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ACMEOLOGICAL APPROACH TO FORMATION AND EVALUATION OF THE PUBLIC SERVANTS’ PROFESSIONAL INTERESTS

The constituents of the public servants’ expertise are represented by their professional interests in combination with other professionally important qualities, internal and external incentives, motivations, conditions and factors. Nowadays, there is not any wholesome acmeological concept regarding formation and evaluation of the public servants’ professional interests.

The aim of the article is to determine and give theoretical grounds to the main directions of formation and evaluation of the public servants’ professional interests from the acmeological concept position.

It is emphasized, that in the process of professional interests’ formation with public servants the latter are not merely personal creation but are also affected by the content, character and direction of active self-interaction of a public servant with social and professional environment as well as with the professional environment of the public service itself.

The author points out that formation process as for professional interests is exercised in various situations of a public servant’s self-development process and is not an exception in the motivational regularity formation. While determining professional interests’ formation and evaluation, the fact of existence of potential areas, so called «development dead zones», should be taken into consideration. These «development dead zones» can arise when the present contradictions of interests have not formed the wholesome dialectic complex so far and do not cause real deployment of potential professional interests’ development process.

The driving force of the development process actually being carried out, turns out to be a complexly organized contradiction between: firstly, the relatively permanent aim which is shaped by a certain interest or their totality fixed by a future desirable, potential professionally important quality; secondly, this professionally important quality is connected with the content of the personality structure; and thirdly, actual, present quality in the
personality structure is connected with the performance process. We lay the stress on the fact, that currant performance is a dynamic process and its content is changing according to the conditions. Besides, the currant performance depends on the dynamic characteristics of a person but not only on his/her aims, interests needs, senses, motivations. It also depends on the person’s functional abilities.

Newly created forms (new professional interest, senses and values) not only determine hierarchical types of professional world outlook, but also are the criteria of quality and professional performance evaluation as the acmeologically focused process.

The program and methods regarding evaluation of content level and professional interests’ formation level taking into account personality and professional peculiarities of public servants will include such stages as diagnostics of personality / professional and peculiarities of public servants’ formation level, which will be the basis for development of acmeological strategies, tactics and algorithms, of professional interests’ formation process. Besides, based on the designed typology the individual public servant will be ascribed to the certain category of professional interests’ development. His/her potential abilities as for effectiveness of his/her performance improvement in public service will be determined and recommendations will be given as for optimization of his/her professional interests’ formation process.

The actual criteria of professional interests’ formation and evaluation with public servants from the point of view of acmeology are striving for professional improvement, behavior, communication, consciousness, directivity of authentication process, professional expertise and professionalism in the whole.

The author singles out general directions in formation and professional interests’ evaluation with public servants on the acmeological basis such directions as: the norms and regulations influence direction in public service, which takes into account social standards; the direction of world outlook formation and development of professional behavior; the formation direction, which provides professional activities of public servants.

**Key words**: acmeology, professional interests, professional development, public servants.