


UDC 159.9.072.4

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PERSONAL TRANSFORMATIONS IN THE PROCESS OF PROFESSIONAL SELF-REALIZATION

Existing scientific approaches to the issue of personal change are interdisciplinary in their nature. The problem of studying personal changes as a result of the transformation of personality traits under the influence of various objective and subjective challenges has both theoretical and practical aspects. The article summarizes the current views of scholars on the features of personal changes in the process of professional self-realization. The purpose of the study is to determine the types of personal transformations of a law enforcement officer in the process of professional self-realization. The author considers the content of the components that are transformed in the process of professional self-realization of law enforcement officers, namely: personal, activity and social. The study reveals the possibility of the existence of three types of law enforcement officers with different strategies of personal transformation. The author provides a substantive characterization of the personality types of law enforcement officers with positive, stable and negative strategies of personal transformation. Within each of these types, variants are possible depending on the indicators of the components that are transformed in the process of professional career development. It is concluded that for each of the types of personality of law enforcement officers it is necessary to develop areas of psychological support. It is proposed to use the possibilities of innovative teaching technologies, in particular trainings and quests. These technologies contribute to the formation the professional competence of police officers, to activate the motivational focus on positive personal changes, for the purposeful development of professional and personal qualities and the desire for continuous professional self-development and improvement.

Keywords: *personality, professional self-realization, personal transformations, strategies of personal transformation, professional training, professional activity.*

Original article

INTRODUCTION. In the current conditions of the war in Ukraine, the instability of modern society and the specifics of the profession, law enforcement officers must have a high level of professional readiness, social and emotional maturity, resilience, responsibility, independence, self-control, and flexibility of behavior. Insufficient development of these personal qualities does not allow law enforcement officers to perform their functional duties at a high professional level, gives rise to mistakes in professional activities, causes the appearance of professional maladjustment and professional deformation (Yevtushenko, Tverdokhliebova, 2024).

The most difficult psychological problem is a combination of internal incentives, external factors, as well as conditions for the self-development of a police officer. On the one hand, the presence of ideal conditions does not always correspond to the development of the personality qualities of a police officer; on the other hand,

their development can take place in the most extreme, unfavorable conditions.

This section defines the conceptual framework of this article. Personal transformations are the process of transformation and change of the personality composition, its structure and character in the professional space, which is realized in the performance of functional duties, the result of which can be both the integrity and self-realization of the personality, as well as deformation and regression. We define professional self-realization of an individual as a system of personal and professional characteristics, in which the essence of a person is manifested in professional and individual life.

The problem of transformational changes of law enforcement officers keeps drawing attention of researchers. However, insufficient attention has received to the study of the dynamics of personal transformations of law enforcement officers at different stages of professional self-realization.

In the current conditions of the country's development, the issue of self-realization of the individual is considered in a qualitatively new aspect. By implementing their needs, ideas and plans, people do not only develop themselves, but also influence the environment and contribute to the development of society. Therefore, the main spheres of self-realization include, first of all, the professional sphere and the sphere of personal life.

Different authors interpret the professional self-realization of a person as a characteristic of his/her entire life path in the context of the professional sphere from the stage of initial professional development to the termination of an active professional life (Gupalovska, 2001; Maksymenko, Osodlo, 2010; Tymoshenko, 2013; Voloshenko, 2023). The common thing is that in professional self-realization, the main thing is the individual choice of the goal and the ways to achieve it at this stage of the subject's life and self-restraint, which is not an obstacle to the development of the personality. Professional self-realization is possible only when a specialist has motivation that encourages him/her to personal growth (Tverdokhliebova, 2020).

In the context of this research, the professional self-realization of a law enforcement officer is understood as a system, process and result. The professional self-realization of a police officer is understood as a system of personal and professional characteristics, through the manifestation of which the essence of a police officer is displayed in professional and personal life. This is a complex, organized and multi-stage process of gradual transformation of professional potential into real one, taking place in a professional space with an increased level of extremeness. This leads to self-affirmation of the individual, the achievement of professionalism in the performance of functional duties.

The most significant personal factors affecting professional self-realization are:

- value regulators of behavior and the motivational sphere, which give an understanding of self-efficacy, which is expressed in the ability to organize their activities and achieve success in interaction with people;
- attitude to professional activity (satisfaction or dissatisfaction with the activity), which stimulates the development of motives for professional growth;
- flexibility of behavior, which is ensured by effective professional and interpersonal interaction.

At different stages of a law enforcement officer's professional self-realization, characterological features, values, motives, coping strategies

change. The peculiarities of planning, organization of activities, monitoring of its implementation, the ability to analyze and evaluate activities, and strategies for the interaction of an individual with the social environment also change.

It is relevant to determine the characteristics of the transformational changes of the personal, activity and social components of the personality of law enforcement officers at the stages of higher education and professionalization.

PURPOSE AND OBJECTIVES OF THE RESEARCH. The purpose of the article aims to determine the types of personal transformations of a law enforcement officer in the process of professional self-realization.

The objectives of the study are:

- 1) to summarize the current views of scientists on the peculiarities of personality changes during professional self-realization;
- 2) to develop a structural and substantive model of components that are transformed in the process of professional self-realization of law enforcement officers;
- 3) to characterize the types of personality of law enforcement officers with different strategies of personal transformation.

METHODOLOGY. To determine the personality type of law enforcement officers, methods of studying general characteristics of a person, values, life attitudes, and motives were used. The study of the peculiarities of personal transformations of law enforcement officers at different stages of professional self-realization is based on a personal-social-activity-based competence approach to training and performance of official and functional duties. To study the features of the personality component we used "16-factor personality questionnaire" by R. Kettell and "Terminal Values Questionnaire" by I. Senin. To study the features of the component, the motivational profile of personality was studied using the methods of Sh. Ritchie, P. Martin, "Style of self-regulation of behavior" (by V. Morosanova) and S. Hobfall's SACS questionnaire. To study the features of the social component, we took into account the interrelations of indicators of the communicative block of factors of the test "16-factor personality questionnaire" by R. Kettell. Logical and analytical methods were used to compare, generalize and systematize the information obtained during the research.

The study sample consisted of 623 people, 348 of whom were cadets of the Kharkiv National University of Internal Affairs aged 18 to 25 years old and 275 people were police officers of the Main Department of Police of Ukraine in Kharkiv and Poltava regions. The cadets were included in

the group of law enforcers at the stage of higher education. The study groups were formed according to the year of cadets' education: Group 1–123 persons; Group 2–109 persons; Group 3–116 persons. Police officers made up the group of law enforcers at the stage of professionalization and were divided into three study groups according to the length of service in the police: Group 1–116 officers; Group 2–84 officers; Group 3–75 officers.

RESULTS AND DISCUSSION. According to personal-social-activity-based competence approach, in the process of professional activity, the personality changes under the influence of the profession and itself influences the nature of the activity. The consequences of this interaction can be varied. The concept of “transformation” is used in scientific works that consider the issues of change, transformation of various scales systems, depths, directions, caused by internal or external factors (Pochenchuk, 2014). In psychology, the content of this term means the change, transformation of the type, form, essential properties, mental processes, states and characteristics of the personality. The beginning of the XXI century is characterized by the fact that the world psychological science has developed the main theoretical approaches to the essence of the development and transformation of personality:

- the structural approach (Pivcevic, 1990) interprets personal change as a product of a new identity. The processes of personality change and development are separated. Development is seen as a completed process, goal achievement. Change is a constant movement.

- the theory of incarnation (materialization). Representatives of this trend (Overton, 1994) emphasize the connection between personality change and the evolution of consciousness. It is the meeting with obstacles that creates the need for change. The personality either destroys them, or transforms itself. Personality change is viewed through the formation of its consciousness.

- theory of developed contextualism. Representatives of this approach (Devis, Millon, 1994; Ford, Lerner, 1992) consider personal transformations as the transition of a personality from one context to another. Personal transformation is influenced by a change in context.

- representatives of constructivist psychological concepts (Maturana, 1988) consider the process of personal change as the transition to a new identity, conditioned by interpretive processes in relation to certain knowledge.

- the theory of personality transformation (Lushin, 2002) examines the connection between personality, behavior and situation. The personality is integral and combines two processes - sta-

bility and change. The term “transformation” is seen as the attraction of new content, connections, removal of the old, and not just a modification of the mental content. Personality transformation is essentially a targeted process of transforming the cognitive, emotional-volitional and behavioral spheres of human life (Budanova, 2023).

- scientific theories of understanding personal transformations in crisis periods of society development (Tytarenko, Hornostai, 2001; Zaika, 2013).

Personal transformations are considered as the process and result of changes in the personal sphere of a person because of internal or external influences. So, the result of personal transformation with the harmonious overcoming of the crisis state is the change in certain characteristics of the personality with the improvement and increase in the level of development of the individual. During a crisis state that arises in the process of life, the initiation and transformation of the personal sphere of a person takes place. The dynamics of personality transformations at different levels of professional self-realization can manifest itself in the form of negative and positive strategies.

In the study of the law enforcement officers' personal transformation characteristics at different stages of professional self-realization, the periodization of professional development, analyzed in the scientific works of scientists, was observed (Miloradova, 2018; Rybalko, 2007). Scientists identified three main stages in the professional path of an individual, which included several successive stages.

Based on the study of the main theories explaining the nature, essence, features of transformation and development of personality and analysis of various approaches to the interpretation of the concept of “personal transformation”, it is necessary to consider “personal transformation” as a process and result. In the context of studying personal transformations of employees of power structures the process of transformation and change of their personality, structure and character in the professional space with an increased level of extremity, realized in the performance of functional duties is considered. This can result in both integrity and self-realization of personality and deformation and regression.

On the one hand, activity can stimulate the emergence of positive personal transformations (both value characteristics and individual characterological transformations). The result of such an impact are positive effects, for example, the growth of professionalism, or its harmonization, the establishment of existing and expansion of interpersonal relations, career advancement. In this case, a positive personal profesiogenesis occurs. As a result

of positive professional development, a person reaches a specialist-professional level. His/her characteristics are stable structure of professionally important features and their compliance with the requirements of the profession, which determine the required level of labor efficiency. Positive strategies of transformational personality changes are formed, which ensure a sufficiently high level of professional self-realization.

On the other hand, modern scientists are constantly interested in the problems of negative personality changes under the influence of the profession, when destruction, deformation and marginalization occur. The influence of external and internal factors on the advancement of a person on the career ladder can often be accompanied with problems associated with the occurrence of destructive personality changes, overcoming crises of professional development and a change in the trajectory of professional development from smooth to catastrophic (Kisil Z., Kisil R.-V., 2020).

Considering personal changes, it's about the transformation of the value-semantic, motivational spheres, the reorientation of relationships in the professional and private environment and features of performance of functional duties (Mal-

imon, 2018; Bedan et al., 2021). Therefore, the study identifies three components that are transformed in the process of professional self-realization of law enforcement officers - personal, activity and social. The nature, structure and content of transformational changes in the personality of a police officer in the triad "personality-activity-society" are considered with an emphasis on the theories of professional development of scientists (Miloradova, 2018; Tsilmak, 2011).

Here is a closer look at the content of the components that are transformed in the process of professional self-realisation of law enforcement officers (see Fig. 1):

– the personal component analyzes individual characterological and structural-dynamic characteristics. This includes: balance of personal qualities, level of intelligence, activity, aspirations, courage and determination, responsibility, control of one's own behavior, practicality, self-confidence, trust, ability to conform, consistency of actions. Among the value-orientation characteristics, those that determine the individual's attitudes in professional activity, training and education, family and social life, and the sphere of hobbies are studied;

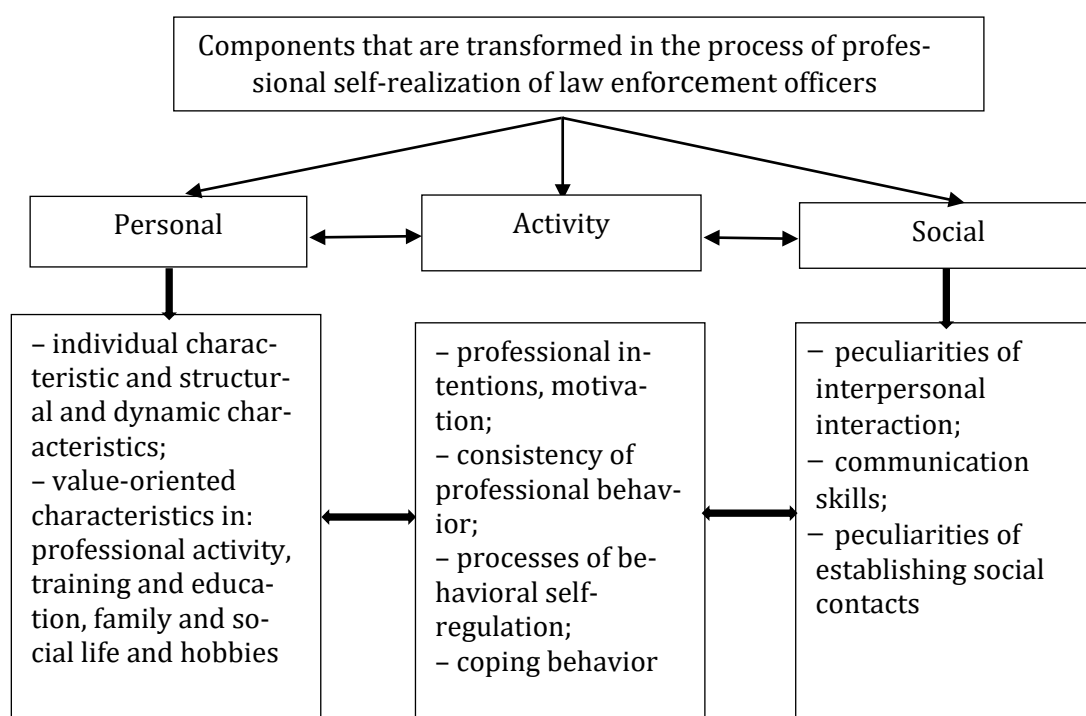


Figure 1. Structural and substantive model of components that are transformed in the process of professional self-realization of law enforcement officers

– the activity component includes professional intentions, motivation; sequence of professional behavior; features of self-regulation processes,

type of self-regulation profile; dominant models of coping behavior (Tverdokhliebova, Yevtushenko, Makarenko, 2023);

– the social component analyzes the peculiarities of interpersonal interaction, the level of communication skills, and the peculiarities of establishing social contacts, which enables a law enforcement officer to effectively interact with the social environment and perform functional duties.

After analyzing the scientific achievements of scientists in the field of research of the character-

istics of personality changes in the process of professional development, it can be assumed that in the process of self-realization, the policeman's personality forms stable strategies of transformational changes in the positive and negative directions. The study identified and substantiated the possibility of the existence of three personality types of law enforcement officers with different strategies of personal transformations (see Fig. 2):

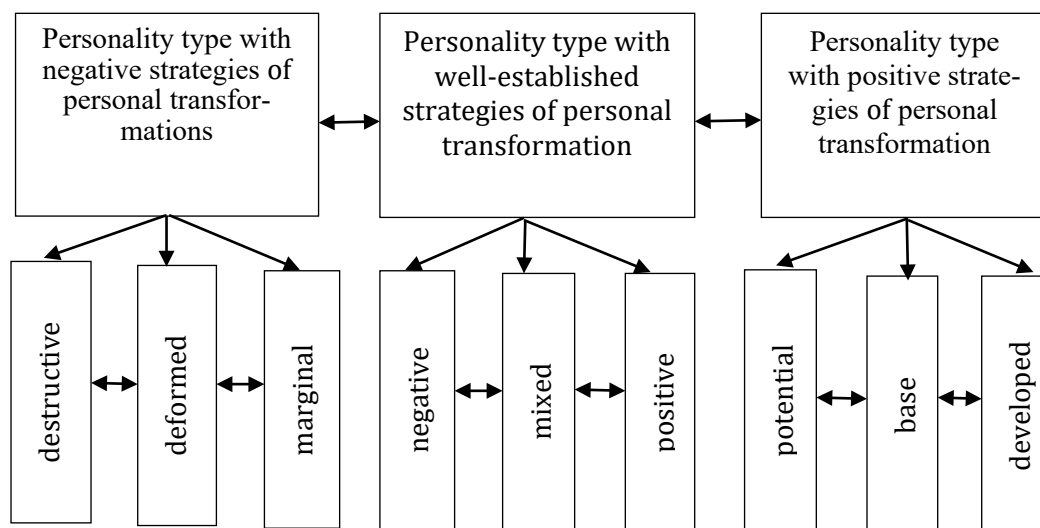


Figure 2. The personality types of law enforcement officers with different strategies of personal transformation

1) personality type with negative strategies of personal transformations (destructive, deformed, marginal);

2) personality type with well-established strategies of personal transformation (negative, mixed, positive);

3) personality type with positive strategies of personal transformations (potential, basic, developed).

The personality type presented with negative strategies of personal transformations is characterized by:

- dissatisfaction with the professional status, the content of the activity, the means of its implementation, interpersonal relations;
- the employee is not sure of his own professional competence;
- bias towards citizens.
- high level of mental stress, confusion; decreased observation, memory, intelligence;
- decreased activity, persistence; fatigue without objective reasons, inability to mobilize;
- impulsive, rash actions that can be dangerous for oneself and others.

Over time, with the accumulation of negativity, all contradictions begin to more actively affect behavior and activities not only in the pro-

fessional sphere, but also in personal life. In addition, significant changes in value-orientational characteristics, characteristics of motivation and self-regulation can lead to destructive personality changes.

The personality type with well-established strategies for personal transformation is characterized by:

- professionally equal attitude of the employee to his activities, neutral attitude to the possibility of career advancement;
- lack of desire to improve professional knowledge and skills;
- use of established knowledge and previously formed skills, values;
- insufficient level of motivation for changes;
- the employee does not show creativity in solving professionally important tasks;
- typical communication with colleagues and with the environment in general;
- restraint in interpersonal communication;
- insufficient level to cope with rapid and unexpected changes in the situation.

The personality type presented with positive strategies of personal transformations is characterized by:

- presence of professional integrity, a high level of professional knowledge and skills, understanding of the specifics of the profession and the importance of the professional activity of a police officer for society;

- professional focus on serving the people, helping people, achieving professional competence;

- the formation of the need for personal and professional achievements and systematic improvement of professional qualities, the desire for professional and career growth;

- conflict-free interaction with people;

- a high level of motivation contributes to the consolidation of professional values and attitudes;

- a high level of personal responsibility, purposefulness and self-regulation of behavior contribute to the formation of adequate forms of response in non-standard professional situations;

- formation of a personal style of professional behavior and activity;

- achieving high results in activities, career advancement.

It is recommended to use methods of studying the general characteristics of a person, values, life attitudes, motives to determine the type of personality of law enforcement officers.

Within each of these types, options are possible depending on the indicators of the components that are transformed in the process of professional self-realization of law enforcement officers.

In fact, the obtained results analysis makes it possible to reveal the level of law enforcement officers' personal stability and professional reliability. This makes it possible to adjust the program of psychological support of personal transformations for police officers, which will increase their professional level of self-realization, and will also contribute to their further process of self-realization and self-development.

In particular, the use of a professional-psychological police quest is an active form of group work. The police quest involves a set of actions aimed at improving the level of police training, developing and changing the structure of interpersonal relations, educational and professional motivation, and promoting self-realization of the individual in the professional space. The police quest method contributes to raising the level of professional competence by increasing the amount of study time allocated for practical work, independent acquisition and use of new knowledge and skills in practical activities, mak-

ing the right decisions within their professional competence, and working in a team (Miloradova, Tverdokhliebova, 2021).

Psychological support should become one of the main conditions for the success of personality-oriented social and professional education of students in higher education (Osswald-Messner, Pixner, Ellrich, 2023; Tverdokhliebova, Yevtushenko 2022).

CONCLUSIONS. The specifics of the law enforcement officers' activities involves transformational personality changes, which significantly affect the characteristics of professional self-realization. The professional activity of a policeman has a significant influence on his values, life attitudes, motives. The problem of studying personal changes as a result of the transformation of personality traits under the influence of various objective and subjective factors has both theoretical and practical aspects.

Based on scientific developments of scientists, personality types with stable strategies of personal transformations are identified, to which individuals with negative, stable and positive strategies are attributed. The listed strategies are formed in the process of acquiring the life and professional experience of police officers.

The article improves scientific and theoretical approaches to a meaningful analysis of personality types of law enforcement officers with various strategies of personal transformations at different stages of professional self-realization. Scientific ideas about the essence of the concepts of "personal transformations of law enforcement officers", "professional self-realization of law enforcement officers" were further developed.

In order to create appropriate conditions for the formation of professional competence of future police officers, motivational focus on positive personal changes and the desire for professional self-development, it is advisable to use the possibilities of innovative teaching technologies, in particular, trainings and quests. During such classes, participants have the opportunity to learn how to make quick decisions within their professional competence, applying theoretical knowledge, and master and consolidate the necessary skills.

The results obtained can become the basis for further research on the regularities of the dynamics of law enforcement officers' personal transformations at different stages of professional self-realization.

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Received the editorial office: 26 October 2024

Accepted for publication: 18 February 2025

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ОСОБИСТІСНІ ТРАНСФОРМАЦІЇ В ПРОЦЕСІ ПРОФЕСІЙНОЇ САМОРЕАЛІЗАЦІЇ

Існуючі наукові підходи щодо проблеми особистісних змін мають міждисциплінарний характер. Проблема вивчення особистісних змін у результаті трансформації властивостей особистості під впливом різноманітних об'єктивних і суб'єктивних викликів включає як теоретичний, так і практичний аспекти. У статті узагальнено сучасні погляди науковців щодо особливостей особистісних змін у процесі професійної самореалізації.

Мета дослідження полягала у визначенні типів особистісних трансформацій працівника правоохоронних органів у процесі професійного зростання. В основу дослідження покладено особистісно-соціально-діяльнісний компетентнісний підхід, відповідно до якого особистість змінюється у процесі діяльності під впливом професії і сама впливає на характер цієї діяльності. Розглянуто зміст компонентів, які трансформуються в процесі професійної самореалізації працівників правоохоронних органів, а саме особистісного, діяльнісного та соціального. Розкрито можливість існування трьох типів правоохоронців із різними стратегіями особистісної трансформації. Надано змістовну характеристику типів особистості з позитивною, стійкою та негативною стратегіями особистісної трансформації. У межах кожного із цих типів можливі варіанти залежно від показників компонентів, що трансформуються в процесі становлення кар'єри. Зроблено висновок, що для кожного з типів особистості необхідно розробити напрями психологічного забезпечення задля цілеспрямованого розвитку професійно-особистісних якостей та прагнення до постійного професійного саморозвитку і вдосконалення. Запропоновано використовувати можливості інноваційних технологій навчання, зокрема тренінгів та квестів, які сприятимуть формуванню професійної компетентності особистості, активізації мотиваційної спрямованості на позитивні особистісні зміни.

У дослідженні використано методи вивчення загальних характеристик особи, цінностей, життєвих установок, мотивів – для визначення типу особистості правоохоронців; логіко-аналітичні методи – для порівняння, узагальнення та систематизації інформації, отриманої під час дослідження.

Ключові слова: особистість, професійна самореалізація, особистісні трансформації, стратегії особистісних трансформацій, професійна підготовка, професійна діяльність.

Цитування (ДСТУ 8302:2015): Tverdokhliebova N. Ye. Personal transformations in the process of professional self-realization. *Law and Safety*. 2025. No. 2 (96). Pp. 21–28. DOI: <https://doi.org/10.32631/pb.2025.1.02>.

Citation (APA): Tverdokhliebova, N. Ye. (2025). Personal transformations in the process of professional self-realization. *Law and Safety*, 2(96), 21–28. <https://doi.org/10.32631/pb.2025.1.02>.