

## THE MEANING OF PROFESSIONAL AND CREATIVE COMPETENCE

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**Abstract.** *In the modern education system, training competitive, professionally skilled, and creatively thinking specialists plays an important role. Professional competence is not only a combination of knowledge and skills, but also an individual's ability to solve problems, create innovations, and continuously improve within their professional activity. This article analyzes the theoretical foundations of professional and creative competence, their interrelation, and their role in contemporary education.*

**Keywords:** *competence, professional competence, creative competence, innovative education, personal development.*

## СУЩНОСТЬ ПРОФЕССИОНАЛЬНОЙ И ТВОРЧЕСКОЙ КОМПЕТЕНТНОСТИ

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**Аннотация.** *В современной системе образования важную роль играет подготовка конкурентоспособных, профессионально квалифицированных и творчески мыслящих специалистов. Профессиональная компетентность – это не только совокупность знаний и умений, но и способность личности решать проблемы, создавать инновации и постоянно совершенствоваться в рамках своей профессиональной деятельности. В данной статье анализируются теоретические основы профессиональной и творческой компетентности, их взаимосвязь и роль в современном образовании.*

*Ключевые слова:* компетентность, профессиональная компетентность, творческая компетентность, инновационное образование, личностное развитие.

## KASBIY VA IJODIY KOMPETENTLIKNING MOHIYATI

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*Annotatsiya.* Zamonaviy ta'lim tizimida raqobatbardosh, kasbiy malakali va ijodiy fikrlaydigan mutaxassislarni tayyorlash muhim o'rin tutadi. Kasbiy kompetentlik nafaqat bilim va ko'nikmalar yig'indisi, balki shaxsning o'z kasbiy faoliyati doirasida muammolarni hal qilish, innovatsiyalar yaratish va doimiy ravishda takomillashtirish qobiliyatidir. Ushbu maqolada kasbiy va ijodiy kompetentlikning nazariy asoslari, ularning o'zaro bog'liqligi va zamonaviy ta'limdagi o'rni tahlil qilinadi.

*Kalit so'zlar:* kompetentlik, kasbiy kompetentlik, ijodiy kompetentlik, innovatsion ta'lim, shaxsiy rivojlanish.

**Introduction.** Today, the process of professional training not only involves providing students with knowledge but also includes developing their ability to think independently, make decisions in problematic situations, and create innovations [1]. Therefore, the competence-based approach is becoming a central idea in the education system.

Professional competence represents an integrated structure that combines the knowledge, skills, and personal qualities necessary for effectively performing one's professional duties. At the same time, it is considered one of the main criteria for the development of human resources [2].

In recent years, creative competence, similar to professional competence, has become an essential component of education. This is because creativity, innovative

thinking, and the ability to find non-standard solutions are crucial factors for achieving success in the labor market.

**Literature Review.** The concept of competence began to be widely used in pedagogy and psychology in the second half of the 20th century. Chomsky [3] described competence as an internal ability related to language and thought, while Boyatzis [4] defined it as a complex psychological system ensuring professional success.

Russian scholars Zimnyaya and Khutorskoy [5] interpret competence as “the ability to apply knowledge in practice.” In Uzbekistan, research on competence has mainly focused on the modernization of the education system [6].

Meanwhile, the concept of creative competence was defined by Torrance [7] as “the ability to create something new and to solve problems in unconventional ways.” From this perspective, creative competence can be viewed as an integral part of professional competence.

**Professional Competence.** Professional competence refers to an individual’s ability to integrate the knowledge, skills, and values necessary for effectively performing their professional duties. This concept encompasses a specialist’s — including teachers’ — sense of responsibility, initiative, and ability to make independent decisions within their professional activity. In modern understanding, professional competence is not merely a set of ready-made knowledge, but rather the ability to apply that knowledge creatively in new situations or problem-solving contexts.

Moreover, the formation of professional competence is directly linked to the process of lifelong learning. During education, students strengthen their theoretical knowledge through practical classes, internships, and project-based activities. Along with this, the ability to learn independently, analyze critically, and evaluate one’s own performance is also considered an integral part of competence.

Today, one of the most effective ways to develop professional competence is to incorporate interactive and reflective teaching methods into the learning process. These methods help students enhance their communication, teamwork, analytical, and creative problem-solving skills. As a result, an individual not only masters the technical aspects

of their profession but also becomes a well-rounded, competitive specialist who meets the demands of the labor market.

Professional competence also determines a person's ethical, cultural, and social responsibility within their professional activity. Therefore, its development should be connected not only with the educational process but also with the individual's moral growth, professional environment, and societal values.

**Creative Competence.** Creative competence refers to an individual's ability to think innovatively, find non-standard solutions, and adapt existing knowledge to new situations in the course of their activity. It is an integral part of professional competence and, at the same time, serves to develop a specialist's innovative approach within their professional field. From this, it becomes clear that creative competence broadens a person's intellectual outlook, motivating them to generate new ideas and view existing processes from a different perspective.

In today's era of globalization, creative thinking skills are considered the key to success in every field. Therefore, in the educational process, methods aimed at developing creative competence — such as problem-based learning, project work, and “brainstorming” techniques — are widely used. Such approaches encourage students to conduct independent research, express original ideas, and test their concepts in practice.

Creative competence is also closely related to a person's inner motivation, self-confidence, and ability to adapt to a creative environment. When a teacher or specialist applies a creative approach in their professional activity, they not only enhance their own potential but also nurture the innovative abilities of their learners. For this reason, creating conditions for the development of creative competence in education is one of the most important tasks of modern pedagogy. Individuals with a high level of creative competence increase the intellectual potential of society and become a driving force of innovative development.

**Research Results and Discussion.** Based on the analyzed sources, professional competence can be divided into the following components:

- Knowledge competence – mastering theoretical knowledge and applying it in practice;

- Practical competence – the ability to perform professional tasks independently;
- Personal competence – self-development, communication, and teamwork skills.

Creative competence, in turn, complements these aspects and can be manifested through the following indicators:

- Innovative thinking and the ability to find original solutions to problems;
- Internal motivation for innovation;
- Independent decision-making and initiative.

This classification shows that there is a close relationship between professional and creative competence. In fact, achieving high professional performance without creative thinking is nearly impossible. Therefore, modern educators should use methods that develop not only students' knowledge but also their creative thinking abilities. This is essential for overcoming challenges and professional failures. For instance, interactive lessons, problem-based tasks, project work, and design thinking methods can serve as effective examples [8]. Additionally, artificial intelligence technologies today are among the most important tools for developing both professional and creative competence.

**Conclusion.** Professional and creative competences are inseparable parts of modern education. While professional competence ensures that specialists effectively perform in their field, creative competence enhances their innovative thinking. Integrating these two directions in the educational process is a crucial factor in preparing well-rounded, competitive, and innovation-oriented professionals.

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