

PROBLEMS AND PROSPECTS OF THE DEVELOPMENT OF EDUCATIONAL MANAGEMENT IN UZBEKISTAN

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Abstract

this article highlights the issues of developing leadership skills in young people, the state policy aimed at increasing the potential of intellectual young people, the ways of developing critical thinking of students in the educational process, the role of creative thinking and creativity in the intellectual maturity of young people. In addition, some aspects of increasing social activity of young people, problems of creative thinking of young people, formation of socio-psychological competence of young leaders, pedagogical conditions that ensure the development of creative activity of young people are thoroughly analyzed.

Keywords: education, intellectual capacity, management, leadership ability, state policy, thinking, competence, pedagogy, science.

The existing education systems in Uzbekistan at all levels provide a highly standardized education that has been used for many years. However, this knowledge is not enough to develop the talents of students and meet the demands of the current labor market.

Our education system at the elementary school level is designed to teach students the fundamentals of natural and social science. These are very important, but there are no programs that teach them how to become successful entrepreneurs, business leaders, and innovators. We know that only 10 percent of secondary school graduates in Uzbekistan become students in higher educational institutions. We consider it expedient to make a comparative analysis of these categories in terms of both the content and the theoretical basis in terms of research goals and objectives.¹ The rest of the students face real life challenges in finding a job or building their own future. Even students who enter higher educational institutions are taught mainly engineering, economics, medicine, law and similar specialized subjects. But even after graduating from university, most graduates work in fields outside of their majors and leave without the soft skills they need to succeed in life.

It is known from the experiences of the developed countries of the world that the role of intellectual potential in ensuring the country's development is of particular importance. That is why Uzbekistan paid special attention to the policy of personnel training, which is an important part of increasing intellectual potential, since the days of independence. The reform of science is especially important for our development. Today, the great discoveries made in the field of science and their large-scale introduction into production have strengthened the role of scientists in social and economic life. In

¹ Usmonjon o'g, A. U. B., & Nodirjonovich, S. S. (2021). THE ECONOMIC MECHANISMS AND IMPLEMENTATION OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP. *Academicia Globe: Inderscience Research*, 2(05), 427-431.

particular, from the first years when the scientific and technical revolution began to have an impact on the development of society, the intellectual potential of society, the problems of personnel training , which are its basis , became more urgent, therefore it is the object of many studies.

Increasing the role of science in the socio-economic development of Uzbekistan, innovative development, retraining of scientific personnel has become a priority of state policy. Strengthening the development of the country, effective organization of research and development activities, ensuring cooperation in science, education and production is considered one of the urgent issues of today. Science plays an important role in the development of all sectors of the economy. Any country relies on scientists in this way. Today, it is no secret that the majority of our country's population is made up of young people. For this reason, the majority of scientists are young people. In the years of independence , in order to increase the intellectual potential of young people, to further increase the number of young scientists , to create ample opportunities for young people to carry out scientific and research work.

On December 30, 2016, the President of the Republic of Uzbekistan Sh.M. Mirziyoyev met with a group of representatives of the scientific community, academicians, professors-scientists. At the meeting, a number of issues related to the science of our republic, the current state and the future of the education system were raised. Young to the field of fundamental and academic science development in the country a number of tasks were set to attract more promising personnel.

Also, according to the Decree of the President of the Republic of Uzbekistan dated February 16, 2017 No. PF-4958 "On further development of the post-higher education system " , a unique system of continuous education was created during the years of independence, scientific - significant works aimed at increasing the effectiveness of research activities, training and certification of highly qualified scientific and scientific-pedagogical personnel, strengthening the role of science in the social and economic development of the country were carried out. In order to expand the integration of higher education and science, to develop the effectiveness of using the potential of academic scientific personnel in the training of highly qualified specialists, to ensure their participation in the educational process of higher educational institutions , to widely involve talented young people in scientific research and innovative activities, the Republic of Uzbekistan Higher and o In cooperation with the Ministry of Secondary Special Education and the Academy of Sciences of the Republic of Uzbekistan, a model of the organization of the activity of the educational-scientific complex and centers was created. When a person experiences these feelings, he evaluates other people's behavior or mental characteristics and his own behavior based on a certain morality, that is, a set of social morals and norms.²

No. 2789 of the President of the Republic of Uzbekistan dated February 17, 2017 " On measures to further improve the activities of the Academy of Sciences, organization, management and financing of scientific research " , July 5, 2017 "Effectiveness of state policy on youth" Decree No. PF-5106 "On improving and supporting the activities of the Youth Union of Uzbekistan" and "Measures to further expand the participation of economic sectors and sectors in improving the quality of training of highly educated specialists" dated July 27, 2017 Adoption of normative legal documents such as Decision PQ-3151 on "about" was an important step in this regard.

Decree of the President of the Republic of Uzbekistan dated November 29, 2017 " On the establishment of the Ministry of Innovative Development of the Republic of Uzbekistan" No. PF-5264 In accordance with the decree , the Science and Technology Committee was abolished and the Ministry of Innovative Development of the Republic of Uzbekistan was established . Resolution No. 559 was a bold step taken to prevent a possible crisis situation in the field of science of our country. It will further increase the prestige of science, strengthen the role of academic science in increasing the scientific and technological potential, continue the traditions of existing scientific schools and focused on the goal of ensuring the creation of new schools. In the decision, the task of organizing the "Young academicians" club within the FA of the Republic of Uzbekistan, a comprehensive system aimed at mass attracting young people to

² Baxodir o'g, G. I. F., & Abdullo o'g'li, M. I. (2022). SOCIO-PSYCHOLOGICAL CHARACTERISTICS OF PERSONALITY EMOTION. Vital Annex: International Journal of Novel Research in Advanced Sciences, 1(3), 1-12.

the field of science, was established. The main task of the "Young academicians" club is to select future members based on special tests. Of course, providing science with young, talented, qualified personnel, increasing the level of knowledge of employees, creating all the conditions for the realization of their abilities, accelerating the scientific process is considered a knowledge-based economy model, and looking for new approaches to ensure the effectiveness of this process. requires finding.

At the same time, the work related to the socio-economic development of the country requires the need to re-understand the essence of the experience gained in the conditions of the post-university education system, taking into account the advanced practice of a number of foreign countries in this field. In the current conditions, the issues of increasing the speed of development and quality of the process of training scientific personnel, attracting talented young people to science, strengthening the scientific potential of higher education and scientific institutions, and using it effectively in the innovative development of the republic are of particular importance.

In Uzbekistan, with the implementation of the Law "On Education", "National Program of Personnel Training", "State National Program for the Development of School Education" in the educational process, it is necessary to achieve quality and efficiency in education and One of the urgent problems is to ensure the full implementation of modernized educational standards. Today, by using pedagogical technologies and interactive methods that guarantee the effectiveness of the educational process, by developing the students' critical thinking skills, the pedagogical process is developed to make them loyal to their country and people, independent and creative thinkers, conscientious and willing people. should be developed. Team mood-a complex of emotions that arise in team members in relation to this or that phenomenon, team mood has a huge power of influence, which is the motive for the behavior and activity of military personnel. While some types of Team mood (passion, confidence in success, high spirits) are factors in its success, others (bad mood, distrust of one's own strength, boredom, sadness and dissatisfaction), on the contrary, reduce the capabilities of the team.³

Let's look at problems related to critical thinking in young people. Critical thinking is a positive skill that enables us to successfully meet the demands of the 21st century, helping us to gain a deeper understanding of what we study and do. Teaching critical thinking is also suitable for solving the task of forming qualified personnel who can find their place in a highly professionally cultured, creative and socially active life, as described in the National Personnel Training Program. So, what is critical thinking? Different definitions of this concept can be found in the literature.

let's look at some mental activity skills, but they cannot be called critical thinking. Memorization is the most important thinking process without which the learning process cannot be carried out, but it is fundamentally different from critical thinking. A computer's memory is far better than any of us, but memorization does not mean critical thinking. Most teachers value the development of memory more than any kind of thinking, and tests and exams mainly test the extent of students' memory. But supporters of critical thinking mean more complex types of mental activity.

The term "critical thinking" has been used in the pedagogical environment for a long time, and different educators understand it differently. To most educators and methodologists, critical thinking refers to "higher-order" thinking—higher in the sense that, according to Benjamin Bloom's system, it is the last higher level of learning skills. By critical thinking, philosophers generally mean the skills of logical reasoning and reasoning that enable students to read carefully, engage in deep discussion, and express their ideas clearly and thoughtfully in writing.

Charles Temple, Curt Meredith, Gene Stiller's project "Developing Critical Thinking Through Reading and Writing" (OYOTF) states: "When a person thinks critically, they become familiar with one or another idea, the possibility of implementing it. also takes into account the consequences. At the same time, a person perceives these ideas with a certain degree of distrust at first and compares them with opposing points of view. He uses a system of additional considerations to justify them and develops his

³ Said o'g'li, S. S., & Abdurasul o'g'li, R. S. (2022). Psychological View of the Military Community. Pioneer: Journal of Advanced Research and Scientific Progress, 1(2), 5-12.

own point of view on the basis of them. Critical thinking is a complex process of creatively combining ideas and possibilities, rethinking and reconstructing concepts and information. It is also a process that takes place simultaneously at several levels of active and interactive cognition. The owner of a critical opinion is less affected by tricks, since he has his own system of views, he is free from various dangers. There are a number of effective ways to manage conflict situations. They can be divided into the following large group.⁴

examined from a multidisciplinary perspective and compared to other ideas. This is the highest level of thinking, a mental activity that focuses on analyzing, comparing, interpreting, applying, arguing, innovating, problem solving, or evaluating thought processes.

Critical thinking develops communication and teamwork skills.

Critical thinking brings excitement to the educational process, making the lessons a joy for the teacher and the student.

To develop critical thinking, you must:

- creating a unique point of view in the student;
- the ability to justify the preference of one opinion over another;
- ability to solve complex problems;
- conduct the argument with evidence;
- the ability to work together to develop a single idea;
- understanding how life experiences influence attitudes and perceptions.

Developing critical thinking is not an easy task. Nor is it a matter that can be done and forgotten at a certain age. There are no clear-cut paths to critical thinking. However, there is a specific set of teaching conditions that can be used to cultivate critical thinking. In particular, the following conditions are necessary:

1. Giving time and opportunity to gain critical thinking experience.
2. Allowing students to think.
3. Acceptance of different ideas and opinions.
4. Allowing students to actively participate in the learning process.
5. students that no one will laugh at them.
6. Convince every student that he is capable of critical thinking.
7. emergence of critical thinking.

At the same time, students:

1. develop self-confidence and understand the importance of their ideas and thoughts.
2. They should actively participate in the educational process.
3. Different opinions should be heard with respect.
4. be ready to form their own opinions or refrain from them.

The elements of critical thinking are:

- ✓ critical thinking is independent thinking;
- ✓ information is the beginning of critical thinking;

⁴ Dilmurod o'g'li, Q. B., & Usmon o'g'li, M. R. (2022). Conflict and Stress Management. *Nexus: Journal of Advances Studies of Engineering Science*, 1(3), 10-15.

- ✓ critical thinking begins with identifying the problem that needs to be asked and solved;
- ✓ critical thinking seeks reliable evidence;
- ✓ critical thinking is social thinking.

American philosopher and pedagogue J. Dewey said that if students start to deal with a specific problem, they will develop critical thinking. "The most important question about a situation or event, which is considered the starting point of the learning process, is the question that means what kind of problem this event creates." "A student really thinks only when he struggles with a particular problem and searches for his own way out of a difficult situation." Some types of psychotherapy can help a person learn what defense mechanisms they are using, how effective they are, and how to use less primitive and more effective mechanisms in the future.⁵

The strategy and mechanisms of the country's innovative development are closely related to the effective use of the intellectual and scientific-technical potential created in it.⁶ and on the basis of the education system, the fate of the future generation, the interests of the state and the people are embodied. The influence of any country in the world community is determined by its intellectual maturity. Article 42 of the Constitution of the Republic of Uzbekistan states that "Everyone is guaranteed the freedom of scientific and technical creativity, the use of cultural achievements." It is said that the state takes care of the cultural, scientific and technical development of the society.

Talented, dedicated and creative young people play an important role in the socio-economic development of the country. In order for young people to be able to raise a problem, study it comprehensively, observe the causes and consequences of the problem, think independently about the problem, analyze various possibilities of solving the problem, and find the most optimal way to solve it, they have it is important to develop creative thinking and creativity.

Regardless of the field of creativity, a person needs creative thinking. In the process of finding a solution to a specific question or problem, creative thinking is manifested, and the solution to the problem suddenly or unexpectedly "flashes". In this process, qualitatively new material or spiritual value is created. The creative potential of a person is manifested in creativity, i.e. creativity, tendency to come up with new ideas and inquisitiveness.

requires a person's knowledge, experience and talent, as well as courage, determination, endurance, judgment, accuracy. The combination of creative thinking and creativity is the key to scientific success. In the first situation, the psychological properties of the subject's behavior appear as the initial and final conditions of the explanation, and in the second - external and operational conditions. In the first situation, we talk about motives, needs, goals, wishes, interests, etc., and in the second - about incentives arising from the situation. Sometimes all factors that determine human behavior from the inside are called personality dispositions. Accordingly, dispositional and situational motivations are spoken of as internal and external analogs of behavior determination. That is why the desired action of a person is considered as twofold: dispositional and situational determination.⁷

that hinder creative thinking and creativity :

1. creative potential, fear of failure. This process interferes with the creator's imagination, creative thinking, initiative. Some creators allow themselves to be lazy in the implementation of their ideas and do not finish what they have started.
2. Self-criticism, underestimating one's scientific potential. There must be a balance between talent and self-criticism. Low self-esteem leads to a creative barrier. Man learns from his mistakes, mistakes invite him to innovation and creative thinking.

⁵ Furqat o'g'li, M. T. (2022). THE MECHANISM OF PSYCHOLOGICAL PROTECTION IN A PERSON. *Vital Annex: International Journal of Novel Research in Advanced Sciences*, 1(3), 13-19.

⁶ Achilov E. Shoda-shoda pearl. Uzbek folk songs. T.: East. 2006.

⁷ Diyorbek O'tkir o'g', A. (2022). Personal Activity and Motivation. *Pioneer: Journal of Advanced Research and Scientific Progress*, 1(2), 13-22.

3. Laziness, laziness, laziness. Today, it is possible for the creator to model any experience based on all the conditions and computer technology, but there are no Berunis, Ibn Sinas, Farobis, Khorezms, Bukharis, or Tirmidzis. However, great thinkers did not stop striving, researching, studying, and creating despite the hardships and difficulties.
4. The desire to immediately find a solution to the problem that arose in the creative process, slowness of thinking, "inflexibility" of thinking. If the creator follows the path of traditional thinking, he will encounter a creative obstacle, as a result of slowness of thinking, an "idea" will not come.

For this, the creator needs to think non-standard and find a new way out of the situation.

5. Disrespect, neglect, putting up artificial barriers. The spiritual level of a highly spiritual society is determined by the appreciation of talented, intelligent, creative individuals and by all-round support for their scientific and creative work.

In order to improve the intellectual maturity of young people, which factors should be focused on in the future?

Firstly, to give importance to the free thinking of young people, to guide them in scientific and creative fields of interest;

secondly, to effectively organize the free time of young people, to help young people with scientific potential to participate in various contests, Olympiads, auditions;

thirdly, in order to develop the ability of new analysis, systematic analysis and philosophical thinking skills in students, to transition to an innovative system of teaching, to strengthen the knowledge gained in the educational process and to create conditions for practical application;

fourthly, broad involvement of students in active creative activities, the republic and to help them participate in international competitions with current and promising innovative projects;

fifth, summarizing the experience and achievements of the National program of personnel training, to reward and encourage talented, capable and gifted young people both morally and materially;

sixth, joint education and upbringing. Education of the young generation has always been important and relevant. But in the 21st century in which we live, this issue is really becoming a matter of life and death;

seventh, to put on the agenda the issue of processing the charter approved by the Ministry of Higher Education in 2018. During the semester, the student acquires certain knowledge in lectures, practical training, passes the current and intermediate exams. Then there will be a final exam. Therefore, it is reasonable to say that the regulation of students' knowledge assessment, which was in effect this year, is one-sided and subjective without relying on experience. Because there is no connection between the marks scored by the student and the final assessment. This is the quality of education and it is clear that it will have a negative effect on its effectiveness;

eighthly, the future scientist does not appear instantly. It is advisable for students to familiarize themselves with sources related to their specialty from the first stages, and if necessary, conduct scientific research on a specific source.

All this is a positive result of the rational policy in the field of education, that is, a bright expression of the gradual implementation of educational reforms in our country. It is a great task for intellectuals to ensure that young people get thorough education, grow up to be physically and spiritually mature people, bring out their abilities and talents, intellectual potential, and develop feelings of loyalty and devotion to the Motherland in their hearts and minds. is responsible. Descendants of a great country deserve greatness. Young people are not only our confidence and future, but also the deciding force of today and tomorrow. There is a specific basis for the division of group members with "conflict-of-regulation relations" related to the hierarchy within an unregulated group. These are, for example, the time spent in a group, age, gender, place of residence before entering a social organization, etc. In this case, the object of —relations contrary to the charter” is a person who does not accept the existing

hierarchy or does not achieve informal status in the group, allowing him to take an equal position with the rest of the group.⁸

Youth is the time when everyone has strength, maturity, his own thoughts and worldview are formed, and he can behave freely in the circle of his peers. This period is irreversible and unforgettable. Youth is the time when a person takes steps towards future success by developing himself and engaging in many useful activities. Everyone spends this period based on their interests and aspirations. In turn, their key life and even the future of the country depends on the social activity skills formed at a young age. Strict stratification within the group is associated with the conditions for the existence of closed communities: firstly, the group is faced with the need to solve most of the problems that arise with its resources, and secondly, the group is deprived of the opportunity to redirect. negative emotional stress accumulated from the outside.⁹

of fourteen and are under the age of thirty are considered to be young people. Today, in all countries of the world, young people are supported in all areas. Many opportunities have been created for us, young people, in our beloved Motherland. Many employees of secondary and higher education institutions are working so that young people can achieve success in every field, find themselves in life, express their independent opinion on the events happening around them. Education of a perfect person in youth education has risen to the level of state policy. In particular, the adoption of the Law of the Republic of Uzbekistan "On State Policy Regarding Youth", the state program "Youth is our future", the activities of the "Youth Union of Uzbekistan" have increased attention to youth in our country. no exaggeration.

On September 16, 2016, the Law of the Republic of Uzbekistan "On State Policy Regarding Youth" was adopted. This Law consists of 4 chapters and 33 articles. In this Law, the state policy regarding youth is defined as follows:

is a system of socio-economic, organizational and legal measures implemented by the state and providing conditions for the social formation of young people and the development of their intellectual, creative and other potential."

On June 30, 2017, the Youth Union of Uzbekistan was established in accordance with the decision of the Fourth Congress of the "Kamolot" youth social movement of Uzbekistan, attended by the President of the Republic of Uzbekistan. Decision No. PQ-3138 of the President of the Republic of Uzbekistan dated June 18, 2017 "On comprehensive measures to improve the activities of the Youth Union of Uzbekistan", "Improving the effectiveness of the state policy on youth and promoting the Youth Union of Uzbekistan " Decree No. PF-5106 "on support" was signed. The Youth Union of Uzbekistan is committed to forming a physically healthy, mentally mature and intellectually developed, independent-thinking young generation, protecting young people from external threats and the harmful effects of "mass culture", protecting the rights and legitimate interests of young people. It is a non-governmental, non-profit organization that unites the youth of Uzbekistan, formed by individuals in the organizational and legal form of the union in order to facilitate and create conditions. The main goal of the Union is to deepen the democratic, political and economic reforms implemented in the country, to strengthen peace and harmony in society, to involve Uzbekistan in the process of joining the developed countries of the world, and to effectively ensure the rights, freedoms and legal interests of the young generation. These are just a few advantages of the digital economy. The development of the digital economy has a positive effect on our daily life, provides many additional opportunities for the average user, and can also ensure the growth and development of the market.¹⁰

become socially active. So what is attracting more of our youth today? What is the reason for the slowness of their social activity? The following conclusions were drawn from the conducted research:

⁸ Olimjon o'g'li, O. O., & Shuxrat o'g'li, Z. I. (2022). The Main Features and Signs of "Relations Contrary to the Charter"(On the Example of Russian Experience). *Web of Scholars: Multidimensional Research Journal*, 1(5), 17-21.

⁹ Ravshanjon o'g, J. R. M., & Rustam o'g'li, S. U. (2022). Socio-Psychological Reasons for the Origin of "Relations Contrary to the Charter". *Web of Scholars: Multidimensional Research Journal*, 1(5), 22-28.

¹⁰ Usmonjon o'g, A. U. B., & Obidjon o'g'li, A. O. (2023). Content, Positive and Negative Characteristics of the Digital Economy. *INTERNATIONAL JOURNAL OF BUSINESS DIPLOMACY AND ECONOMY*, 2(5), 230-235.

1. Some of our young people work because their family conditions are not good.
2. more attached to social networks.
3. their rights, obligations and duties.
4. Superficial acceptance of the work of peers.
5. He thinks that I should be doing other things (play station, computer games).
6. The fact that the issued laws are only on paper, but they are stuck in the opinion that they will not be implemented in practice.
7. Lack of interest in leadership, spiritual and educational work.
8. happening around him , etc.

We were surprised by their thoughts. Because all the laws and decisions adopted by our country serve to make our youth mature and perfect human beings. In other words, a great legal framework and opportunities have been created for young people in our country. It should be noted here that the members of the youth union are not only spiritual and educational, but also include sports, education, intellectual games, work with talented young people and similar fields. covers Young people who are active in the youth union will receive many achievements. It can be the first step towards finding a place in society, recognition and many dreams. Therefore, it is necessary to increase the activity of the primary organization of the Youth Union.

Today, the youth of Uzbekistan are known to the world for their enthusiasm, talent, and high thinking. Their achievements clearly represent the potential and strength of our country. Therefore, it is important for the independence generation to live a happy life and show their talent that the leader of our country has established a sustainable, consistent and practical system.

We know that the more talented, selfless and creative young people there are in a country, the more social and economic development there is. A state that thinks about the future opens a wide path for creative activity in all spheres of social life. *At this point, in order to fully understand creative activity and the creative process, it is appropriate to study the psychological and spiritual aspects of this issue.*

Any type of creativity cannot be imagined without creative thinking. Creative thinking is studied by heuristics (Latin "evrica" - I find, I discover). Heuristics deals with methods and laws of organizing creative activity and creative process . Heuristics has its roots in ancient Greek philosophy . From ancient times , Greek scientists, and later our thinking ancestors , encouraged people to think, to be creative , and to be creative. Heuristics is a branch of science closely related to psychology, physiology of higher nervous activity, and cybernetics. Upon completion of the search work, the author analyzed selective publications that touch upon both the problems of conceptualizing the digital economy as a complex socio-economic phenomenon and its differences from other concepts and categories, and applied aspects of the digital economy, including the introduction of appropriate technologies.¹¹

searches for the answer to a certain question , solves the tasks, new judgments and concepts appear in his mind , creative thinking begins to appear in such cases.

qualitatively new material or spiritual value is created in the creative process . Creativity is the creation of something new that did not exist before . This news should be important not only for the creator , but also for others .

Creative thinking is a complex mental process that consists of several stages . Depending on the complexity of the question posed in creative thinking , the task is first expressed, then the process of solving the task, the problem, that is, the process of searching for answers to the questions , begins. Here , the Russian scientist LSVo'gotsky wrote about the problem of creativity : " *By creative activity we understand the activity of a person who creates something new, it does not matter what he creates, but*

¹¹ Абдуллаева, М. (2020). Теоретические аспекты определения, развития цифровой экономики и её зарождение в Республике Узбекистан. in Library, 20(3), 21-27.

*through his mind or feeling something in the world it is reflected in the self-expression*³².

In psychology, the creative potential of an individual is called creativity. "**Creativity**" (lat., eng. "create" - creation, "creative" - creator) expresses the meaning of the creative ability that describes the readiness of the pedagogue to produce new ideas and is part of talent as an independent factor³³. Factors hindering effective creativity have been studied in the psychology of creativity. Naturally, along with emotions that awaken and activate creativity, there are also many factors that stop it. "**creative problems**" that hinder the creative process better knowledge helps to improve work efficiency.

The first problem of creativity is hadik, fear. A person with creative potential is often afraid of failure and cannot start a creative activity. Fear of failure "shackles" the imagination, creative thinking and initiative of a creative person.

In order to achieve a certain result in creativity, the creator must be fearless and courageous. Usually, creative people have a lot of preconceived ideas and creative ideas. Some creative people postpone the implementation of a certain idea, and some start and do not finish it. In addition to *knowledge, experience and talent, the creative process is a labor that requires courage, determination, endurance, and if necessary, the breadth and precision typical of jewelers. An artist whose work is not successful lacks exactly these qualities.*

The second problem of creativity is excessive self-criticism. A balance between talent and self-criticism is desirable. Low self-esteem can lead to creative blockage.

The third problem of creativity - laziness, laziness. In many cases, a creative person is able to start a process in search of a solution to a problem. This characteristic is naturally one of the main obstacles to effective creativity.

a solution to a specific problem that arose in the creative process, as well as the rigidity of thinking can also be an obstacle to the creative process. **Rigidity** - lack of adaptation, dexterity, agility in thinking, feelings and actions³⁴. For example, during the creation of an artistic work, in some cases, a creative obstacle may arise and the pen may "stop". The creator cannot go ahead of the traditional way of solving the problem. This is the rigidity of thinking. The artist can be saved from such a situation by non-standard thinking and searching for new ways out of the situation. In the light of all these trends, the concepts of "digital economy" and "knowledge economy" are becoming inseparable. Science and the new knowledge it produces are the central core on which almost all aspects of the modern economy are "strung", based on the scientific and technological paradigm - general principles and standards of development based on innovative sources of growth associated primarily with the use of breakthrough results of fundamental and applied research. This paradigm includes the widespread use of the most modern methods and technologies for research and development, including on a digital basis.¹²

rapid and radical changes in the socio-economic life of our country, the demand for professional personnel is increasing. The role of young leaders in state and economic administration offices is increasing. This, in turn, requires young professionals to have sufficient theoretical knowledge and practical skills in the field of management while leading the team.

In the "Youth of Uzbekistan-2030" concept project, the task of "conducting psychological and sociological tests in order to form the abilities of personnel to cope with various negative situations and conflict management, and to develop a system for including them in the reserve of relevant leadership personnel" is defined as the social and psychological competence of young¹³ leaders requires upgrading.

show that all categories of employees are not satisfied with the state of their relationships, and in some cases, young leaders are unable to effectively fulfill their obligations and change the social-psychological climate of teams and the relationships of employees in the process of joint activity.

¹² Абдуллаева, М. (2020). Дистанционное обучение: мировая практика, достижения, риски, перспективы. in Library, 20(4), 231-235.

¹³ The draft of the decision of the President of the Republic of Uzbekistan "On measures aimed at bringing the state policy regarding youth to a new level in Uzbekistan" // <https://regulation.gov.uz/oz/document/4824>

shows. One of the reasons for this is the low socio-psychological competence of young leaders.

Social-psychological competence can be purposefully formed directly in the workplace in the process of preparing young leaders for management. At the same time, in order to develop socio-psychological knowledge, skills and abilities of leaders within the framework of additional training, it is appropriate to take into account the characteristics of their psychological state, their duties and working conditions¹⁴.

According to the results of an interview with 267 managers working in the Boka district of Tashkent region in order to work out the theoretical model of socio-psychological competence of young leaders and to determine the conditions that ensure the effectiveness of its implementation, young leaders have socio-psychological competence. the effectiveness of the formation of competence depends on the level of development of the theoretical model of socio-psychological competence, the objectivity of criteria, indicators and levels of its development, the efficiency of using algorithms for the formation of design, constructive, organizational, and communicative abilities.

"Today, under the leadership of the President of Uzbekistan Shavkat Mirziyoyev, the society is going through a period of intense changes in all spheres. During this period, great attention is paid to young, progressive thinking and potential personnel, and they are attracted to strategically important areas. Over the past 3 years, promising young management personnel have been appointed to important positions in ministries and agencies. Most of them studied abroad, practical experience and can show themselves in a positive way.

It has been proven that the level of socio-psychological competence is formed within the personal system component of the individual's professional orientation and motivation to improve. Within the personal functional component, the development of gnostic, design, constructive, and organizational communication skills of a young leader helps predict the success of young leaders' interaction with employees and the possibility of raising the level of socio-psychological competence and development.

The socio-psychological competence of a young leader is a component of his socio-psychological culture, it is defined as a characteristic of a person's way of fulfilling his potential and needs, seen in the practice of everyday life, spheres and social relations. From the sum of these two phenomena, the level of psychological stability of work, knowledge, creative and communicative activities of a young leader can be estimated.

In the course of the research, three components of social-psychological competence of a young leader are distinguished: procedural, personal structural and personal functional. They allow the successful implementation of socio-psychological activities: diagnosis and correction of social processes in the team, effective management influence through the implementation of interconnected tasks in the "leader - team - employee" social-psychological system determining the algorithm: informational (providing employees with the necessary information to perform tasks); motivational (influence on the motivation of employees and its calculation); motivation (interest in activity by rewarding or punishing); provision (provision of certain powers and rights to employees); control-corrective (determining the activities of employees through assigned tasks, making changes to their activities). Among the terminological predilections that have developed in science, despite all the imagery of concepts: hidden, underground, informal, illegal economy, the term "shadow economy" still remains popular, which is one of the most significant and relevant topics of our time.¹⁵

In short, the socio-psychological competence of a young leader is realized through his communicative activity in the specific conditions of specific management activities.

Secondly, it was the content of the formation of the young leader as a subject of activity, communication and knowledge

¹⁴ Evseev, Avtandil Vladimirovich. Formirovanie sotsialno-psychologicheskoy kompetentnosti molodyx rukoviteley: abstract dis. ... candidate of psychological studies: 19.00.05 / In-t molodeji. - Moscow, 1998. - 24 p.

¹⁵ Абдуллаева, М. (2021). Теневая экономика, её влияние на экономическую систему. in Library, 21(4), 86-101.

if conditions are created within the organization or its structural unit for the socialization process, the communicative activity of the young leader can be considered effective. Effective implementation of communicative activity of a young leader can only be at a certain level of formation of his social and psychological competence.

Thirdly, the social and psychological competence of a young leader in a broad, clear, productive form is that of a leader the characteristics, interpersonal relationship situations, and his interaction with the employees, which is related to the individual's capabilities. Social-psychological competence is manifested by the leader in the perception and understanding of his employees, in addressing and relating to others, in deep psychological access to objective and communicative activities, in the psychological environment that defines the state of working and interpersonal relations in the team.

Fourthly, the system-forming factor that causes the purposeful functioning of the elements of socio-psychological competence of young leaders is the management activity of the young leader.

Fifth, the process of formation of socio-psychological competence of young leaders in specific situations of relations between leaders and employees leads to the achievement of high efficiency in the management activities of the young leader and ensuring social-psychological harmony of the activities of the organizational team and structural unit.

Sixth, the program-targeted social-psychological training program based on the theoretical model of social-psychological competence of young leaders is aimed at solving the following main issues: acquiring social-psychological knowledge, acquiring knowledge and skills in communication to be educational effect: formation of instructions necessary for correction, development, effective communication, development of the ability to study oneself and others more fully, and relationships in the process of communication, correction and the system of relationships and personality the development of mutual relations.

Seventhly, when assessing the effectiveness of formation of social-psychological competence of young leaders, the main attention is paid to diagnostic and teaching conditions. The diagnostic conditions are that the young leader has to explain the personal experience of communication,

Today, development of students' critical thinking, independent search and finding of information, intellectual work culture, and independent learning skills are among the urgent tasks of modern education. Modern education, like all fields, requires speed, effective adaptation to rapid changes in a short period of time, active assimilation of new knowledge on the basis of existing disciplines, and consistent familiarization of students with them.

Of young people creative work activities efficient development requires implementation in certain pedagogical conditions. As a result of studying the literature on the subject and observing the process of organizing vocational education, it was concluded that the presence of the following pedagogical conditions is important for the development of creative and independent work of young people.

In the process of conducting research work, the correct and effective performance of independent educational tasks by young people of vocational education (economics) direction is important in the development of creative work. Forms of organizing independent education of young people have been improved based on the possibilities of interactive problem-based, project and cooperative education technologies.

During the research period, attention was paid to the analytical rationality of studying the level of development of creative and independent work activities (scientific and scientific research, production - technological, design-constructive, experimental-research skills, skills) in young people. For this, the criteria for the study of this case were based. They are as follows. The Ministry of Innovative Development was created, the main the directions of which are: the introduction of innovations in state and public construction; in the sector of the economy; Agriculture; social development; system of

environmental protection and nature management; initiation, coordination and stimulation introduction of advanced technologies.¹⁶

organization of creative actions aimed at acquiring new knowledge and independent learning of new knowledge by organizing (creative) actions by acting on the basis of an example .

Partially researched level: knowing objects through secondary perception (comprehension) of previously mastered material and performing simple actions related to organizing scientific and scientific-research activities based on them.

Reproductive level: independent performance of previously performed actions.

It was proved that the preparation of young people for creative work can be achieved in the process of purposeful interaction and through conditions and factors creating opportunities for the student in the following directions: activation of motives for creative and independent work ; formation of a system of knowledge and imagination in students about the conditions and content of creative and independent work ; formation of students' knowledge and skills of independent work by introducing them into the educational process .

The organizational and pedagogical conditions for preparing young people for creative work are as follows:

1. Creative and determination of independent work competencies.
2. Creative and focus on the formation of independent work competence.
3. Creative and teaching through independent work activities (development of creative assignments, problem situations).
4. Students creative and involvement in independent work activities.

The conducted analyzes made it possible to distinguish the following characteristics of creative work: goal orientation, that is, a process aimed at achieving a set goal and solving a clearly formulated problem; searching for novelty - promoting and justifying original ideas, looking for ways to implement them, illuminating previously known phenomena and events from a new point of view; impartiality of conclusions and generalizations, easy recall, provability.

the important aspects of teaching is the interaction between the student and the teacher. The main function of this process is a single method in studying, developing and educating students. Teaching methods - aimed at the solution of educational problems for the student and establishing the interdependence of the teacher's activities.

to choose a method, the pedagogue must know in advance the level of preparation of students for research activities , deductive mastering of the material, independent performance of practical training, the development of the level of self-management from teaching, and the state of work ability. need In pedagogy, the tasks of education and education of young people are already known. "Development and knowledge", - wrote A. Disterverg, - cannot be given or announced to anyone. Anyone who wants to join them must achieve it through hard work, strength, and aspirations."

Conclusion

As a conclusion, it can be said that the moral level of society is that of talented, intelligent, creative individuals. It is determined by their appreciation and all-round support for their scientific and creative work. In highly spiritual societies, creative individuals with talents are the pride and future of the nation. Uzbekistan is also following this path. We can draw the following conclusions about critical thinking: while preparing for the lesson, the teacher should determine the range of problems that students may encounter, and then prepare students to formulate these problems independently. Through critical thinking, reading is transformed from a traditional chore into a purposeful, meaningful activity in which

¹⁶ Абдуллаева, М. (2021). Роль государства в управлении инновационными процессами: международная практика, опыт Республики Узбекистан. in Library, 21(1), 14–17.

students do real mental work and solve real-life problems. They collect evidence, analyze texts, compare equally strong points of view, and use the resources of the team to search for and find answers to the questions they are interested in .

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