

# The Effect of Problem-Free Taik Style in Reducing the Psychological Entitlement among Teachers of Schools with International Standards

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## Abstract

The current research aims to identify the impact of my modern problem-free method in reducing psychological merit among teachers of schools with international standards .This goal is verified by choosing the following hypothesis :there are no significant differences in psychological merit between the grades of the experimental and control groups on the psychological merit scale in the pre-test. The current research of teachers of schools with international standards is determined in the center of Basrah governorate and its district and for males only for the academic year (2023-2024) . The community of this research includes male-only teachers of schools of international standards in the General Directorate of education of Basrah governorate for the academic year( 2023-2024), numbering (999) distributed among (50) schools. The sample of statistical analysis consisted of (400), the researcher adopted the Campbell scale and others (2004)) et al Campbell dissident from the Campbell theory, the number of experts judging the paragraphs of the scale and the indicative program was (24) experts and all paragraphs and topics of the program were accepted. The result of the constancy was ( 0.82) by the test and retest method .The researchers identified (12) sessions according to the subjects, the results indicate the presence of statistical significance in favor of the members of the research sample in psychological benefit and according to the T-value(16,228), the pre-test of the experimental and control groups there are no significant differences between the experimental and control groups using the Mann and Tenney value of(16), and the post-test of the experimental and control groups the results indicate the presence of significant differences in favor of the members of the experimental group.

**Keywords:** problem-free talking-psychological entitlement.

## 1. Introduction

### Problem of the study

The problem of psychological entitlement is one of the problems experienced by individuals in general , and those in educational institutions in particular, where it seemed clear and prominent strikingly, as the person himself believes that he is more deserving than others and that this belief

will make him focus on his needs only and will reflect negatively on his relationship with others Neville & frisk(2018) ).

An individual's sense of excessive and harmful entitlement can lead to negative results such as collisions with colleagues within the organization and abuse of others , and that such feelings lead to professional conflicts and may lead to chaos within the organization, and that one of the most important results is dissatisfaction with work, resentment, hostility and bullying towards those who criticize him and seek selfish behavior and show subjectivity, which leads to a decrease in desire, reduced effort, performance and shortcoming in job performance .

Hence, the problem of searching for the answer to the following question crystallizes:

- Is there an effect of the problem-free style of talking in reducing the psychological benefit of teachers of schools with international standards .Second : the importance of the study

Based on the counseling profession as a profession of great value and importance, especially in the scientific, educational and social circles, we find that it represents the need of individuals and groups for psychological counseling increasing day by day, as a result of the technological progress witnessed by the different walks of life, and as a result of the family, social and economic changes and fluctuations associated with, As a result ,individuals urgently need the services provided by psychological counseling , which are various preventive, developmental and therapeutic services.such services are no longer an educational luxury, but a necessity that must be provided to all individuals at various stages of life ( Al-Khatib, 2014 :15).

From here we find psychological counseling and educational guidance the backbone of the educational institution, especially since individuals have basic needs that they can achieve only through counseling, they need direct assistance for self-understanding, psychological and social compatibility, and to learn about the reality of their performance, and recent developments have emerged associated with the emergence of philosophical, psychological and educational theories , In addition to the scientific and technological progress that occurred when economic and educational crises appeared ,and internal and international wars, which in turn led to social movement and the resulting change in values and moral standards, as individuals began to suffer from low self-confidence, which they derived from the depth of their relationships with others, loss of security and protection, suffering from isolation and anxiety, they became in dire need of someone who understands them and helps them overcome difficulties . Hence the need of the Society for psychological counseling to take care of the misfits who are on a degree of awareness arose (Al-Defadi et al., 2017: 19).

Hence, the importance of counseling methods is highlighted because they are based on a set of professional steps or stages that the psychological counselor must follow with the mentor in order to help him understand himself and develop his abilities and aptitudes, which helps to overcome a problem that leads him to achieve personal and social compatibility of the individual . The guidance methods are based on steps that include preparing for the guidance processes, creating the appropriate atmosphere for individuals, setting the desired goals, collecting information about the guides, including, analyzing, interpreting, diagnosing, identifying the problem, determining the most appropriate appropriate guidance methods and practicing them

through guidance Sessions, and above all, what we have mentioned, the mentor should determine the goals he seeks to achieve through the guidance process, Because the method used is the means used by the mentor to achieve the guiding goals, and it is necessary that the process of preparing and setting goals comes first before choosing the method, the mentor should take into account the appropriate timing using the appropriate guiding method and choosing the appropriate guiding method .(Al-Shammari 2017, 4 - 5)

The topic of psychological merit has taken on a place of importance in the educational and educational field because it interferes with the teacher's self-esteem, the high level of his motivation and his ability to achieve the goals he seeks compared to those who have only a low psychological merit that causes failure in their successes and thus in achieving their goals because of their negative self-image, and psychological merit helps in modifying the attitudes and behavior of individuals, if this merit comes to a non-excessive degree of motivation towards merit .(Ali , 2022, 26)

The Basra government schools project with international standards is an educational project that the local government in Basra started working on about two and a half years ago after obtaining approvals from the ministries of education and planning, and after contracting with the skin groups for education and science (exclusive agent Ed Vance Ed Konica (Edvanc ED ) and reaching this final stage by announcing the opening of schools, which is a scientific, educational and international experiment witnessed by Iraq starting from Basrah, and the system of these international government schools will carry international standards in e-learning and their application comes as an important, vital and promising step to keep pace with global educational developments , These schools will have an international educational level applied with advanced quality and we will be keen to root the idea of continuous global education and that these schools are spread in the center of the governorate and in a number of districts and areas . (Basrah governorate brochure, 2: 2022).

Through the above, the importance of this study can be summarized as follows :-

First: theoretical side:

The current research topic may constitute a new scientific addition on the psychological merit of the segment of teachers in international schools .

The importance of the problem-free speaking style and its role in dealing with and effectively solving the educational problems faced by teachers in schools with international standards .

The importance of the target sample where this study is conducted on groups of society with their own circumstances, which is an important element in society because this sample is being studied for the first time.

Second: the applied importance:

Provides a benefit to the competent authorities in the ministries of education in terms of the availability of the scale (diagnostic tool psychological entitlement)

Building a guidance method and preparing and applying a new guidance method (problem-free talk) with a psychological entitlement variable that can be used by many researchers on other samples.

There is no local scientific study, as far as the researcher is aware, that has studied the use of an indicative method in reducing a realistic problem ( psychological entitlement among the sample of teachers of public schools with international standards, as it is a qualitative scientific addition in a field of competence to our university library.

#### The Objective of Research and Assumptions

This research aims to identify :

- The impact of my modern, problem-free style in reducing psychological entitlement among teachers of schools with international standards. this goal is verified by choosing the following hypotheses :
- There are no significant differences between the experimental and control group scores on the psychological merit scale in the tribal application at the level of (0,05)
- There are no significant differences between the scores of the experimental and control group on the psychological merit scale in the dimensional application at the level of (0,05)

#### Limitations of Research

The current research for teachers of schools with international standards is determined in the center of Basrah governorate and its district, Basrah governorate, and for males only for the academic year ( 2022-2024) .

#### Definition of terms

- Defined by David 2008 :the process of influencing a person's values, attitudes and behavior (David 2008: 15).
- The problem of free talk time

It is defined by George (George ,et,al:1990)

It is a solution-based method that is useful in establishing links between the mentor and the mentor or his family in order to discuss the positives in life and is a way to extract a conversation that reveals the strengths and sources of the mentor ( 71 :2012 ,Bradley) .

Theoretical Definition: - the researcher ( 1990: al,et George,) adoptes a theoretical definition based on which he do not determined the problem-free modern approach, but the strategies and techniques used that fit the current research .

#### Procedural Definition:-

For the researcher: it is a method that includes a set of activities according to the method of problem-free talk (reshaping, questions on the scale ,collaborative relationship , feedback and discussion , evaluation, home training)in order to help the mentor talk freely and use what the

mentor says in developing strengths rather than weaknesses, which the researcher used in the counseling sessions in an organized manner according to a specific schedule in reducing the psychological benefit of the sample of the counseling program .

Psychological benefit or psychological Entitlement is defined by both :

- (Campbell, etal 2004) :

A constant feeling that one deserves more than jealousy, even if it is not commensurate with one's actual abilities and efforts (Campbell , etal 2004 p.30 )

- The researcher adopted a theoretical definition of Campbell et al. (Campbell, etal 2004)

- Procedural definition of psychological entitlement :

It is the total score that the respondent (teacher in international schools ) receives on the psychological merit scale .

The teacher who calls Arafah :

- Arafah Rabih Tariq ( 2009 ):

A person who has been prepared and trained from all cognitive, psychological, physical and social aspects to carry out the task of training and education in society. (Rabi and Tarek,2009, 13) .

Schools with international standards :-

It is a school that provides international education , in an international environment either through the adoption of an international curriculum such as the International Baccalaureate, Cambridge International tests providing students with(8) international curriculum books from Al-Bushra Company that has the approval of the Institute for the classification of curriculum standards in the world.

## **2. Theoretical framework and previous studies:-**

- Problem-free speaking style

concept and theory :-

It is one of the methods of solution-centered counseling founded by the Esteve de chazer school, where it pays special attention to the positive aspects in the life of the mentor, whether at home, work, school or anywhere else.this inquiry does not usually take a long time, but it enables the mentor to convey his interest in the mentor as a person and not as a problem (1990, 13, el at & George).

George et al." al 1990" developed the problem-free talking style as an important solution-based method that is useful in establishing links with mentors.Through this method ,the mentor participates with the mentor and the mentor's family in discussing the positives in life, what is

going on and succeeding with them well currently, and getting to know them as human beings .As in the case of other solution-based methods , the problem-free Hadith method is a means of extracting Hadith that reveals the strengths and sources of the guide . It is well known that the presence of abilities ,interests ,and sources of strength in the mentor is an important element in the mentoring process ,such as the importance of the absence of complaints, illness, and stress, (Bradley et al. 2012 :71)

(George et al. 1990 ) pointes out that practices that focus on solutions should take into account the desire of many mentors to start their work , as in other methods , by getting to know the mentor in solution-focused practice , this stage is called problem-free talk to indicate interest in the person and not interest in the problem , which is an approach that the mentor focuses on , and therefore it is necessary for the mentor to reveal from the very beginning what the mentor wants to achieve from it is the invitation of the guide to describe how he knows , In everyday terms, the best hope has come true . (Tomorrow's question) as we call it, suppose you fullfills your hopes overnight, what will you do tomorrow It is the question most often used in determining cases of success in the job that are already happening – once the mentor's favorite future is described in detail, from here the mentor will look for signs that the future has already happened in the mentor's life , whether at the moment or in the recent past , anything they do is commensurate with the achievement of their favorite future , to enable the mentors to evaluate their progress , as representing their favorite future that has been achieved gives them the opportunity to describe what they are already doing and is successful (George et al. 1999.P.30).

#### Psychological benefit

The phenomenon of psychological entitlement is negative and can affect a large number of people in a negative way, and we find it in several generations, as it is called in the United States of America as (I) the decade, and in the decade of the eighties in the twentieth century, it is called (I am greed) and a feeling of unworthiness, a common psychological phenomenon and vague features and reasons; it makes those affected suffer from constant and permanent doubt about themselves and their abilities, which leads to a constant feeling of inferiority, even if they are productive, creative and individuals with outstanding achievements .Psychological worthiness is considered as a unit of narcissistic traits, specifically, kindness to oneself in the face of difficulties, which includes feelings of self-worth and good things However, we may distinguish between the two concepts by showing narcissism primarily related to oneself while entitlement is related to oneself relative to others (Rose & Anastasio,2014,p:42).

So we find the concept of psychological merit in psychology refers to the general belief that a person should give him appreciation and in return the best and the most, psychological merit is defined as a general belief because it is constant over time and across different situations, where this concept is considered one of the important and required concepts; in order to succeed in terms of the internal feelings of the individual, and then walk the right path to success in all external personal goals and ambitions .

Psychological entitlement theory by Campbell et al :-

The theory suggests that psychological entitlement is the pleasure of the time that individuals continue to live in a fantasy to which the world owes more than it understands contributes to where the individual feels that he is special, so how dare anyone not show respect for him , or how he thinks to think that anyone should criticize him( Rose & Anastasio, 2014,: 54 )

The theory is characterized by individuals who feel entitled that they will be oblivious to the needs of others, even worse, they believe that their needs are more important compared to the needs of others, and they have a belief that dominates their mind, represented by a constant sense that they deserve special treatment, more successes and material things, and individuals with high levels of psychological the difference in relationships between spouses and friends as well as does not bode well in relationships Moreover, these individuals clearly lack respect for others as they bring back their needs of the utmost importance and the needs of others are minor, which leads to serious consequences for society. it can be great if an individual thinks that he is number one, but it is difficult to live or work with others who believe the same belief (Twenge & Campbell, 2009, p:205).

### **3. Research methodology :**

Experimental research is one of the most accurate scientific research , because scientific research can be used to test hypotheses of cause and effect , and this type is the most truthful method of solving problems (ADAS, 1998: 184).

The researcher used the experimental method by selecting an experimental group and a control group for the purpose of evaluating the counseling program and identifying the impact of the problem-free talking style in reducing psychological entitlement among teachers of schools with international standards , through statistical analysis of the results of applying the research scale after the end of the counseling sessions prepared for this purpose.

There are multiple models of experimental designs to achieve this type of study curriculum, and the choice of design depends on the nature of the study or the conditions and conditions in which it takes place (Abdelhafid and Bahi, 2000: 107-112).

#### **Research procedures and methodology**

In order to achieve the objectives of the research and verify its hypotheses, the researcher followed the experimental approach in achieving the objectives of his research and the selection of his hypotheses, through the selection of an experimental group and the other controlled for the purpose of evaluating the guidance method, the method of problem-free talk to identify its impact in preserving psychological merit among teachers of schools with international standards through statistical analysis of the results of the research scale after the end of the guidance Sessions prepared for this purpose, and compare them with the results of the research scale before starting the guidance program .

Research community: Research Community:

The research community consists of all the individuals who represent the subject of the research problem, and all the elements related to the study problem on which the researcher seeks to generalize his research results (fares and Asadi 2015 :114 ).

The community of this research includes male-only teachers of schools of international standards in the General Directorate of education of Basra governorate for the academic year( 2023-2024), numbering (999) distributed among (50) schools .

Sample research Sample :

The process of selecting a research sample is one of the processes that a researcher must follow the scientific steps in choosing it, since the more the research sample is accurately representative of the indigenous community, the more accurate the dissemination of research results will be (Tamimi 2009: 15-16).

So the researcher selected a number of research samples and Table (1).

To select a representative sample of the research community, the researcher adopted the following steps:

- 1-determining the total number of the research community through the official data available.
- 2 - after confirming the availability of the required numbers , the researcher purposefully selected the schools covered by the education program with international standards .

Table(1) Samples used in the current research with sample preparation

No.	Goal of the Application	Number of the Persons
1	Sample of t he survey	20
2	Sample of the statistical analysis	400
3	Sample stability	40
4	Sample of the application	278
5	Sample of the experience	14
Total		752

A-sample of Statistical Analysis of The scale:

The process of statistical analysis is to reveal the metric characteristics of all the paragraphs of the scale, as it aims to keep the good paragraphs, that is, those that reveal the accuracy and measurement of what was set to be measured, and in what comes the presentation of statistical analysis samples:

1-Exploratory sample (clarity of paragraphs).

The survey application sample was selected to determine the clarity of the scale instructions, its paragraph and the time taken to answer the paragraphs, as the researcher applied the scale to (20) teachers of schools with international standards to confirm this. As shown in Table (2).



Table(2) Sample of Clarity Items

No.	Name of the school
10	Al-Qubla International School
10	Basrah' Sun International School
20	Total

## Search Tool

For the purpose of achieving the objectives of scientific research, the researcher reviewed a number of metrics to choose the appropriate tool for the sample that belongs to the subject of his research

Campbell's psychological merit scale - (Campbell,2004 Al-Dulaimi scale (2022) perfectionism.( and its relationship to psychological merit, Al-Jubouri scale (2021) psychological merit and its relationship to the personal struggle of educational mentors, visions scale (2020)psychological merit and its relationship to the Big Five Factors of personality ,Ali scale (2022) psychological merit and its relationship to controlling psychological manipulation

Description of the adopted scale : The scale adopted by the researcher consists of nine paragraphs and seven alternatives , where it was necessary for the researcher to adopt the Campbell and others scale derived from the definition of psychological merit, which means a constant sense that one deserves more than others, even if it is not proportional to his actual abilities and efforts(Campbell, et.al30,2004 )

Methods of statistical analysis of scale paragraphs: analysis of the scale Statistical

The goal of the analysis of the paragraphs of the scale is to preserve the good paragraphs of the scale for the individuals subject to the scale(Ebel , 1972, p.392)

To achieve the process of statistical analysis of the paragraphs of the scale, the following steps -: were followed

: Psychometric characteristics of the psychological merit scale

First-the validity of the scale scale Validity: for the purpose of demonstrating the validity of the scale, the researcher performed a set of steps, including these steps( translation honesty, apparent : honesty, constructive honesty and consistency), which are as shown in detail as follows

-1T he authenticity of the translation nslation ValidityarT: localized tests are considered reliable :tests if the original and localized images are equivalent , and this can be confirmed in two ways

-A The reverse translation shall be from English to Arabic, and from Arabicinto .English

The translation of the original scale is one of the most important challenges facing any researcher in the extent of the truthfulness of the translation that he performs when transferring the .vocabulary of the scale or other from one culture to another (Al-Thahiby ,and Salhi, 2009 .(p.299

.Get the original scale from previous Arabic and Foreign Studies

Translation of the scale into Arabic by presenting it to a group of specialists in the field of - English language Appendix(3) and verifying the integrity of the translation by presenting the translated scale of the Arabic language to a translator specialized in translation into English to ensure the authenticity of the reverse translation, noting that the translation has included all the .scale (instructions, vocabulary, correction keys)

truthfulness of content :content validity - 2

This is a kind of honesty based on the extent to which the test or scale represents the different fields or branches that represent the understandable content or the degree of the content of the externally controlled response or the degree measured by the scale or test that was designed to measure the content of the subject of study ,and in an accurate procedural language is the saturation measurement and precise identification of the phenomenon or feature to be measured and the ratio of The importance of identifying the parts and the proportion of the importance of .each part(Al-Yaqoubi, 2013, 243-245)

The verification process in this indication is usually subject to the estimates of specialists in the validity of paragraphs, as the paragraphs of the scale in its initial form Appendix (4) were presented to a group of experts or arbitrators specialized in the field of psychological and educational counseling and psychological and Educational Sciences in Iraqi and Arab universities, numbering (24) experts Appendix( 5) to judge the appropriateness of the paragraphs contained in the scale and the extent of their representation and the appropriateness of paragraphs to the content of the definition of Campbell's theory in relation to the concept of psychological merit and amend paragraphs (3,5,7,8,9 ) which needs a slight adjustment and has .taken into account all the observations of the arbitrators that fit the purpose of measurement

After unpacking the arbitrators ' answers in a set of expert arbitration forms on the positions of the scale, and subjecting them to statistical significance, it turned out that the paragraphs of the scale range in validity between the approval of (17-24) arbitrators, and the researcher also adopted the tabular value of the chi square (3.841) as a criterion for accepting the paragraph; as shown in Table(3).

Table (3) The numbers of paragraphs, the approving and objecting arbitrators, and the value of the Chi square to denote the paragraphs of the psychological merit scale

No.	Number of the item.	Items	viewers		Chi 2	Decision
			Disagree	Agree		
1	4,1	2	0	24	24	Accepted
2	6,2	2	1	23	20,17	Accepted
3	9, 8, 7, 5, 3	5	2	22	16,67	Accepted

Virtual honesty Face Validity: Clarity of the vocabulary of the scale and understanding of its phrases (survey sample ) indicates (Majid 2014) the clarity of this vocabulary as well as deals with the test instructions, their accuracy and the degree of objectivity and accuracy of determining the appropriate time, which depends on speed ;(Majid; 2014; 103), and after the completion of the procedures for presenting the psychological merit scale to experts and those with competence (the authenticity of the content) to ensure the clarity of the paragraphs of the scale to the examinees in their language; measuring the time taken, the respondents do not

answer the psychological merit scale was applied to a sample of teachers of schools with international standards consisting of (20) teachers in two schools with international standards showing that all the paragraphs are clear Understandable to teachers, the researcher found the time taken to answer the paragraphs of the scale ranging from (6-12) minutes to an average of .minutes(9)

Indicators of constructive honesty (tyivalid teuconstr) -

A-the discriminative power of items: the discriminative power refers to the extent to which the paragraph is able to distinguish between individuals in the characteristic measured by the scale and the main goal of the analysis of paragraphs is to keep the distinctive paragraphs in the scale , .(Odeh and Khalili, 2000 :293 )

The researcher used the methods of (the two end groups) and (the relationship of the paragraph score to the total score of the scale) two appropriate procedures in the process of paragraph . analysis

:The method of two extreme groups (Extreme Groups Method)

In order to calculate the discriminative power of each of the paragraphs of the scale, the :researcher took the following steps

A. The scale was applied to a random sample of teachers in international schools of (400) .teachers

. P. Calculation of the total score for each form

.C . Arrange the forms in descending order according to their overall grade from highest to lowest

Dr. Assigning (27%) of the forms with the highest scores and(27%) of the forms with the lowest .scores, which represent two groups with the largest size and maximum possible differentiation

.E. The number of forms in each group was (108) forms

H. Extract the arithmetic mean and the standard deviation of the examinees ' scores for each group for each paragraph of the scale and then apply the T-test (T. Test) of two independent samples equal in number to test the differences between the scores of the upper group and the lower group for each paragraph at a significance level (0.05). it was found that all paragraphs are distinguished as in Table (4).

Table (4) The value of the coefficient of differentiation of paragraphs of the psychological merit scale

No.	High Group		Low Group		Value of Second Group
	Medium	Standard deviation	Medium	Standard deviation	
1	4.1204	1.40571	3.2593	1.11381	4.9
2	4.0741	1.19738	3.1852	1.14507	5.58
3	4.2778	1.05753	3.3519	1.17063	6.10
4	4.6019	.68276	3.6019	1.09322	8.06
5	4.3241	.94551	3.2407	1.15095	7.56
6	4.3981	.85314	3.9167	1.12012	3.55
7	4.0278	1.17177	2.9444	1.13429	6.90

8	3.8519	1.28844	3.0093	1.04564	5.28
9	4.1944	1.10613	3.4167	1.24649	4.85

Note that the tabular value (V) is equal to (1.98) at a degree of freedom (214) and a significance level (0.05).

#### Internal consistency

The relationship of the paragraph to the total degree of the scale :

For the purpose of verifying the veracity of the scale, the researcher relied on the total score of the scale ,which is an internal test by which the veracity coefficients of the paragraphs of the scale can be extracted(Anastasia, 1976, p.211).

The Pearson correlation coefficient was used to find the correlation relationship between each paragraph and the total score of the scale using the same analysis sample of paragraphs, amounting to (216) forms, after obtaining the results and comparing the correlation coefficients with the tabular value of the correlation coefficient, it turned out that all paragraphs are statistically significant at the level of (0,05), as all paragraphs of the scale, amounting to (9) paragraph were accepted as in Table (5).

جدول (5) علاقة الفقرة بالدرجة الكلية لمقياس الاستحقاق النفسي

رقم الفقرة	قيمة الارتباط	النتيجة	رقم الفقرة	قيمة الارتباط	النتيجة
1	0,834	دالة	6	0.716	دالة
2	0.833	دالة	7	0.812	دالة
3	0,689	دالة	8	0,788	دالة
4	0,744	دالة	9	0,756	دالة
5	0,832	دالة			

Note that the tabular value of the correlation coefficient is equal to 0.138 at the level of significance (0.05), and under the criterion of Distinction and the relationship of the paragraph .to the total sum, all paragraphs of the scale were accepted

#### Stability and Reliability -

There are many ways to find the stability of the scale, and the researcher decided to use more than one method of calculating the stability for the purpose of checking more accurately and : agencies

' For the purpose of finding the stability in order to know the stability of the respondents : responses, the researcher used two types of stability for the scale, namely

: Test and retest method -

The researcher applied the scale to a sample of teachers of schools with international standards consisting of (40 ) teachers, and after (15 ) days of applying the scale, the scale was re-applied to the same sample, taking into account the numbering of the respondents ' forms to find out the . two grades obtained by the respondent during the two applications

When analyzing the answers in the first and second applications using the Pearson correlation coefficient between the overall scores of the application ,it turned out that the Pearson correlation

coefficient between the scores in the two tests amounted to (0,82), which is a high value that . can be trusted, and it can be said that the scale is stable over time

-: the method of internal consistency coefficient (Alfa krohnbach ) .2

This formula is applied to calculate the stability whether the test parts are two halves or multiple until all of them are paragraphs, and it is preferable to use this coefficient when the goal is to estimate the stability coefficient of the scale emotional and personal aspects that .include graduated scales in which there is no right answer and wrong (Majid, 2014, 157)

The researcher uses the equation (Alpha crownbach) to find the coefficient of stability of the alpha of the psychological merit scale, which is 400, as the consistency value according to this equation is 0.86, and it is a high level of internal consistency throughout the paragraphs of the . scale

-: Scale description: Scale Description -

Completing the procedures of the scale and extracting the coefficient of honesty and stability (psychometric characteristics of the scale), the scale has become ready to be applied to the research sample to measure psychological merit; it has been applied to the individuals of the research sample as the number of its paragraphs reached (9) paragraphs of Appendix (1), and the top grade of the scale is the product of the number of paragraphs at the top of the ladder of grades of alternatives, namely (5) and equal to (45).As for the minimum grade of the scale, it consists of the product of the number of paragraphs in the lowest grade on the ladder of grades of alternatives, which is equal to (9 ), as each paragraph corresponds to (5) weights, applicable to each grade (I agree, I strongly agree, I agree to some extent, I have no opinion, I reject to some extent, In light of these weights, the response scores range from(1-5) with a hypothetical average of (27), and are explained in the responses of the respondents by comparing their overall scores individually with the hypothetical average of the scale, whoever gets a higher score of . and above is considered one of those who have high merit and vice versa (27)

Sixth: final application: The Final Application

After verifying the truthfulness and stability of the scale (psychological merit), the scale became ready for application to a sample of teachers of schools with international standards -: (males), where the researcher adopted the following procedure

Selecting a sample of(278) male teachers for the purpose of applying the psychological merit \_ . scale for the academic year (2023-2024)

The selection of the scores that occurred higher than the hypothetical average of (27) on the psychological merit scale , and the three groups (experimental and control) were selected on the basis of parity, where the sample of the experiment (14) reached a milestone of (7) for each .group

Experimental design: Experimental Design

The experimental design refers to the intellectual framework within which the experiment is conducted, since the design is a plan and a practical construction for the implementation of the experiment, and the plan means the development of a general framework that includes what the researcher will work with, starting with the development of research hypotheses and statistical analysis of all the data collected by the researcher, but the construction means the structure organization or visualization of all the elements of the plan that are related in specific ways (Abu Zeina and al-Batash, 2007 : 231

Experimental design is also the basic structure in planning and accurately describing the factors and circumstances surrounding the group in conducting a particular experiment, where the methods of selecting the experiment sample are determined by a special scheme of guidance programs in the work of how to implement the experiment (Al-afwan, 2013, p .172)

Parity between groups: Parity between The Groups

The researcher made parity between the two groups (experimental and control) by selecting the first experimental group from (Shatt al-Arab school with international standards) and the control group from the school (al-Jumhuriya school with international standards ) and the teachers of the three groups were selected on the basis of the highest grade and randomly, which means that each participant takes the same opportunity to identify each experimental circumstance separately, The two schools were selected from similar areas(city center) and in order to obtain sufficient information for the equivalence procedure, an information form was prepared by the researcher as shown in Table(7), which was distributed to the two groups by identifying the factors affecting the safety of the experiment (van Dalen and dew bold, 1990 .(366-367

-: Tribal notification of the psychological merit scale -

To ensure the parity of the experimental and control group in the psychological entitlement variable, the psychological entitlement scale was applied to the experimental and control research samples and the researcher used a test

(Kruskal Wallis)Kruskal Wallis Test , as the calculated value between the average ranks of the two groups amounted to (0.283) and when compared with the tabular value (0.868) at an indicative level (0.05) and a degree of Freedom(2), it turned out that the calculated value is smaller than the tabular value, which indicates that there are no statistically significant differences between the two groups at the level of psychological merit, and these results that we are dealing with statistically reflect the fact of parity of the two experimental groups this confirms that the three groups were drawn from the same community, as shown in Table (6).

Table (6 ) The statistical value of the crossall-Wiles test in the equivalence between the three groups of the variable of psychological merit of the scale scores in the pre-test

Groups	Number	Average of the salary	The value of the Crossal Wallis		Degree freedom	Level of significance	Significance of the difference
			Calculated	Schedule references			
Experimental	7	11.79	0.283	0.868	2	0.05	Function
Control	7	710.07					

### Academic -Achievement of Teachers

To confirm the equality of the two groups (experimental and control) in the variable of academic achievement of teachers, the researcher arranged the level of academic achievement (diploma bachelor) and to find out the significance of the difference, the researcher used the test (KA2) and the results confirmed that the calculated value (0.000) is lower than the tabular value (1.000) with a degree of Freedom (2) and with a significance level (0.05). This confirms that the difference is not statistically significant and shows that the two groups are equivalent as shown in Table (7)

Table (7) The statistical value of the Crossall Wallis test to find out the superiority between the three groups of the variable of teachers' academic achievement

Groups	Number	Average of the salary	The value of the Crossall Wallis		Degree of freedom	Level of significance
			Calculated	Schedule references		
Experimental	7	11.00	0.000	1.000	2	0.05
Control	7	11.00				

### Social status -

To confirm the equivalence of two groups (experimental and control), the order was as follows (married, single) to find out the significance of the difference between the three groups, the researcher used the cross Wallis test, it turned out that the calculated value of (0.385) is less than the tabular value of (0.825) at a degree of Freedom (2) and a significance level (0.05), which means there are no significant differences, and this indicates the equivalence of the two groups in the social status variable as shown in Table (8).

Table no.(8) The statistical significance of the crossall-Wallis criterion for determining the equivalence of three groups according to the social status variable

Number	Average ranks	The value of the Crossall Wallis		Degree of freedom	Level of significance	Significance of the difference
		Calculated	Schedule references			
7	12.00	0.385	0.825	2	0.05	Function
7	10.50					

### Statistical Methods

-: The researcher used the statistical methods of the statistical bag (spss). The following

Kai ka square test -

. Pearson correlation coefficient -

The T-test of two independent samples -

Cross Wallis Test -

- h equation of (Alpha Kronbach)

Wilcoxon test of two interrelated samples -.

:Short extension program

The current study "the effect of the problem-free talk method in reducing psychological entitlement among teachers of schools with international standards" was adopted in the & preparation of the guidance program, the researcher adopted the planning model ( Borders Drury). this model is one of the effective management methods in planning, as it seeks to reach the maximum in effectiveness at the lowest costs and gives the meaning and content of the research objectives in terms of the steps that depend on it in the implementation of its paragraphs .(Borders & Drury, 1992, P : 398)). The researcher prepared a table showing the days of implementation of the sessions.

Table (9) shows the titles of the indicative sessions according to day, date and duration of the session

No. Of the Sessions	Title of the session	Day and Date	Period
First	Editorial	Sunday 3/3/2024	60 Minutes
Second	Self-sufficiency	Tuesdays 5/3/2024	60 Minutes
Third	Tolerance	Thursday 7/3/2024	60 Minutes
Fourth	Self-tuning	Tuesdays 12/3/2024	60 Minutes
Fifth	Humility	Thursday14/3/2024	60 Minutes
Sixth	Admitting a mistake	Tuesday 19/3/2024	60 Minutes
Seventh	Social Supporting	Thursday 21/3/2024	60 Minutes
Eighth	Self-confidence	Wednesday27/3/2024	60 Minutes
Ninth	Decision making	Sunday 31/3/2024	60 Minutes
Tenth	Empathy	Wednesday 4/4/2024	60 Minutes
The eleventh	Adjusting false beliefs	Sunday 7/4/2024	60 Minutes
The twelfth	Conclusion	Tuesday 9/4/2024	60 Minutes

#### ExtensionP:rogram Sessions

FirstSession: date: Sunday 3/3/2024

Topic of the session: opening time (60) Minutes

The overall goal of the program: to reduce psychological benefit

The overall objective of the session: to enhance the confidence of the members of the experimental group

Techniques used : dialogue and discussion, mutual warm relationship

Used activities.

1.T he researcher introduced himself to the members of the group and welcomed them, in which the mentor talked about the purpose of the program and ways of cooperation between the members of the group from one side and the researcher from the other

2 .T he researcher asked the members of the group to disclose the conversation that he addresses himself, and is it positive or negative And if it's negative, why After listening, the group . members were asked to have a positive self-talk within reality

3.T he mentor uses the warm relationship with the members of the guidance group and determines with them how to enhance self-confidence



: Structural calendar

What do you think about the activities presented at the opening session

The second session: Tuesday 5/3/2024

The overall objective of the session: to enable the mentees to be self-sufficient

Special goal: to make the guides able to: recognize the meaning of self-sufficiency and the importance of self-sufficiency

Used techniques : remodeling, collaborative relationships

: Activities

1. The guide welcomes the guides and asks them about their condition, are they okay

2. The mentor provides the title of the session (self-sufficiency ) and a presentation on the flipchart

The Mentor is informed about the ideas of the mentors by asking them a question . Can an individual be self-sufficient

: Structural calendar

The guide summarizes what happened in the guidance session and diagnoses the weaknesses and strengths of the session

#### **4Presentation, interpretation and discussion of results**

The researcher will present the results of the current research according to the research objective and hypotheses

To identify the impact of the problem-free speaking style in reducing psychological entitlement among teachers of schools with international standards) the research objective was achieved by choosing the following hypotheses

:The first hypothesis

There are no significant differences between the scores of the experimental and control group on the psychological merit scale in the tribal application at the level of (0,05)

After applying the tribal test to the members of the experimental and control groups, as the scores obtained by the members of the two groups were on the psychological merit scale in the tribal test, and the grade grades of the two groups, the Mann and Whitney (U) test was applied to two independent samples, it appeared that there were no differences between the grade grades of the experimental and control groups, as the calculated(U) value was (16,228), which is greater than the tabular (U) value (1,97) at an indicative level(0,05) and table (11) shows that:

Table (10) Calculated and tabular value (U) of the pre-test of the experimental and control groups

Group	Number	Average of the salary	Total of the salary	The calculated value	Schedule value	Significance level 0.05
Experimented	7	6,26	44,00	16,00	8	Other Function
Control	7	8,71	61,00			

This result indicates that there are no significant differences between the scores of the experimental and control groups in the tribal test. That is, the members of the two groups are equal in reducing the psychological benefit, so the method of problem-free talk can be applied to the members of the experimental group without the control, so we accept the null hypothesis and reject the alternative hypothesis.

The second hypothesis : there are no significant differences between the scores of the experimental and control group on the psychological merit scale in the dimensional application at the level of (0,05).

After applying the dimensional test to the members of the experimental and control groups, as the scores obtained by the members of the two groups were on the psychological merit scale in the pre-test, and the grade grades of the two groups, the Mann and Whitney (U) test was applied to two independent samples, it appeared that there were no differences between the grade grades of the experimental and control groups, as the calculated(U) value reached (0,00), which is greater than the tabular (U) value (8) at the indicative level(0,05) and table (11) shows this

Table (11) The calculated and tabular U-value of the dimensional test of the experimental and control groups

Group	Number	Average of the salary	Total of the salary	The calculated value	Schedule value	Significance level 0.05
Experimented	7	4	28	0,00	8	Function
control	7	11	7			

This result indicates that there are significant differences between the scores of the experimental and control groups in the dimensional test in favor of the experimental group to which the method of problem-free talk was applied in reducing psychological entitlement, therefore we reject the null hypothesis and accept the alternative hypothesis. This indicates that this method has reduced psychological entitlement among the members of the experimental group to which the test was applied , and this result is consistent with the thesis (, 1990 (George, at al

## 5Recommendations

:In view of the research results, the researcher recommends the following

Taking advantage of the psychological merit scale in the Ministry of education by the - educational counselor in schools

Holding seminars and workshops in the general directorates of education to reduce the - psychological benefit in order to reduce psychological pressures among teachers and workers in .the education sector

## Proposals

.Conduct a similar study on different samples -

Conducting an experimental study to reduce psychological benefit by other indicative methods -

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