

**WAYS OF FORMING THE MORAL AND MORAL QUALITIES OF LEADERS
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Abstract:The article analyzes the spiritual and moral qualities of leaders and specialists of professional educational institutions on the basis of scientifically and theoretically clear proposals, recommendations and conclusions. The pedagogical methods of the management skills of leaders of professional educational institutions and the skills of pedagogical staff in the teaching process, pedagogical ethics, and spiritual qualities are substantiated.

Keywords:healthy spiritual environment, spiritual and moral qualities, spiritual and moral image, spiritual ideology, spiritual knowledge.

One of the characteristic features of today's world is that the struggle is mainly taking place in the fields of thought, that is, for the conquest of the human mind and heart. Therefore, an important factor in the successful implementation of the reforms being carried out in our country is directly related to the level of spiritual and moral preparation of the sector's employees.

Any state that sets itself the goal of raising the future generation as a mature generation, first of all, it is necessary to equip the preschool education system, including vocational educational institutions, at the level of modern requirements and radically improve education. Taking into account such a task, special attention is paid to further improving the healthy spiritual environment in education and vocational educational institutions, using the experience of developed countries of the world.

The main goal of this is to raise our children as a comprehensively developed, mentally and physically mature generation. In order to achieve these goals, the strong will and dedication of the employees of the vocational education institution, as well as their love and devotion to the Motherland, are indispensable. In this sense, in order to create a healthy spiritual environment in today's vocational education institutions (technical schools), it is necessary to pay special attention to educational work, organize the educational process on the basis of advanced technical and technological means, new methods, and most importantly, consistently continue the work of raising children as a spiritually mature generation by organizing educational services in the field of vocational education at the level of modern requirements.

Today, educating young people with high spiritual and moral qualities is the main driving force of the reforms underway in the field of vocational education. The spiritual and moral qualities of leaders, teachers, and other employees working in the field include culture, humanity, dedication, courtesy, honesty, hard work, patriotism, responsibility, eloquence, literacy, determination, discipline, and nobility.

In order to form high moral and ethical qualities of employees working in the field of professional education, it is necessary, first of all, to establish and strengthen a healthy moral and ethical environment in professional educational institutions (technical school, college). This, in turn, requires special attention to the skills of leaders. Because the skills of a leader are his knowledge of the secrets of the art of management, the ability to find rational

solutions in conflict situations related to them, the ability to mobilize the creative forces of the team to achieve high efficiency in the area of responsibility, and the manifestation of organizational skills. An important aspect of the skills of a leader is reflected in his communication culture. Sincerity, justice, kindness, optimism, the ability to distinguish between the main problem and secondary tasks in a timely manner, and initiative are the factors that make up the leadership skills, while foresight, a deep understanding of the ultimate goals and tasks, the ability to come up with unconventional, unexpected solutions in difficult situations without losing oneself, and the ability to find a way to please every teacher and other employee in the team are its manifestations. That is, a real leader in a team should work and live with a high morale. A leader should always live with the joys and worries of team members, because many unforgettable moments of his life are formed and nurtured in a team environment.

A leader should also have oratory skills, learn to speak in an understandable, expressive and impressive, convincing and inviting spirit. The leader's listening skills have become an urgent task today. The German philosopher A. Schopenhauer said about this: "If you want people to have a good opinion of you, listen to them." Because the ability to listen inspires and motivates the speaker. Thus, conditions are created for the formation of new ideas.

In order to have high human qualities, leaders must have the following qualities:

- be open-minded, intelligent, and spiritually formed;
- he must be self-educated, honest, and live with a sense of responsibility;
- he must be intelligent, experienced, and knowledgeable in his work;
- all his actions and actions must have a positive impact on the personnel;
- he must be selfless, proactive, determined, and demanding;
- he must be an example to his subordinates with his personal life and service activities;
- he must resist the scourge of ego and protect his subordinates from this scourge;
- he must never allow injustice;
- all his actions must be open and transparent;
- a leader must have his own ideas, opinions, and action program, as well as unite all subordinates around a single idea for the development of the country, peace, and prosperity of the people.

In turn, the effectiveness of leadership activities directly depends on his thinking and intelligence. Thinking allows the leader to think broadly and deeply, to distinguish between good and bad, benefit and harm, and the important and the unimportant. Therefore, leadership activities can be said to be a unity of thinking and action.

In addition, it is advisable to pay special attention to the issue of the spiritual and moral image of employees working in the professional education system. Because without it, a person cannot rise to the rank of a human being. Therefore, the following can be included in the main factors determining the spiritual and moral image of employees in the field:

- intellectual potential;
- strong will;
- moral and spiritual purity;
- high faith.

Intellectual potential is the presence of opportunities in employees in the field, primarily on the basis of knowledge, life experience, perception and intelligence, to further

enrich their intellectual potential and human lifestyle in various directions and forms, to discover new aspects of it, and to improve it. In turn, intellect - indicates the level of intelligence, perception, intelligence, and spiritual maturity of pedagogical staff of professional educational institutions. According to data, the intellectual power or potential in the human brain is equal to the incomparable power in the atomic nucleus. The point is how to develop it and to what extent to use it. Willpower - a spiritual virtue that serves as the basis for mobilizing the internal and external aspirations, capabilities and potential of professionals towards the goal, acting with determination, overcoming trials and hardships, and maintaining mental balance in any circumstances. Through willpower, pedagogical staff strictly control their desires and actions. Willpower actually means strong confidence. A person with strong willpower believes in himself and is not afraid to take on any complex task. That is why you can rely on a person with high willpower.

Purity is one of the most important spiritual and moral requirements as a spiritual and aesthetic category, including sincerity, loyalty, trust and naturalness. The content of purity includes such positive qualities as intelligence and conviction, modesty and honor, intelligence and foresight, honesty, kindness. Spiritual purity is moral enlightenment. It is characterized by transparency of the soul, high feelings of intuition. Thus, moral purity is one of the primary tasks in human life. Because moral purity is completely opposite to taste and materialism. It is not for nothing that our wise people said that the purity of deeds is when they are beautifully and honestly performed, the purity of beliefs is in steadfastness, and the purity of food is in honesty. Therefore, the leaders and teachers of a professional educational institution must also consciously realize that improving their actions, purifying their behavior, and purifying their hearts depends on themselves and their aspirations.

Belief is a concept that expresses a certain goal, belief in values, and a way of thinking formed on this basis. The truth of knowledge is of decisive importance in the strength of faith. However, not just any knowledge, but only knowledge that has been reworked in the human mind, that is, has passed the test of experience and is re-formed a second time, ensures the strength of faith.

At this point, we consider it permissible to dwell on the essence of the concepts of spiritual and moral education.

Spiritual education is a means of cultivating high spirituality, a concept that represents a practical educational process aimed at forming qualities such as physical perfection, spiritual, moral, and spiritual maturity in a particular individual, community, group, society, or nation. The upbringing of spiritual characteristics necessary for a person to live in society is an ancient and eternal value that ensures its essence as the most basic value.

Moral education is an important social phenomenon in the spiritual life of society and is a form of instilling a system of ethics and moral qualities into the consciousness of each generation based on the requirements of the time. Moral education seeks answers to two important questions throughout human history: one is how to live, and the other is what to do and what not to do.

Another pressing issue today is the ability of employees in the field to resist foreign ideas. In this regard, it is important to know the level of spiritual maturity and beliefs of employees. In this regard, there is a need to establish indicators of spiritual and ideological maturity and determine the level of their development. Based on special studies, the following aspects of the spiritual knowledge of employees of vocational educational institutions are proposed as indicators of spiritual and ideological maturity:

– completeness of knowledge of employees in the field – possession of spiritual and moral concepts within the framework of their age, position and current demands, understanding their content and being able to interpret them independently;

– logical basis of spiritual knowledge and views – ability to draw correct conclusions in various problematic situations of behavior in everyday life and correctly analyze the problem;

– strength of spiritual knowledge and views in them. This is an exemplary indicator of the spiritual qualities that they possess, which have risen to the level of faith;

– the practicality of spiritual knowledge by PTM leaders and pedagogical staff, the manifestation of their moral and spiritual aspects not only verbally, but also in behavior.

In conclusion, it should be emphasized that the development of high spiritual and moral qualities, strong will, a sense of responsibility for the fate of the Motherland among employees of professional educational institutions, and the fundamental improvement and improvement of the system of work aimed at forming a healthy moral and spiritual environment in the team are important tasks of every leader and employee working in professional educational institutions.

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