University of Miami

From the SelectedWorks of Terri A. Scandura

January 2004

Mentoring Functions Questionnaire

Contact Author

Start Your Own SelectedWorks

Notify Me of New Work

Available at: http://works.bepress.com/terri_scandura/21

Mentoring Functions Questionnaire (MFQ-9)

Responses:

Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

Career Support

1. My mentor takes a personal interest in my career

5. My mentor helps me coordinate professional goals.

6. My mentor has devoted special time and consideration to my career.

Psychosocial Support

7. I share personal problems with my mentor.

9. I exchange confidences with my mentor.

10. I consider my mentor to be a friend.

Role Modeling

12. I try to model my behavior after my mentor.

13. I admire my mentor's ability to motivate others.

15. I respect my mentor's ability to teach others.

References:

Castro, S. L., Scandura, T. A. & Williams, E. A. Validity of Scandura and Ragins' (1993) multidimensional mentoring measure: An evaluation and refinement. A previous version of this paper was presented at the 2004 Southern Management Association meetings, San Antonio, TX.(see "Selected Works").

Pellegrini, E. K. & Scandura, T. A. (2005). Construct equivalence across groups: An unexplored issue in mentoring research. Educational & Psychological Measurement, 37, 264-279.

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.

The original, 15-item measure was published in:

Scandura, T. A. & Ragins, B. R. (1993). The effects of sex and gender role orientation on mentoring in male-dominated occupations. Journal of Vocational Behavior, 43, 251-265.