

*Bb!CIIIEE llPO<PECCHOHAJ!bHOE OEPA30BAHHE*

## B. H. CMI1PHOB

**IICMXOAOfM.H YIIPABAEHM.H IIEPCOHAAOM**

**B 3KCTPEMAAhHhIX YCAOBM.HX**

*PeKOMeHaoeaHo*

*Coaemor-1 no ncuxonowu Y'le6Ho-Memoau1.JeCK020 o6beauHeHUR*

*no KJTOCCLJl./ecKOMY YHUBepcumemCKOMY o6p030BOHUIO*

*a 1<011ecmee y11e6Ho20 noco6u,q ana cmyaeHmoe*

*Bb/CWUX y4e6Hb!X 30seaeHuiJ, o6y'IOI0/1.{UXCfi*

*no HanpaeneHUKJ u cne4ua11bH0CmRM ncuxono2uu*



**MOCKBa**

**l13AarenbcKttfl u.eHTp «AKa,a,.eM1-rn,,**

2007

**Y,QK** 001.25:574.23(075.8)

**EEK** 68.9H73

C506

PeueH.3CHTbJ:

LIOKTOP ncHXO.'IOH\'-ICCKHX HayK, npo<peccop Ka<pcnphl yroJIOl:IHOro npaBa

11 npoueccn 10p11nw1ecKoro <paKy.rihTeTa Pocn1ticKoro yttHBepc11TeTa

11py)K6b1 ttapo110B *A. ff. llanKuH;*

.i..l0KT0p nc11xo1Iorn'--leCKHX HayK. JaMecnne.rJb tta'--Ja.JlbHHKa y11paBJ1CHHH

op1 att111au1-1eH pa60ThJ c 11w111h1 1 cocwuoM *11,KO* M Bil Pocc1111 *M. ff. MapbUH*

**CMHpHOB B. H.**

C506 nc1-1xononrn ynpasneHHH nepcottanoM s 3KCTpeMaJlbHblX ycnos1-1>1x : y<Je6. noco61-1e l\JlH CTyl\. BbICW. yqe6. 3ase11ett1-1i-i /

**B. H.** CM1-1pttos. - **M.** : v!JnaTCJlbCKoi-i uettTp «AKaneMHH»,

2007. - 256 C.

**ISBN** 978-5-7695-3557-4

B Y'-IC6HOM 11oco6HH OCBCWCHbl aKTyaJihHb[C npo6JICMbl 11CHXOJ10r11'!CCKO­

ro COBepwettCTFIOB3HHH ynpaBJICHl·UI nepCOHaJIOM B 3KCTpCMaJlbHbJX yCJlOBIUIX.

KH11ra ttam1caHa tta OCHOBC pe3yJlhT3TOB Hay'-lttb]X HCCJie.llOB3HHH, attamna

OTC<JCCTRCHHlll"O H 3apy6e)KH0i"O OnhJTa. B noco61111 npe11J[O)KCHbl CHCl"CMa,

\lCTO}lbl 11 MCTOJU1K11 npo<pecCHOHaJlbHOW 3KCTpeMaJibH0-fiCHXOltOrw,eCKOtl no11-

roTOBKH.

,,\_J;rn CTyne11TOB Bb]CJIJl1X y<1e6Hb]X )aBenettHtl, 06y'-la10ruHXCSl no nc11XOJ10- l WICCKl1\1 cnem1a.ahHOCT5lM. MO)KeT 6h1Tb noJJe3HO npeno11aBaTeJ15lM, npaKTl1- lJCCKlJM IIClJXOJlOra\l, 11ay'-IHhlM pa60THl1K3M, 11ccs,e11yIOLUHM npo6JICMbl 3KCT­

peM(LlhHO t nc11xo;101 IIH, pyKOBO.i.111TCmJM pa3HblX pattroB, cnemtaJil1CT3M 3K­ c-1pcMa1WbJX 11po<pccrni1 (corpyllttl1KaM MBll, <DC6, <DCHH, oprattoB npo­ Kyp;nyphL ivP--IC, JlOel!IJOCJlY)IOJWHM 11 11p.).

**Y,QK** 001.25:574.23(075.8)

**EEK** 68.9H73

*OpU?llHil-1-/rlQKem rJaHHOCO u3daHUfl 516--JflemCH co6cm6eHHOCmblO ff3r)ame,1bcK020 t(ellmpa <<AKa0e.ttufl», u e20 Bocnpou1ee0eHue .1106b1M cnoco6oM 6e3 co2,wcw1 npaeoo611a0ame11R 3anpe1-«aemcfl*

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© O6pa30BareJJbHO-H)ll3TeJlbCK11H ue111p <<AKaneM11SI>>, 2007 ISBN 978-5-7695-3557-4 ::r, O{!J0pMJJe!!He. I-13naTe.1lhCK11i-1 UCHTP «AKallCMHS'l», 2007

**BBE,QEHl1E**

B noc11e.utt11e JlCCHTHJienrn yCHJIHJiaCb HeCT36HJibHOCTb COUl1aJibH0- 3KOHOMl1'-leCKl1X, no.rnnw-1eCKl1X, 3KOJIOfW-IeCKl1X YCJIOBHH )l(H3Hl1. Ysc­ Jll1'-ll1JIOCb KOJH14eCTBO CTHXHHHblX 6e.ucTBHH, TeXHoreHHbIX K3TaCT­

pocp, COU113JlbHbJX n0Tpllce1111ii, BOHH, BbipOCJia npecTynHOCTb. Ha- 6mo11aeTCll HeysepeHHOCTb B 3aBTpawHeM /!He, OTCYTCTB11e nC11XOJIO­ n1treCKOH no.uroTOBJieHHOCTH HaceJieHlHI l1 He,[lOCT3T04H351 IlO,llfOTOB­ JieHHOCTb npoQ)ccc110HaJIOB K )Kl13He.ue.HTeJibHOCTl1 B 3KCTpeMaJibHbIX YCJ1OB11llX. no3TOMY Ha nepBbJH nJiaH Bb!XO/ll!T He TOJlbKO npo6JieMbl no.uroTOBKH cneuttaJH1CTOB, 4bfl npoQ)eccttoHaJibH351 ,Ue5ITeJibHOCTb Ha­ np.HMylO CB513aHa C 3KCTpeMaJibHb1Ml1 YCJIOBHHMH, HO l1 npo6JieMbl ynpaBJTeHlHI 3Tl1Ml1 cneuttaJB1CT3Ml1, rpynnaMH, no.upa3,UeJieHlHIMl1 B 3KCTpeMaJibHblX YCJIOBHHX.

PecpopMbI, npoxo11m1111e B Pocc1111, 06Ha)l(11J111 npo6JieMy He3cp­ cpeKTl1BHocrn Cl1CTeMbI rocy11apcrneH11oro ynpaMeHI-lll, 11 oco6eHHO ynpaBJieHl1ll B 3KCTpeM3JlbHbiX YCJIOB11l!X.

B KaLJ:ecrse onttoH 113 ocHOBHbIX npttlll1H ynywettttH nptt npose.ue-

111111 a/lMl1Hl1CTPaTl1BHblX npeo6pa30BaHl1H n pe3H/ICHT Poce1111 B. B. ny­ Tl1H BhI,lleJIHJI <<OTC)'TCTBHe KBaJIHQ)HuttpoBaHHbIX y11paBJieH'-1eCKl1X Ka,[{­

poB, cnoco6Hb1X ycneWHO pa6oTaTb B yCJIOBl1llX 11eMOKparn11 11 KO­ peHHbIX COUHaJlbHblX HHHOBauttH>> I.

AH3J1113 peweHl1ll CJiy)l(e6HblX 3Ma4 B 3KCTpeM3JlbHblX ycJIOBl1HX cneuttaJIHCTaMH pa3Jil14HOfO npoQ)HJI51 CBH,!leTeJTbCTByeT O TOM, '-ITO 11M np11xo1111TCl1 Bbi/lCP)l(l1BaTb 11 npeo11OJieBaTb 4pe3MepHbie cpl13114e­ CKHe l1 3MOUl1OHaJlbHbie Harpy3Kl1. Hx ne51TeJibHOCTb HMeeT 60JibWylO o6wecTBeHHylO 3Ha'-IHMOCTb l1 CB513aHa C OCO3HaHHoH ncpCOHaJlbHOH OTBeTCTBeHHOCTblO 3a pe3yJibTaTbl BbinOJIHeHl151 npoQ)eccttoHaJibHbIX 3a,[{a'-I (He conocTaBHMOH C OTBeTCTBeHHOCTblO cneuttaJIHCTOB B 06bI'-I­ HblX ycJIOBl151X), BbICOKoH CTeneHblO pttcKa, onaCHOCTblO 1U151 )Kl13Hl1 11 3/!OpOBbll. Ha1160Jiee xapaKTepHo oco6eHHOCTl1 3KCTpeM3JlbHOH 11eH­ TeJibHOCTl1 cneuttaJIHCTOB npO5IBJI51lOTC51 B xonc nposeneHH}I 6oeBbIX onepau11H B 3OHe JlOKaJlbHbIX KOHQ)JIHKTOB, rne )KHJHb, 3JlOPOBbe, ycnex, 6naronony1..rne JTH'-IHoro cocTaBa sceue11O 3aBHC51T He TOJibKo OT Jil14Hoil 11 rpynnosoii npocpecc110HaJ1bHoii 3KCTpeMaJ1bHo-nc11xo­ JTOr114ecKoH nonroToBJieHHOCTH, HO npe)l(Jle Bcero oT npoQ)ecc110HaJib-

1 *llymuH B. B.* nocnatttte npeJ1-111eHTa rocynapcrneHttoH nyMc Pocc1-1HcKoi1 <l>ene­ pau1-11-1 OT 25.04.2005 // Pocc1-1!1cKaH raJeTa. - 2005. - 26 anpe.rrn.

3

HOfO MUCTepCTBa H npo{peccttoHa.JibHOH 3KCTpeMaJlbHO-nCHXOJIOfW-lec­ KOH TTOllfOTOBJieHHOCTH PYKOBOllHTeJieH.

Oco6oe BH11M3Hl1e CJ1e11yeT o6pawaTb Ha opraHl133U11IO npo<jleCCHO­ Ha'lbf!OfO ncHXOJIOf'HlleCKOfO OT6opa. TTOllfOTOBKH H conp080)K,IleHH51 PYKOBOllHTeJieH H JlHlfHQfO COCTaBa, npe,UHa3HaY:eHHOf0 llJU-1 pa6oTbl

8 3KCTpeMa'IbHbIX YC)]OBH51X. HttlfTO TUK He llC30praHH3yeT ne51TeJ1b­ HOCTb CTTCUHaJIHCTOB B 3KCTpeMaJ!bHblX YCJ108H5IX, KUK HeKOMTTeTeHT­ HOCTb ynpaB,leHH51, pacTepm-fHOCTb, MCT3HHe H 6e30TBeTCTBeHHU51 OTlHllfa npHKU30B, npOTHBOpeY:aWHX npyr npyry, o6CTUHOBKC, JlOfHKe pa3BHTH51 co6bITHH.

8 COOTBeTCTBHH C 3THM Ha llOJl)KHOCTH PYKOBO)lHTeJieH 8 3KCTpe­

M3JlbHbIX ycJIOBHHX llOJl)KHbi OT6HpUTbC51 H H33H3lfUTbC51 aBTOPHTeT­

l!ble, K0MnCTCHTHble cneu11aJJl1CTbl. np11 o6yYeHl111 pyKOBOl\11TCJlCH H cneu11a1111CTOB Tpe6yeTC51 co6J1I01J.UTb npttHu11n: YlfHTb TOMY, lfTO Heo6xo1111MO B 3KCTpeM3JlbHblX YCJl0Bl1llX, }"111TblB3Tb cneu11¢,11Ky ne- 51TeJ1bHOCTH (npettMyweCTBCHHO KOJlJleKTHBHbfe cnoco6bl BblTTOJIHe­ HH51 CJ1Y)KC6Hh!X 3311.31..f, TTOBb!UieHH3Sl onaCHOCTb), {popMHpOBUTb 3Ha­ HHH, yMeHHH, HUBblKH, C8513UHHble C 6oJlbUIOH OTBeTCTBeHHOCTblO

33 pe3YJlbTaTbl np11MeHeH11ll opy)l(l1ll. Tpe6yeTCll noBbllli3Tb K0Mne­ TCHTHOCTb PYKOBOllHTeJleti H cneuHa.JIHCTOB B oueHKe B03MO)KHblX sapHUHTOB pa3BHTH51 3KCTpCM3JlbHbIX CHTyauttH, HX cyUIHOCTH, oco- 6eHHOCTeH, cnoco6os nettCTBHH B HHX, B yY:eTe 3KCTpeMa.JibHblX Q)aK­ TOp0B p11CKa. Heo6xo11HMO ¢,opMl1POB3Tb yMeHl1ll 11 H3BblKl1 peryJJl1- poBaHH51 r103HTHBHblX TTCHXHlfeCKHX COCT051HHH 8 3KCTpeM3JlbHb!X yc­ JlOBH51X.

8 npouecce o6yY:eHH51 CJienyeT HCr10Jlb30BUTb B03M0)KH0CTH MOlle­

)1HpoBaHH51 YCJIOBHH, npH6JIH)KeHHblX K CJlY)KC6H0-3KCTpCM3JlbHblM (TpeHHpOBKa BblHOCJlHBOCTH B CJlO)KHbIX MeTeoycJIOBH5IX, npHHflTHC Ha ce6SI TTOBb!WeHHOH OTBeTCTBCHHOCTH Ja pe3yJlbT3Tbl CBOHX neH­

CTBHH H neHCTBHH rpynnbl), COY:eT3Tb 3H3lfHTeJlbHble {pH3HlfCCKHe Harpy3KH C MOHOTOHHblMH netiCTBH51MH B HeCTaHnapTHblX yCJIOBH­ HX, CBJ.l3aHHblX C pHCKOM llJ]51 )KH3HH, C Hanp51)KeHHeM HHTeJIJleKTy- 3JlbHbIX CHJl. Tpc6yeTCH HCTTOJib30B3Tb 3KCTpeM3JlbHbie YCJ10BH51 )lJ151

¢,opMl1p0B3Hl1ll 11 pa3B11Tl1ll caM0K0HTp0Jlll (np11eM0B C3Monpl1K333, caMOBHyUieHH51, CUMOTTOllKPCTTJleHH51), 6,UHTeJlbHOCTH, HaBbIKOB TTCH­

XOJIOf'HlfeCKOro 8031leHcTBH51 Ha KOHTpareHTOB H rpa)K,llaH.

B 3KCTpeM3JlbHblX yCJ10B11llX K0M3Hl\11py Heo6xo1111MO 0p11eHrnpo­ BUTbCH Ha JlHlfHbIH COCTUB nonpa3neJieHH51, npo51BJ1CHHe MUKCHMaJib­

HO B03MO)KHOH 3a60Tbl O KfDKllOM COTPYllHHKe B npellJIO)KeHHblX ycJIO­ BH5IX. no3TOMY MOpa.JibHbJe ycT3HOBKH KOMUHllHpa SIBJ151IOTC51 HeOTbeM­

JieMOH lfUCTblO sceH npo{peccttoHaJlbHOtt 3KCTpeM3JlbHO-TTCHXOJlOf'H- 4eCKOH TTOllf'OTOBKH.

B npouecce TTOllfOTOBKH HCo6xonHMO HCTTOJlb30B3Tb H B03MO)KH0-

CTH cneuHCV]bHO C03113BUCMbIX CTpeCCOBblX CHTyauttH llJ151 noBbIWe­ HH51 nc11xo;1orHY:eCKOH YCTOHlfHBOCTH H 3{p{peKTHBHOCTH neflTCJlb­ HOCTH pyKOBO]lHTCJlet-i H cneu11a111cTOf3. np11 3TOM HY)KHO HCTTOJlb30-

4

BaTb B03MO)KH0CTl1 caM11X 3KCTpeMaJibHblX YCJ10B11H, npocpecc110H<L1b­

**HO-TTCHXOJlOfH4eCKHH noTeHUHaJl PYKOB01IHTeJ1eH H cneirna.nHCTOB,**

cne1111cp11Ky ynpaMeHl1H cne1111an11CTaM11 11 <PYHKl1110HaJibHblM11 rpyn­ naM11 B 3KCTpeManbHblX YCJ10B11HX 11 oco6eHHOCTH npocpecCHoHaJlb­

**HOH neHTeJTbHOCTH. )KH3HeneHTeJTbHOCTb PYKOBOJlHTeJTeH H cnew-rn­**

**JTHCTOB B 3KCTpeMaJibHblX YCJ10BH51.X onpe.rreJHICT COOTBeTCTBYIOWYIO**

opraH113a!111IO 11 YCJJOBl1e npoBe/leH11H C H11Ml1 BOCCTaHOBl1Te,1bHO­

**pea6HJHH3UHOHHblX MeponpHHTHH, OT Liero 33BHCHT He TOJlbKO HX** pa6mocnoco6HocTb, Ho 11 noMep)KaH11e nc11xoJ1orw1ecKoro KoMcpoprn **3a ClJeT rapMOHH1--:lHOfO BKJIIOlleHHH peanaTTUHOHHblX MexaHH3MOB.**

r **nABA** 1

**OC06EHHOCTIII 3KCTPEMAJ1bHblX YC/10B111111**

**1** . **1** . **3KCTpeManbHble ycnoBl'ISI KaK aneMeHT**

**>Klll3HeAes1TenbHOCTIII cne1..1111anl/lCTOB**

Ill **<l>YHKI..IIIIOHanbHblX rpynn**

CTaHOBJieH11e nCIIXOJJOfllll ynpaBJieHIIH nepcOHaJJOM B 3KCTpeM3Jlb­ HblX yCJTOBHSIX K3K COCT3BHOH Y3CTH npaKTHl.feCKOH TTCHXOJIOfHH B0C­

Tpe6oBaHO BpeMeHeM II o6weCTBOM.

HayYHO-TeXHIIYeCKllii nporpecc pewaeT MHOrne COU113JlbHble II 3KOHOMIIYeCKlle npo6JJeMbl. B TO )Ke BpeMH OH np11BOLIIIT II **K** OTp11ua­

TeJTbHblM nocnenCTBHSIM, CBSl33HHblM C HapyrneH11eM 3KOJIOfJ1lfeCKO­ ro paBHOBeCJ,HI, CTHXHH.Hb!MH 6enCTBHSIMH, 3B3pHSIMH, B3pb1B3MH, TT0)K3p3MH, npHBOIISIWHMH K 60JJbWHM YeJIOBeYeCKHM )KepTB3M H Ma­

Tep11aJJbHOMy ywep6y. bOJJbWOe KOJIIIYeCTBO nor116w11x, patteHbJX BO3- HHK3eT 33 ClleT COUHaJlbHblX KOHQ)JJHKTOB 11 K3T3CTPOQJ (BOHHbl, KOH­ QlJJIIKTbl, peBOJJIOUIIII, Teppopll3M). CHll311Tb KOJJIIYeCTBO rn6HYWIIX

cneuJ,taJIHCTOB, TTOJJylJalOllHfX ¢,H3HlfeCKHe TP3BMbI, nospe)KL[eHHSI,

nc11xoreHHhie peaKUHH MO)KHO 3a CYeT cosepweHCTBOB3HHSI npouec­ ca ynpasJJeHHSI cnew-rn.1111cTaM11, nonpa3neneHHSIMH 11 rpynnaM11 B 3K­ CTpeMaJibHbIX YCJTOBHSIX.

***Ilcuxo1102UR ynpaBJlellUR nepC0llaJI0M 6 :JKcmpeMaJtbllblX YCJI0BURX*** *u1ylfaem npou,ecc onmuMu3au,uu J1CU3HeaeRme.11bHOcmu cneu,uQ.flucmoe, rjJyHKU,UOHGJlbH/JIX cpynn, ux cocmOJlHUU, UHbJX ncuxu1.teCKUX U3MeHeHuii 8 pe3yflbmame ynpae,ieHeecKow e3aUMorJeucmeuR pyKoeorJume11eu c nodeu­ HeHHbtMU 8 onaCHbJX dJtH JICU3HU U 3aop08bfl cumyau,uHX, C8Jl3QHHblX C 803- rJeucmeueM c1v1bHbtX u epe3MepHbtX cmpeccoBblX ,PaKmopoe.*

***O6oe,cmoM*** 113yYeHIIH nc11xOJJOfllll ynpaBJJeHIIH nepCOHaJJOM B 3K­ CTpeMaJlbHblX yCJJOBHHX SIBJJSIIOTCSI cneu11an11CTbI 11 (pyHKUHOHaJlbHbie rpynnbl, BKJTIOYeHHble B ynpaBJieHl.feCKHe OTHOllleHHSI B npouecce

)KJ13He,UeSITeJJbHOCTH B 3KCTpeMaJibHblX yCJIOBHSIX.

***IlpeiJMem*** nCIIXOJIOfllll ynpasJJeHIIH nepCOHaJJOM - 3TO nc11xOJJO­ r11l.feCKHe acneKTbi OTTTHMH33UHH B3aHMOBJIHSIHHSI PYKOBO,UHTenett, no11Y11HeHHblX, QJYHKUIIOH3JlbHblX rpynn B YCJJOBIIHX p11CK3 /lJJH IIX

)1(113HII II 3/IOPOBbH, CTPYKTYPHOii ueJJOCTHOCTII, np11BO/1Hw11e **K** /IOC­ Tll)l(eHIIIO COUll3JlbHO O)1(11113eMblX 11 3QJQJeKTIIBHblX pe3yJJbT3TOB.

6

l1MeHHO onaeHOeTbJlJ]ll lKll3Hll 11 3/\0pOBbll ,QeJiaeT emyau1110 o6beK­ TIIBHO 3KeTpeMaJibHOii. 3KCTpeMaJibH)'IO e11Tyau1110 HMO OTJIW!3Tb OT

06bl'IHOii e11Tyau1111 e 3JleMeHTaMII Hanpl!JKeHHOeTII (HanpllMep, ne­ perpy3KII B pa60Te, 11ecj)l11.lllT BpeMeHl1, He,QoernTOK 11Hcj)OpM31.lll11, nOBb!WeHH3ll OTBeTeTBeHHOeTb 11 T.,Q.) II OT eJ]OlKHOH e11Tyau1111 (Ha­

**npHMep, Me)KJil1l.fH0CTHbie KOHq:>JIHKTbl, HeJJ..OCT3TOK nette)KHblX**

epe11ern, HeenpaBeJlJ]11BOeTb pyKOBO,QeTBa).

3KeTpeMaJibHble el1TY31.lllll Beer11a xapaKTepll3)'IOTell ellJJbHb!Ml1

**TTCHXOJIOfHl.feCKHMH, a l.f3CTO 11 TTCHX0TpaBMl1PYJOWl1Ml1 B0311eHcTBl1H­**

**Ml1 co6bITl1H, npo11cweCTBHH 11Jll1 o6CT051TeJibCTB Ha cneuttaJU1CTOB,** HO He see ne11xOTP3BM11py10w11e eo6b!Tllll 06>13aTeJJbHO eB>I3aHbl e 3KCTpeMaJibHblMl1 e11Tyaulll!Ml1. TaK, r116eJ1b lKIIBOTHOro no11 KOJJeea­ Ml1 3BTOM0611Jlll MOJKeT 6b1Tb nellXOTP3BM11PYIOWIIM e06b1Tl1eM JlJlll

0,QHOro qeJJOBeKa II He3H3'111TeJlbHblM 3nl130/10M JlJ]>I 11pyroro. Ho OHa He llBJllleTell 3KCTpeMaJibHOH e11Tyau11eii JlJ]ll OKpyJKa10w11x.

**OTClO)l3 cnenyeT, lJT0 n0MHM0 *cumyau,uil o6oeKfflUBHO JKcmpeMGJlb­***

***HblX* cne.uyeT Bbl)lCJHITb *cy6oeKmUBHO 3KcmpeMQ;1bHble cumyau,uu,* 3a­ Bl1CHWl1e OT JIJ.11-IHOCTHOH annepuenu1H1 KOHKpeTHOfO cneul1Ml1CTa.** B OTJill<Jlle OT o6beKTl1BHO 3KCTpeMaJibHblX el1TY31.ll1H KOJlll<Jeerno ey6beKTIIBHO 3KCTpeMaJibHb!X e11Tyau11ii JlJ]ll KOHKpeTHblX eneu11aJI11e­ **TOB MO)KeT 6b1Tb K3K 3H31..JJ1TeJibHO MeHbllH1M (MH TTCHX0JlOfl1l.feCKl1**

nOLlrDTOBJieHHb!X), TaK 11 60JJbilll1M. l1MelOT MeCTO eJJy'lall, XOTll 11 11oeTaTO'IHO pe,QKO, KOrna <JeJIOBeKOM Bee e11Tyau1111, KPOMe emya­ UIIII eHa, soenp11Hl1M3l0Tell KaK 3KeTPeMaJibHb!e (nOTeHl.lllaJlbHO onae­ Hb!e JlJ]ll lKll3H11 II 3,QOpOBbll).

/J,Jlll 60Jlbilll1HeTBa BIUlOB 11e>1TeJ1bHOeT11 eneullaJil1eTOB 11 cj)yHKl.lllO­

HaJlbHb!X rpynn opraHOB BH)'TpeHHIIX 11eJ1, 11011pa311eJ1eH11ii MIIHlleTep­ erna o6opOHbI, Ml.JC, ct>CE 3KeTpeMaJibHhie yeJJOBllll >1BJ1ll10Te>1 xa­ paKTepHbIM11.

BMeeTe e TeM nOHllTl1e *oco6b1e (3KCmpeM{JJlbHble) yc,,oBUH* 6oJJee eMKOe. OHO BKJllO'!aeT B ce6>1 KaK co11epJKaH11e, TaK II cj)opMy ero Bbl­ paJKeHllll. OHO He orpaHll'111BaeTell xapaKTepllCTIIKOH o6CTaHOBKl1 (c11- ryau1111), B03HIIK310weti Jlllillb npll eTIIXIIHHblX 6e11eTBllllX, 3n1111eM11-

llX, 3nl1300Tlll!X, a BKJ1I0'!3eT B ce6>1 6onee Wllp0K11H Kpyr 06eT0>1- TeJ1beTB COl.lllaJlbHOro xapaKTepa (121.

**B nOHHTHe *YCJJOBUJl,* KPOMe 3JieMeHTOB o6cTaHOBKl1, BXO)]J1T neH­**

**TeJlbH0CTHbIH acneKT' lfT0 OTJlHl.faeT <<yc JIOBHH** ►**> OT TTOHHTHH «CHTya­ Ul-151>>, l1Me10wee HeHTpaJJbHOe no OTHOWeHHlO K neHTeJlbHOCTl1 3Ha­ qeHl1e.**

A. H .JleOHTbeB npe11oeTeperaJI OT nOHIIM3Hllll 11e>1TeJlbHOeTl1 qe­ JIOBeKa K3K 0TH0WeH11ll, cyweerny10wero MelK,Qy 'leJJOBeKOM 11 06- wecTBOM. np11 TaKOM nOHIIM3Hlll1 o6wecrno eoCTaBJI>IeT ,QJ!ll qeJJo­

BeKa BHeWHIOIO epe11y, K KOTOpoii OH Bb!HYlKL\eH np11enoea6J11183Tb­ Cll, 'IT06bl BbllKl1Tb. Opll 3TOM ynyeKaeTel! rnanHoe: B o6wecTBe qe­ ***JIOBeK* H3XO)ll1T He npOCTO BHeWHHe YCJIOBl1H, K KOTOPblM OH *)lOJI­***

**)KeH np11HOpaBJIHB3Tb CBOlO neHTeJibHOCTb; C3Ml1 o6wecTBeHHhie ye-**

7

J10BH51 HecyT B ce6e M0THBbl H ueJIH ero neHTeJibH0CTH, ee cpencTBa 11 cnoco6b1: CJJ0B0M, o6mecTB0 npo113B0ll11T ne,neJJbH0CTb o6pa3yIO­

Il\11X ero 11H1111s1111os [ 11[.

K C0>KaJleHHIO, 3T0 npenocTepe>KeHHe MH0fHMH yYeHblMH H npaK­ THK3MH He Yl.lHTblB3eTCH, K0rna peltb 33X0llHT 06 3KCTpeMaJibHblX yc­ J10BH5IX. A. M.CTOJIHpeHK0 cnpaBellJIHB0 Cl.lHT3eT, I.ITO 0TH0WeHHe K JIJ060MY 3KCTpeMaJibH0My co6blTHIO T0JibK0 KaK K Her3THBH0MY B )KHJ­

llH lfeJI0BeKa ow1160l.JHO C TT03HUHH ctnu10- H 0HT0feHeJa l.JeJI0BeKa. Pa3BHTHe l.leJI0BCl.JCCKHX K3l.JeCTB B HCT0PHH l.leJI0Bet.J:ecTBa npo11cxo­ llHJI0 B K3)K)l0M HHllHBHlle B npouecce npeono11eHHH np0THB0pet.IHH MC>K.UY Tpe60B3HHHMH )KJ13HH H B03M0>KH0CTHMH H BeJI0 K C0BepilleH­

CTB0B3HHIO B03MO>KHOCTeH. A 3KCTpeM3JlbH0CTb - TT0K333TeJ1b oco6o­

ro C0CT0HHHH CHCTeMbl (<l.leJI0BeK B CHTY3UHH)>, H3MeHHIOI1.lei1cH Bon­ pencJieHH0M llH3TT330He B 33BHCHM0CTH OT CTeneHH TT0llf0T0BJieHH0-

CTl1 11 Bb16opa noseneH11H 11H1111B1111a [25].

COUH3J1bH0-3H3l.lHMbJe TTCHX0JI0rHl.leCKHe ueHH0CTH H M0THBbl CTTCUHaJlHCT0B 33HHM3IOT BenymyJO p0Jib BO sceH HX TTCHXHt.J:eCK0H

.neHTeJibH0CTH H noseneHHH B 3KCTpeM3JlbHblX ycJI0BHHX. J1MeHHO OT HHX 33BHCHT B pewaJOmeH CTeneHH ycneWH0CTb TT0llf0T0BKH H npo­ (peccHOHaJlbH0H neHTeJibH0CTH cneuHaJlHCT0B H (pyHKUHOHaJlbHblX rpynn B 3KCTpeM3JlbHb[X YCJIOBHHX. 3KCTpeM3JlbHbie ycJJ0BHH Hera­

THBH0 neHcTBYJOT T0JibK0 Ha Henonr0T0BJieHHbIX HJIH Hell0CT3T0l.JH0

nonroT0BJleHHbIX cneuHaJJHCTOB" cpyHKUHOH3JlbHb[e rpynnbI. **Ha** non­ f0T0BJieHHbIX cneuHaJlHCT0B H rpynnbl 3KCTpeM3JlbHble ycJI0BHH neH­ CTBYIOT KaK non0JJHHTeJlbHblH o6y'lal0Il(l1H cj,aKTOp, K0T0pb!H n0Bbl­

wan HXIlp0cpeccHOH3JlbHYIO rDT0BH0CTb [23]. OTCIO/l3 M0lKH0 cne­

J13Tb BblB0ll, I.ITO 3KCTpeM3JlbH0CTb - o6neKTHBH0-cy6neKTHBH0e HBJleHHe (H3J111'!He peaJJbHb[X yrp03 )l(ff3HH ff 3/l0P0BbIO, C 0/lH0H CTOp0Hbl, ff 11X p33JlH'IH0e B0cnpHHTHe C0TPYllHHK3MH - C npyroi-i): 0llHH JIIOllH M0ryT B0CTTpHHHM3Tb 3KCTpeM3J1bHble ycJI0BHH K3K fH­

nep3KCTpeM3JlbHble, .npyr11e - K3K 3KCTpeM3JlbHble, TpeTbH - na­ pa3KCTpeM3JlbHble, t.IeTBepTble - K3K 0TTTHMaJlbHble yCJI0BH51 H o6neKT­ H0-cy6beKTHbie HBJleHHH (o6beKTOM B03JlewCTB11H 3KCTpeM3JlbHblX yCJJOBHH M0lKeT 6b!Tb HHllHBHllY3JlbHb!H II rpynn0B0i-i cy6beKT lKH3-

HCllCHTeJI bH0CTH).

**B** H3Y'IH0W JlHTeparype BCTpe'!3eTCH nonMeHa II0HHTHH «60pb6a C npecTyTTH0CTbJO))' <<60pb6a C TeppopH3MQM)> Ha TT0HHTHe <<60pb6a C

3KCTpeM3JlbHblMH yCJI0BHHMH)>. npH 3T0M He YYHTblB3eTCH (paKT, I.ITO

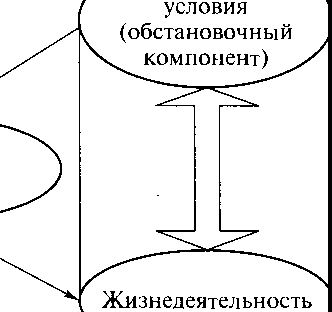
3KCTpeM3JlbHbie yCJI0BH51 - 3T0 He T0JlbK0 npeCTYTTHHKH, Teppop11c­ Tbl, 11X noco6H11KH HJlH C0'IYBCTBY!Ollllle, K0TOpble C0CT3BJ1HIOT cj,aK­ T0pbl onacH0CTH caM0H o6cT3HOBKH 1UI51 C0TpYllHHK0B, HO H PHCKH,

yrp03bl 11H0ro pona: Jll-I'IH0CTH0ro (cpaKTOPbI nCHX0reHH0ro pHCKa), rpynnosoro (cpaKTOpbl C0UH3JlbH0-nCHX0J10rl1'!eCK0ro pHCK3), /leH­ TeJlbH0CTH0rD (cj,aKT0pbl noseneH'!eCKOro pHCKa). no3TOMY «6opb6a C 3KCTpeM3JlbHblMH ycJI0BH51MH>> npespamaeTCH, C 0llH0H CT0P0Hbl, B

«6opb6y C C3MHM co6oti•>, a C npyroi-i - B 6opb6y C 0llHHM H3 3JleMeHTOB

8

3KCTpeMa'JbllbJe



CncuttaJHICT

¢>yHKUHOHaJlhH3H rpynna

P11c. 1. CttcTeMa )to1:meneHTeJ1bHOCTl1 cnew1a.ri11CTOB l1 cf1yHKUl10Ha.ribHblX rpynn B 3KCTpeMa.ribHblX ycJIOBl1s:IX

o6beKTHBHO cy[lleCTBYIOlllett CHCTCMbl (p11c. I), pa3pyweH11e KOTOpoii seneT K npeKpaweHHIO cywecTBOBaHHR 11 npyrv1x ee 3JieMeHTOB.

O6beKTHBHO 3KCTpeMaJlhHb[e YCJI0Bll>I - 3T0 peaJJbHhle yrpo3bl, onacH0CTII II TPYllH0CTH. OnHaKO CHCUllaJJIICT, cj)yHKUIIOHaJlbHall rpyn­ na HMCIOT Bbi6op He TO}lbKO Me)l(,lly H36e)l(3HHCM HJlH TTPHH51THeM HX

K3K He)l(eJiaTeJibHOro 3J13, HO MOfYT no6HThC51 ycncxa, eCJIH 0THecyT­ C51 K 3KCTpeMaJlhHhlM YCJIOBH51M K3K K Heo6xOD.HMOMY 3JieMeHTY CBO­

eH npo(peCCHOHaJibHOH )l(H3HCD.CHTeJibJIOCTH. Torna BeKTOp D.C51TCJ1b­ HOCTH 6yneT HanpaBJieH He H3 npeonoJieHHC <<3KCTpeMaJlbHOCTH>>, He

Ha 6opb6y C Hett, a Ha ee H03HaH11e (oueHKY), 0CMblCJ1eHl1e, TB0p­ LJeCKOC npeo6pa30B3HHe H HCTTOJ1b30B3HHC. B CB}l3H C 3THM MO)l(HO

33KJII04HTb, lJTO 3KCTpeMaJibHbie ycJIOBH51 )KH3HeD.eHTeJ1bHOCTH cne­ UHaJIHCTOB o6beKTHBHO He npOTHBOCTOHT HM, a onpeneJIHIOT YCJIOBH}I H 51BJ1HIOTCH Heo6XOD.HMbIM KOMTTOHeHTOM )Kvf3HeD.e51TeJibHOCTH. 3TOT

cpaKT Jler B 0CH0BY *KOH[{enl{UU* npocpecc110HaJlhHOH 3KCTpeMaJlbH0-HCl1- XOJ10fH4eCKOH TTO,llfOTOBKH COTPYllHHKOB cneunonpa3D.CJTCHHH H no- 3BOJIHJ1 TTOCTpOHTb CHCTeMy TTO,ll[OTOBKH COTPYD.HHKOB cneunonpa3ne­

JieHHi1 HC Ha npHHUHlle npOTHBOD.eHCTBH51 3KCTpeM3JlbHhlM (paKTO­ paM, a Ha HCTTOJ1b30B3HHH Q)aKTOpa 3KCTpeMaJlhHOCTH KaK o6ytJaK)­

lUero K0MII0HeHTa (23].

B npCJlCT3BJlCHHOM TTOl-l}ITHH Tpe6yeTCH Yf04HHTb COCT3BJIHIOWHe.

TepMHH *npo{jleccuoHQ/lbHQfl* no OTHOUJeHHIO K 110,llfOTOBKe 03Hal{aeT

<<TTOJIHOCTblO OTBe43lOW351 Tpe6oBaHH51M naHHOH TpYLtoBoH ne}ITeJib­ HOCTH»1.

TepMHH *ncUXOJIOCULfeCKQfl,* ynoTpe6JI51eMblH npv1MeHv1TeJ1bHO K non­ fOTOBKe, 03H343eT, 4TO npenMeT B03D.eHcTBH51 B 3TOM npouecce HMe-

1 *OJ1Ce20e C.H.* ToJIKOBhtH c110Bapb pyccKoro H3b1Ka. - M.. 1997. C. 623.

9

eT TTCHXOJ10fHl!CCKYIO np11po.uy H Y.TO DJUI ero H3MeHeHHH l1CTTOJ1b3Y­ IOTCH TTCHXOJIOfHY.eCKHe cpe.ucTBa.

*<(floacomoeKa* - o6yY.etttte, nepe.uaY.a tteo6xo.nttMhIX 3Hattttti, oT­

pa6oTKa yMeHHti H HaBblKOB .Il,JIH KaKoil-J11160 .neHTeJibHOCTH>> 1 •

*<<3KcmpeMGJ1bHQJl* - KpaHHHH, tte06blY.HaH no Tpy.nHOCTH, CJ10)1(H0- CTH>>2. 8 COBOKYTTHOCTH C TepMHHOM «nCHXOJIOfHlfeCKa.51>> <<3KCTpeMaJib­

HaH TTO.UfOTOBKa>> 03HaY.aeT, Y.TO npe.nMeT B03.neHCTBHH nCHXHKa cneuttaJIHCTa, HaXO.UHWaJICH HJIH fOTOBHBlliaHCH K B03,1IeHCTBHJO 3K­

CTpeMfillbHblX (paKTOpOB (tteO)l(H.UaHHOCTb, BHe3aTTHOCTb, orpaHHY.eH­ HbIH pe3epB BpeMeHH H T. .U.). KpoMe Toro, TepMHH «3KCTpeMaJibHIDP> yKaJbIBaeT Ha npHMeHeHHe B npouecce 00.UfOTOBKH COBOK)'TTHOCTH 06be)UrneHHblX o6weii ueJlbIO cneull(pll'!eCK11X np11eMOB, MeTO/lOB, YlIHTblBaIOwHx pa3Mepbl H CTeneHb B03JleilCTBl1H 3KCTpeMaJibHblX (paK­ TOpOB Ha flCHXHKY cneuHaJIHCTOB.

)..l,e,ITeJlbHOCTb cneu118Jll1CTOB B 3KCTpeM8JlbHblX yCJIOBl1llX npoxo­

/ll1T npe11MywecrneHHO B COCTaBe M8Jlb!X cpyHKUl10H8JlbHblX rpynn (6p11-

rarr, OT.UeJieHHH, OilepaTHBHblX rpynn, KOMaH.u), KOTOpble HMelOT CBOH xapaKTepOJIOfHl!eCKHC oco6eHHOCTH. K 3THM oco6ettHOCTHM OTHOCHT­

Cll 06w11e 3aKOHOMepHOCTl1 cpopM11pOBaHl1ll 11 pa3B11Tllll <pyHKUl10- H8JlbHblX rpynn. npouecc cpopM11posaH11>I rpynnh1 11 ee !l8JlbHeiiwero pa3BHTHH MO)l(eT 6bITb npe.ucTaBJieH KaK npouecc cnJiaY.HBaHHH 3TOil rpynnhl, HOHe Ha OCHOBe yBeJ1114eHl1ll ee 3MOU110H8JlbHOii np11BJie­ KaTeJibHOCTH, a nyreM BKJIJOY.eHHH HH.UHBH.UOB B npouecc COBMeCT­

HOii )lel1TeJ1bHOCTl1 [2].

EihlJIO pa3pa6oTaHO TT0Hl!Tl1e KOJIJleKTIIBHOrO cy6beKTa )lel!TeJlbHO­ CTII (11J111 Cy6beKTa COBMeCTHOii )KJ.tJHe)le>ITeJlbHOCTII). CosMeCTHa>I )lell­ TeJlbHOCTb CT8Jla paccMaTp11BaTbCll )')Ke He TOJlbKO KaK cpaKTOp, onpe­

.ueJIHlOWHH TICHXOJIOfHlO rpynnhI, H He TOJibKO KaK cpeD.CTBO cywe­

CTBOBaHHH rpynnosoH TTCHXOJIOfHH, HO tt KaK co6CTBeHHO TTCHXOJIO­

rn4eCKl1ii cpeHOMeH rpyTTTTbl. A. JI. )KypaBJieB Bbl)lBl1HYJI /ll1HaM114e­ CKylO KOHUeTTUHIO COBMeCTHOH )l(H3He.ueHTeJibHOCTH, cyTb KOTOpoH

3aKJIIOllaeTCH B TOM, YTO COBMeCTHaH )KH3HeneHTeJibHOCTb pa3BepTbl­ BaeTCH B pa3JIHY.HbIX rpynTTOBblX npoueccax, COBOKynHOCTb H TTOCJie­

.noBaTeJibHOCTb KOTOpbIX TT03BOJIHeT OTTHCbIBaTb TTCHXOJIOfHY.eCKHe oco-

6eHHOCTII coaeplKaH11ll 11 cpopMbl opraH11Jau1111 COBMeCTHOii lK113He- 11eJ1TeJibHOCTH. B COBMeCTHOil )l(H3He.ueHTeJibHOCTH HaH6oJiee TTOJIHO

npe.ucTaBJieHa B3aHMOCBH3b H B3aHM03aBHCHMOCTb (Y.epe3 B33.HMOl].eti­ CTBHe l1 B3aHMOOTHOWeHHe) OCHOBHblX nCHXOJIOfHY.eCKHX (peHoMe­ HOBH TTOHHTHH: JIHY.HOCTH, rpynnhI H )KJ13He.UeHTeJibHOCTH, cxeMaTH­

lfeCKH o6pa3ylOWHX BepWHHbl «TpeyrOJibHHKa», ero CTOpOHbl npH 3TOM

CHMBOJIW-leCKH o603HaY.aIOT B3aHMO.ueilCTBHH H B33.HMOOTHOWeHHH, a

TTJIOCKOCTb rpeyroJ1bHl1Ka COBMeCTHyIO lKl13He)lellTeJlbHOCTb [22]. **KoH­**

uenuHH COBMeCTHOH )l(l13He.ue5ITeJibHOCTH npe.ucTaBJIHer y.na'--IHYJO cxe-

I *0.>K'N08* C. *11.* ToJIKOBblii C)IOBap1-, pyccKOro fl3b1Ka. - M., 1997. - C. 534.

2 TaM )Ke. - C. 908.

IO

MY, HaH6onee TTOJJHO o6'b51CH51JOlllYJO TTCHXOJJOrHJO YCTOtitIHBbIX npo­

cpecc110H3JlbHbJX rpynn, KOTOPbIMl1 HBJlHIOTCH cpyHKU110H3JlbHbJe rpyn- 0bl nonpa3/leJJeHl1ii opraHOB BHYTpeHHl1X /leJJ.

**A. B.** 6pyWJJl1HCKl1ii, pacKpbIB3H noHHTl1C *cy6oeKm,* KOHCTaTl1POB3Jl,

lfTO lfeJJOBeK He po)l(JlaeTC51, a CTaHOBHTC51 cy6neKTOM B npouecce CBO­ eii neHTeJJbHOCTl1, 06rneH11H 11 npymx 811/lOB aKT11BHOCTl1. Cy6beKT - 3TO qeJJOBeK Ha BbICWeM ypoBHe aKTl1BHOCTl1, ueJJOCTHOCTH (C11CTeM­

HOCT11), 3BTOHOMHOCTl1 11 T./l. [20]. O/lHl1M 113 TeopeTw1eCKl1X /lOCT0-

11HCTB TTOH51Tl151 <<cy6neKT>> 51BJJ51eTC51 era HHTerpaJibHbIH xapaKTep H B03MO)KHOCTb 11CTTOflb30BaHH51 B TTCHXOJJOrl1H L{J151 o603HalfeHH51 xapaK­

Tep11CTl1K KaK 11H/ll1811/l3 (11H/ll1Bl1/lY3JlbHblii cy6beKT), TaK 11 rpynnhl

(rpynnosoii, KOJJJJeKT11BHblii cy6beKT). KalK/lhlii 11H/ll1Bl1/lY3JlbHblii cy6neKT MO)KeT cywecTBOBaTb H netiCTBOBaTb TOJlbKO npH HaJIHlfHH npymx cy6beKTOB. Ho 3TO cnpaBe/lJJl1Bo 11 llJl>I rpynnosoro cy6beKrn, KOTOpbiii o6JJanaeT Ka'leCTBOM (cnoco6HOCTbIO) K rpynnoBoii caMo­ pecj)JJeKC1111, T. e. 11/leHT11cj)11Kau11eii rpynnhI, cpopM11posaH11eM YyBcrna, o6pa3a - *Mbt.* KpoMe rnro, rpynnosoii cy6beKT o6JJanaeT TaKl1Ml1 npH3HaKaMH, KaK B3aHMOCB513aHHOCTb, B3aHM03aBHCHMOCTb (11HTeH­

CHBHOCTb, TeCHOTa B3aHMHbIX CB513eH, JaBHCHMOCTeH Me)l(Jly HHD,11BH­

/l3Ml1 B rpynne 11 coneplKaH11e 3T11X 33Bl1Cl1MOCTeii) YJJeHOB rpynnhJ 11 COBMeCTHa51 aKTHBHOCTb ( cnoco6HOCTb npo51Bfl51Tb pa3JIHlfHbJe Q)opMbI COBMeCTHOH aKTHBHOCTH, npw1eM K3K BHYfpHrpynnosoH, TaK11 Me)K­

rpynnosoii) [20].

B npouecce KOHTaKTOB, COBMeCTHOH )Kl13HH H aKTl1BHOCTH HalJH­

HaJOT netiCTBOBaTb H COUHaJ!hHO-TTCHXOJ10fl1lfeCKHe MexaHH3Mbl: co­

U113JlbHOe socnp11HT11e, nonpalKatt11e, sttyrnett11e, y6elK/lett11e, Japa­

)KeHtte, npttHy)KJJ.eHtte, rpynnosoe naBJJeHHe, <<Maccosa51 CHJJa•>, Ko­ TOpbie yKpeTTJJ51JOT TTCl1XOJJOfl1lfeCKYlO CHJJY B3aHMHOro cuenJJeHH51 Me)l(Jly lIJJeHaMH rpynnhI, 3HeprHJO HX B33HMHbIX neHcTBttH. noJJO)KH­ TeJJbHble 113MeHeHH51 B TTCl1XOJ10fHH rpynn 6naroTBOPHO OTpa)KaJOTC51 Ha TTCHXHlfeCKOM C0CT051HHH, TTOBe)leHl1H H neti:CTBl151X 11X lfJJeHOB. 3To

BbJpIDKaeTC51, HanpHMep, B Q)eHOMeHe COUHaJJbHO-TTCl1XOJJOfttlfeCKoro

o6.nerqeHl151, yMeHbWeHl151 CHJlbl HeraTHBHbIX 3MOUHH HJJH HX BbITec­ HeHl151, TTOBbIWeHHH lfYBCTBa ysepeHHOCTH, y.nyyweHHH KaYeCTBa neH­

CTBl1ii [25].

npo51BJI5151 B 3KCTpeMaJibHbIX YCJJOBH51X aKTHBHOCTb B COBMeCTHOti

npoQ)eccttoHaJihHOH )le51TeJJbHOCTH, cneUHaJIHCT l13MeH51eT 3TH yc­ JJOBH51. Ho OH OD,HOBpeMeHHO H3MeH51eT H TTCHXOJJOfl1lfeCKl1e xapaK­

Tep11CTl1Kl1 cpyHKU110H3JlbHOii rpynnhJ 11 CBOIO nc11x11Ky. npouecc aK­

Tl1BHOCTl1 11neT 11 B HanpasJJeHl111 OT rpynnhI K cneu11aJ111CTy: cpyHK­ Ul10HaJibHble rpynnhI cneuHaJIHCTOB, npo51BJT5151 B 3KCTpeMaJibHbIX yc­ JJOBH51X aKTHBHOCTb B COBMeCTHOH npoQ)ecCHOHaJibHOti )le51TeJJbHOC­ TH, 113MeHSilOT 3TH ycJJOBHH, O)lHOBpeMeHHO 113MeH51JOT TTCHXl1KY

KOHKpeTHbIX cneuttaJJHCTOB, B3aHMoneHcTBYJ01UHX C HHMH rpynn H CBOH TTCHXOJ10fHlfeCKl1e xapaKTepHCTl1KH. 8 peJyJJhTaTe BJJH51HHe 3K­ CTpeM3JlbHbIX ycJJOBl1ii Ha cneUl13J111CTOB 11 cpyHKU110H3JlbHbJe rpyn-

II

TTbI B 3Ha411TeJibHOH CTeneHl1 onpe.ueJI5IeTCH xapaKTepoM caMoH co­ BMeCTHOH 1Ipo(pecc110HaJibHOH .IleHTeJibHOCTtt 11 aKTl1BHOCTblO cne- 1!11aJll1CTOB 11 rpynn. KpoMe TOro, cneu11aJil1CTbl 11 1PYHKUl10HaJlhHhle rpy11IIbl He TOJlbKO 11CTTblTbIBalOT Ha ce6e 06010.uHoe BJ111HHl1e 11 BJ111- HHl1C 3KCTpeMaJibHbJX yc110B11ti, HO 11 caM11 113MeHHlOT 3KCTpeMaJibHbie YCJIOBl1H.

TT03TOMY oco6eHHO BalKHblM CTaH0811TCH 3Tan nporj,ecc110HaJlhHOH 3KCTpCMaJlbHO-TTC11XOJIOfl14eCKOH TTO.Ilf0TOBKl1 cneu11a.JI11CTOB 11 rpynn

K CJiy)Ke6H0-3KCTpeMaJ!bHOH neHTeJibHOCTl1, KOTOpbIH o6H3aH c.ueJiaTb

::ny J1eHTeJ1bHOCTb MaKCl1MaJlbHO ycnewHoH, OC03HaHHOH, OTBeTCTBeH­ HOH) 11IJl11ll1aTHBHOH, ue.rieyCTpeMJleHHOH, 6e3onacHoti, np11HOCHWeH Jl114HOe Y.IlOBJleTBopeH11e. TaKaH TTO.IlfOTOBKa IT03BOJIHeT cneu11a.n.11c­ TaM, 1PYHKU110HaJ!bHhlM rpynnaM He TOJ!bKO BJ111HTh Ha 3KCTpeMaJ!b­ Hble YCJlOBl1H neHTeJibHOCTl1, HO 11 npo(pecc110HaJlbHO BOCTTPl1H11MaTb 3KCTpeMaJ!bHbJe yCJJOBl1H, npe11Bap11TeJlbHO crj,opM11poBaB y H11X 3KCT­ peMaJibHO-op11eHT11poBaHHOe C03HaH11e.

*3Kcmpe.MaAbHO-opuenmup08QHHOe C03Hanue* - *3HQHUe u nOHUMOHUe*

*cneu,ua11ucmaMu ceoux B03MOJICHOcmeii onpeae;1amb u,eAu, ou,eHueamb ea­ puaHmbL ceoeii aeameAbHOcmu 8 3KCmpeMaAbHblX YCAOBUJlX, YlfUmbieamb noo1eacmeua 3moi1 iJeameAbHOcmu u no3Haeamb caMoco ce6a KOK 3;1e­ MeHm l{e,wcmHoil rpyHKl{UOHupyw14eii cucmeMbl* (p11c. I).

A. 8. 6pyw."11HCKl1H C'll1TaJI, '!TO Jll1'lHOCTh - 3TO IpYHKU110HaJ!h­

HaH, rj,yHKUl10H11pyrowaH Cl1CTeMa. Ee 1PYHKU110Hl-lpOBaHl1e []0/l'l11HH­ eTCH (cornacyeTCH) He TOJlbKO C ee C11CTeMHblMl-l, 11H/ll-lBl1/lYaJlhHhlMl1 oco6eHHOCTHM11, HO TaK)Ke C BHeWH11Ml1 YCJIOBl151Ml1 11 Tpe6oBaHH:H­

Ml1. l1MeHHO B MOMeHT 11X cor11acoBaHttH 111111 pa3peweHl151 npOTl1B0-

pe'll1H MelK/ly Hl1Ml-l 06pa3yeTCH TO 11HTepaKTHBHOe npOCTpaHCTBO (Me)K­ IIY Jll1'lHOCTblO 11 11eiiCTBHTeJlbHOCTblO), KOTOpoe /lOJllKHO 6btTh opra­ Hl130BaHO KaK HOBal! CI-ICTeMa cy6beKTOM [20].

8 paMKax Cl1CTeMHO-C11TyaT11BHOfO no.uxo.ua BOeHHble nc11xonor11 11cc11eny10T c11Tyau1110 KaK nc11xo11or11'-:lecKy10 eD.11H11uy atta.n.113a .ueR­

TCJlhHOCTH, npc11CTaBJ1HIOT ee KaK 11HTerpaJibHYIO xapaKTep1-1CrnKy COOTBCTCTBl1H B03M0)KHOCTeti BOeHHOCJIY)Kaw11x xapaKTepy pewaeMblX

331Ia4 B KOHKpeTHhlX np11pO.IlHO-KJ111MaT11'-IeCKl1X, BpeMeHHhlX, cou11-

a.%HO-nOJIHTWieCKl1X 11 rpynnOBhlX ycJIOB11HX [7].

B CBH311 C 3Tl1M, B KaYecTBe rrpenMeTHhIX KOMTTOHeHTOB 6y.ueM pac­ CMi1TPl1BaTb He OT.IleJibHOfO cneu11aJI11CTa KaK cy6beKTa npo(pecc110- HaJlbHOH 11eHTeJibHOCTl-l, a 1PYHKUl10HHpyrowyro Cl1CTeMy, KOTOpyro

ue11ccoo6pa3HO npe.ucTaBl1Th B B11.ue: «cneu11a.n.11CT-)KH:3HeneHTeJib­ HOCTh (lleHTeJlbHOCTHbJH KOM[]OHeHT) 1-1 3KCTpeMaJ!bHble YCJJOBMH (06-

CTaHOBO'!Hhlii KOMIIOHeHT)- lpYHKUI-IOHaJ!bHaH rpynna» (pwc. I). TTpe11-

CTaBJ1CHHaH Cl1CTeMa o6pa3yeT KOJIJleKTHBHbli\ cy6beKT nporj,ecc110- HaJlhHOH )Kl13He.Ue51TeJlbHOCTl1 B 3KCTpeMaJlbHblX yCJ10B11HX.

B naHHOii CHCTeMe 3KCTpeMaJibHble yCJIOB11H 6hlJll-l pa311eJ1eHbl Ha

neHTeJibHOCTHYlO 11 o6CTaHOB04HYlO COCT8BJIHlOW11e, a o6craHOBOl.f­

HaH COCT8BJ1Hl0Wa51 Bbl.IleJieHa 113 KaTerop1111 )Kl13He.ueHTeJ1bHOCTl1.

12

nc11xoJiorw1eCKOti: xapaKTep11CTHK0H npencTaBJieHH0ti: CHCTeMbl BblCiynaeT IICHX0JI0fWICCKHH noTCHUHaJI cneUHaJlHCT0B (cnoco6HOC­ TVJ, C0UHaJlbH0 3HaYHMbIC ueHH0CTH, M0THBbl, ueJIH, 3KCTpCMaJlbH0

3HaYHMble ncHXHYeCKHe KalfeCTBa, 3HaHHfl, yMeHHfl, HaBblKH) l1 tj:}yHK­ Ul10HaJ!bHblX rpynn (npocjlecc110HMl13M rpynn, YIIOBJJernopeHHOCTb OT­ H0WeHHflMH B K0JIJieKTHBe, lleflTeJibH0CTblO; <<HaLl,CH'fY3THBHa}I aKTHB­ H0 CTb ►>, 3KCTpeMCUibH0-nCl1X0JI0fl1l.(CCK0e MaCTepCTB0 rpynn), n0MH0-

)KeHI-tblti: Ha HX f0T0BH0CTh K neti:CTBHflM B 3KCTpeMaJihl-thlX ycJI0BHflX. np11 3T0M yposeHb TICHX0Jiorw1eCK0f0 noTeHUl13Jla CnCUl1aJIHCT0B l1 rpynn 3aBHCHT OT HX yMeH11ti: B3aHM0lleticTB0BaTb Me)Kl(y co6oti: l1 B03- 11eiiCTBOBaTb Ha OKPYlK3IOWYIO cpe11y B 3KCTpeMMbHblX ycnOB11HX.

npc11crnsneHHaH Cl1CTeMa o6nanaeT PHllOM nc11xonornYeCK11x xa­

paKTep11cT11K:

~ ccjlopM11pOB3HHOCTb npocjlecc110HaJ1bHblX COU11MbHO 3H3Yl1MblX

ueHH0CTeH, Ba)l(HblX nCHX0JI0fHYeCKHX KalleCTB l1 peryJI}IUH}I 6oeBhIX

!ICHXHlfeCKHX C0CT0flHHti:;

* M06HJil130BaHHOCTh;
* C0CT051Hl1C C0UHaJlhH0-flCHX0JI0rHYCCK0f0 KJIHMaTa B npocpec-

Cl10HaJ!bHblX rpynn4x;

~ perynHUl1H 6oeBblX nc11x11YeCKl1X COCTOHHl1H rpynn:

* CTeneHh 0CMhlCJleHH0CTl1 l1 oueHKa cneuttaTJHCTaMH 3KCTpeMaJ)b­ HhlX YCJI0BHH HX neflTeJihH0CTH;
* ancKBaTH0CTb peweHHH l1 netiCTBHH cneutta}IHCT0B l1 tj:}yHKUHO­

HaJlbHblX rpyllll.

llttttaMHKa sJattMoneH.cTBHH CTPYKTYPHhIX K0MnoHeHT0B CHCTeMhI

<<CneuHMHCT- )Kl13!IeLieHTeJibll0CTb- 3KCTpeM3JlhHhlC YCJI0BHfl (o6cTa­ HOBOYHblH KOMnOHeHT)- cj)yHKU110HaJ!bHaH rpynna,> xapaKTep113yeT­ Cfl npHYHHH0-CJiellCTBeHHhlMH 3aBHCHM0CTflMH, 06bellHHeH!lhlMH n0HflTHeM tj:}yHKUHOHaJlhHOH M0lleJIH 3T0H CHCTeMhl. Otta HMeeT CJie­ llYIOW11e cjlyHKU110HaJ!bHble 33B11Cl1MOCTl1:

* nCHX0JI0fHYecKa}I lll1HaMHKa CHCTeMhl npoTeKaeT KaK B3al1M0- 11eticrn11e cneUl1aJl11CTOB, cj)yHKU110HaJ!bHblX rpynn, lKl13He11eHTC"1b­ HOCTl1 11 3KCTpeMMbHblX ycno,rnti (o6crnHOBOYHblH KOMnOHeHT), T.e. KaK Clll1HCTB0 l1Hlll1B111lYaJibHblX, rpynn0BblX, neHTeJihHhlX l1 o6CTa­ H0B0YHhlX K0MH0HeHT0B;
* 3KCTpeMaJlhHble YCJI0BHH He CTaTHlIHhl, a HaX0llflTCH B n0CT0flH­ H0M llHHaMHYeCK0M pa3Bl1Tl1l1, lfT0 neTepMHHHpyeT y cncUHaJ111CT0B B03HHKH0BeH11e onepe)KalOweH. llHHaMHKH nCHXHllCCK0ti: nef!TeJihH0- CTH, a y rpynn - onepe)KalOweH llHHaMHKH nCHX0JI0ftttleCKHX xapaK­

Tep11CTl1K;

* 3KCTpeMaJlbHble YCJI0BH}I B031leHcTBYlOT Ha noseneHHe cneu11a­ JIHCT0B KaK HenocpcnCTBeHH0 lfepe3 HX JIHYH0CTHbie Ka•ICCTBa l1 co­ CTOHH11H, TaK 11 onocpe11osaHHO - Yepe3 xapaKTepl1CTl1Kl1 cjlyHKU110- HaJ!bHblX rpynn (6naronpl1HTH0CTb/tte6naro11p11HTHOCTb COUl1MbHO­ nc11xoJI0fHYeCK0ro KJIHMaTa, CnJI0YeHH0CTb, HaI!pfl)KeHH0CTb, Yll0B­ JieTB0peHH0CTb Me)l(Jll1l.(H0CTHhlMH B3aHM00TH0WeHHHMH);

13

* 3KCTpeM3JlhHbie YCJ10811ll B0311elicTBYKlT Ha xapaKTepl1CT11Kl1 cpyHK­

**UHOHaJlbHbIX rpynn K3K Herrocpe.LICTBeHHO qepe3 Jll1YHOCTHhie KaY:e­ CTB3 H COCTOHHJHI cneuHMHCTOB, T3K 11 onocpe.uosaHHO yepe3 HX CHTyauHOHH0-3H3lIJ1MOe nosenett11e H nesneJihHOCTb;**

* ClleUl13Jl11CThl 11 cpyHKUl10H3JlhHble rpyllllhl B031IelicTByKlT Ha 113- MeHeHtte ll11HaMHKl1 3KCTpeM3JlhHblX ycnos111i rrocpe11CTB0M c11ryau11- **0HH0-3Ha4HMOro noseneHJHI H .uesneJ1bHOCT11;**
* crreu11aJ111CThl 11 rpyrrllhl BJ111l!KlT (113MeHHKlT, KoppeKTttpyIDT, peryn11pyIDT) Ha CB0l1 llCl1X0J10fl1'1eCK11e xapaKTepttCTl1K11.

**8 33BHCHMOCTH OT np11op11TeTOB MO)KHO BhI,IleJB1Th T pH TH TT a**

**3KCTpeMaJihHbIX YCJ1OBHH.**

TT e p B hi Ii T 11 ll, B K0TOp0M rrepso11eliCTByIDWee 3Ha'!eHtte rrp11- **H3,ll.J1e)KJ1T 3KCTpeMaJibHhIM ycnomrn:M (o6CT3H080l!Hhli1 KOMTTOHeHT),** 6hrn Ha3BaH *06cmaH0600HbLM.* 3rn Ha116onee rrpe11crnBJ1eHHh11i rrpaKrn­

**KoH THTT 3KCTpeMaJlhHbIX yCJ10BHi1 (ttanp11Mep, ropsp,me TO'-IKH, M3C­**

C0Bbie 6ecrropllllK11, 11ei\CTBl1ll B00pyJKeHHhIX rrpecTyllHHK0B, Teppo­ pttCT0B 11 T.11.). O6cTaHOBO'IHbie 3KCT]JCM3JlhHble ycnoBttll crroco6cTBYKlT aKry3Jltt3aUHH c11ryau110HH0-3Ha'IHM0ro ll0BelleHHll crreutt3Jll1CT0B 11/ 11J111 <l>YHKUl10H3JlhHhIX rpyrrrr, aneKBaTH0ro HM 110 csoeMy co11epJKa­ Hl1Kl. TonhKO B 3T0M CJlyqae o6pa30BhIBaeTCH rrpe11cTaBJ1eHHaH CHCTe­ Ma. Ecn11 JKe 8031IeiicTByIDwero CTHMyna Hell0CTaTO'IH0 (HarrpttMep, rrp11 peMbH0H yrpo3e lKl13Hl1 33JI0lKH11K0B 11 fOT0BH0CTH crreurro11pa3- 11eJ1eHttll, rrp11Ka3 Ha rrpose11eH11e c11nosoli orrepau1111 He rrocryrr11n) 11J111 llCHX0JIOrtt'leCKHe xapaKTepttCTl1Kl1 crreutt3Jl11CTOB 11/11n11 rpyrrrr

He1I0CTaTO'IH0 pa3Bl1Thl Ml! HX B0CllpttllTl1ll (HeKaqeCTBeHHhltt OT6op,

**ttenocTaTOYHaH nc11xonor111-1ecKaH nonroTOBKa OT.UeJihHhIX cneu11an11-** CT0B 11Jll1 rpyrrrr), TO CHCTeMa He o6pa3yeTCll 11J111 o6pa3yeTCH yce'!eH­ **HaH CHCTeMa: <<Crreu1-rnJIHCT- )KJ13HenesneJ1bHOCTb + 3KCTpeMaJlhHhie**

yCJ10811ll (o6CTaHOBO'IHhltt K0Mll0HeHT)» 11Jll1 ,cpyHKU110H3JlhHall rpyrr­ na- JKtt3He1IeHTeJ1bH0CTh + 3KCTJ)eM3JlhHhie yCJ10B11ll (o6cTaHOBO'IHhltt

**KOMTTOHeHT)>>. l13J1HWHe fOBOPHTh, '-ITO mo6aR yceYeHHa51 CHCTeMa**

3ase110M0 ywep6Ha np11 H3Jll1'11111 B Heil cso6011Horo 3BeHa, He YBll- 3aHH0ro C 0CH0BH0!i CTPYKTypoli.

8 TO p OH T 11 n, rne 11eiiCTBYKlWee 3HaqeHtte rrpttH311JleJKl1T 0T­

**neJibHhIM cneumlJIHCTaM, 6blJ1 Ha3BaH *AUl.tHOCmHblM.* JlttYHOCTHbIH. THTT 3KCTpeMMhHh!X yCJIOBHH COCTaBJUH()T Te, KOTOpble Bhl3hIBaIOTCH TTCH­ XOJIOfH'-leCKOH fOTOBHOCThlO crreuHMHCTOB K CHTyauHOHHO 3HaY:HMO­**

MY nose11eH11Kl (Harrp11Mep, ycnos11H 3311eplKaHttH Teppop11crn cneu11- MHCTOM B cso6011Hoe OT CJlyJKe6HbIX o6H3aHHOCTeli speMH).

T p e T 11 ii T 11 rr, B Kornpoii rrepso11elicTByIDwee 3HaqeH11e np11- H311JleJK11T cpyHKUl10H3JlbHOH rpynrre, 6brn Ha3saH *2pynno6b/M.* fpyn­ **nosoH THTT 3KCTpeMMbHbIX ycJIOBHi1 COCTaBJISIIOT ycJIOBHH, KOTOPbie BhI3bIBalOTCH ITCHXOJ10r114eCKOH fOTOBHOCThlO Q)yHKUHOHaJlhHOH. rpyrr­**

llhl KCHTyautt0HH0 3Ha'IHM0MY nose11eHl1Kl (Hanp11Mep, csoespeMeHH0 **npoBe,LieHHaH, XOTH H He caHKUHOHHPOBaHHa51 onepauHH, TT03BOJ1HB­** waH tt36eJKaTh 11onoJ1Hl1TeJ1bHhie lKepTBhl 11 06e3spe1111Tb npeCTynHH-

14

KOB, IIJlll HecaHKUIIOHIIPOBaHHblti, BOopylKeHHblM l\OCMOTP lKIIJlb!X

**TTOMeLUeHl111 - <<33l!HCTK3)) B rop514HX T04K3X, conpORO)K113eMa51 rpa-**

6elKOM II Hac11J111eM, np11B01\IIT K MaCCOBblM 803MYlllCHllllM II Hapy­ weHllllM npasonOPlll\K3 co CTOPOHbl HaceneHllll).

11Me!OTCll pa3Jlll4Hble KJ1aCC11Cp11Kau1111 3KCTpeM3JlbHb!X cpaKTOPOB nc11xore1111oro p11cKa. Hanp11Mep, r.C. 4os11b1posa KJ1acc11cp11u11pycT

3TII cpaKTOPbl no: oco6eHHOCTllM nCIIXOCOUll3JlbHOii MOT11Bau1111 3K­ CTpeM3JlbHb!X ycnos11ti (a11amau11H K HOBb!M yCJlOBl!llM, 6one3Hb), speMeH11 neiiCTBllll (M11TeJ1bHOro, KpaTKOBpeMCHHoro) 11 xapaKTepy neliCTBllll Ha opraHbl 4YBCTB (cnyxosoro, 0Cll3aTCJlbHOro II T.l\.).

BoeHHble nCIIXOJlOrH KJ1acc11cp11u11py10T 3KCTpeM3JlbHble cpaKTOPbl **nc11xoreHHOfO PHCKa HCX01151 113 HX BJ1H51HH51 Ha 6oesy10 neHTeJlbHOCTb** BOlicK: no cneu11cp114HOCTII (yrp03a lK113HII, paHeHllll) IIJIII Hecneu11- (pll4HOCTl1 (HanplllKeHHall l!ellTeJlbHOCTb, TlllKeJibJe 3KOJ10rH4eCKIIC YCJlOBllll) IIX )l)]ll 6oeaoli o6CT3HOBKII, BHewHeMy (COU113JlbHb!e, 60- eBble) 11 BHYTPCHHeMy (cp113110Jl0fll'ICCKIIC) np113HaKy B0311elicTB11ll, np113HaKy Henocpe11crneHHOrO ( onaCHOCTb, BHe3anHOCTb) 11JIII ono­ cpenosaHHoro (11ecp11u11T npeMeHH, yseJ1114eH11e TeMna neliCTB11ti) 3MO­ **UHOHaJibHOro B031lel1cTBH51.**

A. M. CTOm1peHKO 11CX01\IIT 113 IIHOli KJ1acc11cp11Kau1111, Bbll\eJlllll o6-

CTaHOB04Hb!e (MaTep113JlbH0-06CTaHOB04Hb!e, COU113JlbH0-06CTaH0804-

Hble) II l!ellTeJlbHOCTHO-Jlll4HOCTHble (co11eplKaTeJ1bHb1e, opraHll3a­ **UHOHHble, onepauHOHaJ!bHble 3JleMeHTbl .IlCHTCJibHOCTH JIH4HOCTH)** 3KCTpeM3JlbHbJC cpaKTOPbl nc11xoreHHOro PIICKa.

l1cxo11ll 113 cneu11cp11K11 11ellTeJ1bHOCT11 COTPY11H11KOB cneu11anbHbJX

**no11pa311enett11H 11 np1111ep)K11BaHCb c11cTeMHoro nonxona «c11eu11aJIHCT­**

**)KHJHe11eHTCJ1bHOCTb + 3KCTPCMaJ!bHbJC yCJIOBHH (o6CT3H080llHbJH KOM­**

noHeHT)-cpyHKUIIOH3JlbHall rpynna•>, uenecoo6pa3HO Bb111eJ111Tb cne­ l!Y!Ollllle rpynnbl 3KCTpeM3JlbHblX cpaKTOpos: 3KCTpeM3JlbHble cpaKTO­ **pbJ yCJlOBHH 1lC}JTCJ1bHOCTH, J1H4HOCTHble 3KCTPCMaJlbHbie Q)aKTOPbl**

nc11xoreHHOro p11CKa II 3KCTpeM3JlbHbJe cpaKTOPbl COU113JlbHO-nc11xo­ JlOrH4eCKOro p11cKa cpyHKUIIOH3JlbHb!X rpynn.

3KCTpeM3JlbHbJC cpaKTOPbl yCJIOBl!li nel!TeJibHOCTII lleJlllTCll Ha o6- CTaHOB04Hb!e 11 11ellTeJlbHOCTHbJe (cpaKTOPbl noseneH4eCKOro PIICKa). *06cmaH08MHb/MU rjJaKmopaMu* 6y11eM C411TaTb:

* **OTHOWeH11e o6wecTBa K cneumUIHCTaM, pa60T3lOLUHM B 3KCTpe­ MaJ!bHhlX yCJIOBHHX, 11 BblTTOJlHHCMblM HMH 33L1343M:**
* coneplKaHIIC o6CTaHOBKII (pa3pyweH11ll, 3aTOnJleHl1ll, nolKapbl,

M11H11poBaH11e MeCTHOCTl1, 113JlbHllll nepecTpeJlKa);

* BbJCOKy!O l!IIHaM11Ky, nOl\BlllKHOCTb 1111cpopMau110HHOro HallOJ1- HeH11ll 3KCTpeM3JlbHblX YCJlOBllti ( OT TIIWl!Hbl *110* BHe3anHblX 83pblBOB, MaccoBbJX 06pywe1111li II nepeKpecrnoro OrHll);
* He1!3BeCTHYIO 11HcpOpMau1110, Kaca10wy10c>1 o6CTaHOBKII (o Ha­

Jlll411II xopowo opraHll30BaHHb!X, nonroTOBJlCHHb!X II npeBOCXOl!ll­ UlllX 4IICJleHHOCTb!O BoopylKeHHblX npecTynHblX rpynn, 0 npe6b!Ba­ HIIII Jl!Olleli 8 3ananax IIJIII ll fOPlllllHX noMeUleHllllX 11 T.Jl.);

15

* OTCYTCTBHe HHlpOpMaUHH HJIII JaTPY/lHHTeJlbHOCTh ee IIOJIY'leHHJI B CJJO)KHBWHXCJI YCJIOBHJIX (B OKpy)KeHHH, HeHcrrpaBHOCTJIX cpe11crn **CBJIJH B noJieBbJX YCJIOBlHIX 11 6oJibWOH y,ua.rieHHOCTH OT OCHOBHhIX Ci-UI, TTJioxoH BH,LU1MOCTH H T.Jl.);**
* rrponrnope<fllBOCTh flOCTyllaIOweii 11Hlp0pMauHH H 11eJHHlpOpMa­ UHJI (paCXOlKlleHHe Me)K)ly IIOCTY113IO!Ueii HHlpOpMauHeii OT ueHTP3Jlh­ HOrD H MeCTHoro IIYHKTa y11paBJ1eHHll H cae11eHHJIMH O'!eBH/lues);
* !U1CKOMlpOpTHble yCJlOBHJI ( OTCYfCTBHe Heo6XO/IHM0f0 speMeHI!

**Ha OT,Ub(X, llOCTaTOYHOfO KOJIHlfeCTBa TTHlll,H, B0,Ubf, KOHTpaCTHbie K.llHM3THYeCKHe yCJIOBH5I H T.Jl.).**

K 11ellTCJlhHOCTHhlM (q,aKTOPhl IIOBe)leH'leCKOrD pHcKa) 3KCTpe­

**MaJibHhlM Q}aKTopaM OTHOCJITCJI:**

* xapaKTep rrpo(j,eCCHOH3JlhHOH 11eJ1TeJ1hHOCTH c11eu11aJI HCTOB H **rpynn (waXTepbl, cnacaTeJIH, BOD,OJia3bJ, MHHepbI, CHaHnepbl, rpyn­** llhl pa3Be11K11, llpHKph!THJI H T./1.);
* **HeOCBOCHHOCTb HJIH He,uocTaTOYHaJI OCBOCHHOCTb npmPecCHOHaJlh­** HOH 11ellTe,1hHOCTH COTpYl\HHKOM HJIH rpyrrrroii (oTCyrcTBHe HaBhIKOB 11epe11BH)KeflHJI, M3CKl1POBKH H T.11.):
* **noBh1WeHHaJ1 CTeneHb pHCKa npmPecc110Ha.rihHoH ne.sneJibHOCTH**

(yrpma )KHJHH H 31\0pOBbIO);

- **MOHOTOHHOCTb 11JH1 TTOBhJWCHHaH 3MOUH0HaJibHaJI HaChilll,CHHOCTh**

11eJ1TeJlbHOCTH (cJ1y)K6a Ha 6JIOK-IIOCTY 11JlH aKTHBHbJe 6oesbie 11eiiCTBHJ1);

* **HCD,OCTaTKH B ynpaBJ1eH1-H1 ,uetiCTBHHMH cneuno,upa3,UeJICHHH,** 11po(j,ecc110HaL1hHhIX rpy1111 H 0111eJ1hHh1x crreuHaJIHCTOB (11pornsope­ **YHBh1e YCTllbJe H TTHChMCHHbie pacnop51)KCHH51, HeJIOfHlfHOCTh pyKo­** B01\CTBa pa3BHTHeM co6hlTHH B ropll'IHX TO'!Kax);
* OTCyrcrn11e 3BTOpHTeTa y KOMaH1111pa (Ha11p11Mep, llpH HaJHa'le­

HHH KOM31Jl\HpOM crreuHaJIHCTa H3 11pyroro IIO/lpa31\eJieHHJI, He HMe­ IOWero HaBhlKOB PYKOBO/lCTBa JIIO/lbMH);

* 0)1(111\aHHe MOMeHTa Ha'!aJia aKTHBHh]X 11eiic1BHH (3(j,q,eKT 11pe11- CTapTOBoi-i ,lHXOPMKH nepe11 rrpoBe)leHHeM CJ1y)Ke6HOH 011epauH11);
* HCIIOJlhJOBaHHe opy)KIIJI Ha IIOp3)KeHHe (y6HHCTBO 11pec1y11HHKa B rrepBbIH pa3 B YCJIOBHllX e11HH060pCTBa C HHM);
* BhICOKall /lHHaMHKa rrpoq,eccHOH3JlhHhlX 11eiiCTBHH (rrpH 3Mep­

**.>KaHHH Boopy)KeHHoro npecryTTHHKa, TTO)Kape TTOBblWeHHOti CJIO)KHO­**

CTH H T.11.);

* **uenocTaTotJHoe o6ecne'-:leHHe npmPeccHOHaJibHoH ne.sneJihHOCTH** (0Tcyrcrn11e Heo6xo11<1Moro aoopy)KeHHJI, 6oe11pH11acoa, crreuHaJih­ **HhIX cpeD,CTB, cpenCTB CBJl3H, JIHlfHOH 3aW,HThf H T.,n..);**
* llpOMC)K}'TO'IHhle pe3yJihTaThl BhlllOJlHeHHJI llpoq,eccHOH3JlhHhlX

**neHCTBHti (KaK TT03HTHBHhJe, TaK H HeraTHBHb1e MOfYT OTPHUareJibHO**

BJlHHTh Ha COTpyl\HHKOB, BhI3hlBaTh y HHX 3Hlp0pHIO HJIH YHhlHHe).

**K *JlUL/HOCmHbJM* 3KCTpeMaJihHhfM {paKTOpaM TTCHxoreHHOfO pHCKa OTHOC51TCH:**

* 11eiicTBy10wHe Ha opraHbl 'IYBCTB (HaMIO)leHHe CMeprn, KOHTaKT C paHeHbIM11, B3pb1Bh], CBl1CT IIYJih, y11apbl 8031\YWHOH BOJ!Hhl H T./1.);

16

- onaCHble )JJlll )1(113HII II 3/lOPOBbll COTpY/lHIIKOB (np11MeHeHIIC opy­

**)KHH npecTynHHKaMH, 3BH3UHOHHhli-i HJIH apTHJIJiepHi-iCKHH 06cTpe11,**

yrpo3a B3pbJBa co CTOpOHbl Teppop11crn II T.Jl.);

- **MOTHBaUHOHHhle (HellOCT3T04Ha51 3H34HMOCTb .JlJl}l COTPY.UHHKOB CO.UCp)K3HHH npo(peccHOHa/lbHOH .UeHTeJibHOCTH, HanpHMep Q)KHlla­**

**HHe neHCHH);**

* HeflO/lfOT08JleHHOCTb npocj)ecc110HaJlbHOfO BOCIIPllllTllll o6crn­

**HOBKH (HenoHHMaHHe HJIH JaTpy.LlHCHJHI B noHHM3HHH npoHCXOll}l­**

WIIX CO6bJTllii);

* nenepcoHaJ111Jau11H HenaTOJJOrnYecKoro xapaKTepa (npol!BJ1eH11e **UHHH3M3 no OTHOWeHHIO K npo(pecCHOHaribHOH .UCHTCJibHOCTH, xa** paKTep11crnKa ee KaK 6ecnoJJe3Hoii);

- **H3CTpOe4HbJC (BbJnOJIHCHHe npo(pecCHOHa.JibHbJX .uei-icTBHH no**

npllBblYKe, OTCYTCTBlle sepbl B ycnex IIJIII 6e3p33JJIIYlle K pe3yJJhT3T3M

)lel!TCJlbHOCTII).

**K *zpynnOBblM* 3KCTpCMaribHbJM (paKTOpaM COUHarlbHO-nCHXOJ10fH- 4CCKoro PHCKa OTHOCHTCH:**

* **HC3llOp0BbJH COUHaJlbHO-nCHXOJIOfH4CCKHH KJIHMaT B cneunon­** pa3/leJJeHllllX II npocj)ecc110HaJJbHblX rpynnax (OTCYTCTBHe ncllXOJIOrll­ **l{CCKOH COBMCCTHMOCTH, nOBbllliCHH351 HanpH)KCHHOCTb, paJo6w:eH­ HOCTb; HCY.UOBJICTBOpCHHOCTb MC)KJlJ.fllHOCTHblMH B3aHMOOTHOWCHHH­** MII, CTIIJleM pyKOBO/lCTBa);
* **HH3KHH ypoBCHb 6oesoro nCHXOflOfH4CCKOfO COCTOHHHH cneu­** nonpa3/leJJeHllii II npocj)ecc110HaJ1bHblX rpynn (OTCYTCTBlle CJJa>KeHHO­ **CTH, BJaHMonoHHM3HHH);**
* **rpynnoBaH H30flHUHH (yuaJieHHOCTb OT OCHOBHblX CHfl B <(f0pH4HX TOl£Ka X**►**> npH OTCYTCTBHH KOHTaKTa C HaceneHHeM);**
* **HecornacosaHHOCTh .uetkTBHH Me)Klly nonpaJ.ueneHHHMH H npo­** cj)ecc110HaJJhHh1M11 rpynnaMII (o6CTpeJJ csoero Heono3H3HHoro non­ pa3/leJJeHllll).

**TaKIIM** o6pa30M, 3KCTpeMaJlbHbJe YCJJOBIIH o6beKTHBHO He npOTII­

BOCTOllT nepCOHaJJY, pa60TaJOll.(CMy B 3TIIX YCJIOBllllX, a npenonpene­ **flHIOT HX .UCHTCflbHOCTb H ycneWHOCTh, B CBH3H C 4eM CHCTeMy nonro­** TOBKII cneullaJJIICTOB II cj)yHKUIIOHlli1bHblX rpynn K npocj)ecc110HaJlb­ HOH 11e>ITeJ1bHOCTl1 B 3KCTpeMaJlbHbJX YCJJOBIIHX UeJJecoo6pa3HO CTpo­

**HTb He Ha npHHuHne npOTHBO.UeHCTBHH 3KCTpCMaribHblM (paKTOpaM, a Ha HCnOflbJOBaHHH 3KCTPCM3JlbHOCTH KaK 06yl£a10wero KOMnOHCHTa.**

**1.2. OT6op cne1..1i-tam,1cToe AJJSI pa60Tbl B 3KCTpeManbHblX ycn0BMSIX**

*flpo,j,eccuo11aAbllb/U om6op,* B TOM YIICJJe II m6op cneullaJJIICTOB

)JJ151 pa60Tbl B 3KCTpeMaJJbHblX YCJJOBllllX, noJJYYIIJI WllpOKOe pacnpo­ CTpaHeHHe BO MHOrHX CTpaHax Mllpa 11 33 )JJlllTCJlbHYIO IICTOplllO npo­ **WCfl pH.u 3Tanos.**

17

n e p Bbl j;\ 3 Tan 3aKJJIO'IaJlCH B 11HTYl1Tl1BHOIT oueHKe KaHJll1J1a­

**Ta, ero nc11x111...JeCKl1X, neJIOBblX Kal.JeCTB 11 COCTOHHHH. Ha 3TOM ::nane** He cywecrnoBMo '<eTKl1X Kp11rep11eB oroopa. PeweH11e npl1Hl1MaJJoch B OCHOBHOM no pe3yJibTaTaM co6eceJ10BaHl1H.

8 TO p O j;\ 3 Tan 3aKJJI04aJlCH B cpaBHeHl111 KaH/111/JaTOB C Jll1Ua­

**Ml1, 11MelOW11Ml1 KJil1HH4eCKHe paccrpoHCTBa 11 OTce1-rnaH11e HX no KOC­ BeHHbIM noKa3aTeJHIM, TaK KaK He 6bIJ10 HCCJie.nosaHHH no 3Ha411MO­**

CTl1 npocjiecc110HaJlbHO BU)l(HbIX Ka4eCTB /IJIH KOHKpeTHblX npocjiecc11i1 (npocjiecc11orpaMM, nc11xorpaMM).

Tper11i1 3Tan - C031IaH11e CTaTl1CT114eCKl1X HOPM, OCHOBaH­

**HblX Ha nc11xonorw-1eCKl1X 113MepeHHHX npe.ucTaBHTeJiel1 KOHKpeTHblX**

npocjiecc11i1.

TaK, /IJIH KaHJ1111IaTOB B non11u11IO CWA 6b1JI11 pa1pa6ornHhI rec­ TOBbie noKa3aTeJil1, CBeJ1eHHbie K 4eTbipeM cjiaKTOpaM: 3MOUl10HaJlb­

**HaH auanntpOB3HHOCTh; 11HTerp11pOB3HHOCTb 111111 C3MOKOHTPOJih; HH­**

TeJIJieKTyaJlbHaH 3cjJcjieKTl1BHOCTb; Me)KJll14HOCTHbie KOMMyHl1Kau1111.

*Pmpa6omKa Kpumepuee npo<f,eccuoHaAbHOW om6opa* npe/lnonaraer

**np0Be.aett11e C3MOCTOHTeJlbHOfO HCCJie.LIOB3H11H, COCTOHWero 113 4eTbI­**

**pex nocne.uosareJibHbIX 3Tanos.**

Ha n e p Bo M 3 Tan e - npoBOJ111TCH aHaJJl13 npocjiecc110HaJ1b­ Hoi1 JleHreJibHOCTl1.

Ha BT Op OM 3 Tan e - noJ1611paIOTCH 11Jil1 KOHCrpyttpyIOTCH nc11- XOJ111UrHOCTl14eCKl1e MeTO/lbl (6arnpe11 TeCTOB).

H a T p e Tb e M 3 Tan e - ocyweCTBJIHeTCH nol1CK KPl1Tep11eB 3cjJ­ cjieKTl1BHOCTl1 npocjiecc110HaJ1bHOIT JleHTCJlbHOCTl1. KaK npaBl1JlO, 11C­ nOJlb3yeTCH MeT0/1 3KCnepTHbIX oueHOK. Ha1160Jiee nepcneKTHBeH Me­ TOil noJIHpHbIX rpynn, T.e. cpaBHeH11e nc11xonor114ecKl1X xapaKTep11c­ T11K Ha116onee ycnewHhIX npocjiecc110HaJ10B (MacrepoB CBoero J1eJ1a) 11 **JlHU, OT KOTOpbIX opraHH33Ul-t51. xorena 6bI l1363Bl1TbCH.**

Ha 'I e TB e p TOM 3 Tan e - pa1pa6aTb1BaeTCH MOJleJlb npl1HH­ Tl1H peweHl1H. nc11xoJ1orI1<IecK11e nepeMeHHbie, Koropb1e 06Hapy)K11- BaIOT B3al1MOCBH3b C 3cjJcjieKTl1BHOCTblO npocjiecc110HaJ1bHOIT JleHTeJib­ HOCT11, or611paIOTCH B Ka4ecrne J111arnocmqecKoro npas11na. MoJ1eJib crpo11TCH Ha npeJ1noJio)KeH1111 o cywecrnosaH1111 J111Hei1Hoi1 1as11c11- MOCT11 Me)K/ly TeCTOBblMl1 noKa3aTeJ1HMl1 11 KPl1Tep11HMl1 npocjiecc110- HaJlbHOIT ycnewHOCTl1.

Hanp11Mep, s CWA Jll1U, n0Ka3asw11x Hl13K11e oueHKl1, He np11-

Hl1MaIOT Ha CJiy)K6y, Jla)Ke ecJ111 JlIOJ1ei1 He xsarneT, noCKOJlbKY OHl1

**HMelOT CJ111lllKOM MMO W3HCOB ,llJIH ycnewttoro ee BbITTOJIHeHHH.**

np11 HeKoMnJieKTe saKaHC11IT B HeKOTOpblX 811/laX soopy)KeHHblX c11JI CWA 113-3a HI13Kl1X reCTOBbIX 11cnb1TaH11i1 nony4aer oTKa3 np11- MepHo Ka)K/lblIT 'leTBepTbIIT o6paTl1BWl1ITCH.

B nocJieJ1Hee speMH s opraHax BHyrpeHHl1X J1eJI Pocc1111 113-Ja He- 6J1aronp11HTHbIX KOJll14ecrneHHbIX (J1eMorpacjJ114ecK11x, Ml1rpau110HHbIX, KPl1Ml1HaJlbHbIX, CHl1)KeH11e pbIHKa rpy/lOBbIX pecypcos) 11 Ka4ecrneH­

HbIX (yxyJ1weH11e cjJl13114eCKoro 11 nc11x114eCKoro 3/lOPOBbH, CHl1)KeH11e

18

IIHTeJ1J1eKTyaJihHb!X cnoco6HOCTeli, ypoBHH o6wero pa3BIITIIH) cpaK­

**T0P0B HaMenUiaCb TeHneHUHH YMbIUIJieHH0 HfH0PttP0BaTb OCHOBHOH**

np11Hu11n npocpecc110HanhHOro OT6opa: npeo6nauaH11e 'IIICJia KaH1I11- 1IaTOB Hau 'IIICJlOM BaKaHCIIH KaK B opraHbl BHYTpeHHIIX /ICJl, TaK II lIJlH pa60Tbl B 3KCTpeMaJihHh]X YCJIOBl!HX. no3T0MY Ha nepsoe MeCTO **Bbl.UBJ.HaeTCSI Tpe6osaHHe K auanT3UH0HHblM pe3epsaM Jll1Y.H0CTH H B**

COOTBeTCTBIIII C 3TIIM BhI/IeJ1eH11e rpynn p11cKa.

O6pawaeT Ha ce6H BHl1M3H11e, '!TO 46 % <<He peKOMeH/IOBaHHb!X» **H 64 % <<yCJIOBHO peK0MeHll0B3HHblX>> TeM He Mettee npttHHMaJll1Cb Ha** CJlylK6y. BMeCTe C TeM cpe/111 YKaJaHHhlX KaTerop11ii COTpy/IHIIKII YBOJlb­ HHJll!Ch Ha nepBOM rO/IY CJlylK6b! B IO pa3 '13IUe, '!eM no K3Terop1111

,,peKOMeH/IOBaHHhie B nepsyJO o'lepe/Ih•>, 11 B 3-4 pa3a '!awe, '!eM no

**K3Teropl1tt <<peKOMeH)l0B3HHbie>>. KpoMe TOfO, sepOSITHOCTb pa3BHTHH** nc11x11'!eCKIIX pacCTpOHCTB B nepBb!e TPII ro/Ia CJIYlK6b] /IalKe B o6hI'I­ **HbIX CJiy)Ke6HhIX ycJIOBlUlX COTPYllHHKOB, HMeBlllHX He6JiaronpttHTHhIH**

nporH03 0 npocpecc110HaJihHOH np11ro1IHOCT11, B 10-20 pa3 Bb]IUe,

**l!eM y <<peK0MeH)l0B3HHhIX>>. AHaJil13 CT3Tl1CTHKH B opraH3X BHyrpeH­**

HIIX /IeJl B 200 I r. noKa3an, 4TO 113 'IIICJ13 scex CYIIUIIH/IeHTOB, npo­

IUe/IIUIIX npocpecc110HaJihHO-nc11xoJ1orn'lecK11H OT60p 11 np11HHTb!X Ha CJiylK6y, OKOJlO noJlOBl!Hhl npl1H31IJ1ClKaJIII K rpynne PIICKa II IIMCJlll

Hl13Kyl0 CTeneHb npocpecc110HaJlbHOH np11ro1IHOCTII [16].

HayqHO-BaJll1Jl11311pOBaHHb]e MeTO/Ihl OT6opa MOfYT 1IaBaTb ropa3- **ll0 JIY4lllttH pe3yJihT3T, lleM CJiell0BaJI0 0)1O11l3Tb OT CJiyl!aHHOfO Bb160-** pa, HO OHi! He MOfYT rapaHTIIPOBaTb a6COJIIOTH0 6e30IU1!604HOe npe1I­

CKa3aH11e nocne1Iy10weii npocpecc110HaJihH011 ycnewHocT11 KaH1I111IaTa

Ha pa6ory. 3TOMY eCTb He C KOJI bKO n p 11 '111 H.

* MeTO/Ib] OT6opa 113MepHJOT TOJlbKO '!aCTb cywecrneHHhlX acneK- TOB npocpecc110HaJibHOH ycneIUHOCTII.
* HeaueKsarnoe 11cnoJib30BaHHe MeTO/IOB OT6opa.
* **l13MeHeHttSI TTOBClleHttSI lJeJioBeKa C TelJeHtteM BpeMeHH.**
* Hey1IOBJ1eTBOp11TeJ1bHOCTb cywecrnyJOIUIIX Kp11Tep11eB OT6opa.
* nnoxoe 3HaH11e Tpe6osaH1111 npocpecc1111, KOTOpb1e K TOMY lKe

**3H3l.{J.1TeJ1bH0 l13MeHHJOTCH C TelfeHtteM speMeHtt.**

MHorne ow116K11, cosepwaeMbie np11 np11HHT1111 peweH11ii o rD/1- **H0CTtt K pa6oTe, 0CTaiOTCH He3aMelJeHHhlMH tt3-3a T0f0, l!T0 He sce­** rna npOBO/IHTCH 11CCJie/IOB3HIIH no Bailll/11!3au1111 oueHO'!HOH npoue­ lIYPhl. Jll1ua, npllH11MalOIUl!e peWCHIIH, He !lOJlyq3IOT o6parnoii CBH311 lIJlH rnro 'IT06b1 oueH11BaTh ycnewHOCTh csoeii c11CTeMbI npocpm6opa. KpoMe TOro, 60JlbWOe KOJll!'leCTBO ow1160K np11 OT6ope He nposepH­ **eTCH, TaK K3K 0TBeprHyThle KaHllttl\aThl 8 )laJlbHettllleM He Ha6J1i01la­ iOTCH s ncttxonttarH0CTtt4eCKHX ueHTpax.**

**BIDKHbIM HMHeTCH oueHKa npttMeHSieMblX MeT0)l0B.**

Ha116onee Bh!COKYIO Baill1/IHOCTb (/IOCTOBepHOCTb CBe1IeH1111) 1Ia10T

**l13MepeHttSI K0fHHTl1BHhIX cnoco6HOCTeH (ttHTeJIJieKT tt CBH3aHHble C**

HIIM KOHCTPYKTbl - *r* = 0,45), HO OHi! 6onee np11MeH11Mhl /IJlH oueH­ KII 06y'1eH11H 11 He /13IOT /IOCTaTO'IHO T04HOrD npe1ICKaJaH11H ycnew-

19

HOCTII B pa6oTe, a TeM 6oJTee ycneWHOCTII B 3KCTpeMaJTbHblX YCJTOBII­

**HX, rne Ha nepBbJH TTJTaH BblCTynaIOT JJH'--lHOCTHbie xapaKTepHCTHKH.**

Jl114HOCTHble TeCTbl IIMeJOT eme MeHbWyJO BaJTll/lHOCTb - *r* = 0,15

(nnoxoe 3HaH11e npocpecc11il, HenocTaTOK nono6paHHbJX MeTo/loB).

PeK0MeHnau1111 11 CJTy>Ke6HbJe xapaKTep11cT11Kl1 IIMeJOT BaJTll/lHOCTb -

*r* = 0, 18, npocpecc110HaJTbHb1e npo6b1 - *r* = 0,30, 611orpacj:,w1ecK11e onpoCHIIKl1 - *r* = 0,37, CTa)l(l1pOBKa - *r* = 0,44.

KaK B11/lHO, 6oJTbWyJO BaJTl1/lHOCTb IIMeJOT oueHO4Hb[e MeTO/lbl, CBH3aHHb1e c npocj:,ecc110HaJTbHblM conep)l<aH11eM. no3TOMY ueJTecoo6- pa3HO cpopM11poBaTb KoMaH/lbl /lJTll pa60Tbl B 3KCTpeMaJTbHbJX ycJTOBII­ **HX l13 pa6oTHHKOB, HMelOWHX onpe,rreJieHHhIH OTThlT H CTa)K pa60TbI B**

**CMe)l(HblX npo(peccHHX) HO 3TO cneJiaTb ynaercH He Bcerna. B 60JibWHH­**

**CTBC CJTY'--taeB 33KJIIO'--lCHHC O fOlIHOCTH K3H.llH113Ta neJiaeTCH paHbWe,**

**'--ICM npoxomn CTillKHPOBKa, '-ITO CHH)K3CT K3lICCTBO npo(pecCHOHaJlb­ HO-TTCHXOJIOfH'--leCKOfO or6opa.**

Ceilciac ciame IICCJTenyJOTCll He TOJlbKO Tpe60B3Hllll npocpecc1111 **K** '!eJToBeKy, HO II '!eJToBeKa **K** npocpecc1111. 3rn Tpe60B3Hllll MOlKHO ccj:,op­ MyJT11poBaTb CJTe/lyJOlUIIM o6pa30M.

I. Pa6orn He /lOJTlKHa 661Tb pa3pyw11TeJTbHOil llJlll nc11x11ciecKoro 11

**¢,H3H'--lecKoro COCTOHHHH '--1.CJIOBeKa.**

1. He /lOJllKHa HaHOCIITb ymep6 COUllaJTbHOMY CTaTYCY Jll1'1HOCTl1.
2. llOJTlKHa COOTBeTCTBOBaTb noTpe6HOCTllM II KBaJTll<pllKau1111 pa- 6oTHIIKa.
3. **He )lOJDKHa nonycKaTb HH1IHBH1IYaJlhHOe H KOJIJICKTHBHOC BJIHH­**

Hlle Ha YCJTOB11ll Tpyna 11 npocj:,ecc110HaJTbHble CIICTeMbJ.

1. **,ilOJDKHa cnoco6crBOB3Tb pa3BHTHIO JIH1--IHOCTH, CTHMYJIHPOB3Th cKpb!TblC B03MO)KH0CTH H pacwHpHTb KOMTTCTCHUI1IO, TTOCKOJihKY co­**

**UHaJlhH3H JIH'--lHOCTh pa3BHB3CTCH B KOHTeKcTe npo(peCCHOHaJlbHOH n:e­ HTeJibHOCTH.**

**KaK OTMeLJ:aIOT MHOrHe HCCJien:oBaTeJJH, cywecTByeT TTOJIO)KHTeJib­ HaH CBH3b Me)Klly CJIO)KHOCTblO npoQ)eCCHOHaJlbHbIX 3a.D.a4, CTeneHhlO** CB060/lbl, w11poTOil cneKTpa neilCTBllil B TPYllOBOil c11Tyau1111, C on­ HOH CTOPOHbl, 11 IICIIXl1'1ecKIIM 3/lOPOBbeM, yBepeHHOCTblO B ce6e, **rH6KOCThlO HHTeJIJieKTa, MOPaJihHhlM C03HaHHeM, COUHaJlhHOH KOM­ neTeHTHOCTblO, BHyTpeHHHM KOHTpOJieM, MOTHBautteH H TBOp'--1:eCKHM**

[]O/lXO/lOM **K** ne11y - C npyroii.

B 3TOil CBll311 Janacieil []CIIXOJlOfll'lecKoro OT6opa **K** JIJ06b!M npo­ **cpecCHOHaJihHhlM n:eHCTBHHM, l1 oco6eHHO K n:eHcTBHHM B 3KCTpeMaJih­ HhlX ycJIOBHHX, HBJIHeTCH onpen:eJieHHe npen:pacnOJIO)KeHHOCTH KaH­**

/lll/l3Ta K npocpecc110HaJTbHOil nel!TeJTbHOCTII, KOTOpall 6yneT cnoco6- **CTBOBaTb pa3BHTHIO nepeLJ:HCJieHHhlX KaLJ:eCTB. B CJiyLJ:ae )KeCTKOfO OT6o­** pa (roneH - He roneH) Bonpoc CTOIIT cJTenyJOlllllM o6pa3oM: KTO 113

**MHO)KeCTBa KaH)lH)l3TOB TTO)lXO)lHT Ha onpen:eJieHHYIO DOJI)KHOCTb HJB1**

pa6oTY'! TaK11M o6pa3oM, nc11xoJTorw1ecK11ii oT6op npennonaraeT nc­ pecpopMyJT11poBaH11e Bonpoca: KaKoil B11/l ne>1TeJTbHOCT11 Ha1160JTee nO/lXO/lllT KOHKpeTHOMy 'leJToBeKy?

20

KaK npaB11JJ0, npocjJecc110HaJ1bHblii OT6op KaHJJHJJa­ **T OB *ll* JI H *ll* e H CT B H 11 B 3 KC T p e Ma JI b H bl X y C JI o B H H X BKJIIO- 4aeT HeCKOJihKO 3TaTIOB.**

**ne p B hi 11 3 Tan - H3Y IeHtte COUH3JibHO-npaBOBOfO acneKTa**

(B03paCT, o6pa30BaHHe, CJJy>K6a B apMHH, pemCTpaUHH no MecTy

)KHTeJJbCTBa H T.11.), npaB0B0ro H M0paJJbH0-3TH4eCK0ro (JJOHJlbHOCTb

npocjJecc1111, OTCy-rCTBHe HeraTHBHblX 611orpacjJ114eCKHX 11aHHbIX, K0M­ npoMeTHPYIOWHX ll0CTYllK0B, CBHJeii H 11p.). OTCeHBaIOTCH OT 12 /10

70 % KaHJJHJJaTOB.

BT Op 0 ii 3 Ta 11 - MeJJHUHHCKHii OT6op (HBHa>I HJIH CKpblTaH

11aTOJJ0fHH, yrny6JJeHHOe HCCJ1eJJ0BaH11e 11CHXH4eCK0ii ccj)epbl). OTCeH­ BaIOTCH /10 15 % KaH/IHJJaTOB.

Tp e TH ii 3 Ta 11 - 11CHX0JI0fH4eCKHii OT6op, B peJyJJbTaTe K0TO­ **poro BhHIM5IIOTC51 TTCHXOITaTOJIOfttH H npoQ)ecCHOHaJlhHO Ba)K.Hhie Ka­ y:ecTBa.**

CJJO)KHaH 11pocjJecc11H, JJI06aH 11pocjJecc110HaJJbHaH 11eHTeJ1bH0CTb B 3KCTpeMa.JlbHhlX YCJJ0BHHX npe11110J1aran MHoroyp0BHeByIO CHCTeMy 11CHX0JI0rH4eCKHX H cjJH3HOJIOfH4eCKHX Tpe6osaH11ii K npocjJecc110Ha­ J1y. B CBH3H C 3THM 11p11 OT6ope 11epC0HaJJa K 11eiiCTBHHM B 3KCTpeMaJJb­

**HhIX yCJIOIHUIX MO)KHO BhI.UeJIHTh 0CH0BHhie n p O Q) e CC HO Ha JI b HO**

**Ba )K H bl e f p y TT IT bl Ka 4 e CT B CIT e UH** a JI **H CT OB.**

*</Ju3UOJlOWOeCKUe oco6eHHocmu* (COCTOHHHe cep11e4H0-C0CyJJHCTOii

**CHCTeMbI, oco6eHHOCTH BbICweH HepBHOH. .ueRTeJihHOCTH, onopHo­**

/lBHraTeJJhH0ro a11naparn H 11p.):

1. oco6eHHOCTH Bb!CWHX 11Cl1XH4eCKHX cjJyHKUHii (BHHMaHHe, 11a-

**MHTh, BOCnp1-rn:n1e, MhlWJieHtte);**

1. xapaK1epoJ1orn4ecK11e 4epTb1;
2. M0THBaUH0HHo-ueHH0CTHb1e oco6eHHOCTH.

OCHXOJIOrH4eCKHe pa3Jll14HH Me)l(Jly JIIOJjbMH M0ryT 6b!Th HaCTOJlb­

**KO 3Ha4HTeJibHhlMH, l.J.TO HeKOTOPhie JHOlIH HeCMOTP51 Ha .IJ,OCT3T04HOe**

**3.UOpOBbe H aKTHBHOe CTpeMJieHtte OMa.UeTh onpe.ueJieHHOH. .ueRTeJlb­** H0CTblO He Mory-r JJ0CTHrHyTb Heo6XOJJHMOro M11HHMyMa 11pocjJecc110- HaJJbH0rD Macrepcrna JjJIH pa60Tbl B 3KCTpeMaJJbHhIX YCJJ0BHHX. O11b1T **TTOKa3bIBaeT, 4TO cneuwa.i1ttCThl, He 06J1a,ua10wtte .IJ,0CTaT04HhIMH cno­ co6Hocn1MH K pa6oTe B 3KCTpeMaJlhHhIX yCJIOBHHX, He TOJihKO 3Ha4H­** TeJJbH0 Jl0JlbWe 11pyrnx 11 C 60JJbWHMH TpyJJH0CTHMl1 0BJJaJJeBaIOT 3Tl1M

**BH.[IOM lle51TeJibHOCTH, HO H pa6oTaIOT Xy)Ke llpyrttX, 4awe .IJ,OnycKaIOT**

ow116K11 H 11pocYeTbl H HeHaJJe>KHbl B pa6oTe.

Op11 BCeM MHoroo6pa3Hl1 K0M11J1eKC0B 11pocjJecc110HaJibHO Ba>KHhIX **Ka4eCTB, MO)KHO yKa3hIBaTh P5Ul J1114HOCTHbIX Ka4eCTB, BhlCTynaIOwttx** KaK 11pocjJecc110HaJibHO Ba>KHble JjJIH JJI06oro BHJja TPYJJ0B0ii JJeHTeJlb­ **HOCTH (nOJIO)KJ1TeJ1hHaJI MOTHBaUtt51 K .IJ,eJITeJihHOCTH, npttH51THe OT­**

BeTCTBeHH0CTH, CaM0K0HTp0JJb, yMeH11e 11eJ1aTb 11pocjJecc110HaJJbHYIO CaMooueHKy) H c11eu11cjJ114eCKl1X, xapaKTepHbIX JjJI}! 3KCTpeMaJibHblX **YCJIOBHl1 (3MOUHOHaJI.hHm1 yCTOl14HBOCTh, Ha,ue)KHOCTh, OTTTHMaJI.bHbil1** ypoBeHb TpeB0>KH0CTJ1, HH3K11ii ypoBeHb Ha11pH>KeHH0CT11 11 J1a611J1b-

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H0CTI-!, BblC0Kttti ypoBeHb 3KCTpasepTttposaHH0CTl1, pa3yMH0e 0TH0- weHl1e K pl1CKY 11 T./1.).

Oco6eHHO CJ1e11yeT BbIJieJJl1Tb 3M0U110HaJJbHYIO ycTOti'-111B0CTb, K0-

rnpall n03B0JJlleT 6oJJee 3cj:,cj:,eKTl1BHO cnpaBl1TbCll co CTpeccoM, yse­ peHH0 11 XJlaJIH0Kp0BH0 np11MeHl!Tb ycsoeHHbie HaBblKl1, np11H11MaTb a11eKBaTHble peweHl1ll B o6CTaHOBKe 11e¢,11u11rn BpeMeHtt. YcTOH'll1Bble **K CTpeccy JIIO,IU1 xapaKTepl13YJOTC51 KaK aKTHBHbie, He HMTIYJibCHBHhie,** HaCT0H'-111Bbie B npeo110J1eHl1l1 TPYJIH0CTeti. 3MOUl10HaJJbHO HeycTOti­ **lfl1Bhie JIIO,IU1 3fOUeHTPl14Hbl, neCCHMHCTl14Hbl, pa3npa)l(J-fTeJibHbI,** B0Cnp11Hl1MaIOT 0KpyJKaIOWYIO cpe11y KaK BpalK/le6HyIO 11 11MeIOT CKJI0H­ **HOCTb aKUeHTHpOBaThCH Ha pa3npa)l(l1TeJrnX, CB513aHHblX C orraCHO­** CTblO. 3MOUl10HaJJbHall ycTOti'-111B0CTb M0JKeT 661Tb o6ycJJOBJJeHa M0TI1-

Bau11eti 11 yp0BHeM npttrn3aH11ti Ha Jl0CT11JKeH11e BblC0Kl1X pe3YJlbTa­ **TOB, aneKBaTHOH D.Jll1TeJibHOCTbfO l1 rJiy6HHOH 3MOUHOH3JlbHOro rre­** pelKl1BaHl1ll, cnoco6HOCTblO TpaHc¢,opM11poBaTb 3M0Ul111 B n0JJ0JKl1- **TeJibHhie.**

BalKHYIO p0JJb B npocj:,ecc110HaJJbH0ti 11e>1TeJ1bH0CTl1 11rpaeT CaM0-

**oueHKa. Ee He3,lleKBaTHOCTb yMeHblllaeT H3,lle)l(H0CTb pa60Tbl B HeCTaH-** 11aPTHbIX ycJJ0Bl1llX. noss,weHHall caMooueHKa nop0lK/laeT CKJJ0HH0CTb K p11CKy.

**BbICOKO TpeBO)l(Hbie JIIO,IU1 6oJiee 4YBCTBHTeJibHbl K 3M0Ul10H3Jlb­**

H0MY CTpeccy, C TPYJI0M Bb!X0JlllT 113 3TOro C0CTOllH11ll, Ha6JJIOJialOTCll 3M0Ul10HaJJbHbie HapyweHl1ll HeBp0Tl1'-leCK0ro xapaKTepa. TpeBOJKHOCTb o6ycJJOBJll1BaeT p11CK 3a6oJJeBaHl1ll HeBp030M. MeHee TPeB0JKHble 6bICT­ pee a11anT11pyIOTCll B 3KCTpeMaJJbHb!X yCJJ0Bl1llX. Ll,JJll Bb!C0K0 TpeB0JK­

**HblX moneH xapaKTepHa pHrH,IlHOCTb JH14HOCTHbIX KaLJeCTB 11 TICHXl1-**

**4eCKHX (pyHKUHti, 3aTpynHeHHe couHaJibHblX KOHTaKTOB, 4TO CHH)l(a­**

**eT 3,llarnaumo.**

Oco6eHHOCTl1 Hei1po1111HaMl1Kl1 11 HeK0T0ps,e CB0ticrna TeMnepa­ **MeHTa OK33bIB3fOTC51 3H34HTeJibHbIMH BO MHOrHX BHnax npo(peccHo­ HaJibHOH neHTeJihHOCTH B 3KCTpeM3JlbHbIX ycJIOBl151X. YcTaHOBJieHO, 4TO HCTihITYeMbie C CHJibHOH HepBHOH CHCTeMoH HMeIOT 60JiblllYIO CKJIOH­**

H0CTb K Hanpl!JKeHH0ti 11e>1TeJ1bH0CTl1. CoCTOllHl1e 11onyCTl1MblX CTPeC­ C0BbIX Harpy30K B 3KCTpeMaJJbHblX ycJJ0B11llX yxy11waeT 11ei1CTBl1ll JIHU **co CJia6oH HepBHOH CHCTeMoH l1 He OK83b!BaeT BJ1l151Hl151 Ha crreu11a­ JIHCTOB C CHJibHOH HepBHOl1 CHCTeMOl1.**

npocj:,ecc110HaJJbHO BalKHb!e nCl1X0JI0rl1'-leCKl1e Ka'-!ecrna - C0B0-

**KyTIHOCTb J1l14HOCTHbIX, TICHXOJIOfl14eCKHX, TTCHXO(pH3110JIOfl14eCKHX**

11 aHTpon0MeTpl1'-leCKl1X CB0tiCTB 11HJil1Bl1Jia, o6ecne'-111BaIOWl1X BblC0- KYIO sep0llTH0CTb ycneWH0CTl1 ero npocj:,ecc110HaJJbH0ro CTaH0BJJeHl1ll **l1 ne51TeJibHOCTH.**

Ll,JJll pa60Tbl B 3KCTpeMaJJbHbIX yCJJ0Bl1llX BaJKH0 onpe11eJ111Tb, llB­ JllleTCll '-leJJ0BeK 11HTP0BepTOM HJll1 3KCTpaBepTOM. 3KCTpasepTbl no11- BepJKeHbl yCTaJJ0CTl1 np11 orpaHl1'-leHl111 K0HTaKTOB 11 np11 OJIH006pa- 31111 pa60Tbl. OHl1 11MelOT TeHJieHl111IO K CnJJ0'-leHl1IO, n0JlJlepJKKe, 60JJb­ weti BblH0CJll1B0CTl1 11 0nT11Ml13MY, 6bICTpetiweMy pear11poBaHl1IO Ha

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l13MeH!1BW!1eCH ycJJOBl1H l1 Cl1Tyaumo. no3TOMY, Ha rrepBbIH B3fJUl)l, **llJUl 60JibWJ1HCTBa 3KCTpeMaJibHbIX C11Tyau11H, KOTOpbIM CBOHCTBeH JlH­** HaM!13M, 6oJJee IT0)lXO)ll1T 3KCTpasepT!18HbIH Tl1Il JIW!HOCT!1 (T.e. op11-

eHT!1pOBaHHblH Ha OKpy)KeH11e). OnHaKO l1CCJJe)loBaH!1H ITOKa3aJJl1, 'ITO

rrpouecc pea.uamau1111 K ycJJOBl1llM Ml1PHOH )KJ13HI-I JIY'IWe rrpOXO)ll1T y l1HTPOBepTl1POBaHHOfO T!1Ila Jll1'IHOCT!1 [23]. OH!1 6b1CTpee BOCCTa­

**HaBJIHBalOT CBOH cfnnw--1eCKJ1e 11 TTCHXOJIOfHY.ecKHe CHJlbl. Ee3yCJIOBHO**

3TOT cpaKTOP CJJenyeT Y'!l1TbJBaTb l1 peKOMeH)lOBaTb )lJlll pa60Tbl B 3K­ CTpeMaJJbHblX ycJJOB!1HX Jll1UaM, y KOTOPbIX l1HTP0-3KCTpasepcl1H rrpcn­ CTaBJJeHa B IlCl1XOJJOfl-l'!eCKOH xapaKTep!1CTl1Ke paBHOMepHO.

B 3KCTpeMaJJbHOii CJ1Tyau1111 Tpe60BaH!1SI K OT)leJJbHbIM ITC!1Xl1'!e­

**CKJ1M CBOHCTBaM Y.eJIOBeKa pe3KO TTOBbilllalOTCH, np11 3TOM MHOr11e**

MeXaH!13Mbl KOMITeHcau1111 He cpa6aTbJBaIOT. no3TOMY Tpe6yeTCH Oil­ pe)leJJ!1Tb Kpl1Tep1111 IlCl1XOJJOfl1'!eCKOii rrp11rO)lHOCT!1 pa60Tbl crreu11a­ **JU1CTOB B 3KCTpeMaJlbHblX YCJIOBJUlX.**

npocpecc11orpacp11'IeCKl1H aHaJJl13 nesiTeJJbHOCTl1, l13Y'leH!1e OilbITa

**11 MaTepttaJIOB TTCJ1XOJIOfJ14eCKJ1X 06c11e110BaH11H HeKOTOPbIX cneu1rn­**

Jll1CTOB'. rro)KapHbIX, M 4C, crreu11aJJbHbIX rronpa3)leJJeH!1H MJ1JJ11u1111 11 <llC6 - IT03BOJJHeT rrocTpo11Tb rrpocpecc11orpacp11'!ecK11ii rropTPeT 11

**MOJleJib npoQ)eCCHOHaJlbHO BcDKHblX TTCHXOJIOfH'--leCKHX KaY.eCTB cneu11-**

aJJl1CTa, pa6oTa KOTOporo rrpOXO)ll1T B 3KCTpeMaJJbHbIX YCJJOB!1SIX. YCTaHOBJJeHO, 'ITO rrpOcpl1JJb Jll1'IHOCT!1 rrpocpecc110HaJJbHO ycrrew­

**HbIX B 3KCTpeMaJlbHblX ycJIOBJUlX nesneJibHOCTH cneUJHUlHCTOB no Tee­** TY **MMPI** (orrpoCHMK M11HHecoTcKoro MHOroMepHoro JJJ1'!Hocrnoro rrepe'!HH) crna>I<eHHblH. OnHaKO rrpenrrO'!TeH11e OT)laeTCH KaH11J1)laTaM, B rrpocp!1JJHX KOTOpb!X !1MeIOTCH IlOBbIWeHHbie IlOKa3aTeJJ!1 ITO WKaJJe 9 ( «fl1IlOMaH!1ll»), TaKKaK 3Tl1 JJIO)ll1 6b!CTpee anarrT11pyIOTCSI K ycJJOB!1-

**HM CJiy)K6bI, 11erl.fe nepeHOCHT ntrOTbl J1 JlHllleHJUl, cmnaHHble C He­**

CTaHJlaPTHb!Ml1, a rropoii 11 'lpe3BWrniiHhIMl1 ycJJOB!1HMl1 pa60Tbl. KaH- **111111aThI C TTOBbillleHHblMH TT0Ka3aTeJHI.MH no lllKaJie 9 aKTHBHbl, neH­ TeJlbHbl, 3Hepr111--IHbI J1 )l(J13HepauocTHbl, mo6HT pa6oTy C 4aCTOti: CMe­ HOti: ee YCJIOBHH, OXOTHO KOHTaKTHPYlOT c JllOJlbMH, Y.TO cnoco6-**

CTByeT ycrreWHOCT!1 l1X rrpocpecc110HaJJbHOro o6y'!eH!1ll l1 )leSITeJJb­

**HOCTH.**

npocpeCC!10HaJJbHO HeycrreWHbJe crreu11aJJJ1CTbl B 3KCTpeMaJJbHOH CI-ITYaU!1!1 rrpOSIBJJSIIOT K0Hcp0pM!13M l1 l13Jll1WHIOIO !13611paTeJJbHOCTb

B KOHTaKTaX. npocpl1JJb rrpocpeCC!10HaJJbHO HeyCTOH'll1BblX Jll-l'IHOCTeii **CBJ1.UeTeJ1bCTByeT O npeo611a,uaHJ1J1 B HX TTOBe)leHJ1J1 J1MTTYJibCJ1BHOCTJ1 J1 arpeCCJ1BHOCTJ1, Y.TO OCJIO)KHHeT Me)l(J]J1llHOCTHhle KOHTaKTbJ B KOJl­ JieKTHBe J1 HBJI}leTCH HCTOY.HHKOM KOHQ)JIHKTOB np11 o6weHJ1J1 C KOJ1-** JJeraM!1 l1 B oco6eHHOCTl1 C PYKOB0Jl!1TeJJSIMl1. 3MOU!10HaJJbHblH cpOH

npocpeCC!10HaJJbHO HeycrreWHblX crreu11aJJJ1 TOB IlOBbJWeH, B l1X neii­

CTBI-IHX OTCYTCTByeT peryJJllU!1SI IT0Be)leH!1H.

no CT!1JJIO Me)KJ]l1'!HOCTHOro Il0Be)leH!1ll rrpocpeCC!10H3.,%HO ycrrew­ Hbie COTPYJlHl1Kl1, B OTJJ!1'!!1e OT HeycrreWHblX, B CJ1Tyau1111 KOHcpJJ!1K­ Ta rrpOSIBJJHIOT OTBeTCTBeHHOCTb, CTpeMJJeH!1e K COTPYJlH!1'leCTBY l1

23

cnoco6HOCTb CJieJIOB3Tb 33 JIHJiepoM, BHHM3TeJibHbI K MeJIO43M H ne­

penposepKe cnenaHHOro.

no nmy pearnpOB3H11ll Ha Cl1TY3lll1!0, pernaMeHrnpyeMy!O COU11- 3JlbHblMl1 yCT3HOBK3Ml1 (HopMbl, npas11J1a, yK333Hllll), npo<peCCIIO­ HaJibHO ycnCWHbie cneUHaJIHCTbI npmIBJHllOT TeHJieHUHlO K C3MO3H3- JIH3Y, BbICOKYlO 4YBCTBHTeJibHOCTb H3 B03JieHCTBHe cpeJibl.

npo<pecc110113JlbHO HeycneWHbie npoHBJlll!OT 11H1111B1111Y3JlhHOCTb 11

cy6beKTHBH3M, CKJIOHHbI K HapyweHHlO JIHCUHTIJlHHbI.

PeaKUHH H3 CTpecc y HeycneWHbIX cneUHaJIHCTOB OTJIH43eTCH He- 11pe11cKa3yeMOCTb!O, onoport H3 11HTY11Ull!O. no MexaHl13MY 33WIITbl OT CTpecca OHH .U3lOT co6CTBeHHOe o6bHCHeHHe CHTy3UHH, He COBTI3-

.U3l0lll,ee C npH3H3HHbIM. YcneWHbie o6bHCHHfOT .ueTaJIH, eCJIH HY)K\_HO CY)K3lOT .UH3TI33OH aKTHBHOCTH.

YcneWHbie BHHM3TeJibHbI K MeJIO43M H nepenposepKe c.ueJI3HHO­

ro; HeycneWHbie - **K** 0606weHl1llM. YcneWHble CKJIOHHbl **K** 6eCKOH<p­ JlHKTHOMY cocymccTBOB3HHfO, K H36e)l(.3HHlO CTpeccoB, K co6JilOJie­ HHlO MOpaJibHO-Hp3BCTBeHHbIX HOPM nose.ueHHH. HeycneWHbie - K HHJIHBH.UYaJIH3My H He33BHCHMOCTH.

YcneWHbIC H HeycneWHblC cneUHaJIHCTbl HMelOT p33Hbie TIOTJ)e6-

HOCTH H MOTHBbI nose.uernrn. YcneWHbie s 6onbweti: CTeneHH opHeH­ THpOB3Hbl H3 11eno, Ha OKpy)l(.eHHe, Tor.ua K3K HCycneWHble B 6oJib­ weti CTeneHH optteHTHpOB3Hbl H3 BbJ)leJieHHe csoeH poJIH B ,uene, H3 (j)opMaJlbHhie TIOK333TeJIII, BHeWHlle 3Tp116YTbI 11e>1TeJ1hHOCTl1.

B 3KCTpeM3.JlbHbIX YCJIOBHHX HeraTHBHbie oco6eHHOCTH Heycnew­ HblX npoHBJIHlOTCH CHJlbHee, a TIOJIO)l(.HTeJibHbJe ocna6JIHlOTCH. Y yc­

neWHblX, Hao6opoT, YCHJIHB3eTCH caMOKOHTPOJib, c,uep)K3HHOCTb, oc­ TOpO)l(.HOCTb, CHH)l(.3eTCH H3JIHWHHH aKTHBHOCTb. 3H34HTeJibHblH npo­

ueHT HeycneWHblX cneuttanHCTOB YBOJlbHHlOT 33 TibHHCTBO, Hapywe­

HHH.UHCUHTTJIHHbl, HeHCTIOJlHHTeJibHOCTb.

B c11eu11aJibHhIX no11pa311eneHIIHX **OMOH** (0Tp>111a M11n11u1111 oco- 6oro Ha3HaseH11>1) 11 **OMCH** (oTplllla Ml1JIHUl111 cneu11aJihHoro Ha-

3Ha4eHHH), npe.UbHBJIHlOIUHX BblCOKHe Tpe6oB3HHH K CKOpOCTHblM H

3MOUHOHaJlbHO-BOJieBblM Ka4eCTB3M K3H.UH.U3TOB, p33pa6oT3H TICH­

xoQ)H3HOJIOfH4eCKHH acneKT TICHXOJIOfH4eCKOfO OT6opa, H3TipaBJieH­ Hblti H3 H3MepeHHe Q)H3H4eCKOti BblHOCJIHBOCTH, 6bICTpOTbl H K34e­ CTBa peaKuHH Ha BHeWHHe 803.UeHCTBHH, xapaKTepttCTHK BHHM3HHH, 3MOUHOHaJlbHOti ycToti4HBOCTH H .upyrttx K34eCTB, CBH33HHblX C oc­ HOBHblMH CBOti:CTB3M H M bIWe4HOi-i, HepBHOH H cepne4HO-COCY.UHCTOti:

CHCTeM. llaHHbIH BHJI OT6opa npOXO,ilHT JIHUa C Bblpa)l(.eHHbIMH cneu11-

<p11seCKl1Ml1 sepT3MII xap3KTepa: TIOBbIWeHHbIM MyCKYJI11Hll3MOM, arpec­ CHBHOCTblO, Bonett, 3MOUHOHaJlbHOti YCTOti4HBOCTbfO, Ha,ue)l(.HOCTblO, OTITHMaJibHblM yposHeM TpeBO)l(.HOCTH, HH3KHM ypoBHeM HanpH)l(.eH­ HOCTH H na6HJlbHOCTH. Y 3TOH KaTeropHH JIHU .UOCT3TO4HO 43CTO Bbl­

COKO BbipaJKeH TIOK333TeJib no WK3Jle 4 TeCTa **M MP!** («TICl1XOTI3Tllll>>).

YcT3HOBJieHo, 4TO y scex ycneWHO OT6ttpaeMbIX B cneuHaJibHbie

no11pa311eneH11>1 K3H1111113TOB WKaJia 9, a y 70 % - WKaJia 4 pacnona-

## 24

raeTCll, KaK npamrno, Bb!WC cpe11Hett BeJJl1Yl1Hbl (60JJbWe 50 6aJJJJOB). np11 3TOM WKaJlbl 9 11Jll1 4 pacnoJJaralOTCll Ha nepBbIX nO311Ul1llX B UCJJOM B 90 % c,"yyaeB (rn6JJ. I), np11YeM UJKa.na 9 pacnoJJaracTCll Ha nepBbIX nO311U11lIX B 30 %, a WKaJJa 4 - B 60 % CJJyyaeB.

8 JBylfeHHblX npoct:nurnx K3HllH.Il3TOB B cneUJ13.JlbHble no.upa3.ueJie­

HHH 1-1a116onee npe.ucT3BHTCJibHblMH 51BJHllOTC51 COY:eTaHJHI: WK3Jlbl 9 H

4 (10 % CJJy'!aeB) 11411 9 (40 %). CXOlK!1e pe3yJJhT3Tbl 6blJll1 noJJyqeHbl

s 11ccJ1e11OBaH11>Ix **H. 8.** AH!lpeeBa I3] 11 **8. M.** MeJ1bH11Kosa II 4].

CJ1e11yeT OTMCTl1Th, 'ITO B llaJJbHeiiweM B npouecce npocpecc110- H3JlbHOl1 3KCTpeM3JlbH0-TTCHXOJIOfHY:eCKOH TTO,IlfOTOBKH .IlOMJ1J-1HpOBa­

HHe WK3Jlbl 4 yMeHhwaeTCH. Bo MHOrOM 3TO CB513aHO C pa3BHTHeM

TaKl1X '!epT xapaKTepa, KaK caMOKOHTpOJJb, C3MOOUeHKa, caMOKp11-

TJP·IHOCTb.

nc11XOJ10f11yeCKOe O6CJJC/lOBaH11e nepe11 OTnpaBJ1eH11eM pa6OTHl1- KOB B 30Hbl l!pe3Bblllal1Hb!X npOHCWeCTBHl1, a TaK)Ke npH npHeMe Ha CJJy)l(6y B OTPllllbl cneumL%HOro H33H3'1eH11ll 'i3WC Beem ocywecrn­ JI51eTC51 B neHTpax TTCHX0.IU13rHOCTHKH C HCTTOJib30B3HHeM pa3JB1Y.Horo

Ha6opa MCTO/ll1K 11 TeCTOB, B cneu11aJJbHO o6opyllOBaHHblX noMewe­ HHHX H, KaK npaBHJIO, B nepBOit TTOJIOBHHe .IlH51.

nepe11 TecrnpoBatt11eM y 06cJ1e11yeMb1x 3aMep>IeTcll 11asJ1eH11e, on­ pe11eJJ>IeTcll COCTOllHl1e cep11eYHO-cocy1111crnii Cl1CTeMbl (3J1eKTpOKap-

1111orpacp11l1 - **3Kr)** 11 nposep>IeTCll, H3CKOJlbKO OH IlOJIHOUeHHO OT­

llOXHyJI. TeCTbl BblTTOJIH51lOTC51 Ka)KJlblM HH.IU1BHllY3JlbHO, HO TeCTHPO­

BaH11e MO)l(eT npOBO/ll1TbCll B rpynne. **8**6OJJbW11HCTBe CJJyyaeB llJlll Te­

CTHponaHHSl KaH.II.11.uaTOB B cneUHaJibHbJe no.upa3.ueneHJHI HCTIOJlb3Y­ IOT c.ne.uy10WJ1C MCTO.IlJ1KJ1.

Ta6J111ua

**flpe)lCTaBJienuocTb OCHOBHblX THROB npocJmJJeH no MeTO!l;HKe MMPI**

y **Ka1111; aTOB B cneuaaJJ&Hble no.npa3.LJ;eJJenu» oprauoa BHyTpeHHHX** n.eJJ

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kai-eroptt  06cJ1e11yeMblX |  |  | Kon | 11po¢11.rrn (u %): *n* = 270 | | | |  |  |
| :,;  *°*:*'*,; ==  "" =  C  '3 *V*"  ="= '=  " *V*  0 0.  C u  0 "'3  0  =u :,;  "- = | :,;  ''"3' ==  X =  ="u ,.;  ="= ,"=  "  0 0.  C u  0 "  0 '3  =u :,;  "- = | :X,;  =0.  0"  .,=",.  *°*= X  :*'*,; ="  ::a "=  :"3 0"  0 | =  *°*:*'*,;  ;j  :"3 | ,=  =C  >,  0.  'u"  *°*=*'*  ;j  :"3 | *°'*  .,=,.  :,;  ;j  :'3"' | ,=  =  "0.'  .,u,.  =s  C  :"3 | X  :,;  C".  ==  .,,.  =  =C  *°'* X  :,; =  a "=  :"3 "g | .,,.  =  *°*a*'*  "'3  ="=  =C *°*=*'*  u.,,.  u = |
| KaHilHllaTbl, OT06- paHHbie B cneunon.- pa3neJ1eHHH | 100 | 70 | 10 |  | 20 | 40 | 20 | 90 | 50 |

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1. MHorocTOpOHHCC HCCJIC/!OBaHHC JIH'IHOCTH (BapHaHThl **<l>.** E. Ee­ pe3HHa, M. n. MHpOWHHKOBa ],!JI],! Jl. H.Co6<JHK).
2. 11CCJIC/!OBaHHC JIWIHOCTH no Att3CHKy.

O6CJIC/!OBaHHC H paC'ICT CTCTICHH npocpeccHOHaJJhHOH TIPHfO/!HO­

CTH 0/!HOro KaH/!H/laTa 3aHHMaCT /IO 2 '!aCOB.

CrnHnapTH30BaHHhlH MHOro<paKTOPHhlH MCT0/1 HCCJIC/!OBaHHH TICH­ XOQ)H3HOJ10rl1'!CCKHX Ka'ICCTB JIH'!HOCTH **CMl1Jl,** sapHaHT MCTO/!HKH **MMPl** EepC3HHa COCTOHT ],13 377 yrnep)l(JlCHHH, Co6'1HK - ],13 566

yTBCplKJlCHHH, KOTOpblC MCTiblTYCMhlC OTIPC/!CJIHIOT BCpHhlMl1 HJIH HC­

BepHblMH. MeTO/!HKH coneplKaT 10 OCHOBHhlX H 3 OUCHO'IHhlX WKaJJhl. Ha OCHOBC o6pa60TKH pe3yJ1hTaTOB CTp011TCH npOQ)HJlh JIH'IHOCTH.

MeT0/!11Ka HCCJIC/!OBaHHH CBOHCTB JIH'IHOCTH no Ati3CHKY conep­ lKHT 57 sonpOCOB, 24 113 KOTOpbtX HanpaBJJCHhl Ha Bh!HBJICHHC 3KCTPa­ sepCl1H- 11HTPOBCpC11H, 24 - Ha OUCHKY 3MOUH0HaJJhHOH crn6HJlb­ HOCTH - HCCTa6HJlhHOCTH (HeHpOTH3Ma), 9 - Ha OUCHKY HCKPCHHO­ CTH o6CJIC/!YCMOro, ero OTHOWCHHH K o6CJIC/!OBaHHIO ],! /!OCTOBCpHOC­ Tl1 pe3yJlhTaTOB. TTpH 3TOM TIO/! 3KCTpasepCHCH TIOHHMaCTCH KOHTaKT

C /!CHCTBHTCJlhHOCThlO, TIO/! l1HTPOBepc11ei,i - o6paweHHOCTb B ce6H,

**33MKHYTOCTb, nira K HOBblM BTTClJ.aTJICHHHM, non HeH.pOTl13MOM** -

3MOUl10HaJJbHaH HCyCTOH'IHBOCTh, TPCBOJKHOCTh.

TaKHM o6pa30M, nporH03HpOBaHHC npocpecCHOHaJJhHOH npHr0/1-

**HOCTH KaH11111:iaTa K lICHTCJlhHOCTH B 3KCTJ)CMaJibHhlX YCJIOBHHX npOB0-**

/!11TCH no 11HTCrpaJJbHOMy TIOKa3aTCJIIO, BKJIIO<JatoweMy B ce6H 7 KO­ JIH'!CCTBCHHhlX BCJIH'IHH /!Byx TICHXl1'!CCKl1X TCCTOB **MM Pf** H Ati3CHKa - **5 WK3J1, TecTa MM Pl : <(F>>, <<b>, <<2**►**>, <<4>>, <<8**►**> 11 lllKaJlhI 3KCTpanep­**

**c1111 11 <iHeHponnMa>> TCCTa Ati3CHKa.**

KpHTCpHCM rum 3a'IHCJICHHH KaH/!H/laTa HBJIHCTCH noKa3aTCJlh yc­

TICWHOCTH, KOTOphtii Bhl'!l1CJIHCTCH no cpopMyJle

*y* -0,046x, + 0 ,0 5 3x 2 + 0 , 0 8 7x 3 - 0, l x 4 - 0, 0 27 x 5 +

+ 0 , 17 l x 6 + 0 , 15x 7- 0,806,

rne *y* - noKa3aTCJlh ycnewHOCTH; x1 - 6anJ1hI no WKaJJC **F (MMPI);** X2 - **63J1Jlbl no WKaJIC 1;** X3 - **no lllKaJIC 2;** *X4* - **no WKaJIC 4;** *X5* - **no WKaJIC 8;** x6 - **no WKaJIC 3KCTpaBepCHH Ati3CHKa;** *X7* - **no WKaJIC**

**HeHpoTH3Ma AibeHKa.**

EcJIH B pe3yJlhTaTC TCCTHposaHHH KaH/111/laT Ha6HpaeT 60J1ee (+1,58) 6aJIJIOB, TO c 95%-HOH BepOHTHOCThlO OH npHfO/!CH, CCJIII MCHhWC (-0,92), TO He np11roneH.

EcJ111 KaHJ111/laT Ha6HpaeT KOJIH'!CCTBO 6anJIOB MClKJlY 3THMH TIOKa-

**3aTCJIHMH, TO ero MO)KHO 0THCCTl1 K rpynne pHcKa HJH1 pe3epsa H**

11CTIOJlh30BaTb TOJlhKO B Kpati.HHX CJIY'JaHX, Korna HCT npyrnx sapHaH­

TOB.

B Ka'!CCTBC /!OTIOJIHHTCJlhHhlX TCCTOB np11 OT6ope cneu11an11CTOB K

**3KCTPCM3J1hHblM yCJIOBHHM neHTCJlbHOCTH YaCTO HCTTOJ1b3YIOT MCTO)U1-**

KY MHOrocpaKTOpHorq HCCJIC/!OBaHHH JIH'IHOCTH P. KeTCJIJla, uBCTOBOi,i TCCT Jltowepa, MCTO/!HKY /!HarHOCTl1Kl1 HCpBHO-TICHXH'ICCKOH YCTOH-

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**Yl1BOCTl1 <<TTporH03>>, TeCT n11arHOCTl1Kl1 Me)l(Jll1YHOCTHbIX OTHOWeH11l1**

T.Jl11p11, nporpeCCIIBHble MaTpllUbl PaseHa IIJlll KpaTKIIM OT6opo4- Hb!M TeCT yMcTBeHHhIX cnoco611ocTeii **(KOT).**

Mern1111Ka MHOroq,aKTOpHoro IICCJ1e/10BaHIIH Jl114H0CTII P. KeTeJl­ JJa IIMeeT I 6 (jJaKT0p0B, ITO K0T0pblM CTP0IITCH ITP0QJIIJlb Jlll4H0CTII, II

4 (jJaKTopa BToporo nopH11Ka.

UBeTOBOM TeCT Jl10wepa 0CH0BaH Ha IIHTepnpeTaUIIII 4 0CH0BHblX

**11 4 .UO0OJIHJ1TeJJbHbIX UBeTOB. OcHOBHbIMl1 UBeTaM11 CYl1TalOTCH Cl1- H11H, Cl1He-3eJieHbIH, opaH)KeBO-KpaCHbIH, CBeTJIO-)l(eJJTbIH. )],ono11-** Hl1TeJ1bllb!MH: QJII0JleT0Bb!M, K0pll4HeBblM, 4epHb[M, HyJJeBoii ( cepblii).

**OHl1 C11MBOJJ11311PYIOT HeraTl1BHh1e TeH.ueHu1111: TpeBO)KHOCTb, CTpecc,**

nepe,1rnsa1111e CTpaxa, orop4cH11H. no noJ1Y4eHHhIM pe3yJJhTaTaM co­ **cTaBJrneTcH Ta6J111ua, no KOTOpoH onpe.ueJJHlOTCH COCTOHH11H KaHJJ,l1-** 11arn II ypoBeHb ero KOHQ)JlllKTHOCTII.

**)],JJH n11arHOCTl1Kl1 HepBHo-nc11x11YeCKOH ycToHY11BOCTl1, pHCKa** 11e3a11amau1111 B CTpecce llCIT0Jlh3YIOT MeT0)1IIKY, pa3pa6oTaHHYIO CaHKT-TTeTep6yprCKOii B0eHH0-Me)1IIUIIHCKOM aKa,11eM11eii, IT0/1 Ha-

3sa1111eM «TTporH03». Otta C0CTOIIT 113 84 B0ITp0C0B.

**)],JJH .u11arHOCTJ1KH Me)KJ111YHOCTHbIX OTHOWeH11H, KaK npaBl1Jl0,**

11cITOJ1b3YIOT TecT )],MO (T.Jl11p11). TToJJy4eHHbie xapaKTep11cT11K1111a10T B03M0lKH0CTb no1106paTb K0MaH11y no ITCIIXOJ10rll4eCK0ii C0BMeCTII­

**MOCTl1 11 BKJIIOYalOT 8 WKaJI.**

1. BJJaCTHbiii - J111Jl11py10w11ii.
2. He3aBIICIIMbli-i - /10MIIH11py10w11ii.
3. TTpHMOJll!HeiiHh[M - arpeCCIIBHblii.
4. He11osep411Bhiii- cKem114eCK11ii.
5. TT0Kop11h1ii - 3aCTeH411Bh1ii.
6. 3aBIICIIMblM - IT0CJJYWHblM.
7. COTpy1111114a10w11ii - K0HBeHUII0HMbHblii.
8. OrneTCTBeHHhli-i - seJ111K0/1YWHhiii.

**no pe3yJJbTaTaM TeCT11pOBaH11H C0CTaBJIHlOTCH 3aKJ110YeH11H Ha** Ka)K-

11oro IICITbITYeMoro.

L\JJH onpe11eJ1eH11H IIHTeJJJJeKTa KaH)111JlaTOB ITpllMeHHIOT nporpec­ CIIBHble MaTpllUbl PaseHa. CTIIMYJlbHblM MaTep11M C0CTOIIT 113 60 MaT­

pllU IIJlll KOMIT0311UIIM C nponyweHHblM 3JleMeHT0M. 3a11a1111H pa311e­ JlCHbl 11a 5 cep11ii ITO 12 0/1H0TIIITHblX ITO CJl0lKH0CTII MaTpllU B Ka)l()1oii

cep1111. T py1111ocTb 33,11a1111H B03pacTaeT OT cep1111 K cep1111. Ka)l()1oe sep­ **Hoe peWeHtte oueH11BaeTCH B I 6aJIJJ 11 3areM, B 3aBl1C11MOCTl1 OT B03-** pacTa II CJl0lKH0CTII, nepeB0/1IITCH B IQ IToKa3aTeJlb.

l111oma np11MeHHIOT TeCT KOT - KpaTK11i-i oT6opo4Hhrii recT yM­ CTBeHHblx cnoco611ocTeii (50 33,11a1111ii, K0T0pb!e pewaIOTCH ITpll orpa- 11114e111111 BpeMeHII /10 15 MIIHYT)-

B npaKTIIKe OT6opa nepc0HaJJa )1JlH 11eHCTBIIM B 3KCTpeMaJJbHblX YCJJ0BIIHX cywecrnyIOT cneullMbHb[e KaTerop1111 rpynn p11cKa. 8 0TpH­

**.Uhl HJil1 no.upa3JJ,eJieH11H D)l}I nel1CTBl1H B 3KCTpeMaJlbHbIX YCJJOB11HX 11X BKJIIOYaTb He peKOMeHJJ,yeTCH.**

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fpynnhl pMCKa no11pa111eJ1l!IOTCll Ha Ce Mb Ka Te r Op J,J ii.

1-H Ka Te ropMH. noKa3aTeJ11-t **MMPI** - nMKM npocjJMJlll 6onee 70 6MJ10B'.

* llOMHHttpOB3Htte 2-H, 7-H, 8-H WKaJI B CO'-leTaHIHt C HH3KHM

ypoBHeM lllKaJihJ K;

* nHKH no 4-i-i, 6-ii, 8-ii, 9-ii lllKMaM KaK H30Jl],JPOBaHHble, TaK 1-t B Jll060M COYeTaHHH, oco6eHHO npM HM3KO pacnonolKeHHOii 7-ii

llJKaJie;

* nHKH no 2-ii 1-t 4-ii lllKMaM npH HH3KO pacnOJ1olKeHHOii 9-ii

WKaJie;

* nnarn 7-ii 1-t 8-ii lllKM Ha YPOBHe 70 6MJ10B 1-t 6onee;
* J1106oe nOBhJllleH1-te npocjJ1-tJ1H **MMPI** Bh!llle 80 63JlJloB;
* He11ocrn0epHble pe1ynhTaTbl no MMPI npM noBTOpHOM TeCTMpo-

BaHIHt.

2-ll KaTe r Op 1-t ll. Pe3yJlhT3Tbl no MeTOJlHKe «nporpecCHBHble MaT­ pHUbl PaBeHa» HJ-tlKe 28 63JlJlOB.

3-H KaTeropHH. noKa1aTen11 u0ernBoro Teem JlJOlllepa, npe11- noJiara10w11e HaJitt'--nte ne3ananrawut, oco6eHHO nptt ttenocroBepHo­ crn npocjJ11nH **MMPI:**

* pacnOJlOlKeHHe 2 1-t 6onee 11onOJ1H1-tTeJlbHblX UBeTOB (0, 6, 7) Ha

nepBbiX llBYX TI03HUHHX HJIH CO'-:leTaHtte HX C OCHOBHbiMH uBeT3MH (oco-

6eHHO 7);

* cymecTBeHHal! OTp1-tuaTeJlhHal! JlMHaMMKa Me)l(Jly llBYMll Bb!6opa­

MH, T.e. nepeMcwetttte 2-3 OCHOBHblX UBeTOB C nepBbIX TT03HUMll;

* Bb!COKHH TIOKa3aTeJib HHTeHCHBHOCTH TpeBortt (HaJIM1-n t e 5 H 60-

Jiee BOCKJIHU3TeJibHbiX 3H3KOB).

4-H Ka Te r op 11 ll. AKueHTyaUHM xapaKTepa.

5-H Ka Te r Op H H. ncttXOCOM3Ttt'-leCKHe H BereraniBHbJe paccTpoH.­ CTBa:

* llBJleHHll HepBH0-3MOUHOH3JlbHOii (Bei•eTaTI-IBHoii) HeyCTOHYH­

BOCTtt;

* HaJIH'--nte OTLleJibHhIX TICHXOTT3TOJIOfttl-JeCKHX {pettoMeHOB, npen­

nonara10U1HX HepBHO-nCHXl-t'leCcyJO naTOJIOfHIO npH OTCYTCTBHH noJJ­

HOi1 H030JIOftt'-leCKOi1 KapTHHhl;

- ncttxttYecKttH ttm:PattTttJitt3M.

6-H Ka Te r Op H H. lJ,aHHble 3H3MHe3a: ncttxonaTOJIOftt'-:leCK3H Ha­ CJie,llCTBeHHOCTb, CKJIOHHOCTb K HeBpOTH1-IeCKI1M peaKuMHM B 3KCTpe­

MaJlbHbiX cttryauttHX, '-IaCTOe ynoTpe6JieHMe aJlKOfOJIH, YepenHO-M03- f0BbJe TpaBMbl.

7-H KaTeropMH. Htt3Ktte ananTaUttOHHble B03M0)1(H0CTH K TTCH­ XH'-IeCKHM H (ptt3H'-IeCKHM Harpy3K3M.

KpoMe Toro, JlJlll orneJlbHblX cnylK6, npe11bllBJllllOU1HX BblCOKMe

Tpe6oBaHttH K CKOpOCTHblM H 3MOUHOH3JlbHO-BOJieBblM Ka'-:leCTBaM

KaH111-t11arnB (OMOH, OMCH, OCH), pa1pa60TaH nc11xocjJ11111ono­

r11qecKttll acneKT OT6opa, HanpaBJieHHbill Ha H3MepeHMe (pH311YeCKOll BbIHOCJIHBOCTH, 6bICTPOTbl H KaqeCTBa peaKuttll Ha BHelllHtte B03,llell-

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CTBH51, xapaKTepHC.TJ.1K BHHMaHlUJ, 3MOUHOHaJlbHOH YCTOHYHBOCTH H

,rrpyrnx Ka4eCTB, CB513aHHblX C OCHOBHblMH CBOHCTBaMH HepBHOH H ccpnelIHO-COCyllHCTOH CHCTeM.

8 COOTBeTCTBHH c KOMTTJICKCHOH nporpaMMOH MellHKO-TTCHXOJIOrH-

4eCKOro 06ecne4emrn COTPY/lHHKOll opraHOB BHYTpeHHHX /lCJl Poc­ Cl1HCKOH <De!lepau1111 11 uoeHHOCJJyi1rnw11x BHyTpeHHHX soHCK MB.ll *Pocrnn* (2004 r.), BblllOJJHHIOWHX 3ana411 Ha Tepp11rnp1111 Cenepo­

KasKa3cKoro perno11a, ncnxo,oornYecKHi1 oT6op coTpy/lHKKOB /!JlH pa-

6oTbI B )KCTpeMaJibHblX YCJIOHHHX HMeeT CJ1eny10wne oco6CHHOCTH:

* IICHXOJ10fl14CCKHi1 OT6op COTPYllHHKOB H BOCHHOCJiy)l(aWHX, Ha-

11paBJ1HCMb[X /!JlH BbJnOJJHeHns 3a/la4 Ha Tepp11rnp1111 Cesepo-KaBKa3- cKoro pernoHa, opraHH3yeTcH B nonpa3neJ1eHHHX 11 CJJylK6ax opraHOB BHyrpeHH HX llCJI, COCllHHeHH51X H BOHHCKHX 4aCT51X HaliaJlbHHKOM opra­

Ha HJJH nonpa3llCJieHH51, KoMaHllHPOM coenHHeHH51 H BOHHCKOH ll3C­ TH COBMCCTHO co CBOHMH 3aMeCTHTeJJ51MH H OCHXOJIOraMH;

* PYKOBOJ\HTeJ111 opraHOB 1myTpeHHl1X neJI, KOM3H/ll1Pbl coe/lHHC­

HHH H BOHHCKHX 4aCTCH Hecyr nepCOHaJibHYIO OTBCTCTBeHHOCTb 3a qlopMHPOBaHHe TTCHXOJIOfH4eCKOH fOTOBHOCTH JIH4HOfO COCT3Ba K KOMaHnHpOBKC;

* llpH OTCYfCTBHH MellHKO-TTCHXOJl0fH4CCKHX HJIH HHblX npoTHBO­

fJOKaJaHHH K KOM3HllHPOBKe TTCHXOJIOfHlleCKHH OT6op H KOMTTJieKTO­

BaHne nonpa3llCJlCHHH npOBOllHTCH B COOTBCTCTBHH C npellb51BJl51CMbl­ Ml1 K COTpyJIIIHKaM H BOeHHOCJJylKaW11M npocj)eCCHOHaJJbHblMH Tpe- 6oBaHHHMH;

* HcnocpellCTBeHHb!H PYKOBOllHTeJib, KOMaHnnp COBMeCTHO C TTCH­ XOJJOroM nonpa3/lCJleHl1H roTOBHT trn KalK/lOro COTPY/lHHKa CJ1ylKe6Ho­ TTCHXOJ10rHtJCCKYIO xapaKTCpHCTHKY B llBYX 3K3CMTTJI51pax;
* CJiy)l(e6HO-flCHXOJIOfH4CCKHe xapaKTCPHCTHKH COTpyllHHKOB ne­ penalOTCH B 11e1npb! ncHXO/ll1arHOCTl1Kl1: B CJJylK6y, cpopMHPYIOWYIO nonpa311eJ1cH11e;
* KaHlll1ll3TbJ Ha llOJl)l(HOCTH PYKOB0ll51Wero COCTaBa H KOMaHUnpa

cpopM11pyeMoro no11pa311e;1ett11H npoxomlT yrny611cHHoe ncnxomrnr­ HOCTH4eCKOC o6cJienoBaHHC, npn KOTOpOM OUCHHBaIOTC5I JIHRCpCKHC CflOC06JIOCTH, flCHXOJIOfWJCCKa51 rOTOBHOCTb K neHCTBHHM B 3KCTpe­

MaJlbHblX ycJIOUl151X, KOMMYHHKaTHBHbie HaBblKH;

- Ha OCH0B3HHH CJIY)l(C6HO-flCHXOJIOfH4CCKOH xapaKTepHCTHKH,

pe3yJihTaTa TTCHXOltHarHOCTH4eCKOrO H MCllHllHHCKOl'O o6cJienosaHH51 CTTCUHaJIHCTaMH ue,npos IJCHXOllHarHOCTHKH, flCHXOJlOraMH coenH­ HCHHH H BOHHCKHX 4aCTCH f0TOBHTC51 JaKJII04CHHe O CTeneHH npH­

f'O)ll-lOCTH COTPYllHHKa H BOCHHOC.IJY)l(awero K BblflOJIHCHHIO Jana4 B JKCTpCM3..,1bHblX yCJIOBH51X;

- 3aKJ1IOl!CHHe no pcJyJibTaTaM TTCHX011HarHOCTH4ecKoro H MenH­

UHHCKOro 06c11e110BaHHH npe/lCTaBJ!HeTCH PYKOBOJll1Te/llO opraHa BHYT­ pe111rnx ne,", KOMaH1111py coemrneHns 11 B011HCKoi1 YaCTn, cpopM11py- 10lUCMY nonpa3llCJieHHe, 1U151 npHH51THH peweHH51 0 KOM3HllHPOBaHHH

COTpYllllHKa H soeHHOCJiy)l(awero:

## 29

* COTPYllHl1K 11 soeHHOCJ1yJKaw11ii, He COOTBeTCTBY!OWMii npe/lbl!B­ JllleMbIM Tpe6osaHl1llM, 3aMeHlleTCll npyrnM 113 pe3epsa.

CTpyKTypa 3aKJ1IO'leH11ii no pe3ynbTaTaM OT6opa BKJIIO'!aeT:

* oueHKY Q:lYHKUl10HaJlbHOro COCTOllHl1ll KaHJJl1)laTOB, T.e. TICl1XO­ Q:l113110JIOrH'leCKY!O 11 TICl1XOJIOrH'leCKY!O npenpaCTIOJIOJKeHHOCTb K pa-

6oTe B 3KCTpeMaJlbHbIX ycnoBl1llX;

* MOpaJlbHbie, npoq,ecc110HaJlbHble oco6eHHOCTH KaH)lH)laTa, MO­ **Tl1Bbl )]JUI noe3JIKl1 B 30HY qpe3BbliJai1HhIX CHTyau11H, )Klf3HeHHbie HHTepeCbl, TT0Tpe6HOCTl1, JlHYHbie TTJ13Hbl, B3fJHl.Ilhl Ha pa60TY, Ha**

**)1(113Hb s uenoM;**

* yposeHb pa3BHTl1ll npasoC03HaHHll;
* **TIOHl1Matt11e npoHCXOJ:UlWHX co6bITHll B 30He '-Ipe3BbP--IaHHblX c11-**

Tyau11ii;

* **J111l!Hbie xapaKTeponor111--1eCKHe Ka'-leCTBa, TaKHe KaK naTp110TH3M, rpa)KJlaHcKaH 3penOCTb, '-leCTHOCTb, TJ)e6osaTeJlbHOCTb, opraHH30BaH­ HOCTb, .uo6pocosecTHOCTb, OTBeTCTBeHHOCTh, .IU1CUl1TTJ111HHposaH­**

**HOCTb, caMOKPl1Tl11--IHOCTb;**

* **BOJleBbie Ka'-leCTBa: ueneycTpeMJleHHOCTb, HaCTOH'-IHBOCTb, ynop­**

**CTBO;**

* **npoQ)ecCHOHa.JlbHO-TTCMXOJ10fl11--leCKl1e Ka'-leCTBa: BHHMaTeJlbHOCTb, tta6J110.IrnTeJ1bHOCTb, naMHTb, HaXOll'--IHBOCTb;**
* yposeHb npoq,ecc110HaJ1bHOro MaCTepcrna, OTibIT pa60Tbl B 3KCT­

peMaJlbHbIX yCJIOBHHX;

* **nc11xo11or111--1ecKyIO ycTOi1YJ1B0CTb 11 Ha,IJ,e)KHOCTb.**

L\.rlll 113Y'leHHll CTpyKTYPbI JIH'IHOCTH KPOMe TeCT11posaHHll MOJKeT **11p11MeHHTbCH KOHTeHT-aHa.JIH3 .UOKyMeHTOB: xapaKTep11CTMK, aTieC­ Tau11H, xo.uaTaHCTB, nopy'-IHTeJlbCTB, 06beKTHBOK, TTC11XOJ10fl1'-leCK11X**

nacnoprns, a TaKJKe co6ecenosatt11e c KaH/lH/laTOM. ncHXOJIOrH'leCKHH nacnopr COTPYllHHKa, orn6paHHOrD )lJlll pa6o­

TblB 3KCTpeMaJlbHbIX ycnOBMllX, OQ:lOPMJll!eTCll nc11xonoroM. 8 nacnopT

**BKJIIO'-lal{}'fCH 611orpaQ)H'-IeCKl1e .uaHHbie K3H.Ill1J:{aTa, l1Me10w11WCH OTiblT** pa60Tbl B 3KCTpeMaJlbHbIX YCJIOBHllX, oco6eHHOCTH anamau1111 K 3K­ CTpeMaJlbHblM yCJIOBHllM, yposeHb pa6orncnoco6HOCTH, (j:laKTbl OKa- **33H11H TTCHXOJIOfl1'-leCKOH TTOM01lll1 11 11X npl1'-111Hbl, KOMMyH11Ka6eJ1b­**

**HOCTb, pe3yJibT3Tbl nc11xo.u11arHOCTl1'-leCKl1X 06cne.uosatt11H., cse.ueHl1H** 06 HHTepecax 11 ysne'!eHHllX, caMoouettKe xapaKTepa, HaJIH'IHH s npo­ **wnoM COCTOHHl1H nCl1XOJ10fl1'-leCKOll .ue3an,anTaUHH, nc11xocoMaTM'-1e­** CKHX paCCTpOHCTB, oco6eHHOCTeii (aKueHTyau11ii) noseneHHll, B3bIC­ **KaH11H, .IlOTIOJ1Hl1TeJlbHaH TICl1XOJIOfl1'-leCKaH HHQ)OpMaUHH.**

**BOnPOCbl AJ"ISI CAMOnPOBEPKH**

1. **4TO HJy'--l.aeT TTCHXOJ10rH51 ynpaB11em,rn B 3KCTpeMaJlbHbIX yc110BH5IX? 1-h o 51BJ1HeTC5! 06beKTOM H npenMeTOM ee H3y'--l.eHH51?**
2. **KaKOe nc11xo110rw1eCKOe co.uep)KaHHe BKJIK)lJaCTCH B TTOH51THe <<3KCTpe­**

**MaJlbHble YCJ10BH51»?**

30

1. HacKOJlhKO KOppeKTHO TIOHHTl1e <<60pb6a C 3KCTpeM3JlhHhlMl1 YCJ10B11H­ Ml1•>?
2. l,13 K3Kl1X KOMTIOHeHTOB o6pa3yeTC51 11 4TO co6oti npe11,CT3BJJHeT KOJIJleK­ Tl1BHbil1 cy6beKT npoq)ecc110HaJibHOl1 )Kl1JHe11,eHTeJ1bHOCTl1?
3. KaK11e MO)KHO Bbl11,eJ111Tb Tl1Tibi 3KCTpeM3JlbHblX YCJ10B1111?
4. KaK11e 11MeJOTC51 KJiacc11q)11Kau1111 3KCTpeM3JlbHblX q>aKTOpOB l!CHX0reH- Horo p11cKa?
5. KaKOBa 3aIT343 TIC11XOJ10fl14eCKOfO OT6opa?
6. KaK11e cywecTBYJOT 3TaTibI npoq>ecc110HaJibHoro oT6opa'?
7. lfro T3KOe npoq>ecc110HaJlbHO 83)KHble TICl1XOJ10fl14eCKl1e K34eCTBa?
8. KaK11e OCHOBHble npo(pecc110HaJ1bHO 83)KHbJe rpynllbi K34CCTB MO)l(­ HO Bbl11,eJ111Tb np11 OT6ope nepcoHaJia K netiCTBHHM B 3KCTpeMaJibHblX YCJ10- B11HX?
9. 8 YeM COCTOHT OTJ1114He 11poq>ecc110HaJlbHO ycneWHblX cneU113Jll1CTOB OT npoq>ecc110HaJ1bHO Heyc11eWHblX.
10. KaK11e OCHOBHble 11 11,0TIOJIHHTCJlbHble TICHX01ll1arH0CTl14eCK11e MeT0- 11,11Kl1 MO)KHO 11CIIOJ1b30B3Tb TIPH OT6ope ncpC0H3Jl3 K 11.eHCTBl1HM B 3KCTpe­ M3JlbHblX YCJIOBl151.X?
11. lho BKJIJ043eTC51 B CTPYKTypy TICl1XOJ10rH'-leCKl1X 33KJIK>4eHl111 no 11TO­ raM 06cJ1e11,0B3HIHI K3H11,H11,JTa npH OT6ope K npoq)eCCHOH3JlbHOl1 11,eHTeJibHO­

CTH B 3KCTpeMaJibHhlX YCJIOBJ,rnx?

1. YTo BKJ1K>Y3CTCH B TICHXOJ10rH4CCKHH. nacnopT?

**PEKOMEH,QYEMASI mnEPATYPA**

I. *AH<)peee H.B.* nc11xo11,11arHOCTHKa H BOJMO)KHOCTb nporHOJa 11,e3a11,a11- THBHblX peaKu1111 COTPYLJ.Hl1KOB OBJl B 6oesol1 o6CT3HOBKe // OCHXOJ10fH­ l!eCKaH 11,HJfHOCTHKa 11 KoppeKUHH TIOCTCTpeCCOBhlX COCT051H11H y COTPYLJ.Hl1-

KOB O8,[l : MaTepHaJibl ceMHHapa npaKT11l.feCKl1X TICl1XOJ10fOB C.Jiy)K6 H TI011,­

pa3neneHHH fYB)l r. MocKBbl. - **M.,** 1997.

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CTH 11 TICl1XOJ10fHYCCKJH npHrOLJ.HOCTb K CJ1y)K6e B CHCTeMe opraHOB BHyrpeH­ HHX 11,eJI: cnpaB. noco611e. - M., 1997.

1. *EoAbUJGK06G 0. B.* OTITl1MH33UHH npoq)ecCHOH3JlbHO-TICHX0.1lO[WieCKOfO

OT6opa B cneuno11.pa311,e.11eHHH OBJl (Ha MaTepmu1e YBJI, TsepcKoH 06,1acr11): asropeq).11,HC.... K3H\_ll. TICl1XOJ1. HayK. - Tseph, 1998.

1. *Kop'-teMHblii E.Il.* BoeHHaH TICHXOJ10fHH: MCT011,0J10rHH, TCOpHH, npaKTH­

Ka: yse6.-Memn. noco6He. - M., 1996.

1. *KyiJpRU106 A. <P.* JlyY:WHe TICHXOJ10[J111eCKHe TeCTbl llJIH npoq)oT6opa H npoq>opHeHTJUH11. - OeTp033B01lCK, 1992.
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cocTasa *OBD,* H BB npw 1.1pe3BhI'-tatitthIX 06cTOHTeJ1bCTeax. - M., 1998.

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rnw): aBTOpeqi. nwc KaHn. ncwxon. HayK. - CTI6., 2004.

1. *HeMOB P. C.* Ticwxo110rw1eCKaH Teopm:i: K0JIJJCKTHBa H npo6JICMbl rpyn­

nonoi1 ,(jJqieKTHBHOCTH // BonpoChI ncwxonornw. - 1978. - N, 5.

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1997.

1. TICHXOJIOrm:1 HH.llHBH.llYaJibH0ro H rpynnoeoro cy6bCKTa / non pen.

A.B.6pywnHHCKoro, **M. H.** BonoBHKOBoti. - **M.,** 2002.

1. Tipo6JieMbl nCHX0JI0rH'-IecK0f0 06ecne1.JettHH npo¢ecCHOH8JlbHOti: .neH­ TeJibH0CTH TT0)l(apttb!X *v1* cnacaTeJJeti:. - M., 1993.
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HH3aUHi1 / non pen. A.Jl.)KypaMeBa, E.B.lllopoxoaoi1. - **M.,** 2001.

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HHX neJI B 'JKCTpeMaJibHhIX yCJI0BHHX // Ticwxone.uarorwKa e npasooxpattH­ TeJibHhlX oprattax. - M., 1996.

1. CDopMHp0B3HHC rpynn H pa6oTa C J1H4HblM C0CTaB0M OBJl B oco6hIX

ycaoswsx. - M., 1996.

1 nABA 2

**nCHXOJ1on,1S1 JlH'-IHOCTH PYKOBOAHTEJlSI B 3KCTPEMAJlbHblX YCJlOBHSIX**

* 1. **Jll1'lHOCTb PYKOBOAl1TeJ1S1 e 3KCTpeMBJlbHblX YC110B11SIX**

B C0BeTCKHH nepH0ll 60JiblliHHCTB0 TTCHX0JI0r0B, H3Yl.talOWHX npo- 6JICMbI TTCHX0JI0fHH JIH4H0CTH, pa60TaJIO Hall o6pa30M <<4eJI0BeKa

qiopMHpyeMoro» (•1epe3 qiopMHposaHHe 0TH011JeH11i1, 4epe3 senymy10 nesiTeJlbH0CTb H T./l.) [ 10]. B HaCTOS111Jee speMH oco6oe BHHMaHHe 06- pawaeTcH Ha H3y4eHHe Q)eHOMeHa <<H31lCHTyan1BHOH JHP--IHOCTHOH aK­ THBHOCTH>> H <<Cy6bCKTHOti 3KTHBHOCTH>> [3 18]. 8 3TOf:i CBH3H HHTeH­

CHBHO o6cy)l(JlalOTCH BOTTPOCbI TTCHXOJIOfHllCCKOH ycT0HlfHB0CTH JIHY:­

HOCTH H nose.ueHHSI PYKOBOD,HTeJieH Ha ypoBHe OC03HaHHblX JH1Y:HOCT­

Hb!X noCTynK0B [12; 14]. TaKaH JlHH3MHKa B noCTaH0BKe H 113y4eHHH

npo6JieM 3aK0H0MCpHa. OHa CBH3aHa C H3ylfeHHeM ffCHX0JI0fHH JIHll­ H0CTH B ee ueJJ0CTHocrn [I].

npo6JieMa pa3BHTHH JIHlfH0CTH HBJUleTCH 0.LlHOH 113 ueHTpaJibHblX npo6JieM C0BpCMCHH0ro 4eJ10BeYecrna. OHa onpeneJJHeTCH 0C03HaHH­ eM l!eJI0BeK0M CB0HX B03M0)KH0CTeH, np0HBJIHeMblX B KOHKpeTHblX ycJIOBHHX, B TOM lJHCJie 3KCTpeMaJibHblX, npHHHTHeM OTBeTCTBeHHO­

CTH 3a pa3BHrne caMoro ce6si, 6nH)Katimero oKpy)KCHHH, o6mecrna. 3Ha4HMOCTb npo6JieMbI Ka4eCTBeHHO yc1-1111-1saeTCH, eCJil-1 Mbl paccMaT­ PHBaeM pyKOBOD,YITeJIH, OTBeTCTBeHHoro Kl?K 3a ce6H 1-1 OKp)!)l(alOwHx, TaK 1-1 3a peUICHHe npo6JieMbl, B03JIO)KeHHOti: Ha Hero rocynapCTBOM, o6wecTBOM. He npoCTO pa3B1-1TbJf:i 1-1 nonroTOBJieHHbtti:, a Haue11eHHblf:i Ha D,aJibHeHUiee nyxom-IOe, COUHaJlbHOe pa3B1-1THe 1-1 cosepUiellCTBOBa­

HHe B npoqieCCH0HaJJbH0i-i cqiepe PYK0B0)lHTeJJb M0)KCT paCCYHTb1B3Tb Ha ananrnBHylO, cpaBHHTeJJbH0 6e3onacHy10, 0TH0CHTCJlbH0 KOMqJOpT­

HYIO H 3qJqJeKTHBHYIO )lCHTCJlbH0CTb B 3KCTpeMaJibHblX yCJI0BHHX. **8** 3TOi-i

CBSIJH Tpe6osaHHH **K** PYK0B0)lHTeJISIM 06blYH0 pacKpb183IOT B pa3pa6a­ TblBaeMbIX nc1-1xorpaMMax, B KOTOpbiX OTpa)KalOTC51 KOHKpeTHbte npo­ (pecc1-10HaJibHO 3Hal!HMbtc KalteCTBa JIH4HOCTH. OH1-1 yc11osHo 06ben1-1- H51lOTCH B pHD, 6JIOKOB'. MOTl-1Bau1-10HHO-HpascTBeHHble (Jil-14HOCTH0 3Ha­ Y.l-1MbJe UCHHOCTl-1, MOTHBbI, rpmK)laHCTBeHHOCTb, YeCTHOCTb, nopH­

II0'IH0CTb HT. n.), npoqieCCHOHaJJbHO-)leJJ0llble (npoqiKOMneTeHTHOCTb,

33

6.i:uneJlbHOeTb, M06J1J1J130B3HHOeTb, J1HTeJIJieKT, KpeaTHBHOeTb, pa- 6orncnoco6HOCTb 11 T./l.) 11 opraH11JarnpcK11e (Hanop11crncTb, neJJo­ B11TOCTh, 3Hepr114H0CTb 11 T./l.) [13]. KpoMe rnro, Heo6XO/ll1MO Y'll1- TbIBaTb KoMneHeaTOPHble B03MO)KHOeTJ1 PYKOBO,llJ1TeJieit.

npocjJeccopoM AKaJ1eM1111 ynpaBJ1eH11H MBll Pocc1111 A. M.CTOJJH­

peHKO B e1pyK1ype JIJ1l1Hoe111 Bhl.lleJieHbl TPH Ba)KHeHw11e eoe1aBJrn-

10W11e: ccjlepa HanpaBJJeHH0CTl1, onepaUH0HaJlbHaH 11 M0JlYJIHUl10H­ HaH ccjJepbI I28I.

Ccjiepa HanpaBJJeimocrn (11Ha4e ee H33blBalOT ueHH0CTH0-M0Tl1B3-

UJ10HHOH). B e1111y esoeH e11c1eM006pa3y10WeH po11J1, B .HJ11--lHOeTJ1 on­

pe.uenHeT l13611pa1eJ1bHOCTb ee aKTJ1BHOCTJ1 **J1** OTHOWeHttH, OTBe4aH 3a TO, K 4CMY e1peMJ1TeH JlJ1lIHOeTb **J1** B KaKoH Mepe BOBJICKaeT CBOi1CTB3

npyrnx noncTpyKTYP /lJIH ycnewHoii peaJ1113au1111 nc11x114ecKoti neH-

1e11bHoe111. OHa BK.HI04ae1 B ce6H Bee no6y.u111eJ1bHbie eHJibl JIJ1llHO­ eTH - ee J1,llea.Jlbl, y6e>KLieHHH, )Kl13HeHHble nJiaHbl, no1pe6HoeTJ1, MOTJ1Bbl, ueJlH, 111-ncpcebI, CKJ10HHOeTJ1, yeTaHOBKJ1. Pa3BJ1TOeTb **J1** c6a­

J13HeHp0B3HHOCTb no yKa3aHHblM eoeTaBJIHIOlUHM eQ)epbl HanpaBJieH­ HOeTH y PYKOBO,llJ1TeJIH CJJe.uyeT paeeM3TPHB3Tb K3K MOTJ1BaUJ10HHO­

CMblCJIOBYIO eoeTaBJIHIOWYIO no1eHUJ1a.Jla ero JIH4HOeTJ1. Cpe.u11 o6pa- 30B3Hl1H naHHoti noncTpyKTYPhI oco6yJO poJJb llJIH ycnexa B ynpaB­ J1cHi1eeKoH neHTeJibHOeTH HrpaeT pa3BHTOCTb TaK0H HHTerpa.JibHOH JJWIHocrnoti xapaKTep11crnK11, KaK ***u11ou6uiJyll.!lblltlJl ynpa6Jle11'1ecKtlJl KOHU,enu,UH.***

Onepaul10HaJlbH3H ccjlepa BKJII043CT 3JleMeHTbl, npeJlCTaBJIHIOWHe

eo6oH enoeo6bl H onhIT, KOTOpblMJ1 0611anae1 JIH4H0CTb **J1** KOTOPbie J1enOJ1b3YIOTeH elO llJIH .uoeTH)KeHHH ueneH. **8** Kat1ee1Be OeHOBHblX KOM­

noHeHTOB naHHOH none1pyK1ypb1 JIH4HOeTJ1 e11enye1 paeeMaTpHBaTb 0/lH0BpeMeHH0 ee o6pa3oBaTeJJbHblH 11 KBaJ111cjJ11Kau110HHO-npocjJec­ eJ10Ha.JlbHblH onhIT (3HaHHH, HaBbIKJ1, yMeHHH J1 npHBbl4KH), HHTeJI­ JieKTYa.JlbHbie **J1** Kpea1J1BHbie, 3MOUH0Ha.JlbHO-BOJieBble, KOMMYHHKa­ THBHbJe **J1** opraHH33TopeKJ1C cnoeo6HoeTJ1. Pa3BHTOeTb, B33J1MOeBH3b

**J1** e6a.J1aHe11poBaHHOe npoHBJieHHe HX CJie.uyeT oueHHTb K3K coeTaBJIH­ IOWYIO noTeHuJ1a.J1a npoQ)KoMneTeHTHOCTH JIH4HOeTJ1 PYKOBO,llHTeJIH.

MonyJJHUl10HHaH ccjlepa OTpalKaeT HaJ111Y11e y 4eJ10BeKa cneu11cjJ11-

i1eeKHX esoti:CTB HepBHOH eHeTeMbl H neHXOQ)J13J14eeKHX Q)yHKUHH, KOIOpb1e OK33b!B3IOT ,llHH3MH4eeKoe, HO He eonep)K3TeJ1bH0e BJ1J1H­ HJ1e Ha neJ1XH4CeKJ1e npoueeehI, eoeTOHHHH H esotteTBa JIH4HOeTJ1.

8 CBH311 C TeM 4TO K0MnoHeHTbl Jl3HHOH fl0JlCTPYKTYPbl npenonpene­

J1HIOT nc11xoQ)J13J10J10fJ14eeKJ1e peeypebI, npoHBJIHHCb, B 4aeTHOeTJ1, B ee pa6orncnoco6HOCTl1 (BblHOCJll1B0CT11), **11X** CJJenyeT paCCM3TPl1B3Tb B Ka4eeTBe neJ1XO,llJ1HaMJ1lieeKOH eoCT3BJ1HIO[lleH no1eHUJ1a.Jla JIH4HO­

eTH pyKOBO.llJ1TCJIH.

Bee yKa3aHHble eQ)epbl OK33bIBalOTCH J1eKJII04HTeJ1bHO 83)KHbIMH llJIH )KH3HenewreJibHoeTJ1 PYKOBO,llHTeJIH B 3KeTpeMa.JlbHblX yCJIOBJ1HX.

DhlJIO 113y,1eHo coneplKaH11e npencrnsJ1eH11ti K0MaHn11poB (pyKo­

son11TeJ1eti) cneunonpaJJJeJJeHHii opraH0B BHYTpeHHl1X neJJ Pocc1111 o

34

Ta6n11ua 2

**CpaBHHTeJibH3JI T36JIHU3 npe)l.CT3BJieHHii 06 ycnCWHOM KOM811,llHpe (pyKOBOll,HTCJie) B 3KCTPCM3JibHbIX H o6Lfl1HblX YCJIOBHJIX**

|  |  |  |
| --- | --- | --- |
| XapaKTepHCTHKa ycnewttoro KOM3H.IIHpa (pyKOBOllHTeJlH) | | |
| Km.mttJUlpbl cneuno11paJJienett11H OBll B 3KCTpeMaJlhHbIX  YCJlOBIUI.X | | PyKOBO.!U1TCJ1H B 06bi'!Hh!X  YCJlOBlUI.X |
| OMOH | OMCH |
| Jl l•UiepCTBO | Jl H.llepCTBO | Jlw-IHbie  .1lOCTI1)KeHHjt |
| npoq:>eCCHOH3.J1bH3SI  KOMIICTeHTHOCTb | 3cj,cj,eKTHBHOCTb | JlH1--1Hbie CBH311 |
| 3¢q}eKTHBHOCTb | B11anem-1e  o6cTaHOBKOH | JlOHJlhHOCTb |
| BH11ett11e  nepcneKTHBbl | HancH1yanrnttasi:  3KTHBHOCTb | npennpHHMY:HBOCTb |
| CMCK3.J1Ka | BHnett11e  nepcneKTHBbl | Jl 11nepCTBO |
| Y.ll31..JJH1BOCTb | Cnoco6HoCTh K  HHT)'HUHH | CJ<JIOHHOCTb  K atta.rnny |
| 3H3HHe oco6eHHOCTeH  TTOll'IHHCHHbIX | npoq:>eCCHOHaJibH3H KOMTTCTCHTHOCTb | Pewett11e npo611eM |
| KoMMYHHKa-  6eJlbHOCTb | Pa3yMHaH  HHIUHl8THBHOCTb | 3cj,cj,eKTHBHOCTb |
| Pa3yMHOCTb | fH6KHt'f CTHJib pyKOB0.1lCTBa | nepcneKTI1BHOCTb |
| BocnpHHM'--IHBOCTL | TTop511l0'--IHOCTb | BocnpHHMlH1B0CTb |

Ka'lecrnax Jlll'IHOCTl1 ycnewHoro KOM3HLU!pa (pyKOBOLil!TeJill) 8 3KCT­ peMaJJbHblX YCJI0811llX. Pe3yflbTaTbl npe11cTaBJJeHbi 8 Ta6n. 2. 3rn noKa- 3aTenll cpasH11J111 c pe3ynhTaTaMII onpoca pyKOBOL111TeJieii rpaJK.UaH­

CK11x y4peJK.UeH11ii no IIX npe11CTaBJJeHl1llM 06 ycneWHOM PYKOBOLIIITe­

Jie 8 o6blY.HblX YCJIOBH .HX 1•

**113** Ta6JI. 2 BIIJIHO, '!TO 8 3KCTpCM3flbHblX YCJIOBllllX BOCTpe6osaHbl

cosepweHHO IIHb!e Ka'leCTBa KOMaH1111pos (pyKOBOLIIITeJieii), qeM 8 o6bi'IHb!X yCJIOBl1llX. KoMaHLIIIPbl cneunonpa3neneH11ii opraHOB BHyr­ peHHIIX neJI 8 3KCTpeMaJJbHblX YCJIOBllllX OTJ13IOT npenno'ITeH11e Ta­ KIIM Jlll'IHOCTHb!M Ka'leCTBaM, KaK JIIILICPCTBO, 3cpcpeKTIIBHOCTb, npo-

1 6J1aro11apn TUKOMY cpaBHeHl110 Hatt60,'lee pe,lbC{pHo npOCMaTpHBaeTCH pa3tt11ua B np11op11TeTax PYKOBOllHTCJiett, BO MHOfOM onpe11em1eMblX ycJIOBHHMl1 HX 11cineJib­ HOCTl1 11 xapaKTCpOM BhinOJIHHCMbIX 3a,na•1.

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**Q)eCCHOHaJlbHaH KOMneTCHTHOCTb, B.naneHHe o6cTaHOBKOH. PyKOB0-**

1111TeJ1II rp3JKJl3HCKHX y4peJKJ1eHHii B o6bl4HblX YCJl0BHHX opHeHTH­ **poBaHbl Ha HHble npHopHTeThl: JIH4Hble 11,OCTH)KeHHH, CBH3H, JJOHJlb­ HOCTb, npcnnpHHMYHBOCTb. KaK BHlJ,HO, B 3KCTpeMaJlbHblX YCJIOBHHX**

60J1ee 3H3'll1Mbl 1\JIH K0M3H1\Hpa (pyKOBOllHTeJlH) He J1H4Hble 11ocrn­

)l(eHHH, ycneXH, a Jll-11\epcKHC Ka4ecrna. npll'ICM Jll-11\CPCTB0 6hlJ10 **BbilJ,eJieHO B KaYeCTBe npHopHTeTa 60JlbWHHCTBOM onpoweHHblX KO­** M3H1\Hp0B (pyKOB01\HTeJ1eii) cneuno11pa311eJ1eHHii KaK OMCH, TaK

1-1 OMOH. 3mHecJJy4aiiHo. PeaJJH33UIIH KoMaH111-1poM (pyKoso1111Te­

J1eM) JlHllepCKHX K34ecrn cnoco6crnyeT HllCHTHcpHK3UHH II01\411HeH­ **HblX He TOJlbKO C o6utd1 ueJiblO no11,pa311,eJ1eHHH, HO l1 C caMHM no11- pa311eJleHHeM. 6naro11apH HeOp1IHH3pHblM JIHllHOCTHb!M Ka4eCTB3M H** npocjiecc110HaJ1ll3MY K0M3H1\llpa y C0Tpy11HHK0B cneuno11pa311eJ1eHHii 110BblW3CTCH ypoBeHb 1\0BepH>I K HCMy, B03HHKaeT CTpeMMHHe CJ1e-

**1IOBaTb Ja HHM, CHH)f(aCTCH KOHQ)JIHKTHOCTb, pacTeT COBMeCTHMOCTb**

**H 6JiaronpHHTHblH ncHXOJIOfHYeCKHH KJIHM3T B no11pa311,eJ1eHHH. no-** 3T0MY Ha 110Jl)l(H0CTl1 pyKOB01\HTeJ1eii (KOM3HllllP0B) B 3KCTpeMaJlb­ **HblX ycJIOBHHX 11,OJI)f(Hbl H33H34aTbCH cneuHaJIHCTbl C HpKO Bbipa)f(eH­** HbIMH Jll-11\epCKHMH xapaKTepHCTHK3MH, K0TOpble cnoco6Hbl np11- **11,3Tb HOBb!H nO3HTHBHbIH HMnyJibC B33HMOOTHOIUCHHHM C TTO11,4H­**

**HeHHblMH.**

Ha3H34eHlle Ha PYK0B0llHWHe ll0Jl)l(H0CTH cneuHaJ111CT0B, Y K0TO­ **pblX He11ocTaTO4HO p33BHTbl JIH11,epCKHC Ka4eCTB3, C nepcneKTHBOH, 4.TO OHH Moryr 6b1Tb pa3BHTbl HJIH nCHXOJIOfHYeCKH KOMneHCHpOBaHbl**

B npouecce npocjiccc1-10HaJlbH0ii 3KCTpeM3JlbHO-IICHXOJ10fll4CCKOii 1101\fOT0BKII H npocjiecc1-10HaJlbH0H 11eHTCJlbH0CTl1, CJ1e11yeT paCCMaT­

**pHB3Tb KaK He)f(eJiaTeJibHOe HCKJllQlfeHHe. 8 3TOM CJiyYae npouecc non­**

**fOTOBKH He TOJlbKO PYKOBO1IHTCJIH, HO H nceH KOMaHllbl 3HallHTeJlbHO**

yCHJ1HB3eTCH.

**JlHYHOCTb pyKOBOlIHTeJIH B 3KCTpCMaJlbHblX yCJIOBHHX onpcnenHeT­** CH ee cnoco6HOCTblO rapM0HH'IH0 coe11HHHTb B ce6e CIICTeMy cjiop­ MaJlbHblX H HecpopMaJJbHhIX ornowe1rnii co cneu1-1a.n11craMH no11pa3- 11eJ1eHHH H BbIWeCTOHWIIM pyK0ll01\CTB0M (0TBeTCTBCHH0CTb, Tpe6o­

**B3TeJlbHOCTb, B3blCKaTeJlbHOCTb, Me)KJlttYHOCTHbJe H Me)f(rpynnOBbJe**

CIIM113Tl1H, 3HTl1113THH). B 3T0M cJ1y4ae aHaJll-13 II0Jl0)l(eHHH pyK0B0llll­

**TeJlH B rpynne se11eTCH lfCpe3 TaKHe TTOHHTHH, KaK COUH3JibHbIH CTa­ TYC, COUH3JibH3H pOJib, couHaJlbHble O)KH1IaHHH, npeCTH)K, COUH3Jlb­ HO-nCHXOJIOfH1IeCKaH 3BTOpHTeTHOCTb, peaJIH33UHH JIHD,epcnm.**

**LlnH HJYlleHHH O6uu1x n c11xon o n 1 1 1eCKH X oco6eHHOCTeH pyKosonH­ TeJIH B 3KCTpeMaJibHbIX yCJIOBHHX HCnOJ!b3ylOTCH pa3J1WlHbie TeCTbl, onpOCHHKH, aHKeTbl H T. n.**

Ha1160J1ee y11a4HblMH H3 HHX Ka.rncjiopHHiicKHii nc1-1xonorn4ecK1-1ii

onp0CHIIK (TeCT CPI), C II0MOIUblO K0TOporo H3Y43IOTCH CaM011p11HH­

THe, IIHTepnepC0HaJlbH0e cjiyHKUH0HHp0B3HIIC K0M3H1\Hp0B (pyK0-

**BOlJ,HTeJieH), npOHBJieHHe COUHaJlbHOH BKJllOYeHHOCTH, He33BHCHMO­**

CTH, 111-111epcrna; TeCT N EO-PI- R, no31101rniow11ii 111-1arnocT11poBaTh

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TaKHe rpynnhI KalleCTB, KaK HeHp0TH3M, 3KCTpasepCHlO, C03HaTeJib­ H0CTb; C0KpaweHHb!H pyCCK0513bJllHhIH BapHaHT TeCTa, H3BeCTHb1H KaK **NEO-FFI** (pa3pa60TaH C.[l. 611p10KOBbIM) 11 yno6HbIH ll.Jlll 3KCnpecc­

oueHKH TTCHXOJiorw1eCKOro noTeHUHaJia COTPY.llHHKOB.

vf3yi-1eHHe MOTHBaUHOHHO-UeHHOCTHh!X oco6eHHOCTeH B03MO)KH0

ocywecTBJUITb no TCCTY POK114a, 6Jiaronapll KOTOPOMy 113Y43IOTCll op11- eHTau1111 no TepM11HaJibHblM (conep)l<aTCJlbHblM) 11 11HCTpyMeHTaJib­ HblM (06ecne<I11BalOUJl1M) ueHHOCTHM. )K11JHCHHble nJiaHbl 11 CMblCJIO­ Bble npHOPHTeTbI BbI51BJI51lOTC51 no TCCTY <<CMbICJI0)Kl13HeHHb!e opHeH­

TaU1111•>, pa3pa60TaHHOMy Ll.A.JleOHTbeBblM, no nOKaJaTeJillM TCCTl1- pOBaHl1ll npO<pMOTl1BaUl111 MOfYT BblllBJl>ITbCll KOM3Hill1Pbl, ll.Jlll KOTO­ pblX xapaKTepHa MOTl1Ball11ll CTPCMJieHl1ll K ycnexy 11Jil1 MOTl183U11ll H36eraHH51 Heyna'--1. KOHC4HO, B 3KCTpeMaJibHbIX YCJIOBH51X 6oJiee yc­

neWHhIMH 51BJI51lOTCH KOMaH.llHPbl C M0THB3UHeH nepsoro THna. Y co­

TPY.llHHKOB cneunO.llpa3}1eJieHHH HMeeTC51 CB051 CHCTeMa JIW--IHOCTHO

3HallHMblX IIC11XOJIOrHlleCKHX UCHHOCTeH H cneum:PH4eCKHH Ha6op MOTHBaUHOHHblX npe}lnOtITeHttif B 3KCTpCMaJibHbIX YCJIOBHHX. no3T0- MYll.Jlll 11X BblllBJieHl1ll 6b1Jll1 paJpa60TaHbl cneu11aJibHble a11KeTbl 113y­ '--ICHH51 3Ha'--IHMhIX ncHXOJlOrH'--leCKHX ueHHOCTeH, M0THBaUHH K nonro­

TOBKe, }leHTeJlhH0CTH B 3KCTpeMaJibHhIX ycJIOBH51X 11 YD.OBJieTBOpeHHO­

CTH .lle51TeJibHOCThfO. L!Jrn OC03HaHHH H KOPPCKUHH Bhl51BJieHHbIX ueH­ HOCTeti H MOTHBOB, B COOTBeTCTBHH C peaJIH51MH 3KCTpeMaJihHbIX yc­

JIOBl1H, MoryT 661Tb 11CnOJlb30BaHbl ynpa)l<HeHl1ll no KOppeKUl111 nc11- XOJTOrH4eCKHX ueHHOCTeH: ((}I- KOMaH.llHp>>, <<JIH}lep- TTOD,'--IHHeHHbIH» (CM. npl1JI0)1(CH11ll).

Ba)l(HbIM }lJIH oueHKH MOTHBaUHOHHO-CMhICJIOBOfO noTeHUHaJia

pyKOBO}lHTeJTSJ HBJT51eTC51 He TOJibKO H3ylleHtte ero llCHHOCTHhIX opHeH­ TauttH, HOH HH.llHBH.llYCUlbHOti ynpaBJieH4CCKOH KOHuenuHH, HCnOJib- 3yeMoH B 3KCTpeMaJibHbIX ycJIOBH51X. Otta 0TJIHliaeTC51 OT ynpaBJieH'--le­

CKHX HH}lHBH.llYaJlhHhIX KOHuenuHH PYKOB01lHTeJT51 B 06bI'--IHhIX YCJIO­

Bl1llX (B.*vi.* 6eJI03epos, E. n. KJiy6os, A. B. Ypbrnaes) KaK cso1-1M11 3Jie­

MeHTaMH, T3K H CO.llep)KaHHeM.

8 KalleCTBe 3JTeMCHTOB HHJ1HBH1IyaJibHOH ynpasJieH­ '--1 e CK O *ti* KOH 11 e n ll H H p y KO BO .l1 HT e JI 51 B 3 KC T p e Ma JI b­ H bl X y C JI OB H H X CJie}lyeT BbID,eJIHTh:

* CMblCJI006pa3y10wy10 11 ueJienoJiara10wy10 MblCJil1TeJibHYIO ne>I- TCJibHOCTh;
* 3aMblCJThl no peweHHlO BhITeKalOWHX H nOCTaBJieHHbIX 3aD.a4;
* npens11nett11e 11 npornoJ B pcwett1111 npennoJiaraeMbIX npo6JicM;
* aKTl1Bl13aU11IO ynpaBJieH4eCKl1X cpencrn 11 cpyHKUl10Ha.JlbHblX en11- Hl1U, peaJI113y10w11x 3TH cpencrna;
* BJia/leHl1e onepaTl1BHOH l1H<pOpMau11eii O C0CTOllHl111 nonpa3ne­ JieHH51, Ka)Klloro COTPY.llHHKa, }le51TeJTbHOCTH, o6CTaHOBKH H HX H3Me­ HCHH51X.

TwaTeJibHblH OT6op cneu11aJil1CTOB 11 Bbl.IlBl1)1(eH11e Ha PYKOBO/lll­ ll.l,He }10JI)KH0CTH He TO)lbK0 Hatt60J1CC KOMneTCHTHhlX, HO H ycneWHblX

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**B 3KCTpeM3JlbHbIX YCJIOBHHX, aBTOPHTeTHblX HBJIHeTCH OllHOH H3 rapaH­**

**THH HX COCTOHTeJibHOCTH, CKOpet'nuero pacKpblTHH H ,IlaJlbHei-illlero Ka­** pbepHOfO poem B HOBOM crnryce. Ll,pyroi1 rapaHrnei1 >1BJ1>1eTc>1 11x npo­ **q:>eccHOHaJlbHaH 3KCTpeM3JlbHO-TICHXOJIOfW--leCKaH TIO,UfOTOBJieHHOCTb.**

B 3KCTpeM3JlhHblX YCJ10B11l!X Jll]ll cneu11ar111CTOB 11 TCM 6onee PYKO­

**BOllHTeJieH HepeanHJOBaHHOCTb JIH'--lHbJX Tip11TH3aHHH H mo6oH THTT KOMnettcaUHH, HanpaBJICHHb!H. Ha 3aMeweHHe 3TOH. HepeanH30BaH­ H0CTH, CTaHOBHTCH O'--leBH,UHbJM llJlH Bcero OKpy)KeHHH. 3To Bbl3bIBaeT** OTTOp)KeH11e PYKOBOJH1Tem1 co CTOpOHhl cpyHKU110H3JlhHOH rpynnhI 11Jll1 K He My 11p11MeHHIOTCll Mepbl IICl1XOJ10fl1'1ecKoro 11a0J1eHl1ll (M06611Hr). **flpHMeHHeMbie cneuHanHCTaMH B 3KCTpeM3JlbHblX YCJ10B1151X Mepbl Ha nepBbJH B]fJIH,Il Moryr Ka3aTbCH H3J1HlllHe cypOBbJMH H na)Ke Hea,ueK­**

**BaTHblMH. 8 CBH3H C 3THM TICHXOJIOraMH npewrnraeTCH ueJiaH CHCTeMa**

Mep npocp11naKrnK11 3TOro nc11xonorn'!ecKoro >1BJ1eH11>1. '-!acrn yKa­ **JaHHbie Mepb! HBJIHlOTCH B 3KCTpeM3JlbHblX ycJIOBHHX cpe,UCTBOM co­** xpaHeHl1ll ueJJOCTHOCTl1 11 6oecnoco6HOCT11 BCeH KOMaH/lhl. HecMOTpH Ha 6e3yCJ10BHYIO penpecc11BHOCTb OTMe'!eHHhIX Mep 11 11X nCHX0TpaB­ M11pYIOWl1H xapaKTep, 0Hl1 n03B0Jll!IOT coxpaHl1Tb )1(113Hb cy6beKTy **B03,Uei1:CTBHH.**

L\JJH 113y'leHl1H oco6eHHOCTeH n03HaBaTeJlbHOH ccpepbl 11 Jll]ll oueH­

**KH YPOBHH HHTeJlJieKTa MO)KeT TipHMeHHTbCH ,UOCTaTO'--lHO pa3HOTIJia­**

HOBbIH 11HCTpyMeHTap11H (KpaTKl1H oT6opO'IHhIH TeCT, nporpeCCl1B­ Hble MaTpl1Ubl PaBeHa, TeCT AMTxappa, TeCTbl oueHKl1 YPOBHll Kpea­ Tl1BHOCT11 Jll14HOCTl1 3. ToppeHca, 3.EiOHe, A. MeJJbHl1Ka).

**LlnH H3YlJeHHH 3MOUHOH3JlbHO-BOJieBblX oco6eHHOCTeH MOryr HC­** nOJlb30BaTbCll 16-cpaKTOpHblH TeCT Kenena, TCCT oueHKl1 YPOBHH cy6beKTl1BHOro KOHTPOJlll (YCK), TeCT MC)l(Jll14HOCTHhIX OTHOWCHl1H

Jll1p11, TCCT UBeTOBblX Bb16op0B JlIOwepa 11 llP-

l13y'!eH11e nc11xo1111HaM11'1eCKOH ccpepbl Jll1'1HOCT11 MO)KHO npOBO­

/ll1Tb no Mernny «pecpneKcoMeTp1111», TecTy PLl,O 11 np.

L\Jlll cpopM11poBaHl1ll onepau110HaJlbHOH 11 nc11xo1111HaMI1'1eCKOH ccpepbl K pa60Te B 3KCTpeM3JlhHhlX YCJ10B11HX M0)KH0 11cnOJ1b30BaTb **C neUH3JIH3HpOBaHHble TICHXOTpeHH HfH:**

* **HHTeJJJieKTYaJlbHbie (Ha pa3BHTHe MbllllJieHHH, naMHTH, peq:>JieK­ CHH B HaTipH)KeHHblX, KPHTH4eCKHX, 3KCTpeM3JlbHblX CHTyauHHX);**
* KpeaT11BHOCT11 (Boo6pa)KeHl1ll, 11HTY11U1111, o6pa3HOro BOCnp11>1-

Tl1H 11 nepepa60TKl1 l1H<pOpMau1111 B HCCTaHnapTHhlX YCJ10B11l!X);

* KOMMyH11KaT11BHbie (ypOBHll /lOBep11>1 ce6e, TOBap11waM no rpyn­ ne, o6wecrny, KOMMYHl1KaTl1BHOMY 11 11HTepaKTl1BHOMy MaCTepcrny, **KOHq:>JIHKTHOH H neperoBOpHOH KOMneTeHTHOCTH B 3KCTpeM3JlbHbJX** YCJ10B11l!X);
* 3MOU110H3JlhHO-BOJleBOH peryJJHU1111 (yBepeHHOro 11Jll1 npocpec­

**CHOHaJlbHOro TIOBe,UeHHH B 3KCTpeM3JlbHOH CHTyauHH, OTITHMaJlbHOH**

pa60TOCIIOC06HOCT11, nc11xoJ10rI1'leCKOH peryJJHU1111, TpaHcperyJlllUl111, **Me,UHTaUHH, ,IlbIXaTeJibHble TICHXOTeXHOJIOfHH, B03,UeHcTBHe Ha 6Ho­ J10fH4eCKH aKTHBHble TO'--IKH).**

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* 1. **npo<1>ecc1110HanbHaH KOMneTeHTHOCTb PYKOBOAMTenH B 3KCTpeManbHblX ycnOBIIISIX**

B Hay4H0H mnepaType ***npotJ,eccuontlJlbHaa KOMnemenmnocmb*** pac­ CMarp,rnaeTCll K3K *cucmeMa eHympeHHUX pecypcoe, Heo6xoauMblX aAJ/ Jtp­ ljJeKmueHblX aeucmBUU 8 onpeae,1eHHblX cumyal{Uf/X.* Op11 3TOM ***ynpUBJleH­ 'leCKaR KOMnemenmnocmb py,coBoiJume.11.Jl*** npencTaBJIHeTCSI KaK *cucme­ Ma e,o eHympeHHUX pecypcoe, Heo6xoauMbtX all,, op20Hu1a1<uu Jlj)lj)e,cmue­*

*Ho20 pyKOBoacmea nodl.fUHeHHblM noapa3aeJleHUeM; 3HGHUe cyU1,ecmea*

*BbtnOJlHHeMoii pa6ombl, CJlO."JK'HblX CBH3eU, HB/teHuii u npou,eccoe, 803MOJIC­ HblX cnoco6oe u cpeacme aocmu:>JCeHUfl HaMelfeHHblX u,eJJeil; KOMflJleKcHafl cucme,tta, BK/1/0lfGIOUl,Gfl 8 ce6H codepJ1CameJ1bHbte, pecypCHbte u C0U,UGAbH0- ncuxo1102u11ecKue acneKmbl deHme,1bHocmu.*

*Codep:>1Came.11bHGR cocmaBJlHJOUl,GH nporjJeccuoHGAbHoii KoMnemeHmHo­*

*cmu* pyK0B0/ll1TCJll! □p en □0 J13f3 CT ero 3/lCKBaTHYIO 0pl1eHT3U11IO B ue­ JIHX l1 3aJJ.aYax, 11X np11op11TeTHOCTl1 11 conO.Il4l1HeHHOCTl1 KaK B ynpaB­

JICH4CCK0H, TaK 11 B □pe /l M CTH 0 H 06J1acm /lCl!TCJlbH0CTl1. 8 3KCTpe­

MaJlbHblX yCJ10811l!X PYK0B0/ll1TCJ1b )l0JllKCH 4YTK0 pearnp083Tb Ha JII0-

6oe, na)Ke He3Ha411TeJ1bHOe, H3MeHeH11e B o6cTaHOBKe, noBe11eH1111 J1114H0f0 COCTaBa. C ylfeTOM 3Tl1X 113MeHeH11H pyKOBOllHTeJih ofonaH K0ppCKTl1p0B3Tb UCJ111, 33)la'll1 □p o ¢, e c c 110 H a J1h H OH /lCl!TCJlbH0CTl1,

¢,opMbl' cnoco6b! 11X )l0CTl1lKCHl1ll H 11C[]QJIHCHl1l!. OH )l0JllKCH csoe­

speMeHH0 BH0Cl1Tb K0ppeKntBb( 8 CB0IO y □p 3 BJICH 4 CCKY IO )lCl!TCJlb­ HOCTb, B yCJIOBl1H B3311M011ei-1CTBl1H C nO.ll411HeHHblM11, B (popMbl CBO­

ero pear11poBaHl1H ( OT 11e11er11pOB3Hl1H TT011411HeHHblM CB011X TTOJ1HO­ MOlf11J1 110 J1HWeHl1SI 11X rIOJIHOM0411H, CaMOCTOHTeJibHOCTl1 np11HHTl1H

peweH11H, CB060/lbl 11 T./l.

CTpH4CM B []Q)laBJll!IOWCM 60J1bllil1HCTBC CJIY'!3CB )lJlll 3cjJcjJeKT11B­

HOfO ynpaBJieHl15I B 3KCTpeM3JlbHbIX ycJIOBl15IX PYKOBO.lll1TeJib l1CTTOJ1b- 3yeT pa3J1114Hble npoueCCbi B33l1MO.lleticTBH51 C TTOJ1411HeHHb(Ml1 (B3a11- MOCOr11acosaHI-lbie, B3a11MOJIOTTOJ1HHIOWHe, KOOPJil1H11PYIOW11e neH­

CTBHH, co11eti:CTBl1H, y11y4111a10IUHe npyr11e neHCTB11H), a He nc11xo110- fl1l!eCKl1e B03.lleHCTBl1H 1 , KOTOpble npe11MyweCTBeHHO npencTaBJIHIOT

co6oH 11eHTeJ1 bHOCTb, npeono11esa10wy10 tIy)Koe conpOTl1BJ1eH11e 11

HaBll3bl83IOWYIO CB011 yCJl0811l! []Q8C/lCHl1l! npyrnM JIIO/lllM, T. e. □p en ­ CT38.HHIOWYIO OC06bIH Bap11aHT npOTl1B01IeHCTBl1H. C411TaeTCH, 4T0 nc11-

XOJ10fl14eCKOe B03.lleHCTB11e 3(p(peKTl1BHO J111Wb B OT,lleJibHblX, He Tpe- 6y10WHX □p 0 M C/l JICH 11H, CJly43llX.

B. M. Po311H, xapaKTep111yl! pl!/l Ja611ylK/leH11i1, K0T0pb1M HepellK0 c11eny10T nc11xo110r11-npaKTl1Kl1, OJIHl1M 113 H11X C411TaeT Hl1 Ha lfeM He,

OCHOBaHHyIO y6e)l(JleHHOCTb, lfTO, 3HaH oco6eHHOCTl1 TTCl1X11Kl1 11 npo6-

l 8 H3Y'IHOH mncpaType (A.M.CTo.rrnpeHKO) ro1mp$1T O ncHXOJlOfH'leCKOM BOJ­ ri:eHCTIHH1, KaK 06 «OCTpOM>), «)KeCTKO >) CpCllCTBe, COCTOHlUeM B 11penHaMcpeHHOM

B,\tewareJJbCTFlC FlO 1rnyrpetttt11H MHP llC}lOBeKa, KOM611Hl1PYIOlliCM y6c)l()]eHtte, BHY- 111CHl1C, npaBOMCpHOC npHHy)l()]ettHe H 11pyrne ;'.1CT01lbl.

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**JieMbl t.JeJIOBeKa, flCJ.1XOJIOr-npaKTJ.1K MO)l(eT s HY)K.HOM o6oeMe 11 Ha­** npaMeHl111 ynpaBJll!Tb cro cocTOl!Hl1eM 11 nosc11e1111cM. 3m 3a611ylK1le­ Hl1e xapaKTepHO 11 Ml! npaKTl1Ka-pyKOB0/111TCJll! C TOH Jll1Wb pa3Hl1-

**ueH, l.JTO OCHOBaHHeM y6e)l(JleHHOCTH HBJl51lOTCH He cneuHaJlbHble :rna­ HHH, a 06w11pHb1e B 3KCTpeMaJlbHblX ycJIOBHHX BJlaCTHb1e nOJlHOMO­**

<Jl1ll 11 B orneJlbHblX rny<Jallx asrnp11TeT. TaKal! nepeoueHKa pyKoso1111-

**TeJieM CHOHX B03M0)K.H0CTeH seneT K CHH)K.eHJ.110 conep)K.aTeJlbHOH CTO­**

**pOHbl cro KOMneTeHTHOCTJ.1, a CJienosareJibHO, J.1 K CHJ.1)K.eHJ.1lO ero**

asrnp11Tern.

PyKOB0/111TeJlb /IOJllKeH 661Tb fOTOB K npornmy pa3Bl1Tl1l! co6b1Tl1il, **nepcneKTJ.18 D,CHTeJibHOCTJ.1 cnoero nonpa3D,eJieHJ.1H, caMOCTOHTeJibHOH nocTaHOBKe ueJieH .LLJlH nonpa3neJicHHH, 11x KOHKpennauHH .LLJlH Ka)K.-** 11oro COTPYIIHl1Ka. OH 06l!3aH yMeTb coornecrn ue1111 C B03MOlKHOCTl!MH no11pa3/ICJ1CHl1l! 11 KalKllOro cneu11a.n11crn. Ilo3TOMY B coneplKaTCJlbHYIO COCTaR/ll!IOWYIO npocjlecc110Ha.nbHOil KOMneTeHTHOCTl1 PYKOBO/IHTeJll! **CJienyeT BKJll04J.1Tb He TOJlbKO npHHHTHe J.1 npeo6pa30BaHHe nocrasJieH­** HblX 113BHe ue11eil, HO 11 caMOCTOl!TeJlbHOe, TB0P'ICCKOe cjlopMy11Hposa­ HHe, noCTaH0BKY, K0HKpeT113au1110 H /IOCTHlKeH11e (1111'1H0e o6ecne<Je­ **HJ.1e BblflOJIHeHJ.151 HJIJ.1 KOHTPOJib 3a 1IOCTJ.1)K.eHJ.1eM) ueneti. TaKaH KOM­**

neTeHTHOCTb npencTaMl!eT co6oii oco6y10 11HTerpa.nbHYIO CHCTeMy, xa­ paKTep113y10wy10 CTcneHb npocjieccHOHa.Jll13Ma PYKOB0/111TCJ1l!.

8 npouecce npe11MeTHOH /ICl!TeJlbHOCT11 B 3KCTpeMa.JlbHb!X YCJ10Bl1l!X

PYKOB0/111Te."6 01IH0BpeMeHHO ocyweCTBJll!CT c6op 11 3Ha.Jll13 onepa­ TllBHOil l1HcpOpMa1rnH, Heo6x01ll1MOii ilJll! npl1Hl!Tl1l! ynpaBJleH'!eCKO­ ro peweHl1ll, Bbll!B."l!CT npo611eMHb1e Cl1Tyau1111, ycrnHaBJ111BaeT np110- p11TeTb!, onpe11e11l!eT Heo6xo1111Mb1e pecypcb! ,'IJIH Hx peweHl1l!, yqa­ crnyeT B pea.ni13au1111 np11Hl!TOro peweHl1l!.

**OnHaKO 11a)l(C TTOJIHa5J 51CHOCTb LIJl}I PYKOB0D,J.1TeJIH nocTaBJieHHblX**

Jana<J, np11op11TeTOB, ue11eii 11 pecypcos He MOlKeT o6ecne<Jl1Tb a6co- 1110rno ycneuJHoro 11cxo11a peweHl1l! npo611eMb1, ec1111 oHa /I0JllKHb!M o6pa30M He socnp11Hl!Ta KalKllblM cneu11a.n11crnM. Ilo3TOMY nyrn pc­ weHl1l! npo611eM, no B03MOlKH0CTl1, ilOJllKHbl 661Tb 06cylK1leHbl co sceii **K0MaH110H, nepen TeM KaKPYKOBOD,1-1TeJib npHMeT OKOHllaTCJlbHOe pe­** weHHe. TOJlbKO noc11e 3TOro PYKOB01Il1TeJ1b np11CTynaeT K pea.nl133Ul111 npHHl!TOro peweHHll. Ilp11 3TOM caM0 06CylK1leH11e MOlKeT 661Tb He­ **MHOfOCJIOBHbIM, KpaTKHM HJIJ.1 na)K.e CHMBO)lHt.JeCKHM, OCHOBaHHblM Ha )K.ecrax, MJ.1MJ.1Ke J.1 YCJIOBHblX o603Hat.JeHHHX.**

***PecypcHaR cocmae,1R10Ul,Ofl KOMnemeHmHocmu* 5!BJIHeTCH OD.HOH J.13**

**CaMblX Ba)l(Hb!X CTOPOH ynpaBJieHlJCCKOH KOMneTeHTHOCTH pyKOBOD,J.1-**

Te11eii, xapaKTep113y10weii CTl1Jlb ynpaR11eHl1l! PYKOB01ll1TCJ1ll. OHa BK."IO­

<JaeT B ce6ll BJ1a11eHHe l1HcpOpMa1111e'1 no Tpy11oeMKOCTl1, PHCKY, CJlOlK­ **HOCTJ.1 pewaeMblX 3a,nalf, YlfCTY MaTepHaJlbHO-TeXHHt.JeCKHX, BpeMeH­** HblX, J1I01ICKl1X (3HaHl1e pea.nbHblX npocjlecc110Ha.nbHblX B03MOlKH0- CTeii KalKllOro n0/1'111HeHHOro, nporH03 nCHxOcp11311<JeCKl1X 3aTpaT 11 OUCHKa pe3yJlbTaTl1BHOCT11) COCTaR/llllOWl1X pecypCOB, Heo6xOIIHMblX

**.[l)lH HX peweHHH.**

40

CTa611J1bHOCTb 3cjJcjJeKT118HOH /lCHTC,%HOCTl1 nonpa3/leJleH11H B 3K­ CTPCMaJJbHblX yc,SOB11HX BCCUCJlO JaB11Cl1T OT ypoBHH npocjiecc110HaJJb­

HOi1 KOMTTeTeHTHOCH1 pyKOBOJIHTeJrn, ero aBTOPIHeTa, Mopa.nbHOfO npasa B rJla3aX TTO.IP-IHHeHHblX CT3Bl1Tb 3an,a- 1-rn:, cmnaHHbJe C pHCKOM

/lJlH 11X JK113H11, OT ypOBHH 11X B3a11MHoro /lOBep11H npyr Knpyry. 8 3KCT­

peMaJlbHblX YCJl0BIUlX opl1eHT3Ul-Ul pyK0B0.IU1TeJUI Ha BbITT0JlHeHHe 3a- 11al!H BKJ1l0 1,-taeT B cefoI O.IlHOBpeMCHHO optteHTaUHlO l1 Ha no.upa3.nene­ HHe, Ha np05IB}IeHl1e M3KCl1MaJlbHO B03MO)KHOH :rn60Tbl B npeJl)lO­

)KeHHblX ycnomrn:x O K3)1(Jl0M cneUHaJIHCTe. PemeHHe KOHKpeTHOH 3a­

na1...111 MQ)KeT .110CTI1f3TbC.H 6e3 y4eTa MHeH11H, TT03HW1H, OTHOllleHHH

cneumUIHCTOB, HO noJ1y1...1eHHbIC pe3yJlbTaTbl B 3TOM CJ1y- 1 -rn e He nonyc­ KaIOT CTa611JlbHOCTl1 3(j)cjJCKTl1BHOH /lCHTCJlbHOCTl1, KaK npaBl1JlO, np11- BOL1)lT K nCHXW-leCKl1M cpbIBaM, Heonpas.mlHHblM )KepTBaM, 1.-1pe3BbJ-

4aHHbIM np0HCllleCTBHHM cpem1 JlJ11.-IH0f0 C0CTasa. KpoMe T0fO, TaKHe peweHH5I CBHL{eTeJlbCTBYIOT O He.uocTaTOl!HOH KOMfleTeHTHOCTH PYKO­

BO.UHTeJ15-I, nollpblBC ero aBTOPHTeTa B rJla3ax flO.IllJHHCHHbIX. CywHOCTb COU11a.JlbHO-llC11XOJ10fl1YeCKOH COCTaBJlHIOWCH npocjiec­

CHOHaJlbHOH KOMneTeHTHOCTH PYKOBO.Ill1TeJ15-I onpe.ueJ15IeTC5-I MepoH CB5I3l1 Me)l(Jly CTOHWI1Ml1 nepe11 HHM o6beKTHBHbIMH 3Ma4aMH B 3KCT­

pCMaJlbHblX yCJIOBl15-IX l1 cy6beKTl1BHbIMl1 B03MO)KH0CT5-IMI1 ero Jll14HO­ CTl1. CounaJibHO-TTCl1XOJ10fl1l!CCKa5-I KOMTTeTeHTHOCTb PYKOBO.UHTeJ15-I

5IBJrneTC5I xapaKTepnCTHKOH ero npoQ)eCCHOHaJlbHO l1 COUHaJlbHO Ba)K­ Hb!X KalieCTB. OHa OTpa)KaeT BeKTOp flCHXO}IOrW-IeCKoH HanpaBJleHHO­ CTl1, CTeneHb ry,iaH11TapHOH nonroTOBJleHHOCTl1, ypoBeHb npocjiecc110- HaJibHbIX yMeHHH, 3lfaHHH, HaBblKOB, cnoco6HOCTei1.

**Ha**COUl1aJJbHO-nc11xoJ10fl1YCCKyIO COCTaMllIOWYIO npocjiecc110Ha.J1b­

HOH KOMIIeTeHTHOCTH pyKOBO.UHTeJ15-I OKa3bJBaeT BJll15-IHHe ypOBCHb ero

caMOOUCHKl1, yposeHb Me)KJll14HOCTHbIX OTHOWeHHH, cy6beKTI1BHbIH

JlOKYC KOHTpOJlH.

l1ccJ1e110BaHl1HMl1, 11poBe/lCHHbIMl1 B 2004 r., ycTaHOBJJeHO, YTO y COTPYI1Hl1KOB cneuno.upa3.UeJleHHi1 no BCeM yKa3a}!HbIM napaMeTpaM HMeIOTCH BbICOKHC noKa3aTeJll1.

TaK, no MCTO.Ill1Ke <<Jll14HOCTHblH llHQ)Q)cpeHUHaJI>> BblCOKHe noKa­ JaTeJI11 caMooue11K11 BbIHBJleHbI y 83 % c0Tpy11H11KOB OMCH 11 85 % COTPYilHl1KOB OMOH, aneKBaTHb1e y 17 % - OMCH 11 15 % - OMOH.

no MCT0/ll1KC /ll1arHOCTl1Kl1 ypOBH51 cy6beKT11BHOfO KOHTpOJlH ,Il.PoT­ Tepa UbIHBJleHbl Bb!COKHe TTOKa3aTCJll1 no WKaJIC l1HTepHaJibHOCTI1 B

o6JJaCT11 CJ1YJKC6Ho-6oeuoii /lCHTCJlbHOCTH BO Bcex no11pa,neJ1eHl1HX

(67,7 % - y 11HTepHaJJOB 11 32,3 % - y 3KCTepHaJJOB). y PYKOB0)111Te­

JleH crreuno.upa3l{eJ1CHHH Ha6J1IO.UaeTC5-I nOBbllilCHHbIH yposeHb OTBeT­ CTBeHHOCTH 3a npOI1CXOll5IWl1e co6bITl1H, BblCOKa5-I 3Ha4HMOCTb Jll14-

HOH caMOpeaJil13aUHl1. YposeHb Jll14HOCTHblX B3aHMOOTHOWeHttH KO­

Ma111111poB C COTPYllH11KaMl1 xapaKTep113yeTCH no MCT01111KC 1111arnoc­ Tl1Kl1 Jll14HOCTHbiX OTHOWCHHH T.J1Hpl1 l1 3BTOPCKOH aHKeTe BblCO­

K11M ypOBHeM B3al1MO/lOBepm, M ilPYlKCJlI0611H (60J1ee 60 % BO Bcex o6CJJC/lOBaHHblX nonpa3neJJeHl1HX).

41

B HT0re C0UH3J1bH0-TTCHX0JJ0fHYecKa5I C0CTaBJHIIOLUa5I K0MTTeTeHT­ H0CTH HaX0llHT Bblpa)KeHHe B npoQ)ccCHOHaJ1bHOH f0T0BH0CTH PYK0-

B0llHTeJHI 0C03H3HH0, CB0eBpeMeHH0 H TB0pYeCKH pewaTb MHoroo6- pa3Hble ynpaBJ1ew1ecK11e 11 npocpecc110HaJ1hHhie 3aJJa'l11. 3rnT nc11xo­ J1orHYecKHH Q)eHoMeH npencTaBJrneT co6oH enHHCTB0 M0THB3UH0H­ Ho-ueHH0CTH0f0, 3M0UH0H3J1bH0-B0JJeBoro H co11ep)KaTeJ1bH0-one­ pau110Ha.JlbHOro KOMnOHCHTOB 11 xapaKTep113yeT ypoBeHb npocpecc110- HaJ1bH0f0 pa3BHTHH JlHYH0CTH. OcHOBHOH xapaKTepHCTHKOH C0UH- 3J1bHO-TTCHXOJ10fHlleCKOH COCT3BJ15IIOLUeH K0MneTeHTH0CTH pyK0B0- llHTeJJH HBJJHeTC}I. era CTHJlb PYK0B0,llCTBa. ToT HJJH HH0H CTHJlb Bbipa- 6aTbIB3eTCH PYK0B0llHTeJJeM He T0JJbK0 TT0T0My, YT0 OH 3K0H0MHY­

Hee (no3BOJJHeT ll0CTHYh ueJJH C HaHMeHbWHMH 3aTpaTaMH), HO B 60JJhWeH CTeneHH TT0T0My, YT0 B M3KCHM3J1bH0 B03MO)KHOH CTene­

HH corJJacyeTCH c HHllHBHllY3J1bHhlMH oco6eHHOCTHMH caMoro pyKo­ B0llHTeJJH, C0UH3J1hH0-nCHX0J10fHYeCKHMH oco6eHHOCTHMH Q)yHKUH­

OH3J1bHOti: rpynnhl, TT03B0JJHeT yYeCTb B03M0)KH0CTH K3)1(Jl0f0 cneuH­

a.Jll1CTa, CKJlaJlhlBalOlil11eCH YCJJOBl1H, np11op11TeTbl rpynnhl B npocpec­ Cl10Ha.JlbHOH 11eHTeJ!bHOCTl1 (6oJiee no11po6HO o CTHJIHX CM. B no11pa311.

2.4 /l3HHOH rnaBbl).

* 1. **Ponb JllllAepa e 3KCTpeM3JlbHblX ycnoBIIISIX**

EcJJH B o6blYHbIX ycJJ0BHHX poJJb JlH,llepcTBa HBJIHeTCH 83)1(1-fb!M 3Jle­ MeHT0M ynpasJieHYeCKoH K0HUenuHH, TOB 3KCTpeM3J1bHbIX YCJJ0BHHX 3Ta p0JJb - BenywaH BO Bcex 0TH0WeHHHX. Ee 0TC)'TCTBHe HCKJJIOYaeT

He T0JlbK0 ycneWH0CTh H npoQ)ecCHOH3J1H3M neHTeJJbH0CTH, HO H ee aueKBaTH0CTb BHeWHHM YCJJ0BHHM, a YaCT0 H «)KHByYeCTb>> Bcero no11-

pa311eJJeH11}1. PyKOBO/ll1TeJib KaK ynpaBJICHeu-J11111ep HBJlHCTCH Heo6xo­

/ll1MblM, ueMeHTHPYKllill1M 3BeHOM npocpecc110Ha.JlbHOH rpynnbl, KO­

T0PhIH TT03B0J15ICT ll06HThCH TT0JJH0f0 HCTT0J1b30BaHHH B03MO)KH0CTeH

TT0,llYHHeHHhlX. OH He T0JlbK0 0TCTaHBaeT HHTepeCbl rpynnbl, KIDK,II,oro cneU11a.Jll1CTa, HO 11 aKKyMyJ111pyeT B ce6e ueJ111, MOTHBbl, 06w11ii 11HTeJIJieKT, BOJIIO KalK/lorO '!JJeHa rpynnhl. HapH/ly C cpopMa.JlbHOH BJia­

CTblO, onpeneJieHHOH ll0Jl)KH0CTHhlM CTaT)'C0M, y PYK0B0llMTeJJH no­ HBJJHIOTCH 0CH0B3HHH .UJHI aBT0PHTeTH0ro BJJHHHMH (HeQ)opM3J1bHOH

BJiaCTH), OCHOBaHHOH Ha ll0BepHH Ka)K,lloro cneuH3J111CTa H rpynnhl B ueJJ0M (lIOBepHeTCH )KH3Hb, 3ll0p0Bbe, B03M0)KH0CTb caMopeaJJ.M3aUHH,

6JiaronoJiy'!11e 11 T.11. ).

Pa3pa6oTaHO MHOlKeCTBO Teop11ii, KOTOpbIe pacKpblBaKJT np11po11y

11 MexaHM3Mbl JIHnepcTBa: 6HOCOUH3J1bHhle, noBenew1ecKHe (3TOJ10- rH'!ecK11e), Teop1111 'lepT, TpaHccpopMau110HHoro 11 c11Tyau110HHoro (BepoHTHOCTHoro) J11111epcrna, TeOpl1H KOHCTHTyeHTOB (nocJie110BaTe­

.aeii), Teop11H 11HTepaKTHBHb!X B3al1MOCBH3eii 11 np. (J}opMa Jll1/lepcrna

3aBHCHT OT THna HaUHOH3J1bHOH H opraHH3aUHOHHOH KYJJhTYPhl, oco-

6eHHOCTCti: JJHnepos H HX TT0CJJCLI0BaTeJJett, K0HKPCTHblX CHTyauHH H

42

**,IU1HaM11Kl1 pa3B11T115l OTlleJibHbIX rpynn, xapaKTepa Tl1TTJ1l--lHbIX 33LlaY,**

KOTOpb!e B H11X peaJJl13YIOTCH, 11 /Ip.

TaK, P. CTOf/111JIJ10M 11 A. KyHCOM B 1951 r. ycrnHOBJJeHo, YTO 3Ql­

cj,eKTl1BHOCTb Jll1/lepcKOrD noBe/leH11H PYKOB0/111TCJIH 3aBl1Cl1T OT pa3- B11TOCTl1 11 6aJJaHca IIBYX 11HTerpaJJbHblX cj,aKTOpOB: 1) CTPYKTyp113a­

**U1111 nesneJibHOCTl1 (T. e. OT Toro, KaK OH onpeneJIHeT CBOIO pOJib 11** pOJlb 11pyrnx B /10CTl1lKCHl111 uen11 rpynnbI) 11 2) BHl1MaTCJlbHOCTl1 ero K JIIO/IHM (T. e. OT yBalKCH11H 11 no/l/leplKaH11H Jll1/lCPOM 1111eii 11 YYBCTB

no11Y11HeHHb!X).

**8 OTeyecTBeHHOH nc11xo11or1111 60JibWOe KOJ111YeCTBO yyeHblX 11 npaK­ Tl1KOB Clll1TalOT, YTO npOHBJUleMOC co CTOpOHbl pyKOBOllHTeJIH 1111nep­ CTBO ecTb 11CTOYH11K HeQ)opMaJibHOH Jl11YHOH BJlaCTl1. Hanp11Mep,**

A.H. 3aHKOBCKl1ii YTBCplK/laeT, YTO mrnepcrno pyKOB0/111TeJJH BbicTy­

**naeT B KaYeCTBe nonOJIHHTeJlbHOH BJiaCTl1 - nepCOHOKpaT11YecKOH,** pean113yeMOii yepe3 TaKl1e cj,opMbl, KaK pecj,epeHTHaH, 3KCncpTHaH 11 xap113MaTl1YCCKaH BJlaCTb. OHa np116aBJIHCTCH K ylKe 11MCIOIUCHCH y pyKOB0/111TCJIH QJOpMaJlbHOH BJlaCTl1.

**BMecTe C TeM 1111nepcTBO 3TO He TOJlbKO 11 He CTOJlbKO nepCOH0-**

**KpaTl1YCCKa5I BJiaCTb, CKOJlbKO nepCOHOKpaTHYecKaf! OTBeTCTBeHHOCTb. 6011ee Toro, caMo *no1--1Rmue BAacmu MOJICHO onpeaeflumb, KOK npeiJoc­ ma6JlfleMy10 AuiJepy 60JMOJ1C11ocmb, npu Komopoii 011 cnoco6e11 no.,111ou,e11110 ocyi«ecmBflflmb 603JloJ1Ce1111y10 11a 11e20 06HJa1111ocmb u 11ecmu nepco11Mb-***

***11y10 Om6emcm6efllfOCmb.* 8 3TOM cnyyae BJiaCTb f!BJlf!CTCfl J111Wb ycJIOBH­**

**eM fHBeTCTBeHHOCTl1 11 OHa He MO)l(eT npeBbJWaTb npeneJIOB OTBeT­ CTBeHHOCTl1. Ecn11 )Ke ypoBeHb BJ1aCTl1 npeBbIWaeT ypoBeHb OTBeTCTBCH­ HOCTl1, TO BJiaCTb nepepo)KJ],aeTCfl B Hac11J111e. BcHKOe )KC Hac11J111e, KaK 113BCCTH0, He 3cJ:>Q)eKTl1BHO 11 He nonrOBClIHO.**

OrneTCTBCHHOCTb - 3TO cj,opMa 06bCKTl1BHOii 3aBl1Cl1MOCTl1 JIIO/\Cii 11 KOJIJICKTl1B0B llpyr OT 11pyra B ycJJOB11HX o6wecrneHHOrD pa3/ICJICHl1H

rpy11a, QJOpMa 3aBl1Cl1MOCTl1 cy11b6b! YCJIOBeKa, ycJJOBl1ii ero )1(113H11, Tµy11a, OT/lb!Xa [2]. B IUl1POKOM CMb!CJle OTBCTCTBCHHOCTb pyKOB0/111Te­

**Jlfl-J111.Il.epa BbICTynaeT KaK oc03HaH11e HM cBoero nonra nepen KIDK­**

**,IJ.bIM cneu11aJ111CTOM, rpynnoH, o6wecTBOM, C 0,IJ.HOH CTOpOHbl, 11 0)1(11-**

**naHl1flMl1 3T11X cneu11aJ111CTOB, rpynnhI, o6wecTBa - c 11pyroH. OTBeTCTBeHH0CTb CBH3aHa C nOBbJWeHHblM ypOBHeM, TOYHee, KOH­**

UCHTµau11eii /IOBCp11H Jll1/lepa K ce6e, cj,yHKUl10HaJlbHOii rpynne, KOH­ KpeTHb!M YJICHaM rpynnbl, a TaK)KC KOHUCHTpau11eii /IOBCp11H rpynnbI **K J11111epy He TOJlbKO 3a pC3YJlbTaTbl CBOert neHTCJ1bHOCTl1, HO 11 3a nepcneKTl1Bbl CBoero 6naronOJIYY.11fl 11 pa3B11Tl1fl. B 3KCTpeMaJibHbIX** ycJIOB11HX ypOBCHb /IOBCp11H Jll1/lepa K ce6e, rpynne 11 KOHKpCTHb!M **YJleHaM, a TaK.)Ke llOBep11e rpynnbI 11 KOHKpeTHbIX YJleHOB K J111nepy f!RJlfleTCfl MaKCl1MaJlbHO BbICOKl1M, TaK KaK peYb 11neT O n0Bep1111 Jll1-** 11epy caMoro 11opororo - lKl13Hl1.

**PH11 yYeHbIX ymI3bIBalOT yMeH11e nonep51Tb ce6e C yMeH11eM ((OTKpbl­**

BaTbCH,> IIPYrDMy [17[. no3TOMY MOlKHO CKa3aTb, YTO /IOBep11e - 3TO

**flBJieH11e OllHOBpeMeHHO 11 BHyTpl1J111Y.HOCTHOe 11 COUWlJlbHOe. Ka)KJ],bIH**

43

cneU113.lll1CT, a TeM 6onec J1HD,ep Bccrna HanpaMeH H B MHP, C KOTO­ pbIM OH B3aHMOnetiCTByeT, COH3Mep5HI CB011 B03M0)KHOCTH C npeno­

CTaBJrneMblMH yCJ10BHHMH, H B ce6H, YY.HTbIB351 npH 3TOM co6cTBeHHbie IIHTepeCbl, nOTpe6HOCTII, ueJ111. O11HaKO npocpecc110HaJJbHble ueJ111, 3a,uaY.H, J1H11H0CTHO 3HaY.HMbie UeHH0CTH, MOTHBbl )KH3HeneHTeJ1bHO­

Cn1 PYKOBO/ll!TeJlll-Jlll/lepa, cpyHKWIOHaJlbHOH rpynnhl II KalK/lOro cne­ UHaJIHCTa B 3KCTpeMaJlbHblX yCJ10BHS{X D.0J1)1(Hbl Me)KJJ.y co6oti cosna­ naTb. TOJlbKO B 3T0M CJ1Y'Iae MO)KeT B03HHKH)'Tb He06XOD,HMbiti ypoBeHb KOHUCHTpaum1 B3311MO- 11 caMO/lOBepmr y PYKOBO/ll!TeJ1l1-J111/lepa.

Mcxom{ H3 npencTaBJieHHOH n03HUHH, MO)KHO cnenaTb BblBOD. 0 TOM, 4TO H B OCHOBe HecpopMaJJbHOro BJlHllHl!ll PYKOBO/ll!TeJ1>1-J[ll/lepa Ha 00,IJ,Y.HHeHHblX Jle)KHT aBTOPHTCT, OCH0B3HHb!H Ha B3aHMHOM nose­

PHHJ1Hllepa H 00,IJ,Y.HHeHHblX H CaMOD.OBepHH J1HD,epa K caM0MY ce6e, ysepeHHOCTII B ce6e. B ,,acTHOCTII, M.IO. KoH11paTheB C4HTaeT, 4TO

nOHHTHe <<aBTOPHTCT>> Heo6xonHMO HHTepnpeTHpOBaTb KaK <<BHyrpeH­ HCe npH3HaHHC 3a JlHY.HOCTblO npasa npHHHMaTb OTBeTCTBCHHble pe­

weHHH H oueHHBaTb 3H3llHMbie o6CTOHTeJ1bCTBa COHMeCTHOti neHTeJlh­ HOCTII» [9]. B csoeti KOHuenuHII OHBbl/lBHraeT np113H3K aBaHCllpOBa­

HHH nosepHeM KaK OCHOBHOH npH3HaK aBT0PHTeTHOCTH. npH3HaBaH 3a JlH)lepoM npaso Ha npHHHTHe OTBeTCTBeHHOfO peWCHHH B 3Ha4H­ MblX yCJ10BHHX COBMCCTHOH neHTeJlbHOCTH, Y.JleHbl rpynnhl aBal--lCHpy­ lOT eMy /lOBep11e, IIHOf/13 npe/lOCT3BJ1llll He11onyCTIIMYIO llJlll HIIX ca­ MIIX cso6011y 11eHCTBHti. OHi! ysepeHbl B TOM, 4TO see 3TO 6y11n 11c­

noJ1b30BaHO so 6Jraro [91.

HecpopMaJJbHOC JlH/lepCTBO B 3KCTpeM3.;1bHblX YCJlOBllllX onpe11eJ1l1- eTCH J1HY.HOH 3HaY.HM0CTblO 1l)151 PYKOHOD.HTCJ1H-J1HD.epa ueneH H 3a­

/l34, CTOllWHX nepe11 QlYHKUHOHaJ[bHOH rpynnoti, xapaKTepOM CJJO­

)KHBWHXCH OTHOWeHHH, OCHOBaHHb!X Ha B3aHMHOH OTBeTCTBeHHO­

CTH, nosepHH, 6oeBOM 6paTCTBe, oco6eHHOCTHMH JlHY.HOCTHblX CBOtiCTB PYK0B0,IJ,HTeJ151-J1HD.epa, onpene11HeMblX BblCOKOH HpaBCTBeHHOCTblO, TBOpllCCKOH H opraHH3aUHOHHOti aKTHBHOCTblO, npo(peCCHOHaJlbHOH BOJ1eH, CTPCMJleHHeM K caMopeMH33UHH, peaJIH3aUHH noTeHUHaJJa

rpynnbJ H Ka)KUO[O cneuHaJIHCTa, HaJIWIHeM 1103HTHBH0f0 CJ1y)Ke6- H0-3KCTpCMaJlbHOro onhna. B3TOM CJ1y4ae cpopMaJJbHOe Jll1JlepcTBo /10- IIOJlHllCT HecpopMaJJbHOe H cnoco6cTByeT o6pa30B3HHIO cnJJ04eHHOC­

TH, CJla)KeHH0CTH, 6oecnoco6HOCTH rpynnhl.

EcJJH )Ke cpopMMbHbIM n1111epoM >1BJ1>1eTCll He pyKoso1111TeJ1h, a 11py­ roti cneuHaJJHCT, TO 3cpcpeKTHBHOCTb npocpecc110HaJ[bHOH 11eHTeJ[bHO­ CTII rpy11nbl 3H341!TeJibHO CHl!)[(aeTCll. KpoMe rnro, OTCYTCTBHe Y py­ KOBOllllTC,lll B 3KCTpCMaJlbHblX yCJJOBllllX HecpopMaJJbHOro Jlll/lepcTBa B rpynne MO)[(eT np11BeCTII He TOJlbKO K HC3QlQleKTIIBHOCn1 rpynnhl, HO II K m6eJ111 cneuHaJIHCTOB. OTJJH411e cpopMaJJbHOro OT HecpopMaJJbHO­ ro pyKOBO/ll!TeJll!-Jlll/lepa B 3KCTpeMaJJbHblX ycJJOBl!llX npe11crnBJ1eHO B

Ta6Jl. 3.

HecpopMaJJbHOe Jlll/lepcTBo cne11ycT paccMaTp11B3Tb He KaK 0/lHO­ CTOPOHHee BJlHHHHe PYKOBOD,HTCJ1H-J1HD,epa Ha nonY.HHCHHblX, a KaK

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Ta6n11ua 3

**CpaBHHTeJibH3SI Ta6JIHll3 OTJIHllHH cl>opM3JlbHOf0 OT Hecl>opMaJlbHOro KOM3HJlHp3-JIH.llepa B 3KCTpeMaJlbHblX YCJIOBHSIX**

|  |  |  |
| --- | --- | --- |
|  | <t>op iL'lbHbltt K0\1aHJU1p-mrncp | Hecj:JopMailbHbltt KO aH.LU1p-JlHilCp |
|  | Ha'--lanbHHK. | OTBeTCTBeHHb!H opramnaTop. B 0llJ.1-  H3KOBOti creneHH no11araeTCH Ha ce­  fo1, C0TpylUIHK0B, Q)yHKUHOHaJ!hHyto  rpynny  npl1KU3 - OCHOBJ ,UeHTeJJbHOCTH, HO  *)])HI* JQJ<j)eKTHBHoro ero BblnOJIHemrn  tteo6xo,a1-1Mo 0Wnem1e nepcneKrnBbl,  pa3yMH3H TB0p4eCKa51 HHHlU1aTi-1B3,  pe11u1TC.TlbHOCTb H HacroH4J.1BOCTb  Pa6oraer no cB011 1 ue.rrnM, Koropb1e  HlilHIKHCH 0,LlH0BpeMCHH0 ue,UIMJ.1  K0HKpeTHblX C0TpYllHHK0B H rpynnbl B UCJJ0M  CBOIO 0THCTCTBCHH0CTb 0CTJlilJHeT  no11H0CTbJO Ja co6oH, pacucH1-1BaH ee KaK ,1011r ncpen rpynnoH  B110XH0HJrneT C0TpYllHJ.1K0B csoeti npeJlaHH0CTblO ne-11y, K0MaHne, 6oe­ BOMY 6paTCTBy. noJIHOUeHHO )KttBeT B  JKCTpeMru1bHb1x yc.r10B11Hx.1loBepHeT ce6e, C0TPYllHHK3M, c})yHKUJ.10HaJib­  HOH rpynnc |
| noJiaraeTC51 Ha 6yKRY 33KOHa, |
| cy6op11J.1H3W1to, Jl\1Clll1n.11H HY |
| npHK<-U - OCHOBJ H npene11 neH- |
| TCJlbHOCTH |
| Pa6oraeT no ue1rnM. onpc11c.r1cH- |
| Hb[M Bb[WeCTOHlllHM PYK0H0ll(;TR0M |
| CrapaeTCH CHH3HTb ypoBeHb CBOeti |
| 0TBeTCTBeHH0CTJ.1, nepenopyY.aSI |
| 11011'-JJ,fHeHHbl\1 Bbln0J1Hem1e PRUa |
| opraHJ.13aUJ.10HHblX 33.JlJL( H 0CTJB- |
| JHIH 3a co6oH TOJ[bK0 Q)yHKWHO |
| K0HTp0,1H 3a HCl10JIHCHJ.1CM |
| OTHOCHH.:H K CJ[y)K6e B 'JKCTpeMa.,lb­ |
| HblX yc11omrnx KJK K pa6oTe, 3a K0- |
| ropy!O noJ1yY.aeT xopowee B03Ha­ |
| rpa)l(lleHHe. l-1cno11bJyeT c11y)Ke6- |
| Hy10, repoHT0J10rHY.eccy10, 11HQ)op­ |
| Mau1-10HHY10, MaTCp11aJJbHy10, *110-* |
| rnY.eCKYIO, :3.IM0UH0H<.UlbHYIO BTIJCTb |
| noitJlep)KHBaer ycTpe rneml0CTb HanpaaTJHeT COll)YllHHK0B H rpynny | |
| rpynnbl l1 C0TpYllHUK0B K pernem1K) no HJJ.16011ee 3Q)Q)eKTHBHOMY nyrn | |
| 3Ma'l. npHHHMJeT YllaCTJ.1e B J.1X pe- npH pcweHHH 33Jl3L[, TipHHHMaeT aK­ | |
| meHHJ.1 no Kpati:Heti He06XOJlJ.1MOCTH THHH0e Y43CTHe B ne11e HJlH np1-111aCT | |
| J.1MIIYJ16C aKTHBH0CTH H nosepHH | |
| npHHHMaeT peJIICHJ.1H. npespamacT pCWCHHH 8 peaJibH0CTb, | |
| npennoY.HTaeT coxpaH}ITb J.1;11-1 .\1\.1- MaKCJ.1MaJJbHo pca11111ycr cefo1, pac­ | |
| HHMaJibH0 pacxon:oHaTbCB0IO IICJ.1- KpblBHeT ll0TCHUJ.1aJ16HblC B03M0)KH0- | |
| XHYeCKylO H Q)J.13J.1l]CCKylO 3Hepr1110 CTJ.1 C0TPYllHHK0B H rpynnbl | |
| H He npoHBJIHTb J.1HHUJ.13THBY | |
| He HMeeT Hb[C0Koro J1J.1lJH0ro J.1 l-1Meer Bb[COKHH ,lHlJHblH J.1 npo<t)eC­ | |
| npoq:JeccJ.10HaJrbHoro crniyca, aHT0- CHOH<LlbHbJH CTal)'C. fJOJlbJYCTCH aB­ | |
| pHrera H ll0HCpHH T0p11TeT0M H noseptteM | |

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B3aHMO.UeHCTBHe, r.ue H peaKUH51 IT01l4HHeHHbIX onpenem:1eT TO, K3K pyKoso1111TeJ1b-J11111ep 6y11eT seem cefo1 *B* m1J1hHeiiweM.

PHIi y4eHblX B o6JJaCTl1 MCHC/llKMeHTa (1-l. MaKCBeJJ,", C. Mattu,

X. C11Mc, Ll,. KoJJJJl1H3) Bbl/leJJHIOT rnKoe HBJ1ett11e, KaK «cynepJ11111ep­ CTB0•>. Otto xapaKTeptto H .wu:111esneJtbH0CTH ct>YHKUHOHaJlbHblX rpynn B 3KCTpeMa.JlbHblX yCJJOB11HX, Kor11a no11 PYKOBO/ICTBOM pyKOBO/ll1Te­

JU:1-CynepJIH1Iepa K3)KJ],bIH cneUHaJIHCT CT3H0BHTCH JIH.UepoM B CBoeH

o6JJacrn.

B 2004 r. B pC3YJJbTaTe 3Kcneprnoro onpoca 6hlJIO BblHCHCHO, 4TO C0TPY.UHHKH cneurro.upa3.ueneHHH BbI)leJI5llOT CJie)lyIOLUHe 0CH0BHbie

4epTbl, xapaKTCpHble /IJIH pyKOBO/l11TeJ1H-J1111Iepa B 3KCTpeM3.JlbHblX yc­ JI0BHHX: BblC0KHe HpaBCTBeHHble KatieCTBa, sH.ueHHe nepcneKTHBbl, K0MTTeTeHTH0CTb, 0TBeTCTBeHH0CTb, .U0BepHe K ce6c, C0TPY.UHHKaM

rpynnhI, rpynne B ueJI0M, ycTpeMJieHH0CTb, nocJ1e.uoBaTeJ1bH0CTb H TBep.uoCTb npH cne.uoBaHHH K ueJIH, rH6KHH CTHJlb pyK0B0.IlCTBa.

* 1. **Cnmb A0SIT0JlbHOCTH PYKOBOAHT0J1SI B 3KCTpeM3JlbHblX ycnoBHSIX**

***Cm11.11• iJeame11&nocmu py«o«oiJumeJIH*** - *3mo UHOUBuoya,1bHoe CBoe­ o6pG3ue ynpaB!leH<ecKux </JopM noBedeHUH, ompaJ1CaJOU1ee npeo6,woa,o­ U1UU cnoco6 npuHamua pyKoeodume1eM ynpae!leHeecKux peU1e11uii, nocm­ poeHUR 06UJ,eHUR U 0KQ3QHUR 8.ilURHUR HQ noa11uHeHHblX.* 8 HeM H3X0.UHT

0Tpa.)KeHHe He T0JlbK0 JlH4H0CTHbie oco6eHHOCTH PYK0B0.UHTeJI51, HO

H era ynpaBJieHtJeCKaH KyJihTypa, 3HaHHH, npHo6peTeHHblti 0ribIT.

8 CB513H C TeM 4T0 CTHJlb PYK0B0.UCTBa JllO)lbMH - 3T0 C0B0KYITH0CTb TT0BT0pHIOLUHXC51 cnoco6oB H npHeM0B B33HMO.UeHCTBH51 C TT0.Il4HHeH­ HblMH, OH 0Ka3blBaeT cywecTBCHH0e BJIHHHHe Ha ITCHXOJIOfH4eCKHH KJIHMaT K0JIJleKTHBa H 3$$eKTHBHOCTb .ueHTeJibH0CTH.

8 H3y4eHHH CTHJleH pyK0B0.UCTBa CJI0)l(HJlHCb CJie.UyIOLUHe 0CH0B­

Hble TeopeTH4eCKHe 110.UX0libl: }JHllHQCTHblH, IIOBe.ueH4eCKHH, CHTya­ UHOHHbIH H nporpaMMHO-ponesoH.

**K.** Jles11Hb!M B 1938 r. Ha OCHOBe 3KCnep11MeHTa.JJbHOro 113y4eHl1H

COBMeCTHOH .ueHTeJlbH0CTH rro.upocTK0BblX rpynn 6blJIH Bbl.IleJieHbl as­ TOpHTapHbIH, .ueMOKpaTHlJCCKHH H JIH6epaJibHbIH CTHJIH PYK0B0.UCTBa.

P. 6JJeiiK 11 Ll,JK. MoyrnH BbI/lCJJHJ111 nHTh 1111cKpeTHbIX crnJJeii pyKo­

soncTsa: JIH6epaJ1bHblH, a,rropHTapHbIH, KOMaH.UHblH, opraHH3auH­ OHHb1H, HOMHHaJlbHbIH. P.JlaHKepT paCKpbIBaeT oco6eHHOCTH 4eTbI­ pex CTHJieH pyK0B0.UCTBa: 3KCITJiyaTaTOpCKO-aBTOpHTapHblH, 6naro)l(e­

J1aTeJ1bHO-aBTOpHTapHbIH' KOHCyJibTaTHBHo-.ueMoKpaTHlJeCKHH' napTH­ c11narnBHblH (11JJl1 coy4aCTBYIOW11ii) CTl1Jlb. no c11Tyau110HHOH TCO­ p1111 PYKOBO/lCTBa B. BpyMa, BbI11eJIHIOTCH nHTb CTl1JJeii PYKOBO/lCTBa:

aBTOKparn4eCKl1H, KOHCYJJbTaTHBHblH 11 rpynnonoii. cD. ¢11/IJICP C411-

TaeT, 4T0 )lJIH K0HKpeTHblX BH.U0B .ueHTeJibH0CTH (CHTyauHH) Hano no11611paTb PYKOBO/ll1TeJJeii co CJIOlK11BWl1MCH CTHJJeM. **K.** 6JJaH4ap11 11

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P. Xepceii C'll1TalOT, 4TO pyKoB01111TeJ110 CJ1e11yeT cop11eHrnpoB3TbCll B **TOM, Ha K3KOM H3 B03MO)l(HbIX 4eTblpex ypoBHeH fOTOBHOCTH H3X0- 11HTCH ero TTOLL'--IHHeHHhle, H peaJIJ130BblB3Tb COOTBeTCTBYIOWHH CTHJib**

pyKosoncTB3: 11eJ1er11py10w11i-i, coy43crny10w11ii, npe11J13r310w11ii,

**npe.rrnHCblBaIOwHH.**

A. Jl. )Kyp38JICB B 1976 r. onpe11eJ111J1 CJIOlK11BW11HCll CTl1Jlb ynp3BJJe­ Hl1ll PYKOBO/ll1TeJ1l1 K3K 11HTerpaJJbHOe o6p33083Hl1e Jll14HOCTl1, Bblp3-

**)K35J. ero Yepe3 xapaKTepHCTHKH: ueJIOCTHOCTb, yc10Hl.fHBOCTb, HH.IlH­** Bl1/!YaJJbHOCTb. OH 3Mnl1pl14CCKl1 Bblll811JI ceMb p33HOBl1/IHOCTeii (rn­ **nos) HH.IU1BH11YaJibHOfO CTHJUI PYKOBO.IlCTBa: llHpeKTHBHbIH, KOJIJie­**

**fHaJibHbIH, nonycTHTeJibCKHti, 1rnpeKTJ18HO-KOJIJierHaJibHblH, llHpeK­**

**THBHo-naccHBHbIH, naccttBH0-KOJIJierHaJibHblH H KOM6HHHpOB3HHbIH.** KpoMe 3Toro, )Kyp3BJ1eB Bbl/leJJlleT ¢,eHoMeHbl 11/leaJJbHOro (lKeJJ3H­ Horo) 11 HOpM3Tl1BHOro (¢,3KTl14eCKoro) CTl1Jlll PYKOBO/ICTB3.

A. B. Eopl1COBblM B 1977 r. ycT3HOBJJeHO, '!TO np11 BbI6ope CTl1Jlll PYKOBO/ICT83 scern3 HYlKHO Y'll1TblB3Tb ypoBeHb npocjJecc110HaJJbHO­ rpynnosoro p33811Tl1ll B PYKOB0/111MOM no11p33/leJJeHl111. EcJ111 OH CJIO­

**)KJ1JICH K3K KOJIJICKTHB, MOTHBHpOB3H J1 KOMneTeHTeH B Bb!TTOJIHCHHH**

npocjJecc110HaJJbHbIX 33/134, 3cpcjJeKTl18HO 11MeHHO 11eMOKp3Tl1'leCKOe

**PYKOBO.llCTBO, H Hao6opOT, npH He 1lOCTH)KCHHJ1 ypoBH5I KOJIJ1CKTHB3**

0K33bIB3eTCll pC3YJlbT3Tl1BHee 38TOpl1T3pHbltt CTl1Jlb PYKOBO/ICTB3.

O6w3ll ¢,yHKUl1ll cTHJJll pyKoso1111TeJ1>1, no MHeH1110 P. X. W3Ky­ pos3 (1982 r.), 33KJJIO'l3eTCll B 3/13nT3U1111 ero nose11eH11>1, c y'leTOM

**HH.LIHBH.IlYaJibHblX ncHXOJIOfH'--ICCKHX oco6eHHOCTeH, K cneuH(pHKe neH­ TeJibHOCTH PYKOBO)lJ1MOro HM KOJIJieKTHBa (no CTOHWHM 33.Il3'--13M,**

**YCJIOBHHM J1 cnoco6aM HX peaJIH3al.lHH, YPOBHIO nonroTOBJieHHOCTH**

caMoro KOM3H/111P3 11 KOM3H/lbl).

C. A. M3HH'leB B 2000 r. npeJ1J10JK11J1 CJ1e11y10w11e cT11J111 pyKoB011- crn3: 1111peKT118HbIH, KOHUenTyaJJbHblH, cjJac11JJl1T3Tl18Hbltt (o6JJer'l3-

**lOWHH 833J1MO.IleHcTBHH), CT011.Ilep)l(H83IOWHH, napTHC11113THBHbIH (co­**

YY3CTBYIOW11i-i).

**MHOfHe yyeHble C'--IJ1T3IOT, 11TO B Hanp5I)l(eHHblX, CJIO)l(HbIX, HeCT3H­**

/13pTHblX Cl1TY3U11llX 43We BCTpeq3eTCll 11 OK33bIB3eTCll 6oJJee 3cjJcjJeK­ Tl18HbIM 3BTOpl1T3pHblii CTl1Jlb PYKOBO/ICTB3, 3 np11 PYKOBO/ICTBe rpyn­ **TT3MH, pa6oT3IOWHMH B ycJIOBHHX H3OJ15IUHH, Bbl5IBJieHa 66JibW35l npo­ JlYKTHBHOCTb KOJIJierHaJibHOfO CTHJIH B peweHHH npo6J1eM p33JIH'--IHOfO**

·X3p3KTep3 (npOl13BO/ICTBeHHblX, COU113JlbHblX, 6bITOBblX 11 11p.). np3K­ **THKa noK33bl83eT, '--ITO B 3KCTpeMaJibHblX ycJIOBHHX 3BTOPHT3pHblH CTHJib** YacTo 6hl83eT MaJJmcjJcjJeKTHBHblM, 3 11HOf/13 11 ywep6HblM.

HeKOTOpble yqeHble npeJlJ13ralOT MeHl!Tb CTl1Jlb ynp3BJ1eH11l1 B 33-

**BHCHMOCTH OT COUHOKYJibTYPHOH, opraHH33UHOHHoH J1 rpynnosoH**

**)lHH3MJ1KJ1, KOMneTeHTHOCTH H MOTHBHpO83HHOCTH nepcOHaJia, oco-**

6eHHOCTeii KOHKpernoi-i c11ry3u1111 11 pew3eMoii ynp3BJ1eH4eCKoii 33- 11a411 (T.I0.6333pos, E.C.)K3p11KoB, A.Jl.)Kyp3sJ1eB, A.A.PycaJJ11- HoB, B. M. no3/!Hl!KOB). Ho np11 3TOM Hl1KTO He coo6w3eT, K3Kl1M

o6p330M pyKoB0/111TeJJIO (KOM3HJ111py) ocywcCTBJll!Tb CMeHy ero cm-

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JIH ynpaBJlCHl1H B npouecce caMOH npocjJecc110HaJJbHOti /\CHTCJlbHOCTl1 (B KaKoH nocne.uoBaTCJ1bH0CTH, C KaKoH l-laCTOTOH, KaKttMH KPHTe­ Pl1HMl1 np11 3TOM PYKOBO/\CTBOBaTbCH). CMeHa CT11JlH ynpaBJlCH11ll XOTH

H B03MO)KHblti, HO scer.ua MttTCJlbHblti H 60J1e3HCHHbt.H npouecc, 3a­ BHCHWHH He T0JlbK0 OT BOJHI K0M3H.UHPa, HO HOT Q)l(H.U3HHH rpynnhJ.

6oJiee Toro, B .UHH3MH'-ICCKH H3MCHfllOWeHcH 3KCTPCMaJlbHOH o6cTa­

H0BKC CMCHa cnurn PYK0B0.LlCTB3 1.-iacTO CT3HOBHTC.H B03M0)KH011 TOJlb­

KO co CMCHOH caMoro PYKOB0/\11TCJlH. no3TOMy 60J1ee paJyMHbIM pe­ WCHHCM .HBJHICTCH HCTTOJ1b30B3Htte CTTCUHaJlbHOfO cnurn ynpaBJICHHH

rpynnoi-i B 3KCTpeMaJlbHbIX yCJlOB11HX, KOTOpb!H MO)KHO yCJlOBHO Ha- 3B3Tb K3K <<J1H.UCPCKHH CTHJlb>>. npaKTHK3 ,llCHTCJlbHOCTH cneuno.upa3-

.UCJ1CHHH CBH.LlCTCJlbCTBYCT, 1--ITO 3TOT CTHJlb ,ll3BHO H WttpOKO HCTTOJlb­ JYCTCH ycnewHhIM11 KOMaH/\11paM11 OMOH 11 OMCH B 3KCTPCMaJJb­

HhIX YCJlOBl1HX. Jll1/\CPCKl1ii CTl1Jlb BCTl1TaJI B ce6H JIYYWl1C xapaKTep11c­ THKH aBTOpinapttoro H .UCMOKpanP--ICCKOfO CTHJICH, HO B CTporo .uo-

311pOBaHHbIX nponopU11HX (Ta6Jl. 4).

*V!J* Ta6Jl. 4 CJlC/\YCT, YTO B 3KCTpCMaJlbHbIX yCJlOBl1HX /\CHTCJlbHOCTl1,

HCCM0TPH Ha )l(CCTKHC cpopMbl onpe.ueJ1CHHH, TT0CT3H0BKH 3a.Il3ll, npH­ HHTH}I H cnoco6a .LlOBC.LlCHHH pelllCHHM .LlO TTO.Ll'-IHHCHHblX, Ha1-160J1ee npennO'-ITHTCJibHblM HBJlHCTCS{ HMCHHO JlH.LlCPCKHH CTHJlb PYKOBO.LlCTBa,

KOTOPbIH CTOJBOJlHeT cjJyHKUl10HaJlbHOH rpynne 11 Ka)K/\OMY cneu11aJ111- CTY He TOJlbKO 6h1Tb ycneWHblM, HO H peaJIH30BbIBaTb CBOH JIH'-IHOCT­ HbIH IlOTCHUHaJI, pa3BHB3TbCH, npeyMHO)K3S{ CBOIO HH.LlHBH.LlYMbHOCTb

11 npocjJecc110HaJJbHOe MaCTepCTBO. BMCCTC C TCM Jll1/\CPCKl1ti CTl1Jlb ynpaBJICHHH npennoJiaracT JIHlfHYIO 3HalIHMOCTb ueJieti H 3analJ .LlCH­ TCJlbHOCTH .LlJl}I K3)KJ1.0f0 CTTCUHaJIHCTa, BblCOKYIO MOTHBaUHIO npo­ cjJecc11011aJJbHbIX /\OCTl1)J(CHl1ii, HaJJl1Yl1C BbICOKOro ypOBHH pa3B11Tl1H (pyHKUHOHaJibHOH rpynnht, CTTJIOllCHHOCTb, CJ13)1(CHHOCTb, B33HMOBbl­ PYYKY, B3aHM033MCHHCMOCTb, B3aHMOTTOMOlllb.

Jll11\epcK11ii CTl1Jlb ynpaBJJCH11H He nO/\BCp)KeH cjJopMaJ111Jau1111 OT­ HOWeHHH, a CJIC.LlOBaTCJlbHO, H T3KHM HeraTHBHblM IlOCJlC.LlCTBHHM, K3K 6IOpoKp3TH3M. npe.LlCT3BJICHHbIH CTHJlb, K3K H 3BTOpHT3PHblH, HCTTOJlb­

JYCT CTaH/\apTHblC cjJopMbl, npoue/\YPbI 11 HOPMbl CTOBC/\CHl1H, HO OHl1 no cywecrny HBJJHIOTCH XOTb 11 HC06X0/\11Mb!M ( HC 1\Jlll ycTpaweH11H 11Jll1

<<II OK33 YXH ►>, a ,l]JlH M06HJIH33UHH), HO TOJlbKO BHeWHHM pHT)'aJIOM,

aHiypa)!(eM 3TOf0 CTHJlH. rJiaBHOe conep)l(3HHC B3aHMOOTHOlllCHHH, npo­ HBJlHCMOe B .,11-1nepCKOM cn1J1e, KPOCTCH BO BI-1Yl'PCHHeH JlHYHOCTHO 3Ha­ l.JHMOh, pHCKOB3HHOH COBMCCTHOH )l(H3HC.LlCHTCJlbHOCTH.

np11 Jll1/\CPCKOM CTl1Jle ynpaBJJCHl1>1 pyKOB0/\11TCJlb rpynr1bl, CCJll1 []03B0Jl>ICT BPCMH 11 o6CTaHOBKa, o6cy)i(/\aCT nocTaBJlCHHyIO 3MaYy C KOHKPCTHbIM cneu11aJJl1CTOM Jll160 cpa:iy co BCei-i rpynnoi-i B JaB11c11-

MOCT11 OT TOro, KTO 6y/\eT ee BblCTOJlHHTb. **np11** 3TOM pyKOB0/\11TCJlb

oueHHBaeT H Y'-IHTblB3CT BblCK333HHbIC MHeHHH, HO npHHHMaeMoe HM

peweHHC HC06Sl33TCJlbHO .Ll0Jl)l(H0 OTpa)l(aTb llbC-JIH6o HJIH rpynnoBoe MHCHHC. PeweHHe PYKOBO.LlHTCJlH, K3K npaBHJIO, OCH0Bb!B3CTCH HC TOJlbKO Ha :\1.HCHHHX rpynnhl, HOH Ha JIH'-IHOCTHOM 3HaJIH3C o6cTa-

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Ta6flHUa 4

**CpaBHHTCJlhH3SI Ta6JIHU3 OCHOBHblX napaMeTpOB JIH,ll,epcKOfO H Tp3,ll,HQHOHHblX CTHJieii ynpauJieHHH**

|  |  |  |  |
| --- | --- | --- | --- |
| napaMeTJ)bl cnrneH  y11paB.neH1rn | ABTOpHTilpHhlJ1 | )lCMOKpanP1eCKHH | JlmrepcKHl1 |
| TT0H11Matt11e pmm PYK0B0- mne.rrn | Ha'-laJibHHK, OT-  11a1011u1ti ITPHKa-  361 i1 K0HTJ)0JIH- pyIOWHi-i HX HC-  IIOJ1Hem1e | J-'hnerpaTop HHH-  1UHlTl1B 11 3(p¢>eK-  THBHblX pcweHHti | OpraHHJaTop H npOBOlIHHK ye- newttoti )l(HJHe-  nef!TeJlbHOCTH |
| noHH\taHHe po.rm COTpyll- HHKOB | 6ccnpeKOCJ10B-  HblC 11Cf!0J1Hi1Te-  flH | Jl mia, ylrnCTBytO-  wtte B np11WITH11  pewettHH | 6paTMI no opy-  )1(11 t0 11 nyxy |
| BeKTop op11ett-  TJ1U111 | Ha 11eJ10 | Ha J1Kl11CH, JJHl1- M3IOlUJ.1XC}I 1IeJ10M | Ha J1114HOCTHO  1H34HMOe llJHI  cefo1, rpynnL1 H  Ka)KllOro COTpy}I-  HHKa 11eJ10 |
| npttH51THe pe- wettH51 H onpene- J1eH11e 3an,alJ | Jlwrno pyKoso-  ;111TCJICM | C yLJeToM npen-  JlO)l(CI-!Hti ITOll'--111- HeHHbJX | Jl11'-IH0 pyK0B01Uf- TCJICM, HO C y4e- TOM npCD..JIO)l(eH11H n0Jl':IHHCHHblX |
| Cnoco6 110Be- neHHH pewe1111H | **n**p11K33, KaTefO- pwrnoe Tpe6osa-  HHe | CoBeT, peKoMeH- namrn:, HaMeK | np11K33-peKO- MeHD,3Ul151 |
| CreneHb pernaMeHTauH11 neHcTB11H  non•rnHCHHb!X | BblCOK.:HI. | Onr11MaJ1b1-1a51 | OnrHMaJibHtUI |
| XapaKrep o6we- Hl151 pyKOB01111- TCJ1H C fl011411-  HeHHblMl1 | KopOTKOe, 11e110-  BOC, cyxoe | bo11ec npo110.,'I-  )l(l1TeJ1bl-lOC. npH- l!eM lie T0Jl bKO n,eJlOBOe, HO 11  .1111'IHOCTHOC | Bcerna .,7114HO- CTH0-1IeJ10BOe,  llp0110Jl)l(l1TeJlb-  HOCTb KOTOporo onpenenf!ercfl CK.Harib1B3IOWH- Ml1C51 yCJ10B11HMl1 |
| XapaKrep pery~ JHIU1111 flOBene- HHH 11 11e}ITeJ1b- HOCTl1 Jl011411HeH-  Hb!X | ,Ue.,wcr yliop Ha B3b!CK3Hl1H | .Ilenaer ynop 1-1a noowpeHHH | Pcryn11pyeT nose- 11eH11e 1111ef!TeJ1b- HOCTb n011411HeH- Hb!X B OCHOBHOM  nocpencrnoM MO- paJibHblX oueHOK  11X 1Ief!Te.11hHOCTl1 |

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*0KOH'IGI-IUe ma6JI. 4*

|  |  |  |  |
| --- | --- | --- | --- |
| napaMeTPbI crnJTeti ynpaRJieHH | ABTop1-rraptth1H | 1lcMOKpant<1eCKHti | JlH11epcK1-1ti |
| MHeHHe pyKo- | )KecTKoe paJne- | Cl111TaeT ocex non- | O-mTaeT ocex non- |
| oon11Te1rn o non- | JieHHe Ha nJIOXHX | 4HHeHHblX H3Ha- | l!HHeHHbJX HJHa- |
| 4HHeHHblX | 11 xopow11x, 6eJ | 4aJlbHO xopow11- | Y:aJlbH0 xopowH- |
|  | nepcBona B npy-  ry10 rpynny | MH,HOoueHKH  MOf)'T MeH}ITbCH | MH, HO oueHKH  Moryr MCHHTbCH' |
|  |  | no peJyJlbTaTHM |  |
|  |  | HX neHTeJlbHOCTH |  |
|  |  | H np11 HJMeHCHHH |  |
|  |  | YCJIOBHH |  |
| 0THOWeH11e  pyKOBOnHTeJIH K HHHUHaTHBe | Henosep11e, HeraTHBHOe | CToowpeHHe npm1ar1ettHH  HHHUHUTHBbl | CToowpeHHe npmrnJieHHH HHHUHaTHBbl B |
| nonY:HHeHHblX |  |  | npene11ax nocrne- |
|  |  |  | JICHHOH JauaLJH |
| MopaJ1bHO-nt:11- | HanpH)l(eHHb1H | OnT11MaJ1bHb1H | 6Jiaronp11HTHb1H |
| XOJ10fH4e- |  |  | lIJlH p33BHTHH |
| CKHti KJlHMaT B |  |  | rpynn **b1,** KIDKlloro |
| opraHH33UHH |  |  | COTpynHHKa H |
|  |  |  | 3<p<peKTHBHoH  neHTC,lbHOCTH |
| CToKa3aTeJIH | 8b!COKHe KOJIH- | Cpe11tt11e KOJIH- | 8h1coK11e Ka4e- |
| 1lC51TeJlbHOCTH | l!CCTBeHHblC. | 4CCTBCHHblC, Bbl- | CTBCHHble H KO- |
| opraHH3aUHH | cpenHHe KaY:ecT- | COKHe KaY:eCTBeH- | J1HY:eCTBCHHble |
|  | BCHHb!C | Hb!C |  |
| KoHTponbpy- | CT0Bbll.lleHHb1H | CpenH11H | CH1)'3THBHO-TTO)].- |
| KOB01lHTem1 3a |  |  | nep)KHBaJOWHH |
| neHTeJibHOCTbfO |  |  |  |
| TT0114HHeHHl>!X |  |  |  |

HOBKH H HHTYHUHH, KOTOpoe flO)].KpenJIHeTCH ero 3BTOpHTeTOM **H** KOM­ neTeHTHOCTblO. PyKOBOllHTeJJb O6H3aTeJJbHO, ecJJH ITO3BOJJHIOT YCJIO­

B11H, pa3bHCHHeT rpynne o60CHOB3HHOCTb CBOero peweHHH, Ec1111 yc­

J1OBH51 3TOfO He ITO3BOJIHIOT, TO BCTynaeT B CHJJY Q)aKTOP BbICOKOro

YPOBHH J!OBep11H rpynnbl 11 K3lK1!0rO cne1111an11crn K JJl1qHOCTl1 py1<0- BOJJ,HTe11H. BMeCTe C TeM )lJIH Ka)l(UOfO cneuHaJJHCTa rpynITbl, He3aBH­ CHMO OT npHHHTOfO pyKOBO)lHTeJJeM peweHH51, BblTTOJJHeHHe ITOCTaB­ JJeHHOH 3a,naq11 11MeeT oco6yl0 J1H1.JHOCTHy10 3H a1 1HM OCTb. TTo3TOMY

cneumUJHCTbl l[YBCTBYIOT ITOBblWeHHyIO OTBeTCTBeHHOCTb 33 pe3yJJb­ T3Tbl CBoeH )],e51TeJJbHOCTH H ne51TeJlbHOCTb rpynnhl. CneumurncTbl T3.l0Ke ITOHHM3lOT, lJTO PYKOBO)lHTeJJb, OT)].aBaH ITPHK33, y11eJJ BblCK333HHOe HJJH o6O3HaY:eHHOe HHblM cnoco6OM (MHMHKOH, )KeCT3MH, Bblpa)Ke-

###### 50

HHeM rJia3, 3BYK0B) HX MHeHHe, H TO, l{TO OH rrpellb51BHJ1 rpynrre 8 Q)opMe KOpOTKOro IlpHKaJa, 51BJIHeTC51 KOHeY.HbiM, C)l(aTbIM, HO HaH-

6onee 3cpcpeKTHBHbIM pe3yJibT3TOM 3HaJl1133 scex MHeH11i1. CneUHaJIH­ CTbf He JIHWeHbf KpHTWieCKOH OUCHKH TIO OTHOWeHHlO K neflTeJibHO­ CTH pyKOBO.Lil-1TeJIH, KaK MO)l(eT TIOKa3aTbC51 Ha rrepsb1H B3fJ151,Il. 11MH

ocywecTJurneTCH BH)'TpeHHHH H BHewmrn OUeHKa scex TIPHKa30B H pacnopmKCHHH pyKOBOllHTeJIH TIOCJIC HX BbITIOJTHCHHH C yY.eTOM TTOJTy­

LJ.eHHbIX pe3yJibTaTOB, HenpepbIBH351 CBepKa TI)'TeH H ue11eH COBMeCT­ HOM )f(H3HeLLe51TeJibHOCTH.

CJ1cLLyeT rronlrepKH)'Tb, lJTO s11acTHb1e TIOJTHOMOYH51 pyKosonHTeJIH TIPH JIHnepcKOM CTHJie pyKOBO,UCTBa 0CH0BbIBalOTC51 He TOJlbKO Ha ero OTBeTCTBeHHOCTH nepen rpynnoH H Ka)K)lb!M cneuHaJIHCTOM, HOH Ha 833HMIIOH OTBCTCTBCHHOCTH Ka)l(,UOfO cneUHaJIHCTa H rpynnbI 8 ue­

JIOM. npwreM B03MOlKHbIH yposeHb HCOOJ!b30B3HHH pyKOBO/ll1TeJieM K3K cj)opMaJibHOH, TaK H Hecj)OpMaJibHOH BJl3CTl1 B 3KCTpeMaJlbHbIX YCJIOBHHX npHMO nponopuHOHaJleH ypOBHIO ero JIHYHOH OTBeTCTBeH­ HOCTH, OTBeTCTBeHHOCTH Q)yHKUHOHaJibHOH rpyTITibl H Ka)K,[!OfO crre­

UH3JIHCT3 Ja nopyYeHHOe *11eJ10.* CneuHaJil1CTbI K3K 6hr peaJil13YIOT BJ13CTb HM co6oii 11 CHTyauHCH 'lepe3 llJ13CTb pyKOBO/ll1Te,lH. B 3TOM npOHBJIH­ eTCH HX CB0601IHbIH BbI60p. no,TOMy ypOBCHb peaJibHOH BJl3CTl1 pyKO­

BOLLHTeJlH Hall corpy.LIHHKaMH 06beKTHBHO He MO)l(eT 6b!Tb Bb!We ypos­

HeHBJiaCTH HaJI co6oH l1 c11ryau11eH ero TIO,IIY.HHeHHbIX.

C yl!eTOM H3JTO)f(eHHOf0 MO)l(HQ cneJiaTb BbJBO,II, lfTO Ha ,IIOJl)l(HOCTb PYKOBO/lHTeJlH B 3KCTpeMllilbHbIX yCJlOBHHX rne11yeT OT611p3Tb 11 H33Ha­

LJ.aTb raKHX KaH,IIHllaTOB, KOTOpb1e He TOJlbKO HMelOT rrpenrrolfreHH51 no MOTHBauHOHHO-xapaKTepOJIOntYeCKOMy npocj)11JIJO JlHYHOCrn lIJIH peMH33UHH JlHLLepCKOro CTHJlH yrrpaBJieHHH, HO H C yY.eTOM B03M0)1(­

HOCTeii H OlKH/l3HHH rpynnbr. KpoMe TOro, lIJIH nOBbIWeHHH npocj)ec­ CHOHaJibHOro ynpasneH'leCK0-3KCTpeMaJibHOro M3CTepcrna pyKOB0/111· TeJieii Tpe6yeTCH npOBO/lHTb 11X TIOCTOHHHOe npocj)ecc110HaJibHOe 3K­ CTpeMaJibHO-TICl1XOJIOrH4eCKOe 06yYeH11e, r11e B cj)OpMe TPeH11HroB cneayeT TIOMoraTb Bbipa6aTb!B3Tb 11 p33BHB3Tb HHllHBl111YaJlbHbIH Jll1- 11epcKHH CTHJlb ynpas.,eHHH.

**BOnPOCbl AJ"ISI CAMOnPOBEPKIII**

1. KaKOBbl TICHXO,lOrH'ICCKHC xapaKrepHCTHKH JlHYHOCTH ycnewttoro py­ KOBOLIHTC,151 B :JKCTpeMa11bHblX yc11mrnx?
2. KaKHe MO)KIIO BblJIC,HITb 3J1CMCHTbl HHIIHBHllYaJlbHOH. y n paBJICH11CCKOH.

KOHUCTIUHJ.1 pyKOBOilHTCJ151 B 3KCTPCMaJlbHbIX YCJ10BH51X'?

1. KaKHe TICHX01lH3fHOCTH'ICCKHe MCT0t1HKH HCTIOJlb3YJOTC51 1IJ151 onpe11e­ JlCHl151 npo¢ecc110HaJ1bl-tO Ba)KHblX xapaKrCpHCTHK PYKOBOLlHTCJl51, BOCTpe6o­ B3HHblX B 3KCTpCMaJlbHblX YCJIOBJ.151X'?
2. KaK OUCHHTb npo¢ecc110HaJ1hHO-nc11xoJ1orH'ICCKYJO nollroTOBJieHHOCTb cnemtarIHC10B no HX BHCWIIHM np0518.J1CHH51M B TICHXOJ10fJ.11JCCKJ.1 HanpH)KCH­

HOti o6craHOBKe'?

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1. l.ho TaKOe npo(peCCHOHaJlbHaH KOMTTeTCHTHOCTb PYKOBOLU!TeJUI H K3Kl1e KOMTTOHeHTbl B Hee BK}llO'lalOTCH?
2. KaKOBbl oco6CHHOCTl1 co11ep)l(\_aTeJlbHOH, pecypcttoti. 11 COUHMbHO-TTCl1-

xo.1. orw1ecKoti. COCT3BJ1HIOll.l11X npo<pecCHOHaJlb110t1 KOMTTCTCHTHOCT11?

1. KaK COOTHOCHTCH TTOHHTHH (<J11111epcTBO», (<BJl3CTb>>, <<OTBCTCTBeHHOCTb)) 11 ('llORepHe)) B 3KCTpeMaJlbHb!X ycJ10B1-rnx'?
2. YeM onpe11eJrneTCH He(popM3.,1bHOC J11111epcTBO B 3KCTpCMaJlbHb!X yc110- BHHX?
3. KaKOl3bl OTJIH4HTe.1. bHbJe 4epTbi <pop:\1MbHOro H HC(llopMMbHOro J11111epa?

J 0. YTO TaKoe CTH..lb 11eHTeJlbHOCTl1 PYKOB01111TCJUI B 3KCTPCMaJlbHb!X yc110- RHHX?

11. YeM 0TJ1W--lalOTCH 3BTOpHT3pHbit1, D.CMOKp3Tl14CCKHH H }lHllepcKHH CTl1J111 PYKOBOllCTBa? KaKoH CTH\_T]b 60J1ee IIpHCMJleM B 3KCTpCMaJlbHbIX ycJJOBHHX D.CHTeJibHOCT11'?

**PEKOMEHAOBAHHASI nl1TEPATYPA**

I. *5ociJaH06U"i H.B.* CMb!CJIOBOC TTOJie KaTeropHH (<JlWIHOCTb» // JlH4HOCTb H npo6.'leMbi paJBHTHH. - M., 2003.

1. EoJibWaH coBeTcKaH 3HUHKJlonenHH. - M., 1995. - C. 489.
2. *5pyuuuHcKuli A. B.* nc11xo.. ornH cy6beKTa. - M., 2003.
3. *BaxuH A.A.* 0 MeTOllH'-lCCKOM np11eMe 011pe.i1eJ1eHHH J11111epcKoro TTOTCH­ u11a.ria B KO.'IJICKTHBC opraHHJ3UHH // CospeMCHHbJe npo6JieMbi TTCHXOJIOrttH

ynpaB,1eHH". - M., 2002.

1. *I'epacuMaea T. B., JJ,opoq,eee £.JI,., lloddy6Hblil* C. *E.* BnH"HHe couttanb­

Ho-nc11xo11orw1ecK11x xapaKTepHCTl1K J1l14HOCTH HCTTO..'lHl1TCJ1H Ha ero COUH­

a.1. 6Hb!C npenCT3&1CHl1H O CTHJIHX pyKOBOD.CTBa // CospeMCHHb!e npo6JICMbl llCHXOJlOrHH ynpaBJICHHH. - M., 2002.

1. *,OepKa"I A.A., CmenHoea JI.A.* PaJBHTHe ayronc11xo11orw-1ecKoH KOMTTC­ TCHTHOCTH rocy11apCTBCHHblX CJ1y)l(\_aw11x. - M., 2003.
2. *3aHKOBCKull A.H.* OpraH11JaUHOHHaH nc11xo11onrn. - M., 2000.
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H CTHflb pa6on,. - **M.,** 2001.

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2. *Komoea ff. 5.* nc1-1xo11orHH m-1•rnocTH B Pocc rn. CT0.1. n11e paJBHT11H. -

PocTOB H/Ll, I 994.

1. *KpacHuKoecKull B.fl.* CTHJih pyKoBoncTsa: onblT pa3pa60TKH CHTyau11- 0HHOH Mo11e.;111 PYKOBOllCTBa // ncHXOJ10rttH COBMCCTHOH )Kl13HClleHTCJ1bHO­ CTl1 \13..lblX rpynn 11 opraH1133UHH. - M .. 2001.
2. *Ky.,1UK06 JI. B.* ncHXOrHf"HCHa JlH'fflOCTH. BonpOCbi TTCHXOJ10rH4CCKOt1

YCTOi14HBOCTl1 H TTCHXOTTpO(pHJJaKTHKH. - Cn6., 2004.

1. MeTOD.bl 11113rHOCTHKH H paJBHTHH TTC11XOJ10rH'--leCKOro TTOTCHU113.,13

pyKoBonmcnefi OBLl / non o6w. pen. H. B.AHnpeeaa. - M., 1996.

1. *MopcyHoe E. 5.* JlHt.iHOCTh H opraH11Jaum1. - M., 1996.
2. *flam(UH A. ff.* ncHXOJIOrHH opraHH33UHOHHhlX OTHOWeH11t1 B ynpaBJ1e­ HHH opraHaMH BHyrpeHHHX nc..i: 3BTOpe(p.11HC llOKT. nCHXOJL HayK. - M.,

1990.

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1. *llanKUH A.H.* OcHOHbl npaKTw1ecKoro MeHeLJ.)KMeHTa. - M., 2000.
2. *nep,13 <JJ.* BHyTpll "BHe noMotiHoro Bc11pa // TTepm <l>., 1y11MCH fl.,

Xe¢¢epa11H P. TTpaKTIIKYM 110 rewTec1bnepan1111. - CTT6., 1995.

1. *llempOBCKUU B.A.* JlH4HOCTb B ncHX0)lOfHH: napaLUffMa cy6beKTHOCTVI. -

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1. *llempoBcKuU A. B.* BonpOCbl HCTopHH H Tcop1-111 ncHX0JI0fHH // J.136p.

rpyllbl. - M., 1984.

1. *llemyxrJB* £. *B.* ITCVIXO.IIOrJ.11--1.ecKaH nm.WU.Lb C0Tpy.IlHHK3M B pa6oTe py­ K0B0.IlHTem1 opr,:rna BHyTpCHHHx ne.11. // AKaneMH51 y11paBJieHV151 M Bll Poc­ c1H1: HCT0pJ.151, C0BpeMellH0CTb, 11cpcneKTVIBbl. - M., 2000.
2. *llemyxoH* £. *B.* ITpaBOHblC *VI* opraHH33UVI0HHblC 0CH0Bbl ncHX0JI0fH'IC­

CKOH noM0llll1 C0TpymrnKa\1 opraH0B BHyTpemmx JlCJI. - M ., 200 I.

1. ITp1-1KJ1auHa51 JOpH1Iw1ecKa51 nc·VIxoJiornH / non pen. AM. CToJIHpeHKO. -

M., 2001.

1. *llpOHUH B. B.* J.1H.UHBH.Uy::t!lbH0-llCHXOJ10fWleCKHC oco6eHHOCTVI K0M­ neHcamrn Jil11--l.H0CTblO npo¢ecc110H3JlbHOti HeycnelllH0CTVI: 3BTope¢. .IlVIC....

KaH11. ncHXOJI. HayK. - M., 2002.

1. ITc11xo11orw1ecKoe o6ecnC4CHHe pa60Tbl C pyK0H0.UHWHMVI KaupaMH opraH0B BHyTpCHHVIX 11eJI: MeT0.ll. f!OC06He. - M ., 2003.
2. ITc11xoJior1151 .rmnepcTBa: xpCCT0MaTHH / cocT. K. B. Cc11b'--l.ettoK. - M VIHCK,

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2. *TpeUcu 5., lllee..1e1t <JJ. M.* JlwrnoCTb 1111nepa. - M11H<.:K, 2002.
3. *l/epltelfll,106 B. H.* CoCT051flHC H nepcneKTVIBbl pa:rnHTH51 flCHX0JI0fVIH ynpaBJiemrn npaRooxpaHHTeJibllhl\rn oprattaMH // ITc11xoJionrn B ynpaBJie­ HJHI, noJIHTHKe 11 npaBe. - M ., 2003.

r nABA 3

**nc111xo11on1si YnPABJlEHIIISI 11111'-fHblM COCTABOM B 3KCTPEMAJ1bHblX YCJlOBIIISIX**

3. 1. npo4>ecc1110Ha11bHblH 3KCTpeMa1lbHO­ nc111xo11or111'1eCKIIIH noTeH1..1111a11 cne1..1111a11111cToe,

**pyKOBOAIIITeneiit** Ill **<l>YHK1..11110H31lbHblX rpynn**

8 JHnepaType MO)KHO BCTpeTHTb pa3JH1l!Hble TepMHHbJ: <<lJeJTOBeY:e­ CKtte pecypCbl>>, <<lJCJTOBelleCKHH K3TTHT3J1», <<ypOBCHb )KJ13HH», <<K3T.J:e­

CTB0 )Kl13HH>>, KOTOpble paCCM3TpHB3IOT YeJlOBeKa JTHWb K3K 3KOHO­

Ml14eCKl1H pecypc 111111 KaK flOTpe611Tem1 pa3Jll14HblX 611ar. noHl!Tlle

(<1..feJTOBCl.JeCKHH TTOTeHUHaJI>> Bbipa)KaeT npe.UCT3BJTeHHH O qeJTOBeKe K3K

0 cy6beKTe .rreHTeJlbHOCTH, 3KTHBHOM, C3MOUeHHOCTHOM H C3MOp33- BHB3l0WeMCH. CaM repMHH <<potencia>>, OJH3lfaJOWHH o.rrHospeMeHHO 11 B03MOJKHOCTb 11 BHyrpeHHIOIO c1111y, op11eHT11pyeT Hae Ha ryMaH11C­ T114eCKOe socnp11>IT11e 111011eti. no MHeH1110 **B.** M. Wene11>I, s **XXI** s.

Ka4eCTBO pa6oTHl1KOB KaK cy6beKTOB Tpyna 6yner npl13HaHO B U11B11-

Jll130B3HHbIX CTpaHax fJTaBHbIM ueHHOCTHblM npttOpHTeTOM BO Bcex

c11creMax ynpas11eH11l! I53].

n po¢,ecc110HaJlbHblH 3KCTPCMaJlbHO-flC11XOJ!Orl14eCKl1H flOTeHul1- 3Jl cneul13J!HCTOB npc11craBJ1l!eT co6ott He TOJlbKO Ha6op Jll14HOCT­

HbIX, npoq:>ecc110Ha.,1bHO 3H3l.JHMb!X KaY.eCTB, cnoco6HOCTeH H OTThITa,

T. e. naCCHBHYIO COCTaBJllllOWYIO, 06ecne411sa10wy10 BOJMOlKHOCTb yc­ neWHO pe311H30Bb!B3Tb npo¢,ecc110HaJlbHyIO nesJTeJlbHOCTb B 3KCTpe­ M3JlhHblX YCJTOBJ.UIX, HO, 1-ITO 6oJTee Ba)KlfO, 5lBJH:leTCH reHepaTOpOM caMOTTOTTOJlHCHHH, T. e. HMeeT aKTHBHYIO COCTaBJTHIOUlYIO, 5:IBJTHIOWYIO­ CH OCHOBOH npoqJeccttOHaJlbHO-JlW-IHOCTHOfO pocra cneuHaJIHCTOB B 3KCTpeMaJlhHbIX yCJTOBH5:IX. J.1MeHHO Tra cocraBJTHIOWaH TTOTeHUHa.Jia 06m1naeT cnoco6HOCTblO K caMOTTOHHMaHHIO, caMonporH03ttpoBaHHIO H caMopa3BHTHIO, HanpaBJ1e1-rn Ha TBo p 1-rec Ko e caMOBbipa)KeHtte, 11neH­ rn¢,HKau1110 cneuHMHCTOB.

TTOH5:1Ttte <<TTOTeHuHaJI)> B H3CTOHWee BpeMH HJY'-IaeTCH B CJTeD,ylO­

WHX acneKrnx: 3KOHOMH4CCKOM (Tpy/lOBOH flOTeHUH311), COUHaJlbHO­

opraHH3au110HHOM ( 4e110Be4eCKHe pecypCb!), COUH3JlbH0-3KOJ!Orl14e­ CKOM (o6was JKl13Hecnoco6HOCTb, JKIIJHeHHbIH flOTeHuHM), flCl1XO­ J10fH'-IeCKOM (JIH'-IHOCTHhIH rIOTeHutta11), JlHllHOCTHO-COUttaJThHOM

(opraHH3aropcKHH noreHu11a11).

54

B KOHuenu1111 nc11xo."orw1ecKoro 110TeHu11a;rn B ynpasJ1eH1111 OB)l,

pa3pa60TaHHOii rpynnoii y'!eHblX IlOJl pyKOBOJlCTBOM npocpeccopa

B.11. 4cpHeHl1JIOBa, 8 CTpyKrype I] po cpe CC 11 0 H aJI bH 0-Il C 11 X *OJI* o­ **r H l.J. e CK Or O n OT e HUH a JI a COTpYLIHHKa BbID,eJHilOTC51 CJie1IyIOw,He** 11se OCHOB!lble IlOJ1CTpyKTypb1: I) nc11xOTeXHOJIOfl1'1CCKal1 11 2) Jll1'1-

**HOCTHa51.**

**TI e p B aH np1osatta 06ecnelll1Tb paw10HaJJbHOe BbinOJIHeHHe lIOJDK­ HOCTHb!X ofonaHHOCTeH, CJIY)KHT noKa3aTeJieM TOro, KaKoro ypOBH51 cneW1aJJHCTOM MO)KeT CTaTb naHHbIH COTPYLIHHK, ecJIH onpeneJieHHbie**

IlCl1XOJIOfl1'1ecK11e ncpeMCHHbie 6y11YT aKTYMl1311p083Hbl np11 BbinOJI­ HeH1111 npocpecc110HMbHbIX 33113'1 (cpyHKU11H).

**8** TO p 3 ll 3311aeT Cl1CTeMy CMbICJIOBbIX KOOpJ111HaT Tpy11a 11 )KH3H11

**8 ueJioM: onpeneJUICT, KaKoti }IH'-1.HOCTblO MO)KeT pa3BHTbC51 naHHblti:** 'leJIOBeK 11 KaK 3TO MOlKeT CK333TbCll Ha ero npocpeccwoHMbHOii 11ell­ **TeJ1bHOCTH H )KH3HH 8 ueJIOM.**

**B** cooTseTcTB1111 c yKa3aHHOii KOHUenu11eti, B. M. IT03J1HllKOB 11

**1-1.** E. PeyuKall IlOJl npocpeCCHOHMbH0-IlCl1XOJIOfl1'1ecKHM nOTeHuHa­ JIOM COTPY11Hl1Ka OB)l Il0H11M3IOT HHTerpaTl1BHOe COCTOllHl1e HMeIO­

**lllHXC51, HO HHOrna OCT3l0llll1XC51 HCBOCTpe6oBaHHblMH TTCHXOJIOfH'-1.C­ CKHX COCTaBJUIIOWHX JH-11-IHOCTH, KOTOph!C MOryr 6hITb eIO aKTyaJIH3H­**

posaHbI 11 peMbHO 11Cll0Jlb3083Hbl 8 npocpecc110HMbHOii 11el!TeJ1bHO­

CTl1. flpH 3TOM IJCl1XOTexHOJIOfl1'1eCKal1 IIOJlCTpyKTypa IlOTeHUHMa no­ HHMaeTCll KaK npoeKU11ll ueJ1ocrnoti nc11x11K11 COTpy11HHKa OB)l Ha IlJIOCKOCTb Tpe6osaHl1H K HeMy K3K cneuHM11Cl)', npeJlbllBJll!eMbIX 8

**COBpCMCHHhIX ycJIOBlHIX. 8 HCH TTOJIHOCTblO np0518JHICTC51 JUfl--lHOCTb 8 ee**

**MHHHHH Ha Bee acneKTbl npo(peccHOHaJlbHOH ne51TeJibHOCTH. JhP-IHO­ CTHa.JI noncTpyKTypa TTOTeHUHaJla nOHHMaeTC51 KaK Bee TO, '-ITO neJiaeT** senoseKa JIWIHOCTblO, a He Y3K11M cpyHKUl10HepoM: MacwTa6 110Hl1- M3Hl1ll np011CX0Jll1Wero, M3CWTa6 MblWJleHHll, Kpyro30p, OTKpbITOCTb **HOBOMy, rpa)KilaHCKOe MY)KeCTBO, TTOHHMaHHe OTBeTCTBeHHOCTH 3a**

**cy.11b6b1 monett' BKJIJOl!afl OTBeTCTBeHHOCTb nepen noTOMKaMH H Ore- 1..fecTBOM B ueJIOM.**

**8 yKa3aHHblX nonxonax HC IIOJIHOCTblO Y'--IHTbIBaeTC51 rJiaBHa51 oco-**

**6eHHOCTb npo(peccv10HMbHO-ncHXOJIOfH'--leCKOro noTeHUHMa, KOTO­ paJI .11e11aeT ero OCHOBHbIM KOMnoHeHTOM ncHXHKH cneuHaJlHCTa. 3Ta** oco6eHHOCTb Ha1160J1ee peJlbecpHO npOCM3Tp11BaeTCll 8 3KCTpeMMb­ **HblX YCJIOBHHX.**

K 110Hl!Tl1IO npocpecc110HaJ1bHOro 3KCTpeMMbHO-IJCHXOJIDrH'leCKOro

**TTOTeHUHMa cneuHaJIHCTOB CJienyeT nonxo.11HTb C r1eTOM He TOJibKO JIW-lHOCTHblX xapaKTepHCTHK, HO H C y'-leTOM sceH COBOKy'TTHOCTH BHew­ HHX c:paKTOpOB, BJIH5110lll,HX Ha 3TY JIH'--IHOCTb, HH1IHBH.11YMbHbIX, CO­**

**Ul1aJihHbfX, .11eHTeJ1bHOCTHbIX, o6cTaH080lfHbIX. B 3KCTpeMa.JibHblX yc­**

JIOB11llX np011CXOJ111T He npOCTO aKTyMH33Ul1ll npocpecc110HMbHQfO **3KCTpeMMbHO-nCHXOJIOrH'--leCKOro noTeHUHaJla cneuHaJlHCTa (KOTO­ pblti MO)KeT 6bITb npe.11cTaBJieH TOJibKO csoeH nacCHBHOH cocTaBJ151IO­** IUei1 pa3Jll1'1HOrO YPOBHll, np11 3TOM aKTl1BHall COCT38Jll!IOW3ll MO)KeT

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OTCyTCTBOB3Tb 11J111 6hITb He3H3lIJ1TeJibHOti), a cro CTaHOBJieHl1e 11 pa3- Bl1Tl1e, KaK c11euwpw-1ecKoro nc11xw-1ecKoro Q)eHoMeHa. npwieM, xa­ paKTcp11JyH nOTCHUl1aJI, ueJ1ccoo6pa3HO rosopmb He O peJyJ!bT3T3X CT3HOBJleH1151 cneu11aJil1CTa 11 pa3U11Tl151 Jll14HOCTl1, a 06 oco6eHHOCT51X CaMOfO npouecca, BOJMO)KHOCTRX, Ka4eCTBe, CKOpOCTl1, cpoKax CTa­ HOBJ1CHl151 11 paJBl1Tl151 MaCTCPCTBa cneu11aJI11CTOB. 11MeHHO 3Tl1 napa­

MeTpbI, a He a6cTpaKTHblH, nyCTb .ua)Ke n0311Tl1BHbIH pe3yJTbT3T 11Me­ lOT pewa10wee 3H34CHHC np11 xapaKTep11crnKe npocjJecrnoHaJlbHOro 3KCTpe HU1bHO-llCl1XOJTOfW--ICCKOf0 noTeHUl1aJI3 11 np11 npoQ)ecc110HaJib­ HO-}lWIHOCTHOM pocTe cueu11aJ111cTa.

l1ntK, \10)KHO J3K..,1JOlJl1Th, rno non *nporjJeccuoHa,1bHbLll 3Kcmpe­*

*Ma.,1bHo-ncuxo,1ocul.fecKuM nomeHt,<UWlOM cne1,<ua.r2ucma* cne.uyeT noH11- MaTh 11HTerpaTl1BHylO COBOKYflHOCTb nc11x114eCKl1X KOMflOHCHTOB, 11MelOW11X K3K nacc11BHOe, TaK 11 3KTl1BHOe co.uep)KaH11e pa3J1114Hb(X ypoBHCH 11 nponopUHH, KOTOpall cjJopMttpyCTCll H pa3Bl1BaCTCH non BJll151Hl1CM 11 BHyTpeHHHX JIW-IHOCTHblX yCJTOB11H, 11 BHeWH11X - ne­ RTCJTbHOCTHhIX, COU11aJibHb!X, 06CT3HOB04Hb!X. np114eM B03MQ)KHQ­

CTH, Ka4CCTBO, CpOKH H CKOpOCTb npoTeKaHttll 3THX npoueccoB (cpop­

MttpOBaHHH H paJBHTHll) 3aBHCHT OT COCTOllHHll H cpyHKUHOHttposa­

Hl151 Cl1CTCMhl: ((Cneu11aJ111CT-)KHJHC.UC51TeJThHOCTb + 3KCTpeMaJibHbte

yCJIOBHH ( o6CT3HOBOYH b(H KOMnOHCHT)- cpyHKUttOH3JlbH3ll rpynna» (cM. pttc. I).

8 naccttBHYIO rpynny KOMnOHCHTOB npocpecCttOHaJlbHOfO 3KCTpe­

MaJibHO-nCl1XOJ10fl14eCKOf0 llOTeHUl13Jla cneUl1aJI11CTOB ueJTecoo6pa3- HO BKJTI0411Th He 06na11a10w11e no6yn11TeJ1bHOH c11110H onepau110HaJib­ Hy10 (3H3H11H, yMeHl151, HaBhlKl1, np11Bb(YKl1, 06w11e 11 cneU113JibHbIC cnoco6HOCTl1, CBOtiCTBa) 11 nc11xo1111HaM114CCKYIO (BblHOCJ111BOCTb,

3HeprWIHOCTb, pmM Tpy11a, pa6orncnoco6HOCTb " np.) COCT3BJ!lllO­

lUl1C CTpyKTypbl -1tt4HOCTH, pa3pa60TaHHOH npocjJeccopoM AKanCMl111 ynpaw,eHttll MBLl Pocrntt A. M.CTOJ!HpeHKo, B aKTHBHylO - 06J1a­

na10WY10 no6yl.l11TCJ1hHOH Cl1JIOH HpaBCTBeHHO-MOTl183U110HHylO co­ CT3UJ15IIOWYIO (ueHHOCTH, 11.IlC3Jlbl, 110Tpe6HOCTl1, MOTl1Bbl, HanpaB­ JICHIIOCTb, yCTaHOBKH, UCJ!tt).

3KCTpeMaJibHble C11Tyau1111 He TOJlbKO cnoco6CTBYIOT, HO 11 51BJ151- IOTCll O6l!33TCJ!bHblM yCJIOBHCM cpopMttpOB31lttll H paJUttTHll npocpec­ C110HaJlbHOf0 3KCTpeMaJibHO-nCl1XOJtofl14eCKOf0 noTeHUl1aJia .IlOJl)KHbfM o6pa30M no.urOTOBJlel--lHblX cneu11aJ111CTOB. BMecTe C TCM OH11 Moryr np11BOl!HTb K nOJIHOH npocpeCCHOHaJlbHOH H Jll14HOCTIJOH 11erpanautt11 HCnO.ilfOTOBJteHHblX cneutt3J111CTOB. AKTl1BH351 rpynna KOMnOHeHTOB npoQ)ecc110H a;1bH Oro 3KCTpC MaJIbH0-1 tc 11XOJ10 fl14CCKOfO noTeHUH3Jl3 ClteU11aJil1CTOB 6011ee BOCnp1111M411Ba K 113MeHeH1151M yCJTOB11H .ueRTCJTb­

HOCTH tt MolKCT CJ!ylKHTb csoeo6paJHblM HHl!HKaTopOM ypOBHll ccpop­ Ml1p0B3HHOCTl1 11 pa3B11Tl151 scero noTeHUl1aJta cneu11aJI11CTOB B 3KCT­ peMaJlbHblX yc.,10B11RX. 3Ta .Ul13fHOCTl1lfeCKa51 oco6eHHOCTb noTeHu11a- 11a 11cnoJ1bJOBaJiacb B npouecce nc11xo11orw--1.ecKoro conpOHO)l(JlCHHR 11 no.urOTOBKl1 C0Tpy.UH11KOB cneuno.upaJ.ueJTeHHH B 3KCTpeMaJTbHblX ye-

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flOBHHX. AKTHBH3H rpynna KOMTTOHeHTOB npocj:,ecc110HMbHOrO 3KCT­ **peMMbH0-HCHX0JJ0rtt4eCK0f0 noTeHuwan.a CTTCUI13.IU1CT0B cnoco6cTBYeT** cpopM11P0B3H11IO 11 pa3BHTl1IO Rcero noTeHu11a.na, B TOM '111CJle 33 CYeT

**HaKonJleHJHI noTeHuttH nacc11BH0H rpynnbI KOMTTOHeHTOB.**

3KCTpeMMbHble yCJIOBHH npoq:,ecc110HMbHOH 11emeJ1bHOCTl1 Bbl­ **H)')KllalOT cneuttMHCTOB ocywecTBJHITb rJJy60Kl1e JJW{HOCTHble TpaHc­** cpopMau1111 nc11x11K11. 3m HJMCHeH11H npoHMHIOTCH B npouecce npo­

**(peccv10HaJibHOro cTaHOBJJeHIHI, a11anTau1111, paJsttnrn 11 coseprneH­**

**crsosaHIHI cneumlJll1CTOB B 3KCTPCMaJibHblX yCJJOBl,Hl:x.**

8 3KCTpeMaJlbHblX ycJIOB11HX npouecc npocj:,ecc110HMbHOro CTaHOB­

**JleHJ-HI B acneKTe ero .1u1HaM11K11 npoTeKaeT no .npyroH cxeMe. lfeM s**

**06bi'-:1HblX ycJJ0BJHIX. OH 6oJJee CTpeMttTeJJCH, n0T0My '-:IT0 BbDKHTb B**

**3KcrpeMMbHblX ycnomrnx M0)KH0, T0JlbK0 o6JJa.UaH .nocraT0'-:IHbIM ypoB­** HCM npocj:,ecc110HMl13Ma, KaK npaBHJIO, KOH¢,m1KTCH, TaK KaK xa­ **paKrep JH1'-:IH0CH1 HaTMKl1BaercH Ha )KeCTKHe YCJI0BIHI )Kl13He.neHTeJJb­**

**HOCTH 11 B33l1MOlletkTBHH Me)KJly cneuttaJU1CT3Ml1, HMeer BbJC0KYIO creneHb ncHX0Jl0ftt'-:leCK0ro npl1BbiK3Hl1H K pttcKy (<<CJlBHr K p tt CKY** ►**>) .**

A. M. CTOJIHPCHKO B nCl1XOJIOfl1'1ecKOM nOTeHu11ane PYKOB0/111TeJIH

0B11 npe1IJ1araeT Y'll1TbiB3Tb CJ1e11y10U1l1e oco6eHHOCTl1'. I) 11H/ll1B11- nya.nbHylO ynpasJ1eH•1ecKylO KOHUenu1110; 2) pa3B11TOCTb MOPMbHO­ **nc11xoJJortt'-:leCKHX Kal1ecrs; 3) ynpasJJeHYecKyIO nonrorosJJeHHocrb;**

1. l1HTCJIJ1eKTYaJ1bHb1e cnoco6HOCTl1'. 5) 3MOUl10H3JlbHO-BOJleBble

**csotkrsa; 6) K0MMYHHKaTHBHbie Kayecrsa.**

npocj:,ecc110HMbHbli1 3KCTpeMMbHO-nCl1XOJIOrl1YeCKl1H noTeHU11- **aJI pyK0B01IHTCJ151 nonpa3.1leJJeHH51 B 3KcrpeM3.JlbHbIX ycJJ0BHHX, no­ MHM0 YK333HHbiX K0Mn0HCHT0B, Jl0JJ)KeH BKJII0'-:13Tb B ce6H:**

* pa3BHTb1e opraHl133TOpCKHe cnoco6HOCTl1 H HaBblK11 (Koop1111Ha­

**UHH 833l1M0C0fJ13C0BaHHblX H B33HM0.1l0n0JJHHIOWl1X neikTBttH;**

* BbiCOKl1H ypoBeHb /IOBep11H ce6e 11 ¢,yHKU110HMbHOH rpynne (cJle­

**ll0BaTeJJbH0, BbiC0KHH YP0BCHb 0TBeTCTBeHH0CTtt);**

* cnoco6HOCTl1 K noMoralOll]l1M (o6y'lal0lll11M) 11eiiCTBl1HM, yJlyY­ WaKlll!HM (coeepllleHCTBYIOUIHM) 11eiiCTBl1H nO/l'll1HeHHbiX COTPYIIHl1- KOB ( CO/leHCTBl1e).
* **pa3BHTyIO nonco3HareJJbHYIO c¢>epy ncttXHKH l1 BblC0Ktte H3Bb1Kl1**

ynpaBJ1eH11H 3Toi1 ccj:,epoii.

**OcHOBHb!M YCJJ0BHeM n0BblWCHH51 npoq:>eccttoHaJibHOro 3Kcrpe­ MMbH0-nCHX0J10fJ1lieCK0ro noreHuHaJia PYK0B0JlHTeJJH B 3KcrpeMaJib­ Hb!X yCJJ0BHHX HBJJ51eTCH pa3BHTHe y Hero ayroncHX0JJ0rW-leCK0H K0M­** neTCHTHOCTl1, KOTopaH np1106peTaeTCH B npouecce npocj:,ecCHOHMb­ **H0i1 3KCTpeMaJibH0-nCHX0\_T]OfH'-:leCK0H nonroT0BKH, caMononr0T0BKH,** TTCIIXOKOHCyJlbTHpOBaHH>I H npocj:,eccHOHaJlbHOH 11eHTeJ1bHOCTl1 (B33H­ MO/ICHCTB11H).

**AyroncttX0JJ0ftt'-:leCKaH K0M nereHTH0CTb PYK0B0JlHTeJJH HBJJHeTCH**

**C0CT3BH0H 1-laCTblO ero npo¢>ccc110HaJJbl{OH K0MnereHTH0CTH. 8 coqe­ raHHH co cnoco6HOCTHMH npo¢>ecc110HaJibH3H K0MnereHTH0CTb 06- pmyer raK H33b1BaeMb1H <<npaKrw,ecKttH HHTeJJJJe Kr** ►**> (wKoJJa CrepH-**

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6epra), K0TOphlii M0)KeT paccMaTp11B3ThCH KaK cj,opMa np1106perne­

M0f0 onhITa B npouecce npoBe,uettttH cneumUibHhIX onepauttH.

JlaTttHCKOe CJI0B0 *intellectus* - <<pa3yMetttte, TT0CTH)KeHtte>> - B CJI0BapHX o6h!lJHO nepeB0,llHTC}I KaK <<yM, YMCTBeHHble cnoco6H0- CTH>>. ClfttTaercR, lJTO ttMeHHO OHH BO MHOfOM npenonpeD.eJUIIOT yc­ nex B o6ytieHHH H peweHHH COTPY.llHHKOM B03HHK3IOWHX )KH3HeH­

HhIX npo6JieM. OnttaKO 3T0 oueHHB3HHe B o6JiaCTH JlHWh TaK H33hIBa­ eMOf0 <<aKaD.eMtttleCKOfO>> HHTeJIJieKTa, xapaKTepH3YIOWero ycnew­ H0CTh o6y'!eHl1>1 11 peweH11>1 33Jla'I a6CTpaKTHO-TeopeTl1'1eCKOro nna­ Ha. BMeCTe C TeM C 80-x rr. B. CTCl1X0JJ0raM11 pa3pa6aThIBalOTCH TTOH.51.TH}I <<COUHaJlhHOrO>>, <<3MOUHOHaJ1hHOfO>>, a T3K)Ke «npaKTl14e­

**xx**

CK0f0>> HHTeJIJieKTa, K0T0pble TT03B0JBI.IOT 6onee Hail,e)K.H0 .lleJiaTh npo­

fH03 B 0TH0WeHHH pewetttt}I lJeJI0BeK0M npo6JieM' B03HHKaIOwttx B nosce11HeBHOii )Ktt3Hl1, B Tpy11e 11 np11 B3al1M0/leiicTBl111 C llPYfl1Ml1 JIIO,UhMH.

11HTeJIJieKT, tt npe)Klle Bcero npaKTHl-JeCKHH HHTeJIJieKT, KpaHHe BalKeH /IJl}I pyK0B0/ll1TeJJeii, pa60T3IOW11X B 3KCTpeMaJJhHhlX YCJJ0B11-

}I.X, TaK KaK 0HH o651.3aHbl ,1])1.51 ycnewH0CTH CB0HX .ueticTBHti pacno3- HaBaTb H peWaTh BHe33TTH0 B03HHKaIOWHe npo6JieMhI, HaMel-JaTb H cj,opMyJ111poBaTh CTpaTern11 peweHl1>1 33Jla4, 0nTl1Ml1311p0B3Th fl0TOKl1 noCTyna10weil 113 pa3Hh!X 11CTO'IH11K0B l1HcpOpMau1111 11 pacnpe11eJ1J1Tb HMeIOwtteC}I. pecypChI, JlHlJH0 yi.IaCTB0BaTb B peweHHH HJIH K0HTp0- JJ11p0BaTh peweH11e npo6JJeMbI 1111aBaTh eii oueHKy. Pa3B11T11e npaKT11- qecKoro HHTeJIJieKTa CB51.3aH0 C pa3BHTHeM y pyK0B0.llttTeJieti HaBhIK0B pa60Thl B npocj,ecc110HaJJhHhlX C11TYau11Hx, HanoJJHeHHh!X 1136hlTO'!­ H0ti onepaTttBHOH HH(pOpMautteti, llpH ee HeD.0CT3TKe HJIH TT0JIH0M 0TCYTCTBl111. )],JJH pa3B11Tl1>1 npaKTWleCK0ro 11HTeJJJJeKTa pyK0B0/l11Te­ JieH K D.eHTeJihH0CTH B 3KCTpeMaJ1hHhIX YCJI0BH}I.X He06X0D.HMO pa3BH­

BaTh y Hl1X HaB!,IKl1 K0HUeHTpau1111, pacnpe11eJ1eH11>1 11 y11ep)KaHHH BHHMaHtt}I. Ha 0,llH0M H HeCK0JihKHX 06beKTax, npo(pecCHOHaJlhHOfO Bocnp11HTl1>1 cmyau1111, pacn03HaBaHl1H, CTpyKTyp11p0BaHl1>1, C0pT11- p0BKl1, MeHTaJJhH0ro /l0CTpa11BaHl1H (KOHCTpy11poBaH11>1), H3BJ1e'leH11H

113 naM51.TH, HCTT0Jih30BaHtt}I. pa3JIJ1l·IHhlX HH(popMaUHOHHhIX fl0T0K0B. KpoMe TOro, BalKHh!M }IBJl>IIOTC>I H3Bh!Kl1 Bep6aJJhHOro 11 HeBep6aJJb­ H0f0 o6weHtt}I. Ha yp0BHe TT0JIH0f0 B3aHM0TT0HHMaHH}I. C TT0,lllJHHeH­ HhIMH.

Op11 peweH1111 H0Bh!X 33J1a4 B 3KCTpeMaJJhHhlX YCJJ0Bl1>1X PYK0B0- D.HTeJIIO HeD.0CTaT0lJH0 0D.H0f0 HHTeJIJieKTa. OH 51.BJI}l.eTCH JIHWb 0CH0-

B0H, Ha K0TOpoti 6a311py10TC>1 11 np1106pern10T se11ywee 3Ha'!eH11e JIHlJH0CTHhle oco6eHHOCTH (KpeaTHBHOCTb, M0THBaUtt.51, B0JI}I., HHTyH­ u11>1).

JlaTHHCKOe CJI0B0 *creato* nepeB0,llHTC}I. KaK <<C0TB0peHtte, C03H)la­

Htte H0B0f0». KpeaTHBHOCTb npo51.BJ]}l.eTcH He T0JihK0 B oco6eHHOCT51.X MhlWJ1eH11>1 (npeBaJJ11poBaH11e /ll1BepreHTH0ro (pa3HOHanpaBJJeHHOro,

ueJJ0CTH0-o6pa3HOro) HaJI K0HBepreHTHhlM (0/lHOHanpaBJJeHHhlM, napu11aJJhHhlM) MhIWJ1eH11eM, no KJ1acc11cj,11Kau1111 )],)I(. f11J1cj,op11a),

58

HO l1 B cneu11cj:)11Ke l1HTeJIJieKTY3JlbHOH aKTl1BHOCTl1, cmnaHHOH Coco- 6eHHOCrnMH MOTHBaUHH (npe)l(Jle Bcero co CKJIOHHOCTblO K JJJ0603Ha­ reJJbHOCTH H pHCKY), a TaKJKe co cnoco6HOCTblO HHTYHTHBHOro no­

CTHJKeHHH HIOaHCOB CHTyaUHH H npeo110JJCH!1H 6apbCpOB B COBMCCT­ HOH /lCHTeJJbHOCTH H o6weHH!1 [61.

YY.eHb!Ml1 ycTaHoBJieHo, lfTO B ueJIOM ,l])UI TBOpY.eCKl1X mo.nett xa­ paKTepHbl TaK11e Jll11..J.HOCTHble oco6eHHOCTl1, KaK l1HTepec KO BCeMy HOBOMy l1 He06bi4HOMY, HMMYHHTeT K KOHcpOpMHJMY, cnoco6HOCTb

He nepecTaBaTb Y.Ill1BJIHTbCH 11 BOCXl1W3TbCH. Cor11aCHO l1CCJ1e.noBaHI1- HM aMepHK3HCKOro ncHXOJJOra n.ToppeHca, ypoBeHb KpeaTHBHOCTH

Jll11..J.HOCTl1 B 60JibWeH CTeneHH, tteM l1HTeJIJieKT, 06yc110BJ1eH cpe.no­ Bb!MH 803/leHCTBHHMH, HO KOppeJJHpyer C ycnexaMH B o6y4CHl1H H npocjJeccHOHaJJbHOii 11eHTCJlbHOCTblO.

3KCTpeM3JlbHble YCJIOBHH, npl1 H3Jll1lll1l1 B HHX onaCHOCTeH l1 p11c­ KOB, HBJIHIOTCH TOH 611aro.naTHOH ITOY.BOH, KOTOpaH cnoco6cTByeT pa3-

Bl1Tl1IO PYKOBO.Ill1Te11eH 3a ClfeT l1X TBOpY.eCKOH CaMopeaJ111Jau1111. 0Hl1 np11Hy)l(Jla10T (nocpe/lCTBOM MOTHBaUHOHHoi-i ccpepbl) TTO/lfOTOBJICH­ HblX K HX BocnpttHTHIO PYKOBO.Ill1TeJ1eH Cl1CTeMaTHY.eCKl1 11cnoJ1b30- BaTb l1 Hapaw11saTb CBOH KpeaTHBHbie cnoco6HOCTl1, npOHBJJHeMbJe B yMCTBeHHOH 11 npaKTHlfeCKOH .neHTeJibHOCTH, TTOBblWaH npH 3TOM CTe­ neHb BHyTpl1TTCHXl1Y.eCKOH aKTl1BHOCTl1. YcneWHhle PYKOBO.IlHTeJIH, CTaJIKHBaHCb C cppycTpau110HHOii CHryauHeii, OC03Ha!OT onepau110-

HaJ!bHble 6apbepb1, orpaHI11..J.eHl1}1 CBOCH UCHXl1Kl1. B CBH3H C 3Tl1M 0Hl1

HCTTOJlb3YIOT BeCb CBOH noTeHuHaJJ, npOHBJIHIOT 6bICTpOTY, rn6KOCTb,

Opl1rHH3JlbHOCTb MblWJieHHH, HecTaH.napTHOCTb, Ha.LlCHTyaTHBHOCTb l1 Hem,rn.naHHOCTb pewaeMblX 3a.Ilal.J..

KaK c[rnraIOT 6.Tpetic11 11 <D. Wee11eH, TBOplfCCKoe Mhtw11eH11e B

JleHTeJlbHOCTH PYKOBOJlHTCJIH npOHBJIHCTCH npH co6JJJO/leHHl1 HCHOCTH

8 onpe.ne;reHHH CYTH npo6JieMbi l1 TTOCTaHOBKe ue1111, yMeHl1l1 KOH­ ueHTpHpOBaTb BHl1M3Htte Ha npo611eMe, rl16KOCTH yMa np11 TTOHCKe

pa3HOl]JJaHOBbIX sapHaHTOB ee peweHHH, MeTO/lH4HOCTH, 6a3HPYIO­ wei-icH Ha yMeHHH np1111eplKHBaTbCH onpeneJJCHHoi-i H/leJ1 [471.

8 3KCTpeM3JlbHbIX YCJIOBHHX Ba)l(HblM ,l])IH PYKOBO,Ill1TeJIH HBJJHeTCH raJOKe TTOBbIWeHHaH OTBeTCTBeHHOCTb, C3MOCTOHTeJihHOCTb, OTTTl1Ml1-

CTl11..J.HOCTb, npo(pecc110HaJibHaH KOMneTeHTHOCTb, HaBblKl1 CJia)l(eH­ HOH pa60Tbl C03H3H11H l1 TT0.IlC03HaHl1H, MHorosap11attTHOro peWCHHH 331la4, Kpyro3op npH HX peweHHH, o6bCKTHBHOCTb, 6ecnpHCTpaCT­ HOCTb, BH.UeHHe r11y6I1HHblX CJIO)l(HOCTeH B Ka>KymetiCH npOCTOTe, yMeHHe l1CllOJlb30BaTh noTeHUHaJI rpynnb], cMeTJil1BOCTb yMa, ttaBbl­

KI1coxpaHeHHH 60JJbWOro o6beMa HHcpOpMaUHH.

npocpecc HOHaJJbH bill 3KCTpeMaJJbHO- n CHXOJIOrH4 ecKHii TTOTCHUHM

<l>YHKUl10H3JlbHOi-i rpyllnbI B 3KCTpeMaJJbHbIX ycJJOBHHX He CBO/IHTCH K CYMMe nc11xo11orw1ecKHX TTOTeHUHaJIOB OT,IleJibHblX cneul13Jll1CTOB, o6pa3yJOwHx 3TY rpynny. OH BKJIJ04aer B ce6H npocpeccHOHaJJhHble 3KCTpeM3JlbH0-TTCl1XOJIOrw1ecK11e noreHUl13Jlbl OT,IleJibHblX crreu11a­ Jll1CTOB, COUl13JlbHO-TTCHXOJIOrHY.eCKl1e KOMfIOHeHTbl rpynnhl (nett-

## 59

XOJJOrttY.eCKYIO COBMeCTl1MOCTb, ypoBeHb Jll1Y.HOCTHOH H.UeHTHQ)HKa­

UHH Ka)K.uoro cneuHMHCTa c rpynnoH, ee ueJJHMH, 3a.ua"-laMH, ueH­ HOCTHMH, Me)K• .TIHY.HOCTHOH HanpH)l(CHHOCTH, pa3o6weHHOCTH; Y.IlOB­ JleTBOpeHHOCTb Me)l(JlH"-IHOCTHblMH, Q)yHKUHOHaJlbHO-pOJJCBbIMH 83311- MOOTHOlUeHHHMH, CTHJJeM pyKOBO.IlCTBa, cpa6oTaHHOCTb, CJJa)l(eH­ HOCTb, B3aHMOTTOHHMaHHe, 3MTTaTHIO), o6cTaHOBO"-IHbie J,f .ueHTeJJb­

H0CTHble c:paKT0pbl 3KCTpeMaJlbHbiX YCJ!0BHH c:pyHKUH0HHp0B3Hl1H rpynnh1.

TpaD,HUHOHHO TTCHXOJJOrWICCKHH noTeHUHaJI rpynnbl (KOJIJICKTH­

Ba) C00TH0CHT C pewettHeM nenoB0H (pa6o'leii) c:pyHKUl1H, np11 3TOM

8 JiylfWeM CJiy"-!ae BbID,eJJHlOT, KpOMe TeXHOJJOfH"-leCKOH, 06we1..JeJ10Be­ '!eCKy10 C0CTaBJl>IIOWYIO, BJ111HIOWYIO H3 c:popM11poBatt11e opraHH3aU11- 0HH0H KYJlbTypbi rpynnbl. OnttaKO npoc:peCCH0HaJlbHb!H 3KCTpeMa.nb­ HO-TTCHXOJIOrw1eCKHH IlOTeHUHaJI Q)yHKUHOHaJlbHOH rpynTTbl HBJIHeT­ CH no6y/lHTeJJbHOH CH."0H c:p0pM11p0BaHHH He np0CTO oprKyJlhTypb!, onpe11ens10weii oco6eHHOCTH npOTeKaHHH npoc:pecc11otta.nbHOH nes­ TeJJbHOCTH cneuHaJIHCT08 B 3KCTpeMaJJbHbIX YCJIOBHHX, a oco6oH opra­ HH33UHOHHOH KyJihTYPbl <,cneuHa3oBueB>>, BJlHHIOweH Ha yKJia.u HX

)l(J,f]He.ueHTeJJbHOCTH, ycTaHOBKH, npHBbilIKH, ueHHOCTH, MOTJ1Bbl, HaKOHeu Ha MeHnUIHTeT COTpy.UHHKOB.

3tta1111e H yMenoe HCl!0)Jb3083HHe oco6eHHOCTeH cc:popM11poBaH­ HOH opraHH3aUHOHHOH KyJlhTypbl C0Tpy/lHHK0B cneuno11pa311eJ1ett11i-i HBm1eTCH M0U!Hb!M c:paKTopoM c:p0pM11posaHl1H 11 pa3Bl1THH K3lK/l0fO C0TpyJJHHKa, cywecTBeHHb!M pecypcoM 11 ycnos11eM 3c:pc:peKTHBH0fO ynpaBJ1eHl1ll c:pyHKUH0HaJlbH0H rpynnoti.

* 1. **KoppeK1..111si nc11xonorw-1ecK11x 1..1eHHOCTei1 11 MOTl1B11p0B8Hl1e nl1'-IHOro COCTaea**

**B 3KCTpeManbHblX ycnOBl1SIX**

UeHHOCTHbJe opHeHl3UHH - ueHHOCTH, KOTOpble TTOHHTbl, BHyr­ peHHe o.uo6peHbl, npHo6pe;rn JIH"-IHOCTHbIH CMbICJI J,f 3H3lleHHe lIJUI

/laHH0ro 'ICJl0BeKa 145]. Einaronaps ueHH0CTHM H M0Tl1B3M cneu11aJ111-

CTbl BblCTpaHBaIOT CTpaTerHIO H T3KTHKY csoeH )KJ,f3HC.Ile}ITeJibHOCTH Ha 6J1HlKatiwy10 H 0T/laJleHHYIO nepcneKTHBy. no3TOMy pyK0B0/lHTeJlH Bcex ypOBHeH 110JI)KHbl 6b(Tb 01a60Y.eHbl TeM, l!T06bl y cneUHaJIHCTOB 11 c:pyHKl[H0H3JlbHb!X rpynn 6b!Jll1 Cc:p0pMHpoBaHb!, 0C03HaHb!, CK0p­ peKTHpOB3Hbl TTCHXOJIOfH"-!eCKHe ueHHOCTH H MOTHBbl, a.ueKB3THble 3KCTpCMaJlhHblM yCJIOBHHM HX )KJ,f]He.UeHTeJibHOCTH, 3TO .SIBJIHeTCH ofot-

3aTeJibHbIM yCJIOBHeM H OCHOBOH Q)opMHpOB3HH51 y HHX 3KCTpeMaJlb­ HO-OpHeHTHPOB3HHOfO C03HaHH51.

B npouecce 11ccne11osa1111,i y COTpy/lHl1K0B cneunoI1paJ11enett11ii 6blJIH

BblflBJieHbl TpH rpynnbl 3H3l!HMblX IlCHXOJIOrw1eCKHX ueHHOCTeH, CBH­

]aHHblX C HX neHTeJibHOCTblO B 3KCTpeMaJibHblX ycJIOBHHX, KOTOpble

60

yCJJOBHO 6bIJIH onpe11eJ1eHbl KaK HH1\HllHllY3.JlbHbie, rpynnOBbie (KOp­ nopaTHBHO-COUH3JlbHbie) H COIJHa,%Hbie (o6werpa)KJlaHCKHe HJIH

o6wccTBeHHO-CO!lH3.HbllblC) 141 J.

**K *uHdueudyaAhHbtM u,eH1--wcmRM* 6h1JI11 OTHeCCHbI: )l(CJiaHHe noJ1y­**

**Y.HTb flOBblWeHHe no CJiy)t(6e, B 3BaHHH, rocynapCTBCHHble Harpa.Llbl HJIH HHb!C 3HaKH OT}]HlJHH; MarcpHaJibHml 3aHHrepeCOB3HHOCTh; 3Ha­** YHMOCTb pa60Tbl H 60H3Hb ee CTOTCPHTb, He06X01\HMOCTb CTOJJYYHTb

neHCHIO; yxo11 OT npo6JJeM Ha pa60Te HJIH B CCMbe; CTpeMJ1eH11e npo­ BepHTb HJIH yKpellHTb CBOH JIHYHblC 6oeBble Kasecrna (BOJIIO, pewH­ TCJlbHOCTb, CMeJJOCTb, MyJKeCTBO H T.11.), YJJYYWHTb CBOH npocj:,ecc110-

**HaJlbHO 3H3l!HMb(e KaY.eCTBa (611.HTCJlbHOCTb, pa6orocnoco6HOCTb, BbI­ HOCJIHBOCTb, cnoco6HOCTb K ycnewHoH D,CHTCJlbHOCTH 11 r.n.); CKJIOH­**

**HOCTb K npeOD,OJlCHHlO TPYllHOCTCH, Bbl3BaHHbIX 3KCrpeM3JlbHblMH ycJIOBHHMH, H llOCTH)l(eHHlO ycnexa, PHCKY, onacHOCTHM; ycraHOB­ JICHHblC Ofol33HH0CTH, KOrOpbIe BblHy)KJleH Bb(TTO.,lHHTb B CHJIY npo­ (pecCHOHaJlbHOH llHCUHTTJIHHbl.**

riepeseHb *?pynnOBb/X u,eHHOcmeu* BKJIIOYHJI n ce6H: YYBCTBO KOJIJICK­ THBH3Ma H npe11aHHOCTH OTPHllY (orneTCTBCHHOCTH nepe11 0TpH1\0M),

COJIHllaPHOCTH, 6paTCTBa c npocj:,eccHOHaJlbHOH rpynnoi\ (6oesoe co­ llPYJKeCTBO, OTBeTCTBCHHOCTb nepe11 TOBap11waM11); YYilCTBO TOBapH­ wecTBa H 11pylK6bI C KOHKpeTHb!M COTPYllHHKOM; 'IYBCTBO npHH3.ll­ JIClKHOCTH K oco60MY 3JIHTH0MY CTOJ]pa311eJJCHHIO; Tp3.1\HUHH no11pa3-

**neneHlrn, naMHTb O norH6WHx; )l(eJiaHHe He BbllleJIHTbCH H3 npyrHX COTPYllHHKOB, He TTOTepHTb aBTOPHTeT y COCJly)KHBUeB, He BblrJTHllCTb** B rna3ax pyKoso11cTBa TPYCOM, np1106pecrn HJJH nollJ]epJKaTb asrnpw­ **reTcpenH TOBapmueH H pyKOBOllHTCJieH, 3aBOeBaTb ymt)l(eHHe B Kpyry** npy3ett BHe pa60Tbl H (HJJH) YJJeHOB CeMbH.

B rpynny *COU,UG,1bHb/X (06,u,eipaJ/COGI/CKUX) eHHOCtneil* BOWJJH: oco- **3HaHHe rocynapCTBel-HIOti 3H3l!HMOCTH J1 Ba)KHOCTH npasooxpaHHTeJib­ HOti ne5ITeJibHOCTH: .,1w1HaH OTBeTCTBCHHOCTb 3a npOHCXOllHWee Bro­** cy11apcrnc, CTaTPHOTH3M, rpa)KJlaHCTBeHHOCTb, 1\0Jlf nepe11 Po1111HOH, TPe6osaTeJJbHOCTb K ce6e KaK 'Wel!y o6wecrna; BbJ[]OJ1Hett11e 1Ipocj:,ec­ **cH0HaJibHOro J10JTra, mo60Bb H npenaHHOCTb upoQ)cccHH.**

Bee COTpYllHHKH cneuno11pa311eJ1eHHH B 3KCTpeMMbHb!X yCJJOBHHX

**HMCJIH HeCKOJibKO ueHHOCTCti OllHOBpeMeHHO. npH 3TOM COTPYlIHH­**

KH, a CHCTeMe ueHHOCTeii KOTOpb!X npeo6Jia1\aJJH rpynnOBbie 11 COUH­ **aJibHble ueHHOCTH, 6h!J1H 60J1ee ycnCWHbl, TTOJibJOBaJll1Cb aBTOpHTC­** TOM, [1011J]CplKKOH TOBap11u1ei\ (B ornwrne OT COTPYllHHKOB, y KOTO­ pb!X npeo6ml.l\3.JIH HHllHBHllYMbHbJe ueHIIOCTH), MeHbWe no11sepra­

**JIHCb BJIHHHHIO llHCTpecca.**

**l13** np11se11eHHOro MaTCPHaJJa CJ1e11yn, YTO B 3KCTpeMaJJbHb!X yc­

**JIOBHHX 11eHTeJibl!OCTH ueHHOCTHMl1, peJIesaI-HHblMl1 )l(H3HH, HBJTHlOT­**

**CH npe)K)le Bcero ueHH0CTl1 rpynllOBbie H COUl13JlbHble. OnttaKO B o6b(lI­ HblX YCJIOBHHX B03MO)KHOCTH KOppeKUHl1 y cneUH3J1HCTOB 3Ha'-IHMbiX**

**nc11xonorw-teCKl1X UCHHOCTeH orpaHH'-leHbl. 3TO CBH3aHO C TeM, Y.TO B T3Kl1X yCJIOBHHX MC)KJ]H'-IHOCTHblC B33HMOOTHOJUeHl1H CTPOHTCH Ha**

61

11HbIX, lfeM B 3KCTpeMaJihHblX, HOpMax, ueHHOCTHX, npttopHTeTaX, CMO.UeJHfpOBaTb KOTOpb1e B TIOJIHOM o6beMe He npe.ucTaBJIHeTcH 803- MO)KHbJM.

Oo3TOMY B npol(ecce npe/\Bap11TeJibHOro 3Tana npocjJecc110HaJib­ HOH. 3KC'rpeMaJibH0-TICJ1XOJIOfJ1lfeCKOH no.uroTOBKH 3ail3lfa )l0JI)KH3 6bITh CKOppeKTttposaHa 8 CTOPOHY .IIOCTtt)KeHttH OCMbICJieHHOCTtt cneu11a­ Jil1CT3MJ1 Jil1lfHOCTHblX ueHHOCTeH. Ll,JIH 3T0f0 MO)KeT 11CTIOJib30B3TbCSI

3BTOPCK3H aHKeTa 3H3411MhlX ncttXOJIOfttlfeCKHX ueHHOCTeH H TOJlbKO B npol\ecce ttenocpe/\cTBeHHoro 3Tana npocjJecc11ottaJibHOii 3KCTpe­ MaJihHO-nc11xoJior114ecKoH TIO)lf0TOBK11, B ycJIOBJ151X peaJihHbIX npo­ QJecc110HaJihHblX .ueHcTB11H MO)KeT BbHlOJIHHThCH 33.IIalfa no KOppeK­ Ul1H 3H3lfttMbIX TICJ1XOJIOfl1lfecKl1X ueHHOcreH.

Pe3yJihT3Thl OCMbJCJieHttH cneuttaJil1CT3MJ1 3H3411MbIX nc11xoJior11-

4ecKl1X l(eHHOCTeii npe/(CTaBJieHbJ B Ta6JI. 5. **113** Hl1X CJie/\yeT, 4T0 B 06bilfHhIX YCJIOBJ1HX cneuttaJIJ1CT3M CBOHCTBeHHO npttMepHO nap11- TeTHOe pacnpe.ueJieHtte scex rpynn nc11xoJior11Y.ecK11x ueHHOcTeH B CTpyKrype l(eHHOCTeil (np11 3TOM 0/\H3KO ypOBHl1 C01(113JlbHhIX 11 rpyn­ llOBhlX l(eHHOCTeil HeCKOJlbKO npeo6JiaJI3IOT HaJI YPOBHeM 11H/(11B11-

JlYaJibHbIX ueHHOCTeH, lfTO TI03B0JIHeT rosopttTb O CTpeMJieHtttt 11 OT-

6ope K pa60Te B 3KCTpeMaJibHhlX ycJIOBl1llX Jll11(, y KOTOpblX B CTpyK­ Type l(eHHOCTeil npeo6JiaJI3eT yKa33HHOe COOTHOWeH11e). KpoMe rnro, 113 Ta6JI. 5 CJie/\yeT, 4TO 113MeHeHl1ll ypOBHei1 l(eHHOCTeil y cnel(113Jll1- CT08 Ha npOTH)KeHJ111 11CCJie.uyeMOf0 nepHO)la 6b!JIO He3H3lfttTeJib­

HblM 11 He TT03BOJ1HJIO fOBOpttTb O cymecTBeHHOH 11X K0ppeKUl111 B 3aBHCl1MOCTl1 OT YCJI0B11H .ueHTeJibHOCTH cneuttaJil1CTOB, HO TeM He Mettee HeKOTOpbie TeH.ueHu1111 no 113MeHeHttHM ueHHOCTCH npOCM3T­ P11BUIOTCll.

3H3lfl1MOCTb C0Ul1aJibHbIX ueHHOCTeH BHOBb npttHHTblX cneuHaJittc­

TOB HeCKOJlbKO CHl1)1(3eTCll (Ta6JI. 5) nocJie nepeoro f0/\3 pa60Tbl 113-

33 YTP3Tbl 11/\eaJil1311pOB3HHOCTl1 npocjiecc1111, cjJopM11poeaH11>1 6oJiee peaJil1CTl14HOro B3rJI>I/\a Ha cJiy)l(6y, ceoero Mecrn B npocjiecc1111, 06- wecrne. 3TOT npol(ecc 110311Tl1BeH 11 He06X0/\11M. Ho B 3KCTpeMaJibHblX ycJI081151X, K CO)KaJJeHttlO, y cneUHaJIJ1CTOB H36JIIO)l3eTCH JlaJlbHeHwee CHtt)KeH11e 3H34HM0CTl1 COUl13JlbHbJX ueHHOCTeH, 4T0 np11BO.[ll1T K He­ raTtt BHhIM HBJieHl1HM. 3TO lf3CTO HBJIHeTCH CJie.[lCTBtteM HenponyMaH­ HOii CTpaTern11 rocy/\apcTBa B OTHOWeHl111 cjJyHK1(110H3JlbHbIX rpyrrrr 11 cneuttaJIHCTOB, pa6oTaIOW11X B 3KCTpeMaJibHblX ycJIOBJ1HX, 11X Mecra, pOJIH, a TaJOK.e CJie.[lCTBHeM MHO)KeCTB3 ynpasJieHlfeCKJ1X npocl.feTOB, ynywett11ii pyKOB0/\11TeJiei1 ecex pattroe.

HanpOTl18, rpynnOBbJe ueHHOCTH cneuttaJIHCTOB ttMeIOT TeH.[leH­

UHIO K yBeJittlfeHttlO HX 3H3lfl1MOCTl1 nocJie nepsoro ro.ua pa60Thl, a B 3KCTpeMaJihHblX ycJIOBl1llX 11X poJib ewe 60JibWe llOBbJWaeTCH (CM. Ta6JI. 5). 3TO llBJil!eTCll 33KOHOMepHblM CJie/\CTBl1eM rpynnOBbIX cjJOpM o6y4e­

Hl1ll, npocjJecc110HaJibHOH /\el!TeJibHOCTl1, cjJopM rrpoBe/(eHl1ll KPaTKO­ epeMeHHOro OT/(bIXa 11 /(Ocyra cjJyHK1(110HaJibHblX rpynn 11 cneu11aJI11c­ TOB.

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**Ta6n 11 ua *5***

**PelyJlbTaTbl H3yqeHHH 3Ha'IHMblX HCHXOJIOl'H'leCKHX uenHOCTeii y cneUIUUIHCTOB 3KCTpeMaJibHOro Hpoct,HJJH**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **HaHMeHOBaHHe** | **YpOBeHb 3HaYHMOCTJ1 ueHHOCTCti (B** %); ***n* = 587** | | | | | | | | | | | |
| **non.pa3.11e.11emrn** | **COUJ1aJl bHble (06merpIDK11aHCKHe) ueHHOCTI1** | | | | **rpynnoBbie uettttocrn** | | | | **l1HD.l1Bl111Y8JlbHble ueHHOCTl1** | | | |
| I | 2 | 3 | 4 | I | 2 | 3 | 4 | I | 2 | 3 | 4 |
| **OMOH A.-'-1. YBllT** | 38, 7 | 39,6 | 37,8 | 39,6 | 35,8 | 35,9 | 38,8 | 35,9 | 25,5 | 24,5 | 23,4 | 24.5 |
| OMOH C. Kpaa | 34,9 | 35,0 | 32,0 | 35,0 | 33,0 | 32,0 | 36,0 | 32,0 | 32,1 | 33,0 | 32,0 | 33,0 |
| OMOH P.ll. | 44,8 | 43,1 | 44,1 | 43,1 | 35,2 | 35,3 | 35,3 | 35,3 | 20,0 | 21.6 | 20,6 | 21,6 |
| OMOH YBll TT. o6n. | 37,5 | 36,8 | 37,3 | 36,8 | 31,7 | 33,7 | 33,3 | 33,7 | 30,8 | 29,5 | 29,4 | 29,5 |
| MBll **K.-6.** P. | 36,3 | 37,9 | 37,2 | 37,9 | 38,0 | 37,9 | 37,2 | 37,9 | 25,7 | 24,2 | 25,6 | 24,2 |
| OMOH fYBll P. o6n. | 37,4 | 34,7 | 36,1 | 34,7 | 37,4 | 40,0 | 39,2 | 40,0 | 25,2 | 25,3 | 24,7 | 25,3 |
| OMOH rYBll M. o6n. | 39,6 | 39,6 | 39,3 | 39,6 | 37,0 | 36,8 | 37,3 | 36,8 | 23,4 | 23,6 | 23,4 | 23,6 |
| **OMOH MBll P.K.** | 36,2 | 36,2 | 35,7 | 36.2 | 36,2 | 36,2 | 36,4 | 36,2 | 27,6 | 27,6 | 27,9 | 27,6 |
| **Cpe.uttHH ypoBeHb no OTJ)H.UaM** | 38,2 | 37,9 | 37,4 | 37,9 | 35,5 | 36,0 | 36,7 | 36,0 | 26,3 | 26,2 | 25,9 | 26,2 |

***llpuMe'faHue:* J - ypoBeHb 3H3YHMOCTH ueHHOCTeH Ha nepBOM ro.11y pa60TbI; 2 - yposeHb 3H3YHMOCTH ueHHOCTeH noc1Ie nepsoro ro.rra pa60Tbl;** 3 - **yposeHb 3HaYHMOCTH ueHHOCTei-i s 3KCTpeMaJlbHbIX YCJIOBHHX; 4 - ypoBeHb 3HaYHMOCTl1 ueHHOCTeH noc.11e BbinOJIHeHHH**

**CJiy)Ke6Ho-6oeBbIX 3artaY B 3KCTpeMaJlbHblX ycJlOBHHX.**

0-,

w

8 3KCTpeMaJlhHhIX yC,'I0BHHX y MH0fHX cneuttaffHCT0B npo11cxo.n11r CHH)KeHHe 3H34HM0CTH HH,UHBH,nyaJihHbIX ueHHOCTCti: H napaJIJieJib­ HOC yBeJ1Wlem1e 3Ha4«MOCTH rpynnOBh!X ueHHOCTe>I (CM. Ta6Jl. 5). npo­ HCX0.UHT 3T0 BC,'IC.UCTBHe Toro, 4T0 B YCJI0BHHX TT0BblllleHH0f0 PHCKa

.Il.1151 )KH311l1 H 3,U0p0BhH 60JiblllHHCTB0 cneuHaJIHCT0B crpeMHTCH o6ec­ TTC4HTb ce6e (pH3H4eCKYlO H TTCHX0JI0fH4eCKYJO non.uep)KKY CB0HX T0-

Bap11weH, rpynnbl. BMeCTe C TeM l!aCT0 3T0 np0HCX0,UHT He0C03HaH­ H0, Heuc.:leHanpaBJieHH0, C HH3KOH .UHHaMH4H0CThlO, HHTeHCHBH0- CTblO, C onaCHbIM D)IH )Kl13HH 3anaJ.UhIBaHHCM.

np11 B03BpaweHHH cneuHaJIHCT0B K npHBhI4H0MY, B C00TBeTCTBHH

C yCT0HBWHMCH pe)KHM0M, cpaBHHTCJibH0 cra6HJihHOMY 06pa3y )Kyf]­ HH H CJiy)K6bI no Mecry TTOCTOHHHOti: ,UHCJI0K3Ul1H 3H3l!HM0CTb HX HH­

,UHBH.UYaJihHblX H C0UHa.JlhHh!X ueHHOCTeti: TT0BhrWaeTCH H 4aCT0 .noc­ THraer npe)KHCH BeJIH4HHhl. 3ro CBHD.eTeJihCTByeT 0 cra611Jil13aUHH H Heo6xo,nHMOti: npencraBJieHH0CTl1 ,naHHhlX rpynn ueHHOCTCti B CTpyK­ rype TTCl1X0JI0fH4eCKHX UCHH0CTeH CTTCUHaJIHCT0B Ha D.0CTHfH)'T0M

pauee ypoBHe. 3Hai1eHHe rpynTT0BhIX ueHHOCreH Hanp0Tl1B ll0Hl1)KaeT­ CH, llT0 CBH,nereJibCTByer 0 CHTyaTHBHoH COCTaBJIHJOWeH 3T11X 3Jie­

MeHT0B 11)151 npe.ncraBJieHHOti: KareropHH cneuHaJIHCT0B H ,U0CTHrHy­

TOii cneumL1HCTaMl1pcauamau11« K yCJJOBHHM MHpHOii JKH3HH (rn6JJ. 5). BMecre c TeM 11Me10T Mecro cJiy4aH, Karna nocJie npe6h1BaH11H Bro­ p5I4HX T04K3X, HeCM0TPH Ha BblC0KylO 3Ha4HM0CTh HHD.HBH,nyaJihHb!X

H C0UHaJ(hHblX ueHHocreH, B03Bpara CTTCU11aJIHCT0B K npe)KHeH CHC­ TeMe ueHHocreH He Hacrynaer. 3ro Bo MHoroM CBH3aHo c He.nocrar­ KaMH CHCTCMbl or6opa 11 II0llf0T0BKH.

}lJIH ycneWHblX cneUHaJIHCT0B npo(pecc110HaJibH3H .neHTeJibH0CTb B "7KCTpeM3JlbHblX YCJI0BHHX HBJIHeTCH CMblCJI006pa3yJOweH. OHa HMeer

CBOl1 oco6h1c xapaKTep«crnK«. npoaeaeHHhle «ccJJe/loBaH«H npocj,ec­

c110HaJibH0H M0THBaUHH C0TPYllHHK0B cneUHa.JlhHhlX no,npa3,neJ1eHHH. Bh!HBHJIH HaJittime B 60JihweH crenCHH y corpy.UHHK0B OMCH 11 B MeHhweH creneHH y corpy,nHHK0B OMOH HaJil14He BhIC0Koti: M0TII­

BaUHH npo(pecCHOHaJibHhlX ,UOCTtt)KeHHH, K0TopaH KatieCTBeHH0 0T­ JIHlfaJ!aCb OT M0THB3UHH K 3KCTpeMa.JlbHblM yCJI0B1'.fHM neHTeJihH0CTH

COTPYllHHKOB apyrnx no11pa311eJ1eH«ii opraHOB BHyTpeHHHX 11eJ1, 06be­

/1<1HeHHh1X B cso/lHhie OTPH/lhI Ml1JJ«U«« (COM).

KaK rneayn '13 CTOJJ,"leHHhlX /laHHh!X (Ta6Jl. 6), Be/lyWl1MH M0TIIBa­

Ml1 .neHreJihH0CTH corpy.UHHK0B cneuno,npa3,UCJieHHi1 B 3KCTpeMaJib­ llbJX ycJJoB«HX 6b1J10: 4YBCTBO TOBap«wecrna (OMCH - 22,2 %, OMOH - 17,4 %); JKeJJaH«e 6bICTpee 3aKOH411Th BOHHY (OMOH - 16,8 %); CJlyJKe6HhlH poCT (OMCH - 20,4 %). 3m HX OTJ1114MO OT COTPY/lHHKOB CBO/lHhlX OTpH/108 MHJJHUHH (COM), y KOTOpb!X OCHOB­

HhlM MOTHBOM 6h1Jla MaTep<1MbHa51 3aHHTepecoBaHHOCTh (26,3 %).

BMecre C TeM y C0TPY.UHHK0B cneuno,npa3,neJieH11H 6hlJil1 BhIHBJie­ Hbl H raKHe M0Tl1Bbl, KaK Marep11aJibHaH 33HHTepecouaHH0CTh

**(OMOH** - 10,2 %, **OMCH** - 1,8 %), CTPCMJJeH«e cMeH«Th o6crn­ HOBKY s cBH3H c npo6neMaM« Ha CJJyJK6c **(OMOH** - 4,2 %, **OMCH** -

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Ta61rnua 6

Pe3yJibT3Tbl H3Y1feHHH MOTHB3UHH K )l,eHTeJlbHOCTH B 3KCTPCMaJlbHblX yCJIOBHJIX H y)l,OBJieTBOpeuuocTH ,11,CJITCJlbHOCTbJO y CHCl(HaJIHCTOB

3KCTpCMaJlbHOrO npo(IJHJUI

|  |  |  |  |
| --- | --- | --- | --- |
| O u e 110 1 li1bl np113Hi1K | Pe3y}lbTilTbl OTBeTOB (B %); *n* = 448 | | |
| OMOH  YB/IT | OMCH  fYB/1 | COM  fYB/1 |
| Marep113JibH351 3al1HTepecosaHHOCTb | 10,2 | 1,8 | 26,3 |
| CrpeM}IeH11e CMeHl1Tb06CTaHOBKY B  CBJl.311 c npo6J1eMaM11 Ha cJ1y)K6e | 4,2 | 1,2 | 5,9 |
| Yxon OT ceMeHHblX npo6JICM | 3,9 | 1,8 | 6,7 |
| THra K JKCTJ)CMaJlbHbIM,  em6y)Klla1011u1M orryamrnM | 11,4 | 10,2 | 11,5 |
| CJiy)Kl1TbCO CBOHMH TOB3pHW3MH | 17,4 | 22,2 | 5,1 |
| 3a11u1warb H3UHOHaJlbHbie HHTepeCbl | 5,4 | 4,8 | 3,8 |
| )Ke11am1e 6blCTpee 33KOHYl1Tb BOHHy | 16,8 | 1,8 | 19,1 |
| C.riy)Ke6Hb1H pocr | 7,9 | 20,4 | 8,1 |
| CaMopea.i1ttJau1-1}1 | 9,0 | 12,4 | 9,5 |
| CrpeMJiet-rne K 11H HIU1aTl1BHOH 1IC51.- TeJlbHOCTJ.1, JI06HTbCH Bb!COKHX npo-  ct>ecc110Ha1Jbt-th1x pe3yJ1hTaTOB (nocra-  HOBKa 1136blT0'-lHbIX 33,[la'-I C TQllKl1 3pe- HHH nepBOH<-1'-IMbHO nOCTaR.llCHHOH.  uenH) | 3,0 | 5,0 | 0,5 |
| TIOBbIWCHHOC llYBCTBO Jil14HOfl OTBeT-  crneHHOCTH Ja npm1cxo11muee 1-1 np11- HHMaeMble peweHl-151. | 8,4 | 16,0 | 1,0 |
| OrcyrcrnHe }lBHO BbIpa)l(eHHblX MOTH- BOB HJlH JaTpYlIHCH l-1C B l-1X onpeneJie-  HHH | 2,4 | 2,4 | 2,5 |
| YnoBJieTBOPCHHOCTb COTPY1IHl1KOB  npoct>ecc11011aJ1bHOH 11eHTeJibl10CTblO | 26,5 | 41,5 | 11,5 |

1,2 %), 6C3YCJIOBHO, 3TH MOTHBbl He MOrJIH CTaTb CTHMyJiaMH, KOTO­

pble TTOMOfaJll1 6bi COTPY.IlHHKaM aueKBaTHO nettcTBOBaTb s onaCHblX MH l1X )KJ13Hl1 l1 31IOPOBbH YCJIOBHHX, TaK KaK 0Hl1 HBHO He COTTOCTa-

811.Mbl C ueHHOCTblO )KJ13H11 11 3a.ualJaMl1 npocf:>ecc110HaJlbHOfi .ueHTeJib­

HOCTl1.

KpoMe rnro, y c0Tpy11H11Kos OMCH 6oJiee BblCOK Morns K cJiy)l(e6- HoMy pocTy (OMCH - 20,4 %, OMOH - 7,9 % 11 COM - 8, 1 %).

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O111rnii 113 ITpl1'111H 60J1ee Hl13KOro YPOBHH MOTl1Bau1111 K CJJyJKe6HOMY poCTy y cmpy11H11K0B OMOH 11 COM ITO cpaBHeH11JO c COTPY/lHl1KaM11

OMCH HBJll!JOTCl! orpaHwteHl1l! B ITp11csoeH1111 o'lepe/lHbIX 3BaH11ii ITO

WT3THblM Jl0JDKH0CTHM 60JibWHHCTBa J.13 HHX (3TO JIHU3 MJiaJIWero Ha­

lfaJibCTBYIOWero COCTaBa), 33TpyJlHHTeJibHOCTb HJIH HeBO3MO)KHOCTb

rroJiy4eHttH Bbicwero HJIH cpe,rrnero cneuttaJibttoro o6pa3oBaHHH.

Onpoc cmpy/lHl1KOB COM, OMOH 11 naJKe OMCH IToKa3aJJ, '!TO IT011asJ1>110wee 6oJJbWl1HCTBO He 6brno y110BJ1ernopeHo csoeii ITpocj)ec­ cttotta.r1bHoH .neHTeJibHOCTbIO. OnttoH H3 npw-1ttH 3TOMY HBHJiacb tteo­ CMblCJie11HocTb MHOfHMH COTpynHHK3MH CBOHX ITCHXOJ1orw-1eCKHX ueH­

HOCTeH, csoero Mecra B )KH3HH, ue11eH, 3H34HMOCTH B OTJ)HD.e, p01rn:

B 3KCTpeMaJibHblX ycJIOBJHIX.

8 3KCTpeMaJibHblX yCJIOBHHX JleHTeJibH0CTH HMeeTCfl Bep0HTH0CTh yrpaTbl cneuttaJIHCT3MH JIHlJHOCTHO 3H3llJ1MblX HHlU1BHllYaJlbHblX ueH­ HOCTeii (lK113Hb 11 3/lOpOBbe). ToJJbKO 0/lHa yrp03a 3TOii yrpaTbl '!aero

rrpttso..r:un cnew1aJIHCT0B K no1epe optteHrauww H K neJauan1aum1.

O.UH3KO 3HaJIH3 neHTeJibH0CTH Jiy4WHX cneuttaJIHCTOB CBMeTeJibCTBY­ eT O TOM, 4TO 3TO He e)lHHCTBeHHbJe ueHHOCTH, onpeneJIHIOwtte HX noHeneHHe B 3KCTpeMaJibHb!X YCJlOBHf!X. MHortte cneuttaJIHCTbl HMelOT T3KHC pCJICB3HTHble ueHHOCTH, K3K <<Opo(peccttOHaJlbHOe 6paTCTBO», (<COBMeCTHaf! nef!TeJibHOCTb B npo(peccttOHaJibHOH rpynne,>, <<npo(pec­ CHOHaJlbHOe M3CTepCTBO>> H Jlp.

3KcTpeMaJJbHble ycJtOBl1H HBJlll!OTCH cj)aKTOpOM, CIToco6crnyJOw11M

1111eHT11C:p11Ka[\_\1111 CITCU113Jll1CTOB C ITpocj)eCCHOHaJJbHOii rpyITITOii, 11e>1-

TeJibHOCTblO, KOppeKUHH TTCHXOJIOfWleCKHX ueHHOCTeH B CTOpOHY

yseJIW-IeHHH npeJJ.CT3BJieHHOCTH COUHaJlbHblX H rpynnoBbIX, T3K KaK CTaBllT CITCL(l1aJ111CTOll nepe/1 )l(eCTKl1M BbI6opoM MelK/ly ycITeumoii neHTeJibHOCTblO B COCTaBe (pyHKUHOHaJlbHOH rpyITTTbl HJIH OT4Y)K,IleH­ HOCTblO OT TOBapttweH, 4TO seneT C BblCOKOti: CTeneHblO BepO51THOCTH K Hett36C)KHOH rtt6eJIH. 3TH BO3MO)KHOCTH 3KCTpeMaJibHblX ycJIOBHfi

HCITOJlb3YlOTCfl TTCHXOJ1Of3MH B rrpouecce nposeneHHfl npo(peccHOHa.Jlb­ HOH 3KCTpeMaJibHO-ITCHXOJIOfH4eCKOH TTOJlfOTOBKH cneuttaJIHCTOB H

rpynIT /IJlll KOppeK[\_\1111 11X ITCl1XOJlOrl14ecK11X ueHHOCTeii 11 cj)opM11po­

B8HHfl 3KCTpeMaJibHO-OpHeHTHpOB3HHOfO CO3H3HHfl. C(popMttpoBaH­ HbJe rpyrrnOBble H COUHaJlbHble TTCHXOJIOfH4eCKHe ueHHOCTH BCeJif!IOT B ClleUHaJIHCTOB ysepeHHOCTb B coxpaHeHHH BceH CHCTeMbl ITCHXOJIO­ fHl!CCKHX ueHHOCTeH (B TOM lfHCJie HH)lHBHJlYaJibHb!X), Heyfl.3BHMOC­ TH, ycnelllHOCTH, orrpeneJifleT HX JIHJlttpy10wee, 3BTOpHTeTHOe MeCTO

B cj)y11Ku11011aJJbHoii rpyITne. OnHaKo cIToco6crnyJOw11ii cj)aKTOp MO­

)KeT Ta'K H OCT3TbCfl HepeaJIH3OB3HHOH BO3MO)KHOCTblO HJIH peaJIH3O­

B3TbCfl B HeJlOCT3T04HoH c:reneHtt, KaK cJienyeT tt3 ra6JI. 6. CTo3TOMY T3K BeJIHKa 3H34HMOCTb npo(peccHOHaJlbHOit 3KCTpeMaJibHO-TTCHXOJIO­

rw.1ecKoH TTOJlfOTOBKH, KOTOpafl He TOJlbKO noMoraer cneuttaJIHCT3M OCO3HaTb H CKoppeKTHPOB3Tb TTCHXOJIOfH4eCKHe ueHHOCTH B H HOM

HaITpaBJleHl111, HO 11 ccjiopM11pOBaTb 3KCTpeMaJJbHO-Op11eHT11pOBaHHOe

CO3H3HHC crreUHaJIHCTOB B ueJIOM.

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* 1. **OnTMMM3a1.11u1 nc111xw-1eCKMX C0CT0SIHMiii cne1.1111anMCT0B Ill <l>YHKI.IMOHanbHblX rpynn**

**B 3KCTpeManbHblX ycn0BMSIX**

**Bee TTCHXHlfeCKHe HBJleHH51 (npouecCbl, COCTOHHHH, CBOHCTBa), TTCH­**

XH4eCKfte o6pa3oBaHH51 (3HaHH51, yMeHH51, H3Bb!KH) cneUHaJlHCTOB **llOJDKHbl 6b1Tb B noJie BHHM3HH51 pyKOBOllHTeJteH H npaKTH4eCKHX TTCH­ XOJioros B npouecce HX nonroTOBKH H B 3KCTpeMaJlbHbIX YCJIOBH5IX**

**D.eHTeJihHOCTH. BMecre C TeM npHXO.llHTC51 CT8JIKHB3TbC51 C cwryauweH,**

KOf/la caMH pyKOBO/lHTeJIH, cneuHaJlHCTbl, o6JianaIOWHe npocj:,eccHo­ **Ha.JlbHO 3H3lfHMblMH Kal.feCTBaMH, npo¢>eccHoHaJibHblMH 3H3HH5IMH, Bblpa6oraHHblMH yMeHHHMH H H3BblK3MH, OK33hlB3IOTC51 He ycnew­** Hb!MH 8 npouecce nemeJibHOCTH B 3KCTpeMaJlbHb!X yCJIOBHHX. npH4H­ Ha3TOro cj:,aKTa KpoeTC51 B HeyMeHHH MHOrHX pyKOBO/lHTCJieii H cne­ **UHa.JIHCTOB pcryJIHpOB3Tb CBOH TTCHXHl.(eCKHe COCTOHHHH B yCJIOBH5IX nOBbIWeHHOfO HanpH)KeHHH TTCHXH4eCKHX, ¢>H3WleCKHX CHJI H ne¢>11-**

I1HTa BpeMeHH. EcJIH OTCYTCTBHe KaKHX-JIH6o npocj:,eccHOHaJlbHO Ba)l(­

**HblX K34eCTB y cneumUIHCTOB B 3KCrpeMaJibHbIX ycJIOBH5IX MO)KeT yc­ neWHO KOMneHCHpOB3TbC51 .upyrHMH npwo6peTeHHblMH Kal.JeCTBaMH HJIH o6pa30BaHH}IMH, TO OTC)'TCTBHe HaBblKOB peryJl51UHH TT03HTHB­**

**Hb!X, H npe)l(Jle Bcero 6oeBblX TTCHXHlfeCKHX COCT051HHi1, He MO)KeT KOMneHCHposaTbC51 HH4eM.**

**HeKOTOpbie .uaHHbie CBH.UeTeJlbCTBYIOT O TOM, 4TO B 3KCTpeMaJibHbIX ycJIOBH51X OTTTHMaJlbHOe IICHXHl.(eCKOC COCTOHHHe, npH KOTOpOM coxpa­**

**IDieTC51 TTCHXH11eCKOe paBHOBeCHe H Y.IlOBJleTBOpHTeJibHbIH. ypoBeHb pa-** 6orocnoco6HOCTH, Ha6JIIO/laeTcH y 47 % o6CJienosaHHhlX cneuHMHC­ ros, npH4eM 15 % 06cJie11yeMblX coxpaHHIOT Bb!COKHH ypoBeHh pa6o­ rocnoco6HOCTH, CTpeJIHIOT 110 npOTHBHHKY npHUCJ!bHO (20]. no npy­

**fHMD.aHHbIM, B 6oeBbIX .uei1CTBH51X B rop514HX T04Kax yMeJto .ueHcTBy­** lOT 18 % JIH4Horo cocrasa cneuHaJlhHhlX no11pa311eJieHHii. M. Pei\cep C4HTaeT, 4TO B 3KCTpeMaJlbHblX ycJIOBHHX OT 12 /10 25 % rrepcoHaJla OKa3b!BalOTCH B COCTOHHHH neiiCTBOBaTb /IOCTaT04HO 3cj:,cj:,eKTHBHO ]50].

**TaKHM 06pa30M, no pa3JIWIHblM oueHKaM, B 3KCTpeMaJibHblX** yc­

JIOBHHX /lOCTaT04HO ycnewHo neiicTBylOT OT 12 /10 47 % nepCOHaJla.

**3TOT noKa3aTeJlb 3aBHCHT He TOJlbKO OT ypOBH51 OT6opa H TTO.IlfOTOB­ JieHHOCTH pa3JIH4HblX KaTeropHH COTPY.IlHHKOB, Ho H OT ypoBH51 BOC­ npH51TH51 COTPY.IlHHKaMH 3KCTpeMaJibHhlX YCJIOBHH., KOTOpbiH BO MHO­**

roM CBH3aH C HX cj:,yHKUHOHaJlbHblMH COCTOHHHHMH.

r. C. YoB)lblpOBa npOHHTepBblOHpOBaJia COTpy/lHHKOB OMOH rYBL\

MocKBhl, npHHHMaBWHX yYacTHe B 6oeBhlX neiicTBH5IX. no ee naH­ HhlM, 70 % c0Tpy11HHKOB OMOH KoHcrarnpoBaJIH, 4rn so speMH

**6oeBblX .ueHCTBHH., KpoMe COCT051HH51 CTpaxa CMepTH, OHH HCTTblTbrBa­**

JIH cocTOHHHe CTpaxa Heyna'I, no3opa nepe/1 TOBapHwaMH, 25 % on­

**poweHHhIX fOBOpHJIH, 4TO COCT051HHe CTpaxa 3aMeWaJIOCb COCT051HH­**

**eM** 6ecCTpaWH51 H yBepeHHOCTH B ce6e ]5 I].

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3TH naHHbie corJJacyJOTCH c TeMH, KOTOpbie noJJy'-leHbI 6bIJJH or Y'{3CTHHK0B 6oeBhIX /lCHCTBHH B 3KCTpeM3JlbHblX YCJI0BHlIX C n0M0UlbIO

)lHarHOCTtt'-leCKHX MeTO,llHK: «CMbICJJOBble accouttaUHH>>, <<CeMaHTH­ YeCKHH /lHCpcpepeHuHM COCT0lIHHH>> - H npoeKTHBH0H MeTO/lHKH

«O6pa3Hb1e accounauww». Bcero 6h1J10 06cne11osaHo 540 C0TPY/lHH­

K0B (rn6n. 7).

Ta6nwua 7

**Ou,eHK3 C0TPY.UHHK3MH cneuao,upaJ)leJJeHHii 6JJaroapHJITHblX a ue6JJaroHpHJITHblX DCHXHlleCKHX COCTOJIHHii no MeT0.ll,IIKe ((CMblCJIOBble accou,Hau,HH»**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| OueHo'-IHhIH npHJHaK | OIICHKa ncHXH'-ICCKHX C0CTOf!HHH (B %); *n* = 540 | | | |
| OMOH  YB/lT | OMOH  YB/l | OMCH  rYB/l | OMCH  YB/l |
| Kareropm1 «l1H,IJJ1Bl1-  .llYaJihHOe 6oeBOe f1Cl1XH- 4eCKOe COCTOS1Hl1e»: «MO-  6mm30BaHH0CTh>>, (<flOBhl- weHHOe BHHMaHHe>>, «co- Cpe,llOT04eHHOCTh>>, «6oe- BOti a3apT», (<flO)lbeM>>,  «aKTH Bl133 UH SI►> | 38,7 | 30,0 | 44,6 | 47,0 |
| KareropHSI «6oeBoe nett- xw,ecKoe COCTOSIHl1C cflYHKUHOHaJlhHOH rpyn- TTbl»: «,upy)l(eCTBeHHOCTh»,  «Cl1MTT3THSI», «llOJif•>,  «BOCXl1WeHl1e», «ynoBJieT- BopeHHOCTh>> | 50,1 | 33,0 | 65,0 | 63,0 |
| KaTcropm1 <<HHllHBH-  ,uyaJihHoe He6"1aronp11- SITHoe flCHXW!eCKOe coc- TOHHHe»: <(CTJ)3X>>, «TpCBO-  ra», «y)l(ac», <.6ccnoKoH- CTBO», «ycTru10CTh>>,  «Hp0CTh>> | 70,0 | 70,0 | 60,0 | 60,0 |
| KaTeropHH «He6Jiaronp11- 51THOe flCl1XH4eCKOe co- CTO}lHHe <pyHKUl10HaTJh- HOH rpynnh1»: «o6Hna»,  <taHTHfl3111H>> «51pOCTh»,  «Bpa.>K.ne6HOCTb>>, <,:fleHa- BHCTb», <<B03\1ywett11e,, | 45,0 | 45,0 | 60,0 | 60,0 |

### 68

8 3anaHHH <•CMb!CJIOBble acCOUHaUHH>> COTPYllHHKaM cneuHaJlbHblX no11pa311e,1eHJ1H 6bJJIO npelIJIOlKeHO YK333Tb TTOHHTllH, CBH33HHble C

6naronpmITHb!Ml1 l1 HC6JiaronpHHTHb!Ml1 fiCHXWlCCKMMH C0CTOHHHH­ Ml1. l1CITbJTyeMbJMl1 6bJJ10 YK333HO B cpe11HeM no 4-5 TTOHHTllH B K3)!(- 110H CMbICJIOBOH KaTeropHH. 3aTCM onpe11eJ1HJ1aCb OTHOCHTeJibHaH Y.aC­ TOTa ynOMHHaHHH nOHHTHM llJIH Ka)K)IOH CMb!CJlOBOH KaTcropHH, Bbl­

p3lKeHH3H B npoueHT3X. 8 pe3yJlbT3Te npo0e11eHHOro 11CCJIC/l0B3H11H 113

COBOKynHOCTH 6.naronpHHTHblX ncHXHY.eCKHX COCTOHHHH COTPYllHH­

KOB 11 cpyHKU110H3.JlbllblX rpy1111 Y/13.JIOCb Bbl1ICJll1Tb KaTerop1110 «6oeso­ ro ncHXWICCKOro COCTOHHMH». B Ta6JI. 7 KaTeropHH <•60e0oe TTCHXWlC­

CKOe COCTOHHHe>>, 6JiaronpMHTHaH llJlH pa60Tbl B 3KCTPCMaJlbHbIX yc­ JIOBl1HX, npe11cTaBJ1e11a ITO/lKaTeropHHM11'. «llH/l11Bl11!Y3.JlbHOC 6oesoe nCHXW-feCKOC COCTOHHHC>> l1 <•60CBOC nc11xw1ecKOe COCTOHHHC (pyHK­

UHOHaJibHOH rpynnhl>>.

6oeBbJe IIC11XH4ecKHe COCTOHH11H 6blJ11l 1111eHT11Q)llUllPOB3Hbi no np113HaKaM:

* aKTYaJlMJaUHH nOJIO)KHTCJlbHOH MOTHBaUMH, COOTBCTCTBYI01UeH

JIHlfHOCTHb!M, rpynIIOBblM CMb!CJiaM H ueJHI.M npoQ)cccMOHaJlbHOH neHTeJlbHOCTH B 3KCTpCM3JlbHbIX ycJIOBHHX, 0C03HaHHl1 JIHY.HOCTHO 3HalfHMblX ncHXO,lO[HlfCCKHX UCHHOCTCH;

* M06HJ1H3aUHH Heo6xonHMblX D)UI ycnewHhlX 11eHCTBJ1H c!}M3MlfC­ CKHX, ncHXHl..feCKHX H rpyrnIOBb!X B03MO)KH0CTCM;
* yue.TIWICHHC npo110JI)KHTCJlbHOCTH OC03HaHHblX (He 3a C'--ICT ycTa­ HOBK11) 11ei1crn11i1;
* ycHJICHHe 3M0Ul10HaJlbHOH aKTHBHOCTH, He BblXO)lH1UeH 3a npe- 11eJ1bl nOJie3HOCTH.

3aTCM l13 3THX CMbICJIOBblX accouMaUHH 6b!JI Bb!CTpOeH CCMaHTH-

4eCKl1H 1111cpcpepeHUl1aJI, npe11noJ1ara10ll!llH H3.Jl11411e npornBOITOJIOlK­ HhlX nOHHTHH 6JiaronpHHTHblX l1 11c6J1aronpHHTHbJX nCHXH'--ICCKHX co­ CTOHHHH llJIH pa60Tbl B 3KCTPCMaJlbHblX yCJIOBHHX l1 pa3JlH'--1HhlX CTene­ HeH HX Bbipa)KeHHOCTH.

nOJly'!eHHbJe pC3yJlbT3Tbl ll03BOJ111J111 C/leJlaTb Bb!B0/1, 4TO B 3KCT­ peMaJ!bHblX ycJIOBHHX COCTOHHHH «cocpe110TOlfCHHOCTH», <<60e0oro a3ap­

rn)>, «no11ber-.rn», <•aKTHBHJaUHH>>, <<YllOBJieTBOpeHHOCTH>> HCnhlTblBa­

)111OT30110 65 % corpy11H11Kon 06c11e1100a11Hb1x no11pa311eJ1eH11ti **OMOH**

11 OMCH. 011HaKO OT 45110 70 % J111u 3TOH lKe KaTerop1111 Haxo1111J111Cb

XOTH 6bi 011Ha)K1Ibl, no HX CBHlleTe.n.bCTBaM, B 6oesoH CHTyauHH l1 B COCTOHHH51X (<CTpaxa)>, «y)l(aCa)>, (<pac1epHHHOCTl1)>, l!TO CBH.2lCTCJlbCTBY­

e1 o He11oc TaT0 1 1HOM YMCHHH 60JibWHHCTBa COTPYllHMKOB cncuna.nb­ HblX no11pa311eJ1eH11ti peryJ111pOB3Tb CB011 COCTOHHllH.

Bo Bcex 11CCJle/lOBaHHbJX no11pa31ICJ1eHllHX 60JlbWllHCTBO COTPY/1- HHKOB OTMeTHJIH, 11TO B 3KCTPCMaJlbHb!X YCJIOBMHX llJIH HHX 6hlJIJ1 xa­

paKTCPHhl KaK 6naronpHHTHble, 1aK l1 He6J1aronpHHTHble HHD,HBHD.Y­ aJlbHblC nc11x114ecK11e COCTOHHHH (B cpc11HeM CBbJWe 6 I%).

npH llHafHOCTHKC nCHXHlfCCKHX COCTOHHMH Mbl CTOJIKHYJlHCb C

C11Tyau11eii, KOrna COTPY1IH11K11 cneum1.:JbHblX no11pa31IeJJCHl1H He MOfJlll

### 69

**TTOJIHOCTblO nepenaTb oco6eHHOCTei1 H 3H34.eHttti CBOl1X COCT05IH11H B**

sep63JlbHOH cpopMe. B 3TOM CJly"lae nPl1MCHHJl11Ch npoeKTHBHbte MeTO­

/ll1Kl1 (33Pl1COBK3 11 om1caH11e COCTOHH11H). Pe3yJihTaThl p11cyHKOB co­ TPYllHl1KOB B /l3JlbHeilweM 113YY3Jll1Cb 11 11HTepnpeTl1p0B3Jll1Ch.

AHM113 noJ1yYeHHblX pe3yJihTaTOB no3B0Jll1JI onpe/lCJ111Th nepellG!­

**BaHHC 6naronpJ.UITHOf0 TTCHXHY.eCKOfO COCTOHHH51 y 6OJlbWHHCTB3 06-**

**cnenyeMblX, HM 6bfJIH npttcywe T3K)Ke paUHOH3JlbHOCTh MbIWJleHttH, O6.llyMaHHOCTb H OCHOBaTe.rt.bHOCTb peweHHH, BblCOKHH caMOKOHlJ}OJlb,** csoeo6pa311e YCT3HOBOK, CYlK.llCH11M, CaMOCTOHTCJlbHOCTb 11 TBOpYe­

**CKOe Hal.J.MO, 3KTHBHOCTb H npaKTHl-teCK3H optteHT3UH51, BbICOKaJI ca­**

**MOOUeHKa, caMoopraHH3OB3HHOCTb, OTC)'TCTBHe HJ1H rrpHCYTCTBHe 3JieMeHTOB arpeccHBHOCTH H OTTTHMaJlhHOfO YPOBHH TpeBO)KHOCTH** COTPYllHl1KOB.

**PH.ll COTpy.llHHKOB HCCJie.lloBaHHblX cneuHaJibHblX nonpa3,lleJieHttti**

(np11Meptto 34 % coTpyntt11KoB **OMOH** 11 46 % - **OMCH),** onpene­

**JIHH CBOH 6oCBbie ffCHXW-leCKHe COCTO51Hl1H, rosopHJIH O TOM, lfTO oc­**

**HOBHblM 3JleMeHTOM 3THX COCTO5IHHi1 HBJrneTC51 MO6HJIH30BaHHOCTb ctm-**

**3HlfeCKHX H IICHXHlfeCKHX CHJ1 B Hy)KHbtH MOMeHT. B npouecce M06tt­ J1H3OB3HHOCTl1 pa3JlHllalOT:**

* **noJIHYIO M06HJIH3083HHOCTb;**
* **.llOCT3TOlfHYIO MO6HJIH30B3HHOCTb;**
* **He.llOCTaTOlfHYlO M06HJIH3OB3HHOCTb;**
* **.lleMO6HJIH3OB3HHOCTb.**

**B 3KCTpeMaJlbHblX yc.,'lOBHHX npHeMJieMa TOJibKO TTOJIHa51 M06HJ1H-**

30B3HHOCTb c11J1 [ 50]. Mo611J11130BaHHOCTh HMHeTCH BalKHetiw11M KOM­

notteHTOM ycnewHOii pa60Thl COTPYllH11KOB B 3KCTpCM3J!bHh!X yCJio­ **BH5IX, HO TOJihKO :::noro HenocTaTOlfHO. lla)Ke npH noJIHoH Mo6ttJIH3a­ UHH CHJI lfe}l.OBeK MO)KeT 6hITb He cnoco6Hh1M BhITTOJIHl1Tb TTOCTaBJleH­** HYIO 33/l3YY 113-33 H113KOro ypoBHH npocpeCCHOH3JlbHO-nc11xoJ1orl1Ye­ CKOH nonroTOBJICHHOCT11, OTCYICTBl1H He06XO/jl1MhlX nC11Xocj)11311ye­ **CKHX KalfCCTB, 3HaHHH, yMeHHH, H3BbIKOB )lJI51 peryJI5IUHH 6oeBbIX flCHXHY.eCKHX COCTO5IHHH. no3TOMY MOfiHJIH3083HHOCTh ,llOJ1)KH3 He 33- MeHHTb, a .llOTTOJIH51Tb npo(pecCHOH3JlbHYlO 3KCTpeM3JlhHO-TTCHXOJ1O­**

rnYecKyIO JIO/lfOTOBKy COTPY/lHl1KOB cneul13J!bHh!X nonpa3/jCJ1eH11il.

C UCJlblO /l3JlhHeilwero 11CCJ1C/l0B3Hl1H pa3Jl11YHh!X YPOBHCH 6oeBb!X ncl1X11'ICCKl1X COCTOHHl1H COTPYllHl1KOB 11 cpyHKU110H3JlhHhIX rpynn, **npO}I BJIHIOUJ.HXCH B 3KCTpeM3JlbHbtX ycJIOBHHX npH TTOMOWl1 MeTOLl,a**

**<<CMblCJIOBhlX 3CCOUH3UHi1>> 6btJ1H tt3yiieHhl .ll3HHhte, no11y4.eHHble OT**

3KcnepTOB cneunollp33/lCJ1CHl1H (pyKOBO/ll1TCJll1, 11HCTpyKTOpa, Ha11- 60,1ce onhITHbie COTPYllHl1Kl1, nCHXOJ10r11 - Bcero 24 YCJIOBCKa).

B 3am1tt1111 3KcnepTaM cneunonpa3/leJieH11ii 6hlJIO npellJloJKeHo yKa-

**33Th npH3H3KH, CB5133HHhte C pa3JIHlfHbIMH ypoBH51Ml1 6oeBblX nCHXl1- 4eCKHX COCT05IHHJ.1.**

TaK, 6hIJIO YK333HO B cpenHeM no 5-8 np113H3KOB B /lByx CMhJC­

**.,'lOBblX K3TeropH5IX: <<HH.llHBH.llYMbHOe 6oeaoe TTCHXHlfeCKOe COCTO51- HHC>>, <<6oenoe TTCHXHlfeCKOe COCTO51Htte cbYHKUHOHMhHOH rpynnhl>>.**

### 70

3areM orrpene.rurnacb OTHoc11TeJThHa51 Y.aCToTa yrroM11Ham-rn rrp113Ha­ KoB )lJUI Ka)K)loH CMblCJTOBOH KaTeropttH, Bbipa)KeHHafl B npoueHTaX.

8 pe3yJJhTaTe rrposeneHHOro aHaJJH3a H3 COBOKyITHOCTH orrpeneJJeH­ HblX rrpH3HaKOB YJlaJJOCh BhI)leJJHTh 7 rronKaTeropHH (4 -)lJIH KaTero­

PHH <<11H.Ul1811JlYaJlhHOe 6oesoe rrc11x11Y.eCKl1e COCT051H11H>> 11 3 - )])151

Karerop1111 <<6oesoc ITCl1Xl1Y.ecKoe COCT051H11e Q)yHKU110HaJlhHOH rpyrr­ TTbl>>): (<[l0JTHOi1 BKJIIOY.eHHOCTl1 B 3KCTpeMaJibHhle yCJTOBl151 .uef!TeJThHO­ CTW>, <<ITOBbIWeHHOH BKJlIOY.eHHOCTl1 B 3KCTpeMaJihHbie yCJTOBl151 *11e51-* TeJlbHOCTl1>>, <<ITPHY.aCTHOCTH K 3KCTpeMaJihHbIM yCJTOBHflM Jle51TeJTbHO­

Cll1», «OTCTpaHeHHOCTl1 OT 3KCTpeMaJihHhlX YCJTOBHH .uef!TeJTbHOCTH», BblCOK11e, cpe11H11e, H113K11e CTeITCH11 BblpaJKeHHOCTl1 IT03HTl1BHblX o6beK­

THBHblX 11 cy6beKT11BHblX xapaKTepl1CT11K cpyHKUHOHaJJhHblX rpyrrrr.

3KcrreJ)Tbl CY.HTaIOT, Y.TO OJlHa 113 rJTaBHhIX oco6eHHOCTei-i BbICW11X ypoBHeH (rroJTHOH 11 ITOBhIWeHHOH «BKJIIOY.eHHOCT11») 11HJl11BH.UYaJlh­ HbIX 6oeBhlX rrc11x11Y.eCKl1X COCT051H11H 3aKJIIOY.aeTC51 B <<OTCTpaHeHHO­ CTH» COTPY.UH11KOB OT BHyTpeHH11X rrepe)Kl1BaH11H. 3a CY.eT HX 11.ueHTl1-

(p11KllU1111 C cpyHKU110Ha.JlhHOH rpyrrrroii 11 3KCTpeMaJJhHhlMl1 yCJJOBl1H­

Ml1 .ueHTeJThHOCTl1.

fioJJee en11HoJlyWHhl 3KCrrepTbl 6hJJJl1 11p11 oueHKe ypoBHeH 6oeBblX 11CHXl1YeCKl1X COCTOHHl1H cpyHKUl10HaJJhHhJX rpyrrrr. 3TO ewe pa3 CBH­

)leTeJJbCTByeT O 11pe11MyWeCTBCHHO rpyrmosoi,i )leHTeJJbHOCTl1 COTpyn­ H11KOB crreurronpa3)leJJCH11H. 8bJ110JJHe1rne COBMeCTHhlX CJJylKe6Ho-6o­ eBblX 3a)laY 6hJCTpee, YeM 11H/111BHJlYaJJbHaH neHTeJJhHOCTh, rrocpcn­ CTBOM B33HMOITOMOLU11, B3al1MO.Uei1CTBl151, B3al1MOITODJ],ep)l(Kl1, B33l1-

M03aMeH51CMOCTl1 cnoco6CTByeT pa3BHTl1IO HaBbIKOB peryJT51U11H BbJC­ llIHX yposHeH 11HJll1811.UYaJlhHhlX 6oeBb!X ITCl1Xl1tJeCK11X COCJ051HHH B 3KCTI)eMaJlbHbIX ycJTOBHflX. T. e. 6oesoe flCl1XWieCKoe COCT051Hl1e Q)yHK­ U,HOHaJlbHOH rpyllTTbl cneu11anbHOfO rronpa3.UeJTeHH51 BJ1H51eT Ha pa3- BHTHe 11H.U11B11.UYaJibHb!X 6oeBblX TTCHXl1Y.eCK11X COCT051HHH COTPY.UHl1- K0B 11, B CBOIO OY.epe.Uh, 3aBl1Cl1T OT 11X pa3Bl1TH51.

TaKHM o6pa30M, ycrrex )leHTeJJbHOCTl1 COTPYIIHl1KOB, cpyHKU110HaJJb­

HhlX rpyrrrr OMOH 11 OMCH, HX lKl13Hh 11 3JlOpoBhe 3as11CHT He TOJJh­ KO OT cQ)opM11pOBaHHblX 11 pa3Bl1TbIX 3KCTpeMaJibHO 3HaY.HMbIX rrc11xo­ JTor11Y.eCKl1X KaY.eCTB 11 TICl1XOJTOfHY.eCK11X xapaKTepHCTHK, HO 11 OT

yMeHl1H COTPYJlH11KOB peryJJHpoBaTb 6oeBble 11Cl1XHYeCKl1e COCTOHHl1H,

HMelOLUHe ypoBHl1: flOJTHOH, ITOBbJWeHHOH <<BKJllOY.eHHOCTH>> 8 3KCT­

peMaJlbHbie yCJTOBl151 ne.HTe.llbHOCTl1, rrp11Y.aCTHOCTH 11 (<OTCTpaHeHHO­ CTH►> OT 3KCTpeMaJibHbIX yCJTOB11H. BbICllJHe ypoBHl1 (rroJTHOH 11 TTOBbl­ rneHHOH <<BKJIIOY.eHHOCT11») CBH3aHbl co CTeneHblO 1111eHTHQ)11Kau1111

cmpy/lHl1KOB C cpyHKU110Ha.JlhHOH rpyrrrroii 11 3KCTpeMaJJbHhlM11 yCJJo­ BH51Ml1.ue51reJTbHOCTl1. DoeBbie rrc11x11y\_ecK11e COCT051HH51 Q)yHKUHOHaJlb­ HbJX rpyrrrr TaKlKe 11MCIOT PHIi ypoBHCH, KOTOpblC orrpeneJJHIOTCH KaK BbICOKHe, cpeJlHHe, H113K11e ITO CTeneH11 Bbipa)l(eHHOCTH 11X IT0311Tl1B­

HblX o6beKT11BHhlX "cy6bCKTl18HhlX xapaKTCPl1CTl1K.

TipoBeneH11e 11CCJlCJlOBaHl151 rrpo51BJTeH11H 6oeBbIX TTCl1Xl1Y.eCKHX co­

CTOHHl1H cOTpynH11Kos OMOH 11 OMCH s :>KcTpeMa.JlhHhJX ycJJoBHHX

71

npoxo.nttJI0 C TT0M0WblO TTCHX0J]0fHlfeCKHX MeronHK: <<OnaCHOCTtt, BCTpe'!a10w11ecJ1 B npo<jlecc110HaJibHOH 11e>1TeJ1bH0CTII C0Tpy11HHKOB cneunonpaJneneHHH>>, <<O6pa3Hhle accou11au1111 onacttocreH» (3apH­ cosKa H 0TTHCaHHe onacHOCTeJ1) H TeCTa onpeneJleHHH cf>oHOBOfO 3MO­ UH0HaJibH0f0 C0CT0HHHH, TTCHXOJ1orw1ecKoH ycroHqttBOCTH H Cttrya­

UIIOHHOH HaJielKH0CTII (no aKTHBau110MeTpy ATS-5).

no aKTIIBau110Merpy ATS-5 6b!Jlll onpe11eJ1eHbl <jJOHOBhle 3M0UIIO­ HaJibHble C0CT0HHHH H rJ1a30Mep C0TPYllHHK0B. 3areM no cneuHMb­ HblM <jlopMyJlaM 6b!J111 paCC'IIITaHbl flCIIX0Jl0rH'!eCKall YCTOH'IHBOCTb M

HaJle)l(H0CTb C0TPYllHHK0B cneuHaJibHblX nonpa3,ueJ1eHHH B 06b14HbJX, HanpmKeHHblX H 3KCTpeMaJibHblX yCJ10Bl1HX .neHTeJJhH0CTH.

<l>ottOBhte 3M0UH0HaJlbHbJe C0CT0HHHH C0TpynHHK0B BO Bcex HC­ CJle,U0B3HHblX no.IIp331IeJ1eHHHX 83pbHp0BaJIHCb B 33BHCHM0CTH OT YCJIO­

Bl!H IIX 11e>1TeJlbH0CTH (06bl'!Hhle, ttanp>1lKeHHble, 3KCTpeMaJibHble) - OT H1!3K0fO (9 6aJIJ10B) *110* Bb!C0Koro (158 6aJIJlOB). 3TO CB1111ereJ1b­

CTB0BaJI0 0 TOM, lfT0 cpen11 HCCJien0B3HHblX JlHU 6hJJ1H JllOllH C pa3- Jll!'!Hb1MII T11flaM11 HepBHOH CIICTeMbl (c npeo6J1a11att11eM npoueccoB B036y)l(JleHH51 H31l T0pM0)l(CHHeM, paBH0BeCHeM MC)Klly npoueccaMH B036Y)KlleHHH H T0pM0)l(eHHH, C nonBH)l(HblMH H HHepTHbJMH HepBHbJ­ Mlf npoueccaM11).

B o6bllfHblX yCJI0BH51X .IIeHTeJlbH0CTH 3M0UH0HaJlbH0e B036y)KllettHe

60JlbWl!HCTBa C0TPYllHlfK0B cneu11aJibHblX no11paJneJ1eH11H (96,9 %)

HMeeT He3HalfHTeJ1bHble 0TKJJ0HettHH OT cf>ottOBb!X TT0K333TCJ1eH, lJTO CBl1LleTeJ1bCTByeT 0 HX ll0CT3T0lfH0 BblCOKOH 3MOUHOHaJlbHOH ycrnH­

lfHB0CTH. 8 ttanpH)l(eHHbJX YCJI0BHHX neHTeJlhH0CTH (33HHTHH H3 npo­

cf>eccHOHaJlhHOH 3KCTpeMaJibHO-TTCHXOJ10fl1lfeCKOH IT0Jl0Ce npenHT­ CTBHH, cf>H3H'{eCKHC 3aHHTHH, pyKonaWHbIH 6011, .n.ecaHTH3H, Wryp­ M0B351 H 0fHeBaH TTOJIOCa) y 60J1bWHHCTBa C0TpynHHK0B HCCJlenoBaH­

HblX nonpa3,UeJieHHH 6h!JJO BblHBJieH0 CHJlhH0e 3M0UH0HaJlbH0e B03- 6ylK1leH11e (B npe11eJ1ax OT 64 *110* I I 3 6aJIJJOB), a B 3KCTpeMaJihHhlX ycJJ0Bl!llX - 0'ICHb Cl!JlbH0e (no 154 6aJIJlOB, 3a 11CKJ11()qeHl!eM 60J1b­ W11HCTBa coTpy11tt11KoB OMCH).

8 npouecce IICCJ1e110BaH11ll 6brna YCTaH0BJieHa yCTOH'IIIBal! Koppe­ J1HUH0HH3H 33BHCHM0CTb Me)Klly TT0K33aTeJ1HMH TTCHXOJJOfHlfeCKOH yc­ TOHlfttBOCTH, CHTY3THBHOH HaJle)l(H0CTH C0TPYllHHK0B cneUHaJlbHblX

nonpa3neJieHHH B 3KCTpeMaJibHblX yCJl0BHHX C BblC0KHM yposHeM HX 6oeBblX TTCHXHlfeCKHX COCTOHHHH.

B HanplllKeHHblX YCJJ0Blfl!X y C0TPYL\HIIK0B Ha6J110j\a10TCl! ycpe11tteH­

Hble noKa3aTCJ1H He6oJibWOH TTCHXOJIOfHl.leCKoH HeycroHlfttBOCTH H Cl!TyaTl!BH0H HeHaJielKH0CTII (B npc11eJ1ax OT 6 *110* 20 %), '!TO TeM He

Mettee TT03B0J1HeT HM ll0CTaT0lfH0 ycnewHo cnpaBJIHTbCH C TT0CTaB­ JleHHOH y'le6ttoi-i JaJia'!ei-i.

B 3KCTpeMaJibHblX yCJJ0BllllX y 60JlbWIIHCTBa C0TPYllHIIK0B 11CCJ1e-

1I0B3HHblX cneuHaJibHblX nonpa3neJJeHHH BblHBJJeHbl JaMeTHaH 3MO­ U1!0HaJlbHall HeyCTOH'IIIBOCTb II Hetta11elKH0CTb (B npe11eJ1ax OT 21 no

40%).

72

TTOJI06Hble 113MeHeHI1H B 3KCTpeM3JlbHblX ycJI0Bl1HX 4aCTO rrpl1B0- MT K He)KeJiaTCJlbHblM llOCJJC.llCTBHHM: He060CHOBaHHOH arpeCCHBHO­ CTH corpy,llHHKOB, ttanp5DKCHHOCTH B OTHOWeHlHIX, MC)KJJl1l[HQCTHbIM H MC)KfpynnoBb!M np0THB0CT0flHHflM, 03Jl06JieHH0CTH, YKJI0HCHlHO

OT peweHHfl X03fli1CTBCHHblX 11 cJiy)Ke6HblX 3a)la'--I, HapyWCHlHIM .llHC­

UHTTJU1Hbl,

CTpHBC,ilCHHblC naHHb!C II03BOJUIJOT cnenarb Bb!BO.ll O TOM, '--ITO B

3KCTpCMaJlbHblX ycJIOBlUIX Mbl CTaJlKHBaeMCfl C c1nyau11eH, Karna B CHJJY 60JibWOH .llHHaMHllHOCTH npOHCXO.ll5llllHX co6bITHH Ha nepBbIH rurnH ITO 3Hal.JHMOCTH H BJlHflHlUO Ha nOBC)lCHHe cneUH3JHICT0B BblXO­

MT He KaY.CCTBa, a HX COCTOflHlUI, KOTOpblC TT03BOJ151JOT onepaTl1BHO

pa3pelli3Tb KaJieH.noCKOTT MCHflJOllHIXCfl CHTyauHti. 8 CB513H C 3THM, )l.JHI roro 4T06bl npo<j)ecc110HaJibHbie Cl1Tyau1111 B 3KCTpeMaJibHblX yCJ10B11- "x pa3pewaJil1Cb onepaT11HllO, aJieKBaTH0, 6e3 ywep6a JIJIH nc11x11K11, cneu11aJil1CTaM Tpe6yeTCH np1106peTaTb 3HaHl1H, yMeH11H 11 HaBblKl1 peryJJHUlH1 6oeBblX TTCHXHY.eCKHX C0CT0HHHH.

8aJKHOe 3Ha'IeHl1e 11MeCT cnoco611ocTb pyKoson11TeJ1eii npeJIB,meTb noCJie,llCTBHfl .rreHTeJlbH0CTH cneuHaJIHCT0B ll 3KCTpeM3JlbHblX yCJJ0BH­ HX. Ho npeJIBl1JieH11e He CBH3aH0 C YM03p11TeJlbHblMl1 paccylKJleH11H­ MH, K0T0pbie B 3KCTpeMaJibHblX ycJI0Bl1HX He11J6e)I<H0 conp0B0)l(Jla­ lOTCH 0lpHUaTeJlbHblMH nepe)KH.BaHHflMH. Ba)KHO cyMeTb oueHHTb M0- MeHT, Karna neti.CTBHfl B 3KCTpeMaJibHblX ycJI0BHHX 51M51IOTC51 HeH3- 6elKHblM 11 He06X0Jil1MblM cnoco6oM npopearnp0BaTb Ha onaCH0CTb - B C00TBeTCTBHH C HMeJOrnHMHCfl HaBbIKaMH, HO 6e3 HeyMeCTHblX ne­ pelKl1BaHl1ii. Uenecoo6pa3HO, 4T06bI 3Ta oueHKa HeCMOTps Ha CK0po­ Te4H0CTb, MH0roBap11aHTH0CTb 11 HenpencKa3yeM0CTb co6b1T11ii, 6b1J1a MaKCl1MaJibH0 OC03HaHHOH, 4ero KpaiiHe TPYJIH0 JI0611TbCH np11 no­ BbIWeHHOH. 3M0UH0HaJlbH0CTH. AHarIH3 npaKTHKH .rreti.CTBHH cneu11a­ JH1CT0B B 3KCTpeMaJlbHbIX YCJl0BHflX noKa3bIBaeT, lffQ aueKBaTH0CTb pearnpoBaHl1H B TaKl1X ycJI0BH>IX o6paTH0 nponopu110HaJibHa n0BbI­ weHH0H 3M0UH0HaJlbH0CTH.

8 KHl/tre « norepflHHblVI l/t 803Bpaw.eHHblVI Ml/tp» A. P. nypl/tfl onl/tCblBaeT Tpa­ n1'-18CKvtVI cny4aVI, np0vtcwegwvtVI BO speMs:1 OTe4eCTBeHHOVI B0VIHbl C *n.*3a­

C8U,KvtM, K0T0pblVI coo6w.vtn, 4TO OH scnegcTBl/te paHeHl/tfl noreps:in B03M0)1(­ H0CTb noHvtMaTb nepegasaeMylO eMy sep6anbHYIO l/tH(pOpMaU,l/tlO, XOTfl Kap­ n1HKy 111m1 pvtCyHOK socnpvtHl/tMan. « see CTapalOCb csepl/tTb C KaprvtHKOVI, ,., a 6e3 KapTlt1HKl/t Hl/tKaKoe "cnoseCHoe" AO MeHs:i He AOXOAvtno» [24].

Y cneuHarIHCT0B, HaX0,llfllll,HXCH Ha BblC0KHX yp0BHflX 6oeBblX nCH­ XHY.eCKHX COCT051HHH (n0BbIWeHH0H. HJlH IiOJlHOH <<BKJJJOY.eH H 0 CTH ►> B

3KCTpeMaJibHbie yCJI0Bl1H 11X JiesTeJlbHOCT11), Ha6Jl!OJiaeTCH ll0X0lKas

peaKUl1H. BcJieJICTBl1e CK0p0Te4H0CTl1 C06bIT11H (a He q>H3114eCK0fO

He,ll0CTaTKa, KaK B CJiyttae c Jl. 3aceuKHM) 0HH He B C0CT0HHHH HC­ nOJlb30BaTb Bep6aJibHble B03M0lKH0CTl1 11 npencTaBJieHl1H 11 M0fYT T0J!b­

K0 o6pa3H0 B0C11pl1H11MaTb C11Tyau11JO. OJIHaKO y cneu11aJil1CT0B, Ha­ X0.llfllllHXCfl Ha BbIC0KH.X yp0BHflX 6oeBblX TTCHXH.lJeCKHX COCTOHHHH,

73

pearnposam,e H3 3KCTpeMaJibHble YCJTOBl1ll OCTa!OTCll M3KCl1MaJ!bHO OC03H3HHhIMH. 0CMbICJieHtte, 3HaJB13 CttTya1.u111., npttH51THe perneHJUI npoxo/lHT B 6oJTee KOPOTKl1e cpoKll 3a C'-leT oco6oti KOHUeHTP3Ullll BHl1M3Hl1ll 11 co6paHHOCTl1.

B 1999 r. nocne OCB060>KA8HV1s:I OAHOrO 1113 H3C8Jl8HHblX nyHKTOB OT 6oesvi­

KOB COTPYAH111Kv1 nepMCKOrO CQ6P Y43CTB0B3JlVI B OCM0Tp8 )f(v1JlblX AOMOB, B

TOM 4111CJ18 VI nOAB3JlbHblX nOM8W,8HVll71, Ha npeAM8T 06Hapy>K8HVls:I VI o6e3spe­

)f(Vl83HV1S1 OCT3BWlt1XCfl 63HAv1TOB. COTPYAHlt1K C06P 8., 33W8AWVll71 B 0Av1H 1113

O'-lepeAHblX nOAB3JlOB, sepHO onp8A8JH.1n HanpaBJ18HVl8 VI CT8n8Hb H3ABV1r3IO­ w,ei71cfl Ha Hero onacHOCTVI. OH BblCTpem-rn B CTOpOHy yrpO3bl. nocne OCMOTpa nOAB3Jl3 B. O6Hapy>KVIJ1 B npeAnonaraeMOM VIM M8CT8*Teno* TOJlbKO 4TO y61t1TO­ ro VIM 6oe01t11<a C opy>KVl8M B pyt<aX. no3AH88 B. p3CCK33b1B3Jl: «MHe·Hy>KHO

6blnO MrHOB8Hlt18 )]/Is:! OU,8HKVI onaCHOCTVI, VICXOAf!W,e V13 AanbHero yrna nOA­ sana. PyKa Ha>Kana Ha cnyCKOBO KpiO'-lOK ... TonbKO nO3>Ke npvi OCMOTpe ece­ ro noMew,eHVlfl fl nOHfln, '-!TO '-IYAOM V136e>Kan rvi6envi».

npovicweAwee «'-!YAO» 6bln0 CBfl3aHO C TeM, '-!TO B. HaXOAlt1nCfl B nOBblWeH­

HOM ypOBHe 6oeeoro nc1t1XWieCKOro COCTOf1Hlt1fl, ,D,e CTBlt1fl B. He 6blnlt1 nOA­ CO3HaTenbH61Mlt1, lt1HTY1t1Tlt1BH61Mlt1. KorAa 6b1no BbiCKa3aHO npeAnOnO>KeH111e,

1-ITO Ha MeCTe 6OeB1t1Ka MOr 6bl HaXOAlt1TbCfl pe6eHOK, OHOTBeT1t1n' '-!TO ero Aet1- CTBlt1fl 661n1t1 6blCTpb1Mlt1, HO He MeX3Hlt1'-leCKV1Mlt1, B 6blCTpylO ou,eHKY Clt1Tyau,VIVI

B. BKJ1/04lt1n He TOnbKO TeMHOTy lt1 HeyMeCTHOCTb nplt1CYTCTBlt1fl cny4a Horo 4e­

noeeKa B nOABane, HO 1t1 ow,yw,eH1t1e np1t1cTanbHOCTVI, >KeCTKOCTlt1 HanpasneH­ Horo HaHero B3rnflA3, rny61t1Hy BblAOXa, xapaKTepHblt1 3ByK, BO3Hlt1Kal0w,VI OT conp1t1KOCHOBeHV1fl *Tena* (pyK1t1) C MeTannoM.

HaMl1 6bIJTO npoBe/leHo 11ccJTe)loBaH11e 76 COTPYllHllKOB OMOH !I

OMCH. Bee11cnb1TyeMbie 6bIJTl1 no)leJTeHbI Ha !lBe rpynnbI - :>Kcne­ p11MeHTaJ!bHyt0 11 KOHTPOJTbHY!O, B 3KCnep11MeHTaJ!bHY!O rpynny BO­ lllJH1 JUtUa, KOTOPhie paHee Ha npaKTHKe y)Ke CT3JIKttB3JIHCb C onac­

HOCTSlMH, B KOHTPOJibHyK) - He HMeIOmtte TaKoro OTTbITa. BceM co­ TPYllHl1KaM 6bIJTl1 npe/lJTOlKeHbl 9 Bl!/108 onaCHOCTeti, npe/lCT3BJlllIO­

W11X B TOH 11JTl1 HHOH CTeneHl1 yrpmy /lJTll 11X lKl13Hl1 11 3/lOPOBbH, CTo­ JiyqcHHbie .uaHHbie 3aTeM nepenposep51JittCb C TTOMOWhlO npoeKTHB­ Hoti MeTo/l11Kl1 «06pa3Hbie accou11au11l!» (3ap11coBKa 11 on11caH11e onac­ HoCTeti).

Op!! xapaKTepl1CTl1Ke 3KCTpeMaJibHblX yCJTOB11ti )lel!TeJTbHOCTll Te COTPY/lHl1Kl1 3KCnep11MeHTaJ!bHOti 11 KOHTPOJlbHOH rpynn, KOTOpble 6b!J!l1 oueHeHbl 3KcnepT3Ml1 (pyKOBO)ll!TeJTl1, 11HCTPYKTopbl, onbIT­ Hb!e COTPYllHl1KI1) B XO)le Henocpe)lCTBeHHOti '-l3CT!! npocjJecc110HaJTb­

HOH 3KCTpeM3JlhHO-nCHXOJIOfHl.feCKoH TTO.IlfOTOBKH KaK H3XO.Il51WMeCSI

Ha BbICOKl1X ypoBHHX 6oeBbIX ncl!Xl1YeCKl1X COCTol!Hl1H (72,5 % CO'fPYJl­ Hl1KOB OMOH 11 75 % - OMCH), socnpl1H11MaJil1 B Kayecrne o6beK­

Tl1BHoti onaCHOCTl1 cpaKT Henocpe/lCTBeHHOH cpl1311'!eCKoti yrp03b!, Hanp11Mep CMepTb 11JTl1 paHeHl1e, 11 He y'-Jl1Tb!BaJil1 cpaKT Heonpene­ JieHHOCTH 3KCTpeM3JlhHblX yCJIOBHH HX .ue51TeJihHOCTH.

**B** pe3yJTbT3Te 3Ta HeonpeneJTeHHOCTb He no)lBepraJiaCb 11Ml1 sep-

6aJibHOMY 3HaJll13Y C ToYKl1 3peHl!ll npe)lCTOl!Weti onaCHOCTH. **B** To JKe

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**BpeMH c ITOMOWb!O npoeKTHBHOH MeTO,ilHKH 6hIJTO ycTaHOBJleHO, l.lTO** Ha HeBep6aJibHOM ypoBHe Heonpe11eJ1eHHOCTb 3KCTpeMaJibHblX *ycno­* Bl!ii 11eHTeJ1bHOCTI! 3Tl!MI! COTPYllHl!KaMI! BOCTIPl!Hl!MaJiaCb I! oueH11-

**BaJiaCb KaK orracHaH.**

np11 o603Ha9eHl!I! 3KCTpeMaJibHblX yCJlOBl!H 11eHTeJlbHOCTI! Te co­

TPYllHl!KI! 3KCnep11MeHTaJlbHOH I! KOHTPOJlbHOH rpynn, KOTOpbie Ha­ XOlll!Jll!Cb Ha Hl!3KOM YPOBHe 6oeBbIX TICl!Xl!9eCKl!X COCTOHfll!H (27,5 %

corpy11HHKOB OMOH 11 25 % - OMCH), np11 oueHKe onaCHocrn np11Hl!MaJ111 B pac9eT He TOJlhKO cj)aKT Henocpe11crneHHoii cj)113119e­

**CKOH yrpo3bl, HO l1 Heonpen,eJleHHOCTb 3KC'rpeMaJibHblX yCJlOBttH ne­** HTeJlbHOCTI! (l!Jll! 3aTPY11HHJll!Cb 11aTh 1111cj)cj)epeH1111poBaHHYIO oueHKY onaCHocrn).

**Ha nepBblH B3fJIH,il 3TO CBtt,ileTeJibCTBOBaJIO O Hen,OCTaTOl.lHOH non­**

**fOTOBJieHHOCTtt corpyn,HttKOB, KOTOpb1e o6o3Ha9aJltt 3KCTpeMaJibHble** ycnoBl!H B Ka9eCTBe onaCHbJX TOJlbKO C T09KI! 3peHl!H cj)aKTa Heno­ cpe11crneHHOH cj)1!3l!9eCKOH yrpo3bl, 9TO Bbi3blBaJIO COMHeH11e no no­ B0/lY l!X npocj)ecc110HaJ1bHOH ycneWHOCTI! I! 6e3onaCHOCTI!.

0)lHaKO no1106Hb!H Bb!BO/l He Y91!Tb1BaeT oco6eHHOCTei-i 6oeBblX **ncHXHl.leCKttX COCTOHHttH, KOTOpble OCHOBblBaIOTC51. He Ha Bep6aJibHblX paCC}')KD.eHHHX l1 YM03aKJII09eHttHX, a Ha aHaJIH3e o6CTaHOBKtt no­** cpe)lCTBOM o6pa3HblX npe11CTaBJ1eHl!ii, 6J1aronp11HTHOM HaCTpoe, Jl.111!­ TeJlbHOCTI! I! KOHUeHTpau1111 BHl!MaHl!H. 0TCYTCTBl!e JlJ]l!TCJlbHblX pac­ CYJK)leH11ii 3aMeHHeTCH KOHueHTpau11eii BHl!M3Hl!H, yBepeHHOCTblO B

ce6e I! CBOl!X B03MOlKHOCTHX, 01\H03Ha9HOii peaKU11eii Ha o6pa3HOe BOCTIPl!HTl!e onaCHOCTI!. B 3TOM CJly9ae peweH11e KaKOH-Jll!60 npo6ne­ **Mbl** CT3HOBl!TCH 6onee 3cj)cj)eKTl!BHblM, He Tpe6y10Wl!M HanpHJKeHl!H

Cl!Jl, CBH3aHHOro C nepe6opoM 3cj)cj)eKTl!BHblX I! np11eMJ1eMb!X Jl.l]H c11- ryau1111 MO)leJleii noBe11eHI1H I! He co11eplKaWl!M KaKl!X-J11160 COMHe­ Hl!H l!Jll! Bep6aJibHb!X paccyJK11eH11i-i O pe3yJlbTaTe. TaKOH TIO/lXO/l HB­ JlHeTCH 3cj)cj)eKTl!BHOii peaJ1113au11eii l!)lel! BbllKl!B3Hl!H.

ObIJlO npoBeueHo 1!CCJ1e110BaHHe Tex JKe COTPY/lHl!KOB cneuno11pa3-

**JI,eJieHttH nocpen,CTBOM MeTon,ttKtt <<06pa3Hb1e accouttauttw>.**

np11 oueHKe onacHOCTei-i C TIOMOWblO MeTOlll!KI! «06pa3Hb!e acco­ u11au1111 onaCHOCTei-i» COTPYllHl!KH OMOH I! OMCH (47 %) B KOHT­

ponbHbIX I! 3KCnep11MeHTaJlbHbIX rpynnax BbJ)leJlHJll! onaCHOCTI! C 3Jle­ MeHTaMH 11eonpe/leJ1eH11ocrn.

**np111MepoM p8W8Hlt1s:I npoq>ecci..10Ha!lbHOVI 33A3'ilt1 B 3KCTp8Ma!lbHblX ycno­ B\.1SlX A8s:IT8JlbHOCTlt1 nocp8ACTBOM BblCOKOro ypOBHSl 6oesoro nCi..1XW·l8CKOrO COCTOSlHv1Sl MQ)l(8T CJ1y)l(1t1Tb C!lyYaVI, paCCKa3aHHblVI OAH1t1M 1,13 COTPYAH1t1KOB**

**cneu,noApa3A8J18H1t1s:i.**

**B 1996 r. nocne Ts:1)1(8JlOro 6osi C 6oesi..1KaMi..1 COTPYAHi..1K K. 661!1 paH8H 1,1 no­ nan B n!18H. nonesoVI KOM3HAHP, Y3H3B, 'iTO n!18HHv1K s:IB!ls:lflCs:I MaCrepOM cnopra nopyKonaWHOMY 60!0, np8AJ10)1(lt1Jl K. npOB8CTi..1 CXBaTKY c 0AH1t1M 1,13 6oeBlt1KOB.**

**Pe3yflbTaTbl CXB3TKlt1 A0fl)l(Hbl 6bl!lv1 onp8A8!lv1Tb, norv16H8T K. v1Jllt1 HST.**

**A,!1111T8!16Hbl8 33HSHlt15l cnopTOM, H80AH0KpaTH08 yYaCTlt18 B copeBHOBaHv1- SIX\.1 C!l'Y)K6a B OMOH npv1yyv1nv1 K. K caMOKOHrponlO v1 peryns:1L.1,v1v1 6oesoro ncv1-**

75

Xltl4eCKoro C0CT0flHltlfl, 6naronp1.1flTHOro AJlfl npeACT0flW,elll AeflTenbH0CH1, HecMOTpfl Ha 1t1Me10w,eecs:i paHeHltle B H04b nepeA noeAltlHK0M K. xopowo cna.Jl. OH He AYMan 0 TOM, 4T0 co CT0p0Hbl 6oeBltlKOB M0)1(H0 Q)l(ltlAaTb KaK1t1X-J11t160 np0B0Kau,111111111n1.1 n0AB0X0B, He nnaH1.1poean CB0IIIX AeVICTBIIIVI, He M0Aen111po­

ean B03M0)1(Hble eap1.1aHTbl C1t1Tyau,1t1!11. K. 06 3T0M scn0MIIIHan: «Mb1Cm1 0 npeACT0s:iw,eM MeHs:i He MY41t1nltl. B03M0)1(H0, CKa3an1t1Cb paHeH1t1e 1.1 YCTan0CTb. 5=I 6b1n yeepeH BceoeVI npaB0Te, 1.1 3T0 Aaeano MHeCltlnb1. K0rAa MblC0W/llllCb,

TO s:l 3Han, 4T0 y MeHfl 6yAeT T0nbK0 0AIIIH YAap, Ha K0T0pb1ill XBaTl.1T *Cltln,* VI s:i

ero *CAenan.* Y "4exa" 6bin H0)I(, HOs:i ero 3aMeT1t1n T0nbK0 T0rAa, K0rAa see 6bino K0H4eH0». KaK paccKa3an K., BOepeMs:i cxBaTKltl OH He B1t1Aen H0)l(a, HO 3H8Jl, 4T0 HQ)I( Mor 661Tb, 1,1 6oee1t1K Mor BnaAeTb np1t1eMaM1t1 He xy)l(e ero. Ecm1 6bl cxBaTKa 3aTflHynaCb, Ha caM04YBCTBltle K. M0rn0 n0BnltlSHb ero paHeH1.1e, He­ npeAB1t1AeHHble o6CT0s:JTenbCTBa. Bee 3T0 K. 6b1no 0C03HaHH0, ou,eHeH0 Ill npt.-1-

HflT0 peweHltle B M0MeHT nepeoro B3rnf1Aa Ha conepH1t1Ka.

HeKOTOpbie cneU11aJil1CThl CTTOHTaHHO yxon:sn OT 3a6JTaroBpeMeH­ HOfO noHcKa pa3peweH11H 3Ma411 11 YaCT0 nonaraIOTCH Ha CB0IO 11HTY- 11Ul1IO 11 HaTpettl1pOB8HHOCTh. On:HaKo 11HTYl1UHH MO)KeT no.nBeCTH, a ttaTpettttpoBaHH0CTh 0Ka3aThCH Henp11MeHl1Mofi K KOHKpCTHOti c11rya­ u1rn. nQ3TOMy 6QJ1ee pe3yJlhTaTIIBHhlM HBJlHeTCH rrp1106peTeHlle 3KCT­ peMaJihHhIX TTCl1Xl14eCKl1X 3HaHHfi, yMeHHH 11 HaBhlKOB peryJ1Hlll1H 6oeBhlX nc11x11YeCKl1X COCTOHH11H.

TaKHM o6pa30M, TTCHX0J10fl14eCKaH YCTOH1..J11BOCTh 11 Cl1T)'aTl1BHa51

Ha.Ue)KHOCTh cneU11aJil1CTOB B 3KCTpeMaJlhHhlX YCJ10Bl1HX CBH3atta C BhICOKl1M ypoBHeM 11X 6oeBhIX TTCHXHl-IeCKHX COCTOHH11H, B CBH311 C

l.feM np1106peTeH11e 3HaH11H, yMett11H 11 HaBbIKOB peryJ1Sllll111 6oeBblX TTCl1Xl14eCKl1X COCT051H11H B 3KCTpeMaJihHhlX YCJ10Bl1HX nonyLJaeT oco- 6oe, nepB0CTeneHHoe 3Hal!CHl1e.

CneU11aJil1CThl Moryr npen:B11.neTb nocne.ncTBl1H CBoeH .neHTeJlbHO­ CTH II rrpH 3TOM 6hITb ycrreWHhlMH TOJlhKQ TOrna, KQrJla ccpepa IIX TTCl1X11KH, BOCTTPl1Hl1M8IOW:aH CT11MYJ1hl, no.nroTOBJleHa K a.aeKBaTHhlM

Q)opMaM peaKuHH, K0r.na 3Tl1 peaKll1111 .IJ:OBe.neHbl .no aBTOMaT113M3 B pe3yJlhTaTe /VIHTeJlhHhlX TpeHllpQBQK II rrpOTeKaIOT Ha Q)QHe 6oeBbIX TTCl1Xl1"-IeCKl1X COCTOHH11H, 6naronp11HTHhlX wrn pa6oTbl B 3KCTpeMaJlb­ HhIX YCJ10B11HX. no3TOMy 0.IlHa 113 Ba)l(HhlX 38,Il8ll npoQ)ecCl10HaJThHOli 3KCTpeMaJihHO-TTCl1XOJ10fl14eCKOH TTO.Ilf0TOBKl1 o6y411Th cnelll1aJil1CT0B caMOCTOHTeJlbHOH peryJ1Hlll111 6oeBbIX TTC11Xl14eCKl1X COCTOHHl1H, o6- pa3HOMY BOCTTp11HT11IO, a.neKBaTHOH oueHKe onacHOCTeH, 6blCTpoH

peaKUHH.

B Te4eHHe 1995 - 2004 rr. ITPQBQ/IHJlHCh 3aHHTIIH [IQ rrpQQ)CCCHQ­

H8JlhHOti 3KCTpeMaJihHO-TTCl1XOJ10fl14eCKOti no.nroTOBKe C COTPY.IlHH­ KaMH 3KcrrepttMeHTaJlhHhIX rpyrrrr OMOH II OMCH ITQ crreu11anbHQ pa3pa6QTaHHhIM rrporpaMMaM.

np11 ,Ill1afHOCTl1Ke TTC11Xl14eCK11X COCTOHH11H C0TPY.IlHl1K0B 11CTT0Jlb-

30BaJTaCh MeTO,Ill1Ka <<CeMaHT114eCKHH .n11Q)Q)epeHUl1aJI COCTOHHHH>>.

B pe3yJ1hTaTe npoBen:eHHhIX 3aHHT11H .c coTpy.ntt11KaM11 3Kcnep11- MeHTaJihHhIX rpynn 60J1billl1HCTBO 113 Hl1X oBJlaueno HaBhIKaM11 pery-

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JISIU1111 6oeBblX TTCl1Xl1Y:eCKl1X COCTOHHl1ti.. KpoMe Toro, no HTOraM BCex 3TanoB nonroTOBKH 6oJiee l!eM B nsa pa3a yMeHbWHJIOCb KOJIH4eCTBO COTPYJIHl!KOB, C411TalOWIIX CBOH rpynnhl nOJIBep)l(eHHbIMII B 3KCTpe­

MaJlbHblX YCJIOBl1HX HeraTl1BHblM COCTOHHl1HM, 11 B D.Ba pa3a yBeJil1411- JIOCb KOJIWieCTBO COTPY.lll·ll1KOB, YTBep)KJ13lOWl1X, Y:TO lUISI 11X rpynn

CTaJil1 xapaKTepHblMl1 B 3KCTpeMaJibHblX YCJIOBHHX 6oeBble TTCHXl1Y:eC­ Kl1e COCTOHHl1H.

KpoMe o6y4eHHOCTl1 peryJIHUl1H 6oeBblX TTCl1X11Y:eCKHX COCTOHHl1ti., 60JibllillHCTBO COTPYllHIIKOB 3KCnep11MellT3JlbHbIX rpynn oKa33JIIICb B

6oJibWeH CTeneHl1 y.noBJieTBOpeHHbJMl1 Me)l(JI114HOCTHbJMl1 OTHowe­ Hl1HMl1 11 npo(pecc110HaJibHOH neHTeJ!bHOCTblO. Y H 11X TTOBblCHJICH ypo­ BeHb npo(pecc110HaJil13Ma H rpynnosoe 3KCTpeMaJibHO-TTCHXOJ1Ofl1l.(e­

CKoe MaCTepCTBO. 3rn peJyJihTaThl 6bIJIII noJITBep)l(JleHbl 3KCnepTaMII (KoMaHJlllpaMII II IIHCTPYKTOpaMII IIO/lpa3J1eJ1eHIII1).

* 1. **Pery111tpoeaH1te KOMMYH1tK3TltBHblX npo14eccoe B 3KCTpeMaJ1bHblX ycnOBltSIX**

*KoMMyHUKQUiUR* paCCMaTpHsaeTCH KaK *63QUMDdeiicm6Ue U omHollle­ HUR Me.J/Cay PYK060oume1eM U cnel(UaJIUCmOM, Me:J/COY cnel(UaJIUcmaMU, 603HUKG/OU(Ue npu o6MeHe UH!pOpMGl(Ueit U npu peaJIU3Gl(UU UMU C60UX iJoAJfCHOCmHblX o6H3QHHOCmeU.*

***llpo(jJeccuonllJlbHOe o6U(enue*** paccMaTp11saeTCH KaK *npo1<ecc ycma­ HOfJAeHUH U pa36UmUH KOHmaKmo6 MeJICay pyKo6odumeAeM U cneu,U{lJ1UC­ mllMU, a maK.JK.·e Me:J1Cay cne1<uwwcmaMu. nopo.JK.·daeMbtit nompe6HocfflJIMu*

*fJ cofJMecmHoii aeHme,1bHocmu.* Ero ueJib H cneu11(p11Ka 3a,uatta oco6ett­ HOCTSIMl1 npo(pecc110HaJlbHOH ne -ITeJibHOCTH, 11epapx11Y:eCKOH CTpyK­ rypoii opraHll3aUIIII II noJ1paJJ1eJleHIIH, nOTpe6HOCTHMII pyKOBO/IIITe­ Jleii II cneullMIICTOU. CyTb npocpecc11ott3JlbHOro o6weHIIIIH B 3KCTpe­ MaJibHblX YCJIOBIIHX COCTOIIT B Bbipa6oTKC II pe3J1113au1111 3cpcpeKTIIB­

HOi1: crparer1111, T3KTl1KH 83311MO.UeHCTBl1H, nocrpoeHl1H B3aHMOOT­ HOWeH11H lUIH HaXO)KlleHHH B3311MOTTOHl1M3HHH, Bb1pa60TKl1 COBMeCT­

HOH noJ11u1111, COBMecrttoro npeononett11n rpy.nHocreH, onacttocreH, npe.UOTBpaweHHH tteonpasnaHHblX 11 CHl1)1(eHl1H Hel136e)l(Hb1X )l(epTB H pl!CKOB np11 Bbll70JIHeHIIII npocpecc110H3JlbHblX 33J]a4.

B npocpecCIIOH3JlbHOM o6weHIIII B 3KCTpeM3JlbHblX ycnomrnx Me)l(­

ny pyKOBO.llHTeJieM 11 cneu11aJil1CTaMl1 npOHBJlHlOTCH nsa B3311MOCBH- 3aHHblX acneKra: B3al1MO.Ueti.cTBl1e 11 B3311MOOTHOWeHl1H. *B3aUModeii­ cm6ue* onpe.neJIHeTCH .llOJl)l(HOCTHblMl1 o6H33HHOCTHMH, HaueJil1BaSI cneul1aJil1CTOB Ha cor11acoBaHHble neti.CTBHH np11 BbJTTOJ1HeHl111 cny­

)l(e6H0-3KCTpeMaJibHblX 3aIJ.3Y:. *BJaUMOOmHOUleHUR* BO3Hl1K3lOT B pe3yJib­ rare np05IBJleHl1H cneu11an11CT3Ml1 3MOUHl1, nepe)l(l1Batt11H, CHMna­ Tllii (aHrnnarnii) J1pyr K /lpyry, qyscrn cocTpaI1aH11H, conepe)l(IIBa­ H11SI, HBJ1HlOWl1XCH pe3yJibT3TOM 11X 83311MoneHCTBH51. B 3KCTpeMaJib­

HblX YCJIOBIIHX. 3cpcpeKTIIBHOCTb nJallMOJ1eI1CTBl!>I II npocpeCCIIOH3Jlb-

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**HhlX B33HMOOTHOWeHHti B 3KCTpeMaJlbHhlX yCJIOBHJIX 33BHCHT OT pro­**

**BHTOCTH npoQ)eCCHOHaJlhHOfO 3KCTpeMaJlbHO-nCHXOJ10fW-JeCKOf0 no­ TeHUHaJ13, JIHl-JHOCTHhlX oco6eHHOCTett, TTOllfOTOBJieHHOCTH, npoQ)ec­ CHOHaJlbHOH KOMTTeTeHTHOCTH PYKOBOllttTeJieH H cneUHaJlHCTOB.**

TTpocpecc110HaJibHOe 06wem1e, K3K npaBIIJIO, HOpMaTl!BHO pema­

**MeHTHp0B3HO, oco6eHHO B 3KCTpeMaJlbHhlX YCJIOBHJIX, HO OT 3TOrO**

**OHO He repJieT JIW-JHOCTHOH 3H3lH1MOCTH H npttBJieKaTeJibHOCTH. Hop­ M3THBH351 perJiaMeHT3UH51 npttll3eT Me)KJIW-JHOCTHhlM OTHOWeHttSIM 60JihWYJO OTBeTCTBeHHOCTb, J13KOHHlJHOCTb, ueJIOCTHOCTh, sa)l(HOCTb, TeM C3MblM TTOBbIW351 ee o6wecTBeHHYJO H JIHllHOCTHYJO 3H3lJHMOCTb,**

**HO Otta He MO)KCT 33MeHJ1Tb o6weqeJioBe4eCKHX OTHOWeHHti Me)KJiy**

cneuHaJIHCT3MII H PYKOBO/ll!TeJJllMI!.

**l13BeCTH0, llTO B npoQ)eCCHJIX THTTa (<lJeJIOBeK- lJeJioBeK>> ycnex B**

Jlel!TeJJbHOCTII 33BHCIIT Ha 80 - 85 % OT HaJlll4Hll KOMMYHHK3THBHb!X

**H3BhlKOB. Htt3Ka51 KOMMYHHK3THBH351 KOMileTeHTHOCTb B 3KCTpeMaJib­ HblX YCJIOBH}IX BJIHHeT Ha IIOHH)KeHHe YPOBHJI ynpaBJIJieMOCTH no,u­ p33lleJieHJ151 H COOTBeTCTBeHHO Ha B03p3CT3HHe YPOBHJI onacHOCTH**

npocpcccHOHaJlbHOli 11eJ1TeJ1hHOCTH /lJlll BCero nonpa3JleJJeHHll H KaJK-

110ro cneuHaJIHCTa. J.1CK3JKeHHH H n0Tep11 onepaTHBHOli HHcpOpM3UIIII HeCYT 33 co6oli HeJ10llOHIIM3HHC, IlOBbIWeHHYJO ttepB03HOCTb, He3cp­ cpeKTHBHYJO /lel!TeJJbHOCTb H, K3K CJ1e11crn11e, HeonpasnaHHhle (pll3H­ **lJeCKHe, TTCHXW-JeCKHe noTepH, TP3BMbI, paHeHHJI JIHllHOfO COCT3Ba.**

**CorJI3CHO HCCJiellOB3HHJO, B cospeMeHHhlX OTelJOCTBeHHhIX opra­**

llH33UHllX /10 70 % sceli HHcp0pM3UHH H3XO/lHTCll BHe KOHTPOJlll PYK0- 80/lCTBa [43]. B 3KCTpeMaJibHhlX yCJJOBllllX TaK3ll norepll HH(p0pM3UHII

npoHCXO/lHT Kpalitte pe/lKO H, K3K npaBHJIO, conpOBOJK/laeTCll TllJKe­ JlblMII nocJJe/lCTBlll!MII. BMeCTe c TeM 25- I 0%-Hall norep,i HH(pOpMa­

**UHH B 3KCTpeMaJlhHhIX YCJIOBHJIX HBJrneTCH TTOlJTH HOpMoH, CHH)K3SJ**

peJyJJhT3THBHOCTb npocpecrnOHaJlbHOli ne,ITeJlhHOCTH. TTpOHCXO/lllT 3TO **no pa3JIHlJHbIM, HO, K3K npaBHJIO, JIHlJHOCTHblM HJil1 COUHaJlbHhlM (Kop­** nop3TIIBHhIM) OCHOB311HllM. Hanpl1Mep, BCJJe/lCTBlle HenooueHKII BaJK­ **HOCTH HHQ)OpM3UHH, nepeoueHKH JlHlJHhlX B03MO)KHOCTeH, caMotta­ neJIHHOCTH, pacx;rn6aHHOCTl1, caMoycnOKOeHHOCTH, ttenoseptt51, no­**

BbIWeHHOl'O ypoBHll arpeccHBHOCTII, rpynnosoli COJIH/l3pHOCTII, JIOJK· HOl'O 'IYBCTB3 TOBapttwecrna B ywep6 rpynnoBblM IIHTepecaM II T.Jl.

KOMMYHHK3Ullll B 3KCTpeMaJihHb!X YCJJOBHllX o6yCJJOBJIIIB3eT OCHOB­ Hble oco6eHHOCTII, HrHOPHP0B3HHe KOTOpbIX rp03HT C3MhIMII Tl!JKe­

**JlhlMH nocJienCTBHHMH, YHHlJTO)KeHHeM nonpa3lleJieHH51 H rtt6eJiblO**

**cneUHaJlHCTOB.**

* + 1. '-lpe3Bhl43HH3ll II 6e3aJihTepHaTHBH3ll Heo6XO/lHMOCTb B nocro­ llHHO nonoJJHlleMoli BcecropoHHeli II T04HOli HHcpopMaUIIH, Henony­ WCHHe OWH60K II HCKaJKeHHli np11 /lOBe/leHHII npl!K330B /10 BCeX cne­ UHaJIIICTOB, nptt KOOP/lHHauHH H KOHTpOJJe 33 IIX HCilOJ1HeH11eM (cno­ C06hl nonoJJHeHHll HHcp0pM3UHH H COOTBeTCTBeHHO cpopMbl KOMMY·

**HHK3UHH MeH5110TCH B 3aBHCHMOCTH OT CTa.LlHH npoBelleHHJI onepa­**

UHII).

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2. Ha.Jil-14!-fe speMeHHblX orpaHH4eH11ii np11 ocy111ecTBJ1eH1111 KOM­ MYHHKaTI-IBHblX npoueccon (11ecj)11u11T speMeH11).

J. B03Hl1KHOBeH11e 11onoJ1Hl1TeJ1bHOii cj)yHKU1111 B3al1MOOTHOWCHl1i1

1. **KOMMYHHKaUHH, HMeiow:eH TTO.IJJ],ep.>KHBaIOwe-BOCCTaHOBt1TeJ1bHbIH**

xapaKTep B YCJ10B11llX l10BblWeHHOro HepsHoro HanplllKeHI-IH.

Op11 cou11aJ1bHO-nc11xo,1or114ecKoM aHaJ111Jc 06- lll eH11 ll 06bl4HO BbllleJlllIOT 11 pacKpbIBaIOT 3aKOHOMepHOCTl1 11 Mexa­ Hl13Mbl B npOllBJleHl111 Tpex ero CTOpOH:

*nep enmueHoit* (socnp11llTI-Ie 11 noH11MaH11e cy6beKrnM11 06111eH11ll

11pyr npyra);

*KOMMYHUKamueHOU* (o6MeH 11Hcj)OpMau11eii MelKJly cy6beKTaMl1 06- meHlrn);

*UHmepaKmUBHOU* (B3al1MOBJ111llH11ll 11 OTHOWeHI-Ill MelKJly cy6bCKTa­

**Ml1** o6111eH11ll).

O11HaKo o6MeH 11HcpopMau11eii s npouecce npocj)ecrnoHa.JibHOro 06- meHI-Ill MOlKeT onpeneJlllTb 11 cj)opMl1pORaH11e HOBOii 11Hcj)OpMau1111, KO­ T0pall MOlKeT nOllBl-fTbCll HeOlKI-IJ]aHHO. 3TOT npouecc TBOp4eCKl1ii 11 npencTaBJlllCT caMOCTOllTeJlbHYIO, KpaiiHe He06XOJ111MYIO B 3KCTpeMa.Jib­ HblX YCJ10811llX, cropoHy 06111CHl1ll. BMeCTe C TeM B 3KCTpeMa.JibHblX yc­ J10B11llX 6onbwl-fii I-IHTepec npencTaBJllleT cj)opM11posaH11e B npouecce o6meHl1ll He cJly4ai1Hoii, a 0)1(1-IJ]aeMOii 11 KpaiiHc B0CTpe6oBaHHOii JlJlll

npllHllTI-Ill Ci111HCTBeHHO sepHoro peweHI-Ill 11Hcp0pMaUl-fl-f, KOTOpall polKJ]aeTCll B pe3yJ1bTaTC COBMeCTHblX BOJleBblX YCl1Jll1H [56].

Pa3Hble B ll *11* bl n p O cp e C C J.1 0 H a J1 b H O r O O 6 Ille H11 ll B 3 K­ CT p e Ma J1 b H bl X y C J1 0 B 11 ll **X** MOlKHO KJ1acc11cj)11u11posaTb no CJ1e­

/lYK>U111M OCH0B3H11llM:

no KOJll14eCTBY y4aCTH11KOB 06111eH11l1: MeJK.Hl14HOCT­

**HOe 11 Me)Krpynnosoe;**

no TI-In y oc y 111e CTBJl e H 11 H o 6111e H 11 ll: HenocpencrncHHOe

**«rna3a B rJiaJa>> H orrocpenosaHHOe - Ha ocHose nepenHCKH, pa3ro­**

sopos no TeJlecj)oHy, np11MeHeHI1ll 3JlCKTPOHHblX cpencrn CBH311 J.1 T.11.; no xapaKTepy J]OMl1Hl1py10w11x OTHOWeH11ii: ocj)1-1-

l1J.18JlbHOe 11Jll1 cj)opMa.JibHOe (Hanp11Mep, KOMaHJ]HOe 06111eH11e no­ Cpe/lCTBOM np11Ka30B, pacnOplllKeHI-Iii, yKa3aH11ii) 11 Heocp11UJ.18JlbHOe HJll1 Hecj)opMa.JibHOe (HanpHMep, 06111eH11e Ha OCHOBC B3al1MODei1cTBl1ll MelKJ]y cneu11a.Jil1CTaM11, He HaXOJ1llUIJ.1Ml1Cll B n011411HeH1111 npyr y npyra no cnylK6e);

no uenesoti HanpasneHHOCT11: nOJHaBaTCJlbHOe (nepe­

**;::i;ay:a, 06MeH, noJiy'-leHHe, Bbl'-IJleHeI-n1e HY.>KHblX cseneHHH, MHeHHH,** l1)1eii, Heo6xO/ll1MblX JlJlll BbinOJ1HeHI1ll CJJylKe6Ho-6oeBblX 3alla4, pac­ umpeH11e 11Hcp0pMau110HHOii KOMneTeHU1111 PYKOBOJ111TCJlll, nOJ]411-

HeHHblX, HanapH11Ka), 3KcnpeCCl1BHOe (o6MeH 4YBCTBaMl1, nepelKI-I­

**BaHHHMH, Q)opMHPOBaHHe TTCHX03MOUH0HaJibHOro COCTOHHHH, Ha­**

CTP0ll, no6ylKJleHHii K npe11cTOl1U1eii nellTeJlbHOCTl1), y6eJKJ1a10111ee (cj)opM11posaH11e ueHHOCTHblX op11eHTau11il 11 OTHOWeH11ii, cnoco6- CTBYK>lll11X 3cpcpeKTI-IBHOMY B3al1M011CHCTBl110, npl1MCHCH11e np11eMOB

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apryMeHrnu;rn 1Vlll HaxoJKUeH11>1 emrnoil nm11u1111 no npo6JJeMe); cyr­ **recnrnHoe, HJIH BHywaJOwee (H3MeHeHHe MOTYIBauttH, ycTaHOBOK,** ornoweHttil, nose11eH11>1); pttTYaJJhHOe (3aKpenJJeHtte 11 no1111ep)KaH11e TOBap11wecKHX OTHoweHttil B cpyHKUHOHaJJhHhJX rpynnax, 06ecr1eY11- BaJOWHX cpyHKUHOHttPOBaHtte KOpnoparnBHOil oprKyJJhTYPhI);

no )lOMHHHPYJOWHM cpe/lCTBaM nepe11aYH ttHcpop­

M au 1111: sep6aJJhHoe (peYesoe 06weH11e), Hesep6aJJhHoe (HepeYe­

**soe, C TTOMOWblO MHMHKH, Bbipa.>KeHIUJ JIHUa, naHTOMHMHKH, TT03bl**

TeJJa, )KeCTOB, 3KCnpeccttBHhlX peaKuttil tt 11p.), KOM6ttHHPOBaHHoe (coYeTaHtte peYeBhIX 11 HepeYeBhIX cpe11crn).

Bee nepey11cJ1eHHbJe BH/lhl KOMMYHHKaUHH no11pa3yMeBaJOT o6we­ **Htte B ,LlttaJIOfOBOM pe)l(ttMe ( <<llHaJlOfHl.fCCKaH KOMMYHHKaUH}l>>), KOTO­ poe flBJlHCTCH CllHHCTBCHHO nptteMJICMbIM B 3KCTPCMaJlhHhlX ycJIOBIUlX.**

**nceBllOKOMMYHttKaUHH H KBa3ttKOMMYHHKaUHH, 11e o6ccnel.fttBalOWHC**

Ii He npe11noJ1a!"aJOWl1e nocTOllHHYJO o6paTHyJO CBll3b B 3KCTpeMaJJbHhlX **ycJIOBHHX, llCJialOT BCCX cy6bCKTOB KOMMYHttKautttt B 3KCTPCMaJlhHhIX YCJIOBIUIX, YH3BHMhlMH B TTCHXOJIOfttl.fCCKOM H ¢>H3l-fl--lCCKOM nJiaHe, TaK**

KaK nptt 3TOM Tep>1eTc>1 *110* 70 % ttMeJOweiicll 11 *110* 90 % nporno311pye­

MOil 11HcjJOpMau1111, KOTOpall MOrJJa 6bJTh nOTCHUttaJJbHO ccpopMttposa­ Ha s )lliaJJOroBOM pe)KttMe 11 KOTOpall cnoco6cTByeT npeO)lOJICHHIO s **o6meHttH MC)K[ly COTPYllHttKaMH <<CMblCJIOBOfO BaKyy Ma**►**>, B03HHKaIO­ wero H3-3a HeaueKBaTHOH HHTepnpeTaUHH HMH YCJibIWaHHOfO, a TaK­**

lKe BJIHllJOWero Ha Me)KJ]ttYHOCTHbJe Ii Me)KrpynnOBbJe CBll311 [12].

B KaYecTBe OCHOBHhlX rpynn cpyHKUHil npocpeccttOHaJJhHOro o6we­

**HIUJ B 3KCTPCMaJlhHhIX ycJIOBHHX ue11ecoo6pa3HO BhlllCJlHTb 06ecne1.rn­** BaJOWtte Ii pa3BHBaJOW11e. K O 6 e C n e y Ii 8 a JO ill Ii M cjJ y HK u Ii HM **B03MO)l(H0 OTHeCTtt:**

* HHCTpyMeHTaJJhHYIO (1Vlll noJJyYCHHH, nepe11aYH, npeo6pmosa­ Httll, cpopM11posaHl1ll HHcjJOpMaUHH, HCnOJlh3YCMOH B npouecce nptt­ HllTHll peweHttii 11 ocywecrnJJeHttll KaKoil-J11160 npocpeccttoHaJJhHoil

**neHTeJihHOCTH);**

* TpaHCJlllUHOHHyJO (1Vlll nepe11a411 KOHKpCTHhlX cnoco6oB 11e>1TeJ1b­ **HOCTH, oueHOK, MHeHHH, CY)l(lleHttH, npeJlJIO)KeHttH, npennoJIO)Ke­** Httil Ii T.11.);
* HHTerparnBHYJO (1Vlll o6be)lttHeHttll COTPYllHHKOB s paMKaX npo­

cpeccttoHaJJbHOro B3att MO/leilcTBHll);

* KOHTPOJJHPYJOWYIO (1IJ1ll orpaHttYeHHH peYeBblX 11 HHhlX npOHBJJe­ **HttH y ylJaCTHHKOB ne11osoro B3aHMOlleHcTBHH B YCJIOBHHX TTOBbIWeH­** HOil KOHcptt/leHUHaJJhHOCTH);
* 3KcnpeccttBHyJO (1IJ1ll Bb!palKeHttH 3MOUHOHaJJbHhlX nepe)Ktt83-

HHH, xapaKTepa OTHOWeHttil 11pyr K 11pyry Ii 3MOUHOHaJJhHOil no1111ep­

)KKH B TPYllHYJO MHHyry).

K pa3BHBaJOWHM rpynnaM cpyHKUHH OTHeceM:

* **coumUltt3aumo** (JlJIH **pa3BHTH}l HHllHBHllYaJlhHhlX TTCHXOJIOI'W--le­** CKHX CBOWCTB, CTHJlll, 6a3ttPYJOWerOCll Ha rpynnosoil cy6KyJ1hType 11 **3TttKe ne11osoro B3aHMOlleHCTBHH);**

80

* caMOBblpaJKem1e (/UIH caMopacKpblTHll H CaMoyrneplK,11,eHHll Ha

OCHOBC 3KTYaJlH33UHH H 1lCMOHCTpau1111 paJJ1114HblX COCTaBJUllOlllHX

11wrnoc1Horo no1eu1uuurn);

* caMopaJBHTHC (/Ulll cj,opMHPOB3HHH H paJBHTHll KOMMYHHK3THB­ HOH H HHblX cjiopM KOMfleTeHTHOCTII).

8 3KC'fPCM3.TlbHb]X yCJIOBI-UIX .IlJUI OTTTl1MH3au1111 npoQ)ecc110HaJlbHO­

ro o6weHHll peaJJHJYIOTCll 331\34'1: HHcj,opMaUHOHHO-KOMMyHHK3THB­ HaH, aQ)Q)eKTHBHO-KOMMYHMK3Tl1BH351 11 peryJHIUHOHHO-KOMMYHHKa­ Tl1BH3H.

PeweHHe H H cj, Op Ma UH OH H 0-K OM My H 11 Ka TH B HOH 3 a11 a­

'-I H OXB3Tbl83CT npouecCbl OTTTl1Ml133Ul1H nepena411, npHeMa, nepe­ pa60TKH H cj,opMHPOB3HHH 3H34HMOH HHcj,opM3UHH. Ee peJyJJbT3TOM

MOJKeT 661Tb KaK o6mec 811/ICHHC npo6JJeMbl H nyTeii ee peLUeHl!ll, TaK H pacxOlK/\eHHe BJrJJll/108, KOHcj,JJHKTbl. TTpH4HHOH KOHcj,JJIIKTOB '13C­ TO Hll,'UICTC51 11CK3)KCHHe, HCTTOHHM3HHe, HenpHHHTHe HHQ)OpM3U1111

np11 cc nepenalfe HJIH uocnpHHTl111. CTp11 3TOM Ba)l(HblM MOMCHTOM 51U­ J151CTC51 3MOUHOH3.IlbHOC OTHOWCHHC PYKOB0lll-1TCJl51, cneu1-rnJIHCTa K

npyfl1M yl!aCTHHKaM o6rnCHI-H:1.

Heo6xO/lH'10CTb peweHHll B npocj,cccHOHaJJbHOM o6meHHH a cj,­ cj,e KT H 8 H 0-KO MM y H HK a TH BHO ii 33/la 4 H OTpalKaCT 83lKHOCTb

yqeTa 3MOUHOH3.i1bHb!X COCT05J HHl1 PYKOUO,IU1TCJieH 11 CTTCUl-13.JIHCTOB B 3KCTpCMaJlbHblX YCJ10BH}IX, KOTOpble Hel-136C)l(H0 B03H11K3lOT H 113Me­

HHKlTCH y cy6beKTOB ncnosoro sJa11MoneH.cTBl1H. Ec1111 B nonpaJneJie­ HHH TT0111lep)K11HaCTCH 611aronpl1HTHb!H. MOpaJibHO-nCHXOJIOrWieCK11ti KJlHMaT, cneuHaJIHCTbl cnoco6Hbl K peryJIHUJ.111 60CBblX TTCl1XH4eCKl1X COCTOHH11H s KPl1Tl1YeCKHX yCJ!OUH}IX CJ1y)l(e6Ho-6oesoH. ,UCHTCJ1bHO­

CTH, TO Ha6J110)laeTCll CTa6H'1bHO BbJCOKHi-i yposeHb 3cj,cj,eKTHBHOCTl1 B COBMeCTHOH neHTCJ1bHOCTH. 8 He,UOCT3T0YH0 TTOllfOTOBJTeHHbJX nonpa3·­

.aeneHHHX C HanpH)KeHHblMl1 \tle)l(Jl11YHOCTHbJMl1 H MC)KrpynnOBbJMl1 OTHOWeHl1HMl1, J3T}l)KHblMl1 )1CCTpyKTl1BHbJMl1 KOHQ)J111KT3Ml1 (non­

po6Hee CM. paJJI. 3.5 /l3HHOi-i rnaBbl) 6onee sepOHTHbl HapyweHHll Ja­

KOHHOCTl1, 1ll1CUHTTJ111Hbl, cyHU111lbl, r116eJ1b OT,UeJTbHbJX cneu11aJ111C­ TOB 11 yHl11!T0)1(CHHe no.upaJ)le.neHHH B UCJ10M.

PeweHHe pe ry.,11 Hu Ho H Ho-Ko MMYH11 Kar 11 B Ho H Janalf 11

B o6meHl1H B yC.,'IOBHHX 3KCTpeMa1lbHOCTH npennonaracr Y1-ICT He TOJ1bKO cj,opMaJJbHblX HOPM, npaBH;J, HHCTpyKUHH, npHK330B («HHTep/lHK­ THBHOe o6meHHe»), HO H Hccj,opMaJJbHblX, onpe/leJJHeMblX oprKyJJb­ TYPHb!MH ycTal-lOBK3Ml1, TPaJil1UHHMl1, 06bJl13HMH 11 MC)KJIJ.ilfHOCTHbl­ MH B3311MOOTHOWeHH}IMl1, Cl1MTT3THHMH, arrpaKU11}1Ml1 (11p11THfaTeJib­

HOCTbK)), B3311MHblMH <<TTO,UCTpOJ1KaMl1•>.

B CHTyau1111 o6weHl1}1 u 3KCTpeMa.JlbllblX YCJ10B11HX 11MelOT MeCTO pa3J1W!HOro BH,Ua KO M \.1 y H 11 Ka T 11 B H bi e 6 a p be p bl, 33TPY1lHH­

IOWHe 06meH>1e:

*CO UaJ/b/to-KYllbmypHb/e 6apbepbl,* U031JHK3IOLUHe Ha OCHOBe paJJ111- SHH H3UH0HaJJbHOro, peJJHrH03HOro, [10JlHTH4eCKOJ'O, npocj,eCCl10-

H:L1bHOro, [10JlOIJOro, 803pacTHoro xapaKTepa (HanpHMCP, CJJOlKHO-

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**CTl1 neJI0B0f0 o6weHJUI npencT3BHTeJieH pa3HbIX IT0JI0B, 803p3CT0B,**

/lOJTlKHOCTHblX CT3TYCOB, npocpecc110HaJTbHOH cneU113JTl133Ul111 11 aB­ TOPl1TeTHOCTl1);

*nCUXOJI02UOecKUe 6apbepbi,* B03H11K3IOW11e 113-33 l1H/ll1B11/lYaJTbHO­

nc11xoJTOrl14eCK11X pa3JTl14Hii 06wa10w11xc>I JTIO/leii (Hanp11Mep, KOH­ **rpacTH0Crh ITO ueHH0CTHbIM 0pHeHT3UHSlM H D.OMl1HHPYlOWeH M0TH- 83Ul1H, HHD.HBHD.YaJibHblM CTHJIHM, THIT3M ITCHX0J10fl14eCK11X 33WHT,**

TeMnepaMeHTaM 11 lip.):

***6apbepbl OmHollleHUH,* 803Hl1K3IOWHe Ha 0CH0Be CJI0)Kl1Bllll1XCSl y**

**PYKOBOD.HTeJTeti: l1 crreUH3JIHCT0B Me)KJll14H0CTHblX 3HTHIT3Tl1H HJ111 no**

np11411He rpynnoop11eHrnposaHHoro noseneHHll (Hanp11Mep, BJTHllHl!e Henosep11ll paHee B03H11Kwero MelK!ly JTIO/lbMII Ha nepenaBaeMyio /leJTo­ syio 11HqJOPM3lll!IO; cpopMaJTll30B3HHOe IIJTII KOH(ppOHTaUl10HHOe 06- paweHl!e C npenCTaBl!TeJTllMII npyrnx cpyHKUIIOHaJThHblX rpynn 113-'.la H3JTll411ll l1BJTeH11ii rpynnOBOl"O 3l"OUeHTp1!3Ma);

*ceMaHmUKO-qJOHemueecKue 6apbepbl,* CBll33HHhle C p33Jll14l1l1Ml1 B

nepe/l34e, npHeMe 11 nOHl1M3Hl1l1 l1H(pOpM3Ul1l1 (HanpHMep, JTIO/ll1 p33Jll143IOTCll no JTCKCHKOHY, cnoco6HOCTllM K JTOr114HOCTl1 np11 cpop­ MYJTl1p0B3Hl1l1 coo6weH11ii; B03MOJKHO HecosnaneHl1e Te3aypycoB (T.e. Jll1HfBl1CTl14eCKOfO CJTOB3pll ll3hlK3), CrnJTeBhlX oco6eHHOCTeii pe411 (npeBaJTHPOB3HHe CTPYKTyp11poBaH11H HHcpopMaUHH no «npaB11JTY paM­ KH» l1Jll1 «npaBHJTY uenH>>), cpoHern4eCKl1X necpeKTOB pe411 y fOBOPll­ wero, Hepa360p4l183ll /ll1KU11ll, nJTOXall aprnKYJTllU11ll, 113JTHWeK B

coo6weHl1l1 Hepe4eBhlX l"OJTOCOBblX npollBJTeHHH, H333JTH33Ul1H (B 43-

**CTH0CTH, 3BYKOB-p33D,eJTHTeJTeH THTT3 <<3-3-3-3», <<XM-M-M-M>>) [27,**

28].

TTp!-1 nepena•1e coo6weHHll Bep6aJThHh1Ml1 cpenCTB3Ml1 803MOlKHhl, no n.MHUH4Y, cJTenyiowHe ee noTepJ-1: 3a C4eT H3hIKOBoro cp11JThTPa CJTOBeCHOrO 03H34l1B3Hl1ll MhlCJTeii TeplleTCll 20 % 33/lYMaHHOH K nepe­

na4e l1Hcp0pM3Ul1H; 33 cYeT ll3hlKOBOf0 6apbepa, 6enHoro 3anaca CJTOB nOTepH npH npHeMe 11H(p0pM3Ul1l1 COCT3BJTlllOT IO% l1Hcp0pMaUHl1; 33 C4eT (pHJThTpa B006paJKeHl1ll l1 He/lOCT3T04HOl"O JKeJT3Hl1ll flOHllTb co-

6ece/lHl1K3 TeplleTCll ewe IO% 11H(pOpM3Ul111; 33 C4eT eCTecrneHHOro npouecca OT(pl1JTbTPOBhlB3HHll B naMllTh He nonanaeT ewe 36 % IIH­ cpopMau11H.

**OcHOBHbIMl1 K0MIT0HeHraMH rrpouecca o6weHHH SlBJIHIOTCH IT03l1-**

Ul1l1 PYKOBO/lHTeJTeii l1 cneuH3Jll1CTOB, Y43CTBYIOIUl1X B HeM, !-IX B3311-

MOOTHOWeH11ll l1 KOMMYHHK3Tl18Hble B03/lei1CTBl1ll llpyr Hanpyra• .[\e­ JTOBOe o6weHHe B 3KCTpeMaJTbHbIX YCJTOBJ-lllX npollBJTlleTCll B CJTeny10- Wl1X OCHOBHhIX cpopMax:

* COTPYllH11Yecrno, cornacHe, npHcnoco6JTeHHe, npHHOpaBJT11sa­ HJ-1e, cnoco6crny10wee npoueccy o6weHHH;
* **conepHHl!eCTB0, TTCHX0JT0fl14eCKaSl 0TTIT03HUHH, LlHCC0UH3UHSl, KOH(pJTHKTHOe rrp0THB0CT0SlHHe M0)KeT K3K crroco6crB0B3Tb, T3K H** npenllTCTBOB3Th npoueccy o6weHl1ll (B 33Bl1Cl1MOCTl1 OT cpopM 11 YPOBHll **l1HreHCHBH0CTH):**

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* nc11xoJ1orw1ecKoe 11asJ1et111e, y6e)Kllett11e, pa3bllCHett11e, npocb6a, np11Ka3.

Crparern,i npocj,ecc110HaJ1hHoro 06wett11>1 pyKoso1111reJ1>1 co cne­ **UHaJu1cTaMH B 3KCTpeMaJl6HblX yCJIOBH51X llOJDKHa Y4HTblBaTb oco6eH­** H0CTl1 oprKyJlhTypbl no11pa311eJ1eH11i-i 11 OnTl1M3JlbHO COOTBeTCTBoBarb

**COBMeCTHoH 3Q)Q)eKTHBHOti )le51TeJTbHOCTH cneumUIHCTOB B ycJIOBH51X**

IT0BblWeHHOro p11cKa. Bb1pa6orKa OITTl!MaJlbHOH crparern11 o6weH11ll **pyKoso.nHTeJrn co cneumurncTaM11 ocywecre1rnerc51 nocreneHHo s npouecce ITOBblWeHH51 KOMMYHHKaTHBHOH KOMnereHrHOCTH H HaKon­** J1eH11H onhrra. OnmM3JlbHaH crparern>1 11eJ1osoro 06weH11l! 110JDKHa **6hITb MaKCHMaJlbHO rtt6KoH H BKJIIOl.farb B Kaqecrse 3JieMeHTOB pa3- JIW!Hhle Q)opMbl B 3aBHCHMOCTH OT CKJia,ublBaIOweHcH CHryauHH H TT03HUHH co6ecenHHKa.**

**B Ka4ecrse THTTH4.HhIx cr11neH nocrpoeHH51 ,lle11osoro o6weHH51 ore­**

**qecreeHHbIMH 11cc11enosare1rnM11 BhllleJrnIOrcH: asrop11rapHbrti., p11Ty­** aJ1bHb1i-i, MaH11nyJ1>1Tl1BHbIH, Ocpl1Ul13JlbHO-KattueJ1>1pCKl1H 11 ryMaH11- crw1ecK11i-i. B 3KCrpeM3JlbHblX yCJIOBl1llX llJlll PYKOBO/l11TeJ1>1 6onee np11- eMJieM Jll1/lepCKl1H CTl!Jlb 06weH11>1, OCHOBaHHblH Ha Jll1)lepCKOM CTl!­ Jle 11e>1reJ1bHOCTl1, pyKOBO/lCTBa KOJ1JleKr11BOM (CM. pa311eJ1 2.4). Kero

**oco6eHHOCT51M OTHOCHTC51 3MOUHOHaJl6HblH Q)oH B3aHMHoro )lOBepm1,**

**B3aHMHoH orsercrseHHOCTH PYKOBO,IlHTeJIH H cneuHaJIHCTOB B npo­**

uecce 06wett11>1.

BMecre C reM 60J1ee npaB11J1bHO BbI/leJll!Tb y 'leJioBeKa /lOM11HaHry B 11H1111Bl111Y3JlbHO-CTl!JleBOH crpyKType o6weHl1ll, me Ha6mo11aerCll **onpe.neJieHHOe COOTHOWeHHe npoHBJieHHti. pa3JIW-IHbIX CTHJieti. o6we­** H11ll. B 3TOM cJiyqae rosop>1r o MaHepe 06weH11>1, np11cywei-i qeJ1ose­

KY, Koropa>I npe11crasJ1>1er co6oi-i npe3eHryeMbii-i 'leJ10BeKoM 11pyrnM mo11HM «o6pa3 co6ece11H11Ka,, I52]. B 3KCTpeM3JlbHblX YCJ10B11l!X MaHepa

**o6meHHH JaBHCHT He TOJlbKO OT HH,IlHBHllYaJlbHOfO CTHJIH, HO H OT**

craryca KOMMyH11Karopa, cywecrsy10w11x craH11aprax ycraBHblX sJa11- **MOOrHorneHHti., ue11eti., Ja,ual.f, o6meHHH, oco6eHHOCTeti. CHTyauttti.,** HH/l11B1111Y3JlbHO-nCl1XOJ10fll'leCKl1X oco6ettttocrei-i 06wa10w11xc>1, ypos­ **IDI pa3BHTHH TTCHXOJIOfHl.feCKOfO KJIHMaTa, cru10qeHHOCTH rpyITITbl. KoH­**

crpyKTIIBHOCTl1 06wett11>1 cnoco6crsyIOr raK11e Jil1'1HOCTHbIe Kaqecrea, **KaK 3MTT8THH, BHeWHHti. JIOKyc KOHTPOJIH, BblCOKHti. ypoBeHb caMo­** yeIDKeH11ll 11 ysalKeH11>1 **K** co6ece11H11Ky, crpeMJ1ett11e **K** ycnexy.

Ha oco6eHHOCTl1 o6weH11ll B 3KCrpeM3JlbHblX yCJlOBl1llX BJ111lleT

H0pMarnsHo-poJ1esa>1, BHewHe Ha6J11011aeMa>1 11 co11eplKareJibHO­ **cMbJC11osaH CTopotta B3aHMO,Ileti.CTBHH. npttl.leM npH nepBOM KOHTaK­** re Me)Klly cneu11aJ1l1CTaM11 OCHOBHall poJlb np11Ha11J1elKl1T BHewtte Ha6n1011aeMoi-i 11 HOpMar11sHo-poJ1eeoi-i cropoHaM, KaK sHewtte npo­ HBJ1>1eMblM 3JleMettraM o6weH11ll. BMecre C reM onbrTHb!e pyKoso1111-

reJ111 06J1311a10r nc11xoJIOrl1'1eCKOH Ha6J11011areJibHOCTblO, 6a311py10-

1I1eticH Ha 3HaH1111 3aKoHoMepHOCTeti COUl13JlbHOH nepuenu1111 11 yMe­ **HHH npHMeHHTb TTCHXOJIOfHqeCKHe nptteMbl BOCTTPHHTHH moneti. B** OOlljeH1111 no 11X Bep63JlbHblM 11 Hesep63JlbHblM flpOllBJleHl1HM. Ottl1

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**(poKyc11pylOT BHJ1MaHJ1e, «CXBaTbIBalOT>> CMbICJIOBOe co.uep)l(aH11e pelJH co6ecenHHKa, na)l(e ec1111 B Hett npe.ucTaB11eHa ToJibKO lJaCTb JHa'-IH­**

Moli l1H(pOpMaU1111 11Jll1 l1H(pOpMaU11H nepe11aeTCH 11HOCKa3aTeJlhH0 (HaMeKOM).

np11 06weH1111 pyKOBO1111TeJ1H co cneu11aJJ11CTaM11 11 cneu11aJJ11cros Me)l(Jly co6oi-i B 3KCTpeMaJJhHhlX YCJ1OB11HX BalKeH ypoBeHh HX B3aH­ **MOITOHJ1MaHJ151, OCHOBaHHhIH Ha o6w.eM J1JlJ1 6J1J13KOM MJ1poow.yme­ HJ1J1, MHpOBO33PCHJ1J1, o6weH CHCTeMe TTCJ1XOJ1Orw--1ecKJ1X ueHHOCTeii.** 3KCTpeMaJJhHbie YCJJOBl1H, o6JJaJJaH PHllOM KBaJJl1(p11U11PYIOIU11X np11-

**3HaKOB, Ba)l(HetiWHM J13 KOTOPblX 51BJ151eTC}I orraCHOCTb npo(pecc110- HaJlhHOH ne51TeJ1bHOCTJ1 wrn )l(J13HJ1 J1 31lOPOBb}I 1110.ueH, cnoco6cTBY­ lOT ypoBHlO TaKoro MJ1ponOHJ1MaHJ151, onpeneJieHHlO COBMeCTHOH ne- 51TeJ1bHOCTJ1 KaK oco6oH MJ1CCJ1J1, Bblpa6oTKJ1 y cneuJ1aJ1J1CTOB CXO)l(J,fX**

**<<Jl-KOHUenuHH>>, B3fJl51.llOB, n11aHOB, noBeneH'-I.eCKHX HOPM, ycTaH0- BOK, pecypcoB, BO3MO)l(H0CTeti. B CB513J1 C 3TJ1M llJ1aJ1OfJ1'-I.eCKOe o6w.e­**

Hl1e Me)l(Jly PYKOBO1111TeJJeM 11 cneu11aJJl1CTaMl1 B 3KCTpeMaJJbHblX yc­ **J1OBJ151X npoxonHT Ha BblCOKOM .uosep11TeJ1bHOM ypOBHe, nc11xo11or11- '-I.eCKoe 8O3.UetiCTBHe PYKOBO.llHTeJ151 Ha cneuJ1aJ1J1CTOB B npouecce o6- rn,eHJ151 3Ha'-I.11TeJ1bHO CTOBbllllaeTCH, .llOJlbWe CKa3bIBalOTC51 pe3yJ1bTalbI 3Toro BoJneHcTBH51.**

***Heeep6GAbHGR KOMMYHUKGfflUBHGR cucmeMa* COCTOHT J13 KOMTTJleKCa**

Hepe'!ellblX cpe11cTB o6weHl1H (B113YaJJhHblX, aKyCT11'1eCKl1X, TaKTl1Jlb­ HblX, OJlb(paKTOpHblX), KOTOpbre BO MHOfOM 11eTepM11H11poBaHbl co­ **UHOKYJ1bTYPHblMJ1 YCJ1OBJ151MJ1 pa3BJ1TJ1}1 '-I.eJloBeKa J1 11rpalOT 8 ne11O­**

**BOM o6rn,eHJ1J1 He TOJlbKO BCnoMoraTeJlbHYlO poJib KaK cnoco6 op11eH­ THp0BaHJ151 B J1CTJ1HHOCTJ1 nepe.uaBaeMbIX coo6w.eH11H, HO B 3KCTpe­**

MaJJbHhlX C11Tyau11HX MOlKeT 3aHl1MaTb Be11ywy10 pOJlb np11 nepe11a'le l1H(pOpMau1111.

***Bep6a,1bHble* npo51BJ1eHJ151 y lfeJioBeKa B Me)l(JJJ1l-IHOCTHOM o6rn,eHHH** COCTaBJlHIOT MeHee 35 % OT 06lllero o6beMa l1H(pOpMau1111, a 6ruiee 65 % 11HcpopMau1111 nepe11aeTCH C nOMOll\blO HeBep6aJJbHblX cpe11crn. B 3KCTpeMaJJbHblX yCJ1OB11HX *110* 100 % l1H(pOpMau1111 MOlKeT nepeua­

BaThCH C noMOIUblO HeBep6aJJbHblX cpe11cTB. B o6bI'IHb!X YCJ1OB11HX Me)l(Jly Bep6aJJbHblMl1 11 HeBep6aJJbHblM11 cpe11crnaM11 nepe11a'l11 l1H(pOpMau1111•

cywecrnyeT CBoeo6pa3Hoe pa311eJ1eH11e cpyHKU11li: no CJJoBecHoMy Ka­ HaJJy nepe11aeTCH '111CTO co11eplKaTeJ1bHaH 11H(p0pMau11H, a ITO HeBep- **6aJlbHOMY 1lOilOJ1HJ1TeJ1bHO CMhlCJl 11 OTHOWeHHe K napTHepy no**

06llleHl1IO. B 3KCTpeMaJJbHblX lKe YCJ1OB11HX HeBep6aJJbHb!e KaHaJJbl ne­

pe11ac111 l1H(pOpMau1111 MOrYT 6paTb Ha ce6H yKa3aHHble cpyHKU1111: co­ **nep)l(aTeJlbHYlO, 1lOCTOJ1HJ1TeJ1bHO-CMblCJ1OBYlO, OTHOWeHHe K napTHe­** py no 06weH1110 11 op11eHTaUl1OHHy10.

8 COUl1aJlbHo-nc11XOJIOrl1'1eCKl1X l1CCJie11OBaHl1HX pa3pa60TaHbl pa3-

Hhle KJiacc11cp11Kau1111 HeBep6aJJbHbIX cpe11crn 06weH11H 'leJioBeKa [22].

**B 3KCTpeMaJlhHbIX yc11OBJ151X HaJ16011ee Y:aCTO np11MeH51lOTC51 KJ1Hec­**

TeT11qecK11e HeBep6aJJbHb1e cpe11crna 06weH11H (nepe11aq11 11HcpopMa­ u1111) - 3KCnpecc11BHO-Bbipa311TeJihHb1e 11B11lKeHl1H (lKeCTbl, Ml1MH-

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**Ka, TT03a, noxonKa) 11 B113Y3J1bHbIH KOHT3KT fJ133 (HanpaBJiett11e ,UBl1-**

)l(eHHH, 4aCTOTa nayJbl, llJ111Ha KOHTaKTa). 8 HeKOTOpb!X CJly4al!X np11- MeHHeTCH TaKCC11Ka (pyKOilOlKaTHe, 06bHT11e, noXJ1onb!BaH11e) 11 npoK­ ceM11Ka (op11eHraum1, 1mcTaHu11H); pe)Ke np11MeHHeTcH - npocon11Ka (B3UOX, cMex. nJla4, KaweJlb).

H e Be p 6 a JI b H bl e n p O 51 B JI e H 11 H B O 6 we H 11 11 B 3 K C T­

**p e Ma Jl b H bl X YCJ10B11HX MoryT BblTIOJlHHTb p5!11 cneu11(p11-**

4ecK11X cpyHKU11H.

I. *HH!pOpMal,(UOHHO-KOMMYHUKamuBHYIO,* CJl awyJO llJIH nepena411 KOHCTaT11py10weii 11HcpopMau1111 B npouecce 06weH11H (Hanp1-1Mep, **HCTTOJ1b3YH yKa3aTeJlbHbIC, on11caTeJlbHble 11 C11MBOJll-F£ecKHe 3H3K11).**

1. *Pezy,rnmopHO-KOMMyHUKamuBHYIO,* o6ecne411Ba10WYIO ynpaBJ1eH11e

Me)KJ]H4HOCTHbIM KOHTaKTOM (Hanp11Mep, 3HaK11, CB11JleTeJlbCTBYIO­

**llH.fe 06 ycTaHOBJleHl111, [JOJIJICP)K3H1111, 113MeHeHHH, ycttJieHHl1, 33-**

eepwrn1111 B3al1MO/lCHCTB11H ).

1. ***Ca.,ttOBbtpa.JICeHWl,* OTP3)K3IOWYIO COCTOHHl1H, npouecCbl, OTHO­** weHHH, )KCJlaH11H, Ol!eHKl1, KOTOpbie np11cyw11 cy6beKTY o6weHl1H (Hanp11Mep, M!1MWiecK11e 3HaK11 Moryr 6h!Tb 11 Bbipa)KeHHeM 3MOUl10-

**HaJ!bHOfO COCTOHHl1H 11 3HaKOM MOTl1B3Lll10HHOfO 11Jll1 Mb!CJll1TeJlbHO­**

**ro npouecca, Tl1TT114HblX OTHOWCHHH).**

**Yl.{eHblM11 ycTaJ-[OBJleHO, l.{TO JaTpy11HeHHH, l1CTTb!TbrBaeMb!e np11** eocnpl1HTl111 11 Ol!CHKe Hesep6aJJbHb!X npOHBJICH11H npyroro 4eJloBe­ **Ka, 3H3lJl1TeJlbHO 6oJJee MHOroo6pa3Hbl, l.{eM Bep6MbHbie, 11 B03Hl1- K3JOT B Cl1J1Y KYJlbTypHb!X, HaU110HaJlbHblX, C0Ul1aJlbHblX CBoeo6pa3ttH moneH, oupe;1eJ1HIOTCH Cl1Tyau110HHblMl1 11 Hl·i,UHBH,UyaJibHb!Ml1 oco- 6eHHOCTHM11 J111'1HOCTl1, cnoco6HOCTHM11 l[CJlOBeKa ynpaBJIHTb ttepe- 4eBhIMl1 npOHBJleH11HMl1.**

O11HaKo y c11eumL111crns 3KCTpeMaJJbHoro npocp11J1H yKaJaHHbie

**33TpyntteHl1H BO MHOfOM HHBeJrnpylOTCH 33 Cl.{eT np11ttarIJ1e)KHOCTH K OllHOH KYJlbTypttoH, 3THl1l.{CCKOH, COLll1aJ!bHOl1, l.{aCTO TTOJlOB03paCT­ HOi1 rpynne HaceJ1CHl1H, COBMeCTHO nposon11Moi1 npo(pecc110HaJibHOl1** 3KCTpeMaJJbHO-nCl1XOJIOrl14eCKOH nonroTOBK11, cpopM11poBaH11H xapaK­ TepHbIX )])]H cpyHKill10HaJJbHbIX rpynn nc11XOJIOrl14eCK11X ueHHOCTeii, **MOTl1B0B, 06w1-1x ucneH, 3a.J.a4, oueHKH o6cTaHOBKl1, OCMbICJ1ett11H CBOeH poJ111 B rpynne H : KCTp e MM bH bl X c11Tyau11HX, CJla)KeHHOCTl1,** np1106peTeHHOro 3KCTpeMaJJbHOro Ollb!Ta.

Hesep6aJJbHbIC B11/lbl nepena411 3Ha411MOH l1H(pOpMau1111 B 3KCTpe­

**MaJ!bHblX ycJlOBl1HX 11Me10T oco6oe 3Hal.{ett11e B c11ny CB011X oco6eHHO­**

CTeH (cKOpOCTl1, 6ecwyMHOCTl1, npoCTOTbl, 110CTynHOCT11).

Ka4eCTBO ncpe11a411 11 11p11eMa HCBcp6aJJbHOH 11Hcp0pMau1-111, ee 3cpcpeKTI-IBHOCTb BO MHOfOM 3aBl1C11T OT COUl1aJJbHOH annepuenu1111 pyKOB01il1TeJ1ei1, cncu11an11cTOB 11 cpyHKUl10HaJJbHbIX rpynn B 3KCTpe­ MaJJbHbIX ycJ10B11Hx (cpopM11posaH11c o6pa3a, oueHKa 11pyr npyra, «npo- **4TeH 11e** ►**> (p113114eCKl1X xapaKTep11cT11K, TTC11XOJ10fl1l.{eCKl1X CBOHCTB, nose11eH11H). np1-1 3TOM 11CTTOJlb3YIOTCH TaK11e TT C 11 XO Jl Of 11 l.{ e CK 11 e**

**MexaH113Mbl Me)KJ1114HOCTI-IOM nepuenu1111, KaK:**

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*r/JU3UOcHOMUOeCKGJI peoyKl<UJI* (rrp11eM II rrepepa6oTKa 8113YaJihHOii IIH(j)OpMau1111 0 11pyroM c11eu11aJI11cTe Ha OCHOBe ero BHeWHIIX HeBep- 6aJJhHh!X rrpo>IBJJeH11ii, MaHephr nose11eH11ll, oco6e1moCTeti JJll'IHhIX aKceccyapos, onelKJlhI, opylK11ll, cpencrn 3aWIIThI II T.11.);

***3MnamuR* (CHTyaTJ1BH0-3MOUHOH3JlbHOe B1I YBCTB0 B3 HHe B nCHXH­**

**tJ:eCKOe COCT051HHe H TTOHHMaHHe nepe)l(HBaHHH napTHepa no o6w:e­**

H11IO);

*uoeHmur/JUKGi<Ufl* (MbJCJJeHHaH nocrnHOBKa ce6H Ha MeCTO 11pyroro **cneuHaJIHCTa H onpeneJJeHtte Toro, KaK OH MO)l(eT neHCTB0B3Th, 06-** waThCll " npe1maraeMhrx c11Tyau11Hx);

*per/JReKCUfl* (pau110HaJlhHOe ITOHIIMaH11e TpaHc(j)opMau11ii nosene­ Hllll npyroro cneUHaJIIICTa ITYTeM pa3MhlWJJeHllll O CYTII II HanpaBJJe­ **HHH ero B03M0)1(Hh)X JlHlfHOCTHblX peaKUHH B npouecce pa3BepThIBa­** Hllll CBOIIX 11CHCTB11i1);

***3KCneKmau,uR* (HCITOJlb30BaHHe CTepeOTHTTHhlX oueHOl!HhIX cy)l(Jle­**

HIIH Ha OCHOBe np1106peTeHHOro paHee OIThlTa) 17].

np11 11eiicrn1111 yKa3aHHhlX MexaHl13MOB (a oco6eHHO 3MIT3TIIII 11 3KcneKTaUIIII, peaJil!3yeMhlX Ha 6ecc03HaTeJJhHOM ypOBHe <PYHKUIIO­ H11pOBaH11ll ITCIIXIIK11) B03MOlKHhJ IICKaJKeHllll B BOCITPllllTIIII npyroro **lfeJJOBeKa.**

KpoMe mro, oco6eHHOcThIO cou11aJihHOi1 arrnepuenu1111 llBJJlleTCll **He CTOJlhKO aKueHT Ha OTneJJbHbIX KalJeCTBax JJW-IHOCTH napTHepa no o6weHHIO, CKOJlbKO BOCITPJUITHe ero BO B33HM00THOWeHM51X C LlPYfH­**

MI! cneu11aJIIICTaMl1 (no IICITOJJHlleMblM 06l!3aHHOCTllM, crnrycy B rpyn­

ne, 1111eHrn(j)11Kau1111 c rpynnoii, np11rn1aHHllM) c yqeTOM MeJKrpyn­

**ITOBhlX OC03H3HHblX H HeOC03H3HHhlX MexaHH3MOB ITOHHM3HJUI:**

* COUHaJlhHall KaTerop111au11ll (OTHeceH11e cneu11aJI11CTOB **K** yCJIOB­ HhJM rpynnaM llJill 06JJer<JeH11ll rrporH03a 11x nose11eH11>I);
* rpynnoBall 1111eHT11(j)11Kau11H (oTHeCeH11e ce6l! K KaKOH-J11160 rpyrr­ **ne C ueJiblO HCTI0Jlh3083HH51 nOTeHuttaJihHbrX B03M0)1(H0CTeti rpynnhr,** np1106peTeHllll KOM(j)OpTHOro COCTOllHllll, 'IYBCTBa YllOBJJeTBopeHHO­ CTII, rpynrrosoi1 3aw11weHHOCTII, no11,11epJKK11);
* cou11aJihHOe cpasHeH11e (cpasHeH11e rpynnhl, K KOTOpOH OTHO­

**CHTC51 cneuHarrttCT c ttHhIMH rpynnaMH, 06ecnetJHBa10w:ee Bhrnene­ HHe H oueHKY TT03HTHBHhIX H HeraTHBHhIX oco6eHHOCTeH rpynnhr);**

* CTepeoT11n113a1111>I (noH11MaH11e npyroro cneu11aJI11crn qepe3 OT­

HeceH11e ero K KaKoi1-JJ1160 rpynne II asTOMaT11qecKoe nepeHeceH11e Ha Hero TIIITll'!HhJX llJlll naHHOh rpynIThl xapaKTepllCTl!K).

YcTaHoBJJeHo, '!TO np11 11HTepnpernu1111 11 nporH0111posaH1111 no­ CTynKOB napTHepa ITO o6weHIIIO cpa6aThIBaeT ITCIIXOJJOfllqecK11ii Me­ xaHll3M aTp116yu1111 (np11n11Cb1BaH11ll). Heo6xOJIIIMOCThIICITOJlh30BaHHll **ero cneuHaJIHCTaMH o6ycJJOMHBaeTC51 TeM, lfTO HHQ)OpM3UHH, nony­**

<JeHHall np11 BIIJYaJihHOM Ha6JJ101leH1111 II BOCITpllllTIIII napTHepa, MO­

**)l(eT OK333TbC51 HenocTaTOlfHOH, H TOrna npOH3B0IlHTCH ee «Il0MhlCJlH­ B3HHe>> npHnHCbIB3HHe nonOJJHHTeJJbHhIX 3JJeMeHTOB no CJJeny10- weH cxeMe'. 43CTWIH351 HHQ}OpM3UHH, BOCTTPHHHM3eM351 OT co6ecen-**

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HIIKa- aTp116ywrn - CMO)leJ111poBaHHal1 Tpe6yJO!llal!Cll IIHQ)OpMau11ll, **COCT05HU851 H3 nonyY.eHHOtt, nocpencTBOM KOMMYHHK8Ul1H, Y.8CTHY.­** HOH IIHQ)OpMau1111 + /lOM6ICJJeHHal! He)lOCTalOIU3ll 11HQ)OPM3U11ll, no­

CTjlOeHHal! Ha OCHOBe npe)lCT3BJJeHHH COTPYllHHKa 06 o6pa3e M6IWJJe­ Hllll II noBe)leHllll co6ece)lHIIKa. np11 3TOM y KOHKPeTHOro cneu11aJ111- CT3 Ha OCHOBe on61Ta B61pa6aT61BaJOTCl1 onpe)leJJeHH6le cxeM6I Kay- 3a/16HOH aTp116yu1111 (npH411HHoro 06bl!CHeH11ll):

I) aTp116yu1111 nepCOHaJl6HOH OTBeTcTBeHHOCTII, npOl!BJ!l!IO!lleiicll

**B CKJIOHHOCTH cneuHaJ111CTOB CY.11T8Tb KOfO-TO .upyroro BHHOBHHKOM**

CJIY4IIBWerocll II np11n11C61B3T6 eMy npll411Hy np01130We)lwero;

1. 06CTOl!TeJ16CTBeHHoii aTp116yu1111, np11 KOTOpoii cneu11aJ111CT6I

**CKJIOHHbl BHHHTb B npOH30We.UllleM CJTO)Ki1811H1eC51 o6cTOHTeJibCTBa;**

1. cmMyJJ6HOH aTp116yu1111, np11 KOTOpoii npll'll!Ha CJIY'IIIBWero­ Cll Bll/lllTCll IIJIII B npe/lMeTe, Ha KOTOp61H 661J10 HanpasneHO )leii­ CTBlle (Hanp11Mep,. MaWIIHa CJIOMaJlaC6, noTOMy 4TO C Heii )laBHO He npoBO/lHJIII npo¢>11naKTll4eCKl1H peMOHT), 11JJl1 B caMoM nocTp3)laB­ weM (Hanp11Mep, caM BHHOBaT, 4TO He paCC411TaJI CBOII B03M0)KHO­

CTII np11 B61TIOJ1HeH1111 CJJy)Ke6H0-3KCTpeMaJl6HOro 33)l3Hllll);

1. J1114HOCTHO-npoeKrnBHOH aTp116yu1111, rne napTHepy no 06- **meHttlO npHTil1CbIB8JOTC51 onpenenettttble HeraTHBHble JlHqHOCTHbie** 4epT6I, KOTOP6IX Ha caMoM /leJJe y Hero HeT. He/lOCTaTKII caMoro cy6beKT3 BOCTIPl1l!Tllll HM He np113HaJOTCl!, a B Cl!Jly )leHCTBHll «npo­

**eKUHJ1)) fICl1XOJJOfH4eCKOf0 MeX8Hl13M8 38WHTbl Jll1Y.HOCTl1, OH**

o6Bl!Hl!eT **B** B03HIIKWl1X TPYllHOCTllX napTHepa (Hanp11Mep: «ECJTII 661 Te6l! He 661J!O, TO ll 661 ycneWHO cnpaBHJICl! C nOCTaBJleHHOH 33/la­ qeii»).

)lJTl! TIOB61WeHHll 3/leKBaTHOCTH npocj)eCCIIOHaJl6HOH annepuenu1111

ueo6xo/ll!Mo Y4IIT6IB3T6 CJ1e/ly10w11e MoMeHT6I.

I. 06beKT Bocnplll!Tlll! llBJllleTCll 0/lHOBpeMeHHO II cy6beKTOM 06-

**wemrn. Ott He nacci-rnett 11 B 3KCTpeMa.nbHbIX ycnoBHHX nc11xoJTor11i...i.e­** cKH 6onee 3Ha411M )lJlll BOCnpl1HIIM3JOIUero cy6beKT3 (11cnoJ1630BaHHe **IICHXOJJOfJ11.--1.eCKOfO TIOTettuHana co6cce.uHHKa .11.rrn TIOJ]Jlep)K.KH H CHH­**

Tllll nOB61WeHHOro Hanpl!)KeHllll). 8 3TOH cmyau1111 3aKOHOMepHO npo­

l1BJ1eH11e cj)eHoMeHa arrpaKUIIII, B pe3yJT6T3Te KOToporo no3HaHHe napT­ uepa no o6meHHJO 6y!leT BeCTHC6 Ha OCHOBe OTHOWeHllll, B6l3BaHHO­ **ro ycTOi14118bIM 4YBCTBOM ero TTCHXOJIOfl14eCKOH np11BJ1eKaTeJTbHOCTl1.**

**B** 3KCTjleMaJl6H6IX yCJJOBHllX BOcnp11Hl1MaeM6IH cneuHaJIIICT, )la)Ke He

npe/lnp11HIIM3ll KaKHX-JJH6o cnelH!aJl6H6IX yCIIJIIIH co csoetl crnpo­ Hbl, O!llYIU3eT npOl!BJJeHHe K ce6e IIHTepeca co CTOPOH6I co6ece)lHl!Ka. Ilpll'!eM He3aBHC11MO OT TOro, '!TO TjlaHccj)opMau11ll npe/lCT3BJJeHIIH 0 COTjlyJIHIIKe MO)KeT npol!CXOJIIITb KaK **B** 6naronpl1llTHYIO, T3K II B He- 6JTaronpl1l!THYJO /lJTll Hero CTOPOHY, IIMeT6 pa3JJll4HYJO IIHTeHC,11BHOCT6, **crenettb TICHXOJTOfl14eCKOH 3H84HMOCTl1 Me)l(JlH4HOCTHblX KOHT8KTOB**

**.ll)151 K8)KU0[0 cneu11an11CT8 B 3KCTpeMaJibHblX yCJIOBH51X 3Hal.£VITeJlbHO TIOBblllJ8eTC51, a 3H84HT, TIOBblUJ8eTC51. H ITCHXOJ10fHtieCKa51 ueHHOCTb**

**Ka)l(Jloro cneu11an11cTa.**

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1. llitH npeo110J1eH1rn COU113JlhHh!X CTcpeOTl!nOB, KOTOpb1e H3X011HT­ CH BHe Kp11rnYeCKOro 3H3Jl1!33 co CTOp0Hhl C03H3Hllll, Tpe6yeTCll o6- paIU3Th oco6oe BHIIM3Hl1e H3 CllfH3Jlhl o6parnoii CBH311 OT naprnepa no o6IUeHIIIO, QlllKCllpy,1 II cpaBH11B3H ero Bep63JlbHhle II HeBep6Mb­ Hbie npO>IBJJeHl!H no 3HaYeHIIIO, Cl!Tyau110HHOMY KOHTeKCT)', IIHQJOP­

**M3Ul10HHOMY HanOJIHeHttlO, 3MOUHOH3JlbHOH OKpacKe 11 H3Chlll[eH­ HOCTH, JIWIHOCTHOMY OTHOWeHHIO K npenMeTy o6weHHH.**

1. noH11MaH11e naprnepa no 06IUeHIIIO llOJllKHO ocyIUeCTBJll!ThCH Ha

**OCHOBe 3H3Jltt33 ero ueHHOCTHbIX optteHT3UttIT 11 YCT3HOBOK, HCilOJib- 3yeMbIX HM npaBttJI KOMMYHHK3UHH, a T3K)Ke B KOHTCKCTe ue1n1 06-** IUeH11H II yYeTa CJIOJK11swerocl! OTHOWeHIIH K HeMy [ 16I.

* 1. **MeTOAbl npo(j)llln3KTIIIKIII Ill pa3peweH111R KOHcj>nlllKTOB np111 ynpaeneHIIIIII nlll'-IHblM COCT3BOM**

**B 3KCTpeManbHblX ycnOBIIIRX**

***Kont/JAu«m*** (OT Jl3T. *conjlictus* - CTOJIKHOBeH11e) K3K nc11XOJ10fl!Ye­

**CKHIT Q)ettoMeH 51BJIHeTCH YCJIOBtteM B03Hl1KHOBem,rn 3KCTpeMaJihHOC­**

TCH COUll3JlhHOro xapaKTepa. Ero CYfh!O BbICrynaJOT COU113JlbHhle, rpyn­ **IlOBhie, Me)KJU1YHOCTHbie 11 BHYTPHJIW-IHOCTHhie nponrnqpeYHH, KO­** TOPhie B03HIIK3IOT II He pa3pewaIOTCH M11pHb!M nyreM. O11H3KO II C3MII **3KCTpeM3JlhHbJe CMT)'3ll1111 nopO)l(U3JOT, K3K <<CHe)KHhIH KOM**►**>, KOHQ)­ JU1KThI pa3JU1YHOIT cy6beKTHOCTtt, IIPO.UOJI)KJ.1TeJibHOCTH, HanpmKeH­ H0CTl1.**

CornacHo ct>. [JJ33JJY, KOHQ)JIIIKT - 3TO T3KOe B331!M01leiicrn11e

MelKlly llBYMH CTOpOH3MII (11Hlll!BllllYYM3MII, rpynnaM11, opraH113au11- l!MII II T.11.), np11 KOTOpOM no MeHbWeii Mepe 011H3 CTOpoHa C03Haer **HeCOBMeCTJ1MOCTh B MbIWJieHMH, npencTaBJieHtttt, Bocnptt.51THH, B l.(yB­** CTBe 11/IIJIII B BOJJe C 11pyroii CTOpOHOii (11pyrnM11 CTOPOHaMII) 11 np11

IIHTepaKUIIII H3T3JIKIIBaeTCl! Ha IlpOTIIBOlleiicTBl!e 11pyroii CTOPOHhl (11pyrnX CTOPOH). np11 OTC)'TCTBI-III K3KOfO-JJll60 113 YK333HHhlX OCHOB­

Hh!X ycJJOBl!ii Cl!T)'3UIIH He KOHQ)JIIIKTHa, a co11eplKIIT onpe11eJ1eHH0ro 811113 npOTIIBOpeY11H: KOrHIITIIBHhle p33HOrJ13Cl!H (JJOfl!YeCKl!e, ceMaH­

**Tttt-IeCKtte l1 np.), nepuenTttBHhie pa3JIW-IHH, HeCOBMeCTHMOCTb B l.(yB­ CTBax, noneneHYeCKttH HHUttlleHT H .up.**

Ko H cjJ JI II KT hi KJ1acc11cjJ11u11pyJOT:

* no KOJill'IeCTBy YY3CTHIIKOB (BHYfPIIJIIIYHOCTHhie, MelKJIIIYHOCT­

**Hhle, JIHlfHOCTHO-rpynnOBbie, Me)KrpynnOBbie, opraHtt3auttOHHhie);**

* Tllny np11YIIH (o6beKTIIBHOro II cy6beKTl!BHOro xapaKTepa);
* KOJll-!YeCTBy np11YIIH (011HocjiaKTOpHb!e, MH0fOQJ3KTOPHhle, Ky-

MYJlllTl!BHhie);

* CT3TYCY YY3CTHIIKOB (BepTl!K3JlhHhle, rop1130HT3JlhHble, CMeWaH­

Hhie);

* cjiopMaM npOHBJleHIIH (OTKPhIThle, CKpbIThle);

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* + o6beMy pacnpoCTpaHeHIHI (KaHai111311pyeMb1e, 3CKan11pyiow11e);
  + nocne)ICTBl1HM 11 3Ha'ICHl110 MH rpynn (KOHCTPYKTl1BHble 11 11ec- rpyKTHBHble );

-ynpaBnHeMOCTl1 (CT11Xl1HHb!e 11 opraHl130BaHHble);

* + **Q)opMe pa3peweHH5I (<<CXB3TK3>>, <<,Ue6aTbl>>, <<HrpbI1>);**

- **HaJIHlIHIO KOHQ}Jil1KTHOCTl1 (TTO.UJH1HHbIH, JlO)KHblti, CMewaHHbIH,**

HeBepHO np11n11caHHblH);

- conep)l(aH1110 KOHQ)fll1KTHOH CYWHOCTH (KOH(pfll1KT 11HTepecoB, KOH(pfll1KT B3rnH)l08, M11p08033peHl1H, KOH(pfll1KT ueHHOCTeti 11 11p.). **HaqaJlo KOHQ}J111KTH0f0 B3311M0.11CHCT811H MO)KCT 6bITb CBH33HO co**

**cnyqaMHblM l1J111 cneuI-13.HbHO opraHl13083HHbIM TTOBO.llOM 11 pa3B11Ba­ ercH qepe3 11HUl1,UCHT - <<CTOJ1KHOBCHl1e cropOH>>. JlJ06oW 11HUl1.UCHT HBJUICTCH npopb!BOM KOHq)JIHKTa, aKTHBHblM .uetICrBl1CM. 8 11HUl1.11CHTC**

•PKO npoHBflHIOTCH IT0311Ul111 CTOPOH, 11X HaMepeHl1H, KOHQ)fll1KTHb[H

nareHU11aJ1. 11HUl1)leHT MO)l(eT pa3pCWl1Tb, orna611Tb 11fll1 o6ocTp11Tb KOH(pfll1KT.

**B 3KCTpCMaJlbHbIX YCJIOBl1HX 11Hlll1JlCHT MO)KCT 6b!Tb TTOJIC3CH lIJlH CHHTHH Hanp5DKCHHOCTl1, HO OH )KC MO)KCT 6bITb 11 npl11--Il1HOM HOBbIX**

npo11cweCTBl1H, np11B0/IHWl1X K TparnYeCKl1M nocnencTBl1BM. no3TO­ MY OITblTHblC PYKOBO)ll1Tefll1 crnpa!OTCB He nonycKaTb 11HUl1)1eHTOB B 3KcrpeMaJ1bHblX yrnon11•x 11fll1 11CKYCCTBeHHO npoBOUl1PYIOT 11X )10 MO­ **Mettra B03Hl1KHOBCI-HHI 3KCTPCM3]1bHblX ycnonwtt**

OnHaKo 11Me10T MeCTo rnyya11, Karna pyKoBOill1Ten11 B 3KCTpeManb­

**HbIX YCJIOBWHX C03H3TCJlbHO HllYT Ha o6ocTpe Hl1e OCTPO B03Hl1K3IOWWX**

KOHQ)fll1KTOB w• 11X CKopetiwero, l1C'lepnb1Ba10Wero 11 3cj)cj)eKTl18HO­

**ro pa3peweHl1H. np11 3TOM OHH l{eTKO OC03H3JOT CTeneHb p11CKa He­ KOHCTPYKTWBHOfO pa3B11Tl1H KOHQ)J111KTa 11 cro TP3fl1lJeCKl1X nocnen­ CTBHH, HO o60CH083HHO (Ylfl1Tb18aH MOP3.HbHbie 11 npoQ)eccHOHaJlb­ Ho-nCHXOJ10fW--ICCKl1C oco6eHHOCTH CTOpoH KOHQ)Jil1KTa, 11X KOMne­**

**reHTHOCTb, TTO.IlfOTOBJieHHOCTb, o6CT3HOBKY, CTOHWl1e nepen rpyn­ noH uenH 11 33.1131..JH, OTBCTCTBeHHOCTH, TTOTeHUHM rpyTTTTbl, CBOH**

aBTOpl1TeT) paccYl1TbJBalOT Ha IT0311Tl1BHblH 11CXO/I C06b!Tl1H.

B npoueccyaJlbHOM nnaHe KOHQ)fll1KT o6bJYHO pa3B11BaeTc• yepe3 nocnenoBaTeJlbHO c11e11yiow11e 11pyr Ja npyroM cwn1111:

l) B03Hl1KHOBeHl1e npennoCblflOK KOHQ)fll1KTHOH Cl1Tyau1111;

1. OC03HaHl1e Cl1Tyau1111 KaK KOHQ)Jll1KTHOti;
2. nepexon K KOHQ)Jll1KTI!OMY nose11eH1110;
3. pa3pewe1111e KOHQlfll1KTa 11 ero nornencTBl1H.

Cpen11 yKa3aHHblX CTa)l11H 11epttble )]Be BMBIOTCH He CTOflb oCTpbl­

**MH no HaKaJIY TTPOTl1B0CTOHHl1H CTOPOH 11 TT03BOJIHIOT caMl1M yy:acT­**

**HHKaM 111111 npH BHewHeM BMeWaTeJibCTBC npepBaTb .IlaJlbHeH.wee ne­** crpyKTHBHOe pa3B11Tl1e KOH(pfll1KTa. Ern11 nornenHee He C/le@HO, TO **o6ocrpeHHe Ha TpeTbert CTa.111111 npoTl1BOCTOHHHH - 3TO 3KTl1BHbie** neiicrn11• yyacrn11K0B no ornoweHl110 11pyr K npyry. 0Hl1 MoryT npo­ BMBTbCB B B11/le CflOBeCHblX yrp03 (YflbTHMaTyMOB), arpecc11BHb!X «He­ **eep6aJibHbIX aTaK>>, 11fHOp11pOBaHHH npoTl1BOTTOJ10)KHOH CTOPOHbl,**

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capKa3Ma 11 T./l. Op11 '.HOM pa3BOpa4HBa10w11eCH B3al1MHb!e neilCTBHl! cnoco6Hbl 3Ha411TeJibHO Bl1/l0113MeHl1Tb KOHcj)JIHKTHYIO C11TYaUHIO,

**BOBJieKaH HOBbJX moneH 11 npHBHOCH B Hee HOBble HMilYJibCbI B KOHQ)­**

pOHTaUHIO. 4acTO 113-3a OTCyTCTB11ll y y4acTHHKOB /lOJl)l(HOM KOHcj)­

**JIHKTOJIOfl14eCKOti. KOMileTeHTHOCTH npon1BOCTOHHl1e HMeeT TeH,UeH­ UHK> K pa3BHTHIO OT C11TyaT11BHbIX CTbIY:eK K 3anl)l(HOMY npOTHB06op­**

crny 11 yrny6JieH1110 KpH311ca B3a11MOOTHOweHHil I14].

B 3KCTpeMaJibHblX yCJIOB11'1X y cneUHaJI11CTOB MO)l(eT Ha6JIIO/laTbCll OC06biH nc11XOJIOrn4eCKHM cj)e110MeH M06611Hr (OT a11rn11ilCKOfO *to mob* - np11crnBaTb). <•Oposene1111oe B 2002 r. n11JIOTa)l(HOe 11ccJienosa­ **H11e Il03BOJIHeT KOHCTan1posaTb, l.J.TO B KOJIJieKTHBaX cneunonpa3ne­**

JieHl1M M06611Hr npOHBJIHeTCH, KaK ttarpy)l(eHHOe KOHcj)JIHKTOM B3a11- MO/leHCTB11e Ha pa6o'!eM MeCTe cpenw KOJIJier 11Jll1 Me)l(1ly pyKOBO/l11- **Tem-1MH H TT01l'-H1HeHHblMH, npn KOTOpOM np1neCHHeMbli1: COTPY.UHHK**

(H3-3a 11enocTaT04HOH npocj)KOMneTeHU11H, npOl!BJieHl1l! OTJil1411H no

**JH1'-IHOCTHblM xapaKTepnCTHKaM OT npyrnx) He TOJibKO CHCTeMaTn­ '-leCKH He nonycKaeTCH K nOJIHOueHHOMy yqacn110 B BblTTOJIHeHHH**

**npoQ)ecc11om1.11bHbIX 3a,ua1 1, HO 11, llJII-1TeJibHOe speMH nonsepraHCb npH­**

**MbIM HJIH KOCBeHHblM np111U1pKaM (ipaBJie), HCilb1TbIB3eT cepbe3Hb1H** nc11xOJIOrHYeCKl1M KPl1311C 11 yxynwe1111e cj)113H'!eCKoro caM04YBCTBl1'1 (3/lOp0Bb51)» [31].

Op1141111b1 Mo661111ra pa3JIH4Hhl. Yawe scero yKa3hJBaJOT cJie/ly10-

**11111e IlHTb:**

* **npHY:HHbl, o6yCJIOBJieHHhle 113MeHeHIUIMl1 BO BHeWHeH cpe.ue;**
* **np11'-111Hbl opraHH3aunOHHOro ypOBHH;**
* **npl11-l11Hbl cou11aJibHO-nCHXOJIOrH'•IeCKOro ypOBH51;**
* **npHY:HHbl, CBH3aHHbie C PYKOB0.11,CTBOM TT0.11,'-IHHeHHbIMH;**
* **npHY:HHbI, o6yCJIOBJieHHbie HH.D,VIBH.UYaJibHO-TTCHXOJIOrny:eCKHMH oco6eHHOCTHMH.**

**B 60JibWl1HCTBe CJiyy:aes M06611Hr OKa3bIBaeT HeraTHBHOe nc11xo­**

**JIOr11'-leCKOe BJIHHHHe Ha KOHKpeTHbIX cneunaJIHCTOB H TTCHXOJIOrH-**

4eCKl1M KJI11MaT IIO/lPa3/leJieHHl! B ueJIOM. OnttaKO CJienyn nOMHl1Tb, **'-ITO y <<M06611Hra» HMelOTCH 11 TT03HTHBHbie MOMeHTbI, CBH3aHHbie C** 06ec11e4e1111eM cj)113114eCKOM 6e3onaCHOCTl1 11a1160Jiee YH3Bl1Mb!X B 3K­ **CTpeMaJibHbIX YCJIOBHHX cneu11aJI11CTOB (TaK, HanpHMep, He.D,OCTaT04-**

**HO OilblTHble CTTCUHaJIHCTbl He .uonycKaIOTCH K BbITTOJIHeHHlO Hatt6o­**

*Jiee* pl1CKOBaHHb!X 3ana1111ii).

Ha nosene111-1e CTOPOH B KOHcj)JIHKTe, /l11HaM11Ky pa3Bl1T11ll KOHcj)­

**JIHKTa OKa3blBaeT BJIHHHHe He TOJibKO 3KCTpeMaJibH0-TTCHXOJIOfH4e­**

**CKaH KOMneTeHTHOCTb cneuHaJJ.HCTOB, HO 11 xapaKTepHbie oco6eHHO­** CTl1 oprKyJlbTYPbl cj)yHKUl10HaJibHblX rpynn: nCHXOJIOrl1'JeCKl1M KJll1- MaT, 6oeBble TPMHUl111, 6oesoe CO/lPY)l(eCTBO, 11HbJe aTpH6YTbl opr­ KYJibTYPbl, KOTOpble MOryT npenonpeneJIHTb Mattepy noseneHl1H CTO­ pOH B npOTHBO/leHCTBHl1 npyr npyry.

*.[\JIH* KOHCTPYKTHBHOro pa3peWeHl1'1 K011cj)Jil1KTOB B 3KCTpeMaJib­

HblX YCJIOBl1l!X He06XO/ll1Mbl 3HaH11H no CTPYKTypHO-CO/lep)l(aTeJibHO-

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MY aH3Jlvl3y KOHcpmlKTOB. ncwxonorn npw aH3JlH3e KOHcpJ1HKTOB pe­ KOMeH/lYIOT BCKpb!BaTb CJ1e/lyJOWHe ero CTpyKTypHbte 3J1eMeHTbl.

I. YYaCTHHKH (onnoHeHTbl, CTOpOHbl) KOHqJJ1HKTa H ero 3aHHTe-

pecosaHHbte Ha6J1JO/laTe1rn.

1. npe/lMeT, npWIHHa H nOBO/1 KOHcpJ1HKTa.
2. Tttn noseneHJ.UI no OTHOWeHHIO K npOTHBonOJIO)KHOH CTOpOHe.
3. CTpaTerHH H TaKTHKH pa3peweHHl! K0HqJJ1HKTa.
4. l-1cxo11 K0HqJJ1HKTa.

y yYaCTHHKOB KOHqJJ1HKTa aMepHKaHCKHH ncwxonor M.)loiiY pe­ KOMeHnyeT Bbl51BJ151Tb CJ1eny10w11e CBOHCTBa: ueHHOCTHO-MOTHB3UH- 0HHbie optteHT3UHH, npenCT3BJieHIHI O KOHQ)JIHKTe, Q)H3HYeCKHe,

HHTeJIJieKTYMbHble H HHble BO]MO)KHOCTH JB1Y:HOCTH no p33pewe­ Hl110 KOHQ)JIHKT3. B OTHOWeHHH 33HHTepecoBaHHblX B KOHQ)JIHKTe H3-

6JIJOll3TeJieH, no ero MHeHHIO, Hallo o6pawaTb BHHM3HHe Ha HX HH­

/lHBH/lYaJlbHhle oco6eHHOCTH, OTHOWeHHe K KOHqJJ1HKTYIOWHM CTO­

poHaM, CTeneHb 3aHHTepecoBaHHOCTH B pe3yJ1hTaTaX KOHqJJ1HKTa, pOJ1b H cnoco6 BJ1Hl!HHl! Ha npOTeKaHHe KOHqJJ1HKTa (o6ewaHHll, yrpo3bl H np.).

Jln>I pa3J1HYeHHll peaJlbHOH npHYHHbl H noso11a KOHqJJ1HKTa Heo6-

XO/IHMO, cornacHo H.B. fpHWHHoii ( 1993), aH3JlH3HpoBaTb no3HUHH,

OTCT3HB3eMbie B npOTl1BOCTOHHHH. nptt 3TOM UeHHOCTHbie OptteHT3- UHH yYaCTHHKOB, BblCTynaJOIUHe KaK npHYHHa KOHqJJ1HKTa, HMH ca­ MHMH Y:aCTO He OC03H3IOTCH 11 OTKpblTO He neKJiapttpyIOTC51, HO BCe­

rna CJly)KaT CMblCJIOBOti OCHOBOH llpOTHBOpeYHH H npenonpeneJUIIOT

OCTpOTY KOHqJJ1HKTHOro B3aHMO/leHCTBHl! [16]. noB0/1 lKe eCTb KOHK­

peTHOe co6blTHe, nocnylKHBWee nepexo11y KOHqJJ1HKTa H3 CKpbtTOro rumHa B COCTOHHHe OTKpblTOfO npoTHBOCTOHHlHI. npHY:eM CaMH 3KCT­ peMaJibHble yCJIOBHH Y:aCTO 51.BJUIIOTCH K3Ta.JIH3aTOpOM B03HHKHOBeHHH KOHqJJ1H KTOB,

KoHQ)JIHKTOJioraMH npH H3ylfeHHH oco6eHHOCTeH 33Wl1TbI CTopo­ H3MH onpeneJieHHblX ueHHOCTeH, HHTepeCOB l1 ue11eH YCT3HOBJieHa c11eny10waH 33KOHOMepHOCTb: Y:eM 6011ee 3H3Lfl1Mble DJIH y:eJIOBeKa ueHHOCTH l1 HHTepeCbl 3aTparHB3IOTC.H B KOHQ)JIHKTe, TeM MeHee OH 6y11eT CKJIOHeH K yCTynKaM H KOMnpoMHCCaM. npOTHBOCTOl!HHe MelK­

llY cneuwMwcrnMH, nopoi-i BO3HHKHYB no Yacrnoii npo6neMe (Ha­

npHMep, no cpe11crnaM /lOCTHlKCHl1l! uenH), B /laJlhHeiiweM MOlKeT yr11y6HTbCH 3a CY:eT JIWIHOCTHblX oco6eHHOCTeH l1 ycTaHOBOK yy:aCT­ HHKOB. B 3TOH CBH3H ncHXOJIOH1 CY:HTaIOT HC06XOlll1MbIM pa3JIHY:3Tb

1IB3 THna KOHQ)JIHKTOB: pea.JIHCTWieCKHe 11 HepeaJIHCTHY:eCKHe. B nep­

BOM CJ1yYae peYb HJ1eT O H3JlH4HH o6beKTHBHOH OCHOBbl (npe11MeTa)

D.JIH npOTHBOCT051Hl151. Ec1111 )Ke yY3CTHHKH B3aHM01IeHCTBHH B OTCTal1-

B3HWH \_CBoeH n03l1Ul1l1 neJ13IOT onopy Ha npOWJibIH Heyn34HblH onbIT B3aHMOOTHOWeHHH W CT3p3IOTCH JIHWb 3MOUWOHa.JlbHO 1IOKa3bIB3Tb CBOIO npaBOTY, TO WMeeT MeCTO HepeaJIHCTWY:eCKHH KOHQ)JIWKT, T3K

K3K UeJiblO noc11enHero 51BJrneTCH OTKpblTOe Bbipa)KeHHe H3KOnHBweHCH BpIDKL{e6HOCTH w HeraTHBHblX 3MOUHH.

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nc11XOJJOraM11 n. KoB3411K 11 H. MaJJ11esoii YCTaHOBJieHO, 4TO He­

**peaJIWCTWlJeCKHe KOH(pJJJ,JKTbl, B OTJ1HlJHe OT peaJJWCTWY:eCKWX, npoTe­**

**K3IOT 6oJiee OCJIO)l(HeHo H 51BJUIIOTCH Henpe.UCK33YCMb1Ml1 no nocne.u­** CTBl1llM, 3 no3TOMY 11X 3H3411TeJJbHO TpynHee pa3pewaTb. TaK, npl1411- Hoii MelKJll14HOCTHOro KOHcpJJl1KT3 MoryT BbICTYil3Tb Henopa3yMeH11ll, llBJll!IOWl1ecll CJJe/lCTBl1eM pa3HbIX npcncTaBJJeHl1ii CTOpOH no nosony KOHKpeTHbIX npenMeTOB, cp3KTOB, llBJJeHl1H 11 T./l. MexaHl13M 11X npo- 11CXOlK)1eHl1ll pacKpbIT nc11XOJJOfOM M. MoJJbU. Mb! 43CTO OlKl1/l3CM, 4TO 0KPYlK3IOWl1e 6YilYT peampoB3Tb Ha Te lKe cpaKTbl 11Jll1 o6CTOll­

TeJJbCTB3 TaK lKe, K3K Mhl, neJJa>J Te lKe BblBO/lbJ. Ho 4eJJOBCK peampy­ eT He Ha peaJJbHhJe cpaKThl, a Ha CB011 11pencrnBJ1eHI-ll1 0 Hl1X [26].

KpoMe Toro, npl1411HOii MelKJll14HOCTHOro KOHcj)JJl1KTa <JaCTO BblCTY­ naIOT poJJeBbJe n0311Ul111, KOTOpbiC PYKOBO/ll1TCJ111 11 cneul1aJJl1CTbl 33Hl1M3IOT BO B3311MO/lei1CTBl111. CornacHO 3pl1KY 6epHy, C03/l3BWeMy Teop1110 11 nc11xoTepaneBTI1<leCKl1ii MeTOJl Tp3HC3KTHOro 3H3Jll133, B OCHOBe npornsope411>1 B noH11MaH1111 JJIO/lbMl1 npyr npyra MoryT JJe­

**)1(3Th pa3Jil1lfHH B 33HHM3CMblX 3f0-COCTOHHl1HX ( <<pe6eHOK>>, «B3poc­**

**JlbIH», «pO.UHTCJib» ). npl1Y:l1HOH KOHq)Jil1KT3 MO)KCT BblCTYfll1Tb l1 MC)K­**

Jll14HOCTH3ll HeCOBMeCTl1MOCTb - B3311MHoe Henpl1l!Tl1e (aHT11narn>1) MelK)1y PYKOBO/ll1Teill!Ml1 11 cneul13Jll1CT3Ml1, B03Hl1K3IOWCe Ha OCHOBC HecoBn3/lCHl1ll 11X 11H/ll1Bl1/lY3JlbHO-nc11xoJJOfl14ecKl1X xapaKTepl1CTl1K (no 4epTaM xapaKTepa, TeMnepaMeHrn, nc11xocp113110J1or114ecK11M pe- 3KUl1llM 11 np.). 3TOnpl1BO/ll1T K poCTy 3MOUl10H3JlbHOro OT'IYlK/1eHl1ll MelK/1y H11Ml1, IIPOllBJlllllCb B o6weHl111 4epe3 CJlOlKHble cpopMbi MClK­ Jll14HOCTHOro aHT3fOHl13M3 11 npoTl1B06opcrna.

8 OCHOBe MelKJll14HOCTHbIX KOHcj)JJl1KTOB MClK/1Y PYKOBO/ll1TeJJl!Ml1 11

c11eul13Jll1CT3Ml1 MOfYT 6bITb 11 COUl13JlbHbie cTepeOTl1nbI (no Jl. Uoii), YCTOllBWl1CCll B3fJlll/lhl, MO/leJJl1 noBeneH11ll, YCT3HOBKl1 11 npyme npo­ **HBJICHWH, CT3BWHe wa6JIOH3Ml1 l1 B CWJIY 3T0f0 H3XO.IUIWHCCH BHe**

Kp11Tl14eCKOro 3H3Jll133 co CTOpOHbl 11X C03HaHl1ll 11 6JJOK11py10w11e KOHCTPYKTl1BHYIO KOMMYHl1K3Ul1IO. Oco6eHHO 43CTbl T3Kl1e KOHcpJJ11K­

Tbl MelK)1y PYKOBO/ll1TeJll!Ml1 11 c11eul13Jll1CT3Ml1 C 60JJbWl1M npocpec­ **Cl10Ha.JlbHblM CTIDKeM, C 0.IlHOti CTOPOHbl, l1 BHOBb npWHHTblMH co­** TPYilHl1K3Ml1 - C 11pyroi1. PyKOBOJil1TeJlb JIOJJlKeH pa3611p3TbCll B CTC­ peornnax, JlClK3Wl1X B OCHOBe KOHcpJJl1KTOB.

K H31160JJee pacnpOCTP3HeHHbIM CTepeornnaM OTHOCl!TCll: 11HTeH­ Ul1ll (n0311Ul1ll, BblpB3HH3ll 113 KOHTeKCTa ueJJOCTHOro C06biTl1ll 11 11pen­ **CT3BJUICM3H K3K e.uHHCTBeHHO TI03l1Tl1BHafl B .Il3HHbIX YCJIOBWHX), yc­**

T3HOBK3 Ha arpeccl1BH0-33Wl1THhlii MexaHl13M peamposaHl1ll (n0311- Ul1ll, OCHOB3HH3ll H3 He11osep1111), 11p11H>1T11e l1HTepnpeTau1111 cp3KT3 33 caM cpaKT (110311Ul1ll, OCHOBaHHall Ha HeraTl1BHOM OlKl1JI3H1111), non­ MeHa co11eplK3Hl1ll cpopMOi\ (n0311U11ll, 0CHOB3HH3ll Ha 3MOUl10H3.Hb­ HOM BOcnpl1llTl111 cpopMbI coo6weHl1ll 33 CYTb coo6weH11ll), HeraTl1B­ H3ll l1HTepnpernu11>1 BOilpOCOB (OTOlK)1eCTBJJeHl1e concplK3Hl1ll BOnpo­ COB C nporH0311pyeMblMl1 oTBeT3Ml1, Bocnpl1l!Tl1eM 11 MHCHl1CM l1H­ **Tepecy10werocH O C3MOM y:e,10BeKe, 0CHOB3HHbIMl1 Ha co6CTBCHHbJX**

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npeny6elK.lleHHHX orne4a10wero), caMoOTOlK.lleCTBJTeHne ce6H c npy­ rnMH cy6beKTaMH) npenMeTaM1,< srnJieHHHMH (BOCTTPHHTHe KpHTHKH B anpec npocj)ecc1111, HaUHOH3JlbHOCTH, 11neoJTorn11, napTHH, 4eJTo­ neKa, 11 T. n. KaK KPHTHKY B CBOH a.upec), JaHHTHe noJHUHH npaBJIOHC­

KaTem1 (socnpHHTHe scs1Koro o6weHHH KaK 6opb6y 3a npasny, a co-

6ecenHHKOB TOJlbKO KaK CBOHX CTOPOHHHKOB HJIH npOTHBHHKOB), 3a­

llHTHe no3HUH11 OCKOp6JTeHHOro HJTH o6HlKCHHOro (npOHBJieHne 06- BHHHTeJibHblX BbICKa3bIBaHnH HJIH arpecCHBHbIX neHCTBHH no OTHO­ weHHIO K o6HJI411Ky).

CornacHo **H.B.** rpHWHHoii, cueHapHii KOHcj)JTHKTHoro noseneHHH,

KOTOpb!H 6YJIYT pe3Jll130BblBaTb ero y4aCTHl1KH, a TaKlKe ero HCXOJI JaBHCSlT KaK OT CHTyaunH, TaK *n* OT HX HHJIHBH)lYaJlbHblX oco6CHHOC­ TeH H npenweCTBYIOwero OTTblTa B3aHMOOTHOWeHHH. 3TO BCeueno OT­

HOCHTCSl H K 3KCTpeMaJlbHbIM YCJIOBHHM.

CornaCHO (J)\_ rJTa3JTY, oco6eHHOCTl1 noseneHHH CTOpOH. B KOHcj}­ JH1KTe, CO3,aa10wne oco6hIH COUHaJlbHO-nCHXOJIOfH4eCKHH KJTHMaT B33HMOOTHOWeHHH, TTOJBOJISHOT pa3JIH4aTb ,UBa mum KOHQ}JIHKTa: <<fO­

pw-11111>> H <<XOJIOJIHbllh. np11 <<ropw1eM>> KOHQ)JIHKTe Ha6monaeTCSl no­ MHHaHTHaH CBepxaKTHBHOCTb H CBepXl!YBCTBHTeJibHOCTb B OTCTaHBa­ HHH CBOHX HJie3JIOR co CTOpOHbl CTOPOH, npOHBJTHIOLl.l3HCH npe11My­ wecTBeHHO B TaKTHKC KOPOTKHX <<B3pbIBHbIX aTaK>> H BHeWHe npneM­ eMb!X MOTl1B11POBOK csoero nOBCJieHHSI. K0Hcj)JTHKTY10w11e CTOPOHbl XOTH H npOHBJHHOT 3KCnaHCHIO, HO nopoIO 4YBCTBYIOT H n1ry K B3aH­ MOUeHTPHPOB3HHIO. 11HTepBeHUHH B naHHOM Tnne KOHQ)JHfKTOB H3-3a HX ny6JIHL(HOCTH MO)KCT HJITH no nyTH JIHL(HOro pa3bSlCHeHHSl y4aCT­

HHK3M o6enx CTOPOH HeaJlCKB3THOCTH HX nepuenunH, noJnunH, o6- pa3a noseneHHH. )lMee ylKe MoryT 6b!Tb KOHCTPYKTHBHble B3al1MHble conocTaBJieHHSl H o6cy)l(JleHHSl CJ1O)KHBtueHCH CHCTeMbl OTHOWCHHH.

B 3KCTpeMaJlbHblX ycJIOBHSlX Han6onee onaCHbl «XOJIOJIHble>> KOHQ}­ JlHKTbl, KOTOPbie He BCerna BHCWHe npOHBJISllOTCSl H D)]Sl HCnOCBSl­ weHHOro B HHX He3aMeTHbl. BMeCTC C TeM eCJIH B o6bl4HblX YCJIOBHHX

<<XOJIOnHblC>> KOHQ)JIHKTbl npoxonHT Y.epc3 T3KTHKY <<rnyxoH 3aWHTbh> H BeJiyr K HapacTaHHJO napaJIH33UHH BCHKOH BHewHe snnnMoH aK­ THBHOCTH, TO B 3KCTPCMaJlbHblX yCJIOBHs-lX XOJIOnHblC KOHQ)JIHKTbl npo­

XO)l5IT y\_epe3 TaKTHKY (<]aTaHB3HH51>> H nepepacTaIOT npH nepBOM yno6- HOMCJlyY.ae B <<rOpWIHe>> KOHQ)JIHKTbl, KOTOpbIC npOHBJISllOTCSl KaK

aKTHBHOC npornBOCTOHHHC cneumurnCTOB npyr npyry.

<<XOJIO)lHblC>> KOHQ}JIHKTbl Tpe6yIOT 3KTHBHoro BMewaTeJibCTBa py­ KOBOJIHTeJieH, Y.TO6bl npeononeTb HaMeTHBWYIOCSl B no11pa3neneHHH ueHTpo6elKHYIO TeHJieHUHIO ( «COUH3JlbH3H 3p0311H ueJTOCTHOCTH nOJI­

pa3J1eJieHHSl Ha OCHOBe rIOBeneHHSl cneunaJIHCTOB B Bnne nOCTOSlHHbIX

H36craHHH-yKJIOHCHHH OT KOHT3KTOB>> ). Yperyn11poBaH11e «XOJIOJIHO­

fO>> KOHQ}JIHKTa Tpe6yeT, no cpaBHeHHlO C <<fOPHY.HM•>, 3HallHTeJibHO 6oJ!bWero BpeMeHH, T3K KaK CHaY.aJla HY)KHO BOCCT3HOBHTb noBepHe y 11JICHOR CTOPOH K CaMHM ce6e (npeononeTb 33HH)KeHHYIO caMooueH­ KY, H36aBHTbCH OT 33WHTHOro CTHJISl YKJIOHCHHH)) a nOTOM HaJIMHTb

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nocpeJIHW!eCTBO 11 BBecrn KOHCTpyKTHBHb!e npouel!YPbl 83aHMOJ!et\­ CTBl1ll Jlpyr c l!PYfOM (npe)KJ!e scero 'lepe3 npeOJ!OJ!eHne OTpnuaHHll HaJil1'!11ll KOH<pJIHKTa H yny'!weHHll o6paTHOH CBll311 B KOMMYHHKa­ **UHH <<C rJia3y Ha rJia3>>).**

Pa6oTa c KOH<pJ!HKTOM MO)KeT ocymeCTBJ!l!TbCll Ha pa3Hb!X YPOBHllx:

) ) npeseHTHBHOM - csoespeMeHHb!e MeponpHl!THll, KOTOpbre 3a­ paHee npeJ!OTBpama10T fOTOBllll111HCll pa3pa311TbCll KOH<pJ!HKT;

2) KypaTHBHOM - BHe1IpeH11e (HHTepseHUHll) B KOH<pJIHKTHylO

CHTyau1110, Koma 6opb6a CTOPOH HaJIHUO H ylKe llpOl!BJllllOTCll spel!­

**Hble ITOCJie.LICTBHH.**

B03JleilcTBHll B KOH<pJIHKTe MOfYT 6b!Tb HanpasneHbl Ha pa3JIH'!­ Hb!e acneKTbl KOH<pJ!HKTa:

* Ha KOH<pJIHKTHblH llOTeHUHaJI qepe3 yMeHbWeHHe JleHCTBHll He- 6naronpHHTHblX cpaKTOpOB cy6beKTHBHOfO ( oco6eHHOCTl1 xapaKTe­ pa, npHBbl'lKH, MHeHHll 11 T.Jl.) HJ!H o6beKTHBHOfO (Hel!OCTaTKH opraH11Jau1111, <<pa3Mb!Tb!e» cpyHKUHOHaJibHble O6l!3aHHOCTH 11 T.Jl.) **fUiaHOB;**
* Ha KOH<pJIHKTHb!H npouecc, KOTOpb!H onpeJ!eJil!eTCll MexaHl13- **MaMH HCKIDKeHlUI MblWJieHHH, rrepuerrunn H np., YCHJIHBaIOmHMH B3aHMHOe He.uosepne HJIH rrpHBO.IUIWHMH K pam1KaJIH3aunn BOJieBbIX**

**LLeHcrsnH;**

* **Ha rrocJie)lCTBlHI KOHQ)JIHKTa, t.ff06bI yMeHblllHTb HX KaK Ha JIW-1-** HOCTHOM ('!YBCTBO O611Jlbl, 113OJIHPOBaHHOCTb 11 np.), TaK 11 o6beKTl18- HOM (CHHlKeHne pa6orncnoco6HOCTH 11 np.) ypOBHllX.

**8 3aBHCHMOCTH OT ueHTPHPOBaHHH Ha KOHKpeTHblX HJ yKa3aHHblX**

**acneKTax HJIH HX COBOKYITHOCTH paCCMaTpHBaIOT pa3Hhle ITO.IlXO.Ilbl K**

pa6oTe c KOH<pJ!HKTaMH:

* pa3peweH11e KOH<pJ!HKTa - pa6oTa co BCeMH TpeMl! yKa3aHHblMl1 acneKTaMH, HO npn aKueHTe Ha nepsoM 11 srnpoM 11 npe)KJ!e scero qepe3 TaKHe Mepb1, KaK ynyqweHne opraH11Jau1111 npocpecc110Hanb­ HOH 1Iel!TeJ1bHOCT11, pacnpe1IeneH11e pecypcos, cornacosaHne uenetl npeJ!CTaBJieHHH, opneHTaUHH 11 o6pa3a noBeJ!eHHll CTOpOH HJ!H np11- MeHeH11e Mep no llOBb!WeHHIO KBaJIH<pHKau1111 PYKOBOJ!HTeJietl 11 cne­ **UHaJIHCTOB;**
* ynpasneHHe KOH<pJIHKTOM - fl!e BO3JleHcTBHll Bel!YTCll npe)KJ!e scero Ha KOH<pJIHKTHhIH npouecc l!Jlll O6ecne'!eH11l! ero 6naronp11l!T­ HOro HanpaBJieHHH '!epe3 llOllb!TKY nepeJIOMHTb J!HHaMHKY Hapacrn­ HHll arpecc1111 H J!pyrnx oTpnuaTeJibHblX npoueccos;
* KOHTPOJ!b KOH<pJ!HKTa HJ!H OBJ1a1IeH11e HM - J!OCrnraeTCll qepe3

BO31!CHCTBl1ll no yMeHbWeHHIO ero nocnel!CTBHH (nocpeJ!CTBOM pa3bHC­ **HeHnll, BHyweHnH, npnKa30B, B3bICKaHH11, ycrpaHeHHH 0.IIHOH 113** CTOpOH 11 T.Jl.);

* yperyn11posaH11e KOH<pJIHKTa - O6ecneq11saeTCll Ja c'!eT BO31Ietl­ crn11,r Ha npouecc 11 nocnel!CTBHll nocpeJ!CTBOM HOpM11py10mero BJIHH­

**HHH pyKOBO)lHTeJIH, f10,llt.J:epKHBaHHH o6wnx uenell, 3a,llaY., ITOBbIWe­**

**HHH B3aHMOllOBepHH.**

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* cy6CTIITYUftH, T.e. 33MeHa HJHI CMeweHHe KOHcj)JIHKTa - o6ec­ neY.HBaeTC5l 3a Cl!CT Rbl60p0Y.H0f0 B03.UeHCTBHH Ha KOHKpeTHhlH ac­ neKT (noTeHUHaJJ, npouecc, noCJ1encrn1-1H), '!T06b1 rrpo1-13OWJJa Ja­ MeHa H3HaY.aJlhHO cnopHoro MOMeHTa Ha MeHee CJIO)l(Hblti HJIH JaMe­ Ha JIHU B KOHcpJ111KTy10wei.\ CTOp0>1e, YT06bi nepBHYHbJe cpaKTOpbl KOHQ)JIHKTa OTCTYTTHJIH Ha Ja.UHHH OJiaH HJIH npouecc CTaJl MeHee

arpeccHBHhlM H T./1.

BJJI060M CJJY'l3e /IJIH OBml/IeHHll H yMeJJoro ynpaBJJeHHll KOHcj)JrnK­ TaMH B 3KCTpeMaJlhHhlX YCJIOBH5lX pyKOBO.IU1TeJIHM Hy)KHO o6na.rraTh 3KCTpeMaJlbH0-KOHQ)JIHKTOJ10fHYeCKOH KOMTTeTeHTHOCTblO.

B CJIOBapHX CJIOBO <<KOMneTeHTHOCTh>> B o6weynoTpe6HTCJlbHOM JHa­

Y.eHHH onpe.ueJI.HCTCH KaK o6nanaHHe KOMTTeTeHutteH, a nocJie.UH5HI, B CBOIO OYepe/Ib, KaK Kpyr BO!lpOCOB, B KOTOpoM KTO-J11160 xopowo OCBe.UOMJieH HJIH KOTOPblM xopowo BJUl,lleeT.

non 3KCTpeMaJihHO-KOHcpJJHKTOJIOJ"HYecKOi.\ KOMneTeHTHOCThlO B npe.rrcTaBJieHHOH pa6oTe IIOHHMaeTCH ynpaBJieHHe KOHQ)JIHKTaMH B 3KCTpeMaJlbHhlX ycJIOBHHX Ha OCIIOBe HMelOWHXCH npoQ)ecCHOHaJlhHO 3HaY.HMhlX KaY.eCTB, 3HaHMH, yMeHHti, HaBblKOB. YnpaBJieHHe KOHQ)­ JIHKTaMH B 3KCTpeMaJlhHhlX YCJIOBHHX 3aKJilOl!aeTcH B aneKBaTHOM no­ HHM3HHH PYKOBO.UHTeJ15lMH pOJIH pa:JJIHY.Hh!X THTTOB KOHQ)JIHKTOB B

o6weHHH co cneuHaJIHCTi1MH, Me)K)ly rpynm.lMH, no.upc.n.ueJieHHHMH, yMeHHH c yY.eTOM oco6eHHOCTeH CHTYaUHH H cneUHaJIHCTOR npHMe­ HHTh KOHCTpyKTHBHble CTpaTerHH o6weHHH H TTCHXOTexHHKH 8O3.UeH­

CTBllll B KOHcpJJHKTe, rne pyKOBOJlHTeJlllM npHXO/IHTCll 6b!Th O/IHOH 1-13

.ueHCTBYlOWHX CTOpOH HJIH BblCTynaTb B KaY.eCTBe TpeTbeti CTOPOHhl' npHBJieY.eHHOH Kero pa3pemeHHlO.

B HacTOHWee BpeMH KOMTTCTeHTHOe TTOHHMaHHe KOHQ)JIHKTa OCHO­

BhlBaeTcH:

- Ha HeoueHOYHOM, Hei.\TpaJJbHOM OTHOWCHHH K KOHcpJJHKTY (KOH­

1. JIHKTbI caMH no ce6e HH TTJIOXH, HH xopOWH, OHH Moryr HMeTb .ue­ CTPYKTHBHhlH H KOHCTpyKTHBHblH xapaKTep, uce JaBHCHT OT BhlTTOJI­ HlleMOH IIMII cpyHKUIIH H HX cpopMbI);
   * 6oJJee WIIPOKOM 1-1 rny6oKOM IIOHHMaHIIH KOHcpJJHKTIIOJ"O cpeHO­

MeHa (KOHQ)JIHKT - 3TO He TOJihKO CTHXHti.Hble, HeopraHH3OBaHHh!e CTOJIKHOBeHHH JllO.Uei.-1, HOH UHBHJIH3OBaHHb!C Q)yHKUHOHaJlhHble B3aH­

MO.UeHCTBHH, Q)opMbl peaJIH3aUHH paJBHTHH JllO.UeH H .ueHTeJibHOCTH, peryJIHUHOHHO-ynpaBJieHY.eCKHe BJIHHHHH H BO3.UeHcTBHH JllO.Ueti H o6wecrna;

* + aKTHBIIOH H 3cpcpeKTHBHOH OO31-tUHH no OTHOllleH11IO K KOHcp­

JIHKTHOi.\ peaJJhHOCTH (cneUH3JlbHO-Hay'JHOe, KOHcpJJiiKTOJIOrHYecKoe HJyY.ett11e; paJBHTHe HOBb!X KOHQ)JIHKTHhlX npaKTHK, HHCTpyMeHTa­

PHH BO3.UetiCTBHH Ha KOHQ)JIHKTbl; CTaHOBJieHHe KOHQ)JIH KTOJIOfHY.e­

CKOro o6pa30B3Hllll, KyJJhTypaUH>I KOHcj)JlHKTHOH peaJJhHOCTII) [49].

CTpYKTypa 3KCTpeMaJJhHO- KOilcpJJH KTOJlOfl-t'lecKOH KOMneTeHTHO­ CTH PYKOBOllHTeJIH B 3KCTpeMaJlhHh!X YCJIOBH5lX OCHOBblBaeTCH Ha Ha­

npaBJieHHOCTH, MOTHBaUHH, ueHHOCTHO-CMhlCJIOBhlX, CTHJieBblX oco-

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**6eHHOCT51X, TTO3HaBaTeJibHO-nporttOCTHYCCKHX H opraHH33TOpCKHX**

cnoco6HOCTllX np11 pa3peweHl111 KOHQJJ111KTOB.

PyKOBO)lHTeJlb B XO/le KOHQ)Jll1KTOB Me)K)ly cneU113Jll1CTaMl1 B 3KCT­

**peM3JlbHblX YCJIOBH51X MO)KeT pCaJIH3OBblB3Tb O,IlHH H3 TI51TH OCHOBHblX**

cT11J1eii (no **K. '-1.** ToMacy, P. X.K11J1MeHHy) pa3peweH11>1 KOHQJJ111Krn: ycryn4HBOCTb, YKJ1OHeH11e, KOMllpOMHCC, KOHKypeHUHIO 11 COTPYll­

**HHYeCTBO. npH Bbl6ope KOHKpeTHOfO CTHJl51 YlHtTbl8aeTC51 3HaYHMOCTb** KOHQ)JlHKTa )lJlll KOHQ)Jl11KTYIOW11X, OTpll)la 11 PYKOBO/ll1Tem1. flpttHl1- **MaeTC51 BO BHHMaHHe aBTOpHTeTHOCTb, OITblTHOCTb, rrpoQ)eccHOHaJib­ Hble BO3MO)KHOCTH, KOMrreTeHTHOCTb CTOpOH, xapaKTep CJIO)KHBWHX­ C51 OTHOWeHHH Me)K)ly CTOpOH3MH H Ka)K)loH 1-13 CTOpOH, HaJIHl!He B3aHMHblX HHTepeCOB, a TafOKe ,IlHH3MHKa pa3BHTH51 KOHQ)JIHKTa, ee**

BJ111l!Hl1e Ha QJYHKUl1OHl1pOB3H11e rpynnbl 11 fiO)lp33)leJieHl1ll B 3KCTpe­ M3JlbHOii Cl1Tyau1111.

flp11 pa3peweHl111 KOHQ)J111KTOB pyKOBO)l11TeJ1b MO)KeT 11CIIOJlb3O­

BaTb O/lHY 113 CJle)lylOWHX pOJleii: TpeTeiiCKOrD CY/lbl1, ap611Tpa, no­ cpe/lHl1K3 11Jll1 fiOMOWHHKa. 8 3KCTpeM3JlbHblX YCJ1OB11l!X, KaK npaBH­

JlO, PYKOBO)ll1TCJ1b HMeeT )leJlO C 6brCTpo o6oCTplllOWl1M11Cll KOHQJ­ J111KTaMl1. flpw1eM y Hero HeT speMeHH Ha )leT3JlbHOe pa3611paTeJ1b­ **CTBO KOHQ)JIHKTOB, a CaMH KOHQ)JlHKTbl, KaK npaBHJIO, HOC.HT CHl)'a­**

**UHOHHblH, KpaTKOBpeMeHHblH, HO l!aCTO 060CTpeHHb1H xapaKTep.**

flo3TOMY, C y<JeTOM OTMeqeHHOrD 11 )lOJl)KHOCTHOro CTaryca PYKOBO­

/lHTeJllO ueJ1ecoo6pa3HO npHHHMaTb pOJlb ap611Tp3, HO MOryT 6b!Tb 11 11cKJ1104eH11>1, KOr)la 6OJ1ee ueJ1ecoo6pa3HO 1136paTb pOJlb nocpe)llrn­ Ka, nOMOWHHKa (H3J111'!11e y KOHQJJ111KTYIOWl1X COTpY/lHHKOB 60JlbWOrD **OTTbITa, 3BTOpHTeTa, xopOlliHX HaBblKOB o6weHH51 H B33HM01IeHCTBH51,**

OTCYTCTBHe 4eTKl1X Kp11Tep11es pa3peweHl1ll npo6JreMbl, He)lOCTaTO'I­ Hall OfiblTHOCTb C3MOrD PYKOBO/ll1TCJ1ll) 11J111 TpeTCHCKOrD CY/lbl1 (np11- MepeH11e CTOpOH 4epe3 cosMecrnoe yqacrne s Mepo11p11>1rn>1x, Tpe6y10- w11x no/l,llep)KKl1, B3aHMOBbIPY'IKl1, OllblTHOCTH PYKOBO)ll1TeJ1>1, yse­ peHHOCTH B nOTeHUl13Jle rpynllbl 11 fiO)lpa3)leJieHl1ll B ueJlOM).

Ba)KHOCTb rrpOQJl1JlaKT11Kl1 /lCCTPYKTHBHb[X KOHQ)JlHKTOB B 3KCTpe­

**M3JlbHblX YCJIOBH51X o6yCJTOBJieHa He TOJlbKO HX HeraTHBHblM MH51HH­**

**eM Ha TTCHXHYeCKoe COCTO51HHe H 311OpOBbe cneuHaJIHCTOB, HOH yxy.u­** weHtteM pa6ornc11oco6HOCT11, 3QJQ)CKTl1BHOH )lCllTCJlbHOCTH cneu11a­ Jll1CTOB, QJYHKU110H3JlbHb[X rpynn, nO)lp33)leJleHHH, '!TO Hett36e)KH0 **rrpHBOllHT K paHeHH51M H rH6eJIH cneuHaJIHCTOB, CpbIBY BblTTOJIHeHH51 TTOCT3BJleHHOH rrpo{peCCHOH3.r1bHOH Ja11aYH, OCJIO)KHCHHIO orrepaTHB­ HOH o6cTaHOBKH.**

CymecrnyIOT )lBe MO)lCJ111 aH3Jll13a 11 llOCJle/lYIOWerD B03)leHCTB11ll

Ha pa3peweH11e KOHQ)Jl11KTOB: cy6beKTHall (nepCOH3JlbHO-npoueccy- 3JlbHb!H, 11J111 aHaCKOllH'!eCKHH no/lXO/l) 11 06beKTHall (CTpYKTYPHb!H, 11)111 K3TaCKOfil1'1eCKl1H fiO)lXO/l). fl PH nepsoii MO)leJrH 113yqaeTCll 11 **OKa3bl8aeTC51 BO31IeticTBHe rrpeHMywecnieHHO Ha o6pa3 MblCJieH, rro-** 311U11IO 11 QJOpMbl llOBe)leHHll cneurnrnHCTOB, H3 OTHoweHHll Me)K)ly OT/lCJlbHblMH JlHUaMH 11 rpynnaMH. flp11 BTOPOM nO/lXO)le CTaBHTCll

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sonpoc 06 opraHl13aU110HHblX, CTaTYCHblX 113MeHeHl1llX B <pyHKU110- HaJlbllOH rpynne, no11pa311eneH1111, pacnpe11encH1111 ponei,i, cpyHKU11H, H3MCHeHHH CHCTeMbl CTHMym1poBaHH51.

8 JKCTpeMaJlbHblX yCJlOBIHIX 4aCTbl CHTyaw111, Karna D,JUI KOHCT­

PYKTHBH0ro 11 CKopei\wcro pa3peweHl1ll 11eCTpyKTHBH0ro KOH<pJI11KTa uenecoo6pa3HO np11MeHllTb K0MnJlCKCHYIO M0/leJJb cy6beKTH0-06beKT­ HYlO, ODHOBpeMeHHO B03.UetiCTBYH KaK Ha npH4HHY B03HHKHOBeHH51

KOH<pJ111KTa, TaK 11 Ha cpaKTOPbl, BJll1lllOW11e Ha ero pa3paCTaH11e. np11 pa3peweH1111 KOH<pJ111Krn PYK0B0/ll1TeJJb /l0JllKeH o6ecnC411Tb,

YCJJ0Bl1ll, 11p11 K0TOpbIX 6bI caM11 CTOPOflbl KOH<pJJl1KTa llp11H11MaJJl1 y4acrne B cro pa3peweHl111. B CBll311 C TeM 4TO JJI06oi1 KOH<pJ111KT (no KaKoH 6b1 np11411nc on He npo11Jowen) co11eplK11T s ce6e npornsope­

lIHe Me)l(Jly O)KH.UaHIHIMH cneumlJIHCTOB H Q)aKTWieCKHM l"IOJlO)KeHH­

eM .uen, scer.ua Heo6xom1Mo no6HBaTbC51 H3MeHCHIHI 0THOWCHH51 cne­ UHaJIHCTOB K Q)aKTHl!CCKOMY noJIO)KCHHlO .uen H K HX O)KH.UaHHflM, a IIPH HC06xom1MOCTH H3MCH51Tb H caMH peaJJbHOCTH.

He3am1CHMO OT npHMCH51CMblX KOHKPCTHblX MCTOllOB pa3pewe­ H11ll Jlec-rpyKTHIHlbIX KOH<pJ111KTOB yCl1J111ll PYK0B0/ll1TeJ1l1 npelK/le seem llOJDKHbl 6b1Tb HanpaBJICHbl npoTHB Heran1BHblX 51BJ1CHHH, nopo)KJla­ lOWHX KOH(pJH1KT, HO llpHopHTCTHblM B 3KCTPCMaJibHblX ycnomu1x scer.ua flBJHICTCH 6oecnoco6HocTb nonpa3.ueneH11H, rpynnhI, OTKo­ TopoH JaBHCHT )KH3Hb BCex cneuHaJIHCTOB. flo:noMy BHCKJil04HTeJ1b­ HblX CJJy4allX np11 pa3peweH1111 11eCTpyKTl1BHblX KOH<pJJl1KTOB PYK0- BO.UHTeJib MO)l(eT H30J1HP0B3Tb KOHQ)JIHKTYlOWHe CTOPOHbl HJIH O.UHY

crnpoHy OT 0CTaJlbH0ro no11pa311eneHl1ll, rpynnhl (OTCTpaH11Tb OT Bb!TTOJ1HeHH51 Ja.uaHHH, CJ1y)K6hi Ha onpe.ueneHHbIH npoMe)KyTOK spe­ MeHH, 3BaKyHpOBaTb B MeCTO noCTO}IHHOH llHCJIOKaUHH, apecToBaTb),

T.e. HanpaBHTb CBOH YCHJ1H51 npoTHB caMHX KOHQ)JIHKTYlOWHX CTO­

poH.

PyKOBOllHTe.TJb .UOJI)Ke!-1 HCOOJ1b30BaTb BCe cpe.ucTBa DJ151 Bbi5IBJ1e­

HH51 H YCTpaHeHHfl ewe B llOJKCTpeMaJibHbIH nepHOll CKPbITblX HJIH OTKpb!TblX KOH(p.,'IHKTOB. vlHorna caMH 3KCTpCM3JibHble yCJIOBH51 no­ MoraIOT pyK0B0/ll1TeJlllM pa3peWl1Tb KOH<pJJl1KTbl MelK/lY 0T/lCJlbHbI­ MH cneuHaJIHCTaMH, cnoco6CTBY51 o6bCllHHeHHlO H M06HJ1H3aUHH KOHQ)JIHKTYlOUlHX cneuHaJIHCTOB Ha COBMeCTHylO llCHTeJlbHOCTb. 3To

MO)KeT npott3oi1TH TOJibKO B xopowo 110.uroTosneHHOM no.upa3.uene­ HHH, HMeIOmeM 61iaronpH51THblH COUHaJ!bHO-nCHXOJ10fH4eCKHH KJIH­ MaT.

Osna11eHl1C TeXHOJlOrHeH pa60Tbl C KOH<pJ111KTaM11 11 ee npaKnt-

4eCKOe npHMeHeHHe B 3KCTpeMaJlbHb[X yCJIOBHHX OCHOBaHo:

* Ha 6a30Bb!X npoQ)eCCHOHaJlbHO 31-lalIHMblX Ka4ecnmx: HanpaB­ JICHHOCTH, MOTHBaUHH, KOMMYHHKaUHH, npoq:>ecCHOHaJlbHOM BHH­ MaHHH, 1-ta61110naTeJ1bHOCTH, HHTeJIJieKTYaJlbHblX, BOJieBblX, <})H3H4e­

CK11X, nc11X0M0TOpHblX KaYecrnax, 3M0U110HaJJbHblX oco6eHHOCTllX [39];

* cneuHaJlbHblX npoQ)ecCHOHaJlbHO 3Ha4HMblX Ka4eCTBax: 6.UHTe)lbHO­ CTH, onTHMa1bHOH pa60Tocnoco6HOCTH, cnoco6HOCTH K MHOroBapHaHT-

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**HbIM, HO aneKB3THblM B 3KCTJ)eM3JlbHbIX YCJlOBHHX H 6bICTJ)blM neWcTBH­**

HM, a TaKJKe cneumlJlbHbIM 3HaHI,!HM, yMemrnM "HaBblKllM [41];

- **3H3HHHX, yMeHHHX, H3BbIKax: H3XO)KJleHHH npHYHH KOHQ)JIHK­ TOB H 803MO)KHOCTeW ero pa3peweHHH, OK333HHH TTCHXOJIOfHYecKoro** 803/leikTBH>I Ha y'laCTHHKOB KOHcj:,JIHKTOB C ueJiblO ero yperyJIHPOBa­ **HHH, OK333HHH KOHCYJlbT3THBHOH noMOW:H H ocyw:ecTBJieHHH nocpe11-** HHYecrna B yperym1poBaHHH H pa3peweHHH KOHcj:,JIHKTOB, nocTpoe­ HHHpa60Tbl C KOHKpeTHbIMH KOHcj:,JIHKTaMH.

PyKOBO/lHTeJib B 3KCTpeMaJibHblX ycJIOBHHX /lOJI)l(eH 6bITb cnoco6-

HbIM ::;cj:,cj:,eKTHBHO pa6oTaTb C caMblMH pa3JIH4HbIMH BH/laMH "THna­ MHKOHcj:,JIHKTOB, BJia/leTb WHPOKHM penepTyapoM KOHcj:,JIHKTOJ!OfH­ **yecKHX TeXHHK.**

HanpHMCp, /lJIH pa3pewemrn MC)l(J]H'IHOCTHbIX KOHcj)miKTOB MC)l(­ **nY cneUH3JIHCT3MH B03MO)KH0 HCnOJib30B3Tb TeXHOJIOfHIO <<4-waro­** BbIIT MCT0/1», pa3pa6oTaHHYJO aMCPHKaHCKHM TICHXOJ!OfOM J\.,[\3HOM.

OHa 6a3HpyCTCH Ha llBYX KJIJOYeBblX npaBHJiax: *He npepblBGmb o6u;eHue*

*HU npu KGKUX 06cmoHmeJ1bCmBax" He npUMeHHmb C/h106blX Memodoe* [14].

ill a r I. npH3HaiiTe cywecrnosaHHe npornBopeYHii" Haiinm-e Bpe­ MH /lJIH 6ecC/lbl. npH OC03HaHHH xorn 6bl 0/lHOii H3 KOHcj:,JIHKTYIOWHX

**CTopoH H3JIHYHH npOTHBOpe4Hit y)Ke eCTb W3HC *wrn* H34.3JI3 .Il113JIOf3.**

ill a r 2. no11roTOBbTe YCJIOBHH KOHCTPYKTHBHOH 6ecenbI. 8b16op C n03HUHH yno6CTBa MCCTa " BpeMeHH BCTpeYH, 06ecne•1eHHe Tpe6ye­ MOH npO/lOJl)l(HTCJ!bHOCTH, KOHcj:,HJleHUHaJibHOCTH " npymx ycJIOBHH 6yneT cnoco6crnoBaTb ::;cj:,cj:,eKTHBHOMY o6weHHJO.

ill a r 3. O6cy11HTe COBMeCTHO npo6JieMy. npouecc BcTpCYH /lOJl­

**)KeH BK.lll043Tb 4 Y3CTH.**

* BCTynHTCJ!bHaH YaCTb (yepe3 nonYepKHBaHHe Ba)l(HOCTH " Heo6- XO/lHMOCTH peweHHH npo6JieMbl, o6cy)l(JleHHe npaBHJI B3aHMOJleii­ CTBH>I).
* npHrnaweHHe K OTKpOBeHHOMY pa3roBopy (Yepe3 BbIHCHeHHe

n03HUHH napTHepa no npe/lMCTY npOTHBopeYHH, rpaHHUaM npeTeH- 3HIT H T./l.).

* J(HaJior Me)l(Jly crnpoHaMH KOHcj:,JIHKTa (Bb!HCHeHHe B03MO)l(HO­

**CTeH ycTp3HeHHH p33HOfJ13CHH H neMOHCTp3UHH nolJ.[(ep)KKH, B TOM lJHCJie Ha OCHOBe (<)KeCTOB npHMHpeHHH»** ).

* npopbIB (npoHBJIHeTcH Yepe3 cMeHy y naprnepos no3HUHH OT npo­

**THBOCTOHHHH (<<H - npoTHB Te6H>>) Ha TTOHCK peweHHH, rne y)Ke** ne­

MOHCTpHpyerrn n03HUHH corpy/lHHYecrna («Mbl - npOTHB npo6JieMbl»). ill a r 4. 3aKJIJOYHTe norosop (BblXO/l Ha COBMCCTHOe peweHHe). fJiaB­ HblM npH 3TOM HBJIHIOTCH HeKOTOPbIC MeTO/lbl yperyJIHpoBaHHH MC)l(­

**JJHYHOCTHOfO KOH(pJIHKT3.**

***Memod «BbJXoaa t.tyecmB)>.* OnnoHeHTY Jl3IOT B03MO)KHOCTb BbICKa- 33Tb Bee, 4TO y Hero Ha60J1eJ10 H TeM C3MbIM TTOHH)K3lOT cnpOBOUHPO­ B3HHOe KOH(pJIHKTOM 3MOUHOH3JlbHO-TTCHXOJ10fHYecKoe HanpH)KeHHe.**

nocJie 3TOro YeJioBeK B 6oJibweti Mepe npenpacnoJio)l(eH K noHCKY

BapHaHTOB KOHCTPYKTHBHOro BblXO/la H3 KOHcj:,JIHKTHOii CHryaUHH.

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***Memod <<n0.,10:JICUmeilbH0C0 0mH0UleHUJl K JIUl.fH0CfflU>>.* KoHQ)Jil1KTyK>- 11Ufti, HeCMOTp51 Ha TO, npaB OH HJIH Bl1HOB3T, scerna CTpamUieU. no-** 3TOMY H3/l0 BblCKa3aTb eMy csoe CO'IYBCTBl1e 11 uaTb nOJ10lKl1TeJ1bHYIO xapaKTep11crnKy ero Jll1'1HbIM Ka'!ecrnaM (ttanp11Mep, qepe3 cppa3y T11na:

**<<Bb1 Y:eJioBeK yMHb1H, a no3TOMy... >>). CTpeM51Ch onpas)laTb noJIO)KI1-** TeJ1bHYIO oueHKY, np03syqaswyIO B ero aupec, on no HeHT 6yneT CTpe­ MHTbCll ttaiiTl1 KOHCTPYKTl18Hb!H cnoco6 pa3peweHl1ll MelKJ111'1HOCT­ H0rD KOHQ)J111KTa.

***Memoa <<BMeULameAbcmBa aBmopumemHoco mpembeco>>.* CTp11 He soc­**

**npH51Tl111 onnoHeHTOM TTO311THBHblX CJIOB ueJiecoo6pa3HO npHBJiellh K coneHcTBHK> <<TpeTbe Jll1UO», KOTOpoe nOJih3yeTCH JlOBepHeM yqaCTHH­** KOB KOHQ)J111KTa. Otto cnoco6HO nonseCTl1 HaMepeHl1ll CTOpOH K KOM­ npoM11ccy 11 cnoco6crnosaTb npOTeKaHl1IO MelKJly Hl1Ml1 neperosop­ Horo npouecca.

*Memod <•pacU1upemm ilyxoBH020 2opu10Hma KOH1jJAuKmy10u;u»>.* C noMO­

IUbIO TPeTbl1X Jll1U npeunpl1Hl1MaIOTCll nonbITKl1 BbIBeCTl1 KOHQ)J111KTYIO­ llll1X 3a paMKl1 cy6beKTl1BHOro socnpl1l!Tl1ll KOHQ)J111KTa 11 noMoraIOT ys11- **neTh c11ryau11K> B ueJIOM co BCeMJ1 BO3MO)K.Hb1Ml1 noCJie)lCTBl151Ml1.**

*ncuxomeXHUKG «06MeHa nOJUL{UU».* KOHQ)J111KTYIOIUl1M npeJl)laraeTCll

BblCKa3aTb npeTeH31111 C yqeTOM n0311Ul111 onnotteHTa. noCJle/lHee no- **3BOJ151eT <<BbIHTH>> 3a npe)leJibl CBOHX Jllfl.lHblX 0611n, ueJieH H 11HTepe­ COB 11 JIYtJWe TTOH51Tb onnoHeHTa.**

Cpen11 MeTOJlOB npocp11J1aKTl1Kl1 pyKOBOJll1TeJleM KOHQ)J111KTHblX Cl1TYau11ii B nonpa3JleJleHl111 CJ1enyeT BbIJleJll1Tb CJleJlYIOIUl1e:

* opraHl13aUl10HHble MeTOJlbl, npeunoJ1araIOLUl1e C03Jl3Hl1e YCJ10-

B11H, HanpaBJleHHb!X Ha yCTpatteHl1e KOHQ)J111KTHOii cpenbI, OCJ1a6J1e­ Hl1e l1J111 Jll1KBHJlaUl1IO 11CTO'IHl1KOB KOHQ)J111KTa. L\Jlll 3TOrD CJlenyeT

**TTOBh1WaTb l(eTKOCTb Tpe6osaHJ1ti no B3aHMO)letiCTBJ1K) Me)l(Jly cneu11-** aJll1CTaMl1 (ontt03Ha'!ttOe cpopMyJ111posatt11e 11 sttenpett11e npas, o6l!­ JaHHOCTeii, HOpM, npaBHJI pa60TbI, nouKpenJ1eH11e 11X Tpau11Ul1llM11, 06b14al!Ml1, oco6eHHO B 3KCTpeMM bHblX YCJIOBl1llX), Q)OpM11pOBaHl1e 06IUeOTpll/lHb!X ueHHOCTert 11 ueJ1ei\, o6menOHllTHb!e Kpl1Tep1111 11 noKa3aTCJ111 s c11cTeMe noompett11i\ (ttanp11Mep, npeM11posatt11e no moraM ycnewtto nposeuettttoi\ onepau1111 npOTl1B npeCTynttoi\ rpyn­ nb1, 3aueplKaH11e onaCHbIX npecTynH11KOB);

* **nepCOHaJlbHble MeTOJlbl, npennoJ1araK>w11e 11HJll1BHL1YaJJhHOe 8O3-** ueiiCTBHe PYKOBO/ll1TeJlll Ha cneul1M11CTOB 'lepe3 ueMOHCTpau11IO no- 311THBHb!X cnoco6os 11 npl1eMOB pa3peweHl1ll cnopOB, 11CKJIIO'leHl1e cpaKTOB JaTlllKHblX, HeKOHCTpyKTl1BHblX KOHQ)J111KTOB, KOppeKUl1IO MOTl1Bau1111 cneul1aJ111CTOB Ha OTKpbITOe 06cylKJleH11e npo6JleM, B3a- **11MHOe JlOBepwe, OTKpbITHe l.lYBCTB, B3aHMOTTOHJ1MaHHe, B3aHMOBbl­** py4Ky, nOMePlKKY, Bb1pa60TKy COBMeCTHb!X ueJ1ei\, pewett11i\, B3a11- **MO3aMeH51eMOCTb, COBMeCTHyK> neHTeJihHOCTb, ee ycnewHOCTb, HC­ TTOJ1b3OBaHHe JIH'·IHOH BJiaCTJ1 KaK TTOCJienHero, HO tta1160J1ee paul1-** KaJlbHOrD cnoco6a Jl)lll npeKpameHl1ll 3CKMau1111 KOHQ)Jll1KTa 11 ero pa3pewett11ll.

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BOnPOCbl AflSI CAMOnPOBEPKIII

1. 4TO noHHMaeTCH non npoqJccc110HaJlbHblM 3KCTpeMaJibHO-TTCHXOJIOfH­

l{CCKH\1. IIOTeHUH(UlOM PYKOl30LU1TCJHI l1 ¢YHKUl,10HaJlbHOH rpynnbl i1 KaKHC

KOMTTOHeHTbl B 1-1ero BKJIIOY:aIOTCH'!

1. KaKOBbi yCJlOBHH nOBbJWCJUHI npO(t)CCCHOH<LlbHOro 3KCTpCMaJlbHO-nCH­

xo.1or114CCKOfO TTOTCHUHaJia?

1. 4TO BK,lIOY:aCTCH 13 no1rnn1e «rlpO(j)CCCHOHaJlbHUH KOMTTCTCHTHOCTb py­

KOBOLU1TC.1H •>*'!*

1. KaKHC nO".H1THBHblC JMOlU10Hi:U1bHO OKpawCHHblC UCHXWICCKHC COCT0-

HHH51 MOryr 130]HHKUTb y cnenmLlHCTOH H 3KCTPCMcL1bHblX ycnomrnx?

1. noLJeMy B JKCTpeMa1lbHblX yC.llOIUUIX B3)1(CH 1-1acrpoH Ha npCLICTOHWyIO JlCHTCJ[bHOCTb H 13 1 1CM ] J K.}ll0 1 13IOTC H cro oco6c1-11-1ocr11?
2. KaKHC Bbl 11-1aere ypOBHH MOfa1.IB130B3HHOCH1, 6oCBblX 11Cl1XH4CCKHX COCTOHHl1H cnem,ta.'B1CTOB? KaK1-1e HJ HHX np1-1eM.11eMbl JIJHI LICHTC.llbHOCTH B

3KCTPCMaJJbHblX ycJIOBHHX?

1. 4To TaKOC KOMMyHHKaUHH 1-1 npo¢ecc1-10HaJlbHOe 06LUeH1-1e?
2. KaKHe oco6eHHOCTH o6ycJIOBJ1HRaeT KOMMYHHKaUHH B 3KCTPCM3JlbHb!X yCJIOBHHX'?
3. no KJKHM OCHOBJHHHM BO]MO)KHO KJ1acc1-1¢wuwpoBaTb pa3JJH'-1HblC BHllbl

npm!>CCCHOHaJlbHOro o6weHHH B JKCTPCMaJlbHblX YCJ10B11HX? KaKHC OCHOB­

Hble rpyl!ilbl (pyHKUHH BblTTO,lHHCT npo¢eccHOHaJlbHOe o6tueHHC B 3KCTpe­ MaJlbHblX yC}IOBl151X'!

I 0. KaKHC 6apbepb1 11 norepu cywecTByIOT npH npo(peCCHOHaJlbHOM 06- WCHHH H )K<.:TpCMa}lbHblX yCJIOBHHX'?

1. KaKHC CTpaTCfl-111 1-1 c.:THJll-1 11po¢eccHOHcLlbHOro o6weHHH npHMCHHIOT

13 JKCTpe\1aJJbHblX yC.llOIHHIX'?

1. KaKHC cjJyHKUl111 Hb!TTOJIHHIOT HeBep6a.,1bHble npOHBJlCHHH B o6weHHH B JKCTpeMa.1bHblX yC.10BHHX'!
2. KaK ripmlBJHICTC}I TTCHXOJ10fH'-ICCK11H MCXaHlflM aTp1-16yu1-11-1 (np1-1n11-

CbJBaH1-1H) H ::JKCTpCMaJlbHblX YCJ10BHHX? KaKHC TTCHXOJlOfWICCKHC oco6eHHO­

CTHC.llCJlYCT y 1rn TblB J Tb *)])HI* llOBb[WCHHH aLJ,CKB3THOCTl1 npo¢ecCHOHaJlbHOH annepuem111u B 3KCTpC rn:1bHblX ycJIOBHHX?

1. KaKHC <.:yWCCTHYIOT KOH(pJlHKTbl 1-1 HX KJJacc1-1¢1-1KaUHH?

I 5. KaKJ.1C 113HCCTHbl CT3JHH1 pa]BHTHH i1 pa-1peweHHH KOHq)JlHKTOR?

1. KaK11e CYlllCCTHYlOT CTpyKrypHblC 3JlCMCHTbl KOH(pJIHKTOB?
2. B l!CM JaK.lllO'JalOTCH oco6eHHOCTH <•pa60Tb[>> C KOH(pJIHKTaMH, pa3- peweH11e «ropwrnx•> H «XOJlO]lHblX>> KOH(pJIHKTOB B JKCTpeMaJlbHblX ycno­

BHHX?

1. 4TO IWHHMaCTl:H TTOLI 3KCTpCMaJlbHO-KOH(p}JHKTOJ10fWieCKOH KoMne­ TCHTHOCTblO PYKOBOHJ.1TCJIH? KaKHC MeTOLibl uenecoo6pa3 10 l-1CllOJlb30HJTb np1-1 pa3peweu1-111 KOH(i>,'B1KTOH H "JK<.:rpeMaJibHblX ycJIOBi1HX?

PEKOMEHAOBAHHASI nlllTEPATYPA

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2. AKTY<L1bHblC npofiJlCMbl couepweHCTB0B3HHH pa60Thl C KaLipaMl-1 npa­ H00Xp3Hl-1TC.1blih!X opraHoH. - M.. 2004.

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3. *Am)peeH H.B., Xoxwea fl. r.* J,fayl1eu11e npmrnJiettHM cTpecca H npo6.ne­

Mbl nc11xo.r1orw-1ccKoro 06ecnel!eH11>1 ne ITeJJbtt0CTH C0TPYllHHK0B OMOH fYBll r. MocK»b1 H JKcTpeMa'lbHb1x c11Tyau11Hx // npo6,1e 1b1 neHTeJ1bttocT11 OB11 B 3KCTpeM<U1bHb1x ycJ10B11Hx: C6. Har1ttb1x TpynoH BHI1l1 MBLI P¢,

men). - M., 1995.

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CTH 1-1 rICHX0.,'10fl1'-leCKa51 npHl"OJlH0CTb K CJ1y)K6e B Ci1CTeMC opratt0B BHyTpeH­ HHX JlC,l (cnpaB0'll·I0e noco6HC). - M., 1997.

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HOi1Hbl, ncpeHeCWl-1X 6oesyJO IICHXl-1YCCKYK) TpaBMY // BoCHHO-MClll-1UHH­ CKl-1i1 )KypHCUI. - 1991. - N2 8.

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lJecKHX MeXattHJM0H ttaJlC)KH0CTH qeJI0BeKa-onepaTopa B 3KCTpeMaJlbHblX yc­

.'l0BHHX TPYllOBOH neHTeJlbH0CTH / / MaTep1-1aJ1 X HayYHblX rarapHHCKHX YTe­

HHi1 no K0CM0HaBTHKe H 38H3UHH. - M., 1991.

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Ha pa6oTe H noMa. - Cn6., 1994.

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coTpyJlttHK0B COOP 11 nyr11 npe0llWICHHH 11x nocJ1e1ICTB11ti: aBTopeql. 1-1 nv1c ....

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HHH y COTpylIHHKOB OB/l. - **M.,** 1997.

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BaHHe CHCTCMLI JKCTpeHttorn pcarnpoBaHHH OB11 Ha •1pe1BLJYaHHb1e CHTya­

llHH. - **M.,** 1993.

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3KCTpeMaJibHblX (6oeBblX) yCJI0BI-rn:x: aBTope(p. H JlHC KaHD.. ncHX0Jl. HayK. -

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(MaTepHMbI Ill BcepocrnikKoro cbe311a ncHxonoroB). - CTI6fY MBL\ Poc­

CHH, 2003.

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2. nocTTpaBMaTW-JeCKHH H ITOCTBOeHHblti CTpecc. Tipo6JieMbl pea6HJ1HTa­

UHH H COUHaJlbHOH ananTaUHH y'--laCTHHK0B '-lpeJBbl'--latiHblX CHryauHH: Me)l(­ llHCUHnJIHHapHblti no11xo11 // MaTepHa.ribl TPCTbCH H8y4H0-npaKTW-leCK0ti: KOHqJCPCHUHH - TiepMb, 1998.

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3. TicHXOJIOrHYCCKOe o6ecnel.JeHHC npo(pecCHOHa.JlbHOH llCHTeJibH0CTH coTpYD.HHK0B OBLl H BB MBLl PoccHH // TeJHCbl BbICTynJieHHti: Y'-taCTHHK0B Bcepocc1-1HcKoro cosewattm1 pyKOBOD.HTeJieti no11pa3,n,eJieH11ti: nc11xOJ1or11Ye­

cKoro o6ecne'-leHHH opraH0B BHyTpeHHHX D.eJI H BHYTPCHHHX BOHCK. - M.,

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xonorHYecKoH noJiroTOBKH coTpyD.HHKoB cnew1a.J1bHbIX nonpa3.IleJleHHH OBLl. -

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nonroToBKa C0TPYllHHK0B cneUHa.JlbHblX no1lpa3,n,e11eHHH OBLl: yye6. noco-

6He. - L\OMOl!Cl!OBO, 2005.

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.neJ1: npo6JieMa 1-1 Kottuen111-1H *II* nc1-1xonon.u1 B yrrpasnett1-11-1, noJIHTttKe 1-1

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flOBHHX. - **M.,** ]998.

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r nABA 4

**OPrAHlr13AU,HSI nPO<l>ECCHOHAJlbHOIII 3KCTPEMAJ1bHO-nCHXOnorH ECKOIII nOArOTOBKH PYKOBOAHTEnEIII, CnEU,HAJlHCTOB 1,1 <l>YHKU,HOHAJlbHblX rPYnn**

* 1. **CoepeMeHHble Tpe6oeaHIIISI K npo<j>ecc1110Ha1lbHOiil noArOTOBKe**

Ill **noArOTOBJleHHOCTIII pyKOBOAIIITe11eiil, cne1..1111a11111CTOB**

**111 <j>yHKI..IIIIOH311bHblX rpynn 3KCTpeM311bHOro npo<j>lllllSI**

OcHOBHbJC C0BpCMCHHbJC Tpc6oBaHHH npo<j:,ecc110Ha.J1bH0H nomo­ TOBK11 H no.nrOTOMeHHOCTH pyKOBO.mHe.TJeH, cneu1,1af1HCTOB H {pyHK­

llHOHaJlbHblX rpynn '3KCTpeMaJ1bHOf0 npo(pHJUI CBH3aHbI C l1HTeHCH­

¢>HKau1,1eH npouecca no.nrOTOBKH. HlKCMMaJlhHbIM np116J111)KeHl1eM conep)J<aHHH 06y•1eHHH K pC&1bHb!M ycnomrnM 3KCTpeMa.JlbH0-CJ1YlKC6-

HOH .neHTe,lbHOCTM, yJ1yl1weHHeM MCTo.nw1ecKoro o6ecneLJCHHH H yc­

;1os11H npoBellCIIHH 33HHT11H, noBblWCHJ!le 3(pqJeKTHBHOCTH ycsOeHHH

3HaHttH 11 npaKTWICCKHX HaBblKOB no HanpaUJreHHHM CJ1y>Ke6HOH ne­

HTCJibHOCTH 3aBl1Cl1T OT U!HpOKOfO np11MeHeH11H KOMnJleKCHblX 3aHH­

Tl1M l1 npaKnP--leCKl1X TpCHMpOBOK, BHCllPCHHH KOMTTblOTepHoH Tex­ HHKH 1,1 TeXHWICCKl1X cpenCTB o6ylfeHHH.

npo(pccc110H,U1bH(HI IIOJlfOTOBKa pyK0B0JHITeJleH, cnew.1aJJHCT0B H qJyHKUH0HaJlbHblX rpynn K11C5ITeJlbH0CTH B 3KCTpeM3J1bHblX ycJI0BHHX HBJHleTCH 43CTblO BCCH Cl1CTeMbl npoqJecCHOHaJlbI-IOf0 o6pa30BaHH51

no npo(jleccHHM 3KCTpCM3JlbH0ro npo<j:,1111,1. 3Ta CHCTCMa Hepa3pblBH0

CBH3aHa C npo11eccaM11, np0HCX0JlHWHMl1 B 06wecn1e. YxynrneHHe '.)KOJIOfHLJ:eCKOH, TCXH0reHH0H, C0Ul13..i1bH0H, o60CTpCHl1e Kpl1MHH0-

reHHoH o6cTaH0BKl1 B CTpaue, HJMeHeH11e KayeCTBCHHbIX xapaKTep11- CTHK 11pcCTynH0CTH, pa1pacrnH11e Teppop111Ma 06ycsoa111111 nOTpe6- H0CTb B onpe.ne11eHHl1, yr0llJ-ICHl111 H K0ppeKUl1l1 npocpecCl10Hlli1bH0H 110.nr0T0BKl1 pyK0B0.ITl1Te.'leH, CllCUl13JlHCT0B 11 qJyHKUHOH<:UlbHblX rpynn 3KCTpeMa\_TTbH0ro npo<j:,HJJH, pa3pa60TKl1 H0BbJX nonxonoB, <j:,opM 11 MeT0.IT0B. He ceKpeT, lJT0 MH0fl1C 113 Hl1X .naBH0 ycTapeJ111, TaK KaK 6bIJll1 0pHeHT11p0BaHbI Ha !I0}lf0T0BKY cneuHaJ£HCT0B .il.1151 C0BepweH­

H0 l1Hb1X yc.'l0BHi-1 pa60Tbl.

B HaCT0muee BpCMH Ha3peJJa HC06X0.IlHM0CTb 1rne11eHHH H0B0H,

JIOn0JlHHTeJlbH0H cneUH3J1bI-I0CTl1 B nepelJeHb CTTCUHaJlbH0CTeH BblC­ wcro npo<j:,CCCH0H<L%H0ro o6pa30BaHHH - cnylKe6H0-3KCTpeMa.JlbHOH. CjJy)l(C6H0-3KCTpeM3J1bHaH .neHTeJibH0CTb 06ycJ10BJieHa csoeH cne­ UHlf)l1KOH. KR11HT3CCCHUHeH 3T0H .ITCHTeJlbH0CTH 51BJ1HeTC}I cnaceHHe

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)KH3HH H JJIOpOBbH J1I0,11eH, BbITTOJlHCHHe COJH,11UTeJJbHblX 4>YHKUHH B CHTyaUHHX llOBbIWCHHOH onaCH0CTH JlJHI )KHJHH Ji ]JlOpOBbH, a TaK)Ke

npeceYeHHC q)H3HYeCKoro H TTCHXOJIOfHYecKoro conpOTHBJleHHH npa­ BOHapyWHTeJlcti C IlPHMCHeHHeM CHJlbl.

LleHTeJlbHOCTb pyKOB0,11HTe11eH, CTTCUl13JIHCTOB H q)yHKUHOHa.IIb­

HblX rpynn llpOXOJlHT, KaK npaBHJlO, B ycJ]OBHHX, llJIH KOTOpblX xa­ paKTeptta HC T0JlbKO TTOBb1WeHHaH HanpH)l(CHH0CTb, HO H TTOBbIWeH­ HaH JTJ.1YHaH OTBeTCTBeHHOCTb. YMeHHe BOBpeMH H npaBHJlbHO no­

HHTb Tpe6oBaHHH, npellbHBJlHeMb(e npoq:>ecCHOH3JlbHOH ,11CHTeJlbHO­ CTb!O K pyK0l<0JUlTC,"HM, cneuHaJJHCTaM H cpyHKUHOIJaJlbHbJM rpyn­ naM B 3KCTpeMaJTbHblX yCJlOBHHX, fl03BOJ1HeT ripHBHCCTH B npouecc no,11rOTOBKH csoeo6pa3He, aKLieHTHpOBaTb no,11rOTOBKy npe)KJJe BCe­ ro Ha (j,opMHpoBaHHH oco5oro 3KCTpeMaJJbH0-0p11eHTl1p0BaHHOro co- 3HaHHH y cneuHaJIHCTOB H rpynn, HCTTOJlb3YH cneuHaJlbHble cpe,11- CTBa H CllOC06bJ, TT0UbJWalOIUHe TTCHX0JlOfHYCCKyIO ycToHYHBOCTb

ncpcottana.

<<nCHXOJlOfHYeCKaH yCTOtflfHB0CTb - CBOtfCTBO JlHYHOCTH pyKOBO­

llHTeJlH, cneuH3JIHCTa He TTO)]Jl383TbCH He611aronpHHTHblM nCHXOJlO­ rHYeCKHM o6CTOHTeJlbCTBaM pewaeMblX 33.UaY, He CHH)KaTb non HX

BJlHHHHeM K3l(eCTBO BblTTOJJHeHHH npoq:>ecCHOHaJlbHblX neHCTBHH,> [ 18].

AKa11eMHei-i ynpaBJJeHHH MBLl PoccH11 B 2001 r. B MBL\-YBL\

cy6beKTOB PoCCHi-iCKOH <l>e11epaUHH 5brno Ilp0Be)lCH0 aHKeT11poBattl1e COTPYllHHKOB opraHOB BHyTpeHHHX *.11e11* HCKOTOpblX 110,11pa3neJ1eHHH, 1-1aH60J1ee YaCTO BblrJOJlHHIOI.IJ,HX 33,113YH B 3KCTpeMaJibHblX yCJlOBHHX,

Ha npe,11MeT ycT3HOBJleHHH HX cy6bCKTHBHOH ouettKH B OTHOWeHHH CJly)Ke6ttoH H npoq:>eccv10HaJ1bHOH no,11rOTOH}JeHHOCTH K neHCTBHHM B 3KCTpeM3JlbHblX yCJlOBHHX.

Pe3yJlbTaTbl 3HKeTHpOB3HHH TTOK333JIH, YTO )laJleKo He uce COTpy11- HHKH nepe,11 HX 11eHTCJlbHOCTblO *B* 3KCTpCMaJlbHblX yCJlOBHHX npoxo,11H­ JlH npo(j,eccHOII3JibHYIO no11rornBKy Il0 cneUHaJJbHOi-i nporpaMMC. TeM He Mettee O CBoeH TT011f0TOBJleHHOCTH K 11eHCTBHHM B 3KCTpeM3JlbHblX yCJIOBHHX coo6WHJ10 nonaBJlHIOJLlee 6oJ1bLI.IHHCTBO COTpy,11HHKOB, a

KOJlHYeCTBO yscpeHHblX B cnoeH TT0,11f0TOBJleHHOCTH COTPYllHHKOB 6blJ10

fl0YTl1 I 00 %.

LlJIH no,1106HblX OTTTHMHCTJilJeCKHX BblBOilOB HMCJlHCb KaK cy6beK­ THBHble, TaK H 06beKTHBHble OCHOI·3aHHH.

O6beKTHBHblM 0CHOB3HHeM *Jl}IH* 3THX BbJB0,1108 nocJly)KHJl xapaK­

Tep BblTTOJlHHeMblX CJly)Ke6Ho-6oeBblX 33,113Lf 6o.ribWHHCTBOM COTpy11- HHK0B B 3KCTpeM3JibHblX yCJlOBHHX co cpaBHHTeJibHO HC60JlbWOH CTe­

nettblO pHCKa. K HHM 6b(,1H OTHeCCHbl: ocyu1eCTBJ1CHHe nponyCKttoro pe)KHMa Ha 6JlOK-TTOCT3X, yYaCTHe B OCMOTpe HaceJICHHblX nyHKTOB,

ocso6o)KJJeHHblX OT 6oesHKOB, s conp0BO)KJJeHHH aBTOKOJl0HH HJlH JJHLl ttal!aJlbCTBYIOWero COCT383.

8 onepaUHHX, CBH3aHHblX C TTOBbJWeHHOH yrpo3oH JIJlH )KH3HH H

JJIOPOBbH COTpy,11HHKOB, yliaCTHe B KOTOpbIX CBHllCTeJlbCTBOBaJIO 06 HX

llOJlHOUeHttOH nonroToBJteHHOCTH K 3KCTpCM3JibHblM yCJlOBHHM, Tpe-

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6oBaJIO oco6bIX ycttJIHH tt ttacTpm-1, 6blJIO JaueticTBOBaHo TOJibKO OKO­ JIO TpeTtt Jil14Horo cocTaBa.

K cy6beKTHBHblM OCHOBaHHHM, BCeJlHBWHM ysepettHOCTb s co­ TPYJlHHKOB B HX no11roTOBJieHHOCTH K netiCTBHHM B 3KCTpeMaJlbHblX YCJlOBllllX, 6bJJlll OTHeCeHbl IIX peJyJlbTaTbI no c11y)Ke6Hoil II (p113114e­

CKOti flO.LI[OTOBKe B CHCTeMe CJiy)l(e6HoH, (ptt3H1--leCKOi1 H 6oesott no11- roToBKH.

O1JHaKo BbinOJ1HeH11e CJly)Ke6Ho-6oeBblX 33,llaY B 3KCTpeMaJlbHblX yCJlOBllllX COTPYJIHIIKaMII opraHOB BHyTpeHHllX *11e11* noKaJano, 4To no.uroTOBKa H no11roTOBJieHHOCTb JIHYHOro COCTaBa 11MeKa OT peaJlb­ HbIX Tpe60BaH11il, PeJynbTaTbl CJly)Ke6HbIX pacc11e110BaH11il, npose11eH­

HbIX 1rncneKu11eil no 1111YH0My cocrasy M BL\ Pocc1111, cs1111eTeJ1bCTBYJOT

0 MHO)Kecrne cpaKToB npocpeCCIIOHaJlbHOil HeKOMneTeHTHOCTII corpy11- HHKOB, 4TO npttBOllHT K pocTy 4HCJia <<He 6oeBblX norepb>>, B TOM 411CJle II cpe1111 PYKOBOJIIITeneil.

CBI-111ereJ1bCTBOM H113KOH CTeneHII npocpeCCI-IOHaJ1113Ma corpyJIHII­

KOB HBHJiaCb, no peJyJibTaTaM aHKeTttpoBaHHH, H oueHKa 3KCTpe­ MaJibHbIX ycJIOBHH, HX Hett36e)l(HblX nocJie.LICTBHH l{aCTblO COTPYllHH­ KOB KaK nc11xorpaBM11pyl01llllX, OHII He 6h1Jlll noJirOToBJleHbl K npo­ cpeCCIIOHaJlbHOMY Bocnplll!TIIIO npo11CXOJilllllllX co6bITIIH KaK K o6beK­ TIIBHblM cpaKTaM 3KcrpeMaJlbHOH 11eilCTB11TeJ1bHOCTII. CTo3TOMY Ha TaKIIX coTpyJIHIIKOB CI-!JlbHOe nc1-1xorpaBM11py10ll1ee BJlllllHlle oKaJa- 1111 rn6eJlb 11py3eil 1-1 COCJlY)KIIBUeB, 60JlblllllC pa3pyllleHllll JJiaHIIH II 11pyrnx o6beKTOB, PYI-IHbl ropo110B, H04Hble 11e)Kypcrna II o6crpeJlbI, KapTHHbl 60,1.

Bo MHO[HX CJlyl{aHx OTPHUaTeJibHbJe 3MOUHOHaJibHbJe COCTOHHH}l y lfaCTH COTPYllHHKOB Bbl3blBaJIH He11ocTaTKH B opraHttJauttH CJ1)')Ke6- H0-6oesoti lleHTeJibHOCTH H OTHOWeHHH o6wecTBa K 3TOi1 )leHTeJibHO­ CTJ-1: Hecnpase11111-1soe ocBell1eH11e B cpe11crnax Maccosoil IIH<popMa­ u111-1 npollCXOJilllllllX co6bITIIH, OTcyrcrn11e npaBIIJlbHoro PYKOBOJICTBa H BJattMO)leticTBHH Me)l(Jly MHJIHUtteH H BOHcKaMH, JaMaJI4HBaHtte

<<OKOTTHOH npaB.LibJ>>,

O6'heKTHBHblM no11TBep)l(JleHtteM Heno11roToBJieHHOCTH YaCTH co­ TPYJJHHKOB K 11eHcTBHHM B 3KCTpeMaJibHblX ycJIOBHHX H, BCJie11cTBHe

3TOro, HX ttecnoco6HOCTH caMOCTOHTeJlbHO cnpaBHTbCH C TTCHXOTpaB­ MHPYIOWHMH co6bITH5IMH H OTpttUaTeJlbHbIMH 3MOUHOHaJ1bHbIMH COCTOHHHHMH 51BHJ1HCb MaCCOBbJe YBOJ1bHeHH51 HJ opraHOB BHyrpeH­

HHX*11eJ1* COTPY.LIHHKOB, septtyBWHXC51 H3 rOP514HX TOl{eK noc11e tteyc­ neWHbIX 6oeBbIX 11eHCTBHH H rtt6e11tt 3Ha4HTeJ1bHOi1 4aCTH J1H4HOro cocTaBa.

*vb* npose11eHHoro aHan1-1Ja c11e11yer, YTO os11arreH11e pyK0B01111re­

J1llMII, cneu1-1an11cTaM1-1, cpyHKUIIOHaJlbHblMII rpynnaMII npocpecc110- HaJibHOH 11eHTeJibHOCTblO, npoTeKaIOweH B 3KCTpeMaJibHbIX yCJlOBH­ llX, noBbJllleH11e ee 3cpcpeKTIIBHOCTI-! II 6e3onaCHOCTII o6pa3yeT npo- 611eMy, CBlJ3aHHYIO C IIX npocpecc110HaJ1bHOH 3KCTpeMaJ1bHO-nc11xo­ JIO[HYeCKOH no11roTOBKOH H nonroTOBJleHHOCTblO,

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**nonroTOBJieHHOCTb OK33bIB3eT BJIHHHHe Ha OTHOWeHHe PYKOBO,llH­**

**TeJieH, cneu11a.rH1CTOB K CBOeMy JllOPOBblO, )Kl13HeneHTeJibHOCTH, ,llO­** CT11)1(eHJ,H0 Bb1C0Kl1X npocpecc110H3JlbHblX pe3yJJbT3T0B, C0CJJY)l(l1BU3M, p0/lHblM 11 6JJ113Kl1M 11M JIIO/lHM.

* 1. **npo4>eCCVIOHanbHaS1 3KCTpeManbHO­ ncvixonorw-1ecKaS1 noArOTOBKa pyKOBOAVITenelii,**

**cne1..1vianV1CTOB VI <l>YHKI..IVIOHanbHblX rpynn**

ll e JI b npocpecc110H3JlbHOH 3KCTpeM3JlbH0-nCl1XOJIOfl1YeCK0H n0/l­ roT0BKl1 - cpopM11poBaH11e 11 pa3B11Tl1e 3KCTpeM3JlbH0-11C11X0JI0fl1YeC­

K0i1 nonroTOBJJeHH0CTl1 PYKOBO/ll1TeJJei1. cneU113J111CTOB 11 cpyHKU110-

H3JlbHblX rpynn.

0 6 be KT npocpecc110H3JlbH0H 3KCTpeM3JlbH0-nCl1X0JI0r11YecKoi1 nonr0T0BKl1 - 11H/l11B11/lY3JJbHblH (pyKOBO/ll1TeJJb, cneU113Jll1CT) 11 rpynn0B0H cy6beKT )1(113He/leHTCJlbH0CTl1 (cpyHKU110H3JlbH3H rpynna),

**npencTaBJieHHble BO B3al1MOCB513HX.**

**n** p e /l Me T npocpecc110H3JlbH0H 3KCTpeM3JlbH0-nCl1X0JI0fl1YeCK0H

nonroTOBKl1 - cpopM11p0B3Hl1e 11 pa3B11Tl1e 3H3Hl1H, yMeH11H, H3Bbl­ **KOB, npocj)ecCHOHaJlbHO B3)KHblX KaY.eCTB PYKOBO,llHTeJieH, cneuttaJIH­ CTOB, 3KCTpeM3JlbHO-TTCHXOJIOfHY.eCKHX no CBoeH np11pone, TTCHXOJIO­**

rnYeCKl1X xapaKTep11CTl1K cpyHKU110H3JlbHblX rpynn.

3a/lay 11 npocpecc110H3JlbHOH 3KCTpeM3JlbHO-nCl1XOJIOrl1YeCKOH **nonroTOBKH COCTOHT B peweHHH TTCHXOJIOfHY.eCKHX npo6neM, Bbl3-** B3HHblX cneu11cp11K0H cpyHKUl10H3JlbHblX 06H33HH0CTei1 C0TPY1IHl1K0B,

cpyHKUl10H3JlbHblX rpynn, 3KCTpeM3JlbHblX YCJJ0Bl1H 11X )1(113HeneHTCJlb­ **HOCTH. PeJyJibT3Tbl TeopeTHtteCKHX l1 3KCnepHMeHT3JlbHbiX HCCJie,lloBa­ HHti TTOK333Jll1, Y.TO cpe11H T3KHX 3a,ll3Y. HMelOTCH 06m11e H cneUHaJib­** Hble, pewaeMble Ha 11H/ll1B11/lY3JlbH0M 11 rpynnoB0M ypoBHHX.

O6w11e 331!3'111, 3KTY3JlbHblC /lJIH nonroTOBKl1 PYKOBO/ll1TeJJei1 11 cneUl13J111CTOB nonpa31!CJICHl1H - cpopM11posaH11e 3KCTpeM3JlbH0-0p11- **eHTHPOB3HHOfO CO3H3HHH H pa3BHTHe l1HTerpHpOB3HHblX TTCHXHY.e­ CKHX KaY.eCTB (61111TeJ1bHOCTH, OTTTHMaJlbHOH pa60Tocnoco6HOCTH, cno­**

**co6HOCTH K MHorosap11aHTHbIM, 6bICTPblM l1 aueKB3THblM netiCTBH­**

HM), a T3K)l(e np1106peTeH11e 3H3Hl1H, yMem1i1, H3Bb1K0B:

* no 0BJJ3/leHl1IO K0MneTeHUl1ei1 PYK0B0/ll1TeJJH-Jll1/lepa;
* **KOHUeHTpauttH, pacnpeneneHHIO l1 ynep)K3HHIO BHHM3HHH, pa3- Bl1Tl1l0 npocj)eCCHOHaJlbHOti naM51Tl1, MblWJleHH51 R npouecce nonro­ TOBKH l1 neHTeJibHOCTH;**
* MeHT3JlbH0MY M01IeJ111posaHl1IO 3KCTpeM3JlbHblX ycJJ0Bl1i1, ycncw­

**HOti 11e51TeJ1bHOCTl1, Y.YBCTBeHHb!X o6pa3OB;**

* **penaKC3UHl1 l1 peryJI51UHl1 6oeBblX TTCHXHY.eCKHX COCTOHHHH;**
* **TTOD)lep)K3Hl1l0 BbICOKOro YPOBH}I BblHOCJIHBOCTH, TTCHXOJIOfWJe- CKOti YCTOHY.HBOCTH, Ha,lle)KHOCTH, HHTeJIJieKryaJibHblX neHCTBHH nocne** cpl1311YCCKl1X HarpyJoK;

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* IIOBbIWeHHIO caMOKOHTpOJT51 33 CBOHMH .rreHcTBH51MH, .rreHCTBH51- MH TTO.IIYHHeHHbIX, YPOBHeM npO51BJieHH51 arpeCCHH;
* 6biCTpOH H aueKB3THOH oue1-1Ke o6cTaHOBKH' onacHOCTeH, yc11O­ BHH .rre51TeJibHOCTH;
* llpHH51THIO npaBHJlbHOfO O.IIHHOllHOfO pcweHHH H peweHH51 Ha KOMnCTCHTHYIO npocjJeCCHOHa.JlbHYIO /ICHTCJlbHOCTb rpynnbl;
* Bep6aJlbHblM cnoco6aM BO3.IIetiCTBH51 Ha •·1ace11e1-1tte C ueJiblO He­ JlOIIYIUeHHH C HX CTOpOHbl npOTHBOnpaBHblX .rreHCTBHH H naHHKH;
* HaJl3)1(HBaHHIO KOHT3KTOB, 6ecKOHQ)JIHKTHOMY o6weHHIO H Be­

neHHIO neperOHOpOB C HHOH 3THH4eCKOH rpynnoH HaCeJieHH51.

K 06WHM 3aD.aliaM, 51BJl5IIOWHMC51 aKTYaJlbHblMH .IIJI51 TTO.IIfOTOBKH

1. yHKUHOHaJlbHbIX rpynn Bcex no.rrpa3.rre11e1-111H, OTHOCHTC51 OCO3H3HHe oco6oro 3KCTpeMa.JlbHO-OptteHTttpOBaHHOfO CTaTYCa rpynnbl, a TalOl<e TTOBblWeHHe:
   * npO/IYKTHBHOCTH rpynnOBOii 11eHTeJ1bHOCTH (npaBHJlbHOCTb, 661- CTpOTa BbinOJIHHCMb[X 3311am1ii, ypOBCHb 11onycKaeMblX ow1160K);
   * CTeTTCHH Y.IIOBJieTROpeHHOCTH OTHOWCHH51MH B KOJIJTeKTHBe H .rre- 51TCJlbHOCTblO (COUHaJlbHO-nCHXOJIOfW-IeCKHH KJIHMaT, 3MOUHOHaJlb­

HbIH ypoBeHb CnJIOl-JeHHOCTH, .rrenTeJibH351 optteHTaUH51);

* + ypomrn 6oeBOfO 3KCTpCMa.JlbHO-nCHXOJ1OrH4CCKOro MaCTepcTBa (cjJopMHPOBaHtte 3H3HHii, yMeHttii, H3Bb!KOB no peryJIHUHH rpynnOBblX 6oeBbIX TTCHXH4eCKHX COCT051HHH, npoQ)ecCHOHaJlbHbIM neHCTRH51M R COCTaHe rpymlbl, CMe)l(HblM O65133HHOCTHM; HaBblKOR R33HMOTTOHHMa­ HH51, R33HMO.IICHCTBH51, noll)lep)l(KH, R3aHMO3aMeH51eMOCTH, OKa3aHH5J

TTOMOWH llJieHaM rpynnh1; ORJ1aue1-111e yMeHH51MH, H3BblK3MH pyKOBO.ll­ CTRa, .1m.rrepCTBa H CO3HaTeJibHOro TTO.IIl-fHHeHH51 B rpynne; pa3BHTHe KOMMYHl1K3THBHblX cnoco6HOCTeii npocjJecc11oua.nbHOro o6weHHH H BbIXO.IIa H3 KOHQ)JIHKTHOH Cttl)'aUHH B 3KCTpeMaJlbHbIX YCJIOBH51X);

* + Ha11c11TyaT11BHOii aKTHRHOCTH B rpynne (cnoco6HOCTb cpyHKUHO­ HaJlbHblX rpynn no11HHMaTbCSI 113/1 yponHeM Tpe6oBaHHii C11Tyau1111, CTaBHTb H36bITOl-fHbJe 3ail3l-JH C TOl-fKH 3peHH51 HCXO.IIHOH (nOCTaBJieH­ HOH) ueJIH, npO51BJieHtte HHHUH3THHHOH nenTeJlbHOCTH, 6eCKOpbICT­ HOro pl1CKa B yCJIOBHHX BPCMCHHOro H 11HcpOpMaUHOHHOro 11ecjJ11u11- Ta, pyKOBO/ICTBYHCb rpalK/laHCKHM /IOJlfOM H rocy11apcTBeHHO-npaBO­ BbIM CMblCJIOM B CBoeH npoQ)eCCHOHaJlbHOH ne51TeJlbHOCTH).

11MCIOTCH O6w11e 33/13'111, OTHOCSIWHCCSI KaK K no11rOTOBKe pyKOBO­

.llHTCJieH, CTTCUHaJIHCTOB, TaK HK TTO.IIfOTOBKe Q)yHKUHOHaJlbHblX rpynn:

* + ocyweCTBJ1e1-111e n.ttarHOCTHKH pyKOBO.IIHTeJieH, cneuHaJIHCTOR, cjJyHKU11OHaJlbHblX rpynn Ha Bcex CTa/lHHX no11roTOBKH H B npouecce HX.IIC51TCJlbHOCTH;
  + OCO3HaHtte JIH4HOCTHO 3H34HMblX ueHHOCTeH H ueneH npoQ)ec­ CHOHa.,'JbHOH .rreHTeJibHOCTH, yBeJIHlfeHtte llOJlH 51CHbIX, 3MOUHOHaJlb­ HO HaCblWCHHblX COUHaJlbHblX (o6wecTBeHHblX tt rpynnOBblX ueHHO­ CTCii) B o6weii CTPYKType UCHHOCTeii;
  + np11O6peTCHHC 3H3H11H, yMeH11ii 11 HaRb[KOB no co6J110/ICHHIO 6e3onaCHOCTH PYKOBO.IIHTCJ151MH, cneUHaJIHCTaMH' Q)yHKUHOHaJlbHhl-

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MH rpynnaMH, o6ecne4CHHlO 6e3onacH0CTH II0CT0p0HHHX rpa)KJl3H B 3KCTpeMa)IbHblX ycJI0RHHX;

- o6ecne4CHHe 0TTTHMaJlbll0f0 pe)KH\W )KHJHeneHTCJibH0CTH pyK0- B01lHTeJ15JMH, cneUHaJIHCT3MH, (pyHKUHOH3JibHhlMH rpyrIIl3MH (HC­ CT0J1b30B3HHe H nonom eJ-nte CB0HX TTCHXWieCKv!X H (pH3H'--ICCKHX CHJI; TT0.II,1lep)KHBHHHC H B0CCT3H0BJleHHC pa60Tocnoco6HOCTH B 3KCTpeMaJib­

HblX yc11omrnx).

Hap5111Y C o6WHMH v!MClOTC51 *vi* cneUvl3JlbHble 3313l 11vl, onpeneJISle­ Mble npH0pHTeTHbIMH H3Ilp3BJJeHHSlMH B ne5ITCJ1bH0CTH K0HKpeTHblX no11pa311e,1eHHi-i.

O6wtte H cneUHaJlbHble (11aCTH blC) neJ1arorH4eCKHe npHHUHTTbl 3K­

CTpeMaJJbHOH [101lrDTOBKJ.l 110CT3TO'IH0 II01IP06HO J.13Jl0)KeHbl A. M. Crn­

mipeHK0 [20]. Bee npHHUJ.IJJhl pa311e11eHbJ HM Ha YeTb!pe rpynllbl: 06- ume, opraHH33UJ.I0HHbJe, MeT01IJ.1YeCKJ.1e J.I co11eplK3TCJlbHbJe. 8 Kpyr

o6lUHX npHHUHTT0B BKJl l0 11CH bl cJJeny10u.mc: JKCTpCMaJlbH0H npHp0- 1I0C006pa3H0CTH, 3KCTpCM&1bHOH HilytlH0CTH, TTCHX0JI0ro-nenarorH- 4ecKoro eJ1HHCTB3, 3KCTpeMaJibH0H ueJieycTpeMJieHH0CTH H HaIIe)K­ H0CTH, ryM3HH3M3 H )IHLJH0CTH0f0 nonxona, 0TTTHMH3M3 H TT03HTHB­

H0CTH. K opraHH33UH0HHbJM IlpHHUHJJ3M 0THeceHbl: IlpHHUHn ncna­

rorn4CCKOH CJ.ICTeMH0CTJ.1, e1I11HCTBa rpynnosoro, JLHcp(j)epeHUHp0-

B3HHoro H HH)lHBHllYaJibH0ro TT01lX01l0B, cneu11a.rJbII0ro 06ecne11eHHH 3KCTpeMaJlbH0i.1 nonr0T0BKH. 8 ncpeYeHb MeTonw1eCKHX npHHUHrI0B

BX01IHT: MeT0llHKH JI0 M0THB3UHH, B0CrIHT3HHlO H pa3BHTHlO JIWIH0-

CTH; npHHUHrlbJ ll0CTynH0CTH, nocnenoBaTCJibH0CTH l,f n p o 1 IH 0 CTH nonroT0BKH; MeT0llHKa HIITCHCHBH0H M06HJIH3YlOlllCH TT0Jlr0T0BKH; npHHUHrl M3KCHMaJlbH0 803M0)KH0f0 npH6JIH)KeHHH Tpy1IH0CTeH H yc­

Jl0BHti o6y4eHHSl K pCilllbHbIM 3KCTpeMaJibHbIM.

8 nepeYCHb MeT01lH4eCKHX npHIIUHrI0B npo(peCCHOHaJlbHOH JKCT­ pCMllilbH0-TTCHX0.'lOfHYeCK0H no11r0T0BKH C0TpyllHHK0B, netiCTBYlOlllHX B 3KCTpCMaJlbHblX YCJl0BHHX, Kp0Me T0f0, ueJ1ecoo6pa3HO npHMCHHTb npHHUHrI BK.ill04eHHH B npouccc Jl01lf0T0BKH C3MHX 3KCTpeMaJibHblX ycJ10BHH 11eHTeJibH0CTH. LleJio B TOM, 1n o J1l06b1e npH6JIH)KeHHH yYc6-

HbIX ycJIOBHH K 3KCTpeMllilbHblM 0TH0CHTeJibHbl; C0TpynHHKH Bee paB­ H0 0TH0CHTC51 K HHM He K3K K TT01lJlHHHbJM JKCTpeMaJibHbJM ycJI0BH­ SlM. ::ho 0K33bIBae,, BJIHHHHC Ha (popMHpOB3HHe HX rICHXOJI0rw1ecKHx

ueHHOCTeti. BMeCTe C TeM CUM(.1 JKCTpeMa.JibHb!e ycJI0BHH neHTeJibH0C­ TJ.I pyKOBOllHTeJJei-i, cneUHllJIHCTOB J.I cpyHKUHOHcUlbHblX rpynn He J.IC­ KJllOll3lOT 803MO)KH0CTei1 JlJIH n0BbIWeHHH HX 3KCTpeMaJibH0-!1CHX0-

JIOfWieCKOH nonroT0BJieHH0CTH. (TaK. HanpHMep, nepH0)lbl HeceHHH CJiy)K6bl Ha 6JIOK-nocn1x, aKTHBHbJti TT0HCK, npoBellCHHe CJiellCTBCH­ HbIX, p03blCKHbiX ncHCTBHH, aKTKBHbJH 0T1lb!X M0ryr C ycneX0M HC­ rI0J1b30B3TbCH C0TPY1IHHK3MH JlJlH TT0BbJWeHHH 3KCTpeMaJ1bH0-TTCHX0-

JIOfH4eCKOH ll0Lif0T0BJieHH0CTH.) OnHaK0 Hay4eHHe nocpe1ICTB0M 3KCTpeMaJJbHbJX yc,10BJ.IH (6oesoi1 pa311e.1 no11roT0BKH) M0lKeT npH­ MeHSlTbCH T0JibK0 npH HllilWIHH Y)KC HMelOwerocs:i He06X01lHMOfO yp0B­ HH nonroT0B.,ieHH0CTH pyK0B01lHTeJ1eH, CJICUHaJIHCT0B H (pyHKUKO-

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HaJihHhIX rpynn, nony4eHHoro Ha npe11aap11TeJ1hHOM 3Tane 11 B pe- 3YJihTaTe npe116oeaoro pa311ena Henoepe11erneHHOro 3Tana npocj)eee11- **0HaJihHOH 3KCTpeMaJlbHO-TTCHXOJIOfHY.eCKOH TTO,llfOTOBKH.**

K eo11eplKaTeJ1bHb!M np11Hu11naM npocpeeel10HaJlbHOH 3KCTpeMaJlb­ HO-ne11xoJIOrl14eeKOH no11roTOBKl1 eoTpyllHl1KOB eneuno11pa311eJ1eHl1H ueneeoo6pa3HO OTHeeT11 np11ttu11n 3KeTpeMaJihHO-ne11xonor114eeKOH no11roTOBJ1eHHOeTl1 PYK0B0/111TeJieti, eneul1aJil1eTOB 11 cpyHKUl10HaJlb­ HblX rpynn.

Bell npocpeee110HaJihHaJJ 3KCTpeMaJihHo-ne11xonorn4eeKaJl no11ro­

**TOBKa COCTOHT H3 TeOpen1YeCKHX l1 npaKTHYeCKHX rpynn 33HHTH'1.**

B TeopeTl14eeKylO rpynny BXO/IJlT J1eKul10HHO-eeMl1HapeK11e 33HJ!Tl1Jl. OeTaJlbHble TeMbl npocpeeel10HaJlbHOH 3KeTpeMaJibHO-ne11xonor114ee­ **KOH nonrOTOBKH HBJIHIOTCH npaKTHY.eCKHMH, pacnpeneJHIIOTCJI no pa3-** 11eJ1aM 6oeBOH, eJiylKe6HOH, cj)113114eeKOH no11rOTOBKl1 (npe11Bap11TeJ1b­

**HbIH, ttenocpe.ncTBeHHbIH 3T3TTbl) HJIH BXO,llJIT B 3T3TT TTO,llfOTOBKH B** yeJIOBl1JlX 3KTl1BHOrO OT/lh1X3. 0Hl1 npe11Ha3H343l0TeJl Jil160 /lJISI Beero Jll14HOro eoernaa, Jil160 /lJIJl onpe11eneHHOH KaTerop1111 PYKOB0/111Te­ JieH, eneu11aJ111ern0 11 cpyHKu110HaJihHbIX rpynn (Hanp11Mep, eHatine­ poa, Ml1Hepoa-no11phIBHl1KOB 11 T./1.). KpoMe 113y4eH11Jl TeopeTl14ee­ Kl1X 11 npaKTl14eCKl1X TeM B npoueeee neKu11ti 11 eeMl1HapoB B no11ro­ **TOBKe HCTTOJih3yeTCH ITCHXOJIOfHYeCKHH npaKTHKYM, ncHXOJIOrHY.ec­**

**KHH H 3KCTpeMaJlhHO-ITCHXOJIOfHYecKH'1 TpeHHHfH.**

TeopeTl14eeKl1H Kype npocpeee110HaJihHOH 3KeTpeMaJihHO-ne11xo­ JIOrn4eeKoti no11roTOBKl1 yH110epeaJieH Mll aeex no11pa311eneH11ti, BhI­ nonHHIOLL\11X npocpeeel10HaJlbHYIO 33/134Y 8 3KCTpeMaJibHb!X yeJIOBl1JlX, BKJII04eH B OT/leJibHb!H Kype no11roTOBKl1 B p3MK3X eJiylKe6HOH no11ro­ TOBKl1 11 HanpaaneH Ha: yJJeHeH11e ueneti, 33/134, co11eplKaHl1Jl 06y4e­ **tt1-rn; ITOHHTHYI «fOTOBHOCTb>>, <cITOLifOTOBJieHHOCTb», «M3CTepcTBO>>,**

**<<KOHcl)J]HKT>>, «Tpe0ora», <<CTpax», <<pHCK>>, «onac HOCTb>>, <<3,Il3ITT3Ul1Sh>,**

**<<crpeccoycTOl1YHBOCTb>>. l13yYaIOTCH IT03H3BaTeJihHhie npouecCbl, ITCH­**

**XHYeCKHe CBOi1CT83 H COCTOHHHSL**

npaKTl14eeKl1H KYPe npocj)eeel10HaJlbHOH 3KeTpeMaJlbHO-Hel1XOJ10-

**rHY.ecKOH nonrOTOBKH CTJ)OHTCH Ha 3H3HHHX, TTOJiyYeHHbIX PYKOBO,Ill1-**

TeJIJlMl1, eneul1aJil1eT3Ml1 11 <l>YHKU110HaJlbHb!M11 rpynnaMl1 np11 113Y4e­ Hl111 Teopern4eCKOf0 Kypea. OH noCTpOeH B cpopMe nel1XOJIOfl14eeKOro **npaKTHKyMa, ncHXOJIOrHYecKoro, 3KCTpeMaJihHO-TTCHXOJ10fHYeCKOf0** TPeHl1HfOB 11 rpynnhI ynp3lKHeHl1H B npouecee 3KTl1BHoro OT/lb!Xa.

Pa3H006pa311e 33HJlTl1H /IOJllKHO /IOeTl1f3TbeJl nYTeM eMeHb! MeCT 11

YCJIOBl1H 33HJlT11H; 113MeHeHl1eM y4e6Hb!X yeJIOBl1H BbinOJIHeHl1Jl npo­ cpeeel10HaJlbHb!X 11etiern11ti, noene110BaTeJ1hHOro y0en114eHl1Jl HanpJJ­ lKeHHocrn 880/IHblX.

npocj)eee110HaJihHaJl 3KeTpeMaJibHO-nCl1XOJ10fl14eeKaJl no11roTOBKa 11MeeT CBOIO eTPYKTYPY, MO/leJib 11 aJiropl1TM.

Bell npocpeee110HaJibHaJJ 3KCTpeMaJihHO-ne11xonor114eeKaJJ no11ro­

TOBKa eTpyKTYPHO eoeTOl1T 113 npe11aap11TeJ1bHOro, Henoepe11eTBeH­ HOfO 11 3Tana B yeJI0811JlX 3KTl1BH0f0 OT/lh!Xa (p11e. 2).

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|  |  |
| --- | --- |
| 3Tan npe,nsapttTeJThHOH npo¢,ecc11ottaJibHOH  3KCTl)eMaJihH0- II Cl1XOJIOm '-IeCKOti TIo.rr,roTOBKH | |
| 06mttH paJ.rr,eJI  (JieKUHOHHO-CeMJ•iHapcKHe 33H51TH51) | CneUHMbHblH pa3,UeJI (ITCHXOJ10fl1'-leCKttH npaKTHK)'M) |
|  |  |
| 3Tan HenocpeJICTBCHHOH npocpecCHOHaJlbHOH  3KCTIJCMa.JlbHO-ITCHXOJ10n1'1CCKOi1 ITO,lI,fOTOBKH | |
| npen6oesotl: pa3.rr,en  (IICHXOJIOfl1'-ICCKHtl: TIJCHHHr) | Doesotl: pa3,lI,CJJ (3KCTpeMa.JlbHO-  ITCHXOJIOfHYCCKHtl: Tpemrnr) |
|  |  |
| 3Tan npo¢eccttOHa.JlbHOH 3KCTIJCMa.JlbHO-TICHXOJIOrH'-ICCKOtl:  no,rr.roTOBKH B YCJJOBIH{X 3KTHBHOrO OTLlblXa | |
| Pea6HJIHT3UHOHHO-  BOCCT3HOBl,fTCJJbHbitl: pa3,lI,CJI | PaJnen non.n.ep)l(aHHff 3KCTpeMaJ!bHO-  ITCHXOJJOfH'ICCKOtl: ITOilfOTOBJICHHOCTH |

-

P11c. 2. ::hanbl npoq)ccc11ottaJ1bHOH 3KCTpeMaJibHO-nCHXOJl0rJ,[I-IeCKOti nonro­

TOBKH pyKOBOlll-tTeJieH, cneuttaJIHCTOB H cj:,yHKlUIOHaJlbHblX rpynn

3Tan npensap1-1TeJibHoii npocpecc11ottaJibHOli 3K­ CTpe Man bH o-nc IIXOJI Of 114 ec KO ii non fOTO 8 K II PYKOBO/lll­ TeJieii, cneumurncTOB II cpyHKUIIOHaJlbHb!X rpynn OXBaTbIBaeT 0611111ii

11 cneu11aJibHbrii paJneJibI, yq11TbIBaro11111e cneu11cj,11Ky nonpa3ne11ett11ii (p11c. 3).

CoBOKynHOCTb OCIIXOJIOfll4eCKIIX 3JleMeHTOB II npocj,ecc110HaJibHb!X

<PYHKUIIOHaJlbHb!X npoueccoB, KOppeKTllpyeMblX II pery1111pyeMb!X Ha

)luarHOCTHKa ITCHXH'ICCKHX KaqeCTB PYKOBO,lI,HTeJJetl:

H cne11mun1CTOB, y51cttem1e ueJietl:, 3a,uaq, co.rr,ep)f{aHttff o6yqettttSJ, nCHXOJtorH'IeCKHX ITOH51TttH. J13yqett11e ITOJHaBaTeJJhHblX npoueccon, ITCHXH'leCKHX CBOfiCTB 11 COCTOSIHHJ1

06ruHtl: pa3.neJ1 3Tana npe.rump1.neJ1bttotl: npocpeccHOHfillhHOtl:

3KCTpeMMbHO-ITCHXOJ10fH'-leCKOH nonroTOBKH

j

)lttarHOCTHKa, OCMb]CJletttte 11 ouettKa ITCHXOJIOl'H'-leCKHX ueHHOCTeH, 06menp11MeHHMbiX, cnernrn.JJbHbIX HHJlHBWiyaJJbHbIX tt rpynTIOBbIX 3H3Htttl:, yMeHHtt, H3BblKOB, 3KCTpeMaJJbHO-ITCHXOJl0fH'ICCKHX no csoett np11po.rr,e,

TICHXOJIOrH'leCKHX xapaKTepttCTHK (pyttKU110Ha.JlbHblX rpynn, HHTerpttpoBaHHblX 3KCTl)eMaJJbHO 3H3'-IHMblX KaqecTB

CneuttaJJhHbitl: paJ.rr,eJI 3Tana npensapwTeJibttotl: npo¢ecc11otta.J1httotl:

3KCTl)eMaJJbHO-ITCHXOJ10fH'-leCKOl1 no,rr.roTOBKH KOHKpeTHOro nonpa3.rr,eJ1eHHH

Pwc. 3. PaJ11eJibl 3Tana npe11sapwTeJibttOH npocpeccwottaJibttOH 3KCTpeMaJ1bttO­ ncwxoJiorw1:1ecKoH no11roToBKH

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npc1rnap,neJ1bHOM 3rnne npocpeCCHOHaJJhHOH 3KCTpeMaJJbHO-nCHXO­ J10fWleCKOH llOllfOTOBKH, o6yCJIOB.i1eHa CYWHOCTHOH npttponoH o6beK­ Ta npoQ)eccHOHaJ!bHOH 11e}1TeJ1bHOCTH, a T3K)KC neTepMHHHpyeTC51 ee

ueJIHMH, o6wHMH H cneUl13JihHblMH 33,IJ,al-IaMH.

B33HMOJiei-icTBHe Bcex llCHXHY.eCKHX 3JieMeHTOB H npouecCOB Ha CTa,IJ,HH npeL1Bap1neJ1bHOro 3Tana llOJifOTOBKH o6yCJIOBJieHo HaJIHY.H­ eM enHHOH llJlH HHX UCJlH - llOCTH)KeHH}J MUKCHMaJibHOH llOllfOTOB­ JlCHHOCTH PYKOBO/IHTCJJeii, CllCUHaJJHCTOB H cpyHK[]HOHaJlhHhlX rpynn K neikTBHHM B 3KCTpeMaJibHblX YCJ1OBH51X.

A.nropHTM npe11BapHTCJlbHOro ::nana npocpeCCHOHaJlhHOH 3KCrpe­

MaJihHO-llCHXOJ10fW-1.eCKOH llOJlfOTOBKH OTJIW-IaeTC51 OT npoQ)ecCHOHaJ!b­ HO-llCHXOJIOn1Y.eCKOH llOJlfOTOBKH CllCUHaJIHCTOB CJie,aylOWHMH o6- CTOHTCJlbCTB3MH:

yY.eTOM Ha Bcex 3UHHTH51X Q}aKTopa 3KCTpeMaJibHOCTH (OCMbJCJie­ HHC, oueHKa, HCllOJlh3OBUHHe 3KCTpeMru1bHhlX yCJIOBHH ne51TeJibHOCTH);

* npeHMywecrneHHOH opHCHTaUHeii no11roTOBKH Ha pa60Ty c cpyH­ KUHOHaJ!bHbJMH rpynnaMH, HOc yY.eTOM HH1IHBJ111YaJ!bHOro nonxona K OTlleJlbHblM PYKOBO11HTeJI51M H cneumUIHCTaM;
* /IHcpcpepeHUHPOBaHHOCThlO TW/IX0/10B (y eT cneuHcpHKH) npH TTOJirOTOBKe OTlleJJbHblX PYKOBOllHTeJieH, cneUH3JIHCTOB H Q)yHKUHO­

HaJlhHhlX rpynn;

* HCTTOJlb3OBaHHCM cneUHaJ!bHO pa3pa6oTaHHblX H no1106paHHbJX, C yY.eTOM CTO51WHX nepcn nonpa3JICJleHH5IMJ1, PYKOBOJIHTeJHI.MH J1 cne­ UHa.JlHCTaMH 33JiaY., TTCHXOTeXHHK J1 ynpa)KHeH11H;

- COY.eTaHHCM p}IJI3 TTCHXOTeXHHK H ynpa)KHeHHH C 3aHHTJ1}JMH,

npOBO/IHMhlMH B npouecce npyrnx BH/10B no11roTOBOK: 6oeBOH, (pH3H- 4eCKOH, TaKTHLJeCKOH J1 T.11.

Ha upe11BapHTCJlbHOM 3TaUe npocpCCCHOHaJlhHOH 3KCTpeMaJlbHO­ TTCHXOJ10fHLJeCKOH nonroTOBKH ocyweCTBJIHeTC51 Q)opMHpoBaHHe BCex KOMTTOHCHTOB TTCHXOJIOfHY.eCKOH nonroTOBJleHHOCTH PYKOBOllHTCJieH J1 cneuHaJIHCTOB: MOTHBaUHOHHO-UCHHOCTHOro, 3MOUJ1OHaJ!bHO-BO­

.TieBOfO H KOrHHTHBHOro (no3HaBaTeJ1bHoro). PyKOBOJIJ1Te.1'151MJ1, cne­ UHaJIHCTaMH npHo6peTalOTC51 3HaHH51, HaBblKH, yMeHHH, 3KCTpeM3Jlb­ HO-TTCHXO}IOrHY.eCKHC no CBoeH np11po11e, OCMblCJIJ1BalOTC51 Tpe6oBa­

HJ1}), upellb51BJIHeMbie llC51TeJibHOCTblO, 3KCTpeM3JibHbJMJ1 YCJ1OBJ151MJ1, Q)yHKUHOHaJlbHOH rpynnoH K HXnCHXOQ}H3HOJIOrH4eCKJ1M, JIJ14HOCT­ Hb!M J1 npoQ}eCCHOH3JlbHblM KalJCCTB3M, CBOe OTHOWeHHe K BblTTOJl­ HCHHlO CJiy)KefiH0-3KCTpCM3JJbHblX 33,IJ,a4.

Y PYKOBO/IHTCJJeii, cneuHanHCTOB cpopMHPYIOTCH oco6eHHOCTH

npoQ)ecCHOHaJlbHOro BOCnpH51TH51 3KCTpeMaJibHblX yCJIOBHH, 6llJ1TeJ1b­ HOCTH, onepaTHBHoro MbllilJieHH51, naMHTH, OTTTHMaJibHOH pa60TO­ cnoco6HOCTH, cnoco6HOCTH K MHOroBapHaHTHblM, HO 6blCTpblM neH­ CTBH51M, yCTOtiY.HBa51 CHCTeMa npoQ}eCCHOH3JlbHO 3H3lJHMblX KaY.eCTB

(IlOJIO)KHTeJibHOe OTHOWeHHe K npoQ}eCCHH, opraHJ13OBaHHOCTb, oco­ JHaHHOCTb, caM006mi11a1rne H T.11.), COBepweHCTBYIOTCH nCHXOJlOrH­

,,ecKHe xapaKTepHCTHKH cpyHKUHOHaJlhHhlX rpynn.

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60JibWl1HCTBO cj)yHKUl10H3JlbHblX rpynn 11MCIOT onpe/\CJleHHble co­ U113Jlhli0- IICHXOJ!Ofl14eCKHe np11JHaK11 npocj)ecc110HaJ1hHOii 3KCTpe­ MaJibHO-TTCHXOJ10fHlfCCKOH TTOllfOTOHJICHHOCTH, KOMTTOHeHTaMH KOTO­

poH BbICT)'TTUIOT <<rrapUH.:UlbHhIC» xapaKrepHCTHKH: onpeneneHHhle ypoB­

HH YLLOBJlCTBOpCHHOCTH PYKOBOLLHTCJ151MH, cneui-mJIHCTaMH, OTHOWe­

HHSlMH 8 KOJIJICKTHBC, JlC51TCJlbHOCThlO, 3KCTpCMaJibHO-TTCHXOJ10fH'--ICC­

KOfO MaCTcpcrna. BMCCTC C TC'1 TOJlbKO ueJ1eHanpasJ1CHH3H npocj)ec­

CHOH3JibHa51 3KCTpeMaJihHO-TTCHXOJ10fHllCCKa51 TTOllfOTOBKa TT03BOJ151CT

c(popMHpOBaTh H pa3BHTb UCJIOCTHb!e «HH Te r p aTH BH bl C►> xapaKTCpHC­

THKH Q)yHKUHOH3JlbHblX rpynn: <<npo(pecCHOH3JIH3M rpynnhh>, <<HaIJ.­ ci.nyaTHBHYIO aKTHBHOCTb rpynn», (<3KCTpCMaJibHO-rJCHXOJ10fH'-ICCKOe

Mac1epcnm rpynn>>.

AnropHTM :nana Hc no c p enc Tse H Ho ii (p11c. 4) n p ocj)c c­ C HOH a.H h Ho H 3KCTpeMaJlbHO-IlCHXOJI0fH4CCKOH non­

lOTOBKl1 nocTpoeH TUKl1M o6pa30M, 4T06bi HO/\fOTOBK3 PYKOBO/\H­ TC.TICH, cneumUIHCTOH H (pyHKUHOHaJibHbIX rpynn He3aBepwllilaCh Ha- 43J10M nporjJccc110Ha,1b11oii neHTeJlbHOCrn, a nponomK3J13Ch napaJ1- 11eJJhHO C Hett, HHTerpttpomutaCb B 3TOT npouecc, TTOMOraJia BbDKHTb 11 6b!Tb 3cpcpeKT11BHblM'1 B 3KCTpeM3JlbHblX yCJIOBl1HX.

3cj)cj)eKrnBHOCTh Henocpe11crneHHOro :nana Jas11c11T OT Ka ecrna npOBCLICHl1H npensapl1TCJlhHOfO 3Tana 11pocj)ecc110Ha.r1bHOH 3KCTpe­ M3-llbHO-IICHXOJ10fHY.eCKOH nonrOTOBKH. B CBOIO Qliepenh Henocpenc1BeH­ HbIH 3Tan npo(peCCHOHllilbHOH 3KCTpeMaJibHO-TTCl1XOJ10fH1--JCCKOH non­

rOTOBKH onpCLLCJ151CT pc3yJlbTfffHBHOCTb npensapHTCJlbHOfO 3Tana B KOHKpeTHhlX 3KCTpeM3JlbHbiX YCJIOBH>IX. TaKl1M o6pa30M, K3K npC/\B3- pHTCJlbHhIH, TaK H HenocpeLLCTBCHHbIH 3TaTThI npo(peCCHOHaJihHOH

O6mee: LIH3lH0CTHKa, TT0Bb!We1me llCHXOJlOfH'-IeCK0ti YCT0ti'-IHB0CTH, 0TJ)a60TKa

H3Bb!K0B peryJJ}IUHH 6oeBblX 11CHXJ1lleCKl1X COCT051Httti, pa3RHTHC cnemta.JlbHblX npo¢ecCHOHaJJ.bl-lhlX yMeHHH 11 H38bJK013, y11y<1Wetttte cou11a,1hH0-TTCHX0JI0fH'-:IeCK0ro K-'Il1M.ara, C[JJ[0'-leHJI0CTl1 11 MaCTepcTBa QlyHKUHOHaJJ.bHhlX rpynn

npe1l6oc1mti paJ,1c11 nana ttcnocpencn:1em10H 11po(peccttottaJJ.httoti 3KCTpCMaJlhH0-ITCl1X0JI0rtt'1ecKoH I101lfOT013KH

# j

n.11arttOCTHKa, K0ppeKUH51 C0UH3.JlbHblX ueHHOCTeH PYKOBOllttTeJleH 11 CTICUttaJJHCT0B B C00TBeTCTBHH C H0Bb!Mtt o6CT0HTe}JLCTBaMl1 11Xlle51TeJlLII0CHI, 0C03H3HHC

TTOTpe6HOCTCH H uc,1cti npoQ)ecCH0HUJibl!0tt lle51TeJJLH0CTl1, yJty<1Wetttte onepaTHRH0f0 Mhl[l[}lCHHfl, naMHHf. caM0K0HTP0JJH, H3BblK0B peryJ151ll1111 60eBb[X TTCHXH'-ICCKHX C0CT051HHti, R0CCTaH0BJieHHe 0IITl1M3.llbH0H pa6orocnoco6HOCTH

6oeBoH pa111e.r1 1rana ttenocpe11cn1eHttott npo(peccttOttaJJ.bttoti 1KCTpCMa.TThH0-TICHX0JI0rtt'teCK0H no.rrroTOBKl1

Pttc. 4. Pru.neJlbl ::Halla HCllOCpCJlCTHCHHOti npoQJecc:HOHaJlbHOH 3KCTpeMaJib­

H0-11CHXOJIOrH1!eCKOH TT0.IlfOTOBK11

113

**3KCTpeMaJibHO-TTCl1XOJIOfl1Y.eCKOi1 no.uroTOBKl1 HaXO,ll51TC51 B rapMOHHY.­** HOM e1111HCTBe. Henocpe11crneHHblH 3Tan - 3TO <pyHKU110HaJlhHOe 3a­ **Bepwett11e npe.uBap11TCJibHOro 3Tana TTO.UfOTOBKl1, TTOBbIWalOW11i1 ee**

**.ueH.CTBeHHOCTb.**

f1pe116oeBoii paa11eJI HenocpencrneHHOro 3Tana 3KCTpeMaJ1hHo-nc11- **xoJior11Y.ecKoti TTO,llf0TOBKl1 CJie.uyeT paCCMaTp11BaTb KaK e.uttHbIH. nc11xoJior111--1ecK11H Tpett11Hr. Ha 3TOM 3Tane np1106peTalOTC51 HaBhIK.lf. 11** yMeHl1H npeo6pa30BaHl1H 3KCTpeMaJlbHblX yCJIOB11H B np11eMJieMhie /IJIH pa60Thl, a TaKlKe ocyIUeCTBJIHeTCH M0611Jil130BaHHOCTb pyKOBO/ll1Te­ Jieii, cneu11aJ111CTOB 11 rpynn. KoHe'IHOii ueJihlO TaKOro npeo6pa30Ba­ **Hl151 51BJI51eTC51 ananTl1BHOe <<norpy)Kett11e>> TTCl1Xl1Kl1 PYKOBO,lll1TeJieti 11 cneu11an11cT0B B npouecc npe.ucToHweH. .ue51TeJihHOCT11.**

Ll,JIH /lOCTl1lKeHl15! Tpe6yeMoro peJyJibTaTa - ycneIUHOH 11 6hICT­

**peH.weH. ananTau1111 pyKOBO.U11TeJieH. 11 cneul1aJil1CTOB K .uei1:CTBl151M B** 3KCTpeMaJlbHblX YCJI0B115IX - 11cnOJib3YIOTC5I <paKTOpbl p11CKa, onaCHO­ **CTl1, BHe3aTTHOCTl1, He06hIY.HOCTl1, 6bICTporo 113MeHeHl151 yCJIOB11H .ue- 51TeJibHOCTl1, .UJI11TeJibHOCTl1 60JibWl1X Q}l1311Y.eCKl1X 11 nc11x11Y.eCKl1X**

Harpy3oK.

EoeBoii pa311eJI HenocpencrneHHoro 3rnna 3KCTpeMaJ1hHo-nc11xo­ **JIOr11yecKoH no.uroTOBKl1 npe.ucTarurneT co6oH 3KCTpeMaJihHO-nc11xo­** JIOf11'!ecK11ii TpeHl1Hr, npOXO/l5IIU11H B npouecce peaJJbHOH CJiylKe6H0- **3KCTpeManbHOH )le51TeJibHOCTl1 pyKOBO.U11TeJieH. 11 cneu11an11CTOB.**

B npouecce CJIYlKe6H0-3KCTpeMaJJbHOii 11eHTeJibHOCT11 y pyKOB0/111- TeJieii 11 cneu11aJ111CTOB Ha6JI1011aeTCH npouecc rrepeoCMhICJiemrn rrc11-

**xoJior11Y.ecK11x ueHHOCTeH B pe3yJibTaTe 06beKTl1BHOH Heo6XO.U11MO­ CTl1, BbI3BaHHOH. 3KCTpeMaJibHblMl1 yCJI0B1151Ml1 11X .ue51TeJibHOCTl1 11 no­** rpe6HOCT5IMl1 **K** CKopeiiweii anamau1111 **K** 3Tl1M yCJI0B115IM.

**3anaY.a TTCl1XOJIOra B 3Tl1X yCJI0B1151X - TTOMOY.b pyKOBO.Ul1TeJI51M 11**

**cneu11an11cTaM CKOppeKT11pOBaTb Jil1Y.HOCTHO 3HaY.11Mbie ueHHOCTl1** CBoeii 11eHTeJibHOCTl1 4epe3 OC03HaH11e CB011X ll0Tpe6HOCTeii, Tpe60- BaH11ii npocpecc110HaJ1hHOii rpynnh1, nocTaBJieHHoii Ja11a'l11. Heo6xo­

**.u11Mo o6ecneY.11Th oc0Jttatt11e pyKOBo.u11TeJI51Ml1 11 cneu11an11cTaM11 ueJieH. .ue51TeJibHOCT11, .UOCTl1)KeH11e KOTOpblX np11Be.ueT K Y.UOBJieTBO­ peHl1lO 11X noTpe6HOCTeH. He Mettee Ba)KHa51 Ja.uaY.a, Bbl3BaHHa51 KOp­ peKu11ett Jil1Y.HOCTH0 3HaY.11MbIX ueHHOCTeH., CB513aHa C nepeoCMbIC­** JieH11eM 11 oueHKOH YCJI0B11H 11eHTeJJbHOCTl1 11 BbI60pOM Ha1160Jiee

np11eMJieMblX cnoco6oB peweHl15! CT05IIUl1X npocpeCCl10HaJlbHblX 3a-

11a4, KpoMe TOro, Tpe6yeTCH nO-HOBOMy COOTHeCTl1 CB011 noTeHU11-

**aJlbHble B03MO)KHOCTl1 C KOHKpeTHblMl1 yCJI0B1151Ml1 .Ue51TeJibHOCTl1,**

cnporno311poBaTh 11ocT11lKeH11e lKeJiaeMoro pe3yJihTaTa. 3aBepIUaeT **TTCl1XOKOppeKUl10HHbie Meponpl151Tl151 TTOBbIWett11e CaMOKOHTpOJI51,** CaMOM0611Jil13au11H nc11x11'1eCKl1X 11 <pl13114eCKl1X Cl1JI pyKOBO/ll1TeJieii **11 cneu11an11cT0B.**

**11ccJie.UoBaHl151, npOBO.U11Mble B npouecce TTCl1XOJIOfl1Y.eCKOf0 co­ npOBO)K)leHl151 COTPY.UH11KOB cneuno.upa3,UeJieH11H, TTOKa3aJll1, Y.TO <<nCl1-** XOJIOrl14eCKOe BOCCTaHOBJieH11e COTPY/IHl1KOB npoXO/ll1JIO 3cpcpeKT11B-

114

Hee 11MeHHO B 3KCTpeMaJibHbIX, a He B CTau11ottapHblX yCJIOBHSIX. KaK CB11/leTeJibCTBylOT caM11 C0TPYIIH11Kl1, 0Hl1 '{yBCTB0BaJil1 ce6l! Yll3B11- MbIMl1, Korna HX np11Hy)Kll,aJil1 no TTCl1XOJIOfWleCKl1M noKa3aHl151M, nycTb 11a)l(e speMeHHO, noK1111aTb pacnoJIO)l(ett11e csoero nonpa3D,eJie­

H11ll 11Jll1 QlYHK!ll10HaJibHOii rpynnw. Bn0CJie)lHeM CJiy'{ae JII06b1e B0C­

CTaH0Bl1TeJlbHb!e Meponp11l!Tl1ll He np11H0Cl1Jll1 pe3yJibTaTOB. CoCTOll­ Hl1e C0Tpy/lHl1K0B '{aCT0 YXY/lillaJI0Cb. OTHOllleH11e nc11xoJiora K co­ TPYIIHl1KaM B npo11ecce npocpecc110HaJibH0ii 3KCTpeMaJibH0-nCl1X0JI0- fl1lfeCKOH no11roTOBKl1 KaK K 3llOPOBbIM JIK)ll,51M, a TaIOKe peaJibHa51 no/l/lep)l(Ka 6oeBhIX rnsap11weii cnoco6cTB0BaJI11 cKopeiiweMy Boccrn­

H0BJieH1110 Cl1Jl C0TPY/lH11K0B» [13J.

A JI f 0 p 11 T M 3 T a n a n p 0 Ql e C C 11 0 H a JI b H 0 ii 3 K C T p e­ M a JI h HO- n C 11 XO JI Of 11 lf e CK OH noD,fOTOBKl1 B yCflOBl151X aKT11 B HO r 0 OT II bl X a (p11c. 5) 3aKJIIO'{aeTCll B J]Qf11'{eCK0M npo­

ll,0JI)l(eHl111 npe11sap11TeJibHOro 11 ttenocpe11cTBeHHOro 3Tanos nonro­

TOBK11. Ott, C 0/lH0ii CTOp0Hbl, cnoco6crnyeT 6b!CTpeiillleii pea.rrama­

U1111 pyKOBOD,11TeJieH 11 cneu11aJil1CTOB K COUl1aJlhHbIM ycJIOBl151M MHp­ HOH)1(113Hl1 np11 OllHOBpeMeHHOM coxpaHeHl111 BbICOKOfO ypOBH51 60- esoii fOTOBH0CTl1, a C /lpyroii - 6b1cTpeiiweii a.rranrn111111 PYK0B0/111- TeJieH 11 cneul1aJil1CTOB K 3KCTpeMaJibHbIM yCJIOBl151M 11X D,e51TeflbHOCTl1 11 no11rOTOBKe K 3Tl1M yCJI0B1151M.

3rnn npocpecc110HaJibH0ii 3KCTpeMaJibH0-nC11X0JI0fl14eCK0ii no11- fOTOBKl1 s ycJI0Bl1llX aKTl1BH0fO 0T/lb!Xa cnoco6crnyeT crnpa111110 rpa­ Hl1[1 Me)l()ly npocpecc110HaJibHOii )lel!TeJibH0CTblO PYK0B0/ll1TeJieii 11 cneu11aJil1CTOB B 3KCTpeMaJibHbIX yCJI0B1151X 11 11X D,e51TeJibHOCTbJO B yc­

JI0Bl1l!X M11p11oii )1(113Hl1. B pe3yJihTaTe caM npo11ecc npocpecc11011aJib-

llttarHOCTHKa, peananTaUJUI pYJ<OBOLIHTCJleH " cnetmarrttCTOB K YCJIOBI-HIM MHpHOH

)l(HJHH, BOCCTaHOBJieHne OTITHMaJ!bHOH pa6orocnoco6HOCTH, TIOLirDTOBKa

K npose,ueHHIO JaH51THH no TTOJI.Ilep:lKaHHIO BblCOKOro ypoBH51 3KCrpeMaJibHO- TICHXOJiornqecKoll fOTOBHOCTH

Pea6ttJ1HTaUHOHHO-BOCCT3HOBHTCJlbHblH pa3,ue11

j

no.uuep)l(atttte Bb!COKOH CTenettn BblHOCJ111B0CTH, TICHXOJIOrn:qecKoH YCTOH<tttBOCTH, BHHMaHH51, HHTCJIJICKTa, caMOKOHTPOJI51 PYKOBOLIHTe11cH H CTICUHaJIHCTOB

33 llC51TCJihHOCTblO, ypoetteM arpeCCHH, H3BblKOB caMoperyJI51UH11, CKopeHrnrui: anaTITaUl151 K npeLICT051lUHM YCJIOBH51M CJI)')KC6Ho-6oesoH llC51TeJlbHOCTH,

TIOBTOpHa.sJ ,uttarHOCTHKa

PaJLJeJI TIOJI.Ilep)l(attH.sJ 3KCTPCMaJlhHO-TICMXOJIOrttqeCKOH TIO,UfOTOBJleHHOCTH

pyKOB01U1TeJieH, cneuttru1HCTOB H (pyttKUHOHaJibHbIX rpynn

PHC. 5. Pa3,ueJlbl 3Tana npmpecCHOHaJibHOH 3KCTJJeMMbHO-nCHXOJIOrHY:eCKOH no,urOTOBKHH B YCJIOBHSIX aKTHBHOro OTllblXa

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3KCTpeMaJibHO-ITCHX()]IOrH'IeCKafl TTOllfOTOBJieHHOCTb

I

PYKOB01U1Te,1eti H cneumuntCTOB I

I

PaJBttTOCTh

HHTerpttpOB3HHblX C(popMttpoBaHHOCTb TTCHXH'-IeCKHX Ka,,ecTB. COUHaJlbHhlX

3KCTpeMaJlbHO- ITCHXOJIOrHYeCKHX

TTCHXO}l0ftt4eCKHX ue1moCTett

no rnocti np11pone

I

O6beM 3H3HHtl", yMeHHfi, H38b!K0B,

3KCTpeMaJlbHO-

ITCHXOJIOrttl!eCKHX

no CBoeti np11po11e

PHC, 6. OuettKa 3KCTpCMUJ1bHO-ITCHXOJ10rI1'1eCKOH ITOJlfOTOBJlCHHOCTH PYKOBO­ JU1TCJICH H cneUI13.,'1HCTOB

HOH 3KCTpeMaJlbH0-TTCHX0JJ0nFrecKoH nonroTOBKH npespaw:aercH 113 YCJJ0BHH neHTeJJbH0CTH PYKOBO,llHTeJJeH H cneul-HUIHCT0B B yCJJ0BHe HX

)l(l13He)leH.TeJJbH0CTH,

B KaYecrne 0606U1CHHOro Kp11Tep11>! pe3yJJbTaTl1BHOCTl1 npocpec­

CHOHaJlbHOH 3KCrpeMaJibHO-TTCHXOJJOfHqecKoH 00,llfOTOBKH PYKOBO­

,llJ,1TeJJeH H cneuHaJJHCTOB B 3KCTpeMaJJbHblX yCJJ0Bl-UIX Bb16paHa l1X 3KCTpeMa11bH0-0Cl1X0JJ0fl11-.feCKaH 00llf0T0BJJeHH0CTb. 8 Kal.feCTBe l.f3CT­

HblX Kpl1Tep11ea np11MeHeHbl TaKl1e KaK ccpopMl1POBaHHOCTb cou11- a.!1bHbJX TTCl1X0JJ0fl14.eCKl1X ueHHOCTeH, pa3Bl1T0CTb npoQ}ecc110HaJ1bHO

3H3l.fl1Mb1X K3lfeCTB, 06beM 3HaHl1H, yMeHHH, HaBbIK0B, 3KCTpeMa.!1b­ HO-JICl1XOJ10rl1YeCKl1X no CBOeii np11po11e (p11c. 6),

*Cou,UOJ1bl/bte ncUXOJlOi!UtfeCKue u,eHHOcmu* - Jll-11--IH0CTH0 3H3lJHMble K3lfeCTBa, np11.aasaeMb1e 4.eJJoBeK0M npe.aMeTy l1Jll1 H.BJJeHHIO, OHl1 BbI,IleJieHbl 113 rpynnhI 3KCTpeMa.TibHbJX TTCl1Xl1l.feCKHX KalfeCTB B CBH.311 C 11X oco6oii pOJJblO B npocpecc110HaJJbHOti 3KCTpeMaJJbHO-nCl1XOJJOrl1- lfeCK0H no.aroT0BKe l1 TT0,Ilf0T0BJieHH0CTt1 PYK0B0,Ill1TeJJeH l1 cneuwa­ JJl1CTOB. TOJJbKO 6;,aro11ap>1 npeo6mmaHl1IO COUl1aJJbHblX ueHHOCTeii B Cl1CTeMe TTCl1X0J10fl1lJeCKl1X ueHH0CTeH PYK0B0,Ill1TCJJeH l1 cneu11a.n11c­ T0B B03M0)KH0 pa3Bl1Tl1e l1HTerp11poBaHHblX flCl1Xl1l.feCKHX Kal.feCTB, a T3K)l(f 3H3Hl1H, yMeHHH l1 H3Bb1K0B, 3KCTpeMa.TibH0-nCHX0JJ0fl1l.feC­

Kl1X no csoeti np11po11e, /10 ypOBH>l, no3BOJ1HIOU1ero pyKOBO/ll1TeJJ>!M, cneumu111CTaM 11 cpyHKlll10HaJJbHblM rpynnaM )1(11Tb 11 661Tb pe3yJJbTa­ Tl18HbIMl1 B 3KCTpeMa.TibHblX yCJ10Bl1HX,

K l1HTerp11posaHHblM nc11x11seCKl1M KaYecrnaM pyKOBO/ll1TeJJeti 11

c11eu11arll1CT0B 0THeCeHbl: 6.aHTCJJbHOCTb, 0TTTl1Ma.!1bHaH pa60Tocno­ co6HOCTb, cnoco6HOCTb K MH0rosapHaHTHblM, HO 6bICTpblM 11 aueK­ B3THbJM .aeHCTBHHM,

B COOTBeTCTBl111 C Bb1pa60TaHHblMl1 06ll111M 11 Y3CTHbJMl1 KPl1Tep11-

HMl1 3KCTpeMa.TibHO-TTCl1XOJJOfl1l.feCKOH no.aroT0BJJeHH0CTl1 PYK0B0,Ill1-

TeJJeH l1 cneul1a.!1t1CT0B B03M0)l(H0 npl1MeHHTb noKa3aTeJJl1, ycTattaB­ JIHBaeMble l136paHHb!Ml1 MeT0,Ill1K3Ml1,

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B KaYeCTBe Kp1-nepI-u1 ':lKCTpeMaJibHO-nCHXOJIOfHYeCKOH no.uroTOB­ neHHOCTH QJYHKLIHOHaJ!bHblX rpyrrn PYKOBOllHTeJJeti H cneuHaJJHCTOB B03MOJKHO Bb16p3Tb 0606weHHb1ti KPHTCPHH - 3KCTpeMaJJbHO-nCH­ XOJlOrH4CCK3H CTOllfOTOBJleHHOCTb QJYHKUHOHaJ!bHblX rpyCTCT. 8 K34eCTBe

43CTHblX KPHTep11eB - HCnOJlb30B3Tb T3KHe K3K'. npo(peCClIOH3JIH3M rpyCTCTbl (CTp3BH,%HOCTb, 6b1CTPOT3 Bb[[]OJlHHeMbJX 33113HHH H YPOBCHb

1!0[]yCK3CMblX OWH60K rpymroti), YllOMernopeHHOCTb PYKOB01lHTe11eti H cneUHaJIHCTOB Me)l(JlWIHOCTHblMH OTHOWeHH51MH B KOJlJJeKTttBe, llCHTeJlbHOCTblO, H311CHTY3THBHYIO 3KTHBHOCTb rpynCT (CCToco6HOCTb IIOllHllTbCH H311 ypOBHCM Tpe60B3HHH CHTY3UHH, CT3BHTb 331134'1, H3- 6blT04HblC C T04KH 3PCHHH HCXOllHOH (CTOCT3BJleHHOH) ueJJH, CTPOHB­ JleHHe HHHUH3THBHOH 1Ie51TeJlbHOCTH, 6eCKOPhlCTH0fO PHCKa B YCJlO­ BHHX BPCMCHHOro H HHcpOpM3UHOHHHOro 11eQJHUHT3, PYKOB011crny>rcb rp3JK113HCKHM llOJlfOM H rocy113pcrneHH0-[]P3BOBb[M CMb[CJlOM CTPO­

cpecCHOH3Jl bHOH llCHTCJl bHOCTH), 3KCTPC M3JlbHO- CTCHXOJlOrH yecKoe M3CTepcrno rpyCTCT (cpopMHPOB3HHC yMeHHH no peryJlHUHH 6oeBbJX CTCHXH4eCKHX COCTOHHHH rpyrlCT, CTPOQJCCCHOHaJJbHblX 11etiCTBHH B co­ CTaBe rpyrnIhl, OBJ1a.IleH11e CMe)KHblMH 065133HHOCT51MH; H3Bb1KOB B33- HMOTIOHlIM3HH51, B33HMO.ueHCTBH51, noll)lep)KKH, B33HM033MeH51eMO­

CTH, 0K333HHH CTOMOWH 4JleH3M rpyCTCTbl) (PHC. 7).

npocpeCCHOHaJIH3M rpyCTCTb[ MOJKCT OCTpe11eJ1HTbCH CTp3BHJlbHOCTblO, 6b1CTpOTOH BblCTOJlHCHHll 331134, 3 T3KJKe YPOBHCM llOCTYCK3eMblX rpyCT­ CTOH OWH60K, KOTOpbIe yCT3H3BJlHB3IOTCH B CTpouecce no11roTOBKH C CTOMOIUblO PYKOBOllHTeJlCH fl011P3311CJleHHH, CTOCpe11HHKOB.

Y.uoBJieTHOpeHHOCTb Me)l(JlHl£HOCTHblMH OTHOWeHH51MH B Q)yHKUHO­

Ha.JlbHblX rpymiax C03113CT []CHXOJl0rH4CCKYIO 3TMOCcpepy, 6JJ3ronpH­ HTHblH COUH3JlbHO-nCHXOJ10f'HYeCKHH KJIHM3T .UJ151 B03HHKHOBeHH51 lI p33BHTHll rpyCTCTOBblX 6oeBblX CTCHXW[CCKHX COCTOHHHH. 6oesoe []CH­

XHY.eCKOe COCT051HHe rpynn c11e.uyeT OTJ1HlJ3Tb OT COUHaJlbHO-nCHXO­ JlOfHY.ecKoro KJllIM3T3.

3KCTPC \1aJJbH0- nCHX0JIO rn <JeeKa51

I n0.!Ir0T0BJlCHH0CTb ¢YHKU1101iaJlbHh!X rpynn I

I

j j j j

|  |  |  |  |
| --- | --- | --- | --- |
| flpo¢ecc110Hari113M I'pYlilibi | y.U0B.nenmpe HH0CTh 0TJ!0WeHl151Ml1  B npo¢ecc110Hai1h-  ttoH rpyn11e,  .UCHTCJibH0CTbtO | Hariwrne  «HMCHTyaTH IHIOii>>  aKTHBH0CTH  rpynnhI | fpyrmoBoe 3KCTpCMa]IbH0-  nc11xoJiortt'ICCK0C MacTepCTB0 |

P11c. 7. OUCHKa 3KCTpeMaJibHO-TICl1X0,10fH4eCKOi1 nonroTOBJTeHHOCTl1 Q)yHK­

UHOHaJibHbIX rpynn

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COUl-13.JibHO-nCHXOJIOfWleCKHH KJU1MaT o6bILJH0 onpeneJIHeTCH KaK

COCTOHHHe l-lJleHOB opraHtt3aUHH' o6yCJIOBJieHHOe oco6eHHOCTHMH ee

)Ktt3HeneHTeJibHOCTH, H npencTaBJI51eT co6oH csoeo6pa3Hblti cnJiaB 3MOUHOH3JlbHOfO H HHTeJIJieKTYaJibHOro: ycTaHOBOK, OTHOWeHttH,

HaCTpoeH11ii, YyBCTB, MHeH11ii YJleHOB opraH1nam111 [2 I J IIJIII KaK

KOMnJieKcHoe nCHXOJlOfHLJeCKOe COCTOHHtte KOJIJleKTHBa, OTpa)KaJO­ wee oco6eHHOCTH COUH3JlbHOfO BocnpttHTHH pa3JIJ1l-iHbIX CTOpOH ero

)KJ13HH H neHTeJibHOCTH, CTeneHb Y.UOBJieTBopeHHOCTH HMH H no6y)K­

neH11e K yc11e111HOMY BblllOJIHeHIIJO IIOCTaBJleHHbIX Janay [4].

Eoesoe ncttXH'-leCKOe COCTOHHHe rpynn HBJIH.eTCH KOMnJieKCHblM IICIIXOJIOrl!YeCKIIM COCTOJ!HlleM cj,yHKUIIOHaJlbHOii rpyllllbl B 3KCTpe­ M3JlbHbIX YCJIOBHHX, OTpa)KalOLUHM oco6eHHOCTH rpynnosoro BOCnptt­ HTHH 3KCTpeM3JlbHblX yCJIOBHH, 3MOUHOH3JlbHbie xapaKTepttCTHKH rpyn­ TTbI H xapaKTep rpynnosoH neHTeJibHOCTH.

EGJIH COUH3JlbHO-TTCHXOJ10fHY:eCKHH KJIHMaT rpynnbl xapaKTepeH MJI Hee B J1J06b1x ycJ1os11J1x II Ha scex 3Tanax npocj,ecc110HaJ1bHOii ne­ HTeJihHOCTH, TO 6oesoe TTCHXHY:eCKOe COCTOHHtte rpynn BO3HHKaeT TOJlbKO nepen HaY:aJIOM HerrocpenCTBeHHOH neHTeJlbHOCTH, Ha <<npen­ CTapTOBOM» 3Tane HJIH B npouecce TpeHHHfa PYKOBO.UttTeJieti H cne­ UHaJlHCTOB. Eoesoe TTCHXHlleCKOe COCTOSlHtte rpynn npencTaBJIHeT co- 6oH KaK 6bI <<OCTptte>> COUHaJlbHO-nCHXOJIOfHLfeCKOfO KJIHMaTa rpyn­ TTbl, KOTopoe llOJl)KHO «3aTa1 m BaTbCSl» nepen Bb!TTOJIHeHHeM PYKOBO­

.UHTeJIHMH H crreuHaJIHCTaMH CJiy)Ke6H0-3KCTpeM3JlbHbIX 3allaY:.

YnoBJieTsopeHHOCTb Me)KJIW-IHOCTHblMH OTHOllleHHHMH B rpynne, neHTeJlbHOCTblO MO)KeT onpeneJIHTbCH Bb!COKHMH, cpenHHMH H HJ.13- KHMH noKa3aTeJIHMH no TeCTaM: HHTeprrepCOH3JlbHaH nttarHOCTttKa T.Jl11p11 (y/loBJieTBopeHHOCTb Me)l(JIIIYHOCTHblMII OTHOllJeHlllIMII, rpyn­ llOBall HallplIJKeHHOCTb), <<1111/leKc rpynnoBoii CIIJIOYeHHOCTII» (C11- lllop), <<COUHOMeTpHH>> ( cnJIOlleHHOCTb).

HancttTYaTHBHaH aKTHBHOCTb rpynn MO)KeT onpeneJIHTbCSl oueHKa­ MH (OTJIW-IHblMH, xopolllHMH, ynosJieTBOpttTeJibHblMH H He ynoBJ1eT­ Bop11TeJ1bHbIMII), BblCTaBJllICMblMII cj,yHKUIIOHaJlbHbIM rpynnaM 110 pe3yJibTaTaM HX neHTeJlbHOCTH B ycJIOBHHX H3OJIHUHH H OTCYfCTBHH

pyKOBO/lJIIUIIX KOMaH/l 11p11 nposeneHIIII KOMIIJleKCHbIX yyeH11ii. nap­

UHaJlbHaH COCTaBJlHJOLUaH HaiICHTyaTHBHoH aKTHBHOCTH onpeneJIHeT­ CSl no peJyJlbTaTaM aHKeTttpoBaHHH PYKOBO.UHTeJieH H cneuttaJJHCTOB no aHKeTaM: <<l--13yY:eHtte MOTHBaUttH K nonroTOBKe, npo(peccttOH3Jlb­ HOHneHTeJibHOCTH B 3KCTpeM3JlbHbIX ycJioBHHX H Y.UOBJleTBopeHHOCTH neHTeJibHOCTbJO» H «J.13yY:eHtte 3HaY:HMblX TTCHXOJlOfHqeCKHX ueHHO­ CTeH».

8 noKa3aTeJIH rpynnosoro 3KCTpeMaJlbHO-nCHXOJ1OfHLfeCKOro Mac­

TCpCTBa MOrYT 6bITb BKJIJOYeHbI: CTClleHII (BbICOKlle, cpenH11e, H113- K11e) BbipaJKeHHOCTII o6beKTIIBHbIX II cy6bCKH!BHbIX xapaKTepllCTIIK 6oeBblX ncHxttY:eCKHX COCTOHHHH rpyrrn, onpeneJIHeMbIX c noMOLUblO ceMaHTHY:eCKoro ntt(p(pepeHUHaJia TTCH XH 11eCKH X COCTOHHttH; YPOBHH pa3BHTHH rpyrrnoBblX 3HaHttH, yMeHHH, HaBbIKOB no BJaHMonoHHMa-

]18

**HHIO, B3aHMO.UeHCTBHlO, B3aHMO3aMeHHeMOCTH, TTOMep)l(Ke, OKa3a­**

**HHlO TTOMOWH lIJieHaM rpynnhI, onpe.ue;rneMblX no O.UHOHMeHHOH aH­ KeTe.**

* 1. **CoeepweHCTBOBBHllle 3KCTpeManbHO­ nc111xonor111'1eCKOH noAroToeneHHOCTIII nepcoHana**

K C0CTaBJIHIOWIIM 06w11x 3JleMeHTOB rrpo<j)ecc11011aJ1bHOtt 3KCTpe­ **MaJlbHO-flCHXOJIOfWieCKOH no.uroTOBJieHHOCTtt pyKOBO.UJiTeJiett H cne­ UHaJIHCTOB K .ueHTeJibHOCTH *B* 3KCTpeMaJlbHb1X yCJIOBHHX MO)l(HO OTHe­**

**CTH HaJIHl.fHC: HHTerpttpOBal-lHbIX 3KCTpeMaJlbHO 3Ha1..J.HMbIX TTCHXOJIO­**

**fHl.feCKHX Kal.feCTB, a TaK)l(e 3HaHHH, yMettHH, HaBbIKOB, 3KCTpeMaJib­ HO-TTCHXOJIOfH4eCKHX no CBoeH npttpo.ue.**

TT0Mepi1rn1111e om11MaJ1hHOtt pa6orncnoco611ocrn y pyK0B0JlllTe­ Jlett 11 cneU11aJ111CTOB Ha npornlKeHll11 11eo6XOJlllMOro /lJlll 3<j)<j)eKTIIB­ **HOH pa6oTbl BpeMeHH ocywecTBJifleTCH 3a Cl.feT OTTTHMaJlbHbIX COl.feTa­**

**HHH nepHOIIOB D)IH BOCCTaHOBJieHHH CHJI C yMeHHeM MaKCHMaJlbHO**

Mo611J11130BaTh cso11 nc11xw1ecK11e 11 <j)113114ecK11e pe3epBbl JlJlll ycnew­

**HhIX .ueHCTBHH *B* 3KCTpeMaJibHbIX yCJIOBHHX.**

OnrnMaJJbHall pa6orncnoco611ocTb BKJIIO'!aeT s ce6>1: cnoco611ocTb **BblnOJIHHTb MaKCHMaJlbHOe KOJIHl.feCTBO 33.I:{al.f C 1'pe6yeMbIM Ka'-leCTBOM 3a e.UHHHUY BpeMetttt; DJ]HTeJibHOCTb BpeMeHtt6ro npoMe)l(YTKa, B Te­**

'!e1111e K0TOporo coxpattlleTCll Tpe6yeMbltt ypoBeHb ITCIIXll'!eCKOtt II

cp113114ecKoii aKrns11ocrn; noMeplKa1111e 6aJJaHca Me)l(Jly 3aTparnM11 11 **BOCCTaHOBJiettHeM CHJI, yMeJIOe HCTTOJib3OBaHHe pe3epBa 3THX CHJI;** speMll, 11eo6xon11Moe /lJlll Jl0CTl1lKeH11ll C0CTOllHllll rny6oKOro pacCJia6- **JJeHHH TTOCJie MaKCHMaJlbHOH ttarpy3KH.**

B pa3s11rn11 cnoco611ocrn pyKoson11TeJ1ett 11 cneu11aJ111CT0B K np11-

**HHTHIO MHOfOBapHattTHbIX, HeCTaHI1.apTHbIX pewettHH l1 BMeCTe C TeM K** 6b1CTpb!M aneKB3THblM neiiCTB11llM BaJKHYIO P0Jlb 11rpa10T soo6paJKe1111e I! o6pa3HOe Mb!WJ1e1111e. O6pa3 IT03B0Jll!eT 0/lH0M0MeHTH0 o6pa6aTbl­ BaTb 3Ha411TeJlhH0 60JlbWee K0Jll14eCTB0 1111<j)opMau1111, Kaca10wettCll KOHKpernott C11Tyau1111, 4eM npenCTaBJleHHOtt *B* CJI0BeCH0tt <j)opMe, a cnoco6HOCTb K ero np0l13B0JlbHOtt TPa11c<j)opMau1111 *B* C00TBeTCTBIIII C

**npo(peCCHOHaJlbHbIM OTTbITOM 3Ha4ttTeJibHO COKpawaeT BpeMH H TTOBbI­**

waeT CTenettb aneKsarnocrn pearnposa1111>1. CcpopM11posa11Hb!H MhlC­ **JietttthIH o6pa3 HJIH KOfHHTHBHaH MO.UeJib .ueHCTBHH PYKOBOIIHTeJiett 11 cneuttaJIHCTOB B 3KCTpeMaJlbHblX yCJIOBHHX HBJIHlOTCH OCHOBOH HX yc­**

**newttoH npoQ)ecCHOHaJlbHOH .ueHTeJibHOCTH H BOCCTaHoBJieHHH CHJI *B*** npouecce KpaTKospeMe1111oro 0T/lhlxa. MoneJ111posa1111e M0JKeT ocywe­ CTBJll!ThCll ITYTeM KOrH11TIIBH0H peK0HCTpyKUIIII pa11ee ocyweCTBJll!e­ M0H ycnew11oi-i ne>1TeJ1bH0CT11 11 np116J111lKeHl1ll y4e6ttblX YCJI0BIIH K peaJibHb!M nocpenCTB0M 11MIIT3U1111 onaCH0CTett 11 TPYllH0CTett.

TTpo<j)ecc11011aJ1bHa>1 6n11TeJ1hHOCTh onpeneJ1>1eTCll KaK cnoco611ocTb

**nonMeLJaTb cyweCTBCHHbie, xapaKTepHbie DJIH npoQ)eCCHH, *B* TOM l.fHC-**

I I 9

JlC H MaJI03aMeTHble, CBOHCTBa npcnMeTOB, o6bCKTOB H .HBJlCHHti:. OHa CJlY)l(HT OCHOB0ti a11eKBaTHOro npo(pecCHOHaJlbHOro BOCnpH.HTH.H neH­ CTBHTeJlbHOCTH. <J)opMHpyeMbIH B xone CCHCOpHoro Hayl.feHHfl onbIT onpeneJieHHH 3H34HMbIX npH3H3K0B coxpaH.HCTC.H B llOJlf0BpeMCHHOH naM.HTH H npencTaBJl.HeT xapaKTCpHbIH Ha6op 3TaJIOHOB, KOTOpbie HC­ IIOJlbJYIOTC.H B xone npocpeccHOHaJlbHOH ne.HTeJlbH0CTH. He MCHee cy­ wecTRCHHblM f[BJlflCTC.H pa3BHTHe BHHMaHHfl, KOTOpoe o6ecnel.fttBaeT UC,10CTHOC socnpHHTHe npeJlMCTOB, o6beKTOB HJlH .HBJlCHHH. KpttTe­ ptteM npocj)eCCHOHaJlhHOti 6nHTCJlbHOCTH MO)l(HO ClfHTaTb ycnewHoe pewcH11e 331134 no o6HapylKCHl1IO 11 arreKB3THOii 11/ICHT11cpl1K3U1111 K0H­ KpeTHoro npenMeTa, o6beKTa HJlH .HBJleHH.H no CJ1a60 Bbipa)l(eHHblM np11JHaKaM. O6y4e1rne pyKoso1111TeJ1eii 11 cneu11aJ111crns npocjJecc11a­ Ha%Hot\ 61111TCJlbHOCTl1 M0lKCT npoX0/111Tb 4epe3 P33BHTl1C nepuen­ THBHblX K3lJCCTB H Kal.fCCTB BHHM3HH.H.

npocj)eCCHOHaJlhHOe BHHMaHHC, naMSlTb, MblWJlCHHe CB.H3aHO C noHHMaHHeM TOro, KaK nctiCTBOBaTb B yrpo)l(aIOw.eH o6cTaHOBKe. Pac­ npOCTpaHeHo MHeHtte, lfTO OUCHHBaTh o6cTaHOBKY HY)l(HO He scerna. vlttorna, HK06bi np11 11ecjJ11u11Te BpCMCHl1, 60J1ee p33YMH0 n0J13f3TbCH

Ha CR0H HHCTHHKTHBHhie peaKUHH H pecj)JleKCbl. LIJlSl HenonroTOBJlCH­ HblX \_TJIOJleH 3TO paJyMHO, HO llJISl pyK0BODHTCJleti H cneuHaJIHCTOB

3KCTpeMaJibHOro npocj)HJl.H 3TOro HCllOCTaTOlfHO. B csoeH npaKTHKe OHH

CTaJIKHBaIOTC.H C T3KHMH o6CTOHTCJlbCTBaMH, Korn.a 6e3 MrHoBeHHO­

ro, HO OCMblCJleHHOro peweHH.H noCTynHTh npocpeccH0HaJlbHO He­ BOJMO)l(HO. npaBHJlbHOe npHH.HTHe peweHHH OCHOBaHo Ha HCTIOJlb30- BaHHH llOCTynHOi-i: llJlfl 3KCTpeM3JlhHbIX YCJlORHti 3Ha4HMOH HHcj)OpMa­ U1111, 3a C4CT ee 0UCHKl1, 6bICTpOH nepepa60TKl1 (MO/ICJil1POB3H11C

pa3BHTH.H co6bITHti H ycneWHOH llC.HTCJlbHOCTH).

CywecTBYCT TpHellHHa.H OUCHKa, CHH)l(aIOW.a.H sepo.HTHOCTb Toro, l!T0 pyKOBOlIHTeJlb H CnCUHaJIHCT B 3KCTpCMaJlbHblX ycJl0BH.HX CTaHCT

)l(CpTBOH HenpensttneHHhIX o6CTO.HTCJlhCTB. 3To a,rreKBaTHa.H oueHKa pyKOBODHTeJlCM H cneUHaJIHCTOM 3KCTpCMaJlhHblX yCJlOBHH, B03MO)l(­

HOCTeti rpynnhI H caMOOUCHKa. Pa3BHTHe 3THX K0MnoHeHTOB no3BO­ Jl.HCT BbI6paTb 0llHH HJ BOJMO)l(HblX cnoco6os a,rreKBaTHOro pearttpo­ BaHH.H B 3KClpCMaJlhHOti CHTyaUHH.

LIJlH lU13rHOCTHKH 3KCTpCMaJlhHhIX YCJlOBHti npe)l(Jle scero Heo6xo­

DHMO BH3YaJihHO oueHHTh llHHaMHKY 3KCTpCMaJlbHOH CHTyaUHH. J,13- BCCTH0, 4TO Bl13Y3JlbH351 11HcjJOpM3U1151 C0CTaBJlHCT CBblllle 85 % Beet\

11HcpopM3U1111, KOTOpoii onep11py10T JllO/IH. OKOJ10 10 % 11HcpopM3U1111

C0CTaBJlHCT 3KYCTl14CCK351 11HcpOpM3U11H. J],pyrne opraHbi 4YBCTB /I0C­ T3BJ1HIOT HaM TOJlbK0 0K0Jl0 5 % 11Hcp0pM3U1111. Hanp11Mep, OnblTHblH

COTpym-rnK npasooxpaHHTCJlbHhlX opraH0B, TOJlbKO B3rJl.HHYB Ha lfe­ JlOBeKa, M0)l(CT cpa3y onpeneJIHTb, arpeCCHBeH JlH OH, cnOKOCH, nh.HH, nCHXHlfeCKH 60J1eH HJlH OH co6ttpaeTC.H Ha KOrO-JlH6o HanaCTb.

PyKOBOllHTeJl.HM H cneUHaJIHCTaM Ba)l(HO HMCTb 3H3HH.H, yMeHH.H,

H3Bb!KH no npttMeHeHHIO Bep6aJibHbIX nptteMOB nCHX0J10fH4CCKOro B03neticTBH.H Ha npaBoHapyWHTCJleti, rpa)l(JlaH, OXBalfeHHhlX naHH-

120

KOH, *lVHI* pa3pelllCHHSl MaCCOBblX KOHQ)JIHKTHblX CHTyau11H. B 3KCTpe­ MaJlbHblX ycJIOBHSlX. AMcpHKaHCKHe yY.eHble ycTaHOBHJIH' '-I.TO xopo­ llHte HaBblKH TTCHXOJIOfHY.ecKoro 803.UeHCTBHSl Ha rpa)KJlaH TTOMoralOT yJlaJHlTb CBbIWe 90% 11HUl1JleHTOB, 110TeHU113JlbHO Tpe6yKlW11X np11-

MeHeHl1H Cl1,%1 [231.

npHeMbl JJHlIHOH **H** rpynnosoH 6e3onacHOCTH MHOrHe cneuHaJIHC­ Tbl 3KCTpeMaJlbHOfO npoQ)HJISl Ha3blBalOT «yMOKOMTTJieKT ILJHI BbDKHBa­ HHSl>>. 3apy6e)K..Hbie HCT0'--1.HHKH CBH.UeTeJibCTBYlOT, LJTO Ba)K.HeHWHM B11KTHMHblM (BIIKTHMa - JKepTBa) cjiaKTOpOM B JICHTeJlbHOCTH npo­

QJeccHOH3.llOB 3KCTpeMaJlbHOl'O npoctmn>1 SlBJISleTCSl HX HH3KHH caMO­

KOHTpOJib, OCJia6JieH11e npoQJecc110HaJlbHOH 6.UHTeJibHOCTH, '-I.TO no­ p0lKJl3CT MHOfO'IIICJleHflble T3KTH'ICCKl1e ynyweH11H 11 0111116K11 124].

npose.ueHHblMH HCCJie.uosaHHSlMH 6bIJIO ycTaHOBJieHO, '-I.TO .Ua)Ke cpe.uH HaH6oJiee no.uroTOBJieHHblX COTPYllHHKOB opraHOB BHyrpeHHHX neJI llaJlCKO He BCC MOrJIH tieTKO llHQ)Q)epeHUHpOBaTb onacHOCTH. ToJibKO

Y.eTBCpTb o6cJie.uyeMblX COTPYllHHKOB cyMCJIH BbllleJIHTb BHelllHHe 11 BHYTPeHHl1C 3JleMeHTbl onacHOCTH, 11 YYTb 6oJlbUJe 15 % COTPYJIHl1KOB

Ha3BaJll1 cpe.uH BHeWHHX 3JieMeHTOB onacHOCTH Te, B KOTOpbre BXO­ LlHJlH 3JieMeHTbI KaK onpe.ueJieHHOCTH, TaK **H** Heonpe.UeJICHHOCTH. KpoMe Toro, B pe3yJibTaTe HCCJie110BaHHSl 6blJIO ycTaHOBJieHO, '-I.TO JIHWb He

60J1ee Tpern 06cJ1enyeMbIX c0Tpyntt11K0B OBLI cMorn11 aneKsarno oue­

HHTb onacHOCTb B 3KCTpeMaJlbHblX ycJIOBHSlX.

nposeneHHblM HCCJie.uosaHHeM ycTaHOBJieHO, l!TO 6oJiee pe3yJib­ TaTHBHO **H** C HaHMeHbWHMH OWH6KaMH B 3KCTpeMaJlbHblX ycJIOBHSlX

nei-icTBYKlT cjiyHKUl10H3Jlbllble rpyllllbl, 11MeKlw11e He TOJlbKO nocrn­ TOY.Hble npoQ)eccHOHaJlbHbie 3HaHHSl, HO **H** 06Jia.ua10w11e BbICOKHM ypoBHeM pa3BHTHH rpynTTbl **H** rpynnOBblM 3KCTpeMaJlbHO-IICHXOJIOfH­

YeCKl1M MaCTepcTBOM [13].

YpoBeHb nonycKaeMblX ow1160K B neHTeJlbHOCTH cjiyHKU110H3JlbHblX rpynn HMeeT YCTOtflIHBYlO OTpHuaTeJibHYlO KOppCJISlUHOHHYlO CBSl3b, npe)KJle Bcero, C npaBHJibHOCTblO, 6bICTpOTOi1 Bb!TTOJIHSlCMblX 3a.UaY. **H** Ha11c11TyaTHBHOH aKTHBHOCTblO rpynn, BMCHbweH CTcneHH - C ypoB­ HeM CTTJIOY.eHHOCTH, CTenettblO Bblpa)KeHHOCTH 6oeBblX TTCHXHqecKHX COCTOSlHHH, OBJia,ueHHeM 3HaHHSlMH, yMeHHSlMH, HaBbIKaMH B3aHMO­ TTOHHMaHHSl, B3aHM011ei1CTBHSl. B3aHM03aMCHSleMOCTH, noDJiep)KKH,

OKa3aHHSl noMOWH.

O.uHaKO HaH6oJiee HHTCpCCHaH KOppeJISlUHOHHaSl 3aBHCHMOCTb ypOBHSl .uonycKaeMblX ow1160K B 11e>1TeJibHOCTH Q)yHKUHOH3..i1bHblX rpynn o6ttapyJKeHa C 1Ial\CHTY3TIIBHOH aKTHBHOCTbKl rpynn. YpoBeHb HMCHTyaTHBHOH aKTHBHOCTH c)iyHKUl10Ha.JlbHblX rpynn HallpHMYKl CBSl3aH C Q)opMHpoBaHHeM 3KCTpeMaJlbHO-OpHeHTHPOBaHHOf0 COJHa­ HHSl CTTCUHaJlHCTOB, rpynnbl B ueJIOM **H** npOSlBJISleTCH Y.epe3 pa3BH­ TOCTb CTpeMJICHHH rpynnbl KllOCTH)KeHHlO BblCOKHX npoQ)eccHOHaJlb­ HblX pe3yJibTaT08 (nocTaHOBKa H36bJTOY.HblX 3a1IalJ C TOY.KH 3peHHSl nepBOHalJaJlbHO TTOCTaBJieHHOH ueJIH), HHHUHaTHBHYlO 11e>1TeJibHOCTb B ycJI0B11HX BpeMeHfIOro 11 m1cjiopMaU110HHOfO necji11u11rn, npencrns-

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JleHHOCTb COU11aJlbHblX UCHHOCTeti B o6meti CTpyKType ueHHOCTeti penpe3eHTaTl1BHOti rpynnhl pyKOBO/ll1TeJ1eti 11 cneu11an11CTOB, nOBbl­ **weHHOe YYBCTBO JH1l.J.HOH OTBeTCTBeHHOCTH PYK0B0.IU1TeJleti 11 cne­**

Ul1aJ111CTOB 3a np011CXO/ll!IUee 11 np11HHMaeMble pemeHl1ll B 3KCTpe­

**MaJibHbIX yCJIOBIUIX.**

YcTOH'll1Ball DTPl1UaTeJlbHUll KOppeJ1l!U110HHal! CBll3b Me)l()ly H3,!l­ c11TyaTl1BHOti aKTl1BHOCTblO 11 ypOBHeM 11onycKaeMblX rpynnoti OWl1-

6oK o6HapyJKeHa TOJlbKO np11 BblCOKOH H3,!ICl1TyaTl1BHOH aKTl1BHOCT11 cpyHKUl10HaJlbHblX rpynn. 3mCBll3b CHl1lKUeTCll no Mepe CHl1JKeH11>1 HU/ICl1TYUTl1BHOH UKTl1BHOCTl1 rpynnhl. O'leBl1/lHO, 3T11M cpaKTOpOM

o6bllCHlleTCll TO, '!TO cpopM11poBaH11IO 11 pa3B11Tl1IO H3,!IC11TyaT11BHOti UKT11BHOCTl1 B CTPYKType pa3B11Tl1ll cpyHKU110HaJlbHblbX rpynn 3KCTpe­ MaJlbHOro npocj)11J1l1 np1111aeTCll Ha npaKTl1Ke He60JlbWOe 3Ha'leH11e.

**TTpaKTWleCKl1Ml1 nc11xonoraM11 HC,U0CTaT0l.J.H0e BHHMUHHC y,aeJUl­**

eTCll np11 nO)lfOTOBKe cpyHKUl10HaJlbHbIX rpynn K 11etiCTBl1llM B 3KCT­ peMaJlbHblX yCJIOBl1llX, peryJlllUl111 11X 6oeBbIX nc11xw1eCKl1X COCTOll­ **HHH, OBJTU,UCHl1l0 pyKOBO,Ul1TCJUIM11 l1 cneuttaJIHCTaMH 3HUHIHIMH, yMe­ HIHIMH, HUBbIKaMH B3a11MOnOHHMUHIHI, B3Ul1MO.Uei1cTBIUI, B3aHM03a­ MeH51CMOCTl1, nOMCP)KKH, OKU3UHIHI nOMOW,11 1-:IJleH aM rpynnhI, l.J.TO**

o6pa3yeT npocpecc110HaJ1bHOe 3KCTpeMaJlbHO-nCl1XOJIOfl1'leCKOe Mac­ TepcTBO rpynnhl. KoppeJ1l!Ul10HHal1 CBll3b 3Tl1X noKa3aTeJleti (np11 11X

/lOCTaTO'!HOti pa3B11TOCT11) C ypOBHeM 11onycKaeMblX <pYHKU110HaJlb­

**HbIM11 rpynnaMH Ollll160K 3HUtIJ1TCJlbHa.**

O6ll3aTeJlbHbIM Tpe60BUH11eM np11 BbinOJ1HeH1111 rpynnoti 33,!IU'l B

**3KCTJ)eMaJibHhIX yCJIOBIHIX 51BJHICTCH TI0HHTH0CTb 3aMblCJia )],JlH scex**

pyKoso1111TeJJeti 11 cneu11an11crns, nYTeti 11ocT11JKett11>1 JKeJlaeMoro pe- 3YJ1hTarn, He06XO)ll1MblX cpe11cTB, TaKT11'leCKl1X np11eMOB, pacnpe11e­

**JUICMbIX poJiett. He MCHee Ba)l(HblM 3JieMeHTOM ycneWHOCTH HBJlHCTCH**

Bbin0JIHl1MOCTb nJ1att11pyeMblX Meponp11>1T11ti. EcJ111 33/IU'la 3aBe)lOMO

**HCBblnOJIHHMa HJIH B03M0)KH0CTb BblnOJIHHTb ee MHHHMaJlbHa, TO**

OHa MOlKCT Bbl3BUTb y PYKOBO)ll1TeJ1eti 11 cneu11an11cTOB '!YBCTBO o6- pe'leHHOCTl1, KOTOpoe CH11JKaeT 11X npocpecc11ottaJ1bHYIO MOT11Bau11IO, **pa3BHBaeT neCCHMHCTl11--leCKHe Hacrp0CHIHI 11 M0)KeT np11secT11 KOT­ Ka3y OT BbITT0JIHeHl151 n0CTaBJieHH0ti 3U,[Ia'-:111. TTo3TOMY nJiaH npose­**

)leHl1ll TpeH11HrDB )lOJIJKeH npe11ycMUTPl1BUTb MUKCl1MaJlbHOe KOJll1-

**lleCTB0 B03M0)KHblX sap11aHT0B 11 cnoco6os npocpecc110HUJibHbIX ,uett­ CTB11ti.**

**O.uHott 113 BU)KHbIX 33.llUY., CT051W,11X nepe.u PYK0B0.Ill•1TeJI51Ml1, cne­**

Ul1aJ111CTUMl1 11 cpyHKU110HaJlbHblMl1 rpynnaMl1 B 3KCTpeMaJlbHbIX yc­

**J10B11HX, 51BJI51eTC51 Heo6xo,a11M0CTb HUJIU)Kl18UHl151 ,aeJI0BblX K0HTUKT0B**

1. **Hace11eH11eM, 0Ka3aH11e )Kl1TeJI51M ryMaH11TapHoH 11 Me,Ul1Ul1HCK0ti** noMOIUl1. np11'!eM Ml1pOTBOp'!eCKUll 11e>1TeJlbHOCTb MOlKeT 'lepe11osaTb­ Cll C 6oesoti, a 3TO Tpe6yeT yMeH11ti K 6bICTpoti nepeKJ1IO<JaeMOCTl1 nc11xl1Kl1, nepeHaCTpOtiKe nC11Xl1'leCKl1X COCTOllH11H. Jiyqw11e cpyHK­ Ul10HaJlbHbie rpynnhl 3KCTpeMaJlbHOrO npO<p11J1ll, 3apyqHBWl1Cb no11-

**.uep)KK0H MeCTH0f0 HaCeJieHl151, yc11JIHBUlOT CB0l1 TT0311U11H Ha BBe-**

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peHHOM HM rrncTKe 11J111 pa6o'leM o6beKTe. TaKoii nonxon noMoraeT 1136elK3Tb MHOrttX paJHOrnac11i1 11 nalKe lKepTB. no3TOMY B CHCTeMe npoq,ecc110HaJihHOti 3KCTpeMaJJ bHO- nc11xoJ1orw1ecKoti nonrornsK11 Tpe6yeTc npenycMoTpeTb pa3Bttrne y pyKOBO/lttTeJJeii 11 cneu11aJJ11c­

**ros 3H3HHH, yMeHHH H HaBblKOB no Ha.Jla)KHBaHHlO KOHTaKTOB, 6ec­**

KOHQJJ111KTHOMY 06weH11IO C HHOi-i 3THl1'IeCKOH rpynnoii HaceJ1eH11 ,

seneH11IO neperosopos c r1eTOM 11x o6bl'iaes, peJ111rtto3HbIX seposa­ Httti, MaHepbI 06weH11 .

**4.4. HeTpaAIIII..IIIIOHHble nCIIIXOTeXHIIIKIII B npo<t>ecc1110HanbHOM 3KCTpeManbHO­**

**nc111xonor111'1eCKOM noArOTOBKe nepcoHana**

8 npoq,ecCHOHaJJbHOi-i 3KCTpeMaJJbHo-nc11xOJ10fl1'1ecKOH nonroTOBKe pyKOBO/lHTeJJei-i, cneuttaJJHCTOB 11 QlYHKUHOHaJJbHbIX rpynn ueJJeco­ **o6pa3HO HCTTOJib30BaTb Herpau11UHOHHble TTCHXOTeXHHKH, ananr11po­**

**BaHHb1e Ha OCHOBe MeTO.UHK YaHb, .U3eH-6y.1]JlH3Ma: «Ha6moneH11e 33 LlblXaHtteM>>,<<KOHQ)JIHKT 6e3 3MOU11it>>, «06w11H paCCK33)), «06w11ti**

**p11cyHOK>>, <<peaKUHfl>>, <<MbICJieHHafl no6ena>>, «MblCJieHHOe neHcTBHe>>**

11 /lP- 111]. OHl1 nOBblW3IOT pe3yJJbTaTbl npoq,ecc110HaJJbHOi-i 3KCTpe­

**Ma.JlbHO-TTCHXOJIOfHlfeCKOH TTO.IISOTOBKH 11 nonroTOBJieHHOCTH pyKO­**

B0/lHTeJJei-i, cneuttaJJHCTOB 11 q,yHKU110HaJJbHbIX rpynn, TaKKaKB OT­ **JIHLJ:He OT 06wenp11Hf!TblX MeTO.UHK B 60JibWeH creneH11 HCTTOJib3YlOT** B03MOlKHocrn npoq,ecc110HaJJbHOi-i annepuenu1111, nonco3HaH11 , rpyn­

**nosoro Hacrpofl.**

**YeJIOBeK, nepe)KH83l0WHH 33 CBOlO )KH3Hb, npOflBJrner aKTHBHOCTb** no c11Tyau1111, HanpasJJeHHYIO B nepsyIO O'lepe/lb Ha ee coxpaHeH11e 11 Jaw11ry. B 3TOM JJOrttKa lKH3HH. 3-ra JJOrttKa npenonpeneJJ eT 06opoH11-

**reJTbHYlO TaKTHKY neHcTBHH HJIH TaK11e nc11xonorw-1ecK11e Q)eHOMe­ HbI, KaK CTpax, TpycOCTb, npOflBJieH11e 3anpeneJibHOH 3MOU110Ha.Jlb­** H0CTl1 np11 noBbIWeHHOii yrp03e lK113H11, npttBO/lHll.lYIO K /ll1CTpeccy. Ern11 lKe '!eJJoBeK 11 coxpaH eT B 3KCTpeMaJJbHbIX YCJJOBHHX BbI/leplKKY 11 caM006J1a/laH11e, TO 3TO Tpe6yeT OT Hero HepauttOHaJlbHblX 33TP3T **3Hepr1111 11 csepxHanp5DKeH11H, 4TO 3aKpenowaeT ero .ueHTeJibHOCTh 11** nOBbIWaeT y 3B11MOCTb. TaKoi-i nonxon Henp11eMJ1eM /lJI npoq,ecc110- **Ha.JIOB B 3KCTpeMa.JlbHbIX YCJI0B11flX.**

YT06bI 6b!Tb ycneWHblM B 3KCTpeMaJJbHbIX ycJJOBHHX, HYlKHO OTKa- 3aTbC OT npHBbl'IHOi-i JIOrHKH. L\JJ 3TOro Tpe6yeTc OTCTpaHHTbC OT **BCflKl1X nepe)K.11BaH11ti 4epe:J .IlOCTl1)KeH11e Bb!CWl1X CTeneHeti 6oesoro nc11x11tJecKoro COCTOflHl1H, npl1Hf!Tl1e Q)aKTa BeYHOCTl1 csoeH nyxoB­** Hoi-i lKH3H11 11 CMepTH csoero Ql113H'leCKOro TeJJa. TaKyIO yCTaHOBKY **MO)KHO ce6e TTOCT3811Tb, 11CTTOJ1b3Yfl HeTpa1111u110HHble nc11XOTeXH11K11.**

6JJaronapH yKa3aHHblM MeTO/lHKaM MOlKHO no611TbC 3QJQJeKTa caMo­ Ha6JJIO/leH11 ce6 coCTOPOHbl. no60'!HblM 3QJQJeKTOM 3TOi-i MeTO/l11Kl1

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CT3H0BHTC51 CHl1)KeHHe nopora 6oJiesoH Y.YBCTBHTeJibHOCTH TCJla, l.JTO TaK)l(e 3H3'{HMO B 3KCTpeMaJlhHhIX YCJIOBH5IX.

B 3T0M cJ1y4ae nepen nonrornBJTeHHbIM no yKa3aHH0ii Mero1111Ke

PYK0B0/lHTeJleM H cneUHaJlHCT0M YlKC He CTOHT npo6J1eMa CTpaxa H 6opb6b! Ja CB0e cywecTB0BaHHe, lKH3Hb. OH M0lKeT n0JlH0CTh!O CK0H­ UCHTPHP0B3ThCll Ha HaHeceHHH aneKsarnoro yposHIO HananeHHll ywep- 6a np0THBHIIKY, HCn0Jlh3Yll npocjJeccHOHaJlhHhlH 0nblT H BHYTPeH­ HIOIO 3HeprnIO, neiiCTBYll IIPH 3T0M MaKCHMaJlhH0 3cpcpeKTHBH0.

v13 0nb1Ta Bem1Kolll OTe4€CTB€HHOIII B0IIIHbl Vl38€CTHbl CJlyYaL-1, K0r,a,a KOMaH­ AL-1P rosop111n 601/iu,aM, 4TO L-1X no,a,pa3,a,eneH111e, nonyYL-1Bwee oco6oe 3a,a,aH111e Ha y,a,ep:>1<aH111e npesocxo,a,s:iw,ero npoTL-1BHV1Ka, Bbl4epKHyro 1113 cn111cKa ,a,el/lcrsy- 10w,L-1x {cyw,eCTBYIOW,L-1X) L,1 L-1M 60JlbWe He4ero 6ecnoKOIIITbCR 3a CBOIO )KL,13Hb.

3TOT ¢,aKT, Ha nepBbll/l B3rJlR,D,, ,D,0Jl)K€H 6b1Jl npL-18€CTIII con,a,ar K anar111111, Bbl- 3BaHHOIII 6e3blCXO,D,HOCTblO, CTpaxy 3a csoe 6y,a,yw,ee. O,a,HaKO yacro OH ,a,elll­ CTBOBaJl KaK KarapcL-1C, Bbl3blBaJl o6ner4€Hl/le Ill cnOKOIIICTBL-18, a B L-1TOre np111- BO,D,L-1Jl K no6e,a,e III coxpaHeHVIIO )KVl3HVI. no,a,o6Hoe cocros:1H1-1e Ha6n10,a,aercs:i L-1 y MH0rl-1X MOHaxos, o6peKWL-1X ce6s:i Ha 3aTBOpHL-14€CKylO )l(Vl3Hb B L-130Jls:IL.J,L-1L-1 B MOHaCTb1pe {yMepTBJlRBWVIX csoe Teno npvi )l(Vl3Hl-1 pa,a,VI B03pO>KA€HVIR ,a,yxa). O,a,HaKo no,a,o6Horo 3¢¢,eKTa so3MO)KHO ,a,06L-1TbCR TOJlbKO nocne npe,a,sapvi­ renbHoro ¢opML-1posaHVIR 3KCTpeMaJlbHO-OpV1€HTV1pOBaHHOr0 C03HaHL-1R, npe>t<Ae scero 3a C4€T KOppeKL.J,VIL-1 nCVIXOJlOrVl4€CKVIX u,eHHOCTelll B CTOpOHY npesocxo,a,crea cou,vianbHblX {rpynnosb1x) u,eHHOCrel/l. v1Ha4e pe3yllbTaT npo­ rH03vipyeMo HeraTVIBeH - naCCVIBHOCTb, npocrpau,L-1R VIJlL-1 rpyCOCTb, 6erCTBO, a B VITOre - VI B TOM VI ,a,pyroM cny4ae CMepTb.

PyKOBO/lHTCJlh, cneuHaJlMCT (cpyHKUHOHaJlbHall rpynna), He o6ec­ TTOKOeHHhIH nepe)KHBaHHeM 3a CBOIO )KJ.13Hh, npOHBJHieT ttancHrya­ THRHYIO aKTHBHOCTh, He TTOllYHHeHHYIO JIOfHKe CHTyaUHH, JIOfHKe

6opb6bi 3alKH3Hb. PyKOBO/ll!TeJlb, cneuHaJlHCT (cpyHKUH0HaJlhHaH rpyn­ na) n0/lHHMaeTcll Hall yp0BHeM Tpe6oBaHHii CHTyauHH (cnacaTbCll 6er­ CTB0M HJIH o6opOHl!ThCll OT yrp03hl CMepm), CT3BHT 3Ma'IH, H36b!­

TOllHbie C TOY.KM 3peHH51 HCXOllHOH, nocTaBJieHHOH ueJIH (o6opotta, oxpaHa 06beKTa). PyKOBO/lHTeJlb, cneUHaJlHCT (cpyHKUH0HaJlbHall rpyn­ na) He yxonHT OT onacHOCTH B 3ase110MO <<6e3blCXOllHOH» CHTY3UHH, a HlleT eH HaBcTpeyy, npJ.1801151 TeM caMbIM B 3aMelllaTeJihCTBO eparos, TTOHBJIHeTCH TaM, rne ero He )KJlYT, He o6opOHHeTC51, a HacrynaeT, ocyw.ecTBJIHeT MCTOJlJ.1l!eCKOe YHHllTOA<.eHHe sparOB, MeHHCT MCCTa

/lHCJl0KauHH, MapwpyTbI, MaHeBpHpyeT, yCTpaHRaeT 33Ca/lhl H T./l. no11pa3/lCileHHe, 0KpyJKeHH0e 6oeBHKaMH, OT K0T0poro lKllYT, '!TO OHO 6y11eT C 6ocM Bblpb!BaTbCll H3 0KpylKeHHll HJlH o6opOHl!TbCll (3TO­ ro Tpe6yeT cHryaUHll H Jl0rHKa TaKTHKH 60>1 C npeB0CX0/lllUIHM npo­ THBHHKOM), neHCTByeT no npyroH JIOfHKC, <<HaI(CHryaTHBHO». Otto npen­ npHHHMaeT BbIJia3KH MaJlbIMH (pyHKUHOHaJlhHhIMH rpynnaMH, HOHH C ueJiblO npo6HThC51 K OCHOBHhIM CHJiaM, a C ueJiblO HatteceHHSl 60Jih­ wero ypoHa np0THBHHKy. npH 3TOM PYK0B0/lHTeJlb, cneuHaJlHCT (rpyn­ na) MoryT np0ll!lJlllTh HHHUHaTHBHYIO 11e>1TCJlbH0CTh, 6ecK0pb!CTHhlH PHCK, PYK0B0/lCTBYllCb rpalK/laHCKHM /l0JlfOM 11 rocy11apcTBef1H0-npa-

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BOBbIM CMbICJlOM csoeH npoQ)eccttOHaJibHOH .ueHTeJlbHOCTH, a He Hop­ MaTttBHblMH noKyMeHT3Ml1 l1 na)Ke He HHTepecaMH co6CTBeHHOH )KH3- Hl1. UeHHOCTl1 co6crneHHOii JKH3Hl1 yCTyn810T MeCTO npyrnM peneB3H­ THhlM ueHHOCrnM: npo<j)ecc110H3Jll13MY, 6oeBoMy 6p3TCTBY, conpyJKe­ CTBY, .UOJ1ry. KaK CJ1e.uyeT l13 npose.ueHHoro H3Ml1 HCCJie.uosaHHH, no­ repH yKa3aHHbTX ueHHOCTeH .llJIH COTPY.UHHKOB CT8HOBHTCH 60J1ee Be­ COMbIM apryMeHTOM, l.JeM TIOTepH co6CTBeHHOH )KJ13Hl1.

B 3KCTpeMaJibHblX yCJlOBHHX Cl1TY3Tl1BH3H aKTHBHOCTb MO)KeT 6bITb

TOJlbKO sepoHTHOCTHO ycnewHoH, l.JTO HenptteMJleMO .llJIH PYKOB01ll1- TeJ1eH l1 cneuttaJIHCTOR, a H3.UCHTyaTHBH8H aKTHBHOCTb OK33bIBaeTCH

nporH03ttpyeMo ycnewHoH, 4TOHBJlHeTCH npttHUHTittaJlbHO 83)KHhlM qJ3KTOM /lJlH npo<j)ecc110H3Jl0B B 3KCTpeM3JlbHblX yCJl0B11HX. O1!H3KO HOpM8Tl1BHbie noKyMeHTbl B 3KCTpeMaJ1bHbIX YCJ10Bl1HX He MOryT npe­ llYCMOTpeTb 11 noTpe6oB3Tb (H8np11Mep, C3MOnoJKepTBOB3HHH, 0TK333 OT 6opb6hl 33 CBOIO JK113Hb) OT PYKOBO/lHTeJleii 11 cneU113Jl11CTOB H3/l­

Cl1TyaTttBHbIX neHCTBttH. 3TH .ueHCTBHH MoryT 6bITb TOJlbKO pe3yJ1bTa­ TOM BCeCTOPOHHeH nonroTOBJ1CIIHOCTl1 PYKOB01ll1TeJ1eH, c11euttaJIJ1C­

TOB 11 <pyHKU110H3JlbHblX rpynn 11, npe)l(Jle BCero, 33 C'!eT <j)opM11po­

B3HHH y Hl1X 3KCTpeMaJ1bHO-optteHTl1pOB3HHOfO C03H3HHH.

CJ1e1lyeT T8l0Ke TTOHCHHTb, lJTO COCTOHHHe TTOJlHOH BKJll04eHHOCTl1

PYKOBO.Ul1TeJieH l1 cneuttaJIHCTOB B CHTyaumo HC TTP0Tl1Bope4l1T H3.U­ CHTY3Tl1BHOH 3KTl1BHOCTl1.

8 3KCTpeM3JlbHblX ycnOBl1HX np11 11H<pOpM3U110HHOM 11 BpeMeHH0M

11e<p11u11Te npoHBl1Th p3Hee OTp36oT3HHYIO B npouecce nonroTOBKl1

TIOJlHYlO H3.UCHTY8Tl1BHYlO aKTHBHOCTb HeLIOCT8TOlJHO. l1J1H .UOCTH)Ke­

HHH ycnexa Tpc6yeTCH OTperyJ1HPOB8Tb 6oeBhle TTCHXWleCKtte COCTOH­ HHH, CBH33HHble C HlleHTHQ}ttKautteH pyKOBOD,l1TeJ1eH l1 cneuttaJIHC­ TOB C 3KCTpeMaJ1bHblMl1 ycnoBHHMH neHTeJlbHOCTH. 8b1CweH CTene­ HblO npoQ)eccttOHaJlbHOro .UOCTH)KeHttH HBJlHCTCH TT0BbIWCHH3H «BKJll0- 4eHHOCTb>> pyKOBO.UHTeJ1ei1. l1 CTTCUHaJJHCTOB B 3TH YCJ10Bl1H. nocTa­

HOBKa l136bITOl.£HblX UeJ1eH l1 ocywecTBJ1e1-rne HHl1Ul18Tl1RHbIX neHCTBHH pyKOBO.UttTeJ1HMl1, cneUttaJ1l1CT8Ml1 l1 rpynnaMH He npoTHRope4ttT no­ HHTHlO <<60eBbie TTCl1XJ1lJeCKtte COCTOHH HH ►> l1 TIOBbIUieHHb!M CTeTTeHHM

HX BKJllOlJeliHOCTH B 3KCTpeMaJibHbie yCJlOBHH. noBbIWeHHbie CTCTTCHH BK.Tll04CHHOCTl1 pyKOBOLll1TeJ1cH H cneuttaJIHCTOR R 3KCTPCMaJ1bHbie yc­ J10Bl1H HX .UCHTeJlbHOCTH npoHB.T!HlOTCH yepe3 HX OTCTpaHeHHOCTb OT

HeraTHBHblX nepe)Ktt88Hl1H. Ha.UCl1TY3THBHaH aKTHBHOCTb TalOKe CBH- 33Ha C OTCTpaHeHHOCTblO PYKOBO.UHTCJleH l1 cneuttaJIHCTOB OT Hera­ THBHblX nepe)KttBaHttH, CBH33HHblX C coxpaHeHtteM co6CTHeHHOH )KJ13Hl1. np114eM npoTl1BOpe411H MCJK/ly OTCYTCTBHeM 3360Tbl O co6crneHHOH

)l(J13Hl1 l1 coxpaHeHtteM JlW--IHoH 6e3onacHOCTl1 B 3KCTpeMaJ1bHbIX yc­ J10Bl1HX HeT. 3a6oTa O Jll14HOH 6e3onaCHOCTl1 npttC)'TCTByeT B CHCTeMe npoQ)ecCHOHaJlbHOH 3KCTpeMaJibHO-TICl1XOJ10rHYeCKOH TTOllfOTOBKH l1 npoHBJlHeTCH KaK fJiaBHbIH 3JleMeHT npoQ)eccttoHaJlbHOro M8CTepCTBa pyKOBO/ll1TeJ1eii 11 cneU113JlHCTOB. O6y'!eH11e PYKOBO/ll1TeJ1eii 11 cneu11- aJll1CTOB coxpaHeHttlO JlWIHOH. 6e3onaCHOCTl1 .UOJl)KHO ocywecTBJlHTb-

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Cl! Ha paUHOHa.JlbHOM YPOBHe, 6e3 '1pe3MepHblX 3MOUHH H nepe,1rnBa­ HHH. KpoMe noJly'leHHb!X 3H3HHH H yMeHHH pyKOBO/lHTeJll!MH H cne­ UHaJIHCTaMH nptto6peTatoTCl! Heo6XO/lHMble HaBblKH no JlH'IHOH tt rpynnosoli 6e3onaCHOCTH, KOTOpbte 3aKpenJ1l!IOTCl! Ha ypOBHe pecp­

**JICKCHBHblX peaKUI1H H ycTaH0B0K.**

**HeTpaJlHUHOHHbIC TICHXOTCXHHKH MOfYT npHMCHHTbCH n.rrn TIOBbl­**

weHHl! Cl!JlO'leHHOCTH PYKOBO/lHTeJiei1 H cneuttarrHCTOB, np1106peTe­ **HHH H p33BHTHH y HHX H3BblK0B B33HM0TI0HHM3HHH, B33HMO,llCi1.CTBHH, no.n.nep)KKH, 0K333HHH B33HM0TI0M0IUH, YBCJIWICHHH HHTepeca B co­**

**Ul1aJlbHOi1 c(pepe, TIOBblWCHHH COUHaJlbHOfO CTaTyca, 3H3'-IHMOCTH**

npo<peCCHOHa.JlbHOH /lCl!TeJibHOCTH, TBOp'!eCKOH aKTHBHOCTH [11].

HeTpanHUHOHHbte nCHXOTeXHHKH C ycnexoM MOryT HCnOJib3OBaTbCl! Ml! pa3BHTHl! KOMMYHHKaTHBHblX cnoco6HOCTCH, npo<peCCHOHa.JlbHOfO o6weHHl! H HaBblKOB KOppeKTHOro Bb!XO/la H3 KOH<pJlHKTHb!X CHTya­

UHH.

no HTOfaM o6y'!eHHl! no yKa3aHHblM HeTpanHUHOHHblM MCTO/lH­

**K3M Y pyKOBO,llHTCJICH H CTICUHaJIHCTOB TIOHBJlHJIOCb CTIOKOl1CTBHC,**

ypaBHOBeweHHOCTb, yMeHbWa.JIOCb He/loBeptte K /lpyrnM JIIO/ll!M, no­

Bb!IIIaJI3Cb o6wttTeJibHOCTb, np11O6peTa.JIHCb 3HaHHH KOppeKTHOfO Bb!XO/la H3 KOH<pJIHKTHblX CHTyauttli [ 11].

**HeTpaJlHUHOHHblC TICHXOTCXHHKH MOryT 6bITb HCTIOJib30B3Hbl ,llJUI**

peryJll!UHH 6oeBblX nCHXH'leCKHX COCTOl!HHH pyKOBO/lHTeJ1eli tt cne­ U11a.JIHCTOB, HaCTpOl! Ha ycnewHyto npo<peCCHOHa.JlbHYIO neHTeJlbHOCTb. **KpOMC T0f0, y o6yi--rneMblX M0)KCT CHHM3TbCH H3Tip51)KCHHC, TI0HB­ JIHTbCH co6paHH0CTb, Cn0K0llCTBHC, TI0JI0)KHTCJlbHbIC 3M0UHH, CaM0-**

KOHTpOJib, npHJlHB CHJl.

KoHe'!HO, BeCb 3TOT Ha6op MOJKeT npHCYTCTBOBaTb He y Bcex 06y-

**1.-rnlO ll01XCH.**

**OAY1H C0TPYAHY1K y)Ke Ha BT0p0M 33HflH1Lr1 OTM8H1Jl n0flBJ18HL-18 YYBCTBa**

**CB060Abl, napeH1,rn, 6Jl3)1{8HCTBa, 3ByYaw,ytO B ywax np111snHyt0 M8Jl0AY1IO. ,npy­ roVI yKa3aJl, YTO nocne BTOporo 3aHRTll1fl nOYYBCTBOBaJl B1t16pau,v1t0 B T8Jl8, a nocne Tp8Tbero OW,YTY1J1 ce6s=i neTRW,111M. TpeT111Lil 3as=is111n, YTO nocne nepsoro 3aHRTll1fl y Hero nof1B111Jl0Cb YYBCTBO COHJlv1B0CT111, BHYTP8HH88 paccna6neH1118, HOYblO CT8Jl nyYwe 38Cbln3Tb, a nocne Tp8Tb8rD 33HRTll1fl OH ow,yTY1Jl np111J1Y1B**

can a 6ogpocTb [11].

B pe3yJibTaTe o6y'!eHHl! no HeTpa)lHUHOHHblM MeTO/lHKaM y pyKO­ **BOJlI-ffeJieH H cneuHaJIHCT0B CHH)K3eTCH ypoBeHb TpCB0)KH0CTH, yse­ JJHlfHBaeTCH ypaBH0BellleHH0CTb, YJ1Y'-IW3CTCH caM0'-lyBCTBHe, H3CTp0-**

eHtte tt aKTHBHOCTh 111].

**ncnxoTeXHHKa <<peaKuHH>> M0)KeT 6bITb HCTI0Jib30B3H3 JlJUI onpene­** JieHHl! H pa3BHTHl! peaKUHH pyKOBO/lHTeJleli H cneutta.JIHCTOB B npo­ uecce o6y'leHHll tt npocpeccHOHa.JlbHOH neHTeJlbHOCTH.

**Oco6eHH0CTb ll3HHOH TICHX0TeXHHKH 33KJ1l0'-13eTCH B TOM, '-IT0 o6y­**

'13IO!l\HeCH He TOJlbKO noCTHfa!OT 6oeBbie nptteMbl, HOH perynttpytoT

**csoe 6oesoe nCHXHlfeCK0e C0CT0HHHe. 3TO TI03B0JIHeT Bb!pa6oTaTb oco-**

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6oe OTHOWCHl1C K TCXHl1KC pyKonaWHOfO 60,1, paccMaTpl1BaTb ee H.e TOJlbKO KaK 11HCTpyMCHT noBblWCHl151 npocj)ecc110HaJibHOfO MaCTep­ CTBa, HO H KaK cpeLI.CTBO caMOCOBCpWCHCTBOBaHI-UI. nc11XOTCXHHKa 1103BOJIHCT 110611TbCH Ka'ICCTBCHHOfO YCKOPCH1151 11pouecca BOCl1pl151-

THH 11 pearnpoBaH1151. TTpaKTHKYIOW11H CTaHOBl1TC51 c11oco6HblM B He­ CKOJlbKO pa3 6bICTpee pearnpoaaTb Ha OllaCHOCTb.

8 Ka48CTB8 npv1Mepa B.nv1f1Hv1s:I ncv1XOT8XH"1Kl/l Ha COTPYAHv1KOB MO)KHQ npvi­ B8CTVI BblCK33b1B3HL-1Sl rpex o6yLJalOW,v1XCfl.

«ncv1xorexHv1Ka noMor.na MHe cosepwarbABlll)K8Hlllfl 60.nee n.nacn1'-IH0, 6e3 Hanps:t)K8HL-1fl», «noHfl.n, KaK Hy)KHO HaHOCLHb YA3Pbl ro.nbKO noc.ne orpa60TKv1 ncvixoreXHL-1Kv1», «Aocn1rHyTb 0AH0Bp8M8HHOCH1 B 3aw,1,ne v1 HaHeCeHVU1 YA3- pa fl CyMe.n TO.nbKO noc.ne L-13Y48Hv1fl ncv1XOT8XHL-1Kv1l>. KpoMe Toro, noc.ne Kyp­ ca 3aHsnv1LII o6y4alOW,Vl8Cs:I OTM8'-la.m1 c.neAYIOW,1118 n03v1H1BHb18 v13M8H8Hv1fl B

CB08M COCTOflHVIVI: nosrnm:iercs:i crpeM.n8HL-18 K 8KH1BHOCH1, nOBblW88TCfl pe-

8KU,v1fl, y.ny'-IW88TCS1 BH"1M8Hv18, caMOKOHTpO.nb, Ha6.ntoA88TCs:l npv1.m1B cv1.n, cnoKOLIICTBv18 [ 11].

TaK11M o6pa30M, np11 pa3B11Tl111 y PYKOB01111TCJICH, c11eu11aJ111CTOB 11 (pyHKU110HaJlhHblX rpynn HMCHTyaniBHOH aKTHBHOCTH, CTTJIOLJ:eH­

HOCTH, KOMMyH11KaTHBHblX c11oco6HOCTeii, 11pocj)ecc110HaJlbHOfO o6- w:eHH51, Q}opMHpOBaHHH TTCHXOJIOfHLJ:eCKHX HaBblKOB B3aHMOTTOHJ1Ma­ HHH, B3a11Mo,aeHCTBHH, B3aHM03aMeH51eMOCTH, TTOMep)KKH, OKa3aHH51

110MOIU11, BblXOlla 113 KOHcj)Jil1KTHblX c11Tyau11i\, peryJIHU1111 6oCBbIX TTCHXW-IeCKHX COCTOHHHH, peaKUHH Ha onaCHOCTb HeTPMHUHOHHhle TTCHXOTeXHHKH noKa3aJIH .LlOCTaTQl·IHYlO pe3yJJbTaTl1BHOCTb.

**BOnPOCbl AJISI CAMOnPOBEPKi.1**

1. KaKHe KOMTIOHeHTbl BKJIJOYaJOTC51 B 3KCTpeMaJihHYIO no,11,roToBJieHHOCTb pyKOBO,II1-1TeJieti, cneUl-1aJil-1CTOB 1-1 ¢>YHKUl-10HaJlbHbIX rpynn ,rrm1 npoq:>ecc1-10- HaJlbHOH .rrenTe11bHOCTl-1 B 3KCTPCMaJlbHblX ycnmrnnx'?
2. HMeeTCH Jil-1 npo611eMa no,11,roTOBKH 1-1 no,rrrOTOBJieHHOCTH PYKOBO,llv1Te­

Jieti, CTICUl-1aJll-1CTOB 1-1 ¢>YHKUl-10HaJlbHhlX rpynn B 3KCTpeMaJibHblX yc.noBl-1SIX H B YeM Otta 3aKJitoYaeTCfl?

1. KaKOBbl ueJib, o6bCKT, 11pe.rrMer, Ja,IIaY1-1 1-1 TTp1-1HUl-1TTbl npoq:>ecc1-10- HaJlbHOti 3KCTpCM3JlbHO-TTCl-1XOJIOrl-1YeCKOti. no,rrrOTOBKv1 PYKOB01H1TeJieti, cne­ Ul-1aJil-1CTOB 1-1 ¢>yHKUl-10HaJlbHblX rpynn?
2. lITo BKJitoYaeTc5l B co11ep)Katt1-1e, crpyKrypy, Mo,11,eJib H aJiropHTM npo­

(pecc1-10HaJibHOi-1 3KCTpeMaJlbHO-TICHXOJIOrl-1YeCKOh no,rrroTOBKl-1?

1. 4TO BX0.1Il-1T B o6o6wettHbIH 1-1 1.1aCTHble KPl-1Tep1-1H 3KCTpeMaJihHO-TTCH­ xo11ornyecKoH nonroTOBJieH HOCTl-1 pyKOBO,IIv1TCJieti., cneuHaJIHCTOB 1-1 ¢>YHK­

Ul-10HaJlbHblX rpynn?

1. KaKl-1-e 06uU1e 3HaHv1S1, yMeHl-151, HaBblKv1 He06XOJll-1Mbl pyKOBO,IIl-1TeJISIM H cneu1-1aJil-1CTaM B 3KCTpeMaJibHblX YCJIOBl-15lX?
2. KaKv1e npoq:>ecc1-10HaJibHO-nCl-1XOJIOrl-1YCCKl-1e 311eMeHTbl c11e,11,yeT OTHec­

TH K o6weH 3KCTpeMaJlbHO-TICl-1XOJIOrHYeCKOti. no11roTOBJieHHOCTH PYKOBOlil-1- TeJieH, cneUl-13Jll-1CTOB, ¢>YHKUl-10Ha)lbHblX rpynn 1-1 KaKHe K cneUHaJibHOti.?

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8. KaK11e Bbl JHaeTC HeTpaJIHUHOHHbie ncHXOTCXHHKH, 11cnOJ1b3yeMbie B npo¢>ecc110HaJibHOti 3KCTpCMaJlbHO-rlC11XOJ10[114eCKOH nonroTOBKe PYKOBO­ n11Te,1eH, cneu11a.,111CTOB 11 cj)yHKUHOHaJlbHbIX rpyn11'!

**PEKOMEHAOBAHHASI J111TEPATYPA**

I. *Kumaee-LMMK JI.A.* nc11xoJ1or11H cTpccca. - M., 1983.

1. *Ko.,10..weeu, B. K.* BonpOCbl nc11XOJ10rl1'1ecKoti nonroTOBKH COTPYnHHKOB

\H1Jll1U1111 K neHCTBHHM B oco6o CJlO)l(HblX YC.T10B115IX / / np11J10)l(CHHC K (< BecT­

HHKy nepenosoro onbITa•>. - CBepD)IOBCK, 1975.

1. Mopa.ilbHO-nCHXOJJOnt'-IeCKaH nonrOTOBKa JIH'-IHOro COCTaBa K BblTIOJJ­ HeHHIO 33113'-I 110 :mll{HTe KOHCTHTYUHOHHblX npaB rpa)l(JlaH B ycJIOBHHX 4pe3- Bbi'-IHHHoro noJJo)l(eHHH 1-1 np11 soopy)l(eHHbIX KOH<l)JH1KTax. - M., 1995.
2. OcHOBbl cou11a.,1bHO-nCHXOJIO[HLJCCKOti Teop1-111: non pen. A.A. 6011,aJie­

Ba, A.H.CyxoBa. - M., 1995.

1. nporpaMMa nc11XO J10 rH 1 leCKO ti no11roTOBKl1 COTpYllHHKOB cneu11aJ1bHblX no.llpaJneJ1eHHH *OBLI,,* neHCTBYKJUIHX B l!pC3Bb14aHttb1x c11Tyaum1x, B TOM '-IHCJJe IIpi-1 BOOpy)l(eHHblX KOHq:>JIHKTitX. - M., 1997.

7. nc11xo11or1111ecKa51 IlOJl[OTOBKa COTpynHHKOB neHHTeHuHapHblX Y4PC>K­ llCHJ.1H KlJ.etiCTBHHM B 3KCTpCMaJlbHblX YCJJ08115IX: yqe6. noco611e. - M., 1997.

6. npo¢>ecc110HaJlbHO-nc1-1xoJ10fl14CCKaH nonrOTOBKa COTPYtlHHKOB 0811, no 1-1eTpan11u110HHblM HOCTO'IHblM IICJ.1XOTCXHHKHM K 11eti.CTBHHM B 3KCTpe­ MaJlbHblX yCJJOBHHX. - M., 2000.

1. nc11xo11or1151 11 nc1rnror11Ka B npo¢>eccwoHaJ1bHoH no)lroToBKe coTpyn­

HHKOB 0B11. - M., 1992. - '-1. 3.

1. nc11xOJ10[114CCKaH TIO)l[OTOBKl:l COTPYllHHKOB neHHTCHUHapHblX yYpe)l(­ llCHHti K ilCi1CTBH5IM B JKCTpeMaJ!bHblX YCJJOBHHX. - PH33Hb, 1997.

I 0. *CaAbe r.* CTpecc 6e3 JlHCTpecca. - PHra, 1992.

1. *CwupHoe B. H.* 11cnOJJb30B3HJ.1C HeTp3ill1UHOllllbIX IlCHX0TeXHHK B npo­

¢>ecc110HaJibHO-nc11xo,1or1111ecKOti IIOllrOTOBKC COTPYnHHKOB opraHOB BHYT­

peHHHX ne,1 K 11ei1CTBHHM B :JKCTpeMaJibHbIX yCJIOBHHX: n11c .... K3HlJ.. nCHXOJJ. HayK. - PH3aHb, 1999.

1. *CwupHoe B. H.* Mopa.,1bHO-llCJ,IXOJIOrHLJCCKaH nonroTOBKa Jll-fllHOfO co­

CTaBa c11euno11pa3neJ1eHHH OB11, K neHCTBHHM B YCJJ0B115IX '-Ipe3BbI'-Iai1HblX

c11Tyau11l1 / / nc11xonc11aror11Ka B 11paBooxpatt1-1TeJ1bHbIX oprattax. - OMcK,

1997. - Bbin. I.

1. *C.MupHoe B. H.* npoq:>ecc110HaJ!bHO-I1CHXOJ10fl1'!eCKaH 110.ll[OTOBKa co­ TPYnHHK0B cneu11aJlbHhlX nonpaJne11ctt11H 0811, K 11eHCTBH}IM B JKCTpeMaJib­ HblX yc.iIOBHHX: aBTOpC J. n11c .... llOKT. llCHXOJI. HayK. - M., 2004.
2. *Cwupuoe B. H.* npoq:>ecc11ottaJibHO-nc11xoJ10rw1ecKaH no11roTOBKa no

HCTpallHl(J.10HHbIM B0CT0 11Hb! M nCHX0TCXHHKaM: Me.lll1T3Ul1H, nocrrpaBM3TH­ 'ICCKHe CTpeCCOBbIC paCcTpoHcTBa // nc11XOJ10rHH B 6H3HCCe. - M., 1999. -

Bun. 2.

1. *CtwupHoe B. H.* npoq:>ecc110HaJ1bHO-nc11xoJ1orw1ecKaH nonroTOBKa co­ Tpyntt11KoB OB11, no HeTpaJIHUHOHHblM BOCTO'-IHblM ncHXOTeXHHKaM K neH­ CTBHHM B 3KCTpeMaJibHbIX ycJIOBHHX: y•1e6. IIOC0611e. - M., 2000.
2. *C1-1up11oe B. H.* Pa6oTa c JJH'-IHbIM cocTasoM OB11,: socr111TaTeJ1bHb1H 11

[1Cl1XOJ10fl1'1CCKHH acneKTbl : npaKTH'-I. noco611c. - M ., 2000.

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1. *Cmo.1J1peHKO A. M. u dp.* Mop,L1btto-nc11xoJ1orw1ecKa51 nonroToHKa J1H'-l­ ttom COCTaBa K RblTIOJlHeHHIO 3;]113'-I no 33W11Te KOHCTHTYUHOHHblX npaB rpa)l(- 113H R ycJ1omrnx •1pe3Bbl'-1311HOl'O IJOJ1O)1(eHl1}1 H np11 BOopy)l(eHHblX KOH$J111K­ rax: y•1e6.-MCTOJl. MaTepmUibJ 11 PCKOMett11.au1111. - M., 1995.
2. *CmwmpeH1w A. M.* nc11xoJ1orw1ecKaS1 nonroTOBKa JIH'-lttoro cocrasa op-

raHoB BHYTPCHHHX 11eJ1. - M., 1987.

1. *Cm<wHpeHKO A. M.* IOp1111w1ecKaS1 ne11aror11Ka. - M., 2000.
2. *Cmo1rnpe11Ko A. M.* 3KcTpCMaJibHa51 nc:11xone11.aror11Ka. - M., 2002.
3. *C/JameetJ H. M.* Cou11aJJbHo-nc11xo11orw1ecK11H K.rrnMar R KOJ1J1eKT11Bax oprauoB BHyTpcmrnx 11.cJ1: co11ep)l(aH11e u MCTO.1Ib1 ero 1ny'-leHH51 : ytJe6. 110co-

6"c. - **M.,** 1991.

1. 3ttu111010ne11.m1 KlPH.1Il1'-ICCKoH nc11xo.1. or111111 / non ofou. pe11. A. M. Cro­

m,pettKO. - **M.,** 2003.

1. *Gersons B.* Police. - USA, 1994.

rnABA 5

**nc1,1xo11or1r1'iECKOE conPOBO.>KAEHME PYKOBOAMTEJlEM, CnE lr1AJ1"1CTOB**

**1,1 <l>YHK MOHAJlbHblX rPYnn B 3KCTPEMAJ1bHblX YCJ10B"1SIX**

1. 1. nc111xo11or111"1ecKaS1 aAanTa1..1111si III Ae3aAanTa1..1111si pyKOBOAIIITeneiii Ill cne1..1111a11111cTOB B 3KCTpeMallbHblX

**ycnOBIIISIX**

TepM11H ***aiianmau,UR*** - W11pOKO 11 no-pa3HOMY np11MCHllCTCll B pa3- JIWIHblX 06Jiacn1x HayKtt - couttarlbHblX, MClll1Ul1HCKl1X, 6ttOJIOfl1- Y:CCKl1X, TTCl1XOJIOfW--ICCKl1X H np.

HMelOTC5I fl.BC TpaKTOBKH 3TOfO TTOH51THH.

nepBall paccMnp11BaeT anamau1110 KaK cnencTB11e onHoii omeJih­ Hoii QlYHKU1111 opraHl13Ma (B036YlKJlCHl1ll, peaKTl1BHOCTl1 11 np.), a TO 11 OT/lCJibHOro napaMCTpa 3TOH QlYHKUl111. npl1YCM HCKOTOpblC CBll3bl­ B3lOT ananTaumo C TTOHH)KCHHCM, npyrtte C TTOBblWCHHCM, TPCTbH - C coxpaHCHl1CM napaMeTpOB QlYHKU1111.

Brnpa>1 rpynna paccMaTpttBaeT ananTau11IO 6oJiee w11p0Ko, KaK pe3yJibTaT BCCX QlYHKU11H opraH113Ma, HO O/lHl1 BhlllCJllllOT np11 3TOM BHYTPCHHl1C cpyHKUl111, npyrne BHCWH11e, TpCTbl1 - 11 TC 11 npyrne.

0YCBl11lHO, BO BCCX 3Tl1X CJiyYallX peYb 11/lCT O pa3Jil1YHblX ypoBHllX anamau1111 opraH113Ma:

- KaK 061lleti pcaKuHH Bcero opraHH3Ma, HO Ha OCHOBC BCllYlllCfO

3H3Y:CHlUI KaKoH-Jitt6o ODHOH QH13l10JIOfW--ICCKOH CHCTCMbT: HepBHOH

**(11.** M.Ce•ICHOB, **l-1. n.** naBJioB), 3H/lOKPl1HHOii (1.CeJibC), noJIOBOii

(3.<t>peiin), reHCT11'1CCKOH (3. Mailp);

* KaKCllCU11Ql11YCCKOii Qll13110Jl0r11YCCKOH ananTaU1111, xapaKTep11- 3ylOLUell H3MCHCHHC YYBCTBHTCJibHOCTH KaKoro-Jitt6o opraHa;
* COUHaJlbHOH. ananTaUHH.

AuanT3UlUI accou1111pyeTC51 C TTOH51TlUIMl1 <<npttcnoco6JieHHC», <<33- llll1T3)>, «3KKJ1l1M3Tl133Ul1fl)>, «yCTOi-i.Y:HBOCTb)>, <<BbIHOCJIHBOCTb)>, <<KOM­ neHCaUH5I)> H T.11.

3THMOJJorW--ICCKH TCPMHH ((aJiaTTTaUH5I)) 6yKBaJlbHO O3HayaeT «npH­

Jia)KHBaHHe)>, <mpttttopoBJieHHe)>, <<TTPHrHaHHOCTb)), <<BTTHCaHHO Tb)) B Cl1CTCMy.

B OTJIH4He OT )l(HBOTHbIX JIIODH pacnoJiaraIOT oco6oti COUHaJlbHOti

CHCTeMoti MaTepttaJlbHOti H llYXOBHOH a11anTaUHH, K TOMY )Ke HX 6tto­ JIOfHYCCKa5I anarITaUH5I 3aBHCHT OT yCJIOBHH )l(l13HH H npoq)ecctto-

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**HaJlbHOH neHTeJibHOCTl1, T. e. OT TOH )Ke COU11aJibHOH auanrau1111. B co­** speMeHHbIX COU11aJlbHblX YCJIOBIHIX npO11CXO/ll1T ycKopeH11e 113MeHe­ H11H B JKl13H11, Tpy)le, 6bny, P11TMa lK113He)le>ITeJibHOCTl1 11 M11rpau1111 HaCeJieHl1ll, OCBOeH11e HOBblX TexHOJiornii. Bee 3TO rpe6yeT HOBblX cj)opM **H TeMnOB cl>H3110JIOfW--IeCKOH 11 nc11x111..J:eCKOH auanrau1111, HOBbIX**

cpe/lCTB 11 cnoco6os np11cnoco6JieH11>1 K 6b1crpo 11 pe3KO MeH>110w11M­ c>1 YCJIOB11llM, B TOM '!11CJie 3KCTpeMaJJbHblM. 3TOro rpe6yeT 11 np11cno­ co6JieHHOCTb K 06bI'!HbIM ycJIOB11llM noCJie BO3BpaweHl1ll 113 3KCTpe­ **MaJlbHhIX YCJIOB11H )KH3He,Ue51TeJibHOCTl1.**

nc11x11'!eCKall a)lanrnu11>1 '!eJIOBeKa K 3KCTpeMaJJbHbIM cpe)lOBblM yCJIOBl1llM He MOJKeT paccMaTpl1BaThCll 6e3 y'!eTa nc11XOJ!Ofl1'!eCKl1X peaKU11H opraHl13Ma, BO3Hl1Ka10w11x KaK B rpaH11uax HOpMbl, TaK 11 **KaK naTOJIOfl1l.J:eCKHe H3MeHeHl151.**

np11 naTOJIOrn11 opraHl13MY npl1XO/ll1TCll JKepTBOBaTb KaKOH-TO O1(­ HOii HJll1 HeCKOJ!hK11Ml1 cpyHKU11llM11 )lJlll coxpaHeH11ll 6oJiee lK113HeH­ HO BaJKHbIX, 6e3 KOTOpbIX cywecTBOBaH11e B CO3)laBWl1XCll YCJIOBl1l!X OKa3h!BaeTCll HeB03MOlKHblM. C 3TOii TO'!Kl1 3peHl1ll 6oJie3H11 npe)lCTaBJill­ **lOT co6oH <<Bbl XO,U**►**> opraHH3Ma 3a npe.ueJihl auanraU11OHHblX «Jl11MH­ TOB**►**>, Bh1pa60TaHHblX B npouecce )lJIHTeJibHOH 3BOJIIOUl111.**

np11 3TOM BO3MOlKHO:

* coxpaHeH11e BbICOKOfO YPOBHll opraHl13aU1111 JKl13He)lel!TeJibHOCTl1 opraH113Ma np11 yrpaTe KaKl1X-J11160 cj)yHKU11ii, o6bI'!HO MeHee BaJKHhix;
* HapyweH11e BbICOKOfO YPOBHll opraH11Jau1111 lK113He)lellTeJihHO­ CTH opraHl13Ma 11 nepeXO/l Ha 6oJiee H113K11ii yposeHb;
* co'!eTaH11e nepsoro 11 BTOporo.

TaK11M o6pa30M, npe)leJibl a)lanrnu1111 )lJlll pa3HhIX JIIO)leii 11H/ll1B11- 11YaJJhHbl 11 MOfYT 6b1Tb oxapaKTep113OBaHbl nC11XOJ!OrH'!eCKl1Ml1 11 cj)11- 311OJ!OrH'!eCK11Ml1 napaMerpaM11. Ilp11 a)lanrnu1111 K 3KCTeMaJJbHblM yc­ JIOBl1l!M B '!eJioBe'!eCKOM opraHl13Me MOfYT He npOl1CXO/ll1Tb 113MeHe­ H11ll, MOfYT npO11CXO)ll1Tb 113MeHeHl1ll B paMKax UCHXOcp113110J!OfH'!e­ **CKOfO 3.IIOPOBb51 H MOryr npo11cxon11Tb naTOJIOfl11..J:eCKl1e 113MeHeHH51.** nepBbie 11CCJie)lylOTCll nc11xOJIOrH'!eCK11M11 MeTO/laM11, BTOpb1e - nc11- **x11arp111..J:eCKl1Ml1 11 Me.II11U11HCKl1Ml1.**

no /laHHblM B.11.Jle6e)leBa, '!eM )lJll1HHee CpOK lK113Hl1 11 pa60Tbl Ha fH/lPOMeTeopOJIOfH'!eCK11X CTaHU11llX, TeM TPY/lHee JIIO/ll1 pea)lan­ mpyIOTCll K o6bI'!HblM YCJIOB11llM. MHorne npopa6ornsw11e B 3KCne­

/ll1U11OHHbIX YCJIOBl1llX Ha KpaiiHeM Cesepe 10-15 *JieT* 11 BO3BpaTl1B­

w11ec>1 )lOMOii, CHOBa e)lyr Ha Cesep, He cyMeB pea)lanT11pOBaThCll K OObl'!HblM yCJIOBl1llM lK113H11. no)lo6Hble npo6JieMbI BO3H11Ka10T y Be­ **TepaHOB BOHH, npocpecc110HaJibHblX BoeHHhlX.**

TaKl1M o6pa30M, MOJKHO CKa3aTb, '!TO *aaanmau,uR* - *cnoco6HOCmb*

*K npucnoco6AeHUIO u 6b1J1CueaHu10 a1m o6ecne eHUR J/CU3HU Ha ecex ypoe­*

*HRX CJI0J/CH0Cmu.* 3TO OCHOBa UO/l/lepJKaH11ll UOCTOllHCTBa BHyrpeHHeii cpe)lbl 11 conpOTl1BJieH11ll CTpeccy. KaK n11can r. CeJihe, eCTb l(Ba cno­

co6a BbllK11BaHl1ll: 6opb6a 11 a)laUTaU11ll, HO K ycnexy '!awe BCero Be­

/leT aJJamau11>1.

I 3I

CornaCHO KOHnenu1111 **r.**CeJlbe *06!1,(UU aoanmaU,UO/lllblU cu11opoM* ( *OAC)* 11MeeT cjJa3bl, KOTOpbie B CBOeii COBl)KYllHOH co11ep)l(aTea1bHOH 11HTepnpernu1111 npe11cTaBJ1H10T ocHOBHoe co11ep)l(aH11e anarnau1111 qe­

**JioBeKa.**

n e p Ba H cjJ a 3 a - pea Ku 11 s T p e Bo r 11 ( «MapM» - peaK­ u11H) HBJlSeTCH c11rnaJ1OM O K3KOM-Jll160 He6naronpl-lHTHOM B03/leii­ CTBl111, Bbl3b!B3H csoeo6pa3HYIO M0611Jll133Ul1IO pe3epBOB opraH113-

**M3, Heo6xo.u11MbJX D.JlH nepecTpOl1Kl1 ero .ueHTeJlbHOCTH B COOTBCT­ CTBHH C HOBhJMl1 BHeWHHMH Tpe60B3Hl1HMl1. 803Hl1K3lOT 3MOUl111 rpe­**

**Bor11, COCTOSlIHrn B036y)l(JleHHH, nc11xw1ecKoro HanpmKeHI-UI, HBJIH­ JOW,HeCH ecTeCTBeHHbIMH 11 He06XO.IU1MbJMl1 B .U3HHOH c1.nyaut111. C11e­**

llYIOWaH cpa3a - cjJ a 3 a C O n p OT 11 B Jl e H 11 H (p e 3 11 CT e H T H O­

c T 11) KaK 33KOHOMepHoe cJ1e11crn11e peaKu111-1 Tpesorn, Korna opra­ Hl13M a11anT11poBaJICH K cTpeccOBOMy B0311eiiCTBl1IO 11 cjJyHKUl10Hl-lpy­ eT B OTHOCl1TeJlbHO c6MaHC11pOBaHHOM pe)l(l1Me 33 C4eT M0611Jll130-

83HHb!X pecypcOB B cooTBeTCTBl111 C npe/lbHBJlHeMblMH eMy Tpe6osa­

**Hl1HMl1. TeM He MeHee np11 .IJ,OCT3TO'--IHO illlHTeJibHOM B03D,eHCTBHH**

CTpecc-cjJaKTopoB cjJa3a conpOTl1BJleHHH, HCllOJlb3YIOW3H pecypCbi C **onpe.ue11eHHbIM 3HepreTl1lJeCKl1M J111Ml1TOM, nepexo.u11T B CJle.UyJO­** WYIO cpa3y - cp a 3 y 11 CT O ill e H 11 H, KOTOpaH Bbl3b!BaeT Hapywe­

HHH cjJyHKUHi-i CHCTeM opraHH3Ma 11 COCTOHHHH ***iJe3aiJanmau,uu.***

Tpexcpa3oBaH cxeMa anamau1111 opraHH3Ma no3BOJ1HeT secTH pe%

**K3K Ml1H11MYM O .llBYX HBJleHHHX, Henocpe.UCTBeHHO .IJ,OTTOJIHH!Oll.l,HX 06-**

WYIO KapTHHY ananrnu1111. 3TO HMH4He 3anacOB ananTauHOHHh!X pe­ cypcos opraHtt3Ma, 11n11 a11anrnu11OHHOii 3Heprn11, pacxonyeMoii np11 npe11bHBJ1eH1111 opraHtt3MY K3KOro-n1160 cneu1-1cjJ11qecKoro Tpe6osa­ HHH cypecc-cjJaKTopoB c noMOWblO cpa3bl ypesorn o6wero ananrnu11- OHHOro CHH/IPOM3 (KaK nycKOBoro MeX3HH3M3). **11** BTOpoe - HaJJH4He

11Byx ypO!JHeii ananTaUHOHHOH 3Heprtttt - noaepXHOCTHOii **11** rny6o­

**KOH.**

nepsaH (nosepxHOCTHaH 3HeprttH) /lOCTynHa no nepsoMy Tpe6o­ B3HHIO, ttMeHHO oHa pacxonyeTcH Ha cpa3e Tpeuorn, O6ecneq11BaH 113- MeHeHtte xapaKTepttCTHK opraHtt3M3 11 nepBH4HYIO anamau1110 **K** CTpec­ copHOMY B03/ICHCTBHIO. fJ1y60KaH anamauttOHHaH 3HeprttH co6cTBeH­ HO 11 COCTaBJlHCT pe3eps, KOTOPbiH M06HJltt3yeTCH cpa3OH Tpesorn 11 BCTynaeT B 11eticrn11e Ha cpa3e pe311CTeHTHOCTH, 06ecne•111saH conpo­ TttBJ1eH11e He6JJaronpttHTHOMy BHeLI!HeMy BO311eiicTB11IO, T. e. caMy anan­

**T3Ul1l0 K CJl0)Kl1BWeHcH Cl1TY3UM11.**

**nc11xoJ1orwtecK11e 11cc.r1e.iJ.0BaH11S:1 cTpecca, ocHOB3HHble Ha Teo­** p tt r.CcJlbC 11 KOIIIJC!IUH o6u(ero ana11Tau11OHHOrO CHHIIPOM3, B Haweii CTpaHe Ha1160J1ec noJlHO npe11crnsne11h1 pa6ornM11 Jl.A. Kttrn­ eaa-CMblKa. B qaCTHOCTH HM npellJlaraeTCH CTpyKTypa o6wero anama­

**Ul10HH0f0 CHH.npoMa C 1103(.1UJ1ti flCHXOJIOrw.-1ecKoro nOHHMaHHH np11-**

PO/lbl YCJlOBeKa KaK 611ocou11aTTbHOro HBJleH H- no MHCHl1IO Jl.A. K11-

**Taesa-CMhlKa MCCJle\_llOBaHHH CTpecca 1-rnnpaRTJCHbl Ha 11-1 llJeH11e 06- WHX, 1-1ccncur1ctn111ccK11x Cvti\1!JTOMOB ::U.l3(1Tlll.ll1(.1. ::h11 CHMflTOMbi noJI-**

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Hee l1 OT11CTJH1Bee npOHBJHIIOTCH npH neiicTBHJ.1 Ha lfeJIOBeKa 3KCTpe­ M3JlbHblX *lVlll* Hero CTpeccoreHHblX (j)aKTOPOB 111.

B paMKax Teop1111 nc11xw--1ecKoH ananTau111-1 Ba)l(Hoe 3Hal-JeHHe wrn noH11MaHMH nc1-1xo.r1on-1YecKoti: cywttoCTH ananTau11ottHoro npouecca HMelOT KaTerop1--rn: <<yCTOHl-JHB3H llCJ.1XHYecKaH ananTaUl1H>>, <<nepeanan­ T3Ul1H>>, <<ne3ananTau11H» H <<peananTaUl1H)>\_ Co.uep)KaTeJihHaH HHTep­ npnawrn 11aHHb!X nOHllTHH no3BOJllleT 60J1ee rny60KO pacKpblTb cyw­ HOCTb ananT3Ul-1OHHblX peaKUl1ti: J1Hl-JHOCTl1, neHCTBHe MexaHH3Ma 06- wero ananTauttoHHoro c11HnpOMa.

TTo.u ycToHY11soti: nc1-1x11lleCKoH ananTau11eH noH11Ma10TCH peryJIH­ TOpHbie peaKUl1l-1, TTCl1Xl1YeCK3H 11eHTeJ1hHOCTb, Cl1CTeMa 0THOWeHl1ii l1 *T.D..,* KOTOpble BO3Hl1KJH1 8 npouecce OHToreHe3a B KOHKpeTHblX 3KOJ1OfHYeCKl1X J.1 COUl1aJlbHblX ycJIOBl151X l1 (pyHKUl10Hl1poBaHl1e KOTO­ pb!X B rpaH11uax onrnMyMa He Tpe6yeT 3HaYl1TeJlbHOro HepBHO-nCl1- XHYeCKOfO HanpH)KeHJ.151.

*JJ.e1adanmau,uR onpede.nRemcR KaK ncuxul-fecKue cocmoR!fUR JIUl-fHocmu,*

*06yCJ10B1leH1-1b1e Bo30eUcmeueM ncuxoceHHbLX (/JaKmopoe, npu KomopblX ncu­ xo(j.JuJua1ocul1ecKue u cou,uaJ1bHo-ncuxoJ102ul-fecKue MexaHU3Mbl, ucl-fepnae pe1epBHb1e B03MOJKHocmu, 6011ee He Mocym o6ecnel-fumb adeKBamHoe om­ pa.w:eHue u pecy.,1flmopHyJO deRmeJ1bHOCmb l-fe\_,weeKa.*

Heo6xonl-1MO nonllepKHYfb, LfTO HeJ1b351 OTHOCl1Tb K 3KCTpeMaJJb­ HblM ycJIOBl1HM )Kl13HeneHTeJ1bHOCTl-1 Te, 8 KOTOPblX Tpe6yeTCH HanpH­

JKeHHe (j)113110J1ornyecK11x l1Jll1 nrnx11YecK11x npoueccoB. B. l1.Jle6e11es

B CB513l-1 C 3Tl1M yKa3bIB3eT 1--Ja 11B3 cywecTBeHHbIX o6CTOHTeJlbCTBa:

I) CTpecc BnOJJHC HOPM3JlbHOe l1 Heo6XOlll1MOe YCJ1OBl1e lKl13Hl1 l1 1l.CSlTe.IlbHOCTl1 LfeJIOBeKa;

2) rpatt1-1ua, OT1IeJ1HIOW351 o6bil-JHble ycJIOBl1H OT 3KCTpCMaJJbHblX, onpeneJIHeTCH He CTOJlbKO np1-1cyTCTBl1CM CTpeccosoro B03D.ei1cTBl1H, CKOJibKO D.OCTaTOYHO l1HTeHCl1BH blM pacxonoBaHl1eM pe3epBHblX anan­ T3Ul1OHHblX BO3MO)l(HOCTeti J1l1YHOCTJ.1 J.1 TeHneH trneH pa3Bl1Tl-1H ne3- anamau1111 non BJJl1llHHeM cneu11(j)11YecK11x nc11xoreHHhlX (j)aKrnpoB.

Heo6X011l1MO OTMCTl1Tb, YTO TeopHll CTpccca l1 06w11ii ananT3Ul1- OHHblti: Cl-1HD.POM CeJibe conep)Kl1T B ce6e TaKoe noHHTHe KaK D.l1-

r.

CTpecc, Oll.HO 113 3HaYeHHH KOTOporo npl1 D.OCJIOBHOM nepesone C aH­ rJll1iiCKOfO O3HaYaeT (<l1CToweH11e)>' <<Hy)Kl{a)>. 3TO noHHTl-1e *Cenbe* BBO-

1111T lUIH o603H3YeHl1H COCTOHHHH, KOTOpb1e BO3Hl1KalOT B pe3yJlbTaTe

l1CTOWeHHH ananTaUHOHHblX pecypcoB opraHl13Ma 1-1 npe.IJ,CT3BJ1HIOT co6oH D.CCTpyKTl1BHbiti: pe3yJibT3T BJ11-1HHl1H CTpecca no cro 3HaYeHl1IO

DJ151 opraHJ.13Ma. HcxonH 113 YTBep)Kl{CI--IHH O TOM, l-JTO «nOJIHaH CBO6ona

OT CTpecca O3HatiaeT CMCpTb>>, r. CeJlbC nocBHTl1Jl CBOl1 l1CCJ1enosa­

Hl1ll CTpecca l1 anamauHOHHOro CHHllpOMa peu1eHl1IO npo6JleMbl npo­

$l1J13KTl1Kl1 lll1CTpecca. np11 3TOM OH CYHT3JT lll1CTpecc B03MOlKllblM, HO He O6H3aTeJ1bHh!M CJ1encn 11eM B03D.eiicTBl1H Ha opraHl13M CTpecc­ (j)aKTopoB, 11H11u1111py10w11x npouecc np11cnoco6J1eH11>1 JK11soro opra­

Hl13Ma K TTOCTOHHHO MeHHIOweHcH cpene l1 TeM C3MblM o6ccnel-Jl1BaIO­ Wl1X ero Bh1lKHBaH11e I101.

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B CB513H C 3THM B03HHKaeT He06XO.IlHMOCTb COOTHeceHHH noHHTHH

*cmpecc-qiaKmopbl (cmpeccopbl)* 11 *ncuxo2eHHb1e qiaKmopbl,* o KoTOpbIX 1111eT pe'lb np11 paccM0TpeH1111 Teop1111 o6wero ananTau110HHoro c11H­

.up0Ma H KOHUenutttt auanTauHtt JIHl!HOCTH K 3KCTpeMaJibHbIM ycJIO­ BHHM )lillJHe.ueHTeJibHOCTH.

BJIIIHHlle CTpecc-cj)aKTopoB o6yCJIOBJIIIBaeT BKJIIO'leH11e MexaHll3Ma

auanTaUHH. OHtt HBJHIIOTCH npttYHHoH pa3BHTHH auanTaUHOHHoro CHH­

.upoMa, .uellcTBtte KOToporo nptt3BaHo o6ecnellttTh nepeauanTaUttlO opra­ HH3Ma H ncHXHYeCKHX xapaKTepttCTHK YeJioBeKa K H3MeHHBlllHMCH yc­ JIOBHHM cyw.ecTBOBaHttH, rne caMa H3MeHeHHOCTb KaK pa3 H onpeneJIH­ eTCH BJIHHHHeM 3THX CTpecc-cfmKTOpOB. O.uHaKO BeKTop H3MeHeHHOCTH

(noJHTHBHblll HJIH HeraTHBHbIH) onpe.ueJIHeTCH y)Ke He CTOJibKO BJIHH­ HtteM cTpecc-q}aKTopoB, CKOJibKO oco6eHHOCTHMH annepuenuHH l!eJio­ BeKa. EcJIH BocnpttHTHe lleJioBeKa He fOTOBO K CHJibHbIM KaK no HHTeH­ CHBHOCTH, TaK H no npo.uOJI)KttTeJibHOCTH B03.UeiicTBHHM 0Kpy)K3.IOW.ell cpeLibl, TO 3TO npttBO.IlHT K 3Hal!ttTeJibHOMY pacxo.uoBaHHIO auanTautt­ OHHbIX pecypcoB opraHH3Ma BnJIOTb .IlO HX noJIHoro HCTOW.eHttH. B 3TOM CJiyl!ae HaJIHUO ncttxoreHHOe BJIHHHtte CTpeCCOBOH cttcyautttt. TTptt 3TOM ncttxoreHHOCTb noHHMaeTCH KaK ycJIOBHe B03HHKHOBeH1151 H pa3BHT1151 HapyweHttH ncHXHltecKoH .ueHTeJibHOCTH BCJie.UCTBHe .ue3a,uanTaI.J,HH B CB513H C HCTOW.eHtteM auanTauttoHHbIX pecypcoB JIHl!HOCTH H <<npopbl­

Ba» anamau110HHoro 6apbepa. TaKIIM o6pa3oM, pa3JI11'!11e Mell</ly noHH­

THHMH «CTp ec c - q} aKTOp bl ►> H <<TTCHXoreHHbie q}aKTOpbl>) COCTOHT B TOM, l!TO nepBbie HBJIHIOTCH nycKOBblM ycJIOBHeM npouecca auanTaUHH, a BTOpb1e - ycJIOBHeM pa3BHTHH COCTOHHHH .ue3a,uanTaUHH.

Bxons-iw.HH B KoHuenuttlO auanTautttt JIHl!HOCTH B 3KCTJ)eMaJibHbIX ycJIOBHHX )Kl13He.ueHTeJibHOCTH TepMHH «nepeauanTaUHH» MO)KeT 6bITb HCTOJIKOBaH B .IlBYX 3HalleHHHX:

I) KaK npouecc cj)opM11poBaHIIH nc11x11'1eCKIIX peaKUllii Jlll'IHO­

CTH, CHCTeMbl OTHOWeHHH, aueKBaTHblX npeLib5-IBJIHeMblM cpenoH )KH3- He11eHTeJibHOCTII Tpe6oBaHIIHM II 06ecne'IIIBaIOw11x 3cpcpeKTIIBHOe B3a­ llMO/leiicTBlle c 11aHHoii cpe11oii np11 peM113au1111 ueJieii 11 3U/la'! 11eH­ TeJihHOCTH, ocyw.eCTBJIHeMoH B naHHblX ycJIOBHHX;

2) KaK KOHe'IHhiii pe3yJihTaT 11aHHoro npouecca, ttMeIOw11ii yc­

newHoe Ll.1151 JIHl!HOCTtt 3Hal!eHtte B xo.ue peaJitt3autttt ueJiett neHTeJih­ HocTH B 3MaHHblX ycJIOBHHX.

B 3KCTpeM3JlbHbIX YCJIOBIIHX nepeanamau11H pyKOBO/lllTeJieii II cne­

UHaJIHCTOB ocyw.ecTBJIHeTCH 3a Cl!eT HX auanTaUHOHHbIX pecypcoB, B KOTOpbie BKJIIOYalOTCH He TOJibKO ncHxocf>tt3HOJIOfH1-IecKtte xapaKTe­

pttCTHKH, HO H xapaKTepttcTHKH HX no.uroTOBJieHHOCTH. CJie.uyH yr­ Bepll</leHIIHM r.CeJibe, a TaIOKe IICCJie/lOBaHIIHM 6apbepa nc11xw1ec­ KOii ananrnu1111 IO. A. AlleKcaH11poBcKoro, nepeananrnu11H Jill'IHOCTII

K 3KCTpeMaJibHbIM YCJIOBHHM )Kl13He.ueHTeJibHOCTH HMeeT OTHOCHTeJib­

HblH no npo.uOJI)KHTeJibHOCTH BpeMeHHOH HHTepBaJI. BMecTe C TeM B 3aBHCHMOCTH OT no.uroTOBJieHHOCTH pyKOBOLIHTeJieH H cneuHaJIHCTOB npoLIOJI)KHTeJibHOCTb BpeMeHHoro HHTepBaJia MO)KeT ttMeTb OlleHb 6oJib-

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wow 111rnnaJoH. TTo3TOMY npouecc II pe3yJ1hTaT nepea.uanrnu1111 MOJKeT IIMCTh Ka4eCTBeHHble 0TJlll41151 OT ypOBH>I 6bICTpOro IICTOIUeHll>I a.uan­ TaUIIOHHhlX pecypcos, npophrna a.uanrnu110HHoro 6aphepa 1111e3a,uan­ rnu1111 /10 ypOBH>I yKpenJleHll>I II pa3BIITll51 a.uanTaUIIOHHhlX pecypCOB B npouecce ycnewHOW npocj)eCCIIOHMhHOii 11e>ITeJ1bHOCTII B COCT051- HIIII nOBbIWeHHOW BKJII04eHHOCTII Bee npouecc. Pe4b 11/leT O npO/lOJl­

**)l(ttTeJibHOCTH OTHOCHTeJlbHO ycTOH4ttBOH ananTaUMH JlH4HOCTH K** yc­

**JIOBH51M .uesneJibHOCTH B 3KCTpeMaJihHhlX yCJIOBH51X H JleTepMttHaHTax,** onpe11eJ1>IIOWIIX KaK ycnewHocTh npouecca nepea,uanrnu1111 B ueJ10M, TaK II yCTOH411B0CTb )IOCTllfyTOro pe3yJlhTaTa BO BpeMeHII.

**He MeHee BR)l(HblM 3JleMeHTOM KOHuenw-111 ananrau1-u1 Jll14HOCTH**

**B 3KCTpeMMbHhlX YCJIOBH51X 51BJHleTC51 nOH51Ttte <<pe ananT3Ul·H**►**l>, no­ HttMaeMaJI KaK BOCCT3HOBJieHtte pery;unopHblX ncttXH4eCKHX peaKuttH** II nc11x11YeCKOW )le>ITeJlhHOCTII, COOTBeTCTByIOWIIX Tpe6oBaH1151M 06w1-

HhlX YCJIOBIIW JKll3He)le51TeJlbHOCTII Ha OCHOBe peCTPYKTYPIIJau1111 ccj)op­ MllpOBaHHoro no11 B03)1ei\CTBlleM nc11xoreHHhlX cj)aKTOpOB Hea,ueKBaT­ HOro BOCnp1151Tll51 3KCTpeMMbHhlX yCJIOBIIW. CI011a JKe CJ1e11yeT OTHec­

TII pecTpyKTyp11Jau11IO ccj)opM11posaHHOii no11 B031leiicrn11eM cTpecc­

<!>aKTOPOB Ha ypOBHe HaBblKa np11Bbl'IKII a,ueKBaTHOro npocj)ecc110HMh­ HOro Bocnp11>IT1151 3KCTpeMMhHhlX YCJIOBIIW (Tpe6yeT cneu11MbHO pa3- pa60TaHHhlX COUIIMhHO op11eHT11pDBaHHhlX MeTO)IOB II np11eMOB). B Ha­

CTO>IIUee BpeM>I WllpOKO IICnOJlb3YeTC51 TepMIIH «nc11xoJ1orn4eCKAA pe­ **a6ttJil1T3UH51>>, KOTOpblti. OTpIDKaeT cyrb peananrau1111, ttMe51 B B11)],Y** 11cnOJ1b30BaH11e P>I/la cneu11MbHhlX Meponpll>ITIIW II nc11xoJ10rl14e­ CKOro 06ecne4eH11>I peM11Jau1111 co11epJKaH11>I 11aHHoro noH>ITll>I (pe­ a.uanrnu1111).

60J1ee no11po6Ha>I cxeMa paJBIITll>I o6IUero a11anrnu110HHoro

CIIH/lpOMa KaK peaKUIIII Ha CTpeccosoe B03)1ei\CTBlle npellJIOJKeHa JI.A. K11rneBhIM-CMhIKOM (p11c. 8). 311ecb 1'. - seJ111411Ha cTpeccosoii **Harpy3KH; *t* - BpeM51 B03JleHcTBIHI.**

)laHHa>I cxeMa IIJIJIIOCTp11pyCT BhIWell3JIOJKeHHbie n0311UIIII OTHO­

CIITeJlbHO nepea.uanrnu1111 Jlll4HOCTII B 3KCTpeMMhHhlX yCJIOBll>IX 11e>I­ TeJlhHOCT11. KpoMe rnro, nepBAA cj)a3a (pa3pyweH11e 11Mesweiic>I •<!>YHK­ u110HMhHOii CIICTeMHOCTII») MOJKeT 6hITh IIHTepnpeTIIPOBaHa KaK

**neps114Ha>1 .ue3a,nanrau11>1, co.uep)KaHtteM KOropoH >1rurnerc>1 aKr11Ba­**

u11>I a.uamau110HHh1x pecypcos II JanycK MexaHIIJMa nepea,uanrnu1111. Brnpa51 (cj)aJa CTaHOBJleHll>I «HOBOW <l>YHKUIIOHMhHOii CIICTeMHOCTII>>)

II TpeTb>I (cj)aJa HeyCTOWYIIBOW a.uanTau1111) co6crneHHO II 51BJl5IIOTC51 npoueccoM nepea,uanrnu1111. TTp11 3TOM 4eTBepTaH cj)aJa MOJKeT pac­ cMaTp11BaThC>I KaK )IOCTllrHYTOe COCT051Hlle B pe3yJlhTaTe nepea.uanrn­ UIIII. 3asepweH11eM pa3BIITll>I a,uanrnu1111 no npellJIOJKeHHoii cxeMe >IB­ Jl>IeTC>I n>ITa>I cj)aJa: pa3pyIUeH11e •<l>YHKUIIOHMhHOW CIICTeMHOCTII»,

IIJIII 11e3a,uanrnu11>I, o6yCJIOBJleHHa51 IICTOIUeHlleM a.uanrnu110HHbIX pe­ cypcoB II npopbIBOM a.uanrnu110HHoro 6apbepa.

**KaK noKa3blB31()T 11ccne.uosaHIHI, 4eJ10BeYeCK351 .uesneJibHOCTh 11**

**MhllllJleHtte Hy)K)lalOTC51 B nOCT051HHOM B036y)K)leHtttt, KOTOpoe MO)K\_eT**

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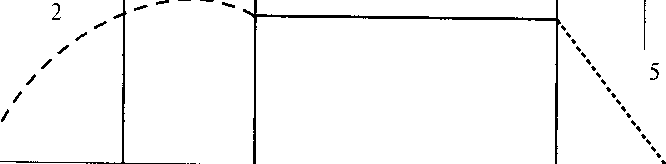
<l>;:na CT3110B-

JlemHl HOBOH <l>aJa <t>aJa

¢>YHKl[HOHa1IhHOH 1-1eycrnHYHBOii ycroi-1YHBOii

CHCTeMHOCTl1  31[anrnutttt

<l>aJa pa3py­



\

*I*

3

wemuJ «{pyHK­ UHOHaJibHOH

CHCTeMHOCTH»

4

P1-1c. 8. <l>aJbl a1rnnTau111-1 np11 CTpecce

Rbl3blBaTbCH C rlOMOUJblO BHeWHHX H BHyTpeHHHX HMnyJibCOB. CLJ.HTa­ eTCfl, 4TO MYJb[Ka, )KHBOTTHCb, TTO33HH neJiaIOT lfeJioBeKa 6oJiee BOC- 11pHHM4HBbIM K COUH3JlhHO-TTCHXOJIOfH4eCKOMY BO31leHCTBHIO. 3TOT

rpaKTOP cJie11yeT Y'IHTblB3Tb npH no116ope nCHXOKOppeKUHOHHhlX Me­ TO/lHK, Hane,aeHHblX Ha 6blCTpettwyIO a11anrnUHIO PYKOBO/lHTeJieH H cneuHaJIHCTOB K neHCTBHHM B 3KCTPCMaJlbH blX YCJIOBHflX.

CywecTBYIOT pa3Hble rpopMbl a11anT3UHH: 6e3p33JIH4He K CHTya­ UHH, HCTTOJib3OBaHHe HHllHBHllYMbHblX BOJMO)KHOCTeH (BHYTpeHHHX pe3epBOB nCHXHKH) H COTPYllllH4CCTBO. COTPYIIHH4eCTBO 6oJiee BblHf­

pbllllHO, TaK KaK naeT BOJMO)l(HOCTb npuo6peTeHHH CTOpOHHHKOB, KOTOPbie MOfJIH 6bi OKa3aTb [[OMOWb B npouecce ananTaUHH. 11MeHHO COTPYIIHH4CCTBO rj)opMHpyeT CTpeccoycTOii4HBOCTb H nOBblWaeT co­ npOTHBJIHeMOCTb CTpeccy y pyKOBO/lHTeJieii H cneuHaJIHCTOB.

ConpoTHBJIHeMOCTb cTpeccy 3aKJJJOllaeTCH B cnoco6HOCTH pyKoBo­

/lHTeJieti H cneuHaJIHCTOB nepeHOCHTb TPYlIHblC CHTY3Ul1H 6e3 11e3op­ raHH3aUHH (1OBelleHHH. non conpOTHRJIHeMOCTblO, HJIH TOJiepaHTHO­ CTblO, opraHH3M3 nOHHM3IOT KOHCTPYKTHBHYIO pC3KUHIO H3 cywe­

CTBeHHble 3MOUHOHaJTbHble B036y)l(JleHHH B yCJIOBHflX CTJ)ecca, T. e. Korna TPYllHbre H HenpHHTHble CHTyauHH He Bbl3b1B3IOT 3H34HTeJibHblX OT­ pHuaTeJibHblX 3MOUHH, CTpaxa, rHeBa, TpCBOrH. ConpoTHBJIHeMOCTb CTpeccy MO)KCT onpeneJIHThCH H K3K cnoco6HOCTb K coxpaHeHHIO opra­ HH33lJHH TTOBellCHHH B ycJIOBHHX CTpccca. Korna HeCMOTPH Ha BO3HHK­

HOBeHHe TTO]l BJIHHHHeM CTpecca JMOUHOHaJlhHOfO HaTTpfl)KeHHfl He npOHCXOD,HT .ue3opraHH33UHH TTOBelieHHfl, OCHOBHble ueJIH TTPO.IlOJ1-

)KafOT peMH3ORblBaTbCH, coxpaHflTbCH, H3TTPHMep, P3UHOH3J1bHOe MbILIJJieHHe B CHTY3UHH K3TaCTpOtj:)bl, npaBHJlhHO npOBO.IlflTCfl B )KH3Hb He06XOJIHMbie cxeMbl, coxpaHHeTCH MOTHB3UHH.

CTpcccoycTOH4HBOCTb - 11CHXOtj:)H3HOJIOrH4eCKOe COCTOHHHe Ye­

JIOBeKa, o6ecnellHB3IOUiee onTHMaJibHYIO ananTaUHIO K 3KCTpeMaJib­ HbIM yC,'IOBHHM, TTO3BOJIHIOWee pe1113Tb RO3JIO)KeHHbie H3 Hero 3aII3lfl1

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6c3 ITOTepb (cjJH31!0JIOnJ4CCKIIX 11 l!Cl1XOJIOfll'leCKIIX). T. e. B COCTOH­

HHH ncttxocfHHHOJIOflFieCKOro paBHOBeorn.

Ha CHH)KeHHC CTpeccoycT0H'--IHB0CTH Heran.fBH0 BJHHIIOT TaKHe

cjJaKTOpbl KaK:

* He.uocTaTKH Bhiy 1 rKH H HaTpeHttp0B3HHOCTH .l]JUI pa60Tbl B 3KCT-

peMa.JlhHblX yCJTOBJ.rnx:

* cpc.ua )KJ13He.IlC51TeJTbHOCTH;
* Bb!COKHH ypoBeHb 11epBHOfO Ha rrp m KCH l1JS-1:
* OTCyTCTBl1C 6blTOBblX YCJl0B11H (He61rnroyCTpOCHHblC IIOMCWCH11SJ' aHTHCaHJ1TapH51, OTCyTCTBHC BO.Ubl, B03M0)KH0CTH yxo.ua 3a TeJT0M,

HecsoespeMCHH0e H Hcc6a..naHCHpOBaHHOC runaHtte, HC.Il0CTaT0K aK­ THBHOfO H rraCCHBHOfO OT)!bIXa, .l]JlHTCJibHOe OTCyTCTBHe CMCHbl Ha­

TCJTbHOfO H TTOCTeJTbHOfO 6CJTb51, sepxHeH O)IC)l(JlbJ, HenocraTOK 3KH­

nttp0BKH, 33fa30BaHHOCTb, f1JIOXa51 OCBCWCHHOCTb, OTCYTCTBtte OTO­

ITJICHl1SJ, wyM, B116pau11SJ 11 T. rr.);

* HC/lOCTaTOK l1HcjJOpMau1111 II nepc6011 B Cl1CTCMe CBSJ311;
* HCCBOHCTBCHH3SJ pa6orn 11)111 pa6orn no Heo6xo1111MOCTH, np11- HY)l(JICHIIIO (OTCYTCTBl1C MOT11Ba B pa6oTe);
* 0TCYTCTBHe flCHX0JT0fWICCK0f0 o6ecrrel..feHJ·UI; He.uocraTKH s TTCH­ XOJ10fJ.flieCKOH BOCCTaHOBHTeJibHOH pa6oTe. OrcyrCTBHe naM}ITOK no J]J.fl!HOH 6e3onacHOCTtt;
* OTCyTCTBtte HJJH He.uocnnoK Ma-repmUibHO-TeXHH'--feCK0fO 06cc­ neYeH11SJ, BOOpylKCHl1SJ, 6oerrp11nac0B, 3Kl1IT11p0BKH' 06opy11osaH11SJ 11 11HCTpyMeHTOB IIJISJ pa60Tb1;
* ocJ1a6;1eHtte KOHTp0;1}1 Ja CBOHM nose.ueHtteM tt nose.ueHtteM no.u- 1..fHHeHHhlX co CTOpOllbl pyKOBO.IlttTeJJctt; HeKat.!CCTBeHHh!H no.u6op py­ KOH01IHTeJ1cti:;
* OTCYfCTBHC .IlHCUHTTJIHHbl H caMO.IlHCUHTTJIHHhl; TTh51.HCTBO.

MHor1-1e ttccJJe.uosareJJtt C'--fttTalOT, '--ITO .llJ1}1 o6ccneYeHttH crpecco­ ycToHYttBOCTH pyKOBO.UHTeJJeH H cneuttaJJHCTOB B 3KCTpeMaJ!bHh(X yc­ Jl0B11HX Tpe6yeTCSJ YJIY4llll1Tb YCJl0B11H HX npocjJecc110HaJ1bHOi-i /lCSJTCJlb­ HOCTH.

B yacrnocrn B. M. WaMapos CY11TaeT, •1rn aKTyaTTbHOCTb cou1-18Jlb­

Hotl H npaBOBOH JawHTbl c11euttaJ1HCTOB B 3KCTpeMaJ!hHblX ycJJOBHHX

o6yCJIOBJIHBaeTCSJ He06XO/ll1MOCTblO:

* COU113JlbHOH o6yCTpOeHHOCTl1 nepCOH3.Ha BO BpCMSJ pa60Tbl B

3KCTpeMaJibHhlX ycJJOBH}IX, '--IT06bi MblCJJH JJIO.UeH He 6blJIH 3aH51Tbl

6b1TOBblMH npo6J1eMaM11;

* cjJopM11posaH11SJ y cneu11a.J111crnn rnepnoi-i ysepeHHOCT11 B npaso­ sott H COUHllilhHOH 3awttweHHOCTH HX H '--IJJeHoH HX CCMeH, B TOM '--IHCJJe Ha CJJyl..faH HX paHeHtt}I, JIOJJYl..feHH}I rpaBMbl HJ1H rtt6eJJtt;
* C03/l3HHSJ CTa611JlbHOfO npocjJecc110HaJ1bHOfO H/lpa 11 C0Kpawc­ Hl1SJ TCKY4CCTl1 K31lp0B.

6e3yCJIOBHO, 3TO TaK. O11HaKo YJ1Y4lllCHHe TOJlbKO ycJIOBl1H pa60Tbl

JIH4HOfO COCTaBa He MOlKCT ccjJopM11po83Tb Heo6xo1111MblH ypOBCHb CTpec­

coycTOH'--IHBOCTH, a 51BJrneTcs-i npe.unOCblJJKOH .llJ1}1 ero cf:>OpMHpOBaHtt51.

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**OCHOBOITOJiaraKHUHM Q)aKTOpoM, BJlH5110lUHM Ha II0BbiilleHtte He T0JibK0 cTpeccoycToHYHBOCTH, HO H f0T0BH0CTH rrepcomum K 3(p­** c.peKTIIBHOH pa60Te B 3KCTpeMaJlbHbIX YCJI0BIUIX, llBJllleTCll M0TIIBaJ\_\11- 0HHall cc.pepa Jlll4H0CTII, a B MOTIIBaJ\_\IIOHHOii cc.pepe - ryMaHIICTll­ qeCKall op11eHTaJ\_\llll.

B MHOroo6pa31111 MOT II BOB, rro6y)KUaIOUUIX 11e>1TeJlbH0CTb pyKo-

**BO,IlHTeJieH H crreumUUICT0B, BbUieJISIIOT:**

* **ne11osb1e;**
* **K0JIJleKTHBHCTHYeCKHe;**
* **JlHYH0CTH0- IT03HTHBHbie;**
* **JlW--IH0CTH0-HeraTHBHbie;**
* **MaTepHaJibHbie.**

PyKOBO/IIITeJlb /I0Jl)l(eH TT0M04b crreUllaJIIICT)' cc.popM11poBaTb II TT0)l­ **nep)KHBaTb B 3KCTpeMaJihHblX ycJI0BHflX ero HarrpaBJieHH0CTb Ha 0IITH­ MaJlbH0e coYeTaHHe rroTpe6HOCTeH B nyxoBH0M caMopa3BHTHH, rrpo­** c.pecc110HaJ1bHOii 11e>1TeJ1bH0CTII, 06weH1111, 1106po)l(eJ1aTeJlbH0M 0TH0- **weHHH K Jll0MM, KYJibTHBHP0BaTb IT03HTHBHbie YYBCTBa )Kl13HeJll0-**

611>1, Bepbl B 6y11ywee, Ha/le)Kl\bl Ha y11a4y II T. /1.

**KaK** rrpaBIIJI0, crreu11aJJIICTbl 3KCTpeMaJlbHoro rrpoc.j)11J1l! - 3TO JIIO)III C ycTOH411BblMH M0TIIBaMII )I0CTll)l(eHllll ueJ111 (CTpeMJ1eH11e K

IIH/IIIBII/IYaJJbHblM II rpyrrrr0BblM peKop11aM, rro6e)laM, rrpeo)loJleHIIIO TPYIIHOCTeii, rrperr>1TcTB11ii). Oo3TOMY B 60J1bWeii cTerreH11 cJ1e11yeT roB0PHTb 0 TT0/l/lep)l(aHIIH PYK0B0/IIITeJll!MH e IIMeIOweiicl! M0TII­ B3UIIII y crreu11aJ111CT0B, 4eM 0 KaKoii-J11160 IIX KoppeKUHII. )],Jill TT0/l- 11ep)l(aH11l1 CMbICJIOBOii cc.pepbI crreullaJIIICT0B ueJ1ecoo6pa3HO w11pe **KYJlbTHBHpoBaTh HMe10m11ec51 H BB0DHTb H0Bble TpMHUHH, o6bIYaH,**

pllTyaJJhI. B rrpouecce CJl e6Hoii rro11roToBK11 Heo6xo1111Mo w11pe 11c­

**rroJih30BaTb K0MaH,UHbie H KOMaH,UHO-WTa6Hbie yYeHH51, ,neJI0Bbie** 11rpb1, TpeHIIHrll II rrpaKTIIKYMbl, K0T0Pbie crroco6cTByIOT He T0JlbK0 lI0BbIWeHIIIO rrpoc.pecc110HaJ1113Ma crreu11aJJIICT0B, HO II lI0/l/lep)l(a­ **HHlO HX CITJl0YeHH0CTH, B3aHM0Bblpyt-1KH, II0.IIJlep)KKe, KoprropaTHB­** H0ro 11yxa rro11pa311eJ1eH11>1. YpoBeHb KoprropaT11BHoro 11yxa rro11pa3- 11eJ1eH11>1 KoppeJ111pyeT C ypoBHeM M0THBau1111, CMbICJIOBOii cc.pepoii **crreuHaJIHCT0B.**

1. leKBaTHOe B0CTTplll!Tlle crreullaJJIICTaMII 3KCTpeMaJlbHbIX YCJI0BHii

rrpo>1BJ1>1eTc>1 4epe3:

* 0CMbICJleH11e II oueHKY rrp0IICX0/lll!UIIX co6bITIIH 11/11J111 0IUYWe­

**HHe JlHYH0H rrpHY3CTH0CTH K HHM H K ,U0CTH)KeHHlO ycrrexa B pewe­ HHHCT0H1UHX 3a,Uay;**

* rrp11Hl!Tlle ce6>1 KaK Heo6XO/IHMOfO cy6beKTa 11e>1TeJlbH0CTII B

**3KCTpeMaJ1bHblX YCJI0BH51X C IT0HHMaHHeM CB0eH ITOBbIWeHH0H 0TBeT­**

**CTBeHH0CTH 33 ycrrex HJlH OWH6KH B peweHHflX, K0T0pbte M0fJlH rro­ BJleYb YeJI0BeyecKHe )KepTBbl, rrpHBeCTH K TpaBMaM, paHeHH5IM;**

* oueHKY CBoero Tpy11a II Tpy11a CB0IIX TOBap11weii;
* **caM0K0HTp0Jlb 3a CB0HMH neHcTBH51MH H neHCTBH51MH 0KpY)KalO- lUHX;**

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- 6hJCTPOTY oueHK11 c11Tyau1111, 3Heprn4HOCTb 11 pew11TeJ1bHOCTb pearnpoBaHl1ll Ha Hee;

- **noHttMaHtte TTOBbIWeHHOtt Heo6XOD.l1MOCTl1 neHCTBOBaTb COBMec­ THO, corJiaCoBaHHO co CBOl1Ml1 TOBapttIUaMH, He TTOD,BOD,11Tb npyr 11,py­** ra, OKa3bJBaTb B3al1MHyJO no)],!leplKKY 11 Bblpy4Ky.

Hea,L(eKBaTHoe BOCnpl1llT11e 3KCTpeMaJJbHhlX yCJl0B11ti npollBJJHeTCll B **illttpoKOM n11ana.J0He B 33Bl1Cl1MOCTtt OT OTI0p)KeHl151 caMttX YCJIOBHM 11** yxoJ]a B ¢,aHTa31111 J]O ee Bocnpl1llT11ll B 11CKaJKeHHOM B11/le (oT He60Jlb­

**woro HCKIDKeHH.51 .no noJIHott nponrnonoJIO)KHOCTl1 .ueHCTBttTeJlbHOCTH).**

Hea,L(eKBaTHoe BOCnp11HT11e 3KCTpeMaJJbHhJX YCJl0B11M cneu11anwc­

**TaM11 MO)KeT CTaTb *LLJHI* HttX Jitt4HOCTHhIM 3KCTpeMaJihHblM ¢>aKT0pOM**

**ncttxoreHHoro p11cKa. K HHM cnenyer orHecr11 Bocnp1untte:**

* **3KCTJ)eMaJibHblX YCJIOBHH .ue51TeJibHOCTtt KaK He onacHhIX 11Jll1 He 3Ha4l1MbIX;**
  + **3KCTJ)eMaJibHhIX YCJIOBHtt .ue51reJibHOCTl1 KaK 11MeIOUU1X l1HOe l1H­**

¢,opMau110HHoe HanoJ1HeH11e (HenoH11MaH11e 11J111 nJJoxall op11eHTa­ u11ll B o6CTaHOBKe), CJleJ]CTB11eM 4ero JlBJJlleTCH 11rHop11poBaH11e 06-

**craHOBKtt ttJHf HeaueKsarHoe pear11p0Battwe;**

* + ce6ll KaKCJJy4atiHo nonaBwero B 3KCTpeMaJJhHhle YCJIOBl1ll 11 H11

**3a 4TO He OTBelJaIOWero;**

* + CBoero TPYlla 11 TPY/la 6J111JKatiwero 0KpYJKeH11ll KaK H11K4eMHo­ ro, nycrnro 11J111 /laJKe Bpe/lHoro;
  + **csoero HeKpl1Tl14Horo mnf 6e3BOJihHoro n0Be.uett1151 KaK np11eM­**

**J1eMoro;**

* + **l13OJittposaHHOCTl1 OT KOJIJieKTHBa KaK npe.IIB351Toro K ce6e OTHO­**

weH11ll co CTOpOHbl OKpyJKaJOUl11X.

**B XO.Ile l1CCJ1e11,0BaH11tt B 3KCTpeMaJibHbIX YCJIOBl151X 6biJ1l1 BhID,eJieHbl** CJ1e/lyJOU111e ¢,opMhI Mamau1111 pyKoBo/ll1TeJJeti 11 cneu11an11crns: 6e3- pa3Jl11411e, 113611paTeJ1bHOCTb 11 rapMOH114HOCTb. nocJJe/lHHll ¢,opMa Ha1160J1ee BhmrpbIWHa 11J111 ycneurna /lJIH npo¢,ecc110HaJJhHoti /lell­

**TeJihHOCTtt, TaK KaK .IIaBaJia BO3MO)KHOCTb l1CTTOJ1b3OBaTb npe11Mywe­ CTBa 3KCTpeMaJibHhlX YCJIOBHtt tt l136e)KaTb l1X He)KeJiaTeJlbHbIX npo51B­** J1eH11ti. vlMeHHO rapMOH114HOCTb KaK ¢,opMa a,L(anrnu1111 COTPY/lH11KOB K 3KCTPeMaJJbHbJM YCJl0B11llM /lellTeJJbHOCTl1 ¢,opM11posana 11X a,L(an­ **Tl1BHoe noBe.IIeHtte.**

6b1J10 ycrnHoBJJeHo, 4TO y pyK0Bo/l11TeJ1eti 11 cneu11an11crns c rap­ MoH114Hoti ¢,opMoti aaanrnu1111 B 3KCTpeMaJJhHblX YCJIOBl1l!X 0TMe4a­ **Jll1Cb BbICOKHe noKa3aTeJil1 no: ryMaHl1CTtt4eCKOM ueHHOCTHoM op11-** eHrnu1111, aKT11BHOCTlf B COUl1aJJbHOti cq:,epe, COUl1aJJbHOMY crnrycy, ypoBHJO 061UeHHll, 061Ueti 11 TBOp4eCKOti aKT11BHOCTl1, o6wecrneH­ **Hott noJie3HOCTl1, YCTOHlJttBoM npoq:>eccwoHaJihHOtt HanpaBJieHHOCTl1,**

nOBbIWeHHOMY 4YBCTBY Jll14Hoti OTBeTCTBeHHOCTl1 3a npo11CXOJ]HU1ee

11 np11H11MaeMb1e peweHHll [23].

**3Ttt .IIaHHhie B OCHOBHOM COBTTaJll1 c .IIaHHhlMl1 l1CCJie.IIOB3.Hl1M ueHT­**

pa nc11xo/lHarnocT11Kw YBll 6eJJropo/lCKoti o6JJaCTl1, B KOTOPhIX y Bcex

**HCTTbIT)'eMblX COTPY.IIHHKOB cneuHaJibHbIX TTO.IIPa3.IIeJieHHH C BbICOKttM**

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YP0BHeM aJ:13nT3Ul1H (B 0TJlH'!He OT n0JlllPHOH rpynnbl) 6b!J1H ycTa­ HOBJieHbI: nOJ10)1(l1TeJibHbie COUHaJibHble YCT3HOBKl1, noJHTHBHbie, npeo6paJyiourne CTHJ111 noBellCHl1ll, Bb!C0KHH YP0BCHb pecpneKCHH, 3MTT3THH' no6po)KeJiaTe..1bHOCTH, pa3BHTbIH B0JICB0H K0HTP0Jib HM

HMnyJJbCaMH, no6y)KJleHHl!MH, acpcpeKTOM, Bh!COKl1H ypoBeHb pa3811- nrn onpe.ueJieHHbIX CBOHCTB HHTeJJJJeKTa (cnrneBbie CBOHCTBa HHTeJI­ JlCKT3, BblC0KHe penpe3CHT31!H0HHb!e cnoco6HOCTH), 3cpcpeKTHBHOCTb

TTCHXOJIOB1'--leCKHX 33UH1T (OTCYTCTBHe HcaueKB3TH0H BblpruKeHHOCTH

l1 CTepeonHIHOCTH OTlleJJbHbIX BHllOB 33LUHT), H3..i1H1-Ufe lJYBCTBa lOMO­

pa, cnoco6HOCTb npl1HHM3Tb napanoKCbl. TipH1ICM oco6o OTMCl(aJ13Cb 3H3'--IHM0CTb 3MTT3THH B auanTaUH0HH0M npouecce KaK6a30B0f0 CBOti­ CTBa JHf'--IH0CHf H KaK CHCTeMoo6pa3ylOLUero q)aKropa ero C0UHaJlbHblX KaY.eCTB.

PyKOBOllHTCJJH 3KCTPCM3JlbH0ro npocp11Jlll ll0JllKHbl 3H3Tb H 11cnoJ1h- 30B3Tb B ynpaBJJeHtlCCKOH npaKntKe cneuttaJIHCTOB B 33Bl1Cl1MOCTH OT oco6eHHOCTeti HX auanT31UfH K 3KCTpeMa.JlbHbIM ycJlOBHHM.

AHaJJHJ llCl!TeJlbH0CTH 6onee 500 C0TPYllHHK0B cneUl13JlbHblX no, ­

pa3.ueJ1CIIHH H 3KCTPCM3JlbHbIX YCJIOBHHX IT03B0JIHJ1 HaM Bbi11CJIHTb CJie­

JIYIOWHC TH fl bl C Bb!p3lKCHHb!MH cp0pMaMH xapaKTepttoro noBene­

HHHB 3KCTpeMaJlhHblX YCJIOBH}IX B 33BHCl1M0CTH OT ycneWH0CTH (He­ ycnCWIIOCTH) HX 311311T3UHH K CHTY3UHH 123]:

1. *Jle1adanmueHb1u mun.* npo>1BJ1l!IOT peaKUHH no 11aHH0My rnny '!awe

ncero cneui,rnJHICTbl C acTeHH'--ICCKHMH H PHfHllHO-arpeccHBHblMH Y.ep­ T3Ml1 xapaKTepa.

CneUHaJlHCTbl C 3CTCHH'--ICCKHMH Y.epTaMH '--13CTO TTJIOXO nepeHOCHT

3H3'1HTCJlbHblC cpH3H'ICCKl1e H HepBHble Harpy3KH. Y HHX HapywaeTCll COH, rlOBbIW3CTCH TPCBO)l(HOCTb, CHH)l(3CTC}I armeTHT, yxynwaeTCH H3-

CTPOCHl1e, OCJia6eBaeT BHHM3HHC, cnoco6HOCTb K nponyKTHBHOH ne- 51TCJlbH0CTH, IIPOHBJIHCTC}I TTOBbIWCHHOe cocpenoTO'--ICHHC Ha CBOCM

3.IlOPOBbe, )l(aJl06hl COM3TJ1l!CCKOf0 nJiaHa. OHH MOryT npoHBJIHTb pac­ repHHHOCTb.

CneuwanHCTbl c p11rw1rno-arpeccHBHh!MH 'lePTaMH MoryT npo>1B­ J15:1Th HCraTHBHoe OTH0WCHHe K npoHCXOJ.l}ILUHM co6bJTHHM, Bpm1<.ae6- H0CTb H 3JJ06HOCTb K 0KPYlK310lUH'1, 0WYW3Tb CB0IO 0611eJ1eHHOCTb, HC0UCIICHHOCTb, ynpHMCTBO, MCTHTCJ]bHOCTb, Ma.Jl006LUHTeJlbHOCTb, KOH(pJIHKTHOCTb, MOfYT 6hiTb yMepeHH0 3KT11BHbl, JlCMOHCTP3THBHO YKJIOIHITbCH OT peweHHH 3M3ll.

TaKHX cneumUIHCTOB l103BOJIHCT o6bCllHHHTb B Olll1H THn HX o6LUee OTHOWCHHC K 3KCTPCMaJihllblM ycJI0BHHM KaK K HCBblHOCHMblM H Bp3)1(­ nc6Hb1M He TOJibKO *Jl)IH* HX llCHTCJlbHOCTH, HO LJ.JlH 3.IlOPOBbH H )l(H3HH.

OHH He BH.Il}IT ;:urn cefot BOJMO)l(H0CTH )l(HTb H pa60T3Th B nono6Hb!X

yrnoBHl!X. Hanp11Mep, YMCJJhIH H 3Haiow11ti coTPYllHHK cneuwanhttoro no11paJ11eneHHll npollBHJl 0TKpoBeHHYIO TpYC0CTh, 0TK333BWHCb npo­ ll0J1)1(3Tb npoBeneHHe 6oeBoH oncpau1111 nocJie r116eJIH TOBap11wa, HJIH

)KCCT0KO o6pawa.ncH C MHPHhIMH )l(HTCJlHMH OCB060)KJICHH0f0 OT 60- CBHKOB HaceJICHHOfO nyHKTa.

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* 1. *Jl,eMOHCmpamu&Hb/U mun.* npoHBJlHTb pe3KUHH no /l3HHOMY THny 431Ue Bcero M0fYT cneuHaTJHCTbl C 3KCnpeCCHBHblMH, HCTep1-11-1ecKH­ MH H 3CTeHl-1l-t:eCKHMH lJCpTaMH xapaKTepa.

CneUHaJIHCTbl C 3KcnpeccHBHblMH H HCTepw1ecKHMH Y:epTaMH 43C­ T0 neHTeJibHbl, aKTHUHbi, HeyroM0HHbl, HO nosepXH0CTHbi, Ma.nonpo­ llYKTHBHbl, JiefK00TB.HCKaeMbl. OHH CT3p3IOTC51 Ka3aTbC51 0TTblTHblMH, 6bIBa.,1bJMH, HO TTPOHBJIHIOT TTOBbIWeHHYIO KOHQ)JH1KTHOCTb, arpeCCHB­

H0CTb, )l(CCT0K0CTb, TT0BbJllleHHyIO 3M0UH0HaJlbH0CTb, HenpencKa3ye­ MOCTb. Y HHX npOHBJlHeTCH HCTepWIHOCTb, OTK33 OT BblTTOJ1HeHtt51 331l3Y:. CneU1,1cUIHCTbl C 3CTeHH1-t:eCKHMH 4epT3MH lf3CTO 6bl83lOT TT0K333-

TeJibH0 3KTHBHbl, TT01IBH)l(Hbl, neHTeJibHbl, 60.IJ.pbl, 0TTTHMHCTH4Hbl,

HO BHy-rpeHHC TpeBOlKHbl, H3npHlKeHbl. BcnOMHH3H p3Hee nepelKHTb!e

HMH C06bJHUI, H3MepeHHO npe.acTaBJUIIOT 11X 6oJiee T5DKeJibJMl1 C ue­ JibIO BbJTecHeHl1}1 co6CTBeHJ-JOH TpeBO)KHOCTl1. Y H11X CHl1)1(eHa ueJie­ H3np3BJJeHH3H 3KTHBHOCTb, cnoco6HOCTb K nJJaHHpOll3HH!O, :,cpcpeK­

Tl1BHOH neHTeJibHOCTH. np11 Ma.neHlllcH Heynay:e 11X caMooueHK3 CHl1-

)l(aeTC51. 8 3KCTpeMaJibHblX ycJIOB11HX MOryr npOHBJUITb Hepell111TeJ1b­ HOCTb, Me.wu1TeJibHOCTb, OTCYTCTBHe 11H11Ul13Tl1Bbl, HHOrlla He cno­ co6Hbl 3(p(peKTl1BHO Bbl[JOJIHHTb C3MOCT051TeJibHbJe 3a.ll3Hl1H.

CneuHaJJHCTOB C nono6Hh1MH pe3KUHHMH B 061UHH rnn no3BOJIHeT o6be)ll1Hl1Tb BOTeHU11aJibH351, a 43CTO peaJibH351 11X HeycnelllHOCTb np11 BblTTOJIHeHl111 TTOCT3BJieHHOH 3a.ll3411. OHl1 Moryr ll0TTYCTl1Tb 11 Y:aCTO

nonycKaIOT npoc<JeTbl npH peWCHHH npocpeccHOHaJJbHblX 33/l34 He B Cl1JIY csoeH npoq:>ecc110HarJbHOH HeKOMTTCTeHTHOCTl1, 3 B Cl1JIY Ha­ XO)l(Jlel-11151 B He6Jiaronp1151TJ-IblX COCT051Hl151X .wrn neHTeJibHOCTl1 B 3KCT­ peM3JlbHblX yrnoBHHX. H3npHMep, o6y4eHHblH H onblTHblH COTpY/lHHK OB)1 cpornrpacpHpOB3JICH 113 cpOHe p3383JIHH ropona, HaXO)lHCb B 30He 6oeBblX neiiCTBHH, 6paBHpyH csoeii BbJ)leplKKOH H tteyH3BHMOCTblO,

HrHOPHPYH peaJJbHYIO on3CHOCTb 6bJTb YHH4TOlKeHHblM CH3iinepoM H3 Tex )Ke pa3BaJil1H.

* 1. *YCll06HO aoanmU6HblU mun.* npoHBJlHTb pe3KUHH no )l3HHOMy rnny

43ll.le scero MoryT cneu11aJil1CTbl co CTeHl14eCKl1M11, p11fl1)lHO-arpec­ CHBHblMH 4epT3MH X3p3KTep3.

Cneu11aJI11CTb1 naHHoro T11na lJawe scero xapaKTep113y10TcH K3K 3KTHBHbJe, ueJJeycTpCMJICHHbJe, ysepeHHblC B ce6e, C rnnepTpOcpH­ poB3HHblM Y.yBCTBOM co6CTBeHJ-JOro llOCT011HCTBa. OHl1 6bJB3lOT H3TTO­

p11CTbl, p11rl11lHbl, arpCCCl1BHbl, He CY:11TaIOTC51 C 4Y)l(l1M MHeHl1CM, o6JJ3/l3!0T JIH/lepcKHMH cnoco6HOCTHMH. K3K np3BHJJO, neiiCTBY!OT B 3KCTpeMaJibHOH o6CT3HOBKe ycnelllHO, rpaMOTHO, HO JICfKO HbJXO.IDIT

33 p3MKl1 ll03BOJieHHOfO, CKJlOHHbl K np11MCHeHl1IO q:>11311Y.eCKOfO B03- neHcTBl1H K TTOll411HeHHblM, )l(eCTOKl1 K sparaM. Xap3KTepHol1 oco6eH­ HOCTbIO cneu11aJIHCTOB naHHOfO Tl1TT3 HBJIHeTCH 3360T3 0 BblTTOJIHeH1111 nocTaBJleHHOH 33)l34H JJI06oii uettoi-i. H3npHMep, uoeHHOCJIYlK31UHe, COTPYllHHKH OB)l B ropH4HX T04K3X npHo6peTaJJH 33 CBOH neHbrH HenocTaIOwee CH3p51)1(eH11e. OnHaKO, K3K np3Bl1JIO, OHl1 orpaHHl.feHbl B csoeH neHTCJibHOCTH ypOBHeM csoeH KOMTTeTeHU1111 11 np11T5133Hl111.

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* 1. *Tun noeedeHUR «Macmep».* flpo>1BJU1Th peaKu1111 no na11110My T11ny '!all.le BCero MoryT cneumlJIIICThl co CTeHl!'!eCKl!MII '!epTaMII xapaKTe­ pa. CrreuttaJIHCThl, OTHeCeHHhle K naHHOMY THilY' aKTttBHbl, perntt­ TeJihHhl, CMeJihI, HO 6.IlJHeJibHhI tt OCTOpO)l(HhI. Otttt BHttMaTeJibHbI K OKpy)l(alOWHM, C'-UffalOTCH C lfY)l(HM MHeHtteM, Ho rrocryrraIOT B co- 0TBeTCTBHH co CB0HMH ycraH0BKaMtt, HMeJOT lfYBCTB0 co6CTBeHHoro

.ll0CT0HHCTBa, HanopHCT0CTh, yMepeHHYIO arpeCCHBH0CTb, o6nanaIOT JlttllepCKHMH crroco6Hocn1M11, Il0.lllfHHHIOTCH yKa3aHHHM craprnttx, HO JIY'!llle neiiCTBYIOT B o6CTaHOBKe, Tpe6y101Uei-i Jll!'!Hoii IIHIIUllaTl!Bhl.

XapaKTep11oii oco6e1111ocThIO cneu11aJI11CTOB na1111oro T11na l!BJill­

eTC51 3a60Ta0 KalfeCTBeHH0M BblII0J1HeHJU1 B03Jl0)KeHHblX Ha Hl1X o6H-

3aHHOCTeii. 01111 npol!BJilllOT TBOp'!eCKYIO IIHl!UllaTIIBY II CMeKaJIKy. Hanpl!Mep, COTPYllHIIK cneu11aJibHOro nonpa3neJieH11ll, CHai-inep, IIC­ IIOJlh30BaJl IlOllPYl.J:Hhie cpeD.CTBa )],JUI 113fOTOBJieHJUI CaMOlleJihHoH <<KYK­

Jlbl>> - HMHTau1111 tieJioBeKa c ueJibIO onpenenett1u1 pacnoJ1o)l(eH11H

c11aiinepa-6oes11Ka II ero y1111'!TO>KeH11>1.

BhI/leJieHHble '!epTbl xapaKTepoB Ba>KHbl llJlll onpeneJieH1!5! Tl!nOB npocpecc110HaJihHoro pearnposa1111>1 11 oco6e1111ocTei-i ne>1TeJihHocT11 cneullaJil!CTOB B 3KCTpeMaJihHhlX YCJIOBl!l!X. )..\oCTaTO'!HO '!aCTO B pe­ aJibHOH 3KCTpeMaJihHOti o6craHOBKe BCTpetiaIOTCH cneu11aJil1CTbl, Tl1TTbl nose.11eH11H KOTOpblX HBJIHJOTCH 0.11H03HalfHblM CJ1e.11CTB11eM lfepT 11X xa­ paKTepa, a B 60J!hll!eii CTeneH11 nerepM11H11pyIOTCll IIX onhITHOCThlO II no.11roT0BJ1eHHOCTbJO.

TaK, no ne3ananTIIBHOMY T11ny nosene1111>1 MOryT ce6>1 npoHBJil!Th cneu11aJI11CTbl co CTeH111.feCKl1Ml1 11 p11r11nHo-arpeccttBHblMl1 lfepTaM11 xapaKTepa. B 3TOM cJiy'!ae 01111 '!all.le scero neM0HcTp11py10T nes11aHT­ ttoe noseneH11e (ynorpe6JI>1IOT aJIKoroJih, 113Jlllll!He np11MeHHIOT cp11- 311'!ecKy10 Cl!J!Y, npeBbllllaIOT noJIHOMO'll!H, He Bh!TIOJ!HH!OT 3Ma'!11),

MOryT rrpOl!BJll!Th 6ecll!a6all!HOCTh, He nO/l'{l!Hl!ThCll PYKOBO/ll!TeJIHM. CoCTOHH11e 3T11X cneu11aJil1CTOB, a cnenosaTeJibHO, 11 newreJibHOCTb, MO>KeT npoXO/ll!Th no nenpeCCIIBHO-TpeBO)KHOMY Tllny. Torna OHi! CTa­ HOBHTCH CKJIOHHbl K BHJ10CTl1, CH11)1(eHHoH aKT11BHOCTl1, o6wett TJ)e­

B0)1(HOCTl1, 6ecnoKoHcrsy, 06wecoMaT11lfeCKttM paccrpoHcrsaM, no­ BhtweHHoH lfYBCTBl1TeJibHOCTl1 K onaCHOCTl1, cnoco6Hbl Ha Hea,neK­ BaTHble, HeonpasnaHHbie neHCTB11H. OTCJOD.a cnenyeT, lfTO Tl1TTbl nose­ D.eHttH cneu11aJI11CTOB B 3KCTpeMaJibHblX yCJIOBHHX sceueno He 3aB11CHT OT IIX xapaKTepoJIOrl!'leCKl!X oco6eHHOCTeii II Ka'!eCTB. B 6oJihWei-i cre­ neH11 OH11 onpeneJIHJOTCH ypoBHeM 11X nonroTOBJieHHOCT11.

)..\Jll! ycnell!HOCTII B ynpaBJieH'!eCKOM neHTeJibHOCTI! PYKOBO/ll!Te­ Jieii B 3KCTpeMaJihHh!X YCJIOBl!l!X Tpe6yIOTCll oco6b!e HaBb!KII B 6b!CT­ poi-i, HO aneKBaTHOi-i o6CTaHOBKe nepepa60TKII 11HcpopMau1111, CMe­ JlOCTb, pern11TeJ1bHOCTb np11 npttHHT111111 11cnoJIHeH1111 perneHttH, oco6o LlOBepttTeJibHOe nocTpoeH11e OTHornett11W co crreu11aJI11CTaM11, OTHO­ ll!eH11e K npocpeCCIIOHaJihHOii /lCl!TeJibHOCTII **KaK K** cnoco6y )1(1!3Hene­ HTeJlbHOCTl1, BblCOKaH nc11xonor11lfeCKaH ycroH.lf11BOCTb, TIOBblllieHHaH BOCnp1111Mlfl1BOCTb K HOBOBBeneH11HM.

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8 CBH311 C 3Tl1M B03Hl1K3eT He06X0!ll1M0CTh B op11eHTl1pax npo<j)ec­ Cl10H3JlhH0H 3KCTpeM3JlhHo-nc11xonor11YeCK0H no11roT0BKl1 pyK0B0-

!IHTenett 11 cnell113Jll1CT0B 3KCTpeM3JlhH0ro npo<j)11flH. Tpe6yeTC51 co­ **CT3BJHITb HX npoQ>eccHorpaMMhl, ncHxorpaMMhl C yqeTOM )]OJDKHOCT­** H0ro n0fl0lKeHl1H 11 cneu11<j)l1Kl1 11eHTeflhH0CTl1.

* 1. **O6ecne'-leH111e 6e3onacH0CTIII cne4111an111cToe 111 <l>YHKL\III0H8nbHblX rpynn B 3KCTpeManbHblX**

**ycn0BIIIHX**

PyK0B0!111Teflh no11pa311eneHl1H 3KCTpeM3JlhH0ro npo<j)11nH !I0fllKeH

**TTOCTOHHHO 3a6on1ThCH O flOBbJWeHHH JTW-IHOH 6e30fl3CHOCTH cneuH-**

3Jll1CT0B 11 opraHl133!1110HH0H 6e3onacH0CTl1 <j)yHKU110H3JlhH0H rpyn­ nhJ. 6e30nacHOCTh cneU113Jll1CT0B 11 <l>YHK11110H3JlhHhlX rpynn npe!ICTaB­ **JUleT co6oH CHCTeMy opraHH33Ul10HHblX, npaBOBbIX, 33WHTHhIX, T3K­**

Tl1YecKl1X, <j)11311yecK11x 11 nc11xonornYecK11x Mep, noJB0flHIOWl1X o6ec­ **ne4HTh coxpaHeHHe )Kl13Hl1, q:>HJW-teCKOrD, rrc11xw-1ecKOfO 3D.OPOBhH** cne11113Jll1CTOB, a TaKlKe coxpaHl1Tb CTPYKTypHyIO 11efl0CTH0CTh <j)yHK­ Ul10H3JlhHOH rpynnhJ.

Jl11YHaH 6e3onacH0CTh cne11113Jll1CT0B 11 opraHl133!1110HH3H 6e3-

onacH0CTh <j)yHK!1110H3JlhHhlX rpynn K3KcnylKe6Ho-6oeBbJX e1111H1111 0CH0BbJB3eTCH H3 !I0CTaTOYH0M ypoeHe npo<j)eccl10H3JlhHOH nomo­ **TOBJleHHOCTH cneuttaJIHCTOB 11 rpynrr, rrpennonarmowei1 BJ1anett11e** 6e3onaCHhJMl1 MeTO!l3Ml1 Tpy11a, c<j)opM11p0B3HHyIO ycTaH0BKY Ha Bh]­

**)l(l1B3HHe, HaJ1W-1He Bb!COKHX TTCHXOJ10fH4eCKHX K34eCTB, fl03BOJHIJO­**

Wl1X 3!leKB3TH0 oueHl1B3Th 06CT3H0BKY, npl1Hl1M3Th 6bJCTpb1e 11 npa­ B11flbHhie peweHl1H, He TepHTh C3M006fl3!13Hl1H 11 M0611flhH0CTl1 rpyn­ **flbl B onaCHblX CH'ryauirnx.**

6e3onacH0CTh cne!1113Jll1CT0B 11 rpynn - 3T0He*TOflbKO* <j)11311yec­

**K3H 6e30fl3CHOCTh, XOTH MepbI no CHH)KeHHJO pHcKa .II.JUI )Kl13Hl1 l1**

3!10p0BhH np11 11cnonHeHl1l1 npo<j)eccl10H3JlhHblX o6H33HHOCTeH Heo6- X0!111Mh] B nepByJO oYepe!lb. He MeHee ealKHa nc11xonorw1ecKaH 6e3-

**onacttocTh. nc11xo11orw-1ecK11e neperpy3KH, cTpeccbI, HaKonJ1ett11e yc­**

**TaJIOcTH, CBH33HHbJe C npoQ>eccHOHaJlbHOH neHTeJlbHOCThJO, T3KOe** co1111aJ1bH0-nc11xonornyecKoe HBfleH11e KaK M06611Hr TaKlKe npe11crae­ **JU1JOT HeMaJiyJO onacHOCTh K3K DJUI JD.OPOBbH cneuHaJIHCTOB, TaK l1**

!lflH ycTOHYl1B0CTl1 11 pa6oTOcnoco6H0CTl1 <j)yHK!1110H3JlhH0H rpynnhl. TaKl1M o6pa30M, n11YHaH 6e3onacH0cTh cne1111an11c­

**T OB B 3 KC Tp e Ma Jl h H bl X y C Jl OB l1 H X BKJ1JOlf3eT B ce6H )]Be B33-**

**HMOCBH33HHhle 3 *a)]* a lf l1:**

<j)H311YecKyJO 6e3onacH0CTh;

- **TTCHXOJlOfHlfeCKYJO 6eJonaCHOCTh,**

OpraHl13311110HH3H 6e3onaCH0CTh <l>YHK!1110H3JlhHhJX rpynn B3KCT­

peM3JlhHhlX ycfl0B11HX, KP0Me <j)11311yecKOH 11 nc11xonorw1ecK0H 6e3-

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onaCHOCTl1 scei\ rpyITITbl, BKJII043eT B cefo1 HOpMaT11HH0-11paBOBylO 6e3onac11ocTh.

HopM3Tl1BHO- npaBOBaH 6e30fl3CHOCTb cpyHKU110HaJlbHblX rpynn B **3KCTpeMaJ1bHblX yCJIOBlHIX onpe.ue;rneTCH 3H3lJHM0CTblO rpyflnbl K3K** c"ylKc6!10-6ocsoi.\ e1111Hl1Ubl, ee pa60TOCITOC06HOCTblO 11 3cpcpeKTl1B­ **HOCTblO.**

**noTpe6HOCTb B Q)l13WJCCKOH l1 TICl1XO.H01'11'•--leCKOH 6eJOTI3CHOCTl1**

33H11MaeT 0/IHO 113 se11yw11x MeCT B 11epapx1111 ITOTPe6HOCTeii 4eJ10Be1<a. 6e3yCJJOBHO, Ha nepBbli.\ HJl3H BblCTyITalOT cpl13110J10fl1'1CCKl1e ITOTpc6- **H0CTl1, o6eCTie'---ll183l01Ul1C )Kl13He)lC51TeJlbH0CTb opr3Hl13M3 l1H.Ill1Bl1)l3.** 3a H11M11 cne11y10T IT0Tpe6HOCT11 B 6e30IT3CHOCTl1, 331Ul1IUeHHOCTl1 (113-

**6e>K3Tb 0TiaCH0CTH, H3ti.Tl1 YKPbITHe, o6ecne'---ll1Tb H0pMaJihHYIO )Kl1J­** He11e,neJ1bHOCTb 11 T./1.). Y110BJ1eTBopeH11e IIBYX YK333HHblX 811/10811aeT B03MOlKHOCTb Jl.,lH peaJJl133Ul111 ITOTpe6HOCTCW B 06IUeHl111 11 xopoweM

OTHOIUCHl111 (6b1Tb npl1Hl1TblM B o6wecrne. np11H3/IJlelKaTb K onpe11e­ J1eHHOii rpynne, 6b!Tb JJI0611MblM 11 T./1.). np11 ycJJOBl111 y/lOBJJeTBopc­ **HlHI TI0Tpe6H0CTeH 3Tl1X Tpex Bl1.U0B B03M0>KHa peaJil133UlHI l1HblX Ka­ TeropttH TI0Tpe6H0CTeti.: B ysa>KeHttH; K0fHl1Tl1BHblX l1 3CTeTtt4eCKl1X** ITOTpe6HOCTeii; B C3MOpeaJ111Jau1111 11J111 caMOBblp3lKeHl111.

nOTpe6HOCTb B 6c30fl3CHOCTl1 pea.n113yeTCll ITYTeM cpopM11POB3Hl1H **M0Tl1BOB 6eJOTI3CHOCTl1. l1cCJIC.UOB3Hl151 TIOK33bl83IOT HaJll1'---ll1e CB513eH** MelKLly MOTl1B3Ml1 6e30IT3CHOCTl1 11 M0Tl183Ul1CH Bb!COK03cpcpe1<T11BHO­ ro TPY/13. MolKHO YTBeplKl13Tb, 4T0 11MelOIUl1e Cl1.HbHYIO MOTl1B3Ul1IO Ha

/IOCTl1)1(eH11e pe3yJJbT3TOB B /ICllTeJJbllOCT11 pa60THl1Kl1 06pawa10T 60J1b­

**rue RHHMalHHI Ha JU1'---IHYIO 6e30TI3CHOCTb, TI0Hl1M351, 4T0 OT CTelleHtt ee**

**o6ccTicllCHH51 33Bl1Cl1T peaJibH0CTb 11ocnrnceHlHI CJ1)'>KC6Hb!X ueJ1eH..**

**O.uHaKO cne.uyeT 0TMeTHTb, lJT0 y 4pe3MepH0 optteHTHP0BaHH0ro Ha CaM03alUHTy pa60THl1Ka M0Tl1Bbl 6e3oTiaCHOCTH Ha'-lttHaIOT no.uas­** Jll!Tb MOTl1Bbl /IOCTl1lKeH11ll ycnexoB B Tpy11e. no3TOMy 3TOT pa60THl1K Bee 60,%1UC CTapaeTCll 1136e)l(3Tb yrpolKalOIUl1X C11Tyau11ii 11 MO)l(eT no­ Tepl!Tb 06w11w MOTl1B K 11eHTeJJbHOCTl1 B rpynne, npl1383HHOii /ICH­ CTBOB3Tb B 3KCTpeMaJlbHblX yCJJOBl1llX. MClKllY M0Tl183Ml1 TPY/13 11 6e3-

**onaCH0CTl1 CHeuttaJIHCTa .U0JI>KeH 6b1Tb onpe.ucJICHHblH 6aJiaHC. 3TH**

MOTl1Bbl /IOJl)l(llbl COBMeCTHO no6ylKLl3Tb ero K 3cpcpeKTl18HblM 11ei\­

**CTBl1HM TIPH ycJI0Bl1l1 TIPHMCHCHl151 3a1Ul1THblX cpe.uCTB l1 6e30TiaCHblX**

MeT0/108 TPY/13, B HeKOTOPblX 3apy6e)l(Hb!X nporpaMMax BbllKl1B3H11ll, 0

**K0T0pblX 6y.ueT CKa3aH0 HH>Ke, Y4l1TbJBaeTC51 3T0T M0THBauH0HHblH**

**3JleMeHT B Bl1.UC ycTaH0BKl1 Ha Bbl>KHBaHHC.**

OpraHl133Ul10HH3ll 6e30IT3CHOCTb cpyHKUl10HaJlbHOW rpyITllbl on­ pe11eJ1lleTCll cnoco6HOCTblO rpynnbl pewaTb nocrnBJJeHHbie nepe11 Heii 33113'111 B 3KCTpeMaJlbHblX yCJJOB11llX 6e3 ywep6a /IJlll ee cywecrnosa­ **Hl151 KaK rpynnosoro cy6bCKTa l1 TI03l1THBHblX llCHX0JIOftt4eCKHX xa­** pa1<Tep11CTl1K.

B Cl1JIY ITCl1XOJIOf11'leCKHX oco6eHHOCTei1 11 CTeneH11 npocpecc110-

**HaJTbH0H. no.ur0T0BJieHH0CTl1 3Q)Q)eKTl1BHOCTb .ucHCTBHH CTICUl13Jll1C­**

**T0B B 0IJ3CHblX Cl1Tyau11nx paJJil14Ha.**

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KpoMC Toro, 8O3MO)Kllbl nc11xoQ}113110JIOfl14eCKl1e npoTHBOflOKa­ JaHHH K .llCHH JlbIIOCTH, CBH3aHHott C 3KCTpeMaJibHhlMH c11ryau11HMl1.

)Lrn 11pe11OTBpawettHH tteCliaCTHbIX CJIYliaCB 11 TpaBMaT113Ma no ncttxo­ QH13llOJJontYeCKHM ll0Ka3aHl!HM l!CTT0Jlb3YeTCll npo(j)cccl!OHaJibHO­ ncHXOJIOfl14eCKHH OT6op KaH.lll1.lJ.aTOB.

K 11HCJ1Y y c To H 1I H Bbl X npOTHBO!lOKa3aHHH K pa6oTe C TT ell H a Jl H CT OB B 3 KC T p e Ma JI b H bl X y C *JI* OB 11 H X c11e11yeT OTHCCTH:

* TTOI-IH)t<eHHYIO JICHXo.norn4eCKYIO ycTOH4HBOCTb 11 CKJIOHHOCTb K

IICHXH'--leCKOH ne1an.anTau1111;

* llOBbiillCHHYIO TpeBO)K.HOCTb 11 CTpax:
* 3MOUHOHaJlbHYIO tteypaBHOBCillCHHOCTb H HMTTYJihCl1BHOCTb B neH- CTBHHX, HH3KYIO YCTOf1lfHBOCTb K CTpeccy;
* l!C/I0CTaTOYHYIO cnoco6HOCTb K pacnpeneJieHlllO ll K0HljeHTpa­

UHH BHHMaHH.H;

* Q)YHKUllOHa.JlbHble HapyweHllll CBll3ll Me)Klly ceHC0PHhlM (no­ JHaBaTeJibHb!M) ll /!BllraTeJibHbJM (MOTOPHb!M) npoueccaM11;
* Q)YHKUllOHaJibHb[C H3MeHeHl!ll B opraHH3Me (cepne'IHO-Cocyn11c- TOC 3360JICB3Hlle, /Illa6eT ll T. n.);
* HC.llOCTaTKl1 opraHOB lJYHCTB (CHH)K.eHHe 3peHl1H 11 CJiyxa);
* HeyMepeHHylO C>Gl0HH0CTb K pllCKy («C/!Bllr K pl!CKY>> );
* HCBb\llCPlK3HH0CTb ll CKJI0HH0CTb K a(j)(j)eKTl!BHOMY pearnposa-

Hl1IO;

* JaMelJ.]lCHHYIO peaKUl1IO H HCJlOCTaTO4HYIO JIOBKOCTb;
* He.llOCT.:lTO4HblH ypoBCHb HffreJIJieKTYaJibHblX cnoco6HOCTett 11 MaJiy1O coo6pa3HTeJlbHOCTb;
* npHCTpaCTHe K aJIKOf'OJIIO HJIH HapKOTHKaM.

K BpCMCHHbIM Q}aKTOpaM, orpaHH'--lHBaIOlUHM BO3MO)KHOCTb HCTTOJib-

3OBaHHH cneUHaJIHCTOB B 3KCTpeMaJlbHblX ycJIOB11HX, c11e11yeT OTHeCTH HC.llOC'n.'l.TO4HYIO npoQ}ecCHOHaJibHYIO TTO.llfOTOBJieHHOCTb, HCOflbIT­ HOCTb, HCOCTOpOACl-!OCTb.

Ycm •!l!Bb\X llpOTIIBO\lOK333Hllii Q)YHKUllOHaJibHb!X rpynn K pa6o­ Te B 3KCTpeMaJibHb\X ycJJ0BllllX He cy1uecrnyeT. K speMeHHb!M npoTII­

B0\l0K3331lllHM K pa60Te B 3KCTpeMa.JlbHb!X YCJI0BllHX Q)YHKUllOHaJib­

HblX rpynn OTHOC5-lTC5-l:

* HC.llOCT3TOllfHlH CTTJIOlfCHHOCTb, CJJa)K.CHHOCTb, M06HJI113au11H rpyn­

n1-:,1;

* HanpH)KCHHblC 1-1.IIH KOHQ)JIHKTHblC OTHOWeHHH Me)K)ly Q}opMaJib­

HblM H tteQ}opM UibHblM 111111epaM11, PYKOBO.lll1TeJieM 11 OCTaJibHbIMl1 cneuHaJJHCHlMH;

* He611aronpHHTHbIH Mopa11bHO-IlC11XOJIOfH4eCKl1H. KJ111MaT B Q}yHK­

UHOHa11bHOH rpynne.

npe11paCIIOJIO)KeHHOCTh K HeCYaCTHblM CJiy'--laHM HMeeT CBH3b C Cl1- TY3THBHbIMH 11CHXH4CCKHMH COCTOHHHHMH KaK OT.llCJlbHblX cneu11a­

JlHCTOB, TaK 11 Q)yHKUHOH3.JlbHblX rpynn, OTp11uaTeJibHO BJ111HIOIUl1Ml1

Ha HX pa6omcnoco6HOCTb B onaCHbJX CIITY3UllllX. Op11 06HapYlKeH1111

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TaKMX cocrn,i1111ii y cneumurncrn pewaeTC>I sonpoc o ero speMeHH0M

**OTCTpaHeHl111 OT BblilOJIHeHJUI CJiy)Ke6HbIX 06H3aHHOCTeH, OKa3aHHH**

eMy Heo6X0/111MOii TICl1X0JI0fl1'1eCK0ii TI0M0LU11, a np11 Bbl>IBJieHl111 **tteraTttBHbIX TIC11XHYeCK11X COCTOHHl1H B rpyrrne cne11yeT MaKCl1MaJlbHO** 6b!CTp0 Bb!B0/ll1Tb rpynny 113 3KCTpeMaJibHblX ycJI0Bl1ii 11 np0B0/ll1Tb rpynn0Bble 11 11H/l11B11/lYaJibHble nc11xopea611Jil1TaUl10HHble Meponp11- **HTIUL**

**K** 411CJiy qiaKTOpOB, BJll1>IIOLU11X Ha npe11paCTI0JI0)KeHH0CTb **K** He­

C4aCTHblM CJiy4a>IM, cne11yeT TaK)Ke 0THecrn: ynorpe6Jie1111e aJIK0f0Jlll **B Tet.1ett11e cyroK, npenwecTBy10w11x .ueHTeJibHOCT11 B ycnomu1x orrac­ HOCT11, COCTOHHtte aJIKOfOJibHOfO OTibHHeHJUI, OTCYfCTBHe IlOJIHOUeH­**

H0ro H04H0ro 0T/lb!Xa (COH Mettee 8 4aC0B), 6oJie3HeHHOe C0CTOl!H11e

**11 TIJIOXOe caMOYyBCTBtte.**

Heo6xo1111MO TaK)Ke Bbl/leJil1Tb Hepe/lK0 BCTpe4a10w11ec,i B11KTl1M­ Hble Ka4eCTB3 cneu11an11CT0B: 113Jll1WHIOIO /l0Bep411B0CTb, He0CT0P0)K­

**HOCTb, JierKOMblCJIHe, BCIIblJibL(J1BOCTb, arpeccHBHOCTb, HeyeCTHOCTb, aJIYHOCTb, )Ka.IlHOCTb, )KeCTOKOCTb, BHywaeMOCTb, KOHQ)OpMl13M, tte­ LU1CU11TIJIHHl1POBaHHOCTb, caMOHa.ueHHHOCTb 11 11p.**

BbI/leJieHHble pattee xapaKTep11CTl1Kl1 qiyHKUl10HaJibHblX rpynn, np0Tl1B0TI0Ka3aHHble K pa6oTe B 3KCTpeMaJibHb!X ycJI0B11>IX, cne11yeT **OTHeCTl1 TatOKe K Bl1KTl1MHbIM B 3KCTpeMaJibHblX ycJIOBIUIX.**

A. YI. nanK11H Bhl/leJil!eT 06w11e npas11na o6ecne4ett11ll JI114H0ii 6e3-

**onacttocT11 cneu11aJIHCTa 8 3KCTpeMaJibHbIX YCJIOBIUIX.**

* **Q)K11.uaH HeO)KH.UaHHOfO.**
* PyKOBO/lCTByiic,i 3/lpaBblM CMblCJI0M.
* **He <(p a 3)Ktt r a H.**►**> npOTHBHttKa, a «rac11)> ero.**
* Bn311eii: co6oii, 1111qiopMau11eii, opy1111>1M11 Tpy11a, c11ryau11eii.
* **Heo6bilJHOe MO)KeT CTaTb Cl1fHaJIOM onaCHOCTl1,**
* KJI104 K ycnexy - TI0/lfOT0BKa.
* B Kpl1Tl14eCK0ii c11ryau1111 Thi 6y11ewh 11eiiCTB0BaTb TaK, KaK Ha- Y411JIC>I.
* **npe)Klle lJeM BOHT11 3HaH, r.ue BbIXO.U.**
* **HMeH rrnatt, oco6eHHO tta xy.uw11H Bap11attT.**
* **3HaH, lJTO O Te6e 3HaIOT.**
* H36eraii wa6notta, 6y11h 11enpe11cKa3yeM.
* **He <<JaMepJaH>> - .ueHcTByH.**
* l1w11 JI0)[(Ky Me11a B 604Ke 11errn: 11CTI0J!b3yii CB0IO 11ey11a4y.
* **C.uenaH CTpecc CBOl1M COI03Hl1KOM.**
* He paccna6JI>Ii\C>I CJl11WK0M 6b!CTpO.
* **J.136erati «TOHHeJibHOfO>> Btt.UeHttH.**
* **nnoxo nepeoueHttTh npoTttBHttKa, xy)Ke tte.uoouett11Tb.**
* Bepb ce6e, HO pa6ornii B K0M3H/le. nom6a10T B 0/ll1H04Ky.
* Y11a4a n10611T yMeJihIX.

OTeqecTBeHHblii 11 3apy6e)[(Hblii 0Tib!T TI0Ka3bJBaeT, 4TO s=Hb!M11 **YCJIOBl1HMl1 o6ecnelJeHl1H Jil14HOH TICl1XOJIOr11lJeCKOH 6eJonaCHOCTl1** (oco6eHH0 B Cl1Tyau1111 pl1CKa) >IBJI>IIOTCll:

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* **3HaHJHI O ncttxo¢Hi3ttOJIOftt4eCKttX npoueccax, rrpottCXODJIW,ttX B opraHH3Me qeJioBeKa B CttTyauttH onaCHOCTtt;**
* **ycBoeHtte onpeii,eJieHHOH < MOD,eJIH noBeii,eHttH)> B CHTY3UHH** 0113CHOCTII, 1103B0Jllll01Ueii BblllOJIHIITb 11pocj:,ecc110HaJibHY!O 33J13'1Y II **He TIOCTJ)a,u3Tb Jltt'-IHO;**
* **BJia,ueHtte nptteMaMtt TICttXOJIOftt4eCKOH caMoperyJIHUtttt, nptt­** MeHIIMblMII He11ocpe11crneHHO 11epe11 Cl!Tya1111eii Oll3CHOCTII, BO Bpe­ **MH tt nocne Hee.**

**K TICttXOJIOftt'-leCKttM Ka'-leCTBaM cneuttaJittCTOB tt xapaKrepttCTtt­**

KaM ¢,yHKQllOHaJibHblX rpy1111, Hal!60Jiee Ba)l(Hb!M )lJlll 06ec11e'!eH11ll

¢,11311'1eCKOli 6e30113CHOCTII c11e1111aJI11CTOB B C11Tya111111 p11cKa /!Jill

lKll3HII II opraH1133QIIOHHOli 6e30ll3CHOCTII ¢,yHK!1llOH3JlbHOli rpyrr­

**IlbI, cneii,yeT OTHeCTtt:**

- IIOHIIMaHlle ueJIH 11e>1TeJibHOCTII (3H3Hlle, pan11 qero p11CK);

- **onpeii,eJieHtte CTpaTertttt tt TaKTttKtt ii,eHTeJibHOCTtt rpyrrnhI;**

* 11pocj:,ecc110HaJibH3ll 110/lfOTOBJieHHOCTb c11e1111aJI11CTOB II rpy1111;
* ycTOH'lllBOCTb K CTpeccy (rrporpaMMbl, pe1UeH11e 33/13'1 B KPllT11- '1eCKIIX c11rya1111>1x);
* /IOBep11e **K** CaMOMY ce6e 11p11 BblllOJIHeH1111 33J13'111 (yBepeHHOCTb B ce6e);
* /IOBep11e **K** OPYJlllllM Tpy11a (yMeJioe BJiaQeHMe );
* /IOBep11e **K** CBoeli rpyrrrre II ee PYKOB0/111TeJI!O;
* pelUHTeJibHOCTb (crroco6HOCTb 6b1cTporo pearnpoBaHllll Ha C11Ty- a1111!0 II 11p11Hl!Tl!e pe!UeHllll);
* 3¢,¢,eKTIIBHOCTb B CIITya111111 ( CIIOC06HOCTb MblCJieHHO B11/leTb

1106e11y 11 11porno311poBaTh ee);

- **3MOUHOH3JibHYIO ycToH4ttBOCTb;**

* ¢,11311'1eCKY!O 110/lfOTOBJieHHOCTb (11MeeTCll cj:,11311'!eCK3ll B03MOlK-

HOCTb C/leJiaTh BCe Heo6xo1111Moe);

* CIIOC06HOCTb K COBMeCTHblM 11eliCTBllllM (pa6orn B rpyrrrre);

- **3H3Htte CBoett pOJIH tt pOJitt K3)1()].0f0 B rpynne, fOTOBHOCTb K B3aHM01lettcTBttlO, B33ttMOTIOMOlUtt tt B33ttM03aMeHHeMOCTH;**

- ypoBeHb y11paBJieH11ll (11p11eMbl, MeTO/lbl, ¢,opMbl, CTIIJib) cj:,yHK­

!1110H3JlbHOli rpyrrrroli B 3KCTpeMaJibHblX YCJIOBllllX.

K IICIIXOJIOfl!'leCKOMY KOMIIOHeHTY OTHOCl!TCll: pa3BepTblB3Hlle

IICllXOJIOfl!'leCKOli CJiylK6bI, IICIIXOJIOfl!'!eCKOe 06ec11e'!eH11e rrpocj:,ec­ **CttOHaJibHOH D,eHTeJibHOCTtt, ITCttXOJIOftt'-leCKaH KOppeKuttH, ocna6ne­ Htte BJIHHHHH 3MOUHOH3JibHO-TICttXOJIOftt4eCKttX neperpy30K H CTpec­** COB, 11pocj:,ecc110HaJibH3ll 3KCTpeMaJibHO-IICIIXOJIOfl!'leCKall 110/lfOTOB­ **JieHHOCTb, HaJIHYtte OTibITa.**

Bee 3TII 3JieMeHTbl HallpllMY!O CBl!33Hbl II C YPOBHeM ¢,11311'1eCKOli 6e30113CHOCTII c11e1111aJI11CTOB II opraHll33!1llOHHOli 6e3011acHOCTb!O

rpyrrrrhr.

C11e1111aJIIICT /IOJilKeH yMeTb 011eH11Th H3Jlll'llle 0113CHOCTII B c11rya­ **Utttt npo¢>eccttOH3JibHOH D,eHTeJihHOCTH, ee creneHb, B03MO)KHOCTtt** HapaCT3H11'1 11 ¢,opMbl peaJibHOfO 11pol!BJieH11>1, IIOHIIM3Tb pOJib 110-

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CTOllHHOW 6111neJ1bHOCTl1 11 cnoco6os eeJlWIHOro o6ecne4eHl1ll, yMeTb 11CnOJlb30B3Tb 3K11nl1p0BKY, nOBb!W3IOWYIO Jlll'IHYIO 6e3onacHOCTb,

He npeHe6peraTb elO, BJ13/leTb T3KTl1KOW nOCTOllHHOro npeseHTl1BHO­ **ro o6ecneY.eHttH JJttY.HOH 6e3onacHOCTH npH nosce.uHeBHOM BblTTOJ1-** HeHl111 cnylKe6HblX cpyHKU11W, BJ13/leTb TaKTl1KOW, MeTO)l3Ml1 11 np11- eMaM11 yc11neH11>1 Mep Jll14HOrt npocpecc110HanhHOrt 6e3onacHocrn np11

**fl0BbIWeHlH1 onacHOCTM, npecelfeHHtt nttKOBOfO HapaCT3HttH yrp03bl,** yMeTh noMeplK11B3Tb noCTOllHHylO Jll14HYIO rGTOBHOCTh K HeMe/lJleH­ HOMY peamposaHl1IO Ha Jll06b!e HeOlKl1/l3HHble yrp03bl - 114HOW 6e3- **onaCHOCTJ1, onepe)K3Tb npaBOHapyWHTeJJH BO Bcex .uettCTBttHX, B TOM** 411CJle B 11C0OJlb3083Hl111 opylKl1ll.

B p>1ne 3apy6elKHb1x cTpaH, B 43CTHOCTl1 B CllIA, 06y4eH11e MeHenlK­ MeHry 6e3onaCHOCTl1 CTaJlO o6l!33TeJlbHOW 43CTblO o6yqeHl1ll uenoro p>1na npocpecc11rt, B TOM 411cne nalKe 6aHK11pOB. CywecTBylOT cneu11- **aJ1bHh1e KypCbl, TaKtte K3K «BOJrn K BbDK11B3HJ110>>, <<BbDKJ1B3Htte Ha yJJttue>>.**

Bee n p Or pa MM bl n O Bbl lK 11 Ba H 11 IO, K3K npaBl1JlO, pewalOT

**Y.eTblpe OCHOBHbie 33.Il3Y.tt.**

I. CcjJopMl1POB3Tb npocpecc110HaJ1bHO-nc11xonor114ecKylO ycTaHOB­ KY Ha o6ecne4eH11e Jll14HOi1 6e3onacHOCTl1 11 6e3onacHOCTl1 Konner np11 peweH1111 npocpecC110HaJ1hHb1x 33/134.

1. llaTb 3HaH11>1, Heo6xon11Mb1e llJlll o6ecne4eH11>1 Jll14HOi1 npocjJec­

c110HaJ1bHOi1 6e3onaCHOCTl1 11 6e3onacHOCTl1 KOJlJler.

1. Hay411Tb T3KTl1Ke 11 np11eMaM 06ecne'!eH11>1 npocjJecc110HanbHoii 6e3onacHOCTl1.
2. O6y<ll1Th coen11HeH1110 TaKTl1Kl1 11 np11eMOB 06ecne'leH11>1 6e3-

onacHOCT11 C TaKTl1KOi1 11 np11eM3Ml1 peweHl1ll npocpecc110HaJ1bHblX 33/134.

nono6Hb1e nporpaMMbI coneplKaT cneny10w11e coneplKaH11>1 s 3a­

s11c11MOCTM OT K3Teropl1M o6y43IOWMXC>I cneuMaJ111CTOB (non11uei1- **CKJ1e, TT0.)1(3pHbie, HaJIO[OBble ttHcneKTOpbl, pa60TH11Ktt cnacaTeJib­ HblX KOMaH.u, aJlbfU1Hl1CTbl, ll13XTepbI, BO.Il0J133bl, BOeHHhle npoqlec­** Cl111 11 T.Jl.).

* **CTaTttCTHY.eCKtte .uaHHbie O rtt6eJU1 ttJltt paHeHMHX '.HOH KaTero­**

p1111 pa60THl1KOB.

* O6o6weHHblH nopTpeT (ncMXOJ10rl14eCKMi1) pa60THl1Ka - lKepT­

**BbI.**

* AHaJ1113 np11411H rn6enM 11Jll1 paHeHl1i1 pa60THl1KOB.
* YcnoBMll 11 cpaKTOpb1, cnoco6crny10w11e o6ecne4eHl1IO Jll14Hoi1 6e30nacHOCTM.
* nc11xo11or114ecK11i1 nopTpeT pa6oTHl1Ka, cnoco6Horo o6ecne4MTh OnTl1MaJlbHblH yposeHb Jll14HOi1 6e3onaCHOCTM.
* **TaKTttKa JJttY.Hb[X .ueHCTBttl1 ( <<3Be3.ua Bbl)KH83Hl1H>>) 11 pa60Tbl B**

KOMaH/le no o6ecne4eHMIO 6e3onacHOCTM.

* KoMnJleKC KOHKpeTHblX 3H3Hl1i1, xapaKTepM3YIOWMX COCTOllHl1e

**Y.eJJoBeKa B unyauttHx orracHocTtt.**

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* KoMnJlCKC K0HKpeTHblX npocjiece<fOHaJ!bHO-nc11xoJ1orw1ecK11x

**YCT3HOBOK Ha BbDKHRaHHe ( <•L1,HH3MHK3 CTpaxa>>**) .

* **Km-IKpeTHble pCKOMeH.U3UHH - KaK .ueHcTBOB3Tb no o6ecneye­**

**lH1l0 JlWIHOH 6e30TI3CHOCTH .**

* **npaKnflJCCK3}1 0Tpa6oTKa TaKTHKH H npHeMOB o6ecneyeHHH Jlffl--1-**

H0M 6e3onaCHOCTl1 np11 peweHl111 npocjiecc110HaJibHblX 33,ll34.

TaKl1M o6pa30M, BCCb Kypc COllCPlKHT 0/lHY 11/lClO: «OnacHOCTb CCTb,

**HO ce MO)KHQ H HY)KHO H36e)l(aTb, eCJlH Thi 3TO yMeeUib>>.**

**3Ta H.Ue.H Bbipa)KaeTCH T3K)l(C B <<OfonaTeJJhCTBe OCT3TbCH B )l(H­ BblX>>, KOTOpoe 3aTIOJlHHlOT pa60THHKH npoQ)eccwH, CBH33HHbte C pttc­** K0M. Otta npencTaBJl CT co6oii CB0eo6pa3HYIO ycTaH0BKY Ha BbllK11B3- Hl1C, nommcaHHYIO co6crneHH0py4HO 06Y4al01Ul1MC 11Jll1 np11H11Ma­ CMblM Ha pa60TY.

**YcTaHOBKa Ha BbJ)KH83HHe - 3TO fOTOBHOCTb H npe.upacnOJlO)l(eH­**

H0CTb pa60TH11Ka K ueJ1eHanpaBJ1eHH0M, H3,llClKHOM 11 xapaKTep113y10-

**meHcH .IlOCTaTOY.HblM ypOBHeM CaM033WHTbl D,eHTeJlbHOCTH. ct>opMHPOB3HHe yCTOH'--IHBOH YCT3HOBKH Ha BbJ)l(H83HHe B 3KCTpe­**

**MaJ1bHOH CI-fTY3UHH npe.ucTaBJlHeT co6oH OD,HOBpeMeHHO BOCm-naHHe**

pa3yMH0fO 11 M0Tl1B11p0BaHH0ro p1-1cKa, npeonoJ1ett11e 4YBCTB3 CTPa­ xa, pa3Bl1Tlle 0CM0Tp11TCJlbH0CTl1 11 6n11TeJ1bHOCT11. TaKa pa6orn - rapaJHl1H 3cjicjieKrnBHblX 1-1 H3,llClKHblX /lCMCTBl1M B onaCHblX /lJlll )1(113- HI-I 11 3/l0p0Bb YCJ10811 X. CcjiopM11pOB3Tb 11 pa3Bl1Tb y ce6>1 ycTaH0BKY Ha BbllKl1B3Hl-le cnoco6e11 Jll06oii pa60TH11K, /lCMCTBYIOIUl1M B 3KCTpe­ **MaJ1bHblX YCJIOUH5-IX.**

**06suaTeJlbCTBO OCT3TbC}I B )l(HBbIX, HJIH 065J.3aTeJlbCTBO O BbDKHBa­** Hl-111, BKJ1I043CT B cc6 **Cl>l10,** /l0JllKH0CTb, cneu11aJibH0e 3B3Hl1C (CCJ111 **eCTb). TeKCT HanpaMCH Ha OCOJH3HHe 3KCTpCMa.JlbHOCTH H onacHOCTH**

c11Tyau111-1, B K0TOpylO 6yneT B0BJle4eH K3H/ll1/l3T Ha pa6oTy B 3KCT­ peMa%HblX YCJ10811 X. KaK npaBl1Jl0, OH C0CTOHT 113 T3K11X o6opoTOB:

**<<51 OC03Hal0, l{TO BOBJlC'lJem,re MCH}I B CI-Hyauw10, CB5J.33HHylO C 800-**

pylKClll!blM K0HcjJJ111KTOM 11Jll1 np11MeHeH11eM opylK11ll llBJllleTCll pe­ aJ!bH0M yrp030i\ /lJl M0eii lK113Hl1 11 3/l0p0Bbll. *51* 6yny noCTOllHH0 np11-

**.uep)KJ,[83TbCSl MOero ofonaTCJlbCTBa H36eraTb Toro, lfT06b1 CT3Tb )l(CJ)T­** B0H B TaKoii c,.,-ryau111-1. 11 no3T0MY 6yny (naJiee cJ1enyeT tta6op npo­ cjiecc11ottaJihHO-nc1-1xoJ10rn4ecK11x ·rpe6osatt11ii, xapaKTepHbJX ,1lJUI K0H­

Kpernoii npocjiecc1111. Hanp11Mep, cJ1e/ll1Th 1a pyKaM11 nono3pesaeMb1x

**H npaBOHapyuuneJieH, nep)l(3Tb .UHCT3HWHO, onyCK3ThC}I B 33BclJI TOJlb­ KO co CTpaXOBOlfHblM CH3p}l)l(CHI1CM H non KOHTpOJieM HanapHHKa,** I-ICIJ0Jlb3083Tb 331Ul1THYIO KacKy 11 T.Jl.).

B K0HUe o6H33TCJlbCTBa CJlenyeT lKl13Heyrnep)l(JlalOIU3ll cjipa3a:

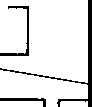
*«51* 6yny cnoco6ett BhllK11Th B onaettoti c11ryau1111 11 oneplKy no6eny B Jll060ii CXB3TKe 11Jll1 np11 npe0/l0JlCHl111 J1!06b1X npenl!TCTBl1M 11 noCTO­ HHH0 6yny np1-1neplKl183TbC 3T0f0 o6 33TeJlbCTBa». CTaBl!TCll 411CJ10 11 **110.UllHCb.**

B y•1c6Hh1x MaTep11aJiax, npencrnBJ1eHHh1x A 11. nanK11Hh1M [20] 11

AB. EynaHOBhJM [7], TaKT11Ka o6ecne4ett11>1 6e1onacttocT11 BhDKttBa-

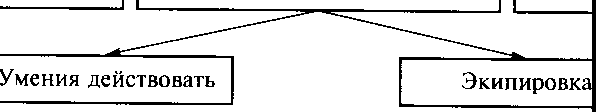
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«3BE3/1A BbDKHBAHHll»

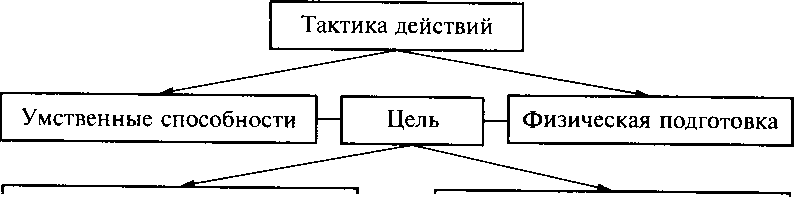


TaKTHKa .ueHcTBHM

HttTeJIJieKT ncwxo11orw-1ecKaH YCTOH'-HIBOCTb <l>H3H'-lecirne Ka'-CeCTBa



Pwc. 9. <dBe3,ua Bbl)KHBamrn»



KpenKtte HepBbl

(TICHXH'-leCKaH ycTOH4HBOCTb)

Bnauem1e OPY)KHeM rurn

opy.uHHMH TJ)y.ua, 3KHTTJ1p08Ka

Pwc. IO. ,Upyroi,i BapHaHT <<3Be3.llbl BhDKHB3HlUI»

HH5l OTpa)KeHa B <<3Be3ne BbDKHBaHHH>> B OD.HOM 113 llBYX BapttaHTOB (p11c. 9, IO).

8 nepBOM Bap11aHTe npe11noJTaraeTCH, 4TO OC11XM4eCKaH YCTOH4M­ BOCTb npOHl13hIBaeT 3Be3.uy BhDKHBaHHH 11 HBJUJ:eTCH cpe.uott, B KOTO­ poH 3Be3.ua BbDKHBaHHH HaXOD.HTCH, OT Y.ero OHa 3aBHCl1T 11 Y.eMy OHa,

B CBOJO o4epe11b, 11aer no11n11TKy.

8 naHHOM KOHTeKCTe TTCHXOJiorw-1ecKa51 ycroHLfHBOCTb CTaBHTCH B JaBHCHMOCTb OT ecreCTBeHHblX Q)aKTOPOB LfeJioBeKa, ero 3.IJ,OpOBbH, COCTOHHHH TTCHXHKH, CTeneHH nonroTOBJieHHOCTH 11 CaMa Ha HHX BJUl­ HeT. 811aHHOM CJTy4ae Jll14HaH 6e30naCHOCTb OCHOBbIBaeTCH Ha 11HTeJT­

JieKrya.JibHblX oco6eHHOCTHX Y.eJIOBeKa, Ha TOM, KaK cneUHaJl11CT BJia­ neeT TaKTHKOH 11 npaBHJiaMl1 neHCTBHtt B 3KCTpeMaJibHOtt c11ryau11H, KaK OH Qll13114eCKl1 no11roTOBJTeH, BJTaJTeeT opy,1meM 11Jll1 OPYll11llM11 Tpy11a 11 KaK 3K11n11posaH.

Bo BTOpOM CJTy4ae nc11xw1eCKOH YCTOH411B0CTM He OTBO/IMTCH ueH­

TpaJTbHoe MeCTO, HO OHa 11 He 11rnop11pyeTCH, a 11rpaeT BCOOMOra­ TeJTbHYJO POJTb. 311ecb ueHTpaJTbHOe MeCTO 3aHl1MaeT ueJTb 11eHTeJTbHO­ CTl1, OCHOBaHHaH Ha Benym11x MOTl1Bax Jil1LfHOCTH.

TTporpaMMbI npe11ycMaTp11BaJOT: 113Y4eH11e np11eM0B caMoperyJTH­ u1111, CaMOKOHTpOJIH, npaBl1JibHOro TTOH11MaHHH Toro, '-ITO npo11cxo­

)ll1T co cneu11aJil1CTOM B Cl1T)'au1111 onaCHOCTl1.

YcrnHOBKa Ha BblJKl1BaH11e npe11ycMaTt;ll1BaeT roTOBHOCTb 11 npe11- pacnOJIO)KeHHOCTb cneuHaJIHCTa K ueJieHanpaBJieHHott, Ha,ue)KHOH 11

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xapaKTep113YIOlllei1CH llOCTaTO'IHhlM ypOBHeM caMo3allll1Thl 11eHTeJ1b­ **HOCTH B ycJJOBlU]X B03HHKHOBeHlH1, npoTeKaHHH 11 pa3perneHHH orrac­** HOHc11ryau1111.

C co11eplKaTeJlhHOH CTOPOHbl YCTaHOBKa Ha BhllKl1BaH11e BKJIIO'!aeT B ce6H TPl1 3JleMeHTa: JT03HaBaTeJlbHblH (OC03HaHl1e c11ryau1111), 3MO­ Ul10HaJJbHO-oueHO'IHhJH (oueHKa Cl1JI 11 B03M0lKHOCTei1), noBeJieH­ '!eCKl1H (11ertCTBl1H no TaKTl1Ke 11 11HCTPYKUl1HM).

<l>opM11pOBaH11e CTa611JlhHOH ycTaHOBKl1 Ha Bb])Kl1BaH11e Be11eT K pa3yMHOMY 11 MOTl1B11pOBaHHOMY pl1CKY, npeo110J1eHl1IO 'IYBCTBa CTpa­

**xa, OCMOTPHTeJlbHOCTH 11 6.mneJlbHOCTH B noBe.neHHH cneumUIHCTOB,**

11X 6oJJee 3cpcpeKT11BHbJM 11 HaJJelKHbJM 11ertcTBl1HM B pa3Jll1'1Hb!X 3KCT­ peMaJJbHbJX c11ryau11Hx.

.[(.rm ynpoweHl1H noH11MaHl1H CYTl1 YCTaHOBKl1 Ha BbJlKl1BaH11e npe11-

**JiaraeTCH yCBOHTb TaK Ha3bIBaeMbIH <<TpeyroJlbHMK 6 e3on ac HOCTH**►**>**

(p11c. 11).

Ha nepBbJH B3rJIH11 B03H11KaeT npOTl1BOpey11e MelKlly nparMaTl1- '!eCKOH 1111eert BbJITOJ1HeHl1H CJJYJKe6Hb]X o6H3aHHOCTert 11 HpaBcTBeH­

HOH 1111eert CaMOCOXpaHeHl1H. O11HaKo ecJJl1 1111e10 CaMOCOxpaHeHl1H BBeCTl1 B paHr 06werocy11apcrneHHOH 11 npocpecc110HaJJhHOH 11)le11 co­ **xpaHeH1u1 )KH3HH, 3,nopoBbH nepcottana, a TaIOKe coxpattett1u1 ueno­** CTHOCTl1 11 pa6orncnoco6HOCTl1 cpyHKUl10HaJJhHOH rpynnhI KaKnpar­

**MaTW--1ecKHX ueHHOCTeH, TO npOTl·IBOpeY:He CHHMaeTCH, H oueHKa CH­**

ryau1111 npo11yKTl1BHa.

TaK, nporpaMMa no BbllKl1BaH1110 nepcoHana CWA BKJJIOYaeT cJ1e- 1IYIOWl1H anrop11TM peaJJ113au1111 1111e11 noBblllleHl1H ypOBHH npocpec­

**CHOHaJibHOH 6e3onacHOCTl1.**

I. Co311aH11e YCJIOBl1H, B TOM '111CJle MaTep11aJJbHO-TeXHl1'1eCKl1X.

1. Y6eJK11eH11e BCex pa60THl1KOB B Heo6X01111MOCTl1 11 B03MOlKHOCTl1 ocywecTBJJeHl1H 1111e11 npeo110J1eHl1H npocpecc110HaJJbHO-nc11xoJ1orn'leC­ **KHX CTepeOTHnOB MbllllJleHlUI H OTHOllleHHH.**
2. O6y'leH11e nepCOHaJJa pa3Hh!X ypoBHert 11ei1CTBl1HM no npaKTl1-

**Y:eCKOl1 peaJIHJaUHH H,UeH BbI)KJ1BaHHH.**

1. OpraHl13aUl1H 3cpcpeKTl1BHOCTl1 pean113au1111 11)lel1 BbJlKl1BaHl1H.
2. TTocTOHHHaH oueHKa 3cpcpeKTl1BHOCTl1 ocywecTBJ1eHl1H 1111e11.
3. fl16KaH KOppeKTl1POBKa npouecca pean113au1111 1111e11 B COOTBeT­ CTBl111 C 113MeHeHl1HMl1 B npocpecc110HaJJbHOH 11eHTeJlbHOCTl1.

**YMeCTHO OTMeT11Th, Y:TO y mo6oro Y:eJlOBeKa HMeeTCH MOTHBaUHH K**

caM03allll1Te. O11HaKO no'leMy OHa'laCTO He cpa6aTbIBaeT? O'!eBl1)lHO,

**He B MaJIOH CTeneHH Ha 3TO OKa3bIBaeT BJilUIHHe HCKa)KeHHe ueHHO-**

**3.upaBhilf CMblCJl**

**E.uttTeJibHOCTb HmPopMttpoBattttocTb**

**Pttc. 11. TpeyroJibHHK 6e30TI3CHOCTH**

I 5I

**CTeH, KOTOpbIMH PYKOBO)ICTByeTC51 cneUJ1aJIHCT. 4aCTO ueHHOCTb JI W-I­ HOH )KJ13HJ1 He BKJIJOliaeTC51 HM B nparMaTJ11-IeCKylO ueHHOCTb .l1,0CTJ1-**

)l(eHl1ll pe3yJlhTaTOB npoc:pecrnoHaJlbHOH 11ellTCJlhHOCTH. 311ecb 11rpacT

**ponb nepeop11eHTau1151 cneumu1J1cTa Ha caMoueHHOCTb era JTJ14HOCTH llJI51 ;:roCTJ1)1(eH1151 uentt.**

Ho peq:,JleKC caMo3all\_\11Thl, KOTOpblH 3aCJlOHeH OC03HaHHblMl1 no­

**Be)leH4eCKJ1MJ1 CTepeOTJ1naMJ1 (HanpHMep, HeyMeH11e KOHTpOJTHpoBaTb 3MOUJ1J1, 4YBCTBa, )IOBepl.fHBOCTb, BHywaeMOCTb, Hec;:rep)l(aHHOCTb B**

06U1eH1111, paccKa3ax o ce6e, 3aBbill1eHHall caMooueHKa), He cpa6a­

**TbIBaeT.**

KpoMe oc:popMJ1eHl1ll o6>I3aTeJlhCTBa no BbDirnBaH11IO /IJlll c:popM11- poBaHl1ll 6e3onacHoro nose11eH11ll cneu11aJ111cms 11 c:pyHKu110HaJ1bHhIX rpynn B 3KCTpeMaJlhHhIX YCJlOBl1llX, npeo110J1eHl1ll 'lyBCTBa CTpaxa 11 **11HblX ¢>061111. ncHXOJTOfaMH, KaK npaBHJTO, npe)lJlaraIOTC51 J1 J1CTTOJlb-** 3YIOTCll B npouecce npc11sap11TeJ1hHoii 11 Henocpe11crneHHhIX 3Tanos **npo¢>ecCHOHaJlhHOH 3KCTpeMaJJbHO-nCHXOJTOfJ14eCKOH no)lfOTOBKH CJTe­** lIYIOll111e HanpaBJ1eHl1ll ITCl1XOJ10f11'1eCKOH pa60Tbl.

I. <DopM11poBaH11e Bephl B co6cTBeHHYIO Heyll3B11MOCTh 11 pa3B11Tl1e

**ycTaHOBKH Ha BbDKl1BaH11e B onacHblX yCJTOBJ151X ne51TeJTbHOCTJ1.**

1. Pa3B11rne npoc:pecc110HaJ1113Ma 11 yKpenneH11e y6elK1leH110CTH B 6e3onaCHOCTl1 co6cTBeHHbIX 11eiicrn11ii B Kpl1311CHbIX c11ryau11llX.
2. **nocTeneHHOe 3aMeW:eHJ1e COCT051HJ151 TpeBO)KHOCTH COCT051HHeM**

**noBbIWeHHOfO BHJ1MaHJ151 B npouecce pa3BJ1TJ151 MOTHBauttoHHOH c¢>e­**

Pbl B Te'1eH11e 2- 3 JleT.

1. O6peTeHHe HaBhIKOB B caMoperyJlllUl10HHOH 11 TpaHcperyJlllUl1-

**0HHOH no.lJ,rOTOBKe.**

1. KyJ1bT11Bl1poBaH11e npl1llTHhIX 3MOUl1H 11 nepe)IrnBaH11ii nocne p11CKOBaHHhIX 11eiiCTBl1H B CJ1YlKe6HbIX C11Tyau11>Ix, 3asepw11BWl1XCll ycneWHblM pe3yJlhTaTOM.
2. **PeaJJbHOe J1JlJ1 MbJCJieHHOe MO)IeJTHpoBaH11e onaCHbIX c11ryau11H,**

**conpoBo)l(JJ.aeMoe nepe)KttBaHHeM CHJTbHoro CTJ)axa 11 ycnewHoe era npeo;:roJTeHHe 3a ClfeT HCnOJTb30BaHH51 3JieMeHTOB caMoperyJT51llJ1J1.**

1. flnaH11poBaH11e 11 nporno311poBaH11e ycnewHoii 11e>ITeJ1bHocrn

c:pyHKUHOHaJlbHOH rpynnhI B COCTaBe IIPYrHX rpynn, np11 B3a11Mo11eii­

**CTBJ1J1 J1JlJ1 J130JTttpoBaHHO.**

1. f10J1y'leH11e HaBblKOB c:pOpM11poBaH11ll rpynnosoii yCTaHOBK11 Ha ycnewHyIO 11 6e3onacHyIO 11e>ITeJ1hHOCTb.
2. O6y'!eH11e 11 3aKpenJ1eH11e HaBblKOB c:popM11posaH11ll 11 ITO/l/lep­

)l(aH11H 6oeBhIX (M0611Jll13YIOU1HX) nc11x11'1eCKl1X COCTOSIHl1H c:pyHKU110-

HaJlbHOH rpynnbl.

I 0. <DopM11poBaH11e 11 no/l/leplKaH11e 6naronp11llTHOro nc11xonorn­ '!eCKoro KJ111MaTa B c:pyHKU110HaJlhHOH rpynne.

1. <DopM11poBaH11e CnJ1o'leHHOCTl1 11 M0611J1113oBaHHOCTl1 rpynnhI

nepe11 Ha'laJIOM KOHKpeTHbIX npoc:pecc110HaJ1bHbIX 11eiicTBl1H B 3KCTpe­

**MaJlbHbIX yCJTOBJ151X.**

1. <DopM11poBaH11e Ha/ICl1TyarnBHOH aKT11BHOCT11 rpynnhI.

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**np11MeHHeMbie nCl1XOTeXHl14eCKl1e npHeMbI TTO3BOJIHIOT CHHMaTb OTPHUaTeJibHbie nepe)Kt1BaHl1H l1 CO3.UaBaTb oco6bie MbICJll1TeJibHbie, MeHTaJlbHbie COCTOHHl1H ( COCTOHHHH OCO3HaHHOfO caMOKOHTPOJIH, MO6l1Jil130BaHHOCTl1, <<BKJlI04eHHOCTH» B CHTyauHIO).**

)];r>1 cpopM11posaH1rn, no11,11epi1rnH11>1, pa3Bl1Tl1ll Jil14HOH 11 rpynno­

BOH 6e3onaCHOCTl1 cneul1aJil1CTOB l1 QlYHKUl10HaJibHblX rpynn MOlKHO np11MeHl!Tb CJie11y10L11l1H Ha6op MeTO/ll1K.

I. «TTapanoKCaJibHall l1HTeHUl1ll» (6.<flpaHKJI), OCHOBaHHall Hayse­

**Jil111eHl1H l1MTTYJibCa Toro, 4ero 6ol1WbCH.**

1. **«MbICJieHHOe nepe)Kt1BaHt1e YMl1paHl151 - HeyH3Bl1MOCTl1>>, oc­ HOBaHHOe Ha npoTHBOTTOJIO)KHOCTH CMepTl1 l1 )Kl13HeHHOCTl1 KaK He­ YH3BHMOCTl1.**
2. **<<CocTaBJieHHe nepe4HH co6CTBeHHbIX CTpaxoB Ha 6yMare>>, oc­**

**HOBaHHOe Ha paut1OHarIH3au1111 CTpaxoB Ha CO3HaTeJibHOM ypoBHe,**

4TO CHl1JKaeT ypoBeHb CTpaxa.

1. YnpaJKHeHl1ll no peryJillUl1l1 /lb!XaHl1ll.
2. Mo11eJI11posaH11e cnoKoiicTBl1ll B JI106oii c11Tyau1111.
3. YnpaBJieH11e CTpaxoM no T. MaiiHrap11y, ocHoBaHHoe Ha ocoJHaH­ HOM peryJI11posaHl1l1 CTpaxa C noMOL!1b!O /lblXaTeJibHblX ynpalKHeHl1H.
4. **nc11xort1rHeHl11ICCKaH fl1MHaCTl1Ka.**
5. **PauHOHaJlbHbIH TpeHHHr, OCHOBaHHblH Ha OCO3HaHHl1 CTeneHH onacHOCTH.**
6. YnpaJKHeH11e «OnacHocrn, BCTpe•rn10L1111ec>1 B npocpecc110HaJib- **1-10H. .ueHTeJibHOCTl1 COTPY.UHHKOB cneuno.upa3.lleJieHHth>, npe.uHa3Ha- 4eHHbie lUlH oueHKH 11 paH)Kt1posaHt1H.**
7. TTpeo110JieH11e CTpaxa 11 11pyr11x cpo611ii nocpe11crnoM MeTO/ll1K

###### HJlTT.

* 1. nc111xo11on11'lecKoe conpoeo.>KAeH111e cne4111a11MCTOB M <l>YHK4MOH3JlbHblX rpynn B 3KCTpeMaJ1bHblX ycnOBMSIX

PyKOBO/ll1TeJib QlYHKUl10HaJibHOH rpynnhl 3KCTPeMaJibHOro npocj)l1Jlll

/IOJilKeH npe11npl1Hl!Tb see 3aBl1CllL11l1e OT Hero Mepbl /IJlll 0CyL11eCTBJie­ **HHH TTCl1XOJIOfl14eCKOro conpoBo)KLieHHH cneuHarIHCTOB l1 q)yHKUl10- HaJlbHbIX rpynn 8 3KCTpeMaJlbHhIX YCJIOBHHX.**

**nc11xoJior1111ecKoe conpOBO)KlleHHe .ueHTeJibHOCTl1 CITeUl1aJll1CTOB B 3KCTpeMaribHbIX yCJIOBl1HX Heo6xo.UHMO B CBH3l1 C TeM, 4To:**

- npl1 BCeii 3Ha4l1MOCTl1 npocpecc110HaJibHOH 3KCTpeMaJibHO-nCl1-

**XOJIOfl14eCKOi1 no.uroTOBKH HCBO3MO)KHO npe.us11.ueTb Bcero, 4TO MO­**

**)KeT CJiyt{l1TbCH B 3KCTpeMaribHbIX yCJ1OBl1HX; HY)KHa TIOMOlll,b TTCHXOJIO­**

ra np11 Mo611JI11Jau1111 c11JI nepcoHaJia s npe11crnprnsoti c11ryau1111 11 s

**npouecce .ueHTCJibHOCTH;**

- nepexo11 K 11eHCTBl1llM B 3KCTpeMaJibHbJX yCJIOBl1llX TPe6yeT BHYT­ peHHeH peryJillUl1l1 Heo6XO/ll1MOro, 6Jiaronpl1llTHOro /IJlll pa6oTb] s

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**3KCTJ)eMaJlbHbIX YCJT0B.HHX, C0CT0HHUH, C yqeT0M oco6eHHOCTe.H** ca­

**MOH 3KCTpeMaJihHOH c11ryau1111 .H MeCTHhlX ycJIOBHH;**

- **6narorrp.HHTHOe K neHTeJlhH0CTH B 3KCTpeMaJihHblX ycJI0B.HHX co­ CT0HH.He, B CBH311 C HaK0ITJlett.HeM ycTaJI0CT.H, IT0BblllleH.HeM ttepBH0-** ro Hanp>1lKeHH>1, rpe6yer cneUHa.JlhHhIX Mep no ero noD,!leplKaHHIO B

TeYeHHe He06XO/\HMOro BpeMeHH, a B pll/\e cnyqaes Heo6XO)\HMO npo­

Be)\eHHe pea6HJ1HTaUHOHHO-BOCCTaHOBHTeJ1hHhlX MeponpHllTHH.

**CTc11xonorw-1ecKoe corrposo)KlleHtte ne.HcrsttH rrepcottana B 3KCT­ peMaJihHhIX ycJI0B.HHX ocywecrrurneTCH B B.H)le:**

* JaH>ITHH no 6oesoMy pa3)\eJiy Henocpe/\cTBeHHOro 3Tana npo­

**q:>eccttoHanhHOH 3KCTpeMaJibHO-ITC.HXOJ10f.Hl-IeCKOH IT0Llf0T0BK.H rrepen HallaJl.0M aKTHBHblX 6oeBblX neHCTB.H.H, s rrpouecce neHTeJlbH0CT.H tt B** nepHO/\hl KpaTKOBpeMeHHhlX nepeph!BOB;

* o6ecneYeHHll npoq:,ecCHOHa.JlhHhIX )\eHCTBHH s XO/\e pelUeHHll

cJiylKe6Ho-6oeBhlX 3a)\a4 (Ha6JIIO/\eHHe, KOHTPOJlh, noD,UeplKKa);

* **06ecneqett11H soccTattoBJieH.HH pa6orocrroco6ttocrtt crreu11an11c­**

TOB nocne BhlTTOJIHeHHll HMH cJiylKe6Ho-6oeBhlX 3a)\a4.

**OcHOBHh!e 3a.Uall.H ITC.HX0Jl0f.HtJ:eCK0f0 corrp0B0)K­**

**.ueH.HH:**

I. O3HaKOMJ1eHHe JlHYHOro COCTaBa COBMecTHO C PYKOBO/\CTBOM **rpyrrnhI c oco6eHHOCTHM.H o6cTaHOBK.H, M0Mettra, rrpHHHThIX pellle­** HHH, CTOlllUHX 3a)\a4 (BJIHllHHe Ha MOTHBaUHOHHYIO cq:,epy).

1. 11HcTpyKTalK no JlHYHOH 6e3onacHOCTH npoq:,eccHOHa.JlhHOH )\e­

**HTeJlbH0CT.H.**

1. Mo6HJIH3aUHll Heo6XO)\HMhlX npoq:,eccHOHa.JlhHO BalKHhlX KaYeCTB JIHYHOCTH H perymrumr 6naronpHllTHhIX Ml! pa6oThl B 3KCrpeMa.Jlh­ **HblX yCJI0BHHX COCTOHH.Hii.**
2. **OpraHH3aUHH crreuttan113HpOBaHHOH ITCHXOJlOf.HtJ:eCKOH IT0M0W.H** cneUHa.JIHCTaM, HaXO/\lllUHMCll Ha caMhIX TPY/\Hh!X Y'JaCTKax (JIHYHOe **corrpoB0)K,lleHHe, HaJHatJ:eH.He K0MITeTeHTHhIX .HCIT0JlH.HTeJieH., HCIT0Jlb-**

**30BaH.He .HH.Il.HBl1.IlYaJlhHhlX ITC.HX0JT0f.HtJ:eCK.HX cpe.ucTB, CT.HMYJlHTOPOB).**

1. Co3/\aHHe H co6JIIO/\eHHe aTMOC¢,ephl TOBapH1Uecrna, KOJ1JleKTH­

**B.H3Ma, IT0ll.Ilep)KK.H, B3a.HM0BhlPYllK.H.**

1. TTpoBe)\eHHe pea6HJIHTaUHOHHO-BOCCTaHOBHTeJlhHhlX MeponpH­

**HT.HH.**

1. OpraH1nau1rn H npoBe)\eHHe MeponpHllTHH ncHXOJlOrHYeCKOfO **803.UeticTBHH Ha ytJ:aCTH.HK0B B00py)KeHH0f0 corrp0T.HBJieH.HH 11Jl.H rep­** popHCTOB (npH npoBe/\eHHH CHJlOBhIX MeponpHllTHH).

Ha JaH>ITHllX no 6oesoMy pa3Aeny Henocpe/\CTBeHHoro :nana npo­

**q:>ecc11ottanbtto.H 3KCTJ)eMaJihHO-ITC.HXOJ10f.HtJ:eCKOH IT0.Ilf0T0BK.H orpa- 6aTb!BalOTCH HaBblK.H K0HKpeTH0f0 B.HL(a neHTeJThH0CT.H. 3aHHT.HH rrpo­ B0.UHTCH C ytJ:eT0M MeCTHh!X ycJIOB.Hll, B03H.HKaIOwttx TPY.IlH0CTell,**

npOTHBOpeYHH, )\eqlHUHTa pecypcoB (HexBaTKH HHqlOpMaUHH, He)\O­

CTaTKa speMeHH, o6opy/\oBaHHll). Oco6oe BHHMaHHe Y/\eJ1>1eTCll /\O­

**CTH)KeHHIO B3a.HM0IT0H.HMaHHH, B3a.HM0D.eHcTB.HH, B3aHM03aMeHHeMo­**

**CT.H, B3aHM0IT0M0W.H B rpyrrrrax, cJia)KeHH0CT.H .ueHcTB.Hll.**

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TTepeu Ha'!3JIOM aKTIIBHblX ueiicrn11ii npOBO!lllTC>I IIHCTPYKTa)I(II, 6eceuhl, coo6maeTC>I Heo6xou11Ma>1 11HcpopMau11H, nonyqaeTc>I 3Kll­ n11posKa. 3a6ornii pyKOBO!lllTeneii scex yposHeii II nc11xonoros >IM>I­

**eTCH ycnelllHOe HaYa.JIO neMcTBHH B CJJO)KHblX 3KCTpeMa.JibHblX ycJJOBH­**

**HX B COCTOHHHH M3KCHMa.JlbHOti <<BKJIIO Y:eH H OCTH**►**> cneUHa.JIHCTOB B CH­ TY3UHIO, npH IlOJJHOH co6paHHOCTH CHJJ H M06HJIH30B3HHOCTH, C no­**

**HHM3Hl1eM 3a.L{3Y, o6cT3HOBKH 11 cnoco6os .ueHCTBHti. ITcHXOJJOfHY:ec­**

**K3H fOTOBHOCTb - ycJJOBHe ,UOCTJ1)KeHHH ycnexa C nepBblX waroB .ue­** HTenhHOCTII. OqeHb qacrn y)I(e caM cpaKT nonauaHIIH B 3KCTpeM3JlbHbie **ycJJOBl1H npHBO,UHT K B03HHKHOBeHHIO Heran1BHblX COCTOHHHti: Tpe­**

**BOn1, CTpaxa, «npe,acTapTOBOH JUIXOpa,n:KH», Kor.ua YeJIOBeKa TpHceT**

OT B036y)I(!leHll>I. TTouroTOMeHHbIX K ueiiCTBIIHM B 3KCTpeM3JlbHbIX yc­

!lOBll>IX cneU113JIIICTOB cpaKT nonauaHll>I B 3KCTpeM3JlbHhie ycnOBll>I Mo611n113yeT.

**,[.l,1u1 peryJlHUlHI 11 33KpeillleHl1H COCTOHHHH nOBblllleHHOH ((8KJIIO­**

**Y:eHHOCTH>> B 3KCTpeMa.JibHYIO cvnyau1110 Heo6xo,a11Mo:**

I. Onpeuen11Tb !lll'!HYIO 3Ha'!IIMOCTh c11ryau1111. TTpo11JsecT11 nepe­ oueHKY ueHHOCTeii. TTocTpOIITb Mouenb yny'!Il!eHHOfO KOHe'!HOfO pe-

**3YJibT3Ta 11 MOL(eJJb .ueHTeJJbHOCTH, se.uymett K OnTHMa.JlbHOMY pe3yJJh­**

rnry.

**2. l1363BHTbCH OT H3BH3Y:11BblX npe.ucTaBJieH11H O B03MO)KHOCTl1 He­ f3Tl1BHblX nocJJe,UCTB11H 33 CY:eT BOCnpl1HTl1H OKpaweHHOH B nOJI0)1(11-** TenbHbie TOHa 3MOUIIOH3JlbHOii IIHcpopMau1111. TTepeop11eHTllp083Tb CBOII **YYBCTB3 Ha ycnex, npe,acTaBl1Tb c11Tyau1110 B )KeJiaTeJJbHOM B3pl13HTe.** Omyr11Tb yuosnernopeH11e OT npouecca caMoii ueHTenbHOCTII. Ll,nH 3TOfO

**B03MO)KHO 11cnOJJb3083Th: TpaHcperyJJHUl10HHYIO ncl1XOTeXH11KY, ayro­**

reHHYIO TpeHIIPOBKY II MeTO!lbl nc11xonorn'leCKOii caMoperyn>IUIIII.

**l1ccne.uosaHl1H 11 TIP3l<.T11K3 nOK33bIB3lOT, Y:TO TIODJl11HHO BblCOKHH**

yposeHb npocpecc110H3JlbHOii fOTOBHOCTII nepcoHMa MO)I(eT 6bITb !lO­ CTllrHYT !llllllb np11 op11eHTllpOBKe Ha KOHKpeTHble npeuCT051[1(11e ueii­ **CTB11H 11 Ha Y:eTK11H pe3yJJhT3T.**

Ecn11 pell1eH11e npocpeccllOH3JlbHblX 33J]aq B 3KCTpeM3JlbHbIX ycno­ BIIHX !l!lllTC>I npO!lO!l)I(IITenbHOe speM>I ( OT HeCKO!lbKIIX !lHeii !lO He­ CKO!lbKIIX MecHues), 3aH>ITll>I npOBO!l5ITC>I Ka)I(!lblii pa3 np11 HOBOM nopyqeHIIII, C yqeTOM cneu11cp11K11 ue>1TenbHOCTII, oco6eHHOCTCii nc11- **Xl1Y:eCKl1X Harpy30K, yepe,UOB3Hl1H 11 npO,U0Jl)l(JfTeJJbHOCTl1 3KTl1BHOH 11**

naccllBHoii cpa3 ueHTenhHOCTII. 3arpaTbI speMeH11 Ha JaH>ITll>I no 6oeso­ MY pa3ueny HenocpeucrneHHoro :,rnna npocpecc110HMhHOii 3KCTpe­

M3JlhHO- nc11xonorn'!ecKoii nouroTOBKII MOryT 6bITb OT 3-5 MIIHYT !lO

**4 Y:3COB e)Ke,aHeBHO B 33811Cl1MOCTM OT nO,UfOTOBJieHHOCTl1 cneu11aJI11-**

CTOB, onbITa pa6oTbl B 3KCTpeM3JlbHbIX ycnOBll>IX, C!lO)I(HOCTII npeu­

**CT05IWl1X 33.U3L[, 0TBeTCTBeHHOCTl111 M0611JibHOCTl1 npe,UCTOHWl1X neH­**

CTBllii, pe3epsa BpeMeHII. rnaBHOe - 3TO !lOCTll)I(eH11e 6oesoro COCTO­

**HHl1H, 0IlT11MaJibHOf0 ypOBHH H3CTpOH Ha BbinOJJHeH11e 33.U3Y:11 He­**

**nocpe.ucTBeHHO nepe.u ee BblilOJJHeH11eM, a TalOKe 3KTl181133Ul1H BOC­**

rpe6osaHHblX !leHTenbHOCTblO npocpeCCIIOH3JlbHO Ba)I(HbIX Ka'!ecrn.

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)KeJiaTeJibHO, 'IT06bI 3aHHT11H no 6ocBOMY pa3/leJiy Henocpe/lCTBeH­ **HOfO 3Tana no.uroTOBKH co cneUH3JIHCT3MH npoBO,LUfJI TOT )Ke TTCHXO­** JIOr, KOTOPhiii npOBO/ll1Jl 3aHHTl1H no npeJ16oeBOMy pa3/leJiy noJ1ro­ TOBKl1 11 no npeJ1Bap11TeJlbHOMy 3Tany npocpecc110HaJibHOH 3KCTpe­

**MaJlbHO-TTCHXOJl0fl1l-IeCKOH no.urOTOBKH. OnHaKO B mo60M CJiyt-Jae llCH­**

**XOJIOf, npOBO,U}llUHH 33HHTHH, .UO}l)KeH BJianeTh l1HQ}OpMau11eH o.npe­**

/lhUIYWl1X pe3yJihTaTax nO/lfOTOBKl1. 3aHHTl1H no 6oeBOMY pa3/leJiy He­ nocpe11cTBeHHOro nana npocpecc110HaJihHOH 3KCTPCMU.%HO-nC11XOJIO­ **rw-1ecKoH nonrOTOBKH .UOJDKHbl COBMewaTbCH HJIH nepeceKaTbCH C** HHCTPYKTa)KeM, KOTOphlii npoBO/ll1T PYKOBO/ll1TCJlb pa60T nepe/l 11X

**H3YaJIOM. OT 3TOf0 BblHfpb1B3eT K3K caMa nonroTOBKa, KOTOpaH KOH­**

KpeTl13HpyeTCH nO/l onpe11eJieHHble nepBOO'!epe/lHbie 33/13'111, TaK 11 HHCTPYKTa)K, KOTOphlii npeo6pa3yeTCH B He3acpopMaJil130B3HHYIO, a Jll1'1HOCTHO op11eHT11pOB3HHYIO noCTaHOBKY 33J1a•1.

3aHHT11H no 6oeBOMY paJJ1eJiy Henocpe/lCTBeHHOii npocpeCCHOHaJib­ HO-nc11xoJIOfH'ICCKOii ITO/lf0TOBKl1 /lOJl)KHbl npe/lycMaTpl1B3Tb KaK rpyn­ ITOBbie, TaK 11 11H/ll1B11/lYaJibHble cpopMbl pa60Tbl, 6hITb HaueJieHbl Ha **nonoJIHHTeJibHOe MOTHBHp0B3HHe l1 op11eHTHp0B3HHe cneu11aJH1CTOB Ha BbITTOJIHeHHe KOHKpeTHblX nepCOHaJlbHblX 33.UaY. B 3KCTpeMaJibHblX** YCJIOB11HX.

**0 CHO B H bl M l1 n p l1 e Ma M H, KOTOpbie HCTTOJTb3YIOTCH B 6oeBOM**

pa3/leJie Henocpe/lcTBeHHoro 3Tana npocpecc110HaJihHOii 3KCTpeMaJih­ **HO-nc11xoJiorHYecKoH nonroTOBKH, MOryr 6bITb: npHMep, TTOCT3HOB­ K3 3M3YH, pa3bHCHeHHe, y6e)l(JleHHe, BHyweHHe, noKa3, ynpa)KHe­** Hl1e 11 TpeH11pOBKa.

C p e Jl CT Ba BO 3 /le ii CT B 11 H Ha cneu11an11cTOB noJ1paJJ1eJIHIOT­

**CH Ha: MaTepHMbHble, Bl13YaJihHble, CJIYXOBhie, o60HHTeJibHble, KH­** HCCTeT11'1eCKl1e (Bep6aJibHaH 11 HeBep6aJibH3H pe'lb, /lBl1)KeH11H, Kaca­ **HHH, M3fHHTOQ}OHHble l1 BH.neo3anHCH, naMHTKH no MepaM 6e3onac­ HOCTH, C3HHT3pHOH rHrHeHe, MaTepHMbHhle noompeHHH l1 T. .u.).**

noesoii pa3)leJI Henocpe/lCTBeHHOfO 3T3na npocpeCCHOHaJibHOi1

**3KCTpeMaJlbHO-nCHXOJIOfl11-IeCKOH no.urOTOBKH cneuHMHCTOB .UOJI)KeH**

BKJIIO'!aTb B ce6H 3JleMeHTbl pa3Ml1HKl1. HeCJiy'laiiHo, Hanpl1Mep, cnopT­ **CMeHbl pa3MHH3IOTCH nepe.u CTapTOM, npHBO,UH CBOti opraHH3M B co­** CTOHHl1e, np11 KOTOPOM MO)KHO noKa3aTb Ha11ny•1w11il PCJYJibTaT. )lo­ Ka3aHO, 'ITO B Ha'lane JII06oi-i pa6OTb1 npo11cxoJ111T pocT ee ycnewHo­ crn, onpe/leJIHIOWl1H HacTpoii Bcex MOpaJibHblX, ncHXl1'IeCK11X 11 cp11- 311OJlOr11'1CCKl1X cpyHKU11ii '!eJioBeKa Ha pa6oTY, noJiy'll1BWl1H B HayKe

Ha3BaH11e *Bpa6amb/BOHUe.*

**Y1-1eHble .UOK333JIH, 1-ITO HaH60Jiee 33MeTHO HBJieHHe <<Bpa6aTbIB3-**

Hl1H>> B nepBble 10 15 Ml1HYT pa60Tbl, Koma K3'1CCTBCHHhie noKaJa­ TeJI11 ee BO3pacTaIOT B cpeJ1HeM Ha 40 %. np11'1eM '!eM 6oJibWC paJH11ua (nepenM) B CTeneHl1 aKTHBHOCTl1 '!eJIOBeKa no pa6oTbl 11 IIOCJle ee

**H31-laJ13, TeM .UOJibllie Jl.]IHTCH Bpa6aTbIB3HHe, TeM Xy)Ke noKa3aTeJIH B** Ha'!aJie pa6oTbl. To ecTb CCJll1 nocJie /lOJiroro O)1(11/l3H11H npl1CTYlll1Tb K CJIO)KHOii pa6oTe, Tpe6yioweii 60JibWOii 11HTeHC11BHOCTl1, TO B nep-

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Bb!C Ml1HYfbl MO)KHO He npoHRl1Tb scex CB011X cnoco6HOCTeH J1 803- MO)KHOCTeH, a 3TO R 3KCTpeMa.JlbHblX yc11omu1x HenonycTl1MO, MO)KeT np11secTH K rH6e1111 1111H TpasMaM.

1I11s:1 npeono11eH11s:1 3Toro s:1s11eH11s:1 Heo6xon11Mo Hapaw11saTb aK­ Tl1BHOCTb Harpy3Kl1 HerrocpencTBeHHO nepen HaYaJIOM neHCTB11H, yMeHbWas:i neperran MC)l(Jly COCTOHHl1eM cneu11aJil1CTa nepen 11 flOCJie HaYaJJa 11eHcTBl1H 11 TCM caMbIM cne11aTb nep11on spa6aTbJBaHHH Ml1H11-

\.1a.JlbHbIM 11 flJiaBHblM. 3Ty Janal.fy BMCCTe C 11HCTPYKTIDKeM llOJI)KeH pewaTb 6oesoi1 pa311e11 HCfl0Cpe11cTBCHH0ro 3Tafla flPO<peccHOHaJlb­ HOH 3KCTpeMa.JlbHO-flCl1XOJIOr11YecKoH IlOllfOTOBKl1.

Ewe OllHa JaKOHOMepHOCTb - 3TO ananTau11s:1 opraHOB YYBCTB,

oco6eHHO 3peHHH. TaK, flPH flepexo11e H04hl0 H3 ocseweHHoro floMe­ UleHttH B TeMHOTY, flOBbIWeH11e YYBCTBl1TeJibHOCTl1 3peHl1H Ha 80 % flp0HCX0/lHT B Te4eHHe 15-20 MHHYT "3asepwaeTCH <Jepe3 60 MHHyr. B CBH3H 3THM HeKoTOpbJe yflpalKHeHHH 6oesoro pa311e11a fl0/lrDT0BKH

c11e11yeT flP0B0/lHTb B CfleUH<pfl'ICCKHX, B flPHBbl'IHblX )],JIH pa6oTbl yc­

JIOBl1HX.

B K0MflJleKc 6oenoro pa311e11a Heflocpe11cTBeHH0ro 3Tafla flpo(j)ec­ c110Ha.J1bHoH 3KCTpeMa.JlbHO-flCl1XOJIOr11YeCKOH nonroTOBKl1 ue11ecoo6- pa3HO BKJIIOlJl1Tb:

* flPHCMbl pe11aKcaUHH (yflpaJKHeHHH [10 pacCJ1a611eHHIO scex rpyflfl Mb!WU fl PH 6ere, XO/lh6e, CTOH, CH/IH, JleJKa);
* <pH3H4eCKHC yflpaJKHeHHH (3apH/lKa, rHMHaCTHKa, pyKoflaWHblH

6oi1);

* ynpa)KHCH11H Ha l1CflOJlb30BaHl1e CBH3Horo 11 aKTl1811311PYIOWero 1IbIXaH11H;
* ynpa)KHeH11H Ha aKTl1B113aU11IO naMHTl1, Ha61110naTeJ1bHOCTl1 11

MbIWJ1CHl1H B npouecce npo<f>ecc110Ha.JlbHOH nes:1TeJ1bHOCT11;

* yflpaJKHeHHH [10 flpo(j)eccHOHaJlbHOMY B0CflpHHTHIO cHryaUHH fl

f10311Tl1BHOMY BOCflPl1HTl1IO OKpy)KaIOlUeH o6cTaHOBK11;

* MCT0ll11K11 caMopery11s:1u1111, 1-rnue11eHHbie Ha ycneWHOCTb nes:i­ TCJ1bHOCTl1 B KOHKpeTHOH 3MOU110Ha.JlbHO 3HaYl1MOH c11ryau1111: yn­

pa)KHeHl1H flO 8113Ya.Jll13au1111 (MblCJieHHble, o6pa3Hbie npencTaB11eHl1H CBOl1X ycneWHblX netkTB11it B neTaJIHX Ha OCHOBe 11MeIOwerocH yc­ newHoro OflbITa); ocywecTBJieH11e caMonp11KaJoB, caMOBHyweH11H, yc­ TaHoBoK, HaflyrCTB11H;

* TpaHcperyJIHUl10HHble nc11xoTeXHl1Kl1, Haue11eHHbie Ha yne1111Ye­ HHe ypoBHH caMOKOHTPOJIH 3a CBOl1Ml1 MbICJI}IMl1, YyBCTBaMH· H neH­

CTBl1HM11; KOHUCHTpau11IO 11 pacnpene11eH11e BHl1MaH11s:1;

* np11eMbI ananTau1111 K TeMHOTC, CBl1CTY flYJib, B3PblBaM, CTOHaM

H T./1.

* Pl1TYaJibHbie neHCTBl1H KaK 11Hll11Bl1llYa.JlbHbie, TaK 11 rpynITOBbie (ecJIH OHl1 HBJIHIOTCH nycKOBbIM Cl1fHaJIOM llJlH npl1BblLJ:HblX, JaKpen­

.TlCHHbIX B HaBblKaX aBTOMaTWICCKl1X 11eH.cTBl1H 11 BHyTpeHHero Ha­ CTpos:i. P11TyatJbl llOJl)KHbl 6bITb CBH3aHbl C pew11TeJ1bHbIMl1, BOJieRbI­ MM nei1cTBHHMl1, KOTOPble B CJIO)KHbIX yc11os11s:1x TTOMOfaIOT npeono-

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**JieTb paeeJia6JieHHOeTb, BHJIOeTb tt HeyBepeHHOeTb B eBOHX eHJiaX** - HanpHMep, ynap KYJI3KOM no pyKe C Bbl/lOXOM, HaneB3HHe 6epeTa H /Ip.);

- fICHXOTeXHHKH noBbIWeHHll 3cp<peKTHBHOCTH cneUttaJlbHblX BH­

/10B 11e>1TeJibHOCTH (cTpeJib6a, BH/lbl e11ttH06opcrn H T./1.); OHH npen­ **eTaBJIHIOT eo6oH nptteMbl rreHXOJIOfHYeeKoro HaeTJ)OH pa6oTHHKOB K HX BblnOJIHeHHIO.**

**Ha neHXOJIOrHYeeKoe eoeTOHHHe rrepeoHaJia B 3KeTpeMaJibHblX ye­ JIOBH.HX 3HaYttTeJibHOe BJIHHHHe OKa3bIBaJOT rpaMOTHble, yBepeHHble H** H3/lelKHbie cneUHaJIHCTbl H PYKOBO/lHTeJIH cpyHKUHOHaJlbHblX rpynn. HanpHMep, HCTepttll ynpaBJieHHll H Hepa36epttxa CHJibHO 11eMopaJ1H- 3YIOT B03/leiicTBtte Ha pa60'!HH HacTpoii nepcoHaJla B 3KCTpeM3JlbHblX

YCJIOBHllX [26]. CTo3TOMY nptt nposeneHHH 3aHllTHii, Ha Bcex 3Tanax

**npo(peeettoHaJibHoH 3KeTpeMaJibHO-neH.XOJIOrH.YeCKOii nonroTOBKH.** BalKHO npenycMOTpeTb TeMbl no nCHXOJIOrHH ynpaBJieHHll nepcoHa­ JIOM, npe11Ha3Ha'leHHble /lJill pyKOBO/lHTeJieii. nonpa3/leJieHHii H rpynn. Octtxo.aory CJie11yeT KYJibTHBttpoBaTb H noMeplKHB3Tb y pyKOBO/lH­ **TeJieii Y.yBCTBO ynpaBJieHYeeKoro llOJifa, npo(peeettOHaJIH3M, BOJIH,** KYJibTypa, '!eCTb H /IOCTOHHCTBO. CJie11yeT HaY'JHTb pyKoBO/lHTeJieii. ca­ MOCTOllTeJibHO CHHMaTb YTOMJieHtte, TpeHttp0B3Tb 6b1CTpoTy 3H3JIH33 **CJIQ)KHOH. CH.TyaUH.H. H. npH.HHTH.H npaBH.JibHbIX peweHttti, eoyeraTb CMeJioeTb H. pelllH.TeJibHOeTb e oeMoTpHTeJibHOeTbJO, OBJialleBaTb HHH­**

**UH.aTHBOH. B neHXOJIOrHYeeKH. eJIO)l(HblX c11.ryaUH.HX.**

**J1106oe coeTOHHH.e lleJIOBeKa He noeTOHHHO. ,llcl)Ke B TH.WH. Ka6ttHeTa**

OHO MeHl!eTCll nocJie 3-4 'l3COB pa6oTb!. TeM O'leBH/lHee, '!TO COCTOll­ **HH.e MO)KeT H3MeHH.TbCH B 3KeTJ)eMaJibHblX yeJIOBH.HX, Karna YeJioBeK TJ)aTH.T He TOJibKO Q}l13H.YeCKH.e Cl1Jlbl, HO H.3MeHeHH.IO no B03}leti:eTBH.­**

eM ncttxoreHHb!X (p3KTOPOB nonsepraIOTCll ero C03HaHHe 11 nCHXHKa.

8 CBll3H C 3THM B03pacTaeT 3Ha'leHHe MO/leJittpoBaHHll H 3KTY3JIH- **3aUH.H. a,ueKBaTHblX neH.XH.YeCKH.X coeTOHHH.H. B 3KeTpeMaJibHbIX CHTya­ UH.HX.**

**B nettXOJIOfHlleeKoti TIO)]Jlep)l(Ke HY)K,IWIOTeH Bee eneuttaJIH.eThl, HO**

**He Bee 3TO oeo3HaIOT. nettXOJIOr He B eoeTOHHH.H. OKa3bIBaTb nCHXOJIO­ rw1ecKyIO noMOlU,b BCeM eneuttaJIH.eTaM, f103TOMY B 3KCTpeMaJibHbIX** YCJIOBHllX ncHXOJIOfOM /lOJJlKeH 11eJiaTbCll ynop Ha ycTaHoBJieHHe 1106- **po)KeJiaTeJibHbIX B3aH.MOOTHOllleHH.H. B KOJIJieKTHBe, eilJIOl{eHHOCTb B rpynne H. KYJibTH.BH.poBaHH.e KJIH.MaTa B3aHMHOti neHXOJIOfHYeeKoH.**

no/1/leplKKH H B3aHMOBbIPY'IKH. 8 3KCTpeM3JlbHOH CHTY3UHH npol!BJill­

IOTCll pe3yJibTaTbl oT6opa nepCOHaJla: H3CKOJibKO Yll3'!HO no1106p3Hbl **napTHepbI B rpynnbl no npH.3HaKaM nettXOJiorttlleCKoH. eOBMeeTH.MO­ CTH., ettMnaTH.H., B03paeTHbIX oeo6eHHoeTeH.**

**3aJia4aMH. neH.XOJIOfH.YeeKoro eonpoBO)K}leHHH** cneuttaJIHCTOB B npouecce CJiyJKe6H0-3KCTpeM3JlbHOii 11ellTeJibHOCTl1 **HBJIHIOTeH:**

**o6ecneYeHtte Mo6ttJIH3oBaHHoeTtt nepeoHana H era a,uarrTauttJI B TeYeHH.e BblflOJIHeHH.H npo(peeeH.OHaJibHblX 3a,uaY;**

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* OKa3aH11e IlOMOIUII 8 npeo11OJieHIIII 8O3HIIKalOLUIIX no xo11y 11ert­ CTBIIH IlCIIXOJ!Ofl14eCKIIX TPY/lHOCTeil, oco6eHHO TeM, KTO He BhI/lep­

**)Kl1BaeT Harpy30K l1 H3lIJ1H3eT rrp0HBJlHTh CJia6ocTb;**

* **IT0Jlllep)K3HHe l1 IT0BbillieHwe M0paJibH0-ITCHX0JI0fl14eCKWX 803- MO)K.HOCTeW crre1utaJU1CTOB Ha OCHOBe H3K3ITJIHB3IOWerocH OITbITa neH­** CTBllil.

**8 C00TBeTCTBWH C IT0CT3BJleHHbIMl1 3a,ua1.-taMl1 ITCHX0JI0f ofonaH:**

* ocyweCTBJ!l!Th KOHTPOJih Il IIXOJ!Ofl14eCKOfO COCTOl!Hllll II pa6o­

**TOCITOC06HOCTH crreUHaJUICT0B;**

* **B npouecce K0HTp0JIH BhlHBJIHTh orrepan1BHbie IT0K333Hl1H KWH-** 1111811/lYaJihHOil IlCIIXOKOppeKUIIOHHOil pa6oTe. ITp11 3TOM oco6oe BHII­ **M3HHe yneJIHTh T3Kl1M paCCTp0H.CTB3M l1 COCTOHHlHIM, K3K ITCHXH4eC­**

Kall 11eM0611J1113aUllll, peaKTIIBHhie COCTOlIHllll, acjJcjJeKTIIBHhie peaK­ UIIII (IlCIIXOJ!Ofl14eCKlle CpbIBhI), KOHcjJJIIIKTHOCTh, 11eMOPaJil13au11>I,

3JioynoTpe6JieH11e aJIKOroJieM, oCTpoe yTOMJieH11e, nepeyTOMJieH11e;

* npOBO/lllTh Meponp11l1Tllll TTCIIXOJ!Ofl14eCKOi1 KOppeKUIIII, HanpaB­ **JJeHHhie Ha CHHTWe 0CTPbIX rrpoHBJieHHl1 ITCl1Xl14eCKOf0 CTpecca, H0p­** MaJill3aulllO cHa, socCTaHoBJieH11e pa6orncnoco6HocT11;
* **BhlHBJlHTh HY)Kilhl, 33ITp0ChI, H3CTpOeHHH nepcowurn, HeraTHB­ Hbie Q)aKTOphI, BJUIHIOl.UHe Ha ITCl1X0JI0fl14eCK0e C0CT0HHHe, He6Jia­ ronp1UITHhie Me)l(Jll14HOCTHbie OTHOWeHWH B KOJIJieKTWBax;**
* co11eilCTBOBaTh PYKOBO/lCTBY no11pa311eJieHIIH B pa6oTe C nepco­

**HaJI0M.**

**KaK H3BeCTH0, Janae CHJI 4eJI0BeKa CBH3aH C TaKHM ero Ka4e­**

CTBOM, KaK pa6orncnoco6HOCTh. Y>Ke 4epe3 2-3 4aca O4eHh Hanp>I­

>KeHHOil pa60Thl MO>KeT Ha411HaTbCll cnaa pa6orncnoco6HOCTII IlO/l **BJJHHHHeM BHa4aJie CKPhIT0f0, a IT0T0M HBH0 pa3Bl1Ba10weroc51 yr0M­** JieHllll, KOTOpoe MO>KeT OTpa>KaThCll II Ha Ka4ecrne 11eilcrn11il. Pa6oT­ HIIK, OBJialleBWllil MeT011aM11 peryJI>IUIIII COCTOlIHIIW, MO>KeT OTcpo- **4l1Th M0MeHT HaCTyrrJJeHHH yr0MJleHWH. OnttaKO IT0JlH0CThlO ero rrpen­** ornpaTl!Th HeBO3MO>KHO. IT03T0MY O4eHb Ba>KHO, 4T06bl cneullaJIIICT yMeJI IlO4YBCTBOBaTb MOMeHT HaCTynJieHllll yTOMJieHllll II BOBpeM>I npllHlITh He06XO/lllMble Mephl llJlll ero npocjJ11JiaKTIIKII IIJIII o6paTIITh­ **CH 3a IT0M0WhlO K ITCWX0JI0ry.**

ITCIIXOJ!Or /lOJI)KeH IlOMHIITh, 4TO cjJopMbl II MeTO/lhl peweHllll IlCII­

**X0JI0fl14eCKWX 3a,u34 B 3KCTJ)eMaJihHhlX YCJJ0BWHX ll0JDK.Hhl C00TBeTCTB0-**

**BaTh wx B03M0)K.H0CTHM, He MeWaTh, a IT0M0raTb pa6oTe nepC0HaJia, a**

IIX MOpaJibHO-IlCIIXOJ!Ofll4eCKall HaueJieHHOCTh /lOJl)KHa 6hITh npo11y­

MaHHa II npo11yKTIIBHa.

B 3KCTpeMaJihHOil C11Tyau1111 Ba>KHO KOHTpOJillpOBaTh ce6>I II CBOII 3MOUIIII. Lln>I 3TOro peKOMeH11yeTCll 43[Ue np116eraTb K 83rJlllllY Ha ce6>I co CTOpOHhl. CJie11yeT Ha6JIIO/laTh 3a Bhipa>KeHlleM csoero JIIIUa, 3a­ CTaBJllITh ce6>I yJihI6aThCll, 11a>Ke KOrna 3TOrO He XO4eTCll: 3TO npllBO­

/lllT K pacCJia6JieHIIIO MhIWu. ITp11 3TOM ueJiecoo6pa3HO nporosap11- BaTh cjJopMyJiy: «CnoKOHHO, JIIIUO paccJia6JieHHOe, " YJihI6alOCh». 3a­

TeM ueJiecoo6pa3HO c11eJiaTh 2- 3 rny60K11x 11oxa, nepeilm Haycno-

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Kal1Ba10w11ii Bap11aHT 6plOWHOro /lbIXaH11H 11 rny6oKoe CBH3H0C /lbIXa­ Hl1e. npo113HeCTH cpopMyJJy: «llbIX3Hl1e rny60K0e, poBH0e, TeJJ0 pac­ **CJia6JieHO, TeTTJIOe>>.**

B CHryaU11HX Cl1JlbH0ro HCl1Xl1YeCK0ro HanpHlKeHl1H peK0MeH11yeT­

CH np0B0/111Tb CJJe11y10w11e ynpaJKHeH11H.

I. OcyweCTBl1Tb K0HTP0JJb 3a CB0l1M C0CT0HH11eM (11anp11Mep. C H0M0WblO TPaHcperyJJHU110HH0ro HCl1X0TpeH11Hra), paCCJJa611Tb MbIW­ Ubl, HanpHlKeH11e K0TOpbIX B 11aHHblii M0MCHT He 06H3aTeJJbHO (Ha­ np11Mep, 8 no."oJKeHl111 CTOH nepeHeCTl1 ueHTP THJKCCTH Ha 0/IHY Hory,

BTOpylO Hory pacCJJa611Tb, TO JKe C pyKaM11, HJieYeBbIM H0HC0M 11 T./1.).

1. OcywecTBJIHTb BH11MaTeJJbH0e Ha6JJIO/leH11e 33 H0T0K0M CB011X

**MbICJieH H CBoeH D.eHTeJibHOCTblO.**

1. np11 nepe11B11JKeH1111 (xo11b6a, 6er) paccJJa611Tb MblWUbl JJ11ua, **pyK, IlJieY.eBoro TTOHCa, cl>YHKUHOHaJlbHhie MbllllUbI, Kor.ua 3TO 803- MO)l(HO.**
2. np11MeHl1Tb nosepXH0CTH0e, rpy11Hoe /lhIXaH11e (<<C06a%e»), no­ CJJe Yero nepeiiTl1 Ha p0BH0e, rny60K0e CBH3H0e /lbIXaH11e.
3. 11cnoJJb30BaTb cJJosecHhiii caMonp11Ka3: «51 BJ1ane10 co6oii, yBe­

**peH B CBOHX CHJiax, .IlbllllY CTTOKOHHO H CB06o.uHO>>.**

1. 11cnoJJh30BaTb caM0BHyWeH11e 0 Hel136eJKH0CTH npocpecc110HaJJh­ H0fO ycnexa (no6e11b1).
2. 11cnoJJb30BaTb np11eM caMono11KpenJJeH11H: caM001106pe1me 11eii­ CTB11ii, 06paweH11e K BHeWHeMy 3TaJJ0Hy, o6pa3UY /IJJH no11paJKaH11H. nc11XOJJOrnYeCKaH pa6oTa co cneu11aJJl1CTaMl1 B 3KCTpeMaJJbHblX

YCJJ0B11HX TPe6yeT 0TBeTa Ha CJJe11y10w11e Bonp0CbI.

**I. KaKoH npoD.OJDKHTeJibHOCTH H HHTeHCHBHOCTH Hy)KeH cneutta­**

**J1HCT3M OTD,btX?**

1. He np0HBJIHIOTCH JJl1 y K0f0-JJl160 113 cneu11aJIHCT0B nc11x11YeC­ **KHe paccTpOti:CTBa HJIH HeT JIH npOHBJICHHlf ne3auanTHBHOf0 noRene­ HHH?**
2. HyJKHO JJl1 nc11xoJJ0fHYeCK0e B0CCTaH0BJJCHl1C K0f0-JJl160 113 rpyn-

**TTbl H B KaKoti: CTeneHtt?**

1. Koro CJJe11yeT 0CB0601111Tb OT pa60Tbl cp0K0M 110 3 CyTOK')
2. ECTb Jll1 He06X0/111MOCTb B 3BaKyau1111 K0fO-JJl160 113 rpynnbi'? OTBeTl1Tb Ha 3TH B0np0Cbl HCl1X0J!0fy M0fyT HOMO% B 3KCTpeMaJJb-

HhIX YCJJ0B11HX: caM Ha6JJIO/laCMbIH, spa,,, PYK0B0/111TeJJb, T0Bap11w11

**no pa60Te, npttMeHeHHe cneUHaJlbHblX TICHX0)1H3fHOCTHY.eCKHX MeT0-**

/111K 11 06opy110BaH11H. UeJJecoo6pa3HO B 3KCTpeMaJJbHblX yCJJ0B11HX

**npttMeHHTb He o6beMHbie TICHXO.llH3fHOCTHY.eCKHe MCTO.llHKH, a 60JICe npOCTbJe, HO penpe3eHT3THBHbie. K HHM CJie.uyeT OTHCCTH MCffi.llHKH: onpeneJJeHHH onepaTHBHOti: oueHKH C3MOY.YBCTBHH, 3KTHBHOCTH, Ha­**

CTp0eHl1H (CAH), 1111arnocT11K11 caMooue11K11 (l!.ll.Cn11JJ6eprepa, IO.Jl.XaHl1Ha), npoeKTl18Hhie MCT0/111K11, B YaCTH0CTl1 p11cyH0K «He­ **cyweCTBYJOw.ero )KHBOTHOfO>>, <<He3aKOHY.eHHOe n pe ,l]JlO)Ke H11e**►**> (CaKca**

11 Jles11), UBeT0B0H TeCT aKTYaJJbH0ro 3M0U110HaJJbH0ro C0CT0HHl1H (J110wepa). Cpe1111 nc11xo1111arnoCTw1ecKoro 06opy110BaH11H, K0TOpoe

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**ueJiecoo6pa3HO l1CnOJib3OBaTb B 3KCTpeMMbHbIX ycJIOBl1HX, CJienyeT BbI)leJil1Tb:**

* **np116op onpeneJieHHH aKTYMbHOfO ncl1Xl14.eCKOfO COCTOHHl1H,**

**nc11xoJior114.ecKoH ycT0HlrnsocT11, c11ryaT11BHoH Ha)le)l(HOCTH 11 rJia- 3OMepa - <(AKTttsau110MeTp>>;**

* np116op 6110JJOl'l14ecKOH o6paTHOi1 CBll31111Jll! 06y4eH11H MeTonaM

**caMoperyJIHUl1l1, onpeneJieHttH aKTYMbHOfO ncttXl14eCKOfO COCTOH­ Hl1H cOTpy21H11Kos - <(PeJiaHa>>;**

* npoeKUl10HH0e usern1111HaMl1'1eCK0e YCTPOHCTBO 11Jll! peryJJl!Ul111

**nc11x114ecKoro cocTOHHHH - <<UseTonttm>;**

* **nopTaTl1BHbIH CTl1MYJIHTOp aKTYMbHOfO nc11Xl14.ecKOfO COCTOH­**

H11H - «11HHep nmoc•> (BOll/llKCp);

* annapaT IlCHX03MOUl10HMbHOH K0ppCKUl111 An3K. BocCTaHoBJ1eH11e pa604ero cocrnl!Hl1l! nepcottaJJa CJJenyeT ocywe­

CTBJJ>ITb B nepepbrnax MelK/ly npocjlecc110HMbHOH nel!TeJlbH0CTblO 11

**no ee OKOH4aHl1lO.**

nc11xoJ1or o6H3aH pa3yMH0, np11CTMbH0 11 ttenpepb!BH0 Ha6JJIO/laTb **3a cneuttaJil1CTaM11, nbITaTbCH no BHeWHl1M nptt3HaKaM l1 B o6weHl1l1 oueHHBaTb l1X HaCTpoH, BbIHBJIHTb TeX, KTO Hy)KJlaeTCH B nOMOWl1,**

**nc11x114ecKHC paccTpoHcTBa B 3KCTpeMMbHblX ycJIOBHHX BO3Hl1Ka­**

**lOT no llBYM cxeMaM.**

I. KaK CJ1e11crn11e nc11x114ecKoii TpaBMbI (nepettanpl!lKett11e c11J1, **Bbl3BaHHOe KpaTKOBpeMeHHbIM l1Jll1 OTHOCl1TeJibHO 3aTH)l(HblM B03lleH­** CTBl1eM IlC11XOTpaBMl1py10w11x 4pe3Bbl4aHHbIX o6CTOl!TeJJbCTB).

1. **Pa3n11sa10weecH s TeLJ.eHtte )l]IttTeJibHoro speMeHtt non neHcTBH­**

eM cpaKTOpOB, K0TOpbie cyMMl1PYIOTCl! 11 HapaCTalOT B YCJJ0Bl1l!X nepe-

* + 0

**YfOMJieHl1H, OTCYfCTBl1H OT)lbIXa l1 ncl1XOJIOfl14eCKOl1 pa3pHD,Kl1.**

**6oJibWl1HCTBO ncl1Xl1YeCKl1X paccTpoH.CTB He CB5I3aHo c HeBMeHHe­ MOCTblO, HO CBH3aHbl C OCTpbIMl1 nocrrpaBMaTWieCKl1Ml1 CTpeccoBbI­** Ml1 pacCTpoilcrnaMl1. 11x Cl1MllT0MbI: pa311palK11TeJ1bH0CTb, CJJa6oCTb, **anaTHH, noBb!WeHHillI arpeCCHBHOCTb, BCnblJib4.HBOCTb, nJioxoH. COH,** YCTM0CTb, pa3611TOCTb. np11 6oJJee rny6oKl1X paccTpoiicrnax (CTpaXH) **MOryT Ha6JilO)laTbCH HaBH34l1Bbie COCTOHHHH, TpeBO)l(Hbie CHbI.**

6oJJbW11HCTBO IlCHXH'leCKHX pacCTpOHCTB, B03Hl1Kal0Wl1X y nepco­ Ha.na B 3KCTpeMa.HbHblX ycJJ0Bl1l!X, yCTpaHl1Mbl. OnttaKo Hecsoespe­ **MeHHOe npl1HHTl1C Mep no BOCCTaHoBJieHl1lO pa60TOCnoco6HOCTl1 co­ TPYllHHKOB MO)l(eT npl1BeCTl1 K nocrrpasMaTl14.eCKl1M CTpeccoBbIM pac­**

CTpoilcrnaM (nTCP) 11 nc11xocoMaT114ecKl1M 3a60J1esaHHl!M.

HylKHO C411TaTbCl! 11 C p11TMaMl1 pa6omcnoco6HOCTl1: CYT04Hblil, **Hene.HbHbIH, ce]OHHblH. CIIl1)1(CHl1e pa6oTocnoco6HOCTl1 npol1CXO)ll1T** C 2 /10 6 4acos YTpa, B IlOCJ1eo6e11eHHbIH qac, K K0HUY CMeHbl, B

**BetJepHtte 4acbl; B HC)lCJibHOM UHKJie: B cy66oTy, BOCKpeceHbe, noHe­ neJibHl1K.**

**l13MCHeHttH B paMKax nc11xocp113110Jior11YecKoro 3llopoBbH y cne­**

u11M11cms rip0l!BJll!IOTCll KaK Il0CJJe/lCTBl1l! cppyCTpau1111 (He6JJaro­

**npl1HTHble o6CTOHTeJibCTBa, KOTOpbie TOpMO3HT BbinOJIHeHHC onpene-**

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**JieHHbIX ueJieH, 11JIJ1 KaK HeraTttBHbIC COCTOHHJ1H, B03HttKalOWl1e BCJie.D,­ CTBtte npenHTCTBttH, nopa)KeHttH).**

BblllCJllllOT nOJlO)1(11TCJlbHblC 11 OTp11uaTCJlbHblC peaKU1111 Ha <PPYCT­ pau1110.

n *OJI* O )I( 11 Te *JI* b H bl e p e a KU 11 11 n pe11CTaBJ1lllOT KOHCTpyKTl1B­

**Hble pa3peweHJHI, npeOllOJieHtte npenHTCTBttH, MewaIDwero .110CTJ1-**

)l(CHl1IO CTl1MyJla. 3cpcpeKT 11OCTl1raeTCll nYTeM yCl1JICHl1ll CTpeMJ1eHl1ll (Mo611J1113au1111), HanpaBJICHHoro Ha pa3peweH11e npo6J1eMb1.

0 T p 11 u a Te *JI* b H bl e pea Ku 11 11 Bbl3bIBalOT pa3Hble cpopMbl He­

**KOHCTpyKTJ1BHOf0 noseneHHH. K HMM OTHOCHTCH: arpeCCHH, ayroar­ peCCHH, perpeCCHH, Q)ttKcauttH, OTKa3, HeraTttBJ13M, penpeCCHH.**

*Acpeccw,* - pa3pyWl1TCJlbHble 11eiiCTBl1ll, HanpaBJleHHblC Ha /lpyroe Jl11UO 11)111 O6bCKT. <DopMbl MOfYT 6bITb cp11311'1eCKl1M11 11 Bep6aJ1bHblMl1.

ArpeCCl1ll MO)l(CT 6bITb OTKpbITOii 11 CKpbITOii, nepeXO/ll1Tb B rneB (6yp­ Hble 11 HeaueKBaTHble peaKu1111), HOCl1Tb 11eCTpyKTl1BHblii xapaKrep.

*Aymoacpeccw, (caMoy6uilcmBo)* - pa3pyw11TeJ1bHb1e 11eiicrn11>1, Ha­

npaMeHHble Ha ce6>1. <DopMbl npOllBJleHI-Ill CXO)l(l-f c arpecc1-1eii, MOfYT 6bITb qJl1311'1CCKHMl-f 11 Bep6aJlbHblMl-f. MO)l(CT 6bITb OTKpbITOH 1-f CKpbl­ TOH, nepeXO1111Tb B rHeB (6ypHblC 11 HeaueKBaTHble peaKUl-11-1), HOCl1T llCCTpyKTl1BHblH xapaKTep.

**<DaKTbl *CaMoy6ullcmB* B 3KCTpeMaJibHbIX yCJIOBttHX HBJIHlOTCH OD.HHM**

1-13 llpK11X npOllBJleHI-IH 11eJauamau1111 1-f OTCYTCTBl-fll CTpeccoycrnii'll1- BOCTl-f. nonbITKl1 caMoy611iicrna - KpHKl-f O nOMOW11, KOTOpylO CJle­ **nyeT OKa3aTb HeMeDJieHHO.**

*PecpeccuH* - BO3spaT K cpopMaM nose11eH11>1, np11cywero 'leJ1OBeKy Ha 6OJ1ee paHHl1X 3Tanax )1(113Hl1 (11HcpaHTl1JlbHble peaKUl-111, npHMl-f- **TttBtt3aUJ,rn noseneHttH, yc11JieHtte )KeCTttKyJIHUtttt, npttMeHeH11e ¢rn-**

•

**Jtt1-:1ecKoH CJ1Jlbl, HO MO)KCT 6hITb 11 IT03J1TJ1BHOe noBeD.eHtte, CBH3aH­**

HOe c onpa011asw1-1M ce6>1 paHee).

*c/JuKcal{Ufl* - nosrnpeH1-1e He3cpcpeKTl1BHblX cnoco6os nose11eH11>1, HanpHMep, B o6weHl111 y JIIOlleii C 11eMOHCTpaTl1BHblMl-f cpopMaMH **noseneHttH.**

***0mKa3* - He ylJaCTtte B peweHtttt KaCaIDweHcH 1.:1eJ10BeKa npo6Jie­ MbI. Pa3BttBaeTCH anaTttlJCCKHH nonxon K CHTyau1111.**

**TTptt 3TOM J1MClOT MeCTO nsa Tttna OTKa3a:**

* **OTKa3 <<C JierKHM cepnueM>), T. e. nepeKJIJOl.:ICHtte Ha npyroH BWD.** 11e>1TCJlbHOCTl1, coxpaHllll nOJIO)l(l-fTCJlbHYIO MOTl1BaUHIO 11 3cpcpeKTHB­ **HOCTb auanTaUHOHHblX MexaHtt3MOB;**
* OTKa3 C 11e3opraHH3au11eil nose11eHl1ll (anaTHll, yrHeTCHHC, CHH­

)l(eH11e aKTHBHOCT11) .

.[(Jill 3KCTpCMaJlbHblX C11Tyau11fl xapaKTepeH BTOpofI Tl1n.

*HecamUBU3M* - OTpHUaTeJlbHOe OTHOWeHHe He TOJlbKO K cppyCTpl-1- pylOWCH C11Tyau1111, HO 11 K 11pyrnM npo6J1eMaM, 11MelOWl-fM OTHOWe­ **Htte K 3TOH CttT)'aUHtt.**

***PenpeCCUfl* - 6JIOK11pOBaHtte, BbITCCHeHHe H3 C03HaHttH HenpHHT­**

HblX C11Tyau11il, KOTOpble KacalOTCll Tpe6yeMblX llJlll pa3peweHl-fll BO-

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npOCOB. TTp11MeHl!eTCll HepeaJII-ICTW!eCKI-IH npl-lHL(l-ln: npo6neMa l-!C­

**Y.e3HeT, ecn11 0 Hett He D,YM3Tb.**

<l>pyCTp3L(l-lll MO)KeT npl-lBO/ll-!Tb K BKJIJ04eHI-IIO 331Ul-lTHblX Mexa­

**Hl13MOB Jil11--IHOCTl1, KOTOpbie np11383Hb[ CHl1311Tb 3MOU110HaJlbHOe H3-**

npll)KeHHe, HO He pellll-!Tb npo6neMy. K 3 a Ill I-ITH hi M Me X a H 11 3- M a M Jil14HOCTH cnenyeT ornecm: pau11OHa.J11133UHJO, npoeKUHJO, cpaH­ **Ta311posatt11e, Bb1TeCHett11e, 1111eHTHcl>HK3U11lO 11 KOMneHC3UHIO.**

*Pal(UOHQJIU3Gl(UH* - non6op pau11OHa.JlbHOfO, J!Ofl-!4eCKI-I o6OCHO­ B3HHOf0 O6blICHeHl-lll co6CTBeHHOfO HeBepHoro noBeneHl-lll (POK cynb-

**6hI, B11H3 npyroro, HeBe3eHHe, CTeYeH11e o6CT05ITeJibCTB 11 T.11.).**

*IlpoeKL(UH* - np11n11Cb1BaHl-le llPYfl-lM JIIO/lllM co6cTBeHHblX OTp11ua­

**TeJibHbIX KaYeCTB.**

*<PaHmaJupoeaHue* - yc11neH11e BOO6p=eH11>1 ycnewHoro noBene­ Hl-lll (He3penoe noBeneH11e).

***BbtmecHeHue* - 336bIB3Hl1e C06b1Tl1H. ttenpttHTHOfO xapaKTepa, HO**

OHi-i MOryT npopbIB3TbCll 113 ITO/lCO3H3Hl-lll B ccpepy CO3H3Hl-lll.

*Hae11muqJUKQl.(UH* - CTpeMJieHtte K /lOCTH)KeHI-IIO uen11 llPYfl-lM (Cbl­

**HOM, yl.J:eHHKOM 11 T.D..) np11 HeB03M0)KH0CTl1 ee D,OCTH)KeHH.H C3MOMy.**

*KoMneHCQL(UH* - CTpeMJieH11e no611TbCll ycnexa B npyroil O6JI3CTI-I

**np11 HeB03M0)KH0CTl1 1106HTbCH ycrrexa no OCHOBHOH. ne.HTeJibHOCTH.**

8 3KCTpeMaJibHhlX Cl-lTY3Ul-lllX cnenyeT Y411TblB3Tb T3KOH cppyCTpl-1- py!O!Ul-lH cpaKT, KaK /ll-lCCOH3HC. )l11CCOH3HC BO3Hl-lK3eT B Tex CJIY43llX, **Korna no K3KHM-T0 np111--111H3M HMeeTC.H 3H3Yl1TeJibHOe HeCOOTBeTCTBHe**

Me)K!ly 3JieMeHT3Ml-l Cl-!Tyau1111 l-lJ!l-1 HeCOBMeCTl-!MOCTb. Hanpl-!Mep, np11 **pacxo)K,l],eHHH 0)1(11D,3Hl1H BH0Bb npttHJIT0f0 cneu11arIHCTa 11 pearihH0H.** o6CT3HOBKOH, CTI-IJ!llMl-1 ynpaBJieHl-1}1 pyKOBO/ll-lTeJieil p33Jll-14HhiX 3Be­ **HheB 11** *T,D,.*

<l>pyCTpau11OHHhle cpaKTOpbl B cnyqae I-IX 6OJibWOH l-lHTeHCI-IBHOCTl-1

**M0fYT np11B0D,11Tb K p33B11Tl1l0 ne33D,3ITT11BHhIX C0CT0HHl1H..**

**11MeIOTC.H cneny10w11e T 11 n w n c 11 x 11 Y: e c Ko H. n e 3 an an Ta­ u 1111 cneu11aJ111CT0B B 3KCTJ)eMaJibHbIX yCJI0B11.HX.**

I. *TpeeoJICHo-acmeHu ecKuil mun.* )lJI,i naHHOro mna xapaKTepHa

**TIJI0X3.H nepeH0Cl1M0CTb 3H3l-ll1TeJihHhIX cp11311LJ:eCKl1X 11 HepBHbIX H3-**

**rpy30K. HapywaeTCH C0H, TT0BbIWaeTC.H TpeB0)l(H0CTh, CHl1)K3eTC.H an­ neTl1T, yxynwaeTc.H H3CTpoeH11e, ocna6eBaeT BH11MaH11e, cnoco6H0CTh K nponyKTl1BH0H. neHTeJibH0CTl1, Bbip3)1(eHH0e cocpen0T0Y:eHl1e H3**

**CB0eM 3D,0p0Bbe, )l(aJI06hI C0M3Tl1Y:eCK0r0 TTJI3H3. 8 3KCTpeMaJibHblX**

YCJIOBl-ll!X MO)KeT npOllBJill,h pacTepl!HHOCTh.

2. *Pu2uaHO-a2peccueHbtil mun.* Bhlnen,rJOT nBa Tttna - ycnewHhre 11 HeycneWHbie.

***Ycneumbie* xapaKTepl13YlOTCH 3KT11BH0CTblO, ueneycTpeMJieHH0CTblO,**

yBepeHHOCTb!O B ce6e C rnnepTpOcp11pOB3HHb!M 4YBCTBOM co6crneH­

**H0f0 D,0CT011HCTB3. OH11 H3TT0pl1CTbl, p11f11.11Hhl, arpeCCl1BHbl, He Cl-ll1-**

**T3lOTC.H C l-l)')Kl1M MHeHl1eM, 06.rrn.ua10T Jll1D,epCKl1Ml1 TeH11eHUl1.HMl1. KaK** np3B11JIO, neilCTBYIOT B 3KCTpeMaJibHOH o6CTaHOBKe ycnewHO, rpa­ **M0TH0, HO nerK0 BhIX0D,.HT 33 p3MKl1 D,03B0JieHH0ro, CKJI0HHhI K np11-**

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MeHeHHIO q>113w-1eCKOfO BOJnettCTBJ.UI K TTO,IJ,4J1HeHHbIM, )KeCTOKH K

BparaM.

*HeycneULHbte* npoHBJHIK)T HeraTJ1BHOC OTI..IOWeHtte K npOHCXOJl51WJ1M C06b1T11l!M, BpalK.lle6HOCTb 11 3Jl06HOCTb K OKPYll<al()W11M, 11M np11cy­ WH OWYWCHHe o6neJJeHH0CTJ1, HeoueHeHHOCTH, ynpHMCTBO, MCTH­ TeJJbHOCTb, MaJI006WHTeJJbHOCTb, KOHq>JTHKTHOCTb. B 3KCTpeMaJibHOH

o6CTaHOBKe MOfYT 6b!Tb yMepeHHO aKTl18Hbl, HO 11 11eMOHCTpaTl1BHO YKJlOHHTbCH OT peweHl1H 3aLia4.

1. *Hcmepo-3KcnpeccueHbtil mun.* npe11crnsmeJ11111aHHOro T11na 11e,i­

TeJtbHbI, aKTHBHbl, neMOHCTpaTJ1BHbl, HeyroMOHHbl, HO noeepXHOCT­ HbI, MaJionponyKTHBHbl, JJerKO OTBJJeKaeMbl. CTapaIOTCH Ka3aTbC51 OTTblTHblMJ1, 6bIBaJiblMH, )])HI HHX xapaKTepHa TTOBbIWeHHaH KOHcj)­ JJHKTHOCTb. MoryT 6bITb arpeCCHBHbI, )l(eCTOKH, TTOBbIWeHHO 3M0Ul1-

0H3JlbHbl, HenpencKaJyeMbl. Bo3M0)1(Ha J1CTepH4HOCTb, 0TKa3 OT Bbl­ nOJIHeHJ151 3an,at1.

1. *llceedouHuu,uamueHbtii mun.* Jll()Lil1, OTHOc>1w11ec,i K 11aHHOMY

THTTY, 6bIBaIOT TTOKa3aTeJJbHO aKTJ1BHbl, TTO,IJ,BH)l(Hbl, neHTeJJbHbl,

1. rrpbl, OTTTHMHCTHlfHbl, HO BHyrpeHHe TpeBO)l(Hbl, Hanp51)1(eHHbI. l.J:aCTO BCTTOMJ1HaIOT paHee nepe)l(HTble HMH C06bITl151' HaMepeHHO

npencraBJJ5151 HX 6oJJee Tfl)KeJJblMH C ueJJbK) BblTCCHeHH51 co6crBeH­ HOi1 TpeBO)KHOCTH. y HHX CHH)l(eHbl ueJJeHanpaBJJeHHaH aKTHBHOCTb, cnoco6HOCTb **K** nJ1aH11posaHl1I(), 3q:>q:>eKTl1BHOli 11eHTeJ1bHOCTl1. **np11**

MaJiettwett HeynaY.e 11x caMooueHKa CHH)l(aerc}I.. B 3KCTpeMaJibHbIX YCJJOBHHX MoryT np051BJ1}1Tb HepelllttTeJJbHOCTb, MeD.JJHTCJJbHOCTb, OTCYTCTBl1e 11H11U113Tl1Bbl. Hec11oco6Hbl 3q:>q:>eKTl1BHO BblnOJlHHTb ca­

MOCTOHTeJJbHbie 3a,IJ,aHH51.

* 1. *Cou,ua.,JbHo-deeuaHmHbtil mun.* Jl11ua. orneccHHble K 11aHHOMY rnny, aKTHBHbl, pew11TeJJbHbl, CMCJlbl, 6ecwa6aWHbl. OnHaKO CKJIOHHbl K 11eB11aHTHOMY noBe11eHl1I() (ynoTpe6J1eH11C aJlKOfOJlH, 113Jll1WHee np11-

MCHCHHC ¢>tt3Hl!eCKOi1 CHJibl, npeBbllllCHJ1e TTOJJHOM04J1ti, HeBbITTOJ1-

HeH11e 3a11a'll1, npoHBJletrne arpeCCl1BHOCT11). B 3KCTPCMaJlbHblX YCJ1O­

Bl151X MOryr npO>IBJJHTb HeTTO,IlY.HHCHHe PYKOBO,IJ,HTeJJHM, OLIHaKO xopo­

lUO11elicTByl()T B o6CTaHOBKe, Tpe6yl()weli J1114Holi 11ll11Ul1aT11Bbl.

* 1. *J],enpeccueHo-mpeeoJ1CHb/U mun.* npe11crnB11TeJ111 3TOro rnna CKJlOH­ HbI K B51J10CTl1, CHH)l(eHHOH aKTHBHOCTH, o6wett TpeBO)KHOCTH, 6ec- 11OKOMCTBY, o6wecoMarn4eCKl1M pacCTpoiicTBaM. 11M 11p11cyw11 11OBbl­ lllCHHa51 11YBCTBHTeJJbHOCTb K onaCHOCTH, cnoco6HOCTb Ha Hean,eKBaT­

Hble, HeonpaBn.aHHblC neiiCTBHH B 3KCTPC aJlbHblX YCJIOBl151X.

EcJJH LteJJOBeK B 3KCTpeMaJibHblX YCJIOBHHX He ycneBaeT an.anTH­ poBaTbC51 K 6b!CTpo pa3Bl1BatOW11MCH 11JMCHeHJ1}IM o6CTaHOBKJ1, 3T0 CTaHOBHTC}I OCHOBaHtteM *)])151* TTCHXHY.eCKHX 3a60JJeBa11Htt (nCHX03bl, 11eBpaCTe1111H, L1111Jocj:>peH11>1 11 T.11.) 11 nc11xocoMaT11'!eCK11x Ja60J1eaa­

H11ii (H3BeHHble 60J1e3H11, raCTpl1Tbl, 6oJie3Hl1 [1O1I)KeJ1y1IO4HOli JKeJie-

3bl, l1lllCMl1'1eCKl1e 60J1C3H11 ccp11ua. COCYLIHCTb!e 3a60J1eBaH11H).

np11 HaJIJ14HH HenaTO.II0fJ14eCKHX TTCHXWICCKHX 113MeHeHHtt, He

1pe6yl()Wl1X LIOJlroCpO4HblX pea611J111Tau110HHblX Meponp11HTl1li, CJle-

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nyeT npOBO,llHTh co cneUH3JIHCT3MH Kp3TK0Cp04Hble BOCCT3HOBHTeJib­ Hbie TTCHXOJIOfH'-{eCKHe MeponpHHTHH B 3KCTpeMaJibHhlX ycJIOBHHX. nptt

)TOM c11enyeT npttnep)KHB3TbCH npHHUHTTOB.

I. 6e30TJ1araTCJlbHOCTb.

1. Op116J11-tlKCHHOCTb K Mec-ry npocj,ecc110HaJibHOH /ICHTCJlbH0CTH (oK333HHe noM0lllH Ha MCCTe 6e3 rocnHT3Jll133U1111).
2. Ope/lCKa3yeMOCTb B0CCT3H0BJICHHH (06pallleH11e C 4CJI0BCK0M He

K3K C 6oJlbHbIM, a K3K co 3/IOpOBbIM).

1. E1111HCTBO B03/ICHCTBHH (OK333HHe noM0lllH 0/IH0MY 11Jll1 rpynne 1111u, cor11acoBhIB3H so3neticTBHH no Mecry, cnoco6aM, BpeMeHtt,

ue11eHanpas11ettHo H noc11enoBaTe.r1htto).

1. OpocTOTa (OK333HHC 3JlCMCHT3pHOH noM0[llH /IJlH CHHTHH Tpe­ BOfH, H36e)K3HHH yxona B ce6H, npeono11eHH}I. cy)KeHHOfO (TOHHeJib­ Horo) C03H3Hl1}1. H H3BH3lll1BblX MbICJieti).

l1Horna JlOCT3TOlIHO OTBeCTH nocTpanaswero OT HCT04HHK3 TTCHXH- 4eCKOH Tp3BM3TH33UHH, C03Jl3Tb 6011ee-Mettee KOMQ)OpTHbJe YCJIOBH}I.

(nttma, OTJlhIX, nyw, cyxoe 6eJibe), ,ll3Tb B03MO)KHOCTb BblCK333TbC51.,

<<BblTTJ1ecHyTh1> nepe)KHB3HHH, BTTe43TJieHHH, Bblp33HTb noHHM3HHe, ysepeHHOCTb B CHJiax H B03MO)KHOCTHX, npe,UCT3BHTb HHQ)OpMaUHIO,

CBH)leTeJihCTBYIOlllYIO O nop}l.,UKe H opr3HH30B3HHOCTH, ycneWHbIX ncHcTBHHX npyr11x nonpa3ne11ett11H, rpynn, cneuttaJIHCToB H T.Jl.

l13 npaKTHKH 113BCCTHbl CJlC/IYIOlllHC xapaKTepHble np113H3Kl1 pac­ CTpoHcTB TTCHXH4eCKHX COCTOHHHH cneuttaJIHCTOB B 3KCTpeMaJibHblX ycJIOBHHX H peKOMeHnyeMhlC npH 3THX paccTpoticTBaX MeponpH}I.Tl151. BOCCT3HOBHTeJibllOfO xapaKTepa.

I. l\pe3MepH3H npe11cTapTOB3H M0611Jll133UHH.

XapaKTCPHble npH3H3KH'. Heo6bflJHble .wrn Jl3HH0f0 pa6oTHHK3 TTCH­ X03MOUHOH3JlbH3H HanpH)KeHHOCTb, Bo36y)K[leHHe, p33fOBOp4HBOCTb,

cyeTJIHBOCTb.

MepoIIpHHTHH'. BpeMeHHOe OCBo6o)l(JleHtte OT Y43CTHH B TTOJlfOTOB­ Ke K pa6oTe, HHJlHBHJlY3JlhH3H ncttxoperyJIHUHH HJIH caMoperyJI51.UH51., Ha61110netttte, nonycK K pa6oTe noc11e TTCHXOJIOfH4eCKOf0 KOHTpOJI}I.,

1. HenocTaT04HaH npencrnprnBaH Mo611J11133UHH (6e3 nc11xonarn­ J1ortt4ecK11x nptt3H3KOB).

CTptt3H3KH: paBHOJlYWHe, OTCYTCTBHe HHTepeca K TTOJlfOTOBKe, ueJIHM, 33Jl343M.

MeponpHHTHH BOCCT3HOBHTeJibHOf0 xap3KTepa: BpeMeHHoe OCB0-

6o)l(JleHHe OT Y43CTHH B TTOJlfOTOBKe K pa6oTe, 3KCnpecC-)ll13fHOCTH­ Ka, HH,llHBHJlY3JlbH3H 6ecena, HHJlHBHJlY3JlbH3H HJIH rpynnoBaH TTCH­ XH4eCK3H peryJIHUHH 3KTHBH3Hpyiomero THTT3, 3KTHBHoe BKJII04eHtte

B npouecc nonroToBKH K pa6oTe.

1. OcTpoe IICHXH'-{eCKoe HJIH Q)tt3HlleCKoe YTOMJieHtte.

CTptt3H3KH'. yxynwetttte BHHM3HHH, TT3M}I.TH, MbllllJleHHH, 8}1.JIOCTb HJIH ToponJIHBOCTb B llBH)KeHHHX, HeTOllHOCTb H HeKOOpllHHHpoBaH­ HOCTb neHcTBHti, HeysepeHHOCTh TTOXOJlKH, oc11a611eHtte BOJieBbIX yctt­ JIHH, peWHTeJibHOCTH, H3CTOHl..fHBOCTH, 3KTHBHOCTH, yxynweHHe ca-

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MOKOHTpOJlll, Bhl/lep)KKl1, )KaJJ06hI Ha pa3611TOCTh, 06my10 CJla6oCTb,

HeB03MO)KH0CTb HaIIe)l(HO BhITTOJIHHTb CBOH ofol3aHHOCTH.

Meponp11l!Tl1ll: BpeMeHHOe OCB06o)KlleH11e OT 06>13aHHOCTei\ pa6o­ Thl, o6ecnelfeHHC yc.r101rnH llJUI TTOJlHOUeHHOfO OT.llhIXa B TeY:eHtte He MeHee cyroK, TeJieCHOOptteHTHp0B3HHaH HJIH MaHYa.rihHaH Tepam-u1,

.uonycK K pa6oTe IlOCJie HH.IU1BH.UYa.ribHOfO TTCHXOJJOfHYeCKOfO KOHT­

pOJlll.

1. nrnxw1ecKoe 11J111 cjJ113w1ecKoe nepeymMJ1eH11e.

n p113HaKH: yc11J1eH11e nptt3HaKOB OCTpOro YTOMJleHHll, 6ecnp11'111H­ Hbie KOJJe6aHJHI HaCTpOeHJHI, pa3.upa)KHTeJibHOCTh, CKOBaHHOCTh, HanpH)l(eHHOCTb, Bbtpa.)l(eHHaSl TpeBO)l(HOCTb, 6ecnOKOttCTBO, 6e3pa3- Jll1'111e K OKpy)KaIO!lleMy, yrneTCHHOCTb, OTCYTCTBHe 11HTepeca K pa-

6oTe, paccTpotiCTBO CHa, noKpactteHtte HJIH no6ne.uHeHHe KO)KHbIX

noKpOBOB, O.UblWKa, cep.uue611eH11e, noTJIHBOCTh, CHH)KeHHe anneTH­ Ta, TOlllHOTa, 6oJie3HeHHble owyweHHH B 0611acn1 cep.uua, B MhIWuax, JIOMOTa B TTOSlCHHUe H cycTaBax, fOJIOBHble 60JJH, fOJIOBOKpY)KeHtte.

MeponpHHTJHI: BpeMeHHOe OCB06o)K)leH11e OT o6H3aHHOCTett no pa60Te, peJ1aKcau11>1, nc11xoJ1drn'lecKa>1 no/1,/lep)l(Ka, caMoperyJ1>1UHll, TeJ1eCHoop11eHTHpoBaHHa>1 11J111 MaHyaJJhHa>I Tepan11>1, nonycK K pa- 6oTe noc11e TTCHXOJJOfJ1l-IeCKOfO 06c11e.uoBaHHH.

5. nc11X11'1eCKall 11eM06l1J1113aU11ll.

np113HaK11: YTPaTa KOHTpOJlll Han Cl1Tyau11ei\, 11e3op11eHTau11>1 B o6CTaHOBKe, paCTepHHHOCTh, He06bl'IHhlH xapaKTep pe'IH, conep)Ka­ HHH BblCK33blBaHHH, HHTOHaUI1H, xaOTl11--lHble, HeKoop.U11HHpoBaHHble,

owtt60YHble .ueHCTBHH H TTOCTYTTKH, 3aMeD,JleHHOCTb HJ1H OTCYfCTBHe Heo6XO.Ill·1Mb!X .ueHCTBHH H TTOCTYTTKOB, OTCYfCTBHe BOJieBblX ycHJI11H, anaTHH, 3aTOpMO)KeHHOCTb, no.uaBJieHHOCTb, COHJIHBOCTb, OTCyrCTBHe

caMOKOHTpOJIH, Hec.uep)l(aHHOCTb, HeaD.eKBaTHOe CHTYaUHH HaCTpoe­

H11e, OTKa3 OT pa6oTbI.

np11MeHlllOT MCponp11>1T11>1: BpeMeHHOe OCB06o)KlleH11e OT 11cnoJ1- HeHHH o6H3aHHOCTett, TTCHXOJ1OfJ1l-JeCKaH 3KCnpecc-KoppeKU11H C no­ MOWblO TTCHXOJIOfHYeCKOH peryJJHUHH H fHTTHOTHYeCKOfO BHyWeHttH,

rpynnosa>1 11 11Hll11B111lYaJJhHall nc11xOTepan11>1 (11e6p11cjl11Hr), Ha6J1IO­

.uc1--rne 3a COCTOHHHeM, llpH Heo6XO.UHMOCTH HanpaBJJeHHe K TTCl1XHaT­

PY, HesponaToJJory 11J111 3BaKYau11>1.

6. nc11xoJ10rl1'1eCKl1H WOK ( CTpeccosoe COCTOllHHe Henocpe/lCTBCH­ HO nocJJe co6hIT11>1).

nptt3HaKtt: HeaueKBaTHoe o6cTaHoBKe nose.ueHtte, 6e3yYaCTHoe oT­ HoweHtte K OKpy)l(alOWeMy, 3aMKHYfOCTb, MOJI'--IaJIHBOCTb, 3aTopMO­

)l(eHHOCTb peaKUHtt, pacceHHHOCTb, TpeBO)l(HOCTb, 6ecnOKOHHhltt COH, OTCYfCTBYlOWHH BH.U, <<OT KJTlO '-ICHH OCTb ►> OT CHTyaUHH, CY)KeHHe BHl1- M3HHH, HHTepeCOB, KOHTaKTOB.

Meponpl1llT11ll: BpeMeHHOe OCB06o)KlleH11e OT pa6o'll1X o6ll33HHO­ CTett, HH.UHBH.UYaJibHaH 6ece.na, MaHyaJibHaH 11J1H TeJieCHOOptteHTl1- pOB3HHaH TepanttH, pe11aKcauttH, nc11xopery11HUHH, np11 Heo6xontt­ MOCTH 3BaKyaUHH 11J1H 06c11e.uoBaHtte nCHXttaTpOM H HeBponaTOJIOfOM.

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,[\onycK K pa60Te nocJie /1OTIOJIHHTeJibHOro KOHTpOJill 3a cpyHKQHO­

**HaJibHbIM COCT051HHeM.**

1. AcjlcpeKTHBHble peaKQHH, KOHcpJIHKTHOCTb.

TTpH3HaKH: Hanp>IlKeHHOCTb, 6ecnoKOHCTBO, pa311palKHTeJibHOCTb, MCJIO'IHbie TIPH11HPKl1 KO BCeM H BCll, B3pblBHOe pearnpoaaHHe Ha **3aMeYaHH:H, npeTeH3HH.**

MeponpHllTHll: BpeMeHHOe OCB06o)l(J1eH11e OT 06>13aHHOCTeH CJiylK-

**6bI, TICHXOJIOrHYecKa51 3KCnpecc-KoppeKUl•HI COCT051HI-UI, TICHXOJIOfH­**

**yecKa51 peJiaKca1...1,11H, nc11xoJior11yecKa51 pery1rn:u1-rn, 11uuu1m11H pe)KH:M** pa60Tbl, npH Heo6X0/1HMOCTH HanpaBJieH<1e Ha KOHCyJibTaQHIO K TICH­ XHaTpy, HeaponarnJiory.

1. ,[\eMOpaJIH3aQ<1ll.

TTpH3HaK<1: CHHlKCHHe MopaJibHblX H HpaacTBeHHblX KPHTepHeB, pa3Bll3HOCTb, BYJibrapHOCTb, npeHe6pelKeHHe HOpMaM<1 npocjlecCHO­ HaJibHOH 3T<!KH, cy6op11HHaQHH, 03JI06JieHHOCTb, rpy6ocTb, 3any­ **meHHOCTb, Heonp51THOCTb, TibSIHCTBO.**

**Meponp1151nu1: paUHOHaJlbHa51 ITCH:XOTepam,rn, HernnHOTHYeCKOe BHyllleHwe, y6e)l(JleHHe, npnMeHeHHe Mep BOCTil-1TaTeJibHOfO xapaK­** Tepa, np<! Heo6X0/1HMOCTH HanpaaJieHHe Ha KOHCYJibT<!POBaHHe K ncHx<1aTpy, HeaponaToJiory HJIH ::iBaKyaQI•lll.

**KpoMe Toro, JLIHI BOCCTaHOBJieH 1-UI 6JiaronpH51THOfO ITCHXHYeCKOfO**

**COCT051HI-UI 11 pa60Tocnoco6HOCTH cneuHaJIH:CTOB Heo6xon.nMo.**

I. 11cnoJib30BaTb nay3bl B pa60Te J1Jlll BOCCTaHOBJieHHll C<IJI. EcJI<I nay3 HeT - 11CTIOJlb3OBaTb KpaTKOBpeMeHHyIO TIO/1MeHy nepCOHaJia Ha 5- 7 MHHYT. B 3TO ape Ml! BO3MOlKHO c11eJiaTb CBll3Hoe /1bIXaTeJib­

HOe ynpalKHeHHe, COCTOlllJ1ee H3 8-10 MCJ1JleHHblX rny6oKHX" He­ npepbrnaeMbIX naY3oti B/1OXOB H Bbl/1OXOB, aKTHB<l3<1pyIOll1ee /1bIXa­ **TeJibHOe ynpIDK.HeHne npw MeJl]leHHbIX Bn.oxax H pe3KHX BbUlOXax,**

**cjJH3HYeCKylO fHMHaCTHKY, aKnrnHyIO HJIH naCCHBHYIO MbIWetIHylO**

peryJI>IQHIO.

1. TTpH /1JIHTeJibHb!X Harpy3Kax, CBll3aHHbIX C MaJIOTIO/1BHlKHOCTbIO,

**CJie.uyeT npHMeH51Tb H30MOHH:YeCKH:e ynpmKHeHHH: npoH3BeCTH CHJib­ HOe HanpH)KeHne OT,lleJibHbIX MblWU B Tel.feHne 5 ceKyHn., 3aTeM B Te­** '!eHHe 5- l O ceKyH/1 <IX pacCJia6HTb, JIOKT<! np<1 3TOM /1OJI)l(Hbl 6hITb

HanpaBJieHbl BHH3, no116opo110K ynepT B KyJiaKH. CJie11yeT o6xaaTHTb

**pyKaMH HOrH, fOJIOBY BTHH)'Tb B TTJieYH, C)KaTbCH.**

1. **Bo3MO)KHQ'HCTIOJib30BaTb CTHMYJIHTOpbl KpaTKOBpeMCHHoro no­** BbIWCHHll pa6orncnoco6HocTH (coJieHbIH orypeu, JIHMOH, Kocpe, rJIIO­ **K03a, BHTaMH:Hbl, cneumUibHble npenapaTbl, YMbIBaHHe JIH:Ua, wen,** TeJia xoJI0/1HOH ao11otl).
2. TTpH 06Q1etl ycTaJIOCTH, oco6eHHO cpH3H'leCKOH, BalKeH naccHB­

**HbIH OTlJ.bIX - COH, paccJia6JieHHOCTb (CI1JleHHe C 3aKpbITbIMH rJia3a­**

**MH, Jie)KaHne). Ho HeJib3H naccHBHOH paccJia6JieHHOCTH OTBOlJ.HTb CJIH:llIKOM MHOro speMeHH (OTITHMaJlbHO 8 yacoB), HHaye MO)KeT 803-** HHKHYTb o6paTHblH 3cpcpeKT - KBa3<1ycTaJIOCTb, T. e. 'IYBCTBO ycTaJIOC­

**TH: TIPH OTC)'TCTBHH YTOMJieHHH opraHH3Ma.**

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1. Heo6XO,IU1MO HCnOJTb30BaTb aKrHBHbIH OT,llb!X - OT,llblX, 3anon­ HeHHbIH KaKoH-JJH6o aKTHBHOH HHTepccHoH neHTeJlbHOCTbfO: cnopTHB­ HblMH HrpaMH, lJTCHHeM, ttan11caHHeM nHCeM, npocMoTpOM Tenerrpo­

rpaMM, npocnyw,rnamteM PaJUI0 H MY36IKH, TenecjJOHHb!MH nepero­

BopaMH, BCTpel£aMH C HJ-ITcpeCHblMH Jlf(),llbMH, nposeneHtteM KOH­

uepTOB, a TaKlKC pcM0HT0M o6MYHIIHPOBaHH>I H opy/lHH Tpyna, npH­ H>1THeM nywa.

1. ncHXOJIOfHY:eCKaH 11 ncHXOTepaneBTHlfeCKaH JlOMOlllb npH3BaHa

CH>ITb CHMTITOMbl HCPBHblX neperpy3oK, K0TOpbte nopoii npenHTCTBy­ lOT B0CCTaH0BJICHHIO pa6orncnoco6ttocrn. OcttOBHblMH cjJopMaMH ee

BblCTyna10T: HH.11HB11D.YaJlbHble nc11xoTepaneBTH1-IeCKHe 6ece,1lbl, pauH­ OHaJlbHa}! TepanHH (COTTOCTaBHTb, lJ:TO HaHOCHT 60JibWHl1 Bpen, - nepe)K.HTblti: 3nH30,ll HJIH npo.110JJ)K.HTeJibHOe pa3MblWJleHHe O HeM, npH­ H51THe npo11cwe,11wero KaK (paKTa HJIH cocpenoToY:eHHe tta cso11x 3Mo­ UHHX), HHD.HBHLlY'1.11bHOe ncHXOTepaneBTH1-IeCKOC KOHCYJibTHP0BaHHe, nCHXOJIOl'l11-ICCKHe peKOMeH.11au1111, nCHX0]10fH1-IeCKHe ne6pttQ)HHfH,

aYTOTPCHHHr, ceattcbt penaKcauHH, HJ!fl.

1. flcHXOJIOrH4eCKaH caMoperyJIHUHH H TpattcperyJIHUH>I - BeCbMa 3QlQleKTHBHblC Mepbl He TOJ!bK0 npocjJeccHOHaJibH0-ncHX0J!OrH4eCKOi-i

TTOJU"OTOBKH, HO H BOCCTaH0BJleHH51 CHJI. HcnoJib3YfOTC51 MeTO,llbl aK­

THBHOH H naCCHBHOH MbIWeY:HoH peJJaKCauHH, caMonpttKa3, caMo­

BHyweHHe, pauHoHaJibHOH ncHxOTepanHH, peryJIHUHH /lb!XaHHH, Te­

JieCHOOptteHTHpoBaHHa51 TepanttH, Macca)K., nc11xoq)H3HOJl0fHlleCKHe MeTOllbI <•KllKJl.£)> Armesa.

* 1. **nc111xo11or111'feCK111e oco6eHHOCT111 eeAeH111si neperoeopoe c Teppop111cTaM111, yAep>1<111ea101.1.1111M111 3a110>1<H111Koe. noMOLl.lb y'faCTHIIIKaM neperoeopHoro**

**npo1..1ecca**

l13 npaKTHKH npasooxpaHHTeJibHblX opraHOB 113BeCTHbl nsa non­ xo.11a K pa3peweHHlO Y:pe3BbflJai1HbIX CHTyau11H, CB513aHHblX C 3axsa­ T0M 3aJIO)K.HHKOB: TTOJlHblH OTKa3 OT KaKHX 6bi TO HH 6bJJIO ycTynoK npeCTYTTHHKaM JIH6o fOTOBHOCTb 11,llTH Ha pa3yMHbfti: KOMTTPOMHCC C

HHMH [31[.

PocCH>I KaK 60JI6WHHCTBO esponeiiCKHX CTpaH npHIICPlKHBaeTCH

<<rH6Koro pcar11posaHHH>> nptt 1axsaTe Teppop11cTaMH 3a.,1o)K.HttK0B. OCHOBaHHeM K 3TOMY HBJ1HfOTC51 cneny10w11e 3aKOHOD.aTeJTbHble aKTbJ:

- CTaTbH 2 KoHCTHTYUHH PoccHticKoti cJJenepauHH: «YenoseK, ero

npasa H CB060D,bl 51BJl51lOTC}J BblCWeH ueHHOCTblO, nptt3HaHHe, co-

6n1011ettHe H JaWHTa npas H cso6011 4enoseKa H rpalK/lamrna - 06>1-

JaHHOCTb rocynapCTBa>>:

- CTaTbH 205 YK PcJJ: «TeppopH3M, TO eCTb cosepweHHe B3pbrna,

TTO,ll)K.Ofa HJlH HHbIX .11eHCTBHH, C03,llalOWHX onaCHOCTb r116eJTH JllOD,eti,

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npl1'-!11HeHl1ll 3Ha'll1TeJJbHOro 11MywecTBCHHOro ywep6a JJl16O HaCTyn­

JTeHtt51 ttHbIX o6wecTBeHHO onacHbIX TTOCJie.UCTBHH, ecJH1 3Ttt .Uei1cTBJ151

cosepweHbl B ue;rnx HapyWCIIH}l o6wecTBeHHOH 6e3onacH0CTl1, YCT­

paweHJHI HaceJieHJHI Jitt6o OK838HH51 B03]lettcTBH51 Ha npttH5lTtte pe­ llleHttH opraHaMtt BJ18CTH, a T8K)KC yrpo3a cosepweHJHI YK838HHblX

.uettcTBHH B TCX )KC llCJUIX»;

* CTaThll 205.1 YK P<D: <•BOBJJe'le1rne B cosepweH11e npecTYnJJe­

HttH TCppopttCTWICCKOfO xapaKTepa HJU1 33 ttHOe co.uettCTBttC ttX co­

sepweHHlO>>;

* crnThll 206 YK P<D: «3axsaT 11JJ11 YJleplKaHHe JJ11ua B Ka'!ecrne 3aJJOlKHl1Ka, cosepweHHble B ueJJl!X noHylK.lleH11>1 rocynapcrna, opra­ Htt3aUtttt l1JH1 rpa)KllaHttHa couepwttTb K3KOC-J1tt6o .uettCTBtte l1JH1 B03-

.IICP)K3TbC5l OT cosepweHH51 K3KOrO-JU160 .uettcTBJHI KaK yCJIOBIHI oc­ B060)KilCHJHI 3aJl0)KHl1K3>>;

- YKa3 npe31111eHrn P<D N2 24 oT 10.01.2000 r. «K0Huenu11>1 Hau11O­

HaJ1hHOH 6e3onacHOCTH P<lh, B KOTOpoH npe.ucT3BJ1CHa CttCTCMa B]fJ151-

.IlOB Ha o6ecnClJCHtte 6e3onaCHOCTH JU1lIHOCTl1 l1 o6wecTBa;

* YKa3 npe311/lCHTa P<D N2 I 167 OT 13.09.2004 r. «0 HCOTJJOlKHbIX

Mepax no TIOBblWeH11IO 3cpcpeKTl1BHOCTl1 6opb6b1 C Teppop113MOM», rne npe11JJaraIOTCll HeOTJJO)l(HbIC MCpbl no npOTl1llO/leiicTBl1IO Teppopy;

* CT3Tbll 16 3aKOHa OT 6.03.2006 r. ,,0 npOTl1BO/lettcTBl111 Teppo­

Pl13My» npe11ycMaTp11saeT se11eH11e neperosopos c Teppop11cTaM11 B xone npose11eH11>1 KOHTpTeppop11crn4ecKoii onepau1111 B uem,x coxpa­ HeHtt51 )KJ13Hl1 l1 3.IlOpOBbH 3aJIO)KHJ1KOB.

3axuaT 33JIO)KHttKOB ocywecTBJI51eTC51 TeppopttcTaMtt, K8K npastt-

*110,* C ueJiblO 06ecneL1eHtt51 BblTTOJIIIeHtt}l CBOttX Tpe6oBaHHH, l1 33JI0)K­ HttKaM OTBO.Ill1TC51 POJTb rapaHTOB HX BbIIlOJIHeHH51 B neperoBOpHOM npouecce I. no3TOMY 3axsaT 3aJIOlKHl1KOB caM no cc6e 11pe11onpe11eJJ>1-

eT npose.ucHtte neperosopos, tt petJb MO)l(eT ttlITtt TOJihKO o cTelleHtt lKeCTKOCTII noJ11u1111 Teppop11crns 11 cpopMe npose11eH11>1 neperosopos. Teppop11CTbl 11/lYT Ha neperoBOpbl, TIOHl1M3ll, '!TO Bb!TIOJJHeH11e 11X Tpe6osaH11i1 JaR11c11T OT npasooxpaH11TeJJhHh1x opraHoB. npasooxpa­ H11TeJJhHh1e opraHbl 11/lYT Ha neperoBOPhl C Teppop11CTaMl1 113-33 ry­

M3HHbIX coo6pa)KeHHH, TaK K8K npouecc se.ueHtt51 neperOBOPOB B p5111e CJIYlJaeB 51BJI51eTCH c11oco60M coxpaHeHtt51 )l(H3Hl1 33JIO)KHJ1KOB.

CTeperosopHb1tt npouecc KPOMe ryMaHHCTttt1ecKoH HeceT Ha ce6e CTaTYCHyIO (TIOBbIWeH11e yBalKl1TCJJbHOro OTHOWeHl1ll K npasooxpa­ Hl1TCJJbHblM opra11aM KaK 33W11THl1K3M rpa)KllaH), 11Hcp0pM3Ul10HHYIO (np11O6peTalOTCll 3H3Hl1ll O ueJrnx, np11411HaX, MOTIIBaX, o6cTOl!TeJJb-

I npofo1eMaMH nCHX0a10rHYCCK0fO 06 eC11e 1 1e 1rn H .!leHTeJlbH0CTH C0TpyJIHHK0B 0p­

raH0B BHyrpeHHHX ne11 B 3KCTpeMa'lbHhlX YC:IOBHHX 1L1HTeJ1bH0e Bper,.rn H Jl0CTaT0YH0 n,l0Ll0TB0pH0 ]aHHMaJICH H. B.A1rnpeeB. npcnCTaBJlCHHblC B naparpacfie MaTepttcLlbl

HB.'lHIOTCH n.'l0ll0\1 C0BMCCTHhlX paJMb1W.r1e1rni-i <IBT0P<I C 3THM ]aMeYaTCJlbtlblM yi1e­ HblM, K0T0pble HdWJlH 0TP<l)l(CHHC B n0lll'OT0B)[ell11b!X C0allT0pCKHM K0,1JlCKTHB0M

MeT0}].HYCCKHX peK0MettnaUHHX «ncttXOJlorH<leCKOe o6ccneYeHHe cnemta.rtbllblX one­ pau11H OBLl no ocao60)1(11eHHIO 3a.10)l(Hl1K0B>>, - M., 1995.

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CTBaX TeppopHCTH'--leCKOfO aKTa, oco6eHHOCT51X nose.ueHH51 H JU1'--IHO­ CTllX TeppopllCTOB), TaKTl!'.JeCKYIO (BblllfpbIW BO BpeMeHII /lJlll llO)lfO­ TOBKII CIIJJOBOH onepau1111) Harpy3Ky.

HenpeMeHHoii oco6eHHOCThlO JJI06oil C11Tyau1111 3axsarn 3aJJO)KHII­ KOB 51BJUieTC51 3KCTpeMaJihHbll1 xapaKTep B03.UeHcTBYIOWHX Ha BOBJie­ l.feHHbIX B Hee JIIO,UeH ITCHX03MOUHOHaJlbHblX Harpy3oK.

)lJJll 3aJJO)KHIIKOB 3KCTpeMaJJbHbIMH CTpeccoreHHblMII cpaKTopaMII

npe)K)le scero 51BJI51IOTC51:

* HeO)KH)laHHO B03HHKllla51 H peaJibHO Olll,)'THMa.51 yrpo3a )1(113HH H 3,llOpOBbIO;
* Heonpe!leJJeHHOCTb C11Tyau1111 II co6crneHHOH /laJJbHeiiweii CY/lb- 6bI, ycyry6JJlleMall cp11311'IeCKOH II IIHcpopMau110HHOH H30Jll!Ulleii, pa3pblBOM BCex np11BbI'--IHblX CBH3eH C BHellJHl1M MttpoM;
* OI.UyweH11e o6pe4eHHOCTII, 6ecnOMOLUHOCTII, co6crneHHOfO 6ec­

CHJIH51;

* BbIHY)K)leHHall Heo6xo1111MOCTb llO/l'IIIHlITbCll yrpo3aM, rpy6o(I

1. H3H4eCKOH CHJie, 4Y)KOH BOJie, ITCHXOJIOfH'--leCKOMY naBJieHHIO;
   * B CJiy1-1aHx 3axBaTa HeCKOJibKHX 33JIO)KHHKOB - BblHY)K)leHHa51 He­

o6xo)lHMOCTb TeCHbIX KOHTaKTOB, B3aHMO)lei1CTBHH C JIIO)lbMH Henptt­ BbP·IHOro Kpyra H )lruKe Bbl3bIBaIOUJ,HMH Henptt513Hb;

* + 113611paTeJJbHOCTb OTHoweHllll TeppopllCTOB II neperoBopwllKOB

K JaJIQ)l(HHKaM Ha OCHOBe peJittfH03HblX, 3eMJUI'--leCKHX H HHbIX cy6beK­ THBHblX OCHOBaHttii.'

**Ha** yqaCTHIIKOB cneuHaJJbHOH onepau111-1 ITO OCBo6o)K)leHIIIO 3a­

JIQ)l(HHKOB B TOH HJIH HHOH CTeneHH B03,lleHcTBYIOT CJie.UyIOWHe crpec­

coreHHbie cjJaKTOpbi:

* + HenocpenCTBeHHa51 H BbICOKOBepo51THaH yrpo3a )l(J13HH HJIH 3,llO­ pOBbIO;
  + OTBeTCTBeHHOCTb 3a )l(J13Hb H 3.llOpOBbe 3aJIO)l(HHKOB, HaXO)lH­ WHXCH B pyKax npeCTYITHHKOB, ITOCTOHHHbIH pHCK npH'--IHHeHHH HM

Bpena CBOHM 6e3)lei1cTBHeM HJIH HeaneKBaTHhIMH nei1CTBH51M11;

* + KaK npaBIIJJO, WHpOKIIH o6wecrneHHbIH pe3OHaHC qpe3BbI'!aii­ HbIX npo11cweCTBHH TaKoro po.ua, oco6eHH0 IlpHCTaJlbHOe BHttMaHtte K .ueHCTBH51M npaBooxpaHHTeJihHblX opraHoB, o6wecTBeHHO-IlOJll1T11- '--leCKa51 3Ha'--IHMOCTb HX ow1160K;
  + Hanp51)KeHHOCTb o6CTaHOBKH, o6ycJioBJieHHa51 He)lOCTaTKOM l1JIH npoTHBope'--IHBOCTbIO CBC,11,ettttH O npecTynHHKax, HX ITCHXOJIOrH'--leC­ KHX oco6eHHOCT5IX;
  + KpaiiH11ii 1111HaM113M II TPYIIHOnpe11cKaJyeMb1ii xapaKTep H3MeHe­ HttH o6CTaHOBKH B CB513H C oco6eHHOCTHMH nose.ueHH51, <<ITPHXOTH­ MH>> npeCTYITHHKOB;
  + Heo6xo.u11MOCTb .[lJIHTeJibHOfO c.uep)KttBaHH51 3aKoHoMepHblX KpaH­

He OTpHUaTCJibHblX 3MOUHH B npouecce Henocpe.uCTBeHHOfO KOHTaK­ Ta C npeCTYITHHKaMtt;

* + llOCTOl!HHall neperpy3Ka nc11xocp113HOJJ0fl!'!eCKIIX cpyHKUIIH opra­

HH3Ma, o6yCJJOBJJeHHall Heo6XO/IIIMOCTblO aHaJJ113a II nporn03a pa3-

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BHTHH c1nyau1111, npHHHTHH OTBeTCTBCHHbIX peweHHH, opraHH3a­ UHH H BbITTOJlHeHHH Y:eTKHX H cornacoBaHHblX neHCTBHH B )KeCTKOM JlHMHTe BpeMeHtt;

- MOpaJlbHO-HpaBCTBeHHbie nepe)KHBaHHH, CBH3aHHble C Heo6xo­

/111MOCTblO np11MeHeH11>1 opy)l(11>1 111111 npyrnx cpencTB nopa)l(eHl1ll npo­ rnB npeCTynH11Ka.

B COOTBeTCTBHH C onwcaHHblMH TTCHXOJ10fH4eCKHMH oco6eHHOCT>I­

MH 3KCTpeMaJlbHblX CHTyauttH, a TaIOKe nopRUKOM npoBeneHHH cne­ llHaJlbHblX onepauttH no OCB06o)KJleHHlO 3aJ10)KHHKOB, HX TTCHXOJlOfH­ Y.eCKOe o6ecnelfeHtte BKJllOY.aeT l{ e T bl p e OCH OB H bl X 3 Tan a,

*noa2omoeume11bHbtU* - Ha 3TOM 3Tane B paMKax noBcenHeBHoH cny­

)Ke6HoH neHTeJlbHOCTH ocywecTBJlHlOTCSI OCHOBHbie MeponpttHTHH no opraHl133Ul111 [lCl1XOJIOfWleCKOro o6ecne9eH11ll 11 npocj,ecc110HaJ1bHOii 3KCTpeMaJlbHO-TTCHXOJ10[H'-leCKOH nonroTOBKH JlHY:HOfO COCTaBa K npo­

BeneHHlO cneUHaJlbHblX onepauttH,

*3man nepe2oeopoe* (He *cwweou)* - OT MOMeHTa ycrnttoBJ1eH11>1 cpaKTa 33XBaTa (ynep)l(3H11ll) 3aJIO)l(H11KOB /10 OCBo6oJKJJeHl1ll BCex 3aJ10)1(Hl1- 'KoB HJlH no HaY:aJia 6oeBbIX neHCTBHH. Ha 3TOM 3Tane B 3Ma'-IH TTCHXO­

JlOfHY:eCKoro o6ecneY:eHHH BXO,IlHT:

* CTa6ttJ1H3aUHH MOpaJibHO-TTCHXOJ10fHY:eCKOl1. o6cTaHOBKtt;
* TTCHXOJlOfHY:eCKOe B03,UeH.cTBHe Ha TeppopHCTOB;
* <:popMttpoBaHHe TTCHXOJ10fHlieCKOl1. fOTOBHOCTH yY:aCTHHKOB ne- perosopHoro npouecca K BbJ[]OJIHeHl1IO Heo6XO/ll1Mb!X cpyHKU11ii;
* MOPaJlbHO-TTCHXOJ10fW-IeCKaH nonuep)KKa 3aJI0)KHHKOB H yqacT- H11KOB neperosopttoro npouecca;
* nc11xo11orw1ecKoe conposoJKJ1eH11e neperosopttoro npouecca;
* OKa3aHtte TTCHXOJlOfHY:eCKOH TTOMOLUH Hy)KJlalOLUHMCH,

*3man cwweb1x MeponpuRmuil (cwweoil)* - OT Ha9a11a Henocpen­ cTBeHHOii fl0/lfOTOBKl1 K WTYPMY /10 OCB060JKJJeHl1ll scex 3aJ10)1(H11KOB.

Ha '.HOM nane OCHOBHbIMl1 33/1393Ml1 o6ecne9eH11ll llBJllllOTCll cj,op­ MHpOBaHtte nCHXOJ10fHY:eCKOH. rOTOBHOCTH yY:aCTHHKOB CHJlOBbIX Me­

ponp11>1Tl1H K BbJ[]OJIHeHl1IO He06XO/ll1MblX cpyHKu11ii, flCl1XOJIO[WieC­ KOe conpOBO)KJleHHe 6oeBblX nei-iCTBHH H OKa3aHtte TTCHXOJlO[H'-leCKOH

fl0MOIUl1 HyJKJJalOIUl1MCll,

*BoccmaHoeume11bHo-pea6u11umau,uoHHbti1 3man* - OT MOMeHTa OCB0- 60JKJ1eH11>1 (/IJlll 3aJ10)1(H11KOB), BbIXO/la 113 onepau1111 (/IJlll Y43CTH11KOB

6oeBblX neiiCTB11tt) )10 ycTpaHeHHll 11MelOIU11XCll y Hl1X noc11e11cTB11ii TTCHXHY:eCKOfO CTpecca H HOPMaJIH3allHH COCTOHHH51. 3MaY:aMH naH­

HOfO 3Tana, KaK BH,IlHO 113 ero Ha3BaHHSI, HBJrneTCH BOCCTaHOBJleHtte HOPMaJibHOfO TTCHXHY:eCKoro COCTOSIHHH TTOCTpanaBlllHX nyreM oKa3a­ HHHTTOMOlllH Ha MeCTe onepauHH H B npouecce ,IlaJlbHeHlllHX Me,UHKO­ TTCHXOJlOfHY:eCKHX MeponpttHTHH,

/lJIH CHl1)1(eHl1ll 803/leHCTBl1ll CTpeccoreHHbIX cpaKTOpOB, flOBbIWe­

Hl1ll MaCTepcTBa y4aCTH11KOB onepau1111 [10 OCB060JKJJeHHIO 3aJ10)1(Hl1-

KOB 11Cf10Jlh3YIOT npocj,ecc110HaJ1bHYIO 3KCTpeMaJlbHO-flCl1XOJIOrnqec­ KylO flO/lfOTOBKy.

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O6waH JaJJaYa npocjJecc110Ha.,1bHoh 3KCTpeMaJJhHo-nc11xoJ1ornYec­ Koii no11rornBK11 /IJJH Bcex Y'IaCTHl1K0B onepau1111: cjJopM11poBaH11e 3HaHttH, HaBblKOB, yMeHHH 11 npoQ)eccttoHaJlhHO BIDKHhlX TTCHXOJIO­

rw-1eCK11X KaLJ:eCTB no OCHOBHblM HanpaBJieHHHM:

* 06menc11XOJIOfJ1l•leCKaH OCBe)lOMJieHHOCTb COTPY11HHK0B 06 3KCT­ peMaJihHhlX YCJIOBHHX H oco6eHHOCTHX )KJ1JHe11mneJibHOCTH B 3THX

ycJJomrnx;

* pa3B11Ttte TTCHXW-ICCKHX H TT03HasaTeJihHh!X npoueccoB )lCHTCJih-

H0CTII, cjJopM11poBaH11e npocjJecc110HaJJhHOi\ nepuenu1111;

* TTOBhlillCHHe TTCHXOJIOfW-ICCKOi1: YCTOtiLJ:HBOCTtt;
* peryJUIUHH TTCHXttl[CCKHX COCTOH HttH;
* TPCHHpOBKa BblHOCJlHBOCTH, CKOpOCTH npHHHnrn peweHttti 11 BbinOJIHeHttH Tot1Hh1X neHcTs11H;
* OCHOBbi flCHXOJIOfHYeCKoH KOMTTCTCHUHH B 06J1acn1 KOMMYHH­

K3Tl1BHOH .llCHTCJlbHOCTtt;

* TTCHXOJIOrJ.1llCCKHC oco6eHHOCTH neperosopHoti neHTCJihHOCTH.

CneUl-iaJlhHOH UCJihlO TTO)lfOTOBKH, HapHny C BblWenepeYHCJleH­ HblMl1, /IJIH neperoB0PW11K0B HBJIHeTCH cjJopM11poBaH11e 11 OTpa60TKa HaBb(KOB ycTaHOBJieHJHI TICHXOJIOrHYeCKoro KOHTaKTa C npaBoHapy­

WHTC.TleM mo6oro THTia, Be)leHHH C HHM )lHaJJ.ora, H3Bh(KOB pHTOpH­ KH, TICHXOJIHHrBHCTHLJ:eCKoro aHaJJ.H3a peLJ:H, BhlHBJleHHH TICHXOJIOrH­

yeCKHX oco6eHHOCTeH H <<CJia6hIX MeCT» npaBOHapywHTeJlH, nporH03a era TTOBe)leHHH, B TOM YHCJie no BHeWHHM TIPH3HaKaM, Ha OCHOBe

Q}H3HorHOMHKH, yMeHHe opraHH30BaTb H BeCTH neperoBOpHhlti npo­ uecc.

B T3KTHLJ:eCKOM OTHOWeHHH neperoBOPWHK )lOJI)l(eH 6bITh roTOB

BblCTYTIHTh B pOJIH mo6oro H3 HaLJ:aJihHHKOB opraHOB BJ13CTH. Ba)l(HblM )lJ]H neperoBOPWHKa HBJIHCTCH xopowo pa3BHTble HaBhI­

KJ1 caMOKOHTpOJIH H caMoperyJIHUHH, yMeHHe Bhl)lep)l(HBaTh llJIHTeJih­ HOC B03JleHCTBHe TICHXHl·leCKOfO CTpecca, coxpaHHTh caMoo6JianaHHe

11 Bb1c0Ky10 pa6orncnoco6HocTh.

KpoMe o6wencHXOJIOfHLJ:eCKOH nonroTOBKH KOHCYJihTaHT-TICHXO­ JIOr )lOJI)KeH HMeTb He06XO)lHMble nenarorHl•leCKH.e HaBblKH, o6mUiaTb HaBbIK3MH KOHTpOJIH 3a TICHXOJIOrHLJ:eCKHM COCTOHHHeM 3aJ10)1(HHKOB

H yyacTHHKOB onepaUHH.

Ha ::nane BeneHHH neperoBOpOB 3aualiaMH TICHXOJiora-KOHCYJihTaHTa HBJlHlOTCH:

* CTa6HJIH33UHH MOpaJibHO-TICHXOJIOfHLJ:eCKOH o6cTaHOBKH ( CHHTHe

HepB03HOCT11);

* Q)opMHpoBaHHe TTCHXOJIOfHl·leCKOH rOTOBHOCTH yYaCTHHKOB ne­

peroBopHoro npouecca K Bbln0J1HeH1110 Heo6X0/111Mb!X cjJyHKUl1H (Me­ TO/lbl caMoperyJJHUl111 11 Tpm1cperyJJHU1111);

* MOpaJJ.bHO-TICHXOJIOfHYecKaH nonnep)l(Ka 3aJJ.0)1(HHKOB H yyac­ TH11K0B neperoBopHoro npouecca (caMoperyJJHUl1H, TpaHcperyJ1H­ u11H, nc11X0K0ppeKUl1H H nc11x01epan11H np11 11onycKe K 3aJI0lKHl1- KaM);

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* ncHxo11orH4ecKoe conpoBo)K)leHHC neperosopHoro npouecca (HH­ CTPYKTa)K neperosopWHK0B no TaKTHKe seneHHH neperosopoB, co­ cTas11eHtte c11osccHoro nopTpeTa npecrynHHKa no ro11ocy, MaHepe [I0Be/leHHH, o6weHHH H TPe6oBaHH51M);
* TTCHXOJ10fH4eCKOe B031IeHcTUHe 11a npecTynHHKa (cocrauJieHHe y6e11HTeJ1bHOro H apryMCHTHp0B3HHOro npe11JIO)KeHHH no BblXOilY H3 CJlO)KHBweHcH CH1)'3UHH, B03MO)KH0 ueHoH 4aCTHl!HOf0 y110BJ1eTBO­

peHHH Tpe6oBaHHH npecTynHHKa; OCB06mK,UeHHe 3aJIO)KHHKOB;

* OKa3aHHe llCHXOJIOfHl!eCKOH TTOMOWH Hy)l(JlalOW:HMC5l (ncHXOTe­

pallHH).

OeperosopwHKY Ha 3Tane ne11eHHH neperosopos Heo6xonHMo CTa6HJIH3HpouaTb o6CTaHOBKY, LlJJH 3T0fO CJJMYeT BCTynHTb B nepe­ fOB0pbl - nponeM0HCTPHP0BaTb fOT0BH0CTb K JlHaJIOry, BblCJJywaTb Tpe6oBaHHH H BblHrpaTb speMH Ha Bblll0JJHeHHe nepsoro Tpe6osa­

HHH.

* Ue11ecoo6pa3HO 06ccncl1HTh noJIO)KHTeJ1hHh1H JMOUHOHaJlhHhlH KJIHM3T o6wcHHH: npoHBHTb no6po)KeJJaTeJlbHOCTb (yJJbi6HYTbCH, npo­ JlCM0HCTpHpoBaTb panywHoe o6paweHHe, H306pa3HTb MHMHKOH y4a­ CTHe, copHeHTHP0B3Tb Kopnyc B crnpoHy co6eceJlHHKa). Bbrpa3HTb co­

r11acHe C BhlCK33hlB3HHeM npecTyTTHHKa 0THOCHTeJlbHO Heti:TpaJibHhlX npe,UMCTOB o6w:eHHH He TOJlbKO CJrOBeCHO, HO H )KCCT3MH, BOCXH­

WCHHhlM YlIHBJieHHeM, He 11onycKaH npH 3TOM HeysepeHHOCTH H 3a­ HCKHBaHH}I .

* Heo6XOJlHMO H36eraTb Bbl30Ba (He yrpo)KaTb, He o6BHHHTb, He

no6y)l(Jl3Tb K OTBeTHhlM 11eHcTBH51M, OCTaBHTb eMy B03MO)KHOCTb DJIH

MaHeBpa H coxpaHeHHH csoero (<J1HU3•>, TTOM04b eMy B 3TOM).

* CHHTb TTCHXOJ10fH4CCKYIO HanpH)KeHHOCTb: fOB0PHTb O sewax, HHTCpCCYIOWHX npecTynHHKa, Jl0 ccpopMHpOBaHHH TT0JIH B3aHMHb!X HHTepecoB H .uo CH51TH}I HanpH)KeHHH.
* TioD,Liep)KHB3Tb H31IC)l(Jlbl npccTyTTHHKa Ha TO, 4TO eMy y.uacTCH CKpbtTbCH, H36C)K3Tb H3K333HHH, OCTaTbC}I Ha CB06o.ue (noKa 3aJIO)K­ HHKH He OCB06o)K)leHbl - <<He 3aXJIOTTh1B3Tb TTCHXOJ10fH4CCKYIO Mbl­ WCJIOBKY•> ) .
* ,ilo6HB3TbCH TTOJTO)KHTeJibHhlX OTBeTOB Ha rrocraBJieHHb[e Bonpo­ Cbl, lIJr}I qero npe11HaMepeHHO KaCaTbCH HeHTpaJibHblX BOTTpOCOB. TeM C3Mb!M ccpopMHPOBaTb y npeCTynHHKa n03HTHBHYIO yCTaH0BKY Ha BblCKa3bJBaHHH nepcroBOPW:HKa.
* noMOl!b npeCTYTTHHKY HatfTH B03MO)KH0CTb OTCTYTTHTb [lOCT0tfHO, npHMeHHH TTCHXOJTOfHlleCKHe npHeMbl (HanpHMep, rrpe11cTaBHTb 11e110 TaK, 4T0 npeCTynHHK 3axBa4eH B 6opb6e, a He CJl3JJCH caM).
* KoHTpo11ttposaTb csoe rrose.ueHHe. He BbipIDK.aTb Hecor11acttH, H3-

6eraTh CJIO)KHblX BblCK33bIB3HHH, He TOPOTTHThCH C pa3BHTHeM OTHO­

weHHH H co6blTHH' eCJIH He [lOCTHfHYTO XOTH 6b1 npc.usapHTeJibHOe cor11acHe.

* O6H3aTeJTbHO ycTaHOBHTb .ueHcTBHTCJlbHOe HaJIH4He 3aJlO)KHHK3,

nposepHTh, )KHU JIH, 31IOPOB JIH OH.

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* Onpe.ueJ1HTb THn npeCTynHHKOB: yrOJlOBHhIH, nOJIHTHY.eCKHH, ncHXOJ10fHY.eCKHH.

OrneceHHe npeCTynHHKa K onpe11eneHH0MY T1-1ny (111-1arnocmKa

THna) H ero nCHXOJl0fHY.eCKOe OflHCaHHe (cocTaBJTeHHe nCHXOJ10fH­ lJeCKOf0 nopTpeTa) noMoraIOT KOHKpeTH3HpOBaTb HanpasJieHHOCTb 0TBCTHhlX peaKUHH npaBooxpaHHTeJlbHhlX opraH0B, BKJllO'laSI TaKTHKy se.ueHH}I neperosopoB, apryMeHTOB H co6CTBeHHblX .ueHCTBHH, CTHJib Be/leHHS! 111-1anora no pa3peweHHIO KOHcj)JlHKTa, CHHlKeHHIO arpeCCHB­ H0CTH npecTynHHKa 1-1 pacw1-1peHHIO B03M0lKHOCTeii no OCBo6olK/le­ HHIO 3aJIO)KHHKOB.

YrOJlOBHble npecTynHHKW:

* 3aCTHfHYThie Ha MeCTe npecTyn11eHHH. C TaKHM THnOM npecTyn­ HHKOB HaH6011ee 11erKO BCTynHTh B neperosophl, TaK K.aK OHH He ro­ TOBhl K CHTyaUHH 3aXBaTa 3aJl0)1(HHKOB;
* npecTynHHK - C03HaTeJ1hHbIH BbIM0raTeJlb, eMy HY)l(Hbl .ueHhfH,

6nara 1-1 T./1.;

* npecTynHHK XOlJeT 6e3 JlHWHero wyMa nonyY.HTh BbIK)'TI 3a nOXH­ WCHH0fO, a )l(epTBa CTaHOBHTC}I 3aJ10)1(HHKOM H3-3a Hey.uasweHCH no­

nhITKH nOXHWeHHH C ueJiblO BhIK)'na HJlH He3asepweHHH CHT)'aUHH;

* npecrynHHK >1BJ1SieTCSI ocylK/leHHhIM 1-1 HaMepesaeTCSI ueHoii y11ep­

)l(aHHH 3aJIO)l(HHK.a .uo6HThCH OCB060)KlleHHH HJIH ynyl!WeHHH co.uep­

)l(aHHH.

noJlHTHlfeCKHe:

* COUHaJibHhIH npoTeCTUHT;
* Teppop1-1CT.

nc1-1xo;1orn4ecK1-1e:

* caMoy61-1iiua;
* 60J1hHOH C HapyweHHeM nCHXHKH;
* MCTHTeJlh.

npoTHBOnpaBHbie .ueHCTBHH C HanpaBJTeHHhIM Ha JIIO.UeH HaCHJIH­ eM, C pa3pyw1-1TeJ1bHblMH 1-1 onaCHblMH n0CJle/lCTBH>IMH, Tpe6y10w1-1e oco6oro ny611w-rnoro HanpH)l(eHHH, lJawe scero cosepwaIOTCH JIIO.Uh­ MH C Bblpa)KCHHbIMH nCHX0naTHY.eCKHMH l..{epTaMH xapaKTepa.

ncHxonaTHY.eCKHe JlHY.HOCTH He HMeIOT HBHO BblpIDKeHHbIX pac­

CTp0HCTB (6pe11, raJ1J110U1-1Hau1-11-1), HO He BnHCb!BalOTCS! B 06h14Hhle

H0PMhl. llnsi mix xapaKTepHa Henpe11CKaJyeM0CTh nose11eHHSI, HrH0- PHPOBaHHe lfy)l(OfO onhITa, He.uocTaTOl..{HOe pa3BHTHe BOJleBoH c(pepbl C04eTaeTCH co cnoco6HOCTblO see CXBaThIBaTb; xopowaH naMHTh Ha

.ueTaJIH, pa3HOCTOPOHHHe, HO nosepxHOCTHhie, 3HaHHH. I1MnYJihCHB­ H0CTb IIOBe.UeHHH H lJaCTbie KOJie6aHHH HaCTpoeHHH crroco6cTBYlOT 3a­ noiiH0MY ynOTpe6J1eH1-1IO aJlK0r0JlS! 1-1 HapK0THK0B. np1-1 6e3b!CXO/IHO­

cm noBhlWaeTC>I BOJ6y111-1MOCTb /10 B03HHKH0BeHHS! B3pb!B0B sipocm,

HCTep1-1'leCKHX np1-1na11K0B, nonhlT0K CaMoy61-1iicrna.

B 3KCTpeMaJibHhlX yCJlOBH}lX ncHXHlleCKHe npouecCbI oco6eHHO HPK0 Bbipa)l(alOTCH B BH.ue (pyHKUHOHaJlbHhlX npH3HaKOB: MHMHKa,

)l(eCTHKy..nHUHSI, noxo.uKa, ocaHK.a, ro11oc, pe4h, rHeB, cTpax, B03-

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6y)l(JleH11e. CaMbIMl1 /lOCTYITHblM11 /lJ]ll 113Y'ICHl1ll llBJll!IOTCll fOJIOC 11 pe'lh ITpecTyITHl1Ka. B ITOCJ1e11Hee BpeMll /lJ]ll H3y'leH11ll ITC11XOJJOrH'leC­ K11X oco6eHHOCTeti ITpecTyITHl1KOB ITO fOJIOCy aKTHBHO 11CITOJ1b3YIOT

«MeTO/ll1KY QJOHOrpa<jJ11'leCKOti l1H/ll1Ka111111 aKTyaJJbHOfO ITC11Xl1'!eC­ KOfO cocT0>1H11>1 'leJJOBeKa» APM «3KcITepT» (aITITapaTypa ITpo<jJecc11- **ottaJihHOro nc11xoQ)113HOJIOfHYeCK0f0 OT6opa, KOHTpOJUI 11 MOHHTO­** p11Hra), pa3pa6oTaHHYIO Hay•rno-TeXH11'1eCKl1M UeHTpOM «Conpy,Ke­

CTBO» ITO/I pyK0B011crnoM 11011eHTa B. K. MapTeHca.

Ball<HO paCITOJIOJKeH11e ITeperoBOpll111Ka /lJ]ll YCTaHOBJICH11ll /lOBe­ **PHTeJihHblX OTHOWeHHH C npecryrrHHKOM, HO nptt 3TOM Ba)KHO co-** 6JJIO/laTb Mepbl 6e30ITaCHOCTl1. CBl!3b opraHl13yeTCll ITO TeJJe<jJoHy, pa- 11110. neperoBOpbl MOryT 3aITl1CbIBaThCll Ha MarHl1TOQJOH. ECJJl1 ycrn­ HOBJJeHO ITpOCJ1yW11BaH11e ITOMell\eHl1ll, TO ero MOryr ocyU1eCTBJll!Tb pyKOBO/ll1TeJJb 11 ITC11XOJJOr, a He Jll1]10, Be11yU1ee ITeperoBOpbI. EMy 3TO **MO)KeT noMewaTb ycTaHOBHTb LlOBep11TeJibHbie OTHOWeHIUI 11 CBH3H.**

OCHOBHblMl1 ITp11Hl111ITaM11 Be11eHl1ll ITeperoBOpOB c Teppop11CTaMl1

**HBJHHOTC51:**

* **<<COTpynHttYeCTBO>> - TTOCTOHHHblH LIJ1aJIOf C npecTyIIHHKOM;**
* **<<yKJIOHetttte>> - eCJIH OTKJlOHeHHe, CM51TYeH11e HJIH BbITTOJIHeHtte Tpe60B3HHH HeB03MO)KH0, TO 33HITl1B3HHe neperoBOPOB no CHJIOBO[O** pell1eH11ll.

**8b1Hy)l(,Il.eHHhlH KOMnpOMHCC - B 11CKJll04HTeJibHbJX CJiylHUIX, KOf­**

**na )KJ13Hl1 3aJIO)KHl1KOB yrpO)K3eT onaCHOCTb, B o6MeH Ha HHX B03-**

MOJKHO pa3pewl1Tb ITpeCTYITHl1KY ytirn.

OCHOBHblMl1 ITp11eMaM11 ITOCrpoeH11ll 6JJaroITp11llTHblX B3al1MOOTHO­

**wett11H C Teppop11CT3Ml1 }IBJUIIOTCH:**

* **neMOHCTP3UJ151. CTa6ttJibHOCTl1 H CTTOKOHCTBIHI;**
* B'IYBCTBOBaHl1e (BlKl1BaH11e) - COITepeJK11BaH11e C ITpeCTYITHl1-

**KOM 6ecnoKOIOW:11X ero C06bITHH; He06XO,IU1M KOHTaKT B3fJUl,llOB;**

* **«OTpIDKeHHe 4YBCTB>> - KOHUeHTpttpOBaTb yCHJIHH Ha TOM, YTO fOBOpttT H 11.enaeT npecrynHHK, Ha npaBHJibHOM nOHHMaHHH ero YYBCTB**

11 3MOl111H, ITPOllBJll!Tb COITepeJK11BaH11e (3MITarn10), HO He JJe3Tb B

**nywy, HMeTh YYBCTBO TaKTa;**

* **<<TenJIOTa>> - no6pO)KeJiaTeJibHOCTb, MHfKOCTb (11HTOH3UHH fOJIO­ ca), 3attHTepecoBaHHOCTb, nonblTKa nOHHTb npecTynHHKa, 03a6oYeH­ HOCTb no npHHHTHIO peweHHH, Bepa B cywecTBOBaHHe peweHHH, non­** nepJKKa HMe)l(Jlhl ITpecTyITHl1Ka Ha YllOBJICTBOpeH11e ero rpe60BaH11ti;
* **B3attMOD.eti:CTBHe Ha paBHblX - naTb noYyBCTBOBaTb npecTynHH­ KY, YTO ero BOCnpHHHMaIOT BCepbe3;**
* **OTKpOBeHtte O ce6e, CBOHX 4YBCTBax, HHTepecax, npennOYTeHH­ HX, acneKTaX )KJ13Htt;**
* BTllrttBaH11e B 1111anor - 06paU1eH11e K ITpCCTYITHl1KY C BOITpoca­

**MH 11 BblHy)l(,lleHtte ero Bb[CKa3blBaThCH no HttM;**

* MaH11ITyJ111poBaH11e 11Hl1]111aTl1B0H (yCTYITKa 11Hl11111aTHBb1) 11 IT0/1-

**nep)KaHtte D.OBepttTeJibHblX OTHOWeHttti:. ABTOpttTapHblti: CTHJib HHHUH­ aTHBbl onpaBnaH B 3KCTpeHHblX CJiyYaHx;**

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* pa3fOBOp Ha OD.HOM 513bIKe, onepauttOHaJlH3aUH51 O.IJ.HHMH KaTe­

rop11l!Ml1 (H03HHKaeT 60JlbWe 110Bep11ll);

* KOMQJOPTHall 30Ha o6weH11ll (npccrynH11K /]OJllKeH BbI6paTb 30HY o6weHl1ll - paccTOHH11e /IJlll 6ece11b1). Ecn11 B npouccce ncperosopos paccTOflHHe 6yneT MeHflTbCfl, TO y npecTynHttKa MO)KeT BO3HHKHYfb HerarnsHa,1 peaKUl1H Ha secb npouecc neperosopos.

Ec.rrn npecrynHHK HCHacTJ)OCH Ha ncperOBOpbl, nCHXOJlOfW-ICCKH K HHM He fOTOB HJIH BbID.BttraeT npensapttTCJlbHbJe Tpe6oBaHHH, TO B03-

HHKaeT Heo6xo.nHMOCTb cneUttaJlbHOro BO311eHCTBH51. B 3TOM CJiyt-rne no-

51BJ1flCTCfl Heo6xo.nttMOCTb 1acTaBHTb npecTynHttKa noHTH Ha ycTynKH. CJie.nyeT Bbl.ilCJIHTb OCHOBHbie nptteMbl ncttXOJIOrttlJCCKOro BO3,neH­

CTBH5I Ha npecTynHHKa:

* BblflCHHTb nO3HUHH npecTynHHKa, lf3CTH4HO C Hett corJiaCHTbCfl, noKa3aB, lfTO ero nO3HUHfl noHttMaeTCfl;
* npe11CTaBHTb nO3HUHlO o6ettx CTOpOH;
* coJ@Tb o6cTaHOBKY ycnexa neperosopos, pewa>I MM03Ha411- TCJ1bHb1e BOnpOCbl ( CB513b, Me.nttUHHCKHe cpellCTBa, nponyKTbl nttTa­ Hl1ll, nOMOWb);
* CHH3HTb ypOBCHb HCJ1OfH4HOCTH neHCTBHH npecTynHttKa pautto­ H3.i1tt3autteH ero c6HBl[HBblX Tpe6oBaHttH, o6Jrer4HB B3attMHOe nOHH­ MaHtte;
* T04HO ccjJopMyJ111poBaTb 33KJlJ04eHl1ll, 06bllCHl1Tb CJ10lKl1BWyJOCll

CHTyaUHIO H .naTb 06beKTHBHbie pa3bflCHCHH51 BO3MO)1(HbIX BapttaHTOB nocJie.ncTBttH;

* TOpMO3HTb corJiarneHHC C npecTynHHKOM no OCHOBHblM BOripO­ caM, 1anirtt11aH CHTY3UHlO, 4T06bI He yKpenJI51Tb ero ncttXOJIOfW-Iec­

K11e n0311U1111 11 113Hyp11B, 110611TbCll OTKa3a OT npecTynHOro 3aMblC,1a,

H3MeHeHHfl nO3HUHH HJIH ee CMflrlJeHttfl;

* BbICTynaTb npOTHB ce6fl - no.nsepraTb KPHTHKC CBOH IlO3HUHH, HO He npHHUHIIHaJibHbie, TCM caMbIM 3aCTaBJiflfl npecTynHttKa nepe­ cMaTpHBaTb CBOH IlO3HUHtt;
* nOCTeneHHO y6elK/laTb npccTynHl1Ka B ucnecoo6pa3HOCT11 KOHCT­

PYKTHBHOfO no.nxo.na K CJ1O)KHBWeHcfl CHTyautttt;

* C411T3TbCll C MOTl1Bau11eii npeCTYnH11Ka (ero UCJlllMl1 11 nOTpe6- HOCTllM11);
* nOOWpllTb ycTynKl1 npeCTynHl1K3, HO a11eKsanw (Hanp11Mep, npenocTaBJleHHe UHWH B3aMeH Ha OCB060)l(JleHtte OD,HOro 33J1O)KHl1- Ka);
* nOMOraTb npecTynHHKY 6b!Tb aKTHBHb!M CJiywaTeJieM, y4aCTBO­ B3Tb B o6cy)l(JleHHH sapttaHTOB BblXO.na H3 CHTyautttt;
* yKa3bIBaTb Ha CXOD,CTBO npecTynHttKa C co6oH HJIH C KeM-Jitt6o H3 neperOBOPWHKOB (MeCTO pO)l(JlCHH51 H )KJ1TCJ1bCTBa, 3THH4eCKa51

rpynna, HauHOHaJI bHbJC 4CPTbl xapaKTepa, npHBbllfKH, H3JIH4tte 11e­

Tett 11 *T.11.*);

* CBO.IJ.HTb K MHHHMYMY KOHTpapryMeHTbl - CMflrlJaTb ero BepcttH tt no6ttBaTbCfl corJiaCttfl no LtaCTflM;

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* BB0LlHTb *B* pa3r0B0p <<TeMbI-npnMaHKH», o6cy)KJlaH HenpHHUH­ nHaJibHble B0TTp0Chl, no K0T0pblM CT0HT HaX0,llHTb K0MTTp0MHCCH0e peweHtte, a 3aTeM nepeX0,llHTb K rJiaBH0H TeMe;
* HCTT0Jib30BaTb tj:>aKTW-IeCKHe CBH,UeTeJibCTBa, npHMeHHTb o6beK­ THBH0CTb H apryMeHTaUHlO npHHUHTTHa.JlbH0H TT03l1UHl1.

ncnXOJIOfHlleCKOe 803,UeticTBtte Ha npeciynHHKa C ueJiblO TT0JiyYe­ HHH HHtj:JopMaUHH DJIH BblHBJleHHH era CKpbITblX MhlCJieH H YYBCTB ll0CTttraeTCH 3a CYeT:

* !1CKYCCTBa cJJyWaTh npecrynHHKa;
* nepecj,pa311poBaH!1ll era MblCJJeH llPYfl1Ml1, 6oJJee Jl3K0H!1'1Hb1Ml1 Bblpa)KeHHHMH H CJI0BaMn:
* orpa)KeHHH YYBCTB npecTynHHKa, conepe)KHBaHnH;
* HaX0)l()ICH!1ll l1 yCTpaHeH!1ll KOHcj,pOHTaU!1l1 Me)l()ly co11eplKaH11- eM l1 cj,opMOH Tpe6oBaH!1H, co11eplKaH11eM Tpe60BaH11H l1 11e11CTB!1l!Ml1 npecwnH11Ka;
* onepttpoBaHHH 0TKpblTblMH, 3aK0HLJ:eHHbIMH BonpocaMH (YTO, no'!eMy, KaK, r11e 11 T. n.);
* onepnpoBaHHH 3aKpblTblMH 3aK0HLJ:eHHblMJ1 B0npocaMH, Ha K0- TOPbie Tpe6yeTCll 11aTb 0/lH0CJIOlKHblH orneT: 11a !1Jll1 HeT. Hanp11Mep:

<<Bbl npttHHJIH K cseneHHlO Moe coo6weHne? Bbl TT0JIYYHJ1H TO, YT0 npoc!1J111?» He 11onycKaTh Heonpe11eJ1eHHhIX BonpocoB. Hanp11Mep: «KaK BblnyMaeTe, '-ITO Mhl npem1pnMeM B 3TOH cttryauttn?>>

no/1/leplKKa l1 3aW!1Ta 3aJJ0lKHl1K0B ocywecTBJJlleTCll no /IBYM Ha­ npaBJleHHHM:

* TTCHX0JI0fWieCK0e B03,UeHcrBHe Ha npecTyTTHHK0B C ueJiblO npe­

)lynpe)l()leH!1ll arpecc1111 *B* 0TH0U1eH1111 JaJJ0lKHHK0B (noowpeH11e npe­ crynHttKa 3a ryMaHH0e 0TH0WeHne K 3aJl0)K.HHKaM);

* Henocpe,UCTBeHH0e B03LldicTBJ1e Ha ITCHXHLJ:eCK0e C0CT0HHHe 3a­ JI0)KHJ1K0B (c yLJ:eT0M HX JIHYH0CTHblX oco6eHH0CTeW tt TeKywero co­ CTOl!Hl1ll).

C11enyeT opraHH30BaTb CBH3b C 3aJ10)KHHKaMH, no B03M0)KH0CTH

Hanp>IMYIO- O11HaKo o6beKT!18HblH l1 KBaJJl1cj,l1Ul1P0BaHHhlH K0HTp0Jlb 3aC0CT0HHHeM 3aJI0)KHHK0B 6bIBaeT 33TpYnHeH H3-3a Ha6JIIO,UeHHH 33 HHMH npecTyITHHK0B J1JIJ1 Q)tt3nY.eCKOH HeB03M0)KH0CTH BCTYflJieHHH 8 K0HTaKT C 3a.Jl0)KHHK3MH.

no B03M0lKH0CT!1 Hap,wy C 0C!1X0JI0fOM K neperoeopH0My npo­ ueccy ,U0Jl)KHhI npnBJieKaThCH tt npyrne cneunanttcTbI: ncnxttaTphI, ncttX0TepaneBTbl, MellHUHHCKHe pa60THJ1KH.

Heo6XO/l!1MO !1C00Jlb30BaTb onpoc ocB06o)l()leHHblX 33JI0lKHI1K0B Jl)lH ycTaH0BJieHHH CaM0YYBCTBHH 0CTaBlliHXCH *B* 3aJ10)KHHK3X JIIO,UeW. nptt TT0Ll03peHHJ1 Ha 6oJie3HeHHbIC J13MCHeHHH C0CT0HHHH 3aJ10)K­

Hl1K0B ueJJecoo6pa3H0 npeJlcTaBHTb KaK /lOOOJIHHTeJlbHhIH cj,aKTOp 11aB­ J1eHHll Ha npecrynHHKa Tpe60BaH11e 0CB06o)l()leHHll 3a6oJJeBWHX HJIH

)l0CTYna K 3a60J1eBU1HM cneuHaJJHCTOB (B HX 'IHCJJe onepaTHBHblX pa- 6ornHKOB - Me/lHK0B). vlcnOJJb30BaTb cj,apMaKOJIOfl1'1eCKHe cpe11crna Jl)lH 3aCbinaHHH npeciynHHK0B. l1cnOJib30BaTb cpeD.CTBa MaCCOBOH HH-

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q:,opMau1-m. CsoespeMeHHOe H ncttXOJIOrtt4eCKH npaBHJlbHOe OCBeme­ HHe C06b!THi-i HOPMaJJH3yeT o6CTaHOBKY, npenHTCTBYeT pacnpOCTpffile­ HHIO HeJJenb!X CJJYXOB, nporH030B H Bepctti-i pa3BHTHH C06bITHi-i.

BepcHH lKeCTKOfO nonxona HepBHPYIOT npecrynHHKOB H OTpalKa­ lOTCH Ha 3aJJOlKHHKaX. no3TOMY B 3TOT nepH0/1 Tpe6yeTCH nonsepraTb cneuttaJJbHOi-i 3KCnepTH3e see Bb!XO/IH!llHe B 3q:>Hp MaTepttaJibl. 3a­ JIOlKHl1KOB uenecoo6pa3HO y6elK!IaTb B co6JJIO/IeHHH cnOKOi-iCTBHH H **BbUiep)KKH., OKa3aHH.H. B3al1.MOTTOMOUU1., oco6eHHO ,rrenIM, fiO)KHJlblM J110.II5IM, 60JlbHbIM, neMopaJH1.30BaHHblM, He npe,rrnpH.HH.MaTb CaMO­**

**CT05ITeJlbHblX ,rretiCTBH.ti.**

Uenecoo6pa3HO HCfi0Jlb30BaTb MeT0/1 nepeKpeCTHOi-i HHq:>OpMauttH. BbIHCHHTb MaKCHMYM HHq:>OpMau111-1 0 3aJJOlKHHKaX (HaJJH'lHe HeCO­

**sepweHHOJieTHH.X, fi0)Kl1.J1bIX, 60JlbHbIX, HY)l(JlalOWH.XCH B OKa3aHHH HeOTJIO)KHOH TTOMOUU1.) - OTBeTCTBeHHOCTb 3a )KJ13Hb 3TOH KaTero­**

pHH Bb1c0Ka no YroJJOBHOMY KO/IeKcy Pocctti-icKoi-i <Denepautttt. He­ o6xonttMO npenynpenHTb 3aJIOlKHHKOB, 4TO OHH /IOJllKHbl 6ecnpeKO­ C,10BHO BblITOJIHHTb Tpe6osaHHH npeCTYITHHKOB, ornasaTb Be!ll11, He npoHBJIHTb BPalK!Ie6HOCTH, He fib!TaTbCH 6elKaTb, He 60HTbCH o6pa­ maTbCH K npeCTYITHHKaM co cnoKOHHblMH npoch6aMH, pa3rOBapHBaTb **CTTOKOHHO, 6e3 BblCOKOMepH.H, He BbIK33blBaTb npe3peH1-rn:, npeTeH- 311.ti, OTBe43Tb Ha nocTaBJJeHHbie sonpoCbl KOPOTKO, HO Be)l(JlHBO H T3KTl14HO.**

Ecntt eCTb He3aBHCJ.1Mble KaHaJJbl CBH31-1, TO HYlKHO npenynpenHTb

**3aJJO)KHl1KOB, KaK OHH .llOJDKHbl BeCTH. cefoI B T3KH.X YCJJOBHHX, KOr.rra**

noTpe6yIOTCH CJ.1JIOBb!e Meponpl-1HTJ.1H.

EcJJJ.1 eCTb B03MOlKHOCTb, CJJe/IyeT J.1CllOJlb30BaTb MeT0/1 M06J.1JJJ.13a­

UJ.10HHOH B3aJ.1MHOH fi0/1./IeplKKJ.1 B rpynne.

**Xopowo, Korna HaXO.IUITC5I JIIOJ:U1., BJ1a.rre10uu1.e ayTOTpeHHHfOM,** penaKcau1-1ei-i, CaMoperyJIHUI-1ei-i 1-1 !IPYrHMJ.1 fiCJ.1XOKOppeKUJ.10HHb!MH **MeT0.1I3Ml1 MH opraHH33Ul1.l1. 33H5ITH.ti C 3aJIO)KHH.KaMH..**

Ha COCTOHHJ.1e 3aJJOlKHJ.1KOB B JJY'llllYIO CTOPOHY MOlKCT cymecTBeH­ HO fiOBJIJ.1HTb MeT0/1 MY3b!KaJJbHO-JIJ.1TepaTypHOfO B03/IeHCTBJ.1H. npu

**3TOM CJJe.uyeT Y4l1TblBaTb TT03l1.Tl1.BHOe BJTH.51HH.e onpe.rreJJeHHblX )KaH­** pOB MY3b!KaJJbllb!X npOI-13BeneHJ.1i-i Ha onpeneJJeHHb!H B03paCT JIIO/Iei!. KaK npaBHJIO, JII0/11-1 BCeX B03paCTOB fi03J.1TJ.1BHO socnp!-1HJ.1Mal0T neT­

**CKH.e MY3bIKaJibHbie npOH.3Be.UeHH.H.**

np1-1 6JJaronpl-1HTHOM CTe4eHJ.1J.1 o6CTOHTeJJbCTB MOlKHO 11CfiOJlb30-

**BaTb MeTO.UH.KY se.rreHH.51 ,.rrHeBHH.Ka, 3aTTH.CHOH. KHH.)KKH., Han11.caHID1**

**n11.ceM, 11.cnose.ueH., 4TO OKa3bIBaeT Ha mo,.uett ycn0Ka11.sa10mee B03-**

**.uettcTBH.e, TTOMOraeT OTBJie4bC5I, 3aHHTb speMH. )lJJH 3aJl.0)KHH.KOB-.Ue­ TeH. MO)KHO H.CTTOJlb30BaTb MeTO.lI 11.rposott .rreHTeJlbHOCTH..**

Heo6XO/IJ.1MO ocymeCTBJIHTb ncttXOJIOrtt'leCKYIO noMO!llb yqaCTHJ.1- KaM neperosopHoro npouecca. llJJH neperosopm1-1KOB Heo6xon1-1Mo co­ **CTOHHH.e TTOBbIWeHHOH <<BKJII04eHHOCTl1>> B CH.TyauH.IO. )lJIH HH.X BffiK­ Hbl: ncttXOJIOfH.l.feCKaH YCTOH4H.BOCTb, CKOpOCTb nepeKJII04eHH.H BHH­**

**Mal!H.51, ncH.XOMOTOPHble csottcTBa, a.rreKBaTHOe socnpH.HTHe 3BYKO-**

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**BblX pa3npa)KJ1TeJieH, Ha6mo.uaTeJibHOCTb, BbJ.l1ep)l(Ka, peaJI.l1CTl1YHOCTb,** npennoqTeHHe B0CTTHTaTeJlbHbIX QJOPM rpy6bIM peaKUH>IM, npHHHTl1e 6hICTpbIX 11 6J1aropa3yMHblX pewettHii, cnoco6HOCTb npe11e1111eHHH Ba­ p11aHT0B neiiCTBHM, yMeHHe Y'JHTbIBaTb npe)lbl/lYWHM onbIT BCTpeq H 6opb6bI c npeCTYTTH11KaMH.

Ontto 111 pacnpocTpatteHHhIX npo>1BJ1ett11ii /lHCTpecca y neperosop­ **WttKa - YTOMJieHtte, 3To ecTeCTBeHttOe COCTOHHtte, BO3HHKaIOmee 8** onpe11eJ1eHHbIM M0MeHT np11 Bbin0JIHeHHl1 HanplDKeHHOM pa6oTbl. L\.nH­ **TeJibHbie yrDMJieHWH He KOMnettc11pyIOTCH OT.llblXOM, a nepeXO.UHT B** xpoHH'lecKoe YT0MJleHHe, '!TO M0JKeT BbI3BaTb neqiopMaUHI0 JIH'IH0CTH.

CTpeccosaH peaKUHH neperoeopw11Ka M0JKeT npoHBl1ThCH Ha Tµex

ypoBHHX:

* ncHX0JI0rl1'1eCK11ii (Tpeeora, BHYTPeHHHH HanpHJKeHH0CTb, 6ec­ TT0K0MCTBO, 'IYBCTB0 YTPaTbl K0HTp0JIH Ha)l c11zyautteii);
* **COMaTOMOTOpHbIM (113MeHeHwe MbIWeYHOH aKTWBHOCTl1 W peaJI.b­**

H0ro QJH3H'!ecKoro nosenettHH);

* tteiip03H/lOKPHHHhIM (6H0XHMH'!eCKHe H ropM0HMbHbie Hapy­ IIIeHHH).

KoHCYJlbTaHT-TTCHXOJIOf K0HTP0JIHpyeT 11 noMoracT peryJ1HpoBaTb cocTOHHHe neperoeopw11Ka.

HaH60J1ee np0CTbie MeT0/lbl K0HTp0JIH: H3MepeHHe nyJlhCa, apTe­ p11MbH0ro )laBJleHHH, BJlalKH0CTl1 H UBeTa K0JKH, peqH (11poJKaH11e 11 npepbIBHCTOCTb), /lBHJKeH11ii (nJlaBHOCTb HJll1 cyernHB0CTb), BblpaJKe­ **HttH rJia3, Q)oHoBoro 3MOUHOHaJlbHOfO COCTOHHl1H no aKTl1BaUWOMeT­** PY H T./1.

L\.nH B0CCTaH0BJleHHH ncHX0JIOfl1'1eCKOii pa6oTocnoco6HOCTH ne­

perosopwHKa M0ryT npHMeHHTbCH peJ1aKCaUH0HHbie, M06HJIH3yIOwHe II caMoperyJ1HUl10HHhie MeTO)lHKl1: 1111eoM0T0pHaH TpeHHP0BKa (Ha­ np>1JKeHHe-paccJ1a6J1eHHe rpynn MbIWU), aYT0Tpett11Hr.

Ha 3Tane CHJI0BbIX MeponpHHTHii ncHX0JI0fH'!eCK0e o6ecne'leHHC l!MeeT CB011 oco6ettHOCTI1.

ncHXOJIOfH'!eCKOe o6ecneqeHHe neHTeJlbH0CTH rpynnhl 3aXBaTa, ocywecTBJIHIOweii 0CB060JKlleHHe 3M0JKHHK0B, BKJIIO'laeT K0MnJleKC **opraH11Jau11OHHblX 11 nCl1XOJIOfHYeCKl1X Meponp11HT11i1, npoBO.llWMbIX** B ueJIHX:

* **o6ecrrelleHWH ncWXOJIOfl1YeCKOH fOTOBHOCTl1 K BhlnOJIHeH11IO cw­** JIOBbIX MeponpHHTHii (npoeeneHHe HenocpencTBeHHoro 3Tana npoqiec­ CH0HMhHOii 3KCTpeMMbHO-nCHXOJIOfH'!eCKOii nonroTOBKH /IJIH QJOp­ M11p0BaHHH Heo6XO)lHMOro nCHX0JI0fH'!eCK0ro C0CT0HHHH H npo(jJec­ Cl10HMbHOM pa6omcnoco6HOCTH);
* npe11ynpelK/leH11H npo(jJeCCHOHMbHblX OWHfiOK H noTepb Jll1'1H0- **ro COCTaBa, o6yCJIOBJieHHbJX BO3Hl1KHOBeHtteM .lll1CTpeccoBbIX rrc11xo­ JIOfWYeCKl1X COCTOHHttii;**
* **CO3,UaHl1H Heo6XO.Ill1MblX YCJIOB11H no HOPMaJI.l13auww nCHXOJIOfH­ qecKoro COCTOHHWH 3aJI.O)1(HWKOB, o 6 ec** □**e tJ.e HHH wx aueKBaTHOfO no­**

**se.ueHWH BO speMH Cl1JIOBbIX MeponpttHTttii,**

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no11roTOBKa K rrpose11eH11IO Cl1JIOBblX Meporrp11l!Tl1H rro OCB060JK­

**neHHIO 38Jl0)KHHK0B HallHHaCTCH cpa3y TT0CJie COOTBCTCTBYIOWCH one­**

parnBHOH 11H(p0pMaU1111 ITO 11X JaxBary. Op11 3TOM llJIS! Herrocpe11crneH­

**HOH npo¢>ecCHOH8.JlbHO-TTCHXOJIOfH1--ICCKOti TT01]JOTOBKH MaKCHMaJlbHO**

"l<p<peKTl1BHO 11CITOJlb1YCTCll BpeMll, KOTOpoe rrpe11ocTaBJ1lleTCll Be11e­ **HHCM neperosopos. CaM MOMCHT Halfa.Jia CHJIOBblX onepaUHti 1U1KTYCT­ CH, KaK npaBHJIO, He 3aBHCHIUHMH OT rpyrHlbl 3axBaTa o6CT0HTeJib­**

**CTBaMH.**

**3Tan rrpHMCHCHH51 CHJibl CTaH0BHTCH aKTYaJibHblM, eCJlH rreperooo­ pbl 3aKaW-IHBalOTC51 6e3 pe3yJibTaTOB - BblDBYDKCHHCM HCTTpHeMJICMblX** Tpe60BaH11ii. O11HaKO 11 B 3TOM CJJy"Jae He06XOJ111MO rrpOJIOJIJKaTb BCCTl1

**rreperosopbl, TT0Ka3bIBaH npCCT)'ITHHKY CB0IO 3aHHTCpecoBaHH0CTb B**

M11pHOM peweHl111 KOH<pJJ11KTa 11 rrp11T)'ITJlllll ero 61111TeJJbHOCTb.

CTpeCTyITHl1KOB CJJe11yeT 11epJKaTb B ITOCTOl!HHO 113MaTblBaJOweM pe­

**)KHMC, HC nasaTb 3aCHYfb, 0TBJICKaTb B0TTpocaMH, peK0Mett.uaum1MH, K0HCYJibTaUHHMH H** T. .Il. **O.UHOBpCMCHH0 C 3THM HC06xOJUIMO HC3a­**

MCTHO 11J1ll rrpecryITHl1KOB rrepexo1111Tb K Cl1JIOBOMY peweHl1IO JaJ1aY11.

**Ba)KHOH npel]Jl0CblJIK0H ycnexa HBJUICTCH BHCJaTTHOCTb .ueHCTBHH rpyrn1b1 3axsaTa.**

CTpemiap11TeJJbHYIO JaJla'!y Jll1YHOMY COCTaBY rpyITITbl Jaxsarn CTa­ B11T ee pyKOB01111TeJJb BO BpeMH J1B11JKeHl1S! B paiioH orrepau1111. C rrp11- 6b1T11eM Ha MCCTO 3alla'll1 rpyrrrrbl KOHKpeTl1311PYIOTCll C yYeTOM no­

c11e11Heii 11H<pOpMau1111 o:

* **npeCTYTTHHKax (BO0py)KeHH0CTH, TT0llf0T0BJieHH0CTH, TTCHXW-Iec­ K0M C0CT0HHHH H T.Jl.);**
* **38J10)KHHKax (MeCT0paCTT0JIQ)KCHHe, HaJIHYHe neTeH, )KeHlUHH,**

60JJbHblX 11 T.JI.):

* **o6cTaHOBKe (Kpen0CTb nBepeH, 3anop0B, CTeTTCHb H30Jl51UHH,**

HaJJl1Yl1e oxpaHeHl1ll 11 T.1\.).

**OpraHH3aUHH TT0p5111Ka COBMeCTHOH neHTeJibH0CTH y1-1aCTHHK0B**

6oesb1x 11eiicrn11ii rrpe11sap11TeJJbHO OTpa6aTb1BaeTCll Ha cxeMe (MaKe­ Te) MecrnpacrrOJJOJKCHl1ll 3aJJOlKH11KOB 11 rrpeCTyITHl1KOB. Op11 3T0M **HCTT0Jib3YIOT M0neJIH 0CH0BHbIX TTOMCIUCHHH, YKPblTHH, neHCTBYIO­**

Wl1X Jl11ll (rrpeCTyITHl1KOB, 3aJJOJKHl1KOB 11 yYaCTHl1KOB 6oeBblX 11eii­

CTB11ii). Ha1160J1ec 3(p(pCKTl1BHbl HaTypaJJbHbiC MaKeTbl.

B rrpouecce MOJICJlbHblX TpCH11pOBOK KalKJlblH yyaCTHl1K 6oeBblX

**neHCTBHH ll0JI)KeH BCJlyx H3J10)KHTb CB0H 3a\_uaYH H p0Jib BO BJaHM0-**

**neHCTBHH C napTHep0M, TT0p511l0K CB0HX nepeMeweHHH H neHCTBHH,**

TOYII0 11eMOHCTp11pyll 3T0 Ha Mo11eJ111.

nc11xOJJOf B Ofol3aTeJJbH0M rr0pllJIKe ocyweCTBJll!eT ITCl1X0Jl0fl1'1CC­

**KHH K0HTp0Jib BCCX Y1-faCTHHK0B 6oeBblX neHCTBHH H naeT 3aKJIJO'-leHHe**

**0 TTCHXOJI0fHYeCK0H B03M0)KHQCTH HX ylmCTHH B onepaUHH.**

!lJJll ocywecrn,1eH11ll KOHTPOJJll ITCl1XOJl0f 11CITOJlb3YeT MeTOJlbl Ha- 6J1101JeHl1ll 11 11H1111B1111YaJJbHOfO co6ece110BaHl1ll. O6pawaeT BHl1MaH11e **Ha ypoBeHb TTCHX0JI0fHYeCK0H M06HJIH3aUHH, BHeWHHH BHll, a.ueK­**

**BaTH0CTb HacTp0eHHH H noseneHHH yYaCTHHK0B 6oeBblX neHcTBHH, Ha**

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pe,1mM 11x )l(f13He11e>1TeJ1bHOCT11 B npe11wecrny1011!11e onepaum1 CYTKH, ITCl1XOTpaBMHPYIOWHe o6CTOHTeJJhCTBa.

K ITPOTl1BOnoKa3aHHl!M /IJIH y'-laCTl1ll B onepa111-111 OTHOCHT: HeCo­ OTBeTCTBl1e nCHXOq:>H3H'-!eCKOro COCTOllHHH o6cTaHOBKe, YITOTpe6JJe­

H11e aJIKOfOJUI B Tel.fem1e flOCJieD.HHX cyTOK, CJiy)Ke6Hbte H 6bITOBbie

KOHQ)JH1KTbI, OTC)'TCTB11e flOJIHOUeHHOfO OT.IlhlXa, nc11xw1ecKyKJ ne­

M06HJIH3aUHIO, qpe3MepHylO npe11cTapTOBy10 M06HJJH3au1-110, ocTpoe

$H3Hl.J.eCKoe 11JHf nc11xwrecKoe YT0MJieHHe, )l(aJI06bI Ha C3M0l.J.YBCTBl1e, paccTpOHCTBO CHa, nOHf!)l(eHHYIO pa60TOCITOC06HOCTb.

BIDKHblM HBJUl.eTCH BOCCTaHOBHTeJihHO-pea6HJIHT3Ul10HHblH. ::nan

OITepa11111-1 ITO OCB060)l(!leHHIO 3aJJO)l(IIHKOB. OH 3aKJJIO'-laeTCH B ycTpa­

HeHHH nocnenCTBHti flCHXOJIOfH4eCKOf0 Cl'pecca H BOCCT3HOBJieHl1H

pa6omcnoco6Hocrn y4aCTHHKOB onepaw-rn 11 3aJJO)l(HHKOB.

no Mepe OCB060)l(!leHl1ll 3aJJO)l(HHKOB opram13yeTCH HX Me/lHKO­

flCl1XOJIOfHlleCKHH KOHTPOJib.

l1cnoJib30B3Hl1e 33JI0)l(HHK3 B Kal.J.eCTBe CBH.LleTeJUI l1J111 .LIJUI. npy­

rnx yroJJOBHO-ITpoueccyaJJhHb!X 11etiCTBHii 6e3 npose11eHHll 3KCTpeH­ HblX BOCCTaHOBHTCJ1bHO-pea6HJ1l1Tau110HHblX MeponpH.HTl1H HeonpaB­ ll3HHO.

np11 He06xO/lHMOCTH ncHXOJIOr MO)l(eT npoKOHCYJlbTHPOBaTh co­ TPYIIH11Ka no Bonpocy ITOJly4eHHH 11onoJJHHTeJ1bHblX CBe/leHHH fl ITO oco6eHl-f0CTHM ycTaH0BJ1eH11.H K0HTaKT3 C 33JI0)KHHK0M.

K=oMy y'-laCTHHKy rpym1h1 JaxsaTa nocJJe onepau"" TaK)l(e He- 06xo1111Mo npoi-iTH IICHXOJIOrH'-!eCKHH KOHTpOJJb. no pe3yJJbTaTaM ITPO­

BepKH [JCHXOJIOr 11aeT peKOMeH11auHH no 11onyweHHIO COTPYIIHHKOB

rpynnhr 3axsaTa K .IUUibHetiweH pa6oTe, caM0CT0HTeJibH0 nposo.run

eoccTaH0BHTeJihHbie Meponp1,rnnrn 111111 naeT HanpaMeH11e Ha npose­

.ueH11e 03.U0P0BHTeJlbHbIX H 11eqe6HblX Meponpl1HTHH y MellHK0B. CJ1e11yeT ITOMHHTh, '-!TO rpynna 3aJJO)l(HHKOB H COTPY/IHHKH rpyn­

ITbl 3axBaTa MOrYT 11aTb OTCpO'-leHHhle peaK111111 Ha CHTyauHIO nepe)l(f!­ TOro CTpecca, TT03T0MY HY)l(Jl3IOTCH B .UHCnaHcepH0M Ha61110.ueHHl1 no Meczy pa60TbI HJIH )l(HTeJihCTBa.

**BOnPOCbl AJJSI CAMOnPOBEPKH**

1. lfro nOHHMaeTC51 llOJl TepMHHOM <<ananTaU1151»'?
2. KaKHe Q)a3bI, cornacHo KOHuem.lHH r.Cc,'lbe, 11MeeT o6urnH a11anTat.m­

OHHblH CHH/IPOM (OAC)''

1. lfro co6oti: npencTaBJUHOT, B paMKax TeopHH nc11xH•1ecKoH ananTau1111, KaTerop11H: <<YCTOi1'--lHBa51 llCHXHYCCK351 auanTaUH}I», <1nepeana1nau11si:», <<1Ie3- aD.an TaUJ1}1►> 11 <•pea!lanTauHH>>'?
2. 8 yeM paJJ111YHe Me)l(Jly nom!TH51MJ1 <<CTpecc-ctJaKTOPbi>> 11 «nc11xoreHHble

{paKTOpbl ►>'?

1. lfro TaKoe CTpeccoycToH•msocTb?
2. lfro npe.UCT3BJ151eT co6oH J111Ytta51 6C3onacHOCTb cne1(11aJIHCTOB H opra­ HH33UHOHHa51 6eJonacttOCTb Q)yHKl1110HaJibHblX rpynn H K3Kl1e KOMnOHCHTbl B HHX BKJHOYafOTC5J?

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1. KaKOBbl 06u111e npamrna 11 YCJ10B11H o6ecne4eHl1M Jil14HOH 6e30IT3CHO­ CTl1 cneU113J111CTa B 3KCTpeM3JlbHblX YCJ10B11HX?
2. KaK11e rTCl1XOJIOfl14eCKl1e K34eCTB3 cneu11a.1111CTOB 11 xapaKTep11CTl1KH q>yHKUl10HaJlbHblX rpynn Ha116onee B3)KHbl rum 06ecnelJeH11H q>11J11lJeCKOH

6eJonacHOCTl1 cneu11aJ1l1CTOB B C11Tyau1111 p11CKa ,LI.JIH )Kl13Hl1 11 opraHl133UH­ OHHOH 6eJonaCHOCTl1 q>yttKUl10HcUlbHOH rpynnbi?

1. KaKl1C OCHOBHble 3<.l)Ia•-rn pewalOT nporpaMMbl no Bbl)Kl183H11IO?
2. 4To co6oH npe,UCTaBJHIK)T <<3BeJ,ua BbDKl1B3H11H>> 11 <<TpeyroJibHl1K 6e3- onacHOCH1>) 11 K3Kl1e KOMITOHeHTbl B Hl1X BKJ1K)lJ3K)TCH?

IO. KaKoH Ha6op MeTo)].11K MO)l(eT np11MCHHTbCH ,LI.JIH q>opM11poBaH11H, non­

,uep)l(aHm1, pa3B11Tl151 JIWIHOH 11 rpynnoBoH 6e3onacHOCTl1 cneu11aJ1l1CTOB H q>yHKUl10H3JlbHblX rpynr1'!

**l l.** Ha30R11Te B11.llbI nc11xonorw1ecKoro 06ecnelJeH11H cneu11aJil1CTOB 11 <t>YHK­

Ul10H3Jl bHhlX rpynn B 3KCTpeM3JlbHbIX YCJ10Rl151X.

I 2. B •1eM COCTOHT 3a.JI3lJl1 nc11xo11orw1ecKoro conpoBO)l{JieHl1H B 3KCTpe­ MaJlbHblX yC.'l0B1151X'?

I 3. KaK11e Tl1rTbl nc11xo11or11lJecKoH ,ue3arranrau1111 11 llp11JHaK11 paccTpoHcrn r1Cl1Xl1'-leCK11X COCTOHHl1H Ha6JIIO,ll3IOTCSI y cneU113J111CTOB B 3KCTpeM3JlbHbIX YCJ10Bl1HX'?

1. KaK11e q>opMbl nc11xo11or114ec\_KOH BOCCT3HOBl1TeilbHOl1 pa60Tbl B 3KCT­

pCMaJlbHbIX ycJIOBl1HX np11MeHHIOTCH ,LI.JIH nepCOHaJia?

1. KaK11e 110,LJ,XO,llbl np11 pa3peweHl111 '--Ipe3BbI43HHblX c11ryau11H, CBH33H­ HblX C 3aXB3TOM 33J10)KHl1KOB, 113BeCTHbI B M11poBoM np3KTl1Ke?
2. B 4eM npm1.BJ1HeTCH 3KCTPCM3JlbHOCTb c11ryau1111 33XB3T3 33J10)KHl1- KOB?
3. KaK11C 3Tanbl npasooxpatt11teJ1bHOH ,LlCHTeJibHOCTl1 11MelOT MeCTO npH OCB060)l{JieH 1111 3a..'lO)l(H 11KOB'?
4. KaKOBbl nCl1XOJIOfl14eCKl1e oco6eHHOCTl1 neperoBOpHoH nesneJibHOCTl1?
5. KaKOBbl OCHOBHbie IIP11HUl1rTbl Be,UeHl1SI neperosopoB C npecrynHl1K3-

11 no OCB06o)l{JieHl1K) 33J10)1(Hl1KOB, np11eMbl 11 MetO,llbl 803,ueHCtBJ.151 Ha npectyrIH11KOR?

1. KaK11e np11eMbl, MeTO,Llbl 331Ul1Tbl 11 no)1Jlep)KKl1 np11MeHSIIOTCH ,[IJIH

33J10)1(Hl1KOB?

**PEKOMEHAOBAHHASI nHTEPATYPA**

1. *AHdpeee H.B., CeupcKafl H.B.* TTeperoBopbI B <•c11ryau1111 33J10)KHl1Ka», xapaKTep11ct11Ka MOTl1BOB, J1114HOCTl1 11 rpyflllbl npecTynHl1KOB. - M., 1995.
2. *AHdpeee H.B., c upHoB B. H. u dp.* TTc11xo11or11•1ecKoe 06ecnelJeH11e cne­ u11aJ1bHb1x onepau11H OBLI, 110 OCBo6mt(.IJeHl1K) 33J10)1(Hl1KOB : Mero,u. peKo­ Mettnau1111. - **M.,** 1995.
3. *AHdpeee H.B.* TTc11xonorw1ecKoe 06ecneYeH11e neperoeopHoH ne»TeJib­ Hocn1 coTpy.UH11KOB OBLI, B 3KCtpeMaJibHbIX yc11os11s:ix: y•1e6. noco611e. - M., 1997
4. *AHdpeee H.B.* TTc11x0.110rw1ecKoe 06ecneyett11e onepatl1BHO-cJiy)l(e6HoH neSITCJ1bHocr11 corpy,uH11KoB OBLL : Mero,u. noco611e. - **M.,** 2004.
5. *6eJ1UK 51. 51.* nc11x11'-leCKaH C3MOperyJI51U11H B 3KCtpeM3JlbHblX YCJIOBHHX nesne11hHocr11: HayLJHO-aHaJ111tw1ecK11H o6Jop. - M., 1988.

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1. *EellUK fl. fl.* Y'--le6tta51 KHH)l(Ka J],J151 CJ1ywaTe,11ert no (paKyJibTaTHBHOMY Kypcy (<npneMbl H MeTOllbl TTCHX11'--leCKOti: C3MOperyJJ51UH11». - M., 1989.
2. *EyaaHoe A. B.* 06y1..Jett11e coTpynHHKOB npa0ooxpatt11TeJ1bHbIX oprattoB raKTHKe 11 MeTo.uaM 06ecne1..JeHl151 JIH'--IHOti: 6e3onaCHOCTl1. - M., 1997.
3. *3a6poduH JO. M., 3a3bJKUH B. r.* OcHOBHbie HanpaB.r1ett11H 11cc.r1enoBaH11H

ne51TeJJbHOCTl1 '--leJJOBeKa-onepaTopa B oco6blX 11 3KCTpeMaJibHbIX yCJIOBH51X :

ncHXOJJOrw-1ecK11e npo6JJeMbl neHTeJ1bHOCTl1 B oco6bIX ycJJOBl151X. - M., 1985.

1. *KapGRHU A. r.* TICHXOJIOf11'--1eCKa51 pa6oTa B 6oeBoH o6cTaHOBKe: npaKTH-

4eCK0e noco6He. - CaMapa, 1997.

1. *KomeHee 11. 0., <PUJ1unnoe H. M.* ncHXOJ10fl1'--leCKHe acneKTbI fOTOBHO­ CTH JIH'--IHOro COCTaBa l.J3CTeH 1-1 nonpa3ne.r1ettHH opraHOB BHyrpeHHHX .UC,'1 K

.ueti:CTBH51M B ycJJOBH51X Me.>KttaUHOHaJibHOro KOH(pJIHKTa. CoBepweHCTBOBa­

Hl1e cHcTeMbI 3KCTpettttoro pearHposaHl-151 OBLl Hat1pe3Bb11..Jati:ttb1e c11Tyau1111.

Tpy11b1 AK311eMHH ynpaBJ1eHH" MBll PocCHH. - M., 1993.

1. *Ky1Heu,oe 0. ll., Jle6edee B. H.* ncHxoJJorH» 11 ncHxonaToJ1or11» o.nHtto-

4ecrsa. - M., 1972.

1. *JlantuUH E. B., KomeHeB 11. 0.* Onb!T H npo6J1eMbl TTCHXOJJOr11l.JeCKOro 06ecne1..Je111151 .ueHTCJJbttOcTH nonpa3ne11ettHH OBLl B ycJIOBHHX soopy.>Kettttoro

KOHcjlflHKTa // l13secrn" MUTIOHKHl1 npH fYK MBll PoccHH. - M., 1996.

1. *Jle6edee B.11.* Oco6ettHOCTl1 TTCHXHl.JeCKOti: llC51TCJ1bHOCTH 8 113MCHCH­ Hb!X yCJJOBHHX cywecTBOBaH1151: aBTOpecp .... nOKT. TTCl1XOJ1. ttayK. - M., 1983.
2. *Jle6eaee B.11.* JlWIHOCTb B 3KCTpeMaJibHblX YCJJOBl151X. - M., 1989.
3. *MapuuzyK B.Jl., llAamoHOB K. K., llllemHUU,KUil E.A.* HanpH)KeHHOCTb B

nonne. - M., 1969.

1. *MapbUH M.11.* npo6JJCMbi TTCHXOJIOrH'--leCKOfO o6ecnel.JeHl151 npo(pecCHO­ HaJibttOH ne»TCJlbHOCTH TTO.>Kapttb!X 11 cnacaTeJJeti:: y4e6. noco611e. - M., 1993.
2. *MapbUH M.11., CMupHoe B. H. u ap.* TicHxo11orw1ecKoe o6ecnelieHHe .ue­ HTCJibHOCTH OBLl B 3KCTpeMaJibHblX ycJIOBl1HX: MeTO.U. noco611e. - M., 2001.
3. MopaJibHO-TTCl1XOJ10fl14CCKOe 06ecne1..JeHHC .UCHTeJ1bHOCTl1 JIH4HO[O cocrnBa OBLl H BB npH l.Jpe3Bbll.Jati:tthIX 06cTOHTe11bcT0ax. - M., 1998.
4. *HuKoHoe B. ll., KoJAoecKuil 11. H.* ncHxo.r1or111--lecKaH anainaum1 s 6oe­ soH o6cTaHOBKe pc.>KHMa t1pe3Bb11..Jatittoro noJIO)KCttHH (Cesepo-Ka11Ka3CKHH

pernott) // 6e3onacttocTb. lfocjlopM. c6op. - M., 1995.

1. *llanKUH A.11.* J1Hl.JHa51 6c3onacttocTb c0Tpyntt11K0B OBLl: yl.Je6. noco-

6He. - M., 1996.

1. *llau,aKyJla 11.11.* TicHXOJIOrHH npo(pecCHOHaJibHOti 6e3onacttOCTH co­

TpYllHHKOB cneuno.upa31leJICHHH npasooxpaHHTCJlbHblX opraHOB B 3KCTpeMaJib­ HbIX YCJJOBH51X neHTCJlbHOCTH : .Ul1C .... KaH.u. TTCl1XOJI. HayK. - M., 200 I.

1. *PoMaHoBul.f r. r., /Ocmuu,Kuil B. B.* ncHxo.r1or111..JeCKHe oco6cttttocT11.ueH­

CTB11H COTPYllHHKOB opraHOB BHyTpCHH11X neJJ B 3KCTpeMaJibHblX YCJ10B1151X :

neKl\HS. - MHHCK, 1988.

1. *CMupH06 B. H.* HcnoJib30BaHHC tteTpa.Ll11UHOHHblX TTCHXOTeXHHK B npo­ (peccHOHllilbHO-nC11XOJ10rH1..JeCKOti: no.urorOBKe COTPY.UHHKOB oprattOB BHyr­ pettttHX .UCJI K neHCTBl151M B 3KCTpCMaJibHbIX YCJ10BH51X: .UHC KaH.n. TTCHXOJI.

HayK. - P"3attb, 1999.

1. *CoAoebee 11. B.* nc11xoJ1or111..JecKaH ananraum1 0oettttoc.r1y.>Kaw11x Bttyr­ peHttHX 00HcK MBLl PoccJ.111 K cJJy)Ke6tto-6oesoH neHreJ1bHOCT1-1 s yc.r10011Hx Boopy.>KeHttOfO KOH{pJJHKTa: aBTOpe(p. llHC.... Katt.a. TTCHXOJI. ttayK. - M., 1997.

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1. *CmoJrnpeHKO A. M.* IOp1-1111-14ecKaH ne!laror1-1Ka *II* Kypc JlCKUHH. - M.,

2000.

1. *CmnrnpeHKO A. M.* [lp1-1KIIauHaH iop.1111w1ecKaH nc1-1xo11ornH. - M., 2001.
2. *CmojrnpeHKO A. M.* 3KcTpeMaJlbttaH nc1-1xonenarornKa. - M., 2002.
3. *Cmpe,lbl.feJfKO A. 5., l./oedb!p06Q r.* C. flcHXOJ10rn4CCKHe acneKThl o6ec­

!IC4CHJ.1H npo¢ecCHOHaJlbHOH ttane)KHOCTH COTPY1IHHKOB oprattOB BHyTpeH­ HHX ;1e,r1 B :JKCTpeMru1bHh1x yc.110BHHX *II* flc1-1xo11e.uaror1-1Ka B npaBooxpaHH­ TC.'lbtthIX opraHax. - 1996.

1. *lfepenaH06Q E. M.* CaM:opcry,1HllHH H CaMOllOMOil.lb npH pa6oTe 8 3KCT­ pel\-13}JbHblX ycJIOBHHX. - M., 1995.
2. *lfo6dblp06Q r.* C. flpo6.11CMbl TTOBhIWCHHH nCHXOJiorwtecKoH CTpecco­

yc-roi-i:4J.1BOCTl1 ,lW!HOro COCTaHa CJ.1CTCMbl MBll Pocc1-rn B :JKCTpeMaJJbHblX ycJIOHHHx: Mottorpa¢m1.. - M., 1998.

rnABA 6

**ncHXOJlOrHLfECKHE nP06J1EMbl PEAAAnTALl,HH cnEU,HAJlHCTOB nOCJlE PA60Tbl**

**B 3KCTPEMAJ1bHblX YCJ10BHSIX**

1. **1. A111arHOCT111Ka OCTpblX Ill nocnpaBM3Tlll'•leCKIIIX CTpeccoBblX HapyweHIIIM**

nocrrpaBMaTw1ecK11e cTpeccoBhie pacCTpohcrna y mo11eii nocJ1e **COBepWeHIHI npoQ)ecc110HaJibHOH neHTeJibHOCTH B 3KCTpCM3JlbHbIX yCJIOBIHIX B .LlOJieBOM COOTHOllleH1111 ycTyuaIOT MeCTO TI0311Tl1BHbIM**

**nc11xw--1.ecKHM 113MeHeHIHIM. 3tta•nneJibHbie Il0311Tl1BHbIC rlCl1XJ1lleC­**

K11e 113MeHeHl1l! (60J1ee 4eM y 60 %) COTPY11H11KOB opraHOB BHYT­

**peHH11X .IleJI, BbI5IBJJeHHbJe 3MTI11pW-1.eCK11M nyTeM B TIOCT3KCTpeM3Jlb­**

**Hblti. nep11on B J111Y.HOCTHOH., COUl1aJibHO-nc11xoJior111--1ecKoH 11 npo­**

q,ecc110H3JlbHOH ccpepax, HOCl!T YCTOH411BblH 1111H3M114eCKHH xapaK­ rep 15].

nocrrpaBM3Tl14eCKl1e cTpeccoBb1e pacCTpoiicrna **(nTCP)** c0Tpy11-

H11KOB MOryT B03Hl1K3Tb B peJyJlbTaTe 11enpocpecc110113JlbHOH annep­ **uenu1111 11 TIOBbillJeHHOH BOCTIPH11Ml.fl1BOCTl1 K TICl1XOTpasM11py10weMy C06bITHIO. Op11 3TOM B03HHKaIOT TaK11e xapaKTepHble C11MTIT0Mbl, KaK**

H3Bl!3411Bble BOCilOM11HaH11ll, 1136elKaH11e (OTYylKlleH11e), rnnepaKTl1-

**sauirn:, TICl1XOCOMaTWieCKl1e paCCTpotiCTBa.**

PyKOB01111TeJll1 Bcex YpOBHeii, pa60TaI011111e B 3KCTpeM3JlbHblX yc­ JIOBl1HX 11J111 pyKOB01ll!ll\11e cpyHKUl10H3JlbHbIMl1 rpynnaMl1 3KCTpeM3Jlb­ HOro npocpl1Jlll, 110-"lKHbl 6b!Tb He TOJlbKO nCl1XOJIOrl14eCKl1 rpaMOT­ **HblMH; HM He06XO.LU1MO yMeTb Bl13YaJihHO onpeneJU:ITb HaJl111..fl1e nc11- xw--1.eCKl1X HapyrneHHti: B TIOBe1IeHl111 TI0.Lll.fl1HeHHblX.**

**8 Kp11Tep11aJibHblH nepel.fCHb TIOCTTpaBMaTJ1lfeCKO­**

**ro CTpeccoBoro paccTpOti:CTBa BXOlIHT COCTaBJIHlOLUl1e.**

*Kpumepuii A.* Han11y11e cTpeccopa (Koma yeJ10BeK no11BeprcH B03- nei:\cTBl1IO 1111cTpecca).

**B 3TOM CJI)'1--lae y\_eJIOBeK nepe)l(J1JI 11Jil1 CTOJIKHyJICH C co6hITl1eM,**

CBl!3aHHblM co CMepTblO 11J111 yrpo3oij CMepT11, C cepbe3HblM yBeYbeM 11)111 yrp030H Q)l1311'lecKoii ueJIOCTHOCTl1 ce6,r l1JIH OKpylKaI011111x JllO­

neh. np11 3TOM ero peaKU11H BKJII043Jla Cl1JlbHblH CTpax, 'IYBCTBO 6ec­ TTOMOll\HOCTl1 11)111 ylKaCa. Y *11eTeti* MolKeT Ha6JII011aTbCH 11e3opra11113a­ **Ul1H 11J111 a)l(11T11poBaHHOe TIOBenett11e.**

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**BHe3anHhie C06bITl1H, KOTOpb1e npOl1CXO.UHT B TeY:eHwe Henpo,aoJI­**

lKHTeJlbH0ro BpeMeHH (OT HeCK0JlhKHX MHHYT /10 HeCK0JlhKHX '!aCOB),

npHHl!TO 0TH0CHTh K KpaTK0BpeMeHHhlM C06b!Tlll!M nepaoro rnna (no­ lKap, HeC'!aCTHhlii CJJyqaii).

TpaBMHPYIOLUee C06bITHe BT0poro rnna npe11noJ1araeT n0BTOpl!I0-

LUeecll He0/IH0KpaTH0e CTpeccoaoe 803/leiicTBwe (B0iiHhl, TOKCH'!Hble BhI6pocbI, KpynHhie aaapHH H T./1.).

*Kpumepuii B.* KpHTepwii HaB>I3'1HBhIX aocn0MHHaHHii (¢,aHTa3HH, H0'!Hble K0LUMapbl, ncwxonarnqeCKHe nepelKHBaHHll). OHH np0l!BJll!­ **IOTCH KaK:**

* **HaB5!3Y:l1Bbie nepe)KHBaHl1H (o6pa3bl, MhICJIH, BneY:aTJieHHH, no­**

BTOpl!IOLUal!Cl! Hrpa B TpaBMarnqeCK0e C06bITHe y 11eTeii);

* n0BT0pl!IOLUHeCll CH0BH/leHHl! 0 np0H30LUe/lLUHX co6hITHl!X (y

**,aeTeH - CHOBH.IJ,eHHH Heonpe.ueneHHOro THna);**

* **0)Kl1BJleHHe OTTbITa, HJIJII03HH, faJIJIIOUHHauHH, BH.IJ,eHHH, 0Thlf­** pb183HHe CHTyauHH y 11eTeii (HH/IHBH/111eiicrnyeT HJlH 'IYBCTByeT ce6l! TaK, 6ymo TpaaMaTH'!eCK0e C06bITHe n0BTOpl!eTCl! BH0Bb);
* **HHTeHCHBHbIH nCHXOJIOfHY:eCKHH llHCTpecc non B03.IJ,etiCTBHeM** BHyrpeHHHX HJIH BHeLUHHX KJlIO'leBbIX CTHMYJl0B, CHMB0Jlll3HpYIOll\llX **HJIH HanOMHHaIOwHx 3JieMeHT rpaBMaTHY:eCKOfO co6hITHH;**
* qJ113110J10fH'leCKOe pear11poBaH11e Ha 803/leiicTBHe BHyrpeHHHX **HJIH BHeWHHX KJl101..JeBbIX CTHMYJIOB, CHMBOJIH3HpYIOllll1X 11JIH Hano­** MHHaIOLUHX KaK0ii-J11160 acneKT TpaBMaTH'!eCK0fO C06bITl!l!.

*Kpumepuii* C. KpHTepwii H36elKaHHl!, OT'IYlK/leHl!l!. Bh1palKaeTCl! B

0CH0BH0M B xapaKTepHCTHKax:

* ycHJlHll, HanpaBJJeHHbie Ha H36elKaH11e MhICneii, 'IYBCTB l!Jlll pa3-

**f0BOPOB, CBH3aHHbie C TpaBMOH;**

* H36elKaHHe 3aHl!Tllii, MeCT, JlIO/leii, K0T0pbie npo6ylK/laIOT B0C­

**TTOMHHaHHH, CBH3aHHbie C TpaBMoH;**

* **Hecnoco6HOCTh BCTTOMHHTh KaKOH-Jitt6o BIDKHhIH acneKT rpaBMa­ THY:eCKOfO co6bITHH;**
* **3HalJ:ttTeJibHOe CHH)KeHHH HHTepeca K 3Ha4HMhIM BH.IIaM .ue>1TeJib­ HOCTH HJIH CTeneHH )'llaCTHH B Httx;**
* 'IYBCTB0 0TCTpaHeHH0CTH l!JlH 0T'IYlK/leHH0CTII OT11pyrnx, CYlKe­

Hlle aq,¢,eKTHBHOii cq,epbI (Hecnoco6HOCTh HCnhIThIBaTb n0311TIIBHbie 'IYBCTBa H nepelKHBaHllll, HanpHMep TB0p'leCTB0, J1I060Bh);

* B0CnpHl!TIIH orpaHH'IeHHhIX nepcneKTHB 6y11ywero (11eJ1aTb Ka­

pbepy, C03/laBaTb ceMbIO, l!MeTb 11eTeii).

*Kpumepuii D.* KpHTep11ii rnnepaKT11sau11H. Bh1palKaeTCl!, no Kpaii- Heii Mepe, B 0/IH0H H3 xapaKTepHCTJIK:

* 6ecCOHHHUe (nO/l'll!HeHHblH TPYIIH0 3aCblnaeT II npochmaeTCH);
* **pa3npa)KHTeJibHOCTH, BCTThIWKax rHeBa;**
* TPYIIH0CTII K0HueHTpauww;
* CBepx611HTeJ1bHOCTII (BbICMaTpl!BaeT B o6bl'!HhlX YCJ10Blll!X npe-

**TTHTCTBHH, 3aBa.Jihl, MHHhI, pacTH)KKH l1 T.ll.);**

* npeysenw1eHH0ii peaKuHH wcnyra.

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*Kpumepuii E.* KpttTeptti\ nponoJJlKHTeJJhHOCTH CHMTITOMOB B, C, D, npeBhIWaJOT no DSM-3 - wecTh MecHues HJlH no DSM-4 - O/IHH MeCHll.

*Kpumepuil F.* KpHTepHH 3H3'IHTeJlbHOCTH (o6beKT HCnhIThIB3eT 3Ha- 4HTeJlhHhIH /lHCTpecc). OH npOHBJlHeTCH K3K:

* **OCTpoe paCCTpoHcTBO nptt llJTHTeJlbH0CTH CHMTTT0M0B MeHbUle**

**TJ)eX MeCHUeB;**

* **Xp0HH4eCKoe paCCTpO:i-iCTBO npH llJTHTCJlhH0CTH CHMTTT0M0B TpH**

H 60J1ee MecHueB;

* **paccTpoHcTBO C OTCpOlleHHhlM H3llaJioM; OHO H34HH3eTCH 4epe3**

**wecTb MecHueB nocne so3neHcTRHH cTpeccopa.**

**PeaKuHtt Ha TpaBM3TH'--leCKHH 0TTb!T .rreJTHTCH Ha 3 K3Terop1111:**

* **3MOUHOHaJlhHbie peaKuttH (WOK, HepB03HOCTh, 6ecnoKoi1.cTBO,**

BpaJK!le6HOCTh, arpeCCHH HJlH nenpeCCHH);

* **KOfHl1THBHbIC pe3KUHH (cMyweHtte, caMonopttuaHtte, H38513l!l1-**

Bble MbICJlH, norepH KOHTpOJJH, CTpax HOBOH Tp3BMbI);

* TICHXOCjJH3HOJ10fH4eCKHe peaKuHH (HapyweHHe CHa, H04Hhle KOWMapbI, OT/laJJeHHe OT 6JJH3KHX, 3JlKOfOJlH3M, HapKOMaHHH).

AHaJJOrH4Hbie CHMTITOMbl H36JllO/l3JlHCh y COJ1/l3T B AcjJraHHCTaHC H '-le4He (acjJraHCKHH H 'le'leHCKHH CHH/lpOMbI), y KOTOpbIX 6bIJlH BhI­ **HBJleHbl HeCKOJibKO TTpH'--IHH yrp3Tbl BOCTTp1151TH51 onaCHOCTH.**

HoBo6p3HUhl He BOCnpHHHMaJJH onacHOCTH H3-3a OTCYTCTBHH on­ **Tl1MaJibHOH 3KTyaJIH33Ul1H MOTHB3UHH caMocoxpaHeHHH. EbIBaJlbie COJ1.ll3Tbl T3K)Ke He "-IYBCTB0BaJIH onacH0CTH, HO y)l(e 113-33 TT0JIHoro** npHl)'TIJleHHH 3TOH MOTHB3UHH (npHBbIK3HHe). MoTHB3UHH C3MOCO­

xpaHeHHH y HHX TpaHccjJopMHp0B3Jl3Cb non BJlHHHHeM B03/leHCTBHH

**3alUHTHOH TettneHUHH OTKJIOHeHHH OT peaJibHOCTtt.**

Hatt60J1ee XapaKTepHbIMH TipH3HaK3MH TICHXOJ10rH4eCKOH TpaBMhl,

**Tp3BM3TH4eCKOfO HeBpo3a, 3 T3K>Ke TTOCTIP3BM3TH4eCKoro CTpecco­**

**BOfO paccTpottCTBa HBJHIJOTCH llBa THTTa TTCHXtt"-leCKttX TeHneHuHH, KO­** TOphie MOlKHO o603H34HTh K3K BTOplKCHHe H H36eJKaHHe (T. e. qJHKC3- **Ul151 Ha Tp3BMe H BbICTp311B3HHe TTCHXOJ10rH4eCKoH 33ll1.HTbl OT 6oJTe3- HeHHbIX BOCTTOMHH3HHH C TTOMOIUbJO nepeKJIJO"-leHHH BHHM3HHH).**

**Lle3ttHTerpauHH onbITa y 4e110BeKa, nonBep)KeHHoro nocTipaBMa­ TH4eCKoMy CTpeccoBoMy paccTpoHcTBY HJTH <<yue11eBwero>> B 6oeBbIX** neiicTBHHX, BbipalKaeTCH B /IBYX cjJopMax:

* cjJparMeHTaUHH lKH3HH - yTpaTa ueJJOCTHOCTH onbITa H CBH3H co6hITHii;
* cjJparMeHTallHH JlH4HOCTH - JlH'IHOCTb pacnanaeTCH Ha cj}parMeHThl. **Hatt6onee THIIH"-!Hb!MH np113HaKaMH TTOCTip3BM3THlJeCKoro CTpec­** COBoro paccTpoi\crna HBJlHIOTCH: KOWMapHbie CHOBH/leHHH, acjJcjJeK­ **THBHbie pe3KU11H, HMTTYJlhCl1BHOe TTOHeneHHe, TTCHXH4eCKOe ouene­** HeHHe, OT4YJKlleHHe, 4YBCTBO BHHhl, YTparn CMbICJ13, Tp3BMamcjJo-

6HH - 60H3Hb TIOBTOpeHHH Tp3BMbl.

**O.uHaKo HeJlb351 paCCM3Tp11B3Tb TTCHXOJlOrHJO «yueJieBwero» B OT­ pbIBe OT JlH4HOCTHbIX oco6eHHOCTeH, ypoBHH npoct>ecCHOHaJlbHOft**

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**3KCTpeMaJibHO-ITCHXOJIOfHlfCCKOH ITO,llfOTOBJICHHOCTH H TeM 6oJiee no.u­**

BO/ll1Tb K3)K!IOro noaseprnyroro CTpeccy no/l Q)OpM3Jll130B3HHblH Cl1M­ **ITTOMaTHl-lCCKHH nepetfCHb. BocnpttHMlfHBOCTb, MOTHB3UHH, CMbICJIO­** o6pa30B3Hl1e MOryT 3H3411TeJihHO B3Pbl1p083TbC51.

Hco6xO/ll1MbIM ycJioB11eM nocrrpaBMaT114ecKoro CTpeccosoro pac­ **cTpoHcTsa HBJIHCTCH nepC)KHTOe TP3BMaTH4CCKOe C06bITHC, KOTOpoe conpOBO)KL{3J10Cb HHTCHCHBHblMtt 3MOUHHMH CTpaxa, y)l(3COM HJIH**

owyweH11eM 6ecnOMOWHOCTl1 C0TPYllHl1K3 nepea Jl11UOM 3KCTpeM3Jlb­

**HblX O6cTOHTe.,1bCTB, 4TO, co6CTBeHHO, H COCTaBJIHCT OCH08ttoH 3TH­**

MOJIOrn4eCK11H Q)3KTOP nocrrpaBM3Tl14ecKoro CTpeccosoro pacCTpoil­

**CTBa.**

**EcJitt cneu11aJittcT noJiylfHJI TpaBM3TttqecKttH CTpecc, OH Tpattc­**

cpopM11pyeT Bee IICl1XOJIOfl14ecK11e CTPYKTYPbl 11 npouecchl Jl114HOCTl1,

**BITJ1OTb no rJ1y6ttHHblX o6pa30BaHttH C3MOrO <<51» 4CJIOBCK3 Hero Bep­ UJttHHblX CMblCJIOBblX co.uep)l(3HttH. CMblCJIOBOH OITblT, nptto6peTeH­** Hbll1, HO /lOJI)KHb[M o6pa30M He l1HTepnpeT11p0B3HHblii, He npeo6pa-

**3OB3HHblH B JittlfHOCTHhIH CMblCJI, HC BOWenwttH B CHCTCMY JlttlfHOCT­ HO 3H34HMblX ncttXOJIOfHllCCKHX UCHHOCTCH B 3KCTpeMaJibHOH CH1)'3-** U1111, MO)KeT CTaTb 06y3oii B o6bI4HblX YCJIOBl151X, T. e. MO)KeT np01130H­

Tl1 3cpcpeKT CMblCJIOBOro 0T4y)K!leH11H, Koma Jl114HOCTb 6yaeT nO/lBep­

)KeHa BcecTOpOHHeii TP3HCQ)OPM3U1111 B ycJIOB1151X 3KCTpeM3JlbHOrD

Tp3HCOp/l11H3pHOrD cywecTBOB3Hl151.

OcHOBHOe ycJIOB11e nocrrpaBM3Tl14ecKoro cTpeccosoro paccTpofl­ crna yrparn CMb]CJI3 (YTP3TY CMb[CJI3, BMeCTe C TeM, HY)KHO nOHl1-

MaTb K3K Q)OpM11P0B3Hl1e 6eccMblCJieHHOCTl1, nocJie 4ero Hel136e)KH0

/l0,1)KeH npoxo1111Tb npouecc Q)OpM11pOBaH11>1 3HT11CMblCJIOB, 4T06bl He pa3pyWl1JiaCb MOTl1B3U110HH351 CTpyKTypa Jil14H0CT11). OaHa 113 pa3-

HOBl1/lHOCTeii CTpecca B03H11KaeT B CBH311 C Tp3BM3Tl133U11eii (paHe­ H1151Ml1, KOHTY311HMl1, TP3BM3Ml1). 8 3TOM CJIY43e cneu113Jll1CTY np11xo­

**)lHTCH K3P.llHHaJlbHO nepeoueHHB3Tb CHCTeMy JlttlfHOCTHO 3Ha4HMblX ITCHXOJIOfttllCCKHX UCHHOcTeH.**

O6w11M 065133TeJibHblM Kp11Tep11eM nocrrpaBM3Tl14eCKOro CTpec­ COBOro pacCTpoiicTBa, np11 /ll13rHOCT11Ke nOCTCTpeCCOBb]X HapyweH11ii, HBJIHeTCH Q)3KT 6oJie3He1rnoro nepe)Kl1B3Hl151 cneul13Jll1CT0M co6b!T11H, BblXO/lHWero 33 npeaeJibl o6h!4HOro 4eJioBe4eCKOrD Onh!T3, crroco6- **I-IOfO TpaBMHPOB3Tb ITCHXHKY HC ITO)lfOTOBJICHHOfO K 3KCTpCMaJibHblM YCJIOBHHM 4CJIOBCK3.**

**CxeMaTHlfCCKYIO B3attMOCBH3b paJJIHlfHblX no upeMeHH BO3HHKHO­**

HeH1151, 11pO/l0JI)Kl1TeJibH0CTl1 11 rny611He CT3/l11H Q)OpM11p0B3H1151 nocT­

**Tp3BMaTH4CCKOfO CTpeccosoro paccTpotlCTBa MO)KHO o6O3H3tlHTb KaK:**

* Tp3BM3Tl14eCK11ii CTpecc (BO BpeMH Kpl1Tl14eCKOrD 11HU11/leHT3 11 cpa1y noCJie Hero B Te4eH11e 2 cyroK);
* OCTpoe CTpeccosoe paccTpoiicTBO (B Te4eH11e ) MeCHU3 nocJie Kp11Tl14eCKOro 11HU11/leHT3, 4awe npOHBJIHeTCH OT 2 /lO 4 He/jeJib);
* **IIOCTTP3BM3TH4CCKOe CTPCCCOBOC paccTpOHcTUO JIWlHOCTH ( cny­**

CTH 6oJiee I MecHUa nocJie KPl1T114eCKOrD 11HII11/leHTa);

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- nocrrpaBM3TW!eCK0e pacCTpol!crno Jlll4H0CTII ( M0lKeT Ha6mo­

)13TbCH B Te4ett11e nocneJ1y10wel! )[(1131111).

)lnH )1113fH0CTl1Kl1 nocrrpaBM3Tl14eCKoro CTPeCC0B0ro paCCTpol!­ CTBa 11cnoJihJy10T MHorocjlaKrnp11b1l! TeCT **MMPI,** onpoc1111K TPeBorn **(4.**Cn11n6eprepa- Xatt11tta), wKany J1enpecc1111 (EieKa), cn11C0K 90

Cl1MnTOM0B CKJl-90 (Jl.Ll,eporaT11ca), 06w11e onp0CHl1Kl1 3Jl0P0BhH DHQ, CAH 11 JlP.

8 H3CT051Wee BpeMH PHJl 3apy6elKHblX 3BT0p0B npewrnraJOT J10TT0J1-

Hl1Tb )1113rH0CTl1KY Il0CTCTpeccoBhlX 11apywe1111l! ewe 0)1H0ll K3Tero­ **ptteH - IlOCTTP3BM3THlffCKHMH JlH4HOCTHblMH paCCTpoHCTB3MH** (nJIP), 4T0 npeJ1CT3BJIHeTCH )10CT3T04H0 Jl0rtt4Hh!M W3fOM, Y411Tbl­

**B3H, lJTO npHCYfCTBHe xpOHH1--IeCKHX CHMTTTOMOB nocrrp3BM3TH4fCKO­**

**ro cwecconoro paccTpoHcTna 43CTO oTMe1.1aeTcH Ha nponDKeHHH BceH nocneny10weH )KH3HH 4eJioBeKa, nepe)KHBWero M3CCHPOB3HHY10 IlCH­** XOTP3BMy.

Ha116onee 43CTO BCTpe4a10w11M11cH np11 nocrrpasMaT114ecK11x CTpec­

**COBhIX paCCTpOHCT.BaX cne.uyeT C4HTdTb CHMilTOMbI nepe)KJ1B3HHH Tp3BMbl.**

**K HHM OTHOCHT IlOBTOPHlOWHeCH BOCilOMHH3HHH O co6bITHH, CHOBH­**

**.ueHHH, co,aep)Kawtte C06bITHe H BHe3aTTHOe netf.CTBHe HJIH 4yBCTBOB3-** HHe ce6H T3K, 6y)1TO TP3BMHpy10wee co6hlTHC Il0BTOpHeTCH BH0Bh. CttMnTOMbl nepelKHB3HHH Tp38Mbl M0rYT paCCM3TpHB3TbCH B K34e­ cTBe CTeplKHH, 0CH0Bbl CTpyKryphl noCTCTpeCC0B0ro C0CTOHHl1l!.

110BTOPHIOWHeCH B0CI10MHH3HHH B3pbttpy10TCl! no CTeneHH Bb[­

**p3)KfHHOCTH OT KP3TKOBpeMeHHhlX, HeCKOflhKO 0TflH'--l.310WHXCH no**

HPK0CTH H acjlcjleKTH0ll H3ChiweHH0CTH OT 06b[4Hh!X B0Cil0MHH3HHll,

**,ao HPKHX cueHono,ao6HblX 3H,lleTH4fCKHX BOCTTOMHH3HHH H ra.n.mo­**

UHH3UHll. 110 CTeneHH np0H3B0JlbH0CTH 0HH MoryT 6b!Tb npoH3B0Jlb­

**HbIMH, HenpOH3BOJlbHbIMH H I-JaBH3Y.HBhIMH. BocnOMHH3HHH MOryT**

6b!Th Henpeph!BHblMH HJIH npHCTynoo6pa3HblMH, il0BTOpHHCb He­ CK0JlbK0 pa3 B MeCHU HJIH 4awe. KaK npaBHJI0, 0HH acjlcjleKTHBHO **3apH)KfHhl H conpOBO)KJlalOTCH Y.yBCTBOM BHHhl, o6H,llbl, COCTOHHHH­ MH TPfBOrH, rHeBa, CTpaxa. 803MO)KH3 H TT03HTHBH3H OKpaweHHOCTb** Tp3BMl1PYIOWHX B0CTT0MHH3H11ll, oco6eHHO B K0MI13HHH C cocny­

**)KHBU3MH, rne T3KHe BOCilOMHH3HHH conpOBO)KJl3lOTCH Y.yBCTBOM**

OOWHOCTH nepelKHTOfO.

**TTpH 3H3Y.HTeJlbHOH CTeneHH BblpIDKeHHOCTH BOCilOMHH3HHH MO­**

ryr 6h!Tb )1eK0MneHCHPYIOWHMH, cywecrneHH0 33TPYJlHHTb a.uama­ UHIO, MeHHTh peaKUHH Ha 0KpylKa10wee. OHH 43CTO yCHJIHB3IOTCH il0Jl **BJIHHHHfM KJilOY.eBbIX CTHMyJIOB, H3Il0MHH310WHX O co6blTHH (3BYKH,**

3anax11, pa3fOB0P, KHHra, QlHJlhM, fO/I0BWHHa C06b!THH), M0fYT npo­ B0UHP0B3TbCH 11pyrttMH nCl1X0Tp3BMHPYIOWHMH C06b!THHMH, a TaKlKe **MMflOT co6CTBeHHY10 UHKJIHY.HOCTb.**

**CHOBH,lleHHH, conep)Kawtte co6bITHe HJIH ero 3JieMeHThl, T3IOKe**

)10CT3T04H0 pacnpoCTpaHeHbl. KpoMe CH0BHJleHHll, HenocpMCTBeH­ **HO npe,llCT3BJIHlOWHX co6bITHe BO Bcex ero neTMHX, Y.3CTO BCTpeY.alOT­** CH CH0BHJleHHH yrpolKaJOwero xapaKTcpa, noX0lKl1e no C0)1eplK3HHIO

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**Ha Hero HJ111 11MefOlUl1e 3MOU110Ha.JlbHOe CXO!lCTBO, Hanpl1Mep c11rya­ UH}I yrp03bI, npeCJie!lOBaHHSI 11 npOCTO KOllIMapbI.**

Hapl!Jly C Cl1MnTOMaM11 nOBTOPHIOIUHXCH nepe)l(lfBaHHH TpaBMhl

np1nHaKaM11 nocTTpaBMarw,ecKoro crpeccosoro paccrpoii.crsa HBJIH­

**fOTCSI COCTOSIHl1SI, CBSI3aHHbJe C H3MeHeHl1eM peaKU1111 Ha oKpy)KaJO­**

**wee H BKJIK)l-lafOlUl1e B ce6SI: nOBbillleHHyfO TpeBO)KHOCTb, ycHJieHHbie** peaKUlftt Ha pa311pa)l(l1TeJ111 (rpoMKHe 3BYKl1, HaxolK)leHtte nOCTOpOH­ **HHX 3a cn11Hoi1, KOHQ)JIHKTHhie Cl1Tyau1111), pa3.npa)Kl1TeJibHOCTb, B3pbI81.taTOCTb.**

B Haweii crpaHe reoperwiecKaH pa3pa6oTKa npo6J1eMh1 11ttamo­ CT11Klf 11 npocjrnnaKTHKH nocTTpasMarwiecKoro crpeccosoro paccrpoii­ crna Haxo1111TCH Ha Ha'!aJlhHOM :nane [I; 10; 18; 19]. TTo3TOMY y nc11- **xonoros He.[lOCTaT04HO Hane)KHbIX MeTO,lll14eCKHX cpe.nCTB nCHXOJIOfH­**

**l!eCKOH .uHarHOCTHK11 nocnpaBMaTH'-leCKoro CTpeccosoro paCCTpoH­ CTBa. l1MefOW11eCSI MeTO,llHKH He npSIMO OpHeHT11pOBaHbl Ha ero BblSIB­** JleHl1C. KpoMe rnro, CMl1Jl (craH11apTH311posaHHh!H MHoro<paKrop­

**Hb1H MeTO!l 11CCJ1e.nosaHHS1 TTCl1XOJ10fl14eCKHX KalJeCTB J111lJHOCT11) CJ111lIJ­**

KOM rpOM03/lKa J1JIH pa6oThl B 3KCTpeM3JlbHblX YCJIOBlfHX.

TTo3TOMY npe11cTaBJIHeT 11HTepec KpaTKaH WKaJla rpesorn, 11en­ pecc1111 11 TTTCP (nocTTpasMaTH'!ecK11x crpeccoshrx paccrpoii.crn) -

B. B. Xapra ( 1996), npe11HaJHa'!eHHaH J1JIH nepB11'!Horo cKp11H11Hra ne­

**peY:HCJieHHhIX Cl1MTTTOMOB y JIHU, nepe)K.HBWHX TTCHXH'-leCKHe TpaBMhl**

**J1f06oro BH.[la, a TaIOKe op11r11Ha.J1bHbii1 onpOCHl1K TpaBMaTl1lJeCKOf0**

crpecca (OTC), pa3pa6oraHHh1li **11.** 0. KoreHeBb!M [9; 11].

KparKaH ll!KaJla Tpesorn, 11enpecc1111 tt TT TCP y **11.** 0. Korettesa

**COCTOHT 113 10 nyHKTOB 11 npe.nnonaraeT OTBeTbl <<!la>> 11J111 <<HeT>>.**

06pa6orKa - npOCTOH nOL!C'leT KOJIH'!eCTBa yrnep1111TeJ1hHb!X OT­ **BeToB: '-leM 60JibWe OTBeTOB <<,Ua>>, TeM 6onee Bbipa)KeHbl y Hero Hera­ T11BHhie nc11XHlJ.eCK11e nocnencTBl1SI TpaBMaTH3au1111, TaK11e KaK TJ)e­**

Bora 1111enpecc11H, Ha1160J1ee cneu11cj)11'!Hb1e npOHBJ1eH11H TTTCP.

)laHHb!H onpoc ueJ1ecoo6pa3eH J1Jll! CKpHHHHroBblX 06CJ1e!lOBaH11li **60JiblllOro KOJIHY:eCTBa JIJO.[lei1 B noJieBblX 3KCTpeMa.JlhHbIX yCJIOBHSIX.** TToporoBb!M 3Ha'!eHHeM J1J]H onpe)1eJ1eHl1H HaJll1'!11H HapyllleHHH nc11-

**Xl14eCKoro COCTOSIH11SI 5IBJ1SlfOTCSI 6oJiee 4 TTQJ10)KHTeJibHbIX OTBeTOB.**

**B '-laCTHOCTH 3TOT onpoCHHK 11CTTOJ1b30Ba.JICSI np11 o6cne.nosaHHH**

corpy11H11KoB POB)l r. 6y11eHOBCKa '!epe3 10 MecHues nocJ1e Han3)1e­

**HH5I Y:e'-leHCKHX Teppop11CTOB.**

OnpocH11K rpasMaT11'!eCKoro crpecca cocTOHT 113 110 nyHKTOB-YT­ seplK,lleH11li. 11cnbnyeMb!H J10Jl)KeH C noMOlllblO 5-6aJIJlbHOH WKaJlbl (Jlai-lKepra; OTBeTbl sapb11py10TCH OT «a6COJIIOTHO BepHO» 110 «a6co­ JIJOTHO He sepHO») 11aTb CBOIO oueHKY KalK,llOMy yrseplK,lleHHIO.

Kn!O'leBblM11 J1JIH onpe11eJ1eHl1H Bb!pa)KeHHOCTH noCTCTpeCCOBhlX COCTOHHHH HBJIHJOTCH 56 nyHKTOB; 15 BX0/1HT B 11onoJ1Hl1TeJ1bHYIO lllKaJIY

11enpecc1111, 9 nyHKTOB cocraBJIHIOT 3 oueHo'!Hh!e WKaJlhl Jl)KH, arrpa­

**sau1111 H !lHCCl1MyJISIU1111, TT03BOJ1SlfOWl1e KOHTpOJIHpOBaTb CTeneHb HC­ KpeHHOCTH HCTThITyeMhIX.**

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**CyMMHpOBaHHeM TI0D,C4HThJBalOTCH 3HaLJeHHH K0HTP0JihHhIX H oc­**

H0BHhlX cy6WK3JI n0CITJ)aBMaT!14eCK0rD paCCTP0HCTBa 11 0CTP0rD CTPeC­

C0B0ro pacCTp0HCTBa.

**OcttOBHhie UJKaJihl.**

*IITCP: A* (co6hITl1ll TpaBMhI), *B* (noBT0pttoe nepe)l(11Ba1111e TpaB­ MhI - BT0p)l(eH11e), *C* (C11MTTT0Mhl 1136eraHttll), *D* (rnnepaKT11BaU11ll), *F* (lll1CTpecc 11 11e3a\_aanrnu11H).

OCP: *a* (co6h1Tttll TpaBMhI), *b* (1111ccou11aT11Btth1e c11MnT0Mh1), *c*

(TT0BT0PH0e nepe)l(l1Bam1e TpaBMhl - BTOp)l(eH11e), *d* (C11MTTTOMhl H3- 6eraH11ll), *e* (rnnepaKT11Bau11H), / (llttCTpecc 11 11e3a\_aanrnu11H).

*IITCP =A+ B* + *C* + *D* + *F;*

*OCP =a+ b* + *c* + *d* + e + *f*

**3aTeM nyTeM cyMMHp0BaHHH TI0D,C4HThIBalOTCH 3HaLJeHHH K0HT­**

pDJihHhlX 11 0CH0BHhIX cy6lllK3JI TTTCP 11 OCP.

lfroroBhie noKaJaTe1111 TTTCP 11 OCP no11y,iaIOTCll B peJyJihTaTe cyMM11poBaHl1ll 3Ha4eHl1H 0CH0BHhlX cy6llJK3JI.

TT011yqeHHhle ChIPhle 3Ha4eHl1ll nepeH0Cl!TCH Ha Ta61111uy /lJlll ne­ peBona B 63JIJihL

Ec1111 3Ha4eH11ll no lllK3JlaM HH)l(e 50 63JIJIOB, TO c11nT0MaT11Ka 0T­

CYTCTByeT, OT 50 /10 60 63JIJIOB Cl1MTTT0Mhl Bhlp=eHbl He3Ha411TeJih­

H0, OT 65 /10 70 6aJIJIOB - 4aCTl14Hal! Bh!pa)l(eHH0CTh, ec1111 Bhlllle 70 63JIJIOB - Bblp=etthl KJl11H114CCK11e pacCTp0HCTBa. Ec1111 Bhlllle 80 63JI­ **JI0B - KJIHHHLJeCKaH Kal)TttHa HpK0 Bhipa.)KeHa.**

**B KaLJeCTBe D,0TI0JIHHTeJihHhlX TeCT0B M0ryr 11CIT0Jih30BaTbCH UBeT0-**

B0H TeCT (JIIOwepa), Kaprn C0CT0llH11ii (CAH), TeCT onpe11e11e1111S1 Jil14H0CTH0H 11 peaKTl1BH0H TpeB0)l(H0CT11 (Cn11116eprepa- Xatt1111a).

**6. 2. nc111xonon11'lecKasi pea6111n111Ta4111si PYKOBOAIIITeneiil III cne1..1111an11ICTOB nocne pa60Tbl**

**B 3KCTpeManbHblX ycnOBIIIHX**

OnhIT pa6oThl no cou113JlhH0H pea.uamau1111 pyK0B01111Te11eii 11 cne­ Ul13JI11CTOB, nepe11ecw11x B03/leHCTBl1e CTpecc-cj:,aKTOPOB pa311114HOH **HHTeHC11BH0CTH, TT0Ka3aJI CJieD.yJOw,11e.**

* 1. **KaK npaBHJI0, npwIHHaM11 ITCl1X0JIOfl14ecK0t1 TpaBMaTHKl1 11 11HhlX**

**nCl1Xl14eCKMX l13MeHett11H y PYK0B0D.l1Te,1eH H cneumurncroB 3KC'lpeMaJih­** H0ro npocj:,11Jill l!BJlllIOTCll Henopa60TKl1 B Cl1CTeMe npocj:,ecc110H3JlhHO­ **nc11xoJ10r114ecKoH 11 M0paJihH0-TTCl1X0JI0fl14eCK0H nonr0T0BKM.**

2. TTp11 npoBe11eHH11 nc11xo11orn4ecKoii pea6111111rnu1111 Tpe6yeTCH

**yt{HTbJBaTh, 4T0 y LJeJI0BeKa, 1IJ111TeJibH0e BpeMH Haxon,Hw,er0CH B** 3K­ CTPCM3JlhH0H CHTyau1111, yCTaHaBJil1BaeTCll HenpttBhl4HhlH /lJlll 60Jih­

WllHCTBa JIIO!leii o6pa3 Mh1c11eii 11 Mattepa nose11e1111S1. B peJyJihTaTe 11 B

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nc11x11Ke 3TOro 'ICJIOBCK3 MOfYT npo11CXO/ll1Tb rny60K11e TpaHccpopMa­ UHOHHble H3MeHeHHH, C KOTOpbIMH Moryr C3MOCT051TeJibHO cnpaBHTbC.H

na.neKo He Bee.

3. 3cpcpeKTl1BHble /lCHCTBHl! no COUl13JlbHOH peanamau1111 Tpe6yIOT HapyweHHH HCKYCCTBeHHbIX rpaHHU, KOTOPbie l-[3CTO CT3B51TC51 B pea- 6HJIHT3UHOHHblX MeponpHHTHHX: K 6oJie3HeHHbIM HBJieHJUIM, nopo)K­

/lCHHbIM 3KCTpCM3JlbHOH c11ryau11eii, CJienyeT no/lXO/ll1Tb HCCT3Hll3pT­ HblMH MeT0ll3MH, BbIX0llH 33 npeneJibl HCKYCCTBeHHOH cxeMbl <<C0UH­ aJlbHOH M3TTTau1111».

H3MeHeHH51 B TTCHXHKe YeJioBeKa, nonseprttyroro ,llJIHTeJlbHOMY lUIH

HHTCHCHBHOMY B03/lCHCTBHIO crpecc-cpaKTOpOB, npencTaBJll!IOLUHe npoQ)ecc110Ha.JibHbIH HHTepec HMeHHO ,WHI TICHXOJIOfOB, MOfYT HO­

Cl1Tb /lBOl!KHH xapaKTep. H3MeHCHHl! y nepsoii Karerop1111 PYKOBO/lH­

TeJieH H cneu11a.JH1CTOB CB5133Hbl C nepe)KHTblMH HMH IlCHXOTP3BMH­

pyIOLUl1Ml1 co6b!Tl1l!Ml1. nc11x11Ka 3Tl1X PYKOBO/lHTCJICH l1 cneu11aJI11c­ TOB nonBeplKeHa TP3BM3Tl133Ul1l1, HO C03H3H11e pa6oTaeT B o6b['!HOM HCl13MCHeHHOM pelKHMe. TaK11e CJIYY3l1 Ha1160J1ee 113Y'ICHbl B COBpe­ MeHHOH TICHXOJIOfHH 11 C pa3JI-Ml.fHOH CTeneHblO ycneWHOCTH (B 33811- CHMOCTH OT BOCTpe6oB3HHOCTH TIOMOW.11, OTiblT3 11 KBaJIHQ}HK3UHH

nrnxonora, ncHXOTepanesra) )ll13fHOCTl1PYIOTCl! 11 KOppCKTHPYIOTCl!. 8 OCHOBe neBH3HTHblX TIOCTYTTKOB PYKOBOJU1TeJieH 11 cneu11arr11c­ TOB, ncpC)l(HBWl1X BJI1151HHC TTCHXOfCHHbIX Q)aKTOPOB, JIC)l(HT nonco-

3H3TCJlbH3l! noTpe6HOCTb 33fJIYWl1Tb nyweBHYIO 60Jib. OnH3KO TaKOH pe<pJlCKC He noMoraeT 11 33f0Hl!CT HenpHl!THble 'IYBCTB3 srny6b. 3ro conpoBO)KJ13CTC51 3MOUl10Ha.JlbHblM HanpH)l(CHHCM 11 HanpH)l(CHHCM Mb!WU TCJia. BbrnBJICHO, l.£TO CCJIH l.(CJIOBCK TTOCTCTTCHHO npHBb1Kaer TTOll3BJ1HTb OTPHU3TCJibHblC YYBCTB3 (rHeB, HCH3B11CTb, peBHOCTb, no­

/l03Pl1TCJlbHOCTb), OH O)lHOBpeMCHHO TCpl!er cnoco6HOCTb 11cnbITbl­ B3Tb noJIOlKHTCJlbHb!C 3MOUl1l1 (mo60Bb, no6pory, llPYlKCJII0611e, /lO­ eep11e.) 3ro nperll!TcTByer YCJlOBCKY noJIHOUCHHO lKHTb l1 crpeMHTb­ CH K JlYYWeMy. HeJlb3l! npocrn 336b!Tb npownoe (B HeMMHOro nOJlO­

)l(HTCJibHblX MOMCHTOB MY)l(CCTBO, ysepeHHOCTb B ce6e, 33KaJIKa

xapaKTepa).

Y sropoii KaTerop1111 pyKoson11reneii 11 cneul\aJIHCTOB H3MeHeHHl! B TTCHXl1KC CIUI33Hbl He C TTCl1XOTpaBM11py10w.11MH nepe)l(H83Hl151MH H

fiOJIC3HCHHblMH 3MOUl151MH, 3 C HCTTOllfOTOBJICHHOti UCHHOCTHO-MO­

Tl1B3Ul10HHOH ccpepoii (MopaJibHOH HeycTOH'Il1BOCTblO). OH11 B OTJIH­ lJHC or nepsoH K3Terop1111 pyKoBOllHTCJieti 11 cneu11arr11CTOB 06JI311a10r npoQ)ecc110HaJibHO pa3B11TbIMH TTCl1XOJIOfHl.£CCKl1MH K3YCCTB3M11, 3Ha­ H11}JMH, YMCHl151Ml1, H3BblK3Ml1, l(3CTO HBJIHIOTCH 3BT0p11TCT3Ml1 B fJia- 33X OKPYlK3IOLUHX, 33peKOMCH/l0B3Bllil1Ml1 ce6l! ycneWHbIMH B 3KCT­

pCMaJlbHOH o6cT3HOBKC, Ha nepBbIH B3fJl511l, cnoco6HbIM11 C3MOCT051- TCJlbHO npoHTH nep11on peananTau1111 K YCJIOBHl!M o6bi'IHOH lKl13Hl1 l1 HC HYlK/l3IOLUHMl1Cl! B pea6HJil1T3Ul10HHb!X MeponpHl!THl!X. Ho np11 BHHM3TCJ1bHOM H36JIIOllCHHH 33 PYKOBOllHTCJIHM11 11 cneu11arr11CTaM11 BTOpoH KaTerop1111 CT3HOBHTC51 TTOHHTHbIM, l.(TO Cl1CTCM3 MOTl1B0B H

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nCl1XOJIOrl1l!eCKl1 3H3lfl1MbIX ueHHOCTeH. y Hl1X l1MeeT HBHYIO aHTl1CO­ Ul1aJlbHYIO HanpaBJJCHH0CTb, HapyweHa Cl1CTeMa C0Ul1aJ!bHbIX op11eH­ Tl1p0B l1 C0Ul1aJlbH0ro K0HTp0JJH 3a CB0l1Ml1 11eliCTBl1HMl1. PyKOB0/1!1-

TeJIHM l1 cneUl1aJ111CTaM 3TOH. KaTeropttl1 HY)KHa noMOW.b B CKOpett­ weli peaJJanT3Ul1l1 K ycJJ0Bl1HM o6bI'IH0li )1(!13Hl1. **11x** npo6JJeMa CBH33-

Ha C nepeCTpOH.KoH. Cl1CTeMbI ueHHOCTeH, MOTHBOB, Tl1TIHYHOro npo­ cj,ecc110HaJJbH0ro /IJIH 3KCTpeMaJJbHbIX YCJJOBl1li Ml1p00IUYIUeHl1H, 06- pa3a pearnpoBamrn Ha KOHQ)JJl1KTHbie c11Tyau1111 B l13MeHeHH0M (6J1a­ ronp11>1TH0M /IJIH 3KCTpeMaJJbHbIX YCJJOBJ.!H) 6oeBOM C0CTOHHJ!l1 co-

3H3Hl1H, KOTOpoe C TeLJ:eHtteM BpeMeHl1 MO)KeT CTaTb npttBbIYHbIM l1 JlIDKe KOMQ}OpTI!bIM, HO He OTBelJafOW.eM Tpe60BaHI1HM o6bIYHOH )Kl13- Hl1.

PyKOBO,lll1TeJil1 l1 cneutta.rmCTbI, l1MelOW.l1e n03l1THBHbIH onblT npo­

cfJeccttOHaJlbHOH neHTeJibHOCTl1 B 3KCTpeMaJlbHbIX YCJIOBHHX l1 aueK­ B3THYIO Cl1CTeMy Jll1YHOCTHO 3HaLJ:l1MbIX ueHHOCTeH l1 M0Tl1BOB (MO­

paJJbH0 ycTOtt'll1Bbie), cnoco6Hbl CaM0CTOHTeJlbH0, l1Cn0JJb3YH no11- 11ep)l(KY 6JJ!1)1(3ttlllero 0Kpy)l(eHl1H, ycneWH0 pea/13nTHp0BaTbCH K yc­ JIOBHHM 06bllJHOH )Kl13Hl1. CouttaJibHO OptteHTttpoBaHHaH ueHHOCT­ H0-M0THBau110HHaH ccj)epa Jll1'1H0CT!1 HBJJHeTCH 6a30li ycneWH0H pe­ a11anrnu1111 3Tl1X pyK0B0/ll1TeJJeil J.! cneuHaJJJICTOB. PyKOBO/ll1TeJJl1 l1 cneuttaJIHCTbl BTOpOH. KaTeroptttt, C l1H,lll1Bl1.IlYaJil1CTl1LJ:eCKl1 optteH­ Tl1p0B3HHOi1. ueHHOCTHO-MOTttBauttOHHOH cq>epoH, Jll1WeHbI T3KOH B03M0)KH0CTl1, B CBH3l1 C YeM HM HY)KHa aKTl1BHaH nOMOW.b nCHXO­

JIOra.

C T0'1Kl1 3pCHl1H PYKOB0)ll1TCJJeli l1 cneul1aJJl1CTOB, npocj)ecc110HaJJb­ HaH neHTe.TibHOCTb KOTOpbIX npOXO,lll1T B 3KCTpeMaJlbHblX ycJIOBHHX,

3Tl1 YCJIOBl1H HBJH!IOTCH He TOJlbKO nptteMJieMbIMl1 llJIH pa60TbI, HO l1 6JJaronpl1HTllbIMl1 IIJIH np0HBJICHl1H npocj)ecc110HaJJbHOro MacTepcrna, yBJJeKaTCJlbHbIMl1, a l1X npocj)ecc110HaJJbHaH 3KTHBH0CTb (B 60JJblllJ.!H­ CTBe cJJy'laes conpl1K3C3l0ll\3HCH co CMCpTblO, ropeM JI Jll1llleHl1HMl1 JllO,UeH) B 3Tl1X yCJIOBl1HX HBJIHCTCH He TOJlbKO auanTttpoBaHHOH, HO l1 enHHCTBCHHO B03M0)KH0H, n03BOJIHIOllJeH BbDKl1Tb, 6bITb ycnewHbl­ Ml1l1 B MaKCl1MaJlbH0H CTeneHJ.! 3cj}cj}eKTHBHbIMl1. TaKoe npocj)ecc110-

HaJlbHOe OTHOWCHtte K 3KCTpCMaJlbHbIM YCJIOBHHM BXO)ll1T B npttBbilf­

KY, CT3HOBl1TCH <<HOpMoii» BCeH. )Kl13HeneHTeJibHOCTl1 PYKOBO)ll1TeJieti. l1 cneu11aJJl1CTOB, 0)IHaK0 np11 l1H/IJ.!Bl1/IYaJll1CTl1'1CCKl1 op11eHTl1p0BaH­ HOH ueHHOCTHO-MOTl1B3Ul10HHOH cQ)epe MO)KeT noMewaTb CMOTpeTb

l1 peafl1p0B3Tb Ha 0KPY)l(3IOIUYIO 11eliCTBl1TeJlbH0CTb o6menpl11IHTbIM cnoco6oM.

3KCTpeMaJibHbIC YCJIOBl1H neHTeJlbHOCTl1, C TOLJ:Kl1 3peHl1H l.feJJOBe­ Ka, auanTttpoBaHHOro K o6bIYHbIM ycJIOBl1HM, HBJIHIOTCH aHOMaJlbHbI­ Ml1 ycJIOBl1HMl1, a 3KTl1BHOCTb pyKOBO,llttTeJieH. l1 cneuttaJil1CTOB nptt BbinOJIHeHl1l1 l1Ml1 CJiy)Ke6H0-3KCTpeMaJlbHbIX 3a,uay nptt Henocpen­ CTBeHHOM pl1CKe DJIH )Kl13Hl1 H0Cl1T HeananTHBHbIH. xapaKTep, no:se­ neHtte )Ke pacueHHBaeTCH KaK ocywecTBJIHeMoe <<BHe HOpMbP>. OTCIO,ll3 B03Hl1K3eT uenOHl1M3Hl1e B3rJIH,llOB, npo6.r1eM l1 nOCTYTIK0B PYKOBO-

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1U1TeJieH H CTTCUH3JIHCTOB 3KCTpCM3J1bHOfO npoq)HJHI He TOJlbKO co

CTOpOHbl 11pyrnx rpalKJlaH, HO 11 PYKOB01111TeJieii, cneU11aJ111CTOB, He pa6oTaBWl1X B 3KCTpeM3J1bHblX yCJIOBHHX, H, lfTO Ha1160J1ee cyw:ecTBeH­ HO, llJieHOB ceMeH (oco6o 3HallHMblX JII01J,ett), a YaCTO 11 co CTOpOHbl p>11la TTCHXOJIOfOB.

TaKoe OTHOWeHl1C OKpy,I<alOW11X He cnoco6cTByeT, a 33TPY/lHl!eT pea11amau1110 PYKOBO)ll1TeJieii 11 cneu11aJ111CTOB 3KCTpeMaJibHOro npo­

cjJ11.Hl!. 8 3THX YCJIOBl1HX TOJlbKO a11eKB3THO ccpopM11p0B3HHal! ueHHOCT­

HO-MOTl1B3U110HH3l! ccpepa l!BJil!eTCl! TTYTeBO/lHblM M3l!KOM pyKOBO)ll1- TeJieH H cneuH3JIHCTOB Ha TTYTH HX pea.uanTaUHll K YCJIOBHHM 06bt'-I­ HOH )KH3HH.

rpynnoBaH H30JIHUHH H ny6Jil1'-IHOCTb .ueHTeJibHOCTH JIHYHOfO co­ CTaBa cpyHKUl10HaJlbHblX rpynn 3KCTpeMaJibHoro npOcp11Jil! K YCJI0B11-

}I.M 06bt'-IHOH )KH]HH Moryr Bbl3bIBaTb y HepeananTHpoBaHHblX K 3TMM yCJIOBHHM PYKOBO.IlHTeJieH H cneuHaJIHCTOB TTOBbtWeHHyIO TpeBO)K­

HOCTb, arpeccttBHOCTb, KOTOpaH nptt H3JIHYHl1 l1H.Ul1BllllYaJIHCTl1 ec­ KH opHeHTHpoBaHHOil ueHHOCTHO-MOTHBauttoHHOH cq)epbl, aMopaJib­ HOCTll B3fJIH.UOB, nose.ueHHH, 3aBbIWeHHott CaMooueHKH, npHTH3a­ HHil, Mo66HHre MO)KeT npttBeCTH He TOJibKO K rpy6oCTH, BCilbIJibYH­ BOCTH, Hcc.uep)KaHHOCTH, HapyweHHHM .Ul1CUHTTJ111Hbl, HO H K ype3-

BbILJ:ailHblM npOHCWeCTBHHM, caMoy611HcTBaM, npecTynJieHHHM.

He H3XO/ll! 1\0JllKHOii oueHKl1 y COCJiylK11BUeB 11 pyKOBO)ll1TeJieii, no.uo6Hble TTCHXOJIOfHlleCKHe HBJieHHH Moryr CTaTh COCTaBHoH LJ:aCTblO

<<Cy6KyJibTypbl cynepM3HOB>>, KOTopaH 6y.ueT BXO.UHTb B npOTHBopey11e C opraHl133U110HHoii KYJibTypoii cpyHKUl10HaJlbHblX rpynn 3KCTpeMaJib­ HOro npoq)HJI>I, HeraTHBHO BJIHHTb H HCKa)KaTb ee.

L\Jil! CKopeflweii peananrnu1111 pyKoson11TeJieii 11 cneui1aJ111crns BTopott KaTeropHH CJie.uyeT l1CTTOJlb30BaTb HHbie MeTO.Ilbl H npHeMbl, 1I eM llJIH npe.ucTaBHTeJieH nepsott KaTerop1111. D,JIH HX TIOJIHOUeHHOH COU11aJlbHOfl pea11anrnu1111 K o6pa3y lKl13H11 B CTaH/lapTHblX yCJIOBl1HX

11 BOCCTaHOBJieHHH pa60Tocnoco6HoCTH HY)KHO, npe)l(Jle BCero, BOC­ CTaHOBHTb nCHXOq)H3HOJIOfllLJ:eCKOe H COUH3J1bHOe paBHOBec11e, KO­ rnpoe 6bl no3BOJll1JIO 11M 4yBCTBOB3Tb ce6l! )lOCTaT04HO KOMqJOpTHO B 113MeHl1BWl1XCl! COU11aJlbHblX YCJIOBl151X (KoppeKUl1l! Cl1CTeMbl ueHHO­ CTeH, MOTHBOB, OCMblCJieHHe csoero 3KCTpeM3J1bHoro OTihITa Ha oc­ HOBe HOBOH CHCTeMbl UCHHOCTeH H MOTHBOB, aKTHBH3aUllH aneKBaT­ HbIX yCJIOBllHM ueJieti, 3Ullalf, noTpe6HOCTeil), pa3B11Tb llYXOBHO-Hpas­ CTBeHHbie yCT011, ycTaH0B11Tb 6Jiaronp11l!THbIM BHYTp11- 11 MelKrpyn­ nosoti COlll13J1bHblH KJIHMaT.

L(Jil! peanamau1111 pyKoson11TeJieii 11 cneu11aJil1CTOB, no6brnasw11x B 3KCTpeMaJibHbIX yCJIOBHHX, He H)')KHO nepeY:epKHBaTb BCIO HX )KJ13Hh,

ncpeylfHBaTb .uyMaTb H .uetiCTBOBaTb. 3THM JIIO,lLHM cJie.uyeT TTOMOYb TTOH51Tb, '-ITO HX 3KCTpeMaJibHb[ti OTTblT >IBJI>ICTCH ueHHOCTblO, KOTO­

pblii 6yneT socTpe6oBaH B npouecce 11x JlaJibHeiiweii lK113HeneineJib­ HOCTl1. L(JIH 3TOro PYKOBO)ll1TeJieii 11 cneUl1aJI11CTOB CJie)lYCT 06Y4l1Tb

pau11011aJibHOMY BOCnp11l!T11IO nepelKl1TblX 11Ml1 Cl1Tyau11ii, np11eMaM

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**caMoperyJUIUHJ.1 J.1 neti.CTBH51M B COOTBeTCTBHH co CBOeH HH,IlHBHllY­**

**aJlbHOCTblO, a He BOnpeKH etL**

L(.1rn ycneurnoti pe'll\anrnu1111 pyKOBO.Jll1Teneii 11 cneu11aJI11crns BTO­ poti KaTerop,rn **K** yCJIOB11llM Ml1PHOH )1(1131111 cnenyeT npl1MeHl!Th MeTO­ JlllKl1 11 ncl1XOTeXHl1K11, HanpaBJieHHbJe npe)K.Jle Beem Ha KOppeKUl110 ueHHOCTHO-M0THBalll10HHOii ccpepb!: 06cy)K.JleH11e 11T0f0B KOMaHJJl1POB­ Kl1, n0311THBHbie IIH./ll1B11.JlY3.JlbHhie 11 rpynnOBhle ne6p11cp1111r11, ynpa)K­ **HeHH51 no KOppeKUHH ncHXOJIOfH'-leCKHX ueHHOCTeH., poJieBble HfPbI H**

**T. n. KpoMe Toro, B 3aBHCHMOCTH OT COCTO51HH.H pyKOBOJlHTeJieH H cne­** ll113.Jll1CTOB, B npoueccc pea611Jil1TaUl111 BOJMOlKHO 11CnOJib30BaTh pa3- Jll14Hh!C B11./lhl nc11XOTepan1111 (pau110HaJihHy10, TCJieCHOOp11e11rnpoBaH­ HYIO, MaHyaJihtty10 11 peiiK0Tepan1110, pe6ecp11m, nc11xoc11HTeJ, tternn­ HOTl14ecKoe BHywe1111e, 11Cl1XOJIOfl14eCKYIO no.Jl.Jlep)KKy). OnHaKO 11X 3cp­ cpeKTHBHOCTh 3aBl1C11T OT MOT11Bau1111 pyKOBOJjl1TeJieii 11 cneu11aJI11CTOB **Ha BOCCTaHOBJleHtte ncttxO(pHJHOJIOfl-11-{eCKOro paBHOBeCH51 J.1 BJia,ueHH51 HaBbIKaMH peryJI.HUHH ncHXHl..feCKHX COCTO51HHi1 KaK OCHOBbl CTa6HJib­ HOCTH TTCHXHYecKOfO COCTO51HH51 H 3aJ1Ora ycnewHOCTJ.1 npo(pecCHO­ HaJibHOH 11e}1TeJibHOCTH B HJMeHeHHbJX ycJIOBH51X.**

L\Jill pea611Jil1TaUl111 PYKOBOJJl1TeJiett 11 cneul13.Jl11CTOB nepsoii KaTe­

**ropHH np11MeH51IOT MellHKO-TTCHXOJIOfHYeCKHti J.1 COUHaJibHO-TTCHXO­**

**JIOfHYeCKH ti TTOJlXOllbl.**

**EcJIH npHMeH51lOT MellHKO-nCHXOJIOfHYeCKHi1 no11xo11, TO B0311eH­**

CTBl1C 6yneT B OCHOBHOM 6110JIOrtt4eCK11M. ECJI11 COUl13.JlbHO-nCl1XO.Jl0-

rll4eCKl1H, TO 6ynYT np11MeHl!ThCll paJJil14Hb!e cpopMbl ncl1XOTepan1111.

**K** 6110JIOrtt4eCK11M cpencrnaM OTHOCllT'. Xl1Ml10Tepan1110 (TpaHKBl1- Jll13aTOpb1, xnopnpoMaJl1H, pe3epn11H), aHTl1.JJenpeccaHThl.

Ilp11MeHll!OT nc11x0Tepan1110 - 11HTpancl1XOJIOfl14eCKYIO 11 nose­ JjeH4ecKyJO.

**ttHTpancHXOJIOfHyecKa51 TepanH.H HCXOllJ.1T H3 TOfO, YTO aHOMaJib­ HOe noseneHHe HBJI51eTC51 CJTencTBHeM HeaneKBaTHOH HHTepnpeTa­** [11111 4eJioseKOM cso11x 4yscrn, noTpe611ocTeii, no6y)K.Jle1111ii. Uenh - nOMO% 11atirn 4eJI0BeKy np11411Hhl nnoxoro np11cnoco6JieHl1ll K pe­ **aJibHOCTH H naTb eMy BO3MO)KHOCTb ananTHpOBaTbC51 K Hett, H3MeHHB CBOenoseneHHe. K HHTpanCHXOJIOfHYeCKOi1 TepanHH OT­**

**HOC51TC51.**

1. ***flcuxoaH{JJlU3* - nepBbJH. HJ cospeMeHHblX TTCHXOTepaneBTHYec­ KHX MeTOllOB. UeJib TTCHXOaHaJIH3a - OTbJCKaTb TTOllCO3HaTeJibHbie KOp­** Hl1 CB011X TPYJJHOCTeti, nopo)K.JleHHb!X nonaBJICHHbIMl1 KOH<PJil1KTaMl1 **C TeM, YT06b1 YeJ1OBeK, OCB060llHBllIHCb OT CB513aHHbIX C HHMJ.1 3MO­**

**UHH, CMOf Ha HOBOH. OCHOBe BOCCOJJlaTb co6CTBeHHyIO JIJ.11-{HOCTb.**

**MO)KHO BbllleJIHTb 5 OCHOBHblX 3JieMeHTOB 3TOH. TeOpHH:**

* rny60Kl1e 3MOUl10H3.JlhHbJe 0THOllleHl1ll C -"114HOCTblO Jl.Jlll nepe­ **HOCa Ha ce651 nOJIO)KHTeJibHblX HJIH OTPHuaTeJJbHbIX 11epe)KH8aHHH** (nepeHOC Ha Tepanesrn o6pa3a OTUa, MaTep11 11 'lyBCTB **K** H11M);
* l1HTepnpernu11ll (TO.JlKOBaH11e CH0B11.JleHl1H - caMhJH KOpOTKl1H

nYTh B nonCOJHaH11e );

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* CB060)lHOe BblCKa3bIBaHtte seem, YTO npttXO/ll1T Ha YM (cB06011-

HbJe accou11au1111 6e3 CMbicJia);

* KJTIOY:eBoH M0MeHT nc11xoaHaJ1H3a - TTOITblTKa repanesra HHTep­ npcn1poBaTh conep)KaHHC c.,108 Y:CJIOBeKa, BhI.UCJUIH MCCTa, rne OH 06- Hapy)tornaeT KOJ1e6a1-nrn HJIJ1 CTapaeTCH He Bil3B3ThCH B nonpo6H0CTH,

11 0UCHHB3H HX KaK T0lfKH conpOTHBJICHJUI, H3B0.UHWHC Ha CJIC.U B TTOHCKax fJ13BHoH npo6JICMhI;

- o6b51CHeHtte, KOTOpoe 11aeT TepaneBT, )lOJIJKHO no6ym!Tb YeJioBeKa BH0Bb nepe)KHTh s aqJqJeKTHBHOM nJiaHe co6bJTIHI ero IlCTCTBa 11 C00T­ HCCTH HX C Cl1MITTOM3MH, npmlBJUIIOWHMHCH B .U3HHOC BpCMH, qTo np11BO.IU1T K KaTapc11cy 11 HC4C3HOBCHJ1IO 60JIC3HCHHhIX CHMITTOMOB.

npoue11ypa nc11xoaHamna Ha1160J1ee 3qiqieKTttBHa /IJIH JIIO)lei! or

15 /10 50 JICT, JKeJiaIOWJ1X COTPYIIHll'laTb C nc11xoTepaneBTOM. l1cnoJ1b- 3yerCH /IJIH 11cnpaBJ1eHI1H HapyweH11ii HeBpOTHYeCKOro, a He nc11x11- 8TpJ11--ICCKOfO xapaKTepa. )].JUI TTCHX03HaJIH3a 4CM 6onee CHJlhHOit H CBe­

)KCti 5IBJIHCTCH Tp3BM3, TCM Jl)'\IWC.

1. *TepanuR, 4eHmpupoBaHHaR Ha KJ/UeHme (PodJ1Cepc).*

OCHOBHOH npHHUHTT 3aKJTIOY:aeTC}I B TOM, 1IT0 KJTHeHT cnoco6eH TTOHHTb CBOH npo6JieMbl, HO llJHI 3TOro eMy HY)KHO COOTBeTCTBOBaTb

onpe11eJ1eHHhIM YCJIOBl1HM. Heo6xo1111MO Bblpa6orarb y Hero 60JihWee

caMoysmKeH11e 11 cnoco6HoCTb npe.unp11HHMaTb .ueHcTBHH, Heo6xo.u11- Mhle llJHI np11se.ueHHH ero *<<5h* B COOTBeTCTBHe C ero JIHqHblM OTiblTOM II rny611HHblMl1 nepeJK11BaHIIHMI1. np11 pa6oTe Tpe6yeTCH np1111epJKI1-

BaTbCH npHHUHTTOB:

* TT0311THBHO OTHOCl1ThCH K Y:eJIOBeKy, conepe)KHBaTb eMy, T.e. npo­ HBJIHTb 3M!laT11IO;
* 0TKa3aTbCH OT MaCKH npoq:>ecc110HaJia 11 BOHTH B Ll,OBepHe K KJ111-

eHry (ayreHTHYHOCTh);

* 803.Uep)KHBaTbC}I OT HHTepnpeTau1111 coo6weH11H KJIHeHTa HJIH OT no.ucKa3KH ero npo6JieM. TepaneBT .UOJI)KCH TOJibKO cnywaTb H BbITTOJI­ HHTb pOJib 3epKana, OTpa)KaIOwero MblCJ111 11 3MOUHH KJIHeHTa. He HH­

repnpeTHpoBaTb 3TH MbICJll1, a q,opMyJ111posarb no-HOBOMY, Ha pau11-

0HaJibHOM ypoBHe. 3areM KJilleHr caM )lO/lYMbIBaer 3TY pau110HaJII13a­

UHIO.

1. *Teu,mQJlbmmepanuR (llep11c).*

PyKOBOilCTBYIOTCH np11Hu11naM11: JIHllHOCTb He COCTaBJIHer e.UHHoro uenoro (reWTaJibTa); cymecTsyeT HeOC03H3HHbIH KOHqJJIHKT; HeT KOH­ TaKTa C co6CTBeHHblMl1lJYBCTBaMH 11 MblCJIHMl1. TTo3TOMY Heo6XO.U11MO

nepC)Kl1Tb co6cTBeHHbJe q:>aHTa3Hl1, OC03J-IaTh, pau110HaJIH311p083Tb co6CTBeHHbJe 3MOUHH, KOHTpOJI11pOBaTb HHTOHaUHH ronoca, .UBH)Ke­

HIIH pyK II rna3, npll 3TOM noHHTb CBOII QJll311YeCKlle owyweH11H.

1. *3MO/lUOI/IL1bHO-pa4uoHQJlbHQR mepanuR 31111uCOI/Q* (1962).

TTpl1HUHn Tepan1111: 3a paCCTpoHCTBO nose.ueHHH OTBeTCTBCHHhl Hp­ pau110HaJibHb1e 11.rm KaTacTpoqJHtJeCKHe MbJCJIH.

Uenh: aHaJIH3 KJ111eHTa B c11Tyau1111, B KoTopoH oH oKaJaJICH, 11 Bb!BO.Ilbl, KOTOpblC OH 113 Hee 113BJieK (pa HOHaJIH33UHH co6bITHH 11

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3MOU11ii), 3aTeM nepeaon 11ppaU110HaJlbH0rD B paul10HaJlbH0e. 3a C'leT

**3T0f0 npottCX0JlHT a11anTaUHH K HaCT0HWHM o6CT0HTeJibCTBaM.**

1. *3KJucmeHu,ua,1bHaR mepanuR.*

np11Hu11n: cso6onHaH B0JJH YeJJoseKa.

8 0CH0BY n0JJ0)KeH nc11xoaHaJ1113, a np11 BblB0JlaX 11 Q)OpM11poBa­ **HHH rapMOHH'-lCCKOH UCJIH )K113HH H CMbJCJJa Ka)Klloro nocTynKa TTpH­** nep)Kl18alOTCH Teop1111 ct>paHKJJa.

1. *TepanuR pea.1bHocmbl(J (foaccep).*

**8 3T0ti TepanHH np0HCX0DHT 0UCHKa CB0HX neti:CTBHH H TTJiaH0B B**

**3aBHCHM0CTH OT UCHHOCTetL OHa 0CH0Bal-rn Ha TTCHX0aHaJIH3C H OUCH­**

Ke nocne11CTB11ii, K0TOpble MoryT B pe3yJJbTaTe 3TOrD Hacryn11Tb. <Dop­ M11pyeTCH no6y)l(JleH11e KJll1CHTa 6paTb Ha ce6s orneTCTBeHH0CTb 11 Jl0- **6HBaTbCH UCJTH.**

1. *TpaHCaKu,uo1tHb1u aHa,1U3* ( *3. 5iipH).*

**npHHUHn: B Ka:)KJl0M llCJIOUCKe CCTb 1-lT0 - T0 OT pe6eHKa, po1une-**

**11eH H OT caMoro cefo1. Lleti:CTBHH TpaHCaKUHH 0CH0BaHhI Ha 3TOM.**

**UeJib: OC03H3HHC TTOBC)lCHHH 3THX Tpex <<51» B 1.1eJIOBCKe, Bbl60p**

**a,ueKB3THbIX pOJIH H TTOBCilCHH.H.**

1. *llcuxodpaMa (MopeHo).*

**npoHrpbIB3lOTCfl nepC)KHBaeMblC co6blTHH C BblTTOJIHCHHCM pa3-**

Hb!X poJJeii, '!T06bl YCl1Jll1Tb TpaBM11pyIOUll1e nepe)Kl1BaHl1H, pau110Ha­

**JlH30B3Tb HX.**

1. *Co,;ua,1bHGR mepanuR.*

npo11CX01ll1T 06U1eH11e B rpynne Jl11'1H0CTH0rD p0CTa C UCJlblO YJJY'I­

**LIJCHHH B33HMOOTHOWCHHH C llpYfHMH JllOilbMH.**

**Pa311wrn10T rpym1b1:**

- **CCHCH6HJIH3aUHH: HaJia)KHBaHHe B3aHMOOTH0WeHtti1 Me)l(Jly co- 6oti C TT0M0WblO conpHKOCHOBeHHti, B3fJ1Hll0B HT. n.;**

- **ceMCti:Hoti TepanHH (MHHylIHH): BbIHBJlel-IHe 6oJie3HeHHblX l.lYBCTB,**

T0YeK (Carnp);

- ne6pJ.1Q)11Hra - C0UMCCTHaH pau110llaJll13aUl1H 6oJJe3HCHHblX 3M0-

**UHH.**

I 0. *lloeedeHeecKaH mepanufl.*

OHa np11MeHHCTCH JlJIH npe0l!0JICHl1H cpo611i1.

Cpen11 pa3HOBl1JlHOCTeii noBCl!CH4eCK0ii Tepan1111 Bbll!CJl>IIOT: K0HTP­ **o6ycnoBJIHBaHHe, onepaHTHbJe MeT0ilbl, TepanHIO c npellbHBJleHHeM M0lleJIH.**

KoHTpo6ycJJOBJll1Baf!l1e - pa3pb!B CBH311 Me)l(Jly pa311pa)Kl1TeJ1eM 11

**0TBeT0M:**

- **CHCTeMaTw-IeCKilll neceHCH6HJIH3aUHH - Bblpa60TKa peaKuHH, npo­ THB0TT0JI0)KHbJX HCMeKBaTHbJM peaKUHHM ("rpesore npOTHB0CT0HT pac­** cna6J1eH11e, ll03TOMY yqaT pacCJJa6JJHTbCH, 'IT06bl JaTeM, CM0JleJJ11p0B3B TµeBory, BCT(leTl!Tb ee 11 nepe)Kl1Tb B paCCJJa6JJeHHOM COCTOHH1111);

- **HMTTJ103HBHaH TepanHH - paCCJia6JieHHe H nepe)KH83HHe TpeB0-** rn C HapaCTalOW11M 3cpcpeKTOM 11 HC0JlH0KpaTH0 *l!O* noJJHOii Jll1KB111!3- **UHH C0CT0HHHH Tpesortt;**

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* 3BepCI1BH0e o6ycJI0BJH183HHe (npHMeHeHHe JieK3pCTB, Bbl3bIB3- **IOlUl1X TOWHOTy npH KypeHHH l1Jll1 BbinHBKe; l1CnOJib3083HHe 3JieKT­** p0W0Ka).

Onep3HTHbie MeT0/\bl (CKHHHepa) npHMeHlllOT /\JIH p360Tbl C n3-

**UHeHT3Ml1-C OTKJIOHHIOlUHMCH noBe.UeHHeM:**

* cjiopMHPYIOT aJieKB3TH0e noBel(eHwe, HCn0Jib3Y'1 npH 3T0M npH­

**eMbl no.uKpenneHI-Ul l1 B03Harpa)l(,.[{eHHH;**

* **MeTO.ll HaKonJieHI-Ul )KeTOHOB** (3a **COUHaJibHO noJie3Hbie neHCTBlHl**

**.U3IOT )KeTOH, 33 KOTOPbil1 MO)KHO noJlyY.HTb CttrapeThI, nonoJIHHTeJib­ Hbie npHBHJierHH, np0)Kl183Hl1e B OT,UeJlbHOH KOMHaTe, nocemetttte** CTOJI0B0H, noJiy4eHHe CJiaJIK0rD l1 T.JI.).

Tep3nl1ll C npeJibllBJieHHeM M0JieJIH. TTpwMep nCHX0Jiora HJIH HH0- ro 3BT0PHTern B HeCT3H/\3PTH0H HJIH 3KCTpeMaJibH0H Cl1TY3UHH.

TTpoueJiyp3 C3M0K0HTPDJill. K1rneHT C3M ce6,i B03H3rp3)1(1(aeT 33

**nOJie3Hble .ueHCTBl-Ul.**

**TTpH BCeH no:H1Tl1BHOCTl1 TepaneBTHY.eCKHX MeTO,UOB noBe.ueHY.e­**

CKall TepanHll KPHTHKyeTCH 33 HeycT0H4HBOCTb ee pe3yJibT3T0B. **11c­** 'le3H0BeHHe CHMnT0M0B He ycTpaHHeT rny6HHHbIX npH4HH. Cpe/\3, B03JielicTByH, CaMa HBJilleTCll CTpeccopoM.

**8** II0Bel(eH4eCK0H Tep3nHH Bbll(eJIHIOT rpynnh1:

* B33l1M0n0M0illl1 ( 0K333Hl1e n0M0lljH JIPyr Jipyry npH B3aHM006- illeHHH);
* Tep3neBTH4eCKHe rpynnbl (TTJIHM3H/\OH). **8** 3T0M CJiy43e nCHX0-

JI0r noMoraeT, n0Mepi1rnBaeT, p336Hp3eT CJI0lKHbie CHTY3UHH. TTOJI­

**.uep)KK3 TOfO, KTO OK.33aJIC}l B KPHTHY.eCKOH Cl1Tyau1111, 3KTHBHO HC­**

**IIOJib3yeTCH B 3KCTpeMaJibHblX ycJIOBHSlX;**

* C0UHaJibH0e 11ocpel(HH4ecrno - nCHX0JI0nt4eCK3'1 n0MePJKKa 31\0p0B0r0 K0HTHHfCHT3. Ouo M0JKeT np0B0/\l1TbC'1 B npouecce B0C­ **CT3HOBl1TeJibHblX Meponp1.un11i1 B 3KCTpeMaJibHblX ycnomrn:x.**

B 3KCTpeMaJibH0H o6CTaH0BKe 43CT0 npHMeHl!IOT HHH0BaUH0HHbie

n0l(X0/\bl B nCHX0JI0nt4eCK0H K0ppeKUHH TP3BM3Tl1'IeCK0ro CTpecca, npe)l(l(e BCero MeTOJibl HJI n.

11HTepec K 3THM MeT0/\3M Bbl383H 6bICTpbIM, no cp3BHeHHIO C Tp3-

**.Ul1W10HHb!Ml1 TTO,UXO,U3Ml1, nOBbIWeHtteM TT03l1Tl1BHblX pe3yJibT3TOB.**

**BOnPOCbl A.llSI CAMOnPOBEPKl1**

1. **KaKOBbl B03MO)KHblC noc11e1ICTBIUI pa60Tbl nepCOHaJia B 3KCTpeMaJibHblX ycJIOBHSIX H Ha KaKHe ,UBC KaTeropHH MO)KHQ pa3,UeJUITb PYKOBO.[lHTeJTetl: H cnemrnJH1CTOB no 3TOMY Kp1.nep11to?**
2. **KaKHe DOlIXO,llbl 1IOJ])KHbl HCDOJlbJOBaTbCSI npH peauanTaWH1 pa3HblX**

**KaTeropHM pyKOBO).U. ffCJieti H cnemrn.rn1CTOB nocJie pa6oTbl B 3KCTpeMaJibHbIX**

**yc;1omrnx?**

1. **KaK11e cyw.ccTByKH DO,UXO!Ibl y pa3Hb1X HCCJIC1IOBaTeJieh K ncHXOJTOfH- 4CCKHM Tp3BM3M?**

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1. 4To TaKoe noc-rrpaBMaTw-1ecKoe (TITCP) 11 ocTpoe (OCP) cTpeccoBoe paccTpoHcTBo?
2. KaKtte J.1MelOTCM CT3JIJ.1J.1 <popMttp0B3HJ.1H CTpecCOBblX HapyweH11H no

BpeMeH11'!

1. KaKOBhl D.J.1ar H OCTl11IeCK 11e Kp11Tep11J.1 nocrrpaBM3TH'-leCKOro CTPCCCOBO­ ro paccTpoHcTBa?
2. KaK11e MeTOJ1J.1KJ.1 np11MeHHlOTCH DJIH n.ttarHOCTJ.1KJ.1 TITCP 1,1 OCP?
3. KaK11e BbJ,LleJIHlOT nyrn 11 MeTO,Llhl pea6HJIJ.1TaUJ.1J1 IIOCTp3,LlaBWl1X OT TITCP

H OCP?

**PEKOMEHAOBAHHASI 1111TEPATYPA**

I. *A60ypaXMaHo6 P.A.* nc11xoJiorw1ecKtte Tpy,nHocTtt 06weHJ.1}1 tt ttx Kop­ peKu11H y Y'IaCTHHKOB 6oeBbIX .rreHCTB11H B A<praHJ.1CTaTC : aBTope<p. ,Ill1C....

KaH,Il. TICJ.1XOJI. HayK. - M., 1994.

1. *A60ypaXMGH06 P.A.* ncttXOJIOfl14eCKJ.1e npo6JieMbl nOCJICBOCHHOH a11anTUUJ.111 BeTepaHOB A(praHJ.1CTaHa // ncttXOJIOfJ.14eCKJ.1H )l(ypHaJI. - 1992. NQ I.
2. *AcayAoBa JI. H.* HaH,rreM J111 <<Ta6JieTKy>> OT CTpecca? / / M11JI1-1UJ.1H.

1998. - ceHT.-0KT.

1. *fod,ppya.* 4TO TaKoe ncaxonorn". - M., 1992. - T. 2.
2. *Ka36epo6 fl. H.* TicttXOJIOfH4CCKOe 06ecne•1ett11e TI03J.1T11BHbIX JIJ.14HOCT­

Hb!X 113MeHeH11H y COTPY11Hl1KOB 08.[l, BbinOJIH51BW11X npoqlecc110HaJibHblC Jana'--111 B 3KCTPCMaJlbHb!X ycJIOBJ.151X: aBTOpe<p K3H)l. TICJ.1XOJI. HayK. - M.,

2006.

1. *KapBGCGpCKUll 5.Jl,.* nc11XOTepaneBTl1'--leCK351 3HU11KJIOTIC,Ill1}1. - Cn6.,

1998

1. *KumaeB-CMblK JI.A.* TTcttxoJ1orn'--lecKJ.1H CTpecc. - M., 1983.
2. *KoAoiJJuH 5.* KaK )1(11Tb nocJie ncttxtt•1ecKoH TpaBMbI. - M., 1992.
3. *KomeHrn H. 0.* OnpOCHJ.1K TpaBMaTtt'--lecKoro CTpecca 11.JJH 1111arHOC.:TJ.1K11 nCHXOJIOfH'--leCKJ.1X nocJie,IlCTB11H HeceHJ.151 c11y)l(6b1 co-rpy,IlHJ.1K3MJ.1 08.[l B 3K­ CTpeMaJibHblX ycJIOBl151X: MeTO,Il. noco6tte. - M.,1996.
4. *KomeHefl H. 0., 5ociJaHoBa M. 5.* Teppop11CTJ.1'1ecK11H aKT B Ey,rreHHOB­ CKe: nOCTCTpeCCORbJe COCT051H11H y pa60THJ.1KOB MJ.1JIJ.1UJ.111 // H3BCCTl1H

MUnOttKHl-1 MB/l Pocrntt, fYK. - 1996. - Ng 3.

1. *KomeHe6 H. 0.* ncttXOJIOfH4CCK3}11lJ.1arHOCTJ.1Ka nOCTCTpeccOBbIX COCTO­

"""H

y C0TPY/IHMK0B O8/l. - M., 1997.

1. *JleoH00a A. 5., Ky3He ooa A.* C. ncaxonpocj,11J1aKTttKa CTpeccoB - M., 1993.
2. *MapbUlt M.ff., JJ00eaH C.H., Jleeu M. B.* M np. /lttaraocTMKa, npocptt­

JiaKTHKa J.1 KOppeKUJ.151 crpeCCOBb!X paCCTpOHCTB cpe11J.1 COTpy,IlHJ.1KOB rocy­

.uapcTBeHHOH npoTttB011o)l(apHoH c.:Jiy)l(6hI MB)l PoccJ.111 : MeTo.rr. noco6tte. -

**M.,** 1999.

1. Meponp1151Tl1H TICJ.1XOJIOfJ.14eCKOH pea611Jil1T3UJ.111 BOeHHOCJiy)l(awttx BHyrpeHHJ.1X BOHCK MB)l PoCCJ.1J.1 nOCJle BblIIOJIHeHJ.1H. CJiy)l(e6tto-6oeBblX 33-

)134: Mern11. noco6tte. - **M.,** 1997.

1. nocTipaBM3Tl1'1CCK11H 11 noCTBOeHHbIH CTpecc. Tipo6JieMbl pea611Jil1Ta­ Ul111 11 COUJ.1aJibHOi1 auanT3Ul1J.1 y4aCTHJ.1KOB 4pC3BbI'--lai1Hb!X c11ryau11H: MC)I(-

199

lU1CU11TTJIHH3pHbiti TTOllXOll // MaTep11aJibl 3-ti H3Y'IHO-npaKTH4eCKoti KOH­

cj,epCHUHH. - TTepMb, 1998.

1. TTc11XOJiorw-1ecKa.S1 mrnrHOCTHKa 11 KOppCKUHH TTOCTCTpeccoBbIX cocro­ HHHH y COTPYllHHKOB OB,1] // MarepHaJibl ceMHHapa npaKTHYeCKHX nc11xo­ JIOfOB cJiy)K:6 H no11paJneJieH11ti fYB,1] r. MocKBbI. - M., 1997.
2. *Tapa6puHa H.B.* TTCHXOJlOfl14CCKl1C noCJie1ICTBHH soti:Hbl // TTCHXOJI0-

rH4ecKoe 0603peHHe. - 1996. - N, 1/2.

1. *Tapa6puHa H.B., Jl03e6HGR E. 0.* C11HllpOM TTOCITp3BMaTtt4eCK11X crpec­ COBb!X HapywcHHM: COBpeMeHHOe COCTOHHHe 11 npo6JieMbl // nc11XOJIOfl14eC­ KHM lKYpH,LS. - 1992. - T. 13. - N2 2.
2. *Tapa6puua H.B.* TTc11xoQ\_m3110Jiorw1ecKaH peaKTttBHOCTb y JittKBH1Iaro­

poB aaapHH Ha lJepHo6bUibCKoti A3C // TTc11xoJiorw1ecK11ti )K:ypHaJI. - 1996. -

T. 17. -N, 2.

**3AKJllO'iEHIIIE**

CJieJ]yeT OTMeTl1Tb, YTO ynpaBJieHHe cneU11aJil1CTaMl1 11 <pyHKUl10- **HaJlbHbIMH rpynnaMH B 3KCTpCMaJlbHblX YCJIOBIHlX HMeeT Bbipa)l(eH­** Hb!e npocpecc110HaJibHO-nc11xoJ1or11yecK11e oco6eHHOCT11, KOTOpb1e onpeJleJil!IOTCl!: cneu11<p11KOH caMl1X 3KCTpeMaJibHb!X YCJJOB11H, npo­

**<pecc110HaJ1hHOll nesneJibHOCTH 11 TIOllfOTOBKH B 3KCTpeMaJlbHblX ycno­** B11l!X, ynpaBJJeHYeCKOro B3al1MOJleHCTBl1l! MelKJly cy6beKTaMl1 ynpaB­ JieHl1l! (pyKOBOJll1TeJieM 11 cneu11aJI11CTaMl1, PYKOBOJll1TeJll!Ml1, cneu11- aJil1CTaMl1 11 cpyHKU110HaJihHbIMl1 rpynnaM11 MelKJly co6oi1, cneu11an11- CTaM11 11 cpyHUl10HaJibHb!Ml1 rpynnaM11, PYKOBOJ]l1TeJll!Ml1 11 cpyHKUl1- OHaJibHb!Ml1 rpynnaM11).

npocpecc110HaJibHal! J]Cl!TeJlbHOCTb cneul1aJIHCTOB 11 <pyHKUl10HaJib­ HblX rpynn 3KCTpeMaJibHOro npo<p11Jll! OTJll1YaeTCl! Bb!palKeHHbIM nc11- XOJIOrl1YeCKl1M cnoeo6pa311eM, onpeJ]eJll!IOW11MCll: o6beKTOM, npeJl­

**MeTOM ,llCHTCJlbHOCTH, UCJ1HMJ1, 3a,ual(aMH, cnoco6aM11 HX peweHJUI,**

**ycJIOBHHMH BbITIOJlHeHlHI nocTaBJieHHbIX CJiy)l(C6H0-3KCTpeMaJlbHh!X 3a­**

**,na'-l, nc11xoJ1orw-1eCKHMH TPYllHOCTHMH, speMeHHhIMH napaMeTpaMH.**

B 3KCTpeMaJibHOH Cl1'ryau1111 Tpe6oBaHl1}1 K OTJ]eJlbHbIM nc11x11yec­ Kl1M CBOHCTBaM PYKOBOJ]l1TCJICH 11 cneul1aJil1CTOB pe3KO ITOBb!WaIOT­

**CH, npH 3TOM MHOn1e MexaHH3Mbl KOMTICHCauHH He cpa6aTbIBalOT.** no3TOMY Tpe6yeTCH onpeJ]eJJHTb 11 yYl1ThIBaTb B npouecce npocpecc110- **mu1bHO-nc11xonor11liecKoro OT6opa KpHTCpHH TICHXOJlOfHYCCKOll npH­ fOllHOCTH PYKOBO,ll11TCJieH 11 cneu11a.rrHCTOB K llCSHCJibHOCTH B 3KCTpe­ MaJlbHh!X YCJlOBHHX.**

TwaTeJlbHbIH OT6op cneUHaJI11CTOB 3KCTpeMaJibHOro npo<pHJll! 11 **Bhl.IlBH)l(CHHC Ha PYKOBO1l5IWHC llOJDKHOCTH He TOJibKO Ha1160Jiee KOM­ neTeHTHblX, HO 11 aBTOp11TeTHblX cneUl1aJIHCTOB 5IBJIHeTCH OlIHOH l13**

**rapaHTHH 11X COCTOHTeJibHOCTl1, CKOpcHwero paCKpbITHH 11 llaJlhHCH­** wero KapbepHoro poCTa B HOBOM CTaTyce. D,pyrow rapaHT11ei1 HBJJHeTCl! 11X npocpecc110HaJibHal! 3KCTpeMaJibHO-ITCHXOJlOrHYeCKal! rIOJlfOTOBJlCH­ **HOCTb.**

ECJJH B O6b!YHblX YCJlOB11l!X pOJJb Jil1Jlepcrna l!BJI}leTCl! BaJKHblM 3Jle­

**MeHTOM ynpaBJICHlJeCKOH KOHucnu1111, TO B 3KCTpCMaJlbHbIX ycJIOBHHX**

3Ta POJlb - BeJ]yWal! BO BCex on1oweHl1l!X 11 ee OTCYTCTB11e BJll1l!eT He TOnbKO Ha ycneWHOCTb 11 npocpeCCHOHaJil13M J]el!TeJJbHOCTl1, HO 11 Ha **ee aueKBaTHOCTb BHCWHHM ycJIOBHHM, a YaCTO 11 Ha )1(113He.neHTeJ1b­**

HOCTb Bcero ITOJ]pa3J]eJieHl1l!. YnpaBJJeHYeCKa>I KOMneTeHTHOCTb pyKo­

**BO1l11TeJI51 B 3KCTpeMaJibHhlX YCJIOBHHX HBJIHeTCH Cl1CTeMoH ero BHYT-**

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peHHHX pecypcon, Heo6xO/lHMblX /]Jill opraHH3aUHH 3Q)Q)eKTHBHOro py­

**KOBO.[lCTBa TIO,lJlH1HeHHblM no.npa3.ue.TJeHHeM.**

B 3KCTpeM3JlbHblX ycJJOBHllX neHTeJJbHOCTH HaH60JJee npennO'lTII­

**TeJibHbIM HBJUleTC>I JTH.uepCKHH CTHJTb PYKOBOLlCTBa, KOTOPbIH TT03BO­**

JJlleT Q)YHKUHOH3JlbHOH rpynne H KalKJloMy PYKOBO/lHTeJJIO He TOJlhKO **6bITb ycneWHbIM, HO H pe3JIH30Bbl83Tb csoH JlHl.fHOCTHb!H TIOTeHUH­** a.n, pa3BHBaTbCll, npHyMHOlKaH CBOe npocj)eCCHOH3JlbHOe MaCTepcrno.

JlHnepcKHH CTHJ]b ynpaBJJeHHll npennoJJaraeT JJH4HYIO 3Ha'!HMOCTb **ueJTeH H 3a,na4 .UC51TeJTbHOCTH *D)UI* K3)1(JlOro cneuHaJIHCTa, BblCOKYIO MOTHB3UHJ0 npoQ}eCCHOH3JlbHblX .UOCTl1)KeHHH, HaJIHlftte BbJCOKOfO**

ypOBHll pa3BHTHll Q)YHKUHOH3JlbHOH rpynnbJ, cnJJo4eHHOCTb, CJJa.lKeH­

**HOCTh, 833HMOBblPYl.fKy, B33HM033MeHHeMOCTb, B33HMOTTOMOWb,**

npocj)eccHOH3JlbHblH 3KCTpeM3JlbHO-TTCHXOJIOrH'!eCKHH noTeHUH­ aJJ pyKOBO/lHTeJJeH "cneuH3JlHCTOB npencTaBJJlleT co6oi1 He TOJ!bKO **Ha6op JIWIHOCTHblX, npo(pecCHOH3JlbHO 3H3l.fHMblX KaLJeCTB H cnoco6-**

**HOCTeH, T.e. naccHBHyJO COCT3BJUIJOWYJ0, o6ecnel.Jl.183JOWYJO 803MO)K­**

HOCTb ycneurno pe3JlH3OBbJBaTb npocj)eCCHOH3JlbHYIO ne>1TeJJbHOCTb B **3KCTpeM,VTblfblX YCJIOBlUIX, HO, l.fTO 6oJiee Ba)KHO, HBJTHeTCH reHepa­ TOPOM C3MOTTOrJOJIHeHJ.UI, T, e. HMeeT 3KTHBHyJO COCTaBJrnJOwy10, HB­**

JllllOWYIOCll OCHOBOH npocj)ecCHOH3JlbHO-JJH'!HOCTHOro pocra nepco­

**H3J13 B 3KCTpeM3JlbHbIX yCJTOBlUIX.**

**Bee pyKOBO.IJJHeJH1 H cneUl13JIHCTbI B 3KCTpeM3JlbHblX yCJTOBHHX**

HMelOT HeCKOJ!bKO ueHHOCTeH O/lHOBpeMeHHO. npH 3TOM pyKOBO/lHTe­ JJH tt cneumrnHCTbl, s CHCTeMe ueHHOCTeH KOTOpb!X npeo6Jia.naJOT rpyn­ TTOBbJe (KopnopaTHBHO-COUH3JlbHbJe) " COUH3JlbHble (o6wecrneHHO­ **COUH3JlbHble) ueHHOCTH, KaK npaBttJTO, HBJIHIOTCH 6onee ycneWHbl­** MH, TTOJlb3YIOTCll aBTOpHTeTOM, TTO/l/leplKKOH TOBap<1wei1 (B OTJIH'!He OT pyKOBO/lHTeJJeH " cneuH3JlHCTOB, y KOTOpb!X npeo6JJa/lalOT HH/lH­ **BH.UY3JlhHble ueHHOCTH 8 CHCTeMC ueHHOCTeH), MeHbllle TTO.UBepraJOT­** Cll BJIHllHHIO /lHCTpecca. npeo6JJa.naHtte rpynTTOBblX" COUH3JlbHblX ueH­ **HOCTeH 8 CHCTeMe ..i1WHIOCTHO 3Hal.JHMb]X ueHHOCTeH cneutt3JIHCTOB**

HB'1llCTCH OCHOBOH cpopMHpoBaHHll y HHX 3KCTpeM3JlbHO-OptteHTHpo­ **BaHHOf0 C03HaHHH, l.JTO B CBOJO Ollepe.Uh HBJrneTCH 33JIOfOM ycnewHoH H MaKCHM3JlbHO 6e3onaCHOH .ueHTeJibHOCTH B 3KCTpeM3JlbHblX YCJTO­ BHHX.**

8 3KCTpeM3JlbHblX CHTyawrnx /]JJH OTTTl1MH3aU11H npocpecCHOH3Jlb­

**HOf0 o6weHHH H KOHQ}JlHKTHblX B3aHMOOTHOWeHHtl: .UOJI)KHbl peaJIH- 30BbIBaTbCH CJie.ny10w11e 3aJJ,aq11: HHQ}opMaUHOHHO-KOMMYHHKaTHBHaH,**

acpcj)eKrnBHO-KOMMYH HKaT11BHal1 H peryJJllU11OH HO- KOMMyHHKaTHBHal!.

**Ha1160JieC onaCHblMH HBJTHJOTCH << XOJTOD.H ble** ►**> KOHQ}JIHKTbl' KOTOpbte**

**He BCer.ua BHewHe npoHBJIHJOTCH H MOryr 6b1Tb He3aMeTHbl. BMeCTe C TeM CCJTH B 06btl.JHblX yCJTOBHHX <<XOJIO.UH b]e** ►**> KOHQ)JIHKTbl npoXO.UHT**

**t1epe3 TaKTHKY <<rJiyxoH JaWHThI» 11 Be.UYT K HapacTaH1110 napaJ1113au1111 BCHKOH BHCWHe BH.UHMOH aKTHBHOCTH, TO B 3KCTpeMaJibHbIX YCJTOBH­ HX <<XOJIO.llHbie» KOHQ}JIHKTbl npOXO.UHT Yepe3 TaKTHKY <<3aTa tt BaH HH**►**> H**

nepepaCTalOT np11 nepBOM yno6HOM cJJyqae B «ropll'!He" KOHQ)JJHKTbl,

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KOTOpbie npOHBJHIIOTCH KaK aKTHBHOe npon1BOCTOHHHe KOHQ)JJHKTY­

I011111X CTOPOH.

TTcHXOJJOfH4eCK11e oco6eHHOCTH npocj,ecc11011a.JlhHOH ne,neJJbHO­ CTH PYKOBO/ll1TeJJeii, cneu11a.J111CTOB 11 cj,yHKUHOHa.JlbHblX rpynn B '.)K­ CTpeMa.JlbHblX ycJJOBHl!X npcnnoJJaraIOT npose11e11He oco6oro 01111a non­ fOTOBKH - npoQ)eCCHOHaJlbHOH 3KCTpeMaJJbHO-TTCHXOJJOfH4eCKOH. non­ fOTOBKH.

3KCTpeMa.JlbHO-nCl1XOJIOfH4eceyIO nO/lfOTOBJJeHHOCTb pyKOBO/111Te­

JJett, cneu11a.J111CTOB 11 cpyHKU110Ha.JlhHhlX rpynn ueJJecoo6pa3HO npen­

craBHTh B BH.Ue COOTBeTCTBYIOIUHX MOlleJJeti, aneKBaTHblX YCJJOBHHM HX

npocj,ecCHOHa.JlbHOH /lel!TeJJbHOCTH.

Ycnex neHTeJJbHOCTH PYKOBO.UHTeJJeH. H cneUHaJIHCTOB B 3KCTpe­ MaJlbHblX YCJJOBHHX 3aBHCHT He TOJlbKO OT cQ)opMHPOBaHHblX H pa3BH­ TblX npoQ)ecCMOHaJJbHO Ba)KHblX TTCHXOJIOfl14eCKHX Ka4eCTB H TTCHXO­

J1OfH4eCKHX xapaKTepHCTHK, HO B nepByIO O4epe.Ub OT 3HaHHH, yMe­ HHH H HaBblKOB peryJJHUHH 6oeBblX TTCHXH4eCKHX COCTOHHHH, KOTO­ pble HMelOT ypOBHH: TTOJIHOH., TTOBblllleHHOti <<BK.,1I04eHHOCTH>> B 3KCT­

peMaJJbHble YCJJOBHH neHTeJibHOCTH, npHllaCTHOCTH H <<OTCTpaHeHHO­ CTH>> OT 3KCTpeMaJJbHblX YCJJOBHH. Bb!ClllHe YPOBHH (TTOJJHOH H TTOBbl­ llleHHOH <<BK.lll04eHHOCTH>>) CBH3aHhl C BblCOKOH. CTeTTeHblO H.UeHTH­

cpHK3U11H pyKOB0/111TeJJett 11 cneuHa.JJl1CTOB C cpyHKU110Ha.JlbHOH rpyn­

noH H 3KCTJ)eMaJJbHblMH YCJJOBHHMH HX neHTeJJbHOCTH.

EoeBble TTCHXH4eCKHe COCTOHHHH Q)yHKUHOHaJJbHblX rpynn TalOKe

* HMelOT Pl!/1 ypOBHeii, KOTOPble onpe11eJJlllOTCll KaK BblCOK11e, cpen­ HHe, HH3KHe cTeneHH Bbipa)KeHHOCTH HX TTO3HTHBHblX o6beKTHBHblX 11 cy6beKTl18HblX xapaKTCPl1CTl1K.

8 3KCTpeMa.JlbHblX yCJJOB11llX nepeanamaU11l! PYKOB0/111TeJJett 11- cne­

UHaJIHCTOB ocymecTBJJHeTCH 3a ClfeT HX ananTaUHOHHblX pecypcoB, B KOTOpble BKJIIOl{alOTCH He TOJlbKO TTCHXOQ)H3HOJJOfWieCKHe xapaKTe­ PHCTHKH, HOH xapaKTepHCTHKH HX TTO1IfOTOBJ1eHHOCTH. TTepeananTa­ UMH JIH4HOCTH K 3KCTJ)eMa.JibHbIM ycJJOBHHM )KH3He.II,e51TeJJhHOCTH HMeeT OTHOCHTeJJbHblH. no TTPO.UOJJ)KHTeJJbHOCTH speMeHHOH HHTepBaJJ. BMe­ CTe C TeM B 3aBHCHMOCTH OT nonroTOBJJeHHOCTH PYKOBOlIHTeJieH H

cneuHaJJHCTOB npo.UOJJ)KHTeJlbHOCTb BpeMeHHOro HHTepBaJJa MO)KCT

HMeTh O'leHb 6oJJbWOH /1Hana3OH. TTo3TOMY npouecc H pe3yJJhT3T ne­ peananTaUHH MO)KeT HMeTb Ka4eCTBeHHble OTJJH4HH OT ypOBHH 6blCT­ poro HCT0111eHl1l! ananTau11OHHblX pecypcoB, npopbrna ananwu11O11- HOfO 6apbepa 11 ne3ananTaUH11 /10 ypOBHl! yKpenJJeH11l! 11 pa3B11Tl1ll ananTaUHOHHhlX pecypcos B npouecce ycnew11oi1 npocj,ecc110Ha.J1hHOtt neHTeJJbHOCTH B COCTOHHHH TTOBbllllCHHOH BKJII04eHHOCTH B ee npo­

uecc.

J1114Hall 6e3onacHOCTb pyKOBO/IHTeJJett, cneu11a.JJl1CTOB 11 opraH11- 33U11OHHal! 6e3onaCHOCTb cpyHKU110Ha.JlbHblX rpynn OCHOBbIBaeTCll Ha llOCTaTO4HOM YPOBHe HX npoQ)ecCHOHaJlbHOH TTOllfOTOBJleHHOCTH, npen­ noJJara10111eii BJJaneHHe 6e3onaCHblM11 MCTO113MH Tpyna, ccj,opM11po­ BaHHOti ycTaHOBKOH Ha Bbl)KHBaHHe, TTCHXOJJOfWJeCKHMH Ka4eCTBa-

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MH, xapaKTep11CTl1KaM11 rpynn, TT03BOJHIJOW11X a,ueKBaTHO oueH11BaTh o6craHOBKY, npm-u1MaTb 6btCTpb1e 11 11paUl1JlbHb!e peweHl1H, He Te­

pmb caMoo6JI3,I\aHl1'1 11 M0611JibflOCTl1 rpyrrnbl B onaCHblX Cl1Tyawrnx.

nc11xoJJor111--1ecKoe conpoBo)KJlett11e 11eHcTs11H ncpcotta.na B 3KCT­ peMMbHh1x ycJiomuix ocyweCTBJHJeTC.SI B B11lle:

- 3aHm11i\ no 6oesoMy paJ11eJiy HenocpencrneHHoro 3rnna npo­

1. ecc110HMbHOti 3KCTpeMaJlbHO-TTCl1XOJIOfl11-ICCKOti nonroTOBKl1 nepen Ha4aJIOM aKTl1BHblX npoQ)ecc110HaJlbHbJX neti:CTB11H, B npouecce nen­ TeJibHOCTl1 11 B nepl10llbl KpaTKOBpeMeHHblX nepepbJBOB;
   * 06ecne4eH11>1 npocpeCCl10HiL1bHblX /lCHCTBl1H B xone peweHHH CJIY­

lKe6H0-3KCTpeMa.JlbHbJX 33,I\a4 (Ha6mo11eH11e, KOHTpOJib, no1111cp)l(Ka);

* + o6ecnel{eHH51. BOCCTaHOBJieHl151. pa60Tocnoco6HOCTl1 PYKOBO,Lil1- TeJieti 11 cneu11Ml1CTOB nocJIC BblTTOJIHeHl151 11MH CJiy>Ke6H0-3KCTpe­ MaJlbHblX 3a,II,a4.

HenpeMeHHoti oco6eHHOCTblO JIJ06oH. C11Tyau1111 3axBaTa 3aJIO)KHl1- KOB 51.BJIHeTCH 3KCTpeMaJlbHbJH. xapaKTCp B03lleHCTBYJOW11X Ha BOBJie­

YeHHblX B Hee JIJOlleH. TTCl1X03MOUl10HaJlbHbJX ttarpy3oK.

OeperosopHbJH npouecc KpoMe ryMaH11CT114ecKoi\ HeCeT Ha ce6e CTaTYCHYfO (noBbJWCHl1e ysalK11TeJibHOfO OTHowe,mH K npasooxpa­ HHTeJibHblM opraHaM KaK Jaw11THl1KaM rpa)!(JiaH), l1HcpOpMau1101111yfO (np1106peTaJOTC51 JHaHl151. 0 ueJIHX, npl1LJHHax, MOTl1Bax, o6CT051.TeJib­

CTBax Teppopl1CTH4eCKOro aKTa, oco6eHHOCT51.X nosenett11.s1 11 JJJ1l--lHOC­ THX Teppop11CTOB), TaKTWJeCKYfO (Bbll1rpblW BO BpCMCHl1 /lJIH no11ro­ TOBKl1 Cl1JIOBOH onepa111111) HarpyJKy.

HeraTl1BHb1e TTCl1Xl11-•leCKl1e 113MeHCHl1H il llOJieBOM COOTHOWeHl111 ycTynaJOT MeCTO TT0311THBHb!M TTCl1XJ1lJeCKl1M l13MeHeH11HM, KOTOpbJe

11MCIOT MCCTO y PYKOBOLll1TeJieH 11 cne1111aJil1CTOB noCJie 11X npoQ)ecc110- HaJlbHOH nenTeJibHOCTl1 B 3KCTpeMMbHblX YCJIOBl1HX. 3tta411TeJibHbJe 00311Tl1BHble TICHXJ11--leCKl1e l13MeHeHl151. y PYKOBO,Lil1TCJieH. 11 cne1111a­

Jil1CTOB 3KCTpCMaJlbHoro npoQ)11JIH, BbHJBJieHHbJe B TTOCT3KCTpeMaJlb­ HbJH. nep11011 3Mn11p114ecKl1M nyTCM B Jll1l!IJOCTHOH., COUl1aJlbHO-TTCl1-

XOJIOfJ11--leCKOH 11 npoQ)ecc110Hru1bHOti cQ)epax, HOCHT YCTOtilJ:HBbJti lll1HaMl1lJCCKl1H. xapaKTep.

nocnpasMaTw1ecK11c CTpeccosb1c paccrpoiicrna (OTCP) pyKoso-

1111Te11eti 11 cneu11Ml1CTOB Moryr B03Hl1KaTb B pC3Y.i1bTarc HenpoQ)ec­ Cl10HaJlbHOti annepuenu111111 flOBbJWeHHOH. BOCTTpl111M411BOCTl1 K nc11-

XOTpasM11py10weMy co6bJTl1fO. Op11 3TOM B031111KafOT TaKl1e xapaKTep­

Hble Cl1MfJTOMbl, KaK HaB51.34:HBbJe BOCCTOMl1HaHH51., H36c>KaHHC ( OT­

LJy)KJleH11e ), r11nepaKTl1BaU11H, flCl1XOCOMfffl14:eCKl1e paCCTpOHCTBa. l13MeHeHl151. B nc11x11Ke lfeJIOBeKa, TTOllBCp)KeHHOro lUUfTeJibHOMY

l1Jl11 11HTeHC11BHOMY B03,LietiCTBl1JO crpecc-Q)aKTOpOB, MOryT HOCHTb llBO­ HKl1ii xapaKTep. l13MCHeHl151 y nepBOH KaTcrop1111 PYKOBO/ll1TeJieii 11 cneu11Ml1CTOB CB51.3aHbi C nepe>KHTbJMl1 nc11xoTpaBMl1py10wHMl1 co-

6bJT11HMl1. y BTOpoii KaTerop1111 PYKOBO/ll1TeJiei\ 11 cneu11aJil1CTOB 113-

MeHeHHH B TTCl1XHKe He CB51.3aHbI C nCHXOTpaBMl1PYIOW11Ml1 nepe>K11- BaHHHMl1 11 6oJJe3HeHHbJMl1 3MOUl151.MH, a CB51.3aHbI C HenonroTOBJieH-

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HOH UCHHOCTHO-MOTl1BaUH0HHOH cc:pepott (MOpaJibHOH HeyCTOH'IHBO­ CTblO).

B 3KCTpeMaJihHblX yCJlOBHHX npoc:peCCHOHaJlbHOe ynpaBJJeH4CCKOe

**B3aHMO)leH.CTBHe HMeeT TTOBbIWeHHYlO TTCHXOJIOfW-leCKYlO Harpy3Ky,**

CBH3aHHYIO C oco6hlM pClKHMOM npoc:pecCHOHaJlhHOH 3KCTpCMaJlhHO­ **TTCHXOJ10[H4eCKOH. TTO)lfOTOBKH, )KJ13Heo6ecnetJeHH51, )KJ13He)le51TeJib­ HOCTH, npoq:>eCCHOHaJibHOfO pHCKa, )KepTBeHHOCTH, JIH4HOCTHblM H**

rpynnOBhlM ypOBHeM /lOBep1-rn, npoc:j)ecCHOHaJibHOH KOMneTCHTHOCThlO, CTl1JlCBblMH oco6eHHOCrnMH PYKOBO/lCTBa 1-1 JlH/lepcrna, ypOBHCM opra­ HH3auHOHHOH KYJlhTYPhl B no11pa3/ICJ1CHHHX H c:pyHKUHOHaJlhHblX rpyn­

**rrax.**

**TEPMll'IHbl 11'1 onPEAEJlEHll'ISl**

**A,n,anT&UHH** - cnoco6ttocTb K np11cnoco6JTeHJ110 11 BbDKMBaHHJO .1JJ1H o6ec­

neY:emrn )f013HH Ha ecex ypOBHHX CJIO)KHOCTH.

**Arrpaeau,HH** - Hapo•-n1Toe yc1111em1e npHJHaKoe HMCJOWerocH Ja6oneea­

Hl-BL

**AJKIIT31l,HH** - CTpCMJ1em1e y6e)K3Tb, cnpHT3TbCH, He BJ1llCTb, He CJlblW3Tb

Toro, '!TO 11cnyrai10.

**Annepu,enu,HH** - nCHXW--ICCKHe npoueCChl, o6ecne'--IJ1B3JOWJ1C 33BHCJ1MOCTb BOCCTplrnnrn npCllMCTOB H HBJiemiti: OT npow11oro OCTblT3 cy6bCKT3, OT UCJTeti: H MOTHBOB ero TCKylUeti lICHTCJlbHOCTH, JIW·IHOCTHblX oco6CHHOCTCti: H *T.D..*

**)],HCCHMYJUUl,HH** - C03H3TCJ1bHOC crpe,rnem1e '--ICJIOBCKa CKpbJTh CBOH 6o­

,1C3HCHHblC paccrpoti:CTB3, '-I31UC ecero CJ1MTTTOMhl ncHXH'-:ICCKHX 1a60JTCB8HJ1H.

**.11,yxoBHOCTb** - CBOtiCTBO .uywH, cocrm11uee B npeo6nanam-rn D.YXOBHbJX,

Hp3BCTBCHHblX l1 HHTeJ111eKTYaJlbHhlX HHTepecos Han M3TepHaJlbHhlMH.

**KpHTHIICCKHH HHU,H,llCHT** - co6bITHe, KOTOpoe nonsepraeT '-:leJIOBeKa HJIH ero 6JJH)Katiwee OKpy)KeHHC (pH3H'·-leCKOti: (H/HJJH) TICHXOJIOfW-JeCKoH onac­ HOCTH H cnoco6Ho Bhl383Tb OTpHU3TeJlbHhle TICHXOJIOfW-IeCKHe nocnencTBHH. **JIHIIH3jl 6eJOU3CHOCTb** - CHCTCMa npaBOBhIX, 33UU1THhlX, T3KTW-IeCKJ1X,

{pl13W-IeCKl1X H ITCJ1X0.,'10fJ11-ICCKJ1X MCp, TIOJBOJIHIOWMX o6ecne'-:IHTh coxpaHe­

HHC )KH3Hl1, a TaK)f(e (pHJWieCKoro H TICHXWleCKOfO 3ll0p0Bbff pa60THJ1KOB npH YCJIOBHH TIOllJlep)K3HH51 BhlCOKOro ypoBHH 3{p{pCKTHBHOCTJ1 npo{peCCJ10- HaJlbHb!X neti:CTBHti:.

**JIHIIHOCTH3jl Tpe80)KH0CTb** - CKJIOHHOCTb KOHKpenmti: JIJ1l!HOCTJ1 TIOCTO­

}IHHO socnpHHHM3Tb 60JlhWOti: Kpyr CHTyauHti: KaK yrpO)K3lOWHX, pearHpO­ BaTh Ha TaKHe CHTyauHH COCTOHHHeM TpCBOfH.

**OnaCHOCTb** - CTpecc-{paKTOp, 0Tp3)K3K)WHH OC03H3HJ1C Y:eJIOBCKOM Toro

o6CTOHTeJlbCTBa, Y:TO noseneHHC JllOlleti:, neti:CTBHH CTMXHtiHblX CHJI npttpo­ llhl, asapMti: HJIH KaTaCTpO{p Moryr npW-IHHHTh eMy (pH3HY:CCKJ1ti HJIJ1 TICJ1XO­ JI0fJ1l-lecKHti: Bpen, !1pJ1BeCTJ1 K HCCli3CTHOMy CJJy'-:lalO J1JIH rn6eJJH.

**Ocypoe CTpeccoeoe paccTp0HCTB0** - COCTOHHMC B Te'-:leHJ1e onHoro MCCH­ na TIOCJ1e KpHTHl-JeCKOfO l1HUHneHTa; Y:awe npOHBJIHCTCH OT 2 no 4 HeneJTb.

**UanuKa** - npOHBJieHHe Maccosoro CTpaxa nepen peaJJhttoti: HJIH soo6pa­

)KaeMoH yrpoJoti:, cocTOHHMe nepHOllHY:CcKoro 11cnyra, y)Kaca, HapacTalO­ wero s npouecce BJaHMHoro Japa)KeHHH.

**IlocTip38M3THIICCKOC CTpeccoaoe paCCTpoHCTBO (UTCP)** - COCTOHHMC,

(popMHpylOLHeecH B pe3yJTbT3Te nepe)KJ1B3HJ1H 11eJ10 HeKOM ITCJ1XOTpaBMHpylO­ WHX co6bITHti:, ·npoHBJl}IK)lUeecH cnyCTH 6onee Meo,ua nocne KpMTHl-JCCKOfO HHUHlleHTa, KOTOpoe MO)KeT npon0,1)K3TbCH BCIO TIOCJieny101UYIO )KJ13Hb.

**Upo4,eccuoH3JlbH0 83.lKHble nCHX0JI0rtrleCKHe K311CCTB3** - COBOKYTIHOCTh JIHl-JHOCTHhlX, TICHXOJIOfHY:eCKHX, TICJ1XO(pH3HOJIOfHl-JCCKHX H aHTpOTIOMCTpH-

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1-1eCKl1X CBOHCTB 11H1ll1BH1l3, 06ecne1-111BafOWl1X BbICOKyfO sep051THOCTb ycnew­ HOCTl1 ero npo¢,eCCHOHaJlbHOro CTaHOBJleHHM H .IIe51TeJ1bHOCTH.

**Ilpo4tecCHOHaJlbHO-HCIIXOJIOffllleCKaR fOTOBHOCTb** - COBOKynHOCTb MOPaJlb­ HO-nCHXWleCKHX H npo¢,ecc110HaJlbHbIX xapaKTCpHCH1K nepCOHaJla, KOTOPbie no3BOJ151K)T HM B Jlf06ott MOMeHT BpeMeHH **11** B ,11060H o6cTaHOBKC Bb!TIOJ1H51Tb B03JIO)KeHHble Ha Hl1X ¢,yHKUHH.

**Ilpo4JeccuouanbHO-OCHXOnoru11ecKaR nonrOTOBK3 pa60THHK0B K neHCTBH­**

**HM B 3KCTJ)eM3JlbHblX ycnOBHRX** - no11rOTOBKa, HanpaBJieHHafl Ha C031laHHe COBOKynHOCTH c¢,opM11POBaHHblX **H** pa3B11TblX nc11xo11or11i...iecKl1X xapaKTep11c­ Tl1K, CYrBe43fOW11X nc11xo11orn4eCKHM oco6eHHOCT51M TPYllOBoH 11e51TeJ1bHO­ CTl1 B 3KCTpeMaJlbHblX yCJ10B1151X.

**Ilpf.Mi,eccuouaJI&Ho-ncllXH'leCKaR ycTOffltueoCT&** - nc1-1xo11orw1ecKa51 KaTe­

ropm1, OTpa)K3fOWfill cneu11¢,111...1eCKHH 81111 yCTOi1411BOCTH nc11x11KH 4eJIOBeKa, np051BJI51K)Wei1:c51 B onpeneJ1eHHOM B11.IIe npo¢,ecc110HaJlbHOM 11eHTeJ1bHOCTl1.

**IlcuxoreHHble llJaKTOpbl** - COBOKYTIHOCTb ¢,aKTOpOf , BJ111HIOWl1X Ha nCH­ xo¢,H3110JIOr11i...iecKoe COCT051Hl1e 1-ICJlOBeKa 11 ero no0e11eHHe B 3KCTpeMaJlb­ HblX YCJ10B1151X.

**PeaKTHBH3R TpesmKHOCTb** - xapaKTepH3yeTC51 CHTyaTHHHblM (BpeMeHHhlM)

HanpJJ)KeH11eM, 6ecnoKoiicTBOM, HepB03HOCTbfO, KOTOpble Moryr B03HHKHYfb y Jlf06oro l.JeJIOBeKa B 3KCTpeMaJlbHblX ycJIOBHHX .IIC51TeJ1bHOCTl1.

**PHCK** - nciiCTBHe B onacHOH CHTyaUHH, xapaKTepH3yfOrueecH Heonpene­ JieHHOCTbfO 11cxo11a H B03M0)KHb!M HaCTyn11eH11eM He611aronp11HTHb!X noc11e11- CTBl1H B CJI)'l..{ae Hey11a411.

**ConpOTHBJJReMOCTb CTpeccy** - c.:noco6HOCTb K coxpatteHHK) opraHH33Ul1H

nose11eH1151 B ycnoBH51X cTpecca.

**CTpax** - COCT051H11e, B03HHKafOruee B npouecce pa60Tbl MblWJleHHfl H B006pa)KCHH51. **H** npe11BOCXHWa10wee onaCHOCTb )])151 )Kl13HH, 3.IIOp0Bb51 H ca­

MOl..lyBCTBl151 11eJ10 BCKa.

**C,rpeccoycroH'IHBOCTb** - nc11xo¢,11J11011or111-1ecKoe cocT051Htte 11e11o seKa, 06ec­ nei...i11sa10wee OTITHMaJlbHYIO ananTaUHIO K 3KCTpeM<UlbHblM ycJ10BH51M, n03BO­ J151fOWee pewaTb B03JIO)KeHHbie Ha Hero 3a,na411 6e3 nOTepb (¢,H3HOJIOrl1'JeCKHX H nc11xo11or114eCK11X), T. e. B COCT051HHH nc11xocp11JHOJ10rH4eCKOro paBHOBCCl151.

**C,rynop** - COCTOflHHe, KOTOpoe np051B)1}1eTC51 KaK 33CTb!B3HHe Ha OllHOM

MeCTe 111160 KpaMHee 33MC)]JleHHe Bcex 11ei1:CTBHM, HeJlOHKOCTb .IIBH)KCHHM,

naueH11e 6e3 COJHaHJ.rn, np011CX0.IIl1T C)Kl1M3HHe Mbllllll, yxy11weHHe KpOBO­ o6paweH1151, HapyweH11e KOOP.IIHHaUHl1 1lBl1)KeHHH.

**CyMepe11uoe COCTORHHe** - npOBaJlbi naMHTH (4eJIOBeK He nOMHHT, 11TO OH

ne11aJ1), aJlOrHI...IHOCTb Mb!WJICHl151, 3MOUHOHaJlbHOe nepeB036y)Klletme.

**TpaBM3THlleCKHH CTpecc** - COCTOHH11e, Ha6J11<)1Iae oe BO BpeMH KpHTl1- '-ICCKOro 11HUHJJ.CHTa 11 cpa3y noc11e Hero H TC4eHHe 2 cyTOK.

**TpaucperynR[\HOHHble HCHXOTeXHHKH** - ncttXOTeXHHKH, HCilOJlbJYCMble B npouecce peryJI51Ul1H 611aronpH51THblX COCT051Hl1i1 DJ]H pa60Tbl B 3KCTpeMaJlb­ HblX yCJ10B1151X, 113MeHeHHblC, pacwenJieHHb!C COCT051HH51 C03H3Hl151.

**Tpesora** - COCT051H11e, npH KOTOpOM B no0e11eHl1H 'ICJIOBCKa BHCWHC npo- 51.BJI51CTC51 ero 3MOUl10HaJlbHO-CTpeccosaH peaKUl151 Ha 3KCTpeMaJlbHYIO cwrya­

Ul1f0.

**YcTaHOBKa Ha BblJKHB3HHe** - 3TO rCYrOBHOCTb H npe11pacnOJ10)KeHHOCTb pa60THHKa K ue11eHanpaBJ1eHHOii, Ha,ne)KHOM H xapaKTep111y10rueHC51 .IIOCTa­ T04HbIM ypOBHCM caM033WHTbl .IIC51TeJlbHOCTl1.

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**qpeJBb1'13ii:HbJe o6CTOHTeJibCTB3** - oco6b!C o6CTOHTeJ1hCTBa, BhlJbJBaeMbie HRJleHIHIMH H ¢>.:lKTopaMH npnpollHOro, TeXH0reHH0ro HJIH COUHaJibH0fO xa­ paKTepa, KOTOpble pe3KO HapywalOT HopMaJlbHYlO )l(l13Hb Hace.'lCHHH, o6we­ CTBeHHYJO 6e1onacHOCTb l1 nopHllOK B pernoHe l1J1H HCCKO.'lbKHX pernmrnx. OHH npennoJJaralOT K3l!eCTBeHHOC 113MeHCHHe 06beKTI1BHblX yc11os11H neH­ reJ1hHOCTH opraHoB rocynapCTBeHHOi-t BJ1aCTH, 3aMeTH0 OCJl0)l(HHlOT a,LIMH­ HHCTpaTHBHyJO neHTCJlbH0CTb; conpoBo)KJlaJOTOI Tpy.[[HO npe.ucKaJyeMb!Ml-1, TH)l(KHMH noCJICJICTBHHMH, no CBOeMy xapaKTepy HRJ1HlOWHMHCH o6weCTBeH­

HblM 6c.ucTBHCM, cyLUCCTBCHHO H3MCHHlOT CTeneHb o6weCTBCHHOti onacH0- L:TH npcczynH0CTH.

**qpe3Bbl'13ii:Hble npoucmeCTBHH** - npoMCIJJCCTBHH KpHMHHaJlbHOfO xapaK­

Tepa, **np11** KOT0pblX HMeeTCH peaJibHJH yrpo3a )l(HJHH, JD,OpUBblO, 4CCTH **H**

D,OCTOHHCTBY JlJOn,eti, J1l06bIM ¢opMaM C06CTBCHHOCTH, Tpe6yJOLUHC npose­

)ICHHH cneuH<U1bHhlX MeponpHHTHH no HX ypery11HpoBaHHlO.

**lJ.peJBbl'laiiuble CH'fY31l,HH** - HapyweHMH HopMaJJhHblX yC.'IOBHH )l(l13HH H

.ueHTeJlbHOCTH JllOllCH Ha 06beKTC HJ1H Ha onpe.ue.'ICHHOti. TeppHTOpHH (aKBa­ TOpHH - JlOKaJlbHOro xapaKTepa).

**3KCTpeMaJlbHble CH'fY31l,HH** - CHTyaUHH, K0TOpblM np11cyw K0MCTJleKc ncH.XoreHHhlX ¢aKTOPOB, HMelOWHX 3H84HTCJ1bHYlO Hbip8)1(CHHOCTb **l1** CHJly (JeMJlCTpHCCHHe, H3BOllHCHHe, TI())l(apbl, CCJlh, Hoopy)l(CHHble npoTHBOCT0H­ HHH, asapHH l1 T.D,.).

**3KCTpeM3JlbHbJe yCJIOBHH** - 4pC3Bbl43i-IHhie o6CTOHTCJlbCTB3, Kp113HCHb!e

CHTY8Ul1H COUHaJ!hHO-nOJIHTI14CCKOro xapaKTepa, 4pe3Bhl43HHbie CHTyauHH TCXH0re moro, 3KOJ10fl14CCKoro l1 npHp0JlHoro xapaKTepa, l(pC3HbP--13ti:Hble np0HCWCCTHHH KpHMHHarJbHOrn xapaKTepa.

**nPHJlO>KEHHSI**

*np111no)KeH111e 1*

npHMepHble TeMbl pe<l>epaTOB H KypcOBblX pa60T

I. Oco6eHHOCTH 3KCTpeMaJibHOi1 nc11xo11orHH. To4KH conpHK0CH0BeHl-151 C llPYntMH H3YK3Ml1 H OTJIWB1e OT HHX.

1. Oco6eHHOCTH 3KCTpeMaTJbHblX YCJlOBHH pa6oTbl 1-1 HX CTCHX0JI0fHY:eCK0e

B0311eticTBHe Ha nepcoHaJI (Ha npwv,epe KOHKpeTHoH npo¢>ecc1,rn).

1. HanpaBJ1emrn, ¢>opMbl H cnoco6bl TTCHX0J!0rH'-IeCK0f0 o6ecnelleHHH nepcoHa.!la H JKCTpeMaJlhHblX YCJlOBHHX pa6oTbl (Ha npHMepe KOHKpeTHOti rpyrmh1, 0TpH,1a, nonpa311e11eHm1).
2. KpHTepHH TTCHXOJIOfHl.feCKOH roT0BH0CTH nepC0HaJia *K* pa6oTC B JKCT­ peMiUlbHblX yCJ10811flX.
3. <Dop\1bl H MeTOllbl TTCHX0J10ntl!eCK0ro OT6opa nepcomUia Jl)HI pa60Tbl B

)KCTpeMaJibHb]X ycnomrnx (Ha TTpHMepe KOHKpeTHOti: rpynnhl, OTP51113, TTO)l­

pa311e11eHH51).

1. Oco6CHHOCTh TTCHXO.,'l0n14CCKOi1 1U13fHOCTHKH KaH)lH)laTOB Ha pa601y B 3KCTpCMi.UlhHblX ycnomrnx C Y4CTOM K3TeropHJ.1 l1 npo¢>ecc1rn (cnem-taJlbHOCTH).
2. KpHTepHH onpe,ueJICHHH npo¢>ecCHOHaJlbHO Ba)l(HblX nCHXOJiornqecKHX

K34CCTH.

1. Onrnirne Hpocpeccmma.r1hHO ycncwHhlX cneUHaJil1CTOB oT npo¢>ecc110- Ha..'lhHO HeycnewHhlX (Ha ilpHMepe KOHKpCTHOti: rpynnhl, 0Tp}!L18, no,upa3,UC­ J1CHH51).
2. llttaruocTHKa npocpecCHOH3..i1bHO HenpHrDLlHhlX KaH)lH)lUTOB llJl51 pa6o­

Tbl H 3KCTpCMaJlbHblX yC,l0BHHX.

I 0. Oco6eHHOCTb C0CTaBJleHHH TTCHXOJ1orw1eCKHX 33KJllO'-ICHHi1 **11** nc11xo­

J0IOl"H'-ICCKHX nacnopTOH KaHJ1HL1aToB no (.ffOraM HX OT6opa JJJ151 pa60Th] B 3K­ CTpC ta.ilbHblX YCJIOHHHX (Ha npHMCpe KOHKpeTHOi1 rpynnhl, OTpHL1a, no,upa3- LlCJ1Cl1l151).

1. TTpoHBJICHHe He6J1aronpH51THb!X JJJJH pa60Thl B 3KCTpCMaJlhHblX ycJ10-

BHHX TTCHXH'-ICCKHX COCTOHHHti: B npouecce KOHKpCTHOi1 npo¢>ecc110HaJlbHOi1

,1eHTCJ1bH0CTH (Ha npHMepe KOHKpCTHOH rpynnhl, OTpH,ua, no,upa3,UCJ1eHHH).

1. C11Tyau1-111 onaCHOCTH l1 ¢>opMbi pHCKOBaHHOro TTOBC,UCHHH B 3KCTpC­ MaJibHblX yc,'loBHHX.
2. TTpH'-IHHbl CTpaxa, ero np051B,1CHHH, cnoco6bi npCO)lOJlCHHH.
3. TTpHCMbl, MCTOllHKH, nCHXOTCXHHKH npeo,uoJ1eHl151 TpCH0rH, CTpaxa, mlHHKH, HHblX HC6JiaronpHHTHblX llJl51 pa6oTbl B 3KCTpCMaJlbHblX YCJ10B11HX

COCTOHHHH (c HCIIOJlb30HaHHeM npaKTH'-ICCKHX pC3YJ1bT3TOB TTCl1XOJ10rl1'-ICC­

KOH pa60Th] B 3KCTpCMa1lhHblX yC,lOBl151X).

1. Pa3HOBH.il.HOCTH nocrrpaBM3Tl14CCKHX CTpeCCOBblX paCCTpoHCTB **11** HX npo¢>11J1aKTHK<l.
2. <DopMbl npOHB.,'leHHH OCTpb!X CTpCCCOBblX paCCTpOi1.CTB s KOHKpeTHblX

JMOUHOHarJ.bH0 3H34HMblX c11Tyaum1x, MCTO!lbl HX LlH.ffHOCTHKH l1 KOppCKUHH.

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1. noc11e.ncTBHH nocrrpaBMaTWleCKHX CTpeCC0BbIX paccTpoti:CTB H cnoco- 6bI HX K0ppeKUHH.
2. npoHB.rieHHe y mo.nett 611aronpHHTHb!X TTCHXH1-1eCKHX COCTO.RHHti: llJI.R

pa60Tbl B 3KCTpCM8JlbHblX yC,10BH.RX KaK CTTOHTaHHOti: cnoco6HOCTH H C0JHa­

TeJibH0 pery11HpyeMoro YCT0ti:4HBoro TTCHXH4CCKoro npouecca.

1. npoHBJleHHH COCTO.RHHti: TTOJlHOti: TTOBbJWeHHOi1 <<BKJIJ04eHHOCTH>> pa- 60THHKOB B 3KCTpeM8JlbHYJO CHTY3UHJO, npWiaCTH0CTH H <0< TCTp aHeHH 0 CTH ►> OT CHTyauHH Ha K0HKpeTH0M M3TepHane.
2. npHeMbl, Q)opMbl H MeT0,UHKH peryl1.RUHI1 611aronpHHTHbIX TTCHXH4ec­

KHX COCTOHHHti: nepC0Hana )IJI.R pa60Tbl B 3KCTpeMa.JlbHb!X ycJl0BHHX (Ha npH­ Mepe K0HKpeTHOH rpynnhI, 0TPH.Ua, no.upa3.ue11eHHH).

1. KoHKpeTHblC nporpaMMbl npoQ)eCCHOHa.JlbHO-TTCHXOJ10fH4CCKOti: non­ roT0BKH nepcoHana )IJIH pa60Tbl B 3KCTpeMa.JlbHblX yCJl0BHRX. Hx oco6eHH0CTb

H npeHMyweCTB0.

1. ct>opMbl, npHCMbJ H MeT0D.HKH, npHMCHHeMbJe s npouecce npoQ)ecCHO­ H8JlbHOi1 3KCTpeMa.JlbH0-TTCHXOJ10fH4eCKOH TT0.Uf0T0BKH nepC0HaJ13 K pa60TC

B 3KCTpCMa.JlbHbJX ycJl0BHHX (Ha npHMepe K0HKpeTH0H rpynnbI, 0TPHD.3, non­ pa3.UeJleHHH).

1. PoJlb TTCHX0Jl0rHH B D.0CTH)l(CHHH npoQ)ecCHOHaJ!bHOfO MaCTCpCTBa

pa60THHKOB, BblTT0JlHHIOWHX CB0H o6.R33HHOCTH B 3KCTPCMa.JlbHbJX yc110- BHHX.

1. ct>opMbl 1-1 MeT0D.bl D.0CTH)l(CHHH Jll-11-IHOti: 6eJonaCHOCTH cneU,HaJIHCT0B, pa6oTaJOWHX B 3KCTPCMa.JlbHb!X YCJl0BHHX.
2. lIHarHOCTHKa yCTOH4HBblX npoTHBOTT0KaJaHHti: K .UCHTCJlbH0CTH nepco­

Hana B 3KCTpeM3.HbHb!X ycJl0BHHX.

1. ct>opMHp0B3HHC npo<pecCHOHa.JlbHO 83.)f(HblX KaYCCTB CTTCUHaJIHCT0B Il)lH o6CCIIC4CHH.R l1X Q)H3WleCKOH 6eJonaCHOCTH 8 CHTyau,HH pHCKa Ll,JIH )l(HJHH.
2. Oco6eHHOCTH ocyweCTBJlCHH.R nCHX0J10fH4eCK0ro conposmK)leHHH

nepc0Ha.,1a B :JKCTpeMa.JlbHbJX ycJl0BHHX (Ha npHMCpe K0HKPCTH0H rpynnhI, oTpHJla, no11.paJ.ne11eHHH).

1. OCHOBHblC npHCMbl H MCT0,Ilbi, HCTT0Jlb3yCMb!C npH npoue.neHHH Heno­ cpe.ncTBeHH0ro 3Tana npoQ)cccHOHaJlbHOti: 3KCTpeMaJlbH0-TTCHX0J10fH'-le­

CKOti: TT0)lf0T0BKH (Ha npHMepe KOHKpeTHOi1 rpynnbl, oTp.R.na, no11.pa3ne11e­ HHH).

1. Oco6CHHOCTH TTCHXOJ1orw1ecKoi1 BOCCTaHOBHTCJlbHOi1 pa60TbJ C nep­

C0HaJI0M (Ha npHMepe K0HKpCTH0H rpynnhI, 0TPHD.a, no11.paJ,UeJ1eHHH).

1. Oco6eHHOCTH a.uanT3UHH H TTCHX0KoppCKUHH nepcoHana B 3KCTpe­ M3.,'lbHOH CHTyaUHH (Ha npHMepe KOHKpCTHOi1 rpynnhl, 0TpHD,a, no.upa3ne11e­ HHH).
2. llenTeJlbHOCTb KOHKpCTHOi1 rpynnbl, 0TpH11.a, no.upa3,UCJ1CHHH a..aeKBaT­

H0 CHTY3UHH H o6CT3HOBKe B 3KCTpeMa.JlbHOi1 CHTyauHH (npose.neHHC BKJlJO­ lleHH0ro Ha611J011.eHHH H .UH3fHOCTHKH).

1. )l1-1arnocTHKa H K0PPCKUHH nCHXH4CCKOti: .neJa..aanTauHH B 3KCTpeManb­ Hb!X yC,l0BHRX.
2. )lHarHOCTHKa H KoppeKUHH paccTpoti:CTB TTCHXH4eCKHX C0CT0HHHH B

3KCTpCM8JlbHblX YCJl0BHHX.

1. Cnoco6b1 H npHeMbl B0CCT3H0BJ1CHHH 611aronpHHTHOfO TTCHXH'-ICCK0fO C0CT0HHH.R H pa60TOCnoco6HOCTH nepC0Hana B 3KCTPCM8JlbHbIX YCJl0BHH.X.
2. ncHXOJ10fH4eCKHe oco6eHHOCTH neperosopHoti: 11.eHTeJlbH0CTH.

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1. OCHOBHbie np11eMbl 11 MCT0!lbl BC.UCHl1fl neperonopoB C npeCTYIIHHKa- Ml-1 no OCB06mtu:{eHl11{) 3aJI0)KHl1K0B.
2. MeTO.U11Kl1 l1 nc11xoTeXHl1Kl1 33W11Tbl l1 n0ll,LlCp)KKl1 33J10)KHHK0B.
3. <l>opMbl 11 cnoco6h1 n0Mow11 neperoBopur11KaM.
4. ,U11ar110CTI1K3 nocrrpaBMaTWICCK0f0 CTpeCC0B0f0 paccTpOti:CTBa 11 ero K0ppeKU11fl.
5. Tip11eMbl l1 MeT0!ll1Kl1 pea611J111Tau1111 JIK).UCH noc11e B03!leti:CTBl1fl Ha

Hl1X CTpeccoreHHblX (paKTOpOB.

#### *np111no>KeH111e 2*

**OCHOBHblE nPABl,'lnA nOBE,AEHIIISI nlOAEIII B CIIITYAl.1111111**

**3An0)1(HI/IKA**

He CJienyeT npennpHHHM3Tb netkTBHt'l, K0T0pbJe MoryT cnpoB01U1p0B3Tb npecryntt11Ka Ha HenpencKa3yeMbfe JlOCTYTTKH: OK33b!B3J'b HHHOe arpeCCHB­ HOe conponrnJietttte, ,UCJI3Tb pe3KHC, yrp0)1(3IOUH1C llBH)KCHHSl, JlbIT3TbCH 6e)l(3Tb 6e3 a6cOJIJOTHOti ynepeHHOCTH B ycnexe He TOJlbKO co6CTBCHHOro

no6era, HO H B OCB060)KUCHJ111 (6C30Jl3CHOCTH) ecex OCTaJlbHbIX COBMCCTHO 33XB31.JCHHbIX 3aJIQ)l(HHKOB.

CTp11 npo rnJiem,rn arpecnrn co CTopottbJ npecTyntt11Ka tteo6xon11Mo co­ xpaHJHh C3M006Jianatt11e. nocrap3TbCH BCTYIIHTb B KOHT3KT, 33)l3B3Tb BOJl­ pocbI (<<4To rnrnxoro JIWIHO H B3M CJICJiaJI(a), He ow116J1HCb JH1 Bbl?», <<l-lbe

3aIT3HHe Bbl BbJTIOJIH51CTe? 4To xopowero Bbl C3Ml1 OT *3TO[O* JlOJIY'--IHTe? Kro Jarnrnnn, CKOJibKo?»). EcJ1H peltb Jat'lncT o ueHe, CJ1enyeT noo6ewan HeCKOJlbKO 60JlbWC mo6ot'l Hil3B3HHOt'l CYMMbl l1 T3KHM o6pa30M THHYfh BpeMH.

CTapaTbCH CMOTpeTb npHMO B rna1a npeCTYTTHHKY, y6en11Tb ero XOTH 6h1 Ha BpeMH B031lCp)K3TbCH OT TTpHMeHCHHH opy)KHH. ECJ1l1 npeCl)'JlHHK Haxo­ lll1TCH B COCTOHHHH .fHeBa, CMY Heo6X01ll1MO npOTl1BOJlOCTaB11Tb Cf!OKOtiCTBHe

l1 Bbl.Llep)KKy. CTpe3peHmo co CTOPOHbI npecryTTHHK.l npOTl1B0JlOCT3Bl1Tb YYB­ CTBO co6CTBCHHOro llOCTOHHCTBa, COCTOHHHIO CTpaxa 11 pacTepHHHOCTH -

ynepeHHOCTb s ce6e 11 y6e)KllCHHOCTb n CBOeti npaBOTC. KaK npaBHJlO, )TO o6eCKYP3)KHBaeT npecTyTTHHKOB, 06eJopy)K11BaeT HX JlCHXOJ10rl14CCKl1 xorn 6bi Ha BpeMH.

ECJ1l1 npeCTYTTHHKOB HCCKOJlbKO, He06XOllHM0 onpeneJIHTb, KTO HX .'Ht­

.ucp, l1 CKOHUettTp11poBaTb o6meHHe Ha HC\1, l136eraTb paJronopa C HeCKO.llb­ KHMH npeC1)'JlHl1K3Ml1 0.UHOBPeMeHHO.

3aMCTl1B CO'-IYBCTBHC, ,no6pO)KCJlaTeJlbHOCTb HJ1l1 XOTH 6bl Hei1TpaJibHOe OTHOWCHHC K 3aJIO)KHHK3M co CTOpOHbl 0.IlHOro 113 npeCTYTTHHKOB, JlYYWe

o6pawaTb CBOH npocb6bi HMCHHO K HCMY, B TOM lfHCJle O 331UHTe OT ero 6oJiee arpeCCHBHO HaCTpOCHHb!X napTHCpOB.

06waHCb C npecTyUHHKOM, CJlenyer Ylfl1Tb!B3Tb ero HHTCJlJlCKTYaJibHblH ypoBeHb, Bblpa)KaH np11 )TOM cepbC3HOe OTHOWeH11C K JlW!HOCTH npecTyn­ HHKa. CTapaTbCH JlO.IlCTpOHTbCSl non <<Cl"O H3blK)>, l1Cn();1b30B3Tb HHTOH3Ul1H H

pel(CBbie o6opOThl, nomnHbie l1 np11Bbi4Hhle npeCTYTTHHKy. He 33.IlCBaTb ero lJYBCTBa .IlOCTOHHCTBa, HO H He YHH)K3TbCH caMOMY, He 33HCKHB3Tb. BecrH

pa3f0B0p B CB060.IlHOt'l, HO TBepnoH Mattcpe, JlOCT3BJ1CHHblM fOJlOCOM, C '-IeTKO <l>HKCHpyeMblM npOH3HOWeHHeM CJlOB.

Bo BpeMH MOHOJlOra npeCTYTTHHK3 HC nepe611B3Tb ero, a no6pocoseCTHO Bb!CJ1YW3Tb no KOHua. noKa3blB3Tb CBOe cornac11e C cro .Il0B0.Il3MH (YJ1bl6Koti, KHBKOM rDJlOBb( l1 T.r1.), eCJlH OH npaB XOTH 6bi OT'-IaCTH H cornac11c Hl14CM He yrp0)1(3CT.

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B .JHo6oti CI1Tyaum1 paCClJH'[bl83Tb T0l1bK0 Ha co6CTBCHHble Cl111bl, He Ha­ ne51Cb Ha noM0Ulb 11pyr11x 13110)KHl1K0B. Ec1111 TaK0B351 ll0CTyTTl1T, 3T0 T0l1bK0

ynel1l1'111T 111<.tHCbl Ha ycnex. 8 TO )Ke npeMH CTpCMHTbC51 0KaJb!BaTb no.urrep)KKY

<<T0BapHU.IaM 110 HeC43CTblO», o6bellHHHTbCH, cor.HaC0Bbil3aTb CB0l1 neHCTBl151, yncp)l(1183Tb J.lpyr llpyra OT TTP051BJ1CHHH naHHKl1, 31106HOCTl1, OCKOp611eHHti B aLipec npecTynH 1K0l3, lff06bi He Cl!p0BOllMp0BaTb 0TBeTHblX H3Cl111bCTBeH­ HblX lleikTBl111.

YMeTb co6,1K)l].aTb r-11y60KOMblCl1CHHOe M0J14att11e. He BCTynaTb B pa3f0B0p

C npCCTyllHHK3Ml1 111111 lIPYfl1MH 33Jl0)1(HJ.1K3Ml1 6e3 He06XODl1MOCTl1. C11enyeT II0MHl1Tb. l!TQ 3a110)KH11K, CCJIJ.1 3T0 tte yrp0)1(3CT l1l1'1HOH 6eJonaCHOCTl1,

,ll011)KeH scerna 0CTaB3TbC51 T0l1bK0 Ha6JIIO,llaTel1eM 11 HW-ICM He Bb1p3)1(3Tb csoero 0THOlUCHHH K K3Kl1M 6b1 TO Hl1 6bil10 3M0Ll,H0H3JlbH0 3H3411MblM co6blTl151M

(na)l(e y6HtiCTBy), CB11.rreTe;1CM K0T0pblX np11WJI0Cb craTb.

3(p(peKTl1BHOfO caM0YCH0K0CHmt flp11 3T0M M0)KH0 D0CTl1fHYTb nyTeM nepeKJIIOlleHl151 CB0Cro BHl1M3111151 C co6CTBeHHOro 3M0UH0HMbH0f0 0TH0-

weHl1H K npoHCX0llHll.leMy 11 nepe)Kl183H11H Ha 6ecnpHCTp3CTHylO (p11Kcau1110 (paKTOB. Heo6XO,Ul1MO cocpe,U0T0'lHTbCH Ha tta6J!IO)leHl111 Ja X0,ll0M co6blT11H, Ha Jan0Ml1H3Hl1H MeJlb43HWHX J.lCTMeti 11 nonpo6HOCTeH (B TOM 411Cl1C npo­

ronap11sa51 11x <<npo c e6 H►>), coxpaHeH1111 yn11neHH0ro 11 yc11b1wattHoro B na­

MHTH HJlH B J3ll11C51X, p11CYHK3X. np11 3T0M npCCTyTTHl1Kl1 He )l0JI)l(Hbl 3HaTb,

lJT0 np011CX0ll51Wee (p11Kc11pyCTDI, 1160 pelJb 11,UeT 06 yJiw1a10w11x 11X (paKT3X,

8 TT0MeWCHl111 no B03M0)l(H0CTl1 c11enyeT paCTT0l10)1(11TbCSl K3K M0)KH0 *DaJlb­*

we or npecryntt11Ka, a TaK.)Ke OT 0K0H, nsepeH 11 npoeMoB, 33H51B, TaK11M o6pa3oM, tta116011ee 6eJonacHb1e Mecra tta c11y4ati nepecTpe11K11.

np11 nepBblX )Ke BblCTpe11ax HJIJ.1 npyrnx TTp113HaKax Cl1110BOH 6opb6bi npe­ CTynHl1K0B C npasooxpaHHTCJlbHblMl1 opraHaMl1 CJICJIYCT CCCTb 111111 JIC4b Ha

*no11* 1111110M BHl13, 3aKpb!Tb f0110BY pyKaMl1, He npl1B;1CKaH K ce6e BHl1M3H1151

1-1 no B0JM0)l(H0CTH He ns11ra.s:icb no rex nop, noKa He nocTyn11T yKaJaH11e o llaJlbHetiw11x neHCTBJ151X. CTpCMHTbCH coxpaH}ITb BblDCp)KKY na)Ke B CJiy'-lae Tp38Mbl 111111 patteHH51. TaKoe noseneH11e Ha116011ee pau110HMbH0 C T04Kl1 JpeHHH coxpattCHH}I csoeti )1(113Hl1.

8 CJ1y4ae WTypMa noMewettl1H np11 noHBJieHl111 C0TpyllH11K0B npanooxpa­ Hl1Tel1bHblX opratrnB HC,1b3H BCK3Kl183Tb, o6pawaTbC51 K HMM 33 noM0ll.lblO,

TTp0HBJHI.Tb 6ypttb!C 3M0Ul10HMbHble peaKUl111. Koma CJ.1Tyau1151 noJB0Jll1T, 0Hl1 CaMH npc.rrJ!O)K3T CB0IO noM0ll.lb. Hx pacnopH)KeHl151 11 Tpe6ol3aH1151 CJIC­

,llyCT BblTT0JIH51Tb 6e30f0B0p0'--1H0, 6blCTpo 11 T04H0. OTHOCl1TbC51 C TT0Hl1M3Hl1- CM, He B03MY1U351Cb, K T0MY, 4T0 WTYpMy10w11e cpa3y npH 33XB3TC noMewe­

Hl151 11 no ycTaH0BJlCttml l1114H0CTl1 np11cyrCTBYIOWHX M0fYT netiCTB0BaTb )10- CTaT0'--IH0 )l(CCTK0 no 0TH0WeHHIO KO BCCM H3X0,ll51ll.ll1MC51 B 3T0M noMewe­ HHJ.1 Jll1U3M.

3MO)KHl1K11, 3H3K0Mble c npas1111aM11 nosenemrn s nono6Hl,IX c11ryau11-

HX, 110 B03M0)l(H0CTl1 ll0Jl)l(Hbl TT0,UCJU1TbO1 CB0J1Ml1 3H3Hl18Ml1 C npyr11M11 3at!0)KHl1K3Ml1. Heo6XOJ.ll1MO TT0MH11Tb, 4T0 BblTT011HCHHCM H3JI0)KeHHblX npa­ B1111 11 np11eM0B noJHTHBH0fO ,1WIH0CTH0f0 BJ111HHH51 M0)KH0 J.l0611TbC5l rnaB­

HOHUCJ111 - 0611er4eH1151 co6CTBCHHOti Y43CTl1, a T3K.)Ke noM0'--lb npaBooxpa­ HHTCJ1bHb!M opraHaM B 6e1onaCH0M ocso6o)l(lleHl1l1 BCCX 33JI0)KHl1K0B.

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#### *npv1no>KeHv1e 3*

##### KoMnneKC ynpa)KHeHIIIM AJ'UI npo<t>ecc1110HanbHOM 3KCTpeManbHO-nc111xonor111'leCKOM noArOTOBKIII

O1.1eHKa onaCH0CTl'I Cl'IT}'31.11'11'1 H nnaH **BblXOAa** 1'13 Hee

Ynpa)l(HeH11e BblTIOJIHHeTCH B TC4CHHe 120 MHHyT. )],JUI BbinOJIHeHIHI yn­

pa)f(Hemrn He Tpe6yeTcH cneu11MbH0 o6opynoBaHHoro 110Mewemrn. )locTa­

TOlIHO nono6paTb yno6Hb1H, )KCJl3TC.ilbHO )KCCTKHH CTYJl, CTOJl )l.JHI m-1CbMa,

Jll1CT 6yMarw, py4Ky HJIH KapaH1IaW.

1. **CTa,I.UIB.** - 30 MJ.1HyT. COTPY11Hl1K3M npellJlaraeTCH OUCHHTb npo(pecc110-

HaJlbHbJe C11Tyau1111 no CTeneHH onacHOCTH 11 npopam1<11p0B3Tb HX.

I. fpynna B3W11X KOJIJier, B 411CJle KOTOpoH H3XOlll1TCCb Bbl 11 HBJIHeTCCb CTapwHM, Bbiexana Ha 3aJlCp)K3Hl1e npeCTYTIHHKa. TipeCTynHHK 33KpbJJlCH B KBapTttpe 11 OTKpblJI 113 OXOTHl1'-lbero py)KMI OfOHb no npoXO)KHM. )lsoe J.13 HHX y)Ke TIOCTPallaJIH.

1. Bo BpeMH naTpyJI11p0B3HIUI Tepp11Top1111, K B3M 06pan1J1CH rpa)K)la­

HHH, KOTOpblti OTIOJHaJI llByx npeCTYTIHl1KOB, HaXOLUIUJ,11XC51 B p03blCKe 33

oco6o T51)1(Koe soopy)KeHHoe npecTynJieHwe. OH coo6w1rn, i:lTo s1111eJI, KaK 11pecrynHHKl1 3BOHHJIH B KBapT11py p51110M CT051wero llOMa. Bbl pern111111 npmiepHTb 11H(popM3Ul1lO. TI011oti1151 K KBapT11pe, Bbl y01111e1111 pacnaxHyryJO llBCpb, a B KOpwnopc - OllHOfO 113 npeCTYTIHl1KOB, H3HOC51lUero y11apbl HO­

)KOM 4CJlOBeKy.

1. BaM 11 BalllHM KOJIJleraM 11aH npwKa3 3anep)K3Tb npecTyTIHYIO rpynny p3KCntpOB, opy11yIOWHX Ha pbIHKe. 9JieHbl npecTynttoti rpynnbl - 6bIBllll1C cnopTCMCHbl, xoporno no11roT0B11eHHb1e 11 Boopy)KeHHble. Bo BpeM51 Janep)Ka­ HHH npecryIIHHKH MOryT oKaJaTb conpoTl1BJieHl1C.
2. Bbl HaXOLIHTCCb B COCTaBe rpynnbl, KOTopa51 Bblexana Ha Jarrep)KaH11e npecTynHHKOB, 3axBaTHBWl1X B Ka4eCTBe JaJIO)KHl1KOB )Ke11w11Hy C pe6eH­ KOM. OHH TTOMCWCHbl B TIOllBaJlhHoe noMeweHHe OllHOfO 113 )1(11JlblX LIOMOB, TIOllXOJlbl K KOTOpoMy oxpaH51lOTC51.
3. Bbl 51BJrneTeCb PYKOB01IHTCJleM rpynnbI, Ja11aHHe KOTOpoti - OCB06o)K- 11e1111e 17 3aJIO)Kl111KOB, H3XOLI51WHXC51 B peHcoBOM aBTo6yce. )],Boe TeppopHC­ TOB, yrpo)Ka51 pacnpanoH C naCC3)KHp3MH, Tpe6yJOT OllHH Ml1JlJll10H LIOJIJla­ poB (CWA), caMOJlCT H LIOTIOJ1Hl1TeJibHOe opy)t(l1e. Y HHX y)Ke 11MeeTC51 01111H aBTOMaT (AK), TIHCTOJICT (nM), OT06paHHble y KOHB011p0B npH no6ere HJ MeCT }1J.11UeHl151 CB0601Ibl, H B3pbIBHoe ycTpoHCTBO, J.13fOTOBJieHHOe Kycrnp­

Hbl\1 cnoco6oM.

1. TipecTyTil111Kl1 Tpe60BaJIJ.1 OT pyKOB01111TeJI51 (p11pMbl KpynHyIO cyMMy llCHer, yrpO)K351 pacnpasoH Harr ero CCMbeH. )leHbfH Heo6xo1111MO OCTaBl1Tb B yc,10BJICHHOM MeCTe B 11ecy He !103llHee Ha3H34eHHoro BpeMeHl1. Bbl B COCTa­ BC rpynnhl BblC3)1(3eTe 11a 33XB3T BblM0f3Te,1eH K ycJioBJieHHOMY MCCTy.
2. BbITIOJIH5151 CJiy)Ke6Ho-6oeBbiC 3311341-1 B 3KCTpeMaJibHblX yCJIOBl151X, Bbl llpOBOllHTe o6blCK B OllHOM J.13 llOMOB, me no onep3Tl1BHblM 113HHblM MO)KCT CKpLIB3TbC51 01111H 113 TIOJICBblX KOM3HllHpOB. 0cMaTpHB351 oi1epe11ttoe TIOMC-

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weHHe, Bbl 3aMe4aeTe, l!TQ K0JlblXHyJlaCb WT0pa, npHKPbIB3BW3H BX0.U B TeM­ HyJO K0MHaTy.

1. Bo epeMH naTpynHpoBaHHH TeppHTOpHH H3 no.nbe3.na 6nm1rntiwero .noMa Bbl CJlblWHTe, •no KT0-T0 KPH4HT: «noMOrHTe!,>
2. Bbl B03BpawaeTeCb TT03Jl,H0 H0l.fblO .UOMOH. BH.UHTe, 4T0 Ha 6e3JIIO.UHOH, CJ1a60 ocmi:weHHOti y;rnue Tpoe M0JI0llblX JIJOlleti H36HB3IOT np0X0)Kef0. Bbl 6e3 0p)T)KHH.
3. CTUHH - 30 MHH)'T. no.nBO.UHTCH HT0fH H pa36op eapHaHT0B 6e3onac­

HOti Tipo(peCCHOHaJlbHOti .neHTeJlbH0CTH.

1. CT3,ll,HH - 30 MHHyT. Mo.nH(pHK3UHH 0TI3CHblX CHTyauHH, HanpHMep:

ocyweCTBJleHHe 0CM0Tpa TpaHCTI0pTHblX cpe.ncTB H o6ttapy)KeHHe B3PblB'·Ia­ ThlX seweCTB HJIH 0p)T)KHSI; ttaTianeHHe 3JlOYMblWJleHttHK0B Ha K0HBOH, co­ TIP0B0)l(JJ.3JOWHti: TipecTynHHKa K MeCTy npoBe.neHHH CJlellCTBeHH0ro 3Kcne­ PHMeHTa.

B ynpIDKHeHHH M0f)'T paccMaTpHB3TbCH H 11pyrHe onaCHblC CHTyauHH B 3aBHCHM0CTH OT oco6eHHOCTeti Tipo(pecCHOHaJlbHOH 11eHTeJ1bH0CTH C0Tpy.n­ HHK0B H HX CTieUHaJIH33UHH.

1. CTUHH - 30 MHHyT. no.nse.neHHe HT0f0B. Pa36op sapHaHT0B 6e3onac­

HOti Tipo(peccHOHaJlbHOti 11eHTeJ1bH0CTH.

Kmo'I K ynpaJKH8HIIIIO

OueHJca onaCHh!X CHTY3UHH ocywecTBJHleTC}I no CTeneHH HH(popMaUHOH­ HoH npe,ncTaBJJeHH0CTH Bcex o6CTOHTeJlbCTB B K3)1(JJ.Oti CHTyauHH. no .naHH0- My KpHTepHIO Bb!L1eJIHIOTCH T pH r p y TI TI bl CH Ty all H H:

* HH(popMaUHOHHO M3KCHM3JlbH0 npe.ncTaBJJeHHble (I, 5, 9):
* npe,ncTaBJ1eHHb1e l.f3CTH4H0 (2, 3, 4);
* MHHHMaJlbH0 npe.ncTaBJ1eHHb1e (6, 7, 8),

BceM CHTyauHHM, npopamtrnpoB3HHblM B C00TBeTCTBHH co CTeTieHblO HX 0TI3CH0CTH B C00TBeTCTBHH C TpeMH YK333HHblMH rpynTiaMH, TIPHCBaHBaeTCH

3 6aJIJJa. MaKCHMaJlbHOe 4HCJI0 6aJIJIOB, K0Topoe M0)KeT Ha6paTb o6yl.faJO­ WHti:CH, paBH0 27. Jlt06oe 0TKJI0HeHHe 0TBeTa, CBH33HH0e C BblX0ll0M CHTya­ UHH H3 C0OTBeTCTBYJOWeti rpynnbl, TI0HH)l(aeT ero 3Ha4HM0CTb Ha 1 6aJIJI. OTKJIOHeHHe Ha JI.Be rpyTITTbl (HaTipHMep, CI--ITY3UHH 7 B pe3yJJbT3Te paH)KH­ poBaHHH 3aHHJl3 7-e, 8-e HJIH 9-e MeCTO) BJIC4CT o6ecueHHBaHHe 0TBeTa Ha

2 6aJIJJa. TaKHM o6pa30M, MHHHMaJlbH0e K0JIWleCTB0 6aJIJIOB, K0T0poe M0-

)KeT TI0JIY4HTb o6yl.faJOwHti:CH, paBH0 15.

no pe3yJJbT3TaM 33HHTHH C0TPY.UHHKH, Ha6paBWHe

* OT 15 .no 20 6aJIJIOB, nonyttaJOT oueHKY ({Hey110BJ1eTB0pHTCJ1bH0>>;
* OT 21 .no 23 6aJIJIOB - «y.noBJICTB0pHTeJlbH0»;
* OT 24 110 25 6aJIJIOB - «xopowo»;
* OT 26 *.UO* 27 6aJIJIOB - «0TJIH'--IH0».

**YnpaJKH8HIIIR «0nTI/IManbH3R** pa6oTocnoco6HOCTb»

Ynpa)l(HeHHH BblTT0JIHHIOTCH B .UBa 3Tana.

UepBhlH 3T3D paCC4HTaH Ha 120 MHH)'T H npoB0)l,HTCH B CTaUH0H3PHhlX

YCJI0BHHX. 1lm1 ero Bbin0JIHCHHH He Tpe6yeTCH cneuHaJibH0 o6opy.nosaHHOro

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TTOMelJ.leHJUl. JlocTaT04HO nono6paTb yno6Hbli1., )KeJiaTeJibHO )KeCTKHH CTYJI, CTO)l .rum m1CbMa, Jll1CT 6yMar11, PY4Ky 11Jll1 KapaHJl;:lIJJ.. HeKOTOpb!e CTamn1 3Tana npOBOJ:UITCH B noJieBbIX yc.,10BHHX.

**J CTa.LlHJI** - 5 MHHyr.

COTPYllHHKOB 3H3KOMHT C BBOLIHOH 43CTblO no T3KTl1KO-cneumlJlbHOH TTOLlfOTOBKC.

1. **CT3,!lHH** - ] 5 MHHYT.

8 COOTBeTCTBHH C nocTaBJ1eHHb!Ml1 3aua1rn MH npe.IU1araeTCSI 0UCHl1Tb He­ o6xo)ll1Mble CHJlbi 11 cpeil,CTBa .1I)1SI LieHCTB11H B 3KCTpeMaJibHblX yCJIOBl151X.

1. **CT3,!lHH** - 60 M H HYT.

CoTpynH11K11 cneuno.n,pa31leJ1eH11H o6y4aIOTCH pa6oTe B pe)K11Me <<HanpH­

)l(ettwe - OTLlblX». )l;JH 3TOro OHl1 np1106peTalOT H3BblKH peJiaKC3UHl1 8 )lBH­

)l(eHl111 (6er, XO)lb6a), CTOH, Cl1)lSI, JIC)l(a,

O6yY:eH11e COTPYllHl1KOB CTTCUl1aJibHOro H33H34emrn peJiaKCJUHH B )l811-

)l(CHHl1 (6er, XOLib6a) npOBOllHTCSI B TTOJICBblX ycJIOBHSIX. 3a OCHOBY, K3K npa­

BHJIO, 6epyrc51 npHHUl1TTbl 11)JeOMOTOpHoH TpCHl1POBKl1. BH11Matt11e o6y4aIO­ W11XCSI o6pawaeTCSI Ha B03MO)KHOCTb, )KCJl3TCJ1bHOCTb 11 npocTOTY pacc11a6-

J1eHl1SI npe)Klle ecero Tex MblWU, KOTOpble HC ytl3CTBYIOT B npouecce llBH)KC­

HHSI. 3aTeM o6y43IOIUJ.1CCSI Ha npaKTl1Ke HCTTblTblB3lOT np11eMbl paccna6JieHHSI MbIIUU, 3a.n,eHCTBOBaHHblX B (pyHKUHOHaJibHOM npouecce. O6yy:aeMble np11- r1a10TCSI cocpenoT04HB3Tb BHl1M3Hl1e HJ (pyHKUl10HaJlbHbJX MblWU3X B KO­ pOTKHe MOMeHTbl HX CHCTCM3TH4eCKHX paccna6neHHH 11 ¢11KC11p083Tb 3TOT MOMeHT KaK 3HalJl1MbIH, peJ1aKcau110HHbIH, BOCTTPl1Hl1M3Tb H 33TTOMl1H3Tb

owyweHHe paccJ1a611eH11H, nocnpo113eon11Tb H yc11J111BaTb :no owyweH11e s TSl)l(C)lbJe MOMeHTbl YCTaJIOCTH MblWU.

PenaKC3UHH CTOH

O6y4CHHC 11 TpeHHpOBKY npOBOJlHT KaK B noneBblX yc.,10BHSIX, T3K H B no­ MeweHl111. BHl1M3Hl1C 06r1a10Wl1XCSI o6pawaeTC51 Ha TTOHCK np1151THOro ,UJISI Hl1X )lBH)l(eHl151 B TTOJ10)KCHl1H CTOH: np11 TTOK3 1 1l1B3HH11 l)'J10Bl1IUCM, T3306eLI­

peHttblM cyCT3BOM, BpaweH1111 fOJIOBOH, pa3Be)lCHH11, CBC)lCHHH, TTOllbCMC H onycK3Hl111 PYK, 1l811)KCHH11 TTaJlbUCB pyK. KpoMe Toro, BHHM3Hl1e o6pawaeTC51 Ha B03MO)l(HOCTb pacc11a611eH11H onpeneJieHHbIX rpynn Mbl!IIU np11 nepeHece­ Hl1H UCHTpa TSl)KCCTJ.1 11 opy)KHH C 0)lHl1X 43CTeH TCJla tta npyr11e.

PenaKC3U1151 Cl1Il,SI

O6y4ett11e l1 TpeHHPOBKa 803MO)l(Hbl B Jll060M CB060)lHOM TTOMCweHl111

(cnopTHBHOM 3aJIC, n01111rotte). 3a OCHOBy 6epeTC51 3KTHBH3SI (HanpH)l(eHtte - paccJ1a611eH11e MbIWU) w nacc11eHaH (npouecc MCHTaJibHoro pacc11a6J1eH11H MblWU) MbIWe•JHaH penaKC3Ul151.

PeJ1aKcau11H ne)l(a

O6yY:eH11e 11 TPCH11pOBKy MO)l(HO npOBOJlHTb B Jll060M CB060)lHOM noMe­

WCHHl1 (cnopTHBHOM 3aJie, TTOJll1fOHe). 3a OCHOBY 6epyrcH ayroreHHaH Tpe­ Hl1POBK3 11 ec COKpaweHHble nap113HTbl.

1. **CT3,!lHH** - 40 M H HYT.

O6y•1eH11e H3BblK3M nono11Hett11H CBOl1X TTCl1Xl14CCKHX H (p113114eCKl1X CH;1.

JlnH 3TOro HCTTOJlb3YIOTCH H3BblKl1 CB513Horo 1lbIX3HH51 H nptteMbl C3MOBHy­ WCHl151.

Osna.neeaIOT pa3Jil14HblMl1 B11)l3Ml1 )lb!X3HHH (CB513HbIM, 3KTl1B11311pyIO­ WHM) B Jll06b!X YCJIOBl151X 11 TTOMeIUeHl151X.

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*C6H3HOe dblXQHUe* - 3TO )lb!XaHHe 6e3 nay3 Me)Klly BJlOXOM 11 Bbl)lOXOM. npl1 :JTOM o6pawaeTC51 BHl1M3HHe Ha Tpl1 OCHOBHblX napaMeTpa, onpenem1- IOWHX CTpYKTypy llb!XaHHH, - r.i1y6HHY, '-13CTOTY l1 COOTHOWeHHe Me)Klly B,llO­

XOM l1 BblllOXOM.

fny6HHa )lb]X8Hl1H JarraeT HHTeHCHBHOCTb nepe)l(HB8Hl1H CHTyaUHH, CTe­ neHb 3MOlll1OH8.,1bHOro BOBJle'-leHHH B Hee l1 y.aOBOJlbCTBHe OT ¢H3W!eCKl1X OWYWCHHH. fJ1y6HHa B CBH3HOM 1IhlXaHl1I1 MUKCHMaJihHa. 4aCTOTa llh!X3Hl151

JanaeT CKOpOCTb npouecca, TpaHcqJopMHpyeMoti CHTYUUHH, H3Jl KOTOpoH COTPYllHHK pa6oTaeT. 4acTOT3 llbJX3HHH COOTBeTCTBYCT 8O3MO)l(HOCT}IM COTPY11- Hl1Ka, 11p11 KOTOPhlX OH owywacT ce6H 11OCT3TO'-IHO KOMqJOpTHO. B11ox npOHC­

XOllHT 8KTl1BHO, Ha MblWC•rnoM YCHJ1l1H, BblllOX - naCCHBHO, npH paccJ1a6- JlCHHl1 MhlWU. 8 CB513HOM JlhIXamm *BllOX* l1 BhJJlOX npoBO.UHTCH KUK MO)l(HO

MelIJleHHee. npo110Jl)l(aTb npoucnypy JlhJX3HH51 B TC'--leHHe 10 MHHYT.

*AKmUBU3Upy,oUJ,ee iJbtXGHUe* COCTOHT 113 llBYX ¢a3: naCCHBHOro BJlOXa l1 aK­ THBHOfO BblflOXa. 8 naHHOM ynpa)l(HeHHH nocJle nacCHBHOfO snoxa CJ1e11yeT

3KTl18Hblti BblllOX, Bhl)l(HM BO3Jlyxa l13 JlCfKHX. nocJle TOro KaK Bech 8O3JlYX BbJ)l(HMaeTCH l1 JlerKHe nycTelOT, npOHCXO)lHT paccJ1a6J1eHHe l1 naCCHBH351

¢a3a s.noxa. Koma YCHJ1H51 TeJla HCtiTPaJIH3YIOTCH l1 B1IOX npeKpawaeTC}I, npo- 113BOlll1TCH 3KTl18Hblti Bhl1IOX. npH 3TOM npOHCXOllHT BHl1M3TCJlbHOe Ha6J110- \_

.aeHHe 33 TCM, KaK ocywecTBJ151eTCH naCCHBHbJH 011ox; Koma OH 33K3H'-Il1B3-

eTC51, coxpaHHeTCH MYCKYJJbHaH KOOP1ll1H3UHH TCJla. TipO,ll0Jl)l(3Tb npouenypy

)lblXaHHH B TC'--ICHl1C JO MHHyT.

TipHCMbl C3MOBHYWCHH5l. npoBOllHTCH B nOJleBb!X YCJlOBHSlX.

LUrn: 11x BbinOJ1HeH11H Heo6xo.aHMO J1e•11, Ha JeMJ110, 3aKpbITb rna3a 11 no BO3MO)1(HOCTl1 paccna6HTb Bee '-13CTH TeJla. Tiocne 3TOro OTperyJ1HPOB8Tb CBH3- HOe ,llbJXaHHe H npe,11cTaBl1Tb, K3K 3HeprHSl 3CMJ1H yKpen.TJ51eT KOCTH H MbJW­

Ubl. CH.TJa BO3BpawaeTCH 11 3anOJlH51eT BCe 'JaCTH TCJla. Tip0,110Jl)l(3Tb npouenypy BHYlllCHHH B Te4CHI1C 10 MHHYf.

TiocJle 3TOro OTKPbITb rna3a H BCMOTpeTbCH HC6o. Tipe,11CT3B11Tb ero BeJlH­ 'IHHY 11 rny6HHy. Y6e,11HTbCH B npaBHJlbHOCTl1 CBH3HOfO Jlb1X3HHH l1 npH B,llOXe npencTaBHTb, KaK 3HeprnH He6a BXO,llHT BO Bee '-13CTH Tena, p33Jll1B3CTC51 no

TCJly l1 YKPCilJl51.eT cro. npo110J1)1(3Tb npoue,11ypy BHYWCHHH B Te'-IeHHC 10 MHHyr.

**BTopoH** 3T3U 33HHTHti npOXOJIHT B npouecce T3KTl1KO-CTICUHaJlbHbJX )'1-le­ HHti. BpeMH ero npoBe.aeHl-151 33Bl1Cl1T OT BPCMCHH npoee,11eHHH YYCHHH. Ero COCTarurneT 11HCTPYKT3)1( no pauHOHaJibHOMY l1CTIOJlb3OBaHHIO npHo6pCTCH­ HbJX H3 nepBOM :nane H8BbJKOB, HX npHMCHCHHe Ha npaKTHKC non KOHTPO­ JleM TICHXOJlora.



Ynpa)l(HeHHe Bb!CTOJlHHeTCH B TC'-ICHHe 100 MHHyr. Llmt ero BbinOJ1HeHH51. He Tpe6yeTC51 cneuHaJlbHO o6opynoBaHHOfO noMeWeHH51. ,IlOCT3TO'-IHO nono-

6paTb yno6HbJH, )l(CJlaTeJlbHO )KCCTKHti CTYJl, CTOJl lIJlH nHCbMa, J111CT 6yMa­

rH, PY'IKY H.,1H Kapattnaw.

I **CTa,11.HJI** - 5 MHHyT.

Coo6uraeTCH BBO)lHaH HH¢0pMaUHH. HanpHMep, H3BeCTHO, '-ITO Ha OKpa­ HHC HaceJICHHOro nyHKTa H. 3JlOYMblWJlCHHHKl1 CKJJMHPYIOT 60JlbUJOe KOJlH­

'lCCTBO opy)KH}I (aBTOM3TbJ, TIHCTO}ICTbl, 6oenpHnaCbl, rpaH3Tbl). TipennoJlO-

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)KHTeJU>HO npeCTYTTHHKOB ll,BOe, H OHH nJ13HHpyJOT cosepwHTb B 6Jnt)Kai1wee BpeMH BOopy)KeHHOe Hana.ueHHe Ha c6epKaccy. flpH 33ll,Cp)K3HHH M0ryr OKa- 33Tb conpOTHBJieHHe. OTPHny nocTaBJieHa 33ll,31..Ja cp01..JHO 3a,uep)K3Tb 11JIH o6e3-

Bpe)IHTb npecTynHHKOB.

1. **CT3,llHH** - 20 MHHYT.

Ka)KJloMy Y'l3CTHHKY TpeHHHra npe)IJiaraeTCH npoBeCTH 3H3J1H3 npe)ICT0- 51.IJ.lHX nel1CTBHH no cxeMe:

* OTt.:Jie)IHTb npennOJIO)KHTeJibHOe pa3BHTHe 3KCTpeM3J1bHblX ycJIOBHH, B KOTOpblX npe)ICTOHT neHcTBOB3Tb, H HX B03MO)KHble H3MeHeHH>I, onpeI1,eJIHTb pOJib OTpHil,3, rpynnbl, CBOH 3Ull3'--I.H B KOHTeKCTe 3THX H3MeHeHHt't.;
* BbI.UeJIHTb npell,CTOHIJ.lHe )IJIH peweHHH npo6JieMbl, HX cyTb, YHCHHTb onTHMaJlbHble nyTH HX peweHHH;
* nposecn1 yY.eT 1.1,CJieH, ll,OCTynHbIX cpe)ICTB, Q)opM, npHCMOB np11 ll,eH­

CTBHHX B 3KCTpeMaJlbHblX ycJIOBHHX, Q)H3WleCKJ.1X H ncHXJ.1'--1.CCKHX CHJI. B TOM

'lHCJie OUCHHTb Heo6xoD.HMb1H pe3epB cpell,CTB (D.OflOJIHHTCJibHbIA naeK, 6oe­ npHn3Cbl), Q)H3i1'IeCKHX H ncHXH'--1.CCKHX CHJI (pe3eps B03M0)KH0CTeH).

1. **CT3,llHH** - 20 MHHYT-

Kcl)KJlOMy o6yY.3IOIJ.lCMyCH npe)IJlaraeTCH:

* C03ll,3Tb MCHT3J1bHbiH o6pa3 MeHHIOll.l,HXCH 3KCTpCM3J1bHbiX YCJI0BHH,

neHCTBHH npOTHBHHKa (npecTynHHKOB, TeppopHCTOB);

* pa3pa60T3Tb H BOCC03,l],3Tb B 06pa3ax KapTHHbl npe)ICTOHll.l,HX ll,Cti:CTBHH 0TPH)l3. rpynnhl;
* COJil,3Tb o6pa3HYJO KapTHHY CBOHX ycnewHblX He06XO)IHMblX (B03MO)K­

Hb1x) neHCTBHi-i B CKJlil.LlblB3IOIJ.lHXCH ycJI0BHHX, HX OCHOBHOro 3BeHa H ll,CTa­ J1ei-I.

1. **CT3,llHH** - 40 M" HYT.

B o6CT3HOBKy BBO)IHTCH YCJI0)KHeHHC. Bo BpCMH nposeneHHH CflJI3HHpo­

BaHHOl1 OIIepauHH rpynna 33ll,ep)K3HHH flOil,BCpraeTCH o6cTpeJiy 113 rpaHaTo­ MeTOB H 3BTOMaTHY.eCKOro opy)KHH HeBblHBJieHHOH '--l.3CTblO npecTynHHKOB KOJIH'-ICCTBOM 15-20 Y.eJIOBeK.

flpe)IJlaraeTCH OCylJ.leCTBHTb nepepacnpeneJieHHe CHJI J.1 cpe)ICTB B COOT­ BeTCTBHH C HOBblMJ.1 o6CT051.TCJibCTBaMH J.1 B COOTBCTCTBHH co II H III CT3.UHHMH.

1. **CT3,llHH** - 15 MHHYT.

flonsenem1e HTOroB.

**Ynpa>KHeHMe «npolj>eccMOHaJ1bHaR naMRTb»**

flCHXOTCXHHKa MO)KeT BblflOJIHHTbCH B Te'--1.CHHe Toro speMeHH, KOTOPbIM

pacnoJiaraJOT rpynna H HHCTpyKTOp. )].JUI BbinOJIHeHJ.151. ncHXOTCXHHKH He Tpe- 6yCTCH cnel.l,J.13J1bHO o6opyll,OB3HHOfO noMelJ.leHHH. )locTaT0'--1.HO nono6paTb YD.06Hb1e CTYJibH )IJIH scex Y43CTHHKOB. Heo6XO)IHMO npHHHTb YD.06HyJO no3y CHil,51. H npHroTOBHTbCH BOCnpHHHM3Tb HHQ)OpMaUHJO.

Ynpa)KHeHHC npOBOLI.HTCH B II, Ba 3T3 n a.

**Ha uepBOM 3Tane** C HHTepBMOM B 3-5 ceKyHII, npe)IJlaraeTCH Ha6op CJiaH­ JIOB HJIH Q)oTorpaQ)wH, Ha KOTOpblX yK333Hbl Q)aMHJIHH, HMCHa H 0TY.eCTB3 npe)lbHBJieHHblX JIHu. BH3Y.3J1e KOJIH'--1.CCTBO H3o6pa)KeHHH He ll,OJI)KHO npeBbI­

waTb CCMH. B ll,3J1bHeHweM, no Mepe o6yY.eHHH COTPYD.HHKOB, HX KOJ1H'--I.CCTB0 MO)KCT yBCJlH'--1.i1B3TbCH.

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3aTeM nocJie He60JibWOfO nepepb!Ba (3- 5 MHHYT) COTpynHHKaM CHOBa npenMI.BJUIIOTC51 Te )Ke CJiati:nbI HJIH (poTorpa(pHH, HOH HHOM nopH.UKC H y)Ke 6e3 yKaJaHHH ¢aMHJH1H, HMeH 1-1 OT4eCTB. 3a,aaY.a COTpynHHKOB - onoJHaTb,

Y.bH ¢0Torpa¢111-1 npenbHBJieHbl.

**Ha BT0p0M 3Tane** npenbHBJIHIOTC}I cpa3y ece ¢0Torpa¢111-1 HJil-1 CJiaHnbl 1-1 npeJ]JlaraeTC}I BbI6paTb nooYepc.aHO Ha3bIBaeMble HHCTpyKTOpOM no ¢aMH­

JlH51M, HMeHaM 1-1 OTY.eCTBaM.

**YnpalKH8HMe «reoMeTpM'l8CKMe 4>i,,rypbl»**

Ynpa)l(HeHHe BblnOJIH51eTCH B TeY.eHHe 10 MHHyT. Ll,JIH ero BbHIOJIHeHHH He Tpe6yeTCH cneUHaJlbHO o6opy.aoeaHHOfO noMeLUeHH51. Ll,oCT8TO'JHO nono6paTb yno6Hblti:, )KeJiaTeJibHO )KeCTKHH CTyJI, CTOJI J]JIH nHCbMa, 6yMary, pyY.Ky l1Jll1

KapaH11aw.

1. **CT3,llHR** - 5 Ml1Hyr.

Ha npasoti: CTOpOHe JlHCTa npeJ]JlaraeTC}I HapHCOBaTb np51MoyroJibHl1K, a Ha JieBOti: - TpeyroJibHHK. nocJIC :noro BTeY.eHHe 2 MHHyT Tpe6yeTCH nonnH­

caTb non Ka)l(Jlb!M pHCYHKOM H33BaHHH npenMeTOB, Ha KOTOpble noXO)K!,1 pH­ cyHKH. Hanp1-1Mep, non np51MOyrOJihHHKOM: <<KHpnHY.», «cnopTHBHaH *nno­* waaKa)>, <<(pyHnaMeHT>) H T.11.; no.a TpeyroJibHHKOM: <•nttpaMHna>>, «KOJinaK•>,

<<nOM>> H T.11. PHCYHKH R npouecce JaHHTHH MOryT MeH}!TbCH. Ynpa)KHCHHe

HOCHT KaK KOppeKUHOHHylO, TaK l1 .aHarHOCTW!eCKYIO HanpaBJieHHOCTb.

1. **CT3,JJ,HH** - 5 MHHyT.

**OueeKa pe3yJJbT3T0B.** npH o603H34CHHH 10 1-1 6onee npenMeTOB J.l)J}I K3)1(­ noro pHCyHKa peJyJihTaTbl oueHHB8IOTC51 Ha <<OTJIWIHO>>, OT 5 *.ao* 10, KaK xo­

pOWHe, OT 3 no 5 - y,uoBJieTBOpHTeJibHble, MeHee 3 - Hey,uoeneTBOpHTeJib­ Hble.

**Ynpa>KHeHMe ccKn101.1eeoe cnoeo»**

Ynpa)KHeHHe BblnOJIH51eTCSl. B Te4eH He IO MHHyT. ,llJI51 ero BblIIOJIHeHH51 He Tpe6yeTCH cneumUibHO o6opynoBaHHOro nOMCW.eHl-151. Ll,ocTaTOY.HO uo.ao6paTb

yno6Hbiti:, )KeJiaTeJibHO )KeCTKHH CTyJI, CTOJI J]Jl51 nHCbMa, 6yMary, PY'IKY HJIH

KapaH.aaw.

1. **CT3,ll.HH** - 5 MHHy-r.

Ha npanoti: CTOpOHe JIHCTa npeJ]JlaraeTC51 HanHCaTb CJIOHO «IlHCTOJieT>>, a Ha neeoti: - <1npecTynHHK>>. nocne :noro BTe1..1eH1,1e 2 M1-1Hyr Tpe6yeTc51 non­

n1,1caTb non Ka)KJ].blM CJIOBOM llpHJiaraTeJibHOe, nonXOMLUee K Bbl11,eJieHHOMY cywecTBHTeJibHOMY no CMblCJiy. HanpHMep, non CJIOBOM ((nHCTOJ\eT»: «MOH»,

<<HMeHHOti:•>, <<Hati:neHHbIH» H T. n ..; no.a CJIOBOM <•npeCTynHHK»: «noHMaH­ Hblti:>>, «HeJIOBKHH», (()KeCTOKHH>> l1 T.n. Knt0•1eBbJe CJIOBa R npoueccc JaHH­ THH Moryr MeWlTbCH. Ynpa)l(HeHHe HOCHT KaK KOppeKUHOHHYIO, TaK H ]lHa­

rHOCTWieCKYIO HanpaHJICHHOCTb.

1. **CT3,llHH** - 5 Ml1Hyr.

**OuenKa pe3yJJLT3T0B.** npH Han1,1caHHH IO 1-1 6onec 11p1,1naraTeJ1bHb1x 11O,u K3)K)lblM cywecTBHTCJlbHblM pe3yJihT3Tbl oueHHBaIOTCH Ha «OTJIWIHO», OT 5 no IO - K3K xopow1-1e, OT 3 no 5 - ynoBJieTBOpHTeJibHble, MeHee 3 - He­

ynoeneTBOpHTeJIbHbJe.

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**ncMXOT8XHM'48CK08 ynpa>KH8HM8 ccQ6'b8MH08 BHMM3HM8>>**

ncHXOTeXHHKa BbinOJ1H51eTCH B TeY:eHHe 60 MHHyT. *LJ,1151* 3TOro He Tpe6yeT­

C51 cneumUibHO o6opynosattttoro noMcllleHHH. D,ocTaTOlJHO nono6paTb yno6- Hb1H, )l(CJlaTCJ1bHO )KCCTKHH CTy,11, CTOJl .rum TTHCbMa, 6yMary, PY':IKY HJIH Ka­

p3Hll3lli.

1. **CT3,IIHH** - IO MHH)'T.

3anHCblBaHTe Bee MblCJIH, KOTOpble npHXOlUIT 83M B roJIOBy. nycKaH :no

6ynyr C3Mb!e Hecypa3Hble HJIH HCBCP051THb(e MbiCJIH. Bee HX CTOHT (pHKCHpO­ B3Tb Ha 6yMare. McnpaBJieHHe tte nonycKaeTcH.

1. **CT3,IIHH** - 10 MHHyT.

OTBJ1CKHTC CB0e BHHMaHHe OT Han11caHHoro H Ha6mo11aHTe mo6oH npen-

MeT, H3XOll51lUHHC51 uepen B3MH. 3a(pHKCHpyHTe see neT3Jil1 3Toro n penMeTa.

1. **CT3,/IHH** - IO MHHyT.

3a¢HKCHpyHTe YBHllCHHOe c Bbl1ICJ1eHHCM 11eT3JICH Ha 6yMare.

1. **CT3,IIHH** - 10 MHH)'T.

noBTOpHTe 1anatt11e J CT31IHH. **V CT3,IIHH** - IO MHH)'T. noBTOPHTe 33113HHC III CT311HH. **VI CT3,IIHH** - IO MHH)'T.

npo4HT3HTe H nocMeHTCCb H3ll Han11caHHblM.

**nc1<XOT8XHM'l8CKOe ynpallCH8HMe «HanpRlK8H1<8**

**paccna6neH1<e»**

ncttXOTCXHHKa Bb!TTOJIHHCTC51 B TC'JeHHe 60 MHHyT. *D,1151* ee Bb1TTOJ1HCHH51

He TpC6yeTC51 cneuHMbH0 06opy11onaHHOro TTOMCllleHH51 1-1.HH TTOJ10)1(CHHH. 1J,OCT3T04HO BCT3Tb H Bb16paTb yno6Hyl0 no1y.

**J CT3,IIHH** - 15 MHH)'T.

npe.nnaraeTCH HanpH4b H pacc11a611Tb nool1epeJ.lH0 \1b!WllbI .,rrnua. we11,

Kopnyca, PYK, Hor H TTO'IYBCTBOBaTb HaflpH)KeHHC 11 pacc11a6J1CHHe B HHX.

II **CT3,IIHH** - 15 MHH)"f.

8b!TTOJ1HHTb npo¢>eccHOH3JibHble neHCTBHH, CBH33HHble C HMHT3UHeH BblCTPCJ13 Ha OrHeBOM py6e)Ke 113 yy:e6HOro TTHCTOJlCTa, aBTOM(.Ha, rpaHaTO­ MeTa. npH :no t o6paTHTb BHHMaHtte H rIOl!yBCTBOB3Tb Ha!lpH)KeHI-HI 8 MblW­ uax, H3X01IHlllHACH B H8TTpH)l(CHHl1. 3aTeM pacc11a6HTb 3TH MblWUbl 11 TTOY:yB­

CTBOBaTb '.:)TO pacc11a6J1CHHe.

**Ill CT3,IIHH** - 15 MHH)'T.

8hmO.rlHHTb npoq>ecCHOHMbHble neHCTBH51, CB5133HHbiC C HMHT3llHeH 33- nep)K3HHH npaBOHapyWHTCJIH, npH 3TOM o6paTHTb BHHM3HHe H TTQllYBCTBO­ B3Tb Hanp51)KCH1151 B MblWUaX, H3X01I511UHXCH B H3TTpH)l(CHHH. 3aTeM pacc11a-

6HTb 3TH MbIWUbl H TT0l!YBCTBOB3Tb 3TO pacc11a611eHHe.

**IV CT3,IIHH** - 15 MHHyT.

8hiTTOJ1Hl1Tb npocpecCHOH3JibHbiC neHcnmH, CBS:133HHble C HMHTauHeH cnycKa H3 1101111cnacTe C BCpTOJlCTa H.11H )l(H.TJ0[O 3ll3Hl151, npH 3TOM o6paTHTb BHHM3Hl1C H TT04YBCTBOB3Tb Hanp51)KCHH51 B MbIWU3X, H3X01IH1UHXCH B Hcl­

np51)1(CH11H. 3aTeM pacc11a6HTb 3TH Mb(llllibl H noqyBCTBOB3Tb 3TO pacc11a6J1e­ HHe.

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ncMX0TeXHM'le\_CK0e ynpalKHeHMe «O611.1MM paCCK33»

ncHXOTeXHl1K3 M0)KCT Bbln0JlHSITbCH B Te'-1ett11e Toro BpeMeHl1, K0T0pb!M pacno.rrnraIDT rpynna 1111HCTPYKTOp. ,UnS1 BbJnOJ1HeHl151 nc11xoTeXHl1Kl1 He Tpe- 6yeTC51 cneuttaJihHO 06opy11osattttoro noMewemrn. ilocTaTO'-IHO nono6paTb

y1106Hb1e CTYJlb}l ll,1}1 scex Y43CTHHK0B. CTyJiheB .II0JDKH0 6bITb He Mettee .IIByx. OnnfM3.,1bHOe '-H1CJ10 Y'-IaCTHHK0B - 8- IO '-IeJI0BeK. Heo6XOlll1MO npttHHTb

y1106HyID IT0JY Cl1.IUI 11 Bbl6paTb o.rrnoro 113 yqacTHl1K0B ll)Ul 33ITHCH BCCro CK333HH0f0 Ha 33HHTl111.

B tta•HUlC 3am1nrn se11yw11H JanaeT TeMy paccKaJa. Hanp11Mep: <<CeronttSI

6b!Jl Yll3'-IHblH nettb, TaK K3K H cyMeJI BblnOJ1Hl1Tb see, 4TO ITJ13 HHp 0 B aJI►>.

OcTaJibHhie yqacTHHKH no ycTaHOBJlCHHOMY nops111Ky 11.rm )Ke.rrnmno nponoJI­

)K3IOT MblCJlb, BblCK333HHylO B nepBOM npelIJIO)KeHl111, 11CIT0J1h3YSI csoe sne­ '-J3TJ1eH11e 11 MHeHl1e 06 YCJlbllliaHH0M. Tip11 3T0M J10f11Ka 11 nocJ1enosaTeJ1h­ H0CTb 113JI0)KeHl151 He Ba)l(Hbl, a Ba)KHbl 3M0Ul-10HaJibH0e HaCTpoeHl1e 11 caMo- 4YBCTBHe. Ka)l(JlbIH HJ y4aCTHHK0B, f0B0pSI no nopSI.IIKY, .II0Jl)KeH CKaJaTb He

6onee 0.IIH0f0 npCJV10)KCH11H, He snauaSI B 1IJ111TCJ1bHYID1Il1CKycc11ID. Tip11 3T0M

C03.IIaeTC51 aTMOC(pepa K0J1J1eKTl1BH0ro e1111HeHl1H 11 TB0p'-ICCK0ro conepe)Kl1- BaHl1SI, K0T0paSI yBeJ111411BaeT CllJl0'-ICHH0CTb 11 ll0TeHL{l1aJ!bHYID B03M0)KH0CTb

Ka)l(Jloro C0Tpy.IIHHKa.

ncMX0TeXHM'leCK0e ynpalKHeHMe «O611.1Mil pMCYH0K»

nc11XOTCXHHKa M0)l(CT Bblll0J1HSITbC5I B TClJeHl1C Toro BpeMeHl1, K0T0pblM pacnoJ1araIDT rpynna 11 11HCTpYKT0p. lIJ15I BhlIT0J1HeHl1SI nCl1X0TCXH11KH He Tpe- 6yeTC5I cnel{l1aJlbH0 06opy110BaHHOfO noMelUCHl1Sl. ilOCT3T0'1HO no1106paTb y1106Hoe MeCT0, me M0f 6bi HaX0lll1TbCSI K0J1J1CKTHBHbli1 p11CYH0K 11 B0Kpyr

K0T0poro M0rl111 6bl y1106H0 pa3MCCTl1TbC51 r1aCTHl1Kl1 nc11xoTeXHl1Kl1. Y4aCT­ Hl1K0B .II0J1)KH0 6bJTb He MCHee .IIByx. OnTl1M3.;1hHOe 411CJ10 y'-IaCTHl1K0B 8

IO l!CJl0BCK. Heo6X01ll1MO JanaCTl1Cb JIHCT0M 6yMar11, (pJIOMaCTepOM, KapaH­

.IIJW0M 11)111 PY'-IKOH. Ka)l(JlOMy H3 Y'-I3CTHl1K0H pa3bSICH5ICTCSI, •ITO OH M0)KCT

BblII0JIHl1Tb Ha JlHCTC n11rnyumM npe11MeT0M TOJlbK0 0llH0 1IBl1)KeH11e, He MeHHSI np11 JT0M ero HanpaBJieHl15111 He BH0CSI KaK11x-111160 11cnpaBJ1CHHH. H11K8Kl1e

npe11sap11TeJ1bHble .II0f0B0peHH0CTH 0 xapaKTCpC pHCYHKa B rpynne He .II0- nycKalOTC5I. 8 .IIBH)KCHHH IlCpCJl3IOTC5I HaCTp0CH1151, nepe)Kl183Hl151, 0TH0We­

Hl1e K K0J1J1eraM, K rpynne B ueJ10M, o6y4eHl1ID. Tiocne 3asepweH11SI K0J1J1eK­ Tl1BHoro p11cyHKa B03M0)KH0 Han11caH11e TeKCTa, nepena10wero CMblCJl 3T0f0 p11cyHKa 11)111 Bne'-IaTJ1CHl1Sl OT Hero. nc11XOTCXH11Ka HMC T HC T0JlhK0 p83Bl1-

B3IOWYIO HanpaBJlCHH0CTb, HO H llCHX0.IIl13fH0CTl1'-ICCKyID. no Mepe cosep­ UICHCTB0BaHl15I p11cyHK0B M0)KH0 cy.IIHTb 0 pa3Bl1Tl111 K0J1J1eKTl1BH0f0 cone­

pe)Kl1BaH115I, cnJ10•1eHH0CTl1 11 o B3al1MHOH noD.Ilep)KKe B rpynne.



Ynpa)l(HeH11e Bblll0J1Hs1cTC5I s Tel1eH11e 120 Ml1Hyr. ll.rrn Bhm0J1HeH115I nc11- xoTeXHl1Kl1 He Tpe6yeTCSI cnel{l1aJlhH0 06opy110BaHHOfO noMeweHl15I. llocTa­ T0'-IH0 nono6paTb y1106HbIH, )Ke}rnTeJlbH0 )KeCTK11H CT)'Jl, CT0Jl lIJISI nl1CbMa,

PY'-IKY 11J111 KapaH11aw.

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1. **CTa;J,HSI** - 5 MHHYf.

COTPYllHHKaM 11aeTCSI BBO!lHaSI 11tt¢>opMau.m1.. HanpHMep, H3BeCTHO, lffO H3 KOJ10HHl1 c6e)KaJI npecTynttHK, KOTOpbIH B ttaCTOS11Uee BpeMSI JaKpbIJICSI B KBapTHpe no YCT3HOBJieHHOMY a,upecy **H** y.uep)l(J1B3eT )KeH1Ul1HY C .UBYMSI .n,eTbMH. Ott yrpo)KaeT y611HCTBOM 3aJIO)KHHKOB, eCJ111 He 6y.uyT BblTTOJIHettbl ero ycJio­

B1151.

1. **CT3/IHH** - 40 MHH)'T.

fpynne npewrnraeTc.si nposecy11 aHaJIH3 npe.n.CT0511UHX .n,eHcTe11H. YqacT­ Hl1Kl1 11rpw pacnpe.ue1rn10Tc" no napaM. **B** Ka)KJloH nape Ha3ttaYaeycsi CTap­ w11H, KOTOpb!H ,[J,OJI)Kett PYKOBO.ll11Tb o6cy)KJleHl1eM 11 npHHHM3Tb peweH11e. O11ttaKO npaBO BblCK333TbCSI 11MeIOT Bee. **8** xo11e o6cy)KJleHl1SI 11 np11HSITl151 pe­

wettl151 J111.UepCKl1e TTOJ1HOMOYl151 MO)KeT npMHSITb tta ce6SI COTPY.UH11K, KOTO­

pblH tte 6b!J1 H33HaYeH CTapw HM. He CJie.uyeT 3TOMY npenSITCTBOB3Tb. **8** 3TOM CJJyqae Heo6xo.n.HMO no 3aBepweHl111 3aHSITl151 Bbi}ICHl1Tb np11Yl1HY 3TOfO y 0601-1x COTPY.ll.Hl1KOB. O6paTl1B BHl1MaH1-1e Ha 3Haq11MOCTb TTO)J)lep)K3Hl151 cy6-

0PJIHH3U.11H B 6oeBOM OTpS111e, oco6eHHO B 3KCTpeMaJibHblX ycJIOBl1SIX, pa3b51C­

HHTb COTpY.llHl1K3M, npe.upacnoJIO)KeHHblM K Jil1,D,epCTBY, tteo6XO.lll1MOCTb pa3- Bl·183Tb B ce6e cnoco6HOCTl1 K OC03HaHHOMY no.n.q11Hettl1K> 11 OK333Hl1K> no­ M01Ul1 CT3plli11M rpynnhl, a COTPY.llHl1KaM, npe.upacnoJIO)KeHHblM K TT0.llYl1He­ HHlO, - cnoco6HOCTl1 K 60J1ee CMeJibIM H pew11TeJlbHblM .ueHcTBmlM B 3KC­ TpCMaJlbHbIX YC,10B11SIX, Kor.n,a OT Hl1X MO)KeT 33811CeTb cy.ub6a rpynnbl 11JIH 0Tp}IJ13.

1. **CT3JIHH** - 45 MHH)'T.

napbl MemllOTCSI 33 HCKJ1K)qeHl1eM Tex, B KOTOPblX 6bIJia ttapywetta 11rpo­ B3}1 cy6op.n.11ttau.11SI. **B** 3Tl1X napax, np1-1 pa36ope .upyroH c11ryau.1111, noBToptto H33H3l!afOTCSI CT3pW11Ml1 COTPY.ll.Hl1Kl1, KOTOpble OK333Jll1Cb B pOJIH se.uoMb(X.

1. **CT3JIHH** - 30 Ml1H)'T.

3asepwa10w11H aHaJIHJ 33H}ITHH.

Ll,attttoe ynpa)l(ttett1-1e noMoraeT onpe.n.eJil1Tb JIHYHbie 6apbepb1 06weH11S1, I1po¢>ecc1-1ottaJihHO npeonoJieTb 11X 11 np1-106pCCTH noJie3Hh1H onhlT 6h(CTporo llOCTH)KeHHSI 83311MonoHHM3HHSI B rpynne.

**Ynpa>KHeHMe «SI» - HanapHMK»**

Ynpa)l(ttettHe BhlTTOJIHSieTCSI B TeYeH11e 45 Ml1Hyr. )],JI}I ero BblTTOJIHeHl1SI He Tpe6ye·rc" cneu.mlJibHO o6opyuoBaHHOfO noMe1UCHl151. Ll,oCT3TOYHO no.uo6p3Tb yno6Hb1H, )KeJiaTeJihHO )KeCTK11H CTYJI, CTOJl 1U151 TTl1ChM3, pyqKy 11Jil1 KapaH­

.uaw.

1. CTaJIHH - 15 MHH)'T.

npewrnraeTCSI H3TTl1C3Tb 83)KHble Ha B3fJ1Sl.ll YY3CTHl1KOB Tpett11Hra nc11x1-1- qecK1-1e csoHCTBa 4eJJoBeKa, KOTOporo OHl1 XoTeJil1 6b1 B11.UCTb B K34CCTBC CBO­ ero tta11apH11Ka npH Bb!TTOJJHCHl111 onepaTl1BHO-CJJY)l(C6HblX HJIH CJiy)Ke6Ho- 6ocBbJX Ja,uaY.

1. **CT3JIHH** - 15 Ml1HYT.

*Vb* csoero KOJlJlCKTHBa tteo6XO.UHMO Bhr6paTb HanapH11KOB, KOTOpbJe l{OJI­

)KHbl OUCHHTb npe1UIO)KCHHblC 11M nc11xoJIOfl1YeCKl1C CBOtiCTBa 11 TO, H3CKOJibKO napTHCp COOTBCTCTByK>T 3Tl1M Ka4eCTB3M.

1. **CT3/IHH** - 15 MHHyT.

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3analOTC51 BOnpOCbI Ha npoct>ecc110Ha.TibHbie TeMbl. Ka)K)lblti yt!aCTH11K.1IOJI­

)KeH no B03MO)KHOCTl1 6011ee T04HO OTBeTHTb Ha BOnpOCbI O TOM, K8K B TOH

11Jll1 J.1HOH CJ.1Tyaui.rn nocTyIH1JI \_6hl cro napTHCp.

Hanp11Mep: KaKl1M o6pa30M nocTynl1J1 6bi HanapH11K, ec1111 6bI 6bIJia He­ o6XO)ll1MOCTb 111ffJ.1 Ha neperoBOpbl C TCppop11CTaMJ.1, 3allCp)K11B8l0Ull1MJ.1 3a­ JIO)KHl1KOB? KaKl1M opy)Kl1CM npe.11nolJ11TaeT noJib30BaTbC51 B 6oeBblX yc110- B1151X? KaKylO npe.11no4e11 6bi T8KTl1Ky .11etiCTB11ti, OKa38BWl1Cb B OKpy)KCHJ.1J.1?

1,1 T./1.

1. **CT3./IHH** - 15 MHH)'T.

HanapH11K coo6waeT, HaCKOJibKO T04Hbl 6bIJil1 OTBeTbI ero KO)IJ!CrH. Ynpa)KHeH11e MO)KeT npOD,OJI)KaTbC51 npJ.1 poJJCBOH 33MCHC ero YlJaCTHl1-

K0B.

**nc1tXOTeXH1t'leCKOe ynpalKHeH1te «KOH<l>n1tKT 6e3 3MOl.lltH»**

nc11xoTexH11Ka BhIIIOJIH51eTcH B Te4eH11c 40 MJ.1HyT. *LVrn* ee Bbmo11HeH1151

He Tpe6yeTc51 cneum1J1hHO 06opy.11osaHHoro noMeweHl151. llocTaT04HO nono- 6paTb y.1106Hbiti, )KeJiaTeJibHO )KeCTK11ti CTYJI J.1 CCCTb Hanp0Tl1B napTHCpa.

8 npouecce JaH51TJ.1ti MoryT 11Cn0Jlh30B3TbC51 CTattnapTHhle CJ.1TY8Ul1J.1 113

CJiy)Ke6HoH npaKTJ.1KJ.1 COTPY1lHJ.1KOB cneumlJlbHblX no.11pa31leJ1eH11ti. Cyrb nc11-

X0TCXHl1Kl1 33KJII043CTC51 B TOM, lJTO 06y4aiow11ec51 Ca)l51TC51 npyr npoTJ.18 npyra 11 nporosap11Ba10T nonepeMCHHO MOHOJIOr llpyr npyry, 8 peJyJibT(:lTC COTPYll­ Hl1K11 yny4WalOT yp0BCHb caMOKOHTPOJI51 33 B03MO)KHblMJ.1 np051BJieHJ.151Ml1

arpeCCl1J.1 J.1 Heonpas.uaHHbIM H8Cl1Jil1CM. ( **CT3./IHH** - 5- 7 MHHyT.

CJioBeCHoe IJO)KCJ1aHJ.1e BCCB03MO)KHblX 611ar 11 no3.11paBJ1eH11ti napTHepy (npJ.1 3TOM B03MO)KH0 npencTaIL151Tb, lJTO y napTHepa KaKa51-JI1160 TOp)KeCTBCHH351

naTa - 11eHb po)K)leHJ.151, cBanb6a, po eH11e pe6ettKa J.1 T.n.). napTHep .UOJI)KeH

Ha6JIIO.U3Tb Ja X0)IOM CBOJ.1X MblCJICH, He np051BJ15151 HJ.1K3Kl1X 3MOU11H.

II **CT3./IHH** - 5- 7 MHH)'T.

CJIOBeCHOe OCKOp611eH11e napTHepa. np11 3TOM OCKOp6JI51IOW11H JIOJl)KeH

a6cTpar11pOB8TbC51 OT CBOl1X CJIOB (npencTaBJ151Tb, 4TO J.1X npOJ.13HOCl1T npyroH 4CJIOBeK). OcKop6mfCMblti, Ha6JIIOD,8H 38 XO)IOM CBOHX MblCJieH, He np051BJI51- eT HJ.1K3KJ.1X 3MOUHH (MO)KCT npeJICT3B11Tb OCKOp611TCJ151 60,1bHblM lJeJIOBe­

KOM, BbIJBaTb B ce6e llYBCTBa COCTpanam,rn 11 )KaJ10CT11).

**Ill CT3./IHH** - 5 - 7 MHHyT.

napTHCpbl, noMCH51BWHCb pOJJHM11, BbIITOJIHHIOT I CTa)ll1IO.

1. **CT3./IHH** - 5- 7 MHHyT.

napTHCpbl, nOMCH51BWl1Cb p01151Ml1, BbllIOJIH51IOT II CTaJJ,HIO.

1. **CT3.ll,HH** - 10-12 MJ.1Hyr. O6cy)K)JCHJ.1C J.1T0fOB.

**nc1tXOTeXH1t'leCKOe ynpalKHeH1te «Ha6moAeH1te 33 AblX3HlteM»**

nc11xoTeXHl1Ka BblITOJIH51eTC51 B Te4eH11e 70 MHHyT. l{;rn ee BblITOJIHeHl151 He Tpe6yCTC}] cneu11aJibHO o6opynoBaHHoro noMCWCHJ.1Sl. llocTaT04HO no.110- 6paTb y.1106HblH, )KCJlaTCJibH0 )KeCTKJ.1H CTYJI J.1 npHH51Tb Yil06ttyl0 mny.

nc11XOTeXH11Ka BKJIIOlJaeT CCMb OCHOBHbIX CT3D.11H npo.11om101-

TeJibHOCTblO no fO Ml1Hyr Ka)K)la51:

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* Cl..feT K3)K)l0f0 BllOXa H BblllOXa 110 10; noBTOPCHHC C'--ICTa 110 y11ep)K3HHH BHHM3HHH Ha llbIXaHHH;
* c•1eT TOJlbKO BblllOXOB 110 10; noBTOpeHHe ClJeT3 110 y11ep)K3HHH BHHMa­ HHH Ha 11blX3HHH;
* CJie)KCHHe 33 1lblX3HHeM C y11ep)K3HHeM BHHM3HHH Ha CJIOBe <<OllHHl>;
* CJie)KeHHe 33 11blX3HHeM C y11ep)KaHHeM BHHM3HHH Ha co6CTBeHHOM HMeHH;
* CJie)KCHJ.1C 33 llbIXaHHCM C ynep)K3Hl1CM BHHMal-lHH Ha MbJCJUIX;
* cocpe11,oTO'ICHHe BHHM3HHH Ha KOH'IHKe HOCa.

Bo BPCMH llb1X3HHH no3B0H0'-IHHK, WeH **H** fOJIOBa 110JI)KHbl COCTaBJIHTb npHMYIO JlHHHIO. KoHC'-IHOCTH Hy)KIW BCTpHXHyrb 7 HJIH 8 pa3, 'IT06bJ paccm1- 6HTb HX. Te110 no B03M0)KH0CTH TalOKe Hy)KHQ paccJia6HTb. Heo6X01IHMO MCll­ JICHHO H Henpepb!BHO Bbl11,0XHyTb BCC co11ep)KHMOe JlCfKHX 4Cpe3 POTH MC21-

JICHHO BllOXHYTb B0311yx '-lepe3 HOC. floBTOp11Tb 3TO ynpa)KHCHHC 2-3 pa3a. TipH 3TOM 513blK 11,QJI)KCH K3C3TbC51 He6a, a rnaJa 6bITb JaKpb!Tbl DJlH cocpeno­ TO'-leHH}I BHHM3HHH TOJlbKO H311,b1X3HVIH. Bee nocJie11y10ll1HC BllOXH **H** Bbl11,0Xl1

110JI)l(Hbl BblnOJIHHTbCH TOJibKO •1epe3 HOC. Tipo11,0JI>KHTCJibHOCTb K3K BllOXa, T3K **H** Bbl11,0X3 paBHa 7 - 8 ceKyHD.3M.

**ncMXOTeXHM'leCKOe ynpa>KHeHMe ccPeaKUMS1>)**

TICHXOTeXHl1K3 BblTIOJlHHCTCH B TC'JCHHC 60 MHHyT. Mo>KeT BblTIOJIHHTbCH

* 1. paJa no11,pH11,. Ynpa)KHCHHC ueJiecoo6pa3HO BblnOJIHHTb B CIJCUHaJlbHO 06opy11,0BaHHOM *,l]Jl51* 3TOfO noMeWCHHH HJIH B no11xo11HWCM MCCTC (B cnOJ)THB­

HOM 3aJie, Ha MHfKOM rpyHTC). TICHXOTeXHHKa Bb]TIQJIHHCTCH B nape.

BCT3Tb B y11,06Hy10 noJy HanpOTHB napTHepa, npHCJiywaTbC}I K ce6e 11 BblTIOJIHHTb ynpa)KHCHHH B npHHTHOM PHTMe.

* + 1. **CTBJl,HJI** - 5 MHHYT,

napTHCP HMHTHpyCT ynap pyKoH B BepxHHti:, CPCllHHH HJ1H HH)KHHti: ypo­ BCHb. ConepHHK 3aWHW3CTCH OT y11,3pa, 011,HOBpeMeHHO HMHTHPYH HaHece­

HHe KOHTpy11apa B BepXHHH, cpe11HHH HJIH HH)KHHH ypoBeHb. CncnyeT 1106H­

B3TbCH OllHOBpeMeHHOCTH npOBC11CHH51 33WHTbl H y11apa.

* + 1. **CTll,llllH** - 5 M tt H yr.

ConpHK3C3HCb J1311,0HHMH, K3)KJlbIH Y'l3CTHHK llOJI)KeH cuenHTb naJibl.J PYK C napTHepoM. TI3pTHep HMHTHpyeT y11ap pyKoH, IJOCblJl3H CHJIOBOH *W* nyJibC OT CBOeH pyKH B PYKY conepHHKa. TOT, B CBOIO 0•1epe11b, npHHl11\ ,, CHJIOBOti HMllYJibC, HanpaB,151eT era '-lepe1 Kopnyc B npOTHBOnOJIQ)KHYIO PYKY H so1epawaeT era n3pTHepy. Heo6xonHMo coxp3HHTb CHJlY HMnynhca H 110-

6HTbCH OllHOBpeMeHHOCTH era noJiy'-leHHH 11 B03BpaweHHH napTHepy.

* + 1. **CTllJl)IH** - 5 MHHyT.

napTHep HMHTHPYCT y11ap pyKoH no IIJIC'--laM conepHHKa, CH3l..(aJJ3 110 no­ pH11,Ky, 33TCM 6ecnopH110l..fHO. ConepHHK lIOJI)KCH ycneTb y6p3Tb TIJJe'--10 C JIH­ HHH aTaKl1 H, pa3BepHyBWHCb KOpnycoM, HaHeCTH KOHTpy1.1,ap 11apTHepy 11,py­ roH pyKoH. CncnyeT no6HB3TbC51 011,HOBpeMeHHOCn-i yxona C JIHHHH 3T3KH 11

KOHTpynapa.

* + 1. **CTllJl)IH** - 5 MHHyr.

TiapTHep 11MHTHpyeT ynap pyKoH B BepxHHA, CpCllHHH HJIH 1-:IH)KHHH ypo­ BeHb. ConepHHK lIOJl)KCH yHTH C JIHHHH 3T<.lKH, 011H0BpeMeHHO P3380p3'-lHBa-

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HCb KopnycoM H HUH0CH K0HTpy.uap naJYTHepy. CJ1e.nyeT .no6HB3TbCH 0.llH0Bpe­ MeHH0CTH yxo.ua C JJHHJ.111 aTaKH H K0HTpy.uapa.

1. **CTa)l,HJI** - 5 MHHyr.

Heo6xo.nHMO BCTUTb TTJI0THee K napTHepy (paccTOHHYle Me)l(Jly naJ)THepa­

*MYI* He .U0JJ)KH0 npeBbIW3Tb IO CM). napTHep HMYITHpyeT nepeMerneHHe C o.n­ H0BpeMeHHbIM HaHeceHYleM y.uapa. ConepHHK .U0JJ)f(eH 0TCTYTTHTb, 0llH0Bpe­ MeHH0 pa3B0pa4HBU51 Kopnyc *YI* H3H0CH K0HTpy.uap.

**VI-X CTa,Jl,HH** BbITT0JIHHfOTCH npYI JaMeHe napTHepoB p0JIHMYI.

**XI CTa)l,HJI** - 10 MYIHYf. no.use.neHHe YIT0f0B.

**nc11xoTexH11'fecKoe ynpa>KHeHMe ccMb1cneHHaS1 no6eAa11**

ncYIXOTeXHHKa BhlTT0JJHHeTCH B Te4eHYle 60 MHHyr. D;1H ee Bb!TT0JlHeHHH

He Tpe6yeTCH cneUYlaJibH0 o6opy.noBaHHOf0 TT0MCllleHYIH. )loCT3TO'--IHO npH­

HHTb y.no6Hyf0 noJy CT0H (CYlllH, Jie)Ka).

1. CT3,lUIH - 5 MHHyr.

Heo6XO.UYIMO JaKpblTb rna3a *YI* npoHJHeCTH HeCK0JJbK0 paJ CB0e YIMH HU

Bbl.ll0Xe.

1. **CT3,lUIH** - 15 MHHyr.

OTKpbJTb rnaJa, npYIHHTb Heo6xo.nYIMyfO CTOHKy H YIMHT3UYI0HH0 BblTT0JJ­ HYITb Heo6xo.n1-1Moe npoq>ecCYIOHaJlbHOe ynpa)KHeHYle, cepYlfO ynpa)KHeHHH s 33Me.ll]1CHH0M TeMne.

1. **CT3,lUIH** - 15 MHHyr.

Bbl.lleJIHTb K.11f04eBoH M0MCHT cneUYlaJJbH0f0 BYI.UU .neHcTBYIH (HanpYIMCP, H3)K3TYle cnycK0B0f0 KPf04Ka TTYICT0JJeTa, Bb16poc PYKYI B ynape *YI* T ..n.) *YI*

HeCK0JlbK0 pa3 ero BblTT0JlHHTb.

1. **CT3,lUIH** - 15 MHHyr.

MbJCJieHHO ycTp3HHTb B03.UYWH0e npocTpUHCTB0 Me)l(Jly BUMYI *YI* npe.nMe­ T0M, Ha KOTOpbIH Bbl B03.aeHCTByeTe. Heo6XO.UHMO npe.nCT3BYITb BeCb npouecc

.neHTeJJbH0CTH B 33K0H4eHH0M eapY13HTC C HUHJIY'IWYIM pe3YJJbTUT0M.

1. **cTa,Jl,HH** - lO MYIHYT. no.uee.neHY1e Y1Toroe.

**nc11xoTeXHM'l8CK08 ynpalKHeHMe «MblcneHHOe A8MCTBM8»**

* + 11. nc11xoTeXHY1Ka Bbin0JIHHeTCH B Te4CHHC 60 MYIHYf. )lm1 ee BblTT0JJHeHYIH

i(l<,J Tpe6yeTCH cneuHaJibH0 o6opy.noeaHH0fO noMerneHHH. )locTUTOllHO 11p11-

HHTb y.uo6Hyf0 TT03y CT0H (CYlllH, Jie)Ka).

1. **CT3,lUIH** - 5 MHHyr.

Heo6xo.nYIMO JaKpbJTb rna3a *YI* npmuHeCTYI HeCK0JibK0 pa3 CBoe YIMH Ha

Bbl.ll0Xe.

1. **CT3,lUIH** - 15 MHHyr.

C 33KpbJTblMH fJJ333MH npHHHTb Heo6X0.UY1Myf0 CTOHKy, n0JJ0)KeHYle K0p­

nyca, TeJJa, n0JY *YI* MblCJieHH0 BblTT0JJHHTb He06XO.llYIMOe npoq>ecCYIOHaJlbHOe ynpa)KHeHYle, cepmo ynpa)KHeHYlti B JaMeMeHH0M TeMne.

1. **CT3,lUIH** - 15 MHHyr.

OTKpb!Tb rna3a, npYIHHTb HC06XO.llHMYfO CTOHKy, TT0;l0)KeHHe Kopnyca, Tena, noJy 11 MblCJieHH0 Bb!TT0JlHYITb Heo6XO.llYIMOC npoq>eCCH0HaJibH0e yn­ pa)KHeHYIC, cepmo ynpa)KHCHYIH 8 3ilMCJIJieHH0M TeMne.

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1. **CTOJIHH** - 15 MHHYT.

MblCJleHHO ycTpaHHTb B03)lYWHOe IIPOCTP3HCTBO Me)l(J].y BaMJ.1 J.1 npenMe­

TOM, Ha K0T0pb!H Bbl BOJ)letkTsyeTC. Heo6XO)ll-1MO npe.ucTaBHTb BCCb npouecc JlC51.TCJlbHOCTJ.1 B 33KOHY.CHHOM BapJ.1aHTe C H3J.1JIY'-IWHM pe3yJ1bT3TOM.

1. **CTIUI.HH** - 10 MHHyr. IToneenem1e 1-noroe.

TpaHcperyn UMOHHa nCMXOTeXHMKa

ncHXOTCXHHKa BbITT0JlHS:ICTCH B TC'-:lem1e 120 MHH)'T, HanpaBJieHa Ha )l0-

CTJ1)KCHHC CTIOKOi1:CTBI-HI, cocpe)lOTOl.J.CHHOCTJ.1, KOHUCHTpaw-11-1 BHHMamrn,

CH51Hte BHyrpeHHero (nCHXH'-:lCCKoro) 11 BHCWHero (MblWCY.HOrO) HanpSI)Ke­

HJ.HI.. .llm1 BbinOJIHCHJ.HI TTCHXOTCXHHKJ.1 He rpe6yeTCH CTTCUHaJibHO o6opyno-

83HHOro TIOMewemrn.. ,llocraro•-rno nono6paTb y,uo6Hbli1, )KCJ13TCJ1bHO )KCCT­

KHH cry11.

1. **CTOJIHH** - 30 MHHyT:
   * + K0HUCHTpaum1 BHHM3HJ.HI Ha CB0CM )lblX3HJ.1J.1 HJIH '·:13CT51X ceoero rena;
     + K0HllCHTpawrn BHl1MaHHSI Ha CB0J.1X MbJCJlSIX (nocTJ.1)KeHJ.1e caM0K0HTpo- JHI 3a CB0J.1MJ.1 MblCJIHTeJlbHbJMJ.1 npoueccaMJ.1) J.1JlJ.1 Ha KaKoti-JIJ.160 LieSITeJlb­ H0CTJ.1 (JlBJ.1)KeHHe waroM, 6er, '--1.HCTKa opy)KHSI 11 T.n.). Ha'-1.HHaTb 33HSITJ.1SI

B03M0)KH0 C tta6moneHJ.1H 3a ceKyHJlHOti CTpeJIKOti '--1.aC0B;

* + - ynep)KaHHe BHJ.1MaHJ.1SI Ha neyx o6beKTax (Hanp1-1Mep, Ha ,Ub1X3HHJ.1 J.1 ceKyH)lHOti CTpeJIKC 'JaC0B J.1JlJ.1 KaKoti-JlJ.160 neS1TeJ1bHOCTJ.1).

8 upouecce 3aHSITJ.1ti BpeMSI ynep)KaHJ.151 BHJ.1Mamrn ,U0Jl)KH0 yeeJlH'--1.HBaTb­

cs C 1-2 /10 15-20 MHHYT,

1. **CT3)lHH** - 30 MHHYT:
   * + K0HueHrpauHSI BHJ.1MaHJ.1SI Ha JlBYX J.1 6oJiee 06beKTax-npeLIMerax. np1-1 3T0M 0JlJ.1H o6beKT - OCHOBHOti - H3X0)lJ.1TCSI Hanp0TJ.1B Ha6monaTeJJSI, a

0CTaJibHb1e- nepmt>epHtiHbie - pacnoJiaraK>TCSI no o6e CT0p0Hbl OT Hero Ha pa31IJ.1'--I.H0M YllaJieHHJ.1. jlJISI YCJI0)KHeHJ.151 HeK0T0pbJe HJ 06beKTOB M0ryr Mac­ KHp0B3TbCSI. Ha6JIK>ll3TeJIK> npe)]JlaraeTCSI, He 0Tpb183SI B3fJHILI3 OT 0CH0BH0ro

o6beKTa 1-1 He nosopaY.HHaSI roJl0Bbl, nepeY.J.1CJIJ.1Tb MeCT0 11 oco6eHHOCTJ.1 pac­ fl0JI0)KeHJ.151, YllaJICHH0CTb ecex o6beKTOB;

* + - K0HueHTP3UJ.1SI BHJ.1M3HJ.1SI Ha nsyx H 6oJiee o6beKT3X-JlK>)lHX. JlK>,UJ.1,

11rpaJ01u1-1e p0Jib o6bCKTOB Ha6JIK>)lCHJ.151, pacnOJ1araK>TC}I TaKHM )KC o6pa3oM, KaK B npenbinyweM eapHaHTe. np11 3T0M Y43CTHJ.1K, BblTT0JlHSIK>WHti P0Jlb oc­ H0BH0ro o6beKTa Ha6moneHJ.1SI, )l0JI)KeH MeHSITb TT03Y, )KCCTJ.1KYJ1HP0B3Tb, IIPH :noM He MCHSISI MCCTa CBoero pacnoJ1o)KeHJ.1H. OCT3JlbHble C0TPYDHHKJ.1.

MoryT )KCCTHKYJIHp0BaTb, MeHHTb fl03Y, Mecro pacn0Jl0)KeHJ.151, 0,UHaK0 oc­ TaBaHCb B TT0JIC nepm:t>epHY.eCKOfO 3peHJ.1H H36JIIOll3TeJIH. 3a,uay\_a Ha6J110na­ TCJISI - rl0CJie)l0BaTeJibH0 paccKa3aTb 060 ecex Ha6JlK>Jl3CMbIX HM J.13MeHeHJ.1-

}{X, 06pawaS1 oco6oe BHl1MaHJ.1e Ha 0CH0BHOJ.1 o6beKT Ha6JlK>LieHHSI.

**8** npouecce 33HHTHH BPCMSI ynep)K3Hl1H BHJ.1M3HJ.1SI )l0Jl)KH0 yseJ1H'--1.J.1BaTb­ CH C 5 /10 20-30 MHHYT,

1. **CTa,n,HJI** HanpaBJJetta Ha TT0BblWCHHe 3Q}Q)eKTHBHOCTJ.1 cneuHaJibHblX BJ.1ll0B npoQ)eCCJ.10HaJibHOH )lCHTeJibH0CTJ.1 - 30 MHHyr.

OHa BKJIK>'--1.aer:

- caMonpoJ.13B0JlbH0e ll0CTJ.1)KeHHe C0CT0SIHJ.1H caM0K0HTP0JlSI 33 MblCJlJ.1-

TCJibHblMJ.1 npoueccaMJ.1;

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- cocpe110T0YeH11e Ha KJIIOYeB0M M0MeHTe npo¢ecc110HaJlbHOH .neine,1b­ H0CTl1 (Hanp11Mep, H3)t(aTl1e cnyCK0B0ro KplOYKa TTl1CT0JieTa, Bbi6poc pyK11 B y,nape 11 T.,II.) C coxpaHeH11eM C0CT0HHl1H caM0K0HTP0JIH 3a MbICJll1TeJibHblMl1 npoueccaM11.

flp11 3T0M npennoJiaraeTCH, YT0 B 3H3Yl1M0H Cl1TY3U1111, np11 y.nep)K3Hl111 BHl1M3Hl1H 33 CB0l1M11 MblCJll1TeJibHblMl1 npoueccaMl1, npo11cX0,Ill1T Henp0113-

B0JlbH3H 3KTYaJll133U11H pe¢rneKCl1BHOro MblWJleHl1H.

1. **CTa,I.OISI** - 30 Ml1H)'T. flo11ee11eH11e 11T0r0B.

**YnpalKH8HMe ccnpo<1>eccMOHal1bHaH 6AMT811bHOCTb»**

Ynpa)l<HeHHe BblTT0JIHHeTCSI s TeYeH11e 60 Ml1Hyr. Ll,JUI era BbITT0JIHeHl1H He Tpe6yeTCH cneu11aJ1bH0 06opy110B3HH0ro noMeW.eHl1H 11Jll1 Il0JI0)KeHml. llo­

CTaT0YH0 BCT3Tb l1 Bbi6p3Tb Ha1160J1ee y,n06HblH ceKT0p Ha6J110,IIeH11H, npe11- CT3BJHIH ce6H B po1111 coTpy,nHl1K3 OMOH3, o6ecneYl1B3JOW.ero oxp3Hy 06- wecTBeHH0ro nopH11Ka Ha M3CC0BblX Meponpl1HTl151X. Ha6JII0113TCJIIO npewrn­ raeTCH no TT033M TT3pTHep0B, 11X 1lBl1)KeHl1HM, nepeMew.eHl1HM onpe11e1111Tb xapaKTep 11X 11el1CTBl1H, HaMepeH11M 11 npe.unp11HHTb 311CKBaTHble 11eHCTBl1H.

C11Tyau1111 11 K0Jll1YeCTB0 .nel1CTBYIOW.11X Jl11U M0ryr MeH51TbC51.

1. **CTa,I.OISI** - 5 M 11H yr.

O,n11H 113 yY3CTHl1K0B 3aHl1MaeT TT0Jl0)KCHl1e, CT0H Ha pacCT0HHl111 IO MCT­

p0B OT tta6J11011aTem1, 11 Henp11tty)KJleHH0 nepeM11H3CTCH C OllHOH H0r11 Ha

J1pyry10.

1. **CT:W,H** - 5 MMHyT.

K nepB0My yYaCTHl1Ky no11xo1111T BTOpoH 11 nocJie Henp0,IIQJl)Kl1TCllbH0ro

pa3r0B0pa 11 Kl1BK0B B CT0p0Hy C0Tpy,nH11Ka HanpaBJIHIOTCH K HeMy, 11eM0H­ CTpaTl1BH0 y11b16aHCb. PyKH y 06011x yYaCTHl1K0B HaX0,IIHTCH B KapMaHax.

1. **CT8JlHH** - 5 MMHyT.

flonol111H K C0TPY11Hl1KY, 01111H 113 YY3CTHl1K0B Ja.uaeT eMy np0CTblC B0TT­ p0Chl, .npyroH TTb!TUCTCH JaHT11 Ja CTTHHY C0TPY11Hl1Ka.

1. **CT8JlHH** - 5 MMHYT.

flepBbIH YY3CTHl1K H3Y11Haer KPl1Y3Tb 11 B03MywaTbCH, TThlT3CTCH BbIBec­

Tl1 C0TPY11Hl1Ka 113 cefo1, BT0poH ,IICM0HcrpaTl1BH0 6e3yY3CTHO H36JIJO,IIaer 33 np0l1CX011HW.11M 11 no,n611paeT y1106HYIO TT0311U11IO Jl]IH HanaueHl1H.

1. **CT3,llHSI** - 5 Ml1Hyr.

11Hl1U11aTl1B3 nepexo1111T B PYKH BT0poro yYaCTHl1K3, KOTOpbll1 TTblTaeTCH 0TBJlCYb C0TpyJIHl1Ka, np11TB0Pl1BWl1Cb 60JibHblM 11Jll1 11CTTb!TblB3IOWl1M Cl1Jlb­ Hble 60Jil1.

1. **CT8JlHH** - 5 MMHyT.

11Hl1Ul1aTl1Ba B03Bpaw.aeTCH K nepeoMy yYaCTH11KY, K0T0pblH H3Y11HaeT ycJI0BH0 rp0Ml1Tb M3Tep11aJlbHble UCHH0CTl1, H3X0Jl51Wl1eC51 non pyKOH. 8 3T0T M0MCHT BTopoH yYaCTHl1K, 11CTT0llb3yH y,no6Hbil1 M0MCHT, ll0CTaer yc110B­ Hbil1 H0)K, TTblT3CTCM HanaCTb Ha corpy11H11Ka 11 3ae11a.netb 0rHecTpeJibHblM

opy)K11eM.

B 3ae11c11M0CT11 OT 11cxo11a III, IV 11 V crau11H ynpa)KHCH11e M0)KCT 6b1Th

JaBepWCH0 paHbWC.

floc11e 33BepweHl1H ynp3)KHeHl1H napTHCpbl MCHHlOTCH p0JIHMl1 11 ynpa)l{­ HCH11C TT0BT0pHCTCH.

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Aenoea" Mrpa «Bep6anbHb1e cnoco6b1 eo3AeiicTBMS1 Ha npaeoHapywMTeneii»

lleJIOBafl ttrpa npOBOllHTCH 8 Te'-1em1e 120 MHHyT. *D..rrn* BbJITOJ1Hettm1 yn­

pa)t<Hettmr tte Tpe6yeTcn cncuwaJibHO 06opy11osatrnoro noMewettmr. Hrpa

MO>KeT npoBOJU1TbC51 KaK B noMeWCHHl-1, TaK 11 Ha OTKpbITOti MeCTHOCTH.

1. CT8,ll,HH - 30 MHttyr: 01urn 113 y1.-rncTHHKOB ttrpaeT pOJib ITOTCHllHaJlbHOro npasottapyw1nem1, a npyroH - coTpynttttKa OMO Ha. 3arra'-la npasottapyw1-1- Tem1 cnposom1posaTb coTpy,attttKa OMOHa tta np11Mettem1e s 0Tttowemu1

Hero yrpo3, OCKOp6nett11H HJIH ctnnw1eCKOH CHJibl, '-IT06bJ 113Tb noBOll CBOHM

coo6wm1KaM Ha'--laTb MaCCOBbJe 6ecnopHllKH H norpoMbl. 3arra'-la COTPYllHHKa

OMOHa - nposecn1 TaKHM o6pa30M llHaJIOf C TIOTCHUHaJlbHbIM npaeotta­

pywineneM, '-IT06bl ycnoKOHTb ero 11 He 1l3Tb cefor cnpOBOUHpOB8Tb Ha tte- 0611yM8HHbJe neHCTBIHl, KOTOpb1e MOrJIH 6b! noBnc• b 6onee cepbe3Hble TIO­ cnencTBHH. COTPYllHHK llOfl)l(eH BeCTH ce6n KoppeKTHO, Bb!1lep)l(3HHO, npe­

nynpenttTeflbHO, noKaJaTb yBepeHHOCTb H cttny CBOHX llOBOllOB, npH 3TOM He 33HCKHB3H nepen OTITIOHeHTOM. llttaJIOf 1I)IHTCH B Te'-leHHe 10-15 MHHyr,

ITOCJW '-ICro napTHepbl MeHHIOTCH ponHMH H Hrpa ITOBTOpHeTCH.

1. cTan,HB - 80 MHHyr. llaeTCH BBO1lH3H ttHcf:>opMaUttH o cno)l(Hoti. c1.nya­

um1. Ha MHTHHre H3'-laJIHCb MaCCOBble 6ecnopH1lKH, 3a'-IHHWHKH H3BCCTHbL CoTpyJlHHKY OMOHa npe1IJ1araeTCH npott3Becn1 3arrep)l(aHtte npaBoHapywtt­ TenH, npemmpHTeflbHO OUCHHB ero H CBOH BO3MO)l(HOCTH (HaJIH'-ltte opy)l(HSI,

cf:>HJH'-ICCKOH no11roTOBneHHOCTH, T3KTHKH neti.CTBHH). Ha'-13Tb 3MCp)l(3Htte

npc1UrnraeTcH c npose11eHHH Bep6aJibHblX cnoco6oB Bo3neti.cTBHH (y6e)l(Jle­ HHH, BHyweHHH) H onpeneneHHH 1lO3HPOBaHHOCTH npttMeHeHHH CHflbl (npH­ MeHeHHe opy)l(HH, ny6HHKH, nptteMOB pyKonawHoro 6m1, Hapy'-IHHKOB). npw

:noM npoHrpb!BaJOTCH pa3fll1'-1Hb!C T3KTH'-leCKHC 11ci-lCTBHH C HapaCT3HHCM HH­ TeHCHBHOCTH conpOTHBneHHH co CTOpOHbl yc.:.rmBHOro npaBOHapyw11TenH:

- OH He conpOTHBJIHeTCH B MOMCHT 3Mep)l(3HHH, CnosecHo 1lOK33bJB3eT

CBOIO HeBHHOBHOCTh, ynpawttsaeT He 3MCP)l(H83Tb ero. nocne HarreBaHHH H3PY':IHHKOB ITb!T3CTCH HaHeCTH ynap COTpyllHHKY l1 y6e)l(aTb - 10 MHHyr;

- sciynaeT B llHaJIOf lUIH npHTynneHHH 6nHTenbHOCTH B MOMCHT 3311Cp)l(a­ HHH H npHMCHCHHH cf:>tt3WJeCKOH CHflbl B OTHOWCHHH COTJ)YllHHKa - IO MH­ HyT;

- BCTynaeT 8 llHaJIOf lUUI np1-nynnCHI.UI 6JIHTCflbHOCTH H, ynyqttB y1106- Hb!H MOMCHT, llhJT3CTCH HaHeCTH ynap HO)l(OM - 10 MHHyT;

- ITOK33hlB351 CBOe TIOll'-IHHeHHe Tpe60B3HHHM COTPYllHHKa MHnHiurn, HlleT

Ha KOHT3KT, COKpawaeT no MHHHMyMa paCCTOHHHe l1 T1b!T3CTCH npttMeHHTb orHeCTpenbHOe opy)l(tte - 10 MHHyT;

- OTKpbrnaeT OrQHb 1-13-33 YKPblTHH, He nonnycKaH K ce6e COTPY11HHKOB, -

JO MHHYf.

1. CT JI. no11Be11eHtte ttToros 11 pa36op oww6oK - 20 MwHyT.

YnpalkHeHMe «npo<1>ecCM0HanbHOe MCn0nb30BaHMe eep6anbHblX cpeACTB B03AeiiCTBMSI Ha 3aAeplkMBaeMblX»

Ynpa)l(HCHHC Bb!I1OJ1HHCTC51 60 MHHYT B 33BHCHMOCTH OT JlHMHTa BpeMe­

HH l1 f!OJlrDTOBJleHHOC.:Tl1 COTPY/lHHKOB. ll,lH Bb!T1OnHeHHH ynpa)l(HeHHH He

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Tpe6yeTeH eneUl18JlbHO o6opynoB3HHOro noMeweHl1H. lloeT3TOYHO no.no6paTb y.no6Hblti:, )KCJlaTeJlbHO )KeeTKl1ti: CTyJl, CTOJl lll1H mtCbMa, }B1CT 6yMarH, pyY­ Ky H.ilH KapaH.naw.

I CT3JJ,IUI - 20-30 Ml1HyT. CoTpy.nHHK3M npe1I11araCTCH oueHHTb npo(pee­

e110HaJ1bHble e11Tyau1111 11 npHHHTb peUJeH11e no K3)1(Jl0ti:. O6wec ye11os11e: Bbl HaXO.UHTeeb B COCT3Be rpynnbl 3anep)KaH11H.

1. l1fa - 3a yKpblTHH Bbl BH.U11Te, lJTO B B3WCM HanpaBJleHHH no Kop11nopy

TCXH11YeCKoro noMelUCHHSI IlB11)KeTC51. Boopy)KCHHhlH npec-rynHHK, KOTOPblti: sac He 33MeYaeT. KaKOBbl IlOJl)KHbl 6b!Tb eaw11 .ncHeTBJ15I?

* 1. no.naM KOM3Hn,y: «Epoch opy)Kl1e HJ111 y6bto! np11 nepBOM IlBH)KCHHl1

npHMeHHIO opy)KHC!>>

* 1. Tioc11e npe.nynpe.n11TCJ1bHOro BblCTpe11a BBepx, ee11H npecTynHHK He 6po­ eaeT opy)KHC, oTKpoto orottb Ha nopa)KCHHe.
  2. Tio.naM KOM3H.ny: <<MH1111U11H, 6p0Cb opy)KHe 111111 6yn,y CTPC11HTb! Tio.n­ Hf!Tb pyK11 BBepx, OToti:nt .nsa wara Ha3an (B eTopotty)!»

1. Ha MHOfOJllO.UHOH y1rnue C Bbll:OTHblMH 11,0MaMH Ha Bae H3rta.naeT BO­

opy)KCHHblti: npecTynHl1K C HO)KOM. Y sac B pyKax nHeTOJleT. KaKOBbl BaWH

.neHeTBl1H?

I. Tioc11e npe.nynpe,UHTeJlhHoro BhleTpe11a ssepx OTKpoto orottb Ha11opa)Ke­ tt11e.

1. nonaM KOMatt.ny: «M111111UHH, 6pocb HO)!(, HC ne11ati: ce6c Xy)Ke!)) EC11H npeeTyTTHHK HC TTO.UYl1Hl1TCH H cnpw-1eT opy)Kl1e, TTPHMeHto K HCMY np11CMbl pyKonamttoro 6oH lll1H ero 06e3opy)K11BaHHH H Ja.nep)K3HHH.
2. TionaM KOMaH.ny: <<MHJIHU11H, 6poeb HO)K HJlH 6y.ny CTpeJ151.Tb!» Ec11H

npecTyTTHHK He TTOilYHHHTeH, npOH3Be.ny npe.uynpe.nHTCJlbHblH BbteTpCJl BBepx,

np11C51.UY Ha KOPTOYKH H BhlCTPCJllO B npecTyTTHl1K3 CH113Y BBepx no,1 yrnoM He Mettee 45 rpauycoe.

1. Boopy)KCHHhiti: npceTynHHK CTpe11HeT B sac e pacCTOSIHHH 25 MCTPOB Ha MHOroJlto.UHOti: yJrnue, HO npoMaXl183CTCH. JltoilhMH OBJ13,llCB3CT 113HHKa. Tioc11e Yero npecTyTTHl1K H3YHHaeT y6eraTb. KaKHe .neHeTBHH Bbl .UOJl)KHhl npe.nnpHHHTb?

I. OTKpoto OTBeTHb!H oroHb no npeCTYnHHKy.

1. no.naM KoMaH.ny: «M11JIHUHfl, 6poeb opy)KHe, pyKH BBepx, BCCM JlCYb!», noeJie Yero npOH3Beny npe.nynpenHTCJlhHbJi,i BhlCTpe11 BBepx 11 OTKpOto oroHb Ha nopa)KettHe.
2. HaltHy npecne.noeaH11e npecrynHHKa .no 6eJ11JO.nttoro HJlH MaJIOJito.nHo­ ro MCeTa, r.ne npHMY Mepbl K ero Janep)K3HHIO.
3. Haxo1rneb B 5 MeTpax OT npecTynHHKa 33 yKpb!Tl1eM, Bbl BH.U11Te, '-!TO OH np11ue11HJ1CH B npyroro eoTpy.nHHKa, HaXo.UHWCroCH C npoTHBOTTOJIO)KHOti: CTOpOHhI, 11 OT)KHM3CT cnyCKOB0H KptoYOK nHCTOJlCTil nepcn BbleTpe110M. Bae

OH He 3aMC'-13CT. KaK11e .neti:eTBl1fl Bbl .UOJl)KHbl npenupHHHTb?

I. OTKPOIO OrDHb no npeeTyTTHHKy.

1. no.naM KOM3HilbJ: <<Ml1J111UHH, 6pocb opy)KHC, 6y.ny CTpC11f!Th, pyKH ssepx!»
2. Cne11ato npe.nynpe.n11TeJ1bHhlH BhlCTPCJl, a 3aTeM OTKpOlO oroHb no npe­ eTynHHKy.
3. Tioc11e Toro KaK nocTyn1-1110 npClVIO)KCHHC c.naTbCSI H eoopy)KCHHblH npecTyflHHK OC03HaJ1 6e3BblXO.UHOeTb ceoero TTOJlO)KeHHH, OH BhlWeJI 113 ouen-

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JleHHOro 3)laHHJI H ttanpaBHJlCH B uawy CTOPOHy. PyKH y npecTynHHKa Haxo­

):UITCH B KapMaHaX. KaKyto KOMaH)ly CJJe)lyeT nO)laTb npecTynHHKy?

I. <<BblH)'Tb pyKH 113 Kap Ma HOB! ►>

1. <<OCTaHOBHTbCJI, nouepHyTbCJI B nponrnonOJJO)l(Hyto CTOPOHy 11, Me)l­ JleHHO BblHHMaH no O)lHOti: pyKe 113 KapMaHOB, nO)lHHTb HX BBepx!,>
2. «6pOCHTb opy)l(He Ha JeMJJK) 11 flO)lHSITb pyKH BBepx!»
3. nocJJe npHMeHeHHH cneucpe)lCTB Bbl BpbrnaeTeCb B nOMeweHHe C B0- opy)KeHHblM npecTynHHKOM 11 BH)lHTe, '-ITO OH JJe)KHT Ha noJJy, 33Kpb1B roJJO­ By pyKaMH, aBTOMaT (AKC) JJe)KHT pSI)lOM C HHM. KaK11e )leHCTBHSI Bbl D.0J1)1(­ Hbl npe)lnpHHSITb?

I. OTKPOK1 OrQHb Ha nopa)KeHHe.

1. no.aaM KOMaH.Uy: <<MHJJHUHH, BCT3Tb, pyKH 3a roJJOBy!,>
2. no)laM KOMaH)ly: <<MHJ111Ul15l, OTnOJJ3TH Ha 2 MeTpa BJieBO HJ111 nnpauo (B CTOPOHY OT opy)f(HH), nouepHYfbCH JJHUOM K nOJJy (eCJJH npecrynHHK JJe)KHT Ha CITHHe HJ111 6oKy), pyKH nOJ10)1(11Tb 33 roJJOBy, HOrH pa3BeCTl1 WHpe ruieY.!»
3. O6e3opy)KeHHblti: npecTynHHK, H3X0)1JllllHHCH B 2 MeTpax OT OTKHHy-

TOro HM opy)KHJI, npe.unpHHHMaeT nonblTKy np116J111311TbCH K HeMy. KaKOBbl B3WH )lei,iCTBHH?

1. .LleJJato npe)lynpe)lHTeJJbHblti: BblCTpeJJ BBepx 11, eCJJH npecrynHHK He

0CT3BJISleT CBOHX nonblTOK .uo6paTbC51 )lO opy)KHSI, 0TKpb183}() orOHb Ha nopa­

>KeH11e.

1. no)lato KOMaH)ly: «Be)lHTe ce6H cnOKOti:Ho! npowy He.aeJJ3Tb pe3KHX

)l Bl1)KeH 11ti:!►> np11 HeBblnOJJHeHHH KOMaH)l HJ111 B03HHKHOBeHHH yrp03bl npH­ MeHCHH51 11pecTynH11KOM opy)KHSI npOTHB MeHH lUIH HHblX J111U .aeJJato npe­

)lynpe.a11TeJ1bHblH BblCTpCJJ BBepx 11 33TCM npHMCHSIK) opy)l(He Ha nopa)KeHHe.

1. no.uato KOMaH.uy: «CTOHTb! .UepHewbCH - nO)KaJieeWb, npH nepBOM )lBH­

)KeHHH ITPHMeHHK) opy)l(He!» EcJJH npecrynHHKy y)laJIOCb 33BJl3,IJ,CTb opy)l(HeM HJ111 np11 HeBblnOJJHeHHH KOM3H)l npHMeHHK) opy)l(He Ha nopIDK.eH11e.

1. .ll.risi H3,IJ,CB3HHSI HapyY.HHKOB 11 06blCK3 3a,nep)K3HHOro CJJe)lyeT:
2. no.uaTb KOMaH)ly: <<Jle'-lb Ha 60K (BCTaTb B Hey)l06Hoe ITOJJO)KeHHe, onep­ WHCb Ha pyKH 11 pa3)lBHHyB HOrH w11pe nJJe'-1)! CMOTpCTb BJieBO (npHMO), npasyto pyKy 338CCTH 33 cnHHy, .upyryto Ha 6oK, JlOKOTb no.aaTb Ha MeHH,

KOJleHo rlO)lTHHYTb, 3aTeM noeepHYfbCH 11 npo)leJJaTb TY )Ke npoue)lypy Ha

)lpyrOM 6oKy! H3,11,eTb no OY.epe)lH O)lHH 6pacJ1eT, 3aTeM, 113MeHHB ITOJIO)Ke­ HHe opy)KHH, )lpyroti: 6paCJJCT!» O6blCK3Tb 33,11,ep)K3HHOrO.

1. KHHYTb 6pacJJCTbl 33,11,ep)KaHHOMy 11 npellJ10)1(11Tb no)l yrp030ti: npHMC­

HeHHH opy)KH51 Ha,1leTb HX caMOMy, a 33TeM o6blCK3Tb.

1. CHJJbHblM y)lapoM npHBCCTH 3a,nCp)KaHHOro B 6eCC03H3TeJJbHOe COCTOH­ HHe. 3aTCM Ha,nCTb Hapy'--IHHKH 11 o6bJCK3Tb.

I. .llJJ51 noMeweHHH JJe)Kawero Ha noJJy 3a,nep)KaHHoro B aBTOMaWHHY c

ueJJbK) ero .UaJJbHeti:weti: TpaHcnopTHpOBKH s opraHbl BHyrpeHHHX )leJJ Heo6- XO)ll1M0:

I. np11MeHHTb 60J1eBoH np11eM caM6o 11 3aCT3B11Tb )lBHr3TbCH B Hy)KHOM

HanpasJ1eH1111.

1. no)laTb KOMaH)ly: «noeepHYfbCH Ha 60K, nO)lTHHYfb HOfH K )1(11B01)', BCT3Tb CH3'-laJia Ha O)lHO, 33TCM Ha )lpyroe KOJJeHo!» Ha43Tb D.BH)KCHHe K

aBTOMaWHHe nO)l KOHTPOJJeM.

1. 3acTaBHTb nOJJ3TH no)l KOHTPOJJeM K aBTOMaWHHe.

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**II CTAAHSI** - OT IO no 30 Ml1Hyr. flonBOW:ITCSI 11TOrl1, nposon11TCSI attaJH13 Bap11aHTOB 6e3onacttoH npo(pecc110HaJ1bHOH ne51TeJ1bHOCTl1.

**KnlO"I K ynpa>KHeHMIO**

OueHKa COOTBeTCTBl1SI COTPYJlH11KOB npo(pecc110HaJ1bHblM Kp1Hep11SIM ocy­ wecTBJUleTCSI nocpenCTBOM np11CBOeHl1H l 6aJ111a npaBHJlbHOMY OTBeTy, oc­

HOB3HHOMY H3 a,neKB3THOM TTOHHM3Hl111 yc110011H neS1TeJ1bHOCTl1 11 pear11po­ BaH1111, 11 0 6aJ1110B - Hea,neKB3THOMy.

no 3TOMy Kp11Tepmo OTBeTaM CJienyeT np11CBOl1Tb CJieJlylOJUCe KOJil-11-te-

CTBO 6aJIJ10B.

**A,** I-ii sapwam ornera - 0 6aJUlos; 2-i\ - 0 6aJJflOB;

3-ii - I 6aJJn.

C, 1-11 BapwaHT OTBeTa - 0 6aJIJlOB;

2-ii - 0 6aJJnos; 3-ii - I 6aJJn.

**E,** 1-11 sap11aHT OTBeTa - 0 6a.rrnos;

2-ii - I 6aJJn;

3-ii - 0 6aJJnoB.

**H,** 1-11 sap11aHT OTBeTa - 0 6aJ11100;

2-ii - 0 6aJJnos;

3-ii - I 6aJJn.

**K,** 1-11 B3pl13HT OTBeTa - 0 6a.rrnos;

2-ii - I 6aJJn;

3-ii - 0 6aJJnoB.

**B,** 1-H sap11aHT OTBeTa - 0 6an.r10s;

2-ii - I 6a.rIJI;

3-ii - 0 63Jlfl0B.

**D,** 1-H Bap11aHT OTBeTa - l 6aJ111;

1. i\ - 0 6aJJflOB;

3-i\ - 0 63Jlfl0B.

F, 1-11 Bap11aHT OTBeTa - 0 6a.ru10s;

2-ii - 0 6aJJnos; 3-ii - I 6aJJn.

G, 1-11 sapwaHT OTBeTa - l 6aJ111;

* 1. - 0 6annoB; 3-i\ - 0 63Jlfl0B.

MaKCl1MaJlbHOe '--IHCJlO 6aJIJ10B, KOTopoe MO.)KeT Ha6paTb o6y1..f3l0ll.ll111CH, paBHO 9, a Ml1Hl1MaJlbHOe - 0.

no pe3yJihT3TaM 33HSIT11H COTpynHHKl1, Ha6paBw11e:

* OT O no 4 6aJIJlOB, oueHl1B3IOTCSI <<HeynoBJieTBOp11TeJ1bHO)>;
* OT 5 no 6 6aJIJ10B - <<ynosJieTBOPHTeJ1hH0)>;

- 8 6aJ1110B - «xopowo)>;

- 9 63.TlJlOB - «OTJil11..fH0)).

**Ynpa>KHeHMe «AHTMTeppop»**

Ynp3)1(HeHHe BbITTOJIHSteTCSI OT 30 llO 60 Ml1Hyr B 3aBHCl1MOCTH OT J111Ml1Ta

BpeMeHl1 11 nonrOTOBJieHHOCTl1 COTpynHl1KOB. Ll,JJSI BbinOJlHeHHSI ynpa)l<HeHl1Sl He rpe6yeTCSI cneu11aJ1bHO o6opynosaHHoro noMell.leH11st. LI,ocTaT01..fHO nono- 6paTb y,uo6Hbll1, )KeJ1aTeJ1bHO )KeCTKl111 CTYJl, CTOJl )],J1Sl 1111CbMa, Jil1CT 6yMa­

r11, py1..fKY 1-11111 KapaHnaw.

* + 1. **CTAAHSI** - 20-30 MHHyr. CorpynHHKaM npewrnraeTCSI oueHl1Tb npo(pcc­ Cl10HaJlbHble CHTyau111-1 11 nPl1H51Tb pewett11e no K3)1()l011. O6wee yc11os11e: Bbl

Y1..f3CTByeTe B nposeneHl1l1 KOHTpTeppop11CTH1..feCKOH onepau111-1.

1. Tip11 OCMOTpe 3BTOM3WHHbl 3HJ1-130 Ha 6JlOKl10CTY Bbl 3aMeTl1Jll1 B ns11raTe11e 3BToMaWHHbl J111WHl1e np0B011a, a B Ka611He TyM6Jiepa HeHJBCCT­

HO[O npenHa3H3'-leHHH. Bo BpeMH OCMOTpa 3BTOM3Wl1Hbl Bb!SIBl1Jl11, '-ITO BO-

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lU1TeJib HepBHl14aJJ, noY:eCb!BaJJ JIHUO, rna3a <<6eraJJH no CTopoHaM». KaKHe neHcTBH51 c,1e11yeT npe11npH HHTb?

I. OnpOCHTb B0.1IHTeJIH O npe.[lH33H3Y:eHIH1 npoBOllOB H TyM611epa.

1. npo110.H)l(3Tb C3MOCTOHTeJibHhIH 6onee TlU3TeJibHblH OCMOTP, npose­ PHTb pa6oTy .1IBHraTem1, npe1rnapHTeJ1bHO OTKJII04HB HeH3BeCTHble nposo- 113, nposepHTb npe11H33H3'IeHHe TyM611epa, I!PHBOllH ero B pa3J1HY:Hhle no­

.,10)1(eHHH.

1. 3anep)l(3Tb B01lHTem1 llO BbUICHeHHH scex o6CTOHTeJibCTB, a 3BTOM3WH­ HY OTOfH3Tb Ha JanacHylO TTJ10ll131IKY wrn ee 6onee TlU3TeJibHOfO OCM0Tpa C npHBJieY:eHHCM cneuHUJJHCTOB H KHHOJIOra c co6aKOH.
2. npH 0CT3HOBKe 3BTOM3WHHhl C npe11noJ1araeMblMl1 TeppopHCT3MH H

np11 OTCyTCTBHH B Heti: 3UJJ0)l(HHKOB B3M K3K CTapweMy rpynnbl Jarrep)l(3HHH cJ1e11yer

I. HcnoJ1b3YH B KaY:eCTBe npHKpblTHH CBOIO 3BTOM3WHHY HJIH .upyrylO 33-

WHTy, no11aTb KOM3H.1Ih!: <<no OllHOMY Bblti:TH HJ 3BTOMaWHHbl, 6pOCHTb opy­

)l(He, Jle'Jb, PYKH 33 ro.,'lOBY, He llBHf3ThC51!»

1. CHJI3MH rpynnhl Ja,uep)l(3HH51 ouem1Tb 3BTOM3WHHY H npHcTynHTb K CHJIOBOMY 3i:l.1ICP)l(3HHIO TeppopHCTOB.
2. noc11e npe11eapHTeJ1bHOro BblCTJ)eJia BBepx, 0TKpblTb Of'OHh H3 nopIDKCHHe.
3. npH OCT3HOBKe 3BTOM3WHHhl C npenno11araeMbIMH TeppopHCTaMH H npH HUJJHY:Hl-1 B HeH JaJIO)l(HHKOB B3M K3K CTapweMy rpynnhJ 3arrep)l(3Hl151 c11e11ycr

I. HcnOJlh1Y51 B K3'-ICCTBe npHKpblTHH CBOIO 3BTOM3WHHY HJIH 11pyry10 33-

WHTy, o6bHCHHTb TeppopHCT3M 6ecnepcneKTHBHOCTb HX conpOTHBJleHHSI 11 HC06X0.1IHMOCTb OCB06m1<11eHHH 3UJJO)l(HHKOB. )lJI51 3TOro no11aTb KOM3HllbJ:

<(BblnYCTHTh 33Jl0)KHHKOB! no OllHOMY BhIHTH HJ 3BTOM3WHHhI! 6poCHTb opy­

)l<He! JleY:b, pyKH 33 fOJIOBy, HC llBHf3TbC51!» TipH OTK33C TeppopHCTOB TT0Jl- 4HH11TbC51 npHCTYTTHTb K CHJlOB0My 1arrep)K3HHIO TeppopHCTOB H OCB060)((1LC­ HHIO JUJJO)KHHKOB.

2, TipeDJJO)KHTb TeppopHCTaM OCB0601111Tb 3UJJ0)KHHK0B, a np11 Bh!llBH)Ke­

HHl-1 HMH BCTpC'IHblX Tpe60B3HHH BHHM3TCJlbHO HX Bh!CJiywaTb. TIpH Heo6xo­

.1Il1MOCTH nOllKJIIOY:HTb K neperoeopHOMY npoueccy JlOJl)KHOCTHOe JIHUO, ynoJI­ HOMOY:eHHOe BeCTl-1 neperoeopbJ. 6b!Th f0T0BblM K3K K CHJlOBOMy peweHHIO B0npoca (pa3MC1UeHHe CHaHnepoB, rpynnhl 33XB3T3 1-1 npHKpblTH51), T3K H K TOMY, 'IT06bi OTTTyCTHTb TeppopHCTOB C 3aJIO)KHHK3MH, Ha6JIIOll351 33 3THM

npoueccoM Ha HC.1IOC51f3CMOM paCCTOS1HHH.

3. CHJl3MH rpynnbl Jarrep)K3HHH ouenHTb 3BTOM3WHHy, npCDJJO)KHTb Tep­ popHCTaM OCB060llHTb 3UJJO)KHHKOB H Cll3TbC51. np11 OTK33C BbJnOJIHHTb Tpe- 60B3HHe npOH3BeCTH npensapHTeJibHhlH Bh!CTPCJ1 BBCpx H 33TeM OTKpb!Th OfOHb no TeppopHCT3M.

1. np11 o6Hapy)KeHHH H3 Mapwpyre CJie.1IOB3HH51 B none B11.llHMOCTH MHHhl

HaTSl)KHOro 11eti:CTBHH Bbl 110,l)l<Hbf:

I, Co6JIIO)l351 MCpb! 6eJOTT3CHOCTH, no110HTH H 06e1npe11HTb ee,

1. Coo6LUl1Tb B OTPHll, llO)l(Jl3ThCH canepoB HJIH, OTMCTHB onaCHblH y4ac­ TOK, .1IBHf3TbC51 no TOH )Ke 11opore B CBOeM (npl-1 KpaHHeH HC06XOllHMOCTH) HJ1H o6paTHOM HanpaBJieHHH.
2. 8hlCTpeJIHTb HJIH l.J:TO-HH6yllb KHHYTb e HanpaBJieHHH MHWCHH DJJH ee

o6e3Bpe)l(HB3Hm'I.

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E. npH OCMOTpe OllHOro l13 3a6poweHHbIX 31laHHti l1 npH 3TOM HBJHIHCb CTapWH\i rpynnbI, Bbl 06Hapy)KHJIH, l.fTO TT0llXOllbl K 3JJaHHlO B HeCKOJlbKHX MeCTax 3aMHHHpOBaHbi C TTOMOll.lblO MHH HaTH)KHOro netiCTBHH. 8 3TOM CJiyl.Jae Bbl JIOJl)KHbJ:

1. )laTb KOMaH11y canepaM npHCTyTTHTb K pa3MHHHpOBaHHlO o6ttapy)KeH­ HbJX MHH, a OCTaJlhHb!M COTPYllHHKaM cneuHa3a YKPb!TbCH Ja HaXOllHlUYIOCH pHllOM noJiypa3pyweHHYIO CTeHy X03HtiCTBeHHOH TTOCTpOtiKH.
2. PaccTpeJIHTb o6Hapy)KeHHb!e MHHbl HJ aBTOMJTOB.
3. OuenHB npHJiera10wy10 TeppHTOpHIO, npHCTYTTHTb K ee TlUaTCJlbHOMy OCMOTpy canepaMH llJIH o6ttapy)KeHHH H pa3MHHHPOBaHHH MHH no1106Horo H HHOro THna.

F. npH BJpb!Be MHHbJ-JIOByWKH TTOCTpa.LiaJJ saw HanapHHK, wenwHH Bne­ penH Ha paCCTO}IHHH 10 MeTpOB. KaKOBbJ llOJl)KHbi 6bJTb BaWH 11etiCTBHH?

1. HeMellJleHHO non6e)K3Tb K HanapttHKY H OKa3aTb nepeyIO MellHUHH­ CKYIO TTOMOll.lb.
2. OcTaHOBHTbCH, OCMOTpen,CH, a JaTeM HllTH K TTOCTpa,nasweMy TOl.JHO no ero CJie11aM. EcJIH CJlC]lOB He BHJIHO, ·ro HJlTH, owynb!Ba}I TT04BY lllYflOM (WTbJKOM). OKaJaTb TTOCTpa.uaeweMy TTOMOUlb, CTOH B TOlJKe llCTOHaUHH MHHbl.
3. OTMeTHB onacttoe MeCTO, eepHyTbCH no TOH )Ke Tpor1e HaJau, C0061UHB B OTP"ll o npo11cu1enweM.

H. B peJyJibTaTe npoeeneHHOH onepauHH nsa BOOpy)KeHHblX TeppopHCTa

6hlJIH OKpy)KeHbJ B JICcy. Ha npellJIO)KCHHe cnaTbC}I OHH CH3l.f8Jl3 OTBCTHJIH orHeM HJ 3BTOMaTOB (AKM - 72 MM), JaTeM npennpHHHJIH TTOllblTKY JaTe­ pHTbCH B JICCy. BoJMO)KHO, B llaJlbHetiweM TeppopHCTbl TTOflbITalOTCH npo­ pBaTbCH '-ICpeJ ouern1eHHe. }IBJl}IHCb PYKOBOllHTeJICM rpynnb( JaxeaTa, Bbl ,UOJl­

)KHbl 11aTb KOM3HllY COTpy11HHKaM:

1. BceM COTPYllHHKaM CTpeJIHTb Ha wyM.
2. TOJJbKO CHatinepaM H COTpyllHHKaM, Ha KOTOPblX BbJH)l)'T TeppopHCTbl, 0TKpblTb OfOHb Ha nopIDKeHHC npH HX nonbITKe npopBaTbCH CKBOJb oucnJieHHe.
3. npHMCHHTb cneuml.llbHOe CPCllCTBO - <<'-ICpeMyxy».
   * 1. **CT3,!J;HJI**- OT 10 no 30 MHH)'T. nonBOll}ITCH HTOfH, naeTCH aHaJJH3 eapH­

aHTOB 6eJonaCHOti npmf:>ecCHOHaJlbHOti 11eineJibHOCTH.

**Kmo"t K ynpa>KHeHMIO**

OuCHKa COOTBCTCTBHH COTPYJIHHKOB npoQ)ecCHOHaJlbHbIM KPHTepH}IM ocy­

weCTBJlHeTCH nocpencTBOM npHCBOCHHH l 6aJJJI3 npaBHJlbHOMY OTBCTY, oc­ HOBaHHOMy Ha a,neKBaTHOM TTOHHMaHHH YCJlOBHti llCHTCJlbHOCTH H pearHp0- B3HHH, H Q 6aJJJIOB - Ha HC3JICKBaTHOM.

no 3TOMY KpHTCpHIO BCCM OTBCT3M CJICllYCT npHCB0HTb CJICllYIOlllee KOJIH- 4CCTBO 6aJJJIOB'.

A, 1-ti BapH3HT OTBCTa - 0 6aJJJIOB;

* 1. *ti* - 0 6aJrnos;
  2. *ti* - I 6aJrn.

**B,** 1-11 BapHaHT OTBeTa - 2-11 - Q 6aJJJIOB;

1. i,i - Q 6aJJnOB.

I 6aJJn;

C, 1-ti eapHaHT OTBeTa - 0 6aJIJ1os;

*2-ti* - I 6aJrn;

3-A - 0 6aJJROB.

E, 1-H BapHaHT 0TBeTa - 0 6aJIJ1oe;

**D,** I-ti B3PH3HT 0TBeT'd - 0 6aJIJ10B;

1. *ti* - I 6aJJn;
2. j,j - 0 6aJJnoB.

**F,** 1-ti eapHaHT OTBeTa - 0 6aJIJ1oe;

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2-il - 0 6a.JTJ10B;

3-H - 1 6arrn.

H, 1-H sapH3HT OTBCTa - 0 6ruv10e;

1. il - I 6a.1rn;
2. il - 0 6a.JTflOB.

2-il - I 6a.JTn;

3-H - 0 6a.JTJ10B.

MaKCHMaJJbHOe l!MCJlO 6aJJJIOB, KOTopoe MQ)KCT tta6pan, o6yqaIOWHACSI, paBHO 7, a MMHHMMbHOe - 0.

no peJyJlbT3T3M 3aHHTHA COTPY.UHHKH, tta6paBWHe

* OT O no 3 6ruu10B, ouemrnaIOTCSI <<HCY.llOBJieTBOPHTeJibHO»;
* OT 4 no 5 63JIJIOB - <<Y.UOBJICTBOPHTCJlbHO ►>;
* 6 6aJJJIOB - «xopowo,>;
* 7 6MJIOB - «OTJUP-IHO».

**Aenoaasi Mrpa «neperoaopHblii np01. ecc»**

Mrpa npoxo.nttT e TeY:em1e 50 MHHYT. )lm1 ee npoee.nettw1 He Tpe6yeTcH cnem-1'UibHO o6opy.noeattttoro noMew,ettHH.

I **CTaJIHH** - JO MMHYT.

C0Tpy.nm1KOB cneutta3a 3H8KOMHT C HCXOJlHOA Mttq>opM3UHetL Bo epeMH npoee.nemu1 OCMOTpa H3CCJICHH0f0 TTYHKT3 rpynnoH 6biJI o6ttapy)KCH .UOM, B KOTOpOM H3XOJlHJlC51 TTOJieeoH KOM3H.UHP C HCCKOJlbKMMH 6oCBHK3MH. OttH,

ouemrn c1,nyaw-110, cyMCJUl Jaxeannb B 33JI0)KHHKH 0llHoro 1.n C0TPYllHHK0B cneuttaJa H npellb51BHJIH Tpe6osaHHH 0 npenocTaBJieHHH HM TpaHCTT0P'fH0ro cpencTBa, 6ecnpenHTCTBeHHOM BbieJne HJ HaceJieHH0ro nyHKTa sJaMeH Ha OCB06mt(lleHHe 3aJI0)KHHKa.

**JI CTaJIHH** - 15 '1MHyT.

Onpe11em1eTC51 ycJIOBHblH «n eper osop lUHK►> H <<Tep p op HCT►> llJIH seneHH51 neperosopoB. COTPYllHHKY cneUMcUlbH0f0 HaJHaYeHHH npellJlaraeTCH BeCTH neperosopbl C ycJI0BHblM H epp op HCT0 M►> Ha paUH0HaJlbH0H 0CH0Be, pac­ CMaTPHBaH ero apryMeHTaumo, HaX0llH T0YKM conpMK0CH0BeHHH, K0Mnpo­ MMCC, TT0CTeneHH0 y6e)KJJ,aH B csoett npaB0Te, BBe1v1 H0Bble TeMbl H npellJI0-

)KeHMH B neperosopbl, ycnoKaMBaH npecTynHHKa, nonasaH eMy Ha.ae)KJJ,y Ha 6JiaronpMHTHblH MCX0ll.

nocJie 0K0H43HMH neperosopHoro npouecca C0TPYllHHKH MeHHIOTCH po­

}151MM M BT0paH CTa.aMH TT0BT0pHeTCH.

III **CTaJIHH** - 20 MMHYT.

OueHKa neperosopHoH neHTeJibH0CTM H 3HaJIH3 pe3YJibT3T0B. 8 o6Cy)KJJ,e­ HMM npMHHMaIOT yqacrHe see C0TPYllHHKH.

**Aenoaasi Mrpa «Paaroaop noA MHTepec»**

Mrpa npoX0llMT B TeYeHHe 90 MHHj'T. )lJIH ee nposeneHHH He Tpe6yeTC51 cneUHaJlbH0 o6opynoB3HHOfO TT0MeweHM51.

1. **CTaJIHH** - 10 MMHYT.

)laeTC51 ssonHaH wH<t>opMaUHH. CorpyllHHK OMCH sHenpeH B 6aHnY B Kayecrse B0.UMTeJIH llJ151 Bb!HCHeHMH o6CT0HTeJibCTB f0T0BH1Uef0CH B 6JIH)Katj:­ wee speM51 orpa6JieHH51 6aHKa. Ero KaK Hosoro YJieHa 6aH.Ubl He noCBHW,aIOT B .neTaJIH npencT0HWeH onepauwH. Tpe6yeTC51 B KpaTYattwHrt cpoK, He Bbl3bl-

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BaH TTO)l03peH11H, BblHCHl1Tb see 11enurn npellCTOSIWero HaJleTa. Onepanrn­ HblM nyTeM YllaJIOCb BhlHCHHTb O HaJIW-11111 B 6aH11e Y:eJIOBeKa, KOTOPhIH He)l0-

BOJieH PYKOBO)lCTBOM rnasapH, HMeJOmero HeyeMHYIO CTpaCTb K )leHbraM.

COTPY11Hl1K)' npe)lJlaraeTCH BCTYTTHTb B KOHT3KT C 3THM l.J:eJIOBeKoM H noJiy­

l.fl1Tb Heo6XO)lHMYIO HH(pOpMaU1110, HCTTOJlbJY}I ero <<CJia6 bl C►> CTOPOHbl.

1. CT8,!UIJI - 30 MHHyr.

Onpe)leJIHeTCH COTPYJlHHK 11 YCJIOBHbtH (<l.J:JieH 6aH)lbl», KOTOPblH 11HCT­

PYKT11pyeTCH O Jll1HHl1 ero nose11eHl1H. CoTPYllH11KY CTaBHTCH Ja)lal.!a yctaHo­ BHTb nepB11l.J:Hblti KOHTaKT C (p11rypaHTOM, nepenposepHTb noJiyY:eHHbIC CBe- 11eHl1H O HeM, JaHHTepecosaTb BblfO)lHOCTblO JlaJlbHCHlllHX COBMCCTHblX .ueH­ CTB11H, TTOJIYY:11Tb Heo6xo,UHMYIO 11H(popMaUHIO H paHbllle BpeMeH11 He paJo6- Jial.J:11Tb ce6H nepe\_.n l.!JieHaM11 6aH.UhL

1. **CTa,zuu1.** Cotpy.nH11KH MeHHIOTCH pOJIHMH H TTOBTOpHo npoHrPhIB3IOT

II CTa.rIHIO.

**IV CT8,IIHJI** - 20 MHHyr.

no.use.neH11e 11TOroB, B KOTopoM np11HHMaeT yY:aCTHe BCH rpynna.

**YnpalKHeHMe «OxpaHsieMoe nMuo»**

Ynpm1rneHHe BblTT0JIWleTCH B Tel.!eHHe 120 MHHyT. ll.rrn Bh!TTOJIHCHHH TTCH­ XOTCXH11K11 He Tpe6yeTCH cneUHaJlbHO o6opy.nosaHHOro TTOMCWCHHH. llocTa­

T04HO no1106paTh y.no6HbIH, )l(CJiaTeJibH0 )l(eCTKHH CTYJI, CTOJI JlJIH TTHChMa,

Jll1CT 6yMarH, pr1Ky 11JIH KapaH,aaw.

1. **CT8,!UIJI** - 30 MHHyr.

COTPY.UHHKH paJ611BalOTC51 Ha napbI. O,a11H H3 HHX HBmieTCH ycJIOBHblM

oxpaHHHKOM, 11pyroH - oxpaHHCMblM JIHUOM. OxpaHHHKY npe,aJiaraeTCH B TCl.J:CHHe 30 M11HYT C0CTaBHTb CTTHCOK Bonpocos, Ha KOTOpble OH XOTeJI 6ht

TTOJIY411Tb 0TBeTbl OT oxpaHHeMoro Jll1Ua. 11 3a)l3Tb HX. OxpaHHCMOe Jll1UO ,UOJI­

)l(HO OTBCTHTb Ha 3TH sonpocbt MaKCHMaJlbHO TOl..!HO. BonpOCbl ,UOJI)l(Hbl 6hITb HanpaBJieHbJ Ha Bb!HCHCHl1e o6CTOHTCJibCTB, cnoco6cTBYIOWHX 6oJiee ycnelll­ HOHoxpaHe 3T0ro JlHUa. HanpHMCp, BpeMH BbleJ.na 11 B03Bpau1eHl1H C pa6o­ Tbl, Tl1TT TpaHCTTOPTHOro cpe,UCTBa, HCTTOJlh3YIOlUerocH .UJIH nepell811)1(CHHH,

BpeM51 C}"TOK H MeCTO JlJIH OT.UbtXa 11 T. .n.

1. CTa,!UIJI - 30 MHHyr.

CoTpy.nm-t:KH MCHHIOTCH napaMl1 11 TT0BTopHIOT I CTa)ll1IO.

1. **CT8,IIHJI** - 30 MHHyr.

CoTPY.UH11Kl1 noJiyYalOT BBO.UHYIO HH(popMaU11IO. CosepllleHo Hana.neHHe Ha oxpaHHeMoe ;1HUO no Mapwpyry ero .UBH)l(CHHH C pa6oThl .no MeCTa )l(J.1- TeJibCTBa B Ha1-160Jiee 33TCMHCHHOM MeCTC (cTpeJIHJIH 113 AKM). Hanauaswe­ MYY.ilaJIOCb CKpbITbCH. no CTeY:eHHIO o6CTOHTCJibCTB oxpaHHeMoe JIHUO 1-1 ox­

paHHl1K He nocTpa.nMH, BOJlHTCJlb y611T. OxpaHHHKy npeJlJlaraeTCH npoaHa­ JIH3HpOBaTb CHTyauHIO C nCHXOJIOfHl.J:CCKOH T0l..!KH 3peHHH, BblCKa3aTb CBOH

npe.nnoJI0)l(CHl1H H npe)lJI0)l(CH11H.

1. **CTa,!UIJI** - 30 MHHyr.

no.use.neHHe HTOroB B rpynne. OueHKa OTTTl1MaJlbHOCTl1 noJiyY:eHHOH HH­ (popMau1111 oxpaHHHKOM OT oxpaHHCMOro Jll1Ua, ero cnoco6HOCTH K aHaJIH3Y HH(popMau1-111 H nporH03HpOB3HHIO co6bIT11H, .uonymeHHblX OWH60K. B .IIaJib­ HCHllleM napTHepbt MOryT noMeHHTbCH pomlMH.

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**Ynpa>KH0HMSI** no **perynSIL\MM 6oeBblX nCMXM'i0CKMX COCTOSIHMM M nOBblW0HMIO caMOKOHTponsi COTPYAHMKOB**

**J CT8JIHH** - 60 MHHYf.

O-rpa60TK3 H3Bb!K0B peJlaKCamu1 B 1lBH)Kemu1 (6er, X01lb6a), CT0SI, CHLUI,

}le)Ka (CM. KOMTTJlCKC ynpa)KHeHttti «OnnlM3JlbH351 pa6oTOCnoco6HOCTb))).

1. **CT8,llHH** - 30 MHHYf.

nc11xo11orw-1ecKaS1 C3MOpcryhmnrn B KOHKpeTHOti 3M0UH0HaJlbH0 3H3'-B1-

MOti: onyamn1:

* onpeJle,1ett11e 11 Bep6aJUl33UHSI K3)!(JlbJM COTPYIIHHKOM Tpe6yIOWHXCSI B 3KCTpeMaJibHblX ycJlOBHSIX K34CCTB H COCTOHHHH. Tiptt 3TOM 33TTHCb!B3lOTCH Bee K3l!eCTBa 11 COCTOSIHI-UI Ha 6yMare;
* npeIICTJBJICHHH (Boo6pa)Kemrn) o6pa3a peaJibHOro HJB1 BbJMbJWJleHHO­

ro rcpm-1, KOTOpOMy CBOtiCTBCHHbl OTMC4CHHbJC K31.JeCTBa 11 COCTOSIHHSI H K

K0T0P0MY npml.BJlSieTC5J 3M0W10HaJlbH3H npenpacn0Jl0)KCHH0CTb;

* HlICHTHcf>HK3UHH cefo:1 C ll3HHbIM o6pa3oM;
* CJl0BCCH0e on11catt11e KOHKpeTHOti 3KCTPCMaJlhHOti cinyaw,m, 8 K0T0- poH npHIICTCSl neti:CT80B3Tb;
* o6pa3Hoe socnpo11JHeJleH11e c11Tyaw,m 11 ce6SI B po.rm pattee ccf>opM11po­ BaHHoro 06pa3a;
* o6pa3ttoe ( opM11posaH11e ycnewttoro nose1leH11SI, caM0BHyweH11s:i yee­

peHH0CTl1 (ycTaH0BKl1 Ha no6e!ly).

1. **CT8JIHH** - 60 MHHYf.

OTpa60TK3 p33J1Hl-lHhIX B111l0B llbJX3HHSI (CBSl3HOro, 3KTl1B11311pyl0Wero) (CM. nCl1X0TCXHl1KY «Ha6Jil01lCHHe 33 JlhJX3Hl1eM»).

Ynpa)KHCHl1e HU )lblXaH11e np0B0IIl1TCSI B Jll06hJX YCJ10B11SlX 11 noMemeHl1SIX.

1. **CT8JIHH** - 30 MHHYf.

PaJBl1Tl1C 3KCTpaBepT11p083HH0ro H 11HTP0BepT11p0BaHH0f0 BHHM3Hl1SI. 3aHSITl1SI np0B0)lSITCSl K3K B noJleBhJX YCJ10B11SIX, T3K H B KJiacce.

HcnOJlbJylOTCSI ynpa)KHCHl1Sl Ha pa3B11Tl1C BHHM3Hl1Sl. Tpe6yeTCSI npoc11e-

JlHTb :m:

* 'JepttoH TOl!KOti Ha J111CTe 6yMant (Bb1pa60TK3 HeMl1ralOmero B3rJ1SI)la);
* l(epHoti TOLIKOti Ha JIHCTe 6yMar11 11 BCeM 0CTaJlbHblM B cf>oKyce B3rJ1Slll3 (Bblpa6orKa nattopaMHoro BHl1M3H11SI);
* <JCpttoH T0 1JKO ti: Ha J111CTC 6yM3fH H CKB03h Hee B HeorpaHl14CHH0e npo­

CTpaHCTB0 (Bh!pa6oTKa paccf>oKyCHPOBaHHOro BH11MaH11SI);

* 0Kpy)KalOWHM npocTpaHCTB0M 6e3 np11BSI3KH K '--lepttoti T0'--IKe (CKB03- H0C paccf>oKyCHPOBaHHOe BH11MaH11e);
* 113MeHeHl1eM BHewHeti o6CT3H0BKH. Tip11 3T0M Ha)].0 o6pamaTb BHHMa­ Hl1C Ha onpe)leJleHHYlO ynopH)l0'--leHH0CTh mm xa0Tl1'--IH0CTh B llBH)KCHl1HX,

nepeMCWCHHSlX JllOllCH, npellMCT0B, H3X0)K)lCHHC 0IIPCllCJlCHHOH 33B11Cl1M0- CTH;

* TCl(eHl1CM co6CTBCHHbIX MhJCJ1et1 (cf>HKCau11H 11X Ha 6yMare) 111111 ,neSJ-

TeJlhH0CTl1. Tip11 3T0M HC110Jlh3yCTCH TpattcperyJ1HUl10HH8H nCl1X0TCXHHKa.

1. **CT8,llHH** - 120 MHHYf.

Tipocf>ecc110HaJ1hHOe socnp11HTtte onaCH0CTCH 11 np11HSITl1e peweH11ti. 3aHHTl1H np0B0llHTCH B TT0JlCBblX YCJ10B11HX B npouecce cneU,11aJlhH0ti, T3K-

Tl1'--leCKOti, 6oenoH Jl0)lf0T0BKl1 11 K0MnJieKCH0f0 Y'--ICHl1H.

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B yLJ.e6HOM npouecce 11CTT0l1b3yeTC51 BB0,llH351 11Hq)OpM3U.11H 0 peaJibHblX llCi1CTB1151X C0TPYllHl1K0B B 3KCTpCMaJlbHblX c111yau11HX. Hanp11Mep, M0)le1111- pyKHC51 C11Tyau1111:

* + - 0Kpy)l(CHHC, 0TCyTCTBHe naTp0H0B, MH0f0KpaTH0C llJ)CB0CX0).lCTB0 npo­ Tl1BHl1Ka;
    - ).l0CM0Tp 3BT0TpaHcnopTa C 3apa3Hb!Ml1 60l1bHbIM11;
    - HC06XOll11MOCTb 11llT11 Ha neperosopbl C 6oeBHK3\111 11 B03M0)l(H351 npo- B0K3UH51 C 11X CT0p0HhI;
    - 33XB3T 0).lH0f0 113 C0Cl1Y)l(118UeB B n11eH npeB0CX0ll51WCH rpynnoH 6oe­ B11K0B Ha rna3ax y C0TPY11H11Ka;
    - np0Hl1KH0BCHl1e Ha oxpaHHCMbIH 06bCKT Teppopl1CT3, o6seweHHOfO B3pbIBll3TblM11 BCWCCTB3M 11;
    - BblllCp)l(Ka 11 IIP0Tl1BOJICtfCTBl1C Kp11Y.3Wl1M 11 OCKOp6JUHOW11M 11IDll51M;
    - 33XB3T 6oCBl1K3Ml1 )l(CHW11Hbi, pe6eHK3 11 Bbl,1lBl1)1(eH11e Tpe6osaHl151 np11 peaJibHOH yrpo3e pacnpaBbl C H11Ml1 0 npe,110CT3BJ1CHl111 6ec11pcnHTCTBCHHOH B03M0)l(H0CTl1 fI0Kl1HYTb HaceJieHHbIM nyHKT;
    - llCi1CTBl151 B ycl10Bl151X naH11K11;
    - 0K333H11C TT0M0Wl1 JIK)JlHM noc11e 3BTOM061111bHOH 11 )l(Cl1C3H0ll0p0)1(H0H

K3T3CTpOq)bl.

**VJ CT3JlHH** - 30 MttHyT.

Pa3B11Tl1C caM0K0HTp0.!151. 3aH51TH51 npoB0J151TCH B 6acceHHe. TTpe).lBap11Tel1bHO o6yLJ.CHHb]\1 TT11383Tb 11 HbIP51Tb C0TPYJIHHKaM JaBHJb1B3-

1. TC51 CH34aJia pyKH, a 33TCM PYKl1 11 H0fl1. HM npe11..riaraCTC51:
   * B Tel!CHl1C 5- 7 Ml1HYT 8 6acceHHe rny611HoH 3-5 MCTp0B, 0TTaJIKl1B3- 51Cb H0faMl1 OT ).lH3, nep110).ll1'--ICCKl1 BCTTl1bIB3Tb Ha TT0BCpXH0CTb 11 CH0Ba onyc­

K3TbCH Ha llH0;

* + B TCtJCHl1C 5- 7 11HYT KUK M0)l(H0 ,11011bWC 0CT3B3TbC51 rl0Ll B0ll0H;
  + B TC'--leH11e 5-7 MHHYT TT0TTblT3TbC51 ynep)l(3TbC51 C 33BH3aHHblM11 pyKa-

Ml1 11 H0raM11 Ha nonepxH0CT11;

* + B Te11eH11e 5- 7 Ml1HYT nepCMCCTl1TbCH 111111 nepenJiblTb 50-MeTpOBbIH 6acceHH.

**VII CT3JlHH** - 30 MttHyT.

TTOllBC).lCHl1C 11T0f0B 11 pa36op ow1160K.

**3KcTpeManbHo-nc1o1xonorw•1ecKas:1 C'1TY84'1SI cc6110KnocT))**

OTpa6aThlRaCTCH B cneu11aJibH0 o6opyllOB3HHOM ropo11Ke, me l1Ml1T11py­ IDTC51 6110KnOCT, pa3Bl111Ka ll0por11, )1(11JlblC J).l3Hl1H, coopy)l(CHl151, aBT0TpaH­ cnopT, ecTeCTBeHHbIC 3arpa)KllCHl1H. CTaT11CTbl, B0llHTCl111 3BT0TpaHcnopTHbIX cpe).lCTB - reppop11CTbl flbJT3K)TC51 npoBCCTl1 4epe3 <<6JIOKTTOCT» JanpeweH­ HbIH rpyJ (opy)l(11C, HapKOT11K11) 111111 3aJI0)l(Hl1K0B, ycTaH0Bl1Tb B6J111J11 <<6110K­

f!0CT3)> q)yrac, 3T3K0B3Tb C0TPY11H11K0B 113 6Jil1)1(3Hwero YKPbITl151.

B X0).le TPCH11p0BKl1 C0TPYJIHl1Kl1 ).l0JJ)l(Hbl ocyWCCTBl1Tb Bblfl011HCHl1C y'-le6-

HblX npoq)ecc110HaJlbHblX o6HJaHHOCTeH Ha <<6,1 0 K TTO CT3X►>, ).l0CM0Tp 3BT0Tp3H­ cnopTa, l1IDlleH, Ll0KyMeHT0B, rpy30B, 113b51Tl1C He3aK0HH0f0 rpy3a, o6blCK

11 K0HB011p083H11C l111U, TT0).l03penaeMblX B C0BepweH1111 npecTyn11eH1151, cy­ MCTb npeceLJ.b ycTaH0BJ1CHl1C B6Jil1311 «6110KfIOCTa>> q>yraca 11 0Tp3311Tb Hanaue­

H11C. 8 peJyl1bT3TC C0TPYllHl1K11 np1106pCT3K)T H3BbIK11 npoq)ecc110HaJibHOH

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Ha6JIJOll3TeJibHOCT11, 6J111TeJ1bHOCTl1, BOCITPl15ITl1H C11Tyau1111, BHl1M3H11H, na­ MHTl1, 33KpenJIHIOTCH H3BblKl1 JIWIHOH 11 rpynnoBOH 6e3onaCHOCTH, CJia)KeH­

HOCTb .nei1CTBHH 11 cnJio'-leHHOCTb.

**npo<1>ecc110HanbHaR 3KCTpeManbHo-nc11xonorit'!ecKaR nonoca npenRTCTBltiii**

8 npo(peccHOHaJlbHYJO 3KCTpeMaJibHO-ITCl1XOJ10fl1'-leCKyJO noJiocy npemn­ CTB11H BKJlJOl!eHbl 3 y'-laCTKa 11 8 Heo'-leB11)1HbIX npem!TCTB11H. Ha ITOJIOCe HC­ ITOJ1b30B3Hbl CJ1e)lyJOW11C 3J1eMeHTbl ITCl1XOJ10fl1'-leCKOfO B03Jlei1CTB11H (CTpec­

corettHbie (paKTOPbl): HenpepblBHOCTb, BHe3aITHOCTb, 3J1eMeHTbl onaCHOCTH, HeH3BeCTHOCT11, ITOMex11 (orpaHl1'-leHHOCTb npocTpaHCTBa, TeMHOT3, )le(p11-

UHT speMett11), Ha Hert npe)lyCMOTpCHbl CJieJ1yJOw11e Y'-13CTKl1.

1. **}"13CTOK** - CTapTOBb!H.
2. **yqacTOK:** nepeMeLUeH11e (nOJI3KOM, nepeKaTaM11, ((ITJBJ111Hbl1M warOM>>, nepe6e)KK3M11) npo(pecCl10HaJibHOH rpynITbl, COCTOHmert 113 3-5 C0TpyJlH11- KOB, Ha 200 MeTpOB no OTKPblTOH MCCTH0CTl1 (noJIJO), OKpy)KCHHOMY JICCOM

11]111 3a6opOM. Ha nym rpynnbl 11MeJOTCH 4 33M3CK11p0B3HHb!e HMbl pa3Mepa­ Ml1 IX I 11 rny611Hoi1 *)10* 2 MeTpOB, pacnOJIO)KCHHble B waXM3THOM nopH)lKe, r1e6HaH Ml1H3-JIOBYWK3, np11 conpHKOCHOBCHl111 npo113B0)1HLU3H )'1-le6Hb!ti

B3pb!B, 11 nepeBO'-lHblH KanKaH, npH nonauaHl111 B KOTOpbIH pa3)laercH BoH CHpeHbl.

1. **y11acTOK** - OCMOTP (<<33'-ll1CTKa») HaCeJieHHOfO nyHKTa, COCTOSIWero

113 4 y'--le6Hb(X JlBYX3TJ)l{HblX JlOMOB, npo(pecc110HaJlbHOH rpynnort npo11cxo­

)ll1T B J1J060M YCT3HOBJleHHOM 11Ml1 ITOpH)lKe. np11 3TOM B O)lHOM 113 JlOMOB

Y'JaCTHl1K11 onepau1111 Hl1KOfO 11 HH'--lero He 06Hapy)l{11BaJOT, B CJICJlYIOWCM

lIOMe Ha nepBOM 3Ta)Ke 11X )K)lCT 3acaua 113 4 '-JeJioBeK - CT3THCTOB 113 '-ll1CJia corpyJ1Hl1KOB JlpyroH npocpecc110HaJibHOH rpynnbl. np11 3TOM COTPYllHl1KaM

np11X0)1HTCH K3K np11MeHHTb OfHCCTpeJibHOe OpY)K11e, raK 11 ITOK33aTb H3Bb1Kl1 PYKOIT3WHOfO 6oH. B TpeTbCM )lOMe Ha BTOpOM 3Ta)Ke COTJ)YJlHHKOB )K)leT Ml1Ha­

JlOBYll1Ka, np0113B0Jl}IW3H np11 conpl1KOCHOBeHHH yye6HblH B3pb1B. HaKOHeu,

B •1eTBepTOM )lOMe COTPYJ1H11KOB Ha nepBOM 3Ta)Ke 06crpeJ111Baer 0)111H CTa­

Tl1CT, KOTOporo cpa3y o6e3Bpe)ll1Tb He npeJ1CTaBJ1HCTCH B03MO)KHblM, TJK KaK

*)lOM* o6opy)lOBaH JanacHort J1CCTHl1UeH, BCJlyweH Ha BTOpoH 3T3)K. no3TOMY COTPYJ1Hl1Kl1 BbIHy)K)leHbl npecJie)lOBJTb «yCJIOBHOfO 6oeB11KJl), H3XO)lHCb B

\1ettee BblrQ)lHOM IT0311Ul1H.

np11 nonau3Hl111 B HMY, K311KaH, ycJIOBHOM ITOJ1ph1Be Ha M11He, YHl1'-ITO­

)KCHHl1 CTaTl1CT3Ml1 COTPYllHHKl1 OTCTpaHHJOTCM nocpCJlH11KOM OT )laJlbHeM­

wero npoxo)K)lCHl1H IT0110Cbl, a rpynna npo)lOJI)K3CT Bb(ITOJIHHTb 33)13'-lY B MCHbWCM COCT3Be 11 y)Ke ITO)l OfHeM HeITp11HTCJIH.

Bo npeMH HHCTpyKT3)1(3 COTPYllHl1K3M CT3B11TCH 33)1343 no npeO)lOJieHl1IO

OTKPbITOrn npocrpattcrBa, KOHTPOJI11pyeMoro ycJIOBHbIMH 6oeB11KaM11, KO­ TOpbiC MOrJil1 OCT3B11Tb llJIH Hl1X <<CIOpnp113bl>>. MecTopacnoJIO)KettHe 11 xapaK­ Tep JlOByweK He Yf04HHJOTCH. nocJie 3TOfO rpynna )lOJl)KHa npo113eecr11 «3a­ '--111CTKY•> - OCMOTp lIOMOB B HaceJieHHOM nyHKTe 11 o6e3BpC)Kl1B3Hl1e (YHl14- TO)KeH11e HJ111 3a,uep)KaH11e) r1e6HblX 6oeBl1KOB. )lo COTPYllHl1KOB )10B0)111TCH MblCJib, '(TO ycnex onepau1111 33BHC11T OT CJ13)KCHHOCTH 11 B3311MOBblpy4K11 B

rpynne. np11 oueHKe rrntbIBaCTCH BpeMH npoxo)K)leH11H ITOJIOCbl 11 CYMMap-

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HblH 6aJI11, CKJ1Mb1Batow11Hc51 113 cyMMbl 6a,1;lOB Ja npaBl111bH0CTb Bb!TT011He­ Hl151 npo¢ecc110HaJihHhIX 11eticrs11H Ha Ka)l(JJ0M 3Tane (1 6aJI11 np11cna11naerc51

Ja npeono11eH11e Ka)K)loti onacHocr11 Ka)KJlblM corpyllHl1K0M. TaK, Ja npoxo)K- 11eH11e 0TKpbIT0ti MeCTH0CTl1 11 Ja <<33'-IHCTKY>> B Hace11eHH0M nyHKTe Ka)KJlbIH

corpyllHl1K M0)KeT Ha6parb MaKC11MYM no 6 6aJil10B. O1Il1H C0TPYllHl1K M0)Ker

Ha6parb I 2 6aJI11os, a rpynna HJ5 4e11oneK - 60 6aJI11oe). BpeMH Ha npeono- 11eH11e n0l10Cbl 0TB0lil1TC511I0CTaT0'-IH0e - 20 Ml1Hyr. Ho caM cl)aKT BBeneHl151

BpeMeHH6ro cl)aKTOpa JacraBJrneT C0TPYllHl1K0B HCnbITblB3Tb 11ono11H11re11b­ H0e Hanp51)KeH11e.

1. yqacroK.

KoHTp011b cnoco6HOCTl1 K l1HTe1111eK1)'aJibHOH ne51Tel1bH0CTl1 (npose11e­ Hl1e 1111arHocr11K11 no recry KOT).

**3KCTP8ManbHO-nCHXOnOnl'l8CK3H CHT}'3L\HH «SI** - **KOM3HAHP»**

Orpa6aTbJBaerc51 B cneU11aJlbH0 06opy110BaHHOM ropo11Ke, rae HMl1T11py­ K)TC51 )KH11bJe JnaH1151, coopy)KeH1151, aerorpaHcnopr, ecrecree HHhie Jarpa)K- neHl151. CraTHCTbl - 50 l.!e110BeK B po1111 npeBoCX01I51W11X c1111oti 6oeBl1KOB nhITatoTC51 araK0B3Tb Hace11eHHb!H nyHKT, YHl1'-IT0)1(11Tb 111111 33XB3Tl1Tb B n11eH C0TPYllHl1K0B Mllill1Ul111 - 20 4e110BeK.

no YC110B1151M, K0M3Hll11p nonpaJne11CHl151 (B0JMO)l(HO, 11 ero JaMecr11re- 1111) Bb!B0lll1TC51 113 crpo51, CB513b He pa6oraer. OrpHllY Heo6xo11m,10 np11H51Tb npaBHl1bH0e peweH11e, orpa311Tb HanaueHHe 11 no B03M0)KH0CTl1 06e3epen11Tb (pa3opy)Kl1Tb, 33CTaBHTb 0TCTYnHTb, YHl11..!T0)Kl1Tb) 6oeBHKOB. Orpa6aTblBa­ K)TC51 JaMeH51CM0CTb K0MaHnHpoB, Cl13)KeHH0CTb, cn1104eHH0CTb, nc11xo110-

rHl.!eCKaH ycroH'-IHBOCTb 11111..!Horo cocrasa.

**ncHXOT8XHH'18CKOe ynpalKH8HHe «3nO-A06po»**

nc11xoreXHl1Ka Bb!TT0l1H51eTCH B Te'-ICHHe 60 Ml1HyT. )l1151 Bbln011HeHl151 nc11- xoreXHHKl1 He rpe6yerc}I cneUHaJihH0 o6opynoBaHHoro noMeweHH51. )locra­

T0l..!H0 no1106parb yno6Hblti, )KC11are11bH0 )KeCTKHti cry11, CT011 lIJ]Sl TTl1CbMa, 1111cr 6yMar11, py'-IKY 111111 KapaHaaw.

1. CTll,llH - 20 MHHyT.

npeD.JJaraerc51 Hap11C0BaTb l111U0 l!el10BeKa, K0T0pb!H pa3npa)Kaer y'-lacr­ HHK0B rpeHHHra, K K0T0p0My 0HH 11cnbITb1BaeT HenpHH3HCHHhle 0TH0We­ HH51, 3JI0CTb, HCHaBl1CTb. O6oJHa'-IHTb o6pa3 Ha pHCYHKe KaK *3110,* noc11e '-lero onpe11e1111rh, '-leM 3T0 3110 xapaKrep113yerc51. 8b11le1111rb <<3110•> e o6beMe, use­ re, np11naTb eMy onpene11eHHbIH Janax, lll1H3Ml1KY ll811)KeHH51 111111 C0CT051- Hl1e n0K051. 8 npouecce on11caHl151 «3110>) M0)KCT B0nl10Tl1Tb B ce6e He T0l1bK0

peaJibHbJe, HO 11 Bb!MbJWJleHHbJe oco6eHHOCTl1.

1. CTll,llH - 5 MH HYT.

Ka)K)lblti C0TPYllHHK Bb1611paer cocras YCl10BHb!X cyneH (OT 3*no* 12. )Ke11a­ TeJ1bH0, '-IT06bi B 3T0 '-111Cl10 B0WJ111 J111U0 111111 1111ua, K0T0pb1e, no MHeHl1}()

COTpYlIHl1Ka, 01111uereop51toT 3110), K0T0Pbie 6y11yr onpe1IeJ151Tb Mepy Bl1Hbl 11 creneHb HaKaJaHl151 3113 Ha 0CH0BaHl111 c11e11aHHoro C0TpYlIHHK0M on11caHH}I. 3a,ua4a cyna 113rHaTb «3110 ►> (n0BbJWeHHYto arpecc11to, KOHcl)J111KTbi) 113 K011- l1CKTl1Ba (MCTOlIOM YHl1'-IT0)KCHl151 6yMar11, Ha K0T0poM 11306pa)KeHO 3110).

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**Ill CT3/IHH** - 5 MMH)'T.

npouenypa cy,ua l1 H3[H3HHM (<3J1a>> H3 KOJIJICKTl1Ba.

1. **CT3/IHH** - IO MHHyT.

Ka)l(Jlb!H 'IJleH cyna llOJI)KeH no6\_rrnronapHTb COTPYllHHKa 33 K34CCTBCHHOe

om1ca1-111e <<JJia», 1-1axonHwerocS:1 B HX KOJIJieKnrne, H ero paJ06Jial1ew1e. 3ac­ B1111eTe,1bCTBOBaTb CBOe llPY)l(CCKOe pacnoJIO)l(CHHe K COTPYllHHKY H ero non­ nep)l(Ky. 611aro11apHOCTb H TTOlJJICp)KKJ llCMOHCTJ)HpyIOTCH B BHLJ.C llPY)l(CCKOro,

llPOllOJI)l(HTCJibHOro PYKOTTO)l(<.ITIHI H TTOXJIOTTblB3HHH no TTJie4Y, YJibJ6n1 H *T.11.*

1. **CTa,Il,HJI** - 20 MHHyT.

npe.D.Jl<lrJCTCS:I ttapHCOBaTb o6bel]J1HCHHOe JB1UO cyna, KOTOpbli1 ocyme­ CTBHJI J.1Jrttam1e «3J1a» H3 K0JIJICKTJ.183. O603H34HTb o6pa3 Ha p11CyHKe CJleny­

CT KaK <<ll06pO>>, II0CJle 4ero onpeneJB1Tb, 4CM OHO K0HKpCTH0 xapaKTepH3y­ CTCH. BblllCJIHTb <<1106pO•> B o6beMe, UBeTe, TTPHllJTb eMy onpeneJieHHb1H Ja­ nax, LJ.J,JHaMHKY llBH)KeHHH HJIH C0CT0HHHe TT0K0H. B npouecce om1camrn ({1106- po» M0)l(eT B0TTJI0THTb B ce6e He T0JlbK0 peaJlbHbJe, HO H BblMblWJieHHble oco6eHHOCTl1.

KoJI.11eKTHBHbJi1 cy,11 Ha)l «3JIQM)> M0)l(eT np0ll0JI)l(aTbCH npH o6cy)l(JleHHH pHCYHK0B llPYrHX C0TpyllHHK0B.

YnpaJKHeH.,e no KoppeKLI"'"' nc.,xonorn'leCK.,x 1.1eHH0CTe>i

Ynpa)l(HeHHe M0)l(eT BbH!0JIHHTbCH B TeLJeHHe Toro BpeMeHH, K0T0pblM pacno.riaraIOT rpynna l1 HHCTPYKT0p. Ll,JI51 Bbin0JIHeHHH K0MTTJieKca He rpe6y­ eTCH cneUHaJlbH0 06opy110BaHHOro noMe1ueHl151. Ll,OCTaT04HO nono6paTb yno6- Hoe MCCT0 Il)J51 TTHCbMa.

Ynpa)KHeHHC Bb!TT0JIHHCTCH B llB3 3Tana.

1. **3Tan.**

HH11HBl11IYaJlbHblM aHaJll13 11pe1IJiaraeMb!X BB0llHb!X LJ.3HHblX. MMeIOTCH Ba­ pHaHTbl 0TBeT0B. Heo6X01!HMO Bb16paTb 0LJ.HH l13 0TBeTOB l1 o6seCTl1 KPY)KK0M

H0Mep.

1. **3Tan.**

AHaJll13 pewCHHH l1 onpeneJieHHe Jiy4WHX l13 HHX C T04Kl1 3peHHH a.nan­ T3Ul1l1 C0TPYllHHK0B K Cl1TY3Ul1l1.

A. Bo BpeMSl HeCeHHSl CJiy)l(6bJ Ha 6JIOKTTOCTy 6oeBHK3Ml1 8 K0JIHLJeCTBe

necHTH 4eJI0BeK JaxsaLJeHbl 3aJI0)KHl1Kl1 - Tpoe C0TPYllHHK0B 0TJ)SlLJ.3. Bbl CTa­ JIH CBHllCTeJie\1 3T0i1 CHTyaUHH, K0T0pyIO Ha6JIIOllaJll1 C B03BblWeHH0CTl1,

rne HaX01ll1Jll1Cb B LJ.0Jope. PacCTOHHHe 110 6JIOKTTOCTa 100 MeTp0B. lfro CJienyeT

npennpHHHTb B 3TOH CHTyaUHH?

*BapuaHmbl omeemoe.*

J. npoJlOJI)l(y H36JII01lCHHe.

2. Coo6wy B 0TpH11 no M06HJihttoH CB51JH 11 6y11y )l(JlaTb yKaJaHHH.

J.nonblT3lOCb OT611Tb 3aJI0)l(Hl1K0B.

1. Bawa rpynna B K0JIWleCTBe 10 4CJI0BeK, K0T0paH ornpaBHJiaCb Ha 6oe­ Boe JanaHHe, nonaJJa B Jaca,ny. C (ppoHTa l1 (pJiaHroB CJiblWHbl TT0CT0HHHble

ny.neMeTHble l1 3BT0MaTHble BblCTpCJibl, pa3pb1Bbl rpaHaT. l.JHc.neHHOCTb 6oe­ Bl1K0B l1 HX HaMepeHHSl HCl13BeCTHbI. 4aCTb BaWHX T0BapHweH y)l(e BCTYTTH.na

8 6oH. KaKOBbl B3Wl1 neHCTBHH?

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*BapuaHmbJ omBemoB.*

1. Coo6wy B0TPSl..il H JaMMy o6opoHy a TOM MecTe, f,lle HaX0)l(yCb. B .llaJlb­ HeMweM 6y,lly )l(JlaTb yKaJaHHH K0MaH,llttpa.
2. Bbl,llBHHYCb Ha Hatt6onee CJI0)l(HblH, Ha MOM B3fJTH,ll, y4aCT0K H []01l)lep­

)l(y orHeM T0Bapttweti.

1. nonbJTaJOCb o6oMTH np0THBHHKa c TbJJTa.
2. Bbl co CB0HM HanapHHKOM noJTy4HJ1H npttKa3 ocyw,eCTBHTb Ha6J11011e­ Htte Ja nepenttcJI0KautteH 6oeBttKOB K nopore. nocJie Bb!X0.lla B ycJI0BJTeH­

H0e MeCT0 HanapHHK 6bIJT paHeH CHaMnep0M s Hory. OTKy,lla CHaHnep CTpe­ JISI.CT, Bbl He 3HaeTe. B03M0)1(H0, CJie,llylOW,351 nym1. nona,lleT B Bae. Bawtt

,lletiCTBmI'!

*BapuaHmbt omeemoB.*

1. OKa)l(y 11epsy10 Me,llHUHHCKYIO noMOll.lb T0Bapttw,y. 11,oJIO)l(y pyKOB0,ll­ CTBY no M06ttJThHOti CBH3H 0 CJTYl{HBWeMCH H n0CTynJIIO no ero yKa3aHHIO.
2. noMeHHIO n0JHUHIO. nonb!T3l0Cb BbIT3W,HTb paHeH0f0 1-13-n0.ll o6cTpeJm

H OK33aTb eMy nepByJO MC,llHUHHCKYIO nOM0W,b. 11,0JIO)l(y pyK0B0.llCTBy O CJTy- 4HBWeMCH.

1. nonbJTaJOCb BbJY.HCJTHTb MCCTO pacn0JIO)l(CHHSI. CHaMnepa tt YHHlJTO)KHTb ero.
2. Bo BpeMH BblTT0}IHCHl-151 cneuHaJibH0ro 3aJJaHHH no OCB060)l(JleHHIO 33- JI0)l(HHKOB H o6e3Bpe)l(HB3HHIO TeppopHCT0B nortt6 K0M8H1IHp. 3aMeCTHTCJ1h

Ha3Ha4eH He 6b!J1. Bbl H Bawa rpynna H3X011HTCCb B <<MepTBOH 30HCl) - npo­ CTpaHCTBe, npocTpe.TIHBaeMOM TeppopHCT3MH. nponOJT)l(eHHe onepauHH HOT­ CTynJieHHe 11peBaTbi H0BblMH n0Tep}]MH. lfro Bbnl pe.nnpttMHTe?

*Bapua11mbf om&emoB.*

I. 6yny )l(Jl8Tb pacnopmKeHHH.

1. npo1IOJ1)1(y BbinOJIHCHHe Ja,rraHHH.
2. nonbJTaJOCb OTOtiTH B yKpbJTHe.
3. B03bMy K0MHH.ll0BaHtte Ha ce6H.

E.K BaM no TCJTe(pOHy nocTynttJTa HH(popM3UHH, 4TO B 01IH0M HJ 43CTHblX

.ll0MOB (anpec H33BaH) Ha 0KpaHHe ropona TeppopHCTbJ CKJl3,llHpyJOT 60JTb­ woe K0JTH4CCTBO opy)l(HH H B3pbIB4aTbIX seweCTB. CeHY.ac B 3TOM lI0Me Haxo­

.UHTCH T0JlbK0 0,llHH X03flHH. Bawtt neHCTBHfl?

*BapuaHmbf omeemoe.*

I. Coo6wy s ne)l(ypHyJO Y.aCTb o nocTynHBweH HH(pOpMaUHH H 6yny .neH- CTB0BaTb 110 yKa33HHIO H343JlhCTBa.

1. npe)]JlO)l(y K0MaH,nHpy 0TPH1I3 CB0H nJTaH ,lletiCTBHH.
2. nonbJT3IOCb 33.UCp)l(aTb X03HHHa .ll0Ma B 01IHH04KY.

F. Bo BpeM51 naTpyJIHPOB3Hl·HI TeppHT0pHH K BaM nonowJia )KeHW,HH3 H nonp0CHJia 0Ka3aTb eH n0M0lllh. no ee CJTOB3M, B KBapTttpe p51.ll,0M CT0Hwero

.ll0Ma xyJIHraHHT ee ITbSI.HblH MY)!(, KOT0PhlH BhirHaJI ee H3 lI0Ma, yrpo)l(aH y6HTh H0)l(0M. B KBapTHpe 0CTaJIHCb ,lleTH, 33 K0T0pb!X Otta 60HTCH. KaKOBbl Bawtt 11eHCTsm1?

*BapuaHmbJ omBemoB.*

1. Coo6wy s ,llC)l(ypttylO IJaCTb tt 6y.ny neMCTB0BaTb IIO yKaJaHHIO.
2. Co6JTJO,naH npHHUHTTbl JTH4H0H 6e30nacHOCTH, BMecTe C HanapHHK0M HlIY B KB3pTHPY H neHCTBYIO no o6cTaHOBKe.
3. noHny Ha 3a,rrep)l(aHHe xyJIHraHa.

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1. AnMHHHCTJ)3UH51 ropona, 3H3SI B3UIH npoq>ecCHOHaJibHble K3'-leCTBa, npe.n­ J10)KH,1a BaM K3K KOM3HllHPY rpynnbl pa3MHHHPOB3Tb yqaCTOK TIOJ151 () ra), KOTOpblti: B fl.aJlbHeti:weM HaMepeBaJI3Cb 33CeHTb KyKypy3oti:. npH 3TOM Bb1We­

CT051Wee PYKOBO,UCTBO .nano pa3peweHHe Ha npoBe,neHHe pa3MHHHp0B3HH51 H Bee Heo6xo.nHMOe LJJHI pa3MHHHPOB3HH51 CHap}l)KeHHe Bbl,UeJIHJIOCb. no pe- 3YJ1bTaTaM KOHTp3KTa, 33 BbITIOJIHeHHylO pa6oTy Bbl ,UOJl)KHbl TIOJly'-IHTb 10

TblC. py6Jieti:. KaK Bbl TIOCT)'TIHTe?

*BapuaHmbt omeemoe.*

* 1. OTK3)KYCb. furn 3Toro ecTb cneUHaJibHble no.npa3,neJ1eHHH.

1. TTpH HaJll14HH B rpynne cneUHaJIHCTOB no pa3MHHHpOB3HHIO nocoeery­ lOCb C HHMH. TTpH noJiyl.J.eHHH cornaCH51 Bbl,UBHHyCb B YK333HHblti: pati:oH, 06ecne4y ero 6e30fl3CHOCTb, flOCJie Y.ero npHCTynmo K pa3MHHHpOB3HHIO.
2. )laM yKa33HHe TIO,Ul!HHeHHbIM Ha pa3MHHHpOB3HHe.
3. Bbl H3XOJlHTeCb B KOM3H,UHpOBKe B l.fe4.eHCKOti: Pecny6JIHKe cpOKOM Ha TIOJirona. npH6blJ1H HeneJJIO H3331L EcJJH 6bl Bbl TIOJJYY.HJIH B03MO)KHOCTb Bep­

HyrbCSI K npe)KHCMy MCCTY CJJy)K6bI 6e3 ywep6a lUIH eawero npeCTH)Ka H JapnJJaTbl, TO K3K 6bl BbI TIOCTYTIHJIH H TIOl!eMy?

*BapuaHmbl omeemoe.*

1. BepHyJICSI, TaK KaK eCTb neJia llOMa.
2. He eepHyJICSI, TaK KaK He ll)I51 3TOro exaJI.
3. BepHyJICSI 6bi TOJlbKO co CBoeH rpynnoti:.
4. EcJIH BaM npellJlO:>K3T TIOCTOSIHHO 6bITb .ne)KypHblM B CBOeM no.upa3,ne­ J1eHHH H He BblXOfl.HTb HJ TIOMClUeHH}I ll)ISI BbITIOJ1HCHH51 33!l3HHH, TO Bbl co­ rnaCHTCCb? EcJJH HeT - TO TIOl.J.CMy?

*BapuaHmbl omeemoe.*

I. Cornac1-111csi 6b1 prurn coxpaHeHH" )l(HJHH.

1. He cornaCHJlCH 6bl, TaKKaK6eJ ceoeti: rpymibl CKy4HO.
2. He cornaCHJIC}I 6b1, TaK K3K 3TO He BXOfl.HT B MOH q>yHKUHOHaJlbHble 06H33HHOCTH.
3. l.fTO Bbl npe.nno'-IHTaeTe: HeceHHe CJ1y')K6bl Ha 6JIOKTIOCTy e COCTaBe rpyn­

Tibi HJIH opraHH3aUHIO O,UHH04H0H 33C31lbl Ha TeppopHCTOB (HanpHMep, 8 KaY.eCTBe CHati:nepa) H TIOlleMy?

*BapuaHmbt omeemoe.*

I. OpraHH33UHIO 0JlHH04.HOl1 33Ca.Llbl.

1. HeceHHe c11y)K6b1 BMeCTe c rpynnoti:, TaK KaK 3TOecer.ua eeceJJeti: w Hafl.C)KHCti.
2. no yCMOTpeHHIO PYKOBO,UCTBa.
3. KaK Bbl npennol.J.HTaeTe npoBO,UHTb CB06onttoe BPCMH OT CJI)l)K6hl, Ha- XO,UHCb B KOM3Hfl.Hp0BKe B 4elleHCKOti: Pecny6JIHKe?

*BapuaHmbl omeemoe.*

l. 3aHHMaTbCH KaKHM-HH6ynb TIOJ1e3HblM ,neJIOM.

1. 3aHHM3TbCH cnopTOM (cnopTHBHble CHapSl,Ubl, rHpH, WTaHrH, TpeHa­

JKepbl).

1. MrpaTb B rpynnoBble cnopTHBHble Hrpbl (BOJ1eti:60J1, q>yr6oJJ H T.,n.).
2. EcJIH Bbl CTOJIKHeTeCb C HeHJBCCTHOti: ll)ISI sac c1nyauweti:, TO npennol.J.­ TeTe neti:CTB0B3Tb CJie,nylOlUHM o6pa30M.

*BapuaHmbt omeemoe.*

I. TTo YK333HHIO pyKOBOfl.CTB3.

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1. CaMOCTOHTeJlbHO.
2. Tipe.nsapHTeJibHO nocoBeT0BaBWHCh C HanapHHK0M.

**P.** Bo epeMH 6051, Be)l51 0f0Hb C B0JBblWeHH0CTH, y sac norH6 ttanapHHK, nyJJH <<J]0)KaTCH» Bee 6JIH)Ke K BaM. KaK Bbl TTOCTYTTHTe?

*BapuaHmbl omBemoB.*

I. Tipo.UOJl)KY BeCTH 0f0Hb C npe)KHeH TT03HUHH.

1. Bb16epy H0BYIO y.uo6Hyl0 n;rn Be)leHHH 0fHH TT0JHUHIO B YllaJieHHH OT 0Tp51.Ila.
2. TTepeMell.lYCh 6JinlKe K DTP•ilY-

**R.** Bo epeMH BbJn0JIHeHH51 CJiy)Ke6Ho-6oeeoH J3,Ila4H 0)lHH HJ B3WHX T0- eapmueH 6bIJI paHeH **H** 0K3JaJIC51 B <<MepTBOH J0He». TioM04b eMy Bb16paTbC51

HJ «MepTeoH 30Hbl)> - JH34HT noneeprttYTb ce6H PHCKY norH6HYTb. KaK Bbl TTOCTYTTHTe?

*BapuaHmbl omBemoB.*

I. 6y.ny neHCTBOB3Th no yKaJaHHIO PYK0B0.IlCTBa.

1. CoeMeCTHO C .IlPYfHMH COTPY.IlHHK3MH TT0TThlT3lOCh 0TBJie4b np0THBHHKa OT paHeHoro, OTKpblB no 6oeBHK3M 0f0Hb. TToJibJYSICb CHTyauHeH, nocrapa­

IOCb ero BblT3WHTb, HCTT0JlbJYH nonpy'-IHble cpe,IlCTBa (eepeeKy, rpoc, K3H3T

H T./l.).

1. PHCKYH ceoeH )l(H3Hhl0, 0Ka)Ky tteo6xo)lHMYIO TT0M0lJ..lb paHeHoMy. TiocJie Toro KaKy'-laCTHHKH TpeHHHra 0TBeTHT Ha ece eonpocbl, Heo6xo-

1IHM0 o6cy)lHTh eapH3HTbl 0TBCT0B B K0J1J1eKTHBe.

**Kmo't K ynpa>KH8HMIO**

OueHKa C00TH0WeHHH y C0TPY.IlHHK0B JIWIH0CTH0 JH3'-H1MbIX HH.IlJ.1811-

.IlYaJibHbIX, rpynnoBblX **H** C0UHaJibHbIX TTCJ.1:X0JI0fH'-leCKHX ueHHOCTeH ocywe­ CTBJ151eTC51 nocpe.ncTB0M npHCB0eHH51 **1** 6aJIJia OTBeTy, 0CH0B3HH0MY Ha rpyn­ noeoH **H** COUHaJibHOH UCHH0CTH, **H** O 6aJIJ10B - Ha J.1:HJlHBH.IlYaJibHOH ueH­ H0CTH.

no 3T0MY KpMTePHIO BCeM 0TBCT3M CJJe.nyeT npHCB0HTb CJie)lyIOll.lee K0J]H- 1.JeCTB0 6aJIJIOB:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| A, 1-H  2-ii -  3-ii - | eapH3HT 0TBCT3 -  I 6a.rrn;  0 6aJIJIOB. | 0 6aJIJ10B; | **B,** 1-H  2-ii -  3-ii - | eapH3HT 0TBera - 1 6aJIJI;  I 6a.rrn;  0 6aJIJIOB. |
| C, 1-H  2-ii -  3-ii -  4-ii - | eapttaHT oreern -  I 6a.rrn;  0 6aJIJIOB.  I 6a.rrn. | 1 6aJUI; | **D,** 1-H  2-ii -  3-ii - | eapHaHT OTBera - 0 6aJUioe;  I 6a.rrn;  0 6a.rrJIOB. |
| **E,** 1-H  2-ii -  3-ii -  **G,** 1-H  2-ii -  3-ii -  **K,** 1-H  2-ii -  3-A - | eapHaHr oreera -  I 6a.rrJI;  0 6a.rrJIOB.  eapHattr oreera -  I 6a.rrJI;  0 6a.rrJIOB.  eapHaHT oTeera -  I 6a.rrJI; I 6a.rrJI. | 0 6aJIJioe;  I 6aJUI;  0 6aJIJioe; | **F,** 1-H  2-ii -  3-ii -  **H,** 1-H  2-ii -  3-ii -  **L,** 1-H  2-ii -  3-ii - | eapHaHr oTeera - 1 6aJIJI;  I 6a.rrn;  0 6aJIJIOB.  eapHaHT OTBCTa - 0 6aJUioB;  I 6a.rrJI; I 6a.rrJI.  eapHaHT orsera - 0 6a.rrnou;  I 6a.rrn; I 6a.rrJI. |

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M, 1-H Bap1-1aHT 0TBeTa - I 6aru1;

2-i\ - 0 6a.Jrnos; 3-i\ - I 6aJJn.

P. 1-H Bap1-1aHT 0TBCTa - 0 6anJios;

2-i\ - 0 6aJJnoe; 3-i\ - I 6aJJ.".

N, 1-H BapHaHT 0TBeTa - 1 6aJIJ1;

2-i\ - 0 6aJJnoe; 3-i\ - I 6aJJn.

R 1-H BapHaHT 0TBeTa - I 6anJ1:

1. i\ - I 6aJJn;
2. i\ - 0 6aJJnoB.

MaKCHMaJlbHO 4HCJI0 6anJIOB, K0Topoe M0)KCT Ha6paTb o6y4al01UHHC}I, paBH0 14, a MHHHMaTJhHoe - 0.

no pe3yJihTaTaM JaHHTHH C0TPYllHHKH, tta6pasw1-1e:

* + OTO ll0 4 6anJIOB, oueHHBalOTCH «HCYll0BJICTB0pHTCJihH0»;
  + OT 5 110 9 6MJIOB - <<Y110BJ1CTB0pHTC,lhH0>>;
  + oT IO 110 12 6annos - <<xopowo>>;

- OT 13 110 14 6anJioB - <<0 T.1' 114 H0 ►>.



ncHXOTCXHHKa M0)KCT Bhin0JIHHTbCH B Te4eHHe Toro epeMCHH, K0T0pb!M pacnoJiaralOT rpynna 1-1 HHCTPYKTop. l1,JI51 ee ocyweCTBJICHHH He Tpe6yeTCH cncUH3JlbH0 06opy110BaHHOro CT0MClUCHH}I. llot:TaT04HO no1106paTb y1106Hoe MCCT0 llJIH 6ecellbl no napaM.

nc1-1xoTeXHHKa <<JlHanor» npe11cTaBJI51CT co6oH HCCT0BCllb o6y4al0weroc51 C JaKpblTblMH fJJa3aMH 0 B0JlHYIOllleM ero 3nH3011C, B K0T0P0M co11ep)KaTCH B0CCT0MHHJHHH, CBH33HHh!C C 6oJIC3HCHHblMH 3M0UHHMH. B npouecce Heo11-

H0KPJTH0f0 nepecKa3a co6blTH51, B0,1HYI01UCf0 4CJI0BeKa 11 npo11cwe11wero C HHM B np0WJI0M, H3CTynaeT M0MCHT, K0r11a 11aHH0C C06blTHC ncpecTaCT ero B0JIHoBaTb. Ha onpelleJieHH0M 3Tane npo11CX0llHT BbICB060)K.LJ,CHHC C03HaHHH Y43CTHHKa TpeHHHra OT 6oJie3HeHHbIX nepe)KH83HHH., 11 3TH H3MCHeHHH H0-

C}IT ycToH4HBb!H xapaKTep. 3To BblCB06mK.ueH11e MQ)KeT conpoBo)K.LlaThCH pa3-

}1114Hb!MH ¢>opM3MH nose11eH11H o6yll31Q1Uero. Ho CYTh ero 0CTaCTCH 0llH0H. - OCB06o)K.LleH11e OT oTpHUaTeJihHbIX 3MOUHH. 3aHHTHC npoX0llHT np11 pacnoJio­

)KCHHH HHCTPYKT0pa 11 o6y4at0weroc51 11pyr np0THB 11pyra. nocJie oBJianeHl·UI

TCXHHK0H pa60Tbl POJlb HHCTPYKT0pa M0ryT Bbln0.'lHHTb caMH Y43CTHHKH rpyn­ IlbJ. nc11xoTeXHHKa Bhln0JIHHCTC51 B 11 e B HT h 3 Tan OB.

J 3Tan. J..1HCTPYKT0P 110JI)KCH ycnoK0HTb o6y43IOLUCrQC}I 0TH0CHTCJihH0 Toro,

4T0 6y11eT npoHCX0llHTb BO speMH 33HHTHH. Ott ll0JI)KCH CKa3aTb (:JICllYI01Uee:

<<Mb! ceH4aC H34HeM 33HHTHe. Bbl 6y11eTe 0C03HaBaTb see, 'HO 311CCb npo11c­ X0J1HT. Bbl CM0)KCTe BCCT0MHHTb see, 4T0 311CCb npoHJoH.11eT. Bbl CM0)KCTe BbIHTH 113 .11t060H CHTyau1-111, KaKaH He noHpaBHTC}I>>.

II 3T3Il, J..1 HCTPYKT0P BCCM npe11naraeT 3:.tKphlTb rna3a H ycTaHaBJIHBaeT

<<0 TM CH Y►): «B llafl.bHeHweM, Koma H CKa)Ky CJI0B0 "oTMCHHIO'', see, lJT0 H CK:.t3aJI, noKa Bbl H3X0llHJIHCb Ha 33H51THH, 6y11eT ycTpaHeHo 11 He 6y11eT HMCTb Ha sac HHK3Koro BJIH51Hl·HI. Jl106oc BHYWCHHC, K0Topoe 51 Mory c11e­ Jl3Th BaM, He 6y11eT HMCTh CHJihl, Koma 51 CK:.t)Ky CJI0B0 "oTMCH}IIO". Bbl nOHHMaCTC'!>> nocJie 3T0f0 HHCTpyKT0p ll0JI)KCH Yll0CT0BCpHThC51, 4T0 co­

TPYllHHKH n0HHJIH :no.

III3Tan. O6y4al01UHCCH B03BpawalOTC51 B nep1101l npournoro. OHHll0JI)l(­ Hhl BCfl0MHHTb T3K0H CJiy4aH HJ CBoero npowJioro, KOTOpb!H ll0CTaBJIHCT HM 6o.TIC3HCHHbIC nepe)KHBaHH}I. l1,JI51 3Toro HHCTPYKT0p rosop11T: <<BcnoMHHTe

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CJly•mH 113 BaweH )Kl13H11, KOTOpblti. Bae TpeB0)Kl1T. 3aTeM Bbl npoH11,eTe He­ CK0JlhK0 pa3 4epe3 TOT M0MeHT, Kor11,a OH npo11JoweJ1, 11 Mhl C0Kp3Tl1M ero. Hati.11,11Te npm1cwecTBl1e, K0T0poe, KaK Bbl 1.J.YBCTByeTe, eac TpeB0)Kl1T, 11

B03BpanneCb B Hal!aJl0 3T0f0 npo11cweCTBl1H>>.

1. **3Tan.** noc.11e T0f0 KaK11HCTpyKT0p B03Bp3Tl1Jl yLJaCTHl1K0B Tpett11ttra B ttalJ.aJI0 npo11cwecnuu1, oH npc.u.naraeT 11M npoti.T11 3T0 npo11cwecTs11e, soc­ npo113B011,51 see conyrcTBYKJW11e 3T0My npm1cwecTB11KJ socnpH51Tl1H, nepe­

)Kl1Batt11H OT H31.J.aJl3 11 *11,0* K0HUa, npe11,CT3BJUHI 6y1no CJly•iaH np011CX0D,11T B 11,aHHblH. M0MeHT, a He Iip0CT0 HBJHICTCH B0Cn0M11Hatt11eM 0 1.J.eM-T0, npo11c­

X011,11BWl1M B np0WJl0M. K BhlweyKaJattttoti. ¢>pa3e 11HCTpyKT0p no6arurner

(<npoH11,11Te npo11cweCTBl1e 11 f0B0p11Te, 4T0 npoHCX0JJ,11T C B3M l1►>.

1. **3TaII.** no 33Bepwettl111 npe11,hl1l,Yll.lef0 '.Hana yqaCTHl1K3Ml111X tteo6X011,11MO B03Bp3Tl1Tb o6paTHO B H3'-laJI0 npo11cweCTBl1H, 11 0H11 BH0Bb D,0Jl)KHbl nepe­

)KJ1Tb ero . .ll;IH 3T0f0 ueJJecoo6pa3HO 11cnoJ1b30B3Tb K0M3H11,bJ: «803Bpawati.TeCb B H3llaJl0 npo11cweCTBl1H 11 CHoBa npoH11,11Te ero. OTMeLJaHTe see 11,on0JIHl1Te1Ib­ Hble 11,eTaJil1, K0TOpble Bbl CMQ)KCTe ttatiT11. n p oll,OJI)Ka ti.Te►>. .ll;IH Toro 4T06bl TI0M04h C0TPYLlHl1KaM B0CCTaH0Bl1Tb 60Jlbllle no11,po6HOCTeti. npo11cweCTBl1H, 11M M0fyr 3aJJ,aB3TbCH eonp0Cbl: (<l.J.To Bbl Bl111,11Te?» HJ111 <<YTo Bbl CJlblWl1Te?» Heo6xo11,11Mo nporosop11Tb npo11cwecTe11e ctta•1aJia 11 11,0 Kottua 11,0 Tex nap, noKa C0Tpy11,Hl1KH He CTattyr K tteMy 0TH0Cl1TbCH tteti.TI)aJlbHO, 6c3 3MOUl1H..

Korna :no npo1130H.JleT 11 ecJ111 noJB0JJHeT speMH, CJ1e11,yeT nepeHT11 K 3Tany VI.

1. **3Tan.** BoJMO)l(ett nporoeop 11,pyroro eoJIHYKJWero npo11cwecTBl1H. .ll;Isi

3Toro nonaeTCH K0MaHna: «Hati.11,11Te 11,pyroe npo11cwecTB11e, K0T0poe Bae B0JJHYCT». 3aTeM D,0Jl)KHbl noBT0p11Tb 3Tanbl IV 11 v. O6y4310lU11CCH 11,0Jl)KHbl

npoHT11 1.J.epe3 npo11cweCTBl1e CT0JlbK0 pa3, CK0JlbK0 Tpe6yeTCH, 1.J.T06bl 0HU nepeCTaJll1 ero B0Crlp11HHM3Tb KaK TPCB0)Kawee.

EcJJH yYm.:THHKH TpeHl1Hra He Moryr ttati.T11 11,onontt11Te1IbHblC 11,3HHbJe 0 npo11ClUCCTB1111, HCCM0TpH Ha MH0)KCCTB0 noBTOpett11H., 11 He 0TH0CHTCH K

tteMy tteti.TpaJibHO, 6e3 3Mou11ti., TO Tpe6yeTCH BbrnCHHTb, eCTb Jll1 6onee pattttee 11po11cweCTBl1e, CX0)Kee C TeM, K0T0poe 0Hl1 np0X0ll,51.T 11 K0Topoe TpeB0)Kl1T

11x? EcJ111 TaKoe npo11crnecTB11e cywecTeyeT, TO cnenyeT B03BpaTl1ThCH K :no­ MY6onee patttteMy CllytlaKJ 11 BhlTI0JIHl1Tb IV 11 V :nanbl, CCJ111 tteT, TO npo-

11,0Jl)Kl1Th 33HHTl1H no B01IHYKJWl1M Y43CTHl1K0B 3nl130D,aM.

1. **3Tan.** O6yYa10w11MCH cne11,yeT coo6w11Tb, lJT0 Jatt.sn11e cKopo JaKott­ LJl1TCH. HM Tpe6yeTCH CK333Tb: <<803Bp3Tl1TCCb B H3CT0HWCC Bp CMH ►>.
2. **3Tan.** y y1..JaCTHl1K0B Tpett11Hra Tpe6yeTCH cnpoCl1Tb: <<Bbl B H3CT0H­

ll.lCM BpeMett11?» Heo6XOD,11MO y6e11,11TbCH, 4T0 0Hl1 0ll.lYll.l3KJT ce6H B H3CT0-

HWCM epeMCHl1.

1. **3T3n.** Heo6xo11,11Mo no11,aTb K0Matt11,y: «OrMettHKJ)>.
2. **3Tan.** ,ll.OJI)KHQ B0CCT3H0Bl1TbCH nonttoe 0C03H3Hl1e o6y43l0Ul11Ml1CH Ha­ CT0Hwero epeMeHl1.11.nH 3T0f0 11HCTpyKT0p f0B0p11T: <<Kor11,a H CQClll1T3KJ OT 5

11,0 **1** 11 WCJlKHy naJihU3MH, Bbl noyyBCTBYCTC ce6H 6011,po 11 M0)l(CTe 0TKpblTb rnaJa. nHTb, 1..JCTb!pe, Tp11, 11,Ba, 011,11H» (llleJilJ.OK).

**KoMnneKC nlMH3CTM'leCKMX ynpalKHeHMM (p33MMHKa)**

KoMnJieKC Bbin0JlHHeTCH e)KC11,HCBH0 e TCt..iett11e 30 Ml1HyT. .ll;IH BblTI0JIHe­ H11H KoMnneKca He TI)e6yeTCH cneu11anbH0 o6opynosattttoro noMeweH11si. Otto

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MO)KeT BblTTOJIHHTbCH KaK B noMewemrn, TaKtt s mo6oti MeCTHOCTH (cnopTHB­ Hbiti. 3aJI, rpyHT, CHer H T.u.). KoMTTJieKC BKJ1I04aeT 18 ynpa)KHeHttti.. Hortt

paccTaBHTb 4YTb WHpe nJiel.J, CTaTb npHMO, np11CJIYW3TbCH K ce6e H BblTTOJI­ H}lTb ynpa)KHemrn B pHTMe cso6011.Horo. HO rny60K0f0 .llbIXaHHH. Bee ynpa)K­ HeHHH 11eJ1aTb TTHTb pa3.

YnpaJKHeHHe 1. OnHOBpeMeHHO TTO.llHHM3H o6e pyKH JlaJlOHHMH BBepx,

IIOTHHyrbCH 11 M3KCHMaJlbHO HX BblT}lHYTb, neJiafl npH 3TOM rny60K11ti B.llOX H

TTO.llHHM3HC.:b Ha HOCKl1. OnycTHTb O.llHOBpeMeHHO o6e PYKH C npasoti. H neeoH CTOPOHbl OT cefo1 c rny60KHM BblD.OXOM.

YnpaJKHeHHe 2. Ll,enafl rny6oKttM s11.ox nooY.epe11.Ho nonHHTh nepe11. co6oti. BblT}lH)'TYIO npasyIO H JieByIO PYKY JlaJJ.0HflMl1 BHH3 *D.0* ypOBHfl no11.6opouKa. Ha Bbl.llOXe onyCTHTb PYKH, npencTaBJrnH, KaK s11.arumsaeTe BOJD.YWHblH wap B *BODY.*

YHpa}KffeHHe 3. nptt rny60KOM enoxe p33.llBHraeM pyKl1 M3KCHMaJlbHO B CTOpOHbl, TTOMOrm1 rpynttoH KJieTKe pacwttpHTbCfl. nptt BblD.OXe PYKH coeun­ HHeM nepe11 co6oti..

YnpaJKHeHHe 4. no11.HHMaeM PYKH Ha B11.oxe HM roJIOBOH, JlaJJ.OHflMH Ha­

npaBJ1eHHblMl11Ipyr K npyry. 3ateM Ha Bbl.llOXe, c nosopOTOM fOJIOBbl s JieByIO CTOpOHy 11 nepeHOCOM seca Ha npasyIO Hory, HaKJIOHfleM o6e pyKH C Kopny­ C.:OM B JieByIO CTOpOHy. nptt 011.oxe 803BpawaeMCH B HCXO.llHOe TTOJIO)KCHHe. nptt Bbl.lIOXe nponeJibIBaeM ynpa)KHeH11e B npasyIO CTOpOHy. CneJiaTb TTHTb pa3

KaK B JieByIO, T3K 11 B npasyIO CTOPOHy.

Ynpa)KHeHHe 5. Ha B.llOXe BbITHrHBaeM JieByIO pyKy nepen co6oti. JiaJlO­ HblO BBepx, npaByIO cr116aeM 8 JlOKTeBOM cycTaBe H TTO.llHHM3eM Ha ypoBHe

roJIOBbl, rlaJlbUaMl1 HanpaBJieHHblMl1 BBepx, a JlaJJ.OHblO B CTOpOHy nesoH PYKH. nptt Bbl.lIOXe MeHHeM TTOJIO)KeHHe PYK Ha npoTl1BOnOJ10)KHOe. nptt 3TOM

JJeByIO pyKy no11n1rnBaeM, a npasyIO HaKJ1a11,b1saeM Ha Hee, HO c coxpaHe­ HHeM npHMCpHO 10 caHTHMeTpOB 3330pa. nocJie Y.ero npaByIO PYKY BblTflrn­ BaeM, a JieByIO crtt6aeM e JlOKTeBOM cycTase. 3aTeM ynpa)KHeHHe TTOBTOpfl­

eTCfl.

Ynp3)KHeHHe 6. PyKH C Bbl.lIOXOM OTBO.llHM H33aJJ. 11.0 ynopa, KOpnyc Ha­ KilOHHeM Bnepen. nocJie Y.ero Ha B.llOXe PYKl1 TTOD.Hl1M3eM BBepx C 0.llHOBpe­

MCHHblM BblTTpHMJieHHeM KOpnyca. 3aTeM OTTflTb Ha Bbl.llOXe PYKH onyCK3CM 110 HCXO.llHOro llOJIO)KeHl1H H ynpa)KHetttte TTOBTOpfleTCfl. 8 pe3yJibTaTe o6e pyKH cosepwaIOT KpyroBoe .llBH)KeHtte, CXO.llHOe C .llBH)KCHHeM pyK nptt nJiaBaHHH.

YnpaJKHeHHe 7. no11.HttMaeM Ha s11.oxe nooY.epe11.tto nepe11. co6oti. npasyIO

pyKy JlaJJ.OHblO BBepx 11.0 ypOBHH no11.6op01IKa, HMHTHPYfl TTO.llbCM B0311.YWHO­ ro wapa, 11 JieByIO Hory COfHYTYIO B KOJieHe, a 33TeM JieByIO PYKY H npaeyIO Hory COfHYTYIO B KOJiette. np11 BblD.OXe pyKH onycKaeM.

YHpalK.HeHHe 8. Ha BlIOXe C M3KCl1MaJibHO B03M0)KHblM nosopOTOM KOp­ nyca BJICBYIO 11 npasyIO CTOPOHY K3K npaBafl, TaK H JieBaH pyKa 011.HOBpeMeH­ HO HanpaBJifllOTCH B CTOpOHy nosopoTa KOpnyca. nptt Bbl.llOXe CJienyeT np11- HHTb HCX01IHOe TTOJIO)KCHHe.

YnpaJKHenHe 9. nool1epe11.Ho Ha BbID.oxe npasyIO H JiesyIO PYKY Bhrnpfl­

\lHTb nepe11 co6oti. JlaJJ.OHblO OT ce6fl, HMHTHpyH TOJ1KaH11e npenMeTa. B :no BpeMH BTOpyIO pyKy HanpaBMTb K 6enpy JlaJJ.OHblO BBepx. Ha BD.OXe o6e pyKH nonnrnyrh K 6e11py.

YHpaJKHeHHe 10. Ha snoxe noo4epenHo KOpnyc paJsepHyrh B JieByIO H npasyIO CTOpOHY C 0.llHOBpeMeHHblM TTOD.HflTHeM o6ettx PYKJlaJJ.OHflMH K ce6e,

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11Ml1Tl1PYH 1lep)KaH11e B03llYllIHOfO wapa. np11 3TOM JleByKJ pyKy TTO)lHHTb no ypoBHH rnaJ, a npaeyKJ - ,11.0 ypoBHH nynKa.

3aTeM PYKH 8 pe)Kl1Me CKOJib)KeHHH noMeHHTb MeCTaMl1. npaeyKJ TTO)lH51Tb no ypOBH51 rnaJ, a JleByKJ - onyCTl1Tb llO ypoBHH nynKa. Ha Bhinoxe npHH11-

MaeM 11CXOllHOe TTOJIO)KeH11e. 3aTeM TO )Ke CaMOe npo]leJlbIBaeM B llPYfYKJ CTO­

poHy.

**YnpaJIUlenHe 11.** C BJI.OXOM BblCTaBJHieM JlCByKJ HOry TTOll yrnoM 45 rpauy­ COB enepell 11 pa3BC)l51 pyKl1 B CTOpOHbl, HMHTHpyeM (He )lOBO)lH npHMCpHO 10 caHTl1MCTp08) HaKpb1BaH11e JlCBOfO KOJieHa JlCBOti H npaeoti pyKoti. Ha

Bhinoxe np11HHMaCM 11CXO)].HOe TTOJlO)KeH11e. 3aTeM npO)lCJibIBaeM TO )KC caMOC B npaeyKJ CTOpoHy.

**YnpaJIUlenne** 12. C B)lOXOM BbICTaBJI51CM JICBYKJ Hory TTOll yrnoM 45 rpauy­

COB enepell 11 o6e PYK11 O)lHOBpCMCHHO BbinpHMJlHCM nepell co6oti JIMOHHMl1 OT CC651, 4TO 11Ml1T11pycT TOJ1KaH11e npe]lMeTa. Kopnyc B 3TOBpCMH no.naeM B CTOpOHY llBH)KCHl1H pyK. Ha Bbl)lOXe npHHHMaCM HCXOllHOC TTOJlO)KCHHC. 3aTCM

TO )KC caMoe ocywecTBJIHeM B npyryKJ cTopotty.

**YnpaJIUlenHe 13.** TTp0113B0)ll1TC51 11MHTaUHH TTOJleTa TTTHUbl. PyKH Ha B)lOXe

pa3B0lll1M B CTOpOHbl 11 nonttHMaCM BBepx (JIMOHH BH113). Ha BbUIOXe PYKl1 onycKaCM BHH3.

**YnpaJIUlenne 14.** KHCTl1 C)Kl1MaeM B KyJ1aK11 11 nooqepcnHo Ha BblllOXe

npaeyKJ 11 JieeyKJ pyKy BbinpHMJI51CM nepCll co6oti, 11Ml1THpyH ynap. 8 3TO epeMH pyKy ttanpaBJ1HCM K 6enpy JlallOHbKJ BBepx. Ha enoxe o6e PYKl1 TTOllT51- r11saeM K 6ellpy.

**YnpaJIUleHHe 15.** Ha B)lOXe JlCByKJ PYKY BblT51fHBaCM enepe,11. JlMOHbKJ BHl13,

a npaeyKJ - Ha3arr JlarIOHbKJ BBCpX. O6e pyKl1 ttaXOllHTCH Ha ypOBHC rpyn11. PyKl1 Ha Bbinoxe CH34aJia no OTnCJlbHOCTl1, a JaTeM BMCCTC p11CYIOT Kpyr B OllHY 11 npyryKJ CTopoHy.

**Ynp3.lKneuue 16.** Ha B)lOXe o6e pyKH TTO)lHl1MaeM BBepx JIMOH51MH llPYf K

11.pyry. Ha Bbl,UOXe PYKl1 BMCCTC C nosopOTOM KOpnyca pHCyKJT noJiyKpyr R JICByKJ CTOpoHy, 33TCM Ha BllOXe JaeepwaKJT Kpyr. To )KC ynpa)KHCHl1C npoeo­ llHM B npaBylO CTOpOHy.

**YnpalK.nenne 17.** Tip11 poBHOM llhIXaHHl1 epawaTb Kopnyc no Kpyry: snc­

pen, enpaeo, HaJau, BJICBO H B o6paTHOM HanpaBJieHHH. TTo51CHl1U3 }18Jl51CTC51 OCbKJ epamcHHH. 8 npouecce BpameHH51 aMTTJIHTYll3 noJI)KHa yeeJ111411BaTbCH 11 B npouecc Bp3WCHl1H BKJIKJl!aKJTC51 pyKH.

**YnpaJIUlenne 18.** TTOllHHMa51 onttoBpeMCHHO o6e pyKH JI3)lOHHMl1, pacno­

JIO)KCHHblMl1 BBCpX, TTOT51HYfbCH 11 MaKCl1MaJibHO HX BblTHHYfb, )lCJlaH np11

3TOM rny6oKHl1 B)lOX 11 nonH11MaHCb Ha HOCKl1. OnyCTl1Tb O)lHOBPCMCHHO o6e PYKl1 B)lOJib TYJIOBHllla C rny60KHM Bbl,UOXOM.

**KoMnneKC, CO'l8T310lJ..lltH (j>lt31t'18CKlte Harpy3Klt**

C **pea61tn1tT31.11tOHHb1Mlt ynpall<H8Hltf1Mlt**

KoMTTJICKC Bb!TTOJIHHCTC51 e)Ke)lHCBHO Ha OTKpb!Toti, nepeCC4CHHOti MeCTHO­

CTH B JIKJ6yKJ norony ()Kapa, M0p03, llO)KJlb, CHer' BCTCp) B Te4CHl1e 30 MHHyr H COCTOHT 113 4 e T bl p e X CT a .U 11 ti::

I **CTB,!IUH:** 6er Tpycuoil (5 MHHYT), c ycKOpeHHeM (5 MHHYT), no nepece-

4CHHOti MCCTHOCTH (5 Ml1Hyr);

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11 CT8.ll,HJI: TT0)lTHfl1BaHHC (18 paJ), TT0,UbeM nepeB0p0T0M (12 pa3), BblX0ll ctt.110H Ha TYPHttKe (5 pa3);

III CT8.ll,HJI: onKttMaHtte (12 pa3) H CTOM.Ka Ha pyKax H3 6pycM1x;

IV CT3,ll.lUI: Bbmon11em1e 11,ueoMoTopHbIX ynpa)trneHttM. no Am1eBy: <(O011,beM 11 onycKaH11e pyK», «n oKa1-rn na H 11el >, <,BpaureHtte ronosoH, KopnycoM>>, <,no­

\_,1eT», <(CKaH11posaHHC>> ntt6o ynpa)trneH11H «HanpmKeHtte-paccna6J1eH11e>> llJIH CHHTl1H n0Bb!WeHH0f0 HanpmKeHl-151.

KoMnneKC ynpalKHeHMM AJlH TpeHMPOBKM BblHOCnMBOCTM

**M nOBblWeHMR ncMxonorw-1ecKoi1 ycTOi1'-IMBOCTM**

KoMnJJeKC BblTT0JIHHeTCH e)Ke11,HeBH0 B TelJ.eH11e 30 Ml1HYT l1 C0CT0l1T 113

*11,* By x c Ta.a 11 M.. CneUl1aJlbHO o6opy.n.osaHHOfO noMeIUeHl1H He Tpe6yeTCH. KOMflJleKC BblTT0JIHHeTCH Ha OTKpblTOH. MeCTH0CTH B Jll06yIO norony ()Ktlpa,

)l0)l(Jlb, CHCf, BCTep, Mopo3).

1. CT8.ll,HJI: X0)l(JleH11e, 6cr 6oCl1KOM no Tpase, necKy, KaMHHM, rpaBl1IO,

CHery, rpH3H (20 MHHyr);

1. CT3,!1,HSI: KynaH11e B 0TKpbITOM B011,oeMe neroM, 0CCHblO H 3HM0H (10 Ml1-

Hyr).

KoMnneKC ynpa>KHeHMM AJlH nOBblWeHMH CBMOKOHTponH

**38 CBOMMM Aei1CTBMS1MM, ncMxonorM'-leCKOM YCTOi1'-IMBOCTM M BblHOCnMBOCTM**

11,JUI BbITT0JIHeHl1H K0MTTJieKCa ynpa)l(HeH11H Tpe6yeTC51 OTKpbITbiM. 8011,0eM HJlH 6acceM.H. Ynpa)KHeH11e BblTT0JIHHeTCH 011,l1H-11,B3 pa3a B He11,eJ1IO B TeY:eH11e

30 MHH)'T 11 C0CT0l1T 113 Tpex CTa,u11M.:

1. CT8)J.HJI: r11nepBCHTl1J1HUl151 JiefKl1X (nocJie)l0BaTeJibH0e ocywecTBJieHl1e

10 rny60Kl1X B,U0X0B l1 Bbll],0X0B);

1. CT8.ll,HJI: HbipHHl1e C 331lep)KKOM. 11,bIX3Hl15111,0 4 M11HYT (3-4 pa3a);

IIICTa,llHJI'. HblpHHHe C npeo11,oJ1eHl1CM no11, 8011,011. paCCTOHHl1H .n.o 50 MeTJ)OB.

**KoMnneKC ynpa>KHeHMH HB nOBblWeHMe BHMM8HMS1**

" caMOKOHTponH aa **YPOBHeM** arpeCCMM

KoMnJieKC BblTT0JIHHeTCH B Te1.JeH11e Heo6XO)ll1MOf0 speMeHl1 l1 C0CT0l1T H3 T p e X CT a *)l* l1 M.. CneUl1aJlbHO 06opy11,0B3HHOfO noMeweHl1H He Tpe6yeT­

CH. Hy)l(Hbl PY1.JK3 (KapaH11,aw) l1 J1l1CT 6yMar11.

1. CTa,lI.HJI: Ha6JII011,eH11e Ja CB0l1M nose11,eH11eM 11 pelJ.blO nocJJe ll0BblWCH­ HblX 11111111,Jll1TeJibHb!X (pl13l1lJeCKl1X, nc11x111.JeCKl1X Harpy30K, 6ecCOHHOi-i H01.Jl1, nocJJe KOH(pJil1KTa C 0Kpy)K3lOIUl1Ml1, B K0HUC ,UHH, B0311,Ci1.CTBl1H l1HblX CTpec­

copoB;

1. CTa,lI.HJI: BblTT0J1HeH11e ynpa)KHCHHH «O6beMHOe BHl1M3Hl1e>> ((pl1KC3Ul1H

MbICJJeM. Ha 6yMare C Bbl11,CJICHl1CM JII06oro np051BJICHl1H arpecc1111);

1. CTa,lI.HJI: Bblll0JIHCHl1e K0MTTJieKca 11,bIXaTCJibHblX ynpa)KHeH11H.

###### 248

**Ynpa>KH8HM8 ccMHTenneKTyanbHblA cnapMHri)**

Ynpa)KHeH11e BblTTOJlHHeTCH I -2 pa3a B He,nemo 11 COCTOl1T 113 ,II By X CT a-

1111 H. ll.rrn BbinOJ1HeHl151 ynpa)l(HeHHH He Tpe6yeTCH cneu11aJihHO 06opy110BaH­ HOro noMeweHHH, HO Tpc6yJOTC51 PYY:Ka (KapaH,naw), KpOCCBOPJI (CK3HBOP11,

waxMaTbl, wawK11). Otto MO)KeT BbiTTOJIHHThCH K3K B noMeWeHl111, TaK 11 Ha

OTKpbJTOti: MeCTHOCTl1 11 BKJlJO'-IaeT:

1. **CTa,ll,HH):** q:>113WICCKHC, nc11xw1ecK11e Harpy3Kl1, cnopTHBHhlC 11rpb1, 11Hble CTpeccopbl ()KeJJaTeJibl10 KOJIJieKTl1BH ble );
2. **CTa,llllH):** pewett11e Kpocc1:mpna (cKatrnopna) B rpynne Ha onepe)Kett11e

Jil160 waxMaTHoe COCTH33HHC.

**ornABnEH11E**

BneneHHe

rJI3B3 1. Oco6euuocTH 3KCTpeM3JlbHblX YCJIOBHH .................

* 1. 3KCTpeMaJibHblC YCJIOBJHI KaK 3J1CMCHT )KJ13HCllC51TCJ1bHOCTH

·········..... 3

.... 6

CflCUHaJIJ1CTOB H ¢yHKUliOHaJlbHblX rpynn ················· 6

* 1. OT6op cneUJiaJIHCTOB )],JUI pa6oTbl B 3KCTpCMaJlhHhlX ycJI0BH51X 17

fnaea 2. IlCHXOJIOfflH JIH'IHOCTH PYKOBO)I.HTCJUI B 3KCT))CM3JlbHblX

YCJJOBIUIX 33

* 1. JlHllHOCTb pyKOBOlHfTCJHI B 3KCTpCMaJlhHblX yCJIOBJHIX 33
  2. npoqJeCCHOHaJlbH351 KOMTTCTCHTHOCTh pyKOB01!11TCJHI

B 3KCTpCMaJibHbrX yCJIOBJ1HX ........

* 1. PoJib ;rnnepa B 3KCTpCMaJibHbIX yCJIOBHHX ......
  2. Cnrnh llC}ITCJibHOCTH PYKOBOJ]JfTCJUI B 3KCTpCMaJlbHblX yCJIOBJUIX .....

........ 39

·········42

·············46

fnaaa 3.IlCHXOJIOrHH ynpaBJieHHH JIH'IHblM C0CT3B0M B 3KCT))CM3JlbHblX

YCJJOBIIJIX 54

3. J. npo(peCCMOHMbHbltf 3KCTpeMMbH0-nCMXOJ10fW-leCKHtf TT0TeHUMM cneuMMMCT0B, pyK0B0llMTeJJeH H ¢YHKUJ.1:0HMbHblX rpynn 54

* 1. KoppCKUMSI TTCHX0J1orw--1eCKHX UCHH0CTeH H M0TMBMp0B3HHC

JJWIH0ro C0CTaBa B 3KCTpeMaJibHblX yCJJ0BIHIX 60

* 1. OnTMMM33UHH TTCHXW-ICCKMX COCTOSIHMH cneuHMMCT0B

H cbYHKUMOHMbHblX rpynn B 3KCTpCMMbHblX YCJJ0BMSIX 67

* 1. PeryJJMpOBaHHC K0MMYHMK3THBHb!X npoueccoe B 3KCTpCMMbHhrX YCJJ0BMSIX 77
  2. MeTOllbl npoq)J-UiaKTMKM H pa3peWCHMSI KOHcfJJJMKTOB npM

ynpaBJleHMH JJW-IHbIM C0CT3B0M B 3KCTpCMMbHblX YCJJ0BH51X 88

fnaea 4. OprauuJall.HH npo(t,eccuou3JlbuoH 3KCTpeM3JILHo­ ncuxonomqecKoii D0Jl,fOT0BKH PYK0B0)UITMeii, cne11.H3JIHCT0B

H (t,yHKIJ.HOH3JlbHLIX rpynu 104

* 1. ConpeMCHHb!C Tpe6onaHM51 K npo¢ecCMOHMbHOH no11roT0BKC

*M* no11roT0BJICHH0CTM PYKOBOllMTeJieti, cneuMMMCT0B *M* qJyHK-

UMOHarlbHblX rpynn 3KCTpCMMbH0ro npo¢MJ1SI ........ 104

* 1. npo¢eccHOHMhHaS1 3KCTpCMMhH0-TTCHX0J10fW(CCKa51 nonroT0BKa

pyKOB0llHTeJieti, cneuHMHCT0B *M* ¢YHKUHOHMbHblX rpynn 107

250

* 1. CoBepweHCTBOBam1e 3KCTpeMaJibHO-nCl1XOJ10r11'-IeCKOH no,uroToBJieHH0CTl1 nepcottaJia 119
  2. HeTpan11U110HHble nc11xoTeXHHKl1 B npocjJecc110HaJ1bHOH

3KCTpeMaJ1bH0-nc11xonorwwcKoH 00)U0T0BKe nepC0HaJia 123

**fnasa 5. fiCHXOJIOrHllCCKOC conpOBO)K,l];CHHC PYKOBO,IOITeJieii, CDC[Ol3JIHCTOB H fl,yt1K[OIOH8JlhHblX rpynn B 3KCTpCM3JlhHblX**

**YCJIOBHHX** 130

* 1. nc11xonorn•wcKa51 ananTaum1 11 ,ue3a,nanTau11S1 pyK0Bo1111TeneH

11 cneu11an11CT0B B 3KCTpeMaJJbHb!X YCII0Bl151X 130

* 1. O6ecne•iett1-1e 6e3onacttocT11 cneu11an11cT0B

11 ¢,yHKU110HaJJbHbIX rpynn B 3KCTpeMaJJbHblX YCJJ0BHSIX 143

* 1. nc11xonorl1'-IeCKOe conp0B0)l(JleH11e cneul1aJJl1CT0B H cjJyHKUl10- HaJJbHblX rpynn B 3KCTpeMaJJbHblX YCJI0BHSIX 53
  2. nc11xonorw1ecK11e oco6ettttocT11 se.aett11s:i neperoeopoe c Teppop11cTaMH, ynep)K11BaJOll.{11MH 3aJ10)KHHK0B. noMOWb

y1-rnCTH11KaM neperoeopttoro npouecca .............., 168

**fnasa 6. IlcHXOJIOfHllCCKHe npo6JJCMbl pea.aarrra[OIH CHC[Ol3JIHCTOB**

**UOCJIC pa6on,1 B 3KCTpCM3JlhHblX yCJIOBHHX** 18*5*

* 1. 1]11arHOCT11Ka 0CTpbIX 11 noCITpaBM3TWieC.:KHX CTpecC0Bb!X

HapywrnHti 185

* 1. nc11XOJIOfl1'-IeCKaH pea6HJJHT3UJ.HI PYKOBO,Ul1TeneH 11 cneu11an11CT0B nocne pa60Tbl B 3KCTpeMaJJbHblX YCII0Bl1HX ······························- 191

3aKJJJ04eHHe 201

TepM11Hbl 11 onpe.ueneH11H 206

CTpHIIOlKCHHH ..................................................•. 209

CTpHJiolKCHHe I 209

CTpHJIO)KCHHe 2 212

CT pHIIOlKCH He 3 214

*Y11e6Hoe u1iJaHue*

**CMHpHOB Bmt.ll,HMHp HHKOJiaeBH'I**

IlCHXOJIOfHll ynpaBJ1eHHll nepCOH3JIOM B 3KCTpeM3JlbHblX ycJIOBHllX

Y"Ie6noe noco6ue

PeaaKTOp *H. B. Meuw,uKoea*

TexHH'-ICCKHH pcaaKTop *H. Jf. fop6aite6a*

KoMnbK1TCpHa51 BepcTKa: *P. /0. Bo.11Ku6a*

KoppeKTOpbI *H.B. Ko3,.10ea, 3. f. !Opca, 0. M. fepacu.Moea*

Vb,1. N2 IOI J 12737. nwm11catto A 11e4aTh 23.03.2007. <t:>op taT 60x90/16.

rapmnypa «Tai-lMC>>. EyMara o<t1ceTttaH *NQ* l. n e 1 iaTb o¢ceTHaH. Yc.1. ne•1. .11. l 6,0. Tupa;+;;: 3000 3KJ. 3aKa3 *NQ* 8783.

l,13,1aTCJlbCKttH UCHTp «AKrutCMHH». [www.acaden1ia-moscow.ru](http://www.acaden1ia-moscow.ru/)

Ca1111TapHo-·Jn1111eM110. orn4ccKoc J:.l1c1104cH11c *NQ* 77.99.02,953.ll.004796.07.04 OT 20.07.2004. l 17342. Mocrna. *yn.* Eyrncpoaa, 17-E. K. 360. TeJL/<t>aKc: (495)330-1092. 334-8337.

0111c•1a1 i'!l<.l *<:* ·;.'1e1<1po11 f(blX ll0CIITC.1CH It 1,laTl'.lbCTBJ.

OAO "TB pl'KOi"I 1m,11npa( H'ICCKl1H 1<.,1Mfi1111aT". 170024\_ T. r p1., 11p-1 JleH!lllil, 5. I C.'lt(ji,111: (4K22) 44-52-03. 44-5il- 34. Te:1e4'0H/4'i!K : (4822)44-42-15

Ho111c Pill!l' - www.tvcrpk ru ·7:1,·1<1 pm1Hi\H 110'11 a ( E-,11ail) - ,a1e @:h rpk.ru

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**ACADEMA**

,

**M3AOTenbCKMM 14eHTp**

**<<AKaAeMMSII»**

***Y1f.e6naH aumepamypa iJ1ui npo(J}eccuonaJJ.&Kozo o6pa308llKUR***

**Haw111 KHlllrlll MO>KHO np11106peCTIII (OnTOM III B P03HIIILIY)**

**MOCKBQ**

129085, MocKBa, np-T Mvtpo, A. l O l s, crp. l

(M. AneKceescKmi)

Tee/q,mc (495) 648-0507, 330-1092, 334-1563

E-moil: [sale@acodemia-moscow.ru](mailto:sale@acodemia-moscow.ru)

**Cl>1tn1tanb1: Ceeepo-3anaAHb1M**

198020, C□HKT-n er ep6 ypr, H□6. O6sO,QHOrO K0 H□no,

.Q. 211-213,mnep((B))

Tee (8 I 2) 251-9253, 252-5789, 575-3229

cDo<e (812) 251-9253, 252-5789

E-mail: [fspbocod@peterstor.ru](mailto:fspbocod@peterstor.ru)

**npHBOn>KCKHMI**

603005, Hvt>KHvti-i Hosropo.Q, yn. AneKcee scK□fl, .Q. 24r v1 24A

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**YpanbCKHM**

620144, EK□r ep 11- H6ypr, yn. W,opca, A 92 □, KOpn. 4

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**CH6HpCKHM**

630l 08, Hoso0-16v1pcK, yn. Crn Hl.lvt□HH□fl, .Q. 30

Tee. / q,a,c (383) 300- I 005

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**.QanbHeBOCTa'IHblM**

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