Effect of Personality Charm of College Counselors on Student Management

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Abstract. Personality charm is a kind of intangible asset and plays an important role in the promotion of personal moral accomplishment and the building of professional quality. As a career at the grass-roots level, college counselors set up the bridge of communication between students and schools. Noble personality charm can help the smooth launching of the student management work and has quite profound influence on students. Therefore, it is of important theoretical significance to study the role of personality charm in the student management work of college counselors. With the improvement of education level in our country, university ideas constantly update, the connotation of education gradually changes, and the role of personality charm in the student management is greater and greater. College counselors are as administrators and guides of the student work and their working contents develop from pure grass-roots management toward the direction of the students thought and learning management. The relationship between college counselors and students is most close, so they play an important role in college students’ management. It is of important practical significance to study the role of personality charm in the student management work of college counselors.

Definition and Connotation of Personality Charm

Personality charm refers to different psychological characteristics showed by people in the process of interaction, and it embodies their psychological characteristics and spirituality.

College counselors’ personality charm makes them have strong attraction in the student management work with a strong appeal, and it plays an important role in improving students’ enthusiasm and motivation. Favorable personality charm can help college counselors establish a good image, and influence student’s personalistic building in daily work.

Work Features and Responsibilities of College Counselors

The student management is the key work of colleges and universities. As administrators, counselors play an important role in students’ knowledge learning, ability training and personality shaping, and their work characteristics are different from those of other management work. Therefore, in the student management work, counselors need to clarify their own work contents and job responsibilities, and to ensure that the student training work can be carried out smoothly.

Work Features of College Counselors

Particularity. Different from teachers, counselors adopt the office hour system, and their working time is in strict accordance with students’ class time and is even far more than students’ learning time. They keep good contact with students anytime and anywhere and they are closely associated. When they focus on students’ dynamic, they conduct an in-depth understanding toward students and give appropriate help to students in the aspects of their life and learning. At the same time, students always pay attention to counselors’ words and deeds.

Power weakening. Counselors mainly supervise students’ study and life and pay attention to their thought activity, so the nature of their work is different from that of regular teachers. In whatever learning stages, students hold the awe-stricken attitude toward teachers. While they don’t have that
kind of attitude toward counselors, they don’t think highly of them and don’t obey their management to a certain extent, because counselors’ work is different from that of teachers with traditional meaning.

**Complexity.** Counselors’ appraisal and selection is different from that of teachers. Colleges often choose some students who have good grade and have the experience of class management to be counselors. Counselors’ working contents cover all aspects of student life, including students’ lesson arrangement, leaving affair, dormitory management, scholarship selection and so on, which are very trivial and complicated. Therefore, the role of counselors is often ignored by students.

**Younger.** What can often be seen in the survey is that college counselors are younger. The job of counselors requires that they have strong plasticity and their age is similar to that of students, so they can make good communication with students and they will have full working enthusiasm. Therefore, college counselors are younger and their social experience is not rich enough.

**Work Responsibilities of College Counselors**

Counselors are supervisors and main people in charge of students, and their job responsibilities are as follows:

**Construct class organization.** In the student management work, counselors can set up the corresponding files to arrange each student’s family structure, economic situation and learning situation, so as to understand their interests and hobbies. Counselors can select suitable candidates from them to serve as class cadres and build the class cadre team, to carry out better management for students.

**Create a good learning atmosphere.** A good learning environment is very important for the development of students, and plays an important role in cultivating students’ learning enthusiasm. As a result, in the student management work, counselors should promote to create a good and dense learning atmosphere for students to study and make progress in the competition.

**Create a good communication bridge.** Counselors are the bridge to connect schools and students. They should timely collect information on the aspects of students’ learning, life and mentality, summarize them, and accurately convey students’ thoughts and attitudes to the school. At the same time they should convey school’s latest policies and activities to students.

**Guide the employment.** Counselors play a important role along with students’ study and life. Some counselors are always involved from the beginning of students’ admission till the finish of their employment. Especially when guiding students’ employment, they play an important role to convey the latest personnel recruitment information to students, and pave the way for them.

**Importance of Personality Charm on the Student Management Work in Colleges**

The counselors’ personality charm can unconsciously influence students’ mental state, and then affect their behaviors, which has a far-reaching influence on the ideological and political education of counselors.

**Personality Charm Helps to Promote Counselors’ Prestige**

Through the ages, teaching by personal example as well as verbal instruction is the most effective management method. Only when teachers are with good moral and behavior can they have profound effect on the development of students. Then they will establish prestige in front of students and convince them. College counselors should always constrain their own behavior and “constantly examine what themselves have done”, and they should also affect students with their own personality charm to obtain favorable management effect.

**Personality Charm Urges Counselors to Be the Example of Students**

The behavior of teachers and parents will have a profound effect on students. If a college counselor has a good personality charm, his code of conduct, ideology and moral character will become the model of students, and students will take it as a example for growth to learn. At the same time, it makes the distance between students and counselors shorter, strengthens the communication
between them, improves the learning quality of students, and improves the efficiency of the student management work.

**Personality Charm College Counselors Should Have**

Counselors are as an example to students’ study and life and their personality charm plays an important role during the course of the growth of students. Therefore, what kind of personality charm college counselors should have is the focus of the society and colleges.

**Possessing High Political Quality**

If college counselors do not stand firm, the student management work will not develop smoothly. Therefore, high political quality is the personality charm that college counselors should have. They should take a firm stand, clarify the direction of the work, adhere to the principle, and be consistent with the working direction of colleges.

**Solid Cultural Foundation**

The culture base of knowledge is the intrinsic basis of personality charm of college counselors, and the good cultural deposits play an important role in building their professional quality. Colleges is an important place for personnel training and all kinds of academic ideas are created here. Only when college counselors have a solid cultural foundation can they guide students in their learning and make the distance with students shorter.

**Noble Moral Cultivation**

Honesty and trustworthiness, cherishing and devotion to job and selfless dedication is the moral requirement for teachers in colleges, and is also the important content of spiritual civilization construction in the new period. Teachers should have broad mind. As first-line educators, college counselors should communicate with students anytime and anywhere, which requires them to keep calm, handle issues with peace of mind, fairly and impartially solve various problems of students when facing different situations. May we ask how do teachers lacking good moral character get students’ respect? Therefore, only with noble moral cultivation can they gain trust and respect from students.

**Positive and Optimistic Attitude**

Positive and optimistic attitude plays an important role to any individual. It can help people to face various problems correctly and bravely, and its effect is more obvious when coming across setbacks. College counselors should deal with their heavy and complicated work with positive and optimistic attitude, not be dizzy with success or discouraged by defeat, and realize self-value at work to simultaneously affect each and every one around them.

**Approaches to Promote College Counselors’ Personality Charm**

Personality charm plays an important role in shaping the occupational quality of college counselors, can make them lead by example, upgrade themselves in learning and life, and influence others. Therefore, promoting college counselors’ personality charm is critical.

**Enhancing Management Ability**

Management ability is one of the necessary abilities of college counselors, and is also their most basic quality. The formation of management ability cannot be achieved overnight and it needs to be gradually enhanced in the long term. Promoting management ability requires college counselors to keep a clear head, work steadfastly, conscientiously conduct themselves, have good self-control ability, and keep calm when encountering problems to slowly improve over a long period.

**Constraining Behavioral Habits**

Counselors are as first-line administrators and keep close contact with students. They should
maintain good behaviors during the communication with students to leave deep impression in students’ mind, so as to ensure the smooth progress of the student management work. At the same time, good behaviors can help counselors gain students’ respect.

**Improving Moral Cultivation**

Frequent exchanges between counselors and students lead to the particularity of counselors’ work. The moral level of counselors will directly affect students’ moral cultivation, and low moral level will hinder the normal the normal conducting of their work. Students’ moral level is directly related with counselor’s moral cultivation. Counselors with noble moral accomplishment can gain the respect of students, it will promote the communication between them and students, and it will create a model mechanism. If a counselor lacks good moral accomplishment, their relationship will not be good and he cannot convince students.

Personality charm plays an important role in the student management work of college counselors, and has a profound effect on shaping students’ quality. Good personality charm can promote counselors’ prestige among students. They should teach by personal example as well as verbal instruction to cultivate students’ moral quality, maintain optimistic mentality, improve themselves with a solid cultural foundation, and enhance their own moral accomplishment to promote the smooth progress of the student management work.

As a kind of invisible force, Personality charm plays an important guiding role in the student management work in colleges. Although the process is relatively slow, the impact is quite profound.

**References**


