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**TÍTULO:** Desafíos para asegurar el éxito de un futuro graduado de secundaria en el contexto del desarrollo personal y profesional.

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**RESUMEN:** En el artículo se analizan problemas actuales del desarrollo personal y profesional, la formación adecuada de la imagen del futuro profesional. Fue determinada la necesidad de la formación de una trayectoria sobre el fundamento de la elección profesional, oportunidades y necesidades profesionales. Fue detectada la importancia de la planificación de una vía personal y profesional y la creación del escenario personal y profesional no sólo en el fundamento de los desafíos de la sociedad, sino también en el fundamento de convicciones, motivos, valores personales; en este sentido, el colectivo de los empleados científicos y pedagógicos de la Universidad de Minin elaboró e implementó una disciplina nueva “Estrategias del desarrollo personal y profesional de estudiantes”.

**PALABRAS CLAVES:** éxito de la personalidad, desarrollo personal y profesional, escenario personal y profesional, estrategias personales y profesionales.

**TITLE:** Challenges of securing success of a future high school graduate in the context of personal and professional development.

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**ABSTRACT:** The article analyzes current problems of personal and professional development, the proper formation of the image of the future professional. The need for the formation of a trajectory on the basis of professional choice, opportunities and professional needs was determined. The importance of the planning of a personal and professional pathway and the creation of the personal and professional scenario was detected not only on the basis of society's challenges, but also on the basis of convictions, motives, personal values; in this sense, the group of scientific and pedagogical employees of the University of Minin developed and implemented a new discipline "Strategies for personal and professional development of students".

**KEY WORDS:** personal success, personal and professional development, personal and professional scenario, personal and professional strategies.

## **INTRODUCTION.**

The swiftness of transformations in the development of modern society requires that a specialist not only has professional knowledge and skills in the subject area, but, most importantly, navigates independently in the professional sphere, comprehends and processes the received information and masterfully applies it in practical activities.

The unstable environment of today, characterized by social, economic and political changes, rapid transformation of personal values and goals, dictate the requirements for a personality which could secure harmonious self-fulfillment and success in the profession (Chigisheva, 2015). We believe that the challenges of personal and professional development, forging adequate vision for the professional future and effective projecting of the professional path are relevant, while the professional activity is interpreted as one of the components central to human life, a phenomenon essential for successful self-fulfillment and self-actualization of a person.

Nowadays, it is valid to say that the ideal future for the younger generation looks as a "Successful Employee" with solid knowledge, skills and abilities in the profession, which are a sort of "a capital". However, despite the transition to an information society on a global scale (Castells, 2000, Lomov, 2003), and modern environment orientation towards high intellectual and information resources and personal development technologies, introduction of innovative educational and adaptive-socializing methods, it is still difficult to overcome the stereotypical use of theories and traditional approaches proven in practice in the Russian social and educational space (Konyukhova & Konyukhova, 2009).

In the conditions of informatization of all spheres of life, when the information technologies permeate across all human activities, it is important to adapt the future graduate to the real conditions already at the stage of professional training at the university (Medvedeva et al., 2018b, Soltovets et al., 2019).

## **DEVELOPMENT.**

### **Literature Review.**

It is not easy to define the concept of a successful person unequivocally, as each definition reveals different aspects of the phenomenon. However, it is absolutely obvious that the successfulness is the phenomenon determined by social assessment, i.e. the reflection of personal achievements in the eyes of society is considered to be the success of activity. Thus, it is the social circle that determines the success/failure of a person or a group of people.

Success is also a personal phenomenon related to the individual world of a personality. The success of one's own activity should also be measured through the prism of personal aspirations and beliefs, which are not always in solidarity with a public opinion. Thus, the researcher M.V. Safonova (1999) interprets the concept of success as follows: the success is a controversial thing, what is success for some people may be perceived by others as a failure. D. Super (Super et al., 1957) proposes to define the career success as a combination of objective (job stability; status earned in the socio-professional environment; income yielded by a job (certain quality of life) and subjective criteria (degree of satisfaction attained from life development, subjective assessment of own achievements).

The career success of a person at the current stage of economic development brings about a decent standard and quality of life, a certain social status of the individual. However, Maslow (1954) points out that a person's life in the profession is not simply a job (a labor field) or a position; this phenomenon is more extensive and is closely tied to a need for self-expression and self-reflection in something important.

Researchers T.V. Konyukhova and E.T. Konyukhova (2009) assert that the concepts of "success" and "successfulness" have reached beyond the purely psychological comprehension to the philosophical and socio-psychological reflection. As the prominent Russian psychologist A.N.

Leontiev (1983) highlighted, "even if a person has a distinct leading life line, it cannot remain the only one". Serving the chosen goal should not take over other life aspects.

### **Research methodological framework.**

This article employs the methods of theoretical knowledge: analysis and systematization of scientific literature, the research papers of both domestic and foreign researchers. It should be underlined that this article bears primarily the methodical value, and provides an overview of the experience of the Minin's University in determining the individual developmental trajectory for a higher school student.

The purpose of this article is to determine the mechanisms for managing personal and professional development of students in the higher education environment.

In order to accomplish this purpose, the following objectives had to be addressed:

- Explore theoretical approaches to the study of personal and professional development of students (the younger generation).
- Examine the components of professional self-determination (goals, interests, needs).
- Organize systematic work to determine the personal and professional strategies of students within the course "Strategies of Personal and Professional Development of a Student".
- Measure the effectiveness of managing the personal and professional development of students in higher education environment within the course "Strategies of Personal and Professional Development of a Student".

### **Findings and Discussion.**

The criterial system for determining successfulness of professional activity is tied, first of all, to the achievement by an individual of the company goals. And here it is important to match, at the early

stage of the career, personal goals and values of personal and professional development with those offered to a specialist by the company.

The basic determinant of success and professional well-being is a possibility to make choices and decisions based on external requirements and internal aspirations of an individual, which brings satisfaction from the results of undertaken activities and makes a human life a success. Apart from that, the modern approaches to organizing professional training of a specialist aim to develop creative potential of a graduate capable of solving professional tasks (Sizova et al., 2018). This premise makes it possible to assert that a strong connection between professional and personal development, personal self-actualization and self-determination in career is evident.

We have a different vision of our life path at different age stages, it depends on personal and professional experience, situational factors, etc. When pursuing the personal and professional trajectory, we determine our path on the basis of career choice, personal capabilities and needs. At the same time, it is very important that a personal and professional scenario is built based not only on the challenges of society, but also on personal beliefs, motives and values.

Among the qualities that a young person needs to possess and that would ensure successful adaptation to a certain system of social and professional norms and values, the major one is the meaningful attitude to life, i.e. the presence of goals and prospects in life, which is why the important characteristic is an orientation towards the future.

The current social and economic situation characterized by dynamic changes brings to the fore the problems associated with the professional development of an individual, since it is in the labor that a person can fully realize its creative potential, personal capabilities and needs. These are the results of one's own activity that bring moral satisfaction and joy. The goals of professional prospects and career advancement determine the engagement of an individual in a certain activity, fuel an aspiration to reach certain position in the organizational structure.

In the context of modern challenges, characterized by social, economic and political changes, rapid transformations of personal values and goals, the process of successful and effective professional development largely depends on inherent personality traits (personal and professional and life strategies, professional and additional training, personal and professional qualities), and not on the conditions and factors of occupational activity.

In order to foster the readiness of a person to implement the life and professional plans through professional training of future specialists in the Nizhny Novgorod State Pedagogical University named after Kozma Minin, the discipline "Strategies of Personal and Professional Development of a Student" has been introduced for students of all directions, forms and levels of education during the first year and developed as an optional course.

The program duration is 72 hours; it consists of four modules designed for the first year of study. Testing of the proposed program started in 2017. The developed content of the educational program is intended to eliminate the educational deficit of students in the field of professional practice and awareness of their own resources for self-fulfillment in the profession.

The purpose of the course is to provide psychological and pedagogical support for shaping individual educational and personal-professional trajectories of students.

The objectives of the course are as follows:

- Define and prioritize own activities and identify ways for their enhancement through self-assessment.
- Create a personal curriculum outlining an individual educational trajectory for acquisition of a profession.
- Develop an ability to organize and manage the work of a team by elaborating a team strategy to achieve the set life goal.
- After completing the course, each student should:

*know:*

- Methods of generating new ideas in solving professional and practical problems, including in interdisciplinary areas.
- Possible non-standard situations that may arise in the educational and professional activities.
- Meaning and degree of social and ethical liability that arises when wrong decisions are made in non-standard educational and professional situations.
- Features and mechanisms of self-development and self-fulfillment.

*be able to:*

- Act in non-standard situations arising in the educational and professional activities.
- Make decisions in non-standard situations observing the principles of social and ethical responsibility.
- Utilize personal abilities and creative potential in various activities and social communities.

*possess:*

- Methods of analysis and synthesis; methods and techniques of work in non-standard situations arising in the educational and professional activities.
- Methods of decision making in non-standard situations, excluding negative implications of social and ethical nature.
- Ways to utilize personal abilities and creative potential in various activities and social communities.
- Methods of self-development and self-fulfillment in educational, professional and other spheres.

The proposed program provides pedagogical support of professional and personal development of students, raising awareness of their own capabilities, needs and aspirations, of specific professional sphere (according to a major field of study); development of personal and professional qualities, readiness to move towards the goal, take up an active position in life and assume responsibility for



it, readiness to overcome difficulties and problems in professional activity already at the initial stage of education.

Nowadays, it is impossible to ignore the problem of value attitude to the child's efforts as the basis of success in any activity. The program completion will result in the student's ability to project an educational route for career progression and personal development, as well as to transform a personal path of professional development, to identify indicators of changes in own personal and professional development, to take an active role in own personal and professional development, to shape and expand own professional space by establishing new social and professional contacts (Medvedeva et al., 2018a).

Raising professional competence of students in the field of personal and professional development and self-education capacitates them to build models and strategies of professional development that encapsulate factors of competitiveness and to use the benefits of the most advanced technologies of self-development.

## **CONCLUSIONS.**

Projection of an individual educational route of a student as a basis for the student's professional future is underpinned by the free choice of activity (creative, scientific, designing, etc.) which corresponds to the individual personal needs. This mechanism is enabled by the variable design of educational process and openness to changes.

The modern world is in need of specialists having a capacity to successfully and effectively find, define and fulfill themselves in changing socio-economic conditions with regard to their career planning and implementation. One of the main goals of higher education is professional and personal development with a view of successful self-fulfillment.

Thus, even in the process of learning in the educational environment of the university students have the opportunity to study the best practices for obtaining professional skills and experience, the very content of training and practical activities of a student can contribute to the personal and professional development of a future specialist, a specialist with a solid life position, personal and professional strategy, goals and action plans in the process of projecting a professional path.

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