

Research on the Construction of College Psychological Counselors' Team from the Perspective of In-depth Management

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Abstract. College psychological counselors are an important part of the team of college counselors. They play a key role in the ideological and political work and mental health education of college students. With the development of the times, China's mental health work mode has been transformed from a problematic mode to a developmental mode. Under such circumstances, how to build a stable team of psychological counselors and promote the development of college students' physical and mental health is particularly important. Based on the perspective of in-depth management, this paper discusses the definition, importance, status quo and ways of related concepts of college psychological counselors.

1. The concepts of in-depth management and college psychological counselors

1.1 The concept of college psychological counselors

Psychological counselors use their professional knowledge and skills to provide students with the assistance and services that they need to help them correctly understand themselves and accept themselves, establish life goals that are beneficial to individuals and society based on their own conditions, improve their psychological functions, give full play to their potential, and better adapt to learning, work and interpersonal relationships. The role orientation of college psychological counselors and full-time college counselors is vague. The counselors in this paper are concurrently appointed by the college counselors who have relevant professional knowledge. They mainly engage in mental health education, have a deep understanding of students' psychological needs, deal with relevant psychological problems in time, and improve the mental health level of college students.

1.2 The concept of in-depth management

On the basis of in-depth and dynamic understanding of students' situation, in accordance with the needs of students' growth and development, the in-depth counseling is a process of using scientific knowledge and skills to give targeted counseling to students and help them solve problems in thought, learning and life. On the basis of the current level of work, in-depth management provides more in-depth, meticulous and standardized management of students' internal needs, timely and effective guidance to students and helps them solve problems. In-depth management is an important way to promote the meticulous and professional work of ideological and political education for college students, and it is also an important goal for the development of ideological and political education for college students.

Faced with the psychological health needs of college students and the lack of psychology teachers in colleges and universities, most colleges and universities use class teachers and counselors to double as psychological counselors to alleviate the problem. In-depth management is the need of college psychological counselors' management work, the need to strengthen student service, to enhance students' ideological and political education, and to improve students' mental

health.

2. The importance of the construction of college psychological counselors

2.1 The components of professional construction of counselors' team

"Guidance Program for Mental Health Education of College Students" (Educational Party No. 41, 2018) points out that the education system should further improve the mental health service system for college students and improve the professional level of mental health education and counseling services. Every college should set up a mental health education and counseling center, which is equipped with psychological counseling and counseling according to the ratio of teachers to students of no less than 1:4000. At present, college students begin to have post-2000s generation. They are individualized, autonomous and diversified, and their independence, innovation and criticality are significantly enhanced. Counselors are the backbone of the ideological and political education of college students. They are also the organizers, the implementers and the instructors of the daily ideological and political education and management of college students. However, the teacher-student ratio of mental health education team construction is seriously insufficient. The counselors of the secondary colleges act as psychological counselors to help alleviate the shortage of psychologists and students, and also help to promote the professionalization and professionalization of the counselors.

2.2 The core strength of mental health education

WHO (2001) stipulates that mental health can be regarded not only as no mental illness, but also as a state of happiness in which everyone can realize their potentialities, can cope with normal life pressure, and effectively engage in work and contribute to society. With the development of the new era, China's mental health work model has been transformed from a problematic mode to a developmental mode. The mental health education mode in colleges and universities has changed from helping people to educating people. Now it is based on "developing mental health education, preventing the occurrence of psychological problems and improving the mental health of college students". Now it is based on "developing mental health education, preventing the occurrence of psychological problems and improving the mental health of college students". This requires the depth of the mental health work of college counselors, that is, based on the comprehensive understanding and mastery of the students' situation, according to the laws of education and the needs of the growth and development of college students, using scientific theories and methods, we can provide in-depth help and guidance to students' problems in political, ideological, academic, emotional, developmental and psychological aspects. Therefore, psychological counselors are the core strength of mental health education work. They can promote the development of college students' physical and mental health and prevent problems from occurring.

2.3 The inevitable way of mental health education work

In order to thoroughly implement the spirit of the National Ideological and Political Conference, colleges and universities are strengthening the work of mental health, establishing a three-level college students' mental health education network, five systems of college students' psychological crisis intervention and college students' mental health education curriculum system. Strengthening mental health education is an important part of the talent training system in colleges and universities, an important content of ideological and political work in colleges and universities, and an important means to improve the psychological quality of college students and promote the harmonious development of their physical and mental health. Therefore, the professionalization of college counselors is conducive to the implementation of college mental health work, to the enhancement of the pertinence and effectiveness of ideological and political education work, and to the development of college students' mental health work.

College psychological counselors are the inevitable outcome of the professional and professional construction of counselors. They are not only an important part of the construction of

college counselors' team and the basis of ideological and political education in colleges and universities, but also the core strength of mental health education in colleges and universities and the inevitable way to improve the development of college students' mental health.

3. The current status of college psychological counselors

They play a crucial role in the growth of college students. The important role, as a psychological counselor is conducive to the implementation of the work, can go deep into the students, understand the students' mental state and psychological state. Because the counselor's work content is complex and diverse, the team of psychological counselors has the following problems.

3.1 Work contents are not targeted

The selection process is too simple. There is no standard process, and the direct appointment system may result in the fact that one really wants to engage in psychological counseling, but the position goes to someone who doesn't want to take it. The work contents are complicated. The psychological counselors of colleges are not only responsible for mental health education, but also take students' ideological and political education, daily affairs management, class construction, class style, professional development planning, employment guidance, campus culture , various sudden changes, the work of the counseling and other work into account. The works of the psychological counselors are constantly increasing and complicated. If the leadership does not pay attention to other reasons, it will lead to its furnishings, which is not conducive to the stability of the team of psychological counselors.

3.2 Work methods are not deep

Although the scope and role of the counselors have been clarified, college counselors do not have professional knowledge, And there are fewer related trainings in the later period. Their training on prevention and crisis intervention methods is almost blank. And there are few opportunities of continuing education for them. The students' mental health status is unclear and not deep enough. The identifications of some psychological problems are not accurate. In the face of improper handling of the crisis, it may lead to the status that psychological counselors have low professional identity and burnout. At present, the psychological counseling methods in college are simple, and they only play the role of linking up and down. They just deliver the notification in time, collect the reported materials, and do not contribute to the professional development and professional construction of the psychological counselors.

4. Ways to build teams of psychological counselors in colleges and universities

In-depth management is a comparative, ideological and continuous management. On the basis of the current work level, it requires deeper and more meticulous and standardized management. It emphasizes that the management of psychological counselors should not only be "fine" but also should be "deep". Because the depth determines the height, if there is no depth, then no matter how careful you are, it is just a simple completion.

Based on in-depth management, building stable teams of psychological counselors is the basic work of college management. It is an important part of college counselors' teams, the core part of college mental health education, and an important guarantee for the development of college students' mental health. The in-depth management of psychological counselors is strengthened mainly through four ways: changing concepts, selecting and hiring processes, defining responsibilities and training contents.

4.1 Changes of ideas should be deeply positioned

Counselors themselves have to change their minds. Only when they are engaged in their favorite professions can they feel professional satisfaction and happiness. Even if they encounter difficulties, they will still be happy to find solutions, overcome difficulties and promote the stability of career

development. Therefore, counselors must abandon those negative ideas first. For example, chatting with students all day long may hurt their feelings, or not dealing with problem students. Psychological counselors should love psychology out of their souls. They should love dealing with all kinds of students, improving their knowledge and self-cultivation, affecting students with a sound personality charm. Only if they do their job with inner love can they have a passion and experience the joy of the gift of roses. Psychological counselors ensure the indispensable strength of the sustainable development of college students' ideological and political development and mental health. All departments, managers and psychological counselors of colleges and universities should change their minds and fully realize the importance of being a psychological counselor.

4.2 The selection process should be deeply regulated

We should attach great importance to the professional construction of the psychological counselors' teams. First of all, in the process of selecting and hiring, it is necessary to strictly follow the relevant document requirements. And we should form the role, position, selection, management, assessment of psychological counselors' team effectively. The practice focuses on the overall planning of the teams of mental health and the development of a deep and standardized counseling mechanism for psychological counselors. The secondary colleges should be based on teacher-student ratio or should have at least one full-time psychological counselor. Before selecting a psychological counselor, it is necessary to formulate clear principles, strict conditions and standardized selection procedures, etc., to avoid subjectivity, and try to do as much as possible during the selection process. In the process of selecting and hiring, we will try our best to be open and transparent, compete fairly, and finally choose the preferred hire.

4.3 Clarity of responsibilities should be deeply meticulous

We should clear the job responsibilities and work contents of the psychological counselors. The more specific the division is, the more detailed the division of labor is, the more timely the students' psychological states can be grasped. In this way, we can have a deeper understanding of the students' internal needs, grasp students' psychological status, correct and guide the abnormal psychological states in time, and shorten the psychological distance between teachers and students. We should actively provide students with better mental health education and strive to create a harmonious campus environment for their growth. We should improve the professional development of psychological counselors, so as to improve the ideological and political education and psychological quality of college students. For example, psychological counselors not only give notice, but also are propagandists, organizers and instructors of mental health activities in secondary colleges. They organize related lectures; group counseling and sitcom activities to timely publicize the basic knowledge of mental health and promote the mental health development of college students.

4.4 Training contents should be deeply feasible

Most psychological counselors do not have relevant professional backgrounds. Through relevant training, psychological counselors can master certain knowledge or skills quickly, which will promote psychological counselors' own professional cultivation and development, improve their work efficiency and promote college students' psychological and health development. And the forms of training are diverse. First of all, pre-job training is the main content of training which contains general education. It should be systemic. For example, psychological counselors should master the basic knowledge of psychology, consulting knowledge, knowledge related to college students' mental health. Secondly, daily training which focuses on the skills of psychological counselors, identifying mental problems, psychological crisis identification and psychological counseling practical skills. The richer the skills and experience of counselors, the easier it is to deal with various students' situations. Lastly, special training, with new knowledge, skills or latest research related to work as its content, carries out relevant training in the form of special topics, so that psychological counselors can keep up with the development of society and students in a timely manner, and promote the professionalization of the team.

The forms and methods of in-depth management are appropriate and constantly improved, aiming at fulfilling the task, pursuing the effectiveness and innovation of the work, focusing on execution, and possessing the spirit of innovation and professionalism. It is not only helpful to ensure the stability of college counselors, promote the professional development of counselors, but also conducive to the healthy development of college students.

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