

**Tereshchenko, K.V. Relationship between teachers' tolerance and levels of educational institutions' development.** The article analyzes the results of empirical study on the types and components of teachers' tolerance and their relationship with the levels of educational institutions' development. It was found that among the main types of teachers' tolerance (interpersonal, management, intercultural, interfaith, inter-generation, gender, professional and ethnic tolerance) were mainly highly developed, while the socio-economic and political tolerance were mainly averagely developed. The most pronounced teachers' tolerance components were those that dealt with ethical norms (ethical and normative component), self-identity (personal identity component), knowledge (cognitive component), and expression of emotions and feelings (affective component).

Having analyzed the relationship between teachers' tolerance types and components and the levels of educational institutions' organizational development, the author found that high levels of organizational development were favorable for teachers' tolerance development, especially in age, gender, professional, administrative, religious and ethnic groups. Ethical-normative, conative, value, activity-style and personality components of teachers' tolerance and levels of educational institutions' organizational development.

*Keywords:* tolerance, tolerance types, tolerance components, organizational maturity, organizational development, educational institution.

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**Karamushka, L., Grubi, T.**

#### TYOLOGY OF PERFECTIONISM

**Karamushka, L., Grubi, T. Typology of perfectionism.** The article deals with the essence of perfectionism of personality. Having analyzed the scientific literature of foreign and Ukrainian scientists, authors give characteristics of main types of perfectionism of personality. Almost all researchers, having concerned with the investigation of the problem of perfectionism, identified two types of this construct, but called them in different ways. A perfectionism with positive orientation is named as a positive, constructive, healthy, adaptive, normal, functional, etc. A perfectionism with negative orientation in the scientific literature is named as as destructive, neurotic, maladaptive, pathological, dysfunctional, etc. Based on scientific references, the authors consider it appropriate to distinguish perfectionism with positive orientation and perfectionism with negative orientation.

*Keywords:* perfectionism of personality; typology of perfectionism; author's concept; perfectionism with positive orientation; perfectionism with negative orientation.

**Карамушка Л.Н., Груби Т.В. Типология перфекционизма.** В статье раскрыта суть перфекционизма личности. Анализируя научную литературу, авторы охарактеризировали основные типы перфекционизма. Большинство ученых, исследовавших перфекционизм, определяли два типа данного конструкта, но называли по-разному. Перфекционизм с позитивной ориентацией встречается в литературе как позитивный, конструктивный, здоровый, адаптивный, нормальный, функциональный и т.д. Перфекционизм с негативной ориентацией называется разрушительным, невротическим,

неадекватним, патологічним, дисфункціональним и т.д. Ссылаясь на литературу, авторы считают целесообразным различать перфекционизм с позитивной ориентацией и перфекционизм с негативной ориентацией.

*Ключевые слова:* перфекционизм личности; типология перфекционизма; авторская концепция; перфекционизм с позитивной ориентацией; перфекционизм с негативной ориентацией.

**Problem statement.** In recent years, the problem of perfectionism is actively studied in various aspects of human activity and it is the subject of interest of many foreign and Ukrainian scientists. This interest we can explain by a high speed of life, a social development, a growing competition, a cult of rationality and a pursuit of excellence, which exist in the society. The abovementioned factors demand from a person an achievement of new heights, a desire to be the best, an obtaining success by focusing on avoiding failure. Modern psychologists define the term "perfectionism" as an aspiration of the personality to self-improvement, faultlessness in everything [3; 7; 19]. The perfectionism is a rather complicated and not enough investigated personal feature, the part of which covers all spheres of human life. Perfectionism can affect positively or negatively on the vital activity and professional sphere of personality and therefore, it is important to define the main types of perfectionism.

**Analysis of recent researches and publications.** The problem of perfectionism is the subject of interest of many foreign researchers (J. Ashby [18], D. Burns [13], S. Enikolopov [11], N. Garagnyan [1], D. Hamachek [15], A. Holmogorova [2], M. Hollender [17], P. Hewitt, G. Flett [16], R. Frost [14], E. Ilyin [7], P. Moon [19], R. Slaney [18], J. Stoeber [19], V. Yasnaya [11], T. Yudeeva [2], A. Zolotareva [6], etc.) and Ukrainian scientists (A. Chepurna [10], L. Danylych [5], I. Gulyas [4], O. Kononenko [8], O. Loza [9], etc.).

The majority of works, devoted to the problem of perfectionism, are intensively developed in such directions:

- phenomenological descriptions and clarification of the concept (D. Burns [13], N. Garagnyan [2], M. Hollender [17]);
- empirical researches and conceptualization of the construct, the development of ideas about the structure, parameters and types of perfectionism (G. Chepurna [10], I. Gulyas [4], V. Yasnaya [11]);
- operationalization of the concept, creation of valid and reliable instruments for measuring the perfectionism (G. Flett [16], R. Frost [14], N. Garagnyan [1], P. Hewitt [16]);
- investigation of the positive and negative aspects of perfectionism (N. Garagnyan [2], T. Grubi [3], D. Hamachek [15], E. Ilyin [7], V. Yasnaya [11]);
- research of the relationship of perfectionism with psychopathological phenomena (N. Garagnyan, A. Holmogorova, T. Yudeeva [2]).

Despite of the great number of published papers and studies from this phenomenon, the question of the typology of perfectionism is still open.

**Problem statement.** The object of the article is to systematize the main types of perfectionism and the purpose of this paper is, taking into account the scientific approaches, to substantiate the characteristic of perfectionism with positive orientation and perfectionism with negative orientation.

**Presentation the main research material.** Perfectionism is a personality trait, characterized by a person's striving for flawlessness and setting excessively high performance standards, accompanied by overly critical self-evaluations and concerns regarding others' evaluations [7; 17]. This psychological construct is characterized by a desire of the subject to perfection and by achievement of the results of its activities to the highest standards (moral, aesthetic, intellectual).

Perfectionism is a complex personality trait that has different impact on the person and its activity. This fact is confirmed by the researches of many scientists (N. Garagnyan [2], J. Stoeber [19], A. Zolotareva [6]), who in the articles illustrate the ambiguous nature of expressions of this construct and the existence of constructive and non-constructive forms of perfectionism.

Perfectionists strain compulsively and unceasingly toward unobtainable goals, and measure their self-worth by productivity and accomplishment. Pressuring oneself to achieve unrealistic goals

inevitably sets the person up for disappointment. Perfectionists tend to be harsh critics of themselves when they fail to meet their standards [14].

Particularly, analyze of scientific papers showed different typology of perfectionism. It is proposed to distinguish: normal and neurotic (D. Hamachek [15]), healthy and unhealthy (W. Parker, H. Stumpf [12]), active and passive (C. Adkins, W. Parker [12]), positive and negative (J. Ashby, R. Slaney [18]), healthy, unhealthy and non-perfectionism (J. Stoeberg and K. Otto [19]), healthy and pathological (N. Garanyan, A. Holmogorova, T. Yudeeva [2]), adaptive and maladaptive (V. Yasnaya, S. Enikolopov [11]), functional and dysfunctional (L. Danylevych [5]), hyper-perfectionism, constructive form, destructive form and hypo-perfectionism (O. Loza [9]) etc.

Also, analyze of modern scientific papers of foreign and Ukrainian researchers indicates that there are many studies devoted to the differentiation of criteria types of perfectionism:

- attainability of standards, the ability to feel job satisfaction, the possibility of changing standards in accordance with the situation (L. Danylevych) [5];
- mature cognitive schemes which envisage accurate perception of the expectations and requirements from other and also realistic ideas about the range of human possibilities and understanding the inevitability and usefulness of errors (N. Garanyan) [2];
- feeling of happiness, understanding and satisfaction, experiences of self-identity, which is filled with energy and life (A. Zolotoryova) [6].

In the article, the authors investigate a history of the formation of main types of perfectionism in chronological order.

In 1978, D. Hamachek was one of the first psychologists to argue for two contrasting types of perfectionism (*normal* and *neurotic perfectionism*). The scientist has identified six criteria that help to distinguish normal perfectionism from neurotic perfectionism: a depression; a persuasion "I have to / obligated"; a sense of shame and guilt; a behavior, aimed at protecting its own prestige; a shyness and procrastination; a self-condemnation [15]. Using clinical experience, D. Hamachek described the differences between normal and neurotic perfectionists.

*Normal perfectionists* are more inclined to pursue perfection without compromising their self-esteem, and derive pleasure from their efforts. Normal perfectionists establish for their selves' high but achievable standards, they are characterized with flexibility. It is mean that they are able to adapt their own standards, considering the situation, also can experience pleasure from the work. Normal perfectionists strive to realistic standards and after the achievement of these standards, have feeling of satisfaction and increased self-esteem; but in case of failure, they do their best and their feelings related to the application of new efforts [15]. D. Hamachek considers that this type of perfectionism is characterized by a high capacity for work and by a high level of motivation of goal achievement.

*Neurotic perfectionists* are prone to strive for unrealistic goals and feel dissatisfied when they cannot reach them. They establish for themselves overestimated and unrealistic standards, which do not consider a mistake; they do not feel that something is done quite well and as a result, they do not experience pleasure from their activity. Neurotic perfectionists are characterized by motivation for avoidance of failure and in the case of defeat, cruel self-criticism and compulsions tendencies appears [2; 15]. Neurotic perfectionism correlates with many clinical problems, such as depression, anxiety, suicidal behavior, disorders of digestion, chronic pain and other types of heavy disadaptation. Outpouring of neurotic perfectionism is a constant dissatisfaction with oneself because a person creates unattainable standards, which do not correspond to its potential. In addition, D. Hamachek considers that the cause of neurotic perfectionism is a fear of failure and he identifies the components of a neurotic perfectionism [15].

W. Parker also distinguished a *healthy* (which is associated with the "good faith" in accordance with the model of the "Big Five") and *unhealthy* (which is associated with low self-esteem) type of perfectionism [12].

Later, in 1985, W. Parker and K. Adkins identified two forms of perfectionism: *passive and active* type of perfectionism. *Passive perfectionism* is characterized by creating obstacles to activities (inactivity) and it is based on the tendency to procrastination of action that occurs due to excessive

concerns of errors, doubts about activities. This type of perfectionism is combined with a high risk of suicidal behavior. *Active perfectionism* is characterized by a tendency to action, based on high standards. This type of perfectionism stimulates to achievements and it is not associated with suicidal intentions [12].

In 1995, the scientists J. Ashby and R. Slaney singled out an *adaptive* and *maladaptive perfectionism*. A little later, in 1998, together with G. Owens, based on the behavioral model of "Dual Process", pointed out the existence of a *positive perfectionism*, which performs the function of positive reinforcement and *negative perfectionism*, which performs the function of negative reinforcement [18].

Foreign researchers J. Stoeberg and K. Otto offered to distinguish *healthy unhealthy and non-perfectionism*. *Healthy perfectionism* is characterized by high level perfectionistic tendencies (standards) and low level of perfectionistic concerns (discrepancies). This type of perfectionism corresponds to the normal perfectionism according to D. Hamachek concept. *Unhealthy perfectionism* is characterized by high perfectionistic tendencies (standards) and high level of perfectionistic concerns (discrepancies). This type of perfectionism corresponds to the neurotic perfectionism according to D. Hamachek concept. *Non-perfectionism* revealed through the low level of perfectionistic tendencies (standards) [19].

Such researchers as N. Garanyan, A. Holmogorova, T. Yudeyeva distinguish *healthy and pathological* perfectionism, using a number of criteria [1; 2].

*Healthy perfectionism* is characterized by such components: motivational, cognitive, affective, and behavioral. Motivational aspect consists of realistically high standards and aspirations. Cognitive component contains mature cognitive schemes, namely the differentiated perception of expectations and requirements from the other people; advanced capacity to decentration; realistic representations about the range of human possibilities and understanding that mistakes are inevitable and useful. Affective component is an obtaining pleasure from the activities and hope for success. Behavioral component consists of adaptive tactics of target selection to moderately difficult, where the pursuit of success is realized as productively as possible and reasonable mobilization of coping-resources with a predominance of active coping strategies [2].

*Pathological perfectionism* is also characterized by such components: motivational, cognitive, affective, and behavioral. Motivational aspect consists of extremely high standards and aspirations. Cognitive component contains dysfunctional cognitive schemes: warped social cognition, "compulsion to excellence", personalization, constant comparison of oneself to others, focusing on the most successful people, selective concentration on failures and mistakes, polarized thinking, dichotomous assessments of activities. Affective component is characterized by symptoms of depression, anxiety, fear of failure, high social anxiety and intense daily stress. Behavioral component consists of inappropriate level of aspirations, using of protective tactics of avoiding failure, with a predominant practice of avoiding coping strategies, procrastination and social avoidance [2].

T. Greenspon disagree with the terminology of "normal" and "neurotic" perfectionism, and hold that perfectionists desire perfection and fear imperfection and feel that other people will like them only if they are perfect [7]. For T. Greenspon, perfectionism itself is thus never seen as healthy, and the terms "normal" or "healthy" perfectionism are misnomers, since absolute perfection is impossible. The scientist argues that perfectionism should be distinguished from "striving for excellence". Those who strive for excellence can take mistakes as incentive to work harder. Unhealthy perfectionists consider their mistakes as a sign of personal defects. For these people, anxiety about potential failure is the reason perfectionism is felt as a burden [7].

Other researchers V. Yasnaya and S. Enikolopov classified perfectionism and demonstrated the differences between *adaptive* and *maladaptive* forms of perfectionism [11]. They illustrate *adaptive perfectionism* as the ability to feel job satisfaction and to adjust the standards in accordance with the situation. Also adaptive form of perfectionism is characterized by achievable standards and striving for success; calm and thorough attitude to the tasks; moderate correspondence between the achievable quality of activities and standards; sense of independence in activities; the timely performance of activities; the presence of achievement motivation; focus on the socially significant

goals; new efforts in the case failure; balanced thinking; the desire to achieve excellence, and a reasonable confidence in the actions [11].

V. Yasnaya and S. Enikolopov identify the following characteristics of *maladaptive perfectionism* as an inability to feel pleasure from the work; rigid and unrealistic high standards; an excessive generalization of the highest standards; a fear of failure; a focus on the ways of avoiding mistakes; a stress and alarming attitude to the objectives; a large gap between the implementation of activities and standards; a delay in actions (procrastination); a motivation of avoiding negative consequences; the wish to achieve the goals for increasing its own importance; a thinking within the "all or nothing"; a conviction that it is necessary to achieve perfection; compulsive tendencies and doubts [11].

Another scientist, E. Ilin, considers the concept of maladaptive perfectionism with an urgent addiction (or dependence), which is seen as an expression of subjective feeling of lack of time, accompanied by the fear of "not be in time" [7]. In the sphere of professional activity, manifestation of pathological perfectionism can be revealed as a fear of specialist to lose employment due to lack of time or mistakes.

Another scholar, A. Zolotareva, identifies such characteristics of *maladaptive perfectionism*: a permanent planning of professional activity and the inability to avoid of the set plan, but if it is a need to escape from this plan, the emotional and physical stress appears. Maladaptive perfectionists are not able to delegate their authority because it seems to them that nobody else cannot do the job the best, so they prefer to carry out it by themselves [6].

Ukrainian researcher, O. Loza, based upon the author's concept of perfectionism, which consists of a combination of high standards (positive aspect that reflects the desire to be perfect) and the polarization of thinking (negative aspect that characterizes the unacceptable attitude to mistakes) identifies four types of perfectionism: ***hyper-perfectionism, constructive form of perfectionism, destructive form of perfectionism and hypo-perfectionism*** [9]. These four types of perfectionism are distinguished by a combination of levels of components' development of perfectionism and described as follows:

*Hyper-perfectionist* is characterized by the high level of standards and high level of polarized thinking. Such person is an optimistic minded, responsible, but he sets too high aims and commits to excellence, and he is not satisfied with the result. The desire to achieve the perfect image of himself encourages him to excessive pursuit of self-development. Expressed polarization of thinking provokes too critical assessment of himself and his entourage and, as a consequence, he is characterized by not enough high self-esteem, intolerance and moderate life satisfaction [9].

*Constructive perfectionist* has a relatively high level of standards and low level of polarized thinking. Such person knows how to formulate achievable goals and adjust them to the situation, admitting the possibility of failure, but he retains a high level of optimism and positive thinking, demonstrating the desire for self-development [9]. As the categorical assessment of himself and his activity is absent, he has a high self-esteem and a manifestation of tolerance. He is the most responsible and life satisfied.

*Destructive form of perfectionism* is characterized by the low level of standards and high level of polarized thinking. Such person has only two opposite poles: "very good" and "very bad", medium variant does not exist. The system of standards is not very demanding, either of a lack of ideas about perfect or too idealized representations, which negate the thought of possibility of their achievements, and therefore any result will not be perfect. Such a person is completely tolerant, does not seek of personal growth, and perceives reality in quite pessimistic ways [9]. Also such person is characterized by a low self-esteem and of life dissatisfaction.

*Hypo-perfectionist* is characterized by the low level of standards and high level of polarization thinking. In fact, such person is non-perfectionist, that is, one that has no perfectionistic harassments, or these harassments are very mild. It leads to the irresponsibility, thoughtless attitude to work, also errors and discrepancies of received activity results. However, in spite of the tolerant attitude to himself and to others, he is pleased with himself, considers himself as a self-developed person and demonstrates a high level of self-esteem, also has positive approach to life [9].

Therefore, based on scientific references on the study of perfectionism, having considered different approaches to the typology of foreign and Ukrainian researchers, we consider it appropriate to distinguish the positive and negative forms of perfectionism.

*Perfectionism with positive orientation* is characterized by a desire for constructive achievements and positive self-esteem. Positive perfectionist gets pleasure from the activity and strives to self-development and to improvement of the results, taking into account his own capabilities and he is capable to accept the boundaries (personal or situational) of his perfection.

*Perfectionism with negative orientation* occurs when there is an incorrect ratio of perfectionistic tendencies (standards) and disproportionate development in which neither the result does not seem quite perfect to accept it. Negative perfectionist is characterized by an irrational mindset, a penchant for self-criticism, a self-blame and accusation of others, a procrastination, reduced ability to search for help, and by the presence of interpersonal problems, maladaptive coping strategies, emotional disadaptation, etc.

### **Conclusions of the conducted research and prospects:**

1. The analysis of scientific literature shows that almost all scholars, having concerned with the study of perfectionism, identifies two forms of this construct, but called them in different ways.

2. Perfectionists with positive orientation is named as a constructive, healthy, adaptive, normal, functional, etc. Perfectionists with negative orientation is named as destructive, neurotic, maladaptive, pathological, dysfunctional, etc.

3. The authors consider it appropriate to perfectionists with positive orientation and perfectionists with negative orientation. Perfectionists with positive orientation are more inclined to pursue perfection without compromising their self-esteem, and derive pleasure from their efforts. Perfectionists with negative orientation are prone to strive for unrealistic goals and feel dissatisfied when they cannot reach them.

**The prospects for further research** are to determine influence of perfectionism on the professional activity of scientific and pedagogical staff of high school.

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**Карамушка Л.М., Грубі Т.В. Типологія перфекціонізму.** У статті розкрито сутність перфекціонізму особистості. На основі аналізу наукової літератури показано, що більшість учених, які досліджували перфекціонізм особистості, визначали два типи цього конструкту, але називали по-різному. До першої групи можна віднести перфекціонізм, який у літературі називають позитивним, конструктивним, здоровим, адаптивним, нормальним, функціональним тощо. Другу групу утворює перфекціонізм, який називають руйнівним, невротичним, неадекватним, патологічним, дезадаптивним, дисфункціональним тощо. Відповідно, автори статті вважають за доцільне розрізняти два основні групи: а) перфекціонізм з позитивною спрямованістю; б) перфекціонізм з негативною спрямованістю.

Перфекціонізм з позитивною спрямованістю характеризується конструктивним прагненням до досягнень, позитивною самооцінкою, коли людина отримує задоволення від виконуваної роботи, прагне до саморозвитку та покращення результатів з урахуванням своїх можливостей, залишаючись при цьому здатною прийняти факт наявності межі (особистісної чи ситуативної) своєї досконалості.

Перфекціонізм з негативною спрямованістю виникає за неправильного співвідношення «перфекціоністських» тенденцій, непропорційного їх розвитку, за якого жодний результат не здається людині досить досконалим, щоб його прийняти, характеризується ірраціональним мисленням, схильністю до самокритики, самозвинуваченням і звинуваченням інших, прокрастинацією, зниженою здатністю до пошуку допомоги, наявністю інтерперсональних проблем, неадаптивними копінг-стратегіями, емоційною дезадаптацією тощо.

*Ключові слова:* перфекціонізм особистості; типологія перфекціонізму; авторська концепція; перфекціонізм з позитивною спрямованістю; перфекціонізм з негативною спрямованістю.

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