

Building and Perfecting Teachers' Personalities in the Context of International Integration

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Abstract--- In teaching and education, teachers use their personalities to influence students. The personality of a teacher manifests itself in many ways. It is the love of students, the level of education, the proficiency in the profession, the lifestyle, behavior, and communication skills of the teacher. In education, the main tool of a teacher's work is the teacher himself, his own personality, so the teaching profession requires teachers of very high qualities and abilities. That includes solid professional knowledge and genuine, serious life, and must always have a sense of improving knowledge and life skills yourself. People who do teaching work must always improve knowledge to have the capital to impart to students. Vietnam has been implementing Comprehensive Educational Reform. In response to that development, the teacher needs a lot of changes in research and teaching, personal development capacity, etc. to meet the globalization requirement of training education. In this article, the author has discussed the rationale for building the teacher's personality model, particularly in the context of globalization and international integration today.

Keywords--- Education and Training, The Personality Model, The Teacher, International Integration, Vietnam.

I. Introduction

What is the teacher's personality? What does it consist of? Talking about personality is talking about the totality of qualities and abilities that make up the identity and spiritual value of each person. Thus, it can be understood that personality is a system consisting of qualities (virtue) and ability (talent). In the quality of a teacher, first of all, there must be professional competence (Trung & Van, 2020). This is formed under many different influences, first of all, the educational level of the teacher, the study of the teaching content, and the influence of the whole country's reality such as history, geography, economics, science, and technology (Ministry of Education and Training, 2008).

The worldview of lecturers influences many aspects of activities as well as attitudes towards lecturers' activities such as the choice of teaching content and methods, and the combination of learning content and real life as well as teaching methods. methods of handling and evaluating students' psychological activities and expressions (Hang & Van, 2020). The second factor that plays a nuclear role in the structure of teacher quality is the ideal of training the young generation. The ideal of the lecturer has a profound influence on the formation of the student's personality and it is expressed by the passion for the profession, the professional conscience, the dedication to the students, the work, and the serious working style of affluent, responsible, and simple lifestyle, sincere (Tien, 2001). These will leave a good mark on the mind of the student; They have the effect of guiding and controlling the process of forming and developing students' personalities (Bang, 2005).

The idea of training the younger generation is not something that is available, but the teacher must practice actively to have it, and through that, the teacher's awareness of the profession is enhanced, and the professional affection is increased. The third element of the teacher's quality is the love of students that is the love (Van, 2022), devotion, and consideration for students. I think for an educator, the main thing is humanity, it's a deep need in people.

To prepare for the first steps in that challenging way, The Party and State issued Directive No. 40-CT/TW dated June 15, 2004, and Decision No. 09/2005/QĐ-TTĐ dated January 11, 2005, on building, and raising the quality of the teachers and educational administrators in the direction of standardization; paying special attention to improving the responsibility, morality and professional conscience as well as professional competence, professionalism, and pedagogical styles. In particular, the personality of the teaching staff is an extremely important factor that must always be built, trained, and perfected.

II. Research Results and Discussion

An Overview of the Teacher's Personality and Personality

An Overview of Personality and Structure of Personality

An Overview of Personality

When we consider man as a member of a certain society, as a subject of human relations, of conscious activity and communication, we speak of his personality. Personality is an important factor that determines the quality of relationships between people, from ordinary things, family relationships, connections to social relationships, cooperation, and business. Personality is expressed through how people behave towards others as well as events in human life.

It is impossible to judge a person's personality by appearances. Personality is an inner quality, invisible, but expressed through integrity and human life skills (Trung & Van, 2020). People with a good personality easily gain the sympathy, trust, respect, and cooperation of others, so they have many good companions in life. On the contrary, a person who lacks personality is someone who lacks essential life skills and is prone to failure.

Personality is a system of qualities and capabilities that create a person's value, which is assessed from his interrelationships with others, the collective, society, and the surrounding natural world in a look through the past, present, and future (Van, 2020, 2021). It is a combination of values that is built and formed during the entire time people exist in society, it is a characteristic of every individual, and shows the inner qualities of the person, but it is deeply social. In other words, personality is a combination of characteristics that define a person as a member of society but bring unique values and personality to each individual. The teacher as a member of the society also has a system of personality traits built based on society's regulations and that personality will be shined more and more through the training and perfection efforts of each teacher in life and professional labor.

Structure of Personality

Three-component structure types, including:

S. Phret conceived the personality structure as consisting of three parts: the self, the ego, and the super-ego. Each part works according to certain principles and is closely related to each other.

AG. Covalov argued that in the structure of personality, there are three components: psychological processes, psychological states, and individual psychological attributes.

The view is that personality includes three basic areas; cognitive (including knowledge and intellectual capacity), emotional (vibration, attitude), and reason (willing quality, skill, skill, habit).

Four-component structure types, including:

The substructure of biological origin (including temperament, sex, age, and pathological features).

The substructure of the characteristics of psychological processes such as the qualities of sensation, perception, memory, and thinking; the qualities of will; emotional characteristics.

The substructure of experience capital includes knowledge, skills, techniques, competencies, etc.

The substructure of personality trends: needs, interests, ideals, worldview, beliefs, etc.

The Position and Role of Teacher Personality in Education

According to educational researchers, discipline in teaching activities at school has a great role in contributing to training discipline for students. But it is the teacher's personality, especially the teachers who are directly teaching, that is the key factor in the career of "cultivating people", because "the teacher's personality has such great power over students that it cannot be replaced by textbooks, moral advice, reward system, and discipline". Indeed, in professional activities, the teacher has used his personality as a tool, an effective means to impact the students' souls. With that particular tool, the teacher will help learners occupy the treasure of human knowledge, passion for research, and desire for discovery so that they will form, develop and perfect their own personalities.

The personality of a teacher manifests itself in many ways. It is the love of students, the level of education, the proficiency in the profession, the lifestyle, behavior, and communication skills of a valuable teacher. Currently, the contingent of teachers in our country has been constantly developing in quantity and quality, continuing to be standardized to better meet social requirements. However, there are some limitations: A part has not kept up with the requirements of educational innovation and development, lack of enthusiasm, and even violating professional ethics. In particular, recently a few teachers have seriously violated ethics, greatly affecting the honor and reputation of the teaching profession, and reducing people's trust in the teaching staff. Therefore, the issue of training the teacher's personality is especially important in the career of cultivating people.

The Structure of Teachers' Personality

Teachers' personality is shown in many factors. It is the love for learners, academic levels, professional proficiency, lifestyles, behaviors, and communication skills of the teacher. All of those factors are combined in the teachers' personalities

The first is the professional competence formed through the process of learning, training, and life experience before changes in objective factors such as science and technology, living environment, etc.

The second factor that plays a core role in teachers' personality structure is the ideal of training the younger generation. That ideal has a profound influence on the formation of the learners' personality and it is manifested by passion, professional conscience, dedication to learners and the work, serious working styles, responsibility, and a

sincere and simple lifestyle. These will leave a good imprint in learners' minds; they have the effect of guiding and controlling the process of forming and developing learners' personalities. The idea of training the younger generation is not something available, but teachers must actively practice to get it, from that teachers' awareness of the profession is enhanced, and the professional affection is increased.

The third factor is love for learners. It is love, devotion, and thoughtfulness for learners. This is a unique factor that only teachers have because teaching is a creative activity full of humanity to create happiness for people. Therefore, teachers will always be fair, unbiased, and not discriminatory in treating students, but always care and motivate students to learn. The love for learners is always closely linked with professional love. It can be said that teachers only love their job when they know how to love their students. The teacher-student relationship plays an important role in educating students of teachers. The content, feature/nature, and handling of this relationship directly affect the quality of teaching. A student cannot respect, admire or learn anything good when his teachers show signs of indecent personality or professional weakness. Teachers are like an example for students to follow, to discover new things, and strive to improve themselves. For that reason, teachers must always actively practice professional training, live properly, honestly, fairly, and modestly, know how to overcome their bad habits, and have skills to control their emotions, feelings and moods to suit each pedagogical situation.

Teachers' personality is also reflected in their pedagogical capacity. Pedagogical capacity is shown in many different aspects, first of all, the ability to understand students, and the ability to integrate and put themselves in students' positions.

So teachers will know the amount of knowledge that needs to be conveyed and from that teachers will create the most effective presentations and teaching methods. To do this, teachers must always practice professional knowledge as well as knowledge about real life.

In teachers' pedagogical capacity, it is impossible not to mention the ability to design learning materials with creativity and the ability to analyze, system, and synthesize knowledge from the knowledge treasure, teachers need to design learning materials to suit their students. Moreover, teachers must master teaching techniques, not simply a machine that pours words into students' minds.

Another important factor is teachers' language capacity. A teacher who knows how to exploit the strength of words in teaching will always attract students' attention, this will help students understand the lessons faster and be interested in the subjects. Language capacity also participates in teachers' pedagogical communication competence. In any case, teachers must be aware that they are an example for students to follow so that they become better.

Requirements and Problems for Teacher Personality

Resolution No. 29-NQ/TW dated November 4, 2013, of the 11th Central Committee of the Communist Party of Vietnam on "Fundamentally and comprehensively renovating education and training to meet the requirements of industrialization and modernization in conditions of the socialist-oriented market economy and international integration" emphasizing: "Creating fundamental and drastic changes in the quality and effectiveness of education and training; better meet the construction and defense of the Fatherland and the learning needs of the people". In order to achieve the goals, set out by the Resolution, it is necessary to have the efforts and determination of the whole political system and the whole people, in which the teacher plays an important role, in deciding the development of the Vietnamese economy.

In the context of international integration, education plays a particularly important role in the development strategy of each country. The emergence of the knowledge economy has created great changes in all aspects of human and social activities, it is different from the economy based mainly on human power and resources. Therefore, putting people into the center of development makes them rethink education from "learning to know" to "learning to do", then "learning to live together" and "learning to be". From the trend of educational innovation, new requirements on the quality and capacity of teachers are set. Teachers not only play the role of imparting scientific knowledge but also have to develop the emotions, attitudes, and behaviors that help students master and know how to properly apply that knowledge. In this respect, nothing can replace the role of teachers.

In addition, teaching methods are changing from a focused teaching style, from mass notifications, and passive learning to the activity teaching style and a positive learning style. Teachers do not play a unique role in imparting knowledge but are the ones who initiate, guide, organize, and advise the students' research and debate activities. The results of research on teaching theory as well as the reality of today's teaching innovation have confirmed: that the capacity to organize, administer, manage and guide are requirements that are increasingly demanded of teachers. A successful teaching hour is one in which teachers must demonstrate their competencies. Even the concept of a good teacher, a modern teacher is different now.

There will no longer be teachers who only have extensive knowledge with fluent and attractive teaching skills to give lectures, and solo speeches and do everything for their learners.

In addition to extensive knowledge, at the stage of lesson preparation, today's teachers are necessarily good at designing, selecting, arranging knowledge content and teaching methods to both comply with the rigor and logic of scientific knowledge, and at the same time meet the pedagogical requirements by the rules of teaching and the cognitive rules of students. In the classroom, teachers must be good at organizing and designing activities between teachers and learners; they can organize, direct, guide, encourage and motivate learners' activities vividly so that learners can work actively, they can think, speak, express their abilities, and identities, and get a lot of opportunities to develop their learning. Moreover, the application of science and technology to the teaching process is increasing, and the technical means of teaching are developing more and more. However, they only have the effect of reducing the labor force and increasing the teaching capacity of teachers, but cannot completely replace teachers' roles.

The renovation period also requires educational products to be high quality to meet social needs. Therefore, to create on-demand products, teachers need self-study and self-research activities. This is a very important activity in the career of "cultivating people" in a new situation. When science, engineering, and technology develop developers term today, the self-study example of teachers becomes even more important, because the image of teachers is always considered a symbol of culture, a representative of modern civilization.

Another important factor that today's teachers must have is "enthusiasm". This makes teachers passionate and interested in each lecture, and each lesson content; they regularly explore, research, edit and supplement content and teaching methods to bring the highest efficiency to learners. The "enthusiasm" here is not just the love for the sector and teaching career but it must be expressed in specific actions:

To dedicate to the teaching profession, to sacrifice for the future benefits and dear learners;

To increase the sense of responsibility to the profession, to feel happy to teach in classrooms;

To always explore, learn, and create to bring the highest quality in teaching; stepping out of the classroom doesn't mean the end of pedagogical activities, but teachers still think consecutively about the content, teaching methods, and the students' attitude to innovate themselves;

To enthusiastically build the unit, and sincerely help colleagues.

Another factor is the "Talent" of teachers. "Talent" here is intellectual talent in expertise and pedagogical talent. Talent will help teachers systematically master the contents, the basic knowledge of the subject, and the ability to find out problems to add to the lecture content; pedagogical talent is shown in the application of teaching methods, the ability to present, and the ability to deal with pedagogical situations in the teaching process. The combination of content and methods will make the lecture more creative, lively, attractive and highly effective, making learners interested, enthusiastic, and not bored, thereby actively and proactive researching in learning. To meet these requirements, teachers must have the following competencies:

Teachers must have the capacity for knowledge and understanding. This is the pillar capacity of the pedagogy "knowing ten to teach one". Today, learners do not necessarily obey their teachers everything and obey unconditionally. Being a teacher, he must persuade learners with his extensive knowledge, which also has the effect of creating a reputation for the teacher;

Teachers have a capacity for processing and transforming learning materials from various sources by the framework program promulgated by the Ministry of Education and Training. Teachers must pedagogically process the learning materials to be suitable for the characteristics of each class, object, and training major. The reality shows that there are still many lesson plans that are "dead", not updated. Therefore, a good teacher understands the learners and puts himself in the learners' position to design and present the materials that suit learners. Teachers can analyze, synthesize and systematize knowledge and see what is the most basic and the relationship with the secondary. In addition, teachers must be creative in providing knowledge to learners, besides precise knowledge, it requires many aspects of the relationship between old and new knowledge, knowledge of this subject with other subjects, and practical connections associated with each training major. Teachers must be imbued with the principle of "the unity of theory and practice", speaking with action, learning with practice. Each teacher not only equips learners with knowledge but also has to help them find a way to study and work effectively;

Teachers must have good teaching capacity. A good teacher not only imparts knowledge to learners but has the task of organizing and controlling their activities, directing them to seek and absorb knowledge. Therefore, teachers must master and rationally use advanced teaching methods; practice language capacity to convey knowledge, intelligibly, and moderately;

Teachers must have the correct scientific worldview, have attitudes and behaviors before the problems of the natural world, professional society reality; have to innovate and be creative in teaching in countless knowledge and endless scientific and technical resources; be passionate, persistent, industrious, serious and creative in pedagogical work;

Teachers must use foreign languages well, especially English. The foreign language is a necessary tool to work in a globalized environment, the best means to access modern knowledge and to know the roots of all problems.

Having a foreign language will help Vietnam integrate so that Vietnam Education has the opportunity to make friends with other countries' education.

The last but extremely important factor is the "morality" of teachers. "Morality" is an indispensable requirement for every teacher. Uncle Ho said: "If you have morality without talent, it's difficult to do anything. If you have talent without morality, you're useless." In the education sector, to create learners' personalities, teachers must first convince learners with their personalities. A teacher with "Morality is shown".

To have attitudes and standard manners in teaching, to be friendly and simple in life. They are both standard teachers and citizens for learners to follow. Every teacher must be not only an educator but also a pedagogue.

To sacrifice "all for dear students", to help learners sincerely, not for benefits, without discrimination, to help support learners' knowledge completely; helping does not mean giving high marks or being easy for learners in learning;

To firmly fight against the bad and wrong things in society, in themselves, and in colleagues.

To strictly implement the Regulation on the code of teachers' ethics issued by the Ministry of Education and Training on April 16, 2008. According to this Regulation, apart from political qualities, lifestyles and manners, teachers need to have professional ethics: "to be dedicated to careers, consciously protect the honor and heard of teachers"; to have a unity spirit, love, and help colleagues in life and working activities, to be compassionate, tolerant, generous, well-treated to learners and colleagues and communities. Teachers need to firmly fight against chasing achievements, offending students' personalities and bodies by trying to make money by any means, losing themselves to affecting the reputation of colleagues, and losing the trust of society.

Solutions to Build and Perfect Teachers' Personalities

Personality is the political and moral face of the teacher, the main tool to create educational products. The formation and development of personality is a whole process of cultivating, fostering culture, and training skills in the pedagogical practice itself. In order to improve the personality of teachers in the context of international integration, it is necessary to focus on the following basic solutions:

Actively and creatively promoting the campaign "Study and follow Ho Chi Minh's moral example" attached to emulation movements of the education sector, especially the campaign "Every teacher is an example of morality, Self-study, and Creativity".

Thoroughly understanding regulations on the code of teachers' ethics promulgated by the Ministry of Education and Training, at the same time, those regulations must be returned into standards to evaluate the process of cultivation, self-training, and striving of teachers. The whole sector and each unit must build a teaching staff with strong political ideology, pure professional qualities, constantly improving their professional qualifications, with a standard lifestyle and behavior. They are an example for learners to follow.

Doing well the political and ideological education for each teacher and educational administrator (Education manager). Further raising awareness of the role and responsibility of the teachers so that each teacher and educational administrator can know their responsibilities to society, the training and fostering people for the country, they also understand well the responsibility in protecting the teachers' honor as well as the education sector, especially the responsibility of the leaders. Arousing conscience, responsibility, and enthusiasm in every teacher so that every teacher has the desire to devote to education and training as well as the development of the country.

Schools and educational institutions need to take care of teachers' lives and create the most favorable conditions (both materially and spiritually possible conditions) for teachers to work and dedicate themselves. Calling for the attention of the whole society to education and training, especially the support of the Party committees and authorities and the consensus of the people.

Strengthening inspection and examination to rectify and promptly and seriously handle violations of the teachers' personality, contributes to creating a clean educational environment; also commending exemplary teachers who are conscientious, responsible, dedicated, and devoted wholeheartedly.

The Party and State attach great importance to improving the lives of teachers. The project "Training and fostering teachers and administrators of educational institutions to meet the requirements of a fundamental and comprehensive renovation of general education in the period 2016-2020, with orientation to 2025" has been approved by the Prime Minister. The Government approved affirming: "There is a mechanism to encourage teachers and educational institution managers". The teacher - the teacher plays a decisive role in the success or failure of the educational career. In order to improve the quality of education, it is necessary to ensure the necessary needs of teachers, because they cannot become good teachers while they themselves cannot guarantee a family life. There must be regimes and policies, especially policies on creating, using, and arranging jobs suitable to their expertise. At the same time, it is necessary to ensure the appropriate salary and remuneration policy to create motivation and work efficiency for the teaching staff. Currently, the Party and State have improved a lot of regimes and policies for teachers, but there are still many shortcomings, resulting in many teachers not being able to devote themselves

wholeheartedly to education and training. create. The Education and Training Strategy 2011-2020, affirms: “The regimes and policies for teachers and education administrators, especially the policy of salary and salary-based allowances, are not satisfactory, not It has not been able to attract good people to the education sector, but has not yet created the motivation to strive for advancement in professional activities”.

III. Conclusion

With the great development of science and technology and the growth of school discipline, even many projects use computers to replace the teacher's position and all seem hopeless. Because only the heart can touch the heart, personality can educate personality, machinery and equipment can only equip students with the knowledge, and discipline only trains students to have a new framework but new personality. Educate students to be human. And personality is only in people. Uncle Ho once taught “Having talent without virtue is useless, having virtue without talent makes it difficult to do anything”, difficult, not impossible, different from useless.

To achieve success in education, a teacher must have a quality that is love for students. Teachers who have a love for their work are enough for them to become good teachers. The teacher-student relationship plays an important role in the teacher's work of educating students. The content, nature, and handling of this relationship directly affect the quality of teaching. A student cannot respect, admire or learn anything good when the teacher shows signs of indecent personality or professional weakness. The teacher is like a mirror for students to look into, discover things they don't know, and strive to improve themselves. In order to be a good example for students, a teacher must actively practice professional skills and must live properly, honestly, fairly, and modestly and have skills to control emotions and moods to suit pedagogical situations.

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