



The psychological communication potential of cadets – future commanders of military units of the National Guard of Ukraine

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◆ **Abstract.** In the course of service and combat activities, commanders interact with personnel to ensure the effective performance of tasks, so knowledge of their communicative characteristics is important for the proper professional and psychological selection of candidates for leadership positions. The aim of the study was to analyse the key psychological characteristics of the communicative potential of cadets of the National Academy of the National Guard of Ukraine. The study was based on the use of reliable and valid psychodiagnostic tools: the Interpersonal Interaction Questionnaire and the Big Five Questionnaire. The study revealed the main types of communication profiles of cadets, among which the mixed type of response prevails, as well as the sthenic and hyposthenic types. The study made it possible to establish the main variants of typical communication profiles of cadets, who are predominantly characterised by a mixed type of response (60%), to a lesser extent sthenic (30%) and least of all hyposthenic (10%). The proposed approach to psychological diagnosis proved to be effective, as most respondents had similar characteristics of communicative potential according to both methods. Only 4% of respondents had diametrically opposite characteristics, which confirms the high reliability of the comprehensive application of methods for psychological diagnosis. The study also showed that professionally important communicative qualities for military personnel, in particular sthenic types of interpersonal interaction, identified using both questionnaires, correlate with each other. Negative communicative characteristics, which also correlated with each other, were often found simultaneously with other indicators of the hyposthenic type of response. The latter are considered undesirable for the service and combat activities of the military. The comprehensive use of the psychodiagnostic tools under consideration makes it possible to reliably determine the characteristics of the communicative potential of cadets and servicemen of the National Guard, which is of great importance for the optimal organisation of interpersonal interaction processes in military units

◆ **Keywords:** psychological diagnosis; individual characteristics; law enforcement officers; type of interpersonal interaction; service and combat activities

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♦ Introduction

The common psychological terms “communicative potential” and “communicative abilities” of a person refer to a set of characteristics, skills, and internal resources that enable a person to effectively establish, maintain, and develop interactions with other people. These concepts encompass both an individual’s natural predispositions and the communication skills acquired through socialisation and learning, which allow to adapt to different social situations, convey their own thoughts, understand their interlocutor and achieve mutual understanding. As noted by V.I. Barko *et al.* (2022), communicative potential includes several interrelated components: linguistic competence as the ability to use language competently; social competence – the ability to navigate social contexts, recognise the emotional states of others and adjust one’s own behaviour; personal characteristics – extroversion, openness, self-confidence, empathy, tolerance, reflection, etc., which ensure comfortable and productive interaction. A military serviceman with developed communication skills is able to successfully convey information, establish constructive dialogue, reach compromises, and maintain a positive atmosphere of communication. Effective service and combat activities of commanders of military units of the National Guard of Ukraine are impossible without mastering such skills, as it ensures communication with personnel, the ability to establish perceptive, communicative and interactive aspects of communication, the ability to influence the behaviour and emotional state of military personnel in extreme combat conditions, prevent and resolve conflicts, etc. V. Bondarenko *et al.* (2020) emphasise that it is particularly important for the personnel of the National Guard, the police and some other units of the Ministry of Internal Affairs of Ukraine to be able to communicate effectively both among themselves and with citizens, to establish psychological interaction, to listen to representatives of different categories of the population, to find answers to their questions and to obtain the necessary information from opponents. Organising successful interpersonal interaction is one of the most important functions of the commanders of the military units of the National Guard of Ukraine, as their daily service and combat activities take place in front of the personnel, and the authority of commanders largely depends on their behaviour and how they respond to the actions and deeds of military personnel, especially during combat missions. According to V. Tyurin *et al.* (2024), internal and external group communication is an important component of the functioning of military units, and their successful combat operations are impossible without each commander understanding the psychological characteristics of the formation, development and functioning of the unit’s collective. On the basis of successful interpersonal interaction, unit commanders can successfully solve the combat tasks assigned to them.

V. Barko *et al.* (2021) studied the establishment of interpersonal contacts in various communication settings, as well as the peculiarities of communication with different

categories of the population, in particular adolescents. In turn, the works of A. Masian & O. Romanenko (2023) and S. Ericsson *et al.* (2025) revealed the role of communication skills in improving the effectiveness of investigators, in particular in resolving conflicts in situations of domestic violence, as well as in communication during operational-search activities. V.V. Bondarenko *et al.* (2022) emphasised that employees of the Ministry of Internal Affairs need to possess a variety of communication skills, such as the ability to quickly establish psychological contact with people and get them to communicate, the ability to listen to others, and the ability to exert psychological influence on opponents during operational and service activities. The authors also emphasised the importance of mastering the skills of overcoming psychological communication barriers and the ability to transform and change one’s role repertoire. C.E. MacLean’s (2021) analysis confirmed the importance of translating scientific knowledge into practical action, which is no less important for improving the effectiveness of police work and management decisions in law enforcement agencies. Thus, studying the main psychological characteristics of the communicative potential of cadets – military personnel and future commanders of military units – is a relevant theoretical and practical task, the solution of which will increase the effectiveness of professional selection and training of the personnel of the National Guard of Ukraine. A review of the above-mentioned publications confirmed the insufficient number of scientific studies in this area, with the attention of scientists mainly focused on the analysis of the psychophysiological properties of military personnel, their personal qualities, abilities, orientation, etc. The aim of the study was to determine the main psychological characteristics of the communicative potential of cadets of the National Academy of the National Guard of Ukraine (NANGU). The research objectives included: conducting a psychodiagnostic examination of a representative sample of NANGU cadets using the Interpersonal Interaction Questionnaire (IIQ) and the Big Five Questionnaire (BFQ); to determine the psychological characteristics of the communicative potential of cadets and establish typical groups according to its content; to establish the peculiarities of correlational relationships between the indices of the scales used in the study questionnaires, as well as the reliability of the psychodiagnostic prognosis of the success of the service and combat activities of military personnel.

♦ Materials and Methods

The object of the study was interpersonal interaction among cadets of military higher educational institutions; the subject was the psychological characteristics of such interaction. The theoretical research methods included analysis and synthesis, comparison, systematisation and generalisation of the results of scientific research on the selected issues, as well as induction and deduction, which included the study of source materials, including the works of H.S. Sullivan (1965), T. Leary (1957) and

O.P. John *et al.* (2008). A total of 178 cadets from the National Academy of Security Service of Ukraine (NANGU), including those from educational and scientific institutes of state security, command and staff, and humanitarian fields, participated in the empirical study, 20 of whom were women. The participants were aged between 20 and 32, with between 2 and 12 years of service experience. All respondents were assessed by experts as successful. This sample size is representative, the results obtained fully reflect the characteristics of the general population and allow reliable conclusions to be drawn (at a significance level of $p = 0.01$). The study was conducted in 2025 in three stages: conducting a psychodiagnostic examination of NANGU cadets using IIQ and BFQ; establishing the psychological characteristics of the cadets' communicative potential, which included identifying typical groups reflecting different styles of interpersonal interaction. According to the characteristics obtained, each group was given a corresponding name reflecting the peculiarities of their communicative behaviour: "dominant-leader", "responsible-leader", "aggressive-rigid", "balanced", "rigid-introverted", "dependent-conventional" (according to IIQ); "stenic," "actively communicative," "demonstratively communicative," "independently rigid," "compromising," "responsible," "conflictual" (according to BFQ). This approach made it possible to characterise in detail various communication strategies and assess their impact on the effectiveness of interaction in the educational and professional activities of cadets; to establish the characteristics of correlation between the indicators of the scales of the questionnaires used, as well as the reliability of the psychological prognosis of the success of the service and combat activities of personnel. All participants in the study provided informed consent to participate, and the confidentiality of the data obtained was ensured, which was used exclusively for scientific purposes. The study was conducted in accordance with international ethical guidelines governing health-related research developed by the Council for International Organisations of Medical Sciences in collaboration with the World Health Organization (CIOMS, 2016). Statistical data processing was performed using Microsoft Excel and SPSS Statistics software. Descriptive statistics and correlation analysis were used to analyse the results, with statistical significance levels of $p \leq 0.05$ and $*p \leq 0.01$.

◆ Results and Discussion

In order to study the communicative potential of individuals since the end of the 20th century, T. Leary's (1957) psychodiagnostic technique, the IIQ, has been widely used. The questionnaire is based on the theoretical concept of H.S. Sullivan (1965), according to which, in the course of gradual socialisation, a person identifies themselves with the expectations of the group of people around them. In the process of constant contact with their social environment, a person develops a unique, individual style of interpersonal behaviour. Socialisation leads to the realisation of the need

to communicate with others; in the process of communication, the individual strives to align their actions with the assessments of reference persons, which occurs consciously and subconsciously using the mechanism of identification. Based on this concept, T. Leary (1957) summarised the materials of previous empirical studies and proposed eight variants of interpersonal behaviour, which schematically presented in the form of an orthogonal model, a circle, around the perimeter of which its various variants are located. The axes of this model are independent (orthogonal), and types of interpersonal behaviour that are opposite in psychological content are placed opposite each other. The IIQ contains a set of personality characteristics (128 in total) that describe different types of interpersonal interaction. Respondents are asked to evaluate themselves for each item in the questionnaire, noting in the answer sheet the communication characteristics that are typical for them. Psychologists evaluate the answers and calculate the number of points for each of the eight options of interpersonal interaction (1 – authoritative-leader; 2 – independent-dominant; 3 – straightforward-aggressive; 4 – distrustful-sceptical; 5 – submissive-dependent; 6 – dependent-obedient; 7 – cooperative-conventional; 8 – responsible-generous). Four types or octants (1-4) indicate a personal tendency towards the dominance of non-conformist communication characteristics (independence, autonomy, leadership, etc.); the remaining octants represent the opposite tendency – a desire for conformity, self-doubt, a tendency towards dependence and compromise in communicative interaction. Scores within the range of 7-9 points are characteristic of people who have harmonious relationships with those around them, while scores above and below this range indicate a certain emphasis on communicative traits or their insufficient development. A Ukrainian-language version of this questionnaire has recently been developed.

The so-called five-factor model is widely used in modern psychological practice for the psychological diagnosis of personality and communication characteristics. O.P. John *et al.* (2008) developed the original version of the BFQ. The questionnaire includes 44 personality characteristics and enables personality assessment using five bipolar factors. The BFQ enables personality assessment using five bipolar factors: extraversion, neuroticism, agreeableness, conscientiousness, and openness to experience. A Ukrainian version has also been developed for it. Extraversion is a factor that reveals a person's orientation towards the external or internal world. Extraverts are characterised by traits such as sociability, activity, impulsiveness, a search for novelty, and a need for external stimulation. Introverts are characterised by traits such as independence, self-reliance, and individualism. Between these two characteristics are ambiverts – people who are capable of both activity and isolation, as well as active work in a group. Neuroticism is a factor that indicates a person's sensitivity to stress. One pole includes reactive individuals who are prone to negative emotions. The other pole includes individuals with a tendency to approach life

rationally and calmly. Between these two extremes lies an intermediate range of manifestation of the factor. Openness to experience is a factor that manifests itself in such traits as openness, receptivity to new information or knowledge. Such individuals are distinguished by new approaches and ways of solving problems, and they are prone to self-analysis and reflection. The opposite pole of this factor is people who are resistant to acquiring new experiences and information. They are characterised by limited interests and are viewed by those around them as conservatives. Compliance is a factor that reflects sociocentrism as the opposite of selfishness. One pole of this factor is represented by conformists who tend to align their own interests

with those of the group. The other pole is represented by unyielding, persistent people who are preoccupied with their own interests and motives. Conscientiousness is a factor that characterises the degree of conscious control a person has over their own actions and behaviour. One pole of the factor is marked by high self-control, conscientiousness, perseverance, organisation, and discipline. The other is characterised by changeability, ease of switching attention, disorganisation, spontaneity of behaviour, and little focus on the goals of activity. Analysis of empirical data using these psychodiagnostic tools showed that the service and combat activities of cadets require them to have highly developed communication skills.

Table 1. Results of the assessment of cadets using the IIQ

Octant	1	2	3	4	5	6	7	8
Mean	8.45	6.64	6.09	3.32	4.14	5.60	7.61	6.93
Median	9	7	6	3	4	6	8	7
Mode	9	7	6	3	3	7	8	7
Standard deviation	3.20	1.91	2.06	2.30	2.39	2.40	2.55	3.10
Minimum	0	2	1	0	0	0	0	0
Maximum	15	16	12	11	12	14	14	15

Note: 1 – authoritative-leader; 2 – independent-dominant; 3 – straightforward-aggressive; 4 – distrustful-sceptical; 5 – submissive-dependent; 6 – dependent-obedient; 7 – cooperative-conventional; 8 – responsible-generous

Source: developed by the authors

The data in Table 1 showed that the average profile of a cadet is characterised by the dominance of authoritative-leader type of interpersonal behaviour (8.45 points), accompanied by pronounced tendencies towards cooperative-conventional and responsible-generous interaction (7.61 and 6.93 points, respectively). Manifestations of an independent-dominant communication style (6.64 points) are also quite noticeable. At the same time, the distrustful-sceptical and dependent-obedient types (3.32 and 4.14 points) were the least pronounced in the structure of the interpersonal profile, which indicates that most cadets do not have a tendency towards passive-dependent or aloof-defensive forms of interpersonal behaviour. The elevated indicators of octant 1 show that cadets in interpersonal interaction are characterised as active individuals with a tendency to dominate, high aspirations, ease and speed in decision-making, orientation towards their own position and insignificant dependence on external influences, and extroversion. Cadets are persistent and persuasive in communication, able to visually diagnose people's behaviour, accurately assess the actions and deeds of those around them, exert psychological influence on opponents, command the attention of others, create an atmosphere of trusting communication, interact with strangers, choose the right tone of voice, persuade the interlocutor to agree with them, identify the characteristic features of their opponents, achieve their goals in the process of communication, and insist on their own position. The hyperthymic properties inherent in the first octant are partially compensated by the increased indices of octants seven and eight, which indicate the ability to control aggressive

manifestations, be sensitive to environmental influences, listen to the views of others, be inclined to compromise, and be willing to coordinate actions with group expectations. Elevated indicators for the eighth octant allow to conclude that the person is capable of conforming to social norms, has a tendency toward harmony in interpersonal relationships, is able to express emotions, easily masters social roles, and possesses traits of friendliness, willingness to help, and flexibility in interaction. Elevated scores on the second octant indicate the presence of additional mixed-type response characteristics in the profile, which determine a distant communication position, egocentric traits, rivalry, individualism, stubbornness, and emotional detachment. However, they do not possess the traits of a dependent and distrustful-sceptical type of interpersonal relationships, which are characteristic of people who are withdrawn, passive, anxious, overly introverted, modest, prone to excessive self-analysis, with a predominance of avoidance motivation. Thus, the profile showed a combination of sthenic and hypostenic traits, which means the possibility of combining severity in communication with patterns of softer behaviour with an emotionally friendly attitude. The study of the communicative potential of cadets using the IIQ methodology allowed to identify several individual variants:

1. The first group – 20% (35 people), conditionally named “dominant-leader”, – represented by cadets with a sthenic type of reaction, spontaneous-impulsive orientation and the dominance of the first and second octants (“code 1-2”, up to 9 points, with the normative values of others being 4-7 points). Representatives of this group are

characterised by leadership traits in interpersonal interaction, organisational skills, optimism and activity, sociability, moderate aggressiveness and selfishness, positive self-esteem, determination, courage, stress resistance, independence, assertiveness in interaction, and the ability to make quick decisions in complex communication situations. The level of psychological readiness for combat duty among such cadets is usually high.

2. The second group – 20% (35 people) with the conditional name “responsible-leader” is characterised by a mixed type of response, with a predominance of the first and eighth octants “code 1-8” in the profile. These cadets are distinguished in interpersonal relationships by their desire to lead, they are persistent, diligent, rational, have a clear tendency towards consistency and purposefulness in their actions, like to advise and help, are active, open, sociable, strive to be part of a team, are easy to get along with, demonstrative, have a slightly inflated self-esteem, empathy, compassion and understanding of others. Experts assess their level of psychological readiness for combat duty as high.

3. The third group – 20% (35 people), provisionally named “aggressive-rigid”, consists of individuals with a mixed response type and a predominance of the third and fourth octants “code 3-4” (8-9 points). These are cadets who, in the process of interpersonal communication, prefer risk, act actively, boldly and decisively, and are usually irritable and aggressive. They are often self-confident, independent, pedantic, practical, neat, principled, striving for dominance, persistent, suspicious, selfish, and actively defend their views. They are characterised by independence, persistence, distrust of their surroundings, and a desire to defend their own interests. Social passivity combined with conflict in relationships. Adaptation may be difficult due to aggressive self-assertion, suspicion, distrust, and excessive pedantry. They tend to oppose their own interests to their social environment; they are sometimes too individualistic, rational, and independent. They are characterised by a combination of excitation and inhibition processes. Experts assess their level of psychological readiness for combat duty as average.

4. The fourth group – 15% (28 people), conditionally named “balanced”, includes cadets with a mixed type of reaction, they are characterised by a balance of octants, all of which are within the normal range – 4-7 points.

Individual personality traits: harmonious personality, all tendencies are evenly expressed. Mixed (medium-strong) type of higher nervous activity, normative lability of nervous processes, well-balanced excitatory and inhibitory properties; equally developed left- and right-brain thinking characteristics, rational and heuristic components. Characterological traits – emotional stability, balance and restraint, friendliness, stress resistance, sociability, willingness to help others, optimism, work capacity, adequate self-esteem, persistence and flexibility in achieving goals, normative behaviour. Prognosis for professional success – level 1 (high).

5. The fifth group consists of 15% (27 people) with the conditional name “rigid introverts”, who are characterised by increased indices of the fourth, fifth and sixth octants “code 6-5-4”. They have a mixed type of response and are distinguished by multidirectional tendencies of interpersonal interaction: they are sensitive introverts, sensitive to environmental changes, prone to monotonous and routine work, and at the same time rigid – persistent, diligent, stubborn in situations of conflict communication. They are characterised by individualism, a certain pessimism, inertia, subjectivity, suspiciousness, depressive moods, closedness, and inertia in decision-making. Experts assess the level of psychological readiness of such cadets for combat duty as average.

6. The sixth group consists of 10% (18 people), conditionally named “dependent-conventional,” who are characterised in their psychological profile by elevated fifth and seventh octants, “code 5-7.” Such cadets have a mixed type of response, in interpersonal interaction they show somewhat reduced self-esteem, pessimism, lack of self-confidence, increased anxiety, and feelings of dissatisfaction. They have difficulty communicating and prefer to interact with people they know well. Such individuals are also characterised by excessive compliance, dependence on the group, obedience, caution in decision-making, responsibility for the task at hand, modesty, vulnerability, a tendency towards solitude and independence, dependence on the group, a tendency to compromise, sensitivity to environmental influences, somewhat low self-esteem, and self-criticism. The level of psychological readiness of such cadets for combat duty is assessed as average. Thus, the majority of cadets (80%) have a mixed type of response, while one-fifth (20%) have a sthenic type. The study of interpersonal characteristics using the BFQ confirmed the data presented in Table 2.

Table 2. Results of the assessment of cadets using the BFQ

Indicators	BFQ scales				
	1	2	3	4	5
Mean	39.00	37.50	39.9	19.22	33.0
Median	38	37	39	18	32
Mode	39	36	40	193	32
Standard deviation	5.50	5.23	7.08	7.0	5.45

Note: 1 – extroversion; 2 – agreeableness; 3 – conscientiousness; 4 – neuroticism; 5 – openness to new experiences

Source: developed by the authors

The data in Table 2 showed a tendency to respond in communication in a mixed type. It was found that respondents

have the following characteristics of interpersonal interaction: a tendency towards conscientiousness (39.9 points),

extroversion (37.50 points), moderate agreeableness (35.91 points) and openness to experience (33 points), and low levels of neuroticism (19.12 points). Thus, in general, cadets are characterised by controlled behaviour and activity, self-control, perseverance, diligence, accuracy in work, thoroughness, responsibility, organisation, and discipline. They are impartial, interested in their work, receptive to new knowledge, have broad interests, developed imagination, flexible minds, independence and non-standard thinking, orientation in the search for new approaches to solving problems, a tendency to self-analysis, and originality in perceiving events. They are also

externally oriented, sociable, communicative, strive for leadership, are energetic, active, impulsive, and optimistic. Cadets are also moderately compliant, sensitive, friendly, trusting, conformist, inclined to subordinate their own needs to those of the group, and focused on cooperation. Rationalism, stress resistance, restraint, and a tendency to react calmly and treat their surroundings with respect are also evident. In order to optimise the processing of test results, non-linear standardisation of indicators was carried out and a corresponding scheme for converting raw BFQ factor scores into the stens scale was developed (Table 3).

Table 3. Conversion of raw BFQ factor scores into the stens scale

Scales	Stens									
	1	2	3	4	5	6	7	8	9	10
Extraversion	5-8	0-13	14-17	18-21	22-25	26-29	30-33	34-36	37-38	39-40
Neuroticism	5-8	10-13	14-17	18-21	22-25	26-29	30-32	33-35	36-38	39-40
Agreeableness	5-9	10-13	14-17	18-21	22-26	27-31	32-35	36-39	40-42	43-45
Conscientiousness	5-9	10-13	14-17	18-21	22-26	27-31	32-35	36-39	40-42	43-45
Openness	5-10	11-15	16-20	21-25	26-31	32-35	36-39	40-43	44-47	48-50

Source: developed by the authors

When interpreting the results on the scales of extraversion, neuroticism, agreeableness, and conscientiousness, it is advisable to take into account the following ranges of indicators: the normative level (4-6 points), which reflects the harmonious development of personal characteristics; moderate expression (7-8 points), which indicates the accentuation of the corresponding traits; excessive expression (9 and more points), associated with increased emotional tension and possible difficulties in adaptation; values below 4 points are interpreted as manifestations of hypoemotionality or insufficiently developed self-reflective processes. Based on the results of the study, individual communication profiles of cadets were determined according to BFQ. The group tentatively named "Stenic" – 20% (35 people) is characterised by a stenic type of response. Representatives of this group are characterised by predominantly normative indicators of personal characteristics; at the same time, on the sthenic type scales (extraversion and openness to experience), an increase in indicators to 9 sthenic is recorded. The indices of the hypostenic scales (neuroticism and compliance) in some cases may decrease to 3 stens, while the indicators of conscientiousness remain within the normative range. The communicative potential of such cadets is determined by the high lability of the nervous system, the predominance of excitation over inhibition, and the dominance of right-brain cognitive processes. They are active, sociable, have high self-esteem, are decisive, courageous, stress-resistant, spontaneous, strive for self-realisation, are independent, and dominate in interpersonal interactions. Experts assess the level of psychological readiness for service and combat activities of such cadets as high. The group with the conditional name "Active-communicative" – 20% of those surveyed (35 people) – have signs of a sthenic type of reaction. The indices of the sthenic

group's extraversion and openness scales are increased to 8 sthenic units, while the indices of the hypostenic scales of neuroticism and compliance, as well as the mixed type – conscientiousness – are normal (4-6 sthenic units). The communicative potential of such individuals is determined by the balance of polar tendencies, average or increased lability of nervous processes, good balance of excitation and inhibition, and the development of rational and heuristic cognitive components. They are characterised by emotional stability, composure, endurance in difficult situations, stress resistance, openness, optimism, adequate self-esteem, persistence and flexibility in achieving goals, normative behaviour, breadth of interests, and openness to new approaches to solving problems. The level of psychological readiness for service and combat activities of such cadets is assessed as high. The group with the conditional name "Demonstrative-communicative" – 20% (34 people) – has a mixed type of response. Extraversion indices may be overestimated at 9 points, while openness, neuroticism, and agreeableness are within the norm at 4-6 points, with low conscientiousness scores of 2-3 points. The communicative potential of cadets is characterised by a predominance of excitation over inhibition, a right-brain cognitive style of thinking, activity, openness, sociability, a desire to be in a group, talkativeness, leadership, friendliness, optimism, ease of establishing contacts, need for stimulation, inability to perform monotonous activities, mood swings, emotional instability, demonstrativeness, dependence on the environment, overestimated self-esteem, need for others to direct their actions. They are also prone to demonstrativeness, a tendency to dramatise events, and reduced self-control. Experts assess the level of psychological readiness for combat duty of such cadets as high. The group called "Independent-rigid" – 13% (23 people) is characterised by a mixed

type of response. The indices for extroversion and openness are slightly overestimated at 9 points, while the indicators may decrease to 2 points for the normative values of other scales – 4-6 points. The communicative potential of cadets is determined by the strength and moderate lability of the nervous system, characterised by openness, independence, pedantry, practicality, accuracy, principledness, striving for dominance, persistence, suspicion, selfishness, active defence of their views, stress resistance, and tolerance of false statements. They can be inattentive, selfish, and stubborn. Experts assess the level of psychological readiness for combat duty of such cadets as average. The group tentatively named “Compromise” consists of 13% of participants (23 people) who have a mixed type of response. The indices on the hyposthenic scales “compliance” and “neuroticism” are slightly increased to 8 and 7 points, respectively (with the normative values of others). The communicative potential of cadets is determined by a moderately weak nervous system, high lability of the nervous system, the predominance of inhibitory processes in it, the ability to work together, to compromise in case of conflicts, empathy, willingness to help, excitement and a tendency to worry, caution, responsibility for the work performed, modesty, vulnerability, compliance, sensitivity, somewhat low self-esteem, self-criticism, susceptibility, fussiness, inability to concentrate, indiscriminate contacts, and the need for support and guidance. They may be disorganised, timid and unsure of themselves. Experts assess the level of psychological readiness for combat duty of such cadets as average. The group called “Responsible” – 10% (18 people) have a hyposthenic type of response. The indices on the “neuroticism” and “compliance” scales show slight increases to 7 and 8 points, respectively, while the extraversion scale is reduced to 2-3 points (according to the normative

values of the “openness to experience” and “conscientiousness” scales). The communicative potential of cadets is determined by the average lability of nervous processes, the predominance of inhibition in the nervous system, and a verbal style of thinking. They are responsible, introverted, cautious, modest, vulnerable, dependent on the group, sensitive to influences, have low self-esteem, are self-critical, and are capable of monotony. Experts assess the level of psychological readiness for combat duty of such cadets as average. The group with the conditional name “Conflict” – 4% (9 people) have a mixed type of response. Indicators for the factors “neuroticism”, “compliance” and “conscientiousness” are reduced to 2-3 points (compared to the normative values of others). The communicative potential of cadets is determined by average strength and low lability of nervous processes, cognitive left-brain thinking style. They are unyielding, independent, distrustful, strive to defend their interests, are not very diligent, socially passive, and conflictual. Experts assess the level of psychological readiness for combat duty of such cadets as average.

One cadet demonstrated profiles atypical for military personnel – individualistic type (extraversion indices increased to 9 points; compliance and neuroticism indices decreased to 2 points); and neurotic-anxious (neuroticism indicators increased to 7 points; extraversion and openness to experience decreased to 2-3 points). Due to their small number, such profiles were not taken into account in the article. Thus, the study showed that cadets have seven types of communication profiles, with 40% of individuals having sthenic response types, 50% having mixed types, and 10% having hyposthenic types. To determine the nature of the relationships between types of interpersonal interaction and BFQ factors, a correlation analysis of the indices of the corresponding scales was performed (Table 4).

Table 4. Correlation relationships between IIQ scale indices and BFQ factors

IIQ scales	BFQ factors				
	1 – extroversion	2 – agreeableness	3 – conscientiousness	4 – neuroticism	5 – openness
1 – authoritative-leader	0.68*	-0.27	-0.22	-0.46*	0.30
2 – independent-dominant	0.49*	-0.35	-0.25	-0.56*	0.12
3 – straightforward-aggressive	0.51*	-0.40*	0.15	-0.61*	-0.22
4 – distrustful-sceptical	-0.34*	-0.38*	0.30	-0.18	0.15
5 – submissive-dependent	-0.66*	0.38*	0.35	0.38	-0.18
6 – dependent-obedient	-0.40*	0.40*	0.42*	0.43*	0.24
7 – cooperative-conventional	-0.45*	0.42*	0.38*	0.60*	0.35
8 – responsible-generous	0.35	0.23	0.28	0.30	0.39*

Source: developed by the authors

The results showed statistically significant correlations between interpersonal interaction indicators and personality factors assessed using the BFQ. Significant positive correlation coefficients were found between the indices of the “extraversion” scale and the authoritative-leader (0.68), straightforward-aggressive (0.51), and independent-dominant (0.49) types of interpersonal relationships; the “neuroticism” index and the cooperative-conventional (0.60) and dependent-obedient (0.43) types; the indices of “conscientiousness”

and dependent-obedient (0.42) and cooperative-conventional types (0.38) of interaction; the indicators of “openness” and responsible-generous (0.39) and cooperative-conventional types of interaction (0.35). Significant negative coefficients were found between the “extraversion” scale and submissive-dependent (-0.66) and dependent-obedient (-0.40) types of relationships; the “neuroticism” scale and authoritative-leadership, independent-dominant, and straightforward-aggressive types (0.46, 0.58, and 0.61, respectively).

The data obtained correlate with the results of B.A. Bainska & A.M. Dåderman (2019), who emphasised that complex and extreme types of activity require numerous abilities and individual psychological characteristics (psychodynamic, intellectual, cognitive, organisational, creative, etc.) from personnel, including communication skills. The conclusions of C. Civilotti *et al.* (2022) also confirm the important role of communication skills in professional activities, particularly in law enforcement agencies. The authors emphasised the need to implement preventive and therapeutic measures, as well as specialised psychological support programmes in the workplace to reduce the risk of professional burnout, depression and suicidal tendencies. O. Fedorenko *et al.* (2020) emphasised that the work of law enforcement officers is fraught with stressful situations, which require employees to have developed emotional and volitional qualities, stress resistance and coping strategies. In turn, K. Kohlstrom (2022) noted that the special conditions of law enforcement activities require the ability to communicate in conflict situations with various participants in interpersonal interaction, which can lead to internal tension, feelings of discomfort and psychological insecurity, and the development of signs of professional deformation – conflict, irritability, suspicion, indifference to the environment and to the service as a whole. Thus, an important task for psychologists is to conduct timely psychodiagnostic and psychocorrective work with law enforcement personnel, since the negative consequences of professional deformation of the personality can subsequently lead to disturbances in communication patterns and the emergence of unconstructive behaviour patterns.

Data from S. Ernst *et al.* (2021) confirmed the conclusions of the study that, in modern conditions, numerous socio-psychological, organisational, and technological factors necessitate the development of optimal psychodiagnostic tools for working with personnel. The feasibility of developing a psychodiagnostic complex for working with law enforcement and security personnel was also substantiated by D. de Cuffa *et al.* (2018) and P. Galanis *et al.* (2021). According to N. Galbraith *et al.* (2021) and R.G. Lockie *et al.* (2022), an effective psychodiagnostic complex will allow psychologists to successfully diagnose typological and individual personality characteristics of personnel, help overcome personal problems, optimise interpersonal interaction with colleagues, etc. The results of the analysis of the personal characteristics of security and defence sector employees by I. Correia *et al.* (2023) confirmed that in complex working conditions, they must possess a wide range of knowledge and skills that determine the effectiveness of their work. Modern law enforcement officers must be aware of the requirements that the profession places on specialists, possess a number of essential professional qualities, and strive for self-development, creating a basis for leadership in the unit through the development of personal and professional potential, communication skills, responsibility, self-control, empathy, tolerance, in relations with colleagues and the environment (Deschenes *et al.*, 2022).

Researchers D.J. MacDonald *et al.* (2020) and M. Mojallal *et al.* (2022) recorded high levels of work capacity, stress resistance, sociability, activity, high achievement motivation, and flexibility of thinking and creativity among respondents. The selection of optimal diagnostic tools for personnel research should be based on the identification of individual personality traits that manifest themselves in genetically determined constitutional and social aspects of professional activity (Tsumarieva *et al.*, 2023). Early psychological diagnosis of negative trends in the behaviour of personnel in the security and defence sector will make it possible to improve the effectiveness of psychological support for professional activities and optimise psychological prevention and correction measures in departments. Based on the analysis of the above approaches to the research problem, it can be concluded that the author's statements regarding the advisability of a comprehensive study of the communicative abilities and other individual psychological characteristics of law enforcement personnel, carried out using a systematic approach and taking into account the convergence of biogenetic and sociocultural aspects of individuality.

◆ Conclusions

Thus, the author's approach to diagnosing cadets' communicative potential proved highly effective, and the comprehensive application of IIQ and BFQ methods significantly increases the reliability of psychological assessment of an individual's readiness for combat duty. The results confirmed a high degree of correspondence between the types of interpersonal interaction of cadets according to IIQ and their personal characteristics according to BFQ. Most respondents assigned to the corresponding group according to IIQ demonstrate similar communicative characteristics according to BFQ, which indicates stability and consistency between these psychological instruments. The majority of respondents showed identical or very similar characteristics of communicative potential in both questionnaires used. Only 9 people (4% of respondents) showed diametrically opposite communication characteristics, which can be explained either by unwillingness to respond honestly to the test tasks, or by inattention or lack of motivation for psychodiagnostic examination. It was also found that communication traits that are professionally important for military personnel (sthenic types of interpersonal interaction, extroversion, conscientiousness, openness to experience, emotional stability), as evidenced by correlation analysis data, occur together, accompanying each other. Negative communicative characteristics, such as neuroticism and compliance, also correlate with each other and are found simultaneously with other indicators of a hyposthenic type of response.

The study showed that for cadets – future military personnel and commanders – the optimal communicative-psychological profile is one with signs of a sthenic type of interpersonal interaction, manifested by increased indices of the first and second octants according to the IIQ, as well as normative or moderately increased indicators of

extraversion and openness to experience according to the BFQ. The profile is considered favourable if there are additional mixed characteristics, in particular elevated values of the seventh and eighth octants or the conscientiousness scale of the BFQ. In general, analysis of the results of the two questionnaires showed a predominance of mixed (60%), sthenic (30%) and hypostenic (10%) response types among cadets. The comprehensive use of IIQ and BFQ allows military psychologists to integrate and compare the results of psychodiagnostic examinations, more accurately determine the degree of manifestation of individual personality factors that affect the communicative potential of cadets, and assess their level of psychological readiness for combat duty. The results obtained can contribute to the optimal deployment of personnel, as well as inform psychologists and commanders about the directions of

psychocorrectional work with military personnel in order to prevent professional deformation during the performance of combat duties. Prospects for further research lie in continuing scientific study of ways to diagnose and develop professionally important individual and personal characteristics of NANGU military personnel in order to increase the effectiveness of their combat operations.

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Психологічний комунікативний потенціал курсантів – майбутніх командирів військових підрозділів Національної гвардії України

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◆ **Анотація.** У процесі службово-бойової діяльності командири, взаємодіючи з особовим складом, забезпечують ефективність виконання завдань, тому знання їх комунікативних характеристик є важливим для правильного проведення професійно-психологічного відбору кандидатів на керівні посади. Метою дослідження був аналіз ключових психологічних характеристик комунікативного потенціалу курсантів Національної академії Національної гвардії України. Дослідження засновувалось на застосуванні надійного і валідного психодіагностичного інструментарію: Опитувальника інтерперсональної взаємодії, а також опитувальника «Велика П'ятірка». Дослідження виявило основні типи комунікативних профілів курсантів, серед яких переважає змішаний тип реагування, а також стеничний та гіпостеничний типи. Дослідження дозволило встановити основні варіанти типових комунікативних профілів курсантів, їм переважно властивий змішаний тип реагування (60 %), в меншій мірі стеничний (30 %) і найменше – гіпостеничний (10 %). Запропонований підхід до психологічної діагностики показав свою ефективність, оскільки більшість респондентів мали схожі характеристики комунікативного потенціалу за обома методиками. Лише у 4 % респондентів виявилися діаметрально протилежні особливості, що підтверджує високу надійність комплексного застосування методик для психологічного діагнозу. Дослідження також показало, що професійно важливі комунікативні якості для військовослужбовців, зокрема стеничні типи міжособистісної взаємодії, виявлені за допомогою обох опитувальників, корелюють між собою. Негативні комунікативні характеристики, які також корелювали між собою, часто виявлялися одночасно з іншими показниками гіпостеничного типу реагування. Останні визначені небажаними для службово-бойової діяльності військових. Комплексне використання розглянутого психодіагностичного інструментарію уможливило надійне визначення характеристик комунікативного потенціалу курсантів і військовослужбовців Національної гвардії, що має велике значення для оптимальної організації процесів інтерперсональної взаємодії в колективах військових підрозділів

◆ **Ключові слова:** психологічна діагностика; індивідуальні особливості; правоохоронці; тип міжособистісної взаємодії; службово-бойова діяльність