

## INDIVIDUAL-PSYCHOLOGICAL FEATURES OF LEADERSHIP ACTIVITIES

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### **Abstract:**

This article is specific to the management activity of the leader individual-psychological characteristics, the leader must have the characteristics of perseverance, demandingness, if necessary, toughness, the leader's environment, spiritual climate, the ability to attract and attract people, the management process to the goal Topics such as compliance are disclosed.

**Keywords:** Leader, management, moral climate, determination, individual psychological characteristics.

### **Introduction**

The training of leadership in our country is more important than ever today.

Because society cannot be developed without preparing leaders who are perfect in every way. After all, the greatness of Uzbekistan, the peaceful, prosperous, and socially elevated quality of our lives depend on the personnel at all levels. When selecting personnel, their spirituality plays a crucial role, because the leader and his spirituality are the strength of the people, the state, and society. After all, it is very difficult to imagine any leader without spirituality. From this point of view, during our research, we studied relevant literature and conducted research on the spirituality of the leader and his social and psychological characteristics. In this regard, serious attention was paid to the leader's role in the social development of our country, as well as his personal qualities. We believe that the theoretical knowledge we have learned will allow us to more deeply understand today's requirements for a leader's managerial activity, his spirituality, and his individual psychological characteristics.

The virtue of a leader is manifested in the ability to please people, to show them care and kindness. This is morality. Improving the lives of others, having compassion for them, defines the morality of a leader. Morality is a combination of behavior, action, and action. It refers to treating others fairly, acting with kindness, lightening the burden of others, and performing specific actions. With a righteous eye, he forgives even when he sees the faults of others. With a righteous hand, he does not take what is rightfully his, but rather gives to the needy. With a righteous heart, he considers the "pain of another as his own pain." People trust the owner of such morality, seek cooperation to solve problems, and protect the leader from misfortunes when the time comes.

Nowadays, "A leader must have the qualities of determination, demandingness, and, if necessary, rigidity." Without these virtues, he cannot organize people towards a common goal. His determination means having a clear idea and goal, being demanding, being able to organize himself and others around this idea and goal, and implementing it.

At this point, it is necessary to explain the concept of rigor in a broader way. Rigor is not a leader's indecisiveness in choosing between right and wrong words, deeds, and actions. Rigor means standing up for what is right, enforcing discipline, and keeping the leader informed about the progress of

everything. The leader's rigor is justified by the results of his work. Otherwise, indifference, carelessness, and lawlessness will negatively affect the effectiveness of work. In this sense, the concept of rigor is a positive virtue of a leader. Without this virtue, he will lag behind the times, his work will lag behind, and he will create an atmosphere of indifference in the team.

Another important virtue that is necessary for a leader is that he must be able to communicate with the people. To communicate with the people requires a high level of culture. A person who works with people and manages them will not be successful if he is not cultured. Being cultured is not about dressing well and wearing a tie. Culture is about having sincere conversations with people, working together, and maintaining constant, strong relationships with them.

The culture of a leader is reflected in his presence among the people and the attitude of the people towards him. A person who cannot find a common language with the people cannot be a leader. Because people don't like him, don't trust him, and are suspicious of him. Is such a leader going to succeed? How can someone who can't get along with people consider themselves a leader?

In this sense, an uncultured leader will ruin the work. Not seeing anything other than personal gain also shows a lack of culture. People will turn away from a leader who is a slave to personal gain.

"A leader must be able to attract and attract people to the environment, the spiritual climate, around him." Here we are talking about the spirituality of the leader. A spiritual leader creates a healthy environment and spiritual climate around him. Then people will strive for him. The spirituality of a leader is reflected in the leader's "warm and generous nature." A truly good person is also warm and generous. On the contrary, a bureaucratic leader is secretive, deceitful, and stingy. There is a saying in this regard: in the presence of a willing and generous leader, people leave in a good mood and satisfied, even if the problem is not solved. Even if such a leader makes a mistake, people forgive him and show him ways out of mistakes. These virtues also adorn the leader's morality.

A leader stands out from others by managing people. He is in the eyes of everyone in the work team and in society. For this reason, he has greater responsibility than others. "Responsibility is being firm in fulfilling one's duty. A leader, to put it simply, should have a heart like a horse's head."

"Today, a leader must not only ignite himself, but also ignite the people who look up to him and expect a lot from him. When I say ignite, I mean uniting people, leading people, and mobilizing them toward lofty goals."

Therefore, another of the virtues of a leader is initiative. An enterprising leader lives and works with enthusiasm and pleasure. A leader's initiative is manifested in three things: uniting people, managing them, and mobilizing them. Where there is no unity, there is no success and no fruitfulness in work. If management (organization) is weak, order and discipline will be undermined. If there is no mobilization, there will be no creativity.

When people unite, organize, and mobilize, society will prosper. People will have a greater desire to live and work. Their spirits will improve and they will be renewed. Problems and ills will decrease. All of this depends on the leadership's approach and initiative.

"A leader should not be too secretive, but should be broad-minded and forgiving." The responsibility of a leader is also determined by tolerance. Tolerance elevates the leader's personality and protects him from the evils of complacency.

People do not open their mouths to a person who seems mysterious, they withdraw from him. Alienation and distrust arise. For trivial mistakes, resentment, moral degradation, and crime occur. A

tolerant and forgiving leader resolves problems calmly and appropriately, at the right time and place. In this sense, a leader's tolerance is about being forgiving and treating society with kindness.

If we look at the history of our national spirituality, we will witness that our great scholars have expressed certain attitudes towards the positive and negative qualities inherent in civil servants and officials. Timur's "Temur Tuzuklari", Alisher Navoi's thoughts in his works "Mahbub ul-qulub", "Dastur ul-muluk", and others are clear examples of this.

As we emphasized above, special attention is paid to the management style of senior personnel, their individual psychological characteristics, and their morale. Over the years, it is possible to see that a new pedagogical concept of training modern personnel has been gradually developed. Every fact that has been created is aimed at accelerating and facilitating the transition period, the period of life. The idea of initiative, honesty, and burning with the pain of the homeland is the basis of this concept.

In our opinion, the most important step in building a great future Uzbekistan is to pay high attention to the management style of leading cadres, their individual psychological characteristics and spirituality, to study their causes in-depth scientific and theoretical terms, and to develop a single system concept for the spiritual formation of modern cadres from the perspective of modern management pedagogy. is one of the requirements.

Volitional qualities are of great importance for leadership activity and the leader's personality, and their management is considered a source of overcoming psychological obstacles, situations, and conflict situations.

The authority of a leading cadre finds expression in demonstrating in every action and activity that he is a subject of firm will, and it creates the opportunity to direct him towards perfection. It creates a warm feeling in interpersonal relationships, creates conditions for the correct perception of a person by another, forms an individual style, and is considered a factor of efficiency in the production of reputation, a mechanism of a warm psychological environment, in addition to being a spiritual wealth. The following requirements are imposed on the will of a person:

- the embodiment of willpower,
- the hardships and difficulties of management activities,
- goal-oriented and determined,
- initiative, independence, creativity,
- perseverance, determination, principledness,
- restraint, composure, self-control,
- discipline, self-control, self-command,
- self-confidence, self-motivation, and others.

It is known that the psychological characteristics of executives and their personality are of great importance for the management process. Therefore, a certain level of psychological awareness, organization of activities and behavior, communication, and taking into account the issues of reality on the part of the team, group, and their members ensures the implementation of the management process in accordance with the goal.

To implement the management process in a purposeful manner, a leader must have certain abilities, regardless of the level of management at which he is in charge. A leader can manage the people's economy with his personal qualities, strong character, strong will, and a sense of determination in all things and on all fronts, with his special abilities. Because the development of science and technology,

the high level of consciousness in people, the influential power of social experiences, and the possession of certain knowledge by people require the leader to rise to the level of perfect human perfection. The abilities of a leader, as emphasized, are of equal importance, just as character and national image play a role. It will be possible to lead them to maturity with special training from leaders.

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