

Coping Strategies and Personality Profile of the Georgian Militaries

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Abstract

One of the main responsibilities of military personnel is to guarantee the safety of a state, territorial integrity and infrastructure. Military career belongs to the list of professions distinguished with a relatively high level of risk, where the main role should attribute to the concrete personalities responsible for the execution of overly complicated tasks. In order to decrease the risk level connected with the execution of such tasks it is especially actual to determine psychological profiles of these persons. The aim of the research is to distinguish between the different characteristics and stress coping strategies, and on the other hand, to find out the linkage between different successes achieved in the career. This work explores personal profiles, prioritized strategies of coping with crises, interrelation between them and their influence on successful career of military service men. Stress has an impact on their personalities and defines the existence characteristics typical to them; moreover, if coping strategy is defined more as a personal factor, rather than an environmental variable, it can be assumed that personal characteristics associated with military service should be connected with certain types of coping strategies. Given work environment can as well serve as an influence factor while selecting a prioritized coping strategy. In such a case, it could assumed, that professional features of militaries influence the selected coping strategy. The working hypothesis is: if personality profile and prioritized stress coping strategies, which are interrelated, are different for militaries and civilians, they should be influencing the success in the career of military service men, in particular, on stress coping strategies directed to the problem solving should facilitate career opportunities. The research conducted on 260 men aged 25-35 (200 militaries and 60 civilians not attached to any of the military service). Were studied such parameters (total 51) as stress coping strategies, personality characteristics and formal indicators of a successful military career. Hypothesis partly proved. Military service men and civilians do not differ from each other in

terms of selecting stress coping strategies; they primarily choose problem-solving strategies and try to alter emotions towards it. Personal profiles of the military and civilians are different. From 49 studied parameters, 23 showed statistically significant difference. Some coping strategies and parts of the personality profile of the military and civilians correlate with each other, though only four personal characteristics are predictors of the three different strategies. Professional success is not in connection to the personal profiles and stress coping strategies of the officers in Georgian Army.

One of the main responsibilities of military personnel is to guarantee the safety of a state and its national security, territorial integrity, state infrastructure and other institutions, which in its turn implies steady trainings and psychological preparations of the military personnel prior to participation in various military activities. Respectively, a military career belongs to the list of professions distinguished with a relatively high level of risk factor main role of which is attributed to concrete personalities are attributed to the personalities responsible for the execution of overly complicated (in terms of physical as well as psychological viewpoint) tasks. Risks increase in specific situations, when Georgian military are obliged to serve in escalated conflicts inside the country (South Ossetia, Abkhazia) as well as outside its borders (Iraq, Kosovo) where no one is given a 100% guarantee of safe return home. Exactly, in order to decrease the risk associated with the danger connected with the execution of military tasks. In such situations, it is becoming overly important to determine psychological profiles and stress coping strategies of these people.

Despite the fact, that other countries (USA, Great Britain, and Italy) began studying personal profiles and stress coping strategies of a successful military career of military servicemen already in the 80s of the XX century (Ramachandran, N., Wadhawan, J., M., Kumar, V., Chandramohan, V, & Rao, P.L.N., 1983), no research has ever been conducted in our country. This factor and theoretical and practical value of the received results determine the importance of given research. Theoretical value of this research concerns the investigation of the stress coping as of a personal factor rather than a situational variable. The practical value of the research implies practical usage of the received results. (1) If coping strategies and characteristic features of inter-relation of the personal profiles are established, use of this information in the military sphere while selecting staff, predicting the behavior of the military service men in the crisis situations, planning of the consulting and adequate rehabilitation programs will become possible to implement. (2) From one side, establishment of the inter-relation between personal

characteristics and stress coping strategies and from the other side, interconnectedness with the successful career will create the basis to ascertain qualities and the most adaptive coping strategies of military service men necessary for the successful military career. Since, non-adaptive coping strategies may become the reason for accidents and various professional errors (Нартова-Бочавер С.К., 1997), it will be appropriate to plan and implement special programs on working out the optimal coping strategy, and basis to what could become the results given by the present research.

It is a well-known fact that a psychological profile is a wide notion and implies many components within it. It can imply inherent or acquired cognitive, emotional and personal characteristics of an individual that in their turn, represent a unity and/or a complex combination of diverse characteristics. That is why, a study of a psychological profile of any concrete individual or any type of sample surely implies long-term scrupulous research.

Consequently, the process of establishing psychological profiles of military service men was split into several stages. (1) Establishing typical characteristics of psychological profiles and coping strategies of military service men. (2) Determining correlation between successful military careers and those characteristics of military service men. (3) Motivating factors while selecting profession and striving for a successful military career, (4) Studying of the “self-concept” (real self-image and body image) of military service men and (5) Studying of the emotional sphere and cognitive skills of the military servicemen. (6) Establishment of a complete personality profile and psycho-gram, moreover, suggesting of recommendations for the execution of the most effective cadre policy. The main aim of the research (which comprises first two stages of the complete plan) is briefly reviewed here together with the main tasks and hypotheses of it. It also proves the importance of and novelty of the research.

Taking into consideration the specificity and aims of the military career, structures of the military units, where the military serve, are strict and extremely organized. In fact, the charter

(regulations) regulates each aspect of formal correlation among different instances of different military structures and practically there is no area left where freedom of behavior of the military is not decreased to the minimum.

Consequently, working environment of the military servicemen can be considered as a constant stress environment (Levi L., 1990), which they have to cope with and overcome to further be able to live, work and maintain physical and mental health in such an environment. In order to be able to do this, they have to acquire such coping strategies that would make them capable of overcoming the stress connected with their work most adequately and with least harm to themselves; otherwise accidents and other minor faults are most probable to increase. (Alkov, R. A., Gaynor, J. A., & Borowsky, M. S., 1985).

The literature refers to the fact that successful military service men are characterized to opt for more active strategies oriented rather on problem solving than on emotions (Pikano J. J., 1990). Thus, characteristics of the military career (for example, specific professional aims, working environment, strict subordination typical to military structures and formal and informal relations) influence the selection process of the coping strategies.

If we consider the coping strategy more as a personal factor, rather than an environment variable personal characteristic associated with the military service then certain category of the personal characteristics should be connected to the certain types of the coping strategies. Such consideration is as well expressed in the literature found by me; In particular, there is a consideration (and research proves it), which states that certain personality characteristics and prioritized coping strategies are in some sense correlated (Dillinger, T. G., Weigemann D. A. and Taneja N., 2003).

The theoretical framework for given research is cognitive theory of coping by R. S. Lazarus and S. Folkmas. The coping process approach argues that (Lazarus R., S., Folkman S., 1984) the person's reaction on the perceived stressor is dynamic process. One is characterized by

natural predisposition toward coping. In addition, his/her response to any given particular stressful situation represents the interactional function of this predisposition and situational factors; hence, it is flexible and responsive to environmental demands, as well as personal preferences. (Duhachek A., Iacobucci D., 2004).

Thus, based on the approach offered by Lazarus and Folkman can be suggested that selections process of the stress coping strategy by militaries are influenced by both, their working environment as well as personality characteristics, which, in turn, are determined by the job. Furthermore, it can be assumed that interrelation of military service men and their special working environment may imply coping strategies, which are determined and defined by their personality characteristics and specifically different working environment

The main novelty of the research is to find out what is the interrelation between personality characteristics and stress coping strategies of military service men on a successful military career. It is the first time the research investigates military service men, in terms:

1. personality characteristics
2. Stress coping strategies
3. Interrelation of the personality characteristics with the coping strategies
4. Correlation of the the successful military career with the personality characteristics and coping strategies.

COPING

The Concept of Coping

The concept of coping is used to describe typical patterns of behavior in different situations. First, it was used and defined in the stress psychology of Lazarus and Folkman as a unity of cognitive and behavioral efforts, which is used to by an individual to decrease the impacts of stress. Coping covers a wide range of human activity – from an unconscious psychological defense to an aimed coping with stress situations. In its wider understanding the concept of coping implies a complex of internal and external measures, which is aimed to minimize the harmful (negative) effect of stress satiations on the pain, psychic and body of an individual (Шавердян Г. М., 1998).

Coping was considered to begin action, when the complexity of the task is higher than the capacity of the usual reactions, routine adjustment is not enough and newer resources and efforts are needed. The supporters of the Life Stress Paradigm (Ensel W. M., Lin N., 1991) even today share this consideration. The concept of coping moved off from the plural problems of extreme conditions and was successfully used in significant life events, and then was used to describe human behavior in the conditions of everyday life and chronic stressors (Рейноутер Дж., 1993).

For nowadays, there are three types of basic theoretical approaches towards the concept of coping and all three of them are different from each other in explaining the concept:

(a) *A psychoanalytical approach* originated from the works of Haan, where the coping is described with the terms of ego, as a method/means of psychological defense used to diminish the tension; this approach is not considered a widespread approach towards coping strategies, since its supporters equal the coping behavior with its results (Нартова-Бочавер С.К., 1997).

(b) ***Personality trait approach*** is represented in the works of Muss (Billings A. G., Moos R. H., 1984), where coping is defined by the terms of personality features, as a relatively stable inclination, predisposition to react to the stress.

(c) The supporters of the concept of ***coping, as a process*** (Lazarus R., S., Folkman S., 1984) consider that coping is a dynamic process, the specificity of which is defined not only by the situation but also by the stage of the conflict development between the subject and the environment. This theory is known as a cognitive theory and is connected to the names of Lazarus and his colleagues. This is a relatively new theory in the existing literature on stress and coping strategies. According to this theory, stress is defined as an interaction between an individual and the environment, where he or she perceives the environment as a something threatening to its well-being. While shaping this kind of relationship the central role is attributed to the concept of coping. In the cognitive theory, two main processes are discussed. These are cognitive appraisal and coping, as a critical mediator of individual-environment interaction and their long-term outcome. Cognitive appraisal is a process by means of which an individual makes an assessment of the stressful event: what does it contribute to or seize from his well-being and how. Authors distinguish the primary and the secondary cognitive appraisal.

On the stage of the primary cognitive appraisal an individual assesses the events if the problematic situations are positive (good), neutral (irrelevant) or negative (stressful); Is there a potential of threat? How bad it is if it is negative: - is anything (for instance, his or her health or well-being) placed under threat due to this concrete problem.

On the stage of the secondary cognitive appraisal an individual assesses whether he or she has enough resources to cope with these events or to reject coping at all; whether he or she can do anything in order to avoid the damages, to be able to overcome and cope with it.

In fact, on the first stage, an individual is identifying the problem, while on the second stage tries to find resources needed to solve it. It is exactly here that the concept of coping

appears. That is why according to the theory the concept of coping is defined as “a cognitive and behavioral effort, which is aimed at to control and cope with the inner and outer demands (and conflicts among them) which from a personal point of view of an individual suppresses his resources” (Lazarus R., S., Folkman S., 1984; Lazarus R., S., 1991).

The Principles of Classifications of Coping Strategies

Each specific form of coping is defined by the subjective significance of experienced situation and, mainly serves for either the actual problem solving or emotional experience, correction of self-concept and/or regulation interpersonal relationships.

Existing classifications of stress coping strategies are based upon two main principles: (1) the coping method is stressed: what does individual prefer – behavioral or cognitive coping; (2) the focus of coping is stressed – what orientation does individual have and what kind of activities does it pursue as the response on stressor. Some of the researchers suggested (Moos, R. H. & Swindle, R. W. Jr. 2002) more integrated classification as the combination of these two; individual's orientation (behavioral and cognitive) towards stressor and the coping method (approaching and avoiding) were taken into account. Accordingly, four categories were distinguished: (1) cognitive approaching, (2) cognitive avoiding, (3) behavioral approaching, and (4) behavioral avoiding.

Despite this, the vast majority of researchers when classifying coping strategies use the two moduses – problem solving and altering own attitudes toward situation – suggested by Lazarus and Folkman (1984). These authors claim that coping strategies can be placed in two categories, as given below, due to their two functions (problem solving and changing attitudes).

(1) Problem oriented coping – its function is to alter directly the conditions perceived as the source of stress and problematic person-environment relationship;

(2) Emotion oriented coping – it is supposed to regulate emotions. Regulation implies the reconstruction of significance of external stressor or, in other words, to perceive and appraise the

source of stress differently, as the cause of less psychological distress. In this case instead of direct attempt of changing the preconditions of stress, subjective importance and subjective experience of stressful conditions are emphasized.

Research indicates (Folkman S. & Lazarus R., S., 1984; 1985) the two functions of coping: people use to use both types of strategies when in almost all kinds of stressful situations. The function of problem oriented coping is to do something in order to alter the problem which caused the distress and often is used to overcome the difficulties that appraised by individual as changeable. In contrast, the function of emotion oriented coping is to regulate unpleasant emotions and often used to overcome situations which are appraised as unchangeable.

The Classifications of Coping Strategies

This section deals with different classifications offered by different authors. There are various classifications; however, each of them conforms to two moduses (problem oriented and changing attitudes towards it) proposed by Lazarus and Folkman. Strategies are also distinguished according coping method (either cognitive or behavioral).

Proposed research is based on (and explores the strategies included in it) the classification suggested by Carver and colleagues, which, in turn conforms with the classification offered by Lazarus and Folkman, and, besides this, is compatible with Amirkhan's classification. Table 1 summarizes interrelation of classifications proposed by Lazarus-Folkman, Carver- Sheier and Amirkhan according coping focus and method. At the same time, by using *Italic* is given strategies which implies avoiding.

Thus, table shows, that any given strategy can be problem solving oriented and at the same time can imply either real activities (direct solving according Amirkhan and active coping, Suppression of competing activities according Carver and Sheier), or cognitive effort (planning according Carver and Sheier). Similarly, strategy may less imply real problem solving but be focused on emotional attitude changing towards it; and at the same time may involve applying

either cognitive (positive reinterpretation according Lazarus and Folkman) or behavioral (Use of social support according Amirkhan and Use of emotional social support according Carver and Sheier) activities.

Table 1. Interrelation of various coping strategies

coping	cognitive	behavioral
Oriantation on Problem-Solving	<p>L Lazarus and Folkman</p> <ul style="list-style-type: none"> • <i>Escaping-avoiding; dreaming, interpretation of situation without reasoning</i> <p>Carver and Sheier</p> <ul style="list-style-type: none"> • Planning • Humor • <i>Mental (cognitive) Disengagement</i> 	<p>Amirkhan</p> <ul style="list-style-type: none"> • Direct solving <p>Lazarus and Folkman</p> <ul style="list-style-type: none"> • Confrontational coping: aggressive attempt to change the situation, which implies risk taking and hostility in some degree. • Planning the problem solving: deliberate attempt to change the situation, paired with analitical approach to problem solving. • <i>Escaping the problem and to try to avoid it.</i> <p>Carver and Sheier</p> <ul style="list-style-type: none"> • Active coping • Suppression of competing activities • Restraint • Use of instrumental social support • <i>Behavioral disengagement</i> • <i>Substance use</i>

Orientation on Changing the Emotional Attitude Towards the Situation	<p>Amirkhan</p> <ul style="list-style-type: none"> • <i>Avoiding</i> <p>Lazarus and Folkman</p> <ul style="list-style-type: none"> • Self control: attempt to regulate feeling and actions • Positive reappraisal: attempt to attribute the positive meaning to the situation, focusing on personal growth • Minimizing importance of the situation <p>Carver and Sheier</p> <ul style="list-style-type: none"> • Positive reinterpretation and growth • Acceptance • Denial • Focus on and venting of emotions • Religious coping 	<p>Amirkhan</p> <ul style="list-style-type: none"> • Use of social support <p>Lazarus and Folkman</p> <ul style="list-style-type: none"> • Use of social support: seeking of informational, emotional and behavioral support • Distanting: to attempt to be separated, withdrawn from other person. <p>Carver and Sheier</p> <ul style="list-style-type: none"> • Use of emotional social support
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Regarding two strategies – religious coping and humor – presented in the classification by Carver and Sheier, they can be referred as either emotion changing or problem oriented as well as the strategy of avoiding the problem, escaping from situation. For instance, religious coping would be placed in the category of emotional attitude changing on cognitive level and at the same time, would not be the example of avoiding in case of death of significant person. It happens quite often when someone significant dies people used to become more religious and this helps them a lot to cope with lost, to change the attitude towards it and to learn to live with this. Regarding humor it can be said, it could be discussed as problem solving oriented cognitive coping strategy but without avoiding problem; or, in contrast, looking on the problem through humor may be the strategy of avoiding, escaping from the existing problem.

PERSONALITY PROFILE

The Concept of Personality

For the last two thousand years, the concept of *personality* has had many descriptive ways of usage, though from the etymological point of view with its earliest understanding it meant a *mask*, which was used in ancient Greek drama performances (Allport, 1937). From the very beginning the content of the *personality* (Хьелл Л., Зиглер Д., 1997) implied the appearance, external social image of the person, which is being acquired through playing a certain role in life. This consideration coincides with that of a modern non-professional, whose assessment of an individual is determined by his charm, social behavior, popularity, physical attractiveness and other social characteristics.

Non-professionals' viewpoints are often contradicted by the scientific understanding of the concept. Such as Kaprara and Servon (2003) imply the diversity of psychical systems, that define the continuity of the human behavior and emotions in the way these diverse systems are reflected and perceived by the person and other people surrounding. According McCrae and Costa (1996) concept of *personality* means a system defined by personality traits and the dynamic processes by which they affect the psychological functioning of individual. R. Gerrig and Ph. Zimbardo (2002) define the *personality* as the unique psychological qualities of an individual that influence a variety of characteristic behavior patterns (both overt and covert) across different situations and over time. According American Psychiatrists Assosiation (1980) *Personality* is defined as "the characteristic way in which a person thinks, feels and behaves: the ingrained pattern of behavior that each person evolves, both consciously and unconsciously, as the style of life or way of being in adapting to the environment".

Gordon Allport found and analyzed at about 50 definitions of the concept of personality. He was the one to classify them. He took the aspect in which these definitions were related as a

criteria for classification and, besides this, he suggested his own definition where an individual is defined as a dynamic organization of those psychophysical systems, which determine its universal adaptation to the environment.

Despite this diversity, it is possible to find common features for all the different definitions of the concept of personality. Such as: (a) stressing on individualism and individual difference. (b) Presenting of a person with a certain hypothetic structure or organization, which represents an abstract concept depended on the conclusions received after the observations on human behavior. (c) Underlining of the fact that the person could be considered as in connection with his life history and development perspectives. (d) A person is introduced with such characteristics, which are responsible for the stable forms of behavior. A person as such, is relatively unchangeable, and is constant in time and situations; it guarantees the continuity of the process in time and environment.

Theories of Personality

Given that presented paper represents the research dealing with individuals' (in this case military service men) characteristics and the features of their functioning (in this case stress coping), it seems appropriate to review shortly the basic theories which emphasize either internal or external determinants of features of behavior. Besides psychodynamical, behavioral, cognitive and humanistic points of view, we will examine dispositional approach which include the theories proposed by Allport, Cattell and Eysenck and which represents the concepts of distinct components, traits and features and interrelation between them. According these theories, this very concepts describe personality.

The cornerstone of **Psychodynamic approach** is the assumption that powerful inner forces shape personality and motivate behavior and that personality represents the some kind of dynamic configuration of constantly conflicting processes. The usage the concept of dynamic

regarding personality implies that human behavior is deterministic, rather than causal (Хьелл Л., Зиглер Д., 1997).

The main principles of psychodynamic approach are given in psychoanalytical theory proposed by S. Freud. He suggested three-component model of personality.

Freudian theory of personality describes the personality as consisting of three main components or systems – Id, Ego and Super-ego. This model is known as structural model of psychic life, although Freud believed that we should think of these components as processes, rather than special “structures” of personality. The each part of personality, described by Freud has its own functions, features, details and principles of functioning. However, they are so tightly connected with each other, that it is quite complicated if not possible at all to distinguish the mutual effect of each of them and to determine which one has more influence on the human behavior. According to this model behavior always is the result of interrelation of these three systems. (Хьелл Л., Зиглер Д. 1997; З. Фрейд., 1995).

Humanistic approach to the personality is characterized by interest towards integration of individual’s personal and conscious experience and potential of growth. The common trait of all humanistic theories is the stress on the tendency towards self-actualization. This concept involves one’s striving towards realization his or her existing potential; in other words, revealing and developing one’s skills and talents.

According the most famous figures of humanistic theory of personality, such are Carl Rogers and Abraham Maslow, the motivation of behavior is resulting from personality’s unique inherent as well as acquired tendencies of developing and changing towards positive direction of self-actualization.

The group of psychologists from Yale University proposed one of the prominent behavioral conceptions of personality with N. Miller and J. Dollard as leaders. They have introduced concepts such as learned drives, response blocking and learned behavior patterns. They

emphasized the role of power of tension and the motivational forces of the outcomes which reinforce the tension reduction (pleasant). According to this model, organism acts in order to reduce the tension induced by unsatisfied needs. Behavior, which is successful in reducing this kind of tension, will repeat and as time passes, will turn into the learned habit, which reinforced by repetitive reduction of tension. Besides this, Miller and Dollard demonstrated that individual can learn by means of social imitation, in other words by observing others' behavior without necessity of responding by themselves.

Contemporary **social learning** and **cognitive theories** often share the point of view of Dollard and Miller that environmental conditions have impact on behavior. However, these theories are one-step ahead and stress importance of cognitive as well as behavioral processes. By doing so, they are giving back the thinking mind or psychic to the acting body. The authors of cognitive theories claim that there are significant individual differences how people think of and define any external situation.

Dispositional approach is other direction in personality theories. This approach based on two main ideas: (1) people characterized by diverse repertoire (in other words, personality traits) of reactions in different situations, and (2) there are no identical two individuals. The former implies that individuals are more or less consistent and stable in their behaviors, thoughts and emotions and this is not dependent on time, current events and life experience. Actually, the essence of personality is conditioned by the predispositions, which are relatively stable features of individual in her or his life span. Moreover, the later claims that personality is described by the traits, which distinguish this person from others and characterize him or her. These very traits establish the person's uniqueness.

Gordon Allport, Raymond Cattell and Hans Eysenck are the most prominent representatives of dispositional approach to the personality (Хьелл Л., Зиглер Д., 1997; Gerrig R. J. & Zimbardo P., 2002).

Gordon Allport (1937) viewed traits as the building blocks of personality and the source of individuality. He suggested that traits produce coherence in behavior because they connect and unify a person's reactions to a variety of stimuli. He identified three kinds of traits: (1) Cardinal traits are traits around which a person organizes his or her life. However, not all the people develop such overarching cardinal traits; (2) Central traits are traits that represent major characteristics of a person, such as honesty or optimism; (3) Secondary traits are specific, personal features that help predict an individual's behavior but are less useful for understanding an individual's personality, for instance, food or dress preferences.

Raymond Cattell (Хъелл Л., Зиглер Д., 1997) used Allport and Odbert's list of adjectives as a starting point in his quest to reveal the appropriate small set of basic trait dimensions. His research led him to propose that 16 factors underlie human personality. Cattell called these 16 factors source traits because he believed that they provide the underlying source for the surface behaviors that we think of as personality. Cattell's 16 factors included important behavioral oppositions such as *reserved* versus *outgoing* and *relaxed* versus *tense*. Even so, contemporary trait theorists argue that even fewer dimensions than 16 capture the most important distinctions among people's personalities.

Hans Eysenck (Хъелл Л., Зиглер Д. 1997) derived just three broad dimensions from personality test data: extraversion (internally versus externally oriented), neuroticism (emotionally stable versus emotionally unstable), and psychoticism (kind and considerate versus aggressive and antisocial). He also combined the two dimensions – extraversion and neuroticism in order to form a circular display. He suggested that each quadrant of the display represents one of the four personality types identified by Hippocrates. Eysenck's trait theory, however, allows for individual variation within these categories. Individuals can fall anywhere around the circle, ranging from very introverted to very extraverted and from very unstable (neurotic) to very stable. The traits listed around the circle describe people with combinations of these two

dimensions. For instance, a person who is very extraverted and somewhat unstable is likely to be impulsive.

From the 90s of XX century the **Five-Factor Model** has become quite popular. The significant amount of researchers have reached consensus that personality structure is best characterized by these five factors (Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to experience), which overlap imperfectly with Eysenck's three dimensions. Although not all personality researchers accept these five factors, they now serve as a touchstone for most discussions of trait structures (cited in Gerrig R. J., Zimbardo P., 2002).

The movement towards the *five-factor model* represented attempts to find structure among the large list of traits extracted by Allport and Odbert (1936) from the dictionary. The traits were boiled down into about 200 synonym clusters that were used to form bipolar trait dimensions (that have a high pole and a low pole, such as *responsible* versus *irresponsible*). After that, people were asked to rate themselves and others on the bipolar dimensions, and the ratings were subjected to statistical procedures to determine how synonym clusters were interrelated. Using this method, several independent research teams arrived to the same conclusion: that there are only five basic dimensions underlying the traits people use to describe themselves and others (Norman & Goldberg, 1966; Hodan R., Johnson J., Briggs S., 1995).

Thus, psychodynamical, humanistic, cognitive and social learning theories were reviewed. Besides these, we examined trait theories or dispositional approaches, such as Five Factor Model and models suggested by Eysenck, Cattell and Allport.

Personality Characteristics Targeted in Presented Research

Bellow are given personality characteristic and accentuations which consist personality profile in presented research: Hypochondriasis, Depressivity, Emotional lability, Impulsivity, Masculinity-Femininity, Rigidity, Psychasthenia, Individuality, Hypomania, Social introversion,

Aggressivity (physical, verbal and indirect), hostility (irritability, negativism, jealousy, bitterness), and guilty feelings; Besides this, personality accentuations, such are as follows: Paranoid, Histrionic, Antisocial, Obsessive Compulsive, Schizoid, Schizotypal, Narcissistic, Borderline, Avoidant and Dependent accentuations.

SUCCESSFUL PROFESSIONAL CAREER

Both, formal and informal indicators can describe successful military carrer. Formal indicators involve military rank, position which is held by them, received commendations, state awards, medals and orders, responsibilities of taking part into missions (either peace keeping or combat actions). Accordingly, as higher the officer's military rank is, holds higher position and has had as much as possible awards and missions completed, as more successful the officer can be reffered.

Based on the existing literature (Ashman A. and Telfer R., 1983) were identified informal characteristics or personality features of successful military service men. Besides this, besides this were inverviewed successful officers holding high positions in the system and military experts (altogether 10 active or retired officers), which were given the list formed from the featured founded in literature. Table 2 summarizes the list of officer's features and personality characteristics suggested by experts.

Table 2. Characteristics of the successful military service men

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- Achievement oriented
 - Communicability
 - Competitiveness
 - Dominancy
 - Less introspective
 - Less emotionality and sensitivity
 - More aggressively
 - Proud of himself
 - High ability to word
 - Productivity
-

-
- Mental and physical health
 - When in stressful situation problem solving oriented
 - When in stressful situation prone to information seeking
 - Quick adaptability in new situations
 - Active when in stressful situations
 - Full with initiative
 - Leading skills and capacity of constructive use of them
 - Mediation skills
 - Emotions management skill and to restrict himself when needed
 - Curiosity
 - Future oriented
-

Presented research deals with components such are as follows: emotionality, aggressivity and stress coping strategies (orientation on problem, activity, and control of emotions).

DEFINING RESEARCH TOPIC AND RESEARCH QUESTIONS

Thus, the main issues were discussed and the variables were defined which are targeted in presented research. These are as follows: the concepts of stress and coping, the leading coping theories and different classifications of coping strategies, issues connected with the concept of personality and its definitions, and shortly were discussed the main personality theories. Besides this, were presented the personality characteristics, which compound the personality profile in presented research, and was operationalized the concept of success in military service.

As it was shown, there are several notions about significance of stress coping strategies and personality characteristics in successful military career (Ashman A. and Telfer R., 1983; Fine P. M. and Hartman B. O., 1968; Retzlaff R. D., and Gibertini M., 1987). The table 2 shows that the behavior in stressful situation, the ability of managing emotions and other personality characteristics have important role in career promotion and success for Georgian militaries.

Actually, it can be suggested that (a) the extent of adequacy of coping with stressful situations and managing one's emotions, and (b) one's personality characteristics should have the impact in some degree on professional success of military service men.

Given that the theoretical framework for given research is cognitive theory of coping by R. S. Lazarus and his colleagues, the interaction between militaries and their working environment may imply the existence of the specific coping strategies, which, in turn, are influenced by their personality features and working conditions. Furthermore, their personality features, the skills of coping with stressful situation and the ability of managing emotions, should have impact in some degree on their professional success. Thus, Research hypothesis is as follow: **Personality profile and stress coping strategies, which are interrelated, differ in military service men and civilians and they, in turn, contribute to the successful professional career, particularly, more successful professional activities should benefit from problem-solving oriented strategies.**

Due to the given hypothesis, the aim of the research is to find out what influence do personal characteristics and stress coping strategies of military service men have on a successful military career. The tasks of the research are:

- ✓ With the militaries:
 - To establish a personality profile
 - To establishment prioritized stress coping strategies
 - To establishment the interconnectedness of personality profiles and coping strategies
 - To determine the success of the military career
 - To establish inter-relation of success in the military career with the coping strategies
 - To establish the interconnectedness of success in the military career with the personality profile.

- ✓ With the civilians:
 - To establish personality profile
 - To establish prioritized coping strategies
 - To establish interconnectedness of the personality profile with the coping strategies

- ✓ Comparison of the military and the civilians:
 - Comparison of personality profiles
 - Comparison of coping strategies
 - Comparison of personality profiles and coping strategies.

METHOD

Participants

There were studied two groups:

1. Experimental group: the 192 (male) military¹ (officers) aged 25-35. All participants in treatment group received higher military education in either in Georgia (Georgian Military Academy) or abroad (Germany, USA, Canada, Switzerland).
2. Control group consists with 60 (males) controls aged 25-35 whose occupational fields were not related with army or other military structures.

Research Tools

1) *The Cope Scale* – the multidimensional scale developed by C. S. Carver and his colleagues to assess a broad range of coping responses. The Cope inventory has gone through several generations in its development. The final version of the Cope inventory contains 15 scales (see table 1) with four items each. (Clark, K. K., Bormann, C. A., Cropanzani R, S and James K. 1995; Анастаси А. Урбина С., 2005). Research shows that results received via cope scale and via other cope study tools (such as, for instance, CSI – coping strategies indicator by Amirkhan and WOC-R by Lazarus and Folkman) highly correlate with each other (Clark, K. K., Bormann, C. A., Cropanzani R, S and James K., 1995).

Table 3. MMPI clinical scales.

abbr.	Scales ²
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¹ These data were collected from the staff of Special Forces Brigade of the Georgian Ministry of Defense at 2003.

² In this table are given the original names of the scales, however, different authors uses different names for them, e.g. Березин Ф. Б., Мирошников М. П., Соколова Е. Д. *Методика многостороннего исследования личности: Структура, основы интерпретации, некоторые области применения.* –

Validity Scales		
	L	Lie
	F	Infrequency
	K	correction
N	Clinical Scales	
1	Hs	Hypochondriasis
2	D	Depression
3	Hy	Hysteria
4	Pd	Psychopathic Deviate
5	Mf	Masculinity-Femininity
6	Pa	Paranoia
7	Pt	Psychasthenia
8	Sc	Schizophrenia
9	Ma	Hypomania
0	Si	Social Introversion

There are several different forms of cope scale (uSchwarzer, R. & Schwarzer, C., 1996). We have used “dispositional” or trait copy style version, using a four-point scale ranging from 0 (*not at all*) to 3 (*very much so*) (Gil Sh., 2005). Coping strategy as the dispositional feature implies the relatively stability of individual’s behavioral pattern in crisis. This, in turn, means that she or he chooses the coping strategy due to her or his personality characteristics rather than the features of given situation. The dispositional version of cope scale was chosen due to our

interest in revealing and exploring the coping strategies of militaries, which are connected with their personality characteristics.

2) **Minnesota Multiphase Personality Inventory** or MMPI. Psychologist Starke R. Hathway, Ph, D and psychiatrist J. G. Mckinley, MD designed this inventory at late 1930s. MMPI is one of the internationally recognized clinical assessments that is used by professionals for personality assessment, diagnosing and staffing (Березин Ф. Б., Мирошников М. П., Соколова Е. Д., 1994; Собчик Л. Н., 1990; Собчик Л. Н., 2000). In this research, we have used the full version (566 items) of the inventory. The inventory consists of three validity and ten clinical (content) scales (see table 3) (Березин Ф. Б., Мирошников М. П., Соколова Е. Д., 1994; Ed. Акимова М. К. Гуревич, 2000). Processing the raw data resulting in plotting the MMPI profile which is graphically presented quantitative scores on content scales (Собчик Л. Н., 1990; Собчик Л. Н., 2000).

3) **Personality Diagnostic Questionnaire** – PDQ-4 is one of the internationally recognized assessment that is used by health professionals to quickly and effectively screen for the presence of personality disorders and obvious personality characteristics that yields personality diagnoses consistent with the DSM-IV³ diagnostic criteria for the axis II disorders. Steven E. Hyler, M. D., Columbia University, New York State Psychiatric Institute designed this Questionnaire at 1994 (Hyler E. S., 1994). PDQ-4 involves two validity scales (TG – Too Good and SQ – Suspect Questionnaire) and ten clinical scales named according the ten personality disorders described in DSM-IV (see Table 4). Scoring procedures give us two types of scores: (1) Indicator of the Specific DSM-IV Personality Disorder and (2) Total PDQ-4 score.

³ DSM IV– Diagnostic and Statistical Manual of Mental Disorders 4th edition..

Table 4. PDQ-4 clinical scales.

Abbr.	Personality Disorders
PAR	Paranoid
HIS	Histrionic
AS	Antisocial
OC	Obsessive Compulsive
SZD	Schizoid
STP	Schizotypal
NAR	Narcissistic
BOR	Borderline
AVD	Avoidant.
DEP	Dependent.

4) *Buss-Durkey Inventory* is 75 items inventory; it consists of eight subscales (see table 5) and is given for assessment and prediction of overt expression of aggressive and hostile reactions, and motivational aggression; besides this, aggressiveness and hostility are treated as different concepts. The least is defined as “reaction which gives rise to negative evaluation of people and events” (Бурлачук Л. Ф., Морозов С. М., 1999).

Table 5. Buss-Durkey Inventory scales.

Scale names
Physical aggression
Indirect aggression
Irritability tendency
Negativism
Bitterness

Jealousy

Verbal aggression

Guilty feelings

5) *Professional success* was measured via formal promotion, which in case of militaries is (1) increasing military rank and (2) promoting of position. Either case of moving forward was assessed as 1 point; though according professional success measure each participant received two-digit number.

Research Procedure

The research consists of two steps.

The First Step: (a) were established personality characteristics and stress coping strategies of militaries and civilians; (b) were compared personality characteristics and stress coping strategies of militaries and civilians; (c) were established interrelation of personality characteristics and stress coping strategies of militaries and civilians.

Subject was given the detailed written instruction, answer sheet and the MMPI on cards and the block of three inventories – PDQ-4, coping scale and inventory for Buss-Durkey Aggression Inventory.

The trials were conducted individually.

The Second Step: was explored the degree of achieved success by militaries in their professional career. Were studied personal history of 110 militaries from treatment group and the information regarding ranks and formal positions (2002-2003 and January, 2006) were extracted. According military rank and position, several steps were identified. Since each step of promotion either in rank or on position was marked as one point, each participant received two digit index (rank and position) for instance, index 2-5 indicates that during four years from 2002 until

2006 one's military rank was increased twice and he has received promotion on his position five times.

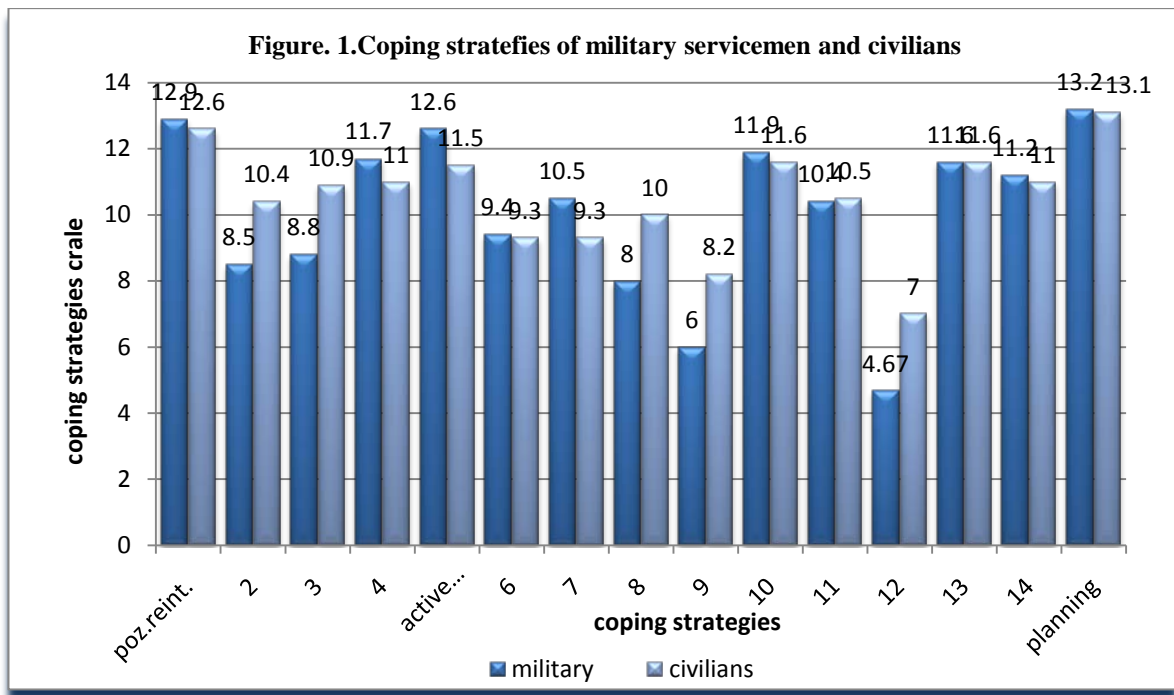
FINDINGS

The data were processed SPSS 13.0. Were used chi square, two independent samples t-test and variance analysis, Correlational and regressive analysis (ყვავილაშვილი ჯ., 1990; Гудвин Дж., 2004; Kiess H. O., 2002). The summarized findings are as follows:

Coping Strategies

Research findings show the planning is the prioritized coping strategy for half of research participants ($\chi^2=198.917$, $df=12$, $p=0.000$) and as its score gets higher the scores for active coping ($r=0.6$, $p=0.000$) and positive reinterpretation ($r=0.5$, $p=0.000$) is increasing moderately, accordingly.

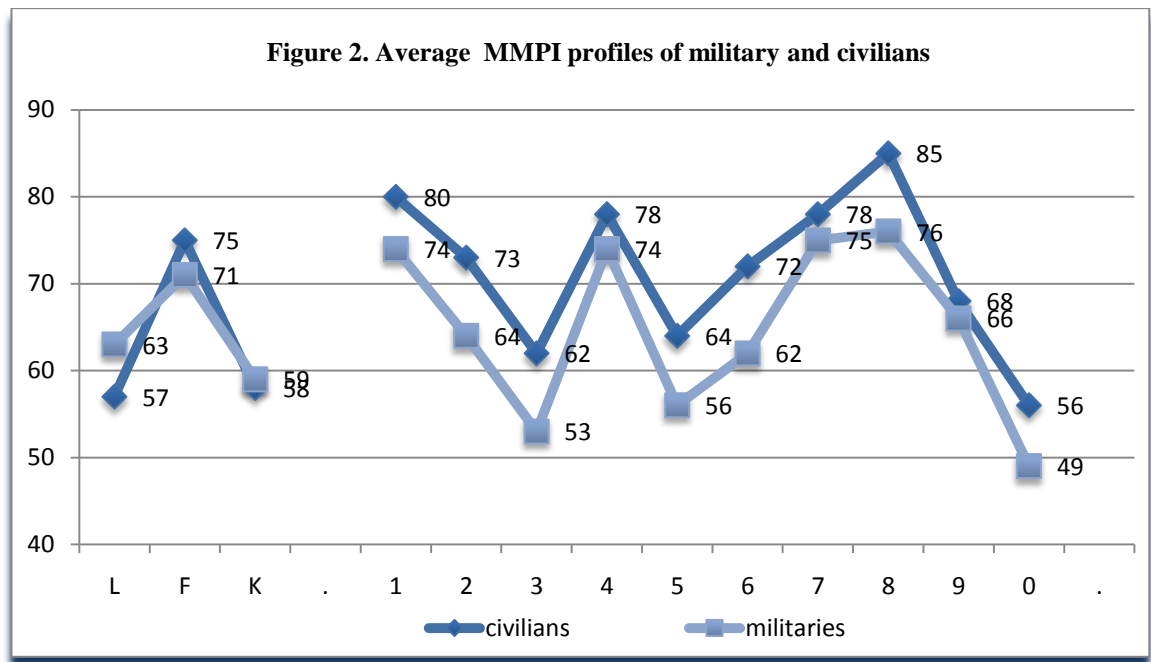
Were established that militaries and civilians have similar prioritized stress coping strategies (fig. 1). Both prefer problem solving oriented planning and active coping; however, in coping process changing own attitudes (acceptance and positive reinterpretatio) towards situation are also involved ($\chi^2=196.604$, $df=20$, $p<0.006$). Besides this, based on the research finding it could be stated that militaries show more involvement in problem solving on cognitive ($t=5.245$, $p=0.000$) as well as on behavioral ($t=6.397$, $p=0.000$) level. Moreover, they perceive more seriously existing situation ($t=4.582$, $p=0.000$), pay less attention to emotions and their expression ($t=5.244$, $p=0.000$) and have less tendency to be dependent on either alcohol or drugs ($t=6.982$, $p=0.000$), than civilians.



Personality Profile

Both military (profile 8714'926-53/0: F'L-K/) and civilians (profile 84"17'29653-0: F'LK/) have averaged profiles nearly similar in their configurations (fig. 2). Both profiles are valid and both have pick shape (1, 4 and 8 scales are rised); however, only profile of controls can be refered as with high position (it's the highest points are qbove 80T-scores). Validity scales indicate that both groups can be described as having quite adabtive behavior, although controls have problems with adaptation in some degree. Both averaged profiles show the mixed style of reaction on life events.

According to the data on validity and clinical scales, militaries have higher scores on L ($t=-3.769$, $p=0.000$) and lower scores on Infrequency Scale ($t=2.971$, $p<0.003$), Hypochondriasis ($t=4.935$, $p=0.000$), Depression ($t=4.973$, $p=0.000$), Hysteria ($t=6.292$, $p=0.000$), Masculinity-Femininity ($t=6.837$, $p=0.000$), Paranoia ($t=6.234$, $p=0.000$), Psychasthenia ($t=3.252$, $p<0.001$), Schizophrenia ($t=5.232$, $p=0.000$), Social introversion ($t=6.506$, $p=0.000$) scales, than civilians.



For PDQ-4 were established statistically significant difference between Controls and the Militaries on Antisocial ($t=2.702$, $p<0.007$), Dependent ($t=5.449$, $p=0.000$) and Obsessive Compulsive ($t=-2.682$, $p<0.008$) scales. First two shows lower scores than civilians and third one – higher than one for civilians.

For Buss-Durkey Inventory were established statistically significant difference between Controls and the Militaries on Indirect aggression ($t=7.040$, $p=0.000$), irritability ($t=4.779$, $p=0.000$), Negativism ($t=4.394$, $p=0.000$) and Bitterness ($t=3.551$, $p<0.001$) scales; particularly, militaries have lower scores on these scales than civilians. Besides this, aggressivity index ($t=3.551$, $p<0.001$) is also lower in case of militaries.

Interrelation of Stress Coping Strategies and Personality Characteristics of Militaries

Correlational analysis revealed connection between stress coping strategies and personality characteristics; particularly:

Focus on and venting of emotions is in (a) a very weak positive correlation with Schizoid ($r=0.208$, $p<0.004$), Social introversion ($r=0.2$, $p<0.0046$), Histrionic ($r=0.225$, $p<0.002$), Narcissistic ($r=0.2$, $p<0.007$), Dependent ($r=0.197$, $p=0.000$), Obsessive Compulsive ($r=0.2$,

$p < 0.006$), Borderline ($r = 0.258$, $p = 0.000$), Verbal aggression ($r = 0.241$, $p < 0.009$) and hostility ($r = 0.280$, $p < 0.002$) scales; (b) a weak positive correlation with Avoidant ($r = 0.356$, $p = 0.000$), Physical aggression ($r = 0.466$, $p = 0.000$), Indirect aggression ($r = 0.473$, $p = 0.000$), and General aggressiveness ($r = 0.497$, $p = 0.000$) scales.

Active coping is in a very weak negative correlation with Depression ($r = -0.201$, $p < 0.006$), Hypochondriasis ($r = -0.227$, $p < 0.002$), and Psychasthenia ($r = -0.249$, $p < 0.001$) scales.

Behavioral disengagement is in a very weak positive correlation with Bitterness ($r = 0.257$, $p < 0.006$) scale and in very weak negative one with Social introversion ($r = -0.239$, $p < 0.001$), also is in a weak positive correlation with Avoidant ($r = 0.305$, $p = 0.000$) and Dependent scales ($r = 0.305$, $p < 0.002$).

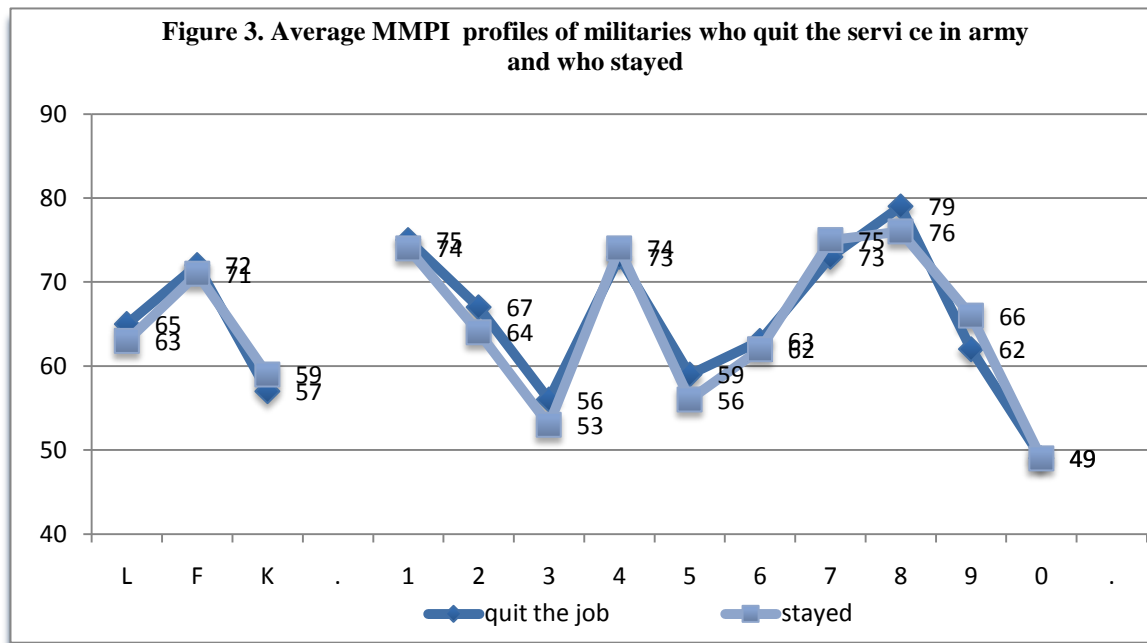
Regressive analysis revealed some personality characteristics that can serve as predictors for some of the coping strategies. In particular, Avoidant ($\beta = 0.263$; $p = 0.002$) and indirect aggression ($\beta = 0.295$; $p = 0.002$) are predictors for the Focus on and venting of emotions, Correction scale ($\beta = -0.209$; $p = 0.004$) serves as predictor for Behavioral disengagement; and Correction scale ($\beta = -0.220$; $p = 0.004$), Psychasthenia ($\beta = 0.188$; $p = 0.02$) and Indirect aggression ($\beta = 0.249$; $p = 0.01$) is predictor for Substance abuse.

Professional Success of Militaries

Data show that out of 110 participants from first step (2003) treatment group only 79 percents or 88 officers were still active in January 2006. 19 percents or 21 officers were fired and moved in reserve due to either personal demand or ongoing restructurization in the military system, and one participant was killed in Tskhinvali when he served in peacekeeping mission.

Comparasion of data from 2003 and 2006 shows that 50 percents or half of the officers who stayed in the military system are promoted, 42 percent are on the same (or similar) position, and 8 percent went down on the hierarchy stairs. 82 percents of those who were promoted

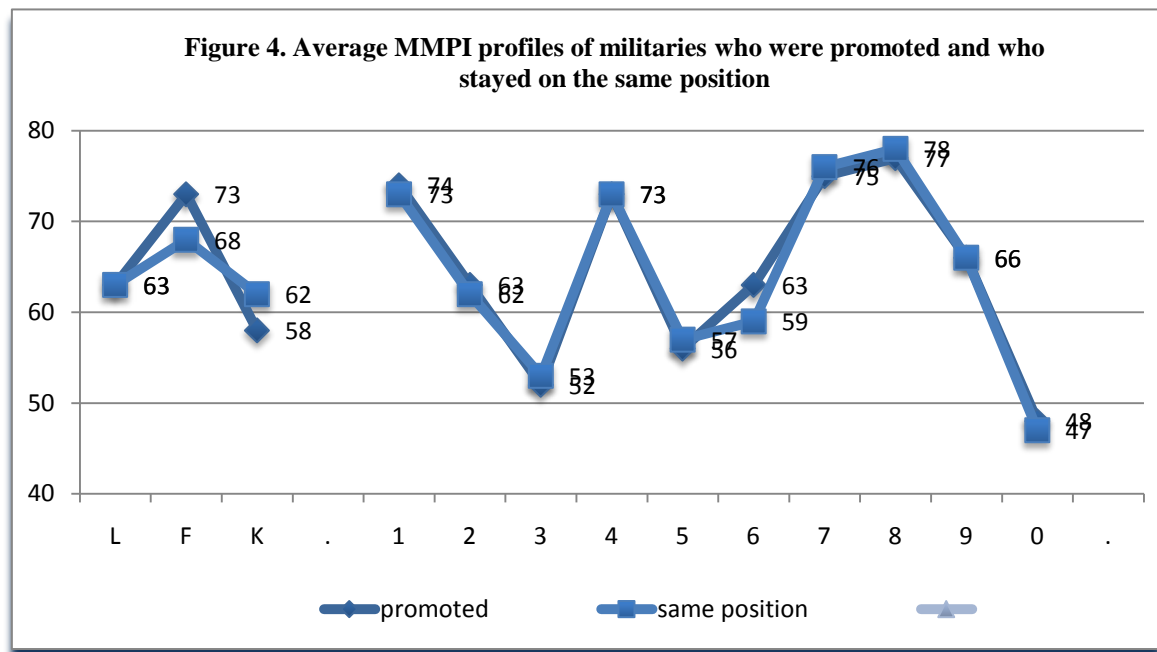
received higher rank once, and 18 percents – twice. Besides this, among them who stayed on the same position, 85 percents of militaries received higher ranks one time, and 15 percents – two times. It should be mentioned that Correlational analysis revealed very weak positive correlation ($r = 0.206, p < 0.05$) between increasing military rank and position promotion.



Both, active and retired militaries have similar personality profiles (see fig. 3). There was also no statistically significant difference between those promoted and remained on the same position (see fig. 4).

Moreover, there is no difference found between those whose ranks were increased either one or two times. Besides this, there is no difference between stress coping strategies of those who were promoted and who stayed on the same position.

Only statistically significant difference was established on Denial scale ($t = -2.313, p < .05$) between militaries promoted and militaries remained on the same position



DISCUSSION

Stress Coping Strategies

According to research data in crises when problem solving is needed, basically similar behaviors are expected from militaries and civilians. Both, militaries and civilians mainly will be problem oriented and, at the same time, will try to alter their emotions towards it. However, it is more likely to be more involved in problem solving for militaries on behavioral as well as on cognitive level. They will reveal less humor, emotions and tendency towards substance abuse than civilians will. For instance, when unexpected order should accomplish (which is quite often in military service), military service men have to restructure planned activities and cope with this emergency changes, to become aware and to adjust that particular actions should be taken due to new emergency. Accordingly, they will think of either the jokes or emotions venting (in fact, it is even physically impossible because of time deficit and emergency) or alcohol or drug abuse in less extent (which, in fact, equals to escaping).

Personality Profile

Based on the personality profile data, it can be suggested that features of military service, such as – (a) the status of military service man (officer) and the social niche provided by this status, (b) strict subordination typical for military unit, (c) extremely defined and concrete tasks when in service, (d) both, formal and informal relationships typical for military service, and (e) quite definite career development and perspective of promotion in hierarchy – have impact on personality characteristics of military servicemen.

The military, when compared with the civilians are more tend to have such characteristics as compliance, accuracy, obedience to the set rules and certain instructions and directives, control of weaknesses inherent to human beings and ignoring temptations. However, the selection of the spheres of interests and limited choice is not at all strange to them. They are less

tend towards somatization (shifting psychological problems on the body, expressed in somatic complaints), having guilty feelings, closeness, and sensitivity of aesthetics and subtle interpersonal relationships. Besides, they are fewer dependants on other people – they are able to make decisions independently (without others' advices), they are able to start some new business, express their own point of view, which is different from that of the surrounding society without the fear of losing them. The military (in comparison with the civilians) are less aggressive, they are less prone to be negatively disposed towards others in the community, and they have lower level of irritation and bitterness. Besides, the military are better able to control their emotions and impulsive behavior, and they can take responsibility for making decisions. They have much more traditional assumptions about the concept of a masculinity, they are more self-confident, more energetic, they have more stamina and are more practical; they have better reflected strive for overcoming the obstacles and besides, they suffer less from misfortunes.

It should be noticed that the existence of these characteristics is also proved by natural observation on the military service men in everyday life in the military unit during three years.

Since the whole range of different personality characteristics are revealed in militaries, the question comes to mind. How does, at one hand, inherent personality traits and, at the other hand, working conditions typical for military system contribute in formation of these characteristics. Particularly, what in the determining factor form their existence as they are? Does the life long living and working environment creates and/or reinforces already existing characteristics? Alternatively, whether the personalities with characteristics compatible to military service use to choose this field of work and fit their personality to the demands of the military environment? These are the issues for theoretical speculation and it may be possible to reveal and prove the existence of some underlying factors either for the particular personality profile or for some of its parts, which were established, in presented research.

Interrelation of Personality Profile and Coping Strategies

Militaries mainly prefer problem oriented coping strategies (active coping, planning). Accordingly, it is less expected to observe the emotional lability and proneness to depression, somatization and hypochondrias among them.

Given that militaries when in stressful situation pay less attention to the emotions and their venting, based on the findings, it can be suggested that it is more expected to observe the whole range of personality characteristics (such as introversion, closeness, avoidance, etc.) which are in negative correlations (although this connected is too weak) with venting of emotions.

Professional Success of Militaries

Findings suggest that neither stay in service nor career promotion is not connected with officer's personality characteristics and stress coping strategies. In fact, data show that professional success measured via formal indicators – military rank and position promotion – has no connection with militaries' personality profile and stress coping strategies.

The fact that both, promoted and remained on the same position differ only by one but not prioritized strategy – Denial – leads to the idea that promoted, e. i. more successful officers use this strategy more often than others. In other words, it can be suggested that orientation on the problem which is one of the features of militaries (and presented research proved this) is characterized by selectiveness – they focus on relatively important problems, whilst deny and leave without paying any attention problems and situations, which they subjectively perceive as having less importance.

Besides this, findings show the existence of likelihood that promotion in the military hierarchy is followed by the increasing the military rank. However, because of very weak correlation between these two variables, it is impossible to conclude and to point out on some generic regularity.

Findings also show that, regardless the promotion on the hierarchy, each officer gained higher rank at least once during the three years (2003-2006), that is quite predictable in military system. Increasing the military rank is always planned and it has own periods and time intervals. So, three years are quite enough⁴ for such promotion regardless the quality and content of the service offered by officer. There are interesting cases when rank is increased twice whilst either position remains the same or promotion occurred during three years. For instance, if officer had a rank of lieutenant in 2003 and he has a rank of captain in 2006 already, it indicates the specific conditions of his promotions, because in standard situation time period between these two ranks are at least 4-5 years. It should be noticed that the militaries who were promoted twice in hierarchy are the very same successful officers, which hold the completely high and even the highest military positions in modern Georgian army. However, the data suggest that even this group has no even single different personality characteristic from others.

Regarding fired and shifted in reserve military service men can be stated the following: the analysis of their personal histories revealed two reasons of leaving the military system: personal statement and structural reorganization of the ministry of defense. Indicated reasons seem entirely ambiguous and noninformative at all, and in fact say nothing about concrete causes and motives why this particular officer was fired or moved in reserve.

Based upon the research findings, can be stated that neither leaving or staying in military services, nor does promotion (both receiving higher rank and promotion in hierarchy) have nothing common and no connection with single officer's personality characteristics and crisis coping strategies. Professionalism may be only factor, which probably may determine of some officers' successful career and other's firing but this issue was not included in the aims of the given research. However, it is less probable that only professionalism and nothing else determine the development of career, pace of this development and, accordingly, success in

⁴ There are some exceptions of course.

modern Georgian army. Selective orientation on the problem when it comes to selecting coping strategy is only feasible outcome gained from the presented research, which can be considered concerning professional success. However, the validity of the difference according this variable and its significance for successful carrer might be the topic for further research.

Given that, in general military career belongs to the list of professions distinguished with a relatively high level of risk factors and Georgian professional army is in astablishing process yet. For decreaseing the risk-level connected with the execution of professional tasks and for recruiting as professional as possible officers in Georgian professional army, it would be reasonable to take in account psychological profile, particularly, personality characteristics alongside professionalism when it comes to promotion (either position or rank). Moreover, there are several notions about significance of stress coping strategies and personality characteristics in successful military carrer (Ashman A. and Telfer R., 1983; Fine P. M. and Hartman B. O., 1968; Retzlaff R. D., and Gibertini M., 1987).

Finally, should be noticed when all stages will be implemented the overall psychological profile of the successful professional military service man will be available. Based on this profile will be possible to deliver recommendations which will (a) ease the the most adequate staff recruitment, (b) will be possible to optimize already existing staff, and (c) become the contributing factor for more professional and successful functioning of each military service men and, accordingly, of modern Georgian army.

CONCLUSIONS

1. Military people and civilians choose similar stress coping strategies: both prefer problem-oriented strategies (planning, active coping), however, coping process involves changing attitudes towards situation (Acceptance and Positive reinterpretation).
2. Although military and civilians prefer same stress coping strategies, it could be stated that militaries are more involved in problem solving on cognitive, as well as on behavioral level. They have more serious approach to the existing problematic situation; pay less attention to the emotions and their expression, and they are less prone to use alcohol and drugs while in the stressful situations than civilians.
3. Both, military service men and civilians can be characterized having quite adaptive behavior but civilians are little bit different from militaries, since they have slightly increased adaptation problems.
4. Traits of professional military service, such as: – (a) status of officer and social niche, which is provided via that status, (b) strict subordination typical for military unit, (c) very concrete and precisely defined activities at work, (d) formal and/or informal relationships general for military service, and (e) almost completely defined promotion perspectives in career promotion have influence on personality characteristics of military men, particularly:

Militaries, comparing with civilians are more characterized by the ability to carry on the tasks they began to accomplish, to follow existing rules and instructions, to restrict themselves and be resistant when it comes to temptations common for human being; besides these, it is common among them selectiveness of the interests. They are able better control their emotional reactions and impulsive behaviors and to take responsibilities for decision-making. Moreover, they have

more traditional believes regarding masculinity, are more self-confident, energetic, hardy and practical, and they are eager to overcome obstacles.

Militaries, in comparison with civilians, are less characterized by somatization, guilty feelings, closeness, sensitiveness towards aesthetics and shades of interpersonal relationships; they are less dependent on other people, i.e. they can easily to make decisions and to initiate new activities, to express their opinions unless they differ from other's points of view without fear of losing them. Military people are less aggressive than civilians are and they show negativism, irritability and bitterness toward other people in less degree than civilians do.

5. Military service men mainly are focused on problem-solving oriented coping strategies (active coping, planning), hence it is less expected that they will show predisposition towards emotional lability, depression, somatization and hypochondrias.
6. In stressful situations, militaries show tendency to pay less attention to emotions and to have minor effort to express them. Accordingly, it can be assumed there is low likelihood to find the personality characteristics among militaries which correlate (very slightly, however) with the expression of emotions.
7. Civilians mainly are focused on problem-solving oriented coping strategies (active coping, planning), hence it is less expected that they will show depression; although can expected more or less obvious the personality characteristics such as obsessive-compulsiveness, verbal aggression and guilty feelings.
8. In stressful situations, civilians are more concentrated on emotions and try to express them. Accordingly, it can be suggested that some personality characteristics could be found which correlate (slightly or moderate) with expression of emotions. These might be obsessive-

compulsiveness, either indirect or verbal aggression and bitterness state. Irritability, guilty feeling and aggressiveness in general are more expected.

9. Staying in military service or quitting the military career and career promoting (either increasing the military rank or position promotion) are not connected with personality profile and stress coping strategies of particular serviceman; however, it should be mentioned that more successful officers are characterized by selectiveness when it come to problem-solving.

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