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Oleksandr Sannikov,

Doctor of Psychology, senior researcher, associate Professor,
Department of Theory and Methodology of Applied Psychology,
State institution «South Ukrainian National Pedagogical
University named after K. D. Ushynsky».
Odessa, Ukraine.

ORCID iD: <https://orcid.org/0000-0002-6743-0182>

Researcher ID: I-5165-2018

asannikov2010@gmail.com

THOROUGHNESS AS A FACTOR OF PERSONALITY'S DECISION-MAKING

Annotation. The article presents the results of a study of the cognitive component of decision-making and the thoroughness of choice as a stable characteristic of an individual's decisiveness. The role of personality's detailed decision-making in the system «person – profession – society» is shown. The author considers the views of scientists on the problem of personality's thoroughness, structure, mechanisms and role in the formation and formation of a specialist's personality, in the development of professional skills. It was confirmed that thoroughness is included in the structure of decisiveness and is one of the stable characteristics of a decision-maker. The interconnection between the thoroughness and the cognitive characteristics of the individual's decisiveness was proved, and the pronounced thoroughness can support the decisiveness in an active state. We can assume that the thoroughness of the choice is not only a predictor, a cognitive factor of decisiveness, but also its psychological resource, a quality that ensures the optimization of decision-making, increases its performance by activating personality's cognitive characteristics. For the empirical research, an original psychodiagnostic complex of methods was used, including: the questionnaire «Personal factors of decision-making», the «Subjective self-assessment of decisiveness» method, «Tolerance to uncertainty», «Melbourne decision-making questionnaire», «Decision-making questionnaire». Statistical data processing was carried out using the SPSS 13.0 for Windows software. We used quantitative (correlation) and qualitative analysis of the data (the method of «aces» and «profiles»). The statistically significant relationships were revealed between the indicators of thoroughness, foresightedness and reasonableness of decisiveness. A description of the psychological characteristics of the decisiveness of individuals with high and low levels of thoroughness of decision-making is provided. Comparison of the features of decisiveness in individuals with

different levels of thoroughness of choice showed that pronounced independence in the analysis of the situation, tolerance to changes in the conditions of choice, foresightedness in assessing options for choice, the rationality of choosing a rational way to achieve the final goal, are largely inherent in people who are prone to thorough decisions. It is proved that the cognitive component in the structure of «decisiveness» is formed by the properties of rationality, foresightedness and prudence, in general, they provide an analysis of the situation, an assessment of the effectiveness of an individual's costs for solving the problem that has arisen, and foreseeing the consequences of choice and decision-making. The thoroughness of decisiveness is manifested in thoroughness, scrupulousness, in the analysis of the ways of development of the decision-making situation, the predictability of the costs of the expected consequences, in the search and evaluation of the use of the strategy for achieving the goal, in the pragmatism and rationality of the choice. Thoroughness influences the manifestations of the cognitive component of decisiveness, determines its specificity, thereby performing the resource function of choice.

Keywords: decision-making; decisiveness; thoroughness; personality's choice; cognitive factors.

INTRODUCTION / ВСТУП

Problem statement. Formation and development of a modern specialist's personality, knowledge, skills and abilities necessary for the effective performance of functional tasks, – all this is largely based on the individual's readiness for professional activity. The determining factor of success in professional activity is the psychological component of readiness, understood by scientists as a complex psychological formation, a fusion of functional, operational and personal components, as well as certain formed professionally important personality traits [13].

In this regard, research of those qualities and properties of a personality that are universal for representatives of a certain group or a specific profession acquires special significance. Studies have shown that these are, first of all, personal properties, including such a property as decisiveness. Underestimating the role of these features in the formation of a specialist, foremost, the formation of decisiveness, leads to the fact that the development of this integral personality trait is carried out spontaneously, with great time and moral costs, which significantly complicates the performance of almost any functional duties, and, in the first place, makes it difficult to solve those tasks of activity, whose implementation presupposes productive decision-making.

We shall note that the greatest difficulty for a decision-maker is also represented by «complex» problems that modern specialists have to face regularly in their work. This is partly due to the fact that the feature space of these problems is too multifaceted and there are no established approaches to their solution. Among the main features of such situations, researchers highlight the blurred structure, high dynamism, opacity and uncertainty of outcomes, as well as the absence of regulated plans and ways to find solutions [8], [18]. It is likely that the list of factors that largely determine the choice and decision-making can be significantly expanded: by including environmental factors in the situation; strictly defined conditions of a specific production task; specific goals to be achieved by the individual, but also properties and qualities that act as determinants of decision-making. Suffice it to recall the works related to the study of such determinants of choice as tolerance to uncertainty, assertiveness, the level of reflexivity, riskiness and a number of others [14], [15], [17]. In this formulation, it becomes expedient to define the psychological determinants of solving complex problems, and, first of all, such characteristics of decisiveness as factors of personality's choice and decision-making.

Analysis of major research and publications. The terms «choice» and «decision-making» have long been an integral part of the system of concepts that are used by such sciences as neurophysiology, psychology and philosophy. This largely explains the fact that in each of the areas of science, various theoretical and methodological approaches and levels of analysis in the study of decision-making have been identified and developed.

The philosophical aspect of the decision-making problem is included in the broader problem of individual's «free will» or «free choice». The main question that determines the indicated problem is the recognition or denial of the presence of free will. This is how the third, dynamic antinomy of Immanuel Kant is formulated. I. Narsky, revealing the origins of Kant's logic in solving the problem of choice, presents his thought as follows: «Causality according to the laws of nature is not the only causality from which all phenomena in the world can be derived. To explain the phenomena, it is also necessary to admit free causality». But simultaneously with the first thesis, Kant formulates the following antithesis: «There is no freedom, everything is done in the world only according to the laws of nature» [11, p. 97]. The recognition of cause-and-effect relationships as such was extended by Immanuel Kant to the laws of the existence of the world in general. This «removes» the possibility of posing the problem of free, conscious choice, as well as making a decision that can influence objectively inevitable events. The rigidity of the philosopher's position is reduced to the statement that no matter what the choice may be in the current

conditions, a person is not only unable to change the chain of interrelated causes and effects, but moreover, the choice itself is also a link in this chain, which means freedom is only an illusion.

It is important to note that the central point of decision-making by many thinkers is the choice: «a decision is an inevitable subject of integration and an object of choice, from many possibilities one is selected that allows an organism or a machine to achieve the greatest efficiency» [1, p. 7]. P. Anokhin points out that the behavioral act for a long time was considered in physiology as a direct connection between the stimulus at the input and the response at the output, but further studies (including those by his students,) showed that this relationship is not linear. It becomes clear that the functioning of living systems is associated with the process of integrating and accounting for all «inputs» and making a decision on a single output [ibid, p. 7]. This only confirms our standpoint, according to which in the model of the behavioral act of P. Anokhin, decision-making is considered as one of its most important components. It results in the stage of afferent synthesis, where all available information is processed and synthesized, and participates in the formation of the most adequate action for specific conditions [2]. The stage of afferent synthesis consists not only in the simultaneous display of information about situational external influences, which the subject perceives as significant. At this stage, actualized motives and information stored in memory are also evaluated. All this information is collated and synthesized. It is this work of synthesis that makes possible the formation of variable behavior aimed at achieving (focusing on) a certain result. The imaginary formation of such a result is the «*decision-making stage*», that is, the emergence of a plan, the deployment of a program of behavior – several possible options for actions that, in current conditions, can lead to the satisfaction of the initial need or motive. The implementation of the solution triggers the mechanisms of reverse afferentation.

Choice and decision-making replace each other many times. Considering decision-making as a process of searching for the most effective option, the choice is the most difficult stage, during which alternatives are proposed and analyzed, and decision-making is an act that confirms the compliance of the selected option with a certain set of criteria.

In the theory of purposeful behavior by N. Naumova [12], the choice is considered as the determination of the most rational strategy of action in a situation of uncertainty. At the same time, according to the author, that strategy is considered «rational» which is most capable of satisfying the request of «necessity», that is, certain objective conditions for the «development» (change) of the situation in the direction of obtaining a focused useful result, which

confirms the duality of decision-making – both a complex mental process and an act of choice. In this case, the choice can act as an act of thinking, when decision-making includes the construction or selection of criteria (one or several), the selection of acceptable or possible alternatives for the outcome of the situation, or, finally, their creation, comparative analysis and assessing the consequences of implementing each of the alternatives found in the analysis.

Based on previous studies, let us present the situation of choosing a specific decision-making option as a classic model of a simple choice, when a person chooses one of several existing alternatives based on their compliance with a certain criterion [10]. Consequently, the implementation of such a choice is associated with situations for which there are some alternatives and there is no objective possibility of going beyond them [3], [4]. A more complicated option is a semantic choice, when a person themselves constructs criteria for comparing alternatives, since they are not specified, which is determined by the thoroughness of their search, singling out, selection and activation. And the most difficult is the existential choice, when the personality constructs the alternatives themselves [10, p. 98]. Herewith, the existing approaches to the construction of a psychological theory of decision-making describe mainly the processes of simple choice [5], [9].

Research on the determinants of simple choice, launched in the first quarter of the 21st century and based on specially designed psychodiagnostic techniques, laid the ground for obtaining original scientific results. Thus, a comparative analysis of the results of using the S. Epstein's questionnaire «Rationality-Experience» and «Personal questionnaire of decision-making» by T. Kornilova [6] made it possible to confirm one of the hypotheses expressed by the authors of the analysis. The dominance of intuition is more typical for people with a high level of readiness to take risks and a low level of rationality. The second hypothesis of the authors was also empirically confirmed – about the relationship between rationality according to the «Personal questionnaire of decision-making» methods and tolerance to uncertainty, measured using the NTN methods [ibid, p. 102]. These circumstances allow us to make an assumption about the relationship of rationality, openness of the individual to new experience with thoroughness, not only in the questions of search for additional information. Indeed, a detailed, comprehensive, accurate, thorough (conscientious and critical – according to T. Kornilova) analysis of the collected information creates conditions for more informed decision-making.

One of the first attempts to highlight the relationship between decision-making (choice) and thinking was undertaken by M. Chumakova when correlating the stages of solving a mental task with the stages of choice [16]. The author focuses on the third

stage – the construction of a representation of the situation and the outcome alternatives included in it, considering this stage not only the most difficult, but also requiring the implementation of significant cognitive efforts [ibid, p. 392]. In her opinion, for a decision-maker it is connected, firstly, with the possibility of using the criterion of rationality to assess the situation; secondly, with an attempt to correlate the image of the situation (including the development and assessment of outcome alternatives), which forms the personality, with the real conditions of the situation of choice, the prevailing system of beliefs and values, the real picture of the world, which together meet the satisfaction of the selected criteria of compliance.

Later, the studies by T. Kornilova, M. Chumakova and S. Kornilov [7] showed that in a decision-making situation, the most effective predictor of the success of prognosing expected results and the consequences of their implementation was general intelligence (the Iowa test, IGT was used as a choice model). Considering the fact that there has been no discussion in the literature concerning the features of including verbal and non-verbal components in the formation of the image of a situation of choice so far, it is necessary not only to test the contribution of general and specific cognitive abilities to the regulation of decision-making and to predict its consequences, but also the characteristics of decisiveness. These, first of all, include thoroughness (a constituent of the cognitive component of decisiveness), the activation of which will allow a person to get a highly effective solution at minimal psychological costs. This premise coincides with the position of the authors about a more significant contribution to the success of decision-making (at the highest level of uncertainty) not of cognitive components, but of personal properties [ibid, p. 16].

AIM AND TASKS / МЕТА ТА ЗАВДАННЯ

The purpose of this article is to verify the assumption that thoroughness determines personality's decision-making, the level of thoroughness formation affects the indicators of personality's decision-making. An empirical study of the specifics of choice and decision-making in individuals who differ in the level of thoroughness will provide a basis for proving such an assumption. It seems legitimate to assert that a high level of thoroughness as a constituent of the cognitive component of decisiveness ensures the intellectual activity of personality in decision-making, and vice versa, a low level of thoroughness blocks personality's cognitive ability to make decisions. In this regard, the main objectives of the study are:

- theoretical and methodological analysis of works on this issue and determination of an approach to the study of the specific relationship between decision-making and the thoroughness of decisiveness as personality traits;
- substantiation of the choice of thoroughness as a factor in decision-

making, analysis and assessment of its possible options;

- elaboration of a program of empirical research, construction of a complex of psychodiagnostic tools, adequate to the aim of the study;
- conducting empirical research and statistical processing of the obtained results;
- analysis of the nature of interrelationships of the studied indicators, determination of the characteristics of choice and decision-making in persons who differ in the level of thoroughness of decision-making.

THE THEORETICAL BACKGROUNDS / ТЕОРЕТИЧНІ ОСНОВИ ДОСЛІДЖЕННЯ

The theoretical and methodological basis of this empirical study was the conception of a psychological decision-making system. We understand personality's decision-making as a personal choice from a certain set of possible, equally probable options, determined by the psychological organization of the person, with the participation of their multi-level characteristics reflecting at the same time the integrity of the personality. Decision-making is a specific, vitally important manifestation of personality's activity, providing the choice of a solution option, the best possible, or subjectively perceived by the personality as such to resolve the life situation [14].

The reason for choosing thoroughness / fragmentariness of decision-making as the subject of this study is the psychological content that reflects the filling of the constituent of the cognitive component of decisiveness [19]. Thoroughness involves more than simple elaborating on the details of a choice. These are deliberate steps when choosing a solution option, careful planning of a future solution not only taking into account the feasible options (for these probabilistically possible conditions), but also its implementation, taking into consideration all the pros and cons, meticulousness in collecting and analyzing information – altogether providing a reasonable choice of a guaranteed and effective solution for the result with individual's minimal psychological costs. The pole opposite to thoroughness – fragmentariness – is characterized by a lack of thoroughness, frivolity, scrupulousness, convolution.

When the need to make decisions in a complex, multivariate situation arises, the personality activates or blocks the thoroughness / fragmentariness of decisiveness, allowing or suppressing the analysis of decision options and its implementations. Such a ratio of personality's thoroughness / fragmentariness and the characteristics of choice and decision-making requires experimental verification of this assumption.

RESEARCH METHODS / МЕТОДИ ДОСЛІДЖЕННЯ

We used in the work theoretical (system analysis of scientific approaches to the problem of decision-making) and empirical methods (testing). Methods of quantitative (correlation) and qualitative analysis (the method of «aces» and «profiles») were employed to process the data. Computer processing of the data was carried out using the statistical package SPSS 13.0 for Windows.

Psychodiagnostic testing was conducted using original reliable and valid psychodiagnostic methods, the choice of which was adequate to the aims and objectives of the study. For this empirical study, a set of diagnostic methods was designed [14]. To diagnose the characteristics of a personality's decisiveness, the following methods were used: «Multidimensional scales of decisiveness» (MSD) by A. Sannikov; the «Subjective self-assessment of decisiveness» method (SSD) by O. Sannikova, A. Sannikov and O. Svistula. For diagnosing personality traits arranging the studied indicator of decisiveness, we selected: «Personal factors of decision-making» (PFD-25) by T. Kornilova; Scale of «Intolerance – Tolerance to Uncertainty» (ITU-TU) by S. Badner; the Scale «Tolerance to Uncertainty» by D. McLain's; «Melbourne Decision-Making Questionnaire» (MDMQ) by I. Janis, L. Mann and G. Eysenck's «Decision-Making Questionnaire».

The empirical study involved 97 people aged 23 to 47 (undergraduates of the Department of Retraining of Specialists in the Master's Program in Psychology of the State Institution «South Ukrainian National University named after K. D. Ushynsky»).

RESEARCH RESULTS / РЕЗУЛЬТАТИ ДОСЛІДЖЕННЯ

The analysis of the results of theoretical and empirical research aimed at studying the interrelationships of thoroughness / fragmentariness of decisiveness, arranging personality traits and decision-making indicators made it possible to group the space of the studied features, to highlight and fix stable regular relationships between them and consider them in a qualitative analysis. The interrelationships of the studied indicators of personality's choice of decisions and properties that arrange decision making are shown in Figure 1.

Notes: 1) ----- - negative relationship at 5% significance level ($\rho \leq 0,05$); - - - - - negative relationship at 1% significance level ($\rho \leq 0,01$); 2) ———— - positive relationship at 5% significance level ($\rho \leq 0,05$); ————— - positive relationship at 1% significance level ($\rho \leq 0,01$); 3) hereinafter, the following abbreviations are used: a) indicators of the methods of decisiveness (SSD): ThrS - thoroughness, TD - target-oriented disposition, IR - independence, Tnr - tolerance, AR - ergicity, Spr - spontaneity, Str - stability,

Rzr – reasonableness, FR – foresightedness, Adr – adventurousness, Asr – assertiveness, Rkr – risk-taking; b) indicators of the scales of decisiveness (MSD): ThrM – thoroughness, RfR – reflexivity, FR – foresightedness, Asr – assertiveness; c) indicators of personal decision-making factors (PFD-25): Rat – rationality, RtR – readiness to take risks; d) indicators of tolerance to uncertainty: Acp – attitude to complex problems, Aus – attitude to uncertain situations; e) indicator of the Melbourne Decision-Making Questionnaire: Av – avoidance; f) indicator of the Decision-Making Questionnaire: Ips – impulsivity; g) indicators of intolerance to uncertainty: CoP – the complexity of the problem.

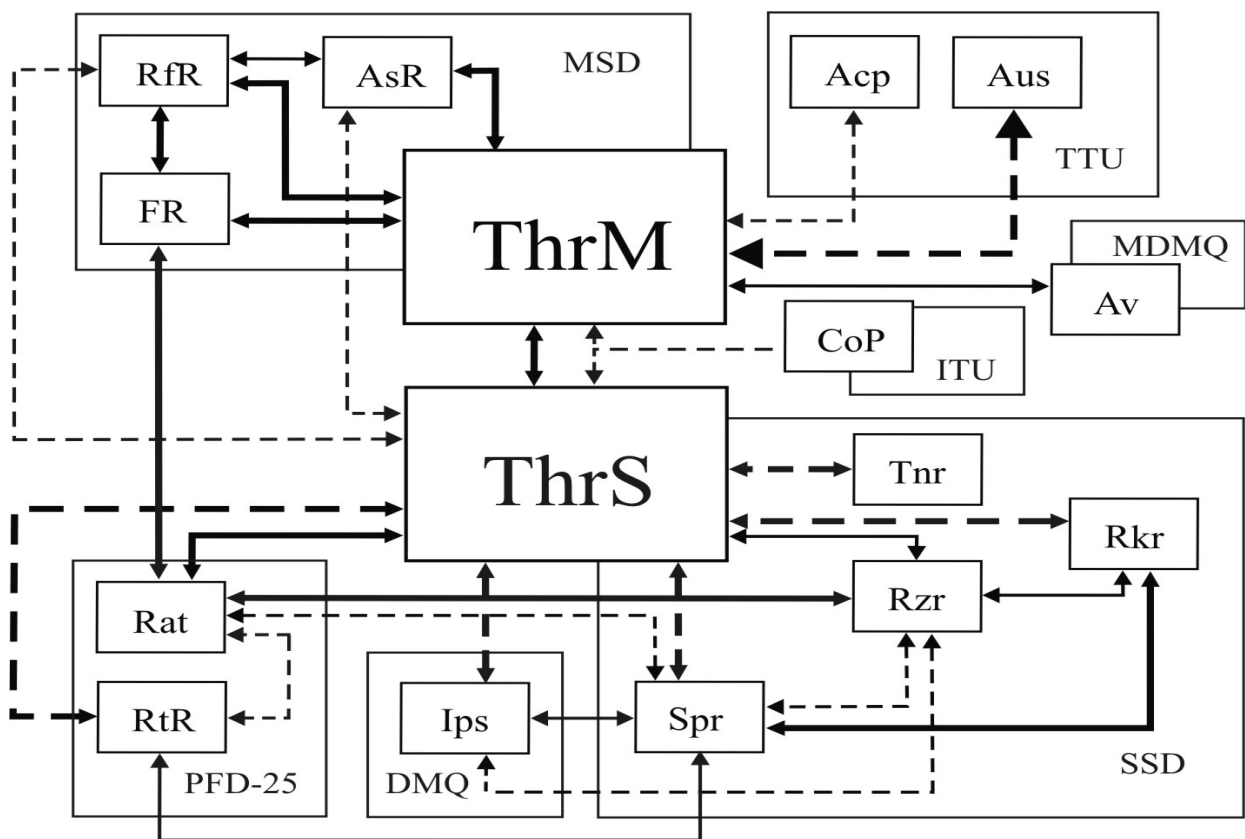


Fig. 1 Scheme of the interrelationship between the thoroughness of choice and the indicators of decision-maker's personality traits

According to the results of the correlation analysis of the indicators of experimental complex indicators' methods, the regularities of the interrelationship of thoroughness and the indicators of the decision-maker's personality traits are highlighted. For clarity, let us consider only statistically significant connections of the group of the studied cognitive indicators of decisiveness. They form a single symptom complex of decision-making properties in the composition: foresight (FR+), reasonableness (Rzr+),

thoroughness (ThrS+, ThrM) and rationality of decision-making (Rat). The analysis of the interrelationships between thoroughness and decision-maker's personality traits allows us to express the following considerations.

Thoroughness (ThrS, ThrM) is significantly negatively connected with indicators of tolerance to uncertainty: attitude to difficult tasks, Acp (-0,301 at 5% level), with attitude to uncertain situations, Aus (-0,372 at 1% level), as well as with the indicator of difficulty of the problem (DoP) of intolerance to uncertainty (-0,279 at 5% level). A statistically significant negative relationship may indicate a stable orientation of representatives with a pronounced thoroughness to understanding the specifics of the situation, overcoming uncertainty directly during decision-making. It can be assumed that in a situation of choice, it is typical for individuals with different levels of thoroughness to remain collected, to maintain consistency in the analysis and assessment of options for the decision to be made, and stable open-mindedness.

We distinguished a significant positive relationship of the ThrM indicator with the avoidance strategy, Av (0,332 at 5% significance level), which demonstrates the result of the conflict between the rational principle (decision-making based on logic), on the one hand, and emotional (blocking, inability to take into account the conditions of the situation, especially with the expected time deficit), on the other. Indeed, people inclined to the thoroughness of choice, in a decision-making situation, rely to a greater extent on causal relationships, evidence, the consistency of the arguments found and their objectivity, the ability, given sufficient time to activate foresight in predicting the development of the situation. If such an analysis is impossible due to a lack of time or restrictions on access to obtaining the necessary information, the consequence of the influence of factors is the withdrawal and detachment from decision-making in such situations.

Also, statistically significant positive relationships of thoroughness and rationality and foresightedness were distinguished (0,447 and 0,482 at the 1% significance level, respectively), which demonstrates a stable manifestation of one of the features of its structure. Thoroughness has a pronounced situational pragmatic component (as opposed to predictive, characteristic of foresightedness). This fact means that a high level of rationality, reasonableness, thoroughness is accompanied by purposefulness, focusing the activity of the individual on the search for effective options for choice, the desire to find «instant benefit» in a particular situation. This can explain the revealed high and significant correlations of thoroughness (Thr+) with foresightedness (FR+) and reasonableness (Rzr+).

Assessing the negative statistically significant relationships of

thoroughness (ThrS) and readiness to take risks, RtR (-0,470 at the 1% level), and impulsivity, Ips (-0.515 at the 1% level), and assertiveness, AsR (-0,300 at the 5% level), with risk-taking, Rkr (-0,566 at 1% level) and tolerance, Tnr (-0,358 at 1% level), it is necessary to note the influence of two oppositely influencing factors. The influence of the first is associated with a certain attitude in individuals inclined to thoroughness in decision-making, which is expressed in a negative assessment of any influences that reduce the individual's capabilities both in performing a situational analysis and in assessing the current conditions of the choice situation, providing all the necessary conditions for making an effective decision. The second tendency demonstrates the reaction of these individuals to obvious signs of situations that push them to unexpected spontaneous decisions and ill-considered hasty choices. It is reasonableness (Rzr+) and reflexivity (RfR+), in relation to which additional research and clarification of their mutual influence and interrelation in various conditions of choice and decision-making (incomplete information, its uncertainty, lack of time, high cost of an acceptable error) are required, that restrain from unpredictable consequences, degree of possible risk, irreversibility of the situation, unpredictable consequences, etc.). Such tendencies confirm the orientation of an individual inclined to make detailed decisions towards a constructive solution of the problem.

Significant negative relationships were identified between the indicator of adventurousness (Adr+) with foresightedness, Fr (-0,402 at 1% level) and reflexivity, RRf (-0,398 at 1% level of significance). Considering the relationship of the indicator of adventurousness, the following tendency is traced: the tendency to make adventurous decisions is accompanied not only by a pronounced blocking of reflection of what is happening, but by a much less pronounced foresight. Obviously, in persons not inclined to adventurousness, foresight in decision-making, as well as reflexivity and prudence, are much stronger.

It is necessary to note the special role of rationality (Rat) in relation to the indicators of the cognitive component of decisiveness. This cannot be regarded as a desire for effective, but at the same time hasty choices, without considering the possible consequences, which in fact is a manifestation of the activity of foresightedness (FR+) and reasonableness (Rzr+). The tendency to deliberate, careful choice and accumulation of information does not contradict the dominance of rationality. In addition, the revealed positive connections of rationality emphasize the following: a) the fear of losing initiates the activity of the individual to take thoughtful steps towards finding a solution that is adequate to the prevailing conditions; b) there is always logic in the assessment of the found option, a re-analysis of competing options for the proposed solution

is carried out; c) the relationship with reasonableness (Rzr+) allows you to establish boundaries within which the decision not only becomes «satisfactory» and meets the individual’s requirement for the functional usefulness of any decision taken.

The results of the performed correlation analysis confirmed the possibility of comparing the psychological characteristics of decisiveness in the groups with high and low levels of thoroughness indicators, which allowed us to proceed to a qualitative analysis of the data obtained. For this purpose, the «aces» method was used [15], [19], which made it possible to form two groups of subjects (I and IV quartiles of the distribution of the values of the sample representatives’ thoroughness indicator). The first group of «thorough ones», was formed by the subjects with high values of the indicator of thoroughness (Thr+, n = 13), the other group of «not thorough ones» included individuals with a low value of the indicator (Thr-, n = 11).

Figure 2 shows the profiles of the indicators of decisiveness of two groups of subjects, which are distinguished by high and low values of the indicator of the thoroughness of individual’s choice and decision-making.

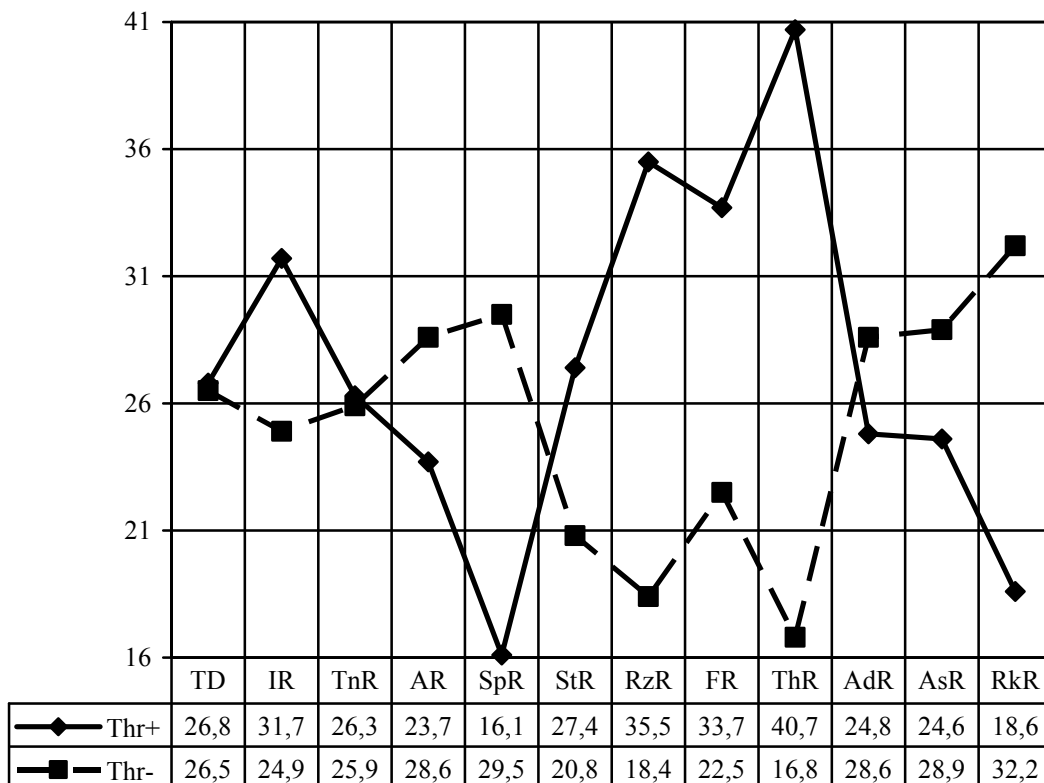


Fig. 2 Profiles of decisiveness in individuals who differ in the values of the personality’s thoroughness indicator (Thr+, Thr-)

The differences that we observe in the compared groups concern some indicators of decisiveness: independence (IR), spontaneity (Spr), stability (Str) and risk-taking (Rkr). In addition, all indicators of wisdom (Rzr+, FR+, Thr+) and lower indicators of personal components of decisiveness (Adr-, Asr-, Rkr-) were significantly expressed in the group of subjects with high values of thoroughness. This means that each studied group of individuals – representatives of different levels of thoroughness, is characterized by a certain specificity of decision-making, which manifests itself both in a specific combination of the selected parameters and in the levels reached by the considered indicators of decisiveness. This regularity is well seen, first of all, in the peculiarities of the configuration of each profile within the limits of changes in the selected group of subjects.

High values of indicators of wisdom, their connection with the indicator of rationality confirms the presence of a symptom complex of a «wise» (reasonable, thorough, scrupulous) personality. The thorough personality (Thr +) differs in that their program («decision-making») takes into account the whole spectrum not of possible consequences, but ways of overcoming difficulties in analysis, «removal», reduction of the psychological complexity of the current situation, the possibility of building a model for the deployment of a situation, assessment model and the individual's choice of an effective solution. The researchers note that in some people, this property may be innate.

Thoroughness (accuracy) orients the person towards the analysis and assessment of the costs of the individual in the case of choosing one or another decision option, possible decision-making options, organizes careful planning of procedures for evaluating a choice option from a set of theoretically possible ones, its implementation, taking into account individual's real capabilities, determines the possibility strategies for achieving the goal (with an assessment of the pragmatism and rationality of the decision made). Regarding a person with a low level of thoroughness, it can be argued that they are distinguished by a lack of solidity, reduced options for choosing a goal, an absence or a meager forecast of the consequences of a decision made, a slight thoughtfulness of possible deviations in its implementation.

CONCLUSIONS AND PROSPECTS FOR FURTHER RESEARCH / ВИСНОВКИ ТА ПЕРСПЕКТИВИ ПОДАЛЬШИХ ДОСЛІДЖЕНЬ

1. «Decisiveness» is considered as individual's integral characteristic, the psychological essence of which is manifested in the ability to boldly and independently make mature decisions, selectively using personal resources. The leading function of decisiveness is the management of the decision-making

process, the actualization of the activation processes and the mobilization of various personality resources to achieve the goal, taking into consideration the formed selection criteria.

2. It has been empirically confirmed that the cognitive component in the structure of «decisiveness» is formed by the properties of rationality, foresightedness and thoroughness; in general, it provides a thorough analysis of the situation, an assessment of the effectiveness of an individual's costs to solve a problem, and the foresight of the consequences of a choice and a decision.

3. Thoroughness is manifested: in the correct planning of the choice and its implementation; in a careful search for an effective strategy to achieve the goal; in a scrupulous analysis of options for choice, in strict consideration of all the pros and cons; in the analysis of the possible consequences of the decision made, taking into account the criteria of pragmatism and rationality.

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ДОКЛАДНІСТЬ ЯК ЧИННИК ПРИЙНЯТТЯ РІШЕНЬ ОСОБИСТІСТЮ

Санніков Олександр Ілліч,

доктор психологічних наук, старший науковий співробітник, доцент кафедри теорії та методики практичної психології ДЗ «Південноукраїнський національний педагогічний університет імені К. Д. Ушинського».

Одеса, Україна.

ORCID iD: <https://orcid.org/0000-0002-6743-0182>

Researcher ID: I-5165-2018

asannikov2010@gmail.com

Анотація. У статті представлені результати дослідження когнітивного компонента й докладності прийняття рішення, котрі розглядаються як складові стійкої характеристики особистості – рішимості. Показана роль докладності прийняття рішень особистістю в системі «людина-професія-суспільство». Розглянуті погляди вчених на проблему докладності особистості, структуру, механізми й роль у формуванні й становленні професіонала, у розвитку навичок професійної діяльності. Підтверджено, що докладність входить у структуру рішимості, є однією зі стійких характеристик особистості, що ухвалює рішення. Доведений взаємозв'язок докладності й когнітивних характеристик рішимості особистості, причому виражена докладність може підтримувати рішимість в активному стані. Можна вважати, що докладність вибору є не тільки когнітивним чинником рішимості, але і її психологічним ресурсом, якістю, яка забезпечує оптимізацію прийняття рішень, підвищує її продуктивність за рахунок активації когнітивних характеристик особистості. Для емпіричного дослідження був використаний оригінальний психодіагностичний комплекс методик, який охоплює: опитувальник «Особистісні чинники прийняття рішень», методику «Суб'єктивна самооцінка рішимості», «Толерантність до невизначеності», Мельбурнський опитувальник прийняття рішень, та опитувальник прийняття рішення. Статистична обробка даних проведена з використанням комп'ютерної програми SPSS 13.0 for Windows. Використовувалися кількісний (кореляційний) і якісний аналізи даних (метод «асів» і «профілів»). Виявлені статистично значимі взаємозв'язки між показниками докладності, далекоглядності й розумності рішимості. Наданий опис психологічних характеристик рішимості осіб з високим і низьким рівнем докладності прийняття рішень. Порівняння особливостей рішимості в осіб з різним рівнем докладності вибору показало, що виражена незалежність в аналізі ситуації, толерантність до

змін умов вибору, далекоглядність в оцінці варіантів вибору, розумність вибору раціонального шляху досягнення кінцевої мети, значною мірою властиві особам, які схильні до докладних рішень. Доведено, що когнітивний компонент у структурі «рішимості» утворюють характеристики розумності, далекоглядності й обачності, які у цілому забезпечують аналіз ситуації, оцінку ефективності витрат особистості на розв'язування проблеми, що виникла, прогноз наслідків вибору й прийняття рішень. Докладність рішимості проявляється в старанності, скрупульозності, в аналізі шляхів розвитку ситуації прийняття рішення, прогностичності витрат очікуваних наслідків, у пошуку й оцінці використання стратегії досягнення мети, у прагматичності й раціональності вибору. Докладність впливає на прояви когнітивного компонента рішимості, визначає її специфіку, тим самим виконує ресурсну функцію вибору.

Ключові слова: прийняття рішення; рішимість; докладність; вибір особистості; когнітивні фактори.

ОБСТОЯТЕЛЬНОСТЬ КАК ФАКТОР ПРИНЯТИЯ РЕШЕНИЙ ЛИЧНОСТЬЮ

Санников Александр Ильич,

доктор психологических наук, старший научный сотрудник,
доцент кафедры теории и методики практической психологии
ГУ «Южноукраинский национальный педагогический
университет имени К. Д. Ушинского».

Одесса, Украина.

ORCID iD: <https://orcid.org/0000-0002-6743-0182>

Researcher ID: I-5165-2018

asannikov2010@gmail.com

Аннотация. В статье представлены результаты исследования когнитивного компонента и обстоятельности принятия решения, которые рассматриваются как составляющие устойчивой характеристики личности – решимости. Показана роль обстоятельности принятия решений личностью в системе «человек-профессия-общество». Рассмотрены взгляды ученых на проблему обстоятельности личности, структуру, механизмы и роль в формировании и становлении профессионала, в развитии навыков профессиональной деятельности. Подтверждено, что обстоятельность входит в структуру решимости и является одной из устойчивых характеристик личности принимающей решения. Доказана взаимосвязь обстоятельности и когнитивных характеристик решимости личности, причем выраженная

обстоятельность может поддерживать решимость в активном состоянии. Можно считать, что обстоятельность выбора является не когнитивным фактором решимости, но и ее психологическим ресурсом, качеством, которое обеспечивает оптимизацию принятия решений, повышает ее производительность за счет активации когнитивных характеристик личности. Для эмпирического исследования был использован оригинальный психодиагностический комплекс методик, включая: опросник «Личностные факторы принятия решений», методики «Субъективная самооценка решимости», «Толерантность к неопределенности», «Мельбурнский опросник принятия решений», «Опросник принятия решения». Статистическая обработка данных проведена с использованием компьютерной программы SPSS 13.0 for Windows. Использовались количественный (корреляционный) и качественный анализ данных (метод «асов» и «профилей»). Выявлены статистически значимые взаимосвязи между показателями обстоятельности, дальновидности и разумности решимости. Предоставлено описание психологических характеристик решимости лиц с высоким и низким уровнем обстоятельности принятия решений. Сравнение особенностей решимости у лиц с разным уровнем обстоятельности выбора показало, что выраженная независимость в анализе ситуации, толерантность к изменениям условий выбора, дальновидность в оценке вариантов выбора, разумность выбора рационального пути достижения конечной цели, в значительной мере присущи лицам, которые склонны к обстоятельным решениям. Доказано, что когнитивный компонент в структуре «решимости» образован характеристиками разумности, дальновидности и осмотрительности, которые, в целом, обеспечивают анализ ситуации, оценку эффективности затрат личности на решение возникшей проблемы, прогноз последствий выбора и принятия решений. Обстоятельность решимости проявляется в тщательности, скрупулезности, в анализе путей развития ситуации принятия решения, прогнозируемости затрат ожидаемых последствий, в поиске и оценке использования стратегии достижения цели, в прагматичности и рациональности выбора. Обстоятельность влияет на проявления когнитивной компоненты решимости, определяет ее специфику, тем самым выполняя ресурсную функцию выбора.

Ключевые слова: принятие решений; решительность; основательность; выбор личности; когнитивные факторы.

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