Study on Individualized Cultivation of College Students Based on Career Planning

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Abstract

The individualized cultivation of college students has a strong correlation with the career planning. Personalization is the logical starting point of career planning. There are some problems existing in current individualized cultivation, such as unreasonable curriculum, obsolete teaching management methods, and monotonic evaluation mechanisms, which restrict the development of college students' personalities. Therefore, it is better for universities’ leaders to adopt individualized education concepts, recruit and train professional teachers. Meanwhile, they should try to change the assessment system, and reform teaching management to achieve the goal of individualized cultivation of college students.

Keywords: career planning; college students; individualized cultivation

With the attention of the whole society to the quality education, the problem of individualized cultivation of college students has also been paid more attention by more and more educators, which has gradually become the basic pursuit of educational practice. But at present, there are some problems in the individualized

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training of college students, which affect the implementation of the individualized training of college students. The important task currently is to explore the individualized training mode of college students to meet the needs of the new period according to the requirements of the talents and the characteristics of the development of the students.

Starting with the career planning of college students, this paper discusses the relationship between career planning and the individualized training of college students, and the mode of individualized cultivation of college students. It is to strengthen the career planning of college students, improve the quality of college students, promote the overall development of college students, and cultivate more and better talents for society. It is very important to promote social progress.

1. CAREER PLANNING AND INDIVIDUALIZED CULTIVATION

It is an effective way for college students to plan their career on the basis of their own interests, hobbies, abilities, strengths and environmental factors, combining their knowledge structure and professional expertise. The different growing environment, life experience, hobbies and abilities of each person make suitable industry and field different, which results the personalized career planning. Therefore, it can be said that the career planning of college students varies from person to person. It is closely combined with the personality characteristics that is the logical starting point for the career planning of college students.

Personality different from others is the unique personality and psychological characteristics of everyone which in the perspective of education refers to the unique whole of the individual, on the basis of certain physical and psychological characteristics of a individual under certain social and historical conditions, through social practice activities in the aspects of body and mind, intellect, attitude and behavior. Of the individualized cultivation ,it means respecting the characteristics of the students, teaching students in accordance with their aptitude, fully mobilizing the enthusiasm and initiative of the students, and realizing the all-round and full development of every student.

The foundation of career planning lies in the full understanding of personal characteristics such as interest, ability and specialty, and designing a career planning scheme and goal suitable for it. The individualized cultivation of college students is the foundation of achieving the goal of career planning through individualized education. The close combination of college students' education and future career development can guarantee the pertinence and effectiveness of the cultivation, mobilizing the initiative and creativity of the students, playing an important role in the students’ success in the future.
2. PROBLEMS IN INDIVIDUALIZED CULTIVATION OF COLLEGE STUDENTS

With the rapid development of higher education and social economy, the cultivation of college students has gradually become the goal and the direction of higher education. However, there are still many problems in the current individualized cultivation of college students in China, which restricts the development of college students' personality.

(1) Exam-oriented education with a dominant position

Over years, examination oriented education has been playing a leading role in higher education. Exam-oriented education puts students' intellectual factors first, which emphasizes the theory, knowledge and scores but ignores practice, abilities and qualities of students, which makes students with "high scores and low ability". They usually only know how to pass exams, because they do not have good ability to analyze, judge and innovate. So they can’t adapt to the development requirements of the current society. Under the educational system dominated by exam-oriented education, the differences between students' individual qualities, interests and abilities, the development of students' diversity and the cultivation of students' ability in all aspects are all neglected, which means the students' personality have been curbed for it can’t be fully understood and respected.

(2) Irrational major structure setting

The irrational setting of majors is a fatal weakness in the training of talents in China’s colleges. Many professional settings in China's colleges and universities copy the former Soviet Union. It emphasizes the cultivation of closed talents skilled in one aspect, which think highly of the training of professional education and underestimate systematic and integrated specialty structure, leading to the little consideration of students' personal specialty and interest. The result is that the individualized cultivation of college students is affected seriously by too narrow subject setting and specialty setting.

(3) Outdated teaching management mode

The traditional teaching way is mainly classroom teaching. It adopts "indoctrination" mode, which pays attention to teachers' teaching but ignores students' subjectivity. It pays attention to a uniform teaching but ignores the Personalization education for students. It attaches importance to teachers' dependence and blind obedience but despises the cultivation of students' innovative thinking. Under this mode of teaching management, college students have become the standard "mold" production that has no characteristics, innovation or autonomy, which is difficult to adapt to the needs of the current society.
(4) Single assessment and evaluation mechanism

At present, colleges and universities mainly evaluate their students through examination results, and those with excellent test scores are regarded as top students, those with poor test scores are regarded as poor students. The examination mainly discovers the students' theoretical knowledge and ignores the students' ability of social needs such as innovation ability and practical ability. Moreover, this single evaluation mechanism based on scores ignores the individual characteristics and inner needs of each student. Neither can it fully stimulate the students' potential, nor can it promote the development of the students' personality. The result is that it is difficult to cultivate innovative talents to meet the needs of the society.

3. THE WAY OF INDIVIDUALIZED CULTIVATION OF UNIVERSITY STUDENTS

It is the trend of higher education to develop college students' personality and to stimulate their creativity. In order to cultivate high-quality innovative talents and adapt to the development trend of higher education in the future, colleges and universities should do this as follows.

(1) Changing the concept of talent cultivation and establishing a personalized education concept

Just as an old philosophy saying "there are no two identical leaves in the world" goes, there are no two identical people in the world. Each student has his own characteristics and personalities, which are also the source of creativity. It is very necessary for universities to establish the individualized educational concept, and infiltrate it into the heart of the educational administrators, teachers and students. College leaders should establish the "student-centered" management concept, respect students, understand students, care for students, and take the improvement of students quality as the core. They also should respect individuality and encourage a good atmosphere of innovation of universities. At the same time, they should strongly encourage individualized training by policy making and resource support. When servicing students, management personnel must face up to differences in students' personalities and prevent the way of "one size fits all", take the improvement of students' abilities as the primary goal of the management, fully consider how to develop students' abilities to the fullest extent, fully play students' personality and fully respect each student's ability and creativity.

In the teaching process, teachers should change the teaching style in which "I say and you just listen "with heuristic teaching method, which fully play students' enthusiasm and initiative. Besides, they should encourage students to question boldly, inspire
students’ interests and create a good atmosphere that respects personality and encourages innovation. As for students, they need change the passively accepted learning model in the past to creative learning, constantly try new things, improve their ability to ask questions and solve problems, explore their potential, seek opportunities to train themselves and develop their individuality when learning.

(2) Strengthening the construction of teachers and improving the overall quality of teachers

Teachers are the foundation of higher education. Chen Zhili once pointed out that “only teachers with high-quality can effectively promote the quality of students. Only teachers with innovative spirit and consciousness can carry out heuristic education for students and cultivate their creativity. Only teachers with deep understanding of the latest achievements in the development of the new and high technology can stand at the height of the new technological revolution and encourage students to explore bravely. Only teachers with rich knowledge can teach students how to learn and how to solve problems.” Therefore, we should firstly establish a team of teachers who respect students’ individuality and have innovative consciousness in order to implement individualized cultivation for college students.

Because the current university teachers are lack of personalized education quality, colleges and universities should strengthen the construction of teaching staff and lay the foundation for students' individualized training. First of all, to adapt to the needs of the situation, teachers with innovative consciousness and innovative ability from home and abroad should provide guidance for students' individualized cultivation. Secondly, we should strengthen the existing teachers' personality consciousness through various ways and improve their innovative ability, So that they can adapt to the new situation and new requirements of quality education, constantly improve their knowledge structure and teaching methods, find the students' abilities and develop their students' abilities in time. Thirdly, improve the personal charisma of teachers and promote the cultivation of students' individuality. Teachers give students not only knowledge, but also their own views and personality. A teacher with personality charm is sure to influence students' personal growth when he communicates with students. Therefore, colleges and universities should make measures to improve teachers' self-cultivation constantly, influence students with the strength of teachers’ personality and knowledge, and promote the individualized cultivation of students. Finally, we should establish a mechanism to enhance teachers' assessment of the effectiveness of students' individualized training. In the guidance of teachers' education, supervision and evaluation, it should be added to evaluate teachers' achievements in the cultivation of students' personality to render teachers paying attention to the cultivation of the students' personality and creativity.
Reforming the backward teaching management model and realizing the diversification of teaching management methods

In order to meet the needs of individualized training, universities should reform the backward teaching management model and regard "wide-caliber, thick-foundation, strong-ability, and heavy-innovation" as the orientation of talent training, combining theory with practice, centralization with democracy and commonness with personality.

Firstly, we need to reform the traditional and backward teaching model. At present, the teaching mode of "Teacher centered" in Colleges and universities can't stimulate the students' creative consciousness, and inhibits the growth of innovative talents because of ignoring the initiative and creativity of the students and repressing the students' personality. In order to carry out the individualized education, the traditional "teacher centered" teaching mode should be replaced by a new model of "student centered" autonomous learning. In the whole teaching process, the students are in the main position while the teachers are in the dominant position. The teachers should teach students in accordance with their aptitude and carry on the elicitation teaching. The students should play their initiative, analyze the problems actively, solve the problems and improve their ability under the guidance of the teachers. In this way, the students' initiative, enthusiasm and creativity can be fully played. It is also helpful when we develop students' excellent personality, potential and innovation ability.

Secondly, a full credit system must be implemented. The complete credit system is a kind of teaching management system that can better develop the students' personality. Students can choose the content and form of their own learning independently. The choice of learning content is to allow students to choose majors, courses and teachers within a certain range. The choice of learning progress is that students can choose the progress of their study according to their own personal conditions. They are no longer restricted by the school year. As long as the credits are completed, they will be able to graduate normally. The implementation of the full credit system considers the characteristics of all types of students, fully respects the student's dominant position, effectively mobilizes the enthusiasm of students' learning and promotes the development of students' personality.

Finally, we must gradually implement the tutorial system. Tutor is the instructor to guide the students in various aspects and to promote the coordinated development of the students' ability. Tutors can enable students to have a subtle influence on their ideology and personality by their own personality charm. They can make students clear the direction of development through specific guidance. They can help students improve their practical ability and innovation by guiding students to participate in practical activities. In this way, students' individuality is fully utilized.
(4) Changing the single assessment system and establishing a diversified evaluation system

An educational evaluation mechanism which emphasizes professional achievements, the final result in the evaluation mode and teachers' evaluation has been formed for a long time. Many things have been ignored such as students' comprehensive quality, the progress process, self-evaluation, subjectivity, diversity and personality. Therefore, we must change this single assessment system and establish a diversified evaluation system.

First of all, as for the evaluation of content, we should coordinate the students' professional knowledge with their ability instead of focusing on knowledge evaluation. The moral character, knowledge and skill, physical and mental quality, practical ability and innovative spirit should be included in the evaluation in order to achieve a comprehensive assessment of students. Secondly, as for the subject of evaluation, we should invite all members including students, teachers and relevant management units to participate and pay attention to the self-evaluation and mutual evaluation of the students to ensure the results of the evaluation are more comprehensive and objective. Thirdly, as for the evaluation index, we should formulate a scientific and reasonable index system which considers the proportion and weight of various indicators, and attach importance to the unification of standardization and individuation. Finally, as for the evaluation method, we should pay attention to the organic combination of various methods which combine the examination, investigation, interview and practice to evaluate the students. We can meet the needs of students' individualized development and cultivate more talents for the society by this way.

(5) Carrying out campus cultural activities and building a personalized development platform

By carrying out rich campus cultural activities and building a multi-level activity platform, we can stimulate students' interest, excavate students' abilities, cultivate students' ability, and provide a broad space and stage for the development of students' personality, which is an effective carrier for promoting the individualized development of college students.

Therefore, we should strive to enhance students' innovative spirit and practical ability by vigorously developing university students' scientific and technological innovation activities, such as academic lectures and salons, subject competitions and scientific research projects. We should build up a growth support platform, improve the students' physical and mental quality, and promote the growth of students by carrying out "career navigation", "development training", "psychological drama" and other activities. We should build up a platform for quality development by organizing all kinds of practical activities and volunteer service activities to enhance students' ability.
We should cultivate students' self-management and self-service consciousness by encouraging students to form self-governing organizations such as student associations. We should guide students to individualize design and promote students' individualized growth by carrying out activities such as entrepreneurship plan competition, career planning competition and so on.

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