

Mentoring Functions Questionnaire (MFQ-9) in Traditional Chinese

職涯支持	Vocational Support
1. 我的師父關心我的職涯發展	1 My mentor takes a personal interest in my career.
2. 我的師父幫我協調並整合我在職業上的目標	2 My mentor helps me coordinate professional goals.
3. 我的師父投入額外的時間與精力在我的職涯上	3 My mentor has devoted special time and consideration to my career.
心理社會支持	Psychosocial Support
4. 我能跟我的師父分享我的私人問題	1 I share personal problems with my mentor.
5. 我和我的師父會彼此交換心事	2 I exchange confidences with my mentor.
6. 我將我的師父視為朋友	3 I consider my mentor to be a friend.
角色楷模	Role Modeling
7. 我會嘗試仿效我師父的行為	1 I try to model my behavior after my mentor.
8. 我佩服我師父鼓舞他人的能力	2 I admire my mentor's ability to motivate others.
9. 我敬佩我師父教導他人的能力	3 I respect my mentor's ability to teach others.

答題量尺：1 (非常不同意/Strongly disagree) 到 5 (非常同意/Strongly Agree)

量表出處(Source)：

Castro, S. L., & Scandura, T. A. (2004, November 3-6). *The tale of two measures: Evaluation and comparison of Scandura's (1992) and Ragins and McFarlin's (1990) mentoring measures*. Paper presented at the Southern Management Association Meeting, San Antonio, TX.

此量表具有跨性別恆等性 (Hu, 2008) 與跨文化 (台灣 vs. 美國) 恆等性 (Hu, Pellegrini & Scandura, 2011)

Hu, C. (2008). Analyses of measurement equivalence across gender in the Mentoring Functions Questionnaire (MFQ-9). *Personality and Individual Differences, 45*, 199-205.

Hu, C., Pellegrini*, E. K., & Scandura, T. A. (2011). Measurement invariance in mentoring research: A cross-cultural examination across Taiwan and the U.S. *Journal of Vocational Behavior, 78*, 274-282.