TOLERANCE AS A FACTOR OF A PROFESSIONAL’S SELF-REALIZATION

Abstract. The article presents the results of a study of personality tolerance as a factor in the self-realization of a professional. The purpose of the paper is to check the assumption that tolerance can act as a factor and resource for professional self-realization. A theoretical analysis of research on the phenomena of «personal tolerance», «tolerance for uncertainty», «professional self-realization» was carried out. Tolerance is considered as a personality trait, which manifests itself in the ability to understand and accept another person, in the readiness to actively interact with the world in a positive direction, based on resistance to various influences. The structure, main factors and resources of personality tolerance and personality tolerance for uncertainty are considered. To develop systemic ideas about the essence of tolerance and tolerance for uncertainty as personality traits that have a complex structure, a methodological platform is proposed – provisions on the psychological system of decision-making and variable professionalism of the individual. The theoretical analysis shows the manifestations of tolerance and tolerance for uncertainty in various conditions of professional self-realization (choice, decision-making, professional activity), and substantiates the resource function of an individual’s tolerance for uncertainty regarding the space of professional self-realization. The results of diagnosing these characteristics are presented using such widely used psychodiagnostic methods as scales of tolerance
and intolerance for uncertainty, propensity to risk-taking, volitional personality traits, and multidimensional scales of decisiveness. Using correlation analysis, statistically significant connections were established between qualitative indicators of tolerance, tolerance and intolerance for uncertainty with professionally important personality traits of a professional. The identified statistical relationships showed that personal tolerance is one of the leading factors in the self-realization of a professional. Personalities that differ in indicators of tolerance and tolerance for uncertainty have certain manifestations in situations of choice, in decision-making, and in activity. Particular attention is paid to the qualitative characteristics of tolerance and tolerance for uncertainty, which reveal precisely the psychological content of these complex phenomena. Qualitative analysis using the profile method made it possible to study the psychological characteristics of a professional’s decisiveness among individuals who differ in their level of tolerance.

Keywords: personal tolerance, tolerance for uncertainty, self-realization, professional, decision making, activity.

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ТОЛЕРАНТНІСТЬ ЯК ЧИННИК САМОРЕАЛІЗАЦІЇ ПРОФЕСІОНАЛА

Анотація. У статті представлено результати дослідження толерантності особистості як фактора самореалізації професіонала. Метою публікації є перевірка припущення, що толерантність може бути чинником і ресурсом професійної самореалізації. Здійснено теоретичний аналіз досліджень щодо феноменів «толерантність особистості», «толерантність до невизначеності», «професійна самореалізація». Толерантність розглядається як властивість особистості, яка проявляється у здатності до розуміння та прийняття іншої людини, у готовності до активної взаємодії зі світом у позитивному напрямку, заснована на стійкості до різноманітних впливів. Розглянуто структуру, основні фактори та ресурси толерантності особистості та толерантності...
особистості до невизначеності. Для вироблення системних уявень про сутність толерантності та толерантності до невизначеності як властивостей особистості, що мають складну структуру, запропоновано методологічну платформу – положення про психологічну систему прийняття рішень та варіативний професіоналізм особистості. У теоретичному аналізі показано прояви толерантності та толерантності до невизначеності у різних умовах професійної самореалізації (вибір, прийняття рішень, професійна діяльність), обґрунтовано ресурсну функцію толерантності особистості до невизначеності щодо простору самореалізації професіонала. Результати діагностики цих характеристик наведені на таких психодіагностичних методиках, що широко використовуються, як шкали толерантності та інтолерантності до невизначеності, схильність до ризику, вольові властивості особистості, мультидименсійні шкали рішучості. За допомогою кореляційного аналізу встановлено статистично значущі зв’язки якісних показників толерантності, толерантності та інтолерантності до невизначеності із професійно важливими властивостями особистості професіонала. Виявлені статистичні взаємозв’язки показали, що толерантність особистості є одним із провідних чинників самореалізації професіонала. Особистості, що відрізняються показниками толерантності, толерантності до невизначеності, мають певні прояви в ситуації вибору, у прийнятті рішень, у діяльності. Особлива увага приділяється якісним характеристикам толерантності та толерантності до невизначеності, які розкривають саме психологічний зміст цих складних феноменів. Якісний аналіз за допомогою методу профілів дозволив вивчити психологічні особливості рішучості професіонала в осіб, які різняться рівнем толерантності.

Ключові слова: толерантність особистості, толерантність до невизначеності, самореалізація, професіонал, прийняття рішень, діяльність.

**Formulation of the problem.** An essential feature of nowadays is a constant being of the individual in a state of external and internal uncertainty, the influence of which largely determines the specifics of professional self-realization. Such operating conditions require the professional to demonstrate psychological flexibility and restraint, developed decision-making skills in situations of excess volume or limited access to information, updating and using internal resources for successful functioning in complex, uncertain and unpredictable situations, the ability for constant personal transformation and development of tolerance as their own resource for professionalization.

Tolerance for uncertainty is an example of a construct, the significance of which increases in a methodological context – in the development of the categorical order of psychology, in the context of the development of ideas about the regulation of individual actions in the modern unstable world, where uncertainty becomes a
habitual condition of our life [11, p. 34]. Until recently, the psychological understanding of this construct remained problematic, since in foreign psychological literature, where the main psychodiagnostic tools for measuring this variable were published, tolerance for uncertainty was represented by two concepts: «tolerance for ambiguity» as tolerance for incomprehensibility, ambiguity, ambiguity of stimuli, complexity of their interpretation – and «tolerance for uncertainty» as tolerance for uncertainty with insufficient information. According to A. Husiev, the constructs of tolerance (intolerance) for uncertainty in psychology had both general connections with the development of the problem of personality tolerance, and specific lines of their meaningful development in the psychology of cognition, which includes the problems of personal regulation [3, p. 104].

Analysis of recent achievements and publications. Famous psychologists (R. Mei, R. Kociunas, V. Menovshchikov, R. Nemov et al.) distinguish tolerance as one of the leading professionally important qualities of a psychologist (such as flexibility combined with dynamism, openness, loyalty, personal responsibility, etc.). According to S. Vaskivska, personality tolerance contains such manifestations as patience, goodwill, trust, respect, the ability to control one’s emotions, etc. [2, p. 36].

Tolerance, in work of I. Kravchenko is considered as one of the characteristics of a person’s psychological stability. It is necessary for the professional self-realization of a psychologist; when interacting with others, it ensures the development of dialogue, promotes conflict resolution, actualizes a creative approach to solving problematic issues, as well as acceptance of the uniqueness of each individual. The manifestation of personal tolerance promotes mutual understanding, mutual respect, tolerance and building relationships with others. The researcher considers tolerance as a readiness to perceive the thoughts, views, feelings and lifestyle of other people that are different from their own; acts as one of the levers that maintain a person’s mental balance. The mechanisms that ensure the development of tolerance include the tendency to explore and effectively use one’s internal resources [5, p. 329-330].

The search for resources to solve the problem of personality tolerance in modern conditions is becoming increasingly urgent. Thus, the study by H. Pavlenko (2020) examines personal resources to ensure psychological well-being in an environment of uncertainty. Moreover, among the possible resources, the author analyzes self-confidence, tolerance and intolerance for uncertainty, autonomy and a number of others. Thus, the author considers resilience as the ability of an individual to adapt to unstable living conditions and overcome difficult life situations. Self-confidence is understood as a personal disposition that helps to overcome difficult situations in life and adapt to new conditions; autonomy (independence) – as the ability to make independent choices and actions that ensure success in activities. It is independence that, in conditions of uncertainty, acts as the resource that best
allows an individual to actively interact with the surrounding reality. Personal resources can be presented as a set of personal qualities that ensures the elimination of contradictions between the individual and the environment, overcoming difficult life circumstances (including their uncertainty). The realization of personal resources provides optimal interaction both with the world and with oneself, without hindering the development of the individual [7, p. 87].

When determining tolerance, we relied on the works of O. Sannikova and O. Babchuk. The authors consider **tolerance as a complex, multi-level personality trait**, which is characterized by «emotional acceptance or neutral attitude towards someone else’s thoughts, behavior, tolerance for another point of view, which manifests itself in restraint and condescension towards the opponent’s position.» Tolerance as a personality trait is manifested in the ability to accept «the other» with recognition of his rights, to understand the inner world of a person, and to be ready to «actively interact with the world in a positive direction.» Tolerance, according to the authors, is based on «resistance to potentially and actually threatening influences, the diversity of the world and awareness of the principle of reciprocity» [11, p. 35].

T. Kornilova, in the analysis of tolerance for uncertainty, reveals two subject areas at which it is aimed. On the one hand, this is tolerance for ambiguity, ambiguity of stimuli, the complexity of their interpretation, as well as tolerance for risk. On the other hand, it is tolerance for personal uncertainty, which arises from insufficient information. At the same time, tolerance for uncertainty reflects not only the acceptance of uncertainty, but also the individual’s ability to intuition [19, p. 74].

Based on many years of research, scientists argue that developed tolerance for uncertainty is one of the necessary conditions for unlocking the creative potential of an individual. At the same time, tolerance for uncertainty is understood as a person’s ability to accept the conflict and tension that arise in a situation of duality, to resist the disconnection and inconsistency of information, to accept the unknown, and not to feel uncomfortable in the face of uncertainty [18, p. 149]. In later works, the concept of «tolerance for uncertainty» was considered as the features of human perception and processing of information about uncertainty, as well as the features of individuals’ response to uncertain situations through the prism of their own emotions and worldview [4, p. 157].

Some studies use personality tolerance as a psychological basis for tolerance for uncertainty, which is represented as a set of directions for its study (in fact, its structural elements). These, according to H. Soldatova, include the presentation of tolerance as an integral personal characteristic, as psychological stability, as a system of personal and group values, personal attitudes and a set of multi-level individual properties. Tolerance (in problematic and crisis situations) determines the individual’s ability to actively interact with the external environment in order to restore their mental balance, ensures successful adaptation and the development of
positive relationships both with oneself and with the outside world [8]. Thus, M. Dugas identifies properties in individuals who are tolerant for situations of uncertainty. They can give an objective explanation of negative events and are capable of rational analysis of such situations. At the same time, those intolerant for ambiguous situations are distinguished by a high tendency to show anxiety, excessive persistence, a tendency to fantasies, and an inclination to manifest maladaptive forms of behavior [16, p. 556].

The literature widely presents the results of studying the relationship between tolerance for uncertainty and psychological characteristics of the individual (on a student sample). Thus, the works of A. Tesser show that students with a low level of tolerance for uncertainty are distinguished by a tendency to search for information that confirms their subjective, but not always justified, hypotheses. Students with a high level of tolerance for uncertainty, on the contrary, tend to search for objective information sources, even if this information can refute previously put forward hypotheses [20, p. 230]. Data were also obtained on the characteristic behavior of students with a low level of tolerance for uncertainty. These, first of all, include difficulties in creating new social connections, and also in an ambiguous, uncertain environment, the performance of productive activity occurs with complications. When experiencing subjective discomfort in such an environment, students tend to avoid situations of uncertainty altogether. Receiving and needing to process large amounts of new information during learning and experiencing potential conflict situations, as a result, cause strong negative emotional reactions in such students, reminiscent of a stress response [17, p. 721].

The current stage of research on tolerance for uncertainty is characterized by the appearance of general works that reveal the universal nature of tolerance for uncertainty [Babchuk, 2014; Gusev, 2007; Mironchuk, 2015; Tomarzhevska, 2019; Fedorishin, 2022]. Most scientists have experimentally shown that tolerance for uncertainty is a personality property that allows them to withstand crisis manifestations that arise in real life conditions. Tolerance for uncertainty is a multi-level and multidimensional personal construct and can be classified as an integral personality characteristic.

The above-said allows us to identify the elements of structure and signs of a situation of uncertainty. The starting point in understanding tolerance for uncertainty is the attribute space of the situation of uncertainty (which we understand as its subjective reflection). Among the signs of a situation of uncertainty, latent, «internal» parameters predominate; they reflect the individual’s subjective uncertainty. The measured uncertainty parameters should include only those that are available using subjective self-assessment. The parameters that reflect the main characteristics and essence of uncertainty include the following: complexity, novelty and inconsistency of the parameters of the situation, the fundamental impossibility
of exercising control; multiplicity of choices and analyzed decision options as well as a high degree of risk. The subjective qualification of a situation as uncertain can be based both on the motivational characteristics of the individual (unconscious or conscious need for certainty) and on cognitive characteristics (flexibility-rigidity). Tolerance for uncertainty can be interpreted by the spectrum of possible personal consequences of experiencing a situation of uncertainty simultaneously in three interrelated aspects (at the level of behavior, either in the form of the emotional experience itself, or in the form of a reaction from cognitive structures). Finally, the assessment of the characteristics of subjective uncertainty should include: uncontrollability (the inability on the part of the individual to withstand unexpected developments in the situation, or to predict the direction of their development); unpredictability of the situation and its consequences (impossibility of a controlled forecast of the dynamics of development and changes in signs, uncertainty of the probability of the occurrence of the event itself, lack of obvious cause-and-effect patterns); multiplicity of characteristics (a subjective assessment of the situation contains not only many possibilities, but also allows for variability in choices, analysis and assessment of many acceptable decisions and their interpretation) [13, p. 100-101].

Tolerance for uncertainty in the environment of professional self-realization should be understood as the individual’s desire for change, for novelty and originality, which reflects the willingness to follow untried paths; as a person’s expressed desire to solve more complex and previously unsolved problems; as a manifestation of professional independence and going beyond previously accepted and existing restrictions. Tolerance for uncertainty is manifested in the decision-making process in accepting the complexities and difficulties of those problems that arise in a situation of choice, in disbelief in the unsolvability of the situation, in the constant search for new methods of analysis and implementation of the decision made, in a low level or absence of manifestations of dogmatism [12, p. 734].

We consider professional self-realization as a cycle of «professional orientation – choice of profession – professional plan of the individual – implementation of the plan», which is realized in continuous dynamics, taking into account the subjective attractiveness of the profession and movement in the planned career. Self-realization in the profession is not just a continuous dynamic process of «inclusion» and management of those resources that an individual needs for successful activity. This is also the space in which a professional develops and deploys his resources in his activities. A connection has been established between professional self-realization and the success of a professional’s personality (success as a certain level of achievement, status and influence sufficient to meet the conditions of activity). Professional self-realization is also a mechanism for achieving success, transforming potential abilities into real ones, and developing
professionally significant personality traits. This is the way in which a professional ensures his own development. Self-realization is based on and reflects the professional’s ability to carry out the production functions assigned to him and ensures the continuous development of the individual in professional activities. Professional self-realization creates and maintains the necessary conditions for individual self-development, ensures the actualization of a wide range of professionally important personality qualities.

The aim of the article is a theoretical analysis and empirical study of personality tolerance as a factor of professional self-realization in an environment of uncertainty. It seems legitimate to assert that a high level of an individual tolerance ensures their active involvement in various activities (in situations of choice, decision making).

In this regard, the main objectives of the study are:
- theoretical and methodological analysis of works on this issue and determination of an approach to studying the specifics of the relationship between tolerance, tolerance for uncertainty, and other personality traits of a professional;
- justification for the choice of tolerance as a resource and factor that predetermines its individual psychological structure of professional self-realization;
- developing an empirical research program, constructing a set of psychodiagnostic tools adequate for the aim set, and conducting empirical research;
- studying the nature of the relationship between the studied indicators, determining the characteristics of professionally important properties in individuals who differ in their level of tolerance.

Presentation of the main material. The theoretical and methodological basis of the empirical research became the conception of a psychological decision-making system [9]. We understand professional self-realization as a continuous process, including a regular personal choice from possible, equally probable options, determined by the psychological organization of the individual, with the participation of its multi-level characteristics, at the same time reflecting the integrity of the individual. Choice and decision-making are a specific, vital manifestation of a person’s activity, ensuring the choice of the best possible solution, or subjectively perceived by a professional as such, to resolve an activity situation. When the need to make a choice arises in an uncertain situation, the professional shows a tolerant (intolerant) attitude toward it, allowing or blocking the manifestation of multivariate solution options and its implementations. This relationship between the tolerance/intolerance of a person and the characteristics of choice and decision-making requires experimental verification of this assumption.

The empirical study involved 52 people aged from 20 to 46 years (students and undergraduates of the State Institution «South Ukrainian National University named after K. D. Ushynsky»). For this empirical study, a set of diagnostic
techniques was designed. To diagnose indicators of tolerance, tolerance and intolerance for uncertainty, the «Test-questionnaire of qualitative indicators of tolerance» by O. P. Sannikova, O. H. Babchuk was chosen; «Uncertainty Tolerance Scale» by D. McLane; «Intolerance Scale – Tolerance for Uncertainty» by S. Badner. To diagnose the characteristics of professionally important personality traits, the «Decision Making Questionnaire» by G. Eysenck was used; «Melbourne Decision Making Questionnaire» by I. Janis, L. Mann; «Multidimensional scales of decisiveness» by A. I. Sannikov [9; 13]. Computer data processing was carried out using the statistical package IBM Statistics SPSS 23.0 for Windows.

Results of correlation analysis. Correlation analysis made it possible to establish the nature of the relationships between the qualitative parameters of tolerance for uncertainty and individual decision-making. Analysis of the relationships between the selected indicators revealed the following trends:

Close relationships were found between the indicators of intolerance for uncertainty (ItU, SMP and USP) with the general indicator of intolerance for uncertainty (ItU), mainly at the 1% and 5% significance level (according to the S. Badner scale). Significant positive relationships between problem complexity (CMP) and emotional, cognitive and general indicators of risk propensity (EmC, KgC and ZpR, respectively, at the 1% level of significance) were also found. In addition, positive significant relationships were obtained (at the 5% level) of the general indicator of intolerance for uncertainty (GIU) with all indicators of personality risk propensity (the «Risk Trait» method by O. Sannikova, S. Bykova). The analysis also made it possible to identify statistically significant negative relationships (at the 1% and 5% level) of problem unsolvability (USP) with most indicators of volitional personality traits (Rsp, Ints, Dsv, Atn, Dtm and GeI, at the 1% confidence level) and with a positive relationship with independence of will (Ind, at the 5% level). The complexity of the problem (CMP) shows ambiguous relationships with indicators of volitional personality traits: positive with initiative (Int, at the 5% level) and negative with endurance (End, at the 5% level).

The negative connections between tolerance for uncertainty (data from D. McLane’s scale) and intolerance for uncertainty (data from S. Badner’s scale) are clear in the following indicators: indicators of problem complexity and attitude towards complex tasks (PCM and ACT, at the 5% level), general indicator intolerance for uncertainty and the indicator of acceptance of uncertainty (GIU with AUn, at the 5% level). Positive statistically significant relationships were found between attitudes towards complex tasks and indicators of volitional personality traits, with endurance and perseverance (ACT with End and Prs, at the 5% level). Two groups of relationships between indicators of the tolerance for uncertainty scale have been identified. The first demonstrates close (at 1% and 5% significance levels) positive relationships between most indicators of D. McLain’s scale: attitude to
novelty, to complex tasks, to uncertain situations, preference for uncertainty. The second indicates the special role of the tolerance for uncertainty indicator, with which all indicators have negative statistically significant relationships (also at the 1% and 5% significance level). Further, negative relationships were found between the indicators of tolerance for uncertainty and the indicator of avoidance of the Melbourne Decision Making Questionnaire (mainly at the 1% level of significance).

Statistically significant relationships between individual indicators of a person’s determination have been identified: tolerance for uncertainty and riskiness in decision making (TU{n} and RR{T}, at the 1% confidence level). Positive relationships were also established (at 1% and 5% level of significance) of the indicator of problem unsolvability (USP) with determination and determination (DSv and Dtm), the general indicator of tolerance for uncertainty (GITU) with swiftness and riskiness (Imp and RR{T}) at 5% level of significance, as well as the general indicator of intolerance for uncertainty (GIU) with reflexivity of determination (RF{R}) at the 5% level of significance.

A special group consisted of statistically significant connections between personality tolerance indicators. Among the most important for the purposes of our analysis are the following: positive connections between the emotional (EmC) component of risk propensity and the emotional component of tolerance (ET), the control-regulatory component of risk propensity (CrR) the cognitive (CGC) and general indicator of tolerance (GIT) – all at the 5% significance level. Positive significant connections were identified for all indicators of volitional properties (DSv, Ind, End, Prs, Enr etc.) with the emotional component of tolerance (ET), the predictive component (PC) and the general indicator of tolerance (GIT), at 1% and 5% significance levels. Positive relationships between decision-making properties and personality tolerance are represented to the greatest extent. Positive connections between decisiveness in decision making (DCv) with the emotional component indicator (EmC) and the general indicator of tolerance (GIT) are presented, at a 5% significance level.

The obtained data from the correlation analysis provide the basis for the following generalizations:

1. Individuals who are distinguished by a pronounced risk-taking tendency exhibit increased caution when dealing with uncertain situations (complex, novel or intractable), the desire to understand them, perform a thorough analysis, and assess the likely consequences. Moreover, among those who are indecisive, at first glance, external concern most often hides high mental activity of the individual, a deep analysis of the event, a decision-making situation in which a professional must make his only correct choice, taking into account the consequences for all acceptable options.

2. The emergence of stable relationships between volitional properties and intolerance for uncertainty confirms the data that we obtained earlier. When a
problem arises that a person perceives as insoluble, volitional properties are activated, and a detailed analysis of the situation occurs with a pronounced volitional effort on the part of the person.

3. Professionals most often perceive a complex task as a puzzle, which awakens their interest both in the problem that has arisen and in the content of the professional activity itself. Given enough time, concentration of effort and attention to the analysis of the situation reflects the cognitive aspect of decision-making, the manifestation of a professional’s cognitive activity and their need to achieve a goal, and if a positive decision is received, they receive emotional satisfaction. Along with cognitive activity, in the situation of working with complex tasks, one can observe manifestations of volitional activity, especially perseverance and endurance. With a significant volume of performance of elements and functions of activity at the level of standard algorithms, the presence of elements of complexity in the activity gives impetus to activity, creates conditions for the individual and the opportunity to demonstrate the level of their professionalism, confirm the current level of professional qualifications. It can be stated that the vast majority of professionals have a negative attitude towards uncertainty. In professional activities, uncertainty becomes a source of emotional anxiety, and in conditions of a lack of information or time, it turns from a perceived threat into a source of physical, social and economic danger. This fact makes it possible to correctly interpret the preference for uncertainty – in essence, it is the individual’s readiness for any changes in activity or in professional relationships, for the possible emergence of risky, dangerous situations in a professional environment or an environment of self-realization. It states the professional’s confidence that they can cope with uncertain situations, that they are emotionally stable, that they will enjoy solving problems, and therefore often expect them to arise.

4. When assessing the levels of significance that are observed in the relationships between indicators of tolerance and intolerance for uncertainty with other personality traits, it is necessary to consider these relationships as stable. This stability is manifested in the professional’s desire to quickly engage in the analysis of the problem as such and, above all, in the analysis of those situations that are perceived as risky. Moreover, any situations that a professional perceives as risky not only lead to a sharp increase in activity, but are also confirmed by the presence of a high level of tolerance for uncertainty, a propensity to take risks, and a high level of individual reflexivity.

5. Data from a statistical analysis of the results obtained showed the absence of significant correlations between qualitative indicators of a person’s tolerance and indicators of a person’s tolerance for uncertainty. It can be assumed that these properties do not just manifest themselves differently and actively «work» in different implementations of personality spaces. Personal tolerance is manifested and realized in the space of the individual’s life activity, in conditions where at any moment in time there is a possible choice of a behavioral reaction that is adequate
to the conditions of the situation and the corresponding form of behavior. Tolerance for uncertainty unfolds not only in the space of life situations, but also in those situations that require not only subjective acceptance, but also the active manifestation of personality in forms acceptable for harsh environmental conditions: a position declared by the individual, demonstration of a subjective attitude towards the environment, choice of an effective alternative on the space of limitations, taking responsibility for the final decision. The irreversibility of the situation of choice and decision-making, the lack of time to collect additional factual information and analyze it, carry out probabilistic calculations and predict consequences, block, on the one hand, the activation of the manifestation of the individual’s tolerance, and, on the other hand, activate the manifestations of the individual’s tolerance for uncertainty.

Identification and analysis of stable, statistically significant relationships between indicators of personality tolerance, tolerance and intolerance for uncertainty shows two trends.

The first is the presence of weakly expressed trends towards statistically significant relationships between an individual’s tolerance and tolerance for uncertainty. It can be assumed that an exception is possible for professions or individuals in whom the manifestation of personal tolerance, «acceptance» of uncertainty and intolerance for uncertainty are most closely intertwined. Basically, such specific connections can be observed in an aggressive environment of professional self-realization (soldiers in a combat situation, mine clearance specialists, emergency situations employees, intelligence officers, etc.). Those situations for which a solution has been found and the implementation of which has received effective resolution become the basis for the accumulation of individual professional experience. In it, the attribute space of the situation itself and the ways of its resolution create the conditions for changing the direction vector of the attribute «uncertainty» to «certainty», which leads to a more accurate manifestation of the properties of tolerance and tolerance for uncertainty, a clear distribution of objects that, under control, are combined into groups according to this sign.

The second indicates fluctuations in the active manifestation of the properties of tolerance and intolerance in a professional, which are largely determined by the individual’s ability and skills in analyzing the space of self-realization. A similar picture of a change in the orientation of a professional’s attitude toward objects in the environment of professional self-realization can be observed in many types of algorithmically complex activities, primarily economic and financial, when the level of professionalism provides a stable assessment and forecast of future planned or random changes. In some sociotechnical systems, this situation is observed among ship mechanics, who, in their professional self-realization, need to take into account the so-called «aging» of mechanisms, assemblies and components of complex technological equipment, which makes the environment perceived by a specialist as maximally uncertain. It can be suggested that the uncertainty of the environment,
the tolerance of the individual and the tolerance for uncertainty of the professional form a stable system «personality – professional environment – activity», in which the assessment of any objects according to the criteria «certain – uncertain» is carried out based on the level of professionalism of the individual.

Results of qualitative analysis. Considering that correlation analysis shows the interrelationships of the studied indicators without revealing the cause-and-effect relationships between them, it is advisable to conduct a qualitative analysis of the content of these relationships in individuals characterized by tolerance. To achieve this goal, the «aces» method was used [Sannikova, 2003], which made it possible to form two groups of subjects. Qualitative analysis was performed on the empirical material of subjects whose results fell into the I and IV quartiles of the sample data distribution. The first group, the «tolerant» group, was formed by subjects with a high value of the tolerance indicator (TnL+, n = 6), the second group, the «intolerant» group, included individuals with a low value of the tolerance indicator (TnL-, n = 12). The figure shows the profiles of decisiveness indicators in individuals with different levels of tolerance. Profiles are presented in units of deviation from the center line of the group series.

![Profiles of decisiveness scale indicators](image)

Fig. Profiles of decisiveness scale indicators (according to the «Multi-Dimensional Decisiveness Scales» methods) in groups that are distinguished by high (Tl+) and low values (Tl-) personality tolerance indicators.

The use of the profile method made it possible to study and describe the «psychological portraits» of individuals with different levels of tolerance. The data of decisiveness indicators presented in the figure indicate multidirectional trends in the manifestations of decisiveness of both selected groups of tolerant and intolerant individuals. Analysis of the profiles of the Tl+ and Tl- groups allowed us to identify two patterns. Despite the similarity in the shape of the obtained profiles, such differences are observed between them. First, the scores on the resolve scales are grouped into components. Thus, for representatives of the group of intolerant persons, (Tlr+), characteristically higher values of the indicators of the «Orientation in decision-making» component, which shows a higher level of the scales of riskiness (RkR) and tolerance of uncertainty (TUn) with slightly low values of the scale of impetuosity in decision making (ImP). In addition, there is a similar picture of the predominance of the level of indicators of the «Ergism» component in the group of intolerant (Tl-): higher values of the scales of flexibility (FlX) and adventurousness (AvR) with a lower level of the scale of spontaneity in decision making (SpR).

The opposite picture is observed when comparing the indicators of the component «Wisdom, rationality in decision making.» In the group with low tolerance (Tl-), the indicators of reflexivity and prudence (RfR, TUn) are higher than in the group with high tolerance. It can be assumed that the average values of the indicators reflect a certain detachment, distrust of the other and understanding of the situation, the desire to be convinced of an adequate understanding of the decision options, the position of the other, checking the understanding of the other, selective analysis of behavior, options and actions. The exception is the indicator of foresight (FRs), which is significantly higher in the tolerant group (Tl+).

The second discovered pattern can be considered a higher level of psycho-emotional stability in the data on the assertiveness, independence and dogmatism scales (AsR, Ind and Dgm, respectively). Regarding decisiveness, which is more pronounced in the group of tolerant individuals (Tl+), the level of independence (Ind) with the lowest level of the indicator (Dgm) of dogmatism, which are included in the components «persistence (stability)», all this indicates a tendency to make decisions without outside influence and help, the ability to regulate one’s own behavior and emotional reactions, to maintain one’s own opinion in spite of external pressure. Impetuosity (ImP) is also clearly expressed, which indicates that a person
Consciously takes into account the complexities and unpredictability of life situations, creatively searches for a solution, shows caution when making a decision, a quick and energetic reaction to the situation, deliberation and rationality. Also, this group is characterized by foresight (FRs), that is, the readiness to reconsider the choice already made if the conditions of the life situation are assessed as threatening, as well as to successfully overcome disagreements in the decision-making process and in activities in general.

Analysis of the dominant indicators in each profile allows us to establish the most significant manifestations of personality tolerance factors in the context of the indicators being studied.

Thus, the group of people with a high level of tolerance (Tl+) is characterized by the dominance of the behavioral (BT) and emotional (ET) components, which indicate the professional’s tendency to «accept» another person as a carrier of other forms of behavior, to structure his behavior in such a way as to allow another to be himself, to show interest, a positive attitude towards another person, about the ability to have such emotions that characterize the acceptance of another person. In addition, this group is characterized by high values of the emotional modality indicator joy (R) and low values of sadness (S), which indicates a sensitive response to any events and a desire to smooth out any troubles. A noticeably expressed decisiveness (Dsv) in making a decision, with a low level of rigidity index (Rgd), indicates that a person is characterized by a quick and energetic reaction to the situation, purposefulness, pragmatism and independence, ease of switching from one setting to another, readiness to change the plan and programs for implementing the solution according to new situational requirements.

Persons in the group with a low level of tolerance (L-) are characterized by the dominance of behavioral (BT) and cognitive (CT) components, which indicates positive or neutral thoughts and attitudes towards another person, such mental characteristics and knowledge that allow them to accept another person. In addition, the indicators of the emotional modalities «R», «G» and «S» are expressed at the same level, which provides for a more situational reaction in people of this group to a sudden change in the conditions of professional self-realization. Noticeably pronounced impulsiveness (Ips) in decision making with a low level of rigidity indicator (Rgd) indicates that the decision is made on the first impulse, under the influence of external circumstances and emotions, the decision is not thought through, acceptable pros and possible cons are not weighed. Pronounced reflexivity (RfR) indicates that a person’s actions are characterized by high rationality, a tendency to judicious, cautious actions in situations of choice, making and implementing decisions, and constant reflection on what is happening.

Professionals in this group are also characterized by assertiveness (AsP) – a person makes a decision regardless of external influences and assessments, from the
thoughts of other people, and when making a choice, he relies on his own interests and his position. Pronounced tolerance for uncertainty (TnR) with low risk (RkR) indicates that the professional consciously takes into account the complexity and unpredictability of the situation and is careful when making decisions. The personality is characterized by flexibility (FIX) with low indicators of spontaneity (SpR) and adventurousness (AvR) – this indicates not only a lack of spontaneity, but also self-control, balance and a high level of understanding of the consequences of the decision made. This proves that when a certain level of formation of personality tolerance is achieved, it has a certain impact on the level of professional self-realization, on the success of the professional’s personality.

The results of the empirical study allowed us to draw the following conclusions:

1. Tolerance is a multidimensional concept that can act as both a factor and a resource for a professional’s self-realization, including a triad of components (cognitive, emotional and behavioral), while successfully grouping the individual psychological characteristics of tolerance, intolerance, tolerance for uncertainty as a systemic characteristic of a professional’s personality.

2. Analysis of indicators of tolerance and intolerance for uncertainty proves that the level of tolerance for uncertainty of a professional significantly affects the space of his self-realization (activity, choice, decision-making). This connection means that specialists with a high level of tolerance for uncertainty strive to act productively in an unfamiliar environment and are able to make decisions without much doubt and fear of failure. On the contrary, specialists who have a low level of tolerance (or a high level of intolerance) are more likely to perceive unusual, unpredictable and complex situations as threatening rather than as ones that provide new opportunities for professional self-realization. Lack of information or its ambiguity makes such specialists uncomfortable.

3. Tolerance for uncertainty seems to be a personality trait that is stable over time, which changes under the influence of individual professional experience or their own purposeful activity in various spheres of life. A professional takes an active part in dynamic processes associated with overcoming or «removing» uncertainty by changing the existing system of ideas about the objects of interaction and the parameters of the situation of uncertainty. The personality of a professional with a high level of intolerance for uncertainty is characterized by an imperative form of decision-making (according to the «all or nothing» principle), a desire for hasty conclusions without proper analysis and consideration of significant factors, an unwillingness to have an assessment of the real state of affairs, unconditional acceptance or rejection of professional relationships with other specialists.

4. The presence of significant correlations between professionally important properties, decision-making indicators and tolerance indicators confirms that the leading regulator of professional self-realization is the individual himself, since it is
he who assesses the situation of activity, analyzes the conditions of certainty and uncertainty, makes an effective decision and organizes its implementation. The possibility of choosing a productive solution that is favorable for resolving a problem situation depends on how much it is possible to take into account the uncertainty factors that determine the need for its adoption.

5. The results obtained make it possible to construct a portrait of a tolerant personality and clarify the manifestations of its characteristics in the self-realization of a professional (in a situation of choice, in decision-making, in activity in general). A tolerant person is characterized by low spontaneity in decision making. They think through the options and implement only the one that is most suitable for the conditions of uncertainty that have developed. The individual is motivated to make decisions, strives not to postpone the decision indefinitely, individual professional experience allows him to practically avoid accidental mistakes. They are not prone to risk, rely on intuition, strive to obtain an effective solution based on sensitivity to the situation and predicting the development of events. A tolerant person easily solves difficult situations, they are not afraid of uncertainty, and when it arises they are able to gather themselves, concentrate their efforts and find the right way out in the current conditions.

References:
Література:
