

PSYCHOLOGICAL BACKGROUND OF THE LEADERSHIP QUALITIES FORMATION IN YOUTH

OLIINYK O. O., Candidate of psychological sciences, PhD (Psychology),
associate professor, associate professor of department of the Psychology,

DUMA T., Candidate for a Master's degree, 2nd year of study, field of study
053 "Psychology",

National University of Life and Environmental Sciences of Ukraine

E-mail: okleons777@gmail.com

ORCID ID 0000-0002-3255-9170

Abstract. *Urgency. Studying the background of successful leadership is one of the main applied problems of social and organizational psychology. For the formation of leadership qualities, it is important to have a favorable psychological climate around the individual, a sense of inner comfort, support of the immediate environment, adequate self-esteem, and a developed need-motivation sphere. A sensitive period for the leadership formation is early youth, when personal identity, worldview and value system are formed. The basis for the development of leadership qualities in youth is the development of personal qualities, namely: creating an image of the future and components of emotional intelligence. Objective. The research deals with the theoretical analysis of the leadership features, the clarification of the psychological conditions of its formation in the period of youth; experimental study of the manifestation of leadership qualities and their psychological conditions in youth. Methods. To achieve the set objective, we used a set of theoretical methods, such as: analysis and generalization of scientific information; the following empirical methods: observation; conversation; questionnaires "Do you have charisma?" (D. Konger); "Leadership potential" (D. Kotter); "Emotional intelligence" (R. Daft); "Creating the image of the future" (V. Hitt). The Pearson correlation method was used for statistical data processing. The research was conducted on the basis of the "School of Externs of Brovary Teaching and Educational Association of Brovary City Council, Kyiv region", Brovary town. 30 respondents aged 17-18 took part in it. The results of the empirical study of psychological background of the leadership qualities formation of young men showed that young men have expressed leadership qualities (80%) and weakly expressed charisma (73.33%); a high level of emotional self-awareness (40%), emotional intelligence (26.67%) and self-possession (26.67%). The value of the correlation coefficient value between the indices of the level of charisma and indices of relationship management corresponds to strong correlation; between indices of leadership potential and criteria for realizing the image of the future ($p \leq 0.01$). We see the prospects for further research in the development and approval of the psychological training program for the formation of leadership qualities in youth.*

Key words: leadership, leadership qualities, leadership potential, charisma, personal characteristics, youth, emotional intelligence.

Urgency of the research. The dynamism of processes in modern society affects the demands of the individual. Society needs individuals who are able to look at the problems in a new way, make decisions and lead. It is significant to study leadership qualities in youth as this is the period of formation and manifestation of

leadership potential, which is revealed later in adult life. A young leader is the future of modern Ukraine, therefore it is especially important to pay attention to leadership qualities at a young age, because in this age they are formed and activated. The search for the successful leadership background is one of the main applied problems of social

and organizational psychology. For the formation of leadership qualities, it is important to have a favorable psychological climate around the individual, a sense of inner comfort, support of the immediate environment, adequate self-esteem, a developed need-motivation sphere etc. Thus, formed leadership qualities in youth are an important condition for successful professional self-determination and formation of personal identity. The insufficient development of the problem of psychological conditions for the leadership qualities formation of young people led to the choice of the research topic.

Analysis of recent research and publications. The analysis of scientific literature allows to generalize the essence of the concepts of «leadership», «leadership qualities», to highlight the conditions of their formation, to characterize the features of youth leadership. Leadership is a relationship between a leader and group members who influence each other and jointly seek real changes and achieve results that reflect common goals [4; 6]. Leadership is impossible without the influence between people who seek change that reflects the common goals of the leader and the followers. Influence means that human relationships are not passive. The influence has many directions and is not one-sided [9]. Leadership in psychological science is called a set of unique qualities of a person; form of social behavior; the function of the social situation; way of organizing interpersonal relations; the process of organizing the activities of the entire group [10].

In adolescence, the maturation of the cortex of cerebral large hemispheres and the formation of the neural apparatus of all areas of the brain is completed, which creates the background for the development of psychophysiological, mental and intellectual functions due to the frontal increase in the functional level of psychomotor characteristics, attention, memory and thinking [7]. Traditional schooling educates young people as driven and transactional leaders who tend to follow conventional rules. Leader-

ship qualities give the young people confidence; the ability to set goals and tasks, which, in turn, positively affects the cohesion of teams, the nature of interaction and the emotional coloring of relationships between young people [2]. Thus, the theoretical analysis of scientific literature, empirical studies of the leadership characteristics in youth will contribute to the study of personal characteristics of young people that influence the formation of their leadership qualities.

Research objective is the theoretical analysis of the leadership phenomenon in scientific literature, the clarification of the psychological conditions of its formation in the period of youth; experimental study of the manifestation of leadership qualities and their psychological factors in youth.

Materials and methods of the research. The following theoretical research methods were used to achieve the set objective: analysis and generalization of scientific information. Empirical research methods were used to solve the second part of the set objective, namely: observation; conversation; techniques «Do you have charisma?» (D. Konger); «Leadership potential» (D. Kotter); «Emotional intelligence» (R. Daft); «Creating the image of the future» (V. Hitt). The Pearson correlation method was used for statistical data processing.

Presentation of basic material of the research. For the formation and manifestation of leadership qualities, a person must master a number of social and psychological qualities that are a sample for the group. Adolescence is a period in personality development when there is an urgent need for self-affirmation, self-realization, including leadership [1]. The developed leadership qualities of young people give them confidence, the ability to set goals and tasks, which positively affects the cohesion of teams, the nature of interaction and the emotional coloring of relationships between young people. In youth, the emotional sphere becomes more stable, you can learn to manage your own emotional states [2].

The emotional sphere is an important condition for the development of charisma and charismatic leadership [8]. Emotional intelligence continues to develop in adolescence. Leadership defines an active life position as a guarantor of fresh ideas, creative approaches and extraordinary solutions [5]. After all, in this case, the creation of the image of the future will prevail over its realization. A leader who seeks to maintain his status for a long time is obliged to constantly learn, understand the behavior and motivation of representatives of other groups and use the acquired knowledge to achieve the set goal [3].

Summarizing the above, we note that the sensitive period for the formation of leadership is the early youth, when the personal identity, worldview and value system are formed. In our opinion, emotional stability, self-control, self-awareness, social awareness, relationship management and

sociability can be the basis for the development of leadership qualities and the formation of leadership potential at a young age. In order to determine the psychological background for the formation of leadership qualities of young people, we conducted an empirical study on the basis of the "External School of Brovary Teaching and Educational Association of Brovary City Council, Kyiv region", Brovary city, Kyiv region. 30 respondents aged 17-18 took part in it.

Research results and their discussion. According to the results of the conducted research according to the methods «Do you have charisma?» (D. Konger) and «Leadership potential» (D. Kotter), we discovered the level of charisma development and qualities of the leader and the driven. The diagnostic results of determining the level of charisma of young people are given in Table. 1.

Table 1

Diagnostic results of determining the level of charisma

The degree of charisma			
Strong charisma		Weakly expressed charisma	
Absolute value	Part, %	Absolute value	Part, %
8	26,67	22	73,33

The data, given in Table 1, show that a smaller number of 26.67% of respondents have strong charisma, the vast majority of 73.33% have weakly expressed charisma. The analysis of the research results allows asserting that young people almost do not show charismatic qualities in everyday life. You can try to influence this manifestation with the help of training classes. It should be noted that the basis of charisma is emotions. Emotional intelligence continues to develop in adolescence. With the help of the «Leadership potential» questionnaire, the qualities of a leader and a follower were identified.

The analysis of the research results allows to assume that young people more often exhibit the behavior of the subordinates in everyday life; it can be seen that a smaller number of 20% of respondents

have developed leader qualities; the vast majority of 80% have developed qualities of a subordinate. Traditional schooling educates young men as driven and transactional leaders who tend to follow conventional rules. The leadership qualities of young people give confidence, the ability to set goals and tasks, which positively affects the cohesion of teams, the nature of interaction and the emotional coloring of relationships between young people.

The following questionnaires were used to study personal characteristics in youth: «Creating the image of the future» by V. Hitt and «Emotional intelligence» by R. Daft. With the help of the questionnaire «Creating the image of the future» by V. Hitt, the criteria for creating the image of the future and implementing the image of

the future into life were revealed. The results are given in Table. 2.

Table 2

Diagnostic results of the criteria for creating an image of the future

Criteria of the image of the future			
Creating an image of the future		Realization of the image of the future	
Absolute value	Part, %	Absolute value	Part, %
12	40,0	18	60,0

From the data presented in Table 2, it can be seen that the vast majority (60%) of respondents have developed criteria for realizing the image of the future. Bringing the image of the future to life reflects how the leader establishes communication, distributes tasks and rewards on the way to the set goal. The results of the manifestation of the emotional intelligence level, as well as its components: self-awareness; self-possession; social consciousness; management of relationships using the «Emotional

Intelligence» method by R. Daft showed that young people have a high level of emotional self-awareness (40%), emotional intelligence (26.67%) and self-control (26.67%). To check whether the indices of the charisma level and leadership potential are related to the criteria for creating an image of the future and its implementation, the level of emotional intelligence and its components, the Pearson linear correlation method was used, the results of which are presented in Table 3.

Table 3

Indices of Pearson correlation of criteria of leadership qualities and personal characteristics

Indices	Creating an image of the future	Realization of the image of the future	High level				
			Emotional intelligence	Self-awareness	self-possession	Social awareness	Relationship management
The level of charisma development	-0,323	-0,136	-0,109	-0,263	-0,052	-0,467	0,874
The level of development of leadership potential	0,233	0,671	-0,297	-0,445	0	-0,245	0,063

The data given in Table 3, show that the values of the correlation coefficient between the indices of the charisma level and the indices of relationship management correspond to a strong correlation; between the indices of leadership potential and criteria for realizing the image of the future ($p \leq 0.01$).

Conclusions. The content of leadership, peculiarities of the main components of leadership qualities of modern young people are analyzed; the role of personal characteristics of young people in the formation of their leadership qualities is substantiated. The results of an empirical study

of the psychological background for the formation of leadership qualities of youth showed that young people have expressed by leadership qualities (80%) and weakly expressed charisma (73.33%); high level of emotional self-awareness (40%), emotional intelligence (26.67%) and self-possession (26.67%). The data of the correlation analysis partially confirm our hypothesis that the background for the formation of leadership qualities are the personal characteristics of youth: the ability to build interpersonal relationships affects the development of charisma; the manifestation of the leader qualities is influenced by the attempts to embody the image of the future by trial and error. The obtained results are explained by the peculiarities of the mental development of young people: in early youth, only the formation of worldview, formation of leadership qualities and personal identity, and formation of personal and professional self-determination occurs.

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ПСИХОЛОГІЧНІ ПЕРЕДУМОВИ ФОРМУВАННЯ ЛІДЕРСЬКИХ ЯКОСТЕЙ В ЮНАЦЬКОМУ ВІЦІ

Олійник О. О., Дума Т. М.

Анотація. Пошук передумов успішного лідерства відноситься до основних прикладних проблем соціальної та організаційної психології. Для формування лідерських якостей важливим є сприятливий психологічний клімат в оточенні особистості, відчуття нею внутрішнього комфорту, підтримка найближчого оточення, адекватна самооцінка, розвинена потребнісно-мотиваційна сфера. Сенситивним періодом для становлення лідерства є ранній юнацький вік, коли відбувається формування особистісної ідентичності, світогляду, системи цінностей. Основою для розвитку лідерських якостей в юнацькому віці є розвиток особистісних якостей: створення образу майбутнього та компонентів емоційного інтелекту. Мета. Дослідження пов'язане з теоре-

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тичним аналізом особливостей лідерства, з'ясуванні психологічних умов його становлення в період юності; експериментальному вивченні прояву лідерських якостей і їх психологічних чинників в юнацькому віці. Методи. Для розв'язання поставленої мети нами був використаний комплекс теоретичних методів: аналіз та узагальнення наукової інформації; емпіричних методів: спостереження; бесіда; опитувальники «Чи маєте ви харизму?» (Д. Конджер); «Лідерський потенціал» (Д. Коттер); «Емоційний інтелект» (Р. Дафт); «Створення образу майбутнього» (В. Хітт). Для статистичної обробки даних використовувався метод кореляції Пірсона. Дослідження проводилось на базі на базі «Школи екстернів Броварського навчально-виховного об'єднання Броварської міської ради Київської області», м. Бровари. У ньому брали участь 30 респондентів віком 17-18 років. Результати емпіричного дослідження психологічних передумов формування лідерських якостей юнаків показали, що у юнаків переважають (80%) якості веденого та слабо виражена харизма (73,33%); високий рівень емоційної самосвідомості (40%), емоційного інтелекту (26,67%) та володіння собою (26,67%); наявність сильного кореляційного зв'язку між показниками рівня харизми і менеджменту взаємин, між показниками лідерського потенціалу і критеріями втілення в життя образу майбутнього ($p \leq 0,01$). Перспективи подальших розробок вбачаємо в розробці та апробації програми психотренінгу формування лідерських якостей в юнацькому віці.

Ключові слова: лідерство, лідерські якості, лідерський потенціал, харизма, особистісні характеристики, юнацький вік, емоційний інтелект.