



Belokon I .A.

Acmeological features of sense divergence as a factor of professional self-determination

Sense divergence, as a personal intension to disclosing of sense of the personal-professional potential, in a situation of professional self-determination becomes the factor, initiating the active choice of multidimensional mini-stages of professional formation, and the mechanism safeguarding the person' existence in the future. The programs of additional education of a psychological orientation provide development of meta-abilities connected with a choice of the further trajectory of professional self-realization on the basis of sense divergence as a basis of correction of life plans of personality.

Keywords: *creativity, creativeness, value-sense choice, sense divergence, professional self-determination, polyvariative career.*

An occupational choice as a main body of professional self-determination of personality (A.A. Derkach, E.F. Zeer) represents one of the major value-sense choices influencing a life trajectory of personality in whole. This is the choice that defines a specificity of self-perception of personality as the subject of successful self-realization not only in a profession, but also in wider life realities: social recognition, personal status, appreciation of the significant Others, self-appraisal (S.T. Dzhanyan, E.A. Klimov, V .A. Labunskaya, A.K. Markova, L.M. Mitina, O.V . Moskalenko, N.S. Pryazhnikov, S.S. Sagaidak). However the situation of last years shows that the occupation choice made in youth not always meets requirements and gives an opportunity to realize own potential and to correspond to a level of own claims (K.A. Abulkhanova-Slavs-kaya, A.A. Bodalev, T.P. Skripkina, Z.I . Ryabikina, D.I . Feldstein). The developing socio-cultural conditions (an economic situation in the country, features of the labour market and education, a value devaluation of many professions) catalyze the motives of occupation change, repeated choice of occupation, acquisition of additional qualification. Dissatisfaction with the process of work and its results, absence of adequate social-professional motivation to the professional work content, deficiency of directional technologies of development of professionally significant skills and abilities, low organizational standards of labor – all these very often induces even mature age people to overestimate their professional achievements and to compensate own dissatisfaction at the expense of a new career cycle. Psychology should consider the specificity of professional retraining and additional qualification acquisition (N.A. Baturin, S.P. Beznosov, L.M. Mitina, E.E. Symanyuk, A.V . Filippov).



Acmeological researches of the laws of professionalism development, focused on personality development and its self-improvement (A.A. Derkach, V.G. Zazykin), show that an important component of personality professional self-determination, which in many respects determines the possibility to overcome the earlier generated attitudes and stereotypes, is sense divergence as an intention to an independent choice on the basis of personal-significant sense preferences.

A high level of sense divergence development actualizes the sense preferences caused by predilections of personality, instead of external stimulus circumstances; it generates "the internally difficult world" characteristic for the value and creative subject with a high level of variability in behaviour and appraisals; it is a basis for active development of the person's reflective abilities, adequate aspiration for competencies which determine the person's possibility to project own professional future in conformity with basic life values (I.V. Abakumova, A.G. Asmolov, V.P. Zinchenko, D.A. Leontiev, T.A. Matis, V.A. Petrovsky). Sense divergence in many respects influences professional self-determination and success in the most different professional spheres as it allows to construct a priority orientation and time prospect in conformity with basic life values (V.M. Golubova, I.A. Maidannik).

Sense divergence is a new enough concept which allows to reveal the specificity of creative activity from its sense filling. Thanks to this polygenetic essence, creativity can be explained neither proceeding from the person's natural inclinations (biocentrism in understanding of abilities and inclinations), nor from the point of view of the social influence of developing environment (sociocentrism). At creativity there are presented both cognitive and sense components which ensure the person's opportunities for generation of creative thoughts-images qualitatively distinguishing from the earlier learnt during interaction with reality and reflexion of own inner world.

The person's life world is an initial condition of occurrence of senses, source of sense formation. The specified world considerably differs from the "general" world with which phenomena, facts, events and other fragments the person is not mostly faced. This part of the world, estranged from a concrete person, is presented, in particular, by reality and the objective meanings reflecting it, embodied in culture texts. Culture also functions in a not text form as a real being in the form of real relations and norms of people's behaviour; thus the real being of culture and the real being of the person and especially the being "in general", as a rule, do not coincide; the world of the real being appears wider than the culture being. A special part of culture is its art segment, formed not by objective meanings, but by "uncrystallized", "objectivated" subjective senses of those, who created this part of culture. However, as the text is not the sense, it is only a place indicating the sense, the text art culture, while the subject has not made contact with it, can be qualified as an objective structure of meanings.

As opposed to the world "as a whole", the person's life world is the world of his/her relations with the obviously limited part of reality. E. Gusserl and L. Binsvanger have



put into practice the life world concept, however last years it has been filled with a new content. There appeared a whole school which representatives it is possible to call the psychologists of "Life worlds" for convenience (F.E. Vasilyuk, D.A. Leontiev). In their opinion, some "life world" fragments have greater value for him/her, and his/her subject experience, life relations locking on them is more intensive and dynamical; the others have insufficient life importance and the subject's relation to them can be less expressive; the third ones can be presented only potentially. These relations are defined in science as life senses (D.A. Leontiev). Their occurrence, formation and development, which is naturally realized in the individual's subjective sphere, are caused, nevertheless, by the life determinant of a concrete personality, expressing life particularly has an objective character.

Life senses concept introduction into the categorial apparatus has allowed to differentiate sense manifestations, having distinguished and described as situational sense manifestations (sense formation motives, personal senses, sense attitudes), and stable personal formations (sense constructions, sense dispositions, sense regulation). Life senses, arising from a real need of the human's being and forming the subject's life world, in our opinion, can be attributed to the category of actual senses and be included in a sphere of actual sense relations. In comparison to this, life senses arising from an objective life necessity, relatively not entering into a person's life space of values, we attribute to a category of actual senses. Any fact of reality, placed into the person's life orbit, may initiate occurrence of sense relation to it and become the reflectively absorbed by "I-concept", filling it with a new sense content. A.N. Leontiev wrote: "Life defines the sense, and really possibilities of formation of the sense of life strategies are produced through entry of "the large world" into the person's life world. It is within the limits of differentiation of sense formations where there was offered the concept of sense divergence which is considered as an aspiration of personality to realize in various forms and life manifestations, those value preferences which are the most significant. Life senses are determined by the life logic, are revealed by its circumstances, are a rigid enough structure related to the life necessity, with softly expressed psychological content, on the opposite side there are found out deeply psychological, stable, "core" (A.G. Asmolov, B.S. Bratus) personality senses as the higher senses-values. This is the pivotal sense structure of personality, making its base "I", that realizes the sense regulation of the person's life activity. According to I.V. Abakumova, "in interaction of two sense strategies in the same sense space of personality the sense formation process assume the character of sense self-actualization and the mutual enrichment of sense strategies themselves".

The persons having possibility for creative self-realization are rather well society adapted as it does not render an unconditional influence on them. They are guided by the internal, instead of the external control locus; their activity is oriented not to the generally accepted norms and standards, but to own system of values which is very stable. Their keen interest in the business to which they have devoted themselves, to



creativity in general is inside of them and is connected only with their individuality (V. N. Kozlenko, E. A. Soldatova, E. E. Tunik).

Thus in modern psychology sense divergence is treated as an intension to variative, multidimensional disclosing of the sense comprehended and chosen in the most various life aspects. It is possible to suppose that sense divergence may be considered as a certain stable sense of life strategy (it is not so much a rational or intellectual choice as a choice of that has personal sense and subjective importance for the subject).

Special section of sense divergence researches is a research of various aspects of its manifestation at a stage of professional self-determination. The person constantly faces the problems demanding his/her definition of own relation to professions, sometimes the analysis and reflexion of own professional achievements, decision-making on a choice of occupation or its change, career specification and correction, solution of other professionally caused problems. The whole complex of problems in researches on profession is explained by the professional self-determination concept.

One more impulse to studying of sense divergence as a factor influencing a strategy of professional self-realization were foreign theories of career in which the tendency of the modern world is reflexed – the same person throughout own life not simply wants to expand the professional space, but also to self-realize in various professional realities.

For the present research the theory of polyvariative career attracts the greatest interest as for such career of professional self-realization sense divergence is the major factor. In this approach the important criterion is not the person's biological age, but "the career age". For example, someone reaches "a summit" over 5 years, another – the middle of the career way peculiar for this activity sphere.

According to the polyvariative concept the worker having a claim on success, needs to possess not a set of concrete skills and abilities, but meta-abilities: the ability quickly to adapt to often changing conditions of the org environment and to effective self-training. Thus, not detracting from a role of the studied factors (social, economic, organizational, etc.), they prioritize personal factors. Thus career is considered as a process which is controlled not by the organization, but by the person. In the polyvariative approach context the person's professional life does not contact any single organization (that now even in our country is extended commonly enough).

The polyvariative career is a set of all situations of the choice of vectors of professional and official advancement. The criterion of such career success is invariant – the decisive importance there has the person's subjective consciousness of own success ("psychological success"), instead of external signs and marks.

In the present research we have diagnosed the features of people who received additional qualification under psychological orientation programs.

The whole set of the investigated has made 251 persons at the age from 25 to 56 years – the listeners who have received an additional qualification (see table 1).



Table 1

The respondents' distribution in specialties and years of study

The year of study	The group		
	The psychology of personnel management	The psychologist-trainer on training and development of personnel	The psychology of organizational-administrative activity
2004–05	17		
2005–06	23		
2006–07	16	18	
2007–08	26	36	
2008–09	15	25	
2009–10	11	22	4
2010–11	8	16	14
	The psychology of management of human resources		
2011–12	19	30	6
Groups' total:	116	117	18
Total			251

References

1. Leontiev D.A. The psychology of sense. – M.: Smysl, 2003. – 488 p.
2. Abakumova I.V. Education and sense: sense formation in educational process. The psychological-didactic approach. – Rostov-on-Don: Publishing house of RGU, 2003.
3. Asmolov A.G. Personality psychology: principles of the general psychological analysis: the textbook. – M.: Smysl, 2002. – 416 p.
4. Vasilyuk F.E. The choice psychotechnics // Psychology with a human face: the humanistic prospect in the post-Soviet psychology / under the edition of D.A. Leontiev, V.G. Schur. – M.: Smysl, 1997.
5. Derkach A.A. Acmeological basis of the professional's development. – M.; Voronezh, 2004.
6. Zeer E.F. The psychology of profession. – Ekaterinburg: USP PU, 1997.
7. Golunova V. M. Peculiarities of sense divergence formation in development of students' creativity. Abstract, dissertation, Candidate of Psychological Science. – Rostov-on-Don, 2009.