



HJSE

Holistic Journal of Sport Education

E-ISSN: 2809-9974

<https://journal.uniga.ac.id/index.php/penjas>

DOI: 10.52434/penjas.v5i2.44104



THE IMPACT OF ADMINISTRATIVE LEADERSHIP ON THE DECISION-MAKING PROCESS AT THE NATIONAL CENTER FOR SPORTS TALENT CARE FROM THE POINT OF VIEW OF EMPLOYEES

*Atheer Elan Abdulhussein^{1-ABCDE}

¹Ministry of Education- General Directorate of Education of Al-Qadisiyah, Iraq

Keywords:

Administrative
Leadership,
Decision-Making
Process,
Sports Talent Care,
Employees.

Abstract

The research included Introduction and importance of research and the importance of the research is evident in the attempt to link administrative leadership and know its impact. In decision-making for the National Center for Sports Talent Care in Diwaniyah. This is in order to advance it to achieve the desired goals and provide the best in sports achievements. The research problem was what is the nature of the impact between the dimensions of administrative leadership on? Decision-making for the National Center for Sports Talent Care from the perspective of employees? And also knowing the level of dimensions of the variables studied in the study?). As for the most important objectives of the research, they were evident in Finding correlations between the studied variables of administrative leadership Decision-making for the National Center for Sports Talent Care from the perspective of employees. It also included the research methodology and field procedures, as the researcher used: The descriptive approach using the survey and correlation method is appropriate to the nature and problem of the research. Then the research results were presented and discussed. The results were presented in the form of tables and then discussed. The research also contained conclusions and recommendations. The most important conclusions were: Acknowledging that administrative leadership in all its fields is linked to positive relationships in decision making.

Received: June 25, 2026 **Accepted:** August

12, 2026

Published:

September 13,
2026 2026

Authors' contribution:

A - Conception and design of the study; B - Acquisition of data; C - Analysis and interpretation of data; D - Manuscript preparation; E - Obtaining funding

Correspondence:

Atheer Elan Abdulhussein
Email: atheer89alali@gmail.com



INTRODUCTION

Through the interest of several researchers who focused their efforts on these vital topics theoretically and scientifically to achieve the desired goals according to the nature of the union's tolerance and future direction (Athaya et al., 2023).s, administrative leadership is an important factor in directing the behavior of workers and means the process of influencing the behavior of individuals and groups towards achieving the goals of sports federations so that the subordinates perform the task assigned to them and determined by the leader at the same time (Fernandez-Rio & Iglesias 2024; Ebrahim, et al., 2025).

This is done by satisfying the needs of the subordinates and their satisfaction, and the success of administrative leadership is linked to the subordinates' accomplishment of the required work and their awareness that their needs have been satisfied as a result of completing the required work (Zhang, 2022; Suryadi et al., 2024; Yusroni, 2024; Suryadi et al., 2025). And here it appears The importance of research in trying to link administrative leadership and knowing its impact Decision making for the National Center for Sports Talent Care This is in order to advance and progress to achieve the desired goals and provide the best to achieve sports achievements.

The research aims to: Identify the level Administrative leadership Decision-making for the National Center for Sports Talent Care From the workers' point of view. Finding correlations between the studied variables of administrative leadership and decision making.

RESEARCH METHODS

Study design

Research methodology: and One of the first points that the researcher must be careful about in choosing is the research community and its samples in a manner that is consistent with the procedures followed in defining the problem and establishing successful ways to deal with it. Accordingly, the researcher used the descriptive approach using the survey and correlation method, as it is appropriate to the nature and problem of the research.

Participants

The researcher's selection of the sample is one of the important stages in the research, as the selection must be representative of the original community in a true manner that is consistent with the nature of the case to be studied.2:185)After the official correspondence conducted by the researcherWith itMinistry of Youth and SportsBy defining the research community represented by workersAt the National Centers for Talent CareDistributorsOn the Iraqi provinces (Baghdad, Wasit, Karbala, Najaf, Diwaniyah, Babylon, Maysan, Dhi Qar, Basra, Muthanna, Kirkuk, Diyala, Salah al-Din, Anbar, and Mosul)Their number is (148) individuals, as the research sample was chosen intentionally, consisting of workers.In the above centers

Table 1.

Shows the number of pilot study sample.

Exploratory experiment sample
16

The studied variables

It is issuing orders, using authority, influencing and inspiring subordinates in order to achieve goals, (3:90). A decision making: Decision making is defined as the process or method of choosing the correct alternative from among the available alternatives, to achieve a specific goal, (4:80). Search procedures President: In order to reach the results of the current research, the first objective must be achieved, which states: Knowing the level of administrative leadership and decision-making of the National Center for Sports Talent Care The researcher followed the following steps:

Research Procedures

Search tool

First: Scale Administrative leadership The researcher relied on the scale prepared by (Mohammed Khaled Al Dabbagh,2022) (132:1) Appendix (1The scale consists of:39paragraph)The respondent answers the scale on a five-point scale.OKVery much,OK, neutral, noI agree,agreeI agree(strongly), and grades are given from (5-1) respectively, and the lowest score on the scale is (39) degree, and the highest degree is (195) degree, with a hypothetical average of (117), and the scale is corrected through the scores collected by the respondent on all the paragraphs.

Second: Scaleddecision making The researcher adopted the scale(Promise Abdul Amir Farhan ,2018(32) Appendix (2)) which consists of (42) Paragraph and the respondent answers the scale in light of a five-point scale(always,Usually, sometimes, rarely, never)Grades are given from (1-5) respectively, andhigherdegree on the scale (210) degree,lessDegree is (42) degree, with a hypothetical average of (126), and the scale is corrected through the scores collected by the respondent on all the paragraphs. Despite the use of the two scales in the Iraqi environment and the scientific transactions being verified and reliable, the researcher presented the two scales to a number of experts and specialists in sports management science, who confirmed the validity of the two scales to measure what they were prepared for after making some minor modifications that are consistent with the nature of the study and the sample, which achieves the content validity of the two scales. Then the researcher conducted a survey experiment on a sample other than the main research sample and from the original community, namely (7)Individuals working in the Directorate of Youth and Sports in DiwaniyahTo check the stability of the two scales by applying the two scales and reapplying them after (14) A day after the first application, and then finding the correlation coefficient between them, and the correlation coefficients were high, which achieves stability for the two scales.

Selection of measures for the current study

Regarding the selection of standards and their importance in boxing or the administrative aspect and its benefit on the practical side and to achieve championships and sports achievements at the local and Arab levels, its important role in the importance of workers to improve the reality National Center for Sports Talent Care.

Main experience

After completing all the preparation requirements for all the scales, they became final. To achieve the research objectives, the researcher worked on the main experiment to find the effect between the scales. despairIndependent (administrative leadership) and knowing its effect on the dependent scale (decision making The scales were distributed in their final form to the research sample, which numbered (112) This was for the period from (2/20/2023) to (20/3/2023) Then the raw data was obtained for statistical processing.

Statistical analysis

Use researcher Statistical bag for social sciences SPSS) and extracted the following: Arithmetic mean, Hypothetical mean, Standard deviation, Pearson's simple correlation coefficient, Testing laboratories (Ka²), Cronbach's alpha coefficient, Multi-link, Standard error and T value for one sample.

RESULTS AND DISCUSSION

Results

Presenting the results of the administrative leadership scale and its fields among employees at the National Center for Sports Talent Care.

Table 2

Shows the highest and lowest values. Arithmetic means, hypothesis, standard deviations and value (t) For the scale of administrative leadership.

Areas	The middle	Stand ar d	Hypoth etical	High est valu e	Minim um value	num ber	Stand ar d error	Degr ee of freed om	T value	Signific ance	
									Calcul ated	Sig	
Personal qualities	59.85	8,078	36	70	30	14	0.763	111	31.24	0	mo ral
Positive reinforcement	52,089	7.441	36	60	25	12	0.703	111	22.88	0	mo ral
Social support	43,062	6.313	36	50	25	10	0.596	111	11.84	0	mo ral
Contact	44.96	6.775	33	55	20	11	0.64	111	18,687	0	mo ral

Experience	53.91	7.922	39	65	29	13	0.748	111	19.92	0	moral
------------	-------	-------	----	----	----	----	-------	-----	-------	---	-------

It is clear from the table (2) Values of the arithmetic means and standard deviations of the scale Administrative leadership Through which we can reach a description of what the research sample (workers in) is really like. National Center for Sports Talent Care It can be said that the arithmetic mean was expressive of the rates around which the results of the research sample were centered in each of the studied fields..

The researcher believes that communication contributes to making the administration capable of managing the union which encourages Distinction Creativity and employee orientation Best ways to Achieving organizational goals through the information provided by that communication. Through Different levels of union Therefore, the loss of this factor causes embarrassment to the organization's administrations and makes it difficult for the union Working in an uncertain environment, omenleader He is that old manSWWho gets things done through others, so everyone bossWhatever the type of activity I oppressed him Or its scope or size is planning and organizingTerrible And guidance And censorshipSo that he can achieve the goals Organizational Success fully However, there is a classification forLeaders Accordingly For level The administrator who AIt contains their positions, which determine their powers, authorities and responsibilities. And type The subordinates they supervise and their number, the higher the A This administrative level has expanded its scope. Tasks And the activities that AIn it. Through leadership you can help. UnionIn dealing with external environmental variables that directly or indirectly affect the organization's achievement of its set goals.,It is the actions and behavior of the administrative leader that motivate individuals and push them to achieve the organization's goals. (5:34).

Show scale results decision making And its fields I have Workers in National Center for Sports Talent Care

Table 3

Shows the maximum and minimum values, arithmetic means, hypothesis, standard deviations and the value of (t) for scaled decision making

Areas	The middle Arithmetic	deviation Standard	Hypothesis	Highest value	Minimum value	number	Standard error	Degree of freedom	T value	Significance	
									Calculated	Sig	
First field	50.857	7.64	30	60	25	5	0.722	111	28,876	0	moral
The second field	46,553	6.462	27	55	29	8	0.61	111	32.02	0	moral

The third field	41,973	9.115	24	50	16	7	0.861	111	20.87	0	moral
The fourth field	36.446	7.519	24	45	22	7	0.71	111	17,518	0	moral
The fifth field	34.41	5.483	27	40	9	8	0.518	111	14.3	0	moral
The sixth field	44.322	6.43	21	26	17	7	0.431	111	15.43	0	moral

It is shown in the table (3) Values of the arithmetic means and standard deviations of the scaled decision making Through which we can reach a description of what the research sample (workers in) is really like. National Center for Sports Talent Care It can be said that the arithmetic mean was expressive of the rates around which the results of the research sample were centered in each of the studied fields.

and Irrigation of the sea Than The importance of management of human and material resources, as the level of progress of any society is determined by the quality of planning and organizing the work resulting from the activities and operations of productive organizations. This is what Muhammad bin Dalim Al-Qahtani stated, "Planning, organizing, directing and controlling the processes of selection, appointment, development, reward, integration and maintenance of human resources for the purpose of contributing to achieving the goals of the institution." (6:18).

Through readings of the scale results The researchers see That's the Unions which owns Its presidents decision making process She must be able to set her goals and this is essential. at Its administrative work, so the success of any union Based on identifying and setting possible goals For Achievement as well as its clarity and consistency with the Achievements Expected. any Clarity of goals Union It is the basic foundation for any process that is intended to succeed, and it cannot be determined precisely and clearly without involving the workers who seek to develop the outputs of the union This is consistent with what Faeq Helmy stated, "It defines the goals of the institution that the organization seeks to achieve in a precise and clear manner in line with the organization's available and expected capabilities and resources." (7:41).

Display and analyze arithmetic means and standard deviations of measures (administrative leadership, decision-making)

Table 4

Shows the highest, lowest, mean, hypothetical and mean values according to the sample scores of employees in the Iraqi National Boxing Federation.

Scale	Highest value	Minimum value	twist	Arithmetic mean	Hypothetical medium	Level according to sample scores		
						weak	middle	good
Administrative leadership	300	132	0.916 -	253.4	180	132-188	189-244	245-300
decision making	248	110	0.913 -	207,053	150	110-156	157-202	203-248

The table shows(4) Description of the scales (Administrative leadership, decision making) By comparing the arithmetic means and the hypothetical mean, we notice that the arithmetic mean was higher than the hypothetical mean, which indicates that There are individual differences that indicate Enjoy the sample With administrative leadership, the researcher attributes this to: Leadership and management overlap in that both require taking responsibility to achieve success. The leader is dead and His approval automatically and What details does the mission contain? (And often The task contains many directed details and is easy to create. G The details The daily task overflows with the goal and thus does not work. Leaders Without knowing the curriculum set while Leaders explore it.) Therefore, it will have an effective decision-making capacity. (8:573).

Presentation, analysis and discussion of the reality of administrative leadership and decision-making in Staff at the National Center for Sports Talent Care

Table 5

The arithmetic mean, hypothetical mean and calculated t-value of the employees in the Iraqi National Boxing Federation for the studied measures of administrative leadership are shown decision making

Scale	Arithmetic mean	Standard deviation	Hypothetical medium	Sample	Calculated T value	sig
Administrative leadership	253.4	33.33	180	112	38,092	0
decision making	207,053	31,017	150	112	33,437	0

The researcher explains The workers in National Center for Sports Talent Care They have a good degree of Administrative leadership and decision making It is the adaptation that occurs between Centers And Individuals So that this job is compatible with his abilities, inclinations, and tendencies and is compatible with his job skills, which is the harmony and connection between the individual and the work he does, so that he accomplishes professional tasks within his specialization, and it is an effective and continuous process that the individual carries out in order to obtain harmony and connection between him and the professional environment specific to his job. Therefore, we must strive and develop to achieve the union's achievements.

Finding the correlation between the variables under study

The aim of the correlation study is to reveal the strength or degree of the relationship between variables, as the correlation indicates the existence of a relationship between those variables. To achieve the process of extracting the strength of the relationship between the degrees of the variables in the current study for the model building sample, the simple correlation coefficient (Pearson) was used.

Table 6

It shows the correlation between the independent variable (administrative leadership) and organizational effectiveness.

Metrics	Link value	Sig
Administrative- leadershipdecision making	0.943	0

The researcher seesIt should be taken care ofWith administrative leadershipTo reachdecision making processBeing one unitAndEach of them completes the other, and therefore we cannot dispense with either of them if we want to advance.reality National Center for Sports Talent Care This is what he pointed out (Rajhans,2012) to "thatAdministrative leadership and decision makingProvides important information forTwo workersAbout their jobs, the environment, the organization, etc., and leads to motivation, confidence, creating a common identity, and motivating participation. It is a means for individuals to express feelings, hopes, and ambitions and remember achievements. It is the basis for individuals and groups in their organizations. On the other hand, the successive developments in the field ofAdministrative leadershipMade a big difference in getting the work done.To the union forSpeed and accuracy in the transfer of information and exchange of opinions between employees and various levels.National Center". (9:82).

Display the results of the correlations betweenAreasMetrics (Administrative leadership - decision making)And its analysis:

Table 7

shows the correlations between the variables of the administrative leadership and decision-making fields

Variables	Areas	decision making				
		Get information	Alternatives	Evaluating options	Knowing the best option	Implement the decision
	Personal qualities	0.62	0.44	0.38	0.34	0.32
	Experience	0.42	0.31	0.51	0.49	0.29
Administrative leadership	Positive reinforcement	0.43	0.28	0.59	0.33	0.27

	Contact	0.57	0.35	0.46	0.39	0.4
	Social support	0.55	0.3	0.35	0.34	0.28

To verify the relationship between the studied phenomena, the researcher presents the results of the correlation between the scale fields. From the table above, it is clear that there is a correlation between the field of personal qualities for the administrative leadership variable and the field of achieving goals for the decision-making variable. The correlation ratio was (0.62). This means that there is a significant correlation between the two fields because it was greater than the tabular t value (0.17), at a degree of freedom of (110) at a significance level of (0.05).

CONCLUSION

In light of the results obtained by the researchers, the following conclusions were reached: Validity of the administrative leadership scale conducted by the researcher in numbers in measuring the degree of administrative leadership among employees in National Center for Sports Talent Care. Scale validity decision making which the researcher did in numbers in measuring the degree of organizational effectiveness among employees in National Center for Sports Talent Care. There is a correlation between the variables. To search for workers in National Center for Sports Talent Care it was a statistically significant relationship. Recommendations: Maintaining the role of administrative leadership and decision making, for what it has a great importance and flexibility in dealing with rapid changes and enhancing confidence of staff at the National Center for Sports Talent Care. to provide all the supplies, tools and material aspects for lifting level of decision making effectiveness I have workers in National Center for Sports Talent Care. The necessity of involving all employees of the National Center for Sports Talent Care in the planning process and developing programs that are consistent with the capabilities and ambitions of the Federation.

Conflict of interest

The authors declare no conflict of interest.

Funding

No external funding information was provided for this revision.

REFERENCES

- Al-Makkawi, A. A. (2017). *Administrative leadership* (3rd ed.). Taiba Foundation for Publishing and Distribution.
- Al-Qahtani, M. B. D. (2012). *Human resources management*. Al-Obeikan Publishing.
- Al-Shouk, N. I., & Al-Kubaisi, R. A. (2004). *A researchers' guide to writing research in physical education*. Al-Shahed Press.



- Abu Halima, F. H. (2004). *Talking about sports management*. Wael Publishing and Distribution House.
- Al-Sayrafi, M. A. A. F. (2002). *Scientific research: An applied guide for researchers* (1st ed.). Wael Publishing and Distribution House.
- Athaya, H., Dewantara, J., Husein, M., Taiar, R., Malek, N. F. A., & Shukla, M. (2023). Analysis of physical fitness in students: a comparative study based on social status. *Tanjungpura Journal of Coaching Research*, 1(3), 71–78. <https://doi.org/10.26418/tajor.v1i3.66542>
- Ebrahim, T. Y., & Hussein, S. A.-H. J. A. (2025). The effectiveness of experiential learning strategy to developing some fixed-case football plans for students. *Tanjungpura Journal of Coaching Research*, 3(2), 133–143. <https://doi.org/10.26418/tajor.v3i2.90311>
- Fernandez-Rio, J., & Iglesias, D. (2024). What do we know about pedagogical models in physical education so far? An umbrella review. *Physical Education and Sport Pedagogy*, 29(2), 190–205. <https://doi.org/10.1080/17408989.2022.2039615>
- Idris, W. M., & Mohsen, T. (2011). *Strategic management: Concepts and instructions* (1st ed.). Wael Publishing and Distribution House.
- Kanaan, N. (2004). *Administrative leadership*. Amman House for Publishing and Distribution.
- Qwaidri, T. (2014). *Strategic leadership and organizational effectiveness: A field study at the Electricity Distribution Corporation in Halifa* (Master's thesis, University of Ziane, Faculty of Social and Human Sciences).
- Rajhans, K. (2012). Effective organizational communication: A key to employee motivation and performance. *Interscience Management Review*, 2(2), 81–85.
- Suryadi, D., Ivanov, D., & Zulnadila, Z. (2025). Stimulation of physical fitness through traditional games in elementary school students: A systematic review in Indonesia. *Journal of Applied Movement and Sport Science*, 1(3 SE-Research Articles), 12–19. <https://doi.org/10.65575/jamss.v1i3.92>
- Suryadi, D., Okilanda, A., Nofrizal, D., Anggara Suganda, M., Tulyakul, S., Ahmed, M., Hussain, I., Nasrulloh, A., Juni Samodra, Y. T., Puspita Wati, I. D., & Herdiyana Bastian, R. (2024). How does cooperative learning work with students? Literature review in physical education. *Retos*, 55, 527–535. <https://doi.org/10.47197/retos.v55.105256>
- Yusroni, M. (2024). Game model to improve motor skills through traditional sports: Development study on elementary school students. *Tanjungpura Journal of Coaching Research*, 2(2), 71–79. <https://doi.org/10.26418/tajor.v2i2.79872>
- Zhang, J. (2022). Study on the Integration of Computer-Assisted Teaching Methods



for Teaching Volleyball in College Physical Education. In *Mathematical Problems in Engineering*. <https://doi.org/10.1155/2022/5028705>



Appendix (1) Sports Management Scale

T	Paragraphs	Strongly agree	OK	neutral	I do not agree	I strongly disagree
1	The head of the institution sets the work plan and how it should be implemented.					
2	The head of the institution relies on persuasion of his subordinates, not coercion.					
3	The head of the institution deals with individuals with high experience and scientific levels to achieve the goals successfully.					
4	The values and culture of society influence the behavior of the head of the institution.					
5	The leader invests his job position in influencing subordinates.					
6	The Chairman of the Foundation urges the members to continue their distinguished performance.					
7	The head of the institution informs the members of developments that concern them.					
8	The head of the institution works to create a cooperative climate among the members.					
9	The head of the institution works to raise the level of its members in comparison with members of other bodies.					
10	The head of the institution exercises the delegation process in his dealings with the head of the institution gives sufficient freedom to the members in their work.					
11	The head of the institution seeks to invest the capabilities and					

	potential of the members to a great extent.					
12	The head of the institution gives time to meet the members individually.					
13	The President of the Foundation encourages members to take initiative in dealing with mixed situations.					
14	The head of the institution is concerned with both work and relationships to a low degree (delegated leadership style) in his leadership.					
15	The head of the institution aspires to distribute powers according to each person's specialization.					
16	The head of the institution seeks to hold sports meetings with other clubs to develop the capabilities of the members.					
17	The head of the institution seeks to resolve any disputes that arise between members during and outside work.					
18	The head of the organization provides adequate opportunities for informal contact with members.					
19	The head of the institution determines in advance the type of administrative work and the method of its implementation.					
20	The head of the organization has some personal and leadership traits to influence the behavior of the members.					
21	The head of the institution creates information channels that are compatible with the institution's sports orientation and the information channels adopted by the channels.					

22	Connecting with members gives the head of the organization high self-confidence.					
23	The President of the Foundation encourages the members of the sports foundation to innovate and develop.					
24	The head of the institution allows the members of the sports institution to exert their efforts in solving problems.					
25	The head of the institution allocates a portion of the institution's sports resources to support and assist the work performed by the members of this institution.					
26	The head of the institution relies on a system of material and moral incentives to influence subordinates.					
27	The head of the institution relies on a system of material and moral penalties to influence subordinates.					
28	The head of the institution holds periodic meetings to discuss work problems with members.					
29	The head of the institution encourages members to use new methods in administrative work.					
30	The President of the Foundation encourages members to innovate and develop.					
31	The head of the institution requires members to follow standardized, unified methods in administrative work.					
32	The Chairman of the Foundation has extensive administrative experience.					
33	The head of the institution shall correct any shortcomings or negligence.					

34	The head of the institution allows the clarification of the members' actions during administrative work.					
35	The head of the organization encourages members to express their opinions in planning and implementing the work.					
36	The head of the organization allows subordinates to participate in decision-making.					
37	The head of the institution gives instructions and orders for discussion and implementation.					
38	The head of the institution tries to set goals and procedures that translate the institution's sports vision.					
39	The head of the organization provides adequate opportunities for informal contact with members.					

Appendix (2) Decision-making scale

T	Paragraphs	always	usually	sometimes	mostly	rarely
1	I realize that the increased workload limits the decision maker's ability to make decisions..					
2	I put a philosophy and a goal behind every decision I make.					
3	Collect information and ideas that help me make decisions in a notebook I carry. With me all the time.					
4	The ability to identify problems and know their causes is essential for a member of the administrative body of a sports club.					
5	I find it difficult to identify goals that I seek and make decisions to implement them.					
6	Lack of information makes it difficult for me to make ambitious decisions.					
7	I base my decision on the facts and information available to me rather than what the position provides.					
8	The highest opportunity for others to express their opinions and ideas.					
9	I know appreciate Everyone needs accurate details about the problems they face.					
10	I prefer to get information about other people's opinions about the decisions I will make.					
11	The best organization is to list the primary issues first and the secondary issues second.					
12	I provide as much information as possible about the problems I encounter at work.					

13	It is better to study information about the topic on which the decision is to be made.					
14	Discussing anything with others can reduce stress and tension when making a decision.					
15	I find that having the ability to find direct solutions to intractable problems isYI face					
16	I try to create a positive atmosphere free of any negative and psychological stress when making decisions.					
17	I find that the technical and technological information available to me is limited.					
18	I am working hard to solve the problem in the shortest time and with the least effort.					
19	Use modern technology to help find alternatives and possible solutions.					
20	Study the efficiency and return of each alternative before choosing it.					
21	Being familiar with the information and data related to the problem helps me to quickly reach it. For effective decision making.					
22	After developing a schedule of positive alternatives to represent effective expectations of problems.					
23	Neglect to review information and other people's points of view before making a decision.					
24	I work to develop alternative solutions without bias towards any party in the business.					

25	Best classification of available alternatives, evaluation and ranking and reaching a limited number					
26	I am reviewing all the practical aspects of making a decision.					
27	I work on developing alternative solutions that are consistent with the overall business strategy.					
28	Decisions that led to successful achievements must be recorded in the form of boards. Guidance.					
29	I prefer to share insightful and successful ideas with my team members.					
30	I review task performance frequently in order to improve and develop work methods.					
31	Neglecting the optimal choice that applies to the club's goals and procedures.					
32	I direct the members of the administrative body to the alternative solution in making the decision to facilitate its implementation.					
33	I work on using effective methods in the options and select the best ones.					
34	I think the lack of knowledge in choosing the best alternative and in achieving the goals is enough to complicate things.					
35	Any decision shall be cancelled if a member of the administrative body provides					

	evidence that the decision is wrong.					
36	Conducting organized meetings with the members of the club's administrative body and the general working body.					
37	Documenting information is said to prevent problems from occurring and recurring.					
38	Beware of evaluating the effects and consequences of implementing the decision.					
39	Try to discover the wrong elements to suggest ways to address them. Be responsible and involve everyone in implementing the decision.					
40	I do not admit the mistake even if the results of the decision are wrong.					
41	It is preferable to implement the plan with its amendments and development if necessary. Live focus on initiatives at work to achieve the best results.					
42	Conducting organized meetings with the members of the club's administrative body and the general working body.					