

Vlad Kravchuk

Vinnitsia Mykhailo Kotsiubynskyi State Pedagogical University, Ph.D student at the Department of psychology and social work (Ukraine)

vlad34.Kravchuk@gmail.com

<https://orcid.org/0009-0007-7801-6589>

RESILIENCE AS A PROFESSIONALLY IMPORTANT QUALITY OF PRACTICAL PSYCHOLOGISTS: A CONTEMPORARY SCIENTIFIC PERSPECTIVE

У статті здійснено теоретичний аналіз резильєнтності як професійно важливої якості практичних психологів. Розглянуто сучасні наукові підходи до розуміння феномену резильєнтності, зокрема диспозиційний, процесуальний та соціально-екологічний підходи. Особливу увагу приділено ролі резильєнтності у забезпеченні професійної ефективності, психологічного благополуччя та професійної стійкості практичних психологів. Проаналізовано взаємозв'язок резильєнтності з професійним стресом, вторинною травматизацією, втомую від співчуття та професійним вигоранням. Показано, що резильєнтність є багатовимірним психологічним ресурсом, який включає емоційний, когнітивний, поведінковий і соціальний компоненти. Теоретичний аналіз свідчить, що резильєнтність сприяє адаптації, професійній компетентності та збереженню психічного здоров'я фахівців допомагаючих професій.

Ключові слова: резильєнтність, практичні психологи, професійний стрес, профілактика вигорання, професійна компетентність, психологічне благополуччя.

Abstract. The article presents a theoretical analysis of resilience as a professionally important quality of practical psychologists. Contemporary scientific approaches to understanding resilience are examined, including trait-oriented, process-oriented, and socio-ecological perspectives. Particular attention is devoted to the role of resilience in maintaining professional effectiveness, psychological well-being, and occupational sustainability among practical psychologists. The relationship between resilience and occupational stress, secondary traumatic stress, compassion fatigue, and professional burnout is analyzed. Contemporary research demonstrates that resilience functions as a multidimensional psychological resource incorporating emotional, cognitive, behavioral, and social components. Theoretical evidence indicates that resilience contributes to adaptive functioning, professional competence, and maintenance of psychological health among helping professionals. The significance of resilience for psychologists working under conditions of social instability and military conflict is substantiated. The necessity of developing resilience through professional education, supervision, and continuing professional development is emphasized.

Keywords: resilience, practical psychologists, occupational stress, burnout prevention, professional competence, psychological well-being.

The aim of the article. The aim of the article is to analyze resilience as a professionally important quality of practical psychologists and to determine its significance for maintaining professional effectiveness, psychological well-being, and successful adaptation to occupational challenges.

Problem statement. Contemporary psychological practice is characterized by increasing emotional demands, responsibility for clients' well-being, and exposure to various forms of psychological suffering. Practical psychologists regularly interact with individuals experiencing anxiety, depression, traumatic stress, interpersonal conflicts, and crisis situations. Such professional activity requires not only specialized knowledge and counseling skills but also personal psychological resources that enable specialists to maintain emotional stability and professional effectiveness over time.

The growing prevalence of social crises, economic instability, and military conflicts has intensified the demand for psychological services worldwide. In Ukraine, the consequences of war have significantly increased the number of individuals requiring psychological support, thereby placing additional emotional and professional demands on psychologists. Under such conditions, the ability to maintain effective functioning despite chronic stress becomes one of the most important characteristics of professional competence.

The concept of resilience has emerged as a key construct for understanding successful adaptation under adverse circumstances. Werner and Smith demonstrated that many children raised under conditions

of social disadvantage achieved positive developmental outcomes in adulthood [13]. Their findings challenged deficit-oriented approaches and stimulated scientific interest in protective factors that facilitate successful adaptation.

A substantial contribution to resilience theory was made by Masten A., who conceptualized resilience as «ordinary magic» and emphasized the operation of normative adaptive systems supporting healthy development [6]. Expanding resilience theory, Bonanno G., argued that resilience reflects the capacity to maintain relatively stable psychological functioning following potentially traumatic events [1].

Contemporary socio-ecological approaches emphasize the importance of environmental influences. According to Ungar M., resilience should be understood as a dynamic process emerging through interactions between individuals and social resources [12]. Connor K. and Davidson J. highlighted emotional regulation, self-efficacy, persistence, and adaptability as central characteristics of resilient functioning [2].

For practical psychologists, resilience acquires particular significance because professional activity requires continuous engagement with emotionally demanding situations. Psychologists regularly work with clients experiencing anxiety disorders, depression, trauma-related difficulties, grief, interpersonal conflicts, crisis situations, and other forms of psychological distress. Effective professional functioning under such conditions requires not only technical competence but also the ability to preserve emotional balance, psychological stability, and occupational effectiveness over extended periods of time.

Presentation of the main material (continuation). The significance of resilience for practical psychologists becomes particularly evident when considering the specific characteristics of professional psychological activity. Unlike many other occupations, psychological practice requires continuous emotional involvement, intensive interpersonal communication, and responsibility for the psychological well-being of clients. The effectiveness of psychological assistance depends not only on professional knowledge and technical competence but also on the specialist's ability to maintain emotional stability while working with individuals experiencing distress, trauma, and crisis situations.

Contemporary scholars increasingly emphasize that practical psychologists belong to the broader category of helping professionals whose occupational functioning is characterized by substantial emotional demands. According to Skovholt T., and Trotter-Mathison M., helping professionals are regularly exposed to emotionally charged interactions that require empathy, compassion, and sustained psychological engagement [11]. Such occupational characteristics create conditions under which personal psychological resources become critically important for maintaining professional effectiveness and preventing emotional exhaustion.

One of the defining features of psychological practice is emotional labor. The concept of emotional labor, initially introduced by Hochschild, refers to the management of emotions in accordance with professional expectations and organizational requirements. In the context of psychological counseling, emotional labor involves the ability to remain empathic, supportive, and professionally engaged even when working with highly distressing client experiences. Practical psychologists are expected to regulate their emotional responses while simultaneously maintaining authentic therapeutic relationships. This requirement creates a considerable psychological burden and increases the importance of resilience as a professional resource.

The relationship between resilience and professional competence has received increasing attention within contemporary psychological research. According to Grant L. and Kinman G., resilience contributes significantly to professional effectiveness among helping professionals because it supports adaptive coping, emotional regulation, and occupational engagement [4]. Their research demonstrated that resilient specialists are more capable of managing professional stressors and maintaining psychological well-being despite challenging working conditions. These findings suggest that resilience should be regarded as an integral component of professional competence rather than merely a desirable personal characteristic.

Professional identity represents another important factor associated with resilience. A strong professional identity provides psychologists with a sense of purpose, coherence, and commitment to professional values. Contemporary research indicates that specialists possessing well-developed professional identities are generally more resilient when confronted with occupational challenges. Professional identity facilitates meaning-making processes, enhances motivation, and supports persistence during periods of stress and uncertainty.

The importance of meaning-making has been repeatedly emphasized in resilience research. According to Southwick S., et al., resilient individuals often demonstrate an ability to identify meaning and purpose within adverse experiences [10]. Such cognitive processes contribute to adaptive functioning and facilitate psychological recovery following stressful events. For practical psychologists, professional

meaning may emerge through helping others, contributing to societal well-being, and supporting clients in overcoming psychological difficulties. Consequently, professional purpose functions as a significant protective factor supporting resilience and occupational sustainability.

Another essential aspect of resilience among practical psychologists involves adaptive coping strategies. Coping refers to cognitive and behavioral efforts aimed at managing internal and external demands perceived as stressful. Richardson G., emphasized that resilient functioning is closely associated with the ability to mobilize effective coping resources when confronted with adversity [9]. Research consistently demonstrates that psychologists who utilize active coping strategies report lower levels of occupational stress and greater professional satisfaction than those who rely primarily on avoidance-based approaches.

The effectiveness of coping strategies is particularly important within contemporary professional environments characterized by increasing complexity and uncertainty. Practical psychologists frequently encounter situations involving ethical dilemmas, conflicting professional demands, limited resources, and emotionally demanding cases. Under such circumstances, resilience facilitates flexible adaptation and enables specialists to respond constructively to occupational challenges. Rather than perceiving difficulties as overwhelming threats, resilient psychologists are more likely to view them as manageable problems requiring appropriate professional responses.

A growing body of research also highlights the role of psychological flexibility in resilient functioning. Psychological flexibility refers to the capacity to adapt behavior and cognition in response to changing situational demands while remaining committed to personally meaningful goals and values. Contemporary studies indicate that psychological flexibility contributes significantly to emotional regulation, adaptive coping, and psychological well-being. For practical psychologists, flexibility is essential because professional practice often requires rapid adaptation to diverse client needs and unpredictable circumstances.

The importance of resilience becomes even more evident when considering occupational hazards associated with psychological practice. Among the most frequently discussed challenges are secondary traumatic stress, vicarious traumatization, compassion fatigue, and professional burnout. These phenomena have received considerable scientific attention because of their potential impact on both professional effectiveness and psychological health.

McCann I., and Pearlman L., were among the first researchers to systematically investigate the psychological consequences of indirect trauma exposure among helping professionals [7]. Their theory of vicarious traumatization suggests that continuous exposure to clients' traumatic experiences may alter therapists' cognitive schemas concerning safety, trust, control, intimacy, and meaning. Such changes may negatively affect both personal well-being and professional functioning. The authors argued that therapists working with traumatized populations constitute a particularly vulnerable professional group requiring effective protective resources.

The concept of compassion fatigue was subsequently elaborated by Figley C., who described it as a state of emotional and physical exhaustion resulting from prolonged empathic engagement with individuals experiencing trauma and suffering [3]. According to Figley C., compassion fatigue emerges when helping professionals repeatedly absorb clients' emotional pain without sufficient opportunities for recovery and emotional processing. Practical psychologists frequently encounter such risks because empathic engagement constitutes a central element of therapeutic work.

Contemporary studies indicate that resilience serves as an important protective factor against both vicarious traumatization and compassion fatigue. Newell J., and MacNeil G., found that helping professionals possessing higher levels of resilience demonstrated lower susceptibility to secondary traumatic stress and greater psychological well-being [8]. Their findings suggest that resilience contributes to effective emotional processing and facilitates recovery following exposure to emotionally demanding professional experiences.

The protective function of resilience can be explained through several psychological mechanisms. First, resilient individuals generally demonstrate more effective emotional regulation skills. Second, they tend to utilize adaptive coping strategies and maintain stronger social support networks. Third, resilient professionals often possess greater psychological flexibility and stronger self-efficacy beliefs. Together, these factors reduce vulnerability to occupational stressors and support sustainable professional functioning.

An important direction of contemporary resilience research concerns the relationship between resilience and professional well-being. During the last decade, professional well-being has become one of the central constructs in occupational psychology because of its direct association with professional

effectiveness, career sustainability, and quality of services provided by helping professionals. Researchers increasingly emphasize that successful professional functioning cannot be reduced solely to the absence of burnout or psychological distress. Instead, effective professional activity requires the presence of positive psychological resources that facilitate engagement, satisfaction, and personal growth.

Grant L. and Kinman G. argue that emotional resilience represents one of the key determinants of professional well-being among helping professionals [4]. According to their findings, specialists possessing higher levels of resilience demonstrate greater occupational engagement, stronger professional commitment, and higher levels of job satisfaction. Furthermore, resilience contributes to effective management of occupational stressors and supports maintenance of positive psychological functioning despite challenging working conditions.

The relationship between resilience and professional burnout represents one of the most extensively investigated areas within contemporary occupational psychology. Researchers increasingly recognize that helping professionals constitute a group particularly vulnerable to chronic occupational stress due to continuous emotional involvement, responsibility for clients' well-being, and exposure to psychologically demanding situations. Within this context, resilience is viewed as a significant protective resource that facilitates adaptation and supports occupational sustainability.

According to Maslach C. and Leiter M., burnout is a multidimensional syndrome consisting of emotional exhaustion, depersonalization, and reduced personal accomplishment [5]. Emotional exhaustion reflects feelings of being emotionally overextended and depleted of psychological resources. Depersonalization manifests through detached or cynical attitudes toward clients, whereas reduced personal accomplishment is associated with diminished professional efficacy and satisfaction. The authors emphasize that burnout develops gradually as a consequence of chronic occupational stress and may negatively affect both professional performance and psychological health [5].

Practical psychologists are particularly vulnerable to burnout because their professional activity requires continuous empathic engagement and emotional responsiveness. Unlike many other professions, psychological practice involves sustained exposure to clients' distress, traumatic experiences, and emotional suffering. Consequently, psychologists often encounter situations requiring significant emotional investment while simultaneously maintaining professional objectivity and therapeutic effectiveness. Such demands may gradually contribute to emotional exhaustion if sufficient psychological resources are unavailable.

Contemporary studies indicate that resilience significantly reduces vulnerability to burnout. Southwick S. et al. argue that resilience facilitates successful adaptation to adversity through emotional regulation, cognitive flexibility, social support, and adaptive coping strategies [10]. Individuals possessing higher levels of resilience demonstrate greater ability to recover following stressful experiences and maintain psychological stability despite adverse circumstances. These characteristics contribute directly to burnout prevention and occupational sustainability.

The protective role of resilience can be explained through several psychological mechanisms. First, resilience facilitates emotional regulation, enabling specialists to manage intense emotional experiences without becoming overwhelmed. Second, resilient individuals generally demonstrate greater cognitive flexibility and are more likely to perceive difficulties as manageable challenges rather than insurmountable threats. Third, resilience contributes to the development and maintenance of supportive interpersonal relationships that provide emotional and practical assistance during periods of stress [10; 12].

Another important issue associated with professional functioning is psychological well-being. Contemporary researchers increasingly emphasize that effective professional practice requires not only the absence of psychological dysfunction but also the presence of positive psychological functioning. Psychological well-being encompasses life satisfaction, positive interpersonal relationships, personal growth, autonomy, environmental mastery, and a sense of purpose. These dimensions are particularly relevant for practical psychologists because professional effectiveness is closely connected with personal psychological health.

Research consistently demonstrates a positive relationship between resilience and psychological well-being. According to Bonanno G., resilience should be understood not merely as recovery following adversity but also as the ability to maintain relatively stable psychological functioning despite exposure to potentially traumatic experiences [1]. This perspective suggests that resilience contributes to well-being by preserving adaptive functioning and reducing vulnerability to psychological distress.

The significance of resilience becomes especially evident in relation to occupational engagement and professional satisfaction. Resilient psychologists are more likely to perceive their professional activity as meaningful and rewarding. They demonstrate greater confidence in their professional abilities, maintain

stronger motivation, and experience a greater sense of personal accomplishment. Such characteristics contribute to long-term career sustainability and reduce the likelihood of occupational withdrawal.

An additional aspect of resilience involves post-traumatic growth. Contemporary scholars emphasize that exposure to adversity does not necessarily result in negative outcomes. In some cases, challenging experiences may stimulate personal development, increased self-awareness, strengthened interpersonal relationships, and enhanced professional competence. This perspective is particularly relevant for psychologists working in contexts characterized by trauma and social crisis. Resilience facilitates not only recovery from adversity but also the possibility of positive transformation and growth.

The relevance of resilience has become especially pronounced in Ukraine under conditions of prolonged military conflict. Psychologists working with military personnel, veterans, displaced individuals, and civilians affected by war encounter unique professional challenges associated with trauma, grief, loss, uncertainty, and chronic stress. Such circumstances create unprecedented demands upon psychological professionals and increase the necessity for effective resilience resources.

Recent studies indicate that psychologists working in crisis contexts require advanced emotional regulation skills, flexible coping strategies, strong professional identities, and access to supportive professional networks. Resilience enables specialists to maintain therapeutic effectiveness while preserving their own psychological health. Consequently, resilience should be viewed not only as an individual resource but also as a strategic component of professional preparedness in contexts characterized by social instability and collective trauma.

The socio-ecological perspective proposed by Ungar M. is particularly relevant in this context because it emphasizes the interaction between personal capacities and environmental resources [12]. Psychologists working under conditions of military conflict require access to professional support systems, supervision, collegial cooperation, and organizational resources that facilitate resilience development. Consequently, resilience should be viewed as a systemic phenomenon influenced by both individual and contextual factors.

Professional supervision occupies a central position within resilience development. According to contemporary research, supervision provides emotional support, professional guidance, opportunities for reflection, and assistance in managing occupational challenges. Regular supervision enables psychologists to discuss difficult cases, process emotional reactions, and receive constructive feedback concerning their professional practice. Such experiences contribute significantly to psychological well-being and reduce vulnerability to burnout.

The importance of supervision is particularly evident when working with traumatized populations. McCann I. and Pearlman L. emphasized that helping professionals exposed to clients' traumatic experiences require adequate support systems to prevent adverse psychological consequences [7]. Supervision functions as one of the most effective mechanisms for addressing these needs because it facilitates emotional processing and promotes adaptive coping.

Theoretical analysis of contemporary scientific literature therefore supports the conclusion that resilience represents a multidimensional psychological resource that contributes significantly to professional effectiveness, occupational sustainability, psychological well-being, and mental health among practical psychologists. Emotional regulation, cognitive flexibility, professional self-efficacy, adaptive coping strategies, social support, and professional supervision constitute central factors supporting resilient functioning. The development of these capacities should become one of the primary objectives of professional education and continuing professional development programs for psychologists.

Contemporary scientific literature increasingly emphasizes that resilience should be viewed not only as a mechanism of adaptation but also as a developmental capacity that can be intentionally strengthened throughout the professional lifespan. This perspective is particularly important in relation to practical psychologists because their professional effectiveness depends on the continuous development of personal and professional resources. Unlike traditional trait-oriented approaches that conceptualized resilience as a relatively stable personality characteristic, contemporary scholars argue that resilience develops through ongoing interactions among personal experiences, environmental influences, and professional learning opportunities.

One of the most significant implications of this perspective concerns the role of professional education. According to Masten A., resilience emerges through the successful functioning of adaptive systems that can be strengthened through supportive developmental experiences [6]. Applied to the education of psychologists, this approach suggests that resilience should be considered an important learning outcome alongside professional knowledge and practical competencies. Educational programs

may contribute to resilience development by promoting emotional awareness, reflective skills, stress-management abilities, and adaptive coping strategies.

Research indicates that resilience-oriented educational interventions can improve students' psychological well-being and increase preparedness for professional challenges. Training activities focused on emotional regulation, mindfulness, self-reflection, and interpersonal competence have demonstrated positive effects on resilience development among helping professionals. Such findings support the idea that resilience should be integrated systematically into professional preparation programs rather than treated as a secondary personal characteristic.

Another important issue concerns the relationship between resilience and self-care. Contemporary scholars increasingly recognize self-care as an essential component of professional competence. Historically, self-care was often perceived as a personal responsibility unrelated to professional effectiveness. However, recent evidence suggests that the maintenance of psychological well-being directly influences therapeutic effectiveness, ethical decision-making, and occupational sustainability.

Skovholt T. and Trotter-Mathison M. emphasize that helping professionals frequently prioritize clients' needs while neglecting their own psychological resources [11]. Such tendencies may increase vulnerability to emotional exhaustion and burnout. Resilience contributes to the recognition of personal limitations and encourages engagement in behaviors that support physical and psychological well-being. These behaviors may include regular physical activity, adequate rest, participation in leisure activities, maintenance of social relationships, and engagement in reflective practices.

The concept of self-care is particularly relevant for practical psychologists because professional activity requires continuous emotional availability. Effective psychological support depends upon the specialist's ability to remain emotionally present and professionally engaged. Consequently, self-care should be viewed not as a personal luxury but as an ethical and professional obligation that contributes to the quality of psychological services.

Recent investigations have also highlighted the role of positive psychological resources in resilience development. Optimism, hope, gratitude, and psychological capital have been identified as factors associated with resilient functioning and professional well-being. According to Southwick S. et al., resilient individuals often demonstrate an optimistic yet realistic orientation toward future challenges [8]. Such attitudes facilitate adaptive coping and enhance motivation during periods of adversity.

The importance of positive psychological resources becomes particularly evident within contexts characterized by prolonged uncertainty. Practical psychologists frequently work under conditions where outcomes remain unpredictable and progress may occur gradually. Optimism and hope enable professionals to maintain motivation and commitment despite challenges, thereby contributing to occupational sustainability and professional effectiveness.

Furthermore, contemporary resilience research increasingly emphasizes the importance of balancing professional engagement with personal well-being. Sustainable professional functioning requires the ability to maintain commitment to occupational responsibilities while simultaneously preserving personal psychological resources. Resilience facilitates this balance by promoting adaptive self-regulation, realistic expectations, and healthy professional boundaries.

Taken together, these findings indicate that resilience should be understood as a developmental and multidimensional resource that can be intentionally strengthened through education, supervision, self-care, reflective practice, and supportive professional environments. For practical psychologists, resilience represents not only a protective factor against occupational stress but also a foundation for professional growth, ethical practice, and long-term career sustainability. Consequently, resilience development should occupy a central position within contemporary models of psychologist education and professional development.

Conclusions

The conducted theoretical analysis demonstrates that resilience should be regarded as a professionally important quality of practical psychologists and an essential resource supporting successful occupational functioning. Contemporary scientific perspectives conceptualize resilience as a multidimensional construct incorporating emotional, cognitive, behavioral, and social components. These components collectively facilitate adaptation to professional challenges, maintenance of psychological well-being, prevention of burnout, and preservation of professional effectiveness.

The findings indicate that resilience contributes significantly to emotional stability, occupational sustainability, professional engagement, and psychological health. Furthermore, resilience functions as a protective factor against secondary traumatic stress, compassion fatigue, and professional burnout. The

importance of resilience becomes particularly evident under conditions of social instability, military conflict, and increasing psychological demands placed upon helping professionals.

Theoretical evidence supports the conclusion that resilience is not a fixed personality trait but a dynamic psychological resource that can be developed through professional education, supervision, reflective practice, and supportive professional environments. Consequently, resilience development should become an integral component of psychologist training and continuing professional development.

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