

## **Types of image “I”-specialist in professional adaptation and their psychodiagnostics**

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**Abstract.** The study aimed to create a classification of “I”-specialist image types in professional adaptation by considering factors such as professional identity, self-esteem, work motivation, emotional satisfaction, and direction of adaptation. In the study, a dispositional-reflexive approach was employed to describe different types of the “I”-specialist image. Various theoretical and methodological approaches were utilised, including analysis of scientific sources, systematisation and generalisation of data, psychological observation, and classification. It has been established that the basic “I” is the reflective semantic orientations of the individual, which are responsible for choices, decisions and actions in the course of life, and the situational “I” is a complex of peculiar personal qualities of a specialist, which regulate the style features of behaviour and act as social face. It was proven that the use of the methodology “Image of “I”-specialist in the activity structure of professional adaptation” allows for the classification and typological description of the “I”-specialist image based on the study of invariants (aspects) of professional activity and their corresponding configurations. The paper presented a questionnaire designed to assess an individual’s professional identity. It also suggested suitable strategies for the professional adaptation of specialists, aiming to enhance the effectiveness of personnel management measures within the organisation. A consideration of the indicators of behavioural-cognitive-emotional-reflective strategies of the individual professional adaptation was presented: the level of professional adaptation, which is determined by the degree of coincidence of the “I”-basic and “I”-situational and emotional satisfaction with work, definition of its object, leading activity structure of professional adaptation, the profile of which includes: content of orientation, level of development, spatial-temporal orientation, emotional attitude to professional activity and corresponding types of professional identity of the “I”-specialist image (business, communicator, existentialist, student, performer, creator, transformer, attributionist, perfectionist, experienced, opportunist, forecaster, pessimist, moderate, optimist), that is, images of professional self-perception that are manifested in the psychology of the specialist’s production environment. The transformation of the “I”-specialist image as a result of changes in professional self-esteem, identity, motivation, and emotional satisfaction with work was considered. The practical significance of the obtained results is that the classification of professional self-perception types allows to deepened understanding of the “I”-specialist image in various professional fields, to meaningfully outline the activity structure of a specialist’s

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professional adaptation, to predict its process and result, which will be useful to the psychological service of the enterprise (organisation) and personnel managers, which will increase the effectiveness of the implementation of measures to manage the process and result of the professional adaptation of specialists in modern conditions

**Keywords:** “I”-basic; “I”-situational; personal invariants; professional self-perception; adaptive strategy of a specialist; activity structure of professional adaptation

## Introduction

The professional adaptation of a specialist in a modern production environment is associated with increased expectations for the level of professionalism and effective adaptive strategies of the subject when personal experience is coordinated with professional experience. Aware of such a situation, the specialist tries to protect the individual “I”-base, avoiding new requirements and changes in production situations. Such factors lead to the instability of the psycho-emotional state, psycho-traumatic breakdowns, professional crises, and burnout, which lead to maladaptive behaviour and the actualisation of counteraction and protection strategies.

If a significant situation, which despite all its stressogenicity, is accompanied by meaningful emotional experiences, then the emphasis of the experience will shift towards the reflection of such an individual experience, and in situations where the individual feels the hostility and aggressiveness of the existing situation, the emphasis of self-perception will shift towards the search for appropriate behavioural strategies, as noted by S. Mehrotra *et al.* (2022). Y. Sikora (2022) does not object to the fact that a complete personality is a life-sustaining formation. They emphasise that the stability of an individual lies in the typicality and predictability of their behaviour, in the patterns of their actions. However, it is also advisable to consider the individual's behaviour in specific production situations, which can be quite variable and unpredictable. A. Vasylyk & K. Murza (2020) emphasised the close relationship between the level of professional adaptation and professional self-perception. A significant number of works are devoted to the scientific substantiation of professional adaptation problems to the study of the adaptation strategies of the professional community in the conditions of social transformations, especially in the conditions of uncertainty and unpredictability, adaptive capabilities of the subject which are reflected in image of “I”. O. Yeromenko (2020) analysing the results of such improvements concerning the subject's experience of a certain level of activation and effectiveness of resistance to external pressure in professional activity, if it does not correspond to the degree of coincidence of the specialist's expectations with the real production situation, note that in such a case specialists apply various adaptive strategies and this suggests to consider the classification of the corresponding types of “I”-specialist images.

In their scientific research Zh. Virna (2019) and V. Miroshnichenko (2022) considered the personal

development and formation of the “I”-specialist image in professional activity separately from each other, in the context of the reflection of the “I”-concept of the specialist or at the level of the reflection of the cognitive, emotional and evaluative and behavioural identity of the specialist, as discussed by T. Kochubynska (2021). Then, people are characterised by the coexistence of different images of themselves, which often, in significant situations, are in discord. A person's functioning in the activity space of existence (“I”-situational) very often does not coincide with image of themselves (“I”-basic). Types of “I”-images can be variable at different age stages and in different types of activity. It should be noted that the interaction of all “I” can also be contradictory depending on the system organisation and the interrelationship of its invariants and personal and professional potential. Professional adaptation is carried out at all stages of the specialist's personality development and stabilises when the professional status of the individual and inner world is in homeostasis. If there is a discordance between the self-perception, experiences, thoughts or actions of a specialist, then maladaptation of the specialist in changed internal or external conditions occurs, which leads to a situation of inconsistency between the “I”-basic and “I”-situational. Actualisation of the need to achieve adaptation to changed internal or external conditions triggers certain strategies to restore the lost balance, usefulness and satisfaction with life.

As noted by M. Panov (2019), people tend to choose professions that allow them to optimally realise their professional potential and resource capabilities. In this case, can saying that when professional activity meets the expectations of the “I”-basic, then self-actualisation becomes a resource, and if it meets the expectations of the “I”-situational, then self-organisation becomes a resource. The paradigm of discordance (misalignment) of the “I”-basic and “I”-situational, on the one hand, affects the adaptive strategy of the individual and success in life, and on the other hand, it acts as a source of professional identity and the individual's desire for development and self-improvement. The concordance (approach) of these two images of “I” reflects satisfaction with what has been achieved and confidence in professional skills and abilities. The study of the strategic principle of the relationship between the “I”-basic and “I”-situational will help to determine the degree of effectiveness of the specialist's professional adaptation and the selected adaptive strategies.

In research materials L.M. Korobka *et al.* (2019) and T.Yu. Fedorchuk & T.V. Mozharovska (2023) it is emphasised that the image of the "I"-specialist is formed at the stage of professional adaptation, actualising the personal and professional potential of the specialist, while relying only on the diagnosis of the level of adaptation and professional potential of the "I"-concept of the specialist. The analysis of scientific works shows that, instead, the question of the "I"-specialist image types classification is based on the analysis of the content of the relationship and the configuration of the "I"-basic and "I"-situational proximity, their correlation with professional self-identity, based on the principle of the invariance orientation of the professional activities, mechanisms for launching appropriate adaptive strategies is one of the least studied. This led to the application of psychodiagnostic tools to study not only the level of adaptation but also the identification of the "I"-basic and "I"-situational ratio in the activity structure of professional adaptation, based on professional self-perception and the possibility of classifying the types "I"-specialist image considering invariance orientation of professional activity. Such tasks make it possible to update the logic of further development and, if necessary, to verify the obtained results. The article aimed to develop a classification of "I"-specialist image types in professional adaptation, considering professional identity, self-esteem, work motivation, emotional satisfaction, and adaptation direction invariants.

### Materials and Methods

The work combined the theoretical and methodological levels, which corresponds to the goal since the classification of the "I" image in the activity structure of professional adaptation requires a multidimensional approach. Research methods included analysis of scientific sources, systematisation of data and their generalisation, psychological observation, and classification. At the first, theoretical stage of the work, the methods of analysis, synthesis, concretisation, and generalisation were used. In the second methodological stage, construction, classification, and forecasting methods were applied. The theoretical stage included analysing 23 sources on the study topic from the Scopus and Web of Science Core Collection databases, category "B" journals, monographs, etc. Systematising data from scientific works and literary sources of leading scientists investigating the problems of professional adaptation allowed generating research into a theoretical and methodological substantiation of the obtained factual material. The techniques of concretisation and

generalisation, as described by V.F. Morgun (2021) and N.O. Chaikina (2023), allowed for the application of a model of professional adaptation of a specialist to classify the "I"-specialist image.

Psychological observation of the specialists' activities allowed to see the process and result of professional adaptation and the dynamics of transferring the emotional states and internal experiences of a specialist to the chosen professional activity. Systematic study of specialists' professional adaptation through understanding their interaction with the production and psychological environment allowed to understand the dispositions that most ensure work effectiveness, the development of professional potential and personal satisfaction with professional self-realisation. The methodological stage included invariants construction of the professional adaptation orientation in different types of professional self-perception of specialists. As basic components it can be used: Stability/Variability of behaviour, feelings and relationships with people and the Limit level, as a balanced system of generalised socio-psychological attitudes in various interactions with the socio-psychological environment in production situations, as situational components, Readiness to evaluate and act in specific (microeconomic and socio-psychological) conditions of professional activity was selected.

The methodology was based on the dispositional-reflexive concept of studying the "I"-specialist images. This methodological approach allows to classify the types of the "I"-specialist image through the prism of the dispositional-reflexive analysis of the activity structure of professional adaptation and the corresponding adaptive strategies of the specialist. The ontological basis of the classification of the "I"-specialist image types is based on a certain form of invariant orientation of the activity structure of professional adaptation. Analysis of the activity structure of professional adaptation (ASPA), thanks to the concept of multidimensional personality development by V.F. Morgun (2019; 2021) and using the psychodiagnostic author's questionnaire "I"-specialist in the activity structure of professional adaptation" by V.F. Morgun – N.O. Chaikina, which is presented in Table 1, allowed to classify distinctive types of professional self-perception of the "I"-specialist image, which are correlated with each other, which are presented in Table 2. The protocol for filling out the questionnaire is presented in Table 3. The questionnaire was validated in scientific studies of the author N.O. Chaikina (2023) and in other Ukrainian scientists and Master's degree students' speciality Psychology (1997-2024).

**Table 1.** The questionnaire "I"-specialist in the activity structure of professional adaptation

LHS	Activities	RHS
9 8 7 6 5 4 3 2 1	1. Learn to do something with their hands	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	2. To analyse its performance	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	3. Use the advice of staff	1 2 3 4 5 6 7 8 9

Table 1. Continued

LHS	Activities	RHS
9 8 7 6 5 4 3 2 1	4. Use your tone of effort to implement motor	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	5. Watch out for tricks in the work	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	6. Mentally returning to the decision-rounded tasks	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	7. Implement innovations that made their own hands	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	8. Simulate the process and results of the work using drawings, diagrams, or drawings	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	9. Solve manufacturing problems in creative discussions	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	10. Implement known skills in working with people	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	11. Perceive people, including their past behaviour	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	12. Follow the example of experienced professionals	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	13. Organise future joint operations with staff	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	14. Assist the beginners	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	15. Voice the interlocutor's own opinion	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	16. Implement activities with their ideas	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	17. Implement unexpected impression	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	18. Mentally communicate with man	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	19. Learn to organise your work	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	20. Play results in their activities	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	21. Read professional literature	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	22. To analyse the prospects of the activity	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	23. Coming to the truth based on logic and analysis	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	24. Take the original decision as a result of meditation	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	25. Stimulate their production capacity gymnastics	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	26. Develop their professional skills	1 2 3 4 5 6 7 8 9
9 8 7 6 5 4 3 2 1	27. Communicate in social networks for professional self	1 2 3 4 5 6 7 8 9

Source: Key to the questionnaire "Image of "I"-specialist in the ASPA"

Table 2. Key to the questionnaire "Image of "I"-specialist in the ASPA"

Invariants	Question	Types of "I"- specialist image
<b>1. Meaningful direction of activity</b> 1.1. Subject-instrument 1.2. Communication 1.3. Amateur performances	1-9 10-18 19-27	1.1. "I"-working 1.2. "I"-communicator 1.3. "I"-existentialist
<b>2. Levels of activity mastery</b> 2.1. Teaching 2.2. Reproduction 2.3. Creation	1-3, 10-12, 19-21 4-6, 13-15, 22-24 7-9, 16-18, 25-27	2.1. "I"-learner 2.2. "I"-performer 2.3. "I"-creator
<b>3. Forms activity implementation</b> 3.1. Motor 3.2. Perceptual 3.3. Speech-mental	1, 4, 7, 10, 13, 16, 19, 22, 25 2, 5, 8, 11, 14, 17, 20, 23, 26 3, 6, 9, 12, 15, 18, 21, 24, 27	3.1. "I"-transformer 3.2. "I"-predictable 3.3. "I"-perfectionist
<b>4. Spate-temporal orientation</b> 4.1. Past 4.2. Present-day 4.3. Future	2, 6, 7, 11, 15, 16, 20, 24, 25 1, 5, 9, 10, 14, 18, 19, 23, 27 3, 4, 8, 12, 13, 17, 21, 22, 26	4.1. "I"-experienced 4.2. "I"-conjunctures 4.3. "I"-prognosticator
<b>5. Emotional attitude to work</b> (put 1 point on left circled indexes grade-max 27) 5.1. Negative 5.2. Ambivalent 5.3. Positive	circled grade 1-3 circled grade 4-6 circled grade 7-9	5.1. "I"-pessimist 5.2. "I"-moderate 5.3. "I"-optimist

Source: compiled by the authors

**Table 3.** Form for the protocol of the questionnaire "Image of "I"-specialist in the ASPA"  
(Enter the selected rank index for each question in the protocol for each invariant)

Question	1. Invariant: meaningful direction						2. Invariant: level of mastery						3. Invariant: form of implementation						4. Invariant: spatial-temporal orientation						5. Invariant: emotional attitude		
	1.1		1.2		1.3		2.1		2.2		2.3		3.1		3.2		3.3		4.1		4.2		4.3		5.1	5.2	5.3
	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R	L	R			
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The difference is the closest indicators																											

Source: compiled by the authors

The questionnaire "Image of "I"-specialist in the ASPA" contains 27 questions that reflect five invariants of the ontologising of the activity structure of the personality. All questions are ranked on two scales. The right scale of ratings indicates the respondent's attitude to the activity ("I"-basic), and the left scale of ratings indicates the degree of employment in a particular activity ("I"-situational). The questionnaire "Image of "I"-specialist in ASPA" provides a key to the classification of the "I"-specialist image types in various aspects of professional activity, including the content

orientation, levels of mastery and forms of implementation of the activity, spatial-temporal orientation, dominating need-volitional experiences and emotional attitude to work. Each invariant is represented by three options that describe aspects of professional activity in different types of the "I"-specialist image. Form for the protocol of the questionnaire "Image of "I"-specialist in the ASPA" is used to present and evaluate the results of the study, where for each question (invariant) the corresponding index rank is noted instructions: the questionnaire aimed to assess the level of adaptation to



professional activity, indicators of the activity structure of professional adaptation, and the leading type of "I" image. Please circle answer in each column where:

- Left scale (LHS) – how often have to deal with in their careers this type of work, where 1 – very seldom and 9 – very often.
- Right scale (RHS) views on this activity, with 1 – neutral attitude, and 9 – the most positive.

## Results

In each of the columns, from the first to the fourth invariant, the selected rank for each invariant is recorded (those on the left are scored separately, and those on the right are scored separately). Only in the fifth invariant person should mark 1 point for each line, according to the circled limits in which the answers on the left are located (for example, if the rank of the answer for the first statement is within 4-6 points, then a mark is made in p. 5.2 according to the key table). At the end of the table, a general summary is given: the sum of the ranks for each column of the invariant, and then the difference in points between the highest rank of the right and left indicators of the invariant is displayed.

### Interpretation of the level of professional adaptation based on invariant analysis

The level of adaptability to activity. It could be identified as the main structural element of professional adaptation by analysing key invariant scales such as content, level, form, spatial and temporal orientation, and emotional attitude toward the profession, represented as left and right indicators. Then, calculate the difference between these indicators to determine the level of adaptability to the profession. The adaptability is assessed as follows:

A difference of 0-9 points: good adaptability to work.

A difference of 10-18 points: average adaptability to work.

A difference of 19-27 points: low adaptability to work.

If the mutual location of the "I"-basic and "I"-situational indicators is in discord with the invariant, it means that the specialist feels a certain tension and is maladapted to activity. The specialist will adapt to activity, when the "I"-basic and "I"-situational indicators will be as close as possible to each other according to a common invariant (a difference of up to 9 points is allowed), that is, the specialist's holistic personality will represent the integration of "I"-basic and "I"-situational. If the indicators of the dominant invariant "I"-basic (right) are greater than the data of the dominant invariant "I"-situational (left), then adaptation goes to changed personal neoplasms. If the data of the dominant invariant "I"-situational (left) is greater than the data of the dominant invariant "I"-basic (right), then the adaptation goes to the new situation of the

specialist's development. Activity structure of professional adaptation. The description of the structure of professional adaptation is carried out according to the largest sum of the index of the left side invariant, taking into account the emotional attitude to the activity (its classification in the key).

ASPA = the largest indicator  
of each left invariant + emotional well-being.

Typology of the "I"-specialist image in the activity structure of professional adaptation. The type of "I"-specialist image is determined by the largest sum of the index of one of the right-side invariants (its name is in the key) and considering the emotional attitude to one's own "I"-specialist image.

### Meaningful direction of activity

"I"-Working Specialist. The specialist is focused on the subject-tool-resultative transformation of the production environment. This role is grounded in a framework of preferences for clearly regulated work, which is articulated in job descriptions. In their professional activities, such a specialist typically adheres to the principle of conserving energy inputs, whether physical, emotional, or intellectual. This individual embodies qualities such as neatness, punctuality, and practicality in their work. The resolution of production-related challenges is fundamentally based on acquired experience, employing established algorithms designed to address professional tasks, problems, and scenarios that have been transformed into templates, frameworks, and conventions. Professionals with a practical approach are adept at objective thinking, which is characterised by a strong connection to the subject matter in both spatial and temporal contexts. Individuals engaged in information processing utilise objective actions and adhere to a sequential execution of operations. They demonstrate a strong affinity for the substantive aspects of the creative process, particularly in the realms of creation and self-repair. These professionals primarily focus on factual information, tangible objects, and empirical evidence, often refraining from providing justifications for their actions and instead preferring to complete their work efficiently. Typically, such specialists are driven by a desire to enhance labour productivity, which often results in characteristics such as independence, decisiveness, strong will, stubbornness, and a tendency toward introversion.

"I"-Communicator Specialist. The specialist concentrates on subjective and symbolic cognition while actively influencing employees. This approach is anchored in a framework that emphasises effective communication, engaging facial expressions, and a strong interest in individuals. Within their professional practice, the specialist endeavours to comprehend the essential communicative support required for their work,

which is guided by both explicit and implicit regulations. Furthermore, they strive to integrate themselves into continuous information flows and to navigate the business and interpersonal relationships among team members effectively (Jena & Goyal, 2022). This strategy fosters professional socialisation, which pertains to the dissemination of accumulated social and personal communicative experiences within a team. A specialist exhibiting this approach demonstrates an interest in collaborative activities, as well as in the norms, values, and traditions upheld by the team. Such individuals are characterised by their ease of communication and approachability, enabling them to establish effective relationships with colleagues. They often seek camaraderie and friendship, which may lead to a degree of dependency on the group and result in insufficient autonomy when executing production tasks.

**"I"-Existentialist Specialist.** The professional is dedicated to internal self-correction and personal development. This perspective is characterised by the capacity to transcend conventional boundaries, perceive one's work as a cohesive whole, and engage in ongoing professional self-improvement. Such an approach fosters self-organisation, enabling individuals to shape their present and future. It facilitates the understanding, acceptance, and evaluation of the complexities and contradictions inherent in various aspects of professional activity. Furthermore, individuals are equipped to independently and constructively address these challenges according to their value orientations, viewing difficulties as catalysts for proactive engagement and self-initiative. Individuals with a focus on transformation, management, and organisation thrive in dynamic environments. Upon the achievement of a goal, they often develop a new "idea-fix". These specialists embrace change and reject the constraints of conventional rules and behavioural stereotypes imposed by others. They are goal-oriented and introspective, perceiving their work as an opportunity to meet their objectives. Consequently, they maintain a level of independence from the attitudes and opinions of their colleagues. Resolving the contradiction between objective and ideal-symbolic activities is pivotal in determining appropriate orientations. This resolution facilitates a meaningful expansion of the "I"-specialist identity.

### **Levels of professional activity mastery**

**"I"-Learner Specialist.** This specialist endeavours to achieve mastery in the execution of production tasks through assistance from experienced individuals or by observing practical examples, particularly in collaboration with a mentor. This approach entails the internalisation of a normative professional model, which is facilitated by training and encompasses the acquisition of knowledge, skills, and competencies regarding the specific conditions, objectives, outcomes, and methodologies relevant to a defined professional domain.

**"I"-Performer Specialist.** This specialist is dedicated to mastering production tasks by seeking guidance from a mentor or learning through illustrative examples. This approach entails internalising a normative professional model via structured training, which encompasses the acquisition of essential knowledge, skills, and competencies pertinent to the conditions, objectives, outcomes, and methodologies involved in executing activities within a specific profession.

**"I"-Creator Specialist.** This specialist is dedicated to independently mastering innovative solutions for complex production tasks within a new framework of professional activity. The focus lies on conducting non-standard analyses of problems, which entails the formulation of strategic plans and the execution of intricate, creative assignments. This approach manifests in behaviours characterised by the beneficial modification of existing knowledge, even when such changes may not be fully recognised. The profile of this specialist denotes well-developed analytical and synthetic skills, intellectual independence, originality in thought, creativity, and an inherent capacity for generating novel ideas. The levels under discussion are established through the resolution of the contradiction between the internalisation (de-objectification) of social factors and the externalisation (objectification) of individual experiences within professional activities. This process represents an expansion of the "I"-specialist identity across various levels of mastery in professional practice.

### **Forms of individual activity implementation**

**"I"-Transformer Specialist.** This specialist executes production operations that involve either motor skills or the manipulation of materials. This role is centred on direct interaction with the physical environment, necessitating strength, dexterity, precise coordination, and practical skills. Such specialists are characterised by their active and hands-on approach, often favouring tasks that require high levels of energy and physical engagement.

**"I"-Attributionalist Specialist.** This specialist seeks to develop a schematic representation of production scenarios in a perceptual format. The aim is to facilitate the delivery of clear and specific instructions through a figurative, synthetic, and intuitive approach to decision-making, which is based on overarching impressions rather than on isolated data points. Generally, attention is directed toward significant elements, while the perception of other objects may be influenced by an increased or decreased threshold of sensitivity.

**"I"-Perfectionist Specialist.** This specialist prioritises theoretical understanding and reflective evaluation of professional activities within an intellectual framework. Their approach seeks to enhance the execution of tasks; however, it often results in an inefficient allocation of time. By placing an elevated focus on the content and outcomes of their work, the specialist tends to

pursue perfection in the execution of professional functions. This excessive attention to minor details, which are frequently inconsequential, can lead to overexertion. Furthermore, these specialists are significantly influenced by external factors, their levels of self-esteem and job satisfaction are notably higher when their professional achievements receive endorsement or recognition from prominent individuals. The resolution of the contradiction between subconscious and conscious preferences, in conjunction with relevant environmental incentives, leads to the emergence of such forms. This process expands the "I"-specialist image with the execution of activities.

### **Spate-temporal orientation of professional identity**

**"I"-Experienced Specialist.** This specialist concentrates on activities that have previously been undertaken. The understanding of these experiences remains stable until an individual becomes aware of a personal transformation, which subsequently alters their recollection of the past by introducing new associations. Such specialists endeavour to enhance their professional development trajectory by revisiting past experiences, which facilitates emotional liberation and is grounded in the concept of a multi-stage life path for individuals.

**"I"-Conjuncturist Specialist.** This specialist grounds their practice in the principles of present awareness, concentrating on the "here" and "now" while undertaking various tasks. They possess a heightened awareness of their distinct identity, which has been shaped by their cumulative experiences and interactions with the elements of reality. This depth of understanding significantly enhances their perception of the prevailing production environment. Their approach is reflective, as they assume responsibility for their actions and endeavour to manage both their time and the surrounding circumstances effectively.

**"I"-Prognosticator Specialist.** This specialist maintains a focus on the present moment and specific context when engaging in activities. They possess an acute awareness of their individuality, which has been cultivated through past experiences that inform their understanding of various aspects of reality. This consciousness enhances their perception of the actual production environment. Their viewpoint is reflexive, indicating that the individual accepts responsibility for their actions while endeavouring to exert control over both their time management and the surrounding circumstances.

### **Emotional attitude to work**

**"I"-Pessimist Specialist.** This specialist frequently experiences a profound sense of dissatisfaction with their professional responsibilities. Among individuals with a pessimistic outlook, this attitude is often attributed to an emotional response to the workplace environment, which manifests as stiffness, inhibition, and tension during task performance. Such specialists tend to evade

accountability for the consequences of their actions by resorting to negative and critical evaluations. This behaviour often functions as a defensive mechanism in response to their discontent with their professional role.

**"I"-Moderate Specialist.** This specialist frequently encounters a sense of uncertainty concerning their activities. Their interpretation of meaning is shaped by personal factors that govern potential behaviour, contingent upon the production context. This understanding is evaluated and influenced by experiences that elicit negative emotions, as well as those that contribute to positive feelings.

**"I"-Optimist Specialist.** This specialist consistently derives a sense of job satisfaction from the knowledge that their professional activities are executed with both quality and effectiveness. For individuals with an optimistic outlook, this perspective is a result of recognising that the capacity to imbue one's work with meaning is fundamentally linked to an essential relationship with reality and self-perception. Such specialists possess an acute awareness of the production environment and its implications, they engage in decision-making and reasoning characterised by a positive self-attitude. This constructive mindset fosters their personal growth, individualisation, and the development of their professional identity. Ultimately, it enhances their self-concept as a committed specialist dedicated to meaningful and impactful experiences in their field.

As a result of data systematisation, good internal consistency of all indicators of professional adaptation was revealed and the ability of the questionnaire "Image of "I"-specialist in the ASPA" to diagnose the "I"-specialist image types under the invariance of the direction of professional adaptation was confirmed. Each type of the "I"-specialist image type in the process of realising changes constantly moves from the previous self to the other self when the assessment of oneself and the production environment is modified. The strategy of professional adaptation is mostly a choice between the strategy of the specialist to submit to the production environment and the strategy of freeing up one's internal resources for the development of the personality, which includes the ability to counteract or find balance with the production environment. The strategy of specialists' adaptive behaviour is the ability to constructively enter the production and technological process with its norms, to master the necessary communicative algorithms of work, which are determined by rules and instructions, to fit into stable information flows, and to fit into the system of business and interpersonal relationships of team members. The strategy of maladaptive behaviour of specialists is discordance (inconsistency) between the basic "I" and the situational "I", which manifests itself in conscious non-constructive (conflict, defence, avoidance) means of disrupting homeostasis with the institutional model of production, in an active-reactive-passive struggle for significant



values, which negatively affects the ability to maintain functioning in problematic situations, feeling personal inadequacy. Therefore, it can be noted that professional adaptation at different stages of a specialist's life is either a result or a means of developing each type of the "I"-specialist image.

## Discussion

Studying the influence of the social situation on the effectiveness of the processes of professional adaptation of specialist development O. Tkachyshina (2021) emphasised that professional crises are characteristic of a dissonant type of specialist who has discrepancies between ideas about themselves and how others perceive, and burnout triggers maladaptive mechanisms. Agreeing with the authors regarding the discrepancy between the "I"-desired and "I"-real in the professional experience of specialists, but it should be necessary to consider not only quantitative effects (change of status, professional roles, interaction with the team) but also qualitative reconstructions of the "I" image, which take place under the influence of individual needs, socio-professional expectations, and internal experiences.

Groups of scientists U. Fasbender *et al.* (2019) and R. Pavelkiv *et al.* (2020) recognised the existence of different typologies of the professional self-image, according to the level of activity and work productivity, to the level of self-realisation and professional growth. The authors agree that the socio-psychological characteristics of employees vary from a high preservation of the personality's internal structure and its connections with others to the distortion and destruction of internal personal structures. This variation is manifested in opposite strategies for overcoming professional difficulties. However, it should be noted that professional self-perception and identity at the level of cognitive and reflective strategies of the specialist's behaviour play the greatest role in the concordance of the "I"-basic and "I"-situational images.

The scientific literature contains very few references to the creation, implementation, and instrumental verification of the model of professional adaptation and psychodiagnostics of the types of "I" specialist images and their influence on the selected adaptive strategies. A. Vasylyk & K. Murza (2020), researching the theoretical foundations of professional adaptation and substantiating its features, emphasise increasing the level of a specialist's adaptive capabilities due to the realisation of professional potential. Agreeing with the authors regarding the possibility of improving the means of influencing the personality type on adaptive strategies but consider it necessary to use an objective psychodiagnostic toolkit for measuring indicators of professional adaptation, which allows building a model of a specialist professional adaptation taking into account the relationship between the degree of coincidence of "I"-basic and "I"-situational and the level of professional adaptation.

The problems of the processes of specialists' professional adaptation are considered in the scientific works of A. Gris (2020). In particular, the authors note the seriousness of the problem of professional maladjustment. The researchers agree that the maladaptive behaviour strategy of specialists is linked to a discrepancy between expectations and the reality of the production environment. However, it should be noted that each component of the specialist's adaptive strategy has its advantages. Therefore, it is necessary to conduct a comprehensive psychodiagnosis of the types of "I"-specialist images and the components of the behavioural-cognitive-communicative-reflexive adaptive strategies.

Of particular interest is the opinion of K. Konaszewski *et al.* (2022), who, in their scientific work, reveal the concept of "adaptive strategy" through the prism of the interaction of a specialist and the production environment. The authors pay attention to the fact that such strategies are formed through social comparisons, feedback from colleagues, achievements, and self-reflection. While agreeing on the importance of such considerations, it is also necessary to consider how specialists perceive themselves in a professional role and to integrate the demands of the profession and socio-professional expectations into their professional self-perception and identity, as noted by Y. Hryshchuk (2023).

Y. Ding *et al.* (2020) claim that the solution to the problems of professional adaptation is possible when the contradictions between the "I" and the real are resolved and "I"-desirable, when specialists will associate the assessment of their successes and failures with their adaptive strategies for the challenges of production situations. In line with this understanding, it could be suggested to emphasise the potential to broaden the image of "I" as a specialist in various professional fields by utilising behavioural-cognitive-emotional-reflexive adaptive behaviour strategies.

Despite several scientific works, it is important to note that the discussion on the classification of the types of the "I"-specialist image and their psychodiagnosis remains a relevant topic in psychology, as it covers various approaches to the self-perception of a person in a professional context. The image of the "I" specialist reflects not only the professional identity of the individual but also inner awareness of themselves as a specialist and master. All these perspectives enable to grasp the complexity and multifaceted processes of professional adaptation and self-perception among specialists, which influence their career development and personal growth.

Summarising, it is possible to single out the main current tasks in the study of the specialist professional adaptation, including research on the impact of crises, in particular, war and economic challenges, problems of gender characteristics, emigration and integration of specialists into new professional environments, which

affect the image of the “I”-specialist. Such a discussion emphasises the importance of psychological contexts in the processes and results of specialists’ professional adaptation, which makes this issue particularly relevant for modern Ukraine.

### Conclusions

The goal of research was achieved. Following the research goal, a justification was provided for the development of a classification of the “I”-specialist image types in the structure of the professional adaptation of the subject of activity according to the types of professional identity, self-esteem, motivation and emotional satisfaction with work, based on the invariants of the professional adaptation direction. It was established that the development of a classification of the “I”-specialist image types of professional identity, based on the invariance of the professional adaptation direction, allows for a meaningful study of professional adaptation indicators for specialists and their adaptive strategies, essential properties and relationships. It is proven that the proposed dispositional-reflexive approach to the classification of the “I”-specialist image types and the level of professional adaptation, by systematising data and identifying the essential features of each type of professional self-perception and relationships with behavioural-cognitive-emotional-reflexive strategies of professional activity, allows studying the mechanism of incorporating personal adaptive potential into professional.

It is proven that the use of adaptive strategies of professional activity is inseparable from the formation of the “I”-specialist image. This allows to get closer to understanding the dialectical relationship, which is outlined by the degree of correlation between the “I”-basic and “I”-situational. It reveals the main factors of resistance and negative reactions inherent in each type and also provides an opportunity to influence the level of professional adaptation of the specialist.

The questionnaire “Image of “I”-specialist in the ASPA” was considered, which allows describing each type according to the profile of the specialist’s professional identity, which includes: the content of the orientation (objective-instrumental, communication, amateur activity), the level of mastery (learning, reproduction, creativity), the form of implementation (motor, perceptual, speech-mental), spatial-temporal orientation (to the past, present, future), emotional attitude to professional activity (negative, ambivalent,

positive) and classifying the types of the “I”-specialist images (business, communicator, existentialist, student, performer, creator, transformer, attributionist, perfectionist, experienced, opportunist, forecaster, pessimist, moderate, optimist).

It has been established that the use of the author’s psychodiagnostic methodology for studying the “I”-specialist images types makes it possible to determine the indicators of the professional adaptation of a specialist effectiveness through the degree of correlation of the “I”-basic and “I”-situational image in the activity structure of professional adaptation, which can predict the level of professional adaptation reliably. Also, to study the peculiarities of the influence of professional adaptation processes on the awareness of the choice of an adaptive strategy and on the results and consequences of each alternative of professional identity and to apply the most effective adaptive strategies, tactics and techniques following the “I”-specialist image type.

It was found that certain types of professional self-perception are achieved through the resolution of contradictions between the new situation of professional development and personal neoplasms, which can expand the “I”-specialist image in various professional areas, which allows for more meaningful outline the activity structure of the specialist professional adaptation, to predict its process and result. Given the current events in Ukraine, the impact of crises, in particular war and economic challenges on the formation of professional self-perception, it seems promising to study the transformation of the “I”-specialist image types under the influence of personal, social or military traumas, emigration and globalisation of the labour market, which can lead to the emergence of new types of the “I”-specialist image.

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### Conflict of Interest

None.

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## Типи образу «Я»-фахівця в процесі професійної адаптації та їх психодіагностика

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**Анотація.** Метою дослідження було створити класифікацію типів іміджу «Я»-фахівця у професійній адаптації з урахуванням таких факторів, як професійна ідентичність, самооцінка, трудова мотивація, емоційна задоволеність та спрямованість адаптації. У дослідженні застосовано диспозиційно-рефлексивний підхід для опису різних типів образу «Я»-фахівця. Використовувалися різноманітні теоретико-методологічні підходи, зокрема аналіз наукових джерел, систематизація та узагальнення даних, психологічне спостереження, класифікація тощо. Встановлено, що «Я»-базове – це рефлексивні смислові орієнтації особистості, які відповідають за вибір, рішення і вчинки у ході життєдіяльності, а «Я»-ситуаційне це комплекс своєрідних особистісних якостей спеціаліста, які регулюють стильові особливості поведінки й виступають як його соціальне обличчя. Доведено, що використання методики «Образ «Я»-спеціаліст у діяльнісній структурі професійної адаптації» дозволяє здійснювати класифікацію і типологічний опис образу «Я»-спеціаліст на основі дослідження інваріант (аспектів) професійної діяльності та відповідних їх конфігурацій. У роботі розроблено опитувальник, який дозволяє визначити професійну ідентичність особистості та запропонувати відповідні стратегії діяльності професійної адаптації фахівця, що підвищить ефективність впровадження заходів з управління персоналом організації. Представлено розгляд показників поведінково-когнітивно-емоційно-рефлексивних стратегій професійної адаптації особистості: рівень професійної адаптації, який визначається ступенем збігу «Я»-базового і «Я»-ситуаційного та емоційною задоволеністю працею, дефініція її об'єкта, провідна діяльнісна структура професійної адаптації, профіль якої включає: зміст спрямованості, рівень освоєння, просторово-часова орієнтація, емоційне ставлення до професійної діяльності та відповідні типи професійної ідентичності образу «Я»-спеціаліст (діловий, комунікатор, екзистенціаліст, учень, виконавець, творець, перетворювач, атрибуціоніст, перфекціоніст, досвідчений, кон'юнктурник, прогнозист, песиміст, поміркований, оптиміст), тобто образи професійного самосприйняття, які проявляються у психології виробничого середовища спеціаліста. Розглянута трансформація образу «Я»-спеціаліст внаслідок зміни професійної самооцінки, ідентичності, мотивації й емоційної задоволеності працею. Практичне значення отриманих результатів полягає в тому, що класифікація типів професійного самосприйняття дозволяє поглибити розуміння образу «Я»-фахівця в різних професійних сферах, змістовно окреслити структуру діяльності професійної адаптації фахівця, прогнозувати його процес і результат, які будуть корисні психологічній службі підприємства (організації) та менеджерам з персоналу, що підвищить ефективність впровадження заходів з управління процесом і результатом професійної адаптації спеціалістів у сучасних умовах

**Ключові слова:** «Я»-базовий; «Я»-ситуаційний; особистісні інваріанти; професійне самосприйняття; адаптивна стратегія спеціаліста; діяльнісна структура професійної адаптації