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PSYCHOLOGICAL SELECTION FOR RISKY JOBS: DIGITAL APPROACH

In modern practice, the psychologists have a limited time to study individual psychological state of an applicant or a staff member who is allowed to work in emergency conditions as serviceman, rescuers, police officers, etc. For the rapid gathering of information of individual-psychological characteristics of candidates for those positions, automated psychodiagnostic methods can be used. First of all, it accelerates the process of large groups of candidates diagnostic. Also there is a lot of additional opportunities of mathematical modeling, large data collection for future research and machine learning. And automated psychodiagnostic programs expand opportunities in psychological prevention and monitoring of the current state of staff.

Furthermore, it also promotes sounder environmental management practices since the new specialists generally could end previous paper practices.

To date, there are automated psychodiagnostic programs which is addressed the issues of psychological selection and satisfied the orders of the military departments for the selection of military service candidates, national guards and employees of SES. Automated psychodiagnostic programs is what Ukraine has been working towards over the past 20 years. There are «Psychodiagnostica», «Ephesus», «Yasma», «Metaphor», «Blitz-test», «Wave», «Tactics», and «SPAS-5». Those programs have a battery of test methods for study of the individual psychological state of candidates for military service, of first responders and occupations associated with life-threatening risks, as follows:

- intellectual abilities;
- stress resilience;
- volitional qualities;
- accentuation of character;
- predisposition to risk;
- adaptability in the team;
- ability to work in a team;
- emotional condition;

- predisposition to suicide.
- These testing programs have a subsequent defect:
- outdated software;
 - user-unfriendly interface;
 - low data processing speed;
 - absence of feedback mechanisms;
 - absence of online mode;
 - absence of test base updating.

The foreign system of automated psychodiagnosics of psychological qualities of candidates for risky jobs is presented by modifications of the AIFP programs for candidates for police, by CAST for military selection, by NFSI for firefighters selection. Those test programs are developed in USA, and their adapted versions are used in Canada, Australia, Great Britain and Germany. It consists of test battery for determination of following areas:

- motivation;
- teamwork;
- stress resilience;
- anxiety;
- emotional conditions.

Those automated systems of psychological diagnostics have been developed in the early 1980's on demand of the US Army. The automated systems for candidate selection for police and firefighters' units represent a simplified and narrower battery test. Automated systems are updated every five years.

The comparative advantage of automated systems includes:

- improvement in internal screening mobility;
- cross platform solutions;
- speed of result processing;
- frequent updates and adaptations;
- user-friendly interface.

The negative aspects of these tests are:

- use of outdated multi-dimensional questionnaires;
- low validity of test methods;
- lack of sufficient cybersecurity and big data protection;
- lack of mathematical processing of a large amount of data for research.

In this way, automation of psychodiagnosics can reduce the time and resources which spends on conducting psychodiagnosics, that increases the possibility of its use in the areas of occupational risks associated with life.

Ukrainian automated systems have a number of disadvantages in the form of work on outdated software. The impossibility of contacting the user to obtain results, the

lack of online contact with the psychologist, slow processing speed, data transfer and outdated interface.

Disadvantages of foreign automated systems consist of unreliable outdated variants of multifactorial methods, a relatively small test base, the complexity of translating into other languages and the impossibility of their use in other countries for the professional selection of these professions.

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