Original Article

Approbation of the Express-Diagnostics Methodology of Intra-Group Interaction Attitudes

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Abstract

the orientational regulation of interpersonal interaction is a stable system that starts and supports the ways and means of interpersonal integration and differentiation. The social attitude is a predisposition fixed in the social experience of a person to perceive and evaluate socially significant objects; readiness of an individual for certain actions, oriented to socially significant objects. The aim of the work is to give the theoretical justification and to calculate psychometric indicators of the author's express-diagnostics methodology of intra-group interaction attitudes. Advantages of the methodology at the conceptual and methodological level are as follows: the methodology allows to integrate indicators both at the group level, and at the level of personality attitudes in teamwork.Practical application of the methodology of express-diagnosticsofintra-group interaction attitudes is associated with the possibility of using it as a tool for current mobile monitoring of intra-group interaction attitudes in real groups, as well as in the possibility to formulate diagnostic hypotheses for a systematic survey of the group.The result of the express-diagnostics methodology of intra-group interaction attitudes application is the assessment of the attitudes toward cooperation or rivalry in the group,as well as the systems evaluation of individual intra-group interaction attitudesby the parameters of constructiveness-demonstrativeness and leadership-distancing.

Key words: Intra-group interaction attitudes, Express-diagnostics methodology, Leadership attitudes, Cooperation attitudes, Demonstrative attitudes, Rivalry attitudes, Distancing attitudes

INTRODUCTION

Asking the question of the relevance of creating new methodological tools for diagnosing interpersonal interaction attitudes, we carried out a bibliometric analysis of the research of the interpersonal interaction phenomenon over the last 5 years (2013-2017) by the works of psychologists according to the information base of the Scopus. The procedure for the analysis was based on the time-frequency base. The selection of publications was made according to the key words "interpersonal interaction". The analysis included publications for the last 5 years (2013-2017), their total number accounted 7944 works. As a result, a positive and intensive dynamics of

the research interest in the phenomenon of interpersonal interaction was revealed (see Fig. 1). The prevalence of polling techniques in the methodological base is a common tendency of all modern domestic studies of interpersonal interaction.

The purpose of the express-diagnostics methodology of intra-group interaction attitudes is to evaluate individual and group interaction attitudes.

LITERATURE REVIEW

Forming the conceptual logic of the realized methodical intention of the diagnostic assessment of readiness for intra-group interaction, several approaches to interpreting the concept of interpersonal interaction were analyzed and singled out within the framework of Russian psychology. The first approach regards the relationship between interpersonal interaction and the phenomenon of communication (Anan'yev, 2001; Andreyeva, 1999; Lomov, 1975; Obozov, 1990); the second regards the relationship

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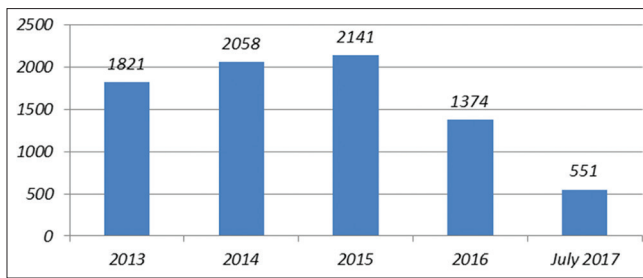
Figure 1: Histogram of the publication activity frequencies in the study of the interpersonal interaction phenomenon according to Scopus information system for 2013-2017

between interpersonal interaction and relationships (Myasishchev, 2004; Nikishina, 2013; Petrovskiy, 1979); the third approach defines interpersonal interaction as a joint activity (Zhuravlev, 2005; Kolominskiy, 2000; Leont'yev, 2005; Parygin, 2001; Rubinshteyn, 2012; Umanskiy, 1977; Andrés-Roqueta at al., 2016; Rasmussen at al., 2016; Akhmetzyanova, Nikishina & Petrash, 2017; Meini, 2017; Syrjämäki at al., 2017).

We focused the main methodological concept in the understanding of interpersonal interaction on B.G. Anan'yev (2001) theory, signifying the unity of communication, activity and interpersonal within its framework. The theory states that "human behavior does not act only as a complex set of social activities types, with which the surrounding nature is objectified, but also as communication, practical interaction with people in various social structures"(Andreyeva, 1999). The interaction of people with each other, being an indispensable component of all activities, proves to be a condition without which it is impossible to know the reality, to form an attitude toward the reality and the behavioral reactions based on it. Methodological generalization by B.G. Ananiev (2001) points out that interpersonal interaction is always determined by the system of social relations it is included in. Interaction is realized as an exchange of ways and results of activity, visualization, ideas, attitudes, interests and includes action - reaction; conflict - cooperation; differentiation - integration.

The orientational regulation of interpersonal interaction is a stable system that starts and supports the ways and means of interpersonal integration and differentiation. The social attitude is a predisposition fixed in the social experience of a person to perceive and evaluate socially significant objects; readiness of an individual for certain actions, oriented to socially significant objects. The regulating role of the social attitude is provided through the functions of adaptation (it directs the actor to those objects that serve for achieving his aims), informing (provides simplified instructions on the way of behavior in relation to a specific actor), implementation (acts as a means of relieving the actor of internal stress). Defining the basic methodological concept of the methodology for diagnosing intragroup interaction attitudes,we made a decision to use the projective logic of its construction. In this methodology the tempo-dynamic criterion is realized through the instruction by which the task is performed at a fast pace (30 seconds and by the first reaction), and the projective criterion itself was introduced through the organization of figurative action.

MATERIALS AND METHODS

The resources of the methodology of express-diagnostics of intragroup interaction attitudes should be singled out at the procedural level: cost-effectiveness in terms of time (1.5 minutes), minimum organizational costs, multiscale methodology, minimal possibilities for testees to give socially expected reactions. Advantages of the methodology at the conceptual and methodological level are as follows: the methodology allows to integrate indicators both at the group level (cooperative-rivalry attitudes), and at the level of personality attitudes in teamwork (leadership attitudes, distancing attitudes, demonstrative attitudes, constructive attitudes).

Practical application of the methodology of express-diagnosticsof intra-group interaction attitudes is associated with the possibility of using it as a tool for current mobile monitoring of intra-group interaction attitudes in real groups, as well as in the possibility to formulate diagnostic hypotheses for a systematic survey of the group.

In accordance with the author's logic and conceptual bases, interaction is considered in three continual directions (action-counteraction, conflict-cooperation, differentiation-integration), which are determined by the system of attitudes of intra-group interaction. The attitudes of leadership-distancing are realized in the directions of "differentiation-integration" interaction; the attitudes of cooperation-rivalry are realized in the continuum of "conflict-cooperation"interaction; constructive and demonstrative attitudes provide action-counteraction in interpersonal interaction. The system of intra-group interaction attitudes is implemented at the individual level in leadership attitudes and distancing attitudes, as well as destructive and constructive attitudes that are organized according to the continual-dichotomous principle. Leadership attitudes and distancing attitudes were defined as those that are most susceptible to status positioning in the intra-group interaction.Constructive and demonstrative attitudeswere defined as the quality of readiness for interaction. The level of group attitudessingle out the cooperation-rivalry

attitudes, which in this case are assessed at the group level as a whole, as allowing to determine the common group tendencies of interaction.

RESULTS

The main purpose of the methodology is to assess rapidly the intra-group interaction attitudes by the following diagnostic indicators: leadership attitudes; distancingattitudes; cooperation attitudes; rivalry attitudes; constructive attitudes; demonstrative attitudes.

The procedure of the methodologyis implemented consistently in two stages. Necessary equipment: tracing paper with a size of 110x60 cm; scotch tape; a set of markers (blue, black, red) for each member of the group; stopwatch; video aids. At the first (preparatory) stage, the sheet of tracing paper is fixed to the surface of the table with a scotch tape. At the second stage, the testeesare given instructions for completing the assignment: the whole group is invited to come up to the table with a tracing paper fixed on it and select a marker of any color.

Instruction: "Attention! After you hear the instruction, begin to perform the task. You will not be allowed to ask questions. Within 30 seconds, draw a picture of the hand and sign it with your name. Here we go!" The experimenter fixes with the figure on the tracing paper the sequence of the task performance by each participant of the group. The procedure is conducted in a group form (in real groups of 5-6 to 13-14 people).

The proposed wording of the instruction does not provide for clarification as to whether one image of the hand or that of each participant is necessary, since the accepted decision how to draw a hand is a diagnostic indicator of destructiveness-constructiveness of attitudes.

DISCUSSIONS

The results are processed in accordance with the selected diagnostic indicators. The procedure for calculating the quantitative indicators of the express-diagnostic methodology for intra-group interaction attitudes is carried out according to the selected diagnostic indicators: leadership attitudes; distancing attitudes;

Table 1: Quantitative indicators of the express-diagnostic methodology for intra-group interaction attitudes

Diagnostic indicator	Indicators		Score	Maxvalue
Leadership attitudes	- Hand size;	Realistic,	0	3
		Bigger than realistic	1	(points)
		Smaller than realistic	0	
	- The ordinal number of the hand image as a sequence of the task performance in the group;	From 1 to 3	1	
		From 4 etc.	0	
	- Hand position;	Centre	1	
		Periphery	0	
Cooperation attitudes	- Involvementindex (II)	The number of contact images ratio of to a total number of participating members of the group (in percent); The number of contact images is calculated as a sum of all crossed and contact hand imagesII=		100%
Rivalry attitudes	- Group rivalry index (GRI)	a number of images in the center ratio to a number of images in the periphery (in percent) II = (number of images in the center)/(number of images on the periphery) * 100%		100%
Demonstrative attitudes	- Demonstrativeness (D)	Image detailing (nails, jewelry, tattoos, etc.)	1	3
		Unrealistic size of the hand image (larger or smaller)	1	(points)
		unrealistic image quality of the hand (tridactility, hexadactility, fist, etc.)	1	
Constructive attitudes	CA	- Offers a method of group solution;	1	3
		- Organizes group interaction.	2	(points)
Distancing attitudes	- Hands position;	Centre	0	3
		Periphery	1	(points)
	- Hand size;	Realistic,	0	
		Larger than realistic	0	
		Smaller than realistic	1	
	- Crossing (contact hands image)	Absent	1	
		Present	0	

cooperation attitudes; rivalry attitudes; constructive attitudes; demonstrative attitudes (Table 1).

For each member of the group, the values of the quantitative indicators are calculated by individual attitudes of intra-group interaction, as well as two group-wide indicators (co-operation and rivalry attitudes). The differentiation of attitudes towards the direction of cooperation-rivalry can be carried out both at the group level and at the individual level. In the context of this methodology, the cooperation-rivalry attitudes at the group level are assessed as a dominant tendency of intra-group interaction. Then a qualitative assessment of the obtained indicators is carried out (Table 2).

The assessment of the results was carried out according to four individual indicators (leadership attitudes; distancing attitudes; constructive attitudes; demonstrative attitudes) and two group indicators (rivalry attitudes, cooperation attitudes). Based on the results of express-diagnostics of interpersonal interaction attitudes, the profile of the individual attitudes systems of the group members is constructed using the parameters of constructiveness-demonstrativeness and leadership-distancing.

Table 2: Quantitative and qualitative indicators of the results interpretation of the express-diagnostics method of intra-group interaction attitudes

Diagnostic indicator	Quantitative indicator	Qualitative characteristics
Leadership attitudes	0 points	Leadership attitudes are absent
	1 point	Leadership intentions
	2 points	Leadership ambition
	3 points	Leadership positions
Cooperation attitudes	0-35%	Low lewel
	36-75%	Average level
	76-100%	High level
Rivalry attitudes	0-35%	Low lewel
	36-75%	Average level
	76-100%	High level
Demonstrative attitudes	0 points	Demonstrative attitudes are absent
	1 point	Low lewel
	2 points	Average level
	3 points	High level
Constructive attitudes	0 points	Constructive attitudes are absent
	1 point	Low lewel
	2 points	Average level
	3 points	High level
Distancing attitudes	0 points	Distancing is absent
	1 point	Low lewel
	2 points	Average level
	3 points	High level

Diagnostic results for each group can be presented in the form of the proportional distribution indices diagrams of the formation level of individual intra-group interaction attitudes (leadership attitudes, distancing attitudes, demonstrative attitudes, constructive attitudes) for the group (Figure 2).

Procedure for Standardization of the Express-Diagnostics Methodology of Intra-Group Interaction Attitudes

Standardization of psychodiagnostic methods is a uniform procedure for conducting and assessing the test performance, which is considered in two aspects: asdefining uniform requirements for the procedure of the experiment; as the definition of a single criterion for evaluating the results of diagnostic tests [1].

Standardization of the procedure for working with the express-diagnostics methodology of intra-group interaction attitudes implies the unification of the instruction (a clearly formulated instruction is given to all testees), the results recording form (Appendix 1), and the survey arrangements (uniformity of the necessary equipment, the same duration of the task performance).

The procedure for the psychometric evaluation of the express-diagnostics methodology of intra-group interaction attitudeswas carried out according to the indicators of convergent validity and reliability.

The express-diagnostics methodology of intra-group interaction attitudes was standardized on the real groups (30 learning groups and 10 production groups). The number of members in each group ranged from 6 to 14 people. The learning groups are represented by mono-ethnic (20 groups) and poly-ethnic (10 groups) members. The age structure of the learning groups members was 19-21 years, the age structure of the participants in the production groups was 20-35 years. All groups are mixed in gender composition. The study of the learning groups was carried out on the bases of the State Educational Institution of Higher Professional Education of the Kursk State Medical University, Kursk Institute of Social Education (the affiliated branch) of the RSSU, the Belgorod State University. The production groups are represented by the real structural subdivisions of the manufacturing enterprises of the city of Kursk.

Assessment of the convergent validity of the express-diagnostics methodology of intra-group interaction attitudes was carried out through evaluation of the interrelations between the indicators of the methodology and the indicators of existing methodology using the correlation analysis procedure (r-criterion of Spearman
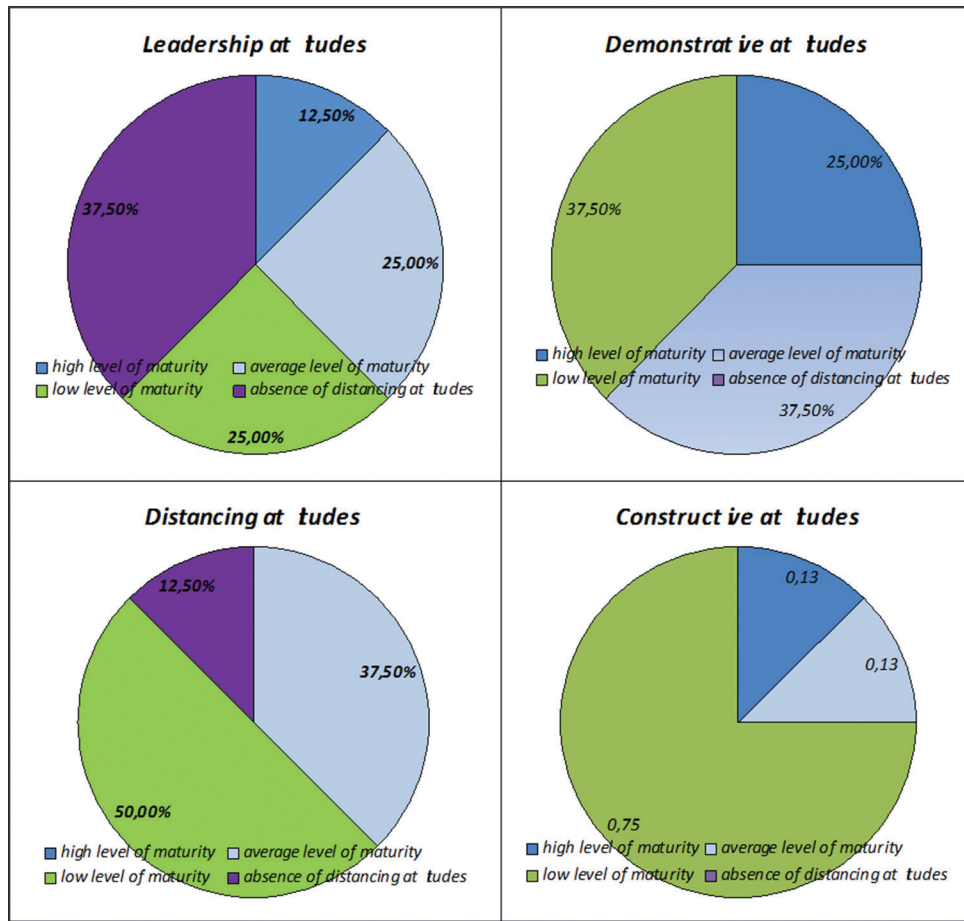
Figure 2: An example of diagrams of the proportional indicators distribution of the formation level of individual intra-group interaction attitudes

Table 3: The ratio of psychodiagnostic indicators of the express-diagnostics methodology of intra-group interaction attitudes and diagnostic indicators of existing methodology

Diagnostic criterion according to the methodology "Hand"		Validating reasons	
Criterion	**Indicator**	**Parameters**	**Methodology**
Leadership attitudes (LA)	LA	-Assessment of sociometric status of the group members (the number of positive choices received);	-Sociometry (J. Moreno);
Cooperation attitudes	Involvement index (II)	-Index of team spirit (calculated by formula, where A+ number of positive inter-relationships in the group, N-number of group members)	-Sociometry (J. Moreno);
		-Organization of the group (the ratio of the reference work time with the "Arch" to the actual time of the task);	-Arch (L.I. Umansky, A.S. Chernyshev, S.V. Sarychev)
		-Scale L "acceptance of others"	-A questionnaire of socio-psychological adaptation (K. Rogers, R. Diamond)
Demonstrative attitudes	Demonstrativeness (D)	-Scale "assertive-leading style of interaction"; -scale "independent-dominant style of interaction".	-T. Leary questionnaire of interpersonal relations diagnostics (adaptation of L.N. Sobchik)
Constructive attitudes	Constructiveness (C)	-Scale "cooperative-conventional style of interaction";	-T. Leary questionnaire of interpersonal relations diagnostics (adaptation of L.N. Sobchik)
Rivalry attitudes	Group rivalry index (GRI)	-Scale D "ambition to dominate";	-A questionnaire of socio-psychological adaptation (K. Rogers, R. Diamond)
Distancing attitudes	Distancing (D)	-Assessment of the number of choices made by each member of the group; by the instruction, the number of choices was not limited	-Sociometry (J. Moreno);

rank correlation, p <0.01) according to the scheme presented in Table 3.

The result of the inter-relationships indicators assessment of the express-diagnostics methodology of intra-group interaction attitudes compared to the indicators of existing methodology of socio-psychological diagnostics in monoethnic learning and production groups, as well as in polyethnic learning groups reveals direct proportional relationships, the range of significance of which varies from 0.56 to 0, 98 (at p<0.01) (Tables 4,5,6).

The obtained results testify to the high level of convergent validity of the express-diagnostics methodology of intra-group interaction attitudes in real groups by the following parameters are: leadership attitudes, distancing attitudes, cooperation attitudes, rivalry attitudes, design installations, destructive attitudes (see Table 4.5.6).

In order to assess the internal consistency of the express-diagnostics methodologyof intra-group interaction attitudes, we carried out the inter-relationships evaluation procedure of diagnostic indices using the correlation analysis method (Spearman, p <0.01). The statistically significant inverse proportional relationships between the following indicators were revealed: the indicator of the group rivalry index and the team spirit index (r = -0.67); the indicator of leadership attitudes and distancing (r = -0.64); the indicator of demonstrativeness and distancing (r = -0.52).

The correlation coefficients obtained in the significance range p = 0.01 and organized according to continual correspondence vary from 0.52 to 0.67, confirming the high level of internal consistency of the methodology diagnostic indicators by inversely proportional property of the relationships.

The procedure of the psychometric reliability verification of the express-diagnostics methodology of intra-group interaction attitudes was carried out using two procedures. In the first procedure, we calculated the Cronbach reliability factor (α), which characterizes stability of the methodology results towards the action of extraneous random factors.In the second procedure we evaluated retest reliability, which characterizes stability of the obtained results over time, using the non parametric Friedman χ^2criterion (p <0.05) to assess the differences significance in the values of two related groups.

In order to assess the internal consistency of the indices describing the intra-group interaction attitudes characterizing the reliability of the methodology, the Cronbach reliability factor (α) was calculated. For the diagnosed parameters (p <0.01) the following values of the reliability factor were obtained: leadership attitudes (demonstrative leader, constructive leader, cooperative leader, rival leader) α = 0,736; cooperation attitudes (involvement index) α = 0.708; rivalry attitudes (index of group rivalry) α = 0,749; demonstrative attitudes (demonstrativeness) α = 0,802; constructive attitudes α = 0,758; distancing attitudes (distancing) α = 0.712. The results obtained indicate a statistical sufficiency of the reliability level, realized in the internal consistency of the quantitative indicators characterizing the system of intra-group interaction attitudes.

Assessment of the retest reliability of the express-diagnostic methodology for intra-group interaction attitudes was carried out using Friedmanχ^2 criterion (p <0.05), which makes it possible to assess the significance of the difference in the indices in two related groups, six months after the initial procedure. The sample size was 20 real groups from the standardization sample. The result of the assessment of the significant differences in the diagnostic parameters of the express-diagnostic methodology for intra-group interaction attitudes obtained during the primary and repeated studies did not reveal statistically significant difference by all parameters. The parameters include: leadership attitudes (demonstrative leader, constructive leader, cooperative leader, rival leader) p = 0.064; co-operation attitudes (involvement index) p = 0.072; the rivalry attitude(group rivalry index) p = 0.058; demonstrative attitudes (demonstrativeness) p = 0.079; constructive attitudes p = 0.064; distancing attitudes (distancing) p = 0.071. The obtained results indicate the stability of intra-group interaction attitudes in real social groups.

CONCLUSION

The psychodiagnostic resource of the express-diagnostics methodology of intra-group interaction attitudes consist of the leadership attitudes; distancing attitudes; cooperation attitudes; rivalry attitudes; constructive attitudes;demonstrative attitudes, organized on a continuum principle. The result of the express-diagnostics methodology of intra-group interaction attitudes is the assessment of the focus on cooperation or rivalry in the group as a whole, as well as the assessment of the system of individual intra-group interaction

Table 4: Values of convergent validity of the express diagnostics methodology of intra-group interaction attitudes (monoethnic learning groups) (Spearman, P<0.01)

Groups	Leadership attitudes and the number of positive choices received	The involvement index and the team sprit index	Index of involvement and organization of the group	Involvement index and acceptance of others	Demonstrativeness and assertive-leading style of interaction	Demonstrativeness and independent-dominant style of interaction	Constructiveness and cooperative-conventional style of interaction	The index of group rivalry and the ambition to dominate	Distancing and the number of negative choices received
1	0.67*	0.50	0.53	0.54	0.47	0.77*	0.77*	0.74*	0.81*
2	0.77*	0.77*	0.68*	0.49	0.84*	0.86*	0.86*	0.80*	0.77*
3	0.35	0.48	0.75*	0.71*	0.67	0.81*	0.81*	0.76*	0.79*
4	0.84*	0.74*	0.59	0.64*	0.81*	0.90*	0.90*	0.86*	0.74*
5	0.86*	0.43	0.67	0.75*	0.76	0.84*	0.84*	0.96*	0.80*
6	0.94*	0.90*	0.79	0.71*	0.81	0.87*	0.87*	0.94*	0.46
7	0.77*	0.87*	0.77*	0.62*	0.86*	0.93*	0.93*	0.55	0.72*
8	0.83*	0.78*	0.88*	0.34	0.87*	0.92*	0.92*	0.93*	0.81*
9	0.95*	0.79*	0.72	0.87*	0.91*	0.94*	0.94*	0.95*	0.92*
10	0.91*	0.39	0.73*	0.72*	0.51	0.84*	0.84*	0.67*	0.86*
11	0.84*	0.78*	0.81*	0.63*	0.67*	0.94*	0.94*	0.92*	0.78*
12	0.66*	0.54	0.56*	0.72*	0.57*	0.90*	0.90*	0.90*	0.63
13	0.88*	0.40	0.52	0.41	0.38	0.84*	0.84*	0.68*	0.81*
14	0.93*	0.55	0.257	0.33	0.54	0.78*	0.78*	0.73*	0.77*
15	0.65*	0.80*	0.83*	0.57*	0.76*	0.91*	0.91*	0.81*	0.84*
16	0.58*	0.38	0.36	0.69*	0.36	0.88*	0.88*	0.75*	0.77*
17	0.98*	0.71*	0.80*	0.71*	0.71*	0.88*	0.88*	0.54	0.62
18	0.78*	0.45	0.61	0.68*	0.16	0.90*	0.71*	0.81*	0.84*
20	0.89*	0.39	0.73*	0.79*	0.51	0.74*	0.77*	0.58	0.73

*–Interrelation significance

Table 5: Values of convergent validity of the express diagnostics methodology of intra-group interaction attitudes (polyethnic learning groups) (Spearman, P<0.01)

Groups	Leadership attitudes and the number of positive choices received	The involvement index and the team sprit index	Index of involvement and organization of the group	Involvement index and acceptance of others	Demonstrativeness and assertive-leading style of interaction	Demonstrativeness and independent-dominant style of interaction	Constructiveness and cooperative-conventional style of interaction	The index of group rivalry and the ambition to dominate	Distancing and the number of negative choices received
1	0.83*	0.76	0.76	0.71*	0.88*	0.82*	0.82*	0.67	0.82*
2	0.75*	0.45	0.61	0.77*	0.16	0.80*	0.80*	0.83*	0.51
3	0.85*	0.20	0.58	0.82*	0.66	0.88*	0.88*	0.80*	0.86*
4	0.92*	0.70	0.75	0.71*	0.58	0.87*	0.87*	0.87*	0.87*
5	0.96*	0.64	0.77*	0.84*	0.77*	0.89*	0.89*	0.83	0.32
6	0.96*	0.90*	0.82*	0.92*	0.64	0.86*	0.89*	0.92*	0.34
7	0.72*	0.75*	0.82*	0.78*	0.85*	0.90*	0.90*	0.92*	0.91*
8	0.85*	0.87*	0.88*	0.84*	0.84*	0.88*	0.87*	0.94*	0.86*
9	0.97*	0.88*	0.76	0.72*	0.89*	0.89*	0.89*	0.89*	0.74*
10	0.97*	0.39	0.73*	0.79*	0.51	0.80*	0.80*	0.66	0.79*

*–Interrelation significance

Table 6: Values of convergent validity of the express-diagnostics methodology of intra-group interaction attitudes (production groups) (Spearman, P<0.01)

Groups	Leadership attitudes and the number of positive choices received	The involvement index and the team sprit index	Index of involvement and organization of the group	Involvement index and acceptance of others	Demonstrativeness and assertive-leading style of interaction	Demonstrativeness and independent-dominant style of interaction	Constructiveness and cooperative-conventional style of interaction	The index of group rivalry and the ambition to dominate	Distancing and the number of negative choices received
1	0.84*	0.74*	0.59	0.71*	0.81*	0.90*	0.90*	0.86*	0.81*
2	0.83*	0.78*	0.88*	0.68*	0.87*	0.92*	0.92*	0.93*	0.74*
3	0.88*	0.42	0.52	0.69*	0.38	0.84*	0.84*	0.68*	0.92*
4	0.90*	0.20	0.58	0.78*	0.66	0.93*	0.72*	0.62	0.86*
5	0.84*	0.81*	0.91*	0.74*	0.58	0.92*	0.92*	0.86*	0.88*
6	0.77*	0.74*	0.58	0.52	0.64	0.82*	0.82*	0.78*	0.75*
7	0.81*	0.84*	0.91*	0.78*	0.86*	0.78*	0.78*	0.81*	0.70*
8	0.76*	0.81*	0.76*	0.81*	0.82*	0.81*	0.81	0.54	0.77*
9	0.81*	0.64	0.52	0.62	0.29	0.78*	0.78	0.29	0.76*
10	0.79*	0.59	0.76*	0.79*	0.51	0.84*	0.84	0.65	0.81*

*–Interrelation significance

attitudes in terms of constructiveness-demonstrativeness, leadership - distancing.

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