

**Szidónia Deregán – Béla-Botond Jakabházi: *The Role of Decision Competency, Proficiency and Metacognition in the Election of the District Deans by the Ministers in the Transylvanian Unitarian Church***

The competence level of organizational leaders becomes apparent in situations of decision-making. In this process (decision-making) cognitive processes play the most important role. In addition, metacognition, that is, the regulation of cognition and the knowledge of knowledge also plays a decisive role. This role makes decisions-predictable and consistent in outcome. This is why beginners use a simple way to explain and assess different situations, and beginners are more likely to make wrong decisions than experts. This research seeks to answer the question: “What is the difference between beginners and experts regarding the level of metacognitive awareness?”, and further: “How does the level of metacognitive awareness influence decision-making?” The research involved 96 ministers of the Transylvania Unitarian Church. The test instruments were two questionnaires, aimed to assess metacognitive awareness and the level of competence in decision-making. We included also a simulation of an election situation. The results give a hint of the differences between beginners and experts regarding their level of metacognitive awareness and decision-making skills.

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