

## Research on the Individualized Development of College Students Poses New Challenges to the Reform and Innovation of Teaching Modes

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**Abstract.** Along with the rapid development of economic globalization, diversified and compound talents with distinct characteristics of “thick foundation, wide caliber and high quality” are favored. The individualized development of college students is the internal demand of the all-round development of college students in the new era, and also the demand of social development. The MOOC, micro-class, and flip-up classrooms that accompany the development and innovation of Internet information technology handed over the autonomy and choice of learning to students, satisfying the needs of students' individualized development. Colleges and universities should actively respond to changes in education and teaching models under the new situation, comprehensively guarantee the reform and innovation of teaching models, pay attention to the complementarity and flexibility of traditional teaching models and innovative teaching models, and use them flexibly to stimulate students' interest in active learning and enhance students' ability to learn independently.

### Introduction

Since the 21st century, along with the rapid development of economic globalization, the traditional and uniform talent specifications have been unable to meet the needs of social development. The National Medium- and Long-Term Education Reform and Development Plan (2010-2020) also pointed out that "China's education is not fully adapted to the requirements of national economic and social development, students' ability to adapt to society and employment and entrepreneurship is not strong, and innovative, practical and compound talents are in short supply." Under the new situation, the social development has increasingly diversified the demand for talents, and the complex talents with "thick foundation, wide caliber, high quality" are favored. The "Outline" clearly indicates "respect the law of education and the law of physical and mental development of students, provide appropriate education for each student, pay attention to the different characteristics and individualized differences of students, and develop the outstanding potential of each student."

### The Era Significance of the Individualized Development of College Students

First of all, personalized development is the inherent need for the comprehensive development of college students in the new era. Marx's theory of all-round development of human beings believes that the all-round development of human beings mainly includes human labor activities, labor ability, social relations, free individuality and the overall development of human beings. The full and free development of human personality is the all-round development of human beings. The comprehensive manifestation and the highest goal are also the fundamental connotations of human comprehensive development. Under the background of popularization of higher education, the diversity of the “post-90s” college students is more and more significant. They are active in thinking, distinct in personality, and have different intelligences, qualities and abilities. More and more college students hope that the learning experience during college is “unique” rather than the unified standard on the assembly line; hope that through university study, they can get free and harmonious comprehensive development, instead of individuality being restrained and potential.

Neglected pain is suppressed. In the new historical period, college students are eager to show their own personality and realize their own values. Personalized development has become an inherent requirement for the comprehensive development of college students in the new era. Therefore, we must respect the individuality differences of college students, carry out individualized training, and help students' individualized development.

Second, personalized talent is the need of social development. The history of human society is a history of continuous development and improvement of people themselves, and also a history of people's pursuit of individual freedom. The more the society develops, the more it requires members of society to develop diverse personalities and abilities; the development of individuality and ability is the driving force for social progress and the source of vitality.

With the continuous advancement of society, the development of economy and culture has shown a trend of globalization and diversification. Especially with the advent of the era of knowledge economy, the demand for talents in social development not only requires broad basic knowledge, independent learning ability and social adaptability, but also has a distinct personality, broad vision, and a strong sense of innovation and practical ability. . The society needs a variety of "personalized" people to meet the thirst for various talents in the economic development of society. In summary, the individualized development of college students is the inherent requirement of human development, the fundamental requirement of the strategy of rejuvenating the country through science and education and strengthening the country through talents. It is the basic way of existence of people under the conditions of market economy and knowledge economy, and is the inevitable choice for building a harmonious society in China. We must pay attention to the individualized training of college students, provide a platform for college students to achieve their own development, and reserve talents with various expertise for the development of the times and the progress of society.

### **The Connotation and Realization of the Individualized Development of College Students**

The term "personality" has different definitions in different subject areas. From the perspective of pedagogy, "personality" can be understood as the difference in the individual's thoughts, qualities, personality, temperament and other characteristics that differ from others due to innate factors, acquired living environment and educational environment. Personalized development is to allow the individual's personality to fully develop. Simply put: what is suitable for learning, what to learn; what to do, what to do; what kind of interest and specialty, on which aspect to focus on development.

The individualized development of college students is to discover and respect the differences of individual factors in intellectual factors and non-intellectual factors, and to cultivate and educate according to the different temperament, quality and ability of students. Inspire students' consciousness, enthusiasm, initiative and creativity, so that college students can make scientific judgments and correct choices according to the development situation of the society and the development needs of individuals. The personality development of college students includes the individual's own psychology, structure, form and individual's cognition and inclination to the society. It is the personal value judgment and social cognition that college students gradually cultivate in school and life. It is expressed as personal daily behavior and habits. It also includes the innovative literacy and ability of college students in their study and life.

### **Ways to Realize the Individualized Development of College Students**

Actively change ideas and establish the concept of cultivating individualized talents. The purpose of education is to cultivate talents, especially in higher education. College workers must be soberly aware that higher education institutions are not advanced factories, and that the training of colleges and universities is not product parts. The education management of colleges and universities is not a production line; the students cultivated by different universities should have their own strengths, and the same school can cultivate Students should not be a unified version.

Therefore, in order to realize the individualized development of college students, colleges and universities must establish the concept of cultivating individualized talents, be willing to train students with individuality, dare to cultivate students with individuality, and be good at cultivating students with individuality.

Establish and improve the training mechanism to smooth the channels for individualized training of college students. To realize the individualized development of college students is to fully stimulate the autonomy and enthusiasm of college students through reasonable and effective training methods on the basis of fully respecting the individuality of students, and realize the individuality. Therefore, colleges and universities should actively create a relaxed and favorable environment for teachers and students, so that teachers can teach in accordance with their aptitude and conduct targeted teaching; students can choose their own way of teaching and selectively study. For example, when formulating training programs, try to implement special customization for some special students, so that students can take their own short and achieve humanization and individualized training; for example, reform the existing examination and assessment system, allowing students to pass After self-study, you can take the course exam directly to complete the course study; for example, further improve the credit system, allow students to take credits across professional courses, and so on.

The traditional teaching mode of colleges and universities in China is purely teacher-oriented. Regardless of the individual differences in the degree of acceptance of students, the teachers instill the content of the course into the students by means of “instilling” and “filling the ducks”, resulting in “less food” for the students. In addition, under the traditional teaching mode, there are few Q&A counseling after class, students who do not learn well have no way to answer questions, and students with better knowledge points want to go deeper. There is no platform to choose from. In line with the concept of promoting the individualized development of college students, colleges and universities should actively reform the traditional teaching mode, so that students have the right to choose their own teachers, so that students have a platform to continue learning outside the classroom.

Strengthen exchanges and cooperation to open up external space for students' individualized learning. Any university has its own limitations and may not be able to meet the learning needs of students. Therefore, colleges and universities should actively strengthen exchanges and cooperation with other universities at home and abroad, strengthen the construction of mutual recognition mechanism for credits, and allow, encourage, and support students to “go out”, so that students have the opportunity to choose to repair according to their own interests and needs. Read the courses of other universities at home and abroad to open up a broad learning space for students.

### **The Significance of the Development of College Students' Personality for Talent Training**

China's colleges and universities are closed-ended teaching and management. Schools lack a free and relaxed learning environment. Students have less contact with the outside world and fewer contacts. These universities have the opportunity to explore their potential and show themselves. There are fewer opportunities for advantages. In addition, the school lacks a good atmosphere for developing students' potential and personal hobbies. It lacks realistic incentives and uses traditional indoctrination teaching methods to enable students to mechanically accept the knowledge in the textbooks. This kind of cramming teaching mode can not mobilize the subjective initiative of students' learning. In the long run, the students' learning enthusiasm is reduced. This kind of mechanical education teaching mode can not grasp the students' learning situation in real time. Excessive amount of coursework makes students' burdens and stresses greater. Students spend most of their time passively studying for test results. They lack serious time and space for self-study, which leads to the adaptability and adaptability of current college students. The ability to solve problems independently is weak. At present, the learning environment of most colleges and universities is very unfavorable for the cultivation of innovative talents. In order to realize the cultivation of innovative and creative talents in major universities in China, it is necessary to strengthen the cultivation of individualized development of college students.

In the actual management work, the traditional evaluation system was abandoned. In the past, only one transcript was used to evaluate the students' good and bad, and the students' academic performance and comprehensive ability were equal. We should keep pace with the times, be in line with the times, and formulate scientific and comprehensive consideration standards according to the market demand of college students in the new era, from quality development ability, knowledge theory level, interpersonal communication ability, team collaboration ability, innovation and entrepreneurship ability, etc. A variety of innovation and entrepreneurship centers, student affairs centers, employment guidance centers and other practice centers are set up to train students to improve their ability to discover problems and solve problems. Students can participate in various employment practice departments according to their own strengths, and experience the joy of success by completing various tasks. This provides good conditions and strong support for the individualized development of college students. Moreover, our students have also achieved good results in graphic design and production as well as website construction and maintenance.

With the advent of the Internet + era, we are also actively developing self-media and all-media propaganda positions. Through the website to publicize the school news information, students' style, and browse the school's website to know the latest developments of the school, and stay at home to understand what is going on inside the school. In the new era, college students have strong personality and like to explore new, strange and special things, and can motivate students to participate in the construction of the school website. The teacher only plays a role in communication and assistance. The student is solely responsible for the operation of the website. The teacher is only the initiator and leader of an event and the real initiative is still in the hands of the students. Students can brainstorm and gather the strengths of the 100 families. Each of them spontaneously forms a technical steering group, which is responsible for the operation management and maintenance of the school website. Through this case, we can easily find that the whole process is completed independently by the student group. The teacher only provides the students with the tools and funds needed to complete the task, and does not participate and guide. The purpose of the school is to give full play to the subjective initiative of the students, so as to enhance the students' interest and enthusiasm. At the same time, increase the students' self-confidence, set a model and role model for the whole school, and create a good learning atmosphere for the training. Innovative talent offers favorable conditions.

### **The Individualized Development of College Students Poses New Challenges to the Reform and Innovation of Teaching Models**

The traditional undergraduate teaching mode emphasizes teacher-led, and the teaching process is a single process of "teaching-accepting". As a teacher of knowledge, the focus of the teacher is often "how much content I have said" and "I am teaching progress is normal", but I ignore the individual differences in students' learning ability and acceptability, and thus as the "acceptance" of knowledge. The students in the party are very passive. Students with poor ability to accept the teacher's full house, can really digest and absorb less and less knowledge, less and less sense of accomplishment in learning, and the resistance to learning is getting stronger and stronger.

Contemporary college students are a generation of individual college students. They are not willing to be bound in life or in learning. They do not like to be monotonous and rigid. They are more willing to discover new things and accept new things and new challenges. Therefore, colleges and universities must respect the individual differences of students, change their ideas and change the traditional teaching mode.

Contemporary college students are young people who grew up under the infiltration of the Internet. They are the main group of Internet information dissemination and are the participants, supporters and promoters of new Internet technologies. The rapid development of Internet information technology has changed people's way of life and learning. The "Internet + Higher Education Teaching" has created some new teaching models. These new teaching modes are flexible and vivid, satisfying the needs of contemporary college students for individualized learning, and opening up a new path for the reform of the undergraduate teaching model.

## Conclusion

Starting from the strategic requirements of the university for the cultivation of innovative talents and creative talents in the new era, combined with the actual situation of the mechanical engineering department, some concrete measures for the cultivation of innovative talents are illustrated. The implementation of these measures provides a good development space and learning atmosphere for college students, giving full play to the subjective initiative of students, and improving students' sense of teamwork, innovation and ability to solve problems independently. Innovative talents have helped.

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