

New Thoughts on "Talents", "Disciplines" and "Management" -Inspired by the spirit of the "Design Teaching and Instruction Committee Meeting" of the Ministry of Education

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Summary: Talents are needed to improve the comprehensive strength of the country, The cultivation of talents focuses on ability, Creativity is the embodiment of ability, After dismembering the experience of predecessors because of creation, It is the new concept of "learning" that is used by creators through interdisciplinary research, The interdisciplinary approach is based on the understanding of the functions of various disciplines and their internal linkages, This can greatly broaden the scope of the creator's cognition, Enhance the sensitivity of their thinking, Improve their creativity. However, new changes in the cognitive field will also bring new challenges to managers, Therefore, the scientific management of talents will become a necessary prerequisite for the rational use of talents. [Zhang Ning. **New Thoughts on "Talents", "Disciplines" and "Management" -Inspired by the spirit of the "Design Teaching and Instruction Committee Meeting" of the Ministry of Education.** *Researcher* 2019;11(10):47-50]. ISSN 1553-9865 (print); ISSN 2163-8950 (online). <http://www.sciencepub.net/researcher>. 7. doi:[10.7537/marsrsj111019.07](https://doi.org/10.7537/marsrsj111019.07).

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Prospects: "Creative country" is the inevitable direction of China's future development. So, how do we view knowledge, How to view the cultivation, use and management of creative talents? The forward-looking thinking of this paper provides a useful reference for decision-makers.

I. Basic Concept of Creative Talents

"Idea" is a magical phenomenon in human thinking, The essence of idea is cognition, It's creation. This discovery, Thus, the fundamental task to be accomplished by human beings is clarified--Protecting and utilizing nature by exploring its laws, For the benefit of mankind. So, The talents we cultivate should be those who have the ability to concentrate on the implementation of creativity, It's not just the person who acquires the ability to learn. The concept of "talent" is the creator, Not learners. The so-called "learning" should be for the sake of creation to gain the experience of predecessors. This is the correct understanding of Newton's "genius on the shoulders of giants". But the purpose of learning embodies Einstein's view: Learning is for no use. It means: Copying past experience and knowledge, Unable to solve current and future new problems, Only by thoroughly shattering traditional experience and knowledge, Reorganization, For the creator, This "traditional experience" translated into material will make sense. That tells us, Formed "traditional" archetypes are useless for creation, When "tradition" is dismembered as material, It's about creativity that makes sense. I have asked many people about the meaning of Einstein's sentence, Unfortunately, no one can answer it. This phenomenon reflects the lack of a clear understanding of the concepts of "learning" and

"creation", It also reflects the thinking tendency of human beings from ancient times to the present-imitation, This tendency of thinking inhibits our creativity, Fortunately, creativity is inherent and instinctive, It can't be eradicated. Research and analysis show that: "Learning" and "Creation" are two opposite thinking directions. Simple "learning" is following the traditional thinking habits, Looking back; "Creation" follows the law of nature, Looking forward. Following tradition means conforming to past thinking habits, Simply following tradition means thinking laziness, Make thinking corrupt; "Creation" is inspired by traditional experience, To conform thinking to the laws of nature, This is exploration, It's hard work, Make human thinking move towards progress and development. When creativity is associated with diligence, "Diligence" will also have a new meaning - creation. But most people interpret the meaning of "diligence" only as physical labor, The highest realm of human diligence is creation. So, "diligence" is the process of the creator's growth, "Achievement" is the result created by the creator. In the process of creating results, "Traditional experience" is just the fertilizer imposed on the seedlings of "creation". This is our understanding of the basic concept of "creative talents".

2. New Concept of "Interdisciplinary Discipline"

Although human culture is, by its appearance, composed of three university disciplines- Natural science, social science and art, Disciplines are independent of each other. However, when disciplines reach an advanced stage, we will find that: The rational existence of individual disciplines is based on the integration of the three disciplines, Among the three university disciplines, you and I have formed within them, I have you, Connecting with each other, Mutual penetration, Necessary close relationship. For example, "Beauty", It is not a patent of art, Each discipline has its own form and content of beauty, Their "beauty" is also the inherent expression of "logic". For example, all disciplines need to use "individual methods" as a means to deepen their disciplines, And show its maturity in the face of basic skills, And the essence of "basic skills" is for all disciplines, It is to increase the activity of our brain neurons and expand their range of activity. ^[1] Again, people's perception of various disciplines is a process from perception to rationality. In the theoretical division, Empirical theory tends to be perceptual, Scientific theory tends to be rational, Applied theory tends to be concrete, Basic theory tends to be abstract. Also: our attention to various disciplines is reflected in the expression of emotions, The internal cause of attention depends on the concentration of energy. Just because of the different disciplines, Its external manifestations will be different. But the author finds that: Those presentations do not affect the intrinsic linkages and interactions among disciplines. As far as art is concerned, Whether it is auditory art, visual art or body art, Its essence is the embodiment of beauty, The real meaning of beauty is the feeling and experience from the heart of people, At the same time, it is related to human consciousness, emotion and energy. ^[2] So its efficacy is for natural sciences and social sciences, "Beauty" can be expressed in appearance, For example, the beauty of hypersonic vehicles is not only reflected in speed, It is also reflected in the geometrical structure, Because the "geometric structure" fully conforms to the natural law of fluid mechanics, It reduces the resistance of aircraft shape to air, So we will feel the beauty of its appearance. "Beauty" can also be expressed in disciplines, For example, logic beauty in mathematical calculati The beauty of harmony and happiness among people in sociology. on; The Beauty of Conciseness in Physics; ^[3] The beauty of language and content in the article. "Beauty" can also be expressed in the aspects of human inspiration, energy, emotion and creativity, These inspirations, energies, emotions and creative abilities can be understood as the feeling of beauty, Of course, there are countless beauty of human strength and so on. In a word, all things conform to the

objective law of development, Behavior that meets human needs, It can make people feel beautiful in their hearts. As far as natural science is concerned, Whether it's physics, chemistry or astrogeography, In their studies, Its focus is on exploring the nature and laws of nature, And get important basis. In exploring, They put more emphasis on rational grasp. So their effects on art and social sciences, It is not simple and external to add some advanced external equipment to various disciplines of Social Sciences and arts, Create some convenient conditions and environment, It is to guide social sciences and arts to understand their inherent nature and laws, And provide scientific basis, Make them rational and objective, In order to grasp the deeper method, To make the discipline in the implementation of a better control. As far as social science is concerned, Whether it is literature, history, politics, military affairs, law, education, etc, They all study social phenomena and laws of development. Therefore, their efficacy is applied, managed, disseminated and developed to natural science and art. Whether natural science or art is achieved through individuals or groups of people, So in the exchange and development of disciplines, They are inseparable from human factors, Harmonious interpersonal relationships, Loose academic atmosphere, It will have a positive impact on the development of various disciplines, Make the artists and scientists' gifted and scientific way of thinking be recognized, recognized and understood by the public, Mutual tolerance and more harmonious coexistence, This will further promote the rapid development of natural science and art.

3. How to View Talents and Their Management

The greatest motivation for creativity is the need for independence and objectivity, It comes from the creator's healthy physiology and happy mind, Integrating them, Creation is a process of feeling beauty. The greatest "beauty" that mankind pursues is life, This is what philosophers call "ultimate concern", Everything revolves around the theme of life, Life is the concrete manifestation of energy, Inspiration in creation is the instantaneous explosion of energy. The concept of "suffering and survival" is not a good state of physiology and psychology in "creation", Because it lacks the feeling of "beauty" and the sense of security, Because of the psychological and physiological tension of the human body, As a result, human energy output is severely restricted. The so-called "pain" theory of talent cultivation, It's just about taking advantage of the creator's abilities, They cannot be given the social status they deserve, In order to deprive the creator of his right to speak, We should rationalize the practice of suppressing and blocking talents. At the same time, it can also protect people's old habits, To

make their "greed" and "laziness" respected, Make the "decadent tradition" even greater. To this end, there have been numerous persecutions against creators in history, Light people are suppressed and blocked, The serious ones are detained (e.g. Copernicus) or even killed (e.g. Copernicus' students are burned). According to the author's research, it is found that: Russian composer Tchaikovsky, ^[4] Dutch painter Van Gogh ^[5] And Lao Tzu, a Chinese philosopher ^[6] All died of assassination (The author is based on the historical data of events and historical background, reasoning, analysis of the results.). In fact, "creator" is not only a normal species of nature, And it is the pioneer of human civilization, But because of their lack of living environment and soil, They lack self-protection even more, So their lives are often the most vulnerable, But they release all their energy to protect human beings. But "ordinary people" are out of self-protection, When dealing with the creator, it is often Gong Ye who is a good dragon, They are excluded, marginalized and included in the alternative, They were also labeled "psychotic", "autistic", "eccentric", "alien" and so on. Because they are the explorers of the laws of nature, Their way of life is premised on following the laws of nature, So they are the real "normal people" in the crowd. In the course of social development, The cultivation of "talents" should adopt "isolation" style of "one flower blossoms alone" and "specialization", It is absolutely undesirable, Because they lack a good cultural environment and fertile national soil, The improvement and development of creativity will be limited. We should remember: Many great men of that year came from Germany, It is because of the improvement of the overall quality of the German nation, This shows that national quality is an important condition for talent generation. And the "foolish people policy" that China has inherited in history, Do not let the nation be smart and do not improve its quality, It is seriously hindering the development of the country, Of course, it also includes the lack of scientific education. A famous American dancer once said: "The artist's way forward happens to be the right one most of the time." ^[7] The author later found that: This phenomenon does not only occur in art disciplines, Successful people in most human industries are highly contingent, Including the most famous scientists in the world. "Talents" we have now and in the past, To a large extent, it is "wild", It is not the result of education, "Talents" often break through the encirclement of "exam-oriented education", Occasionally survived. ^[8] The reason why we want to put forward "scientific training of talents", The aim is to be clear, We learn because we create, Instead of learning for the sake of learning, "Learning" is targeted learning. With such concepts and ideas, the

educational system and system for the cultivation of "talents" should be constructed, "Talents" can be improved and quantified production. It should be noted that: Talent training starts with young children, Not undergraduate. We need to study the whole process of the emergence, growth, development and maturity of "talents", At the same time, we should establish a legal system for the protection of "talents". Because the cognitive ability of creative talents is not limited to a certain professional field, It is reflected in all aspects, Managers should pay special attention to their thinking characteristics, They are the best assistants to managers, They can make up for managers, Help managers.

4. Concluding remarks

Creation is the foundation of human existence. In the process of training creative talents, First of all, it should be clear that: We learn from tradition by creating, Drawing lessons from tradition is not copying, Instead of crushing it for the creator's use, One of the important means is the intersection of disciplines, Its effect is to completely change the traditional knowledge structure of the creator, Increase the activity of their creative thinking. Facing the coming era of creation, Our managers must be at the forefront of the times, Be brave in innovation, Continuous discovery of problems, Solve the problem, Take control of the whole situation, In order to develop our country into a creative country escort.

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