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**PSYCHOLOGICAL MECHANISMS SHAPING  
THE DEVELOPMENT OF PROFESSIONAL RESILIENCE  
IN PROSPECTIVE SOCIOECONOMIC PROFESSIONALS  
UNDER CONDITIONS OF UNCERTAINTY  
AND INCREASED PROFESSIONAL RISK**

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ABSTRACT

The article examines the psychological mechanisms underlying the formation of professional resilience among future specialists in socio-economic professions under conditions of uncertainty and increased occupational risks. Professional resilience is conceptualized as a multidimensional construct integrating cognitive, emotional-volitional, motivational, and behavioural components that ensure adaptive functioning in highly demanding professional environments. The empirical study involved 110 social workers and psychologists from the Zaporizhzhia region and was conducted online using validated Ukrainian adaptations of the CD-RISC-10, Maslach Burnout Inventory, and Brief-COPE. The findings revealed generally moderate levels of resilience, high prevalence of emotional exhaustion (47.3%) and depersonalization (34.5%), and reduced personal accomplishment in 43.6% of respondents, indicating substantial vulnerability to burnout. Problem-focused coping predominated (64.5%), while avoidant strategies (30.9%) were strongly associated with higher burnout indicators. Correlation analysis demonstrated that resilience is negatively related to emotional exhaustion and depersonalization and positively associated with personal accomplishment, confirming its protective role. The results highlight the systemic interdependence between resilience, burnout, and coping strategies, and substantiate the need to integrate resilience – enhancing interventions – stress-management training, emotional self-regulation, reflective practices, and supervisory support – into professional education programs for future socio-economic specialists to strengthen their psychological readiness for work in complex and unpredictable social contexts.

KEYWORDS

professional resilience, burnout, coping strategies, socio-economic specialists, emotional exhaustion, adaptive functioning

In the contemporary context of global and local social instability, accelerating social change, intensifying societal crises, and the growing significance of humanitarian fields, socio-economic professions occupy a key position in ensuring social well-being, psychological support, and the adaptation of diverse population groups. Specialists in the socio-economic sector – social workers, psychologists, social service professionals, educators, and counsellors – constitute the front line in responding to social difficulties, crisis conditions, and traumatic events. Their work inherently involves a high degree of interpersonal interaction, substantial emotional demands, and continuous decision-making under conditions of uncertainty [3]. The professional activity of socio-economic practitioners is characterized by a range of objective risk factors, including working with vulnerable populations, the need to maintain a high level of empathy while preserving professional boundaries, heightened responsibility for decision-making, and insufficient time to restore personal psycho-emotional resources [6]. As a result, such activity imposes considerable strain on the psychological system of future professionals, increasing the risk of emotional exhaustion, maladaptation, and professional burnout [5]. The relevance of this issue is further underscored by empirical evidence.

According to a systematic review and meta-analysis, the overall prevalence of professional burnout among social service workers is approximately 20%, with emotional exhaustion reported in 50%, depersonalization in 45%, and reduced personal accomplishment in 39% [12]. Research published in the *British Journal of Social Work* indicates that 73% of social workers experience elevated emotional exhaustion and that more than one quarter (26%) exhibit high levels of depersonalization [8]. Results of an international survey of social-sector professionals show that 30–40% exhibit clinically significant symptoms of anxiety and depression directly related to occupational demands [7]. Similar trends are observed across European countries: according to the European Agency for Safety and Health at Work, social-sector employees are twice as likely as other professionals to report chronic stress, emotional exhaustion, and reduced work capacity. These statistical indicators unequivocally suggest that socio-economic professions pose a high risk to psychological well-being and professional longevity. Consequently, the development of professional resilience—an integral psychological attribute that ensures the ability to act effectively under uncertainty, withstand emotional and cognitive load, and maintain professional motivation, values, and functional stability—becomes critically essential [4].

Contemporary researchers conceptualize professional resilience as a multidimensional construct comprising motivational-value, cognitive, emotional-volitional, and behavioural mechanisms that facilitate adaptation to dynamic and unpredictable professional environments [10]. Thus, its formation should begin during professional training, when fundamental professional attitudes, expectations, response patterns, and self-regulation skills are established. Insufficient development of such resources in young professionals may lead to early burnout, elevated stress levels, reduced work quality, loss of motivation, and withdrawal from the profession within the first 3–5 years of employment [1].

Accordingly, examining the psychological mechanisms underlying the formation of professional resilience in future socio-economic specialists under conditions of uncertainty and elevated occupational risks is of exceptional relevance. Such research provides opportunities for evidence-based improvement of educational programs, the development of psychological support systems for students, and the implementation of training and supervision practices aimed at fostering adaptive behavioural

strategies, stress tolerance, emotional regulation skills, and professional reflection. Thus, the current state of the social sector and empirical data indicating high levels of occupational risk convincingly demonstrate the need for a comprehensive analysis of the mechanisms underlying the development of professional resilience, underscoring both the scientific and practical significance of the topic.

The purpose of this article is to theoretically substantiate and empirically examine the psychological mechanisms of developing professional resilience in future socioeconomic specialists under conditions of uncertainty and elevated professional risks; to identify the structural components of this phenomenon; and to outline the psychological conditions that contribute to the effective development of stress-resistant, adaptive, and self-regulatory resources throughout the process of professional training.

Contemporary research on psychological and professional resilience among socioeconomic specialists demonstrates a growing scholarly interest in ensuring the effective functioning of individuals under conditions of chronic stress, social uncertainty, and emotionally intensive professional activity. The scientific literature emphasizes that socioeconomic professions are among the most psychologically and emotionally demanding, as their representatives are continuously exposed to stressors associated with working with crisis-affected, traumatized, and socially vulnerable populations [3, 8].

Ukrainian researchers emphasize that psychological resilience among socioeconomic specialists is not only a personal trait but also an essential professional quality that determines the ability to perform complex professional functions in an unstable social environment [13, 17]. National studies highlight that the concept of professional resilience encompasses phenomena such as hardiness, emotional stability, stress tolerance, professional autonomy, and the capacity for reflection and self-regulation [11, 14]. This perspective is consistent with contemporary international conceptualizations of resilience, which define it as a dynamic process of adaptation to stressful conditions [5, 10].

Within the structure of professional resilience, scholars typically distinguish cognitive, emotional-volitional, motivational-value, and behavioural components. The cognitive component includes the ability to rationally analyse professional situations, anticipate consequences, and engage in reflective processes [13]. The emotional-volitional component is associated with emotional self-regulation, tolerance of uncertainty and stress, and the availability of volitional resources [4]. The motivational-value component comprises intrinsic motivation to help others, professional identity, and a value orientation toward social service [16]. The behavioural component reflects the repertoire of adaptive coping strategies, flexibility of professional behaviour, and the ability to resolve conflicts constructively [1, 9]. International empirical studies confirm that resilience in socio-economic professions is a key protective factor against professional burnout. According to the meta-analysis completed by Ravalier et al. [12], psychological resilience accounts for a significant proportion of the variance in emotional exhaustion, depersonalization, and reduced professional efficacy. McFadden reports that social workers with higher resilience scores demonstrate better mental health outcomes, lower levels of anxiety and depression, and reduced professional stress [8]. Mihai and colleagues further attest that resilience is a critical predictor of long-term professional stability in social work [9].

At the same time, modern research emphasizes that psychological resilience develops not only as an individual characteristic but also as a multilevel phenomenon that encompasses the interplay among interpersonal, educational, and organizational factors [5]. The working environment plays a substantial role: the availability of supervision, collegial support, a collaborative culture, and opportunities for professional development [1]. Consequently, many authors argue for a shift from individually oriented resilience models toward complex systems of professional support [11].

A distinct line of inquiry concerns the development of resilience in future professionals—students who are just entering the field. International authors report that professional difficulties often emerge during the period of study, when students encounter practical training, initial crisis cases, and moral dilemmas [2]. Hitchcock (2024) emphasizes that the educational environment may either intensify stress among students in socio-economic disciplines or serve as a space for the development of resilience, depending on the quality of practicum organization, supervision, and reflective learning activities.

Recent Ukrainian studies—particularly those published after 2022—focus extensively on the impact of the wartime context on the psychological resilience of students and future socioeconomic specialists [14, 15]. Scholars emphasize that contemporary students in the social sphere operate in an environment of heightened uncertainty, emotional strain, and instability, which necessitates the development of resource mobilization, stress tolerance, adaptive behaviours, and constructive coping strategies. Researchers argue that the preparation of modern professionals requires integrated educational programs that incorporate psychological training, emotional literacy, reflective skills, stress management, and self-regulation techniques [13, 18]. Literature reviews also highlight that most existing resilience models insufficiently account for the specific context of socioeconomic professions, in which empathy, ethical sensitivity, and the capacity to make decisions in morally uncertain situations are crucial. These features differentiate the resilience of social workers from that of other professional groups [9]. In this regard, scholars emphasize the need to develop professional resilience as a distinct competence specifically oriented toward functioning in complex social, crisis, and psychologically high-risk contexts [1, 16].

Thus, contemporary literature indicates that professional resilience in future socioeconomic specialists is a multilevel, dynamic, and multifaceted phenomenon shaped by an interplay of personal, social, and educational factors. Despite increasing scholarly interest, the psychological mechanisms underlying resilience formation during professional training, the influence of the academic environment, and models that account for the specifics of functioning under modern social uncertainty and elevated professional risks remain insufficiently explored. These gaps underscore the need for further research in this domain.

An empirical study of the psychological mechanisms of professional resilience among socioeconomic specialists was conducted to identify structural relationships among psychological resilience, indicators of professional burnout, and characteristic coping strategies among social workers and psychologists in the Zaporizhzhia region. The study was administered in an online format (Google Forms), which enabled the inclusion of respondents working in state, municipal, and non-governmental social and psychological service organizations under conditions of prolonged social tension and heightened professional risks. To examine the features of professional resilience among socioeconomic specialists and the psychological mechanisms that support its functioning

under conditions of uncertainty and elevated occupational risks, an empirical study was conducted among social workers and psychologists from the Zaporizhzhia region. The total sample comprised 110 participants, including 60 social workers (54.5%) and 50 psychologists (45.5%). The sample was predominantly female (80%), consistent with the typical gender composition of socioeconomic professions in Ukraine. The mean age of respondents was 34.3 years ( $SD = 7.8$ ), and the average length of professional experience was 8.3 years ( $SD = 4.1$ ).

A set of validated psychodiagnostic instruments, adapted and standardized on representative Ukrainian samples in accordance with modern methodological standards, was employed to assess phenomenological characteristics of psychological resilience, professional burnout, and coping strategies. Psychological resilience (hardiness) was measured using the Connor–Davidson Resilience Scale (CD-RISC-10), an internationally recognized instrument for assessing the capacity to recover from stress, maintain internal cognitive–emotional balance, and adapt effectively to changing environmental conditions [4]. CD-RISC-10 provides an integral resilience score with high reliability and construct validity. Professional burnout was assessed using the Ukrainian version of the Maslach Burnout Inventory (MBI), regarded as the “gold standard” in burnout research. The inventory includes three conceptually grounded subscales: emotional exhaustion, reflecting the degree of psycho-emotional resource depletion; depersonalization, indicating the development of cynical or detached attitudes toward work and clients; and reduced personal accomplishment, characterizing a subjective decline in perceived effectiveness and professional competence [7].

The Ukrainian adaptation ensures cultural and psychometric equivalence. Coping strategies were assessed using the Ukrainian adaptation of the Brief COPE inventory, which differentiates and quantifies various coping strategies, including problem-focused strategies (active problem solving), emotion-focused strategies (seeking emotional support, regulating emotional states), and avoidant strategies (avoidance or distancing from the stressor) [2]. The instrument is well-established as reliable and informative for evaluating coping patterns across professional groups. All psychodiagnostic tools were presented in a unified closed-response format and adapted to online administration without altering item content, structure, or phrasing. This ensured the preservation of standardized measurement procedures, improved the accuracy of obtained results, and guaranteed comparability with other empirical studies. Statistical analysis included descriptive statistics (means, standard deviations, minimum and maximum values), Pearson correlation analysis, and comparisons of mean scores between professional groups. All respondents provided informed consent, and the survey was conducted anonymously to minimize socially desirable responding.

The CD-RISC-10 scale enabled quantitative assessment of resilience among socioeconomic specialists, understood as an integrative characteristic of psychological adaptation, the capacity for constructive coping, rapid recovery following stress exposure, and the maintenance of internal balance in professionally demanding situations. The mean resilience score in the sample was 25.6 points ( $SD = 5.9$ ), corresponding to a moderate level and indicating the presence of basic adaptive capacities among the respondents. However, it does not suggest sufficient resources for prolonged effective functioning under conditions of intensive occupational load. The minimum and maximum values (7.2–38.7 points) indicate substantial variability in individual resources, a pattern typical of helping professions, in which personal and professional factors strongly influence psychological resilience. Descriptive statistics for the scale are presented in Table 1.

Table 1. Descriptive Statistics of Key Psychodiagnostic Variables (N = 110)

Variable	M	SD	Min	Max
Resilience (CD-RISC-10, 0–40)	25.6	5.9	7.2	38.7
Emotional Exhaustion (MBI, 0–54)	24.9	8.2	0.0	45.5
Depersonalization (MBI, 0–30)	10.4	4.7	0.0	22.9
Personal Accomplishment (MBI, 0–48)	33.1	6.8	17.2	48.0
Problem-Focused Coping (1–4)	2.82	0.46	1.59	3.93
Avoidant Coping (1–4)	2.15	0.49	1.00	3.70

For more in-depth data analysis, respondents were categorized by the level of resilience manifestation. The aggregated results are presented in Table 2.

Table 2. Distribution of Respondents by Resilience Levels (CD-RISC-10)

Resilience Level	Score Range	n	%
Low	≤ 20	17	15.5
Moderate	21–30	72	65.5
High	> 30	21	19.1

As shown in Table 2, 17 respondents (15.5%) exhibited low resilience, indicating limited psychological self-regulation capacity, increased vulnerability to emotional exhaustion, and a heightened risk of rapid professional maladaptation. Individuals in this category typically cope less effectively with uncertainty, display unstable emotional responses, and require additional professional support in the form of supervision, stress-resilience training, or personal development programs. The majority of the sample – 72 respondents (65.5%) – showed a moderate level of resilience, reflecting the presence of specific adaptive resources that, however, are not sufficiently stable. These specialists can maintain professional functioning in typical or moderately demanding work environments; however, their resilience may decline significantly under chronic stress, increased workload, or crisis-related client situations. This group represents the most promising target for strengthening professional resilience through educational and training interventions, as they possess sufficient internal resources to support positive developmental dynamics.

A high level of resilience was identified in only 21 respondents (19.1%). Specialists in this category demonstrate the ability to recover quickly and effectively after stress, constructively manage unpredictable professional challenges, maintain emotional stability and optimism, and utilize complex situations as opportunities for professional growth. Individuals with this level of resilience generally possess advanced self-regulation, reflective capacity, and stress tolerance, making them an essential human resource for social and psychological service organizations.

Overall, the findings indicate that most socioeconomic specialists possess an insufficiently high level of resilience for sustained and effective functioning under conditions of elevated professional demands. The identified distribution of resilience levels is consistent with high levels of professional burnout and the partial predominance of avoidant coping strategies revealed by other assessment tools. This underscores the need to develop comprehensive resilience-strengthening programs that integrate individual resource enhancement (emotional self-regulation, constructive coping, professional reflection) with organizational support mechanisms (supervision, mentoring, peer support groups).

The Maslach Burnout Inventory (MBI) enabled a comprehensive assessment of professional burnout among socio-economic specialists across its three core components: emotional exhaustion, depersonalization, and reduced personal accomplishment. Each of these components reflects a specific aspect of professional functioning under intensive interpersonal interaction, high emotional strain, and substantial social responsibility. The aggregated level-distribution data for the three MBI subscales are presented in Figure 1.

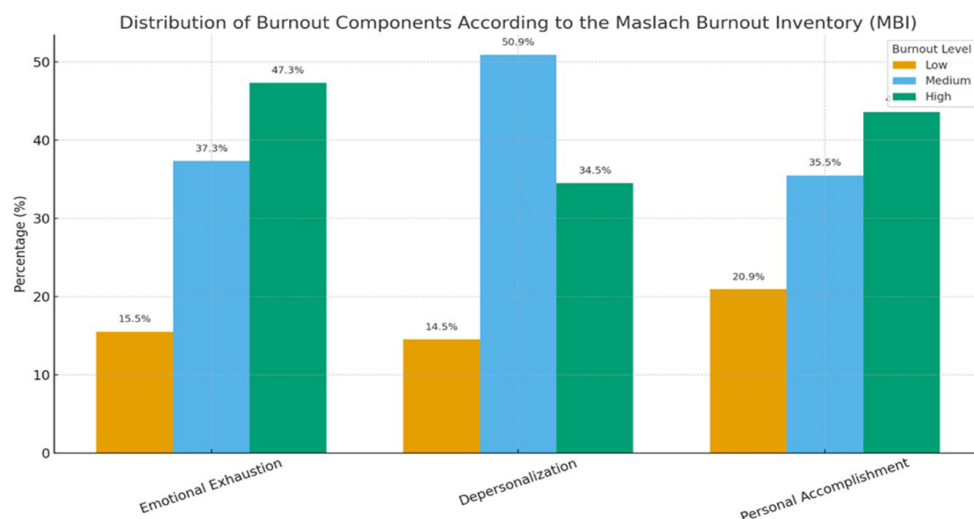


Figure 1. Distribution of Burnout Components Across Low, Medium, and High Levels According to the Maslach Burnout Inventory (MBI)

The obtained results indicate that the most problematic component is emotional exhaustion, with high levels recorded in 52 specialists (47.3%). This reflects the accumulation of chronic psycho-emotional fatigue, a sense of depletion, and reduced capacity to restore internal resources. Another 37.3% fall within the moderate range, while only 15.5% demonstrate low levels of exhaustion. Such a distribution is characteristic of helping professions, in which numerous emotionally intensive interactions and high levels of responsibility often contribute to emotional burnout, even among experienced practitioners.

The distribution of depersonalization scores shows that half of the respondents (50.9%) fall within the moderate range, and a further 34.5% demonstrate high levels. This pattern suggests a tendency toward emotional distancing, a formalized approach to clients, diminished empathic engagement, and psychological detachment. Given that empathy, emotional connection, and trust-based communication are central to socio-economic professions, a high level of depersonalization represents a clear indicator of professional maladjustment.

The findings for the reduced personal accomplishment subscale are particularly noteworthy, as this dimension reflects subjective perceptions of professional efficacy, competence, and performance. Low personal accomplishment scores—interpreted as a high level of burnout on this dimension—were observed in 48 participants (43.6%). This indicates that nearly half of the specialists are prone to experiencing feelings of inefficacy, doubts about the results of their work, reduced professional self-esteem,

and declining motivation. A moderate level was observed in 35.5% of respondents, whereas only 20.9% demonstrated high personal accomplishment, which is considered optimal in a professional context.

Taken together, the three MBI components indicate that professional burnout is a highly prevalent phenomenon among socio-economic specialists. Elevated levels of emotional exhaustion and depersonalization, combined with diminished personal accomplishment, point to systemic depletion of professional resources, impaired self-regulation mechanisms, and reduced effectiveness in client interactions. The level-based distribution indicates that nearly half of the sample is approaching a critical threshold of burnout, posing tangible risks to their psychological well-being and to the quality of the social services they provide.

These findings are consistent with contemporary international research demonstrating that socio-economic specialists are among the most vulnerable professional groups with respect to burnout, particularly under conditions of heightened social tension, instability, and intensive interpersonal demands. The identified patterns underscore the need for the systematic implementation of burnout-prevention programs, supervision-based support, emotional resilience training, and the creation of favourable organizational conditions to preserve the occupational health of specialists.

Within the framework of analysing the psychological mechanisms of professional resilience, the study examined the specific coping patterns used by socio-economic specialists, employing the Brief COPE Inventory. This instrument enables a comprehensive assessment of three integral coping types: problem-focused, emotion-focused, and avoidant. The obtained results revealed varying degrees of expression of these coping strategies within the sample, providing deeper insight into the psychological mechanisms through which specialists adapt to occupational stress. The aggregated data are presented in Table 3.

Table 3. Integral Types of Coping Strategies According to the Brief COPE Among Socio-economic Specialists (N = 110)

Type of Coping Strategy	M	SD	n	%
Problem-Focused Coping	2.82	0.46	71	64.5
Emotion-Focused Coping	2.41	0.52	54	49.1
Avoidant Coping	2.15	0.49	34	30.9

The analysis of the indicators indicates that the most prevalent coping strategy among socio-economic specialists is problem-focused coping, reported by 71 respondents (64.5%). The mean score (M = 2.82; SD = 0.46) indicates a dominant constructive approach to managing stressful situations, including active planning, situational analysis, identification of external resources, and assumption of responsibility for the outcomes of one's actions. Such an approach is indicative of well-developed self-regulation and flexible responding, both of which constitute key components of professional resilience in dynamic, high-demand work environments.

Emotion-focused coping emerged as the second most common strategy, with a mean score of M = 2.41 (SD = 0.52), demonstrated by 54 respondents (49.1%). The use of emotion-focused strategies is a natural part of professional functioning under conditions of high emotional strain, as these strategies help reduce internal tension, maintain emotional balance, and sustain an optimal level of emotional engagement in interpersonal interactions. At the same time, excessive reliance on emotion-focused

strategies may signal heightened emotional sensitivity and reduced cognitive control under intense stress, which—especially when combined with high levels of burnout—may pose substantial professional risks.

Avoidant coping strategies were observed in 34 respondents (30.9%), with a mean score of  $M = 2.15$  ( $SD = 0.49$ ). This type of coping reflects a tendency to deny or delay the resolution of difficult professional situations, to engage in emotional distancing, or to avoid, making it the least adaptive stress response. Its prevalence among nearly one-third of the sample may indicate reduced self-regulatory resources, accumulation of emotional strain, and a higher likelihood of developing symptoms of professional exhaustion. In light of the results, the low adaptability of avoidant coping underscores the need for systemic prevention of emotional overload and for the development of practical stress-management skills.

A comparative analysis between professional groups demonstrated that psychologists more frequently employ problem-focused coping and less frequently use avoidant strategies. This may be attributed to their higher levels of professional reflection, familiarity with self-regulation techniques, and access to psychological support methods. Psychologists also demonstrated a slightly higher mean resilience score ( $M = 26.5$ ) than social workers ( $M = 24.8$ ), consistent with their broader cognitive and emotional adaptive capacities. Social workers, by contrast, more often relied on emotion-focused and avoidant strategies, which may be associated with systemic work-related constraints such as high caseloads, limited organizational support, and restricted influence over client outcomes or complex social conditions. These findings align with previous research identifying the combination of high job demands, low autonomy, and insufficient organizational support as a primary contributor to burnout among socioeconomic professionals (Collins, 2008; McFadden, 2024).

Overall, the results obtained demonstrate that coping strategies are among the key psychological mechanisms underlying professional resilience among socioeconomic specialists. The dominance of problem-focused coping is accompanied by a clear need to strengthen emotional self-regulation and reduce the use of avoidant strategies, which significantly increase the risk of professional burnout. In this context, implementing systematic programs to develop stress resilience, enhance supervisory support, and promote reflective professional growth is particularly important, as such interventions can optimize coping behaviour and increase psychological resilience in situations of elevated occupational risk and uncertainty.

To identify systemic interrelationships among the main psychological variables under study, a Pearson correlation analysis was conducted. This enabled the determination of the nature and strength of associations among resilience, burnout components, and various coping strategies. The aggregated results are presented in Table 4, which demonstrates a series of statistically significant correlations that provide deeper insight into the patterns of professional functioning among socioeconomic specialists under conditions of heightened occupational risk.

Table 4. Correlation Matrix of Key Psychological Variables (N = 110)

Variables	1. Resilience	2. Emotional Exhaustion	3. Depersonalization	4. Personal Accomplishment	5. Problem-Focused Coping	6. Emotion-Focused Coping	7. Avoidant Coping
1. Resilience	-	-0.52**	-0.38**	0.47**	0.41**	-0.12	-0.33**
2. Emotional Exhaustion	-	-	0.56**	-0.49**	-0.28*	0.34**	0.46**
3. Depersonalization	-	-	-	-0.44**	-0.21*	0.31**	0.53**
4. Personal Accomplishment	-	-	-	-	0.36**	-0.18	-0.41**
5. Problem-Focused Coping	-	-	-	-	-	-0.09	-0.33**
6. Emotion-Focused Coping	-	-	-	-	-	-	0.29*
7. Avoidant Coping	-	-	-	-	-	-	-

Note:  $p < .05$ ;  $p < .01$ .

As indicated by the correlation matrix, resilience demonstrates clear negative associations with the key components of professional burnout: emotional exhaustion ( $r = -0.52$ ,  $p < .01$ ) and depersonalization ( $r = -0.38$ ,  $p < .01$ ), as well as a positive association with personal accomplishment ( $r = 0.47$ ,  $p < .01$ ). These findings confirm that high psychological resilience serves as a protective factor against the development of burnout, mitigating emotional fatigue and preventing the emergence of detached or cynical attitudes toward one's professional activities and clients.

Significant correlations between coping strategies and burnout components highlight the role of coping behavior as a mechanism of professional resilience. Problem-focused coping shows negative correlations with emotional exhaustion ( $r = -0.28$ ,  $p < .05$ ), depersonalization ( $r = -0.21$ ,  $p < .05$ ), and avoidant strategies ( $r = -0.33$ ,  $p < .01$ ), which aligns with theoretical perspectives on constructive stress management as a contributor to affective stability and professional effectiveness. Furthermore, problem-focused coping is positively correlated with personal accomplishment ( $r = 0.36$ ,  $p < .01$ ), underscoring its importance in maintaining a sense of competence and professional self-efficacy.

Avoidant coping, by contrast, exhibits strong positive associations with emotional exhaustion ( $r = 0.46$ ,  $p < .01$ ) and depersonalization ( $r = 0.53$ ,  $p < .01$ ), as well as a negative association with personal accomplishment ( $r = -0.41$ ,  $p < .01$ ). These results illustrate the maladaptive nature of this coping style: avoidance not only fails to reduce stress but also contributes to the accumulation of emotional tension, increased professional cynicism, and diminished perceptions of efficacy. Avoidant coping thus emerges as a significant risk factor for burnout, entirely consistent with long-standing empirical evidence.

Emotion-focused coping demonstrates moderate positive correlations with emotional exhaustion ( $r = 0.34, p < .01$ ) and depersonalization ( $r = 0.31, p < .01$ ), along with a weaker association with avoidant coping ( $r = 0.29, p < .05$ ). This pattern reflects its ambivalent character: on the one hand, emotional processing, seeking support, and expressing emotions may serve as short-term buffers against stress; on the other hand, excessive reliance on emotion-focused strategies under chronic occupational strain is often linked to increased vulnerability to fatigue and heightened emotional reactivity.

Collectively, these findings indicate that psychological resilience among socioeconomic specialists is systematically interconnected with burnout parameters and coping strategies. Resilience functions as a core protective mechanism that attenuates the adverse effects of occupational stress, whereas avoidant coping operates as a risk factor that substantially contributes to elevated emotional exhaustion and depersonalization. Conversely, problem-focused strategies foster adaptive patterns of responding, strengthen perceptions of personal accomplishment, and enhance psychological reliability in demanding professional contexts. The multidimensional nature of these associations confirms the complex structure of professional resilience and its central role in ensuring psychological well-being among socioeconomic specialists under conditions of uncertainty and heightened occupational risks.

The psychological mechanisms underlying the development of professional resilience in future socioeconomic specialists represent a multilayered system integrating personal, cognitive, emotional-regulatory, and behavioural components. These mechanisms collectively support effective functioning in environments characterized by uncertainty, elevated professional demands, and intensive socio-emotional interaction. Key mechanisms include resilience as an integrative psychological attribute that determines adaptive capacity; coping strategies, as operational forms of behavioural and emotional regulation; reflective processes that facilitate awareness of personal resources and limitations; and emotional self-regulation mechanisms that maintain optimal levels of emotional tension and prevent maladaptive reactions. The formation of professional identity also plays a critical role, strengthening intrinsic motivation and increasing tolerance for uncertainty. Together, these mechanisms enable specialists not only to withstand professional challenges but also to recover effectively, maintain professional performance, and sustain constructive engagement with clients.

Conclusions. Professional resilience among future socioeconomic specialists is a complex psychological phenomenon shaped by personal resources, adaptive coping strategies, emotional self-regulation, and reflective capacity. The conditions of contemporary social uncertainty and rising occupational risks underscore the need to intentionally develop these mechanisms during professional training. This may be achieved through educational programs that strengthen stress resilience, foster self-regulation, enhance critical thinking, and cultivate emotional competence. A well-developed system of psychological mechanisms not only improves the adaptive capacity of future professionals but also promotes their long-term occupational well-being, reduces the likelihood of burnout, and sustains the quality of social and psychological services under challenging societal conditions.

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## MECHANIZMY PSYCHOLOGICZNE KSZTAŁTUJĄCE ROZWÓJ ODPORNOŚCI ZAWODOWEJ U PRZYSZŁYCH PROFESJONALISTÓW SOCJONOMICZNYCH W WARUNKACH NIEPEWNOŚCI I ZWIĘKSZONEGO RYZYKA ZAWODOWEGO

### STRESZCZENIE

Artykuł analizuje psychologiczne mechanizmy leżące u podstaw kształtowania odporności zawodowej u przyszłych specjalistów zawodów społeczno-ekonomicznych w warunkach niepewności oraz wzmożonych zagrożeń zawodowych. Odporność zawodowa jest ujmowana jako wielowymiarowa konstrukcja integrująca komponenty poznawcze, emocjonalno-wolitionalne, motywacyjne i behawioralne, które zapewniają adaptacyjne funkcjonowanie w wysoko wymagających środowiskach pracy. Badanie empiryczne objęło 110 pracowników socjalnych i psychologów z regionu zaporoskiego i zostało przeprowadzone online z wykorzystaniem zweryfikowanych ukraińskich adaptacji CD-RISC-10, Maslach Burnout Inventory oraz Brief-COPE. Wyniki wykazały ogólnie umiarkowany poziom odporności, wysoką częstość występowania wyczerpania emocjonalnego (47,3%) i depersonalizacji (34,5%) oraz obniżone poczucie dokonań osobistych u 43,6% badanych, co wskazuje na znaczną podatność na wypalenie zawodowe. Dominowały strategie radzenia sobie ukierunkowane na problem (64,5%), podczas gdy strategie unikowe (30,9%) silnie korelowały z wyższymi wskaźnikami wypalenia. Analiza korelacyjna wykazała, że odporność negatywnie koreluje z wyczerpaniem emocjonalnym i depersonalizacją, a pozytywnie – z poczuciem dokonań osobistych, potwierdzając jej funkcję protekcyjną. Wyniki podkreślają systemową współzależność między odpornością, wypaleniem zawodowym a strategiami radzenia sobie oraz uzasadniają konieczność włączenia interwencji wzmacniających odporność – treningu zarządzania stresem, samoregulacji emocjonalnej, praktyk refleksyjnych i wsparcia superwizyjnego – do programów kształcenia przyszłych specjalistów społeczno-ekonomicznych, aby zwiększyć ich psychologiczną gotowość do pracy w złożonych i nieprzewidywalnych kontekstach społecznych.

### SŁOWA KLUCZOWE

odporność zawodowa, wypalenie zawodowe, strategie radzenia sobie, specjaliści społeczno-ekonomiczni, wyczerpanie emocjonalne, funkcjonowanie adaptacyjne



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