

Social Psychological Characteristics Of Stress Prevention In The Professional Activity Of Teachers

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Abstract: The article describes professional stress and its impact on employee performance. It also analyzes the socio-psychological factors that influence stress prevention and practical strategies that can be implemented in the professional environment to mitigate stress.

Keywords: Stress, personality, management, intelligence, knowledge

The concept of employment is considered as the ability of people to perform complex activities in various conditions with high efficiency and quality. Carrying out activities in difficult and unfavorable conditions requires the involvement of human resources aimed at compensating for the negative factors of the professional environment and achieving a positive result. If a few years ago, when hiring, the main attention was paid to official, application data, now the employer is increasingly interested in the career success of the candidate, his potential, the forecast of real abilities, as well as his inclinations and motives. [1, 72].

A person's abilities change under the influence of the social microenvironment (upbringing in the family, communication with colleagues at work, general "cultural information", etc.). General abilities are largely determined by the level of intellectual development of a person. They are especially important in situations that require a person to demonstrate different, even contradictory, mutually exclusive qualities. Some types of activities require a daily combination of various professional actions, so the success of their work is determined by the general abilities of the individual. This activity includes: management, research and teaching. Intelligence as a characteristic of general abilities is especially important in non-standard professional situations. [2, 42].

The teaching profession is one of the most important professions today. The occurrence of stress in teachers is associated with high emotional stress, social stress, and information overload in the process of professional activity. Such a state of stress creates obstacles in the professional activity of the teacher; the results block his communicative activity, affect his physical and mental health and generally affect the adaptation of the teacher, that is, his stress resistance.

At this point, the question arises, what is stress. Today, there is no person who would not know what stress is. Also, a person always faces stress during his work. Life is difficult, not all processes in it go smoothly, there are such stresses that their excessive increase leads to deterioration of health and mental balance. This term was first introduced into science by Canadian physiologist Hans Sele. According to Sele, stress is life. Just as a person cannot live without water, air and food, so he cannot live without stress. But stress can accumulate and become so strong that a person becomes unable to cope with it and becomes ill. It is very important that the level of emotional stress depends, first of all, on the attitude of a particular person to a stressful situation, on how he interprets and experiences it. Strong emotional stress can increase the body's susceptibility to diseases.

The problem of stress is one of the common problems of our new century. We cannot avoid emotional stressors, we cannot avoid them, the problem is that we cannot come to terms with stressors.

The causes of stress threaten the biological integrity of the body and the psychological state of a person. On this basis, scientists divide stressful situations into 2 groups - physiological and psychological stress. Physiological stress is caused by physiological effects - various obstacles, as well as loud sounds, bright light, high air temperature, vibrations, etc. Psychological stress determines the severity of the situation by a person's reaction to the situation and his assessment of its complexity. An unexpected change in task, lack of necessary preparation, limited time, high importance of work, as well as personal responsibility for the assigned task are typical situations that lead to psychological stress.

Thus, stress is a ubiquitous phenomenon in today's rapidly changing professional environment. It affects not only personal well-being, but also organizational efficiency and productivity. Understanding the social and psychological aspects of stress prevention is critical to creating a healthy work environment.

Stress is defined as a psychological and physical response to perceived challenges or threats. In the professional context, stress can arise from a variety of sources, including workload, interpersonal conflict, job security, and organizational change. While some stress can be motivating, too much stress can lead to burnout, decreased productivity, and negative health outcomes. [3, 52].

Practical strategies for preventing stress in the workplace [4] include:

Create a supportive environment. Organizations should prioritize creating a supportive environment where employees feel safe to discuss stressors. Regular check-ins with team members can help identify problems before they occur.

Implement wellness programs: Wellness programs that promote physical health through exercise, nutrition, and mental health resources contribute to the overall well-being of employees. Organizations should offer access to gym memberships, yoga classes, or counseling services.

Encourage team-building activities: Team-building activities develop camaraderie among co-workers and expand social support networks in the workplace. Participating in joint projects or social events can strengthen relationships and reduce feelings of isolation.

Provide access to resources: Organizations should provide access to resources such as employee assistance programs (EAPs), which offer counseling services for employees experiencing personal or work-related problems. It is important to ensure that employees know how to access these resources.

Leadership training: Training leaders in emotional intelligence and effective communication skills prepares them to more effectively support their teams. Leaders who are sensitive to the needs of their employees can create a more empathetic workplace culture.

Finally, understanding the social psychological aspects of stress prevention is essential to creating a healthy professional environment. By providing social support, promoting a positive organizational culture, encouraging work-life balance, providing training and development opportunities, and implementing practical stress prevention strategies, organizations can significantly reduce the negative impact of stress on employees. Ultimately, prioritizing mental well-being not only improves individual productivity, but also contributes to the overall success of the organization. As the workplace continues to evolve, managing stress through the lens of social psychology will be critical to long-term employee engagement and productivity.

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