

**Paper of VKR Belentsa Mikhail Yuryevich**  
**"Psychological technologies of development of psychological stability in the young staff of the National Guard of the Russian Federation during the adaptation period" (on the example of Gergiev OVO - state-owned federal state Institution UVO "VNG Rossii po Stavropolskomu krayu" branch)**

Work consists of the title page, maintenance, introduction, two chapters, conclusions, the conclusion, the bibliography consisting of 51 sources. Work is stated on 94 sheets of the printing text, contains 10 tables, 2 drawings, 1 application.

The sense of this work consists in development of unique psychological technology of development of psychological health and stability in the staff of the National Guard of the Russian Federation which is based on the idea "салютогенез".

In this work we cover the current problems connected with sustainable development of the person and social society of the XXI century which is in an era of uncertainty.

In the May Decree of the Russian President (the decree of the Russian President of 01.04.1996 No. 440 "About the Concept of transition of the Russian Federation to sustainable development" and the documents accepted a row on sustainable development among which: the May Decree of the Russian President (2018) - V.V. Putin "About the national purposes and strategic problems of development of the Russian Federation until 2024") the main provisions in realization of strategy of sustainable development of the state are emphasized. In this aspect development of stability of the person, personality, formation of psychological stability in the staff of federal services and law enforcement agencies is a priority component in psychological practice of modern times which will be the auxiliary force based on the conceptual idea "салютогенез" on the way to healthy and sustainable development of our state.

- "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law Enforcement Officers" based on an innovative integrated approach "салютогенез" (N.M. Shvaleva, M.Yu. Belenets) we consider relevance of a subject of a research of psychological technologies of development of psychological stability of staff of the National Guard of the Russian Federation and ways of its development in the young staff of the National Guard of the Russian Federation during the adaptation period by means of the psikhologo-technological program developed by us fully reasonable and conforms to requirements of modern times. Psychological health and wellbeing of staff of the National Guard of the Russian Federation which office activity is caused by high level the stressogennykh of factors physical, mental and psychological activities, it is directly connected with sustainable and healthy development of our general future, our state.

Research objective - studying of psychological technologies and features of development of psychological stability of staff of the National Guard of the Russian Federation.

Research object: process of formation of psychological stability of the employee of the National Guard of the Russian Federation at influence of the "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law

Enforcement Officers" program on stability of staff of the National Guard of the Russian Federation.

Object of research: features of manifestation of psychological health and stability of staff of the National Guard of the Russian Federation.

As hypotheses of a research the following assumptions were selected:

- psychological stability is integrative characteristic of the personality;
- the development of psychological stability depends on a maturity of the personality, level of subjective control, self-control, subject activity and self-development;
- psychological stability is closely interconnected with stability, psychological health and wellbeing of the person;
- there is a need of development of psychological stability in the staff of the National Guard of the Russian Federation;
- the introduced theoretical model and the developed psikhologo-technological program "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law Enforcement Officers" is necessary for formation of psychological stability at the young staff of the National Guard of the Russian Federation during the adaptation period for successful adaptation to office activity;
- it is supposed that values of psychological stability will be higher at the staff of the National Guard of the Russian Federation with length of service from 4 to 7 years, than at the staff of the National Guard of the Russian Federation with length of service from 1 to 3 years (young people) in this professional activity;
- high values of psychological stability correlate with high rates of such characteristics of the personality as internality-eksternalnost of behavior;
- high values of psychological stability are caused by indicators of level of subjective control.

For achievement of a goal and check of the made hypotheses we defined the following tasks:

- to analyse theoretical and methodological approaches to studying of a phenomenon of psychological stability and a problem of its formation;
- to study a phenomenon "psychological stability", its characteristics and structural components;
- to define communication between psychological stability and need of its development in law enforcement officers;
- to reveal determinants of development of psychological stability in the young staff of the National Guard of the Russian Federation;
- to carry out the comparative analysis of features of psychological stability of staff of the National Guard of the Russian Federation with various length of service;
- to develop the innovative psikhologo-technological program of development of psychological stability in the young staff of the National Guard of the Russian Federation during the adaptation period on the basis of the concept "салютогенез";
- to formulate the conclusions and recommendations directed to increase in level and development of psychological stability of staff of the National Guard of the Russian Federation through development of openness in them to new experience,

subjectivity, flexibility in communication, tolerance to uncertainty, the positive self-relation, self-development, subject activity and a humanitarian position.

The research was conducted during the period from April, 2019 to May, 2020, base of a research: Georgiyevsky of OVO - state-owned federal state Institution UVO "VNG Rossii po Stavropolskomu krayu" branch, the staff of this service in number of 14 people among whom there are seven employees with length of service from 1 to 3 years (the young employees) and seven with an experience from 4 to 7 years acted as respondents.

The research was conducted with use of the following psychodiagnostic techniques:

level of subjective control (LSC) (questionnaire E.F. Bazhina, E.A. Golyunkina, A.M. Etkind);

test of resilience of S. Maddi (transfer and adaptation D.A. Leontyev, E.I. Rasskazova).

Research methods: the theoretical analysis of literature on a research problem; methods of mathematical and statistical processing of results (factorial and correlation analysis, Student's t-criterion, coefficient of pair correlation of Pearson).

The research was conducted step by step:

The first - the theoretical stage included systematization and studying of literature on a subject of the term paper; there were semantic approaches to interpretation of a problem, purpose, task, a hypothesis, an object and an object of research; the program of an empirical research was prepared; the selection of diagnostic tools, answering a research objective was created;

the second stage - noting experiment happened to the help of psychodiagnostic tools: The Level of Subjective Control (LSC) of J. Rotter (E.F. Bazhin, S.A. Golyunkin, Etkind A.M. Adaptation) by means of which the level of subjective control over various life situations was studied. The questionnaire was developed in scientific research institute of Bekhterev and published by E.F. Bazhin with coauthors in 1984. Also, the research for studying of resilience of the personality on the basis of the test of S. Maddi adapted by D.A. Leontyev and E.I. Rasskazova was conducted;

the third stage, formulation of conclusions, the conclusions, recommendations, development of the psikhologo-technological program "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law Enforcement Officers" (N.M. Shvaleva, M.Yu. Belenets) based on an integrated approach "салютогенез" – which contributes to the development of psychological stability of young staff of the National Guard of the Russian Federation during the adaptation period.

The theoretical and practical importance of this research consists in disclosure of psychological features of development of psychological stability in the young staff of the National Guard of the Russian Federation during the adaptation period which can be used for development of psychological stability of law enforcement officers and psychological technologies of development of psychological stability of staff of the National Guard of the Russian Federation and also for psychological training of law

enforcement officers for influence of various stressful situations connected with professional activity.

Achievement of the goal of this work and performance of tasks is carried out by means of a skilled pilot study.

The research was conducted in April, 2019 - May, 2020, base of a research: Georgiyevsky of OVO - state-owned federal state Institution UVO "VNG Rossii po Stavropolskomu krayu" branch, the staff of this service in number of 14 people among whom there are seven employees with length of service from 1 to 3 years (the young employees) and seven with an experience from 4 to 7 years acted as respondents.

This structural organization enters the North Caucasian Federal District of the National Guard Troops of the Russian Federation bred to the address: Pyatigorsk, Yermolov St., 12 B.

The research consisted of the following stages:

The first theoretical stage included systematization and studying of literature on a subject of the term paper; there were semantic approaches to interpretation of a problem, purpose, task, a hypothesis, an object and an object of research; the program of an empirical research was prepared; the selection of diagnostic tools, answering research objectives was created.

The second stage, stage of the stating experiment happened to the help of psychodiagnostic tools: The Level of Subjective Control (LSC) of J. Rotter (E.F. Bazhin, S.A. Golyntin, Etkind A.M. Adaptation) by means of which the level of subjective control over various life situations was studied. Also, the research for studying of resilience of the personality on the basis of the test of S. Maddi adapted by D.A. Leontyev and E.I. Rasskazova was conducted.

The third stage, interpretation of results, formulation of conclusions, the conclusions, recommendations, development of the psikhologo-technological program "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law Enforcement Officers" based on an integrated approach "салютогенез" (N.M. Shvaleva, M.Yu. Belenets) – which contributes to the development of psychological stability of young staff of the National Guard of the Russian Federation during the adaptation period.

In a skilled pilot study two groups of employees of state-owned federal state Institution UVO VNG of Russia on Stavropol Krai took part in the city of Georgiyevsk (National Guard of the Russian Federation) with various length of service: the first group – 10 people with length of service from 1 to 3 years inclusive (young employees), the second – 10 people with length of service from 4 to 7 years inclusive.

On the basis of our hypothesis that at the young staff of the National Guard of the Russian Federation with smaller length of service in this sphere psychological stability as characteristic of the personality up to the end was not created yet, therefore, the indicators connected with psychological stability are insufficiently high for successful professional activity during the adaptation period. In the anticourse we assume that psychological stability as integrative characteristic of the personality is adequately created and has high rates on components at the staff of the National Guard of the Russian Federation with a long standing of work in this sphere.

As the high level of indicators of psychological stability we take high level as a result on scales of techniques:

1. Level of Subjective Control of Rotter J. – scales: IDES (internality in the field of achievements), SP (relations of production), to THEM (the interpersonal relations), IO (the general internality).

2. The test of resilience Maddi S. – scales: control, general indicator of resilience.

To find coincidence or distinctions at the level of psychological stability at two of groups of employees of the National Guard of the Russian Federation with various length of service we need to carry out the analysis of average values of these groups on the studied signs. Also we assume that there are significant correlation communications between the chosen scales of above-mentioned techniques.

Comparative analysis of results of a technique of USK Rottera Dzh.

As an indicator of rather high level of psychological stability we took good results on scales: IDES, SP, IM, IO. In addition to it we assumed that optimum high level of psychological stability along with high rates on a scale of IDES is characterized low on IN scale.

We found out that indicators on scales of ID,IP,IM,IO at the first group of employees of the National Guard of the Russian Federation with smaller length of service are lower than at the second group of employees of the National Guard of the Russian Federation with a long standing of work. Divergences on scales are more distinctly visible: IO, IDES, to THEM.

The reliability an indicator when comparing in groups on Styudent's t-criterion was  $p < 0.001$ , speaking to us about statistically significant distinctions and confirms reliability of results.

Having studied distribution of indicators on scales: IO, IDES, SP, to THEM in each of groups we found out that high rates on these scales are characteristic of both groups sufficiently. It is especially obviously expressed in comparison to indicators, for example, with IS scale.

Comparing indicators on scales of IN and IDES in a single group clears up that indicators of IDES 10 times more an indicator on IN scale.

Proceeding from the aforesaid, based on indicators of average value of both groups on the studied signs of USK it is possible to formulate the following conclusions:

1. High rates on scales of IO, IDES, SP, IM and IN of the second group of staff of the National Guard of the Russian Federation with a long standing of work (from 4 to 7 years) in comparison with the first group of young employees of the National Guard of the Russian Federation with smaller length of service (from 1 to 3 years) allow us to say that the staff of the National Guard of the Russian Federation with a long standing of work higher degree of development of such qualities and properties of the personality as responsibility in construction interpersonal and relations of production, high USK over significant situations, orientation to achievement of success and realization of goals which are a part of psychological stability of the employee of the National Guard of the Russian Federation.

Rather high rates on the chosen scales are revealed in both groups and says it that both groups of employees of the National Guard of the Russian Federation have psychological stability, treating these indicators apart for each group.

In the first and second groups the prevalence of IDES over IN indicators is revealed that in turn says that each group has the characteristic level of psychological stability.

Within implementation of the quantitative and qualitative analysis of the indicators of level of subjective control found by us there is a need for tracing how there is a distribution of indicators of these scales in each of groups at the transfer of crude points to standard estimates (walls). The analysis of indicators is also important, comparing results to norm (5.5 walls). For this purpose we considered tables 2.6 and 2.7.

**Table 2.6** - standard assessments of the scales of the USK (wall) methodology of a group of employees of the Russian Guard with 1-3 years of experience

Scales Sotr. with an experience 1-3 years	Ид	Ин	Ис	Ип	Им	Из	Ио
В.С.В. (1)	7	6	8	3	9	7	6
Т.А.А. (1)	7	5	9	6	6	3	6
Ч.В.В. (1)	7	4	8	4	7	7	6
Д.А.В. (1)	7	7	7	5	7	9	7
С.И.С. (2)	7	4	7	4	8	4	5
Р.Р.В. (3)	6	4	4	5	5	7	4
В.И.С. (3)	6	5	8	6	6	3	5
С.Н.В. (3)	6	2	6	5	3	4	5
П.А.А. (3)	9	5	9	6	5	4	8
Х.Р.И. (3)	10	3	7	4	6	7	6

Deviation to the right of the norm, more than 5.5 walls, indicates that there is an interval type of control. Deviation to the left of the norm, less than 5.5 walls, shows the external type of USK.

In comparison, the indicators of the scales selected by us for young employees with the norm, it can be distinguished that one part of the employees has an internal type of control in specific situations, the other part an external type.

**Table 2.7** - standard assessments of the scales of the USK (wall) methodology of a group of old-time employees of the Russian Guard with a long experience of 4-7 years.

Sotr. Scales with an experience 4-7 years	Ид	Ин	Ис	Ип	Им	Из	Ио
Т.А.И. (4)	7	3	5	7	5	2	6
З.М.А. (4)	7	7	9	6	8	4	7
Б.Е.И. (4)	8	4	7	6	6	2	7
Л.М.В. (5)	6	4	6	3	7	6	5
Н.Д.С. (5)	7	5	7	6	9	9	6
Ш.А.В. (5)	8	3	7	4	6	7	5
Л.Е.Г. (5)	9	5	7	5	5	7	7
Ч.Е.Б. (6)	10	2	10	6	10	7	9
И.О.И.(6)	7	2	3	4	10	8	8
Ж.Ж.К.(7)	7	3	9	5	7	3	7

The analysis of this table shows that much of the employees have an international type of control. This is evidence that employees with more experience have a higher level of psychological stability.

Comparative analysis of the results of the resilience methodology of Maddi C.

As demonstrative indicators of the high level of psychological stability, we took the results on scales: a general indicator of resilience and control.

We found that, to a large extent, there were no discrepancies in the scores of the scales between the two groups studied. Meanwhile, in those scales that we have identified for ourselves, there are still implicit, but differences. Namely, we found that the average indicators of the scales of general resilience and control in the group of

employees of old-time employees who have experience of 4-7 years is insignificant, but still higher than those of young employees whose experience is 1-3 years.

Differences in these scales indicate a greater degree of formation of these characteristics (control and resilience) among old-time employees with more experience.

We can more clearly see the distribution of these indicators of the two groups as a percentage in Table 2.8.

**Table 2.8** is the percentage ratio of the total indicator and the resilience scales of both groups of employees of the Rossguard with different levels of service.

Scales	Involvement		Control		Adoption of risk		Resilience	
	Experi ence 1-3 years	Experi ence 4-7 years	Experi ence 1-3 years	Experi ence 4-7 years	Experi ence 1-3 years	Experi ence 4-7 years	Experi ence 1-3 years	Experi ence 4-7 years
High	10%	15%	15%	20%	20%	15%	10%	15%
Average	80%	75%	70%	75%	65%	70%	75%	75%
Low	10%	10%	15%	5%	15%	15%	15%	10%

Comparing the percentage of scale-to-resilience ratio and control between the two groups, we found that a group of employees with more experience is characterized by a higher percentage of high resilience and control: 15% and 20%, respectively. A group of employees with less experience is characterized by a lower percentage of a high level of resilience and control: 10% and 15%, respectively. Employees with more experience have a lower percentage of low resilience and control - 10% and 5%, respectively. Employees with less experience have a higher percentage of low resilience and control - 15% of both signs.

According to one of our hypotheses, we believe that "human development itself" is one of the fundamental components on the way to increasing psychological stability. In this vein, it is interesting to note that there is a lower percentage of high-level "risk acceptance" in a group of long-term staff. The high level on this scale in a group with less work experience can be explained by the presence of some uncertainty and

uncertainty in itself, present and future, which determines the adoption of any decision as a risk.

So, having analyzed the results of the percentage ratio in Table 2.8, we can summarize that the psychological stability of employees with more experience than young employees of the Russian Guard is more developed.

Correlation analysis of the indicators of the USC questionnaire and the resilience test.

Our correlation analysis of the data suggests that there are relationships between the indicators of the USC questionnaire scales and the resilience test of both groups, because in each group there are statistically significant relationships between the scales of the USC methodology and the resilience test, which we presented as Tables 2.9 and 2.10.

**Table 2.9** - correlation of indicators of the USK questionnaire and the Group 1 Pearson resistance test, 1-3 years experience.

Scales	Ид	Ин	Ис	Ип	Им	Из	Ио
Involvement	0,188	0,539*	0,321	0,255	0,342	0,275	0,578**
Control	0,560*	0,358	0,523*	0,194	0,165	0,139	0,624**
Adoption of risk	0,579**	0,307	0,664**	0,299	0,314	0,014	0,761**
Resilience	0,117	0,458*	0,529*	0,274	0,211	0,020	0,542*

\*\* -correlation is significant at the level of 0.01 - double-sided;

\* - correlation is significant at 0.05 - bilateral.

This table shows us that in the group of employees of the Russian Guard whose work experience is 1-3 years, there are statistically significant relationships between such scales as: IN and engagement, ID and control, IS and control, ID and risk acceptance, IS and risk acceptance, IS and involvement, IS and risk acceptance, IS and risk acceptance, IS and resilience.

**Table 2.10** - correlation of indicators of the USK questionnaire and the resistance test according to Pearson Group No. 2, experience of 4-7 years.

Scales	Ид	Ин	Ис	Ип	Им	Из	Ио
Involvement	0,301	0,636**	0,677**	0,422	0,051	0,322	0,484*
Control	0,592**	0,322	0,380	0,261	0,271	0,240	0,327
Adoption of risk	0,156	0,465*	0,597**	0,281	0,078	0,408	0,431
Resilience	0,413	0,614**	0,712**	0,513*	0,103	0,479*	0,555*

\*\* - the correlation is significant at the level of 0.01 – bilateral

\* - the correlation is significant at the level of 0.05 – bilateral

The analysis of this table says to us that in group of employees of the National Guard of the Russian Federation with length of service in this sphere of 4-7 years there are statistically significant interrelations between scales: IN and involvement, IDES and control, IS and adoption of risk, IO and resilience.

On the basis of results of the empirical research conducted by us, we formulated the following conclusions:

1. Higher rates on scales of the questionnaire of USK are revealed in group of employees of the National Guard of the Russian Federation with a long standing of work of 4-7 years (old-timers): IO, IDES, SP, to THEM in comparison with indicators of the same scales at group of employees of the National Guard of the Russian Federation with smaller length of service (1-3 years) (young people) that testifies to higher degree of development at old-timers of staff of the National Guard of the Russian Federation of such personal properties and qualities as:

- responsibility for creation of the production and interpersonal relations;
- high level of subjective control over significant situations;
- orientation to achievement of success, realization of goals.

These respondents consider the active actions the main factor of the organization of own efficiency in production activity, growth for an office ladder. Old-timers the staff of the National Guard of the Russian Federation fully developed at themselves ability to control the relations with surrounding people in a formal and informal context, are convinced that they bear responsibility for creation of the interpersonal relations with other people.

At the young staff of the National Guard of the Russian Federation who has length of service from 1 to 3 years in this professional sphere to a lesser extent above-mentioned qualities and characteristics of the personality which as we consider are developed can depend on activity and self-development of the personality, to affect pro-activity, self-understanding and self-knowledge own "I", sensibleness, self-organization of the person, etc. being a part of psychological stability and are the reason of its backwardness.

2. In the analysis of standard values on scales of the questionnaire of USK it was revealed that in much most part of group of old-timers of staff of the National Guard of the Russian Federation at which length of service of 4-7 years is characteristic internalny type of subjective control. Data which we obtained allow us to claim that internalna are more self-assured people, successful in affairs and purposeful in life. It fully to us allows to claim that such employees have more developed psychological stability by means of which they effectively carry out the official duties.

3. Indicators of high level of old-timers of staff of the National Guard of the Russian Federation on a scale of IDES and low indicators on a scale IN corresponds

to the high level of psychological stability. It can be regarded as the satisfied need for activity and self-development.

4. Average values according to the test of resilience in scales: the resilience and control show that in group of old-timers indicators are higher than at young employees. More pronounced it by comparison of percentage of scales between two groups. Such distinction sheds light on the fact that at employees with a long standing of work in this sphere personal qualities within scales of resilience and control are more created. Interesting opening was for us the fact that old-timers employees have smaller percent of high level on a scale adoption of risk. High level on a scale adoption of risk of young staff of the National Guard of the Russian Federation can be explained with the fact that they have some diffidence, at the present, in the future, which is identified by it at the solution of any situation as risk.

5. Statistically significant correlation communications revealed by us between indicators of scales of the questionnaire of USK and the test of resilience in each of groups say that high rates of scales to THEM, SP, IDES, IO influence and will influence in the future the general level of resilience, contributing to increase and the development of psychological stability.

Conclusions which we presented speak for themselves, confirming our hypothesis that the staff of the National Guard of the Russian Federation with a long standing of work has higher and developed psychological stability than the young staff of the National Guard of the Russian Federation having length of service in this sphere from 1 to 3 years.

We consider that the key to success not only in development of professional activity of the employee of the National Guard of the Russian Federation and also in his everyday life in general lies the principle of activity and self-activity which is expressed in its pro-vigorous activity (V. Frankl) and continuous self-development, developing thereby the psychological stability.

Therefore for faster and painless adaptation of the young employee of the National Guard of the Russian Federation with an emphasis not on weak, and on its strong parties to its new professional activity we offer the program developed by us on resource approach in the organization the subject - the aligned psychological practice, developed in NOIL "System Psychological Consultation and Psychotechnology of Personal Development" (N.M. Shvaley).

For checking of a hypothesis that the developed and introduced theoretical model and the psikhologo-technological program "Salyutogenez — the Program of Development of Psychologically Healthy and Steady Identity of Law Enforcement Officers" (N.M. Shvaleva, M.Yu. Belenets) will promote formation and development of psychological stability in the young staff of the National Guard of the Russian Federation allowing in shorter terms, to adapt without serious consequences to new professional activity as one of the main conditions of personal growth and their self-development we developed this comprehensive program in alliance from resource approach in the organization of subjektcentrirovanny psychological practice, the head of which developed in NOIL "System Psychological Consultation and Psychotechnology of Personal Development" is the candidate of psychological

sciences, professor of department of the personality and professional activity of N.M. Shvalev.

This complex-innovative approach is based on the idea - "salutogenesis," which is located at the center of the main approach in the development of psychological technology for the development of psychological stability of employees of the Russian Guard. The creator of this concept is Aaron Antonovsky (1923-1994) - an Israeli sociologist who worked at the intersection of medicine and sociology. The concept of "salutogenesis" (from Latin *salus*, *salutis* - health, well-being and Greek - *genesis* - origin) was created in the second half of the nineteenth century and is aimed at preserving the psychological and mental health of a person, overcoming difficult life situations and circumstances, crisis states in contrast to the pathogenesis traditionally used in working with a problem.

The basis of this concept of "salutogenesis" is a positive approach, a study of a person, his health, with an emphasis not on the weaknesses, but on his strengths. In the concept of "salutogenesis," the internal resource of a person, his desire for life, and not restrictions and diseases, is important. The development of the psychological stability of Rosguard employees is based on an alliance of the concept of "salutogenesis" and a resource approach in the organization of subjective psychological practice, developed in the NOIL "Systemic Psychological Counselling and Psychotechnics of Personality Development," headed by a candidate of psychological sciences, professor of the Department of Personality and Professional Activities N.M. Shvaleva.

Of particular importance in the direction of the formation of psychological stability in the very concept of salutogenesis is the "resistance" described in the Larousse dictionary as a characteristic of the material that determines its resistance. Its psychological interpretation synonymously uses such terms as salutogenesis (salutogenesis, Antonovsky, 1987), fortigenesis (hardiness, Kobasa, 1979), (fortigenesis, Stumpfer, 1995), persistence (fortitude, Pretorius, 1998).

In psychology, sustainability can be understood as a characteristic, the ability of the individual to successfully adapt despite threatening factors and stress. (Alvord, Grados, 2005).

The conceptual idea of "salutogenesis" is aimed at awakening an internal resource and developing in a person the ability to independently cope with difficult life situations, stress states, synchronously developing human stability.

Due to the importance of a subject, in work the problem of definition and development of psychological stability of employees, especially young, the National Guard of the Russian Federation and identification of the factors defining ability to resist to a stress, to resist a stressful state, to overcome difficult life situations is presented.

The unique principle of the salutogenesis model makes it possible to apply it in the executive system, namely in the national guard troops, which is based on a humanistic approach to personality development, a positive approach, a study of a person, his health, with an emphasis not on his weaknesses, but on his strengths, which contribute to the development of the psychological stability of Rosguard

employees in the adaptation period. In salutogenesis, the internal potential of a person, his desire for life, and not restrictions and diseases, is important.

The developing program, entitled: "Salyutogenesis - a program for the development of a psychologically healthy and stable personality of law enforcement officers," is based on the principles of "salyutogenesis" and a resource approach to the organization of psychological practice, aimed at achieving results by spending a minimum of external and internal resources and optimizing them for the development and increase the psychological stability of employees of the Russian Guard. It includes 21 classes with young employees of the Russian Guard. The program is designed for 21 hour, the minimum duration of each lesson is 45 minutes. The content of the program is aimed at working with the structural components of the concept of "psychological stability," namely: subjective activity, self-development, mindfulness, analysis, self-reflection, resistance, persistence, equalization, etc. A person's conscious self-regulation of himself is the main goal of this psychological and developmental program, preserving his psychological and mental health.

The occupation is divided into 3 blocks, each block of this program: "Salyutogenesis - a program for the development of a psychologically healthy and stable personality of law enforcement officers" solves its tasks of developing and maintaining the psychological stability of young employees of the Federal Service of the National Guard of the Russian Federation. (Appendix 1)