scientists, three main directions of interpretation of the phenomenon of hardiness are distinguished:
1. Hardiness as a resource of the individual's potential, which may be in demand in certain situations.
2. Hardiness as an integral psychological property of the individual, which develops on the basis of active interaction with life situations.
3.Hardiness as the ability to social and psychological adaptation, taking into account the dynamics of meaningful self-regulation.

It should be noted that each structural component of hardiness provides its contribution to a positive reassessment by the individual of a negative event that has occurred, and together they ensure the choice of a sustainable coping strategy: 'Hardiness in general contributes to a positive reassessment of the meaning of everything that happened to the individual, for its further growth. This type of coping strategies (most closely related to the search for meaning) is the result of the interaction of all three components [8].

Attention should be paid to the problem of the impact of hardiness on personal choice. A study conducted by a group of existential psychologists made it possible to prove experimentally that 'in a situation of personal choice, hardiness is a factor that determines the willingness to choose a new, unusual situation, a situation of uncertainty as opposed to an indifferent, impersonal choice or a choice of a familiar and familiar situation' [9] This research allowed the authors to rethink the role of resilience, which, in their opinion, is not reduced to a buffer role in a stressful situation, but is 'one of the key parameters of an individual's ability to mature and complex forms of self-regulation, one of the supporting variables of personal potential' [9]. In recent years, research has appeared in domestic science aimed at identifying the peculiarities of the manifestation of the phenomenon of resilience in teenagers and its connection with personal characteristics and health indicators; the hypothesis about the relationship between the components of the vitality of the value orientations of the individual and the tendency to deviant behavior was investigated. The interest of scientists and practitioners in the phenomenon of hardiness is not just exhausted, but will continue to expand in connection with the need to solve various applied tasks, to find answers to the challenges of the times.

It is worth noting that the concept of resilience, introduced by Susan Kobasa [6] and Salvatore Maddi [5], is at the intersection of existential psychology and the applied field of stress psychology and, in our opinion, within the scope of science, theory and practice of social work and social pedagogy.

Scientists S. Maddi and S. Kobasa in the study of managers of a telecommunications company noted that vitality is a personal characteristic that is a general measure of a person's mental health and reflects three life attitudes: involvement, confidence in the ability to control its events, and readiness to risk [5].

The authors of the article, having carried out a theoretical analysis of the concept of 'hardiness of personality', offer the following definition: 'hardiness is a system of attitudes and beliefs of the individual that contribute to inclusion in the process of increased complexity, control and management of this process, as well as the perception of events as positive in nature, so and negative as a social experience for the further growth and development of the individual'[author's].

CONCLUSIONS

Analysing the activity of the individual, we can claim that hardiness provides a person with flexible self-regulation of activity, despite fatigue. In a number of studies [8], it was found that in difficult working conditions, when long waiting can be replaced by monotonous activities, the level of hardiness affects job satisfaction and the experienced level of stress, as well as the effectiveness of activities and job satisfaction in general.

Therefore, hardiness has similar characteristics with various personal constructs. Hardiness has a clear direction of its role and purpose, which contribute to the separation of dependence between its components and the best ways of behaviour of the individual in problematic situations that arise in life.

Currently, under war conditions in Ukraine, the following mechanisms for the formation and development of hardiness of personality as a necessary component of the professional training of students of higher education are sufficiently effective and efficient:
  • Evaluation of life changes as less stressful, development of personal self-regulation and self-realization.
  • Formation of an individual course of action for coping with stressful situations under martial law.
  • Increasing personal responsibility for one's own well-being.
  • Search for social support and development of personal mobility in modern society.
  • Formation and development of professional competence of hardiness by applying and combining theoretical knowledge and practical experience.

Further research in the field of social work and social pedagogy should include the study of the content and structure of professional competence of hardiness of personality under conditions of realities, challenges and social changes.

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„TWARDOŚĆ OSOBOWOŚCI" JAKO NIEZBĘDNY SKŁADNIK SAMOREALIZACJI ZAWODOWEJ ORAZ ŻYCIOWEJ, W WARUNKACH WOJENNYCH

STRESZCZENIE

W artykule podjęto problematykę kształtowania się i rozwoju odporności osobowości, jako komponentu zawodowego kształcenia studentów szkół wyższych, w warunkach wojennych. Przedstawiono trendy współczesnego świata oraz wyzwania stojące obecnie przed osobowością. Dokonano analizy teoretycznych podejść do konstruktu „twardość osobowości" przez naukowców zagranicznych i krajowych. Wyróżniono treść i cechy strukturalne odporności osobowości. Zaproponowano podstawowe definicje pojęcia „twardość osobowości" oraz kierunki jej rozwoju, zgodnie ze współczesnymi realiami.

SŁOWA KLUCZOWE

osobowość, student, wykształcenie wyższe, odporność, motywacja, przekonania.