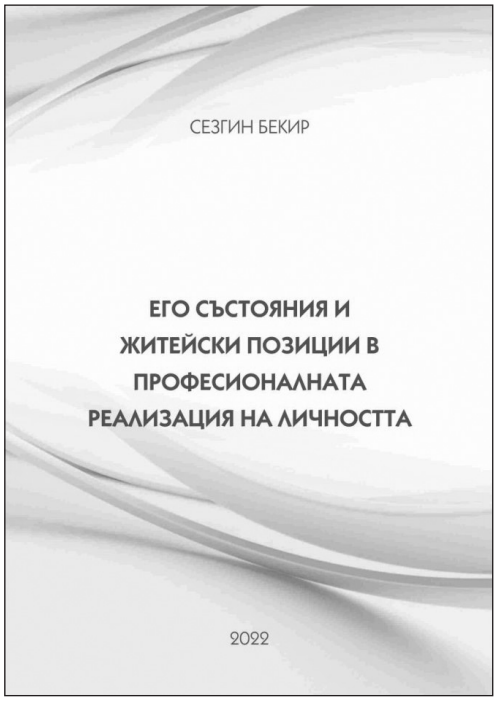

In October 2022, Sezgin Bekir's monograph „Ego states and life positions in the professional self-realization" was published (Institute of Transactional Analysis Publishing House; 146 pages; ISBN: 978-619-188-889-4). The book is based on a defended dissertation at the Institute for Population and Human Research at the Bulgarian Academy of Sciences with received educational and scientific degree "Doctor of Philosophy" in professional field 3.2. "Psychology".

The monograph arouses interest already with the topic presented in the title, as it traces the professional self-realization of the personality through the ego states and life positions. There is an original approach to the study of a classic problem in work and organizational psychology, and it is combined with the achievements and trends in transactional analysis. A considerably valuable analysis is made and the possible applications of transactional analysis in an organizational context and in the career development process are indicated - from the choice of a profession to the establishment and stabilization in it and further professional development. Professional self-realization is introduced as a key variable, it is considered both from a subjective point of view, primarily through the success and satisfaction of the person, and objective indicators such as position, salary, objective factors for professional development and realization are taken into account. The influence of individual and work characteristics is also investigated, which makes it possible to assume for differences in professional self-realization according to them. Results of a large-scale survey are presented, which include 882 people between the ages of 20 and 78 in seven professional fields (engineers and architects, finance professionals, public sector professionals, arts professionals, administrative and technical professionals, health care professionals and physicians) from different regions of the country. The results of the empirical study of the role of the ego states and life positions of the person can be a starting point to apply transactional analysis to the goals of career counseling, to achieve a career-personal life balance and to improve the subjective well-being and quality of life of the person. The importance of the career choices and decisions of the persons as part of their overall life strategy and realization is outlined. Gender differences are interesting, with men having "a stronger Normative Parent ego state, which is probably due to their perception of being stricter and more rigid in imposing rules and boundaries, whereas women have higher results in the Nurturing Parent and Adapted Child ego states related to their social role of helping, supporting, encouraging and complying with the demands of others" (p.75).

It was establish that in men "the life positions "I am OK, you are not OK" and "I am not OK, you are not OK" are more pronounced, whereas in women the life position "I am OK, you are OK' is more common. The life position "I am OK, you are OK" is more pronounced in the studied persons aged 56 - 65, whereas the life position "I am OK, you are not OK" is more characteristic of younger persons from 25 to 35 years old " (p.83).

A new approach to the study of personality predictors of professional self-realization was applied. As expected, objective career success factors are more influenced by other variables such as job position and salary than by ego states and life positions. It is important to emphasize the desire to consider the professional realization of the individual subjectively - through the perception of success and career satisfaction, as well as to take into account objective factors for professional development. This enables data to be collated and patterns to be inferred, so that they would be applicable in determining career progression and development.

Important and significant results are established for the predictive role of personality characteristics for the subjective career success depending on the professional field of self-realization. The Adult and Natural Child ego states "have a significant effect of increasing the subjective career success in engineers and architects, financiers, public sector professionals and art professionals", whereas the Nurturing Parent ego state is a "significant predictor of career success in health care professionals" (p. 128). The life position "I am OK, you are OK" is a significant predictor for the subjective career success depending on the professional field of the personal realization, which suggests that the ability to solve problems, assertiveness and sociability contribute to achieving higher levels of career satisfaction' (p.127).

From a scientific-applied point of view, the obtained results are related to establishing the interrelationship of personal-professional maturity and self-realization, manifest the different patterns of interaction between ego states and professional success and can be used not only in career counseling, but also in individual counseling in general, as job satisfaction and professional self-realization is a significant component of the life satisfaction, quality of life and subjective well-being of the personality.

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