

PSYCHOLOGICAL COUNSELING STRATEGIES FOR WOMEN REGARDING THEIR LEVEL OF FULFILLMENT OF NEED FOR PERSONAL DEVELOPMENT

A. M. Mityaeva¹, S. N. Fomina², N. A. Tsvetkova², A. I. Rybakova², N. S. Gedulyanova³, E. A. Khovanskaya^{1*}

¹FSBEI HE «Orel State University named after I. S. Turgenev».

²Russian State Social University

³State Autonomous Educational Institution "Moscow Institute of Open Education" of Higher Education of the city of Moscow

*l.hovanskaja@yandex.ru

ABSTRACT

The article contains the results of psychological study, aimed at the revelation of personality peculiarities of women depending on their level of fulfillment of self-development need. The study was conducted among 156 women of mature age, who sought psychological counseling due to the difficult life situation. Besides the level of self-development, they were studied for: the peculiarities of self-esteem, social and psychological adaptation, personality organization depending on the level of intensity of Parent, Adult, and Child ego states in interpersonal communication, the psychological status of personality; the level of communicative tolerance to men and women and the level of hostility were determined. The article gives a comparative analysis of the personality traits of women in the two groups-with the high (95 women) and low (61 women) level of realization of their need for personal development; the social-psychological types of women with the high and low level of fulfillment of personal development need were distinguished and characterized; Attention was paid to the correlation between the level of fulfillment of need for personal development of women with their emotional comfort; the conclusions were drawn about the personality predetermination of difficult life situations of women, and to the significant difference in their personality depending on the level of fulfillment of need for self-development; the strategies of psychological support to women were suggested according to the distinguished social-psychological types of women with high or low level of fulfillment of need for personal development.

Keywords: *women, personal development, personality traits, the level of fulfillment of personal development need, the typology of women with high and low level of fulfillment of personal development need, counseling strategies.*

INTRODUCTION

Statement of the problem

Modern psychological studies give the evidence of the great significance of personal development for the human and society welfare (Bokhan T., Skripachova Ye. etc, 2013). But is it so important for modern women? Which personality traits are typical of women with the high level of fulfillment of self-development need and which traits are typical for those with the low level? How can this knowledge be used in the process of providing psychological support to the female clients? The answers on these questions are given in these article. The timeliness of the article is proved not only by the growing number of cases of seeking professional psychological help among Russia women, but also by the gape between their need for professional psychological support and the existing scientific-theoretical knowledge of the peculiarities of their personality, and, consequently, of the personality predetermination of their psychological problems.

The theoretical and methodological background to these study are numerous reference source, which can be roughly subdivided into three groups corresponding to the directions of the scientific inquiry:

1) the research into the personality traits of women (in Russia – Libina A. – 2004; Ilyin YE.P. – 2003; Cohn I.S. – 2001; Rybakova A., Fomina S. – 2014; Tsvetkova N.; Tsvetkova N. – 2014; Rybakova A., 2015, etc; abroad – Paludi M. – 2003; Parsons T. – 1998; Bem S. – 1974; Eliacheff C. and Heinich N., 2006 etc); 2) the research into the socio-psychological problems of modern Russian women (Bilinkis A., 1997; Gradskogo Yu, 1998; Klyotsina I, 1999; Korablina Ye., 1999; Petrova Ye., 2004; Popov L.V., 1996; Tsvetkov N.A., 2007 etc); the research into the problems of self-development of personality in psychology (Asmolov A., 2000; Bityanova M. 1998; Zinchenko V., Morgunov Ye., 1994; Popova L., 1996 etc) the peculiarities of self-development and self-realization of modern Russian women (Bokhan T., Skripachova Ye., 2013; Zhilkin D., Chekalin A. 2003; Klyotsina I., 1999; Cohn I., 2001; Popov L., 1996; Khasbulatov O., 1997; Tsvetkov N., 2014 etc).

Significance of the problem

Despite the obvious interest of psychology in the personality of modern woman and her problems, the complete scientific picture of her personality peculiarities in mature age (35-55 years), in the age when she is able to change the world, depending on the level of fulfillment of need for self-development hasn't been made yet. Therefore this problem demands a new research.

The aim of our research is the revelation of personality traits of women- clients of a psychologist, depending on their level of fulfillment of self-development need and determination of counseling strategies. The research objectives are: 1) to conduct the comparative analysis of personality traits of women of mature age with the high and low levels of fulfillment of self-development need; 2) to distinguish the social-psychological types of women with the high and low levels of fulfillment of self-development need; 3) to work out the strategies of psychological support to women according to the distinguished types of women with the high and low levels of fulfillment of self-development need.

Research description

The material for the analysis were the results of psychological diagnostics of 156 working women - residents of three big Russian cities in the age of 35-55 (average age- 42), who sought professional help of counseling psychologists. The criterion of sampling for the research was the level of fulfillment of personal development need, which was determined with the help of the inventory of *fulfillment of the need for self-development* (Fetiskin N. et al (2002) p.294). Depending on the level of fulfillment of need for self-development the women were divided into two groups.

The first group (the women with the high level of fulfillment of need for personal development) included 95 women. The test of fulfillment of need for self-development allows to think that people, included into the group with the high level of fulfillment of personal development need are characterized by the following traits: striving to study themselves, devoting time to it; to overcome difficulties actively; to search for feed-back, as it helps them to learn themselves better and evaluate themselves more adequately; they reflex their activity, devoting special time to it; analyze their own feelings and experience, read a lot, widely discuss the questions, that they are interested in, believe in their own abilities, strive for being more open, realize the influence, that others have on them, control their professional development and get positive results; take pleasure in mastering something new; they are not frightened of growing responsibility, they would be glad to be appointed to a higher position.

The second group (with the low level of fulfillment of need for self-development) included 61 women.

The test of fulfillment of need for self-development allows to think that people, included into the group with the low level of realization of need for personal development are characterized by the absence of the full-fledged system of personal development and some signs of discontinued self-development (they don't try to study themselves, are passive in overcoming difficulties, are not interested in feed-back to learn themselves better and evaluate themselves more adequately; they almost

do not reflect their activity, their feelings and experience; read very little or do not read at all, avoid discussions, do not believe in their abilities; are reserved, do not strive to realize the influence, that others have on them; they do not control their professional development, live with the fear of new things; they are frightened of growing responsibility, and they avoid it).

During the comparative analysis of characteristics of women in both groups the following objective information was taken into consideration: the type of primary issue of psychological counseling, education, the number of registered marriages. The women in both groups were studied for the peculiarities of self-esteem, social and psychological adaptation, personality organization depending on the level of intensity of their Parent, Adult, and Child ego states in interpersonal communication, the psychological status of personality; the level of communicative tolerance to men and women and the level of hostility are determined.

Hypotheses of research

It was assumed that-the major part of the difficult life situations women get into are in some way connected with their level of realization of need for personal development.

The women who differ in the level of personal development consulting professional psychologist also differ in a number of other personality dimensions, so it is possible to develop the typology of women with the high and low levels of realization of need for self-development and work out the counseling strategies for the women of each of the distinguished types.

METHODS

The method of Social-psychological adaptation of C.Rogers and R.Dimond, adapted by T.Snegireva (Fetiskin N. et al, 2002,pp. 193-197)

The methodology contains the scales of: adaptation, acceptance of others, self-acceptance, emotional comfort, internality, expansion- and gives an opportunity to evaluate the level of social and psychological adaptation of the respondent as high, average or low; it is used in psychological counseling to develop person centered programs of psychological correction, changing of the negative attitude to others and realization of the potential of positive social-psychological qualities.

Determination of role positions in interpersonal relations according to the test of E. Berne (Fetiskin N.and others, 2002,pp 13-14)

The method provides an opportunity to get an idea of the personality structure, which is determined according to the intensity of Parent, Adult and Child levels of organization of human ego. If the respondent has the formula "ACP", he has high sense of responsibility, he is moderately impulsive and is not prone to moralizing. The deviations are determined by the predominance of one or two ego states. Therefore psychological help should be aimed at balancing of the three mentioned components and strengthening of the role of "Adult".

MMPI (shortened multiphasic personality inventory for women)

To identify the respondent's attitudes at the moment of examination and to judge the validity of the results the index *F-K* (from 23 to 7 women) was used.

The method of diagnostics of communication tolerance by Boyko (Fetiskin N. et al.(2002)pp.107-109).

The respondents were asked to evaluate themselves in nine suggested simple situations of interaction with other people. At the response the first reaction is important. The maximum number of points is 135, and it indicates absolute intolerance to others. On average, according to Boyko, the respondents gain: healthcare directors- 40 points, nurses - 43 points, kindergarten teachers -31 points.

Communicative tolerance was estimated and compared towards men and women, that allows to develop a clearer strategy of the psychological help.

Hostility diagnostics by the Cook Medley Hostility Scale (Fetiskin N. et al., 2002 pp.272-274)

The hostility pharisaic virtue scale developed by W.W. Cook and D.M. Medley in 1954 (short inventory for diagnostics of inclinations to implicit aggressive and unfriendly behavior of L.N. Sobchik). The method was used as a homework assignment for the self-diagnostics.

RESULTS

The results of research in the self-esteem with the help of the ranking procedure

Table 1
THE DISTRIBUTION OF WOMEN ACCORDING TO THE LEVELS OF SELF-ESTEEM
(PERSON/% OF THE GROUP IN GENERAL)

Groups	The group of women (95 persons) with the high level of realization of need for self-evelopment			The group of women (61 persons) with the low level of realization of need for self-development		
	The levels of Intensity			The levels of Intensity		
Indicator	High	Average	Low	High	Average	Low
Self-esteem	18 (18,9%)	63 (66,3%)	14 (14,8%)	18 (29, 5%)	23 (37,7%)	20 (32,8%)

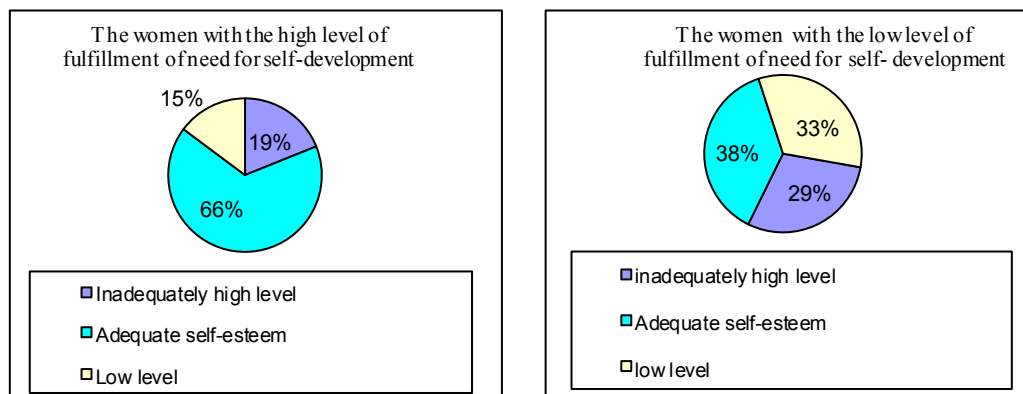


Figure 1. The distribution of women of both groups according to the levels of self-esteem (in percentage terms)

The results received with help of the methodology "Social-psychological adaptation" of C. Rogers and R. Diamond, are presented in tables 2, 3, figures 2, 3, 4.

Table 2.
THE DISTRIBUTION OF WOMEN ACCORDING TO THE LEVELS OF SOCIAL-
PSYCHOLOGICAL ADAPTAITION ((PERSON/% OF THE GROUP IN GENERAL)

Groups	The group of women (95 persons) with the high level of realization of self-development need			The group of women (61 persons) with the low level of realization of self-development need		
	The levels of Intensity			The levels of Intensity		
The levels of social-psychological adaptation	High	Average	Low	High	Average	Low
1. Adaptation	5 (5,3%)	71 (74,7%)	19 (20%)	0	39 (63,9%)	22 (36,1%)
2. Self-acceptance	32 (33,7%)	55 (57,9%)	8 (8,4%)	16 (26,2%)	45 (73,8%)	0
3. Acceptance of others	16 (16,8%)	79 (83,2%)	0	8 (13,1%)	49 (80,3%)	4 (6,6%)

4. Emotional comfort	7 (7,4%)	62 (65,2%)	26 (27,4%)	0	32 (52,5%)	29 (47,5%)
5. internality	15 (15,8%)	68 (71,6%)	12 (12,6%)	4 (6,6%)	55 (90,2%)	2 (3,2%)
6. Dominance	0	81 (85,3%)	14 (14,7%)	0	25 (41%)	36 (59%)
7. Escapism	12 (12,6%)	57 (60%)	26 (27,4%)	8 (13,1%)	48 (78,7%)	5 (8,2%)

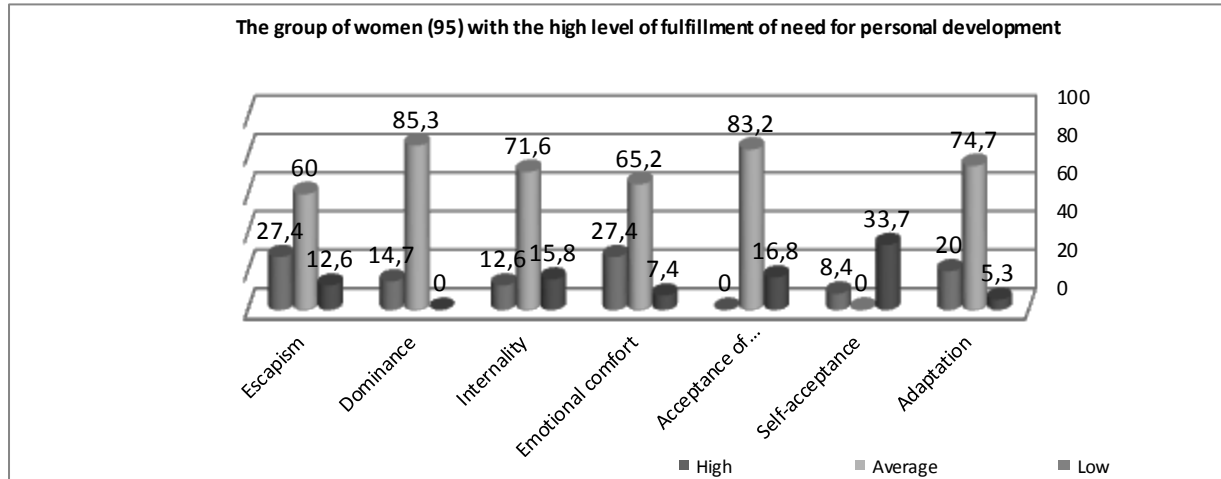


Figure 2. The distribution of group of women (95 persons) with the high level of realization of personal development need according to the levels of social-psychological adaptation (in percentage terms)

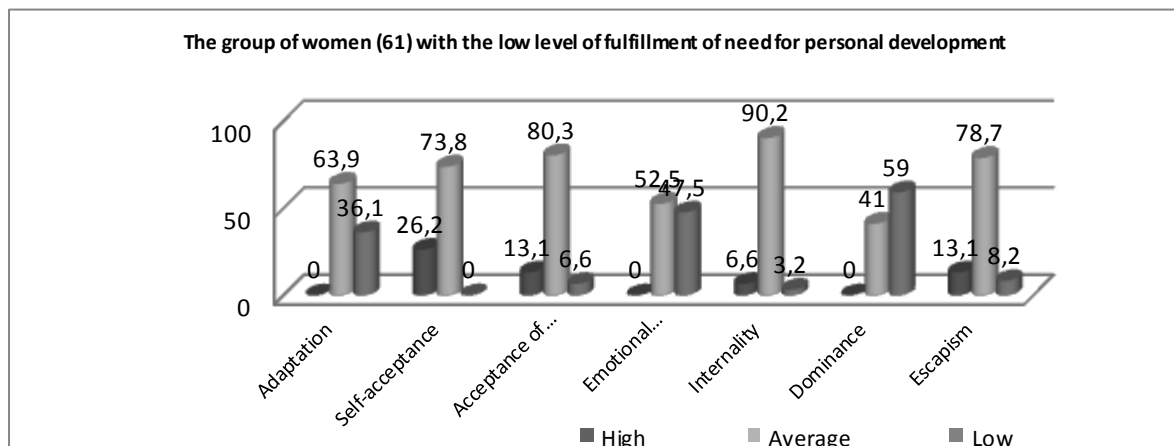


Figure 3. The distribution of group of women (61 persons) with the low level of realization of personal development need according to the levels of social-psychological adaptation (in percentage terms)

Table 3.

The criteria of social psychological adaptation (mid-score in two groups)

Social-psychological adaptation	The compared groups	
	The group of women with the high level of fulfillment of self-development need	The group of women with the low level of fulfillment of self-development need
Criteria		
- mendacity	34	33
-adaptation	58	55
- self-acceptance	69	69
- acceptance of others	66	64

- emotional comfort	58	53
- internality	65	62
- dominance	57	45
- escapism	12.5	15

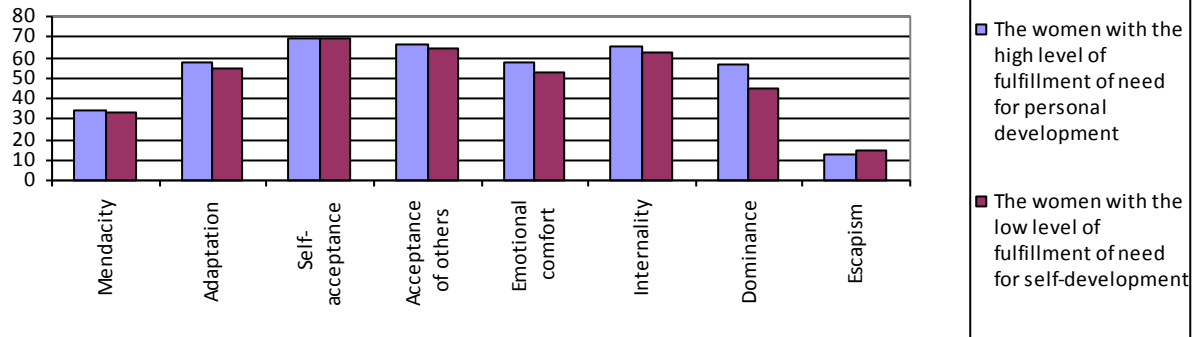


Figure 4. The intensity of measures of social-psychological adaptation of women in both groups (midscores)

The results of analysis of role positions in interpersonal relations according to the test of Berne

Table 4

THE INTENSITY OF PARENT, ADULT AND CHILD EGO-STATES IN THE PERSONALITY STRUCTURE OF WOMEN IN BOTH GROUPS

The intensity of the Parent, Adult and Child ego-states in interpersonal communication	The compared groups	
	The group of women with the high level of realization of self-development need	The group of women with the low level of realization of self-development need
Criteria:	Midscore for the group (In points)	Midscore for the group (In points)
ego-state "Adult"	50	41
ego-state "Child"	38	40
ego-state "Parent"	36	43

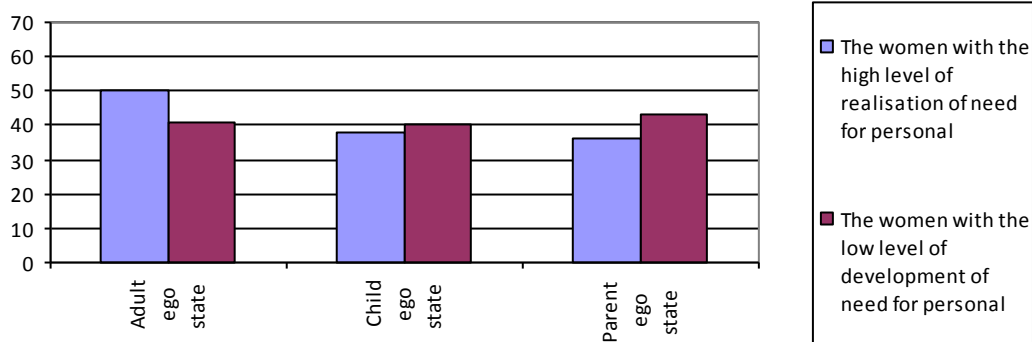


Figure 5. The structure of personality of women in both groups depending on the intensity of Parent, Adult and Child ego-state in interpersonal communication

The evaluation of psychological state of the personality with the help of MMPI (shortened multiphasic inventory for women)

Table 5

THE INTENSITY OF CRITERIA OF PSYCHOLOGICAL STATE OF PERSONALITY OF WOMEN IN BOTH GROUPS

The psychological status of the personality (By MMPI, woman variant)	The compared groups	
	The group of women with the high level of realization of self-development need	The group of women with the low level of realization of self-development need
Criteria	Midscores (in T-points) for group	Midscores (in T-points) for group
- L	45	43
- F	81	58
- K	52	50
- hypochondria	41	48
- depression	43	49
- hysteria	42	45
- psychasthenia	47	51
- paranoiality	42	48
- psychopathy	36	39
-schizoid traits	36	47
- hypomania	51	55

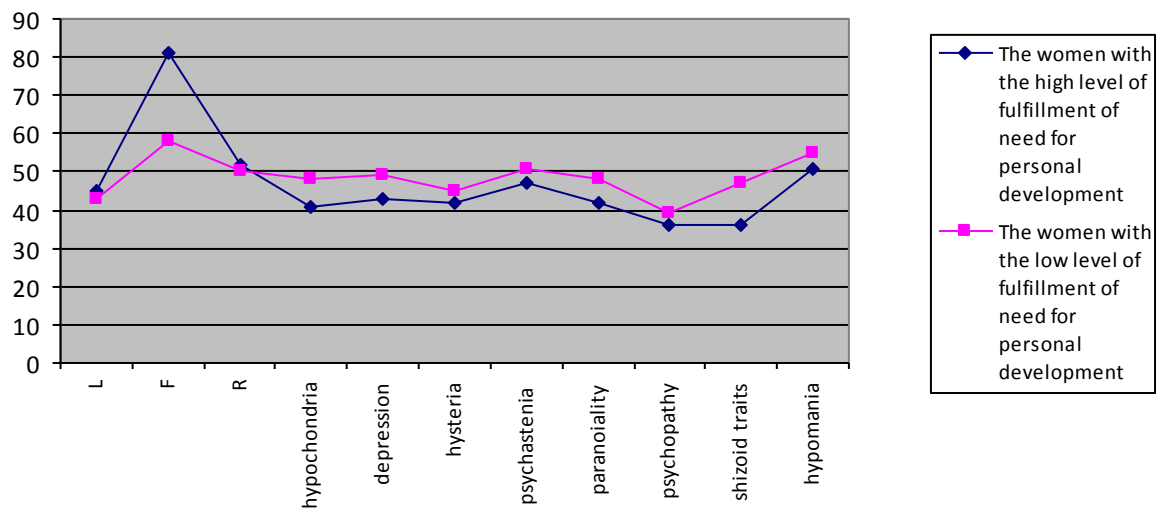


Figure 6. The profiles of the psychological status of the personality of women with high and low levels of realization of self-development need

The results of diagnostics of communication tolerance of women with the high and low levels of realization of self-development need

Table 6.

THE DISTRIBUTION OF WOMEN IN BOTH GROUPS ACCORDING TO THE LEVEL OF COMMUNICATIVE TOLERANCE TO MEN AND WOMEN

The compared groups	The group of women (95 persons) with the high level of realization of self-development need		The group of women (61 persons) with the low level of realization of self-development need	
	The number of women	%	The number of women	%

1. Communication tolerance to men	47	49.5	14	23
2. Communication intolerance to men	48	50.5	47	77
3. Communication tolerance to women	59	62.1	29	47.5
4. Communication intolerance to women	36	37.9	32	52.5

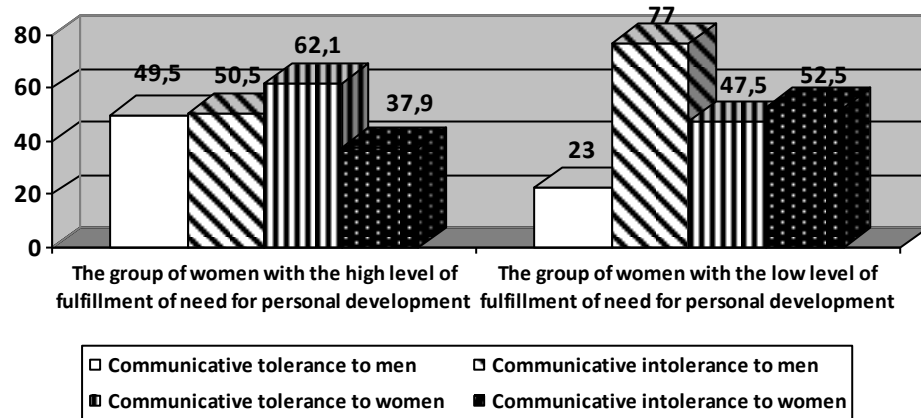


Figure 7. The distribution of women in both groups according to the level of communication (in) tolerance to men and women (in percentage terms)

The results of diagnostics of hostility measured by the Cook-Medley Hostility Scale

Table 7
THE DISTRIBUTION OF WOMEN ACCORDING TO THE LEVEL OF HOSTILITY (PERSON/% OF THE GROUP IN GENERAL)

Groups	The group of women (95 persons) with the high level of realization of need for self-development			The group of women (61 persons) with the low level of realization of self-development need		
	The levels of Intensity			The levels of Intensity		
Criteria hostility	High	Average	Low	High	Average	Low
1. Hostility	0	95 (100%)	0	13 (21,3%)	48 (78,7%)	0
2. Cynicism	9 (9,5%)	79 to a (83,1 per cent) with a tendency for high level; 7 (7,4%)- with the tendency for low level	0	4 (6,6%)	57 (93,4%) - with the tendency for high level	0
3. Aggression	0	54 (56,8%) - with the tendency for high level; 41 of (43,2 per cent) with the tendency for low level	0	0	34 (55,7%) - with the tendency for high level 27 (44,3%)- with the tendency for low level	0

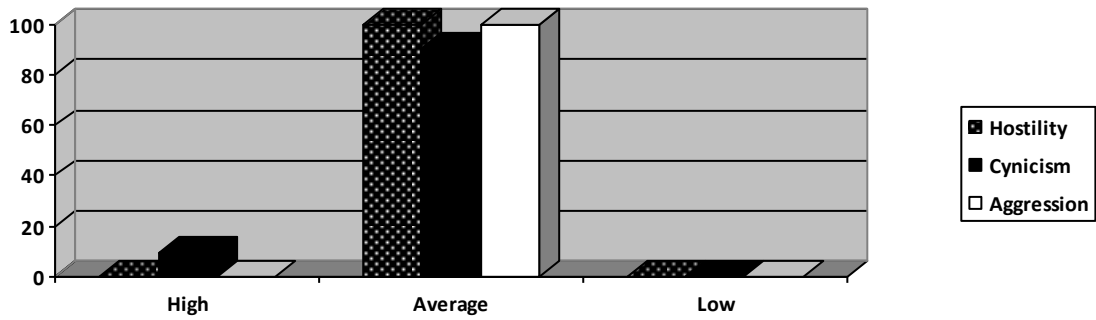


Figure 8. The distribution of group of women (95 persons) with the high level of fulfillment of need for personal development according to the levels of hostility, cynicism, aggression (In percentage terms)

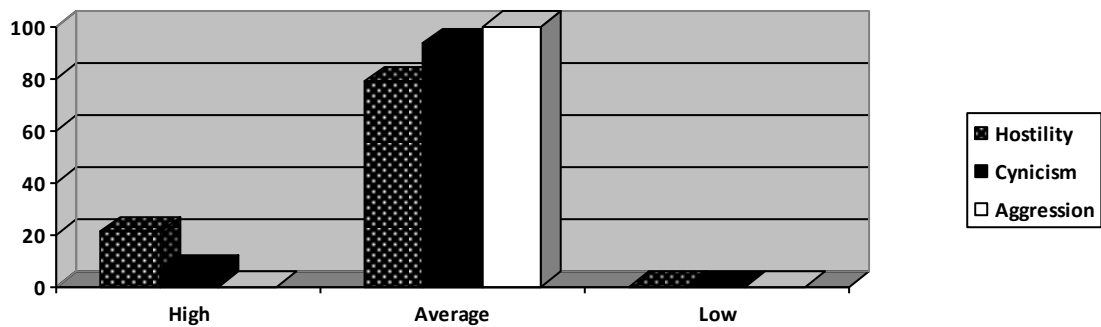


Figure 9. The distribution of group of women (61 persons) with low level of fulfillment of need for personal development according to the levels of hostility, cynicism, aggression (In percentage terms)

The results measured by the separate methods are presented in the summary table 8.

Table 8

The summary table of results of research into the personality traits of women with different level of fulfillment of need for self-development (midscores for to groups)

Criteria	The compared groups	
	The group of women with the high level of realization of self-development need	The group of women with the low level of realization of self-development need
1 The level of fulfillment of need for personal development	65	49
2. Self-esteem	0.57	0.53
3. Social-psychological adaptation:		
- mendacity	34	33
- adaptation	58	55
- self-acceptance	69	69
- acceptance of others	66	64
- emotional comfort	58	53
- internality	65	62
- dominance	57	45
- escapism	12.5	15

4. The intensity of Parent, Adult and Child ego-states in interpersonal communication		
ego-state "Adult"	50	41
ego-state "Child"	38	40
ego-state "Parent"	36	43
5. The psychological status of personality according to MMPI		
- L	45	43
- F	81	58
- K	52	50
- hypochondria	41	48
- depression	43	49
- hysteria	42	45
- psychasthenia	47	51
- paranoiality	42	48
- psychopathy	36	39
-schizoid traits	36	47
- hypomania	51	55
6. Communicative (in)tolerance:		
-to men	45	54
-to women	43	47
7. Hostility	18	20
8. Cynicism	50	53
9. Aggression	22	31

The cluster analysis of data was conducted with the help of program SPSS, version 13,0. It is found out that three clusters can be distinguished among the women with low level of fulfillment of need for personal development (the group of 61 women).

The first cluster of this group (12 persons -19,7%) includes women whose reason to consult the psychologist were spouse conflicts and parent-child conflicts and need for self-transformation. Women in this cluster have the lowest rates of fulfillment of need for personal development, and their type can be defined as «*the immature and rejecting*». The cluster is generally characterized by: low rates of self-acceptance, acceptance of others and emotional comfort measured by the inventory of social-psychological adaptation; low level of intensity of the ego-states Adult and Parent, but high level of intensity of Child ego state; higher measures of lie (L),F,depression, hysteria measured by MMPI compared to other clusters, but lower measures on scales of K, paranoiality, psychopathy, schizoid traits, hypomania. Women in this cluster have high level of personal frustration, high level of communicative intolerance to women, but low- to men; low level of aggression.

The second cluster (4 persons- 6,5%) consists of women with the low level of fulfillment of self-development need, who consulted psychologists in connection with parent-child conflicts. The type of women of the second cluster may be defined as "*maladjusted and dominant mothers*".

The cluster is generally characterized by: the lower rates of adaptation and internality, but high intention for dominance, high level of escapism and mendacity measured by the inventory of social-psychological adaptation. This cluster has higher rates of self-development and self-esteem compared to other clusters, intensive Parent ego-state; relatively low rates of mendacity, but high points on the scale of K, hypochondria, psychasthenia, paranoiality, schizophrenia, hypomania measured by MMPI. Women of this cluster have low level of communicative tolerance to women, high level of cynicism and hostility, masculine qualities are more intensive.

The third cluster(45 persons -73,8%) consists of women with low level of realization of need for self-development, with various reasons to seek psychological support, most often with the information request. The type of women of the third cluster can be defined as "*adapted and responsible women with low self-esteem*". The cluster is generally characterized by: the low level of self-esteem, mendacity, hostility, escapism, cynicism, dominance, but high rates on the scales of adaptation, self-acceptance, acceptance of others, emotional comfort, internality measured by the inventory of social-psychological adaptation. The Adult ego-state obviously dominates in the personality structure of the women of this cluster, at that the Child ego-state is feebly expressed; the rates of MMPI scales F,depression, hysteria, psychastenia are low, but the rates of psychopathy are high; they show high level of communicative intolerance to men; feminine qualities are more distinct than in women of other clusters.

The group of women with the high level of fulfillment of need for personal development(95 women) includes four clusters. *The first cluster* (29 persons- 30,5%) consists of women, who needed psychological support dealing with the issue of female loneliness. Compared to the three other clusters, this cluster is characterized by the maximal average age of women, dominance of Adult ego state in the personality structure along with the feebly marked Parent and Child ego states in it; low rates of escapism, cynicism, hostility, personal frustration; low rates on the scales F, K, hypochondria, depression, psychastenia, psychopathy, shizoid traits, hypomania measured by MMPI inventory. The type of women of this cluster can be defined as "*too mature and lonely women*".

The second cluster (15 persons- 15,8%) consists of women, who asked for psychological help with spouse conflict (the cluster also includes all the cases of "other problems").

The cluster is generally characterized by relatively low level of women's education, absence of remarriages, relatively low level of realization of need for personal development and low level of self-esteem; low rates of social -psychological adaptation -adaptation, self-acceptance, acceptance of others, emotional comfort, internality, but high level of dominance, low rates of L(lie) measured by MMPI, but high rates of hypochondria, depression, psychastenia, psychopathy, shizoid traits, hypomania; high rates of personal frustration, high rates of communicative intolerance both to men and women; high rates of aggression and explicit masculine qualities. The type of women of this cluster can be defined as "*irresponsible dominant and frustrated*".

The third cluster (22 persons- 23,2%) consists of women, who sought psychological help mainly in connection with the situation of parent-child conflicts. Compared to other clusters, this cluster is characterized with the minimal rates of age, but the highest level of education of women, largest number of remarriages, high rates of self-esteem and level of fulfillment of need for personal development, high rates of social- psychological adaptation- adaptation, self-acceptance, acceptance of others, emotional comfort, but also high rates of escapism and mendacity; low level of intensity of the Adult ego state, along with intensive Child ego-state; high rates of K measured by MMPI, but low rates on the scales of hysteria and paranoiaity, high rates of hostility and cynicism, relatively more explicit femininity.

The type of women of this cluster can be defined as "*ignoring the reality, but actively developing*".

The forth cluster (29 persons- 30,5%) consists of women, who consulted psychologist for help with various problems, including situations of spouse conflict, request for information. Compared to other clusters, the forth cluster is characterized by low intention of women for dominance, high level of intensity of Adult and Parent ego states in the personality structure; high rates of F,hysteria, paraoality measured by MMPI; low communicative tolerance both to men and women.

The type of women of this cluster can be defined as "*adult women with possession disorder and hysterical traits of character*".

The comparative analysis of data of both groups according to the researched rates was done with the help of Student's t-test. A considerable number of proved distinctions was revealed in the data.

For illustration purposes the revealed verified distinctions are presented in table 9.

Table 9
The distinctions and their validity

Criteria	Student's t-criterion	The level of validity (p)
Client's issue	-4.534	0.000
Education	-3.614	0.001
Level of fulfillment of need for personal development	20.261	0.000
3. Social-psychological adaptation:		
- mendacity	-2.029	0.047
-emotional comfort	2.363	0.021
- dominance	7.203	0.000
- escapism	-3.817	0.000
Expressiveness of Adult ego state In interpersonal communication	5.095	0.000
The psychological status of the personality by MMPI :		
- hypochondria	-2.913	0.005
- depression	-4.027	0.000
- paranoiaity	-2.788	0.007
-schizoid traits	-3.044	0.003
- hypomania	-2.049	0.045
Communication (in)tolerance to men	-3.632	0.001
Hostility	-2.770	0.007
Cynicism	-2.091	0.041

At the rate of $p \leq 0,001$ the distinctions are revealed in the following criteria: education, client's issue, dominance, escapism, presence of Adult ego-state, scales F, hypochondria, depression, paranoiaity, shizoid traits; personal frustration, communicative (in)tolerance to men, hostility, femininity, masculinity. At the rate of $p \leq 0,001$ the distinctions are revealed in the following criteria: mendacity and emotional comfort (scales of the inventory of social-psychological adaptation); hypomania (scale of MMPI), cynicism.

Thus, compared to the group of women with the low level of fulfillment of need for personal development, the women in group with the high level of fulfillment of need for personal development are proved to be more educated, their reasons to consult the psychologist are seldom connected with the situation of parent-child conflict (generally the range of their issues is wider); mendacity and escapism is not common for them; they are proved to have higher level of emotional comfort and dominance, presence of Adult ego state in the structure of personality; they are proved to have lower rates of hypochondria, depression, paranoiaity, shizoid traits, hypomania; lower level of personal frustration, it is more common for them to show higher level of communicative tolerance to men, than to women; their rates of hostility and cynicism are lower.

The results of the search for correlation between the rates of need for self-development and other data is presented in table 10.

Table 10
CORRELATIONS OF THE CRITERIA "LEVEL OF FULFILLMENT OF NEED FOR PERSONAL DEVELOPMENT"

The group of women with the high level of fulfillment of personal	r	P		r	P	The group of women with the low level of fulfillment of need for
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development need (95 persons)						personal development (61 persons)
Education	-0.393	0.000		0.300	0.019	Self-acceptance
The number of marriages	-0.331	0.001		0.545	0.000	Emotional comfort
Adaptation	0.248	0.015		0.282	0.027	Dominance
Acceptance of others	0.404	0.000		-0.542	0.000	Depression
Emotional comfort	0.288	0.005		-0.460	0.000	Hysteria
Internality	0.338	0.001				
Adult	0.259	0.011				
Child	-0.344	0.001				
Parent	-0.254	0.013				
Hypochondria	-0.215	0.036				
Psychopathy	-0.240	0.019				
Communicative tolerance to women	-0.443	0.000				

The correlations of the criterion of personal development *for the group of women with the high level of fulfillment of need for self-development (95 women)* showed 12 matching with the rates of: education ($r = -0,393$ in case of $p = 0,000$) and the number of registered marriages ($r = -0,331$ in case of $0,001$), thus active fulfillment of need for self-development is noticed in women with high education and in women who have only one marriage. Besides the correlations with the separate criteria of social-psychological adaptation were registered: internality ($r = 0,338$ with $p = 0,001$), emotional comfort ($r = 0,288$ with $p = 0,005$), acceptance of others ($r = 0,404$ with $p = 0,000$) and criterion of adaptation ($r = 0,248$ with $p = 0,015$). Thus personal development is observed in women, who are inclined to acceptance of others and internality, who experience emotional comfort. Strong correlational links with the presence of ego-states were observed: "Adult" ($r = 0,259$ at $p = 0,011$), "Parent" ($r = -0,254$ at $p = 0,013$), "Child" ($r = -0,344$ at $p = 0,001$). It was found out that the higher level of fulfillment of need for personal development is characteristic of women with the dominant Adult ego state in the personality structure, with less intensive Child and Parent ego states. Strong links with two criteria of the MMPI were noticed: hypochondria ($r = -0,215$ at $p = 0,036$) and psychopathy ($r = -0,240$ at $p = 0,019$), it means that the active process of personal development correlates with the low rates of hypochondria and psychopathy. It was also noticed that there is a strong negative correlation with the criterion of communicative tolerance to women ($r = -0,443$ at $p = 0,000$): high rates of personal development correlate with low rates of communicative tolerance to women.

The correlations of the criterion of personal development of the *group of women with the low level of fulfillment of need for personal development (61 women)* made 6 matches, including those with the criteria of social- psychological adaptation: self-acceptance ($r = 0,300$ at $p = 0,019$), emotional comfort ($r = 0,545$ at $p = 0,000$), domination ($r = 0,282$ at $p = 0,027$). Thus, the active process of personal development is linked with self-acceptance, emotional comfort and proneness to dominance. The correlational links with the scales of depression and hysteria by MMPI, Stated differently, personal development in this group of women accompanies decrease in the level of depression and hysteria.

It was found out that both groups have only one common correlation link: the link between the level of fulfillment of need for personal development and the criterion of emotional comfort.

DISCUSSION

The results received indicate that:

1. The women who consulted the psychologist and who differ in the level of fulfillment of need for personal development, also widely differ in other criteria of personality development - self-esteem,

the criteria of social-psychological adaptation, the personality structure according to the intensity of Parent, Adult and Child ego states in interpersonal communication; the criteria of psychological status of personality, communicative tolerance and hostility.

2. The women with the high level of fulfillment of need for personal development are generally superior than the women with the low level of fulfillment of need for personal development (it is clear from the intensity of components of personality structure and from the personality structure in general: the women with the high level of fulfillment of need for personal development have the normative variant of personality structure(Adult-Child-Parent), at that each of the components is more developed than that of the women belonging to the group with the low level of fulfillment of need for personal development (the women with the low level of fulfillment of need for personal development have deformed personality structure with dominant Parent ego-state in most cases).

3. Different types of women can be distinguished among the women in both groups - with the high and low level of fulfillment of need for personal development, psychological help to these types should obviously differ. For instance, providing psychological support, it is reasonable to suggest methods of development of Child ego state to the type of the women with the high level of fulfillment of need for personal development, defined as "too mature and lonely" ; the methods of self-knowledge and acceptance of responsibility are indicated for treatment of "irresponsible dominant and frustrated women"; the women who are "ignoring the reality, but are actively developing" should be offered consulting in realism; the psychological help to the "adult women with possession disorder and hysterical traits of character" should be based on the methods of cognitive-behavioral therapy and self-regulation.

As for the group of women with the low level of fulfillment of need for personal development, the women of "immature and rejecting" type need methods of personality development (ref. M. Bowen's theory and family psychotherapy); working with the type of "maladjusted and dominant mothers" it is reasonable to use the psychoanalytic methods, transactional analysis, gestalt psychology and gestalt therapy.

It may seem that "adapted and responsible women with low self-esteem" need the methods of increasing self-esteem. And if the psychologist starts encouraging the woman to set such task, she will be forced to take the path of personal development. But it is necessary to understand that there is no purpose in woman's personal development; it is just the inner state of the woman: "I can not avoid doing this- it is a natural impulse". Formulated differently, working with this type, it is possible to use the existential humanistic approach, one of the principles of which is understanding of the fact that "acceptance is more important than correction".

5. Stating the question: "Is there scientific base for the activation of process of personal development in women with the low level of fulfillment of this need?" - it is necessary to realize that the need for personal development can be expressed both passively and actively (for instance, in the form of the request for psychological help with self-development), that is conditioned by the specific features of the individual-psychological personality architectonics formed to the mature age, that should be revealed and accepted in the process of providing psychological help. (acceptance is more important than correction).

6. As a part of the study it was found out that the two groups have only one common correlation link: the link between the level of fulfillment of need for personal development and the criterion of emotional comfort. And it is quite significant for the choice of the counseling strategy for women, due to the fact that the increase in the level of fulfillment of need for personal development is accompanied by increase in the level of emotional comfort and vice a versa. It means that the universal strategy of the psychological help to women of both groups is increasing their level of emotional comfort. At the same time there is another strategy for the women with the low level of fulfillment of need for personal development- increasing the level of fulfillment of need for personal development which leads

to the increase in the level of emotional comfort. But it is the woman who is to decide: whether to develop her personality or not.

CONCLUSION

Therefore, the purpose of the research, stated as the revelation of personality traits of women- clients of a psychologist, depending on their level of fulfillment of self-development need and determination of the counseling strategies is reached.

The hypothesis developed in the beginning of the research are proved correct. It is found out that the difficult life situations of mature women, consulting the psychologist, are somehow connected with the level of fulfillment of need for personal development.

However, considering the fact that this sample includes the working women with quite high educational level, and it is found out that the two groups have only one correlation link: the correlation between the level of realization of need for personal development of women with their emotional comfort, it makes sense to continue the study of the peculiarities of the personal development of women in different samples and different age groups. For instance, it is possible to determine the importance of the factor of personal development of women for both her personality and her well-being and coping with the difficult life situations. Or to find out whether the personal development of women is the factor of spouse conflicts (or in which cases it can be the factor), as the major part of the requests for psychological help, made by women with the high level of fulfillment of need for personal development (judging by the typology of the primary requests for psychological help), are the requests for help with the situation of spouse conflict.

Probably, it is also important to study the peculiarities of the personal development of modern woman, understanding her life as a transition from one stage of personal development to another: counterdependency, independence, interdependence. If in the process of psychological counseling a woman gains competence of: knowing in which of the enumerated stages she is and what is possible for her to achieve in future, it will be easier for her to wend her way through life.

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