

# Research on the Psychological Adjustment Skills of College Counselors from the Perspective of Positive Psychology

Taking the Investigation of the Counselors of Tianfu College of SWUFE as an Example\*

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**Abstract**—College counselors are the implementers of ideological and political education for college students in China. Their mental health is directly related to the effectiveness of the ideological and political education goals of college students, which puts forward a higher demand for the counselors' psychological health and their adjustment. Adjusting the psychological quality of college counselors from the perspective of positive psychology can enhance the affinity and pertinence of ideological and political education in colleges and universities.

**Keywords**—positive psychology; college counselors; psychological pressure; adjustment skills

## I. INTRODUCTION

The quality of ideological and political education in colleges and universities is reflected in the positive development trend of young college students' ideological concepts, value orientation, psychological quality and spiritual outlook. In the ideological and political education work of colleges and universities, General Secretary Xi Jinping pointed out at the National Conference on Ideological and Political Work in Colleges and Universities that it is necessary to "change with events, change with times, change with circumstances", and persist in realizing the whole process of educating people and educating people in all directions." [1] This puts higher requirements on the ideological and political education practitioners, instructors, guides and counselors in colleges and universities. They should have the good psychological quality, and learn the academic society psychological adjustment to promote the

students' and the individual's common growth. Therefore, paying attention to the mental health status of college counselors has far-reaching influence and significance on the smooth development of college students' mental health education in the new era.

## II. ANALYSIS OF THE PSYCHOLOGICAL PRESSURE OF COUNSELORS IN IDEOLOGICAL AND POLITICAL EDUCATION IN COLLEGES AND UNIVERSITIES AND COUNTERMEASURES

### A. Survey of the Basic Situation

In order to understand the psychological status quo of college counselors and the countermeasures they have when faced with stress, the investigation, analysis and research were conducted with the counselors of the Tianfu College of SWUFE. The survey participants were full-time counselors. A total of 26 questionnaires were distributed and a total of 26 valid questionnaires were collected, the effective recovery rate was 100%. The questionnaire included different contents from life, study, psychology, education systems and so on. Among the effective samples, the proportion of women in college counselors is 95%, and the proportion of men is 5%. The age distribution is 3.85% for 21-25 years old, 46.15% for 26-30 years old, 31-35 years old takes 42.31%, and it accounts for 7.6% over 35 years old. Counselors who work for 1 to 2 years account for 26.92%, counselors who work for 3 to 5 years account for 38.46%, and counselors who work for 6-10 years account for 26.92% and counselors for more than 10 years. The staff accounted for 7.69%. Among them, the proportion of counselors with first-year students accounted for 15.38%, the number of counselors with sophomores accounted for 11.54%, the counselors with third-grade students accounted for 30.77%, and the counselors with multi-year students accounted for 42.31%. The education level of the counselors who participated in the questionnaire survey was all master degree, including 3.85% of the deputy senior titles, 61.54% of the intermediate titles, 3.85% of the junior titles, and 30.77% of the no titles. The unmarried counselors accounted for 38.46%, and married counselors accounted for 61.54%.

\*Funds: Sichuan Provincial Department of Education College Ideological and Political Work Team Training and Training Center (Southwest Jiaotong University) Ideological and Political Education Research Project (Special for College Counselors), Project No.:CJSFZ18-10.

Results of the Research on the Education and Teaching Reform Project of Tianfu College of Southwestern University of Finance and Economics in 2018, "Study on the Improvement of Mental Health Quality of Applied Undergraduate College Students", Project No.: TFC2018YB05.

### *B. Status Quo of Psychological Stress of College Ideological and Political Education Counselors*

According to the survey data, 26.92% of the counselors think that the pressure is particularly large, 61.54% of the counselors generally feel the pressure is relatively large, 11.54% of the counselors think that there is a little pressure. No one thinks that there is no pressure. At present, there is no one is very satisfied with the status quo of the work, the satisfaction rate is 3.85%, the basic satisfaction rate is 42.31%, and the dissatisfied rate is 53.85%. In fact, 80.77% of the counselors chose this career in the hope of engaging in teaching and educating and making contributions to the educational cause. At present, 73.08% of the counselors believe that they have realized a part of the desire to choose this work, and only 11.54% of them basically achieved their job aspirations. If there is a chance for re-select, 61.54% said they were thinking about changing jobs. It indicates that counselors can realize part of their self-value in their current work, but their sense of value and sense of identity are low, their career development prospects are unclear, and even appears job burnout.

### *C. The Current Situation of College Ideological and Political Education Counselors Coping with Psychological Pressure*

In the face of stress, a good ability to cope with stress can also reflect the psychological quality of the counselor. According to the survey data, 7.69% of the counselors believe that they have strong ability to cope with work stress, 23.08% of the counselors think they have strong ability in this area, and 65.38% of the counselors think their coping ability is within the normal range, 3.85% think that their coping ability is not strong. In terms of stress coping style, when there is high pressure, 50% of the counselors will positively analyze the problems encountered and take effective measures to solve the problem. 69.23% of counselors choose leisure activities to divert their attention and relieve their stress. 46.15% of counselors choose sleep to release pressure, most counselors can basically cope, which means they have a good psychological need to cope with stress and maintain a positive attitude. Although proper pressure is necessary, sometimes due to excessive pressure, it will produce some bad emotions, which need timely and correct drainage. There is still development space for improvement in improving counselors' coping styles and coping skills.

## III. THE ANALYSIS OF PSYCHOLOGICAL STRESSORS OF COLLEGE IDEOLOGICAL AND POLITICAL EDUCATION COUNSELORS

The source of stress is diversified. In order to better analyze the psychological pressure of counselors, according to the survey data, it is found that the psychological pressure of college ideological and political education counselors is mainly weak in the ability of students to deal with emergencies, and the sense of value and identity of the profession is relatively low. There are many reasons for the difference between the self-quality and the need to meet the needs of the work.

### *A. Pressure Arising from the Handling of School Student Emergencies*

According to the data survey, 92.31% of the counselors' stressors are mainly the handling of student emergencies. Due to the particularity, extensiveness and complexity of the counselor's work object, the counselor's duty is to educate and guide the college students' thoughts and behaviors, and the thoughts and behaviors of adult college students with independent thinking are not easy to be understood and mastered which causes great pressure to the counselors. Bad behaviors, school-weariness, learning difficulties, and psychological problems among college students are all problems that counselors must face and solve, which causes certain psychological pressure. [2] Counselors must always be alert and face all kinds of problems that may appear stable and safe. They are in a state of high alertness almost all day, and they can prepare for the first time to rush to the scene and coordinate the command work at the same time. In the event of an emergency, it is necessary to be able to grasp the key personnel and key nodes, effectively control the development of the situation, coordinate the incident with the relevant departments to respond quickly, and screen effective information; They should also grasp the context of the event through communication and analysis and put forward a preliminary treatment plan, closely contact the relevant personnel, tracking the effect of the event; as well as grasp the impact of events through the Internet, individual conversations and other channels; it's necessary to be able to conduct collective and individual psychological counseling after direct command processing. [3] The counselor has been in a state of nervous emergency for a long time, which inevitably leads to physical and mental exhaustion and psychological stress.

### *B. The Pressure Stemming from the Low Sense of Professional Value and Sense of Identity*

College counselors are both educators and managers. From the perspective of the trend of career development, they must also become the navigation people of life development, the guides of learning talents, the counselors of mental health, the protectors of student rights, and the teaching and research, it's necessary for the counselors to bear the person and assume the role of the server. The contradiction between the high demands of the counselors and the social status, work intensity, economic income and professional prestige of the counselors in the real work is likely to cause psychological conflicts and psychological imbalances. [4] According to the survey data, 42.31% of counselors believe that "parents and society are too high expectations for counselors" and 46.15% of counselors believe that "their work is not recognized and respected", which has a great impact on their psychological stress. Factors such as "family work cannot be considered at the same time", "worrying about children's education or work", and "leader's expectations and heavy responsibilities" also have a certain impact on the psychological pressure of college counselors.

### C. *The Pressure Arising from the Big Difference Between the Self-quality and the Degree that Work Needs to Be Met*

Because in the selection of counselors, the requirements for their quality and ability are higher, so the counselor's requirements for themselves will be higher too, and 23.08% of the counselors believe that "the gap between their own quality and the degree of meeting the needs of their work" has a greater impact on the psychological stress. The development prospects of college counselors are not clear. 38.46% of the counselors feel that their development prospects are bleak, and they gradually lose interest in the work itself. 53.85% of the counselors think that "the conditions are high and difficult when assessing title". 46.15% of the counselors considered that "it is difficult in promotion of professional title", and both of these issues have a great impact on the psychological pressure of college counselors. "High requirements for scientific research" also have a certain impact on the psychological pressure of counselors.

## IV. COLLEGE COUNSELORS' PSYCHOLOGICAL STRESS ADJUSTMENT SKILLS STRATEGIES UNDER THE BACKGROUND OF POSITIVE PSYCHOLOGY

The term Positive Psychology first appeared in the appendix "Towards a Positive Psychology" in *Motivation and Personality* published by Maslow, AH. [5] Positive psychology pays attention to the development of human potential and the virtues of people, makes people live happier. It can also make people form positive emotions, and bravely face various difficulties and frustrations. The counselors can take psychological adjustment with the concept of positive psychology. Psychological adjustment is a self-feedback, self-control, self-regulation for adapting to the environment, self-protection and avoiding psychological damage. It can be divided into general psychological adjustment and adaptive psychological adjustment. General psychological adjustment refers to the cultivation and exercise of psychological quality, including the overcoming of psychological weaknesses, the control of emotions, the temperament, the shaping and cultivation of personality, and so on. Responsive psychological adjustment refers to psychological adjustments that are carried out in the face of huge misfortunes, setbacks or sudden emergencies. It includes psychological frustration, sense of loss, loss of self-control, timely self-feedback, self-adjustment and adaptation [6]. The psychological pressure of counselors is a reality. The key is to have reasonable mechanisms and methods to adjust. It's necessary to use positive psychology for psychological adjustment, and enhancing psychological adaptability and adaptability is one of the ways for counselors to maintain and shape self-mental health and obtain subjective well-being. College counselors have positive psychological qualities in order to rationally and peacefully face the complex and varied student work, and promote the harmonious development of physical and mental health and work progress.

### A. *Constructing Counselors' Positive and Healthy Mental and Physical Cognition*

According to the survey, about the question "What do you think the school should do best in order to better help college counselors' work?" 65.38% of the counselors chose to "creating conditions and improving the quality of the counselors", and 73.08% of the counselors chose "providing the environment and reducing the pressure on the counselors", and 30.77% of the counselors chose "strengthening the effective management of counselors in a scientific and standardized way". 38.46% of the counselors chose "it's necessary to really put it into practice to motivate counselors to work". In combination with the source of stress, according to the practical needs of counselors, it is necessary to construct positive and healthy physical and mental cognition with the concept of positive psychology. On the one hand, it is necessary to explore the root causes of problems, and on the other hand, it is also important to obtain positive experiences from the problems themselves. Counselors must work hard to find the connection between psychological stress and positive experience, so as to gain a sense of their own mind and body. With positive physical and mental cognition, counselors can rediscover the joy of working in the student's work.

### B. *Actively Strengthening the Social Identity and the Sense of Value of Counselors*

According to the survey, about the question "Do you think that the school is concerned about the counselor's work stress?" 50% of the counselors think that "The school does not pay attention to it, and has never considered the counselor work pressure question", 46.15% of the counselors think "generally, schools recognize the existence of problems but have no measures to solve them." College counselors are the main backbone of ideological and political education. They should have positive optimism and hard work and enthusiasm. However, many counselors feel exhausted and frustrated, lack of enthusiasm in work, low subjective well-being, and strong sense of job burnout, and lose the pursuit of work, life and happiness. Positive psychology can cultivate positive emotions, arouse positive creativity, and encourage people to find the value and meaning of work. The professional value of counselors lies in their social responsibility, obligation and mission as a moral education worker. They realize their professional value and life meaning in the process of thinking, moral training and life communication with students. [7] The realization of this meaning and value requires both the individual to find and excavate in the work, the positive emotion can activate the positive behavior of the individual and gain the driving force of internal driving, and social support system is also needed to better consolidate the identity of counselors. Colleges should carry out school counseling, career planning, and the ability to deal with emergencies and psychological counseling and other professional training to improve professional force. At the same time, a scientific and effective performance evaluation system and incentive mechanism should be formed to create conditions for counselors, it's necessary to improve the quality of counselors, care for and support counselors' life and

psychological needs, reduce the occurrence of psychological problems, and enable them to find a sense of professional identity, value and sense of belonging.

### C. Actively Constructing the Interpersonal Behavior Pattern of Counselors

According to the survey, about the question "What main problem do you think is the counselors are currently experiencing in their actual work?" 100% of the counselors think that "the work content is too many and too complicated to quantify", and 53.85% of the counselors believe that "the working time is difficult to fix," 50% of counselors believe that "the work is not understood and supported by students". Due to the infinite phenomenon of the work of the students in charge of the counselors, the objects of the work are characterized by complexity, and the working state is overloaded all the year round, and the phenomenon of burnout is increasing. In order to adapt this kind of work mentality and behavioral model, constructing positive interpersonal relationship is a very necessary adjustment method. Positive interpersonal relationship can help them get positive energy and obtain subjective happiness. Constructing the positive interpersonal relationship of counselors in work and life is also an effective form of social system support. Counselors are associated with various departments of the school in actual work, and the working status presents a kind of "big package". The phenomenon is not only a thought leader but also a psychological facilitator. It is both a "logistics" in life and a "defender" of safe work, and so on. With a positive interpersonal view as the core, counselors use it to build a wider interpersonal relationship, treat others with a positive attitude, learn to cooperate with others, enhance interpersonal relationships among colleagues, and gain strong support and cooperation from relevant departments. In the interpersonal relationship between teachers and students, teachers should obey the following rules: students-oriented, thinking for students, thinking about what students need, growing together with students with the enthusiasm of the working attitude and their own personality charm, being the mentor of students. This will help students identify with teachers, enhance friendship between teachers and students, and build positive relationships between teachers and students. Counselors have positive relationships that can promote their own mental health, also play a variety of roles in groups, and cope well with stress and frustration at work.

## V. CONCLUSION

By investigating the actual situation of the mental health status of college counselors, it is found that the cultivation of mental health education for college students is inseparable from a healthy, positive and optimistic team of counselors. College counselors should be good at using the knowledge and methods of positive psychology to do self-adjust, enhancing their psychological adaptability, and promoting the harmonious development of their own psychology and student work. College counseling plays a leading role in the cultivation of college students' mental health literacy, which helps to improve the overall work level of ideological and

political education. It also makes college counselors more clearly understand to follow the law of ideological and political work, follow the law of teaching and educating, follow the law of student growth. It's necessary to constantly improve work ability and level, improve the affinity and pertinence of ideological and political education, and meet the needs and expectations of student growth and development.

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