

## The Role of Guidance and Counselling in Schools: A Literature Review

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### ABSTRACT

The purpose of education is not only to impart knowledge but also to develop the whole person. Students need more than academic excellence to succeed in life; they also require social, emotional, and behavioral skills. Guidance and counselling services in schools play a vital role in ensuring that students receive a holistic education that prepares them for the challenges of life. This paper examines the role of guidance and counselling in effective teaching and learning in schools. The objectives of this paper are to: **1-** Investigating the various domains in which school guidance counselors operate. **2-** Analyzing the aims of guidance and counselling in schools. **3-** Exploring the role of guidance and counseling in enhancing students' academic and personal growth. **4-** Evaluating effective teaching and learning practices from a guidance and counseling perspective. **5-** Examining the advantages of the school counseling program for students. This paper is a literature review that examines previous studies on the role of guidance and counselling services in schools. The review involved searching various databases, including Google Scholar, JSTOR, and ResearchGate. The keywords used in the search were "guidance and counselling," "career," "teaching and learning," "schools," and "academic performance." The study found that guidance and counselling services in schools help to identify and address the social, emotional, and behavioral needs of students, thus improving their academic performance. Counselling services also help students to develop personal and social skills that are essential for their success in school and beyond. The integration of guidance and counselling services in schools can help to create a conducive learning environment, promote student well-being and enhance academic achievement. Guidance and counselling services are crucial in ensuring that schools provide a holistic education that goes beyond academic excellence. The integration of guidance and counselling services in schools can help to create a conducive learning environment, promote student well-being and enhance academic achievement. Teachers and counsellors need to work together to ensure that students receive the support they need to succeed in school and beyond.

**Keywords:** *Guidance, Counselling, Teaching, Wellbeing, School*

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Guidance and counselling play an essential role in effective teaching and learning in schools. It provides support and assistance to students, helping them develop their academic, social, emotional and personal skills, leading to improved academic achievement, personal development and overall wellbeing.

Guidance and counselling programs help identify and address issues that can affect a student's learning, such as anxiety, stress, depression, or behavioral problems. It helps students develop problem-solving skills, decision-making skills, and coping strategies to manage challenging situations, thereby enhancing their academic performance.

Counsellors also play a vital role in career guidance, helping students identify their strengths, interests, and career goals, which can help them make informed decisions about their future. They provide information about different career paths, job requirements, and employment opportunities, helping students to plan and prepare for their future.

Effective guidance and counselling programs also involve collaboration between teachers, counsellors, and parents, promoting a supportive and positive learning environment for students. This collaboration helps identify and address issues early, leading to improved academic and personal outcomes for students. The role of guidance and counselling in effective teaching and learning in schools is critical. By providing support, assistance, and guidance, students can develop their academic, social, emotional, and personal skills, leading to improved academic achievement and overall wellbeing.

**Guidance** - Guidance is the help given by one person to another in making choices and adjustments and in solving problems. Guidance aims at aiding the recipient to grow in his independence and ability to be responsible for himself. It is a service that is universal - not confined to the school or the family. It is found in all phases of life - in the home, in business and industry, in government, in social life, in hospitals and in prisons; indeed, it is present wherever there are people who need help and wherever there are people who can help" (Jones., 1970)).

According to Crow and Crow (1960)," Guidance is not direction. It is not the imposition of one's point of view upon another. It is not making decisions for an individual which he should make for himself. It is not carrying the burden of another's life, rather guidance is assistance made available by personality qualified and trained men or women to an individual of any age to help him manage his own life activities, develop his own point of view, make his own decisions and carry out his own burden " .

According to Good, "Guidance is a process of dynamic interpersonal relationships designed to influence the attitudes and subsequent behavior of a person".

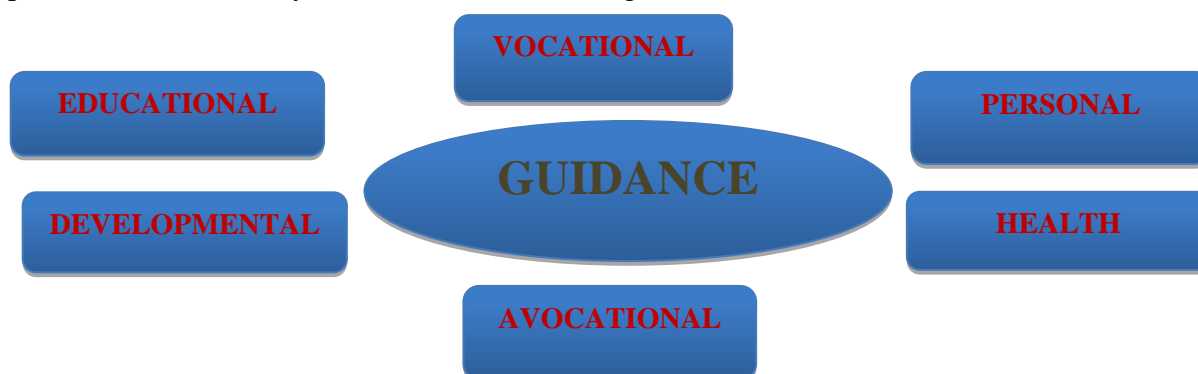
Based on the above definition of guidance, it can be said that: -

- Guidance is help that a person seeks or is given.
- Guidance is provided by professionally qualified and trained person.
- Guidance is given to any person in any field and at any age.
- Guidance respects the dignity, worth, freedom and rights of the individual.
- Guidance helps the individual to understand himself etc.

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### *Areas of Guidance -*

Guidance was started as a movement for professional and adaptive development of the individual, but gradually the scope of guidance expanded and guidance became an integral part of the education system. The main areas of guidance are as follows:



**Figure - 01**

- Educational Guidance
- Vocational Guidance
- Personal Guidance
- Developmental Guidance
- Avocational Guidance and
- Health Guidance etc.

Counseling has an important place in the field of guidance. A brief introduction of counselling is following -

### *Counselling –*

According to Gustad, J. W. (1953)," Counselling is a learning oriented process, carried on a simple, one-to-one social environment, in which the counsellor, professionally competent in relevant psychological skills and knowledge, seeks to assist the client, by methods appropriate to the latter's needs and within the context of the total personal program, to learn how to put such understanding into effect in relation to more clearly perceived, realistically defined goals to the end that the client may become a happier and more productive member of society ".

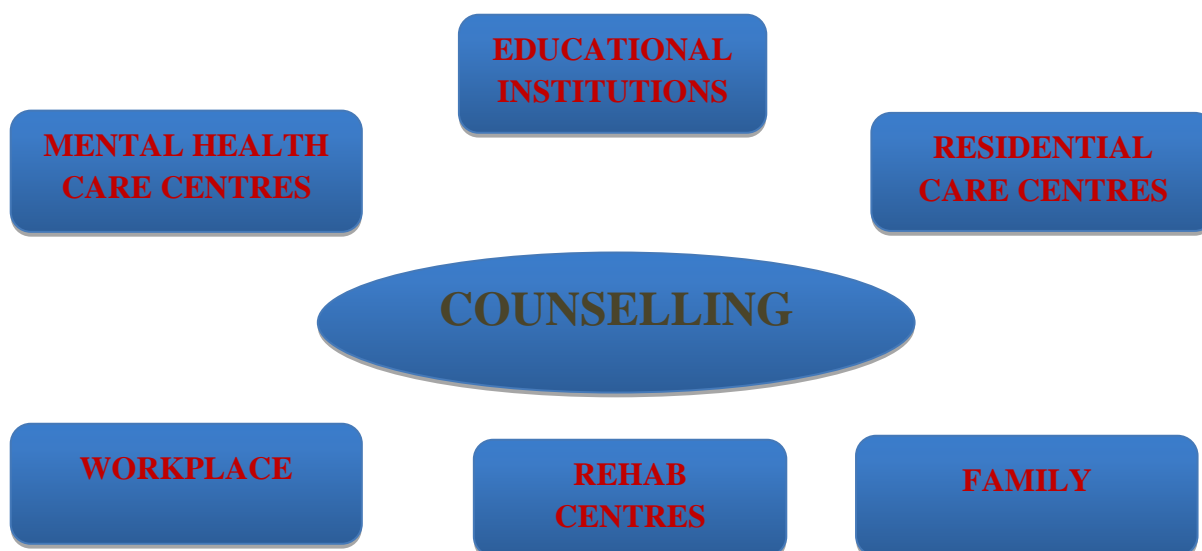
According to Patterson (1954)," Counselling is the process involving interpersonal relationship between a therapist and one or more clients by which the former employs psychological methods based on systematic knowledge of the human personality in attempting to improve the mental health of the latter ".

On the basis of above definitions of Counselling it can be said that -

- Counselling is a continuous process.
- Counselling is an interpersonal relationship between the counsellor client.
- Counselor helps in the counseling process on the basis of training, experience and psychological facts.
- Counseling work is done in various situations like home, school, hospital, social and community center, rehabilitation center.
- The nature of counseling is developmental, preventive and curative etc.

**Scope (Areas) of Counselling -**

Following are the different areas of counseling work –



**Figure - 02**

- Rehab Centers
- Mental Health Care Centers
- Residential Care Centers
- Workplace
- Family
- Educational Institutions etc.

**Guidance and Counselling in Education** - Education is a fundamental aspect of human life, and the quality of education that an individual receives is critical in shaping their future. Teachers are the primary facilitators of education in schools, and they play a critical role in ensuring that students receive quality education. However, teachers face numerous challenges in their quest to provide quality education to their students. One of the significant challenges that teachers face is the need to address the diverse needs of their students. The diverse needs of students require that teachers possess diverse skills, including counseling and guidance skills. Guidance and counseling are critical components of any education system. Guidance refers to the provision of information, assistance, and support to individuals to help them make informed decisions about their lives. Counseling, on the other hand, refers to the provision of support, guidance, and advice to individuals to help them deal with personal, social, or psychological problems. In schools, guidance and counseling play a crucial role in helping students to overcome personal, social, and academic challenges that may hinder their academic progress.

One of the primary roles of guidance and counseling in effective teaching and learning in schools is to help students develop self-awareness and self-confidence. Self-awareness and self-confidence are essential qualities that enable students to take charge of their lives and make informed decisions. Students who lack self-awareness and self-confidence tend to struggle with their studies and may exhibit disruptive behavior in the classroom. Guidance and counseling help students to develop a positive self-image and instill in them the confidence to pursue their academic goals.

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Another critical role of guidance and counseling in effective teaching and learning in schools is to promote the holistic development of students. Holistic development refers to the development of an individual in all aspects of their lives, including social, emotional, cognitive, and physical aspects. Guidance and counseling help students to develop healthy relationships with their peers, teachers, and other members of the school community. They also help students to develop emotional resilience, which is critical in dealing with stress, anxiety, and other emotional challenges that may affect their academic performance.

Guidance and counseling also play a crucial role in addressing academic challenges that students may face. Academic challenges may include difficulties in understanding academic concepts, poor study habits, and low motivation. Guidance and counseling help students to identify the root causes of their academic challenges and provide them with the necessary support to overcome these challenges. This may include providing students with study skills, organizing tutorial sessions, and providing them with individualized attention. Guidance and counseling also play a critical role in promoting a positive school environment. A positive school environment is essential in fostering student learning and academic success. Guidance and counseling help students to develop a sense of belonging and connectedness to their school community. This, in turn, promotes positive behavior, reduces absenteeism and promotes academic achievement.

### Objectives

The objectives of this paper are to:

- Investigating the various domains in which school guidance counselors operate.
- Analyzing the aims of guidance and counselling in schools.
- Exploring the role of guidance and counseling in enhancing students' academic and personal growth.
- Evaluating effective teaching and learning practices from a guidance and counseling perspective.
- Examining the advantages of the school counseling program for students.

### METHODOLOGY

This paper is a literature review that examines previous studies on the role of guidance and counselling services in schools. The review involved searching various databases, including Google Scholar, JSTOR, and ResearchGate. The keywords used in the search were "guidance and counselling," "career," "teaching and learning," "schools," and "academic performance."

### RESULTS AND DISCUSSION

In the field of guidance and counseling, these terms carry distinct connotations. "Guidance" typically refers to the holistic development of students, whereas "counseling" is often focused on resolving specific problems. In other words, guidance aims to be proactive and supportive of growth, while counseling is typically reactive and remedial (Lai-Yeung, 2014). The global trend in this field has shifted from a casework and problem-solving approach to a preventative and developmental approach to providing guidance and counseling services (Gysbers & Henderson, 1994; Yuen, 2002; Lai-Yeung, 2014). As such, guidance and counseling are essential therapies for school-aged children.

According to O'Concubhair (1981), guidance in schools refers to the specific measures taken by educational institutions to assist students in realizing their full potential and preparing for

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adult and professional life. Akinade (2012) defines guidance and counselling as a process that helps individuals gain a complete understanding of themselves, including how they respond to environmental influences. This process further aids individuals in identifying personal significance in their behavior and in creating and organizing a set of objectives and principles for future behavior.

Counseling is a process that involves various techniques aimed at assisting individuals in finding solutions to their problems. It is a personalized learning experience that is emotionally involved, focusing on the affective realm of an individual's emotions, feelings, values, and attitudes. The counseling process involves an interactive relationship between two or more individuals, with the client and counselor building a relationship of trust. These concepts have been discussed by various authors, including Geshinde (1991), Adebowale (2012), and Oviogbodu (2015).

Counseling can be defined as a form of learning where a trained professional assists individual in gaining insight into themselves and their surroundings, thereby empowering them to make appropriate choices that facilitate personal growth and development, as well as educational, vocational, and socio-personal advancement (Egbo, 2013). Essentially, counseling is a transformative process that facilitates individuals' learning and growth, both inside and outside the academic setting.

Counselling is an interpersonal process where an individual is aided by another to enhance their understanding and problem-solving abilities. This process may involve a group of individuals as well. It is crucial to emphasize the advantages of guidance and counseling for students in the school program.

### **1- The various domains in which school guidance counselors operate: School Counsellor Responsibilities -**

In 1981, the Cork branch of the Institute of Guidance Counsellors created a job description outlining the responsibilities of school guidance counsellors. This job description included the following areas of work:

- Providing individual counselling sessions and offering vocational guidance through group education.
- Assisting students who are experiencing personal problems, such as social or emotional issues.
- Helping students with personal development.
- Providing advice on study techniques.
- Providing guidance on job applications and interviews.
- Conducting psychological testing and other forms of testing, if required.
- Referring students to other relevant agencies, if necessary.
- Coordinating a school-wide system of pastoral care.
- Compiling and making available occupational information to students.
- Adapting counselling activities to meet the needs of the school, while enjoying freedom and flexibility in their organization.

Additionally, the report identified four primary areas of work for school counsellors: individual counselling, group guidance, occupational information, and psychological testing. (I.G.C. Journal, Spring 1981)

### 2-Aims of Guidance and Counselling in Schools -

The primary objectives of guidance and counseling services in schools are to support students in meeting their fundamental physiological requirements, gaining self-awareness, establishing relationships with peers, maintaining a balance between permissiveness and regulation within the school environment, achieving success, and acquiring opportunities for independence (Heyden, 2011). As a result, the purpose of guidance and counseling services emphasizes and enhances educational programs. Some specific aims of the school guidance and counseling program include the following (Gibson, 2009 as cited in Lunenburg, 2010):

**I-** To assist children with developmental challenges- Even pupils who have selected a suitable educational course of study may encounter obstacles that necessitate assistance. Occasionally, a teacher may need to devote between 20% to 33% of their time to a few students who require extensive support, which deprives the remainder of the class of the instructor's undivided attention to their needs. By aiding these young individuals in resolving their difficulties, the counsellor enables the classroom teacher to utilize their time more effectively

**II-** To ensure that students can fully realize their potential- The school aims to facilitate the fulfillment of students' potential by providing a diverse range of academic and extracurricular options. One of the fundamental objectives of education is to aid students in recognizing and cultivating their abilities. The counselor's responsibility is to aid students in allocating their efforts among the numerous learning opportunities accessible to them. Each student necessitates guidance in developing their primary course of study and extracurricular plan.

**III-** To assist teachers with technical support- Many teacher training institutions lack comprehensive instruction in the technical aspects of guidance work. Consequently, most schools require support for crucial guidance and counselling functions within their educational programs. Specifically, guidance counsellors are equipped to aid teachers in tasks such as test selection, administration, and interpretation, choosing and utilizing different records, suggesting counselling techniques for teachers to implement with their students, and leading professional development sessions on guidance functions.

**IV-** To facilitate the coordination and adaptation between students and the educational institution- The task of guidance involves creating and sustaining a collaborative bond between the school and the students. It is important for both teachers/counselors and students to be aware of each other's needs. Students also have a responsibility to contribute to the school by utilizing its resources and striving for achievements. This collaboration between students and the school can be improved by suggesting ways to enhance the programs, conducting research to improve education, providing counseling for student adjustment, and promoting positive attitudes between the school and home.

### 3- Role of guidance and counseling in enhancing students' academic and personal growth-

The primary aim of guidance and counselling programs is to facilitate the optimal development and self-realization of human potential for the benefit of both individuals and society. Makinde (1984) notes that school counsellors play a crucial role in this process by supporting the development of students. This idea is supported by Bennars (1994), Mutie and Ndambuki (2000), and Ndirangu (2007), who argue that these programs are designed to foster intellectual abilities, cultivate a balanced personality, and help students become well-rounded individuals intellectually, spiritually, morally, and socially. The goal of guidance and counselling programs is to assist students in aligning their abilities, interests, and values to enable them to fully realize their potential. Through self-knowledge, students can formulate life goals and plans that are achievable and realistic.

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In schools, it is essential for students to make informed choices regarding their subjects and careers after completing their four-year university education or six-year education program in primary and secondary schools, as per the Nigerian education system. Borrow (1983) asserts that the guidance and counselling program must provide students with the necessary information about the available courses and the qualifications required for each one. Such information can help students develop a realistic self-concept based on their academic capabilities.

During the adolescent stage, which is when most secondary school students are in, they often experience feelings of alienation. This syndrome can include distrust, anxiety, pessimism, egocentrism, meaninglessness, normlessness, and powerlessness, according to Robert and Elizabeth (1983). To help these students better understand their developmental stage and adjust to school life, guidance and counselling services are often necessary. Additionally, these services can assist students in choosing and pursuing achievable career paths.

Career choice can be particularly challenging in today's complex and dynamic world, as noted by Borrow (1983). With constant changes in technology, society, and culture, it can be difficult to determine the best path to follow. Guidance and counselling programs can help students navigate this uncertainty by providing information about various career options, including required qualifications, responsibilities, and the nature of the work. By doing so, students can make informed decisions and develop clear occupational goals.

### **4- Effective teaching and learning practices from a guidance and counseling perspective-**

Teaching is a fundamental aspect of education, with the ultimate goal of positively impacting individuals' lives. In the field of guidance and counseling, counselors listen to children's problems, identify the issues at hand, and provide appropriate advice and ongoing support to help them overcome their challenges.

An important factor in teacher effectiveness is the use of instructional resources, which can help them master the necessary subject matter knowledge and improve their teaching skills. Retaining experienced and efficient teachers is crucial for the success of organizations such as schools. Research conducted by Hammon (2006) has identified factors such as subject matter knowledge and teaching capability as key contributors to teaching effectiveness.

Effective teachers not only strive to enhance students' academic achievement but also equip them with essential life skills. They are adept at applying strategies that promote holistic learning and support learners in coping with various challenges (Goodstein, Nolan, & Pfeiffer, 2006).

According to Abolade (2000) as cited in Egbo (2013), teaching refers to a set of activities designed to produce changes in the behavior of learners. Popham (2010) defines teaching as the act of explaining, demonstrating, guiding, and counseling by the teacher to effect change in the learner. Okoye (2010) states that the primary goal of teaching is to assist individuals in acquiring or altering skills, attitudes, knowledge, ideas, or appreciation, ultimately resulting in desirable changes in the learners. She also notes that teaching is considered effective only when learners have accomplished the set behavioral objectives. Nnabuike (2012) suggests that a teacher is also a learner since learning is a continuous process.



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According to Okoye (2010), learning is the mental process of acquiring, retaining, and utilizing knowledge, skills, attitudes, ideas, and virtues, resulting in progressive changes in behavior and conduct. Oketch (2012) defines learning as the acquisition of new behavior or a change in behavior, including the acquisition of knowledge, information, skills, and cultures, which ultimately leads to changes in thought, patterns, and feelings. Learning also involves cognitive processes, especially mental reasoning, and is intimately connected with teaching, as one cannot occur without the other. Nnabuike (2012) suggests that the role of the teacher is to facilitate learning by deliberately and consciously manipulating information, knowledge, skills, values, attitudes, and habits in order to effect desirable changes in the character of the learner. In summary, effective teaching cannot be said to have taken place unless learning has occurred. The implications for guidance and counseling suggest that teachers should observe their students both during and after class, and evaluate their level of understanding and assimilation. If a student requires counseling, the teacher may choose to invite a counselor for a general class discussion or refer a specific student to the counselor for guidance sessions.

### 5- Advantages of the school guidance and counseling program for students -

Here are some benefits of counseling to students in schools:

- **Emotional Support-** School counseling programs provide emotional support to students who may be dealing with a range of issues such as anxiety, depression, or stress. A counselor can help students understand and manage their emotions, and develop coping strategies for challenging situations.
- **Academic Success-** A school counselor can help students improve their academic performance by identifying areas where they need extra help and providing resources to support them. This may include tutoring, study skills, time management, and organizational strategies.
- **Career Development-** School counselors can help students explore their interests and strengths, and provide guidance on career options and educational pathways that align with their goals. They can also provide information about vocational training programs, internships, and other opportunities that can help students gain valuable experience.
- **Social Skills-** School counseling programs can help students develop social skills and improve their relationships with peers and adults. Counselors can provide guidance on communication skills, conflict resolution, and teamwork, helping students build positive and healthy relationships.
- **Personal Growth-** Through counseling sessions, students can develop self-awareness, build self-esteem, and learn to set and achieve personal goals. School counselors can also provide guidance on decision-making, problem-solving, and resilience, helping students develop the skills they need to navigate the challenges of life.
- Counseling helps prepare students to face the challenges of the 21st century, including academic, career, and personal/social development.
- By connecting educational programs to future success, counseling can help students see the relevance of their studies.
- Career exploration and development are facilitated through counseling services.
- Counseling helps students develop important skills such as decision-making and problem-solving.
- Students can acquire knowledge of themselves and others through counseling.
- Personal development is enhanced through counseling services.

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- Counseling can assist students in developing effective interpersonal relationship skills.

On the basis of above literature and facts the current study found that guidance and counselling services in schools help to identify and address the social, emotional, and behavioral needs of students, thus improving their academic performance. Counselling services also help students to develop personal and social skills that are essential for their success in school and beyond. The integration of guidance and counselling services in schools can help to create a conducive learning environment, promote student well-being and enhance academic achievement.

### CONCLUSION

In conclusion, guidance and counselling are essential in helping students make informed decisions about their lives and future ambitions. The role of a counsellor in building the confidence of a student cannot be overstated, as it allows for a healthy relationship that promotes trust and the sharing of vital information. Furthermore, counselling is not only necessary for Childrens/students in school environment but also for adults who may be facing difficult situations in their personal or professional lives. It is important to understand that seeking guidance and counselling is a sign of strength, and not a weakness. With the right guidance, individuals can overcome challenges and achieve their desired goals.

Additionally, guidance and counselling play a crucial role in promoting the mental and emotional well-being of children/students in schools. Counsellors can help students identify and manage their emotions, cope with stress and anxiety, and build healthy relationships with their peers, teachers and family members. By providing a safe and non-judgmental space for students to express themselves, counsellors can empower them to navigate the challenges of life and develop the resilience and coping skills necessary for a successful and fulfilling future. Overall, guidance and counselling are valuable tools in promoting the holistic development of students at school, family level and empowering them to become confident, responsible, and well-adjusted members of society.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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