

УДК 159.9

DOI <http://doi.org/10.15421/102108>

ОСОБЛИВОСТІ ЗВ'ЯЗКУ ПРОФЕСІЙНОЇ МОТИВАЦІЇ З ЦІННІСНИМИ ОРІЄНТАЦІЯМИ У АДВОКАТІВ PECULIARITIES OF RELATIONSHIP BETWEEN PROFESSIONAL MOTIVATION AND VALUE ORIENTATIONS OF THE LAWYERS

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Представлено фундаментальні психологічні наукові уявлення щодо розуміння феномену професійної мотивації та ціннісних орієнтацій у адвокатів. Обґрунтовано актуальність теми, предмет, об'єкт, мету, завдання, психодіагностичний інструментарій роботи, концептуальну гіпотезу дослідження. За допомогою математико-статистичних методів встановлено особливості зв'язку професійної мотивації з ціннісними орієнтаціями в адвокатів, зокрема: негативний кореляційний зв'язок між таким показником емоційної спрямованості як «практична» та таким показником мотиваційної структури як «мотиви комфорту та власної безпеки»; позитивний кореляційний зв'язок між таким показником емоційної спрямованості як «естетична» та таким показником мотиваційної структури як «мотивація загальної активності»; негативний кореляційний зв'язок між таким показником емоційної спрямованості як «акізитивна» та таким показником мотиваційної структури як «мотивація творчої активності»; позитивний кореляційний зв'язок між таким показником емоційної спрямованості як «акізитивна» та таким показником мотиваційної структури як «мотивація соціальної корисності зусиль»; негативний кореляційний зв'язок між таким показником емоційної спрямованості як «комунікативна» та стажем роботи; позитивний кореляційний зв'язок між показником «загальна інтернальність» і такими компонентами мотиваційної структури як «мотив самоповаги» та «ініціативність»; негативний кореляційний зв'язок між показником «інтернальність у галузі невдач» та таким компонентом мотиваційної структури як «вольові зусилля». Розглянуто теоретико-методологічну основу дослідження щодо структури

та компонентів професійної мотивації, а також якостей ціннісно-орієнтаційної сфери, що вирізняються залежно від трактування науковцями зазначених феноменів.

Ключові слова: мотивація, професійна мотивація, ціннісні орієнтації, копінг-поведінка, адвокати.

The information of domestic and foreign scholars on the issues about the peculiarities of relationship between professional motivation and value orientations of the lawyers is considered. The results of the empirical study on the peculiarities of the relationship between lawyers' professional motivation and value orientations are presented, namely we have found out: positive correlation between the indicator of «general internality» and such component of the motivational structure as «self-esteem motive»; positive correlation between the indicator of «general internality» and such component of the motivational structure as «initiative»; negative correlation between the indicator of «internality in the field of failures» and such component of the motivational structure as «willful effort»; positive correlation between «extraversion» indicator and such component of the motivational structure as «willful effort»; negative correlation between the indicator of «neuroticism» and such component of the motivational structure as «motive of striving for success»; negative correlation between «neuroticism» and age, as well as negative correlation between «neuroticism» and seniority; negative correlation between such indicator of coping behavior in stressful situations as «avoidance» and such component of the motivational structure as «internal motive»; positive correlation between such indicator of emotional orientation as «gloric» and such component of the motivational structure as «avoidance motive»; negative correlation between such indicator of emotional orientation as «aesthetic» and such component of the motivational structure as «internal motive»; negative correlation between such indicator of emotional orientation as «aesthetic» and such component of the motivational structure as «avoidance motive».

Keywords: motivation, professional motivation, value orientations, coping behavior, lawyers.

Problem identification. The relevance of the research is that the changing modern society makes special demands on lawyers, first of all, on their professionalism, functionality and structural flexibility. Being on the path of professional development, a lawyer acquires the assimilation of certain norms,

values, role models, knowledge and qualities, he inevitably has social relations with other people who belong to his professional environment. In fact, the value-oriented sphere is holistic formation of personality, which, to some extent, determines the motivation of the behavior, and, consequently, creates a single motivational structure, where values are closely linked to needs, motives, motivation, attitudes, and behavior itself. Motives are the main driving force, the causative agent of human behavior, and, consequently, the main stimulant for personal development. Human value orientations are a part of the structure of the motivational sphere of a person and can be defined as general guidelines for the individual, his idea of the perfect parameters of existence. The relevance is also justified by the long processes of legal and legislative transformations of the society and our state as the whole, the standardization of the legislative sphere in accordance with international standards. Today, the interest of both foreign and domestic scholars to the problem of motivation and its relation with the value-oriented sphere is growing, as it is one of the most important conditions for professional development of the advocates, their self-education and self-improvement in professional activity, which determines the relevance of the chosen topic in both general psychological and applied aspects.

The objective of the article is to substantiate theoretically and empirically the peculiarities of relationship between professional motivation and value orientations of the lawyers.

Presentation of the main material. The object of the research is professional motivation and value orientations. The subject of the research is the peculiarities of relationship between lawyers' professional motivation and value orientations.

The conceptual hypothesis of the empirical research is to assume that there are the peculiarities of relationship between professional motivation and value orientations of the lawyers.

Empirical hypotheses:

1. There is relationship between the indicator of the general internal locus of control and such components of the motivational structure as «self-esteem» and «initiative» of the lawyers.
2. There is a link between the rate of extraversion and such component of the motivational structure as «willful effort» of the lawyers.
3. There is connection between the rate of extraversion and such component of the motivational structure as «motive of striving for success» of the advocates.
4. There is relationship between coping behavior in stressful situations, focused on problem-solving and such component of the motivational structure as «internal motive» of the lawyers, and, in turn, the inverse relationship between the rate of coping behavior in stressful situations is avoidance-oriented and the component of the motivational structure «internal motive».
5. There is connection between the gloric emotional orientation associated with the need for self-affirmation of the lawyers and such component of the motivational structure as «motive of avoidance».

6. There is a link between the practical emotional orientation associated with the success or failure of the attorneys and such component of the motivational structure as «planned level of effort mobilization».

7. There is connection between the hedonistic emotional orientation associated with meeting the needs for physical and mental comfort of the lawyers and such component of the motivational structure as «willful effort».

8. There is relation between aesthetic emotional orientation associated with the need to be in harmony with the environment and the indicator of motivational structure as «motivation for general activity».

To achieve this goal and test these hypotheses, the following tasks are set: to carry out a theoretical analysis of the nature of professional motivation and value-oriented sphere of the lawyers; to find valid and reliable psychodiagnostic tools for empirical research; to investigate the peculiarities of relationship between lawyers' professional motivation and value orientations empirically; to determine further prospects of the research.

The following research methods have been chosen to solve the set tasks:

- theoretical: analysis of scientific literature on the research; methods of logical and psychological analysis (classification, systematization, comparison, generalization) - to reveal the psychological content of the peculiarities of relationship between advocates' professional motivation and value orientations;

- empirical: survey, which was implemented using the following psychodiagnostic techniques: «Methods of studying professional identity» (by L. Schneider); «Questionnaire of the level of subjective control» (by J. Rotter, adapted by E. Bazhin, S. Golinkina, A. Etkind); «Personal Questionnaire» (EPI) (by G. Eysenck); «Questionnaire of coping behavior in stressful situations» (by S. Norman, D. Endler, D. James, M. Parker; adapted version by T. Kryukova); questionnaire «Diagnosis of the components of the motivational structure» (by V. Gerbachevsky); «Methods of studying the emotional orientation of the individual» (B. Dodonov); inventory «Diagnosis of the motivational structure of personality» (by V. Milman) and «Methods of diagnosis of achievement motivation» (by A. Mehrabian, modification of M. Magomed-Eminov);

- methods of mathematical data processing: Kolmogorov-Smirnov criterion - to determine the nature of the distribution of the studied features and the r- linear Pearson correlation coefficient - to establish the relationship between the studied features. Statistical data processing was performed using the SPSS statistical software;

- interpretive: classification and generalization of the obtained results.

Methodological and theoretical basis of the study are fundamental researches of both foreign and domestic scientists: regarding the motivational sphere of personality (V. Goncharov, A. Leontiev, A. Maslow, D. McClelland, S. Radomsky, D. Uznadze, M. Csíkszentmihályi, A. Goralsky, G. Eysenck, J. Guilford, G. Allport, T. Hunt, N. Kudryavtseva, V. Kunitsyna, V. Shadrikov, O. Leontiev, S. Rubinstein, V. Aseev, I. Bekh, M. Boryshevsky, E. Ilyin, V. Merlin, D. Hull, D. Atkinson, F. Herzberg), regarding value orientations as personal meanings (B. Zeigarnyk, B. Bratus, L. Kogan, O. Leontiev, E. Sokolov).

The scientific works of N. Lapin, O. Leontiev, V. Shvyrkov, P. Shikhirev, A. Yadov, K. Abulkhanova-Slavskaya, L. Buiv, K. Levin are devoted to the study of the values of the individual and his relations with other individuals and the world generally. V. Abelbeisov, A. Bozhovych, L. Slavina, N. Morozova, B. Mukhina, L. Schneider, E. Spranger, J. Holland, M. Rokich researched values and value orientations as the main characteristics of personality, the specifics of advocacy was considered in works of A. Boychuk, S. Bobrovnyk, T. Varfolomeeva, I. Hlovatsky, M. Kosenko, N. Onishchenko, V. Pogorilko, P. Rabinovych, V. Svintsitsky, V. Sviatotska, O. Sviatotsky, S. Slyvka, L. Tatsiy, O. Tikhomirov.

Summarizing the above analysis of literature sources regarding methodological and theoretical research, we can conclude that there are different approaches to the structure and components of professional motivation, as well as the qualities of value-oriented sphere, which differ depending on the interpretation of these phenomena and their vision of basic elements as a part of the described structures. Thus, considering the phenomenon of motivation, it was found that motivation is the construct that denotes a material or ideal object, the achievement of which is the reason of the activity itself. In turn, professional motivation is a set of internal and external driving forces that motivate a person to work and make this activity focused, aiming at achieving certain goals. Theoretical analysis of the literature relating value orientations made it possible to take as the key concept such definition - the elements of the internal structure of personality, formed and enshrined in the life experience of the individual in the processes of socialization and social adaptation, through the individual's acceptance of certain values, perceived as the framework of the ultimate meanings and fundamental goals of life, as well as determine the acceptable means of their implementation.

In fact, after conducting the empirical study and testing the first empirical hypothesis on the relationship between the indicator of the general internal locus of control and such components of the motivational structure as «self-esteem» and «initiative» of the lawyers, comparison of relevant indicators was made according to the questionnaire «Questionnaire of the level of subjective control» by J. Rotter (adapted by E. Bazhin, S. Golinkina, A. Etkind) and the questionnaire «Diagnosis of the components of the motivational structure» (by V. Gerbachevsky). The results of the correlation between these indicators are shown in table 1.

As we can see from the table, positive correlation was found between the indicator of «general internality» and such component of the motivational structure as the «motive of self-esteem» (at the level of significance $r = 0.273$; $p \leq 0.05$). This fully confirmed the first part of the first empirical hypothesis that there is relationship between the indicator of the general internal locus of control and such component of the motivational structure as the «motive of self-esteem» of the lawyers. Also, positive correlation was found between the indicator of «general internality» and such component of the motivational structure as «initiative» (at the level of significance $r = 0.293$; $p \leq 0.05$), which, in turn, fully confirmed the second part of our first empirical hypothesis about the existence of connection between the indicator of the general internal locus of control and such component of the motivational structure as «initiative» of the testees.

Table 1

Correlation between the indicators of the level of subjective control and the components of the motivational structure

Components		Professional motivation							
		Internal motive	Motive of avoidance	Competitive motive	Motive of self-esteem	Regularity of results	Willful effort	Assess of the potential	Initiative
Value orientations	Idi	-0,133	-0,146	-0,085	0,273*	-0,148	-0,032	-0,065	0,293*
	Ia	-0,184	-0,110	0,016	-0,139	-0,213	0,196	0,128	0,194
	If	-0,184	0,133	0,022	-0,181	0,091	-0,462**	0,149	-0,009
	Ifr	-0,051	-0,015	0,156	0,008	-0,042	-0,156	0,039	0,160
	Ip	0,107	-0,052	0,196	0,161	0,021	-0,131	0,000	-0,100
	Ii	-0,237	0,092	-0,059	-0,192	0,023	0,060	0,187	-0,173
	Ih	-0,159	-0,091	0,131	0,190	0,214	0,127	0,247	-0,052

Note: ** – $p \leq 0.01$; * – $p \leq 0.05$

Symbols: Idi - general internality; Ia - internality in the field of achievements; If - internality in the field of failures; Ifr - internality in the field of family relationships; Ip - internality in the field of production relations; Ii - internality in the field of interpersonal relationships; Ih - internality in the field of health and disease relationships

In addition, negative correlation was found between the indicator of «internality in the field of failures» and such component of the motivational structure as «willpower» (at the level of significance $r = -0.462$; $p \leq 0.01$), which was not predicted by our hypothesis. Thus, it can be argued that our first empirical hypothesis about the existence of relationship between the indicator of the general internal locus of control and such components of the motivational structure as «self-esteem» and «initiative» of the advocates, has been fully confirmed. This suggests that lawyers with a high level of subjective control are internal individuals who believe that most important events in their lives are the result of their own actions, and allows us to talk about them as more confident, calmer and more friendly. They are characterized by more positive system of attitudes to the world and great awareness of the meaning and values of life, which is reflected in professional motivation, the main components of which are the motives of self-esteem and initiative, because the testees are responsible for their lives, in particular professional activity.

To check our second empirical hypothesis about the relationship between the rate of extraversion and such component of the motivational structure as «willful effort» of the lawyers, we compared the relevant indicators using the «Personal Questionnaire» by G. Eysenck and the questionnaire «Diagnosis of components of motivational structure» (by V. Gerbachevsky). The results of the correlation between these indicators are shown in table 2.

Based on the data shown in table 2, positive correlation was found between the indicator «extraversion» and such component of the motivational structure as «willful effort» of the lawyers (at the level of significance $r = 0.315$; $p \leq 0.05$). It fully confirmed the second empirical hypothesis that there is relationship between the rate of extraversion and such component of the motivational structure as

«willful effort» of the attorneys. Thus, the obtained results indicate that the respondents have pronounced rate of extraversion, in other words they are self-confident, sociable, quite impulsive, focused on external factors and mostly guided by strong-willed efforts to perform their tasks.

Table 2

Correlation between indicators of individual psychological characteristics and components of the motivational structure

Components		Professional motivation				
		Internal motive	Motive of self-esteem	Regularity of results	Willful effort	Assess of the potential
Value orientations	Extraversion	-0,176	0,143	0,003	0,315*	0,095
	Neuroticism	-0,018	-0,037	0,052	0,178	-0,012

Note: * – $p \leq 0.05$

To check our the third empirical hypothesis about connection between the rate of extraversion and such component of the motivational structure as the «motive of striving for success» of the advocates we compared the relevant indicators in accordance with «Personal Questionnaire» by G. Eysenck and «Methods for diagnosing achievement motivation» by A. Mehrabian, modification of M. Magomed-Eminov. The results of the correlation between these indicators are shown in table 3.

Table 3

Correlation between indicators of individual psychological characteristics and indicators of achievement motivation

Components		Professional motivation			
		Age	Seniority	Motive of striving for success	Motive for avoiding failure
Value orientations	Extraversion	-0,177	-0,172	-0,052	0,143
	Neuroticism	-0,284*	-0,276*	-0,747**	-0,037

Note: ** – $p \leq 0.01$; * – $p \leq 0.05$

Based on the indicators in table 3, we found negative correlation between the indicator of «neuroticism» and such component of the motivational structure as the «motive of striving for success» (at the level of significance $r = -0.747$; $p \leq 0.01$), which denies our assumption that there is connection between the rate of extraversion and such component of the motivational structure as the «motive of striving for success» of the lawyers. This suggests that the more emotional stability is expressed among the testees (the feature that expresses the preservation of organized behavior, situational focus in normal and stressful situations), the less they are guided by the motive of striving for success, which is seen as relatively stable desire to achieve high results in activities. Thus, our third empirical hypothesis has not been confirmed. In addition, in this table we have compared

such individual characteristics of the respondents as age and seniority, which are also related to the value-oriented sphere of lawyers. Thus, such correlations were found as negative correlation between the indicator of «neuroticism» and age (at the level of significance $r = -0.284$; $p \leq 0.05$), as well as negative correlation between the indicator of «neuroticism» and seniority (at the level of significance $r = -0.276$; $p \leq 0.05$).

We used a similar procedure to test our fourth empirical hypothesis about the relationship between coping behavior in stressful situations, focused on problem solving and such component of the motivational structure as the internal motive of attorneys, and, in turn, the feedback between the indicator of coping behavior in stressful situations, focused on avoidance and the component of the motivational structure «internal motive». We compared the relevant indicators according to the «Questionnaire of coping behavior in stressful situations» (by S. Norman, D. Endler, D. James, M. Parker; adapted version by T. Kryukova) and the questionnaire «Diagnosis of the components of the motivational structure» (by V. Gerbachevsky), as well as professional identity according to the «Methods of research of professional identity» (by L. Schneider). The results of the correlation between these indicators are shown in table 4.

Table 4

Correlations between indicators of coping behavior, components of motivational structure and identity

Components		Professional motivation						
		Internal motive	Motive of avoidance	Competitive motive	Motive of self-esteem	Regularity of results	Willful efforts	Identity
Value orientations	Problem solving	0,337**	0,050	0,142	0,002	-0,248	0,243	-0,045
	Emotions	0,018	-0,067	0,040	0,048	0,065	0,077	0,057
	Avoidance	-0,313*	0,026	-0,024	-0,013	-0,045	-0,010	0,079
	Subscale of distraction	-0,086	-0,050	-0,048	0,287*	0,093	0,095	-0,332**
	Subscale of social distraction	-0,098	-0,157	-0,097	-0,031	-0,102	-0,196	0,205

Note: ** – $p \leq 0.01$; * – $p \leq 0.05$

Thus, according to the results of the comparison shown in table 4, indicators of coping behavior in stressful situations according to «Questionnaire of coping behavior in stressful situations» (by S. Norman, D. Endler, D. James, M. Parker; adapted version by T. Kryukova) and components of motivational structure in the questionnaire «Diagnosis of the components of the motivational structure» (by V. Gerbachevsky) we have found positive correlation between the indicator of coping behavior in stressful situations on the scale of «problem solving» and such component of motivational structure as «internal motive» of the advocates (at the level of significance $r = 0.337$; $p \leq 0.01$). This fully confirmed the first part of the

fourth empirical hypothesis that there is relationship between coping behavior in stressful situations, focused on solving problems and such component of the motivational structure as the internal motive of the advocates. According to the information in this table, negative correlation was also found between the indicator of coping behavior in stressful situations of «avoidance» and such component of the motivational structure as «internal motive» (at the level of significance $r = -0.313$; $p \leq 0.05$), which, in turn, fully confirmed the second part of our fourth empirical hypothesis about the existence of a link between the indicator of coping behavior in stressful situations, focused on avoidance and the component of the motivational structure «internal motive». Therefore, our fourth empirical hypothesis regarding the relationship between coping behavior in stressful situations, focused on problem solving and such component of the motivational structure as the «internal motive» of the lawyers, and, in turn, the feedback between coping behavior in stressful situations, focused on avoidance and the component of the motivational structure «internal motive» has found its full confirmation. Thus, we can conclude that the testees who choose a strategy for solving problems in stressful situations are guided by internal motive, in other words they express enthusiasm for the task, and the respondents who choose a strategy of avoidance in stressful situations - vice versa. In addition, based on the indicators of the mentioned questionnaires, positive correlation was found between the indicator of coping behavior in stressful situations of «distraction» and such component of the motivational structure as «self-esteem motive» (significance level $r = 0.287$; $p \leq 0.05$). Additionally, according to the results of «Questionnaire of coping behavior in stressful situations» (by S. Norman, D. Endler, D. James, M. Parker; adapted version by T. Kryukova) and «Methods of professional identity research» (by L. Schneider), we could establish negative correlation between the indicator of coping behavior in stressful situations on the distraction subscale and the scale «identity» (at the level of significance $r = -0.332$; $p \leq 0.01$).

To check our fifth empirical hypothesis regarding the connection between the gloric emotional orientation associated with the need for self-affirmation of the lawyers and such component of the motivational structure as the «motive of avoidance», comparison of relevant indicators was made according to «Method of research of emotional orientation» (by B. Dodonov) and the questionnaire «Diagnosis of the components of the motivational structure» (by V. Gerbachevsky). The results of the correlation between these indicators are shown in table 5.

Based on the data presented in table 5, positive correlation was established between the indicator of emotional orientation on the scale «gloric» and such component of the motivational structure as «avoidance motive» (at the level of significance $r = 0.380$; $p \leq 0.01$). It fully confirms our fifth empirical hypothesis that there is relation between the gloric emotional orientation associated with lawyers' need for self-affirmation and such component of the motivational structure as the «avoidance motive». That is, we can conclude that the testees with gloric emotional orientation, which is associated with the need for self-affirmation and glory, have motive of avoidance, so these respondents avoid those situations in

which they do not feel their advantage, choosing only those where they can assert themselves.

Table 5

Correlation between indicators of emotional orientation and components of motivational structure

Components		Professional motivation						
		Internal motive	Motive of avoidance	Motive of self-esteem	Willful efforts	Assess of the potential	Planned level of mobilization	Regularity of results
Value orientations	Altruistic	0,037	0,028	0,075	-0,212	-0,044	0,069	-0,035
	Communicative	-0,019	0,088	0,024	0,072	0,010	0,137	-0,021
	Gloric	-0,035	0,380**	-0,050	0,179	0,091	-0,063	0,165
	Practical	0,111	0,003	0,133	-0,048	-0,074	0,282*	-0,053
	Pugnic	0,066	-0,018	0,219	0,100	-0,228	-0,005	-0,135
	Romantic	-0,193	-0,235	-0,022	0,194	-0,001	-0,199	-0,060
	Gnostic	0,116	0,051	-0,043	-0,047	0,037	0,007	-0,003
	Aesthetic	-0,289*	-0,261*	-0,071	-0,219	-0,121	-0,053	0,003
	Hedonistic	-0,105	0,026	0,057	0,329*	-0,204	0,081	-0,066
	Acquisitive	0,112	0,036	-0,058	-0,082	-0,044	-0,076	0,085

Note: ** – $p \leq 0,01$; * – $p \leq 0,05$

To check our sixth empirical hypothesis regarding the relationship between the practical emotional orientation associated with the success or failure of the lawyers and such component of the motivational structure as the «planned level of effort mobilization», we used the data in table 5 to compare the required indicators. Thus, according to the results shown in table 5, positive correlation was found between the indicator of emotional orientation «practical» and such component of the motivational structure as «planned level of effort mobilization» (at the level of significance $r = 0.282$; $p \leq 0.05$). Therefore, our sixth empirical hypothesis about the existence of connection between the practical emotional orientation associated with the success or failure of the advocates and such component of the motivational structure as the «planned level of effort mobilization» has been fully confirmed. In this regard, it is possible to conclude that the testees with the practical emotional orientation associated with the success or failure of their activities is dominated by such component of the motivational structure as the planned level of effort mobilization, in other words such respondents understand what level of mobilization they need to achieve the goals successfully. In addition, we have found negative correlation between the indicator of emotional orientation «aesthetic» and such component of the motivational structure as «internal motive» (at the level of significance $r = -0.289$; $p \leq 0.05$) and negative correlation between an indicator of emotional orientation «aesthetic» and such component of the motivational structure as «avoidance motive» (at the level of significance $r = -0.261$; $p \leq 0.05$).

To check the seventh empirical hypothesis about the relationship between the hedonistic emotional orientation associated with meeting the needs for physical

and mental comfort of the lawyers and such component of the motivational structure as «willful effort», the indicators of table 6 were used to compare the necessary results.

Table 6

Correlation between indicators of emotional orientation and components of motivational structure

Components		Professional motivation							
		Seniority	S - motivation to support, life support	C - motives of comfort and own safety	S - status-prestigious motivation	O - motivation to communicate	D - motivation of general activity	DR - motivation for creative activity	OD - motivation for the social usefulness of efforts
Valuations	Altruistic	0,120	-0,006	0,122	0,066	0,022	-0,228	-0,049	0,173
	Communicative	-0,273*	-0,061	0,046	0,235	0,085	-0,139	0,132	0,135
	Gloric	0,009	-0,188	0,200	-0,121	0,064	-0,040	-0,030	0,139
	Practical	0,080	0,169	-0,275*	0,010	-0,092	-0,057	-0,073	-0,198
	Pugnic	-0,014	0,019	0,234	-0,101	0,061	-0,049	0,176	0,190
	Romantic	0,129	-0,039	0,136	-0,079	-0,132	0,072	0,180	0,195
	Gnostic	0,062	-0,156	-0,044	-0,137	-0,019	0,030	-0,139	0,012
	Aesthetic	0,081	-0,138	0,152	-0,081	-0,006	0,286*	-0,025	0,019
	Hedonistic	-0,202	0,036	-0,141	-0,115	0,085	0,138	0,043	0,063
	Acquisitive	-0,025	0,126	0,132	-0,155	0,163	-0,129	-0,259*	0,265*

Note: * – $p < 0.05$

Therefore, based on the data in table 6, positive correlation was found between such indicator of emotional orientation as «hedonistic» and such component of the motivational structure as «willful effort» (at the level of significance $r = 0.329$; $p \leq 0.05$). Thus, our seventh empirical hypothesis about the existence of relationship between the hedonistic emotional orientation associated with meeting the needs for physical and mental comfort of the attorneys and such component of the motivational structure as «willful effort» has been fully confirmed. So, it is possible to conclude that the respondents with the hedonistic emotional orientation associated with meeting the needs of physical and mental comfort are guided by such component of the motivational structure as volitional efforts, as the result they should make efforts to perform tasks or achieve goals that cause them some discomfort.

To check our eighth empirical hypothesis about the relationship between the aesthetic emotional orientation associated with the need to be in harmony with the environment and the indicator of motivational structure as «motivation for general activity», the comparison of the corresponding indicators was carried out according to the «Method of research of the personality emotional orientation» (by B. Dodonov) and «Diagnosis of the personality motivational structure» by V. Milman. The results of the correlation between these indicators are shown in table 6. Based on these results, negative correlation was found between such

indicator of emotional orientation as «practical» and such indicator of motivational structure as «motives of comfort and self-safety» (at the level of significance $r = -0.275$; $p \leq 0.05$). Positive correlation was established between such indicator of emotional orientation as «aesthetic» and such indicator of motivational structure as «motivation of general activity» (at the level of significance $r = 0.286$; $p \leq 0.05$). It confirms our eighth empirical hypothesis that there is relationship between the aesthetic emotional orientation associated with the need to be in harmony with the environment and the indicator of motivational structure as «motivation for general activity». Additionally, we have found out negative correlation between such indicator of emotional orientation as «acquisition» and such indicator of motivational structure as «motivation of creative activity» (at the level of significance $r = -0.259$; $p \leq 0.05$); positive correlation between such indicator of emotional orientation as «acquisition» and such indicator of motivational structure as «motivation of social usefulness of effort» (at the level of significance $r = 0.265$; $p \leq 0.05$). In addition, negative correlation was found between such indicator of emotional orientation as «communicative» and seniority (at the level of significance $r = -0.273$; $p \leq 0.05$).

Therefore, our conceptual hypothesis that there are peculiarities between lawyers' professional motivation and value orientations has been confirmed. As the result, we can conclude that the testees with aesthetic emotional orientation associated with the need to be in harmony with the environment and have motivation of general activity, which is component of the individual work orientation, in other words such respondents feel harmony with the whole environment in their professional experience.

Conclusion. In our study, it was found that the testees are characterized by similar profiles; we can see that lawyers have internal level of subjective control, which allows us to talk about them as confident, calm and friendly people. They are distinguished by positive system of attitudes to the world and great awareness of life values, that is reflected in professional motivation, the main components of which are the motive of self-esteem and initiative. They have indicators of extraversion, also they are emotionally stable, and, for the most part, guided by strong-willed efforts and the motive of striving for success. In stressful situations, they choose the strategy for solving problems, guided by intrinsic motive, furthermore they have gloric, practical, hedonistic and aesthetic emotional orientation, as well as the dominant motive of avoidance, the planned level of effort mobilization, willful and the predominant motivation of general activity, which is the component of personal activity. We can see prospects for further research in expanding the sample and further checking the hypotheses that have been put forward in our work.

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