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FEATURES AND FACTORS OF PROFESSIONAL SELF-FULFILLMENT OF SKILLED PEOPLE

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Abstract

The objective tendencies of social development determine significantly increased attention to the problem of persons' self-fulfillment. Lack of knowledge on this phenomenon dictates the need for its theoretical justification as well as for empirical studies. This paper presents the results of a research aimed at determination of features and factors of professional self-fulfillment of skilled people of different ages and professions.

Key words: *self-fulfillment, professional self-fulfillment, professional development, factors of self-fulfillment, self-fulfillment attributes.*

Introduction

Trends in social development determine significantly increased attention to the issue of a person's innovation potential that is examined both in relation to reality and to him/herself. A question of self-fulfillment becomes increasingly important for every person who sets new goals in life and is able to achieve them, to understand and assert own individuality. However, today there are only few studies of the phenomenon of person's self-fulfillment that are aimed at the determination of its essence as a systemic phenomenon of a higher order in comparison with other similar terms (self-realization, self-actualization, self-development and others). Studies devoted to the phenomenon of professional self-fulfillment, which is one of the most important components and, for most people, is a main form of personal self-fulfillment, have not been carried out nearly at all.

Modern society offers limitless opportunities for personal development and realization in various fields of activities. But at the same time, opportunities offered by society present a person with the necessity of frequent choices, of making decisions on complex issues, challenge a person to find own place in life and find strategies for self-fulfillment. An ability to address effectively these issues is directly related to a personality, to an ability to implement own potential, to understand own desires, to a resource potential, which provides a process of self-fulfillment (Алонцева, 2011).

The researchers noted that the lack of knowledge on self-fulfillment leads to the necessity to perform experimental studies concerning relationships of methods for self-fulfillment achievement with age and personal characteristics of people, and a role of motivational, meaning, personal, biographical factors of self-fulfillment in the context of developmental age, and with the features of individual typological variants of self-fulfillment (Лукина, 2006).

It is believed that the potential of such researches is based on perpetual acceleration of the scientific and technological progress and on rapid economic, social and mental transformations which are specific to the current stage of world society development. Such studies should help to create stable life-purpose way-marks for skilled people with different professions in a changing world, a personal sense of professional self-fulfillment.

One of the leading researchers of self-fulfillment, Gewirth (2009), indicates it as a translation into the reality of the deepest persons' desires and his/her best abilities. He notes

that the searches for a decent human life are the search for self-fulfillment (Gewirth, 2009).

We defined *personal self-fulfillment* as conscious self-development of a person, during which his/her potential is revealed in various spheres of life resulting in permanent achievement of personally and socially significant effects, formation of own “living space”.

Professional self-fulfillment is one of the most important forms of life self-fulfillment, which is characterized by a high level of the manifestation of person’s professional potential in a chosen vocation, development of his/her abilities, merging into the profession, continual demand for his/her professional skills, extensive use of his/her professional experience and achievements by other specialists (Кокун, 2013).

Professional self-fulfillment can take place in two general *forms (ways)*:

- an external professional form (achieving of significant gains in various aspects of professional activities);
- an internal professional form (professional improvement aimed at enhancing of professional competence and development of professionally important qualities).

We identified *10 attributes of professional self-fulfillment*:

1. *Internal professional attributes*:

- 1.1. A need of professional improvement.
- 1.2. Existence of a project for own professional development.
- 1.3. Predominant satisfaction with own professional achievements.
- 1.4. Continuous setting of new professional goals.
- 1.5. Formation of own “life-professional space”.

2. *External professional attributes*:

- 2.1. Achieving of desired professional goals.
- 2.2. Recognition of professional accomplishments by the professional community.
- 2.3. Usage of person’s professional experience and achievements by other specialists.
- 2.4. Manifestation of personal potential and abilities through a chosen profession.
- 2.5. Demonstration of a high level of creativity in professional activities (Kokun, 2013).

In this paper, the present results of the study are aimed at determining of features and factors of professional self-fulfillment of skilled people of different ages and professions.

Object of the research: features and factors of professional self-fulfillment of skilled people of different ages and professions.

Goal of the research: to determine the features and factors of professional self-fulfillment of skilled people of different ages and professions.

Participants of the research:

The research was based on a psychological diagnostic approach *the remote professional diagnostics* (Кокун, 2010) and with usage of the diagnostic site developed by the author <http://prof-diagnost.org>. It was performed from August 2013 to January 2014. Totally, 1183 professionals participated in it. However, for processing of results, only 332 of them (113 men and 219 women) were selected, those who filled in all proposed questionnaires and techniques.

Methods of the research

The study used a questionnaire devoted for professional self-fulfillment determination, a questionnaire to determine a stage and factors of professional formation (Kokun, 2012) and five psychological diagnostic techniques:

- 1) self-efficacy scale of Schwarzer & Yerusalem,
- 2) motivation for professional work (the technique of Zamfir modified by Rean),
- 3) the test for “Communication and organizational skills determination” (KOS-2),
- 4) modification of the questionnaire on professional “burnout” and deformation – MBI and

5) the technique “Studying of satisfaction with profession and work”.

The research data were processed applying the methods of mathematic statistics: descriptive statistics (mean, std. deviation, frequencies), Spearman correlation, independent samples T-test.

Since the results of men and women obtained through the professional self-fulfilment questionnaire were not significantly different (excluding the index “Continuous setting of new professional goals”, which is significantly higher for men ($p \leq 0,01$)), the results are presented without gender differentiation.

Results and Discussion

Features of professional self-fulfillment of skilled people of different age and professions

Comparison of skilled people from different age groups on the base of all indexes of the professional self-fulfillment questionnaire revealed the following: the groups under 25 years, 26-30 years and 31-40 years of age do not have significant differences, and at the same time, they have significantly lower levels for the most of the questionnaire indexes in comparison with the groups of 41-50 years and 51 year of age and older. Therefore, to compare the levels of skilled people professional self-fulfillment and their components in terms of age, we identified two main age groups – 40 year old and younger people and 41 year old and older ones (Table 1).

Table 1. Comparison of skilled people younger than 40 years of age ($n = 265$) with people older than 40 years ($n = 67$) on the base of the indexes of the professional self-fulfillment questionnaire

No	Indexes	Age group (years)	M	t	$p \leq$
1	General level of professional self-fulfillment	≥ 40	71,21	-2,45	0,05
		≤ 41	77,91		
2	Level of internal professional self-fulfillment	≥ 40	36,48	-1,95	0,05
		≤ 41	39,36		
3	Level of external professional self-fulfillment	≥ 40	34,74	-2,66	0,01
		≤ 41	38,55		
4	A need of professional improvement	≥ 40	7,52	-1,97	0,05
		≤ 41	8,27		
5	Existence of a project for own professional development	≥ 40	6,81	-,22	-
		≤ 41	6,91		
6	Predominant satisfaction with own professional achievements	≥ 40	6,15	-2,05	0,01
		≤ 41	7,07		
7	Continuous setting of new professional goals	≥ 40	8,66	-,10	-
		≤ 41	8,69		
8	Formation of own “life-professional space”	≥ 40	7,34	-3,22	0,01
		≤ 41	8,42		
9	Achieving of desired professional goals	≥ 40	7,20	-1,70	0,1
		≤ 41	7,76		
10	Recognition of professional accomplishments by the professional community	≥ 40	6,85	-2,62	0,01
		≤ 41	7,71		
11	Usage of person’s professional experience and achievements by other specialists	≥ 40	6,68	-2,28	0,05
		≤ 41	7,56		

No	Indexes	Age group (years)	M	t	p≤
12	Manifestation of personal potential and abilities through a chosen profession	≥40	7,79	-,54	-
		≤41	7,98		
13	Demonstration of a high level of creativity in professional activities	≥40	6,23	-3,36	0,001
		≤41	7,53		

According to the results, professional self-fulfillment after the age of 40 years increases significantly for the majority of skilled people, which can be considered as a logical phenomenon. Skilled people over 40 years of age have a significantly higher general level of professional self-fulfillment as well as the levels of its two forms (ways) – external and internal professional self-fulfillment.

As for 10 attributes of professional self-fulfillment, the skilled people over 40 years of age show significant ($p \leq 0.05 - 0.001$) increasing of 7 attributes: “A need of professional improvement”, “Predominant satisfaction with own professional achievements”, “Formation of own “life-professional space”, “Achieving of desired professional goals”, “Recognition of professional accomplishments by the professional community”, “Usage of person’s professional experience and achievements by other specialists” and “Demonstration of a high level of creativity in professional activities”. In addition, the most expressed growth is shown by two external attributes: “Formation of own “life-professional space” and “Demonstration of a high level of creativity in professional activities”.

Such attributes of professional self-fulfillment as “Existence of a project for own professional development”, “Continuous setting of new professional goals” and “Manifestation of personal potential and abilities through a chosen profession” increase only slightly with age.

The comparison of the indexes of the professional self-fulfillment questionnaire for skilled people who are at different stages of professional development is even more spectacular. It was found out that the level of professional self-fulfillment grows significantly from the stage of professional adaptation and primary professionalization to the stage of secondary professionalization and then continues to grow at the stage of professional masterhood that can also be considered as natural. These results are in accord with the results obtained by in previous studies, which became the base for the empirically grounded statement that the transition to higher stages of professional formation is related only indirectly to skilled person’s age, but directly with the real growth of their professional skills (Kokyn, 2012). We have a full right to add the increasing of professional self-fulfillment to this statement.

Regarding specific features of professional self-fulfillment of skilled people, it should be noted that the growth of external professional self-fulfillment from one professional formation stage to another is more expressed than that of internal professional one. At the secondary stage of professionalization, in the studied sample, such attributes cancel their increasing as “A need of professional improvement” and “Recognition of professional accomplishments by the professional community”. There are no changes nearly at all at different stages of professional formation for two attributes – “Existence of a project for own professional development” and “Continuous setting of new professional goals”, – which corresponds actually to the results obtained for the age aspect.

There were the interesting results obtained at comparison of selected various professional groups on the base of indexes of the professional self-fulfillment questionnaire for skilled people (Table 2)

Table 2. Comparison of various professional groups on the base of general indexes of the professional self-fulfillment questionnaire

No	Indexes	Prof. group	M	p≤
1	General level of professional self-fulfillment	A	73,37	0.1 - 0.01 B is form A, C - F
		B	65,35	
		C	74,64	
		D	77,11	
		E	75,62	
		F	74,13	
2	Level of internal professional self-fulfillment	A	37,66	0.1 - 0.01 B is form A, C - F
		B	33,52	
		C	37,81	
		D	39,89	
		E	38,10	
		F	37,88	
3	Level of external professional self-fulfillment	A	35,71	0.1 - 0.01 B is form A, C - F
		B	31,83	
		C	36,83	
		D	37,22	
		E	37,52	
		F	36,25	

Note: skilled people with professions: A – a “person-person” type (n = 133); B – a service sector (n = 57); C – a “person-sign” type (n = 54); D – creative occupation (n = 12); E – a “person-mechanisms” type (n = 33); F – working professions (n = 29);

As the results from the table above show, professionals of a service sector have significantly lower general level of professional self-fulfillment than other professional groups, as well as the levels of its two forms (external and internal professional self-fulfillment). The highest indexes of professional self-fulfillment are shown by artists, their indexes exceed the results for other professions, although this difference is not significant (there are no statistically significant levels). These results are obviously logical, because professional duties at servicing have relatively limited opportunities to professional self-fulfillment of skilled people at profession performance. While creative professions, because of their content, give the widest possibilities for self-fulfillment.

Further analysis showed that the specialists of different professions have nearly the same level for the following two of the three attributes of internal professional self-fulfillment: “Existence of a project for own professional development” and “Predominant satisfaction with own professional achievements”. The attributes like “A need of professional improvement”, “Continuous setting of new professional goals” and “Formation of own “life-professional space” have the lowest level of expression for specialists from a servicing sector, the reasons of that we have analyzed above. It should be noted that creative professionals to the greatest extent (at a significant level) are different from other professional groups because they have significantly higher such index as “Continuous setting of new professional goals”.

As for expressiveness of the attributes of external professional self-fulfillment, the specialists of different professions show nearly the same level of the attribute “Recognition of professional accomplishments by the professional community”. Professionals of a servicing sector indicated the lowest level of expression of three attributes (but they do not significantly differ from other professional groups): “Achieving of desired professional goals”, “Usage of person’s professional experience and achievements by other specialists” and “Manifestation of personal potential and abilities through a chosen profession”.

It should also be noted that there is such natural tendency as the highest level of the attribute “Demonstration of a high level of creativity in professional activities” among artists, which, although has not risen to a statistically significant level in our study, but is also quite indicative, and the lowest level of this attribute is among servicing professionals.

Factors of professional self-fulfillment of skilled people

A sufficiently large number of significant correlations were found out between the indicators of professional self-fulfillment and professional self-efficacy and motivation (Table 3).

Table 3. Correlations between professional self-fulfillment and professional self-efficacy and motivation

No	Self-fulfillment indexes	Self-efficacy	Motivation		
			Internal	External positive	External negative
1	General level of professional self-fulfillment	0,33***	0,34***	0,23***	0,06
2	Level of internal professional self-fulfillment	0,37***	0,33***	0,24***	0,02
3	Level of external professional self-fulfillment	0,25***	0,33***	0,25***	0,09
4	A need of professional improvement	0,17**	0,37***	0,32***	0,01
5	Existence of a project for own professional development	0,28***	0,11*	0,01	0,01
6	Predominant satisfaction with own professional achievements	0,49***	0,42***	0,33***	-0,01
7	Continuous setting of new professional goals	0,34***	0,04	0,05	-0,03
8	Formation of own “life-professional space”	0,24***	0,32***	0,19***	0,08
9	Achieving of desired professional goals	0,28***	0,27***	0,19***	0,05
10	Recognition of professional accomplishments by the professional community	0,18**	0,25***	0,12*	0,02
11	Usage of person’s professional experience and achievements by other specialists	0,16**	0,15**	0,06	0,05
12	Manifestation of personal potential and abilities through a chosen profession	0,17**	0,33***	0,22***	0,26***
13	Demonstration of a high level of creativity in professional activities	0,17**	0,33***	0,21***	0,00

Notes: *** – correlation is significant at the level of $p \leq 0.001$; ** – $p \leq 0.01$; * – $p \leq 0.05$.

The level of professional self-efficacy according to the scale of R. Schwarzer and M. Yerusalem ($p \leq 0.01 - 0.001$) correlates at a significant level with all indexes of professional self-fulfillment (with $r = 0.16 - 0.49$). To the greatest extent self-efficacy is related with “Predominant satisfaction with own professional achievements” ($r = 0.49$), with the level of internal professional self-fulfillment ($r = 0.37$), “Continuous setting of new professional goals” ($r = 0.34$) and the general level of professional self-fulfillment of skilled people ($r = 0.33$).

Nearly all indexes of professional self-fulfillment (except the only one – “Continuous setting of new professional goals”) also correlate significantly ($p \leq 0.05 - 0.001$) with internal professional motivation ($r = 0.11 - 0.42$). Here, the strongest relations also are registered with “Predominant satisfaction with own professional achievements” ($r = 0.42$). Relationship of this type of motivation can also be noted with the general level of professional self-fulfillment of skilled people ($r = 0.34$), with the level of internal ($r = 0,33$) and external professional self-fulfillment ($r = 0.33$), “A need of professional improvement” ($r = 0.37$), “Formation of own “life-professional space” ($r = 0.32$); “Manifestation of personal potential and abilities through a chosen profession” ($r = 0.33$); “Demonstration of a high level of creativity in professional activities” ($r = 0.33$).

External positive motivation only at a slightly lower level in comparison with the internal one correlates with the indexes of professional self-fulfillment: it has significant correlations ($p \leq 0.05 - 0.001$) with 10 of 13 of these indexes ($r = 0.12 - 0.33$). The closest relationship is with “A need of professional improvement” ($r = 0.32$). However, external negative motivation is almost unrelated to professional self-fulfillment, it has significant correlation only with one of its indexes – “Manifestation of personal potential and abilities through a chosen profession” ($p \leq 0,001$; $r = 0.26$).

Thus, according to the obtained results, an essential prerequisite for professional self-fulfillment of skilled people is the existence of a high level of professional self-efficacy, internal and external positive professional motivation.

The Table 4 shows the correlations of indexes of professional self-fulfillment with the indicators of additional psychological diagnostic techniques that were used in our study.

Table 4. Correlation between professional self-fulfillment with the indicators of the test for “Communication and organizational skills determination” (KOS-2) (A, B); the technique “Studying of satisfaction with profession and work” (C) and Modification of the questionnaire on professional “burnout” and deformation – MBI (D-G)

No	Indexes of self-fulfillment	Indicators of psychological diagnostic techniques						
		A	B	C	D	E	F	G
1	General level of professional self-fulfillment	0,57	0,61	0,65	-0,60	-0,49	-0,49	-0,64
2	Level of internal professional self-fulfillment	0,59	0,63	0,59	-0,50	-0,42	-0,35	-0,58
3	Level of external professional self-fulfillment	0,50	0,53	0,58	-0,57	-0,45	-0,51	-0,57
4	A need of professional improvement	0,47	0,50	0,27	-0,45	-0,39	-0,38	-0,42
5	Existence of a project for own professional development	0,39	0,38	0,33	-0,43	-0,40	-0,24	-0,55
6	Predominant satisfaction with own professional achievements	0,44	0,47	0,76	-0,43	-0,39	-0,38	-0,50
7	Continuous setting of new professional goals	0,53	0,63	0,1*	-0,36	-0,30	-0,28	-0,34
8	Formation of own “life-professional space”	0,52	0,43	0,48	-0,52	-0,45	-0,56	-0,57
9	Achieving of desired professional goals	0,32	0,38	0,44	-0,30	-0,24	-0,28	-0,35
10	Recognition of professional accomplishments by the professional community	0,30	0,33	0,43	-0,27	-,13**	-0,29	-0,43
11	Usage of person’s professional experience and achievements by other specialists	0,33	0,41	0,26	-0,33	-,16***	-0,34	-0,48
12	Manifestation of personal potential and abilities through a chosen profession	0,50	0,56	0,53	-0,51	-0,47	-0,44	-0,43
13	Demonstration of a high level of creativity in professional activities	0,58	0,51	0,51	-0,81	-0,78	-0,68	-0,62

Notes: 1) Indicators of psychological diagnostic techniques: A – communication skills; B – organizational skills; C – satisfaction with own profession and work; D – total indicator of professional “burnout” and deformation; E - emotional exhaustion; F – depersonalization; G – reduction of personal accomplishments;

2) all correlation coefficients in the Table are significant at the level of $p \leq 0.001$, except the marked ones: * – $p \leq 0.1$, ** – $p \leq 0.05$, *** – $p \leq 0.01$.

The presented correlation analysis show that all the indicators of psychological diagnostic techniques, which were used in this study as additional ones, are significantly related to the indexes of professional self-fulfillment; nearly all of them correlate at the level of $p \leq 0.001$. At the same time, both positive and negative directions of relations are present.

Indicators of communication and organizational skills correlate with the general indexes of professional self-fulfillment with $r = 0.5-0.61$, and with the indexes of different attributes of external and internal professional self-fulfillment with $r = 0.3 - 0.63$. Even to a greater extent the satisfaction with profession and work correlates with the professional self-fulfillment indexes. Relations with the general indexes are within $r = 0.58-0.65$. Minimal correlation was obtained for the attribute “Continuous setting of new professional goals” ($r = 0.1$). The highest correlation was shown for “Predominant satisfaction with own professional achievements” ($r = 0.76$), which is quite natural, given close meaning of these indexes.

Thus, on the base of the above results, the important prerequisites for achieving of professional self-fulfillment by skilled people should also include a fairly high level of the development of communication and organizational skills as well as a high degree of satisfaction with profession.

Unlike previous techniques, all the indicators of the Modification of the questionnaire on professional “burnout” and deformation – MBI have significant negative correlations with the indexes of professional self-fulfillment, which allows us to attribute them as an extremely unfavorable factor of professional self-fulfillment of skilled people. Such components of occupational “burnout” and deformation as emotional exhaustion, depersonalization, reduction of personal achievements, as well as their total value correlate with the general indexes of professional self-fulfillment with $r = -0.42 - 0.64$. The most significant negative impact of these adverse features for every professional occurs for the attributes of professional self-fulfillment such as “Demonstration of a high level of creativity in professional activities” and “Manifestation of personal potential and abilities through a chosen profession”.

Very indicative results were also obtained from correlation analysis of professional self-fulfillment with the indicators of the questionnaire for the determination of a stage and factors of professional formation (Table 5, 6). We included the indicators of the questionnaire that correlate the most strongly with professional self-fulfillment of skilled people into these tables.

Table 5. Correlations between the indexes of professional self-fulfillment and the indicators of the part of the questionnaire aimed to determine a *stage* of professional formation of specialists

No	Indexes of professional self-fulfillment	Indicators of the part of the questionnaire aimed to determine a stage of professional formation of specialists				
		A	B	C	D	E
1	General level of professional self-fulfillment	0,35***	0,25***	0,43***	0,59***	0,45***
2	Level of internal professional self-fulfillment	0,47***	0,38***	0,31***	0,49***	0,37***
3	Level of external professional self-fulfillment	0,24***	0,17**	0,47***	0,63***	0,49***
4	A need of professional improvement	0,13*	0,03	0,03	0,18**	0,24***
5	Existence of a project for own professional development	0,29***	0,23***	-0,05	0,19***	0,12*
6	Predominant satisfaction with own professional achievements	0,25***	0,51***	0,58***	0,47***	0,32***
7	Continuous setting of new professional goals	0,16**	-0,03	-0,09	0,03	-0,01
8	Formation of own “life-professional space”	0,57***	0,36***	0,50***	0,56***	0,50***
9	Achieving of desired professional goals	0,50***	0,30***	0,32***	0,45***	0,39***

No	Indexes of professional self-fulfillment	Indicators of the part of the questionnaire aimed to determine a stage of professional formation of specialists				
		A	B	C	D	E
10	Recognition of professional accomplishments by the professional community	0,27***	0,10	0,46***	0,48***	0,39***
11	Usage of person's professional experience and achievements by other specialists	-0,04	-0,07	0,29***	0,58***	0,54***
12	Manifestation of personal potential and abilities through a chosen profession	0,30***	0,11	0,40***	0,46***	0,36***
13	Demonstration of a high level of creativity in professional activities	0,23***	0,16**	0,41***	0,56***	0,34***

Notes: 1) indicators of the questionnaire: A – formation of a professional position; B – formation of an individual style of professional activities; C – professional mobility, flexibility of activity styles; D – level of creativity at professional work; E – level of self-construction of professional work and career; 2) *** – correlation is significant at the level $p \leq 0.001$; ** – $p \leq 0.01$; * – $p \leq 0.05$.

Five indicators of the part of the questionnaire aimed to determine a *stage* of professional formation of specialists (formation of a professional positions and an individual style of professional activities, professional mobility, flexibility of activity styles, levels of creativity and self-construction of professional work and career) have correlations with the general indexes of professional self-fulfillment with $r = 0.17 - 0.63$. This allows us to consider them as an important prerequisite for professional self-fulfillment, and, to some extent, basing on its content, as its manifestation.

These indicators have the strongest relations with the following attributes of professional self-fulfillment: “Predominant satisfaction with own professional achievements”, “Formation of own “life-professional space”, “Achieving of desired professional goals” and “Demonstration of a high level of creativity in professional activities”. Relationship was the weakest with the indexes “Continuous setting of new professional goals” and “A need for professional improvement”.

Table 6. Correlations between the indexes of professional self-fulfillment and the indicators aimed to determine factors of professional formation of specialists

No	Indexes of professional self-fulfillment	Indicators of the part of the questionnaire aimed to determine the factors of professional formation of specialists						
		A	B	C	D	E	F	G
1	General level of professional self-fulfillment	0,77***	0,62***	0,57***	0,68***	0,32***	0,45***	0,52***
2	Level of internal professional self-fulfillment	0,78***	0,59***	0,44***	0,59***	0,30***	0,31***	0,58***
3	Level of external professional self-fulfillment	0,69***	0,58***	0,60***	0,67***	0,36***	0,46***	0,46***
4	A need of professional improvement	0,24***	0,11	0,19***	-0,10	0,54***	0,01	0,67***
5	Existence of a project for own professional development	0,38***	0,32***	0,23***	0,16**	0,22***	-0,04	0,53***
6	Predominant satisfaction with own professional achievements	0,71***	0,78***	0,67***	0,85***	0,01	0,31***	0,18**
7	Continuous setting of new professional goals	0,33***	0,20***	0,22***	0,17**	0,01	0,32***	0,55***

No	Indexes of professional self-fulfillment	Indicators of the part of the questionnaire aimed to determine the factors of professional formation of specialists						
		A	B	C	D	E	F	G
8	Formation of own “life-professional space”	0,85***	0,48***	0,32***	0,65***	0,38***	0,30***	0,37***
9	Achieving of desired professional goals	0,47***	0,44***	0,27***	0,47***	0,01	0,30***	-0,03
10	Recognition of professional accomplishments by the professional community	0,38***	0,40***	0,41***	0,37***	0,17**	0,24***	0,12*
11	Usage of person’s professional experience and achievements by other specialists	0,33***	0,30***	0,49***	0,31***	0,46***	0,18**	0,48***
12	Manifestation of personal potential and abilities through a chosen profession	0,70***	0,62***	0,57***	0,74***	0,30***	0,62***	0,31***
13	Demonstration of a high level of creativity in professional activities	0,68***	0,55***	0,52***	0,63***	0,30***	0,50***	0,50***

Notes: 1) indicators of the questionnaire: A – satisfaction with content of professional activities; B – satisfaction with salary; C – career satisfaction; D – satisfaction with social status; E – intensity of efforts that improve a professional level; F – positive relationships with superiors; G – health status; 2) *** – correlation is significant at the level $p \leq 0,001$; ** – $p \leq 0,01$; * – $p \leq 0,05$.

Seven indicators of the part of the questionnaire aimed to determine *factors* of professional formation of specialists (satisfaction with content of professional activities, satisfaction with salary, career satisfaction, satisfaction with social status, intensity of efforts that improve a professional level, positive relationships with superiors, health status) have even higher correlations with the general indexes of professional self-fulfillment in comparison with the above case ($r = 0,3 - 0,78$). Almost all of them correlate positively and significantly with all features of professional self-fulfillment. Like at the previous case, these indicators should be regarded at more or less degree as, on the one hand, an important prerequisite for professional self-fulfillment, and on the other, as its consequences to some extent. For example, logical consequences of successful professional self-fulfillment of skilled people are professional growth, career promotions, salary increasing, which respectively increase the satisfaction with the content of professional activities, salary, a career, a social status and relationships with superiors. Although, later it acts as obvious prerequisite of professional self-fulfillment.

The influence of the factors such as the intensity of the efforts that improve a professional level and health status is almost one-way: professionals who pay more attention to their own professional development and have better health, naturally, have more opportunities for professional self-fulfillment.

Conclusions

A level of professional self-fulfillment of the vast majority of skilled people grows significantly after 40 years of age. These specialists have a significantly higher general level of professional self-fulfillment, and the levels of its two forms – external and internal professional self-fulfillment ($p \leq 0.05 - 0.01$). Of 10 attributes of professional self-fulfillment of skilled people over 40 years of age, 7 attributes become significantly more expressed: “A need for professional improvement”, “Predominant satisfaction with own professional achievements”, “Achieving of desired professional goals”, “Recognition of professional accomplishments by the professional community”, “Usage of person’s professional experience and achievements

by other specialists”, “Formation of own “life-professional space”, and “Demonstration of a high level of creativity in professional activities” ($p \leq 0.05 - 0.001$). Moreover, the levels of the last two features have increased in the most expressed way.

The level of professional self-fulfillment of skilled people has significantly increased from the stages of professional adaptation and primary professionalization to the stage of secondary professionalization and then continues to grow at the stage of professional masterhood. The increase of external professional self-fulfillment from one stage of professional formation to another is more pronounced than that of internal one.

Specialists of a servicing sector have a significantly lower level of professional self-fulfillment than that of other professional groups (specialists with occupations of a “person-person” type, of a “person-sign” type, of a “person-mechanism” type, artists and workers), as well as the levels of its two forms – external and internal professional self-fulfillment. The highest indexes of professional self-fulfillment were shown by artists, although exceeding of the indexes in comparison with other professions is not significant (not at statistically significant levels). These results are obviously logical, because professional duties at servicing have relatively limited opportunities to professional self-fulfillment of a skilled person at their own professions. While creative professions, because of their content, give the widest possibilities for self-fulfillment. Therefore, in our opinion, skilled people of these professions are different from other professional groups to the greatest extent by the attribute “Continuous setting of new professional goals” ($p \leq 0.05 - 0.001$).

According to the obtained results, the essential prerequisites for professional self-fulfillment of skilled people are high levels of professional self-efficacy, internal and external professional positive motivation, rather high level of communication and organizational skills, a high degree of satisfaction with own profession.

The formation of a professional position and an individual style of professional activities, professional mobility, flexibility of activity style, levels of creative implementation and self-construction of professional work and career are important prerequisites for professional self-fulfillment and, to some extent, its manifestation. Professional self-fulfillment is related enough closely with the indicator such as satisfaction with the content of professional activities, salary, career and social status, intensity of the efforts to improve a professional level, positive relationships with superiors and good health.

The indicators of professional “burnout” and deformation, such as emotional exhaustion, depersonalization and personal accomplishment reduction, became very unfavorable for professional self-fulfillment of skilled people.

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FEATURES AND FACTORS OF PROFESSIONAL SELF-FULFILLMENT OF SKILLED PEOPLE

Summary

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Modern society offers limitless opportunities for personal development and realization in various fields of activities. However, at the same time the opportunities offered by society present a person with the necessity of frequent choices, of making decisions on complex issues, challenge a person to find own place in life and find strategies for self-fulfillment. According to the study (Кокун, 2013) *personal self-fulfillment* was defined as conscious self-development of a person, during which his/her potential is revealed in various spheres of life resulting in permanent achievement of personally and socially significant effects, formation of own “living space”.

Professional self-fulfillment is one of the most important forms of life self-fulfillment, which is characterized by a high level of manifestation of person’s professional potential in a chosen vocation, development of his/her abilities, merging into the profession, continual demand for his/her professional skills, extensive use of his/her professional experience and achievements by other specialists (Кокун, 2013).

Object of the research: features and factors of professional self-fulfillment of skilled people of different age and professions. **Aim of the research:** to determine the features and factors of professional self-fulfillment of skilled people of different age and professions. **Participants of the research:** the research was based on a psychological diagnostic approach *the remote professional diagnostics* (Кокун, 2010) and with the usage of the diagnostic site developed by the author <http://prof-diagnost.org>. It was performed from August 2013 to January 2014. Totally, 1183 professionals participated in it. However, for the processing of results, only 332 of them (113 men and 219 women) were selected, those who filled in all proposed questionnaires and techniques.

Methods of the research. The study used a questionnaire devoted for professional self-fulfillment determination, a questionnaire to determine a stage and factors of professional formation (Kokun, 2012) and five psychological diagnostic techniques:

- 1) self-efficacy scale of Schwarzer & Yerusalem,
- 2) motivation for professional work (the technique of Zamfir modified by Rean),
- 3) the test for “Communication and organizational skills determination” (KOS-2),
- 4) modification of the questionnaire on professional “burnout” and deformation – MBI and
- 5) the technique “Studying of satisfaction with profession and work”.

Conclusions of the research. A level of professional self-fulfillment of the vast majority of skilled people grows significantly after 40 years of age. These specialists have a significantly higher general level of professional self-fulfillment, and the levels of its two forms – external and internal professional self-fulfillment ($p \leq 0.05 - 0.01$). Of 10 attributes of professional self-fulfillment of skilled people over 40 years of age, 7 attributes become significantly more expressed: “A need for professional improvement”, “Predominant satisfaction with own professional achievements”, “Achieving of desired professional goals”, “Recognition of professional accomplishments by the professional community”, “Usage of person’s professional experience and achievements by other specialists”, “Formation of own “life-professional space”, and “Demonstration of a high level of creativity in professional activities” ($p \leq 0.05 - 0.001$). Moreover, the levels of the last two features have increased in the most expressed way.

The level of professional self-fulfillment of skilled people has significantly increased from the stages of professional adaptation and primary professionalization to the stage of secondary professionalization and then continues to grow at the stage of professional masterhood. The increase of external professional self-fulfillment from one stage of professional formation to another is more pronounced than that of internal one.

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because professional duties at servicing have relatively limited opportunities to professional self-fulfillment of a skilled person at their own professions. While creative professions, because of their content, give the widest possibilities for self-fulfillment. Therefore, in our opinion, skilled people of these professions are different from other professional groups to the greatest extent by the attribute “Continuous setting of new professional goals” ($p \leq 0.05 - 0.001$).

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The indicators of professional “burnout” and deformation, such as emotional exhaustion, depersonalization and personal accomplishment reduction, became very unfavorable for professional self-fulfillment of skilled people.