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R. P. Kaidashev, Doctor of Legal Sciences,
Associate Professor,
Honored Economist of Ukraine,
Y. A. Romanenko, Doctor of Science in
Public Administration, Professor,
Honoured Lawyer of Ukraine

Р. П. Кайдашев, д. ю. н.,
доцент,
Заслуженный экономист Украины,
Е. А. Романенко, д. н. по гос. упр.,
профессор,
Заслуженный юрист Украины

**PSYCHOLOGICAL TYPES IN THE SPECIFICS
OF THE COURT ACTIVITY****ПСИХОЛОГИЧЕСКИЕ ТИПЫ В СПЕЦИФИКЕ
РАБОТЫ СУДА**

Urgency of the research. The problem of the study is that a manager often does not use any additional competencies from psychology for various reasons.

Target setting. The study considers the unification of psychological types based on a decade of working experience of the authors, suitable for a manager while dealing with groups of an unstable contingent of people.

Actual scientific researches and issues analysis. There are a great number of different approaches and schools in psychology at this point— those of Eric Berne [1], S. Bushuyev [2], Hippocrates [3] R. Kaidashev [4], K. Leonard [5] A. Lichko [6], I. Sechenov [7], S. Freud [8], C. Jung [9], which were used as a basis for formation of an adaptive tool.

The research objective. The purpose of the study is to consider and form adaptive approaches to court work in an unstable contingent of people and stabilization of relations between a manager and a group of an unstable contingent of people (GUSCP), a team, and the process itself.

The statement of the basic materials. The diversity of approaches in psychology is associated with the multifacetedness of manifestations of the human nature as well as of the human anatomy and physiology. But a manager is more often a practitioner in terms of the basics of psychology and not a theorist. In such cases, a questionnaire or a deep psychological analysis, if possible, can lead to cardinal changes. Such studies and diagnostics require a lot of time and budget. Therefore, typological or constitutional (visual) types of person are the alternative that can serve as an adaptive tool for the manager in situations with unstable contingent of people.

Conclusions. Thus, the use of an adaptive model in a group of an unstable contingent of people in court is very important because the functional features of the a judicial body's activity have their own specifics. Work in the court's structure requires special personal qualities, and for their determination, it is important that a manager uses psychological methods in selection and formation of approaches to choosing personnel to be appointed to the corresponding position.

Keywords: a group of an unstable contingent of people; typological (constitutional) human types; psychological types (personality types); adaptive model.

Актуальность темы исследования. Проблематика исследования заключается в том, что менеджер очень часто не использует дополнительных компетенций по психологии по разным причинам.

Постановка проблемы. Исследование рассматривает унификацию психологических типов, основываясь на десятилетнем опыте работы авторов, приемлемых для менеджера при работе с группами нестабильного контингента людей.

Анализ последних исследований и публикаций. На данный момент, существует большое количество различных направлений и школ в психологии - Э. Берна [1], С. Бушуйева [2], Гиппократ [3], Р. Кайдашева [4], К. Леонгарта [5], А. Личко [6], И. Сеченова [7], З. Фрейда [8], К. Юнга [9], которые были взяты за основу для формирования адаптивного инструмент.

Цель статьи. Цель исследования - рассмотрение и формирования адаптивных подходов к работе суда в нестабильном контингенте людей и стабилизация отношений между менеджером и ГНСКП.

Изложение основного материала. Разнообразие подходов в психологии связано с многогранностью проявлений человеческого характера, его анатомией и физиологией. Но менеджер чаще всего есть практиком в основах психологии, а не теоретиком. В таких случаях анкетирование или глубокий психологический анализ, при возможности их применения, могут привести к кардинальным переменам. Такие исследования и диагностика требуют больших затрат времени и бюджета. Поэтому, типологические или конституционные типы человека (визуальные) и является той альтернативой, которая может служить адаптивным инструментом менеджеру в ситуациях с нестабильным контингентом людей.

Выводы. Таким образом, применение адаптивной модели в группе нестабильного контингента людей в суде очень важно, так как функциональные особенности деятельности судебного органа имеют свою специфику. Работа в структуре суда требует особых личностных качеств и для их определения важно использование менеджером психологических методов при выборе и формировании подходов к выбору персонала на соответствующую должность.

Ключевые слова: группа нестабильного контингента людей; типологические (конституционные) типы человека; психологические типы (типы личности); адаптивная модель.

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Urgency of the research. The studied area is characterized by turbulent problems and the ability of technological progress to change both the human environment and the human nature.

The problem of the study is that a manager often does not use any additional competencies from psychology for various reasons. These reasons are formed in the process of work (when the manager unsuccessfully applies a psychological "trick" and does not try to improve his competence in this area ever since), in the complexity of understanding and the difficulty of application of psychology theory. As a rule, in psychology, one can find a huge number of systems of identification of human psychological type. This leads either to skepticism or to long choosing - which technology from this spectrum should be selected. [10]

Without claiming to be leading in terms of creating new systems of psychological analysis or new psychological types, the study is aimed at formation of the adapted tool for psychological diagnosis in court work with an unstable contingent of people.

Target setting. The study considers the unification of psychological types based on a decade of working experience of the authors, suitable for a manager when dealing with groups of an unstable contingent of people. Psychological types, which are suggested to be used in practice, are either based on already existing analogs or improved with a focus on project management and take into account the specifics of court work.

Actual scientific researches and issues analysis. Many techniques in psychology and psychological modeling were developed a long time ago [3; 4, and 7-9]. Time goes by, but it is very "fashionable" to talk about and to apply in different areas psychological testing or identification [1, 6]. Court and judicial process management is a unique environment in which the psychological type of a person can affect the processes occurring inside the court and outside it, efficiency and results. At this point, there are a great number of different approaches and schools in psychology – those of Eric Berne [1], S. Bushuyev [2], Hippocrates [3] R. Kaidashev [4], K. Leonhard [5] A. Lichko [6], I. Sechenov [7], S. Freud [8], C. Jung [9], which were used as a basis for formation of an adaptive tool.

Uninvestigated parts of general matters defining. Analyzing the practice of court management and general management approaches in a team, very often it is necessary to apply the basics of psychology and to analyze the human factor [4]. In fact, very often in practice, there are situations when a manager, being familiar with some practice or theory in psychology uses it and does not achieve the intended result. These failures make the manager to adapt models which are offered to us by the classic psychology.

As a rule, a manager should have an unconventional set of competences to achieve his goals, but the depth of this knowledge depends on his previous experience and on correctly picked team [2].

The research objective. The purpose of the study is consideration and formation of adaptive approaches to court work in an unstable contingent of people and stabilization of relations between a manager and a group of an unstable contingent of people (GUSCP), a team, and the process itself.

The statement of basic materials. The diversity of approaches in psychology is associated with the multifacetedness of manifestations of the human nature as well as of the human anatomy and physiology. But a manager is more often a practitioner in terms of the basics of psychology and not a theorist. Therefore, it is difficult for him to understand in what cases it is necessary to apply the knowledge of psychological types in an unstable contingent of people.

Resorting to the statistics of practical situations, one can note that a manager, in most cases, when implementing certain projects, communicates with people who are unknown to him; he has not affected formation of this contingent [11]. In such cases, a survey or a deep psychological analysis, if it is possible to use it, can lead to radical changes. Such researches and diagnosis are very time and budget consuming. Therefore, **typological or constitutional human types (visual)** are an alternative that can serve as an adaptive tool for a manager in situations with an unstable contingent of people.

Constitutional human types were classified already by Hippocrates into three types: **the asthenic, the hypersthenic, and the normosthenic ones** [3]. This classification is actually based on anatomical and constitutional features of the human body. It formally allows to work despite such major limitations as: lack of time and budget for basic research; non-influence of a manager on the composition of a contingent or team (when the manager only needs to anticipate positive and negative impact of a

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specific person on a specific object, the object can be represented by either the manager or a team member, either the contingent community or the judicial process itself). There are a number of learning aids that propose a more detailed discussion of each of these types and refine them to subtypes [7-9]. But one should also remember about one more limitation: no manager will work with a complex system of identification. Therefore, it is necessary to scrupulously approach further detailing.

It is known that a person's character is shown not only in his actions, but also in his appearance. This allows to adapt further the model, which was proposed already by Hippocrates, namely: the choleric, the phlegmatic, the sanguine, and the melancholic types [3]. But, as it turned out in practice, it is impossible to analyze a person's character without his participation.

Therefore, it was decided to abandon detailing such two types as the asthenic and the hypersthenic ones as well as to detail the normosthenic type up to three additional subtypes. So, the normosthenic type was detailed to the athletoid, the epileptoid, and the hysteroid one, which led to a **model of the five types** that should serve as a tool for recruiting or analyzing a contingent.

The **five-type model** of visual identification of a person turned out to be not very complicated, but powerful enough in terms of segmentation into psychological types for court management with an unstable contingent of people. *The asthenic type (or the asthenic)* is a type that is characterized by a thin shape of the body and, as a rule, short stature, indecision, ritualism and depth of action in small areas; he is a led one in a group. *The hypersthenic type (the hypersthenic)* is a type that is characterized by a large body shape, the desire to have information and to be a source of this information, the breadth of knowledge with the lack of its depth; he is a democratic leader in a group. *The athletoid type (the emotionally unstable one)* is a type that is characterized by an athletic body shape, orientation to short-term reasons, and the primacy of instincts; in a group, he is a "destabilizer." *The epileptoid type (the epileptoid)* is a type, which is characterized by an average body shape, lour, gloom, an essential attitude to affairs; he is rational, he appreciates work and ideas; he is an authoritarian leader in a group. *The hysteroid type (the hysteroid)* is a type that is characterized by impressive forms, both in terms of his body and his clothes, demonstration of feelings, intuitiveness; in a group, he is a "destabilizer" and a center of attention; he is focused rather on the impressiveness of the process than on the result; he is a creative personality.

As a rule, in a person, several psychological types are intertwined, but only the hysteroid type can successfully hide his dominance **playing** some other psychological type. Basically, a person retains his dominant psychological type throughout his life. Of course, the visual cues in our time can be deformed by all sorts of past diseases and psychological experiences, and in women - by grueling diets. Under these conditions, a manager will have to trust his instincts. There also are additional ways to change or to modify a psychological type, but due to volume restrictions, it will not be discussed in this article directly.

Explanation of discussion of psychological types at the beginning of a journey of exploration and adaptation of the model of the five personality types should be started with explaining the essence of psychological types (formation of uniform concepts, of a vocabulary), vision of processes that are inherent in each psychological type, methods of using the model and generation of vision of human possibilities. So, it is necessary to consider more specifically each of the five types of the model.

The Asthenic Type (the Asthenic).

The body shape is thin, the oval of the face is thinner near its bottom and ends with a small chin; he is characterized by meagerness, he never puts on weight; as a rule, he is of short stature.

He is characterized by depth of knowledge with its small extent, increased fatigability, tendency to rationalism and pragmatic but short-term action, activity in the morning, limited communications. He obeys to an authority (although there is the concept of "leader devaluation"), crowded places produce stress, and stress he got in the morning lasts till the end of the day; he creates a microworld for himself, his outbursts of anger are defensive in nature; when working, he is very prone to rituals (seeking clarity of actions from day to day). When this psychological type fails to observe his ritual, he becomes helpless and takes it hard; he likes to be treated and focuses his attention on any problems of his health. As a rule, he is a led person.

The Hypersthenic Type (the Hypersthenic).

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His body is characterized by sound constitution; his stature can vary from short to very big; he is usually corpulent and mobile.

He is characterized by the breadth of knowledge with its shallow depth (the motto is: "A little bit of everything!"); he unites people around him, he is a democratic leader, but if the leadership is lost, he is not interested in the future of the team; he feels comfortable in large crowds, he is very active and redundant, he is characterized by good sociability; he is constantly oriented to obtaining information and desires to be its primary source to stress his authority. As a rule, he is a creative personality.

The Athletoïd Type (the Emotionally Unstable One).

His body shape is characterized by an athletic build, a regular proportional figure, by broad shoulders and chest, and normal body fat.

He is inadequate in his response to a situation, unstable, rapidly changing, active; he gives the impression of a social person, tries to be a leader, but in fact, for a team, he is a "destabilizer"; he is constantly in search, he obeys to a leader for suddenly arisen reasons; he respects strength, he is characterized by harsh speech, character reactivity, susceptibility to affection. He prefers comfortable sports clothes without a tie and light shoes.

The Epileptoid Type (the Epileptoid).

His body is characterized by normal build, the figure is proportional; the body fat is normal, usually not very noticeable (that is, not disposing to placing focus on it).

He is characterized by gloom and sullenness, independence, relying only on himself, "incubation" of ideas or dreams, the desire to see a business through, stupor, frequent state of suppressed aggression, punctuality up to pedantry, sluggishness, caution when it comes to an authority; he likes ideal models and "winged" phrases; work for him is the main value, he perceives the situation accurately (which, however, depends on the duration of observation), he does not break relations with others, he does not attempt some tasks for fear of goofing, he likes to lead a double life and play interesting games, he is venturesome. He prefers comfortable, hard-wearing, practical and discreet clothes and shoes, as a rule, of classic models. He is a creative type due to essential approach.

The Hysteroid Type (the Hysteroid).

His body is characterized by normal constitution, the figure is proportional, the body fat is normal; if his figure is nice, then he usually places focus on it or accentuates its good points.

He is characterized by openness and embellishment of himself, superficialism, the instability of attachment, selective attention, role perception, publicity, gesticulation; for a team, he is a "destabilizer", a generator of ideas and a demonstratively creative person, an adventurer, he pays a lot of attention to form and appearance, he is impressionable; he likes big crowds if he is the center of attention, the opposite leads to depression; he expects praise and understanding, pity for him, he feels mood swings of a team member, he likes to live someone else's life; if he lies, then he does it from the beginning to the end, he lies at the level of reaction. He prefers clothing that is colorful, fashionable, with decorative trimmings (sometimes made with his own hands), as a rule, light (but not always, it can also be dark, for example, black). In his speech, he uses fashionable words, his phrases are usually pictorial. He is a creative type due to flight of imagination.

Analyzing the five types of the psychological model, one can note that none of the types is good or bad, has more or less bonuses to project implementation process. No, there are some preferences in using one or another type at different phases of the life path of a project (at different stages of the process). Correspondence of their characters and qualities to a certain type of work activities to which they aspire and in which they can achieve good results is important, too.

Before we consider the connection of the phases of the life path of a project (the process stages) with the preferred use in these phases of specific psychological types, it is necessary to consider the mechanism of visual diagnosis. This mechanism is implemented through visual perception of a person (from the time of seeing the outlines of the figure, that is, at a fairly considerable distance). So, the first stage is defining what a figure the person possesses and into which of the three primary psychological types he can be put (to the asthenic, the hypersthenic, or the normosthenic one). One can then analyze the gait, the clothing and the hairstyle, which can further clarify or confirm the chosen type. Cheerfulness or lour can both help to ascertain some of the features of a psychological type or con-

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fuse. But, as a rule, the speech of a person and his gestures observed from close range can help to arrive at a nearly comprehensive picture of the dominance of the diagnosed one.

With these tools, a manager can already determine not only the dominance but also the dominant psychological type in a particular situation, getting to know better the contingent and what behavior is inherent to a particular individual. But the basic rule of psychology - the dominance does not change – is also inherent in the segment “court work in an unstable contingent of people.”

Basing on understanding dominances and reactions one can note that, according to the dominance of a person, one can anticipate problem situations that may be encountered or prevent problems of their manifestation [4].

Life path of a project and its phases in management are similar to lunar phases for the Earth. A change in phases in a project leads to a change in load on the dominance of the psychological type of each of the participants in the process and, of course, of the manager. In this study, we consider the main phases of a project (of the process of court work in an unstable contingent of people): *initialization, planning, implementation, monitoring and completion*. To these phases, we will add two cycles: the cycle of project monitoring and the cycle of management of changes.

The Initialization Phase.

This phase creates a vision and not very clear categories, search for something new or for the outlines of some problems. And since not every psychological type is creative and can generate ideas, in this phase, as often as not, the hysteroid type, the hypersthenic type, and the epileptoid type participate. Using in this phase the asthenic type (the asthenic) is advisable only when this person specializes in problems of this phase (knows the procedure, the law, logging, etc.). If as a result of implementing the phase one has to carry out approbation, then, as a rule, it is expedient to use for that such two types as the asthenic and the athletoid ones. Due to their inherent reactivity of reactions, the manager will be able to estimate more accurately the results of the phase (theoretically, without distortion).

The Planning Phase.

This phase is focused on finding solutions directed at the implementation of the new ideas. In this case, the two types – the asthenic and the epileptoid ones – proved themselves to be the best in terms of more detailed understanding particular situations. To analyze strategic and formal characteristics, in this phase, it is contraindicated to use the athletoid type, and it is recommended to use the hysteroid and the hypersthenic ones. The hysteroid type can be used for conducting presentations both in the planning phase and the initialization phase.

The Implementation and Monitoring Phase (the Monitoring Cycle).

As a rule, in the phase of implementation, work of the whole team is used, and any "free" hands cannot be neglected. Therefore, this phase will be discussed in conjunction with the monitoring phase. Thus, it is ideal to entrust implementing a project according to some neatly developed plans and regulations to the asthenic type, and conducting monitoring – to the hysteroid type; one can also use the epileptoid type for both implementing and monitoring. The hypersthenic type in this phase can be used as a supervisor of some strategic indices, for example, of the time and the "dream", but in no case of any essential indices such as risks. It remains to note that the athletoid type has a lot of power over short distances, so, kindling his interest, one can solve problems which, due to their characteristics, can be solved only by the "emotionally unstable" type. This type differs from other ones in that he solve strategic goals by reducing them to solving situational problems, as well as due to his reactivity, which very often leads to "feats".

Phase of Implementation, Monitoring, and Planning (Cycle of Management of Changes).

In our life, this cycle is the "Achilles heel", so the pedantry and the superficialism of types interfere with making balanced decisions; but in practice, psychological types in a person mix, which allows going through this cycle more productively. For this cycle, the optimal psychological type is the epileptoid one, especially if he started or was the ideologist of the start of a project.

The Completion Phase.

The result of this phase is not obtaining the product of a project as everybody, basically, think, but conducting an analysis of the implementation of the project. Such an analysis is inherent in the hyper-

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sthenic, the epileptoid, and the hysteroid types, although each type analyzes his priorities (the essence, the breadth, and the form).

As seen from the analysis of the use of psychological types, in different phases of the life path, it is necessary to consider combined types.

Combined/Mixed Types.

One can model ten double combined unique psychological types without mentioning the dominance and twenty types mentioning the dominance (Table 1), as well as six triple mixed psychological types (Tab. 2)

Table 1

Combined Psychological Types of the Five-Type Model

Sl. No.	Name of the type	The asthenic	The hypersthenic	The athletoid	The epileptoid	The hysteroid
1	The asthenic	+	1	2	3	4
2	The hypersthenic	1	+	5	6	7
3	The athletoid	2	5	+	8	9
4	The epileptoid	3	6	8	+	10
5	The hysteroid	4	7	9	10	+

Source: results of our own research

Table 2

Mixed Psychological Types of the Five-Type Model

Sl. No.	Name of the type	The hypersthenic	The athletoid	The epileptoid	The hysteroid
1	The asthenic	1	1		
2	The asthenic	2		2	
3	The asthenic	3			3
4	The asthenic		4	4	
5	The asthenic		5		5
6	The asthenic			6	6

Source: results of our own research

The above tables show the possibility of carrying out a multivariate analysis using this model, but in this study, we will have a brief look at only four combined types:

1. The hysteroid and athletoid one;
2. The hysteroid and hypersthenic one;
3. The hysteroid and epileptoid one;
4. The hypersthenic and athletoid one.

In the first case of a combination of psychological types (the first pair), the person is often prone to apathetic state, to mental instability, hysteria, to affect as a reaction to monotonous work, to extremes in estimates, demonstrative neglect of safety measures, productivity only during communication in a team. The second combination of psychological types imparts to the person a superior intellect, commitment to high work organization, energy and ostentation, reactivity of making decisions in his favor (unconscious); in a critical situation, he often resorts to lies; in work, he takes up the most catchy part of it (one which is encouraged), he is inclined to exaggerate his achievements and can easily give up work at all. The third case is a difficult combination for the person. He is characterized by manifestations of proneness to conflict, split personality, diligence, although he constantly strives to visualize his activities and orients to external evaluation, it is peculiar of him to demonstrate positive attitude suppressing aggression and suspicion, and, as a rule, the higher the intelligence of the person is, the less conflicts he has. Finally, the fourth case combines two mobile types which may dominate depending on the circumstances and the physiological state (for example, on the person's satiety). With the dominance of the first type, optimism, high vitality, striving for something new and huge desire for leadership prevail. Under the conditions of the domination of the second type, the desire for new turns into superficial observation, restlessness and the dispersion of interests, unwillingness to get the job done,

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predominantly situational and inadequate decisions, the desire to be a leader without the ability to subordinate people.

To prevent the occurrence of negligence in courts, it is necessary not only to improve working conditions, but also to carry out recruitment on the basis of professional and psycho-physiological characteristics [4].

Conclusions. As studies and testings show, additional competences of a manager allow localising situational problems in court work with an unstable contingent of people and preventing the occurrence of systemic ones. An adaptive model of the optimal number of components is rather a universal and necessary tool, especially for diagnosing and managing human resources in court work in an unstable contingent of people.

Thus, the use of an adaptive model in a group of an unstable contingent of people in court is very important because the functional features of a judicial body's activity have their own specifics. Work in the court's structure requires special personal qualities, and for their determination, it is important for a manager to use psychological methods in selection and formation of approaches to choosing personnel to be appointed to the corresponding position.

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