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THEORETICAL ANALYSIS OF THE PROBLEM OF DEVELOPING PERSONAL RESILIENCE

Стаття присвячена розробці та аналізу структурної моделі збереження психологічного здоров'я осіб, задіяних у волонтерській діяльності. Волонтерську діяльність розглянуто як таку, що відіграє ключову роль у різних сферах суспільного життя, включаючи гуманітарну, соціальну, медичну, екологічну допомогу, а також підтримку вразливих груп населення, таких як внутрішньо переміщені особи, ветерани та малозабезпечені сім'ї. Розкрито специфіку волонтерської діяльності в умовах військового стану, який створює середовище значного емоційного, психологічного та фізичного навантаження, яке може впливати на психологічне благополуччя волонтерів. У статті детально описано структурну модель збереження психологічного здоров'я волонтерів, що включає три основні компоненти: психологічний, соціальний і суб'єктивний. Визначено ключові складові кожного компонента, такі як стресостійкість, адаптивність, внутрішній контроль, здатність до соціальної комунікації, рівень довіри до світу, інших і самого себе, прагнення до емоційного комфорту, а також навички застосування копінг-стратегій. Особливу увагу приділено аналізу чинників, які впливають на підтримку психологічного здоров'я волонтерів, таких як соціальна підтримка, рольова визначеність, багатofункціональність та здатність до встановлення і підтримки близьких соціальних зв'язків. Зазначено, що представлена модель дозволяє краще зрозуміти специфіку психологічного стану волонтерів, враховуючи їхні індивідуальні особливості та умови діяльності. Зроблено акцент на збереженні психологічного здоров'я волонтерів через впровадження програми психологічної підтримки, яка включає навчання технікам управління стресом, розвиток соціальних навичок та визначення особливостей створення сприятливого середовища для командної роботи. Окреслено, що результати дослідження можуть бути використані для розробки цільових програм підтримки волонтерів, зменшення ризику емоційного вигорання та забезпечення стійкості їхньої діяльності в умовах кризових ситуацій. Це має важливе значення для підвищення ефективності волонтерських ініціатив та формування позитивного впливу на соціальну стабільність і згуртованість суспільства.

Ключові слова: волонтерська діяльність, психологічне здоров'я, стресостійкість, адаптивність, соціальна підтримка, емоційне вигорання, копінг-стратегії, соціальні зв'язки, внутрішній контроль, рольова визначеність.

The article highlights the relevance of psychological support for volunteers working in difficult conditions associated with social, humanitarian and crisis challenges. The main psychological problems faced by volunteers are considered, including emotional burnout, high stress levels, secondary traumatization and overload, which lead to a decrease in their productivity and the threat of emotional exhaustion. Special attention is paid to the impact of these factors on the mental health of volunteers, as well as on their ability to maintain resilience in emergency conditions. Modern methods of psychological support are analyzed, which allow to prevent emotional burnout and contribute to maintaining mental balance. It is noted that group interventions, such as therapeutic or support groups, contribute to creating a sense of belonging and mutual support among volunteers; coaching approaches help to identify personal resources and set achievable goals, and art therapy allows to express emotions through creativity. Special attention is paid to self-help techniques, such as relaxation exercises, mindfulness and emotional regulation methods, which can be used directly by volunteers in their daily activities.

Keywords: psychological support, volunteers, emotional burnout, stress, secondary traumatization, group interventions, coaching, art therapy, self-help techniques, mindfulness, emotional regulation.

Formulation of the problem. In the context of modern social challenges, volunteering occupies an important place in Ukrainian society, contributing to the solution of numerous humanitarian, social,

environmental and economic problems. Volunteering becomes particularly relevant during military events in the country, when the need for support for the affected population, internally displaced persons and military personnel increases [2]. However, while performing their duties, volunteers often face excessive emotional and psychological stress, which can lead to stress, burnout and a decrease in the effectiveness of their activities. One of the important aspects of ensuring the sustainability of volunteering is the preservation and support of the psychological health of individuals involved in this area. The psychological health of volunteers affects not only their personal well-being, but also their ability to effectively interact with others, make informed decisions and perform assigned tasks efficiently [6]. Currently, the structural components of the psychological health of volunteers have not been sufficiently studied, and there are no holistic models that take into account the specifics of their activities. This complicates the development of effective support programs aimed at maintaining the emotional balance of individuals involved in volunteer activities, preventing burnout and increasing overall resilience to stressful conditions. Thus, it is relevant to define and describe the structural components of the psychological health of volunteers, which will allow creating a scientifically sound model for developing practical recommendations and programs for psychological support for individuals involved in volunteer activities.

The purpose of the article is to highlight the features of the structural model for maintaining the psychological health of individuals involved in volunteer activities, taking into account the specifics of their activities and the challenges of modern society; key components and factors that influence the preservation of the psychological health of volunteers; recommendations and practical approaches to maintaining the emotional well-being of volunteers and preventing burnout.

Outline of the main material. Military operations in Ukraine have a negative impact on all aspects of the population's life, and overcoming their consequences requires the consolidation of the efforts of people who are ready to provide voluntary assistance and support without material reward, that is, volunteers. In modern conditions, volunteering embodies civic activity and responsibility of Ukrainians for their environment and future, it is an important mechanism for supporting and strengthening Ukrainian society. Volunteers not only perform specific tasks, but also stimulate the development of initiatives and the manifestation of civic responsibility among the Ukrainian population. Volunteers undertake obligations to provide humanitarian assistance, save lives, restore damaged facilities and promote social integration of vulnerable groups of the population [8]. Despite the positive impact of volunteering on society, volunteers themselves often face challenges that can negatively affect their psychological health. Volunteers working in wartime play an important role in providing humanitarian assistance, supporting victims and restoring social infrastructure. However, their activities are accompanied by significant psychological stress. A critically important aspect of the effective activity of individuals involved in volunteer activities and their long-term participation in volunteer programs is the preservation of psychological health.

Among modern studies of psychological health, it is worth noting the works of I. Galetska, G. Lozhkin, L. Karamushka, M. Mushkevych, N. Yarema and others [1]. In the modern interpretation, psychological health is a key aspect of the overall well-being and quality of life of each person. Psychological health covers a wide range of aspects, from emotional stability and stress resistance to the development of positive self-perception and relationships with others. The ability to adapt to life's difficulties, the ability to manage emotions and resolve conflicts - all this determines how effectively a person can function in modern society. Scientific research confirms that psychological health plays an important role in personality development, it promotes self-knowledge, the development of empathy and compassion for others, improves communication skills and helps build healthy interpersonal relationships [3]. People with a high level of psychological health usually achieve greater success in their personal and professional lives.

Establishing ways to maintain and restore the psychological health of volunteers will not only improve the quality of volunteers' work and support their personal well-being, but also ensure the long-term effectiveness and sustainability of volunteer activities [4]. Supporting the psychological health of volunteers is not only an ethical necessity, but also a key factor in ensuring the effectiveness and long-term existence of various volunteer programs. Volunteers who work in conditions of prolonged stress and emotional strain can burn out very quickly. Burnout leads to reduced productivity, reduced motivation and, as a result, to a deterioration in the quality of the care provided.

Psychologically healthy volunteers are better able to cope with challenges and stressful situations, which increases their effectiveness in performing tasks. When volunteers feel supported and mentally resilient, they can better concentrate on their duties, make informed decisions, and interact with those affected with greater sensitivity and compassion. Thus, supporting psychological health directly affects the

quality and effectiveness of volunteering. The psychological health of volunteers has a direct impact on their willingness to remain active in volunteering for a long time. High levels of stress and psychological strain can lead to interruptions in activities, which will negatively affect the stability and continuity of volunteer programs. Providing adequate psychological support will help maintain the motivation and long-term participation of volunteers, which is critical for the success of humanitarian and social initiatives. In the context of maintaining the psychological health of volunteers, it is of particular importance to establish and describe the main structural components of the psychological health of individuals involved in volunteering [5]. Understanding the structural components of volunteers' psychological health will allow not only to empirically research and analyze the features of their psychological states, but also to identify effective technologies for restoring, preserving and improving the quality of psychological health of individuals involved in volunteer activities. In this regard, the construction of a structural model of preserving the psychological health of individuals involved in volunteer activities is of particular importance.

The structural model we have proposed for preserving the psychological health of individuals involved in volunteer activities (Fig. 1.1) is based on the results of the analysis of various aspects of the psychological health of a modern individual and existing scientific approaches to the problem of volunteer activity [7].

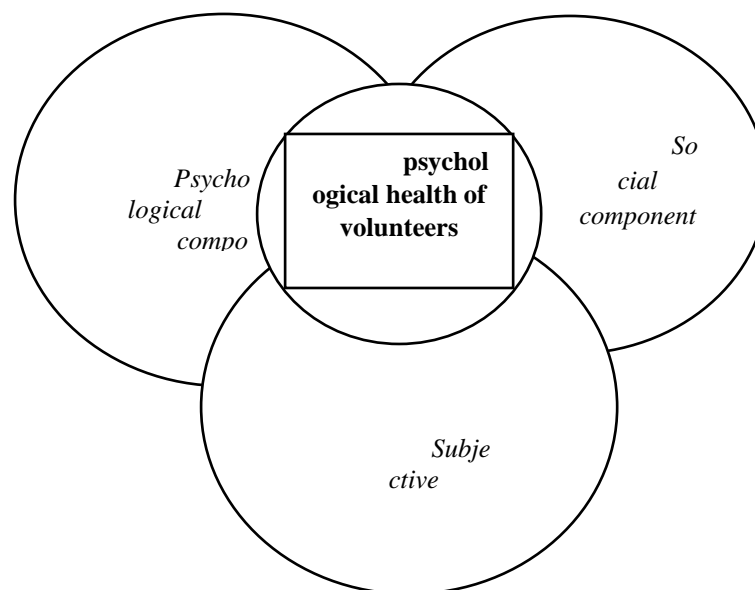


Fig. 1. Structural Model for Preserving the Psychological Health of Individuals Involved in Volunteer Activities

According to the proposed model, the psychological health of volunteers is a complex and multifaceted phenomenon that depends on the integration and interaction of three key components: psychological, social and subjective. Each of these components plays an important role in shaping the overall level of psychological health of individuals involved in volunteer activities. The psychological health of volunteers is the result of the interaction and synergy of psychological, social and subjective components. Each of these components influences the others, creating a harmonious and supportive basis for effective volunteer activities.

The psychological component of the psychological health of volunteers includes stress resistance, adaptability, acceptance of oneself and others, internal control, the desire for emotional comfort and dominance, as well as effective coping strategies. These aspects are interconnected and help volunteers maintain a high level of psychological well-being, which contributes to their successful and long-term participation in volunteer programs.

A high level of stress tolerance helps volunteers cope better with stressful situations, reduce the risk of burnout, improve physical health, and ensure long-term and productive activity. Volunteers with well-developed stress tolerance can more easily cope with emotional stress and maintain motivation for a longer period, are able to better manage their resources, such as energy and time, which allows them to be

more productive and effective. High stress tolerance contributes to better adaptation to changes and unexpected situations, which increases the overall vitality of volunteers, and the psychological flexibility provided by stress tolerance allows volunteers to respond effectively to new challenges and unforeseen situations.

A critically important component of the psychological health of volunteers is the ability to adapt, as it determines how effectively a person can respond to changes and stressful situations that they encounter in their activities. Adaptability helps volunteers successfully cope with constant and unforeseen changes, contributes to better stress management, and has a positive effect on interpersonal relationships and teamwork.

An equally important component of the psychological health of volunteers is the ability to accept others and themselves. Acceptance of oneself and others includes self-acceptance, acceptance and understanding of others, which creates a favorable environment for positive interaction and personality development. In the context of maintaining the emotional stability of volunteers, the ability to exercise internal control is important. Volunteers often face various stressful situations, difficulties and emotional challenges that can affect their mental and physical health. Internal control allows them to better manage their emotions, avoid impulsive reactions and remain calm even in high stress conditions. This helps prevent the development of negative emotional states, such as anxiety or depression, which can negatively affect overall psychological well-being.

Internal control helps volunteers increase self-control and responsibility for fulfilling their duties. Volunteers often work in teams or independently on important projects, where their responsibility and ability to adhere to schedules and standards are key to success. The ability to internal control helps volunteers maintain discipline, monitor the quality of their work and complete tasks on time, which directly affects the effectiveness of their activities and the results of volunteer projects.

The next component of volunteers' psychological health is the desire for emotional comfort. Emotional comfort includes a sense of satisfaction, peace and an internal harmonious state that volunteers seek in their activities, and its consideration is key to achieving positive results in volunteering. Addressing the desire for emotional comfort helps to ensure emotional stability, increase motivation and productivity, reduce stress and improve the physical health of volunteers.

One important component is the desire for dominance, which refers to the internal desire of volunteers to have influence, control and leadership in certain situations, and its consideration can significantly change the dynamics of volunteering, improve team interaction and support the overall psychological health of volunteers. Considering the desire for dominance is important for understanding the motivations of volunteers and their participation in the organization. Volunteers who have a strong desire for dominance often seek opportunities for leadership, influence processes and decision-making. The desire for dominance affects the level of independence and initiative of volunteers. Volunteers who feel that their ideas and approaches can affect the results of their work often show more initiative and creativity. This can contribute to innovative approaches and improve the effectiveness of projects. Taking into account and promoting this aspiration helps to create an environment where volunteers can demonstrate their leadership qualities and work on important tasks, which in turn stimulates their professional development and personal growth.

The ability of volunteers to adapt to stressful situations and solve problems qualitatively depends on their coping strategies. Adaptive coping strategies affect the level of emotional stability of volunteers. The choice of such coping strategies as constructive problem solving, positive reframing or social support helps to reduce the negative impact of stress on the emotional state. Understanding coping strategies helps to individualize approaches to supporting volunteers. Each volunteer has his own unique set of coping strategies, which depends on his personal characteristics, experience and context. Knowing which strategies are most effective for each volunteer allows you to provide more targeted and personalized support to individuals involved in volunteer activities. This may include teaching new coping strategies, stress management training, or creating resources for social support.

The social component of psychological health for individuals involved in volunteering includes role clarity and multi-tasking; ability to communicate socially; level of trust in the world, others, and oneself; desire for acceptance; desire to establish and maintain close social connections and relationships.

Role clarity involves volunteers being clear about their duties, responsibilities, and place in the team. This helps to avoid ambiguity and confusion that can arise from unclear roles or tasks. When volunteers understand their role and are clear about what is expected of them, it has a positive impact on increasing efficiency, reducing conflict, and creating job satisfaction. Multitasking refers to the ability of

volunteers to perform multiple roles or tasks simultaneously or in different situations. The ability to take on different roles and tasks contributes to volunteers' overall job satisfaction because they feel that their contribution is diverse and meaningful. It also contributes to higher levels of motivation and engagement. The importance of considering role clarity and multitasking in the social component of volunteers' psychological health allows them to feel valued and supports their motivation, as well as contributing to the overall success and effectiveness of volunteer programs. In addition, a clear understanding of roles and the ability to perform several tasks simultaneously contribute to the development of skills and job satisfaction, which in turn helps to maintain a high level of psychological health and well-being of volunteers.

Social communication skills encompass the ability of volunteers to interact effectively with other people, establish and maintain productive relationships, resolve conflicts and facilitate constructive exchange of information. This component affects many aspects of volunteering and the overall well-being of volunteers. Social communication skills provide volunteers with the ability to interact effectively with other team members, coordinators and mentees. This includes the ability to express their ideas and opinions clearly and in a timely manner, as well as to listen and take into account the opinions of others.

Another important component of the social component of volunteers' psychological health is the level of trust in the world, others and themselves. Trust in the world involves volunteers' confidence that the environment, people and situations are generally positive and safe. Volunteers who trust the world experience less stress and anxiety about possible dangers or unforeseen circumstances. This allows them to focus on their tasks and be more effective in their work. Trust in the world supports a positive outlook on life and the possibility of making changes. Trust in others ensures effective joint performance of tasks and promotes mutual support and allows volunteers to openly seek help and support when needed. An important aspect that affects the psychological health of volunteers is self-confidence. Volunteers who trust their strengths and capabilities are more confident in their actions and decisions. This allows them to effectively perform their tasks and reduces the likelihood of doubts and insecurities that can reduce performance. The three levels of trust described — in the world, others and oneself — are closely interconnected and interact with each other. A high level of trust in the world and people supports and strengthens self-confidence, while strong self-confidence helps to build trust in others and be open to new opportunities. Each of these aspects interacts with others and affects the overall level of psychological health of volunteers. The level of trust in the world, others and oneself is critically important for creating a healthy and productive volunteer environment.

An important social component of the psychological health of volunteers is the desire to establish and maintain close social connections and relationships. Close relationships with other team members, managers or mentees create a sense of belonging and security. This allows volunteers to reduce stress and anxiety that may arise during the performance of tasks or in difficult situations. Establishing and maintaining close social connections also contributes to personal development and self-knowledge. Communication with other people, sharing experiences and support help volunteers better understand themselves and their needs, develop social skills and increase self-confidence. This has a positive effect on their overall psychological health and personal growth.

The subjective component of volunteers' psychological health encompasses the internal aspects of their perceptions, emotional states, and self-esteem, which affect overall well-being, effectiveness, and resilience to stress. One of the key components is self-esteem, which determines a volunteer's level of confidence in their own abilities, their value, and their attitude toward themselves. High self-esteem contributes to the ability to overcome difficulties and maintain motivation, while low self-esteem can lead to emotional exhaustion and decreased motivation. A sense of inner harmony, which reflects the ability to achieve emotional balance and peace, is also an important element of this component.

An important role is played by life and activity satisfaction, which is an indicator of how much a volunteer perceives their life and work as positive and meaningful. This contributes to resistance to burnout and the preservation of energy to complete tasks. A subjective sense of meaning in life and activity forms the motivational basis of volunteer work, since volunteers who see a purpose in their activities are able to cope with difficulties more effectively. Emotional resilience, which includes the ability to maintain control in stressful situations, provides the ability to make informed decisions and interact effectively with others. Optimism, as a belief in a positive outcome of events, contributes to maintaining a good mood, mobilizing resources and long-term enthusiasm for work.

The autonomy of individuals involved in volunteer activities is expressed in the ability to make decisions independently and control their own actions, which supports a sense of freedom of choice and responsibility.

A significant aspect of volunteer activity is the subjective level of happiness, which reflects overall satisfaction with life and activities. Happy volunteers are more likely to show enthusiasm, are resistant to stress and demonstrate high efficiency in work. All of these components form the basis of volunteers' subjective well-being, influencing their ability to remain motivated, maintain a positive psychological state, and effectively perform their duties even in challenging operating conditions. Understanding and supporting the subjective component is essential for ensuring volunteers' long-term engagement in their work and enhancing their overall psychological health.

Conclusions and Prospects for Further Research. The structural model of psychological health of individuals involved in volunteer activities takes into account three key components: psychological, social and subjective. The main components of these components are stress resistance, adaptability, internal control, ability to social communication, self-esteem, life satisfaction, level of trust and skills in applying coping strategies. Supporting the psychological health of volunteers is critically important not only for their personal well-being, but also for ensuring the stability and effectiveness of their activities in crisis situations. The key factors that influence the psychological health of volunteers are social support, creating a favorable environment for interpersonal interaction, and forming a sense of meaning and satisfaction from the activities performed. Special attention should be paid to the prevention of emotional burnout, which is one of the most common challenges in the field of volunteering, and the role of subjective and social resources in overcoming it. Overcoming the challenges faced by volunteers through systematic support for their psychological health will increase the effectiveness of volunteer activities, ensure their sustainability, and contribute to the formation of a cohesive and active civil society.

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