

- (4) To collect longitudinal data and adopt the statistical analysis technique of potential growth curve model to repeatedly verify the correctness of the main effects that PsyCap affect organizational commitment, job satisfaction, job performance.

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附錄

實驗組及對照組介入方案內容摘要的對照表

活動	控制組學習單內容摘錄	實驗組學習單內容摘錄
1	<p>請至 http://www.youtube.com/watch?v=yXBtxUfgrgk 觀賞「喝咖啡 5 大問題」影片。</p> <p>1. 請您根據這部影片，列舉避免「喝咖啡 5 大問題」的方法。</p> <p>2. 請您根據這部影片，後，寫出你對透過飲食保養身體健康，減緩生理老化的一些想法。</p>	<p>根據心理學家施耐德 (Snyder) 的研究，希望是人們在思考如何實現人生目標時，運用路徑思考和激勵思考以實踐預期目標的過程。路徑思考又叫做實踐力 (waypower)，它是設想各種實現目標的策略、方法、路徑的能力。激勵思考又叫做意志力 (willpower)，它是激勵自我克服障礙實現目標的能力。</p> <p>有句俗話說：「天下無難事，有志者事竟成」(where there is a will there is a way)。高度希望的人，在面對有意義的生命目標時，總是充滿「有辦法」(way)「做得到」(will) 的自信。而且這些高度希望的人，在身心適應與各項成就表現，都缺乏希望的人好。</p> <p>高度希望和低度希望的人，他們之間的差異，可以用下面這張表來比較、對照。</p>

	高希望	低希望
目標設定	設定許多目標 設定具體明確的目標 設定真實目標 設定需付出努力才能達成的目標	設定較少目標 設定模糊不清的目標 設定不真實目標 設定容易達成的目標
路徑思考 (實踐力)	關注實踐目標正面訊息 創造許多路徑(方法、策略)以達成目標 具有想出替代方案的能力	關注實踐目標負面訊息 創造較少路徑(方法、策略)以達成目標 缺乏想出替代方案的能力
激勵思考 (意志力)	追求目標的動機高、信念強 視障礙為挑戰 使用策略增強意志力 從過去成功或失敗經驗中學習教訓 對自己有信心	追求目標動機低、信念弱 因障礙而放棄 無法使用有效策略增強意志力 陷在過去的失敗經驗中 缺乏信心

1. 根據以上的介紹，您認為希望是一種夢想的期待，還是一種實踐人生目標的動力？為什麼？
2. 根據以上的介紹，您評估自己是否具有實踐的意志力、實踐力？為什麼？

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- 2 請至 http://www.youtube.com/watch?v=4r_VK16r6dc 觀賞「成功抗癌的葛森療法」影片。
1. 請您根據這部影片，列舉運用「葛森療法」的方法。
2. 請您根據這部影片，寫出你對透過生活作息保養身體康，減緩生理老化的一些想法。
- 在我們的現實生活世界裡，其實有許多充滿希望的楷模。以知名的腦性癱瘓畫家黃美廉為例。為了要成為一個成功的藝術家，他從東洛杉磯學院轉到加州州立大學洛杉磯分校，學習更多的美術理論和畫畫技巧。在遇到挫折困難時，她以一句：「我只看我所有的，不看我所沒有的。」惕勵自己不要因為別人的眼光，而喪失鬥志。再從歷史上來看希望的典範，中國短篇小說之王——蒲松齡，在自己後期的科舉考試屢次不中、落魄至極之際。他不再參加考試，憑藉著自己的秀才出身以及遊幕、坐館的生活，累積大量的寫作素材，專心寫作集結成冊。甚至寫下的勵志自勉聯：「有志者事竟成，破釜沉舟百二秦關終屬楚；苦心人天不負，臥薪嚐膽三千越甲可吞吳。」來激勵自己。最終，蒲松齡以一部《聊齋誌異》名垂青史。這些希望的楷模，都是目標設定、路徑思考和激勵思考的高手。從他們的故事裡，你找到了希望嗎？
1. 以上的希望典範人物，您比較熟悉誰？您可以再詳細一點介紹這位希望典範人物嗎。（如果都不熟，請介紹一位您熟悉的希望典範人物）
2. 找到希望典範人物，可以提供我們具體的學習（或是模仿）的方法。您過去是否曾經參考希望典範人物的做法，用在自己的目標實踐上，請您詳細說明。（如果不曾有過這種經驗，請您舉一個希望典範人物，說明您要學習或是模仿的內容）。
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