

## Social-Psychological Directions of Forming Personal Qualities of a Modern Leader

***Kuchkarova Feruzakhan Makhammatkasimovna***

*Professor of the Department of Education, Kokan University*

***Djalilova Madina Batirovna***

*Master's degree in Educational Administration, Kokand University*

**Abstract:** *Modern leaders need to use socio-psychological approaches in the development of their personalities. Leadership is not only about managing, but also about inspiring, motivating, and building effective social relationships. In forming the personality of a modern leader, his psychological characteristics, emotional intelligence, motivational style, and interactions with others are central. This article analyzes socio-psychological approaches and factors in the formation of qualities of a modern leader.*

**Key words:** *modern leadership, leadership personality, psychological methods, emotional intelligence, reflective self-assessment, mentoring, stress management, creativity, innovative thinking, effective communication, team building, initiative, adaptability to changes, motivation, social-psychological approaches, management efficiency, personal qualities of the leader, changing environment, leadership skills*

The interaction of social and psychological factors is of great importance in understanding leadership and forming a leader's personality. The personality of a modern leader determines his success in management and relationships with the team. Social-psychological approaches play a major role in determining how a leader communicates with others, how to resolve conflicts, and how to motivate.

The following components are important in the development of socio-psychological aspects of leadership.

**Emotional Intelligence (EI):** A leader's ability to understand his own emotions and understand the emotions of others. This ability plays an important role in the leader's effective management, communication and decision-making.

**Empathy:** The ability to understand and empathize with the feelings of others. Empathic leaders understand the needs of their team and make the right decisions.

**Motivation:** A leader's ability to motivate his team to achieve goals and motivate them to change.[1]

There are a number of socio-psychological approaches to the formation of the personality of a modern leader. These approaches shape the leader not only as an effective manager, but also as a person who implements changes and inspires his team.

The transformational leadership approach is focused on the leader's ability to inspire his team, encourage change, and achieve goals. Socially-psychologically, such leaders use their emotional intelligence effectively because they achieve high performance by understanding the needs of the team and inspiring them. Such an approach is important for the leader to establish sincere relations with the team, to solve problems and to increase the motivation of the team.[2]

Servant leadership approach involves the servant role of the leader. In this approach, leaders consider the needs of their team at the highest level, communicate effectively with them, and support the development of each team member. From a socio-psychological point of view, service leadership is important in providing effective management and conveying value to team members.[3]

The distributive leadership approach involves the distribution of leadership tasks among team members. This approach increases mutual trust, cooperation and motivation of team members from a socio-psychological point of view. Distributive leadership increases leadership within the team and provides psychological enhancement of the leader, as the leader involves all members to participate in decision-making by distributing management.[4]

Social and psychological factors are of great importance in the formation of the leader's personality. These factors shape the leader's interactions with the team, motivation and management styles. The main socio-psychological factors are:

The ability of leaders to motivate has a great impact on the success of the team from a socio-psychological point of view. Effective motivational processes increase team members' self-esteem and determination to achieve common goals.

The leader's skills in effective communication, conflict resolution and team building are important in forming his social and psychological qualities. Leaders with social skills build trust and mutual respect in their team.

The modern leader's proper management of his relations with the team ensures his psychological stability and effective management. The leader's development of social relations with his team strengthens his psychological skills and effectively organizes management processes.[5]

The following psychological methods are important in forming the personality of a modern leader. Emotional intelligence (EI) plays an important role in leadership because a leader is highly successful in understanding, managing and making decisions based on their own and others' emotions. EI consists of the following components.

- A leader's ability to identify his feelings and fight against them.
- Leader's ability to manage emotions and imagine in stressful situations.
- Understanding and adapting to the feelings of others.
- Effective communication and motivation of team members.

By developing emotional intelligence, the leader will have the opportunity to strengthen his relationships with the team and effectively organize management processes.[6]

The leader's ability to self-evaluate and reflect is an important factor in the development of his personality. Through reflection, a leader analyzes his decisions, communication methods, and management mistakes, which helps him improve and be ready for change. The process of self-analysis and learning also helps the leader identify his strengths and weaknesses.[7]

Modern leaders use mentoring and coaching methods to develop themselves and others. The mentoring system consists in teaching and helping others with their own professional experience. Coaching involves a leader working directly with team members to help them grow. This method teaches the leader not only to manage, but also to focus on the development of the team.[8]

Modern leadership requires managing many stressful situations. A leader's ability to effectively manage stress and make quick and clear decisions against problems helps develop his personality. Stress management techniques, including meditation, exercise, and time management, can provide a leader with emotional stability and help them manage effectively.[9]

The ability of leaders to think creatively and innovatively plays a big role in making them successful in a changing and competitive environment. Modern leaders use psychological methods to develop new ideas and find innovative solutions to problems. These skills help the leader to adapt to market changes and direct his team to new opportunities.[10]

Effective communication and team-building skills of modern leaders psychologically lead to success in management. Effective communication techniques, including active listening, open and clear expression of ideas, unite the leader's team and increase their effectiveness. Such communication also helps the leader to motivate team members and achieve goals.[12]

Proactive leaders guide their team toward new opportunities and have the ability to adapt to rapid change. This psychological method helps leaders not only to effectively use available resources, but also to be successful in changing situations.[13]

In short, psychological methods are important in shaping the personality of a modern leader, because they allow the leader to develop himself and others. Techniques such as emotional intelligence, reflection, mentoring, stress management, creativity, effective communication, and initiative help a leader succeed in management and lead a team to high performance. Each of them incorporates socio-psychological approaches and forms a leader not only as an effective manager, but also as an inspirer and guide of the team.

#### **List of used literature.**

1. Goleman, D. (1995). *Emotional Intelligence: Why It Can Matter More Than IQ*. Bantam Books.
2. Salovey, P., & Mayer, J. D. (1990). Emotional Intelligence. *Imagination, Cognition, and Personality*, 9(3), 185-211.
3. Bass, B. M. (1985). *Leadership and Performance beyond Expectations*. Free Press.
4. Greenleaf, R. K. (1977). *Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness*. Paulist Press.
5. Spillane, J. P., Halverson, R., & Diamond, J. B. (2001). Investigating School Leadership Practice: A Distributed Perspective. *Educational Administration Quarterly*, 37(1), 23-50.
6. Leaders, H., & Tichy, N. M. (1998). *The Leadership Challenge*. Jossey-Bass.
7. Goleman, D. (1995). *Emotional Intelligence: Why It Can Matter More Than IQ*. Bantam Books.
8. Schön, D. A. (1983). *The Reflective Practitioner: How Professionals Think in Action*. Basic Books.
9. Whitmore, J. (2017). *Coaching for Performance: GROWing Human Potential and Purpose: The Principles and Practice of Coaching and Leadership*. Nicholas Brealey.
10. Kabat-Zinn, J. (1990). *Full Catastrophe Living: Using the Wisdom of Your Body and Mind to Face Stress, Pain, and Illness*. Delta.
11. Amabile, T. M. (1996). *Creativity in Context: Update to the Social Psychology of Creativity*. Westview Press.
12. Rosenberg, M. B. (2003). *Nonviolent Communication: A Language of Life*. PuddleDancer Press.
13. Kotter, J. P. (1996). *Leading Change*. Harvard Business Press.