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STANDARDIZATION OF THE BIG FIVE QUESTIONNAIRE FOR USE BY PSYCHOLOGISTS OF THE NATIONAL GUARD OF UKRAINE

The article addresses the issue of standardization of the Ukrainian version of a widely used psychodiagnostic tool for studying personality structure, namely, the Big Five questionnaire, which functions as a subjective method of personality self-assessment. It presents the results of an empirical study focused on the calibration and calculation of a number of psychometric indicators for the adapted Ukrainian-language version of this instrument. The researchers collected empirical data from a representative selection of cadets at the National Academy of the National Guard of Ukraine.

The text provides average statistical norms for the military student sample, as well as the results of a comparative analysis with previously obtained data from cadet samples at higher education institutions of the Ministry of Internal Affairs of Ukraine and police officers. The article also describes various individual-personality profiles, classifying them as positive, less positive, or negative in relation to their suitability for service activity in the National Guard of Ukraine.

Keywords: *The Big Five questionnaire, the National Guard of Ukraine, standardization, psychometric indicators, average statistical norms.*

Statement of the problem. One of the primary directions for enhancing the effectiveness of Ukraine's security and defense sector during wartime involves improving the system for psychological assessment and evaluation of personnel. This is especially necessary for professional selection of candidates, including those serving in units engaged in combat operations, as well as for appointing officials, conducting certification, and similar procedures. According to current legislation and regulatory acts of the Ministry of Internal Affairs (MVS) of Ukraine, the competitive selection process for service requires the use of psychological tests to assess the personal characteristics of candidates.

In recent years, Ukrainian scholars (such as V. Barko, O. Yevdokimova, V. Ostapovych, O. Moiseieva, V. Kryvolapchuk) have been actively engaged in refining psychodiagnostic tools for the comprehensive study of the personality traits of law enforcement personnel. These researchers have adapted well-known international tests for use in Ukraine, including Sobchik's Individual-Typological Questionnaire for determining personal characteristics, Badner's questionnaires of tolerance to uncertainty, and the

Jones – Crandall scale for diagnosing self-actualization.

Psychologists from other countries (for example, G. V. Barrett, R. F. Miguel, J. M. Hurd, S. B. Lueke, J. A. Tan, R. E. Cochraine, R. Tett, L. Vandecreek, M. Ono, D. A. Sachau, M. D. Taylor, J. T. Chibnall, P. Detrick, M. R. Smith, among others) also devote significant attention to examining the individuality of law enforcement professionals. The adaptation of foreign diagnostic instruments remains ongoing; however, the current selection of Ukrainian-language psychodiagnostics available to psychologists of the Ministry of Internal Affairs is insufficient for effectively addressing existing challenges and requires further development.

To study the individual characteristics of the employees of law-enforcement agencies and military service members, psychologists employ a valid and reliable tool – the Big Five personality test (BFPT). This diagnostic method was recently adapted into Ukrainian (V. I. Barko, V. V. Barko, V. P. Ostapovych, 2018), which has facilitated its wider use in the practice of psychologists within the policing authorities of Ukraine [3]. However, its application presents certain challenges,

especially in the comprehensive interpretation of personality profiles due to the substantial variability in scale combinations within the questionnaire. Additionally, difficulties arise in forming a scientifically grounded final prognosis of an individual's psychological readiness for fulfilling service duties. Currently, there is an insufficient amount of empirical data regarding the construction of personal profiles using the BFPT, particularly in relation to their impact on the operational and combat activities of members in the National Guard of Ukraine.

Experimental research in the specified direction continues. The authors of this article present the results of the standardization of the Ukrainian-language version of the BFPT psychodiagnostics questionnaire, carried out on a sample of cadets from the National Academy of the National Guard of Ukraine (NA NGU), as the absence of such norming does not allow psychologists to ensure the reliability and validity of test results.

Analysis of recent research and publications. The Big Five personality test is based on the five-factor model of individuality, which has gained significant popularity in recent years. This model is the result of many years of empirical research conducted in various countries, including English-speaking ones. Researchers devoted particular attention to the content of the factors and the development of instruments for their measurement, aiming to study individual character traits, typical behavioral patterns, emotional responses, as well as adaptive and compensatory capacities [7].

It is worth noting that the theoretical framework of the BFPT describes personality through five major attributes: extraversion, neuroticism, agreeableness, conscientiousness, and openness to experience. Extraversion manifests in a personality's orientation towards the external or internal world; extraverts are sociable and energetic, requiring strong external stimulation. Neuroticism is understood as an individual's inability to cope with stress-inducing situations; such anxious individuals tend to be irritable and timid. Conversely, emotionally stable people demonstrate calmness in response to life events. Introverts, in turn, are more independent, self-reliant, and individualistic. Agreeableness refers to altruism – these people are more likely to adopt group norms rather than insist on their own values. In contrast, disagreeable people are stubborn, persistent, and primarily concerned with their own interests. Conscientiousness represents the degree

of self-control over one's actions and activities; conscientious individuals exhibit self-discipline, reliability, and diligence, whereas less conscientious people are easily distracted and disorganized. Openness to experience reflects receptiveness to new knowledge and information; open individuals possess broad interests, mental flexibility, and a curiosity about the novel and unusual. On the other hand, those less open to new things have limited perspectives and tend to be more conservative.

The term "psychological profile" traditionally denotes a set of unique characteristics that mentally define a person. Such a profile outlines both the qualitative traits and the quantitative range of mental parameters that describe a professional in a given field; it serves as a comprehensive psychological portrait, used in practice to assess an individual's readiness for operational and combat duties (V. Barko, V. Barko, O. Moiseieva, 2022) [2].

Several personality questionnaires have been developed to examine these factors. Among the most widely used is the NEO-PI-R questionnaire, created by P. Costa and R. McCrae (Costa & McCrae, 1995 [7]), which consists of 240 items and enables the assessment of five key factors and six subordinate components. Each question is presented on a numerical, bipolar, five-point scale, featuring personality characteristics opposite in meaning.

Selecting a particular side of the scale indicates the degree of expression of a specific factor, whereas choosing the contrary side points to the presence of an antagonistic trait.

In the early 21 th century, researchers O. John, L. Naumann, and S. Soto developed their own version of the questionnaire known as the "BFI" (Big Five Inventory), which consists of 44 traits and allows assessment of an individual based on the five factors outlined above (John, Naumann, & Soto, 2008 [11]). This inventory features reverse scales, and each attribute is further divided into several character components. The use of the BFPT as proposed by these scholars does not require special permissions from the authors, and the Ukrainian-language version was developed on this basis as examined in the article (V. Barko, V. Barko, V. Ostapovych, 2018) [3]. During adaptation, data were collected concerning various psychometric indicators, including reliability, equivalence of forms, and internal consistency (for the Ukrainian version). The obtained results met

established psychometric standards.

In the process of validating respondents' answers, the data were subjected to factor analysis using the principal components method. At the initial stage and throughout the standardization of the Ukrainian version of the BFPT, a five-factor structure was identified, which was consistent with the theoretical model. The proportion of explained variance amounted to 14.0 %, 12.80 %, 10.40 %, 7.89 %, and 5.60 % for extraversion, conscientiousness, openness to experience, agreeableness, and neuroticism, respectively. Altogether, these five attributes in the Ukrainian-language adaptation accounted for 52.6 % of the total variance in the data set.

The criterion-related validity of the questionnaire is further supported by comparisons between the results obtained with the given test and those from other established methodologies. Specifically, a correlation ($r = 0.45$; $p = 0.05$) was found between the extraversion factor in the Big Five and the extraversion scale of the Eysenck Personality Inventory (EPI). Furthermore, factors from the BFPT correlated with those of the Individual-Typological Questionnaire: neuroticism showed a negative correlation with the extraversion scale, as well as with spontaneity and aggressiveness, while positive correlations emerged with introversion, sensitivity, and anxiety grid [3].

The distribution of received scores (both for the entire sample and for subgroups of men and women) was analyzed for conformity to the normal distribution law. The results supported the hypothesis that each Big Five factor point is normally distributed. The χ^2 criteria check found no significant differences in responses between male and female participants ($p = 0.05$) (V. Barko, V. Barko, 2018). Numerous authors have highlighted that this inventory can be used to predict the professional success of law enforcement personnel [3, 4, 8].

The purpose of the article is to standardize the adapted Ukrainian-language version of the foreign Big Five questionnaire.

To achieve this objective, several tasks were identified and set for execution: the development of a methodology for the standardization procedure, the administration of the test to a representative sample of cadets, and the establishment of test norms separately for male and female samples. The research methodology encompassed the following approaches: a review and analysis of literature addressing both theoretical and applied aspects of professional suitability, psychodiagnostic assessment, surveys and interviews, expert evaluations (to determine the level of professional effectiveness), and correlation analysis.

The object of the study is the Ukrainian version of the Big Five questionnaire, while the subject is the standardization process of this instrument.

Summary of the main material. The considered experiment was conducted in several stages throughout 2024–2025. In total, the selection comprised 260 individuals: 125 cadets from the command-and-staff and humanitarian faculties of the National Academy of the National Guard of Ukraine (NA NGU), aged between 21 and 29 years; 75 cadets from the psychology faculty of Kharkiv National University of Internal Affairs (KhNUIA), aged 20 to 24; and 60 patrol police officers, aged 26 to 35. Among the respondents, 45 were women (20 %). The sample quantitative size is representative (at a confidence level of 0.95 with a theoretical statistical error of 0.05). Selection was based on the expert assessment of "successful" cadets and police officers. All participants were thoroughly briefed on the procedure and purpose of the test.

As it is known, standardization involves the unification of administration procedures and scoring criteria for psychological tests. The process of standardizing a questionnaire traditionally comprises two main aspects: (a) developing uniform requirements for the experimental procedure, and (b) establishing unified criteria for interpreting results. During the adaptation phase, regulation progresses through three stages: establishing a single procedure for conducting the assessment, creating a unified system for interpreting the data obtained, and setting standard norms for test performance. To ensure consistent conditions of the evaluation, preparatory measures were undertaken before the assessment: participants received the questionnaire materials, the aim of the study was explained, and instructions were provided. The testing was carried out under standardized requirements for the environment: the classroom was sufficiently spacious, ventilated, and well-lit. All trials took place under identical conditions, with the same time constraints for everyone.

As previously mentioned, the Big Five questionnaire allows for the assessment of scores on five scales, as outlined in the article discussing the Ukrainian-language adaptation of this

methodology (V. Barko, V. Barko, V. Ostapovych, 2018) [3]. Table 1 presents the arithmetic means and standard deviations for the BFPT scales, calculated from the sample of cadets at the NA NGU.

The results indicate that the highest mean (38.90) was observed for openness to experience, while the lowest (27.30) pertained to neuroticism. Extraversion, agreeableness, and conscientiousness displayed average statistical norms in the range of 34–36 points with moderate standard deviations σ. This distribution reflects a normal spread of results with relatively low variability. For example, a cadet with a mean extraversion score of 34.50 (σ = 5.00) is classified as having a moderately extraverted personality type.

Table 1 also demonstrates that the grid reflecting the trait "Openness to Experience" has the highest mean score, while "Neuroticism" records the lowest average. The mean values for all scales fall within the expected range (5–45 points), and the standard deviation does not exceed 7 points. This confirms the statistical reliability of the questionnaire's adaptation: the indices for each scale show a normal distribution with moderate variance.

To facilitate the calculation process, the authors applied a nonlinear standardization of participants' test results. The conversion of raw scores to unified values was carried out using the sten scale – a basic scale ranging from 1 to 10, with a mean of 5.5 and a standard deviation of 2 parameters.

Table 2 presents the conversion scheme for "raw" scores from the Big Five questionnaire into sten points for each scale. Each factor gets intervals of "raw" numbers corresponding to a particular sten score from 1 to 10. For instance, on the extraversion scale, a "raw" score between 5 and 8 is equivalent to a sten of 1; a score of 10–13 corresponds to sten 2; 14–17 to sten 3, and so forth. Similar intervals are established for the other scales. This scheme aids in interpreting individual results: each "raw" score is automatically converted into a standardized sten, uniform for all respondents, which characterizes the degree to which a specific trait is formed.

Table 2 shows that the scales "Conscientiousness" and "Openness to Experience" cover a broader range, up to 45 and 50 points, respectively. The conversion rules make it possible to compare the degree of expression of traits; for example, a score of 37 on the extraversion scale is converted to a sten score of 9, which is considered a high level of extraversion for this sample. Based on the BFPT results, a psychologist can identify dominant tendencies (response types) among respondents.

Table 1 – Average and standard deviations for personality traits according to the BFPT scales

No.	Personality traits	Derivation	
		mean	typical
1	Extraverts	34.50	5.00
2	Agreeable	34.054	4.10
3	Self-disciplined	36.10	4.89
4	Neurotic	27.30	3.50
5	Open people	38.90	6.75

Table 2 – Conversion scheme for "raw" BFPT points into sten scores (according to a separate grid)

BFPT factor	Sten									
	1	2	3	4	5	6	7	8	9	10
Extraversion	5–8	10–13	14–17	18–21	22–25	26–29	30–33	34–36	37–38	39–40
Neuroticism	5–8	10–13	14–17	18–21	22–25	26–29	30–32	33–35	36–38	39–40
Agreeableness	5–9	10–13	14–17	18–21	22–26	27–31	32–35	36–39	40–42	43–45
Conscientiousness	5–9	10–13	14–17	18–21	22–26	27–31	32–35	36–39	40–42	43–45
Openness	5–10	11–15	16–20	21–25	26–31	32–35	36–39	40–43	44–47	48–50

Note. Sten scores of 1–3 indicate a low level of psychological trait development; 4–7 – average (intermediate) degree; 8–10 – high level.

In particular, normative and elevated scores (6 stens and above) on the "Extraversion" and "Openness to Experience" grid (which belong to the "sthenic" type of response), as well as reduced scores (below 4 stens) on the "Neuroticism," "Conscientiousness," and "Agreeableness" scales (which correspond to the "hyposthenic" register), clearly indicate a sthenic personality type. Individuals who show low points on the sthenic scales (less than 4 stens) and elevated points on the hyposthenic scales (more than 6 stens) are classified as having a hyposthenic response type. If the scores for both sthenic and hyposthenic scales fall within the average range (4–6 stens), this indicates a mixed response type.

Table 3 presents the proportion (in percentage terms) of cadets who belong to the sthenic, hyposthenic, or mixed response types. The data are shown separately for military students of the NA NGU and KhNUIA. As can be seen from the sheet, the majority of cadets from both higher education institutions display sthenic (energetic) tendencies: 47 % among NA NGU officer candidates and 43 % among KhNUIA candidates. A smaller proportion exhibit hyposthenic (delayed) tendencies – 14 % and 20 %, respectively. The mixed response type (a combination of features from both previous categories) was observed in 39 % of individuals in each group.

Table 3 – Distribution of respondents by leading trends

Respondent group	Major trends, %		
	sthenic	hyposthenic	mixed
NA NGU cadets	47	14	39
KhNUIA cadets	43	20	39

The main finding is as follows: among the cadets of the NA NGU, the most prevalent was the sthenic personality type (47 %), which corresponds to the high mean scores on the "Extraversion" and "Openness to Experience" scales (Table 1). Conversely, only 14 % of NA NGU students were classified as hyposthenic type. Comparison between NA NGU and KhNUIA indicates that the proportion of hyposthenic military candidates is somewhat higher at the latter (20 %). In both groups, 39 % of the cadets exhibit a mixed type of personality tendencies.

Therefore, the majority of respondents demonstrate dominant sthenic response tendencies (43–47 %), which are desirable for law enforcement activities. These traits are characterized by extraversion, activity, courage, leadership qualities, high energy, and openness to new experiences. The mixed response type was less pronounced (39 %), whereas the hyposthenic type appeared least frequently (14–20 %). The optimal balance of leading tendencies was found among NA NGU cadets: the sthenic and mixed types of response, considered advantageous for military personnel, were identified in 47 % and 39 % of respondents, respectively.

To assess the level of psychological readiness for operational and combat activities, a three-level ordinal scale was used: 1 – high level; 2 – sufficient; 3 – insufficient. The conducted study employing the Big Five questionnaire made it possible to identify typical individual psychological profiles among the NA NGU cadet cohort. The specific characteristics of these profiles are presented below, in order of decreasing prevalence within the NA NGU sample (200 individuals).

1. "Norm" profile (characteristic of 54 people, representing 27 % of all surveyed cadets, classified as sthenic response type). The scores for "Extraversion" and "Openness to Experience" are slightly elevated (up to 8 stens), while the scales of the hyposthenic register ("Neuroticism," "Agreeableness") and the mixed register ("Conscientiousness") remain within the normal range (4–6 stens). Individual personality characteristics include a balanced pattern of tendencies, a harmonious type, a moderately strong type of higher nervous activity (HNA), average or heightened lability of nervous processes, and balanced processes of excitation and inhibition. These people also demonstrate well-developed rational and heuristic components of thinking. Typical character traits involve emotional stability, composure, resilience under challenging circumstances, stress resistance, openness, optimism, and adequate self-esteem. Individuals with these traits show persistence and flexibility, normative behavior, a broad range of interests, a vivid imagination, a flexible mind, and openness to new approaches and problem-solving strategies. In response to stress, they activate rationalization and

sublimation as defense mechanisms. The diagnosis regarding their readiness for professional activity is high.

2. "Hyperthymic" profile (identified in 40 individuals, which is 20 % of the surveyed cadets, and also belongs to the sthenic type). The scores for this register ("Extraversion," "Openness to Experience") are elevated (up to 9 stens), while the indicators for the hyposthenic register ("Neuroticism" and "Agreeableness") are reduced to 3 stens. The "Conscientiousness" scale remains within normal limits. Individual-personality characteristics: a strong type of HNA, high lability of nervous processes, predominance of excitation processes, dominance of right-hemisphere cognitive style, and a pronounced heuristic component. Among the typical traits are: high activity, a strong need for communication, somewhat overestimated self-esteem, determination, courage, resilience, spontaneity, a drive for self-realization, independence, adaptability, and a tendency to take a leading role in interpersonal relationships. In stressful situations, defense mechanisms of rationalization and compensation come to the fore. The assessment of professional readiness – high.

3. "Communicative" type (evident in 30 cases, which constitutes 15 % of all surveyed cadets, belonging to the mixed response group). The "Extraversion" index shows slightly elevated scores (up to 9 stens), while "Openness to Experience," "Neuroticism," and "Agreeableness" remain within the normal range (4–6 stens). However, the "Conscientiousness" grid is reduced to 2–3 stens. Individual-personality norms: a mixed type of HNA, a moderately strong nervous system with high lability of nervous processes. There is a predominance of excitation processes and a right-hemisphere, visually-imagistic cognitive style. Characteristic features include: activity, openness, sociability, a strong inclination towards group interaction, talkativeness, leadership tendencies, goodwill, cheerfulness, optimism, ease in establishing contacts, a need for external stimulation, low tolerance for monotony, variability, emotional instability, demonstrativeness, group dependence, inflated self-esteem, and a need for direction. Adaptability is within the usual range, though commanders should be aware of self-demonstrative behavior, a tendency towards role-playing, dramatization of events, and insufficient conscious auto-control. Displacement and projection are the main defense

mechanisms during stress. The conclusion about duty readiness: high.

4. "Independent" type (evident for 22 individuals, representing 11 % of all surveyed military students, and belonging to the mixed response group). The "Extraversion" and "Openness to Experience" scales are slightly increased to 9 stens, while "Agreeableness" is reduced to 2 stens; the remaining scales are within the normal range (4–6 stens). Individual-personality characteristics: a strong type of higher nervous activity, marked by the strength and moderate lability of nervous processes. A characteristic right-hemisphere, integral heuristic (intuitive) cognitive style is present. Typical personality traits include: activity, openness, independence, meticulousness, practicality, neatness, principled nature, a drive to dominate, persistence, suspiciousness, and egocentrism. People with these characteristics tend to stand by their views, demonstrate stress resilience, and display a tolerant attitude toward their own mistakes. Adaptability is normal; however, commanders should note tendencies towards inattentiveness, egocentrism, and stubbornness. In stressful situations, rationalization and introjection serve as defense mechanisms. The assessment of readiness for professional activity – adequate.

5. "Conscientious" profile (identified in 20 individuals, representing 10 % of the total number of checked strata, belongs to the hyposthenic response type). The indices for "Neuroticism" and "Agreeableness" are slightly elevated within the range of 7–8 stens, while the "Extraversion" scale is reduced to 2–3 stens, and the "Openness to Experience" and "Conscientiousness" scales fall within the normal range. Individual personality characteristics: a moderately weak type of higher nervous activity, moderate lability of nervous processes, with predominance of inhibition. The cognitive style is left-hemisphere, abstract-analytical (verbal). Typical personality traits include: responsibility for assigned tasks, introversion, caution, modesty, vulnerability, lack of independence, group dependence, and sensitivity to external influence. These people tend to have low self-esteem, are self-critical, and are capable of sustained monotonous work. Adaptation is complicated due to their vulnerability and withdrawal. Defense mechanisms include rationalization and sublimation. The diagnosis of readiness for working activity is at a sufficient level.

6. "Compromising" profile (found in 13 individuals, comprising 6.5 % of the total sample, and belonging to the mixed response type). The indices of the hyposthenic scales "Agreeableness" and "Neuroticism" are moderately elevated (up to 8 and 7 stens, respectively), while the other scales are within the normal range. Individual personality characteristics: a mixed type of higher nervous activity, a moderately weak nervous system, high lability of nervous processes, with a predominance of inhibition over excitation. The cognitive style is right-hemisphere, visually-imaginative. Typical features include: ability to cooperate, readiness to compromise, empathy, and willingness to help others. Such individuals worry over minor issues, are prone to emotional experiences and compromises, are cautious, responsible, modest, sensitive, agreeable, and empathetic. They may have low self-esteem, be self-critical, suggestible, restless, unfocused, indiscriminate in communication, and require guidance during work. Adaptability is generally normal, although commanders should take into account their disorganization, timidity, insecurity, and dependence on their environment. Defense mechanisms are displacement and projection. The assessment of readiness for duty – sufficient.

7. "Conflict-Prone" type (evident for 10 individuals, accounting for 5 % of the surveyed candidates, and belonging to the mixed response group). The indices for "Neuroticism," "Agreeableness," and "Conscientiousness" are reduced to 2–3 stens, while the remaining scales fall within normative values. Individual psychological characteristics: mixed type of higher nervous activity, moderate strength, and low lability of nervous processes. A left-hemisphere cognitive style predominates, with an emphasis on formal and logical operations. Typical personality traits are noncompliance, independence, self-reliance, distrust of others, and a tendency to assert one's own interests. Such people often display insufficient diligence, are inclined to shift responsibility, and tend to be socially passive and full of conflict. They experience adaptation difficulties due to their quarrelsome nature, strive for autonomy, envy, persistent doubt, and rigidity. Defense mechanisms mainly involve self-isolation and displacement. The readiness for professional activity is at a sufficient level.

8. "Individualistic" type (found in 5 subjects, or 2.5 % of the total number of cadets surveyed, and classified as a mixed response group). The "Extraversion" scale shows elevated values (up to 9 stens); the indices for "Agreeableness" and "Neuroticism" are decreased (down to 2 stens), while the "Conscientiousness" and "Openness to Experience" scales remain within normal limits. Individual-personality characteristics: mixed type of higher nervous activity, moderate lability of nervous processes. Social activity coexists with a lack of compliance. The cognitive style is left-hemisphere and formal-logical. Key personality traits include: individualism, inertia, subjectivity, persistence, and suspiciousness. Mood swings are noted, ranging from depressive states to exaltation. Such people tend to be withdrawn and internally conflicted. Adaptation is hindered by subjectivity, inflexibility, and resistance to change. The primary defense mechanisms under stress are regression and projection. The overall assessment of readiness for professional activity – sufficient.

9. "Anxious-Neurotic" profile (spotted in 4 individuals, constituting 2 % of the surveyed students, classified as a hyposthenic response type). The "Neuroticism" scale demonstrates slightly elevated values, reaching 7 stens; the "Extraversion" and "Openness to Experience" indices are reduced to 2–3 stens, while the "Agreeableness" and "Conscientiousness" remain within the normative range. Individual and personal characteristics: moderately weak type of higher nervous activity, average strength and lability of nervous processes, with a predominance of inhibitory responses. Left-hemispheric dominance prevails, resulting in an abstract, analytical, and verbal cognitive style. Usual traits include caution in decision-making, fulfilling assigned tasks responsibly, modesty, vulnerability, a tendency toward solitude, dependence on the group, a non-confrontational attitude, and high sensitivity to external influences. Such individuals have low self-esteem, are self-critical, display reduced emotionality, weak psychological defense mechanisms, and exhibit indecisiveness. Adaptation is complicated by rigidity, heightened neuroticism, sensitivity, a need for support, and diminished self-control. Their main defense mechanisms are intellectualization and sublimation. The conclusion regarding duty preparedness – insufficient.

10. "Hyperthymic" pattern (found in 2 individuals, making up 1 % of the total number of surveyed cadets, and attributed to the hyposthenic response type). Indices for

hyposthenic scales are elevated: "Neuroticism" reaches 8 or more stens, "Agreeableness" rises to 9 or more stens; the remaining scales are within the normative range. Individual-personality features: weak higher nervous activity, low lability, and reduced strength of the nervous system. Both left-hemispheric and right-hemispheric cognitive styles are observed, with both rational and intuitive characteristics. Typical character traits include timidity, individualism, lack of self-confidence, emotional instability, introversion, and a tendency to dwell on experiences. These individuals combine heightened sensitivity with emotional coldness and indifference. Adaptation is impaired due to difficulties in social communication. The principal defence mechanisms are isolation and displacement. The diagnosis of readiness for professional activity is at an insufficient level.

Table 4 illustrates the percentage of NA NGU candidates belonging to each of the identified profile types. The patterns are numbered from 1 to 10 according to the above classification (e.g., 1 – "Normal," 2 – "Hyperthymic," 3 – "Communicative," etc., see description).

Table 4 – Quantitative ratio of cases of individually-personal profiles of cadets at the NA NGU

Type	1	2	3	4	5	6	7	8	9	10
%	27	20	15	11	10	6.3	4.7	2.3	2.3	1.4

As demonstrated, the largest proportion (27 %) corresponds to the "Norm" profile (type 1), followed by the "Hyperthymic" type (type 2, 20 %) and the "Communicative" type (type 3, 15 %). A much smaller number of people display extreme or asocial patterns – for example, type 8 ("Individualistic") accounts for 2.3 %, while type 10 ("Hypothymic") represents 1.4 %.

The study thus revealed that cadets of the NA NGU are characterized by ten types of psychological profiles. Among these, the majority (47 %) exhibit profiles with predominantly sthenic patterns of response, 39% are of a mixed type, and 14 % demonstrate hyposthenic tendencies. The calculations also indicate that most participants (60 %) possess mental profiles corresponding to the first, or high, level of psychological readiness. Such individuals typically display balanced tendencies, with sthenic, leadership-oriented, and communicative profiles prevailing; they are also distinguished by extraversion, activity, optimism, openness, positive self-esteem, decisiveness, self-actualization, assertiveness, and a tendency toward dominance.

A smaller portion of those surveyed (36 %) demonstrate the second, or sufficient, level, which is defined by normative but somewhat elevated scores on sthenic scales (extraversion, openness to experience) or certain increased indices on hyposthenic or mixed scales (neuroticism, agreeableness, conscientiousness). This level is considered acceptable and indicates general readiness for professional activity and adaptability, although psychologists should remain attentive to potential issues in the adaptation process for these individuals.

Finally, a very small group (approximately 4 %) exhibited a low (insufficient) level of mental readiness for service. These individuals presented excessive scores (8 or more stens on the neuroticism scale, 9 or more stens on the agreeableness scale) or significantly reduced scores (down to 1 sten) on certain scales and are marked by a high likelihood of developing various forms of maladjustment (neurasthenic, depressive, or psychopathic reactions) under the demanding conditions of operational and combat service.

Conclusions

In conclusion, the study conducted using the Big Five questionnaire has yielded several distinct psychological profiles among cadets of the National Academy of the National Guard of Ukraine. Most of the profiles identified correspond to "successful" cadets who exhibit a high level of psychological readiness for professional activity. Approximately one-third of those surveyed fall into the "less successful" group, demonstrating an intermediate degree of mental preparedness, while only a small proportion are classified as "unsuccessful" cadets with a low level of readiness.

Held research confirms that the results obtained from the questionnaire enable psychologists to make informed decisions regarding an individual's suitability for professional service, as well as their potential for future career development and assignment to specific positions. The survey of NA NGU cadets demonstrated a more favorable distribution of dominant psychological tendencies compared to cadets of other higher education institutions under the Ministry of Internal Affairs

of Ukraine and police officers. Specifically, the sthenic and mixed types of response – considered most desirable for military personnel – were observed in 47 % and 39 % of respondents, respectively.

The behavioral profiles presented in the article will serve as a valuable resource for psychologists working within the psychological support units of the National Guard of Ukraine. These profiles will allow specialists to make well-grounded predictions regarding the professional success of candidates during the psychological screening stage of selection, as well as for those participating in competitive appointments or undergoing professional certification. The identification of maladaptive mental profiles will also contribute to proactive psychological monitoring of personnel, making it possible to prevent the emergence of negative mind states, professional deformation, or symptoms of emotional burnout.

To ensure greater diagnostic accuracy, it is advisable for psychologists to additionally employ other diagnostic instruments that assess dominant tendencies (types of response), such as the Individual-Typological Questionnaire, the Mini-Mult test, Cattell's 16-PF, and similar tools.

Future research will focus on further improvement of the instruments for psychodiagnostics used by psychology specialists of Ukraine's security and defense sector.

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СТАНДАРТИЗАЦІЯ ОПИТУВАЛЬНИКА «ВЕЛИКА П'ЯТІРКА» ДЛЯ ВИКОРИСТАННЯ ПСИХОЛОГАМИ НАЦІОНАЛЬНОЇ ГВАРДІЇ УКРАЇНИ

Розглянуто проблематику вивчення й аналізу індивідуально-особистісних психологічних профілів працівників поліції, що отримані на основі багаторічного дослідження із застосуванням адаптованої авторами українськомовної психодіагностичної методики "Опитувальник Великої п'ятірки" (Джон, Науман, Сото, 2008).

У статті подано характеристики різних типів індивідуально-особистісних профілів, які класифікуються як сприятливі, мени сприятливі та несприятливі для службової діяльності персоналу Національної гвардії України. Успішність професійної діяльності залежить від типологічних особливостей людини, специфіки комбінацій провідних шкал зазначеного опитувальника (екстраверсії, нейротизму, відкритості до досвіду, поступливості й сумлінності), які визначають характерологічні риси, особливості комунікації, мислення, тип реакції на стрес тощо. Показано, що більша частина описаних профілів властива «успішним» курсантам, які характеризуються високим рівнем психологічної готовності до службової діяльності, приблизно третина обстежених осіб належить до "мени успішних" з проміжним рівнем психологічної готовності до діяльності і лише незначна частка – до "неуспішних" курсантів, які демонструють низький рівень психологічної готовності до службово-бойової діяльності.

Дослідження підтвердило, що за результатами тестування з використанням цього опитувальника психологи можуть робити обґрунтовані висновки щодо ступеня придатності особи до професійної діяльності, а також щодо можливостей призначення осіб на посади та їхнього професійного розвитку. За результатами опитування курсантів Національної академії Національної гвардії України зафіксовано кращий баланс провідних тенденцій (порівняно з курсантами закладів вищої освіти МВС України і поліцейськими): бажані для військовослужбовців стенічний і змішаний типи реагування виявили 47 % і 39 % обстежених осіб відповідно. Наведені у статті психологічні профілі допоможуть психологам підрозділів психологічного забезпечення Національної гвардії України обґрунтовано формулювати прогноз успішності службової діяльності кандидатам на посади під час проведення психологічного етапу професійного добору, а також військовослужбовцям, які проходять конкурс на заміщення вакантних посад, процедури атестування тощо. Подані варіанти дезадаптивних психологічних профілів сприятимуть завчасному здійсненню психологічного моніторингу особового складу і запобіганню проявам негативних психологічних станів і тенденцій, ознак професійної деформації чи емоційного вигорання.

Ключові слова: опитувальник "Велика п'ятірка", Національна гвардія України, стандартизація, психометричні показники, середньостатистичні норми.

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