

Dmytro OSYPOV

**PECULIARITIES OF PROFESSIONAL INTERESTS' FORMATION
AMONG THE PUBLIC SERVANTS**

There is a close connection between the process of professional interests' formation among public servants and their professional effectiveness. It is manifested directly through the correlation of public servant's professional success and the formation level of his/her professional interests' formation, content and direction. It is also manifested indirectly through society's positive psychological attitude to the public service personnel performance as well as through favorable psychological atmosphere in the public service agencies and elevation of public servants' motivation to productive professional performance.

The subject of the article is giving grounds to the peculiarities of professional interests' formation with the public service personnel in Ukraine.

The candidates with acmeological direction present the most interest for public service is the fact, which was grounded. The matter is that, they are aimed at development, have creative approach to the challenging problems solution, meet their personal interests in the context of social interests. Thus, both personal and professional formation of such employees anticipates continuous process of self-actualization, self-development and self-control.

There was such a conclusion that the employees engaged in public service should be interested in: involvement; free exchange of professional experience among the colleagues; common efforts in finding the ways to improve different directions of social and economic development of both citizens and public services' consumers; respect and recognition, which demonstrate people's aspiration for competence and self-confidence. It demonstrates their desire to take independent decisions, to be respected and successful, to self-development and self-actualization. The next set of interests of such employees presents their interests for extraordinary assignments, which require application of their abilities and give them freedom of taking non-standard decisions, to use innovations and inventiveness. These characteristic features can be applied as criteria for the staff selection system in selecting candidates for positions in public service for further career development.

As for the motivators of public service employees in Ukraine, such motivators were determined: career promotion; gratuity; admission to affairs, experiencing success and achievement; chance for personal and professional development; approval and acknowledgement of performance results; high responsibility level.

The author concludes that the psychological and acmeological conditions of a public servant's professional interest's formation and evaluation were determined by the certain conditions, which include social demand for the high-level experts, possessing appropriate formation level of their professional interests in their professional activity and the state of their personal and professional development. They include acmeologically directed a public servant's professional environment in a public agency and in professional community in general; professional reflection and communication, cooperation with colleagues, who have different levels of professional competence formation and expertise and cooperation with all the participants of public administration process; innovative transformation of traditional administration process; active professional incorporation with both superiors and subordinates, professional interest on the one hand, and aiming at the process and results of professional activity, on the other hand. Some factors involved were determined as well such as selection, evaluation, training, relations, creativity, criticism, management process of personal and professional development itself, and self-actualization.