

Sabokhat D. Sharapova,
Senior lecturer,
Gulistan State University

Psychosocial Makers of Assertiveness Development

Key words: *assertiveness, assertiveness components, criteria of the assertiveness formation, constructive assertiveness.*

Annotation: *the results of the research's third stage are presented in the article. The personal traits of students, who influence upon assertiveness development and its basic components, are studied.*

Theoretical analysis of literature source that deals with assertiveness problems enabled us to distinguish personal traits, which are assertiveness components and characterize it. Thus, according to the majority of the researchers (1, 4, 5, 6), the following features are peculiar to an assertive personality: autonomy, ambitiousness, self-consistency, independence, leadership, insistence, decisiveness, self-confidence, commitment, exactingness and self-exactingness, empathic ability.

According to the concept of the basic structural assertiveness components, the criteria for assertiveness formation are as follows: personal, cognitive, emotionally value-based, and behavioral (2, 3). Each of the named criteria is expressed in collection of quantitative and qualitative indices. The quantitative assertiveness indices indicate the quantity of points that were got while testing the personal traits peculiar to assertiveness. The qualitative indices allow judging the level of its personal development (from sophisticated ability to low level, expressed in inability to demonstrate assertiveness). The three levels of shaping assertiveness based on the given criteria are distinguished: high, medium and low.

Personality criterion specifies shaping such customized-personal features that characterize assertiveness as self-confidence, independence, insistence, decisiveness, ambitiousness, self-control, personal agency, and self-efficacy.

Cognitive criterion specifies ability to the constructive approach to a problem solution, a correct impression of the social codes, ability to analyze personal behavior and other people's behavior by means of this impression, self-esteem adequacy, ability to reflect personal and another person's behavior, ability to rational thinking, realistic ability, and readiness to make decisions in situations of uncertainty.

Emotionally value-based criterion specifies shaping emotional and axiological spheres of a personality: stability and the depth of one's feelings, emotional stability, empathy ability, proactive attitude, self-respect, creative approach to life, self-exactingness and exactingness, positive motivating affirmation and life-purpose orientation.

Behavioral criterion specifies ability to communicate with people freely and express one's thoughts and feelings, assert one's interests, make one's aims and intentions known taking into

account others' concerns, desire to do something well and fast, ability to do things by whole and actively reflect in psychologically tense situations.

By means of V. Capponi and T. Novak assertiveness test 206 respondents at the age of 18-20, first-year students, 120 females and 86 males were tested. Based on the test results, we have distinguished the group that performed high assertiveness level (the highest results at B factor).

The highest records at B factor show that probationers are already capable to act in a right way and demonstrate assertive behavior. The members of the group are independent, but have respect for others' opinion, and are capable for compromise; they possess such qualities as self-consciousness, positive self-conception, reflective reasoning capabilities, and internal locus of control. In the setting of the mean values of the personality and cognitive components' intensity, the values of emotional and behavioral components are higher than the former ones. 71 probationers (42 females and 29 males) demonstrated high assertiveness level and became the participants of the experimental group.

The control group consisted of probationers who got the highest points at A and B factor (medium and low assertiveness levels).

This suggests that the probationers have an idea of assertiveness and they have good chances to settle into assertiveness, but they don't use it in their lives.

In the groups with medium assertiveness level, independence verging on negativism, egocentrism, self-partiality, aggressiveness, inadequate high rates of self-feeling, self-confidence and external locus of control are peculiar for its members. Personality, emotional and behavioral components are more intensive than cognitive component in the testees of the given group.

The participants of the low assertiveness level group depend upon associates extremely. They have low global self-conception indices, negative self-feeling, compulsive behavior, lack of confidence, low self-esteem, self-reproach, external locus control and indices of all assertiveness components, except for emotional one.

135 testees (78 females and 57 males) who performed medium and low assertiveness level fell under the control group.

By means of 16-factor R. Kethell Personality Questionnaire (16 PF), character traits of the assertive personalities (experimental group) and nonassertive personalities (control group) have been diagnosed.

According to the average data, the assertive and nonassertive personality profiles presented in Fig.1 have been obtained.

The spikes on such scales as E – “dependence-dominance”, H- “shyness-boldness”, L- “trustfulness-watchfulness”, O- “confidence- state anxiety”, Q- “self-control” are observed in the average assertive personality profile (Fig.1).

Having high indices on the given factor, a person performs cultured self-control, and implements social requirements precisely. Purposefulness and personality integration are

peculiar for them. High indices on O factor - “confidence- state anxiety” show that state anxiety, depressiveness and sensitiveness are common to them.

L factor - “trustfulness-watchfulness” indicates emotional attitude to people. At low indices, trustfulness, agreeableness, tolerance and complaisance are appropriate to such people. At high figures, a person is self-centered and suspicious. Assertive personalities have lower L factor index than nonassertive personalities with the average rates. Assertive personalities are more agreeable and tolerant towards others than nonassertive ones.

According to the diagram (Fig. 1), it is evident that the indices on such scales as A- “unsociability-sociability”, C – “emotional instability – emotional stability”, F – “self-restraint - expressiveness” are higher than in nonassertive personality profile.

At high rates on A factor, a personality is emotional, flexible, complacent, sociable. High rates on C factor indicate that a personality is self-possessed, hard-working, emotionally mature and realistically-minded. Having high indices on F factor, a person is cheerful, impulsive, unconcerned, energetic, expansive and socially emotional.

Thus, the testees of the experimental group have the high rates of dominance, boldness, activity, sociability, risk appetite, ambitiousness, self-discipline and emotional resilience. They possess more developed self-control, precise implementation of social requirements, cheerfulness, purposefulness and personality integratedness. At the same time, the indices of trait anxiety and impulsivity are higher in the experimental group than in the control one.

The comparative analysis’s been conducted using the primary observations of: mean value (M), index of variability (S), t-Student’s criterion.

The assertive personalities (experimental group) have significantly high indices ($p < 0,001$) than the control group’s testees on the following factors: C-“emotional stability”, E- “dependence-dominance”, H- “shyness-boldness”, and significantly high ($p < 0,05$) on the factors : A- “unsociability-sociability”, F – “self-restraint - expressiveness”, O - “confidence- state anxiety”, Q- “high self-control-low self-control”.

The assertive personalities of the experimental group have much higher indices of such character traits as behavior normativity, responsibility, complaisance, conscientiousness, sensitivity than these ones of the control group, but the mean value difference on the parameters is nonsignificant.

Due to factors: A – “Intelligence”, L - “Trustfulness-watchfulness”, M – “Practicality- cultured imagination”, T – “Straightforwardness-diplomacy”, Q – “Conservatism-radicalism”, Q- “Conformity”, Q – “Slackness-tenseness ”, MD – “Adequate self-esteem – Inadequate self-esteem” the indices of the two groups don’t differ much. According to the research findings, such personality traits as intelligence, dreaminess, cultured imagination, diplomacy, flexibility, tenseness, frustration tolerance, and self-containment do not influence on assertiveness. Significant gender differences haven’t been revealed as well.

Consequently, assertive personalities much more stable, dominant, bold, decisive, active, sociable, independent, and disciplined than nonassertive ones. They also have high self-control

level and insistence in achieving goals, but at the same time, they are more sensitive and anxious, distinct from each other and have intermediate expressiveness level (5+ - 0, 5 stens).

References:

1. Ames D.R. *Pushing up to a point: Assertiveness and effectiveness in leadership and interpersonal dynamics: Research in Organizational Behavior*, 29, 2009; 111–133.
2. Capponi V. *How to do everything in your own way, or assertiveness - in life*; V. Capponi, T. Novak. St. Petersburg, 1995; 232.
3. Leontiev AA. *Assertiveness. Communication and communication activities: AA. Leontyev R. Harre, M. Argyle, A. Fernham, DA. Graham. St. Petersburg, 2008; 160-215.*
4. Medvedev SA. *Psychological features of assertiveness as a condition for the professional development of future practical psychologists: Scientific Notes GS. Kostyuk Psychology Institute: ed. SD. Maksimenko. Kiev, 2006, Vol. 29; 459-466.*
2. Samarov R. *Psychological protection: problems and solutions (methodological approach): Current state and prospects of practical psychology in Uzbekistan. Tashkent, 2008; 53-55.*
3. Sheinov VP. *Assertiveness of individual and his health: Liberal Arts in Russia, 2014, Vol. 3, No. 4; 256-267.*