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DOCTORAL SCHOOL OF PSYCHOLOGY**

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**INTERACTION OF PERSONAL ATTRIBUTES AND STRESS  
OF MILITARY PERSONNEL UNDER CONDITIONS OF  
OFFICIAL ACTIVITY**

**511.02 - PSYCHOLOGY OF DEVELOPMENT AND PEDAGOGICAL  
PSYCHOLOGY**

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## CONCEPTUAL BASES OF RESEARCH

**Relevance and significance of the research.** In modern conditions, the military is stressed when serving in the army. Great physical and mental stress for military servicemen cause them emotional stress, as well as reduce mental stability, adaptation and can contribute to the emergence of various accentuations of personality traits and depressed states. Psychological science is faced with the problem of studying factors and conditions that affect the occurrence, course and severity of prolonged stressful conditions in the military servicemen [20].

The ongoing changes in society and the armed forces determine and deepen the social and *psychological problems* connected with the development and mobilization of the personal attributes of military personnel. In this context, there is a need to reduce stress in the service environment and increase the level of stress tolerance of military servicemen [1]. Thus, the **relevance** of studying the personal attributes of a soldier in conditions of the changing character of modern military activity becomes especially urgent [25].

**Description of the situation in the researched field and statement of the scientific problem.** The problem of stress is becoming more acute and widespread every year, however, its scientific justification has occurred only in the last decade. A review of the scientific literature on the research made it possible to identify that the problem of stress in foreign psychology is solved quite multidimensionally. However, there is still no unified approach to understanding this phenomenon. Analysis of research on this problem allows us to systematize the following theories and approaches to understanding stress: Китаев – Смык Л., Селье Г., defined stress as a non-specific component of physical and mental manifestations [20; 32]; Лазарус Р., Fraisse P., Welford A., defined it as the self-feeling of the individual in various circumstances [38; 39; 41]; Вальдман А., Суворова В., Чирков Ю., as an emergency state [18; 34; 36]; Абрамов Ю., Уколова М., as an adaptive reaction [13; 35].

Due to the fact that psychology does not have a holistic systematization of the parameters of psychological reactions and the conditions of military personnel in the service environment, the problem of *service stress* was studied by military experts, as follows. Thus, service stress was considered as a state of tension and discomfort caused by negative factors (Atanasiu C.) [2]; as an imbalance between requirements and abilities (Mereuță Gh.) [7]; as the mobilization of the body (Караяни А., Сыромятников И.) [19].

The analysis of the degree of development of the research subject made it possible to distinguish the following *contradictions*: 1) between the stress of military servicemen in the conditions of service and personal attributes, which can be considered as a tool for increasing performance; 2) between the high demand of modern society for military personnel with increased stress tolerance and the absence of theoretical and applied research in this field in the Republic of Moldova. They served as a basis and allowed to formulate **the problem of scientific research**. The solution of the above contradictions is

possible when determining the relationship of personal attributes and stress among military servicemen in official activities in order to increase their stress tolerance.

Thus, **the scientific research purpose** is to determine the interaction of personal attributes and stress of military servicemen for the elaboration, approbation and estimate of efficiency of the model and training program for increasing stress tolerance aimed at reducing stress, development and mobilization of personal attributes of military servicemen.

To achieve this goal, the following **objectives** were formulated:

1. To make a theoretical analysis of psychological studies of personal attributes and stress, in the conditions of official activity;
2. To examine the personal attributes and the level of stress of military servicemen, as well as to identify their interaction;
3. To implement a comparative analysis of military servicemen with high and low levels of stress tolerance;
4. To create the author's concept of effective military serviceman;
5. To elaborate a model and approbate a training program for increasing stress tolerance of military servicemen, taking into consideration the three spheres of personality, and offer recommendations for reducing stress, for the development and mobilization of personal attributes.

**Research hypothesis:** the level of stress in the official activity of military servicemen depends on such personal attributes as: adaptive abilities, moral normativity, communication abilities, neuropsychic stability, lack or presence of accentuation of personality traits, depressed state, and their purposeful development and mobilization during the application of the author's model and training program, contributes for increasing stress tolerance in military servicemen.

**The methodology of scientific research** consists of a set of methods: *theoretical* (analysis of scientific sources, generalization of scientific material, hypothetical-deductive research method and interpretation of results); *empirical* (stating, forming and controlling experiments); methods of *mathematical statistics*.

**Scientific novelty and originality.** For the first time in the Republic of Moldova, the author's concept of effective military serviceman was theoretically justified and experimentally confirmed, on the basis of which a model for his formation and a training program for increasing stress tolerance was created. The conceptual model and training programs are based on the development and mobilization of the three spheres of personality: orientation, operational and modulation (psychophysiological) spheres. The developed training program contributed to overcoming stress in the army and creating a positive attitude of military servicemen to perform official activity.

**Important scientific problem solved in the research** consists in *determining* the interaction of personal attributes and stress of military personnel under conditions of official activity, which *served as a*

*basis for the development* of the author's concept of an effective military serviceman, models of its formation and training programs for increasing stress tolerance, which *has contributed* to reducing stress, development and mobilizing the personal attributes of the military servicemen.

**Theoretical significance of the research** consists in the systematization of modern research on the issue of personal attributes, stress and stress tolerance of military servicemen. On their basis, the author's concept of effective military serviceman was developed, which was confirmed in empirical research. The theoretical interpretation of the interaction of personal attributes and stress of the military personnel identified in the research makes a certain contribution to the solution of important theoretical problems in psychology.

**Applicative value of the research** consists in creating a model and training program for increasing stress tolerance, which act as a tool to increase the effectiveness of military service, due to the development and mobilization of servicemen's personal attributes. The obtained results can be used by military psychologists, commanders in work with the military servicemen of the Republic of Moldova, to assess the level of stress of military personnel, as well as increase their stress tolerance and prevent negative phenomena associated with official activity.

**The main scientific results to be defended:**

- *The personal attributes* of military personnel represent a qualitative peculiarity of stable individual characteristics, which directly affect their behavior.
- *Stress in the army service* is physical tension, emotional and psychological stress caused by specific conditions of service.
- *An effective military serviceman* is a member of military personnel who performs his duties related to military service, has certain personal attributes that affect the military official activity of his career.
- There is an *interaction* of personal attributes and stress that mediate the level of stress tolerance in military personnel.
- The level of stress in military official activity is closely related to personal attributes. For military personnel with *high levels of stress*, there is a low level of adaptive abilities, moral normativity, communication abilities, neuropsychic stability, accentuation of personality traits and depressed state occur. The military servicemen with *low levels of stress* show a high level of adaptive abilities, moral normativity, communication abilities, neuropsychic stability, absence of accentuation of personality traits and depressed states.
- *The author's concept of effective military serviceman* includes the following characteristics: high levels of communication abilities, neuropsychic stability, moral normativity, adaptive abilities, and absence of accentuation of personality traits, depressed state and low level of stress.
- *The model and training program for increasing stress tolerance of military servicemen* take into

account three spheres of personality: orientation, operational and modulation (psychophysiological) spheres and are aimed at reducing stress, development and mobilizing personal attributes.

**Implementation of the scientific results.** The theoretical and empirical data obtained during the research were discussed at the meetings of the Department of Psychology «Ion Creangă» State Pedagogical University of Chisinau. The research results were presented in the following scientific forums: National scientific conference with international participation «Fundamentele psihopedagogice ale prevenirii și combaterii violenței în sistemul educațional (*Psycho-pedagogical Grounds for the Prevention and Combating Violence in the Educational System*) UPS «I. Creangă» from Chisinau, April 13, 2015; The annual scientific conferences of the UPS PhD students «I. Creangă» from Chisinau, May 19, 2016 and May 19, 2017; National scientific conference with international participation «Dezvoltarea Armatei Naționale în contextul aprofundării reformelor democratice» (*Development of the National Army in the Context of Democratic Reform Deepening*), 2nd edition, March 1, 2017 and 3rd edition, March 1, 2018; National scientific conference with international participation «Mediul social contemporan între reprezentare, interpretare și schimbare» (*The Contemporary Social Environment between Representation, Interpretation and Change*), State University of «Alecu Russo» from Balti, December 15, 2017. The research results have been implemented in the preparation of seminars and training programs for the National Army, as well as reflected in the «Ghidul activităților psihologice în Armata Națională» (*Guidebook of Psychological Activities in the National Army*) [5].

**Thesis publications.** The scientific and scientific-methodological results of the thesis are reflected in 19 publications: 1 monograph, 10 publications in the materials of international conferences, 8 scientific articles in national journals (categories B and C).

**Volume and structure of the thesis.** The thesis consists of annotations (in Romanian, Russian and English languages), introduction, three chapters, general conclusions and recommendations, bibliography (280 sources), 7 annexes, includes 27 figures and 32 tables. The main text of the thesis consists of 148 pages.

**Keywords:** stress, stress tolerance, personal attributes, effective military serviceman, adaptive abilities, moral normativity, communication abilities, neuropsychic stability, accentuation of personality traits, depressed state, military servicemen.

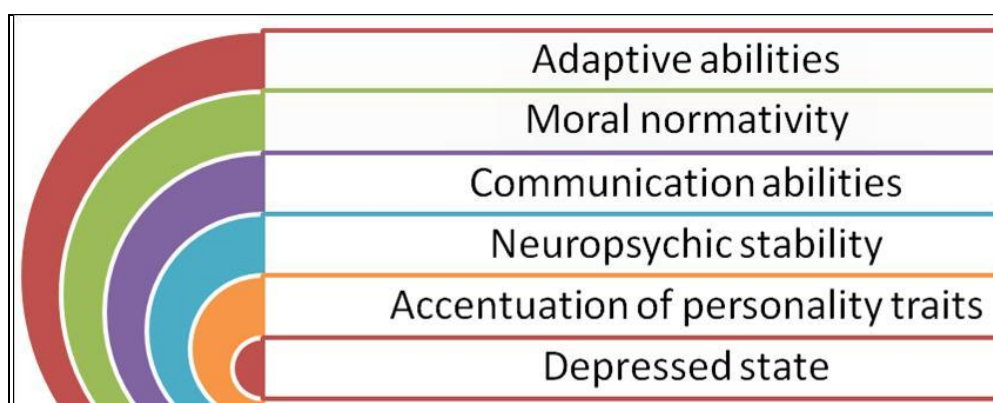
## THE CONTENT OF THE THESIS

The **Introduction** reveals the actuality of the research problem, determines the degree of its knowledge in psychology, formulates the purpose, the objectives and the hypotheses of the research, describes the methodological framework and states the scientific novelty and originality, as well as the theoretical and practical significance of the research and implementation of research results.

The first chapter «**Theoretical aspects of the research of personal attributes and stress**» scientific psychological literature on the problem of stress and personal attributes was analyzed. In the thesis, the concepts of understanding stress by foreign researchers were reviewed: Китаев-Смык Л., Лазарус Р., Селье Г. [20; 32; 38] and moldovan authors: Bulat V., Clivadă A., Losîi E., Mereuță Gh. [3; 4; 9; 10]. A complex approach to the phenomenon of «*stress*», which includes understanding it as a combination of non-specific physiological and psychological manifestations of adaptive activity of the organism under the influence of strong and extreme stimuli on it (Селье Г.) [32]. We shall allocate the definition of «*service stress*» in the army, proposed by Atanasiu C.— the military's mental stress with a high degree of readiness for the performance of official duties, as well as its special state of feeling pressure from official regulated norms and the military charter [2]. «*Stress tolerance*» by Разумов С. is an integrative personality property, focused on overcoming obstacles, unfavorable experiences, aimed at reliability of performance [30].

Our thesis contains an analysis of the researches of Afanas D., Pleșca M., Racu Ig., Racu Iu., Адэскэлицэ В., Раку Ж., who are devoted to studying personal attributes, including among military personnel [1; 11; 12; 14; 31]. As a working definition of «*personal attributes*» the interpretation of Олпорт Г. was chosen— these are relatively stable individual features, which have a direct influence on human behavior [28].

An analysis of the literature on the interaction of personal attributes and stress has made it possible to identify those characteristics of the subject that may be of paramount importance for the military in the course of performance of official activities (Fig. 1).

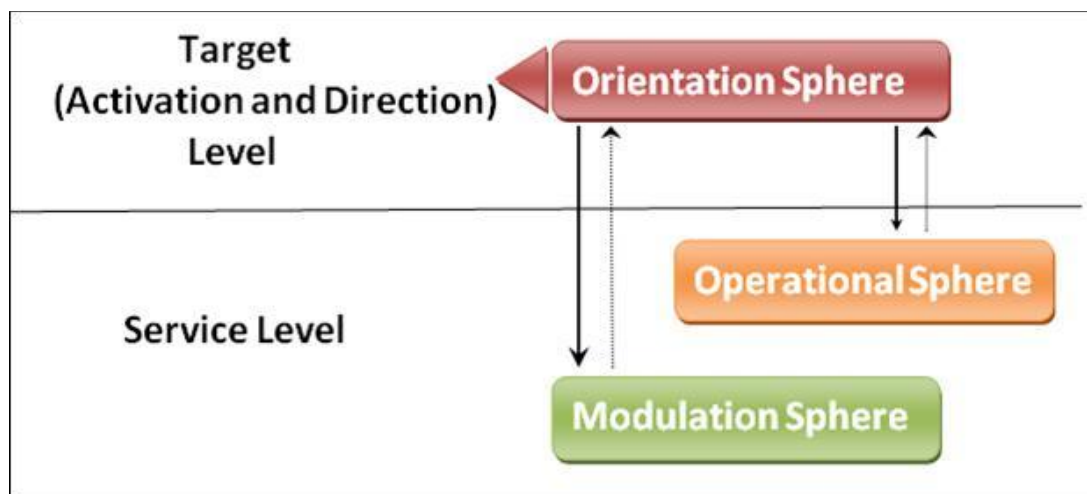


**Fig. 1. The structure of personal attributes that determine the stress of a military serviceman**

Thus, for a positive influence on the process of psychological, social and professional development of a military serviceman, it is necessary to know and evaluate his personal attributes and psychosocial behavior, formed before conscription in the army. However, insufficient knowledge of this problem does not allow us to establish the balance of the above parameters, which indicates the relevance and importance of the theoretical justification of the author's concept of effective military serviceman, as well as creating a model for its formation.

The theoretical analysis of literature and requirements of the Law on the approval of the Regulation on the procedure for performing military service in the Armed Forces of the Republic of Moldova [6; 7; 8] allowed us to develop the working concept of an «*effective military serviceman*»: this is a member of the military personnel who performs his duties related to military official activity, communication abilities, moral normativity, adaptive abilities, low stress, lack of accentuation of personality traits and depressed state, which affect the effectiveness of his military official activity, which is designed to ensure the success of its performance by unquestioning submission and with observance of established norms and regulations [4; 6; 7; 8; 37]

Based on the review and generalization of researches on stress and the personal attributes of military personnel, we developed *the author's concept of effective military serviceman*. It represents a certain military system, as it is a special type of military official activity and consists in the fulfillment by citizens of their constitutional duty to prepare for the defense of the Motherland in the ranks of the Armed Forces of the Republic of Moldova [25]. Our author's concept includes the following psychological characteristics: sociability, stable mood, activity, desire to overcome difficulties, hardworking, perseverance, purposefulness, adaptability, initiative, and mental stability, performance of official duties, adequate response and overcoming stressful situations [25]. In this context, the integrity of the three spheres of the personality of an effective military serviceman, which are presented in Figure 2, is especially important.



**Fig. 2. Spheres of personality of effective military serviceman**

The model of effective military serviceman outlined in the theoretical analysis has the following characteristics of the main spheres, as well as the directions of their development: 1. The orientation sphere is to stimulate self-disclosure, the development of optimism, satisfaction, self-confidence and moral normativity. Development of self-knowledge and determination of life values. 2. The operational sphere - the reduction of levels of aggressiveness, impulsivity, anxiety. The development of communication skills, adaptability to social relationships, to the changing external conditions of the army environment and the



successful performance of official tasks. 3. Modulation (psychophysiological) sphere- reduction of emotional stress, the development of behavioral regulation and self-control [25].

The scientific problem facing this thesis research is expressed in the need to study the problem of the interaction of personal attributes and stress in military official activity, the determination of personal qualities that contribute to and disorganized the mobilization and concentration of the military's physical and spiritual capabilities. The solution of this scientific problem was undertaken in the experimental part of the research.

The second chapter, «**An empirical research of the interaction of personal attributes and stress among military personnel**», indicates the purpose, the objectives, and the stages of the ascertaining experiment conducted in the period from 2015 to 2017. The methods of the study research are described, and its results are presented.

*The hypothesis* of the ascertaining experience was the assumption that there is an interaction of personal attributes and the level of stress of military personnel.

To realize the purpose and approbate the hypothesis of the research, the following empirical *objectives* were proposed forward:

1. To study the stress features of military personnel in their military official activity.
2. To examine the personal attributes and the level of stress of military servicemen.
3. To identify the interaction of personal attributes and stress.
4. To implement a comparative analysis of military servicemen with high and low levels of stress.
5. To confirm experimentally the author's concept of effective military serviceman.

The following *methods* were used in the research:

1. The questionnaire «Stress Assessment» by Тим Х., adapted by Прохоров А. [29].
2. 2. A multi-level personality questionnaire «Adaptability» (MLO-AM), developed by Маклаков А. and Чермянин С. [27].
3. The method of assessing the neuropsychic stability «Prognosis» by Киров С., as in the editorial of Баранов Ю. [15].
2. An abbreviated multifactorial questionnaire «SMOL», adapted by Березин Ф. and Мирошников М. [17].
3. Test-questionnaire «Scale of depression Beck A.» [16].

Statistical processing of research data was carried out using the SPSS-20 program.

The sample consisted of 200 military personnel, members of one of the units of the Republic of Moldova, aged from 18 to 24 years.

In the continuation, we will present the results of the research of the peculiarities of personal attributes and the level of stress in military personnel. In a stating experiment, we found that more than half of the subjects 68% (136 people) are characterized by an average level: accentuation of personality traits,

neuropsychic stability, communication abilities, moral normativity, and 32% (64 people) were diagnosed with low and high level of personal attributes and stress [23].

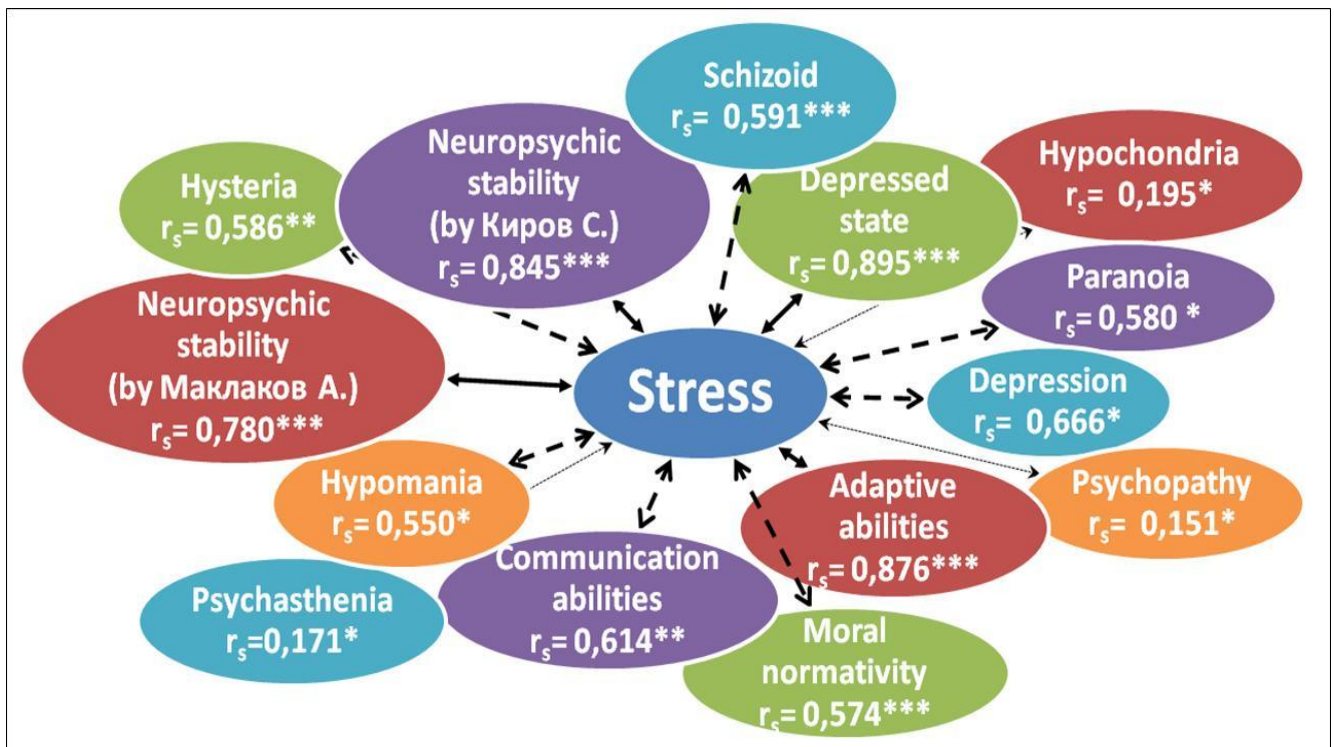
Thus, the military is characterized by difficulties in the process of adapting to new army conditions. They encounter difficulties in interpersonal communication; they have risky behavior, fear of making decisions and fear of death. It should be noted that the military personnel have restraint in stressful situations, the ability to self-regulation and the acceptance of moral norms and standards of behavior. The combination and severity of the subjects' indicators on the scales of paranoia and schizoid, paranoia and hypomania indicate their orientation to an external assessment. At the same time, they are characterized by such qualities as hostility, increased irritability, rigidity and vindictiveness, egocentrism, ruthlessness, a spirit of competition and self-confidence [23; 33]. Let us present in Table 1 a comparative analysis of personal attributes, taking into account their interaction with the stress parameter [24].

**Table 1. The results of the parameters of stress and personal attributes in persons under test**

<b>Personal attributes</b>	
<b>Contribute to stress tolerance</b>	<b>Render stress resistance tolerance difficult</b>
<ul style="list-style-type: none"> <li>- Increased resistance to stressful situations.</li> <li>- Self-regulation of behavior.</li> <li>- The ability to interact with others.</li> <li>- Sociability and flexibility.</li> <li>- Orientation to the norms of behavior of the environment.</li> <li>- Dynamism and energy.</li> <li>- Optimal mood.</li> <li>- The presence of their point of view, confidence.</li> <li>- Originality of judgments, creativity.</li> <li>- Perseverance, rivalry.</li> </ul>	<ul style="list-style-type: none"> <li>- Manifestation of various breakdowns and infringements of mental activity.</li> <li>- Difficulties in the acceptance of performance.</li> <li>- Difficulty in switching attention and activity.</li> <li>- Low level of self-identification with social role.</li> <li>- Lack of prudence, riskiness, instability of moral attitudes and inconsistency.</li> <li>- The presence of fear, isolation and alienation.</li> <li>- Self-confidence, egocentrism.</li> <li>- Unceremoniously, hypocrisy.</li> <li>- Hostility, rudeness and ruthlessness, irritability and vindictiveness.</li> </ul>

In order to determine the interaction of personal attributes and stress among military personnel, a statistical analysis of the results was carried out. So, a *high level* of correlation was found between: depressed state ( $r_s=0,895$ ;  $p\leq 0,001$ ), adaptive abilities ( $r_s=0,876$ ;  $p\leq 0,001$ ), neuropsychic stability (by Киров С.) ( $r_s=0,845$ ;  $p\leq 0,001$ ), neuropsychic stability (by Маклаков А.) ( $r_s=0,780$ ;  $p\leq 0,001$ ) and stress. The *average* positive correlation was observed between: depression ( $r_s=0,666$ ;  $p\leq 0,05$ ), communication abilities ( $r_s=0,614$ ;  $p\leq 0,01$ ), schizoid ( $r_s=0,591$ ;  $p\leq 0,001$ ), hysteria ( $r_s=0,586$ ;  $p\leq 0,01$ ), paranoia ( $r_s=0,580$ ;  $p\leq 0,05$ ), moral normativity ( $r_s=0,574$ ;  $p\leq 0,001$ ), hypomania ( $r_s=0,550$ ;  $p\leq 0,05$ ) and stress [25].

A synthesis of the results obtained led to the following conclusion. There is an interaction between personal attributes, namely: adaptive abilities, moral normativity, communication abilities, neuropsychic stability, accentuation of personality traits, depressed state, on the one hand, and the level of stress among military personnel, on the other hand (Fig. 3) [25].

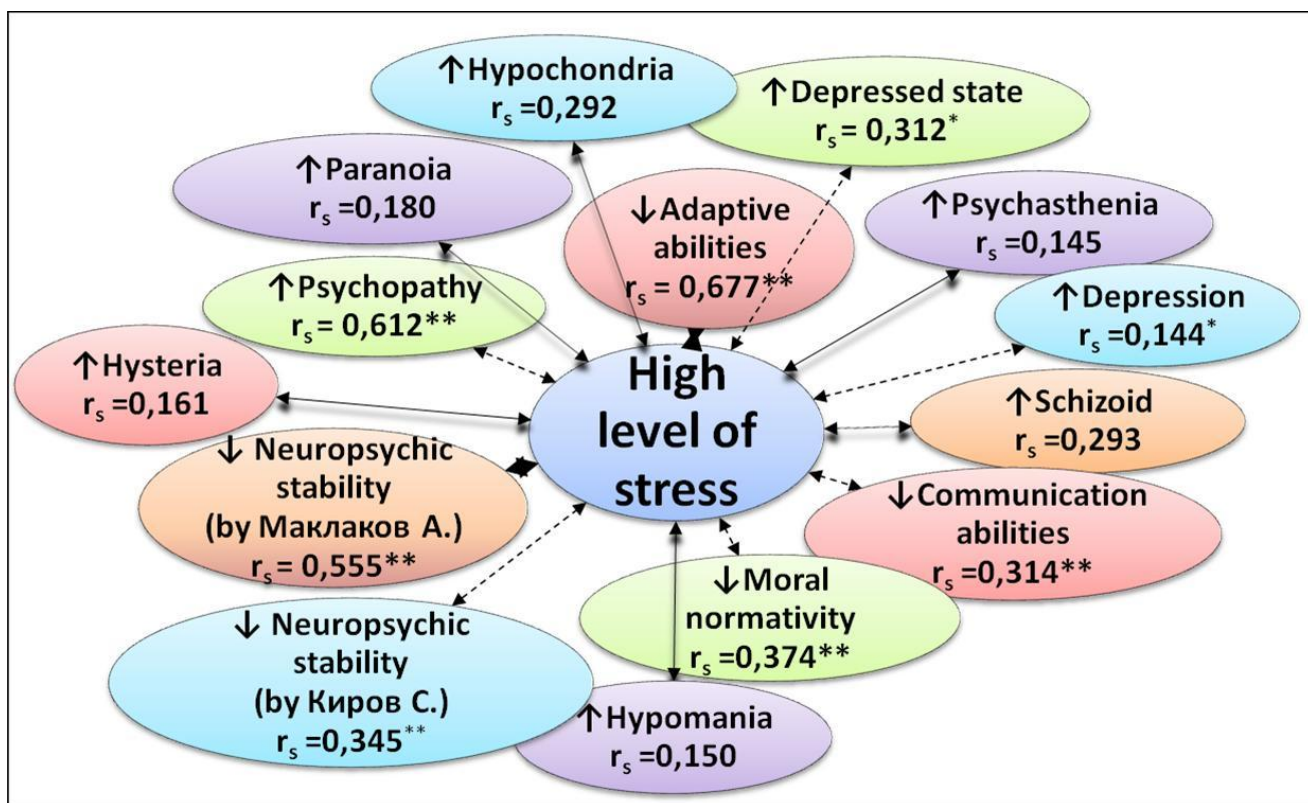


**Fig. 3. The interaction of personal attributes and stress among military personnel according to the Spearman's criterion**

*Note:* Correlation coefficients not marked \* - no significance; marked \* - significant at the level of  $p \leq 0.05$ ; marked \*\* - significant at the level of  $p \leq 0.01$ ; marked \*\*\* - significant at the level of  $p \leq 0.001$ .

*Correlation connections:*  $\longleftrightarrow$  - strong reliable connection (0.7-1);  $\dashrightarrow$  - average reliable connection (0.5-0.69);  $\cdots$  - weak reliable connection (0.3-0.49). Used  $r_s$  - Spearman's test.

In order to further analyze the results obtained, the interaction between the personal attributes of military personnel and the various levels of stress (high and low) was studied. The study experimentally established the presence of a correlation between **high stress** and low stress levels: adaptive abilities ( $r_s=0,677$ ;  $p \leq 0,01$ ), moral normativity ( $r_s=0,374$ ;  $p \leq 0,01$ ), communication abilities ( $r_s=0,214$ ;  $p \leq 0,01$ ), neuropsychic stability (by Маклаков А.) ( $r_s=0,555$ ;  $p \leq 0,01$ ), neuropsychic stability (by Киров С.) ( $r_s=0,345$ ;  $p \leq 0,01$ ), accentuation of personality traits (psychopathy ( $r_s=0,612$ ;  $p \leq 0,01$ ) and depression ( $r_s=0,144$ ;  $p \leq 0,05$ )) and a depressed state ( $r_s=0,312$ ;  $p \leq 0,05$ ) (Fig. 4) [25].

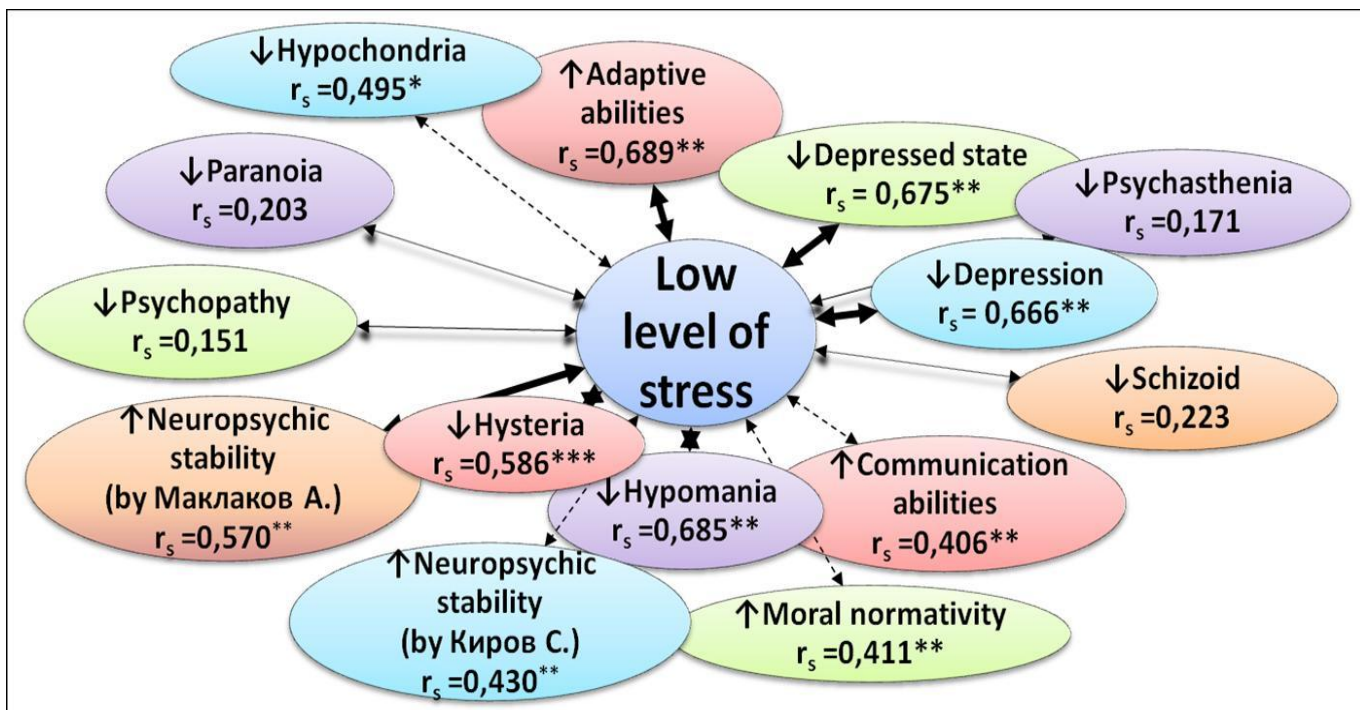


**Fig. 4. Interaction of personal attributes of military personnel with high level of stress according to the criterion of Spearman**

*Note:* Correlation coefficients not marked \* - no significance; marked \* - significant at the level of  $p \leq 0.05$ ; marked \*\* - significant at the level of  $p \leq 0.01$ ; marked \*\*\* - significant at the level of  $p \leq 0.001$ .

*Correlation connections:*  $\longleftrightarrow$  - strong reliable connection (0.7-1);  $\dashleftarrow \dashrightarrow$  - average reliable connection (0.5-0.69);  $\cdots \cdots \cdots$  - weak reliable connection (0.3-0.49). Used  $r_s$  - Spearman's test.

Another picture is found for military servicemen with **low levels of stress**. They are characterized by high levels in the following parameters: adaptive abilities ( $r_s=0,689$ ;  $p \leq 0,01$ ), moral normativity ( $r_s=0,411$ ;  $p \leq 0,01$ ), communication abilities ( $r_s=0,406$ ;  $p \leq 0,01$ ), neuropsychic stability (by Маклаков А.) ( $r_s=0,570$ ;  $p \leq 0,01$ ), neuropsychic stability (by Киров С.) ( $r_s=0,430$ ;  $p \leq 0,01$ ) and also the absence of accentuation of personality traits (hypomania ( $r_s=0,685$ ;  $p \leq 0,01$ ), depression ( $r_s=0,666$ ;  $p \leq 0,01$ ), hysteria ( $r_s=0,586$ ;  $p \leq 0,001$ ), hypochondria ( $r_s=0,495$ ;  $p \leq 0,05$ )) and depressed states ( $r_s=0,675$ ;  $p \leq 0,01$ ) (Fig. 5) [25].



**Fig. 5. Interaction of personal attributes of military personnel with low level of stress according to the criterion of Spearman**

*Note:* Correlation coefficients not marked \* - no significance; marked \* - significant at the level of  $p \leq 0.05$ ; marked \*\* - significant at the level of  $p \leq 0.01$ ; marked \*\*\* - significant at the level of  $p \leq 0.001$ .

*Correlation connections:*  $\longleftrightarrow$  - strong reliable connection (0.7-1);  $\dashrightarrow$  - average reliable connection (0.5-0.69);  $\cdots$  - weak reliable connection (0.3-0.49). Used  $r_s$  - Spearman's test.

The presented data indicate that in a situation of low stress in the army team and in the absence of pressure from outside, the adaptation of the soldier is improved, as well as his confidence in himself. At the same time, he is characterized by a decrease in anxiety and expressed such qualities as activity and energy, sociability and openness in interaction with colleagues (Fig. 5) [25].

The results of the research demonstrated that low-stress examinees are characterized by a calm attitude to various problems, carelessness in some situations and a sense of humor. At the same time, the military have recorded emotional stability and adequate reactions, psychological and physical stability, and also revealed a weak influence of stress on the person [33].

Based on the established patterns, we developed *the author's concept of effective military serviceman*. In the realization of this research objective, the studied sample was divided into two groups. The first group included 39.8% (59 people) with a high level of stress tolerance; the second group included 22.8% (41 people) with a low level of stress tolerance, based on the scores obtained after conducting diagnostic methods in an ascertaining experiment [25].

The analysis performed using the Mann – Whitney U-test provides an opportunity to state statistical differences for both samples for all parameters except the hypochondria scale (Table 2). Consequently, a



high level of stress tolerance includes a low level of stress with a certain hierarchy of personal attributes [25].

Analyzing the results of statistical analysis, we have noted that military servicemen with a high level of stress tolerance differ from their colleagues in the ability to correctly respond to stressful situations on the basis of a sufficient level of psychological and combat readiness, formed by the position of survival and maintaining their own health [23]. At the same time, military personnel with a high level of stress tolerance are able to make decisions in a timely manner, do not lose self-hold in stressful situations, and correctly assess the extreme situation. They have an adequate perception, knowledge and observance of the charter, and in addition, timely response in the military official activity of combat missions. As a result, this complex of personal attributes affects the effectiveness of the professional activities of military personnel, and also contributes to their stress tolerance. It should be noted that in all difficulties of army life, they find positive aspects in the official activity [25].

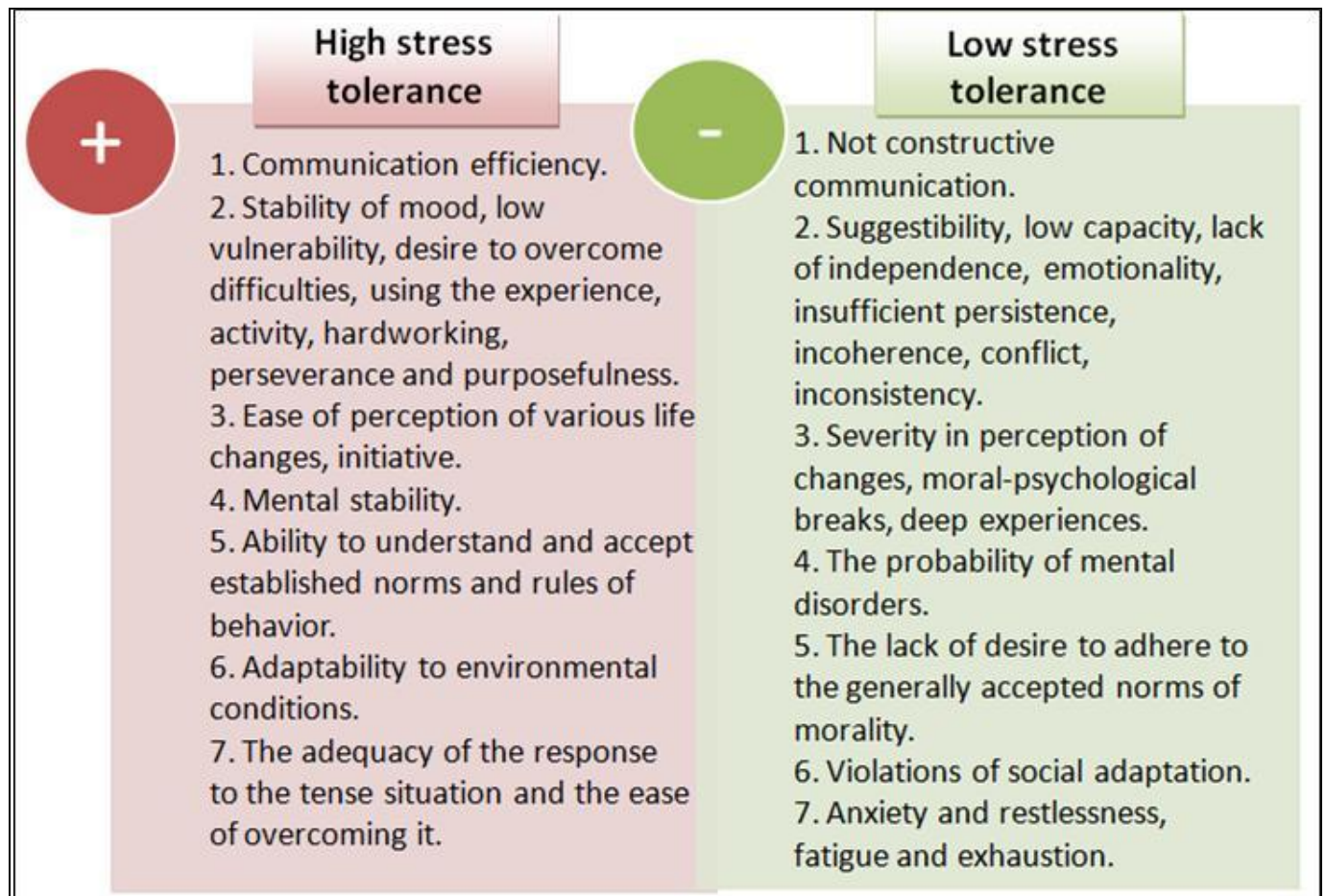
**Table 2. Statistical analysis of the differences between personal attributes and different levels of stress tolerance according to the Mann-Whitney U-test**

Variables	Mann-Whitney's U-test	Medium rank	
		High stress tolerance	Low stress tolerance
Communication abilities	U=3221,500***	64	36
Hysteria	U=3262,500***	58	68
Schizoid	U=2242,500***	43	61
Depression	U=2731,000**	40	60
Hypomania	U=2782,000**	37	65
Depressed state	U=1849,500***	36	54
Psychasthenia	U=2678,500**	33	64
Neuropsychic stability (by Киров С.)	U=2412,000***	33	12
Moral normativity	U=3500,000***	33	12
Neuropsychic stability (by Маклаков А.)	U=2166,500***	31	12
Paranoia	U=1868,000***	29	34
Adaptive abilities	U=2000,500***	20	15
Psychopathy	U=3550,500**	19	27
Stress	U=2678,500**	19	23
Hypochondria	U=3849,000	43	43

Significance levels: marked \*\* - significant at the level of  $p \leq 0.01$ ; marked \*\*\* - significant at the level of  $p \leq 0.001$ . The U-test of Mann-Whitney was used.

Based on the obtained results, the author's concept of effective military serviceman was experimentally confirmed, which was subsequently used to create a model for its formation. The latter was the basis for the development of a training program to increase the stress tolerance of the military personnel. The content of the author's concept includes a low level of stress with a certain hierarchy of

personal attributes which are possessed by military personnel with a high level of stress tolerance. At the same time, we described the personality of a military serviceman with a low level of stress tolerance, which allows us to identify deficit aspects that require purposeful and timely correction [25]. In the continuation of figure 6, we present a comparative analysis of the personal attributes of a military serviceman with high and low levels of stress tolerance [22; 26].



**Fig. 6. Comparative analysis of the personal attributes of a military serviceman with high and low levels of stress tolerance**

Thus, among military serviceman with a high level of stress tolerance, a low level of stress and the following hierarchy of personal attributes were experimentally identified: a high level of communication abilities, low level of accentuation of personality traits; absence of depressed state; neuropsychic stability; high moral normativity and high adaptive abilities.

The third chapter «**Increasing stress tolerance in military personnel under experimental conditions**» presents the methodological basis of the formative assessment. The *purpose* of this section of the thesis was elaboration, approbation and estimate of efficiency of the model and training program for increasing stress tolerance aimed at reducing stress, development and mobilization of personal attributes of military servicemen.

The analysis and interpretation of the results of the ascertaining experiment made it possible to establish the existence of an interaction of personal attributes and stress. This was the basis for creating a

model for the formation of effective military personnel, which served as the basis for the development of a training program for increasing stress tolerance of military servicemen

Thus, the *hypothesis* of this stage of the study is the assumption that purposeful development and mobilization of personal attributes during the training program, contributes to reducing stress and increasing stress tolerance among military personnel.

To realize the purpose of this stage of the research and hypothesis approving, the following *objectives* were put forward: 1) To create the author's conceptual model and a training program that contribute to reducing stress, as well as to develop and mobilize personal attributes to increase stress tolerance of military personnel. 2) To approve and endorse the training program for increasing stress tolerance, taking into account the principles of group training. 3) To assess the effectiveness of the training program for military personnel in the test experiment.

24 military personnel members from the National Army of the Republic of Moldova at the age of 18 to 24 years took part in the formative assessment. Thus, for 12 examinees, experimental group (EG) and control group (CG) were made, for which, at the stage of the ascertaining experience recorded low and average indicators of diagnosis of personal attributes and stress. Training sessions with military personnel were implemented from January to April 2017. In total, 12 classes were conducted for 90 minutes each, once a week.

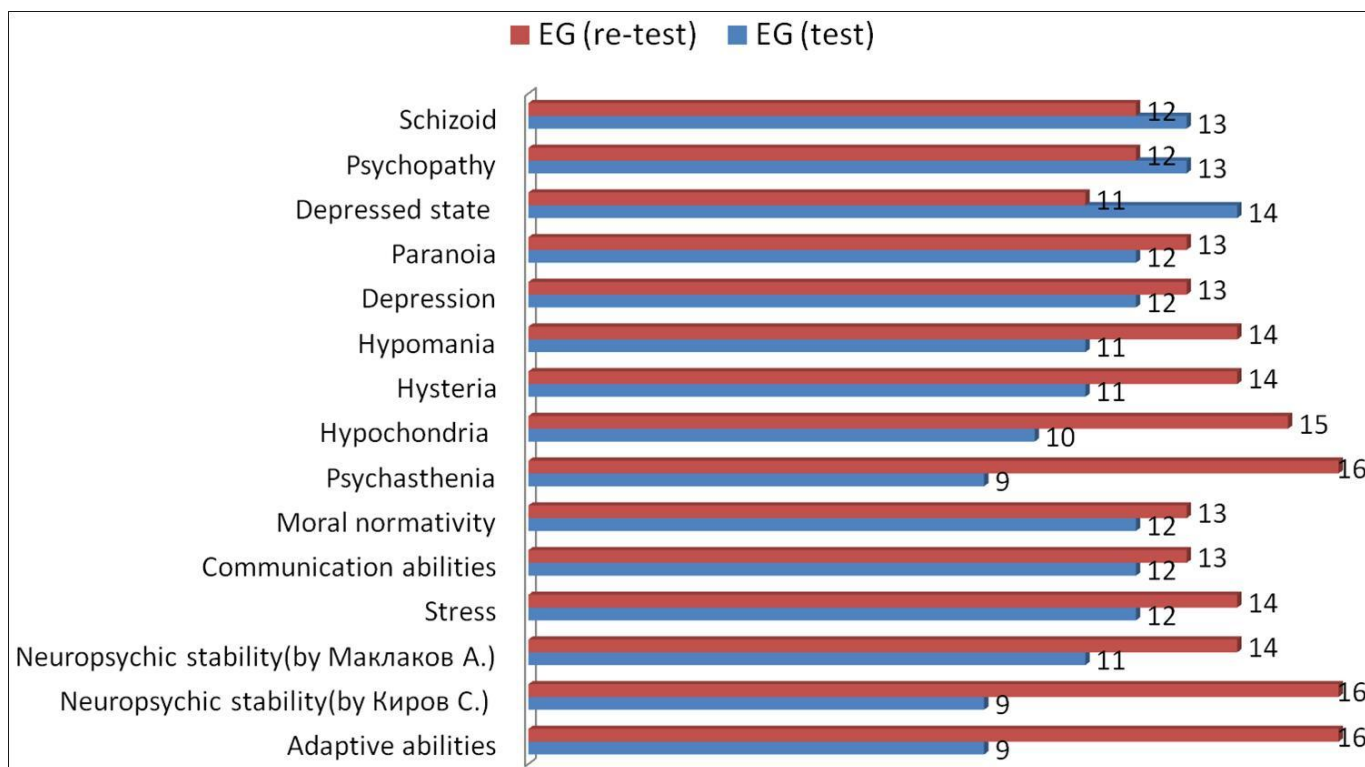
In continuation, we will present the structure and content of the components of the author's model for the formation of a military personnel and a training program for increasing stress tolerance. It included three blocks, each of which was aimed at development and optimizing personal attributes, and reducing stress among military personnel: Block I – the orientation sphere: stimulate self-disclosure, the formation of optimism, satisfaction, self-confidence and moral normativity. Development of self-knowledge and determination of life values. Block II – the operational sphere: the reduction of levels of aggressiveness, impulsivity, anxiety. The development of communication skills, adaptability to social relationships, to the changing external conditions of the army environment and the successful performance of official tasks. Block III - the modulation (psychophysiological) sphere: reduction of emotional stress, the development of behavioral regulation and self-control [25].

A control experiment was undertaken to check the effectiveness of the developed model and the training program for increasing stress tolerance. For a statistical analysis of differences in the studied characters in the experimental and control group before and after the forming experiment, the following methods were chosen: the Mann-Whitney U-test, Wilcoxon W-test and  $\phi$  - Fisher test [25].

Comparative analysis of the results of the tested experimental group before and after the forming experiment revealed the following positive changes in all studied parameters (Fig. 7). So, the examinees of the experimental (re-test) group showed increased indicators of adaptive abilities ( $W=194,500$ ;  $p \leq 0,01$ ), neuropsychic stability (by Киров С.) ( $W=189,000$ ;  $p \leq 0,01$ ), neuropsychic stability (by Маклаков А.)



( $W=169,000$ ;  $p\leq 0,001$ ), communication abilities ( $W=140,000$ ;  $p\leq 0,001$ ), and moral normativity ( $W=160,000$ ;  $p\leq 0,01$ ). Along with this, a decrease in the level of stress ( $W=167,500$ ;  $p\leq 0,001$ ), accentuation of personality traits (psychasthenia ( $W=187,000$ ;  $p\leq 0,01$ ), hypochondria ( $W=175,500$ ;  $p\leq 0,01$ ), hysteria ( $W=170,500$ ;  $p\leq 0,01$ ), hypomania ( $W=170,500$ ;  $p\leq 0,01$ ), depression ( $W=156,000$ ;  $p\leq 0,01$ ), paranoia ( $W=152,500$ ;  $p\leq 0,01$ ), psychopathy ( $W=149,000$ ;  $p\leq 0,01$ ), schizoid ( $W=146,500$ ;  $p\leq 0,01$ ) and depressed state ( $W=135,000$ ;  $p\leq 0,01$ ) were recorded among military personnel [21].



**Fig. 7. Average indicators of personal attributes and stress in the experimental group (test/re-test)**

The results of the control experiment have allowed us to produce the following conclusions. Thus, the military personnel who took part in training sessions aimed for increasing stress tolerance successfully adapted to the new conditions of life in the army environment [21]. They learned how to manage their relationships with colleagues, as well as evaluate workloads independently and, if necessary, manage stress using various methods. These examinees have shown an increased social importance of being in a team, and an increased level of performance based on the subordination of the military charter [21; 33; 34].

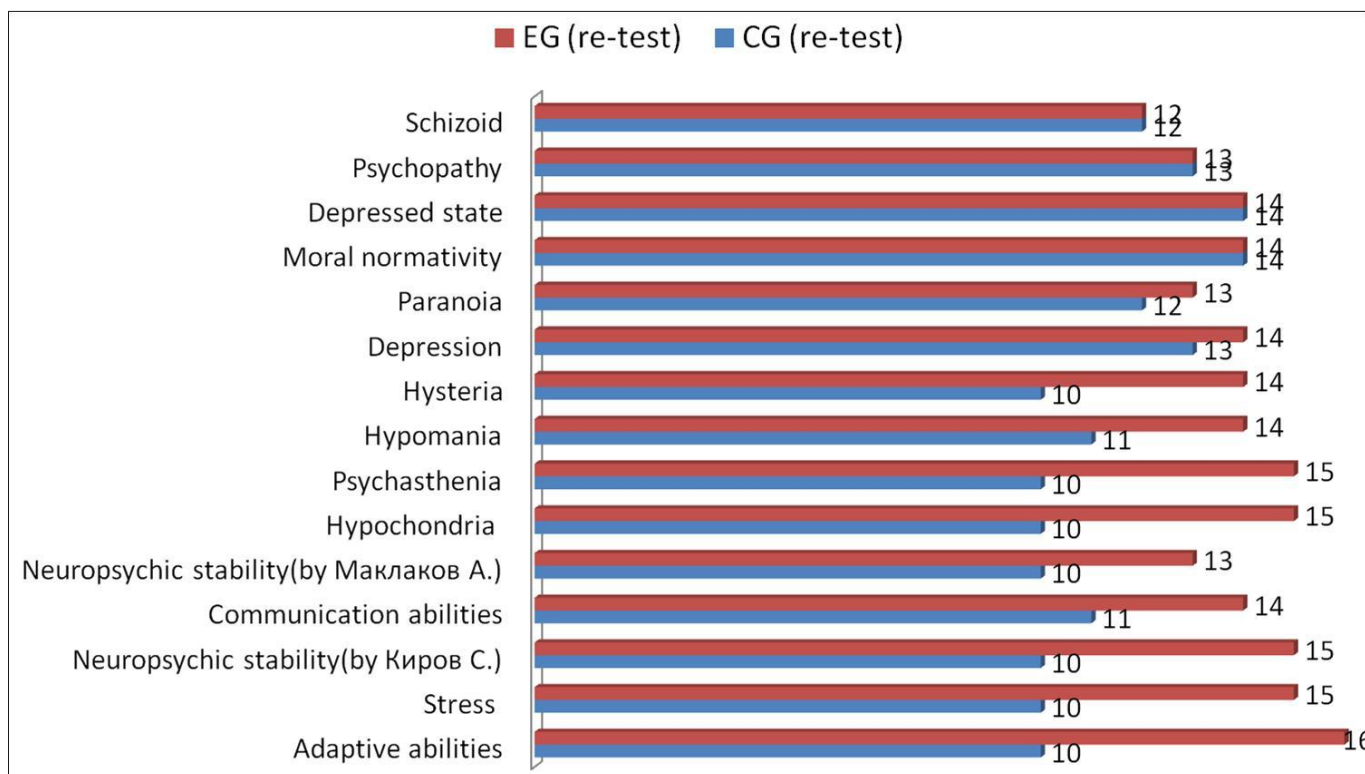
The military personnel who passed the training learned to control their own reaction of anxiety, became more self-confident, executive, accurate, decisive, proactive, not conflicting, courageously and flexibly interacting with the environment. We note the fact that, after participation in the forming experiment, the examinees of the experimental group showed a decreased risk of psychosomatic diseases, addictive behavior and increased emotional-volitional regulation of behavior [21].

Completely different results were obtained from the examinees of the control group. Thus, the comparative analysis of their test/re-test indicators did not reveal significant differences in the studied parameters. This fact indicates the lack of development of these characteristics under the influence of

environmental factors, and indicates that focused work is required in this direction.

The comparison of the two groups of examinees in the control experiment is presented in Figure 8. Statistical analysis showed the presence of significant differences in the results of the experimental and control group of military personnel after the latter participated in the training to increase stress tolerance for the following personal attributes: adaptive abilities ( $U=116,500$ ;  $p\leq 0,01$ ), stress ( $U=111,000$ ;  $p\leq 0,01$ ), neuropsychic stability (by Киров С.) ( $U=111,000$ ;  $p\leq 0,01$ ), communication abilities ( $U=101,500$ ;  $p\leq 0,01$ ), neuropsychic stability (by Маклаков А.) ( $U=113,000$ ;  $p\leq 0,01$ ), accentuation of personality traits: hypochondria ( $U=116,500$ ;  $p\leq 0,01$ ), psychasthenia ( $U=109,000$ ;  $p\leq 0,01$ ), hypomania ( $U=117,500$ ;  $p\leq 0,01$ ), hysteria ( $U=115,500$ ;  $p\leq 0,01$ ), depression ( $U=115,500$ ;  $p\leq 0,01$ ) and paranoia ( $U=117,000$ ;  $p\leq 0,05$ ) [21].

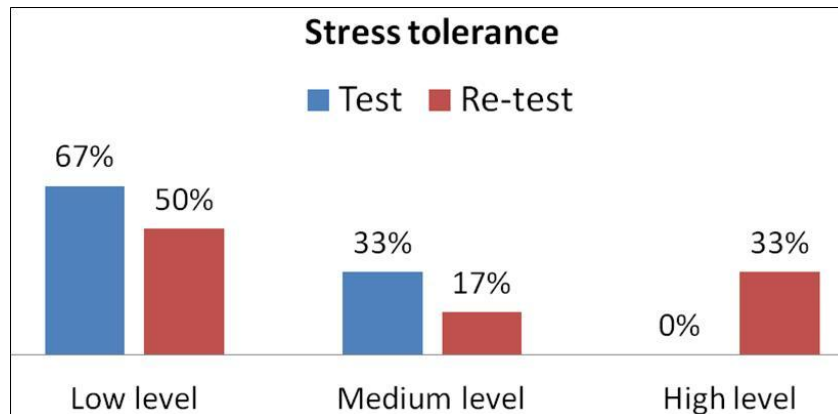
We note the high performance of the tested experimental group in the above parameters, which is associated with their active participation in the training program for increasing stress tolerance. The absence of changes in the scales of psychopathy, depressive state, moral normativity and schizoid, is due to the structural complexity of personality features. These attributes require much more time for formation and transformation, and are often determined by a combination of genetic, psychological and social factors affecting the personality [21].



**Fig. 8. Average indicators of personal attributes and stress in the experimental and control (re-test) group**

An analysis of the results of repeated diagnostics of the interaction of personal attributes and stress tolerance based on the results of the author's model and training program made it possible to note that the level of this indicator has significantly increased. Initially, military personnel with low and medium

indicators of personal attributes and stress were included in the experimental group (Fig. 9). This, in turn, helped to identify the interaction between personal attributes and stress in order to develop and mobilize personal attributes, reduce stress and increase stress tolerance among military personnel [21;25].



**Fig. 9. Ratio of stress tolerance levels in military personnel of the experimental group (test / re-test) (in%)**

Statistical analysis of the obtained data was performed using the  $\varphi$  – Fisher's test, aimed at revealing the significance of the effect observed in the measured signs. The result of the calculation was  $\varphi^*_{emp} = 2.11$ , at a value level of  $p \leq 0.001$ , which indicates significant differences in the studied parameter in the experimental group subjects (test / re-test). Thus, a general conclusion was reached that a group of military personnel who took part in the training for increasing stress tolerance, positively assessed the carrying out of military service. The comparison of the test results of the examined experimental and control group on the parameter of stress tolerance also demonstrates the presence of significant differences ( $\varphi^*_{emp} = 2.565$ ;  $p \leq 0.001$ ) in the control experiment [21].

Summarizing the results, we emphasize that stress reduction, targeted development and mobilization of personal attributes during the application of training program based on the author's conceptual model, contributes for increasing stress tolerance among military personnel.

## GENERAL CONCLUSIONS AND RECOMMENDATIONS

The research was aimed at solving a **significant scientific problem**, which consists in *determining* the interaction of personal attributes and stress of military personnel under conditions of official activity, which *served as a basis for the development* of the author's concept of an effective military serviceman, models of its formation and training programs for increasing stress tolerance, which *has contributed* to reducing stress, development and mobilizing the personal attributes of the military servicemen.

The analysis of theoretical and empirical results allowed us to draw the following **general conclusions**:

1. *Stress* in the army is physical tension, as well as emotional and psychological burdens caused by specific conditions of service. It is the result of the interaction of several factors: changes in the

conditions of existence, personality formation, the study and application of the newest methods of defense, the change of social role, the fear of death, failure, uncertainty, boredom and homesickness. *Personal attributes* are a systematic education that includes a complex of cognitive, emotional and behavioral constructs that determine adaptive behavior in a stressful situation. They contribute to the preservation of the psychological well-being of the individual.

2. The theoretical analysis found that personal attributes are interrelated with stress and can contribute to increasing *stress tolerance* among military personnel. Mostly, their interconnection increases in stressful situations, which is relevant in the context of the effectiveness of military service personnel performance (high tension, unquestioning and accurate execution of orders, military duties, extreme activity conditions, the need for decision-making, etc.) [24].

3. The results of an experimental study have proved that the personal attributes of military personnel after the adaptation process in the army environment allow the military to overcome the influence of stress, as well as restrain themselves in stressful situations, self-regulate and comply with moral standards of behavior. However, expressed internal, psychosomatic and hereditary factors do not always allow them to cope with the negative aspects of work stress, which reduces the effectiveness and success of military personnel in the army and affects their health [25].

4. The level of stress in the performance of military personnel depends on personal attributes. Thus, the following personal attributes were revealed in military personnel with a **high level of stress**: a low level of adaptive abilities, moral normativity, communication abilities, neuropsychic stability, as well as accentuation of personality traits and a depressed state [23].

5. Based on the results of the ascertaining experiment, *the author's concept of effective military serviceman and a model of its formation were created*. Military personnel with a high level of stress tolerance have a low level of stress and dispose of the following hierarchy of personal attributes: *a high level of communication abilities, a lack of accentuation of personality traits, a depressed state, and a high level of neuropsychic stability, moral normativity and adaptive abilities*. They are characterized by effective communication abilities, a former position of survival and preservation of their own health, the ability to regulate the load, comply with the charter, the success of performance, and the adequacy of response to stressful situations.

6. *The model created by us for the formation of effective military personnel and the training program developed on its basis for increasing stress tolerance* of military servicemen is based on three spheres of personality: orientation, operational and modulation (psychophysiological) spheres, which have demonstrated the possibility to reduce stress through purposeful for the development and mobilization of personal attributes.

7. The results of the control experiment proved the *effectiveness of the author's model and training programs for increasing stress tolerance*. Thus, after participating in it, military personnel learned

behavioral regulation, optimization of their own mood, and self-confidence, they increased activity, determination, which influenced the development of positive emotions. At the same time, the military has intensified the feeling of belonging to the army team, formed goal-setting skills and motivating success in army activities. They have begun to react adequately to the tense, stressful situations and easily overcome it [21].

The results of our research confirmed the hypotheses propose the theoretical and practical significance of our thesis. **The purpose of our scientific work** has been achieved; we have identified the interaction of personal attributes and stress of military servicemen for the elaboration, approbation and estimate of efficiency of the model and training program for increasing stress tolerance aimed at reducing stress, development and mobilization of personal attributes of military servicemen.

The research allows us to offer the following **recommendations**:

***Military psychologists:***

- Timely diagnosis of stressful conditions and personal attributes of military personnel in the process of carrying out official tasks;
- Use of the developed the author's concept of effective military serviceman and training program for increasing stress tolerance of military servicemen, with the purpose of reducing stress, development and mobilization of personal abilities;
- Ensuring the moral and psychological training of the military for official tasks, using techniques of positive therapy to increase their stress tolerance;
- Informing military personnel about the nature of stress and ways to cope with it through physical exercises and through cognitive restructuring of the attitude to potentially stressful and extreme situations.

***Commanders:***

- Maintaining an atmosphere of trust, free expression of fears and feelings of the military through by developing the authority, loyalty and disposition of their subordinates;
- Knowledge of the individual and personal attributes of each military of his unit, company or platoon, as well as recognition of their individuality and differences in response to stress factors;
- Development of stress management practices; possession and maintenance of relaxation techniques, use of the proposed author's model and a program for increasing stress tolerance of military servicemen;
- Providing sincere, positive feedback, encouraging the initiative of the military;
- Establish mentoring practices to transfer experience to long-term recruits;
- Providing military personnel with adequate time for rest and sleep;
- Providing opportunities for military-professional and personal development of military personnel advanced training, development of talents.

***For military personnel:***

- Awareness of the value and importance of performance for oneself and for other colleagues, encouraging of the desire to learn new things;
- Competent distribution of office time, taking into account hours of service and hours of rest;
- Finding effective ways to solve work tasks, developing the ability to find positive sides even in difficult situations;
- Awareness and recognition of the fact that fear is an optimal, integral part in the official environment;
- Learn to understand the sources of stress outside the office context (boredom, economic and mental problems), as well as its self-control through division of activities, responsibilities, distribution of tasks; mastering the methods of relaxation and stress management;
- Maintaining friendly relations with colleagues and command staff.

**Research prospects.** This thesis provides opportunities for new research. In this regard, we will identify the following areas for further research on this issue: 1) studying other factors contributing for increasing stress tolerance among employees, 2) studying stress and personal attributes in representatives of other professions (medical and social workers, teachers, etc.), 3) studying of stress tolerance in the context of self-actualization of personality.

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## ADNOTARE

### **Kraskovskaia Valeria. Relația dintre însușirile de personalitate și stresul la ostașii în serviciul militar. Teză de doctor în psihologie. Chișinău, 2020.**

**Structura tezei.** Teza cuprinde introducere, trei capitole, concluzii generale și recomandări, bibliografie din 280 de titluri, 7 anexe și este perfectată pe 148 de pagini de text de bază, inclusiv 27 figuri și 32 de tabele. Ideile principale ale tezei au fost reflectate în 19 lucrări științifice.

**Cuvinte-cheie:** stres, rezistență la stres, însușiri de personalitate, militar eficient, capacități de adaptare, norme morale, capacități de comunicare, stabilitatea neuropsihică, accentuări de caracter, stare depresivă, militari, ostași.

**Scopul cercetării** constă în identificarea relației dintre particularitățile de personalitate ale militarilor și stresul asociat cu adaptarea la mediul militar, stabilirea cauzelor psihologice ce generează acest fenomen și elaborarea unui program de intervenție psihologică de diminuare a stresului, dezvoltare a rezistenței la stres și a însușirilor de personalitate.

**Obiectivele cercetării:** 1) analiza abordărilor teoretice ale însușirilor de personalitate și stres; 2) elaborarea metodologiei de diagnosticare și identificare a însușirilor de personalitate și a nivelului de stres la militari și a corelației dintre acestea; 3) studierea comparativă a militarilor cu niveluri ridicate și scăzute de rezistență la stres; 4) identificarea carențelor în dezvoltarea însușirilor de personalitate care generează reacții la stres; 5) elaborarea conceptului de autor al militarului eficient; 6) elaborarea și realizarea unui program de dezvoltare pentru sporirea rezistenței la stres a militarilor, luând în considerare trei sfere ale personalității – sfera de orientare, operațională și de modulare (psihofiziologică); 7) formularea recomandărilor psihologice cu caracter practic de diminuare a stresului, dezvoltare și mobilizare a însușirilor de personalitate.

**Noutatea și originalitatea științifică** a rezultatelor obținute rezidă în faptul că pentru prima dată în Republica Moldova a fost elaborat teoretic și confirmat experimental conceptul de autor al militarului eficient, care a servit drept fundament conceptual în elaborarea modelului de formare a acestuia, au fost relevate și descrise particularitățile psihice și de personalitate ale ostașilor încadrați în serviciul militar și au fost stabilite condițiile de ordin psihologic care fac posibilă diminuarea stresului prin creșterea rezistenței, neutralizarea sau înlăturarea cauzelor ce îl produc.

**Problema științifică importantă soluționată** constă în *identificarea* relației dintre particularitățile de personalitate și stresul la ostașii încadrați în serviciul militar, *elaborarea* conceptului de autor al militarului eficient, a modelului de formare a acestuia și a unui program de intervenție psihologică în sporirea rezistenței la stres, având drept *efect* reducerea semnificativă a nivelului de stres, sporirea și mobilizarea însușirilor de personalitate ale militarilor.

**Semnificația teoretică a cercetării** se referă la cunoștințele științifice obținute despre natura psihologică a însușirilor de personalitate, a stresului și a rezistenței la stres; despre structurile psihice responsabile de depășirea stresului de către militari; despre strategiile de diminuare a stresului, orientate spre identificarea și lichidarea cauzelor psihologice care îl generează, despre relația dintre însușirile de personalitate și stresul la militari; la elaborarea conceptului de autor al militarului eficient.

**Valoarea aplicativă** a lucrării constă în elaborarea, implementarea și validarea programului experimental de intervenție psihologică, centrat pe sporirea rezistenței la stres, stabilirea setului de însușiri de personalitate responsabile de adaptarea eficientă la viața militară, ce poate fi utilizat de psihologii militari și comandanții care lucrează cu militarii din Republica Moldova, în vederea evaluării nivelului de stres la militari, precum și a sporirii rezistenței la stres și a profilaxiei fenomenelor negative care împiedică buna desfășurare a serviciului militar.

**Implementarea rezultatelor cercetării.** Rezultatele științifice obținute au fost utilizate la pregătirea seminarelor și programelor de formare pentru Armata Națională și au fost reflectate în „Ghidul activității psihologice în Armata Națională”.

## АННОТАЦИЯ

**Красковская Валерия. Взаимосвязь личностных характеристик и стресса у военнослужащих в условиях служебной деятельности. Диссертация на соискание ученой степени доктора психологии. Кишинев, 2020.**

**Структура диссертации.** Работа состоит из введения, трех глав, общих выводов, рекомендаций, библиографии (280 источников), 7 приложений, 148 страниц основного текста, 27 рисунков, 32 таблицы. Результаты исследования опубликованы в 19 научных работах.

**Ключевые слова:** стресс, стрессоустойчивость, личностные характеристики, эффективный военнослужащий, адаптивные способности, моральная нормативность, коммуникативные способности, нервно-психическая устойчивость, акцентуации характера, депрессивное состояние, военнослужащие.

**Цель научной работы:** определить взаимосвязь личностных характеристик и стресса у военнослужащих для разработки, апробирования и оценки эффективности модели и программы тренинга повышения стрессоустойчивости, направленной на снижение стресса, развитие и мобилизацию личностных характеристик военнослужащих.

**Задачи исследования:** провести теоретический анализ психологических исследований личностных характеристик и стресса, в условиях военной деятельности; исследовать личностные характеристики и уровень стресса военнослужащих, а также выявить их взаимосвязь; реализовать сравнительный анализ военнослужащих с высоким и низким уровнями стрессоустойчивости; создать авторскую концепцию личности эффективного военнослужащего; разработать модель и апробировать программу тренинга повышения стрессоустойчивости военнослужащих, учитывая три сферы личности, и предложить рекомендации по снижению стресса, развитию и мобилизации личностных характеристик.

**Научная новизна и оригинальность.** Впервые в Республике Молдова была теоретически обоснована и экспериментально подтверждена авторская концепция эффективного военнослужащего, на основе которой была создана модель его формирования и программа тренинга повышения его стрессоустойчивости. Концептуальная модель и программа тренинга основываются на развитии и мобилизации сфер личности: направленности, операциональная и модуляционная (психофизиологическая) сферы. Разработанная программа тренинга способствовала преодолению служебных стрессов и формированию положительного настроения военнослужащих для прохождения воинской службы.

**Решенная значимая научная проблема** состоит в *определении* взаимосвязи личностных характеристик и стресса военнослужащих в служебной деятельности, *что послужило основанием для разработки* авторской концепции эффективного военнослужащего, модели его формирования и программы тренинга повышения стрессоустойчивости, *применение* которой способствовало снижению стресса, развитию и мобилизации личностных характеристик военных.

**Теоретическая значимость работы** заключается в систематизации современных исследований по проблеме личностных характеристик, стресса и стрессоустойчивости военнослужащих. На их основе была разработана авторская концепция личности эффективного военнослужащего, которая получила подтверждение в эмпирическом исследовании. Теоретическая интерпретация выявленных в работе взаимосвязей личностных характеристик и стресса у военнослужащих, вносит определенный вклад в решение важных теоретических проблем в психологии.

**Практическая значимость работы** состоит в создании модели и программы тренинга повышения стрессоустойчивости, которые выступают в качестве инструмента увеличения эффективности служебной деятельности военного, благодаря развитию и мобилизации его личностных характеристик. Полученные результаты могут быть использованы военными психологами, командирами в работе с военнослужащими Республики Молдова, для оценки уровня стресса военнослужащих, а также повышения их стрессоустойчивости и профилактики негативных феноменов, связанных с военной службой.

**Внедрение научных результатов.** Результаты исследования были использованы при подготовке семинаров и тренинговых программ для Национальной Армии, а также отражены в «Ghidul activităților psihologice în Armata Națională».

## ANNOTATION

**Kraskovskaia Valeria. Interaction of personal attributes and stress of military personnel under conditions of official activity. Thesis for the degree of Doctor in Psychology. Chisinau, 2020.**

**Thesis structure.** The thesis consists of an introduction, three chapters, general conclusions and recommendations, bibliography (280 sources), 7 annexes, 148 pages of main text, 27 figures, 32 tables. The obtained results are published in 19 scientific papers.

**Keywords:** stress, stress tolerance, personal attributes, effective military serviceman, adaptive abilities, moral normativity, communication abilities, neuropsychic stability, accentuation of personality traits, depressed state, military servicemen.

**The scientific research purpose** is to determine the interaction of personal attributes and stress of military servicemen for the elaboration, approbation and estimate of efficiency of the model and training program for increasing stress tolerance aimed at reducing stress, development and mobilization of personal attributes of military servicemen.

**Objectives of the research:** to make a theoretical analysis of psychological studies of personal attributes and stress, in the conditions of official activity; to examine the personal attributes and the level of stress of military servicemen, as well as to identify their interaction; to implement a comparative analysis of military servicemen with high and low levels of stress tolerance; to create the author's concept of effective military serviceman; to elaborate a model and approbate a training program for increasing stress tolerance of military servicemen, taking into consideration the three spheres of personality, and offer recommendations for reducing stress, for the development and mobilization of personal attributes.

**Scientific novelty and originality.** For the first time in the Republic of Moldova, the author's concept of effective military serviceman was theoretically justified and experimentally confirmed, on the basis of which a model for his formation and a training program for increasing stress tolerance was created. The conceptual model and training programs are based on the development and mobilization of the three spheres of personality: orientation, operational and modulation (psychophysiological) spheres. The developed training program contributed to overcoming stress in army and creating a positive attitude of military servicemen to perform official activity.

**Important scientific problem solved in the research** consists in *determining* the interaction of personal attributes and stress of military personnel under conditions of official activity, which *served as a basis for the development* of the author's concept of an effective military serviceman, models of its formation and training programs for increasing stress tolerance, which *has contributed* to reducing stress, development and mobilizing the personal attributes of the military servicemen.

**Theoretical significance of the research** consists in the systematization of modern research on the issue of personal attributes, stress and stress tolerance of military servicemen. On their basis, the author's concept of effective military serviceman was developed, which was confirmed in an empirical research. The theoretical interpretation of the interaction of personal attributes and stress of the military personnel identified in the research makes a certain contribution to the solution of important theoretical problems in psychology.

**Applicative value of the research** consists in creating a model and training program for increasing stress tolerance, which act as a tool to increase the effectiveness of military service, due to the development and mobilization of servicemen's personal attributes. The obtained results can be used by military psychologists, commanders in work with the military servicemen of the Republic of Moldova, to assess the level of stress of military personnel, as well as increase their stress tolerance and prevent negative phenomena associated with official activity.

**Implementation of the scientific results.** The research results were implemented in the preparation of seminars and training programs for the National Army, and were also reflected in the «Ghidul activităților psihologice în Armata Națională» (*Guidebook of Psychological Activities in the National Army*).

**KRASKOVSKAIA VALERIA**

**INTERACTION OF PERSONAL ATTRIBUTES AND STRESS OF  
MILITARY PERSONNEL UNDER CONDITIONS OF OFFICIAL  
ACTIVITY**

**511.02 - PSYCHOLOGY OF DEVELOPMENT AND PEDAGOGICAL  
PSYCHOLOGY**

Summary of thesis for the degree of Doctor of Psychology

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