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## THE METHOD OF FORMING THE SPIRITUAL CULTURE OF MTT DIRECTORS UNDER THE LEADERSHIP OF THE TEAM

**Annotatsiya:** Maktabgacha ta'lim tashkilotlarida direktorlarini jamoa boshqaruvida manaviy madaniyati shakllantirish o'ld metodik tavsiyalar berilgan.

**Abstract:** Methodical recommendations on the formation of the spiritual culture of the principals of pre-school educational organizations under the leadership of the team are given.

Areas of production of the leader and ways to eliminate them. According to the analysis of the paid materials below, there are a number of aspects in the leader's activity. Lack of self-control. Responsible for the development of the leader, lack of self-management, lack of self-management staff, self-management, can not manage his own mental and physical capabilities. There are two types of self-control, one of which is behavior that reflects knowledge in the process of thinking, understanding, and perceiving. Weakness of mind, weakness of memory, weakness of will, indecisiveness, the influence of the leader among the members of the team decreases, day by day it loses its value.

Disruption of personal values. First of all, the leader demonstrates his "I" individuality among the team with certain values. Adapted to the existing values, the employees of the enterprise recognize the leader as a subject first. The leader's attitude towards values changes as a result of the emergence of vices such as false knowledge, arrogance, turning one's "I" into a super "I", greed for wealth, abandoning fair decisions. These changes are evaluated by team members as experts, their attitude towards the boss weakens, and their faith in him decreases.

Ambiguity of the person's goal. After taking the position, the leader sets ambitious and main goals, step by step makes specific efforts to put them into practice. Activeness, accuracy, steady pace, striving for the goal are priorities in the activity. But due to some objective and subjective reasons, the grandeur of the goal disappears, the number of activities decreases, and the possibility of organizing planned and real activities becomes more and more narrow. Ambiguity of the goal, in fact, its absence, hinders the development of the enterprise, it only shows the existence of superficial aspirations.

The goal directed at the generality often leads to individuality, as a result of which there is an opposition between "We" and "I". Between the leader and the team, conflict and conflict situations arise, and how much mental energy is spent to eliminate them.

It is the derailment of self-improvement. If the leader strives to continuously improve the spiritual world of self-education, self-improvement, independent learning, then his prospects are bright. However, factors such as failure to control, evaluate, and encourage his work reduce his work, coldness and indifference towards his position are manifested.

The problems of his colleagues working in this field and in the system weaken his relationship to work, and gradually his activity disappears.

Lack of problem-solving skills. In production, various characteristic problems are constantly manifested. Arming with tools based on creativity is the main task of the leader. New technology, new equipment, original devices, new models of computers, universal electric calculators require the leader to acquire skills to interact with them. Lack of skills makes a leader lag behind in development. It goes without saying that behind the times, it is known that a behind-the-scenes leader does not have any importance for the company.

**The use of different types of training to overcome leadership deficits is highly effective. Training on the general laws of the transaction.**

- - Training on the essence of universal decency and the ways of extreme compliance.
- - Houses for creating a psychological picture of the situation through specific roles, psychodramas.
- - Business games, self-management exercises in emergency situations.
- Trainings related to the acquisition of communication technology and instruction.
- - On mastering communication skills
- - Mimic and pantomime exercises
- - Correction works will be carried out based on Aitoria's tape recorder.
- - Using the mirror to acquire the skills of behavior - movement, walking and standing, and to eliminate and lose personal defects.
- - Such as carrying out corrective actions based on leadership situations and situational scenarios, and conducting exercises for the formation of new qualities.

The presence of defects in the creative approach. The market economy requires creative research, always requires the development of new technology. Creative thinking, creative plans, grandiose ideas should be in harmony with the spirit of the times. A defect in the creative approach and the moral also causes economic damage. Testing the innovation, calculating its effectiveness, making a firm decision about its prospects, avoiding mistakes in this area improves the company's activity, raises the mood of the team members, and ensures economic profit. As creativity is pressed as a stranger to the leader's personality, it means that defects appear, production weakens, quality decreases, and the social and psychological environment is disturbed.

Inability to influence people. The main factors influencing people are the potential of the leader, universal culture, mastery of etiquette, mastery of the art of public speaking, personal qualities, strong will, honesty, care and diligence. Loss of reputation, speech defects, inability to solve economic relations, weakening of indecisiveness sharply lowers the level of influence on subordinates in behavior.

A leader achieves a career by mastering every aspect and function of his work. But due to not understanding one or another aspect of it, things stop working in the enterprise, artificial braking occurs. Due to lack of understanding, the management is damaged, the manager's field of perception cannot accept them, as a result, some breaks in the management are established. Disturbance of their mutual harmony, acting with "risk" leads to negative consequences.

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