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# On Separate Aspects of Professional Selection of Extreme Profile Specialists in Foreign Psychology

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**ABSTRACT:** The article analyzes the rich practical experience of specialists in psychologists of the Russian Federation, the United States of America and the People's Republic of China in the use of various methods in the process of professional psychological selection of candidates for admission to extreme profile law enforcement agencies.

**KEYWORDS:** professional psychological selection, individual psychological characteristics, methodology, psychological readiness, candidates, specialty, power structures, factors, system.

Professional selection is widespread in all countries of the world and over the course of a long history of its development has gone through several stages, starting with the proactive selection of candidates for a certain military specialty to the creation of statistical norms based on quantitative and qualitative measurements of individual psychological qualities necessary for extreme specialists.

In the process of recruiting the Armed Forces of the Republic of Uzbekistan, one of the problem areas is the development, implementation and application of modern effective methods of professional psychological selection of extreme profile specialists for various power structures, taking into account the peculiarities of the type of activity, the Uzbek mentality and the use of the very rich experience of foreign specialists.

At an expanded meeting of the Security Council, held on January 12, 2021, under the personal chairmanship of the President of Uzbekistan Sh.M. Mirziyoyev, a number of tasks were identified to further improve the country's defense capability, members of the Security Council, the leadership and command staff of the Armed Forces, heads of local government bodies and representatives of public organizations. "So one of the key tasks in terms of training military personnel, improving their qualifications, as well as the development of military science is the task of further improving the methods and techniques of training troops through a deep study of the experience of military conflicts and modern practice of warfare ..."[1].

Consequently, in order to timely fulfill the task set by the President for the training of military personnel, it is advisable in all power structures to critically analyze the existing methods of professional selection, with the consistent implementation of the advanced modern foreign experience of the countries of world military leaders who very effectively use their military contingent in modern armed conflicts, with obligatory taking into account the Asian ethnos and the peculiarities of the Uzbek mentality.

To achieve the above goal, I consider it necessary to consider and analyze the rich experience of using various methods of professional psychological selection of candidates for the power structures of the Russian Federation, the USA and the PRC.

Proceeding from the fact that the President of the Republic of Uzbekistan has entrusted the responsibility for ensuring the protection of public order to the National Guard, it becomes necessary to study the methods of professional and psychological selection of candidates for both military and law enforcement structures, respectively.

Russian psychologists consider professionally important qualities from the position of V.D. Shadríkova[5]. By professionally important qualities, he understands the individual qualities of the subject of activity that affect the effectiveness of the activity and the success of its development. The role of professionally important qualities can be constitutional and neurodynamic properties of the human body, properties of mental processes, personality orientation,

its needs, interests, worldviews and beliefs, value orientations and moral qualities. That is, any quality of a person included in the process of activity can be professionally important.

Scientists combine the professionally important qualities of a serviceman into several individual psychological characteristics. We are talking about the personal-motivational component, the level of preparedness, abilities, features of psychological processes and psychological qualities, such as: the level of stability in stressful conditions, common sense, strong and firm character, flexibility, rejection of corruption, patriotism, leadership qualities, sociability, patience, thrift, empathy for people, physical endurance.

Some individual psychological characteristics can become prerequisites for choosing a profession, and then, in the process of performing this activity, become professionally important qualities of a specialist. In a conversation with the recruits of the special forces squad, we found out what they consider their individual characteristics, which influenced the choice of profession, such qualities as: courage, endurance, emotional stability, responsibility.

In the block of psychodiagnostic techniques aimed at studying the individual psychological characteristics of military personnel of special-purpose units, Russian psychologists included: methodology for diagnosing the level of subjective control by J. Rotter, questionnaire for determining the meaning of life orientations D.A. Leontiev, the method of multifactorial personality research by R. Cattell (Russian version as adapted by A.G. Shmelev), test questionnaire by G. Eysenck EPi (Russian version as adapted by A.G. Shmelev), T. Ehlers' method of personality diagnostics for motivation to success and on the motivation to avoid failures, the method of determining the neuropsychic stability, the risk of maladjustment in stress "Forecast", the method of diagnosing the degree of readiness to risk Schubert. The use of factor analysis of the "Varimax" method for the experimental and control groups made it possible to reduce the number of initial features and pass to several new integral characteristics that describe the set of features under consideration in sufficient detail.

Russian experts experimentally substantiate the efficiency of their methods by comparative analysis of control groups. As a result of the study, psychologists identified the following factors that describe the individual psychological characteristics of the special forces servicemen necessary for the high-quality professional and psychological selection of candidates for a given branch of the military.

The first factor grouped such variables of the questionnaire for determining the meaning of life orientations D.A. Leont'ev, as: "locus - control I", "locus of control life", "process of life", "productivity of life", "goals in life", "general indicator of the meaningfulness of life." Summarizing these variables, Russian experts defined the first factor as "meaningfulness of life".

The next factor united such variables of the methods of diagnosing the level of subjective control of J. Rotter as: "general internality", "internality in the field of family relations", "internality in the field of achievements", "internality in the field of failures", "internality in the field of interpersonal relations", "Internality in the field of industrial relations", "internality in the field of health". As can be seen from the presented material, this factor reflects the level of subjective control and is of a positive nature, therefore Russian experts called this factor "the level of internality".

The third factor grouped such variables of R. Cattell's multifactorial personality research methods as: factor H "timidity - courage", factor F "restraint - expressiveness", factor A "isolation - sociability", factor Q2 "conformism - nonconformism", factor L "credulity - suspiciousness", as well as the Eysenck EPi questionnaire scale "extroversion" and the failure motivation "scale of the T. Ehlers method. This factor combines variables that reflect relationships with other people. Russian experts identified it as a factor of "social adaptation".

The next factor included such variables of the methods of multifactorial research of personality of R. Cattell as: factor C "emotional instability - emotional stability", factor Q4 "relaxation - tension", factor O "self-confidence - anxiety", as well as the scale of the questionnaire G. Eysenck EPi "neuroticism". The fourth factor combined variables associated with emotional instability. Therefore, Russian experts called it "emotional instability".

The fifth factor united such variables of R. Cattell's multifactorial personality research methodology as: factor I "cruelty - sensitivity" with factor loading, factor Q1 "conservatism - radicalism", as well as the scale "inclination to risk" of the method of diagnosing the degree of readiness to risk Schubert, the scale "Neuropsychic stability" of the "Forecast" method. This factor was called "empathy".

The sixth factor grouped the following variables of R. Cattell's multifactorial personality research methodology: factor G "susceptibility to feelings - high normality of behavior" with factor loading, factor M "practicality - development of imagination", factor Q3 "low self-control - high self-control". This factor can be described as "responsibility".

The last, seventh, factor united such variables of the methods of multifactorial research of personality of R. Cattell as: factor N "straightforwardness - diplomacy" with factor loading, factor E "subordination - dominance". Russian experts have defined this factor as an "active life position". To determine the individual psychological characteristics of special forces servicemen, the method of comparing independent samples by Student's test was used. The comparison was carried out according to the previously identified 7 factors between the group of servicemen of the special-purpose detachment and a control group made up of students of the Tambov State University named after V.I. G.R. Derzhavin. With the subsequent processing of all received data using the program "SPSS 13/00 for Windows".

A comparative analysis of special forces and students showed that the studied groups have statistically significant differences in terms of factors: "meaningfulness of life", "emotional instability", "empathy", "responsibility", "active life position". This suggests that the servicemen of the special purpose detachment are characterized by the presence of goals that give their life meaningfulness, focus and life perspective. They have greater emotional stability, responsibility, take an active life position, but are less sensitive than students.

Thus, the methodology for determining the necessary professionally significant qualities for special purpose units allows specialists to determine at the stage of professional selection and draw up programs for the personal and professional development of military personnel, drawn up taking into account the data obtained during the study. The program should be built in the following areas: disclosing opportunities for personal and professional growth; development of promising goals for the professional activities of military personnel; analysis and development of professionally important psychological qualities, such as: resistance to stress, empathy, self-confidence...[3].

In recent years, a staggered selection process has been practiced in the US Police Force. At the first stage, candidates are eliminated who do not know how to count, read, write in a sufficient volume for a police officer. The basic proficiency test requires only paper and a pencil. Next, a physical fitness test is carried out, focused on the following professional activity.

The test reproduces actual situations in which the physical fitness of the candidate is tested to perform the future work. For example, it is proposed to pull a human body dummy on yourself, to overcome obstacles that may arise during the pursuit of a criminal.

The next step is a psychological test, which consists of several components. First, cognitive abilities are diagnosed, in particular the level of logical thinking, features of memory, verbal and non-verbal intelligence. Particular attention is paid to the ability to draw logical conclusions and work in conditions of intellectual overload. Further, psychological testing of characterological characteristics is carried out using the Minnesota multifactorial personality questionnaire (MMPI), which includes 567 questions. Based on the results of this test, possible mental deviations of the personality are determined: paranoia, depression, mania, hysteria, etc.

In addition, MMPI gives an opportunity to look deeply into the personality of the candidate, to determine the degree of his composure, energy, honesty, ability to carry out and give commands, to communicate with others and much more.

At the final stage, the candidate needs to fill out an information sheet about his previous activities, which includes questions about work experience, goals, career plans. After that, a face-to-face interview with the candidate is conducted by the psychologist, during which the test results are clarified and situations that can lead to conflicts in communication are visually determined.

In some US police services, when selecting candidates for work, the Amthau-era structural intelligence test (IST) is additionally used, which diagnoses such components of abilities as languages-ii, computational, logical thinking, spatial perception, memory. To study individual personality traits, Eysenck's personal test EPQ is also used, with the help of which fundamental characteristics are investigated: extraversion - introversion, neuroticism - aggressiveness.

Thus, with various professional diagnostic issues at the first stage of the decision-making process, first of all, a "negative" selection of candidates is carried out, i.e. identification of absolutely unsuitable for this work. For this purpose, general dispositively oriented techniques are used (for example, the global assessment of intelligence).

In the later stages of the decision-making process, it is a question of testing candidates for their suitability for activities on more specific topics. In this case, specialized techniques are used, the purpose of which is to diagnose stable individual psychological characteristics (for example, mental balance, self-control), as well as established behaviors (for example, communication style).

Finally, the decision-making process ends with the stage of selecting one or more specialists suitable for activities on a precisely described topic, which "requires high qualifications and makes high demands on the personal qualities of candidates. The final selection of personnel for specific US police units is carried out taking into account all the specified stages of professional selection.

It is interesting that all candidates for work in the police at the final stage of selection are invited to undergo a polygraph (lie detector) examination, during which questions are asked about the motives of joining the service, the person's attitude to drugs, alcohol, possible crimes and offenses committed in the past. etc. According to literature data, 25 - 30% (!) of candidates for work in the police do not pass the polygraph exam [4].

In China, a large-scale project was planned and implemented to create a modern system of professional psychological selection of military personnel for military service. The state allocated substantial grants, attracted the Institute of Psychology and other departments of the Chinese Academy of Sciences, hundreds of recruiting agencies, psychologists and medical specialists of the People's Liberation Army of China (PLA) to the project.

The studies were carried out on a large-scale sample (according to some data, it ranged from 15 to 18 million people) in the PLA, the People's Armed Militia, the departments of national arms (analogous to our military registration and enlistment offices) at the provincial and district levels.

As a result, the content, standards and methods of psychological selection were revised, updated, optimized and passed the state assessment.

Specialists of the fourth military medical academy of the PLA have developed and tested a method of psychophysical computer diagnostics. This technique allows you to effectively identify psychosomatic and other disorders in personality behavior, communication problems, gaming, drug and other addictions, as well as various chronic diseases. It quite clearly defines the professional suitability and career guidance of the candidate, including the degree of his mental development and the state of a number of important functions (perception, attention, memory, the ability to operate with spatial representations, logical thinking). The program independently determines specific elements (tests or tasks) and the procedure for presenting diagnostic material to the examinee, analyzes the nature of his answers, limits the presentation of questions to which average answers were received, and details the analysis of the most pronounced answers. This makes it possible to more deeply study the most important and pronounced psychological qualities of the PLA military.

To study the individual psychological qualities of servicemen, questionnaires are also used containing tests by L. Szondi, M. Luscher, K. Leonhard, J. Holland, Iovaysha, C. Spielberger, Eysenck (Research experience, 2016).

The famous Chinese psychologist Kang Chang, who for several years was the director of the Institute of Psychology of the Chinese Academy of Sciences, made a significant contribution to the development of the system of psychological selection of Chinese military specialists. He led a group of scientists to develop a system for the psychological selection of specialists and technical personnel (including pilots and astronauts), as well as methods of their psychological support. In 1991, 2001 and 2010. the scientist was awarded high prizes for his work in this field.

Chinese psychologists are actively working to develop their own methods of psychological assessment and to adapt American diagnostic techniques to the tasks of psychological selection in the army. Thus, Miao Danming, Luo Zhengxue, Liu Xufeng, Li Yunbo, Wang Jingsheng, Su Jinkuan (2006) investigated the methodological means of psychological selection of the Military Academy cadets (Miao Danming, Luo Zhengxue, Liu Xufeng, Li Yunbo, Wang Jingsheng, Su Jinkuan, 2006 ). YuanjunXie, Li Peng, Xin Zuo, Min Li (2016) conducted a psychometric assessment of the Connor-Davidson Elasticity Scale in the interests of its use in the selection system of Chinese military personnel [6].

Based on the above, it should be noted that:

taking into account the methods used abroad, it is necessary to methodically substantiate the list of qualities necessary for a candidate at the stage of professional and psychological selection, for specific groups of similar specialties in the units of the Armed Forces of the Republic of Uzbekistan;

at the initial stage of selection, it is advisable to determine the military professional orientation for mastering a certain military specialty from the candidate using a comprehensive differentiated approach to psychological selection;

the most acute problem of selection is for those categories of military specialties and positions where a minor error associated with the psychological characteristics of a serviceman can lead to serious consequences in the form of loss of human resources, for example: a sapper, an operator of unmanned aerial vehicles, a commander;



to determine a set of measures aimed at professional psychological support of military personnel in places of duty and predicting their success in their position, and options for promising promotion to a higher position in specialization.

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