

**ACMEOLOGICAL LAWS OF PERSONAL-PROFESSIONAL DEVELOPMENT IN
DIFFERENT PROFESSIONAL FIELDS**

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Abstract: This article analyzes the acmeological laws of the process of personal and professional development in various professional fields, their content and the mechanisms of achieving professional maturity. The main principles of acmeology - purposefulness, dynamics of professional growth, personal motivation, integration of competencies, reflexive approach and processes of professional self-management are covered in detail. Also, the factors affecting acmeological development and the mechanisms of reaching the professional peak are shown on the example of specialties such as pedagogy, doctor, engineer, psychologist, manager.

Key words: acmeology, professional growth, personal-professional development, professional competence, reflection, self-development, motivation, acme stage.

Introduction: In the modern era of increasing globalization and competition, it is important for a specialist to effectively organize his professional activity, continuously work on himself and achieve the highest professional level. The question of a person reaching the peak of development in his profession is the central research direction of acmeology. The concept of "acmeology" is interpreted from the Greek word "akme" which means "the highest peak", and it is interpreted as a scientific study of the process of a person's maturity and professional development. There are general and specific laws of professional development in various fields, which are determined by the individual's capabilities, motivation, quality of will, socio-cultural environment and professional requirements.

Main part: Theoretical foundations of acmeology. Acmeology is a science that forms the processes of professional, intellectual, creative and spiritual development of a person at the highest level, and is based on the concept of "acme" (Greek "the highest peak"). This subject is closely connected with psychology, pedagogy, sociology, physiology and management and studies the laws of reaching the stage of professional maturity of a person.

The theoretical foundations of acmeology are determined by the general laws of personality development, the dynamics of professional growth, self-management mechanisms, the processes of reaching the level of maturity, and the role of individual capabilities. Acmeology is a science that studies the rules and mechanisms of a person's professional and creative maturity, and includes the following principles:

Legality of personal and professional activity unity. One of the important theoretical principles of acmeology and activity psychology is the legitimacy of the unity of personality and professional activity. This law emphasizes the existence of an organic, dialectical connection between the individual psychological characteristics of a person and his professional activity. That is, what a person is, his professional activity is formed in this way; as the activity is, the person also changes, develops and improves in this process. Professional development is inextricably linked with personal development. The skills, character, and psychological resources of a specialist are the basis for the formation of professional qualifications. Motivational justification of activity. Motivation is the internal driving force of human activity, which is formed on the basis of individual needs, goals, values and aspirations. The beginning, continuation and achievement of any activity directly depends on motivation. The motivational

basis of activity means why a person engages in activity, a set of internal and external factors that motivate him.

Internal motives in the process of professional growth:

- interest in the profession,
- desire to work on oneself,
- the need to achieve success is important. Dynamic development of competencies. Dynamic development of competences
- continuous improvement of knowledge, skills, competences, personal qualities and motivation in the process of professional growth of a person is a process.

This process plays a key role in a person's achievement of professional maturity, creativity and acme stage. Proper management of the dynamic development of competencies ensures the professional success of a person and brings him to the peak of his activity. Professional competencies are constantly growing. Acmeology is interpreted as a synergy of knowledge, skills and competences, i.e. integrated competence.

Priority of reflexive processes. Reflective processes are a person's conscious analysis, evaluation and management of his thoughts, feelings, actions and professional activities. In acmeology, reflection is considered as one of the most important mechanisms in the professional growth of a person. The priority of reflexive processes is that if the specialist does not review his activity, he will not realize his mistakes, will not be able to find directions for growth, and will not be able to reach the professional peak. A person develops faster as he analyzes his activities. Reflection is an important indicator of professionalism.

The law of self-management and self-development. This law shows that a person's professional and personal development depends primarily on him. A person can reach the professional peak - the acme stage only if he clearly defines his goals, consciously manages his activities, analyzes his shortcomings, constantly improves his knowledge and skills. People who have reached the professional peak know how to manage their time, resources, and set goals.

The uniqueness of acmeological development in various professional fields. Acmeological development in the teaching profession is a continuous, conscious and integrative process, which means reaching a professional peak through the development of a person's professional competencies, personal qualities and creative potential. This process is inextricably linked with a person's self-management ability and readiness for self-development. Professionalism of a teacher is determined by: didactic, psychological and communicative competences, respect for the personality of the student, the ability to manage the educational process. In order for a teacher to reach the stage of mastery, it is necessary to acquire innovative technologies and constantly work on himself.

Rising to the top in the field of medicine

The profession of a doctor requires high responsibility. Its acmeological development is determined by:

clinical thinking,

quick decision making,
communication skills,
empathy,
knowledge of modern medical technologies.

Accomplishment in the profession of a psychologist. A psychologist is a specialist who studies, diagnoses, corrects and provides psychological support to the human psyche, and his professional activity consists of very responsible, complex and sensitive processes. Reaching the acme stage in this profession is the professional, intellectual and moral rise of a person to the highest level of maturity. The level of mastery of a psychologist is not only knowledge and skills, but also a deep understanding of the human psyche, empathy, reflection and a combined form of ethical responsibility.

Acme stage of the psychologist:

empathy,
diagnostic skills,
in-depth analysis of the problem,
effective communication with the client,
determined by strict adherence to ethical norms.

Acmeological rise in the profession of manager or leader. Acmeological growth in the profession of a manager or leader is a process of reaching the highest level of a person's personal qualities, professional knowledge, management skills, emotional intelligence and innovative approaches. Such a leader has a great influence on the development of the organization, inspires the team, increases efficiency and ensures competitiveness.

The main acmeological factors for the leader:

leadership competencies, strategic thinking, team management,
stress tolerance,
decision-making in problematic situations

Factors leading to the peak stage of professional development. The peak stage of professional development is the period when a person has reached the highest level of maturity, creative, intellectual, skillful and productive level in his profession. Reaching this stage is not a random process, but a complex development process formed under the influence of certain internal and external factors.

Internal factors - these factors are related to a person's unique individual qualities, psychological characteristics and personal development. They include: motivation, purposefulness, desire and will, systematic thinking, reflexive culture, self-evaluation.

External factors are related to the influence of the environment around the person, society, organization, family and professional community. These factors include: working environment, professional support, educational opportunities, coaching (mentoring), social and psychological environment in the team.

Acme peak indicators. Acme means the highest level of professional, intellectual, social and spiritual development of a person. The specialist's achievement of the acme stage is reflected in his efficiency, independence, professional competence and recognition in society. Below are the main indicators that determine the level of acme: development of independent solutions, high efficiency, professional prestige, creative activity, stable psychological state, recognition by society.

Conclusion: Achieving professional maturity of a person in various professional fields is not a random process, but a complex development system based on acmeological laws. A person's internal potential, motivation, expansion of competencies and continuous self-development have a direct impact on the rise to the professional peak. Acmeology provides a scientific basis for the professional growth of a person and serves to improve the professional activity of a specialist. As a result, a specialist in any field contributes to the development of society through high qualification, strong thinking, responsibility and innovative approach.

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