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CREATING A PSYCHOLOGICALLY SAFE ENVIRONMENT IN EDUCATIONAL INSTITUTIONS

Abstract: This paper synthesizes relevant literature and focuses on the construction of a psychological safety environment in educational institutions. It deeply explores the concept, connotation, significance, and influencing factors of a psychological safety environment in educational institutions. By analyzing the theoretical concept of a psychological safety environment and explaining its significance in education, this paper analyzes the current status and problems faced by educational institutions in detail, and draws on relevant research and practical experience at home and abroad to propose a series of targeted construction strategies. This paper aims to provide comprehensive theoretical guidance and practical references for educational institutions to promote the healthy growth of students, the professional development of teachers, and the overall optimization of educational institutions.

Keywords: psychologically safe environment, student development, teacher - student relationship, related strategies

Since the concept of psychological safety was born, many scholars have interpreted it from different perspectives. Schein (1965) believed that psychological safety is the ability of an individual to establish a stable sense of security in an organizational environment, thereby effectively resisting negative impulses and avoiding potential harm [2]. From the perspective of the interaction between individuals and the social environment, Tynan (2010) emphasized the importance of "self" and "others" in the construction of psychological safety, that is, the individual's own behavior and interaction with others have an impact on the perception of safety [3]. In the educational context, as defined by Zhang Wenxia et al. (2008), psychological safety is a positive and constructive psychological state of students, which is manifested as a high degree of trust in the surrounding environment, no vigilance, and no concern about the environment [4].

Existing problems: Challenges brought by academic pressure. In the current education system, the pressure of competition for admission to higher education has led to students facing a heavy academic burden. Excessive exams, homework and extracurricular tutoring have caused students to be in a state of tension and anxiety for a long time, seriously affecting their psychological safety. This educational model that overly pursues grades often ignores the physical and mental health development of students, making it difficult for students to feel fun and a sense of accomplishment in learning. Difficulties in the implementation of mental health education. Although the policy has clear requirements for mental health education courses, in the actual implementation process, mental health education courses are often marginalized due to the profound influence of the concept of exam - oriented education. The course has serious formalization problems and lacks

substantive content, making it difficult to truly meet the psychological needs of students. At the same time, the lack of professional mental health teachers is also a prominent problem. In most schools, class teachers or other subject teachers are responsible for mental health education. Due to the lack of professional knowledge and skills, it is difficult to provide high - quality teaching and guidance.

Create an atmosphere of trust and respect. Teachers should strive to create a safe and inclusive learning environment, respect students' individual differences and expression of opinions. In classroom teaching, encourage students to actively participate in discussions, respect each student's speech, and do not easily criticize or deny students' ideas. For example, adopt group cooperative learning methods to allow students to complete learning tasks together in an atmosphere of equality and mutual assistance, and enhance students' self - confidence and sense of belonging. Establishing effective communication channels and maintaining close communication with students are the key to building a good teacher - student relationship. Teachers should listen patiently to students' voices, pay attention to the problems they encounter in learning and life, and give feedback and guidance in a timely manner. Regularly hold teacher - student seminars, individual talks and other activities to enhance mutual understanding and trust between teachers and students.

Improving the rules and regulations system and establishing clear, explicit and fair rules and regulations are crucial to maintaining campus psychological safety. These rules and regulations should cover aspects such as student behavior norms, teacher teaching standards and campus management processes, clearly define acceptable and unacceptable behaviors, and ensure the stability of campus order. At the same time, strengthen supervision of the implementation of the system to ensure the authority and effectiveness of the system. Integrate mental health education resources to fully incorporate mental health education into the school curriculum system to ensure its normal implementation. Equip a professional team of mental health teachers to provide students with systematic and professional mental health education courses. In addition, build a complete mental health education resource center, including providing rich books and materials, professional psychological counseling equipment and online learning resources, to meet the diverse learning needs of students.

Cultivate a diverse and inclusive culture. In the construction of campus culture, actively advocate the concept of multiculturalism and respect the values and lifestyles of students from different cultural backgrounds. Through holding cultural festivals, international exchange activities and other forms, enhance students' understanding and appreciation of multiculturalism, and cultivate students' cross - cultural communication skills and inclusive mentality. For example, set up a cultural display area to display the cultural characteristics of different countries and nationalities, and encourage students to share their cultural experiences. Carry out anti - bullying and anti - discrimination education activities, formulate strict anti - bullying and anti - discrimination policies, and clarify the zero - tolerance attitude towards such behaviors. Through theme class meetings, special lectures, role - playing and other activities, popularize the harm of bullying and discrimination to students, and guide students to establish correct values and behavioral norms. At the same time, establish and improve the monitoring and handling mechanism of campus bullying, timely discover and deal with related problems, and create a safe and harmonious campus environment for students.

This study systematically explores the construction of a psychological safety environment in educational institutions. Through an in - depth analysis of the theoretical connotation of a

psychological safety environment, its significance in education is clarified; the current status of educational institutions is comprehensively analyzed, and the existing problems and challenges are revealed; drawing on relevant research and practical experience at home and abroad, a series of targeted and operational construction strategies are proposed. The study shows that building a good psychological safety environment plays an irreplaceable and important role in promoting the all-round development of students, improving the teaching quality of teachers, and promoting the sustainable development of educational institutions.

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SWOT ANALYSIS ON PREVENTING TEACHERS' EMOTIONAL BURNOUT IN MODERN EDUCATIONAL ORGANIZATIONS

Abstract: This paper employs the SWOT analysis method to provide a comprehensive examination of the internal strengths and weaknesses, external opportunities and threats of modern educational organisations in the prevention of teacher burnout. In light of the aforementioned findings, a series of strategic recommendations are put forth with the aim of providing a theoretical foundation and practical guidance for educational organisations seeking to effectively prevent teacher burnout and enhance the quality of education.

Keyword: Modern education, Organization, Teacher emotion, Emotional burnout, SWOT analysis.

In the contemporary era of accelerated modern educational development, teachers are confronted with intricate working environments and considerable pressures. The convergence of factors, including educational reform, substantial teaching loads, the diversity of student populations, and elevated societal expectations, has resulted in the emergence of the issue of