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THE MOTIVATIONAL SPHERE OF MILITARY PERSONNEL AND THE IDENTIFICATION OF KEY DETERMINANTS SHAPING IT

An expanded theoretical and methodological analysis of the motivational sphere of personality is presented, with emphasis on its complex, multidimensional structure and dynamic transformation under the influence of various life and professional conditions. The psychological mechanisms and determinants that govern the development, regulation, and impact of motivation are specified, with particular attention to the context of military service. The study employs a model of the motivational sphere encompassing orientational, mobilizational, actualizational, and implementational components, each corresponding to specific psychological processes and stages of motivated behavior. Special emphasis is placed on the distinctive features of the motivational sphere of military personnel. Key determinants that differentiate the motivational sphere of servicemembers from those of other professions and specialties are identified. These determinants are conceptualized as interrelated elements that shape adaptive potential, operational effectiveness, emotional stability, and readiness to act under conditions of risk, uncertainty, and prolonged stress.

Keywords: *motivational sphere, motivation of military personnel, determinants of the motivational sphere of military personnel.*

Statement of the problem. The problematic aspect of studying the motivational sphere of personality lies in the fact that, despite the growing interest among psychologists and educators in its formation and functioning in recent years, the nature of this phenomenon remains one of the most debated issues and requires in-depth theoretical and methodological investigation. The need-motivational sphere of personality has long been and continues to be the focus of close attention by philosophers and psychologists, from the period of ancient Greek philosophy to the present day [1].

Unlike motivation, which is commonly conceptualized as a set of psychological formations and processes that induce individuals to recognize conscious needs and invest effort in their satisfaction [30], the motivational sphere – according to the definitions proposed by H. Dmytrenko and K. Sharapatova [2], J. Atkinson, D. McClelland [3], and other scholars – constitutes a broader, multidimensional system of interrelated motives, values, interests, attitudes, and contextual conditions. This system contributes to resilience, endurance, and the maintenance of a consistently positive dynamic in the behavioral manifestations of servicemembers. Examining the motivational sphere allows for a deeper understanding of the internal sources underlying sustained combat activity, professional reliability, and readiness to perform service- and combat-related tasks.

In the context of prolonged resistance to the armed aggression of the russian federation, servicemembers increasingly experience fatigue due to extended deployments in combat zones. At the same time, a lack of conscious willingness among part of the population to join the security and defense forces presents an additional challenge. Under these conditions, the search for effective ways to enhance the motivation of active military personnel necessitates a comprehensive examination of the processes involved in the formation and functioning of the motivational sphere of servicemembers.

Not only the study of factors that stimulate servicemembers to perform their duties over long periods, often under extreme conditions, but also a thorough understanding of the psychological, social, and organizational determinants influencing the motivational sphere make it possible to develop effective strategies for maintaining combat readiness, improving moral and psychological resilience, and enhancing the professional effectiveness of military personnel in complex and stress-inducing situations.

Analysis of recent research and publications indicates that the motivational sphere of

personality is currently examined primarily through its individual components and elements. For instance, K. Sheldon, a professor at the University of Missouri, integrates motivation and personality in his research, focusing on how autonomy and goal pursuit influence the individual [4]. Professor J. Heckhausen of the University of California investigates motivation in adulthood, particularly how individuals cope with change and life transitions [5]. American psychologists from the University of Rochester, Richard M. Ryan and E. Deci, conceptualize motivation as the core of the psyche and a driving force in personality development [6].

At the same time, researchers F. Podshyvailov and M. Herasymenko conceptualize the motivational sphere of personality as the core (center) of the personal space, where all personality traits intersect and determine the nature of motivational processes [3, 46].

These approaches demonstrate the importance of understanding motivation as a system of interrelated processes and factors that determine human activity. However, for servicemembers whose professional activity involves prolonged and high-stress demands, the issue of forming a stable and effective motivational sphere becomes particularly relevant. It is precisely through the synthesis of contemporary theoretical approaches to motivation that key determinants can be identified, ensuring the sustained effectiveness of military personnel in the context of service and combat activities.

Thus, **the purpose of the article** is to synthesize theoretical approaches to understanding the motivational sphere of personality and to analyze its structure and the factors shaping it among servicemembers. This analysis makes it possible to gain a deeper understanding of the extent to which the above-mentioned factors influence a conscious attitude and a positive orientation toward sustained combat activity, as well as the maintenance of professional reliability.

Summary of the main material. Scholarly interest in the study of the motivational sphere of personality can be traced back to the works of Aristotle and Plato. The functioning of its structure and individual components attracted the attention of philosophers such as R. Descartes, I. Kant, and H. Rickert. More in-depth examinations were later conducted by foreign psychologists, including K. Bühler, E. Thorndike, E. Spranger, S. Freud, K. Lewin, A. Maslow, G. Allport, C. Rogers, J. Atkinson, and M. Rokeach, as well as by domestic researchers of motivational and cognitive

processes, such as P. Blonskyi, I. Sikorskyi, F. Podshyvailov, and others [1, 46].

The concept of the motivational sphere of personality has a broad range of interpretations. In particular, H. Dmytrenko, K. Sharapatova, and T. Maksymenko conceptualize the motivational sphere as a system that begins to develop from material, social, and spiritual needs, which are subsequently transformed into motives (understood as the objects of needs) and, ultimately, into goals as the final outcomes of actions [2].

Within the framework of humanistic psychology, A. Maslow, C. Rogers, and V. Frankl view the motivational sphere as an expression of the need for self-actualization, meaning, and self-realization. They define the motivational sphere of personality as a system of an individual's internal strivings toward growth, integrity, and meaning, placing emphasis not on the structural organization of motives but rather on their value-based and meaning-oriented dimensions [3, 33, 37].

American researchers, in particular J. Atkinson and D. McClelland, conceptualize the motivational sphere as a cognitive-emotional system encompassing motives (what drives behavior), goals (what behavior is directed toward), and values and expectations (how outcomes are evaluated). Accordingly, the motivational sphere is defined as a mental system regulating behavior through meanings, emotions, and evaluative judgments [3, 36]. This interpretation differs from the perspectives of domestic scholars, including F. Podshyvailov and M. Herasymenko, who conceptualize the motivational sphere as a systemic formation at the core of personality structure [3, 46].

The motivational sphere of personality plays a determining role in the learning process, the ultimate socially significant outcome of which is the development of professionalism, understood as the continuous self-development of a specialist for the benefit of society. An analysis of the relevance and current state of research on the development of the motivational sphere in psychological science indicates a strong and sustained interest in this issue within academic, social, and professional communities. The motivational sphere of personality represents a complex and multifaceted psychological phenomenon that, despite a substantial body of scholarly research, remains insufficiently explored. Motivation encompasses a wide range of psychological processes that regulate behavior, including desires, needs, goals, and incentives, which influence how individuals think, feel, and act [3]. Despite significant advances in

understanding various aspects of motivation, many questions remain unresolved, leaving considerable gaps for further theoretical and empirical research.

Motivation psychology is one of the most extensively studied areas of contemporary psychology; however, motivation became the subject of active psychological research only in the 1960s–1970s. As noted by scholars, this relatively late rise of research interest in motivation is associated with the complexity, heterogeneity, and variability of the motivational phenomenon, as well as with its latent nature, which makes it inaccessible to direct observation and only partially accessible to the conscious awareness of the acting subject [2].

The core concepts related to the motivational sphere include need, drive, desire, cognitive control (will, volitional effort), motivation, and motive [35]. In addition, the motivational sphere of personality is often understood to encompass goals and aspirations, values and beliefs, the level of personal aspirations, cognition and thinking, and personality orientation [31–34]. These elements interact in a complex manner, forming the individual's motivational sphere and influencing decision-making, behavior, and overall well-being.

Based on the assumption that the human psyche is not a static but a dynamic phenomenon, and that motivational processes are reflected in consciousness to varying degrees, F. Podshyvailov and O. Serhiienkova [7] identified four components of the motivational sphere of personality – orientational, mobilizational, actualizational, and implementational. At the same time the components successively transform into one another, forming a four-component cyclical model (Figure 1). In human ontogenesis, these components function in accordance with the dialectical laws of development, ensuring the cyclical nature of the motivational sphere of personality.

The proposed model demonstrates a four-component structure of the motivational sphere and its cyclical nature, which ensures a consistent transition between functional levels.

The orientational component provides an individual's primary orientation in the external environment, enabling the assessment of the correspondence between external conditions and internal needs, as well as the determination of their level of safety. It is grounded in innate predispositions and individual typological characteristics, such as properties of the nervous system, characteristics of sensory analyzers, drives, and inclinations. Taken together, this component shapes the general orientation of personality as an open system that continuously interacts with the environment.

The mobilizational component of the motivational sphere of personality ensures the activation of an individual's internal resources for effective interaction with the external environment. It is formed on the basis of qualities acquired through life experience and manifested in character and individual styles of activity. Its indicators include dynamic stereotypes, attitudes, psychological defense mechanisms, adaptability, anxiety, organization, perfectionism, and other individual psychological characteristics. Collectively, the mobilizational component provides stability and goal-directedness of personal activity.

The actualizational component ensures the transformation of an individual's potential into real capabilities through the awareness of personal needs, interests, and goals. It directs the individual toward development and self-motivation, functioning as an internal regulator of learning and professional growth. Its indicators include interests, professional orientation, learning motivation, and other manifestations of cognitive activity. As a result, the actualizational component supports the optimal utilization of personal resources in activity.

The implementational (realizational) component, which constitutes the final element of the motivational sphere of personality, ensures the realization of values, meanings, and life orientations in behavior and activity. It encompasses locus of control, achievement motivation, value-meaning orientations, and elements of worldview. This component determines the stability and integrity of behavior by ensuring the coherence of actions with internal convictions and long-term life goals [7].

ORIENTATIONAL COMPONENT (a system of relatively stable, biologically and individually conditioned predispositions that provide an individual with initial orientation and appraisal of the external environment): individual differences in nervous system functioning, sensory processing characteristics, basic drives, predispositions, and dispositional orientation (including emotional orientation)

MOBILIZATIONAL COMPONENT (a system of acquired personal characteristics and regulatory mechanisms developed through life experience that support effective interaction with the environment and serve as the functional basis of motivated activity): habitual behavioral patterns, attitudes, value-related dispositions, coping and defense mechanisms, personality accentuations, adaptability, trait anxiety, self-organization, perfectionism, and individual styles of action

ACTUALIZATIONAL COMPONENT (a system responsible for transforming latent motivational potentials into active, consciously regulated goals and intentions, directing the individual toward development, learning, and self-motivation): interests, professional orientation, learning motivation, goal-related motives, and manifestations of cognitive engagement

IMPLEMENTATIONAL (REALIZATIONAL) COMPONENT (a system of values, meanings, and worldview orientations that guide the realization of motivation in behavior and activity and ensure consistency and stability of personal functioning): locus of control, achievement motivation, value orientations, worldview assumptions, and meaning-making structures
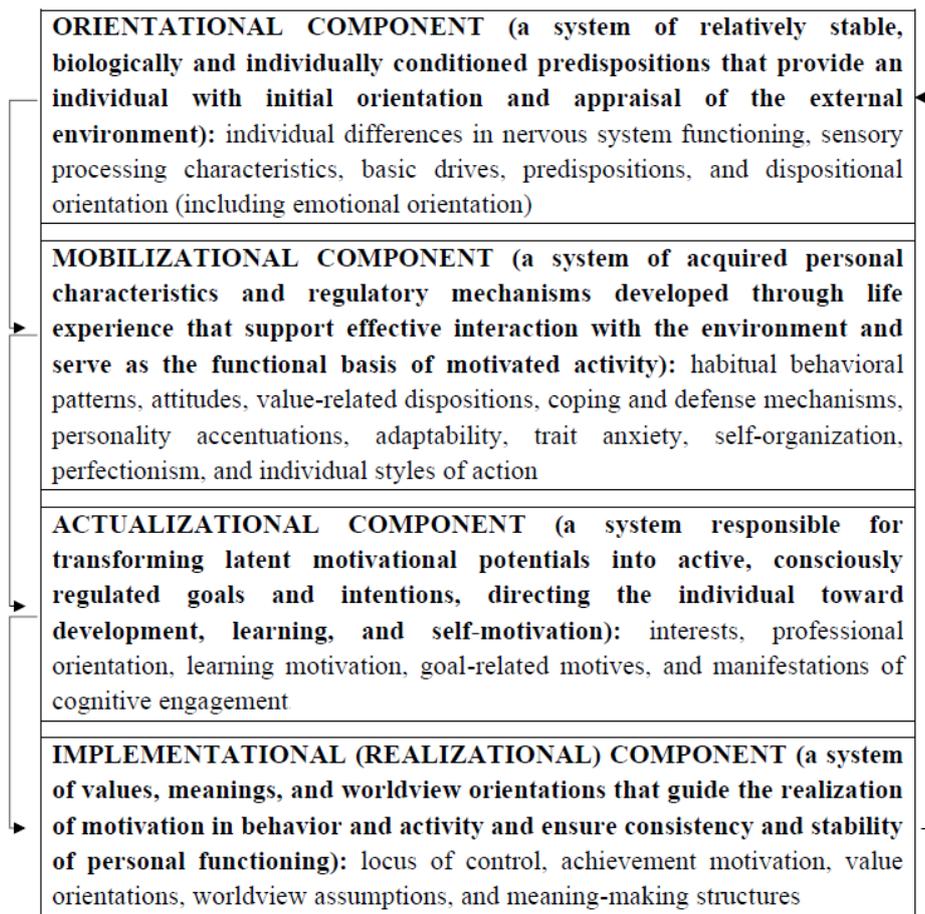
Figure 1 – Model of the Motivational Sphere of Personality (adapted from F. Podshyvailov and O. Serhiienkova [7])

Each component represents a distinct phase of the cycle of functioning of the motivational sphere of personality. In every act of interaction between an individual and the environment, the motivational process begins with the orientational component, transitions to the mobilizational one, which is subsequently replaced by the actualizational component, and concludes with the implementational (realizational). A person is born with certain innate predispositions and orientations which, in the process of acquiring individual experience, gradually transform into character traits that begin to determine interests and worldview. Ultimately, values, meanings, and an individual's worldview are formed; at a new stage of personal development, these elements once again perform an orientational function in the individual's interaction with the surrounding environment.

At the same time, in accordance with the fundamental regularities of mental development – cyclicality, unevenness, "metamorphoses"as well as the combination of evolutionary and involutionary processes – motivational phenomena that initially belong to the highest level of awareness gradually shift into the domain of the unconscious, thereby determining the subsequent success or failure of an individual's self-realization in society. Thus, the motivational sphere of personality represents the core (center) of the personality space, in which all coordinate axes (personal traits) intersect and which determines the nature of motivational processes. The consistent transition between the phases of the cycle, both in ontogenesis and in specific situational contexts, occurs in accordance with the dialectical law of the "negation of negation," which determines the cyclical character of the functioning of the motivational sphere of personality. The motivational sphere ensures the integrity, resilience, and stability of personality through the regulation of the driving forces underlying all forms of human activity [7].

As previously noted, the definition and comprehensive understanding of the motivational sphere of personality remain subject to scholarly

debate. However, for the purpose of further clarification of this concept, and despite existing differences in academic perspectives, it is possible to identify common positions and adopt the most widely used definition in contemporary research, namely: the motivational sphere of personality is an integrated system of motives, needs, goals, interests, and values that determine the direction and dynamics of human activity [33, 36, 37].

Within the framework of the present study, the motivational sphere is considered as a complex and multidimensional psychological construct whose functioning is directly related to the maintenance of combat readiness and psychological resilience of military personnel under contemporary conditions. This research focus presupposes the identification of determinants that influence both the formation of the motivational sphere and the dynamics of its transformation in the context of service within the security and defense forces. The specific conditions of military service – characterized by high responsibility, sustained psychological tension, risk to life, and prolonged deployment in combat zones – create increased demands on the regulation of motivational processes and the preservation of intrinsic motivation for task performance. Consequently, the specificity of military activity necessitates a targeted psychological and professional influence on the servicemember's consciousness. On the basis of an analysis of classical and contemporary theoretical approaches proposed by M. Weber, D. McClelland, A. Maslow, V. Frankl, R. Ryan, and other scholars, key factors shaping the motivational sphere of military personnel are identified below.

1. Sense of duty and honor.

Many servicemembers are driven by a strong sense of duty, honor, and patriotism. Commitment to service and the defense of one's country often functions as a powerful motivational force.

The concept of honor is interpreted in accordance with the approach proposed by Richard A. Gabriel, who defines it as the ability to recognize moral dilemmas and to possess the integrity and strength of character necessary to act in accordance with one's moral convictions [8]. In turn, Professor P. Olsthoorn emphasizes that military ethics traditionally prioritizes the collective over the individual, being grounded in a collectivist worldview. In this respect, it partially contradicts the general ethical principles of Western (European and North American) societies,

which are characterized by an individualistic orientation [9].

Moreover, according to P. Olsthoorn, servicemembers tend to share a more pessimistic and conservative view of human nature, perceiving humans as inherently prone to egoism and weakness. This perspective may explain why the concept of honor retains greater significance in the military environment than in civilian society. Although military ethics has shed the original aristocratic elements associated with the notion of honor, it nevertheless preserves honor as a moral stimulus that facilitates the overcoming of human weaknesses and counteracts the "softening" influence of society, which is at times perceived as disordered, hedonistic, and materialistic [9].

2. Discipline and structuredness.

Within the military context, the environment is characterized by a high degree of structure and discipline, which introduces clarity and coherence into the interaction between the institutional organization of military life and the servicemember. Such structuredness may enhance motivation by establishing clear expectations, enabling the effective allocation of duty time in accordance with the daily routine, and fostering a stable sense of order and predictability.

Military discipline, in its traditional understanding, presupposes strict and unquestioning adherence to rules, authority, and hierarchical subordination, as well as compliance with orders and directives. A well-disciplined unit is expected to execute commands regardless of the level of danger or discomfort associated with the task. This form of discipline reflects full conformity to command decisions and is conventionally justified by the demands of organizational effectiveness under hazardous operational conditions, as any disruption or disorganization within the unit may pose a direct threat to the safety of its members [10, 25].

3. Cohesion and comradeship.

Interpersonal bonds among servicemembers – commonly conceptualized as unit cohesion or comradeship – constitute a significant determinant of the motivational sphere and, according to empirical survey data, represent one of the most influential motivators for the fulfillment of service and combat-related tasks. Strong relationships within a unit provide emotional support, foster loyalty, and contribute to the maintenance of morale under demanding conditions [26].

Cohesion is determined by the nature and quality of emotional ties among group members, including friendship, mutual sympathy, care, and

emotional closeness. A group may be considered socially cohesive insofar as its members demonstrate positive attitudes toward one another, prefer shared activities, and experience a sense of interpersonal closeness. Task cohesion, by contrast, refers to the degree to which group members are united in their pursuit of a shared objective and are motivated to coordinate their efforts to achieve it. Units characterized by high task cohesion consist of individuals who share common goals and demonstrate a willingness to act collectively in pursuit of those goals [11].

4. Leadership and role models.

Leadership constitutes a critical determinant of motivation within the military context. Leaders who are capable of inspiring, supporting, and leading by personal example exert a substantial influence on the motivational orientation of their subordinates.

Effective military leadership contributes to the development and maintenance of subordinates' motivation, sustains their engagement in service-related activities, and enhances the quality of decision-making at the unit level. Leadership influence extends beyond the formal transmission of orders and encompasses a broad range of factors, including verbal communication, personal conduct, value orientations, and behavioral patterns demonstrated both in professional settings and in everyday life. Through these mechanisms, leaders shape normative standards and motivational attitudes within the unit [13].

Accordingly, the selection, training, and placement of leaders across different levels of command play a significant role in fostering positive motivation within military collectives and in ensuring the effective execution of assigned tasks. In this regard, it is essential that a commander or supervisor not only exercises formal authority but also fulfills the broader psychological and social functions of leadership [27].

5. Career advancement and recognition.

Opportunities for career advancement, recognition, and reward represent important motivational determinants in military service, as they encourage effective performance and orientation toward professional excellence. Career progression within the military structure is typically associated with increased responsibility, enhanced professional status, and expanded material and symbolic rewards.

Promotion constitutes a specific form of reward involving an upward movement within the hierarchical system of military service or a substantive change in a servicemember's

professional status. One of its key advantages lies in its capacity to strengthen commitment, intensify professional engagement, and enhance productivity and self-awareness among servicemembers. However, for promotion to fulfill its motivational function, it must be perceived as fair and proportionate to individual effort and merit. Earned promotion serves as a source of encouragement and constructive challenge both for promoted servicemembers and for others, whereas perceived injustice in promotion processes may suppress effort, undermine dedication to service and the unit, strain interpersonal relations, and increase tension within the collective [14].

Effective systems of recognition and reward further contribute to increased engagement and commitment, resulting in improved performance and stronger loyalty to the unit. Recognition also plays a preventive role in reducing personnel turnover, as servicemembers are more likely to remain loyal to leaders who acknowledge their contributions. In addition, recognition enhances self-efficacy by reinforcing individuals' confidence in their capacity to achieve meaningful results. Empirical evidence indicates a strong relationship between empowerment and individual performance [15]. Through timely and appropriate recognition of subordinates, commanders (supervisors) provide clear motivational signals, reinforce desired patterns of behavior, and ultimately contribute to improved performance outcomes [16].

6. Intrinsic motivation.

For many servicemembers, a significant source of motivation derives from intrinsic factors, including professional challenges, opportunities to acquire specialized skills, the execution of complex tasks, and continuous development as military professionals. This determinant is particularly salient for younger generations, for whom professional growth and self-development represent core values.

Intrinsic motivation is closely linked to the notion of "psychological compensation" derived from work and differs fundamentally from extrinsic motivation, which is oriented toward material and financial incentives. A substantial body of research indicates that intrinsic motivation plays a critical role in servicemember retention and in sustaining willingness to remain within a unit rather than seeking reassignment.

Intrinsic motivation is associated with psychological satisfaction derived from the activity itself. Empirical findings demonstrate that intrinsic factors exert a stronger influence on retention than

extrinsic incentives. For instance, Gibb, Nontasak, and Dolgin found that the ten most influential factors affecting the retention of naval aviators were predominantly intrinsic in nature [45].

Intrinsic motivation is supported by intrinsic rewards, which may be classified into two main types. The first type is related to unit membership and encompasses the psychological benefits derived from belonging to a military collective, such as a sense of pride, fulfillment of social needs, emotional comfort in service and combat activities, and perceived status. Although these rewards do not directly stimulate task execution, they significantly influence decisions regarding continued service or transfer to another unit [17].

The second type includes intrinsic rewards associated with task performance, such as experiences of autonomy and self-determination, a sense of competence, task significance and variety, clarity of purpose, opportunities for feedback, and the ability to monitor personal progress. These factors directly sustain intrinsic readiness for professional activity and long-term engagement [18, 19].

7. Training and preparedness.

Comprehensive training and a sustained emphasis on preparedness serve as important motivational resources, reflecting a professional and rational leadership approach to engaging servicemembers in service and combat activities. Such practices foster confidence, enhance perceived competence, and strengthen a sense of readiness to confront operational challenges [20].

Opportunities for learning and professional development represent one of the most effective means of increasing motivation, unlocking individual potential, expanding professional perspectives, and reinforcing a sense of personal value within the organization. Access to training enables servicemembers to feel more confident and capable in their assigned roles, thereby contributing to higher motivation levels and improved performance outcomes [21, 28].

8. Family and support systems.

Family support and encouragement constitute key factors influencing both the motivation and service effectiveness of servicemembers. Balancing military duties with family life presents a substantial challenge that requires a systematic response at the institutional and state levels. A stable family environment facilitates concentration on service-related tasks, whereas unresolved family conflicts and stressors adversely affect the psycho-emotional state of servicemembers, particularly under combat conditions.

Optimal levels of servicemember performance are associated with specific family characteristics, including the physical and psychological well-being of family members, adequate social support, stable and functional marital relationships, experience in overcoming family crises, appropriate support for children's development, financial stability, and the family's capacity to adapt to deployments, prolonged absences, and post-deployment reintegration [22].

Effective support systems should be comprehensive and encompass social, psychological, and legal services for active-duty personnel, veterans, wounded servicemembers, and their families. The quality and timeliness of such services directly affect the well-being of military families, public trust in state institutions, and the overall effectiveness of the security and defense sector [23].

9. Psychological resilience.

The development of psychological resilience is essential for sustaining motivation under extreme conditions, prolonged stress exposure, and experiences of psychological and physical trauma. Resilience training and access to mental health support therefore constitute integral components of modern military service.

Numerous scholars emphasize that military activity is inherently associated with elevated stress levels, requiring servicemembers to possess specific personal qualities and adaptive capacities. Performance effectiveness depends on a complex interaction of external stressors and internal psychological characteristics, making this issue a key focus of research in health psychology, stress studies, and personal safety. Central among these requirements are resistance to stress-inducing stimuli and the ability to employ adaptive coping strategies. Enhanced psychological resilience enables more effective functioning under pressure in rapidly changing environments, underscoring the importance of awareness and development of individual coping capacities [24].

10. Task and purpose.

A clear understanding of the task and its significance can stimulate motivation. Servicemembers who perceive their service as meaningful and aligned with their values are more likely to remain motivated and committed. This notion is closely linked to a sense of personal significance, which in turn encourages greater engagement in professional activity [25]. Conversely, in the absence of an understanding of the purpose of activity and one's necessity and significance within the process, it becomes difficult

for an individual (or officeholder) to sustain intrinsic motivation and effectively perform assigned tasks over extended periods.

Understanding these characteristics is essential for the development of effective systems of personnel support and command management across all stages of military activity – from training to the execution of service- and combat-related tasks – thereby contributing to servicemembers' well-being and the sustained maintenance of motivation and military discipline within units.

The motivational spheres of military personnel and civilians often differ due to the specificity of the environment, value systems, expectations, and social roles inherent in each context. In military activity, such factors as a sense of duty, honor, discipline, subordination, unit cohesion, and readiness for self-sacrifice tend to dominate, whereas they do not play an equally decisive role in civilian life. Differences in the motivational structures of military personnel and civilians are highlighted in studies on military psychological motivation [9, 38], theories of military culture and value orientations within the armed forces [39, 40], as well as research on military socialization and the formation of professional military identity [41]. Accordingly, within the military environment these factors acquire a dominant influence on the formation of the individual's motivational sphere.

By contrast, in civilian life the motivational sphere is shaped by a different set of leading factors. The principal determinants of the motivational sphere of a conscious individual in civilian contexts include the following [42, 43, 44].

Individual goals and autonomy: civilian motivation is often centered on personal goals, career aspirations, and the desire for autonomy. Individuals generally have greater freedom to choose their life paths and to define their own priorities.

Work-life balance: civilians typically strive to achieve a balance between professional activity and personal life. Motivation in this context encompasses not only professional success but also personal fulfillment, family life, and leisure.

Diversity of value systems: the civilian environment is characterized by a broader diversity of values and beliefs. Motivation may be influenced by cultural, religious, and individual differences.

Financial incentives: although financial stability may also serve as a motivational factor in military service, in the civilian sphere material incentives and career advancement often play a more prominent role.

Flexibility and change: civilians usually experience greater flexibility and more opportunities for change in their careers and lifestyles. Motivation may be driven by the pursuit of new opportunities, career transitions, and personal growth.

Personal self-realization: in civilian life, motivation frequently involves personal and professional self-realization. Hobbies, interests, and personal pursuits can serve as significant motivational drivers.

Despite these clear differences, certain motivational factors may overlap in both military and civilian domains, such as the need for achievement, recognition, and social affiliation. Moreover, in both contexts motivation typically represents a combination of intrinsic and extrinsic motivators; however, the specific sources, relative importance, and modes of expression of these motivators vary depending on the environment and situational context.

Conclusions

The motivational sphere of military personnel constitutes a complex and multidimensional subject of psychological analysis. Its formation is shaped by the specific conditions of the military environment and influenced by a range of determinants, including intrinsic motivation, military values, a sense of duty and responsibility, discipline, professional competence and preparedness, family relations, systems of social and institutional support, leadership quality, group cohesion, and psychological resilience.

The findings underscore the importance of conceptualizing the motivational sphere as a holistic and dynamic psychological system. Such an approach allows for more accurate assessment of motivational states and provides a basis for the development of targeted and empirically grounded strategies aimed at enhancing both functional and psychological readiness of military personnel.

The analysis demonstrates that the development of a positive motivational sphere depends on multiple interrelated factors. Insufficient training, lack of respect and recognition, inadequate reward systems, limited preparedness for coping with stress and fear, ambiguity of tasks, low trust in command, and administrative barriers can significantly reduce service effectiveness at both the individual and unit levels.

The results indicate that the interaction between intrinsic and extrinsic motivators, together with the role of social support and the influence of

institutional hierarchy, shapes a distinctive motivational structure characteristic of military service. Identifying these regularities provides a foundation for the design of targeted psychological interventions and comprehensive support systems aimed at strengthening resilience, sustaining morale, and enhancing the overall effectiveness of the Security and Defense Forces of Ukraine.

On the basis of the obtained results, a conceptual framework may be developed to guide further empirical research. The findings may also inform the improvement of psychological support programs, training systems, and motivational interventions within military and special units engaged in the defense of Ukraine's independence and sovereignty.

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МОТИВАЦІЙНА СФЕРА ВІЙСЬКОВОСЛУЖБОВЦЯ І ВИЗНАЧЕННЯ КЛЮЧОВИХ ДЕТЕРМІНАНТІВ, ЯКІ ЇЇ ФОРМУЮТЬ

Подано розширений теоретико-методологічний аналіз мотиваційної сфери особистості з акцентуванням на її складній, багатовимірній структурі та динамічних трансформаціях, які відбуваються під впливом різних життєвих і професійних умов. Значну увагу приділено уточненню

психологічних механізмів і детермінант, які визначають розвиток, регуляцію та прояв мотивації, особливо у напружених професійних середовищах, які потребують швидкої адаптації та сталого саморегулювання. Запропоновано інтегровану концептуальну модель мотиваційної сфери, що містить ціннісноорієнтаційний, мобілізаційний, актуалізаційний і реалізаційний компоненти, кожен з яких відповідає окремим психологічним процесам та етапам мотивованої поведінки.

Окремий акцент зроблено на мотиваційному розвитку військовослужбовців, професійна діяльність яких визначається унікальним поєднанням внутрішніх диспозицій і зовнішніх ситуаційних чинників. У статті виокремлено ключові детермінанти, серед яких внутрішня мотивація, інтеріоризовані військові цінності, почуття обов'язку і відповідальності, дисциплінованість, професійна компетентність і підготовленість, сімейні стосунки, соціальні й інституційні системи підтримки, якість лідерства, згуртованість підрозділу та психологічна стійкість. Ці чинники розглядаються як взаємопов'язані елементи, що спільно формують адаптивні можливості, операційну ефективність, емоційну стабільність і готовність діяти в умовах ризику, невизначеності та тривалої напруженості.

Підкреслено важливість розуміння мотиваційної сфери як цілісної і такої, що постійно розвивається, психологічної системи. Цей підхід забезпечує точнішу оцінку мотиваційних станів і дає змогу розробляти цілеспрямовані, науково обґрунтовані стратегії підвищення функціональної та психологічної готовності військовослужбовців. Поданий аналіз формує концептуальну основу для подальших емпіричних досліджень і вдосконалення програм психологічного забезпечення, методик підготовки та мотиваційних інтервенцій у Силах безпеки та оборони України.

Ключові слова: мотиваційна сфера, мотивація військовослужбовців, детермінанти мотиваційної сфери військовослужбовців.

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