

Research on the Collective Interventional Analysis of Collective Learned Helplessness

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Abstract: This paper takes the sense of learned helplessness of college students as the research perspective, takes the collective learned helplessness of college students as the research object, defines the collective learned helplessness of college students, analyzes the reasons, clarifies the harm, and discusses the intervention and prevention strategies of the collective learned helplessness of college students.

1. Introduction

Learned helplessness refers to the special negative psychological state of the organism in emotion, cognition and behavior, which is caused by the adverse psychological experience after experiencing many failures and setbacks (learning). Collective learned helplessness is refers to the collective repeatedly through obstacles and failures, a bad group formed in collective psychological state, characterized by a negative, passive group atmosphere and powerlessness, the members of the collective felt powerless to change, the problems of dissatisfaction with the status quo is content with the status quo, collective confidence is low, the action is poor, lack of the solution and confidence. Its specific performance is: the class atmosphere is negative, loose and neglect, lack of cohesion; poor class style and study style, members lack of enthusiasm for collective activities, difficult to carry out, or low effectiveness; poor collective concept, poor interpersonal relationship among members, many complaints, dissatisfaction with reality but satisfied with the status quo for collective problems, they tend to avoid or give up, unwilling to try or try to change; members of the collective feel scattered, passive, lack of passion, class problems feel powerless, helpless. With the further development of society and reform and opening up, college students are facing more complex and diverse social environment and problems in the process of growth, which puts forward higher requirements for college students' psychological quality. College students' psychological quality education is an important part of college quality education and plays a key role in promoting students' all-round development. Therefore, the effect of psychological quality education on the healthy growth of college students cannot be ignored. As the 21st century enters the era of knowledge economy, the competition for talents becomes fiercer, and the demand for talents is no longer limited to the amount of "knowledge". Daring to take risks, good at competition, good at cooperation and rich in creativity are the basic requirements for talents in the 21st century, and these qualities are all closely related to good psychological quality. Good psychological quality is the precondition for college students to study, live, find jobs, participate in competition and achieve success. A student who is emotionally unstable, weak-willed, weird, tense in interpersonal relationship and unable to have a correct understanding of him cannot adapt to the intense campus life and fierce social competition. All achievements and wealth begin with healthy psychology, which is difficult to succeed, especially in the era of knowledge economy.

Carrying out psychological quality education is not only to help college students solve problems in study and life, improve interpersonal relations, improve self-knowledge, but also to lay the foundation for their personality development, so that they have a sound personality, healthy emotions and good adaptability. Psychological quality is the foundation of talent quality; college students without good psychological quality will not be able to complete their studies, not to bear

the responsibility of future construction of the motherland. Psychological quality has a direct impact on the overall quality of college students, related to the university can complete the moral, intellectual, physical and aesthetic aspects of the overall development of the socialist cause builders and successors this fundamental task, related to the future of the Chinese nation.

2. Analysis on the cause of college students' collective learned helplessness

The competition environment is becoming more and more serious. This leads to the increasing psychological pressure of college students, class problems become more complicated. In this case, if there is a lack of a strong class, team members will gradually lose the enthusiasm to deal with and participate in the collective affairs after experiencing setbacks.

College students' multiple values and evaluation system make it difficult to reach a unified opinion on the emergence and solution of class collective problems. This objectively increases the difficulty of solving collective problems, and it is easy to generate collective frustration. This kind of negative stimulating learning makes members generally feel powerless to solve class problems. Therefore, the collective negative mental state is gradually formed.

Due to the diversity of individual physical and mental characteristics, individual cohesion and collective sense in a team, if there is no strong leadership or the lack of team culture construction, collective negative psychology will be generated, and the lack of enthusiasm for collective things and solutions to problems.

Attribution bias for collective events. Team events of complex variable, which requires members have good cooperate and good collective consciousness, if for collective transaction failure and frustration experience not correct attribution methods and ideas, will lead to blame each other, mutual responsibility between members, later must carry on the collective activity will have the shadow of failure, members do not wish to participate in collective affairs, with the passage of time, everyone thought the collective problem difficult to handle, or that simply can't handle. From the produce time, after the first semester freshman year novelty subsides, the various factors affecting the development of class gradually highlights, such as environmental factors, personality traits, learning pressure, concerns the future, international relations, social impact, etc., may produce all sorts of problems, which requires a strong class committee to organize and unite all forces to solve various problems in development. If the lack of a good team culture and improve the system of rules or strong class committee leadership, there is no effective to all kinds of problems in the solution, over time, everyone is lack of the main sex, lack of cooperation and creative spirit, is not only see the problem, but repeatedly tried and lost, eventually everyone think that there is no way to solve these problems, slowly get used to the collective atmosphere, the class didn't work hard, don't want to, do not try to solve, this is typical of the collective sense of learned helplessness.

3. The harm of college students' collective learned helplessness

College students collective learned helplessness with occult and infectious, it is not easy to be individual and managers find and value, but it has a great influence on class, must be attached great importance to, if not scientific intervention, will enter a vicious cycle, not only is very unfavorable to class construction and development, is not conducive to the growth of college students' individual and physical and mental health, is not conducive to the implementation of cultural quality education and political ideological education. The main hazards are:

It is not conducive to the development and implementation of ideological and political work. If the collective learned helplessness occurs, the enthusiasm and effect of college students' participation in ideological and political work will be greatly reduced.

Influence class spirit, study, final influence school spirit. Learned helplessness in the collective, the individual of the collective sense of honor, positive mood, motivation and confidence to overcome the difficulty would gradually decreasing low, low self-efficacy of collective, collective centrifugal force is greater than the cohesion, class lack of angry, if there are more and more collective class of learned helplessness, will affect the whole school spirit.

It is not good for college students to grow and develop various skills. Collective learned helplessness will produce a negative class atmosphere, the whole class atmosphere is the important influence factors of college students' learning, life and growth, the individual in the bad environment interaction, individual promote and significantly reduce the individual incentive phenomenon, college students' physical and mental development lacks the power of the collective, can affect college students' sense of belonging and a sense of security, this mentality can affect college students' negative treat school, don't want to learn various skills, and even affect the employment ability and the ability to adapt to society.

Not conducive to the long-term development of the school, affect the effect of education and learning. The infectivity of class collective acquired helplessness will soon involve other classes, the transmission of negative ethos from class to class and from department to department, and the negative collective consciousness and unwillingness to face real problems, which will easily lead to the overall decline of school spirit and teaching effect.

4. The intervention system of college students' collective learned helplessness

4.1 The intervention results of college students' collective

The intervention results of college students' collective learned helplessness are multi-sided, multi-level and multi-factors, which should constitute an intervention target system, including : (1) eliminate the sense of collective learned helplessness in class and establish a positive class culture; (2) overcome the collective inferiority complex and passive-aggressive behavior as a habit, and form a good style of class, study and school; (3) correct the collective cognition, emotion and behavioral deviation of college students, and shape their sunny mentality.

4.2 Intervention principle

The principle of subjectivity is always to adhere to the main principle of the university students as the main body, the intervention should be combined with the physical and mental characteristics of university students, in line with the requirements of the scientific development concept, the use of psychology and pedagogy methods, reflect the status of university students as the main body.

The principle of development: collective learned helplessness is generated in classes and groups of college students. It is an obstacle in the development of classes. Intervention is carried out around the theme of college students' study, life, growth and employment development.

The traditional class management mainly focuses on and solves the individual problems, and believes that solving the special individual problems can make the whole collective normal. This traditional concept is easy to ignore the collective learned helplessness. In fact, collective learned helplessness is a common phenomenon in college students' classes and classes, and it has direct or indirect effects on classes, individuals and schools. Therefore, the intervention of college students' collective learned helplessness focuses not on individuals but on the whole group. To take the class as a whole, establish the overall values, honor concept, ideological beliefs and goals and ideals, so as to solve the collective learned helplessness.

Autonomy principle of humanistic psychology think that people have the desire of self-realization and self-development and potential, and college students, in the period of rapid development in the process of our development is easy to cause problems, but its plasticity, since the main force, so the phenomenon of collective learned helplessness intervention must make full use of the potential college students themselves, with a positive, active and incentive model and method to inspire and guide them, let them change in the experience, the increase in experience.

4.3 Intervention methods

Team culture building team is a collective with goals and a common action program. Team culture construction includes the establishment of collective organization, institutionalization and standardization operation system, clear target system and implementation plan. Team culture construction method can not only effectively prevent the emergence of collective learned

helplessness, but also eliminate the basic method of collective learned helplessness.

Diathesis developing training also called experiential learning, is popular in colleges and universities in the recent ten years, the enterprise and the MBA education is an important training method, its characteristic is using the principle of psychology, in the form of psychological games, through the environment creation and team training, make each member involved, personally experience, enjoy the extreme points, sublimation transfer, so as to establish a positive team culture, to enhance team cohesion, self-confidence and interpersonal communication ability, form a dynamic team and execution. Quality development training can solve a series of problems such as the lack of collective self-confidence, poor mutual assistance and cooperation ability, poor executive ability, low cohesion, low sense of collective honor, etc., which are also the main crux of collective learned helplessness. This method, with its novel and lively form, rich and colorful content, and the form of teamwork, is favored by college students. It is an effective method of college students' ideological and political work, as well as an important embodiment of the innovation of college students' ideological and political work method.

Individual psychological intervention for individual students with obvious psychological problems, the class cannot be regarded as a burden, cannot be regarded as the object of discrimination and ridicule, otherwise the class or impossible harmonious development. For those students who are introverted and do not fit in, have learning difficulties, anxiety and depression or other psychological problems, we can adopt individual psychological counseling methods, apply cognitive and behavioral therapy, change unreasonable cognition, strengthen communication, and let them feel the warmth of the class. According to individual characteristics, the design method enables them to improve their ability and enhance their self-confidence. Through the quality development training of the team and individual psychological intervention, this part of the students can well integrate into the team. As an important member of the collective, it lays a solid foundation for the team to truly get rid of the sense of learned helplessness.

5. Conclusion

Mental overload has now become a problem that employees and managers must face. These burdens come mainly from three aspects, one is the working pressure is too big, teaching is a complex project, it has the attention of a continuous process, working time love you, inside and outside the employees always are in a psychological state of tension, such a situation, for a person, is like has been set in a shackle of heavy and helpless; Second, due to the particularity of working hours, the bad mood caused by work pressure and anxiety will sometimes affect the family life. There is also a burden from society. Social expectations of employees is too high, the requirement is high, more than the average person to bear ability, employee's ordinary people have also been some rights restriction, largely outweighed the staff education responsibility, coupled with the education system, education management, plus staff itself, fickleness in employees' job burnout has become inevitable. We must admit that if we want to cultivate students with mental health, we must have employees with mental health.

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