

Research on the Influence of the Mental Characteristics of Young Talents on the Flow of Talents

-- Taking s university as an example

Siwen Ding*

Northeast Yucai Foreign Language School, Shenyang, China

*Corresponding author email: siwending00871@126.com

Abstract: This paper aims to study the influence of psychological characteristics of young talents on the flow of talents. Based on a questionnaire survey of 300 students in s university, this paper makes a comprehensive analysis of the psychological characteristics of contemporary young talents, and combined with empirical research, discusses the mechanism of its influence on the flow of talents, and puts forward relevant policy suggestions. This research adopts the method of questionnaire and field interview, and takes a university as an example to study the psychological characteristics and flow of young talents. The results show that the psychological characteristics of young talents have a significant impact on the flow of talents, which is of great significance for promoting the flow of talents and urban development.

Keywords: Young Talents; Psychological Characteristics; Talent Flow; Influencing Factors.

1. Introduction

Young talents are precious resources for national and local development, and their flow is of great significance to the development of local economy and society. With science and technology becoming the core driving force of social progress and national development, the role of young talents has become increasingly prominent and has become a worldwide consensus, the flow of young talents is becoming more and more important to the development of regional economy and society. In order to attract talents, optimize the allocation of talent resources and achieve the goal of regional coordinated development, it is of great practical significance to formulate the attracting policy and guide the flow of young talents.

In 2022, 9.56 million permanent residents were born, and in 2023, 9.02 million permanent residents were born, showing significant negative population growth. For the core developed regions, the population still has growth potential, the increase in population mainly comes from the less developed regions, which will inevitably lead to a negative increase in the population of the less developed regions. These floating populations are dominated by the working population, a series of problems such as the decrease of labor force, the aging and the shortage of young talents are inevitable. In order to attract excellent talents, many local cities have issued a series of policies to attract talents, such as residence policy, housing policy, economic incentives, career development and so on. As we all know, the flow of young talents is significantly affected by regional characteristics, natural conditions, human environment, welfare treatment and other factors, however, the psychological characteristics of young talents, such as individual preferences and personality traits, can also significantly affect their flow. The formulation of urban employment policy must fully consider the psychological characteristics of young talents, make the employment policy play a significant role in guiding and motivating.

Taking the students of s university as an example, this paper

will carry out a questionnaire survey among 300 students of s university, and make a comprehensive analysis of the psychological characteristics of the contemporary young talents, this paper analyzes the psychological characteristics and formation of young talents, deeply studies the influence of the psychological characteristics on the flow of young talents, and provides reference for the policy making of the flow of young talents.

2. An Empirical Study on the Psychological Characteristics and Flow of Young Talents in s University

In order to fully understand the current situation and problems of college students' employment psychology and behavior, this study takes s university as an example to investigate the current college students' psychological status and employment direction [2]. In this study, the questionnaire was generated by the "Questionnaire star", using anonymous survey, for the school students at all levels of education to carry out a questionnaire survey. The questionnaire of college students' psychology and employment cognition is distributed through the form of Network questionnaire, which explores some problems existing in young talents' psychological characteristics and talents' flow direction, and puts forward some corresponding countermeasures, i hope that the future to ease the employment pressure of college students, to enhance the employability to provide reference for the beneficial basis. A total of 328 valid questionnaires were collected.

In the survey results, 53.63% students choose to discuss with their parents and relatives, and 27.02% students choose to make decision independently Most students will choose to rely on their parents, family members and teachers in the question of "Whom do you most want to turn to for help when you encounter the problem of where to go for employment?" This shows the psychological characteristics of the

coexistence of dependence and independence, freedom and restraint of college students, most of the students chose "Parents' expectations" and "Not affected by the outside world, their own expectations", indicating the psychological characteristics of college students' freedom and restraint. In the question of "Please rank the psychological counseling for employment that you think students need most at present", the anxiety psychology and the blind following psychology rank first and third respectively, this shows that the contemporary college students' anxiety and blind obedience coexist in psychological characteristics. Self-abasement and self-conceit rank second and fifth respectively, which shows the coexistence of self-abasement and self-conceit of contemporary college students.

3. The Psychological Characteristics of Contemporary Young Talents

Influenced by the fast-developing trend of the world and the difficult social changes, young talents have a widespread fear, anxiety and even fear of employment, this mentality stems from the irrational expectations of family members, the excessive focus of society, and the individual's own development prospects of confusion and concern [3]. Most of the young talent in the long-term learning and growth process, around them are more flowers and applause. Therefore, the contemporary youth often lack the training to face the difficulties of setbacks and challenges, even more lack of thinking about the nature of life, lack of a correct outlook on life and the world, thus resulting in contradictory psychological characteristics, influence the choice of employment orientation [4].

3.1. Self-conceit and Inferiority Complex Coexist

After a long period of education, young talents generally have higher academic qualifications and professional knowledge, which to a certain extent, they have a "Privileged" sense of superiority. They are eager to apply what they have learned to practice and create their own glory. However, such high self-evaluation often leads them to make unrealistic judgments about their own abilities and expectations when facing the job market, and put forward stringent requirements for the choice of employment positions, ignoring the complexity and variability of the actual situation. On the other hand, when the ideal collides with the reality, young talents often find their own shortcomings and limitations in practice. It is difficult to translate knowledge from books into ability at work, and the lack of social experience and the complexity of interpersonal relationships make them feel useless and helpless in the face of setbacks and failures. In addition, in comparison with their peers or predecessors, they may also see the success of others and magnify their own shortcomings, resulting in low self-esteem.

3.2. Anxiety and Blind Obedience Coexist

Faced with the fierce competition in the job market and the uncertainty of future development, young talents lack reasonable career planning and are full of excessive worry about the future. They worry that they will not be able to find satisfying jobs, realize their personal values, or meet the expectations of their families and society. This kind of anxiety will not only affect their physical and mental health and quality of life, but also affect their rational judgment and

decision-making ability when they choose employment. At the same time, blind obedience is deeply ingrained, and the example of one's father, the education of one's school, and the guidance of one's friends are all leading the contemporary youth to conform blindly to the conventions of others, to follow the flow of others without the courage or ability to follow one's own heart, the choice belongs to own direction, can not firmly pursue belongs to own life, thus follows others' lead, produces the blind obedience behavior.

3.3. Dependence Coexists with Independent Psychology

As a generation growing up under the care of family and society, young talents are facing the challenge of independence and autonomy while enjoying rich resources and support. In the process of employment, on the one hand, they are eager to realize their personal value and social identity through self-employment, and show their independence and maturity, it is difficult to completely get rid of the family, school and social resources dependence. This kind of psychological dependence is manifested in seeking the opinions and suggestions of family members, teachers and classmates, and even seeking employment opportunities through family and social relations. However, over-reliance not only undermines the autonomy and creativity of young talent, but may also result in them missing out on career opportunities that truly suit them. At the same time, long-term dependence may lead to their facing difficulties and challenges in the lack of enough courage and determination to solve problems independently, thus affecting their long-term career development.

3.4. Freedom and Restraint Coexist

Modern young people live in a high-level information, the acceleration of globalization era, they enjoy unprecedented freedom and choice. On the career path, they are eager to pursue personal interests and dreams, enjoy the freedom and creativity of work, and hope to be able to shine in the field of their love. However, this freedom is not without boundaries and limitations. The multiple constraints from social norms, family expectations and career development make young talents have to consider the constraints of realistic factors while pursuing freedom. On the one hand, they need to balance the relationship between personal interest and market demand, stability and growth, short-term interests and long-term development, on the other hand, they also need to take on the responsibilities and obligations of members of society, considering their career choices on the community, family and individual impact. The double challenges of freedom and restriction require young talents to make trade-offs and trade-offs in their career to find the most suitable development path.

4. The Influence of Psychological Factors on the Flow of Young Talents

4.1. Psychological Factors Affect the Self-cognition and Career Orientation of Young Talents

The youth period is the key stage of the formation and deepening of self-cognition. At this stage, young people begin to unveil themselves and explore their deep-seated interests, abilities, values and life goals. This process is not only related

to personal growth, but also directly affects their future career positioning and choice.

Self-awareness is not achieved overnight, it needs young people through continuous self-reflection, practice, and external feedback to gradually improve. In this process, young people need to face their own strengths and weaknesses, learn to evaluate their ability level, clear their interests, and think deeply about their own values and pursuit of life. At the same time, when young people have a clear sense of self, they can according to their own interests and abilities, choose a career path with it. Therefore, the combination of interest and ability to choose a suitable career path is an important prerequisite for young talent to achieve career success. A clear career orientation can help young talents to better plan their career, clear their career goals and development path, so as to improve their ability and quality. At the same time, it can also enhance the self-confidence and career identity of young talents, so that they face career challenges more calmly [5].

4.2. Psychological Factors Influence the Psychological Game between Freedom and Restriction of Young Talents

In the employment decision-making of young talents, the psychological game between freedom and restriction exists all the time and becomes more and more intense. They yearn to be free in their careers, pursuing their personalities and dreams, but the constraints of the real world force them to make compromises and adjustments.

Young people are at the most dynamic and creative stage of their lives, and they are eager to show their talent and personality in the professional field. They want to choose the career they love and pursue their dreams and ideals. In this process, they enjoy the work of the sense of achievement and satisfaction, enjoy the freedom to create the joy and passion. However, the constraints of the real world force young people to face the challenges of reality. Family economic pressure, social expectation and evaluation, stability and sustainability of career development and other factors, to a certain extent, limit their choice space. Therefore, in the psychological game of freedom and restraint, young talents need to learn psychological adjustment and balance. First, they should be clear about their career goals and values, and make reasonable choices according to their actual conditions. Second, they should also maintain a positive and optimistic attitude, and be brave to face challenges and difficulties, constantly improve their psychological quality and resilience.

4.3. Psychological Factors Influence the Balance between Risk and Safety for Young Talent

Employment choice is essentially a trade-off process between risk and security. Young talent, faced with different job opportunities, will take into account a number of factors to assess the risks and benefits of various options. This psychological trade-off not only affects their career prospects, but also directly affects their quality of life and well-being.

Different young people have different risk tolerance. In making employment choices, young talent needs to take into account a number of factors to assess the risks and benefits of each option. Besides the explicit factors such as salary, development prospect, they also need to pay attention to the implicit factors such as job stability, working environment,

corporate culture and so on. These factors, although difficult to quantify, are equally important and have a direct impact on the work experience and career prospects of young talent. Therefore, young talents need to keep a rational and objective attitude when making choices and take into account all factors to make optimal decisions. Therefore, facing the complex job market and various career opportunities, young talents need to learn to choose and plan wisely. They need to make reasonable career planning path and flexible adjustment according to their actual situation and career goals. They also need to maintain sharp market insight and judgment to seize opportunities and avoid risks. Only in this way can they achieve self-worth on the career path and achieve long-term success and happiness.

4.4. Psychological Factors Affect the Needs of Social Identification and Sense of Belonging of Young Talents

Human being is a social animal. The need of social identity and sense of belonging is a part of human nature. In the process of employment, young talents are also affected by such psychological needs. They are eager to gain social recognition and respect through their career choices and integrate into a specific professional group or society. Some young people are passionate about giving back to the community, participating in public welfare and fulfilling their personal mission. As a result, they may be more inclined to choose cities or areas that require their professional skills and a sense of social responsibility.

5. Conclusion and Prospect

To sum up, the psychological characteristics of young talents have a profound impact on the direction of employment. In order to promote the healthy growth and career development of young talents, all circles of society should pay more attention to the psychological characteristics of young people and provide them with a high-quality psychological consultation platform, to provide them with more personalized and diversified employment guidance and services. At the same time, the government, enterprises, schools and other parties should work together to create a more open, inclusive and innovative employment environment, so that young talents in the pursuit of freedom and dreams at the same time, they should also feel the warmth and support of society.

References

- [1] lau chi-man. Psychological characteristics and influencing factors of college students' employment [J]. *Public Relations World*, 2022, (22): 57-58.
- [2] Liu Chunlei, Duan Caibin. Development of a questionnaire on psychological characteristics of contemporary college students in job hunting [J]. *Journal of Shenyang University (Social Science Edition)*, 2013,15(06): 809-812.
- [3] Meng ling-kuen, Zheng Xiaomin. Analysis of psychological factors influencing college students' employment [J]. *Journal of Jilin Normal University (humanities and social sciences edition)*, 2010,38(01): 107-109.
- [4] Zhang Yanhua. A study on the psychological characteristics and influencing factors of employment of contemporary college students [J]. *Business Herald*, 2016, (15): 182 + 184. DOI: 10.19354/J. CNKI.42-1616/F. 2016.15.138.

[5] Li Liang. An analysis of the employment psychology of college students in the period of social transformation [J]. People's

Forum, 2015, (11): 161-163. DOI: 10.16619/J. CNKI. November 11,2015.