

The Impact of Gender Identity on In-Group Trust

Ivan Danyliuk¹, Andrii Trofimov^{1,*}, Mariia Vovk¹, Oleksandr Zelenko¹, Yana Kutsenko¹ and Olha Prosina²

¹Taras Shevchenko Kyiv National University, Kyiv, Ukraine

²University of Educational Management, Kyiv, Ukraine

Abstract: The article discusses the problem of the influence of gender identity on intra-group trust. Various scientific views on the category of trust are examined. Attention is also paid to the socio-psychological function of trust. Trust, in turn, is the foundation of the relationship between people and a factor in the effectiveness of cooperation. Having defined gender identity, we can say which form of identification positively affects internal group trust, and therefore the effectiveness of cooperation in a sports team. The article describes what type of gender identification (masculinity, femininity, androgyny) positively affects internal group trust, and does this have any connection with the success of a sports team. Also in the article to answer our tasks: 1) conduct a theoretical analysis of foreign and domestic theories of the formation of gender identity; 2) to study the theoretical foundations of the phenomenon of trust and analyze the importance of trust as a component of interpersonal communication in a sports team; 3) conduct a study to determine the gender identity of the person and determine the level of trust in the sports team; 4) analyze the relationship between gender identity and trust in a sports team; 5) to trace the influence of these factors on the success of a football team.

Keywords: Psychology of management, management style, emotional intelligence, group trust, gender identity.

INTRODUCTION

The problem of the psychology of trust is reflected in the writings of many scientists. It is considered as the basis for the disclosure of the inner man (S. Giurard, P. Laschow, D. Johnson, V. Safonov), as a positive parameter of interpersonal relationships (J. Allen), as a prerequisite for social exchange (R. Emerson, B. Lano) and as a phenomenon of intragroup relations (L. Komarova, A. Dontsova).

Trust is the basis of the relationship between people and a factor in the effectiveness of cooperation. Having defined gender identity, it can be said which form of identification positively affects internal group trust, and therefore the effectiveness of team collaboration.

The concept of gender as a socio-psychological gender of a person is determined by two determinants: social (a set of social expectations regarding gender roles, norms of stereotypes) and personal (a person's idea of who he/she is) (Voronina 2005). The very idea of a person about who he is, connected with the concept of identity. According to the definition of E. Erickson, identity is based on a sense of identity with oneself and the continuity of one's existence in time and space, as well as the realization that this identity and continuity determines the environment (Ilyin 2008). Identity is one of the most essential characteristics of a person, without which (s)he cannot exist as a conscious autonomous person.

Identity is the preservation and maintenance by the individual of one's own integrity, oneness, continuity of the history of one's life, as well as a stable Self-image, the awareness of certain personal qualities, special aspects (Kupreychenko 2008).

Gender identity is an aspect of self-consciousness that describes a person's experience of one-self as a representative of a certain personality (Miliutina *et al.* 2018). Gender identity is included in the structure of social identity.

LITERATURE REVIEW

Starting from the 80s of our century, in terms of the theory of social identity of Tajfel and Turner, gender identity is interpreted as one of the substructures of the social identity of the individual (they also distinguish ethnic, professional, civil and other structures of social identity) (Turner 1978). The theory of sex-role socialization is one of the generally accepted approaches to the analysis of the process of forming the identity of boys and girls, which in recent years has been subject to sharp criticism. So, Cahill analyzes the experience of preschoolers using a social model of recruiting into a normal gender identity. On the one hand, categorization highlights the child (he needs adult control), on the other hand, competent boys and girls. As a result, the choice of gender identity is made in favor of a doomed anatomically gender identity.

The theory of social learning, considering the mechanisms of formation of gender identity, modified the basic principle of behaviorism that is the principle of

*Address correspondence to this author at the Taras Shevchenko Kyiv National University, Kyiv, Ukraine; Tel/Fax: +38 (044) 521-35-09; E-mail: trofim060468@gmail.com

conditionality. Since adults encourage boys for masculine and condemn for feminine behavior, and with girls they do the opposite, the child first learns to distinguish between sexually dimorphic patterns of behavior, then learns to follow the appropriate rules, and finally integrates this experience in his Self-image (Tsokur and Ivanova 2005). Studies on the self-concept and gender identity of adults show that gender identity is an incomplete result. Throughout life, it is filled with different contents depending on social and cultural changes, as well as on one's own activity.

The gender identity of a person absorbs a set of prescriptions and expectations that society presents to an individual in the context of social norms of sex roles. And in turn, these norms acquire a personal meaning in joint activities, which will ensure the development of models of behavior and interaction in the context of gender roles.

Gender identity, interpreted as one of the substructures of social identity, is a kind of reflection of gender identity, which, in turn, is a substructure of personal identity. The gender of a person, meaningful and transformed for others, through others, and in communication with others, acquires social meanings and develops into gender identity. Gender identity includes not only the role aspect, behavioral manifestations of the personality as indicators of male and female, identification with the group, but also the idea of oneself in general. Thus, with a clearer and clearer idea of oneself, interaction with other members of the group, collective or, as in our case, the sports team becomes more productive, efficient and conscious (Avdulova 2009).

Trust as a relation to the world exists in the inner subjective world of a person, and therefore it is a subjective phenomenon of the individual. Trust allows a person to interact with other people, with unfamiliar and familiar objects of the surrounding reality. The phenomenon of trust, on the one hand, is associated with risk, and on the other hand, it requires verification. Therefore trust, arising in the inner world of a person (as experiences), can be manifested only through her activity. The level of trust is constantly being adjusted, and this correction is closely related to the person's experience (Kupreychenko 2008).

Let's pay attention to the functions of trust and analyze them:

- The social function of trust helps a person to draw a conclusion about the situational

significance of the trust object and to evaluate this object as safe for one-self.

- The adaptation function of trust is that a person always seeks to relate one-self to the world, therefore, if the relationship is violated, he makes a choice: either increase the degree of trust in the world, or increase the degree of trust in himself, which determines the behavior strategy. The correlation of the level of trust in oneself and the level of trust in the world is the basis of already learned forms of behavior and activity. Accordingly, increasing confidence in the world is the basis of adaptive forms of behavior. For such people, the adaptation process will be faster and more effective than for those who increase their level of confidence in themselves. For second ones will be more difficult to survive the adaptation process, so it can be delayed and occur with complications
- Communicative function of trust: firstly, since each act of human communication always has an appropriate amount (or measure) of trust, without which communication will only be a translation of some content; secondly, trust is also a key condition for the formation of positive interpersonal relationships. Without communication, development, education and training are impossible. Note that the communication process requires an active search for people you can trust. In the course of communication, a person begins to get used to the circle of people with whom she communicates, and then the adaptation function of trust begins to work with her, which, in turn, helps the person to adapt to the environment.
- The function of cognition and self-improvement of the individual is one of the main socio-psychological functions of trust. Its essence lies in the manifestation of self-confidence as a reflective subjective formation, self-support, self-esteem, self-acceptance, autonomy, internality (the ability to take responsibility) in the field of achievements, which, in turn, affects self-observation and self-improvement of personality traits. It is this function that allows you to look at yourself from another perspective and believe in your own strengths, believe, first of all, in yourself, and this is the main thing, because only when a person is confident in himself, he can achieve a positive result (Skripkina 2000b).

Thus, trust is a category that denotes open, positive relationships between people (parties to trust), which reflect confidence in the decency and goodwill of an interaction partner, and is based on personal experience (Kupreychenko 2008). Trust performs the socio-psychological functions of cognition, interactivity, adaptation, integration, orientation, regulation, communication, forecasting, provides development, self-expression and self-improvement.

The socio-psychological functions of trust and the conditions of their existence stem from the holistic interaction of a person with the world and are integrated into personal attitudes. That is why trust is the basis of the socialization of the individual and has a significant impact on the formation of the social experience of the individual (Trofimov *et al.* 2019b).

The 90s are years of rapidly growing interest in trust as a social and psychological phenomenon. P. Shikhirev notes that "trust is called "social capital", "the brackets of society", pointing to the critical importance of this elusive, formalization of the component of human life" (Trofimov *et al.* 2019c). In the social sciences, trust as an object of research comes to one of the first places. Trust research becomes a fashion and an indicator of the current level of development of social sciences (Boyko, 2013). P. Shikhirev caught the main impulse of this interest from foreign colleagues: the pragmatic need of politics and economics, production, management, business. It is no coincidence that one of the most famous American business consultants R. B. Shaw begins his book "Keys to trust in the organization: Efficiency, decency, care" (2000) by identifying 4 levels of the impact of trust on the activities of social groups and organizations:

1. Organizational success: trust is an essential part of delegated authority to people, teams and groups to achieve a wide range of strategic goals that helps ensure overall success.
2. The effectiveness of teamwork, which depends on the ability of people to mutual cooperation and mutual trust in the implementation of common goals.
3. Collaboration initiative: accuracy and completeness of information exchange, rallying around goals, willingness to take risks together and overcome difficulties - all this directly depends on the level of trust in the group.
4. Trust on the individual level: providing employees with a certain degree of autonomy,

resources and support necessary for them to perform personal tasks, requires trust from colleagues.

Analysis of the work carried out by T.P. Skripkina, allowed her to conclude that in different areas of psychological science it was a question of three independent branches, where trust most often acted as a condition for the existence of any other phenomenon: this is trust in the world (E. Erickson, L.S. Rubinstein, F. E. Vasilyuk and others), trust in another (K. A. Abulkhanova-Slavskaya, A.I. Dontsov, A.A. Kronik, E.A. Kronik, B.F. Porshnev, A.U. Harash, S. Jurard, M. Doich, C. Rogers and others) and trust in yourself (D. Brothers, A. Meneggeti, F. Perls, E. Shostrom and others). Trust is also traditionally regarded as a component of various types of relationships (L.Y. Gozman, I.S. Kon, M.Y. Kondratiev, E.A. Khoroshilova). B.C. Safonov distinguishes trust as a form of communication (Safonov 1978).

In English-language, social psychology, trust is interpreted as an attitude or a system of attitudes towards the social world and to oneself (the theory of exchange, suggestion, intragroup relations, leadership, etc.) This approach is typical for the works of T. Govir, J. Rotter, T. Yamagishi, R. Morgan, S. Hunt. On the other hand, the problem of trust was most often addressed in the context of developing aspects of socio-psychological suggestion (V.M. Bekhterev, B.C. Kravkov, V.M. Kulikov, A.S. Novoselova, A. Veselkova, K.K. Platonov, I.E. Schwartz and others). The issue of trust is reflected in a number of studies on credibility and leadership (M.Y. Kondratiev, Y.P. Stepkin, E.M. Tkachev). In the context of the problem of significant others, the role of trust was studied by psychologists such as V.N. Knyazev, N.B. Shkoporov, E.A. Khoroshilova, A.A. Kronik and others (Safonov 1978).

All this allows us to conclude that trust is not presented as an independent socio-psychological phenomenon and has not received a comprehensive analysis, and most often its various situational and dynamic features have been studied in connection with other phenomena of interpersonal interaction and communication, and the psychological characteristics of trust as an independent social psychological phenomena remained outside the scope of analysis.

Representatives of interactionism since the 50s of the XX century have studied credulity in the framework of the theory of exchange, where the ratio of "gains" and "losses" determines the dynamics of

communication. The main idea of the work of Griffin, Petton, Altman, Taylor is that a person selected as an object of trust must regard this as an “acquisition”, reciprocity is necessary in trust, otherwise the interaction ceases. Social theories of exchange considered trust in the context of cooperation. By the beginning of the 90s there were two traditions of such an analysis: a) the study of trust in the process of generalized exchange; and b) the study of the role of trust in choosing an exchange partner (social dilemmas). Representatives of the first tradition are R. Emerson, C. Cook, D. Markowski, D. Willer, P. Ecke and others. They either consider trust in the context of the theory of exchange networks (and then mutual trust became the guarantor of the preservation and long-term existence of the exchange network itself), or determine the role of trust as the most important factor of solidarity and cooperation. In particular, P. Ecke writes that “exchange generates an ethics characterized by a mentality of trust” (Skripkina 2000a; Uyzbayeva *et al.* 2014).

The second area of research (R. Albanes, D. Fleet, W. Strobe, D. Robin, C. Harper, D. Messik, M. Brever, B. Frey) is associated with the study of social choices/social dilemmas, starting with the works of M. Doich, for the first time integrated the issues of trust and analysis of cooperation. Since the 70s this direction has become a tradition, which emphasizes the constructive potential of mutual trust in solving situations of rivalry of interests. Summarizing the achievements of all these areas of interactionism, T. Yamagishi defined trust as “the conviction that others will not exploit the goodwill of others” and showed that the degree of trust is the primary factor in long-term interaction. In other words, trusting others after a while shows a higher degree of cooperation than interaction partners with lower trust in others.

Currently, there are a number of studies devoted to a special study of the issue of mutual trust (P. Collock, R. Davis, J. Fox, G. Marvel, S. Kaori, T. Yamagishi and others). So, B. Lano suggested that for the interaction participant, the probability of finding a partner for a profitable exchange depends on his past behavior. That is, one of the conditions for the emergence of trust is the reputation of exchange partners. P. Collock demonstrated in his studies that trust and distrust are always associated with risk, the uncertainty of the development of the exchange situation. Unlike P. Collock, C. Park and L. Habert are not inclined to regard trust only as a derivative situation, and as a result of a special study, they came to the conclusion

that, in the presence of danger, individuals are inclined to trust.

The interactionist direction is widely represented in connection with applied, especially marketing, problems related to the study of the role of trust in the processes of people interacting in organizations (R. Morgan, S. Hunt, P. Collock, B. Lakhno, T. Yamagishi). As the foundation of an organization’s effective work, trust, as these authors put it, is an elusive entity, it’s difficult to understand, but “the power in it is capable of introducing success in organizations of various sizes and industries.” T. Yamagishi notes, in prosperous companies, in which trust is the fundamental principle of the organization, it creates great commitment, cooperative coherence and positive energy (Platonov 1998).

Interpersonal trust between individuals in connection with the level (and history) of the development of their interpersonal relationships has been the subject of research by Z. Rubin and was developed in the works of J. Rotter, V. Slep, L. Raisman. At first, J. Rotter developed scales measuring the tendency to trust. Later, T. P. Skripkin notes, it was found that when a trusting relationship arises, the assessment of character traits or characteristic traits of another does not give anything for the emergence of a “strong influence”. In his methodology, Slep divided the scales of reliability, emotionality and overall trust, believing that interpersonal trust is a feature of all social situations. The three-level model of the development of trust in the collaboration of R. Leviski and B. Bunker, based on the scales of J. Rotter and V. Slep, shows that at each level the form of trust has its own differences and depends on the stage of development of relations.

Summarizing the foregoing, we can conclude that trust-like attitude is a certain willingness to show confidence even before the act of communication; readiness based on past experience in communicating with this person and determined by social status, the role of the recipient in relation to the communicator (and vice versa). Since in any act of communication or interaction, trust is present as a condition for this communication, its quantity or measure determines the qualitative side of communication or interaction. The higher the level of mutual trust, the more pronounced the connection in the relationship between people.

Of course, complete mutual trust between the subjects of interaction is possible only in the space of a

single psychological community "we" described by B.F. Porshnev in terms of suggestion (Fetiskin, Kozlov and Manuilov 2005).

Trust helps to blur the boundaries between the present, past and future, correlating the time stages of life and synthesizing them into a single personal experience, creating a sense of continuity of one's being, a sense of temporal integrity. "This is what happens, writes T.P. Skripkin, when the degree of trust in both oneself and the world is largely determined by past experience of successes and failures that are taken into account by a person when making her choice. A person cannot live without faith in the correctness and feasibility of the predicted actions and goals" (Skripkina 2000).

Summarizing the foregoing, we can conclude that trust acts as a means of harmonizing a person's relationship simultaneously with others and with oneself.

R.B. Shaw, one of the most famous Western researchers of the role of trust, says that each member of the group has his own individual "threshold" of trust, based on personal experience of relations. If the threshold is once crossed, and the expectations for the partner's address were not met, the advance of trust was not justified. This blocks the restoration of trust. The transition from distrust to trust, even when it comes to returning to the previous level, is incomparably more complex and long than a quick loss of trust. Robert Shaw gives this definition of trust: "Trust is the hope that the people we depend on will live up to our expectations" (Shaw 2000). A person trusts those who live up to her expectations. More precisely, he trusts those who live up to his positive expectations. In other words, trust depends on our assessment of the ability and willingness of others to respond to our needs. We evaluate whether people deserve confidence in what we expect from them. This assessment determines whether we increase our confidence, or support others with our trust or deprive it.

The effectiveness of the work of professional groups and interpersonal cooperation are directly dependent on the level of trust in the team. In support of this conclusion, we can refer to the works of C. Handy, F. Fukuyama, B. Barber and N. Luman (Platonov 1998).

Y. A. Kolomeitsev notes that the features of the emergence and course of communication, its conditionality are associated with issues of group

cohesion, which depend on the acquired social experience, its content, orientation, and on which, in turn, the effectiveness of group interaction and the specifics of the organization of its formation depend to help the team act more successfully, achieve high results and, as is often forgotten, educate a socially mature person from the athlete. The concept of "group cohesion" in sports is considered as a problem of cohesion of a team or group of athletes. R. Weinberg noted that a good team is more than the sum of its components. The better the team works together, the stronger it is (Kolomeitsev 1984).

METHODS

Most sporting events are of a group or team nature, so in sports activities it is important to know the group processes that occur in a group of athletes or a team. The most important of these is the dynamic process of group cohesion, which manifests itself in the tendency of a group of athletes to unite to achieve their goals.

One of the key factors that positively affect the climate in a team is the presence of participants' trust in each other, as well as in leadership. Trust helps to increase the development efficiency of participants. Sports activities are much more effective if team members are confident in each other's honesty.

A person's trust in any phenomena, actions, events depends, on the one hand, on her subjective ideas about good faith, sincerity and fidelity, and on the other hand, on stereotypes and the structure of socio-economic values that have developed in society (Afanasyev and Shash 2019; Afanas'ev and Shash 2020). It arises if the community shares a certain set of moral values and its members can therefore rely on each other's supposed and honest behavior.

To create a good socio-psychological climate in the team, to choose a team so that all its members not only successfully interact on the field, site, business, but also harmonize with each other as individuals, to build the right relationships in the team is a great art and difficult work.

Therefore, the study of the impact of gender identification on in-group trust is not only relevant, but also promising for increasing effectiveness in any joint activity, as it can be seen from analysis of existing studies.

On the basis of our chosen methods, we tried to determine what type of gender identity (masculinity,

femininity, androgyny) positively affects in-group trust, and whether this is related to the success of a sports team.

The hypothesis of our study was as follows: androgyny has a more positive effect on internal group trust in a sports team than masculinity or femininity.

It is believed that the harmonious integration of masculine and feminine traits enhances the adaptive capabilities of the androgynous type. At the same time, great softness, stability in social contacts and the absence of pronounced dominant-aggressive tendencies in don't have any connection with a decrease in self-confidence, but, on the contrary, are manifested against the background of maintaining high self-esteem, self-confidence and self-acceptance.

Androgynous individuals can compromise their interests in order to achieve a result, and find alternative solutions for both parties, as well as achieve the set goal contrary to the interests of the partner.

Since one of the basic components of trust in an organization / group is the ability to achieve certain, concrete results of activity, the model of interaction of the androgynous type of personalities helps to strengthen this indicator.

Another one basic of trust is the belief that those on whom we depend will achieve the results we expect. It is not only confidence in colleagues, but also in leadership.

Given that the androgynous personality type is more likely than the other two to choose rivalry, compromise and cooperation with approximately the same frequency, that is, it implements a flexible response model, depending on the situation, this affects the growth of group trust.

To study the impact of gender identity on in-group trust, we chose a sports team, namely two football teams and one professional football team. The sports team was chosen due to the fact that in the sports field stereotypes, patterns and prejudices regarding gender roles are more manifested and prevalent than in other social groups.

The total number of study participants is 63, male.

Representatives of Team 1 and Team 2 are in the same age category, namely 16-17 years old. Team 3 members aged 19-22.

Team 1 and Team 2 are students and are not yet playing at a professional level. Team 3, by contrast, is a successful team that takes part in professional competitions. It should be noted that all the teams studied are under the same leadership.

All sports teams are under the direction of one coach in order to regulate the influence of the external factor in the form of an authority figure. Leaving this factor unchanged, we reduce the possible likelihood of the coach's influence on differences in the levels of gender identity of team members.

All participants of the study by genus from the same locality, this eliminates the influence of mentality on the results of the study. Thus, we take under control two independent variables: the influence of an authority figure and the influence of the environment (cultural, ecological, political etc.). Because the slightest differences in these areas can affect the gender perception of research participants. The method of S. Bem was used (Bem, 1974) "The study of masculinity-femininity of personality", to determine gender identity, as well as the method of R. Shaw (2000) to determine the level of trust in an organization/group.

To determine gender identity, we used the method of S. Bem. The results showed that out of 63 studied football players, masculine identification was present in 27 people, and androgyny to 36 individuals.

RESULTS AND DISCUSSION

For a better understanding and identification of the impact of gender identity on team trust, we will analyze the data obtained by teams. The results showed that Team 1 is characterized by participants, who are mostly characterized by androgyny (13 people), team members with masculinity of only 8 people.

Team 2, which is in the same age category, and Team 1 (16-17 years old), differ in results, because here, on the contrary, this type of gender identity prevails as masculinity (12 people), although the difference in number is not so big. There are 9 people in Team 2 with androgyny.

Regarding Team 3, which is our expert group and is more successful than Team 1 and Team 2, the results showed that androgyny prevails (14 people) and only 7 people turned out to be masculine.

After determining gender identity in all teams, our next step was to measure the level of trust in the

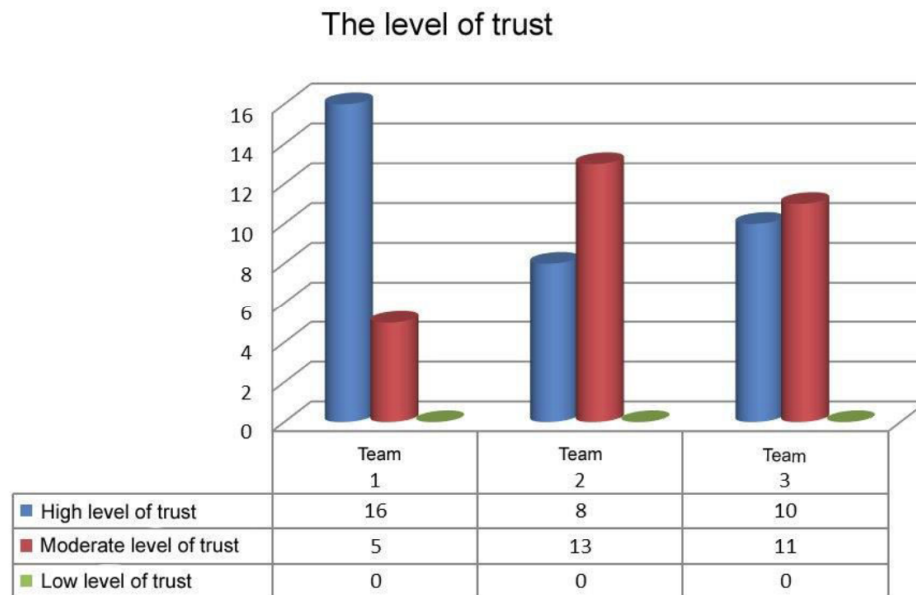


Figure 1: Overall level of trust in Team 1, Team 2 and Team 3.

teams. By calculating the points and determining the overall level of trust in the team for each participant, we can highlight that in Team 1 a high level of trust prevails and includes 16 people, and with a moderate level, only 5 people.

Team 2 showed not such a good result, because it turned out that with a high level of trust there are only 10 people, but with a moderate level there are 13 players. This indicates that, in general, trust in the team is not high.

Regarding Team 3, the results here are ambiguous, because the difference between persons who show a high level of trust and participants who have a moderate level of trust is insignificant. More precisely, a high level of trust is inherent in 10 members of the team, and people with a moderate level are 11. However, the results indicate that a moderate level of trust prevails in Team 3 (Figure 1).

So, we can conclude that a high level of trust is present in Team 1, and the lowest in Team 2.

Robert Shaw (2000) in his methodology identifies the key factors on which trust depends:

- result of activity;
- decency in a relationship;
- taking care of people;
- trust in each other.

After a detailed analysis of these factors, we determined that in Team 1, a high level for all factors. The highest indicator is the factor “taking care of people” and the factor “trust in each other”. And result of activity and decency are on the same level, showing high results (Figure 2).

So, we can say that all team members are confident in the effectiveness of each of the participants. They work, set goals and achieve them together. They rely completely on their teammates and are sure that everyone will fulfill their task in the best way possible. A high level of decency indicates that participants are honest, like those who fulfill all their duties, and behave decently and ethically towards other team members. And directly the factor “Trust in each other” shows that the team members trust each other.

A high level of concern for others shows that the principle of “one team, one vision” operates in a team: a sense of unity and team spirit balance the interests of individuals. Participants also believe that members of his team have the necessary motivation and ability to realize their goals. Therefore, everyone seeks to help colleagues meet their needs and act in accordance with a set of values that emphasize the personal importance of a team member.

Regarding Team 2, the results of the methodology showed that their overall level of confidence is moderate. The team’s highest result in terms of “care” and “trust” indicates that the team members have friendly relations, they trust each other, they know each

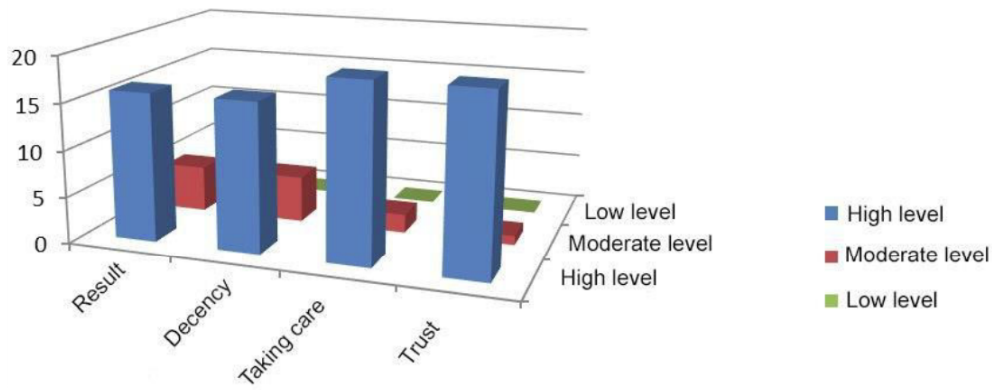


Figure 2: Trust level in Team 1 by factors.

other’s interests, however, relying on the result factor, which rate is the lowest, we can say that they do not get the result from the players they count on. The decency factor indicates that players often fail each other, that is, their words diverge from their actions. However, the indicators for the “trust in each other” factor are the highest in the team, which indicates that despite the low resultativity and decency, they are quite friendly and they have good, trusting, interpersonal relationships. Such a rather low level of trust in the factors of “result” and “decency” influenced the results of the overall level of trust, therefore it turned out to be moderate in terms of the total score (Figure 3).

Team 3 is characterized by rather mixed results, because the difference between a high and moderate level of trust is not very significant. The results in the team were divided into 10 people with high overall trust and 11 people with a moderate level of overall trust.

Considering each factor separately, it can be noted that the results indicate that in Team 3 the indicators with a low and a moderate level of trust, with a slight

advantage over a moderate level of trust, were almost equally distributed. However, the “Caring” factor has a high rate, as with other teams. This may indicate the correct formation of relations in the team leadership. Indeed, almost every member of the team feels concern, both from the side of colleagues and from the leadership (Figure 4).

These ambiguous results of Team 3 made us think, what could be their reason? And as it turned out, a short time before the study, Team 3 had an important football match, as a result of which they lost. As you know, such emotionally negative situations reduce motivation in the team, team spirit, mood and, as a result, trust (Krupelnytska *et al.*, 2019; Trofimov *et al.* 2019a). Therefore, for the purity of the results of the study, we decided to conduct a second survey of the players of Team 3. Two weeks after the loss, we again interviewed the players and received the following results: there were only 7 people with a moderate overall trust level, and 14 with a high overall trust level. Again consider trust by factors.

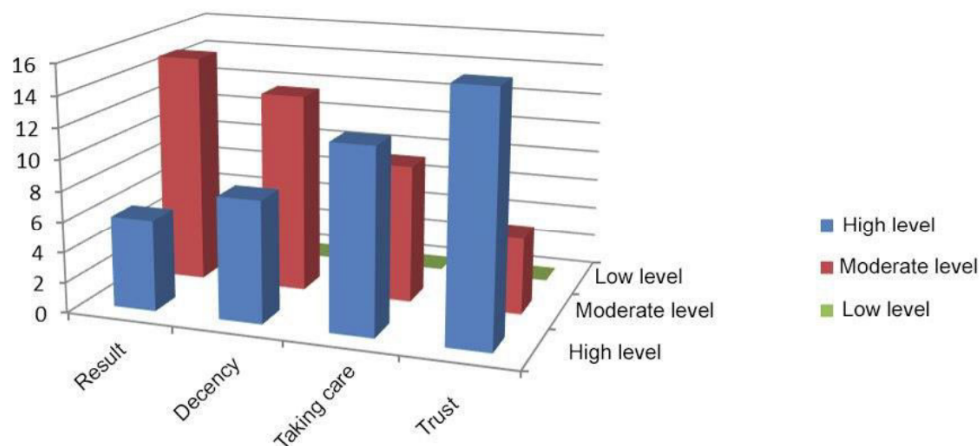


Figure 3: Trust level in Team 2 by factors.

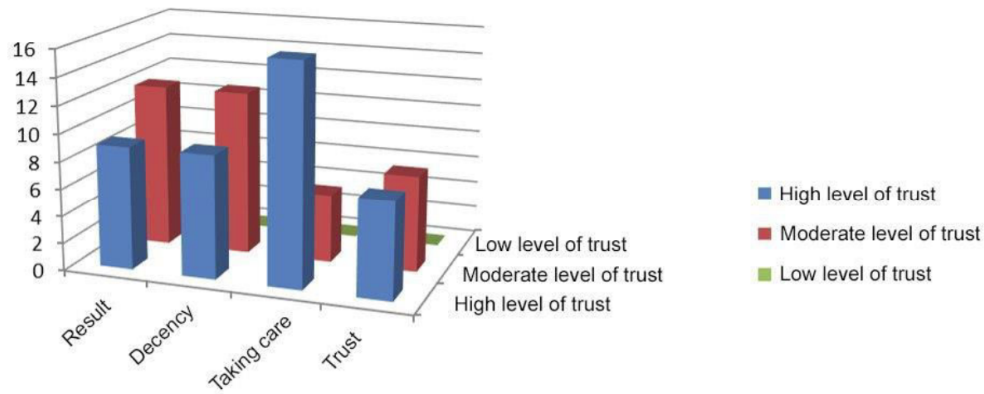


Figure 4: Trust level in Team 3 by factors.

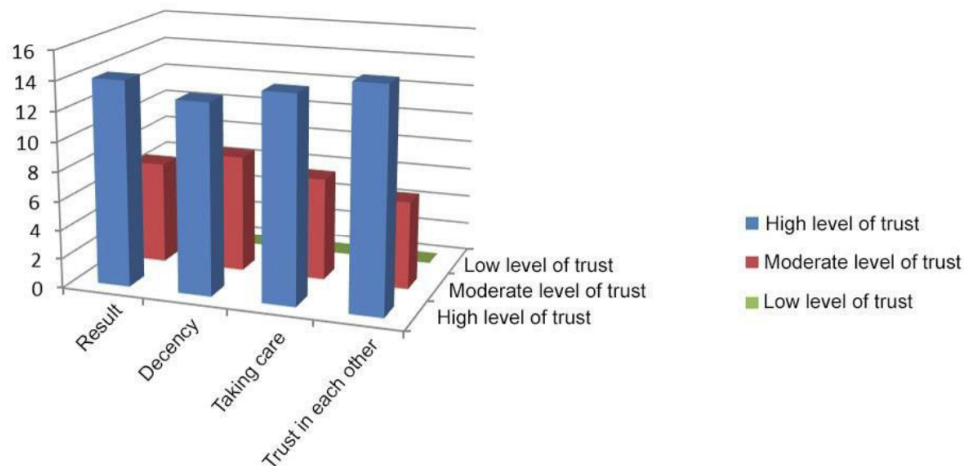


Figure 5: Trust level in Team 3 by factors (repeated study).

So, in terms of effectiveness and concern in Team 3, there are 14 people with a high level of trust and 7 people with a moderate level of trust. According to the “Decency” factor, 13 people have a high level of trust and 8 people showed a moderate result. By the factor of trust in each other, here the indicator of a high level of trust is the highest and includes 15 people and only 6 people have a moderate level of trust in the team (Figure 5).

Thus, the results of the re-study showed that Team 3 has a high level of both overall trust and level of trust by factors. This indicates that the team has close, friendly relations, they trust each other, are confident in each player. Also, such an increase in results may indicate to us the well-done motivational work of the trainer with team members.

Having analyzed the level of trust in the three teams by factors, we can say that Team 1 and Team 3 have the best results, because by all factors they have a high level of trust. Also, it should be noted that the factor “care” and “trust” in all teams have very high

rates. This may be due to the fact that all teams are under the same leadership, which promotes the same values and works on building a team spirit.

CONCLUSIONS

After analyzing the results obtained using the S. Bem method for determining gender identity and R. Shaw's method for determining the level of trust in an organization/group, we determined that in Team 1 the androgynous personality type predominates, as well as a high level of overall level of trust. Team 2 is characterized by a moderate level of trust, as well as a masculine type of gender identity. In Team 3, the androgynous type of gender identity predominates. Due to negative circumstances before the first survey, the level of trust in the first survey turned out to be moderate. After a second study, the results showed a high level of trust in the team. Using correlation analysis, we established a relationship between gender identity and intra-group trust, which turned out to be strong, direct and reliable.

It was established that gender identity has the greatest connection with such factors of trust as "Result" and "Decency". In order to obtain additional systematic data, we conducted a cluster analysis. With the help of which the studied samples were divided into clusters. So we got two clusters. The first included players with an androgynous type of gender identity and a high level of trust, and the second cluster included players with a masculine type of gender identity and a moderate level of trust. Consequently, the cluster analysis once again confirmed the correctness of our results and the initial hypothesis.

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