

**THE PECULIARITIES OF DEVELOPING THE MOTIVATIONAL CONSTITUENT
OF HEADS' OF EDUCATIONAL ORGANIZATIONS PSYCHOLOGICAL READINESS
TO MANAGE TEACHING STAFF**

On the basis of existing literature and approaches developed in our previous studies, the motivational constituent of psychological readiness of heads of educational organizations to manage teaching staff is interpreted as a series of motives (needs) and orientation styles that influence the successful solution of the management tasks.

The motivational constituent of psychological readiness of heads of educational institutions to manage teaching staff includes the following components: the needs of educational organizations in leaders for successful management of teaching staff; leaders' orientation style in successful management of teaching staff.

The results of research in what concerns the degree of prevailing needs and motivational orientations of heads of educational institutions for effective implementation of teaching staff management show that they prefer to satisfy their own needs without taking into consideration the professional possibilities and the desires of teachers, in this way, they do not create conditions for the professional development of the latter.

In the process of management activities, heads of educational institutions focus more on the specific tasks of strategic and tactical planning and they solve in time those current problems that arise when executing scheduled tasks. These leaders are still not ready for constructive discussion and implementation in the educational process of modern concepts and innovative technologies.

Managers of educational organizations do not include the value orientations and professional competence of the teaching staff into planning, organizing and implementing the objectives of their institutions; they only analyze in details the results of work and professional achievements of teachers.