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ENHANCING STUDENTS' PERSONAL AND ACMEOLOGICAL GROWTH THROUGH ENCOURAGEMENT-BASED EDUCATIONAL APPROACHES

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Abstract: Acmeology studies the factors, conditions, and mechanisms that ensure reaching the highest level of personal and professional development. Along with the development of acmeology as a science, modern methodological issues, principles, and research strategies are becoming increasingly relevant topics. This article is devoted to highlighting the current key problems of acmeology, its subject and methodological principles, as well as the importance of incentive methods in helping students achieve micro-acmes in the educational process.

Keywords: Acmeology, development, intellect, acme, self-development, motive, encouragement, internal motivation.

Today, the development of society and the achievement of significant success by our country depend on the comprehensive growth of the younger generation, their acquisition of knowledge and professional excellence, and their formation as well-rounded individuals. In this regard, the following words of President Shavkat Mirziyoyev can be cited: "If we pay attention to revealing our children's abilities from an early age and mobilize all opportunities for their development, many more Berunis, Ibn Sinas, and Ulugbeks will emerge from our country. I firmly believe in this." [1]

The concept of "Acmeology" ("acme" – translated from Ancient Greek as the highest point, flourishing, maturity, and the best period) was introduced into scientific terminology in 1928 by N.A. Ribnikov and referred to the stage of adulthood within developmental psychology [2;15].

During the development of acmeology, several issues have emerged.

Limitations of individual development: Individuals encounter various internal and external barriers in their development, which hinder the natural course of the acmeological process. Personal qualities, environmental influences, and social factors play significant roles in this process.

Professional deformation: Excessive workload in professional activities can often negatively affect personal development. This condition may adversely impact an individual's physical and psychological well-being and consequently lead to stagnation in professional growth.

The problem of self-awareness: A person's inability to correctly evaluate their own developmental process may hinder them from fully realizing their potential.

These issues of acmeology are actively studied within scientific circles, and research aimed at finding solutions to them is being conducted.

Khatima Shaykhova defines acmeology as a modern and emerging science, emphasizing that its primary task is to study the factors influencing the achievement of high levels of professional mastery. According to her, the essence of acmeology is related to a person's profound mastery of a profession and understanding the positive influence of this process on social development, national progress, welfare, and the economic, political, spiritual, and legal aspects of social advancement. This science

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also focuses on studying a person's creative activity, professional responsibility, and the process of achieving perfection and personal maturity through fulfilling professional duties [3,115].

The subject of acmeology is the process of achieving the highest level of personal and professional development. Acmeology studies personal and professional growth, as well as the ways and conditions for achieving optimal results in human activity. The general methodological principles of acmeology contribute to a deeper understanding of this process.

Main general methodological principles:

Systemic approach: Any developmental process is systemic and examines psychological, professional, physical, and spiritual development in an integrated manner. In this process, all aspects of human personality develop in interrelation.

Socio-educational conditions of development: Acmeology studies social factors influencing personal development. In particular, the impact of educational environments on individuals and their role in professional growth are considered significant.

Holistic approach: In acmeology, the processes of human development, activity, and self-awareness are studied as an integrated whole. One of the fundamental principles of acmeology is studying an individual not as separate parts, but as a complete system.

The special methodological principles of acmeology encompass not only personal development but also issues related to professional development. These principles establish a methodological foundation for scientific research and provide researchers with opportunities to gain a deeper understanding of developmental processes. The main methodological principles are as follows:

The principle of self-development: Every individual is considered an important subject of their own development, and personal initiative plays a significant role in the process of growth.

The principle of professional development: Achieving high results in professional activity is considered one of the main indicators of an individual's personal development.

The compensatory principle: This principle is based on an individual’s ability to overcome obstacles in the developmental process. A person can continue their development by compensating for their weaknesses.

The methodological model enables researchers to analyze developmental processes and identify individual problems. Through this model, psychological, social, and professional developmental challenges of individuals are identified, and special research strategies are developed to find solutions to these issues.

The concept of “acme” occupies a central place in acmeology. Acme represents the highest level that a person can achieve in their professional and personal life. The semantic content of this concept helps in understanding the fundamental principles of acmeological research. The objectives established for achieving “acme” in acmeology include the following:

Identifying pathways for personal and professional development.

Providing recommendations for overcoming obstacles that arise during the development process.

Activating self-development processes and developing individualized approaches within these processes.

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The semantic content refers to the deep internal relationships among these concepts. The primary goal of acmeology is to ensure self-development and assist individuals in achieving high performance in professional activities.

A systematic approach plays a significant role in developing strategies for acmeological research. These strategies include:

Observation and monitoring strategy: Changes in an individual's professional and personal development are identified through observing their developmental process.

Experimental strategy: In this strategy, factors influencing an individual's developmental level are tested through various practical exercises and training activities.

Comparative strategy: The developmental process of an individual is studied by comparing different factors, allowing the identification of the most effective methods influencing this process.

Contemporary research in acmeology is aimed at gaining a deeper understanding of personal and professional development processes, identifying problems within these processes, and creating the most favorable conditions for development. The general and special methodological principles of acmeology, as well as research strategies, play an important role in advancing this field and supporting individuals in realizing their maximum potential.

Today, the development of science and technology has reached unprecedented heights. Along with this progress, new concepts such as "harmoniously developed generation" and "acme personality" have entered scientific discourse. The primary reason for this is that an individual's intellectual abilities develop in close connection with time and space, improve alongside scientific and technological advancement, and ultimately reach their highest level — their "acme" stage.

In the process of education and upbringing, it is important to apply various methods and modern pedagogical technologies while comprehensively considering students' personal, psychological, and physiological characteristics in order to help them achieve certain micro-acmes.

In the educational process, the role of incentive methods in helping students achieve "acme" is highly significant. These methods support students' intellectual, social, and personal development and provide opportunities for them to reveal their highest potential.

Students living in the era of innovation are rapidly adapting to a new world in which traditional approaches to education may no longer produce the desired outcomes. The use of interactive encouragement methods in general secondary schools for developing the intelligence of primary school students is considered a modern and effective approach for enhancing their strong intellectual abilities and critical thinking skills [4].

B.F. Skinner's behaviorist approach substantiates the power of encouragement. According to this approach, positive reinforcement tools are among the most effective ways of helping students achieve acme [5].

Encouragement methods increase students' motivation and prepare them to overcome difficulties and achieve personal success. Through these methods, students discover their inner potential and attain higher goals. Educational approaches based on encouragement strengthen students' self-confidence, help them move boldly toward their goals, and provide continuous support in achieving success.

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According to A. Maslow's theory, individuals strive for higher-level goals while satisfying their needs. Applying this theory in education demonstrates that students can be guided toward higher achievements through the stimulation of their interests [6].

Types of encouragement methods:

1. Material encouragement:These methods involve providing students with rewards, gifts, badges, special cards, or points. For example, students may receive different forms of encouragement for academic excellence or exemplary behavior. Encouraging activity through a point-based system can be effective.

2. Moral and social encouragement:Students' self-worth can be enhanced through social recognition and moral encouragement. Providing opportunities for students to gain recognition within society through self-improvement and the acquisition of new knowledge and skills serves as a strong motivational factor.

3. Development of internal motivation:Demonstrating that the learning process itself can be enjoyable is one of the strongest methods of encouragement. This approach motivates students to learn independently according to their own interests and enthusiasm.

Encouragement methods provide the following opportunities for students in achieving acme:

1. Motivation and the development of personal abilities:Through encouragement, students' personal abilities and desire for learning are enhanced. Consistent application of encouragement helps students fully realize their potential. Through this process, students acquire not only knowledge but also essential life skills.

2. Eliminating fear of mistakes:Encouragement, particularly through motivating students to learn from their mistakes, enables them to develop themselves without fearing challenging processes. Instead of punishing students for making mistakes, supporting them and encouraging them to work on their errors fosters courage and perseverance.

3. Self-management and responsibility:Encouragement methods help students develop self-control, responsibility, and the ability to achieve goals independently. These competencies are beneficial not only during the educational process but also throughout their future lives.

The most important characteristic of acmeology is that it is a modern scientific field studying the creative impulses that enable individuals to reach high professional levels. It is associated with understanding how individuals acquire professional mastery through profound knowledge and thinking, and how this process contributes positively to social development, national progress, standards of living, and economic, political, spiritual, and legal aspects of society. This field aims to study, in harmony with various sciences, how individuals dedicate their creative activities, professional duties, and responsibilities toward achieving perfection and maturity.

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