

Chapter 4.3. Psychological Fundamentals of Work Protection of Economic and Sports Specialists in the Age of Digitalization

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Abstract. In the age of digitalization, the psychological foundations of occupational health have become increasingly significant for economic and sports specialists. The transition to a digital economy and the growing demands of professional sports necessitate the development of psychological resilience, stress management strategies, and occupational well-being initiatives. This chapter explores the theoretical foundations of occupational health, emphasizing the psychological aspects that influence professional performance in economic and sports fields. The primary aim of this study is to establish a conceptual framework for understanding and improving occupational health among specialists in economic and sports sectors. This study adopts a multi-dimensional approach combining theoretical research, empirical analysis, and case studies. The study involved surveys and structured interviews with 630 economic specialists and sports professionals. The assessment focused on professional stress levels, coping strategies, and the influence of leadership on workplace well-being. Data collected through surveys and case studies were analyzed using statistical tools to identify trends, correlations, and significant predictors of occupational health. The findings of this study highlight the growing importance of psychological resilience and mental well-being in occupational health management. By integrating these elements, organizations can enhance productivity, reduce burnout, and create a sustainable work environment that prioritizes mental well-being. As digital transformation continues to reshape the workforce, organizations must prioritize psychological resilience, stress management, and leadership development to ensure long-term occupational well-being. By fostering a culture of health awareness and proactive intervention, businesses and sports organizations can enhance productivity, employee satisfaction, and overall professional longevity. The insights presented in this chapter serve as a guide for future occupational health strategies, providing a foundation for continued research and policy development in the evolving professional landscape.

Keywords: psychological resilience, occupational health, digitalization, economic security, leadership competencies, professional health, stress management, health management, sports specialists, digital transformation.



1. Conceptual model of occupational health of economic professionals.

The study of leadership competencies and their development in the era of digitalization intersects with various domains, including health management, psychological resilience, and education.

Leadership development is strongly tied to psychological capital, which encompasses resilience, self-efficacy, optimism, and hope (Caza, 2010). Psychological capital plays a crucial role in authentic leadership, fostering a leader's ability to inspire and manage effectively. Research suggests that leaders with high psychological capital tend to experience greater well-being and performance outcomes (Culbertson, 2010). Furthermore, effective coping styles have been shown to mediate the relationship between psychological resilience and leadership effectiveness (Christian, 2011).

Resilience is an essential attribute for leaders, particularly in volatile environments characterized by digital transformation. Studies indicate that resilience correlates with higher self-esteem and lower levels of depressive symptoms, reinforcing its significance in leadership development (Chung, 2018). Moreover, an understanding of resilience mechanisms can aid in the creation of training programs that enhance leadership effectiveness.

Health management is an emerging field that significantly impacts organizational leadership. Research highlights that managing staff health should be an integral part of forming an effective organizational culture (Chmeruk, 2016). The well-being of leaders and employees contributes to overall organizational stability and efficiency. A strong emphasis on health management within organizations ensures sustained productivity and reduces workplace stressors (Burlakova, 2014).

Further, the connection between mental health and leadership effectiveness has been widely explored. Studies show that psychological rehabilitation and therapy interventions can aid in maintaining mental resilience among leaders, which in turn, influences their decision-making abilities (Arshava, 2019). Approaches like patient-centered care and integrated primary healthcare systems also play a role in enhancing mental well-being, reducing burnout among leaders (Constand, 2014; Coventry, 2015).

The importance of education and continuous professional development for leaders has been well-documented. Advanced training in psychology, particularly in rehabilitation and leadership coaching, enhances competencies required for

managing organizations (Bengel, 2018). Moreover, the effectiveness of early interventions based on cognitive-behavioral approaches, such as acceptance and commitment therapy, has been validated in numerous studies (Bohlmeijer, 2011).

Leadership training should also integrate aspects of mental health awareness and stress management, given that untreated psychological distress can lead to treatment-resistant conditions that impact leadership capacity (Bennabi, 2015). Psychological predictors of health-preserving competencies among future specialists suggest that a proactive approach to mental well-being can contribute to sustainable leadership development (Burlakova & Sheviakov, 2021).

The formation of healthy lifestyles and psychological resilience in academic environments is an important determinant of future leadership capabilities. Research highlights the significance of promoting health awareness among students and faculty to foster long-term leadership potential (Kondes, 2019). Similarly, integrating health and leadership development in higher education institutions contributes to a nation's labor potential and workforce resilience (Apanasenko, 2018).

The literature emphasizes the interplay between leadership competencies, psychological resilience, and health management. Leadership training programs should incorporate psychological well-being strategies to develop more resilient and effective leaders. The findings suggest that fostering a health-conscious and psychologically resilient leadership approach is crucial in today's rapidly evolving digital landscape.

At the same time, existing approaches to the study of the phenomenon of professional health do not allow to analyze its structure as a holistic and complexly organized psychological education; operationalize the hierarchical model of professional health professionals.

Thus, there are currently unresolved problems in the field of professional health professionals, in particular the economic sphere of activity, and the unwillingness to highlight the socio-psychological foundations of the processes of its formation and preservation under the influence of global transformations of modern society and the development of the state.

The conceptual model of professional health professionals of the economic sphere model includes determining the level of professional health of each specialist with relevant conclusions and recommendations; preparation of SWOT-analysis of health; development for managers and specialists of the



economic sphere of programs for the prevention of chronic fatigue syndrome, emotional burnout syndrome and professional deformation; counseling on individual health improvement programs, as well as developing and conducting corporate health-motivational mini-projects.

To operationalize the proposed model at the stage of the study, it involved 630 specialists of the economic sphere (bank employees, financial analysts, economist enterprises, investment projects and programs managers, managers) with different experience and professional experience (the average age of the subjects was 31.5 years). The professional group of working with internal clients (administrators, assistants, managers) was 240 people: 130 men and 110 women; A professional team working with external clients (sales managers, customer service managers, consultants) - 220 people: 124 men and 96 women; and in the professional group of executives (at different levels - from the head of the department to the general manager of a medium-sized business) - there were 170 participants - 92 men and 78 women.

It is determined that managers are more focused on the past and present, and those who work with internal clients - for the future ($p \leq 0,01$). We believe that this can be explained: in most cases, leaders have a rich life experience, a successful career that they remember with pride; in this their position implies an active participation in the life of their organization, decision-making; the future worries them to a lesser extent than other professionals who can only predict a successful career in the future. Regarding the high level of personality-situational anti-capability in the field of economic affairs, especially those who work with external clients ($p \leq 0,01$), we consider it logical: specialists who work with people are aware of their possible reactions, actions, actions and can foresee them. Specialists working with external clients must contact every day with a lot of new people, due to which their experience of communication is more diverse and larger.

It is revealed that specialists working with internal clients are more inclined to solve difficult situations through strategic planning and emotional support search, and those who work with external clients - through proactive and reflective overcoming ($p \leq 0.01$). We believe that professionals who work with external clients are often in contact with new people, they must deal with conflict situations, work in a constantly changing environment, and if possible, they seek to estimate potential risks and potential problems; and specialists working with

internal customers often plan their future and seek support from more experienced and relevant individuals.

A few gender differences have been identified: men have higher rates at all three levels of occupational health than women ($p \leq 0.05$), except for health status (by degree of predisposition to diseases). It can be assumed that men are more likely to take leadership positions than women and have time and resources to maintain their health; Men pay less attention to manifestations of diseases and various ailments, therefore, in the questionnaire, self-esteem high marks about health and other indicators of professional health.

It is established that men have a more pronounced temporal orientation "Future", and women - "Transcendental future" ($p \leq 0.05$); women have a more pronounced tendency to emotional immersion in today's events, and in men - to structuring current events and planning future events ($p \leq 0.05$). In our opinion, this corresponds to certain facts and gender stereotypes: men are more focused and able to structure events that occur, and women are more inclined to religious ceremonies, more often turn to astrologers, horoscopes, search for certain "signs" given by the universe, etc. Men have a more pronounced spatial and temporal anti-smoking capacity than women ($p \leq 0.05$). Men have a greater tendency to strategic planning, reflection and preventive overcoming than women ($p \leq 0.05$). Perhaps this is in line with the public opinion: men are better strategists who can assess all risks in advance and take the necessary preventive measures, and women prefer to act in a situation.

It was found that the indicators of professional health are positively interrelated with the temporal prospects of the future and the subjective perception of the present time. This corresponds to the understanding of the prospect of the Future (according to F. Zimbardo), and due to the fact that professionals who feel active participants, the creators of their lives in the present, pay attention to strengthening their health.

It has been shown that for professionally healthy at all levels of specialists, high indicators of all three aspects of anticipatory ability are characteristic: they are well anticipating changes in space, time and communications with others, avoiding stressors and using the available opportunities in a timely manner.

It was found that pro-active behavior indicators are more positively correlated ($p \leq 0,01$) with indicators of all three levels of occupational health, except for indicators of "Search tool support" and "Search for emotional support".



Search support from the outside, in turn, is inherent in infantile, self-sufficient specialists. In other aspects, the findings are consistent with numerous studies of proactive behavior.

It is found out that positive and rather high self-esteem of the experts of the economic sphere will be my physical and mental health is rather an indicator of their subjective well-being than the objective state of health. The lack or lack of competence in the field of management of their health is a potential limitation in the activities of specialists in the economic sphere. Moreover, self-preservation of health implies not only the awareness of the need to constantly fight for it, but also the confidence in their capabilities on this path. The latter means that the specialist must be able to "decipher" his mental state and influence it, know his most powerful and weak individual-typological features, be able to impartially, adequately assess the level of his physical and mental capabilities. Self-esteem, adequate self-esteem, ability to control your psyche and keep it under control are also important, which helps the specialist to protect himself from professional stress and contributes to the preservation of his professional health.

2. System program-purpose project of formation and preservation of professional health of specialists of economic sphere. The system program-target project of formation and preservation of professional health of the specialists of the economic sphere is proposed and the results of the formation stage of the research are presented.

Within the framework of the system program-specific project of the formation and preservation of professional health of the specialists of the economic sphere, the "Model of Strategic Prevention of Professional Health of Specialists in the Economic Sphere" was proposed, which consisted of 5 stages: diagnosis, capacity, planning, implementation and evaluation.

The diagnosis included the process of collecting and analyzing information about the needs and resources of specialists in the economic sphere in order to get an idea of the scale and context of the problem of professional health. This information should be collected using both quantitative and qualitative methods, and include archival statistics. The assessment informs about planning and decision-making on prevention, the basics of developing the model and the need for changes in the selection of health-care programs, policies on professional health professionals in the economic sphere.



After completing the diagnosis of professional health professionals of the economic sphere, measures are required to develop and implement an integrated plan for solving socio-psychological problems of specialists at the level of the entire organization. This applies to such aspects as: corporate development and rallying of specialists; development of high organizational culture and "healthy" atmosphere in the team; professional and administrative support; effective leadership, adequate to the level (stage) of organizational development of the company and personnel; standards of formal and informal behavior in the organization; corporate loyalty and career growth of specialists; fair company career policy, no discrimination based on nationality / race, gender, age; clear and transparent (fair) system of fines and incentives; clarity of official duties and legitimacy of power.

The main tasks of socio-psychological support for the formation and preservation of professional health professionals of the economic sphere: psycho-emotional unloading; psychocorrection of personality deformations acquired as a result of burnout; learning "healthy coping" - constructive models of behavior of resistance; development of managerial skills (expansion of repertoire of managerial actions and strategies): increase of communicative competence, sensitivity (empathy) and communicative skills; development of relaxation skills, self-regulation and self-control; formation of positive and active living installations; development of creative potential; activation of the motivation of self-actualization and personal growth; planning personal and professional careers; Individual counseling on healthy lifestyles; creating an adaptive professional environment.

Within the framework of the programmatic and target-oriented project, a model is proposed for the formation of socio-psychological foundations for the formation and preservation of professional health professionals of the economic sphere.

The main directions of the process of social and psychological support of professional health of the specialists of the economic sphere are singled out: increasing the competence in the field of health, strengthening the reserve capacity of specialists and developing healthy behavior skills; prevention of dysfunction, or reduction of sources of professional stress. In practice, the implementation of these areas provided for the use of the following types of social

and psychological support to ensure the effective professional activity of specialists in the economic sphere:

1. Psychological education - assistance in mastering the psychological knowledge necessary for self-improvement, improving the psychological competence in the field of health (lectures, special literature, video and audio materials, etc.).

2. Psychological diagnostics - the study of individual psychological peculiarities of the specialists of the economic sphere, on the basis of which assistance in individualization of professional activity, increase its efficiency, as well as self-knowledge.

3. Psychological prevention - prevention of the emergence and development of destructive mental states in the professional activities of specialists in the economic sphere ("burnout", internal conflicts, etc.).

4. Psychological counseling - analysis of specific situations that arise in the process of professional activity and help in choosing the most appropriate solution.

5. Psychological training - a specially developed complex of psycho-technicians, exercises and games that help in the development of the necessary qualities and skills, which allows not only to acquire new knowledge, but also to develop skills and habits of a healthy lifestyle.

6. Psychological correction - assistance in correcting or correcting existing negative mental states or personality traits, distorting the professional health of specialists in the economic sphere.

It has been shown that preventive activities aimed at the formation and preservation of professional health professionals of the economic sphere should be carried out at three levels: the specialist, the production group and the organization as a whole, since the action of preventive programs should be directed not only to a separate specialist in the economic sphere, but also to groups, as well as the organization as a whole, in order to provide social support in the process of changing relationships and style of life.

The system programmatic target project included comprehensive health improvement programs that contained a combination of leading aspects of the formation of the professional health of future professionals in the economic sphere. In particular, for the students at the universities of the economic profile of vocational training, a training workshop on the optimization of lifestyle "Self-



management of health" was developed. Applicants of higher economic education have become participants in seminars and seminars based on a formula for healthy self-preservation. Each session consisted of three modules: 1) diagnostics of the basic components of professional health, methods of control and self-regulation; 2) stress; support for the body and the psyche, overcoming the syndrome of chronic fatigue and emotional burnout; 3) practical self-management.

In the Institute of Master's and Postgraduate Education at the University of Banking, the NBU, since May 2011, facultative classes "Business and Health" were offered to undergraduate students (specialties in finance and credit, banking, accounting and auditing). A coaching format was chosen for conducting classes, which was based on the idea that higher education graduates already have the key knowledge and skills necessary to maintain their occupational health status.

The content of the elective has aroused interest and practical value, and since September 2013, the selective discipline "Professional Health Management" was introduced, the purpose of which was to train graduates to be not only consumers and purchasers of health, but their creator, through conscious actions of the formation of social and an economic motive for the preservation and strengthening of their health. Another important point is the choice of a systematic approach to health, which allows individuals to control not so much the hidden symptoms of the disease, how to be able to assess the reserves of health reserves and be able to adapt to existing loads and conditions. At the trainings of higher education students, using exclusive information on professional health, the newest original diagnostic, adjusting and health-improving technologies, learned to independently develop comprehensive health improvement programs considering personal health, target-based prophylactic complexes for the locomotor system, vision, psycho-emotional states.

The ideology of the proposed health-saving programs contributed to the active and interested in mastering the methods of maintaining work capacity and resource status in the workplace, taking health-improving massage and self-massage, and auto-training. The self-monitoring module for objective and subjective health indicators provided an effective algorithm for the assimilation and subsequent use of positive healthy thinking - positive healthy emotions - positive healthy behaviors - positive healthy skills.

The analysis of the results of the diagnosis of the level of subjective control (according to J. Rotter) showed that the ratio of introversion and extraversion from respondents approached to a balanced one. This is one of the indicators of an adequate attitude to the problem of formation of professional health and responsibility for its preservation. Regarding personal qualities such as neuroticism and psychosis, they decreased by 42% and 55% respectively. Self-confidence increased 1.5-2 times, and in some cases 3 times. Respondents noted an increase in motivation for the formation of professional health, a willingness to intensify the acquired skills of managing their psycho-emotional and physical condition, professional self-preservation. Implementation of health practices on health management gives a positive dynamic of results. Future experts in the economic sphere become more energetic and fuller of enthusiasm, it becomes easier for them to cope with stress and internal tension. The moral climate in the team improves, the relationship in it; the number of occupations is significantly reduced.

Note that the analysis of the diagnostic testing of personnel and monitoring their activities during the working day allowed to conclude that more than 80% of specialists in the economic sphere organized the work process from the standpoint of healthcare-saving approach. On the basis of the analysis of data of medical examination and psycho-physiological examination of specialists of the economic sphere, there is a positive dynamic of reduction of diseases, increase of productivity of activity; the cost of medical care is significantly reduced.

This becomes a particularly significant trend in the current conditions of development of the Ukrainian economy, which requires the effective implementation of the latest educational and recreational technologies, the success of which, in turn, is largely determined by the willingness of business space participants to operate in a continuous innovation regime, engagement in flexible, prompt response to the changing needs of modern societies.

It should be noted that health management in the workplace is more effective than traditional activities such as visiting fitness centers, swimming pools or expanded health insurance. The peculiarity of organizational health programs lies in the fact that all the knowledge and skills acquired can be used by specialists on their own and do not require significant additional costs.

In general, the implementation of the system program-target project for the formation and preservation of professional health professionals of the economic



sphere has allowed: to increase the loyalty of specialists of the economic profile to organizations; to make more effective corporate governance; improve the company's image; build motivation for health and healthy lifestyles; to discover the hidden potential of each specialist; increase productivity; Improve the psycho-emotional climate of the team; to optimize the level of self-actualization of employees; to form a group of like-minded people, oriented on mutual understanding and interaction, which has a significant impact on the quality of life and professional health of specialists in the economic sphere.

Theoretical and methodological analysis and generalization of scientific approaches to the problem of studying the professional health of the individual are carried out. The main directions of professional health research, which are mostly pragmatic in nature, consist in the development and implementation of programs to strengthen it, and to eliminate the negative effects of stress in the workplace.

It is shown that the programs of strengthening the professional health of the specialists of the economic sphere are aimed at achieving the goals of the prevention of the phenomenon of "burnout"; increase of productivity of activity due to improvement of physical and mental condition of specialists, improvement of moral and psychological climate in a team and others like that. In both foreign and domestic practice, the diversity of approaches to strengthening professional health professionals in the economic sphere is to develop health management programs, stress management and includes information and diagnostic and rehabilitation and prevention modules. It should be noted that a significant place in the programs of health management occupy medical issues. Socio-psychological aspects of professional health professionals in the economic sphere are only partially considered in programs of stress management and in programs for improving wellness. The articulates the need to develop a conceptual model of professional health professionals of the economic sphere, which will solve issues related to its formation and preservation at different stages of the professionalization of these specialists.

It was determined that the professional health of specialists of the economic sphere is an integral characteristic of the functional state of the organism in terms of physical and mental parameters: an assessment of the ability to work, resistance to the adverse factors that accompany this activity. The main indicator of professional health professionals is ability to work, which reflects the indicated

capabilities of a specialist and is defined as the maximum possible effectiveness of his professional activity, is determined by the functional state of the organism and takes into account its physiological value and consists of three groups of factors: physical status, psychological status and socio-psychological characteristic.

The indicators of professional health of the specialists of the economic sphere are: emotional stability, self-confidence, adequacy of behavior (adaptability, social activity), responsiveness, moral health (honesty, adherence to high moral principles), full life (social well-being, professional and personal success), sociability etc.

The basic principles of formation and preservation of professional health of specialists of the economic sphere, which integrate complex interpersonal relationships and are a measure of harmonization of social needs of the society and the possibilities of a specialist in the conditions of professional activity, are singled out. It is determined that the professional health of specialists of the economic sphere depends on their ability to restore the disrupted state of functioning in accordance with the regulation of the volume and type of professional activity; their professional health combines elements of psychosocial continuity of "generations" of professional groups, an integrated assessment of their life and work ability, especially in the context of fulfilling common tasks; professional health is determined by the motivation for professional activity and, in this sense, acts as a measure of social well-being.

The set of individual psychological characteristics of the personality and characteristics of the professional environment influencing the professional health of specialists of the economic sphere, which include: value orientations (high significance of physical and mental health, family life, interesting work and materially secured life), behavioral manifestations (adequate behavior, high level of energy, ambition and involvement in work, low level of hostility to others), stress factors of the professional environment (excessive preference coping strategies (search for social support, social contact, aggressive actions) and ways to relieve stress (communication with friends, sense of humor, active rest), coping strategies , physical education, etc.).

A conceptual model for the formation and preservation of professional health of the specialists of the economic sphere is proposed, which presents the main provisions of the theoretical-methodological, methodical and applied



nature, which reveal: methodological principles, structural-functional model, stages (with definition for each stage of its goals, content, methodological support); programs for ensuring the processes of formation and preservation of professional health specialists of the economic sphere at different stages of their professionalization.

The construction of a conceptual model for the formation and preservation of professional health professionals of the economic sphere pursued the achievement of interrelated goals, which consisted in increasing their professional competence in the field of professional health, development of healthy behavior skills; increase of stress resistance, including through training of professionally oriented trainings and health improvement programs. The conceptual model of the formation and preservation of professional health professionals of the economic sphere provided: at the initial stage of the development of professional consciousness - the acquisition of an optimal set of knowledge, skills, skills that contribute to the formation and maintenance of professional health as a professional-quality quality effective expert in the economic sphere; support of high motivation for work in the economic specialty; formation of the ability to rational spending of forces on educational activity and, subsequently, rational spending of forces in the process of future professional activity; at the second stage - the formation and formation of professional consciousness in a specialist in the economic sphere with experience of up to 10 years - a high level of interpersonal communicative relations with management and colleagues in the team, socio-psychological compatibility, the success of the activities performed (timeliness and error-free professional actions, the ability not to create preconditions for yourself and for others for obstacles in professional activity; carrying out professional activity without threats to health); at the third stage - the formation and improvement of professional consciousness among specialists of the economic sphere with a work experience of 10-20 years - ensuring the reliability of professional activity (error-free performance of professional duties during the required time and under the given conditions of activity); ensuring labor safety (exclusion of accidents and occupational diseases); at the fourth stage - improvement of professional consciousness among specialists of the economic sphere with experience of more than 20 years - increasing the stress resistance to negative factors of the professional environment; continuing professional longevity.

3. Temporality of experience at the end of social development (in the context of designing a system of sport for the highest achievements). In Ukraine still there is no the strategy of the modern system of sports, the higher achievements, the features of its development and implementation are not obvious. This strategy is needed, because at the Olympics in Rio de Janeiro (2016) 205 Ukrainians won 2 gold medals, and small countries such as: Hungary - 8, Croatia - 5, Uzbekistan - 4, Kazakhstan - 3 gold medals. The National University of Physical Education and Sports has a gallery of photo portraits of famous university students who have become Olympic champions. If you compare how many gold medals were won by them on average at each Summer Olympics over the years of the USSR, and then over the years of Ukraine's independence, the numbers will be impressive: accordingly 6.4 and 1.3 (!) Conditional gold medals. Ukraine won the same (1 gold) at the last Olympic Winter Games in Pyongchang (for comparison: the Netherlands, a country with a population of 17 million, which, like Ukraine, brought 33 athletes to the Olympic Games, won 8 gold medals).

The scientific problem is to substantiate the place of experience in the content of the strategy of the development of Olympic sport, as a step in its development. The strategy should be generalized, taking into account the socio-economic conditions of Ukraine, as an experience of countries similar in scope to Hungary and Croatia, as well as the existing important domestic positive experience that carries leading experts in the field of sport. But the practice of attracting and transferring the experience of specialists in this area has not been studied, and at all, it is not obvious to understand the need for its application.

Analysis of the philosophical and socio-cultural context of the use of the experience of training the athletes of the highest level of skill in the tasks of temporality (its transfer to the future) into the new, desired system of sports in Ukraine, which is being created.

The system, activity and subjective approaches in the context of philosophical and socio-cultural comprehension of the transfer and use of the experience of experts from among the leading trainers of Ukraine in the content of work on the design and further implementation of the new, modern strategy of development of Olympic sports are used in the work.

F.V. J. Schelling successfully described the situation of resistance to the new way: "If a system that completely changes or even overthrows the dominant views

not only in everyday life, but also in most sciences, it meets, despite the fact that in it fulfilled the most rigorous proof of its principles, the constant resistance, even those who are able to follow the course of evidence and understand their obviousness, all this can be explained only by one - the inability to distract from the dominance of partial problems that our imagination ... readily extracts from the wealth of all slidnyh data and thus causing us embarrassment and excitement. It is impossible to argue the convincing evidence, there is also nothing credible and obvious that could be opposed to the proposed principles, but the fear of incredible consequences that inevitably seem to be inevitable, leads to despair and forces us to retreat from the same mind with all the difficulties that will necessarily entail the application of these principles" (Bushuev, 2021). And further important: "... The best test of any system is not only that it easily solves problems that previously seemed unsolvable, but also (it's scary-auth.) That it is putting forward entirely new , previously nobody was posed a problem, and, generating everything that was considered true, creates the truth of a new generation".

Attempts to put an end to reforms in the conservative part of the government actually exist. But there is also the need for a philosophical understanding of the difficult study and application of experience, its use during the social design of the system of sports training.

The term temporality is used as a synonym for time. The specificity of the category of temporality lies in the fact that it linguistically interprets the fundamental ontological and ideological category of time. The ontological time represents the dynamics of the world, all of its components undergoing permanent irreversible changes. This fundamental feature reflects the language. The vertex grammatical semantics of the linguistic sign, through which the system of language is implemented, is predicate, has in the structure a single ontological content component - temporality (Apanasenko, 2018). It is established, that the flow of time is divided by man into separate, indirectly perceived segments associated with the concepts of beginning and end, duration and short duration, speed and slowness, etc.

In our study, temporality was used in the context of identifying, evaluating and generalizing the individual experiences of its carriers in designing a new system of sport for higher achievements in Ukraine. Here the designer's action unfolds in the temporal space, and the duration of the action is the moment of its



beginning (A), duration (B) and completion (C). The moment of the beginning, duration, and termination of action expresses the interval of time (Apanasenko, 2018). At the same time, the philosophical category of time expresses the time sequence of events that occur in the objective reality or are thought to be such as may occur.

To philosophical texts, in our opinion, temporality is relevant precisely because the temporality category is universal, generally grammatical, inter-level. And its denotate - ontological time - appears to be the basic, fundamental, ontological component in the construction and functioning of grammatical and general-language systems. Consequently, temporality is a general grammatical inter-level category, which is based on the semantics of efficiency, expressed in the verb, and reflects the internal, external and correlative aspects of the duration of action, grammatically interpreting the ontological time from the past to the future (Apanasenko, 2018).

H.-G. Gadamer asks how are knowledge and action related? And he gives the following answer: "(It is necessary) to learn to think the activity-historical consciousness so that, when realizing the work of action, immediacy and high dignity of the created are not reduced again all to the same reflexive reality - to think, therefore, such a reality in which the omnipotence of reflection has their limits. It was at this point that criticism focused on Hegel, and here the principle of reflexive philosophy really proved its superiority over all its critics. " And further: "The real disadvantage of the previous theory of experience ... lies in the fact that it is entirely oriented to science and therefore releases from (field) attention the internal historicity of experience" (Kondes, 2019). We agree with this thesis and consider it is necessary in the subject of experience to see a particular person.

Experience is the experience of human finiteness (the limits of what a person can). Experienced in the proper sense of the word, one who remembers this finitude, one who knows that time and future are not subject to him. An experienced person knows the limits of all foresight and the unreliability of all our plans. Experience achieves in it its higher truth, the highest value. If each phase of the whole process of obtaining experience was characterized by the fact that the person who acquires experience also found a new openness for a new experience, then this primarily refers to the idea of a perfect experience. Experience does not pass into the higher form of knowledge (according to Hegel),



but right here the experience is for the first time in its entirety and is in fact present (Kondes, 2019).

Turning to the analysis of research carried out in recent years, we pay attention to a rather narrow circle of publications devoted to the problem of studying and applying experience in the tasks of its use in the design of social systems.

We take into account that the critical philosophy and the theory of education must be based on the critical theory of society, which conceptually analyzes the peculiarities of the real capitalist societies and their relations of domination and subjection (oppression), contradictions and perspectives for progressive social changes and transformative practices that they themselves create projects of a more complete, free life in a democratic society. The criticality of the theory means the way of seeing and understanding, building the categories that make the connection, reflection and participation in the theory of theory, the emergence of the theory of social practice. Critical theory is interdisciplinary, with the participation of analytical criticism from various academic sciences and transdisciplinary constructions of various branches of knowledge for the production of an objective multi-perspective view of the future society. Critical theory is the boundary of intersection, interaction and mediation, combining various aspects of social life in an integrated project of normative-historical thinking. Its meta-theories thus themselves contain models of a more holistic formation that unites different themes that are a dialectical integrity, but does not divide the material into narrowly disciplined knowledge. It is this kind of synthetic strategy for reforming the sport of higher achievements.

Account of experience, the account of "individual characteristics of consumers of collective concepts" and "social contexts of the use of concepts" is absolutely necessary, for example, in the decision-making process. It becomes especially apparent if we compare this process with its result - a decision taken on reform, in which the ambiguity and uncertainty should disappear. The decision of its essence is some result of the reasoning, and therefore it is always concluded. It should be clear, precise so as to exclude discrepancies. However, the decision-making process itself allows ambiguity, multiplicity of ways of realization.

Being used in the design of critical thinking is oriented to the analysis of "natural" considerations, not trying to fit them into the structure of formal logic.



Procedures of reasoning, as already noted, are analyzed in the "anthropological" context, taking into account the peculiarities of the contemplative and acting subject, which is characterized by a certain will, target settings, educational and professional level, etc.

Convincing technologies are tools for motivating change in behavior using the logic of applying strategies. Socially oriented convincing technologies are based on three common components: competition, social comparison and cooperation. Research has shown that public opinion-based persuasive interventions lead to negative outcomes of demographic behavior, but lack knowledge of how interventions can motivate or motivate behavior.

Turning directly to the specifics of sport, we note that the practice of effective management of a regional educational institution sports profile is possible when integrating the special-professional and regulatory framework of the management of the institution with the system approach and the relevant organizational and pedagogical conditions. One of the important conditions, in his opinion, is the readiness of the head for effective work aimed at: creating a flexible and democratic management structure; maintenance of the logic, content and pace of innovative development of training practice in sport as a multi-profile and differentiated system; development of interpersonal, professional and sports interactions on the basis of subject-subject relations. Ensuring effective management in an institution requires the formation of a team of professionals, able to prepare a sports reserve for national teams, to ensure the growth of sports and professional skills of athletes. Solving this problem requires the creation in the sports organization of its own program of action and its implementation (Bushuev, 2021).

It is obvious that the development and implementation of the project of the desired system of training athletes of a higher level of skill, from the region to the general state level, requires a high level of competence of specialist designers. The pedagogical competence of specialists in the sphere of physical culture and sports is an integral part of his professional competence, which manifests itself in readiness and ability to perform pedagogical activities in the conditions of a single sports-educational process, which requires the availability of certain professional-personal qualities, knowledge, skills, and competences in pedagogical and sporting spheres.

The essence of the pedagogical competence of the specialist in the sphere of sport, which is required in the development of a strategy of reforms, is revealed through the following tasks facing him:

- constant replenishment of their psychological and pedagogical knowledge and their adaptation to physical culture and sports, knowledge of the construction of the sports and educational process as an object of design, knowledge and skills to apply in the sports and educational process of modern psychological and pedagogical technologies; research, systematic description and explanation of the problems arising in the field of sports, from the standpoint of science (epistemological function);

- Planning and construction of the sports and educational process in accordance with modern requirements, selection and composition of educational material, planning of their actions and actions of pupils of all ages and level of athletic skill, designing of sports and educational process in the conditions of modernization of educational and sports-sports spheres (constructive function) ;

- inclusion of pupils in different types of sports activities, creation, if necessary, teams and organization of its joint activity, establishment of pedagogically appropriate relations with pupils, colleagues, the public (fans, sports clubs), as well as mass media (organizational and communicative function);

- application in the pedagogical activity of modern scientific approaches, critical thinking, skills of heuristic search and methods of scientific and pedagogical research, including analysis of own experience and experience of their colleagues (research function);

- comprehension of the fundamentals of its activity, during which the assessment and revaluation of abilities, errors and opportunities of pupils and oneself, the development of reflection in the course, and the construction of the "I-concept" in subjects of the sports process (reflexive function) are carried out (Chmeruk, 2016).

The article (Kondes, 2019) provides an example of the identification and synthesis of individual experiences in the interests of improving medical practice, from which it is evident that the authors were satisfied in this case with a survey of only 10 people that we took into account as a conditional limit.

In the first study aimed at updating and describing the experience of leading experts in sports, a survey was conducted by 18 Honored Coaches of Ukraine on

various sports that work in the Pridneprovsk State Academy of Physical Culture and Sports and the Kharkiv State Academy of Physical Culture. The survey was conducted according to the author's questionnaire, which includes a number of open and closed questions.

Answers to the closed questions of questionnaire №1, obtained by interviewing experts, are summarized in Table. 4.7.

Table 4.7. Responses of the Honored Coaches of Ukraine to the part of the closed ones questionnaire questions (n = 18)

| № | Questionnaire question | Agree | Difficult to answer | Disagree |
|----|--|---------------|---------------------|--------------|
| 1. | Do you agree with the statement that reform of sport in Ukraine is needed to create a truly effective sports training system? | 18 (100%) | - | - |
| 2. | Do you agree with the statement that as the transition from the initial training to the stage of maximum realization of individual opportunities increases as personal responsibility, as well as the ability of the athlete to influence the competitive? | 18 (100%) | - | - |
| 3. | Do you agree with the statement that sports activity, which manifests itself in personal responsibility, the ability to improvise, in making the right decisions during the competition, largely determines the final sporting result? | 18 (100%) | - | - |
| 4. | Do you agree that one of the main results of an effective system of sports training should be the formation of a responsible and independent person of the athlete, which can be said that it has formed a sporting activity? | 10 (55,6%) | 6 (33,3%) | 2 (11,1%) |

Source: developed by the authors

As can be seen from Table. 4.7, the first three questions were answered 100% "Agree". In this way, the Honored Coaches of Ukraine, selected as experts, have expressed their agreement that the reform of sport in Ukraine should create an effective system of training athletes. In addition, they unanimously agreed that the sports activity formed, which manifests itself in the individual responsibility of the athlete, his ability to improvise and make the right decisions during the competition undeniably affects and largely determines the final sporting result in the competitions.

As for the last question, the answers to it were distributed as follows: Agrees - 55.6%, Difficult to answer - 33.3% and Disagree - 11.1%. We will interpret the answers received in this way. For trainers who are accustomed to the fact that the result of the system of training athletes is an exclusively competitive result, which is judged by their professional activity, the very formulation of this question was

unusual. Although only 55.6% agreed, previous answers to questions 1-3 indicate that most of them understand the important role of an athlete directly in achieving a high sporting result.

In the next survey, a survey of 9 Honored Coaches of Ukraine, working in the Pridneprovsk State Academy of Physical Culture and Sports. It was conducted on the author's questionnaire with the help of questions, which, apart from the actual content, described the respondents according to the type of sport and work experience.

The second part of the answers to the closed questions of questionnaire number 2, which were obtained through a survey of experts, summarized in the table. 4.8.

Table 4.8. Responses of the Honored Coaches of Ukraine to the part of the closed ones questionnaire questions (n = 9)

| № | Questionnaire question | Agree | Difficult to answer | Disagree |
|----|---|--------------|---------------------|--------------|
| 1. | Do you agree that besides the coach, the athlete himself is responsible for the competitive result? | 9 (100%) | - | - |
| 2. | Do you agree that it is incorrect to consider an athlete in the preparation for higher achievements and at subsequent stages only as the object of management? | 9 (100%) | - | - |
| 3. | Do you agree that from the stage of initial training to the stages of maximum realization of individual capabilities and the preservation of higher sportsmanship, the role of the athlete in achieving a high competitive outcome is constantly increasing? | 9 (100%) | - | - |
| 4. | Do you agree that in many ways, for example, in sports games and martial arts, an athlete who has learned to make the right decisions in the light of the situation is decisive? | 7 (77,8%) | 1 (11,1%) | 1 (11,1%) |
| 5. | Do you agree that the professional position and actions of the coach largely determine the peculiarities of becoming an athlete as a subject of sports activities? | 8 (88,9%) | - | 1 (11,1%) |
| 6. | Do you agree that, having seen the desire to express an opinion on the preparation, perhaps already at the stage of specialized basic training and on the following, the trainer should support the athlete, thereby contributing to his becoming a subject of sports activities? | 7 (77,8%) | 1 (11,1%) | 1 (11,1%) |
| 7. | Do you agree that one of the main effects of sports training should be the formation of a responsible and independent person, which can be said that it has formed a phenomenon of sports activities? | 7 (77,8%) | 1 (11,1%) | 1 (11,1%) |
| 8. | Do you agree that coaches should be prepared to be able to contribute to the formation of an athlete as a sports subject and to successfully interact with him? | 9 (100%) | - | - |

Source: developed by the authors

As can be seen, for the first three questions, and also for the eighth question, 100% of the answers were "Agreed". In this way, the Honored Coaches of Ukraine, selected as experts, expressed their agreement that the system of training should create conditions for the formation of the subject of sports activities. And coaches should be trained to be able to contribute to the formation of an athlete, as a sports subject, and to successfully interact with him. That is, do not control "force", but understand and take into account that as the athlete's skill grows, he must play an increasingly important role in the competitions, in achieving a high sporting result.

Even those questions of the questionnaire, namely No. 4-7, which did not cause unanimity in the responses, confirmed the legality of their statement to the experts and the obvious importance for improving the training system of athletes. After all, and obviously, support by expert agreement in the range of from 77.8% to 88.9% clearly indicates the importance of these posed issues.

The questions of the questionnaire were extremely important: "Given the role of the trainer and the athlete as the subjects of sports activities, estimate the contribution of the coach and the athlete to the received sports result at the various stages of preparation". Given its weight, we put the content of the responses in a separate table (respondents' answers are given in Table 4.9).

Table 4.9. Assessment by the Honored Coaches of Ukraine of the contribution of the trainer and an athlete in a sports result at different stages of training (n = 9)

| Stage of preparation | The subject | % | The subject | % |
|---|-------------|------|-------------|------|
| Specialized basic | coach | 75,6 | sportsman | 24,4 |
| Preparations for higher achievements | coach | 63,9 | sportsman | 36,1 |
| Maximum realization of individual possibilities | coach | 53,3 | sportsman | 46,7 |
| Preservation of the highest sporting skills | coach | 47,8 | sportsman | 52,2 |

Source: developed by the authors

In the general philosophical part, for the first time in the design of the system of sports, analyzed and generalized work on the essence of the phenomenon of experience and the difficulties of its transfer (from the bearers of experience to practice, which objectively needs to be reformed).

In the experimental part the data is shown in Table. 4.9, as well as those included in Table Table. 1 and 2, have an indisputable scientific novelty. For the first time, with a high objectivity, the role (in%) of each of the participants in the process of sports training in achieving a competitive outcome at different stages of training is established. It is shown that at the stage of specialized basic training the role of the trainer is estimated at an average arithmetic of 75.6%, and the role of the athlete is 24.4%. At the stage of preparation for the highest achievements, the role of the coach is estimated at 63.9%, and the role of the athlete has increased significantly and estimated - 36.1%. At the stage of maximum realization of individual opportunities, the role of the coach is estimated at 53.3%, and the role of the athlete has increased even to 46.7%. Finally, at the stage of maintaining the highest sporting skill, it is estimated as follows: the coach is 47.8%, and the athlete is more than the coach, namely 52.2%.

Conclusions. The socio-psychological specificity of the research of professional health specialists of the economic sphere was revealed, which was to determine the socio-psychological factors of their professional health, such as: determining the place of professional health in the system of values of specialists; study of the structure of stress factors in their professional activities; Identification of the relationship of individual psychological characteristics and specifics of professional health professionals; Identify the main strategies and ways to overcome stress situations in professional activities; formation of professional qualities that will support the support of professional health professionals of the economic sphere; achievement of the optimal ratio of energy (personal) costs and achieved results in the course of professional training ("effectiveness / resources"). The optimization of this process was seen in the need to take into account the typology of competence of a specialist in the economic sphere, namely: learning to know (vocational and methodological competence); learning to live together (social and communicative competence); learning to do (competence in the activity aspect, implementation of plans in life); learning to be (competence in the personal aspect).

The system program-target project for the formation and preservation of professional health professionals of the economic sphere at various stages of their professionalization based on the strategies of the system approach, the social cognitive theory, the model of behavioral potential and the constructivist socio-psychological approach during its realization is developed and implemented.



System program-target project for the formation and preservation of professional health of specialists of the economic sphere allowed to solve the problem of increasing the professional and creative activity of specialists; contributed to the development of the socio-psychological competence of specialists in the formation and preservation of their professional health; to influence group self-awareness in the direction of maintaining and maintaining professional health; effective use of various forms of moral encouragement; the formation of a favorable socio-psychological climate, etc.

The main components of the effective implementation of the project are the formation of professional health, taking into account active social and psychological methods of training and assistance; carrying out of measures in the direction of professional self-realization of specialists of the economic sphere, in particular, vocational guidance competitions; creation and development of services of psychological support and assistance to the specialists of the economic sphere; motivation and stimulation of the specialists of the economic sphere for productive work; implementation of preventive and motivational training aimed at developing the competence of specialists in the field of professional health formation, raising the level of professional self-awareness; assimilation of effective forms of work (self-disclosure, self-expression, self-knowledge, empathy, development of sanogeneous thinking and reflection, the need for relaxation); the formation of effective skills for maintaining health in the workplace and setting up a healthy lifestyle.

In the prospect of research, we see the definition of the characteristics of professional health professionals of other fields of activity, as well as the study of the process of becoming a professional health at different age stages of life personality (maturity, late maturity, in old age). The in-depth study and the problem of attracting and training psychologists, teachers, and managers to participate in the process of formation and preservation of professional health of the individual in various spheres of his activity is in need of in-depth study. It is urgent to further develop socio-psychological trainings and correctional systems that will promote the prevention of negative manifestations associated with professional destructions of specialists, as well as their professional health.



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