

COUNSELOR'S "PROFESSIONAL" DEVELOPMENT MUST JUMP OUT OF THE "SINGULARIZATION" THINKING TRAP

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Abstract:-

The subjective limitation of the counselor's work content to the "singularization" of one or several jobs in the name of "professionalization" has become a thinking trap that hinders the team of college counselors from correctly understanding the core meaning of "professionalization", which is not conducive to the real "professional" development of counselors. To this end, we must seek the actual content according to the name, so that the name and the reality are consistent and understand the meaning of "professionalization"; trace back the roots and make it clear where "professionalization" comes from; hold high the banner and clear the direction, understanding where "professionalization" goes. The understanding and practice of the "professional" development of counselors should return to common sense and responsibility, so that counselors can never forget their original intention and better carry out their mission.

Keywords:-*Counselor; professionalization; singularization*

In 2005, the Ministry of Education's "Opinions on Strengthening the Construction of Counselor Group in Colleges and Universities" (Teaching and Social Affairs [2005] No. 2) proposed to encourage and support a group of backbones to work as counselors for a long time, towards the target of "professionalization and expertization".

From 2006 to 2013, "2006-2010 General College Counselor Training Program" (Office of Education, Ideology and Politics [2006] No. 2) and "2013-2017 General College Counselor Training Plan" (Teaching Party [2013] No. 9) clearly proposed to promote the "professionalization, professionalism and sustainable development" of counselors.

In December 2016, the National College Ideological and Political Work Conference was held, and the professionalization of counselors gained tremendous space for development.

With the development of professionalization gradually moving into the fast lane, counselors' awareness of "speed-up and upgrading" has been significantly enhanced, and they are eager to become irreplaceable professionals of Ideological and political education for college students. This kind of professional consciousness greatly promotes counselors' professional self-confidence and action consciousness, and inevitably leads to some counselors' anxiety about the status quo of "7 + 2, working day and night".

"Doing forms every day, when can I be a real counselor?" "Counselors should deal with ideological and political work. How can everyday odd jobs make me become professional?"

Sounds like this are endless. Actually, these daily tasks are unavoidable for counselors. In such a realistic situation, we cannot help but ask, what is the professionalization of counselors? Where does it come from and where does it go?

1. Seeking the actual content according to the name: To understand the meaning of "professionalization"

"Professionalization" refers to the process in which an ordinary professional group gradually conforms to professional standards, creates a specialized occupation, and obtains corresponding professional status within a certain period of time. It can be seen that the core of professionalization lies in the professional.

It should be noted that "professional" does not mean "single", and "professionalization" does not mean "singularization". Here, "singularization" means that some people subjectively limit the content of counselors' work to one or several jobs in the name of "professionalization." The most representative point is that the counselors' job responsibilities are only ideological and theoretical education and value leadership. Other daily affairs management work is superfluous and is not useful for the professional development of counselors.

This singular thinking has obvious seductiveness. It believes that the counselors only need to handle ideological work, as if to give the counselors "freedom" from the basic work.

However, its more prominent feature lies in its typical one-sidedness. It is true that ideological work is the core and soul of counselors' work. All work needs to focus on ideological work. Stress and effect should be reflected in Ideological work, but the importance of other work should not be ignored.

Whether it is the "Professional Competency Standards for College Counselors (Provisional)" or the "Regulations for the Construction of Counselor Group for Ordinary Colleges and Universities" (Ministry of Education Order No. 43), the nine major job duties of counselors are clearly explained, which is a responsibility system with ideological work as the command and all kinds of work interacting with each other.

It is inevitable that the professionalization of counselors must focus on one or several tasks and prevent other related tasks from falling into "singularization" thinking trap mentioned above, subjectively separating the multi-dimensional connection between professionalization and the nine responsibilities and inevitably leading counselors to the wrong direction on the way to true professionalization.

2. Tracing back to the source: To know where "professionalization" comes from

Throughout all walks of life, all those who achieve professional development are basically made up of the most basic and direct work. Truly professional managers generally do not manage only at the beginning, but will go deep into the grassroots level in the primary stage of their careers and understand all aspects of their work. Otherwise, it will be easy to get into "empty talk". A truly professional college teacher will not only give lectures and attend classes when he first came to the position. He/she also needs to constantly receive training and inspect and learn from others, and bring new experience to students.

Similarly, it is impossible for counselors to specialize in only a part of the basic work. Counselors do a lot of work, and I feel the same. But you should know that heart-to-heart talk can only help you to become a professional consultant, while theoretical preaching can only help you grow into a professional preacher, but you can never become a professional counselor.

So, where does the professionalization of counselors come from? In fact, the answer has been quite clear. Only sparing no effort in the process of becoming an all-round talent, can the professionalization of counselors come to fruition by constantly discarding the dross and selecting the essential, eliminating the false and retaining the true, finding the regularity and commonality of the basic work, and reaching the highest level of familiarity, knowing by analogy and drawing inferences from one another. There is no doubt that this process is very challenging and durable, which makes professional development very precious.

3. Hold high the banner and clear the direction: To understand where "professionalization" goes

"What exactly did the counselor coach?" This question truly reflects the current career confusion of college counselors, expresses the high concern and expectation for the professionalization of counselors, and also makes us rethink, what is the purpose and direction of the professionalization of counselors?

From the perspective of the construction of counselor group, "professionalism, professionalization, and expertization" are the focus of the majority of counselors. Therefore, the direction of professionalization is expertization. Expertization means that the counselor selects a certain field to carry out in-depth study after achieving professionalization, and becomes an expert in the field. This can be said to be a "post-professionalization" or "advanced professionalization". Therefore, there should be a more fundamental direction for the professionalization of counselors.

General Secretary Xi pointed out at the National Conference on Ideological and Political Work in Colleges and Universities that ideological and political work is foundation of a human being, and must focus on students, take care of them and serve them. This argument fundamentally answers the question of where the counselor's professionalization goes ^[1].

The fundamental direction of the professionalization of counselors is to cultivate people by virtue, that is, to "continuously improve students' ideological level, political consciousness, moral quality and cultural accomplishment in their daily work, so that students can become both morally competent and comprehensive talents ^[2]. Otherwise, professionalization is the water of no source, and it will be useless.

Singularization thinking denies the interrelationship of counselors' responsibilities, denying that basic work is the premise and carrier of ideological work, and actually weakens the fundamental relationship between professionalization and student growth, simply equating them with pure spiritual guidance such as heart-to-heart conversation and theoretical propaganda.

In short, in the face of the singularization thinking trap, the counselors should know how to return to common sense, return to their own responsibilities, know what to do, what is the meaning of the professional development of the counselors, and where the counselors' professionalization comes and goes so as to jump out of the trap.

References:

[1] [2] Xi Jinping emphasized at the National Conference on Ideological and Political Work in Colleges and Universities: Putting ideological and political work through the whole process of education and teaching, and creating a new situation in the development of higher education in China [N]. People's Daily, 2016-12-09