

Original Paper

Research on the Construction of College Counselor Team from the Perspective of Competency—Based on the Improvement of Learning Resilience

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Abstract

Based on the construction status of the college counselor team, this article analyzes the problems that exist in the team construction. Based on the basic characteristics of the competency perspective and with the aim of improving the learning resilience of medical students, this study aims to conduct research on the construction of the team of college student counselors. The aim is to demonstrate the mission and responsibility of counselors in college student management through the improvement of the team construction plan and the improvement of counselors' comprehensive literacy, and to promote the steady development of college teaching management work.

In the context of the reform of the education system in universities, college counselors, as grassroots forces in university management, can construct ideological and political education management work tailored to the characteristics of students, laying the foundation for the growth of college students. However, due to the heavy learning curriculum and high employment pressure of medical students, they prioritize postgraduate entrance exams over employment. Faced with conflicts between postgraduate entrance exams and clinical internships, there are psychological conflicts among students. The lack of autonomy and poor learning resilience in learning and daily life have an impact on the healthy growth of medical students. By continuously improving the team of college counselors, the characteristics, functions, influencing factors, methods, and carriers of enhancing the academic resilience of medical students and the construction of the counselor team have been clarified. The counselor's service and education function has been fully utilized, combining practical problem-solving with ideological problem-solving. Focusing on the impact of academic resilience on students' mental health, teachers and parents are encouraged to form a good learning psychology for students, Ensuring the healthy growth of college students plays a crucial role. Therefore, college student counselors should recognize

the development status of the times, adhere to innovative ideas, build a counselor team training model based on the improvement of college students' learning resilience, combine the characteristics of the competency model, and ensure the efficiency of various work execution through the cultivation of their own comprehensive abilities and the strengthening of work competence, to improve the overall level of counselor team construction, in order to meet the high level, distinctive, and The talent needs of international research universities.

Keywords

competency perspective, counselor team, learning resilience

1. Research on the Relationship between Learning Resilience and the Team of Counselors

Learning resilience refers to a relatively stable psychological trait that individuals maintain after dealing with stress. It is a psychological mechanism that can actively self repair and adjust under pressure. The learning resilience of college students is influenced by various factors such as their own cognition, emotions, values, and family, school, etc. College students are in a period of immaturity in their physical and mental development, and are prone to setbacks and various psychological problems in life planning, career choices, and making friends. Fan Fangshi et al. (Fan, Wen, & Liu, 2014) conducted a survey on medical students using the Psychological Resilience Scale, Social Support Scale, and Employment Stress Questionnaire. They found that the overall level of psychological resilience among medical students was relatively high, and employment pressure and social support were important factors affecting their psychological resilience. Peng Li et al. (Li, Song, Liu, Yu, Bian, & Li, 2015) explored the psychological resilience of medical students and the role of positive emotions in psychological resilience, and concluded that positive emotion training can enhance the level of positive emotions, promote the psychological resilience of medical students, and thus enhance their stress response ability.

Competence mainly distinguishes outstanding achievers from ordinary individuals in the workplace, and is formed through the display of deep personal characteristics, possessing the knowledge, skills, and personal characteristics to be competent for the job position. Through research on competency, it can be found that its specific characteristics are reflected in the following aspects: firstly, there is a correlation between competency and job positions, and competency is influenced by various factors such as work environment, working conditions, and job positions. Secondly, for the personal evaluation criteria of competence, it will demonstrate comprehensive qualities such as knowledge, skills, and abilities in a certain environment. Thirdly, competence, as a standard for evaluating employees' work abilities, can truly reflect their performance abilities in their positions. The combination of counselor competence and teacher competence mainly involves analyzing comprehensive factors such as personal traits, professional skills, and political literacy to demonstrate work effectiveness related to students. By analyzing the ability of college counselors to engage in ideological and political education and psychological counseling, this study investigates the level of learning resilience, emotional

management ability, and subjective well-being of medical students, analyzes the mechanism of the impact of learning resilience on the construction of counselor teams, and guides medical students to actively adjust themselves, seek help, improve their quality of life, and better serve society when facing difficulties.

From the perspective of competence, this article takes “enhancing the learning resilience of medical students” as the starting point. Through in-depth analysis and research, combined with the requirements and characteristics of counselor work, corresponding countermeasures are proposed, which is conducive to cultivating medical and health talents with excellent professional skills, comprehensive qualities, and high professional skills. It is more conducive to improving the effectiveness of counselor ideological and political education, promoting the professionalization of the counselor team Professional development.

2. The Work Characteristics of College Student Counselors and the Necessity of Team Construction

2.1 Work Characteristics of College Student Counselors

2.1.1 Uncertainty in Working Hours

Based on the characteristics of the work of college student counselors, it is found that there is a phenomenon of irregular working hours for counselors. For example, when an emergency occurs among students, counselors not only need to rush to the scene of the accident as soon as possible, but also need to provide long-term psychological counseling and ideological education to students in the later stage. In addition, counselors need to actively communicate with students in their spare time, timely grasp their ideological dynamics, and construct effective guidance plans.

2.1.2 The Work Object Has Initiative

In the work of college student counselors, the main target audience is students on campus. Due to the active thinking and energetic nature of college students, they are influenced by different life experiences and personalities, resulting in a diversity of learning and life thinking. In specific work, student counselors should construct individualized guidance plans based on the characteristics of different students to improve their work efficiency. For example, when students face learning and psychological pressure, counselors should change the traditional single preaching mode and analyze the mechanism of psychological resilience’s impact on subjective well-being based on students’ characteristics, in order to guide medical students to actively adjust themselves, seek help, improve their quality of life, and better serve society when facing difficulties.

2.1.3 The Sublimity of Counselor Work

By analyzing the characteristics of the work of college counselors, their guidance can create a good learning and living environment for students, and establish a communication platform with students’ families based on the characteristics and basic needs of the school and students, so that students have a

correct understanding of their own development and guide them to establish a correct outlook on life and values (Li, 2012). That is to say, the work of college student counselors has lofty value.

2.1.4 Service Oriented Work

College counselors usually have strong service characteristics in their work. They summarize the traditional teacher-student relationship maintenance, school student work system, and other content to construct specific work methods. The content and methods of ideological and political education services will change with the development of society, and different times and societies have different requirements for medical talents. Medical students, as a relatively special group among college students, have a longer academic system, higher self requirements, and face greater academic pressure. Counselors should also constantly expand their work channels in response to the changes of the times and the needs of medical students, and improve the pertinence and effectiveness of ideological and political work services based on the characteristics of the times.

2.2 *The Necessity of Building a Team of College Counselors*

In the current reform of the education system, the education management system is influenced by multiculturalism. For college students, some groups are influenced by hedonism and materialism, reducing their understanding of the correct cultural content and affecting their healthy growth. In addition, in the work of counselors, due to various factors, the work mode of counselors has undergone a certain transformation. For example, the expansion of school enrollment has led to a relatively complex student structure, which has increased the difficulty of counselors in managing students; Due to the complexity and diversity of teaching objects, counselors need to provide effective guidance services and improve their ideological and political level in order to establish targeted educational guidance plans to meet the needs of counselors' educational guidance (Pang & Zhu, 2019). Therefore, in the current teaching management of universities, the construction of the team of college student counselors should be taken as the core, and its necessity is reflected in the following aspects: firstly, through the construction of the team of college counselors, students' cognition can be changed, and correct values, outlook on life, and career can be established, laying the foundation for future professional development. Secondly, as college students are in an important stage of forming the "Three Views" during their college years, professional guidance from counselors can enhance their professionalism in various aspects such as ideological and political concepts and psychological qualities, meeting the core needs of talent cultivation in universities. Thirdly, medical students have poor psychological adaptability, and the psychological problems of the group are more prominent. By strengthening their own quality construction and specialized vocational skills training, we continuously improve the learning resilience of medical students, reduce the probability of students suffering from psychological problems such as anxiety, depression, and interpersonal communication barriers, and comprehensively improve the overall quality and ability level of the counselor team.

3. Factors Influencing the Construction of College Student Counselor Team

3.1 *The Career Development Environment of Counselors Is Unstable*

Firstly, in the recruitment of counselors in universities, there are no restrictions on the subjects and majors of the applicants, resulting in a low entry threshold for the counselor team, which affects the full play of the counselor's functions in future work. Secondly, when selecting and hiring excellent counselors for other positions, universities only consider the needs of the position and temporarily meet the career development requirements of counselors. However, the selection method lacks clear competency standards, leading to a disorderly phenomenon in counselor job mobility and promotion. This phenomenon can lead to other counselors' cognitive and emotional impact on the profession. This reduces the satisfaction of counselors with their work and affects the stability of their career development.

3.2 *The Counselor Team Lacks Professional Discipline Support*

With the development of higher education institutions, many universities have changed their previous student work models and provided support for improving students' comprehensive abilities through projects such as ideological and political education, student daily life, psychological counseling, and employment guidance (Zhang & Zhao, 2019). Due to the lack of division of specific functions in higher education institutions, counselors need to be familiar with and master various contents in their work, which increases the difficulty of practical work and also brings difficulties to the improvement of counselors' professional skills and work enthusiasm. For college counselors, there are no professional restrictions upon entry, resulting in a relatively dispersed team structure. The majority of counselors' coaching work differs from basic theories, reducing the quality of their work. Moreover, in the construction of counselor teams in some universities, there is a lack of systematic onboarding training. Many counselors only rely on their own experience for service work after work, and cannot better handle student issues.

3.3 *The Counselor Team Lacks Autonomous Organizations*

Based on the characteristics of the construction of university student counselor teams, the construction of specialized teams usually includes research institutions, industry websites, and industry associations. However, in the construction of university counselor teams in China, there are often problems such as a small number of organizational structures and insufficient types, which cannot fully utilize the guiding value of relevant organizations (Zhao & Gao, 2019). Moreover, in the context of weak autonomous organizations of college student counselors, many organizations face problems such as insufficient funding and a lack of rules and regulations. The work functions of counselors cannot be fully realized, which reduces the authority of college student counselor work and limits the construction of the college counselor team.

4. The Construction of College Student Counselor Team from the Perspective of Competence

4.1 Improve the Recruitment Methods for College Student Counselors

Based on the work characteristics of college student counselors, in the past, the recruitment of counselors focused on the educational background, political outlook, and physical fitness of the recruiters. To some extent, there was a lack of assessment of the candidate's personality, abilities, and job expectations, resulting in the selected talents being unable to adapt to the relevant work of college student counselors and affecting their competence. Therefore, in the construction of the counselor team in universities, it is necessary to combine the characteristics of the competency model and innovate the recruitment methods for college student counselors. Firstly, from the perspective of competence, talent selection can be carried out based on the excellent performance of applicants, with a focus on considering their hidden qualities. Through the assessment of various competency factors, the recruitment methods of counselors can be improved to better enhance the overall quality of the construction of the college student counselor team. Secondly, in the recruitment of college counselors, a structured and differentiated interview question bank can be designed through the construction of a competency model. Relevant personnel will focus on assessing the job competence of candidates in counselor recruitment through the use of effective question bank resources, effectively improving the success rate of college student counselor recruitment and achieving the goal of job matching better. Thirdly, in the recruitment of college student counselors, it is necessary to use competency models as the foundation, and enhance the effectiveness of recruitment work through interview evaluation and questionnaire expression of interview results. Interviewers should adopt an open-ended questioning method in counselor recruitment to better test candidates' thinking and problem-solving abilities. Through the innovation of these recruitment methods, the core competitiveness of the college student counselor team can be enhanced, providing reference for the design of various counseling work (Guo, 2018).

4.2 Integrate Training Methods for College Counselors

Through the analysis of the training plan for college student counselors, innovation in various counselor training and development work should be carried out from the perspective of competence, in order to achieve the professional development of college student counselors. Based on the current competence level of college counselors, there are differences between the actual competence of many personnel and the prescribed standards, which affects the improvement of counselors' comprehensive literacy. Therefore, in the current development of universities, relevant managers should integrate counselor training methods based on the work characteristics of college counselors. Firstly, from the perspective of competence, the improvement of counselor work skills should be a key focus in counselor training, guiding counselors to grasp the changes in the new situation in practical problems, enhancing their own ideological and political literacy, and fully demonstrating the pertinence of counselor training work Effectiveness value. Secondly, in the innovation of training forms, pre job training, daily training, and vocational training should be prioritized. Through multi-level and

multi-stage training, the professional literacy of counselors should be enhanced, so that counselors can better understand their own work characteristics and improve their professional literacy. Thirdly, from the perspective of competence, innovation in student counselor training can focus on enhancing the learning resilience of medical students, specialized guidance and training, and current affairs hotspots. It can strengthen counselors' understanding of relevant psychology and law, and ensure the steady progress of various counseling work through comprehensive analysis of psychology, management studies, and humanities literacy. Fourthly, in the training of counselors, the assessment plan should be optimized, and the effectiveness of training work should be maximized through the combination of training records and summary projects for trainees (Wang, Lin, & Ma, 2019).

4.3 Innovate the Performance Evaluation Methods for College Counselors

In the construction of the team of college counselors, performance evaluation methods can be implemented based on the functions of counselors, effectively improving their competitiveness and enhancing their professional literacy. In the current work of college student supervisors, competency content should be taken as the core, innovation in assessment methods should be achieved, counselors should be guided to gradually adapt to their own work, and the professional literacy of counselors should be comprehensively improved. Under normal circumstances, in the improvement of counselor assessment methods, the following should be achieved: firstly, based on the improvement of academic resilience of medical students, in the assessment of college counselors, on the one hand, it should actively develop the learning resilience of medical students and enhance their learning ability; On the other hand, to enhance the emotional management ability of medical students, cultivate positive emotional regulation strategies, enhance their subjective well-being, strive to become their life mentors and close friends as the core, and quantify indicators such as happiness assessment. Secondly, in the assessment of college student counselors, the goal should be to enhance the learning resilience of medical students, guide counselors to learn problem-solving oriented thinking and response methods, innovate work methods, enhance their professional literacy, continuously improve students' learning resilience level, not lose learning confidence due to setbacks, be brave in trying and challenging, and actively analyze and solve problems. We can establish a two-level assessment team for counselors at both school and department levels to ensure the steady progress of various tutoring work and demonstrate the service function literacy of counselors through the organization and improvement of various learning resilience assessments. Thirdly, combining different competency assessment indicators, in the reform of performance assessment methods for college counselors, the evaluation indicators for counselors should be quantified to effectively enhance their competency. Fourthly, in the assessment of counselors, excellent, qualified, and unqualified assessment standards should be set, and differentiated grade evaluation plans should be set based on the work characteristics of different counselors to enhance the overall value of counselor assessment. Fifthly, considering the characteristics of the competency model, universities need to establish a specific performance evaluation system in the assessment of counselors, and the specific evaluation results are shown in Figure 1. Sixth, in the

comprehensive ability assessment of counselors, a questionnaire survey activity should also be constructed based on their professional attitude, personal knowledge and skills, and personal charm, in order to objectively evaluate their work and better stimulate the enthusiasm of counselors' work (Liu & Guo, 2019).

4.4 Measures for Coordinating the Salary Management of College Counselors

In the improvement of professional literacy of college counselors, innovation in performance evaluation methods can be targeted at the work characteristics of counselors, stimulate their initiative and enthusiasm, and fully meet the core needs of college counselors in talent cultivation. Under normal circumstances, in the improvement of salary management methods for college counselors, the following should be achieved: firstly, combined with the competency salary management system, through the cultivation of high-quality and high potential talents, to create personalized development space for counselors, in order to better enhance their competitive awareness and gradually enhance their own value in their work. Secondly, in the salary management of counselors, based on the improvement of learning resilience, universities can regularly hire psychological counseling and employment guidance personnel for psychological training, attach importance to the development of medical students' psychological resilience level, and shape their good psychological qualities. By offering courses on mental health education for college students, medical career planning guidance, and mentality shaping, counselors can enhance their understanding of psychological knowledge and stress resistance knowledge, providing reference for the improvement of the counseling team. Thirdly, in the salary management of counselors, guide students to "clarify what they want, what their interests are, and where their goals are", combine career promotion and other incentive measures, choose a career growth path that suits them, and lay the foundation for the professional development of college student counselors.

5. Conclusion

In the current construction of the college counselor team, building a competency model is the support, and improving the learning resilience of medical students is the focus. Through various methods of motivational learning, experience sharing, and group counseling, the direction for cultivating a positive and upward learning mindset of medical students is pointed out. The school provides various training platforms for counselors, conducts practical activities, and creates a good working environment to ensure their professional development. For college administrators, they should recognize the problems that affect the work of counselors, analyze the comprehensive factors such as unstable career development environment, lack of professional discipline support, and lack of autonomous teams, and combine the characteristics of competency models to integrate and innovate their work. And through a comprehensive analysis of counselor recruitment methods, counselor training methods, counselor performance evaluation methods, and counselor performance management methods, provide experience and guidance for medical students to enhance their learning resilience, improve their

learning ability, cultivate noble qualities, master positive emotion regulation strategies, and establish good interpersonal relationships. At the same time, it also creates a good learning environment for college counselors, improves their core competencies, and better plans their career development direction, fully meeting the needs of college counselor team construction.

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