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TECHNOLOGY OF MENTOR SELECTION FOR A BEGINNING SPECIALIST

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In any field, in order to successfully and quickly master the work of a young specialist, it is necessary to teach him the specifics of the institution's activities. Consider the training of mentors for the novice specialist. The practice of scientists shows that the importance of upgrading the skills of the young specialist is given to the work of specialist mentors, who, by promoting the professional skills of their wards, become a prototype for imitation, teach, inform, explain, inspire, give advice, provoke, encourage. In this way, mentors not only facilitate the entry of a novice specialist into the profession, but also improve the quality of his professional activity. That is, mentoring goals can be purely educational / professional, can focus on the social adaptation of young colleagues to the new professional environment, and can provide for their psychological support. The young professionals with whom the mentors worked were more informed about their activities, had better relationships with their colleagues, and training in working skills was faster. However, according to scientists, the success of mentoring depends on many factors. First and foremost, it is about properly training experienced professionals to fulfill their mentor duties.

The main criterion for selection is the level of experience and knowledge in a particular area. A successful mentor must have a high level of general and professional culture, professional erudition, high morale, intelligence, as well as possess organizational, pedagogical, psychological and knowledge of a specific field. Yes, it is quite common to think that a good specialist automatically turns into a good mentor. But this subjective assessment is based only on the knowledge of the specialist. On the other hand, the mentor must have good pedagogical and psychophysiological qualities.

Currently, the system of evaluation of specialists in any field and selection of mentors is based on the expert opinions of make decision (MD) [1]. In this case, a difficult and urgent task arises: how to evaluate and select mentors in a particular field that are best suited for professional, psychophysiological and pedagogical qualities for effective training of future specialists? To solve this problem, it is necessary to develop a fuzzy mathematical model of evaluation and selection of

mentors in a particular field, which allows the use of different information models of competence.

We offer information models that allow you to systematically, qualitatively and effectively evaluate the competencies of specialists. Suppose a set of specialists (applicants to become a mentor) who need to be evaluated by different competency information models M_1, M_2, …, M_S, which in turn consist of evaluation indicators (criteria). Next, the specialists should be sorted according to a certain rule of choice of the most competent. We offer the following models of inputs to the assessment of knowledge, skills, skills and psychophysiological properties of evaluation of specialists in different industries.

M_1 - a model for evaluating the way people think and decide. The set of criteria for this model is presented in the form of a question and a corresponding gradation scale. To evaluate, you must choose the option that accurately reports the features of real thinking of the individual. After conducting the expert survey, we calculate the convolution of the sum of points scored by the answers. Depending on the number of points we have, we have different thinking strategies [2]: synthesizer; idealist; pragmatist; analyst; realist.

M_2 - a model for evaluating knowledge, skills and competencies in the field of activity the criteria for this model are based on the skills and experience of the specialist.

M_3 - a model for assessing knowledge in the theory of pedagogy, psychology and communicative competence. The criteria for this model will be defined as the success of mastering the skills and basics of "Fundamentals of Psychology", "Fundamentals of Pedagogy", "Etiquette, Image, Business and Protocol", "Working in a team" and others.

In order to build technology for evaluating specialists and selecting a mentor for effective training of future specialists, it is necessary to develop an information model for obtaining a quantitative assessment of the competence of specialists, to rank and select a mentor, which integrates different models of competence of specialists and reveals subjectivity in their evaluation. Information models need to be tailored to the specific area of activity of the professionals, they can use different numbers of evaluation indicators and different scales of scoring. Next, we need to develop a fuzzy model for evaluating and selecting mentors that integrates different specialist competency models and takes into account the "desired values" of the decision-maker [3-4].

The practical implications of the results will be that the proposed technology can be used to evaluate specialists in different fields, selects the ones that are best suited for competencies, qualities and psychophysiological characteristics to become mentors.

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