

# THE IMPORTANCE OF HUMANISTIC PSYCHOLOGY IN PROFESSIONAL PERSONALITY DEVELOPMENT AND IN ENHANCING PROCESSES OF PROFESSIONAL SELF-AWARENESS

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## Abstract

This article explains scientific psychological theories that are important for professional personality formation and for developing processes of professional self-awareness, with particular emphasis on the significance of humanistic psychology. In addition, based on Abraham Maslow's hierarchy of needs theory, the article outlines the key psychological mechanisms of professional development and professional self-awareness.

**Keywords:** Personality, professional formation, professional development, scientific psychological theories, A. Maslow, needs theory, motivation, professional self-awareness, self-actualization.

## Introduction

### SHAXSNI PROFFISIONAL SHAKLLANTIRISHDA VA KASBIY O'Z O'ZINI ANGLASH JARAYONLARINI RIVOJLANTIRISHDA GUMANISTIK PSIXOLOGIYANING AHAMIYATI

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### **Annotatsiya:**

Ushbu maqolada shaxsni professional shakllantirishda va kasbiy o‘z o‘zini anglash jarayonlarini rivojlantirishda muhim bo‘lgan ilmiy psixologik nazariyalar, ular orasida gumanistik psixologiyaning ahamiyati izohlandi, shuningdek, Abraham Maslov (Ehtiyojlar ierarxiyasi nazariyasi) asosida kasbiy rivojlanish va kasbiy o‘z-o‘zini anglashning asosiy psixologik mexanizmlarini yoritib berildi.

**Kalit so‘zlar:** shaxs, professional shakllanish, kasbiy rivojlanish, ilmiy psixologik nazariyalar, A. Maslou, ehtiyojlar nazariyasi, motivatsiya, kasbiy o‘z o‘zini anglash, o‘zini-o‘zi ro‘yobga chiqarish.

Globally, the quality of education is increasingly being determined by the extent to which personnel have developed professional self-awareness, intellectual potential, and professional initiative. In leading educational and research centers worldwide, particular attention is being paid to scientific studies on the dynamics of professional suitability, professional responsibility, and the development of professional self-awareness; on students’ active and stable motives and the continuous strengthening of these motives; and on issues related to enhancing moral engagement and a sense of accountability that are linked to individual psychological characteristics. In this context, there is a growing need to focus on measures aimed at identifying and improving the key components that define the problem field: studying the phenomenon of students’ professional self-awareness; contemporary approaches to developing professional self-awareness; its psychological features; opportunities for its realization; psychological factors that influence it; and investigating the interrelationships among professional self-awareness, responsibility, and personality characteristics. Proceeding from this need, every parent, teacher, and mentor should first and foremost see the child as a person; educating our children to become mature individuals who possess self-awareness, independence, broad and critical thinking, and a conscious approach to life must be regarded as a core goal and task of the education sector.

Professional personality formation is the process by which an individual, on the basis of professional abilities, personal resources, motivation, and values, consciously chooses a profession, adapts to it, and continuously develops professional competencies.



A profession is a type of activity in which a person, possessing specific knowledge, skills, and competencies, carries out certain labor functions, fulfills a defined role in social life, and aims to obtain a stable income from this activity. A profession determines a person's position in society, their work within a particular field, and the contribution they make to the community or society.

Choosing a profession is one of the most important decisions in an individual's life, as this choice shapes their future quality of life, personal satisfaction, and impact on society. When a person selects a profession that corresponds to their interests, abilities, and values, it creates opportunities for self-development and professional growth.

Self-awareness is a person's conscious understanding of oneself—one's inner world, needs, values, and personal goals. This understanding includes recognizing who one is, what characteristics one possesses, what one is interested in, and what one considers important. Self-awareness helps an individual make sound life decisions, fully realize their potential, experience psychological well-being, and clarify life goals. This process develops through self-support, reflection, and working on one's emotions, behavior, and thoughts. Self-awareness is a crucial process that ensures personal development and psychological health.

In order to study professional development and processes of professional self-awareness in depth, psychology has developed a number of theories. These theories help to understand, in a comprehensive manner, an individual's internal capacities, the influence of the external environment, and the process of professional orientation.

### **1. Humanistic psychology**

- Abraham Maslow (Hierarchy of Needs theory): An individual's hierarchy of needs determines motivational drivers in professional development. By recognizing one's goals and needs, a person shapes their career path and professional objectives.
- Carl Rogers (concept of personal development and self-awareness): A person grows in their life trajectory and professional activity through "authentic self-awareness"; this process should be grounded in openness, sincerity, and intrinsic motivation.

## **2. Cognitive development theories**

- Jean Piaget and Lawrence Kohlberg’s developmental stages show how thinking and moral decision-making capacities influence professional activity. In professional self-awareness, the level of cognitive development and problem-solving ability plays an important role.

## **3. Theories of career choice and adaptation**

- Donald Super’s career development theory: Professional growth includes developmental stages (learning, gaining experience, stabilization, decline). At each stage, the individual becomes aware of and adjusts their abilities and career goals.
- John Holland’s vocational choice theory: Career selection depends on the congruence between personality characteristics and occupational requirements. Professional self-awareness is crucial for identifying an optimal person–job fit.

## **4. Social learning theory**

- Albert Bandura: In professional self-awareness, learning from social models and self-efficacy (confidence in one’s capabilities) are essential. In professional activity, belief in one’s own competence is viewed as a key factor for achieving success.

## **5. Existential psychology**

- Viktor Frankl’s meaning-centered therapy (logotherapy): Professional activity and self-awareness serve the individual in finding meaning in life. Experiencing one’s profession as meaningful strengthens psychological stability and enhances motivation.

In studying professional personality formation and the development of professional self-awareness, humanistic, cognitive, social, and existential psychological theories have significant value. They help explain—systematically—the processes of recognizing internal resources, forming motivation, and adapting to a profession. Approaches developed on the basis of these theories can support the effective organization of professional development. Among these perspectives, humanistic psychology views the person as a free, creative being capable of realizing their potential. This approach is especially



important in professional development and the enhancement of professional self-awareness in the following ways:

- Humanistic psychology helps the individual acknowledge their capacities, strengths, and limitations, and discover internal resources. This enables clearer goal-setting in professional growth and supports choosing a career aligned with the self.
- It emphasizes development driven not by external pressure, but by inner satisfaction and the desire for growth. This fosters stable and effective professional performance.
- Creative thinking and independent decision-making are central within the humanistic approach; these qualities promote innovation and effective problem-solving in professional practice.
- The humanistic perspective teaches the individual to act in professional life in harmony with personal values, which deepens professional self-awareness and increases job satisfaction.
- Through humanistic psychology, the person improves effective communication with others, teamwork, and leadership skills—competencies necessary for professional success.

Humanistic psychology contributes to forming a more mature and socially adaptive professional personality and supports professional self-awareness and personal growth. It enables the full раскрытие (realization) of internal potential, the selection of a distinctive professional path, and the development of strong motivation. In modern psychology, this process is closely linked with motivational needs, and the theory of one of the founders of humanistic psychology—Maslow—has particular importance. His “needs pyramid” clarifies key psychological mechanisms underlying professional development and professional self-awareness.

According to Abraham Maslow’s theory, an individual’s success at each professional stage is determined by the extent to which their needs are satisfied. At the level of physiological needs, a person requires stable income, wages, and comfortable working conditions. This stage constitutes the minimum foundation necessary to begin a professional path.

At the next level—safety needs—job stability, social protection, and guarantees for the future strengthen a person’s confidence in their profession.

The third level, social needs, is expressed through a person's integration into a team, acceptance within the professional environment, and the development of cooperation and communication skills. This stage is a key factor in the formation of professional identification, as the individual begins to perceive themselves as part of a professional community.

At the level of esteem needs, professional achievement, recognition, prestige, position, and status further intensify motivation. During this period, a person's self-confidence and distinctive professional identity are formed.

The highest tier of the pyramid—self-actualization—reflects the most mature stage of professional formation. At this stage, the individual rises not only as a specialist, but as a creator, innovator, and leader who fully demonstrates their capabilities. The person begins to perceive meaning, content, and inspiration in their work. This level is regarded as the peak of professional maturity.

Thus, professional personality formation is directly linked to the consistent development of needs within Maslow's pyramid, and the level of need satisfaction becomes the basis for the development of professional motivation, competence, stability, and creativity. This analysis once again confirms the importance of the motivational approach in studying personality and provides significant theoretical and practical conclusions for professional psychology. Maslow's hierarchy of needs is a scientific model that comprehensively explains professional formation: step-by-step satisfaction of needs strengthens motivation for career growth, develops competencies, and reinforces professional identification. Professional formation is not only the choice of an occupation, but also the process of self-understanding, self-realization of one's abilities, and finding one's place in society.

Below are theories and recommended literature that are important for professional personality formation and for developing processes of professional self-awareness. Studying and analyzing them—and grounding one's work in these theories—has a direct influence on professional formation and the development of professional self-awareness:

1. Maslow, A. — Motivation and Personality One of the key sources of humanistic psychology on the hierarchy of needs and personal development.
2. Rogers, C. — Self-Awareness and Personal Growth A theory focused on раскрытие (unfolding) inner potential and self-awareness.

3. Super, D. E. — Career Development Theory On stages of professional development and professional identity.
4. Holland, J. L. — Making Vocational Choices Examines congruence between the person and the occupation.
5. Bandura, A. — Self-efficacy: The Exercise of Control; and works on Social Learning Theory On self-efficacy and learning from social models.
6. Piaget, J. — Cognitive Development Theory On the development of thinking and decision-making processes.
7. Frankl, V. — Man’s Search for Meaning Existential psychology and meaning in professional activity.
8. Leontiev, A. N. — Activity and Personality Psychological approaches grounded in activity theory.
9. Vygotsky, L. S. — Social Development Theory The role of the social environment and learning in personality development.
10. Savickas, M. L. — Professional Identification and Career Development modern perspective on vocational orientation and self-awareness.

These theories and sources help to deeply understand the psychological foundations of professional formation and self-awareness. In many cases, these works serve as a basis for curricula, scientific articles, and applied research.

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