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ASPECTS OF ACTION APPROACH TO PROFESSIONAL SELF-ACTUALIZATION OF PERSONALITY

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In the article, particular aspects of the activity approach to professional self-actualization of personality have been analyzed. The author considers the main characteristics of the action component in the structure of professional self-actualization. Particular attention has been paid to the theoretical basis of the correlation of the concepts of activity and action, the features of the personality action as one of the leading factors of its professional self-actualization have been researched. The role of self-actualization in its turn as a manifestation of the aspiration to activity, the obligatory characteristic of which is the purposefulness, has been revealed. The indicator of a high level of action has been distinguished by the correspondence of conscious, purposeful, active and creative personality attitude to this category.

Keywords: personality, professional self-actualization, action approach, activity, action.

Кандидат педагогічних наук, Ляшенко Р. О. Аспекти діяльнісного підходу до професійної самоактуалізації особистості / Центральноукраїнський державний педагогічний університет імені Володимира Винниченка.

У статті проаналізовано деякі аспекти діяльнісного підходу до професійної самоактуалізації особистості. Автором розглянуто основні характеристики діяльнісного компоненту в структурі професійної самоактуалізації. Особлива увага приділяється теоретичним основам співвіднесеності понять активності і діяльності, досліджено особливості діяльності особистості як одного з провідних чинників її професійної самоактуалізації. Розкрито роль самоактуалізації як вияву прагнення до діяльності, обов'язковою характеристикою якої є цілеспрямованість. Виокремлено показником високого рівня діяльності відповідність свідомого, цілеспрямованого, активного й творчого ставлення особистості до цієї категорії.

Ключові слова: особистість, професійна самоактуалізація, діяльнісний підхід, активність, діяльність.

Introduction. The study of various characteristics of professional self-actualization of the individual is necessary for the purposeful stimulation of professional self-education, development of the initiative, the formation of

an individual style of action taking into account peculiarities, development of qualitative characteristics of the individual and their level. Self-development of a person has a close connection with its self-actualization, but it is based on such a motivational basis of development, enrichment of its own essential forces for better self-actualization in the future, which takes into account the focus of human action on self-development.

Significant studies in the research of self-actualization and its aspects, devoted to the study of the role of activities in the development of personality begin with 80-ies of 19th century with the works of Leontiev O. M., Rubinstein S. L., Asmolova O. G., Vygotskyi L. S., Davydov V. V., Rubtsova V. V., Feldshteyn D. I. and others.

The purpose of the article is to analyze particular aspects of the activity approach to professional self-actualization of personality, consider the main characteristics of the action component in the structure of professional self-actualization, research theoretical basis of the correlation of the concepts of activity and action, study the features of the personality action as one of the leading factors of the professional self-actualization.

"Self-actualization, observes E. Vakhramov, is a deliberate, exercised by the subject of practical action aimed at solving certain problems of his life situation, the result of which is self-change ... and a change in the life situation" [1, p. 111]. In other works, it is noted that professional self-actualization involves high social significance of the individual's action. "Self-actualization is connected with the human need for self-actualization, it means that people feel need and they are striving for the fulfillment of all that they are likely to accomplish ... For self-actualizing people, there is a great desire to be useful to humanity, they behave more kindly and friendly, they are less concerned about their own problems "[9, p. 772-773].

The need for self-understanding, self-knowledge, self-actualization, self-realization and other phenomena is self-evolving with the expansion of human knowledge of the world and of oneself, with the growth of subjective abilities and the complications of problems a person faces.

D. A. Leontiev proposes the basis for distinguishing these concepts in is the specifics of the needs that provoke one or another action [4]. Thus, when considering self-realization in the structure of needs, D. A. Leontiev offers an option to remove contradictions between two positions: on the one hand, self-realization is not similar to other needs; on the other – needs are not always necessarily connected with self-realization. The scientist believes that the existing contradiction between them can be avoided if we recognize the connection of self-realization with the corresponding class of needs. In this case, he relies on his own "three-level typology of needs." The first level - is the need to own the object, its physical use. The second level is the need for the abstraction of the "human world," in the development of forms of action, crystallized in subjects of material and spiritual culture. The third level is the need for objectification, the

embodiment of one's essential forces, one's living action in objective contributions. D. A. Leontiev believes that the need for self-realization can be identified with the third level of the needs structure (the need for creativity, in personal communication, in social-transformative action, in motherhood, etc.). This approach allows one to distinguish self-realization with such generic concepts as "self-expression", "self-affirmation", "self-development" and "self-actualization".

Self-actualization is the main motive of a person, the fundamental aspect of human nature, which prompts a person to move towards greater congruence and to a more realistic functioning and is the main source of life. In addition, self-actualization is the desire to become a true, authentic, and holistic one, observes K. Rogers [10].

Human activity is characterized by the highest parameters of all three qualitative parameters in comparison with the activity of animals or inanimate systems. Therefore, activity is often determined more broadly in relation to action. Activity in general can be defined as a set of moments caused by the subject of the action.

Human action is realized in three spheres characteristic to it - work, communication and cognition. Hence, determining the main action it is advisable to take into account three factors of its content, which is achieved through the correlation of the three directions of action.

On the basis of the criteria selection (satisfaction and utility - productivity), L. A. Korostyleva builds a structural and functional model of self-realization, which makes it possible to determine the conditions for effective self-realization.

Choosing the ways and means of professional self-actualization, a person correlates one's desires ("I want" - interests, desires, admiration, which lead to activity, the highest bar of possibilities of self-actualization, authentic personality) with abilities ("I can" - self-knowledge of their capabilities, attitude towards oneself, self-assessment) and necessity, predominance ("necessary" - self-organization, which contains self-regulation, as well as the idea of social inquiries concerning the individual). The content of these blocks is determined by the value orientations, the life-meaning attitudes of a person, one's motivational-necessity sphere. In this case, the need for self-realization is carried out with the help of needs in creativity, social-transformative reality, in the implementation of a substantive contribution in one's action.

Block of "realization" integrates the influence of all blocks of the structural-functional model and, depending on the course of the self-realization process, implements an inverse relationship in the form of correctional influence on the results obtained. The result of the decision correlates with the criteria of self-realization, with the system of values, as well as with the costs (intellectual, emotional, energy, time) for its implementation. In addition to reflection, internalization and identification,

when compared with the "ideal I" (the society, the world), the mechanism of exteriorization, which provides the implementation of new strategies, is activated [3, p. 58].

Action can contribute to the most complete development of the inner world of the individual. The indicator of a high level of action is the correspondence of conscious, purposeful, active and creative attitude of the person to the action. The quality of personality action in society is manifested through personal activity on the basis of transformation and self-action in all spheres of society's life. Realization of any kind of action is ensured by the regulation contour, which is characterized by, specific for this subject, individual regulatory features. In action, there are inclinations and interests, impulsive motives and desires of the person. There is also a reflection of temperament, hereditary genetic features. Various incentives for self-development are manifested and formed.

Activity can be understood as the action of an object, due to reasons of an intrinsic nature, in contrast to passivity, the essential feature of which is external determination. In this connection, the idea of the difference between the concepts of "activity" and "action", expressed by S. L. Rubinstein, is interesting. Action always has a relationship with influence, environmental change, is always of subject nature [12].

The correlation between activity and activity was studied by V. A. Petrovskyi [6]. He believed that the general property of life is activity. However, in this case, activity is treated as the action state of living beings, as the source of its own motion, reproduced in motion. It is about energy, its renewal. The ability to self-movement in the context of self-reproduction is considered as a sign of activity of the subject. S. L. Rubinstein considered action as a specific form of activity, aimed at conscious transformation of the surrounding world [11]. From this point of view, the properties of the personality are revealed to reality. If the needs of the person are the ascending motives to own actions, by virtue of which one is an active being, then one's actions are aimed at satisfying not own but rather needs of society[13]. S. L. Rubinstein arranged an analysis of activity and action in the general context of the opposition "external-internal" and maintained the tradition of understanding that the external acts through the internal. The analysis of activity and correlation of activity with action remained insufficiently defined and categorized. For example, V. A. Petrovskyi spoke about action that controls its movement with moments of own activity, embedded in action, and both moments - activity and action - merge with one another [7, 8].

The correlation between the categories of activity and action can be as well established on the basis of the dialectic of the individual and the general. If the action involves socio-normative forms, structures, methods and requirements used to achieve the result, then the activity is always concrete and individual and means the independence of the entity that

carries out activities. Activity is appropriate to be considered both as a form of expression and as a way of performing action.

The category of activity is one of the main in psychological and pedagogical science. In scientific studies of this category, concepts that reveal the essence of activity - process, action, behavior, deed, activities, living, etc. are important. Activity is usually compared to a close to it category of action, while some authors consider activity as a characteristic of human action, which is opposed to passive action. The concept of activity in this case correlates with self-action as the action that is not imposed externally, but is internally necessary to a person. Other authors reasonably believe that activity is a wider category that extends to the processes and phenomena of the organic world. There are also researchers who believe that it is advisable to talk about activity in relation to not only biological and social levels of matter, but also inorganic. Thus, M. V. Demin believes that activity is the basis of matter, expressing its ability to quantitatively and qualitatively change through the deployment of higher organization systems [2].

A new kind of activity belongs to a certain living, highest level of development and maintains all levels of activity of the living. This particular activity creates a new, unnatural - social - world and reproduces it, in which only one can live, and therefore all kinds of activity, manifestations of effectiveness are a consequence of its life routine. In addition, this new type of activity – action, which is differently realized in the life of a person and is studied differently by it, remaining a way of its existence as a special phenomenon of social evolution - the discovery of universal evolution.

The recognition of the personality's action as a leading factor in its formation raises the question of purposeful activity, self-development of the individual, that is, the continuous work on oneself, over one's own spiritual growth. Self-development provides the opportunity to consistently complicate the tasks and content of the formation, implementation of the age and individual approach, the formation of creative individuality and at the same time, the implementation of collective education and stimulating self-management by personality of one's further development.

Through the aim setting, the current state as a moment of action is associated with the future, so the choice of goals and means of achieving them performs a regulatory function in the personality's behavior. Personality in a conscious way raises tasks achievement of which is the purpose of the action. In one's desire, there reveal themselves needs and interests, which in the structure of action are motives: incentives, the real driving force of the personality's actions, powerful regulators of the behavior.

The problem of activity was also investigated in the works of V. S. Merlin, V. D. Nebylitsyn, V. M. Rusalov and others. The main idea was that in the process of life in a person there form individual or typologically

peculiar ways of internal and external biological activity, which allow it to optimally master the external environment. Thus, according to the concept of integral individuality of V. S. Merlin, the individuality of the organism is formed due to the peculiarities of elementary and motor activity, which the author calls the individual style of living action of the organism [5]. According to the theory of psychophysiological individuality by V. M. Rusalov, the mechanism of formation of the formal-dynamic properties of the individual psyche is presented as an ascending, genetically determined, individual level of energy-dynamical possibilities, which are constantly involved in the action, which determines the optimally related to the action generalized integration of all biological properties of the individual. Having emerged as a new systemic quality, the generalized integration of biological and formally-dynamic properties becomes the regulator of human use of one's energy-dynamic capabilities [14].

Conclusions. The action of the individual should be organized in such a way that its fulfillment by the person reveals to oneself certain aspects of social relations, including oneself into these relations, would ensure the development of the person's life in the system of social relations and their reflection in one's consciousness. If the action of an individual is organized so that, by implementing it, one gets the opportunity to more fully engage in the system of social relations, to make a "new step" in the path of one's movement in this system, one can count on the formation of certain socially significant properties and in the interaction with other conditions as a consequence lead to the effective development of professional self-actualization.

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