

1. Андрейчук С. Управлінські засади розвитку вищої освіти України в умовах інтеграції в європейський освітній простір // Ефективність державного управління. – Львів : Вид-во ЛРІДУ НАДУ, 2007. – Вип. 12. – С. 13–18.
2. Вавренюк С.А. Проблеми та напрямки досягнення якості освіти на етапі реформування вищої освіти України / С.А. Вавренюк // Інвестиції: практика та досвід: науково-практичний журнал, серія Державне управління. – К. : ТОВ «ДКС Центр», 2018. – Вип. 14. – С. 79-83
3. Домбровська С.М. Основні пріоритети державної політики у сфері освіти // Державне управління у сфері цивільного захисту: наука, освіта, практика. Всеукр. наук.-практ. Інтернет-конф. (22–23 лютого 2017 р.). – Х. : НУЦЗУ, 2017, С. 8–9

*Качественно новым этапом в развитии отечественной системы высшего образования становится введение в действие государственных образовательных стандартов второго поколения. На современном этапе развития Украины, концепцию реформирования высшего образования нужно в корне пересматривать и создавать программу последовательного ее приближения к европейскому образовательному и научному пространству.*

#### **Zhanna Bogdan**

Candidate of Psychological Science, Associate Professor of the Department of Pedagogy and Psychology of Social Systems Management of the academician I. Zyazyun, National Technical University “Kharkov Polytechnic Institute”. (Ukraine)

#### **Nina Pidbutska**

Doctor of Psychology, Professor of the Department of Pedagogy and Psychology of Social Systems Management of the academician I. Zyazyun, National Technical University “Kharkov Polytechnic Institute”. (Ukraine)

### **PSYCHOLOGICAL FEATURES OF PROFESSIONAL BURNOUT OF MANAGERS AT HIGHER SCHOOLS**

**Keywords:** professional burnout, conditions of professional activity, professionogram, personal characteristics.

The thesis deals with theoretical and empirical study of the problem of professional burnout of managers at higher schools. Professional burnout is an integrated process that means the personality's specific response to the action of the system of various factors of professional environment with taking into account individual psychological features of the person in organizing his own professional activities.

It has been found out that managers at higher schools are mainly burnt out due to increased depersonalization, saving emotions and personal estrangement. Psychological personal characteristics have been distinguished that are specific for managers with high level of burnout. They include independence in social behavior, conservatism, carefulness and common sense in communication, emotional restraint, tendency to individual style of professional activity, pragmatism, focusing on objective reality, some dissatisfaction with oneself and lack of confidence in one's abilities. A complex of recommendations that can help to prevent emerging the syndrome of managers' burnout at higher schools has been developed.

**References:**

1. Попова Г. В. Социометрическое исследование динамических процессов в малой группе / Попова Г. В., Богдан Ж. Б. // монография. Warszawa: Diamond trading tour, 2015. — 36 с.
2. Pidbutska N. V. Future Engineers' Psychological Readiness for Common Competencies Development in the Process of Studying "Professional Psychology" / N. V. Pidbutska, A.Ye. Knysh, Yu. M. Chala // Наука і освіта. – 2017. – № 11. – С. 133-138.

*В тезисах проведен анализ проблемы профессионального выгорания руководителей среднего звена в высших учебных заведениях. На основе анализа основных научно-теоретических подходов было выявлено действие системы различных факторов профессионального окружения с учетом индивидуально-психологических особенностей руководителей.*

**Anastasiia Knysh**

Ph.D. in Psychology, Associate Professor, National Technical University “Kharkiv Polytechnic Institute” (Ukraine)

**COACHING APPROACH AS A NECESSARY CONDITION FOR THE MANIFESTATION OF LECTURER LEADERSHIP**

**Keywords:** coaching, leadership, higher education.

The modern system of higher education is in a state of constant search for the best ways to improve and synchronize with the requirements of the modern world. National transformations, and those technological changes that have taken a fierce pace in recent years, have also contributed to the transformation of higher education. Ten years ago, the teacher was the leader of valuable professional information that students could not get in another way, outside the walls of university. Today, numerous open-source online courses such as Stanford Online, Coursera, EdX offer information in interesting and visual formats, available 24 hours a day.

In this light, we believe that the most natural way of transforming traditional forms of classroom work into more modern is the use of a coaching approach in education. Coaching, which emerged at the end of the last century as an approach to developing the skills of athletes, was quickly borrowed by managers and psychologists to improve organizational performance and work with clients accordingly. The coaching approach focuses on the subject of the learning process and gives the teacher specific tools for work, which enable you to turn the usual process of mastering the lecture material into a bright intellectual journey.

**References:**

1. Аткинсон, М. (2013) Жизнь в потоке: Коучинг. М.: Альпина Паблишер, 330 с.
2. Голви, Т. (2010) Работа как внутренняя игра: 2-е изд. М.: Альпина Паблишер, 263 с.
3. Дауни, М. (2007) Эффективный коучинг: Уроки коучакоучей. М.: Добрая Книга, 288с.

*В тезисах анализируются проблемы высшего образования. Описываются вызовы, которые стоят перед современным преподавателем.*