THE MAIN CRITERIA FOR THE DEVELOPMENT OF CONFLICT PSYCHOLOGICAL TRAINING PROGRAMS

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Annotation. In this article, a growing body of research proving the existence of positive functions of conflict is, in a certain sense, positive. Such a situation, firstly, draws the attention of society to issues that need to be addressed, and secondly, the positive resolution of conflicts serves development. For teenagers, this requires a special approach. Conflict requires new approaches to prevent and avoid situations. The emphasis now is not only on conflict resolution, but also on the transition to conflict management.

Keywords: psychological training, personality disorder, theoretical norms, speech of strangers, reaction.

Training programs include a wide range of coverage, a set of techniques that cover training that aims for active change. The possibilities of drawing up a program of socio-psychological training and applying it to practice will depend on the relevance of the chosen topic and the importance of the results expected from the training.

A person is a member of a certain society, psychologically developed, distinguished from others by personal characteristics and behavior, the formation of which takes place in the process of social relations . Therefore, by properly assessing the role of ospirin in the social environment, it will be possible to find the right position of his person in the relationship and increase his self-control images in various contentious situations. After all, it is important for ospirin to enter into communication with members of his society in order to find his place in society. At the time of rapid development of today's science, pedagogical and psychological developments are being created with the effective use of various technologies aimed at ensuring the social activity of ospyrins.

In the development of training programs, the sources of Psychological Science are not enough. These studies require theoretical and practical knowledge of pedagogy and its didactic field, sociology, etc.in the training programs, which aim to work with problems especially characteristic of the younger ages. Achieving efficiency in the implementation of the training program requires the use of various pedagogical technologies. In this respect, it is important to conduct social psychological training. However, conducting social psychological training requires skill and experience from the trainer. That is, the organizer (trainer) of the training session should ask himself the following questions:

1. What purpose do I have in training?
2. Who do I train in?
3. Why did I choose this goal?
4. What tools do I want to do this with?

In fact, in order to conduct social psychological training, first of all, the goal should be set correctly and the methods of its implementation should be determined. The trainer, who has chosen the right target, can use a variety of techniques, such as discussion, coercion to thinking, pinbord, evristical conversation, working in pairs, working in groups, and quick question and answer, to conduct the training. It depends on the skill of the trainer and the ability to correctly set the mode of work.

Any person can not conduct training even if he has mastered the rules of training. To do this, it is necessary to meet special requirements. More precisely, the following requirements are imposed on the person of the trainer:

1. The trainer should first of all know very well the psychological characteristics inherent in the personality of the participants. During the training, pedagogical altruism, that is, the ability to prioritize the interests of other people above its own, should prevail.

2. It is necessary to have an excellent knowledge of his personal qualities and psychology and the ability to manage it during training.

3. It is not only possible to get out of any confused or contradictory situations, but also to prevent it, when the situation is right, it should be able to eliminate it and alleviate its complications, take participants in the right direction.

4. The presence of the ability to deeply feel the circumstances of the participants is considered important.

5. Having a changeable, flexible mind, it is necessary to prepare oneself in advance for unforeseen situations, not to lose oneself in the face of the majority.

6. He must have the ability to constantly catch his behavior in a certain rhythm and, if necessary, develop his own motor skills.

7. Must be able to clearly understand and listen to other people's speech, reactions, have the ability to correctly interpret and understand the essence of mimics and behavior.

8. Do not go against the needs and interests of the audience and participants in the training, as well as do not argue with them.

9. Having the ability to plan, to be able to make a clear plan, having imagined all the important and non-significant aspects of the process that is expected in advance, even if it is approximate in advance;

10. Self-confidence, the presence of empathy, the presence of real thought and will.

From the requirements for the personality of the trainer, it can be seen that in the process of training, there is a high probability that different situations will occur, and the manager, that is, to leave the trainer with professionalism, understanding of such situations, requires not only a strong knowledge, but also a certain sense of the psychology and worldview of the participants. Social psychological training should be achieved not only by conducting, but also by forming an effective communication process, if necessary. And this requires a sense of responsibility not only from the trainer, but also from the participants.

The correct distribution of tasks between the participants is achieved, which should be carried out only when both sides have a deep understanding of the essence of the training. In turn, it also depends on the level of relevance of the chosen topic for training. In other words, in order to achieve effective communication in social psychological training, it is worthwhile to take into account the following factors::

- to be clear of the goal, to be perceived and understood by the same by the beginner and the participants;

- to pay attention to the principles of the existence of bilateral communication, that is, the accuracy, openness and truthfulness of thoughts and emotional experiences;

- achievement of equal distribution of active participation and group leadership among members;

- the impact or mental repression is based on the knowledge, skills and competences of the participants, but this does not allow others to be humiliated;

- the use of the right of the presenter to take the initiative into his own hands, depending on the situation at the stages of decision-making and the completion of the discussions;

- ability to always give a correct, rational, just, constructive tone to arguments and debates, this factor supports the initiatives of the participants and provides the basis for the strengthening of the qualities that are formed in them.

This means that in order to achieve the goal pursued in social psychological training, both sides must demonstrate their skills to the maximum. This allows to demonstrate the activity and individuality of the individual as a member of the group under any circumstances. Social psychological training is organized on the basis of established requirements, it will bring success to the trainer, but will also serve to form a sense of confidence in the participants in relation to themselves. At the same time, the direct introduction of new pedagogical and modern information technologies into the sphere of education, it is natural that the organization of Social Psychological trainings on various topics will serve to increase the activity of young people, the development of independent thinking and worldview.

The conclusion is that it is impossible to completely eliminate conflicts when talking about weight (it is natural that there is a conflict between different people of interest, and also absolutely the same purpose, there will not be people of interest). The increasing number of studies proving the existence of positive functions of conflicts plays a positive role in a certain sense. This situation first attracts the attention of the public to the issues in which disputes need to be resolved, and secondly, the positive resolution of disputes serves for progress. In ospirins, this requires a specific attitude. The need for new approaches to the prevention and avoidance of conflict situations arises. Emphasis now requires the transition to conflict management, without focusing solely on conflict resolution.

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