

# Research on Career Identity and Career Development of College PE Teachers

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**Abstract**—This paper discusses the basis of the research on the career identity of college PE teachers from the perspective of education, analyzes the source of career identity of college PE teachers, and finally come to the conclusion that the personal characteristics of teachers are the decisive factors affecting teachers' career identity. Besides, external factors such as society and educational environment also have a more important impact on teachers' career identity. Based on all this, this paper puts forward countermeasures for the improvement of the career identity of college PE teachers.

**Keywords**—PE Teacher; Career Identity, Career Development

## I. INTRODUCTION

In recent years, with the rapid development of education in China, the issues of professionalization and professionalization of teachers have received attention and attention. At the same time, however, due to the increase in social life pressure, changes in the working environment and the unclear perception of the purpose of the work, many people have a lower sense of identity with the profession, which also affects their work efficiency. Under this circumstance, how to improve the career identity of physical education teachers, improve teachers' work attitude and job satisfaction, and give full play to the enthusiasm of physical education teachers has become one of the concerns of academic circles, and it is also urgently needed in the current teaching reform process. solved problem. From the current research, the concept of "career identity" has attracted the attention of the academic community. From a psychological point of view, career identity refers to a process, also refers to a state, expressed as the individual's desire and likeness to maintain a profession, the enthusiasm and strong sense of commitment to a profession. VI research on teacher career identity shows that teaching methods, career development and attitudes towards education have an important impact on teachers' career identity. VI career identity affects the final effect of educational activities through specific behaviors in individual teaching work. VI has related research shows that teachers with lower professional occupational qualifications are more likely to have lower job satisfaction and feel greater work pressure, while positive recognition of teacher profession can help teachers overcome dissatisfaction with poor working conditions. VI According to recent surveys on the teaching situation of physical education teachers in colleges and universities in Sichuan Province, some physical education teachers have exposed problems such as weak teacher skills, delayed career development, and shifting the

individual's professional focus to other part-time jobs. Whether these issues are related to career identify and job satisfaction is an issue that needs to be discussed in this article. In the research, the author defines the career identify of college teachers as: the teacher has a positive working attitude towards the occupation he is engaged in, a reasonable and sound job perception and a positive emotional experience, which is manifested from the recognition of ideology and the likes of teachers. Higher willingness to engage in the education industry.

## II. THE BASIS OF THE RESEARCH ON THE CAREER IDENTITY OF COLLEGE PHYSICAL EDUCATION TEACHERS

Instrumental rationality is to confirm the usefulness of tools and means through practical means, so as to pursue the maximum effect of things and to achieve certain utilitarian services. As one of the main subjects of teaching, teachers have been concealed in the advocacy of the main body of students with the promotion of subjective teaching for a long period of time. The school regards the overall development of students as the sole goal. Cultivating quality strives for social reputation, but the status of teachers and the development of teachers have not received corresponding attention. To a certain extent, teachers are the resources, means and tools to achieve these goals, and the tendency of teachers to "tools" alienation has emerged. At the same time, in the career development of teachers or after-service education, the teacher group strategy is adopted to emphasize the external professional level of the teacher group. The career development of teachers adopts a top-down model. According to the needs of the development of the school, the higher-level departments provide teachers with courses that they think contribute to the career development of teachers or improve their teaching ability. This is a kind of peripheral. Behavior, in order to adapt to external needs and accept on-the-job training, teachers' own development needs to be rarely considered, and lack of teacher's own subject participation, teachers are only recipients of post-employment education and passive performers, without independent planning and design The right to specialize in the development of the road. As the main body of career development and cultivation, teachers are "objectified" and are in a passive position. This is a direct reflection of teachers' professional tool rationality. This instrumentalization and objectification lead to multiple alienation of teachers from the profession, which directly leads to the powerlessness of teachers' career identify. The teacher's career is not only in preaching, teaching, and confusing, but

also in using the teacher's own knowledge, wisdom, personality, and ethics to influence and shape people; not only in dedication and sacrifice, but also in the dedication to open the student's mind and gain Professional happiness, the value of life in the sacrifice. With the gradual advancement of quality education and the continuous deepening of college physical education curriculum reform, physical education teachers are the concrete implementers of the reform of college physical education curriculum and the implementation of the new concept of physical education. They are the promoters of youth physical fitness and directly affect college sports. The success or failure of curriculum reform. Therefore, it surpasses the passive negative state of the "tools" of physical education teachers in colleges and universities, and replaces the positive spirit of the subject, stimulates the inherent development aspirations and self-awareness of physical education teachers in colleges and universities, and allows them to experience the value and significance of individuals in teaching. A sense of career identify can protect the cause of physical education.

### III. SOURCE ANALYSIS OF COLLEGE PE TEACHERS' CAREER IDENTITY

The teacher's career identify is closely related to the individual's self-identity. It is the teacher's personal opinion and psychological feelings in the workplace. Therefore, the teacher's personal trait is the decisive factor of the teacher's career identify. Social factors and educational environment factors as external factors also have a more important impact on teachers' career identify. Personal traits include the personal character of the teacher, the motivation and goal of engaging in physical education, the emotional experience of the teacher's occupation, and the identification and evaluation of the individual's professional ability. People who are positive in personality, disobedient, and challenge themselves generally have strong self-confidence in their professional ability and teaching level, and have a strong and sustained enthusiasm and commitment to their work. In the early stage of professional identification, they hope to make students through their own efforts. Really benefit, teaching has been recognized and praised by everyone. In the development period of career identify, find your own advantages in the training of teaching or scientific research or professional teams, and make a solid result in a solid, continuous reflection and exploration of teaching, pay attention to the teaching process, enjoy teaching The happiness of the students and the teachers themselves. In the maturity period of career identify, the value and development goals of the profession have been precipitated and stabilized, and there are clear ideas. We begin to pay attention to the physical and mental impact of sports, and focus on cultivating students' awareness and habits of exercise. Find the best match with the combination of educational concepts. The teacher's career is regarded as a means of earning a living and the teacher of the iron rice bowl. The work does not seek resilience but seeks good. The professional status of the teacher's career identify is at the first level, passively accepting external requirements and norms. To the fun of teaching and learning, careers can't bring a sense of accomplishment and happiness. Partial respect needs teachers who need to be too strong in self-realization. When

there is an event in the teaching that is not in harmony with the perfect goal, psychological anxiety and professional alienation will occur, which will ultimately affect their career identify.

The three indicators of economic treatment, professional prestige and social rights, which measure the social status of teachers, also directly affect the career identify of college physical education teachers. First, the low overall status of teachers will lead to imbalances in the comparison between teachers and other industry personnel such as treatment, rights and prestige, so that the overall professional recognition of teachers is low. Second, college physical education teachers and other majors In the comparison of teachers' treatment and prestige, teachers can also influence the career identify of college PE teachers. Although the issue of education has always been highly valued by the state, investigations have confirmed that the status and prestige of teachers have been continuously improved, and the welfare of teachers has been significantly improved accordingly. However, with the rapid development of higher education, the continuous increase in the number of college students, and the embarrassment of college sports teachers and venue equipment, most college physical education teachers believe that the heavy workload is not proportional to income. Moreover, compared with other professional teachers, the prestige and social status of physical education teachers are still relatively low. The emphasis on college physical education and the level of financial investment is lower than that of other majors. It also makes it difficult for physical education teachers to have a high degree of professional recognition from other professional teachers.

The educational environment factors can be examined from three aspects: classroom level, school level and policy level. The factors from these three aspects also deeply influence the career identify of college physical education teachers. The classroom level refers to the teaching environment for implementing physical education courses, such as venues, equipment, students, and cooperation with other teachers. The school level refers to the importance of the school to physical education and the construction of the school sports culture atmosphere. The policy level refers to the national and local departments. Policies and programs, etc. The influence brought to teachers from the classroom level is the most direct, especially for new teachers, whether the teaching venues and equipment are sufficient, whether students cooperate and whether the learning interest is high, whether there are other teachers' help and support, etc. An important source of early occupational identity, but after entering the developmental period and maturity of career identify, these are not the issues that teachers are most concerned about. The school's emphasis on physical education and the campus sports culture atmosphere largely determine the individual teachers' perception of their career identify. Some literature believes that "school culture and leadership positive or negative perception are shaping (reshaping) teacher-to-teaching They play a key role in understanding, promoting or hindering their professional learning and development, and constructing (reconstructing) their career identify." When colleges do not match the actual orientation and value judgment of physical education, obedience will replace the teacher's original Some enthusiasm. Problems such

as excessive workload, insufficient investment in sports funds, and poor career development after employment will have a profound impact on the career identify of college PE teachers. At the policy level, such as college physical education curriculum reform programs, standards, and rules, etc., will affect the individual beliefs, thoughts, and actions of the teachers. These external systems can affect the career identify of physical education teachers more deeply and continuously, but it is difficult to reshape the teacher profession. The fundamental belief of identity. For example, the teaching philosophy of "lifelong sports" and "sunshine sports" advocated by college physical education teaching is suitable for teachers and students. However, due to lack of specific guidance and professional training, traditional sports and technology The influence of the main line teaching and evaluation system has been slow, and students still expressed that they like sports but do not like physical education. This kind of physical education has affected the confidence of responsible teachers to a certain extent.

#### IV. THE SIGNIFICANCE AND IMPACT OF CAREER IDENTITY ON THE CAREER DEVELOPMENT OF TEACHERS

Teacher profession is a special profession. It is not only about the future development of teachers themselves, but also has a long-term and irreversible impact on students' future. Therefore, it is especially necessary to construct a solid career identify. "The so-called "career identify" refers to a person who thinks that it is valuable, meaningful, and able to find fun from the profession he is engaged in. Only teachers who have a high degree of recognition for their profession can have a deep understanding of the profession of the teacher. Understanding, naturally has a deep feeling for his profession, and has high expectations for his work. In addition, because of his sense of competence in his professional skills, teachers will regard their career as a need for self-realization, thus It is very firm in its profession. Therefore, the career development of physical education teachers and career identify are interrelated and interactive, and actively paying attention to the career identify of physical education teachers, which is of great significance to the career development of physical education teachers.

The consciousness of teachers' self-career development is related to the level of teachers' career identify, and the number of developmental behaviors is related to the level of career identify. In recent years, with the development of China's economy, teachers' thinking has changed, and their sense of identity has changed. It takes a lot of teachers to work after a period of work, and they feel a certain pressure. Physical education teachers have simple minds and developed limbs. This has led to a decline in the social status of physical education teachers. In addition, the salary of physical education teachers is lower than that of other majors. Physical education teachers naturally feel uninterested in their careers. There is no enthusiasm for development, and there is no pursuit of career development, resulting in instability of the teaching staff. A small number of teachers have a certain interest in their careers because of their enthusiasm for their careers, and they are optimistic about their career development prospects. In view of the above, teachers' career identify has

an important influence on the development of the profession, which is reflected in the following aspects:

Physical education teachers are not satisfied with their careers. Due to the particularity of the work of physical education teachers in colleges and universities, it is necessary to practice class teaching and training, as well as theoretical and scientific research, resulting in great work intensity and high work pressure. In addition, if the social status and treatment are not high, the teacher The low awareness of career identify affects the development of physical education teachers. In addition, the low job satisfaction affects the enthusiasm and initiative of physical education teachers, which in turn affects the quality of physical education in schools and affects the further development of physical education teachers.

Physical education teachers lack expectations for career ideals and interests. The ideal is the direction of progress and the goal in the heart. The goal of life development is to establish through professional ideals, and ultimately through professional ideals. Russia's Tolstoy once said: "Ideology is the light of the road. Without ideals, there is no firm direction, there is no life." As a teacher, if there is no pursuit of career, only consider money and honor, once frustrated There will be suspicions about the profession of choice, and at the same time, the sense of career identify will be reduced. On the contrary, in real life, reality often contradicts professional ideals. Some people blame others for their work that is not in line with their professional ideals and do nothing. The root cause of these phenomena is that the practitioners do not correctly understand the relationship between career ideals and reality. At present, in today's society, due to the rapid economic development and the temptation of money, many college physical education teachers have changed their own professions. If teachers develop their careers as a career, they will naturally feel proud, even if they encounter difficulties. The difficulties will be solved in the face of difficulties, and we will do our best to do our job well, so as to continuously enhance our sense of identity in our profession. If teachers are not interested in their careers, they will lower their professional ideals and interests, which will affect their career development.

Physical education teachers' career identify is reduced. On the one hand, college physical education teachers are restricted by various management, on the other hand, they are impacted by the economic market. At present, traditional career identify feels severe challenges, contradictions between social expectations and reality, and other self-identification crisis. The crisis not only affects the satisfaction of teachers' work, but also the teachers feel tired of their own occupations, which in turn affects career development.



## V. SUGGESTIONS FOR THE STRENGTHENING OF THE CAREER IDENTITY OF COLLEGE PE TEACHERS

A single job with long-term fatigue is prone to negative reactions to career identify, but if you maintain an optimistic working attitude, you are good at experiencing the sense of accomplishment and happiness from the students' progress and happiness in the teaching, while constantly enriching their own content. To care for and care for students to inspire their work enthusiasm, to earn respect with a serious and pragmatic spirit and work, is the internal driving force for a high degree of career identify.

Young teachers should pay special attention to the performance of excellent teachers because they have a deep understanding of the profession of teachers, immature outlook on life and values, and relatively insufficient teaching experience, but they are full of enthusiasm and expectation from peers and students. Helping young teachers to establish reasonable self-expectations, enhance their psychological adaptability, and lead young teachers to experience the happiness they receive from teaching. Use positive physical education teachers to positively influence teaching, students, and occupations to influence and encourage young teachers. The development of sports in China and the improvement of the masses' awareness of sports have made the requirements of schools and students for college sports work correspondingly higher, and the mental burden of college physical education teachers has been increasing. However, the school's investment in physical education is low. The high workload makes many teachers overwhelmed. The physical education teachers pay a lot of effort and the effect is not significant, which affects the teachers' continued learning and physical and mental health. It is easy for the physical education teachers to produce occupations. Burnout. Increasing the investment in college physical education and reducing the mental burden of teachers is an effective way to improve the career identify of college PE teachers.

School administrators should pay attention to the development of different professions. School physical education is an important part of school education, and its role and contribution in cultivating the comprehensive and coordinated development of morality and intelligence is unquestionable. The improvement of the social status of physical education teachers in colleges and universities depends on the physical education teachers of colleges and universities to improve their professional level and enhance their own image through their own efforts. It also requires the high attention and support of school administrators, which requires the recognition and acceptance of society. Therefore, in order to make the sustainable development of physical education, college administrators must grasp the commonality while respecting the individual's development, so as to effectively promote the common development of various professions. Inspire the attitude and awareness of physical education teachers' self-career development. Promote the career development of physical education teachers in colleges and universities, and inspire the attitude and awareness of physical education teachers' self-career development. Because external factors always work through internal factors, it is an effective way to enhance the career identify of college PE

teachers to promote their career development. Establish good incentives to enhance the fun of work. In today's social and economic development, people's ideological concepts have undergone major changes. Not every college physical education teacher can have a successful experience. Therefore, many physical education teachers are prone to negative emotions and even feel burnout and produce a kind of mentality. Trouble and conflict. As a university to make the stable and sustainable development of the teaching staff, it is necessary to create a proper and relaxed environment for the physical education teachers, establish a reasonable incentive mechanism, and provide physical education teachers with various opportunities for experiential success in order to enhance the fun of college physical education teachers. Alleviate work pressure and promote career development.

## VI. CONCLUSIONS

Career identify is a psychological concept, which refers to the individual's perception of the goals, social values and other factors of the occupation, and the social consensus on the evaluation and expectations of the occupation, that is, the individual's occupational aspects of others or groups. The views and understandings are fully endorsed or recognized. Only when each teacher recognizes and likes his own career, can he feel the happiness of his career and life, and he can do a better job of his teacher. Whether it is possible to quickly improve teachers' career identify is related to whether China's education can develop healthily and harmoniously. Carrying out the study of teachers' career identify is of great significance to the career development of teachers. To this end, this paper makes a preliminary exploration of the impact of physical education teachers' career identify on career development, in order to provide reference for school administrators.

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