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THE DEVELOPMENT OF CONSCIENTIOUSNESS IN POLICE OFFICERS

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SUMMARY

of the Doctoral Thesis in Psychology

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CONCEPTUAL LANDMARKS OF THE RESEARCH

Relevance and importance of the topic. In the contemporary context marked by rapid social changes, increased institutional pressures, and cultural diversity, police activity requires high standards of responsibility, ethics, and emotional self-regulation. The selection, training, and development of personnel within the Romanian Police can no longer be limited to assessing cognitive abilities or technical competencies but must also include fundamental personality dimensions, such as conscientiousness. Conscientiousness, a cardinal trait in the Big Five model [8,9], shows a robust correlation with job performance, ethical conduct, and the prevention of operational errors in professions exposed to risk and stress. Strengthening conscientiousness in the initial and continuing training of police officers meets a real need for professionalization and for increasing public trust in law enforcement, with impact on the quality of public service, social cohesion, and citizens' safety. This thesis addresses, from a theoretical and applied perspective, the development of conscientiousness in police officers, placing the investigation at the intersection of developmental psychology, personality psychology, and professional education [12].

Situation in the research field and the scientific problem. The specialized literature establishes conscientiousness as a trans-situational predictor of performance and adaptive behavior, being connected to both personal values and belief systems (including irrational beliefs) [17, 27, 29]. However, P.T. Costa and R.R. McCrae are the ones who validated the facets of conscientiousness [8, 9].

The meta-analysis conducted by M.R. Barrick and M.K. Mount [2] is considered a landmark in the literature regarding the role of conscientiousness in predicting the job performance of police officers. The personality of police officers has been studied by numerous authors such as J.G. Varela or I. Okhrimenko, but by far the most prolific in this field is J. Black [32, 26, 3].

In Romania and the Republic of Moldova, many researchers have also examined personality in their studies — among them M. Zlate, M. Minulescu, I. Racu, Iu. Racu, M. Pleșca, E. Losîi, and V. Maximciuc [34, 25, 30, 28, 22, 24].

The theoretical framework of the research integrated explanatory theories of personality traits [1, 16, 31] and conceptual delineations of the dimensions of conscientiousness [7, 23], irrational beliefs [4, 13], as well as personal values [18, 21]. At the same time, studies focused specifically on police officers' personalities indicate particularities related to gender, age, and professional corps, yet remain insufficient regarding psychological interventions explicitly targeting the development of conscientiousness. From this scientific gap arises the **thesis's research problem**: how can we positively influence the level of conscientiousness in police

officers, considering personality traits, irrational beliefs, and personal values as determining factors of conscientious behavior?

The directions for addressing the research problem can be individualized through answers to a series of derived questions: What is the level of development of conscientiousness in police officers? What are the psychological traits of this professional category, depending on gender, age, and professional corps? What is the contribution of personality traits, irrational beliefs, and personal values to predicting the level of conscientiousness in police officers? How can we develop and implement an integrative psychological intervention program aimed at enhancing police officers' conscientiousness? These directions for addressing the issue are reflected in the research purpose, hypothesis, and specific research hypotheses.

The purpose of the research is to analyze conscientiousness and its determining factors (personality traits, personal values, irrational beliefs), as well as to develop and implement a psychological intervention program focused on enhancing police officers' conscientiousness.

Objectives of the study: 1. To analyze theoretical approaches and empirical studies on conscientiousness; 2. To determine the level of conscientiousness development and its relations with personality traits, values, and irrational beliefs; 3. To assess differences according to sociodemographic variables (gender, age, professional corps); 4. To identify significant predictors of conscientiousness; 5. To design and implement a formative program aimed at increasing conscientiousness and reducing irrational beliefs; 6. To evaluate the program's effectiveness; 7. To formulate practical recommendations for the selection and training of police personnel.

The research hypothesis states that the level of conscientiousness displayed by police officers is influenced by socio-demographic variables (such as age, gender, and professional corps), by other personality traits, by irrational beliefs, and by personal values, these factors acting as relevant predictors of this trait; furthermore, through a psychological intervention program, conscientiousness can be enhanced and irrational beliefs can be reduced.

The methodology of scientific research. The methodological approach combines theoretical analysis with empirical quasi-experimental research (experimental group/control group), conducted in several stages (test–retest) to capture the effect of the intervention.

The following methods were used in the research: Theoretical methods: bibliographic analysis and scientific documentation on the research variables. Empirical data collection methods: 1) For the evaluation of conscientiousness — the Unfolding Five Factor Model Inventory and the Conscientiousness Scale from the Five-Factor Personality Inventory (FFPI); 2) For the evaluation of personality traits — the FFPI Questionnaire; 3) For the measurement of personal values — the Values Assessment Questionnaire V21; 4) For the evaluation of irrational beliefs — the Attitudes

and Beliefs Scale II (ABS-II); 5) Statistical-mathematical methods for descriptive and inferential processing of data, including quantitative, qualitative, and comparative analysis [6]; 6) The quasi-experiment used to measure the formative effect of the developed psychological intervention on the development of police officers' conscientiousness.

Scientific novelty and originality. The thesis proposes an innovative psychological intervention program, specifically designed for the police context, aiming simultaneously at developing conscientiousness and reducing irrational beliefs. The novelty lies in articulating an integrated theoretical–applied framework (traits–values–beliefs) and in empirically testing the effects of the intervention on police officers' conscientiousness. Through this, the work covers an underexplored area in the field, offering evidence of the malleability of conscientiousness through targeted psychological training.

The results contributing to solving an important scientific problem reside in the holistic approach to police officers' personality, the identification of the determining factors of conscientiousness, their differentiation according to gender, age, and professional corps, and the elaboration of a psychological intervention program focused on conscientiousness development, which fundamentally contributed to increasing police officers' engagement in professional activities.

The theoretical significance of the thesis lies in the following aspects:

1. By reviewing the existing literature and synthesizing previous research, the paper brings to the forefront current and comprehensive knowledge on conscientiousness in police officers in an innovative manner.

2. The research results complement and enrich the fields of developmental psychology and educational psychology by adding new insights and understanding regarding the development and optimization of conscientiousness in police officers. The study provides an integrated theoretical model explaining how conscientiousness and the reduction of irrational beliefs can contribute to improving police performance, while establishing the contribution of personality traits, irrational beliefs, and personal values to predicting the level of conscientiousness.

3. By identifying and examining the relational mechanisms among conscientiousness, personal values, and irrational beliefs in police officers, the paper makes a significant contribution to understanding the factors that influence the development of conscientiousness.

4. The results, explanations, and conclusions presented in the paper are essential for conceptualizing and updating the field dedicated to the personality of the police officer within disciplines such as Developmental Psychology, Psychology of Ages, Educational Psychology,

Sociology, Anthropology, Human Resources Management, and Psychological/Vocational Counseling.

Practical value of the thesis. The results have a direct impact on psychological practice within police structures and can serve as a basis for continuing education guides focused on developing conscientiousness, self-regulation, and cognitive hygiene (restructuring irrational beliefs). The findings can be applied both to improve the selection and training of police staff and to strengthen public trust in law enforcement, a crucial aspect for maintaining social safety and order.

The main scientific results submitted for defense are the following: a) There are personality traits, attitudes, and personal values specific to the professional category of police officers; b) Demographic factors related to gender, age, and professional corps influence police officers' conscientiousness, personality traits, irrational beliefs, and personal values; c) Personality traits, irrational beliefs, and personal values are significant predictors of the level of conscientiousness; d) Through the implementation of an integrative psychological intervention program, police officers' conscientiousness was enhanced and their irrational beliefs were reduced.

Implementation of scientific results. The results were discussed and approved during the meetings of the supervisory committee, as well as at national and international conferences, seminars, and workshops organized in educational institutions. The theoretical and experimental research results were successfully implemented in the professional training and psychological prophylaxis of police officers within the Olt County Police Inspectorate, being presented as an example of good practices and serving as a model for other units within the Ministry of Internal Affairs.

Approval of the research results. The results of the theoretical-experimental research were discussed and approved during the meetings of the Doctoral School of Psychology and the Department of Psychology of the "Ion Creangă" State Pedagogical University in Chișinău, at scientific conferences organized by the "Ion Creangă" State Pedagogical University in Chișinău, the "Bogdan Petriceicu Hașdeu" State University in Cahul, and "Alexandru Ioan Cuza" University in Iași, as well as at symposia organized by the General Inspectorate of the Romanian Police and in scientific journals. The results obtained were integrated into the psychological activities carried out within the Olt County Police Inspectorate and were presented at the Annual Gathering of Psychologists of the Romanian Police.

Publications related to the thesis topic. The results obtained from the conducted study were published in 14 scientific papers: 5 articles in specialized scientific journals from the

Republic of Moldova and Romania, and additional publications in the proceedings of national and international conferences.

Volume and structure of the thesis. The work consists of: abstracts (in Romanian, English, and Russian), a list of abbreviations, an introduction, three chapters, general conclusions and recommendations, a bibliography (including 314 bibliographic sources), 4 appendices, 31 figures, and 27 tables. The main text of the dissertation comprises 153 pages.

Keywords: conscientiousness, personality traits, irrational attitudes and beliefs, personal values, psychological intervention program, police officers, personal and professional development.

THESIS CONTENT

The Introduction presents the relevance and importance of the research topic, a description of the current situation in the research field, the purpose and objectives of the study, the significant scientific problem addressed, the scientific novelty of the obtained results, as well as the theoretical significance and practical value of the work.

Chapter 1 “The Multidimensional Approach to Conscientiousness” presents the conceptual delimitations and major theories regarding personality traits, emphasizing the importance of conscientiousness as a fundamental dimension. The chapter also examines studies that investigate the connection between conscientiousness and other personality dimensions, as well as its impact on individual behavior and performance in various contexts. Additionally, related concepts such as irrational beliefs and personal values—which may influence the way conscientiousness is expressed—are discussed. The personality characteristics of police officers, as described in the specialized literature, are also addressed. Various psychological interventions and educational strategies that may support the development and enhancement of conscientiousness are explored, highlighting their importance in personal development and professional performance. By integrating these perspectives, the chapter provides a complex and comprehensive view of conscientiousness, emphasizing both the theoretical dimensions and the practical applications of this concept. The chapter concludes with a synthesis of the theoretical approaches analyzed.

Conscientiousness is defined as the individual’s stable tendency to be organized, disciplined, responsible, and goal-oriented. Within the Big Five model developed by P.T. Costa and R.R. McCrae [8,9], it is considered one of the most predictive traits for academic and professional performance. From a developmental perspective, the level of conscientiousness increases with

psychological and social maturation, being influenced by biological, experiential, and cultural factors. Educationally, it supports self-regulated learning and character formation [33].

Theoretically, the concept is rooted in the tradition of studying personality traits. R.B. Cattell [5] identified 16 fundamental personality factors, later reduced to three dimensions — extraversion, neuroticism, and psychoticism [14]. The Big Five model, validated cross-culturally [5,6], integrated these perspectives, defining conscientiousness through six facets: competence, order, dutifulness, achievement striving, self-discipline, and deliberation.

Research has consistently demonstrated relationships between conscientiousness and academic performance [29], professional success [2], and prosocial behavior [15, 19]. The trait has a significant genetic component, estimated between 30–60%, but is strongly shaped by life experiences [10, 11]. Conscientious individuals exhibit a strong achievement motivation, planning ability, and self-control, being less prone to maladaptive behaviors.

The chapter also examines the psychological profile of police officers — a profession in which conscientiousness gains major practical relevance [20]. J. Black’s studies [3] show that effective police officers display high levels of conscientiousness, emotional stability, and extraversion.

Finally, the chapter analyzes the possibilities of developing conscientiousness through psychological and educational interventions. Although traits are considered relatively stable, longitudinal research shows that training programs based on self-regulation, planning, and constructive feedback can produce durable increases in conscientiousness.

After analyzing the concept of conscientiousness, we formulated our own **definition**, which serves as the basis for the experimental studies: *Police officers’ conscientiousness represents an innate yet developable personality trait, expressed through the stable tendency to act in an organized, responsible, and persevering manner, in accordance with institutional norms, moral values, and ethical principles of the profession.* It involves cognitive and emotional self-regulation, task ownership, rule observance, and orientation toward professional goals, even in difficult or ambiguous contexts.

We give priority to this definition because it reflects: 1. the perspective of developmental psychology, according to which personality traits, although relatively stable, can be shaped within specific formative contexts; 2. the educational approach to the police profession, which involves the continuous development of psycho-moral and socio-professional competences; 3. the applied dimension of the research, since defining conscientiousness as a “developable” trait justifies the necessity and effectiveness of structured psychological interventions within the institutional framework; 4. the correlation with the professional reality of the police officer, in which self-

regulation, perseverance, and responsibility become defining criteria for performance, adaptation, and ethics.

Chapter 2 “Experimental Study on Conscientiousness in Police Officers” presents the scientific approach to investigating the level of conscientiousness among police officers and its determining factors, as important dimensions in predicting professional performance.

Purpose of the experimental research: To investigate conscientiousness in police officers and its determining factors (personality traits, personal values, and irrational beliefs), in order to design a psychological intervention program focused on developing police officers’ conscientiousness.

Objectives of the research: a) To develop an integrative model of experimental research including the evaluation of the main factors influencing the development of conscientiousness in police officers; b) To evaluate officers’ personality, analyze irrational beliefs, study the attitudinal-value side of personality, and capture the specific traits of this professional category according to gender, age, and professional corps; c) To determine the level of conscientiousness development and identify the relationship between conscientiousness, personality traits, personal values, and irrational beliefs; d) To construct a predictive model of conscientiousness by establishing the contribution of personality traits, irrational beliefs, and personal values to predicting police officers’ conscientious behavior.

Based on the stated purpose and objectives, the **general hypothesis** for the experimental study is formulated as follows: It is assumed that the level of conscientiousness manifested by police officers is influenced by sociodemographic variables (such as age, gender, and professional corps), by other personality traits, by irrational beliefs, and by personal values — these factors acting as relevant predictors of this trait.

Operational hypotheses:

1. It is expected that scores for conscientiousness, personality traits, irrational beliefs, and personal values will differ according to gender, age, and professional corps.
2. There will be a significant relationship between conscientiousness and other personality traits: extraversion, agreeableness, emotional stability, and autonomy.
3. The level of conscientiousness in police officers will be negatively associated with irrational beliefs, both overall and across their dimensions (low frustration tolerance, catastrophizing, self-depreciation, and the “must” imperative).
4. Conscientiousness will be positively associated with personal values such as rule compliance, autonomy, professional recognition, social relationships, challenge, and security.

5. Personality traits, irrational beliefs, and personal values — as motivational and cognitive factors — will significantly contribute to predicting police officers' level of conscientiousness.

The research variables — 17 in total — were operationalized through validated methods, aiming to evaluate the relationship between conscientiousness, personality traits, irrational beliefs, and personal values. *The independent variable* — conscientiousness as a personality trait — was measured using the Conscientiousness Scale from the Five-Factor Personality Inventory (FFPI) and the UFFM-I Conscientiousness Scale. *The dependent variables* were: 1) Personality traits — extraversion, agreeableness, emotional stability, and autonomy — measured with the Five-Factor Personality Inventory; 2) Attitudes and irrational beliefs — global irrationality score, “must” thinking, low frustration tolerance, catastrophic thinking, and self-depreciation — measured with the Attitudes and Belief Scale II (ABS II); 3) Personal values — authority, autonomy, professional recognition, social relationships, rule compliance, challenge, and security — measured with the V21 Values Assessment Questionnaire.

The experimental research followed **four stages**: 1. Conceptual delimitation of the analyzed dimensions, determination of research instruments, and selection of the experimental sample. 2. Application of psychological instruments and data collection from the established sample. 3. Statistical analysis, interpretation, and synthesis of the results obtained. 4. Confirmation of research hypotheses, formulation of conclusions, and recommendations for developing conscientiousness in police officers.

The sample consisted of 500 operational police officers from the Olt County Police Inspectorate, aged between 21 and 57 years, mean = 36.86 (see Table 1).

Table 1. Characteristics of the research sample

Gender	Age	Professional corps
71 women (14,2%)	21-35 years (44%)	461 agents (92,2%)
429 men (85,8%)	36-45 years (36,4%)	39 officers (7,8%)
	46-57 years (19,6%)	

Research results: To test the **Hypothesis 1**, that conscientiousness, personality traits, irrational beliefs, and personal values differ by gender, age, and professional corps, analyses were conducted on demographic subgroups. Comparatively, women scored significantly higher in conscientiousness on UFFM-I ($U = 11.253$, $p = 0.014$) and the FFPI conscientiousness scale ($U = 14.702$, $p = 0.020$) see Figure1.

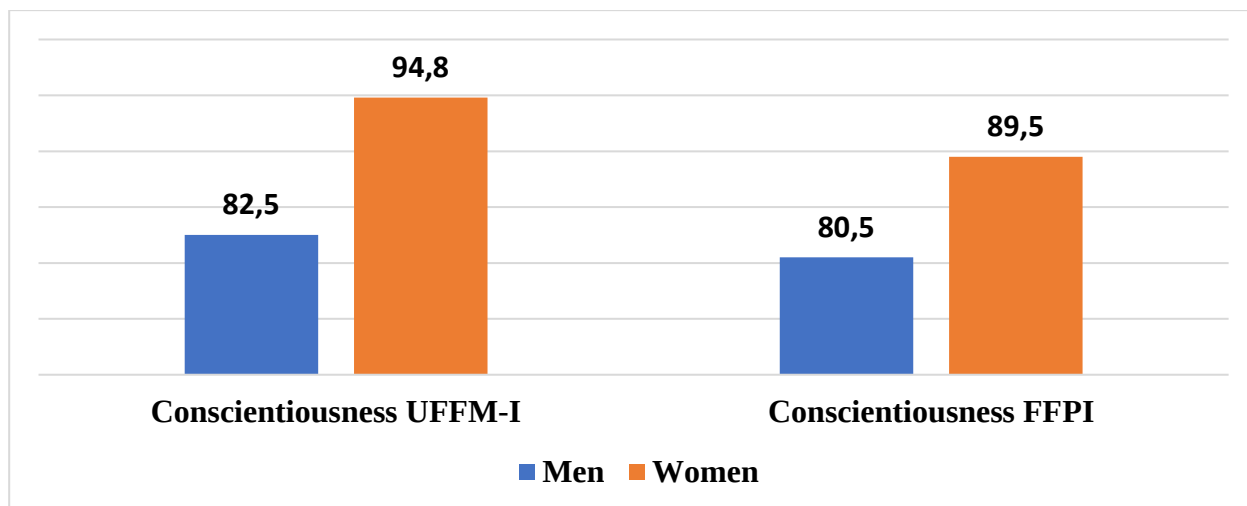


Figure 1. Mean scores for the Conscientiousness dimension – significant differences by gender

Agreeableness was also higher among women ($U = 12.513$, $p = 0.016$) – see Figure 2. This difference may be related to the tendency of women to display more prosocial, empathetic, and cooperative behaviors, which may reflect a stronger relational adaptation within the professional context. The other dimensions did not show significant differences ($p > 0.05$), suggesting a relative homogeneity between genders in terms of the general personality functioning traits.

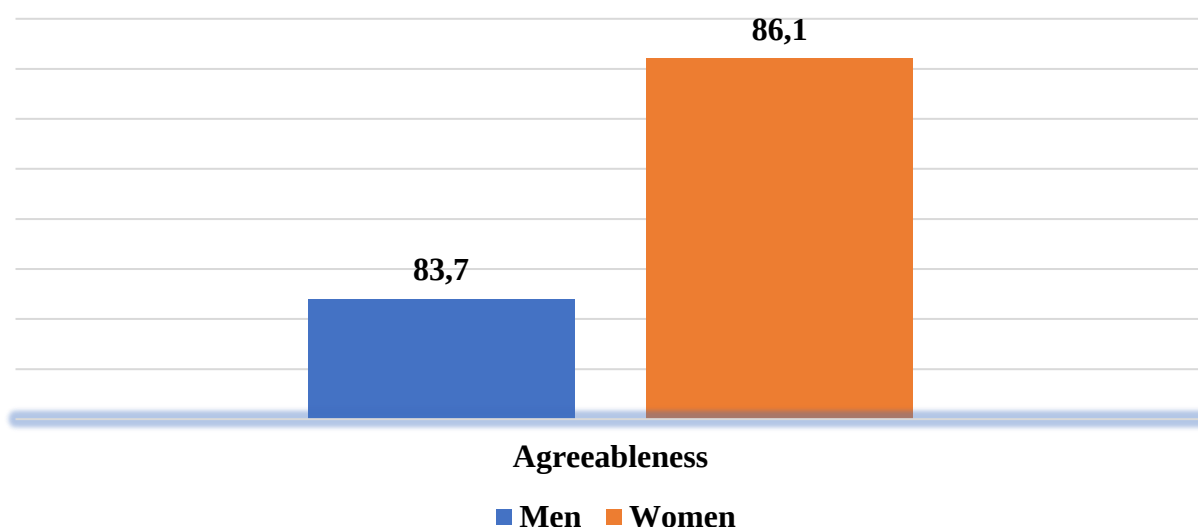


Figure 2. Mean scores for the Agreeableness dimension – significant differences by gender

Men scored significantly higher on the global irrationality score (ABS-II) ($U = 10.630$, $p < 0.001$) and on all evaluated ABS-II subscales – Figure 3. This statistically significant difference reflects a general tendency whereby men, on average, exhibit a higher level of irrational thinking.

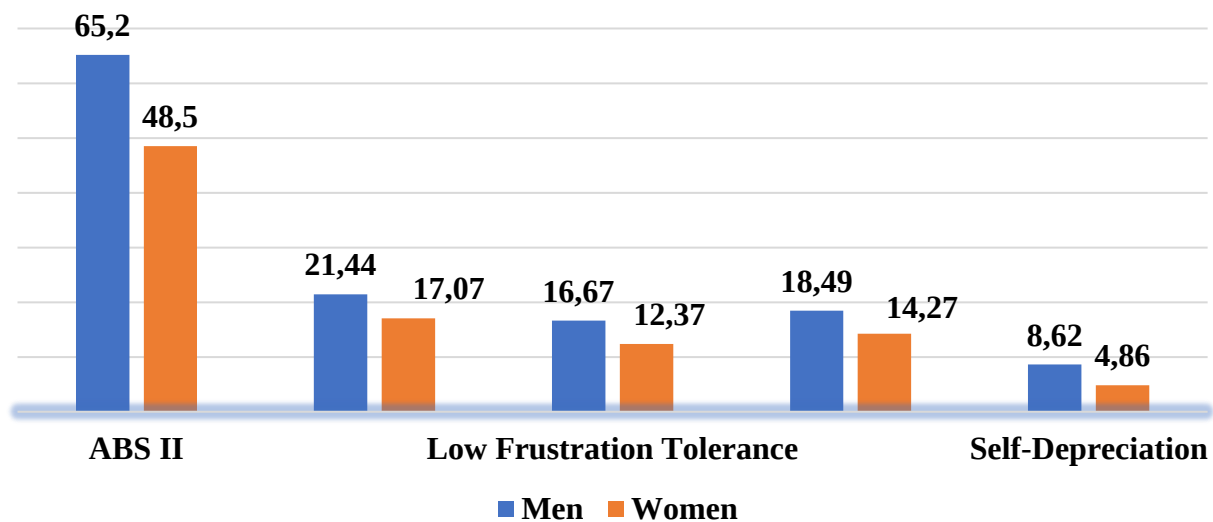


Figure 3. Mean scores for the Irrationality scales – significant differences by gender

Regarding personal values, men placed greater importance on authority ($U = 8.721$, $p < 0.001$) and professional recognition ($U = 13.009$, $p = 0.047$), while women valued security more ($U = 11.455$, $p = 0.001$) – Figure 4. For autonomy, social relations, rule compliance, and challenge, no significant gender differences were found.

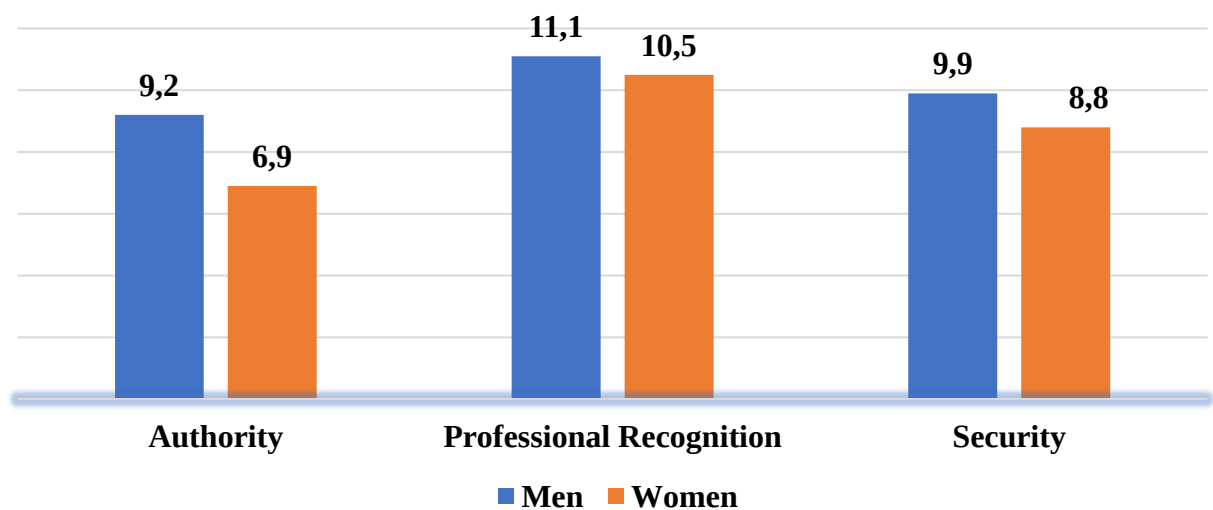


Figure 4. Mean scores for the Personal Values scales – significant differences by gender

The Kruskal–Wallis H test did not reveal statistically significant differences by age on the Conscientiousness scale. However, data analysis indicated the presence of statistically significant differences among the three age groups regarding the scores obtained on the Extraversion and Emotional Stability dimensions.

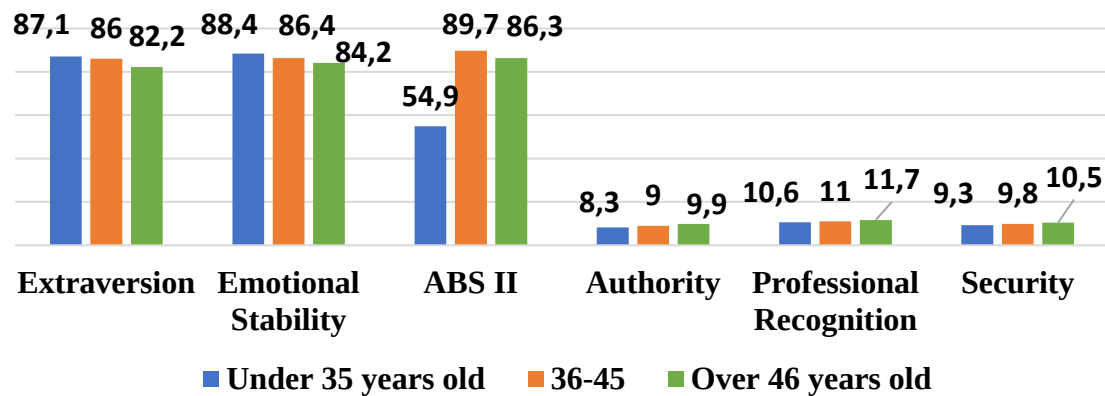


Figure 5. Mean scores for the dimensions that showed significant differences by age

Extraversion decreased with age ($H(2) = 21.576$, $p < 0.001$), while emotional stability was higher among younger officers and lower among those over 46 ($H(2) = 25.872$, $p < 0.001$). All ABS-II subscales showed significant age differences, revealing increased irrationality with age. Values such as authority, professional recognition, and security increased with age, showing significant differences – Figure 5. Table 3 presents the significant differences for the analyzed dimensions by age: means, standard deviations, and Kruskal–Wallis test results.

Comparing agents and officers revealed no significant differences in most psychological dimensions, except for authority, which was higher among officers ($p < 0.001$). Although officers recorded higher mean scores on the personality dimensions of Agreeableness, Conscientiousness, and Autonomy, the differences were not statistically significant ($p > 0.05$). It can be assumed that these traits are relatively stable across professional categories, likely as a result of similar selection processes and a shared institutional culture.

No significant differences were identified between agents and officers regarding global irrationality scores or the associated subscales (Demandingness, Catastrophic Thinking, Low Frustration Tolerance, Self-Depreciation). This result suggests that the level of cognitive distortions is comparable between the two groups, likely reflecting similar exposure to professional stress.

The only statistically significant difference was observed for the value Authority ($U = 5605$, $p < 0.001$). Officers assigned significantly greater importance to this value compared to agents. This finding is consistent with the functional characteristics of officers, who generally hold leadership positions and bear broader decision-making responsibilities. The increased importance attributed to authority reflects a stronger orientation toward hierarchy, organizational control, and the reinforcement of professional status.

The data support the hypothesis that scores for conscientiousness, personality traits, irrational beliefs, and personal values differ according to the analyzed socio-demographic

variables; however, the magnitude of these effects varies. Age has a substantial and cross-cutting impact across all dimensions, gender has a selective influence, and the differences between agents and officers are limited to the value of Authority.

The results confirm the initial hypothesis, but the magnitude of the effects differs depending on the socio-demographic variable: a) Age has the strongest and most pervasive impact across all analyzed psychological dimensions; b) Gender selectively influences certain dimensions (conscientiousness, agreeableness, irrationality, personal values); c) Professional category produces differences only with regard to the value of Authority.

The second hypothesis, that conscientiousness correlates positively with extraversion, agreeableness, emotional stability, and autonomy was confirmed. Conscientiousness correlates positively and statistically significantly with extraversion ($\rho = 0.400$; $p < 0.001$), agreeableness ($\rho = 0.560$; $p < 0.001$), emotional stability ($\rho = 0.484$; $p < 0.001$), and autonomy ($\rho = 0.463$; $p < 0.001$). These associations indicate an adaptive profile in which conscientiousness co-occurs with sociability, cooperativeness, emotional balance, and autonomy.

The Spearman coefficients (ρ) highlight positive relationships with intensities ranging from moderate to moderately strong, all statistically significant ($p < 0.001$).

Figure 6 illustrates the strength of the Spearman correlations between Conscientiousness and the other personality traits: Extraversion, Agreeableness, Emotional Stability, and Autonomy. The Spearman's rho (ρ) coefficients indicate positive relationships of moderate to moderately strong intensity, all statistically significant ($p < 0.001$).

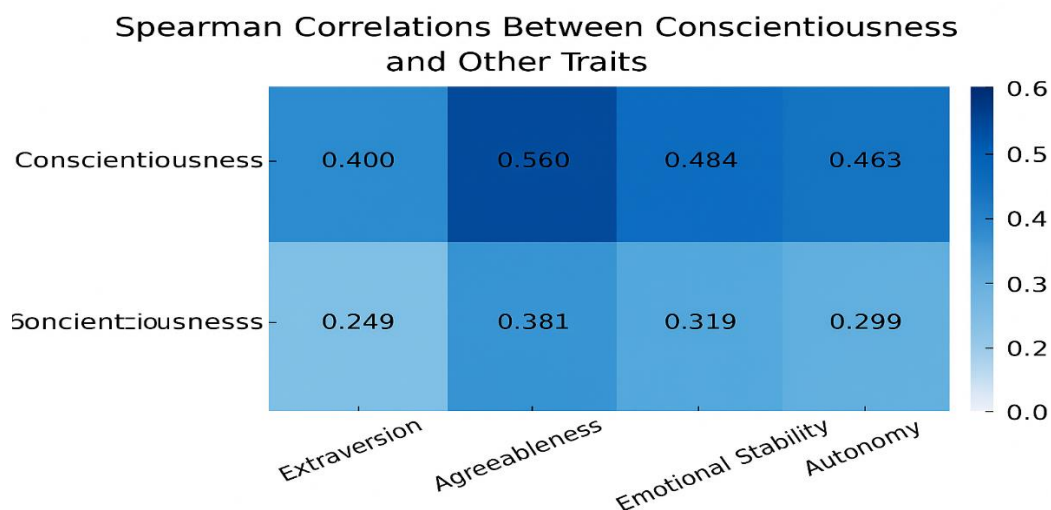


Figure 6. Strength of Spearman correlations between Conscientiousness and Personality Traits

The hypothesis stating that “there is a significant relationship between the level of conscientiousness and the other personality traits (extraversion, agreeableness, emotional stability,

and autonomy)” was confirmed by the results obtained through the application of Spearman’s correlation coefficient. In other words, as the level of conscientiousness increases, the levels of extraversion, agreeableness, emotional stability, and autonomy also increase.

This finding is relevant to the professional profile of police officers, as it suggests that employees who display conscientious behavior — that is, who are organized, responsible, and goal-oriented — also exhibit other functional characteristics essential to police work: they are more sociable, more empathetic, more emotionally balanced, and more capable of making autonomous decisions.

Hypothesis 3, regarding the negative association between conscientiousness and irrational beliefs, was partially confirmed. The identified correlations showed small to moderate intensity: low frustration tolerance ($\rho = -0.126$; $p = 0.005$), catastrophic thinking ($\rho = -0.140$; $p = 0.002$), self-downing ($\rho = -0.273$; $p < 0.001$), and the overall ABS-II score ($\rho = -0.150$; $p = 0.001$). The only dimension that did not show a significant relationship with conscientiousness was Demandingness ($p = 0.181$). These results suggest a protective effect of conscientiousness against irrational cognitions, particularly with respect to catastrophic thinking and self-downing. In the context of the policing profession, characterized by high levels of stress and decision-making pressure, this association has significant practical relevance. Individuals with a high level of conscientiousness are less vulnerable to irrational cognitions and possess greater emotional and cognitive self-regulation capacity—factors that directly contribute to maintaining professional effectiveness and optimal adaptation in demanding situations.

Figure 7 presents the graphical representation of the correlations between Conscientiousness and the dimensions of irrationality. The blue bars indicate statistically significant correlations ($p < 0.001$), while the red bar (Demandingness) indicates the absence of a correlation.

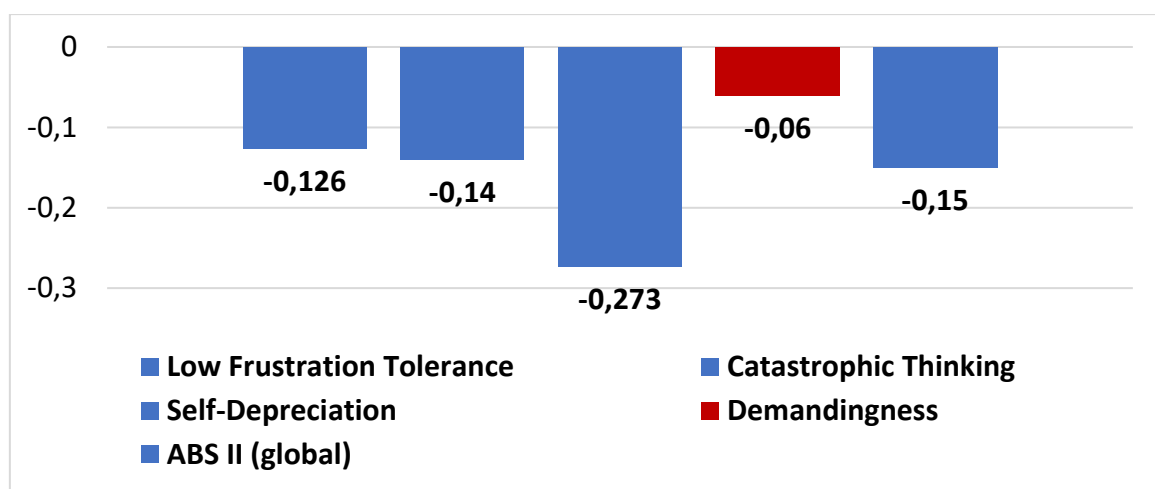


Figure 7. Correlations between Conscientiousness and the Dimensions of Irrational Beliefs

Hypothesis 4, regarding the positive association between conscientiousness and personal values, was largely confirmed. Spearman correlations showed statistically significant positive associations between conscientiousness and: autonomy ($\rho = 0.258$; $p < 0.001$), professional recognition ($\rho \approx 0.295$; $p < 0.001$), social relationships ($\rho \approx 0.457$; $p < 0.001$), rule compliance ($\rho \approx 0.622$; $p < 0.001$), challenge ($\rho \approx 0.275$; $p < 0.001$), and security ($\rho \approx 0.256$; $p < 0.001$). The correlation with authority was weak ($\rho = 0.113$; $p = 0.012$) and did not reach a relevant level of significance in the final model. This weak association suggests that conscientiousness does not have a consistent or predictive connection with adopting authority as a personal value. Conscientious individuals tend to be oriented toward rule compliance, self-discipline, and fulfilling responsibilities, which does not necessarily imply a concern for holding authority or influencing others.

In Figure 8, we graphically represent the correlations between Conscientiousness and the analyzed Personal Values.

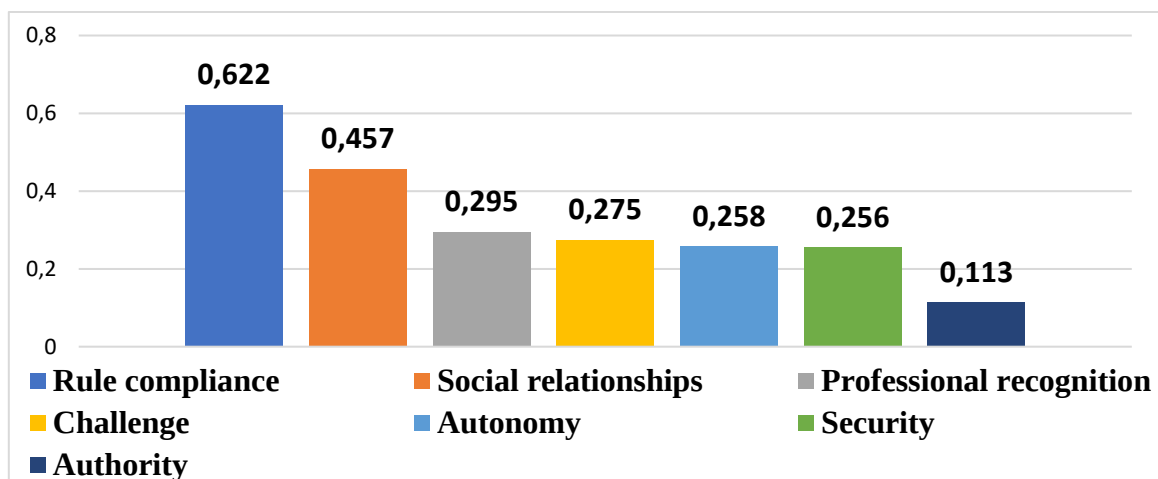


Figure 8. Correlations between Conscientiousness and Personal Values

These results indicate that individuals with a high level of conscientiousness tend to value rule compliance and social relationships, as well as aspects related to autonomy, challenge, and security, shaping a balanced value profile oriented toward order, stability, and performance. In the professional context of police officers, these correlations highlight the importance of conscientiousness as a predictive trait for ethical, disciplined, and intrinsically motivated behaviors. Thus, even though the magnitude of the coefficients varies, the hypothesis is significantly validated, confirming that police officers with a high level of conscientiousness are more likely to adopt values such as rule compliance, professional recognition, autonomy, challenge, social relationships, and security—an aspect with important implications for the selection, training, and motivation of personnel within public order institutions.

To evaluate **the five hypothesis** that personality traits, irrational beliefs, and personal values significantly contribute to predicting conscientiousness multiple linear regression in three blocks was used.

The multiple regression analysis revealed a set of significant predictors originating from personality traits, irrational beliefs, and personal values. Among the personality traits, agreeableness ($\beta = 0.307$; $p < 0.001$), emotional stability ($\beta = 0.224$; $p < 0.001$), and autonomy ($\beta = 0.113$; $p = 0.004$) contributed positively and significantly to the final model, indicating a balanced and cooperative profile. Regarding the cognitive dimensions, the global irrationality score ($\beta = -0.121$; $p = 0.004$), self-downing ($\beta = -0.105$; $p = 0.015$), and low frustration tolerance ($\beta = -0.091$; $p = 0.039$) proved to be significant negative predictors, showing that higher levels of irrational thinking are associated with decreased psychological adjustment. In the domain of personal values, rule compliance ($\beta = 0.406$; $p < 0.001$) and security ($\beta = 0.112$; $p = 0.005$) had a significant positive influence, whereas challenge ($\beta = -0.089$; $p = 0.021$) was negatively correlated with the criterion variable.

The model that includes only personality traits explains approximately 37.9% of the variance in conscientiousness, $R^2 = 0.379$, with a significant F value, $p < 0.001$, the significant predictors being agreeableness, emotional stability, and autonomy. Adding the irrationality dimensions increased R^2 by 0.032, with significant negative predictors being the ABS-II global score, self-downing, and low frustration tolerance. The inclusion of personal values produced the largest increase in explanatory power, $\Delta R^2 = 0.158$, total $R^2 = 0.569$, with the essential predictors being rule compliance, security, and, negatively, challenge. The complete model explained approximately 57% of the variance in conscientiousness, which represents a remarkable explanatory power in psychology, thus justifying the integrative approach of personality, cognitive, and axiological factors in explaining this trait.

In conclusion, Hypothesis 5 was fully confirmed. Using hierarchical regression, it was demonstrated that personality traits account for a considerable proportion of the variance in conscientiousness ($R^2 = 0.379$); irrational beliefs provide a significant additional contribution ($\Delta R^2 = 0.032$), with global irrationality, self-depreciation, and low frustration tolerance emerging as significant negative predictors; personal values offer the greatest additional contribution ($\Delta R^2 = 0.158$), particularly rule compliance and security. Figure 9 presents a graph illustrating the evolution of the R^2 coefficient within the hierarchical regression, according to the blocks introduced. It can be observed that each new set of predictors contributes to a significant increase in the model's explanatory power.

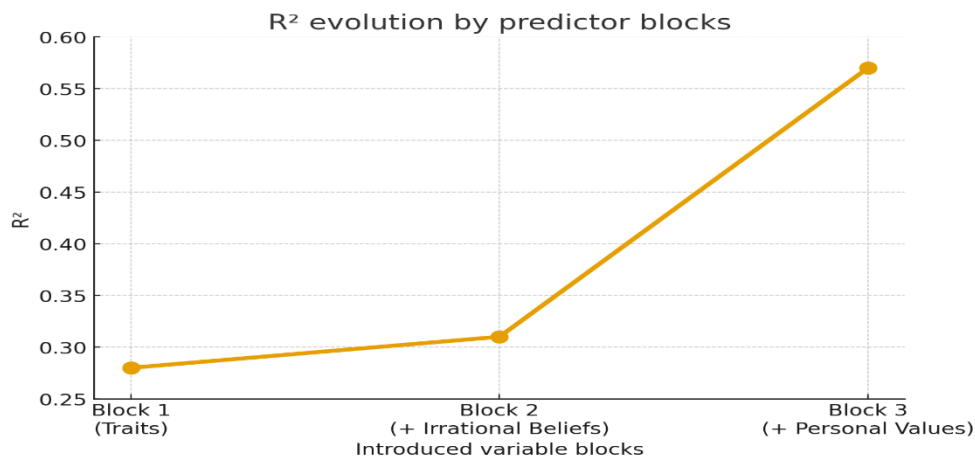


Figure 9. Evolution of the Determination Coefficient (R^2) in Hierarchical Regression

The research purpose of identifying the factors influencing police officers' conscientiousness was achieved, providing a coherent psychological profile of the conscientious officer. Gender and age selectively influenced some psychological dimensions — women showing higher conscientiousness and agreeableness, and age being associated with transversal changes in traits and irrational cognitions. Agreeableness and emotional stability were important positive predictors of conscientiousness. Irrational beliefs — especially self-depreciation and low frustration tolerance — correlated negatively with conscientiousness. Personal values, particularly rule compliance, social relationships, and security, played a major role in shaping conscientiousness. The integrated regression model demonstrated that personality traits explained a substantial part of the variance, and the inclusion of cognitive and value-related factors significantly improved predictability, providing a solid foundation for psychological intervention programs focused on developing conscientiousness in police contexts.

Therefore, the integrated analysis shows that the results obtained for Hypotheses 3 and 4 are not merely bivariate relationships but remain consistent within a complex multivariate model (Hypothesis 5), which enhances both the internal and external validity of the conclusions. Police officers' conscientiousness cannot be understood solely through a single category of factors; rather, it emerges from the interaction between stable personality traits, rational/irrational cognitions, and the system of personal values. This convergence confirms the robustness of the findings and provides a solid foundation for practical recommendations in the training and professional development of police officers.

Chapter 3 "The development of conscientiousness and the reduction of irrational beliefs in police officers" presents the methodology of the formative experiment. Based on the factors identified in the observational experiment, an intervention was designed to directly and indirectly influence police officers' conscientiousness. **Purpose of the formative experiment:**

The development of conscientiousness as a personality trait — that is, its enhancement through integrative psychological interventions — and the reduction of irrational beliefs among police officers as a result of participation in the psychological intervention program. **General hypothesis:** Following the implementation of a psychological intervention program focused on restructuring irrational beliefs and personal development, a significant increase in conscientiousness will be recorded among the participating police officers. **Specific hypothesis:** An increase in conscientiousness and a reduction in irrational beliefs will be observed in the experimental group compared to the control group.

General objectives: 1. To elaborate an intervention program to improve conscientiousness and reduce irrational beliefs; 2. To apply the program to the experimental group; 3. To evaluate its effectiveness in the control experiment; 4. To formulate conclusions and recommendations for specialists. **Specific objectives:** To promote personal development through self-awareness and awareness of one's own level of conscientiousness; to understand the importance of attitude toward work and to increase professional engagement; to learn time management techniques; to enhance empathy and reduce communication barriers; to develop emotional understanding, expression, and self-control; to strengthen confidence and personal autonomy; to reduce the effects of irrationality; and to become aware of and cultivate adaptive personal values.

Independent variable: the psychological intervention program in which police officers participate, aimed at developing conscientiousness and reducing irrationality. **Dependent variables:** conscientiousness as a personality trait and irrational beliefs.

Diagnostic instruments used. Since the first part of our research revealed a higher sensitivity of the Unfolding Five Factor Model Inventory (UFFM-I) in capturing the trait at higher levels—due to its specialized nature and detailed structuring across the facets of conscientiousness—we opted to use this questionnaire: **Unfolding Five Factor Model Inventory (UFFM-I) – Conscientiousness Scale:** assesses the six facets of Conscientiousness: Competence, Order, Dutifulness, Achievement Striving, Self-Discipline, and Deliberation. **Attitudes and Beliefs Scale II (ABS-II):** This scale evaluates irrational and rational beliefs as described in Albert Ellis's theory.

Sample: The program was implemented with 24 young police officers aged 23–30 years ($M = 26.25$; $SD = 2.72$), divided equally into two groups. The experimental group received group psychological training and counseling for their commanding officers, while the control group received no intervention.

The intervention, conducted exclusively in the experimental group, consisted of 18 group sessions, three per month, over six months (January–June 2024), each lasting approximately two

hours. The program was developed based on the concepts presented in the theoretical chapter and the findings from Chapter 2. The strategy included three main dimensions: Reducing irrational beliefs through the identification of cognitive errors, evidence checking, and cognitive restructuring; Developing personal values by strengthening adaptive values, activating intrinsic motivation, and linking change to personal values; Enhancing conscientiousness through targeted work on its specific facets. Additionally, psychological counseling for commanding officers aimed to foster attitude change and optimize their relationships with subordinates (see Figure 10.)

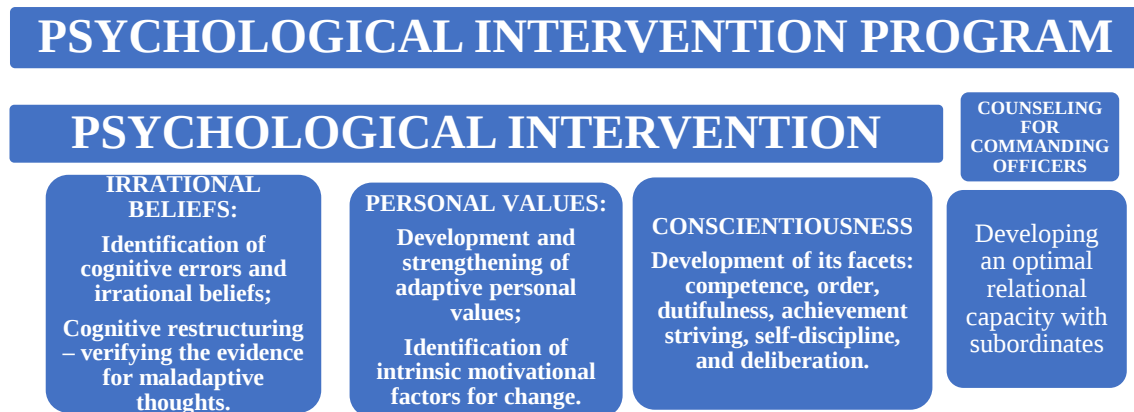


Figure 10. Structure of the Psychological Intervention Program

Results of the formative experiment: Effectiveness was evaluated by test–retest comparisons within the experimental group, test–retest within the control group, and between-group comparison at retest. Instruments used: UFFM-I (Conscientiousness) and ABS-II (Irrational Beliefs). Analyses were performed in SPSS 16 using nonparametric tests: Wilcoxon for within-group pre-post comparisons and Mann–Whitney U for between-group comparisons at retest.

a) In the experimental group, increases in mean scores were recorded on all UFFM-I facets between test and retest.

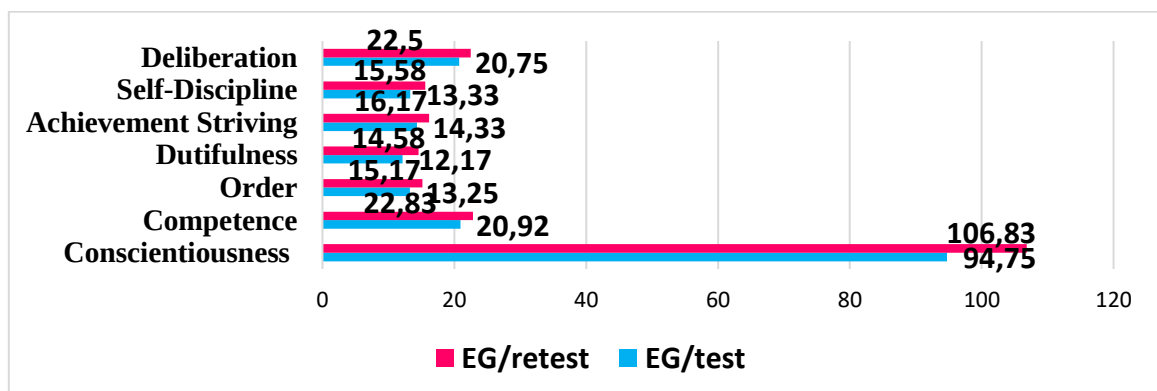


Figure 11. Experimental Group Test–Retest (Mean Scores) – Facets of Conscientiousness

According to the results illustrated in Figure 11, differences can be observed between the mean scores obtained by the participants in the experimental group during the test–retest phase.

Analyzing these results, we can conclude that the activities carried out throughout the psychological intervention program produced a significant positive change in the scores corresponding to certain personality dimensions.

The Wilcoxon test showed significant differences between the test and retest for all facets of conscientiousness. The mean scores increased significantly in the experimental group, indicating an improvement in overall conscientiousness and its subdimensions. Thus: Order increased from 13.25 to 15.17 ($z = -3.134$, $p = 0.002$); Achievement Striving from 14.33 to 16.17 ($z = -3.115$, $p = 0.002$); Self-discipline from 13.33 to 15.58 ($z = -3.213$, $p = 0.001$); Sense of Duty from 12.17 to 14.58 ($z = -3.165$, $p = 0.002$); Competence from 20.92 to 22.83 ($z = -3.123$, $p = 0.001$); Cautiousness from 20.75 to 22.50 ($z = -3.140$, $p = 0.002$).

In conclusion, the increase in Conscientiousness scores obtained by the participants in the experimental group during the retest stage suggests that the intervention had a positive transformative effect. Personality development appears to be possible even within a relatively short period, provided that participants benefit from a structured learning environment and continuous practice.

On ABS-II, scores decreased significantly between test and retest, with significant Wilcoxon values ($p \leq 0.005$). The conclusion is that the intervention produced robust increases in conscientiousness and marked reductions in irrationality.

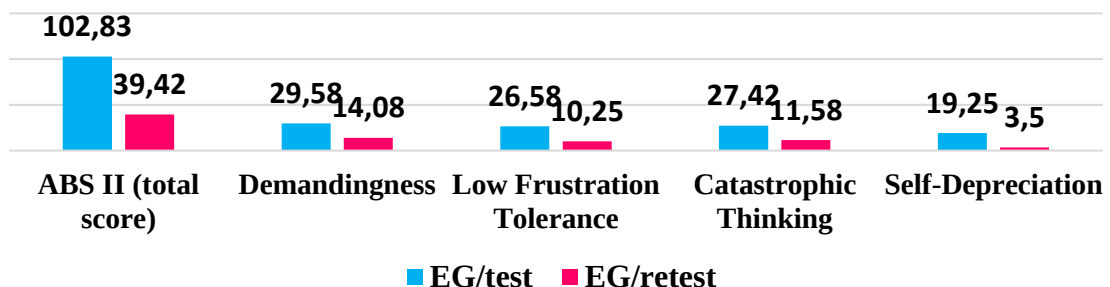


Figure 12. Experimental Group Test–Retest – Irrational Attitudes and Beliefs

According to the results illustrated in Figure 12, differences can be observed between the mean scores obtained by the participants in the experimental group during the test–retest phase on the Attitudes and Irrational Beliefs Scale. Analyzing these results, we can conclude that the activities carried out throughout the psychological intervention program had a positive effect on the participants' attitudes and irrational beliefs, leading to a decrease in scores across all evaluated dimensions.

The Wilcoxon test revealed statistically significant differences between the test and retest scores in the experimental group for all dimensions of the irrational attitudes and beliefs scale. The mean scores showed considerable decreases from test to retest, indicating a reduction in the level

of irrational beliefs following the psychological intervention. The total ABS-II score decreased from a mean of 102.83 at the test to 39.42 at the retest ($z = 3.062$, $p = 0.002$). The score for Demandingness decreased from 29.58 to 14.08 ($z = 2.825$, $p = 0.005$), for Low Frustration Tolerance from 26.58 to 10.25 ($z = 3.061$, $p = 0.002$), for Catastrophic Thinking from 27.42 to 11.58 ($z = 2.936$, $p = 0.003$), and for Self-downing from 19.25 to 3.50 ($z = 2.936$, $p = 0.003$). These results support the effectiveness of the intervention program in reducing irrational attitudes and beliefs among participants in the experimental group.

b) In the control group, UFFM-I scores remained stable between test and retest (total score $93.33 \rightarrow 93.67$), with no significant differences on any facet ($p > 0.05$). According to the results illustrated in Figure 13, no significant differences were observed between the mean scores obtained by the participants in the control group during the retest phase, either for the total Conscientiousness score or for any of its six component facets.

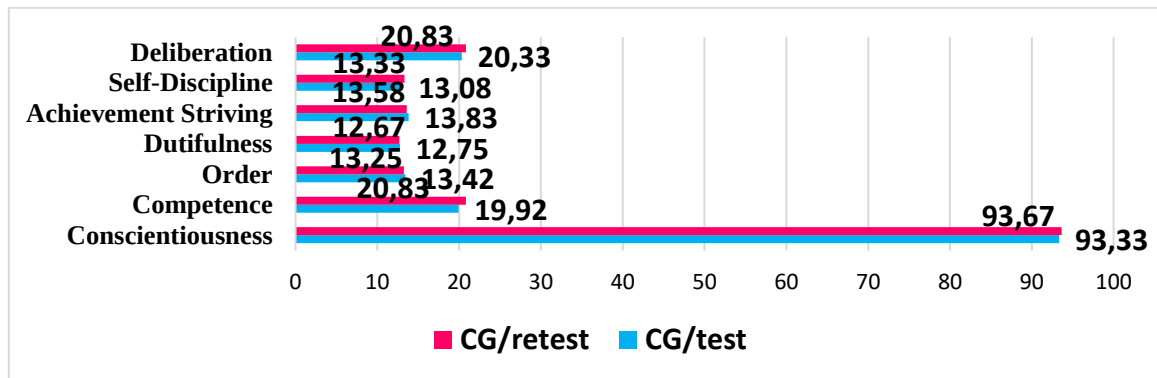


Figure 13. Control Group Test–Retest – Facets of Conscientiousness

In the control group, the total score on the Conscientiousness Scale remained nearly unchanged, with a mean of 93.33 at the test and 93.67 at the retest ($z = -0.517$, $p = 0.605$). The component facets also showed minimal variations: Order: 13.42 at the test and 13.25 at the retest ($z = -0.525$, $p = 0.599$); Achievement Striving: 13.83 at the test and 13.58 at the retest ($z = -0.577$, $p = 0.564$); Self-discipline: 13.08 at the test and 13.33 at the retest ($z = -0.359$, $p = 0.720$); Sense of Duty: 12.75 at the test and 12.67 at the retest ($z = -0.135$, $p = 0.892$); Competence: 19.92 at the test and 20.08 at the retest ($z = -0.361$, $p = 0.781$); Cautiousness: 20.33 at the test and 20.83 at the retest ($z = -1.150$, $p = 0.250$). All p -values were greater than 0.05, indicating the absence of statistically significant differences between the two assessment moments. In the absence of a formative intervention, the level of conscientiousness remains stable over time, which is expected for a personality trait.

In the control group, the total ABS-II score showed a slight decrease, from a mean of 90.83 at the test to 87.33 at the retest ($z = 1.803$, $p = 0.075$), without statistical significance. The dimensions Demandingness ($24.75 \rightarrow 22.17$; $z = 1.429$; $p = 0.153$), Low Frustration Tolerance

(24.00 → 17.58; $z = 1.549$; $p = 0.091$), and Catastrophic Thinking (26.17 → 20.33; $z = 1.852$; $p = 0.054$) showed decreasing trends, but did not reach the threshold of statistical significance. The only dimension that recorded a significant change was Self-downing, whose score increased from 15.92 to 20.33 ($z = 2.668$; $p = 0.008$), suggesting a deterioration in self-evaluation in the absence of psychological support. (see Figure 14.)

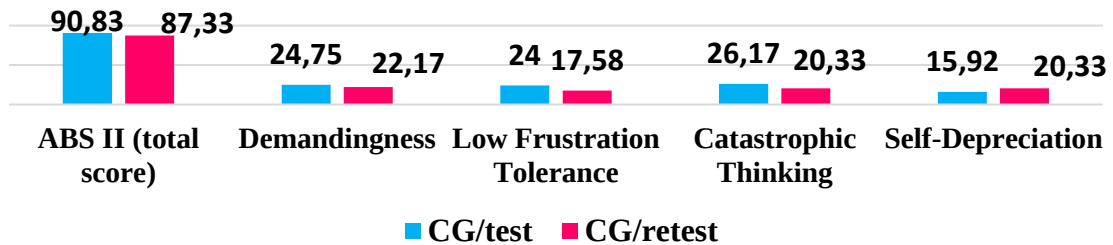


Figure 14. Control Group Test–Retest – Irrational Attitudes and Beliefs

The results obtained on the irrational attitudes and beliefs scale in the control group show that, overall, the scores do not change significantly between the test and retest, confirming a relative stability of irrationality as a cognitive trait. Thus, the impact of the formative program is highlighted by the fact that in the experimental group all these dimensions were positively, directly, and significantly influenced.

c) In the retesting phase, statistically significant differences were found between the experimental group (EG) and the control group (CG) for all dimensions of Conscientiousness. The total conscientiousness score was significantly higher in the experimental group ($M = 106.83$) compared to the control group ($M = 93.67$), a difference confirmed by the Mann–Whitney test, $U = 4.000$; $p = 0.000$. Similar results were recorded for all facets of the scale: Order: 15.17 (EG) vs. 13.25 (CG), $U = 27.000$, $p = 0.008$; Achievement Striving: 16.17 vs. 13.58, $U = 7.000$, $p = 0.000$; Self-discipline: 15.58 vs. 13.33, $U = 18.000$, $p = 0.001$; Sense of Duty: 14.58 vs. 12.67, $U = 32.000$, $p = 0.021$; Competence: 22.83 vs. 20.08, $U = 28.500$, $p = 0.011$; Cautiousness: 22.50 vs. 20.83, $U = 29.500$, $p = 0.013$.

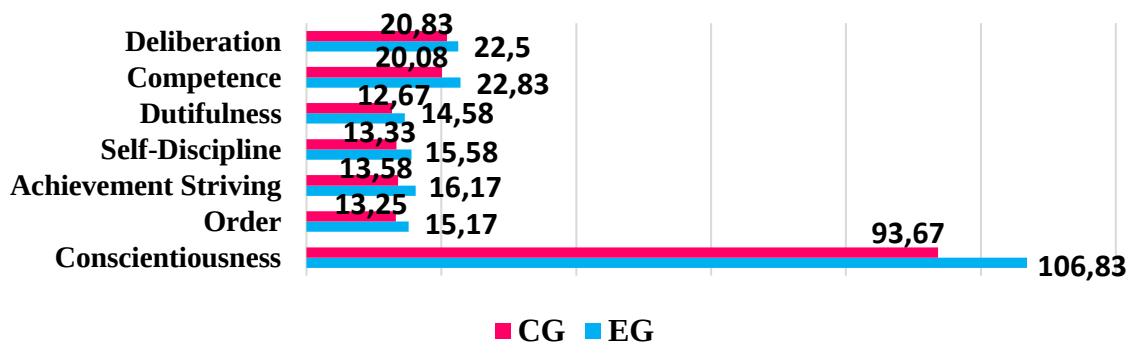


Figure 15. Mean Values for the Facets of Conscientiousness – Experimental Group (Retest) vs. Control Group (Retest)

These data indicate that participants in the experimental group obtained significantly higher scores on all facets of conscientiousness compared to those in the control group, confirming the effectiveness of the formative intervention in enhancing conscientiousness. Thus, the formative intervention had a holistic and beneficial impact on the personality development of the participants in the experimental group, and the GE–GC differences at retest can be attributed with high probability to the formative intervention rather than to the passage of time or measurement errors.

In the retesting phase, participants in the experimental group (EG) obtained significantly lower scores on the ABS-II scale compared to those in the control group (CG), both for the total score and for all subdimensions of the scale. The total score was 39.42 for EG and 67.33 for CG ($U = 26.000$; $p = 0.008$). At the subdimension level, the differences remained significant: Demandingness: 14.08 (EG) vs. 22.17 (CG); $U = 36.500$; $p = 0.040$; Low Frustration Tolerance: 10.25 vs. 17.58; $U = 34.500$; $p = 0.030$; Catastrophic Thinking: 11.58 vs. 20.33; $U = 29.000$; $p = 0.013$; Self-depreciation: 3.50 vs. 7.25; $U = 36.500$; $p = 0.039$. (see Figure 16.)

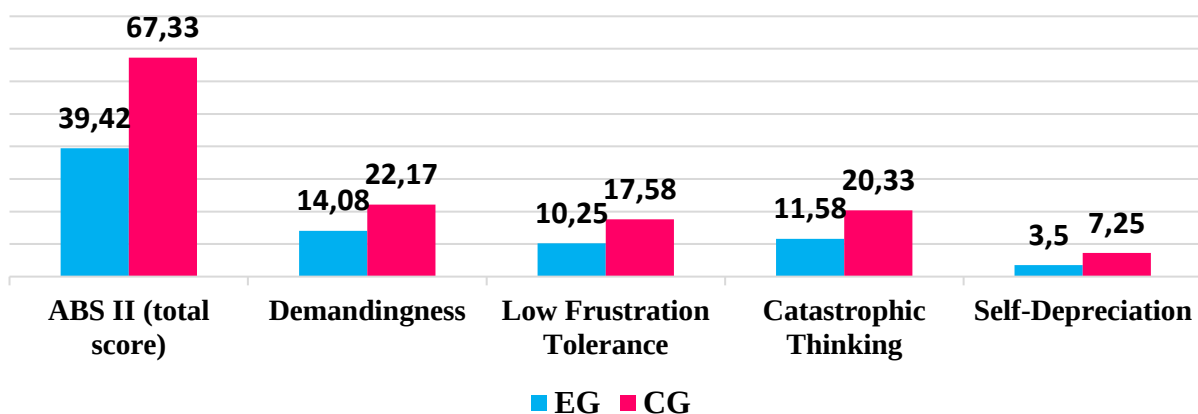


Figure 16. Mean Values on the Attitudes and Beliefs Scale – Experimental Group (Retest) vs. Control Group (Retest)

Integrated interpretation: Self-reflection sessions, feedback, and applied exercises strengthened the sense of competence, responsibility, and self-regulation, encouraged autonomous decision-making, and reduced emotional reactivity. Cognitive restructuring diminished “must” thinking, intolerance to frustration, and catastrophizing, while work on self-acceptance reduced self-depreciation. The stability of scores in the control group confirms that changes in the experimental group were due to the intervention, not the passage of time or measurement error.

All these findings allow us to state that the initial hypothesis — “We assume that the implementation of the psychological intervention program will lead to an increase in conscientiousness and a reduction in irrational beliefs among participants in the experimental group compared to those in the control group” — has been confirmed.

Based on the results presented above, we can conclude that the psychological intervention program achieved its intended goals and produced the expected effects, as confirmed by the statistical analyses performed.

The implementation of such a psychological intervention program within the organizational context of the police would positively influence officers' adaptation, work efficiency, and well-being, as well as their personal and social development.

GENERAL CONCLUSIONS AND RECOMMENDATIONS

The research followed two major directions: identifying the personality characteristics of police officers and testing an intervention program designed to develop conscientiousness and reduce irrational beliefs. Initial evaluation indicated a global profile favorable to the profession — emotional stability, extraversion, agreeableness, and above-average conscientiousness — accompanied by a generally low level of irrationality. However, cognitive rigidity was noted in the “must” sphere and tendencies toward catastrophizing, as well as somewhat modest autonomy, explainable through the pressure of procedures and teamwork. Declared values emphasized social relationships and rule compliance, while professional recognition and personal security were less pronounced.

The formative program had a substantial and coherent impact on the targeted traits. In the experimental group, significant increases were recorded on all facets of conscientiousness — strongest in achievement striving and self-discipline, followed by order and competence. Dutifulness and deliberation were also strengthened, suggesting greater responsibility and more mature reflection before action. In parallel, all dimensions of irrationality decreased significantly: rigid “must” prescriptions became more flexible, frustration tolerance increased, catastrophizing decreased, and self-depreciation was consistently reduced. These effects were absent in the control group, which remained stable on most indicators, confirming that the changes were due to the intervention rather than time or measurement error.

Operational implications: This post-intervention profile translates into more rigorous organization, realistic planning, consistent rule adherence, increased capacity for sustained effort, and maintenance of standards under stress. Reducing catastrophizing and cognitive rigidity facilitates more balanced decision-making in ambiguous situations, more effective communication with the public and colleagues, and improved emotional self-regulation that lowers the risk of errors in demanding missions.

Institutional implementation is justified. A standard program should include recurrent modules on cognitive restructuring, emotional self-regulation training, time and priority

management, guided feedback, and teamwork exercises that activate both “goal orientation” (goal setting, incremental progress) and “behavioral self-control” (task monitoring, protocol compliance, deliberative decision-making). Effectiveness increases when training is personalized by age, gender, and professional corps, and when direct leaders are counseled to support transfer into practice through a supportive relational climate, constructive feedback, and coherent behavioral modeling.

For robust implementation, it is recommended to integrate such programs into initial and continuing training curricula, organize semiannual reinforcement sessions, brief supervision for hierarchical leaders, and periodic monitoring and evaluation using validated tools with pre–post and 6–12 month follow-ups. Combining self-reports with structured observations, 360° evaluations, and operational indicators (execution quality, procedural errors, complaints, absenteeism) is useful. A good-practice guide accompanied by protocols and exercise sheets would facilitate consistent scaling at the Ministry of Internal Affairs level.

Interpretation of results must consider the research’s limitations: the geographical and organizational concentration of the sample, gender and rank imbalances, reliance on self-reports without social desirability control, the cross-sectional design of the observational study, and cultural–organizational specificities. These point to the need for replication on more diverse samples, methodological triangulation, and longitudinal studies to verify the persistence of effects.

Overall conclusion: The data support the central finding that a psychological intervention program centered on restructuring irrational beliefs and personal development produces a significant and operationally useful increase in conscientiousness among police officers, together with a reduction in irrationality. The benefits converge toward more reliable professional performance, more balanced decisions, and enhanced psychological well-being, supporting the integration of such interventions as standard practice in police training and professional development.

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ADNOTARE

OLARU Lenuța, Dezvoltarea conștiinciozității la polițiști

Teză de doctor în psihologie, Chișinău 2025

Structura tezei: Teza este constituită din: adnotări, lista abrevierilor, introducere, trei capitole, concluzii generale și recomandări, bibliografia din 314 de surse bibliografice; 4 anexe, 153 pagini de text de bază, 31 figuri și 27 tabele. Numărul de publicații la tema tezei: 14 articole științifice.

Cuvinte-cheie: conștiinciozitate, trăsături de personalitate, convingeri iraționale, valori personale.

Domeniul de studiu: Psihologia dezvoltării, Psihologia personalității.

Scopul cercetării: Analiza conștiinciozității și a predictorilor săi (trăsături, valori, convingeri) și proiectarea/implementarea unui program de intervenție pentru creșterea conștiinciozității la polițiști.

Obiectivele cercetării: analiză teoretică; determinarea nivelului de dezvoltare a conștiinciozității și a relației cu trăsăturile de personalitate, valorile personale și convingerile iraționale; stabilirea contribuției trăsăturilor de personalitate, convingerilor iraționale și valorilor personale, la predicția nivelului de conștiinciozitate al polițiștilor; proiectarea și implementarea unui program de intervenție psihologică de dezvoltare a conștiinciozității și diminuare a convingerilor iraționale la polițiști; determinarea eficienței programului de intervenție psihologică implementat; formularea unor recomandări practice privind conștiinciozitatea la polițiști.

Rezultatele obținute care contribuie la soluționarea unei probleme științifice importante: abordare integrată a personalității polițiștilor, identificarea determinantelor conștiinciozității pe subgrupuri (gen, vârstă, corp profesional) și validarea unui program de intervenție psihologică centrat pe dezvoltarea conștiinciozității

Noutatea și originalitatea științifică: propune și validează un program inovator de intervenție care crește conștiinciozitatea și reduce convingerile iraționale la polițiști. Abordează pentru prima dată efectul direct al unei intervenții psihologice asupra conștiinciozității în acest sector. Integrează relațiile dintre conștiinciozitate, trăsături, valori și credințe într-un cadru teoretic–aplicativ orientat spre performanță și echilibru emoțional.

Semnificația teoretică a lucrării. Teza are o semnificație teoretică considerabilă, oferind o înțelegere mai profundă a conștiinciozității, trăsăturilor de personalitate, convingerilor iraționale și valorilor personale ale polițiștilor. De asemenea, aceasta abordează un model teoretic integrat care explică modul în care conștiinciozitatea și reducerea convingerilor iraționale pot contribui la îmbunătățirea performanței polițienești.

Valoarea aplicativă a lucrării. Programul de intervenție psihologică dezvoltat poate fi aplicat de către psihologii de unitate în scopul dezvoltării conștiinciozității, îmbunătățirii echilibrului emoțional și a performanței profesionale a polițiștilor. Rezultatele pot fi utilizate atât în vederea îmbunătățirii selecției și formării personalului de poliție, precum și pentru consolidarea încrederii publicului în forțele de ordine.

Implementarea rezultatelor științifice. Rezultatele cercetării teoretico-experimentale au fost implementate cu succes în procesul de pregătire profesională și cel de profilaxie psihologică a polițiștilor la nivelul Inspectoratului de Poliție al Județului Olt, urmând a fi prezentate ca un exemplu de bune practici și putând servi drept model pentru alte unități din cadrul Ministerului Afacerilor Interne.

ANNOTATION

OLARU Lenuța, The Development of Conscientiousness in Police Officers

PhD Thesis in Psychology, Chișinău 2025

Thesis Structure: The thesis consists of annotations, list of abbreviations, introduction, three chapters, general conclusions and recommendations, bibliography with 314 sources; 4 annexes, 153 pages of main text, 31 figures, and 27 tables. The number of publications on the thesis topic: 14 scientific articles.

Keywords: conscientiousness, personality traits, irrational beliefs, personal values

Field of study: Developmental Psychology, Personality Psychology.

The purpose of research: is to analyze conscientiousness and its determining factors (personality traits, personal values, and irrational beliefs), as well as to develop and implement a psychological intervention program focused on fostering conscientiousness among police officers.

Research objectives: Theoretical analysis; determining the level of conscientiousness and its relations with personality traits, personal values, and irrational beliefs; establishing the contribution of traits, irrational beliefs, and values to predicting police officers' conscientiousness; designing and implementing a psychological intervention to develop conscientiousness and reduce irrational beliefs in police officers; assessing the effectiveness of the intervention; formulating practical recommendations regarding conscientiousness in policing.

The results obtained, which contribute to solving an important scientific problem: an integrated approach to police officers' personality; identification of determinants of conscientiousness across subgroups (gender, age, professional corps); and validation of a psychological intervention program focused on developing conscientiousness.

Scientific novelty and originality: The thesis proposes and validates an innovative intervention program that increases conscientiousness and reduces irrational beliefs in police officers. It is the first to examine the direct effect of a psychological intervention on conscientiousness in this sector. It integrates relations among conscientiousness, traits, values, and beliefs within a theory-to-practice framework aimed at performance and emotional balance.

Theoretical significance of paper: The thesis offers a deeper understanding of police officers' conscientiousness, personality traits, irrational beliefs, and personal values, and advances an integrated theoretical model explaining how conscientiousness and the reduction of irrational beliefs can enhance police performance.

Applicative value of paper: The developed intervention can be used by unit psychologists to strengthen conscientiousness, improve emotional balance, and enhance professional performance among police officers. The results can inform selection and training processes and help build public trust in law enforcement—crucial for maintaining public safety and order.

Implementation of scientific results: The results of the theoretical-experimental research have been successfully implemented in the professional training process and psychological prevention of police officers within the Olt County Police Inspectorate, and are to be presented as an example of good practices, potentially serving as a model for other units within the Ministry of Internal Affairs.

АННОТАЦИЯ

Олару Леница, Развитие сознательности у полицейских

Диссертация на соискание степени доктора психологии, Кишинев, 2025

Структура диссертации: Диссертация состоит из: аннотаций, списка аббревиатур, введения, трех глав, общих выводов и рекомендаций, библиографии из 314 источников; 4 приложения, 153 страниц основного текста, 31 рисунка и 27 таблиц. Количество публикаций по теме диссертации: 14 научных статей.

Ключевые слова: сознательность, черты личности, иррациональные убеждения, личные ценности.

Область исследования: Психология развития, Психология личности.

Цель исследования: Анализ добросовестности и её предикторов (черты, ценности, убеждения) и разработка/внедрение программы психологической интервенции для повышения добросовестности у сотрудников полиции.

Задачи исследования: Теоретический анализ; определение уровня добросовестности и её связей с личностными чертами, ценностями и иррациональными убеждениями; установление вклада черт, убеждений и ценностей в прогноз добросовестности полицейских; разработка и внедрение психологической программы по развитию добросовестности и снижению иррациональных убеждений; оценка эффективности программы; формулирование практических рекомендаций по развитию добросовестности в полиции.

Полученные результаты, способствующие решению важной научной проблемы: Интегрированный подход к личности сотрудников полиции; выявление детерминант добросовестности по подгруппам (пол, возраст, служебный корпус); валидация психологической программы, направленной на развитие добросовестности.

Научная новизна и оригинальность: Предложена и подтверждена инновационная программа интервенции, повышающая добросовестность и снижающая уровень иррациональных убеждений у полицейских. Впервые в данном секторе исследован прямой эффект психологической интервенции на добросовестность. Интегрированы взаимосвязи между добросовестностью, чертами, ценностями и убеждениями в теоретико-практическую рамку, ориентированную на повышение эффективности и эмоционального баланса.

Теоретическая значимость работы: Работа углубляет понимание добросовестности, личностных черт, иррациональных убеждений и ценностей у сотрудников полиции и предлагает интегрированную модель, объясняющую, как рост добросовестности и снижение иррациональных убеждений улучшают профессиональную эффективность полиции.

Практическая значимость исследования: Разработанная программа может применяться штатными психологами для укрепления добросовестности, улучшения эмоциональной устойчивости и профессиональной результативности полицейских. Выводы полезны для отбора и подготовки кадров, а также для укрепления общественного доверия к правоохранительным органам — ключевого условия общественной безопасности и порядка.

Внедрение научных результатов: Результаты теоретико-экспериментального исследования были успешно внедрены в процесс профессиональной подготовки и психологической профилактики сотрудников полиции на уровне Инспектората полиции жудеца Олт, будут представлены как пример передовой практики и могут служить моделью для других подразделений Министерства внутренних дел.

OLARU LENUȚA

THE DEVELOPMENT OF CONSCIENTIOUSNESS IN POLICE OFFICERS

511.02. DEVELOPMENTAL PSYCHOLOGY AND EDUCATIONAL PSYCHOLOGY

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