

# Discussion on the Career Development and Ability Improvement of College Counselors

Linbei Li<sup>1</sup>, Neng Ouyang<sup>1\*</sup>, Yi Wang<sup>2\*</sup>

<sup>1</sup> Guangdong Jiangmen Chinese Medicine College, Jiangmen 529000, Guangdong, China

<sup>2</sup> School of Applied Physics and Materials, Wuyi University, Jiangmen 529000, Guangdong, China

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**Abstract:** It is a difficult political task to improve the professional development ability of counselors in both colleges and vocational colleges. The team of counselors is an important group, which plays an irreplaceable role in the management of students, student cadres, community organizations, the construction of learning style, and the daily management of students. As the right-hand man of leaders at all levels of universities, counselors also play a role in connecting the preceding and the following, uploading and handing down, and communicating with teachers (leaders) and students. School leaders at all levels should take the initiative to care for the counselor team and pay attention to their growth. To do this job well, it is also necessary to accurately understand and understand the responsibilities, occupations and functions of counselors, find out the demands and quality requirements of counselors' career development, and help counselors improve their professional quality and ability of career development.

**Keywords:** college, counselor, career development, ability improvement

## 1. Responsibilities, profession and functions of college counselors

The ideological and political education in colleges and universities has endowed the important connotation of "all-staff education" under the development goals of socialist higher education with Chinese characteristics in the new era, the major demand of talent strategy and the national political background[1]. This is related to the understanding of the national strategic and political height of what kind of people institutions of higher learning cultivate, for whom and how to cultivate people[2]. College counselors are an important part of this talent training system. College counselors are the backbone of ideological and political education for college students, the organizer, implementor and guide of daily ideological and political education and management for college students, as well as the guide and companion of students' successful development[3]. College counselors, as an important part of the training of high-quality talents, the effective implementation of ideological and political education and closed-loop education in colleges and universities, also shoulder the heavy responsibility of training qualified talents for the country[4].

As a special team, college counselors' personal development needs are constantly changing with many factors such as education background, age, experience, psychology and environment[5]. For example, the new counselors are similar in age to the students, so they need to change their roles and adapt to the new environment as soon as possible. Counselors with certain work experience have rich experience, mature psychology, strong ability to adapt to the environment, and more realistic for the realization of self-value and the pursuit of goals. Therefore, the professional development of college counselors is an important thing that leaders at all levels of colleges and universities must pay close attention to.

### 1.1 Responsibilities

The responsibilities of college counselors are clearly defined in relevant documents of the Central Committee of the Communist Party of China and the Ministry of Education, which is to play an irreplaceable role in ideological and political education, psychological counseling or guidance, growth accompanying or guidance, personality formation and other aspects of college students around the center of "moral education and human cultivation". At present, college counselors in China are mainly selected from graduates with master's degrees, and there are strict requirements to become college counselors. First of all, he must be a member of the Communist Party of China, he must have a master's degree or above, he must have been a student cadre and engaged in the management of students, he must be a graduate student with excellent character and learning, and so on.

In terms of the responsibilities of the counselors, they can independently carry out ideological education for students, psychological counseling or counseling for students, independently undertake social practice and ideological and moral course teaching for students, and comprehensively manage the organization and establishment, daily management and

guidance of student party groups and societies. It can effectively carry out the training and development of student party members as well as the education and guidance of student innovation and entrepreneurship. Obviously, the counselors who can be fully qualified for the above work are still relatively lacking. Therefore, the training and construction of the counselor team is also one of the important work of a university.

## 1.2 Profession

As a occupation, it is obvious that the profession of counselor has many particularities. First, it is different from the teachers in colleges and universities: the work of teachers in colleges and universities mainly focuses on professional training in class and after class, while the work of counselors focuses on the education and management of students' ideology, morality and outlook on life in their spare time or special arrangements. Class is different from the students of the class teacher: There is teacher or mentor in the university teaching, which is composed mainly of part-time teachers, they are responsible for the management of student's learning process, and also responsible for the guidance in learning for students. Besides, they are responsible for ideological and political education and guidance, etc., for direct instruction among students.

The instructor directly faces the student cadre or the student group, and in a sense shoulders the management of the class tutor team in student affairs. Another aspect is that it is different from the general management of the school cadres. The cadres responsible for general management of the school are more endowed with the function of "service". In terms of career development, the team of counselors has a good potential for career development. First, they are engaged in administrative work in various departments of the school. Secondly, from the ideological and political education, teachers show potential influence on the development of the team and they can participate in the relevant occupation title evaluation. Third, to be engaged in specialized psychological counseling, vocational education, innovation and entrepreneurship education and other departments of work. The relevant department of the school has the obligation to take the initiative to help the growth and career development of the majority of counselors, because this is an important part of the whole school work [6].

## 1.3 Function

The counselor is not a management cadre, and the function mentioned here mainly refers to the ability to engage in the counselor work as a profession. It should mainly include the following aspects: (1) Having a higher professional quality than the undergraduate stage, being able to have a certain understanding of students' professional learning content and professional development direction and give targeted guidance, so as not to be too unfamiliar or understanding; (2) Having good ideological and political consciousness and level, and can correctly understand the urgent needs and expectations of the Party Central Committee and the country for the cultivation of high-quality talents and successors of the country; (3) Having good psychological quality, deal with all kinds of unpredictable things happen at any time, and can give targeted guidance; (4) With the ability of psychological counseling, they can carry out effective "gentle wind and rain" type of psychological counseling and guidance, guide students to come out of the psychological dark zone, enhance the confidence of these students to re-conduct professional learning; (5) Having the ability to guide student cadres or associations to carry out work. The Student union and various associations of the school need guidance and help from the counselors, especially to stimulate the enthusiasm and initiative of the majority of student cadres, and really help these student cadres learn to organize and carry out the organization and management ability of various works[7].

## 2. Career of college counselors

### 2.1 Professional requirements for college counselors

The rapid development of China's higher education cause, characteristics and construction of counselor team continued to deepen, the rules of specialization, professionalization development experience has been accumulated. Besides, counselors have developed the foundational task of strengthening moral education and cultivating people, such as leading the students to be more outstanding, and the role of counselor in scientific conduct can be improved[4]. The requirements in occupation of college counselors are also continuously improved. First, the ratio of counselors is increasing significantly. The number of counselors and the increase in the amount of student management in colleges and universities are becoming more scientific and reasonable.

As a profession, quite a few graduate students choose to work as counselors. Second, the counselor is an important stakeholder, colleges and universities should carry out the task of strengthening moral education and cultivating people. University flourish brings a rapidly increasing rate of college entrance. Compared to 30 years ago, general science and culture quality of students have improved, especially large changes have taken place in active learning attitude. There is an excessive pursuit of academic result of college entrance examination. These qualities have not been well trained and

improved in middle schools, and basically need to be solved in colleges and universities. From the perspective of national strategy, the rapid development of national economy has greatly accelerated the demand for high-quality talents. Therefore, the counselor team has high professional requirements in the cultivation of high-quality college students[8].

Different from professional teachers and class tutors, college counselors have more special professional requirements. First of all, it is necessary to have a high political quality and understanding of the national policy, especially the understanding of the policy and training program of university personnel training. Secondly, they should have a certain professional and scientific quality and be able to understand the direction and goal of students' professional development. Third, they should have the affinity, influence and judgment to guide the young students. Fourthly, I have strong communication skills. I can communicate with superior leaders and student leaders, timely distribute and effectively implement various tasks assigned by superiors. Fifth, I have the ability to actively promote my career development, such as independently carrying out relevant research, constantly improving my ideological and theoretical level, writing relevant research papers, accumulating experience in carrying out effective ideological and political work, etc. Sixth, we should have the organizational ability and leadership ability to carry out student work and carry out the work of cultivating morality and cultivating people, so as to lay a foundation for the leadership of departments in the future.

## **2.2 Professional quality of college counselors**

From the scope of duty, profession and function of college counselors, college counselors should have the following qualities. First, political quality. From the professional characteristics of counselors, high political quality is the first requirement. Only in this way can we have political discernment, political propaganda and political execution. Second, professional quality. This includes the individual's professional and scientific quality, the ability and quality to deal with and solve students' unexpected problems, and the quality of managing and improving the leadership and guidance of student cadres, organizations and associations in the education of moral education. Third, professional quality. Skilled to carry out a series of work to educate people as the goal of the business quality and so on. For example, the organization and management of various scientific and technological activities and competitions, the education and guidance of college students' career outlook and employment outlook, the organization, management and fairness of college students' scholarship evaluation and so on.

## **2.3 Career development of college counselors**

Like the professional development of college teachers, the professional development of college counselors also needs to be paid attention to. The construction and development of the counselor team is related to the key link of the implementation of the work of moral education. First of all, schools should pay attention to the construction of the counselor team in terms of organizational structure, take the initiative to build a platform for the professional development of the counselor team, and strengthen the care and guidance of the counselor team.

Purposefully training young counselors can become the "master" of ideological and political education or the successor of high-level Party and government management cadres in the school. Besides, we should form a good atmosphere of respecting the work of counselors, paying attention to the voice of counselors, and helping them solve practical difficulties. Secondly, it should strengthen the guidance of the professional development of the counselors, improve the overall quality and work ability of the counselors, and enhance their political, ideological and theoretical level and practical teaching ability. Every counselor should seriously consider their own career development positioning, and constantly take the initiative to improve their professional quality and professional ability, so as to make corresponding contributions to the real realization of the overall goal of "all-round education".

For full-time teachers or newly introduced doctors, their career development goals are relatively clear and stable, from lecturer to associate professor and then to professor. Relatively speaking, the team of counselors is vague about their career development goals, few have a clear career plan, and even swing. Need to give guidance and help.

## **3. Improvement of ability of college counselors**

### **3.1 Professional ability improvement of college counselors**

The improvement of the professional ability of college counselors refers to the improvement of the professional ability and level within the scope of their responsibilities. For example, the ability to deal with problems, analyze problems and solve problems, the professional ability to do ideological and political work, the ability to offer courses to students and the ability to guide students to carry out social practice activities. Counselors should learn to jump out of their original professional circle, contact more and broader professional scope, and improve the professional ability of these new professional directions.

### 3.2 Management ability of college counselors

Management is a science. As a manager working for students, the instructor needs to continuously improve his management ability due to the change of his role and management scope for example, how to effectively organize all kinds of innovative entrepreneurial activity and competition of science and technology activities, the counselor is the leader of student, the enthusiasm of students should be aroused to participate in the activities of entrepreneurship, science and technology innovation. At the same time, we should tap the students' ability in innovation and creativity to the larger extent, improve their profession interest and initiative, lay a solid foundation for the development of after graduation. With proper leadership and guidance, students will be more motivated and have a better chance of winning provincial and national awards. In terms of leadership methods, how to organize, how to ask professional teachers to give guidance, how to constantly improve the work to enhance competitiveness, and how to plan the time and plan are closely related to leadership methods. For example, when to start the layout of the activity, how long it takes to make the work, how to face what type of competition, how to select better works, what needs to be done in advance preparation and so on.

For the development of student party members, in addition to the procedural work, how to really select and recommend the most outstanding students to the Party team through the student Party organization is related to the management ability of the instructor. Through the specific management of the instructor, the whole student work is full of vigor and vitality, full of positive energy, which is a concrete embodiment of the instructor's management ability.

### 3.3 Improvement of the development ability of college counselors

The ability improvement of the counselor team should be viewed from the perspective of development. Some counselors may grow into leading cadres of the school department, and some may grow into professor-level political engineers or "masters" of ideological and political work. Some may be very good at guiding students' innovation industry entrepreneurship education activities and social practice activities, and some may be very good at guiding students' scientific and technological innovation activities and so on. Improve their own thinking and theoretical level. To correctly understand the political significance of the strategic policy of the Party and the state for the training of young university graduates' successors for the training of talents in colleges and universities in the new era. Secondly, it is necessary to continuously improve the "professional technical" ability of counselors in student work, so as to lay a solid foundation for their subsequent career development

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