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УДК: 316.46.058-61

THE PERSONAL QUALITIES OF THE LEADER IN THE HEALTH CARE

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The leader is a person who directs and coordinates the activities of performers who must necessarily submit to him, and in the framework of the established authority to fulfill all his

requirements. Leader can take the function of executor on himself only in order to understand the specifics of the job.

Thus, the essence of the leader's activity consists in *the organizing work*. This is a special kind of creative activity, as far as growth the post requirements to creativity increase.

Man is not born with ready skills, interests, character and etc. These properties are formed during the life of the person. As much as efficiently develop these qualities so will be determined his way in life, some become leaders, others - managed.

Thus, the assessment of the personal qualities and the problems associated with the selection of leaders is one of the most difficult aspects of administrative activity.

Under the professional qualities of the leader is understood the presence of the following capabilities:

- the ability to find the shortest way to achieve the object;
- the ability for independent thinking and rapid making well-founded decisions;
- the ability to consistent and resourceful provide their performance;
- the ability to release human energy (the initiative, enthusiasm).

In what exactly business qualities are found? The leader possessing the professional qualities must:

- be able to carry out a qualified analysis of the situation and understand the complex situation;
- accurately perceive an order of higher leaders;
- work out alternative solutions with following choice of the most effective one;
- timely determine the content of the actions required to resolve arising problems;
- clearly set subordinates tasks and carry out effective control over their execution;
- display the will and perseverance in overcoming arising difficulties;
- remain self-criticism in evaluation of the results of actions.

Competence is understood as a thorough knowing of one's business and essence of performing work, as an understanding of relationship of various phenomena and processes, as a finding of possible ways and means of an achieving of set goals. Leader, apparently, cannot be equally competent in all matters in the decision which he is involved, and there is no compromising. However, the leader cannot do without a certain amount of professional knowledge, sufficient for a clear understanding of the objectives, for the perception of new ideas, for a qualified hearing in emerging situations and for making well-founded decisions on them. Incompetent, not understanding in the matter leader is inevitably in humiliating dependence on his environment. He is forced to assess the situation on the suggesting of his subordinates or superiors. He usually finds it difficult to express weighty judgments, to undertake active actions, to give useful advice on specialized issues. He is often forced to simulate useful work, because incapable of real and responsible actions. He usually, in order to hide the ignorance of affair, tries to surround himself by so incompetent people and hold capable workers away. Organizational skills of leader are especially expressed by the following:

- the ability to isolate and articulate both forward-looking, and the most important tasks in each concrete situation;

- the ability to make timely argumentative decisions and ensure their fulfillment;
- the ability to coordinate his intentions with the conditions of the reality;
- the ability to organize, coordinate, guide and control an activity of subordinates;
- the ability to cooperate continuously and successfully with other departments and with the control bodies.

A good organizer, as a rule, has a sharp and flexible mind, combined with a strong will. He puts the results of his decisions into life quickly and without much hesitation. He always gets the finalization of the started affair. He can go to a certain risk, acting under conditions of uncertainty, with courageously and resolutely, without waiting for orders from above and showing ingenuity in difficult circumstances. His risk is justified, because his courage is based on his competence. Here he is aware of the seriousness of the consequences. Often, that kind of organizer is not deprived also "breakdown" abilities that help him to find the most productive moves in the given situation and the right means of the solving problems. A capable organizer relies on the mind of the whole collective, his persistence never goes into stubbornness and intolerance to the others opinions, he teaches his subordinates to independence. The organizational work is unthinkable without a firm discipline and order, otherwise large and well-designed efforts on improving of the organization of activities can be reduced to "no". Observance of discipline and order supposes, in turn, control by the leader. Organizational skills are largely determined by the natural instincts, but they are also acquired in the process of study and work. Thus, in order to become a truly business leader, one competence is not enough, that is the amount of knowledge that allow to deep understand an affair and solve arising problems. For realization of competence and realizing of the made decisions are also required organizational skills that is the skills of organizing of collaborative work of many people and the ability to enforce the performance of made decisions. One of the most comprehensive lists of qualified requirements to the administrative personnel is used in the UK. Among them:

- understanding of the nature of administrative processes, knowing of the main types of organizational structures of management, functional responsibilities and working styles, possessing of ways of increasing the efficiency of management;
- the ability to understand the modern information technologies and means of communication, that needed for the administrative personnel;
- the oratorical skills and the ability to express thoughts;
- possessing of art of people management, selection and training personnel, regulation of relations among subordinates;
- the ability to self-assessment of own activities, the ability to draw the right conclusions and improve his qualifications;
- the ability to assess not only knowledge, but also to show the skills in practice.

On the basis of practical experience requirements for the professional competence of leaders were worked out:

- knowing of official and functional responsibilities, ways of achieving goals and improving of the efficiency of work of the organization;
- understanding of the nature of administrative work and management processes;
- possessing of art of human resources management and effective motivation of personnel to achieving goals, improving the organizational culture;

- possessing of the art of arranging of effective relationships with the external environment;
- the ability to use modern information technologies and means of communication tools needed in the administrative process. Experience shows that some leaders skillfully lead the people along, successfully overcoming the difficulties, while others in similar conditions cause a lack of confidence on the part of subordinates and fail.

The inability to convince, motivate the actions of subordinates and, finally, influence a person so that he wanted to implement the decision taken by the leader - shows that such a leader has not a complete set of qualities needed him.

All variety of requirements for leaders can be divided into three groups: philosophical, business, moral-psychological. But it is important not only to properly set the objective requirements of professional suitability of the leader. It is equally important to work out methods for their detection in people, possess well-founded technology of evaluation and selection of personnel. Philosophical quality. World view of people - it is a system of values that is defined by his knowledge, the logic of thinking and behavior, properly oriented will, forcing to act on inner conviction, as the commanded duty and conscience. Values - that is just what is important, significant, worthwhile things for man. They define his relation to various attributes (significant signs) of life: social, material and spiritual. Even in ancient times knew that a person has spiritual power, faithfulness to his believes and certitude of being in the right, which gives courage to overcome many difficulties. According to Aristotle, such man is on the top step of the spiritual greatness and courage. It is consisted in that equally openly to express love and hate in order to try and talk about anything else with the utmost sincerity and that, appreciating the truth above all else, do not pay attention to the approval and disapproval emanating from others. Human values - this is his view, that he is ready to adhere to it willingly, to fight for it and to improve it. Values are not something that can be seen, and therefore they elude comprehension. They can be recognized only studying reactions and attitudes that underlie human behavior. The values can be determined by examining the relationship of man to the following attributes of life:

- to power (with respect, doubt ...);
- to the result of the work;
- to risk;
- to help others;
- to life and work;
- to promote and punishment;
- to pleasures, etc.

Some values can be shared by all members of society, the other cannot be shared. There is maybe the complete endorsement of the views, the agreement with the views, the ability to put up or complete disagreement. Development of human value systems occur by fairly complicated way of education, observations, experiences.

As experience arises, the nature of human values can vary. During choosing a leader it is important to know by what moral and spiritual rules man is guided in his life, work, communication; what are his the ideals, values. Under world view qualities of the leader are understood his ideological convictions and opinions, his dedication to work, his life position (philosophy of life), which forms a certain system of values and ideals. In the solution of many problems, that encounters a leader, usually there are several alternative solutions. He is granted a certain freedom of the choice, what and how to do.

The choice of variant depends on what the leader considers valuable that is an important and correct. Decisions taken by the leader have a great influence on his life, on that how he relates to others, what kind of man he became. The decisions taken in the past, determine the behavior in the present, they become the basis of values. It is useful for leader to analyze his values and take certain positions. Personal qualities - the ability to fulfill the commitments and promises, determination and persistence in achieving goals, nonstandard thinking, creativity, high level of erudition, strength of character, fairness, tact, neatness, punctuality, ability to win favor, a sense of humor, good health.

The effectiveness of the management depends on:

- the ability to determine the temperament and character of subordinates;
- the ability to guide himself;
- the ability to evaluate and choose the hard-working staff;
- the ability to see and to ensure the perspective of development of his collective;
- creativity and ability to innovate;
- high ability to influence others;

So we discussed the main characteristics and qualities that make up a psychological portrait of the leader. It remains to say that a person was not born with a set of qualities listed above, and all of them are combinations of features derived from the nature and socio-historical conditions of his life.

For the formation of the necessary qualities can contribute the socio-psychological trainings, and other special forms of education. But the main thing is that the leader has the desire to improve himself, and he realized that it is necessary every day "build", to create his own identity.

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