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INCREASE OF STRESS RESISTANCE OF TEACHERS OF HIGHER MEDICAL EDUCATIONAL ESTABLISHMENTS

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Abstract. High level of modern stressogenesis in socio-cultural conditions of a person's life affects all areas of our existence. Stress factors encourage the development and formation of stress resistance of the personality. The fast-flowing rhythm of the information and communication society requires a high level of self-organization and stress resistance of the personality.

Nowadays people in Ukraine live in constant stresses, we can even say that there are no exceptions as the war has influenced everybody and people cannot feel safe anymore. The population of our country lives under constant pressure of emergencies, but we do go on. People's will to continue life is closely connected to stress resistance. It is very important as the damage done to personality can be diminished and control as the person is resilient to stress, so this property should be developed.

Organizational conditions for the development and formation of stress resistance of the personality is the gradual processing of the components of the personality's stress resistance, consideration of general organizational rules and Gestalt-oriented principles of work in training groups, regularities of general group dynamics.

Keywords: stress, stress resistance, external determining factors, internal determining factors, integrative development and formation of stress resistance of the individual.

Introduction.

High level of modern stressogenesis in socio-cultural conditions of a person's life affects all areas of our existence. Stress factors encourage the development and formation of stress resistance of the personality. The fast-flowing rhythm of the information and communication society requires a high level of self-organization and stress resistance of the personality.

Nowadays people in Ukraine live in constant stresses, we can even say that there are no exceptions as the war has influenced everybody and people cannot feel safe anymore. The population of our country lives under constant pressure of emergencies, but we do go on. People's will to continue life is closely connected to stress resistance. It is very important as the damage done to personality can be diminished and control as the person is resilient to stress, so this property should be developed.

Main text.

The term "stress resistance" was first used by H. Hartman in 1939 in order to describe the constructive methods of "overcoming" stress. R. Lazarus called them "coping strategies" of mastering and regulation relationships with the environment.

Stress-resistance of the individual is a system-integrative property, which provides:



- the predictability of psychobiological reactions to stress, which provides an opportunity to carry out qualified professional selection of workers for professions which are dangerous for life and health, to differentiate the features of stress resistance of specialists of polyprofessional orientations and will reduce the risks of emotional burnout of individuals under the influence of organizational stress factors;
- optimization of socio-cultural and organizational-behavioral strategies; overcoming extremely complex and emergency situations that direct resources of a personality to overcome critical situations - non-normative crisis, internal and external conflicts, frustrations and stressful situations; provide skills for giving psychological assistance to people suffering from dangerous situations; such optimization provides an opportunity to avoid or mitigate the effects of stress;
- determination of value and meaning transformations of post-stress consequences, which motivate a person to overcome dangerous situations. [Kohut, 2].

For defining the level of stress-resistance it is possible to use the following instruments: A complex of psychodiagnostics may be performed with the help of the following methodologies: Bassa-Darky's "Forms of aggressive behavior"; T. Nemchyn's "Assessment of nervous and mental tension"; H. Eysenk's test for the type of the temper; "Diagnostics of fear" by Pryadin-Chernavskiy; FPI; "Communicative diagnostics of tolerance" by V. Boyko; "Diagnosis of personal and group satisfaction by the work" by V. Kozlov and H. Manuylov; projective technique of O. Smirnova, "Mini-Mult" by V. Zaitsev; "Accentuated character traits" by G. Shmishek; "Self-confidence scale" by S. Reyzas; "The Oxford Questionnaire of happiness" by M. Argail; Cook's "Scale of Hostility", "Behavior in conflict situations" by Thomas-Kilman; "Indicator of coping strategies" by D. Amirkhan; "Coping behavior in stressful situations" by S. Norman (adapted version by T. Kryukova); "Definition of the leading program" by M. Kox; "Research on gender identity" by L. Schneider; "Meaning-life crisis" by K. Karpinsky; "Psychological scale stress" by N. Vodopyanova; "Level of social frustration" by L. Wasserman; "Scale of psychological stress PSM-25" by R. Tessier, L. Lemire, L. Fillion; the projective technique by O. Romanova and T. Sitko "Man under the rain"; "Social and psychological adaptation" by K. Rogers and R. Diamond; "Research of volitional self-regulation" by Zverkov-Eidman; "Index of life style" by R. Plutchyk, H. Kellerman; "Ability to self-regulate" by N. Peysakhov; "Strategies for overcoming stress situations" by S. Hobfoll; "Coping strategies" by E. Heim.

An important role in ensuring emotional self-regulation is attributed to subconscious Ego-protective mechanisms. They protect the individual from stress by leveling, displacing anxious emotions that threaten integrity of the personality (A. Freud, Z. Freud) and influence the formation of personal properties (L. Wasserman). So, emotional and communicative components perform the guiding and protective functions of the individual's stress resistance.

Types of defenses are opposed to the coping strategies used by the individual actively and consciously. Together, they form the "lifestyle index" of an individual. Characteristics of the cognitive component of stress resistance of the individual can be generalized on the basis of the theory of intellectual development of J. Piaget. Cognitive processes of assimilation and dissimilation serve the adaptation of the



individual in the society, and therefore, provide people with stress resistance. With the development of thinking and imagination the most complex and mature types of defenses related to processing and revaluation of information (rationalization) (R. Plutchik) have developed. The mechanisms at the base are the first to appear, they characterize perceptual processes (denial and regression), then arise protections related to memory, namely: from forgetting information (suppression, oppression). Mechanisms of cognitive consonance-dissonance (L. Festinger) encourage the agreement of beliefs, which contributes to the search for constructive strategies of self-organization in difficult situations, and therefore stimulates the stress resistance of the personality. That is why the cognitive component of stress resistance of the individual performs the following functions: adequacy of displaying a stressful situation, adaptation to stress, perceived protection, organization of human behavior under stress.

It is theoretically substantiated that the value-volitional component of stress resistance of individuals accompanies the process of goal achievement, decision-making, motivates people to get out of extremely difficult situations through the search for meanings, values, for the sake of which a personality overcomes existential life crises (V. Frankl), regulates emotional and communicative behavior by moral principles (L. Kohlberg), ensures the process of integration of a person with the world, with the collective subconscious, with another person through suprapersonal experience described by transpersonal psychologists (K. Jung, S. Grof). Values of experiences, unique meanings of life help to organize behavior in the conditions of a person overcoming an existential crisis (V. Frankl). The value-volitional component is designed to ensure independence from objective circumstances, focus on overcoming obstacles, motivation for activities or inhibition of unwanted human behavior. It should be taken into consideration that the mechanism of volitional behavior includes specific and general components, characteristic of any purposeful activity mediated by the internal intellectual plan of conscious self-regulation. In this connection, an act of will includes awareness and goal selection, the struggle of multidirectional motivations, decision-making and execution (R. May, S. Rubinstein, V. Frankl, V. Solovyov, K. McGonigal, L. Vygotsky, V. Kotyrlo, etc.)

Internal determinants of stress resistance include innate characteristics of human temper: tendency to react to stress in individuals of the sanguine type contribute to the formation of resilience, the ability to flexibly – adapt to new stress factors and quickly make decisions and form constructive coping strategies. People with prevailing choleric type of response to stress are characterized by endurance to extremes mental overstrains, they act better according to patterns and standards.

Individuals with a phlegmatic type of temperament are characterized by inhibited stress reactions, endurance in chronic stressful situations of non-extreme origin. A melancholic reaction forms the individual's sensitivity to stress factors, which enables to avoid them.

Stressors that contribute to the formation of vulnerability play a special role of a person to stress factors: psychological injuries (attachment theory of J. Bowlby and M. Ainsworth), the nature of the child's attachment to the mother (P. Crittenden), destructive family scenarios and programs (transact analysis of E. Bern, S. Karpman), maladaptive schemes (J. Yang), destructive parenting styles: pessimistic-fearful,



conditional-narcissistic, emotionally-repulsive, overprotective, humiliating, controlling, commanding, perfectionistic, emotionally overwhelming. innate properties of the nervous system, which determines individual reactions to a strong stimulus in extremely difficult situations.

The internal determinants of stress resistance are: the level of general intelligence (intellectual flexibility, general awareness, practical thinking, coordination abilities); level of personal stability (reliability, stress resistance, self-confidence, responsibility, sociability, communicativeness); absence of tension, anxiety and psychopathological symptoms; psychodynamic properties (neuroticism, extroversion-introversion, ability to self-regulate, etc.).

Thus, in the process of interaction of stress factors and the subject of stress-resistant personality properties are formed: features of reactions to stress (decisive-undecisive), perception and reflection of a stressful situation (adequate and inadequate), attitude to stress (ignoring, transformation, abstraction etc). Inability to constructively resist stress (B. Karvasarskyi) manifested in a high level of neuroticism, inability to apply constructive strategies of human protection. Individuals with a low level stress resistance more often become victims of criminal offenses (I. Malkina-Pykh).

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Modern interpretations of the integrative approach in psychology indicate that it is based on the idea of integrity and combines all levels and functional aspects of a person's mental manifestation (personal, interpersonal and transpersonal).

There is a point of view that stress-resistance is especially important for military-men and police officers, as they often face danger. But the workers of medical educational establishments are also in the risk group as they should perform the double function: most of them are both teachers and doctors and they are typical victims of professional and emotional burning as teachers, but at the same time they deal with patients which is the source of additional stress.

Summary and conclusions.

So, the authorities of medical educational establishments should organize regular events for their employees. These trainings should be aimed at the formation of skills of restoring and renewing.

These trainings should be aimed at the formation of the ability to restore resources after a long psychological stress, learning communication skills with conflict-aggressive persons, acquiring constructive coping strategies.

The perspective of the research consists in the development of development programs and formation of stress resistance for teachers of medical educational establishments; in further improvement of differential diagnostic procedures; in development new methods of psycho-correction of post-stress consequences.

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*Організаційними умовами розвитку та формування стресостійкості особистості є поетапність опрацювання складових стресостійкості особистості, врахування загально-організаційних правил та ґештальт-орієнтованих принципів роботи в тренінгових групах, закономірностей загально-групової динаміки. Високий рівень стресогенності сучасних соціокультурних умов життєдіяльності людини позначається на всіх сферах її реалізації. Стрес-фактори спонукають до розвитку та формування стресостійкості особистості. Швидкоплинний ритм інформаційно-комунікативного суспільства потребує високого рівня самоорганізації та фрустраційної толерантності особистості. **Перспектива** дослідження полягає в розробці програм з розвитку та формування стресостійкості для *for teachers of medical educational establishments*; в подальшому вдосконаленні диференціально-діагностичних процедур; у розробці спеціальних програм та тренінгів для викладачів клінічних дисциплін.*

Ключові слова: *стрес, стресостійкість, зовнішні детермінуючі фактори, внутрішні детермінуючі фактори, інтегративний розвиток і формування стресостійкості особистості.*