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SUBSTANTIATION OF THE PROFESSIONAL STANDARD OF "PERSONAL FITNESS TRAINER" IN UKRAINE

Professional staff is needed for the effective functioning of health fitness. There are no professional standards for fitness staff in Ukraine, so there is no single standardized approach to determining the list of job functions, general and special competencies, the required knowledge, skills and practical abilities. The purpose of the study is to substantiate and develop a professional standard of "Personal Fitness Trainer" taking into account international experience. Methods: analysis and generalization of scientific and methodical literature, pedagogical observation, functional analysis, documentary method, method of expert evaluations, methods of mathematical statistics.

Results. The development of a professional standard for "Personal Fitness Trainer" was based on regulatory acts and the algorithm formed for the health fitness system. There have been identified 60 necessary labor actions which ensure the performance of 9 labor functions of a fitness trainer. The professional standard takes into account the needs of employers, consumer requirements and will be the basis for the industry standard of higher education in the relevant specialty.

Conclusions. The developed professional standard for "Personal fitness trainer" is relevant, complies with regulatory acts and established algorithm, adapted to the system of fitness. The expediency of developing a professional standard "Personal fitness trainer" was based on the study of the actual state and prospects of application of fitness staff. The professional standard provides requirements for the content and quality of professional activity; list of general competencies; requirements for the level of qualification, medical contraindications to work, work experience, level of education of a fitness trainer; a list of labor functions and labor actions and the necessary knowledge, skills and abilities; list of subjects and means of work and definition of professional competencies, etc. The professional standard "Personal fitness trainer" should be the basis for the industry standard of higher education in the relevant specialty.

Key words: professional standard, health fitness, personal fitness trainer.

Чеховська Л., Дутчак М., Жданова О., Лужна М. Обґрунтування професійного стандарту «персональний фітнес-тренер» в Україні. Для ефективного функціонування оздоровчого фітнесу необхідний фаховий персонал. Професійні стандарти для фітнес-персоналу в Україні - відсутні, тобто немає єдиного стандартизованого підходу до визначення переліку трудових функцій, загальних та спеціальних компетентностей, необхідного обсягу знань, умінь та практичних навичок. Мета дослідження - обґрунтувати та розробити професійний стандарт «Персонального фітнес-тренера» з врахуванням міжнародного досвіду. Методи: аналіз та узагальнення науково-методичної літератури, педагогічне спостереження, функціональний аналіз, документальний метод, метод експертних оцінок, методи математичної статистики. Результати. Розроблення професійного стандарту для «Персональний фітнес-

тренер» базувалося на нормативно-правових актах та сформованим для системи оздоровчого фітнесу алгоритмом. Визначено 60 необхідних трудових дій, які забезпечують виконання 9 трудових функцій фітнес-тренера. Професійний стандарт враховує потреби роботодавців, вимоги споживачів та буде основою для галузевого стандарту вищої освіти за відповідною спеціальністю. Висновки: Розроблений професійний стандарт для «Персонального фітнес-тренера» є актуальним, відповідає нормативно-правовим актам та сформованому алгоритму, адаптованого до системи оздоровчого фітнесу. Доцільність розроблення професійного стандарту «Персональний фітнес-тренер» базувалося на вивченні фактичного стану та перспектив застосування трудової діяльності фітнес-персоналу. Професійний стандарт передбачає вимоги до змісту та якості професійної діяльності; перелік загальних компетентностей; вимоги до рівня кваліфікації, медичних протипоказань до роботи, досвіду роботи, рівня освіти фітнес-тренера; перелік трудових функцій та трудових дій і необхідні для цього знання, уміння та навички; перелік предметів і засобів праці та визначення професійних компетентностей тощо. Професійний стандарт «Персональний фітнес-тренер» має бути основою для галузевого стандарту вищої освіти за відповідною спеціальністю.

Ключові слова: професійний стандарт, оздоровчий фітнес, персональний фітнес-тренер.

Introduction. There are necessary competitive specialists for the quality functioning of any sphere of activity and the health fitness system is not the exception [2, 6, 12, 15, 20]. Nowadays, health fitness is developing dynamically in Ukraine, the number of clubs, studios and centers that provide fitness services to population is increasing [6, 12, 18]. The effectiveness of their activities depends on personnel provision, the quality of which has high demands from both consumers and employers [1, 2, 13]. The requirements for the competences of the fitness staff are the basis for formation of professional qualifications, which should be reflected in professional standard [8]. A professional standard is a document that define general and labor functions, qualification level, actions to be performed by employees within the scope of their professional activities, as well as the necessary knowledge and skill. Therefore, the professional standard describes in detail the activities of a specialist, the content of which is related to the necessity of certain knowledge and skills [4, 7].

Nowadays, unfortunately there are absent national professional standards of personnel of the health fitness' system. The need for their development is determined by absent of a single standardized approach to defining the list labor functions, general and special competencies, necessary amount of knowledge, skills and practical skills for various professions, including the personal fitness trainer.

The work was carried out in accordance with the plan of scientific work of the department of fitness and recreation in Lviv State University of Physical Culture named after Ivan Boberskyj for 2021–2025 years "Healthy motor activity in recreational activities of different population groups of Ukraine".

The **purpose** of the study is to substantiate and develop a professional standard "Personal fitness trainer" with taking into account an international experience.

Research methods. There was used a complex of methods to achieve the goal: analysis and generalization of scientific and methodical literature, pedagogical observation, functional analysis, documentary method, method of expert assessments, methods of mathematical statistics.

Pedagogical observation made it possible to establish the content of the professional activity of a personal fitness trainer, namely: the list and essence of labor actions (labor operations), which are carried out to perform a separate labor function; a list of items and means of work, equipment which are necessary for professional activity.

Functional analysis made it possible to identify and consistently describe the hierarchy of labor functions; determine the list of professional competencies of a fitness trainer that ensure the implementation of labor functions through performance defined labor actions.

Studying the content of administrative regulation documents made it possible to analyze the job duties of a personal fitness trainer.

Involved experts (n=50) met the requirements of the level of awareness in issues of the work of a personal fitness trainer. There was used the method of mutual selection of experts. The expert group evaluated labor actions according to two criteria: degree of significance and frequency of use. The results were correlated with the rating scale and each action was assigned a corresponding point.

The results. The creation of professional standards is a stage without which the further development of the national health fitness system is impossible.

That is why the National University of Physical Education and Sports of Ukraine and the information and analytical platform "FitnessConnectUA" initiated the development of professional standards in the health fitness system [4, 11] and a special platform was created for their implementation. Such an initiative corresponds to the national trend and has a legislative basis. Work of such scale has been organized for the first time in Ukraine.

The experience of the European Union is leading to the implementation of professional standards in the health fitness system. The committee of the development of professional standards in health fitness of the European Health and Fitness Association "EuropeActive" adopted 13 professional standards that are consistent with the European Qualifications Framework (The European Qualifications Framework - EQF) [14, 16]. That is why the development of the professional standard of "Personal fitness trainer" should take into account the correlation of Ukrainian specialties and international requirements, since the fitness industry needs a uniform qualification of fitness personnel [9, 19, 21].

Orientation to the European and world experience of training and certification of fitness personnel in countries that demonstrate a high level of development of the fitness services market, in particular the United States of America (American College of Sports Medicine, National Strength and Conditioning Association, American Council on Exercise, National Academy of Sports Medicine, National Federation of Personal Trainers), can give an opportunity to personal fitness trainers to switch to a new

more professional level of professional competence and will create prerequisites and opportunities for their professional mobility, registration in the American USREPS and European EREPS registers of health fitness specialists [16,19].

In modern conditions the work of a fitness trainer is determined by a new status: the demand has a social scale within the framework of programs for improving the health of the population, organizing healthy leisure for young people, forming new values and life priorities of the younger generation. A modern fitness trainer must have creative potential, the ability to self-development and self-improvement, creation and transfers the values of a healthy lifestyle.

This need is taken into account in the professional standard. We were guided by normative and legal acts [7, 8] and the formed algorithm which provided for the study of the actual state and expediency of development of a professional standard while developing it [11].

The developed project of the professional standard "Personal Fitness Trainer" is coordinated with the European Qualifications Framework (EQF) and corresponds to the European standard "Personal Trainer EQF level 4", which was approved by the "EuropeActive" Professional Standards Committee.

We followed the following principles while forming the professional standard "Personal fitness trainer":

- assessment of requirements for general and professional competencies of certain labor functions and use of uniform criteria for their formation;
- objectivity in determining the names, content and scope of labor functions;
- the possibility of vertical and horizontal placement of qualifications assigned on the basis of the compliance of a person's learning results with the requirements of educational programs / standards that were developed with taking into account the provisions of professional standard, at all levels of the National Qualification Framework;
- taking into account the successful international experience of countries.

The developed project of the professional standard "Personal Fitness Trainer" has the following components:

- general information of the professional standard;
- regulatory and legal acts and regulatory and technical documents connected to professional activity;
- general competences;
- list of labor functions (conditional designations of labor functions);
- description of labor functions (labor functions, objects and means of work, professional competences (by labor action or group of labor actions), knowledge, abilities and skills);
- data on the development and approval of the professional standard.

The professional standard defines requirements for:

- the content of the work of a fitness trainer and the conditions for its implementation;
- qualifications of a fitness trainer;
- professional education and training required to meet this qualification.

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The project of the professional standard "Personal fitness trainer" consists of 6 sections, which outline the basic requirements for the necessary level of knowledge, skills and competencies of a personal fitness trainer.

The main goal of a personal fitness trainer's professional activity is to provide fitness services to various segments of the population.

According to the "Classifier of professions" (CP 009:2010) and CTEA-2010 (Classification of types of economic activity), there was established that the professional activity of a fitness trainer corresponds to Section R "Art, sports, entertainment and recreation" (Table 1).

Table 1. The name of the type of economic activity of a fitness trainer

Section R	Art, sports, entertainment and recreation	Section 93	Activities in in the field of sports, organization of rest and entertainment	Group:	Activities in the field of sports
				93.1	
				Class 93.13	Activities of fitness centers

The specified type of work, according to the Classifier of professions (CP 003:2010), belongs to the section "specialists" (Table 2).

Table 2. The name of the type of professional activity of a fitness trainer

Section	Subsection	Subclass
3	347	3475
Specialists	Decorators, artists, athletes and organizers in the field culture and art	Sports trainers, methodical and professional instructors athletes

The professional job title and code also correspond to the "Classifier of professions" (CP 003:2010): 3475 - Fitness trainer.

The work of a personal trainer involves employment in appropriately equipped gyms, personal training rooms, which are in fitness centers, fitness clubs, fitness studios, etc.

The position of a personal trainer is subordinate to the manager of the corresponding unit or the director (head) of the institution.

Experts identified 60 necessary labor actions that ensure the performance of 9 labor functions. In general, professional activity involves the development and implementation of a personal fitness program taking into account individual needs and characteristics of the client (age, gender, susceptibility to certain diseases, etc.), control over the effectiveness of program implementation, client motivation, orientation to a healthy lifestyle, etc.

This professional standard takes into account the needs of employers in qualified personnel, forms of employment and working conditions of the profession. Thanks to this, applicants will be able to choose future profession more consciously, and students will understand what knowledge and skills they should acquire, and employers will be able to choose the most trained specialists.

The professional standard will also contribute the definition of the content of various forms of training of health fitness specialists and will serve, in particular, as a basis for the industry standard of higher education in the relevant specialty [3, 5, 13]. It will contribute to the implementation of the professional standard in education and reduce the gap between the requirements of employers and the level of professional training of personnel, will make it possible to form unified standards and criteria for assessing the competencies of a personal fitness trainer.

Conflict of interest. The authors declare that there is no conflict of interest.

Conclusions

1. The developed professional standard for the "Personal Fitness Trainer" is up-to-date, complies with regulations and the developed algorithm adapted to the health fitness system.

2. The expediency of developing the professional standard "Personal fitness trainer" was based on the study of the actual state and prospects of the employment of fitness personnel. The professional standard provides requirements for the content and quality of professional activity; list of general competencies; requirements for the level of qualification, medical contraindications to work, work experience, level of education of a fitness trainer; a list of labor functions and labor actions and the necessary knowledge, skills and abilities; list of subjects and means of work and determination of professional competences, etc.

3. The professional standard "Personal fitness trainer" should be the basis for the industry standard of higher education in the relevant specialty.

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CRISIS AND CONFLICT SITUATIONS THAT ARISE DURING STUDENTS' STUDIES. METHODS OF STRUGGLE AND THEIR SOLUTIONS

Nowadays, each person can face different views, beliefs and interests of the people around him. Such clashes, caused by personal characteristics of people, their interaction with others, subjective and objective factors, can lead to conflict situations. Interpersonal conflicts are an integral part of student life, which can lead to negative consequences.

Interpersonal conflicts are conflicts between people in the process of their psychological and social interaction. For many, the word "conflict" is usually negative. Most people believe that conflict is something that must be avoided. But if you take a more thoughtful approach to this phenomenon, you can come to the conclusion that conflict is not only inevitable, but also necessary, since the search for a favorable and positive outcome requires intellectual efforts that are associated with the analysis of the reasons for its occurrence, its causes, as well as ways to resolve and overcome the contradictions that have developed between people. Interest in this issue is due to the fact that interpersonal conflicts in higher education institutions can be the cause of deterioration in students' well-being, the formation of a feeling of dissatisfaction with educational activities and can also negatively affect academic performance and the effectiveness of training in a future profession.

The problems of interpersonal conflicts in higher education institutions require special attention from both researchers and teachers, which determined the relevance of studying this problem in the study.

Key words: student, conflict, situation, methods, solution.

Новицький Юрій, Гаєрилова Надія. Кризові та конфліктні ситуації, що виникають під час навчання студентів. Методи боротьби та їх вирішення. У наш час кожна людина може стикатися з різними поглядами, переконаннями та інтересами оточуючих людей. Такі зіткнення, зумовлені особистісними особливостями людей, їхньою взаємодією з оточуючими, суб'єктивними та об'єктивними факторами, можуть призвести до конфліктних ситуацій. Міжособистісні конфлікти – невід'ємна частина студентського життя, яка може призвести до негативних наслідків.

Міжособистісні конфлікти - це конфлікти між людьми в процесі їх психологічної та соціальної взаємодії. Для багатьох слово «конфлікт» зазвичай негативне. Більшість людей вважають, що конфліктів – це те, чого слід уникати. Але якщо більш вдумливо підійти до цього явища, то можна прийти до висновку, що конфлікт не тільки неминучий, але й необхідний, оскільки пошук сприятливого і позитивного результату вимагає інтелектуальних зусиль, пов'язаних з аналізом причин за її виникнення, її причини, а також шляхи вирішення та подолання протиріч, що склалися між людьми. Інтерес до даної проблематики зумовлений тим, що міжособистісні конфлікти у ВНЗ можуть бути причиною погіршення самопочуття студентів, формування почуття незадоволеності навчальною діяльністю, а також можуть негативно впливати на успішність та ефективність навчання майбутній професії.

Проблеми міжособистісних конфліктів у вищих навчальних закладах потребують особливої уваги як науковців, так і викладачів, що зумовило актуальність вивчення даної проблеми у дослідженні.

Ключові слова: студент, конфлікт, ситуації, методи, вирішення.

Formulation of the problem.

Adaptation to studying at a university is largely determined by the personal qualities of the student. Young people use the communication methods and skills that they acquired at school, and they are not always successful. Differences in moral attitudes, behavior, values, and norms can lead students to a conflict situation.