

PSYCHOLOGICAL BASIS OF YOUNG PEOPLE'S PROFESSIONAL CHOICE

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ABSTRACT

Education is a strategic area of state-building and the future development of the state. Future development largely depends on the level of preparation of today's people. Therefore, the issues of preparing young people for the future pose more important tasks for the modern education system.

Today, school psychologists have great responsibilities and tasks in shaping the younger generation as psychologically healthy, capable of properly planning their future, closely aware of their talents and abilities, in short, young people who know themselves well. Therefore, one of the most important duties of school psychologists today is to assist young people on the verge of high school graduation in choosing a career, which is one of the basic, important and responsible stages in determining their future lives, and to provide psychological guidance activities. At the same time, school psychologists are personally responsible for raising individuals who are beneficial to society by evaluating their talents and skills, individual psychological characteristics and potential opportunities at a high level. Naturally, in this responsible work, school psychologists should carry out the necessary work not only with young people, but also with their families. Because the family is an important institution that has a great impact on young people's career choices. From this point of view, the organization of systematic and professional activities in guiding young people to choose a profession has a direct impact on the correct direction of the country's human capital. In this work, school psychologists have a great responsibility.

Keywords: young people, professional choice, psychological characteristics, theories of professional choice, stages of psychological guidance to professional choice.

Introduction

Choosing a profession is one of the important stages that affect the future lives of the young generation, their successful activities and development, self-awareness and self-affirmation. In this regard, psychological service activities carried out at school play an important role in helping young people with issues related to their career choices. Even today, the number of professions on the choice list in the world has reached 50,000, so the importance of psychological guidance services for career choice in schools has increased even more. Of course, the emergence of artificial intelligence in recent times and the fact that many professions will disappear due to this is a known reality. In this regard, it is very necessary for young people to make the right choice in their specialization in our time.

Having a profession is not only to provide people with financial security for their future lives, but also stems from the desire to be accepted in society, the need for self-affirmation, the desire to communicate with other people and be useful to society.

A person gains spiritual and psychological comfort by using his abilities and talents, and asserts himself in the social environment. Thus, self-confidence and respect are formed. In addition, by providing service in any field in society, by being a useful person, one gains social acceptance and value. During labor activity, we communicate with other people, and gain our social identity with certain roles and duties. Therefore, the foundation of any labor activity is also the satisfaction of a person's psycho-social needs.

One of the most important socio-psychological issues is the formation of young people as psychologically healthy people, able to plan their future, who are closely aware of their talents and abilities, in short, who know themselves well. It is very important for school psychologists to assist and guide students in the career choice process, which is one of the important and responsible stages in determining their future lives. The success of this work also lies in the fact that the young generation is constantly developing themselves in the professions they have in accordance with the needs of society and is formed as useful people to society. Naturally, in this work, necessary work should be carried out not only with schoolchildren, but also with their families. Because the family is an important environment that greatly influences the choice of profession of young people.

Aim

The main purpose of the study is to take into account the potential knowledge level of young people, as well as their abilities, talents, character and temperament types, in order to properly organize psychological assistance activities in guiding them towards a professional choice. This article was written in order to enrich the scientific-theoretical foundations of the implementation of psychological assistance activities.

Significance

The fact that school psychologists, scientists working in the field of psychology, and practical psychologists benefit from the generalizations, scientific-theoretical analyses and proposals brought to attention in the article shows the importance of the study.

Theoretical Basis

There are various approaches to the psychological foundations of young people's career choice. Professor Frank Parsons, who was the first to engage in youth employment in the USA, opened the Career Orientation Bureau in Boston in 1908. This institution guided young people to careers and helped them choose a suitable profession. He first applied the "person-workplace" theory in his practice and attempted to reveal the mutual relationship between the individual qualities of the personality and the characteristics of the profession. F. Parsons' method soon became popular in the USA, and career orientation bureaus were established at many industrial enterprises. In 1913, the corresponding National Association was established in the USA.

J.L.Holland explains his idea of career choice based on people's character traits and levels of social adaptation. He notes 6 character types: realistic, intellectual, social, traditional, enterprising and artistic (Yeşilyaprak, 2024). According to this view, in order to choose the right profession in career choice, it is important for a young person to know which character type he belongs to and to determine the professional fields suitable for that character type. According to J.L.Holland, the 6 character traits and the professions corresponding to them are as follows:

1. Realistic type. A person who is always inclined to see reality. He is more inclined to activities related to muscle and physical strength. He is strong and powerful. He is more inclined to outdoor work. He is harsh, aggressive, rude, lacking the ability to speak, and avoiding logical thinking. He is more inclined to practical work than thinking. Driver, farmer, engineer, etc.
2. Intellectual type. They are intelligent people. These people tend to think logically rather than practical work. They are not people who like to talk like the realistic type. They do not use their speech abilities to the proper level. They avoid communicating with people. They do not like to control or be controlled. They are polite, radical, and original people. Scientists, researchers, philosophers, etc.
3. Social type. The main feature that distinguishes this type from the first two types is their skillful use of speech abilities and their tendency to actively communicate with people. These are people with the characteristics that are important for people working in the pedagogical and medical fields. The main character traits are being social, having a constant positive emotional state, adventurous, high leadership qualities, inclined to practical thinking, and responsible. Teachers, psychologists, doctors, etc.
4. Traditional type. They are extremely attached to customs and traditions. They do not worry about taking or giving orders. They have strong self-control. They are very attached to power and social position. They are formal, sometimes fun-loving, practical-minded people. Military personnel, bank employees, civil servants, etc.
5. Enterprising type. They are the type with the power of suggestion, speech skills and the ability to express themselves at the highest level. The social type works for others, while this type works for itself. They are social, adventurous, independent, active, aggressive, practical-minded types. Salespeople, politicians, managers, etc.
6. Artist type. These people express themselves indirectly by using the people around them. They are the exact opposite of the traditional type. They do not like rules and regulations at all. They cannot fully control themselves. They are childish and have a high level of independence. Writer, artist, actor, musician, architect, etc.

Recently, the theory of multiple intelligences, which was proposed by American psychologist Howard Gardner in 1983, has been widely applied in world education. With the theory of multiple intelligences, Howard Gardner proposed that the human brain has 8 intellectual fields and that tests used to measure IQ or other mental potential are not very effective methods in this work. According to H.Gardner, the eight fields of intelligence and the professions corresponding to them are:

1. Verbal intelligence. This type of intelligence is found in people who succeed in fields that require verbal ability. They are people who use language very well, know and apply the rules of language, and tend to learn new languages. These people are very creative in writing. They love reading. The professions chosen by people who excel in this intelligence are: writing, politics, literature, etc.
2. Mathematical-logical intelligence. These people have the power of logical thinking. It is found in people who succeed in many fields related to mathematics and can analyze different aspects of events and problems. They are more successful in establishing part-whole and cause-effect relationships. They are very skilled and talented in problem solving. The professions chosen by people who excel in this intelligence are: mathematician, engineer, statistician, computer engineer, etc.

3. Visual intelligence. Their observation skills are extremely strong. In general, visual intelligence increases the quality of learning. They pay attention to the details and small details of the schemes, drawings, etc. they see. Professions that they can be successful in choosing a profession: painting, architecture, acting, etc.

4. Musical-rhythmic intelligence. They are sensitive to everything related to music. They perceive the melodies and rhythms in the music they hear very quickly. They can easily distinguish the musical instruments used in that music when a piece of music is played. Professions chosen by people with a high level of this intelligence: singing, composing, music teaching, etc.

5. Physical-kinesthetic intelligence. This type of intelligence is superior in people involved in sports. They attach great importance to physical strength. Main professional choices: dancing, sports, competition refereeing, etc.

6. Internal intelligence. This intelligence means that a person knows everything about himself and understands his inner potential and capabilities. People with high internal intelligence are people who have deep knowledge about their abilities, interests, and their own inner potential. The main professions they choose: businessmen, leaders, etc.

7. Social intelligence. They are people who succeed in interpersonal communication. They easily perceive the characteristics of people and attach importance to communication issues. People with a strong sense of empathy are found. Such people mainly choose these professions: psychologist, interpersonal communication specialist, etc.

8. Naturalistic intelligence. They are found in people who are interested in issues related to nature. They study animals, plants, and natural phenomena and try to analyze the causes of their occurrence. The main professions they choose: veterinarian, agronomist, zoologist, biologist, etc. (Gardner, 2004).

In the pedagogical process, psychological guidance services for career choice are implemented in three stages:

1. Getting to know young people.

2. Exploring professions.

3. Establishing a connection between the individual characteristics of schoolchildren and the characteristics required by professions.

1. Getting to know young people in psychological guidance for career choice. The main goal of youth identification activities is to help them get to know themselves comprehensively. A person who knows himself comprehensively can determine in which field he will be most useful and make the right decision regarding his future activities.

It should always be noted that it is important to examine the individual characteristics and qualities of young people from various angles for the purpose of career choice guidance. It is not right to guide young people to professions based on just one or a few individual characteristics. For example, young people who are guided to a certain profession based on their academic success, abilities and interests should not be expected to succeed in their future specialties, feel satisfied and affirm themselves. Because, considering that there are various factors that affect a young person's career choice, the more attention is paid to these factors in career guidance, the more successful and appropriate the result will be.

Among the factors that affect a young person's career choice are mental abilities, special talents and skills, various character traits and self-awareness, interests, educational success, gender, environmental factors, especially the socio-economic level of the family, the profession of the parents, family traditions, and also the level of preparation for the profession of the young person.

I. The state of the young person's abilities, talents and educational success. Naturally, in directing young people to a particular profession, revealing their abilities and talents, as well as the level of knowledge and skills related to the professional fields they will pursue, are important factors.

II. The individual characteristics of the young person. The young person's general health, level of physical strength and power, physical appearance and body structure, whether there are any physical defects, values, sensory and emotional characteristics, the main motives that direct him to activity, social activities, thoughts and plans for the future.

III. Characteristics of the young person's main interests and inclinations.

IV. Characteristics of the activity program depending on the young person's wishes.

V. Family approach.

The results obtained regarding the youth, taking into account the existing conditions, the opinions of parents, teachers, and class teachers regarding the youth should be summarized, and suitable professions should be determined for them, and these options should be presented to the youth and the youth should make the choice.

A person is born with the natural opportunities necessary to acquire the appropriate abilities for any field of activity. These natural opportunities turn into abilities when the environment works on those opportunities. If the environment does not reveal these opportunities and work properly, then in many cases these opportunities do not turn into abilities and simply remain "dead opportunities". In general, abilities constitute the mental properties of a person by adding knowledge, skills, and habits acquired as a result of social influences to innate characteristics. For this reason, abilities

should not be confused with the educational success of young people. Thus, educational success can give us information about abilities in some cases, but is not the same as abilities.

However, it is also necessary to pay attention to one aspect: simply knowing abilities is not enough to direct oneself to a profession. Another important aspect is knowing interests. When a person feels interested in his profession, he achieves high success in that profession. On the contrary, when there is no interest in his profession, those tasks become boring, do not attract the person's attention, create a special feeling of anxiety in him, and the person feels inadequate. All this also negatively affects the person's self-esteem.

2. Researching professions. The second stage of socio-psychological guidance services for career choice is the stage of researching professions and obtaining information. Due to the large number, many difficulties arise in researching professions. For this, a research plan should be prepared. In order to help prepare a career research plan, we can list the questions that need to be answered in researching professions by taking advantage of the scientific research conducted by J.A.Humpey and his colleagues as follows:

- What are the characteristics of the work that forms the basis of the profession? (main activities, responsibilities, authority and duties related to the performance of the profession).
- What abilities does the profession require? (general and specific abilities necessary for the profession).
- What are the characteristics of the level of education required for the profession? (duration of education, tuition fees, whether special training is required).
- What are the conditions necessary to start a profession? (whether or not there is an exam for entry into the profession, how and by whom the exam will be taken, how the document acceptance will be conducted, etc.)
- Are there any restrictions on entry into the profession? (restrictions such as nationality, religion, language, race, restrictions in terms of physical characteristics, etc.)
- What are the working conditions? (daily working hours, seasonal work complexity, work risks, whether there is an opportunity to overcome these risks, etc.)
- What is the personnel need and direction of personnel placement in the chosen profession? (importance of the profession, whether this importance will increase, the need of society for this profession and the necessary manpower, etc.)
- What is the income of the chosen profession? (what are the salary, insurance and pension opportunities, are there opportunities for promotion in the profession, transfer to other related jobs and professions?)
- Does the chosen profession have the ability to continue throughout life? (whether the profession has the ability to be a permanent job for young people) (Yeşilyaprak, 2024).

The main goals of providing information about professions to young people are:

1. To provide information to young people about the unknown characteristics of the profession they are interested in and are considering choosing.
2. To introduce young people to professions about which they are wrong or have little knowledge, and to expand their knowledge in this field and provide them with a richer choice of options, thereby ensuring that they make the appropriate choice.
3. To provide information about the benefits of choosing a profession that is beneficial to society and allows young people to assert themselves.

3. Connection between the individual characteristics of young people and the characteristics required by professions. This stage is the process of establishing a connection between the individual characteristics of young people and the qualities required by professions, specifically the process of making a choice and decision-making, to reveal the professions that are suitable for the young person. It should always be kept in the center of attention that the right and responsibility should be given to the young person in the process of choosing and making a decision, even if it is for the purpose of psychological guidance in choosing a profession. In other words, it is very important to provide the necessary information to the young people, as well as to create conditions for them to make the final decision themselves.

Establishing a connection and connection between the individual psychological characteristics of a person, which are constantly forming, developing and changing to a certain extent, and the characteristics of professions, which are changing frequently and gaining new qualities, is a difficult process. Activities carried out for the purpose of choosing a profession should be open and continuous for every teenager and young person.

Research shows that young people do not have sufficient knowledge and information about the professions that are most in demand and in need in the country. In this regard, parents, educators, and psychologists should provide necessary assistance to young people who are in the process of deciding on their career choice, advise them to take the needs of the country into account, and inform them on this subject.

Comments

Career guidance activities carried out at school should be regularly monitored by the school administration, and the work carried out should be evaluated. From the generalization of the researched sources, it is possible to conclude that the proper organization of activities for directing young people to professions according to their abilities, talents, potential opportunities, and character traits creates the basis for the proper use of human potential in a country. A number of principles should be followed in directing young people to professions, which mainly consist of the following:

- The principle of responsibility. Guidance is not compulsory, it should be carried out by encouraging the other party to do this, and it should be ensured that the decision made by young people is in line with reality. However, conditions should be created for students to decide for themselves which specialty and profession they will choose, and to take responsibility for themselves.
- The principle of continuity. The guidance of young people to professions should not be an activity carried out only in the upper grades. These works should start from the lower grades. The information obtained by a school psychologist about primary school students using a number of methods should be continuously analyzed, the stages of development of professional interest in students should be studied, and the status of their knowledge, skills, habits, abilities, and talents should be determined within a certain time frame.
- Principle of equality. During career guidance activities, conditions and opportunities should be created for all school students to benefit from these activities. The school psychologist should guide every student in the school to participate in these activities with interest and enthusiasm, and no student should be left out of career guidance activities.
- Principle of integrity. Career guidance should also be open to young people who have left the pedagogical process at a certain stage of education. In general, specialists should also guide young people who have left education for certain reasons in line with their knowledge, skills, abilities and talents.

School psychologists and social workers should maintain constant contact with parents, ensure that they deeply understand the social essence of the issue of their children's career choice, and bring to the attention of parents that, in addition to their interests, they should also take into account their abilities and the professional needs of society when conducting career guidance work with their children. However, one aspect should not be forgotten here: sometimes giving too much importance to children's interests, inclinations and desires leads to a number of negative situations in the future. In this area, school psychologists should provide parents with the necessary assistance, provide them with the necessary information about the characteristics of any profession, the place this profession occupies in our society and the psychophysiological characteristics it requires from the employee, and inform them in this area. It is very important for the school psychologist to determine the professional interests of young people and share this information with the family. Naturally, it is very important to talk to parents who do not have sufficient knowledge in this area, to ensure that they take the necessary position in the choice of profession for their children and to help young people.

In terms of the issue of professional choice of young people at school, it is very important to continuously inform parents about the development levels, knowledge, skills, talents and abilities of their children, and to collect necessary information from them when necessary. These activities should be carried out by taking advantage of various psychological guidance methods, tools and approaches. It would be very effective to take advantage of the opportunities and opportunities of events such as parent meetings, "open door" days held at school, etc. The psychologist himself should organize psychological consultations and awareness-raising activities on this topic.

When necessary, school psychologists should make continuous speeches in the mass media in order to appeal to more parents and provide them with information on professional choice.

In order to help young people choose a profession, the help and support of the school principal in communicating with parents and the public is very important. He directly supervises and directs the implementation of professional choice activities, as well as many other activities at school. In this regard, it is very important for school principals to approach the professional choice of young people with special attention and responsibility.

It is also important to consider the temperament types of young people when guiding them towards any profession. We can basically analyze the characteristics of young people's temperament types and the professions that suit them as follows:

Choleric type - young people with this type are extremely impatient and enthusiastic. They have a high desire to realize their interests, stubbornness, and endurance. They tend to complete the work they have started to the end. Young people with this type tend to take on the most difficult, most energy-intensive tasks and are ambitious in performing these tasks. When faced with any problem, they do not lose themselves, they easily find a way out of the situation. Choleric types can work on one task for hours and get rid of fatigue faster. Monotonous life is not for them. They do not like to work on the same issue for a long time.

The most suitable professions for young people with the choleric type are mainly: television reporter (people of this profession collect information by conducting research on a new topic every day), director, actor, pilot, surgeon, builder, chef, investigator, entrepreneur, sales manager, project manager, etc.

Phlegmatics are calm and extremely cool-headed. They do not attach importance to failure. They start a task very slowly, but they complete it to the end. They are helpful and are able to look at any situation from the perspective of others and analyze it. Therefore, they can be good diplomats. They are very slow to change their habits and customs. Phlegmatics are very businesslike, tolerant and self-controlled. They have difficulty getting used to new people and have difficulty joining a conversation. They are extremely reserved. It is not easy to excite or anger them. Due to these characteristics, phlegmatics do not like stressful and exciting work conditions. Professions that require analytical thinking are more suitable for them. Working in the fields of economics, finance and scientific research is more suitable for them. Such young people can achieve success in professions related to accounting, editing literary texts, diplomacy, and agricultural work.

Sanguines have a lively reaction. Due to their high activity, they are very businesslike, immediately start new work, always try to be the first. It is important for sanguine people to follow the rules. They have fast movements, thoughts, speech. They can easily replace each other with feelings. They can easily communicate with people, easily switch from one job to another. They can quickly adapt to any conditions. Sedentary and monotonous work is not for them. Nothing around them goes unnoticed. They are interested in everything, and the objects of interest often change, are fleeting. Therefore, they quickly give up on the work they have started with enthusiasm.

They have good organizational skills and have great opportunities to succeed in management. Sanguines have innate leadership qualities. They strive to be in constant contact with more people. Sedentary professions are not suitable for them. Sanguines can be good teachers, managers, administrators, journalists, lawyers, engineers, and psychologists.

Melancholics have an extremely high sensitivity. They are deeply affected by a small action and do not forget it for a long time. Self-confidence is extremely low. They quickly get discouraged. Often they do not complete even the work that they are capable of. Stressful situations or criticism completely reduce their confidence in their own strength and can even cause them to become depressed. Their strongest qualities are diligence, strong observation and the ability to pay attention to details. Suitable professions for such people are working alone or with a computer. Melancholics should avoid choosing professions that require more communication. They are more successful in professions such as good artists or designers, writers, composers, programmers, architects, veterinarians, scientists, etc.

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