

Mentoring Behavior Scales (English)

I. Mentoring Quality

Please think about the adult supervisors from your job(s) and rate them on the following items according to this scale:

A = strongly disagree B = disagree C = agree D = strongly

- O20. In most of my jobs, there was an adult who was responsible to directly supervise my work.
- O21. I learned how to do things by watching this person do them.
- O22. I acquired knowledge, information, or skills from this person.
- O23. This person pushed me to do a good job.
- O24. This person pushed me to do things on my own.
- O25. I got a lot of my values from this person.
- O26. This person served as a role model of achievement for me.
- O27. I admired this person's qualities as a human being.
- O28. This person gave me constructive criticism.

II. Mentoring Behavior

How much have your jobs helped you to develop the following abilities? Please rate each statement on the following scale:

A

While working, I learned to . . .

- O29. Follow directions
- O30. Get along with people
- O31. Be on time
- O32. Be responsible
- O33. Manage money
- O34. Help others
- O35. Be a hard worker
- O36. Respect authority
- O37. Talk out problems
- O38. Be a leader
- O39. Listen to instructions

III. Job Skills

Please rate the following statements using:

A = strongly disagree B = disagree C = neither agree nor disagree D=agree E=strongly agree

My supervisor/mentor . . .

- O40. Encourages open communication between ourselves.
- O41. Welcomes my active participation in a decision making process.
- O42. Cares about my well being in general.
- O43. Enforces strict rules.
- O44. Doesn't care much about what I do outside of work.
- O45. Teaches me to take responsibility for my actions and behaviors.
- O46. Questions things I do and decision I make.
- O47. Shows me how to actively resolve conflicts related to work.
- O48. Lets me do as I please.
- O49. Points out the differences between individual needs and needs of society.
- O50. Makes me feel rejected at times.
- O51. Manipulates me/is very controlling in what I have to do
- O52. Stresses the importance of sociocultural goals (e.g., for the good of society).
- O53. Looks for harmony, peace and quiet at work.

Coding Information to Compute Scale Scores

Mentoring Quality

1. Modeling/Joint Activities = O20, O21, O22, O23, O24
2. Values = O25, O26, O27, O28

Mentoring Behavior

1. Mentor Support and Supervision = O40, O41, O42, O45, O47, O49, O52, O53
2. Mentor Dejection/Disengagement = O43, O44, O46, O50, O51

Job Skills

1. While working = O29, O30, O31, O32, O33, O34, O35, O36, O37, O38, O39