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THE RELATIONSHIP BETWEEN PERSONALITY AGGRESSIVENESS LEVEL AND BEHAVIORAL STRATEGY IN CONFLICT

Аннотация. The article examines the relationship between the level of personal aggressiveness and its behavior strategies in conflict situations. The concept of aggressiveness, its manifestations, and its influence on conflict interaction are discussed.

Ключевые слова: Aggressiveness, personality, behavior strategies, conflict, relationship, emotions.

Aggression is behavior aimed at causing harm to various objects, whether they are living beings or inanimate objects. It can be the result of physical or mental discomfort, stress, or frustration, and can also be used to achieve any significant goal, including raising one's own status through self-assertion.

When defining aggression, researchers strive to do so based on the study of phenomena that can be objectively observed and measured, most often acts of behavior. For example, A. Bass defines aggression as a "reaction" in which another organism receives painful stimuli [4]. He also pointed out that intentions would be difficult to assess objectively, as aggressors often misrepresent their goals when attacking someone, and even if they wanted to remain true to the truth, they might find themselves unable to determine what they were actually striving for [23].

There are many ways to classify aggressive manifestations on various grounds (focus on the object, motivation, method of expression, ultimate goal). A. Bass provides the most detailed classification of aggressive behavior. He identified three main parameters that characterize forms of aggressive behavior:

- 1) physical – verbal aggression;
- 2) active – passive aggression;
- 3) direct – indirect aggression [24].

Let's move on to the definition of the concept of 'conflict.' In psychology, it is defined as a clash of opposite, incompatible tendencies in the consciousness of an individual, in interpersonal relationships among individuals, or between groups of people, associated with negative emotional experiences. The characteristics of a conflict include:

1. Uncertainty of the outcome (no one knows the consequences of the conflict);
2. Divergence of goals (reflecting the incompatible interests of various parties and the multi-faceted interests of the same person);
3. Course of action. The conflict goes through several stages of development.

The conflict according to N.V. Grishina represents a clash of opposing interests, which opponents attempt to overcome through their active actions. The strategy of behavior in a conflict is the orientation of a person (or group) in relation to the conflict, the setting for certain forms of behavior in a conflict situation. The problem of coping strategies has been studied by many foreign authors (D. Amirkhan, N. Selye, J. Rotter, R. Lazarus, R. Plutchik, S. Folkman) and domestic authors (N.M. Nikolskaya, R.M. Granovskaya, S.V. Frolova, N.A. Sirota, V.M. Yaltonsky) [5].

The aim of this article is to study the nature of the relationship between the level of personality aggressiveness and conflict behavior strategies.

The study included 35 people of various age categories from the city of Belgorod. The main participants of the study are students of the National Research University Belgorod State University.

The diagnostic tools are presented by two methodologies: "Thomas-Kilmann Method for identifying dominant behavior in a conflict situation" (K. Thomas, R. Kilmann (in adaptation by N.V. Grishina)) and the questionnaire for assessing the level of aggressiveness (A. Bass and A. Darki (in adaptation by A.A. Khan, Y.A. Zaitsev, and Y.A. Kuznetsova)); The first proposed methodology is designed to study personal predisposition to conflict behavior and to identify certain styles of



resolving conflict situations. This questionnaire shows a typical person's reaction to conflict, its effectiveness and relevance, and also provides information about other possible ways of resolving a conflict situation. The second methodology is intended for diagnosing aggressive and hostile reactions. Aggressiveness is understood as a personality trait characterized by the presence of destructive tendencies, mainly in the area of subjective-object relations.

The first method revealed that the largest number of respondents (45.71%) use a type of behavior such as "Compromise" in resolving conflict situations. The second most popular type of behavior is "Cooperation" (34.29% of subjects). "Avoidance" was found in 28.57% of subjects. The "Adaptation" style was identified in 25.71%. The "Confrontation" style was noted in 11.43%. The second method showed that among the 8 respondents, physical aggression predominates, which accounts for 22.86%, indirect aggression prevails among 4 respondents – which is 11.43%, irritability is clearly expressed in 11 respondents – 31.43%, negativity is very weakly expressed – 0%, resentment accounts for 2.86%, suspicion – 14.29%, verbal aggression – 20%, remorse and guilt – 31.43%.

The final stage of the empirical study was establishing the correlation between behavior strategies and the aggressiveness of the respondents. The Spearman rank correlation coefficient (a non-parametric criterion) was applied, allowing us to determine the strength and direction of the correlation between two traits or two profiles of traits. It is worth noting that we considered only statistically significant correlations (at the levels of $p \leq 0.05^*$ and 0.01^{**}).

Results of the correlation coefficient calculation when comparing the results based on our research material:

1. A positive correlation was found between the conflict behavior strategy "Competition" and verbal aggression (0.514^{**}).
2. Negative correlations were found between the behavioral strategy "Accommodation" and physical aggression (-0.450^{**}).
3. Negative correlation connections were also found between the behavioral strategy "Cooperation" and resentment (-0.339^*).

In conclusion, the study of this connection allowed us to identify that the level of personal aggression influences the choice of behavior strategy in a conflict situation. This information can be useful in developing programs for conflict management and improving communication effectiveness. Further research in this area could deepen our understanding of the mechanisms of interaction between aggression and behavior strategies in conflict situations.

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