



## Personal Demonstration of Leadership

**Alisherova Dilshoda Azizxon qizi**

*Student of third English faculty of Uzbekistan State World Languages University*

**Annotation:** In this article, there is a scientific-theoretical discussion based on empirically organized results on the manifestation of leadership in a person. Also, the position of leadership usually takes place in the informal relationship system of the group. The recognition of a person at the level of a leader means emotional closeness to him, high evaluation of a number of qualities related to his work, and attention to the interests of the group of this person. A leader is a person recognized by all members of the group. In the article, the author believes that the main aspect of the leader's value system is to put the interests of the group above everything else, to always seriously engage in solving the task set before the group, and to be able to mobilize the team in this process.

**Key words:** leader, person, responsibility, leader, types of leader, leader in work team, development of leadership potential of a person.

### INTRODUCTION

In addition to the traditional approach to the management style, a number of modern ideas have also entered, knowing them will make it possible to manage the leadership style more freely. In general, there are many cases of replacing the word "leader" with the term "leader" in the literature. In our opinion, the term "leader" cannot fully express the psychological description of a "leader". The word "leader" is used in relation to a group, a person who influences its members and leads to a goal. Leadership is a state of a person determined by analyzing the structure of a group, the system of relations in it. But there are a number of other aspects that represent the quality of a leader, which we cannot analyze only within the framework of the relationship system. In this interpretation, it is characteristic of a leader. One of the main aspects is the need to take into account the ability of a person to act in accordance with the situation. Initiative, ingenuity and skill in solving a problem in any problem situation are characteristic qualities of a leader. In a difficult situation related to problem solving, the leader is distinguished by his progress and leadership in comparison to others. In our opinion, in the Uzbek language, these two expressions - "peshkadam" and "etakchi" - can fully express the essence of a leader. In a difficult situation, the leader is distinguished by his progress and leadership in comparison to others. In our opinion, in the Uzbek language, these two expressions - "peshkadam" and "etakchi" - can fully express the essence of a leader. In a difficult situation, the leader is distinguished by his progress and leadership in comparison to others. In our opinion, in the Uzbek language, these two expressions - "peshkadam" and "etakchi" - can fully express the essence of a leader.

### LITERATURE ANALYSIS AND METHODOLOGY

What is leadership? Leadership is a set of qualities that can be seen in the influence that a person can give first to himself and then to others. Let's look at three modern leadership models (in fact, there are many concepts and models of leadership-leadership):

1. Attributive leadership - (lot.attribution - added, provided added) - the leader observes the actions of his subordinates and, based on his observations, decides how to better establish relations with each of them.



2. Charismatic leadership - (Yun. charisma - grace, divine ability - a concept that expresses the fact that a person has special characteristics (wisdom, heroism, sainthood) compared to others and has the right to lead the people with the help of this characteristic) - the influence is the personal qualities (charisma) of the leader. and based on his management style.
3. Transformative leadership - (eng. changing) - in which the leader stimulates the development of his followers, say employees, raises their awareness and convinces them of the importance of common tasks.

Usually, when talking about leadership, this or that person's specific characteristics that others do not have are meant. A person can develop "leadership" qualities and become a "captain". Let's take a look at some of the qualities a true leader must have.

High emotional intelligence - a leader must see and correctly interpret the emotions, motivations, intentions of the team. A developed emotional intelligence, as one of the adaptive skills, helps to manage your own and others' emotions

A high level of motivation - the leader does not need external stimuli, he is proactive, does his work better than others, and his strength is enough to motivate others.

Self-confidence and optimism - the leader does not flaunt his weaknesses, objectively assesses reality and believes in himself. Difficulties increase his interest in work. 1

Goal - setting a goal allows a leader to bring their vision to concrete results. A leader's goal must be ambitious. He doesn't just talk about the work he is doing, but reminds others of what he is aiming for. With this, he always remembers the main goal and tells his interlocutors that their cooperative efforts are not in vain, it is the pursuit of a specific result.

Perseverance is a leadership quality that allows you to find a solution to a problem and keep going, rather than giving up when faced with challenges.

Flexibility - In the process of moving towards the goal, the leader must be flexible. This is an opportunity to have a lot of strategy and choice.

Organization - it is very important for the leader to gather a group of first-class experts in his field and to be able to organize the activity process himself.

Support - People want a leader who cares about them, not just their own interests. Without this quality, it will be difficult for the leader to maintain his reputation. Moving to a goal is not only difficult tasks, but also strong relationships.

Trust - Team members must trust the leader. When he believes, he follows.

Activity - a leader must be active in all aspects. The leader tries to be half a step ahead of time. He must have the latest information and be at the center of the flow of events to act first.

Accountability - The average employee can easily ask, "What about me?" I wish I was a little man! What could I do?" can say that. Leader - never! He feels responsible even for the incident that happened in his absence.

The task is delegated - certainly not as a verbal command or a written request. Always politely, in a tone of request or advice. The important thing is to behave as if the people around you know what to do.

Makes a decision - considers various options for an action, even consults with experts, but only makes the final decision himself.

In our opinion, the word "Leader" comes from a person's desire to lead a group. And the expression "Peshqadam" means that a person with certain qualities follows the group, and the



group chooses the path of the person it trusts at its own discretion. The same situation should be used in relation to the expression "leader". This feature of a leader is manifested in his emotional appeal, the quality of attracting others to himself.

Thus, replacing the word "leader" only with the term "leader" narrows the psychological interpretation of the leadership situation. Based on this consideration, we consider it appropriate to use the word "leader" in the text of our manual. In addition, understanding the explanatory meaning of the word "leader" is familiar to the Uzbek reader.

## **RESULTS AND DISCUSSIONS**

Leadership and management. Each employee in the work team has his own position in the group. This position may be acquired formally or informally. The official position is represented by the position of the employee in the career ladder and the powers arising from his position. As any employee interacts with his colleagues, these relationships begin to take on an emotional color under the influence of various factors.

Relationships based on feelings are formed in two forms - liking (sympathy) and dislike (antipathy). There are also employees who, with their certain qualities, can arouse the sympathy of most members of the team, and they occupy a high position in the informal system of the group. According to the psychological interpretation, an employee who occupies a high position in the official system of the team is considered a leader, and a person who occupies a high position in the informal system is a leader.

The leader in the work team is distinguished primarily by his work characteristics, because he begins to stand out from others precisely because of his work. In addition, the leader, while protecting the interests of the group, can sometimes go against the system of official relations and the interests of official circles. As a result, a conflict may arise between the official leader and the informal leader in the team. Based on the interests of the enterprise, it is optimal for the official leader in the team and the leader formed in the informal system to be represented by one person.

Modern psychological science, through its achievements, can provide enough information about the nature of qualities characteristic of a leader and the directions for achieving it. In this regard, we can include the characteristics of a leader in three categories:

1. orientation to the interests of the community;
2. professional skill, taking the initiative in any problem situation and taking the initiative in solving the case;
3. traits of emotional, emotional attraction. The sequence of the set of features listed above also has its own logic.

Research has shown that emotional appeal is not necessarily the most prominent feature of a leader. The average presence of this indicator in a person is enough for him to be recognized at the leadership level. But the low level of emotional attractiveness characteristic of a person can have a negative effect on business communication and negotiations. A leader's ability to create a positive impression on others by knowing the secrets of communication is the main tool for increasing this indicator.

Leadership is a position that is appointed, while leadership is a position of a person promoted by like-minded people. If you pay attention to the difference between a leader and a leader we can list many aspects. For example, if a leader has employees, the leader has like-minded followers, if the leader is appointed, the leader is separated from the team members, if the leader relies on his authority, and the leader relies on his reputation. According to his commitment, the leader puts the



interest of the organization in the first place, and this characteristic gives him an official tone and puts him in a somewhat "weak" position in front of the team.

In life, there are many teams in which the official leader and the leader consist of individuals. In many such situations in team life, group members are likely to side with the informal leader rather than the leader. The relationship between a formal leader and an informal leader in a team is always a difficult issue. In such a situation, it is usually observed that most of the leaders try to suppress the leader and get rid of him, while another leader can use this leader and mobilize him to achieve the group's goal faster. The leader's ability to get along with the leader and agree is a guarantee of future success. For this, resourcefulness, patience and the ability to stand above one's own interest are expected from the leader.

When the official leader and the group leader are different individuals, the disagreement between them is perceived by many employees as a violation of social justice. Developing a relationship with the leader, on the contrary, is considered as recognizing the strengths in the group, choosing the path of rationality. As a sensitive person, the leader should be able to pay special attention not only to the leader, but also to each member of the group who has this quality. By developing an existing relationship with an individual leader, there is an opportunity to form positive feelings with other members of the group. Analyzed in this sense, the presence of an informal leader in the group is an additional bridge for the formal leader to build a warm relationship with the group members. But everything in life does not go as smoothly as expected, and the conflict of interests of the official leader and the unofficial leader, and the stubbornness of the unofficial leader despite the leader's gracious step may clash. This is represented by a conflict in the team, and the guidelines for solving such cases are discussed in detail in the topic of conflicts in the team.

There are a number of practical activities in the field of psychology for the formation of qualities characteristic of a leader, and these programs are reflected in practical training based on the interactive educational method. The methodological foundations of psychological activities that develop the leadership aspects of a person are somewhat controversial, and the careful development of this topic determines the effectiveness of the results that can be obtained from these activities. Until recently, the theory of "Traits theory" has been leading in the field of psychology for the formation of leadership qualities of a person.

According to this theory, there are several qualities that represent leadership, and this set of qualities determines a person's ability to influence others. But it turns out that a mere set of qualities cannot raise a person to the level of a leader, and the number of these qualities can be several dozen. Forming these qualities, coordinating them with other structural aspects of the personality structure, and turning them into the inner essence of a person is a very complicated issue. Many years of psychological activities have shown that such a path is unproductive.

One of the modern approaches to the development of a person's leadership potential requires relying on the ability formed in a person and the manifestation of this ability in a situation that makes it possible. Such an approach is called "situational leadership", in which a person recognized as a leader achieves a common goal it is understood that he can show his ability in a problem situation. According to this theory, a group can always have several leaders, and when the time comes, each team member can demonstrate his ability and opportunity to solve a problem situation. In our opinion, an effective leader should create such an environment in his team, so that every employee can take part in solving the problem situation by using his opportunity in the necessary situation and feel that he is participating in the management process. For this, the team should have professional employees who feel a deep sense of responsibility in solving any situation and are masters of their work. At the same time, there are always employees in the group



who are has a universal ability to solve many problematic situations. From this point of view, leadership is largely characterized by the sufficient development of innate abilities of a person.

## CONCLUSIONS

As we said earlier, one of the main aspects of leadership is concern for the group's interest. Therefore, the main aspects of the definition of leadership can be understood as the individual's ability to successfully solve this situation and his enthusiasm for the group's benefit.

Another main aspect that shows the leadership potential of the person is the ability to adapt to the demands and wishes of the team. Different labor groups show different desires based on their level of responsibility, and sometimes there are even cases of complete incompatibility with the interests of society. And in such communities, naturally destructive, i.e. destructive behavior leaders stand out

and they become a force of their own, revealing the hidden motives of the group. As an example, it is possible to recall the groups of deviant behavior and their leader that appear in adolescence, or the groups of antisocial behavior that pull the organization backward in some work community.

## REFERENCES

1. Andreeva T.V. Modern psychology. - SPb.: Rech, 2005. -436 p.
2. Avlaev, O., & Juraeva, S. (2019). —Relativity of the level of adaptation in determining happiness! "PSYCHOLOGY" scientific journal, 4, 121-128.
3. Avlaev, O., & Mamatkulova, Z. (2019). Dynamics of mejlichnostnogo atnoshenia components of social intellect of students. Nauka i obrazovanie segodnya, 12(47), 67-74.
4. Korneeva I.E. Gotovnost k obedineniyu s drugi lyudmi kak factor samoorganizatsii. // Materialy Vserossiyskoy nauchno-prakticheskoy conference. - Ivanovo, 2005. - S. 120-124.
5. Minigalieva M.R. Lichnostnaya zrelost i gotovnost k professionalnoy deyatelnosti spetsialnoy po tsialnoy rabote. Chast 1 // Psychological maturity and aging: Ejekvartalnyy nauchno-prakticheskyy journal / ed. O.V. Krasnova. - 2013. - No. 3 (63). - S. 62-85.
6. Solomin P.L. Psikhologicheskaya gotovnost k professionalnomu self-determination of children, nakhodyashchikhsya and raznykh sotsialnykh situationatsiyakh development. // Applied psychology. - 2009. - No. 8. S. 154-162.
7. Remennik L.I Nauka byt vdvoem. - Vladikavkaz. "Ir", 1990, -124 p.