

СЕКЦІЯ 5 ВІКОВА ТА ПЕДАГОГІЧНА ПСИХОЛОГІЯ

EMOTIONAL BURNOUT OF FUTURE LAWYERS: PSYCHOLOGICAL FEATURES AND CORRELATIONS

ЕМОЦІЙНЕ ВИГОРЯННЯ МАЙБУТНІХ ЮРИСТІВ: ПСИХОЛОГІЧНІ ОСОБЛИВОСТІ ТА КОРЕЛЯТИ

Theoretical and methodological analysis of the features of the professional development of a future lawyer makes it possible to understand his creativity and consider such a component of his full-fledged personal and professional functioning as psycho-emotional stability. The phenomenon of emotional burnout of a future lawyer stands out as a factor of complicated professional functioning and undesirable academic and professional regression.

The main objectives of our study are to determine the modern scientific and theoretical prerequisites for studying the structure and factors of emotional burnout of future lawyers, to empirically characterize the psychological features of emotional burnout of future lawyers during professional training, and to deepen and expand the available scientific information on the psychological correlates of emotional burnout of modern lawyers.

According to the results of the study, we can state that as probable psychological correlates of emotional burnout of a future lawyer, we see a feeling of emotional emptiness, depersonalization, reduction of professional achievements, emotional exhaustion, loss or significant decrease in internal and external positive motivation for educational and professional activities, and a decrease in general working capacity. Analytical methods have established that the key psychological features of emotional burnout of a future lawyer at the personal and subjective levels of mental activity are loss of professional interest in one's own work, a feeling of professional incompetence, professional demotivation, degradation of interpersonal relationships in the professional environment, a decrease in the level of general social activity, etc. It has been empirically proven that the main diagnostic markers of emotional burnout in a future lawyer are psycho-emotional exhaustion, progressive depersonalization, gradual reduction of professional achievements, decreased self-esteem and the level of overall life satisfaction.

Key words: future lawyer, subject, emotional burnout, emotional exhaustion, depersonalization, professional achievements, correlation, structure.

Теоретичний та методологічний аналіз особливостей професійного становлення

майбутнього юриста уможливорює розуміння його креативності, розгляд такого складника його повноцінного особистісно професійного функціонування, як психоемоційна стійкість. Чинником ускладненого професійного функціонування та небажаного академічно-професійного регресу є явище емоційного вигорання майбутнього юриста. Основними завданнями нашого дослідження є визначення сучасних науково-теоретичних передумов дослідження структури та чинників емоційного вигорання майбутніх юристів, емпірична характеристика психологічних особливостей емоційного вигорання майбутніх юристів у ході професійної підготовки та поглиблення і розширення наявних наукових відомостей про психологічні кореляти емоційного вигорання сучасних правників.

За результатами проведеного дослідження можемо стверджувати, що ймовірними психологічними корелятами емоційного вигорання майбутнього юриста виступають відчуття емоційної спустошеності, деперсоналізація, редукція професійних досягнень, емоційне виснаження, втрата або істотне зниження внутрішньої та зовнішньої позитивної мотивації до навчально-професійної діяльності та зниження загальної працездатності. Аналітичним шляхом встановлено, що ключовими психологічними особливостями емоційного вигорання майбутнього юриста на особистісному та суб'єктному рівнях психічної активності виступають втрата професійного інтересу до власної роботи, відчуття професійної неспроможності, професійна демотивація, деградація міжособистісні стосунків у професійному середовищі, зниження рівня загальної соціальної активності тощо. Емпірично доведено, що основними діагностичними маркерами емоційного вигорання майбутнього юриста виступають психоемоційне виснаження, прогресуюча деперсоналізація, поступова редукція професійних досягнень, зниження самооцінки та рівня загальної задоволеності життям.

Ключові слова: майбутній юрист, суб'єкт, емоційне вигорання, емоційне виснаження, деперсоналізація, професійні досягнення, кореляція, структура.

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The emotional stability of a professional lawyer, due to the originality and specificity of his practical law enforcement activities, plays a decisive role in the effectiveness and expediency of his professional activities and is largely determined by his personal, prognostic, moral and ethical, strong-willed and other

mental qualities. At the same time, the style, dynamics and specificity of his professional activities play a decisive role in its preservation. The psychological and pedagogical paradigm of the professional formation and development of a lawyer in the process of his professional training as a future specialist in

the field of law enforcement and law enforcement activities must take into account the need to preserve his emotional endurance in the process of further legal practice, the level of effectiveness of his psyche in counteracting negative influences from the environment and optimizing the productivity of his professional and psychological functioning.

However, due to the insufficient level of study and systematization of scientific information in the field of counteracting the emotional burnout of a future lawyer, this issue still remains, in our opinion, insufficiently disclosed. The need for a clear definition of the structure, markers and preventive diagnostics of emotional burnout of a future lawyer at the key stages of his professional training arises as a guarantee of the formation of a sufficient level of emotional stability as a professionally important mental quality, which will further contribute to his life self-realization, productive communication with the socio-professional environment, etc. It is precisely such considerations that determine the relevance and expediency of our study.

Starting from the basic, system-forming concept of mental burnout, it should be noted that in the modern Ukrainian psychological tradition, it is understood mainly as «... a mental state characterized by the emergence of a feeling of emotional emptiness, depersonalization, caused by one's own work and reduction of professional achievements» [5, p. 53]. It should be noted that its psychological derivatives are usually emotional exhaustion, loss of motivation and decreased working capacity. And the consequences can be regression of professional development and destruction of effective work activity. In addition, it is generally accepted that the phenomenon of mental burnout, together with its emotional, motivational and other derivatives, is irreversible and professional in nature, so it can only be slowed down, not stopped completely [5, p. 54].

L. Karamushka defines professional burnout as the result of uncontrolled stress that occurs in response to excessive or partial efforts aimed at a person's fulfillment of his own professional tasks. This condition is considered as a psychophysiological reaction, accompanied by psychological, emotional, and sometimes physical withdrawal from activity, which is caused by intense stress [4].

T. M. Tytarenko, based on the results of his own research, identified three main groups of factors that influence the development of emotional burnout as a process: personal, status-role and corporate (professional-organizational). The author emphasizes that burnout syndrome most often affects people who are overly responsible for their professional duties, devote most of their time to work, and career achievements are a priority for them. Vulnerable to burnout is also the category of people who strive to achieve recognition in everything, reacting excessively violently to stress and negatively perceiving obstacles to achieving their goals. Among the factors of a social nature that contribute to burnout, large-scale

social changes, significant life difficulties, prolonged emotional tension (not yet realized), intellectual overload, constant lack of time and chronic fatigue stand out, the result of which is irritability and haste during work. The risk group additionally includes people who demonstrate a violation of the balance of work and rest, decreased interest in work, lack of a creative component in activity, excessive workload and prolonged exposure to extreme circumstances [7].

According to I. V. Bulakh and G.V. Gnuskina, despite the significant influence of professional, socio-economic, socio-political and situational factors, the leading role in the formation of emotional burnout is still played by personal and individual psychological characteristics of employees [1; 4].

R. V. Kalamazh, developing a hierarchical model of the professional self-concept of future lawyers, sees its essence in a person's clear ideas about its structural components, mechanisms of its implementation, their functional purpose, stages of formation in higher education, levels of development based on a system of criteria and relevant indicators [3].

According to N. O. Evdokimova, professional identification and professional development of a future lawyer is carried out through the acquisition of psychological and legal abilities, the development of an individual style of legal activity and in the process of professional communication of a lawyer, the acquisition of professional legal competence, and the awareness of his own professionally important qualities of the personality [2].

According to M. V. Savrasov, M. V. Agulov and D. V. Safiyan, the harmonious development of the professional's personality and the disclosure of his creative potential in the process of achieving professional maturity and professional skill occurs throughout his professional functioning. Legal professional activity is based on a number of abilities and characteristics of a mature professional personality, through the prism of developed professional subjectivity in the course of organizing and managing the professional activities of others [6].

Thus, the diversity of approaches and views on emotional burnout in the scientific community indicates the lack of a single idea of the pathogenetic mechanism of its development. Modern research considers emotional burnout as a complex crisis that affects all professional activities, and not just interpersonal relationships at work. This new understanding changes the emphasis in the main components of burnout, including emotional exhaustion, cynicism and professional effectiveness. The concept of depersonalization has acquired a broader meaning, encompassing not only a negative attitude towards clients, but also towards the work itself and its essence in general.

The main factors that contribute to the development of emotional burnout are conventionally divided into two groups: individual characteristics and characteristics of professional activity. This approach allows for a comprehensive assessment of the nature

of burnout, taking into account both the internal state of a person and the influence of the external professional environment. In the conditions of martial law in Ukraine, additional factors appear that contribute to the development of burnout syndrome in future professional lawyers: emotional stress, traumatic stress, physical and mental exhaustion, limited opportunities for rest and recovery, lack of psychological relief, support and accompaniment.

Given the analysis of the features of the professional training of a future lawyer and the place and function of creativity in this process, it should be seen as a determinant of the positive outcome of the academic and professional activity of a future lawyer, which is revealed in his productive communication with the surrounding academic and professional environment, and significantly contributes to the satisfaction of one's own educational (motivated, meaningful, emotionally positive mastery of legal knowledge, legal skills and procedural skills) and practical legal needs (acquisition of professionally necessary legal qualities, communicative characteristics, norms of professional communication, moral and ethical values, a sense of personal self-realization and professional self-actualization in this area, a desire for further professional legal development).

The purpose of our work is to analyze the psychological features and main correlates of emotional burnout of future lawyers in the process of professional training. In accordance with the stated purpose of the study, the following tasks were defined: 1) to determine the modern scientific and theoretical prerequisites for studying the structure and factors of emotional burnout of future lawyers; 2) to empirically characterize the psychological features of emotional burnout of future lawyers at different stages of their professional training; 3) to deepen the available scientific information about the psychological correlates of emotional burnout of modern lawyers.

As research methods, we use theoretical and methodological analysis of psychological and pedagogical literature on the topic of the study, psychological and diagnostic examination of future lawyers at different stages of training, methods of mathematical and statistical processing of the material (correlation analysis of data obtained during the experiment using the Pearson criterion). In the process of the study, the following psychodiagnostic methodology «Diagnosis of professional burnout» (S. Maslach) [8] was used.

The empirical sample of the study was made up of students of the first and third years of full-time and part-time studies of the first (bachelor's) and second (master's) levels of higher education in the specialty 081 Law, studying at the Faculty of History and Law at the Kharkiv National Pedagogical University named after G. S. Skovoroda, a total of 50 people.

The study of the relationship between life satisfaction and self-esteem of a future lawyer is an important aspect of psychological well-being research, especially among representatives of this

profession who are exposed to significant emotional and professional-psychological stress. Legal professionals who work in stressful conditions often face professional burnout, which can affect their self-esteem and level of life satisfaction.

To determine the level of correlation between self-esteem and life satisfaction of a future lawyer with the risk of emotional burnout, K. Pearson correlation analysis was used. This statistical approach allows us to assess the strength and direction of the relationship between these variables, which is key to understanding the characteristics of the psychological state of a future lawyer and developing possible approaches to further psychological prevention of burnout.

The values of the correlation coefficients indicate a negative relationship between the level of self-esteem, life satisfaction and components of emotional burnout of a future lawyer. This means that the higher the level of emotional burnout, the lower the indicators of self-esteem and life satisfaction of the future lawyer. Accordingly, the lower the indicators of burnout, the higher the indicators of personal self-esteem and life satisfaction of the future lawyer. All the obtained correlations are statistically significant at the level of $p < 0.05$, which confirms their reliability.

The most significant negative relationship is observed between self-esteem and depersonalization ($p < 0.05$). This means that future lawyers who demonstrate a higher level of emotional detachment from clients and colleagues have lower self-esteem. This may be due to the loss of a sense of professional fulfillment of the future lawyer and awareness of the moral value of their own work. Emotional exhaustion at the level of $p < 0.05$ also has a medium negative relationship with self-esteem. Constant emotional and physical overload most likely significantly reduces the self-confidence of a future lawyer and his general perception of himself as a future competent specialist. The reduction of professional achievements of a future lawyer ($p < 0.05$) has the smallest, but still significant negative relationship with self-esteem. This indicates that the feeling of professional incompetence of a future lawyer has a lesser effect on overall self-esteem than depersonalization or exhaustion.

A negative relationship is observed between life satisfaction and depersonalization of a future lawyer ($p < 0.05$). This means that future lawyers who feel emotional detachment, indifference to work and patients are significantly less satisfied with their lives. Emotional exhaustion of a future lawyer at the level of $p < 0.05$ has a negative effect on life satisfaction. Constant emotional and physical exhaustion of a future lawyer negatively affects the general well-being, quality of life and social relationships. The reduction of professional achievements of a future lawyer at the level of $p < 0.05$ has a sufficiently strong negative relationship with life satisfaction. This indicates that future lawyers who do not feel their own professional growth and fulfillment are more likely to show dissatisfaction with life in general.

Future lawyer's life satisfaction has a more significant negative correlation with emotional burnout than self-esteem. This indicates that emotional burnout of a future lawyer affects not only professional confidence, but also their general attitude towards life. The most destructive factor of professional functioning is the depersonalization of a future lawyer, since it affects both self-esteem and life satisfaction. Emotional exhaustion of a future lawyer has a more pronounced effect on life satisfaction than on self-esteem, which can naturally be explained by the fact that chronic overwork can spread to all areas of life, and not only professional self-esteem. The reduction of professional achievements of a future lawyer has a lesser effect on self-esteem than on satisfaction with one's own life, which may be due to the fact that the loss of a sense of professional competence of a future lawyer is perceived less critically in comparison with general exhaustion and depersonalization. The analysis confirms statistically significant negative correlations between emotional burnout, self-esteem and life satisfaction of future lawyers ($p < 0.05$). This means that the stronger the symptoms of professional burnout of a future lawyer, the lower the indicators of self-esteem and general well-being. A particularly pronounced relationship is observed between the level of depersonalization and life satisfaction of a future lawyer, which indicates a significant impact of emotional detachment from patients and professional activities on overall psychological well-being.

The greatest impact of emotional burnout of a future lawyer is precisely on the level of his satisfaction with his own life, which can have serious consequences for the quality of life in general, professional activity and mental health of the future lawyer. Chronic emotional exhaustion of a future lawyer, loss of interest in his own work and a sense of professional incompetence can cause not only professional demotivation, but also negatively affect the personal development of the future lawyer, his interpersonal relationships and the level of general social activity, etc. Future lawyers who face burnout experience a gradual loss of meaning and significance of their further professional activities, which contributes to a further decrease in the level of self-esteem and general satisfaction with the life of the future lawyer. In view of this, in order to increase the self-esteem and level of well-being of the future lawyer, it may be advisable to further develop and gradually implement various programs to support professional development that reduce the risk of depersonalization and emotional exhaustion. Such measures may be based on psychological counseling, training, the use of emotional and professional self-regulation techniques, the development of personal and professional adaptation skills, etc. It is also important to create a favorable professional environment that provides for rational organization of work, adequate

support from management and colleagues, the possibility of personal and professional reset and restoration of personal, professional and emotional resources.

According to the results of the study, we can draw the following conclusions: 1) we can state that as probable psychological correlates of emotional burnout of a future lawyer, it is worth understanding the feeling of emotional emptiness, depersonalization, reduction of professional achievements, emotional exhaustion, loss or significant decrease in internal and external positive motivation for educational and professional activities and a decrease in overall work capacity; 2) it was established that the key psychological features of emotional burnout of a future lawyer at the personal and subjective levels of mental activity are loss of professional interest in one's own work, a feeling of professional incompetence, professional demotivation, degradation of interpersonal relationships in the professional environment, a decrease in the level of general social activity, etc.; 3) it was empirically proven that the main diagnostic markers of emotional burnout of a future lawyer are psycho-emotional exhaustion, progressive depersonalization, gradual reduction of professional achievements, a decrease in self-esteem and the level of general satisfaction with life.

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