



PROFESSIONAL DEVELOPMENT OF EMPLOYEES

Credit points	6 CP
The Abstract of the course	<p>The course gives an idea of the essence of professional and personal development, the age-psychological characteristics of the development of a professional, as well as the basic psychological characteristics of the main stages of professional development, including the pre-professional period, stages of professional study, professional adaptation, entry into the profession, master, authority, mentor and post-professionalism. external and internal factors. The course examines the specifics of crises and crisis situations at various stages of becoming a professional, the nature, levels and types of professional breakdowns, the concept of professional stress, and the factors of its development, and also forms the skills of providing psychological support. Particular attention is paid to the concept of the value-semantic sphere of a professional, the changes of which are the central point in professional development. The course forms the skills of providing competent support in overcoming the difficulties of professional self-determination and the problems associated with career choice, and also develops the ability to effectively use methods and techniques aimed at developing the personality of a professional development</p>
Aim of the study course	<p>The aim of the course is the formation of ideas about the conditions, mechanisms and basic determinants of the process of formation and development of a professional. To prepare students for the provision of psychological assistance in the process of professional self-determination of a specialist, difficulties in overcoming professional crises and destruction, stress.</p>
Objectives of the course	<ul style="list-style-type: none"> • To form an idea of classical and modern approaches and methods of psychology of professional development. • Introduce the periods of professional development • Knowledge of the specifics of professional development crises, their consequences and how to overcome them • Provide knowledge about the features of the development of the personality of a specialist in various socio-psychological conditions • To give an idea of the concept of elite orientation as a regulator of professional and life choices. • To give an idea of the importance of the value-semantic sphere in the development of a professional. • To form research skills in order to obtain new knowledge in the field of psychology of professional development. • To form skills to provide support in the process of professional self-determination, difficulties in overcoming professional crises and destruction, professional stressful situations. • Build competency to critically analyze and evaluate your professional activities and development. • To introduce the basic techniques of coaching and how it helps in the development of a professional. • Ability to comply with professional ethics

	Knowledge	Skills	Competences
Study course results	<ul style="list-style-type: none"> • Knowledge of modern theoretical and applied achievements in the psychology of professional development, serve as the basis for original thinking and / or research • Critical understanding of issues related to solving scientific problems of professional developmental psychology and related fields • Knowledge of theoretical paradigms and the history of the industry; • Knowledge of classical and modern methods of psychology of professional development, including their critical assessment; • Knowledge of the periods of formation and development of a professional and their characteristics (“optant”, “adept”, “adaptant”, “internal”); • Knowledge of crises and crisis situations in professional development; • Knowledge of theories of development of labor motivation; • Knowledge of various conditions affecting the development of a professional (career guidance, vocational education, etc.); • Knowledge of the psychological characteristics of the development of the personality of a specialist in diverse professions; • Knowledge of ethical issues in the formation of the 	<ul style="list-style-type: none"> • Skills for solving specific problems that are necessary for research and / or innovation in order to recreate new knowledge and procedures and integrate knowledge from various fields • Ability to solve the problems of professional deformation and the balance between work and personal life. • Skill of defining professionally important qualities • The ability to independently provide competent support in overcoming the problems associated with career choice, based on professionally important qualities; • Ability to effectively use methods and techniques focused on the development of a professional personality; • Has the skills to assist workers in stressful situations. • Ability to independently conduct competent support in overcoming difficulties in professional self-determination, as well as in the further development of a professional career. • Skills of providing psychological support during professional crises and destruction, their prevention and correction; • Skills for solving 	<ul style="list-style-type: none"> • The ability to manage and transform complex and unpredictable work or study conditions that require new strategic approaches. • Managing and transforming complex and unpredictable working or study conditions that require new strategic approaches. • The ability to take responsibility for contributing to professional knowledge and practice and / or analyzing the strategic results of the group. • An opportunity to promote personal and professional development of a specialist. • Competence in contact with the client; • Ability to navigate in accordance with the needs, difficulties and resources of the client; • Ability to choose and apply an approach and methods suitable for the client; • Ability to conduct psychological research (assessment) of an individual, group or organization; • Ability to provide psychological advice in the field of professional development psychology • Competence to provide feedback to the client in accordance with the chosen goals of cooperation; • Ability to observe professional ethics and navigate in external and internal regulations • Ability to critically analyze and evaluate their professional activities and development; • Ability to draw up the opinion of a psychologist or a summary



	personality of a professional	professional problems using acquired theoretical foundations;	of the assessment;
Study course content	Topics		
	1	Professional development in the general system of personality development	
	2	Age-related psychological features of professional development	
	3	Professional Development Crises	
	4	The development of the value-semantic sphere of a professional.	
	5	The development of the personality of a specialist in various socio-psychological conditions	
Form of assessment:	Exam		
Obligatory literature:			
<ol style="list-style-type: none"> Warren, R. (2017). <i>Personality at Work: The Drivers and Derailers of Leadership</i>. McGrawHill. Whybrow, A., Palmer, S. (2018). <i>Handbook of Coaching Psychology: A Guide for Practitioners. 2nd edition</i>. Routledge. McMahon, G., Archer, A. (Eds.) (2010). <i>101 Coaching Strategies and Techniques</i>. Routledge 328 pp Furnham, A. (2008). <i>Personality and Intelligence at Work. Exploring and Explaining Individual Differences at Work</i>. Publisher: Routledge 432 pp Kidd J.M. (2010). <i>Understanding Career Counselling</i>. UK., SAGE. Levine J.M. (2009) <i>The Encyclopedia of Group Processes and Intergroup Relationships</i>. UK SAGE Press. 			
Further reading list:			
<ol style="list-style-type: none"> Cook, M. (2009). <i>Personnel Selection: Adding Value Through People, 5th Edition</i>. Publisher: Wiley. 364 pp Garleja Rasma. (2003). <i>Darbs, organizācija un psiholoģija / Rasma Garleja</i>. Rīga: RaKa, 200 lpp. Halta K. (2003). <i>Veiksmīga karjera vai mobings – psiholoģiskais terors darbā / Konstance Halta no vācu val. tulk. Meldra Bērziņa. – Rīga : Jumava, 2003. – 202 lpp.</i> 			
Other sources of information (electronic journals):			
<ol style="list-style-type: none"> Professional Psychology: Research and Practice Psychological Assessment Journal of Occupational Health Psychology 			
In the process of study, changes and additions to the program and list of literature are possible			