Research on Cultivation of Positive Occupational Emotions of Counselors in Colleges and Universities

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Abstract. Positive occupational emotion is the key to the occupational development of counselors, the prerequisite for the counselors to carry out their work smoothly and a necessary condition for the development of physical and mental health of college students. The society and colleges should pay attention to the work of counselors, respect the counselors, improve their economic treatment and institutional guarantees; Counselors themselves should also strengthen occupational cultivation, cherish posts and devote to work, improve occupational knowledge and skills, learn self-psychological adjustment and emotional management, and promote positive occupational emotions.

Introduction

Occupational emotion is the psychological experience of a person engaged in a certain profession. It is a unique feeling of work. And it has the differences in both intensity and pleasure. It is externalized to human emotions and internalized into human moods. Occupational emotions are not innate gains, but a developing process from low to high, from simple to complex in the occupational practice. It is divided into three levels. The first level is the sense of occupational identity, that is, the occupation is the means of making a living and the most basic occupational emotion; The second level is the sense of occupational honor, that is, the occupation is a social need, has a strong sense of occupational belonging and honor, and is a more lasting, more profound emotion; The third is occupational sense of professionalism, that is, occupation is life, the carrier of life for self-value realization, and the highest realm of occupational emotion.

The occupational emotion of college counselors is a kind of psychological experience that college counselors generate in work. The positive occupational emotion of college counselors is very significant in promoting work. Positive occupational emotion enables college counselors to correctly understand the social significance and nature of their work, care about no personal gains and losses, be good at overcoming various difficulties in work, and show strong sense of occupational responsibility, enterprise and sense of achievement. Counselors with negative occupational emotions will regard work as a means of making living. They will think more about personal gains and losses and treatment, dissatisfy with their work, not enthusiastic about students and not responsible for them, and even disgust with their work.

College counselor’s bear works including college student's daily management, ideological education, quality education, employment education, etc., they are both teachers and administrators. The positive occupational emotions of college counselors are closely related to the success of college students. Although the occupational development of college counselors has been developed from the reality, college counselors are younger and have lower occupational recognition. Nearly 80% of counselors only take college counselor as springboard to enter higher institutions, they always think about how to transfer posts, while do not intend to develop their occupational skills and business level. At work, they often feel tired, immune, psychological depression, irritability, interpersonal tension, etc., and show indifferent, passive, tired attitude towards work, think that work is meaningless and cannot feel the honor and sense of belonging from work. On the one hand, these phenomena are caused by heavy and simple repetition of work tasks, and on the other hand,
they are caused by negative occupational emotion, the lack of positive occupational emotions and occupational motivation of counselors.

Significance of Positive Occupational Emotions of College Counselors

Positive occupational emotions can be externalized into love, praise, perfection and best effort for the profession, internalized into personal potential, good attitude, stable mood and firm will. When reflected in work, it is their serious and responsible, dedicated and ambitious attitude toward work. The particularity of the work of college counselors requires counselors to have good attitude, tenacious will and stable emotions to achieve an orderly combination of life and occupation. Therefore it is critical for college counselors to establish good, positive occupational emotion.

Positive occupational emotion is the key to the occupational development of counselors

In 2017, No.43 decree Regulations on the Construction of Counselors in Universities and Colleges by Ministry of Education again emphasizes the importance and particularity of the work of college counselors. Counselors are the backbone of the ideological and political education for college students. They must go deep into all aspects of student life, pay attention to behaviors and ideas of students, have positive occupational emotions and good attitudes, and always maintain love and perseverance towards their work. Therefore, the cultivation of occupational identity and occupational emotions of college counselors is the most crucial step for college counselors to take occupational development.

Positive occupational emotion is the prerequisite for counselors to work smoothly

The occupational emotion of the counselor is one of the driving factors that constitute the psychological quality of them, the prerequisite to work. The work of counselors belongs to service. The service objects are uneven, the ideological quality status is diverse, individual differences and dynamic development changes bring great difficulty to content and form of work of counselors. Problems like varying time and space, diverse forms, and heavy work contents increase the pressure on counselors. Therefore, counselors must maintain positive occupational emotions in order to carry out their work smoothly. They must show their persistent love, full of enthusiasm to work, and care about no personal gains and losses; when dealing with difficult work, they must have a strong sense of occupational responsibility. Only in this way can they do the work well and effectively.

Positive occupational emotion is a necessary condition for the healthy development of physical and mental health of college students

Practice has shown that students’ emotional needs for teachers are far greater than their requirements for teachers’ knowledge. High occupational attitude of counselors is not only the motivation of counselors to work positively, but also the direct appeal for students to receive education and achieve internalized educational achievements, which profoundly affects the personality development of students. Words and deeds, emotional expression, way of thinking, habits of life of counselors seriously affect students and will bring the most direct infection to their physical and mental development. Therefore, positive counselor occupational emotion is a necessary condition for the healthy development of physical and mental health of college students.

Analysis of Reasons for Lack of Positive Occupational Emotion among College Counselors

Judging from current working status of most college counselors, the occupational emotions of college counselors are still under the sense of occupational identity, that is, no positive occupational emotions formed yet.
From the perspective of content and nature of the work, college counselors have too much occupational pressure

Emotion is a kind of continuous psychological activity, which is closely related to people's needs. Objective things that can satisfy people's needs can arouse people's affirmation or pleasant emotional experience, which is of great stability. Unhealthy psychological emotions such as anxiety, distraction, boredom, anxiety, pessimism, anger, etc. are performances that demands cannot be realized, it is usually attributed to high occupational stress. First of all, the job responsibilities of college counselors are over-generalized. Everything related to the student is vested to counselor, resulting in a vague definition of the counselor's daily work. This not only reflects the normal work of the counselor, but also reflects the chaos of the work relationship, greatly reducing the enthusiasm of counselors. Secondly, the tedious work of counselors often causes tremendous psychological pressure on them. As we known, counselor works for individual students. The problems of students' weak self-discipline consciousness, poor self-care ability, psychological fragility and difficult employment, and complex society, unstable environment and uncontrollable factors like students' abnormal death force counselors to be ready to work all day long, causing tremendous pressure and panic on psychology of counselors. Finally, the conflict of multiple roles conversion has made it difficult for counselors to find a sense of occupational belonging. College counselors are the direct implementer and manager of college students' ideological and political education. They are both teachers and administrators, students' leaders and intimate friends, both the pioneers of moral education and counseling assistant of students' studies, life, employment, and psychology, both server and administrator. Transition of multiple roles conflicts, and transformation and reshaping of different roles in different occasions makes it difficult for counselors to adapt or obtain a sense of occupational belonging and honor.

For counselors, their occupational knowledge and skills, methods and approaches are extreme limited, which affects their acquisition of occupational accomplishment

The work of counselor is to help students understand, accept and manage themselves, help students learn to find, analyze and solve problems, cope with crises, improve behaviors, resolve negative thoughts and emotional distress, guide students to make decisions and action plans, encourage students to seek the meaning of life through their own exploration, discover their potential and personal value, and guide them to live a life of self-satisfaction. This is a very complicated process that requires mature and well-developed occupational knowledge and skills, and superb approaches. Currently, occupational knowledge, skills, methods and methods of counselors are still very limited unable to fully meet the needs of the work. They can't fully respond to the various counseling demands of students, especially in terms of employment guidance and psychological intervention, which is far from meeting work requirements. Therefore, it is difficult for them to obtain occupational accomplishment.

Analysis from economic treatment and social status, lower economic treatment and social status affect the occupational values of counselors

The specialty and multiple role of counselor make them unable to conduct in-depth research in a certain counseling field, or obtain representative academic achievements, as well as same occupational recognition as other occupational teachers. What's more, students often show no respect to their counselors. In addition, although the work of college counselors is very practical, the work cannot be quantified, and it is difficult to obtain specific accounting. There is a big gap between the workload of treatment and practice, and the low work income seriously affects the quality of personal life. On the other hand, colleges and universities have not perfected the construction mechanism and related policies to their counselor team. Problems of unclear promotion system, title evaluation and appointment, post responsibility have made counselors feel confused, worried, confused, and greatly shaking their work enthusiasm. Moreover, the prejudice and indifferent support of the society to counselors also seriously affect their positive occupational emotions.
From the perspective of social atmosphere, bad social atmosphere floods over the campus and affects the occupational values of the counselors

The utilitarianism, individualism, and pragmatic values are driven by the interests of the market economy, forcing people to be materialistic, emphasize economy over politics, and tangible benefits over morality and justice. Colleges and universities have also been widely affected by this. When young counselors just start their career, their occupational values and occupational ideas have not yet been fully formed, but they have been affected by the bad social atmosphere in colleges and universities where multiple values and multiculturalism coexist. They are confused or indifferent or assimilated, and even commit violations of law and discipline to seek personal gain and accept bribes via their posts.

Countermeasures for Cultivating Positive Occupational Emotions of College Counselors

Counselors should improve their professionalism

Correct understanding of social functions of the profession. In the development process of deep reform of education system, market economy, increasingly diversified social and economic components, organizational forms, employment patterns and interests in China, political beliefs, ideals and beliefs, value orientations, and psychological qualities of college students have undergone profound changes. The ideological and political education of college students in China faces arduous tasks and challenges. The full-time teachers in colleges and universities not only undertake heavy teaching tasks, but also undertake major scientific research tasks; Administrative staff cannot directly face students to carry out ideological and political education work. Only college counselors can deepen the student group from life, study, emotion, employment and other aspects, and timely grasp the dynamics of all aspects of students. As we all know that college counselors play important social role and social functions in aspects of social industry, education to college students. Therefore, counselors need to fully understand the meaning, function, nature and value of their profession, and have deep pursuit and lofty ideals for their profession.

To strengthen occupational concept, improve occupational ethics, abide by discipline and law, cherish posts and devote wholeheartedly to work, and be willing to contribute. Occupational concept is the understanding, judgment, expectation and recognition on the nature, standard and value of the occupation by people. It guides the way of thinking and behavior of people. College counselors should establish firm occupational concept, use their correct occupational concepts to guide their work, and make correct judgments and revisions of their occupational behavior. They must abandon utilitarian occupational value judgment standards, establish noble occupational ethics, behave well to be teachers, keep rigorous scholarship, and treat students with generosity, enthusiasm, fairness, objectivity, and care. And, they should see their own ascension, feel the sense of happiness and accomplishment of the profession, and thus promote the generation of positive occupational emotions to form a virtuous circle.

To improve occupational knowledge and skills. Counselors need to have good occupational knowledge and skills to face many college students who are about to become adults. In addition to the most basic literary and scientific knowledge, counselors must also possess knowledge in education, psychology, sociology, and management. In a certain aspect of student work such as funding, employment, and psychology, they must form their own occupational and vocational skills, and language, behavior, and instrumentation distinctive and easy to be accepted by students. In work, they should formulate their own theoretical study plans, constantly improve their occupational knowledge and skills, strengthen theoretical and practical research, keep pace with the times, master current hot spots, and find common ground with college students.

To improve occupational psychological quality and strengthen self-emotional management. Healthy psychological quality and good psychological quality are the basis for counselors to guide students towards healthy development. Counselors should have the ability to recognize their own emotions and properly manage their emotions, strengthen self-monitoring, learn to conduct self-motivation, self-education and self-management, use rational and emotional intelligence to
correctly handle conflicts between students and colleagues, regulate negative occupational emotions.

**To improve social treatment to counselors and build work atmosphere respecting counselors**

It is necessary to improve the social treatment of counselors, treat them equally as full-time teachers, and give them same allowances, bonuses, benefits, etc.; and appropriate inclinations shall be given in terms of occupational titles, promotion, overseas study, study, and scientific research. Colleges should introduce relevant policies to encourage counselors to participate in various forms of scientific research, functional training and continuing education, and improve the legal protection and institutional guarantee for counselors.

**To construct social atmosphere that respects counselors.** The society and school leaders should positively guide a social atmosphere of respecting and attaching importance to counselors, positively explore, research, and publicize typical examples of college counselors, set benchmarks, and open up promotional columns for excellent counselors. As social person, the counselor has assumed greater responsibility. It is necessary to have more understanding, tolerance, care, less condemnation and prejudice in the society, so as to promote the formation of occupational honor of counselors, and thus enable them to stick to this profession and fight for it.

**References**


