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**Time Perspective as a Personality Resource of Aero Navigation Specialists**

*In the paper the focus is made upon the psychological time phenomenon of the personality - time perspective construct; time perspective becomes the resource of a personality development when it becomes balanced.*

***Introduction***

A balanced time perspective (BTP) is announced to be the most salubrious time perspective (TP) (Boniwell & Zimbardo, 2004). According to Boniwell and Zimbardo (2004), a person with a BTP is characterized by being medium present hedonistic, medium future-focused, low present fatalistic, as well as high at the past positive and low at the past negative time frame.

The issue of Balanced Time Perspective is a relevant subject of study in modern psychological researches in the context of personal activity and its efficiency, as its long being proved interconnection of personal activity both physical and mental with its activity through the time of life, on the other hand the quality of this mutual existential activity depends on personal temporal characteristics and their balance.

The professional activity of aviation specialists (pilots and controllers) takes place within strict time limits, the success of it (personal input) is determined by many individual factors, where time factor is not the least. Its vital to notice here that physical peculiarities of chronological time do not overweight psychological time features, which often do not coincide with the latter. According to Jane Collingwood: “We are all time travelers: We draw on past memories, experience the present and look forward to future rewards. But how easily we travel back and forth makes a crucial difference to how well we do in life and how happy we are while we’re living it. Our time perspective — whether we tend to get stuck in the past, live only for the moment, or are enslaved by our ambitions for the future — can predict everything from educational and career success to general health and happiness.”

Personal experience of Time, the attitude and interaction with it is a fundamental characteristic of human experience, both objective ( chronological ) and subjective ( personal time construct ). Temporality being a fundamental characteristic of human existence, saturates human existence with richness and meaningfulness. Modern scientific paradigm tends to view personal activity involving professional one in the context of the personality integrity, where psychological domains are interrelated and make its input into the personality productivity.

Philip Zimbardo & John Boyd state the inevitability of time paradox presence in our lives: “The Time Paradox is not a single paradox but a series of paradoxes that shape our lives and our destinies. For example:

Paradox 1

Time is one of the most powerful influences on our thoughts, feelings, and actions, yet we are usually totally unaware of the effect of time in our lives.

Paradox 2

Each specific attitude toward time—or time perspective—is associated with numerous benefits, yet in excess each is associated with even greater costs.

Paradox 3

Individual attitudes toward time are learned through personal experience, yet collectively attitudes toward time influence national destinies.”

The Time Perspective construct has been found to be related to many attitudes, values, and status variables (educational achievement, health, sleep and dreaming patterns). It is also predictive for a wide range of behaviors, involving different risk taking forms, delinquency (Zimbardo, Keough, Boyd, 1997). It appears that scores on the ZTPI factors are indicative of perceived time pressure, that is of great importance for aviation specialists who are operating under time-limited conditions.

The matter is that not every Time Perspective can be productive and resourceful. Here we face the question of Balanced Time Perspective as a development goal to achieve. Zimbardo introduces the concept of a *balanced time perspective* (BTP) and states that ‘in anoptimally balanced time perspective, the past, present and future components blend and flexibly engage, depending on a situation’s demands and our needs and values’ (Zimbardo, 2002: 62 ). An essential key factor for succeeding in developing a BTP is thus the skill to flexibly switch one’s focus from one time perspective to another according to the demands of the moment. It is predicted that mindfulness leads to improvement of sustained attention and switching flexibility of attention (Bishop et al., 2004; De Kleine, Van de Lubbe, Blom, Schreurs, & Bohlmeijer, in prep.).

According to the research of Jonte Vowinckel, Mindfulness plays its role in structurising human relations with time and balancing Time Perspective. The ability to switch mindsets, such as being dominated by a certain timeframe, seems to rely mandatorily on the sub activities, summed up by the five facets of mindfulness: observing, describing, acting with awareness, non-judging of inner experience and non-reactivity to inner experience, since these abilities provide the ''space' between one's perception and response' (Bishop et al., 2004: 9), and the information about the situation, necessary for the next step, the 'reflectively (as opposed to reflexively)' (Bishop et al., 2004: 9) evaluation of the demands of the moment.

In its turn, Zajenkowski Marcin and Stolarski Maciej (University of Warsaw, Poland) studied intelligence, working memory and time perspective.

Adaptivity of individual Time Perspective dependable on the mentioned above characteristics. According to the authors: “Studies devoted to subjective time shows that Zimbardo’s dimensions of time perspective (TP) are associated with various psychological variables. For instance, past positive and future tend to positively correlate with subjective well-being, emotional intelligence, delayed award, while past negative and present fatalism are rather negatively related to these factors. Broadly speaking, one can conclude from these findings that an individual’s time perspective may be classified as more or less adaptive. One of the factors determining human adaptive behavior is general intelligence. It was shown that this variable is associated with more adjusted personality profile and many life outcomes, such as earning, educational achievements, even longevity and health. Results indicated that working memory, which is associated with cognitive control, may mediate the correlation between intelligence and future TP.”

Time perspective and procrastination in the workplace.

Disbalanced Time Perspective can lead to the phenomenon of procrastination.Ritu Gupta, Douglas A. Hershey, Jighyasu Gaur studied the phenomenon of procrastination in the workplace. According to the authors: “In the workplace, procrastination is typically viewed as a sub-optimal behavior that undermines productivity. As a construct, psychologists typically conceptualize procrastination as a stable and enduring personality trait. It has recently been argued that time perspective is also a personality trait, which has an important influence on procrastination behavior (Ferrari and Díaz-Morales, 2007 Journal of Research in Personality 41:707–714). Time perspective helps to guide not only employees’ judgments and decisions, but also their actions at the individual level.” In their study, the scholars examine the extent to which five qualitatively different types of time perspective (defined by Zimbardo and Boyd, 1999 Journal of Personality and Social Psychology 77:1271–1288) predict the tendency to procrastinate in the workplace. Participants were 236 managers and executives sampled from seven major information technology and financial organizations in India. Regression analyses revealed that of the five time dimensions, two were significantly positively related to procrastination, whereas two others showed negative relationships. From a basic science perspective, these findings help to extend our theoretical understanding of both time perspective and procrastination. From an applied standpoint, the results suggest an important individual difference dimension that might be considered during the personnel selection process.

Personality development in terms Time Perspective involves understanding the lifetime as a resource and an active position relative to current policies, planning as well as the ability to see past experience achievements.

Time Perspective as a construct that describes the principle of interconnection and interdependence of past, present and future tense moduses in the mind and human behavior ( Frank ). As the internal development of the individual, Time Perspective expands and gets complicated with the acquiring of experience uniqueness.

Thus, the study J. Newtten clearly differentiates the structural concept of Time perspective because the term can be attributed to various aspects of psychological time. Therefore, the researcher identifies the following aspects:

1) The first aspect - the actual Time perspective, characterized by :

• length

• depth

• saturation

• the degree of structuring

• level of realism

2) The second aspect - Time setting , more - less positive or negative attitude of a person - with respect to his / her past, present, future;

3) The third aspect - the temporal orientation that characterizes the behavior of the subject determined by the dominant time modus focus in the consciousness [1].

**Aero navigation specialists temporal awareness**

Personal characteristics influence on the activity in Time can be illustrated by the personal attitude to one’s work in time. Timing mode is an inherent part of professional activity of air navigation specialists, including radiotelephony communication. Some of time regimes have a direct impact on quality of professional air-to-ground communication, but this influence is manifested in different ways according to the various personality types.

Individual features in the time perception are displayed as a strong tendency to overestimate or underestimate the time. Thus, the tendency to underestimation of time intervals duration exerts influence upon the speed of practice, which spur acceleration of the latter. As a result of awareness and activity mode performance connection, different personality types have different attitude towards their work.

Thus, " High- speed " type gives priority to " discipline ", " Medium speed " type values rationality as the helpful skill to find the right pace of activity. In this case: highly anxious persons tend to speed the pace of activity, while people with low levels of anxiety - get to a slower pace.

K.A Abulkhanova, T.N Berezina assert that not every expert has an idea about his way of performance through time. Thus, the "optimal" personality type is successfully operating in any of the time mode, while "deficient" is more successful when all other modes are summarized to doing everything at the last minute . " Peaceful " type favors unlimited time mode or excessive one, while " executive " type effectively operates in all modes except mode uncertainty, " anxiety " type in its turn tries to avoid deficiency time mode . Of course, the mentioned above personality type characteristics according to the method of specific time performance affect the professional activity of air navigation specialists.

Thus , five time modes : " deficient ", " limited ", " optimal ", " uncertain " and " excessive " can be correlated with a certain type of personality activity over time. During the analysis of these regimes it should be taken into account the motivation factor that in real activity also gives effect of acceleration or deceleration.

**Psychological profile of air navigation specialist and personality Time perspective**

It is necessary to mention here, that overall awareness of the life time as well as personal ability to harmoniously interrelate the life time events exert a substantial influence upon psychological profile of air navigation specialist.

It should be noted that the events of the past and the future have an effect on the current behavior of a personality to the extent they are actually given at the cognitive level of one’s behavioral functioning. We believe that human assistance in updating the life significant events and forming a balanced picture of them as the time of life is quite relevant in terms of Time perspective.

In studies of P. Zimbardo . , D. Boyd . , L. Bonivilla found a direct effect of Time perspective on the organization of individual psychological time, which building involves cognitive processes that divide human experience into time segments of the past, present and future.

When analyzing the qualitative characteristics of Time perspective, the researchers used the concept of balance: a balanced Time perspective is a psychological construct that is characterized by flexible switching between different time dimensions (the past, present or future ) that can be determined both externally and innately. During the empirical research it was found that such Time perspective is the best one in terms of maintaining mental and physical health of the individual, but also in terms of social adaptation and individual functioning in the society [2].

Scientists ( K. Lewin , J. Newtten, P. Zimbardo ), distinguish in the structure of Time perspective cognitive, emotional and social components; peculiar features of the given construct can make a significant impact on individual behavior and activities.

As far as psychological science today tends to studying personality in the integrity of its structure when an imbalance of one of its levels leads to unbalance of the other, it is important to understand the role of time perspective in real time mental processes, states and personality specifics that has a direct impact on the personality existence.

A series of researches studied time perspective in the light of such important aspects as: age dynamics , the problems of physical and mental health correlation, individual psychological well-being, life experiences . Thus, according to the concept of K.A Abulkhanova, T.N Berezina, the highest level of lifetime organization is the scale of life time. Personal awareness of time should be relevant to the scale of life time, in this case a person goes beyond the limitations of chronological time, creating one’s own time space [3].

Thus, each lifetime event has its own scale, which determines its significance in the life of the individual and shows the specific sequence and duration of psychological time. K. Lewin, in particular, noted the importance of taking into account the different scales of psychological fields to suggestive analysis principle of events simultaneity that make up this field [4].

**Personal time organization**

According to Y.Y. Holovaha., A.A Kronik, the scale of lifetime event meaning at the level of psychological time is determined by its affect upon the wholy psychology of a personality? taking into consideration its major life spheres. Thus, the surveys found that ups and downs in the graph of key life stages, in the opinion of respondents, coincided exactly with those events that carried significant positive or negative impact on the areas of social , family and professional life . [5]

It is also introduced the concept of personal time organization which plays vital role in understanding time perspective phenomenon. This psychological construct a trinary structure, comprising : a) a component of the realization of a life time , b ) components of the experience of a life time, c) activity- component ( practical organization of the lifetime ). The following functional specific mechanisms help to realize one’s life time: memory ( primarily long term), anticipation capabilities and the ability to design a holistic vision of time. So, Personality has vitality for acting as a unique complex and dynamic system in time.

It is important to emphasize the existence of two time dimensions: objective and subjective, which are interrelated. The objective time dimension represents a chronological time in itself and determined by psychophysiological factors (can be defined as "determined " time ); an objective time dimension is a psychological time, which is undetermined time in its nature, scientists call it epicentric time.

We adhere to the idea of personality resources development through harmonious agreement of chronological and epicentric time (determined / selfdetermined). Such an agreement , on one hand, is impossible without the comprehension of life and its reflection, on the other without individual activity associated with self actualization and self realization, enriching one’s life with values, personal and professional self determination. The important thing is that it is on the border of two time dimensions there can arise a conflict between value time perspective ​​and objective time perspectives as a result of inconsistency or imbalance.

Some scientists propose another concept in terms of Time perspective construct research of the individual, namely " psychotemporal personality organization ", or " personality time" which is a dynamic structural entity that has the potential to develop over life -time, and represents an integrated structure of psychotemporal mental formations of consciousness and subconsciousness, behavioral strategies and value ratios (K.A Abulkhanova -Slavskay , V.F Serenkova , V.I Kovalev , L. Kublitskene ).

Mentioned above Time perspective psychotemporal specifics is determined by a number of different category factors. Thus, scientists have discovered the existence of individual situational factors that affect the temporal characteristics of ontogenetic development prospects. The social situation of the individual has certain characteristics that make it somehow respond to social challenges . Previous experience failure , superimposed on the structure of prior Time perspective, so that personal characteristics may cause uncertainty in the future perseption and be a factor in the success of a life time .

**Types of time regulation**

It should be noted that among the principles that structurize Time perspective - the most developed is typological principle. This principle reflects the mechanisms that determine a certain way of personal existence in time. There are several classifications on personality Time perspective organization. Thus, I. Kovalev mentions that the ratio of the individual to the time of life is not equivalent with respect to the existence of a person and its Self, but rather is a fundamental principle of this attitude that permeates all levels of human existence, that is "the core of all human relationships with the world ." In our opinion, the author’s emphasis on the meaning of values ​​that forms ​​" tissue " of human relationships over time is a key idea in understanding man’s transition to the level of existential understanding of lifetime [6].

**Conclusion**

Subjectivity and self determination of one’s life can not be fancied without personal attitude of person to Time of his life. The neglect of psychological time aspect (Time perspective) in aero navigation specialists psychological training may lead to mental disorders, thus affecting the overall professional performance, leading to errors and frustration. Time perspective development may exert influence upon methods of performance in time and personal time organization.

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