

# Social-psychological factors of the formation of professional-special characteristics in a leader person

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**Abstract.** Today's pedagogue is required by society to be managed by a person who embodies all-round leadership competence and has a new way of managing employees. In this article, there are opinions about the students who are placed in front of the modern leader today.

**Key words:** pedagogue-leader, educational system, modern education, quality educational service, pedagogical staff, leadership competence.

In order to become a passionate master of any profession, a person must love this profession and have special abilities and professional qualities. If the leader cannot prove himself as a specialist, then even if he has high human qualities, he may not be able to bring enough benefits to the organization. In-depth knowledge of one's profession, acquisition of certain knowledge, skills and qualifications, the presence of professional-specialized qualities play an important role in achieving high success. The constant manifestation of various problems in production requires the leader to acquire certain professional skills, knowledge, independence, observation, understanding, analysis, criticality of the mind, intelligence, and psychological literacy. does.

In recent years, the study of the professional and specialized qualities of the leader in the process of management has become a wide research object of the psychology of our country. In this field, E. Goziev, G'. Shoumarov, B. Kadirov, V. Karimova, A. Jabborov, M. Makhmudov, E. Sattorov, H. Alimov, N. Boymurodov, M. Yoldoshev, O. Hayitov, O. .Psychological research conducted by Shamieva and others is noteworthy.

When E. Goziev reflects on the professional qualities of a leader, he pays attention to the following types: professional maturity, independence, knowledge, criticality of mind, analysis of information, ability to express one's opinion, tendency to conduct scientific research, etc. In the opinion of the author, the leader should be able to perform the financial, economic, ideological, legal and educational functions of the enterprise, and for this he should acquire certain professional skills. In addition, it is very important for him to benefit others with his experience, qualifications and knowledge, to train worthy substitutes for him, as well as to always try to improve his professional skills and improve himself.

Professional qualities necessary for heads of administrative management offices include:

1) professional motivation - taking one's work seriously, clearly defining the goals and tasks in one's work;

2) professional fitness - having experience and skills in this, correctly managing a team based on the nature of duties;

3) all necessary professional qualities - they serve to organize activities correctly and efficiently.

It is known that many studies have been conducted to determine the personality traits that ensure successful leadership in many areas of management. In particular, in the 50s of the last century, more than a hundred studies were conducted on the subject of qualities related to being a successful leader in any field. As a result, only 5% of the characteristics were highlighted when all the qualities characteristic of excellent managers were summarized. These are as follows:

- intelligence, the ability to solve complex and abstract problems is moderately high, but not necessarily very high;

- initiative, awareness of the need for action and ownership of the relevant authority;

- self-confidence, high assessment of one's skills and aspirations.

But one of the main features that many researchers pay attention to is the leadership's desire for dominance. It is this quality that creates the ground for the leader to take the initiative, lead the group and take responsibility in a difficult situation. In this regard, in the "Leader's Guide" written by the researcher R.

Stogdill, dominance is placed first in the list of qualities necessary for management. The word dominance has several meanings. When it comes to the topic of leadership, one sentence - influence on others - is the basis of all sentences. The phrase "influence" in the above-mentioned sense means to be able to attract others to oneself due to feelings, to create a feeling of goodwill towards oneself as a result of reciprocity. Because the leader's official duties and powers are not enough for the advanced activity of the organization.

According to G.Kuns, an expert in the field of management, "if the employees worked only in accordance with the procedures and rules established by the management, they would be able to use 60-65% of their potential and fulfill their obligations and find an excuse not to leave work. Only a leader who intends to fully use the abilities of employees should be able to arouse in them a feeling of worth." Here we are talking about the leader's ability to demonstrate his leadership skills and his reputation among employees. Only a leader who takes a leading position in the system of informal relations within the organization can attract 100% of the abilities of his employees to team work.

One of the most important qualities necessary for leaders to ensure an effective management process is the leader's sense of self-confidence. It's no secret that each of us has seen not only how a leader behaves, but also how he behaves when he believes in himself and when he doesn't believe in himself. Unfortunately, a leader who lacks self-confidence changes his decision as the situation changes. Employees working under such a leader do not see support in the image of their leader, their days in the organization seem temporary. Moreover, such a leader is not even able to negotiate with others. Because a person who does not believe in his own personality and abilities cannot inspire confidence in others.

Another characteristic of a good leader is restraint and patience. The emotional balance of the leader is expressed in the fact that he does not allow conflicting emotions to overflow in his inner world and is calm in his mood. It is known that a leader lives among people and in the midst of various emotions characteristic of them. Consequently, the negative or positive emotions of the surrounding people have the characteristic of being "contagious" in daily communication. Therefore, in volatile and conflicting situations, the leader should not only not be influenced by the emotions of others, but should be able to influence those around him with his balance and restrained emotions. On the one hand, this quality of a person is determined by the innate nature of the nervous system, and on the other hand, it depends on the acquired life experience.

For the moderation of the nervous system, the leader should take care of his health. Organizing work in a rational way, that is, paying more attention to the positive aspects of work, wisely eliminating unpleasant situations, being in the circle of close friends more, spending time in a mood of passion for physical education and useful activities. conducting, strengthens resistance to any stress, and also serves to restore the body's ability to work.

Another quality necessary for a leader to perform management activities effectively is the desire for success. A leader should be able to set a goal and try to fulfill it. In general, human desire can be divided into two categories:

- 1) striving for success;
- 2) avoid defeat.

When a difficult and crisis situation arises, some people think about achieving success by solving this situation, while someone else avoids the "disaster" as much as possible in order not to suffer losses. These are two different approaches to the same situation, whose owners are people with different personalities. Since the leader who manages effectively belongs to the first category, he quickly solves problems and moves forward towards his goal. A person of this category can usually take risks. When the time comes, he divides the big goal into smaller pieces, envisioning the outcome behind each smaller goal. However, such a factor is not always easy to implement. Therefore, a leader must have a character that can take risks and is not afraid of danger.

Famous manager Lee Iacocca said: "Sometimes it's good to take risks, but you have to correct mistakes in time." A person who lives with a desire to achieve a goal always wants to be informed about the results of his activities. The work-related situation allows you to analyze the meaning of your life by getting information from your work. One of the persons belonging to this category said: "For me, business is not just a means of getting rich, getting rich has never become a goal for me. Business is so enjoyable to me that it encourages me to concentrate my mind on a single point in order to solve endless problems every day."

Such a phrase is characteristic of many entrepreneurs, and it turns out that for businessmen with bright skills in the way of the goal, the thing called money does not have much value.

Another necessary quality for effective management is responsibility and confidence in solving tasks. At the time of economic and social upheaval, instilling trust in one's partner, guaranteeing the next job and successfully completing it is an important quality for a modern leader. In this process, leadership is combined with entrepreneurial activity, and the concept of trust takes center stage.

Independence is one of the qualities that not only increases the leader's reputation, but also leads him to the main goal in a difficult situation. A leader should strive to own his vision, observational ability and personal point of view. It is true that a leader should listen to his colleagues as well as his advisors, but the decision and its implementation rests with the leader. Therefore, independence in thinking and behavior is one of the main factors of effective management. However, independence should not turn into stubbornness. For this, the leader must always harmonize his initiative with the goals of the organization or team.

It can be seen from this that the independence manifested in a certain degree in the leader is manifested in his mental activity and is related to the will in a certain sense. When a leader has independence, he has self-confidence, observational ability, personal perspective and the ability to work independently. It goes without saying that a backward leader who does not have an independent opinion, who is behind the times, does not have any importance for the company.

Usually, independence is manifested in connection with other personality traits, such as initiative, critical thinking, and a sense of responsibility. It is known that criticism is a factor of development, and if it is justified, taking it into account leads to the elimination of existing shortcomings and has a positive effect on development. The quality of a leader's critical eye is manifested in the ability to carefully examine the opinions expressed by others. A leader with this quality listens carefully to the opinions of others, puts all of them through the cracks based on certain principles, accepts and uses positive ideas, and justifiably rejects inappropriate ones.

Another of the next necessary qualities is a tendency to communicate. It was found that the leader spends three quarters of his daily activities on various communication. As we look at the importance of communication in management, we are inevitably reminded of Lee Iacocca: "I know a man who has worked in the automotive industry all his life. He was highly educated, self-directed, a great strategist and a great expert in his company. But no one ever appointed him to a high position, because he did not know how to communicate with others".

Speech, especially its fluency, correct and appropriate use of terms, etc., play an important role in leadership activities and communication. In the process of communication between managers, cooperation between the informer and the receiver occurs. In addition to giving information to another person through speech, the manager also adds gestures, shows it in written or visual way. The emotional state during the dialogue has a certain influence on the behavior of the leader entering the dialogue.

The ability to influence others in the process of communication requires the leader to have certain psychological knowledge. In fact, a reasonable and effective approach to problematic situations, conditions and conflicts in the production process, as well as contradictions in mutual relations, and finding solutions to them require psychological literacy from the leader. In this case, the leader is not only satisfied with the psychological knowledge of the individual-typological characteristics of the employees, but also the socio-psychological conditions, laws, the development of events, the factors that cause them, the driving mechanisms, the solution of social problems, making firm decisions in this process and it is very important that it is also armed with information about the stages of its implementation.

In addition, the leader of the present era should be knowledgeable in his field, think about new technologies for production, start research, implement certain projects and projections for the development of the enterprise, get independent knowledge, and It is desirable for him to continuously improve his spiritual world. It is the main task of a modern leader to arm himself with tools that require an unfamiliar, new, non-standard approach, require a new solution, and are based on creativity. At this point, it is important to emphasize that the knowledge of the leader is focused and serves the interests of the enterprise, its team, the well-being, happiness, and prospects of the employees.

If the leader correctly holds the scales of justice in managing the team, tries to do what the team says with his impartiality. the main thing is that only a few employees remain around such a leader. Such few individuals will determine the atmosphere in the team.

Thus, we got acquainted with the qualities of a person who realizes the effectiveness of a leader. It's no secret that no person is born with the traits on this list. All of these are the product of human abilities and socio-historical living conditions. Manifestation of such qualities in the activity of a leader requires a person to work regularly and on himself, to constantly create an example in his perception and to imitate him.

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