Abstract. Personal growth and education has always been a social concern. How to recognize the relationship between teaching and learning in the training process is of great significance. Firstly, we look at the imbalance, diversity and stages of individual growth from different perspectives, and describe them in the form of intuitive curves. This paper analyses several possible phenomena in individual education, expounds the impact of inadequate understanding in the process of education, and finally gives reasonable suggestions to avoid such problems and phenomena.

1. Introduction

"The strength of the country is due to people, and the success of talents comes from learning", we must adhere to the dialectical unity and closely combine the law of teaching and educating people, the law of students' growth and the law of Ideological and political work. The report of the Nineteenth National Congress points out that "A country prospers when its youth prospers, the country is strong when its youth is strong ". The development and strength of our country and the improvement of people's living standards are inseparable from the spirit of struggling for young people from generation to generation. After more than 20 years of family planning changes, the younger generation generally has fewer sisters. Parents pay close attention to their children and even regard them as the focus of the whole family. But compared with the past, it should be easy to cultivate talents with better conditions and more investment. But there are still not a few young people who are excellent in the primary and secondary school stage, but not in the university. There are also Nite and old-age gnawing phenomena fostered by families [1] and so on. However, although quality education has been promoted for many years, some scholars have fully explained its overall goal [2], [3]. Some scholars put forward the core literacy in quality education [4]. However, to achieve this goal in reality, parents, schools and society are still required to participate, and easy-to-operate details are needed. How to train teenagers to be useful and contributive to society and how to train a batch of high-quality talents has always been a problem that the society attaches great importance to [5]. There are intelligence factors and non-intelligence factors [6], including innate genes and acquired acquisition factors [7], and the innate individual's initiative growth has less controllable factors [8]. To solve these problems in the process of talent growth, first of all, we should correctly understand the characteristics of the process of personal growth. Failure to correctly understand these characteristics will lead to corresponding problems. This paper proceeds from this aspect.

2. Individual growth characteristics

In the process of human growth, there will be some characteristics. We should recognize and grasp these characteristics, find out the main problems, seek the Countermeasures for improvement, and provide the premise and basis for solving the problems.
2.1 Difference

There are many differences between people, showing some differences. Everyone's growth has a certain relationship with age. With the passage of time, that is, the increase of age, people can acquire knowledge from society and enhance their ability by contacting nature. However, the time required to acquire the ability due to the influence of internal and external factors is different from the height that can be reached. The curve \(a\) shown in Fig. 1 represents the growth of students with quick abilities in one aspect, while the curve \(e\) represents the trajectory of persons with poor abilities on the contrary; the curve \(c\) represents the average growth curve of ordinary people; the curve \(b\) and \(d\) represent the objects with faster, slower and faster in the early stage, and slower, respectively, in the later stage. Growth trajectory. The imbalance can reflect three aspects of students' different abilities in the same field, different comprehensive abilities and different growth processes.

2.2 Diversity

Makarenko said, "It would be incredibly careless to ignore the diversity of human beings and put the task of education in a sentence that is applicable to everyone." Everyone can be divided into the same kinds of abilities: intelligence, knowledge level, self-care, handling affairs, survival and quality. It not only affects people's life, but also develops to a higher level, where these capabilities are not balanced. Each person's ability development is a different curve with others, owing to their interests, hobbies, environment and innate abilities, which lead to different imbalances in all aspects of personal ability. As shown in Fig.2, where different ladder represent different abilities, and different gap represents the imbalance of individual's different abilities.

2.3 Stage

There are different levels of individual education, according to the age of education, from pre-school, primary school, middle school to university, and reflect the stage (refer with: Fig. 3), with its own development characteristics. Each kind of ability has a process of occurrence, development and decline. As shown in Fig. 4, several kinds of knowledge abilities change with age. Students at each stage have relatively easy to accept knowledge and ability to achieve, miss this period may take more time and energy to achieve.
2.4 Time limitation
Apart from the influence of individual intrinsic characteristics on the growth curve, everyone's growth will be affected by the political, economic and documentary conditions of the society at that time. People's ethical value and understanding of things are constantly changing. Individual cognition is deeply influenced by culture, philosophy and science and technology. After all, human beings have been progressing, and future generations must have a deeper understanding than us in many aspects. Time limitation are embodied in the influence of the environment on the process of talent growth, which will affect the concrete manifestation of imbalance, diversity and stages.

3. The Negative Effects of Incomplete Understanding of Individual Growth Characteristics

3.1 Ignoring Differences
If the educator neglects the individual differences of the students, he will use a standard to measure their abilities. He cannot see that the students have differences in certain abilities and cannot teach students in accordance with their aptitude. For the students with poor ability, it may cause the students to fail to keep up with the progress in the learning process; on the contrary, for the students with strong ability, the potential cannot be tapped out.

3.2 Ignoring diversity
If the individual diversity of students is neglected, and students’ specialties cannot be developed, in result, it cannot give full play to strengths and circumvent weaknesses, interest and hobbies and learning professional combination, so that students can grow up with the greatest momentum and the fastest way.

3.3 Neglecting the Stage
Each student has its own characteristics in different periods, and each stage has its own period of shaping people. Missing out on this period may require a greater cost to make up for it. In addition, there are different management modes and living environment in primary, middle and university, ignoring the stage of training, students may have many psychological maladjustment. Teachers should pay attention to the fact that there may be many maladjustments among students in the new period, meanwhile, help students prepare for their new study and life.

3.4 Ignoring the limitations of the times
Students have a certain historical background in the whole growth stage and shoulder different historical missions. Due to the limitations of the times, some ideas are too old to match the characteristics of this period and cannot meet the needs of the times. In contemporary education, educators should pay attention to the Time limitation and bring forth the new from the old.

4. Talent Training
Education workers and knowledge of the students in the learning process, the diversity of objects, difference, periodic and the limitations of The Times, and grasp the process of personal growth to grasp the whole, overall and comprehensive characteristics of "three full" education, helps to solve in the process of personal growth characteristics advantageous to solve problems in the process of personnel training, improve the quality and efficiency of training talents.
At present by the scale of the educatee, there are two types include personalized education and group education. Individualized education aims at the individual characteristics and the future development trend. Some scholars believe that individualized education is the deepening of quality education [9]. Social development needs all kinds of talents, even the same kind of talents, or the same class of students can be divided into excellent, good, medium and poor grades (refer with: Fig.5), and there should be differences in teaching methods.

However, due to the large population and limited educational resources, personalized education cannot be fully promoted, and can only be carried out in a few well-off families. More people are receiving popular education, and in the future for a long time, the public has always occupied an important and universal position.

Personalized education can aim at individuals, tap their potential, and train them according to their characteristics and stages. But the cost of individualized education is too high to popularize. Popular education is easy to popularize and can save a part of resources, but it cannot give consideration to personality.

In today's mass dominated class, it is impossible to change the problem of large classrooms and insufficient teachers. What angle should we solve the problem of personality?

1) If the popularization of personality is to be carried out, only when choosing students, try to find the differences between individuals as small as possible, and personality differences as small as possible. Therefore, schools should pay attention to the nature of personality level in enrollment and reduce the gap in the source of students.

2) Classroom hierarchical teaching, education for middle-level students, for excellent students put forward higher requirements, for poor students to provide pre-school and post-school counseling.

3) In the division of classes, we try to put the excellent students together and divide the classes into different levels.

4) Students should do a good job of psychological transformation and counseling between enrollment and graduation, and can be equipped with tutors throughout the course if conditions permit. The tutors have students of different grades and play the role of assistant and guide.

5) The criteria for excellent and poor students should be changed with the times to meet the current domestic and international situation and the needs of the times.

5. Summary

To sum up, recognizing the differences, diversity, stages and Time limitation of individual growth can avoid or reduce the problems in the process of education, which is of positive significance for the cultivation of talents. Especially in today's in-depth reform of education system, mass education can take into account the characteristics of individual growth by reducing the differences of students’ sources, fully developing individual professional expertise, and taking care of the differences of superior, middle and inferior grades in the process of teaching. It’s try hard to find a solution for educators to discover problems in teaching and learning in time, recognize problems and characteristics in education, correctly deal with problems in education, and actively explore
teaching means and educational methods.

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