

## **INTERNATIONAL INTERNSHIP PROGRAM**

### **Psychological Resilience and Effective Communication in Education in Crisis Situations**

*for researchers and educators*

**180 academic hours / 6 ECTS credits**



Winnipeg – Kyiv – Krakow

2025



Studia Polsko-Ukraińskie  
Uniwersytet Jagielloński



***Internship program developer and supervisor:***

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***Co-developers of the program:***

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***Halyna Chuba***, Doctor of Humanities, Department of the Polish-Ukrainian Studies, Jagiellonian University (Poland).

***Oleksandra Zapolska***, Co-founder of Zustricz Foundation (Poland).

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***Vadym Zavatskyi***, Professor, Doctor of Psychology, Professor of the Department of Psychology at Bohdan Khmelnytsky Melitopol State Pedagogical University, expert in psychological assistance and rehabilitation at the NGO Sobornist (Ukraine).

***Mykola Zhurba***, Professor, Doctor of Philosophy, Professor at the Luhansk Regional Institute of Postgraduate Pedagogical Education (Ukraine), Adjunct Scholar at the Department of German and Slavic Studies at the University of Manitoba (Canada).

The international internship program for teachers and researchers has been developed at the College of Rehabilitation Sciences at the University of Manitoba (Canada), in collaboration with the Department of Polish-Ukrainian Studies at Jagiellonian University (Poland), the Zustricz Foundation (Poland), the Luhansk Regional Institute of Postgraduate Pedagogical Education (Ukraine), the NGO Sobornist (Ukraine), and the Scientific and Practical Center for Medical, Social and Psychological Technologies of the Volodymyr Dahl East Ukrainian National University (Ukraine). The program was approved in 2025 (Protocol No. 6 dated December 29, 2025) and is designed for a five-year period.

## EXPLANATORY NOTE

**Concept.** In the current conditions of war, humanitarian challenges, mass migration, and profound socio-psychological changes in Ukraine, the issue of psychological resilience among teachers, researchers, educators, and education managers is becoming particularly relevant. The educational community faces the need not only to transfer knowledge but also to ensure emotional stability, support, and recovery for participants in the educational process. The internship concept has an interdisciplinary approach and is based on modern scientific approaches to psychosocial rehabilitation, resilience development, and effective communication in crisis situations, combining the best international practices of Canada, Ukraine, and Poland.

**Regulatory and legal framework of the program.** The implementation of the program is based on the provisions of the current legislation of Ukraine, Canada and Poland, which regulate issues of education, advanced training of pedagogical workers and ensuring mental health and stress resistance in the educational environment. These documents define the basic principles, approaches, and standards on which the content and structure of the international internship program are based.

- ❑ Law of Ukraine “On Education” dated September 5, 2017, No. 2145-VIII.
- ❑ Law of Ukraine “On Higher Education” dated July 1, 2014, No. 1556-VII.
- ❑ Law of Ukraine “On Complete General Secondary Education” dated July 13, 2020, No. 764-IX.
- ❑ The concept of the “New Ukrainian School” (2017).
- ❑ Resolution of the Cabinet of Ministers of Ukraine “Some Issues of Professional Development of Teaching and Research Staff” dated August 21, 2019, No. 800.
- ❑ Order of the Ministry of Education and Science “On Approval of the Regulations on Psychological Services in the Education System of Ukraine” dated May 22, 2018, No. 509.
- ❑ Resolution of the Cabinet of Ministers of Ukraine “On Approval of the Concept for the Development of Mental Health Care in Ukraine for the Period until 2030” dated December 27, 2017, No. 1018-r.
- ❑ Resolution of the Cabinet of Ministers of Ukraine “On Approval of the Action Plan for 2024–2026 for the Implementation of the Concept for the Development of Mental Health Care in Ukraine for the Period until 2030” dated June 21, 2024, No. 572-r.
- ❑ Order of the Ministry of Education and Science of Ukraine “On Approval of the Professional Standard ‘Practical Psychologist of an Educational Institution’” dated November 24, 2020, No. 2425.
- ❑ Canadian Standards Association (CSA Group, 2020). CSA Z2003:20 – Mental health and well-being for post-secondary students. Toronto, ON: CSA Group.
- ❑ Mental Health Commission of Canada (2024). An E-Mental Health Strategy for Canada. Ottawa, ON: Mental Health Commission of Canada.
- ❑ Canada. Public Health Agency of Canada (2023, May 15). Innovation Strategy: Equipping Canadians – Mental Health Throughout Life.
- ❑ Council of Ministers of the Republic of Poland (2023, October 30). Regulation on the National Program for the Protection of Mental Health for 2023–2030 (Dz.U. 2023 item 2480). Warsaw: Internet System of Legal Acts (ISAP).

**Training form.** Distance learning on the Zoom platform (with elements of interactive online sessions, master classes, group exercises).

**Duration:** 180 hours / 6 ECTS credits.

**Target audience.** Representatives of the academic and pedagogical community, administrative staff of educational institutions, as well as specialists in psychological, socio-pedagogical, and rehabilitation support for the educational process.

**Relevance.** The war in Ukraine has caused an unprecedented increase in psychological stress, anxiety, and emotional exhaustion among educators. Most education workers found themselves in a situation of secondary traumatization, combining professional responsibility with personal loss. International practice shows that the development of psychological resilience and effective communication are key factors in stabilizing the education system in post-crisis conditions. The proposed internship aims at forming a new culture of interaction in education based on trust, empathy, safety, and professional support, as well as to create institutional models of sustainability in educational institutions.

**Objective.** To promote the renewal of psychological health among academics, teachers, and educators upon completion of the war, to teach effective self-support strategies, to create a healthy communication environment, and to ensure long-term psychological well-being. As a result of the training, participants will develop a model of psychological resilience in crisis situations for the educational setting, as well as prepare an individual or collective project focused on the practical application of the obtained results.

#### **Internship objectives.**

- ❑ To analyze the impact of war and protracted crisis situations on the mental health of educators and education seekers.
- ❑ To introduce participants to modern academic approaches to overcoming the effects of stress, trauma and burnout.
- ❑ To outline the possibilities of applying rehabilitation approaches to support the teaching community.
- ❑ To develop effective communication skills in crisis and conflict situations.
- ❑ To develop skills in recognizing and preventing PTSD in the educational environment.
- ❑ To teach participants practical strategies for self-regulation, mutual support, and collective resilience.
- ❑ Develop a psychological resilience model for an educational institution and use it as a basis for creating a long-term mental health support and rehabilitation project for war victims.

### **Expected outcomes.**

- ❑ Formation of a systematic understanding of psychological resilience as an interdisciplinary phenomenon that includes pedagogical, psychological, communicative, and rehabilitative components.
- ❑ Acquiring practical skills in crisis communication, self-regulation, and facilitation.
- ❑ Improving the quality of the psychological climate in the educational environment.

### **Expected professional competencies.**

- ❑ Communicative competence: effective interaction in crisis situations, conflict management, empathetic listening.
- ❑ Psychological competence: mastery of methods for assessing, preventing, and overcoming the effects of stress and burnout.
- ❑ Pedagogical competence: creating a safe learning environment that supports the mental health of students and colleagues.
- ❑ Organizational competence: developing models of psychological support and internal interaction within the team.

### **Forms and methods of work.**

- ❑ Group and individual forms of work.
- ❑ Lectures, seminars, trainings, master classes, facilitation tools.
- ❑ Group work and collective discussion.
- ❑ Independent work on developing a model of psychological resilience and a project.

### **Material and technical support.**

- ❑ Modern computer equipment, stable internet connection.
- ❑ Zoom online platform, interactive whiteboards, software.
- ❑ Handouts, tests, electronic support resources.

**Certificate requirements.** An international certificate (180 hours/6 ECTS credits) is awarded to participants who:

- ❑ have completed all training modules;
- ❑ have participated in practical sessions and group discussions;
- ❑ have passed the final test (more than 50% correct answers) successfully;
- ❑ have developed and presented a model of psychological resilience and a project.

Participants who are unable to join the online classes (Zoom) will have access to a special platform where video recordings of each class, assignments, recommendations, and other materials will be posted. The organizers reserve the right to make changes to the internship program, including the date, time, content, and format of the classes, depending on organizational or technical circumstances.

## INTERNATIONAL INTERNSHIP PLAN

The internship plan consists of two parts: main and individual.

The main part (90 hours) consists of training modules, lectures, seminars, workshops, tests, assignments, and independent work, which are the same for all internship participants.

The individual part (90 hours) consists of training modules, assignments, tests, and consultations according to the developed model of psychological resilience and the project.

The main and individual parts of the internship, with current and final assessments, will be presented in the appendix to the certificate. Approximately 60% of the total time is allocated for independent study of the material, completion of assignments, and writing your project. The table shows the number of hours, including independent work.

No.	Contents of the training module	Forms and methods of work	Number of hours	Responsible person, first name, last name, academic degree and title, position, educational institution (organization), country
<i>Organizational Session: Welcome Remarks, Internship Overview, Participant Introductions, and Review of Working Guidelines</i>				
<b>Main part</b>				
<b>Module 1. Psychological resilience and communication strategies in crisis situations: global context and Ukrainian challenges</b>			<b>18</b>	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
1.1	Meaningful Re-engagement	lecture	1	<i>Reg Urbanowski, EdD, MScOT, O.T (Reg) MB, Professor and Dean, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
1.2	Education and modern rehabilitation sciences in the context of a multidimensional crisis: war, global disasters, migration processes	workshop	2	<i>Mykola Zhurba, Professor, PhD in Philosophy, LRIPPE (Ukraine), Adjunct Scholar, University of Manitoba (Canada)</i>
1.3	Polish Experience in Organizing Psychological Support for People from Ukraine who Have Experienced Forced Migration. Presentation of self-help materials developed by WHO and UNICEF.	lecture	1	<i>Oleksandra Zapolska, co-founder of Zustricz Foundation (Poland)</i>
1.4	Communication in Crisis Situations: Principles, Strategies, and Techniques of Nonviolent Communication (NVC)	lecture	1	<i>Halyna Chuba, Doctor of Humanities, Department of Polish-Ukrainian Studies, Jagiellonian University (Poland)</i>

1.5	Psychological Resilience and Psychotechnologies for Assistance in Wartime: the Experience of the Scientific and Practical Center for Medical, Social, and Psychotechnologies at Volodymyr Dahl East Ukrainian National University	lecture	2	<b>Nataliia Zavatska</b> , Professor, Doctor of Psychology, Head of the Scientific and Practical Center for Medical, Social, and Psychological Technologies at Volodymyr Dahl East Ukrainian National University (Ukraine)
1.6	Ukrainian Context: Challenges of War and Transformation of Education	lecture	1	<b>Mykola Zhurba</b> , Professor, PhD in Philosophy, LRIPPE (Ukraine), Adjunct Scholar, University of Manitoba (Canada)
1.7	Assistance to educators in wartime situations in overcoming the psychological consequences of war	workshop	2	<b>Kateryna Ihnatenko</b> , Associate Professor, PhD in Education, Coordinator of the Mental Health and Psychosocial Support Program NGO Mondo (Ukraine)
1.8	About Life: Creating Educational Space for Care, Resilience, and Psychosocial Support in Times of Crisis: the Polish Experience	lecture	2	<b>Liliia Andreieva</b> , Gestalt therapist, member of the European Association for Gestalt Therapy and the National Association for Gestalt Therapy of Ukraine, supervisor and coordinator of the Psychological Assistance Center for Migrants and Refugees in Krakow, Zustricz Foundation (Poland)
1.9	Human Mobility and Educational Adaptation: Resilience in a World of Constant Change	seminar	1	<b>Mykola Zhurba</b> , Professor, PhD in Philosophy, LRIPPE (Ukraine), Adjunct Scholar, University of Manitoba (Canada)
1.10	Children about the War (Sumy region). Diary of Memories	seminar	1	<b>Iryna Konstantiuk</b> , Senior Lecturer, Department of Slavic and Germanic Studies, University of Manitoba (Canada)
1.11	Surveys using the Mentimeter online program and other tasks	survey	2	<b>Anatolii Zhurba</b> , PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)
1.12	Testing using the Kahoot online program	testing	2	<b>Anatolii Zhurba</b> , PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)

<b>Module 2. Trauma, Recovery, and Resilience: Understanding PTSD in the Educational and Academic Community</b>			<b>28</b>	<b>Anatolii Zhurba, PhD</b> <i>(Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
2.1	Stress and Traumatic Stress: Concepts, Mechanisms, and Contemporary Scientific Approaches	workshop	2	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>
2.2	Phobic anxiety disorders in the Post-crisis and Post-war Periods	lecture	2	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>
2.3	Understanding the Phenomenon of Post-Traumatic Stress Disorder (PTSD): a Global Challenge of Our Time	lecture	2	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>
2.4	Post-traumatic Stress Disorder: Mechanisms of Formation, Neurobiological Basis, and Clinical Manifestations	lecture	2	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>
2.5	Post-traumatic Recovery: Early Response Algorithms, Evidence- based Treatment Approaches, and PTSD Prevention Strategies	seminar	4	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>
2.6	Social and Psychological Characteristics of Overcoming Post-traumatic Stress Disorder Resulting from Emergencies: a Scoping Review	lecture	6	<b>Anatolii Zhurba, PhD</b> <i>(Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
2.7	Stress Resistance in Individuals with Different types of Lateral Organization Profiles. R. Linksman's Methodology	workshop	2	<b>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</b>

2.8	Self-care: Individual Resources, Team support, and the Power of a Professional Community	workshop	2	<i>Inna Luhanska, Clinical psychologist, Svatovo Regional Psychiatric Hospital and Rivne Regional Center for Mental Health of the Population (Ukraine)</i>
2.9	Pharmacotherapy for PTSD: What Modern Educators Should Know	masterclass	2	<i>Marharyta Zhurba, PhD in Pharmacy, Associate Professor, NGO Sobornist (Ukraine), Session Instructor, University of Manitoba (Canada)</i>
2.10	Surveys using the Mentimeter online program and other tasks	survey	2	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
2.11	Testing using the Kahoot online program	testing	2	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
<b>Module 3. Conflict Management Skills. Development of Coping Strategies</b>			<b>24</b>	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.1	Conflict Resolution Competence of an Individual. Conflict Management. Conflict Diagnostics	lecture	2	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.2	The concept of Resilience in Conditions of Deepening of Uncertainty (Soft Skills, Antifragility). Diagnostic Measurement Methods	workshop	2	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.3	Conflict Management Strategies. Transcendental Approach	workshop	2	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.4	Restorative Practices. Alternative Ways of Conflict Resolution	workshop	2	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>

3.5	Self-actualization and Self-reflection in Conflict. Use of Internal Experience in Working with Conflict	workshop	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.6	Crisis Management. Situational Awareness and Critical Thinking in Conflict Management	seminar	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.7	Social Intelligence as a Person's Ability to Understand Other People's Behavior	workshop	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.8	Work-life balance	masterclass	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.9	Emotional Competence: Components of Productive Interaction	lecture	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.10	Stress management. Stress management interventions	masterclass	2	<i><b>Olga Losiyevska</b>, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
3.11	Surveys using the Mentimeter online program and other tasks	survey	2	<i><b>Anatolii Zhurba</b>, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
3.12	Testing using the Kahoot online program	testing	2	<i><b>Anatolii Zhurba</b>, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
<b>Module 4. Fundamentals of Psychological Resilience of an Individual in Crisis Situations</b>			<b>20</b>	<i><b>Vita Baidyk</b>, Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)</i>
4.1	Providing First Psychological Aid to Participants in the Educational Process in Conditions of Stress and Crisis Situations	workshop	2	<i><b>Oksana Rachok</b>, Supervisor-trainer, Department of Pedagogy and Psychology, LRIPPE (Ukraine)</i>

4.2	Long-term Effects of Chronic Stress in Wartime	lecture	2	<b>Vita Baidyk</b> , Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)
4.3	Psychological Resilience as a Basic Requirement for Modern Educators	lecture	2	<b>Vita Baidyk</b> , Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)
4.4	Stress Coping – Daily Practices for Self-care, External and Internal Resources	workshop	1	<b>Vita Baidyk</b> , Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)
4.5	Supporting Psychological Well-being in the Workplace	masterclass	1	<b>Vita Baidyk</b> , Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)
4.6	Prevention of Professional Burnout in the Education Sector	lecture	2	<b>Vita Baidyk</b> , Associate Professor, Department of Pedagogy and Psychology, LRIPPE (Ukraine)
4.7	Resource Potential of Generative AI for Educators: Tools for Improving Psychological Resilience and Preventing Emotional Exhaustion	masterclass	2	<b>Walery Okulicz-Kozaryn</b> , Habilitated Doctor, MBA, Professor, Higher School of Business – National Louis University(Poland)
4.8	Digital Resources for Stabilizing Psycho-emotional State	workshop	4	<b>Olha Kechyk</b> , Associate Professor, PhD in Education, Head of the Department of Psychology and Pedagogy, LRIPPE (Ukraine); <b>Olena Buriak</b> , Associate Professor, PhD in Education, Head of the Department of Natural Sciences and Teaching Methods, LRIPPE (Ukraine)
4.9	Surveys using the Mentimeter online program and other tasks	survey	2	<b>Anatolii Zhurba</b> , PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)
4.10	Testing using the Kahoot online program	testing	2	<b>Anatolii Zhurba</b> , PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)

<b>Individual part</b>				
<b>Module 5. Project Development and Implementation of a Model of Psychological Resilience for Teaching Staff in Crisis Situations</b>			<b>90</b>	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
5.1	Psychological Rehabilitation of Educators: Mechanisms for Recovery, Protection, and Long-term Resilience in Wartime	lecture	4	<i>Vadym Zavatskyi, Professor, Doctor of Psychology, Bohdan Khmelnytsky Melitopol State Pedagogical University, expert in psychological assistance and rehabilitation at the NGO Sobornist (Ukraine)</i>
5.2	Developing a Psychological Resilience Project: From Conceptual Idea to Structured Project	masterclass	22	<i>Mykola Zhurba, Professor, PhD in Philosophy, LRIPPE (Ukraine), Adjunct Scholar, University of Manitoba (Canada)</i>
5.3	Representation of Developed Models and Projects of Psychological Resilience in Crisis Situations	round table	6	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
5.4	Assistance and support in completing the application form and the Google Classroom online learning platform	facilitation, consultation	26	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
5.5	Individual consultations	consultation	20	<i>Olga Losiyevska, Professor, Doctor of Psychology, Professor of the Department of Psychology and Sociology, Volodymyr Dahl East Ukrainian National University (Ukraine)</i>
5.6	Final testing, discussion, advice, and summing up	testing, round table	12	<i>Anatolii Zhurba, PhD (Psychology), Visiting Researcher, Department of Occupational Therapy, College of Rehabilitation Sciences, University of Manitoba (Canada)</i>
<b>TOTAL</b>				<b>180</b>