

WAYS OF FORMING THE ACMEOLOGICAL COMPETENCE OF A LEADER'S PERSONALITY

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Abstract: This article examines the process of forming a leader's acmeological competence, its content, components, and the factors that contribute to its development in modern leadership practice. Acmeological competence represents a leader's ability to achieve the highest professional results, continuously improve themselves, make effective decisions, and demonstrate maturity in managing a team. The paper analyzes the scientific foundations of acmeological development, focusing on motivation, reflection, communication, and organizational skills as key dimensions of leadership growth.

Keywords: acmeology, competence, leadership, professional development, self-growth, management, maturity, motivation, reflection, leadership skills.

Introduction:

In today's rapidly changing and competitive world, the success of any organization depends directly on the professional competence and leadership qualities of its manager. A modern leader is not merely an administrative controller but a motivator, strategist, and inspirer of the team. They are expected to guide the organization toward innovation, effectiveness, and sustainable development. Consequently, the formation of acmeological competence has become one of the main priorities of modern management science. Acmeological competence can be defined as a leader's ability to achieve the highest level of personal, social, and professional maturity through self-development and reflection.

Main part:

Acmeology is the science that studies the patterns of achieving personal and professional excellence. The acmeological development of a leader refers to the process of realizing one's full potential in professional activity, enhancing performance, and promoting growth both in oneself and in others. A leader's acmeological competence consists of several interrelated components: cognitive, motivational, communicative, reflexive, and volitional.

The **cognitive component** includes the leader's theoretical knowledge, strategic thinking, analytical abilities, and capacity for systematic planning. An acmeologically competent leader bases their decisions not only on experience but also on scientific principles and innovative ideas.

The **motivational component** is characterized by internal drive, confidence, and commitment to professional growth. Within the acmeological framework, a leader aligns personal goals with the

objectives of the organization, creating harmony between self-realization and collective success.

The **communicative component** reflects a leader's ability to establish constructive interaction, resolve conflicts, and foster collaboration. A leader's maturity is determined by their openness, fairness, and ability to build trust within the team.

The **reflexive component** involves self-analysis, critical evaluation of one's actions, and the ability to learn from experience. Through reflection, leaders identify weaknesses, recognize opportunities, and adjust their behavior to achieve higher levels of effectiveness.

The **volitional component** refers to determination, emotional stability, and the ability to make decisions under stress. From an acmeological perspective, a true leader maintains control over internal states, demonstrates persistence, and acts confidently even in uncertainty.

The development of acmeological competence requires a comprehensive system of education, mentoring, and self-improvement. The following methods are particularly effective in shaping this competence:

1. **Acmeological training programs** — aimed at enhancing self-awareness, emotional regulation, decision-making, and interpersonal communication skills.
2. **Mentoring systems** — where experienced leaders guide younger managers, transferring knowledge and organizational culture.
3. **Reflexive analysis techniques** — helping leaders evaluate their performance and plan future growth.
4. **Psychological diagnostics and coaching** — identifying individual potential and designing personalized development paths.
5. **Innovative management approaches** — integrating digital technologies, creative thinking, and adaptability into the management process.

In the modern context, acmeological competence not only increases organizational efficiency but also strengthens the human dimension of management. Leaders with developed acmeological competence are psychologically stable, socially responsible, and capable of inspiring their teams toward shared goals. Acmeology emphasizes that leadership excellence is not a final destination but a continuous process of self-development and self-realization.

Both internal and external factors play a crucial role in this process. Internal factors include motivation, self-awareness, independence, and emotional stability; external factors encompass organizational culture, working conditions, and the system of professional education. Therefore, a holistic approach that integrates psychological, social, and institutional mechanisms is essential for fostering acmeological competence.

A key principle of acmeological leadership development is the balance between personal growth and collective success. A leader should cultivate not only professional skills but also ethical

values, empathy, creativity, and strategic vision. Through acmeological training and reflection, leaders can achieve the “acme” of their personal and professional evolution — a state of full realization of potential and maximum productivity.

Conclusion:

The formation of a leader’s acmeological competence is a complex yet essential process that integrates professional knowledge, self-development, reflection, and social interaction. Acmeological competence enables leaders to reach the highest level of maturity, manage teams effectively, and ensure sustainable organizational success. In this regard, leadership training systems should incorporate acmeological principles through continuous learning, mentoring, and reflective practices. Such an approach will contribute to the creation of a new generation of innovative, self-developing, and socially responsible leaders capable of guiding society toward progress and excellence.

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