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Features of the psychological training of forensic experts as a component of the adaptation process to working conditions

The article purpose is to substantiate the need to include psychological training in the general system of professional training of forensic experts as a component of the adaptation process to working conditions and proper performance by forensic experts of their official duties, the development of regulatory support for this training, as well as ways of its implementation in work with the staff of state forensic expert institutions.

It has been proved that the current regulatory framework for the professional training of forensic experts in the system of the Ministry of Justice of Ukraine needs further improvement. We consider it necessary to develop a separate regulatory act on the organization of professional training of forensic experts of state forensic institutions of the Ministry of Justice of Ukraine, and we propose to add to the research work plan of the Ministry of Justice of Ukraine the development of such guidelines as a separate topic of the research work (RW).

Attention is focused on the need for psychological training as a priority area of work on the professional training of forensic experts.

Keywords: *psychological training, staff, adaptation, teamwork, training, business games, situation modeling.*

Formulation of Research Problem. In the system of forensic institutions of the Ministry of Justice of Ukraine, training and advanced training of forensic experts is regulated by the Regulations on the Central Expert Qualification Commission under the Ministry of Justice of Ukraine and attestation of forensic experts (hereinafter referred as *Regulations on the CEQ*)¹, that determines the procedure for training (internship) of persons who intend to obtain (confirm) the qualification of a forensic expert. The lack of legal regulation of psychological training complicates the process of adaptation of

¹ Положення про Центральну експертно-кваліфікаційну комісію при Міністерстві юстиції України та атестацію судових експертів : затв. наказом Мін'юсту України від 03.03.2015 р. № 301/5 (as amended and supplemented). URL: <https://zakon.rada.gov.ua/laws/card/z0249-15> (date accessed: 22.02.2021).

employees to new working conditions and negatively affects the ability of the forensic experts to properly perform their duties.

Psychological training as a method of staff development is used not only in other government ministries and departments, but also in leading domestic and global private companies.

The establishment of the psychological training in the system of professional training will accelerate the adaptation of new employees to the specific working conditions of forensic experts, improve the performance of forensic experts' duties, promote a positive moral and psychological climate in the team and adherence to corporate culture.

In addition, the system of professional training and advanced training of forensic experts of forensic institutions of the Ministry of Justice of Ukraine needs to be rethought: the development and adoption of a special legal act, regulating the professional training of these employees, is urgent.

Analysis of Recent Researches and Publications. The issue of training forensic experts has attracted the attention of many scientists, in particular, O. M. Kliuiev ¹, I. A. Petrova ², E. B. Simakova-Yefremian ³, N. M. Tkachenko ⁴, S. H. Hasparian ⁵, and others. It should be noted the significant contribution of these scientists in building a modern system of working with staff of state forensic institutions. At the same time, we must admit that the problem of psychological training of forensic experts has not been sufficiently studied. Analysis of works by V. H. Babenko and V. P. Ostapovych ⁶,

¹ Ключев О. М. Проблеми розвитку професійного рівня працівників судово-експертних установ Міністерства юстиції України. *Актуальні питання судової експертизи і криміналістики* : зб. мат-лів Міжнар. наук.-практ. конф., присвяч. 150-річ. з дня народж. Засл. проф. М. С. Бокаріуса (м. Харків, 18—19.04.2019). Харків, 2019. Р. 29—31.

² Петрова І. А., Снігерьев О. П. Шляхи вдосконалення системи підготовки судових експертів в Україні. *Актуальні питання судової експертизи та криміналістики* : зб. мат-лів Міжнар. наук.-практ. конф., присвяч. 95-річ. створ. ХНДІСЕ ім. Засл. проф. М. С. Бокаріуса (м. Харків, 10—11.10.2018). Харків, 2018. Р. 17—20.

³ Сімакова-Сфремян Е. Б., Дереча Л. М. Проблеми підбору наукових кадрів для здійснення судово-експертної діяльності. *Вісник ОНДІСЕ* : зб. наук. пр. Одеса, 2019. Вип. 5. Р. 174—182.

⁴ Ткаченко Н. М. Удосконалення професійної підготовки судового експерта — важливий фактор розвитку експертної дидактики. Теорія та практика судової експертизи і криміналістики : зб. наук. пр. Харків, 2018. Вип. 18. Р. 203—214. DOI: <https://doi.org/10.32353/khrife.2018.22> (date accessed: 22.02.2021).

⁵ Гаспарян С. Г. Адміністративно-правові засади кадрового забезпечення судово-експертних установ України : дис. ... канд. юрид. наук. Харків, 2019. 217 р.

⁶ Бабенко В. Г., Остапович В. П. Професійно-психологічна підготовка персоналу Національної поліції України: перспективи розвитку. *Наука і правоохорона* : наук. журн. Київ, 2016. № 4 (34). Р. 246—253.

N. I. Baraniuk¹, B. V. Durniak², N. A. Kochetkova³, M. O. Sova⁴, V. P. Chudakova⁵, and other researches related to the introduction of psychological training in the territorial divisions of other ministries and departments, as well as in enterprises of various forms of ownership, allows to summarize the existing experience and scientifically substantiate the urgent need to start working with staff of state forensic psychological training institutions as component of professional training — to facilitate the adaptation of forensic experts to working conditions and the proper performance of their duties.

The **Article Purpose** is to substantiate the need to include psychological training in the general system of professional training of forensic experts as a component of adaptation to working conditions and proper performance by forensic experts of their official duties, develop regulatory support for this training, as well as ways of its implementation in work with staff of state forensic science institutions.

Main Content Presentation. The effective performance by the forensic institution of tasks assigned to it by the state depends on the quality of the personnel potential of these institutions, which must be properly prepared for work. Not the last role in this process is played by psychological training of the personnel. Each individual forms the psychological climate of the team and vice versa – the psychological climate of the team affects the performance of each of its members. The working conditions of the forensic expert, which are often associated with the negative emotional impact of the objects of study, somehow deform his psyche. Properly organized psychological training prevents these negative findings and maintains the efficiency of the expert at the appropriate level.

¹ Баранюк Н. І. Соціально-психологічні особливості розвитку організаційної культури у правоохоронних органах в умовах кризового суспільства. *Науковий вісник Львівського державного університету внутрішніх справ*. Серія : психологічна : зб. наук. пр. Львів, 2014. Вип. 2. Р. 3—14.

² Дурняк Б. В., Сікора Л. С., Лиса Н. К., Мазур М. Н., Щерба Г. В. Моделі структуризації знань для інтелектуальної підготовки персоналу при їх роботі в надзвичайних умовах. *Моделювання та інформаційні технології* : зб. наук. пр. Київ, 2013. Вип. 69. Р. 204—210.

³ Кочеткова Н. А. Психодіагностичні технології покращення ефективності кадрового потенціалу в системі державної служби. *Державне будівництво* : електрон. наук. фах. вид. Харків, 2012. № 1. 9 р.

⁴ Сова М. О. Професійно-психологічна підготовка працівників пенітенціарної служби до саморегуляції в екстремальних ситуаціях оперативної-службової діяльності. *Науковий вісник Інституту кримінально-виконавчої служби* : наук. журн. Київ, 2014. № 2. Р. 136—148.

⁵ Чудакова В. П. Психолого-організаційна технологія формування готовності персоналу освітніх організацій до інноваційної діяльності. *Навчання і виховання обдарованої дитини: теорія та практика* : зб. наук. пр. Київ, 2015. Вип. 1. Р. 136—147.

The role of the organizer in the formation of a positive moral and psychological climate in the team and the study of psychological readiness to perform functional duties by each of its employees is assigned to the personnel department. This article discusses one of the methods of improving these components – psychological training.

The professional training of forensic experts in the system of the Ministry of Justice of Ukraine is defined by the Regulations on the CEQ. At the same time, we should note that this Regulation governs the procedure for training, internships and advanced training only for those persons who intend to obtain, confirm (continue) or improve the qualification of a forensic expert. In addition, training programs for this category of workers lack the basics of psychological training. Therefore, we are forced to state that to date psychological training of staff in forensic institutions has not been introduced, which, in our opinion, is a gap in the general system of training forensic experts.

According to N. A. Kochetkova, it is the psychological training and diagnosing of staff will improve the staffing of the civil service, and in the practical implementation of this will *be the development and implementation of special technologies for psychological training*¹.

It is worth noting the opinion of B. V. Durniak and colleagues on the tasks of psychological training of the staff, among which they highlight the need for the formation of such moral and volitional qualities as: determination, psychological resilience in stressful situations, responsibility and ability to make the right decisions². Researchers believe that due to psychological training the employee develops such qualities as: self-control, will, teamwork, psychological resilience in stressful situations, the ability to mobilize knowledge to assess the situation, analytical and creative thinking, the ability to identify cause-and-effect relationships³. These researchers also emphasize the need to draw up plans for psychological training of the staff⁴.

N. I. Baraniuk's opinion is interesting on the importance of socio-psychological aspects for the development of organizational culture of law enforcement agencies, which can be applied to state forensic institutions, namely: corporatism (sense of belonging to a particular group), high professionalism, responsibility to state, the ideology of departmental consciousness. The scientist concludes that law enforcement officers share the values of the team to which they belong, namely:

- its internal atmosphere, *which determines the general spirit, understandable to each employee, as well as the basis of his job orientation and mood;*

¹ Кочеткова Н. А. *Op.cit.* P. 1.

² Дурняк Б. В., Сікора Л. С., Лиса Н. К., Мазур М. Н., Щербя Г. В. *Op.cit.* P. 205.

³ *Ibidem.* P. 206 —207.

⁴ *Ibidem.* P. 210.

- a clear code of rules and norms of official communication and behavior, the presence of certain traditions;
- the rule of honesty, decency, honesty, mutual assistance, demanding of themselves and others¹.

According to N. I. Baraniuk, organizational culture is *a system of socially acceptable patterns of behavior, patterns of intragroup life (knowledge, skills, formal and informal rules and norms, values, moral principles, customs and traditions), which are supported by the employee of the department and determine the general boundaries of his behavior, consistent with the goals and objectives of law enforcement*².

V. H. Babenko and V. P. Ostapovych call the main causes of the crisis of professional and psychological training:

- lack of conditions for self-realization, improvement and development;
- deterioration of the image of the specialization, wrong choice of profession;
- instability of the socio-economic situation;
- professional deformation of personality;
- maladaptation to activities;
- reduction of staff positions;
- insufficient wages;
- difficult living conditions³.

The experience of the National Police of Ukraine in organizing the psychological training of personnel requires a detailed study. Thus, in accordance with the Regulations on the organization of training of employees of the National Police of Ukraine, approved by the Order of the Ministry of Internal Affairs of Ukraine No. 50 dated on 26.01.2016 (hereinafter referred as *the Regulations of MIA of Ukraine*), psychological training is a component of general training of National Police officers (paragraph 1 of Section VII)⁴.

According to this Regulations, training on life safety and psychological training must be practically oriented and make up at least 30% of the total training time for this type of training (paragraph 2, (2), Section VII)⁵.

The Regulation of the MIA of Ukraine defines the concept of *psychological training* as *training aimed at acquiring theoretical knowledge by police and mastering practical skills necessary for the formation of professional and*

¹ Баранюк Н. І. Оп.сit. Р. 8—9.

² Ibidem. Р. 12—13.

³ Бабенко В. Г., Остапович В. П. Оп.сit. Р. 248.

⁴ Положення про організацію службової підготовки працівників Національної поліції України : затв. наказом МВС України від 26.01.2016 р. № 50 (as amended and supplemented). URL: <https://zakon.rada.gov.ua/laws/show/z0260-16> (date accessed: 23.02.2021).

⁵ Ibidem.

psychological reliability, resilience, readiness for various working conditions and constructive communication with the public. (paragraph 15, (2), Section VII) ¹.

This Regulation (paragraph 16, (2), Section VII) ² requires psychological training in study groups at the place of service and at training meetings, and one of the requirements for their implementation is the use of innovative methods, technologies, interactive forms of learning (business games), simulation of situations, trainings, etc.).

The formation of *psychological reliability and resilience of police officers* should also be practiced during practical classes on other types of training (paragraph 17, (2), Section VII of the Regulations of the MIA of Ukraine ³. According to paragraph 18 (2) Section VII ⁴ of the Regulations of the MIA of Ukraine, classes on psychological training should be conducted by employees of psychological support units of police bodies (units), institutions, police agencies. Specialists of profile departments of higher education institutions, specialized enterprises, institutions and organizations (if necessary) can be involved in conducting classes.

V. P. Chudakova's opinion is correct that *the atmosphere of actualization and rethinking of life determines the need for well-developed staff*, able to meet the requirements of the time, navigate in different situations, which is characterized by such qualities as sociability, ability to self-development and innovation, resistance to negative manifestations. The researcher believes that in modern conditions the level of readiness of employees for innovation deserves special attention ⁵ and suggests for changes and development of individuals (and even whole groups of people) to conduct classes in the conditions of *appropriate special training and consultations (trainings, seminars, coaching)* ⁶.

M. O. Sova notes that the experience of acute emotional states by the employee causes stress, which, in turn, reduces productivity and worsens its results. According to the scientist's opinion, destructive mental states can lead to a violation of discipline and legality, and in the future – to professional deformation of personality ⁷. The scientist believes that the development and implementation of professional and psychological training in relevant training programs will have *practical significance for the formation of psychological preparedness for self-regulation of emotional states and behavior in extreme situations, development of emotional and volitional stability, self-control and self-confidence* ⁸.

¹ Ibidem.

² Ibidem.

³ Ibidem.

⁴ Ibidem.

⁵ Чудакова В. П. Op.cit. P. 137.

⁶ Ibidem. P. 139.

⁷ Сова М. О. Op.cit. P. 138.

⁸ Ibidem. P. 148.

According to I. I. Gazda, employees should have *professional reliability*, which he understands as *resistance to extreme factors of activity*, seeing in it *stress resistance, nervous system properties, volitional self-regulation, organizational and communication skills* ¹. Accordingly, the role of the personnel department of the institution in terms of quality selection of employees for the positions of forensic experts is very important. We are sure that a properly organized process of hiring employees, preliminary testing and questionnaires, interviews, thorough study of their personal qualities and documents (education, employment record book, characteristics and recommendations from previous jobs, etc.) will allow at the first stage of the position to staff the forensic institution with employees who by their moral and psychological qualities are able to perform the duties of a forensic expert at a high level.

I. Gazda's conclusions on the areas of psychological support are convincing:

- professional and psychological selection (conducted by the personnel department during the recruitment of positions);
- psychological support of the employee during the performance of official duties;
- professional and psychological training;
- psychological support of official activities ².

We agree with the opinion of Z. R. Kisil that today in the world the vision of the process of human development has changed: in particular, the wording *lifelong learning* has given way to a new one – *learning throughout life* ³. In modern realities, there is a need for constant professional growth of staff, in particular – through psychological training.

O. V. Lazarenko offers the following main forms of psychological training of staff:

- *psychological education (lectures, reports, conversations, speeches, memorabilia, leaflets, information sheets)*;
- *classes on development of the necessary psychological qualities and states, focused on training staff to act in stressful situations*;
- *special forms of psychological training (trainings, role-playing games, group discussions)*;

¹ Газда І. І. Аналіз психологічних складових професійної надійності працівників органів внутрішніх справ. Науковий вісник *Львівського державного університету внутрішніх справ*. Серія : психологічна : зб. наук. пр. Львів, 2014. № 2. Р. 16.

² Газда І. І. Оп.сit. Р. 18.

³ Кісіль З. Р. До питання вдосконалення професіоналізації кадрів Національної поліції України. Науковий вісник *Львівського державного університету внутрішніх справ*. Серія : психологічна : зб. наук. пр. Львів, 2017. № 2. Р. 27. URI: <http://dspace.lvduvs.edu.ua/handle/1234567890/855> (date accessed: 21.02.2021).

- independent work of employees *on training in techniques and methods of self-regulation* (voluntary mobilization, soothing breathing, self-belief, etc ¹).

Also noteworthy are the conclusions by Ya. O. Ovsyannikova that psychological training of staff should be carried out constantly (at work, in training and in everyday life), applying a differentiated approach to each employee — depending on his category, working hours, specialization, psychological characteristics. She emphasizes the sequence and duration of the process of *professional and psychological training of a specialist, which includes a set of organizational, professional, psychological measures and is carried out in the presence of certain psychological factors and principles* ².

Sharing the positions of the mentioned scientists, taking into account the domestic and world experience of working with staff, the specifics of working conditions of forensic experts of state forensic institutions of Ukraine, we state the urgent need to introduce psychological training in their training system.

The organization and conduct of psychological training of forensic experts should be entrusted to the units of work with the staff of forensic institutions and the newly established departments of advanced training, in connection with which it is necessary to adjust the provisions on the functioning of such units. We propose to distribute these functions between these units:

- personnel department — selects job candidates, monitors the moral and psychological climate in the team, proposes measures to improve it;
- advanced training department — directly organizes psychological training.

It should be emphasized on the possibility of introducing the position of a psychologist to the staff of state forensic institutions, whose job responsibilities will include testing and questioning employees during their hiring, their subsequent psychological support, as well as participation in theoretical and practical classes on psychological training. However, these issues should be investigated in detail.

Considering the components of psychological training of forensic experts, we consider it necessary to devote 30% of training time to the theoretical part of the training, and 70% — practical. The theoretical part of the training should

¹ Лазоренко О. В. Обґрунтування пропозицій керівникам прикордонних підрозділів щодо організації психологічної підготовки персоналу до несення служби в прикордонних нарядах. *Науковий вісник Миколаївського національного університету імені В. О. Сухомлинського. Серія : Психологічні науки* : зб. наук. пр. Миколаїв, 2014. Вип. 2.12 (103). Р. 119.

² Овсяннікова Я. О. Ефективна психологічна підготовка до професійної діяльності як засіб профілактики «синдрому» вигорання у працівників ДСНС України. *Вісник Національного університету оборони України*. Київ, 2013. Вип. 3 (34). Р. 271—275.

include lectures, reports, conversations, speeches, and the practical – training, simulation and business games.

A necessary precondition for the successful functioning of psychological training of forensic experts should be the development of a program of psychological trainings, preferably at the level of the Ministry of Justice of Ukraine. In addition, the current training programs in expert specializations need to be revised to supplement them with elements of psychological training, taking into account the specifics of each specialization.

Classes on psychological training should be conducted at training facilities of departments of post-graduate studies of forensic institutions with the involvement of employees of psychological research units of these institutions, specialists of specialized departments of higher education institutions, specialized enterprises, institutions and organizations. To this end, it is necessary to develop visual information and apply information technology.

The profession of an expert belongs to the professions related to stressful situations that accompany the performance of this work. It should be noted that there are cases when the positions of experts are applied for by persons who are not psychologically prepared for activities in specific conditions, which further negatively affects their performance of official duties and leads to staff turnover, as well as unsatisfactory moral and psychological climate in team. Such annoying situations should be hindered by the use of modern scientifically based methods and techniques of psychological training of staff, which will positively affect the ability of experts to work even in stressful conditions. The mentioned methods and techniques should be practically oriented and accessible for mastering.

The main prerequisite for the successful functioning of psychological training of the forensic experts is the development of a separate legal act on the organization of professional training of forensic experts of state forensic institutions of the Ministry of Justice of Ukraine, which should provide all types of training, including psychological training as well as development of a unified methodological support of such personnel training for all Ministry of Justice institutions.

We should emphasize the expediency of developing methodological recommendations for the training of forensic institutions of the Ministry of Justice of Ukraine, adding the development of such methodological recommendations to the research plan of the Ministry of Justice of Ukraine as a separate topic of research, which will significantly improve the activities of these institutions.

Conclusions. Thus, the legal framework for the professional training of forensic experts in the system of the Ministry of Justice of Ukraine needs to be improved. The establishment of psychological training of forensic experts of state forensic institutions in the system of the Ministry of Justice of Ukraine

will accelerate the process of adaptation of new employees to the specific working conditions of forensic experts, promote proper performance of their duties, improve the moral and psychological climate in the team and create a corporate culture in the institution.

The main time of psychological training of forensic experts should be devoted to practical classes using innovative methods, technologies, interactive forms of education, including the use of business games, simulation, training, involving employees of psychological research units of forensic institutions, specialists of specialized departments of higher education, specialized enterprises, institutions and organizations.

The functions of organizing psychological training should be entrusted to the departments of post-graduate studies of state forensic institutions, extending their tasks and powers.

On the agenda was the issue of developing programs for psychological training of forensic experts, which is important in practice for the formation of their psychological readiness to work in positions.

The beginning of psychological training is associated with the entire personnel policy of forensic institutions, the creation of a team of professionals and corporate culture, where there is an atmosphere of cohesion and interest in the joint results of work.

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О. В. Курдес

Особливості психологічної підготовки

судових експертів як складової процесу адаптації до умов праці

У статті узагальнено досвід психологічної підготовки персоналу різних міністерств і відомств, підприємств і організацій та запропоновано запровадити психологічну підготовку судових експертів як складову системи професійної підготовки в установах Міністерства юстиції України — для сприяння адаптації судових експертів до умов праці й належно-му виконанню ними своїх посадових обов'язків.

Психологічну підготовку судових експертів рекомендовано здійснювати з використанням інноваційних методів і технологій, інтерактивних форм навчання, з-поміж яких віддавати перевагу діловим іграм, моделюванню ситуацій, тренінгам та ін. До проведення таких занять доцільно залучати працівників підрозділів психологічних досліджень судово-експертних установ, фахівців відповідних профільних кафедр закладів вищої освіти, спеціалізованих підприємств, установ та організацій.

Звернено увагу на потребу в нормативно-правовому забезпеченні психологічної підготовки судових експертів державних судово-експертних установ. Наголошено на необхідності психологічної підготовки як пріоритетного напрямку роботи з професійної підготовки судово-експертних кадрів.

Ключові слова: *психологічна підготовка, персонал, адаптація, робота в команді, тренінг, ділові ігри, моделювання ситуацій.*

О. В. Курдес

Особенности психологической подготовки судебных экспертов как составляющей процесса адаптации к условиям труда

Целью статьи является обоснование необходимости включения в общую систему профессиональной подготовки судебных экспертов психологической подготовки как составляющей процесса адаптации к условиям труда и надлежащего выполнения судебными экспертами своих должностных обязанностей, разработки нормативно-правового обеспечения этой подготовки, а также путей её внедрения в работу с персоналом государственных судебно-экспертных учреждений.

Доказано, что действующая нормативно-правовая база профессиональной подготовки судебных экспертов системы Министерства юстиции Украины нуждается в дальнейшем совершенствовании. Считаем необходимым разработать отдельный нормативно-правовой акт об организации профессиональной подготовки судебных экспертов государственных судебно-экспертных учреждений Министерства юстиции Украины и предлагаем добавить к плану научно-исследовательских работ Министерства юстиции Украины разработку таких методических рекомендаций как отдельную тему НИР.

Акцентируется внимание на необходимости психологической подготовки как приоритетном направлении работы по профессиональной подготовке судебно-экспертных кадров.

Ключевые слова: психологическая подготовка, персонал, адаптация, работа в команде, тренинг, деловые игры, моделирование ситуаций.

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Contributor

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