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PERSONAL CHARACTERISTICS OF A MANAGER AND THEIR INFLUENCE ON THE MANAGEMENT STYLE

Knowledge about the patterns of management, psychological characteristics of human behavior in organizations is an integral part of a specialist in management activities.

Management psychology investigates psychological qualities of the individual. The type of temperament determines a person's behavior at work, in the family, among friends. By the characteristics of temperaments, one can understand about some of the personality traits, namely: self-esteem, the level of communication, behavior in difficult situations, exposure to influence, and the like.

These characteristics also lead to the classification of managers, that is, the management style. Among them, five basic types may be distinguished: democrat, organizer, manipulator, dictator and pessimist.

The dictator focuses on productivity and production, not paying any attention to the people who work with him in the same team. In short, the production sphere prioritizes for him over the social one. Leadership, desire to participate in decision making, take responsibility are not motivated and lead to a long-term conflict.

A Democrat is the complete opposite of a Dictator. For such a leader, productivity comes in last. He pays all attention to people and the environment in the team. However, he quickly loses confidence and credibility as a leader.

The manipulator balances uncertainly between performance and moral aspects, can make concessions and compromises, but always focuses on his own interests. In short, he does not stand firmly on his feet.

The pessimist is a "faceless" manager. His motto is: "Do not interfere with the natural course of events." He is completely ineffective, possessing minimal level of interest in people and production.

The organizer is the most productive type. He takes into account the needs of production and the interests of subordinates. The most important characteristics of this type are the desire for innovation, focus on the continuous development of the organization. An organizer is a collective manager, devoted to the team, setting and carrying out tasks together with the employees.

Summing up I want to say that extremes can never lead to success. You need to make every effort to balance and control business performance, as well as not forget about the team, since people are very important, they need motivation to create something new. And a manager, like any leader, must provide people with this motivation, support, create a positive atmosphere in the team.

Then the team will have unconditional success.