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SELF-EVALUATION OF PROFESSIONAL COMPETENCIES AMONG MEDICAL INTERNS

Abstract. The article shows the results of psychological testing and analysis of aspiration level and self-assessment of professional competencies in interns, conducted by the Dembo-Rubinstein method in the modification A. M. Prykhozhan. Outsized ambitions and self-evaluation towards professional competences among most of first year internship doctors are identified; 54 % of respondents have basic practical skills particularly the conflict between ideal self and real self in the context

of professional abilities. The obtained data allow us to develop methods of correction and quality control of practical skills of interns in time.

Keywords: psychologic testing; the level of aspirations; professional competences self-rating; internship doctors.

Introduction. The level of mastery of practical skills is a kind of indicator of the professional competence of future doctors, whose competitiveness depends not only on the quality of mastering modern medical knowledge, but also on the motivation and level of formation of their self-esteem, which is a complex personal formation and belongs to the fundamental psychological properties of a person (B. G. Ananiev, S. L. Rubinstein, R. Burns, L. S. Vygotsky, D. Elkonin, A. N. Leontief, A. Luria, C. Horney, S. Budassi, A. V. Petrovsky, W. James, E. Erikson, etc [1, 3]. Self-esteem is a structural component of motivational activity, which is formed in the process of activity and interpersonal interaction, and the level of aspirations is an integrated concept that is closely related to self-esteem and motivation (A. V. Zakharova, G. Murray, M. I. Lisina, R. Sternberg, V. S. Mukhina, P. Jacobson, etc. [2] The level of aspirations of a person is a structural component of the self-concept and determines the complexity of the goals to which a person aspires (B. G. Ananiev, L. I. Bozhovich, S. L. Rubinstein) [3].

Professional self-esteem correlates with the level of aspirations of the individual, the realism of which is confirmed by adequate ideas about their capabilities (S. L. Rubinstein, B. G. Ananiev, G. O. Balla, V. O. Bodrov, B. F. Lomov, etc. [1]. However, the inability to adequately correlate one's own potential abilities with real requirements negatively affects the final result of the activity, namely its quality, which determines the special importance of these components (professional self-esteem and level of aspirations) in the work of a doctor, on whose personal characteristics and actions a person's life depends.

The purpose of the study is to investigate the professional self-esteem and level of aspirations of first-year medical interns in the context of the quality of practical skills as a key component of future professional activity.

The main part. The study involved 26 interns (3 males and 23 females) aged 24 to 28 years. Psychological testing was conducted in the group of all respondents at the same time and coincided with the end of the full-time part of the first year of internship at the Department of Family Medicine, Faculty of Postgraduate Education, Dnipro, State Medical University.

The methodological basis for analyzing the level of self-esteem and the level of aspirations was the Dembo-Rubinstein method in the modification of A. M. Prikhozhan, which is a reference for the direct assessment of personal qualities by scales [2]. Considering that, depending on the specific task facing the researchers, other self-assessment scales can be introduced into the methodology, we proposed ten assessment scales, the choice of which was based on the professional competencies of future doctors at the level of mastering the main types of practical skills:



electrocardiography, cardiopulmonary resuscitation, breast examination, ophthalmoscopy, otoscopy, assessment of neurological status; assessment of physical, psychomotor development of the child, feeding. They also assessed their own health as a basic component of a person's quality of life. During the briefing, the interns were asked to mark on a conditional scale the manifestation of certain qualities at the moment (self-assessment) and the desired level of quality development (level of aspirations). The data processing was standardized with the definition of low, medium, high and very high levels of self-esteem and aspirations for professional competencies. Statistical processing of the study results was carried out using parametric and non-parametric criteria.

Processing the results of the testing of interns by the Dembo-Rubinstein method in the modification A. M. Prikhozhan made it possible to identify the peculiarities of the levels of self-esteem and aspirations of the studied professional competencies in first-year interns (Fig. 1) with a high degree of discrepancy between the level of aspirations and the level of self-esteem in 54 % of respondents (Fig. 2), which indicates the presence of a conflict between what the intern strives for (self-ideal) and what he considers possible (self-actual).

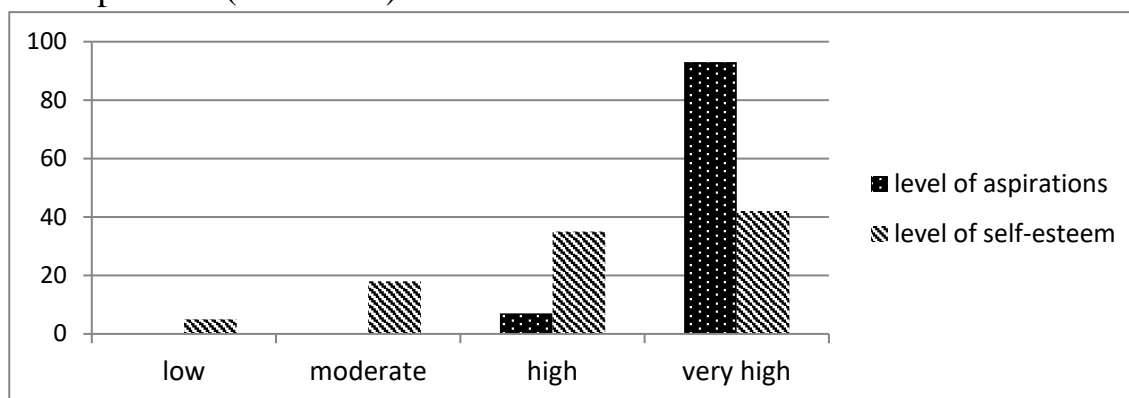


Fig. 1. Diagnostic indicators of self-esteem and aspirations of interns according to the Dembo-Rubinstein method (modification by A.M. Prikhozhan) for all ten scales of professional competencies.

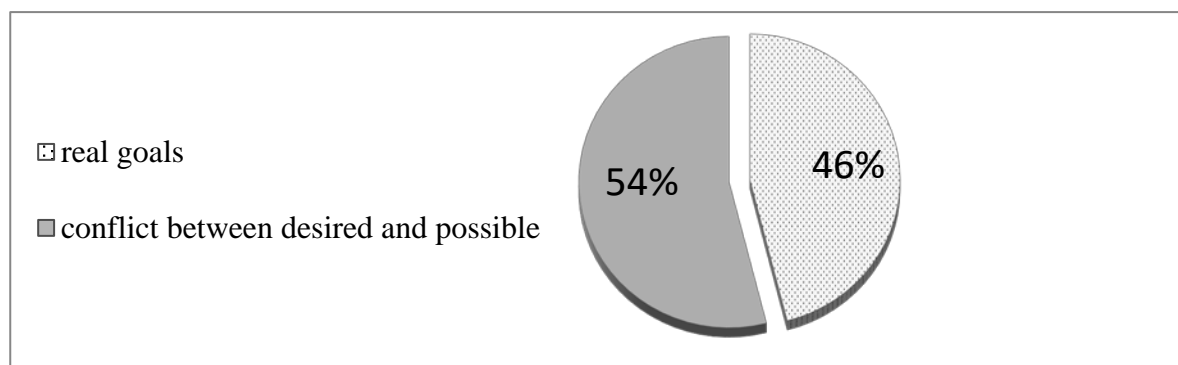


Fig. 2. Discrepancies between the level of aspirations and the level of self-esteem according to the Dembo-Rubinstein Self-Esteem and Aspirations Scale (modified by A. M. Prikhozhan) in interns on all ten scales of professional competencies.

The very high level of aspirations in the context of their professional competencies (practical skills) of almost all first-year interns (93%) (Fig. 1) indicates that they have a somewhat unrealistic, lacking adequate criticism, attitude to their own capabilities in terms of mastering basic skills in their professional activities, and a small proportion of them (5%) have low self-esteem (Fig. 1), which, in our opinion, indicates a lack of self-confidence. In addition, 42% of respondents have a very high level of self-assessment of professional competencies (Fig. 1), which can be interpreted as personal immaturity and inability to correctly assess the results of their activities.

In accordance with the goal, we also analyzed the levels of self-esteem and aspirations regarding the professional competence of interns and the performance of practical skills on separate scales (Fig. 3).

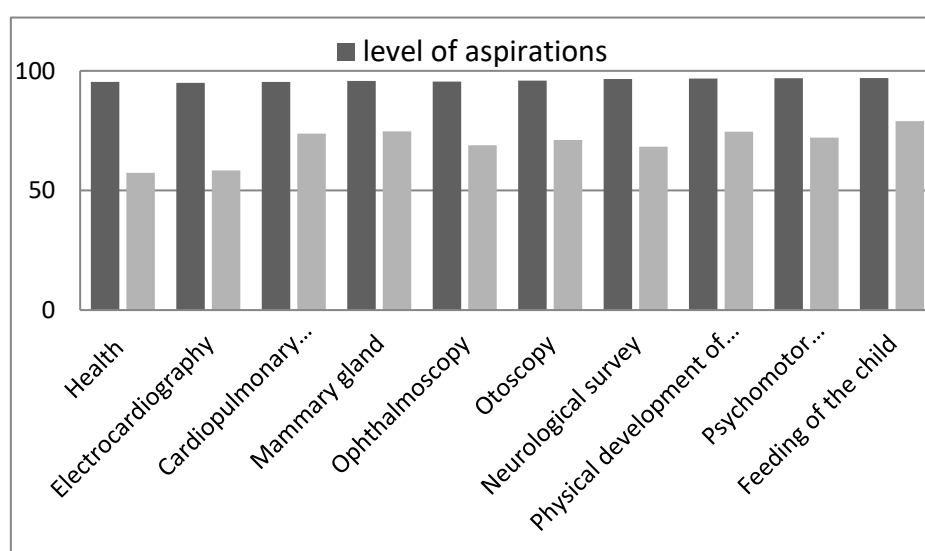


Fig. 3. Comparison of diagnostic indicators of self-esteem and level of aspirations of interns according to the Dembo-Rubinstein method (modification by A. M. Prikhozhan) on different scales of professional competencies.

The analysis of self-assessment indicators and the level of professional competence of interns (Fig. 3) on different scales of practical skills allowed us to identify specific problems in the methodology of learning such skills as ECG interpretation, ophthalmoscopy, otoscopy and neurological examination of the patient, which was summarized by the problem of assessing the health status of the respondents. The data obtained allowed us to change the recommendations for further training of interns at the part-time internship base in terms of the need to develop and further monitor certain practical skills.

Conclusions. 1. The majority of first-year interns have high aspirations and overestimated self-esteem in terms of professional competencies, namely, mastery of basic practical skills.



2. The conflict between the ideal and realistic self in the context of their own professional abilities is experienced by 54% of respondents.

3. The study of the level of aspirations and self-assessment of professional competencies in interns allows to develop timely methods of correction and quality control of practical skills in interns.

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