Psychological and legal aspects of improving the effectiveness of professional selection to the National Police of Ukraine

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The article is devoted to the problems of searching for psychological and legal opportunities to optimize the professional selection of personnel of the National Police of Ukraine. The foreign and domestic experience of psychological selection of police officers is analyzed, the typical psychodiagnostic tools, which are used in this regard are considered. It is concluded that the existing state regulatory framework for the selection of police officers requires improvement – developing a set of psychodiagnostic methods, determining the psychological requirements of a profession for a policeman's personality, establishing indicators of psychological suitability to police activities. The expediency of introducing a three-component system of psychological selection of police officers are substantiated, an optimal set of psychodiagnostic methods for determining professional suitability is offered.

Keywords: National Police of Ukraine; police officer; professional psychological selection; psychological diagnostics; professional suitability.

Introduction

In accordance with the Law of Ukraine "On the National Police" dated July 2, 2015, the purpose of its activities is the implementation of state policy in the field of protecting the rights, freedoms and legitimate interests of citizens of Ukraine, foreign citizens, stateless persons; protection of property rights; anti-crime activity; protection of public order and public safety. The National Police of Ukraine is modeled on the samples of the police of the leading Western European countries [1]. Significantly improvement and increasing of efficiency are expected from police. Such increase should be based on the selection of personnel with a high level of professional competence and psychological readiness to perform complex official duties. Foreign authors note that modern policeman training is a costly process (more than \$ 100,000 is spent on a three-month initial training of a patrol policeman in the USA), so the mistake in selecting a candidate is expensive for society [11].

The current regulatory framework of the National Police of Ukraine envisages for a comprehensive complex procedure for the professional selection of candidates. To take position, a candidate must have a complete secondary

education, age 18 years. Further selection includes a medical examination, a professional test of knowledge of the legislative framework, testing of general abilities and skills, personal characteristics of candidates, an interview with the police commission, checking physical fitness readiness, testing by using a polygraph [2]. Psychological testing is an important component of selection. However, so far now there is no theoretical justification for the selection of psychodiagnostic methods for the selection of police officers, their list has not been determined, there are no scientifically based indicators of a person's professional suitability for police activities.

Theoretical foundations

In the research of the psychological and legal basis of the professional selection of police officers in our country and abroad were engaged next lawyers, psychologists and sociologists: D. Alexandrov, A. Bandurka, V. Barko, J. Barrett, M. Dunett, E. Zemlianskaia, R. Cohrane, A. Kudermina, T. Malkova, V. Petrov, A. Soshnikov, R. Tett, A. Shapovalov, S. Yakovenko and others [3-14]. Considerable attention is paid to the psychological selection of police in the

democratic countries of the West. Multi-day procedures are carried out, during which candidates are necessarily checked for the level of formation of general abilities, the motivation of professional choice and character traits, stress resistance and readiness for action in difficult conditions. Among psychodiagnostic methods, foreign psychologists most often use the NEO PI (NEO Personality Inventory) and NEO PI-R (Revised NEO Personality Inventory) questionnaires; IPI (Invalid Personality Inventory); EPI (Eysenck Personality Inventory); MMPI (Minnesota Multifactorial Personality Inventory); CPI (California Personal Inventory); PCI (Personality Characterological Inventory); 16 PF (Sixteen Personality Factor Questionnaire); R. Amthauer, D. Wechsler, G. Aysenck IQ tests (intelligence level) etc.; among the projective diagnostic methods in the West, the G. Rorschach test is most often used [11; 13].

Candidate's loyalty is investigated by using a polygraph survey. Researches confirm the positive correlation between the academic performance of police officers and the level of intelligence, as well as personality traits such as conscientiousness, extroversion, emotional stability, spontaneity, sociability, openness to experience, etc. ($r = 0.20-0.65$), as well as the negative relationship between performance and such qualities as anxiety, introversion, sensitivity, rigidity, depression, demonstrativeness [13]. The theoretical basis of psychodiagnostic researches in the police is the theory of traits (properties), according to which human behavior is a function of traits and situations, knowledge of traits of a policeman allows predicting his behavior in a wide class of situations [7; 17]. However, scientific researches on the substantiation of the psychological requirements for the professional selection of the police to the National Police of Ukraine have not been carried out yet.

The aim of the study is to find out possible ways of improvement the psychological component of professional selection of personnel to the National Police of Ukraine, based on the development of psychodiagnostic tools for the selection of persons for police positions of the National Police of Ukraine, determining the psychological characteristics of police activities, professionally important qualities of a police officer, psychodiagnostic indicators of professional suitability for the professional selection of police officers.

Materials and methods

In order to study the psychological characteristics of the police officers' work activities and specialists' professionally important qualities, a pilot research was conducted during 2018. 720 police units of patrol police and district officers from 20 regions of Ukraine took part in it; 505 policemen were men, 215 – women. The age of the surveyed ranged from 19 to 26 years, the special ranks of the respondents – privates, corporals and police sergeants. The work experience of respondents in the police was from 1 to 3 years. The methods of observation and the included monitoring of the police officers' activities, timekeeping of official actions, sound- and video- recordings, questioning, psychological diagnostics, testing, interviewing, expert assessment, critical incidents, mathematical statistics were used in the research process.

Ways of improvement the selection to the police were determined taking into account the principles of optimization, which means the selection of the methods of psychological selection that are most appropriate for specific conditions; complexity, which means the need for diagnostic coverage of the main professionally important candidates' qualities. Complexity requires the mutual results' addition obtained from the use of various techniques. This will increase the accuracy of the forecast. The last requirement is very important, American researchers (J. Barrett and colleagues) emphasize that the names of questionnaires and scales are not always measured by the same psychological construct [13, p. 500].

Results and discussion

Analysis of the four-year experience of professional psychological selection of personnel of the Ukrainian police showed that in the process of examining candidates, attention was drawn to a small number of personal characteristics. In order to further selection optimization and complexity to police units, it is crucial to determine the initial methodological positions. Psychodiagnostics of professional suitability is traditionally based on the concept of traits as relatively stable personality characteristics, little changing in time and allowing to predict his behavior (R. Cattell). Mathematically, this can be represented by the next formula: $B = f(p, s)$,

Where: B – behavior, p – personality trait, s – situation.

By personality trait we mean a stable descriptive variable that predetermines a person's behavior and is formed under the influence of the organismic, individual and personal levels. Behavior forms that correspond to traits (qualities) are quite stable and manifest themselves in various situations. Proponents of the traits theory have developed several personality models, among which the most famous are models of G. Eysenck, R. Cattell, L. Sobchik.

The G. Eysenck theory is built according to a hierarchical principle and includes a description of a three-factor model of psychodynamic properties (extraversion-introversion, neuroticism-stability and psychoticism), the model of G. Eysenck is orthogonal. The personality model of L. Sobchik is somewhat different, the basic orthogonal features here are extraversion-introversion and neuroticism-aggressiveness, they are complemented by orthogonal factors: rigidity-emotiveness and sensitivity-spontaneity. The theory of R. Cattell starts from the construction of a personality profile based on traits, which allows prediction of human behavior (initial and surface traits; temperamental, characterological and dynamic) [7, p.45; 9, p.57].

Further individual differences' researches with factor analysis using allowed us to identify five factors showing persistence in different samples (Paul Costa and Jeff McCrae). The resulting personality structure is called the Big Five and consists of the following dimensions: 1) extraversion (sociable, energetic, active); 2) pliability (sensitive, kind-hearted, trusting, cooperative); 3) conscientiousness (persistent, good faith, responsible, disciplined); 4) neuroticism (restless, neurotic, depressed); 5) openness to experience (intellect, fantasy, independence of thinking). Personality questionnaires NEO PI and NEO PI-R (P. Costa and McCrae) were developed on the basis of the

five-factor personality model. O. John, L. Nauman and S. Soto in 2008 developed their own version of the questionnaire – BFI (“Big Five Inventory” or “Big Five Questionnaire”, adopted by V. Barko) [5; 15].

In the process of research, it was hypothesized that all mentioned theories can be combined within a general methodological approach based on the ideas of G. Eysenk and L. Sobchik. This approach is based on the orthogonal personality model and can be called the “Concept of Leading Trends”. The authors of the article adhered to the concept in which the defining typological feature is the presence of the emotional-dynamic pattern at all levels of the personality, manifested by one or several leading trends. The leading trend is a stable quality of the personality, rooted in the type of higher nervous activity, constitutionally defined properties. It also determines the individual properties of adaptation mechanisms, the style of thinking, interpersonal behavior, the strength of needs and motivation, the type of reaction to stress. The leading trend influences the formation of higher levels of individual orientation – social orientation, hierarchy of values, conscious motivation, moral guidelines. In accordance with this, the individual-personality typology when determining the individual's professional suitability for activity is based on the opposition of eight orthogonal properties [8, p.41].

In order to test the hypothesis, an experimental research was conducted aimed at determining the relationship between the base scales of some personality questionnaires within the orthogonal model. For the research, sufficiently reliable and valid psychodiagnostic methods were chosen that allow the diagnosis of personality traits, namely: 1) “Individual typological questionnaire”, ITQ (L. Sobchik, Ukrainian adaptation by V. Barko), contains eight scales (1 – extroversion, 2 – spontaneity, 3 – aggressiveness, 4 – rigidity, 5 – introversion, 6 – sensitivity, 7 – anxiety, 8 – lability); 2) “Standardized method of personality research”, SMPR (L. Sobchik), includes ten main scales (1 – overcontrol, 2 – depression, 3 – demonstrativeness, 4 – impulsivity, 5 – femininity, 6 – rigidity, 7 – anxiety, 8 – individualism, 9 – optimism, 0 – social introversion); 3) projective test “Portrait Elections” (L. Szondi), contains eight scales of drives (1 – sexual undifferentiation, 2 – sadism, 3 – epileptoid form, 4 – demonstrativeness, 5 – catatonic manifestations, 6 – paranoid tendencies, 7 – depressiveness; 8 – maniac tendencies), 4) Big Five personality traits, also known as the five-factor model (FFM) (O. John, L. Nauman and S. Soto, adapted by V. Barko) presented by five scales (1 – extroversion, 2 – agreeableness, 3 – conscientiousness, 4 – neuroticism, 5 – openness to experience); 5) the Interpersonal Diagnosis of Personality, IDP (T. Leary), differentiates eight types of interpersonal relationships (1 – power-leading, 2 – independent-dominant, 3 – straight-aggressive, 4 – incredulous-skeptical, 5 – obediently-modest, 6 – dependent-compliant, 7 – conventional, 8 – responsible-generous). The ITQ (L. Sobchik) was selected as the main method for determining the leading trends; the scales of this questionnaire were used to compare the scales of other tests.

The revealed connections generally confirmed the theoretical ideas and the hypothesis put forward. The basic scales of the orthogonal personality model according to ITQ correlate with the corresponding scales of the methods used

in the research ($r = 0.39-0.65$; $p = 0.01$). So, extraversion is positively correlated with scale 9 (optimism) of the SMPR questionnaire, scale 8 (maniac) of L. Szondi test, scale 1 (extraversion) BFI, octant 1 (power-leading) and 8 (responsible-generous) of DIR questionnaire. Anxiety is associated with positive correlation coefficients with scale 7 (anxiety) of the SMPR questionnaire, scale 7 (depression) of L. Szondi portrait election method, scale 4 (neuroticism) BFI and octant 6 (dependent-obedient) of the IDP questionnaire, negatively correlated with scale 2 (sadism) of the L. Szondi test. Rigidity is positively correlated with scales 6 (rigidity) and 8 (individualistic) according to SMPR, scale 6 (paranoid tendencies) of L. Szondi test, scale 3 (conscientiousness) BFI and octant 4 (incredulous-skeptical) of the IDP questionnaire.

The obtained significant correlation coefficients confirm the constructive validity of the questionnaires used in the research, as well as the correctness of the approach based on the theory of leading trends for the purposes of psychological diagnostics. The applied set of methods fits into the model of individuality, which involves the diagnosis of the three main components of the personality: subsystems of constitutional properties, character traits and abilities, and higher social-psychological personality manifestations.

Significant correlations between the scales of ITQ, SMPR and IDP questionnaires were expected. The identification of statistically significant correlations between the ITQ and BFI scales (in particular, between sensitivity and agreeableness scales (0.56), as well as scales of rigidity and conscientiously (0.57) suggests that the use of BFI is useful in the theory of leading trends.

So, complex research of the policeman's identity, in addition to typological features, should include studies of the degree of development of general abilities, as well as motives. Therefore, it is advisable to include in the optimal psychodiagnostic complex subjective characterological questionnaires, objective techniques for studying the components of abilities, as well as tests for studying the motivational sphere.

Further research of the professional functions of the police officers showed that the employee operates on the principles of the rule of law, respect for human rights and freedoms, legality, openness and transparency, political neutrality, interacting with the public on the principles of partnership.

The functions performed by the policeman are concluded in the fact that he: conducts patrols of the service area in order to ensure the protection of public order, public safety, control over compliance with traffic regulations; carries out preventive work; takes measures aimed at eliminating dangers for life and health of individuals and public safety; responds to allegations of offenses; takes decisions on the application of administrative penalties; delivers detainees suspected of committing an offense, takes measures to provide emergency assistance to victims of offenses; takes measures to prevent domestic violence, etc.

It is established that the activities of the police are associated with high physical and psycho-emotional tension. The majority of respondents (78%) consider their work as hard, the degree of difficulty of the profession is expressed in such indicators: irregular working hours; significant neuropsychic overload; poor nutrition during service; night

duty; the need to make decisions in a short time; an excessive amount of contact with people, the need for considerable time to work standing, etc.

The generalization of the content and nature of police activities allows determining its main characteristics. These include: a wide range of professional tasks; high level of decision making responsibility; authority; high intensity of professional interactions; significant spatial displacement. A professional activity is accompanied by a number of negative factors: significant physical and psychical stress, the need to coordinate various kinds of activities; infringement of the regulated work and rest schedule; infringement of the nutrition regime; frequent stressful and conflict situations; the need for professional contacts with a dangerous and socially neglected category of offenders, etc.

A study of the psychological characteristics of a police officer's activities using the proposed set of methods and techniques showed that the profession imposes increased demands to the sensory-perceptual sphere of a policeman. He must have a high sensitivity analyzers; developed vestibular apparatus, be well-oriented in space and time; to own by developed cognitive processes. Specialist must own by next qualities of attention – stability, concentration, switching, distribution and volume; ability to notice changes. He must have a good operational and long-term memory; good indicators of visual, auditory, motor, verbal-logical and figurative memory. High demands are placed on the qualities of thinking: high speed, flexibility and originality of thinking.

Professional activity imposes increased demands to the level of psychomotor properties of a policeman. He needs a high speed of simple reaction and reaction to a moving object; sufficient accuracy and coordination of movements. He must own by significant vocabulary, a clear pronunciation, the ability to accurately and concisely express a thought.

Analysis of a policeman's personality profile using ITQ allows characterizing him as linear, located in the range of 3-6 points, which testifies to the harmony of personality and balance of qualities. Profile variability is insignificant ($\sigma = 1.80-1.20$), which provides a balance of multidirectional trends. The averaged profile contains three lifts on scales: 1 (6.88 points), 8 (5.68 points), 2 (5.51 points). Policemen can be characterized as people with a sthenic type of response, high activity and level of assertions, controllability of emotional reactions. They are characterized by leadership, the ability to quickly develop skills, resistance to stress, a tendency to self-realization and to counteract the influence of the environment. The study of individual profiles allowed identifying three main types: a) with leading scales 1 and 2 – characteristic extroversion and spontaneity, such policemen interact well with the population, know how to communicate; b) with domination of scales 1 and 8 – such policemen tend to leadership, persistent, diligent, rational; c) with a predominance of scales 2 and 6 – the policeman is characterized by a balance of multidirectional tendencies, spontaneity, activity, a high level of aspirations, achievement motivation. The use of the Questionnaire K. Leonhard & S. Shmishek ("Methods of studying personality accentuations") showed the absence of accentuations of character and temperament; in the average profile of the police, some elevations were recorded on scales 5 (hyperthyme) – 14.76; 1 (demonstrative) – 14.58; 2 (stucking) – 12.43. Indicators of

anxiety, excitability, dysthymic are in the normal range.

Thus, the profession imposes certain demands to the motivational sphere, general and special professional abilities and character traits of police officers.

Conclusions

So, it is advisable to build a conceptual scheme for the optimal psychological diagnosis and prediction of the police personnel effectiveness on the concept of leading trends; and take into account the need to determine the fundamental typological characteristics of a person. Psychological methods of diagnosing police professional suitability should be mutually complemented; it is advisable to refer to them: characterological questionnaires – individual typological questionnaire, ITQ (L. Sobchik, adaptation by V. Barko), the Interpersonal Diagnosis of Personality, IDP (T. Leary), questionnaire of the big five or Big Five Inventory BFI (O. John, L. Nauman and S.Soto, adapted by V. Barko); tests of studying general abilities – the level and structure of the intelligence of R.Amthauer, the divergent thinking of J. Gilford; personality orientation tests – the Johns&Crandall self-actualization questionnaire, Ritchie&Martin motivation structure questionnaire. The research confirmed that successful mastering of policeman's profession largely depends on the degree of formation of the main professionally important qualities: 1) average and above average level of general abilities; 2) high or average level of communicative abilities; 3) medium-strong type of nervous system, high or average level of lability; 4) a high level of development of special abilities; 5) the formation of character traits (spontaneity, courage, extroversion, conscientiousness, confidence, optimism, openness to experience, self-control); 6) average or high level of self-actualization; 7) the formation of emotional-volitional qualities (the ability to get over difficulties, to take responsibility, emotional stability); 8) a sufficient development level of cognitive processes and psychomotor properties; 9) sufficient sensitivity of the analyzers.

Psychological and psychophysiological contraindications to mastering by professional activity were established: weak type of nervous system; low level of its lability; insufficient reaction rate; insufficient level of distribution and speed of attention switching; insufficient level of adaptive organism's reserves; low level of intellectual potential; low level of development of special and communicative abilities; unfavorable character accentuation for the activity; low level of self-actualization and achievement motivation; unfavorable characterological features. The recommended list of psychodiagnostic methods for conducting psychological selection to the police, as well as a list of indicators of psychological suitability for the service should be reflected in the regulatory documents of the Ministry of Internal Affairs of Ukraine. In the future, it would be advisable to study the possibilities of using modern methods for diagnosing emotional intelligence, methods for diagnosing tolerance for uncertainty, and projective techniques, in particular, for G. Rorschach test, for the psychological selection of police officers.

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