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**INTERNATIONAL FORUM: PROBLEMS
AND SCIENTIFIC SOLUTIONS**



MELBOURNE, AUSTRALIA
6-8.02.2022



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attempts from inculcating the espoused values of the organisation in the employees, to inculcating a set of actionable virtues that the organisation desires that embody and reflect the values that are aspired. Thus, it is important to understand the difference between values and virtues. In rudimentary yet easy to understand terms, values are what you believe in, but virtues are what you do. Thus, virtues are actionable, and by inculcating actionable norms and guidelines in an organisation, one can ensure he/she gives his/her employees a tangible way to exercise the required beliefs/principles, rather than vague and abstract sentences about the company values.

This idea of values vs virtues is elucidated in detail with examples by Ben Horowitz (2019) in his book “What you do is who you are”, wherein, he argues that corporate values are worthless because they are just set of beliefs, however, corporate virtues are the ones that actually define the culture of the organisation.

Thus, to create a high performing culture, it is incumbent on the leaders to communicate the company’s vision, mission, and virtues to the employees with clarity and brevity. It is also important for the leaders to reinforce the right kind of behaviour in the organisation, for example, if the organisation’s vision is to create the best customer service, but the reinforcements (rewards) are provided to employees for just selling more of their products than the competitors, this reinforcement shall not promote the required virtues and behaviours in the organisation.

There must be open communication in the organisation, where the leaders are aware and connected to the employees in the lower rungs of the organisation as well as the upper rungs of the organisation, and it must be made sure that these divisions are also connected amongst each other for a smooth and transparent flow of information and communication from top to bottom and vice versa.

Once an organisation has achieved a high-performing culture, it needs to be on top of certain aspects to sustain and manage this culture for it to grow and develop further. As much as it is the responsibility of the organisation’s leaders to create and build a high performing culture, they are equally responsible for sustaining it as well. If a leader tends to stray away from his/her initial code of conduct/virtues in a

manner that is not strategically planned and is not in the good faith of the organisation, the culture is the first element to suffer. Thus, leaders must be cognizant of their behaviours and actions to reinforce the right message within the company. Further, to maintain a high-performance culture, it is necessary to always keep the employees' bowls full of little kibbles of learning and relearning training programs with their daily work.

As we live in an era where knowledge about each field substantially changes in a matter of months and few years, it is important to keep the employees up to date with these changes through training programs, and as the saying goes the faintest of inks is better than the human memory, it is essential that employees are retrained in certain fields that the company might feel the need to do better in.

Moreover, it is necessary for organisations with high-performance cultures to realise that they must be focussing more on the development of strengths of their employees and the utilization of the already existing strengths of these employees for their advantage as it is the reason they have reached the stature of a high performing culture.

It is important to keep this in mind as when a substantial amount of time passes by, it is common for managers and supervisors to berate and focus their attention on the flaws and weakness of their employees rather than their strengths and their utilization. Weakness must be acknowledged and resources to overcome them shall be provided to the employee, however, if the organisation excessively begins to focus on these flaws, it might reduce the employee engagement levels, and the effectiveness and incorporation levels of feedback will also decrease within the company.

The aforementioned ideas must give some sense of the various challenges that are a part and parcel of creating and managing a high-performing culture in an organisation. This section will briefly mention these challenges and benefits that an organisation achieves by overcoming them. Lack of trust is a very big factor that affects the culture of an organisation and its effects translate into a myriad of deleterious effects. If an organisation is not able to create and foster trust amongst its employees and the management, its quality, performance, and finances all take a hit.

One more intrinsically connected aspect to the lack of trust in an organisation is the interpersonal relationship problems amongst the employees. If employees have poor relationships amongst one another, they will always prioritise their individual wellbeing over the wellbeing of their team and department, which in most cases leads to disastrous results. As mentioned previously, the company needs clear set of virtues for an optimal functioning, however, if a company's core set of virtues/principles/beliefs themselves are poorly/unthoughtfully designed, that organisation's culture tends to grow like unkempt weed in a lawn, which is rarely a good case. Organisational politics and ambiguity are also a challenge, as organisational politics if monitored and supervised can be a catapulting factor, however, when this politics is mixed with ambiguity, some employees might begin to take advantage of it, thus clarity and transparency is of utmost necessity in a high-performing organisation.

If an organisation is able to overcome these barriers and challenges in a systematic and strategized manner, it can create an efficient and well-designed high-performing culture for their organisation. This culture will not only allow for increased productivity and profitability in an organisation but will enhance the organisation's focus on execution of various strategies, improve their customer loyalty, increase employee satisfactions/engagement, and will promote greater commitment and personal accountability towards the short comings of work.

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"PROBLEMS OF SOCIAL WORK EXPERIENCE WITH CHILDREN WHO HAVE BEEN SEXUALLY ABUSED IN THE DIGITAL AGE"

***Annotation.** As children are a vulnerable demographic group in need of protection, it is the duty of every citizen to protect their rights and interests. The article discusses the problems of social work in the social adaptation of children who have been sexually abused. The main purpose of the article is to identify the social aspects of the problems to be addressed with young people who have been sexually abused in the country. In order to achieve this goal, the author of the article conducted a large-scale study. The method of in-depth expert interview was used in the research work, using the qualitative method.*

***Keywords:** children, sexual violence, social work, rehabilitation, problem.*

Sexual violence against children - this is the attraction of dependence on the development of children and adolescents in sexual activity, for which they are insufficiently mature, who are not fully aware of the fact that the society is not able to react to it in a stable manner sexual requests or to get connected with this activity of benefit.

Sexual violence is often understood as the completion of a sexual act with a child or an attempt at rape. However, sexual exploitation includes and touching the genitals of a child, irritating or inciting a child to touch the genitals of an adult or another peer; demonstration of the genitals; open talk about sex with the goal of shocking a child or provoking him to be interested in this topic; encouragement to watch movies about sex, pornographic magazines; dragging a child into prostitution or using it in pornographic purposes[1].

Most of the victims of sexual violence will be girls, but boys and boys will experience it. There is a widespread opinion in society that only teenagers who are sexually abused are at the stage of sexual maturity, who have their own clothes and conduct "provokes" the rapist. But it is not so. Children tolerate sexual abuse in early childhood, and even in childhood. There is a perception that rapists are often all unfamiliar men. However, children and women can use it sexually, although such cases are rare (3–10%). By the way, presented in the press, there is an impression that most rapists are strangers to children. In fact, a significant number of children are used by relatives or acquaintances, it is not uncommon for some of the members of the family (for example, elder brother, father, stepfather, uncle, aunt, grandmother) or other person, next to whom , educator, coach, etc.). The exact number of children and young people exposed to sexual violence, and their age is unknown, although most of them do not decide to tell and do not get help.

Consequences of sexual violence, carried in childhood, the heavier, than:

- greater difference in age between the rapist and the victim;
 - the youngest child at the moment began sexual intercourse;
 - closer kinship between the rapist and the victim (especially if the rapist is one of the parents).
- The closer a person is, the greater the harm to the child. When the rapist is a close person, the child is sometimes difficult to understand that their relationship is based on rape;
- sexual exploitation lasts longer;

- the act of violence is often repeated. If a child constantly endures violence, is used sexually, it is violated immediately, not alone, and there are several stages of development, the consequences of which violate the natural processes of child development;
- a mysterious relationship between the victim and the rapist. It is believed that not all those subjected to sexual violence, children experience stress, but all experience unpleasant sensations, even if the fact of sexual use is surrounded by a mystery;
- alienated relations between the child and close people who could ensure its safety (for example, mother). Children who have become victims of abuse need professional help in a timely manner. If help is not provided in time, this can lead to the development of serious psychological difficulties in the child. You need to know that helping children who have experienced domestic violence is one of the most difficult tasks of psychology and social work. These children have a large number of problems, and for the specialist who will provide assistance, this task can be extremely difficult and emotionally difficult [2].

It should be noted that there is no single technology for providing psychological assistance to children who have been subjected to violence. We can only talk about the basic principles of working with such children [3]:

Intervention must be comprehensive. The child should not be seen in isolation from the family. It is impossible to take into account the social situation in which the child is located.

The intervention should be focused on the development of the child. Intervention should be directed at developmental outcomes. Intervention should be developmentally appropriate and take into account the level of development.

A thorough assessment of his condition in order to identify really pressing problems, a constant reassessment of his needs.

In working with children who have been victims of violence, the first phase of the therapeutic process plays a very important role, which establishes trust between the specialist and the child. But this trust is easily broken, and the specialist must be careful and constantly reinforce the established trust.

Most importantly, the specialist must do everything to protect the child with whom he works. It does not matter here what form of work he chooses, the most important thing is that it meets the needs of the child and the conditions in which it will take place.

The main goal of therapy with children who have experienced abuse is to help and enable the child to adaptively express feelings that are associated with the experience of abuse and neglect.

For children who have suffered from abuse, client-centered play therapy is applied, which is a dynamic system of interpersonal relationships that occurs between the child and the therapist. The therapist using this therapy must know the procedures of play therapy and provide the child with play material, which later helps the child build a safe relationship for him, and the researcher can explore the child's own Self (feelings, thoughts, experiences and actions) with the help of play - natural for child means of communication.

Within this approach, there are many types of play therapy, but the most commonly used is the so-called free play, which allows for greater flexibility and freedom of action, which in turn contributes to a more active self-knowledge of the child[4].

It is through play that the child can open up and the therapist can discover what he has ever experienced directly or indirectly. The game serves as a symbolic language for the child's self-expression, the child is in a comfortable situation for himself and, using various game objects, the child can more adequately show than express in words how he relates to himself, to significant adults, to various events in his life. Because children can express themselves