

Modern Approaches to The Professional Selection of Specialists of Extreme Profile Based on The Experience of Leading Foreign Countries

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

Key words: professional psychological selection, individual psychological characteristics, methodology, psychological readiness, candidates, specialty, law enforcement agencies, factors, system.

Professional selection is widespread in all countries of the world and throughout the long history of its development has passed several stages, from the initiative 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 specialists of extreme profile.

The scientific approach to professional selection is associated with the name of Francis Galton, who at the end of the XIX century founded the first psychophysiological laboratory in London, where in a few years he examined more than 10 thousand people. F. Galton and K. Pearson carried out a lot of work on the study of human abilities, came close to understanding the cognitive complexity of intelligence, the essence of the creative and sensory capabilities of the individual, developed the basics of correlation analysis, a mathematical and statistical method for assessing the form, sign and closeness of the relationship of the studied signs [1].

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

At the expanded meeting of the Security Council, held on January 12, 2021 under the personal leadership of the President, supreme Commander-in-Chief of the Armed Forces Sh.N. Mirziyoyev, a number of tasks were identified to further improve the country's defense capability to members of the Security Council, the command staff of the Armed Forces, heads of state authorities at the local level and representatives of public organizations. Thus, one of the key tasks in terms of training military personnel, improving their skills, as well as developing military science, the Supreme Commander-in-Chief of the Armed Forces set 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 [2].

Therefore, in order to timely fulfill the task set by the President to train military personnel, it is advisable to critically analyze the existing methods of professional selection in all law enforcement agencies, with the consistent introduction of advanced modern foreign experience of countries - world military leaders who very effectively apply their military contingent in modern armed conflicts, with the obligatory consideration of the Asian ethnos and the peculiarities of the Uzbek mentality.

To achieve a certain goal, it is necessary to consider and analyze the rich experience of applying various methods of professional psychological selection of candidates for law enforcement agencies of the Russian Federation and the United States of America and the People's Republic of China.

Proceeding from the fact that the President, the Supreme Commander-in-Chief of the Armed Forces of the Republic of Uzbekistan has assigned responsibility for ensuring the protection of public order to the National Guard, there is a need to study the methods of professional and psychological selection of candidates for both the military and law enforcement agencies, respectively.

Russian psychologists consider professionally important qualities from the position of V.D. Shadrikov. By professionally important qualities, the ministry understands the individual qualities of the subject of activity, affecting the effectiveness of the activity and the success of its development. Constitutional qualities can act as professionally important qualities.

and the neurodynamic properties of the human body, the properties of mental processes, the orientation of the personality, its needs, interests, worldviews and beliefs, value orientations and moral qualities. That is, any quality of a person involved in the process of activity can be professionally important [3].

Scientists combine the professionally important qualities of a soldier 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 features 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 detachment, we found out what they consider their individual characteristics that 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 servicemen of special forces units,

Russian psychologists have included: a method for diagnosing the level of subjective control by J. S. Miller. Rotter, the questionnaire for determining the meaning of life orientations of D.A. Leontiev, the method of multifactorial study of the personality of R. Cattell (the Russian version in the adaptation of A.G. Shmelev), the test questionnaire of G. Eysenck ERi (the Russian version in the adaptation of A.G. Shmelev), the methods of T. Ehlers diagnosing personality on motivation

to success and motivation to avoid failure, the method of determining neuro-mental stability, the risk of maladaptation in stress "Prognosis", the method of diagnosing the degree of readiness for 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 transition to several new integral characteristics that sufficiently fully describe the considered set of features.

Russian specialists experimentally substantiate the performance of their methods through a comparative analysis of control groups. As a result of the study, psychologists identified the following factors that describe the individual psychological characteristics of special forces servicemen necessary for the qualitative conduct of professional psychological selection of candidates for this type of troops.

1. The first factor grouped such variables of the questionnaire for determining the meaning of D.A. Leontiev's life orientations as: "locus - control of the self", "locus of life control", "life process", "life performance", "goals in life", "general indicator of the meaningfulness of life". Summarizing these variables, Russian experts have defined the first factor as "the meaningfulness of life."

2. The next factor combined such variable methods for diagnosing the level of subjective control of J. S. Miller. Rotter, as: "general internality", "internality in the field of family relations", "internality in the field of achievements", "internality in the field of failure", "internality in the field of interpersonal relations", "internality in the field of production relations", "internality in the field of health". As can be seen, this factor reflects the level of subjective control and is positive, so Russian experts called this factor "the level of internality".

3. The third factor grouped such variables of the methods of multifactorial study of the personality of R. Cattell as: factor H "timidity - courage", factor F "restraint - expressiveness", factor A "isolation - sociability", factor Q2 "conformism - nonconformism", factor L "credulity - suspicion", as well as the scale of the Eysenck ERi questionnaire "extraversion" and the scale "motivation of failures" of the method of T. Ehlers. This factor combines variables that reflect the relationship with others People. Russian experts have defined it as a factor of "social adaptation".

4. The next factor includes such variable methods of multifactorial examination of the 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 ERi "neuroticism". The fourth

factor combined variables associated with emotional instability. Therefore, Russian experts called it "emotional instability".

5. The fifth factor combined such variable methods of multifactorial study of R. Cattell's lichnost as: factor

I "cruelty - sensitivity" with factor load, factor

Q1 "conservatism - radicalism", as well as the scale "risk appetite" of the Schubert method of diagnosing the degree of readiness for risk, the scale "neuropsychic stability" of the "Prognosis" method. This factor was called "empathy".

6. The sixth factor grouped the following variables of the methodology of multifactorial study of the personality of R. Cattell: factor

G "susceptibility to feelings - high

normativity of behavior" with a factor load, factor M "practicality - development of imagination", factor Q3 "low self-control - high self-control". This factor can be referred to as "responsibility".

7. The last, seventh, factor combined such variable methods of multifactorial study of the personality of R. Cattell as: factor N "straightness - diplomacy" with factor load, 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 according to the Student's criterion was used. The comparison was carried out according to the previously identified 7 factors between a group of servicemen of the special forces detachment and a control group composed of students of tambov State University named after G.R. Derzhavin, followed by processing of all data obtained 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 factors: "meaningfulness of life", "emotional instability", "empathy", "responsibility", "active life position". This suggests that the servicemen of the special forces detachment are characterized by the presence of goals that give their lives meaningfulness, orientation 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 forces units allows specialists to determine at the stage of professional selection and draw up programs for the personal and professional development of military personnel, compiled taking into account the data obtained during the study. The program should be built in the following areas: disclosure of opportunities for personal and professional growth; development of long-term goals for the professional activities of military personnel; analysis and development of professionally important psychological qualities, such as: stress resistance, empathy, self-confidence [4].

In recent years, U.S. police units have practiced a step-by-step selection process. At the first stage, candidates who do not know how to count, read, and write in sufficient volume for a police officer are eliminated. To conduct a basic qualification test, only paper and a pencil are needed. Next, a physical training test is carried out, focused on subsequent professional activities.

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

The next stage is a psychological test, which consists of several components. First, cognitive abilities are diagnosed, in particular, the level of logical thinking, memory features, verbal and non-verbal intelligence. Particular attention is paid to the ability to draw logical conclusions and work in conditions of intellectual overload. Next, psychological testing of characterological features is carried out using the Minnesota Multifactorial Personality Questionnaire (MMRI), which includes 567 questions. According to the results of this test, possible mental abnormalities of the personality are determined: paranoia, depression, manic, hysteria, etc.

In addition, MMRI provides an opportunity to look deeply into the personality of the candidate, determine the degree of his concentration, energy, honesty, ability to perform and give commands, contact 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 psychologist is interviewed face-to-face with the candidate, during which the test results are clarified and situations that can lead to conflicts in communication are visually determined.

Some U.S. police services additionally use the Amtau-era Structural Intelligence Test (1ST) to select job candidates, which diagnoses components of abilities such as languages-ii, computational abilities, logical thinking, spatial perception, and memory. To study individual personality traits, Eysenck's personal EPQ test is also used, with the help of which fundamental characteristics are investigated: extraversion - introversion, neuroticism - aggressiveness.

Thus, with various professional and diagnostic problems, 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, common dispositively oriented methods (for example, global assessment of intelligence) are used.

In the later stages of the decision-making process, it is a question of testing candidates for their suitability to work 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 manners of behavior (for example, communication style).

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

Interestingly, all candidates for work in the police at the final stage of the selection are offered to undergo a polygraph examination (lie detector), during which questions are asked about the motives for entering the service, the person's attitude to drugs, alcohol, possible crimes and offenses committed in the past, etc. According to literary data, 25 - 30% of candidates for police work do not stand the polygraph exam [5]. In the People's Republic of 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 has allocated substantial grants, attracted the Institute of Psychology and other units of the Chinese Academy of Sciences, hundreds of recruitment agencies, psychologists and medical specialists of the People's Liberation Army of China (PLA) to the implementation of the project.

The studies were conducted on a large-scale sample (according to some sources, it amounted to from 15 to 18 million people) in the PLA, the People's Armed Militia, people's armament departments (analogous to our military enlistment offices) at the provincial and county 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 developed and tested the method of psychophysical computer diagnostics. This technique allows you to effectively identify psychosomatic and other disorders in the behavior of the individual, communicative problems, gaming, narcotic and other dependencies, 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 subject, analyzes the nature of his answers, limits the presentation of questions to which average answers are received, and details the analysis of the most pronounced answers. This makes it possible to study more deeply the most important and pronounced psychological qualities of PLA servicemen.

The advanced foreign experience analyzed above allows us to formulate the following **conclusions**:

Taking into account the methods of foreign approaches used, 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 in a 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 soldier 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.

It is necessary to determine a set of measures aimed at professional psychological support of military personnel in the places of duty and forecasting their success in the position, and options for promising promotion to a higher position in specialization;

Based on the above conclusions , **it is proposed:**

Based on the best practices of foreign and domestic specialists in the field of psychology, to develop a modern methodology for conducting professional psychological selection, taking into account groups of specialties similar in profile in order to identify the physical and psychological characteristics of the nervous system and temperament of the selected candidate that are in demand for this group. At the final stage of the selection, all candidates should be subjected to a polygraph (lie detector) examination, during which it is advisable to identify the true motives for entering the service, the person's attitude to drugs, alcohol, possible crimes and offenses committed in the past, etc.

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