

## PSYCHOLOGICAL DETERMINANTS OF THE DEVELOPMENT OF CREATIVITY IN ADOLESCENTS

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### Annotation

Creativity is realized in various types of the criminal and deviant behavior in almost all the spheres of activity. The interest of psychologists in this phenomenon is growing but the issues of the diagnostics of malevolent creativity, predictors of the realization of original decisions in the behavior, and the evaluation and examination of negative creativity remain unresolved. While the results of the malevolent creativity harm are clear to both the idea generator and the victim, the results of negative creativity cannot always be assessed and examined due to the absence (or the disguise) of the intent to cause harm. The present article aims at reviewing the results of the research of the relationship between creativity and deviance.

**Keywords:** creativity, deviant behavior, malevolent creativity, creative deviance, the expertise of negative creativity, the model of creativity and deviance

### Аннотация

Творчество реализуется в различных видах преступного и девиантного поведения практически во всех сферах деятельности. Интерес психологов к этому феномену растет, однако вопросы диагностики недоброжелательного творчества, предикторов реализации оригинальных решений в поведении, оценки и исследования негативного творчества остаются нерешенными. Если результаты вреда недоброжелательного творчества понятны как генератору идеи, так и жертве, то результаты негативного творчества не всегда могут быть оценены и исследованы из-за отсутствия (или маскировки) намерения причинить вред. Целью настоящей статьи является обзор результатов исследования связи творчества и девиантности.

**Ключевые слова:** творчество, девиантное поведение, недоброжелательное творчество, творческое девиантное поведение, экспертиза негативного творчества, модель творчества и девиантности



## **Entrance**

The manifestation of creativity and criminal intentions is most obvious in such cases areas such as fraud, but also observed in theft and murder, cybercrime, drug smuggling, human trafficking, terrorism, transportation of dangerous materials, which is reflected in the analysis of the theoretical foundations of harmful creativity. The manifestation of creativity is especially noticeable in white—collar crime — corruption, as well as in the field of organizational psychology (the climate in the team is mobbing and bullying). One of the problems is how to apply scientific knowledge about creativity to the practice of preventing these types of deviant behavior. K. James and D. Down proposed an approach that includes several steps: identify risk zones, analyze security weaknesses in these zones, develop countermeasures to counteract the identified weaknesses and ways to effectively respond to in the case of using developed countermeasures. Although this approach relates to measures to prevent terrorism and protect the transport of hazardous materials, it can be applicable to all areas where antisocial creativity manifests itself. According to R. Merton, the innovative type of deviance occurs when several conditions are combined: the importance of the achieved goal, both for the organization and for employees (when the criterion of effectiveness in the organization is the number of developments, accompanied by payment for productivity), and lack of resources for the application of prescribed means (for example, in conditions of time constraints or insufficient number of staff, which undermines the standards for testing new product developments). This type of deviance can be provoked dysfunctional management control and may be desirable for the organization. G.M. Spreitzer and S. Sonenshein proposed the term "positive deviation", meaning that the organization does not always lose from violations of its norms. In positive deviation, an important component is positive intentions, which, however, do not always lead to positive results, and its peculiarity is that it is voluntary, not forced or forced. The results of positive deviation are characteristic. They consist in subjective well-being, long-term efficiency and lead to the development of organizational norms. A study by E. Purc and M. Laguna of innovative employee behavior in the workplace showed that it is associated with the values of personal focus (with the exception of openness to change), and professional autonomy (independence in employee decision-making) mediates this relationship. In other words, by giving employees more autonomy in their work and attracting employees with a high level of self-improvement values to work, it is possible to increase the innovative potential organizations and environments for



employees. However, the values of personal focus are positively associated with both antisocial and negative creativity in hostile people. Therefore, in this case, it is possible to restrain the implementation of harmful ideas or prevent the implementation of original, but potentially harmful solutions by reducing the autonomy of such employees. Deviant behavior in the workplace takes various forms: theft, fraud, half-time work, sabotage, various types of aggression, absenteeism, the use of psychotropic substances, destruction of property. Investigating this phenomenon using the theory of moral self-regulation [16], X. Zheng and colleagues suggested that the creativity of employees and their moral identity influence deviant behavior, and here moral self-justification is important (a set of cognitive justifications that allow you to commit immoral acts without feeling guilt and self-punishment). The study showed that the creativity of employees does not significantly affect their deviant behavior. But creative workers behaved deviantly in the workplace when their moral identity was low and did not occupy a central place in employees' self-image. In addition, there were results that did not receive due attention: positive correlations of job satisfaction with creativity and negative correlations with moral justification and deviant behavior in the workplace. In other words, Satisfaction with one's own work can play a significant role in employee behavior and neutralize incentives to violate organizational norms and rules. It is useful for an organization to monitor the psychological well-being of its own employees in order to timely adjust job satisfaction through training or incentives. The merit of X. Zheng and co-authors is also that they drew attention to deviant but pro-organizational behavior, determining the importance of the problem, why and when employees commit unethical actions with consent the organization [7] and, moreover, under its compulsion.

It showed that in the conditions of actualization of the motivation of approximation, the originality and number of antisocial creativity ideas were significantly higher than in the conditions of actualization of the motivation of avoidance [4]. An important result should be noted in one of the studies of these authors: they showed that failure to complete a task (failure) stimulated the originality and fluency of antisocial creativity in both types of motivation, while in the conditions of approximation motivation these indicators are higher than in the situation of avoidance. Interestingly, the antisocial creativity did not differ in the situation of approach motivation in the conditions of successful completion of the task and in a situation of avoidance motivation in conditions of not achieving a result. This fact shows the important role of the experience of failure mediating the growth of



antisocial creativity under the condition of avoidance motivation [4]. In all three studies conducted by a team of authors led by N. Hao, the sample of subjects consisted mostly of young women, which does not allow the results to be extended to the entire population. Therefore, the authors' recommendations on options for reducing antisocial creativity, which consist in reducing the motivation of approach and intervention, giving an experience of success in antisocial individuals [4], relate to rather, young women, and the validity of using such interventions on young men will appear after studying the relationship between motivation and antisocial creativity in a sample of men of interest are the conclusions reached by L. King and S.T. Gurland in the study of creativity in collage making: the threat of evaluation kills the sense of competence in performing a creative task and reduces internal motivation [5]. The meta-analysis of research on the motivational mechanisms of employee creativity in business, conducted by D. Liu and colleagues, complements the picture. According to the results of the meta-analysis, motivational mechanisms such as intrinsic motivation (interest and pleasure in the activity performed), self-efficacy (an employee's subjective ideas that he can perform this activity) and pro social motivation (the desire to benefit other people) are associated with individual creativity, while they function differently as mediators of the connection between context, personality and creativity: autonomy in work and openness to experience are associated with internal motivation; the complexity of work and the trait of "Conscientiousness" – with self-efficacy; supportive leadership - with pro social motivation [6]. Although all of these results relate to pro social creativity in the workplace, they can be useful for understanding negative creativity as creativity without the intention of harming, or as creativity for solving a pro social task using illegitimate ways.

In conclusion, the exploration of creativity and deviance reveals a complex and nuanced relationship that continues to challenge conventional psychological perspectives. The current state of research underscores that while creativity is often celebrated for its role in innovation and problem-solving, it can also manifest in ways that challenge societal norms and expectations, sometimes resulting in deviant behavior. The interplay between creativity and deviance is not merely a matter of coincidence but a reflection of deeper cognitive and social processes. Creative individuals frequently exhibit traits such as cognitive flexibility and a willingness to take risks, which can contribute to both groundbreaking ideas and unconventional actions.



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