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## Psychological support of official activity as a basis of professional formation of the investigator

*This article is devoted to actual problems of psychological support of investigatory work. In detail the author reveals the concept of psychological support. Also there are presented the results of the flight empirical research devoted to studying of influence of professional work on personal features of employees of the Investigatory committee. The received new empirical data can find application in scientific psychological-legal researches, methodical course books and also in practical work of personnel service of the Investigatory committee of the Russian Federation.*

**Keywords:** *psychological support of official activity, professional work of the investigator, personal profile, personnel reserve.*

According to Alexander Ivanovich Bastrikin, Chairman of the Investigatory committee of Russia, the requirements shown by the twenty first century to professional level of investigatory work have immeasurably increased and continue to become complicated [1].

Rapid economic and social transformations at the present stage of development of Russian society have predetermined high importance of a problem of studying of the person as the subject of activity. From the personality's level of preparation – professional, legal, psychological – in many respects there depend its personal success, success of the enterprise and society development in whole.

The problem of influence of professional work on personal features of the professional draws attention of representatives of various branches of psychology. As the researches show, each trade places a demand to individual psychological qualities of the person; the more difficult and responsible is the trade, the more three-dimensional and insistent is the content of the demand. At the same time professional work, being significant for the person, exerts appreciable influence on his value orientations, attitudes, motives of activity (I.V. Abakumova, K.A. Abulkhanova-Slavskaya, B.G. Ananiev, L.I. Antsiferova, A.G. Asmolov, A.A. Bodalev, A.V. Brushlinsky, K.M. Gurevich, S.T. Dzhanerian, A.I. Dontsov, P.N. Ermakov, Y.M. Zabrodin, E.A. Klimov, V.B. Olshansky, K.K. Platonov, A.V. Petrovsky, A.A. Rean, Z.I. Ryabikina, V.I. Slobodchikov, V.V. Stolin, V.D. Shadrikov, M.S. Yanitsky, etc.).

Thus, special value there gets studying of activity kinds connected with law enforcement and safety of citizens. Now it is gathered the huge material devoted to



problems of perfection of professional work of experts of law enforcement bodies and other state structures (V.S. Ageev, P.P. Baranov, S.P. Beznosov, V.L. Vasiliev, A.A. Derkach, O.Y. Mikhailova, A.I. Papkin, V.M. Pozdnyakov, A.M. Stolyarenko, A.R. Ratinov, V.Y. Ribnikov, etc.). Unfortunately, there are insufficiently developed psychological aspects of such kind of law-enforcement activity as an investigatory activity.

Researches in the field of psychological ensuring of activity on detection of crimes have just begun.

Professional work of inspectors of the Investigatory committee of the Russian Federation occurs in special conditions and is characterized by influence of a considerable number of stressful factors.

Actual problems of improvement of quality of investigatory work objectively place increased demands to inspectors. For a long time in the world practice there is already a developed system of professional psychological selection of experts of various trades. According to A.M. Stolyarenko (2001), activity of the divisions entering this system is considered as one of important links of the state policy directed on studying, account, rational distribution of use of society's intellectual resources.

In spite of the fact that the problem of psychological selection has developed enough theoretical bases and practical results, thanks to researches of V.A. Bodrov, G.M. Zarakovsky, B.F. Lomov, V.L. Marischuk, A.G. Maklakov, V.N. Mashkov, V.A. Ponomarenko, K.K. Platonov, V.A. Pukhov, V.Y. Ribnikov, B.G. Bovin, A.D. Safronov and many other authors, it cannot be considered as solved in relation to variety of trades.

Professional work of the inspector is one of them.

Now there are actively developed problems of psychological selection and prediction of success of professional work of employees of the Investigatory committee of Russia (V. Belokon, N. Borisenko, I.A. Borodin, Y.Y. Buzikina, P.N. Ermakov, S.V. Popov, V.K. Pyastolov, A.E. Tarasov, etc.), problems of psychological preparation of inspectors (P. Korzh, I. Klopov, O.Y. Mikhailova, S.N. Fedotkin, S.B. Tselikovskiy), psychological problems of human resource management (T.E. Zulfugarzade, S.V. Ternova, V.A. Tolochek).

At the same time problems of psychological support of the office activity are out of sight. As *psychological support* we understand a scientifically well-founded system of organizational and psychological actions directed on creation of favorable conditions of formation of the professional's personality and maintenance of extra efficiency of employees' activity at all stages of their professional career. At working out of programs of psychological support of the inspector's office activity, prediction and account of specific effect of a content and conditions of professional work on personal features of employees is one of problems.

At present it is especially distinctly shown the necessity of definition and estimation of potential abilities of the concrete person to investigatory activity; revealing of persons with psychological instability among employees; asocial attitudes, mercenary motivation. All these dictate obligatoriness of the psychodiagnostic research allowing to open personality's structure, to describe its characterologic features. Besides, it is required not only estimation of a status of the young inspector, actual at the moment of check, but



also prediction of their professional development, influence of factors and conditions of forthcoming work on them, possibility of the individual's adaptation to them [3].

Contradiction between the personality's individual-psychological qualities and rather specific, at times very rigid professional demands can promote occurrence of the state of psychentonia and development of various forms of professional deformation among many of them. As a result, as a rule, all these lead to dissatisfaction in the office position, the selected trade that in turn is reflected in quality of work.

All aforesaid has defined the urgency of the flight research carrying out.

Studying of influence of professional activity on personal features of employees of the Investigatory committee became **the aim of the flight research**.

As the **subject of the research** there have acted personal features, value sphere, motivation of professional work of employees of the Investigatory committee.

Employees of the Investigatory committee of the Russian Federation of the South and North Caucasian federal districts with experience of investigatory work up to three years became the **object of the research**. Total number of the interrogated has made 100 persons.

**The research methods.** For carrying out of the flight research we used: the standardized multifactorial method of research of personality (SMRP), the questionnaire of S. Schwarz on studying of personality's values in adaptation of V.N. Karandasheva, the "Map of professional choice motivation" questionnaire.

So, for us the conducted research has found out rather interesting results which we have presented in this work.

Table 1

**Average indices of the SMRP scales of employees  
of the Investigatory committee of Russia**

Scales	T-points
L	54,03
F	57,75
K	53,72
1. Hs	53,19
2. D	55,41
3. Hy	52,16
4. Pd	57,19
5. Mf	49,17
6. Pa	55,84
7. Pt	57,75
8. Sc	49,88
9. Ma	56,03
10. Si	49,25

As it follows from the table 1, indices on the scale L are in the limits of average value. All inspectors examined by us do not aspire to show themselves, though the group recently typed on service, as a rule, is more interested in results of testing. Among the



representatives of this group there are also high enough indices on the scale F, differentiating norm reactions from deviating behavioural reactions. It can testify to the raised pressure in a situation of research, interest in its results. The scale K, directed on definition of a degree of openness of examinees, also has found out high values: they show disposition to "I" protection.

The personal profile of the examined group in whole is in the limits of average values that corresponds to norm of reaction. The obtained data testifies that the personal profile of the group representatives finds out some increase on the first three scales that specifies in their some great degree of frustrativeness (though within the norm). Also the examined inspectors have found out a certain increase on the second scale (D). It is shown by a sensation of threat, presence of the raised internal stress. At the beginning of the research the profile of this group has also higher index on the third scale that can testify to insufficient elimination of any anxiety, aspiration to support and sympathy of associates.

On the fifth scale, reflecting a degree of identification with traditional socio-cultural role of the man, there have been received average values that points to a high degree of gender man's identity.

On the seventh scale young inspectors have shown the maximum peak that testifies to presence of constant readiness for occurrence of anxious reactions. Persons of this kind are characterized by special attention to negative "signals" of environment. They aspire to put even the insignificant facts front and center, to consider and expect even improbable possibilities. For them the situation is represented as difficult, determined by a great number of factors that causes subjective uncertainty of a situation and some increase of their anxiety.

Also the peak in indices is found out on the ninth scale of the profile; it allows to draw a conclusion about presence among young inspectors of a tendency to deny problems, to neglect difficulties. Besides, for such persons it is characteristic an excessive activity, reevaluation of own possibilities, insufficient self-control, low intellectual control over emotions. And coupled with increase on the second scale (D) it is possible to talk about presence of certain doubts in own forces and abilities that causes necessity of constant acknowledgement of self-appraisal and promotes increasing of achievement motivation.

Thus, our examinees differ by lower degree of adaptedness to a life situation combined with high level of achievement motivation and more expressed activity. These are the personal features that have defined, how it is represented, their coming on this place of work. Novelty and uncertainty of the future define that employees of the IC are characterized by greater sensitivity to psychological implied sense of situations, they are more reflective, less categorical in estimation of a situation and own possibilities, more dependent on opinion of other people and degree of success of own actions.

For decision of the following problem of the flight research we have used the technique of S. Schwarz [4].



The results of studying of the structure of values at the level of the standard ideals, received in the research, are presented in table 2.

Table 2

**Average indices of importance and range values of types of values at the level of standard ideals in initial research**

№	Types of values	Points	Ranks
1	Conformity	4,12	10
2	Traditions	4,40	8
3	Kindness	4,85	4
4	Universalism	4,56	6
5	Independence	5,31	1
6	Stimulation	5,25	2
7	Hedonism	4,50	7
8	Achievements	4,67	5
9	The power	5,15	3
10	Safety	4,35	9

From the table data it is obvious that importance of the presented values is at the level of standard ideals.

At the level of standard ideals for all employees who have entered into the sample, the most significant is such type of values, as "independence". This value has received the first rank. And values of "tradition", "safety" and "conformity" possess the least importance.

Low estimation of the importance of the "safety" value by the persons called to protect it looks somewhat paradoxical. However it is connected with the very technique's structure. The qualitative analysis of the answers of the examined employees has shown that in their consciousness there are distinctly distinguished the importance of value of collective safety (the country, the state, the nation), and personal safety (family, self, relatives and colleagues). In the research the examinees have initially shown a high level of openness to change. At employment the first three ranks of importance degree there occupy such values as "independence" (1), "stimulation" (2) and "power" (3), and the first two values ("independence" and "stimulation") concern the above named motivational structure. It is necessary to notice that, according to S. Schwarz [1994], the power and achievement values are focused on social respect, however *the power* values (authority, riches) underline achievement or preservation of a dominant position within the limits of a whole social system while values of *achievement* (for example, successful, ambitious) underline active manifestation of competence in direct interaction.

On the contrary, indices of the opposite motivational structure – conservation, - are originally considerably lower in this group. Values attributed to this motivational structure ("traditions" (8), "safety" (9), "conformity" (10)) take the lowest positions in the hierarchy.



At the initial testing among representatives of this group the values of “achievement” and “power” take accordingly the fifth and the third position that specifies in absence of the expressed tendency to self-enhancement. At the same time the opposite motivational structure of self-transcendence, including “kindness” and “universalism”, is also expressed at the average level (they take accordingly the fourth and the sixth places in the hierarchy of values of the analyzed group’s representatives).

The results received in the research at the **level of individual priorities** (that is in concrete acts) are presented in the table 3.

Table 3

**Average indices of importance and range values of types of values at the level of individual priorities**

Nº	Types of values	Points	Ranks
1	Conformity	0,94	10
2	Traditions	1,50	8
3	Kindness	2,75	4
4	Universalism	1,00	9
5	Independence	3,35	1
6	Stimulation	3,06	2
7	Hedonism	2,63	5
8	Achievements	2,00	6
9	The power	2,94	3
10	Safety	1,88	7

At the very first research at the level **of individual priorities** there have been found out very interesting results to the analysis. Among inspectors of the IC at the level of individual priorities, as well as in the system of standard ideals, there dominates the value of “independence” which, after S. Schwarz, reflects a high level of need for self-control, independence in decision-making and autonomy, and the second rank in the hierarchy was received by “stimulation”, as need for new impressions and experiences.

The values concerning motivational structure self-enhancement – “power” (3) and “achievements” (6) – take the almost same places, as in the standard ideals’ structure. At the same time the value of “hedonism”, also included into this structure, is at the level of average values, and at the level of concrete priorities it takes the fifth place in the value hierarchy.

The values entering into motivational structure “self-transcendence”, at the level of concrete acts among the representatives of this group have essentially lower level of expressiveness: “kindness” (4) and “universalism” (9).

There attracts attention the fact that at the level of concrete acts among the employees of IC values of the “safety” type receive higher value: if in the hierarchy of standard ideals it takes only the ninth place, at the level of individual priorities it moves on the seventh place.

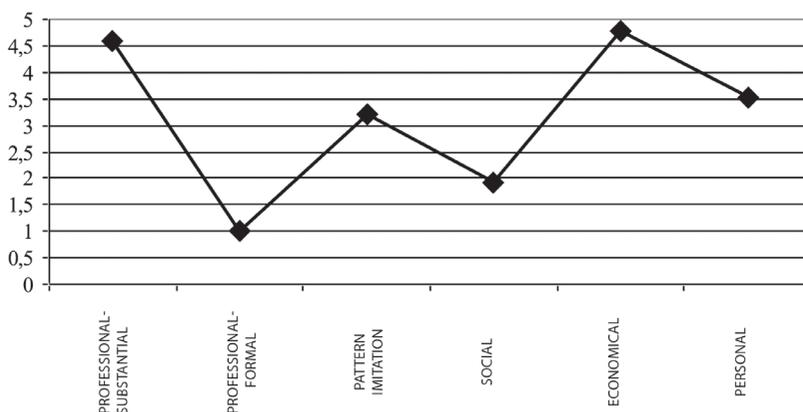


The received results allow to draw a conclusion on a sufficient harmony of the IC employees' value sphere and on absence of internal conflicts among them.

As it was already marked earlier, for studying of professional orientation of the IC employees' personality there has been used the modified variant of the "Map of motivation of professional choice" technique.

It is natural that professional work and choice of a sphere of application of professional possibilities are polymotivated. In the flight research of the IC representatives there has been revealed the structure of their professional motivation.

For descriptive reasons the obtained data is presented in the form of the diagram of the motivational profile (picture 1).



**Picture 1.** The results received after the "Map of motivation of professional choice"

As it is obvious from the picture 1 the young inspectors recently employed at the IC had leading two groups of motives in motivational sphere: economic (stable earnings, decision of household problems etc.), received on the average almost maximum estimation – 4,79 points, and connected with substantial aspects of activity (appeal of professional work connected with communication, aspiration to vigorous activity and so forth), also highly significant – 4,58 points.

The following on importance degree is the group of personal motives which importance is also at a level of high values among the representatives of this group. And, at last, one more group of motives, which index is within the limits of average values (3,53 points), are motives of pattern imitation, including orientation on some external samples (friends, images of heroes of films and books, family traditions etc.).

In the general structure of motivation of professional work of the IC employees at employment, to less significant motives it is necessary to attribute the group of



professional-formal motives which are focused not on the contents, but on external attributes of professional work (disposition to the militarized service; desire to promote; possibility to have fire-arms; possibility to receive special training, etc.).

While the IC employees highly estimate expressiveness of such motives as “aspiration to risk, danger” and “aspiration to overcome, to change the character” among themselves. The index of importance of the motive of “possibility to self check up in difficult situations” is equal to 3,89.

Thus, for the IC employees at employment as the most significant there were economic motives and the motives connected with substantial aspects of activity.

Apparently, it is possible to believe that at employment the IC employees are guided by rather idealized representations about the future professional work.

The whole stated above allows to assert that initially among the IC employees at the personality’s professional orientation there prevail motives of self-realization and self-actualization (after classification of A. Maslow).

The research results supplement and expand theoretical positions available in legal psychology about influence of professional work in law-enforcement sphere on personal characteristics of employees, specify and concretize representations about structure and specificity of changes of mental properties of employees of the Investigatory committee of the Russian Federation.

Changes of psychological characteristics of the IC employees found out during the research allow to use the received results at working out of effectual measures of psychological support of their professional work, directed on both prevention or softening of negative influences, and on a reinforcement and development of positive tendencies in dynamics of personal properties of employees.

It is reasonable to notice that personal features of young inspectors studied in the flight research do not exhaust all variety of the system of internal determination of professional formation of the inspector’s personality. The independent scientific analysis is demanded by the character of mutual relations which have developed in collective, features of legal consciousness of the inspector, and also communicative competence of employees. The received new empirical data can find application in scientific psychological-legal researches, methodical workings out, and also in practical work of personnel service of the Investigatory committee of the Russian Federation.

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