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PROFESSIONAL SUSTAINABILITY OF VOLUNTEERS IN CONTEXT ECOLOGICAL APPROACH UNDER THE CONDITIONS OF WAR

У статті розкрито особливості волонтерської діяльності, яка сприяє розвитку професійності працівника, а також сприяє розвитку таких цінностей як толерантність, терпимість, активна життєва позиція, відповідальність. Метою статті є характеристика волонтерської діяльності працівників в контексті професійного зросту. Залучення волонтерів до різноманітних заходів та програм, змінюють їх ціннісні пріоритети, в обабіч, цінностей особистого життя (любов, щасливе сімейне життя, продуктивне життя) на цінності самореалізації та моральної відповідальності (цікава робота, матеріальний статус, чесність, толерантність тощо).

Серед емпіричних методів дослідження використано такі: методика «Діагностики рівня емоційного вигорання» В. Бойка, методика М. Рокича «Ціннісні орієнтації» та методика О. Кокуна «Професійна життєстійкість». Згідно вищезазначених методик виділено такі складові професійної життєстійкості волонтерів: емоційний, мотиваційний, соціальний і професійний компоненти.

Емоційне виснаження волонтерів обумовлене психосоматичними та психовегетативними порушеннями, що характеризується психофізичною перевтомою людини, спустошеністю, нівелюванням власних професійних досягнень, порушенням комунікацій, розвитком цинічного ставлення до потерпілих і розвитком психосоматичних порушень. В переважній частині всіх досліджуваних спостерігається особистісна відстороненість (деперсоналізація) при виконанні професійних обов'язків та й діяльності взагалі.

Висновок. Важливу роль в цьому процесі відіграють ті особистісні якості, які потрібно розвивати та вдосконалювати. Одним із важливих чинників є становлення та розвитку громадянської компетентності волонтерів. Таким чином, участь у волонтерській діяльності дозволяє розвивати ціннісний компонент громадянської компетентності, який реалізується через вияв громадянських цінностей особистості.

Ключові слова: резильєнтність, волонтерська діяльність, волонтери, емоційне вигорання, професійна життєстійкість.

The article reveals the peculiarities of volunteering, which contributes to the development of the employee's professionalism, and also contributes to the development of such values as tolerance, tolerance, an active life position, and responsibility. *The purpose* of the article is to characterize the volunteering of employees in the context of professional growth. Involvement of volunteers in various activities and programs changes their value priorities, in both directions, from the values of personal life (love, happy family life, productive life) to the value of self-realization and moral responsibility (interesting work, material status, honesty, tolerance, etc.).

Among the *empirical methods* of research, the following were used: V. Boyk's "Diagnostics of the level of emotional burnout", M. Rokych's "Value orientations" method and O. Kokun's "Professional sustainability" method. According to the above-mentioned methods, the following components of the professional sustainability of volunteers are highlighted: emotional, motivational, social and professional components.

Emotional exhaustion of volunteers is caused by psychosomatic and psychovegetative disorders, which is characterized by psychophysical fatigue of a person, desolation, leveling of one's own professional achievements, communication breakdown, development of cynical attitude towards the victims and development of psychosomatic disorders. In the majority of all subjects, personal detachment (depersonalization) is observed when performing professional duties and activities in general.

Conclusions. Personal qualities that need to be developed and improved play an important role in this process. One of the important factors is the formation and development of civic competence of volunteers. thus, participation in volunteer activities allows for the development of a valuable component of civic competence, which is realized through the manifestation of the civic values of an individual.

Key words: resilience, volunteering, volunteers, emotional burnout, professional viability.

Introductions. Volunteer work is difficult to characterize as easy, as it requires people to take a lot of responsibility, incredible energy expenditure, emotional inclusion, as well as the ability to quickly adapt in extreme situations of military operations. All this together with other factors determines the formation of professional stress, which can later flow into the so-called emotional burnout syndrome, which is accompanied by negative consequences not only in professional activity and the quality of its performance, but also in personal life.

Psychological problems of vitality and emotional burnout were considered in their research by such authors as I. Vizniuk [3], S. Dolynny [1], O. Kokun, N. Korniyaka, M. Panasenko [2], A. Polishchuk [1] and others. They argue that theoretical and empirical research are important factors in the motivation aspect of volunteering.

However, these studies are based mainly on generalizations of the experience of practical implementation of volunteer projects in the field of social work with their detailed, often step-by-step, description. Therefore, assessing the level of development of issues related to volunteer activity and the volunteer movement in Ukraine, it is worth pointing out the lack of comprehensive research on the volunteer movement, volunteer activity during the anti-terrorist operation in the East of Ukraine.

The purpose of the article is to characterize the volunteering of employees in the context of professional growth.

Experimental part. Volunteers of the Kyiv city center of the "Nadia" volunteer center took part in the study in order to identify the peculiarities of the relationship between emotional burnout, life values and vitality of the center's employees. The sample for the study was 120 volunteers (aged 24 to 56). Серед методів дослідження використано такі:

1. *Methodology for diagnosing the level of emotional "burnout" according to V. Boyk.* The subjects were asked to answer 84 questions, each of which corresponds to one of the leading symptoms of "burnout", which, in turn, refer to one of the 3 components of "emotional burnout": stress, resistance and exhaustion.

2. *M. Rokich's questionnaire "Value orientations"* is based on a direct ranking of the list of values. M. Rokich distinguishes 2 classes of values: terminal (confidence in the fact that some ultimate goal of individual human existence is worth striving for (values - goals)) and instrumental (confidence in the fact that some action or personality quality has prevail in any situation (value – means)).

3. *O. Kokun's questionnaire "Professional sustainability"* included three interrelated components of sustainability, defined in the well-known works of S. Kobasa, S. Maddi, etc., including control, inclusion and acceptance of a challenge (control, commitment, challenge). In this context, it should be noted that we do not agree with the accuracy of D. Leontiev's well-known translation [2] of the last component of "challenge" as "risk acceptance", since the most accurate translation of this word from the English language is "challenge". That is why in our interpretation it is defined as "acceptance of a challenge".

In each of the above-mentioned components of professional vitality, when developing the questionnaire, we highlighted four more components: emotional, motivational, social and professional.

The results of the study according to the Methodology "Diagnostics of the level of emotional "burnout" (V. Boyko) according to each of the 12 symptoms of emotional "burnout" prove that the first phase of stress in athletes is characterized by experiencing psycho-traumatic circumstances (Fig. 1).

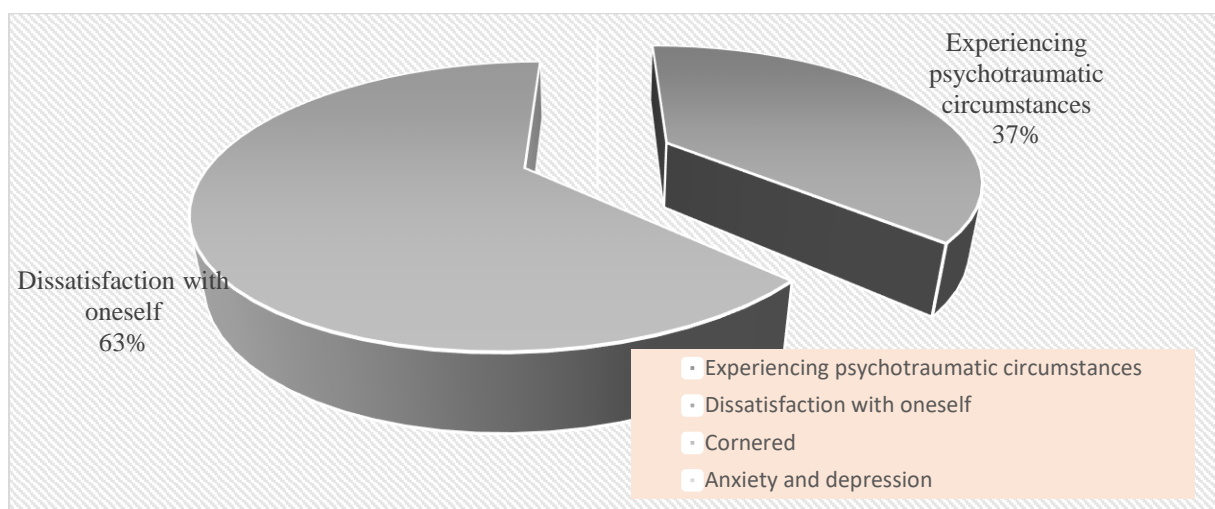


Fig. 1. Indicators of the tension phase of emotional "burnout" in volunteers according to V. Boyko's method (in %)

The tension in the group of respondents manifests itself in the experience of psycho-traumatic circumstances that stretches over time, becomes long-lasting and has an increasing character for 75 (63%) people. Volunteers perceive working conditions and professional interpersonal relations as psycho-traumatic, which have a negative effect on consciousness and show tension, instability of mental reactions.

37% of the subjects are in a state of anxiety in their professional activities, with an increased level of nervousness, anxiety, depressed mood. Volunteers usually cannot concentrate on certain work, there are behavioral changes and a sudden change in mood. Symptoms on the scales "dissatisfaction with oneself" and "backed into a corner" are not expressed. The employees of the center are satisfied with their own professional activities, they are satisfied with the environment in which they are, the people with whom they communicate, and they are satisfied with themselves as professionals. The subjects do not feel the desire to change the activity at all.

The study also showed that the second phase (resistance) in volunteers is characterized by a reduction in professional duties (Fig. 2).

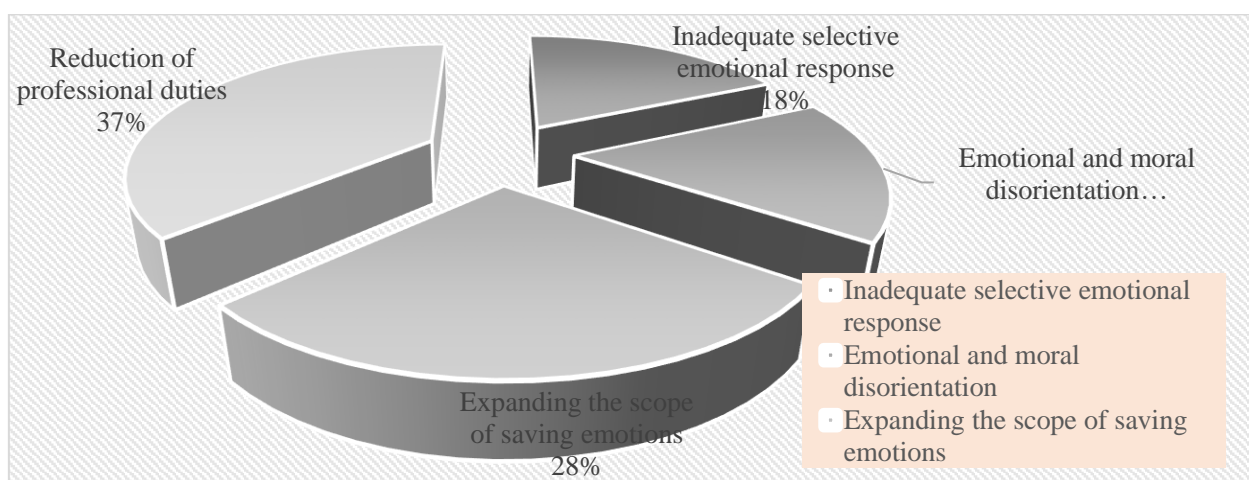


Fig. 2. Indicators of resistance in volunteers according to the method "Diagnostics of the level of emotional "burnout" by V. Boyko (in %)

The resistance phase is characterized by the most pronounced symptom of reduction of professional duties (37%).

28% of all subjects showed an expansion of the sphere of saving emotions, a kind of emotional isolation, alienation, a desire to stop any communications. Symptoms of inadequate selective emotional

response (18%) and emotional and moral disorientation (17%) have already developed in the subjects and are manifested in the development of indifference in professional relationships and the uncontrolled influence of mood on professional relationships.

The last phase of all three components is exhaustion. When studying the manifestation of emotional "burnout" in volunteers, it was found that psychovegetative and psychosomatic disorders are the most pronounced (Fig. 3).

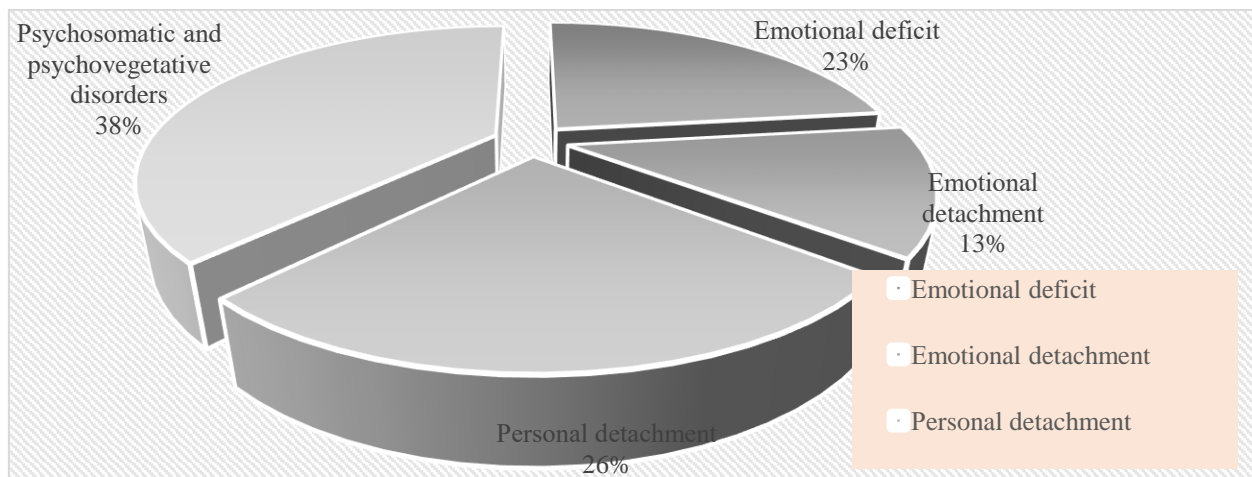


Fig. 3. Indicators of exhaustion among volunteers according to the method "Diagnostics of the level of emotional "burnout" by V. Boyko (in %)

Emotional exhaustion is caused by psychosomatic and psychovegetative disorders (38%). This symptom is dominant and is characterized by a person's psychophysical overfatigue, desolation, leveling of one's professional achievements, disruption of professional communications, the development of a cynical attitude towards those with whom one has to communicate on work issues, and the development of psychosomatic disorders. 26% of all the researched have personal detachment (depersonalization), i.e. violation of professional relations, development of a cynical attitude towards those with whom one has to communicate during the performance of professional duties and towards professional activities in general.

Also, a clearly formed symptom of emotional deficit (23%) is the development of emotional insensitivity against the background of overexhaustion, minimization of emotional contribution to work, automatism, devastation of a person when performing professional duties. emotional detachment – creating a protective barrier in professional communications. 13% is allocated to emotional detachment. This symptom is just beginning to develop and manifests itself in the creation of a protective barrier in professional communications.

During the quantitative processing of the research results, we performed an analysis of significant correlations, and also identified the factors that lead to the development of emotional burnout and those that prevent the development of emotional burnout in volunteers.

We used *M. Rokych's method* of value orientations to specify the internal orientation of volunteers. This method is based on direct ranking of the list of thermal and instrumental values. Among the most significant values as a means of achieving life goals for volunteers are: "honesty" (rank 1), "education" (rank 2), "joie de vivre" (rank 3), "education" (rank 4), "responsibility" (5 rank), "self-control" (rank 6).

Desired values (rank 7-12) included: "independence" (rank 7), "courage in defending one's views and opinions" (rank 8), "willpower" (rank 9), "accuracy" (rank 10), "efficiency in business" (11th rank), "rationalism" (12th rank).

The least important values: "intransigence to shortcomings in oneself and others" (18th rank), "high needs" (17th rank), "tolerance" (16th rank), "thoroughness" (15th rank), "neatness" (14th rank) and "breadth of views" (rank 13).

Considering the indicators in fig. 3, participation in volunteer activities contributes to the development

of the future employee's professionalism, and also contributes to the development of such values as tolerance, tolerance, an active lifestyle, responsibility.

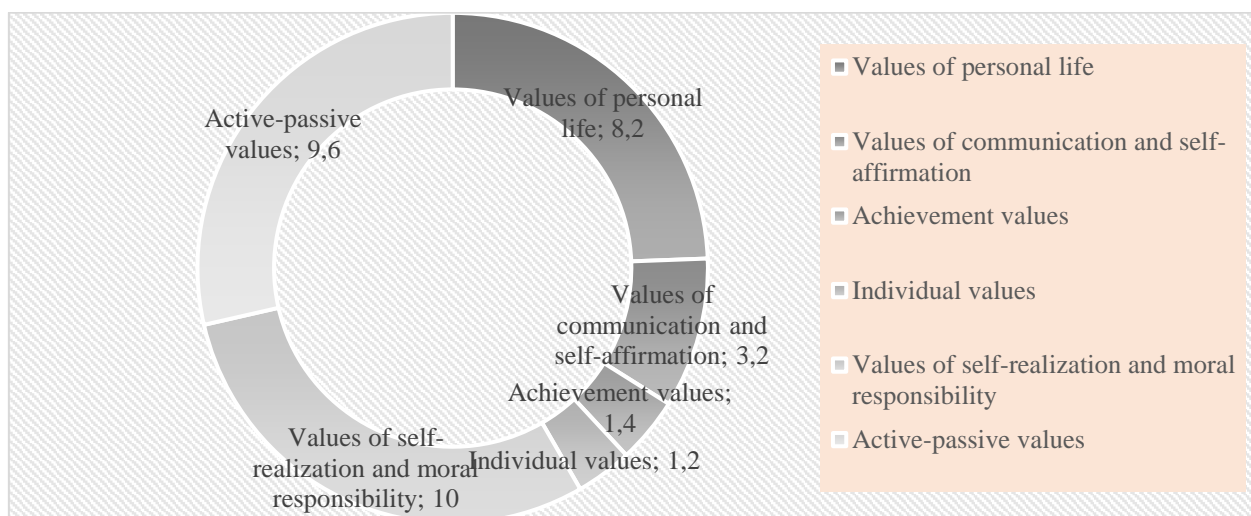


Fig. 3. Ranking of thermal and instrumental values of volunteers

We can say that the involvement of volunteers in various events and programs changes their value priorities, on both sides, from the values of personal life (love, happy family life, productive life) to the value of self-realization and moral responsibility (interesting work, material status, honesty, tolerance, etc.).

The analysis of the results according to the method of O. Kokun "Professional sustainability" is presented in fig. 5.

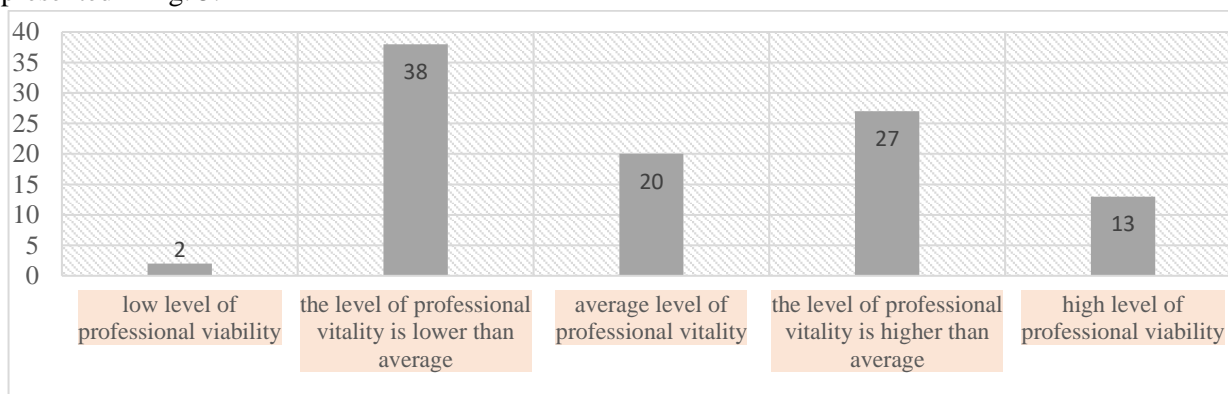


Fig. 5. The level of professional sustainability of volunteers

Results and their discussion.

The final result characterizes the general level of professional sustainability of volunteers, determined by taking into account the degree of expression of its three components (level of professional inclusion, control and professional acceptance of a challenge) and four components (level of emotional, content-professional, motivational and social components of professional sustainability). The results of the study showed that the majority of respondents have a lower than average level of vitality.

From this we understand that the professional sustainability of volunteers is a systemic personal and professional property that is formed during professional life, manifesting itself in a certain level of involvement in volunteer activity, control over it and acceptance of "professional challenges", and provides the ability to withstand adverse circumstances at work, preventing the development of professional maladjustment, health disorders and ensuring personal and professional growth.

The training of specialists within the framework of the educational field, forming an ecological worldview and safety culture, should be based on the active application of the results of learning educational subjects to ensure personal and public safety in case of danger and in emergency situations. That's why

reforming the professional education system is one of the most effective means of shaping the worldview and mentality of individuals and society. Modern humanistic pedagogy refines existing concepts of preparing the younger generation for life in a post-industrial civilization.

Education is gradually shifting towards preparing individuals for the noospheric formation. The country's scientific and technical potential currently offers broad opportunities for creating advanced educational and information technologies as the basis for shaping a culture of safety and an ecological worldview. The training of specialists within the framework of the educational field, forming an ecological worldview and safety culture, should be based on the active application of the results of learning educational subjects to ensure personal and public safety in case of danger and during emergencies. Today, the process of training specialists should be built with a methodically substantiated consistent direction of the educational process towards the formation of a culture of safety and an ecological worldview, using various types of information about complex emergencies adapted to the educational process, advanced domestic geographic information systems, multimedia educational and interactive gaming programs that contribute to the development of interest in learning and more effective assimilation of knowledge in the field of population protection and emergency management, as well as appropriate actions in emergency situations.

It should be noted that resilience in overcoming difficulties, maintaining self-belief, self-confidence, and confidence in one's abilities, excellence in mental self-regulation are integral aspects of mental life. The ability to maintain a consistent mood, experience emotional richness in life, have diverse interests, and be poly-motivated in life activities are signs of a harmonious characterological status of an individual, especially a volunteer.

As a social lever, volunteer organizations influence all spheres of an individual's life, giving priority, above all, to a societal focus on the common welfare of all social strata, both in Ukraine and among the global population. This includes safeguarding the environment, eliminating manifestations of class division, and striving for quality education, healthcare, scientific and technological progress, and more.

This approach to environmental issues, aimed at awakening people's ecological consciousness, is very important for understanding the nature of the relationship between society and nature, as well as realizing the sources of contradictions that arise between humans and the environment. Ensuring environmental safety in Ukraine as a condition for achieving an adequate standard of living for its population also involves changing existing priorities towards environmental ones in all aspects of state policy, economy, and law. This can only be achieved by implementing an ecological ideology and changing the values system of society as a whole. Therefore, everyone should understand the essence of environmental problems and take responsibility for their actions. Developing a responsible attitude of citizens towards the environment is associated with a long-term transformation of consumer behavior stereotypes, which should be adjusted, particularly in the context of the educational environment of higher education institutions.

Systematic research on the psychological foundations of forming the ecological worldview of volunteers has allowed the author to reach a new level of theoretical understanding of the peculiarities of respondents' thinking activity based on problem-based learning principles and develop the "Resilience Development Program for Specialists in the Conditions of War" as part of vocational training in an educational institution. Thus, the results of experimental research on the development of resilience in volunteers have confirmed the effectiveness of the author's program. Unfortunately, the scope of this article does not allow the author to present all the research results. Further scientific work involves developing practical recommendations for educators in educational institutions in Ukraine on the use of the ecological worldview development program for higher education students based on problem-based learning.

In the process of forming an ecological worldview and professional activities for volunteers, practical sessions using case study become highly significant. This is a form of educational activity where the instructor facilitates a detailed examination of specific theoretical topics with students, helping them develop the skills and knowledge for practical application through individual completion of relevant tasks. This teaching method enables students to apply theory in practice, deepen their knowledge, learn to address specific tasks, discuss

particular situations, express their thoughts, and defend their viewpoints. Practical exercises involving case study are regularly conducted by instructors in classrooms equipped with the necessary educational technology. The organization of these sessions encompasses several directions: theoretical comprehension of the topic, instruction, task execution, discussion of the educational material with students, and knowledge assessment. After reviewing the topic's relevance, the instructor assesses the students' level of preparation for the session and evaluates their grasp of the theoretical material.

The lack of ecological knowledge in all spheres of society is at the root of most violations of environmental legislation and contributes to the population's inadequate response. The formation of an ecological culture is a matter of survival or degradation and, therefore, of national importance. And a huge role in this issue is assigned to environmental education. Only education that prepares students to solve social, economic and environmental problems facing society at various levels should be a priority. Such an approach will help overcome alienation of the education system from the environmental problems of the modern world. Additionally, knowledge and skills should be reinforced through action, leading to the development of personal experience. Environmentalization is necessary not only in the educational process, but also in all areas of human life and activity, which is the essence of environmental education as a humanitarian foundation for raising environmental awareness, shaping an ecological worldview, and crystallizing ecological culture.

Conclusions. An important role in the formation of a volunteer's resilience is played by his personal qualities, which need to be developed and improved. One of the important factors is the formation and development of civic competence. Participation in volunteer activities allows developing the valuable content of civic competence, which is realized through the manifestation of specific civic values.

From this we understand that the resilience of volunteers is a systemic personal and professional property that is formed during professional life, manifesting itself in a certain level of involvement in volunteering, control over it and acceptance of "professional challenges", and ensures his ability to withstand adverse circumstances at work, preventing the development of professional maladjustment, health disorders and ensuring personal and professional growth. Thus, participation in volunteer activities allows for the development of a valuable component of civic competence, which is realized through the manifestation of the civic values of an individual.

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