

MAIN CHARACTERISTICS OF PERSONAL ACTIVITY OF GOVERNOR AND LEADER

Ulugbek Khaitov

Journalism of Uzbekistan and Mass

Communications Associate Professor of the University, Ph.D.

Abstract:

The leader's personality and work activity is a creative process that ensures management efficiency. In the history of management, the problem of the leader and the governor is a result that covers such important issues as achievements in management, personal activity of the leader, personnel potential, management efficiency, and represents the development or decline in the socio-political, economic, spiritual and cultural spheres of a certain period. served as a quality and efficiency factor. In the article, the practical activities of the leader and the leader in the process of management and the results of their work, general actions, the set goal and the mechanisms of its implementation, the characteristics of the leader and the leader in management, the creative thinking of the leader, and some considerations are given.

Keywords: management, leader, the governor, person, competence, personnel, motivation, responsibility, performance, personal value, career, leader's intelligence, leader's spirituality, leader's goal, ability, leader's character, hard work, financial independence.

INTRODUCTION

The new XXI st century proves the need for managers or leaders working in the management system of all countries to improve their skills and acquire effective methods and technologies for success in work.

After gaining independence in Uzbekistan, the need for leaders and the governor in the country's administrative, social-political, economic-economic and spiritual-cultural life has become an urgent problem.

Therefore, the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, emphasized the importance of this issue and said, "In order to quickly solve the urgent tasks before us at today's new stage of our country's development, we

should strengthen the personal responsibility and accountability of the deputy heads of ministries, state committees, other bodies of state administration, and economic associations. We attach special importance to the introduction of a new system for clearly defining tasks and powers, as well as improving the efficiency of their activities. We have adopted a special decision for this purpose. It was determined that the deputy leaders of the above-mentioned category are personally responsible to the President of the Republic of Uzbekistan and accountable to the Cabinet of Ministers for the efficiency of their activities in the branches and fields assigned to them. In other words, the time has passed when the deputy leaders of different levels walk in the shadow of their boss. **Now they are also suitable for specific tasks. Personal responsibility and accountability will be the main criteria for all management staff**"[1], which indicates that the task of further improving the activities of leaders or leaders and increasing their practical effectiveness has been defined.

We used the opinions of scientists who conducted scientific research on the issues, and by analyzing them, we tried to express some opinions and comments related to this direction. As B. Tracy, the author of the work on leadership in management, noted, "We are on the threshold of a new golden age. Never before have we had such great opportunities. However, more than 80% of successful people's achievements actually rely on their intelligence, that is, their spirituality[2]. You become what you make of yourself in life.

This article introduces young personnel working in the management system with some valuable and tested methods, thanks to which you will be able to become a truly influential person, the governor, leader in your personal and professional life, who is responsible for himself and others. You begin to see yourself as an independent leader, an entrepreneur, even if you still work for other people. You can turn your long-term dreams into a life goal, consciously pursue it and achieve it.

Thanks to the acquired practical experience and skills, you will have the key to achieve maximum success. Understanding the essence of the personality of a leader or the governor, gaining certain experience will make you a famous and unique employee in your field of work, and as a person, a person of interest to others.

You take control of your life in all areas, plan your career, gather an excellent team of employees around you, deepen your competence in the field of interpersonal relations, build strong relationships with clients, as a result of which they become unbeatable for your competitors.

By doing this, you will become a successful person and have the balance in the important areas of your personal life that are necessary for happiness.

The authors together tried to express some of the most important conclusions on this topic, which we have come across many times.

Even today, many people are curious about the problem: why do some people occupy high positions in the management system, some people live longer, earn more money, have a nicer house and a better family life? We will try to find answers to your questions.

First we turned to history, then to politics, psychology, philosophy, economics, economics, and religion. From the studied materials, it can be observed that intelligent people in all periods have made a number of opinions about why some people are happy and healthy compared to others. Such research has intensified especially in the last 100 years. As an example, a number of foreign scientists published in Uzbekistan - J. Maxwell [3], J. Baldoni [4], R. Chaldini [5], B. Shefer [6], B. Tracy [7], S. It is possible to highlight the opinions and recommendations expressed in the works written by Covey[8], R.Kiyosaki[9], C.S.Al-Karibani[10], R.Anthony[11], Yu.Vooglide [12].

"In order to manage others, a person must first learn to manage himself. The desire to create positive change underpins this effort.

First of all, a person should know what he can do and what he cannot do, this is the main criterion for his quality[13]"

Also, it is not for nothing that everyone has been interested in why some people have succeeded and others have not. A lot of money has been spent to find the main factor behind success in business, management, medicine, parenting or leadership.

Many lives, thousands of hours have been spent searching for the reasons, signs, and guidance that some people find personally successful in their own ways faster than others. Today we know why, and to be honest, it's a little sad and even mildly disturbing.

It is for this reason that mankind has never experienced more stressful times in its history than it does today. However, when we learn how other people are succeeding in our field of interest, we strive to achieve the same positive results as them. This can be called a comparative combination of life.

If someone gave you a treasure chest you wanted and said it was locked with a digital code, what would be the first question you would ask us? Of course - about the secret number combination. If I highlight the numbers you want, you'll want to know their sequence. You know very well that all this is happening because of this, that there is only one reasonable way to achieve the expected exciting goal. And, when all the information is known, even a child can open the coveted treasure box.

If you study how people who achieve success and achievement in different areas of life act, and then try to repeat their actions, you will give yourself an additional opportunity to achieve the goals and results that they have achieved.

In 2006-2012 years, students of the first and second courses based on the lectures given in the three-month special courses on "Management skills" organized at the Academy of State and Community Building under the President of the Republic of Uzbekistan, materials delivered in the trainings related to success in their activities as a manager or leader, practical lessons, and experiences had acquired certain knowledge and skills for their promising futures. We have seen many of those trainees go on to great success in various areas of management, while some trainees have just started their careers in management and business. It is often emphasized by different people that success means making a lot of money. "No!" can be answered. Why?

Let's try to figure out what the success of the famous ancient philosophers Socrates, Plato and Aristotle means. Considering people as individuals, Aristotle made many reflections on the purpose of human life.

They came to the conclusion that to achieve the set goal is to achieve happiness. Both you and others have a common goal, which is that we all want to be happy. Now, Aristotle began to look for the sources of this desire for happiness. We have been using his main discoveries for more than two thousand years. **We all want happiness. We all want to be happy and happy again.**

Each of us dreams of having a good mood, a simple and bright life without problems. The main goal of any religion and philosophy, as well as the most

important task of psychology, is to provide a person with the means to be satisfied as much as possible. We want to live without fear, anger and other negative emotions, experiencing the joy of life. However, all this is not a complete description of success.

Another important element of success is our health. We want to live feeling strong and full of energy. We should try to avoid pain, various illnesses and diseases. We usually live with a desire to live as long as possible.

We all want to wake up in the morning, look and feel good to live and start work. Today we know that all disease symptoms are the result of our neglect of health. But we also know that we need to establish a proper routine for ourselves, repeat the behavior of healthy people, and ultimately make sure that we too can become healthier and stronger.

The third part of success is a good relationship with others. Having people around you who love you, accept you, and care for you is an expression of good relationships with others.

At the same time, they will know that you love and respect them and that you are ready to take care of them.

It is very important that people like you, that you feel confident and safe around them. Love people too, let them feel calm and courageous in front of you. Your ability to communicate with others and maintain it is a measure of your worth. Communication problems can have a negative impact on your life satisfaction and even your health.

Professional activity also plays a very serious role in your life. You want your work to be useful to other people. You can consider yourself happier when you feel that you are doing your job well and that the people around you appreciate your achievements. It is important to see high content in your work.

The fifth condition for success is financial independence.

How much money would you like to have so that you don't have to worry about money? You want to be completely financially independent. Some people argue that money is the measure of success. This is incorrect. Having money is as basic a need as satisfying hunger (thirst). When your stomach is growling with hunger, you can only think of one thing - eat whatever you can. If your stomach is full, then you can focus on other things. Today, Uzbekistan has great opportunities to achieve success and ensure financial independence.

Another aspect of success is the need for personal development.

How wonderful it is to feel that you can achieve who you want to be today. It is also important to wake up in the morning and look forward to the coming day. So, you are happy and satisfied with your work. When people ask about your work, you honestly say that you love what you do.

The best definition of success can be: taking a deep breath and living your life in your own way. If your life was perfect in every way, if you achieved everything you wanted, if you achieved who you wanted to be and what you wanted to do - how could your life go on?

If you can clearly see the initial data of the road to success and separate its individual steps, what will the end result look like?

What results do you expect, what benefit and positivity has success brought to your life? It can be said: you will have self-confidence, good mood, personal value and feel that you are a very important person.

A sense of self-worth means that you feel that you are a good person. It is precisely because of your good relationship with people that such an impression is formed.

Self-respect means that you value yourself and know that others respect you. You will be respected by people who are important to you. The attention they give you, as well as the personal pride that comes from making sure that your personal life is properly organized and managed, strengthens your power as a person. The better you are at your job, the more you start to like yourself and start to think of yourself as an important person.

In turn, your personal confidence allows you to achieve high results in professional activities. The more self-confidence you have and the more you achieve, the more respect and attention you will feel towards yourself. These factors form one interrelated circle.

Perhaps you have this question: how to gain self-confidence, respect and pride? It's very easy: observe people who have high self-confidence, self-respect and pride in themselves, who are happy and successful. Describe their behavior, exactly how such people behave in different situations. If you look closely around me, you can see men and women who have taken on leadership roles in both their personal and professional lives.

It is the basic condition of success and maximum achievement, that is, it represents the state where you have used your full potential. People never compare anyone over others. They only take into account their capabilities, do not set any restrictions or limitations. A wise man with life experience once said, "My friend, being a leader is not a position, but a heavenly designation."

When people walk into a crowded room, they know you're a leader in person, even if you don't say anything. This is evident in your appearance.

A the governor's personality also refers to his ability to influence people and events. Leaders are given only two options in life: to influence others or to let others influence you. You can control others or obey them. You can influence the events you are involved in or remain passive.

Your task is to acquire the qualities of a leader and act accordingly. There are always those who take the initiative. Leaders can go where no one has ventured before. You are the one who decides what actions to take. You study the situation, eliminate different options, set goals, and then quickly move forward. And other people wait for the leader to take his first step and then his next step. Leadership features allow you to see the future ten to fifteen years in advance: leaders know what they are striving for and what they need to do to achieve their goals. These people even have an idea of how their plans will be implemented and how this process will change the environment they live in after achieving all the goals. Then they return to today and ask themselves the following question: What do I need to do in this moment to achieve the desired goal? People with leadership skills are also able to instill their visionary ideas in others and motivate them to act.

You also need to know the future status of your family, yourself, future marriage, company, institution, organization firm or department etc. Having a clear vision of your future will also have a positive effect on your self-confidence, giving you self-respect and a sense of pride.

Dreams for the future are based on values and virtues. Leaders know what to believe and their own personal worth. And they have a good idea of what they are doing and what their current situation is. The governors clearly assess their strengths. These people are also well aware of their abilities and the boundaries of their interests. They can accept some things, even the truth that they cannot accept.

And who are you? Where are you on your life's journey? The deeper you go into these questions, the more you will improve your leadership skills and the more your vision will emerge.

The dreams and values that come to your mind will also be expressed in your mission. The governors always have a role to play. What is your mission? What are you doing for your future? Often, the governors write down on paper everything they need, their goals and the strategy that will allow them to achieve them clearly and in detail. They contain a detailed framework of concepts, values, goals, objectives and core requirements. Which of the following do you have? Being clear and aware of these factors will boost your self-confidence, self-worth and pride.

Winston Churchill [14] once said that the most important of all virtues is courage, and others have followed suit. Leaders with an emphasis on dignity overcome their own fears and act fearlessly to do things that scare others, even when there is no guarantee of success. On the contrary, other people need security measures. The governors take bold risks.

They live by their own values, their own criteria, and boldly pursue their visionary dreams in situations where success is not guaranteed. They are also not alien to the feeling of fear, in order to achieve the goal, but with enthusiasm, they move forward without stopping. The ability to overcome fear is an important characteristic of leaders.

Another feature of them is realism. It means that they accept the world as it is, not as they want to see it. As realists, they treat the surrounding world, management, market, business, themselves and their employees as they are. These people do not succumb to various desires, subjective moods and disappointments, they only strive forward, they do not engage in mental acrobatics, but look at the world with honest and open eyes.

We all know that successful people are objective, no matter what situation they are in, their strengths and weaknesses are simply irrelevant. There will always be places in front of their eyes where they can fully use their trump cards. These people never deceive themselves. The essence of their realism is the complete harmony of all actions. They also speak the truth, are honest with themselves and others, and use their reputation as good people. Truly successful people love

the truth, they live in uncompromising and absolute truth. Internal consistency is a characteristic and perhaps the most important characteristic of a leader.

"Leadership is inherently difficult, but it is even more difficult to bring the system to the level of self-regulation, that is, to the level where there is no need for leadership.

A citizen should have the ability to lead, and at the same time the ability to act without a leader" [15].

As noted above, leaders also have a sense of responsibility combined with a belief in their own power. Leaders in every community are people who believe only in themselves and do not look at everyone with hope. Leaders do not apologize and do not blame others. If they are unhappy with the situation they find themselves in, they will try to change it. Good leaders do not criticize or speak ill of others.

They only take responsibility. In the nature of leadership - the question of responsibility is characteristic. If you want to reach higher heights, demand more responsibility from yourself. Leaders take on all responsibilities through their will and intuition, because they also strengthen their position as a result of being able to organize with high responsibility.

In conclusion, some of the above-mentioned opinions and considerations are typical for leaders or leaders operating in the management system of all countries in the world. It is a characteristic that can be observed in the activity of a leader or a leader, and we think that it will help you achieve the set goals to a certain extent.

Literature

1. Янги Ўзбекистон демократик ўзгаришлар, кенг имкониятлар ва амалий ишлар мамлакатига айланмоқда// Ўзбекистон Республикаси Президенти Шавкат Мирзиёевнинг “Янги Ўзбекистон” газетаси бош муҳаррири Салим Дониёровнинг саволларига жавоблари. <https://yuz.uz/news/yangi-ozbekiston-demokratik-ozgarishlar-keng-imkoniyatlar-va-amaliy-ishlar-mamlakatiga-aylanmoqda>.

2. Брайан Трейси. Личность лидера. М., 2005. Изд-во Н/З, - С.:27.

3. Джон Максвелл. 21 неопровержимый законов лидерства. Изд-во Попури. ISBN-978-895-15-4107-8. 2019, 320 с.; Жон Максвелл. Лидерликнинг 21 муқаррар қонуни. –Тошкент, “Info Capital Books”, 2022, 304 б.
4. Жон Бальдони. Лидернинг олтин китоби: рус тилидан таржима. – Тошкент, “Info Capital Books”, 2022, - 224 б. ISBN-978-9943-5108-5-2.
5. Роберт Чалдини. Таъсир психологияси. . –Тошкент, INFO CAPITAL GROUP”, 2020, 480 б. ISBN-978-9943-5786-4-7
6. Бодо Шефер. Ғолиблик қонуниятлари. –Тошкент: Yurist-mediya markazi, 2020. 240 б. ISBN-978-9943-4336-9-4
7. Брайан Трейси. Самрадорликнинг 21 йўли. –Тошкент: NIHOL, 2020, - 92 б. ISBN-978-9943-23-162--7
8. Стивен Кови. Муваффақиятли инсонларнинг 7 кўникмаси. “Offset-print” МЧЖ, “NIHOL” нашриёти, 2020. 384 б. ISBN-978-9943-23-175-7
9. Роберт Кийосаки. Энг сара асарлари. –Т: “Adabiuot uchqunlari”, 2018 йил. – 352 б. ISBN-978-9943-5098-7-0.
10. Саъд Сауд Ал-Карибоний. Қандай буюк бўлишган. –Тошкент: “iBook” МЧЖ, 2022, 172 бет.
11. Роберт Энтони. Ўйлашни бас қил! Ҳаракатга туш! . –Тошкент, “Azon kitoblari” нашриёти, 2023, 704 б. ISBN-978-9943-8140-6-6.
12. Юло Вооглайд. Ватандошлар дастури. . –Тошкент,” 2020, 480 б. ISBN-
13. Жон Бальдони. Лидернинг олтин китоби: рус тилидан таржима. – Тошкент, “Info Capital Books”, 2022, -Б.13.
14. https://www.litres.ru/static/or4/view/or.html?cover=%2Fpub%2Ffc%2Fcover%2F66749653.jpg&art=66749653&baseurl=%2Fpub%2Ft%2F66749653.&user=1086004102&file=90945943&or_auth_reg=0&trials=1&uuid=1e00dd09-497d-11ec-ab26-441ea1508474
15. Юло Вооглайд. Ватандошлар дастури. . –Тошкент,” 2020, -Б. 523.