



PEDAGOGICAL COMMUNITY AND ITS SOCIO-PSYCHOLOGICAL CHARACTERISTICS

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Annotation: In this article, an attempt was made to shed light on the psychological characteristics of the pedagogical community, the healthy socio-psychological environment and its basic concepts and the factors that ensure harmony and harmony in the pedagogical community.

Keywords: Pedagogical team, management methods, requirements for, psychological characteristics of the team, a healthy socio-psychological environment, harmony, harmony, human qualities.

The psychological characteristics of the pedagogical team should be specific management ethics and pedagogical qualities in the pedagogical team are of leading importance in teaching and students in healthy psyche, interest in learning, love of profession and confidence in the future. Virtue is a positive trait is a good quality or trait. It is appreciated in experience that the variety of qualities in people and behavior largely depend on the liquid substances circulating in the human body. It is not for nothing that a major manifestation of ancient medicine is the opinion of Hippocrates that when blood occupies the main place in the human body, such a person becomes mobile light, quickly gets used to the exchange of impressions, immediately and passionately interferes with what happens around him. This is what these people called Hippocratic sangvinics. It comes from the Latin word “sangvinik”, that is, “blood”. Sangvinics are characterized by sensory characteristics.

Sanguinics quickly get along with new people; who quickly get used to the second type of work from one type of work; who do not like the work they do in one type; who easily get used to new conditions; cheerful; whose actions are intense; whose speech is fast; who look to the future with confidence; are those who speak the word clearly and meaningfully

Requirements for the pedagogical team:

- spiritual maturity;
- moral maturity;
- being kind and considerate towards people;
- ability to support initiative and prowess;
- be able to establish discipline among the team.

All methods used in the management of the pedagogical team are inextricably linked, they complement each other.

Methods of managing a pedagogical team according to its description :

- a) economic management method;
- b) organizational and administrative;
- C) socio-psychological;
- g) political management;
- d) democratic governance;
- y) are authoritarian management methods.



Now let's win a word about a healthy socio-psychological environment in the pedagogical team and its basic concepts. The concept of the psychological environment is one of the important expressions that is used a lot in the life of a team. Through this phrase, the state of mind, mood of a particular work Collective is expressed. In fact, any team and group has a stable emotional state, that is, a mood, which is unique, just like a separate person. It is appropriate that we confirm this emphasis through the following example. For example, if you go to visit a family, you will feel this or that feeling in your soul as soon as you enter the door. Sincerity and an open face in the face of Mezmon will seem to you a cherished gift and you will begin to feel light and free. And when you enter a certain apartment, on the contrary, there will be some kind of awkwardness, "excess" control and the same as if something is squeezing your body. This bias is also expressed in the host's gaze on you, in the relationship of family members and in the "excess" of attention towards some of your behavior. At such a moment, a person cannot even find a word to state it, let alone determine the cause of the existing unpleasant sensation. When we imagine a similar situation in a team, it seems that this is a very difficult mental process. In this sense, each team, group will have its own, mental state, source of mood, just like an individual person. Such an emotional state is called a psychological environment, and each team has its own group mood.

The psychological environment of the team not only affects its members, but in many ways also determines the behavior and activity of a person in this group. Sometimes, as you enter an organization, you observe the mood of vivacity and enthusiasm, uplifting and activity inherent in the members of this team, the enthusiasm for a specific goal in staff letters. Any person who has fallen into such an environment will feel motivated and will have to try his best with the members of this team. But we can also see the situation that is the opposite. In this case, some kind of hidden intention inherent in the team is felt, cases of secrecy not only of the general goal of the team, but also of one's own action, a mood of suspicion and insincerity from someone. Faced with this situation, you try to get out of this institution faster. Unfortunately, the mood that is injured in such a team environment affects a person from outside for a certain period of time, while chronically pressing on a member of this team. Of course, at some point, due to the fact that the psychological defense mechanism of a person starts, he becomes indifferent to many unpleasant effects in the team. However, the effect of the employee's work, the main purpose and intention of which is to carry out socially useful labor, passes in such a situation in an extremely deplorable state.

Based on a number of sociological observations, cases have been identified when, under the influence of high spirits in the team and a healthy psychological environment, the production effect of employees increases by 30%. This means that the head of the organization can significantly increase productivity without any material costs. Such cases are recorded in the life of almost every Labor collective. Modern psychological science, by now, has identified a number of management mechanisms that, following them, the leader has the opportunity to keep the psychological environment in the team almost always healthy and in high spirits. In an institution where such a mood Reigns, employees work effectively, work turnover increases, employees perceive the team as if it were their own family, and as a result, the power of influence and authority of the leadership increases.

Knowledge of the secrets of positivity and wellness of the group's psychological environment begins, first of all, with the identification of the main factors that make up this group mood. In this regard, first of all, we will try to answer the question of what emotional components the psychological

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environment of the team is made up of. First of all, the team mood is the sum of the emotional states inherent in these team members. But this state does not consist of a simple sum, but of a set of moods accumulated around a single power that reigns in this community. In many cases, the guiding factor is noted as such a force that embodies emotional states around itself. Indeed, the mood, character, culture, upbringing, qualities of the leader evoke one or another emotional response in employees.. In general, the fact that the leader treats his organization and team as if they were his family, justifies itself from a psychological point of view. Just as it is important for the family to look with sincerity, good intentions and hope for tomorrow, so much so that it is a necessary spiritual need for the employees of the organization. After all, when fascinated by Japanese management, it is impossible to remember the pure humanity and sincere attitude in the work communities in this country.

The main aspect that gives a healthy mood to the environment in any team is the pursuit of the goal, the ability to look forward and confidently at a positive result. It should be noted that it is the leader who should become a person who embodies such qualities and expresses ilk in his views. One of the characteristics inherent in large communities is that the sphere of direct influence of the leader on the members of the organization is limited, and there is a need to more appeal to the possibility of indirect influence. The leader will be able to carry out Management and implement leadership policies only through his colleagues and colleagues who are constantly communicating. In this regard, the leader has the opportunity to strengthen the internal order of the organization, introduce its norms into the relationship of educators to each other and students, introduce objective criteria for assessing the results of pedagogical activity and create a management basis based on the consistent implementation of similar activities and instill a working and stable mood around this Based on the implementation of these activities and the consistent introduction of certain management policies, team members feel the stable mood inherent in the team and the internal culture of the organization in themselves.

Since the points described above are highlighted as a substance that forms the basis of the psychological environment of the team, it is appropriate to also talk about several indicators of the manifestation of collective mood. So, what are the signs that a team with a healthy and positive mood has? First of all, employees working in such a team come to work in high spirits, proud of their work in this team. In such a team, the relationship between employees is also sincere, and human dignity is put at the forefront. Along with the observation of warmth in human relations, employees are responsible for their service duties, and it comes to them that they do something good for their organization in an indiscriminate way. Of course, in most cases, the source of such indiscriminacy is not only the initiative of the employee, but also the fair and caring attitude of the organization or institution towards the employee.

Ana now let's talk a little about the factors that ensure harmony and harmony in the pedagogical team. Another of the main resources that stabilize the team mood is the attention to the psychological processes that occur within the team. As the next basic process, however, it is possible to highlight community cohesion. The formation of harmony between team members and the further development of existing warm relations is the main task of educators. There are certain psychological data on this subject, the awareness of which raises the management of the modern labor collective to a higher level. There is usually more talk about the factors that lead to community cohesion or vice versa.

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In this sense, we include the following in the factors that ensure harmony:

- mutual compatibility of needs and interests, views and beliefs of team members;
- age, education, similarity of group members in national affiliation;
- the presence of psychological security, self-patience and mutual harmony inherent in the team;
- willingness to carry out active and high activity towards a huge goal that is significant for all;
- respect for the team leader in the eyes of employees, his recognition as a specialist and a person;
- the presence of a competitive team (competitive and the situation is used in many cases as a factor that harmonizes the team, but its influence does not last long)

Increasing the psychological knowledge of the pedagogical team in creating an atmosphere of cohesion in the team is of great importance, especially for the fact that the leader, together with several characteristics in management, is able to understand the personality and give the right assessment to employees. Therefore, the leader must have psychological knowledge.

There are special features inherent in the pedagogical community, the accounting of which and the organization of Labor on the basis of which is an important information for the head of the institution. It is known that the leading activities of educators are reflected in the process of communication. Therefore, educators, by nature, are people who are attentive to communication, appreciate the care and psyche from the intricacies of human relations. Therefore, the cipsization of the team depends more on the leader.

There are several advantages to using the “solidarity” method in creating a psychological climate in the pedagogical team. The advantages of the “solidarity” method are considered not only in the school teacher's team, but also a convenient way to educate their students in a spiritually mature manner, to teach schoolchildren to strive for the future, to increase the legal culture of schoolchildren, to achieve the absence of a negative gap for schoolchildren. By the consequentiality of “harmony”; the upbringing of perfectly mature students is understood as “solidarity” in the team, spiritual factors, pedagogical qualities mutual respect and sincerity, mutual cooperation, support common goals and interests unanimity.

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