

METHODOLOGICAL ASPECTS OF SOCIAL AND PSYCHOLOGICAL WORK WITH MILITARY MEN RELEASED FROM THE ARMED FORCES, AND MEMBERS OF THEIR FAMILIES

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a modern Ukrainian combatant who is preparing for release or has already been discharged from military service is largely determined by three groups of factors: the state of the country's economy at the present stage; the readiness of civil society to "receive" former servicemen and members of their families; the degree of attitude of the state to discharged or retired servicemen and members of their families.

LITERATURE REVIEW

Unfortunately, today the problem of various types of support, psychological and professional adaptation of retired military men and members of their families remains out of the proper attention of the state and scientists. Scientific research includes studies of the processes of socio-psychological adaptation, rehabilitation of servicemen who took part in hostilities, social and adaptive capabilities of man, resistance to stress, increasing the ability to recover from mental trauma, adaptation to a peaceful life (ABDURAKHMANOV, 1994; SEDIN, 1992; KORCHEMNYI, 2008; SOLOVYOV, 2012; TARABRINA, 2008 etc.). However, the scientific literature does not sufficiently cover the problems associated with the transition of the former military to a new status, finding yourself and employment in this position, inner feelings, establishing family and professional ties, etc. Thus, despite the fact that the problem of socio-psychological adaptation of ex-military men is extremely acute, the degree of its scientific study cannot be considered satisfactory.

The aim of the article is to demonstrate the experience and to discuss the problems of social and psychological work with former military personnel and members of their families during the adaptation period of transition to civilian life within the framework of the project "Norway-Ukraine. Professional adaptation. Integration into the state system".

RESEARCH METHODS

theoretical (analysis of literature sources, study of statistical data) and practical (observations, surveys, testing, interviews, psychological diagnostics, socio-psychological training, methods of psychological rehabilitation).

INTRODUCTION

Problem setting: Changes in the living conditions of military men and members of their family in connection with the dismissal from the Armed Forces and the transition to civilian status affect various aspects of life: geography of service and residence, living conditions, content of activities, social role, level of demands in a new stage of life, prospects for further development, circles of communication, etc.

However, at the heart of all these changes are, first of all, changes in the psychology of the personality of a particular person, for certain reasons it is forced to reorient the conditions of society that are familiar to him in an unusual, civil society. The psychological state of a

DISCUSSION AND RESULTS

The main problems that should be noted that are related to the release of military men are:

- radical change in the entire lifestyle; moving to a new place of residence; deterioration of the financial situation; loss of housing and uncertainty about the possibility of obtaining it in a new place; employment problems and the need to prepare for life in new conditions;
- lack of guaranteed employment after service; underdevelopment of the system of professional training and retraining of reserve servicemen, their employment; insufficient practical implementation of the benefits and rights of citizens dismissed from the Armed Forces;
- preservation in many professional servicemen of the previous stereotypes of actions before and after release, associated with the expectation of help from the state; the habit of relying on formalized social protection of the military structure;
- unpreparedness for action in the new economic situation in the country, loss of qualifications by members of the families of military personnel;
- open disregard by the military authorities of various levels for the problems of former servicemen.

Based on the research of V. L. Kalinichev, who is actively involved in the development of problems of social adaptation of ex-servicemen to the conditions of civil society (KALINICHEV, 2003), the serviceman is considered not as a consumer of social services in connection with dismissal from law enforcement agencies, but as an actor his life, capable of realizing personal potential, while being responsible for choosing the intended path. Thus, when a serviceman is discharged, it is not the social status that changes, but only the living conditions. In this regard, the process of adaptation of military personnel does not differ significantly from a similar process in civilians. Moreover, the person is more successful due to military training of servicemen, willingness to take risks, high stress resistance. This category of people has extensive experience of interaction and leadership of a different age group of people, able to make and be responsible for the decisions made. In this case, we focus on the personality of the serviceman himself, who is able to actively master and transform the conditions of civil society for their own adaptation to life in new conditions (MEDVID, 2010). The very concept of psychological adaptation includes a description of all forms and types of psychological activity as components of adaptation. In turn, psychological adaptation is a process that arises in response to a significant novelty of the environment and includes the motivation of human adaptive behavior, the formation of a goal and a program of its actions. So, in the most general case, the phenomenon of adaptation is the adaptation of an individual to the external environment (NALCHADZHAN, 1988).

Upon discharge from the Armed Forces, the military is faced with radical changes and restructuring of all aspects of life: functional responsibilities, daily routine, financial and social status, level of claims, etc. However, at the heart of all the above changes is a psychological factor: the inconsistency of attitudes and directions in military and civilian life, ie the presence of some cognitive dissonance (HORBENKO, 2013; KRASILSHCHIKOV, 2005).

It is for these reasons that the problem of psychological, or rather socio-psychological, adaptation of former military personnel and members of their families to the new conditions of organizing activity, which receives insufficient attention both in society and in military units, is extremely urgent, important and requires both discussion, and proper construction.

The analysis shows that for a significant part of servicemen and members of their families, discharge from the army leads to the collapse of many hopes, loss of prospects for life and development. People who have devoted themselves to difficult military service from a young age, as a rule, find it difficult to adapt to new conditions. Socio-psychological adaptation becomes a difficult process for them: it is necessary to learn new social roles, to form a new identity that will adequately perceive themselves, their environment, find a new profession. Moreover, difficulties await ex-servicemen at every step: it is difficult for them to navigate the world of civilian professions and sources of information, to correlate their capabilities with the

requirements of different types of work, to look for vacancies and to conclude employment contracts.

All this leads to the fact that people who have a large baggage of knowledge and experience, have, for the most part, leadership skills that are able to transform society with dignity, are a socially vulnerable category and are at risk. Up to 70% of ex-servicemen have serious difficulties in choosing a civilian profession. Many of them lose their jobs for a year or more. In addition to employment, the full entry of discharged servicemen into the world of civilian life requires a great and complex work on themselves: they need to change their perceptions of themselves, their inner world and the world around them, find new strategies and tactics of behavior.

Officers who are discharged from military service, like no other category of citizens, need competent professional counseling on all issues related to job search, retraining, adaptation to the labor market and a new job. Unfortunately, this kind of training is not carried out today either in military units or in military registration and enlistment offices at the place of residence. Up to 96% of ex-servicemen say that no professional counseling work was conducted with them before their release to the reserve.

In order to develop and implement the abovementioned problems within the project "Norway-Ukraine. Professional adaptation. Integration into the State System" some support centers for former or discharged servicemen and members of their families have been established and are successfully operating in various cities of Ukraine. Work with former military personnel is carried out in several directions - obtaining a civilian profession; carrying out work on social adaptation; psychological assistance with elements of rehabilitation; developing skills in running your own business, etc. Leading scientists and practitioners in the field, lawyers and jurists, farmers and small business owners, social workers and professional psychologists of public associations are involved in the implementation of the project. Most of the mentors have received special training to work with retired or retired servicemen and their family members. Among the technologies of interaction with students are used techniques of vocational guidance, psychological adaptation, socio-psychological rehabilitation, socio-pedagogical adaptation, practicing the involvement of ex-servicemen and their families to work in small business, small business support, employment, retraining and monitoring.

A special area of work is psychological, because through self-awareness, self-acceptance, self-perception and self-realization begins any human movement. That is why the psychological support of ex-servicemen is an obligatory component of the change of their professional, social and internal activity after their discharge from the Armed Forces.

The main areas of socio-psychological support provided under the Program were: psychological counseling, psychocorrection, career guidance and psychotherapy using a wide range of methods and taking into account the uniqueness of the individual, his problems in the context of life; psychological support of entrepreneurial activity of former servicemen, small and medium business enterprises. Psychologists conducted psychodiagnostics, individual psychological counseling and psychotherapy, group psychotherapy, occupational counseling and professional psychological selection, socio-psychological training in various fields, primary psychological diagnosis.

During the implementation of the Program experience has been accumulated, various consulting methods have been tested, and large statistics have been collected.

Generalization of the main results of diagnosis of socio-psychological problems of ex-servicemen allowed to determine the predominance in the structure of their activity such aspects as career guidance and job search, unwillingness to take responsibility for their life situation, partial mental maladaptation, family conflicts, poor communication skills, alcohol abuse neurotic reactions and neuroses.

The study of the psychological problems of former servicemen and their families showed that the fact of dismissal of the head of the family from military service is a painful moment for all its members. Family members who approached us, the main causes of stress were the lack of work for the couple, lack of housing, alcoholism of one of the spouses, financial difficulties, problems in raising children, divorce, lack of friends, connections. As a result of these problems

in the first place among psychological disorders - apathy, depression, fears, neuroses in both children and adults. Knowledge of these issues allowed us to determine the content of the necessary socio-psychological support for ex-servicemen. In addition, an important area of psychological support was a thorough analysis of all previous experience and personal qualities of servicemen, the maximum possible consideration of their characteristics in the selection of work or retraining profile. Such characteristics of the discharged serviceman as the level of education, profile of professional training, degree of conformity of education to the requirements of civilian activity, characteristics of professional qualities, age characteristics of discharged servicemen were taken into account.

A special group of former military personnel was made up of combatants. According to R. A. Mushkevych et al (2016, p.25), up to 30% of military personnel who participated in hostilities have pronounced manifestations of post-traumatic stress disorder: recurring vivid dreams and nightmares of combat situations, obsessive memories of traumatic events accompanied by difficult experiences, sudden experiences that "return "Into a traumatic situation, increased irritability, unreasonable outbursts of anger. Many of these people are characterized by a loss of interest in public life. They are less active in solving their own vital problems, they often have a loss of empathy and the need for intimacy with other people, including in family life. The life experience of these people is unique and very different from the experience of people who did not fight. Memories, a common past bring the participants of the war closer and make them reach out to each other. Experience has shown that not only a disabled person or a veteran needs psychological help, but also his closest circle - parents, wife, children. However, according to our surveys, these families still do not belong to the categories of families in need and require protection and socio-psychological assistance.

Before the start of the Program, psychologists conducted a survey of future students in order to establish the motivation for further change of professional activity and determine their own strengths and abilities in the change of life. As a result, the following answers to the questions were obtained:

1. In what area would your military and combat experience and qualities formed in military activity be most useful for society? In ensuring public safety - 69%. In the development of all spheres of public life - 12%. In the upbringing of children and adolescents - 8%. In business and commerce - 7%. In politics - 2%.
2. How do you assess your life prospects? Prospects and hopes are quite illusory - 54%. I have enough prospects and there is hope for the best - 25%. There are almost no prospects and no hopes - 13%. All the best behind and hopes in the past - 8%.
3. Who or what could the improvement of prospects in your life depend on? From changes in society - 62%. Only from myself - 34%. Help and support from relatives and friends - 4%.
4. How do you assess your life today?
 - a) on a personal level: you can live - 26%; this life simply does not exist 3%; a completely normal life - 35%; I would like to improve - 36%.
 - b) in material terms: provide with difficulty - 17%; you can live - 18%; I can not provide - 2%; manages to make ends meet - 63%.
 - c) in terms of personal interests: no interests and hobbies - 11%; I don't even think about them - 4%; there are interests and hobbies - 42%; interests appear from time to time - 43%.

It should be noted that in relation to former servicemen, especially those who fought, society was unprepared for their perception, for the "weaving" of these people into social and professional ties. Returning home, experiencing the horrors and nightmares of war, losing friends and forming a completely different system of spiritual values, where human life and brotherhood come first, they find themselves at home in an environment where they are repulsed, where they are no longer needed with their system. values, experiences, memories and experiences.

The social environment itself becomes the main factor of successful rehabilitation or vice versa. A person with his military and military past, the experience of experiences that go beyond ordinary human experience, after returning to civilian life is left alone with his problems. The natural human desire to share certain experiences with someone, the need for empathy remain unrealized, as these experiences can not be perceived and understood by anyone correctly and fully.

Exclusion of a former serviceman from the system of social relations with comrades-in-arms, ie the destruction of those relationships that have developed when these relationships mean much more to a person than all other values of life - this factor becomes psychogenic and in combination with others leads to social and mental maladaptation of the individual. The feeling of futility of everything that had to be experienced during military service, in war, in a combat situation, guilt for survival - a factor that is determined by public opinion and society's attitude to the goals, objectives and results of this particular armed conflict.

The situation in the family, when the closest people are often the subjects of traumatic stress and need psychological help and rehabilitation, waiting for a long time for the worst that can happen to a loved one, quite naturally, causes some negative mental changes. There is a conflict between the need to help and get help yourself. On this basis, families are destroyed, the relationship between parents and sons is finally broken, suicides occur.

These and a number of other psychological factors and characteristics of servicemen, persons discharged from military service, and members of their families have become decisive in the practical work of professional psychologists in relation to their socio-psychological adaptation. They determined the choice of the main directions of professional and psychological adaptation: diagnostic measures; consultations (individual, family); trainings; correction of adaptation disorders; developing work on self-design, career growth, personal growth; methodical developments and recommendations on work of experts; career guidance; assistance in overcoming post-traumatic stress disorder; work with family conflicts.

Adaptation work has been hampered by the lack of awareness among many ex-servicemen of the need for psychological care, including for fear of a psychiatric diagnosis, as many associate psychological care with psychiatry and psychiatric treatment.

The approbation of the Program in these areas made it possible to develop a generalized model of work with former military personnel and members of their families. In the course of its implementation, it was taken into account that former military personnel require psychological support at all stages of the transition to civilian activity. The implementation of an integrated approach to this work helps to solve a number of tasks that can provide:

- early preparation for dismissal from military service and the transition to civilian activity;
- informing reserve servicemen about the regularities of the transition period, the peculiarities of the labor market and professional activities in civilian conditions, the expected difficulties;
- psychological readiness to change profession and resistance to critical situations;
- selection of a new profession that is similar to the previous activity and meets the interests and preferences of the person;
- skills in the application of the simplest methods and techniques to relieve mental stress, stress;
- development of strategy and tactics of behavior in the labor market;
- formation of qualities of self-presentation, self-development, career building.

To create a model of social and psychological adaptation of retired servicemen, it is advisable to consider this complex process at three structural levels, each of which has its own task (Table 1).

In terms of content, the solution to the complex problem of psychological and social adaptation of the military to the new living environment can be divided into several stages:

- social and psychological compensation for the crisis nature of the dismissal;
- correction of value and normative basis of behavior;
- development of new relationships;
- the formation of an internally consistent value system based on their social experience and new realities;
- professional pre-training or retraining;
- formation of effective behavioral strategies that reflect the high dynamism and uncertainty of the social environment.

Table 1. Levels and tasks of adaptation

Levels	Tasks
Society (macro environment)	Identify the features of social policy in the field of life and direct it in the civil direction
Social group (microenvironment)	Identify the causes of conflict in the "ex-civilian life" system and help resolve them
Personality (intrapersonal adaptation)	Work on the expansion of human self-awareness, the implementation of psychological assistance for self-realization of the individual

Source: Search data.

In organizational terms, the most successful for working with ex-servicemen and members of their families, in our opinion, can be considered developed in the project program of psychological and social assistance. According to this model, social and psychological assistance should include three types, which are also conditions for its provision: primary, qualified and specialized.

Stage of initial training (before discharge from military service). The framework of this stage coincides in time with the measures of training and release of servicemen from the army. At this time, rehabilitation and adaptation measures should be carried out at the place of service and residence of the serviceman and his family. The main content of the activity at this stage is the preparation of the serviceman for future release. Here it is important to help every military man to realize that leaving the army is a natural and natural fact of his professional biography, where there can be no offense or stress, where a person must maintain the ability to objectively assess the situation. Already at this stage, professionals should strive to increase the awareness of military personnel about civilian activities, the labor market, about professional interests and opportunities. Primary care should be provided in military units by specially trained specialists. The main form of primary care is the organization of the work of groups of social and psychological support, where servicemen and members of their families in specially created conditions, in an artificial micro-society, solve psychological problems associated with dismissal from military service.

The result of this work is to achieve the required level of readiness of the discharged serviceman to change profession. This allows you to remove unnecessary psychological tension and some aggression during adaptation. It was found that the military and their families are in dire need of information and methodological and reference materials on a wide range of issues related to behavior in the transition to new living conditions and activities. *Stage of qualified assistance.* Qualified assistance is as follows:

- conducting diagnostic activities aimed at identifying persons prone to destructive adaptation strategies, and preventive work with them;
- social and psychological assistance in various disorders of the adaptation process;
- developing work on self-design, professional self-determination and personal growth;
- counseling and group work on vocational reorientation, aimed at retraining, employment assistance;

- psychological counseling of servicemen and members of their families;
- development of methods for institutions and specialists providing primary care.

At this stage, we conducted psychological testing based on the selected set of psychological tools. This allowed the psychologist to see the general and partial picture of the psychological problems of the students, and the former serviceman himself to realize his peculiarities and outline the prospects for development (both personal and professional).

Table 2. A set of psychological tools for studying the components of psychological problems of former servicemen and members of their families

Components	Methods
Psychological	J. Rotter's method of diagnosing the level of subjective control (RSC); multilevel methodology of personality diagnostics for the motivation for success by T. Yelers; Zimbardo time perspective questionnaire; multilevel personality questionnaire (BOO) "Adaptability"; methodology for the diagnosis of social and psychological attitudes of the personality in the motivational and consumer sphere by O. Potemkin
Emotional	Methodology "Level of social frustration" by L. Wasserman in the modification of V. Boyko; method of diagnosis of occupational burnout by V. Boyko
Professional	Cairse Questionnaire
Behavioral	Lazarus' Behavioral Questionnaire

Source: Search data.

Within this stage, the work was carried out, the essence of which was to implement a set of psychological measures aimed at helping servicemen to overcome insecurity, anxiety, cognitive dissonance, the formation of stress, emotional intelligence, perseverance in adapting to civilian environments. We will describe in more detail the psychological work of providing assistance to servicemen. A set of psychological measures was developed taking into account the studied structural components of psychological problems of servicemen (Scheme 1).

The set of psycho-correctional activities carried out by Project psychologists includes psychological counseling and socio-psychological training. Individual counseling includes elements of self-training training. In their work with this category of dismissed officers, methods are used that include training in special psychotechnical exercises, which contributes to the resource psychological support and preservation of mental balance, socially adaptive behavior, adequate openness in activity and behavior, adequate plasticity of behavior.

Exercises are performed either in the presence of a psychologist, or as homework and introspection after discussing the results during the consultation. The content of the exercises is reflected in the title: measurement of individual characteristics of the behavioral act; measurement of structural and hierarchical properties of individuality; consolidation of a realistic perception of the problem in the situation; consolidation of experience in solving problems of the emotional sphere, etc. These exercises in conjunction with the training of self-regulation skills give a tangible result in solving the problem, as evidenced by self-reports of ex-servicemen and observation of their behavior and activities.

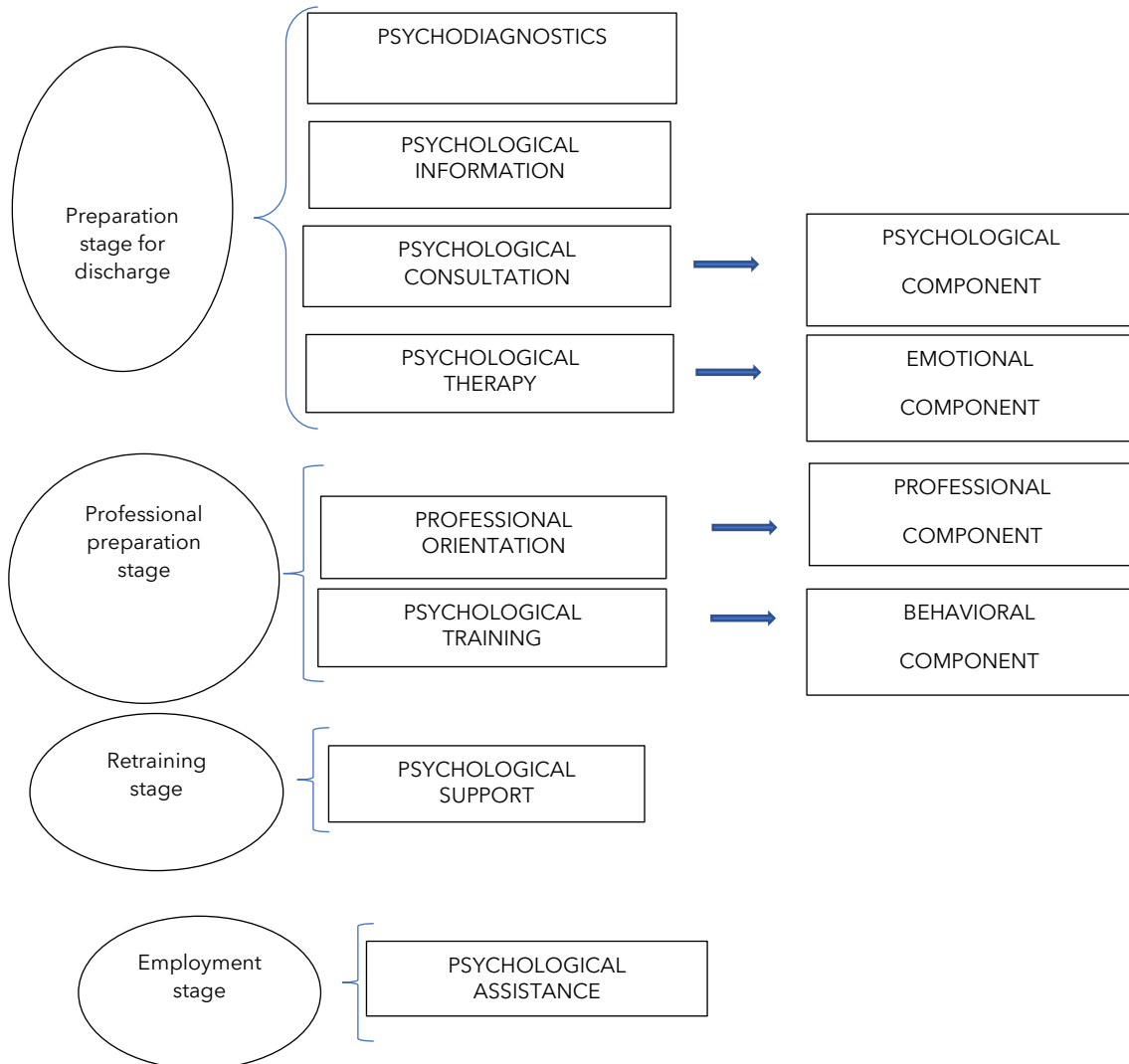
The following aspects of social and psychological assistance to servicemen discharged to the reserve are the following psychotechnologies:

- technologies to increase psychological readiness for interpersonal interaction;
- technologies for the formation of conflict-free communication;
- technology to overcome the crisis of life;
- technologies of actualization of meaningful orientations;
- technology of personal growth;
- technologies of stress resistance and conflict resolution;
- technology of emotional intelligence development.

These psychological blocks are included in one form or another in all forms of work carried out by a psychologist - both individually and in groups.

Stage of specialized care. Specialized care is intended for those servicemen and members of their families who have abnormalities in mental activity, and provides for the creation of special conditions that can provide inpatient or semi-inpatient medical facilities.

Figure 1. Model of providing social and psychological assistance to former servicemen and members of their families



Source: Search data.

CONCLUSIONS

As the experience of practical psychologists has shown, the greatest effect in the socio-psychological adaptation of ex-servicemen was achieved where systematic planned work was carried out taking into account the specific stages of transition of ex-servicemen and their families to new conditions of civilian life. Moreover, the main quality criteria for the appropriate adaptation were:

- -criterion of social adaptation, including competitiveness, self-confidence, successful employment, employment, stability of family relations, sufficient for the successful implementation of a new professional activity level of training;
- criterion of socio-psychological comfort of relations, which is determined by the degree of human satisfaction with relations in the new social environment, work, salary, relations with people;

- criterion of positive self-esteem, which is determined by the absence of internal psychological conflicts and the absence of psychological defenses that go beyond the pathology.

Prospects for further research

It is urgently necessary to create a comprehensive system of medical, psychological and social rehabilitation of servicemen, as well as other categories of citizens (for example, internally displaced persons) who were injured as a result of hostilities, and also have signs of post-traumatic stress disorders. The key stage in this work is the creation of business incubators with specialized rehabilitation centers.

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Methodological aspects of social and psychological work with military men released from the armed forces, and members of their families

Aspectos metodológicos do trabalho social e psicológico com militares libertados das forças armadas, e membros de suas famílias

Aspectos metodológicos del trabajo social y psicológico con militares liberados de las fuerzas armadas y miembros de sus familias

Resumo

O problema da adaptação sociopsicológica de ex-militares e membros de suas famílias às novas condições de organização da atividade é extremamente relevante. A fim de desenvolver e implementar tais problemas dentro do projeto "Noruega-Ucrânia. Adaptação profissional. Integração ao Sistema Estatal" foi estabelecido o número de centros de apoio que estão operando com sucesso em várias cidades da Ucrânia para ex-militares e membros de suas famílias. As principais áreas de apoio sociopsicológico prestados no Âmbito do Programa foram: aconselhamento psicológico, psicocorreção, orientação de carreira e psicoterapia utilizando uma ampla gama de métodos. O resultado deste trabalho é alcançar o nível de prontidão exigido do militar dispensado para mudar de profissão. Isso permite remover tensão psicológica desnecessária e alguma agressão durante a adaptação. Verificou-se que os militares e suas famílias necessitam de informações e materiais metodológicos e de referência sobre uma ampla gama de questões relacionadas ao comportamento na transição para novas condições de vida e atividades.

Palavras-chave: Dispensado das Forças Armadas. Adaptação social e psicológica. Reabilitação. Aconselhamento psicológico. Apoio psicológico.

Abstract

The problem of socio-psychological adaptation of ex-servicemen and members of their families to the new conditions of organization of activity is extremely relevant. In order to develop and implement such problems within the project "Norway-Ukraine. Professional adaptation. Integration into the State System" the number of supporting centers have been established that are successfully operating in various cities of Ukraine for former or discharged servicemen and members of their families. The main areas of socio-psychological support provided under the Program were: psychological counseling, psychocorrection, career guidance and psychotherapy using a wide range of methods. The result of this work is to achieve the required level of readiness of the discharged serviceman to change profession. This allows to remove unnecessary psychological tension and some aggression during adaptation. It was found that the military and their families are in need of information and methodological and reference materials on a wide range of issues related to behavior in the transition to new living conditions and activities.

Keywords: Discharged from the Armed Forces. Social and psychological adaptation. Rehabilitation. Psychological counseling. Psychological support.

Resumen

El problema de la adaptación sociopsicópica de los ex militares y miembros de sus familias a las nuevas condiciones de organización de la actividad es extremadamente relevante. Con el fin de desarrollar e implementar tales problemas dentro del proyecto "Noruega-Ucrania. Adaptación profesional. Integración en el sistema estatal" el número de centros de apoyo que están funcionando con éxito en varias ciudades de Ucrania para militares anteriores o dados de alta y miembros de sus familias. Las principales áreas de apoyo sociopsicótico proporcionado en el marco del Programa fueron: asesoramiento psicológico, psicocorrección, orientación profesional y psicoterapia utilizando una amplia gama de métodos. El resultado de este trabajo es lograr el nivel requerido de preparación del militar dado de baja para cambiar de profesión. Esto permite eliminar la tensión psicológica innecesaria y cierta agresión durante la adaptación. Se encontró que los militares y sus familias necesitan información y materiales metodológicos y de referencia sobre una amplia gama de temas relacionados con el comportamiento en la transición a nuevas condiciones de vida y actividades.

Palabras-clave: Dado de baja de las Fuerzas Armadas. Adaptación social y psicológica. Rehabilitación. Asesoramiento psicológico. Apoyo psicológico.