

## PSYCHOLOGICAL ASPECTS OF PREVENTING PROFESSIONAL DEFORMATIONS OF TEACHERS

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**Annotation:** In the article general education in organizations teacher of the person professional the issues of preventing deformation have been studied. Professional deformation prevents to take this teacher's spiritual status positive to restore, his/her students, pedagogical in the team colleagues with positive to build relationships, increase self-understanding, and develop professional destruction, to be eaten prevent to take focused.

**Key words:** Professional deformation, pedagogue, activity, personality, moral, spiritual education, vocational increase, oneself develop, ability shaping, stress resistance, self-control, development.

### INTRODUCTION

After our country gained independence, education, like all other sectors, the growth in the field of education and pedagogy has also accelerated somewhat. The development of the field was attention study upbringing processes quality from the side to reduce, the focus is on qualitatively improving the knowledge of teachers. Today 's intensity in an era of rapid development, the education system, including all sectors, develop according to before us extremely important and current tasks is putting.

The reforms being implemented by our President are also showing the effects of large-scale changes aimed at raising the education system to a new level and increasing its efficiency.

The Decree of the President of the Republic of Uzbekistan No. PF-80 dated January 2B, 2022 "On the Development Strategy of New Uzbekistan for 2022-2026" set out important tasks such as "bringing the knowledge and skills of pedagogical personnel to the international level" [1].

Uzbekistan Republic President Sh. M. Mirziyoyev "Educators and Mentors" Day on October 1, 2020 attitude with did in the lecture "I to teachers I believe "Teachers are dedicated, passionate people who prepare us for life," said a senior gave an assessment. Since teaching is one of those professions, the teacher manners other profession from the owner's difference to do necessary.

Republic of Uzbekistan The Law "On Education", No. PQ-6108 of November 6, 2020 "On Education" upbringing system further to improve related additional measures "about" decision, High education system Until 2030 develop concept,

Decree of the President of the Republic of Uzbekistan "For 2022-2026" intended New Uzbekistan progress strategy "about" PF-60 decree, [2] to the topic related dissertations, monographs, methodological manuals, philosophy, sociology, pedagogy, psychology such as in books certain at the level research done.

The issue of pedagogical and psychological study of teachers in society played a key role in all stages of its development.

The problem of professional deformation began to be studied in the 20 and 30s of the 20th century. In this regard, one can see scientific research that investigated the problems of professional aspiration, ensuring labor reliability, increasing labor capacity, as well as situations related to unfavorable conditions in professional activity. However, the phenomenon of professional deformation preventive system improvement to the issues one a little less attention focus none it's no secret to anyone.

Professional pedagogical deformation preventive system improvement for and first in line professional deformation content and his/her development the reasons to learn necessary.

Deformation - (from the Latin "deformation" - " deformation ", " change ") is external and internal effects as a result body shape and functions change, meaning means . Professional deformation is professional in activity external and internal factors impact as a result expert's cognitive, behavioral and motivational in the field to the surface coming negative are changes. [3] In order to prevent the development of professional deformation of the personality, each person should be aware that his attitude to work further affects his mental state. It is important to understand what responsibilities are assigned to his shoulders and strictly adhere to these principles.

### **THE SUBJECT'S STUDY**

Currently, measures to improve the capacity of pedagogical personnel are being implemented. appropriate and today's bottom reforms done increasing fast and globalization during own on duty loyal, high professional to skill has, competitive pedagogical staff systematic improvement and implementation of activities our important In this regard, a number of pedagogical scientists have also made recommendations in world practice. scientific research takes visited of them P. Sarokin, A.A. Mayer, K. Maslach, T.V. Formanyuk, V.P. Zinchenko, S. Jackson, V.V. Boyko deformations identified types and from the perspective of the negative impact of activity on the human mind they looked at.

From this outside CIS in countries this the topic research reached pedagogues-psychologist from scientists S.R. Beznosov, B.S. Volkov, A.K. Markova, E.F. Zeer, V.P. Poysky, S.G. Gellerstein, L.S. Vygotsky, V.I. Slastenin, V. Kuzmina such as scientists in his works professional deformations and their features At the same time,

modern sources on the topic under study analysis this shows that, general education in organizations teacher of the person professionals sufficient attention to the problem of preventing deformation is not being given.

Thus, a review of scientific work in this area this showed that, last in years general education school institutions teachers between psychological protection develop problem according to research appearance These multifaceted tasks, while having a positive impact on the personal and professional development of the teacher, can also lead to the emergence of negative psychological states under certain circumstances. One of such negative states is professional deformation in pedagogical activity.

### **OBJECT OF RESEARCH AND METHODS USED**

A special role in the manifestation and prevention of deformation playing high developed moral qualities and standards to the system has to be very important. Their delivery giver human and cultural products. But this is in difficult situations of human choice or in private professional ethical standards that address situations not covered by the statute, regulatory has an impact as the main criterion. Obviously, moral qualities (duty, responsibility, honesty) only book reading, movies watch to do and social activity with to engage in through develop possible. That is, in itself moral and spiritual shaping education necessary.

Person's professional deformation - this person's independent his/her opinion destructive, adaptation level debilitating and professional of activity efficiency debilitating negative are changes.

Professional deformation prevent to take this teacher's spiritual status positive to restore, his/her students, pedagogical in the team colleagues with positive to build relationships, increase self-understanding, and develop professional destruction, to be eaten prevent to take, personal of activity to the destruction against to assist aimed at measure of events acceptable system. Teachers' professional increase, oneself develop ability shaping and developing stress resilience and self-management skills formation the importance of creating a healthy psychological environment in the school community, strengthening positive communication and mutual support mechanisms among colleagues for teacher health from a scientific and theoretical perspective is also a problem that is relevant today.

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formation is corrected with. Occupational deformation is a change in a person's professional abilities under the influence of professional activity. development change process, this as a result employee internal and external under the influence of factors that negatively affect the effectiveness of its activities negative personal unusual growth develops.

The concept of deformation is usually interpreted as a change that affects the organism and forms an important character trait in it. Many researchers emphasize the emergence and formation of professional deformation in professions of the "Human-Human" type. A person's adaptation to a specific work environment is manifested in his daily behavior, specific indicators of labor activity, labor efficiency, social information and its practical implementation, activity. Adaptation to labor can be primary (when an employee enters the work environment) and secondary (when changing jobs with or without changing the profession, or when the environment changes significantly). They have a complex structure and consist of the following adaptations:

1. Professional adaptation - is expressed in the acquisition of professional skills and qualifications by a person to a certain extent, in the formation of certain professionally necessary qualities, in the development of a stable positive attitude of the employee towards his profession. It is manifested in familiarization with work in the professional field, in the high-quality performance of professional skills, functional tasks, and in creativity in the field of labor.

2. Socio-psychological adaptation - is expressed in mastering the socio-psychological characteristics of the educational institution, entering the system of relationships established in it, and establishing positive mutual cooperation with its members.

3. Socio-organizational adaptation - refers to the assimilation of the organizational structure of an educational institution, the management system and the production process, the service system, and the work and rest regime.

4. Cultural and domestic adaptation is the assimilation of the characteristics of life and traditions of leisure in the labor organization. This adaptation features determined by the level of production culture, the general development of the organization's members, and the characteristics of the use of free time outside of work.

5. Psychophysiological adaptation is the process of employees mastering the conditions necessary for work. [3]

The fact that the individual typological characteristics, motivation, orientation, emotional-volitional aspects, and needs of a person in these adaptation processes are diverse creates conditions for the emergence of "Burnout Syndrome" in the

pedagogical person, that is, a complex psychophysiological phenomenon that embodies emotional, physical, and mental exhaustion associated with constant emotional stress.

E.I. Rogov professional deformations occur due to specific characteristics arrival possible that calculates. Motivational from the field consists of labor subject of the work subjective extreme low importance functional and energy opportunities with, as well as, relatively low intelligence is characterized by [4]

A variant of professional-personal deformation is personality-role human "in place" because it is consisting of, that is she is ready or capable not been professional role undertakes to fulfill. Realizing this deficiency, the labor subject to that despite, this in the role to work continue brings, but his/her own labor reduces his activity, his personality is divided, he cannot fully realize himself in the profession Professional deformations person's integrity breaks, his/her flexibility reduces and labor fertility negative impact does. This of the problem some aspects S.P. Beznosov, N.V. Vodopyanova, R.M. Granovskaya, L.N. Korneeva in his works illuminated. The person's professional deformation and their general education school teachers in the profession manifestation to be about there is ideas We aimed to generalize.

This to the goal achieve for following tasks designated and as follows We found it advisable to plan for implementation.

1. "Professional" deformations" the concept described, their to the surface of arrival psychological factors was determined,

2. Occupational deformities of the types one - " emotional" fatigue " and his/her general education school of the students professional in the activity manifestation to be features studied.

3. Research object as chosen general education schools' teachers' professional activities Learning through demonstration is intended. caught.

4. Research theoretical and methodological basics studied and study in the process several scientific evidences collected.

5. Professional person deformation of the problem complexity and enough lack of knowledge at a high level, the presence of interdisciplinary aspects in it is special and general psychological methodology working to exit take came. [5]

Theory in research and the initial methodological framework that established the foundations of practice direction this psychology science personality and activity between in a relationship elementary direction, person formation mechanisms requires an active approach to understanding. The concept of methodologically grounded humanism, him/her humanistic psychology and pedagogy within interpretation to do, systematically approach to the study of professional activity and the environment of activity, its interpretation calls.

Teacher's professional deformation the most widest concept the following own inside takes: teacher's in personality negative socio-psychological changes professional occurs in the process of carrying out the activity, disrupts its integrity, flexibility reduces. The teacher's professional activity done increase able social existence in addition to meaningful disclosure, it is necessary to adequately study the person, to understand his/her most complicated vital of appearances to oneself uniqueness explanation possible it's not.

In the totality of factors determining the professional disorders of a teacher historical aspect important role plays. History different in stages teacher's Professional activity in its social function is to educate the younger generation in a unique way. shaped, adapted to the specific needs of the day, leading to a life without conflict Acceptance of a directed, established social practice as a social practice did standard, given as, doubt for acceptance not done, that is has shaped a deformed young generation, which in society to negative processes, including to the teacher too without affecting castle did not. [6]

The main purpose of using professional deformation in the educational process is to form a comprehensive vision and theoretical and methodological basis of this psychological assistance, aimed at improving the professional skills of individuals studying this type of psychological assistance according to their own wishes. In order for a practical psychologist to fully realize his professional potential, he must be able to replenish his personal resources, deepen and broaden his views on psych correction work.

Teacher's professional deformation understanding his/her essence to determine demand did, this, one from the side, teaching in the profession achieved, on the other hand, if it means breaking something that already exists, this characterizes his lack of professionalism. The teacher's professional deformation the most widest concept the following own inside takes: teacher's in personality negative socio-psychological changes professional occurs in the process of carrying out the activity, disrupts its integrity, flexibility reduces.

Deformation concept of content, his/her criteria and etc. controversial become remains. Person's professional deformation nature and to the essence of views diversity, in our opinion, to oneself typical to the feature ownership studied, personality many measurability studied. This in research from the difference except, of the phenomenon being studied structure and dynamics according to uncertainty of available data depending on.

-Negative process as professional deformation inevitability reasons are: at work stress consequences,

- person wrong life and professional position consequences,

- professional activity under the circumstances professional activity for already there is was the conditions application results. [7]

Thus, the professional activity of a teacher is a person's professional as a counter-process of entering the environment, in one way or another, professional at any stage of development, the deformation of the teacher's personality can be inside taking. Personality external to the world compatibility proven practical recommendations main system save to stay strives for. This attitude with, existing changes, fatigue because of previously caught included positions surrender difficulty in acquiring and using new information leading to professional deformation possible.

1. Under study topic on the surface pedagogical scientific literature and the study of theoretical research is a professional development of secondary school teachers. the diversity and complexity of deformation processes in the activity of school teachers own of activity social pedagogical functions content and tasks narrow-mindedness made it possible. Teachers professional deformation process pedagogical-correction in psychological studies improvement existing conditions was studied in detail.

Provide teachers with timely psychological support to develop their personality. Providing assistance is an integral part of the process of preventing occupational deformation and It should be explained that it is the main part.

3. To teacher's psychological help psychological services or education implemented by individual psychologists working in institutions possible.

General education in school activity running pedagogue to employees professional deformation reasons about concept to give and personalefficiency reduce, activity to be effective negative impact to show about concept given. Correction their work organization in doing different methodical recommendations, from methods use, pedagogical team with at work effective results gave. Modern pedagogical-psychological in literature teacher in the activity occurring of the person professional deformation following types separate can be shown. [8]

- Pedagogical of activity change with descriptive general pedagogical deformations. They in flexibility, too much outside oneself in respect, excessive self-confidence, personal views manifestation will be.

- Pedagogical in personal character traits activity functions suitable coming structures with behavior to the complexes from joining resulting typological deformations.

Reducing the professional deformation of teachers and strengthening their psychological health are important factors in the sustainable development of the education system, increasing the effectiveness of the educational process, and forming a healthy, motivated teacher. One of the main conclusions of the article is

that psychological support for teacher activity contributes not only to individual health, but also to improving the quality of education.

Specific deformations of the teacher's personality are encountered in the activity a unique look at the subject related to the arrival and depending on the characteristic's deformations.

Individual deformations are any changes in the teacher's personality. individual characteristics advantage because of appearance will be. They of concern increase or it turns out to be an accentuation of character.

### **List of used literature**

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