

PSYCHOLOGICAL FACTORS OF LEADERSHIP ABILITY

Tajimuratova Shaxnoza Saginbaevna

Assistant Lecturer, Karakalpak State University named after Berdoq

Abstract: This article provides an in-depth analysis of the development of leadership abilities and the psychological factors that influence this process. Leadership is presented not merely as an innate trait, but as a complex psychological phenomenon shaped through interaction with personal and social environments. The article examines the role of personality traits, emotional intelligence, social context, and communication skills in the development of leadership potential.

Keywords: Leadership, psychological factors, personal development, emotional intelligence, social environment, communication skills, leadership potential, temperament, personality traits.

Leadership (from the English word leader) is the process of social influence on others in the performance of a common task. Leadership is a controversial term. In the specialized literature, different views on the concept are discussed, sometimes Eastern and Western approaches to leadership, as well as (in the West) North American, European approaches, are approaching each other. Some academic circles in the United States define leadership as "a process of social influence in which a person can enlist the help and support of others in the pursuit of common and moral goals." In other words, as an influential power relationship in which the power of a "leader" of one party helps others to change their behavior, "followers". Some have challenged traditional management views of leadership (which see leadership as something that belongs or is possessed by an individual because of their role or authority) and instead argue for the complex nature of leadership, with formal and informal roles present in institutions at all levels.

The search for the characteristics or traits of leaders has continued for centuries. From Plato's Republic[10] to Plutarch's Lives, he explored the question "What qualities distinguish an individual as a leader?" Underlying this research was an early recognition of the importance of leadership and the assumption that leadership is based on characteristics possessed by particular individuals. This idea that leadership is based on individual qualities is known as the "qualitative theory of leadership".

In the 19th century, as the traditional authority of monarchs, lords and bishops began to wane, a number of works explored trait theory extensively: notably the works of Thomas Carlyle and Francis Galton. . "Heroes and Hero Worship" (1841), Carlyle identified the talents, skills, and physical characteristics of men who rose to power.

Galton's Hereditary Genius (1869) examined leadership qualities in the families of powerful men. After his focus shifted from first-degree relatives to second-degree relatives, showing that the number of prominent relatives decreased, Galton concluded that leadership was inherited.

Cecil Rhodes (1853–1902) believed that community-minded leadership could be fostered by identifying young people with "moral character and the instinct for leadership" and nurturing them in contexts (e.g., in a community setting). [Oxford University]] further developed such traits. International networks of such leaders could help to foster international understanding and "make war impossible." This view of leadership is based on the creation of the Rhodes Scholarships, which have helped to shape understandings of leadership since their inception in 1903. Leadership has been described as one of the least understood concepts across cultures and civilizations. Many researchers have noted the prevalence of this misconception, noting that several misconceptions or myths about leadership prevent people from understanding what leadership is.

Today, in the conditions of social development of society, there is an increasing need for qualified, active and goal-oriented specialists who can make independent decisions, are ready to take responsibility for their actions, are able to establish the right relationship with others and the team. In recent years, the need for organizations to search for successful leaders has been especially felt. Leadership is inevitable in any civilized society and covers all areas of human activity. Leadership is the ability to solve a problem as quickly and optimally as possible, as well as to unite and organize people to implement this solution¹. This, at the same time, requires great responsibility for the consequences of the actions of the group in which the leader is. In general, in the literature, there are often cases of replacing the word "leader" with the term "leader". In our opinion, the term "leader" does not fully reflect the psychological characteristics inherent in a "leader". The word "leader" is used in relation to a group, to a person who influences its members and leads them to a goal. Leadership is a state of a person determined by analyzing the composition of the group and the system of relationships in it. However, there are a number of other aspects that characterize the qualities inherent in a leader, which we cannot analyze only within the framework of the system of relationships. In such an interpretation, it is necessary to take into account another of the main aspects inherent in a leader - the ability of a person to act in accordance with the situation. Initiative, resourcefulness and skill in overcoming difficulties that arise in a problematic situation are qualities inherent in a leader. In a difficult situation related to solving a problem, a leader is distinguished by his leadership and leadership over others. In our opinion, it is these two expressions in the

Uzbek language - the complex of the words "peskhadam" and "yetakchi" - that can fully express the essence of a leader.

In our opinion, the word "leader" comes from the desire of a person to lead and lead a group. The expression "leader" means that the group follows a person with certain qualities, and the team chooses the path that the person it trusts at its own discretion. This is exactly what should be used in relation to the expression "leader".

The innate temperament type and character traits of a person play an important role in the formation of leadership abilities. As is known, the following temperament types are distinguished depending on the characteristics of higher nervous activity: sanguine, phlegmatic, choleric, melancholic. According to this individual characteristic of a person, one can also determine his ability to lead. Most choleric have just such an ability. The actions of choleric are distinguished by their sharpness and intensity. Nature itself ordered them to be warriors, innovators, researchers, guides, leaders in general - heroes and knights. Instincts are a program of adaptation, the desire to preserve one's own life and leave offspring, attitude to oneself and others, laid down in the genetic code. Instincts are also present in animals as a genetic adaptation program, but human instincts are a different adaptation program, qualitatively different from animals. The primary difference between people arises from the dominance of one or another instinct. According to the dominance of one or another instinct, people can be divided into different groups: -Dominant type. The instinct of dominance prevails. Starting from childhood, the ability to organize games, the will to set goals and achieve them, to understand people and lead them, and business acumen are manifested. Later, the primacy of status needs, the need to control others, the ability to take into account the interests of the entire team, ignoring the interests of a particular person, is manifested. Worldview - "work and order are above all, if it is good for everyone, it is good for everyone." Leaders, captains, managers, politicians, organizers appear on this type of basis. Modern psychology, through its achievements, can provide sufficient information about the nature of the qualities inherent in a leader and the guidelines for achieving them.

In this regard, we can divide the aspects inherent in a leader into three categories:

1. Orientation to the interests of the team;
2. Professional skill, taking on the challenge in any problem situation and taking the initiative in solving the problem to the end;
3. Emotional, emotional attraction qualities.

Speaking about the phenomenon of leadership, it is appropriate to briefly touch upon leadership theories. To date, there are various theories about leadership in the discipline of "Management Psychology". "Theory of Leadership Qualities" or "Charismatic

Theory”. Its essence is that not everyone can be a leader, some individuals are born with a set of such qualities, and this set of qualities ensures that they become leaders in a group. For example, in 1940, the American K. Byrd compiled a list of leadership aspects consisting of 79 qualities. This list included, among others, such qualities as initiative, ability to communicate, sense of humor, self-confidence, ability to make quick and clear decisions, and organization⁴. The psychological foundations of understanding leadership through leadership theories - trait theory, situational approaches - were also considered. From a practical point of view, the effectiveness of psychological training, role-playing exercises and self-analysis methods in developing leadership skills is substantiated.

The results of the study show that leadership is a learnable, purposeful psychological approach, the development of which is an important factor for personal growth and social success. Psychological factors play a decisive role in the formation of leadership skills, and the individuality, emotional stability, level of self-awareness and motivational system of a person are the main factors in his formation as an effective leader. Scientific research shows that leadership is closely related not only to innate qualities, but also to psychological development, social experience and the environment. A person's temperament, personal values, psychological stability in decision-making, and the level of stress resistance also play an important role in effective leadership. These aspects allow maintaining balance in difficult situations that arise in leadership activities, taking the right path and providing moral support to the team. In conclusion, leadership ability is not just a set of social or organizational skills, but a complex system with a deep psychological foundation, open to continuous development. Therefore, in-depth study, assessment and development of psychological factors in the formation of leadership is of strategic importance.

LIST OF REFERENCES USED:

1. “Boshqaruv psixologiyasi” A.S.Nazarov darslik Toshkent-2022
2. “Boshqaruv psixologiyasi” I.Mahmudov o’quv qo’llanma Toshkent
3. “Boshqaruv psixologiyasi” O.E.Hayitov Toshkent-2021
4. 4.<https://cyberleninka.ru/article/n/liderstvo-psihologiya-liderstvaliderskaya-effektivnost-v-upravlenii/viewer>