The Central Research institute
of the Armed Forces of Ukraine

Military Science. Vol. 2 No. 2 (2024)

DOI: 10.62524/msj.2024.2.2.06

Self-management in professional activities as a prevention measure and reducing an urgency addiction impact

Volodymyr Moroz
Chief
Humanitarian Problems Scientific Research Centre of the Armed Forces of Ukraine
03151, Povitrianykh Syl avenue, 30, Kyiv, Ukraine
e-mail: viervolf@ukr.net
ORCID: 0000-0003-3363-3712

Mariia Yarmolchyk
Doctor of Philosophy
Head of the Research Laboratory of the Military Training Department
National Aviation University
03058, Lubomir Guzar avenue, 1, Kyiv, Ukraine
e-mail: LinkinFan357@ukr.net
ORCID: 0000-0001-9917-0189

Oleh Tarasov
Candidate of Military Sciences (PhD), Associate Professor
Military Training Department
National Aviation University
03058, Lubomir Guzar avenue, 1, Kyiv, Ukraine
e-mail: tarasovo@ukr.net
ORCID:0000-0002-6763-8653

Oleksii Nozdrachov
Deputy Commandant of the Central Research Institute
of the Armed Forces of Ukraine for moral and psychological support
The Central Research Institute of the Armed Forces of Ukraine
03049, Povitrianykh Syl avenue, 28 B, Kyiv, Ukraine
e-mail: o.o.nozdrachov@post.mil.gov.ua
ORCID: 0000-0002-7261-4381

Abstract. The modern specialist's professional activity is characterised by significant labour intensity. Significant workloads in extreme situations, task complexity and insufficient time to complete them, making optimal decisions lead to the occurrence of individual psychosomatic and professional deformations, in particular, urgency addiction, addictive behaviour.

The research relevance, significance and expediency these deformations is currently conditioned by: a) the complexity, dynamism, intensity of human professional activity; b) the requirements for ensuring high quality training of specialists, their mastering of new approaches regarding self-management of the continuous development process; c) insufficient development of this problem in physiology, psychology, psychiatry; d) the necessity to find effective prevention and psychological rehabilitation methods for specialists with certain addictions types; e) russian aggression against Ukraine and their consequences for military, defence and civil area's specialists.

The research goal is to highlight the psychological and physiological scientists' views on the essence and content of the “urgency addiction” and “addictive behaviour” concepts and to justify the

main self-management tools for preventing and reducing the urgency addiction impact in professional activities.

The research methodological basis comprises a general scientific method system, namely: scientific research analysis of domestic and foreign scientists-psychologists, psychiatrists, physiologists, clinicians on the urgency addiction, addictive behaviour, self-management concepts; induction, deduction, synthesis, comparison – to summarise scientific sources on the personality psychosomatic and professional deformations' essence; systematic approach – to substantiate the main self-management tools aimed at preventing and reducing the urgency addiction impact in professional activities.

The article reveals the urgency addiction essence, addictive behaviour, personality professional deformation in the conditions of fulfilling employment functions, task complexity and lack of time for their implementation; the main tools of self-management in professional activity aimed to prevent and reduce the urgency addiction impact are justified.

The article's materials are of scientific and practical importance for specialists in the research field and specialists whose interests include self-management in the prevention and reduction of the urgency addiction in professional activities.

Keywords: personality, professional deformation, urgency addiction, addictive behaviour, self-management.

Introduction

The speed and intensification of the world's military-political, socio-economic, scientific, technical, and information processes leads to a constant complication of the specialists' professional activities, puts higher demands on the modern person's ability to adapt to the life's new realities not only on the basis of intellectual, physical, but also, mainly, on the person's mental capabilities, which is caused by the following factors: increasing work intellectualisation; increasing the mental activity role associated with the cognitive sphere and psychomotives; the formation of an activity model based on an unreasonable increase in the task number, with a simultaneous lack of time to complete them; the significance and responsibility for made decisions and performance results; increased requirements for self-education and professional qualification continuous improvement. Significant workloads in the conditions of complication and increase in tasks number, lack of time for their performance lead to personality psychosomatic and professional deformations - urgency addiction, addictive behaviour, which necessitate an adequate search for ways to prevent them, in particular, self-management tools.

Urgency addiction, addictive behaviour, and self-management in professional activities became the research subject of domestic and foreign scientists in the problems of psychology, physiology, psychiatry, and personality transformation as a biological system in the following areas:

- the urgency addiction concept and essence (Tassi, 1993; Shibko, 2008; Mykhailyshyn, Schmidzen, 2020);
- addiction development dynamics (Buhaiova, 2010; Zmanovska, Rybnikov, 2010);
- addictive behaviour (Maksymova, 2002; Dennis L. Thombs, Cynthia J. Osborn, 2019; Addictive Behaviour Psychology, 2022);
- the addictive behaviour's main factors, professional addictions (Mudryk, 2016; Sidak, 2015);
- self-management skills acquisition as a prevention tool for urgecy addiction (Lukashevych, 2010; Babchynska & Midliar, 2016; Linman, 2016);
- personality transformation (as a biological system) in professional activities under the influence of both external and inner factors (Prikhodko, 2022).

The research relevance, significance and expediency on the chosen subject is currently determined by the following factors:

- complexity, dynamism, intensity of human professional activity;
- the requirements to ensure high quality training of specialists, their mastery of new approaches to self-management of the continuous development process (Strategy for the Higher Education Development in Ukraine, 2021);
- insufficient development of this problem in psychology, psychiatry, physiology (Depression, 2007);
-the necessity to find effective prevention and psychological rehabilitation methods for specialists with certain addictions types;
- russian aggression against Ukraine and their consequences for military, defence and civil area's specialists (Military Security Strategy of Ukraine, 2021; About national resistance fundamentals, 2021).

Methodological Framework

The research methodological basis consists of a general scientific method system, in particular: scientific research analysis of domestic and foreign scientists-psychologists, psychiatrists, physiologists, clinicians on the problems of urgency addiction, addictive behaviour, self-management concepts; induction, deduction, synthesis, comparison – to summarise scientific sources on the personality psychosomatic and professional deformations essence; systematic approach – to justify the main self-management tools aimed at preventing and reducing the urgency addiction in professional activities impact.

Results

The wide range of understanding and interpretation of the "urgency addiction" and "addictive behaviour" concepts by psychologists, psychiatrists, physiologists, and clinicians testifies to their complexity, systematic nature, and dependence on the semiotic approaches that have become the research subject.

Urgency in the general sense means emergency, immediacy; necessity. Addiction (from the Latin addictus - blindly devoted; someone who has fallen into slavish dependence under the influence of various external or inner factors. Addiction shapes the so-called addictive behaviour - behaviour caused by a person's desire to "escape" from real life by changing the state of their consciousness.

The " urgency addiction" concept was first introduced by N. Tassi (1993). The researcher identified: 1) the main characteristics inherent in this addiction: strict monitoring of time by the addict; life realisation at "high speed"; all work-related requirements constantly being accepted; personal time rejection; inability to enjoy the present moment; emotionally negative attitude to the future; 2) an urgency addiction typology: the first type – planning urgency addict is constantly occupied, mainly, with planning their activities; he/she shows anxiety signs in situations of the need to change the task implementation tactics or in relations with people, to change the activity programme at the stage of its implementation; in a situation where it is necessary to solve several tasks in a limited period of time, a person has a fear of not having time to do what is demanded of him/her; the second type - "workaholic" or non-modelling; a characteristic feature of the urgency addiction in this group is workaholism which means a strong desire to work, constant thinking about emerging problems in the activity process, irritability while engaged in another activity type; the third type is "hasty" or inflexible; it is characterised by frequent goal changes before the activity starts, fantasising, unsuccessful predictions about his/her actions; the employee is more likely to look for a similar situation with an already known action programme in previous experience than to experiment in new circumstances.

Further researches (Shybko, 2008; Mykhailyshyn, Schmidzen, 2020) were aimed at identifying the features characteristic for an urgency-dependent personality:

- a desire to control time and an awareness of the subjugating the events course's impossibility;
- professional duties fulfilment to the detriment of meeting the recreation and interpersonal relationships needs;
- acceptance of absolutely all requirements related to professional activities;
- loss of the ability to enjoy life in the present, obsession with future tasks or past failures;
- ignoring the past, pushing emotionally charged experiences into the unconscious;
- fear the future;
- the desire to procrastinate, to realise own's goals and desires, combined with the feeling that time is running out.

A wide range of research by a number of scientists has been devoted to exploring the essential features and definitions of the ‘addiction’, ‘dependence’, and ‘addictive behaviour’ concepts.

V. Velykyi (2009) understands addictions as any unrestrained cravings and hobbies that go beyond the norm, in which the fascination object or a certain activity becomes a determining factor in human behaviour, while partially or completely displacing all other vital activities (Buhaiova, 2010).

According to L. Ilnytska (2008), modern scientific literature defines addiction as an obsession with a substance or a type of activity, which includes an uncontrolled desire to take this substance or practice an activity to achieve the desired mental effect.

It is important to understand the following factors:

- the transformation mechanism of a person's activity into addictive behaviour (Buhaiova, 2010); the researcher identified the following conditions: the desire to escape from reality by changing the psychological state without taking chemicals; activity should occupy a dominant position in the life and consciousness of the individual; activity should harm social ties and other the individual's life vital areas;
- the personality's addiction formation and development dynamics (Zmanovska & Rybnikov, 2010) by the following stages: emotional level; a certain frequency of addiction means implementation; at the same time, there is a correlation between the addiction rhythm and life difficulties, and the lower the resistance threshold to frustration, the higher the rhythm; an individual gradually loses a sense of reality, becomes indifferent to others' experiences, the ability to empathise and understand others is sharply reduced; loss of the personality's own inner world, the personality destruction process; destruction of not only the personality's psyche, but also its biological processes, causing all vital resources to be exhausted, damage to organs and the personality's functioning system in general.

Based on the above, it can be seen that the personality addiction problem is complex, includes biological, social, economic, psychological, psychoanalytic and other components and expresses itself in the addictive behaviour form. The addictive behaviour essence lies in the fact that, trying to escape from reality, the addict tries to artificially change his/her mental state, and this gives him/her the illusion of safety, emotional balance renewal.

Research analysis (Maksymova, 2002; Dennis L. Thombs, Cynthia J. Osborn, 2019; Addictive Behaviour Psychology, 2022) allows us to come to the conclusion that regardless of the addiction type, there are common addictive behavioural signs: persistent desire to change psychophysical state; and a persistent desire to change the psychophysical state; a continuous process of addiction formation and development; cyclical dependent behaviour; the logical occurrence of personality changes and social maladjustment; the formation of an addictive attitude, i.e. a set of cognitive, emotional and behavioural characteristics that cause an addictive attitude to life; excessive emotional attitude to the addictive object; mistrust to specialists who try to provide medical and social assistance; turning the addictive object into existence's goal; denial of addiction and its severity.

The primary motive of individuals prone to addictive behaviour (Zmanovska & Rybnykov, 2010) is to active change their unsatisfactory mental state, which they often view as ‘grey’, ‘boring’,

‘monotonous’, ‘apathetic’; such a person fails to identify in reality any activity areas that can attract his/her attention for a long time, make him/her happy or cause other expressed emotional reaction; life seems uninteresting to him/her due to its routine and monotony; he/she does not accept what is considered normal in society, and the need to do something, engage in any activity, follow any traditions and norms accepted in the family or society; we can say that an individual with an addictive behavioural orientation has significantly reduced activity in everyday life, filled with demands and expectations; at the same time, addictive activity is selective in those life spheres that, even temporarily, brings pleasure to a person and pulls him/her out of the emotional stagnation (soullessness) world; he/she can show unusual activity to achieve a goal.

The reasons for addictive behaviour can be the following: social and professional inability, discrepancies between personal plans and subjective-objective reasons complicating their implementation, financial problems, conflicts in the family, intimate and domestic spheres, a drop in social prestige, problems with one's own appearance related to the aging process, and egocentric attitudes.

The addictive behaviour factors (Addictive Behaviour Psychology, 2022) include the following

- biological, which include heredity, central nervous system diseases, cerebral cortex, etc;
- social - macro- and micro-environmental factors: family influence, the person's closest social environment, traditions in society, culture, mass media influence, etc;
- psychological - inner conflicts, neurotic tendencies, difficulties in communication and interpersonal interaction, self-concept specific features, self-esteem, stress, trauma.

The research analysis (Mudryk, 2016; Sidak, 2015) allows us to single out the following addictive behavioural features:

- dominance of personality motives and attitudes aimed at satisfying pathological needs;
- a personality's weak resistance to experiencing frustration;
- the person's readiness to engage in illegal behaviour to meet the needs on which he/she is dependent;
- the desire to go beyond the prohibited boundaries;
- low stress resistance;
- perfectionism in practical activities;
- desire for adventure;
- desire to engage in behaviour that is destructive for the person who is characterised by this behaviour;
- adaptive strategies inadequacy;
- external locus of control.

Another aspect of addictive behaviour that has become the psychologists' research subject is professional personality's deformation. Professional deformation is a type of emotional and cognitive distortion that occurs under the professinal activity influence and is often interpreted by scientists as a manifestation of specialist's personality maladjustment (impaired ability or complete inability to adapt to the environment and professional activity forms due to psychosomatic disorders).

Various sources analysis of the ‘professional deformation’ concept showed that researchers studying this phenomenon do not have a single view on the phenomenon's essence, except for the recognition that personality professional deformation is indicated by personal changes that occur under the influence of performing a professional role.

Professional deformation symptoms may include professionally caused accentuations, professional stresses (distresses), social interaction disorders, self-esteem instability, job dissatisfaction, physiological discomfort, motivational disorders, inner conflicts, increased situational learned helplessness, and professional fears. Professional deformation is a syndrome that develops against chronic stress background and leads to the exhaustion of emotional, energetic and individual

resources of a working person. It occurs as a result of negative emotions accumulating internally without appropriate ‘discharge’ or release from them (Bilova, Koval, Doroshenko, 2022).

Therefore, professional addictions in their pathological form, as today's realities show, are becoming more and more common. According to S. Udovyk (2002), the number of people with psychogenic disorders is growing rapidly in the world. Therefore, today one of the most important practical tasks is to preserve the specialist's professional health, prevent professional addictions and form a harmoniously developed personality.

Researchers consider self-management to be an effective tool for preventing and reducing the impact of urgent addiction in professional activities.

Self-management is a relevant and promising area in scientific management. This direction in management arose due to the society's needs and is intended to increase the human activity efficiency on the basis of achieving personal and professional goals (Lukashevych, 2010). The main reasons for self-management appearing include the following: actualisation of the management skills importance in professional activities; search for ways to manage personal development, overcome stress, psychosomatic disorders; preservation and increase of the gained creative potential and leadership qualities.

Self-management is aimed at maximising the use of a specialist's own capabilities and consciously managing their working time in order to prevent circumstances where there is a risk of a time shortage for performing professional duties (tasks). The main goal of self-management is to make maximum use of personal capabilities, consciously manage yourself (self-management, self-determination) both in your professional activity and in your personal life. Important components of the self-management process include personal growth, intellectual and professional development, and psychological and physical health support.

Self-management basics include personal effectiveness, on the basis of which one efficiently manages his/her own resources: time, space, communications, and finances. Individual efficiency or a person's effective activity is impossible without achieving a certain level of development through self-development. Self-development (individual development) is a process in which a person gains the ability to protect himself / herself, manage current events, form positive relationships with the world around him / her and enjoy life. The self-development process is carried out by overcoming obstacles and developing personal qualities that contribute to reaching goals and tasks (will, perseverance, stress resistance, ability to influence people, etc.) The following components are combined in this process: personal development (personal growth; intellectual development; professional (qualification) development; psychological and physical support (Babchynska, Midliar, 2016; Linman, 2016).

The main theoretical self-management concepts as an idea around which a system of self-improvement methods and techniques is formed to achieve certain goals:

- the ‘saving your own time’ idea (L. Seiwert);
- the overcoming personal limitations idea (M. Woodcock and D. Francis);
- improving personal business life culture (A. Khrolenko);
- the achieving personal professional success idea (Bärbel and H. Schwalbe).

For our study, the L. Seiwert's concept is important as the most rational and universal, because it contains the most important moments from other concepts and at the same time is aimed at the formation and development of skills and time management qualities in professional activities to prevent various addictions. In L. Seiwert's concept, self-management is the consistent and targeted use of proven work methods in everyday practice in order to use your time optimally and meaningfully, i.e., it is essentially time management. The researcher defines the following self-management benefits (Seiwert, 2015): performing work with lower costs; better work organisation; better work results; less rush and stress; more job satisfaction; higher work motivation; increased

qualifications; less workload; fewer mistakes in performing your functions; achieving professional and life goals in the shortest possible time.

In the self-management concept, the determining factor is time in the context of optimising self-management activities; stressor elimination or reduction impact; predicting the stressor's negative impact; taking into consideration the stressor avoidance dynamics depending on extreme conditions; formalising (planning) activities and making appropriate decisions; using personal and collective experience; taking into account the importance of material, technical and other resources; inner and outer individual motivation.

The research analysis (Seiwert, 2010; Sakun, Avetisian, Kaluhina, 2012; Shtepa, 2009) and other generalisations allow us to determine and justify the main factors that contribute to the professional activity optimisation in space and time in order to prevent and reduce the urgency addiction impact.

Reasons identification that can lead to unproductive time loss in the professional activity process and contribute to psychosomatic disorders:

- unclear goal statement;
- lack of task prioritisation;
- trying to do too much at once;
- lack of a future task picture and ways to solve it;
- irrational working day planning;
- personal disorganisation;
- excessive pedantry;
- lack of motivation (indifferent attitude to work);
- lack of service tools and database organisation by functional responsibilities;
- shortcomings in responsibility's distribution;
-Inability to say "no" when it distracts from work;
- lack of self-discipline;
- inability to follow through;
- prolonged meetings, appointments;
- insufficient preparation for conversations and discussions;
- lack of communication skills;
- excessive sociability;
- excessive business records;
- procrastination syndrome;
- haste, impatience;
- inability to concentrate, overcome stress;
- lack of control, self-control.

The main reasons for professional stress include the following: 1) stress related to the work content: maintaining prolonged concentration, monotony, sameness, very difficult tasks, physical effort at the limit of the body's abilities, the need to perform a significant task number, unexpected load of new tasks, etc. 2) stress from the work organisation: too fast work pace, rigid task schedule, irregular working hours, constant rush, time pressure, conflicts in the team; 3) stress related to the certain professional activity fulfilment: lack of control over work or too much responsibility in the organisation, material risk, moral problems, risk to health and psyche.

Self-management functions.

1. Goal setting (personal goal analysis and formation).

Setting a goal requires expressing clear intentions and precise formulation of obvious and hidden needs, interests, desires or tasks, as well as actions and deeds orientation towards the defined goals and their fulfilment. Each goal is meaningful only when the timeframe for its implementation is set and the desired results are formulated.

2. Planning (plans' development and alternative options for your activities).

Planning is intended to ensure the optimal use of probably the most valuable asset - time, that is: a) or use the existing time for fruitful and successful professional activity (maximum criterion); b) or achieve the goal with the least possible time expenditure (minimum criterion). The better the time is managed (planned), the more efficiently it will be used in personal psychological and professional interests. Planning as an integral part of self-management tasks and rules means preparing for the goals implementation and structuring (organising) time.

Drawing up a plan is closely related to the issues and tasks to be performed, usually within the working hours, taking into account the individual's competence, physical and psychological capabilities. Establishing the timeframes required to achieve personal and professional goals gives a sense of confidence in the implementation feasibility and task priority for long-term, medium-term, monthly and daily goals.

The planning benefits are evident in the following areas of self-management: goals achievement, time advantage, visibility, setting priorities, deadlines, time reserves, increased efficiency, task redistribution, and stress avoidance or reduction.

3. Making decisions about received tasks.

Decision-making involves selecting priority tasks, i.e. setting priorities in their implementation, which does not mean wasting time and energy on separate, often insignificant problems.

Advantages of working on priority tasks:

- working on really important and necessary tasks;
- solving issues according to their urgency;
- concentration of attention on performing only one task;
- completing the task on time within the planned time frame;
- achieving goals in the best way possible in the circumstances;
- exclude tasks that could be accomplished by others;
- not leaving unfulfilled tasks that match potential opportunities;
- feeling satisfied with the task accomplished within the established timeframe;
- avoiding stressful overloads.

4. Implementation and organisation (drawing up a daily routine and organising a personal work process in order to achieve the set tasks).

The ‘implementation and organisation’ function in self-management involves drawing up a daily routine and organising a personal work process in order to fulfil the tasks and achieve the goal. L. Skibytska and O. Skibytskyi (2007) defined work organisation rules that allow increasing the self-management efficiency: a) not to take on many tasks in one day; b) plan 2-3 priority tasks and 4-5 less important tasks for the current day, and finish with simpler and more enjoyable ones; c) leave 20-30% of time for unforeseen tasks every day, because proper work organisation is the key to a professional's success in the struggle for time. This will help you become organised and keep this quality forever. In addition, the researchers point out that the effective use of leaders' working time is impossible without the use of scientifically based work and rest regimes. The main forms of optimal self-organisation in the work environment include the culture of interviews, meetings, telephone conversations, relationships, and information processing. A rather important task is to master the methods of overcoming the inefficient time use factors.

5. Control (self-control and results control).

The control function (self-control) helps to improve and, ideally, optimise the working process. All of the above self-management functions will not be as effective if appropriate control is not carried out. This applies not only to control over the result, but also to control over the process, and the last one should be carried out with particular care. Control (self-control) should identify efficiency reserves and encourage taking corrective actions.

6. Information and communications.

Information and communications are the most important function of any management process, social relations, social system, professional human relations. To a certain extent, other functions "rotate" around this function, since communications as an information exchange are necessary in all stages of the self-management process.

The information component involves searching for and analysing information about the main human activities' sides, namely: professional, organisational, material and domestic, social and psychological. Information processing should be streamlined and systematised, focused on achieving certain goals.

The communication component is implemented through the personal relationships establishing with team members of different functional purposes.

It is worth pointing out a number of limitations that should have a negative impact on the self-management functions' implementation in the professional activity process and thus reduce the effectiveness of urgency addiction prevention and addictive behaviour:

- inability to set and achieve goals clearly and step by step, overcome weaknesses, show will and perseverance;
- lack of self-management skills in planning and organising professional activities;
- indistinctness of the personality's motivational sphere and personal values;
- lack of skills in effective and persistent profession mastering, independent knowledge gaining;
- poor leadership, creative and communication skills development;
- insufficient reflexivity, lack of developed aptitudes for the practical implementation of personal inner and outer dialogue.

Discussions

The dynamic development of modern societies' almost all components is interconnected action and interaction's consequence of the following systems: "person-person"; "person-collective"; "person-society". The transformational processes that take place in this case are influenced by external and internal factors of different nature (Prikhodko, 2022). For societies, these processes are characterised by such expressions as development, stagnation, and decline. In such interconnected circumstances, a person undergoes psychological structural changes in the following directions: intellectual and creative development; degradation, professional deformation. The human factor (human potential development) in the above systems is a) an important priority of Ukraine's national interests and national security (Military Security Strategy of Ukraine, 2021; About the basis of national resistance, 2021); b) decisive, as it affects the specialist's professional activity at different hierarchical functional levels of society. The constant complication of the specialists 'professional activity, the increase in the tasks' number in conditions of insufficient time to complete them exhausts not only a person's intellectual and physical capabilities, but also mainly psychological ones, which ultimately leads to personality psychosomatic and professional deformations, in particular, urgency addiction, addictive behaviour, and leads to search for effective mechanisms of their prevention or impact reduction. The process of becoming addicted, as practice shows, can occur suddenly. In the case of successful results in professional activities, a person feels full of strength, energy and enthusiasm: he/she has a full sense that he/she can cope with any task, spending all his/her time, often not standardised, on the task's fulfilment, ignoring rest, rational time planning, which can ultimately lead to systemic negative consequences.

The views' analysis and generalisation on urgency addiction concept and essence, its development dynamics (Bugaiova, 2010; Mykhailyshyn, Schmidzen, 2020; Tassi, 1993, etc.), on addictive behaviour and its main factors (Maksymova, 2002; Sidak; Dennis L. Thombs, Cynthia J. Osborn, 2019) shows that the personality addiction problem is complex, includes biological, economic, psychological, psychoanalytic components and manifests itself in human activity in an addictive behaviour form, which, in turn, means that, in an effort to avoid reality, the addict tries to change his/her mental state by addingictive behaviour, and this gives him/her safety illusion and emotional balance restoration.

Researchers (Bugaiova, 2010; Zmanovska, Rybnikov, 2010) emphasise the importance of understanding such factors as the mechanism of personality activity transformation into his/her addictive behaviour (the desire to escape from reality by changing the psychological state without the use of chemicals, etc.); personality addiction formation and development (emotional level; a certain frequency of addictive means implementation, loss of the personality's own inner world, the personality destruction process, etc.)

Researchers believe that self-management aimed at preserving a specialist's professional health, preventing professional addictions by actualising the importance of leadership skills in professional activities; finding ways to manage personal development, overcoming stress, psychosomatic disorders; preserving and increasing the acquired creative potential and leadership qualities is an effective means of preventing and reducing urgency addiction in professional activities (Lukashevych, 2010). Self-management allows you to make maximum use of personal capabilities, consciously manage yourself (self-management, self-determination) both in professional activities and in your personal life (personal growth, intellectual, professional development, psychological and physical health support).

Each self-management theoretical concept presented in the study, along with the implementation methods, can be used for self-assessment and self-development of professional qualities, to increase one's business potential, and to prevent or reduce the impact of urgent addiction. At the same time, all these concepts have certain disadvantages, such as the following

- they are quite labour-intensive and take a lot of time;
- the results of a person's work on himself/herself according to the proposed recommendations depend on the approaches used, since there are no universal methods for use in everyday activities.

In our research, we chose L. Seiwert's (2015) concept, where self-management is a consistent and purposeful use of work's tested methods in everyday practice in order to make optimal use of your time, by yourself to facilitate the psychosomatic disorders prevention, i.e. their preventive measures.

The foregoing is largely relevant to the military personnel of the Armed Forces of Ukraine, especially in the current period of russian aggression against Ukraine:

- military and professional activity is a significant part of a military personnel's life;
- excessive physical and psychological stress in the conditions of combat actions;
- the likelihood of fulfilling tasks that suddenly arise in a limited time frame;
- unregulated working hours;
- stressfulness, professional activity's strict regulation: social norms' specificity, clearly defined lifestyle, relationship regulation, leadership's strict centralisation, strict discipline, internal order and personnel's actions' clear regulation;
- the urgent necessity to improve a set of activities to ensure conditions for preventing urgency addiction, supporting the military personnel's mental health at a level that minimises personnel turnover and maintains combat capability level of units and units in peacetime and wartime.

Based on the research analysis (Seiwert, 2010; Sakun, Avetisian, Kaluhina, 2012; Shtepa, 2009) and the author's generalisations, the main factors that contribute to the professional activity optimisation in space and time in order to prevent and reduce the impact of urgency addiction are defined and justified:

- reasons that can lead to unproductive time loss in the professional activity process and contribute to psychosomatic disorders;
- the reasons for professional stress: 1) the work content, maintaining long-term concentration, very difficult tasks, physical effort at the limit of the body's capabilities, etc.; 2) the necessity to perform a significant task number, unexpected new tasks load, etc: 3) work organisation: too fast a work pace, rigid schedule of performing tasks, irregular working hours, etc.; 4) constant haste, time pressure, conflicts in the team, etc.; 5) performing certain professional activities: lack of control over work or too much responsibility in the organisation, material risk, moral problems, risk to health and psyche;
- self-management functions: 1) goal setting (analysing and formulating personal goals); 2)

planning (developing plans and alternative options for your activities); 3) making decisions on received tasks; 4) implementation and organisation (drawing up a daily routine and organising personal work process in order to achieve the assigned tasks); 5) control (self-control and results control); 6) information and communication;

- restrictions that should negatively affect the self-management functions implementation in the professional activity course and thereby reduce the urgency addiction and addictive behaviour prevention effectiveness.

It is worth highlighting that self-management's practical significance in professional activities as a means of urgency addiction's prevention and reduction impact:

- provides a holistic view of the self-management essence, starting from its definition, through the goals', functions', and techniques' allocation;
- focuses on individual management activities in each of the main self-management components;
- focuses on self-assessment of the personality potential in each function, allows to compare the result with the required norm, recommends how to improve the result in practice;
- directs the personality to self-education, rational, planned time use;
- gives confidence in professional activity while reducing the stress threat.

Conclusion

The specialist's professional activity in the conditions of fundamental knowledge and technologies' rapid development is characterised by significant work intensity. Intellectual and physical workloads, adverse effects of information, socio-economic, communication, and stress factors lead to a decrease in work productivity, personality's psychosomatic and professional deformations - urgency addiction, addiction, and addictive behaviour.

Urgency addiction and addictive behaviour occur as a result of a complex interaction of hereditary, biochemical, social and personality psychological factors, such as: external physical environment; external social conditions; inner hereditary-biological, psychophysiological and individual-typological preconditions; inner personal reasons and mechanisms of addictive behaviour.

Researchers consider self-management to be an effective means of preventing and reducing the urgency addiction's impact in professional activities, the essence for which is considered as: a) the science about personality self-management and self-organisation; b) the specialist's ability to plan the types of his/her activities; c) managing his/her own resources to achieve success in professional activities; d) a strategy for building a professional career; e) the personality's activity focused on self-development and management of his/her own professional growth, psychosomatic state, overcoming addiction's impact. Therefore, the self-management concept essence covers a number of categories related to the personality self-realisation problem: self-organisation, self-knowledge, self-improvement, self-control, optimal use of own capabilities, resources and time to achieve success and psychosomatic stability.

Recommendations

The results presented in the research regarding the urgency addiction, addictive behaviour, and self-management are of scientific and practical importance and can be useful for specialists in any professional field.

References

1. Babchynska, O. I., & Midliar, A. K. (2016). Self-management as a component of personnel professional development. *Effective economy*, *9.* http://www.economy.nayka.com.ua/?op=1&z=5151.
2. Bilova, M. Ye., Koval, H. S., & Doroshenko, K. Yu. (2022). Psychological phenomenon of personality professional deformation: theoretical aspect. *Habitus*, *41*, 114–118.

3. Buhaiova, N. M. (2010). Addictions development's psychological regularities in ontogeny. *General and Pedagogical Psychology Problems*, т. XII, ч. 4, 48–56.
4. Velykyi, V. M. (2009). The essence and prevention of gambling addiction. *Social work in Ukraine: theory and practice, 5*, 134–137.
5. Seiwert, L. (2015). Your time is in your hands. *Electronic library RoyalLib.Com*, 2010–2020. https://royallib.com/read/zayvert_lotar/vashe_vremya_v_vas hih_rukah.html#0.
6. Zmanovska, Ye. V., & Rybnikov, V. Yu. *Deviant behavior of the personality and the group*. Logos.
7. Ilnytska, L. A. (2008). Psychological features of the Internet-dependent young men's personality. *Social work in Ukraine: theory and practice, 5*, 124–137.
8. Lukashevych, M. P. (2002). *Self-management theory and practice*. IAPM.
9. Maksymova, N. Yu. (2002). *Addictive behaviour psychology*. Kyiv University.
10. Mykhailyshyn, U. B., & Shmidzen, I. Yu. Theoretical analysis of an urgency addiction formation psychological features. *Journal of Social Sciences, Nursing, Public health and Education, 1–2*, vol. 1, 139–144.
11. Mudryk, A. B. (2016). To the issue of personality's professional addictions. *Psychological perspectives, 27*, 113–125.
12. About national resistance foundations. Law of Ukraine dated 16.07.2021, No. 1702-IX. *Verkhovna Rada Bulletin*, 2021, No. 41. Art. 339 (with amendments made in accordance with the Laws of Ukraine 2022–2023).
13. *Addictive behaviour psychology: a textbook*. (2022). National University named after Lesia Ukrainka.
14. Sakun, A. A., Avetisian, K. P., & Kaluhyna, N. A. (2012). *Self-management: a textbook for bachelors*. ONAC named after A.S. Popov.
15. Sidak, L. M. (2015). Addiction as a form of personality's spiritual being destruction. National University of Ukraine "Law Academy of Ukraine named after Yaroslav the Wise". *Philosophy, Law Philosophy, Political Science, Sociology, 4*, 46–55.
16. Skibitska, L. I., & Skibitskyi, O. M. (2007). *Management*. Centre for Educational Literature.
17. President of Ukraine. (2021). *About the Military Security Strategy of Ukraine. Decree of the President* (121/2021). https://www.president.gov.ua/documents/1212021-37661.
18. *Strategy for the Higher Education Development in Ukraine for 2021–2031*. http://www.reform.org.ua/proj_edu_strategy_2021-2031.pdf.
19. Udovyk, S. L. (2002). *Globalisation: semiotic approaches*. Vakler.
20. Shibko, O. L. (2006). *Urgency addiction as a personality addictive behaviour form*. http://elibrary.miu.by/journalsl/item.pj/issue.11/article.12.html.
21. Shtepa, O. S. (2009). *Self-management: definition and diagnosis.* http://scienceandeducation.pdpu.edu.ua/journals/2009/NiO_ 8_2009/3_rozdil/Shtepa.htm.
22. Dennis, L. Thombs, & Cinthia, J. Osborn. (2019). Introduction to Addictive Behaviors. *The Gulford Press.*
23. Depression. The Columbia Electronic Encyclopedia. (2007). *Columbia University Press*.
24. Linman, D. (2016). *Self-Management Skills for Employees, or How to Be a Productive Employee.* http://www.mymanagementguide.com/self-management-skills-for-employees-or-how-to-be-a-productive-employee. Title from the screen.
25. Prikhodko, Yu. I. (2022). Fundamentals of theory and methodology for the study of the transformation of systems of various origins. *Social Development and Security, 12* (1), 81–94.
26. Tassi, N. (1993). *Urgency Addiction.* A Signet Book.