

## II. FORMATION AND DEVELOPMENT OF TRAINING AND EMPLOYMENT OF PROFESSIONAL QUALITIES OF THE PERSON



### PROFESSIONAL PERSONALITY TRAITS

**N. Abdrazakova**

*Teacher,  
Comprehensive school № 222  
named after T. Ryskulov,  
Kyzylorda, Kazakhstan*

---

**Summary.** The article considers the issue of professional qualities of an individual. Its main types are given. Their importance in professional activity is indicated.

**Keywords:** profession; professional qualities; personality; ability; skills.

---

Human activity is complex and diverse. There are many different types of activities that people must engage in order for a society to live and develop. The specific type of activity that a person can engage in in order to benefit society and prove himself as a person is called a profession.

There are a huge number of professions, thanks to which each person can take an active part in various spheres of society. Some professions are associated with productive labor, others with services, still others with management, fourth with economics, fifth with politics, sixth with education, etc.

Under the professionally important qualities it is customary to understand any qualities of the subject included in the process of activity and ensuring the effectiveness of its performance in terms of productivity, quality of work and reliability. According to V. D. Shadrikov, professionally important qualities may be properties of the nervous system, especially mental processes, personality characteristics, characteristics of orientation, knowledge and beliefs, as well as other personality qualities.

Professionally important qualities depend on the specifics of professional activity. So, for example, professionally important and socially significant personality traits for such professions as a skipper, ship mechanic, ACS operator include social responsibility, a high level of labor and technological discipline, consciousness; developed technical, operational and creative thinking; the ability to make independent decisions in unusual situations; developed volitional qualities; sociability.

Professionally important personality traits are determined by the following parameters:

- the level of physical and mental health (which determines the level of individual's working capacity);
- employee qualifications;

- psychological characteristics of personality.

The Big Five personality traits, also known as the five-factor model (FFM) and the OCEAN model, is a taxonomy, or grouping, for personality traits [1]. When factor analysis (a statistical technique) is applied to personality survey data, some words used to describe aspects of personality are often applied to the same person. For example, someone described as conscientious is more likely to be described as "always prepared" rather than "messy". This theory is based therefore on the association between words but not on neuropsychological experiments. This theory uses descriptors of common language and therefore suggests five broad dimensions commonly used to describe the human personality and psyche [1].

The five factors are:

- Openness to experience (inventive/curious vs. consistent/cautious)
- Conscientiousness (efficient/organized vs. easy-going/careless)
- Extraversion (outgoing/energetic vs. solitary/reserved)
- Agreeableness (friendly/compassionate vs. challenging/detached)
- Neuroticism (sensitive/nervous vs. secure/confident) [2].

Important professional qualities also include:

- professional erudition – a stock of modern knowledge;  
- professional goal setting – the need to plan your work, readiness to change

tasks depending on the professional situation;

- professional intuition is a quick decision-making taking into account the

further development of situations without a detailed conscious analysis;

- Professional improvisation – the presence of unexpected solutions and its instant embodiment, the process of creation and application with their minimum gap, which has a powerful means of developing creative specialization [3].

So, we can give the following definition of Professionally important qualities. Professionally important qualities are the individual properties of the subject of activity that are necessary and sufficient for the implementation of this activity at a normatively specified level.

### **Bibliography**

1. [https://en.wikipedia.org/wiki/Big\\_Five\\_personality\\_traits](https://en.wikipedia.org/wiki/Big_Five_personality_traits)
2. Costa P.T., McCrae R.R. Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) manual. Odessa, Florida: Psychological Assessment Resources.
3. Matthews G., Deary I.J., Whiteman M.C. Personality Traits (PDF) (2nd ed.). Cambridge University Press. ISBN 978-0-521-83107-9. Archived from the original (PDF) on 2014-12-05.