

characteristics, work experience ($\beta = 0.49$, $p = 0.029$) moderately raises the perception of career success. Among the ego states, the Adult ego state ($\beta = 0.36$, $p = 0.000$) is the most significant predictor for subjective career success, with the Natural Child ego state ($\beta = 0.19$, $p = 0.019$) having a less important influence. Therefore, the perception of career success in the public sector implies the possession of such personality characteristics as rationality, adaptability, consciousness, self-observation, analytical thinking, the ability to objectively evaluate reality, and purposefulness.

CONCLUSION

Based on the results of our study, we may state that personal characteristics measured as ego states are significant predictors of subjective career success. In addition, tendencies that have been identified for ego states as predictors of subjective career success are associated in different ways with the various occupational groups surveyed. For example, the Adult and Natural Child ego states are predictors of subjective career success for Administrative and Technical specialists, professionals in the Public sector, Engineers, Architects, and Financial specialists, and their roles are most pronounced for the latter three groups. This suggests that the satisfaction obtained from successfully attaining one's career goals reside upon such personal characteristics as analytical and rational thinking, the knowledge and information needed for working with facts, objectivity in finding a solution, impulsivity, and a tendency to meet current needs.

Other tendencies revealed by our detailed analysis include the importance of the Nurturing Parent ego state as a predictor for Healthcare and Art professionals. This ego state, which is in fact the strongest predictor for these groups, includes such specific features as concern, empathy, engagement with others' problems, providing help, and displaying positive emotions. Unlike all other occupations, Physicians have only one predictor for career success, namely the Natural Child

ego state. This implies that career success is related to the possession of such personality characteristics as independence, freedom of action, spontaneous expression of emotions, audacity, an ability to make quick decisions in critical situations, and the effort to experience pleasure and fulfill current needs.

The findings of this study can be used to assist managers at various organizational levels as well as employees in different organizations. Such interventions could improve organizational efficiency and create conditions for the optimal professional realization of employees. The use of transactional analysis tools can help employees establish their own working style and behavior model within a given work environment that will enable them to have a greater choice concerning how to respond to different situations and how to apply their strengths in their professional realization.

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