

IMPROVING THE PSYCHOLOGICAL ENVIRONMENT IN THE PEDAGOGICAL TEAM THROUGH SOCIO-PSYCHOLOGICAL TRAINING

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Annotation. *This article examines the process of training aimed at improving the social psychological environment in the team of teachers of secondary schools, improving the process of their satisfaction with work, providing the most necessary socio-psychological knowledge for them, and gives methodological recommendations on it*

Keywords: *training, pedagogical team, School, Education, personal development, psychological health knowledge and skills*

Trainings are the most effective and fastest tool for educational development and internal change all over the world. Usually training is carried out in a group of several hundred people in two to five units. All of them communicate with other participants, perform personal, group and general tasks, etc. In general, they lead a collective life.⁶¹ Very important people who are not able to play or study in the crowd order themselves "personal training". That is, one coach works with one apprentice. This is usually quite expensive entertainment. The difference between seminars and regular trainings is a separate form of the training process, the feature of which is the high intensity of classes and the use of various methods of achieving the declared result in the course of the lesson. For example, there is such a form of training as a workshop.

You may be given a lot of information during the workshop, but the facilitator does not set himself the goal of making sure that you master in practice what he tells you. You have received the information, and then you master it yourself or contact specialists, so that they can control you and help you assimilate the knowledge gained - at your own discretion. People leave classes with practical skills to use. Or by solving personal problems that you have not been able to solve independently for a long time.

As you can see, usually this is due to a low level of mastering skills - limited training time. But the first experience practical use you will definitely get the content of the training. Types of Education based on the principles of recruitment according to the principles of attracting group participants, all trainings are divided into open and corporate⁶².

Open trainings are trainings that unite completely different people who are interested in acquiring the appropriate skills and pay for their studies at their own expense. Corporate trainings are held with employees of the organization (group of

⁶¹ Реньш М.А., Садовникова Н.О., Лопес Е.Г. Социальнопсихологический тренинг: Практикум. Екатеринбург: Изд-во ГОУ ВПО «Рос. гос. проф.-пед. ун-т», 2007. 190 с.

⁶² Кипнис М. Тренинг коммуникации///. «Действенный тренинг». -М.: Ось-89, 2004 г.

organizations) at the request of its management. That is, employees of this organization are required to undergo training to improve their qualifications. In most cases, these are skill trainings (business trainings). Payment for the work of the trainer is made by the company. And in our case, for the pedagogical team, the school administration can hire a trainer or organize the necessary training by acting as a school psychologist trainer. It is worth saying that a psychologist requires special training knowledge and skills in this process.

Types of goal training. In general, all group classes can be divided into five large groups. It is used to achieve different goals during training as a criterion for being. Skills training the purpose of skills training is to give participants special skills to use later in work or personal life. There are a lot of such trainings. First of all, this business includes most of the trainings, where they give different skills, which can later be used in professional activities.

For example, it includes sales skills, negotiation, public speaking, time management, and more. Teaching skills in the field of personal growth includes dating, communication, stress management, fast reading, etc. These trainings are mainly mental, since they are aimed at introducing certain information into the memory and unconscious of a person, which is then carried out through his body (speech, movement, behavior, etc.)⁶³. Although there are elements of training, the knowledge gained is required. For example, a guy who is afraid to meet a girl, after completing training in dating technology, can easily cope with this task, which was previously impossible for him. Naturally, this leads to positive internal changes. For the pedagogical team, trainings of this form are of a very necessary nature, since, through socio-psychological training, it is necessary to provide targeted psychological trainings to team members in order to improve the psychological environment in the team⁶⁴.

Transformational trainings (personal growth trainings) the purpose of training is to get out of a problem situation, discover new opportunities. Transformational trainings include trainings that allow a person to discover, understand or implement something new in his life. Usually, directly in the process of training, a person experiences strong internal changes (absorption, understanding, understanding, forgiveness, etc.), which is why it is called "transformative". Naturally, in most transformational trainings, a person also acquires certain knowledge and skills, but they are not the main task of training.

In some cases, during training, a person does not acquire any new skills, which he could later use in ordinary (except for exercise) life. This includes numerous trainings related to overcoming fears and other internal barriers. For example, teaching walking on charcoal or broken glass. A person who has undergone such training usually grows sharply in self-esteem, and he becomes a more positive and productive personality. The

⁶³ Кристофер Л., Смит Л. Тренинг лидерства. ЁСПБ.:Питер, 2001. 78 с.

⁶⁴ А.Аbdullayev. D.Ismailova. "Amaliyotchi psixologlarning malakasini oshirishga yaratilgan qisqa muddatli kompleks o'quv-trening dasturi". (Amaliyotchi psixologlar uchun uslubiy qo'llanma). Toshkent-2021, 63-b

skill of walking on coal is unlikely to be useful to him in the future. People go to transformational trainings to solve some of their problems.

People who are completely satisfied or do not want to receive outside help, or do not believe that someone will help, do not go to such trainings. By paying for Education, a person confirms the importance of acquiring new knowledge or skills for himself. He has already been motivated by personal changes, and the coach should only give him what he came for. Separately, it should be noted that the pedagogical team as a whole is made up of individuals, for a change in the general social morality, the way of thinking in the team, it is a necessity for the members of the team to have a transformation.

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In order to improve the psychological environment in the team through socio-psychological training, it is necessary to pay attention to the following important factors when working with any pedagogical team.

- * pedagogical-study of the needs, problems and interests of employees;
- * increase psychological knowledge, skills and abilities in employees, professional and personal orientation with the help of trainings and consultations;
- * development of methods for establishing mutual correct relations in employees;
- * learn and teach ways to prevent and correct emotional fading, crisis situations and stress situations;
- * training and learning of " emotional burning symptoms • ;
- * give psychologist tips on how to support the learning process;
- * teaching psychotechnics how to resolve conflicts and conflicts;
- * formation of the possibility of obtaining individual psychological consultations for pedagogical staff;
- * development of psychological culture of employees and managers and Prevention and correction of emotional combustion.

Separately, it should be noted that the above factors are a set of specific, targeted, fixed-term measures in the form of a complex approach for several days, the implementation of which in the form of social psychological training is carried out by hiring a psychologist-trainer from the outside, or the organization of an educational institution on the basis of a staff⁶⁵.

Below we will consider the structure of our training program on the topic " formation of the optimal psychological environment in the pedagogical team." The

⁶⁵ Пахальян В.Э. Групповой психологический тренинг: Учебное пособие. - СПб.: Питер, 2006. - 224 с.

training program was organized in 5 main areas of correctional and preventive activity, which are:

1. Formation of psychological culture.
2. Correction of interpersonal relations in the team.
3. Development of communicative skills.
4. Formation of skills for improving psychoemotional States.
5. Formation of self-confidence and adequate assessment.

It is no secret that most employees are observed such as emotional burning, low neuromuscular stability, chronic fatigue syndrome. Due to this, special attention should be paid to psychological support of employees (techniques aimed at preventing relational, high emotional tension).

Another important aspect is that, as it turned out from various studies, it turns out that most employees have a low level of development of such characteristics as empathy, respect for the other person's personality, sincerity, which is important for their professional activities.

It turns out that interactive techniques are relevant precisely in the concept of developing personality activity or personality orientation, allowing them to be applied in real educational practice.

Interactive techniques include mechanisms based on the experience of interaction and mutual training of participants in the group.

Methods of work with employees include:

1. Methods of providing information: informative texts, oral informational messages.
2. Problematic techniques: problematic lectures and seminars.
3. Active techniques-trainings, training elements used, work Games, discussions, project seminars.⁶⁶

With the help of these, it is necessary to achieve the systematic development of the following: the ability to put a goal and strive for it; choice, personal responsibility, creativity and creativity, reflection, sorting.

Group therapy and consultations, firstly, help a person feel more competent, and secondly, it is clear that improving his relationship with others, ultimately, has a positive effect not only on the employee himself, but also on those around him. The training program consists of the following 7 types of methodology and training⁶⁷. In addition to these, the training also included acquaintance, determination of expectations and feedback rituals (through brainstorming) at the end of the training.

1. Test. House for Elf (fairy).
2. Emotional burning and its prevention.
3. Determination of the degree of emotional combustion.

⁶⁶ <https://www.sciencedirect.com/topics/psychology/psychological-skills-training>

⁶⁷ A.Abdullayev. D.Ismailova. "Amaliyotchi psixologlarning malakasini oshirishga yaratilgan qisqa muddatli kompleks o'quv-trening dasturi". (Amaliyotchi psixologlar uchun uslubiy qo'llanma). Toshkent-2021, 63-b.

4. Methods and techniques used in emotional combustion, stress prevention and Correction

5. 5 rules for being happy.

6. "Basic-secondary".

7. "The arrival of happiness".

Since the practical aspects of optimizing the psychological environment in pedagogical communities include an empirical analysis of the formation of the psychological environment in pedagogical communities, as well as the improvement of the psychological environment in the team through socio-psychological training, our research has proved in a certain sense the goal pursued by our work, as well as the hypothesis.

The developed training is also recommended to popularize as a group activity, which has a positive effect and effect in such processes as creating an optimal psychological climate in a pedagogical team in secondary schools, acting as a team towards a single goal, forming knowledge and motivation, creating a favorable and working environment.

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