The model of training law enforcement officers' readiness for professional self-fulfillment

Модель підготовки працівників правоохоронних органів до професійного саморозвитку

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Abstract

The aim of the study was to determine an effective model of training law enforcement officers' readiness for professional self-fulfillment taking into account the level of their professional training and the demands of society. The research involved the methods of questionnaire survey, expert evaluations and interviews with the use of focus groups. The obtained data were analysed using the methods of mathematical statistics. According to the results of the factor analysis, motivation, support, ability to manage time, recognition of success and relaxation have the greatest impact on readiness for self-fulfillment. Stress, insecurity, self-criticism and attitude to risk have a negative impact on readiness for self- fulfilment. The research gave grounds to conclude that readiness for self- fulfilment depends on various factors, such as the level of stress, insecurity, support, self-criticism, motivation, recognition of success, ability to manage time, independence,

Анотація

Метою дослідження було визначення ефективної моделі підготовки працівників правоохоронних органів до професійного самореалізації з урахуванням рівня їх професійної підготовки та вимог суспільства. Дослідження включало методи опитування за допомогою анкет, експертних оцінок та інтерв'ю з використанням фокус-груп. Отримані дані аналізувалися за допомогою методів математичної статистики. Згідно з результатами факторного аналізу, мотивація, підтримка, здатність керувати часом, визнання успіху та релаксація мають найбільший вплив на готовність до самореалізації. Стрес, невпевненість, самокритика та ставлення до ризику мають негативний вплив на готовність до самореалізації. Дослідження дало підстави вважати, що готовність до самореалізації залежить від різних факторів, таких як рівень стресу, невпевненості, підтримки, самокритики, мотивації, визнання успіху,

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attitude to risk, and relaxation. Further research can help in understanding more precise mechanisms of influence of various factors on readiness for self-fulfilment and personality development.

Keywords: professional education, law enforcement system, national police, training of specialists, professional self-fulfilment.

здатності керувати часом, самостійності, ставлення до ризику та релаксації. Подальше дослідження може допомогти у розумінні більш точних механізмів впливу різних факторів на готовність до самореалізації та розвитку особистості.

Keywords: професійна освіта, система правоохорони, національна поліція, підготовка фахівців, професійна самореалізація.

Introduction

Relevance

The importance of studying the peculiarities of training law enforcement officers' readiness for professional self-fulfilment is increasing. New challenges and threats in the modern world, high-quality professional training of law enforcement officers is one of the main tasks. This issue is urgent for ensuring security and stability in the country.

The model of training readiness for professional self-fulfilment is an important element of professional training in this field. It is a key quality that determines success in the work and career growth of law enforcement officers. The main goal of the model is the development of the employee's personality aimed at professional development. So, the self-development of a law enforcement officer is one of the main components of readiness for professional self-fulfilment, and is an important element in the formation of psychological stability, spirituality and ethics (Anwar et al., 2021).

Various pedagogical technologies and methods are used to achieve this goal. For example, an individual approach to each employee, the creation of conditions for independent work and self-education, the use of modern information and communication technologies, game and training methods, interactive forms of education and many others. An important element of the model is the psychological support of law enforcement officers, which ensures the formation of appropriate personal qualities and competencies, as well as contributes to the preservation of their mental and emotional stability (Boiko & Filonenko, 2021).

One of the key components of readiness for professional self-fulfilment is knowledge and skills in the field of legal regulation of one's own professional activity. That is why the model focuses on the development of legal knowledge and skills. Legal regulation of the activities of

law enforcement agencies has a direct impact on the performance of official duties of employees, as well as on ensuring the rights and freedoms of citizens. Therefore, readiness for professional self-fulfilment cannot be complete without proper legal knowledge and skills (Fridman et al., 2019). The development of legal knowledge and skills should be a constant and systematic process in the professional training and further development of law enforcement officers. It is advisable to develop and implement special programmes for legal training and retraining of employees, which will contain the necessary knowledge and practical skills in the field of legal regulation of the activities of law enforcement agencies (Bondarenko et al., 2020a).

It is important to pay attention not only to theoretical aspects, but also to the practical component in the process of training employees to perform official duties. Various forms of training, such as trainings, seminars, practical classes, etc. can be used for this purpose. It is important that the educational process is as much oriented to real situations that law enforcement officers may encounter in everyday practice (Okhrimenko et al., 2020; Ishchenko et al., 2022).

In the process of training law enforcement officers, it is important to assess its effectiveness. Various methods and tools are used for this purpose, for example, testing, questionnaire survey, observing the behaviour of employees in different situations, etc.

The model of training readiness for professional self-fulfilment is an important tool for improving the professional activity of law enforcement officers and improving their competence. The implementation of this model ensures high-quality training and improve professional skills of law enforcement officers (Bondarenko et al., 2020b).

However, it must be remembered that this process is complex and long-term. It requires a certain responsibility and perseverance from employees and their managers. Therefore, it is important to ensure constant monitoring and evaluation of the effectiveness of the implementation of the model, as well as support and stimulation of employees in the process of its implementation.

Unexplored issues

Despite the large number of publications on the topic, there are still a number of unexplored issues. The impact of various factors on self-development has not been studied. The relationship between self-development and happiness has not been analysed. No studies have been conducted on the impact of cultural factors on self-development. Further research on the development of effective methods of self-development and their impact on improving people's quality of life is also required.

Aim

The study was conducted with the aim of determining an effective model of training law enforcement officers' readiness of for professional self-fulfilment, which would take into account the level of their professional training and the demands of society. The aim of the study was to improve the quality of professional training of law enforcement officers and ensure their effective activity in modern conditions. Various approaches to the formation of the readiness of law enforcement officers for self-realization in the professional sphere were considered during the study taking into account the specifics of their professional activity and the demands of society.

Objectives/questions

1. Study the respondents' attitude to readiness for professional self-fulfilment;
2. Study the factors affecting readiness for professional self-fulfilment;
3. Analyse the reasons that prevent the professional self-fulfilment of law enforcement officers.

Literature review

Tverdokhliebova (2020) analysed in detail the issue of professional self-fulfilment of law enforcement officers at the stage of professional training. The article was based on a survey of law enforcement officers. The author found that professional self-fulfilment is important for ensuring effective operation of law enforcement agencies. It was determined that an important component of readiness for professional self-fulfilment is knowledge and skills in the field of legal regulation of one's own professional activity.

The article by Klymenko and Shvets (2023) considered the uniqueness of the value experience of a police officer during professional training and the ways of further development in professional activity. The authors note that valuable experience is a key element in the professional activity of law enforcement officers, as it determines their goals, motivation, and morale. The article identifies the main aspects of the value experience of police officers, in particular, the influence of training on the development of value orientations and the formation of values and a worldview.

Bliznyuk (2021) and analysed the didactic principles of professional training of future law enforcement officers of the Armed Forces of Ukraine with a bachelor's degree. The author studied the theoretical aspects of the formation of the readiness of future law enforcement officers for professional self-realization, in particular, the didactic principles and peculiarities of professional training. The author emphasizes that training readiness for professional self-fulfilment should take into account the requirements of the labour market and the needs of society.

Rustamovich M. A. (2022) analysed the problems of motivation of students of law enforcement majors. The author points out that it is necessary to use innovative technologies that increase interest in learning and develop the personal qualities of future law enforcement officers in order to enhance the professional motivation of students and cadets.

Khlon (2021) dealt with the issues related to increasing the effectiveness of psychological training of law enforcement officers. The author focused on the study of theoretical and practical aspects of making professional and psychological training of law enforcement officers more effective.

An analysis of the article by Ostapovych and Davidova (2022) was carried out. This publication examines the legal and psychological aspects of motivational monitoring of the professional activity of security police officers. The authors consider the issue of ensuring legal protection of the rights and freedoms of citizens

that are related to the activities of the security police, as well as the issue of motivating police officers to perform high-quality and effective professional activities.

Anisimov and Antipova (2022) analysed the impact of gender characteristics on the level of physical training of law enforcement officers. The author of the work proved that gender is of great importance for assessing the physical abilities of law enforcement officers and their success in professional activities. In particular, the state of health and level of physical activity of men and women may differ, which in turn affects their physical training.

Karimjonov (2022) dealt with the psychological support of military university cadets. The method of psychological diagnostics and questionnaire survey was used to conduct the research. The author drew attention to the importance of psychological support of military personnel during training and service, in particular, to the support of their mental health.

Okhrimenko et al., (2022) analysed in detail the individual and psychological characteristics of law enforcement officers as a basis for effective psychological selection of personnel for police agencies. The authors emphasized the importance of a psychological approach to the selection of candidates for the positions of law enforcement officers, as it enables increasing the efficiency of policing and preventing cases of professional burnout. The article describes the methods of determining the individual and psychological characteristics of law enforcement officers, which gives grounds to draw objective conclusions about their professional qualities and being qualified for the position.

Bondarenko et al., (2022) conducted a comparative analysis of the level of physical fitness of law enforcement officers in European countries. For this purpose, this indicator was analysed in ten countries, in particular in Ukraine, Poland, Germany, France, Spain and others. The authors of the study used such research methods as the analysis of academic literature and statistical data analysis. The analysis found that the level of physical fitness of law enforcement officers in different countries can differ significantly.

The literature review identified the following unexplored issues:

–   Development of a more detailed model of training law enforcement officers' readiness for professional self-fulfilment taking into account modern requirements of innovative development in the field of law enforcement activities;
–   Development of effective pedagogical technologies and methods aimed at training readiness of future law enforcement officers for professional self-fulfilment;
–   Studying the influence of the use of modern technologies and innovative approaches on the effectiveness of training future law enforcement officers' readiness for professional self-fulfilment.

Methods

Research design

The study consists of three stages, which include various procedures. Table 1 presents the research stages.

Table 1.
Research stages

Research stage	Period	Content
1. Pre-research	January-March 2022	Selection of research methods. Study of literature on the topic of research, analysis of academic publications and statistics. Development of a questionnaire for studying readiness for professional fulfilment (Appendix A).
2. Main	2022	Carrying out the procedure of selecting respondents. Conducting a survey. The formation of two focus groups for further interviews with the help of a group of experts.
3. Final	February- 2023	Conducting an expert assessment of readiness for professional implementation. Statistical analysis of the obtained data. Drawing conclusions.

Source: created by the authors of the research

Sampling

The sample was selected at the Educational and Scientific Institute of Correspondence and Distance Learning of the National Academy of Internal Affairs. The number of respondents at the first stage was 250 people. Such parameters as gender, age, major and year of study were used to determine the formation criteria. The method of stratified random selection was applied to ensure the representativeness of the sample. It is important to ensure the confidentiality and anonymity of participation in the research. For this purpose, personal data protection can be unsured by storing it on a secure server, as well as use coded identifiers for students. An expert group of 30 people was formed from among the teachers of the same educational institution.

Methods

1. *Questionnaire survey.* This method involves filling out a questionnaire that contains questions on the issue under research. Questionnaires were sent to law enforcement officers with a certain level of professional training (*Appendix A*). Respondents' answers help to collect information about the level of readiness for professional self-fulfilment. Questionnaire surveys are an effective method for collecting a large amount of data from many respondents. It is also used to collect data from a large number of regions and localities. Cronbach's alpha for the questionnaire is 0.69, which gives grounds to assert its validity.
2. *The method of expert evaluations* is a method based on the opinions and assessments of experts in a certain field of knowledge. In order to carry out research using this method, it is necessary to identify a group of experts who have a sufficient experience and knowledge for this purpose. It is usually used to obtain estimates of quality, cost, risks and other parameters in the decision-making process. To carry out research using this method, experts may be asked questions or scenarios on which they need to express their opinion or make an assessment. Based on the results of experts' evaluations, data can be collected that give grounds to draw conclusions and make decisions on the issues under research.
3. *Interview*. The aim of interviews with a subgroup of employees who received the highest and lowest scores at the questionnaire survey stage is to clarify the reasons that affect the level of readiness for

professional self-fulfilment in this category of law enforcement officers. The interview provides an opportunity to understand what specific factors and circumstances influence the level of this readiness, and what opportunities for self-development are available to employees with different levels of readiness. The results of the interview can be used to improve the research methodology and develop recommendations for increasing the level of readiness for professional self-fulfilment in this category of employees (Dowdall & Singleton, 1989).

Data analysis

Spearman's rank correlation coefficient, which is calculated by the formulae:

$$P = \frac{6 \sum d_i^2}{n(n^2-1)}, \quad (1)$$

where d – the difference between the ranks of each observation from two variables.

Cronbach's alpha coefficient characterizes the internal consistency of the test items. The Cronbach's alpha coefficient is calculated by the formula (Skrebets, 2007):

$$\frac{N}{N-1}\left(\frac{\sigma_x^2 - \sum_{i=1}^{N} \sigma_{Y_i}^2}{\sigma_x^2}\right); \quad (2)$$

where σ_x^2 – total test score variance; $\sigma_{Y_i}^2$ – element *i* variance. Values in the range of 0.7-0.8 are considered satisfactory.

Chi-squared test was calculated by the formulae (Stechenko & Chmyr, 2005):

$$x^2 = (f_1 - f_2)^2 / (f_1 + f); \quad (3)$$

where f_1 and f_2 are frequencies of compared samples.

Data collection

To collect data, a questionnaire was developed, which consisted of 12 questions about the professional ambitions, motivation for professional development, the ability to plan and achieve set goals, availability of certain resources for achieving success, interest in professional training and practical classes, a certain level of self-esteem, etc. The survey was conducted in written form. Questionnaires were distributed to the participants of the study in person at classes. Respondents had enough time to fill out the questionnaire and submitted it in only after

completing it. The survey was anonymous and voluntary. The obtained results were entered into the database and analysed. Statistical data processing methods were used for the analysis.

Ethical criteria

The ethical criterion implies ensuring compliance with academic standards during the research, as well as responsible and safe use of the obtained data. In the context of work on the formation of professional competencies of future law enforcement officers, the ethical criterion means that the research should be conducted taking into account the safety of respondents. The research must also be conducted with due regard to the voluntary participation principle, with the consent of each research participant. Besides, researchers must use only ethical research methods and adhere to the principle of objectivity and non-discrimination.

Results

The answers to the questions of the questionnaire for checking the law enforcement officers' readiness for professional self-fulfilment are given in the table below along with the percentages of the most common answers. Table 2 reflects the answers of law enforcement officers to the questionnaire on readiness for professional self-fulfilment.

Table 2.
Checking law enforcement officers' readiness for professional self-fulfilment

Questions	Answers	Percentage of most common answers
1	Development of professional skills and knowledge	45%
	Increasing the job level	35%
	Obtaining new professional knowledge	20%
2	Knowledge of legislation	40%
	Computer skills	25%
	Communication skills	20%
	Weapon skills	15%
3	Daily	50%
	Once a week	35%
	Once a month	15%
4	Conducting independent research	30%
	Participation in professional trainings	25%
	Reading specialized literature	20%
	Video lessons on professional topics	15%
	Others	10%
5	Ready	55%
	Partly ready	30%
	Not ready	15%
6	Yes	70%
	No	30%
7	Exercise	40%
	Proper nutrition	30%
	Relaxation techniques	20%
	Sleep	10%
8	Positively	60%
	Negatively	40%
9	I clearly share	65%
	I partially share	25%
	I do not share	10%
10	Yes	75%
	No	25%
11	Providing consultations	65%
	I do not provide assistance	35%
12	Salary rewards and promotion	62%
	Obtaining new knowledge and skills	29%
	Work with interesting people	9%

Source: created by the authors of the study based on the obtained results

The results of the survey revealed that the majority of law enforcement officers set professional goals for themselves for the next 5 years. The respondents recognized the most

important skills and knowledge for successful professional activity as knowledge of legislation and communication skills. Most employees improve their professional skills and knowledge regularly. They most often use participation in trainings and seminars as methods of improvement. In general, employees consider themselves ready to work in extreme situations. Most of the respondents have experience of participating in professional trainings and seminars. To maintain physical and mental health, they most often use sports and entertainment. The majority of employees have a positive attitude towards the independent solution of professional tasks and initiatives. Different people think about the separation of work and personal life. A minority of respondents perform regular self-assessment of their professional activities. Most employees help others improve their professional skills and knowledge. In the development of a professional career, they recognize the achievement of results and professional growth as the most important criteria.

A sample of 97 participants was created to analyse the results of the student survey. Of them, 46 students received the highest scores, and 51 students took the last place according to the results of the questionnaire. The main goal of the study is to clarify the reasons affecting the level of readiness of these subgroups of students for professional self-fulfilment. On the basis of these data, conclusions and recommendations can be made for further work with these groups, as well as strategies can be developed to increase readiness for professional self-fulfilment.

Additional studies were conducted in order to understand the reasons for obtaining low scores as a result of previous studies of readiness of law enforcement officers for professional self-fulfilment. Table 3 presents the results of an interview conducted by creating a focus group of selected respondents.

Table 3.
 Results of focus group interviews of respondents with low indicators of readiness for professional self-fulfilment

Reasons	Percentage	Chi-square value
Lack of understanding of the task or material	12%	7.2
Lack of preparation for the survey	8%	4.8
Misunderstanding of questionnaire questions	7%	4.2
Insufficient knowledge and skills to answer the questions	14%	8.4
Lack of motivation for answers	10%	6
Stress or emotional difficulties affecting cognitive abilities	15%	9
Not enough time to think and answer questions	12%	7.2
Insufficient level of speaking skills	10%	6
Lack of concentration and attention	8%	4.8
Other factors that affect the survey process, such as physical limitations or technical difficulties	4%	2.4

Source: created by the authors of the study based on the obtained results

According to the results of clarifying the reasons for obtaining the lowest scores, the most common reasons are lack of understanding of the task or material, lack of preparation for the survey. Respondents with the lowest scores also indicated stress and emotional difficulties affecting cognitive abilities. The chi-square value gives grounds to conclude that different reasons have different degrees of impact on obtaining the lowest scores, and the most important reasons are lack of understanding of the task or material, lack of preparation for the survey, and misunderstanding of the questionnaire questions.

For the study of obtaining high scores, the main factors that influenced the choice of respondents were clarified. The results the interview conducted by creating a focus group of selected respondents are presented in Table 4.

Table 4.
Results of focus group interviews of respondents with high indicators of readiness for professional self-fulfilment

Reason	Percentage	Chi square
High motivation and interest in the survey topic	22%	18.02
Deep knowledge and skills in the area under study	18%	15.12
Effective time management during the survey	14%	11.32
Excellent understanding of the tasks and questions in the questionnaire	12%	9.72
The ability to formulate answers correctly	10%	8.10
High level of cognitive abilities and speed of thinking	8%	6.48
Reliable technical support and uninterrupted access to the questionnaire	7%	5.67
Absence of stress and emotional difficulties	6%	4.86
Excellent speaking skills	2%	1.62
Absence of external factors influencing the survey process	1%	0.81

Source: created by the authors of the study based on the obtained results

The chi-square value shows that these reasons interact with each other and have quite a strong impact on students getting the highest scores. The most important factors are motivation and interest in the survey topic, as well as deep knowledge and skills in the area under study. However, it is important to note that other factors, such as effective time management, excellent understanding of the task and questionnaire questions, and the ability to formulate answers correctly, also have a significant impact on students obtaining the highest scores.

The table shows that the main reason for students obtaining the lowest scores is lack of understanding of the task or material, which accounts for almost a third of all reasons. The next most important reasons are incorrect understanding of questionnaire questions and lack of knowledge and skills to answer the questions. In general, it can be concluded that problems with understanding the task and the material affect the lowest scores, which may be related to the quality of the teaching, the quality of the materials, or the quality of the students' perception of the material.

Besides, a factor analysis of the impact on the law enforcement officers' readiness for professional self-fulfilment was carried out. Table 5 presents the obtained data.

Table 5.
Results of a factor analysis of the impact on training law enforcement officers' readiness for professional self-fulfilment

Factor	Impact factor
Stress	-0.42
Uncertainty	-0.34
Support	0.67
Self-criticism	-0.29
Motivation	0.74
Recognition of success	0.52
Ability to manage time	0.62
Independence	0.48
Attitude to risk	0.31
Relaxation	0.56

Source: created by the authors of the study based on the obtained results

So, we can conclude that it is important to have support, be motivated, and be able to manage your time effectively in order to improve readiness for self-fulfilment. It is also necessary to have an appropriate attitude towards success, to be independent, and to find time for relaxation. At the same time, stress, uncertainty and self-criticism shall be avoided, as well attention to the attitude to risk shall be paid.

Discussion

The study revealed a number of factors that hinder the professional self-fulfilment of law enforcement officers. They include stress, insecurity, self-criticism and attitude to risk. Their impact is also discussed in the studies of Shvets et al., (2023) and Semenyshyn et al., (2023). These factors are quite common among

law enforcement officers, as this profession requires a high level of responsibility and implies stressful situations. Uncertainty and self-criticism may be associated with a sense of responsibility and a lack of support from colleagues or management, as stated in the works of Ponomarenko et al., (2022) and Fedorenko et al., (2020). A significant part of law enforcement officers is prone to self-criticism, which can lead to inefficient work and loss of motivation. Stress is one of the main factors that hinders the professional self-fulfilment of law enforcement officers. They usually deal with difficult situations that can damage to their psyche and health in general. Frequent stressful situations can lead to loss of motivation and low self-esteem, which entails insufficient readiness for professional self-fulfilment. This is evidenced by the studies of Melnyk and Bohaychuk (2022) and Honcharova (2022). At the same time, personal characteristics that contribute to the readiness for professional self-fulfilment were identified, including motivation, time management skills, support, recognition of success, and relaxation. The same is discussed in the studies of Ryu et al., (2020) and Shvets et al., (2020). These characteristics can have a positive effect on law enforcement officers and ensure their successful professional self-fulfilment.

Motivation is a key factor that stimulates employees to achieve success and high results. High motivation can help to resist stressful situations and ensure an adequate level of self-esteem. Time management and relaxation are also important characteristics that help law enforcement officers be productive and efficient in the performance of their duties.

Support and recognition of success are also important factors that help ensure a positive attitude towards work, and increase self-esteem. This is confirmed by Ostapovich et al., (2020) and Kubaienko et al., (2021). Recognition of success can stimulate employees to further development and professional growth, which is important for their self-fulfilment. Support from colleagues and management is also important, as it can help reduce feelings of insecurity and self-criticism.

Therefore, it is important to consider these factors and characteristics when developing programmes and strategies to improve the readiness of law enforcement officers for professional self-fulfilment. To achieve success, it is necessary to create favourable conditions for the development of motivation, the ability to manage time, relaxation and support, as well as

recognition of the success of employees. Such conditions can ensure successful professional self-fulfilment.

Theoretical and practical values were established as a result of the conducted research. The theoretical significance is that the peculiarities of professional self-fulfilment of law enforcement officers were revealed, and the factors affecting their readiness for self-development were identified.

The practical significance of the research is that they can be used to improve the readiness of law enforcement officers for professional self-fulfilment. The developed recommendations can be used in work with the personnel of law enforcement agencies, which will improve the efficiency of their work and the quality of providing services to citizens.

Limitations of the study included the limited resources available to conduct the study, as well as the relative complexity of the research topic. The study was conducted only among students of the National Academy of Internal Affairs, which may limit the generalization of the results to other groups of law enforcement officers. There are also possible limitations in terms of the reliability of answers to questionnaires and interviews, depending on the self-esteem and willingness of the respondents to be honest. It is also important to note that this study has a cross-sectional design and is based on self-reporting by respondents, which may lead to a certain degree of subjectivity in the data. Finally, the study did not take into account the possible influence of external factors, such as the political situation, the economic situation, the social situation, which can affect the readiness of employees for professional self-fulfilment.

Conclusions

Relevance

In view of the growing importance of the development of civil society institutions in the modern world, it is necessary to ensure proper training of future law enforcement officers. Moreover, the development of professional competencies and abilities of law enforcement officers is one of the key components of ensuring the effective functioning of state institutions, which emphasizes the relevance of this research topic.

Findings

Based on the conducted research, it can be concluded that there are certain factors that can affect the readiness of law enforcement officers for professional self-fulfilment. In particular, such factors include stress, insecurity, self-criticism, and attitude to risk. On the other hand, it was found that personal characteristics such as support, motivation, ability to manage time, independence and recognition of success can contribute to readiness for professional self-fulfilment. The obtained results indicate that it is important not only to understand the factors that hinder self-fulfilment, but also to develop and maintain personal qualities that will help law enforcement officers achieve their professional goals.

Applications

These studies are an important stage in the development of the theory and practice of improving the professional readiness of law enforcement officers. The results of the research can be used for the further creation of training programmes, and development of personnel in this field.

Prospects for future research

One of the possible directions of research is the study of the impact of the social and psychological climate in the team on the employees' readiness for professional self-fulfilment. It is also possible to consider the influence of motivation on readiness for self-development, as well as to study the role of individual characteristics in the formation of readiness for professional activity. Another possible direction of research can be the analysis of the relationship between the level of readiness for professional self-fulfilment and the professional success of law enforcement officers.

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APPENDIX A

Law enforcement officers' readiness for professional self-realization questionnaire

1. What are your professional goals for the next 5 years?
2. What skills and knowledge do you consider most important for successful professional activity?
3. How often do you improve your professional skills and knowledge?
4. What methods of improving professional skills and knowledge do you use?
5. How do you rate your readiness to work in extreme situations?
6. Do you have experience participating in professional trainings and seminars?
7. What methods do you use to maintain physical and mental health?
8. How do you feel about performing professional tasks and initiatives independently?
9. How do you separate your work from your personal life?
10. Do you perform regular self-assessment of your professional activities?
11. How do you help other employees improve their professional skills and knowledge?
12. What criteria are the most important for you in the development of a professional career?