

Analysis on the Cultivation of New Counselors in Colleges and Universities

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Abstract

New counselors in colleges and universities love counselors' work and are energetic, but there are also disadvantages such as lack of political theory level, wrong majors, shallow life experience and low professional level. Therefore, colleges and universities need to pay attention to the cultivation of new counselors. The pre-job training for new counselors needs to keep pace with The Times, and the old and new traditional mode is indispensable to help new counselors make career planning, guard against job burnout, and prevent the loss of talents in the team. New counselors should also enhance their awareness, continue their education, optimize their knowledge structure and improve their professional level.

Keywords

New counselors, training, analysis.

1. INTRODUCTION

College counselors are ideological and political education and daily management workers of college students, as well as guidance and bosom friends of college students. There is a special group among college counselors -- new counselors. They have a high career value vision, enthusiasm and motivation, but also anxiety and anxiety. How to train new counselors in colleges and universities into fresh troops and qualified successors in student work is an important issue that we need to discuss together.

2. FIRST, THE ADVANTAGES OF NEW COUNSELORS

Most new counselors in colleges and universities are young people who have just come out of the campus. They are full of vigor and vitality. They are full of freshness, enthusiasm and enthusiasm for the work of counselors. At the same time, new counselors in colleges and universities are of similar age with students, and there is no obvious age limit, so generation gap is not easy to occur. They share common interests and hobbies, have common language, and are easy to produce empathy reaction. They have strong psychological dependence and high trust, which is convenient for carrying out ideological and political education and daily management work.

3. SECOND, THE DISADVANTAGES OF NEW COUNSELORS

First of all, there is no major for counselors in China, and the major closest to the work of counselors is ideological and political education. However, among the current group of counselors, only a few of them graduated from the major of ideological and political education. Therefore, in the ideological and political education work, the new counselors are not in place in theory preaching, generalizing, thickness and depth are not enough, can not let students into the heart. Moreover, most newly hired counselors are not familiar with students' majors, and

they are not familiar with their majors. They are reluctant to provide students with academic guidance and career planning, so it is not easy to convince students.

Secondly, the new counselor lacks life experience and work experience. In the early days of his/her employment, he/she is likely to be trapped in complex daily management affairs, lack of working methods, simple work complexity and important work simplification. He/she is trapped in heavy routine work and neglects the ideological and political education of students and the construction of class culture.

Again, although new instructors are all party members, but there is not necessarily the party spirit cultivation, the party's theory knowledge may also wanting, under the background of "Internet +", the diversified ways of information for college students, ideological trend of western society is widely spread in the network of new media, the students' ideological and value pursuit of diversification, face temptations, new instructors how to guide students to establish a firm communist ideal and faith, become the qualified builders and successors of socialism, it is worth our soul-searching question.

4. THREE. CULTIVATION OF NEW COUNSELORS

(I) pre-service training should keep pace with The Times

New college counselors attend pre-job training. Take sichuan province as an example. New counselors in sichuan province receive pre-service training in sichuan normal university during the summer vacation every year. Only when they pass the pre-service training examination can they be officially employed. The job training center selects excellent teachers, makes training plans, arranges training courses, enriches training contents, answers questions for newly hired counselors, builds up their working structure cognition, and helps them improve their working quality and master working methods and skills. Through pre-job training, the newly hired counselors have a relatively comprehensive understanding of the counselors they will be engaged in, mastered certain methods and skills, and are basically qualified for the post requirements. However, under the new situation, pre-service training needs to keep pace with The Times, especially in the new media era, how to use the Internet to carry out ideological and political education and daily management of college students; How to use the new achievements of science and technology development to develop new methods and new ways of work, rather than simply adapt to the role change and master the basic working methods. In addition, the focus of pre-job training is mainly on how to carry out good ideological and political education and daily management of counselors, while ignoring the psychological construction of new counselors. As is known to all, the counselor is the backbone of the ideological and political education and daily management strength, fighting in the student work the first line, counselors need to professional quality good, need more high psychological quality, in the face of emergency incidents can stride, can face the multifarious daily affairs in an orderly way, in the face of psychological disorders can effective students, while the iron is hot still need their own hard, for the construction of the counselor's own psychological quality more need to start at the beginning of the entry.

(II) the old and new traditional model is indispensable

Although new counselors have participated in pre-job training, it is necessary to provide continuous guidance after they take the post. As the old saying goes, the paper comes to realize the shallow, aware of this need to practice. When the theoretical knowledge is applied to practice, it is hard to avoid the phenomenon of incompatibility. At this time, the old and new model reflects incomparable advantages. Therefore, the traditional working mode of old counselors with new counselors is indispensable at any time. Old counselor for many years, has accumulated rich working experience and proven methods, familiar with the school environment, school students work, familiar with classroom teachers, school of students

familiar with the professional, familiar with the students' psychological characteristics, at the beginning of the new instructors in face of many work problems can be solved in old instructors place, and when the new instructors have difficulty transition, complain, depression and other negative emotions, old instructors can behave accordingly more, encourage clean, not unable to adapt to the counselor role transformation and cause a loss of talent team.

(III) help new counselors to make career planning and guard against job burnout

Counselor is the first line of grass-roots work in the student work teachers, their docking school in students' daily education management departments, daily transactional work is relatively heavy, in the year after year, day after day work prone to job burnout and negative negative emotions, thus affect the stability of the counselor team counselor team is not stable, the construction of a specialization, professionalization of counselor team is impossible. In particular, new counselors face many unexpected problems and are prone to boredom and fear of difficulties. It is the most effective way to guard against job burnout to help new counselors make career planning."Career planning, in broad terms refers to the individuals and organizations according to the combination of personal development and organizational development, to determine a person's career analysis, summary and determination, the subjective factors determine a person's career goals, and choose to achieve this career goal of profession, prepare the relevant work, education and training plan, the time of each step, sequence and direction make reasonable arrangement.Career planning includes personal career planning and the organization's career planning for employees.①School for coaches, therefore, need to have reasonable design career planning, in education and training, promotion, professional and technical ability development system for the aspects such as security and strong support for coaches to see through personal career planning, career goal realization is the future of life, this is for new instructors a shot in the arm.

(IV) continuing education and learning

Society is developing, mankind is progressing and students are changing. Millennials compared with after 90, for example, from the thinking mode, to behave in mental state is very different, whether it's new counselor or old instructors need to adapt to the new situation, to adapt to the new student, learning continues to pursue advanced studies, often learn often new, empower yourself with new ideas, new methods of mind, keep up with the pace of The Times development.Especially in the Internet age, the western color revolution is more secretive manner to infiltrate students groups, the ideological education to face more severe situation, our counselors work faces more challenges, more continuing education studies help us understand the situation clearly, dare to risk challenge, and guide students to establish a firm communist ideal and faith.

At the same time, after a period of work experience, the newly hired counselors have some understanding and understanding of the work of counselors, and accumulated some confusion in the work. It is necessary to carry out targeted learning through continuing education and learning, answer questions and explain doubts, and make up for their shortcomings and shortcomings. It is understood that the majority of counselors, especially new counselors have an urgent need for continuing education."The first few years of entering a professional job require a serious continuation of learning and socialization," says American student work expert James comis. Although practitioners want to hire graduate students who can get into work quickly, a purposeful continuing education experience is more urgent②."We hope that the relevant departments of the state can develop more continuing education courses, so that excellent university counselors and ideological and political workers can pass on the treasure for us; It is hoped that colleges and universities can fully support the counselors to participate in the continuing education and study, so that the counselor team can truly develop towards the direction of specialization and professionalism.

(V) reasonable optimization of knowledge structure and improvement of professional level

"Issued by ministry of education in the institutions of higher learning counselor professional ability standard (provisional)" (teach education [2014] no. 2), in the college counselors to illustrate the basic knowledge and professional knowledge, education particularity in jobs requires instructors have the wide scope of ideological and political education work related discipline knowledge reserves, however, the new discipline background of university counselors is differ in thousands ways, the insufficiency of wide scope of knowledge reserves."

③Counselor is the ideological and political education and daily management workers, but less major is ideological and political education of counselors, no professional knowledge reserve, the theory of knowledge is relatively lack, want to do a good job of ideological and political education of students, help students to establish correct world outlook, the outlook on life and values, new counselors need to optimize their knowledge structure. First of all, it is necessary to strengthen the study of political theory and improve the political quality. At the same time, it is necessary to carry out certain study of students' major to understand the basic knowledge, training program, development direction and employment prospect of students' major. Secondly, it is necessary to master some modern management, psychology, education and legal knowledge. Through the above several aspects of unremitting efforts, the knowledge structure has been reasonably optimized, their professional level has been improved, to become a student's life mentor.

General secretary xi jinping has called for education to return to the original idea and return to the fundamental task of cultivating people by virtue on such important occasions as the national conference on ideological and political work of colleges and universities and the national education conference. In this fundamental task, the team of counselors bears a great mission. College counselors are the main force in the ideological and political education of college students. Strengthening the education and training of new counselors is helpful to build a team of counselors with strong politics, professional skills, strict discipline and positive style.

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