



**INTEGRATION OF PSYCHODIAGNOSTIC METHODS IN
ASSESSING A PERSON'S PROFESSIONAL COMPETENCES IN
CAREER GUIDANCE**

**ИНТЕГРАЦИЯ МЕТОДОВ ПСИХОДИАГНОСТИКИ В ОЦЕНКЕ
ПРОФЕССИОНАЛЬНЫХ КОМПЕТЕНЦИЙ ЛИЧНОСТИ В
ПРОФЕССИОНАЛЬНОЙ ОРИЕНТАЦИИ**

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Abstract: This in the article to the profession direction in the process professional competencies of a person in evaluation psychodiagnostic of methods integrated application analysis The article different psychodiagnostic approaches — test, observation, interview, activity product analysis to do and sociometric methods harmonized in the system seeing Integrated approach person's not only cognitive and intellectual, maybe communicative, emotional and motivational competencies deep determination opportunity Research results this shows that the complex psychodiagnostic assessment to the profession of direction objectivity increases and individual professional development directions clear designation opportunity gives.

Keywords: to the profession orientation, professional competence, psychodiagnostics, integration, personality psychology, test methods, diagnostics approach.

Аннотация: В данной статье анализируется интегративное применение психодиагностических методов в процессе профессиональной ориентации личности. Рассмотрены возможности объединения различных



диагностических подходов — тестирования, наблюдения, интервью, анализа продуктов деятельности и социометрии — в единой системе. Интеграция методов позволяет всесторонне оценить когнитивные, коммуникативные, эмоциональные и мотивационные компоненты профессиональной компетенции личности. Результаты исследования показывают, что комплексная психодиагностика повышает объективность профессиональной ориентации и способствует более точному определению индивидуальных направлений профессионального развития.

Ключевые слова: профессиональная ориентация, профессиональная компетенция, психодиагностика, интеграция, психология личности, тестовые методы, диагностический подход.

Today on the day labor in the market competition intensifying going one at the time, young people right profession choice their future success and potential by designating gives. To the profession direction process efficiency and mainly the professional competencies of the individual of determination scientific and practical based to the methods Psychodiagnostics this individual psychological features determine, measure, evaluate and analysis to do tool as to the profession direction in the system important place holds.

However in practice only one method application often effective, sufficient result does not give. Therefore psychodiagnostic methods integrated approach based on application necessity appearance This approach is person's every one-sided developed competencies complex analysis to do opportunity gives.

This is professional competence person's known one professional activity effective to perform for necessary was knowledge, skills, personal quality and values It is a system of the following from components consists of:

- **Cognitive competence :** professional knowledge and thought level ;
- **Social-communicative competence:** in the team work, communication installation ability;
- **Emotional competence:** oneself management, stress tolerance;



- **Motivational competence:** professional to activity was internal incentive and to the goal orientation.

This components to each other integral related to be, them in evaluation complex approach is required. Psychodiagnostic methods between test, observation , interview , activity product analysis to do and sociometry such as methods the most effective is considered . Their every one separately to the advantage Test methods clear criteria based on intellectual or ability level measures. Observation person's natural in the environment behavior open gives. Interview (conversation) motivation and values determines. Sociometric analysis collective relationships evaluates . Activity product analysis to do person's practical to the results is based on . This methods integration the results one in the system combine diagnostic accuracy noticeable in a way For example, the test results observation information with when compared, the person's professional in the direction of further deeper analysis to give possible It will be.

Integrated approach one how much advantages one. Including accuracy and objectivity different from methods taken information each other completes. Complex assessment person's cognitive, emotional and social aspects together is studied. Practical efficiency profession when choosing errors decreases . To the person directed individual differences in approach into account is taken.

Taken research this shows that integrated psychodiagnostic approach through professional direction accuracy by 20–25 percent increase possible.

Psychodiagnostic methods integration professional competencies of a person complete and objective assessment opportunity gives. Through it person's not only knowledge and ability level , maybe professional motivation , social flexibility and emotional also analyze the readiness This is done . to the profession direction individual development in the process strategies in marking important importance profession will reach.

So so, in the future to the profession direction in the system integrated psychodiagnostic models current to grow education and labor market between harmony provides.



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