

Study on Core Competence of EQ for Young Cadets in Military Academy

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Abstract: Young cadets are an important source and new force for army construction. Our cadets need not only scientific and technological culture, military physical skills, professional skills and other qualities, but also high level of emotional intelligence. In recent years, we have set up emotional intelligence training courses for young students. We have studied and analyzed the main content of emotional intelligence core competence, and believe that the core supporting role is love and enthusiasm to military, which is a necessary basic quality and life background. What plays an important role in regulating is the ability of resistance to frustration, which is to temper oneself frequently, with high self-consciousness, persistent tenacity and rigorous self-control. It is that emotional management ability that should play an active role to achieve emotional linkage, to skillfully use expectation strategies, to cultivate good behavior habit, to cultivate awareness ability of emotional state, to use emotion language ability etc. What plays the role of lubrication and regulation is the ability of coordination and communication, that is, to treat people sincerely, to speak well, to learn to listen and to appreciate. What plays the role of understanding and communication is the ability of psychological compatibility, which means that people with different personalities can adapt to each other and achieve the effect of "Minds think alike" in transposition thinking, forming a joint force to contribute to the construction and development of the army.

A young cadet in a military academy is not just a college student receiving higher education but also a revolutionary serviceman in the new era. He is not only in a growing period but also in a period requiring him to be mature at an earlier date. Apart from improving his technological and cultural qualities, military affairs handling skills, physical skills, and professionalism, he is also expected to cultivate his emotional quotient (EQ) so as to be more composed in dealing with things, people and different environments. This paper analyzes core competence of EQ of young cadets in military academies from the perspective of emotional psychology, attempting to provide valuable references to gain a deeper understanding of EQ training.

1. Love and enthusiasm to military: a key to cultivation of core competence of eq

Love and enthusiasm to military is the linchpin to development of core competence of EQ. To young cadets in military academy, love and enthusiasm to military means devotion to military, but such devotion should be further upgraded into devotion towards the country, the people and socialism with Chinese characteristics. This is a due internal state of mind for a soldier and the highest realm of a soldier's EQ. Love and enthusiasm are reflected as eagerness, self-absorption, sincerity, ardor, generosity or sympathy, and attach great importance to remaining enthusiastic and active towards something. Carnegie, a master of marketing, once said, "Enthusiasm provides the original driving force for personality." In the article entitled Commemoration of Bethune, Mao Zedong points out, "Bethune's selfless and altruistic spirit is demonstrated as his utmost responsibility for work and his utmost responsibility for his comrades and the people." Therefore, love and enthusiasm to military is the soul to do every military work well and a strong power to

overcome all difficulties. It can keep a person sober-minded and equip the person with ever-lasting energy to fight at any time. This quality is also a state of consciousness that soldiers should maintain and can affect soldiers' thinking and state of mind. It can inspire soldiers to strive for their goals and influence others. Especially when suffering from setbacks and frustrations, soldiers can cheer themselves up to treat themselves and life passionately with their love and enthusiasm to military. Those enthusiastic about their work usually demonstrate a unique temperament and vigor. Driven by their ardor, they are no longer fed up with their work but spare no pains to realize their goals and write a splendid chapter to their life. With love and enthusiasm to military, soldiers will remain vigorous and full of fighting will. This is the cornerstone for invincibility of soldiers themselves and the whole military, and a spur for ceaseless pace to contribute to strengthening of military and realization of the "China Dream"—revitalization of the Chinese nation. All these are external reflections of EQ of young cadets in military academies and also basic qualities they must possess.

2. Ability of resistance to frustration: a regulator for cultivation of core competence of eq

Setbacks are one of the most important required courses for a person's life. As the saying goes, "Life is not a bed of roses." This means that a person will undergo various contradictions and problems throughout his life. Some outcomes might be far from a person's expectation. Then, disappointment, depression, frustration, indignation, anxiety, disgust, and other negative emotions and psychological states might appear to different degrees, which is quite a common phenomenon. As to young cadets in military academies, they should stick to the following points in the face of setbacks. **First, face up to setbacks.** When difficulties and misfortunes suddenly come, young cadets should not sign in despair or abandon themselves or blame everyone and everything but not themselves. Nor should they seek revenge for evil purposes and fight desperately. Instead, they should actively respond to setbacks, and make a change via emotional sublimation (Mean that, when a person suffers setbacks in achieving needs and objectives at a lower level, he should shift his attention to needs and objectives at a higher level.), behavioural compensation (Mean that, when a person encounters barriers to realize his needs and objectives in certain aspect, he should shift his attention to other activities.), positive attribution (Mean that constant improvement of a person's abilities can change the status quo.) and so on. **Second, correctly analyze setbacks and learn a lesson therefrom.** To correctly analyze setbacks relies on comprehensive observation, analysis and understanding of problems. Young cadets in military academies should make use of their acute observation, concentration, memorization, rich imagination and creative thinking to address negative emotions caused by setbacks, turn sorrow into power to move on, and find better approaches to solve the problems. **Third, strengthen willpower.** Facts have proved that those who can keep forging ahead despite of setbacks are those with a strong will. This is a striking characteristic of successful persons. The stronger a person's will is, the harder he will fight back. On the contrary, if a person lacks willpower, one setback might destroy all what he has achieved. This suggests young cadets in military academies must be highly self-disciplined and more perseverant to hone themselves, surmount all difficulties ahead of them, and stay in a vigorous state. Only in this way can they gain infinite driving force to realize the value of their military life.

3. Emotion management ability: a motivator for reaction of core competence of eq

Emotion is a state which is constantly aroused and experienced by individuals, while emotional regulation is a dynamic process that monitors and regulates the internal process and external behavior of emotion to meet the needs of external situations and interpersonal relationships (Zhaolan Meng, 2012). Since cadets are at the age of growth, progress and maturity, managing their own emotions well is not only a compulsory course, but also a direct manifestation of the core competence. **First, Achieve emotional linkage, including emotional contact, emotional stimulation and emotional transformation.** Emotional contact is a state of harmony and trust formed by the close interaction and mutual concern between cadets and their comrades in learning,

training, and life. It is an important channel for active and positive emotions. Emotional stimulation can help cadets possess high morale, enthusiasm, healthy mentality, dare to overcome difficulties, and stimulate a strong driving force for climbing the peak. Emotional transformation is the ability that cadets are good at resolving the negative emotions, managing them in a rational way, and making their emotional activities subject to the rational factors such as social justice, revolutionary principles, party principles and army requirements. They also behave with perfect composure, stay humble when the work goes well in a favourable environment, reflect, persist and cheer up when encountering setbacks and trouble in work. Moreover, emotional transformation can keep them open-minded, broad-minded, not fussy, vindictive, good at listening to different opinions and suggestions, severe with oneself and lenient with others. **Second, use expectation strategies skilfully.** People always hope to achieve the expected goal through certain efforts. If an individual subjectively thinks that the probability of reaching the expected goal through his own efforts is relatively high, or that he will have a great grasp of success after certain efforts and have confidence, he will be likely to inspire strong work motivation which can produce the expected effect. On the contrary, when a person's expectation is much higher than the actual possibility and difficult to be achieved, his sense of frustration arises spontaneously, which greatly affects his enthusiasm. On the other hand, if the incentive goal is set too high, the motivated person thinks that even if he works hard, it will be difficult to achieve the best results. That is to say, when the expectation probability is relatively low, he will not be able to stimulate his internal motivation and will be negative in his work. Such incentives simply do not work as intended. Thus, it can be seen expectation probability cannot be too large or too small, which requires cadets to formulate the incentive goal scientifically and reasonably, and keep the distance rationally between the expectation probability and the reality probability, so as to make it conform to their own reality, and ensure that it can be achieved through efforts. **Third, develop good manners.** The formation of manners for cadets is not only the product of their socialization process, but also the essential stage of their internal attitude transformation. From the perspective of socialization, cadets should have the ability to perceive emotional state, use emotional language, detect the emotions of other comrades, integrate into other people's emotional experience, understand the expression and behavior that may influence others' emotion, and cope with disgusting or painful emotions, and so on. From the perspective of internal attitude transformation, attitude is the forerunner of behavioral change. Only when there is attitude, can there be behavioral change. According to the psychological point of view, the process of attitude change includes three stages: obedience, assimilation and internalization. The process of young cadets' accepting new behavioral norms and forming new habits is accompanied by a process of attitude change. On the one hand, it is a collective common behavior standard and manners. On the other hand, it is difficult for individuals to resist psychologically through the influence of group public opinion, ethos, etc.,.

4. Ability of communication and coordination: a lubricant for cultivation of core competence of eq

Communication is both a behavior and a purpose. As an indispensable factor for sustainable development of the human society, communication has never been not so important to a person's success before. As a celebrity once said, 75% of a person's success relies on communication and 25% on talents and abilities. Young cadets in military academies must learn how to communicate and coordinate. **First, treat others sincerely.** To treat others sincerely can open the door to communication in an active and sincere way. It should be kept in mind that the problem rather than the person is to be solved. Therefore, never should young cadets in military academies hurt others' self-esteem or personality. In this way, young cadets can enhance communication with each other to reduce gaps and to forge a consensus. The effect is much better than dispute and complaint. **Second, learn how to talk properly.** Taking the courage to talk with others is better than saying nothing. After trying many times, one will get rid of the fear to talk with the other. When feeling nervous, one can try to calm down by quietly taking a deep breath. Of special note is that one should know clearly what should be said and what should not be said. **Third, learn how to listen to others.** No

matter under what situations, one should patiently let the other finish his words and learn connotations behind his words. This is what a real “listener” should be like. By summarizing the information acquired, one can give a correct feedback, particularly ensuring information interflow and smoothness. Do not casually interrupt others or misunderstand others. **Fourth, learn how to sing praises of others.** As the saying goes, everyone is eager to hear praises. There is no one that would reject praises but ones that do not know how to praise others. Meanwhile, praise should come at a proper time, in a proper occasion and using proper language. By recognizing things that one agrees with, one can get on good terms with friends, comrades, classmates and relatives, and become a popular person among them.

5. Ability of psychological compatibility: a bridge for cultivation of core competence of eq

Psychological compatibility refers to mutual affinity and sincere treatment between each other. To be more specific, it means two persons have common interests, understand and support each other, supplement each other’s strengths, and show respect for each other. To young cadets in military academies, psychological compatibility is reflected not only during their learning and training in military academies, but also in the teamwork process and the process of getting on with comrades. **First, seek cognitive consensus.** Young cadets in military academies should speak frankly and sincerely without cover; open their mind to each other; exchange opinions on an equal footing, avoid flattering or saying something against one’s will, ensure consistency of viewpoints and methods, and pay attention to extensiveness, steadiness and rationality of thinking perspectives. Do not attend to one thing and lose another and do not plunge in a panic. Besides, they should have their own opinions rather than blindly follow anything. **Second, seek emotional agreement.** Young cadets in military academies should be honest, upright, openhearted, tolerant and full of passion for love and future to achieve a tacit agreement psychologically. **Third, be consistent of actions.** Young cadets in military academies should follow the unified commands, management, pace, and arrangements; taken actions based on orders and respond to orders immediately without any postponement; keep cool-headed; and become revolutionary soldiers with ideals, morals, culture and disciplines. **Finally, seek compatibility of different personalities.** Young cadets in military academies are different from each other in personality, temperament, interest, hobby, ability, etc. However, they have gathered together because of their shared ideal. Therefore, in order to learn to accept people with different personalities, they should learn how to mutually adapt themselves to each other, adjust relationship with people of different personalities, think what others think, cope with what others are concerned about, and put themselves into others’ shoes. By seeking compatibility of different personalities, they can work together to contribute to development of tribe construction.

6. Summary

From cultivation of love and enthusiasm to military to cultivation of ability of resistance to frustration to cultivation of ability of communication and coordination and finally to cultivation of ability of psychological compatibility, inside, cultivation of love and enthusiasm to military is core essentials; ability of resistance to frustration is compulsory course; emotion management ability is linchpin; ability of communication and coordination is assistance; ability of psychological compatibility is foundation. All these have constituted the major content of core competence of EQ of young cadets in military academies. They are indispensable and mutually-connected. With deepening of research, more attention will be paid to expansion of their connotations. This can contribute to physical and mental health of young cadets in military academies.

References

[1] Zhaolan Meng, 2012. *Psychology of Emotion*, Peking University Press.