

**OPEN ACCESS**

SUBMITTED 20 January 2025

ACCEPTED 18 February 2025

PUBLISHED 17 March 2025

VOLUME Vol.05 Issue03 2025

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Initiative as A Personal Quality

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Abstract: Modern life requires activity, constant self-determination, independence and responsibility. The article reveals the essence of the concept of “initiative”, the content and types, qualities and preferences of an initiative worker. Suggestions were also made on ways to develop initiative among employees and methods of forming this skill among students.

Keywords: Activity, responsibility, initiative, initiative worker, mental activity, emotional intelligence, independence, leadership, new ideas, Stephen Covey.

Introduction: In Modern life is extremely open and requires activity, constant self-determination, independence and responsibility. It is possible to prepare for such a life only by having experience in such actions: independent, active, socially significant, proactive.

It is advisable for a civil servant to exercise his initiative, creativity and make his own contribution to the life of society in a certain sense. Otherwise, the civil servant will remain under suspicion of being a mature specialist. Therefore, a civil servant must develop such sensations, create a successful career with the most efficient use of them.

Initiative (Latin Initiare – start) – activity in the process of advancing, implementing and solving any new idea, as well as business activity; internal motivation for new forms of activity.

RESULTS

Initiative, as a category of personality activity, refers to the basic psychological categories that form, according to M.G. Yaroshevsky, the “grid” of psychological knowledge.

The issue of personality activity, as well as its emergence, has not yet received an unambiguous solution (L.S. Vygotsky, A.N. Leontiev, A.V. Zaporozhets, A. Maslow, C. Rogers, etc.)

According to Lyubov Yumsunova's “Concise Dictionary of modern pedagogy”, initiative is an individual's ability

to independently social activity, activity and entrepreneurship. The initiator is an active-minded person who can direct his energy to the necessary work, freely express his opinion [1].

K.A. Abulkhanova-Slavskaya defines initiative as "a free form of self-expression that meets the needs of the subject, an incentive aspect of activity, communication, and cognition". And she also considers initiative as a person's anticipation of external requirements and the manifestation of creativity, as a complementarity of freedom and necessity [2].

E.A. At the same time, as in other cases, when it comes to being sure of your rightness, so is being sure of your rightness. The author's motivational needs, feelings and cognitive components are part of Hamda Yangi's ideas of Ilgari Surish and Amalgi Oshirish boskichlarigi Azhratadi [3].

Initiative people can be: responsible and accountable. The defendant, who is the initiator of the idea, must provide the necessary resources and, ultimately, must act in accordance with it. This is the true meaning of life. The responsibility of the initiator of the esa ishni boshlashdan Aldin bartsch, even in detail, is higher.

In our opinion, M.S.Govorov's research gives a detailed classification of the types of initiative: according to the direction, social significance of the initiative (positive, negative); according to the manifestation (individual, collective); according to the degree of independence (an initiative that is manifested only when supported by a completely independent initiative and others around); according to the duration of the mental state in the manifestation of; as an individual characteristic, the level of development of the initiative(Short, Continuous); according to its coverage (initiative that is constantly manifested in several types of activities; initiative that is manifested in all major events); according to its sustainability (short-term initiative actions and long-term initiative actions)[4].

In the works of E.A. Pogodina, support is listed among the important factors in the manifestation of initiative. The author makes an attempt to identify the ways and conditions for the transformation of individual acts of initiative and proactive behavior into initiative as a stable personality quality.

Activity, together with initiative and responsibility, forms the subjective-personal basis of a person, which is the leading parameter in creating a life strategy, since these qualities penetrate into all areas of human activity. A harmonious and effective combination of initiative and responsibility allows a person to fully maintain his independence and a high level of activity [5].

The structure of initiative is presented by T.S. Borisova as consisting of interconnected components: cognitive, intellectual, motivational, volitional, emotional, behavioral, activity, reflective-evaluative.

Advantages of enterprising employees:

Initiative brings a number of advantages for both the employee and the organization:

1. Development of leadership skills. Tasubbuskor employees show leadership qualities: independence, responsibility and decision-making ability.
2. Increase productivity. Initiative employees actively improve work processes, optimize working hours and increase the efficiency of the organization's activities.
3. Encourage innovation. Initiative employees offer new ideas, projects and solutions.
4. Increase the motivation of the team. Enterprising employees inspire colleagues to new achievements and become an example for the team.
5. Increase competitiveness. Thanks to the initiative staff, the organization or company becomes more flexible to changes in the external environment. This increases its competitiveness in the market.

"Human nature is inherent in being a subject of action, not an object of action. This feature allows us to choose our response reaction to certain situations. At the same time, it also provides the situation with the power to create.

Taking the initiative does not mean being stubborn rude or aggressive, but rather expresses awareness of our own responsibility towards the implementation of events" [6].

To develop initiative among its employees, the following are recommended:

1. Giving freedom in decision making. The leader must encourage employees to use their knowledge and experience to make decisions within their obligations [13, 14, 15, 16].
2. Encourage opinions and suggestions. Creating an environment in which employees freely express their opinions and suggestions. For example, special meetings in which the team expresses their opinion [17, 18, 19, 20, 21, 22].
3. Handing over responsibility. Responsibilities and powers are delegated to employees to manage projects independently.
4. Error analysis. It is important to consider failures and mistakes as an opportunity to learn. In such a situation, employees are afraid of mistakes and do not hesitate to propose and implement new ideas.
5. Encourage initiative through awards and recognition.

Using compliments and bonuses to encourage employee initiative [7].

It is known that during the era of the former Salt Lake system, the issues of citizens' good knowledge of their rights and freedoms, learning ways to legally protect them, using methods of demanding justice were not raised as much as possible, trying to instill in the minds of millions of people the concept that "the state knows all the problems and solves them. The massacres carried out during the reign of the Salt Empire, the imposition of millions of innocent people to severe punishment without trial, to exiles, are the consequences of this policy-the ignorant and priceless detention of citizens in their rights and freedoms, and the complete inoperability of the system of their protection.

And today's technical and technological innovations allow people to create, put into practice many methods and techniques of effective assimilation of the necessary knowledge and skills into the consciousness of consciousness, in particular, political and legal culture. To do this, the leader is required to come up with a creative approach to his work, to take the initiative, to come up with new methods of activity in the field of management [8].

It is better to instill any ability in the child at a young age, but if there is a desire, initiative can be developed even at an older age, only this requires more effort and time.

The following methods are proposed for the development of initiative:

- Reading incentive books. For example, Stephen Covey's "seven skills of successful people" or John Maxwell's "21 qualities of a leader".
- The quotes of famous people about efficiency and success will also help to develop initiative.
- The right rest, trying not to fill the brain with unnecessary information and not be lazy.
- Negative assessment of those around him, ignoring the unfounded comments of the moment.
- Only analyzing constructive criticism and drawing conclusions from it [9, 10, 11, 12].

CONCLUSION

The development of initiative skills should be started from small work. For example, participation in events and competitions that take place at the University. By showing oneself from a good side, a person increases self-esteem and is not afraid to accept more serious work and projects in the future.

Initiative skills help in certain areas of life. In the process of work, professionals who continue their

initiative with their successful actions attract the attention of those around them. Usually enterprising people achieve success more easily in a career. They often come up with new ideas and take responsibility for the performance of tasks. When working with such an employee, it will also be pleasant for the leader to see sincere interest in his eyes. A person with a clear initiative can be entrusted with a task that is serious and important.

An enterprising person can become a leader in any team. But it should also be remembered that its volume of work increases automatically. Any initiative brings a kind of challenge and responsibility, or rather, leads along with itself.

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