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*Professional Deformations: Tendencies,
Dynamics and Risks of Manifestation*

Deformacja zawodowa: tendencje, dynamika i ryzyko przejawu

SUMMARY

The article concretizes methodological approaches of studying the phenomenon of personality professional deformations in the light of adaptational conditionality of professional safety. Causes (general and partial), conditions (monotonous, closed, emotionally intensive, extreme character of work), emergence of professional deformations, positive and negative content of their manifestation through the characteristics description (rate of development, depth of formation, sustainability degree and wideness) have been outlined. Levels (general professional, special professional, professionally typological, individualized) and typology of manifestation of professional deformations have been structurized, personality characteristics of which are expressed in double ethical standards, professional marginalism and emotional burnout. Radical forms of professional deformations (professionally conditioned accentuations, learned helplessness, professional alienation, professional incompetence and stagnation) have been indicated, which are caused by age and psychological factors of professional aging. Risks zone of professional deformations manifestation (blocking of professionally important qualities by specialist, initiation of personality alienation by specialist and loss of professional maturity by specialist) has been grounded.

Keywords: professional deformations; personality professional destructions; professional safety; professional adaptation; tendencies; dynamics and risks of manifestation

INTRODUCTION

The question of professional safety is extremely important considering the background of effective professionalization of personality that within difficult socio-economic conditions of development of modern Ukrainian society, experi-

ences many dangerous moments associated with destructive effects of established system of professional becoming and development of specialist. These aspects, not deprived of personality professional transformations of professional consciousness and behavior, find expression in professional deformations of specialist. When it comes about specialists of stressogenic professions, the urgency of the mentioned problem increases.

In time of informational technologies and extreme social changes and technogenic disasters, in humanlife activity, as well as inprofessional activity sphere, the number of stressogenic factors increases. Generally, stressogenic conditions of life and activity continuous and excessive stress experience, and also not enough developed ability of personality to overcome severe, crisis and extreme life situations, affect the emotional state, lead to disturbances in psychological adaptation, to post-traumatic stresses and various somatic diseases. In particular, it is noted, that in such life situations not only usual relations between human and world are violated, but it becomes impossible to adapt to these changes without serious work both in external, and in the inner world (Osuhoва 2005).

Generally, unconstructive character of overcoming the difficulties and also exploitation within profession of one professionally important qualities of personality contrary to the development of others, promotes personality professional deformations and destructions of specialists. Classically, the concept of professional deformations is seen as changes of composite structure of activity and personality, which are negatively reflected on productivity and interaction with other participants of this process; this is unconscious habit to measure surrounding world phenomena in accordance with professional standards; certain fixation on this or that aspect of professional activity (Beznosov 2004).

Also professional deformation is considered as cause of psychological barriers occurrence and change of qualities of personality, that appears under the influence of professional activity implementation (Virna 2014). Professional deformation may have as positive character (that is expressed in experience, skills and abilities, interests and needs, in conscientious attitude to work, discipline and other positive character traits), so negative (that, in its turn, is reflected on negative character traits, settings). It is found in professional jargon, in behavior manners, even in physical form. It is very well seen in the later stages of professional career, whereas similar by symptoms the phenomenon of “emotional burnout” may arise at the beginning of professional activity due to the discrepancy between the demands of the profession and personal ambitions. The main cause of professional deformation is content of professional activity, process invariance and fierce algorithmization. Besides that, development of professional deformation is not limited by professional sphere; its consequences begin to declare themselves also in personal life of human, in its interaction with other people.

PROFESSIONAL DEFORMATION: MANIFESTATION TENDENCIES

It is worth to mention, that in professional psychology often goes about so called personality deformations – those are changes that are negatively reflected on all spheres of life activity (family, work, rest) and are characterized by prevalence of personality changes in the profession sphere and may be expressed in professional “cynicism”, unethical behavior, unaesthetic image, alcoholisation, and even narcotization of specialist. On this occasion, Beznosov considers that mastering any profession is necessarily accompanied by changes in personality structure, as goes strengthening and intensive development of those qualities that have been exploited by years and contribute to the successful implementation of activity (Beznosov 2004).

In any case, detected professional and personal deformations are central features of professional destruction of specialist, that very often along with professional addictions (workaholism, professional perfectionism, urgent dependency), make up problematic field of professional and life adaptation of specialist.

Generally, one should distinguish between several types of personality deformation: human correctly understands and aspires to perform regulatory activity requirements, but does not have the required skills, and consequences of that are inefficient activities, harming others and self-disappointment; human has the required special professional skills, but does not know, does not understand or does not accept certain norms of own activity; human has the required skills, but transforms them into another activity area (Beznosov 2004).

Mostly professional deformations are developed among representatives of socionomic professions who are in constant interaction with other people (doctors, teachers, service workers, law enforcement officials, civil servants, managers, etc.) but the deepest affection on specialist personality are inherent to professions of such type as “human – abnormal human” (Maysak 2012).

Characteristics of personality professional deformation are its development rate, deformation depth, its sustainability degree and breadth.

One of the hallmarks of professional deformation are double ethical standards of specialist, being considered as a result of adaptation of low and medium level of personal moral norms in accordance with the high demands of professional activity.

Although at least two options of manifestation of “double standards” in professional activity are distinguished (the first option – positive, when the high ethical standard of profession causes person to grow and catch up the higher ideal, neutralizing by this the internal conflict of duality), still often comes to negative option – when the ethical code preconditions can be learned by specialist as a system of behavior rules in carrying out professional role (Ilin 2011).

Professional marginalism as a form of deformation is considered as loss of identity, indifference to professional duties and norms, professional values and morals substitution by values and purposes of other environment – professional or beyond professional. Hence professional marginalism is discrepancy of personality of professional and its behavior to the ethical and deontological demands of the profession. Professional ethics as moral norm in this case is replaced by the ethics of pragmatism, and its motivational component is personal safety from social condemnation.

Mental health of professional marginal is not deviated from the norm, but because of the inadequacy of its position, it is on the verge of socially acceptable level.

In order to acquire adequate professional balance state, and this, in its turn, also means life balance, individual often has to make efforts to change its own life. This is specific work of internal self-development, which involves formation of appropriate worldview, elaboration of moral and ethical qualities complex, that makes it possible to exercise universal ideals on concrete personal example, and accordingly transferring of these behavioral patterns to other people.

All this creates specific conditions for close interrelation of personal and professional in practical activity and gives opportunity for creative search of the most optimal ratio of these life aspects of specialist to achieve their maximum efficiency in each of them.

Another most common form of professional deformation is emotional burnout as a special psychological state that is developing among healthy people under conditions of overstrains. Professional burnout is manifested in such well-known psychosomatic syndromes: asthenization – experience of state of constant fatigue feeling, weariness, and nervous exhaustion; lowered background of mood with easy anxiety appearing; disruption of regime of sleep and wakefulness that, besides all, is connected with the daily regime of work and night work; short psychogenic reactions in the form of obsessive ideas, thoughts, doubts; change of attitude towards oneself, own professional activity (it turns out in the form of doubts about the necessity and usefulness of own profession, sense of meaninglessness of own work). Besides physical exhaustion, characteristics of professional burnout is depersonalization as deformation of relations with other people that is shown in indifferent or even negative attitude to the people. Contacts with people become more formal, negative settings arise, and as a result, cynicism and irritation appear. Also characteristics of professional burnout is reduction of personal achievements, that manifests in negative evaluation of oneself as professional and as personality or in limitation of own capabilities, disclaiming own responsibility and shifting it to the others (Maysak 2012).

1. Generally, professional deformations may occur on such four levels: General professional deformations, which are typical for

employees of certain profession – invariant peculiarities of personality of professionals that are observed mainly among employees with experience, although the level of expression of this group of deformations may significantly differ (syndrome of “sympathizing fatigue” among doctors; syndrome of “antisocial perception” among law enforcement employees, syndrome of “permissiveness” among managers).

2. Special professional deformations, arising in the process of profession specialization – as profession unites several specialties, each of the specialties may have its deformations composition (manifestations of legal suspicion of investigator, actual aggressiveness of operative officer, professional comprehension of lawyer; in medical practice physicians may put threatening diagnoses, surgeons often demonstrate cynicism and medical nurses – indifference).
3. Professional and typological deformations, caused by overlaying the individual and psychological properties of personality (temperament, character, abilities) on psychological structure of activity – this group of deformations is developing in different occupations and has no clear professional orientation, that as a result leads to professionally and personally caused complexes (deformations of professional orientation of personality: motivation activity contortion, reconstruction of values orientations, pessimism, skeptical attitude toward newcomers and innovations; deformations that are developed on the basis of certain abilities, such as organizational, communicative, intellectual, etc.; complex of excellence, hypertrophied level of claims, exaggerated self esteem, psychological pressurization, narcissism, etc.); deformations caused by character traits: role expansion, power ambition, “official intervention”, dominance, indifference, etc.
4. Individualized deformations, caused by peculiarities of employees of different professions – in the process of long-term execution of professional activity, psychological merging of personality and profession, certain professionally important qualities, and even undesirable qualities, are beginning to manifest excessively, that leads to occurrence of excess qualities or accentuations: excessive responsibility, super honesty, hyperactivity, labor fanaticism, professional enthusiasm, etc. (Maysak 2012).

Classically distinguish such main types of professional deformations for professionals of socioeconomic professions that are expressed in the following forms:

- authoritarianism – rigid centralization of management process; predominant use of commands, guidelines and orders; intolerance to criticism; overestimation of own capabilities, the need to command others and expressed manifestation of despotism,

- demonstrativeness – excessive emotionality, self-presentation; administrative self-assertiveness on the collective background; demonstration of own excellence,
- professional dogmatism – aspiration to simplify professional tasks and situations, ignoring socio-psychological knowledge; propensity to thoughtless and language *clichés*; increased focus on personal experience,
- domination – overestimation of own functions, predisposition to guidelines and orders; strictness and peremptoriness; intolerance to criticism of colleagues,
- professional indifference – manifestations of indifference, emotional dryness and cruelty; ignoring individual peculiarities of colleagues; negative perception of ethical norms and behavior rules,
- conservatism – prejudice towards innovations; commitment to composed professional technologies; cautious attitude towards people of other nationalities and all sorts of “otherness”,
- professional aggressiveness – passionate attitude to the initiative, creative and independent employees; expressed inclination to humiliating comments, self-esteems lowering, mockery and irony,
- role expansionism – fixation on own personal and professional problems and difficulties; prevalence of instructive and convictional judgments; value increase of the own role; role behavior beyond the institution, organization, professional sphere,
- social hypocrisy – propensity to moralization; belief in own moral infallibility; verbal intolerance to non-normative behavior forms; insincerity of feelings and relations,
- behavioral transfer – emotional reactions and behavior, that are inherent to supervisors and subordinates; antisocial forms of behavior,
- excessive control – suppression of spontaneity, self-realization containment, control over aggressiveness, orientation on rules, instructions, avoiding serious responsibility; inert and dogmatic style of thinking; miserliness of emotional expressions, admonition; high moral demands in interpersonal relations (Maysak 2012).

PROFESSIONAL DEFORMATION: MANIFESTATION DYNAMICS

As is evident from the manifestations content of the listed types of professional deformations, exactly the professional deformations violate the integrity of personality, reduce its adaptability, stability and find negative effect on activity performance.

It is clear that long-term execution of one and the same activity by formed ways not only leads to the consolidation of professionally unwanted qualities

and professional disadaptation, but also to the degradation of personality of specialists.

Among the rise factors of professional deformations distinguish general and partial. In particular, the objective social distribution of social labor and limitation of internal resources of the individual can be attributed to the general factors. The partial factor is subjective approach of every specialist – mandatory attribute of its professionalism. Also in scientific works of professional psychology experts we find other factors of professional deformations rise. Particularly, in studies of Kuzmina is stated, that on the stage of professionalization by formation degree of individual style, the level of professional activity is reduced, conditions for stagnation of professional development appear – monotonous, uniform, clearly structured work, and stagnation, in its turn, initiates formation of various deformations (Kuzmina 1990).

The emergence of professional deformations is conditioned by individual and typological peculiarities of specialists. So significant influence on the deformations development of specialist makes lowering of its intelligence: with professional activity experience declines the general level of adults intelligence (many types of work do not require professional tasks solution from employees, activity process planning, work situations analyzing, etc., and this, in its turn, leads to the fact, that unclaimed intellectual abilities are gradually beginning to fade away). Well known is the fact of development initiation of professional deformations by various character accentuations of specialist: during the long-term execution of uniform activity accentuations are professionalized, transformed into individual style of activity and professional deformations.

Yet another very actual aspect of studying the content and determination display of professional deformations is separation of their radical forms – professional destructions of personality, which include professionally predefined accentuations, learned helplessness, professional aloofness, professional incompetence and stagnation.

Professional destructions, demonstrating the complete personality destruction and its professionalism, are expressed in radical violation of the learned activity methods, already formed professional skills destruction, stereotypes of professional behavior and psychological barriers emergence in mastering new professional technologies, new profession or specialty. Among factors that contribute to the emergence of professional destructions distinguish: retard, deceleration of professional development compared with age and social norms; disintegration of professional development, professional consciousness disintegration, therefore emerge unrealistic goals, complicated meanings of labor and professional conflicts; low professional mobility, inability to adapt to new labor conditions; separate links discrepancies of professional development; weakening of previously composed professional data, professional skills, professional thinking; distorted professional

development, emergence of negative qualities, deviation from social and individual norms of professional development, which alter personality profile; emergence of such deformations of personality as emotional exhaustion and burnout; professional development stop, owing to professional disease or work disability.

One should remember that professional destructions have own preconditions of occurrence: identification of human with its professional role and with own professional community, and human begins to play everywhere its so-called “professional role”; seriously taken “game rules” of own professional organization and strict following of the demands of professional environment; activity peculiarities itself, such as monotonous, closed or extreme character of the work.

It is necessary to mention such psychological determinants of emergence of professional deformations and destructions of personality that are contained in its sphere of psychological defense. In general, if professional activity is accompanied by uncertainty, mental tensions, negative emotions, the defense mechanisms of psyche enter into force – denial, rationalization, extrusion, projection, identification, alienation compensation. Frequently repetitive negative emotional states with increase of work experience reduce frustration tolerance of specialist, satisfaction with profession, lead to development of professional deformations and destructions, loss of professional growth prospects.

Another very important factor that initiates formation of deformations and destructions are age-related changes that are shown in such characteristics: social and psychological aging, which is expressed by the weakening of intellectual processes, reconstruction of motivation, change of emotional sphere, emergence of disadaptation forms of behavior, increasing the need in approval, etc.; moral and ethical aging, that is manifested in obsessive moralizing, skeptical attitude to youth subculture, opposition of the present to the past, increasing the merits of own generation, etc.; professional aging, that is characterized by rejection of innovations, canonization of individual experience and own generation experience, difficulties in learning new means of labor and production technologies, reducing the performance rate of professional functions, etc. (Virna 2009).

Among effective methods of overcoming the crisis of professional becoming distinguish: rise of socio-professional activity, development of individual activity style, quality improvement of executable activity methods, learning new specialty, advanced training and transition to new work – for the crisis of professional career; transition to innovative level of activity execution, over normative socio-professional activity – for the crisis of socio-professional self-actualization. Common feature of these two crises of professional becoming is method of changing the kind of professional activity or professional position that blocks professional deformations manifestations (Virna 2012).

PROFESSIONAL DEFORMATION: MANIFESTATION RISKS

The success of professionalization of personality is determined in accordance with the professional activity demands to the subject, reflected in the profession interest level, satisfaction in it, desire for professional mastery and so on.

Once personality is deprived of these key components of effective professional development, favorable conditions for the emergence of professional deformations arise, which are transformed into professional destructions after long lasting repetition.

To the risks of manifestation of professional deformations may be referred:

- development lock of professionally important qualities of specialist,
- initiation of personality alienation of specialist,
- loss of professional maturity of specialist.

As for the risk of development lock of professionally important qualities of specialist, here goes about violations of activity reconstruction logic – reconstruction of qualities according to professional activity, appearance and development of new skills and abilities and formation of individual style of activity that balances and harmonizes the general personality development of human. So well known is the fact that formation of subsystem of professionally important qualities takes place under the following conditions: firstly, human already has certain qualities, and during professions mastering, proceed their reconstruction in accordance with certain professional activity peculiarities; secondly, general logic of such activity reconstruction includes in itself the elements of reconstruction of qualities accordingly to professional activity, appearance and development of new qualities and abilities and formation of individual style of activity. The fundamental point of mastering the professional activity is acceptance it by human that is determined by how the human representation about profession will meet it needs and abilities. By choosing profession, human as if “projects” its motivational structure on the factors structure, related to professional activity, allowing it to meet the need. In complicated motivational process, comparing professions opportunities with own needs, human comes to the decision to accept or to refuse the profession. Acceptance of profession creates desire to execute activity in a certain way, “creates certain determining tendency and serves as starting point of formation of psychological system of activity” (Shadrikov 1994, p. 55).

In case of absence of such motivational determination, professional activity implementation starts initially to be blocked, and in time completely disappear professionally important qualities of specialist, that manifests in such destructive moments of professional behavior: power savings (saving of energy resources); time savings (often by increasing the rate of work, reducing the volume or omis-

sion of certain operations that are necessary for safety); self-assertiveness in the eyes of colleagues (risky behavior); expressed desire to follow group norms and orientation on authorities; reassessment of own experience (especially in evaluation of situation and choosing modes of behavior in it).

Professional deformations of such specialist are often accompanied by marked egocentrism (it does not take into account the opinion, interests and sentiments of other people, inattentive and non sensitive to the worries and feelings of others, does not respect others); predisposition to aggression and hostility manifestations; signs of depression and fatigue; fatalism capture and manifestations of antisocial settings and ideals, etc.

Thus, we can admit that personality formation of professional in the process of mastering the professional activity is not limited by development of its operational sphere in the form of knowledge, skills and abilities accumulation. It envisions the formation of complex mental regulation systems of social behavior of personality. Essential role in this process plays the development of ideas about those phenomena that are associated with basic laws of professional becoming, identification of factors regulating its dynamics, building the levels system of self-awareness on this basis as the subject of own professional activity and understanding the social significance of own profession. All this includes the complex of necessary conditions of effective personality formation and achievement of such level of development of professionally significant qualities, structures and mechanisms of behavior regulation, that are necessary for achievement of desired suitability level of professional activity.

The risk of initiation of personality alienation of specialist concerns the sphere of its identification organization. First of all, it should be noted that alienation is dangerous itself and its initiation poses threats to its identification abilities. If personal initiations are seen as instrument of socialization and stimulation method of psychological reconstruction of human, motivational and semantic content and emotional character of alienation of the initiation subject must be kept under control.

In fact, this is specific discourse of human conscience and its spiritual guidance, which determines the subject consumption strategy of professional activity of post-industrial and informational society.

Generally, personality initiation is understood as ontological change of existential state of human. It is clear that identification mechanism is trigger mechanism of mastering the cultural experience to which human belongs. This process is initiated by human natural instincts "to be among others". When it comes about alienation as negation of morality norms, life style, socially approved values, human here dares to act contrary to its psychological nature and opens in itself possibility of movement in the direction of consciousness. In this case, personality

initiation should be regarded as dying off less adequate and non actual living conditions, and revival of updated and more appropriate to the new status behavioral forms.

Alienation as manifestation form of human existence in society is seen as estrangement, human isolation, “reflexive retreat from the world”, “internal migration”, which creates loneliness. This is comfort as an expression of two tendencies of a single process of identified human and alienated world. This is alienation from objective, generated by situation of targeted conflict, when individual appears in “captivity” simultaneously in two or more objectives, that are equally significant for it (Avramenkova 1990).

First of all alienation is manifestation of such subject life relations with the world, where its activity products, it itself and also other individuals and social groups as norms, settings and values carriers, are represented in the subject consciousness by different degree of opposition to itself (from dissimilarity to rejection and hostility), that is expressed in relevant subject feelings (feelings of loneliness, rejection, I loss, etc.). Herewith, it should be remembered that human alienation, when the object is social group or society, and alienation from this society norms by human itself, is substantially different one from each other. When it comes about subject itself, it’s full centering on its own I at the same time is alienation from others and may be manifested as egocentrism, selfishness, and negativism. When talking about the assimilation to another person, penetrating into its inner world, likening it, it means that subject is alienated to some extent from its own needs and is characterized by empathic and altruistic behavior. Functional plan of alienation manifestation of adult human is alienation form from this or that product activity of individual through evaluation of result importance of this product “for others” and then “for itself”.

The risk of professional maturity loss of specialist contains all features of leveling the developmental characteristics of the subject of professional activity (orientation, directivity, knowledge, abilities and skills, professional competence, positions, etc.) and integrated developmental characteristics of personality (interests, directivity, emotional and behavioral flexibility, etc.). The classical understanding of professional maturity as system of human ACME features through its ability to correlate by human own professional abilities and needs with professional demands, which stand before it as means of professional self-esteem, level of claims and ability for self-regulation.

But recently, most modern researchers connect personality maturity with human capacity to independence in judgments and actions, self-regulation, value experience, self-responsibility for oneself, for others and social situation in general. In this regard Maksymenko notes, that

Social individual initially by own ability exhausts oneself in order to absorb maximally those potencies, those powers from present environment, which are inherent to it. And then these powers return to the social environment in entirely different ways. They return in social, indirect, subjectively significant as for the society and so for the individual, needs and motivational powers (Maksimenko 2006, p. 165).

Characteristics of the risk of professional maturity loss are manifested in such socio-psychological phenomena as workaholism (excessive devotion to professional duties) and professional perfectionism (such as subject aspiration to excellence, high personality standards, human desire to prove own activity results according to the highest standards – moral, ethical, intellectual; Ilin 2011). These socio-psychological phenomena are kind of influence consequence of socioeconomic conditions on human behavior in professional environment. Particularly this applies to mature aged people, because the problem of their self-determination and professionalization lies in direct dependence on acquired professional experience, established values, formed personality structure, certain social and economic settings of existence and implementation of life plans.

However, the effective ways of adaptation of specialist to the rapidly changeable professional conditions often requires maximum physical and mental efforts which prevent demonstration oneself as professionally mature specialist. For one thing, constant aspiration to improvement, which is positive characteristic of specialist, may develop into professional perfectionism – the desire of the subject to enhance, high personality standards, striving to prove the results of professional activity according to the highest moral, aesthetic, intellectual standards. Destructive perfectionist cannot be considered as professionally mature personality, because in its behavior is often found constant dissatisfaction with oneself and the achieved, “paralysis” of activity in situations, where there is no confidence in high quality of its execution, competitive relations with others because of continuous comparison of oneself with them, and consequently eventually appear neurotic reactions forms on professional situations. Professional maturity is determined by healthy perfectionism when human demonstrates leadership qualities, high performance, activity, motivation to achieve the objectives with adequate self-assessment of own capabilities.

Another quite widespread social and psychological characteristic of contemporary specialist is workaholism as excessive professional devotion to work. And once again such positive characteristic of human is not always a sign of professional competence and maturity, as may be accompanied by such psychological problems as fear or inability to communicate, fear of loneliness, low self-esteem, “retreat” in sickness, attempt to compensate the loss of close person, necessity to be recognized by other people, etc. These neurotic (dependent) characteristics block the real love to work of harmoniously developed personality that never

complains to workload, fatigue, difficulties of life and work. Healthy workaholism distinguishes satisfaction from the executable work, its results and the process of its implementation. These specialists experience feeling of continuous happiness, engaged in favorite business, and as a consequence their workaholism provide them with high work efficiency and significant professional success.

Thus, we can state that professional maturity is algorithm of confession the human values orientations, which are formed owing to the interaction of socio-genic needs with the social environment values. This interaction happens during the entire life of personality, but in a special way is manifested during professional self-realization. In this way personality is embedded as the subject of professional activity in the holistic system of particular society.

CONCLUSIONS

Summarizing the analysis of the problem of dynamics and risks of personality professional deformations manifestations, we will use conditional algorithms defining personality professional safety zone: professional deformations are manifested in certain occupational actions and operations; professional deformations depend on the social factors of professional environment (relation to organization and collective, establishment of interpersonal contact in working group, etc.); professional deformations are caused by experience level of satisfaction with the work.

Therefore, the content of professional safety of personality as characteristic of its psychological well-being may be determined by the following parameters: readiness to continuous changes; personality responsibility for own health; ability to live in harmony with oneself, internal balance; development own adequate means to overcome unwanted states; mastering the methods of psychic self-regulation, self-healing in normalization of efficiency level, elimination of professional fatigue and overload consequences; resistance to professional aging and maintaining of own intellectual and creative potential; exclusion self destructive behavior strategies from life; development of self-control skills due to the course of thinking, ability to relax mentally in the appropriate period of time.

Generally speaking about professional safety of personality, we can speak not only about prevention of personality deformations in own profession, but also about the choice of social roles, professional stereotypes, lifestyle and one's own way of life. In this case, the profession or professional roles can be a means to implement a particular lifestyle or life patterns. In this case, profession itself or professional roles can be the means of realization of the particular lifestyle or life stereotype.

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STRESZCZENIE

W artykule opisano metodologiczne aspekty zjawiska deformacji zawodowej osobowości z punktu widzenia adaptacyjnej determinacji bezpieczeństwa zawodowego. Przedstawiono przyczyny (ogólne i częściowe), warunki (monotonne, zamknięte, emocjonalno-intensywne) tworzenia się deformacji zawodowej, pozytywną i negatywną treść ich przejawu przez opis głównych cech (prędkość rozwoju, głębokość formacji, miarę stabilności i szerokość). Uпорządkowano poziomy (ogólnoprofesjonalne, szczególnieprofesjonalne, profesjonalno-typologiczne, indywidualizowane) i nakreślono typologie przejawu deformacji zawodowej, cechy osobowości, które są wyrażone w podwójnych standardach etycznych oraz marginalizmie profesjonalnym i wypaleniu emocjonalnym. Przeanalizowano radykalne formy profesjonalnej deformacji (wyuczona bezradność, profesjonalną alienację, profesjonalną niekompetencję i stagnację), które są spowodowane przez psychologiczne czynniki zawodowego starzenia się. Uzasadniono sferę ryzyka przejawu deformacji zawodowej (blokowanie rozwoju profesjonalnie ważnych cech specjalisty, inicjację osobistej alienacji, stratę profesjonalnej dojrzałości specjalisty).

Słowa kluczowe: deformacja zawodowa; osobościowo-zawodowa destrukcja; zabezpieczenie zawodowe; adaptacja zawodowa; tendencje; dynamika i ryzyko przejawu