

## PEDAGOGY

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### **Problem of the functioning of a professional psychological service necessity in an organization and the value of the reflexive skills of its employees**

It is considered the question of the need for the functioning of the psychological support of organizations, the content of the main directions of the psychological work of an organizational psychologist: psychodiagnostic, psychocorrective and developmental, educational and advisory directions, the importance of reflexive skills of the staff and the leader for the successful functioning of the organization, the description of some group methods, contributing to the formation of reflective skills of the organization's personnel. Formed reflexive skills are necessary for a conscious attitude towards their professional activities; on its basis, it monitors and controls professional activity, which helps to overcome stereotypes and motivates correction, personal and professional development, creates conditions for independent creativity, allows successfully experimenting, planning the way of self-development, forms a methodological culture for changing oneself and practice.

Key words: reflection, reflexive skills, reflective activity, psychological service, personnel work.

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