

## **THEORETICAL AND METHODOLOGICAL APPROACHES TO OPERATIONALIZATION OF THE CONCEPT OF “PERSONAL RESOURCES” IN PSYCHOLOGY**

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### **INTRODUCTION**

The psychological essence of a human being is a living and, in its higher manifestations, conscious subjective intention. It is expressed in the desire to reproduce and realize own's own psychic resource to the maximum extent, to develop one's own psyche to the possible limits of perfection, to maintain this level as long as possible, thereby providing the formation and development of personal structures with their “relational” social essence and individuality, that chiefly manifests itself within the space of the unique Self.

Throughout the long development of psychological science, the scientists have sought to understand what is at the heart of human viability, overcoming various difficulties, achieving success in various spheres of life such as gaming, educational, labour, household, etc. Psychic resources have been considered as a source of a person's internal strength that allows the individual to cope with unusual, non-standard situations, as well as to achieve significant life successes in everyday life.

The intensive study of the psychic resource in recent decades is directly related to the successes in the field of personality research, with broad-scale development being carried out in psychology. Today, the leading theories and concepts of personality, each of which claims to be unique and significant, have already taken shape. It becomes clear that the level of human psychic potential is determined by the conditions that surround and guide its development.

### **1. Phenomenology of the concept “personal resources” in psychological discourse**

Scientific interest to the phenomenon of human “resources” is determined by their important role in ensuring human life-sustaining

activity in difficult, sometimes extreme living conditions, including difficult situations of professional activity of persons throughout all stages of life. The subject of human resources covers a wide range of topical problems of its resource's provision as an actor, including: potentials and resources of adaptation to difficult conditions and circumstances of life and work; vital capacity resources and the dynamics of their changes over the course of their lives and professionalization; resources of professional formation and efficiency of the actors of labour; resources for overcoming professional and personal crises; resources to counteract professional and personal deformities and maintain occupational health; dynamics and "weight" of resources at different stages of professionalization; conditionality of human resources by external and internal determinants of human activity as an actor; technologies for preserving occupational health resources.

As a result of the efforts of several generations of psychologists, the problem of the human psychic resource has gradually developed into an independent scientific direction with defined categorical-conceptual apparatus and system of constructs, formed ideas of the determinants and the possibilities of its use. The interpretation of psychic resources was determined by the original methodological positions of the authors, who turn to the consideration of personality and related problems.

The representatives of different scientific schools and fields (B. H. Ananiev, L. I. Bozhovych, A. V. Brushlynskyi, L. S. Vyhotskyi, O. M. Leontiev, D. O. Leontiev, A. V. Petrovskyi, S. L. Rubinshtein, V. M. Miasyshchev, Z. Freud, A. Adler, K. Jung, G. Allport, A. Maslow, K. Rogers and others) tried to represent, within their own scientific constructs, the formation of scientific approaches to understanding personal resource which reflects the stages of finding answers to the question of the psychological nature of the phenomenon of personality.

The resource range of problems of modern psychology have their origins in the consideration of adaptive capabilities of an individual which are in demand under tense, difficult, stressful and extreme types of situations. As a process of adapting to certain life circumstances, the

adaptation process can be successful with the involvement of certain life resources by the individual<sup>1</sup>.

The basis for the next step in the scientific research of the resource range of problems was the understanding that has emerged in psychology of the fact that human forces can be considered not only in terms of human interaction with the environment, but also in terms of mechanisms of functioning. Psychological protections, which can be considered as a psychological instrumentarium that has its own advantages and limitations, the preservation and filling of internal resources of the individual have received a detailed study in psychology.

Understanding potential as an opportunity that, under certain conditions, can be transformed into a psychological resource for solving any pressing tasks is the basis for the differences between these psychological formations. This condition can most often be represented by an activity. The concepts of “psychological resource” and “personal potential” have recently been suggested with the possibility of using the concept of “social and psychological capital of the individual”, which is characterized as a dynamic system of relations of the individual, which is a resource that facilitates the achievement of various goals by the individual<sup>2</sup>. In actual fact, this concept is identical to the concept of “psychological resource”.

The concept of “psychological resource” is characterized by a significant conceptual variation element, which reflects the lack of formation of its interpretative base. In the general sense, the word “resource” can be considered as a source of human strength, as a set of values, reserves, opportunities that allow performing daily activities, coping with difficult life situations, solving the problem of “vitality” of the individual<sup>3</sup>.

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<sup>1</sup> Kokun O. M. Optymizatsiia adaptatsiinykh mozhlyvostei liudyny u psykhoфизиологичному zabezpechenni diialnosti: dys. ... d-ra psykhol. nauk. Instytut psykholohii im. H. S. Koctiuka APN Ukrainy. K., 2004. 426 s.

<sup>2</sup> Tatarko A. N. Sotsialno-psikhologicheskii kapstal Ischnocts v polskulturnom obshchestve: diss. d-ra psykhol. n. M., 2014. 403 s.

<sup>3</sup> Petrovskiy V. A. Lichnost v psikhologhii: paradigma subiektnosti. M.: Izd-vo Voronezhskogo un-ta, 1996. 232 s.

A sufficiently large field of psychological phenomena of the individual, belonging to different spheres of human organization and functioning was considered as a psychological resources. All psychic resources of the individual are conditionally divided by their origin into external and internal ones. External individuals' resources, taking the form of social or socio-psychological support, assume that they have the ability to use this support. Internal resources are the persons' own personal potential, which is actualized by means of certain psychological instrumentarium<sup>4</sup>.

A number of works distinguished that the individual's internal resources have coping-resources due to great opportunities for their conscious, volitional, purposeful management. As a resource management tool, the coping-resource has a certain specialization that allows actualizing the internal resources of the individual taking into account the specific features of the situation. In this case, the possibility of transition from situational to personal and from functional to meaningful consideration of human psychic resources is indicated. Additional resources are needed for the individual and society to overcome the crisis in times of uncertainty growth. The resources include those social and personal qualities that can either help or prevent the individual from living and developing productively<sup>5</sup>.

L. S. Vyhotskyi regarded the human body, the human personality and the human intellect as an integral whole, consisting of certain functions and elements withing in a complex structure and in complex relationships with each other. He came very close to understanding the phenomenon of creativity, seeking to explain the consequence of origin of "something not existing before". To the full extent, this "something" can be understood as psychological resources.

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<sup>4</sup> Safin O. D., Baranov O. M. Osnovni rezultaty diahnostychnoho doslidzhennia osnovnykh komponentiv osobystisnoho potentsialu maibutnikh fakhivtsiv inozemnoi movy. *Visnyk Viiskovoho instytutu KNU imeni Tarasa Shevchenka, Seria «Psyhholohiia»*, 2009. № 23. S. 77–81.

<sup>5</sup> Kazanzhy M. Y. Osobystisni resurecy podolannia psykhologichnoi kryzy. *Visnyk Natsionalnoi akademii Derzhavnoi prykordonnoi sluzhby Ukrainy. Seria: Psykhologhiia*. 2015. Vyp. 1. Rezhym dostupu: [http://nbuv.gov.ua/UJRN/Vnadpn\\_2015\\_1\\_6](http://nbuv.gov.ua/UJRN/Vnadpn_2015_1_6)

The origins of the resource approach to solving a wide range of psychological problems of human life support are contained in the works of S. L. Rubinstein and B. H. Ananiev, which cover at least two conceptual aspects of the phenomenon of “resources”: first, the systemic nature of the resources, understood as a manifestation of the complex interaction of human capabilities, potencies and internal forces throughout life; secondly, the dependence of the formation and manifestation of reserves and human resources on the conditions of the outside world and the activity of the individual as an actor of life.

The following ideas of B. H. Ananiev are productive in the light of modern psychological researches from the standpoint of the resource approach to human capabilities (resources, reserves, potencies, internal human forces): extraction of different classes of human development potentials which are denoted by the concepts of “giftedness”, “ability”, “employability”, “viability”; the idea of the dual dependence of manifestation of reserves and resources of the individual: on the living conditions of the outside world and on the structure of the individual’s personality; the assumption on the possibility to create some common model of reserves and resources of the individual in the future; emphasizing the special importance of a comprehensive study of different potentials and tendencies of the activity actors<sup>6</sup>.

The concept of resources has different interpretations. The term itself is borrowed from the French language (**ressource**) and literally means “ancillary (technical, energy, information) tool”. The content of the concept “resource” is multidisciplinary, so the full characterization of “resource” is possible only as a synthesis of the perspectives of various scientific fields of humanitarian knowledge. The concept of a resource is not clearly defined even from an intra-disciplinary psychological standpoint. There are different interpretations and classifications of “resources” among scientific schools and scholars, as well as different concepts of development, actualization and depletion of resources. The concept of “resource” is used by some authors in Soviet and Ukrainian psychology as a synonym for the concept of

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<sup>6</sup> Ananev B. G. Chelovek kak predmet poznaniya. L.: Izd-vo LGU, 2009. 324 s.

“potential”, and the foreign research tradition understands the resource as a factor of protection<sup>7</sup>.

The concept of “resource” is most often characterized in psychology as a certain stock of life opportunities that can be used by the individual as a means of personal development, self-determination, implementation of activities, choosing life strategies, life options, etc. The concept of “personality potential” is close to the aforementioned concept in its meaning, which, according to D. O. Leontiev, is an integral characteristic of the level of personal maturity, the main indicator and form of manifestation of which is represented by self-determination, that is, carrying out activities in relative freedom from external and internal conditions (from biological prerequisites, from needs, character and other stable psychological parameters)<sup>8</sup>.

Human resources are usually talked about when they mean human potential in a society, organization, the state, etc. The term of “human resources” in the organizational and psychological context reflects the notion that people are an important resource of an organization, among others (material, financial, informational, etc.), which determines its competitiveness. In a broad sense, human resources are a set of qualities and means that the individual has at his disposal and that can be used by him for self-realization in different life contexts. The concept of a resource is used to refer to different levels of human life regulation: physical resources of the body, psychological, personal, social, spiritual, material, economic resources.

## **2. The semantic field of the concept “personal resource” in various scientific schools and trends**

In theories of overcoming stress, “resource” is often regarded as a functional (psychological, physiological, professional, etc.) potential, which provides a stable level of realization of human activity and

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<sup>7</sup> Manokha I. P. Psykholohiia potentsialu indyvidualnoho buttia liudyny: ontolohichno oriientovanyi pidkhid: dys.. d-ra psykhol. n. K., 2002. 373 s.

<sup>8</sup> Leontoev D. A. Vvedeniye: lichnoctyi potentsial kak ob'ekt izucheniya. Lychnostnyi potentsial: struktura y diahnostika. M.: Smysl, 2011. S. 5–11.

achievement of the set parameters for a certain period of time<sup>9</sup>. Despite often use of the term of “resources” and the recognition of the importance of resource support of life, including productive professional activity of the individual the concept of the resource as a psychological category is not enough developed due to the fact that the individual as a complex system has different levels of organization with certain resources inherent to each of them.

In general, the psychology of stress and its overcoming understands resources as the physical and spiritual capabilities of the individual the mobilization of which ensures the implementation of programs and methods (strategies) of behaviour aimed at preventing or reducing stress. In the broad interpretation of the psychological resources they are included in the concept of personal and human potential, as well as in the description of life strategies. In a narrower interpretation, the resources are seen as opportunities and means of coping-behaviour, overcoming stress, as elements of self-organization, self-regulation of activity and behaviour<sup>10</sup>. The problem of resources of coping-behaviour, according to L. I. Antsiferova, V. O. Bodrov and other scientists has not yet received proper consideration in psychology, since the corresponding system of concepts and theories of the development of these resources in the structure of personality has not been sufficiently formed.

Theoretical analysis of modern ideas on the dynamics of stress syndromes development indicates the possibility of counteracting them in the context of the concept of multifaceted and multilevel organization of human resources. Stress is ensured from the standpoint of the resource concept through the activation of human resources belonging to different levels of psychic regulation. “Resources” as a psychological category are considered in various aspects: as strategies of life (K. O. Abulkhanova, L. I. Antsiferova, A. A. Kronyk); as opportunities and means of overcoming stress i.e. resources of the one who mastered it (V. O. Bodrov, R. Lazarus, S. Hobfall,

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<sup>9</sup> Timchenko A. V. Professionalnyi stres rabotnikov OVD Ukrainy (kontseptualizatsiia, prohnozirovaniia, diahnostika i korrektsiia): diss. ... d-ra psikhol. nauk. Kharkov: NUVD, 2003. 427 s.

<sup>10</sup> Korolchuk V. M. Psykholohiia stresostikosti osobystosti: dyc. kand. psykhol. nauk. Instytut psykholohii im. H. S. Koctiuka APN Ukrainy. K., 2009. 513 s.

S. O. Khazova); as mechanisms of self-regulation and regulation of activity and behaviour (T. L. Kriukova, L. H. Dykaia, V. I. Morosanova, V. O. Tolochek, etc.); as mechanisms of psychic regulation of activity and behaviour (L. H. Dykaia, Ye. Yu. Kozhevnykov); as a special organization of psychic properties and as a structure of their links (V. M. Druzhynin, D. O. Leontiev, M. A. Kholodnaia); as resource states (O. O. Prokhorov, V. V. Kozlov).

Some authors define resources as the main factors of ability to handle stress, resistance of the individual to stress. Stress resistance resources mean internal and external variables that contribute to maintaining productivity, psycho-physical health and social adaptation in stressful situations. These are emotional, motivational-conative, cognitive, value-semantic and behavioral “tools” (constructs) of psychological regulation that a person actualizes for adaptation to stressful factors and stressful episodes of life.

According to scientists one’s own, individual psychological human resources include both individual properties of the personality, values, goals, strategies of behaviour, and psychological mechanisms of self-regulation, complex dynamic relationships within the system of “human-world”.

Given the diversity of concepts as well as those aspects of the resources under consideration, it is important to define the key criteria for the “resource” category. There is also no consensus on this issue. From the standpoint of the subject paradigm, resources can be determined by the effects of the manifestation of performance of the actor of activity. A key criterion for human resources as an actor are the effects of their regulatory functions. Thus, D. O. Leontiev means those individual features by the resources, depending on which the tasks of mobilization and adaptation to a stressful situation, its overcoming are solved easier or, conversely, more difficult. Therewith, the author proceeds from the idea of the bipolarity of resources, according to which some resources may block overcoming. V. O. Tolochek also associates resources with the positive effects of psychological regulation and gives the following definition: “Resources are psychic properties that are firmly linked in the mental experience of the individual to the positive effect, the



presence of tangible benefits and they can be used to improve the efficiency of life”<sup>11</sup>.

On the basis of theoretical analysis, we can distinguish the following key methodological foundations of subject-resource approach to understanding the interaction and interrelation of resources and human activity as an actor of life-sustaining activity, including labour activity: the actor and resources are the integrated system of manifestation of human activity in the process of implementation of various activities, including substantive work (labour); resources are subjective qualities that ensure the achievement of the goal of activity and psychological well-being of the individual (job satisfaction, self-realization, preservation of occupational health); actualized resources change the quality of life of the individual in the world objective (material) world and psychologic world (subjective picture of the world, the world of experiences, values, life philosophy), in social, spiritual, cultural spaces; the main functions of subjective resources are the realization of goals, potential opportunities, personal aspirations in accordance with the objective conditions and requirements of the activity and environment.

The psychological resources of the actor of activity are the constructs of psychological regulation of different levels of human organization. Resource development has a complex determination: it depends on external (extra-subjective) and internal (intra- and inter-subjective) factors; psychological resources are dynamic (there are periods of their development, stagnation, involution, complex patterns of losses and gains); depending on the actor activity, the resources are attracted, adjusted and developed according to the requirements of professional activity and situational conditions, as well as depending on the life philosophy and attitudes.

Differences in the understanding of the phenomenon of “resource” give rise to many approaches to the classification of human resources as an active actor of life. According to the subject-activity paradigm, resources are classified according to several criteria: according to the regulation of human activity: physical, psychic, personal, social,

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<sup>11</sup> Tolochek V. A. Professionalnaia uspehnost: ot sposobnostei k resursam (dopolniaiushchye paradyhmy). *Psikhoholyia. Zhurnal Vysshei shkoly ekonomiki*. 2009. T.6. № 3. S. 27–61.

spiritual, existential, material; according to the purposeful function: the resources of adaptation (vitality, survival), the resources of change and development, the resources of sustainability i.e. the preservation of human activity for the implementation of the desired parameters of vital activity for a certain period of time (V. O. Bodrov, L. H. Dykaia, Ye. P. Ilin, O. H. Maklakov and others); according to the level of psychic organization: the resources of the individual, actor (subject), personality and individuality (B. H. Ananiev); according to the origin: natural (born), acquired, restored, artificially created; according to the content: energy, time, information, space-environmental (V. A. Hanzen); according to the space-time mode: subjective, situational and supersituational resources (V. A. Petrovskiy); according to the relation to the actor (subject): intrasubjective i.e. inherent qualities to the certain individuals; intersubjective i.e. the systemic qualities that arise when interacting and performing joint group activities; nonsubjective i.e. the qualities of the two kinds arising in the process of “live” interaction (procedural) and broadcasted (“subjectified”) by the media of culture (V. A. Tolochek).

Foreign authors often distinguish four classes of resources: physiological (health, absence of physical defects, physical endurance, etc.); psychological traits (self-esteem, confidence, sense of control, ability to self-disclosure, etc.); cognitive properties (ability to learn, persuasion, ability to structure information, etc.); social support and financial well-being, financial freedom.

S. Hobfall classifies human resources according to several criteria: by relation to the individual: by resources “Ego”-concept (internal, external); by localization of the source and relation to other resources: objective, personal, resources of states or conditions, material and energy resources; by value for survival: primary, secondary, tertiary. According to the concept of conservation of resources by S. Hobfall, people seek to preserve, protect, replenish and reserve personal resources. The feeling of psychological threat, stress syndromes is first and foremost related to the sense of loss of resources or the difficulty of their restoration. Therefore, it is important to uncover the patterns of resources loss and restoration, theoretical and empirical studies of human resource provision at different stages of one’s life and in various spheres of one’s life-sustaining activity,

including the study of the laws of resource provision of the actors of labour<sup>12</sup>.

Studying only the psychological mechanisms of development and expenditure of human psychic resources does not allow to make an adequate picture of the development of this phenomenon. There is an urgent need for its meaningful research. The researches on the subject have been conducted by: Yu. M. Zabrodin and T. S. Kabachenko on psychology of human resources management; Yu. V. Kuzmenko on the psychological resources of the individual adaptation to the conditions of increased risk of natural disasters; O. V. Neumoieva, O. Ye. Rohova on the features of loneliness as a resource of personality development in adolescence; O. Yu. Kozhevnikova on personal resources of overcoming the situation of socio-economic deprivation; O. I. Babych on the psychic resources of overcoming the professional burnout syndrome of teachers; M. V. Rahulina on authenticity as a psychological resource of self-organization of the individual. The works by H. A. Berulava, O. H. Vlasova, I. O. Vasylieva, D. O. Leontiev and others researched the issues of life-sustaining activity success; self-regulation; psychological well-being; self-realization; self-development; self-actualization; overcoming uncertainty; bringing the goals to their realization; preservation of stability and integrity of the individual as components of human vital resources, etc.

Scientists have identified three sub-structures of personal potential that correspond to three functions of self-regulation: the function of orientation or self-determination; function of realization related to the organization of purposeful activity; function of preservation, which ensures the preservation of psychic stability against the backdrop of adverse circumstances. Each of these components is represented differently in theoretical constructs and models, as well as in methodological instrumentarium, which is associated with the complexity of the development of individual aspects of personal potential and the unequal demand for them from practice.

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<sup>12</sup> Hobfoll S. E. Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist*. 1999. Vol. 44(3). P. 513–524.

It has been proved that the individual receives external psychic resources through the social way of his or her existence. Social support and encouragement, fellow feeling, mutual assistance and other social phenomena are a significant factor in achieving the individual's vital well-being. Internal resources are associated with some of the inherent human resources that make it possible to overcome various stress factors and difficulties. Such internal factors are the cognitive abilities of the individual, his or her intellect, emotional resources, spiritual potential, some personality possibilities, etc.

A special place among the human psychic resources is taken by the so-called personal resources i.e. a complex formation, which combines a significant part of the system of psychic support and self-sufficiency of the individual. At the organizational level, personal resources integrate the structural components of the individual with different levels of complexity that determine his or her success in educational, professional and personal fields. Recognizing the importance of human psychic resources, modern psychology has not yet paid sufficient attention to the study of conceptions about them concerning actors who are at different stages of ontogeny. At the same time, it has already been proven that conceptions play a significant role in the organization of human psychic life. Being the subjective reflection of objective reality in the mind of the individual, they are at the heart of constructing the image of the world and defining the person's place in it, planning one's own activity, organizing the response to events that are happening, etc.

As K. R. Kapiev states, the conception of personal resource can be regarded as some formed system of concepts, attitudes and experiences of the individual to this psychic formation. The individual's dominant use of a particular structure of personal resources is reflected in his or her success. Thus, cognitive and intellectual resources determine the following characteristics of the individual: intelligent, advanced, knowledgeable, experienced, deep-read, competent, attentive, judicious, prepared, erudite, authoritative, comprehensive, talented. The presence of resources of emotional and volitional self-regulation allows the individual to be persistent, courageous, strong, confident, employable, patient, calm, purposeful, determined, sustained, collected, diligent, etc. The use of axiological resources of the individual is reflected in the following characteristics of the person:

inspired, pure, strict, motivated, deep, responsible, dedicated, constant, proud, optimistic. Resources of social interaction allow the individual to be open, direct, pleasant, mobile, active, friendly, sociable, casual and more. With the help of broadcasting subjective parameters, it becomes possible to make real transformations not only in the perceptual, cognitive, emotional and volitional, but also in the personal spheres<sup>13</sup>.

Consideration of personal resource contributed to the study of the ontogeny of personality development, i.e. the forms of individual and social development of the individual in the process of social adulthood, which has its own character, its levels of development, integrating all the resource possibilities and achievements. There is no doubt that each of the stages of personal development has its own characteristics, levels of development, conditions and factors that determine the specifics of its formation and functioning.

The general system of determinants of personal resource development gradually expanded and became more complicated: the number of its levels and dimensions increased, the variety of connections between causes, conditions, factors and preconditions increased. For a long time, personality studies have been located in the continuum of optimality (higher levels of development and achievement) – pessimality (crisis, regression or related to overcoming difficulties). This time, in the figurative expression of A. V. Brushlynskyi, was a period of renaissance of the concept of the study subject. Consideration of the resource of the individual has acquired a pronounced axiological emphasis in the context of the category of the study subject. The category of the subject began to be regarded as a systemic factor of the integrity of the individual and his or her life path. The concept of personality as a subject of life path allowed to consider not only the dependence of the individual on his or her life, but also the dependence of life on the psychic resources of the individual<sup>14</sup>.

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<sup>13</sup> Kapieva K. R. Psikhicheskyy resurs lichnosti: patterny y determinanty razvitiya. *Nauchno-prakticheskiy zhurnal «Humanizatsiya obrazovaniya»*, 2015. № 3. S. 75–81.

<sup>14</sup> Hrinova O. M. Psykholohiia proektuvannia zhyttievoho shliakhu osobystistiu yunatskoho viku: dys.. d-ra psykol. n. Natsionalnyi pedahohichnyi universytet imeni M. P. Drahomanova, K., 2018. 562 s.

The unity of the views of scientists is that they recognize the diversity and multiplicity of human resources as the subject of life. N. Ye. Vodopianova has developed a subject-resource concept of counteracting occupational-personal deformities on the example of counteracting the professional burnout of labour actors on the basis of analytical generalization of resource theories and approaches. The main hypothesis and the idea of her subject-resource approach is that professional burnout is a systemic effect of the reduction and involution of resources of different levels of psychological regulation. From the standpoint of resource provision of the actor of labour, the intrasubjective cause of burnout is the involution of situational and positional resources and resources of activity-important qualities of the actor of professional activity: at the situational level of regulation it is a decrease in the activity of psychic self-regulation and coping behaviour of the actor (deficit of resources for self-regulation, self-identification, proactive management of professionally difficult situations); at the dispositional level of regulation, it is the involution of spiritual-moral, social-psychological resources as a consequence of the decline of cognitive-existential, cognitive-semantic, positive-setting activity of the actor of professional activity; at the professional-personal level, it is a shortage of competence resources i.e. activity-important qualities, abilities, skills, competences of the actor.

Potential, reserves and resources are different phenomena<sup>15</sup>. In the context of the subjective paradigm, potential is a set of internal possibilities that exist in a hidden form, in potency, and may manifest themselves under certain conditions. The actor's resources are any internal and external conditions, real and ideal objects, individual qualities, relationships, attitudes, values created and used by the actor to solve his or her own tasks and achieve significant goals. Resources can be actualized, accumulated, distributed, spent, reconstructed and restored due to subjective activity (activity of different levels of psychological regulation).

One of the key concepts of N. Ye. Vodopianova conception is a "resource base" that is understood as a complex structural-level

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<sup>15</sup> Hrimak L. P. Rezervy chelovecheckoi psikhiki: Vvedenie v psikhologiyu aktivnosti. M.: Politizdat, 1989. 319 s.

conglomerate of psychological resources available to the actor and involved by him or her to solve significant current tasks and achieve strategic goals of the activity. The resource base includes mechanisms of different levels and systems of regulation. The resource base for combating professional burnout is a three-dimensional space of resources for professional and personal development, resources for maintaining resistance to professional difficulties and resources for overcoming occupational difficulties. The resources to counteract professional burnout represent the available and “strategic” means and conditions for the realization of the desired interests and goals of the person as an actor in the subjective and dynamic aspect of professionalization of the actor of labour.

In accordance with the leading functions of psychological regulation of activity in psychology, the following classification of resources to counteract professional burnout is proposed.

1. Motivational and impulsive resources (purpose-motivated, self-determination resources) contribute to the awareness and promotion of goals, understanding of their personal significance, creating the basis for the adoption of the target vector. The acceptance of the goal occurs in the form, as it is perceived by the actor. The essential qualities of the human being as the actor of goal formation are manifested in the realization of what is valuable and meaningful, what he or she is experiencing, what he or she zests for, what he or she seeks, what he or she deems necessary, “right or wrong”, and what he or she plans to do<sup>16</sup>. It is subjectively represented in feelings and thoughts: “I want – I do not want”, “obliged – not obliged”, “obligatory – not obligatory”, “what I want to do”, “what I should do” and so on, that is, in aspirations and motives. Incentive function is performed by values and life-purpose orientations, moral convictions, accepted goals or prescriptions, moral principles, etc.

2. The resources of the reflexive-sensory sphere (the resources of reflection) contribute to the self-knowledge, understanding of the situation and personal significance of the professional, personal qualities necessary to achieve the goals and the desired quality of life.

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<sup>16</sup> Maksymenko, S. D., Klymenko, V. V., Tolstoukhov, A. V. *Psykholohichni mekhanizmy zarodzhennia, stanovlennia ta zdiisnennia osobystosti*. K.: Vyd-vo Yevropeiskoho universytetu, 2010. 136 s.

Essential reflexive qualities of the individual as the actor are manifested in the experiences of “prosperity – nonprosperity”, in the awareness of the presence or absence of important qualities, conditions, resources, strong personal qualities. At the verbal level, they are represented by the search for answers to the question: who am I? what am I capable of? what can I do? what do I know?<sup>17</sup>

3. Planning resources (cognitive-programming constructs) i.e. resources of planning and self-determination are the values of the actions planned, the desired probable increase in external and internal conditions, necessary, according to the actor himself, for the successful implementation of the activity and the achievement of the goals. Subjectively they are represented in one’s consciousness as a conception, self-esteem of what I have (what resources I possess), what physical, energetic, psychological resources (significant material and spiritual objects, skills, competences) I lack, what is necessary and what I can obtain under certain circumstances with a certain probability.

4. Self-support resources, collectively referred to as self-support and self-promotion resources, are probable values of confidence in the ability to achieve goals, realize plans, and ambitions. These are mechanisms for ensuring control over situations, stability of functioning and subjective activity, determination and correction of criteria of success and proofs of achievement of goals of behaviour and activity, life philosophy in relation to circumstances and situations, etc. As “instrumental” qualities self-support resources are manifested in the awareness what helps to achieve the goals, what the actor believes in, what he or she is guided by, and what he / she hopes for. They find their expression in a life philosophy, positive self-respect, positive thinking, positive attitudes (dispositions).

5. Resources of realization and overcoming i.e. preferred ones and attractive ways of organization of activity and behaviour, coping strategies are cognitive, motivational-volitional, emotional, behavioral efforts that contribute to overcoming professional and personal difficulties, situations and circumstances, hinder the solving of the

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<sup>17</sup> Petrovskiy V. A. Lichnost v psikhologii: paradigma subiektnosti. Rostov-na-Donu: Izd-vo «Feniks», 1996. 512 s.



current tasks, fulfillment of the goals and interests of the actor. In a dynamic aspect, realization resources are coping-strategies that are used now and in the future, as well as the values of the possible “increase” in the attractiveness of constructive ways of cognitive and behavioral co-ownership.

Essential qualities of the individual as the actor of overcoming difficulties are manifested in volitional qualities, attitude to difficult situations as to “challenges”, psychological maintenance of effective professional activity and preservation of health of the actors of labour. Expansion of conceptions about human resources as the actor of labour seems productive in terms of applied aspects of management psychology, psychology of professional and personal development, stress management, prevention of personal destruction, in particular to counteract professional burnout.

6. The resources of self-control of achievements are subjectively reflected in the experiences of mental and material well-being, satisfaction / dissatisfaction with self-regulation, self-realization, self-fulfillment. They are subjectively represented in the verbal formulas “satisfied – not satisfied”, “happy – unhappy” and in subsequent adjustments, changes in the system of life views, positions, intentions, and goals. The discrepancy between the expected and achieved results, acquisitions, rewards is considered as a probable risk of violation of subjective activity and involution of resources of conscious psychological regulation, which finds expression in semantic alienation. In the subjective and dynamic aspect of professionalization the resources of counteraction to occupational and personal distortions, including professional burnout, are represented by the available and strategic means and conditions for the realization of the desired human goals as the actor. Resources of counteraction to professional burnout are understood as temporally selective and spatially specific external and internal conditions (opportunities) of the actor of life-sustaining activity, including the actor of professional activity.

## **CONCLUSIONS**

Thus, the conceptualization of resources of labour actors as factors of situational and strategic adaptation, self-realization, professional productivity is promising for the theory and practice of psychological assistance under occupational distortions in the form of

burnout syndrome and can be implemented in scientifically substantiated technologies of psychological support for effective professional activity and preservation of health of the actors of labour. Expansion of conceptions about human resources as the actor of labour is considered productive in terms of applied aspects of management psychology, psychology of professional and personal development, stress management, prevention of personal destruction, in particular to counteract professional burnout.

### **SUMMARY**

The article presents theoretical and methodological approaches to operationalization of the concept of “personal resources” in psychology. A wide range of topical problems of human resources provision as an actor of labour, as well as ambiguity of the concept of resources and their classification have been distinguished. On the basis of analytical generalization of resource theories and approaches, author’s interpretations of psychological and personal resources of the actors of labour and the subject-resource concept of counteracting professional and personal deformations on the example of the countermeasures taken to prevent professional burnout of the actor of labour have been presented.

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