



Psychological characteristics of professional burnout among social workers under martial law

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◆ **Abstract.** The relevance of this study is determined by the increasing psycho-emotional burden, the prolonged impact of wartime stressors, and the depletion of the psychological resources of social workers. The aim of the study was to identify the psychological characteristics of professional burnout among social workers and to analyse its relationship with stress resilience, optimism, and individual activity. The study involved 48 social workers (healthcare and social workers employed at social service centres). To collect empirical data, the Maslach Burnout Inventory (MBI), a stress resilience test, and the methodology "Determination of Psychological Types According to the Level of Optimism and Personal Activity (Energy)" were employed. Data analysis was conducted using descriptive statistics and Spearman's correlation analysis. The findings revealed a predominance of a moderate level of professional burnout across all its components. Depersonalisation emerged as the most pronounced component, indicating a tendency towards emotional distancing as a means of psychological adaptation to occupational stress. The majority of respondents demonstrated a moderate level of stress resilience (75%), suggesting the presence of adaptive resources; however, these resources were insufficient for effectively coping with prolonged stress. The predominance of the psychological type classified as "realists" (41.67%) and the relatively low proportion of "active optimists" (14.58%) indicate limitations in resource-based strategies for coping with occupational stress. Correlation analysis identified statistically significant negative relationships between optimism and emotional exhaustion ($r_s = -0.482$; $p \leq 0.001$) and depersonalisation ($r_s = -0.538$; $p \leq 0.001$), as well as between activity and emotional exhaustion ($r_s = -0.504$; $p \leq 0.001$). At the same time, positive relationships were found between optimism, activity, and indicators of personal accomplishment ($r_s = 0.552$; $p \leq 0.001$ and $r_s = 0.473$; $p \leq 0.001$, respectively). The results confirmed the important role of personal resources in reducing the risk of professional burnout and maintaining the professional effectiveness of social workers. The practical significance of the study lies in the possibility of using the findings to develop psychological prevention programmes aimed at

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enhancing stress resilience, optimism, emotional self-regulation, and the psychological well-being of social workers under martial law

♦ **Keywords:** emotional exhaustion; depersonalisation; reduced personal accomplishment; stress resilience; optimism; activity; wartime stress

♦ Introduction

Professional burnout is one of the most pressing issues in contemporary psychological science, particularly in a state of martial law, which is characterised by prolonged psychological and emotional strain, social instability and the depletion of an individual's psychological resources. For social workers, professional activity during wartime involves heightened emotional strain, the need for constant interaction with people in crisis situations, and the need to maintain their own psychological resilience under chronic stress. The relevance of research into professional burnout is also due to its negative psychological, physical and professional consequences, as it is associated with an increased risk of psycho-emotional disorders, somatic problems, reduced professional effectiveness and a deterioration in quality of life. In recent years, the problem of professional burnout has become particularly relevant among those in socio-economic professions, whose work involves constant interpersonal interaction, a high level of emotional engagement and significant responsibility for the outcomes of their professional activities. Such professions include social and healthcare workers, who, in conditions of social instability, martial law and chronic psychological and emotional strain, find themselves in a high-risk group for developing burnout. Á. Győri & S. Ádám (2024) confirm in their work that social workers demonstrate an increased risk of burnout due to a combination of high professional demands and an insufficient level of organisational support.

Contemporary research on professional burnout emphasises its multidimensional nature and the complexity of psychometric measurement. S. Edú-Valsania *et al.* (2022) note that professional burnout is a complex psycho-emotional phenomenon that develops as a result of prolonged professional stress and is accompanied by emotional exhaustion, depersonalisation and a decline in professional effectiveness. The authors emphasise the need for a comprehensive analysis of both professional and personal factors in the development of burnout. In international research, professional burnout is increasingly viewed not merely as a professional problem, but as a phenomenon closely linked to an individual's mental health. In particular, G. Parker & G. Tavella (2022) justify the need for the official inclusion of burnout in classification systems for mental disorders, emphasising its systemic impact on an individual's psychological functioning. At the same time, L. Nadon *et al.* (2022) consider it premature to introduce burnout as a separate mental disorder at this stage, although they acknowledge its importance as a psychological phenomenon. Research by A. Bakker & J. de Vries (2021) shows that high workloads, role ambiguity, a lack of support from management and colleagues,

as well as emotionally challenging client situations significantly increase the likelihood of developing burnout. This is precisely why the issue of stress tolerance, psychological resilience, emotional regulation and optimism is receiving increasing attention as factors capable of mitigating the negative impact of occupational stress. Recent international research confirms the significance of these resources in the professional adaptation of workers in socio-economic professions. For instance, a study by S. Li (2023) demonstrated that professional self-efficacy, resilience and emotional regulation mediate the level of professional burnout.

A separate area of current research focuses on the relationship between occupational stress and emotional exhaustion. Y. Wu *et al.* (2022) found that high levels of occupational stress are directly linked to the development of burnout symptoms, whilst social support and individual coping resources can mitigate this link. J. Maas *et al.* (2021) found that the perception of time constraints (time pressure) is directly linked to increased emotional exhaustion, whilst social support from management acts as a buffer and reduces the risk of occupational burnout. The authors emphasise the importance of organisational resources in supporting employees' psychological well-being. Studies focusing on social workers are particularly relevant to the subject of this research. Thus, V. Giménez-Bertomeu *et al.* (2024), in a systematic review and meta-analysis of professional burnout among social workers, demonstrate that burnout syndrome in this professional group is structural in nature and linked to chronic overload, high emotional involvement and a lack of organisational support.

In Ukrainian academic discourse, the problem of professional burnout under martial law is primarily considered in the context of psycho-emotional exhaustion, a decline in psychological well-being, and the depletion of an individual's adaptive resources. L. Karamushka (2023), analysing the mental health and well-being of staff in organisations under conditions of social instability, emphasises that prolonged occupational stress and uncertainty significantly increase the risk of emotional exhaustion and professional maladjustment among workers in socio-economic professions. Similar conclusions were reached by Ya. Vasylykevych *et al.* (2026), who, in a study of the subjective well-being of social sector workers in wartime conditions, found that prolonged exposure to war-related stress is accompanied by a deterioration in psychological and physical well-being and the depletion of personal resources. The authors emphasise the importance of personal resources and psychological support in maintaining the professional functioning of specialists. Despite a

significant body of contemporary research, the issue of the relationship between professional burnout and stress resilience, optimism, and activity among social workers remains insufficiently studied. In particular, the role of personal resources in preventing emotional exhaustion and depersonalisation under conditions of prolonged professional stress requires further clarification.

The aim of the study was to identify the characteristics of professional burnout among social workers and to determine the role of personal resources in its structure under conditions of martial law. The research objectives included determining the levels and structural components of professional burnout among social workers, investigating the characteristics of their stress resilience and personal resources, and analysing the relationship between indicators of professional burnout, optimism and personal activity. The scientific novelty of the study lay in a comprehensive analysis of the relationship between the structural components of professional burnout and personal resources (stress resilience, optimism and personal activity) among social workers in wartime conditions.

◆ Materials and Methods

The empirical study of the psychological characteristics of professional burnout among social workers was conducted throughout 2025 at the Centre for Social Services and Social Integration in Pereiaslav (Kyiv region) and the Ternopil Municipal Territorial Centre for Social Services. The study involved 48 female respondents, including 23 healthcare workers and 25 social workers. The healthcare worker group consisted of nurses and nursing assistants (ward attendants), whose professional duties involve continuous patient care and the performance of healthcare-related functions. The social worker group comprised care workers providing services to pensioners, persons with disabilities, and elderly individuals living alone and unable to care for themselves independently. All respondents belonged to helping professions of the “person-to-person” type, characterised by a high level of interpersonal interaction and emotional involvement.

The average age of the respondents was 55 years, and the average length of professional service in social service centres was 16 years. The sample was selected based on professional affiliation and the availability of respondents. The inclusion criteria for the study were: formal employment in the social or healthcare sector, direct professional interaction with people, and at least one year's professional experience. Exclusion criteria included temporary incapacity for work, being on sick leave, or refusal to participate in the study. To achieve the study's objectives, a set of psychodiagnostic methods was used:

1. The Maslach Burnout Inventory (MBI), developed based on the model by C. Maslach & S. Jackson (1981), was used to determine the level of professional burnout across three main subscales: emotional exhaustion, depersonalisation, and reduced personal accomplishment. The questionnaire comprises 22 statements relating to experiences and

states associated with professional activity. High scores on the emotional exhaustion and depersonalisation scales, together with low scores on the personal accomplishment scale, are interpreted as signs of a high level of professional burnout (Rozov, 2024).

2. The “Stress Resistance” test was used to assess the level of stress resistance, aimed at determining an individual's ability to withstand stressful influences and maintain psychological stability in challenging working conditions (Karamushka et al., 2023). The results were interpreted according to three levels: low, medium and high.

3. The methodology “Determination of psychological types based on the level of optimism and activity (energy) of the individual” allowed for the assessment of the level of optimism and activity as personal resources linked to the prevention of occupational burnout, as well as the identification of the psychological type of personality (active optimist, realist, passive pessimist, etc.) (Karamushka et al., 2023).

The research procedure involved individual and group completion of questionnaires under standard conditions. All participants were informed of the study's objectives and provided voluntary informed consent to participate. The study was conducted in accordance with the fundamental ethical principles of psychological research: voluntary participation, confidentiality, anonymity of the results obtained, and the right of respondents to withdraw from participation at any stage of the study. The ethical standards of the American Sociological Association's Code of Ethics (2018) were adhered to. Statistical analysis of the results was carried out using methods of descriptive statistics and correlation analysis. Microsoft Excel and the SPSS Statistics software package were used for data analysis. Means, percentages and Spearman's rank correlation coefficients (r_s) were calculated. The use of Spearman's coefficient was necessitated by the relatively small sample size and the need to analyse relationships between indicators, some of which are ordinal in nature and do not exhibit a clearly normal distribution. The level of statistical significance was set at $p \leq 0.05$. The methodological basis of the study was provided by contemporary approaches to understanding professional burnout as a multidimensional psycho-emotional phenomenon shaped by the interaction of professional demands, chronic stress and personal resources.

◆ Results and Discussion

The results of an empirical study on professional burnout among social workers revealed a predominance of moderate levels of burnout across all its structural components. In particular, the mean scores on the Maslach Burnout Inventory (MBI) questionnaire are as follows: emotional exhaustion – 19.06 points, depersonalisation – 8.90 points, and reduced personal accomplishment – 34.5 points, which corresponds to a moderate level of the syndrome. An analysis of the distribution of professional burnout scores among social workers is presented in Table 1.

Table 1. Distribution of levels (in %) of professional burnout indicators

Subscales of professional burnout	Levels of professional burnout		
	low	moderate	high
Emotional exhaustion	31	50	19
Depersonalisation	25	37.5	37.5
Reduced personal accomplishment	31	38	31

Source: compiled by the authors

On the emotional exhaustion scale, the moderate level (50%) predominates, whilst 19% of respondents show a high level, indicating the presence of significant emotional strain among some of the participants. Emotional exhaustion manifests itself both in feelings of emotional strain and in a sense of emptiness and depletion of one's emotional resources. The individual feels unable to devote themselves to their work as before. This is often accompanied by a sense of emotional "numbness" or "blunting", and in more severe cases may result in emotional breakdowns. On the depersonalisation scale, high scores were recorded in 37.5% of cases, indicating a tendency towards emotional distancing and the formalisation of professional relationships. Depersonalisation is a tendency to develop a negative, callous, cynical attitude towards clients. Interactions become impersonal and formal. Negative attitudes may initially be latent and manifest as internal, suppressed irritation, which eventually erupts in the form of outbursts of irritation or conflict situations.

Indicators of the reduction in personal achievements are distributed relatively evenly between low (31%), medium (38%) and high (31%) levels, indicating heterogeneity in professional self-assessment within the sample. The reduction in personal achievements manifests as a decline in the sense of competence in one's work, dissatisfaction with oneself, a diminished sense of the value of one's activities, and a negative self-perception in professional terms. Manifestations of professional inefficiency and emotional exhaustion lead to self-blame, a decline in professional and personal self-esteem, the development of a sense of personal inadequacy and a loss of meaning in professional activity, accompanied by emotional detachment and reduced motivation to work. Analysis of the results of the "stress resilience" test showed that the average stress resilience score for social workers is 33.54 points, which corresponds to the average level and confirms a sufficient, but not high, level of adaptive potential among the participants. The distribution of stress resilience levels in the sample is presented in Table 2.

Table 2. Distribution of stress resilience levels (in %)

Stress resilience levels		
low	moderate	high
2	75	23

Source: compiled by the authors

As can be seen from Table 2, the majority of respondents (75%) have an average level of stress resilience, which ensures relative stability of functioning even in wartime conditions. At the same time, the presence of a significant proportion of individuals with a high level of stress resilience (23%) indicates the development of effective mechanisms of psychological self-regulation and adaptation. However, the identification of individuals with low stress

resilience (2%), albeit in small numbers, is an indicator of potential risks for the development of emotional burnout and a decline in professional effectiveness. The group averages for optimism and activity (energy) among social workers are 18.38 and 18.73 points respectively, which corresponds to the average level and the "realist" psychological type. The distribution of levels of optimism and activity (energy) among social workers is shown in Table 3.

Table 3. Distribution of levels of optimism and activity (in %)

Indicators	Levels of indicators		
	low	moderate	high
Optimism	15	54	31
Activity	8	69	23

Source: compiled by the authors

An analysis of the indicators of optimism and activity revealed that: moderate levels of optimism (54%) and activity (69%) predominate; a high level of optimism was found in 31% of respondents, whilst a low level was found in 15%; a high level of activity (energy) was

identified in 23% of social sector workers, and a low level in only 8%. Table 4 presents the distribution of psychological types according to indicators of optimism and activity (energy) as personality types in relation to resistance to burnout. The dominant psychological type is

Realists (41.67%), who adequately assess their own capabilities and are characterised by resilience to psychological stress. The proportion of active optimists (enthusiasts) is only 14.58%. Enthusiasts are confident, view challenges as opportunities, are energetic and able to

recover quickly from setbacks. Passive pessimists (victims) and passive optimists (idlers) are represented to a minimal extent (2.08% each for both psychological types). The “active pessimists” (negativists) psychological type was not identified in the sample studied.

Table 4. Distribution of psychological types according to optimism and activity indicators (%)

Psychological types				
Realists (R)	Active optimists (AO)	Active pessimists (AP)	Passive pessimists (PP)	Passive optimists (PO)
41.67	14.58	0	2.08	2.08

Source: compiled by the authors

Overall, the results obtained suggest that the sample under study is characterised by a moderate level of professional burnout, an average level of stress resilience, and a predominance of balanced but insufficiently resourceful psychological types. The correlation analysis carried out made it possible to clarify the relationships between indicators of professional burnout, stress resilience, optimism and personal activity (energeticism). A tentative positive correlation was found between indicators of stress resilience and emotional exhaustion ($r_s = 0.248$; $p = 0.089$), as well as between stress resilience and depersonalisation ($r_s = 0.256$; $p = 0.080$). Although the identified correlations did not reach the level of statistical significance ($p \leq 0.05$), they indicate that even with a sufficient level of adaptability, social workers may exhibit signs of emotional exhaustion under conditions of prolonged occupational stress. No significant association was found between stress resilience and a reduction in personal achievements ($r_s = 0.056$; $p = 0.705$).

At the same time, statistically significant associations were found between measures of optimism and professional burnout. In particular, a moderate negative correlation was found between optimism and emotional exhaustion ($r_s = -0.482$; $p \leq 0.001$), as well as between optimism and depersonalisation ($r_s = -0.538$; $p \leq 0.001$). This indicates that an increase in the level of optimism is accompanied by a reduction in manifestations of emotional exhaustion and depersonalisation. At the same time, a moderate positive correlation was found between optimism and the reduction of personal accomplishment ($r_s = 0.552$; $p \leq 0.001$), reflecting the specific interpretation of this subscale in the Maslach Burnout Inventory questionnaire, where higher scores correspond to a lower level of reduction in professional achievements. Similar results were obtained for the activity indicator. A statistically significant positive correlation was found between activity and the personal accomplishment indicator ($r_s = 0.473$; $p \leq 0.001$). The relationship between activity and depersonalisation was weak and bordered on statistical significance ($r_s = -0.283$; $p = 0.051$). At the same time, a statistically significant negative correlation was found between activity and emotional exhaustion ($r_s = -0.504$; $p \leq 0.001$), indicating a lower level of exhaustion among more active (energetic) workers. Thus, the study results showed that professional burnout among social workers is of a moderately pronounced

nature and manifests structurally primarily through depersonalisation and emotional exhaustion. Despite a sufficient level of stress resilience, the limited availability of personal resources, particularly optimism and activity, reduces the effectiveness of coping with professional stress. The identified imbalance between the demands of professional activity and personal resources leads to the gradual development of burnout and highlights the need to develop targeted preventive and corrective measures.

The study results should be interpreted in light of the specific nature of the professional activities of social workers under martial law, which is accompanied by heightened psycho-emotional strain, chronic stress and the need for constant emotional engagement when interacting with people experiencing crisis situations. The findings confirm current scientific views on professional burnout as a complex, multidimensional phenomenon shaped by chronic occupational stress and a deficit of psychological resources. The prevalence of moderate levels of professional burnout in the study sample indicates the presence of prolonged psychological and emotional strain, which has not yet reached a critical level of maladjustment but is already accompanied by signs of exhaustion and reduced professional effectiveness. These findings are consistent with the research by C. Maslach & M. Leiter (2016) and contemporary approaches to understanding occupational burnout as a process of gradual depletion of personal resources under conditions of prolonged occupational stress. In particular, the predominance of moderate levels of emotional exhaustion confirms the findings of A. Shirom's (2009) study regarding the gradual depletion of resources due to prolonged stress. The high prevalence of depersonalisation identified in the present study is consistent with the findings of J. Halbesleben (2006), who described depersonalisation as a psychological defence mechanism commonly observed in person-oriented professions.

Of particular importance is the finding that depersonalisation emerged as the most pronounced component within the study sample. This suggests that emotional detachment is one of the key psychological mechanisms through which social workers adapt to chronic stress. Similar trends have also been described in recent international studies of social workers. In particular, V. Giménez-Bertomeu *et al.* (2024), in a systematic review and meta-analysis of professional burnout among social workers, identified high levels of

emotional exhaustion and depersonalisation, emphasising that it is precisely these components that are most closely associated with overload and the complexity of professional interactions with clients. The authors emphasise that almost half of social workers exhibit symptoms of burnout of varying severity.

The study's findings are also consistent with the data of A. Maddock (2025), who demonstrated that high levels of occupational stress among social workers are directly linked to increased emotional exhaustion, deteriorating mental well-being and reduced professional effectiveness. The author emphasises that professional burnout negatively affects not only the specialist's psychological state but also the quality of care received by social service clients. This point is particularly important for interpreting the study's findings, as even moderately pronounced symptoms of burnout can gradually lead to professional deformation and a decline in the quality of interpersonal interaction. The findings also corroborate the data from recent empirical studies of social workers by Á. Györi & S. Ádám (2024), which demonstrate the systemic nature of burnout and its link to professional workload.

The average level of stress resilience established in the study indicates that respondents possess a certain adaptive capacity, which allows them to maintain professional functioning even under conditions of prolonged psycho-emotional strain. At the same time, the results show that stress resilience does not provide complete protection against the development of burnout symptoms. A similar conclusion is presented in contemporary studies of resilience and professional well-being. In particular, S. Li (2023) demonstrates that professional self-efficacy, psychological resilience and emotional regulation act as buffers against professional burnout; however, their influence is indirect and depends on the intensity of professional stress. Similar results were obtained by Y. Wu *et al.* (2022), who found that occupational stress is one of the leading predictors of burnout, whilst social support and personal resources only partially mitigate its negative impact. The authors emphasise that even with sufficient psychological resources, prolonged overload can lead to emotional exhaustion and a loss of professional motivation. This is confirmed by the findings of a study in which an average level of stress resilience is associated with the presence of symptoms of professional burnout.

The findings are consistent with the conclusions of A. Vingre & A. Samusevič (2024), who emphasise the important role of psychological resilience in maintaining the professional effectiveness of social workers and reducing the risk of professional burnout. The authors emphasise that the development of personal resources is one of the key factors in professional adaptation under conditions of prolonged stress. The study's findings confirm current understandings of professional burnout as a factor in psychological and professional distress, which is consistent with the conclusions of D. Salvagioni *et al.* (2017). Another important finding of the study is the identification of a link between personal resources and manifestations of burnout. The predominance

of the "realist" psychological type and the under-representation of the "active optimist" type may indicate limitations in resource strategies for coping with professional stress. In this context, the findings of V. Greenier *et al.* (2021) are noteworthy, as they demonstrated that the capacity for emotional regulation and positive work engagement are directly linked to employees' psychological well-being. The authors emphasise that it is optimism and the ability to regulate one's emotions that enable more effective coping with occupational stress and reduce the risk of burnout.

The findings can also be interpreted within the framework of the job demands-resources model, according to which burnout arises as a result of an imbalance between high job demands and insufficient personal resources (Bakker & Demerouti, 2017; Schaufeli, 2017). In the present study, this manifests itself in the combination of moderate stress resilience with the presence of burnout symptoms. In the sample studied, professional activity is accompanied by high levels of emotional involvement, responsibility and interpersonal strain, which gradually leads to the depletion of adaptive resources. Similar conclusions are presented in contemporary studies of social workers, where overload, emotional strain and a lack of support are identified as the main factors in the development of burnout.

The issue of so-called "disaster fatigue" deserves special attention, as it is increasingly being addressed in contemporary research on social workers. H. Boetto (2024) emphasises that constant exposure to social crises, military conflicts and humanitarian challenges leads to the accumulation of emotional exhaustion and a gradual decline in the professional resilience of social workers. The author suggests viewing professional burnout not merely as an individual but as a systemic problem, requiring the development of organisational support and psychological support programmes. This conclusion is particularly relevant for interpreting the study's findings in the context of contemporary social instability. The study's findings are consistent with those of P. Koutsimani *et al.* (2019), who, in a systematic review and meta-analysis, demonstrated a close correlation between professional burnout, anxiety and depressive symptoms. The authors emphasise that emotional exhaustion is one of the key indicators of psychological distress among social workers. Furthermore, recent systematic reviews indicate that emotional exhaustion among social workers is closely linked to work overload, work-life conflict, insufficient social support and low levels of professional well-being. At the same time, resilience, support from colleagues and management, as well as self-regulation skills, are identified as key factors in preventing burnout.

The results of the correlation analysis, which identified relationships between indicators of professional burnout, stress resilience, optimism and activity (energy) among social workers, confirm current scientific understanding of the role of personal resources in preventing professional burnout. In particular, optimism and activity can be regarded as important psychological factors that contribute to maintaining professional effectiveness and reduce the

risk of emotional exhaustion. These findings are consistent with the studies by V. Greenier *et al.* (2021), Y. Wu *et al.* (2022), and S. Li (2023), which emphasise the importance of emotional regulation, resilience and personal resources in overcoming occupational stress. The identified trends in the relationship between optimism and manifestations of burnout are consistent with the recent research by A. Bakker & J. de Vries (2021), who view optimism as an important psychological resource for adaptation. The results obtained are consistent not only with contemporary international scientific approaches but also with Ukrainian studies on professional burnout and the psychological well-being of workers in socio-economic professions. In particular, L. Karamushka (2023) views professional burnout as a consequence of prolonged psycho-emotional strain, a deficit of psychological resources, and chronic professional stress, which is particularly exacerbated in conditions of social instability and martial law. The author emphasises the important role of psychological well-being, stress resilience and personal resources in maintaining the professional effectiveness of workers. At the same time, the study's findings align with the conclusions of O. Stoliaryk & T. Semigina (2024), who, analysing the experiences of Ukrainian social workers in wartime conditions, note an increase in psychological and emotional strain, emotional exhaustion and the need for constant mobilisation of psychological resources in professional practice.

Furthermore, the findings of this study are also consistent with Ukrainian scientific approaches to the analysis of stress resilience in extreme conditions. V. Rozov (2024) emphasises that adaptability to stress is an important factor in professional effectiveness; however, under conditions of chronic psycho-emotional strain, even a sufficient level of stress resilience does not guarantee complete protection against the development of emotional exhaustion and professional burnout. This finding was confirmed by the results of the author's study, in which an average level of stress resilience was associated with the presence of professional burnout symptoms. Thus, the study's findings are generally consistent with contemporary Ukrainian and international scientific approaches to understanding professional burnout as the result of the interaction between professional demands, chronic stress and personal resources. The identified characteristics of the burnout structure indicate the need to develop comprehensive prevention programmes aimed not only at developing individual stress resilience but also at improving the organisational conditions of professional activity for social workers.

◆ Conclusions

The results of the study showed that, under martial law, the issue of professional burnout among social workers is becoming particularly pressing due to prolonged psychological and emotional strain, chronic occupational stress and the depletion of personal resources. It was found that the majority of respondents exhibited a moderate level of professional burnout across all its structural components.

The most pronounced component was depersonalisation, with high scores recorded in 37.5% of the respondents, indicating a tendency towards emotional distancing and the formation of psychological defence mechanisms in response to prolonged professional overload. At the same time, indicators of emotional exhaustion and a reduction in personal accomplishment also demonstrate signs of psychological exhaustion and a decline in job satisfaction. The study found that the majority of respondents exhibited a moderate level of stress resilience (75%), indicating a certain capacity for adaptation. However, the results indicate that even with a sufficient level of stress resilience, social workers may exhibit signs of professional burnout under conditions of prolonged wartime stress. An analysis of psychological personality types revealed a predominance of the "realist" type (41.67%), whilst the proportion of "active optimists" was relatively low (14.58%), indicating limited resource strategies for coping with professional stress and insufficient expression of positive personal resources among some respondents.

Correlation analysis revealed statistically significant relationships between indicators of professional burnout and personal resources. In particular, a moderate negative correlation was found between optimism and emotional exhaustion ($r_s = -0.482$; $p \leq 0.001$), as well as between optimism and depersonalisation ($r_s = -0.538$; $p \leq 0.001$). A statistically significant negative correlation was also found between activity and emotional exhaustion ($r_s = -0.504$; $p \leq 0.001$). At the same time, positive correlations were found between optimism, activity and indicators of personal achievement ($r_s = 0.552$; $p \leq 0.001$ and $r_s = 0.473$; $p \leq 0.001$, respectively). The results obtained indicate the important role of optimism, activity and other personal resources in reducing the risk of professional burnout and maintaining the professional effectiveness of social workers. The study's findings are consistent with contemporary international and Ukrainian scientific approaches, in which professional burnout is viewed as a consequence of the interaction between professional demands, chronic stress and personal resources. The practical significance of the study lies in the possibility of using the obtained results to develop psychological prevention programmes for professional burnout, aimed at developing stress resilience, optimism, emotional self-regulation and maintaining the psychological well-being of social workers under martial law. Future research should focus on examining the effectiveness of burnout-prevention programmes, incorporating variables such as resilience, coping strategies, and professional self-efficacy.

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Психологічні особливості професійного вигорання працівників соціальної сфери в умовах воєнного стану

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✦ **Анотація.** Актуальність дослідження зумовлена зростанням психоемоційного навантаження, тривалим впливом стресогенних чинників воєнного часу та виснаженням психологічних ресурсів працівників соціальної сфери. Метою дослідження було виявлення психологічних особливостей професійного вигорання працівників соціальної сфери та аналіз його взаємозв'язку зі стресостійкістю, оптимізмом і активністю особистості. У дослідженні взяли участь 48 працівників соціальної сфери (медичні та соціальні працівники центрів надання соціальних послуг). Для збору емпіричних даних було використано опитувальник професійного вигорання «МВІ» (Maslach Burnout Inventory), тест стійкості до стресу та методику «Визначення психологічних типів залежно від рівня оптимізму та активності (енергійності) особистості». Обробка результатів здійснювалася з використанням методів описової статистики та кореляційного аналізу Спірмена. Результати дослідження засвідчили переважання середнього рівня професійного вигорання за всіма його компонентами. Найбільш вираженим компонентом виявилася деперсоналізація, що свідчить про тенденцію до емоційного дистанціювання як способу психологічної адаптації до професійного стресу. Більшість респондентів продемонстрували середній рівень стресостійкості (75 %), що вказує на наявність адаптаційних ресурсів, проте їх недостатньо для ефективного подолання тривалого стресу. Переважання психологічного типу «реалістів» (41,67 %) та відносно низька частка «активних оптимістів» (14,58 %) свідчать про обмеженість ресурсних стратегій подолання професійного стресу. Кореляційний аналіз виявив статистично значущі негативні зв'язки між оптимізмом та емоційним виснаженням ($r_s = -0,482$; $p \leq 0,001$) і деперсоналізацією ($r_s = -0,538$; $p \leq 0,001$), а також між активністю та емоційним виснаженням ($r_s = -0,504$; $p \leq 0,001$). Водночас встановлено позитивні зв'язки між оптимізмом, активністю та показниками персональних досягнень ($r_s = 0,552$; $p \leq 0,001$ та $r_s = 0,473$; $p \leq 0,001$ відповідно). Отримані результати підтвердили важливу роль особистісних ресурсів у зниженні ризику професійного вигорання та підтриманні професійної ефективності працівників соціальної сфери. Практичне значення дослідження полягає у можливості використання отриманих результатів для розроблення програм психологічної профілактики професійного вигорання, спрямованих на розвиток стресостійкості, оптимізму, емоційної саморегуляції та психологічного благополуччя працівників соціальної сфери в умовах воєнного стану.

✦ **Ключові слова:** емоційне виснаження; деперсоналізація; редукція персональних досягнень; стресостійкість; оптимізм; активність; воєнний стрес