INTRODUCTION

The idea of self-realization has become increasingly popular, especially at the turn of the century when human psychology has started to come under intense scrutiny. Early psychologists themselves either identified the need for self-realization, or their preliminary work can be perceived as a building block to developing modern-day concepts of self-realization. In human psychology, it is understood to be the development and the fulfillment of any human’s complete potential.

The most well-known theory related to self-realization was Abraham Maslow, who identified self-realization as a fundamental humanistic need. According to Maslow, self-realization is a means of personal growth. An integral part of self-realization is self-realization, or the realization of one's potential in any person, regardless of their gender. Colloquially called professional self-realization, it is an ongoing process that culminates into a desire to achieve professional milestones for oneself. This inculcates into a desire to out-perform colleagues and climb the success ladder to achieve the targeted goals. Maslow clearly stated that when a person reaches the stage of self-realization, they are engrossed completely in their work without any exceptions (KAUFMAN, 2018).

An important part of the self-realization process is professional self-realization, which lasts for the whole life and represents an important process of finding and simultaneous self-realization in a particular profession, the implementation of individual interests and creativity in professional activities, and shows an attitude to the profession, that is expressed by loyalty to this work, desire for achieving possible perfection in the chosen field of work. A. Maslow believed that “self-actualized people are involved in any work without exception (COMPTON, 2018).

They are devoted to this work; it is something very important to them - it is a kind of vocation. Professional self-realization is the process of implementing individual interests and creativity in professional activities, development of professional competence, and use of own potential to benefit the organization. The theory of self-realization was first introduced by Kurt Goldstein, who regarded self-realization as a fundamental need of every living organism. According to him, every living organism, regardless of whether it is a plant, animal, or human being. Their natural self strives to realize the primary objective of their lives. Therefore, as humans, all our actions are geared towards reaching this ultimate goal (WHITEHEAD, 2017).

METHOD

The section presents the organizational and methodological foundations of the study of psychological features of professional self-realization of mature women. The complex of psychodiagnostic methods of research is characterized; a quantitative and qualitative analysis of the results of the observational experiment is presented, on the basis of which age and gender peculiarities, empirical correlates, criteria, levels and dynamics of this mental formation are revealed. The chosen strategy unfolded in the process of performing the sequence of research tasks:

- Clarification of theoretical provisions on the structure and properties of the psychological construct of professional self-realization;
• Determining the initial level of professional self-realization;
• Empirical determination of psychological features and factors of professional self-realization of mature women;
• Determining the effectiveness of the program of psychological influence in the context of optimizing the professional self-realization of respondents.

Given that the self-realization of personality is treated by us as a partial case of self-actualization, we consider it appropriate to obtain an integrated picture of the psychological characteristics of respondents using the method “Level of self-actualization of personality” (Self-actualization test - CAT). The result section is provided prior to the discussion section. Each section stands alone as a subtitle. The result and discussion should be written in not less than 60% of the entire body of the manuscript.

**Operational definitions**

Professional competence is a set of talents, abilities, emotional and volitional potential and professional skills, knowledge, abilities and experience. Acts as a professional component of personal potential. Manifested in the professional activities of the individual. To diagnose the emotional-volitional potential as one of the indicators of professional competence, we used the method 16 PFR. Cattell (emotional-volitional block - EVB). Professional self-awareness includes the following parameters: professional self-concept, self-esteem, reflection, personal maturity. Acts as an aspect of self-consciousness of the individual, a necessary condition for self-realization. In order to diagnose such parameters of professional self-awareness as reflection and health, we used the methods “Level of personal maturity” (Gilbukh, 1976) and “Level of ontogenetic reflection”. The diagnostic set of methods obtained by us in this way contains the following tools:

1. 16 PFR. Cattell a (EBB). Indicators: emotional stability, the degree of anxiety, the presence of internal tensions, the level of self-control, the degree of social normalization and organization.
2. “Level of personal maturity” (Gilbukh, 1994). Indicators: motivation to achieve, attitude to one’s “I” (“I” -concept), sense of civic duty, attitude to life, ability to psychological intimacy with other people.

**RESULTS AND DISCUSSION**

The section presents the organizational and methodological foundations of the study in relation to the psychological features of professional self-realization of women. The complex of psychodiagnostic method of research is characterized; a quantitative and qualitative analysis of the results of the observational experiment is presented, on the basis of which age and gender peculiarities, empirical correlates, criteria, levels and dynamics of this mental formation are revealed.

**Organizational and methodological support of empirical study of the features of professional self-realization of mature women**

The experimental research organized by us was aimed at the implementation of tasks and testing of hypotheses. His goal was an empirical study of the psychological characteristics of professional self-realization of mature women. The general strategy developed by us provided: experimental check of the data of theoretical constructions; determining the level of professional self-realization of respondents, clarifying the need and opportunities for its optimization.

The chosen strategy unfolded in the process of performing the sequence of research tasks: clarification of theoretical provisions on the structure and properties of the psychological construct of professional self-realization; determining the initial level of professional self-realization; empirical determination of psychological features and factors of professional self-realization of mature women; determining the effectiveness of the program of psychological influence in the context of optimizing the professional self-realization of respondents.
The diagnostic set of methods obtained by us in this way contains the following tools: 16-PFR. Cattell a (EBB). Indicators: emotional tability, the degree of anxiety, the presence of internal tensions, the level of self-control, the degree of social normalization and organization. “The level of self-actualization of the individual” (Self-actualization test - CAT). Indicators: time orientation, support, value orientations of self-actualization, flexibility of behavior, sensitivity, spontaneity, self-esteem, self-acceptance, perception of human nature, synergy, acceptance of aggression, contact, cognitive needs, creativity. Note that the relative levels represented by the set of indicators of the diagnostic complex, we correlated with the dimensions of self-realization of the individual, identified during the construction of the psychological construct. As follows from the material Table. 1.1, high relative level corresponds to the subjective dimension of self-realization, medium - self-development / self-affirmation, low - unrealized.

The results of the obtained data and their interpretation

Quantitative analysis. From the central hypothesis of the study it follows that professional self-realization is a complex system object. In order to experimentally test the hypothesis and establish the existence of relationships between individual indicators of these mental phenomena diagnosed by a set of methods, we used the procedure of correlation analysis (based on the calculation of Pearson’s linear correlation coefficient), which was conducted by diagnosing 110 respondents. The source material for the analysis were the indicators obtained by the methods of the diagnostic complex, which represented the sequence of achieving the levels of PSO

At the first stage of experimental work, we set the task: Clarification of theoretical provisions on the structure and properties of professional self-realization; Determination of parameters of professionally realized personality; Establishment of general and individual features of achievement of professional realization of women. We systematized the obtained experimental data within the framework of three leading approaches. The first involved the analysis of individual features, characteristics, properties of self-realization as a psychological phenomenon, establishing relationships between them in order to identify the most common trends and experimental verification of theoretical provisions of the study. This approach contained quantitative (correlation, factor) data analysis. The second approach was aimed at determining the general and individual personal parameters of self-realization. This approach contained a qualitative analysis of the results. If the first approach was based on the grouping of indicators, the second - on the grouping of subjects (on a certain basis). The third approach aimed to determine the effectiveness of targeted psychological influence, to determine the characteristics of the dynamics

The obtained data testified to the existence of significant links between individual indicators of personal maturity within the method of (Gilbukh, 1994) (Table 1.2).

From the table. 1.2 we see a high correlation between indicators of attitude to I (C) and life setting (U), motivation achievements (D), a sense of civic Duty (communication (O), that we can talk about the high correlation called ’relationship between all indicators within the techniques. This indicates that achieving a high level of professional self-realization is possible by simultaneously increasing all indicators of personal maturity (see Table 1.2).

The existence of intercorrelation relations between the indicators of the EBU in the method of 16 PFR. Cattell was also recorded (see Table 1.3). From the table. 1.3 shows that significant relationships with other indicators of the method were determined by the indicator of the emotional-volitional block SP, F, E, G, which also means a high representation in the integral indicator. It should be noted that there is no correlation between Z (emotional maturity) and other indicators of EVB.

The analysis of the general intercorrelation matrix, which contained the results of correlation of the first section of indicators, also showed the presence of intercorrelation relations of indicators of emotional and volitional block, personal maturity, motivation, job satisfaction, subjective well-being. The existence of a significant correlation between the following indicators is noted:
Below we consider a qualitative analysis of the results of the experiment.

The connections of indicators of self-actualization (according to the method of Yu. E. Alyoshina) with indicators of other methods are illustrated by the following table.

c) **between indicators of self-actualization of personality**: values and spontaneity, self-esteem and sensitivity, flexibility of behavior and self-acceptance;

d) **between indicators of self-actualization of personality** and other indicators of professional self-realization of personality: self-esteem, ideas about the nature of a person with frustration; inverse correlation between spontaneity and subjective well-being; self-acceptance and life attitude; sensitivity and motivation to succeed;

Thus, the obtained results convincingly confirm the confirmation of the first part of the research hypothesis, but due to the multiplicity of connections do not allow to get an idea of the substantive features of professional self-realization. Reducing the amount of data allows you to get the procedure of their factorization. The existence of intercorrelation relations between the indicators of the EBU in the method of 16 PFR. Cattell was also recorded (see Table 1.3). From the table. 1.3 shows that significant relationships with other indicators of the method were determined by the indicator of the emotional-volitional block SP, F, E, G, which also means a high representation in the integral indicator. It should be noted that there is no correlation between Z (emotional maturity) and other indicators of EVB. The analysis of the general intercorrelation matrix, which contained the results of correlation of the first section of indicators, also showed the presence of intercorrelation relations of indicators, personal maturity, motivation, job satisfaction, subjective well-being. The table shows that the positive pole of the **first factor** is formed by indicators: time orientation (K1 +), flexibility of behavior (K4 +), self-acceptance (K8 +), contact (K12 +), creativity (K14 +). At the negative pole, the rate of rejection of aggression (K11 -). Analysis of the psychological content of this factor allows us to interpret it as a bipolar factor of adaptation - rejection.

The **second factor** is formed by positive indicators of self-actualization (sensitivity (K5 +), self-esteem (K7 +), acceptance of aggression (K11 +)) and a negative indicator of job satisfaction (ZP -). Obviously, the general psychological meaning of the factor can be interpreted as self-reflection - dissatisfaction. The **third factor** is formed by the positive poles of such indicators as motivation for achievement (D +), attitude to one’s self (C +), sense of civic duty (O +), life attitude (U +). This factor about objectively be described as a factor in personal maturity. The **fourth factor** is represented by positive values of factor weight - emotional stability (E +) and self-control of behavior (SP +), as well as negative - hypothyria (G -), frustration (F -), emotional immaturity (Z -). Analysis of the psychological content of this factor taking into account the values of factor weight allows us to interpret it as a bipolar factor of volitional regulation уміння emotional weakness.

Let’s summarize the factor analysis: 1. The phenomenon of professional self-realization of the individual is characterized by a complex multifactorial structure. In the relationships of indicators, multivalued relationships are identified, which indicate the complex nature of the relationship of its internal factors and reveal the specifics of the relationship of both individual indicators and their complexes. 2. The relationships obtained during the study between indicators and the results of factor analysis are generally combined in four leading sets of traits, grouped around the following modalities: adaptation – rejection, self-reflection – dissatisfaction, personal maturity, volitional regulation – emotional weakness, confirming emotional weakness, confirming emotional weakness theoretical search at the level of psychological construct.

Below we consider a qualitative analysis of the results of the experiment.
In order to establish the initial level of achievement of PSO and test the hypotheses of the study during the ascertaining stage of the experiment, the following techniques were used.

1. **16-factor questionnaire by R. Cattell (emotional-volitional block)**

Under the conditions of processing, the method involves the calculation of the following six indicators (see Fig. 1.2): emotional stability (E); level of moral control, responsibility, organization (N); sensitivity (Z); anxiety (O); self control (SP); frustration (F).

The percentage data given in table. 1.4, show that the least respondents showed a high level in terms of emotional stability, low in terms of strength "over-I" - weakness of "over-I". The described results are presented in fig. 1.2.

("Cattell's 16 Personality Factors Test") by levels of professional self-realization of respondents.

Thus, according to the results of the method, it can be stated that the indicators of the emotional and volitional block of respondents are generally characterized by average values.

From fig. 1.2 we see that the respondents showed a high level of motivation for success (55.4%) and job satisfaction (63.6%). In contrast, a high level of subjective well-being was not diagnosed in any respondent, although it should be noted the highest representation of the results of the subjects, which correspond to the average level of subjective well-being, compared to other indicators of professional self-realization of mature women. Below we consider a qualitative analysis of the results of the experiment. In order to establish the initial level of achievement of PSO and test the hypotheses of the study during the ascertaining stage of the experiment, the following techniques were used. Since psychological gender is the primary category by which a person is characterized, a natural question arises as to whether it affects the professional activities of mature women and the implementation strategies in it. To find the answer to it, we analyse the possible relationships between these characteristics.

**DISCUSSION**

The development and realization of human capacity have fascinated scholars and practitioners for centuries. The study showed that the development of occupational potential begins in childhood and continues throughout the later stages of a person’s life. The wealth disparity between men and women can be attributed to lower labor opportunities, causing them to take pay cuts and keep many women in a productivity trap due to social norms relegating them to unpaid care and informal work (WODON & DE LA BRIERE, 2018). In a study conducted by Parnell (2019), it was found that most women changed their career decisions after the birth of a child. Understanding how bearing children affects a woman’s personality is crucial to understand how it affects her path to the self-realization of her dreams (PARNELL, 2019).

The bearing of responsibilities also affects the occupational persona of most women. Occupational persona can be defined as that dimension of self, shaped by a myriad of factors, both biological and sociocultural, which is predisposed, as well as driven toward, engagement in certain types of occupations” (NAWAZ, 2020). One important question that can be asked but is beyond the scope of this research, what are the personality features that can be identified that affect women’s careers? Leaving room for future research to answer other factors such as environmental or social impact the person’s career (PARNELL, WHITEFORD, & WILDING, 2019).

Subjective career success (S.C.S.) can also be defined as an individual accomplishment throughout his or her values (OLCKERS, & KOEKEMOER, 2017) Female entrepreneurs tend to focus on more than just economic goals as opposed to men (YACUS, ESPOSITO, & YANG, 2019). Their personalities tend to be more pleasant and helpful. It has often been stipulated by researchers in their study that when compared to men, women tend to have lower scores regarding risk-taking abilities and higher scores when it comes to having autonomous personalities compared to male business owners (LOPEZ, 2020). Maslow found in his research that a woman’s self-esteem and sexual behavior were interwoven and linked to the probability of success that she could achieve. Maslow argued that both of these were influenced by certain other background personality and social characteristics such as her socioeconomic status, the traits of the culture she identifies with, and so forth (CULLEN, 1994).
Self-realization and personality are also affected by class differences. Similarly, it was found that sex differences are smaller yet sizeable in countries with higher prosperity and sexual equality levels. (MAC GIOLLA, & KAJONIUS, 2019). The materials used to derive the factor analysis were a labyrinth of material that is intercorrelated and complex. Derived from the analysis can be four factors that are: adaptation – rejection, self-reflection – dissatisfaction, personal maturity, volitional regulation – emotional weakness. These factors empirically confirmed the theoretical constructs of the construct of professional self-realization, reflected the peculiarities of the content of the diagnostic set of methods.

The initial level of professional self-realization of respondents is determined, which in general can be characterized as average. A study of the psychological sex of respondents showed that masculine men have a higher level of motivation to succeed than feminine women, while the results of androgyrous men and women on this indicator do not differ. The results of the comparative analysis confirmed the hypothesis of the existence of strategies of professional self-realization. Mature women realize themselves in professional activities mainly through the strategy of social self-affirmation. For those women the levels of satisfaction of work is heavily linked to their personality and outlook on life. In this study a comprehensive and methodical approach has been suggested to assert the relationship between personality and successful professional self-realization.

To do so, a psychosocial diagnostic approach has been utilized. Most concepts combine the understanding of the individual as healthy, active, capable of self-understanding, endowed with opportunities and needs for self-actualization, maturity, autonomy, authenticity and other ways of expressing the desire to achieve goals. Among the main determinants of the process of self-realization are called needs, interests, goals, ideals. The need for self-realization is one of the basic needs of the individual. An important condition is internal activity. The mechanism of self-realization, obviously, can be considered self-creation of the individual in the disclosure of their own potential, setting and achieving life goals.

CONCLUSION
The comprehensive study undertaken is a step towards better understanding of the depth of knowledge that is required to tackle the problems that relate to the gender imbalance that exists in society when it comes to reaching one’s potential. As researchers who aim to achieve a gender-neutral society in terms of work ethic and the ability to be able to fulfill one’s complete goals and desires, this study is a huge step towards the right direction. Self-actualization is indeed affected by personality and gender. It is natural and understandable to assume that there are some higher traits that if scored highly enough put a person at a better standing to achieve success in their careers.

The empirical study undertaken goes to prove that women are inherently at a disadvantage when it comes to facing up to men since the study of the gender in relation to the psychology of the respondent showed that masculinity indeed has an edge over feminine women in terms of having the motivation to succeed. This study aims to look at an individual’s perspective of self-realization has the ultimate goal around which all life creativity and endeavor to success are based. Within the sphere of self-realization falls professional self-realization which is a manifestation of professional activity that allows one to target a specific goal in life. This can be considered an integral social indicator of self-development which ultimately leads one to be either satisfied or dissatisfied with themselves.

The specific analysis of this study on gender differences in professional self-realization is an innovative and much needed approach that has not yet been researched as fully. Gender stereotypes place a number of obstacles in the life path of a woman which ultimately affect not only their personality but also their social status and the process of their self-realization. For an in-depth exploration of a woman’s features of self-actualization an empirical study was conducted using psychodiagostics tools which proved by correlational analysis that the complex phenomenon of self-realization is characterized by its linkage to many indicators of emotional and volitional block, self-actualization, personal maturity.

Based on the procedure of factor analysis, four factors were identified: adaptation – rejection, self-reflection – dissatisfaction, personal maturity, volitional regulation – emotional
weakness. These factors empirically confirmed the theoretical constructs of the construct of professional self-realization, reflected the peculiarities of the content of the diagnostic set of methods. The results of the comparative analysis have affirmed the hypothesis of the existence of strategies of professional self-realization.

REFERENCES
CASTELL'S 16 PERSONALITY FACTORS TEST. Openpsychometrics.org website. Available at: https://openpsychometrics.org/tests/16PF.php Access: July 7, 2021

COMPTON, W. C. Self-actualization myths: What did Maslow really say? Journal of Humanistic Psychology, 0022167818761929. (2018). Available at: https://doi.org/10.1177/0022167818761929. Access: July 7, 2021

CULLEN, D. Feminism, management and self-actualization. Gender, Work, and Organization, 1994, 1(3), p. 127–137. Available at: https://doi.org/10.1111/j.1468-0431.1994.tb00012.x. Access: July 7, 2021

GILBUKH, YU. Z. Personal maturity questionnaire test. Kyiv: Scientific Practical Center for Psychodiagnostics and Differentiated Learning, 1994. Available at: https://psycnet.apa.org/record/1978-25571-001. Access: July 7, 2021

KAUFMAN, S. B. Self-actualizing people in the 21st century: Integration with contemporary theory and research on personality and well-being. Journal of Humanistic Psychology, 2018. 002216781880918. Available at: https://doi.org/10.1177/0022167818809187. Access: July 7, 2021

LOPEZ-NUNEZ, M. I., RUBIO-VALDEHITA, S., APARICIO-GARCIA, M. E., & DIAZ-ARAMBO, E. M. Are entrepreneurs born or made? The influence of personality. Personality and Individual Differences, 2020. p.154, 109699. Available at: https://doi.org/10.1016/j.paid.2019.109699. Access: July 7, 2021

MAC GIOLLA, E., & KAJONIUS, P. J. Sex differences in personality are larger in gender equal countries: Replicating and extending a surprising finding. International Journal of Psychology: Journal International de Psychologie, (2019). 54(6), 705–711. Available at: https://doi.org/10.1002/ijop.12529. Access: July 7, 2021

NAWAZ, M., ABID, G., ARYA, B., BHATTI, G. A., & FAROOQI, S. Understanding employee thriving: the role of workplace context, personality and individual resources. Total Quality Management & Business Excellence, 2020, 31(11–12), 1345-1362. Available at: https://doi.org/10.1080/14783363.2018.1482209. Access: July 7, 2021

OLCKERS, C., & KOEKEMOER, E. Linking psychological ownership with subjective career success and positive work-related outcomes. In Theoretical Orientations and Practical Applications of Psychological Ownership Cham: Springer International Publishing, 2017, p. 3–20.

PARNELL, T., WHITEFORD, G., & WILDING, C. Differentiating occupational decision-making and occupational choice. Journal of Occupational Science, 2019, 26(3), p. 442-448.

SELF-ACTUALIZATION TEST - CAT. Available at: http://psychologis.com.ua/samoaktualizacionnny_test_-_sat-1.htm. Access: July 7, 2021

SMIDT, W., KAMMERMEYER, G., ROUX, S., THEISEN, C., & WEBER, C. Career success of preschool teachers in Germany - the significance of the Big Five personality traits, locus of control, and occupational self-efficacy. Early Child Development and Care, 2018, 188(10), p. 1340-1353.

VOITKO V.I., GILBUKH YU.Z. On some basic concepts of psychodiagnostics. Questions of psychology. 1976, 4, p.16-31.
WHITEHEAD, P. M. Goldstein’s self-actualization: A biosemiotic view. *The Humanistic Psychologist*, 2017, 45(1), p. 71-83. Available at: 10.1037/hum0000047, Access: July 7, 2021

WODON, Q., & DE LA BRIERE, B. Unrealized potential: The high cost of gender inequality in earnings, 2018. Available at: http://repositorio.ciem.ucr.ac.cr/jspui/handle/123456789/287. Access: July 7, 2021

YACUS, A. M.; ESPOSITO, S. E. & YANG, Y. The influence of funding approaches, growth expectations, and industry gender distribution on high-growth women entrepreneurs. *Journal of Small Business Management*, 2019, 57(1), p. 59-80.

**Gender features of professional self-realization of a woman’s personality**

Características de género da auto-realização profissional da personalidade de uma mulher

Características de género de la autorrealización profesional de la personalidad de la mujer

**Resumo**
Este estudo visa preencher a lacuna que existe no impacto das diferenças de género quando se trata de realizar o seu potencial ou “auto-realização”. De acordo com o conceito de hierarquia de necessidades dado por Abraham Maslow, este estudo visa explorar os obstáculos que se colocam no caminho de uma mulher, especialmente em termos da sua personalidade, que a impedem de se auto-realizar. Os trabalhos de cientistas notáveis têm sido citados para salientar a importância da auto-realização. A investigação foi conduzida utilizando várias ferramentas psicodiagnósticas, tais como o questionário de 16 factores de R. Cattell e a correlação de indicadores de maturidade pessoal foi encontrada utilizando os métodos de Yu.Z. Gilbukh. Os resultados provaram a hipótese de que a personalidade de uma mulher tem de facto um impacto na auto-realização do seu potencial.

**Palavras-chave:** Auto-realização. Psicodiagnóstico. Personalidade e género.

**Resumen**
Este estudio pretende colmar la brecha que existe en el impacto de las diferencias de género cuando se trata de realizar el propio potencial o “autorrealización”. De acuerdo con el concepto de jerarquía de las necesidades dado por Abraham Maslow, este estudio pretende explorar los obstáculos que se interponen en el camino de una mujer, especialmente en términos de su personalidad, que le impiden la autorrealización. Se han citado los trabajos de notables científicos para destacar la importancia de la autorrealización. La investigación se llevó a cabo utilizando diversas herramientas de psicodiagnóstico, como el cuestionario de 16 factores de R. Cattell, y la correlación de los indicadores de madurez personal se halló utilizando los métodos de Yu.Z. Gilbukh. Los resultados demostraron la hipótesis de que la personalidad de una mujer tiene efectivamente un impacto en la autorrealización de su potencial.

**Palabras-clave:** Autorrealización. Psicodiagnóstico. Personalidad y género.

**Abstract**
This study aims to fulfill the gap that exists in the impact of gender differences when it comes to fulfilling one’s potential or “self-realization”. In accordance with the hierarchy of needs concept given by Abraham Maslow this study aims to explore the obstacles that lay in the path of a woman especially in terms of her personality that prevent her from self-realization. The works of notable scientists have been cited to stress the importance of self-realization. Research was conducted using various psychodiagnostic tools such as the 16-factor questionnaire by R. Cattell and the correlation of indicators of personal maturity was found using the methods of Yu.Z. Gilbukh. The results proved the hypothesis that a woman’s personality indeed has an impact on the self-realization of her potential.

**Keywords:** Self-realization. Psychodiagnosis. Personality and gender.
### Appendix A

**Table A.1**

| M | S | E | N | Z | G | SP | F | D | C |
|---|---|---|---|---|---|----|---|---|---|
| **1000** | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| M | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| S | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| E | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| N | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| Z | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| G | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| SP | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| F | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| D | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |
| C | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |

* Significant at 0.01 level (2-tailed), **significant at 0.05 level (2-tailed), N=110

---

Gender features of professional self-realization of a woman's personality

Laplage em Revista (International), vol.7, n. 3A, Sept. - Dec. 2021, p.452-462  
ISSN: 2446-6220
Table A.1 The values of the intercorrelation matrix

| Statement experiment | Control experiment | Value                                |
|----------------------|--------------------|--------------------------------------|
| M                    | M1                 | motivation for success-failure        |
| S                    | S1                 | subjects’ subjective well-being      |
| E                    | E1                 | emotional stability                  |
| N                    | N1                 | strength of "Super-I" - weakness of "Super-I" |
| Z                    | Z1                 | emotional maturity                   |
| G                    | G1                 | hypothy mia - hyperthy mia           |
| SP                   | SP1                | self-control of behavior             |
| F                    | F1                 | frustration                          |
| D                    | D1                 | motivation to achieve                |
| C                    | C1                 | attitude to your “I”                 |
| Oh                   | O1                 | sense of civic duty                  |
| U                    | U1                 | life setting                         |
| B                    | B1                 | psychological intimacy with others   |
| ZP                   | ZP1                | job satisfaction                     |
| R                    | R1                 | reflection                           |
| K1                   | KA1                | orientation in time                  |
| K2                   | KA2                | support                              |
| K3                   | KA3                | values                               |
| K4                   | KA4                | flexibility of behavior              |
| K5                   | KA5                | sensitivity                          |
| K6                   | KA6                | spontaneity                          |
| K7                   | KA7                | self-esteem                          |
| K8                   | KA8                | self-acceptance                      |
| K9                   | KA9                | idea of human nature                 |
| K10                  | KA10               | synergy                              |
| K11                  | KA11               | acceptance of aggression             |
| K12                  | KA12               | contact                              |
| K13                  | KA13               | cognitive needs                      |
| K14                  | KA14               | creativity                           |

Table 1.1 Levels of formation of indicators of professional self-realization by methods of diagnostic complex

| Indexes                                | High level          | Average          | Low level         |
|----------------------------------------|---------------------|------------------|-------------------|
| Self-actualization:                    |                     |                  |                   |
| -Orient. in time                       | 11-17 points        | 6-10 points      | 1-5 points        |
| -support                               | 60-90 points        | 31-59 points     | 1-30 points       |
| -cin. landmark.                        | 13-20 points        | 8-12 points      | 1-7 points        |
| -bend floor.                           | 13-20 points        | 8-12 points      | 1-7 points        |
| -sensitis                              | 8-13 points         | 5-7 points       | 1-4 points        |
| -Spontaneous.                          | 9-14 points         | 6-8 points       | 1-5 points        |
| -samopov.                              | 10-15 points        | 6-9 points       | 1-5 points        |
| -self-self.                            | 13-20 points        | 8-12 points      | 1-7 points        |
| -uyavipir. people.                     | 7-10 points         | 4-6 points       | 1-3 points        |
| -synerg.                               | 5-7 points          | 4-5 points       | 1-3 points        |
| -prine. aggression                     | 11-16 points        | 6-10 points      | 1-5 points        |
| -contact                               | 13-20 points        | 8-12 points      | 1-7 points        |
| -knowed. consumption                   | 8-13 points         | 5-7 points       | 1-4 points        |
| -creativity                            | 9-14 points         | 6-8 points       | 1-5 points        |
Table 1.2 - Correlation of indicators of personal maturity (Gilbukh, 1994)

| Indexes                                      | D motive. achieved | With respect to his I | About the beginning communities, required connection |
|----------------------------------------------|--------------------|-----------------------|-----------------------------------------------------|
| D motive. Achieved                          | -                  | 478 **                | -                                                   |
| About the beginning communities, required connection | 273 **             | 352 **                | -                                                   |
| In the living, installation                 | 474 **             | 605 **                | 365 **                                              |
| B psychol. Near                             | -                  | 191 *                 | 227 *                                               |

*Note: 1) in this and the following tables, the zeros are omitted; 2) levels of significance: * - 0.05%; ** - 0.01%; 3) only significant correlation coefficients are given; 4) N = 110.

Table 1.3 - The ratio of indicators of emotional and volitional block of personality (Fragment of the intercorrelation matrix)

```
| Indexes          | E | N | G | SP  | F  |
|------------------|---|---|---|-----|----|
| E emotional stability |   |   | - | 460 ** | 307 ** | - 390 ** |
| N force "Over-I"  |   |   |   | - 247 ** | - 188 * |   |
| G hypothy Mia     | - |   |   | - 233 * | 429 ** |   |
| SP self-control behaviour | 307 ** | 247 ** | - 233 * | - | -248 ** |
| F frustration     | - | 390 ** | - 188 * | 429 ** | - 248 ** | - |
```

Table 1.4 - Features of the distribution of respondents according to the indicators of the emotional-volitional block  N = 110

```
| Components                  | Levels | Sample |
|-----------------------------|--------|--------|
|                            |        | Abs.   | %     |
| Emotional stability         | High   | 0      | 0     |
|                             | Average| 82     | 74.5  |
|                             | Low    | 28     | 25.5  |
| Strength-weakness of the Super-I | High   | 17     | 15.5  |
|                             | Average| 86     | 78.2  |
|                             | Low    | 7      | 6.3   |
| Emotional maturity          | High   | 22     | 20    |
|                             | Average| 75     | 68.2  |
|                             | Low    | 13     | 11.8  |
| Self-control of behavior    | High   | 52     | 47.3  |
|                             | Average| 50     | 45.5  |
|                             | Low    | 8      | 7.3   |
| Frustration                 | High   | 12     | 10.9  |
|                             | Average| 85     | 77.3  |
|                             | Low    | 13     | 11.8  |
```