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MECHANISMS FOR PROMOTING PERSONAL AND PROFESSIONAL DEVELOPMENT THROUGH AN AXIOLOGICALLY-BASED PEDAGOGICAL APPROACH

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Abstract. This paper explores the significance of an axiologically-informed pedagogical approach in fostering personal and professional growth within the educational context. The axiological approach emphasizes the importance of not only imparting knowledge but also cultivating spiritual, moral, and professional values among learners. It encompasses strategies for promoting personal growth, self-reflection, professional identity development, and social responsibility through a scientific framework.

Keywords: axiological approach, pedagogical values, personal development, professional maturity, self-reflection, social responsibility, educational quality, spirituality, humanism, pedagogical innovation.

In the 21st century, the education system aims to form a person as a professionally responsible and comprehensively developed individual who can think independently. This is based on national and universal values, which are relevant in today's world of globalization, digital transformation, and increased information flow. These changes place a high demand not only on the level of knowledge, but also on the spiritual, moral, and value-based development of individuals. Therefore, spirituality, the system of values, and a sense of personal responsibility form the stable foundations of the education system.

Axiology, as the science of values, examines the spiritual, social, aesthetic, and professional aspects of human activity. It interprets an individual's attitude towards life, work, and society through a lens of values. This axiological approach views education as more than simply acquiring knowledge. It is a process of creating, implementing, and adhering to values.. In this approach, students not only assimilate educational material but also develop their life stance. They develop a deep sense of professional and human responsibility. Implementing an axiological-pedagogical approach to the educational process facilitates the development of students' qualities, such as theoretical knowledge, moral accountability, social engagement, dedication to their profession, and critical thinking, which are essential for successful engagement in practical life.

This approach prioritizes the formation of educational goals not as a pre-determined specialist, but as an individual with intrinsic value. Consequently, humanity, respect, mutual trust, and adherence to values assume precedence in the teacher-student dynamic. Thus, incorporating an axiological perspective into education leads to humanity, respect for diversity, mutual trust, and a commitment to values taking precedence in teacher-student interactions.

The theoretical underpinnings of an axiologically-pedagogical perspective are acknowledged in contemporary educational philosophy. This perspective places the individual at the core of the value framework, emphasizing the significance of fostering spiritual and educational growth in individuals. Every action, choice, and decision made by an individual is

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guided by a specific set of values. Consequently, an axiologically informed approach entails harmonizing education with humanistic values.

From a philosophical standpoint, axiology focuses on understanding human essence through values and assessing their social significance. The axiological approach in pedagogy interprets the individual as not only an object of study but also a subject who shapes and implements their own value system. This approach is grounded in humanism, collaboration, creativity, and spiritual growth within the educational process. Scholars such as V. A. Slastyanin, I. F. Isaev, and B. S. Gershunsky have analyzed this perspective. They believe that education's purpose is not merely to impart knowledge but to help individuals benefit spiritually from it.

In the axiological-pedagogical model, several theoretical principles hold particular significance, including humanism - recognizing the worth of each individual and respecting their uniqueness, as well as adapting the educational process to meet individual needs. Cooperation and mutual respect are essential in building a democratic and value-based relationship between teachers and students. Reflexivity is crucial for self-reflection and improvement. The ability of individuals to analyze and evaluate their actions, develop themselves, and strive for improvement is an essential part of professional ethics, which is the teacher's responsibility.

Innovative thinking involves incorporating modern values and technological advancements into the educational process, promoting student development in a creative setting. This implies organizing education around humanistic and spiritual principles, leading to a transition from "learning facts" to "applying values in life."

Axiological interpretation of personal and professional maturity concepts: Personal and professional development are significant indicators of personality growth in modern education and psychology. These concepts emphasize the significance of personal maturity as a crucial component of successful growth. Personal maturity denotes an individual's capacity to achieve spiritual and moral excellence, self-actualization, and responsible living. Such an individual possesses a unique set of values embodied in qualities such as inner culture, self-discipline, conscience, duty, fairness, and humanism.

Professional maturity, on the other hand, relates to a professional's conscientious approach to their work, commitment to professional principles, creativity, ability to make informed decisions, and ethical awareness.. It depends not only on the professional knowledge and skills of individuals, but also on their level of personal reflection and incorporation of human values into their work. From a value-based perspective, personal and professional growth are inextricably linked. Because personal maturity determines a person's inner motivational basis and valuable orientation, it provides a spiritual foundation for professional activity.

Professional maturity, on the other hand, allows individuals to realize their personal values in practice and transform them into socially beneficial activities. Therefore, from a value-oriented perspective, a person is seen not only as a "professional," but also as an individual who creates values, understands, and applies them in their life.

In this approach, education aims to shape individuals not merely as professionals, but as responsible individuals who rely on values and follow their life path. Consequently, analysis of personal and professional maturation is essential in this process.

Axiological mechanisms for promoting personal and professional development. In the axiologically-oriented pedagogical approach, personal and professional growth is seen as a continuous, reflective, and values-based process. This process is supported by mechanisms that

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help to establish a values framework within the learning environment, encourage reflective thinking, integrate social experiences, and foster digital literacy.

1.Creating a learning environment based on shared values. Integrating spiritual and moral values in educational content enhances students' inner lives, activates the self-actualization process, and promotes personal growth. This type of educational atmosphere is characterized by mutual respect, trust, cooperation, and responsibility. Organizing the educational process around national and universal values fosters patriotism, pride in one's nation, tolerance, responsibility, and civic consciousness among students. As a result, education cultivates individuals not only as knowledgeable individuals, but also as spiritually stable and valuable members of society.

2.The reflexive education model emphasizes the importance of self-reflection and critical thinking. This approach allows individuals to grow by examining their actions, recognizing their mistakes, and making changes. According to Donald Schön's concept of the "reflexive practitioner," teachers and students develop their own strategies for professional growth through continuous reflection on their actions. Through reflection on questions such as "Who am I?" and "Why have I chosen this path?" students gain a deeper understanding of their identity, life purpose, and sense of responsibility. This process reinforces the need for personal development and enhances internal motivation.

3. Interactive and Dialogical Methods. One of the effective tools of the axiological-pedagogical approach is the use of interactive and dialogical techniques. Through the use of role-playing games, case studies, discussions of dilemmas, collective analysis, and debates, students learn to make decisions based on an analysis of ethical situations. These methods develop critical thinking, empathy, moral responsibility, and social sensitivity among students. A dialogical learning environment fosters a culture of open expression, respect for the opinions of others, and the ability to arrive at a mutually acceptable conclusion.

4. Professional Reflection and Portfolio System. Pedagogical Portfolios are a structured document that tracks the personal and professional development of a student and promotes self-reflection and self-improvement. Portfolios reflect the student’s axiological journey: knowledge → experience → values → practice. This approach fosters the development of skills in understanding, assessing, improving, and directing one’s professional activities based on core values. As a result, teachers and students become reflexive and accountable individuals who can monitor their own growth.

5. Digital Axiology. In the context of digital transformation, values are shaped not only through traditional means, but also through exposure to information culture, digital ethics, cyberethics, and media literacy. According to the UNESCO's ICT Competence Framework for Teachers (2023), modern educators should use digital technology not only as a tool, but also as a means to promote moral and social values. This approach fosters teachers' digital literacy and their sense of online responsibility and cultural sensitivity.

6. Cooperation and social projects play a crucial role in the development of axiological values. Projects that are based on the "learning by doing" principle allow students to integrate theoretical knowledge with practical experience, enhancing their understanding of the subject matter. Participation in such projects, which focus on social, environmental, spiritual, or cultural issues, fosters solidarity, civic engagement, moral responsibility, and social awareness among students. These initiatives transform them into active citizens who possess informed minds and a responsible approach towards society.

Motivational Factors in the Development of Personal and Professional Maturity. Motivation serves as the internal driving force for personal and professional growth. When a

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person aligns their actions with a meaningful purpose, their motivation becomes stable and effective, according to an axiological perspective.

The motivational system is guided by several values, including: target values such as self-awareness and a desire to contribute to society; moral values that promote principles of integrity and justice; and creative values that encourage innovation, continuous self-improvement, and directing one's talents towards socially beneficial goals. A. Maslow's theory of self-actualization suggests that personal maturity represents the pinnacle of human development. An axiologically-based pedagogical approach supports this process by nurturing a person's innate potential and aligning it with spiritual values through education.

The axiological significance of research activities in education. The axiological-pedagogical approach underpins this process by promoting the development of individual potential and alignment with spiritual values through education. This approach aims to foster a sense of moral and social responsibility in researchers.

Ernest Boyer, in his work, highlighted the importance of the harmonious integration of teaching, learning, and research as the highest form of education. Through research, individuals develop critical and creative thinking skills, as well as a moral research culture that emphasizes honesty, integrity, and respect for intellectual property.

The research process involves the transformation of knowledge into values that can be applied for the benefit of society. This transformation is facilitated by the development of critical thinking skills, which allow researchers to analyze information, justify evidence, and apply a logical approach in problem-solving. Creative thinking enables the generation of new ideas and innovative solutions, while the moral research culture ensures the integrity and honesty of the research process.

Axiological Competencies for Ensuring Pedagogical Maturity. In the Axiological-Pedagogical Model, a Mature Educator is an Educated, Reflective, Morally Pure, and Innovatively-Minded Individual. The Axiological Competencies Serve Not Only the Function of Teaching but Also that of Instilling Values. To Do This, Educators Must Have the Following Competencies:

1. Moral Competence: To Follow the Principles of Justice, Honesty, Empathy, and Responsibility.
2. Reflexive Competence: To Analyze Their Activities, Evaluate Results, and Learn from Mistakes.
3. Communicative Competence: To Establish Sincere and Culturally Appropriate Dialogue Based on Shared Values.
4. Cultural Competence: To Harmonize National and Universal Values and Promote Tolerance.
5. Digital Axiological Competence: The Ability to Use Technology in an Ethical Manner and Demonstrate Culturally Appropriate Behavior in a Digital Environment.; Axiological competencies provide the foundation for carrying out professional activities in a human, equitable, and socially responsible way.

To conclude, it should be noted that the axiologically-pedagogical approach constitutes the most significant methodological foundation for the formation of an individual within the modern educational system. This approach emphasizes not only imparting knowledge and skills but also fostering personal growth based on spiritual and moral values. From an axiologically informed perspective, personal maturity manifests itself in one's professional activities, while professional maturity reflects through one's adherence to personal values. Therefore, the

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profound integration of spiritual, societal, and professional values within education is a pressing priority in today's context.

It is crucial to cultivate a value-centered learning environment, promote a reflective approach, employ interactive and dialogical methods, and incorporate digital axiology into the educational process. These strategies will contribute to both personal and professional growth.

In general, the axiological-pedagogical approach provides a theoretical and practical framework for humanizing the educational process, aligning professional development with individual values, and fostering the development of a spiritually aware, morally mature, and socially responsible younger generation.

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