

The acmeological center: the results of its activity of fostering competitive specialists

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Abstract. This article brings to light the issue of the competitiveness of young specialists and ways of effectively resolving it. The author analyzes the major activity areas of acmeological service agencies, provides a detailed description of the Acmeological Center’s service expertise in the making and development of students’ professional and personal competencies in the setting of the innovation educational environment of pedagogical colleges, which are crucial to being a competitive specialist, and draws a conclusion about the need to conduct purposeful and methodical work on creating proper conditions for fostering competitive specialists.

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Introduction

Currently, both in Russia and overseas there is vigorously taking place the process of development of a relatively young science – acmeology. Among its objectives is creating effective technology for the personal-professional development of specialists who are going to be competitive on the labor market. The implementation of this objective becomes possible thanks to the creation and operation of acmeological service agencies. According to A.A. Derkach and V.G. Zazykin, it is acmeological service agencies that serve as an establishment that, via the use of various means (technology, methods, techniques), provides for the development of entities engaged in professional activity through the actualization of their professional and personal competencies needed to successfully plan and build one’s career and then achieve one’s career goals [1].

Our analysis of psychological-acmeological literature has revealed that there are a number of acmeological centers and laboratories operating in the territory of the Russian Federation and former CIS countries: *The Center for Acmeological Studies and Solutions* (Saint Petersburg), *The Center for the Psychological-Acmeological Development of Entrepreneurship* (Moscow), *The Psychological-Acmeological Center “Acme”* (Nalchik), and *The Acmeological Laboratory for Renome Technology* (Astana, Kazakhstan) [2]. These centers are engaged in providing psychological-acmeological support for business and entrepreneurship, providing psychological services to organizations, firms, private entrepreneurs, and businessmen in the way of issues related to the personal-professional development of entrepreneurs, businessmen, and managers, topical issues in the acmeology of business, optimizing the activity of the entrepreneur and the team, the

acmeology of management [3], resolving personal [4], family [5, 6], and professional issues and difficulties clients may have in using psychological and acmeological technology [7].

However, there remains open the issue of creating and running a single acmeological service agency with branches in various regions of Russia, developing uniform universal psychological-acmeological technology aimed at fostering competitive specialists, organizing effective activity on nurturing professional and personal competencies in modern youth, which one will need to be able to compete on the labor market and be successful in one’s professional activity.

All that has been said above, in combination with the challenges of practice, in regard to the operation of acmeological centers and labs, has substantiated the need for making available to the general public the results of the Acmeological center’s activity related to fostering competitive specialists.

Main part

The Acmeological Center (hereinafter “the Center”), the only innovation functional unit in Privolzhsky Federal District, was launched in 2011 at the premises of the Federal State Budgetary Educational Institution of Higher Professional Education *M.Y. Yevseyev Mordovia State Pedagogical Institute*, which interacts with various institutions (educational institutions, healthcare and social welfare institutions, government institutions, public organizations, youth organizations, state-run and commercial enterprises) in the way of providing a range of services related to assistance in diagnosing, consulting on, and correcting the

professional and personal development of citizens [8].

The Center works in three areas: scientific-research, scientific-methodological, and practical, each of which one way or another facilitates the making and development of competitive specialists.

Thus, as a part of their *scientific-research activity*, the employees of the Center take active part in federal and regional projects, organize and conduct scientific studies, research-to-practice conferences, seminars, round tables, contests and Olympiads, and are engaged in preparing and publishing scientific and methodological works related to acmeology [9].

The Center primarily focuses on drawing young specialists to organizing and conducting scientific activities. Thus, for instance, in November, 2013, the Center for the first time put together a workshop for young scientists, “The School for Competitive Specialists”. One of its major aims was to define the conditions for fostering a competitive personality capable of independently, efficiently, and morally resolving public and personal issues and address issues in providing psychological and acmeological service agencies with the necessary resources and enabling future specialists to acquire techniques for improving one’s personal efficiency in conducting professional activity. During the course of “The School for Competitive Specialists”, the participants attended master-class (“The Psychology of Career Growth”, “Event Technology in Education”) and training (“The Use of Bibliotherapy in the Work of a Psychologist”, “Fairytale Therapy: From Theory to Practice”) sessions.

The Center is a base for conducting scientific-research training for college students; in the course of which students acquire common cultural and professional competencies that facilitate the development of one’s career orientation and laying out one’s career path, which is so crucial to being a competitive specialist.

As part of its *scientific-research area* of activity, the Center is implementing the objective of streamlining the preparation and career enhancement of pedagogues and modern student youth, which is associated with the realization of the need for one’s ascending to a higher level of competence and professional excellence. There is a considerable potential, in terms of resolving this objective, in developed and tested programs for supplementary learning and career enhancement [9]. The employees at the Acmeological Center have developed and put into educational practice the following split-level programs: “The Psychology of Career Growth” “The Personal and Professional Self-Determination of Youth”, “The Psychology of Management”, “Social-Psychological Support for the Process of Adaptation

of Migrants”, “Unemployed Citizens Social Adaptation Training”, “Innovation Educational Technology in the Activity of Junior, Secondary, and Higher Learning Pedagogues”, “The Clinical Fundamentals of the Professional Activity of Speech Therapists”, etc.

As part of its *practical area* of activity, the Center annually conducts monitoring of the region’s needs in services related to professional and personal development. Its results help put together types of services that are in demand on the present-day labor market. The Center’s sphere of activity and types of services are expanding every year depending on requests from representatives of various institutions and private persons [9]. Today, the Acmeological Center is providing the following services: individual and group diagnosis of mental and personal development, professional preferences and proclivities; constructing profiograms and acmeograms for specialists; individual and group consulting on professional and personal issues; conducting trainings on personal and career growth, relieving anxiety, preventing professional burnout and depressive symptoms, developing communicative and business communication skills, assertive (confident) behavior, assisting unemployed citizens with social adaptation, assisting migrants with acculturation and adaptation, providing psychological rehabilitation services to individuals who have been in difficult life situations, and putting together career enhancement courses and internships, symposiums, conferences, and seminars dedicated to live issues in the psychology of professional and personal development [10, 11].

Inferences

The activity of the Acmeological Center within the educational college space is oriented towards the identification of conditions and factors facilitating one’s advancement to the heights of pedagogical activity and pedagogical communication. This is implemented by means of psychological-acmeological technology that brings to light a range of psychological indicators for the pedagogue’s personal maturity level and professionally crucial qualities that facilitate one’s attaining the professional acme of excellence in pedagogical work.

Thus, the Center is successfully implementing the objective of fostering young specialists of the New Age, individuals capable of competing on the market of educational services and possessing a range of relevant professional and personal competencies.

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