

Resourcefulness of a Personality as a Psychological Phenomenon

Ресурсність особистості як психологічний феномен

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ABSTRACT

The purpose of our article is to analyze resourcefulness of a personality as a psychological phenomenon; to show the characteristics of personal resourcefulness of the individual as a special mental state; to propose the classification of the structural components of the psychological resourcefulness of a personality.

Methods of the research. The following theoretical methods of the research were used to solve the tasks formulated in the article: a categorical method, structural and functional methods, the methods of the analysis, systematization, modeling, and generalization.

The results of the research. Considering the functional state of the psychological resourcefulness of a personality, it is necessary to distinguish two qualitatively different sides in its structure: subjective and objective ones. Such a division is due to the presence of the following two functions of this dynamic structure, which is the psychological resourcefulness of the individual: ensuring motivational (or goal-directed) behavior and restoring the disturbed homeostasis of the psychological resourcefulness of a personality. Moreover, the subjective side of the psychological resourcefulness of a personality is reflected primarily in the experiences of the subject and determines the features of the formation of highly motivated behavior of a personality. In turn, the objective side of the psychological resourcefulness of a personality is associated with physiological processes and determines the features of the regulation of homeostasis.

Conclusions. We proved, that for any person the subjective side of the functional state of the psychological resourcefulness of a personality was leading, since during adaptive restructuring, subjective shifts, as a rule, precede all objective components of the psychological resourcefulness of a personality. This position reflects a general physiological regularity of the psychological resourcefulness of a personality, which consists in the fact that the mechanisms of regulation of the components of psychological resourcefulness of a personality begin

active work much earlier than the systems controlled by them, which are a part of the structure of the psychological resourcefulness of a personality.

Key words: *resourcefulness, ensuring motivational behavior, goal-directed behavior, homeostasis of the psychological resourcefulness, the features of the regulation of homeostasis.*

Introduction

The problem of the formation of a personality's resourcefulness is gaining increasing scientific and practical relevance due to the continuous growth of social, economic, environmental, technogenic, personal extremes of our life. In such a way it is explained by a significant change in the content and conditions of the activity for representatives of many professions. In our article, we will present materials on the theoretical and experimental study of the formation of a personality's resourcefulness and the levelling of psychological stress, and present the accumulated knowledge on the problem of actualization of the functional state of a person (Cattell, 1988).

The term "personality's resourcefulness" is widely used in many areas and branches of knowledge, that is why its content contains a meaning that varies in terms of the causes of the occurrence of such a state, the mechanisms of its development, the features of manifestations and consequences (Nowak, Watt, & Walther, 2009). Such a meaning combines in its content a considerable range of issues that are closely related to the origin, manifestations and consequences of extreme influences on the personality of the external environment, conflicts, complex and responsible professionally significant tasks, dangerous situations, etc. (Heino, Ellison, & Gibbs, 2010). Various aspects of stress are the subject of special research in the field of Psychology, Physiology, Medicine, Sociology and other sciences. It should be noted that nowadays the concepts of personal resourcefulness, stress, distress, adaptation, tension, emotional stress, etc. are not always clearly delimited in the literature, which further complicate the study of this rather complex psychological problem (Arbuthnott, & Frank, 2000).

Personal resourcefulness as a special mental state is associated with the emergence and manifestation of extremely strong emotions of a person, but this concept is absolutely not limited to emotional phenomena, but it is also reflected in motivational, cognitive, volitional, characterological and other components of the personality structure. That is why the phenomenon of personal resourcefulness requires special psychological study. Thus, personal resourcefulness is a reaction not so much to the physical characteristics of the situation, but to the peculiarities of the interaction between the personality and the surrounding world. Personal resourcefulness is mainly a product of our cognitive processes, the way of thinking and assessing the situation, knowledge of our own capabilities (resources in themselves), and the degree of learning. The paradigm of personal resourcefulness includes a great understanding of the conditions for the emergence and the nature of the manifestation of resourcefulness (or stress, or distress) of one person are not necessarily indicators of personal resourcefulness for another individual (Ishkhanyan, Boye, & Mogensen, 2019).

The problem of psychological resourcefulness of a personality in professional activity and social life of a person began to be studied especially actively in the last three or four decades of the 19th century. This problem was facilitated by a specific number of circumstances: the spread of the concepts of psychological and biological stress, the constantly growing attention to the study of the "human resource factor", a significant increase in the level of general tension, adaptability, anxiety, stress resistance (Гончарук, & Онуфрієва, 2018).

The problem of psychological resourcefulness of the individual in professional activity and social life of a person began to be studied especially actively in the last three or four decades of the 19th century. This was facilitated by a specific number of circumstances: the spread of the concepts of psychological and biological stress, the constantly growing attention to the study of the "human resource factor", a significant increase in the

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level of general tension, adaptability, anxiety, stress resistance (Mykhalchuk, & Ivashkevych Ed., 2018).

In order to solve practical life problems associated with the difficulties of adaptation and readaptation to the conditions of modern life, which really are characterized as the psychological resourcefulness of a personality, which is constantly changing, it is quite important to generalize all the theoretical material deals with the problem of psychological resourcefulness of a personality, adaptation and stress. Considering that a person is primarily a social being, characterized by individual and unique emotions, cognitive resources and other personal characteristics, it is important to pay special attention to the psychological resourcefulness of the individual and its various manifestations (Pimperton, & Nation, 2010). Adequate use of the theory of psychological resourcefulness of a personality will help us to solve many practical problems, for example, knowledge of the stages of the course of psychological resourcefulness, which can help us in achieving an optimal understanding of the psychological resourcefulness of a personality and prevent the destructive impact of stressful conditions on a person (Stephens, & Rains, 2011).

The concept of “psychological resourcefulness of a personality” as a general scientific category in relation to the human body denotes a set of psychologically significant processes occurring in the psyche of the individual, its cognitive and metacognitive sphere, and also determines to a large extent the degree of the development and integrity of the structure of the individual’s organism. Although there is still no single view on the problem of psychological resourcefulness of a personality (Rains, & Scott, 2007).

In Psychology, the most widespread idea is that the psychological resourcefulness of a personality is a stable mental phenomenon that, along with cognitions and metacognitions, has a beginning, its own exclusive, a unique course and its own rather unique end, that is, completion. Thus, the psychologi-

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cal resourcefulness of a person is a rather dynamic personality formation. The idea that the psychological resourcefulness of a personality is a peculiar mental phenomenon that reflects the peculiarities of the functioning of the nervous system of a personality and the human psyche in a certain period of time is also generally accepted among scientists (Mykhalchuk, & Kryshevych, 2019). Thus, the psychological resourcefulness of a personality is a peculiar adaptation process.

Revealing the essence of this definition, scientists have repeatedly said that any mental state is somewhat holistic, a kind of stable psychological syndrome. For example, some scientists consider the psychological resourcefulness of the individual as so-called struggle of personally significant motives, which, in turn, are usually considered in the paradigm of the analysis of human volitional processes. But at the same time, the psychological resourcefulness of a personality contains significant cognitive and metacognitive, as well as emotional-expressive elements, and they do not add up, but form a holistic, single structure, which is the psychological resourcefulness of the individual. Also, quite significant for the psychological resourcefulness of a personality is the fact that resourcefulness only characterizes a person's mental activity for some particular time, and this characteristics always seem to emphasize the peculiar and typical features of the psychological resourcefulness of a personality. For example, the state of fatigue is quite peculiar and quite typical to distinguish it from the opposite state of cheerfulness and working capacity. However, both these and other qualities constitute the structure of the person's psychological resourcefulness (Key-DeLyria, Bodner, & Altmann, 2019).

The purpose of our article is to analyze resourcefulness of a personality as a psychological phenomenon; to show the characteristics of personal resourcefulness of a personality as a special mental state; to propose the classification of the structural components of the psychological resourcefulness of a personality.

Methods of the research

The following theoretical methods of the research were used to solve the tasks formulated in the article: a categorical method, structural and functional methods, the methods of the analysis, systematization, modeling, and generalization.

Results and their discussion

Based on this definition of resourcefulness, scientists have attempted to classify the mental states of a personality, although many scientists note that this classification is largely conditional. According to many scientists, the main structural components of the person's psychological resourcefulness are:

1. Psychological resourcefulness of a personality is a situational phenomenon. First of all, for the psychological resourcefulness of a personality, the individual characteristics of a person are important, and secondly, the features of certain situations that cause psychological reactions of a personality that are uncharacteristic for him/her. The fact that psychological resourcefulness of the individual is often personal, that is, they express one or another characteristics of a personality, does not prevent the person from being defined as temporal characteristics of the mental activity of the individual. If, for example, a person is prone to affectation, his/her affect is still temporary, integral, structural, personally stated that begins and ends at a certain time.

2. The psychological resourcefulness of a personality is deeper and more superficial, depending on the strength of the influence on the person's experiences and behavior. The psychological resourcefulness of a personality is a mental state, which is much deeper than moods.

3. The psychological resourcefulness of a personality can have both positive and negative effects on a personality. This situation is particularly important from a practical point of view and, above all, empirical mind. Apathy can be an example of a negative state, and inspiration can be an example of a state

that positively affects a person's activity. All of these qualities are structural elements of the psychological resourcefulness of a personality.

4. Psychological resourcefulness of a personality is a long and at the same time a short-term process. Thus, the moods that are a part of the structure of psychological resourcefulness of the individual can have different durations: from several minutes to a day and several days.

5. Psychological resourcefulness of a personality is a more or less conscious and quite structural process. For example, absent-mindedness is more often an unconscious mental state, while determination is always conscious, and fatigue can have different levels of awareness. Thus, psychological resourcefulness of a personality has temporal characteristics.

This classification of the structural components of the psychological resourcefulness of a personality is quite extensive and quite acceptable in a view of solving research empirical problems. This classification of the structural components of the psychological resourcefulness of a personality reflects the main characteristics of the structural components of resourcefulness, reflecting the degree of awareness, marked by their sign (positive or negative ones), with different duration and fluidity. However, this classification also has some significant drawbacks, the main one of which is that there is no clear distinction between states and mental processes. As a result, it is possible to involuntarily mix up individual structural components that constitute the phenomenon of the psychological resourcefulness of a personality. For example, scientists talk about absent-mindedness as a separate mental state, but we have more substantial grounds to consider absent-mindedness as a characteristics of attention, which, at the same time, is also a structural component of the psychological resourcefulness of the individual.

Based on the results of the definition of psychological resourcefulness of a personality proposed by scientists (Lawson, & Leck, 2006), other scientists (Rezaei, & Mousanezhad Jeddi,

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2020) made an attempt to systematize the states of a personality that are a part of the structure of psychological resourcefulness of a personality. For this purpose, scientists selected and analyzed more than 200 terms that define the mental states of a person. When analyzing these words, scientists took into account that, firstly, it is advisable to distinguish between states that denote the psychological resourcefulness of the individual, which have become established and have become transitional qualities, because a personality at any given moment in his/her life is in only one state, and their change is carried out, as a rule, in the intermediate and transitional stages, and, secondly, mental processes, states and characteristics of a personality are distinguished as quite stable, which determine the psychological resourcefulness of a personality.

As a result of the analysis, scientists (Schleicher, & McConnell, 2005) identified 263 concepts that denote the psychological resourcefulness of a personality. These concepts were divided into two groups:

1) components of the psychological resourcefulness of a personality, which characterize the affective-volitional sphere of mental activity;

2) components of the psychological resourcefulness of a personality, which characterize the states of consciousness and attention. Each group of characteristics has somewhat general characteristics that reflect the most typical, core features of the states that are the part of the structure of the psychological resourcefulness of a personality: “tension – permission” for the group of volitional states; “satisfaction – dissatisfaction”, which belong to the group of affective states that make up the structure of the psychological resourcefulness of a personality; “sleep – activation of the activity” for the group of states of consciousness and attention of a personality.

Other scientists show the problem of psychological resourcefulness of a personality somewhat differently. Scientists consider the personal states that develop the process of the person's

socially significant activity and amplify both the psychological and physiological characteristics of a personality. Scientists call such resource states as psychophysiological ones in order to separate them from the elementary states of excitation and inhibition that are developed at certain levels of mental regulation. According to the definition of scientists, psychological resourcefulness of the individual is a holistic reaction of the individual to external and internal stimuli, with the aim at achieving useful, positive and pleasant result.

Thus, scientists distinguish a special type of personal states that are a part of the structure of psychological resourcefulness of a personality. These are peculiar psychophysiological states associated with the mental and physiological structures of the personality. At the same time, any mental state of a personality turns out to be closely related to the physiological structures of a personality (either caused by physiological processes, or contributing to the emergence of certain physiological processes). In view of this approach of scientists, the concept of psychological resourcefulness of the individual acquires special significance when considering mental states within a general problem of human adaptation to environmental conditions.

The definition of psychological resourcefulness of a personality, given by scientists, largely assumes that psychological resourcefulness of a personality, and it is a causally determined phenomenon, the reaction not of a separate system or organ, but of the individual as a whole, with the inclusion in the response of both physiological and mental levels (subsystems) of management and regulation by a person of himself/herself, his/her mental activity, which relate to the substructures and aspects of a personality, as well as the structural components of the psychological resourcefulness of a personality. Therefore, any psychological state is a kind of personal experience of the subject and the interaction of its various functional systems. Moreover, psychological resourcefulness of a personality is expressed both in a number of psychophysiological indicators and in human behavior. Thus,

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according to scientists, psychological resourcefulness of a personality can be represented by the characteristics of three levels of response: *mental* (personal experiences), *physiological* (somatic structures of the organism and mechanisms of the autonomic nervous system) and *behavioral* (motivated behavior).

According to various authors of the holistic concept of psychological resourcefulness of a personality, in any psychophysiological state all of the above-listed levels of psychological resourcefulness of a personality must be necessarily represented, and only by the set of indicators reflecting each of these levels can a conclusion be drawn about the psychological resourcefulness of a personality, which is available to a person. Neither behavior nor various psychophysiological indicators, taken separately, are able to reliably differentiate one state from another one, since, for example, an increase in pulse rate or a decrease in reaction of time can be observed at different levels of psychological resourcefulness of a personality.

A distinctive characteristic of the psychological resourcefulness of a personality is that scientists (Ramirez, & Wang, 2008) say, that it is not permissible to reduce different personal states to experiences, but scientists believe that it is also impossible to exclude them from the characteristics of the psychological resourcefulness of a personality. Experiences, according to scientists, occupy a prominent place in the diagnosis of the psychological resourcefulness of a personality. It is the experience of something, a certain context (apathy, fear) that allows us to fairly reliably state about the psychophysiological state that arises in a person as substructural components of the psychological resourcefulness of a personality. Therefore, the psychological characteristics of the individual play, perhaps, a leading role in the formation of the psychological resourcefulness of a personality and the psychophysiological states of a personality in its structure. If so, then the mechanisms for regulating the psychological resourcefulness of the individual should be sought in the resourcefulness of the person itself.

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Thus, the mental side of the psychological resourcefulness of the individual is reflected as experiences and feelings, and the physiological side of psychological resourcefulness is expressed in the change of a number of functions, and primarily vegetative and motor actions. Experiences and physiological changes are inseparable, that is, they always accompany each other. For example, fatigue and apathy are accompanied by a change in a number of physiological functions, just as certain physiological signs of a certain state, which are accompanied by a feeling of fatigue, apathy.

So, in the concept of scientists regarding the psychological resourcefulness of a personality, it is advisable to highlight several basic, dominant factors. Firstly, the psychological resourcefulness of the human personality is determined by the influence of environmental factors and internal prerequisites, which include various structures of the mental and physiological levels. Secondly, the subjective side of states (experiences) in the structure of the psychological resourcefulness of a personality plays one of the leading roles in the regulation of human states, which for people themselves constitute the psychological resourcefulness of a personality. Thus, the psychological resourcefulness of a personality reflects and displays a fairly high level of functioning of both individual functional systems and the entire human organism as a whole. Therefore, it is quite logical not to simply talk about mental or psychophysiological states, but also about functional states when we talk about the development of psychological resourcefulness of future practical psychologists.

We believe that the central link of any system, including the psychological resourcefulness of a personality, is the result of its functioning – its system-forming dominant factor. Such a system-forming factor of the holistic human organism, which characterizes the psychological resourcefulness of a personality, is the adaptation of a person to life, vital activity and the environment as a whole. Therefore, the functional state is a characteristic of the level of functioning of the body's systems in a certain

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period of time, which reflects the features of the homeostasis of the adaptation process, which is the main characteristic of the psychological resourcefulness of a personality. Achieving a particular level of functioning of the psychological resourcefulness of a personality is carried out, first of all, due to the activity of the mechanisms of regulation of the human psyche.

From the perspective of psychological science, the living human organism is considered by us as a multi-level, self-regulating system that self-develops due, first of all, to the psychological resourcefulness of a personality. Moreover, there are several points of view on the structure of the human organism as a holistic biosystem. In our opinion, the most promising point of view is the assumption of the existence of control mechanisms and controlled systems as determinants or predictors of the psychological resourcefulness of a personality. The mechanisms that control such a phenomenon, which is the phenomenon of the psychological resourcefulness of the individual, in such a model should include the central and autonomic nervous systems, and all other systems of the organism are quite controllable, resource structures.

Currently, in psychological science, numerous attempts by scientists to explain the principles of the mechanisms of control of the psychological resourcefulness of a personality and to classify the functional states of a personality are known. According to modern ideas, the key link in the structure of the general functional state of the organism in the paradigm of the psychological resourcefulness of a personality is the state of the human central nervous system. At the same time, the state of the nervous system is considered by us as a certain, to the greatest extent, positive result of the interaction of nonspecific generalized activity, the source of which is the reticular formation, which is a part of the structure of the psychological resourcefulness of a personality, and some specific activity, which has a number of local factors. The latter determines the level of attention and perception, conceptual thinking, motor activity, motivation and emo-

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tions. By specific activity we mean the reaction to be inherent in a specific system of the human organism to a certain external or internal stimulus, which is an indicator of the psychological resourcefulness of a personality.

The special position of the human central nervous system as a controlling substructure, which to a large extent ensures the integrity of the entire organism of a personality and is determined by its characteristics and features, and is primarily a structural component of the integrity of a human brain. This integrity is manifested primarily in the ability of human brain structures to take over the functions of damaged parts of the human central nervous system if it is necessary. Another important feature of the human central nervous system is the presence of rigidly fixed and relatively independent of the environment programs that serve the biorhythms of the psychological resourcefulness of a personality. The next characteristics of the human central nervous system is its dominant nature, which determines the function of the individual's brain, which is the regulation of the states of the human organism and the peculiarities of the person's behavior. The presence of these characteristics allows us to consider the human central nervous system as the physiological basis of the mechanisms for regulating the psychological resourcefulness of a personality.

At the same time, considering the functional state of the psychological resourcefulness of a personality, it is necessary to distinguish two qualitatively different sides in its structure: subjective and objective ones. Such a division is due to the presence of the following two functions of this dynamic structure, which is the psychological resourcefulness of a personality: ensuring motivational (or goal-directed) behavior and restoring the disturbed homeostasis of the psychological resourcefulness of a personality. Moreover, the subjective side of the psychological resourcefulness of a personality is reflected primarily in the experiences of the subject and determines the features of the formation of highly motivated behavior of a personality. In

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turn, the objective side of the psychological resourcefulness of a personality is associated with physiological processes and determines the features of the regulation of homeostasis.

Conclusions

It should be noted that for any person the subjective side of the functional state of the psychological resourcefulness of a personality is leading, since during adaptive restructuring, subjective shifts, as a rule, precede all objective components of the psychological resourcefulness of a personality. This position reflects a general physiological regularity of the psychological resourcefulness of a personality, which consists in the fact that the mechanisms of regulation of the components of the psychological resourcefulness of a personality begin active work much earlier than the systems controlled by them, which are a part of the structure of the psychological resourcefulness of a personality.

The subjective side of the functional state of a personality is understood as some mental phenomena that belongs to personal formations, which, in turn, are included into the structure of the psychological resourcefulness of a personality. It is the features of the personality that largely determine the nature of the psychological resourcefulness of a personality and are one of the leading mechanisms for regulating the psyche of a personality in the process of adapting the organism to the conditions of the external environment. The personal principle of regulating mental states and cognitive activity of a personality is currently generally recognized. It follows from it that the formation of states in the structure of the psychological resourcefulness of a personality is largely determined by the person's attitude to himself/herself, to the surrounding reality and the person's own cognitive and professional activity.

It can also be assumed that the set of characteristics or substructures of psychological resourcefulness of a personality for all people is fundamentally the same, since it is genetically determined. However, there are significant individual differences

in the expression and dynamics of the same states, as well as in the patterns of their mutual transitions. Differences in which it is happening there are the reasons why in the same conditions of the activity people are in different conditions of the development of psychological resourcefulness of a personality.

Personal mechanisms for regulating states that make up the structure of the person's psychological resourcefulness are very diverse. Their organization largely corresponds to the hierarchy of the structure of the personality. Thus, the development of a person's psychological resourcefulness depends on the characteristics of the central nervous system of a person, on the type of temperament, on the general emotional orientation or a paradigm of the formed experiences of a personality, on the ability to neutralize negative emotional manifestations and on the development of certain volitional qualities of a person. In our psychological research, there will be verified empirical data on the influence of intellectual characteristics on the development of a person's psychological resourcefulness, as well as their importance for regulating states at the level of psychophysiological unity of a personality. Thus, the development of a person's psychological resourcefulness reflects the peculiarities of all levels of a personality.

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Івашкевич Едуард, Сімко Руслан. Ресурсність особистості як психологічний феномен.

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Метою нашої статті є проаналізувати ресурсності особистості як психологічного феномену; показати особливості особистісної ресурсності як особливого психічного стану; запропонувати класифікацію структурних компонентів психологічної ресурсності особистості.

Методи дослідження. Для розв'язання поставлених завдань використовувалися такі теоретичні методи дослідження: категоріальний, структурно-функціональний, аналіз, систематизація, моделювання, узагальнення.

Результати дослідження. Розглядаючи функціональний стан психологічної ресурсності особистості, у його структурі необхідно виділяти дві якісно різні сторони – суб'єктивну та об'єктивну. Подібний поділ зумовлений наявністю наступних двох функцій цієї динамічної структури, якою є психологічна ресурсність особистості: забезпечення мотиваційної (або цілеспрямованої) поведінки та відновлення порушеного гомеостазу психологічної ресурсності особистості. Причому суб'єктивна сторона психологічної ресурсності особистості відображається насамперед у переживаннях суб'єкта та визначає особливості формування високомотивованої поведінки особистості. У свою чергу, об'єктивна сторона психологічної ресурсності особистості пов'язана з фізіологічними процесами та визначає особливості регуляції гомеостазу.

Висновки. Доведено, що у будь-якої людини суб'єктивна сторона функціонального стану психологічної ресурсності особистості є провідною, оскільки в ході адаптаційних перебудов суб'єктивні зрушення, як правило, випереджають всі об'єктивні компоненти психологічної ресурсності особистості. Це положення відображує загальнофізіологічну закономірність психологічної ресурсності особистості, яка полягає в тому, що механізми регуляції компонентів психологічної ресурсності особистості починають активну роботу значно раніше, ніж керовані ними системи, що входять до структури психологічної ресурсності особистості.

Ключові слова: ресурсність, забезпечення мотиваційної поведінки, цілеспрямована поведінка, гомеостаз психологічної ресурсності, особливості регуляції гомеостазу.

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