

On Analysis of Family Factors and Social Creativity Issues in the Study of the Psychological Portrait of Educational Institutions' Leaders

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The speech culture of the leading teacher plays a decisive and extremely important role in managing the educational process and implementing a wide range of educational activities. The cultural quality of the teacher's speech is a reflection of his level of knowledge, his maturity in logical thinking, as well as his ability to use the richness of his native language.also related .

Language—everyoneteacher'sweapon,ownis the direct manifestation of ideas and relationships into reality. As the wise have noted, the richest achievements of human intelligence, thinking and consciousness, deep knowledge, extensive sciences, fiery emotions remain unknown to the listener if they are not expressed clearly, sonorously and attractively in speech. Therefore, the oratory task of a leader or teacher is to achieve the convenience of the reader, student, listeners so that they can directly perceive the ideas expressed. This also depends on the form in which the speaker expresses his thoughts .

In Uzbekistan , raising the younger generation to be spiritually high-minded people has become an important state task. Because a country inhabited by people with a rich spirituality is economically and politically progressive, and such a society is inevitably strong . Persons involved in propaganda , education, and upbringing, especially educational institutionsleadersownTheir enthusiasm, initiative and creativity in their activities are considered to be the leading factors ensuring the effectiveness of work in this area. Because, as the first President of

Uzbekistan Islam Karimov said, "No matter how many calls and important theoretical ideas are expressed about spirituality, if the society " We c a n n o t r e a c h the mind , that is, we cannot find a way into the human heart" ¹ .

When asked by the leader of our country, "What is the greatest courage in this bright world ?" now without hesitation, the most great courage "If we answer that it is spiritual courage, I think we will not be mistaken." ² The instructions given by the social sector, in particular, education employees for The leader 's speech should arouse the emotions of the audience , interest them, and hold their attention .speech to the topic attraction will-It should be clear and convincing. Explaining the topic in an understandable and convincing way is the key to the success of a manager. After the native language, literary works occupy the main place in the speech culture of a leader or teacher.occupies.Literature with always Working with and reading them regularly greatly helps the speaker to increase his vocabulary, acquire more figurative expressions and artistic expressions, and acquire and assimilate the riches of the literary language that is widespread among the people. Literary literature-A foreign language introduces the speaker to everyday life and social life in a deeper way than he or she knows, broadens the scope of thinking, increases the cultural level, and enriches the capacity for logical thinking.

People in front of often to the word out T h e current leader uses artistic images appropriately in his speech, has the opportunity to compare certain events and individuals in life with the heroes of fiction, as a result of which his speech will be lively, vital, and impressive.

Another piece of wisdom for educators and school leaders is that a word from saying before his/hers to absorb afterwards for permanent work take If we don't go, this about our activities every If we do not organize the parties in a well-thought-out systematic manner, naturally, we intended to the goal It is necessary to think about the "coming" consequences. A word spoken without thinking carefully and without anticipating the consequences in advance, whether intentionally or unintentionally, can be untrue, can destroy a person's self-respect, and can hurt their heart.

A skilled teacher or leader also cultivates the speech culture of students by his personal example. For example, he can hone the skill of skillfully using the jewels of the Uzbek language's incredibly rich treasury; he can develop skills and abilities in his listeners with his instructive words, pleasant expressions, sentences rich in exemplary metaphors, and sonorous pronunciation.

requires the use of wise sayings, rubai, quatrains, and interesting expressions from folk oral literature. Appropriate use of artistic imagery, comparisons, and humor makes the lecture interesting, does not bore the listeners, does not make them drowsy or distracted, but rather provides them with spiritual relaxation.

The speaker must always remember that words should be narrow and content broad. When he thinks a lot and deeply, he speaks little, because he tries to squeeze a lot of meaning into a few words. If the content of the issue to be explained is carefully thought out in advance , the words will flow involuntarily. Then the speaker becomes, as it were , a painter of thoughts.

The leadership qualities that form the basis of effective communication, in our opinion, are evident in the following :

1. forward-looking strategic planning.
2. Employees, distribution of labor resources in making appropriate and timely decisions regarding the

3. to expand the scope of effective activities or increase one's responsibility in exchange for high-quality work.
4. Being able to make creative, rational, and correct decisions in various situations.
5. one's own strength and potential .
6. their rights and being responsible for their duties.
7. making a just judgment when the time comes .
8. In an effort to improve communication skills.
9. Being able to analyze and intuitively predict processes in complex and crisis situations.
10. In viewing work as a high value and mobilizing all his energy and enthusiasm for it.
11. Activity during the culprits trace-It is not about being a boss, but about seeking to solve problems, and about the high willingness to work with employees who are not afraid of taking risks and have independent thinking.

Beyond these management meanings, a leader in psychology, social, political. How can we identify the inner meanings that reflect legal maturity, which includes independence and governance? It is explained that the following three characteristics should be taken into account when separating layers of meaning according to the content and essence of the idea :

- 1) leader activity taking the existing traditions of the time, that is, under the influence of what values and traditions the creative thinking of the manager was formed;
- 2) of the leader on the attitude of his employees towards their work;
- 3) the ideas , ideologies, etc. that influenced the formation of the leader's creative thinking.

Personal characteristics that hinder effective communication management .

According to research conducted in the field , the following have a negative impact on the effectiveness of a manager's activities:

- 1. Inability to control oneself .** The life of a leader is full of excitement and stress . In such conditions, the lack of a clear goal in behavior negatively affects not only the performance of the team, but also the health of the leader.
- 2. Lack of formation of personal values. The leader** is always in a decision-making situation . However, the effectiveness of the decision word through, personal values, professional and is based on life principles, the formation of which constitutes the content of the leader's activity. For example, modern management is based on values such as efficiency, helping to unlock the potential of employees , and a tendency to introduce innovation into the organization. A leader who is not based on solid values and principles shows instability and lack of will

towards the goal.

3. Lack of clear expression of personal goals. A modern leader must be able to distinguish the important from the unimportant, to choose the most appropriate from the available options. The first step towards a deep understanding of the organization's goals is for the leader to clearly understand his or her personal goals. Only a leader who clearly knows his purpose can fully absorb the demands placed on his work. Personal purpose uncertainty organization interest-Understanding the goals of the path The lack of a clear goal reduces the individual's ability to succeed, and therefore, such a leader cannot feel the success of others .

4. Not striving for perfection. A leader who refuses to work on himself is in danger .himself takes escapes, own They do not work on developing their abilities and skills, do not take risks, and cannot break out of their old habitual patterns of behavior.

5. Inability to solve the problem. Some leaders problem on quality, regular and cannot work with intelligence. He lacks the skills to define the purpose of the task, collect information , plan and implement control. As a result, unresolved issues accumulate and the leader's ability to solve the problem is limited.

6. Lack of creativity. A leader who lacks creativity cannot come up with new ideas or inspire others to take a creative approach to work. Such a leader lacks experience, teamwork, and to life news from entering himself

takes it aside or laughs at the news. High creativity requires overcoming obstacles and striving for a goal despite adversity.

7. Inability to influence employees .A leader should influence his subordinates. However, some leaders cannot rely on their employees and instead have a negative opinion of them. Such a leader does not enter into close communication with those around him and cannot express his inner world well .

8. Lack of knowledge of the nature of management activities. A manager cannot develop his skills if he does not have information about the effectiveness of management activities . A manager who cannot analyze his approach to management will have difficulty explaining his ideas and tasks to employees. Such a manager will be influenced by what employees think of him. not interested, own employees It is difficult to call for initiative, especially when it comes to giving assignments.

9. Poor management skills. Many skills are needed to manage employees in an organization , which can also be called leadership skills. In a team with poor management, there are situations such as wasting time, employees not working to their potential, and dissatisfaction with work. In such a group, the distribution of tasks is weak, there is a lot of waste in organizing work , and interpersonal relationships are In such a team, the leader's work is not appreciated and the psychological environment is not healthy .

10. Inability to develop work skills in employees. Every manager should occasionally mentor an employee. work feature teaches .Employee's cannot develop professional skills-A leader who is not able to bring his team's work to a high level . In this case, the employee He does not hear any feedback from his supervisor about the results of his work, and the supervisor's assessment and recommendation take on a formal tone .

11. Poor team building skills. To achieve goals, the leader must unite with employees and use their skills. If the work group does not become a competent and productive team, the leader's work will be difficult and his work will be ineffective. It will be such in teams. Productive work mechanisms are not formed and an unhealthy environment prevails.

This analysis of managerial activities is a school leaders' in educators' work. As we increase the impact of conduct, manners, behavior and the art of oratory on improving the quality of education and upbringing, we recommend that they do not forget that in the course of their activities it is not always necessary to know what to say, but how to say it. Even the most valuable idea, thought, program, if expressed without skill, loses its value; if repeated, it bores the listener. Therefore, the clarity and clarity of thought ensure that the expression is also the same.

The teacher's thoughts should not be stagnant, but rather should fly freely in the presence of the listeners. For in the conversation brevity is necessary, because of an excess of words. No matter how skillfully a teacher speaks, if he starts saying things that are not relevant to the topic, he will eventually lose the logic of his speech, and the audience will start laughing at him in their minds.

So, in speech accuracy brevity. When combined with the senses, it becomes impressive and memorable.

Indeed, every teacher, especially a leader, after presenting the major, specific issues in his speech, must draw conclusions on each of them, and at the end of the speech on the entire speech, in a short, clear, clear, and if possible, concise manner. Otherwise, they will violate the requirement of the science of logic regarding the need for a thesis, logical basis, judgment, and synthesis, that is, generalization, and conclusion.

Based on these principles, it is necessary to comply with the following ethical speech requirements:

- Asking permission to speak (by raising your hand) when an idea arises;
- strict adherence to discipline (intellectual maturity, adherence to norms of behavior in a team; ability to listen to others; speaking only within the scope of the problem (emphasizing clarity of thought); active participation in classes; helping others; creative approach to education).

There is a source study basis. There is a need to organize training sessions with participants, and it is recommended to implement it based on the following steps:

1. Conversations subject-matter right understanding.
2. see the problems to be solved within the subject and to have the ability to predict their solutions in advance.
3. to clearly define general and specific goals based on the topic of the training.
4. Properly orient the speaker and audience according to the chosen strategy.
5. Recommending necessary tools and databases for participants.
6. Diagnose and evaluate the practical significance of the solution to the studied problem.

Working through the recommended steps encourages the speaker and listener to explore new topics in the organization of their activities. This situation creates an environment for individual learning.

I think it is not enough to talk about the attention paid to our teachers, who are directly involved in educating young people and who have dedicated their lives to this sacred work. We are not yet showing them true care . This issue also needs to be thought through deeply,” emphasizes .

[1] Popular saying that “The one who speaks sows, the one who listens reaps .” This means that if a speaker wants to reap the benefits of his speech, he must find a way into the minds and hearts of his audience , arouse their lively interest, stimulate their thinking, and affect their emotions and move them to action.necessary.To thisonly can only be achieved if face-to-face communication with the audience (listener) is established. Therefore, the potential of speech is incomparable. We must not forget that the main means by which all world sciences are expressed and implemented through speech is precisely this potential.