



ACADEMIC SPECTRUM

2026-yil 4-son

Ilmiy-metodik jurnal
Научно методический журнал
Scientific and Methodical Journal

ISSN

3093-9089

Бухоро - 2026



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**Jurnal O‘zbekiston Respublikasi Buxoro viloyat Axborot va Ommaviy
komunikatsiyalar boshqarmasi tomonidan 2025-yil 26-dekabrdagi
№1273056 sonli guvohnoma bilan ro‘yxatga olingan**

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PROFESSIONAL DEFORMATION AND ITS CAUSES

Annotation: *this article provides a scientific analysis of the concept of professional deformation, the mechanisms of its formation, as well as its psychological, social, and organizational causes. Professional burnout is interpreted as the negative changes that arise in an individual's behavior, worldview, and personal qualities as a result of long-term engagement in a single professional activity. The study illuminates the main types of professional burnout, their manifestations, and their impact on both the individual and work productivity. The article concludes with scientifically-based recommendations for preventing and mitigating professional deformation.*

Keywords: *teacher, professional burnout, stress, pedagogue, psychological change, activity, prevention, factors, stereotypes, workload.*

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KASBIY DEFORMATSIYA VA UNING SABABLARI

Annotatsiya: *mazkur maqolada kasbiy deformatsiya tushunchasi, uning shakllanish mexanizmlari hamda psixologik, ijtimoiy va tashkiliy sabablari ilmiy jihatdan tahlil qilinadi. Kasbiy deformatsiya shaxsning uzoq muddat bir xil kasbiy faoliyat bilan shug‘ullanishi natijasida uning xulq-atvori, dunyoqarashi va shaxsiy sifatlarida yuzaga keladigan salbiy o‘zgarishlar sifatida talqin etiladi. Tadqiqot davomida kasbiy deformatsiyaning asosiy turlari, namoyon bo‘lish shakllari va ularning shaxs hamda mehnat samaradorligiga ta’siri yoritiladi. Maqola kasbiy deformatsiyani oldini olish va kamaytirish bo‘yicha ilmiy asoslangan xulosalar bilan yakunlanadi.*

Kalit so‘zlar: *o‘qituvchi, kasbiy deformatsiya, stress, pedagog, psixologik o‘zgarish, faoliyat, omillar, stereotiplar, yuklama.*

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ПРОФЕССИОНАЛЬНАЯ ДЕФОРМАЦИЯ И ЕЁ ПРИЧИНЫ

Аннотация: *в данной статье с научной точки зрения анализируется понятие профессиональной деформации, механизмы её формирования, а также психологические, социальные и организационные причины её возникновения. Профессиональная деформация трактуется как негативные изменения в поведении, мировоззрении и личностных качествах человека, возникающие в результате длительного занятия одной и той же профессиональной*

деятельностью. В ходе исследования освещаются основные виды и формы проявления профессиональной деформации, а также её влияние на личность и производительность труда. Статья завершается научно обоснованными выводами и рекомендациями по профилактике и снижению уровня профессиональной деформации.

Ключевые слова: учитель, профессиональная деформация, стресс, педагог, психологическое изменение, деятельность, профилактика, факторы, стереотипы, нагрузка.

Introduction

Today, the issue of professional deformation is becoming one of the most pressing topics for representatives of various fields. This process can manifest in different forms in the activities of teachers, doctors, journalists, law enforcement officers, managers, and other professionals. Therefore, it is crucial to understand the essence of professional deformation, study its causes, and explore preventive measures. In the global education system, special attention is paid to enhancing the professional competence of pedagogical staff and improving their qualifications based on creative approaches to self-development. In particular, preventing professional-pedagogical deformation and a deeper study of the system of differentiated interpersonal relationships are of significant importance. The ongoing reforms in our country are yielding results from large-scale changes aimed at elevating the education system to a new level and increasing its effectiveness. The Decree of the President of the Republic of Uzbekistan No. PF-60, dated January 28, 2022, "On the Development Strategy of New Uzbekistan for

2022-2026," outlines important tasks such as "bringing the knowledge and qualifications of pedagogical personnel to an international level." This necessitates the improvement of the system for preventing professional burnout that arises in a teacher's work.

This article analyzes the concept of professional burnout, its primary causes, its manifestations, and its impact on a person's life.

Research methodology

The issue of professional deformation began to be studied in the early 20th century. In this regard, scientific studies have explored problems such as professional aspiration, ensuring occupational reliability, and increasing work capacity, as well as situations related to unfavorable conditions in professional activities. However, considerably less attention has been paid to the issue of improving the preventive system for professional deformation. In order to improve the preventive system for professional-pedagogical deformation, it is first necessary to study the essence of professional deformation and the reasons for its development. Deformation (from the Latin "deformatio" - "distortion," "alteration") refers to a change in the form and functions of a body resulting from external and internal influences. Professional deformation is defined as negative changes that occur in the cognitive, behavioral, and motivational spheres of a specialist due to the influence of external and internal factors within their professional activity. In classifying negative changes in an individual, the term "professional deformation of personality" (or personality deformation) has been widely used. However, considering the unique characteristics of pedagogical activity, we propose the term "pedagogical professional deformation." The basis for this is that the teaching profession, like any other, has its own specific deformations. Therefore, we interpret the professional deformation that arises in a teacher's work as a phenomenon that, under the influence of professional activity, leads to alterations in personal characteristics, a distortion of the substance of pedagogical activity, and a negative change in professional qualities and pedagogical abilities. In the 1930s, psychotechnician S.G. Gallerstein wrote that the essence of professional activity is not about

employees performing a particular task, but rather about the organism's adaptation to certain aspects of the profession. There is a continuous interaction between the employee's organism and external influences. Consequently, deformation is observed not only in the employee's body but also in their psyche. The concept of deformation is typically interpreted as a change that affects the organism and shapes a significant character trait within it.

Professional deformation is a set of negative changes in an individual's personal qualities, worldview, and behavior that arise from long-term engagement in a specific profession. In this process, the ways of thinking and habits characteristic of a profession become ingrained in the person's overall personality. For example, teachers may develop a tendency to constantly instruct or admonish. Doctors, in turn, become accustomed to evaluating every situation from a health perspective. Meanwhile, law enforcement officers might develop excessive suspicion or caution when interacting with people. Although these traits stem from professional experience, their over-amplification can negatively impact personal relationships. Professional deformation develops gradually. As a person performs the same work activities over a long period, they grow accustomed to thinking based on the stereotypes of their profession. Consequently, it becomes difficult to accept other perspectives, and the person's worldview narrows.

The main causes of professional deformation

Performing the same activity for a prolonged period - one of the primary causes of professional burnout - is the long-term repetition of the same work tasks. As individuals consistently perform the same duties, they gradually develop a mindset tailored to that activity. This can reduce their adaptability to other fields or situations.

Constant stress and psychological pressure are also factors, as many professions involve a high degree of responsibility and stress. For example, doctors are responsible for human lives, journalists work with time-sensitive information, and teachers are engaged in the upbringing of the younger generation. In such professions, constant mental strain can negatively affect a person's character over time.

The formation of professional stereotypes - every profession shapes its own stereotypes of thinking. For example, an economist may view every issue from the perspective of economic benefit, while a lawyer is accustomed to evaluating a situation based on the law. Although such stereotypes are necessary, their overemphasis can hinder a person's ability to think broadly.

The disruption of work-life balance - in modern life, many people dedicate too much time to work. If a person devotes all their time to professional activities, their personal life, leisure, and interests become limited. As a result, the professional role can take over their entire personality.

A narrowing social horizon - if a person communicates mainly with representatives of their profession, then their horizon also narrows. Not communicating with people from different fields hinders the emergence of new ideas and perspectives.

Forms of professional deformation - professional deformation manifests itself differently among people in various professions. Some common signs include:

- 1) becoming overly critical or demanding;
- 2) a desire for excessive control over others;
- 3) coldness or formality in communication with people;
- 4) thinking based on professional stereotypes;
- 5) difficulty accepting new thoughts and ideas.

For instance, a teacher might speak to their family in the same tone they use to address students. Similarly, a doctor may perceive ordinary situations as if they were medical conditions. Over time, such behaviors can negatively affect personal relationships.

Negative consequences of professional deformation

1. Complications in relationships with people;
2. Excessive formality or coldness;
3. Mental fatigue and professional burnout;
4. A decrease in creativity and initiative.

If this process is not managed in a timely manner, it can also negatively affect a person's professional activities. This is because professional deformation limits creative thinking and makes it difficult to adapt to new ideas.

Ways to Prevent Professional deformation

Experts offer several recommendations for mitigating professional deformation.

First, it is important to maintain a balance between work and personal life. One should engage not only in work but also in recreation, sports, creative activities, and family life.

Second, learning new knowledge and skills is beneficial. Exploring various courses, seminars, or other fields broadens one's perspective.

Third, it is important to communicate with people from different professional fields. This helps form new viewpoints and prevents professional stereotypes from becoming entrenched.

Fourth, it is necessary to pay attention to psychological well-being. Reducing stress, getting enough rest, and creating a positive environment lowers the risk of professional deformation.

Conclusions and Proposals

Analyzing the above considerations, we can give the following recommendations.

1. It is necessary to regularly organize trainings, seminars, and psychological support for teachers on the prevention and management of professional deformities. This will help improve teachers' stress management and professional approaches.

2. Creating opportunities for educators' personal growth - It is important to enable educators to focus on their personal and professional development and to encourage them to enhance their professional knowledge and skills. To this end, it is necessary to create an environment conducive to continuous learning and the study of new methodological approaches.

3. Improving Working Conditions - Enhancing teachers' working conditions and creating a supportive work environment are the most effective solutions for preventing professional burnout. As these conditions improve, teachers' motivation and positive attitude toward their work will increase.

4. Strengthening Organizational Support - It is essential to provide educators in educational institutions with the necessary assistance and organizational support to carry out their duties effectively, as well as to foster a positive psychological environment within pedagogical teams. This, in turn, will reduce professional burnout among educators and improve their job performance.

5. Enhancing the effectiveness of collaborative work - Encouraging teachers to share experiences and support one another. This creates opportunities for educators to assist each other, consult, and gain motivation. In conclusion, it can be said that the professional deformation of educators can negatively affect the quality of the educational process, their attitude towards students, and their own personality.

These deformations arise in response to internal and external factors and, over time, reduce the effectiveness of their professional activity. To prevent and correct this professional deformation, it is essential to create opportunities for educators to manage stress, receive psychological support, and

continuously improve their professional skills. Approaches organized to prevent the professional deformation of educators, such as training sessions, seminars, psychological consultations, and the improvement of working conditions, yield effective results. Furthermore, focusing on the personal development of teachers and providing them with opportunities to learn new knowledge and methodological approaches increases the effectiveness of pedagogical activity. Psychological support and collaborative work play a significant role in managing professional deformation. Providing continuous assistance and support to educators, and creating a positive work environment in educational institutions, improves their mental and emotional state, which, in turn, impacts their professional performance.

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Jurnal O‘zbekiston Respublikasi Buxoro viloyat Axborot va Ommaviy kommunikatsiyalar boshqarmasi tomonidan 2025-yil 26-dekabrda №1273056 sonli guvohnoma bilan ro‘yxatga olingan.

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“ACADEMIC SPECTRUM” ilmiy-metodik jurnal.
Buxoro, 2026. № 4-Son.