



Distributors of Psytech International

Assessment Instrument and Software

# Occupational Personality Profile (OPPPro)

**South African User Guide and  
Research Reference**

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## Introduction

This guide is for users and potential users of the Occupational Personality Profile (OPPro).

It should be used in conjunction with the Technical Manual for the OPPro, published by Psytech International.

This guide does not replace the Technical Manual, but it is intended to provide the additional information that South African users need.

This user guide will be updated regularly as new research evidence becomes available. Psytech manuals and user guides are distributed electronically – at no charge - via the company's web site, and it is incumbent on the user to ensure that they download the updated versions regularly. Hard copies of the latest versions of the user guides can also be purchased from the company if users prefer not to download the document themselves.

## ***Structure of this manual***

The manual is divided into the following sections:

- **Introduction**
  - This section covers the background to the questionnaire, administration instructions and general advice on its use in South Africa.
- **Norms**
  - This section contains descriptions of the various norm groups available for the OPPro – the composition of the norm groups, basic statistics on OPPro scales and stanine tables.
- **Reliability**
  - This section contains reports on the reliability studies done on the OPPro in South Africa – the composition of the groups, reliability coefficients and Standard Error of Measurement where suitable data exists.
- **Validity**
  - This section contains reports on the validation studies done on the OPPro in South Africa

Studies will be added to the various sections as they are completed. The date when it was last updated appears on every study. Every section has its own table of contents and introductory section.

## ***Classification status of the OPPro***

The OPPro was submitted to the Psychometrics Committee of the Health Professions Council of South Africa in April 2001. The process of evaluation and classification is a lengthy one. Feedback reports received from the test reviewers indicate that the OPP meets the requirements for classification as a psychological test and the classification certificate was issued in December 2003.

## ***Conditions of use and professional responsibilities***

The OPPro must be used under the control of a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor.

## **Purchasing OPPro materials and scoring services**

When purchasing test materials or scoring services relating to the OPP, the signature and registration number a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor is required.

## Constructing of test batteries

Only a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor may decide which tests or questionnaires to use for a particular purpose. Psychometrists registered for supervised practice or other role players such as HR Practitioners or line managers may not act independently of the Psychologist, and may not overrule the Psychologist's decisions.

## Administration of the OPPro

- The test may be administered by a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor or Psychotechnician.
- Psychometrists (Supervised Practice) have to be supervised by a Psychologist.

## Scoring of the OPPro

The OPPro may be scored by

- A Psychologist,
- A Psychometrist (Independent Practice),
- A Psychometrist (Supervised Practice)
- A Registered Counsellor, or
- A Psychotechnician,

The scoring of the OPPro is always done by computer. The act of scoring is pure data capture and no interpretation is involved. Detailed instructions for scoring the OPPro by computer can be found on the GeneSys Online platform, under tutorials. There are videos and downloadable PDFs. Special training in the use of the software is available and we strongly recommend attending this.

## Reporting on the OPPro

### **The choice of which computerised report to use should be made by:**

- A Psychologist, Psychometrist (Independent Practice) or a Registered Counsellor.

Psychometrists registered for supervised practice should consult with a Psychologist about the most suitable report to use.

### **The choice of which norm group to use should be made by:**

- A Psychologist, Psychometrist (Independent Practice) or a Registered Counsellor.

Psychometrists (Supervised Practice) and Psychotechnicians should consult with a Psychologist about the most suitable norm group to use.

## Feedback on OPPro reports

Feedback on OPPro reports may be done by Psychologists, Psychometrists (Independent Practice) or Registered Counsellors. Psychometrists registered for supervised practice may give feedback on the OPPro within clearly circumscribed guidelines laid down by a Psychologist, and provided proper supervision, with regular consultation, is maintained.

## ***What the Occupational Personality Profile (OPPro) measures***

The OPPro measures the following personality scales:

Accommodating	Assertive
Detail conscious	Flexible
Cynical	Trusting
Emotional	Phlegmatic
Reserved	Gregarious
Genuine	Persuasive
Composed	Contesting
Optimistic	Pessimistic (internal-external locus of control)
Abstract	Pragmatic
The distortion scale (social conformity)	
Central tendency	

For detailed information about the constructs measured by the OPPro please consult the OPPro technical manual.

The technical manual gives an overview of the theoretical basis for the constructs, as well as a more in-depth discussion where the typical behaviour of high scorers and low scorers for each scale is discussed.

## ***Respondents for whom the OPPro is suitable***

### **Level of Education**

The OPPro is intended for respondents with an educational level of Grade 12. One must be sensitive to the fact that educational standards have differed considerably in South Africa. People from impoverished backgrounds are not likely to have had an education of the same standard as people from privileged backgrounds. The Psychology professional in charge of the assessment should evaluate the situation with care, taking into account the intended respondent's background, fluency in English and so forth.

It is also possible that a person who has not had formal education up to Grade 12 level, may in fact have acquired sufficient fluency in English and self-insight to complete an OPP to good effect. Every situation must be evaluated on its merits.

## Proficiency in English

It may be necessary to test for proficiency in English. Some standardised measures of English language skills are available, and users could avail themselves of these. It is not recommended that persons with functional English levels below grade 10 should be required to complete the OPPro.

Considering the socio-economic history of South Africa, it is reasonable to suppose that there are many people who should not be tested with questionnaire measures, because they have not had sufficient exposure to formal testing situations or their language proficiency is inadequate. The Psychology professional should be realistic about this.

## *OPPro applications*

The OPPro was designed as a general purpose personality questionnaire for occupational use. Within this description there is a lot of scope for different applications of the questionnaire. Some situations where the OPPro can be considered include:

- Selection—suitability for specific positions, of which the behavioural requirements are known.
- Counselling—including personal development, educational counselling, career choice counselling and counselling to improve relationships.
- Development—including development of behavioural competencies for jobs, team building, self-insight, self-management and so forth.

The interpretation and feedback of the OPPro results should be adapted to the intended purpose of the assessment.

## *A history of the OPPro in South Africa*

The OPPro was introduced in South Africa in 1995. Initially, adoption of the instrument was relatively slow. It was only once Psytech South Africa was formed in 1998 and comparative reliabilities with other tests computed, that the potential of the OPPro for use in South Africa was realised. Further data was collected, reliabilities and norm groups compiled, many of which are included in this manual.

Based on research done with the assistance of the South African Police Services, some of the items were revised to raise the internal consistency reliabilities and make the test questions better understood. Booklets with the South African revised items have been available since 2002, and are clearly indicated as such. Norms, reliability and validity studies in this manual clearly indicate which version of the questionnaire they refer to.

The OPPro has been widely adopted by South African organisations. Many thousands of respondents have been tested with the instrument. This manual is a step towards consolidating the information that has been gathered about this questionnaire.

## Revision of the OPPro

Most of the changes to the OPPro items for the South African revision were minor rewordings in order to make the meaning of the item text clearer to South Africans. A few items were replaced. No items were added to or removed from any scale. The scoring key remains unchanged.

The table below contains a summary of the changes made to the various scales:

Scale	Number of items unchanged	Number of simplified items	Number of replaced items
Assertive	4	6	0
Flexible	1	7	2
Trusting	6	4	1
Phlegmatic	9	3	0
Gregarious	4	4	2
Persuasive	7	2	0
Contesting	9	1	0
Pessimistic	6	7	0
Pragmatic	5	2	3
Conforming	6	2	0

## Examples of simplified items

Items that were simplified were re-worded to remove idiomatic expressions or words that may be misinterpreted by South Africans. In all cases the decision to simplify an item was motivated by item analysis results on South African groups.

Original	Simplified
I am known as an 'ideas person'	People know me as a person full of plans and ideas.
I sometimes feel I have little control over the course my life takes	I sometimes feel I have little control over the things that happen in my life.
I find it difficult to tell jokes and funny stories.	I find it difficult to tell stories that make people laugh
If I am near a friend's house I will often drop in just to say hello.	If I am near a friend's house I will often pay a visit just to say hello.
I feel slightly uncomfortable at large social gatherings where I know few people.	I feel shy at large social gatherings with many strange people.

## Examples of replaced items

The number of replaced items were kept to a minimum. An item was only replaced if it could not be clarified easily.

For instance, in the first example below, it was felt that there may be differences in the perception of 'going away on holiday' depending on a person's economic background. Items referring to travel were replaced because of the economic implications.

The item referring to government sponsorship of the arts was replaced, removing the reference to the government, in an attempt to make the item politically more neutral. The replacement item was carefully chosen to be as close as possible to the original. In all cases the decision to replace an item was motivated by item analysis results on South African groups.

Original	Replacement
I would enjoy going away on holiday on my own.	I like to spend my free time by myself.
I always keep in regular contact with my friends, even those who live far away.	I like to see my friends regularly.
I am mechanically minded.	I like to handle tools, make things and fix things.
I would enjoy being a civil engineer.	I would enjoy building roads, dams and bridges.
The government should spend money on useful things, rather than sponsor the arts.	Money should be spent on useful things, not on art.

### ***Some cautionary notes:***

- The OPPro should not be used on its own as a selection instrument. It should always form part of an assessment battery that includes other measures, and preferably some non-test information as well.
- It is strongly recommended that a validation/integration interview should follow any assessment by means of tests or questionnaires. The interviewer should use this opportunity to verify the test results, and put them into perspective relative to the respondent's background and the purpose of the assessment.
- Users should pay attention to the reliability and validity data available relating to the population group on which they intend to use the questionnaire.
- Users should use norm groups that are appropriate for the test version and the person being assessed.
- No person should be excluded from an opportunity or position because of a personality measure used in isolation.
- It should be pointed out that the OPPro is not intended as a diagnostic measure for psychopathology.

### ***Computer-assisted reports***

Psytech's tests and questionnaires are all supported by computer-assisted reports. Some of the tests have a range of computer-assisted reports, allowing instant interpretation of the test results from a variety of perspectives. For example, the OPPro has an Extended Report, a Standard Report, a Profile Report, a Feedback Report, a Derived Dimensions report, Questions Prompts and a Results Spreadsheet. Some reports combine information from several tests.

## **How do the computer-generated reports work?**

The reports represent an expert system, drawing on numerous built-in relationships between patterns of scores and human behaviour. It would normally take a user many years of experience to gain the knowledge and insight that are contained in this reporting system.

## **What are the advantages of computer-generated reports?**

Computer-generated reports ensure that the complete pattern of scores is interpreted every time. No score or combination of scores is overlooked. Everyone is treated in exactly the same way, irrespective of whether the person interpreting the results is having an 'off day' or is pressed for time. This helps to ensure fairness and consistency. Moreover, computer-generated reports save a lot of time, freeing the professional up to add value in the interview, integration of results from other sources and feedback processes.

## **Are computer-assisted reports open to abuse?**

Like any powerful tool, computer-assisted reports can be misused. They should not be used to substitute for professional expertise, but rather to supplement and support it.

One must remember that these reports are generic-the standard reports do not know anything about the requirements of the positions that the respondent may have applied for. They are also completely unaware of the respondent's background and personal circumstances. They can usually not stand on their own, but must be used as one source of information in the assessment process, and be integrated with other information. This integration and interpretation is highly skilled professional work, and it should not be left to persons who have not had the required training.

*In some situations, handing out unaltered computer-generated reports to respondents or line managers without any counselling or explanation, could be considered abuse of these reports. We recommend that the technical appendix in a report, which gives a graphic summary of raw scores and profiles, not be given to untrained persons.*

## **What about competency-based reports?**

You need not be limited to the reports supplied with the GeneSys online platform. Special reports can be written for clients based on their own competency models, or based on the results of validation studies. Psytech SA undertakes to do these as consulting projects, and the cost is dependent on the length and complexity of the report that the client requires.

## ***Administration instructions for the Occupational Personality Profile***

The OPPro can be administered either on the computer, via the GeneSys online platform, or with paper and pencil.

For instructions on how to operate the platform for test administration, please refer to the GeneSys Online platform, under tutorials via <https://eu.genesysonline.net/>. There are videos and downloadable PDFs. Special training in the use of the software is available, which is strongly recommend. Do not attempt to use computer software for test administration if you are not completely comfortable with how the online platform works. Familiarise yourself with the process of setting up a testing session with the software, creating the data record and entering the respondent's biographical information into the system, or assisting the respondent in doing so themselves.

These instructions are intended for a situation where the OPPro is being administered in Pencil and Paper form.

Say:

*"From now on, please do not talk among yourselves, but ask me if anything is not clear. We shall be doing the Occupational Personality Profile which has no time limit, however most people take about 20 minutes. During the test I shall be checking to make sure you are not making any accidental mistakes when filling in the answer sheet. I will not be checking your responses."*

**WARNING:** It is most important that answer sheets do not go astray. They should be counted out at the beginning of the test and counted in again at the end.

### **Distribute the answer sheets**

Then ask:

*"Has everyone got a sharp pencil, an eraser, and an answer sheet?"*

Rectify any omissions, then say:

*"Please fill in the biographical information requested on the answer sheet."*

If respondents are also completing other tests or questionnaires as part of the same testing session, say:

*"Please make sure that you fill in your name exactly as you filled it in on the other answer sheets today"*

If there are objections to the filling in of information regarding race and gender, say that this information must be collected to do the necessary research on the test in order to ensure compliance with legal requirements.

Walk round the room to check that the instructions are being followed.

**WARNING:** It is vitally important that test booklets do not go astray. They should be counted out at the beginning of the session and counted in again at the end.

## Distribute the booklets with the instruction:

*"Please do not open the test booklet until I tell you to do so."*

Remembering to read slowly and clearly, go to the front of the group and say:

*"Please open the booklet and follow the instructions for this test as I read them aloud." (Pause to allow booklets to be opened).*

*This is a questionnaire concerning your interests, preferences and feelings about a range of things.*

*You are asked to rate yourself on a scale from 1 to 5 on each question. When you have chosen the answer appropriate for **YOU**, record this by blackening the corresponding box on the answer sheet.*

*For example:*

*Ratings:*

1 Strongly Agree	2 Agree	3 In between	4 Disagree	5 Strongly Disagree
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*1. I like to watch the news on TV.*

*If you strongly agreed with this statement, you would fully blacken box 1 against question 1 on your answer sheet."*

Check for understanding of the instructions so far, then say:

*"When answering the questions please remember the following:*

- 1. Do not spend too much time pondering over the answer to each question. The information given in a question may not be as full as you would wish, but answer as best you can.*
- 2. Please try to avoid the middle (**In between**) answer wherever possible.*
- 3. Be as honest and truthful as you can. Don't give an answer just because it seems to be the right thing to say.*
- 4. Make sure you answer every question, even those which do not seem to apply to you.*
- 5. If you wish to change an answer, please erase it and insert your new answer."*

Then say very clearly:

*"Does everyone understand how to do this test?"*

Deal with any questions, appropriately, and then say:

***"Please turn over the page and begin"***

If respondents ask questions about the meaning of words in the questionnaire, explain these words and make a note of the questions that arose.

If respondents ask about which situation they should consider when responding to the test items, say:

*"Think of yourself in an ordinary work situation"*

Walk around the room at appropriate intervals to check for potential problems.

When everyone has completed the questionnaire:

**COLLECT THE ANSWER SHEETS AND THE TEST BOOKLETS, ENSURING THAT ALL MATERIALS ARE RETURNED (COUNT BOOKLETS AND ANSWER SHEETS)**

Then say:

*"Thank you for completing the Occupational Personality Profile."*

## Norms Introduction

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## **South African Norms available for the OPP**

### ***Different types of norms available***

There are two kinds of norms available for Psytech tests. Many of the norm groups are based on means and standard deviations obtained through research. These means and standard deviations are used by the GeneSys reporting software to calculate standard scores. In the case of the OPP, stanines are used.

Users of the test do not need to look up raw scores to find the corresponding standard scores, because the software does it for them. For this manual, however, stanine tables have been specially calculated from means and standard deviations to facilitate comparison between norm groups, so that users can more easily choose which norm group is most suitable for a given situation.

The second type of norm is the frequency norm. In this case, more information is stored internally, and it is possible to add additional cases to the norm group as more data are collected. The GeneSys software is able to create tables of standard scores for frequency norms. These are provided here for interest and information—they are not necessary to obtain a narrative report from the software system.

### ***Biographical data***

The GeneSys software offers the facility to collect comprehensive biographical information on respondents. Unfortunately, these data are very seldom collected by test users. Because Psytech SA obtains most of its information from clients who use the tests, this information is often seriously incomplete.

Users are advised to make an effort to capture full biographical information on the respondents. This will help to enable them to adhere to best practice and compliance with legal requirements.

### ***SA Norms and international norms***

GeneSys software contains international norms on all Psytech tests, besides the South African norms which have been collected by Psytech South Africa.

Unless you have a very good reason to do otherwise, we recommend the use of South African norms rather than international norms. If you are assessing a person for placement overseas and you have a suitable international norm available, you could consider using the international norm in conjunction with a South African norm.

## ***User-developed norms***

The GeneSys software offers users the facility to generate their own norms on the data they have collected. Users must ensure that the data included in these in-house norms are “clean” – that they contain no dummy cases, duplicates or other data that could interfere with the interpretation of the results. Psytech SA offers assistance in the creation of in-house norms for users who need it.

If the norm was generated on your own computer and not shared with Psytech SA, it will not appear in the documentation. To have your in-house norm included in this user guide, contact Psytech SA to have your norm group included on the South African research database.

**List of norm tables**

<b>Norm group</b>	<b>Version</b>	<b>Number</b>
SA Afrikaans Police applicants	Original items	N1
SA Asian Police Applicants	Original items	N2
SA Black Police trainee applicants	Original items	N3
SA Call Centre Applicants	Original items	N4
SA Coloured Trainee Police Applicants	Original items	N5
SA English Police applicants	Original items	N6
SA General Population (Frequency norm)	Original items	N7
SA General Population	Original items	N8
SA Managers and Graduates	Original items	N9
SA Ndebele Police applicants	Original items	N10
SA Pedi Police applicants	Original items	N11
SA Police clerical applicants	Original items	N12
SA Professional candidates	Original items	N13
SA Retail Staff	Original items	N14
SA Sales and Marketing	Original items	N15
SA Sotho applicants to SA Police	Original items	N16
SA Swazi Police applicants	Original items	N17
SA Tsonga police applicants	Original items	N18
SA Tswana Police applicants	Original items	N19
SA university students all races	Original items	N20
SA Venda police applicants	Original items	N21
SA Xhosa police applicants	Original items	N22
SA Zulu police applicants	Original items	N23
SA White police trainee applicants	Original items	N24
SA Afrikaans police training applicants	Revised items	N25
SA Asian police training applicants	Revised items	N26
SA Black police training applicants	Revised items	N27
SA Coloured police applicants	Revised items	N28
SA English police applicants	Revised items	N29
SA Ndebele police applicants	Revised items	N30
SA Pedi police applicants	Revised items	N31
SA Sotho police applicants	Revised items	N32
SA Tswana police applicants	Revised items	N34
SA Venda police applicants	Revised items	N35
SA White police applicants	Revised items	N36
SA Xhosa police applicants	Revised items	N37
SA Zulu police applicants	Revised items	N38
SA Tsonga police applicants	Revised items	N39
SA Police applicants	Revised items	N40
SA Mine applicants	Original items	N41

## List of norm tables

<b>Norm group</b>	<b>Version</b>	<b>Number</b>
SA Afrikaans Police applicants	Original items	N1
SA Asian Police Applicants	Original items	N2
SA Black Police trainee applicants	Original items	N3
SA Call Centre Applicants	Original items	N4
SA Coloured Trainee Police Applicants	Original items	N5
SA English Police applicants	Original items	N6
SA General Population (Frequency norm)	Original items	N7
SA General Population	Original items	N8
SA Managers and Graduates	Original items	N9
SA Ndebele Police applicants	Original items	N10
SA Pedi Police applicants	Original items	N11
SA Police clerical applicants	Original items	N12
SA Professional candidates	Original items	N13
SA Retail Staff	Original items	N14
SA Sales and Marketing	Original items	N15
SA Sotho applicants to SA Police	Original items	N16
SA Swazi Police applicants	Original items	N17
SA Tsonga police applicants	Original items	N18
SA Tswana Police applicants	Original items	N19
SA university students all races	Original items	N20
SA Venda police applicants	Original items	N21
SA Xhosa police applicants	Original items	N22
SA Zulu police applicants	Original items	N23
SA White police trainee applicants	Original items	N24
SA Afrikaans police training applicants	Revised items	N25
SA Asian police training applicants	Revised items	N26
SA Black police training applicants	Revised items	N27
SA Coloured police applicants	Revised items	N28
SA English police applicants	Revised items	N29
SA Ndebele police applicants	Revised items	N30
SA Pedi police applicants	Revised items	N31
SA Sotho police applicants	Revised items	N32
SA Tswana police applicants	Revised items	N34
SA Venda police applicants	Revised items	N35
SA White police applicants	Revised items	N36
SA Xhosa police applicants	Revised items	N37
SA Zulu police applicants	Revised items	N38
SA Tsonga police applicants	Revised items	N39
SA Police applicants	Revised items	N40
SA Mine applicants	Original items	N41
SA General Population updated 2008		N42
SA General Population updated 2010		N43
SA European updated 2010		N44
SA African updated 2010		N45
SA Coloured updated 2010		N46
SA Asian updated 2010		N47
SA English updated 2010		N48
SA Afrikaans updated 2010		N49

SA Indigenous updated 2010		N50
SA Aggregate Population 2019		N52
SA English Language Population 2019		N53
SA Afrikaans Language Population 2019		N54
SA isiZulu Language Population 2019		N55
SA isiXhosa Language Population 2019		N56
SA Setswana Language Population 2019		N57
SA Sepedi Language Population 2019		N58
SA Sesotho Language Population 2019		N59
SA Tshivenda Language Population 2019		N60
SA Xitsonga Language Population 2019		N61
SA Indigenous Language Population 2019		N62
SA isiNdebele Language Population 2019		N63
SA siSwati Language Population 2019		N64

## Norm Group : SA Afrikaans Police applicants

Applicants for training to SA Police Services. Home Language Afrikaans. Applicants completed original OPP items. Tested in year 2000. Minimum qualification grade 12.

### Norm Type:

This norm was created from means and standard deviations

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	875	875	74.53152	74.5315
F	299	1174	25.46848	100.0000
Missing	0	1174	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1174	23.56388	5.000000	101.0000	5.998771

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	23	23	1.95911	1.9591
W	499	522	42.50426	44.4634
C	651	1173	55.45145	99.9148
A	1	1174	0.08518	100.0000
Missing	0	1174	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	938	938	79.89779	79.8978
Matric exemption	78	1016	6.64395	86.5417
1 yr Diploma	72	1088	6.13288	92.6746
2 yr Diploma	49	1137	4.17376	96.8484
3 yr Diploma/Degree	32	1169	2.72572	99.5741
Post Graduate	5	1174	0.42589	100.0000
Missing	0	1174	0.00000	100.0000

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	1174	29.20	4.84
<b>FLEXIBLE</b>	1174	19.86	4.07
<b>TRUSTING</b>	1174	30.08	5.56
<b>PHLEGMATIC</b>	1174	39.20	6.51
<b>GREGARIOUS</b>	1174	33.81	5.58
<b>PERSUASIVE</b>	1174	24.62	5.11
<b>CONTESTING</b>	1174	29.67	5.82
<b>PESSIMISTIC</b>	1174	24.95	4.97
<b>PRAGMATIC</b>	1174	31.17	4.97
<b>CONFORMING</b>	1174	23.74	4.32
<b>CENTRAL TENDENCY</b>	1174	82.05	20.77

### **Stanines**

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-20	21-23	24-25	26-27	28-30	31-32	33-35	36-37	38-50
<b>Flexible</b>	0-12	13-14	15-16	17-18	19-20	21-22	23-24	25-26	27-50
<b>Trusting</b>	0-20	21-23	24-25	26-28	29-31	32-34	35-37	38-39	40-55
<b>Phlegmatic</b>	0-27	28-31	32-34	35-37	38-40	41-44	45-47	48-50	51-60
<b>Gregarious</b>	0-24	25-26	27-29	30-32	33-35	36-37	38-40	41-43	44-50
<b>Persuasive</b>	0-15	16-18	19-20	21-23	24-25	26-28	29-31	32-33	34-45
<b>Contesting</b>	0-19	20-22	23-25	26-28	29-31	32-34	35-36	37-39	40-50
<b>Pessimistic</b>	0-16	17-18	19-21	22-23	24-26	27-28	29-31	32-33	34-40
<b>Pragmatic</b>	0-22	23-24	25-27	28-29	30-32	33-34	35-37	38-39	40-50
<b>Conforming</b>	0-16	17-18	19-20	21-22	23-24	25-26	27-29	30-31	32-40
<b>Central Tendency</b>	0-45	46-56	57-66	67-76	77-87	88-97	98-108	109-118	119-196

### **Standard error of measurement**

<b>ScaleName</b>	<b>SEM</b>
<b>Assertive</b>	3.35805257
<b>Flexible</b>	3.01578586
<b>Trusting</b>	3.5732107
<b>Phlegmatic</b>	3.64875182
<b>Gregarious</b>	3.54775486
<b>Persuasive</b>	3.14099279
<b>Contesting</b>	3.32231952
<b>Pessimistic</b>	3.2266555
<b>Pragmatic</b>	3.5290894
<b>Conforming</b>	2.66594921

## Norm Group: SA Asian Police Applicants

Asian (SA Indian) applicants to SA Police services in 2000. Candidates were pre-selected on English reading comprehension. Ages ranged from 19 to 30. Minimum qualification grade 12. All respondents in this group gave English as their first language.

This group was tested on pencil and paper using the original OPP items. Only respondents who met a cut-off score on a test of English Reasoning Comprehension were included in the norm group, to ensure that the norm group was not compromised by including unreliable data.

### **Norm type:**

This norm was created from means and standard deviations.

### **Sample composition**

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	291	22.64948	18.00000	31.00000	2.911480

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	232	232	79.72509	79.7251
F	59	291	20.27491	100.0000
Missing	0	291	0.00000	100.0000

Frequency table: QUALIFICATIONS				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	170	170	58.41924	58.4192
Matric Exemption	69	239	23.71134	82.1306
1 yr Diploma	9	248	3.09278	85.2234
2 yr Diploma	24	272	8.24742	93.4708
3 yr Diploma/Degree	12	284	4.12371	97.5945
Postgraduate	7	291	2.40550	100.0000
Missing	0	291	0.00000	100.0000

### ***Descriptive statistics on OPP scales***

<b>Dimension</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	291	29.08	5.33
<b>FLEXIBLE</b>	291	20.63	4.51
<b>TRUSTING</b>	291	31.95	6.74
<b>PHLEGMATIC</b>	291	40.27	7.69
<b>GREGARIOUS</b>	291	34.92	5.79
<b>PERSUASIVE</b>	291	24.08	5.70
<b>CONTESTING</b>	291	27.92	5.98
<b>PESSIMISTIC</b>	291	22.40	6.30
<b>PRAGMATIC</b>	291	31.22	5.63
<b>CONFORMING</b>	291	22.84	4.75
<b>CENTRAL TENDENCY</b>	291	75.20	20.54

### ***Stanines***

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-50
<b>Flexible</b>	0-12	13-14	15-17	18-19	20-21	22-24	25-26	27-28	29-50
<b>Trusting</b>	0-20	21-23	24-26	27-30	31-33	34-37	38-40	41-43	44-55
<b>Phlegmatic</b>	0-26	27-30	31-34	35-38	39-42	43-46	47-49	50-53	54-60
<b>Gregarious</b>	0-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>Persuasive</b>	0-14	15-16	17-19	20-22	23-25	26-28	29-31	32-34	35-45
<b>Contesting</b>	0-17	18-20	21-23	24-26	27-29	30-32	33-35	36-38	39-50
<b>Pessimistic</b>	0-11	12-14	15-17	18-20	21-23	24-27	28-30	31-33	34-40
<b>Pragmatic</b>	0-21	22-24	25-26	27-29	30-32	33-35	36-38	39-41	42-50
<b>Conforming</b>	0-14	15-16	17-19	20-21	22-24	25-26	27-28	29-31	32-40
<b>Central Tendency</b>	0-39	40-49	50-59	60-70	71-80	81-90	91-100	101-111	112-196

## Norm group: SA Black Police trainee applicants

Black applicants to SA Police services in 2000. Candidates were pre-selected on English reading comprehension. Minimum qualification grade 12. Ages ranged from 19 to 30.

This group was tested on pencil and paper using the original OPP items. Only respondents who met a cut-off score on a test of English Reasoning Comprehension were included in the norm group, to ensure that the norm group was not compromised by including unreliable data.

### **Norm Type:**

The norm was created from means and standard deviations.

### **Sample composition**

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1294	1294	82.68371	82.6837
F	271	1565	17.31629	100.0000
Missing	0	1565	0.00000	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	330	330	21.08626	21.0863
Afrikaans	6	336	0.38339	21.4696
Xitsonga	127	463	8.11502	29.5847
Sepedi	234	697	14.95208	44.5367
English	5	702	0.31949	44.8562
Sesotho	165	867	10.54313	55.3994
isiXhosa	204	1071	13.03514	68.4345
isiZulu	309	1380	19.74441	88.1789
siSwati	35	1415	2.23642	90.4153
Ndebele	26	1441	1.66134	92.0767
?	2	1443	0.12780	92.2045
Tshivenda	122	1565	7.79553	100.0000
Missing	0	1565	0.00000	100.0000

Category	Frequency table: QUALIFICATION			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	642	642	41.02236	41.0224
Matric exemption	216	858	13.80192	54.8243
1 yr Diploma	72	930	4.60064	59.4249
2 yr Diploma	169	1099	10.79872	70.2236
3 yr Diploma/Degree	403	1502	25.75080	95.9744
Post Graduate	60	1562	3.83387	99.8083
?	3	1565	0.19169	100.0000
Missing	0	1565	0.00000	100.0000

Variable	Descriptive Statistics: AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.15847	5.304338	11.00000	101.0000	1565	0

### ***Descriptive statistics on OPP scales***

Dimension	Sample Size	Mean	SD
<b>ASSERTIVE</b>	1565	30.08	4.81
<b>FLEXIBLE</b>	1565	20.67	4.27
<b>TRUSTING</b>	1565	30.40	5.47
<b>PHLEGMATIC</b>	1565	39.02	6.30
<b>GREGARIOUS</b>	1565	31.83	5.28
<b>PERSUASIVE</b>	1565	26.82	4.96
<b>CONTESTING</b>	1565	30.64	5.48
<b>PESSIMISTIC</b>	1565	23.81	4.89
<b>PRAGMATIC</b>	1565	26.88	4.78
<b>CONFORMING</b>	1565	25.38	4.86
<b>CENTRAL TENDENCY</b>	1565	77.00	21.12

### ***Stanines***

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
<b>Assertive</b>	0-20	21-23	24-25	26-27	28-30	31-32	33-35	36-37	38-50
<b>Flexible</b>	0-13	14-15	16-17	18-19	20-21	22-23	24-25	26-28	29-50
<b>Trusting</b>	0-22	23-25	26-27	28-30	31-33	34-36	37-38	39-41	42-55
<b>Phlegmatic</b>	0-29	30-32	33-35	36-38	39-41	42-44	45-48	49-51	52-60
<b>Gregarious</b>	0-25	26-28	29-30	31-33	34-36	37-38	39-41	42-44	45-50
<b>Persuasive</b>	0-15	16-17	18-20	21-22	23-25	26-27	28-30	31-32	33-45
<b>Contesting</b>	0-18	19-21	22-23	24-26	27-29	30-32	33-34	35-37	38-50
<b>Pessimistic</b>	0-13	14-16	17-18	19-21	22-23	24-26	27-28	29-30	31-40
<b>Pragmatic</b>	0-22	23-25	26-27	28-30	31-32	33-34	35-37	38-39	40-50
<b>Conforming</b>	0-14	15-16	17-19	20-21	22-24	25-26	27-28	29-31	32-40
<b>Central Tendency</b>	0-38	39-48	49-59	60-69	70-80	81-91	92-101	102-112	113-196

## Norm group: SA Call Centre Applicants

**Version:** Original items

Applicants to an outbound insurance sales call centre. Mixed race group. Minimum qualification grade 12.

**Norm Type :**The norm was created from means and standard deviations

### Sample composition

Category	Frequency table: RACE			
	Count	Cumulative Count	Percent	Cumulative Percent
African	41	41	27.33333	27.3333
European:	21	62	14.00000	41.3333
Asian	17	79	11.33333	52.6667
Coloured:	13	92	8.66667	61.3333
Missing	58	150	38.66667	100.0000

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
F	72	72	48.00000	48.0000
M	78	150	52.00000	100.0000
Missing	0	150	0.00000	100.0000

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.52667	7.429938	18.00000	65.00000	150	0

Category	Frequency table: LANGUAGE			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	19	19	12.66667	12.6667
English	46	65	30.66667	43.3333
Sesotho	5	70	3.33333	46.6667
Afrikaans	8	78	5.33333	52.0000
Other	3	81	2.00000	54.0000
Setswana:	5	86	3.33333	57.3333
isiXhosa:	2	88	1.33333	58.6667
Tshivenda	2	90	1.33333	60.0000
Sepedi	1	91	0.66667	60.6667
Missing	59	150	39.33333	100.0000

Category	Frequency table: EDUCATION			
	Count	Cumulative Count	Percent	Cumulative Percent
Tec/Uni diploma	15	15	10.00000	10.0000
Vocational Training	2	17	1.33333	11.3333
University entrance matric	1	18	0.66667	12.0000
Grade 12:	63	81	42.00000	54.0000
Grade 10 or 11	5	86	3.33333	57.3333
Degree	5	91	3.33333	60.6667
Missing	59	150	39.33333	100.0000

### Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	150	32.03	5.27
<b>FLEXIBLE</b>	150	22.20	4.72
<b>TRUSTING</b>	150	32.03	6.04
<b>PHLEGMATIC</b>	150	40.47	6.87
<b>GREGARIOUS</b>	150	36.06	6.06
<b>PERSUASIVE</b>	150	29.14	5.48
<b>CONTESTING</b>	150	31.11	6.12
<b>PESSIMISTIC</b>	150	20.47	5.76
<b>PRAGMATIC</b>	150	25.61	5.65
<b>CONFORMING</b>	150	23.95	4.42
<b>CENTRAL TENDENCY</b>	150	79.56	22.69

### Stanines

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
<b>Assertive</b>	0-22	23-25	26-28	29-30	31-33	34-35	36-38	39-41	42-50
<b>Flexible</b>	0-13	14-16	17-18	19-21	22-23	24-25	26-28	29-30	31-50
<b>Trusting</b>	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-55
<b>Phlegmatic</b>	0-28	29-31	32-35	36-38	39-42	43-45	46-49	50-52	53-60
<b>Gregarious</b>	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
<b>Persuasive</b>	0-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-45
<b>Contesting</b>	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-50
<b>Pessimistic</b>	0-10	11-13	14-16	17-19	20-21	22-24	25-27	28-30	31-40
<b>Pragmatic</b>	0-15	16-18	19-21	22-24	25-27	28-29	30-32	33-35	36-50
<b>Conforming</b>	0-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-40
<b>Central Tendency</b>	0-39	40-51	52-62	63-73	74-85	86-96	97-107	108-119	120-196

## Norm Group: SA Coloured Trainee Police Applicants

Coloured applicants to SA Police services in 2000. Candidates were pre-selected on English reading comprehension. Minimum qualification grade 12.

This group was tested on pencil and paper using the original OPP items. Only respondents who met a cut-off score on a test of English Reasoning Comprehension were included in the norm group.

### Norm type:

This norm was created from means and standard deviations.

### Sample Composition

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.89222	3.039955	18.00000	30.00000	167	0

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
M	131	131	78.44311	78.4431
F	36	167	21.55689	100.0000
Missing	0	167	0.00000	100.0000

Category	Frequency table: LANGUAGE			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana:	1	1	0.59880	0.5988
Afrikaan:	129	130	77.24551	77.8443
Sepedi	1	131	0.59880	78.4431
English	36	167	21.55689	100.0000
Missing	0	167	0.00000	100.0000

Category	Frequency table: QUALIFICATIONS			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	99	99	59.28144	59.2814
Matric Exemption	19	118	11.37725	70.6587
1 yr Diploma	15	133	8.98204	79.6407
2 yr Diploma	16	149	9.58084	89.2216
3 yr Diploma/Degree	15	164	8.98204	98.2036
Post Graduate	3	167	1.79641	100.0000
Missing	0	167	0.00000	100.0000

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	167	29.54	4.59
<b>FLEXIBLE</b>	167	20.57	4.53
<b>TRUSTING</b>	167	31.36	6.13
<b>PHLEGMATIC</b>	167	39.25	6.72
<b>GREGARIOUS</b>	167	33.38	5.31
<b>PERSUASIVE</b>	167	23.75	5.08
<b>CONTESTING</b>	167	28.53	6.16
<b>PESSIMISTIC</b>	167	22.59	5.07
<b>PRAGMATIC</b>	167	30.66	5.56
<b>CONFORMING</b>	167	22.08	3.87
<b>CENTRAL TENDENCY</b>	167	77.51	19.86

### **Stanines**

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-21	22-23	24-26	27-28	29-30	31-32	33-35	36-37	38-50
<b>Flexible</b>	0-12	13-14	15-17	18-19	20-21	22-23	24-26	27-28	29-50
<b>Trusting</b>	0-20	21-23	24-26	27-29	30-32	33-35	36-39	40-42	43-55
<b>Phlegmatic</b>	0-27	28-30	31-34	35-37	38-40	41-44	45-47	48-51	52-60
<b>Gregarious</b>	0-24	25-26	27-29	30-32	33-34	35-37	38-40	41-42	43-50
<b>Persuasive</b>	0-14	15-17	18-19	20-22	23-25	26-27	28-30	31-32	33-45
<b>Contesting</b>	0-17	18-20	21-23	24-26	27-30	31-33	34-36	37-39	40-50
<b>Pessimistic</b>	0-13	14-16	17-18	19-21	22-23	24-26	27-28	29-31	32-40
<b>Pragmatic</b>	0-20	21-23	24-26	27-29	30-32	33-34	35-37	38-40	41-50
<b>Conforming</b>	0-15	16-17	18-19	20-21	22-23	24-24	25-26	27-28	29-40
<b>Central Tendency</b>	0-42	43-52	53-62	63-72	73-82	83-92	93-102	103-112	113-196

## Norm Group: SA English Police applicants

Applicants for training to the SA Police Services in 2000. Home language English. Minimum qualification grade 12. Applicants completed original OPP items.

### Norm type:

This norm was created from means and standard deviations

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	689	689	78.92325	78.9233
F	184	873	21.07675	100.0000
Missing	0	873	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	870	23.01379	18.00000	31.00000	3.033346

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	41	41	4.69645	4.6964
W	67	108	7.67468	12.3711
C	111	219	12.71478	25.0859
A	654	873	74.91409	100.0000
Missing	0	873	0.00000	100.0000

Frequency table: QUALIFICATIONS				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	613	613	70.21764	70.2176
Matric exemption	131	744	15.00573	85.2234
1 yr Diploma	26	770	2.97824	88.2016
2 yr Diploma	63	833	7.21649	95.4181
3 yr Diploma/degree	23	856	2.63459	98.0527
Post Graduate	17	873	1.94731	100.0000
Missing	0	873	0.00000	100.0000

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	873	29.07	5.13
<b>FLEXIBLE</b>	873	20.25	4.31
<b>TRUSTING</b>	873	31.08	6.28
<b>PHLEGMATIC</b>	873	39.65	7.37
<b>GREGARIOUS</b>	873	34.41	5.52
<b>PERSUASIVE</b>	873	24.17	5.41
<b>CONTESTING</b>	873	28.82	6.03
<b>EXTERNAL</b>	873	23.59	5.73
<b>PRAGMATIC</b>	873	31.33	5.36
<b>CONFORMING</b>	873	23.17	4.64
<b>CENTRAL TENDENCY</b>	873	76.62	21.30

### **Stanines**

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-20	21-22	23-25	26-27	28-30	31-32	33-35	36-38	39-50
<b>Flexible</b>	0-12	13-14	15-17	18-19	20-21	22-23	24-25	26-27	28-50
<b>Trusting</b>	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-42	43-55
<b>Phlegmatic</b>	0-26	27-30	31-34	35-37	38-41	42-45	46-48	49-52	53-60
<b>Gregarious</b>	0-24	25-27	28-30	31-33	34-35	36-38	39-41	42-44	45-50
<b>Persuasive</b>	0-14	15-17	18-20	21-22	23-25	26-28	29-30	31-33	34-45
<b>Contesting</b>	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-50
<b>Pessimistic</b>	0-13	14-16	17-19	20-22	23-25	26-27	28-30	31-33	34-40
<b>Pragmatic</b>	0-21	22-24	25-27	28-29	30-32	33-35	36-38	39-40	41-50
<b>Conforming</b>	0-15	16-17	18-19	20-22	23-24	25-26	27-28	29-31	32-40
<b>Central Tendency</b>	0-39	40-49	50-60	61-71	72-81	82-92	93-103	104-113	114-196

## Norm group: SA General Population (Frequency norm)

This norm group was created during 2002 based on data collected by Psytech SA's clients since 1995, combining all available cases to create norms for distribution with the revised GeneSys software.

### Norm Type

This norm was created from frequency data

### Sample composition

Age			
Mean	Min	Max	Missing
31.32	2	99	114

Education	
Grade 10 or 11	36
Grade 12	225
University entrance matric	3
Vocational Training	3
Technikon	1
University diploma	0
Degree	82
Post Graduate	21
Missing	2542

Please note the large number of cases with missing biographical information. Clients are urged to please collect this information at the outset to improve the quality of the norms

First Language	
isiZulu	38
isiXhosa	11
Afrikaans	108
Sepedi	8
English	157
Setswana	15
Sesotho	14
Xitsonga	4
siSwati	0
isiNdebele	0
Tshivenda	0
Other	9
Missing	2621

Race	
Asian	31
African	129
Coloured	38
European	209
Other	5
Missing	2577

### Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	3008	31.87	5.47
<b>FLEXIBLE</b>	3008	24.51	5.65
<b>TRUSTING</b>	3008	33.94	6.80
<b>PHLEGMATIC</b>	3008	39.59	6.91
<b>GREGARIOUS</b>	3008	33.96	5.84
<b>PERSUASIVE</b>	3008	26.39	5.67
<b>CONTESTING</b>	3008	28.69	6.41
<b>PESSIMISTIC</b>	3008	19.02	5.63
<b>PRAGMATIC</b>	3008	27.66	5.89
<b>CONFORMING</b>	3008	23.28	4.32
<b>CENTRAL TENDENCY</b>	3008	84.80	20.47

### Stanines

Dimension	1	2	3	4	5	6	7	8	9
<b>ASSERTIVE</b>	10-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-50
<b>FLEXIBLE</b>	10-15	16-17	18-20	21-22	23-25	26-28	29-31	32-34	35-50
<b>TRUSTING</b>	11-22	23-25	26-28	29-32	33-35	36-39	40-42	43-45	46-55
<b>PHLEGMATIC</b>	12-27	28-31	32-34	35-38	39-41	42-44	45-47	48-51	52-60
<b>GREGARIOUS</b>	10-23	24-26	27-29	30-32	33-35	36-38	39-41	42-43	44-50
<b>PERSUASIVE</b>	9-16	17-19	20-22	23-24	25-27	28-30	31-33	34-36	37-45
<b>CONTESTING</b>	10-18	19-21	22-23	24-26	27-29	30-33	34-36	37-40	41-50
<b>PESSIMISTIC</b>	8-10	11-12	13-14	15-17	18-20	21-23	24-26	27-29	30-40
<b>PRAGMATIC</b>	10-17	18-20	21-23	24-26	27-29	30-32	33-34	35-37	38-50
<b>CONFORMING</b>	8-16	17-18	19-20	21-22	23-24	25-26	27-28	29-31	32-40
<b>CENTRAL TENDENCY</b>	0-46	47-61	62-72	73-82	83-90	91-98	99-107	108-118	119-196

SA General Population (Frequency norm)

## Norm Group: SA General Population

Combined norm group of South Africans tested for various purposes. Mixed race group.

For some of the respondents, race data was available. For others, it had to be deduced from surnames, hence some persons had to be classified White/Coloured.

Data was collected during 1996-2000.

### **Norm type:**

This norm was created from means and standard deviations

### **Sample composition**

Category	Frequency table: RACE			
	Count	Cumulative Count	Percent	Cumulative Percent
White	166	166	19.48357	19.4836
Black	221	387	25.93897	45.4225
Coloured	24	411	2.81690	48.2394
Asian	71	482	8.33333	56.5728
White/Coloured	323	805	37.91080	94.4836
Missing	47	852	5.51643	100.0000

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
Female	340	340	39.90610	39.9061
Male	500	840	58.68545	98.5915
Unknown	11	851	1.29108	99.8826
Missing	1	852	0.11737	100.0000

Variable	Descriptive Statistics: AGE				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	808	30.09901	18.00000	65.00000	8.664623

### Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	852	31.64	5.38
<b>FLEXIBLE</b>	852	24.46	5.54
<b>TRUSTING</b>	852	33.05	6.27
<b>PHLEGMATIC</b>	852	39.01	6.89
<b>GREGARIOUS</b>	852	33.46	5.72
<b>PERSUASIVE</b>	852	26.06	5.68
<b>CONTESTING</b>	852	29.06	6.21
<b>PESSIMISTIC</b>	852	19.65	5.54
<b>PRAGMATIC</b>	852	28.23	6.17
<b>CONFORMING</b>	852	22.95	4.33
<b>CENTRAL TENDENCY</b>	852	85.80	21.42

### Stanines

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
<b>Assertive</b>	0-22	23-24	25-27	28-30	31-32	33-35	36-38	39-41	42-50
<b>Flexible</b>	0-14	15-17	18-20	21-23	24-25	26-28	29-31	32-34	35-50
<b>Trusting</b>	0-22	23-25	26-28	29-31	32-34	35-37	38-40	41-44	45-55
<b>Phlegmatic</b>	0-26	27-30	31-33	34-37	38-40	41-44	45-47	48-51	52-60
<b>Gregarious</b>	0-23	24-26	27-29	30-32	33-34	35-37	38-40	41-43	44-50
<b>Persuasive</b>	0-16	17-18	19-21	22-24	25-27	28-30	31-33	34-36	37-45
<b>Contesting</b>	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-50
<b>Pessimistic</b>	0-9	10-12	13-15	16-18	19-21	22-23	24-26	27-29	30-40
<b>Pragmatic</b>	0-17	18-20	21-23	24-26	27-29	30-32	33-35	36-39	40-50
<b>Conforming</b>	0-15	16-17	18-19	20-21	22-24	25-26	27-28	29-30	31-40
<b>Central Tendency</b>	0-48	49-59	60-69	70-80	81-91	92-101	102-112	113-123	124-196

## Norm Group: SA Managers and Graduates

Managers and graduates tested for selection and development purposes by various South African consultancies. Mixed race group. All respondents had a tertiary qualification.

### **Norm type:**

This norm was created from means and standard deviations

### **Sample composition**

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	80	80	46.24277	46.2428
C	4	84	2.31214	48.5549
W	80	164	46.24277	94.7977
A	9	173	5.20231	100.0000
Missing	0	173	0.00000	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	108	108	62.42775	62.4277
U	5	113	2.89017	65.3179
F	60	173	34.68208	100.0000
Missing	0	173	0.00000	100.0000

Descriptive Statistics AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	150	31.89333	20.00000	50.00000	6.810125

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	173	32.84	5.28
<b>FLEXIBLE</b>	173	26.50	5.35
<b>TRUSTING</b>	173	34.45	6.25
<b>PHLEGMATIC</b>	173	39.83	6.23
<b>GREGARIOUS</b>	173	34.45	5.59
<b>PERSUASIVE</b>	173	27.12	5.12
<b>CONTESTING</b>	173	28.80	6.36
<b>PESSIMISTIC</b>	173	17.16	4.37
<b>PRAGMATIC</b>	173	26.78	5.53
<b>CONFORMING</b>	173	22.77	3.94
<b>CENTRAL TENDENCY</b>	173	86.14	17.92

### **Stanines**

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-23	24-26	27-28	29-31	32-34	35-36	37-39	40-42	43-50
<b>Flexible</b>	0-17	18-19	20-22	23-25	26-27	28-30	31-33	34-35	36-50
<b>Trusting</b>	0-23	24-26	27-29	30-32	33-36	37-39	40-42	43-45	46-55
<b>Phlegmatic</b>	0-28	29-32	33-35	36-38	39-41	42-44	45-47	48-50	51-60
<b>Gregarious</b>	0-24	25-27	28-30	31-33	34-35	36-38	39-41	42-44	45-50
<b>Persuasive</b>	0-18	19-20	21-23	24-25	26-28	29-30	31-33	34-36	37-45
<b>Contesting</b>	0-17	18-20	21-24	25-27	28-30	31-33	34-36	37-39	40-50
<b>Pessimistic</b>	0-9	10-11	12-13	14-16	17-18	19-20	21-22	23-24	25-40
<b>Pragmatic</b>	0-17	18-19	20-22	23-25	26-28	29-30	31-33	34-36	37-50
<b>Conforming</b>	0-15	16-17	18-19	20-21	22-23	24-25	26-27	28-29	30-40
<b>Central Tendency</b>	0-54	55-63	64-72	73-81	82-90	91-99	100-108	109-117	118-196

## Norm Group: SA Ndebele Police applicants

### **Norm type:**

This norm was created from means and standard deviations

Applicants to SA Police tested in 2000. Home Language isiNdebele. Minimum qualification grade 12. Original OPP items. All respondents in this group were black.

### **Sample composition**

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	137	137	85.09317	85.0932
F	24	161	14.90683	100.0000
Missing	0	161	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	158	26.23418	19.00000	30.00000	2.302499

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	102	102	63.35404	63.3540
Matric exemption	9	111	5.59006	68.9441
1 yr Diploma	12	123	7.45342	76.3975
2 yr Diploma	23	146	14.28571	90.6832
3 yr Diploma/degree	15	161	9.31677	100.0000
Missing	0	161	0.00000	100.0000

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	161	31.45	4.27
<b>FLEXIBLE</b>	161	21.28	4.13
<b>TRUSTING</b>	161	31.01	4.79
<b>PHLEGMATIC</b>	161	38.15	5.93
<b>GREGARIOUS</b>	161	30.44	4.76
<b>PERSUASIVE</b>	161	27.84	4.74
<b>CONTESTING</b>	161	31.92	4.81
<b>EXTERNAL</b>	161	24.92	3.95
<b>PRAGMATIC</b>	161	27.14	4.01
<b>CONFORMING</b>	161	27.00	4.36
<b>CENTRAL TENDENCY</b>	161	84.16	20.02

### ***Stanines***

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-23	24-26	27-28	29-30	31-32	33-34	35-36	37-38	39-50
<b>Flexible</b>	0-14	15-16	17-18	19-20	21-22	23-24	25-26	27-28	29-50
<b>Trusting</b>	0-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-55
<b>Phlegmatic</b>	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
<b>Gregarious</b>	0-22	23-24	25-26	27-29	30-31	32-34	35-36	37-38	39-50
<b>Persuasive</b>	0-19	20-21	22-24	25-26	27-29	30-31	32-33	34-36	37-45
<b>Contesting</b>	0-23	24-25	26-28	29-30	31-33	34-35	36-37	38-40	41-50
<b>Pessimistic</b>	0-18	19-19	20-21	22-23	24-25	26-27	28-29	30-31	32-40
<b>Pragmatic</b>	0-20	21-22	23-24	25-26	27-28	29-30	31-32	33-34	35-50
<b>Conforming</b>	0-19	20-21	22-23	24-25	26-28	29-30	31-32	33-34	35-40
<b>Central Tendency</b>	0-49	50-59	60-69	70-79	80-89	90-99	100-109	110-119	120-196

## Norm Group: SA Pedi Police applicants

### Norm Type

This norm was created from means and standard deviations

Applicants to SA Police Services tested in 2000. Home language Sepedi. Original OPP items. Minimum Qualification Grade 12. All respondents in this group were Black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1521	1521	85.44944	85.4494
F	259	1780	14.55056	100.0000
Missing	0	1780	0.00000	100.0000

Descriptive Statistics: Age					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1767	26.08206	18.00000	42.00000	2.602715

Frequency table: QUALIFICATIONS				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1147	1147	64.43820	64.4382
Matric exemption	136	1283	7.64045	72.0787
1 yr Diploma	47	1330	2.64045	74.7191
2 yr Diploma	135	1465	7.58427	82.3034
3 yr Diploma/degree	272	1737	15.28090	97.5843
Postgraduate	32	1769	1.79775	99.3820
?	11	1780	0.61798	100.0000
Missing	0	1780	0.00000	100.0000

**Descriptive statistics on OPP scales**

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	1780	31.75	4.41
<b>FLEXIBLE</b>	1780	21.59	4.10
<b>TRUSTING</b>	1780	31.09	4.76
<b>PHLEGMATIC</b>	1780	37.46	5.81
<b>GREGARIOUS</b>	1780	30.41	4.62
<b>PERSUASIVE</b>	1780	28.32	4.65
<b>CONTESTING</b>	1780	32.19	4.81
<b>EXTERNAL</b>	1780	25.18	4.18
<b>PRAGMATIC</b>	1780	26.57	4.26
<b>CONFORMING</b>	1780	27.70	4.58
<b>CENTRAL TENDENCY</b>	1780	81.87	22.41

**Stanines**

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
<b>Assertive</b>	0-24	25-26	27-28	29-30	31-32	33-35	36-37	38-39	40-50
<b>Flexible</b>	0-14	15-16	17-18	19-20	21-22	23-24	25-26	27-28	29-50
<b>Trusting</b>	0-22	23-25	26-27	28-29	30-32	33-34	35-37	38-39	40-55
<b>Phlegmatic</b>	0-27	28-30	31-33	34-36	37-38	39-41	42-44	45-47	48-60
<b>Gregarious</b>	0-22	23-24	25-26	27-29	30-31	32-33	34-36	37-38	39-50
<b>Persuasive</b>	0-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-45
<b>Contesting</b>	0-23	24-26	27-28	29-30	31-33	34-35	36-38	39-40	41-50
<b>Pessimistic</b>	0-17	18-19	20-22	23-24	25-26	27-28	29-30	31-32	33-40
<b>Pragmatic</b>	0-19	20-21	22-23	24-25	26-27	28-29	30-31	32-34	35-50
<b>Conforming</b>	0-19	20-21	22-24	25-26	27-28	29-31	32-33	34-35	36-40
<b>Central Tendency</b>	0-42	43-53	54-65	66-76	77-87	88-98	99-109	110-121	122-196

## Norm Group: SA Police clerical applicants

**Version:** Original items

Applicants to clerical positions in the South African police services. Tested in 2000. Original OPP items. Minimum qualification grade 12.

### **Norm type:**

This norm was created from means and standard deviations.

### **Sample composition**

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	507	507	64.42186	64.4219
M	275	782	34.94282	99.3647
Missing	5	787	0.63532	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
W	23	23	2.92249	2.9225
B	733	756	93.13850	96.0610
C	26	782	3.30368	99.3647
A	1	783	0.12706	99.4917
Missing	4	787	0.50826	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
English	2	2	0.25413	0.2541
Afrikaans	48	50	6.09911	6.3532
isiXhosa	18	68	2.28717	8.6404
isiZulu	48	116	6.09911	14.7395
Sesotho	37	153	4.70140	19.4409
Setswana	165	318	20.96569	40.4066
Siswati	14	332	1.77891	42.1855
Xitsonga	85	417	10.80051	52.9860
Tshivenda	45	462	5.71792	58.7039
isiNdebele	60	522	7.62389	66.3278
Sepedi	263	785	33.41804	99.7459
Missing	2	787	0.25413	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	774	26.05426	2.000000	100.0000	5.674176

### Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	787	30.72	4.64
<b>FLEXIBLE</b>	787	19.88	3.99
<b>TRUSTING</b>	787	30.48	5.11
<b>PHLEGMATIC</b>	787	37.09	6.27
<b>GREGARIOUS</b>	787	31.16	5.16
<b>PERSUASIVE</b>	787	27.18	5.20
<b>CONTESTING</b>	787	32.58	5.17
<b>EXTERNAL</b>	787	25.74	4.44
<b>PRAGMATIC</b>	787	25.81	4.48
<b>CONFORMING</b>	787	26.77	4.91
<b>CENTRAL TENDENCY</b>	787	70.40	19.15

### Stanines

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
<b>Assertive</b>	0-22	23-24	25-27	28-29	30-31	32-34	35-36	37-38	39-50
<b>Flexible</b>	0-12	13-14	15-16	17-18	19-20	21-22	23-24	25-26	27-50
<b>Trusting</b>	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-55
<b>Phlegmatic</b>	0-26	27-29	30-32	33-35	36-38	39-41	42-44	45-48	49-60
<b>Gregarious</b>	0-22	23-24	25-27	28-29	30-32	33-35	36-37	38-40	41-50
<b>Persuasive</b>	0-18	19-20	21-23	24-25	26-28	29-31	32-33	34-36	37-45
<b>Contesting</b>	0-23	24-26	27-28	29-31	32-33	34-36	37-39	40-41	42-50
<b>Pessimistic</b>	0-17	18-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
<b>Pragmatic</b>	0-17	18-20	21-22	23-24	25-26	27-29	30-31	32-33	34-50
<b>Conforming</b>	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-35	36-40
<b>Central Tendency</b>	0-36	37-46	47-56	57-65	66-75	76-84	85-94	95-103	104-196

## Norm group: SA Professional candidates

Candidates for professional positions tested by a recruitment consultancy. Data was collected in 2001.

No details about the sample composition are available.

### ***Norm Type***

Created from means and standard deviations

### ***Descriptive statistics on OPP scales***

Dim	Sample Size	Mean	SD
ASSERTIVE	100	31.93	7.07
FLEXIBLE	100	26.15	6.13
TRUSTING	100	36.36	8.04
PHLEGMATIC	100	40.85	8.50
GREGARIOUS	100	33.38	6.88
PERSUASIVE	100	26.76	6.47
CONTESTING	100	27.06	7.17
PESSIMISTIC	100	15.12	4.99
PRAGMATIC	100	26.19	6.70
CONFORMING	100	22.99	5.19
CENTRAL TENDENCY	100	85.43	23.41

## Stanines

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-19	20-23	24-26	27-30	31-33	34-37	38-40	41-44	45-50
<b>Flexible</b>	0-15	16-18	19-21	22-24	25-27	28-30	31-33	34-36	37-50
<b>Trusting</b>	0-22	23-26	27-30	31-34	35-38	39-42	43-46	47-50	51-55
<b>Phlegmatic</b>	0-25	26-30	31-34	35-38	39-42	43-47	48-51	52-55	56-60
<b>Gregarious</b>	0-21	22-24	25-28	29-31	32-35	36-38	39-41	42-45	46-50
<b>Persuasive</b>	0-15	16-18	19-21	22-25	26-28	29-31	32-34	35-38	39-45
<b>Contesting</b>	0-14	15-18	19-21	22-25	26-28	29-32	33-36	37-39	40-50
<b>Pessimistic</b>	0-6	7-8	9-11	12-13	14-16	17-18	19-21	22-23	24-40
<b>Pragmatic</b>	0-14	15-17	18-21	22-24	25-27	28-31	32-34	35-37	38-50
<b>Conforming</b>	0-13	14-16	17-19	20-21	22-24	25-26	27-29	30-32	33-40
<b>Central Tendency</b>	0-44	45-56	57-67	68-79	80-91	92-102	103-114	115-126	127-196

## Norm Group: SA Retail Staff

Staff working in various Head Office positions in a major SA retail group. Mixed race group. Tested in 2000-2001.

### Norm Type

Created from means and standard deviations

### Sample Composition

Note that the biographical information was captured inconsistently. In some cases the race had to be deduced from the respondent's name. Where no clear classification between White and Coloured could be made, the code WC was used.

Frequency table: Race				
Category	Count	Cumulative Count	Percent	Cumulative Percent
C	41	41	5.51075	5.5108
WC	524	565	70.43011	75.9409
A	49	614	6.58602	82.5269
B	126	740	16.93548	99.4624
W	4	744	0.53763	100.0000
Missing	0	744	0.00000	100.0000

Frequency table: Gender				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	499	499	67.06989	67.0699
M	240	739	32.25806	99.3280
U	1	740	0.13441	99.4624
Missing	4	744	0.53763	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	744	29.03091	1.000000	62.00000	7.477403

**Descriptive statistics on OPP scales**

Dim	Sample Size	Mean	SD
ASSERTIVE	744	31.85	5.46
FLEXIBLE	744	22.98	5.14
TRUSTING	744	34.17	7.08
PHLEGMATIC	744	40.33	7.37
GREGARIOUS	744	35.15	5.82
PERSUASIVE	744	26.99	5.76
CONTESTING	744	28.64	6.92
PESSIMISTIC	744	19.83	6.15
PRAGMATIC	744	26.62	5.59
CONFORMING	744	23.84	4.14
CENTRAL TENDENCY	744	83.54	22.77

**Stanines**

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-50
Flexible	0-13	14-16	17-19	20-21	22-24	25-26	27-29	30-31	32-50
Trusting	0-21	22-25	26-28	29-32	33-35	36-39	40-43	44-46	47-55
Phlegmatic	0-27	28-31	32-34	35-38	39-42	43-45	46-49	50-53	54-60
Gregarious	0-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
Persuasive	0-16	17-19	20-22	23-25	26-28	29-31	32-34	35-37	38-45
Contesting	0-16	17-19	20-23	24-26	27-30	31-33	34-37	38-40	41-50
Pessimistic	0-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-40
Pragmatic	0-16	17-19	20-22	23-25	26-28	29-30	31-33	34-36	37-50
Conforming	0-16	17-18	19-20	21-22	23-24	25-26	27-29	30-31	32-40
Central Tendency	0-43	44-55	56-66	67-77	78-89	90-100	101-112	113-123	124-196

## Norm group: SA Sales and Marketing

South Africans in various Sales and Marketing roles tested by a consultant. Mixed race group. Data collected in 2001.

### Norm Type

Created from means and standard deviations

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	17	17	16.03774	16.0377
M	89	106	83.96226	100.0000
Missing	0	106	0.00000	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
English	52	52	49.05660	49.0566
Afrikaans	38	90	35.84906	84.9057
Sesotho	3	93	2.83019	87.7358
Setswana	2	95	1.88679	89.6226
Other	1	96	0.94340	90.5660
isiZulu	5	101	4.71698	95.2830
Xitsonga	1	102	0.94340	96.2264
isiXhosa	1	103	0.94340	97.1698
Missing	3	106	2.83019	100.0000

Frequency table: EDUCATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Tec/Uni diploma	12	12	11.32075	11.3208
Post Graduate	1	13	0.94340	12.2642
Grade 12	74	87	69.81132	82.0755
Grade 10 or 11	13	100	12.26415	94.3396
Vocational Training	1	101	0.94340	95.2830
Degree	2	103	1.88679	97.1698
Missing	3	106	2.83019	100.0000

Category	Frequency table: RACE			
	Count	Cumulative Count	Percent	Cumulative Percent
European	81	81	76.41509	76.4151
Asian	1	82	0.94340	77.3585
African	14	96	13.20755	90.5660
Other	5	101	4.71698	95.2830
Coloured	2	103	1.88679	97.1698
Missing	3	106	2.83019	100.0000

Variable	Descriptive Statistics: AGE				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	106	38.31132	0.00	61.00000	9.551228

### Descriptive statistics on OPP scales

Variable	Descriptive Statistics				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
ASSERTIVE	106	32.42453	19.00000	43.0000	5.40361
FLEXIBLE	106	21.86792	11.00000	39.0000	5.13638
TRUSTING	106	32.30189	20.00000	49.0000	6.28251
PHLEGMATIC	106	38.00943	21.00000	52.0000	6.61527
GREGARIOUS	106	33.45283	17.00000	46.0000	5.82627
PERSUASIVE	106	24.37736	14.00000	36.0000	5.15374
CONTESTING	106	29.54717	15.00000	46.0000	6.05865
PESSIMISTIC	106	19.50943	8.00000	29.0000	4.73537
PRAGMATIC	106	30.44340	17.00000	45.0000	5.30243
CONFORMING	106	22.93396	15.00000	32.0000	3.26677
CENTRAL TENDENCY	106	83.24528	21.00000	128.0000	17.33085

### Stanines

	1	2	3	4	5	6	7	8	9
	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	19-22	23-25	26-28	29-31	32-33	34-36	37-39	40-41	42-43
Flexible	11-12	13-15	16-18	19-20	21-23	24-25	26-28	29-30	31-39
Trusting	20-21	22-24	25-27	28-30	31-33	34-37	38-40	41-43	44-49
Phlegmatic	21-26	27-29	30-33	34-36	37-39	40-42	43-46	47-49	50-52
Gregarious	17-23	24-26	27-29	30-31	32-34	35-37	38-40	41-43	44-46
Persuasive	14-15	16-17	18-20	21-23	24-25	26-28	29-30	31-33	34-36
Contesting	15-18	19-21	22-25	26-28	29-31	32-34	35-37	38-40	41-46
Pessimistic	8-11	12-13	14-15	16-18	19-20	21-23	24-25	26-27	28-29
Pragmatic	17-21	22-23	24-26	27-29	30-31	32-34	35-37	38-39	40-45
Conforming	15-17	18-18	19-20	21-22	23-23	24-25	26-27	28-28	29-32
Central Tendency	21-52	53-61	62-70	71-78	79-87	88-96	97-104	105-113	114-128

## Norm Group: SA Sotho applicants to SA Police

### Norm Type

Created from means and standard deviations

Applicants for training to SA Police Services tested in 2000. Home language Sesotho. Minimum qualification grade 12. Applicants completed original OPP items. All applicants in this group were Black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1341	1341	83.96994	83.9699
F	256	1597	16.03006	100.0000
Missing	0	1597	0.00000	100.0000

Frequency table: EDUCATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1124	1124	70.38197	70.3820
Matric Exemption	96	1220	6.01127	76.3932
1 yr diploma	83	1303	5.19724	81.5905
2 yr diploma	115	1418	7.20100	88.7915
3 yr diploma or degree	162	1580	10.14402	98.9355
Post graduate	13	1593	0.81403	99.7495
?	4	1597	0.25047	100.0000
Missing	0	1597	0.00000	100.0000

Descriptive Statistics: AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.98245	2.535013	18.00000	36.00000	1595	2

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	1597	31.33	4.56
<b>FLEXIBLE</b>	1597	20.80	4.25
<b>TRUSTING</b>	1597	30.45	4.98
<b>PHLEGMATIC</b>	1597	37.75	6.13
<b>GREGARIOUS</b>	1597	30.42	4.77
<b>PERSUASIVE</b>	1597	27.92	4.60
<b>CONTESTING</b>	1597	32.21	5.06
<b>PESSIMISTIC</b>	1597	25.25	4.34
<b>PRAGMATIC</b>	1597	27.01	4.21
<b>CONFORMING</b>	1597	27.12	4.68
<b>CENTRAL TENDENCY</b>	1597	78.73	20.89

### **Stanines**

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-23	24-25	26-27	28-30	31-32	33-34	35-37	38-39	40-50
Flexible	0-13	14-15	16-17	18-19	20-21	22-23	24-26	27-28	29-50
Trusting	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-55
Phlegmatic	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
Gregarious	0-22	23-24	25-26	27-29	30-31	32-33	34-36	37-38	39-50
Persuasive	0-19	20-22	23-24	25-26	27-29	30-31	32-33	34-35	36-45
Contesting	0-23	24-25	26-28	29-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	0-17	18-19	20-21	22-24	25-26	27-28	29-30	31-32	33-40
Pragmatic	0-19	20-21	22-23	24-25	26-28	29-30	31-32	33-34	35-50
Conforming	0-18	19-21	22-23	24-25	26-28	29-30	31-32	33-35	36-40
Central Tendency	0-42	43-52	53-63	64-73	74-83	84-94	95-104	105-115	116-196

## Norm Group: SA Swazi Police applicants

**Version:** Original items

### Norm Type

Created from means and standard deviations

Applicants to SA Police Services tested in 2000. Home Language Siswati. Minimum Qualification Grade 12.  
 Original OPP Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	257	257	86.82432	86.8243
F	39	296	13.17568	100.0000
Missing	0	296	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	190	190	64.18919	64.189
Matric exemption	17	207	5.74324	69.932
1 yr diploma	34	241	11.48649	81.418
2 yr diploma	29	270	9.79730	91.216
3 yr diploma/degree	25	295	8.44595	99.662
?	1	296	0.33784	100.000
Missing	0	296	0.00000	100.000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	296	25.37162	19.00000	34.00000	2.63813

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	296	31.40	4.88
<b>FLEXIBLE</b>	296	20.47	4.43
<b>TRUSTING</b>	296	30.57	5.06
<b>PHLEGMATIC</b>	296	37.96	6.14
<b>GREGARIOUS</b>	296	30.01	4.83
<b>PERSUASIVE</b>	296	28.41	5.04
<b>CONTESTING</b>	296	32.99	4.79
<b>PESSIMISTIC</b>	296	25.36	4.21
<b>PRAGMATIC</b>	296	26.56	4.35
<b>CONFORMING</b>	296	28.22	4.69
<b>CENTRAL TENDENCY</b>	296	74.50	23.58

### ***Stanines***

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-12	13-14	15-17	18-19	20-21	22-23	24-26	27-28	29-50
Trusting	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-55
Phlegmatic	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
Gregarious	0-21	22-23	24-26	27-28	29-31	32-33	34-36	37-38	39-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
Contesting	0-24	25-27	28-29	30-31	32-34	35-36	37-38	39-41	42-50
Pessimistic	0-17	18-20	21-22	23-24	25-26	27-28	29-30	31-32	33-40
Pragmatic	0-18	19-21	22-23	24-25	26-27	28-29	30-31	32-34	35-50
Conforming	0-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-40
Central Tendency	0-33	34-45	46-56	57-68	69-80	81-92	93-103	104-115	116-196

## Norm Group: SA Tsonga police applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police services tested in 2000. Home language Xitsonga. Original OPP items. Minimum qualification grade 12.

### Sample Composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	753	753	81.49351	81.4935
F	171	924	18.50649	100.0000
Missing	0	924	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	568	568	61.47186	61.4719
Matric exemption	88	656	9.52381	70.9957
1 yr diploma	33	689	3.57143	74.5671
2 yr diploma	73	762	7.90043	82.4675
3 yr diploma/degree	135	897	14.61039	97.0779
postgraduate	26	923	2.81385	99.8918
?	1	924	0.10823	100.0000
Missing	0	924	0.00000	100.0000

Descriptive Statistics (PFIOPPraws.STA)					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	924	26.14394	19.00000	101.0000	5.020204

***Internal consistency reliability***

<b>Scale</b>	<b>Cronbach alpha</b>
<b>Accommodating – Assertive</b>	
<b>Detail Conscious – Flexible</b>	
<b>Cynical – Trusting</b>	
<b>Emotional – Phlegmatic</b>	
<b>Reserved – Gregarious</b>	
<b>Genuine – Persuasive</b>	
<b>Composed – Contesting</b>	
<b>Optimistic –Pessimistic</b>	
<b>Abstract – Pragmatic</b>	
<b>Social Conformity</b>	
<b>Mean Alpha</b>	

## Descriptive Statistics on OPP scales

Dim	Sample Size	Mean	SD
ASSERTIVE	924	32.07	4.85
FLEXIBLE	924	21.47	4.19
TRUSTING	924	31.40	4.92
PHLEGMATIC	924	38.88	6.23
GREGARIOUS	924	30.29	4.70
PERSUASIVE	924	28.93	5.11
CONTESTING	924	31.69	5.27
PESSIMISTIC	924	24.71	4.47
PRAGMATIC	924	26.33	4.24
CONFORMING	924	28.07	4.92
CENTRAL TENDENCY	924	76.68	26.24

## Stanines

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-23	24-26	27-28	29-30	31-33	34-35	36-38	39-40	41-50
Flexible	0-14	15-16	17-18	19-20	21-22	23-24	25-26	27-28	29-50
Trusting	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-55
Phlegmatic	0-27	28-31	32-34	35-37	38-40	41-43	44-46	47-49	50-60
Gregarious	0-22	23-24	25-26	27-29	30-31	32-33	34-36	37-38	39-50
Persuasive	0-19	20-22	23-25	26-27	28-30	31-32	33-35	36-37	38-45
Contesting	0-22	23-25	26-27	28-30	31-33	34-35	36-38	39-40	41-50
Pessimistic	0-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-40
Pragmatic	0-18	19-21	22-23	24-25	26-27	28-29	30-31	32-33	34-50
Conforming	0-19	20-21	22-24	25-26	27-29	30-31	32-34	35-36	37-40
Central Tendency	0-30	31-43	44-57	58-70	71-83	84-96	97-109	110-122	123-196

## Norm group: SA Tswana Police applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police Services tested in 2000. Home Language Setswana. Minimum Qualification grade 12. Original OPP items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1639	1639	82.19659	82.1966
F	355	1994	17.80341	100.0000
Missing	0	1994	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1362	1362	68.30491	68.3049
Matric exemption	165	1527	8.27482	76.5797
1 yr diploma	69	1596	3.46038	80.0401
2 yr diploma	157	1753	7.87362	87.9137
3 yr diploma/degree	222	1975	11.13340	99.0471
postgraduate	19	1994	0.95286	100.0000
Missing	0	1994	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1994	25.75627	18.00000	101.0000	3.528079

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	1994	30.73	4.56
<b>FLEXIBLE</b>	1994	19.87	4.05
<b>TRUSTING</b>	1994	29.66	4.94
<b>PHLEGMATIC</b>	1994	36.81	6.30
<b>GREGARIOUS</b>	1994	30.59	5.17
<b>PERSUASIVE</b>	1994	27.50	4.80
<b>CONTESTING</b>	1994	32.42	5.31
<b>PESSIMISTIC</b>	1994	25.93	4.47
<b>PRAGMATIC</b>	1994	26.70	4.57
<b>CONFORMING</b>	1994	26.33	4.86
<b>CENTRAL TENDENCY</b>	1994	76.90	21.50

### **Stanines**

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-22	23-25	26-27	28-29	30-31	32-34	35-36	37-38	39-50
Flexible	0-12	13-14	15-16	17-18	19-20	21-22	23-24	25-26	27-50
Trusting	0-21	22-23	24-25	26-28	29-30	31-33	34-35	36-38	39-55
Phlegmatic	0-25	26-28	29-32	33-35	36-38	39-41	42-44	45-47	48-60
Gregarious	0-21	22-24	25-26	27-29	30-31	32-34	35-37	38-39	40-50
Persuasive	0-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-45
Contesting	0-23	24-25	26-28	29-31	32-33	34-36	37-39	40-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-34	35-50
Conforming	0-17	18-20	21-22	23-25	26-27	28-29	30-32	33-34	35-40
Central Tendency	0-39	40-50	51-60	61-71	72-82	83-93	94-103	104-114	115-196

## Norm group: SA university students all races

**Version:** Original items

### Norm Type

Created from means and standard deviations

Students at an english-medium South African university tested in 1997. Mixed race group.

### Sample composition

Race and language data were not captured. Race of students was deduced from their names where this was possible. Whites and coloureds were grouped together and coded WC.

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	55	55	34.81013	34.8101
WC	83	138	52.53165	87.3418
A	14	152	8.86076	96.2025
Missing	6	158	3.79747	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	109	109	68.98734	68.9873
M	47	156	29.74684	98.7342
Unknown	1	157	0.63291	99.3671
Missing	1	158	0.63291	100.0000

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	158	29.41	5.62
<b>FLEXIBLE</b>	158	26.94	5.58
<b>TRUSTING</b>	158	31.71	6.34
<b>PHLEGMATIC</b>	158	33.18	5.89
<b>GREGARIOUS</b>	158	32.47	6.05
<b>PERSUASIVE</b>	158	24.81	5.51
<b>CONTESTING</b>	158	29.38	6.18
<b>PESSIMISTIC</b>	158	21.57	5.16
<b>PRAGMATIC</b>	158	25.77	5.96
<b>CONFORMING</b>	158	20.31	3.92
<b>CENTRAL TENDENCY</b>	158	15.23	11.74

### ***Stanines***

	1	2	3	4	5	6	7	8	9
	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-19	20-22	23-25	26-28	29-30	31-33	34-36	37-39	40-50
Flexible	0-17	18-19	20-22	23-25	26-28	29-31	32-33	34-36	37-50
Trusting	0-20	21-23	24-26	27-30	31-33	34-36	37-39	40-42	43-55
Phlegmatic	0-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-60
Gregarious	0-21	22-24	25-27	28-30	31-33	34-37	38-40	41-43	44-50
Persuasive	0-15	16-17	18-20	21-23	24-26	27-28	29-31	32-34	35-45
Contesting	0-18	19-21	22-24	25-27	28-30	31-34	35-37	38-40	41-50
Pessimistic	0-12	13-15	16-17	18-20	21-22	23-25	26-28	29-30	31-40
Pragmatic	0-15	16-18	19-21	22-24	25-27	28-30	31-33	34-36	37-50
Conforming	0-13	14-15	16-17	18-19	20-21	22-23	24-25	26-27	28-40
Central Tendency	0--1	0-0	1-6	7-12	13-18	19-24	25-29	30-35	36-196

## Norm group: SA Venda police applicants

**Version:** Original items

### Norm Type

Created from means and standard deviations

Applicants to SA Police Services tested in 2000. Home Language Tshivenda. Original OPP items. Minimum Qualification Grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	820	820	83.84458	83.8446
F	158	978	16.15542	100.0000
Missing	0	978	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	622	622	63.59918	63.5992
Matric exemption	87	709	8.89571	72.4949
1 yr diploma	31	740	3.16973	75.6646
2 yr diploma	101	841	10.32720	85.9918
3 yr diploma/degree	117	958	11.96319	97.9550
postgraduate	20	978	2.04499	100.0000
Missing	0	978	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	978	27.05419	19.00000	102.0000	9.260593

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	978	32.24	4.55
<b>FLEXIBLE</b>	978	21.92	4.39
<b>TRUSTING</b>	978	31.42	5.42
<b>PHLEGMATIC</b>	978	38.95	5.98
<b>GREGARIOUS</b>	978	31.02	4.44
<b>PERSUASIVE</b>	978	29.12	4.74
<b>CONTESTING</b>	978	31.91	4.98
<b>PESSIMISTIC</b>	978	24.67	4.30
<b>PRAGMATIC</b>	978	26.29	4.42
<b>CONFORMING</b>	978	28.05	4.82
<b>CENTRAL TENDENCY</b>	978	78.39	24.78

### **Stanines**

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-24	25-26	27-28	29-31	32-33	34-35	36-37	38-40	41-50
Flexible	0-14	15-16	17-18	19-20	21-23	24-25	26-27	28-29	30-50
Trusting	0-21	22-24	25-27	28-30	31-32	33-35	36-38	39-40	41-55
Phlegmatic	0-28	29-31	32-34	35-37	38-40	41-43	44-46	47-49	50-60
Gregarious	0-23	24-25	26-27	28-29	30-32	33-34	35-36	37-38	39-50
Persuasive	0-20	21-23	24-25	26-27	28-30	31-32	33-35	36-37	38-45
Contesting	0-23	24-25	26-28	29-30	31-33	34-35	36-38	39-40	41-50
Pessimistic	0-17	18-19	20-21	22-23	24-25	26-27	28-30	31-32	33-40
Pragmatic	0-18	19-20	21-22	23-25	26-27	28-29	30-31	32-34	35-50
Conforming	0-19	20-22	23-24	25-26	27-29	30-31	32-34	35-36	37-40
Central Tendency	0-35	36-47	48-59	60-72	73-84	85-96	97-109	110-121	122-196

## Norm group SA Xhosa police applicants

### Norm Type

Created from means and standard deviations

Applicants for training to SA Police services tested in 2000. Home language isiXhosa. Minimum qualification grade 12. Original OPP items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1509	1509	85.59274	85.5927
F	254	1763	14.40726	100.0000
Missing	0	1763	0.00000	100.0000

Descriptive Statistics : AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1763	27.42201	19.00000	103.0000	10.59881

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1267	1267	71.86614	71.8661
Matric exemption	110	1377	6.23936	78.1055
1yr diploma	39	1416	2.21214	80.3176
2 yr diploma	141	1557	7.99773	88.3154
3 yr diploma/degree	187	1744	10.60692	98.9223
Postgraduate	15	1759	0.85082	99.7731
?	4	1763	0.22689	100.0000
Missing	0	1763	0.00000	100.0000

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	<b>1763</b>	<b>31.10</b>	<b>4.66</b>
<b>FLEXIBLE</b>	<b>1763</b>	<b>20.82</b>	<b>4.37</b>
<b>TRUSTING</b>	<b>1763</b>	<b>29.64</b>	<b>4.89</b>
<b>PHLEGMATIC</b>	<b>1763</b>	<b>37.53</b>	<b>6.23</b>
<b>GREGARIOUS</b>	<b>1763</b>	<b>29.23</b>	<b>4.82</b>
<b>PERSUASIVE</b>	<b>1763</b>	<b>27.04</b>	<b>4.96</b>
<b>CONTESTING</b>	<b>1763</b>	<b>31.71</b>	<b>5.27</b>
<b>PESSIMISTIC</b>	<b>1763</b>	<b>25.19</b>	<b>4.50</b>
<b>PRAGMATIC</b>	<b>1763</b>	<b>27.01</b>	<b>4.34</b>
<b>CONFORMING</b>	<b>1763</b>	<b>27.12</b>	<b>4.91</b>
<b>CENTRAL TENDENCY</b>	<b>1763</b>	<b>79.41</b>	<b>21.00</b>

### **Stanines**

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-50
Flexible	0-13	14-15	16-17	18-19	20-21	22-24	25-26	27-28	29-50
Trusting	0-21	22-23	24-25	26-28	29-30	31-33	34-35	36-38	39-55
Phlegmatic	0-26	27-29	30-32	33-35	36-39	40-42	43-45	46-48	49-60
Gregarious	0-20	21-23	24-25	26-28	29-30	31-32	33-35	36-37	38-50
Persuasive	0-18	19-20	21-23	24-25	26-28	29-30	31-33	34-35	36-45
Contesting	0-22	23-25	26-27	28-30	31-33	34-35	36-38	39-40	41-50
Pessimistic	0-17	18-19	20-21	22-24	25-26	27-28	29-30	31-33	34-40
Pragmatic	0-19	20-21	22-23	24-25	26-28	29-30	31-32	33-34	35-50
Conforming	0-18	19-20	21-23	24-25	26-28	29-30	31-33	34-35	36-40
Central Tendency	0-42	43-53	54-63	64-74	75-84	85-95	96-105	106-116	117-196

## Norm group: SA Zulu Police applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police Services tested in 2000. Home Language isiZulu. Original OPP items. Minimum Qualification grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	2151	2151	83.33979	83.3398
F	430	2581	16.66021	100.0000
Missing	0	2581	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1854	1854	71.83262	71.8326
Matric exemption	194	2048	7.51647	79.3491
1 yr diploma	168	2216	6.50910	85.8582
2 yr diploma	182	2398	7.05153	92.9097
3 yr diploma/degree	165	2563	6.39287	99.3026
Post graduate	16	2579	0.61991	99.9225
?	2	2581	0.07749	100.0000
Missing	0	2581	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.97133	6.535588	0.00	104.0000	2581	0

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	2581	31.57	4.48
<b>FLEXIBLE</b>	2581	21.06	4.07
<b>TRUSTING</b>	2581	30.74	4.74
<b>PHLEGMATIC</b>	2581	37.78	5.91
<b>GREGARIOUS</b>	2581	30.00	4.87
<b>PERSUASIVE</b>	2581	27.52	4.60
<b>CONTESTING</b>	2581	32.39	4.95
<b>EXTERNAL</b>	2581	25.13	4.16
<b>PRAGMATIC</b>	2581	27.27	4.26
<b>CONFORMING</b>	2581	26.73	4.67
<b>CENTRAL TENDENCY</b>	2581	84.66	23.18

### ***Stanines***

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-23	24-25	26-28	29-30	31-32	33-34	35-37	38-39	40-50
Flexible	0-13	14-15	16-18	19-20	21-22	23-24	25-26	27-28	29-50
Trusting	0-22	23-24	25-27	28-29	30-31	32-34	35-36	37-39	40-55
Phlegmatic	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
Gregarious	0-21	22-23	24-26	27-28	29-31	32-33	34-36	37-38	39-50
Persuasive	0-19	20-21	22-24	25-26	27-28	29-30	31-33	34-35	36-45
Contesting	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-17	18-19	20-22	23-24	25-26	27-28	29-30	31-32	33-40
Pragmatic	0-19	20-21	22-24	25-26	27-28	29-30	31-32	33-34	35-50
Conforming	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-34	35-40
Central Tendency	0-44	45-55	56-67	68-78	79-90	91-102	103-113	114-125	126-196

## Norm group: SA White police trainee applicants

### Norm Type

Created from means and standard deviations

White applicants to SA Police services in 2000. Candidates were pre-selected on English reading comprehension. Minimum qualification grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	157	157	70.40359	70.4036
F	66	223	29.59641	100.0000
Missing	0	223	0.00000	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans:	174	174	78.02691	78.0269
English	48	222	21.52466	99.5516
Sesotho	1	223	0.44843	100.0000
Missing	0	223	0.00000	100.0000

Note that one White respondent reported his/her language as Sesotho. This could also have been a Black respondent who made a mistake in entering the information for Race, or a person who was deliberately obstructing attempts to collect personal information.

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.04036	8.067462	18.00000	101.0000	223	0

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	167	167	74.88789	74.8879
Matric exemption	26	193	11.65919	86.5471
1 yr diploma	9	202	4.03587	90.5830
2 yr diploma	8	210	3.58744	94.1704
3 yr diploma/degree	10	220	4.48430	98.6547
post graduate	3	223	1.34529	100.0000
Missing	0	223	0.00000	100.0000

## Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
ASSERTIVE	223	29.57	5.24
FLEXIBLE	223	20.92	4.09
TRUSTING	223	32.51	6.17
PHLEGMATIC	223	40.47	6.30
GREGARIOUS	223	35.70	6.00
PERSUASIVE	223	24.40	5.82
CONTESTING	223	28.47	5.83
EXTERNAL	223	21.76	5.09
PRAGMATIC	223	31.40	5.27
CONFORMING	223	22.49	4.16
CENTRAL TENDENCY	223	84.11	19.32

## Stanines

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-20	21-23	24-25	26-28	29-30	31-33	34-36	37-38	39-50
Flexible	0-13	14-15	16-17	18-19	20-21	22-23	24-26	27-28	29-50
Trusting	0-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-55
Phlegmatic	0-29	30-32	33-35	36-38	39-42	43-45	46-48	49-51	52-60
Gregarious	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
Persuasive	0-14	15-17	18-20	21-22	23-25	26-28	29-31	32-34	35-45
Contesting	0-18	19-21	22-24	25-27	28-29	30-32	33-35	36-38	39-50
Pessimistic	0-12	13-15	16-17	18-20	21-23	24-25	26-28	29-30	31-40
Pragmatic	0-22	23-24	25-27	28-30	31-32	33-35	36-37	38-40	41-50
Conforming	0-15	16-17	18-19	20-21	22-23	24-25	26-27	28-29	30-40
Central Tendency	0-50	51-59	60-69	70-79	80-88	89-98	99-108	109-117	118-196

## Norm Group: SA Afrikaans police training applicants

### Norm Type

Created from means and standard deviations

Applicants to SA police tested in 2001-2002. Home language Afrikaans. Minimum Qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	2134	2134	70.84993	70.8499
F	796	2930	26.42762	97.2776
Missing	82	3012	2.72244	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	43	43	1.42762	1.4276
C	1301	1344	43.19389	44.6215
W	1575	2919	52.29084	96.9124
A	1	2920	0.03320	96.9456
Missing	92	3012	3.05445	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2392	2392	79.41567	79.4157
Gr12 Exemption:	242	2634	8.03453	87.4502
Error	171	2805	5.67729	93.1275
1-2yr Diploma:	130	2935	4.31607	97.4436
3 yr deg/dip:	50	2985	1.66003	99.1036
Postgraduate:	9	2994	0.29880	99.4024
<Grade12:	18	3012	0.59761	100.0000
Missing	0	3012	0.00000	100.0000

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	22.82787	6.324699	0.00	107.0000	2957	55

### ***Descriptive statistics on OPP scales***

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	3014	30.42	4.89
<b>FLEXIBLE</b>	3014	17.22	3.58
<b>TRUSTING</b>	3014	32.02	6.19
<b>PHLEGMATIC</b>	3014	39.45	6.78
<b>GREGARIOUS</b>	3014	35.17	5.24
<b>PERSUASIVE</b>	3014	25.70	5.06
<b>CONTESTING</b>	3014	30.49	5.61
<b>PESSIMISTIC</b>	3014	25.25	5.37
<b>PRAGMATIC</b>	3014	32.23	5.03
<b>CONFORMING</b>	3014	23.97	4.07
<b>CENTRAL TENDENCY</b>	3014	82.43	23.69

### ***Stanines***

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-38	39-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-19	20-21	22-23	24-50
Trusting	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-55
Phlegmatic	0-27	28-30	31-34	35-37	38-41	42-44	45-47	48-51	52-60
Gregarious	0-26	27-28	29-31	32-33	34-36	37-39	40-41	42-44	45-50
Persuasive	0-16	17-19	20-21	22-24	25-26	27-29	30-32	33-34	35-45
Contesting	0-20	21-23	24-26	27-29	30-31	32-34	35-37	38-40	41-50
Pessimistic	0-15	16-18	19-21	22-23	24-26	27-29	30-31	32-34	35-40
Pragmatic	0-23	24-25	26-28	29-30	31-33	34-36	37-38	39-41	42-50
Conforming	0-16	17-18	19-20	21-22	23-24	25-27	28-29	30-31	32-40
Central Tendency	0-40	41-52	53-64	65-76	77-88	89-100	101-112	113-123	124-196

## Norm group: SA Asian Police applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Race Asian. Minimum qualification grade 12. Revised SA items

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	928	928	77.39783	77.3978
F	265	1193	22.10175	99.4996
Missing	6	1199	0.50042	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Error	3	3	0.25021	0.2502
Afrikaans:	1	4	0.08340	0.3336
Xitsonga:	1	5	0.08340	0.4170
Other	3	8	0.25021	0.6672
English	1191	1199	99.33278	100.0000
Missing	0	1199	0.00000	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	786	786	65.55463	65.5546
Gr12 Exemption:	245	1031	20.43369	85.9883
Error	39	1070	3.25271	89.2410
1-2yr Diploma:	97	1167	8.09008	97.3311
3 yr deg/dip:	24	1191	2.00167	99.3328
Postgraduate:	4	1195	0.33361	99.6664
<Grade12:	4	1199	0.33361	100.0000
Missing	0	1199	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.40607	5.167211	1.000000	107.0000	1187	12

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	<b>1199</b>	<b>29.89</b>	<b>5.32</b>
<b>FLEXIBLE</b>	<b>1199</b>	<b>16.40</b>	<b>3.61</b>
<b>TRUSTING</b>	<b>1199</b>	<b>32.67</b>	<b>7.23</b>
<b>PHLEGMATIC</b>	<b>1199</b>	<b>40.95</b>	<b>7.05</b>
<b>GREGARIOUS</b>	<b>1199</b>	<b>36.03</b>	<b>5.69</b>
<b>PERSUASIVE</b>	<b>1199</b>	<b>24.44</b>	<b>5.38</b>
<b>CONTESTING</b>	<b>1199</b>	<b>28.97</b>	<b>6.17</b>
<b>PESSIMISTIC</b>	<b>1199</b>	<b>23.37</b>	<b>5.86</b>
<b>PRAGMATIC</b>	<b>1199</b>	<b>32.52</b>	<b>5.34</b>
<b>CONFORMING</b>	<b>1199</b>	<b>23.96</b>	<b>4.59</b>
<b>CENTRAL TENDENCY</b>	<b>1199</b>	<b>76.19</b>	<b>21.98</b>

### ***Stanines***

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Assertive	0-20	21-23	24-25	26-28	29-31	32-33	34-36	37-39	40-50
Flexible	0-10	11-11	12-13	14-15	16-17	18-19	20-20	21-22	23-50
Trusting	0-20	21-23	24-27	28-30	31-34	35-38	39-41	42-45	46-55
Phlegmatic	0-28	29-32	33-35	36-39	40-42	43-46	47-49	50-53	54-60
Gregarious	0-26	27-28	29-31	32-34	35-37	38-40	41-43	44-45	46-50
Persuasive	0-15	16-17	18-20	21-23	24-25	26-28	29-31	32-33	34-45
Contesting	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-50
Pessimistic	0-13	14-16	17-18	19-21	22-24	25-27	28-30	31-33	34-40
Pragmatic	0-23	24-25	26-28	29-31	32-33	34-36	37-39	40-41	42-50
Conforming	0-15	16-18	19-20	21-22	23-25	26-27	28-29	30-31	32-40
Central Tendency	0-37	38-48	49-59	60-70	71-81	82-92	93-103	104-114	115-196

## Norm group: SA Black Police Applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Minimum Qualification grade 12. Revised OPP Items. Race Black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	23617	23617	78.03403	78.0340
Error	1	23618	0.00330	78.0373
F	6362	29980	21.02098	99.0583
Unknown	1	29981	0.00330	99.0616
Missing	284	30265	0.93838	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	1194	1194	3.94515	3.9452
isiNdebele:	692	1886	2.28647	6.2316
Sepedi	4641	6527	15.33454	21.5662
Error	262	6789	0.86569	22.4319
Zulu	6899	13688	22.79531	45.2272
Afrikaans:	43	13731	0.14208	45.3692
Setswana:	4531	18262	14.97109	60.3403
Xhosa	4341	22603	14.34330	74.6836
Tshivenda:	2067	24670	6.82967	81.5133
Sesotho	3008	27678	9.93887	91.4522
Xitsonga:	2515	30193	8.30993	99.7621
Other	8	30201	0.02643	99.7885
English	64	30265	0.21147	100.0000
Missing	0	30265	0.00000	100.0000

Category	Frequency table: Qualification			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	19756	19756	65.27672	65.2767
Gr12 Exemption:	2765	22521	9.13597	74.4127
Error	1260	23781	4.16322	78.5759
1-2yr Diploma:	2773	26554	9.16240	87.7383
3 yr deg/dip:	3281	29835	10.84091	98.5792
Postgraduate:	316	30151	1.04411	99.6233
<Grade12:	114	30265	0.37667	100.0000
Missing	0	30265	0.00000	100.0000

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.89391	7.300614	0.00	109.0000	29493	772

### ***Descriptive statistics on OPP scales***

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	30296	31.90	4.31
<b>FLEXIBLE</b>	30296	17.75	3.89
<b>TRUSTING</b>	30296	31.94	5.57
<b>PHLEGMATIC</b>	30296	37.83	6.46
<b>GREGARIOUS</b>	30296	31.46	5.00
<b>PERSUASIVE</b>	30296	28.80	4.91
<b>CONTESTING</b>	30296	32.43	5.02
<b>PESSIMISTIC</b>	30296	26.05	4.47
<b>PRAGMATIC</b>	30296	28.63	4.28
<b>CONFORMING</b>	30296	27.10	4.56
<b>CENTRAL TENDENCY</b>	30296	79.59	22.09

**Stanines**

	1	2	3	4	5	6	7	8	9
	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-24	25-26	27-28	29-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-22	23-24	25-27	28-30	31-33	34-36	37-38	39-41	42-55
Phlegmatic	0-26	27-29	30-32	33-36	37-39	40-42	43-45	46-49	50-60
Gregarious	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-50
Persuasive	0-20	21-22	23-25	26-27	28-30	31-32	33-34	35-37	38-45
Contesting	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-29	30-31	32-33	34-36	37-50
Conforming	0-19	20-21	22-23	24-25	26-28	29-30	31-32	33-35	36-40
Central Tendency	0-40	41-51	52-63	64-74	75-85	86-96	97-107	108-118	119-196

## Norm group: SA Coloured police applicants

### Norm Type

Created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Race Coloured. Minimum Qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1181	1181	74.51104	74.5110
F	386	1567	24.35331	98.8644
Missing	18	1585	1.13565	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	5	5	0.31546	0.3155
Sepedi	6	11	0.37855	0.6940
Error	20	31	1.26183	1.9558
Zulu	8	39	0.50473	2.4606
Afrikaans:	1301	1340	82.08202	84.5426
Setswana:	10	1350	0.63091	85.1735
Sesotho	5	1355	0.31546	85.4890
Xitsonga:	3	1358	0.18927	85.6782
English	227	1585	14.32177	100.0000
Missing	0	1585	0.00000	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1254	1254	79.11672	79.1167
Gr12 Exemption:	127	1381	8.01262	87.1293
Error	71	1452	4.47950	91.6088
1-2yr Diploma:	84	1536	5.29968	96.9085
3 yr deg/dip:	38	1574	2.39748	99.3060
Postgraduate:	3	1577	0.18927	99.4953
<Grade12:	8	1585	0.50473	100.0000
Missing	0	1585	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	24.21086	5.569051	0.00	107.0000	1565	20

### ***Descriptive statistics on OPP scales***

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	1588	30.24	4.84
<b>FLEXIBLE</b>	1588	16.97	3.59
<b>TRUSTING</b>	1588	31.46	6.34
<b>PHLEGMATIC</b>	1588	38.57	6.78
<b>GREGARIOUS</b>	1588	34.60	5.40
<b>PERSUASIVE</b>	1588	25.68	5.08
<b>CONTESTING</b>	1588	30.40	5.68
<b>PESSIMISTIC</b>	1588	25.70	5.40
<b>PRAGMATIC</b>	1588	31.85	4.97
<b>CONFORMING</b>	1588	24.27	4.22
<b>CENTRAL TENDENCY</b>	1588	78.53	22.67

### ***Stanines***

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-21	22-24	25-26	27-29	30-31	32-33	34-36	37-38	39-50
Flexible	0-10	11-12	13-14	15-16	17-17	18-19	20-21	22-23	24-50
Trusting	0-20	21-23	24-26	27-29	30-33	34-36	37-39	40-42	43-55
Phlegmatic	0-26	27-30	31-33	34-36	37-40	41-43	44-47	48-50	51-60
Gregarious	0-25	26-27	28-30	31-33	34-35	36-38	39-41	42-44	45-50
Persuasive	0-16	17-19	20-21	22-24	25-26	27-29	30-32	33-34	35-45
Contesting	0-20	21-23	24-26	27-28	29-31	32-34	35-37	38-40	41-50
Pessimistic	0-16	17-18	19-21	22-24	25-27	28-29	30-32	33-35	36-40
Pragmatic	0-23	24-25	26-28	29-30	31-33	34-35	36-38	39-40	41-50
Conforming	0-16	17-18	19-21	22-23	24-25	26-27	28-29	30-31	32-40
Central Tendency	0-38	39-50	51-61	62-72	73-84	85-95	96-106	107-118	119-196

## Norm group: SA English police applicants

### Norm type:

This norm was created from means and standard deviations

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1257	1257	75.63177	75.6318
F	390	1647	23.46570	99.0975
Missing	15	1662	0.90253	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	64	64	3.85078	3.8508
C	227	291	13.65824	17.5090
W	156	447	9.38628	26.8953
A	1191	1638	71.66065	98.5560
Missing	24	1662	1.44404	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1128	1128	67.87004	67.8700
Gr12 Exemption:	296	1424	17.80987	85.6799
Error	68	1492	4.09146	89.7714
1-2yr Diploma:	125	1617	7.52106	97.2924
3 yr deg/dip:	33	1650	1.98556	99.2780
Postgraduate:	8	1658	0.48135	99.7593
<Grade12:	4	1662	0.24067	100.0000
Missing	0	1662	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.37255	5.484468	1.000000	107.0000	1632	30

## Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
ASSERTIVE	1662	30.17	5.17
FLEXIBLE	1662	16.64	3.59
TRUSTING	1662	32.69	7.03
PHLEGMATIC	1662	40.69	6.91
GREGARIOUS	1662	35.78	5.69
PERSUASIVE	1662	24.77	5.38
CONTESTING	1662	29.23	6.14
PESSIMISTIC	1662	23.31	5.74
PRAGMATIC	1662	32.27	5.35
CONFORMING	1662	23.87	4.50
CENTRAL TENDENCY	1662	77.58	9.90

## Stanines

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-21	22-23	24-26	27-28	29-31	32-34	35-36	37-39	40-50
Flexible	0-10	11-12	13-13	14-15	16-17	18-19	20-21	22-22	23-50
Trusting	0-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-55
Phlegmatic	0-28	29-32	33-35	36-38	39-42	43-45	46-49	50-52	53-60
Gregarious	0-25	26-28	29-31	32-34	35-37	38-40	41-42	43-45	46-50
Persuasive	0-15	16-18	19-20	21-23	24-26	27-28	29-31	32-34	35-45
Contesting	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-50
Pessimistic	0-13	14-16	17-19	20-21	22-24	25-27	28-30	31-33	34-40
Pragmatic	0-22	23-25	26-28	29-30	31-33	34-36	37-38	39-41	42-50
Conforming	0-15	16-18	19-20	21-22	23-24	25-27	28-29	30-31	32-40
Central Tendency	0-60	61-65	66-70	71-75	76-80	81-85	86-89	90-94	95-196

## Norm group: SA Ndebele Police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home Language isiNdebele. Minimum qualification grade 12.  
 Revised SA Items.

### Sample composition

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.61070	9.142718	2.000000	107.0000	673	54

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	530	530	72.90234	72.9023
F	167	697	22.97111	95.8735
Missing	30	727	4.12655	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	460	460	63.27373	63.2737
Gr12 Exemption:	48	508	6.60248	69.8762
Error	77	585	10.59147	80.4677
1-2yr Diploma:	65	650	8.94085	89.4085
3 yr deg/dip:	70	720	9.62861	99.0371
Postgraduate:	4	724	0.55021	99.5873
<Grade12:	3	727	0.41265	100.0000
Missing	0	727	0.00000	100.0000

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	728	31.82	4.18
<b>FLEXIBLE</b>	728	17.90	3.75
<b>TRUSTING</b>	728	32.71	5.20
<b>PHLEGMATIC</b>	728	37.43	6.31
<b>GREGARIOUS</b>	728	31.32	4.69
<b>PERSUASIVE</b>	728	29.45	5.09
<b>CONTESTING</b>	728	33.05	4.76
<b>PESSIMISTIC</b>	728	25.91	4.38
<b>PRAGMATIC</b>	728	28.67	4.21
<b>CONFORMING</b>	728	27.62	4.22
<b>CENTRAL TENDENCY</b>	728	81.15	22.08

### **Stanines**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
Assertive	0-24	25-26	27-28	29-30	31-32	33-34	35-37	38-39	40-50
Flexible	0-11	12-13	14-15	16-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-23	24-26	27-28	29-31	32-34	35-36	37-39	40-41	42-55
Phlegmatic	0-26	27-29	30-32	33-35	36-39	40-42	43-45	46-48	49-60
Gregarious	0-23	24-25	26-27	28-30	31-32	33-34	35-37	38-39	40-50
Persuasive	0-20	21-23	24-25	26-28	29-30	31-33	34-35	36-38	39-45
Contesting	0-24	25-27	28-29	30-31	32-34	35-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-29	30-31	32-33	34-36	37-50
Conforming	0-20	21-22	23-24	25-26	27-28	29-30	31-32	33-35	36-40
Central Tendency	0-42	43-53	54-64	65-75	76-86	87-97	98-108	109-119	120-196

## Norm group: SA Pedi Police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA police tested in 2001-2002. Home language Sepedi. Minimum qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3712	3712	77.51096	77.5110
F	978	4690	20.42180	97.9328
Missing	99	4789	2.06724	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	4641	4641	96.90958	96.9096
C	6	4647	0.12529	97.0349
W	1	4648	0.02088	97.0558
Missing	141	4789	2.94425	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2968	2968	61.97536	61.9754
Gr12 Exemption:	399	3367	8.33159	70.3070
Error	246	3613	5.13677	75.4437
1-2yr Diploma:	456	4069	9.52182	84.9655
3 yr deg/dip:	626	4695	13.07162	98.0372
Postgraduate:	81	4776	1.69138	99.7285
<Grade12:	13	4789	0.27146	100.0000
Missing	0	4789	0.00000	100.0000

Descriptive Statistics (CombOPPresps.sta)						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.73879	7.490850	0.00	107.0000	4640	149

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	4794	32.02	4.25
<b>FLEXIBLE</b>	4794	18.23	4.03
<b>TRUSTING</b>	4794	32.49	5.47
<b>PHLEGMATIC</b>	4794	37.47	6.39
<b>GREGARIOUS</b>	4794	31.54	4.91
<b>PERSUASIVE</b>	4794	29.27	4.81
<b>CONTESTING</b>	4794	32.50	4.97
<b>PESSIMISTIC</b>	4794	25.98	5.51
<b>PRAGMATIC</b>	4794	28.27	4.17
<b>CONFORMING</b>	4794	27.56	4.36
<b>CENTRAL TENDENCY</b>	4794	79.38	22.79

### **Stanines**

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-24	25-26	27-28	29-30	31-33	34-35	36-37	38-39	40-50
Flexible	0-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-50
Trusting	0-22	23-25	26-28	29-31	32-33	34-36	37-39	40-42	43-55
Phlegmatic	0-26	27-29	30-32	33-35	36-39	40-42	43-45	46-48	49-60
Gregarious	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-50
Persuasive	0-20	21-23	24-25	26-28	29-30	31-32	33-35	36-37	38-45
Contesting	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-16	17-19	20-21	22-24	25-27	28-30	31-32	33-35	36-40
Pragmatic	0-20	21-23	24-25	26-27	28-29	30-31	32-33	34-35	36-50
Conforming	0-19	20-22	23-24	25-26	27-28	29-30	31-33	34-35	36-40
Central Tendency	0-39	40-50	51-62	63-73	74-85	86-96	97-107	108-119	120-196

## Norm group: SA Sotho police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home Language Sesotho. Minimum qualification grade 12. Revised SA items.

### Sample composition

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.78881	7.321592	1.000000	107.0000	3021	78

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	2337	2337	75.41142	75.4114
F	681	3018	21.97483	97.3863
Missing	81	3099	2.61375	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2025	2025	65.34366	65.3437
Gr12 Exemption:	207	2232	6.67957	72.0232
Error	192	2424	6.19555	78.2188
1-2yr Diploma:	341	2765	11.00355	89.2223
3 yr deg/dip:	298	3063	9.61601	98.8383
Postgraduate:	19	3082	0.61310	99.4514
<Grade12:	17	3099	0.54856	100.0000
Missing	0	3099	0.00000	100.0000

## ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	3104	31.33	4.39
<b>FLEXIBLE</b>	3104	17.72	3.83
<b>TRUSTING</b>	3104	31.85	5.80
<b>PHLEGMATIC</b>	3104	37.73	6.76
<b>GREGARIOUS</b>	3104	31.97	5.13
<b>PERSUASIVE</b>	3104	28.39	4.95
<b>CONTESTING</b>	3104	32.15	5.27
<b>PESSIMISTIC</b>	3104	26.12	4.71
<b>PRAGMATIC</b>	3104	29.22	4.44
<b>CONFORMING</b>	3104	26.72	4.81
<b>CENTRAL TENDENCY</b>	3104	77.37	21.62

## ***Stanines***

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-23	24-25	26-28	29-30	31-32	33-34	35-36	37-39	40-50
Flexible	0-11	12-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-55
Phlegmatic	0-25	26-29	30-32	33-36	37-39	40-42	43-46	47-49	50-60
Gregarious	0-22	23-25	26-28	29-30	31-33	34-35	36-38	39-40	41-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
Contesting	0-22	23-25	26-28	29-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	0-17	18-20	21-22	23-24	25-27	28-29	30-32	33-34	35-40
Pragmatic	0-21	22-23	24-25	26-28	29-30	31-32	33-34	35-36	37-50
Conforming	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-35	36-40
Central Tendency	0-39	40-50	51-61	62-71	72-82	83-93	94-104	105-115	116-196

## Norm group: SA Swazi police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home language Siswati. Minimum qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1025	1025	84.15435	84.1544
F	177	1202	14.53202	98.6864
Missing	16	1218	1.31363	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	871	871	71.51067	71.5107
Gr12 Exemption:	98	969	8.04598	79.5567
Error	52	1021	4.26929	83.8259
1-2yr Diploma:	110	1131	9.03120	92.8571
3 yr deg/dip:	70	1201	5.74713	98.6043
Postgraduate:	9	1210	0.73892	99.3432
<Grade12:	8	1218	0.65681	100.0000
Missing	0	1218	0.00000	100.0000

Variable	Descriptive Statistics (CombOPPresps.sta)				
	Mean	Std.Dev	Minimum	Maximum	N
AGE	26.13356	9.478308	0.00	107.0000	1183

### **Descriptive statistics on OPP scales**

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	1219	31.64	4.34
<b>FLEXIBLE</b>	1219	17.49	3.96
<b>TRUSTING</b>	1219	32.27	5.29
<b>PHLEGMATIC</b>	1219	38.04	6.25
<b>GREGARIOUS</b>	1219	31.19	5.00
<b>PERSUASIVE</b>	1219	29.76	4.82
<b>CONTESTING</b>	1219	32.73	4.94
<b>PESSIMISTIC</b>	1219	26.03	4.26
<b>PRAGMATIC</b>	1219	28.16	4.02
<b>CONFORMING</b>	1219	27.64	4.39
<b>CENTRAL TENDENCY</b>	1219	79.33	22.48

### **Stanines**

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-24	25-26	27-28	29-30	31-32	33-34	35-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-23	24-25	26-28	29-30	31-33	34-36	37-38	39-41	42-55
Phlegmatic	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
Gregarious	0-22	23-24	25-27	28-29	30-32	33-34	35-37	38-39	40-50
Persuasive	0-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-45
Contesting	0-24	25-26	27-29	30-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-29	30-31	32-33	34-35	36-50
Conforming	0-19	20-22	23-24	25-26	27-28	29-30	31-33	34-35	36-40
Central Tendency	0-39	40-51	52-62	63-73	74-84	85-96	97-107	108-118	119-196

## Norm group: SA Tswana police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home language Setswana. Minimum Qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3455	3455	72.76748	72.7675
F	1124	4579	23.67313	96.4406
Missing	169	4748	3.55939	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2840	2840	59.81466	59.8147
Gr12 Exemption:	438	3278	9.22494	69.0396
Error	317	3595	6.67650	75.7161
1-2yr Diploma:	486	4081	10.23589	85.9520
3 yr deg/dip:	580	4661	12.21567	98.1676
Postgraduate:	70	4731	1.47430	99.6420
<Grade12:	17	4748	0.35805	100.0000
Missing	0	4748	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.37582	7.034934	0.00	107.0000	4550	198

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	<b>4748</b>	<b>31.17</b>	<b>4.22</b>
<b>FLEXIBLE</b>	<b>4748</b>	<b>17.17</b>	<b>3.62</b>
<b>TRUSTING</b>	<b>4748</b>	<b>31.32</b>	<b>5.85</b>
<b>PHLEGMATIC</b>	<b>4748</b>	<b>36.99</b>	<b>6.68</b>
<b>GREGARIOUS</b>	<b>4748</b>	<b>31.43</b>	<b>5.25</b>
<b>PERSUASIVE</b>	<b>4748</b>	<b>28.36</b>	<b>5.02</b>
<b>CONTESTING</b>	<b>4748</b>	<b>32.51</b>	<b>5.18</b>
<b>PESSIMISTIC</b>	<b>4748</b>	<b>26.62</b>	<b>4.52</b>
<b>PRAGMATIC</b>	<b>4748</b>	<b>28.92</b>	<b>4.48</b>
<b>CONFORMING</b>	<b>4748</b>	<b>26.31</b>	<b>4.62</b>
<b>CENTRAL TENDENCY</b>	<b>4748</b>	<b>78.08</b>	<b>21.93</b>

### ***Stanines***

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-23	24-25	26-28	29-30	31-32	33-34	35-36	37-38	39-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-19	20-21	22-23	24-50
Trusting	0-21	22-24	25-26	27-29	30-32	33-35	36-38	39-41	42-55
Phlegmatic	0-25	26-28	29-31	32-35	36-38	39-42	43-45	46-48	49-60
Gregarious	0-22	23-24	25-27	28-30	31-32	33-35	36-37	38-40	41-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
Contesting	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-34	35-40
Pragmatic	0-21	22-23	24-25	26-27	28-30	31-32	33-34	35-36	37-50
Conforming	0-18	19-20	21-22	23-25	26-27	28-29	30-32	33-34	35-40
Central Tendency	0-39	40-50	51-61	62-72	73-83	84-94	95-105	106-116	117-196

## Norm group: SA Venda police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home language Tshivenda. Minimum Qualification grade 12.  
 Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1568	1568	74.56015	74.5602
F	515	2083	24.48883	99.0490
Missing	20	2103	0.95102	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1247	1247	59.29624	59.2962
Gr12 Exemption:	258	1505	12.26819	71.5644
Error	73	1578	3.47123	75.0357
1-2yr Diploma:	198	1776	9.41512	84.4508
3 yr deg/dip:	296	2072	14.07513	98.5259
Postgraduate:	22	2094	1.04612	99.5720
<Grade12:	9	2103	0.42796	100.0000
Missing	0	2103	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.29956	6.978653	1.000000	107.0000	2043	60

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	2103	32.37	4.31
<b>FLEXIBLE</b>	2103	18.93	4.07
<b>TRUSTING</b>	2103	32.58	5.43
<b>PHLEGMATIC</b>	2103	38.90	6.48
<b>GREGARIOUS</b>	2103	32.50	4.74
<b>PERSUASIVE</b>	2103	30.24	4.82
<b>CONTESTING</b>	2103	32.10	4.95
<b>PESSIMISTIC</b>	2103	25.40	4.33
<b>PRAGMATIC</b>	2103	28.22	4.17
<b>CONFORMING</b>	2103	27.74	4.45
<b>CENTRAL TENDENCY</b>	2103	80.24	24.15

### ***Stanines***

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-24	25-26	27-29	30-31	32-33	34-35	36-37	38-39	40-50
Flexible	0-11	12-13	14-15	16-17	18-19	20-21	22-24	25-26	27-50
Trusting	0-23	24-25	26-28	29-31	32-33	34-36	37-39	40-42	43-55
Phlegmatic	0-27	28-30	31-34	35-37	38-40	41-43	44-46	47-50	51-60
Gregarious	0-24	25-26	27-28	29-31	32-33	34-36	37-38	39-40	41-50
Persuasive	0-21	22-24	25-26	27-29	30-31	32-33	34-36	37-38	39-45
Contesting	0-23	24-25	26-28	29-30	31-33	34-35	36-38	39-40	41-50
Pessimistic	0-17	18-19	20-22	23-24	25-26	27-28	29-30	31-32	33-40
Pragmatic	0-20	21-23	24-25	26-27	28-29	30-31	32-33	34-35	36-50
Conforming	0-19	20-22	23-24	25-26	27-28	29-31	32-33	34-35	36-40
Central Tendency	0-37	38-50	51-62	63-74	75-86	87-98	99-110	111-122	123-196

## Norm group: SA White police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Race White. Minimum Qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1222	1222	69.90847	69.9085
F	515	1737	29.46224	99.3707
Missing	11	1748	0.62929	100.0000

Frequency table:				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	1	1	0.05721	0.0572
Sepedi	1	2	0.05721	0.1144
Error	13	15	0.74371	0.8581
Afrikaans:	1575	1590	90.10297	90.9611
Other	2	1592	0.11442	91.0755
English	156	1748	8.92449	100.0000
Missing	0	1748	0.00000	100.0000

Comment: Note that two persons gave their race as white and their language as Siswati or Sepedi. These could have been persons who made errors in filling in their answer sheet.

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1422	1422	81.35011	81.3501
Gr12 Exemption:	164	1586	9.38215	90.7323
Error	48	1634	2.74600	93.4783
1-2yr Diploma:	74	1708	4.23341	97.7117
3 yr deg/dip:	19	1727	1.08696	98.7986
Postgraduate:	8	1735	0.45767	99.2563
<Grade12:	13	1748	0.74371	100.0000
Missing	0	1748	0.00000	100.0000

Descriptive Statistics (CombOPPresps.sta)						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	22.13119	5.277999	1.000000	107.0000	1738	10

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	1748	30.67	4.86
<b>FLEXIBLE</b>	1748	17.34	3.52
<b>TRUSTING</b>	1748	32.75	6.16
<b>PHLEGMATIC</b>	1748	40.46	6.60
<b>GREGARIOUS</b>	1748	35.79	5.20
<b>PERSUASIVE</b>	1748	25.65	5.08
<b>CONTEST</b>	1748	30.38	5.69
<b>PESSIMISTIC</b>	1748	24.27	5.38
<b>PRAGMATIC</b>	1748	32.54	5.15
<b>CONFORMING</b>	1748	23.51	4.00
<b>CENTRAL TENDENCY</b>	1748	86.63	23.04

### ***Stanines***

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-22	23-24	25-27	28-29	30-31	32-34	35-36	37-39	40-50
Flexible	0-11	12-12	13-14	15-16	17-18	19-19	20-21	22-23	24-50
Trusting	0-21	22-25	26-28	29-31	32-34	35-37	38-40	41-43	44-55
Phlegmatic	0-28	29-32	33-35	36-38	39-42	43-45	46-48	49-52	53-60
Gregarious	0-26	27-29	30-31	32-34	35-37	38-39	40-42	43-44	45-50
Persuasive	0-16	17-19	20-21	22-24	25-26	27-29	30-31	32-34	35-45
Contesting	0-20	21-23	24-26	27-28	29-31	32-34	35-37	38-40	41-50
Pessimistic	0-14	15-17	18-20	21-22	23-25	26-28	29-30	31-33	34-40
Pragmatic	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Conforming	0-16	17-18	19-20	21-22	23-24	25-26	27-28	29-30	31-40
Central Tendency	0-46	47-57	58-69	70-80	81-92	93-103	104-115	116-126	127-196

## Norm group: SA Xhosa police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001 - 2002. Home language isiXhosa. Minimum qualification grade 12.  
 Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3529	3529	79.51780	79.5178
F	826	4355	18.61199	98.1298
Missing	83	4438	1.87021	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	4341	4341	97.81433	97.8143
Missing	97	4438	2.18567	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2869	2869	64.64624	64.6462
Gr12 Exemption:	286	3155	6.44434	71.0906
Error	257	3412	5.79090	76.8815
1-2yr Diploma:	451	3863	10.16224	87.0437
3 yr deg/dip:	512	4375	11.53673	98.5804
Postgraduate:	49	4424	1.10410	99.6845
<Grade12:	14	4438	0.31546	100.0000
Missing	0	4438	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.31149	7.802699	0.00	109.0000	4318	120

### ***Descriptive statistics on OPP scales***

<b>Dim</b>	<b>Sample Size</b>	<b>Mean</b>	<b>SD</b>
<b>ASSERTIVE</b>	4443	31.88	4.27
<b>FLEXIBLE</b>	4443	17.52	3.78
<b>TRUSTING</b>	4443	31.31	5.38
<b>PHLEGMATIC</b>	4443	38.02	6.33
<b>GREGARIOUS</b>	4443	30.69	4.89
<b>PERSUASIVE</b>	4443	28.23	4.78
<b>CONTESTING</b>	4443	32.14	4.96
<b>PESSIMISTIC</b>	4443	25.98	4.44
<b>PRAGMATIC</b>	4443	28.78	4.25
<b>CONFORMING</b>	4443	27.37	4.41
<b>CENTRAL TENDENCY</b>	4443	80.21	20.88

### ***Stanines***

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-24	25-26	27-28	29-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-21	22-24	25-27	28-29	30-32	33-35	36-38	39-40	41-55
Phlegmatic	0-26	27-30	31-33	34-36	37-39	40-42	43-45	46-49	50-60
Gregarious	0-22	23-24	25-27	28-29	30-31	32-34	35-36	37-39	40-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-31	32-34	35-36	37-45
Contesting	0-23	24-25	26-28	29-30	31-33	34-35	36-38	39-40	41-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-29	30-31	32-34	35-36	37-50
Conforming	0-19	20-21	22-24	25-26	27-28	29-30	31-32	33-35	36-40
Central Tendency	0-43	44-54	55-64	65-74	75-85	86-95	96-106	107-116	117-196

## Norm group: SA Zulu police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home language isiZulu. Minimum Qualification grade 12. Revised SA items.

### Sample characteristics

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	5626	5626	79.06127	79.0613
F	1347	6973	18.92917	97.9904
Missing	143	7116	2.00956	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	6899	6899	96.95053	96.9505
C	8	6907	0.11242	97.0630
Missing	209	7116	2.93704	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	5012	5012	70.43283	70.4328
Gr12 Exemption:	791	5803	11.11580	81.5486
Error	357	6160	5.01686	86.5655
1-2yr Diploma:	476	6636	6.68915	93.2546
3 yr deg/dip:	429	7065	6.02867	99.2833
Postgraduate:	29	7094	0.40753	99.6908
<Grade12:	22	7116	0.30916	100.0000
Missing	0	7116	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.22839	7.741101	0.00	107.0000	6861	255

### ***Descriptive statistics on OPP scales***

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	7128	32.27	4.33
<b>FLEXIBLE</b>	7128	17.52	3.81
<b>TRUSTING</b>	7128	31.82	5.44
<b>PHLEGMATIC</b>	7128	37.91	6.22
<b>GREGARIOUS</b>	7128	31.22	4.96
<b>PERSUASIVE</b>	7128	28.24	4.78
<b>CONTESTING</b>	7128	32.54	4.89
<b>PESSIMISTIC</b>	7128	26.05	4.36
<b>PRAGMATIC</b>	7128	28.83	4.18
<b>CONFORMING</b>	7128	26.65	4.59
<b>CENTRAL TENDENCY</b>	7128	80.85	21.40

### ***Stanines***

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-24	25-26	27-29	30-31	32-33	34-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-55
Phlegmatic	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-60
Gregarious	0-22	23-25	26-27	28-29	30-32	33-34	35-37	38-39	40-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-31	32-34	35-36	37-45
Contesting	0-23	24-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-29	30-31	32-34	35-36	37-50
Conforming	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-34	35-40
Central Tendency	0-43	44-54	55-64	65-75	76-86	87-96	97-107	108-118	119-196

## Norm group: SA Tsonga police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police tested in 2001-2002. Home language Xitsonga. Minimum qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1957	1957	75.55985	75.5598
F	586	2543	22.62548	98.1853
*	1	2544	0.03861	98.2239
Missing	46	2590	1.77606	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	2515	2515	97.10425	97.1042
C	3	2518	0.11583	97.2201
A	1	2519	0.03861	97.2587
Missing	71	2590	2.74131	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1550	1550	59.84556	59.8456
Gr12 Exemption:	264	1814	10.19305	70.0386
Error	126	1940	4.86486	74.9035
1-2yr Diploma:	198	2138	7.64479	82.5483
3 yr deg/dip:	406	2544	15.67568	98.2239
Postgraduate:	34	2578	1.31274	99.5367
<Grade12:	12	2590	0.46332	100.0000
Missing	0	2590	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.68294	6.837816	0.00	107.0000	2520	70

## Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
ASSERTIVE	2591	32.42	4.21
FLEXIBLE	2591	18.44	4.17
TRUSTING	2591	32.48	5.54
PHLEGMATIC	2591	38.43	6.52
GREGARIOUS	2591	31.73	4.72
PERSUASIVE	2591	29.93	4.70
CONTESTING	2591	32.64	4.90
PESSIMISTIC	2591	25.74	4.40
PRAGMATIC	2591	28.04	4.13
CONFORMING	2591	27.94	4.51
CENTRAL TENDENCY	2591	78.66	23.36

## Stanines

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-25	26-27	28-29	30-31	32-33	34-35	36-37	38-39	40-50
Flexible	0-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-50
Trusting	0-22	23-25	26-28	29-31	32-33	34-36	37-39	40-42	43-55
Phlegmatic	0-27	28-30	31-33	34-36	37-40	41-43	44-46	47-49	50-60
Gregarious	0-23	24-25	26-28	29-30	31-32	33-35	36-37	38-39	40-50
Persuasive	0-21	22-24	25-26	27-28	29-31	32-33	34-35	36-38	39-45
Contesting	0-24	25-26	27-28	29-31	32-33	34-36	37-38	39-41	42-50
Pessimistic	0-18	19-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
Pragmatic	0-20	21-22	23-24	25-27	28-29	30-31	32-33	34-35	36-50
Conforming	0-20	21-22	23-24	25-26	27-29	30-31	32-33	34-35	36-40
Central Tendency	0-37	38-49	50-61	62-72	73-84	85-96	97-107	108-119	120-196

## Norm group: SA police applicants

### Norm type:

This norm was created from means and standard deviations

Applicants to SA Police services tested in 2001-2002. All races. Minimum qualification grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	27386	27386	76.40117	76.4012
Error	1	27387	0.00279	76.4040
F	7641	35028	21.31678	97.7207
Error	1	35029	0.00279	97.7235
Missing	816	35845	2.27647	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	30265	30265	84.43298	84.4330
C	1585	31850	4.42182	88.8548
W	1748	33598	4.87655	93.7313
A	1199	34797	3.34496	97.0763
Missing	1048	35845	2.92370	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	23579	23579	65.78044	65.7804
Gr12 Exemption:	3348	26927	9.34021	75.1207
Error	1988	28915	5.54610	80.6668
1-2yr Diploma:	3060	31975	8.53676	89.2035
3 yr deg/dip:	3396	35371	9.47412	98.6776
Postgraduate:	334	35705	0.93179	99.6094
<Grade12:	140	35845	0.39057	100.0000
Missing	0	35845	0.00000	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	23579	23579	65.78044	65.7804
Gr12 Exemption:	3348	26927	9.34021	75.1207
Error	1988	28915	5.54610	80.6668
1-2yr Diploma:	3060	31975	8.53676	89.2035
3 yr deg/dip:	3396	35371	9.47412	98.6776
Postgraduate:	334	35705	0.93179	99.6094
<Grade12:	140	35845	0.39057	100.0000
Missing	0	35845	0.00000	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	1218	1218	3.39796	3.3980
isiNdebele:	727	1945	2.02818	5.4261
Sepedi	4789	6734	13.36030	18.7864
Error	330	7064	0.92063	19.7071
Zulu	7116	14180	19.85214	39.5592
Afrikaans:	3012	17192	8.40285	47.9621
Setswana:	4748	21940	13.24592	61.2080
Xhosa	4438	26378	12.38109	73.5891
Tshivenda:	2103	28481	5.86693	79.4560
Sesotho	3099	31580	8.64556	88.1015
Xitsonga:	2590	34170	7.22555	95.3271
Other	13	34183	0.03627	95.3634
English	1662	35845	4.63663	100.0000
Missing	0	35845	0.00000	100.0000

### ***Descriptive statistics on OPP items***

Dim	Sample Size	Mean	SD
<b>ASSERTIVE</b>	35845	31.69	4.44
<b>FLEXIBLE</b>	35845	17.58	3.87
<b>TRUSTING</b>	35845	31.97	5.69
<b>PHLEGMATIC</b>	35845	38.07	6.55
<b>GREGARIOUS</b>	35845	31.95	5.22
<b>PERSUASIVE</b>	35845	28.36	5.07
<b>CONTESTING</b>	35845	32.12	5.19
<b>PESSIMISTIC</b>	35845	25.86	4.65
<b>PRAGMATIC</b>	35845	29.12	4.56
<b>CONFORMING</b>	35845	26.69	4.64
<b>CENTRAL TENDENCY</b>	35845	79.61	22.29

**Stanines**

	1 S9 1	2 S9 2	3 S9 3	4 S9 4	5 S9 5	6 S9 6	7 S9 7	8 S9 8	9 S9 9
Assertive	0-23	24-26	27-28	29-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-50
Trusting	0-22	23-24	25-27	28-30	31-33	34-36	37-39	40-41	42-55
Phlegmatic	0-26	27-29	30-33	34-36	37-39	40-42	43-46	47-49	50-60
Gregarious	0-22	23-25	26-28	29-30	31-33	34-35	36-38	39-41	42-50
Persuasive	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
Contesting	0-23	24-25	26-28	29-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	0-17	18-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
Pragmatic	0-21	22-23	24-25	26-27	28-30	31-32	33-34	35-37	38-50
Conforming	0-18	19-20	21-23	24-25	26-27	28-30	31-32	33-34	35-40
Central Tendency	0-40	41-51	52-62	63-74	75-85	86-96	97-107	108-118	119-196

## Norm group: SA Mine applicants

**Version:** Original items

### Norm Type:

This norm was created from means and standard deviations

Applicants to various positions in a SA platinum mine. Original OPP items. Not pre-screened for language proficiency. Multi-racial sample. Data collected in 1999

### Sample composition

Race information was not captured consistently. Race was deduced from candidates' names. Whites and Coloureds were both coded as WC.

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	28	28	15.90909	15.9091
WC	148	176	84.09091	100.0000
Missing	0	176	0.00000	100.0000

### Descriptive statistics on OPP scales

Dim	Sample Size	Mean	SD
ASSERTIVE	176	32.41	4.62
FLEXIBLE	176	21.84	4.42
TRUSTING	176	32.09	5.90
PHLEGMATIC	176	41.34	5.90
GREGARIOUS	176	33.15	4.85
PERSUASIVE	176	25.10	5.09
CONTESTING	176	28.01	6.04
PESSIMISTIC	176	20.26	5.52
PRAGMATIC	176	31.68	5.05
CONFORMING	176	24.48	3.89
CENTRAL TENDENCY	176	83.72	21.15

## Stanines

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Assertive	0-24	25-26	27-28	29-31	32-33	34-35	36-38	39-40	41-50
Flexible	0-14	15-16	17-18	19-20	21-22	23-25	26-27	28-29	30-50
Trusting	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-55
Phlegmatic	0-31	32-33	34-36	37-39	40-42	43-45	46-48	49-51	52-60
Gregarious	0-24	25-27	28-29	30-31	32-34	35-36	37-39	40-41	42-50
Persuasive	0-16	17-18	19-21	22-23	24-26	27-28	29-31	32-34	35-45
Contesting	0-17	18-20	21-23	24-26	27-29	30-32	33-35	36-38	39-50
Pessimistic	0-10	11-13	14-16	17-18	19-21	22-24	25-27	28-29	30-40
Pragmatic	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-50
Conforming	0-17	18-19	20-21	22-23	24-25	26-27	28-29	30-31	32-40
Central Tendency	0-46	47-57	58-67	68-78	79-89	90-99	100-110	111-120	121-196

## Norm group: SA General Population, updated 2008

**Version:** Revised items

### **Norm Type:**

This norm was created from means and standard deviations

Respondents submitted by Psytech SA collaborators and collected by Psytech SA

Data were collected between 2001 and 2008

### **Sample composition**

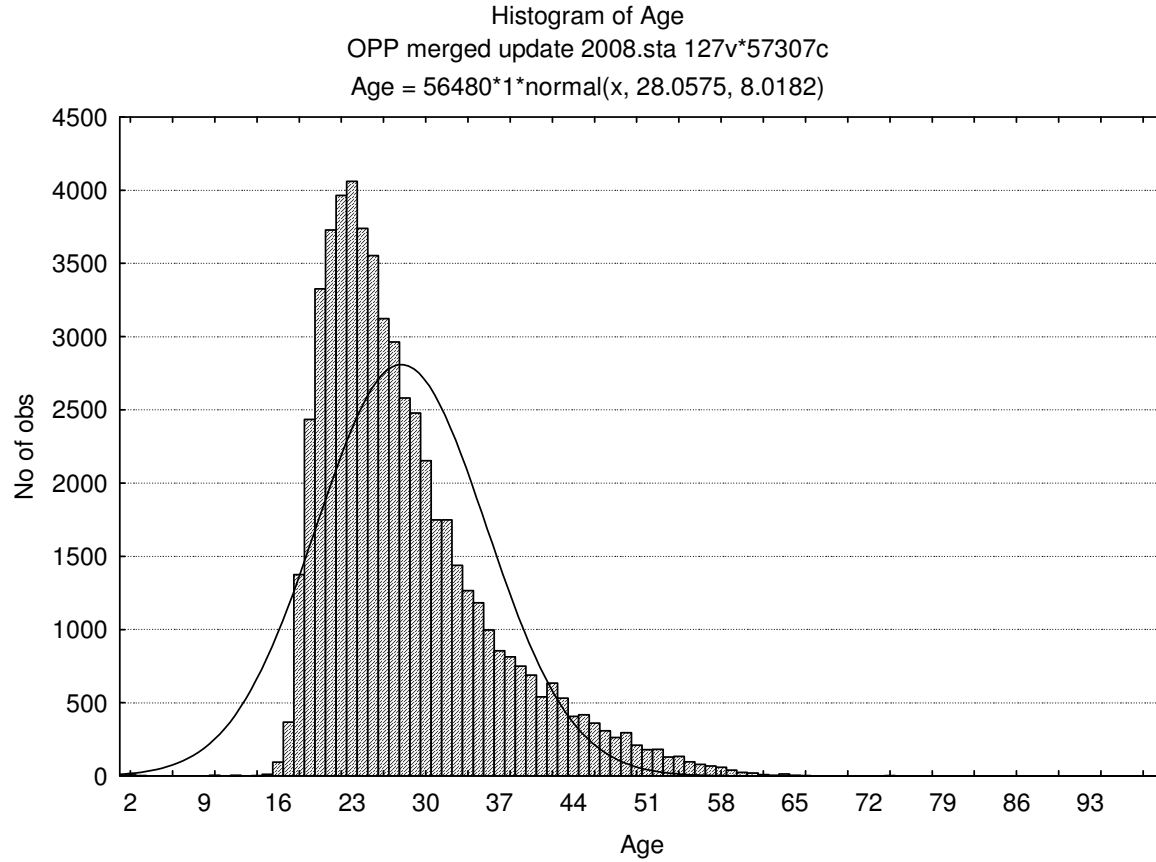
Category	Frequency table: Sex			
	Count	Cumulative	Percent	Cumulative
F	34588	34588	60.35563	60.3556
M	22555	57143	39.35819	99.7138
U	164	57307	0.28618	100.0000
Missing	0	57307	0.00000	100.0000

Category	Frequency table: Education			
	Count	Cumulative	Percent	Cumulative
Grade 12	23608	23608	41.19567	41.1957
Technikon	1547	25155	2.69950	43.8952
Grade 10 or 11	3528	28683	6.15632	50.0515
University Diploma	1615	30298	2.81815	52.8696
Certificate	1763	32061	3.07641	55.9460
Vocational Training	2562	34623	4.47066	60.4167
Degree	1850	36473	3.22823	63.6449
Post Graduate	871	37344	1.51988	65.1648
Grade 8 to 11	154	37498	0.26873	65.4335
Grade 9	60	37558	0.10470	65.5382
Grade 8	69	37627	0.12040	65.6586
Grade 7	25	37652	0.04362	65.7023
Missing	19655	57307	34.29773	100.0000

Category	<b>Frequency table: Language</b>			
	Count	Cumulative	Percent	Cumulative
Afrikaans	4812	4812	8.39688	8.3969
English	9217	14029	16.08355	24.4804
isiZulu	7289	21318	12.71921	37.1996
Sesotho	3420	24738	5.96786	43.1675
isiXhosa	4087	28825	7.13176	50.2993
Sepedi	2608	31433	4.55093	54.8502
isiNdebele	280	31713	0.48860	55.3388
Xitsonga	692	32405	1.20753	56.5463
siSwati	576	32981	1.00511	57.5514
Tshivenda	673	33654	1.17438	58.7258
Other	252	33906	0.43974	59.1655
Setswana	4218	38124	7.36036	66.5259
Missing	19183	57307	33.47410	100.0000

Category	<b>Frequency table: Race</b>			
	Count	Cumulative	Percent	Cumulative
African	25309	25309	44.16389	44.1639
European	2914	28223	5.08489	49.2488
Coloured	7851	36074	13.69990	62.9487
Asian	3670	39744	6.40410	69.3528
Other	92	39836	0.16054	69.5133
Missing	17471	57307	30.48668	100.0000

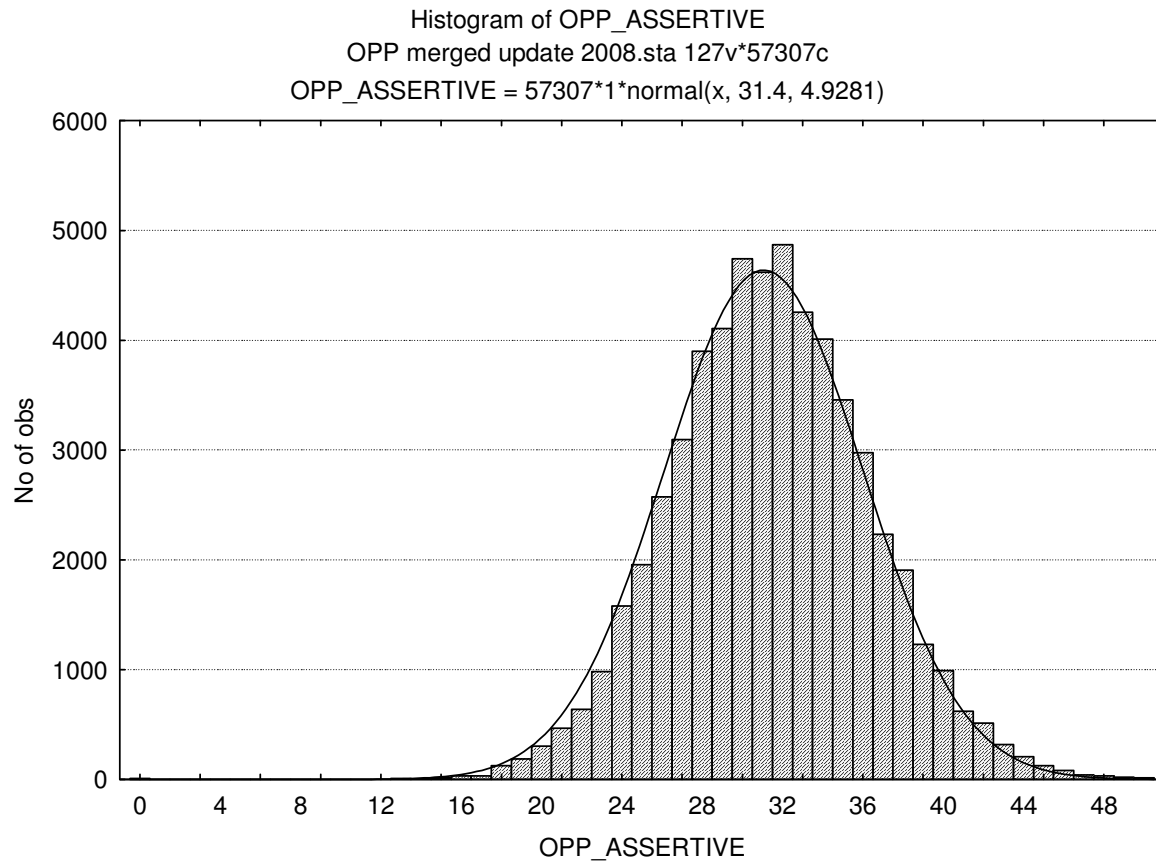
Variable	<b>Descriptive Statistics : Age</b>				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	56480	28.05747	2.000000	99.00000	8.018229

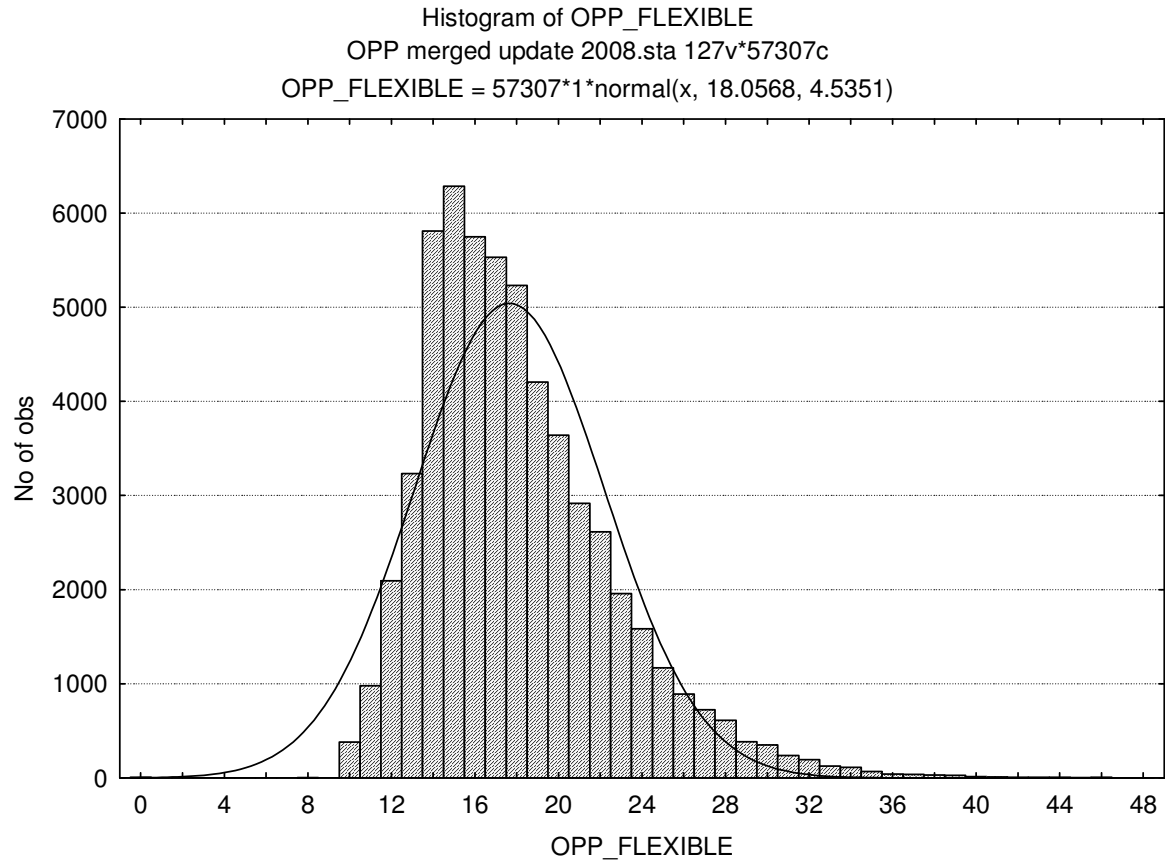


***Descriptive statistics on OPP scales***

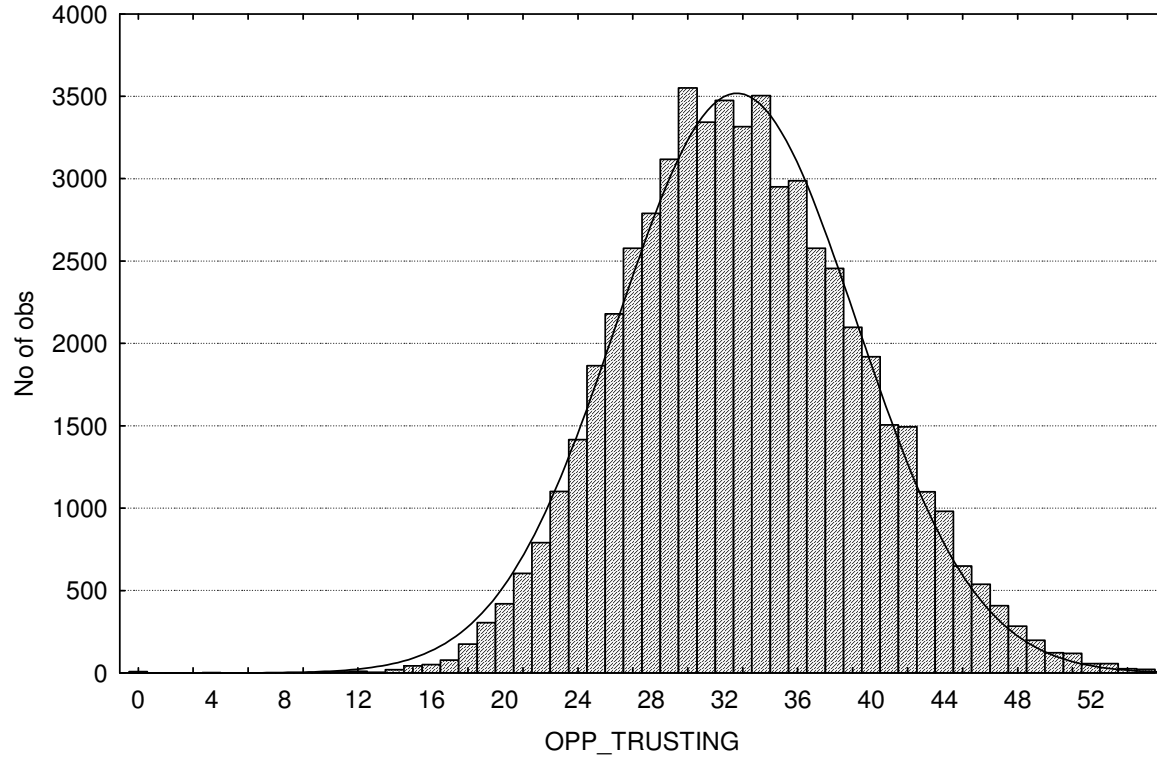
Variable	Descriptive Statistics				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
OPP_ASSERTIVE	57307	31.40000	0.00	50.0000	4.92810
OPP_FLEXIBLE	57307	18.05678	0.00	48.0000	4.53514
OPP_TRUSTING	57307	33.01208	0.00	55.0000	6.49775
OPP_PHLEG	57307	37.74872	0.00	60.0000	6.93174
OPP_GREGAR	57307	34.11383	0.00	50.0000	5.85072
OPP_PERSUAS	57307	26.71571	0.00	45.0000	5.40781
OPP_CONTEST	57307	31.13887	0.00	50.0000	5.99762
OPP_EXTERNAL	57307	23.85159	0.00	40.0000	5.92704
OPP_PRAGMATIC	57307	28.52709	0.00	49.0000	4.98907
OPP_CONFORMING	57307	24.73091	0.00	40.0000	4.51529
OPP_MIDRESP	57307	77.49722	0.00	196.0000	21.40676

## Histograms of OPP scales

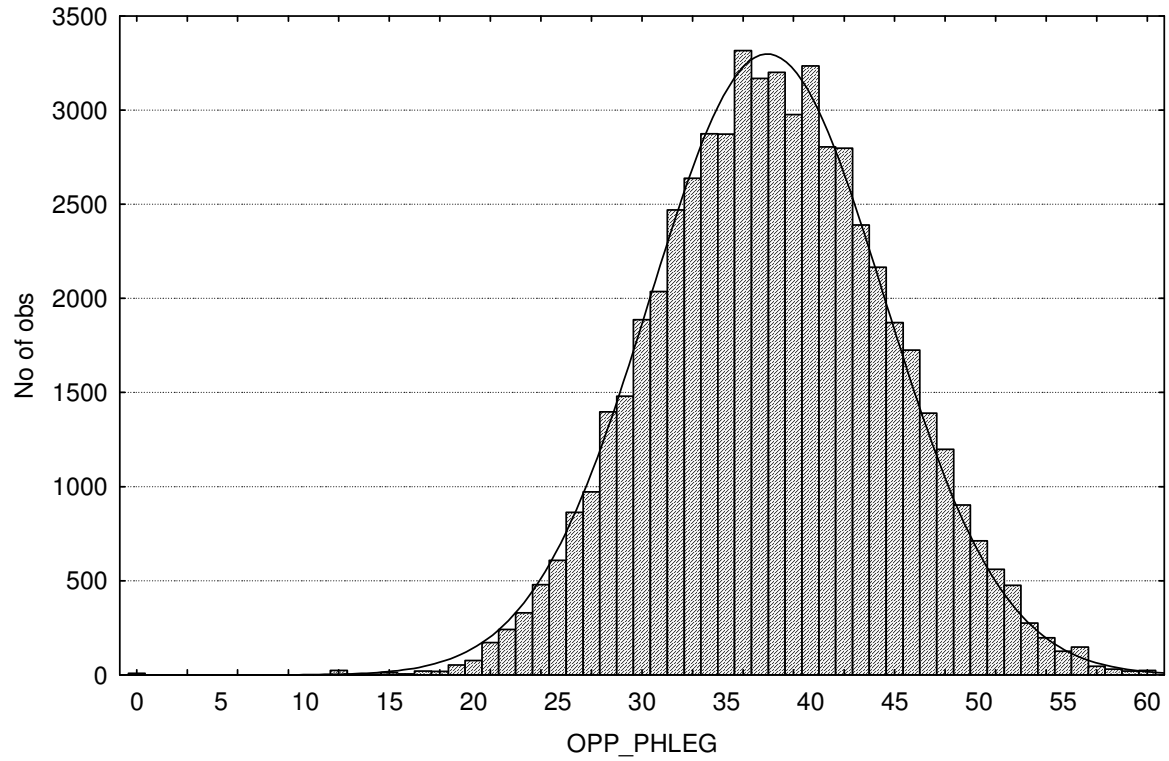




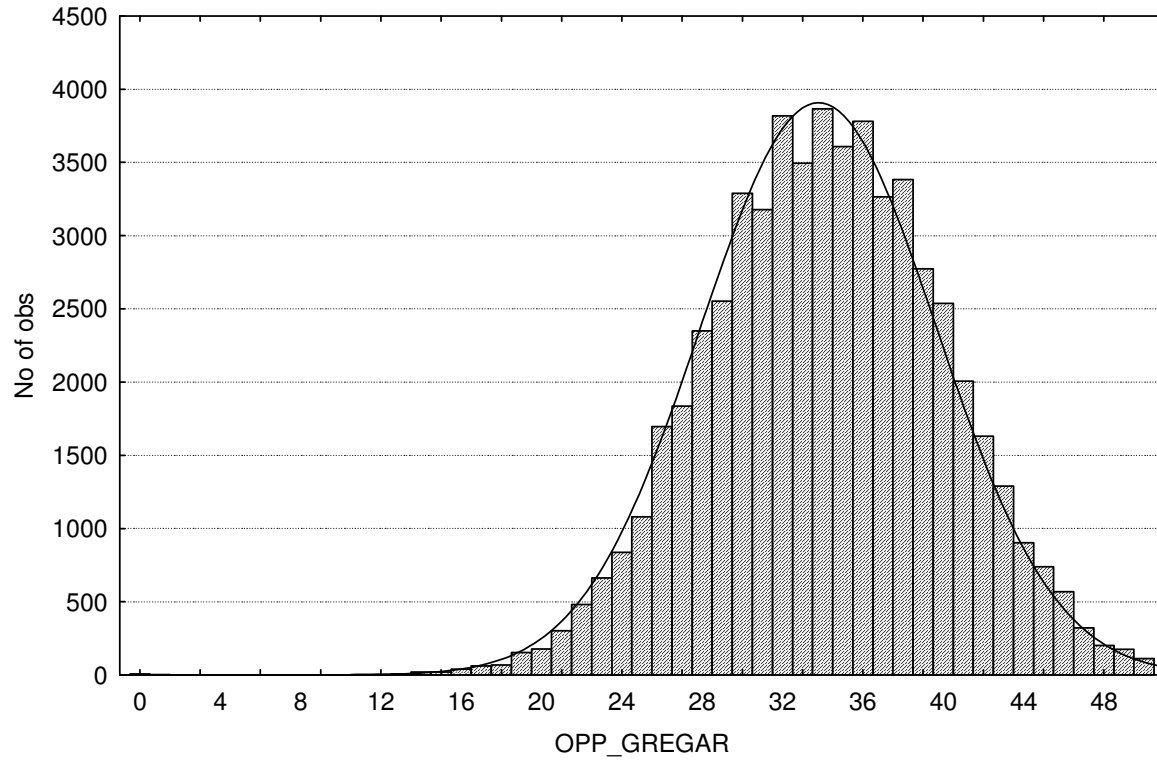
Histogram of OPP\_TRUSTING  
OPP merged update 2008.sta 127v\*57307c  
OPP\_TRUSTING = 57307\*1\*normal(x, 33.0121, 6.4978)



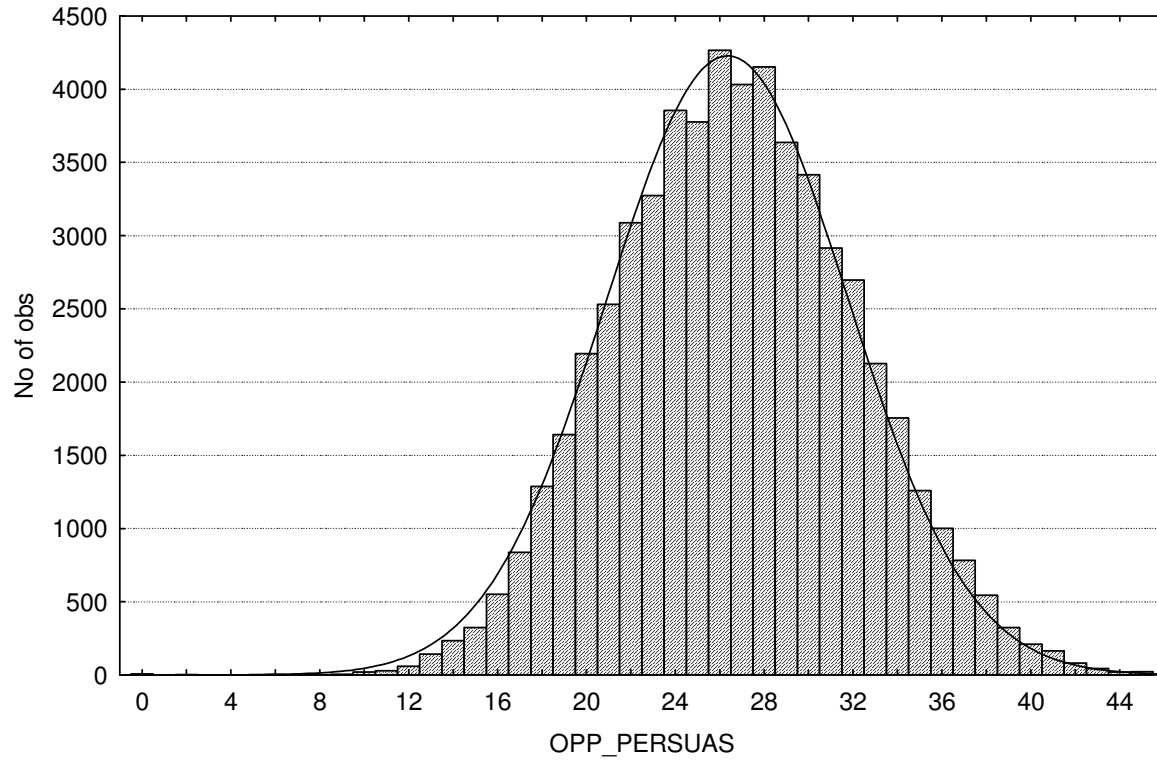
Histogram of OPP\_PHLEG  
OPP merged update 2008.sta 127v\*57307c  
OPP\_PHLEG = 57307\*1\*normal(x, 37.7487, 6.9317)



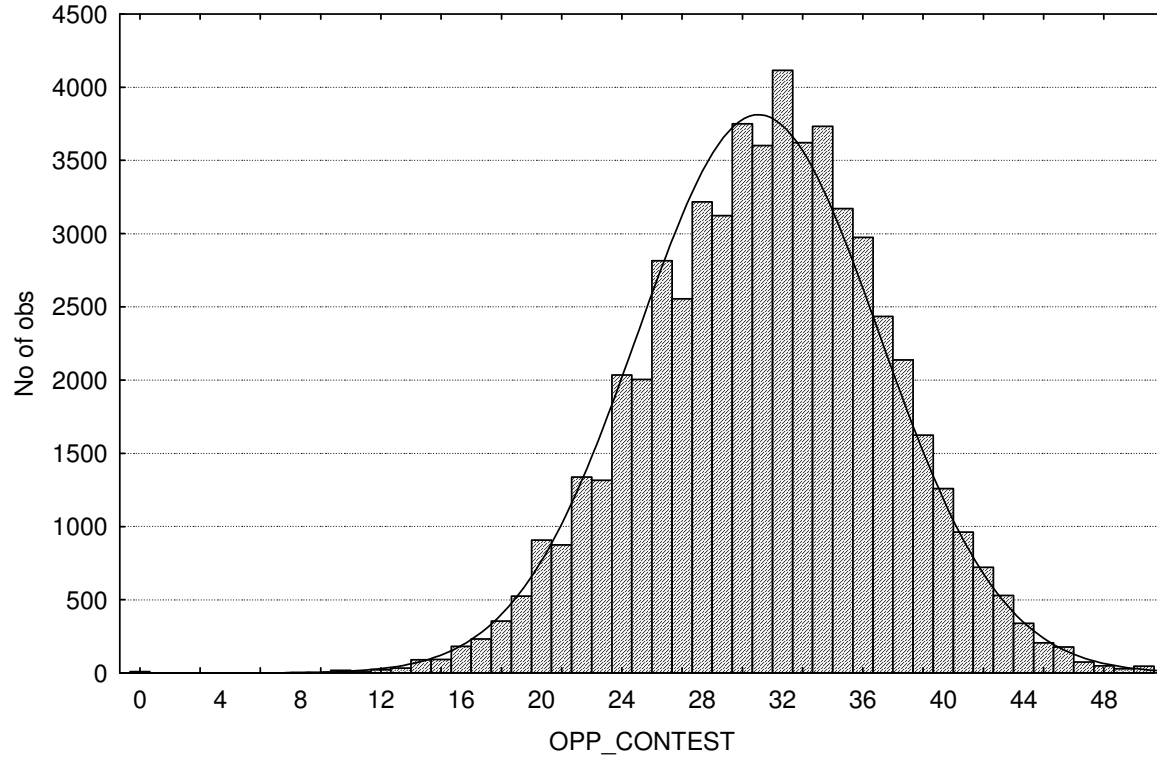
Histogram of OPP\_GREGAR  
OPP merged update 2008.sta 127v\*57307c  
OPP\_GREGAR = 57307\*1\*normal(x, 34.1138, 5.8507)



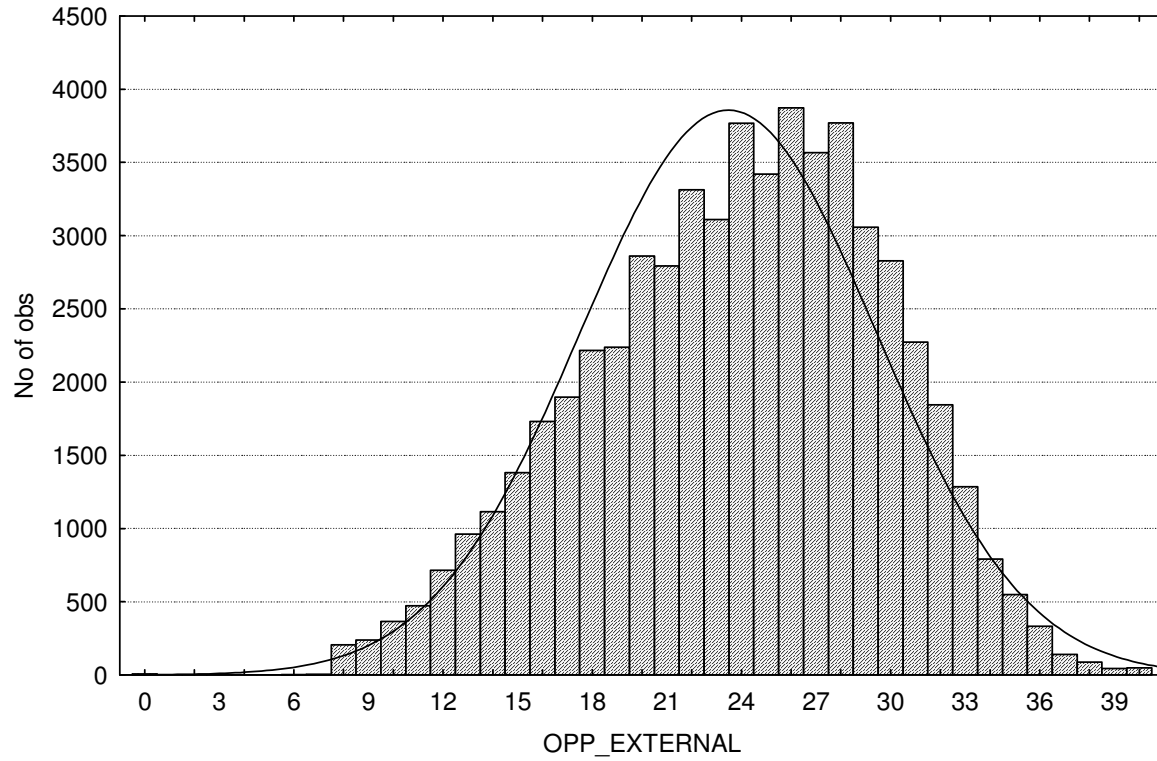
Histogram of OPP\_PERSUAS  
OPP merged update 2008.sta 127v\*57307c  
OPP\_PERSUAS = 57307\*1\*normal(x, 26.7157, 5.4078)



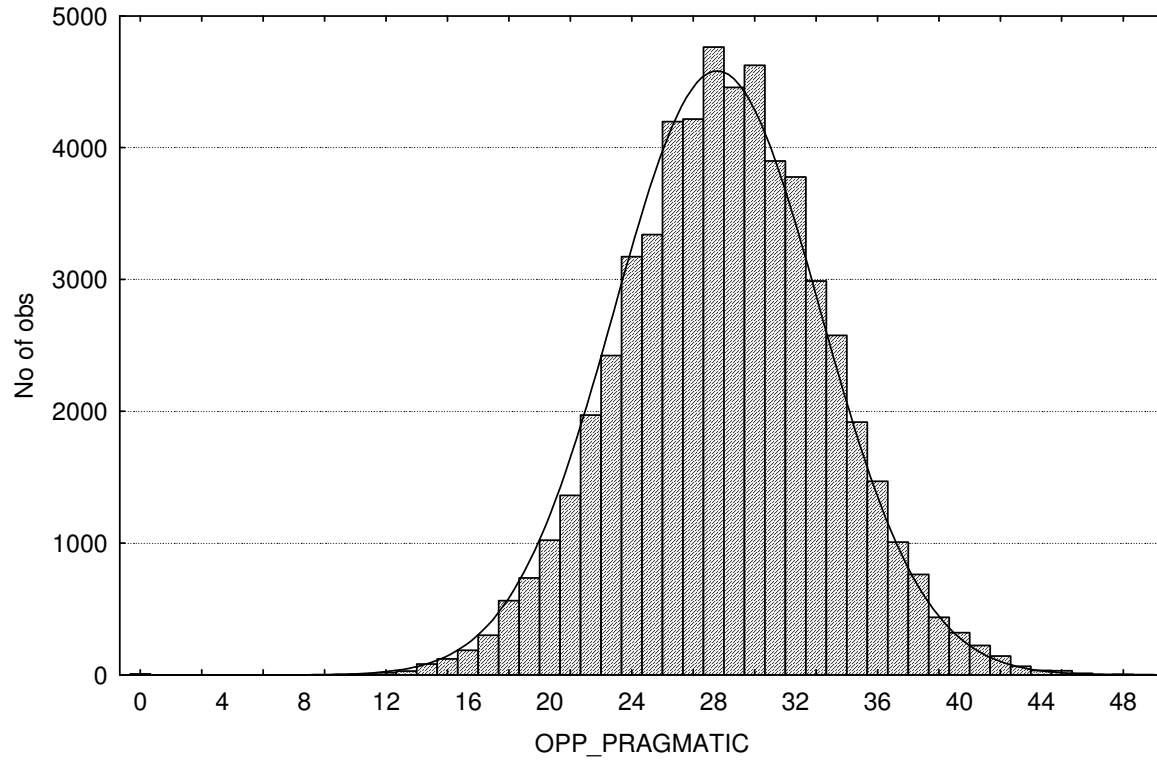
Histogram of OPP\_CONTEST  
OPP merged update 2008.sta 127v\*57307c  
OPP\_CONTEST = 57307\*1\*normal(x, 31.1389, 5.9976)



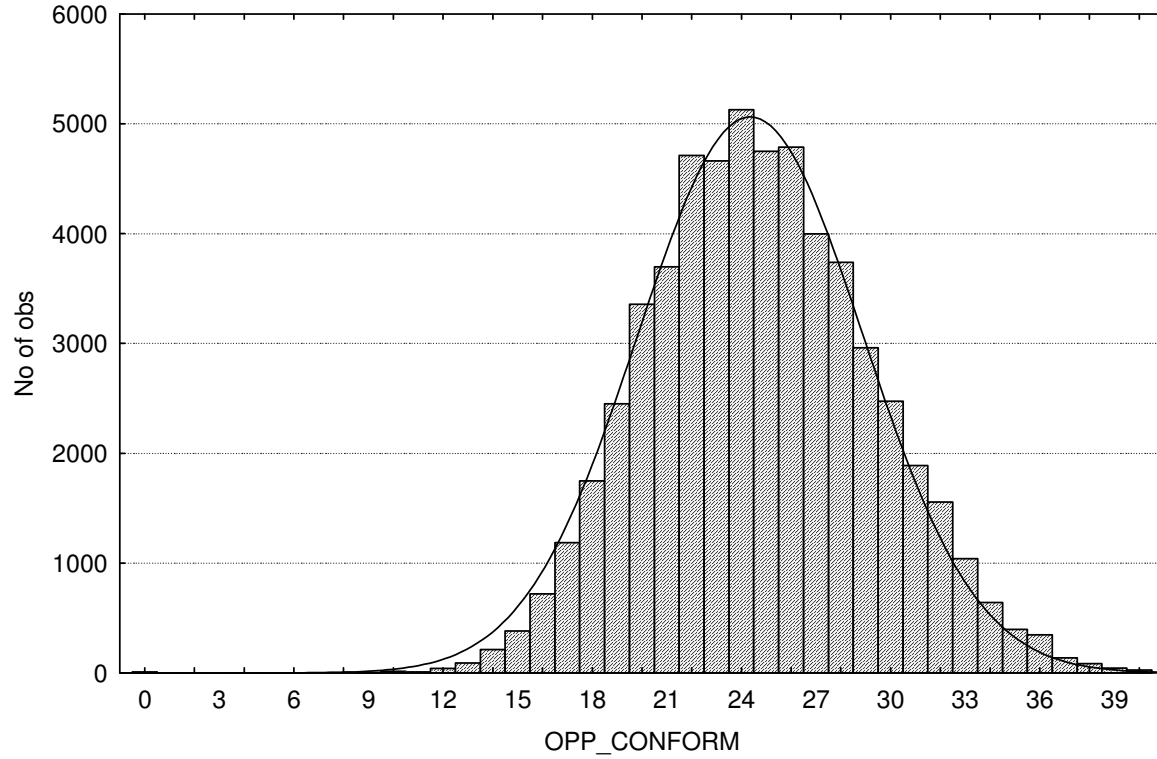
Histogram of OPP\_EXTERNAL  
OPP merged update 2008.sta 127v\*57307c  
OPP\_EXTERNAL = 57307\*1\*normal(x, 23.8516, 5.927)

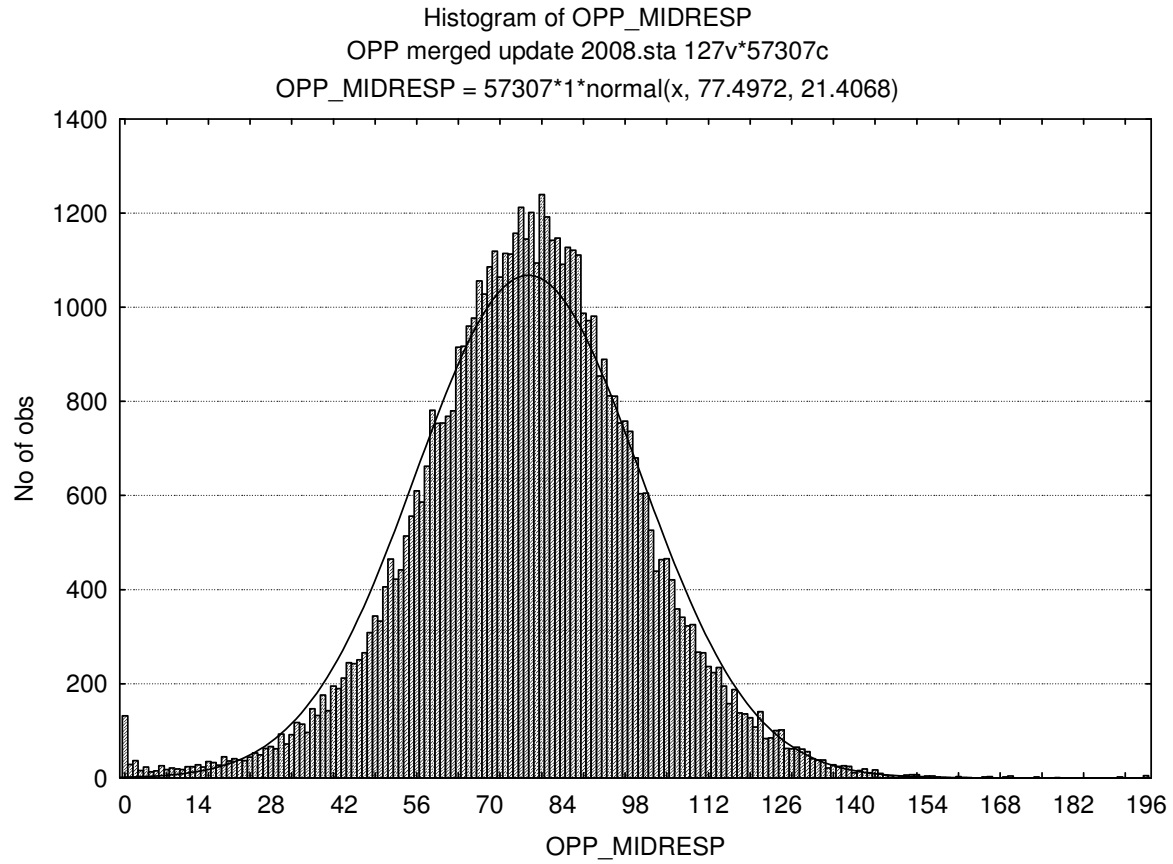


Histogram of OPP\_PRAGMATIC  
OPP merged update 2008.sta 127v\*57307c  
OPP\_PRAGMATIC = 57307\*1\*normal(x, 28.5271, 4.9891)



Histogram of OPP\_CONFORM  
OPP merged update 2008.sta 127v\*57307c  
OPP\_CONFORM = 57307\*1\*normal(x, 24.7309, 4.5153)





## **Stanines**

	<b>S9_1</b>	<b>S9_2</b>	<b>S9_3</b>	<b>S9_4</b>	<b>S9_5</b>	<b>S9_6</b>	<b>S9_7</b>	<b>S9_8</b>	<b>S9_9</b>
<b>Assertive</b>	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-50
<b>Flexible</b>	0-10	11-12	13-14	15-16	17-19	20-21	22-23	24-25	26-50
<b>Trusting</b>	0-21	22-24	25-28	29-31	32-34	35-37	38-41	42-44	45-55
<b>Phlegmatic</b>	0-25	26-29	30-32	33-36	37-39	40-42	43-46	47-49	50-60
<b>Gregarious</b>	0-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>Persuasive</b>	0-17	18-19	20-22	23-25	26-28	29-30	31-33	34-36	37-45
<b>Contesting</b>	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-50
<b>Pessimistic</b>	0-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>Pragmatic</b>	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-50
<b>Conforming</b>	0-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-40
<b>Central Tendency</b>	0-40	41-50	51-61	62-72	73-82	83-93	94-104	105-114	115-196

# Occupational Personality Profile Norm group: SA General Population updated 2010

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## Sample composition

The sample consisted of 60663 South Africans tested by Psytech SA and its collaborators in the period up to January 2010.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	35386	35386	58.33210	58.3321
M	25064	60450	41.31678	99.6489
U	213	60663	0.35112	100.0000
Missing	0	60663	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: Educational group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	3746	3746	6.17510	6.1751
Grade 12	23774	27520	39.19028	45.3654
Diploma	1833	29353	3.02161	48.3870
Degree	1549	30902	2.55345	50.9404
Post Graduate	967	31869	1.59405	52.5345
Missing	28794	60663	47.46551	100.0000

## Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	8055	8055	13.27828	13.2783
English	9167	17222	15.11135	28.3896
isiXhosa	4974	22196	8.19940	36.5890
Afrikaans	4919	27115	8.10873	44.6978
Sesotho	3348	30463	5.51901	50.2168
Siswati	588	31051	0.96929	51.1861
Setswana	3754	34805	6.18829	57.3743

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2446	37251	4.03211	61.4065
Xitsonga	757	38008	1.24788	62.6543
Tshivenda	605	38613	0.99731	63.6516
isiNdebele	274	38887	0.45168	64.1033
isNdebele	9	38896	0.01484	64.1182
Missing	21767	60663	35.88184	100.0000

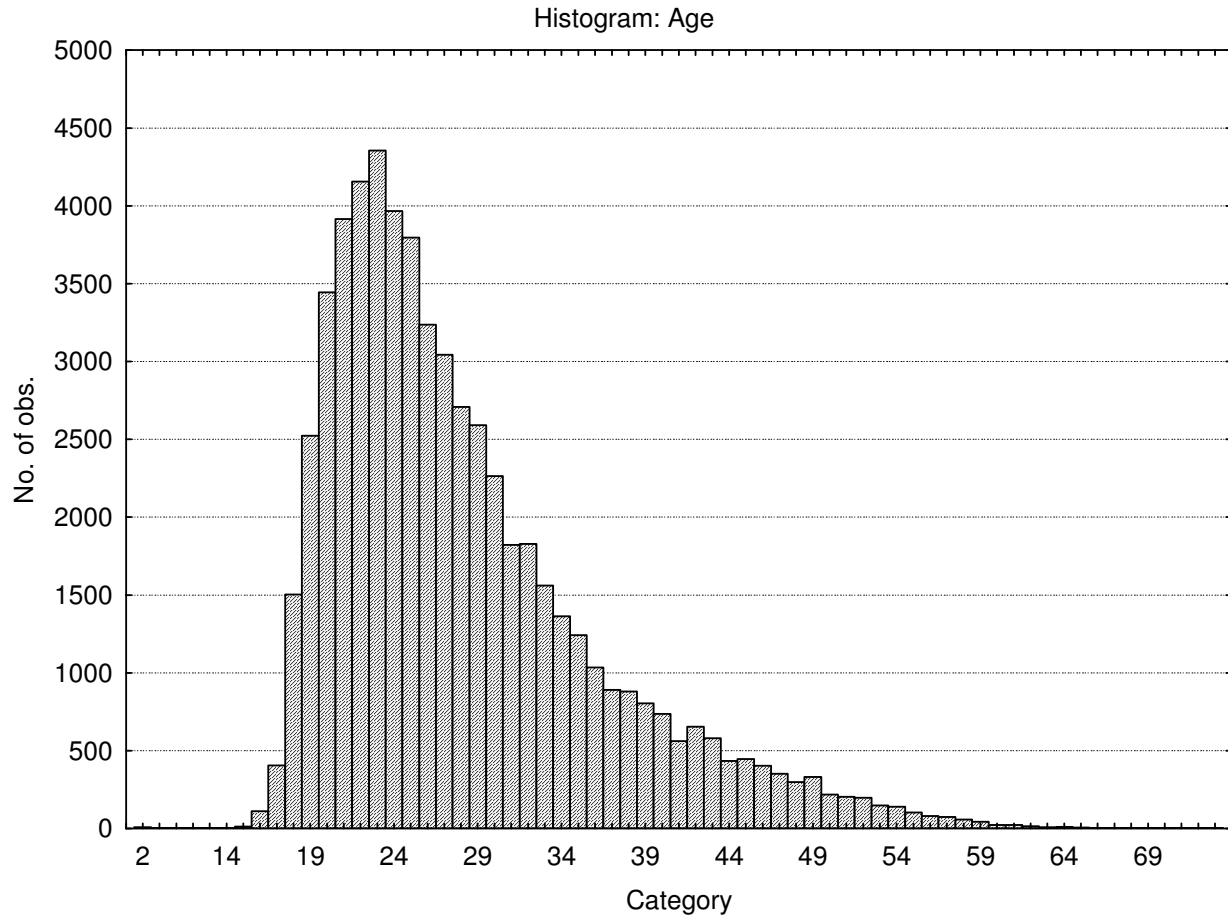
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	21047	21047	34.69495	34.6950
English	9167	30214	15.11135	49.8063
Afrikaans	4919	35133	8.10873	57.9150
Missing	25530	60663	42.08496	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	26174	26174	43.14656	43.1466
European	2850	29024	4.69809	47.8446
Coloured	8097	37121	13.34751	61.1922
Asian	3553	40674	5.85695	67.0491
Missing	19989	60663	32.95089	100.0000

### Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	28.10782	8.075292	2.000000	99.00000	59625	1038

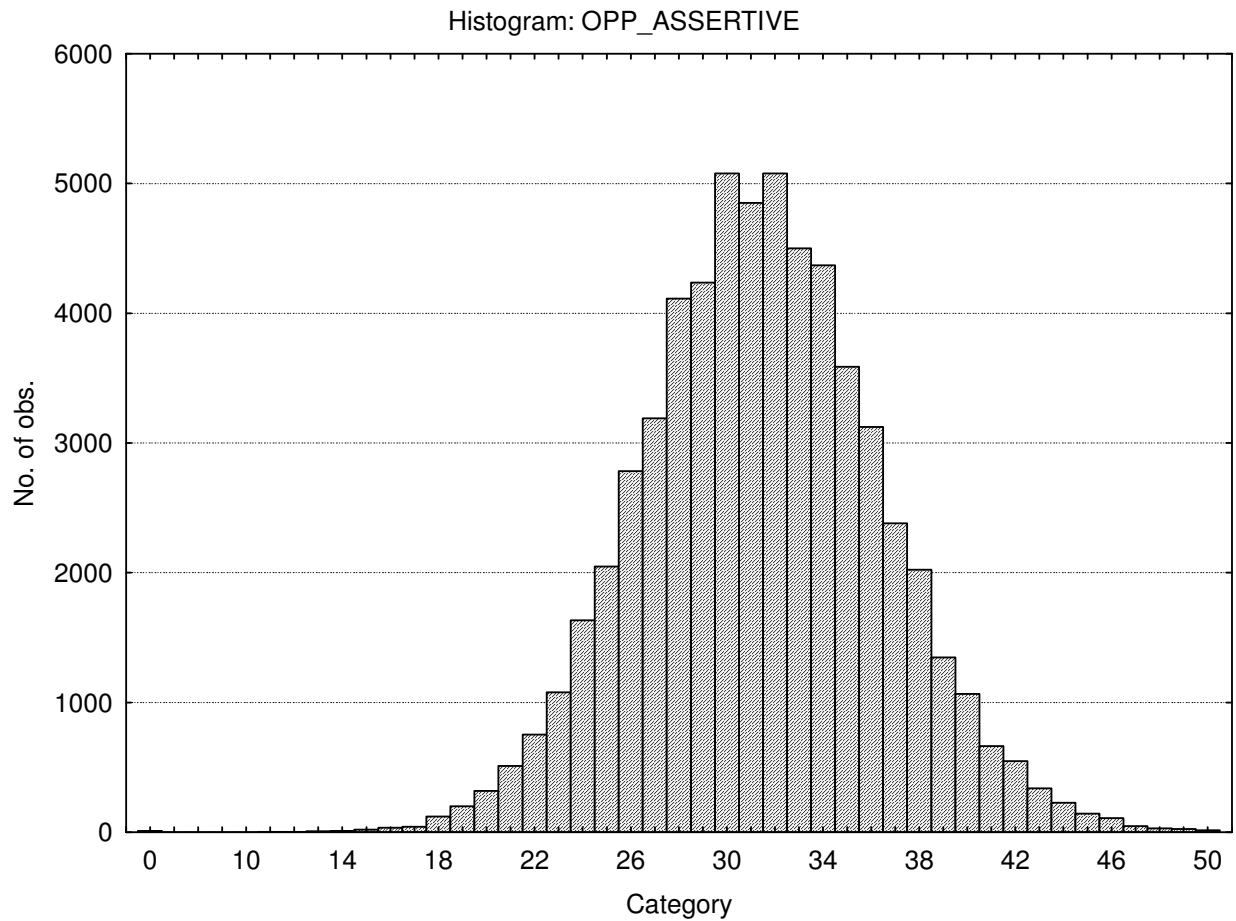


## Descriptive statistics on OPPro raw scores

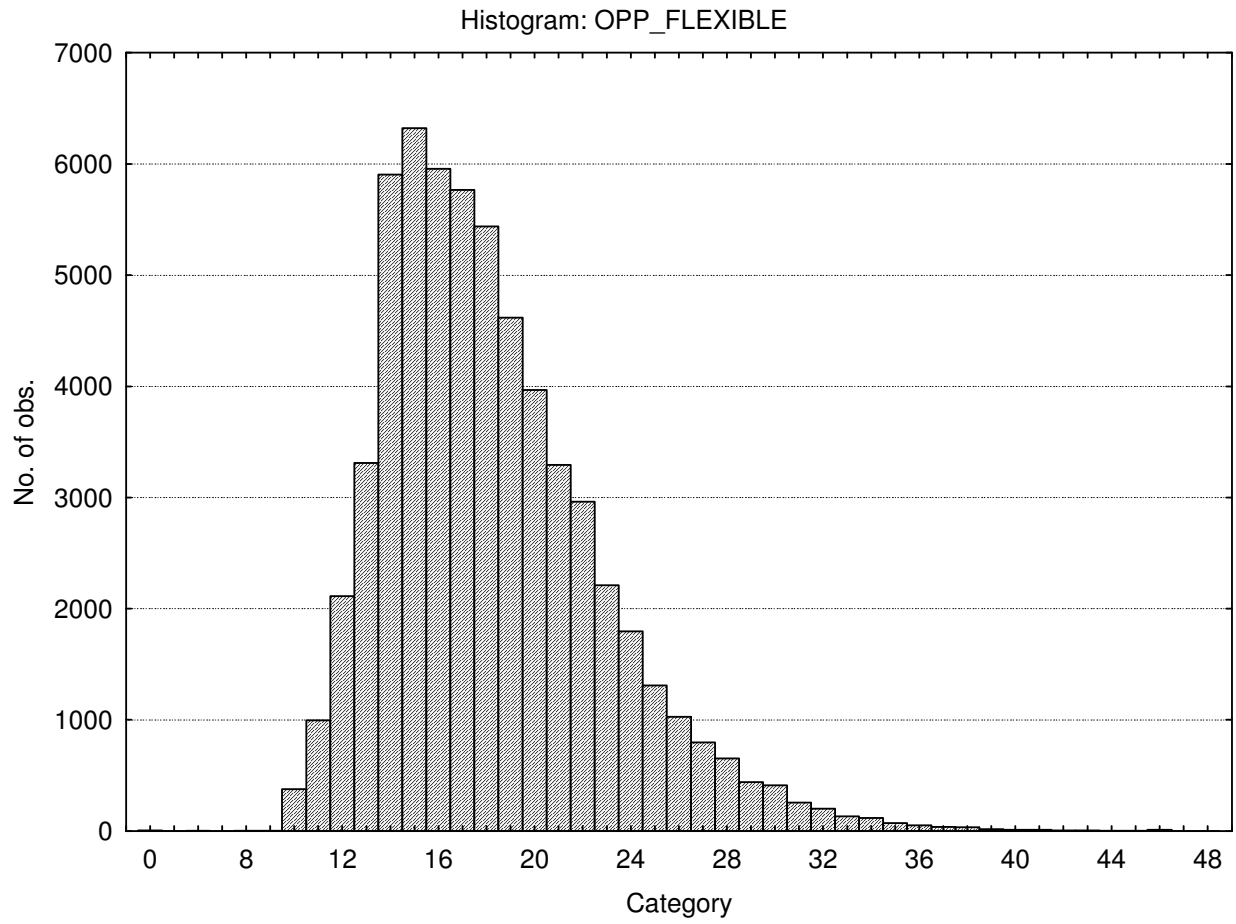
Variable	Descriptive Statistics				
	Mean	Std.Dev	Minimum	Maximum	N
Assertive	31.40732	4.96013	0.00	50.0000	60663
Flexible	18.20719	4.54527	0.00	48.0000	60663
Trusting	33.11745	6.55512	0.00	55.0000	60663
Phlegmatic	37.98002	6.91006	0.00	60.0000	60663
Gregarious	34.07891	5.84645	0.00	50.0000	60663
Persuasive	26.61349	5.38164	0.00	45.0000	60663
Contesting	30.94967	6.01581	0.00	50.0000	60663
Pessimistic	23.66693	5.91972	0.00	40.0000	60663
Pragmatic	28.55673	5.03901	0.00	49.0000	60663
Conforming	24.79543	4.51235	0.00	40.0000	60663
Central tendency	77.97082	21.43922	0.00	196.0000	60663

## Frequency distributions of the Occupational Personality Profile scales

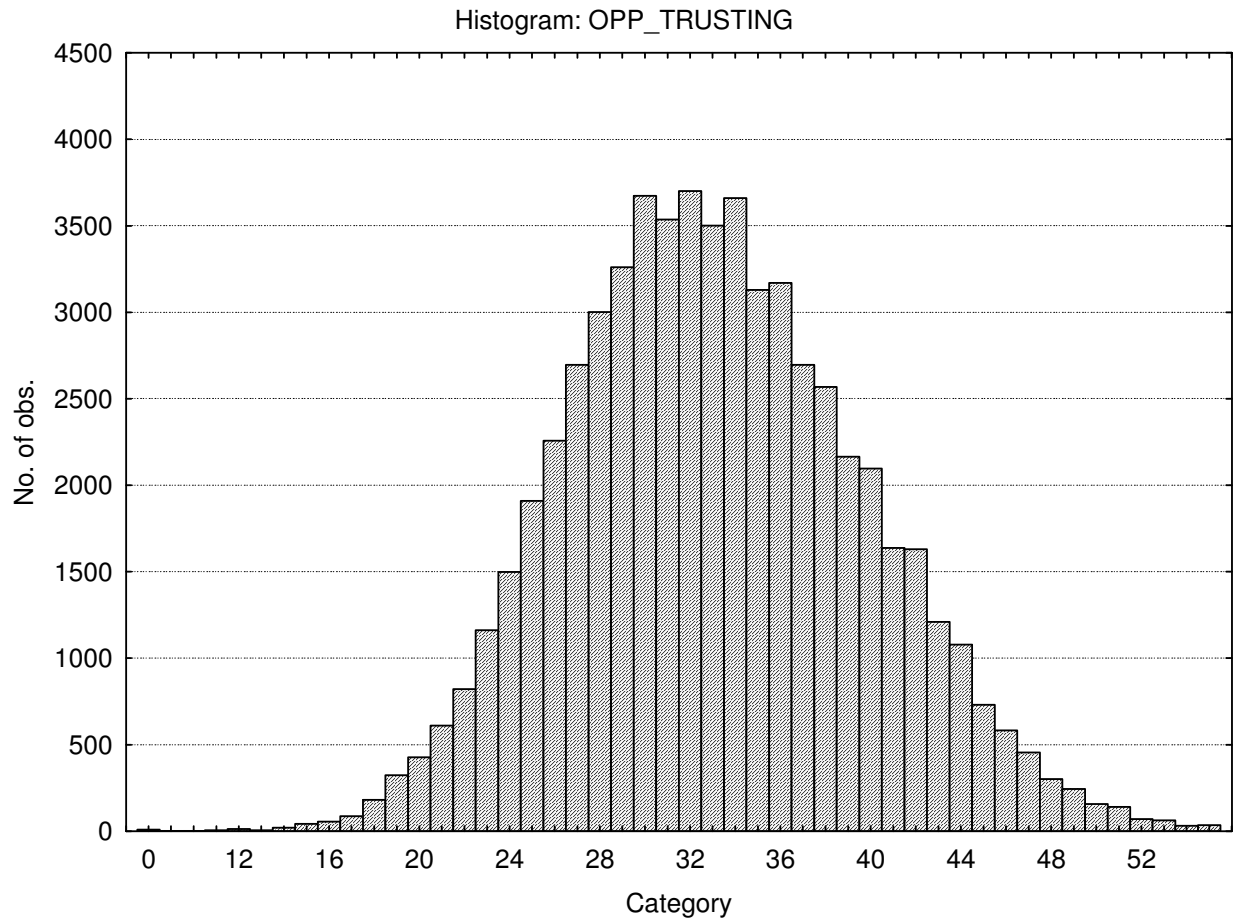
### Accommodating - Assertive



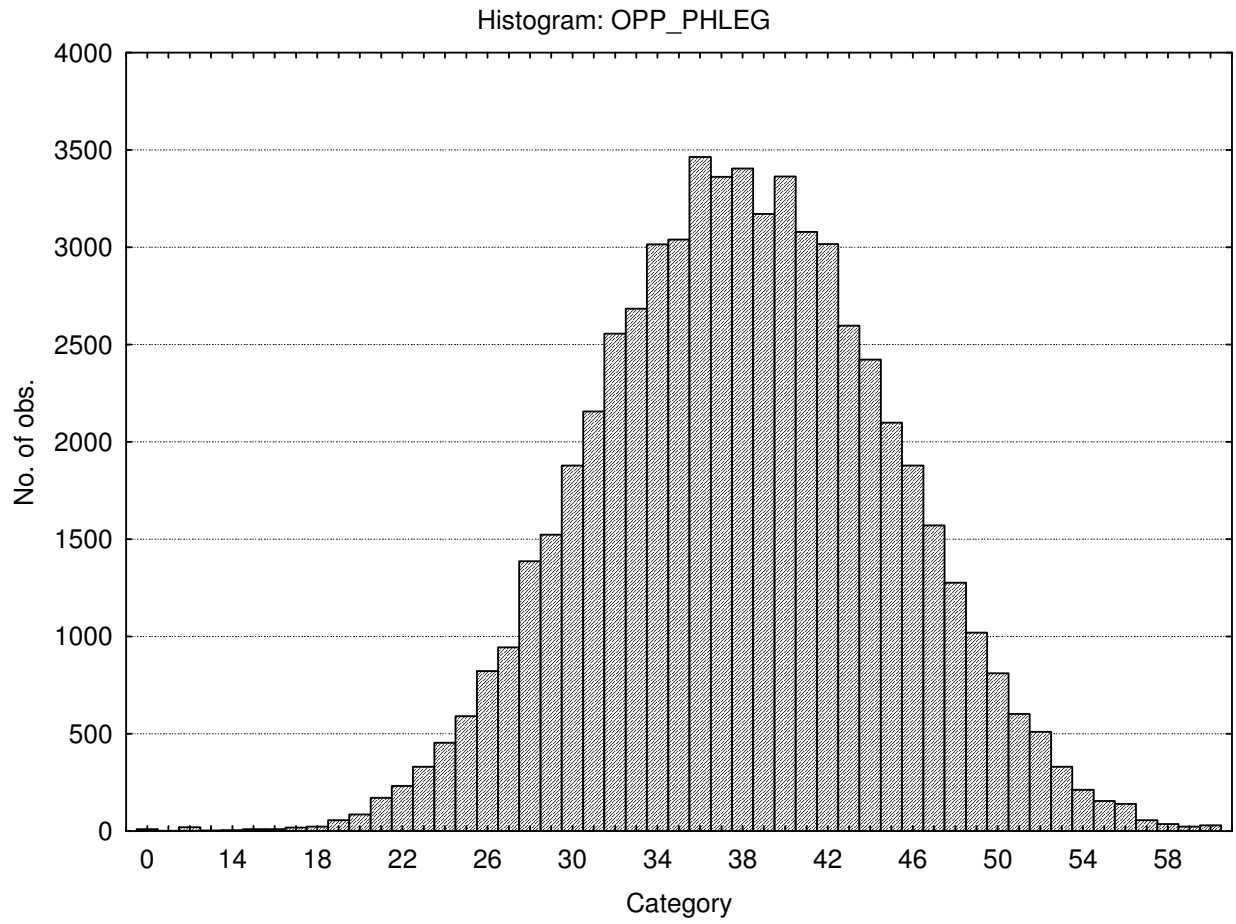
### Detail conscious - Flexible



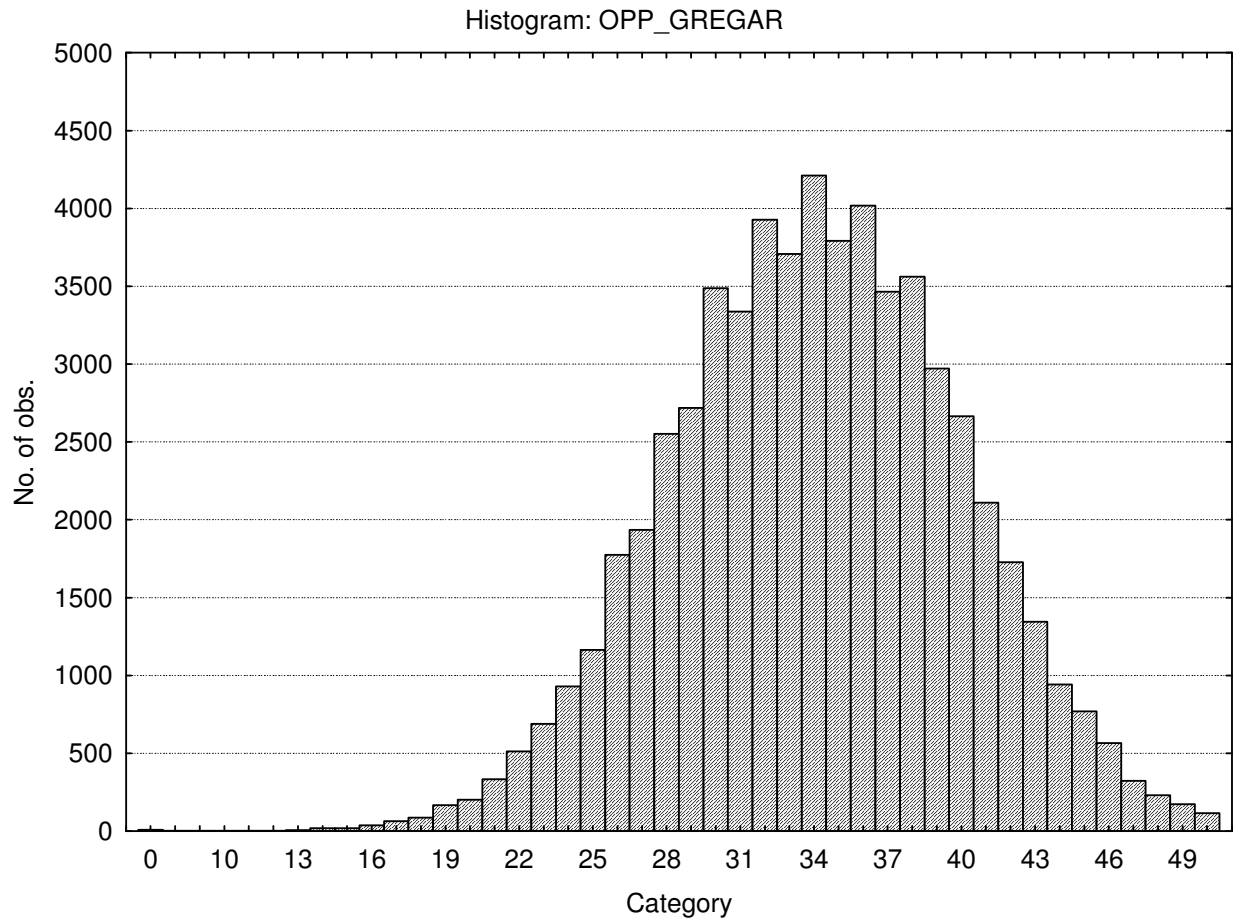
## Cynical - Trusting



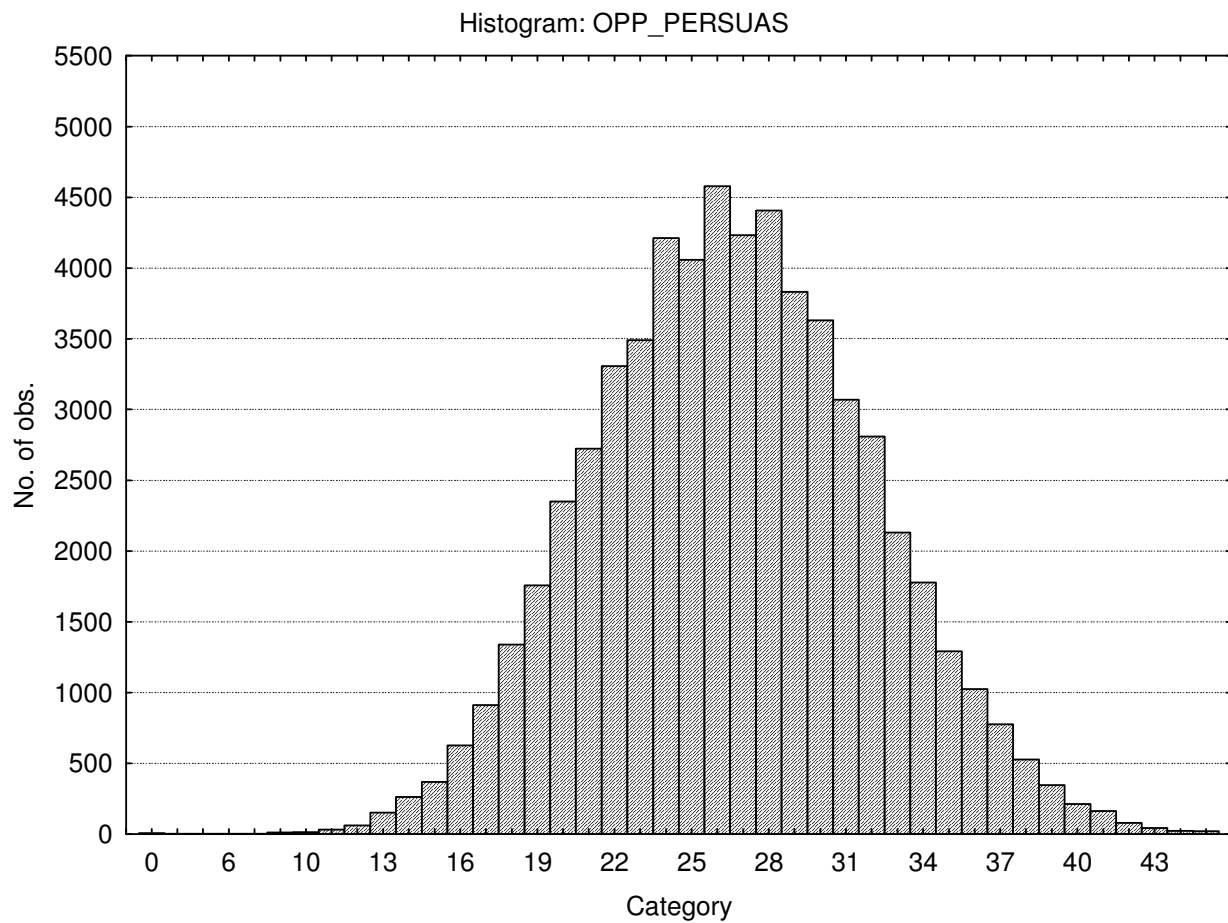
## Emotional - Phlegmatic



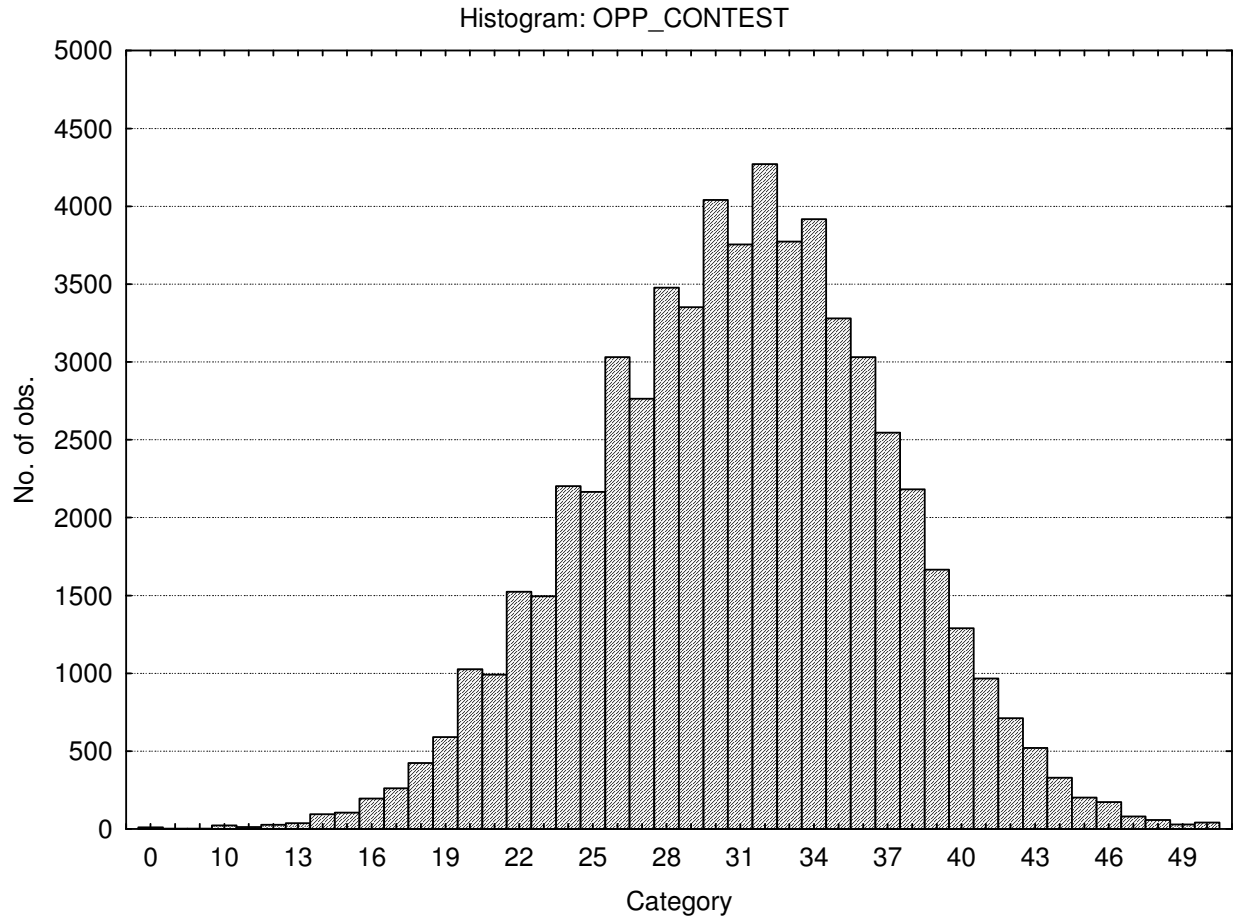
### Reserved - Gregarious



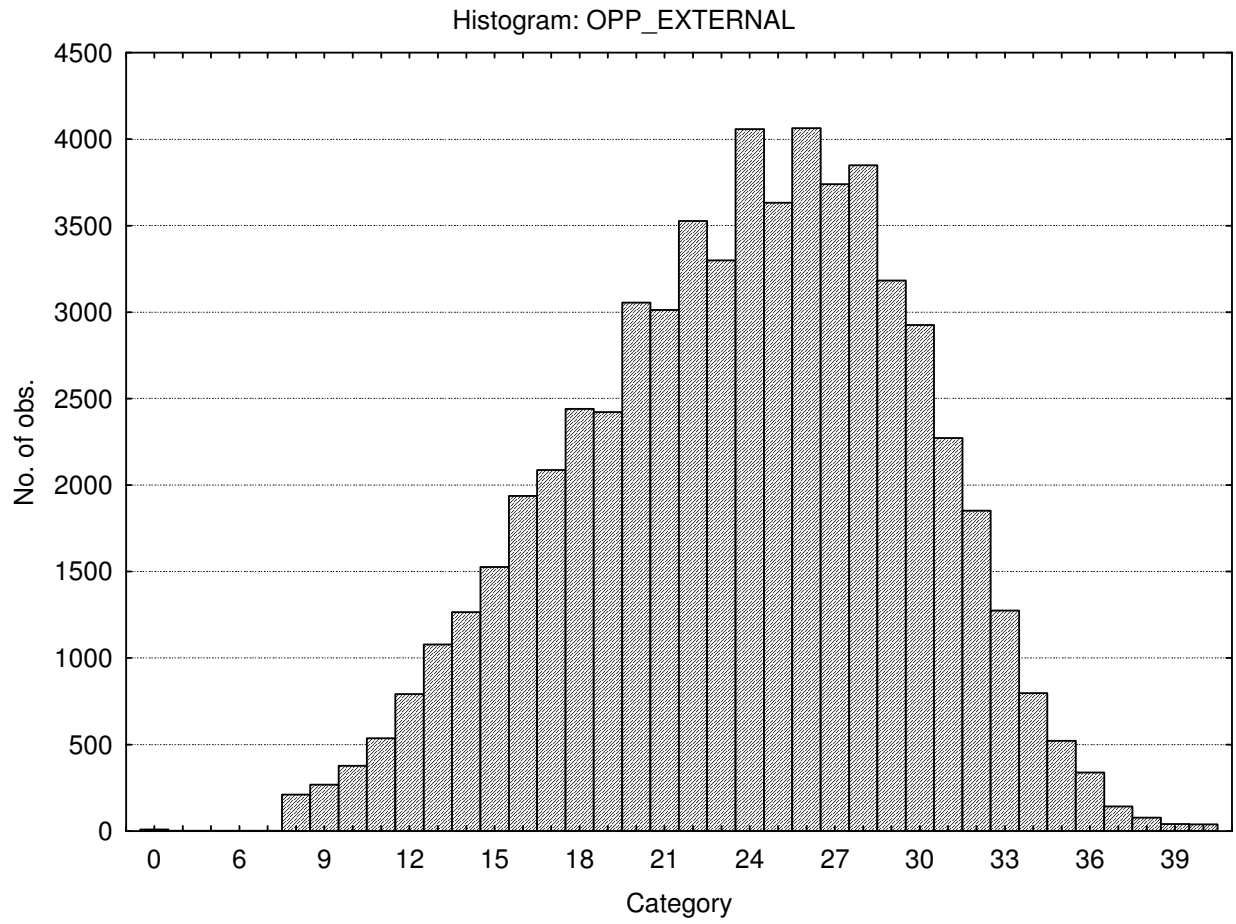
Direct - Persuasive



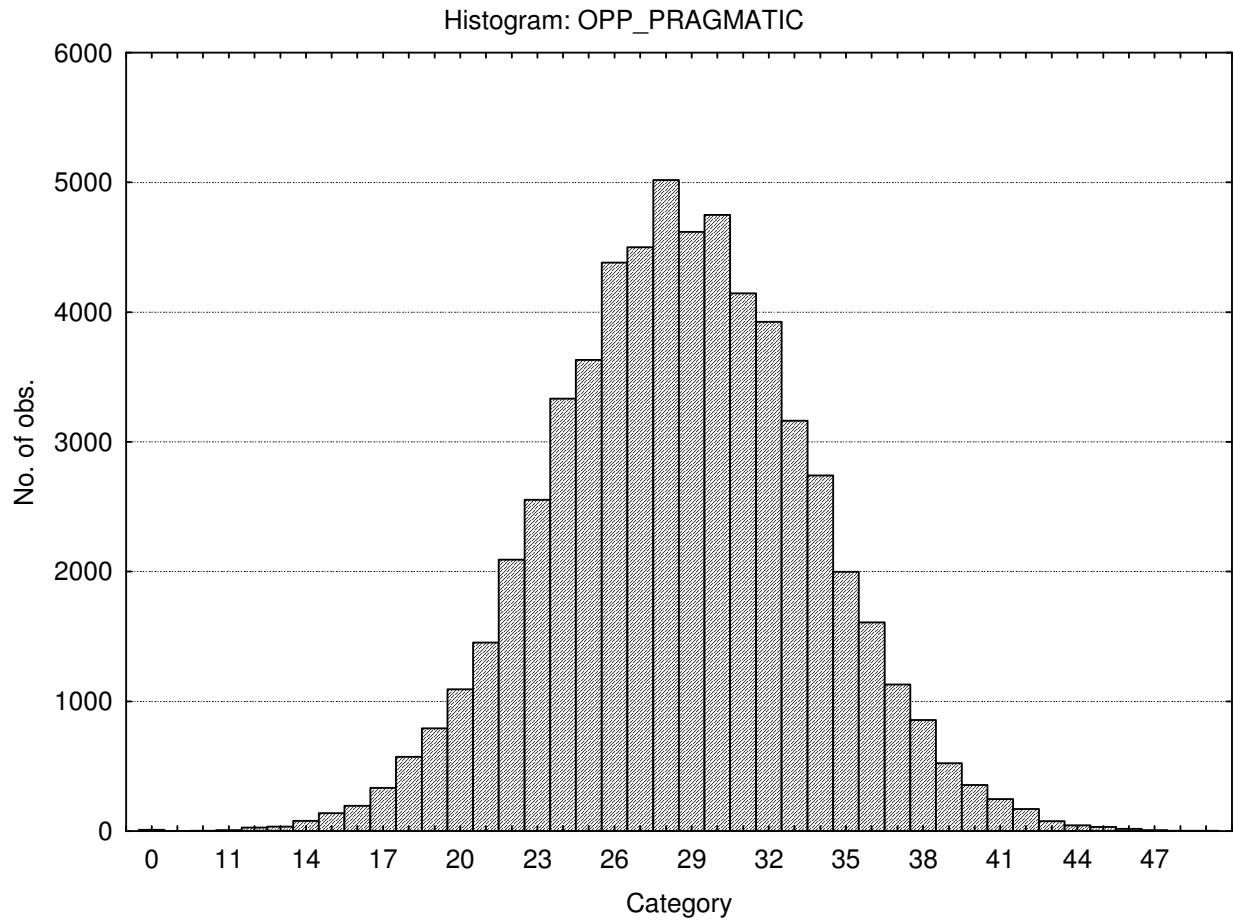
### Composed - Contesting



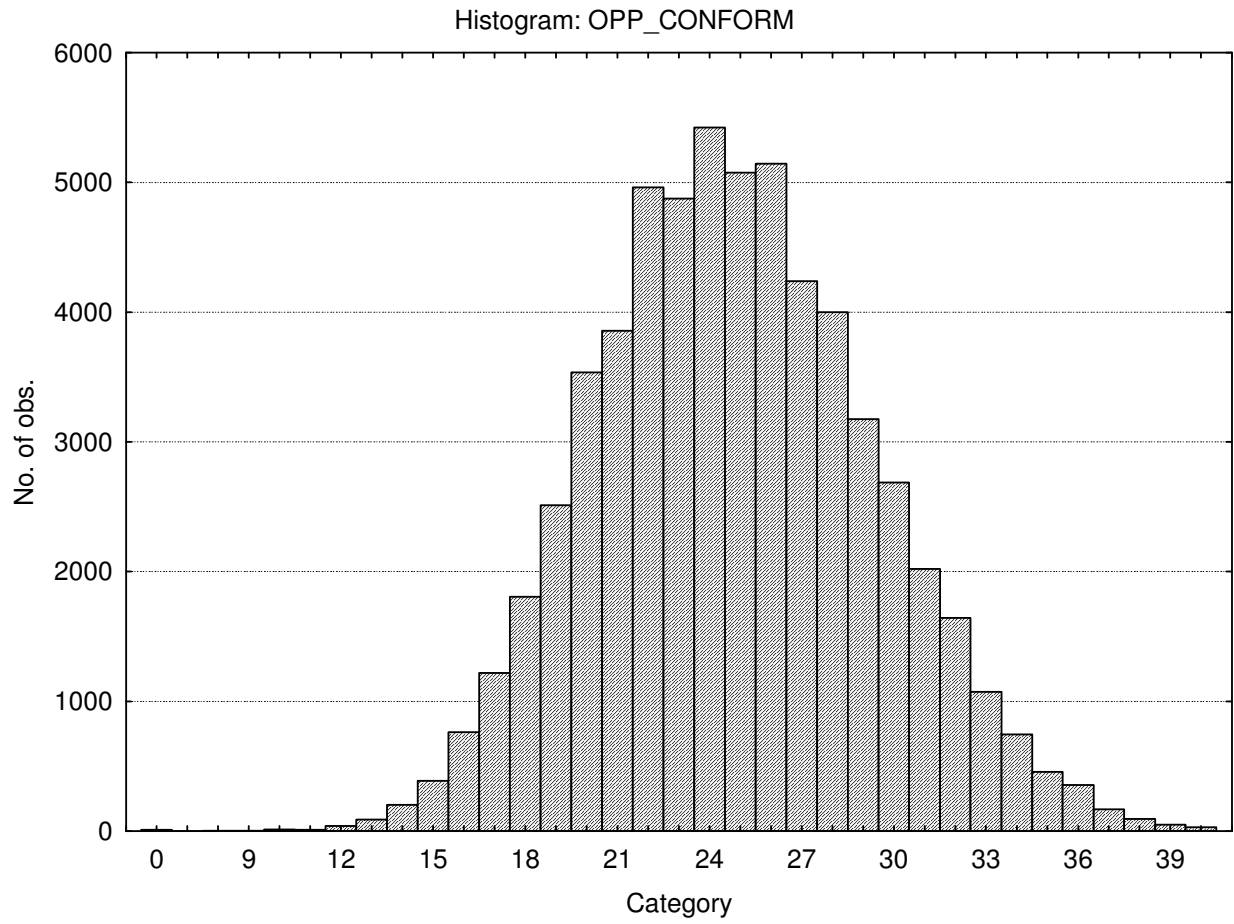
### Optimistic - Pessimistic



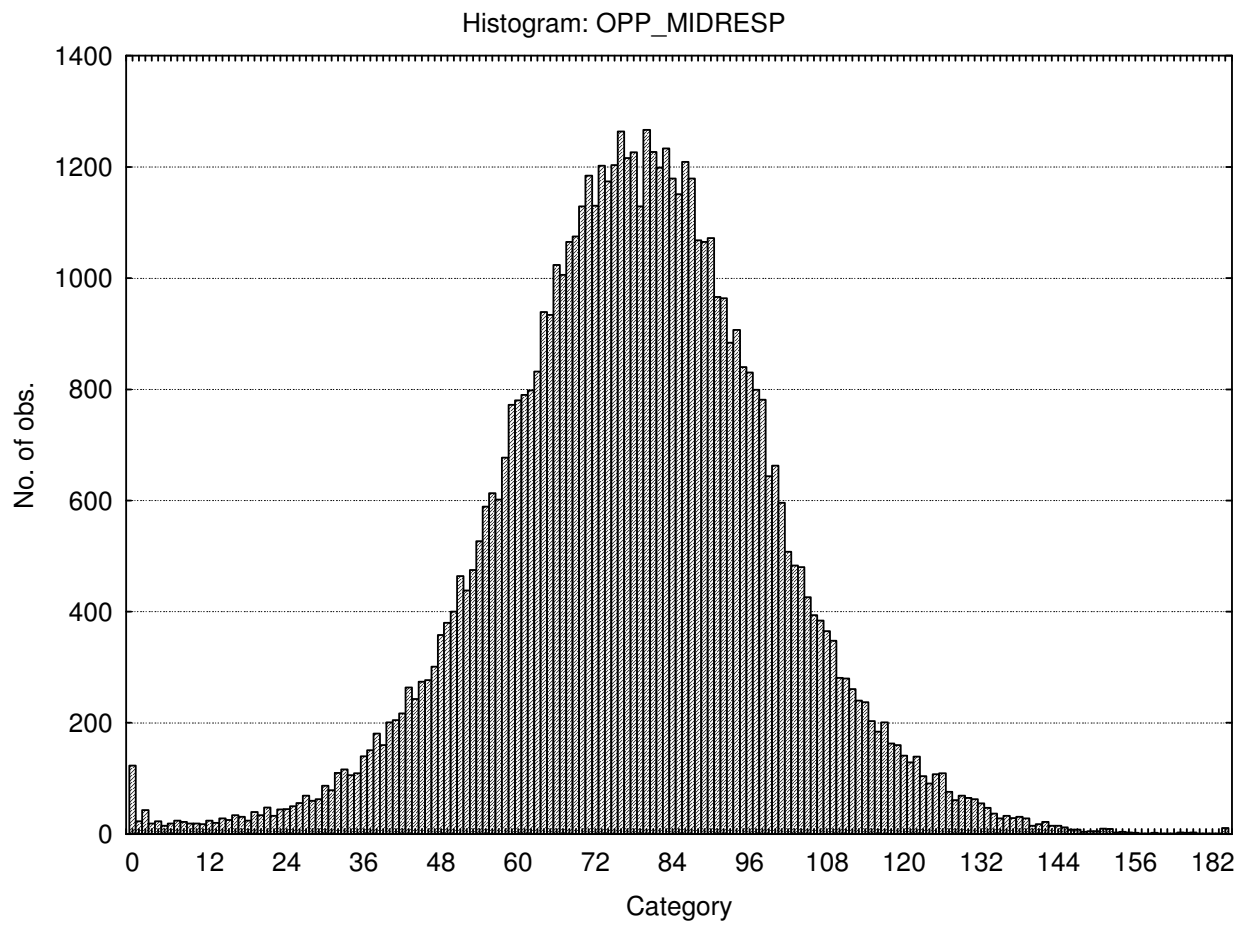
**Abstract - Pragmatic**



### Conforming (Social desirability)



## Central tendency



## Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-50
Flexible	0-10	11-12	13-14	15-17	18-19	20-21	22-23	24-26	27-48
Trusting	0-21	22-24	25-28	29-31	32-34	35-38	39-41	42-44	45-55
Phlegmatic	0-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	51-60
Gregarious	0-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
Persuasive	0-17	18-19	20-22	23-25	26-27	28-30	31-33	34-36	37-45
Contesting	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-50
Pessimistic	0-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
Pragmatic	0-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-49
Conforming	0-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-40
Central Tendency	0-40	41-51	52-61	62-72	73-83	84-94	95-104	105-115	116-196

# Occupational Personality Profile norm Group: South Africans of European race, updated 2010

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## Sample composition

The sample consisted of South Africans who specified their race as European, tested by Psytech South Africa and collaborators, mostly for selection purposes, in the period up to January 2010

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	1351	1351	47.40351	47.4035
M	1492	2843	52.35088	99.7544
U	7	2850	0.24561	100.0000
Missing	0	2850	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	312	312	10.94737	10.9474
Grade 12	1415	1727	49.64912	60.5965
Diploma	57	1784	2.00000	62.5965
Degree	168	1952	5.89474	68.4912
Post Graduate	137	2089	4.80702	73.2982
Missing	761	2850	26.70175	100.0000

## Language composition of the sample

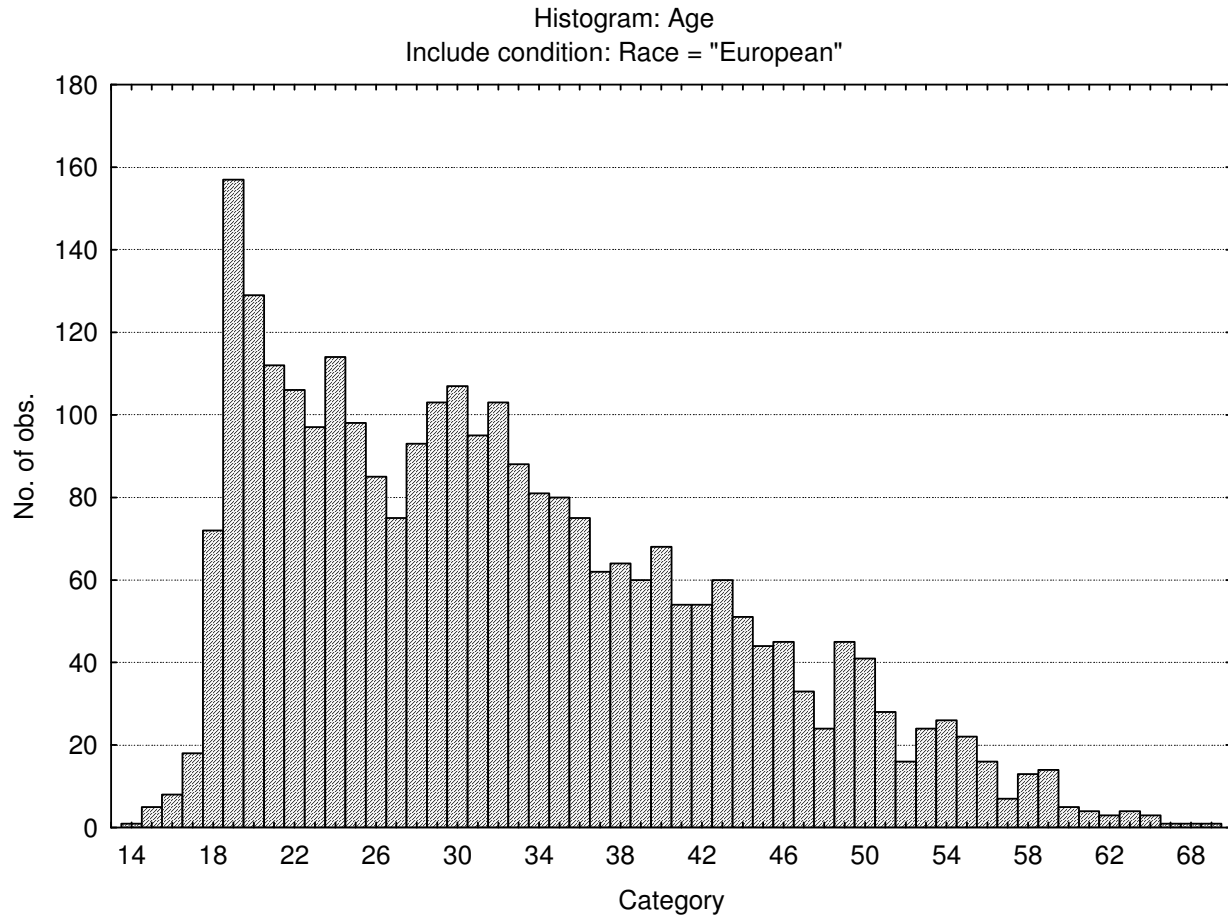
Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	1116	1116	39.15789	39.1579
isiXhosa	6	1122	0.21053	39.3684
Afrikaans	1569	2691	55.05263	94.4211
Sesotho	2	2693	0.07018	94.4912
Sepedi	9	2702	0.31579	94.8070
isiNdebele	1	2703	0.03509	94.8421
Missing	147	2850	5.15789	100.0000

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	18	18	0.63158	0.6316
English	1116	1134	39.15789	39.7895
Afrikaans	1569	2703	55.05263	94.8421
Missing	147	2850	5.15789	100.0000

Category	Frequency table: Race (OPP Duplicates removed.sta)Include condition: Race = "European"			
	Count	Cumulative Count	Percent	Cumulative Percent
European	2850	2850	100.0000	100.0000
Missing	0	2850	0.0000	100.0000

### Age composition of the sample

Variable	Descriptive Statistics (OPP Duplicates removed.sta)Include condition: Race = "European"					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32.35027	10.66104	14.00000	73.00000	2795	55

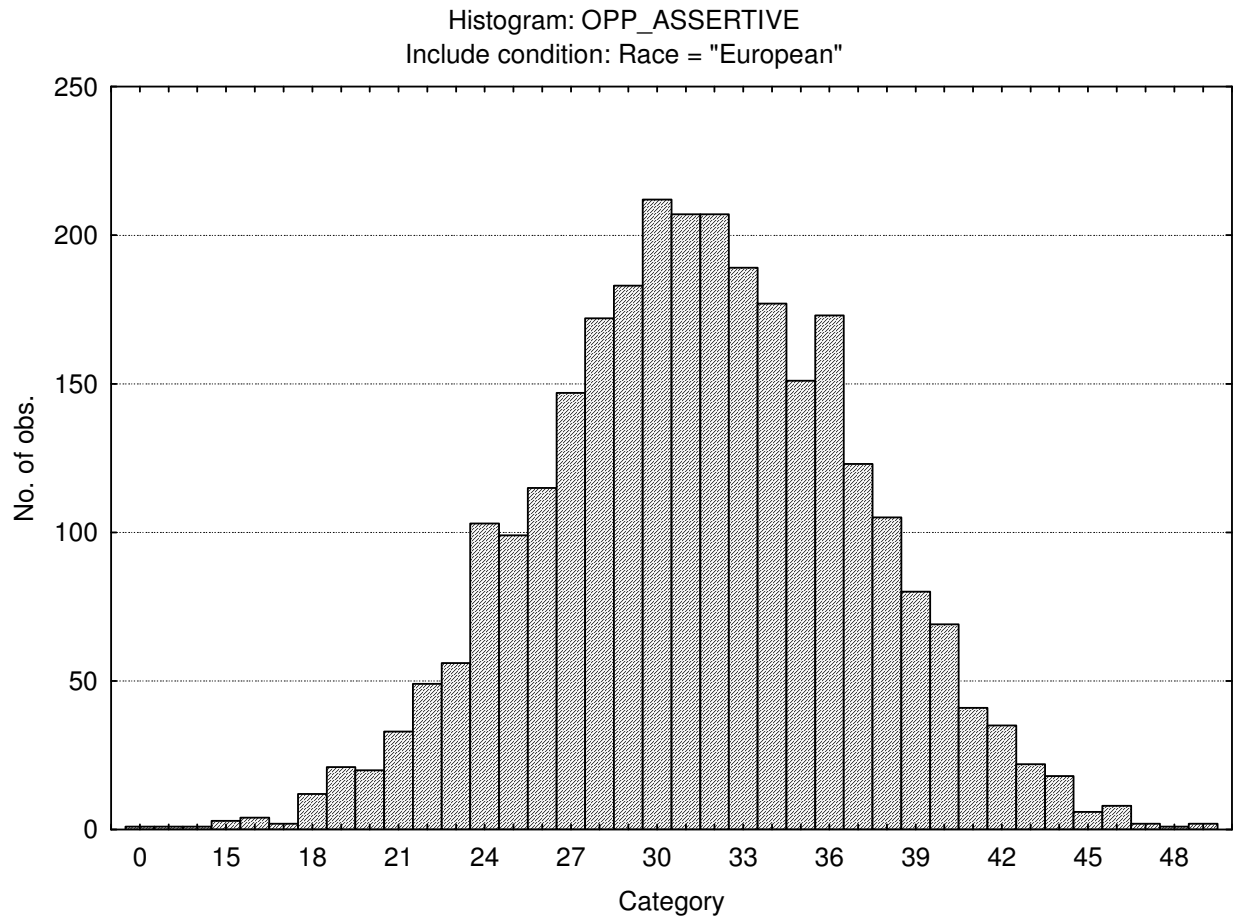


## Descriptive statistics on Occupational Personality Profile scale scores

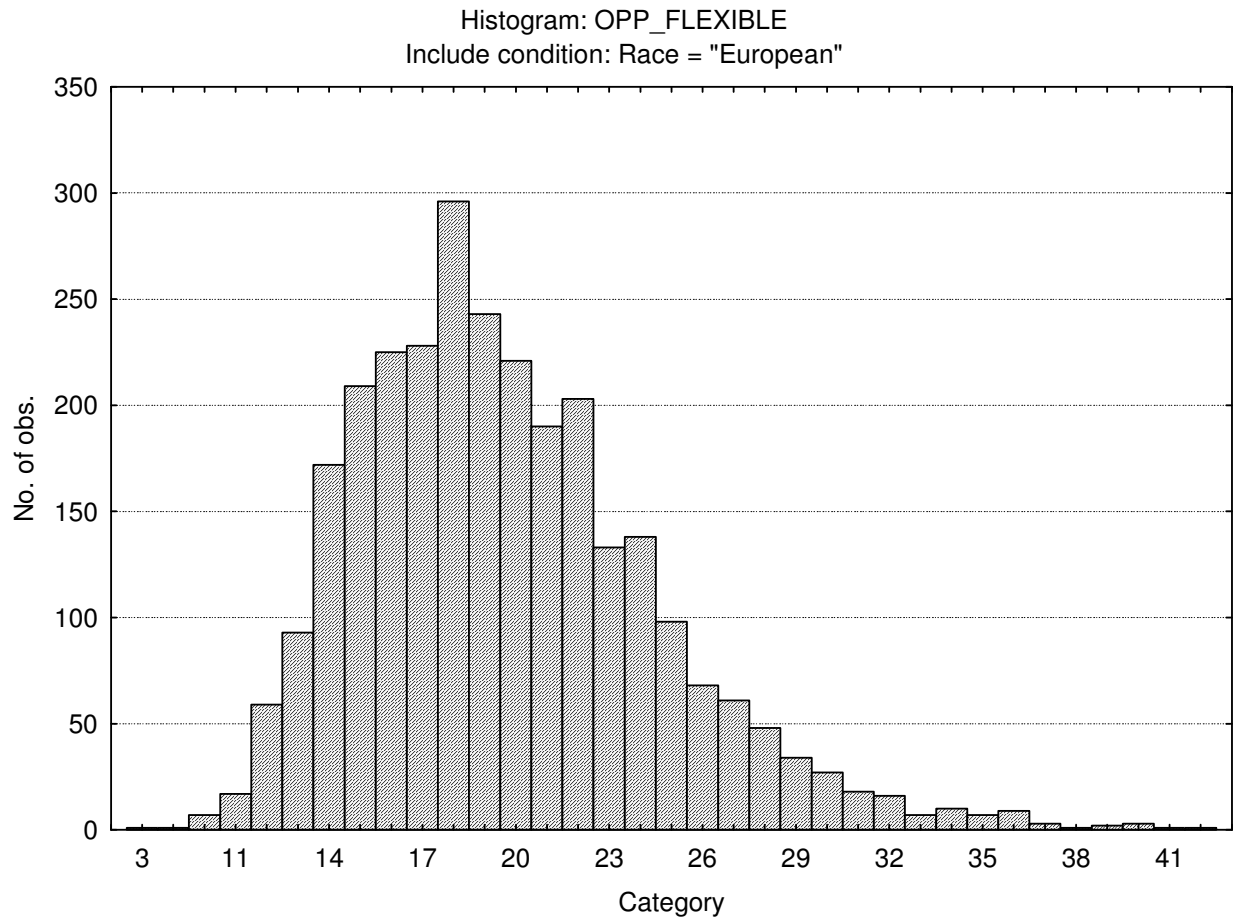
Variable	Descriptive Statistics (OPP Duplicates removed.sta) Include condition: Race = "European"					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.44386	5.52430	0.000000	49.0000	2850	0
Flexible	19.66316	4.79128	3.000000	42.0000	2850	0
Trusting	34.01474	7.01944	0.000000	55.0000	2850	0
Phlegmatic	34.01474	7.03907	0.000000	60.0000	2850	0
Gregarious	34.20596	6.26618	1.000000	50.0000	2850	0
Persuasive	25.19088	5.65189	2.000000	45.0000	2850	0
Contesting	30.02281	6.31960	0.000000	49.0000	2850	0
Pessimistic	21.40702	5.95896	0.000000	39.0000	2850	0
Pragmatic	30.33754	5.97853	0.000000	49.0000	2850	0
Conforming	23.32175	4.23833	0.000000	40.0000	2850	0
Central tendency	83.92491	21.51255	0.000000	170.0000	2850	0

## Frequency distributions of Occupational Personality Profile scores

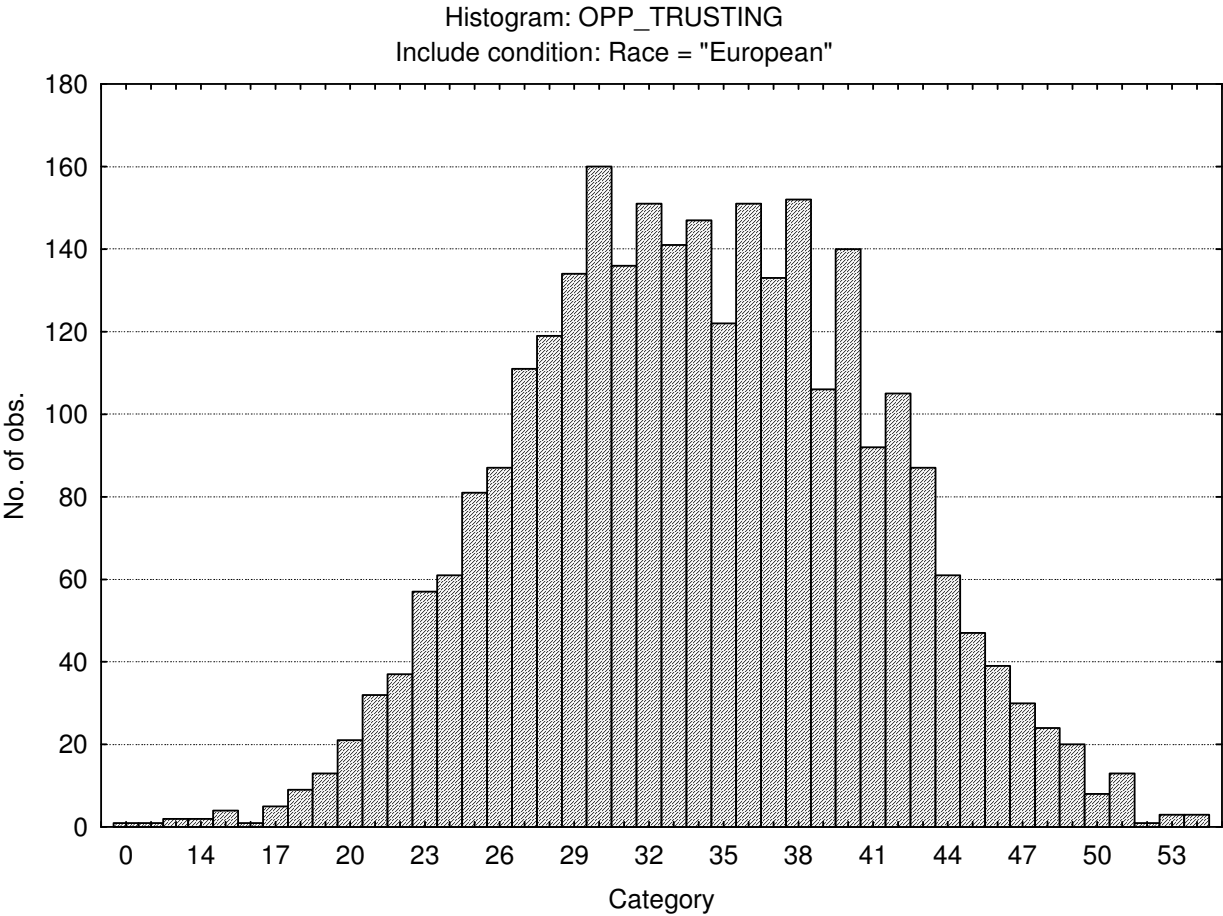
### Assertive



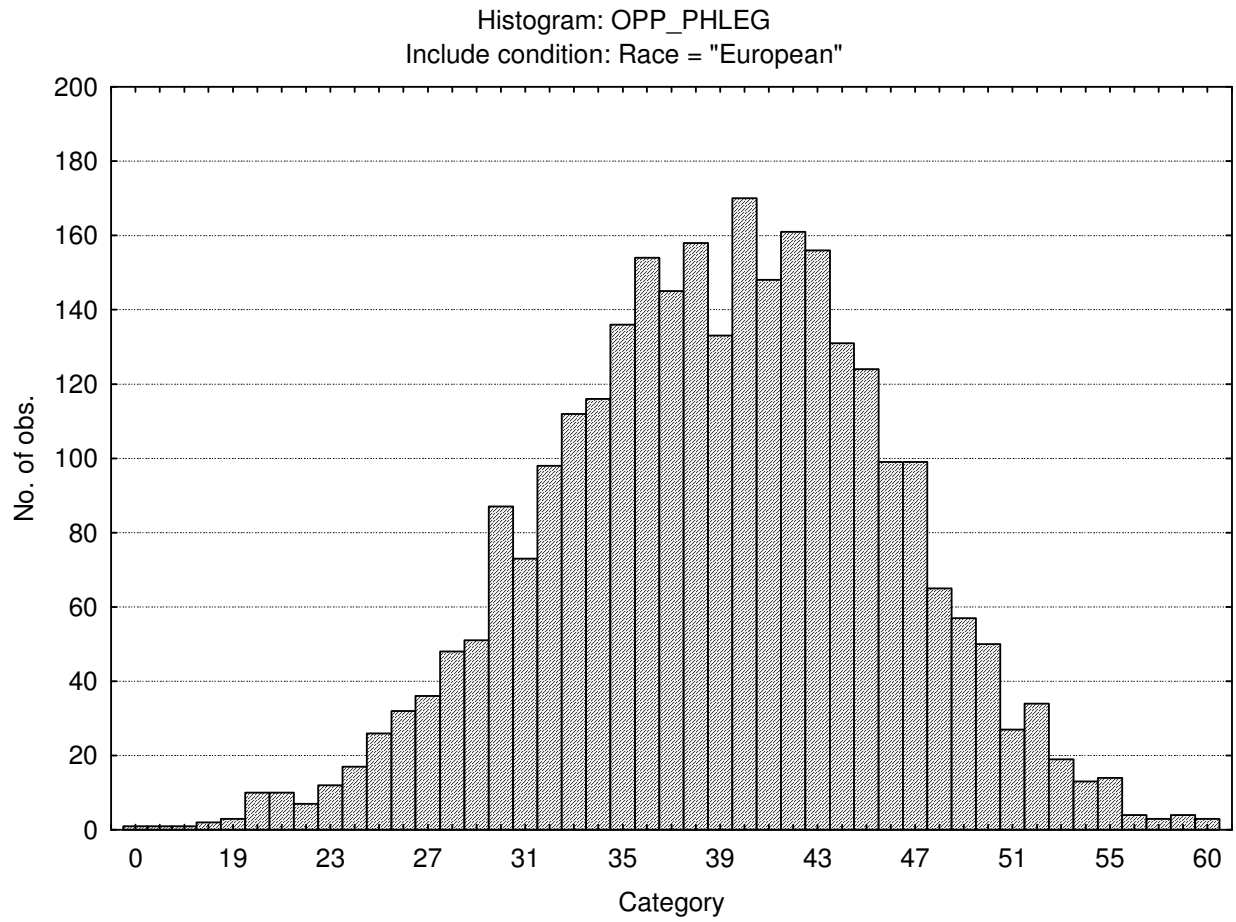
Flexible



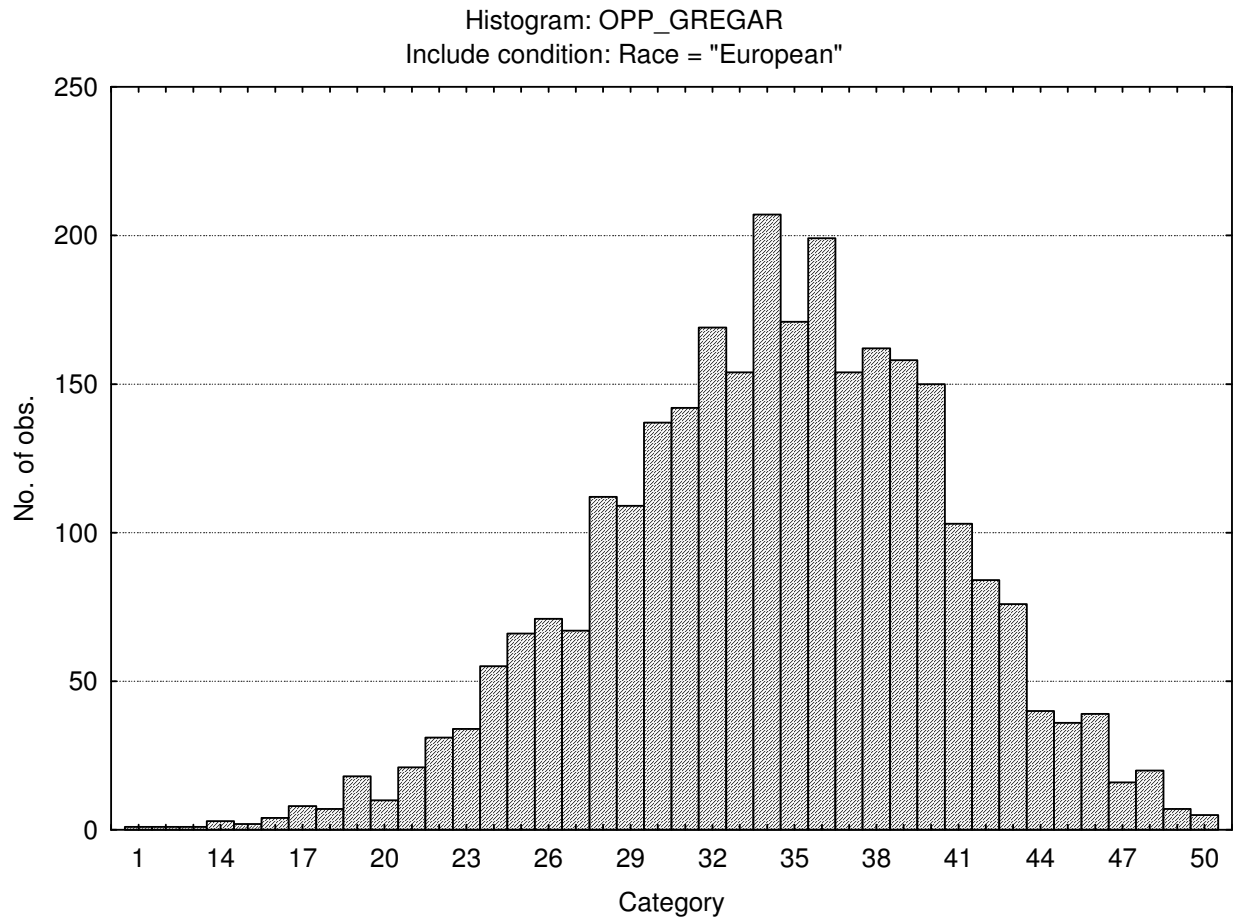
Trusting



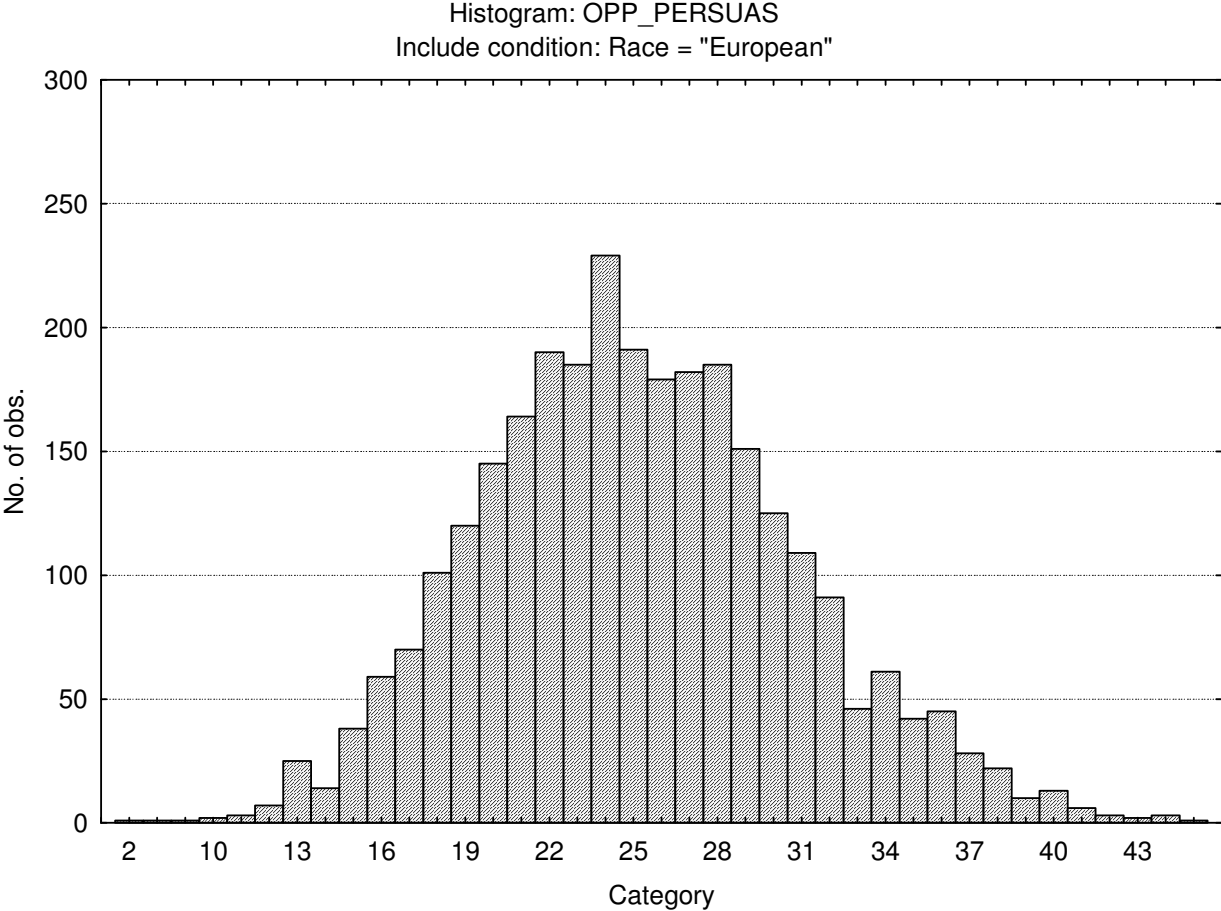
Phlegmatic



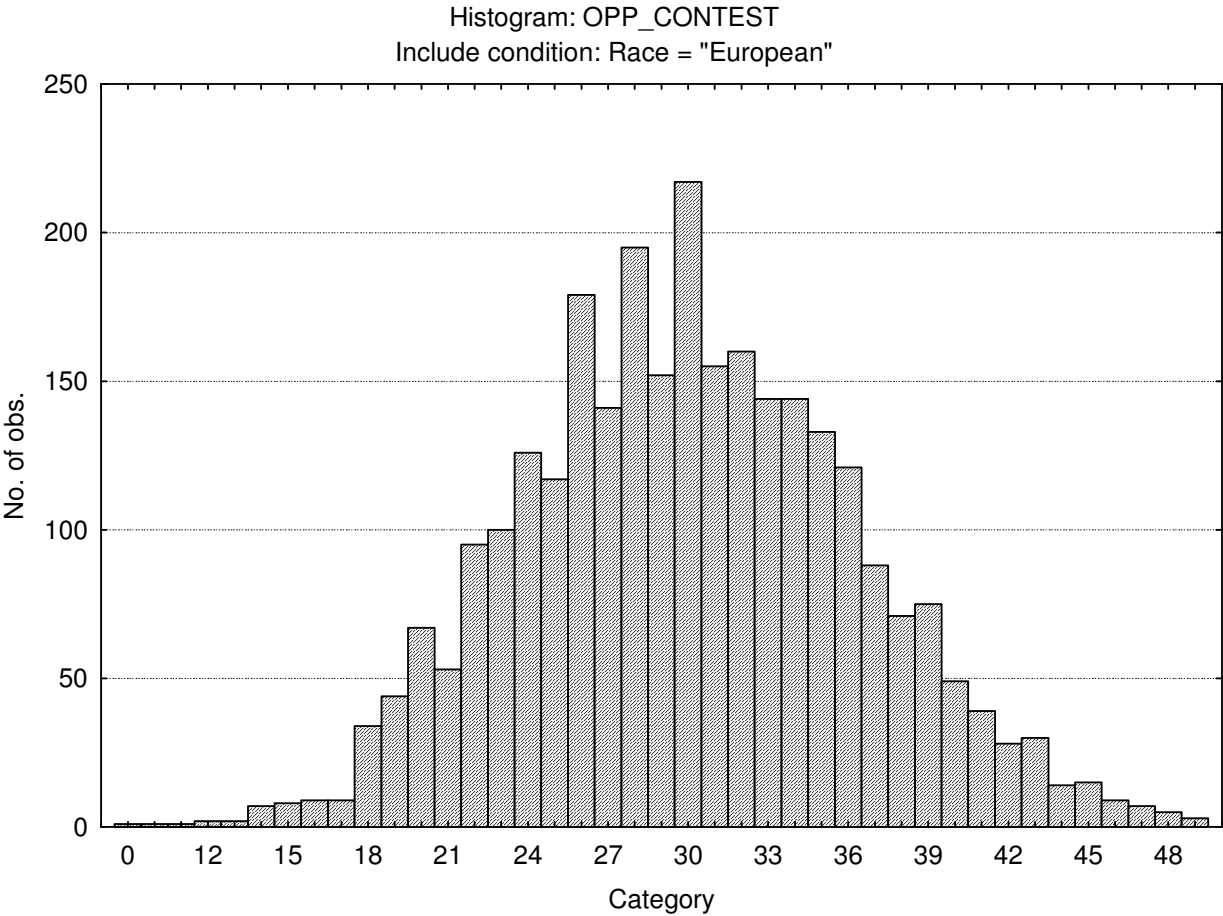
Gregarious



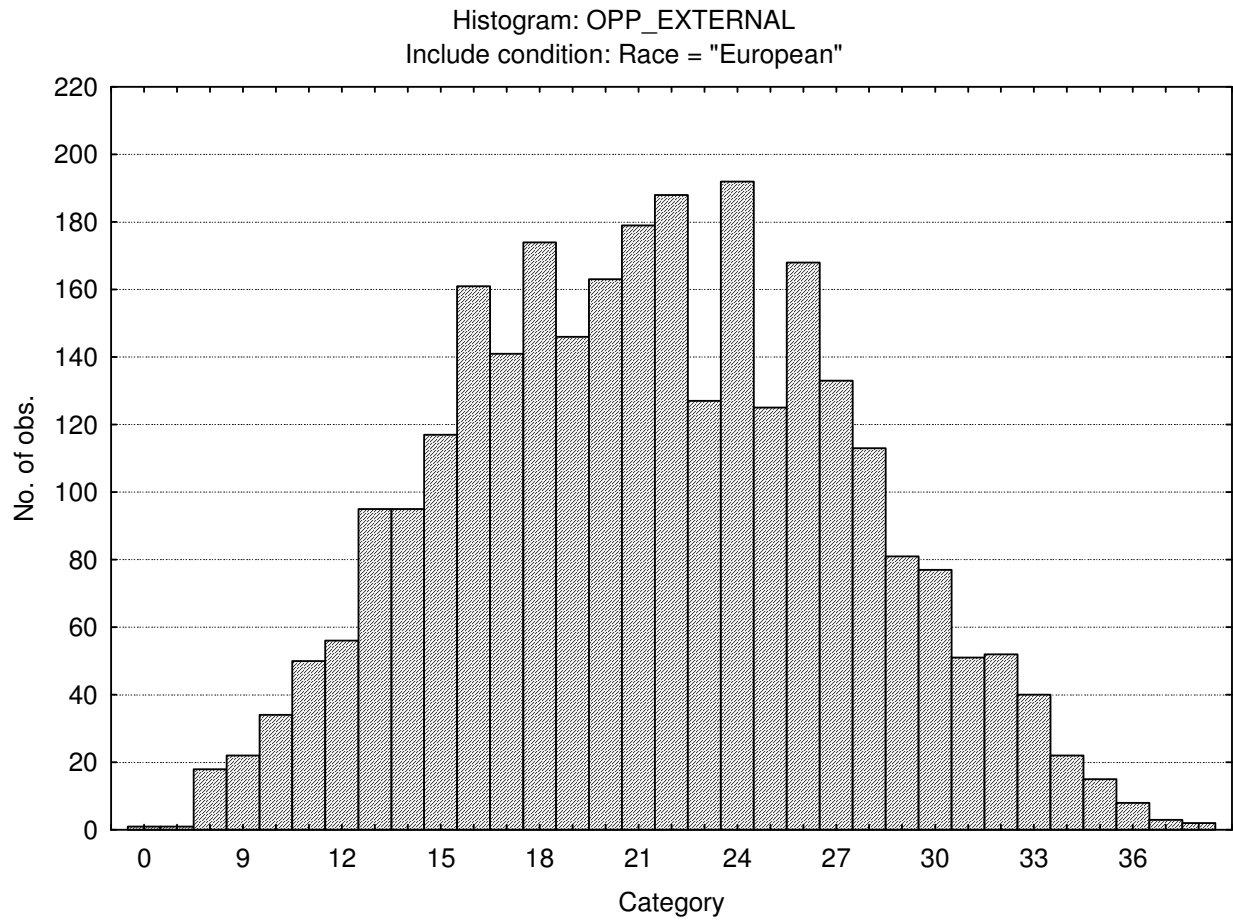
Persuasive



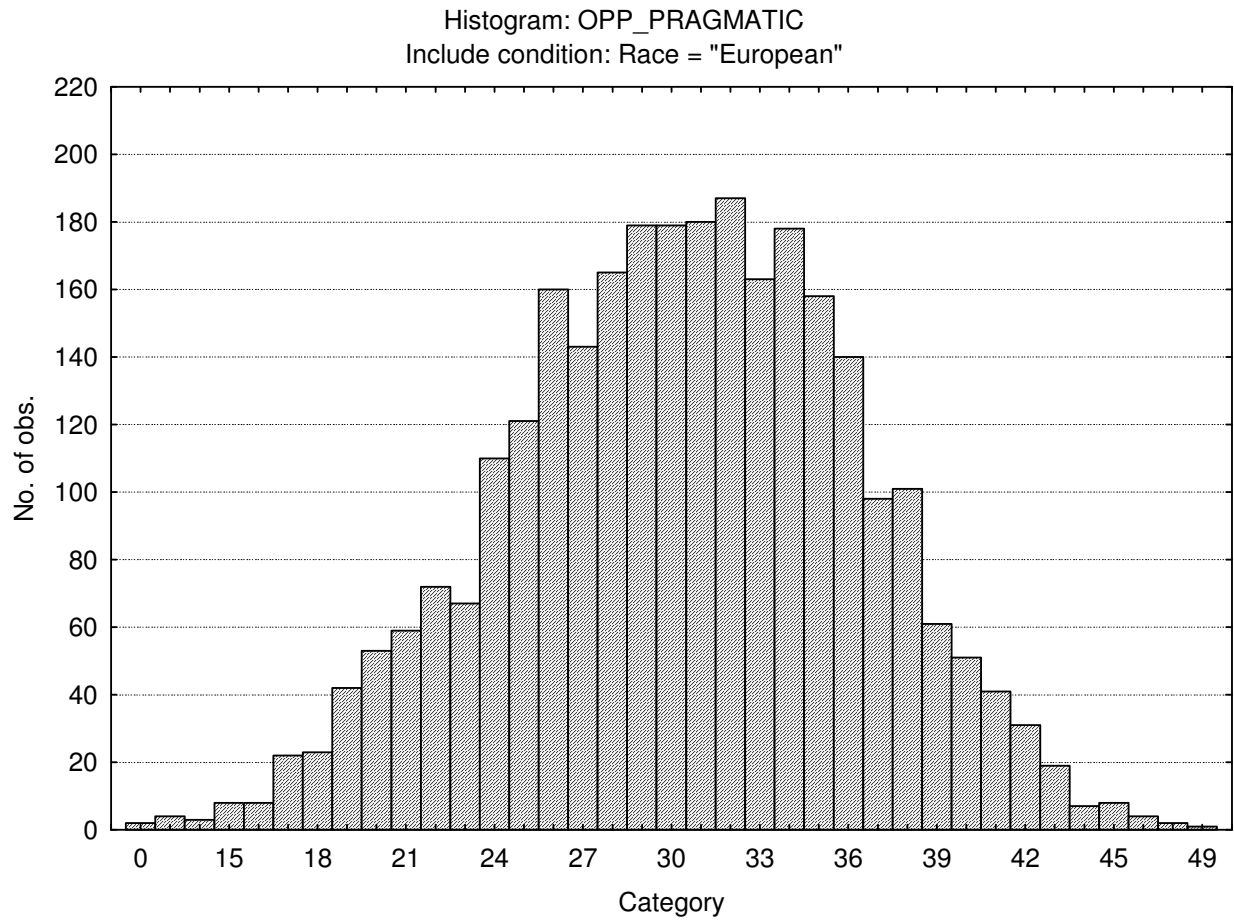
Contesting



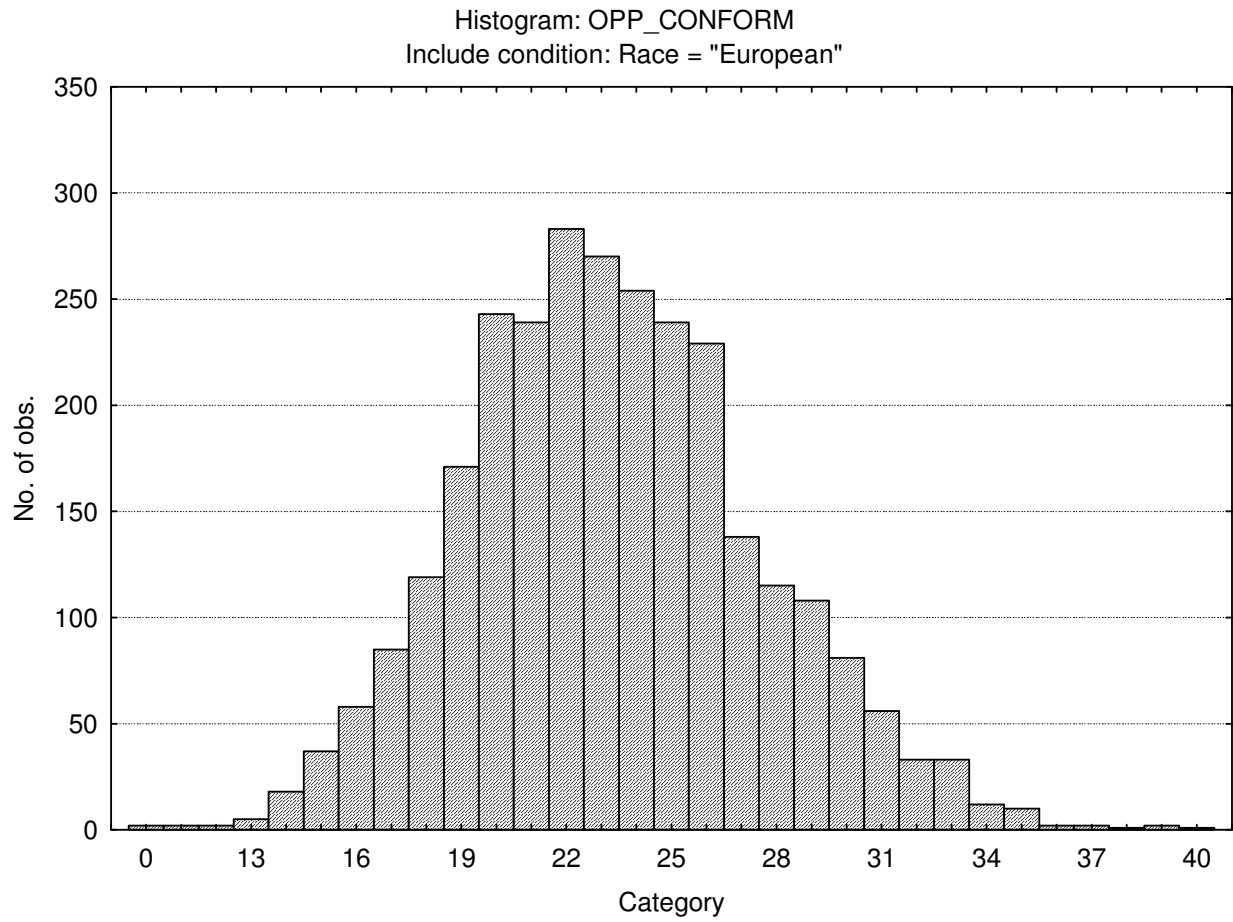
Pessimistic (External locus of control)



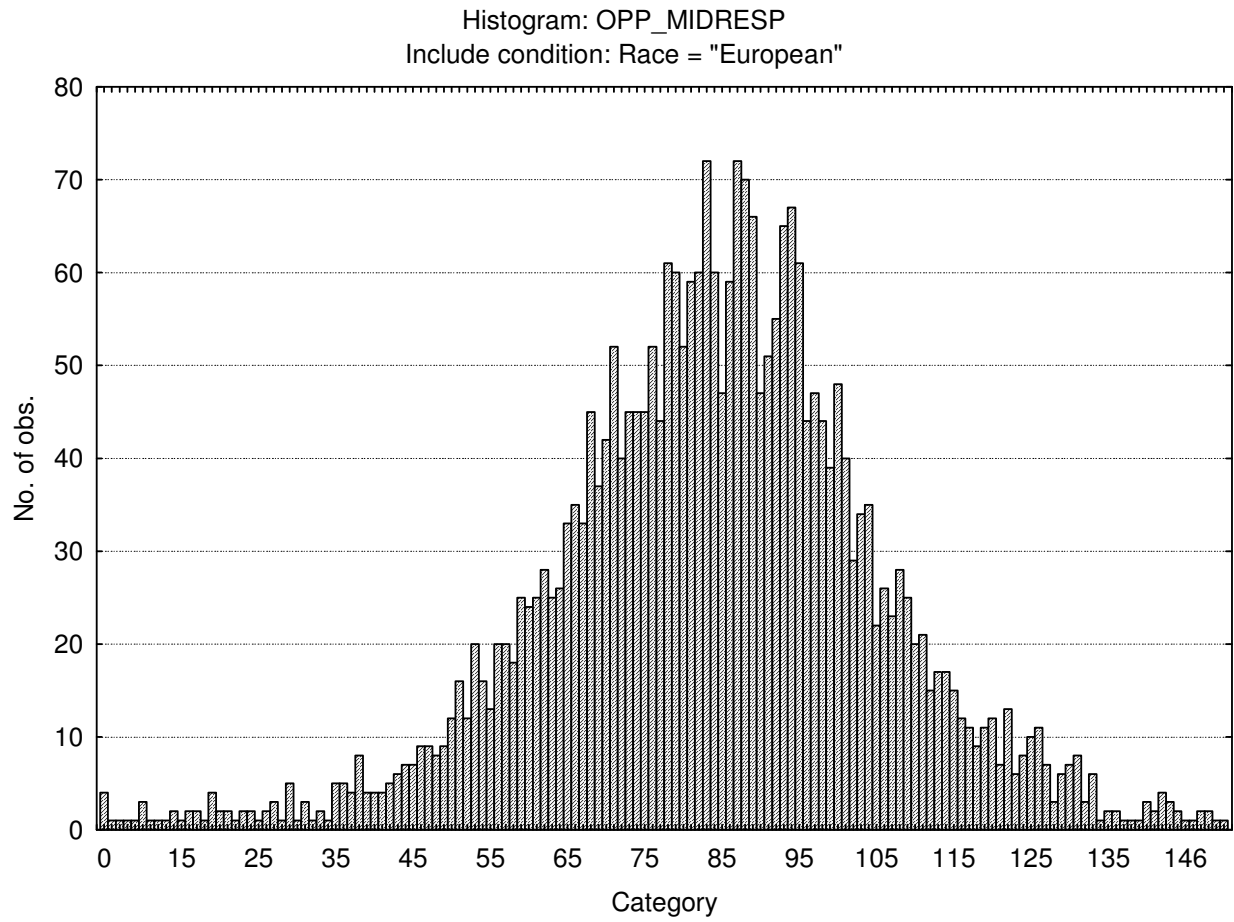
Pragmatic



Conforming (Social Desirability)



Central Tendency



### Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-21	22-24	25-27	28-30	31-32	33-35	36-38	39-41	42-49
Flexible	3-11	12-13	14-16	17-18	19-20	21-23	24-25	26-28	29-42
Trusting	0-21	22-25	26-28	29-32	33-35	36-39	40-42	43-46	47-55
Phlegmatic	0-26	27-30	31-33	34-37	38-40	41-44	45-47	48-51	52-60
Gregarious	1-23	24-26	27-29	30-32	33-35	36-38	39-42	43-45	46-50
Persuasive	2-15	16-18	19-20	21-23	24-26	27-29	30-32	33-35	36-45
Contesting	0-18	19-22	23-25	26-28	29-31	32-34	35-37	38-41	42-49
Pessimistic	0-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-39
Pragmatic	0-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-49
Conforming	0-15	16-18	19-20	21-22	23-24	25-26	27-28	29-30	31-40
Central Tendency	0-46	47-57	58-67	68-78	79-89	90-100	101-110	111-121	122-170

# Occupational Personality Profile Norm Group: South Africans of African Race, updated 2010

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## Sample composition

The sample consisted of 26174 South Africans who stated their race as African, tested by Psytech SA and collaborators during the period up to January 2010. The respondents were tested mainly for selection or development purposes.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	15545	15545	59.39100	59.3910
M	10599	26144	40.49438	99.8854
U	30	26174	0.11462	100.0000
Missing	0	26174	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: EducGroup			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	2025	2025	7.73669	7.7367
Grade 12	14528	16553	55.50546	63.2421
Diploma	1565	18118	5.97922	69.2214
Degree	1074	19192	4.10331	73.3247
Post Graduate	611	19803	2.33438	75.6591
Missing	6371	26174	24.34095	100.0000

## Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	7985	7985	30.50737	30.5074
English	418	8403	1.59700	32.1044
isiXhosa	4881	13284	18.64828	50.7527

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	202	13486	0.77176	51.5244
Sesotho	3332	16818	12.73019	64.2546
Siswati	583	17401	2.22740	66.4820
Setswana	3723	21124	14.22404	80.7060
Sepedi	2403	23527	9.18087	89.8869
Xitsonga	755	24282	2.88454	92.7715
Tshivenda	602	24884	2.29999	95.0714
isiNdebele	270	25154	1.03156	96.1030
isNdebele	8	25162	0.03056	96.1336
Missing	1012	26174	3.86643	100.0000

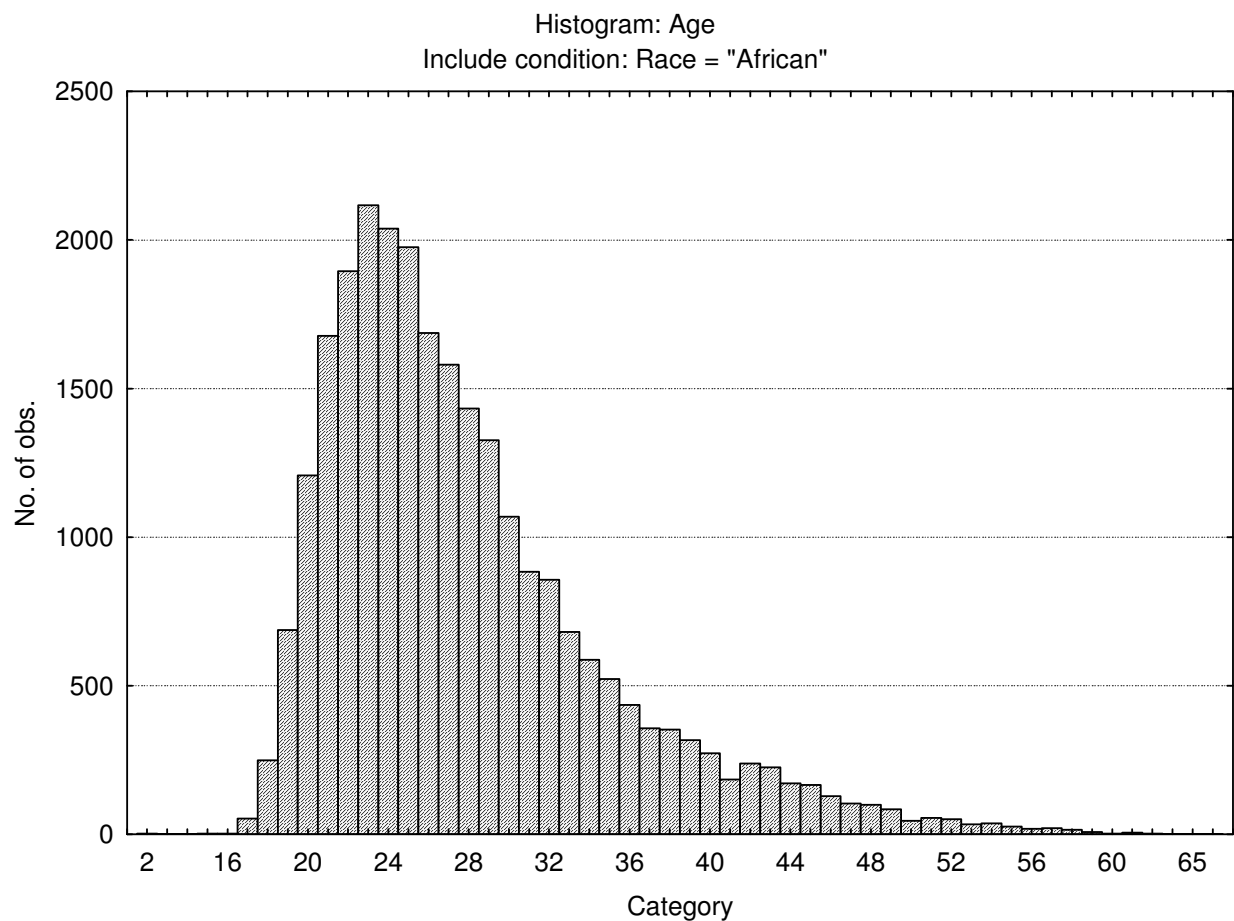
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20811	20811	79.51020	79.5102
English	418	21229	1.59700	81.1072
Afrikaans	202	21431	0.77176	81.8790
Missing	4743	26174	18.12104	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	26174	26174	100.0000	100.0000
Missing	0	26174	0.0000	100.0000

### Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.85982	7.021541	2.000000	69.00000	25995	179

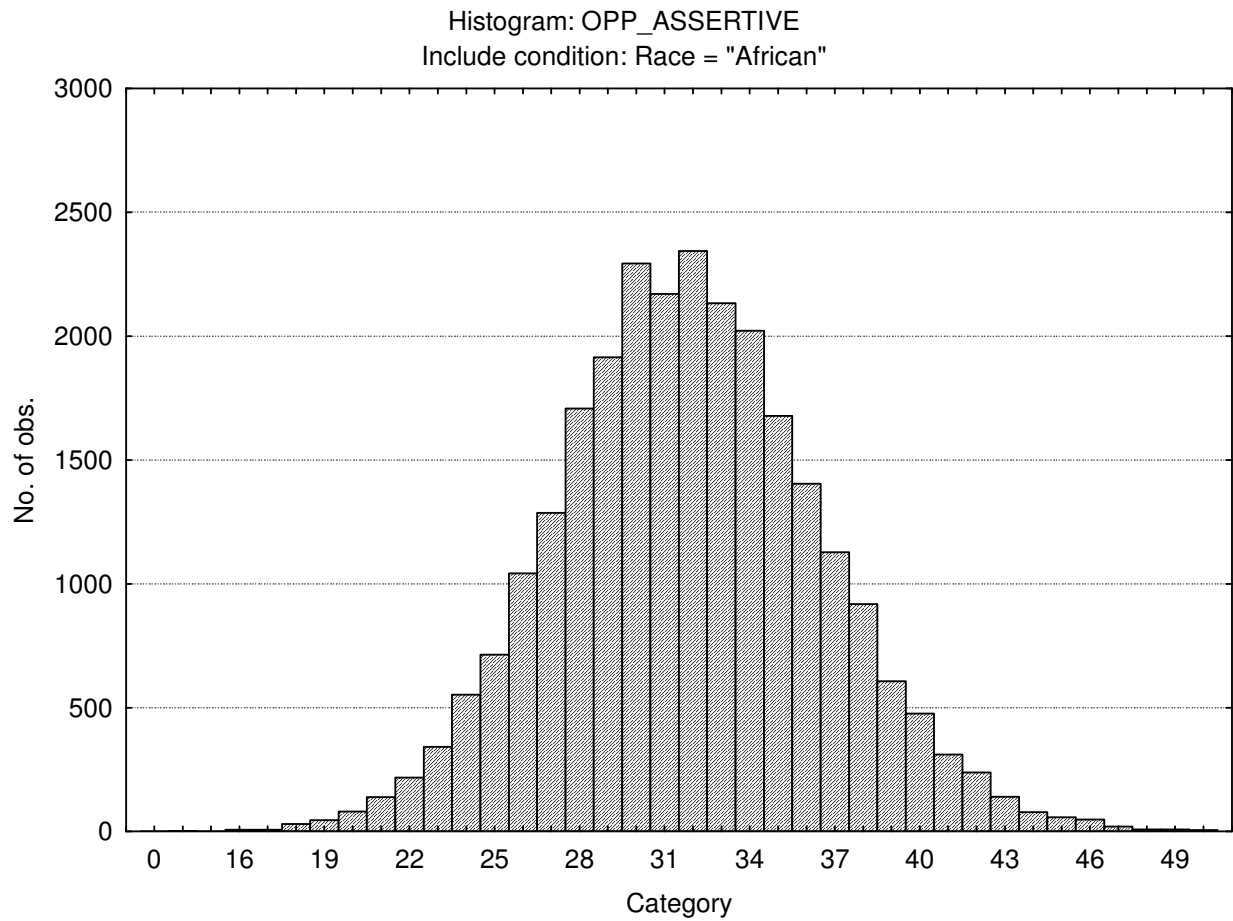


### Descriptive statistics on Occupational Personality Profile scales

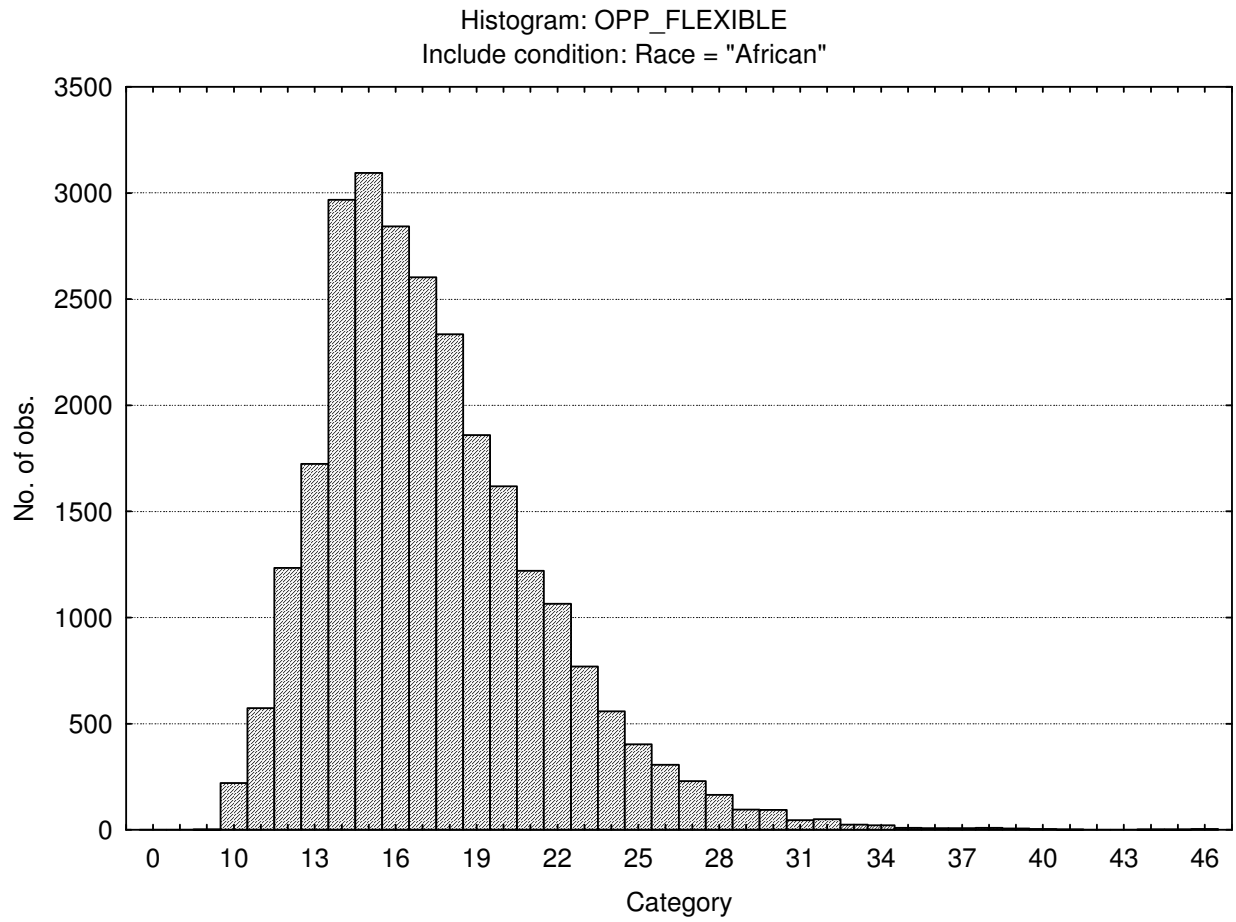
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.81986	4.65648	0.00	50.0000	26174	0
Flexible	17.36020	4.08740	0.00	46.0000	26174	0
Trusting	32.71388	6.28153	0.00	55.0000	26174	0
Phlegmatic	37.42909	6.74918	0.00	60.0000	26174	0
Gregarious	33.48139	5.76877	0.00	50.0000	26174	0
Persuasive	27.29040	5.16826	0.00	45.0000	26174	0
Contesting	31.83472	5.62578	0.00	50.0000	26174	0
Pessimistic	24.75120	5.43110	0.00	40.0000	26174	0
Pragmatic	28.27867	4.59291	0.00	46.0000	26174	0
Conforming	25.30954	4.60235	0.00	40.0000	26174	0
Central tendency	76.08188	20.81519	0.00	191.0000	26174	0

## Frequency distributions of Occupational Personality Profile scales

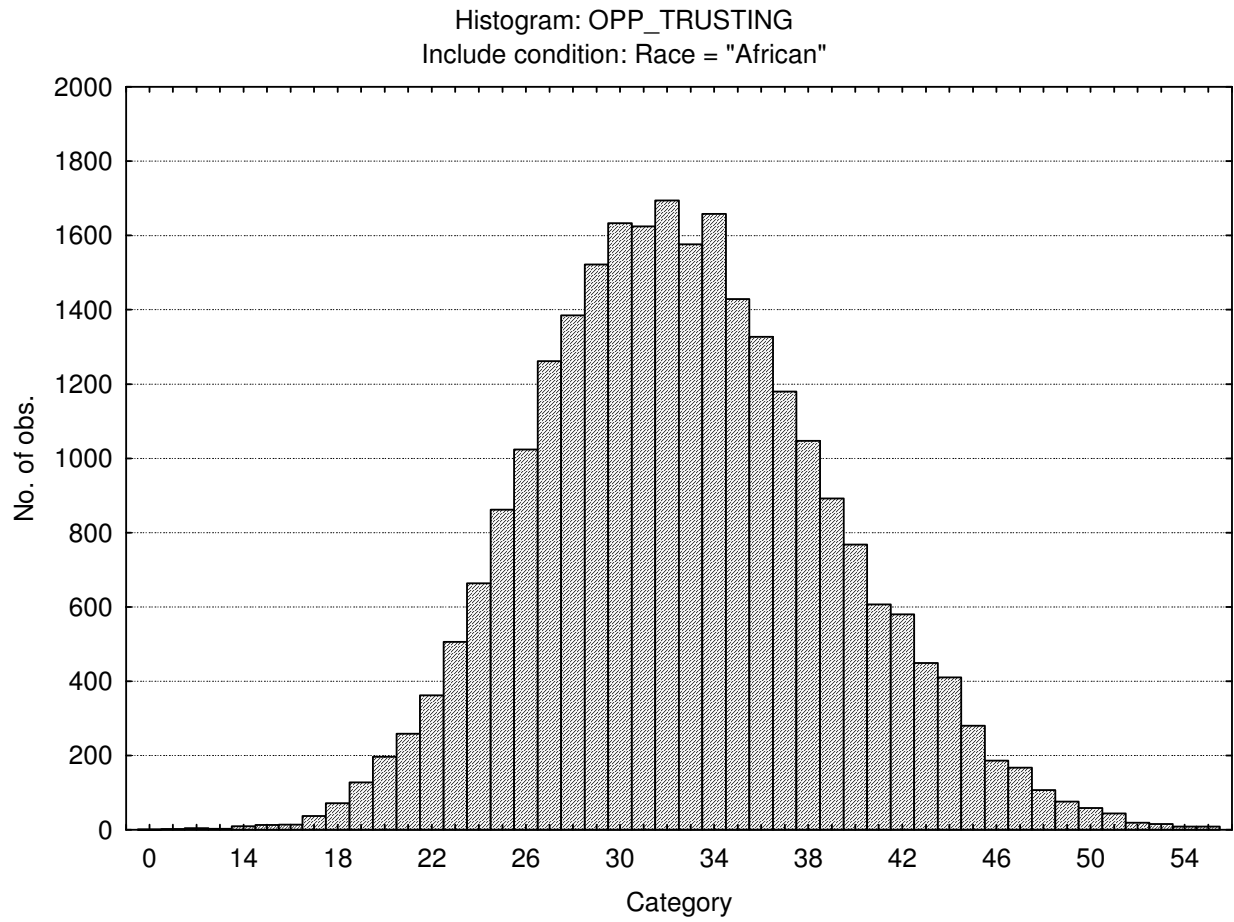
### Assertive



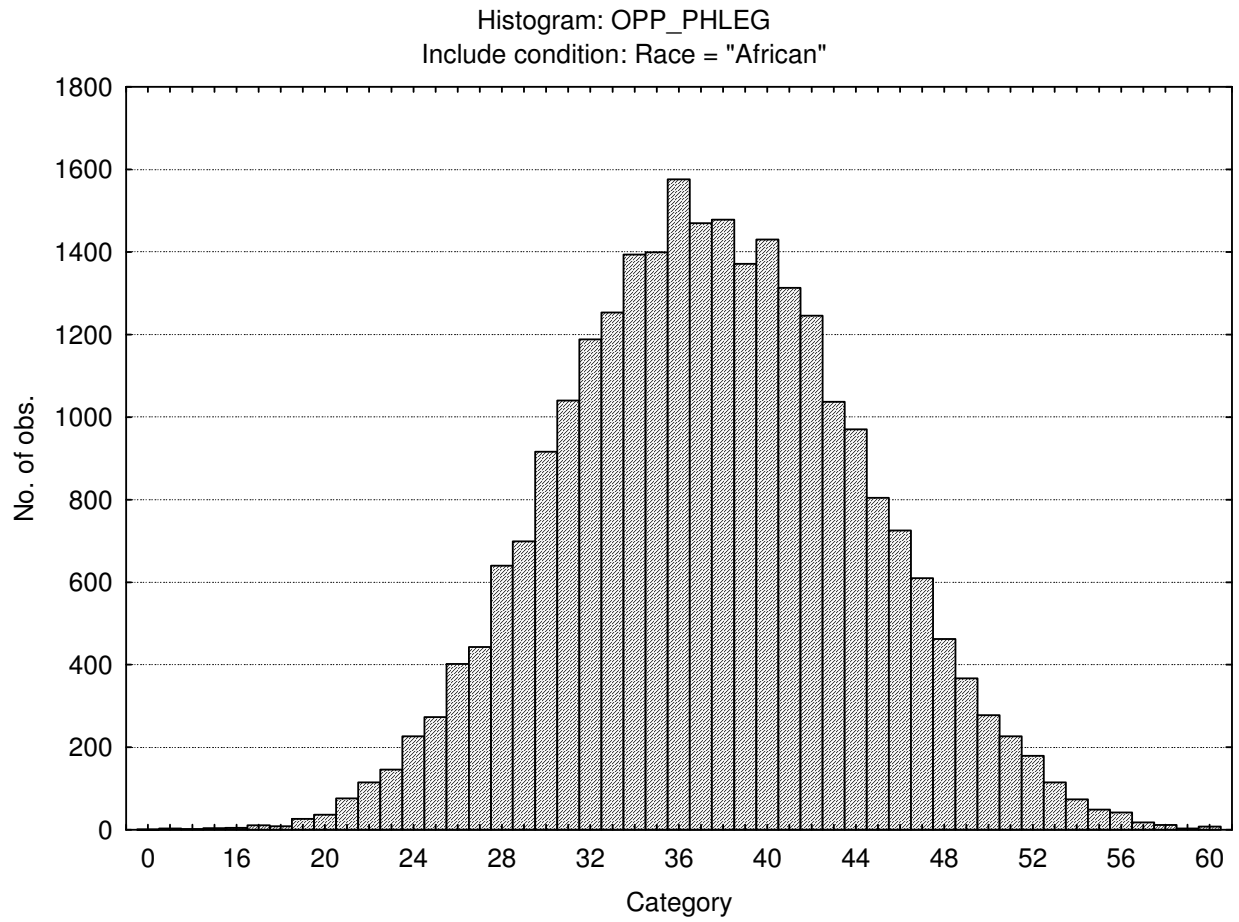
Flexible



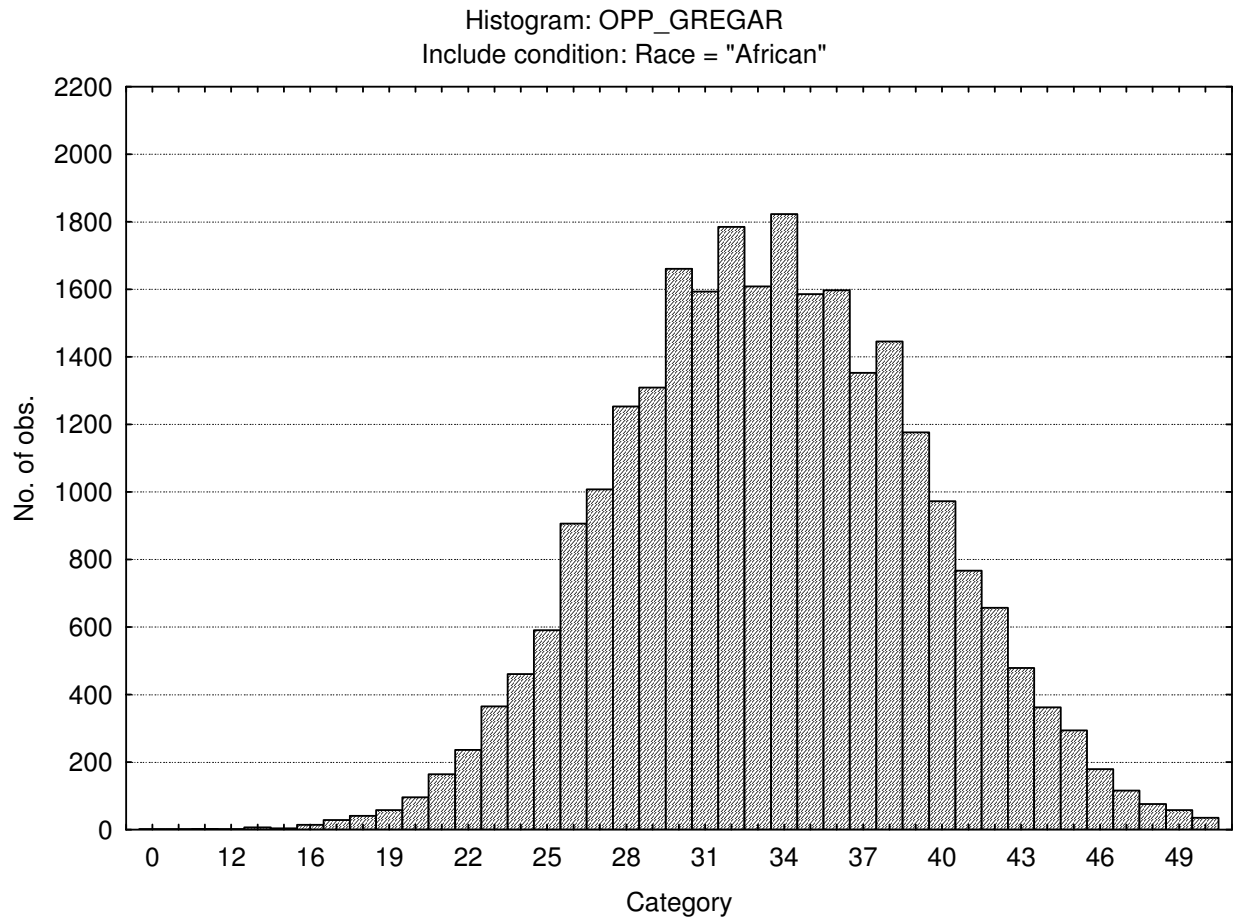
Trusting



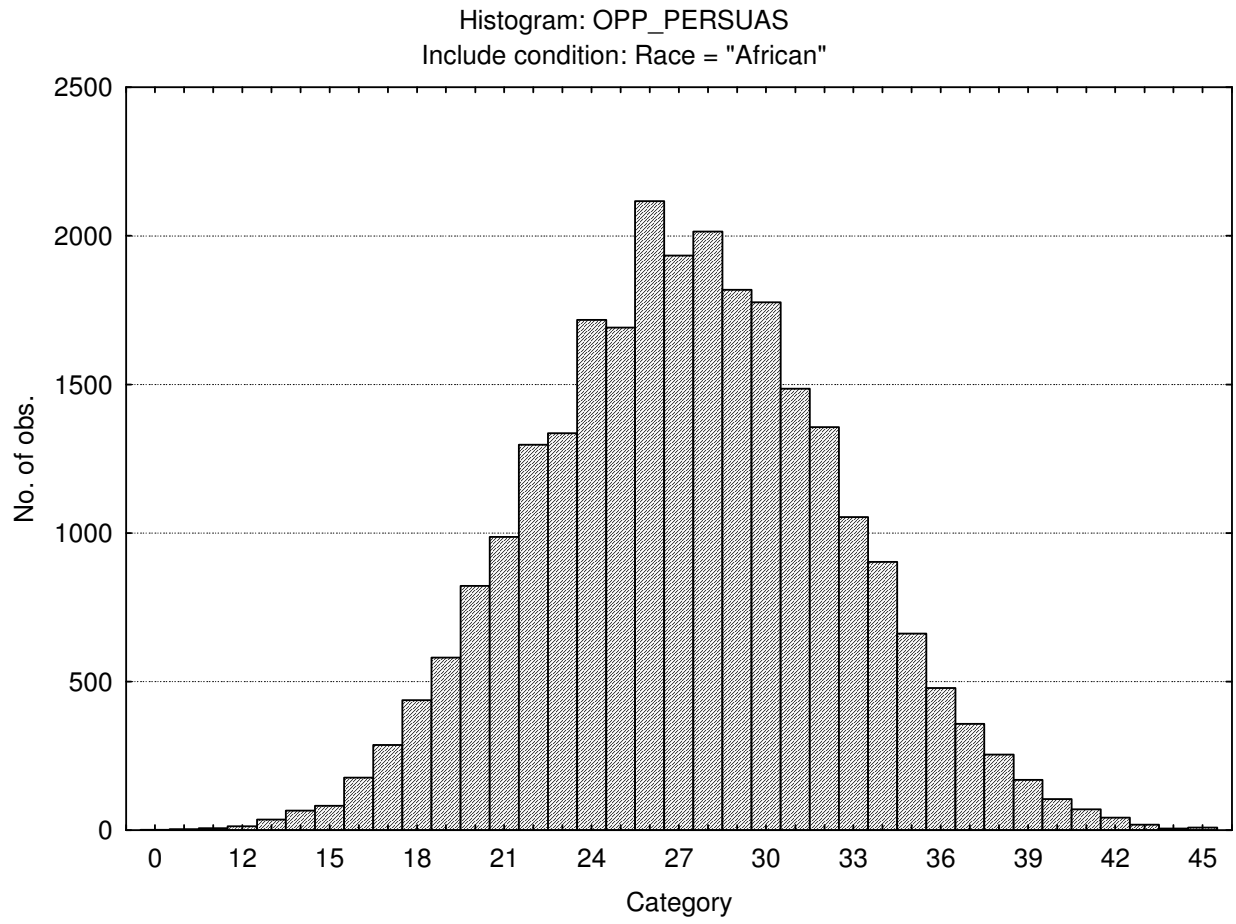
Phlegmatic



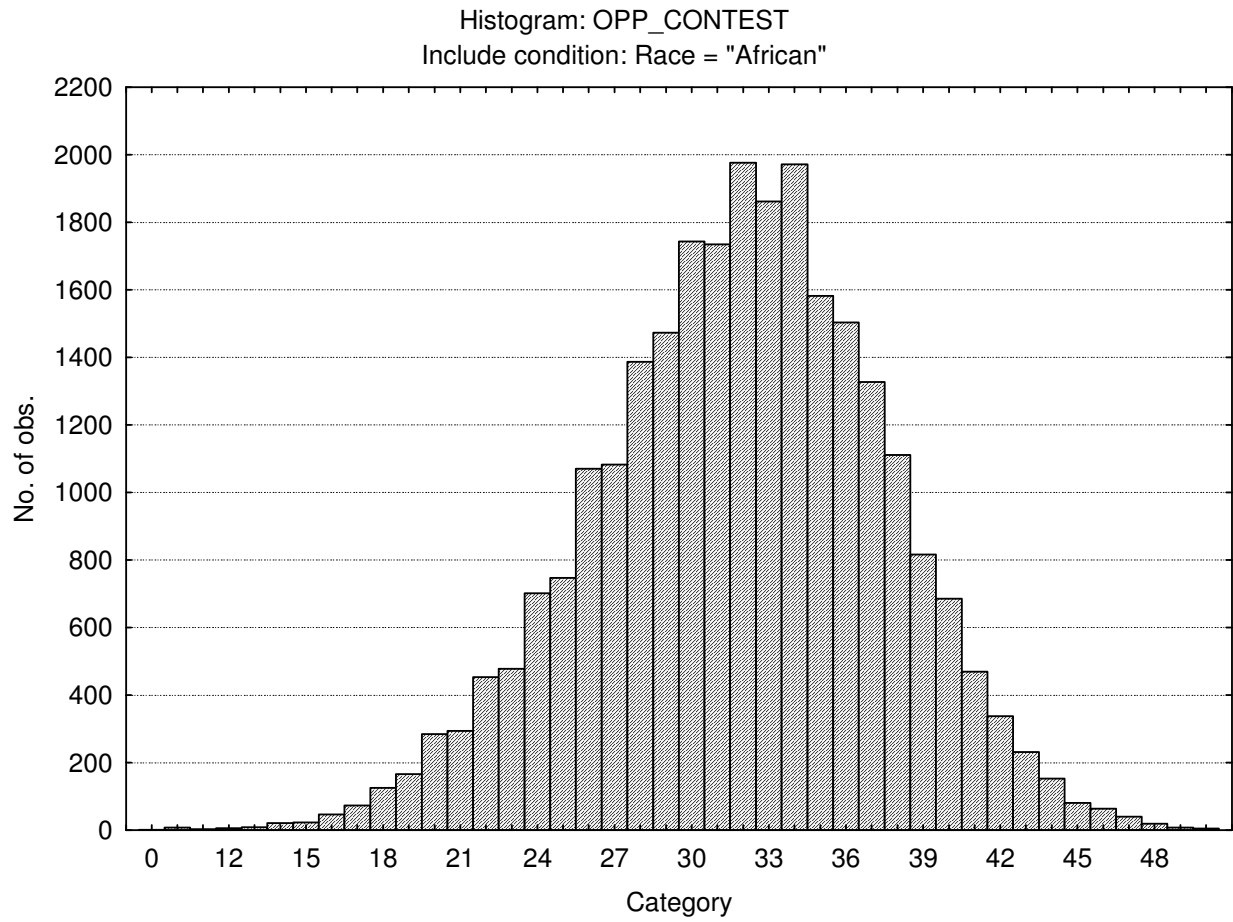
Gregarious



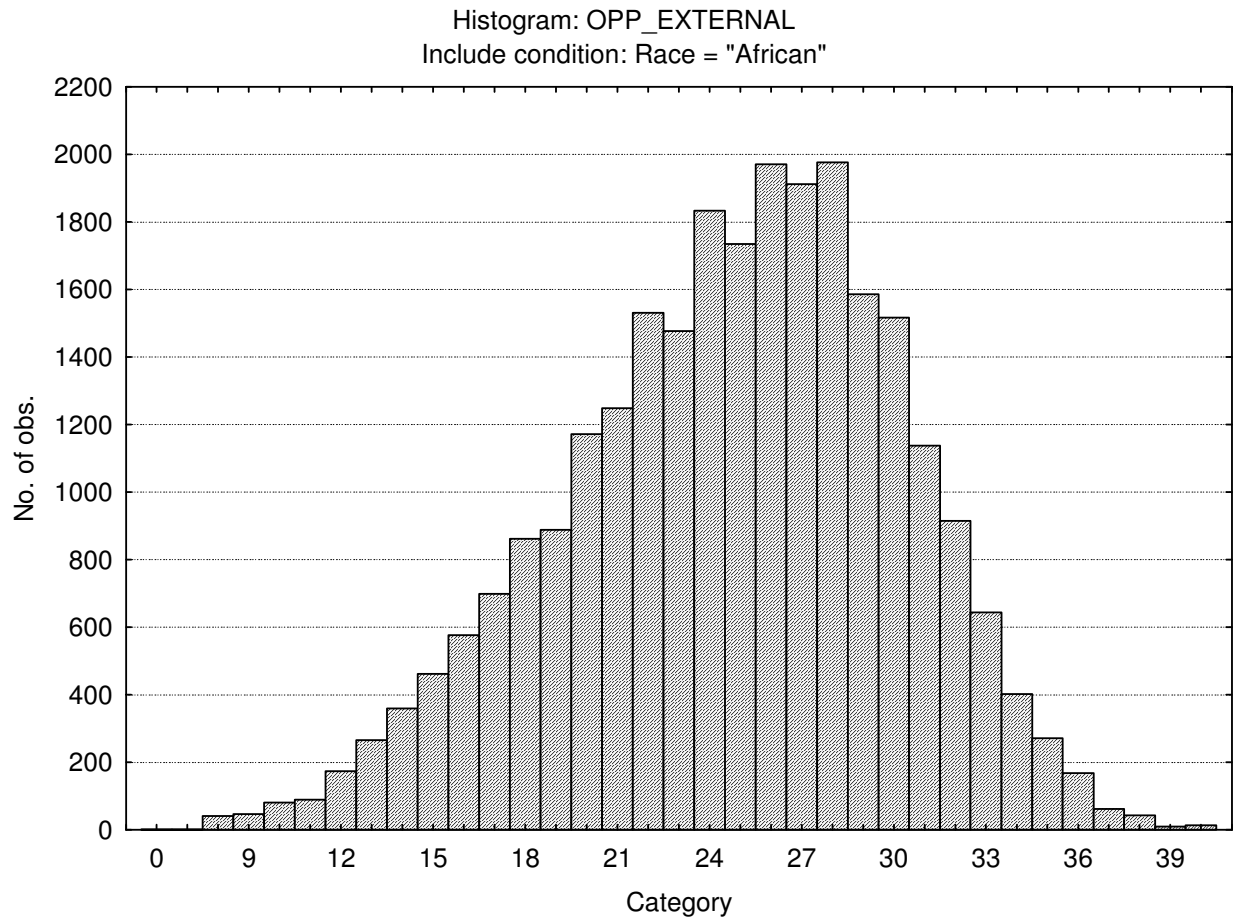
Persuasive



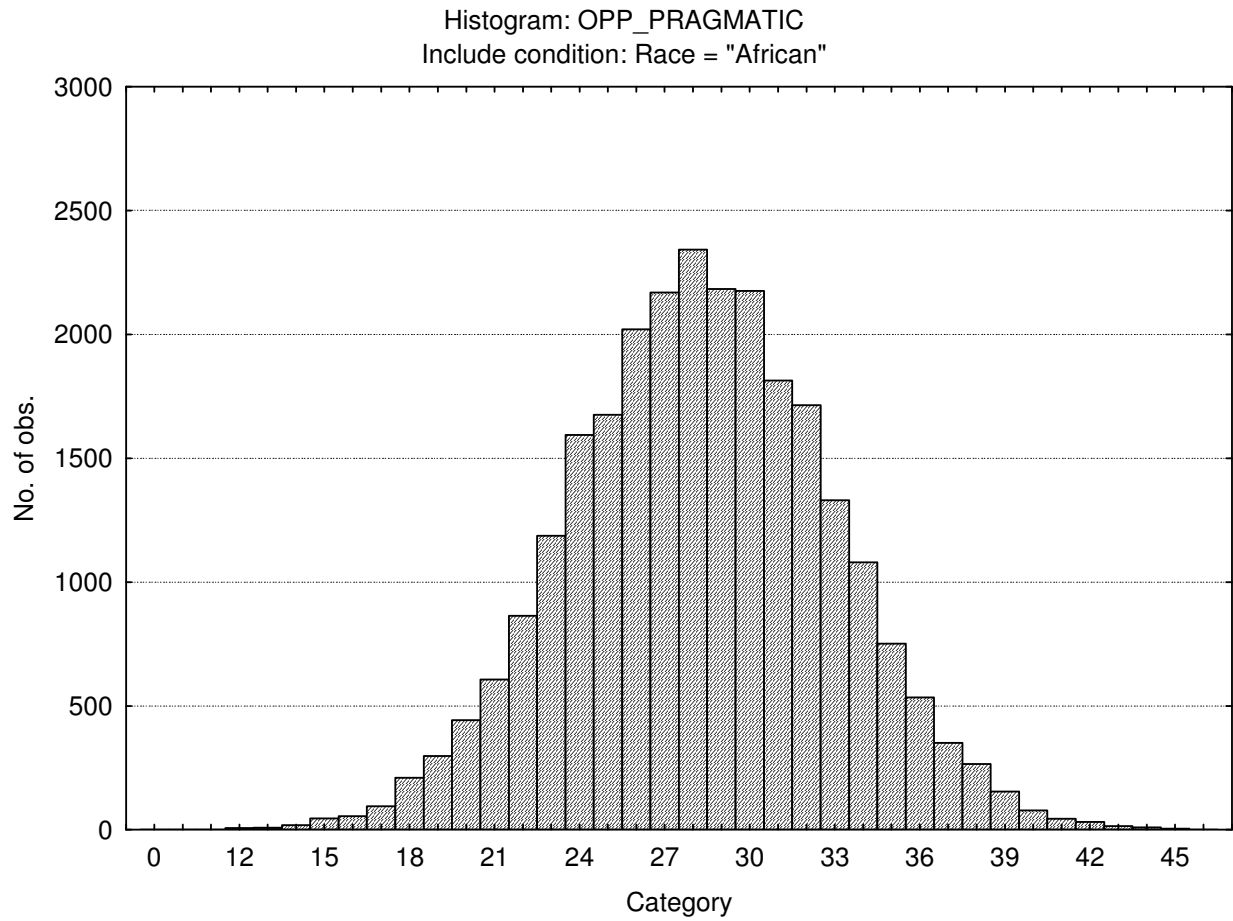
## Contesting



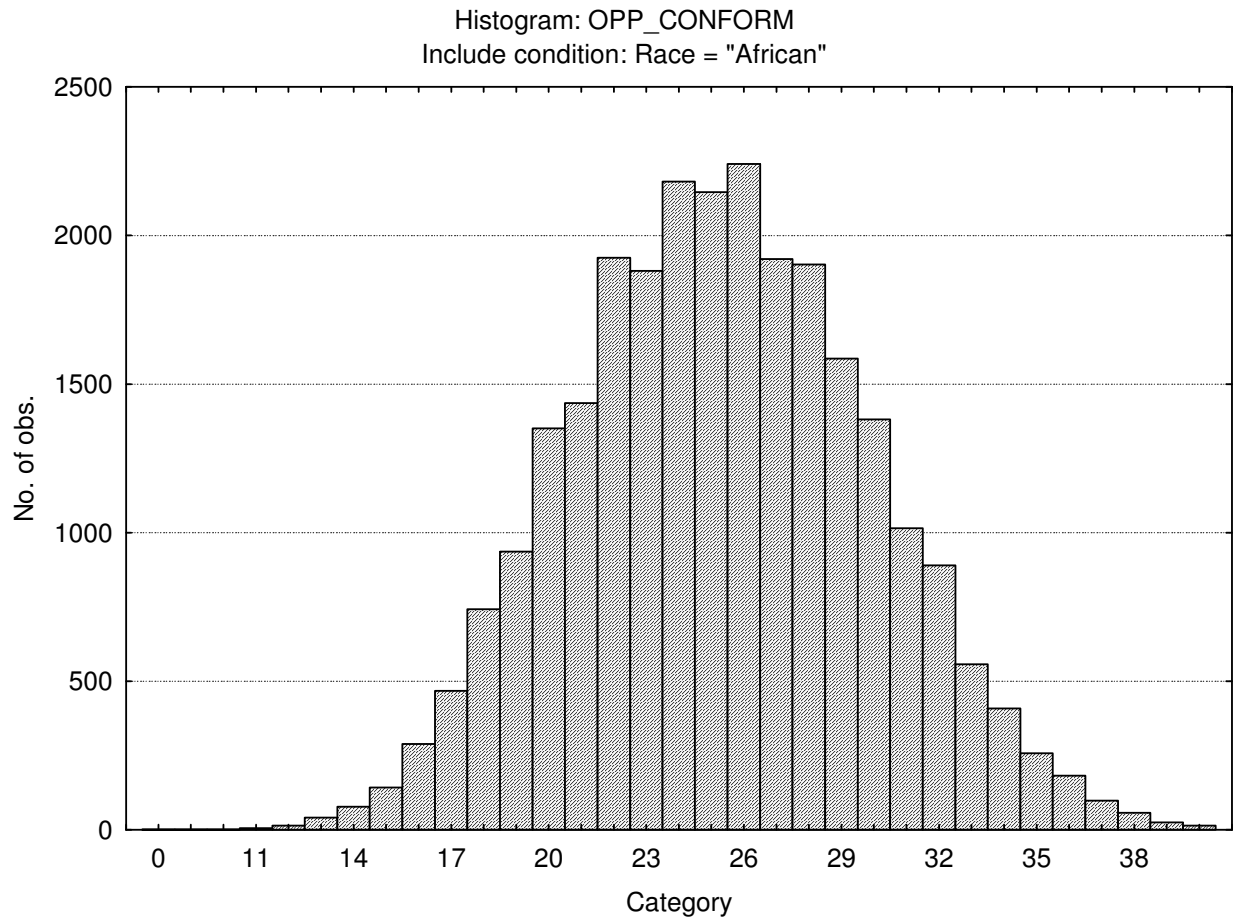
Pessimistic (External locus of control)



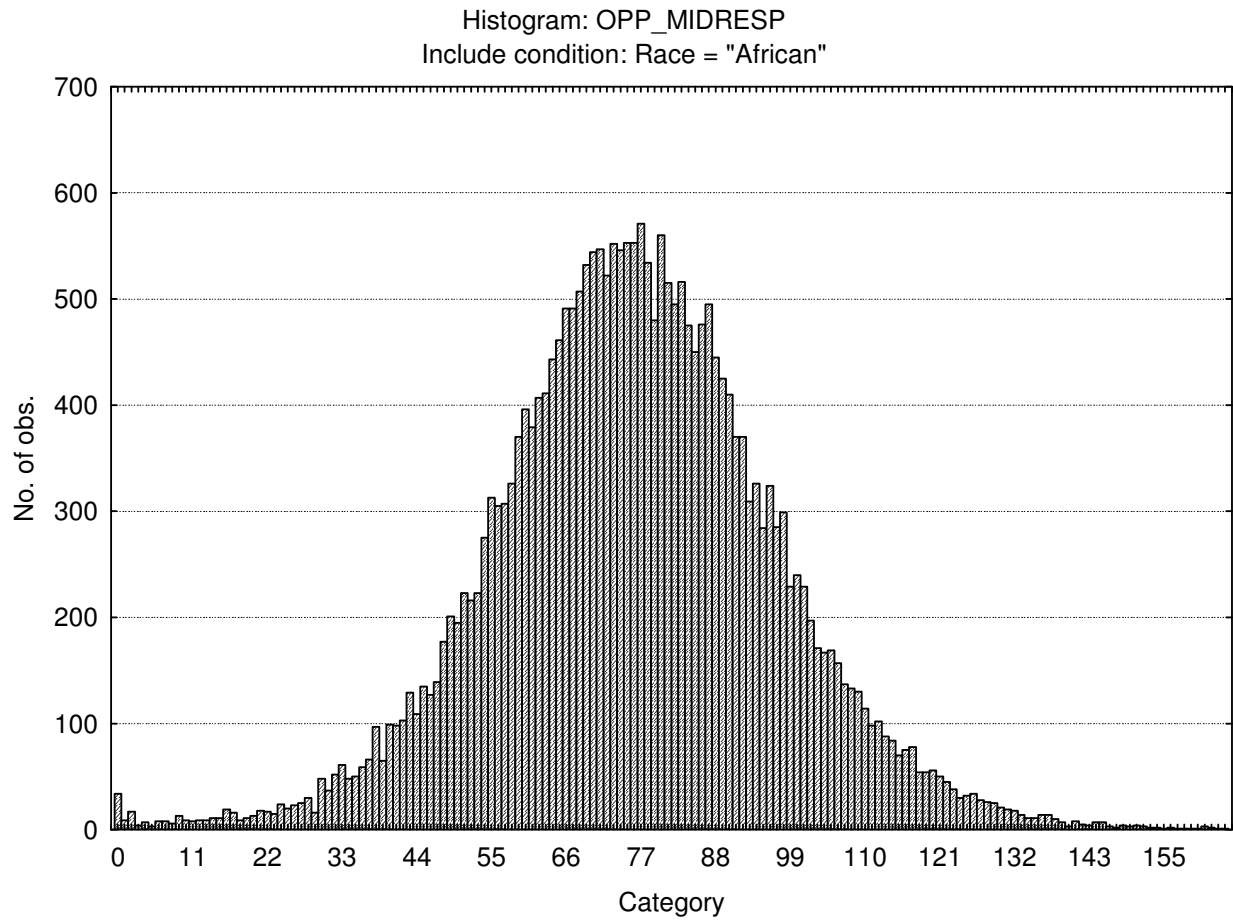
Pragmatic



Conforming (Social desirability)



Central tendency



## Stanine Table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-23	24-25	26-28	29-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-46
Trusting	0-21	22-24	25-28	29-31	32-34	35-37	38-40	41-43	44-55
Phlegmatic	0-25	26-28	29-32	33-35	36-39	40-42	43-45	46-49	50-60
Gregarious	0-23	24-26	27-29	30-32	33-34	35-37	38-40	41-43	44-50
Persuasive	0-18	19-20	21-23	24-25	26-28	29-31	32-33	34-36	37-45
Contesting	0-21	22-24	25-27	28-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	0-15	16-17	18-20	21-23	24-26	27-28	29-31	32-34	35-40
Pragmatic	0-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-46
Conforming	0-17	18-19	20-21	22-24	25-26	27-28	29-31	32-33	34-40
Central Tendency	0-39	40-50	51-60	61-70	71-81	82-91	92-102	103-112	113-191

# Occupational Personality Profile norm group: South Africans of Coloured Race updated 2010

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## Sample composition

The sample consisted of 8097 South Africans who stated their race as Coloured, tested by Psytech South Africa and collaborators in the period leading up to January 2010.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	5385	5385	66.50611	66.5061
M	2705	8090	33.40743	99.9135
U	7	8097	0.08645	100.0000
Missing	0	8097	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	1155	1155	14.26454	14.2645
Grade 12	5394	6549	66.61727	80.8818
Diploma	154	6703	1.90194	82.7837
Degree	77	6780	0.95097	83.7347
Post Graduate	61	6841	0.75337	84.4881
Missing	1256	8097	15.51192	100.0000

## Language composition of the sample

Category	Frequency table:: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	20	20	0.24701	0.2470
English	4282	4302	52.88378	53.1308
isiXhosa	62	4364	0.76572	53.8965
Afrikaans	3105	7469	38.34754	92.2440
Sesotho	6	7475	0.07410	92.3181
Siswati	1	7476	0.01235	92.3305

Category	Frequency table:: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	11	7487	0.13585	92.4663
Sepedi	21	7508	0.25936	92.7257
Tshivenda	2	7510	0.02470	92.7504
isiNdebele	1	7511	0.01235	92.7628
isNdebele	1	7512	0.01235	92.7751
Missing	585	8097	7.22490	100.0000

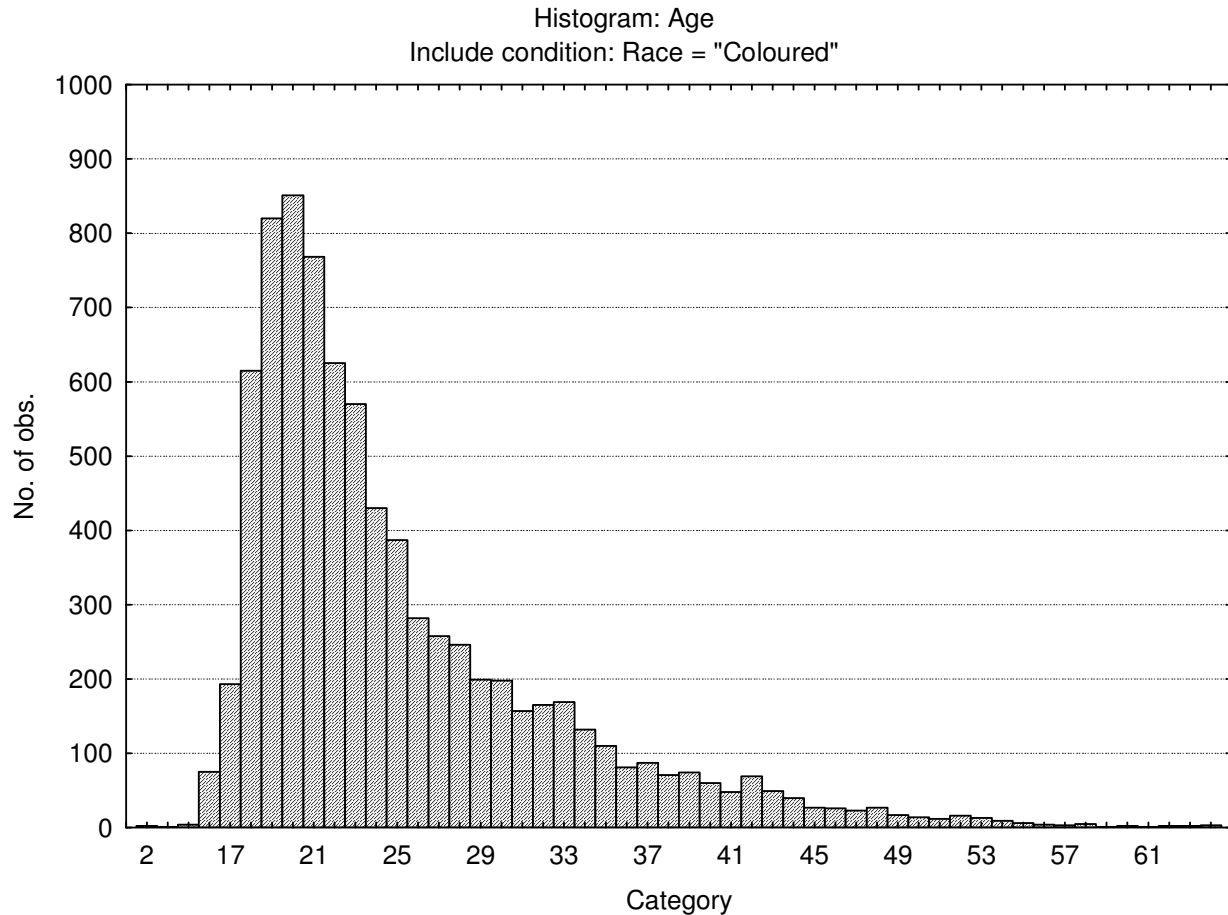
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	113	113	1.39558	1.3956
English	4282	4395	52.88378	54.2794
Afrikaans	3105	7500	38.34754	92.6269
Missing	597	8097	7.37310	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
Coloured	8097	8097	100.0000	100.0000
Missing	0	8097	0.0000	100.0000

### Age composition of the sample

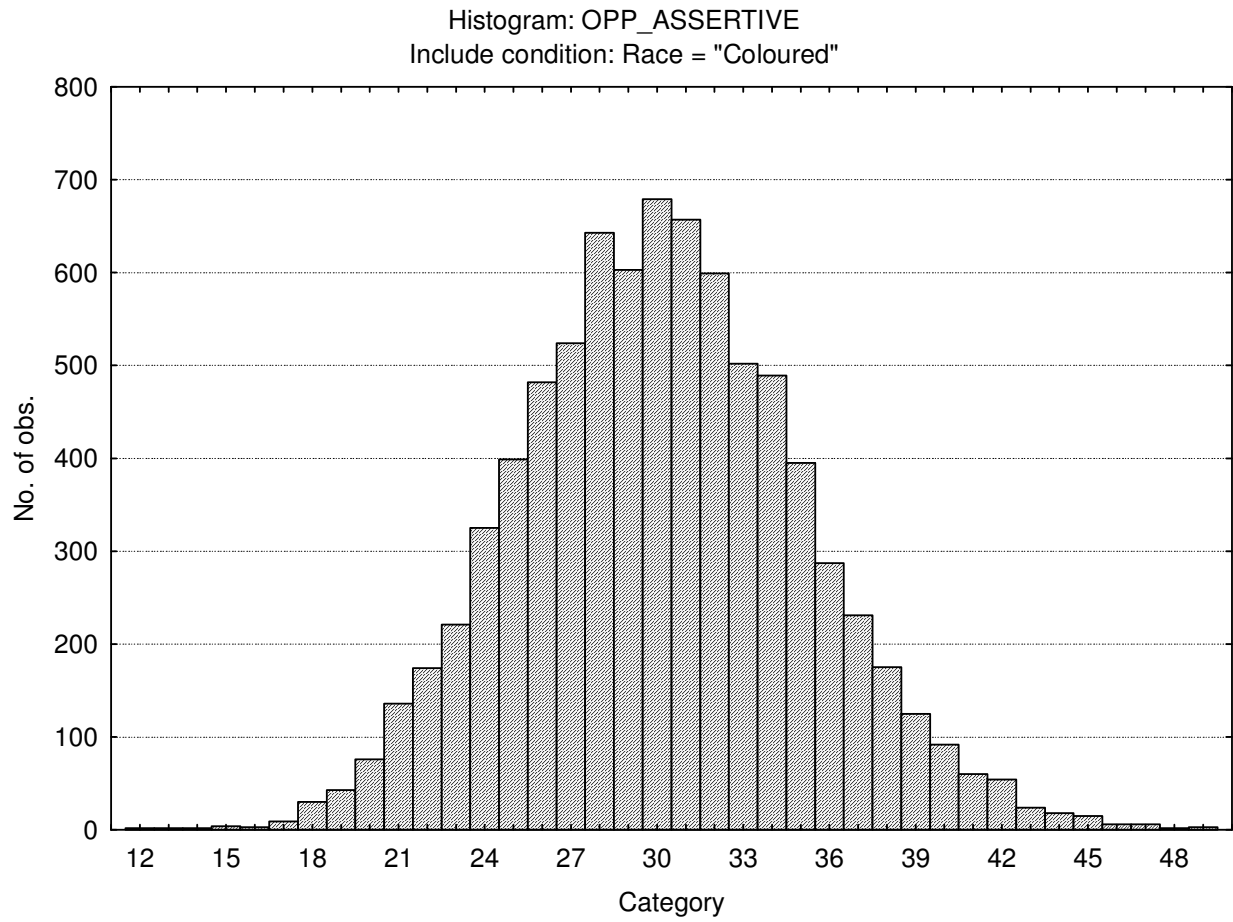
Variable	Descriptive Statistics : Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25.05404	7.401872	2.000000	64.00000	8049	48



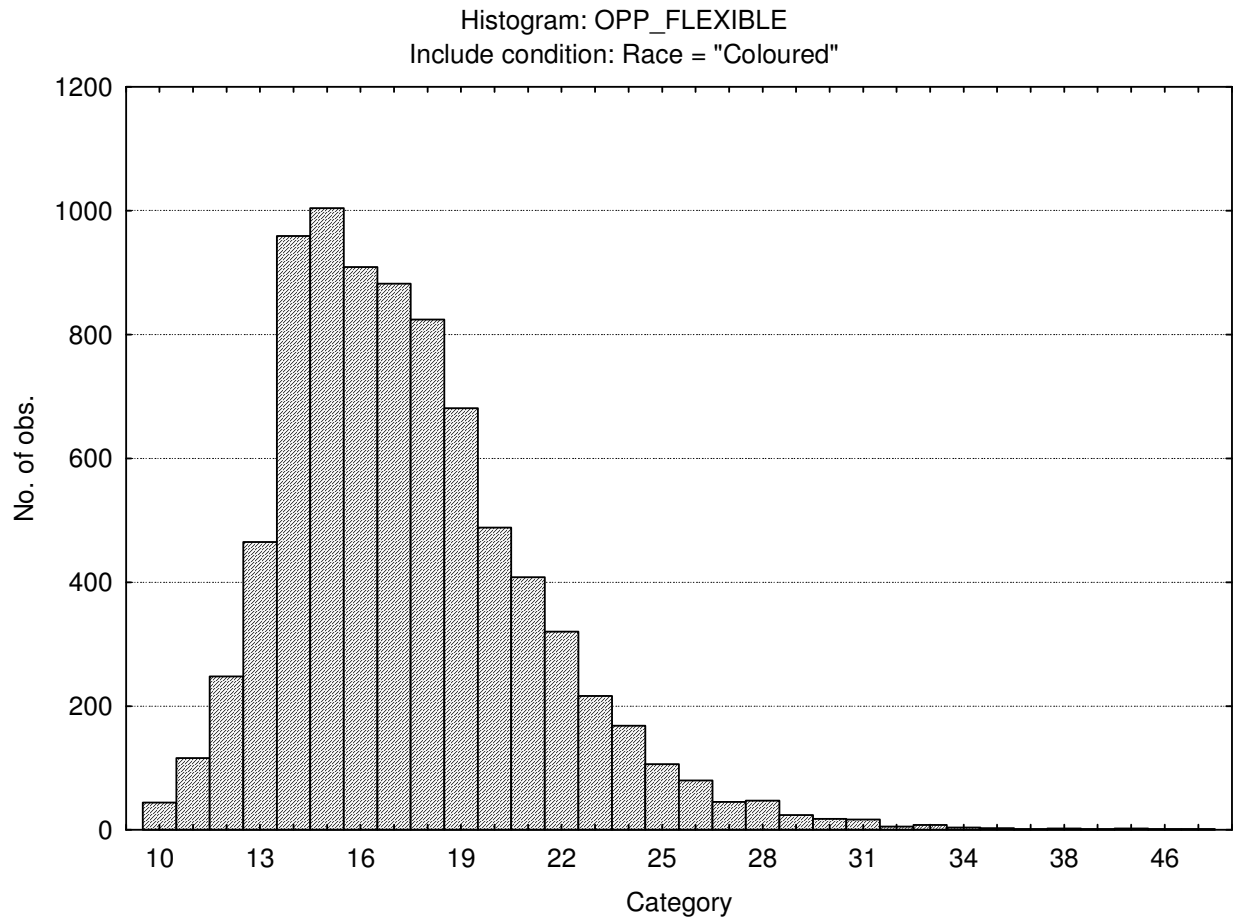
### Descriptive statistics n Occupational Personality Profile scales

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	30.13005	4.97566	12.00000	49.0000	8097	0
Flexible	17.40435	3.75698	10.00000	48.0000	8097	0
Trusting	33.05928	6.41083	10.00000	55.0000	8097	0
Phlegmatic	37.68075	6.89575	13.00000	60.0000	8097	0
Gregarious	35.55243	5.62216	13.00000	50.0000	8097	0
Persuasive	25.20477	5.40899	8.00000	45.0000	8097	0
Contesting	30.52871	5.96440	10.00000	50.0000	8097	0
Pessimistic	24.15401	5.76734	8.00000	40.0000	8097	0
Pragmatic	29.59788	5.15854	10.00000	48.0000	8097	0
Conforming	23.93850	4.10014	8.00000	40.0000	8097	0
Central tendency	78.35828	21.99442	0.00000	182.0000	8097	0

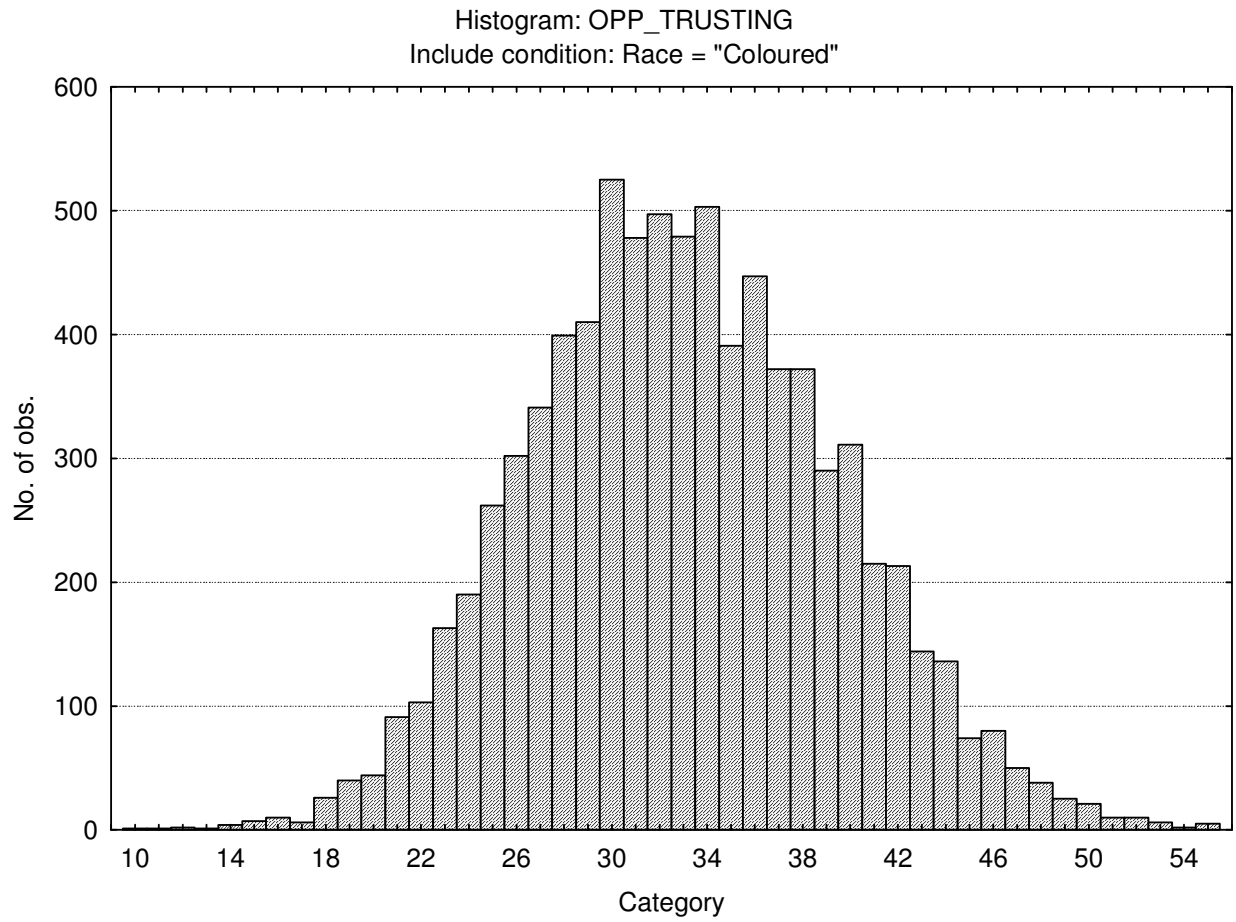
Assertive



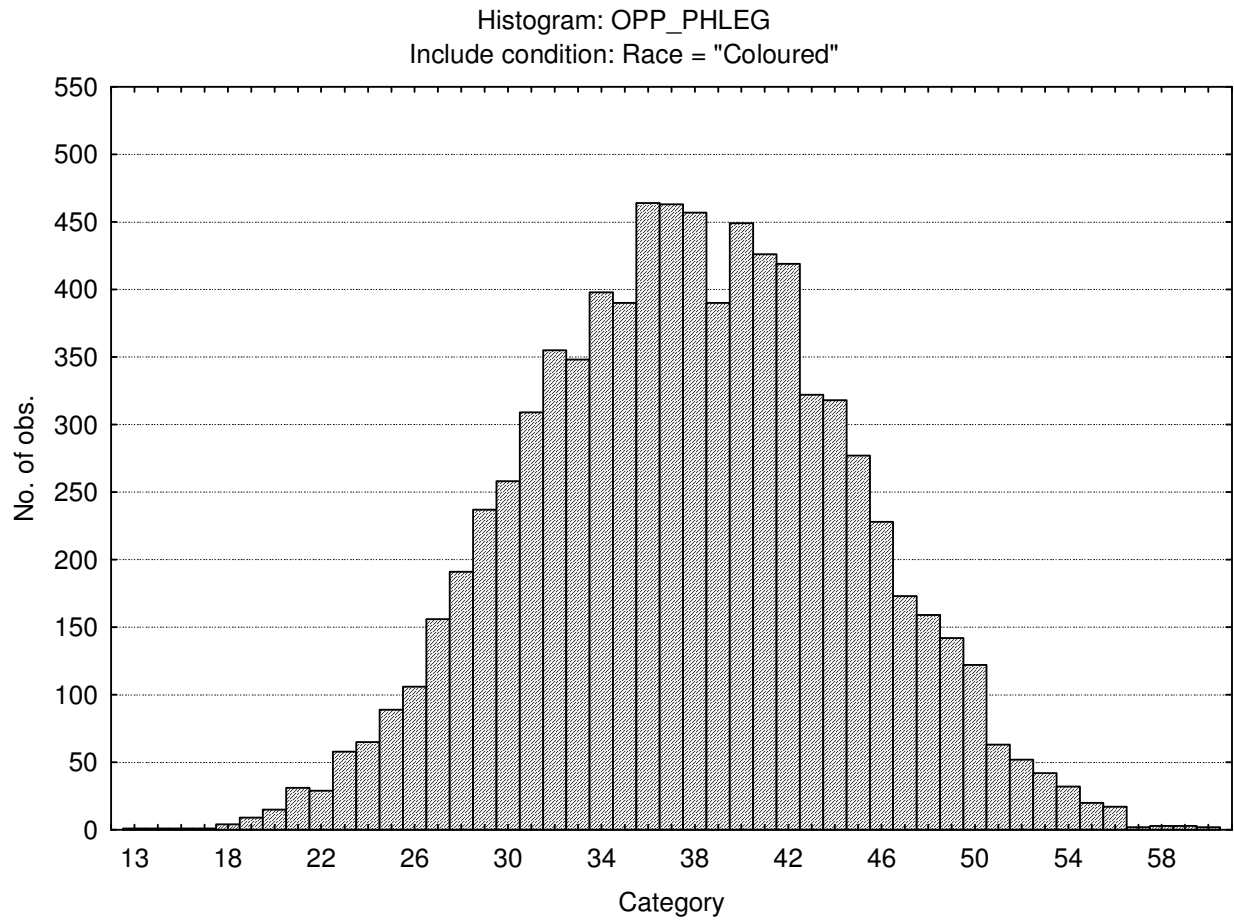
Flexible



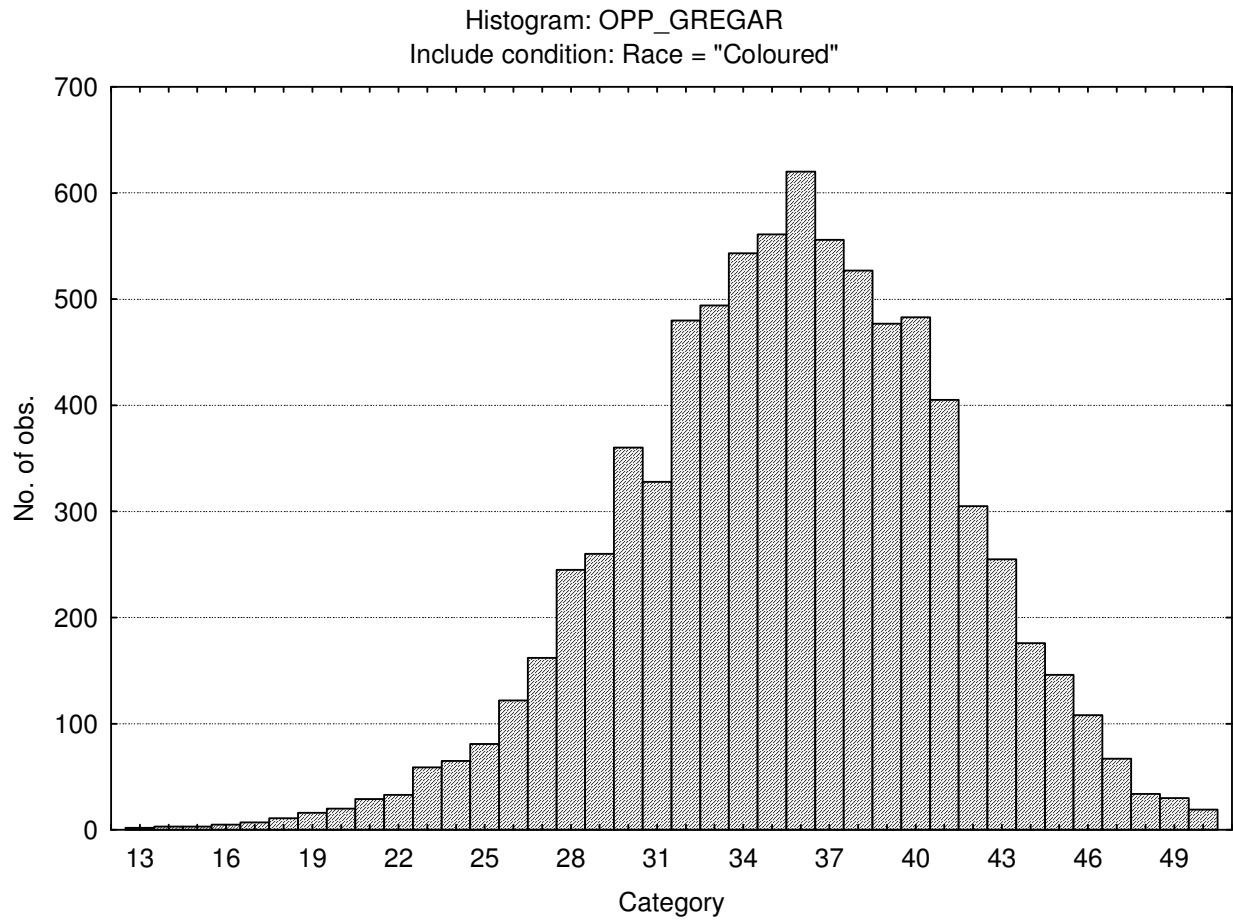
Trusting



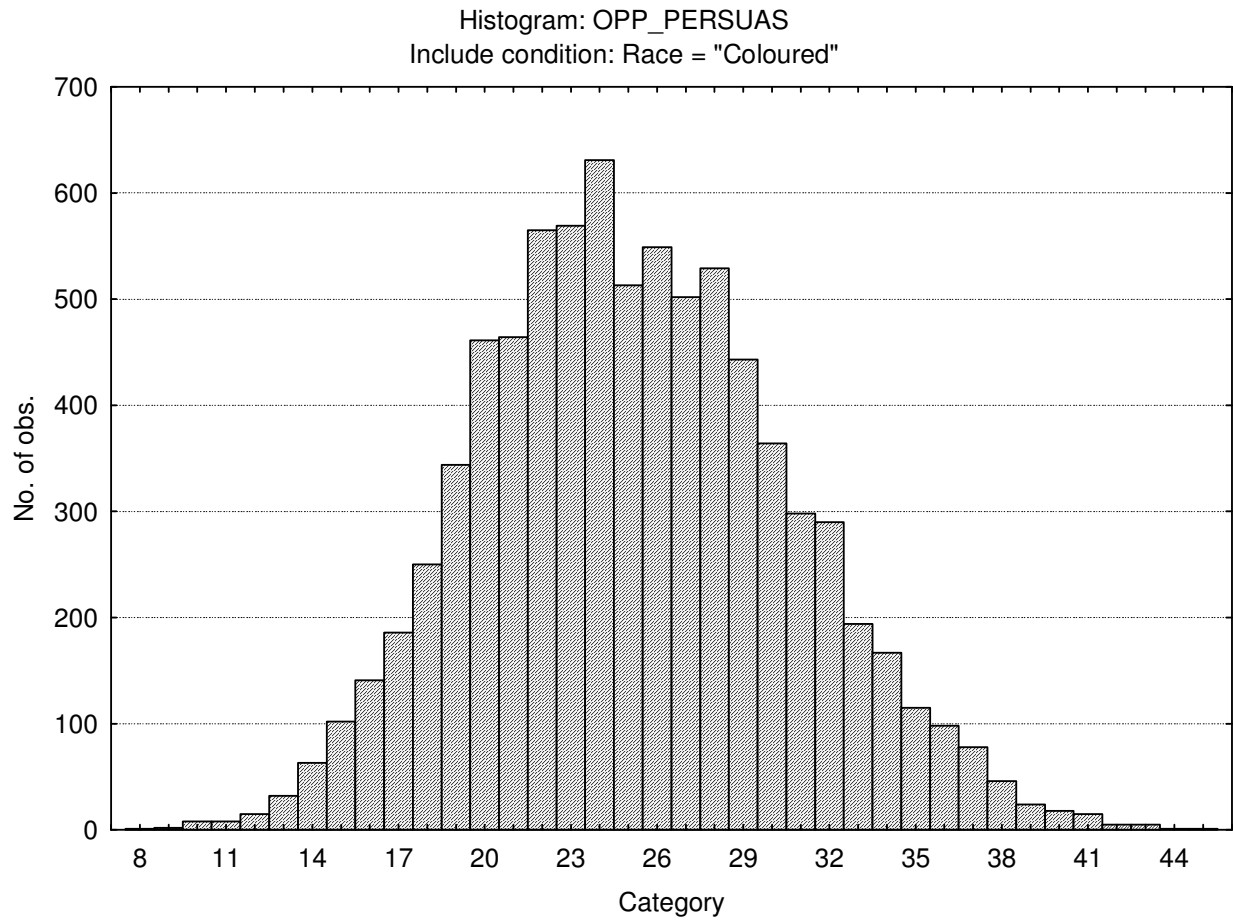
Phlegmatic



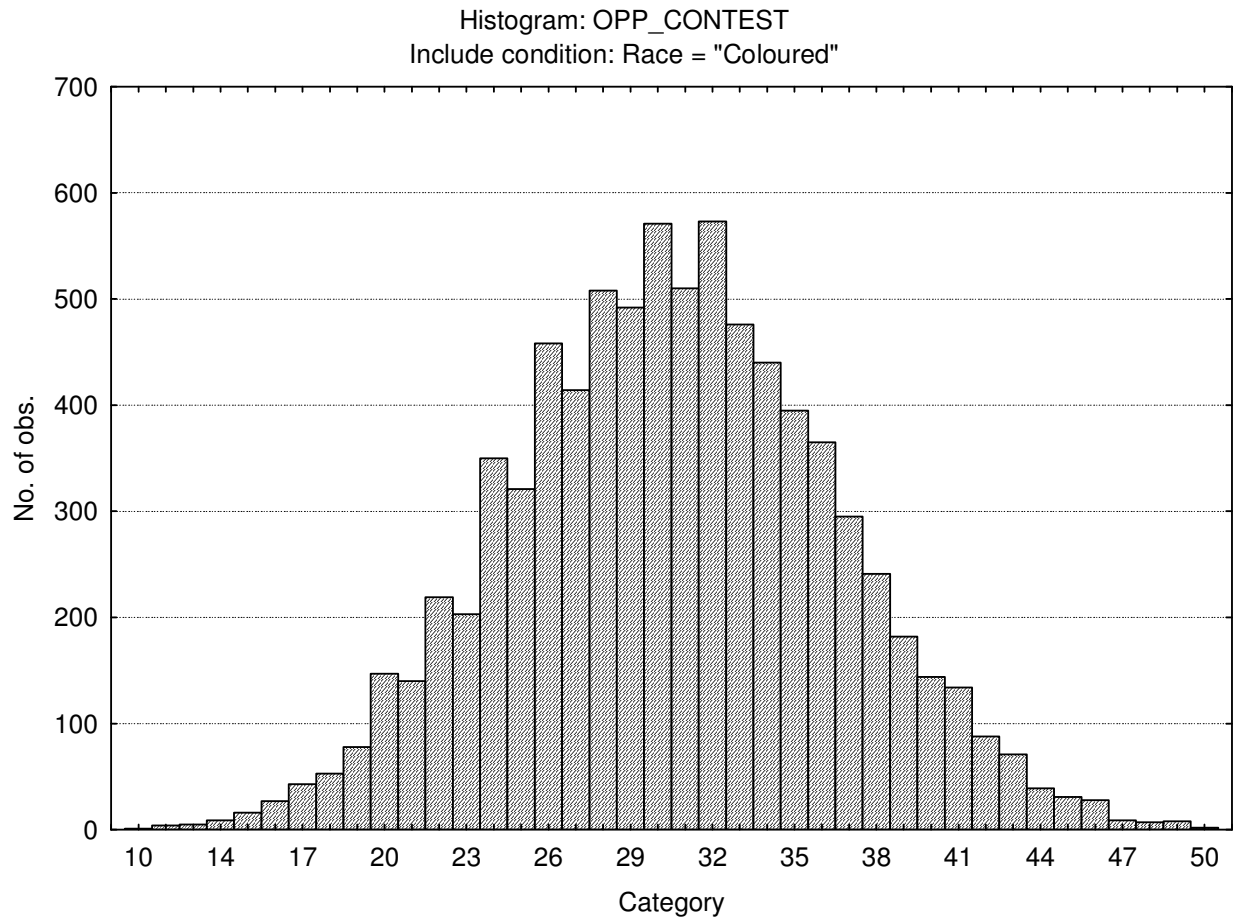
Gregarious



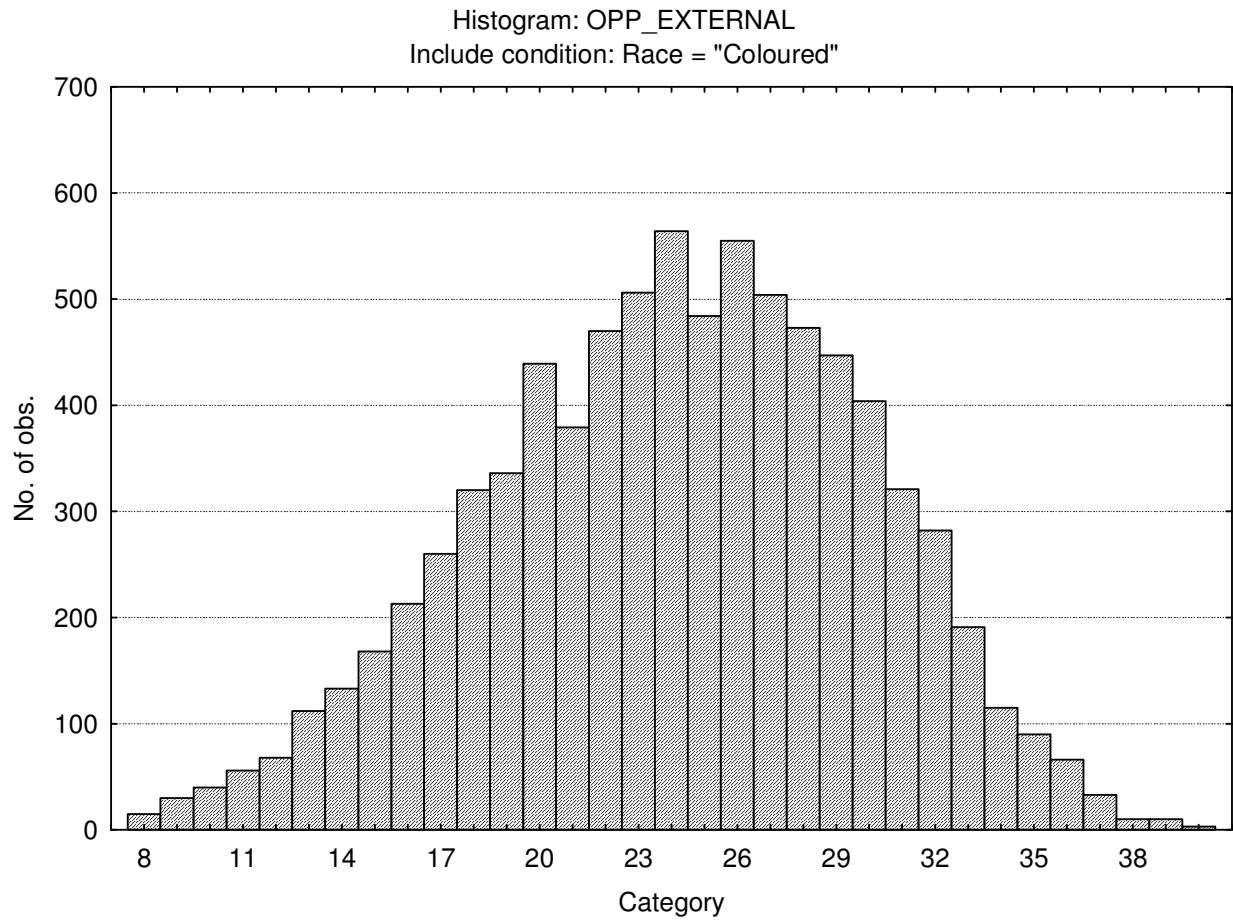
Persuasive



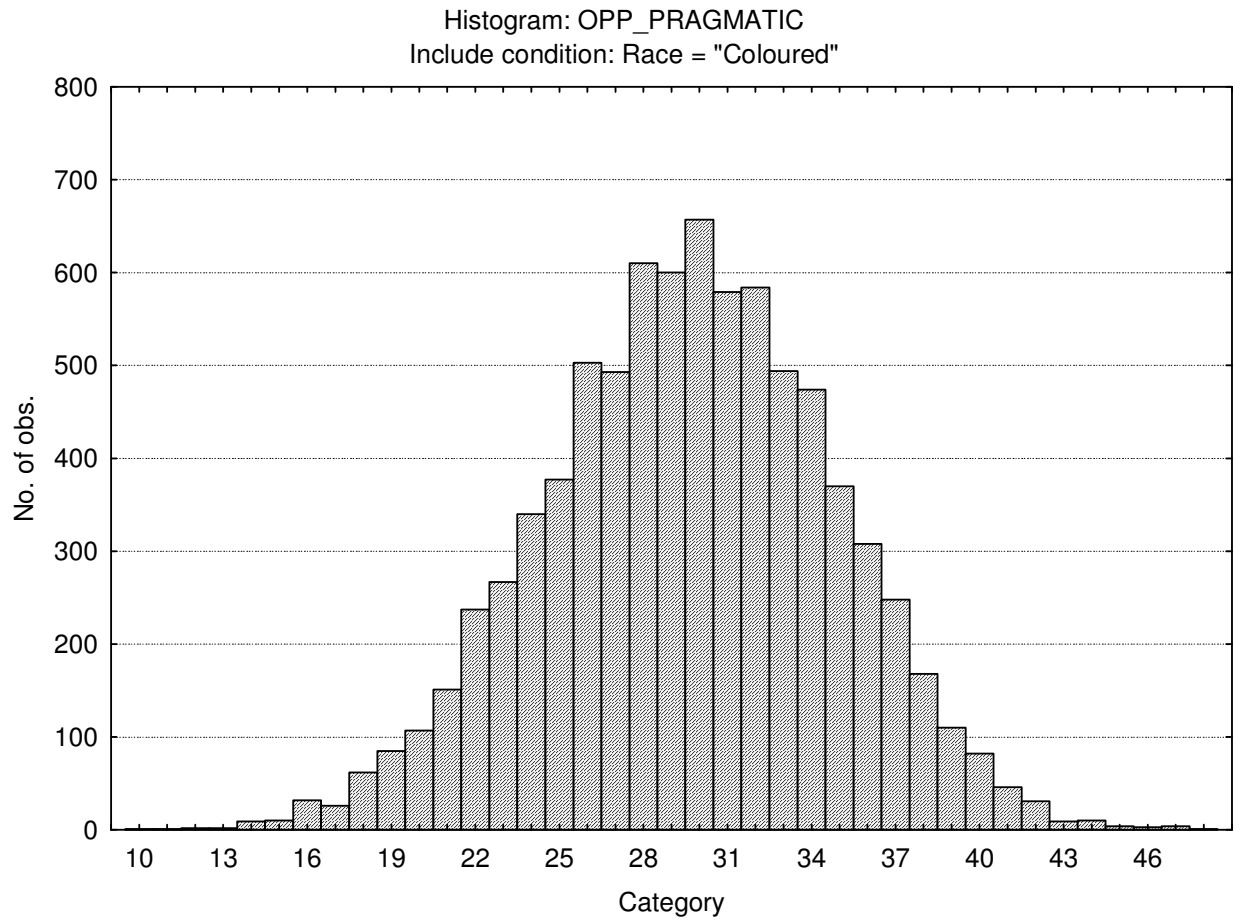
Contesting



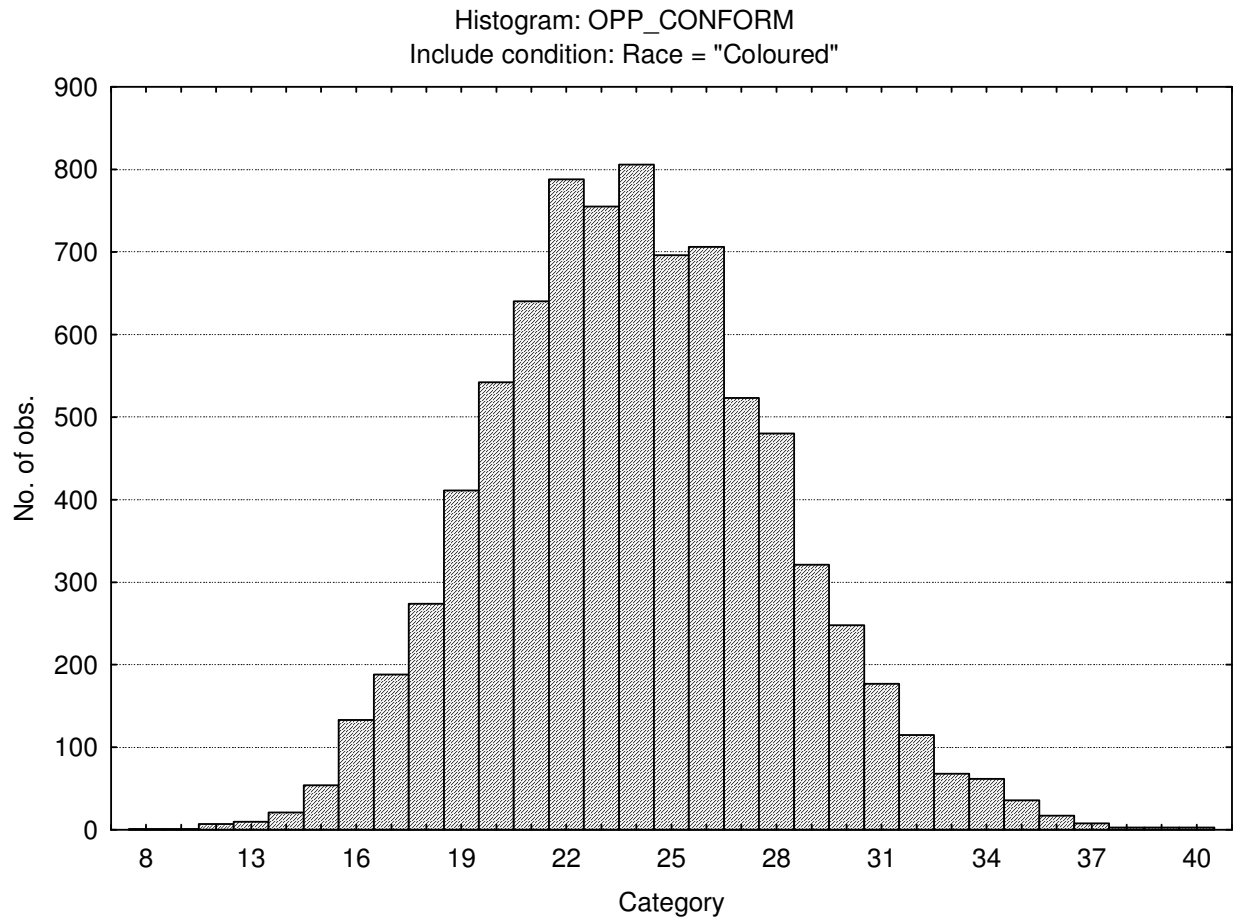
Pessimistic (External locus of control)



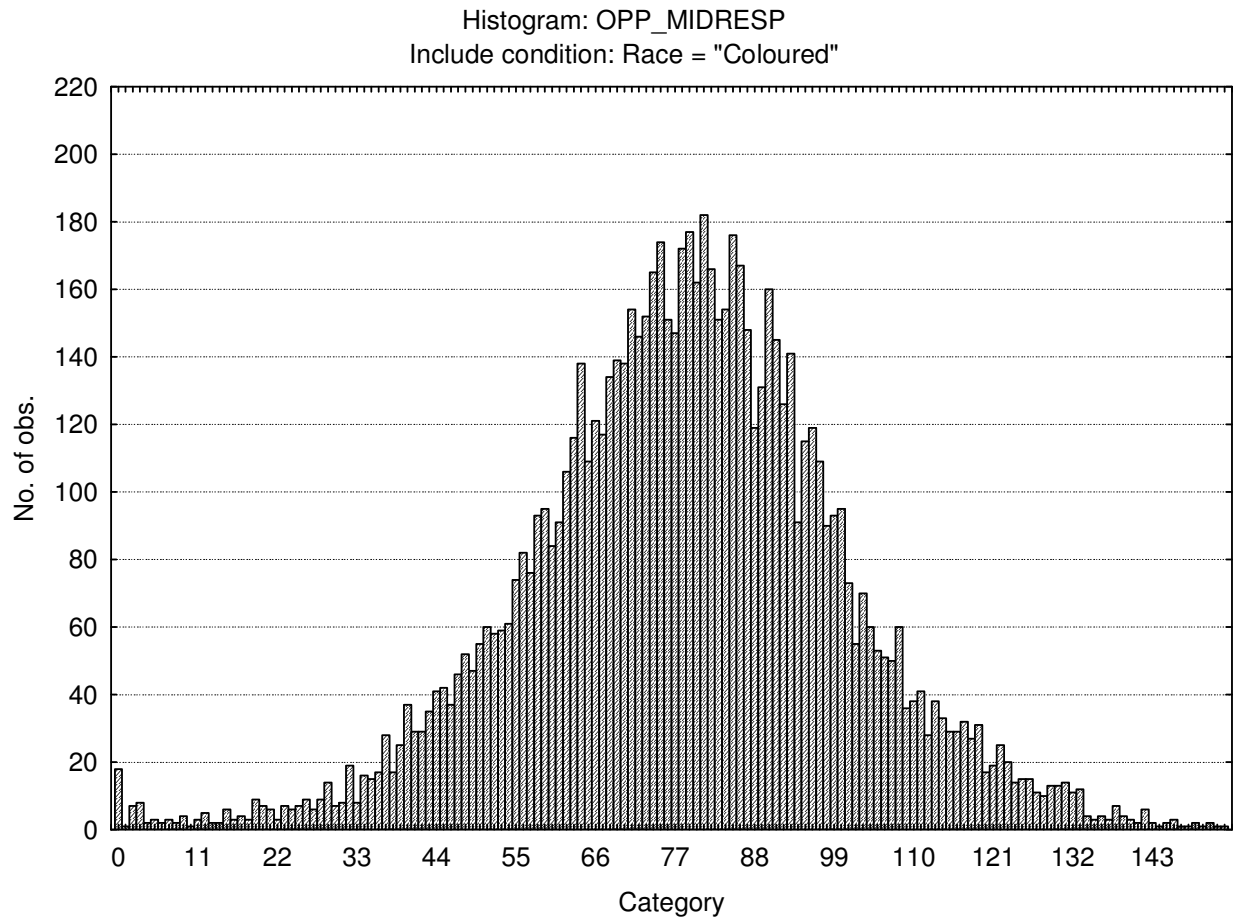
Pragmatic



Conforming (Social desirability)



Central tendency



## Stanine Table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	12-21	22-23	24-26	27-28	29-31	32-33	34-36	37-38	39-49
Flexible	10-10	11-12	13-14	15-16	17-18	19-20	21-22	23-23	24-48
Trusting	10-21	22-25	26-28	29-31	32-34	35-37	38-41	42-44	45-55
Phlegmatic	13-25	26-29	30-32	33-35	36-39	40-42	43-46	47-49	50-60
Gregarious	13-25	26-28	29-31	32-34	35-36	37-39	40-42	43-45	46-50
Persuasive	8-15	16-18	19-21	22-23	24-26	27-29	30-31	32-34	35-45
Contesting	10-20	21-23	24-26	27-29	30-32	33-35	36-37	38-40	41-50
Pessimistic	8-14	15-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
Pragmatic	10-20	21-23	24-25	26-28	29-30	31-33	34-36	37-38	39-48
Conforming	8-16	17-18	19-20	21-22	23-24	25-27	28-29	30-31	32-40
Central Tendency	0-39	40-50	51-61	62-72	73-83	84-94	95-105	106-116	117-182

# Occupational Personality Profile Norm Group: South Africans of Asian Race, updated 2010

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## Sample Composition

The sample consisted of 3553 South Africans who stated their race as Asian, tested by Psytech South African and collaborators during the period leading up to January 2010.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2126	2126	59.83676	59.8368
M	1427	3553	40.16324	100.0000
Missing	0	3553	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: Education group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	218	218	6.13566	6.1357
Grade 12	2319	2537	65.26879	71.4044
Diploma	54	2591	1.51984	72.9243
Degree	160	2751	4.50324	77.4275
Post Graduate	105	2856	2.95525	80.3828
Missing	697	3553	19.61722	100.0000

## Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	37	37	1.04137	1.0414
English	3239	3276	91.16240	92.2038
isiXhosa	11	3287	0.30960	92.5134
Afrikaans	7	3294	0.19702	92.7104
Sesotho	3	3297	0.08444	92.7948
Siswati	2	3299	0.05629	92.8511
Setswana	9	3308	0.25331	93.1044
Sepedi	12	3320	0.33774	93.4422
Xitsonga	2	3322	0.05629	93.4985
isiNdebele	2	3324	0.05629	93.5547
Missing	229	3553	6.44526	100.0000

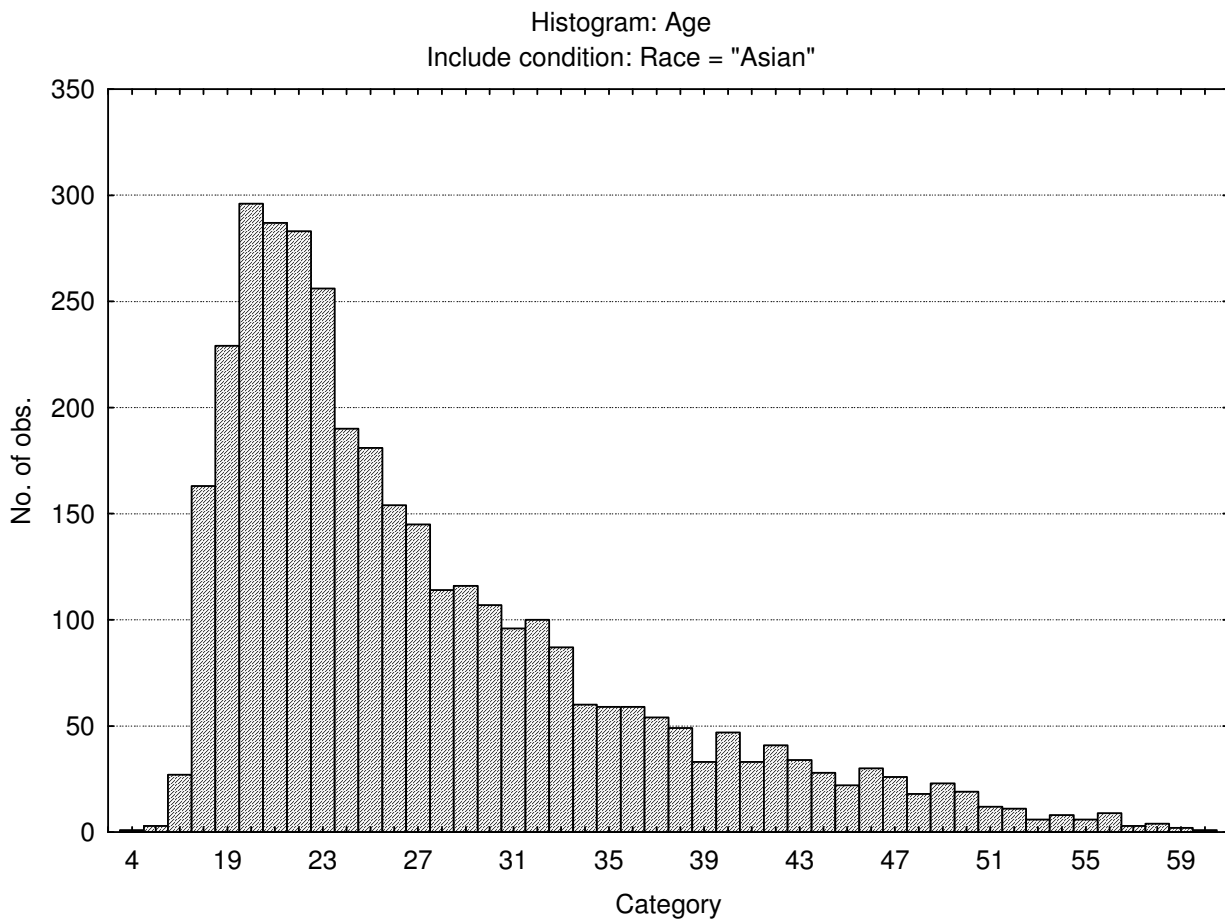
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	69	69	1.94202	1.9420
English	3239	3308	91.16240	93.1044
Afrikaans	7	3315	0.19702	93.3014
Missing	238	3553	6.69856	100.0000

## Racial composition of the sample

Category	Frequency table: Race (OPP Duplicates removed.sta)Include condition: Race = "Asian"			
	Count	Cumulative Count	Percent	Cumulative Percent
Asian	3553	3553	100.0000	100.0000
Missing	0	3553	0.0000	100.0000

### Age composition of the sample

Variable	Descriptive Statistics (OPP Duplicates removed.sta)Include condition: Race = "Asian"					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.34485	8.406245	4.000000	61.00000	3532	21

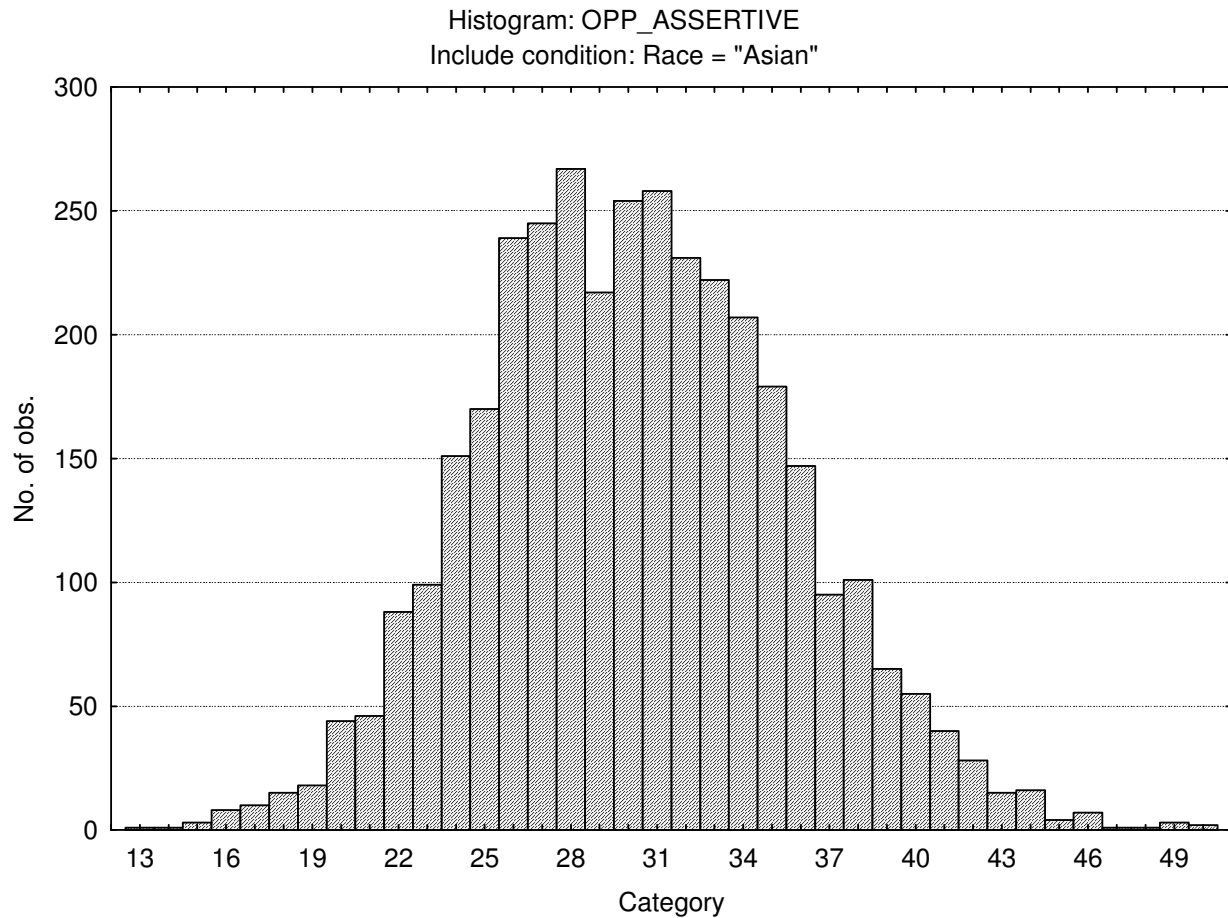


## Descriptive statistics on Occupational Personality Profile scales

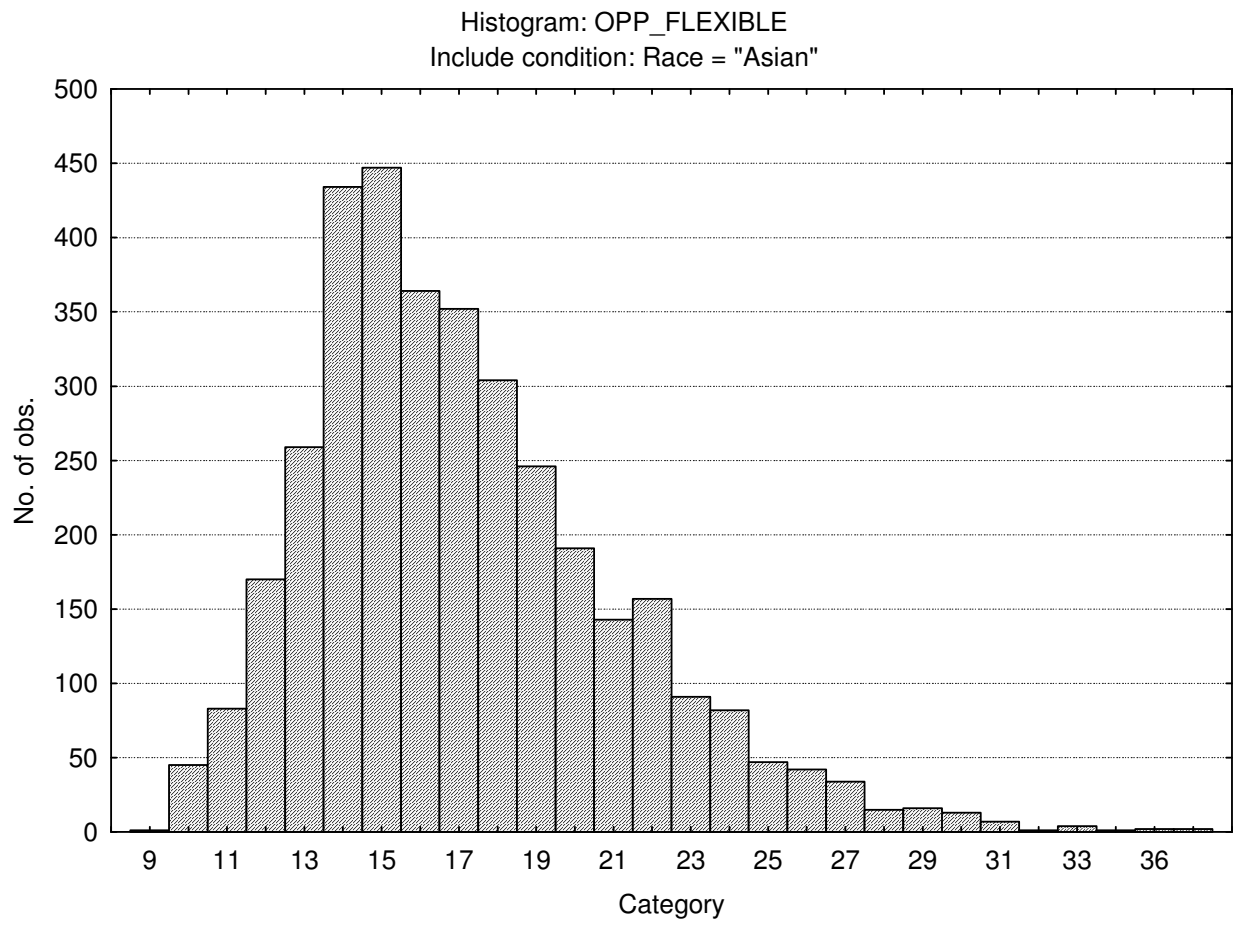
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	30.26766	5.35992	13.00000	50.0000	3553	0
Flexible	17.13256	3.99601	9.00000	37.0000	3553	0
Trusting	34.61328	7.08687	11.00000	55.0000	3553	0
Phlegmatic	40.24993	7.03126	14.00000	60.0000	3553	0
Gregarious	36.70504	5.59185	16.00000	50.0000	3553	0
Persuasive	26.23642	5.74166	9.00000	45.0000	3553	0
Contesting	29.06164	6.29992	10.00000	50.0000	3553	0
Pessimistic	22.02702	6.22050	8.00000	40.0000	3553	0
Pragmatic	28.57670	5.20880	13.00000	46.0000	3553	0
Conforming	24.71883	4.24085	8.00000	40.0000	3553	0
Central tendency	74.54714	22.19943	0.00000	145.0000	3553	0

## Frequency distributions of Occupational Personality Profile scales

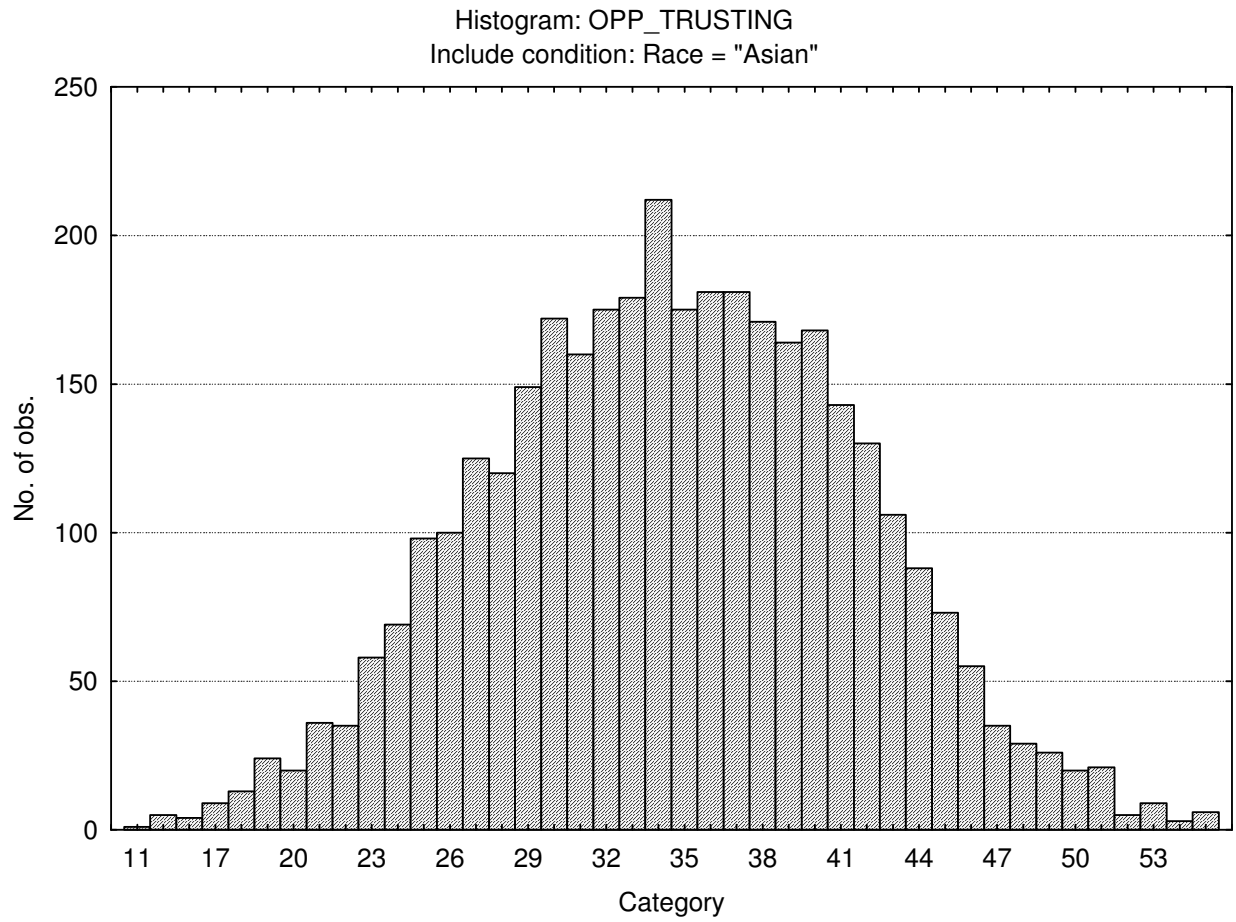
### Assertive



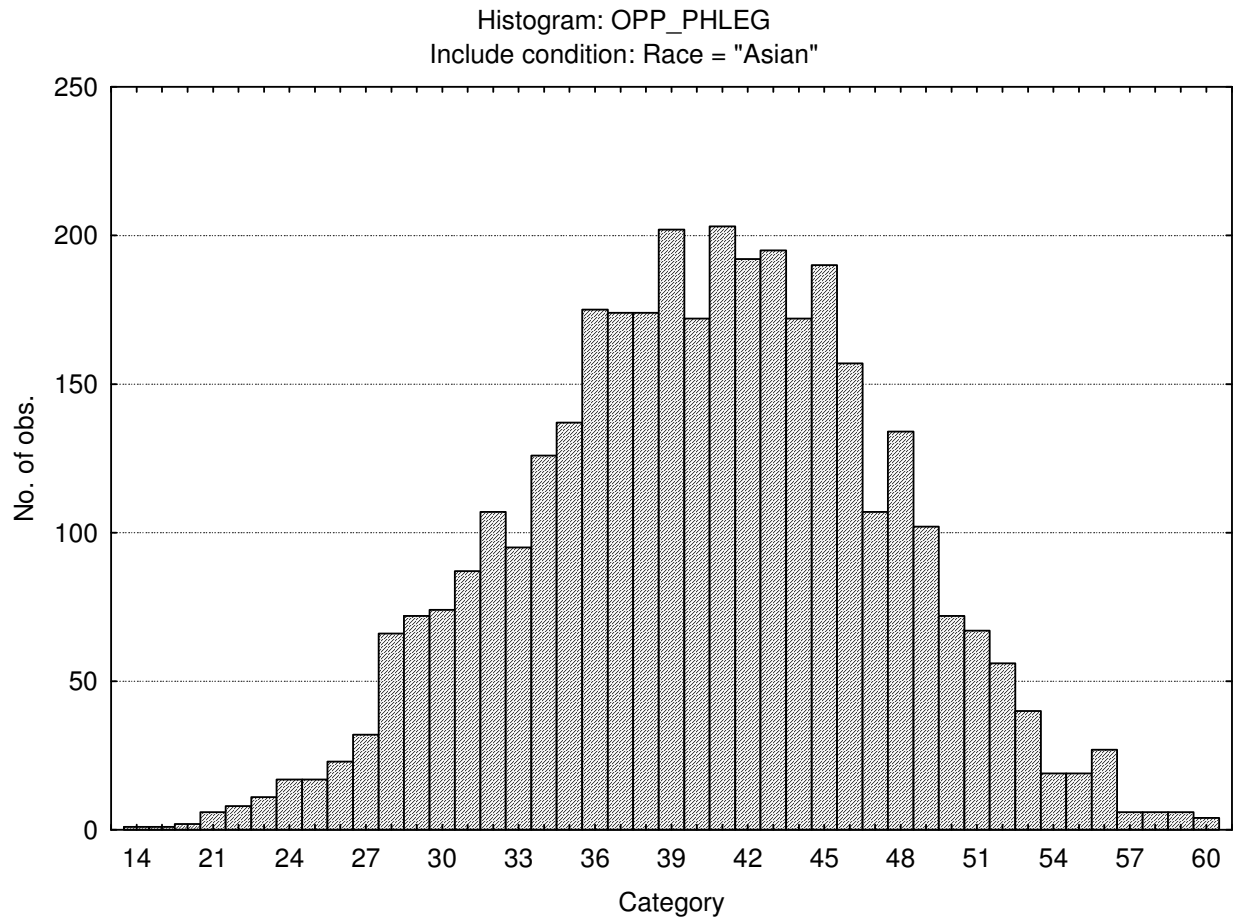
Flexible



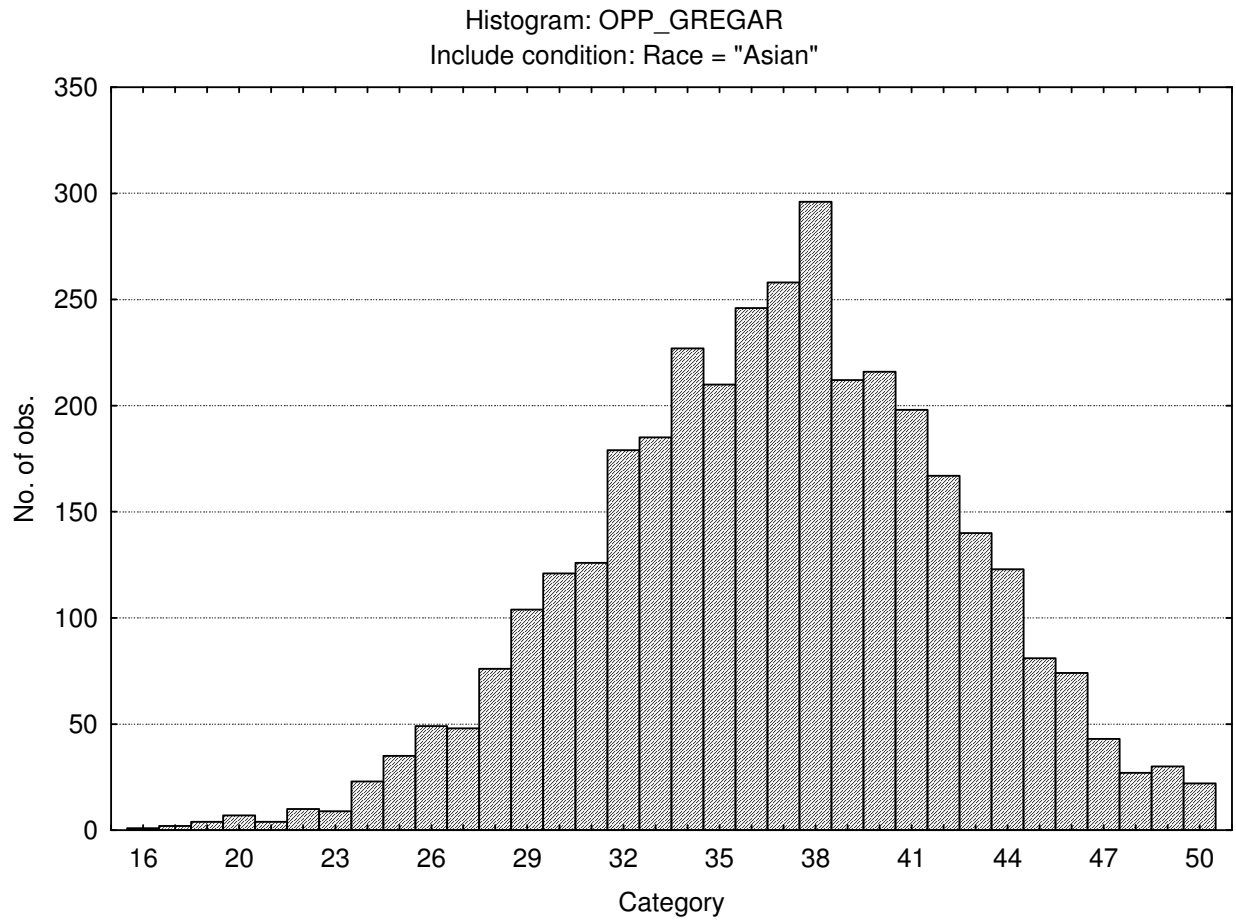
Trusting



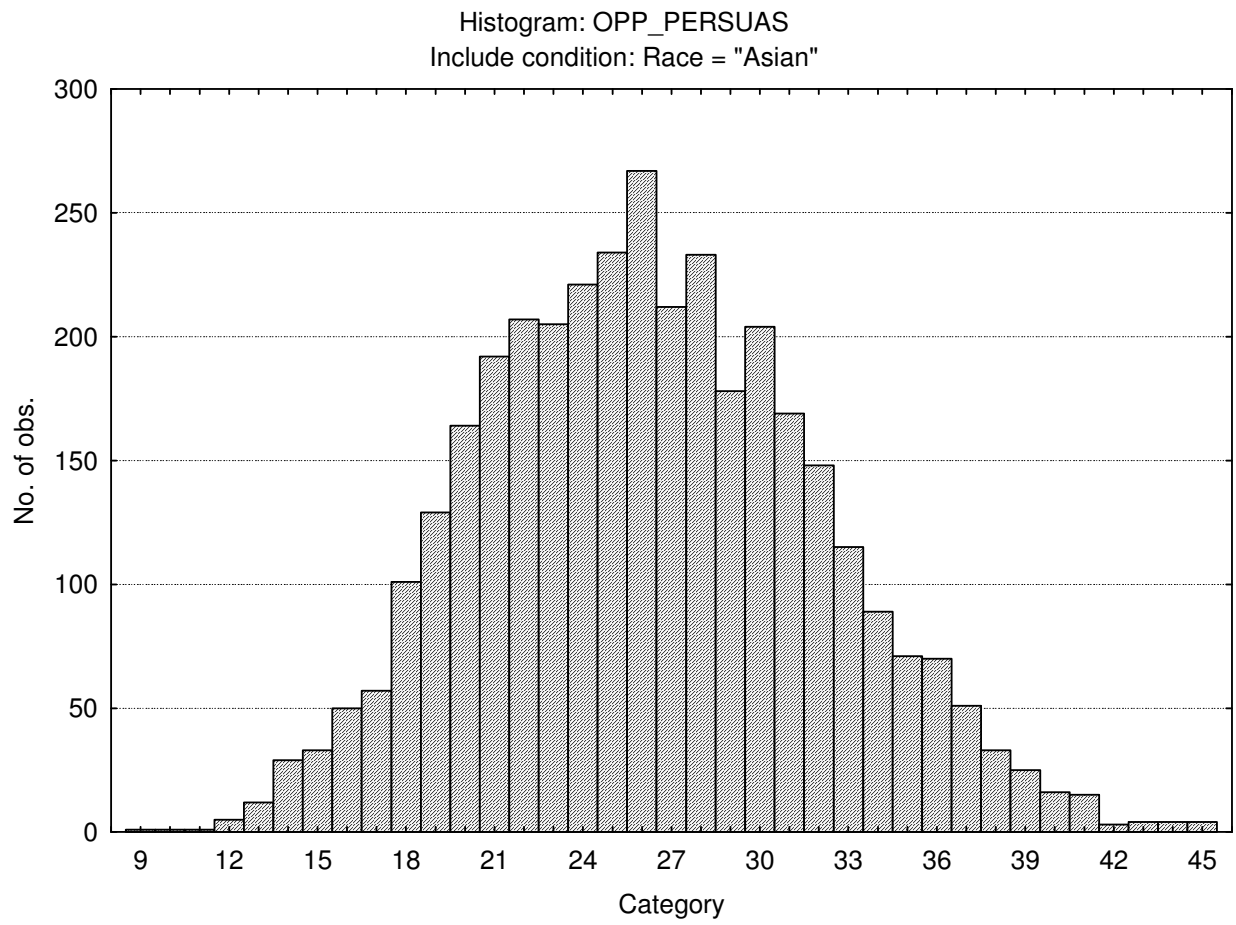
Phlegmatic



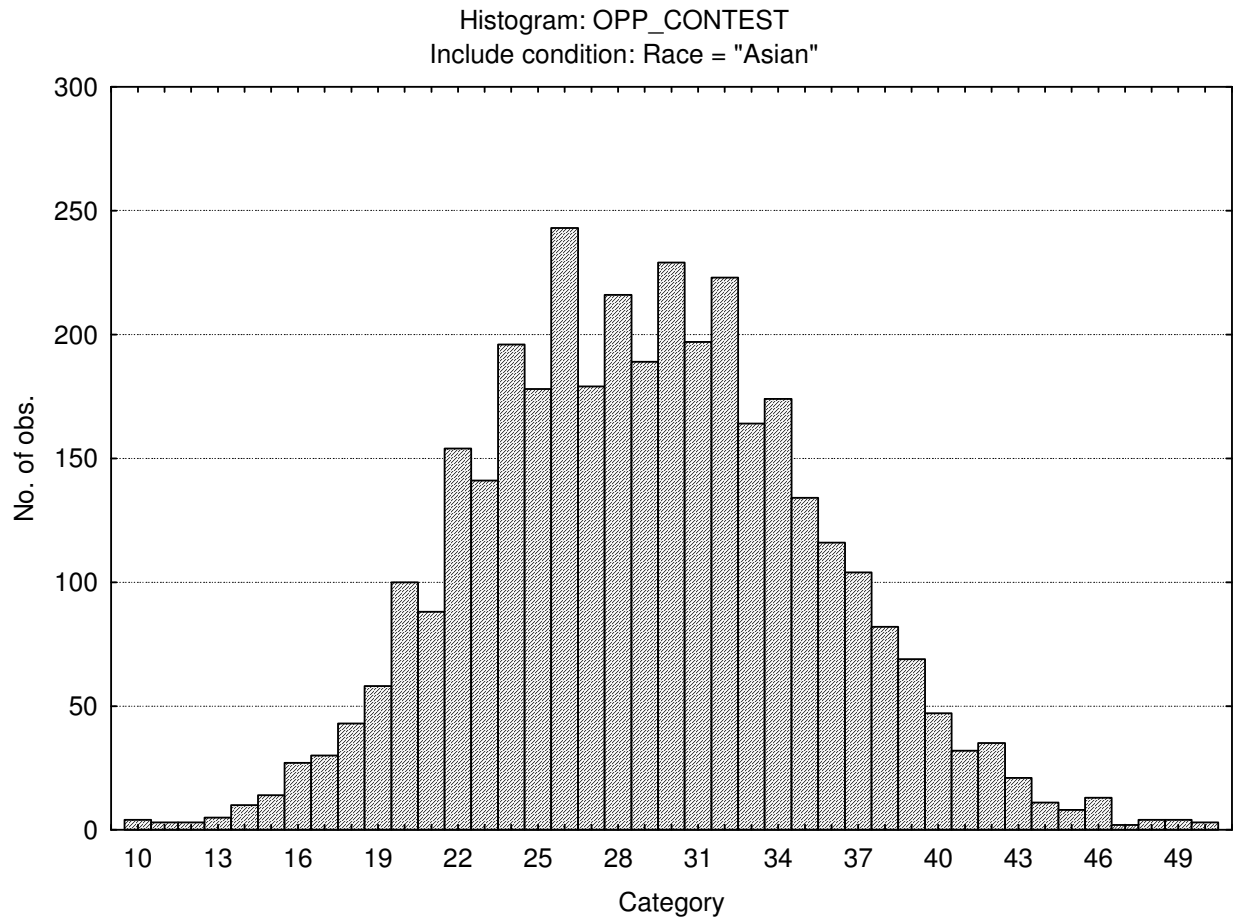
## Gregarious



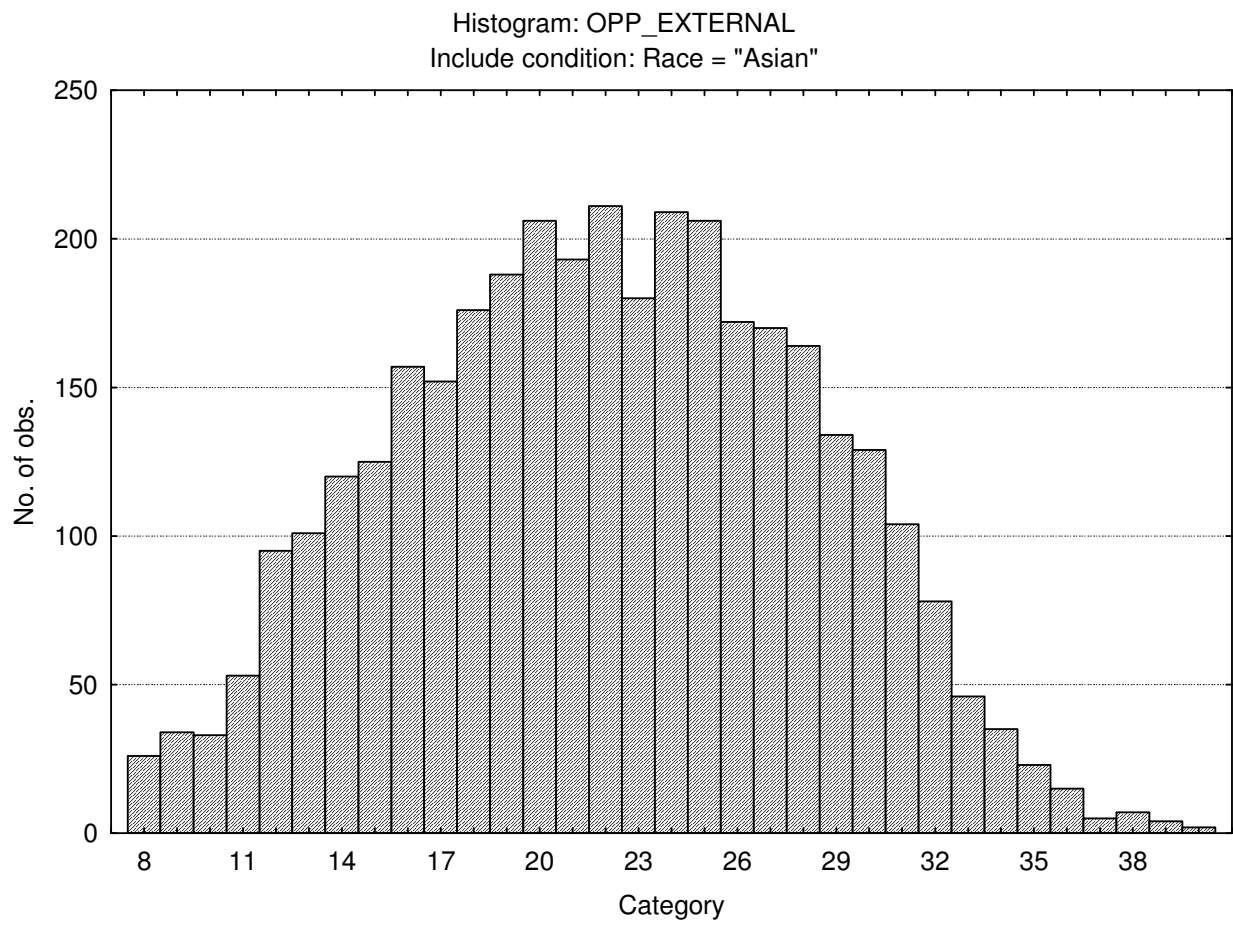
Persuasive



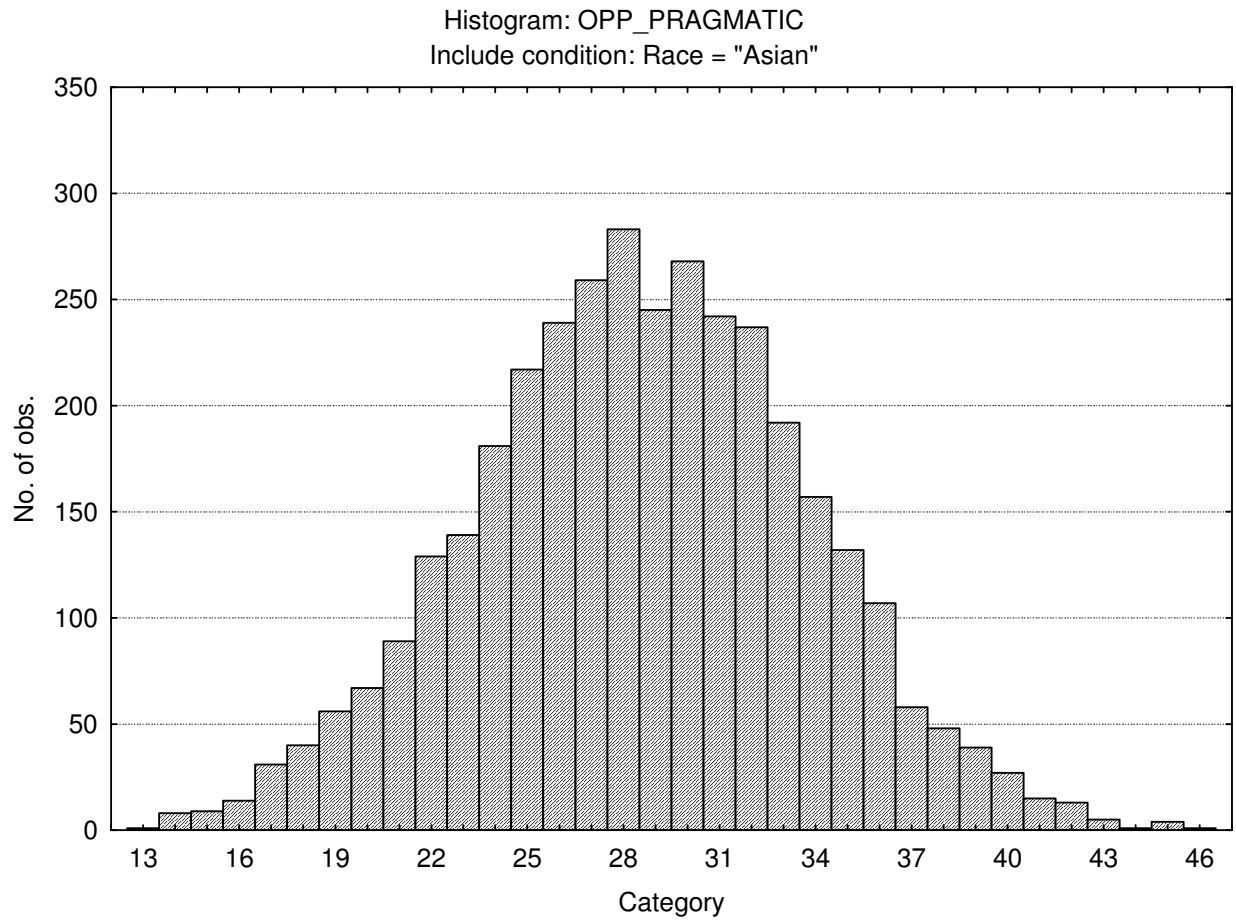
Contesting



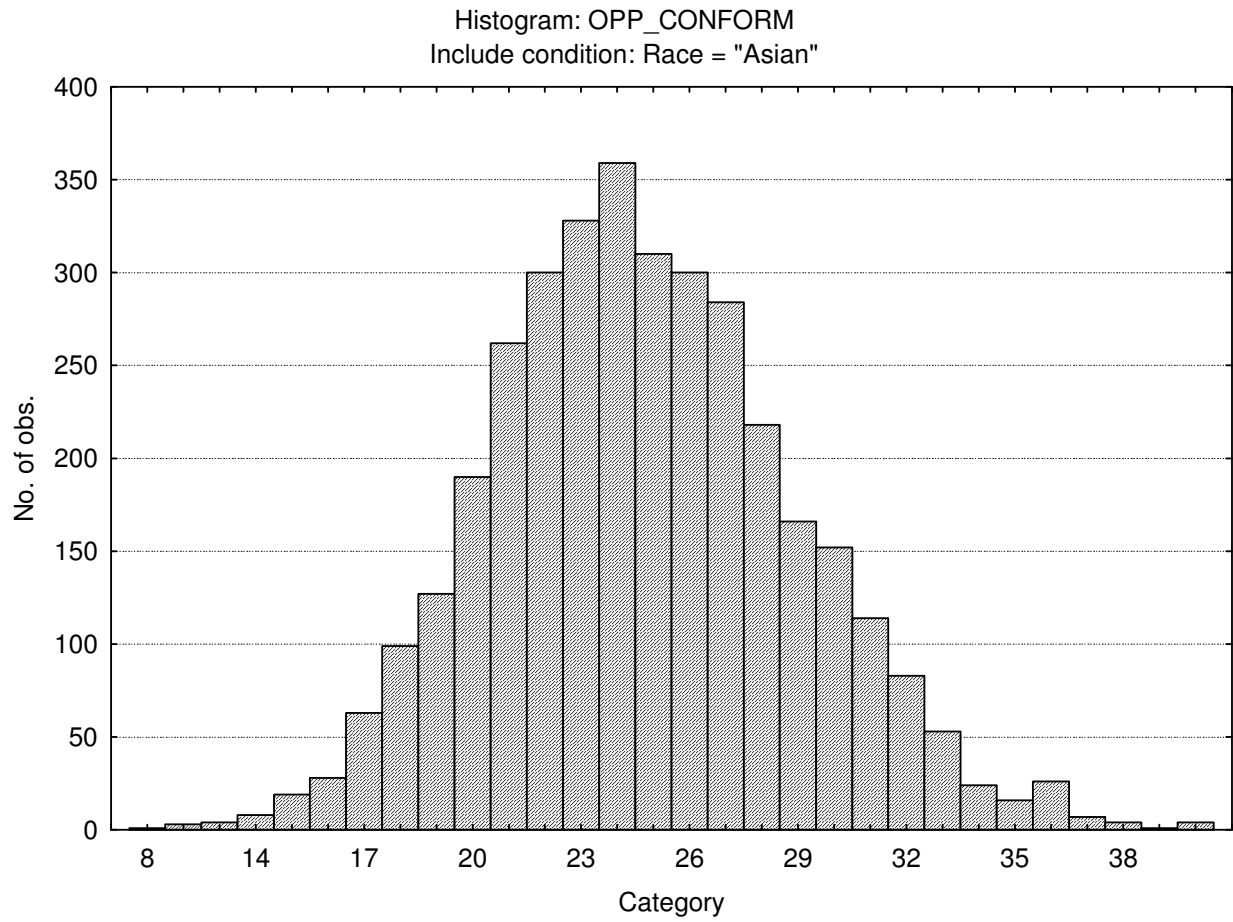
## Pessimistic (External locus of control)



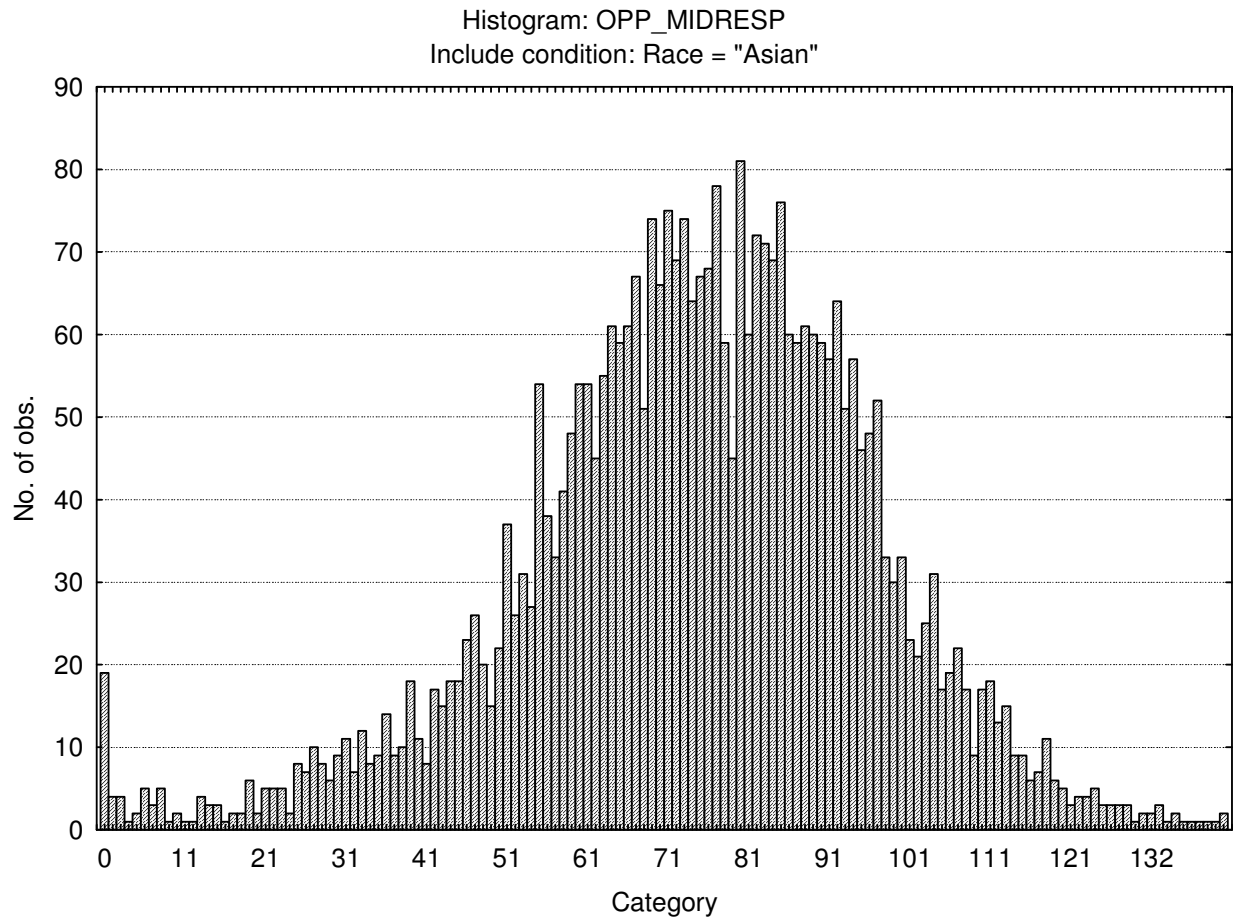
## Pragmatic



Conforming (Social desirability)



Central Tendency



## Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	13-20	21-23	24-26	27-28	29-31	32-34	35-36	37-39	40-50
Flexible	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-37
Trusting	11-22	23-25	26-29	30-32	33-36	37-39	40-43	44-47	48-55
Phlegmatic	14-27	28-31	32-34	35-38	39-42	43-45	46-49	50-52	53-60
Gregarious	16-26	27-29	30-32	33-35	36-38	39-40	41-43	44-46	47-50
Persuasive	9-16	17-19	20-21	22-24	25-27	28-30	31-33	34-36	37-45
Contesting	10-18	19-21	22-24	25-27	28-30	31-33	34-36	37-40	41-50
Pessimistic	8-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-40
Pragmatic	13-19	20-22	23-24	25-27	28-29	30-32	33-35	36-37	38-46
Conforming	8-17	18-19	20-21	22-23	24-25	26-27	28-30	31-32	33-40
Central Tendency	0-35	36-46	47-57	58-68	69-80	81-91	92-102	103-113	114-145

# Occupational Personality Profile norm group: South Africans, Home language English, updated 2010

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## Sample composition

The sample consisted of 9167 South Africans who specified their home language as English, tested by Psytech South Africa and collaborators during the period leading up to January 2010.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	5569	5569	60.75052	60.7505
M	3586	9155	39.11858	99.8691
U	12	9167	0.13090	100.0000
Missing	0	9167	0.00000	100.0000

## Educational composition of the sample

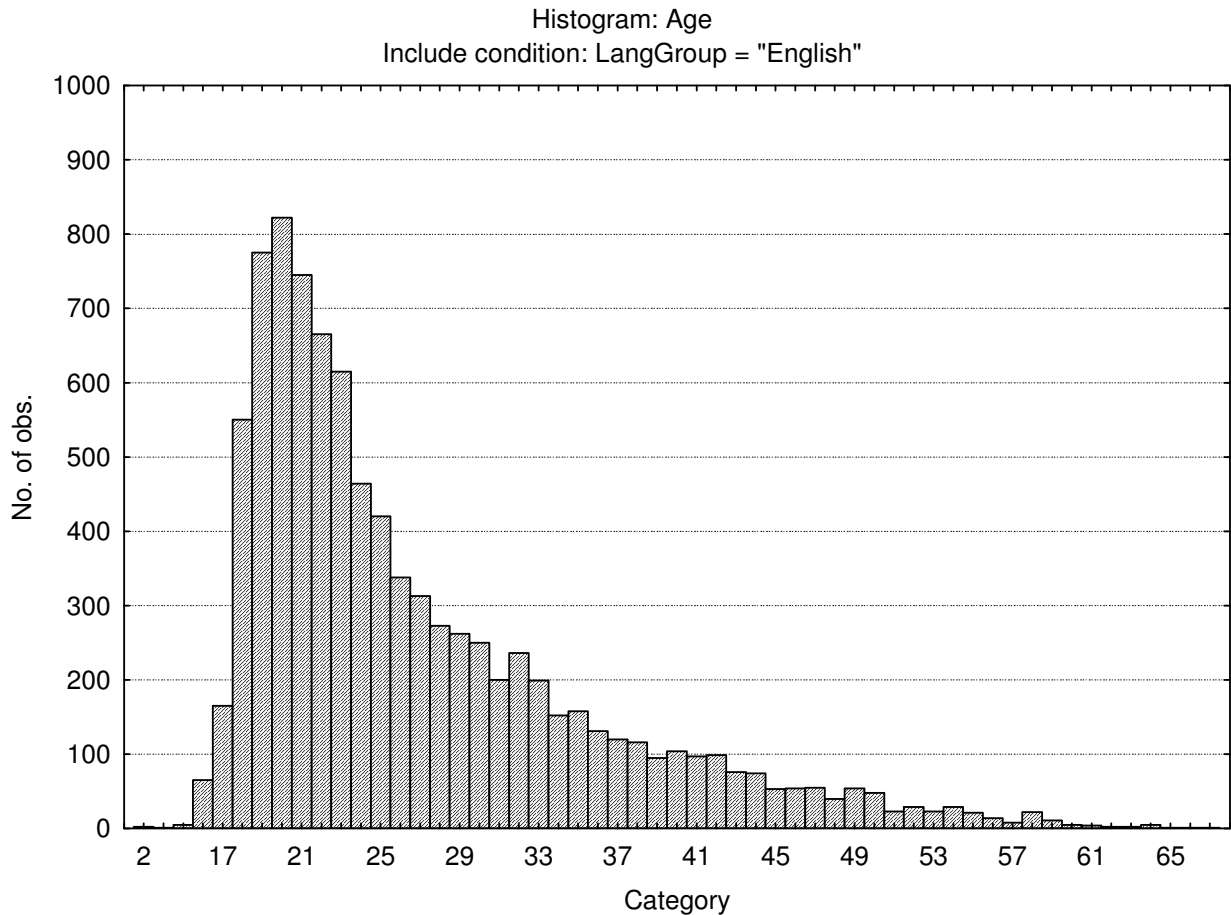
Category	Frequency table: Educational Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	949	949	10.35235	10.3524
Grade 12	6048	6997	65.97578	76.3281
Diploma	162	7159	1.76721	78.0953
Degree	306	7465	3.33806	81.4334
Post Graduate	241	7706	2.62900	84.0624
Missing	1461	9167	15.93760	100.0000

## Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	418	418	4.55983	4.5598
European	1116	1534	12.17410	16.7339
Coloured	4282	5816	46.71103	63.4450
Asian	3239	9055	35.33326	98.7782
Missing	112	9167	1.22177	100.0000

## Age composition of the sample

Variable	Descriptive Statistics					No.cases Missing
	Mean	Std.Dev	Minimum	Maximum	N	
Age	26.79949	8.767204	2.000000	73.00000	9092	75

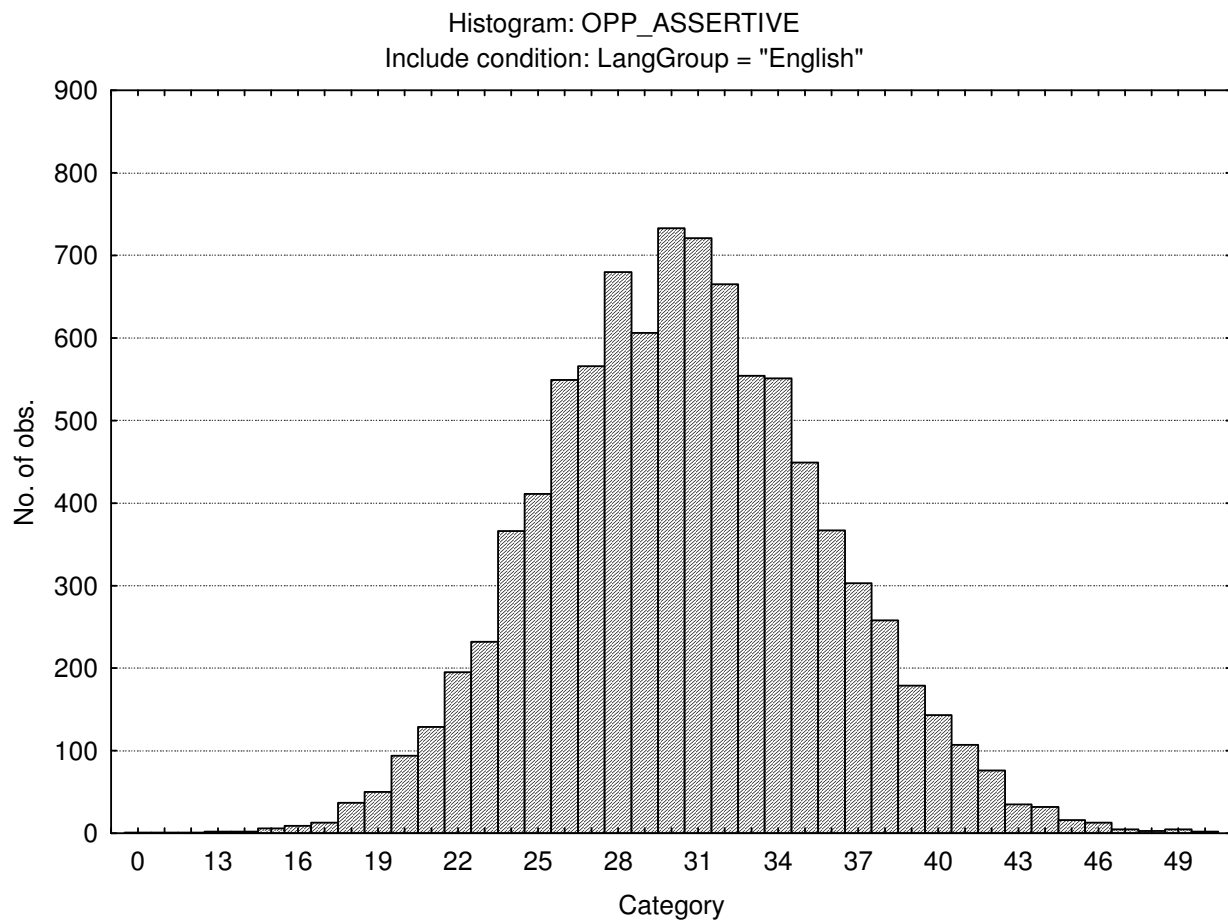


## Descriptive statistics on Occupational Personality Profile raw scores

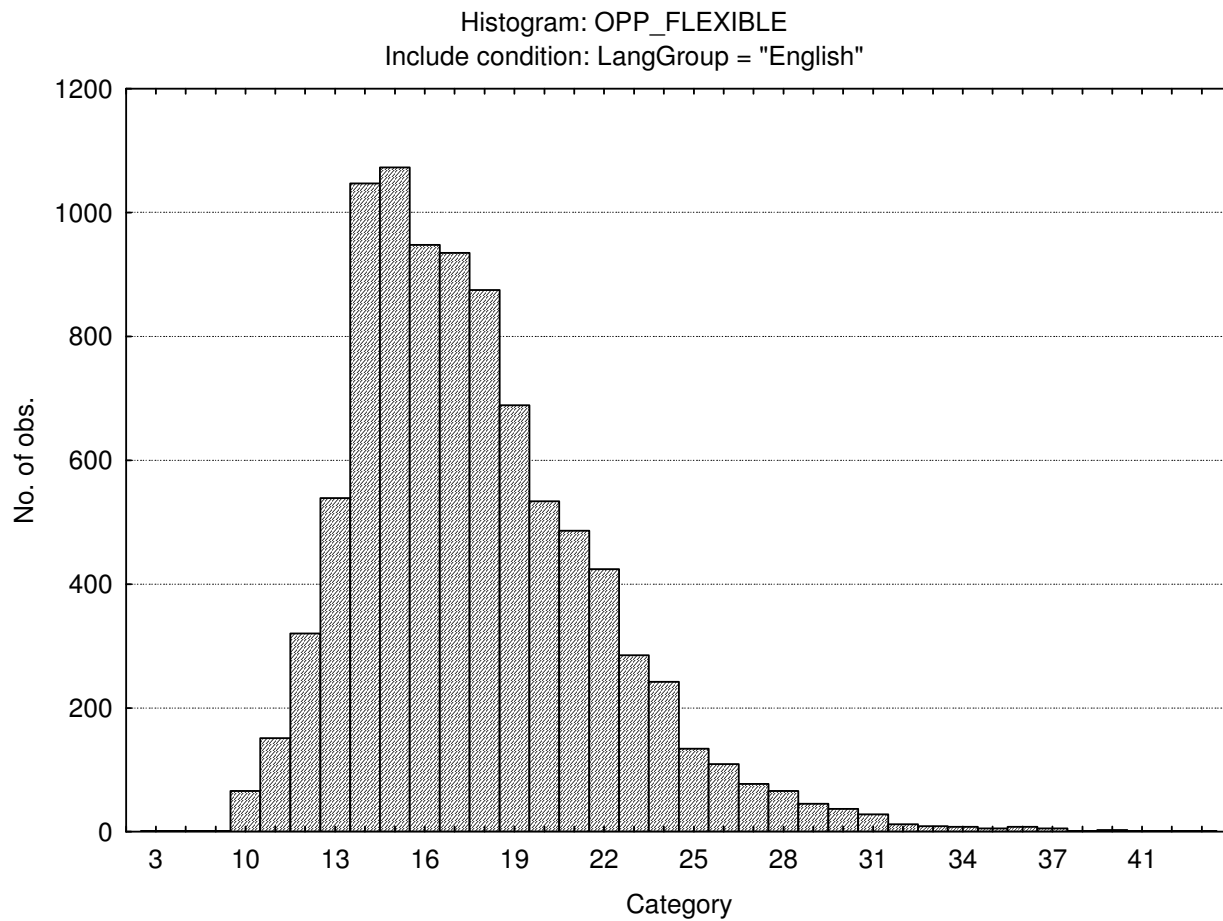
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	30.47856	5.24176	0.00000	50.0000	9167	0
Flexible	17.63969	4.10827	3.00000	46.0000	9167	0
Trusting	34.08389	6.81619	0.00000	55.0000	9167	0
Phlegmatic	39.24992	6.96319	0.00000	60.0000	9167	0
Gregarious	36.14487	5.70656	1.00000	50.0000	9167	0
Persuasive	25.81270	5.64138	2.00000	45.0000	9167	0
Contesting	29.64547	6.17635	0.00000	50.0000	9167	0
Pessimistic	22.43449	6.05373	0.00000	40.0000	9167	0
Pragmatic	28.92397	5.38131	0.00000	48.0000	9167	0
Conforming	24.02847	4.23509	0.00000	40.0000	9167	0
Central tendency	77.49787	21.94562	0.00000	170.0000	9167	0

## Frequency distributions of Occupational Personality Profile scores

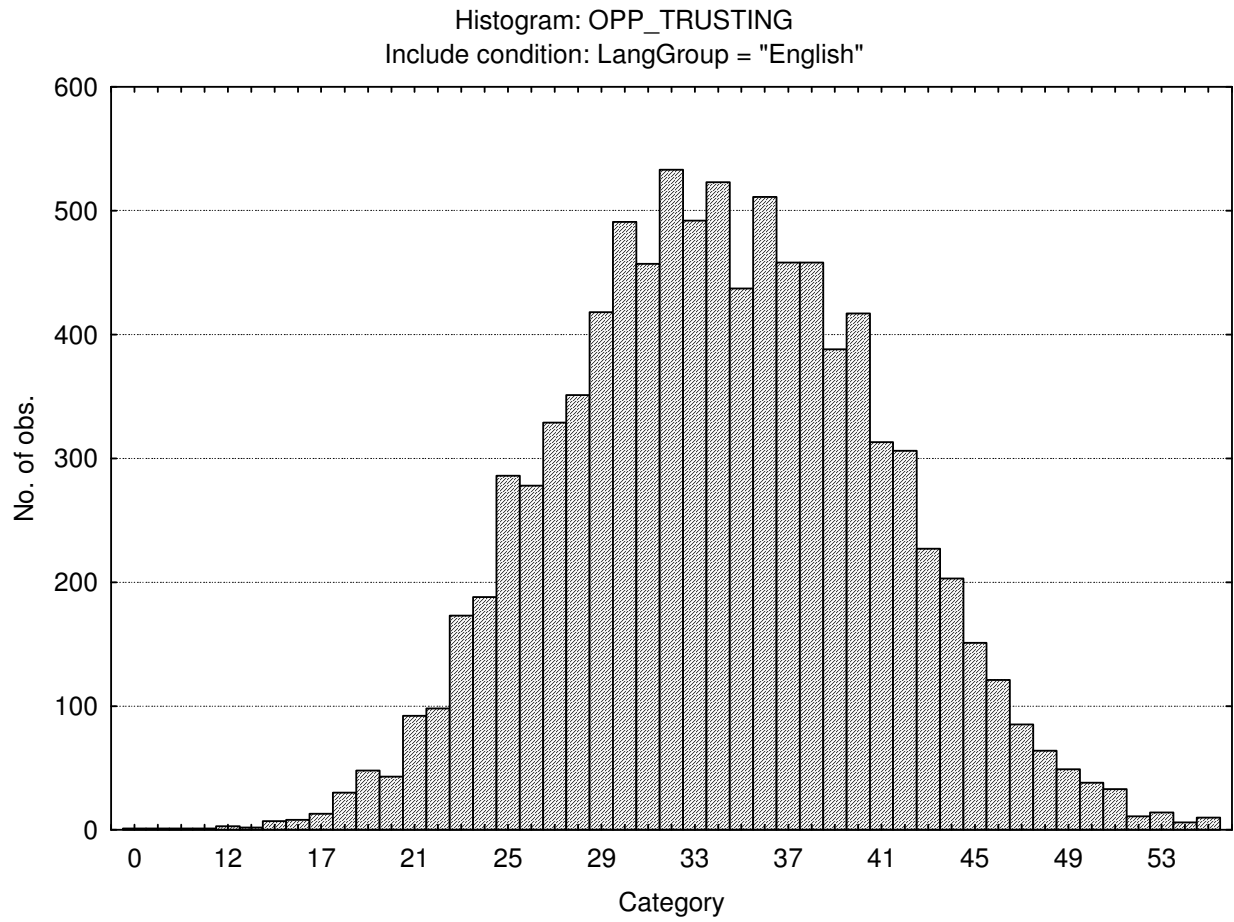
### Assertive



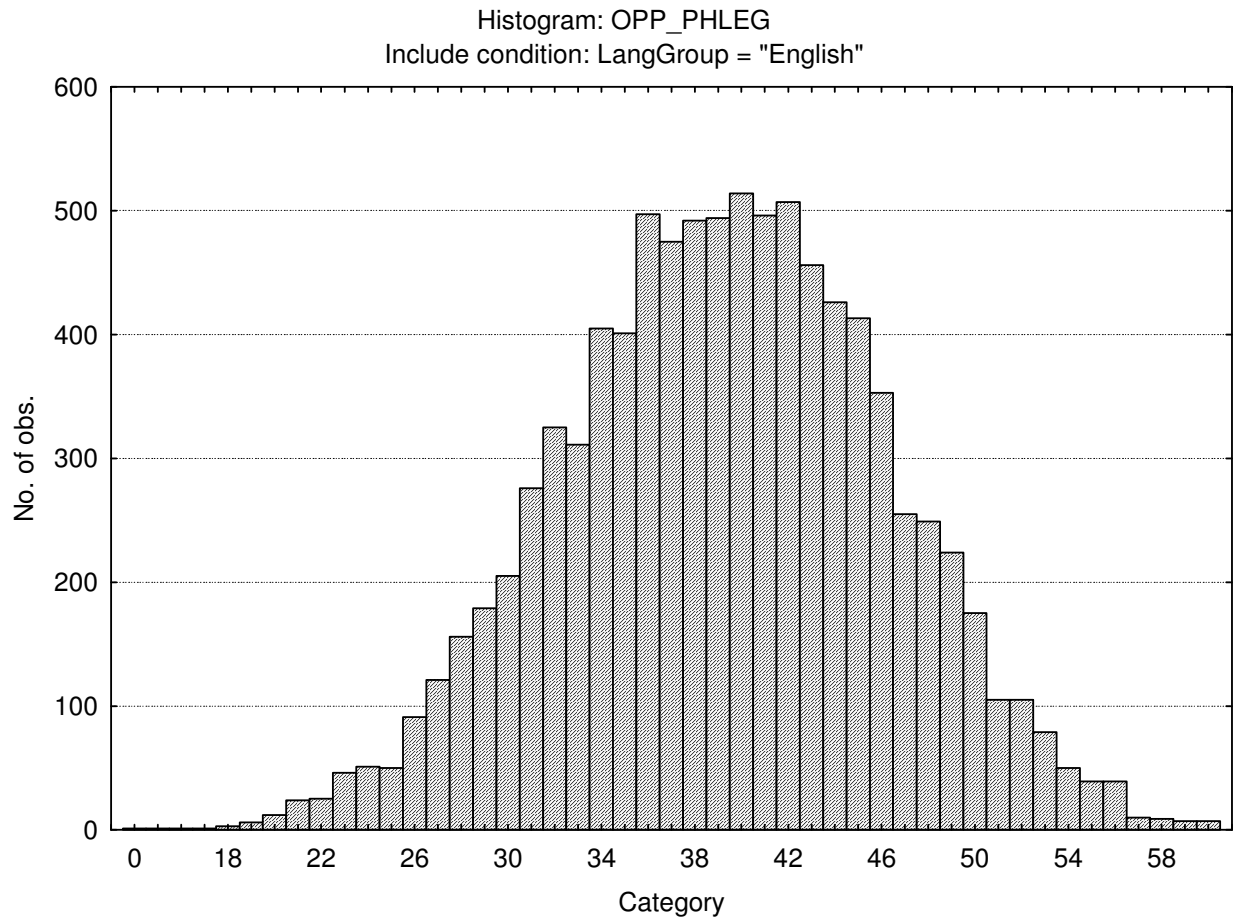
Flexible



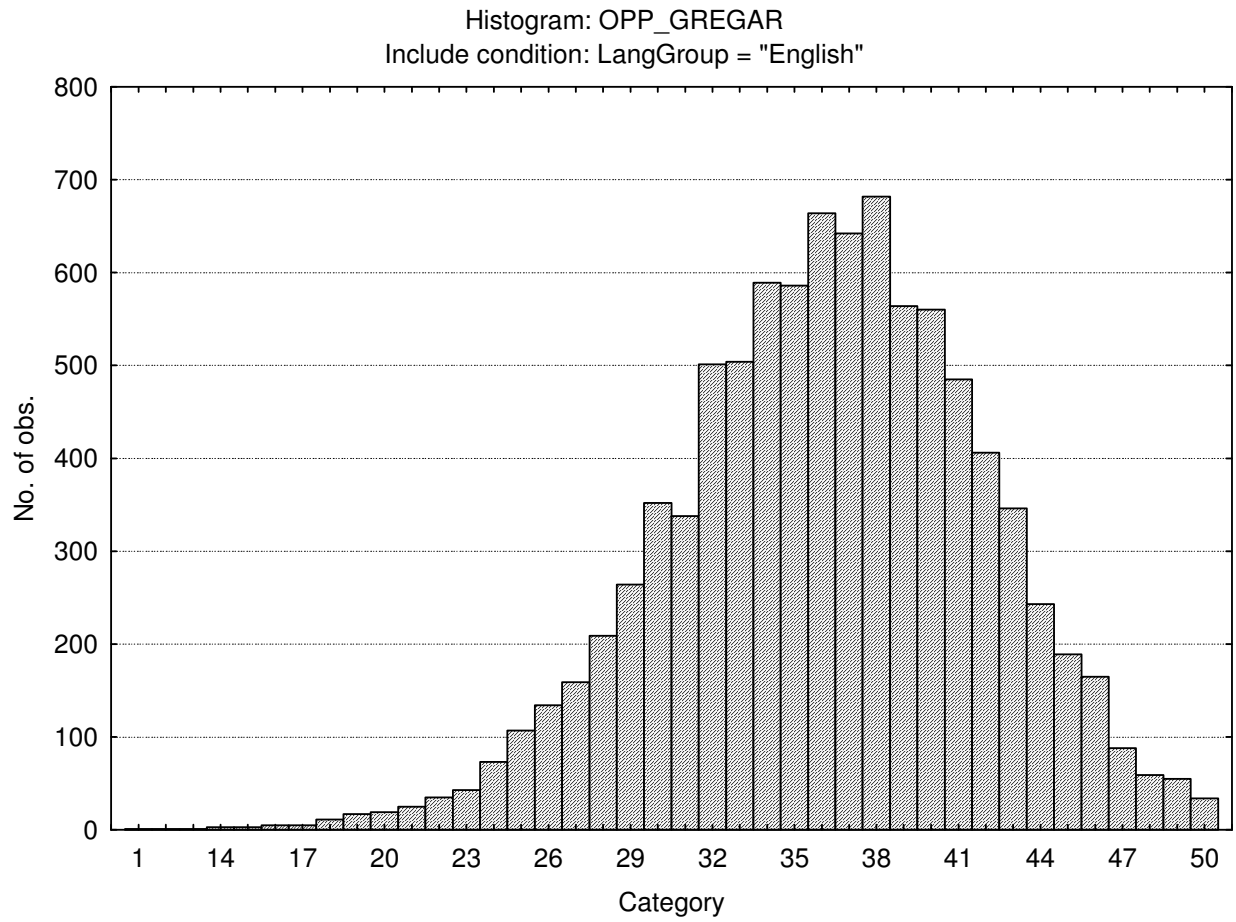
Trusting



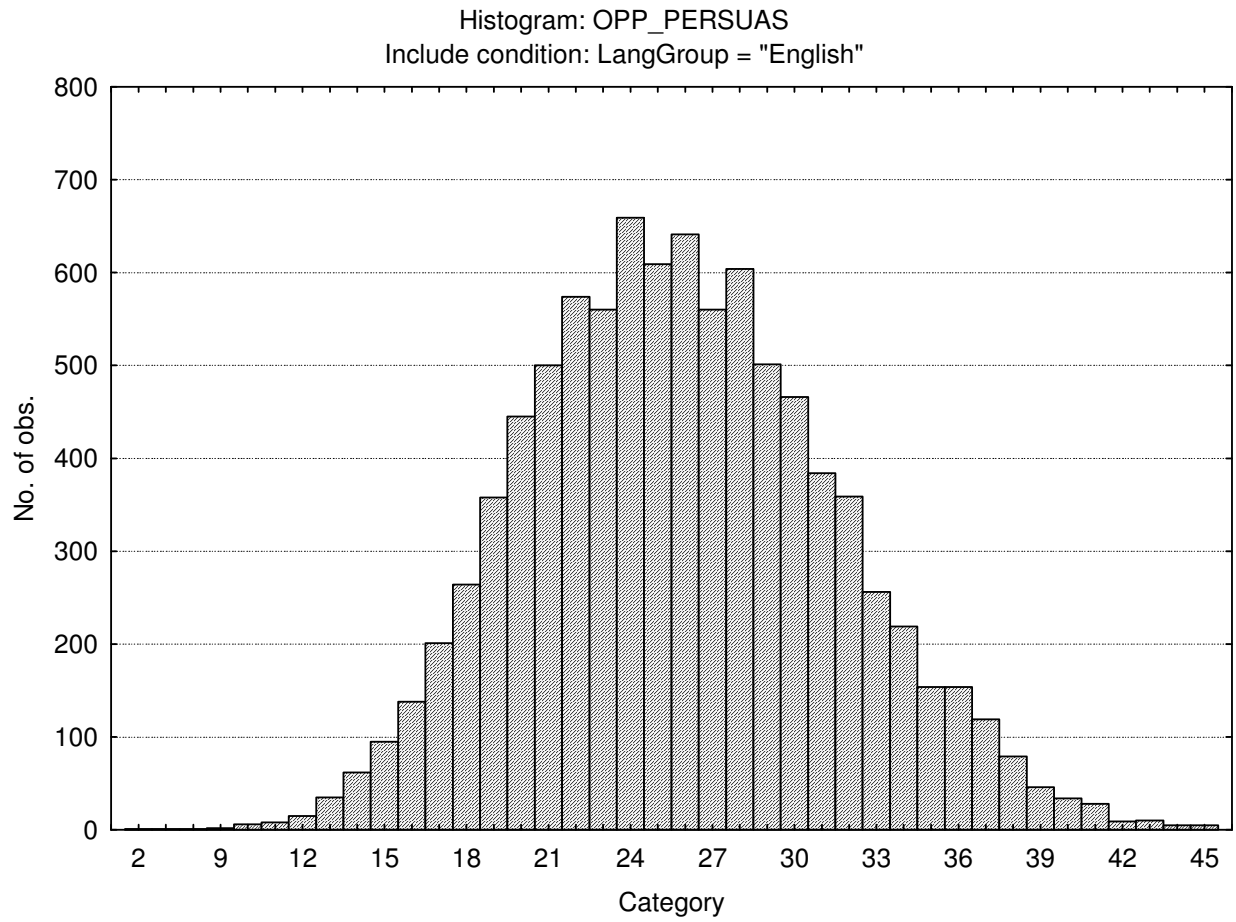
Phlegmatic



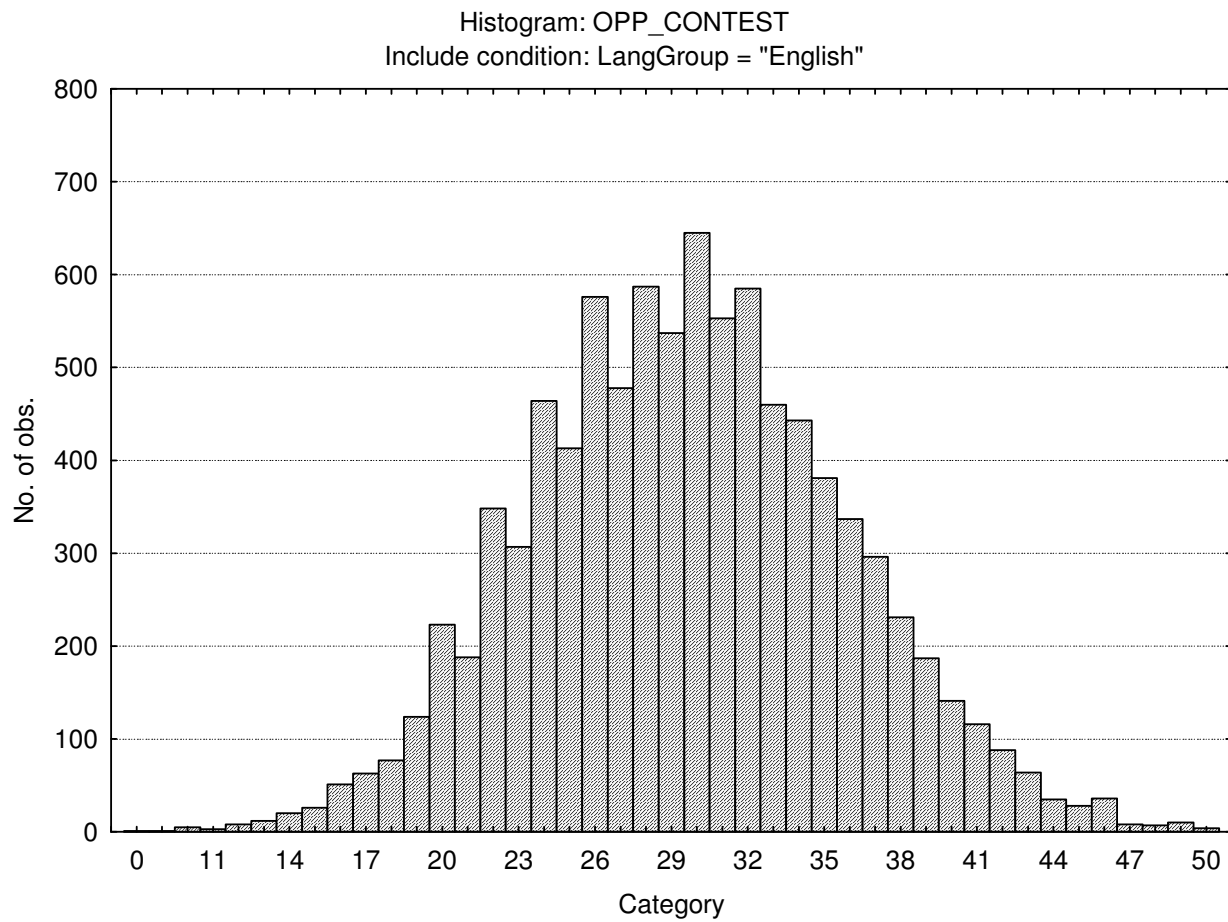
Gregarious



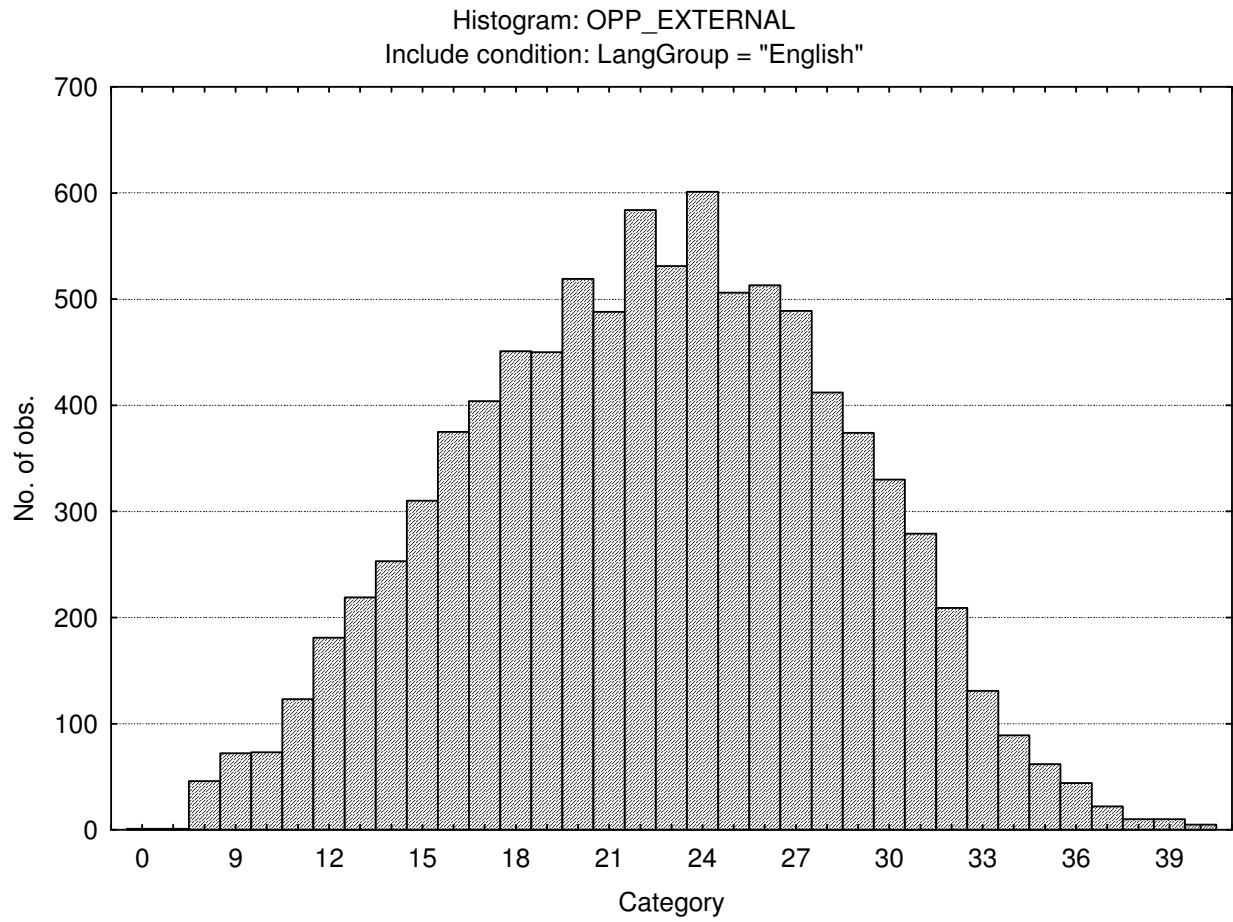
Persuasive



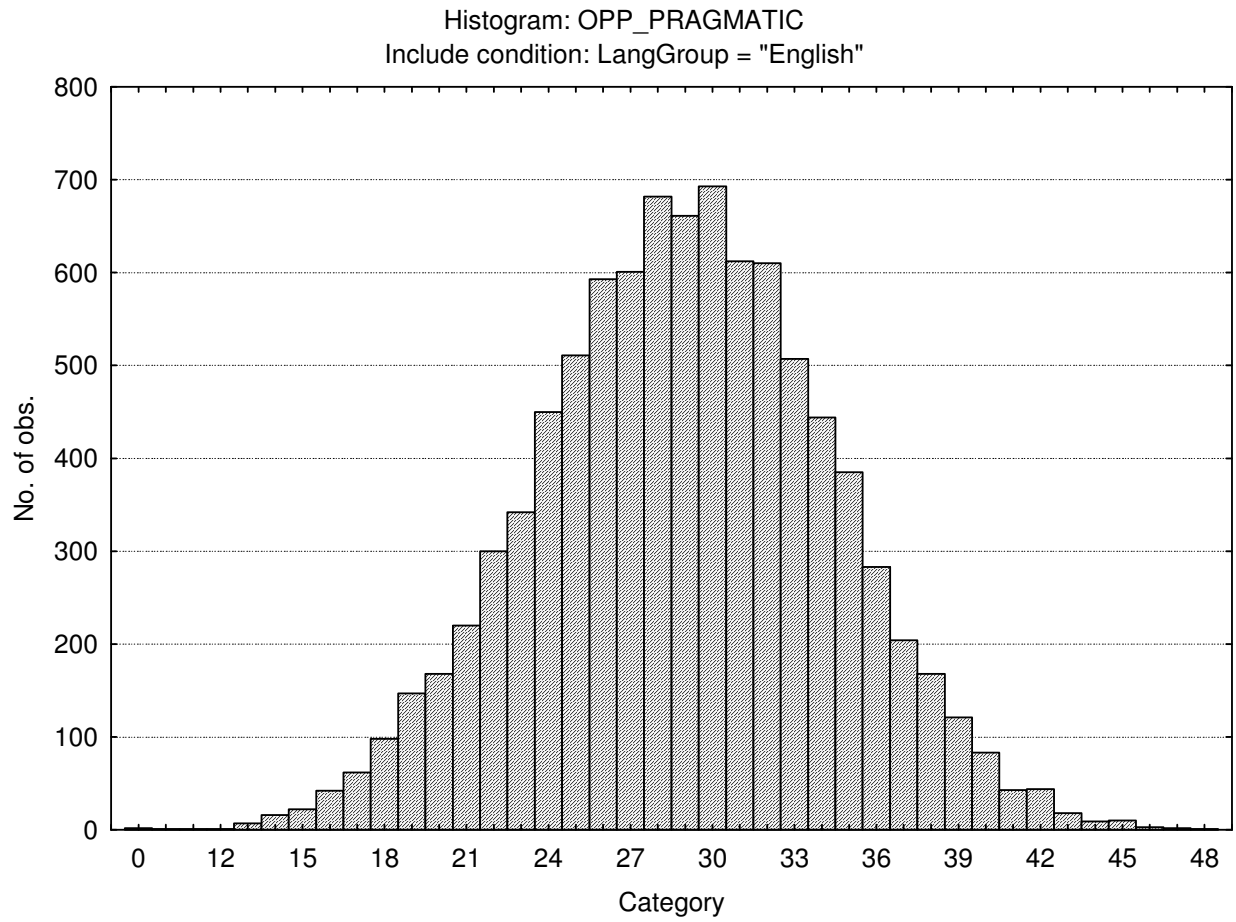
Contesting



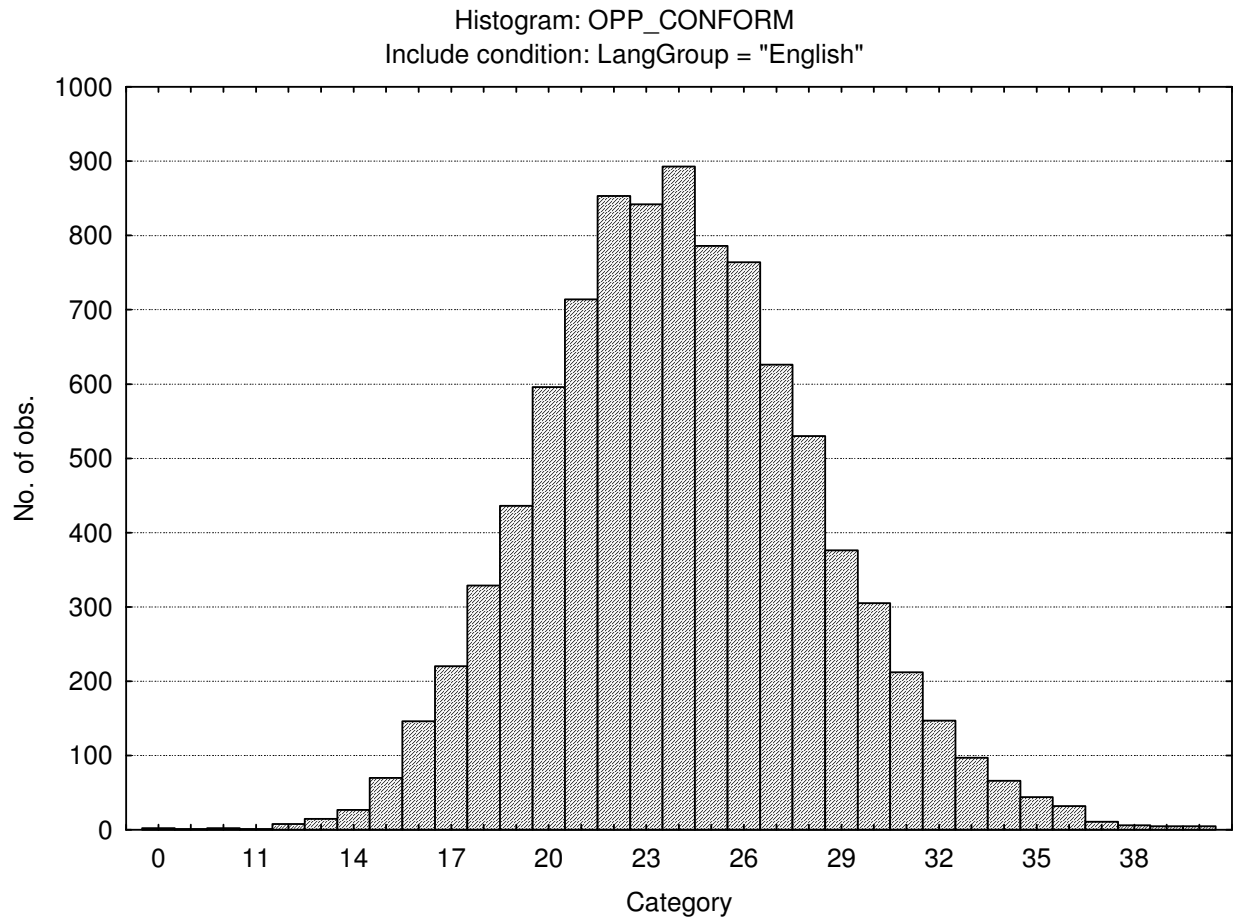
Pessimistic (External locus of control)



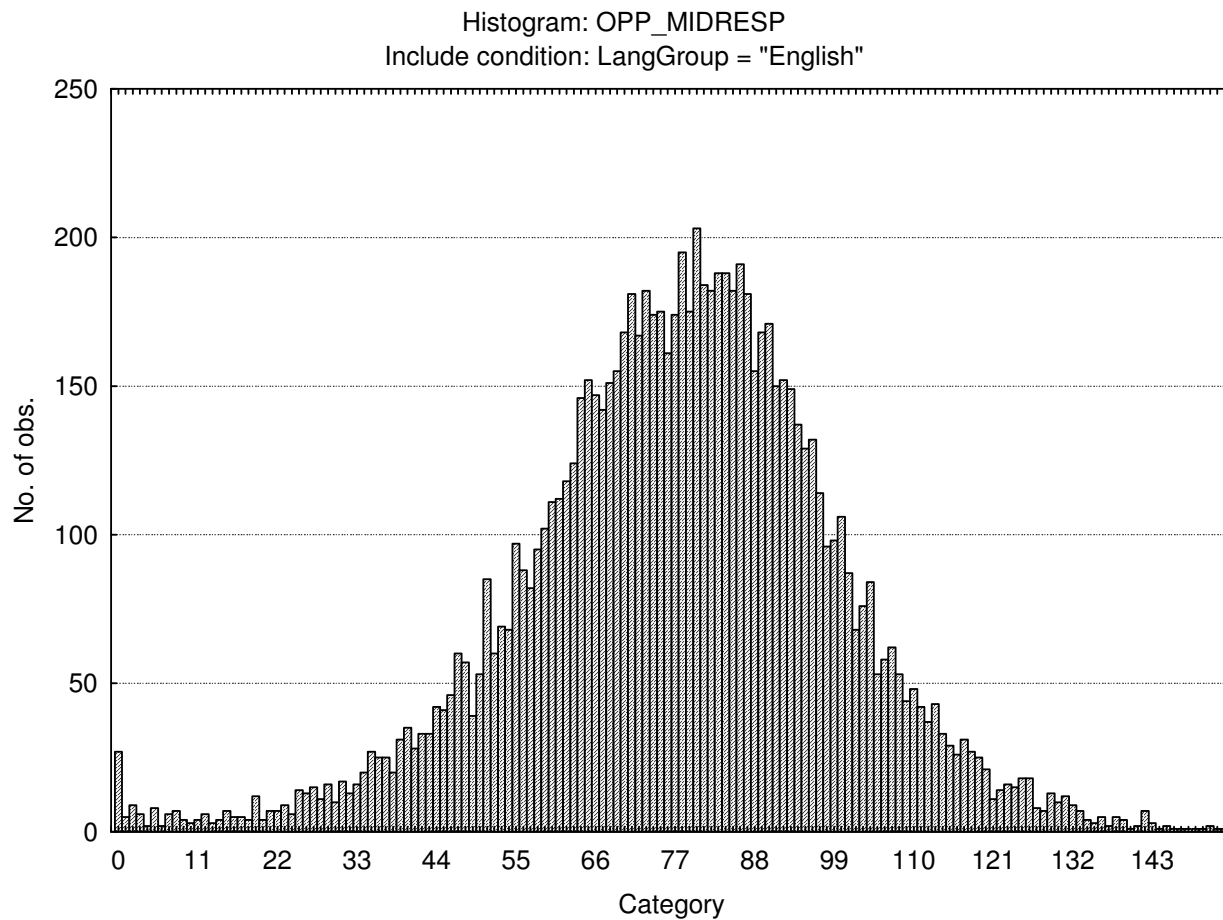
Pragmatic



Conforming (Social desirability)



Central tendency



## Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-21	22-23	24-26	27-29	30-31	32-34	35-37	38-39	40-50
Flexible	3-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-46
Trusting	0-22	23-25	26-28	29-32	33-35	36-39	40-42	43-46	47-55
Phlegmatic	0-27	28-30	31-34	35-37	38-40	41-44	45-47	48-51	52-60
Gregarious	1-26	27-29	30-31	32-34	35-37	38-40	41-43	44-46	47-50
Persuasive	2-15	16-18	19-21	22-24	25-27	28-30	31-32	33-35	36-45
Contesting	0-18	19-21	22-25	26-28	29-31	32-34	35-37	38-40	41-50
Pessimistic	0-11	12-14	15-17	18-20	21-23	24-26	27-30	31-33	34-40
Pragmatic	0-19	20-22	23-24	25-27	28-30	31-32	33-35	36-38	39-48
Conforming	0-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-40
Central Tendency	0-39	40-50	51-61	62-72	73-82	83-93	94-104	105-115	116-170

# Occupational Personality Profile norm group: South Africans, home language Afrikaans, updated 2010

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## Sample composition

The sample consisted of 4919 South Africans who specified their home language as Afrikaans, tested by Psytech South Africa and collaborators

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2935	2935	59.66660	59.6666
M	1981	4916	40.27241	99.9390
U	3	4919	0.06099	100.0000
Missing	0	4919	0.00000	100.0000

## Educational composition of the sample

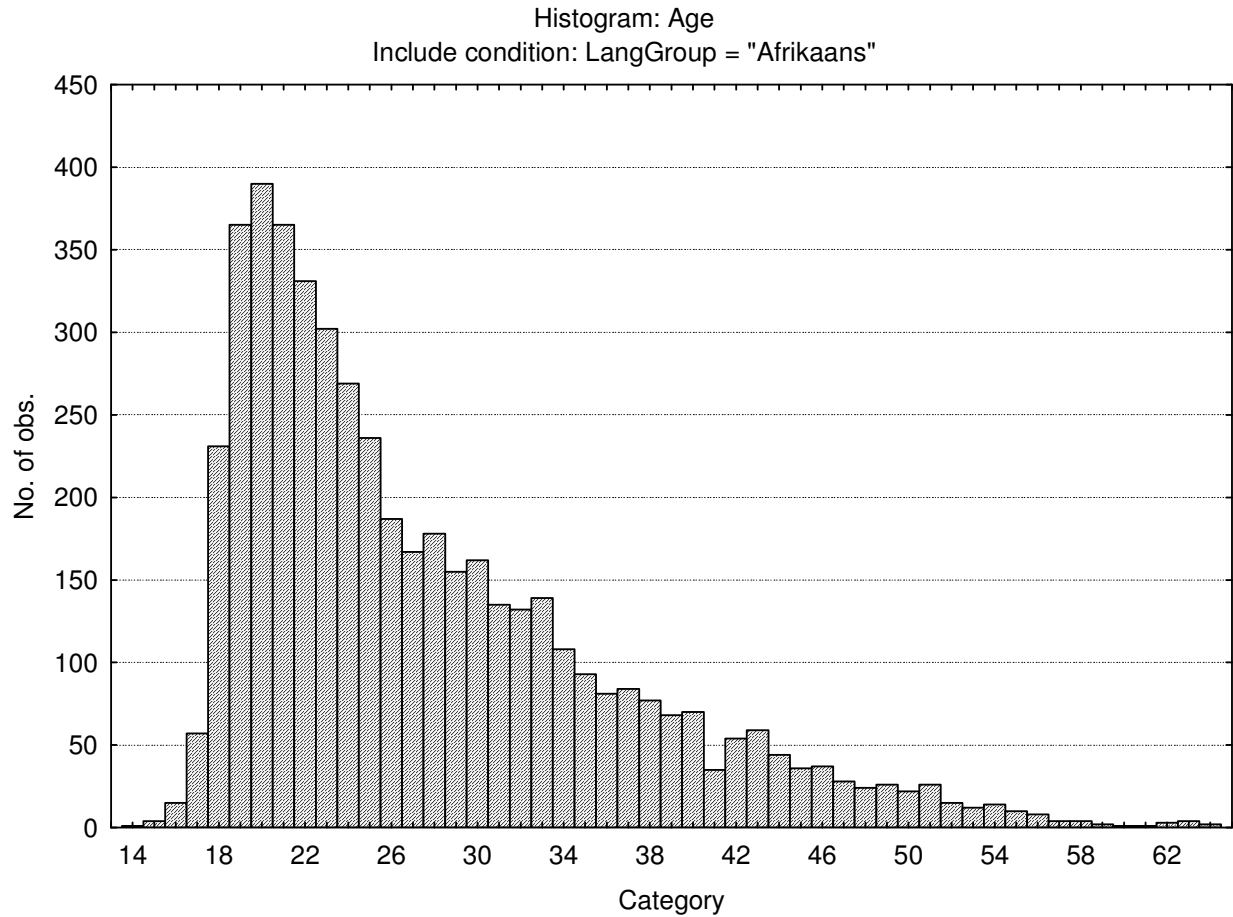
Category	Frequency table: Educational Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	700	700	14.23053	14.2305
Grade 12	3006	3706	61.10998	75.3405
Diploma	100	3806	2.03293	77.3734
Degree	110	3916	2.23623	79.6097
Post Graduate	85	4001	1.72799	81.3377
Missing	918	4919	18.66233	100.0000

## Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	202	202	4.10653	4.1065
European	1569	1771	31.89673	36.0033
Coloured	3105	4876	63.12259	99.1258
Asian	7	4883	0.14231	99.2681
Missing	36	4919	0.73186	100.0000

## Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.61359	8.663777	14.00000	64.00000	4873	46

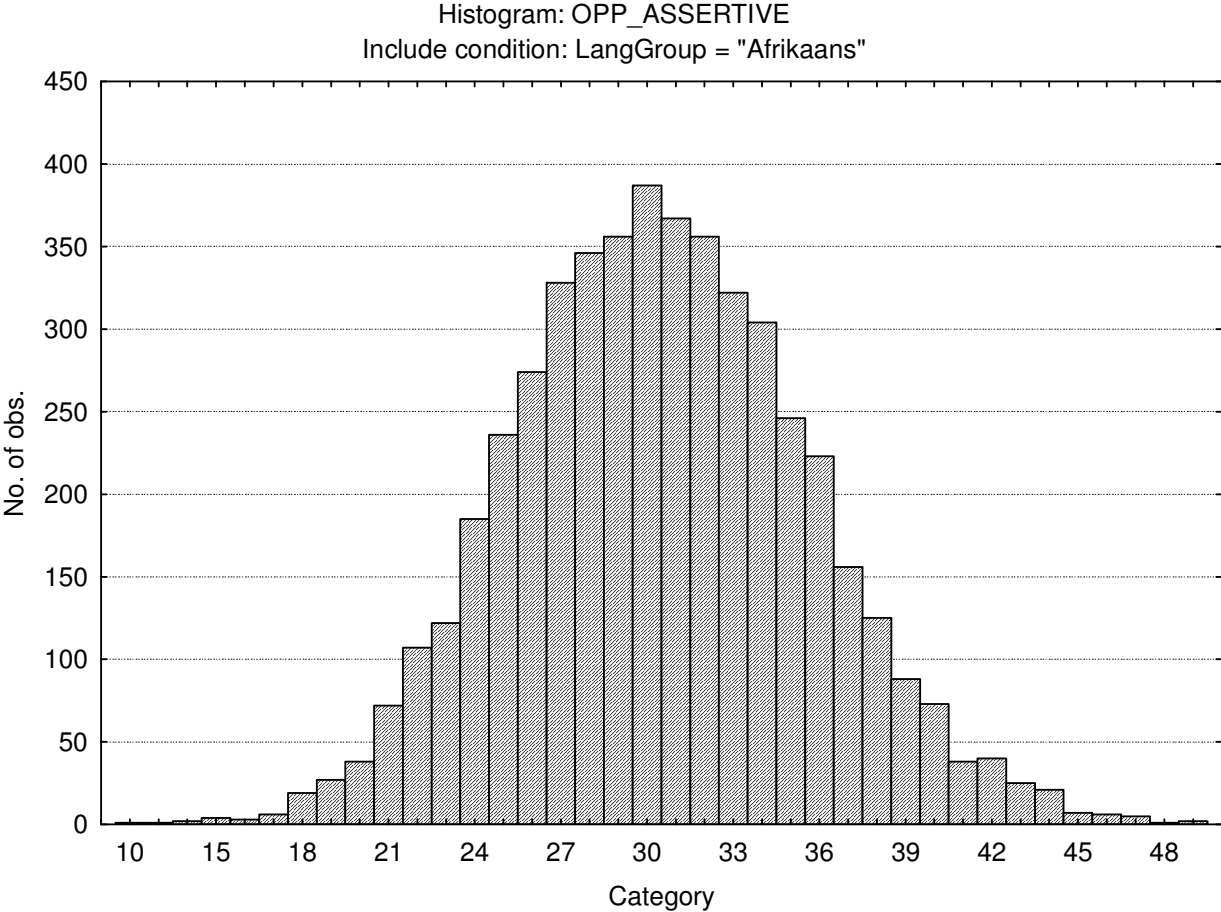


## Descriptive statistics on Occupational Personality Profile scale scores

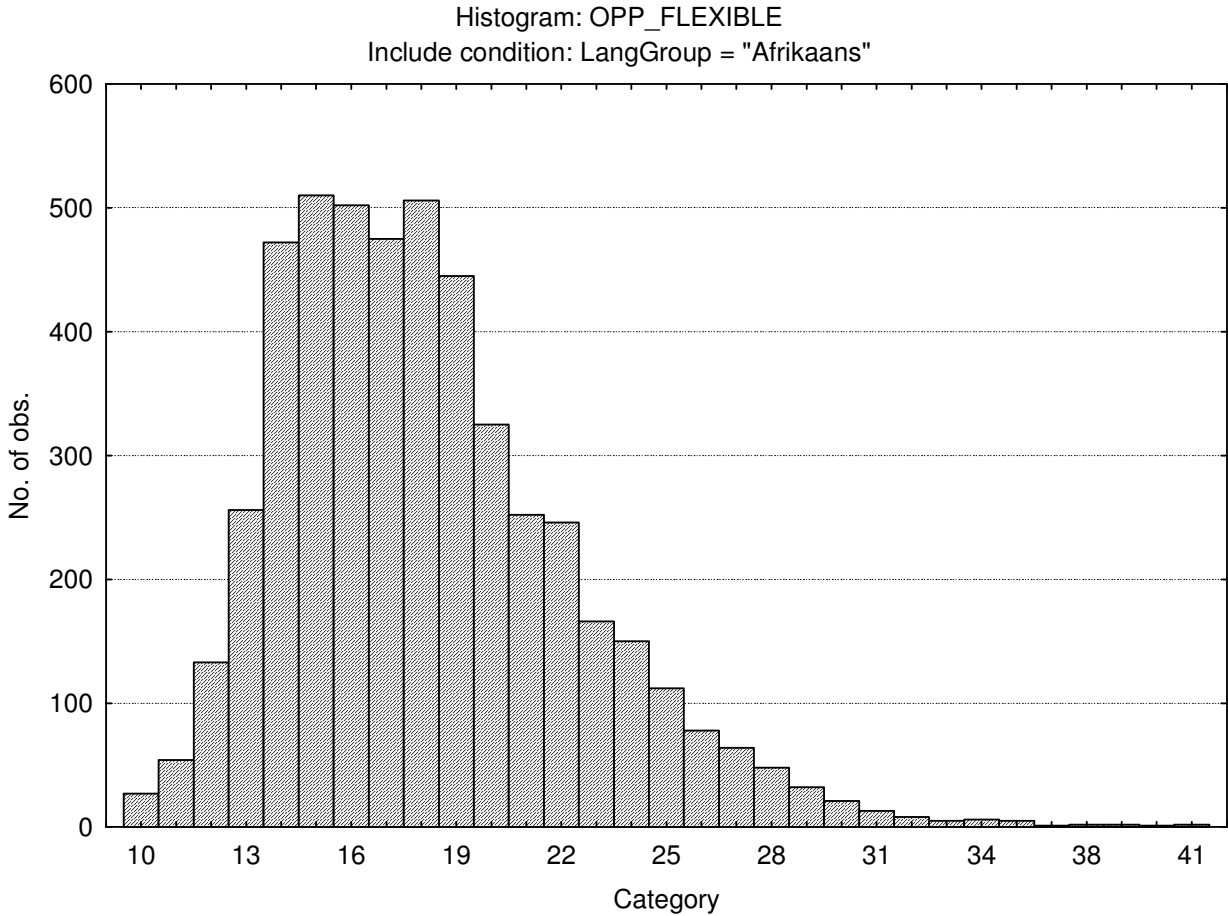
Variable	Descriptive					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	30.48221	5.15636	10.00000	49.0000	4919	0
Flexible	18.15633	4.19009	10.00000	41.0000	4919	0
Trusting	32.76052	6.51482	11.00000	55.0000	4919	0
Phlegmatic	37.33584	6.98044	13.00000	60.0000	4919	0
Gregarious	34.42488	5.78358	12.00000	50.0000	4919	0
Persuasive	25.01159	5.35799	9.00000	44.0000	4919	0
Contesting	30.89510	6.03824	10.00000	49.0000	4919	0
Pessimistic	24.13438	5.79212	8.00000	39.0000	4919	0
Pragmatic	30.35027	5.31278	12.00000	49.0000	4919	0
Conforming	24.02887	4.13079	10.00000	40.0000	4919	0
Central tendency	80.35678	22.33718	0.00000	165.0000	4919	0

### Frequency distributions on Occupational Personality Profile scales

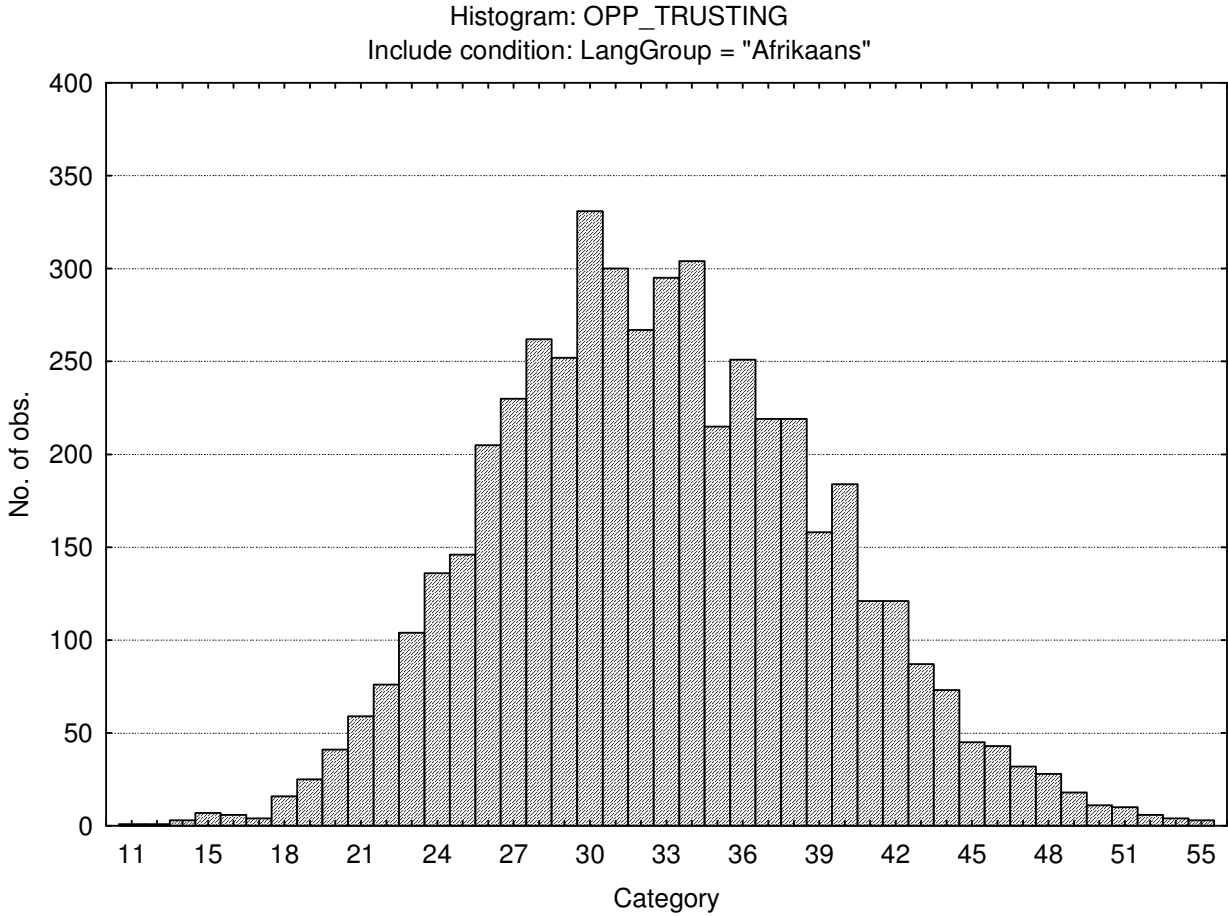
#### Assertive



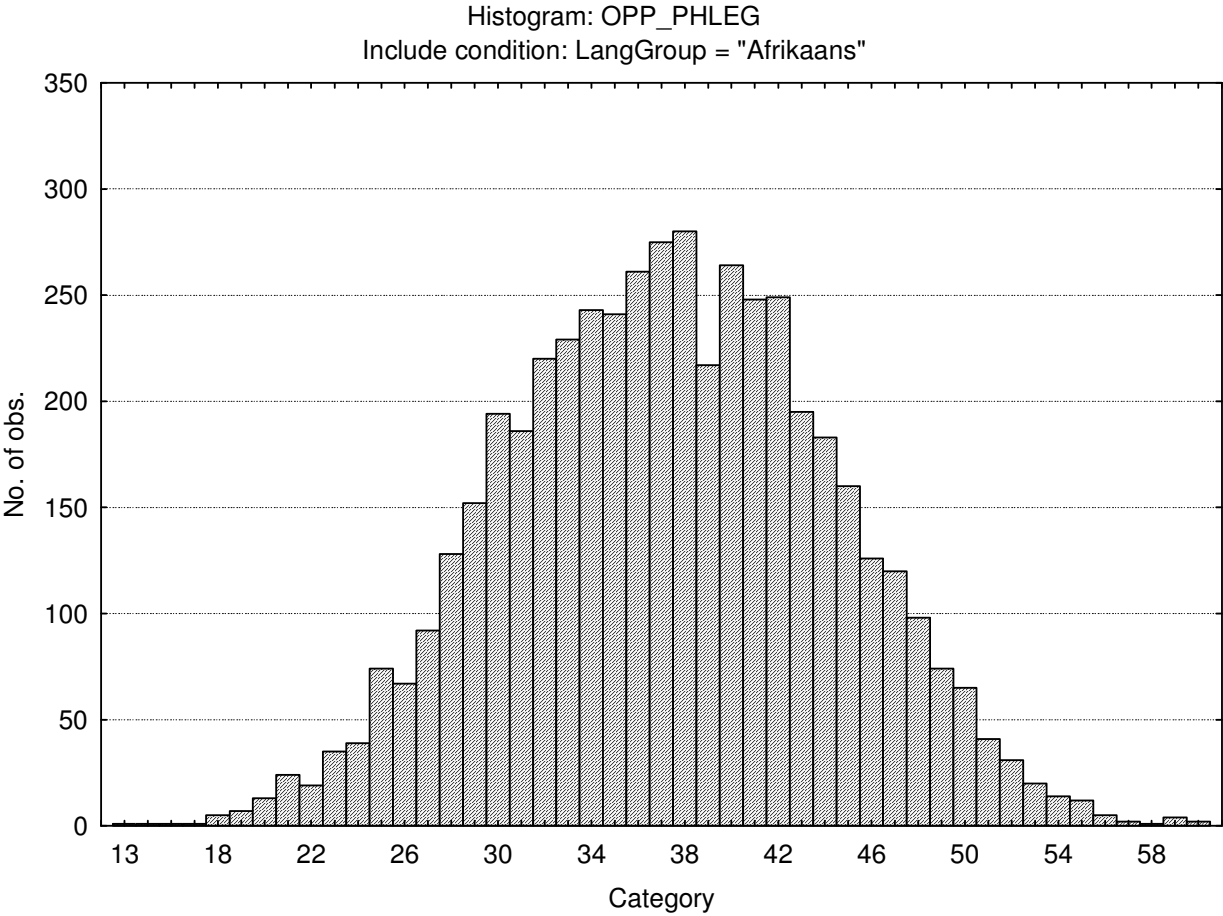
Flexible



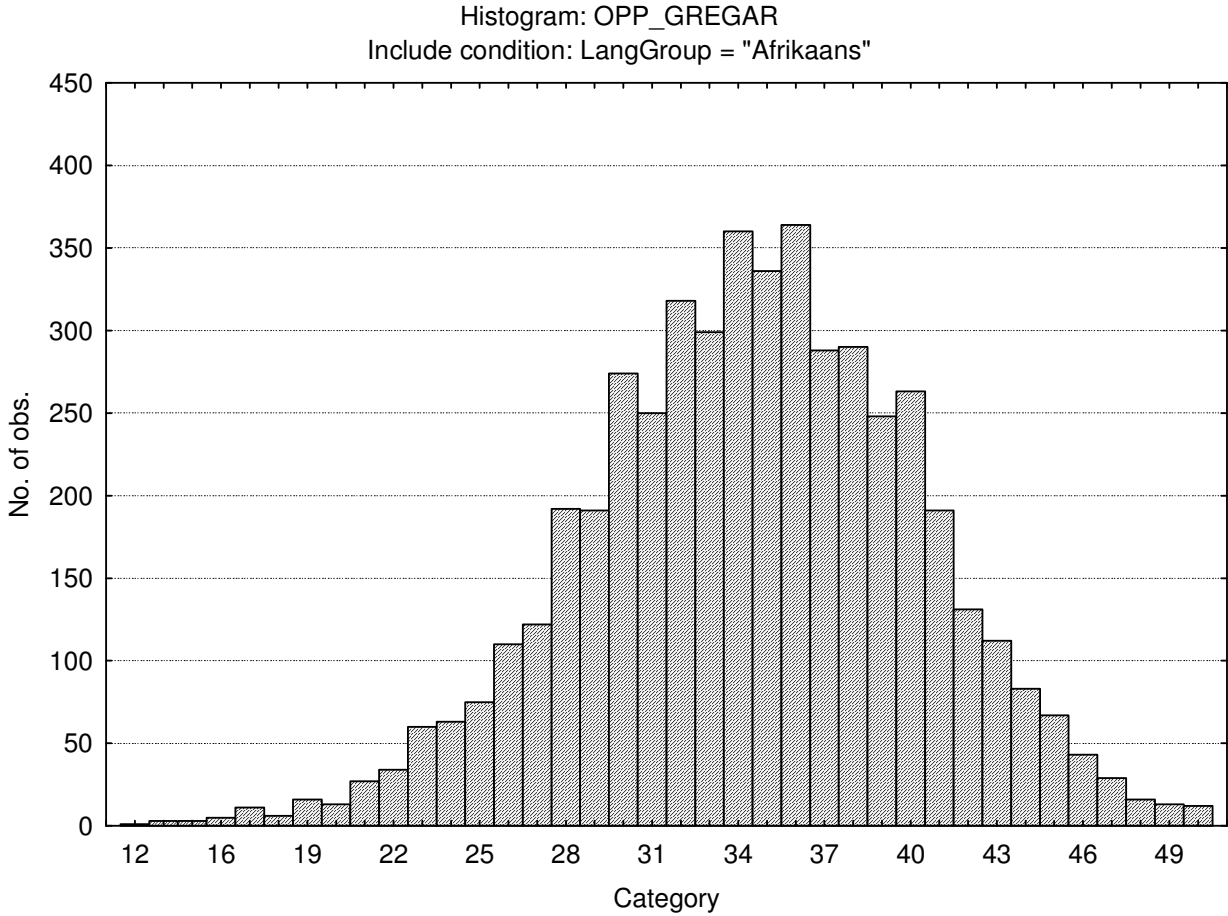
Trusting



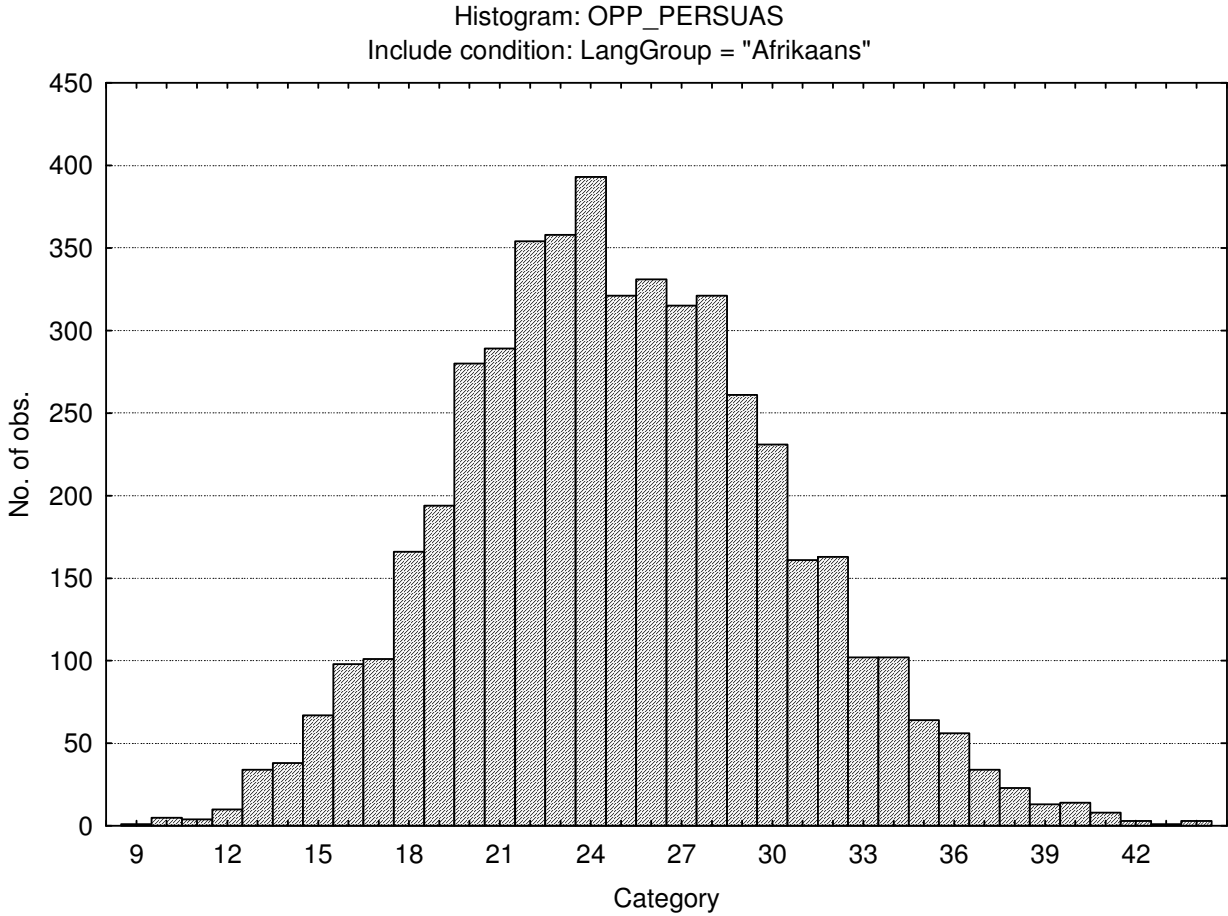
Phlegmatic



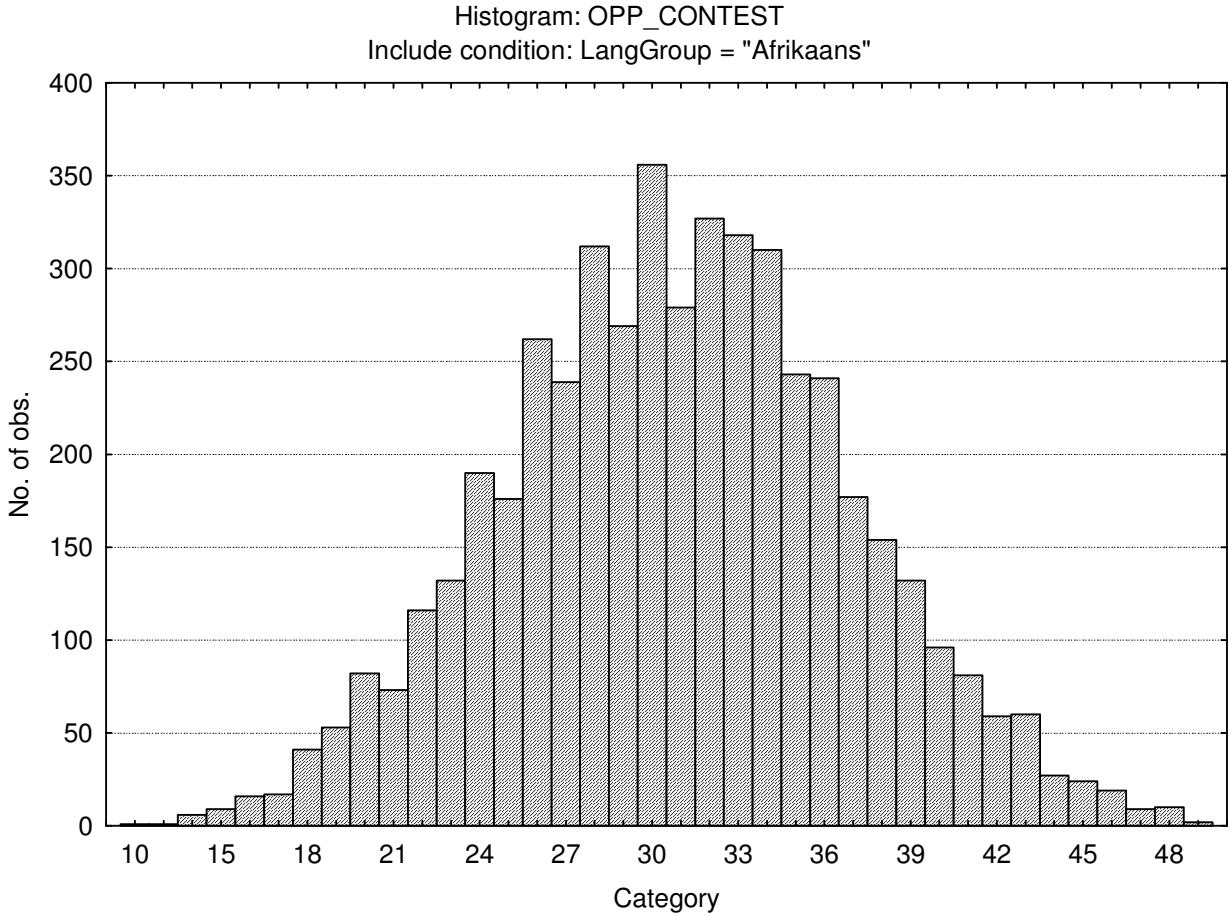
Gregarious



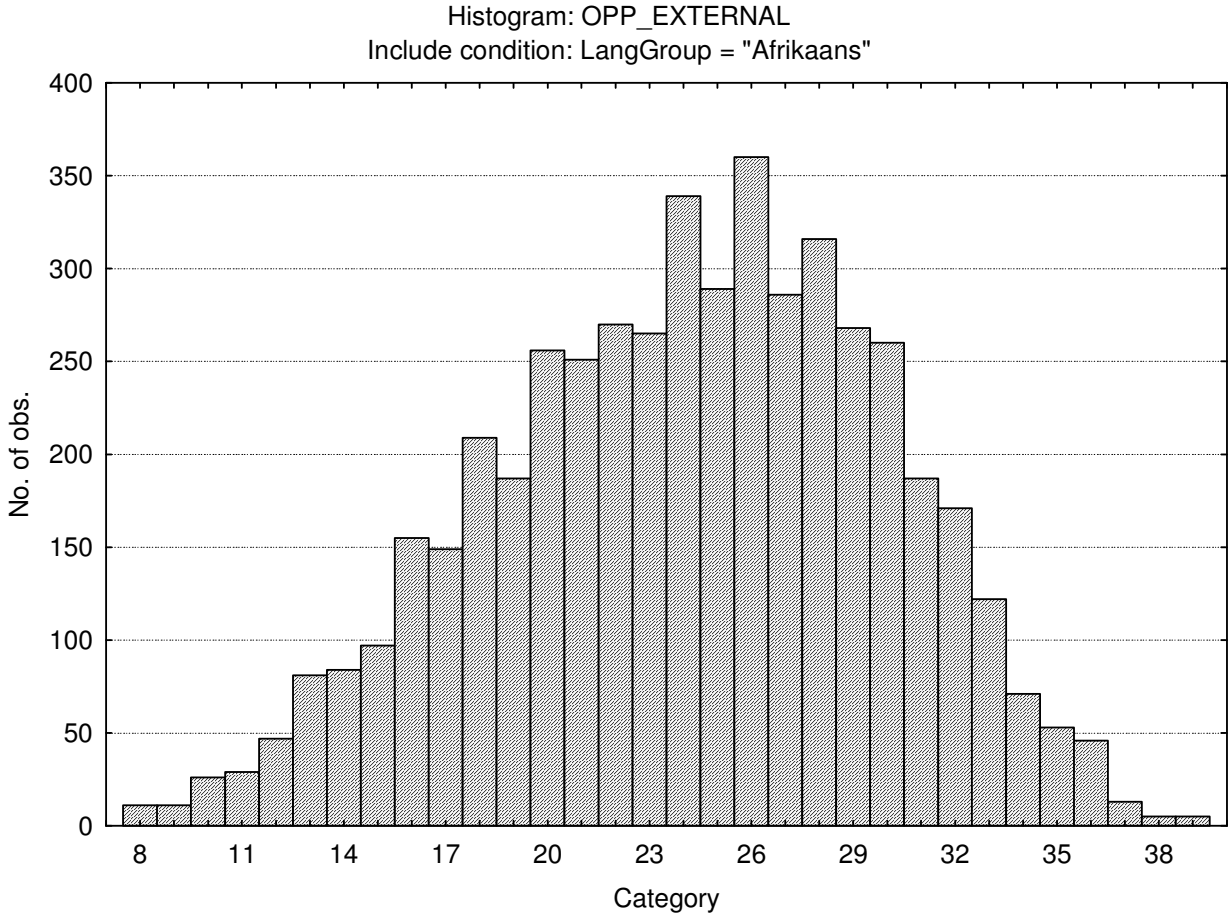
Persuasive



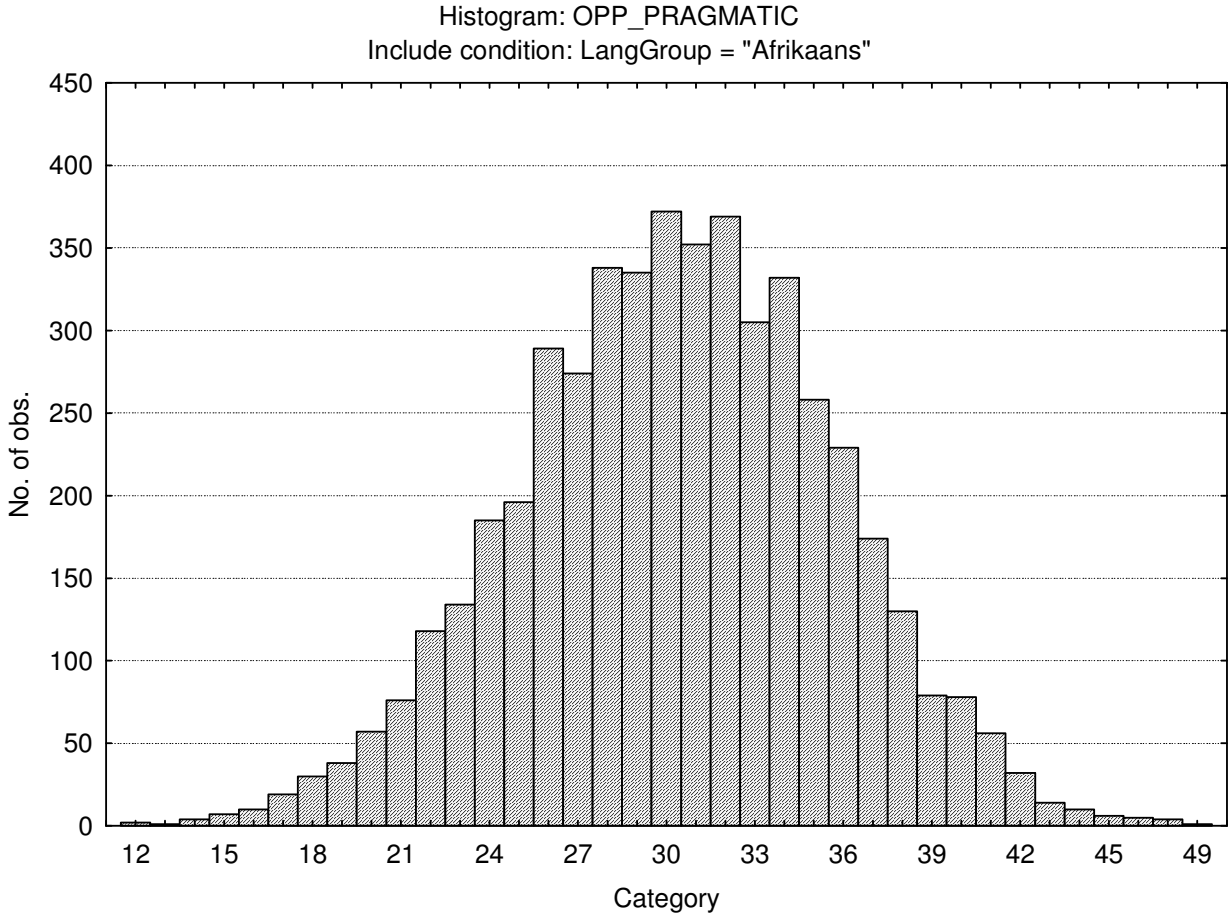
Contesting



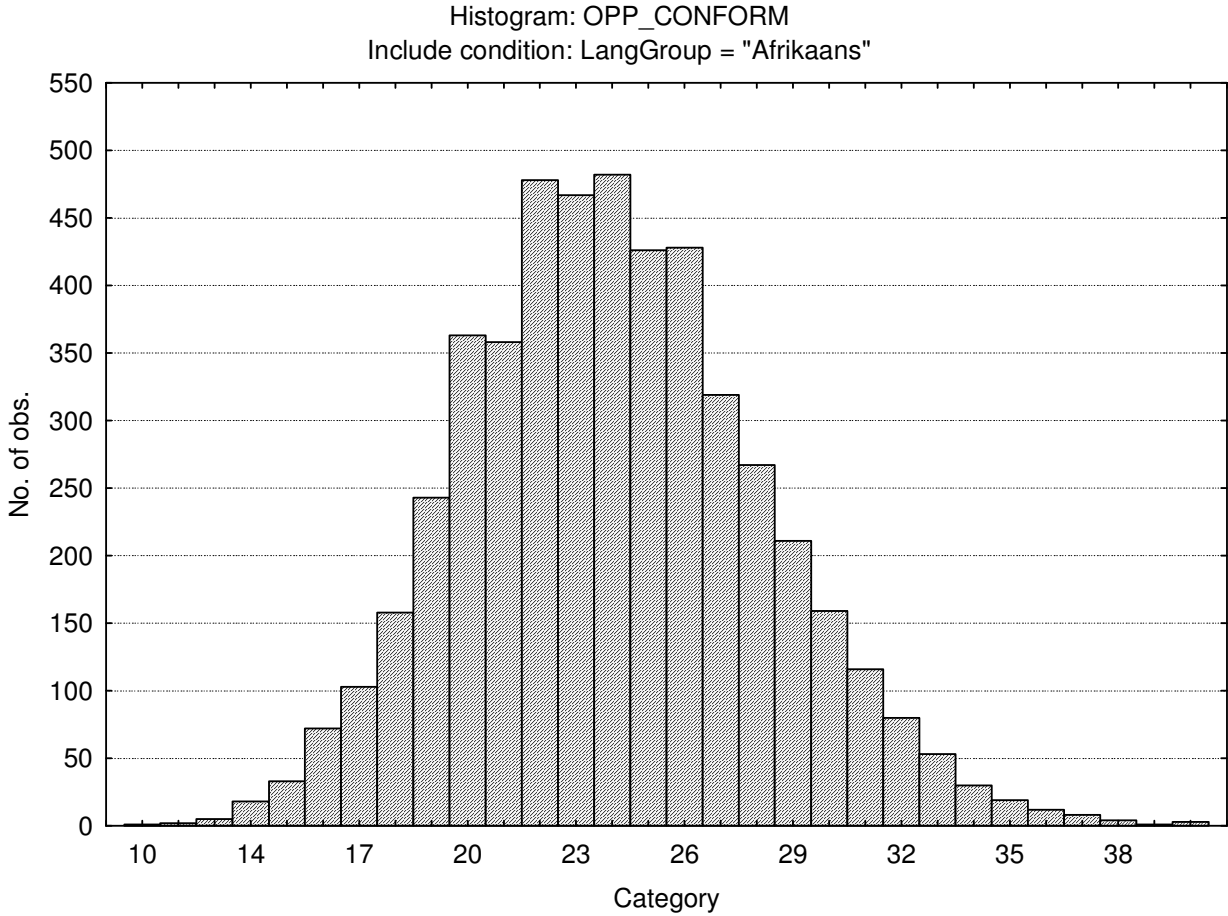
Pessimistic (External locus of control)



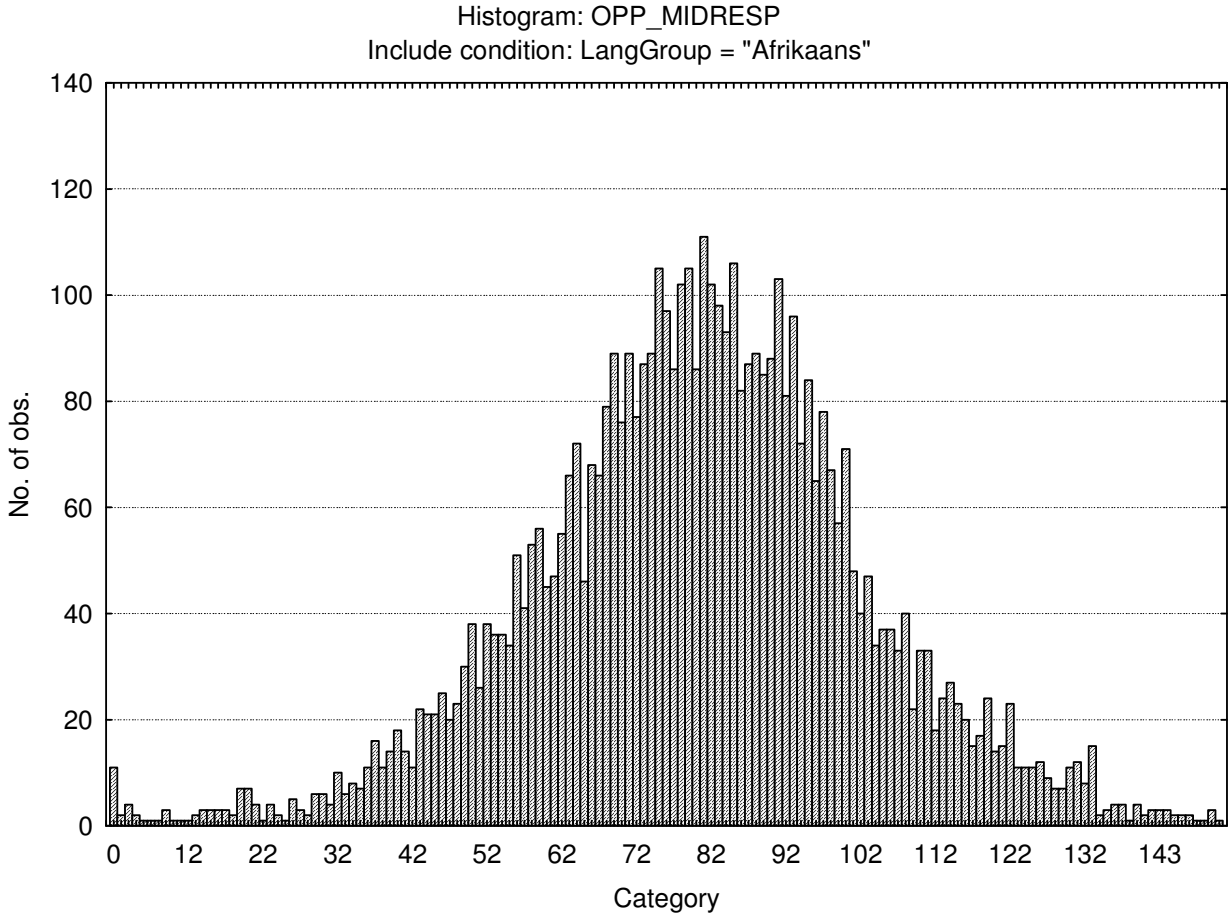
Pragmatic



Conforming (Social desirability)



Central tendency



## Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	10-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-49
Flexible	10-10	11-12	13-15	16-17	18-19	20-21	22-23	24-25	26-41
Trusting	11-21	22-24	25-27	28-31	32-34	35-37	38-40	41-44	45-55
Phlegmatic	13-25	26-28	29-32	33-35	36-39	40-42	43-46	47-49	50-60
Gregarious	12-24	25-27	28-30	31-32	33-35	36-38	39-41	42-44	45-50
Persuasive	9-15	16-18	19-20	21-23	24-26	27-29	30-31	32-34	35-44
Contesting	10-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-49
Pessimistic	8-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-39
Pragmatic	12-21	22-23	24-26	27-29	30-31	32-34	35-36	37-39	40-49
Conforming	10-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-40
Central Tendency	0-41	42-52	53-63	64-74	75-85	86-97	98-108	109-119	120-165

# Occupational Personality Profile norm group: South Africans, indigenous languages, updated 2010

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## Sample composition

The sample consisted of 21047 South Africans speaking indigenous languages as a first language, tested by Psytech South Africa and collaborators during the period leading up to January 2010

## Gender composition of the sample

Category	Frequency table:			
	Count	Cumulative Count	Percent	Cumulative Percent
F	12416	12416	58.99178	58.9918
M	8608	21024	40.89894	99.8907
U	23	21047	0.10928	100.0000
Missing	0	21047	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table:			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	1648	1648	7.83009	7.8301
Grade 12	12003	13651	57.02951	64.8596
Diploma	1211	14862	5.75379	70.6134
Degree	807	15669	3.83428	74.4477
Post Graduate	489	16158	2.32337	76.7710
Missing	4889	21047	23.22896	100.0000

## Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	8055	8055	38.27149	38.2715
isiXhosa	4974	13029	23.63282	61.9043
Sesotho	3348	16377	15.90726	77.8116
Siswati	588	16965	2.79375	80.6053

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2446	19411	11.62161	92.2269
Xitsonga	757	20168	3.59671	95.8236
Tshivenda	605	20773	2.87452	98.6982
isiNdebele	274	21047	1.30185	100.0000
Missing	0	21047	0.00000	100.0000

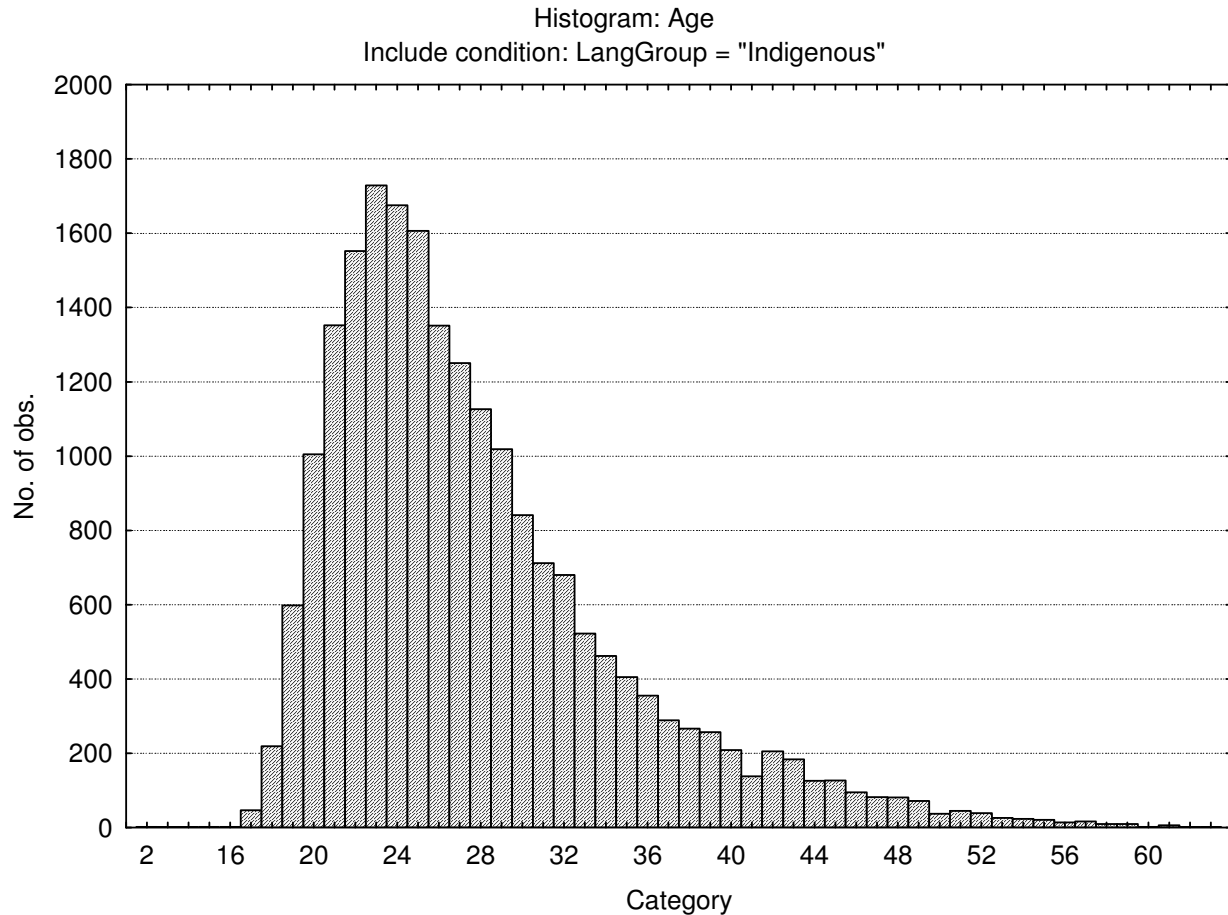
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	21047	21047	100.0000	100.0000
Missing	0	21047	0.0000	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	20811	20811	98.87870	98.8787
European	18	20829	0.08552	98.9642
Coloured	113	20942	0.53689	99.5011
Asian	69	21011	0.32784	99.8290
Missing	36	21047	0.17105	100.0000

### Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.73731	7.005391	2.000000	65.00000	20899	148

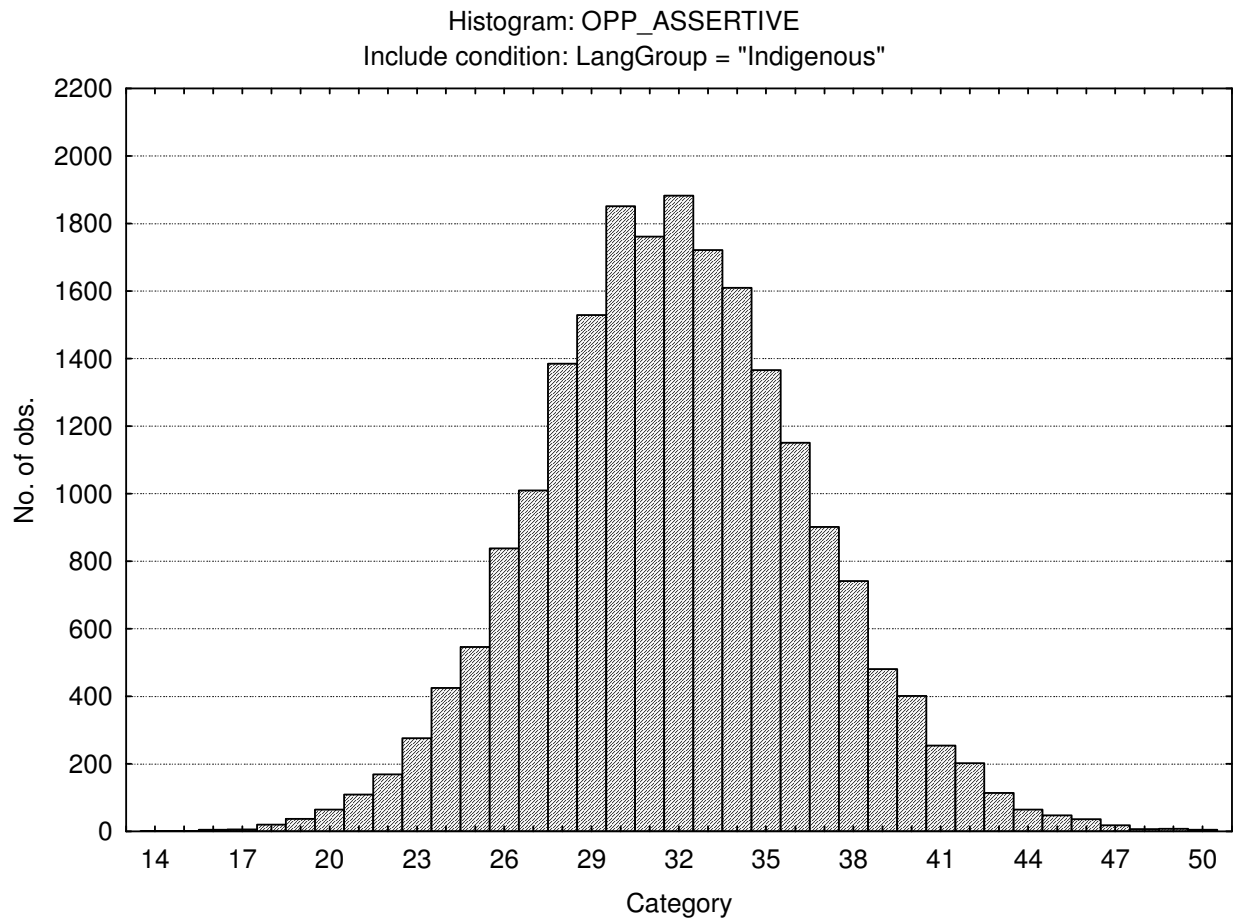


### Descriptive statistics on Occupational Personality Profile scales

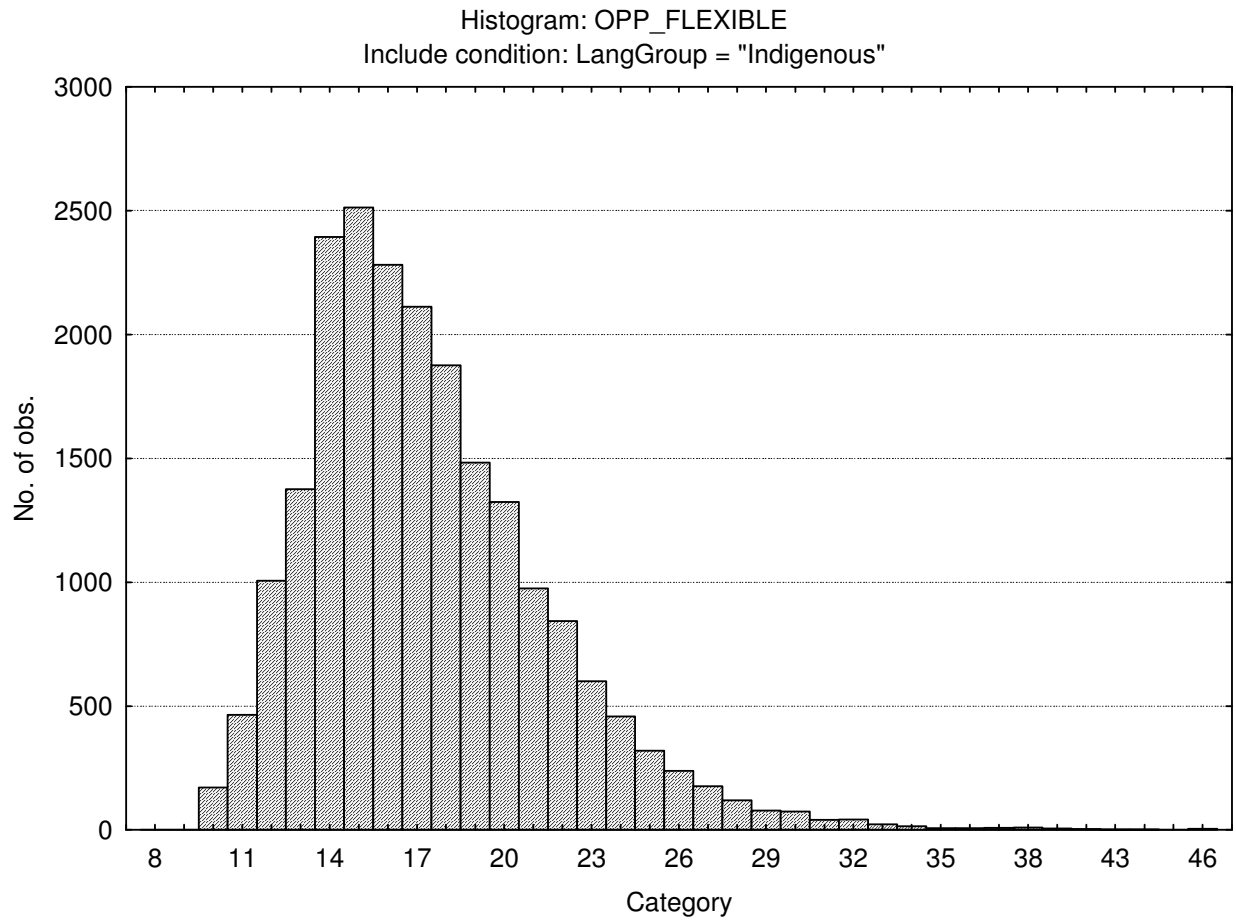
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.86891	4.65230	14.00000	50.0000	21047	0
Flexible	17.34204	4.07687	8.00000	46.0000	21047	0
Trusting	32.80843	6.24217	11.00000	55.0000	21047	0
Phlegmatic	37.57467	6.70655	12.00000	60.0000	21047	0
Gregarious	33.48620	5.76814	10.00000	50.0000	21047	0
Persuasive	27.30802	5.16819	9.00000	45.0000	21047	0
Contesting	31.82359	5.58770	10.00000	50.0000	21047	0
Pessimistic	24.72942	5.39358	6.00000	40.0000	21047	0
Pragmatic	28.30085	4.57554	11.00000	46.0000	21047	0
Conforming	25.42880	4.61165	9.00000	40.0000	21047	0
Central tendency	76.28588	20.83267	0.00000	191.0000	21047	0

## Frequency distributions of Occupational Personality Profile scales

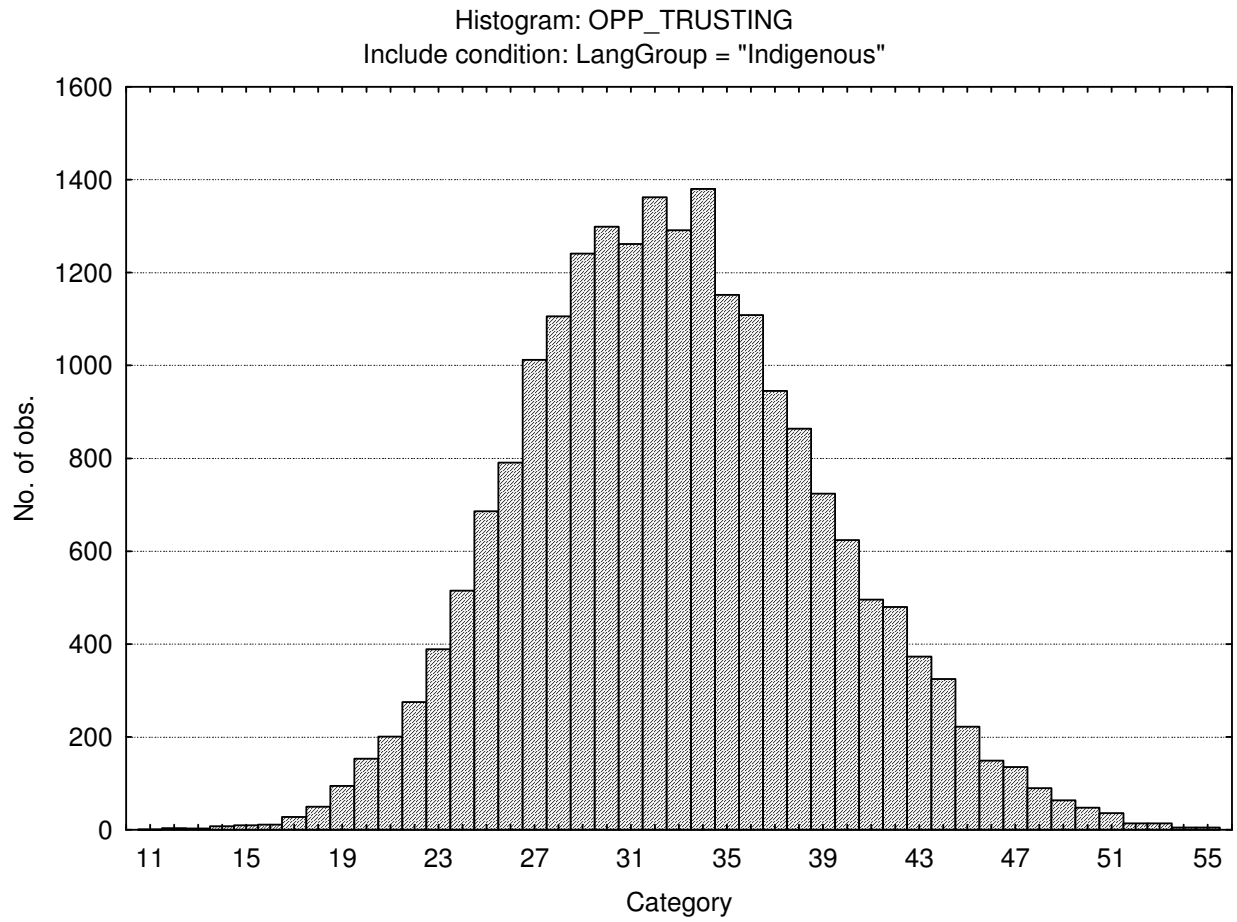
### Assertive



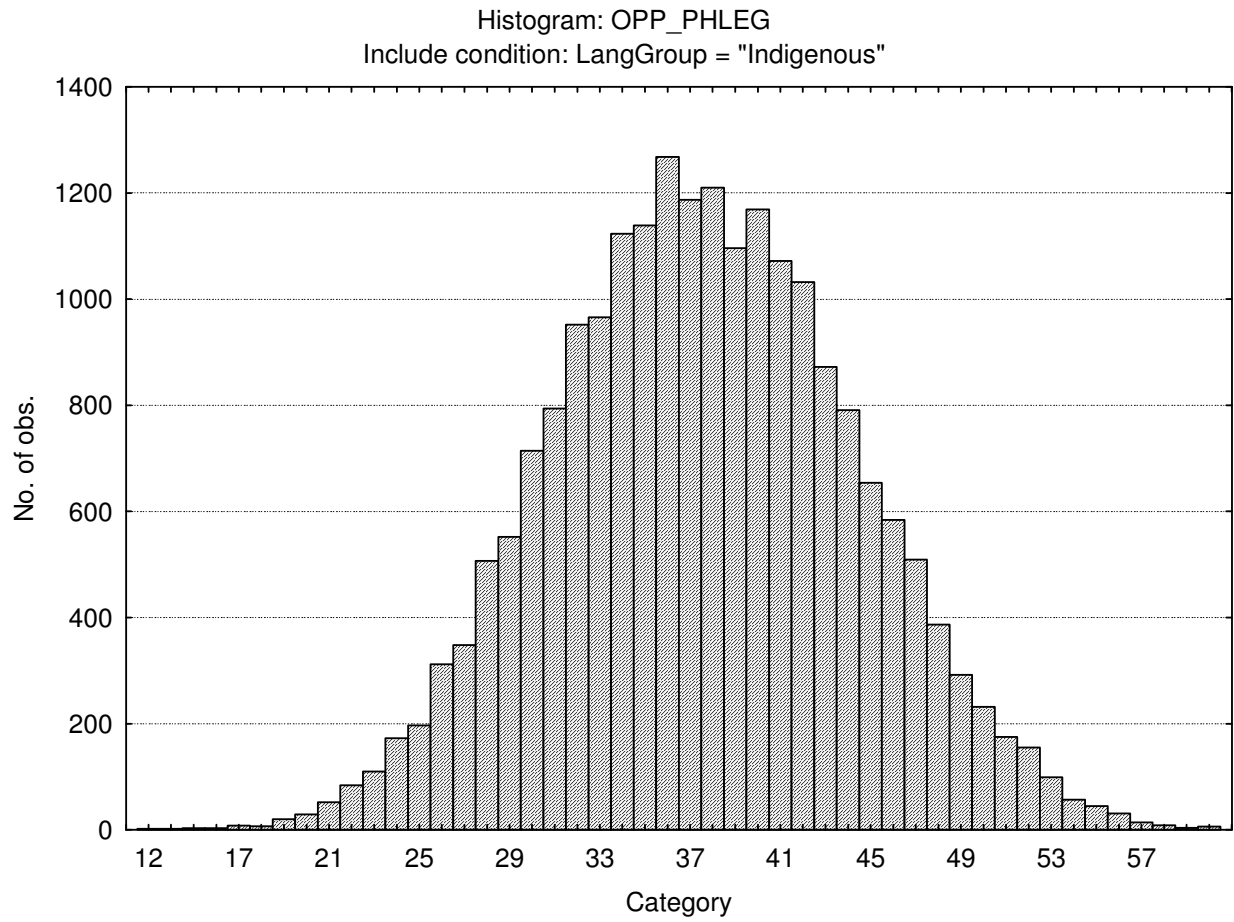
Flexible



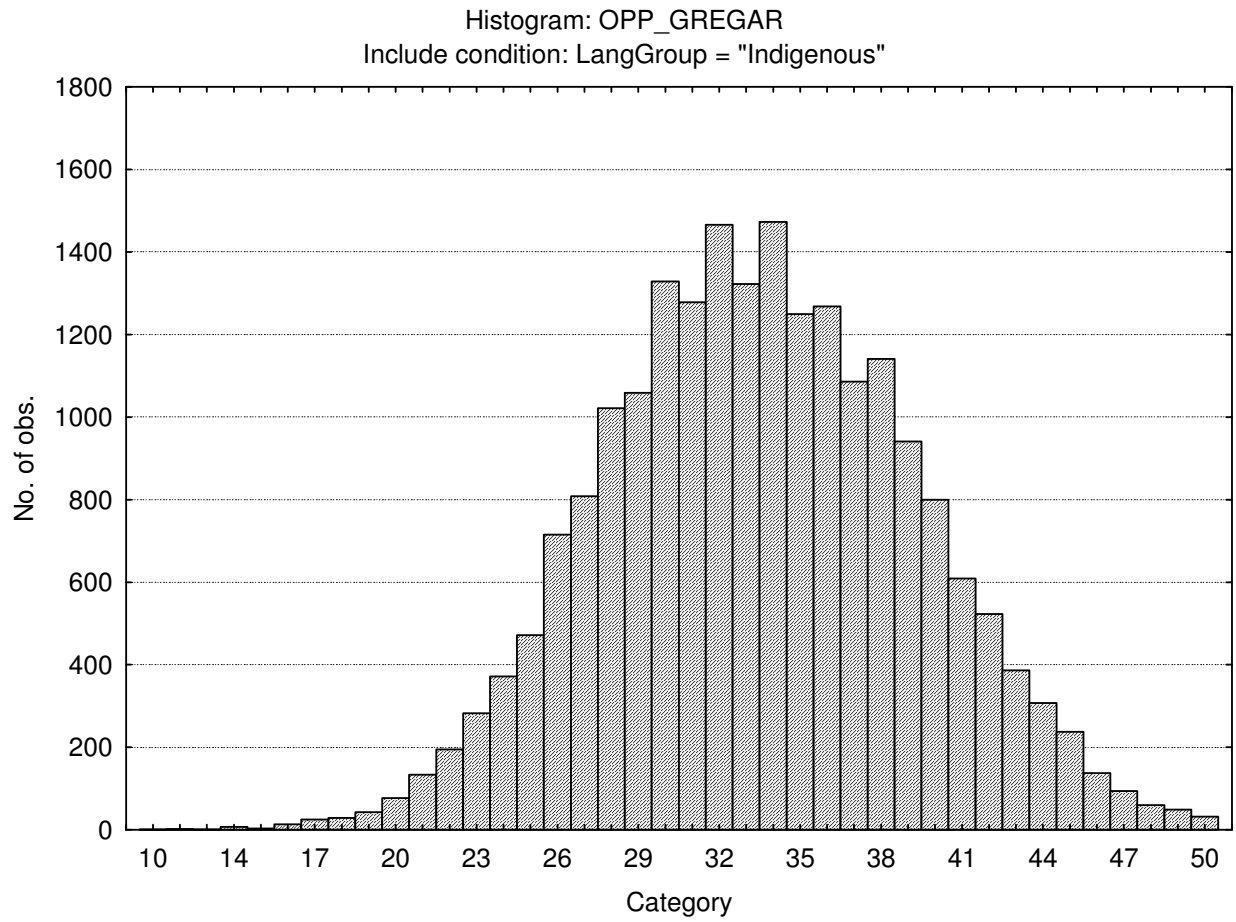
Trusting



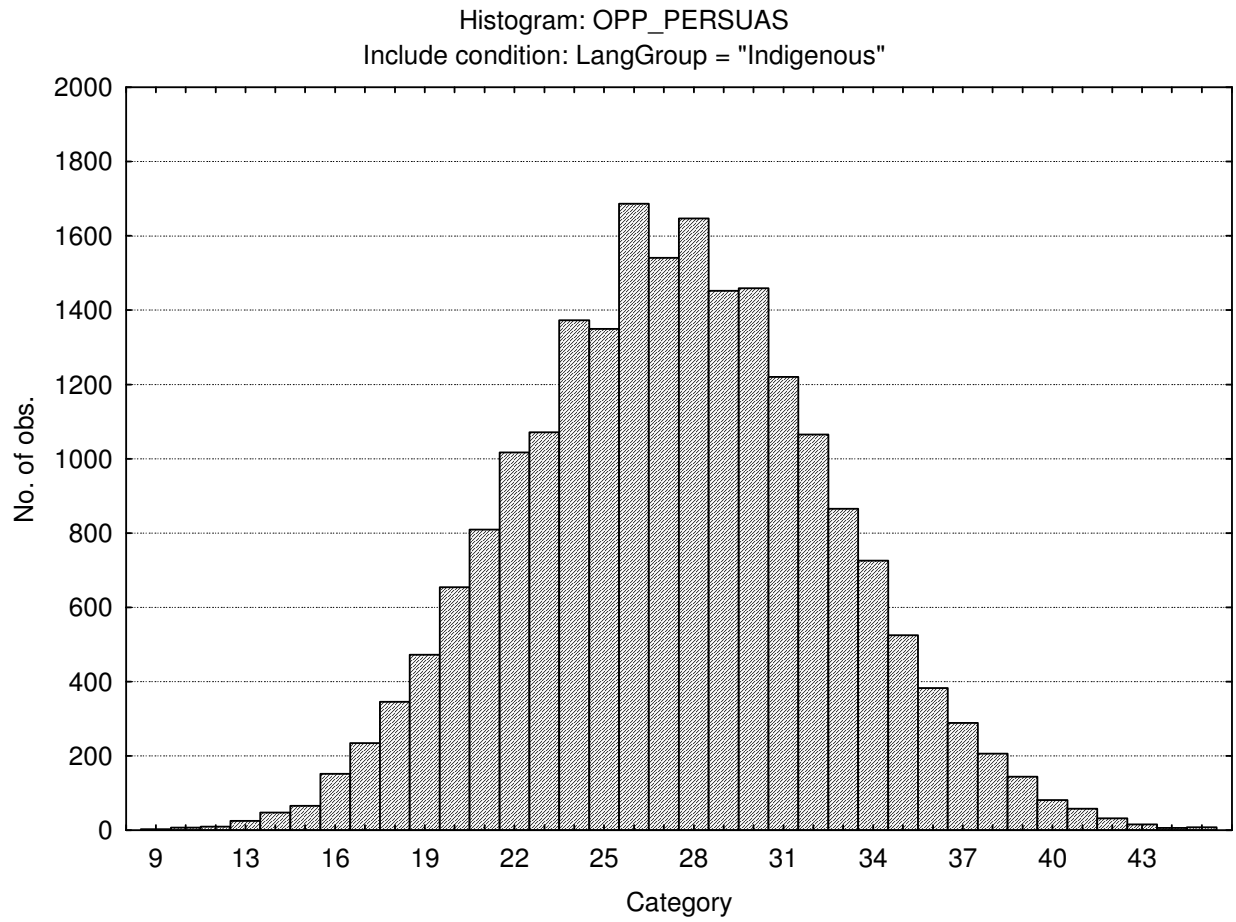
Phlegmatic



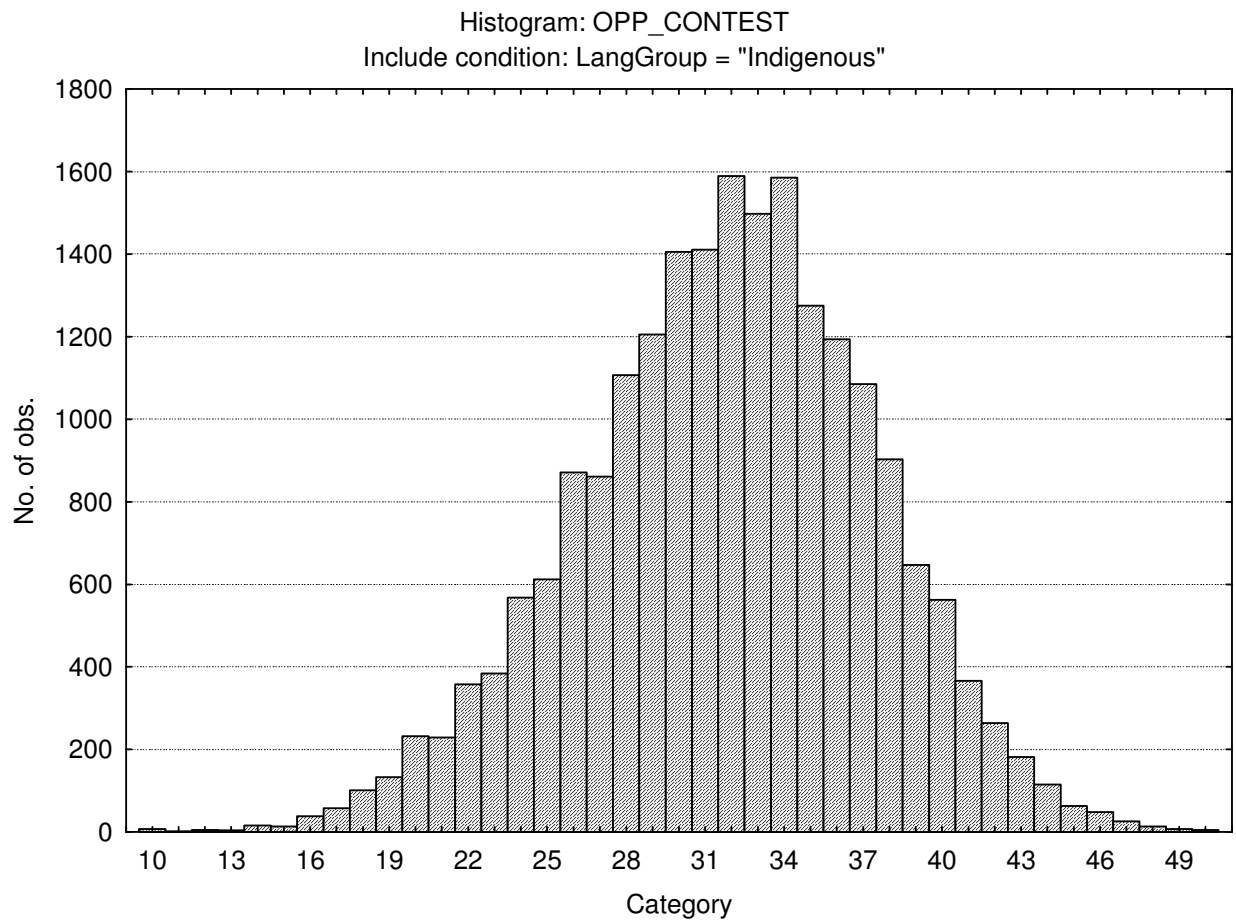
Gregarious



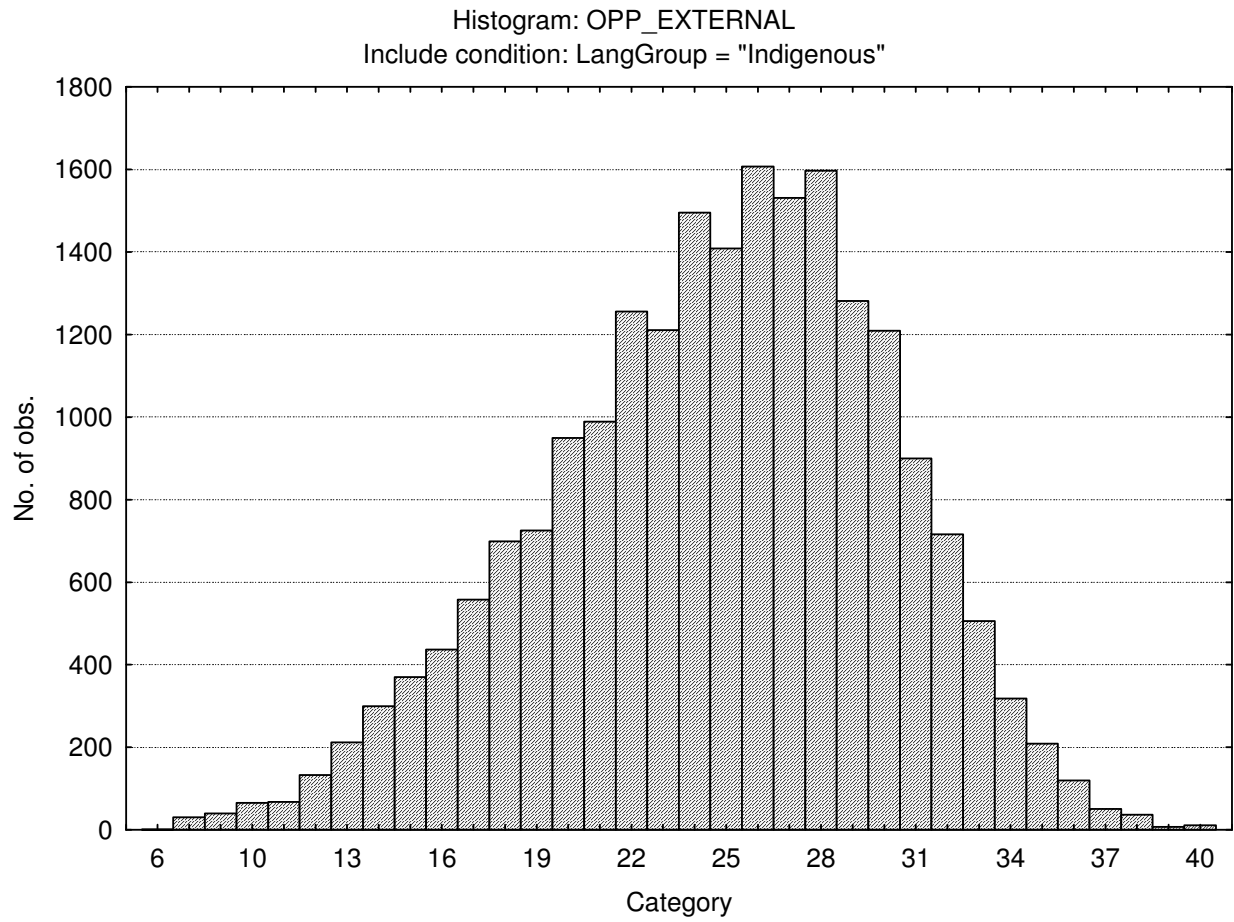
Persuasive



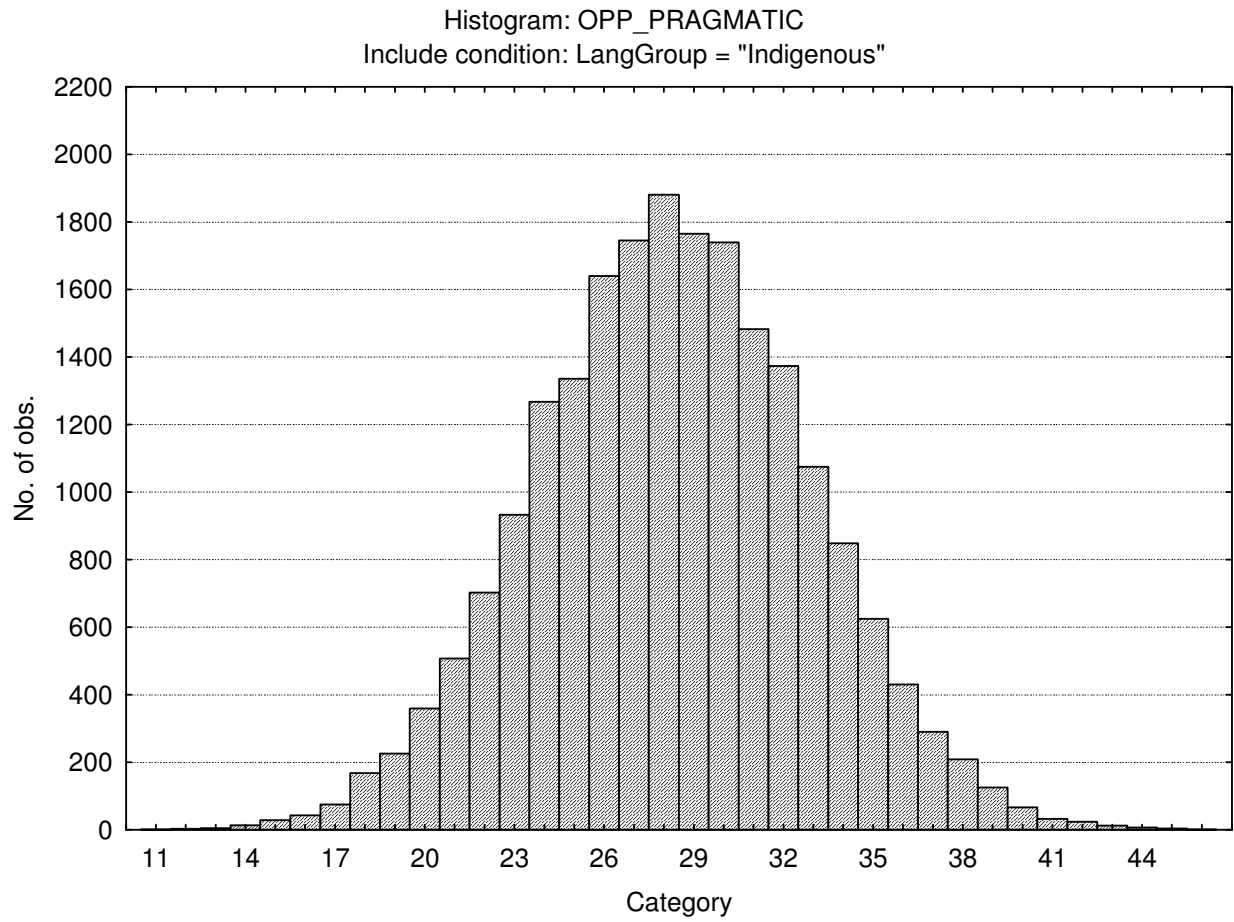
Contesting



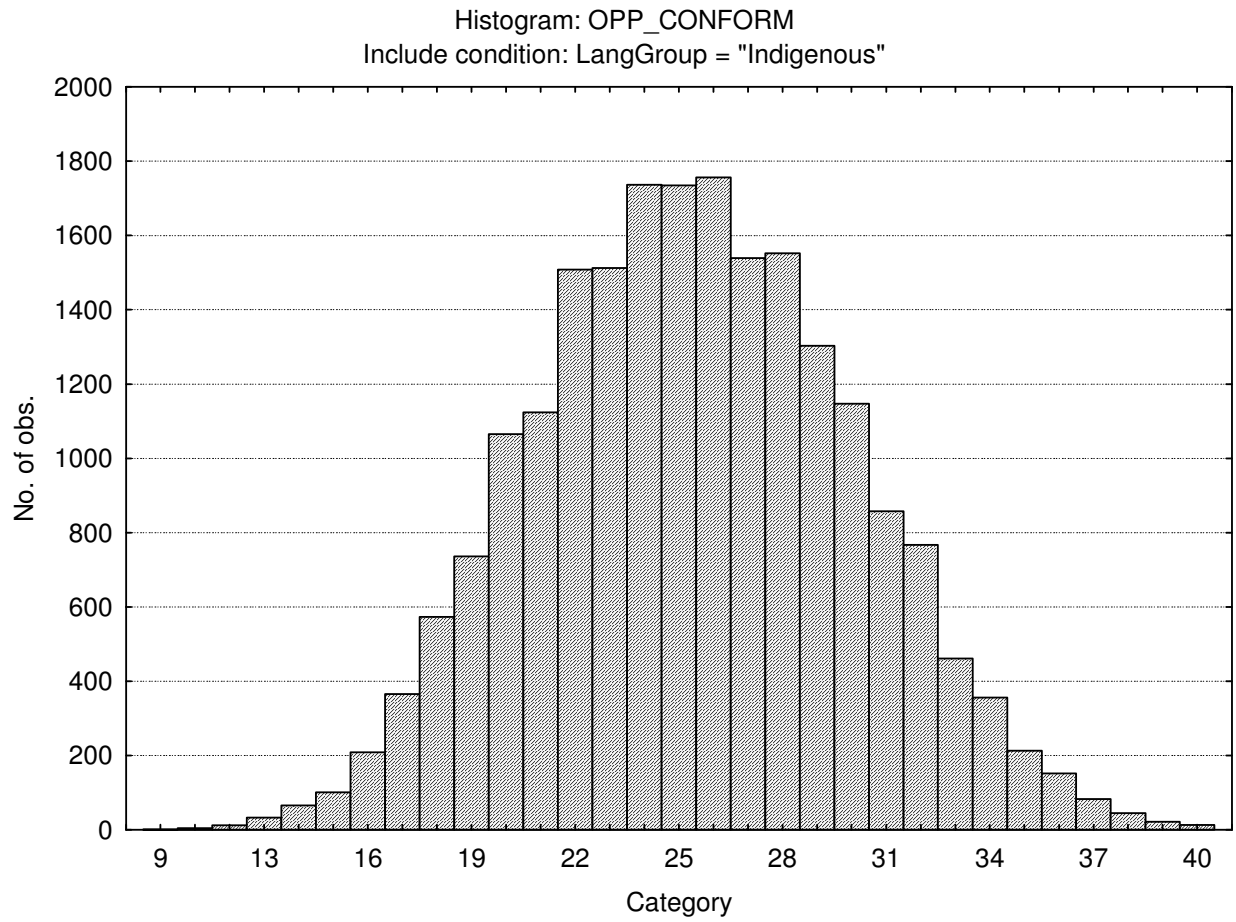
Pessimistic (External locus of control)



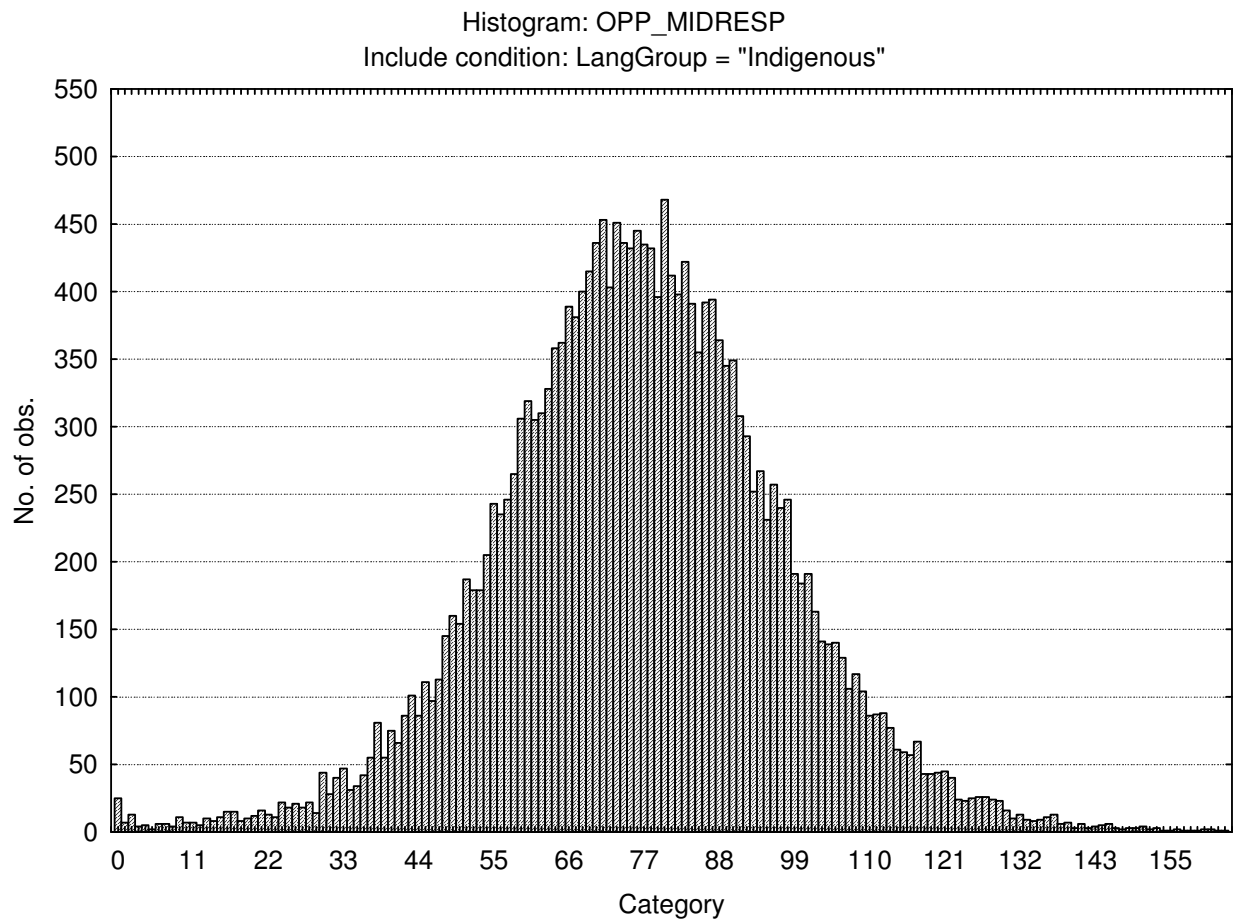
Pragmatic



Conforming



Central tendency



## Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	14-23	24-26	27-28	29-30	31-33	34-35	36-37	38-40	41-50
Flexible	8-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-46
Trusting	11-21	22-25	26-28	29-31	32-34	35-37	38-40	41-43	44-55
Phlegmatic	12-25	26-29	30-32	33-35	36-39	40-42	43-45	46-49	50-60
Gregarious	10-23	24-26	27-29	30-32	33-34	35-37	38-40	41-43	44-50
Persuasive	9-18	19-20	21-23	24-26	27-28	29-31	32-33	34-36	37-45
Contesting	10-22	23-24	25-27	28-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	6-15	16-17	18-20	21-23	24-26	27-28	29-31	32-34	35-40
Pragmatic	11-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-46
Conforming	9-17	18-19	20-21	22-24	25-26	27-28	29-31	32-33	34-40
Central Tendency	0-39	40-50	51-60	61-71	72-81	82-91	92-102	103-112	113-191

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Aggregate Population, updated 2019

---

## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	34165	34165	48,46306	48,4631
F	35885	70050	50,90288	99,3659
U	420	70470	0,59577	99,9617
Missing	27	70497	0,03830	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	12270	12270	17,40500	17,4050
< Matric	1790	14060	2,53912	19,9441
Grade 12	15630	29690	22,17116	42,1153
Degree	918	30608	1,30218	43,4175
Post Graduate	6914	37522	9,80751	53,2250
Tertiary Cert / Trade	4857	42379	6,88965	60,1146
Missing	28118	70497	39,88539	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	9,42877	9,4288
English	17309	23956	24,55282	33,9816
isiXhosa	4120	28076	5,84422	39,8258
Afrikaans	4513	32589	6,40169	46,2275
isiNdebele	281	32870	0,39860	46,6261
Sesotho	2152	35022	3,05261	49,6787
Setswana	2594	37616	3,67959	53,3583
Sepedi	2421	40037	3,43419	56,7925
Xitsonga	1004	41041	1,42417	58,2167
Tshivenda	762	41803	1,08090	59,2976
siSwati	327	42130	0,46385	59,7614
Missing	28367	70497	40,23859	100,0000

## Language Group Composition of the Sample

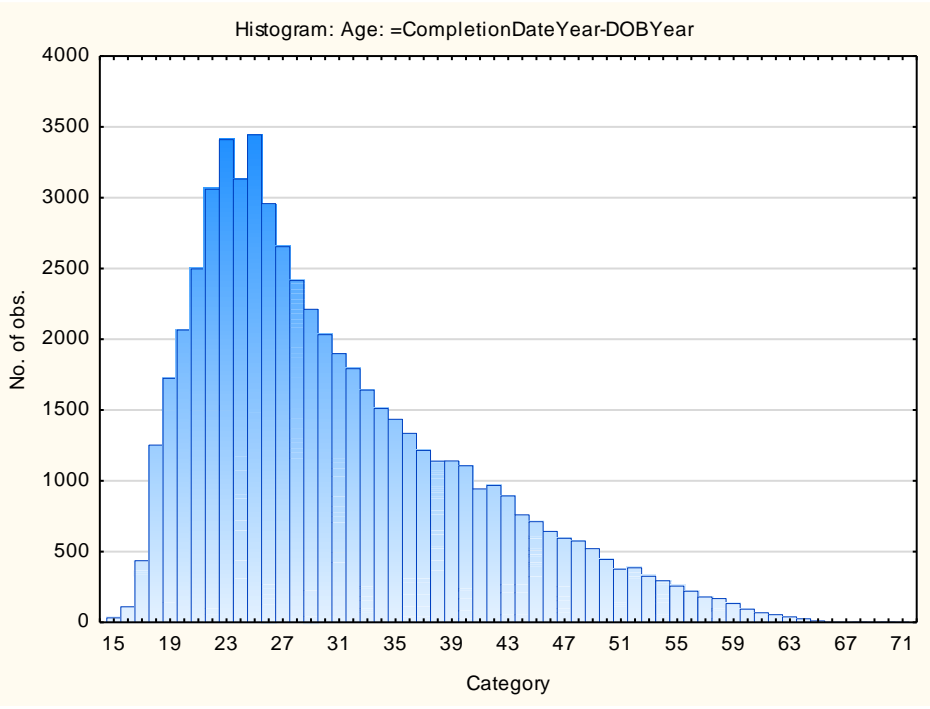
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	28,80690	28,8069
English	17309	37617	24,55282	53,3597
Afrikaans	4513	42130	6,40169	59,7614
Missing	28367	70497	40,23859	100,0000

## Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	27213	27213	38,60164	38,6016
European	5745	32958	8,14928	46,7509
Coloured	5864	38822	8,31808	55,0690
Asian	1812	40634	2,57032	57,6393
Indian	1483	42117	2,10364	59,7430
Missing	28380	70497	40,25703	100,0000

## Age Composition and Distribution of the Sample

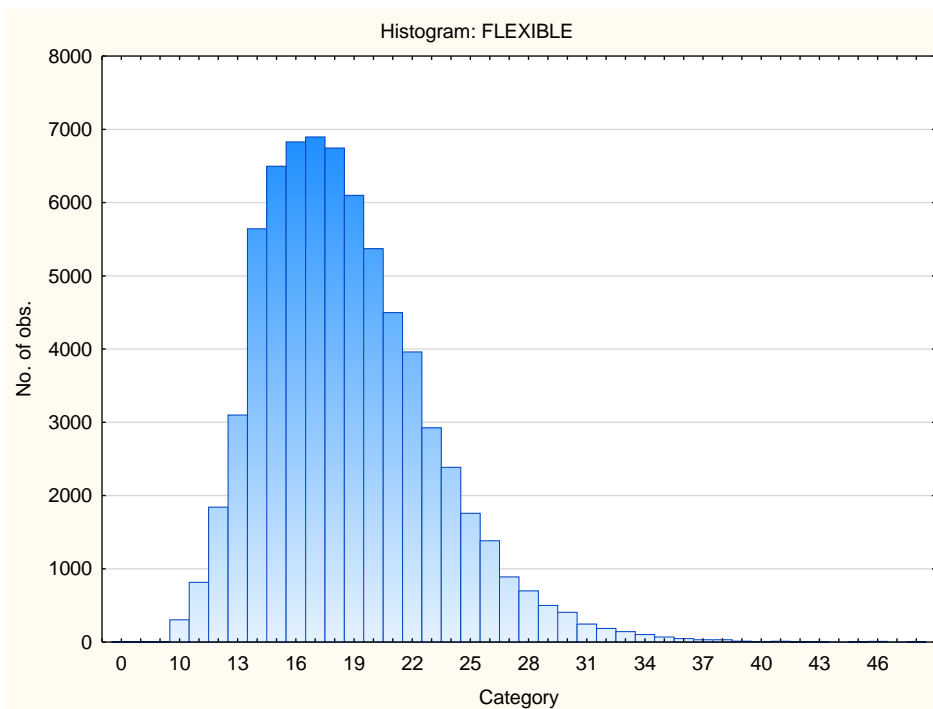
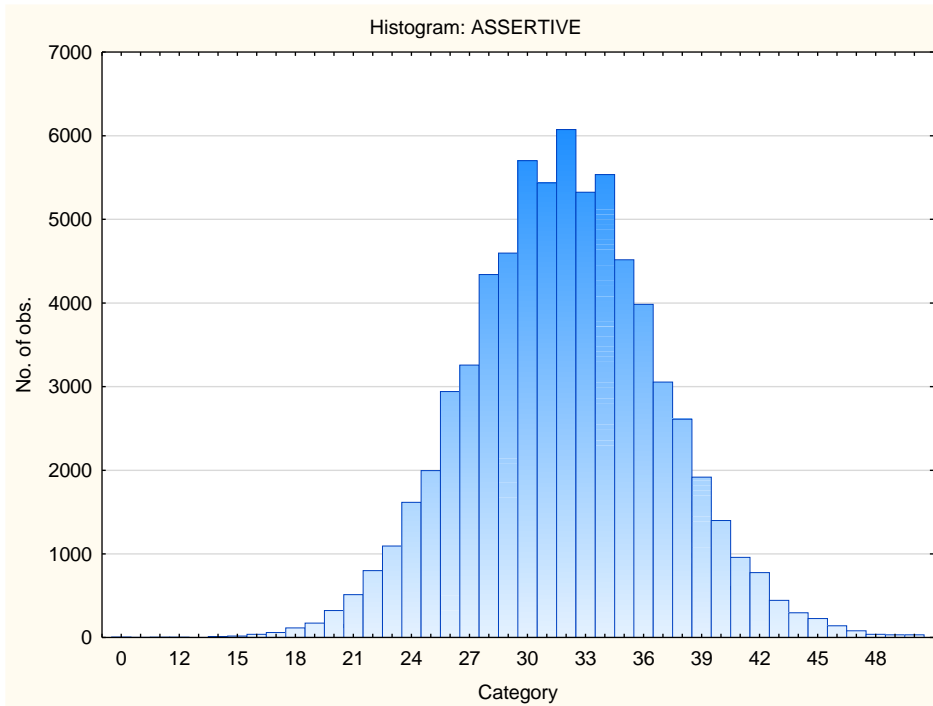
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,78556	9,578143	15,00000	71,00000	57331	13166

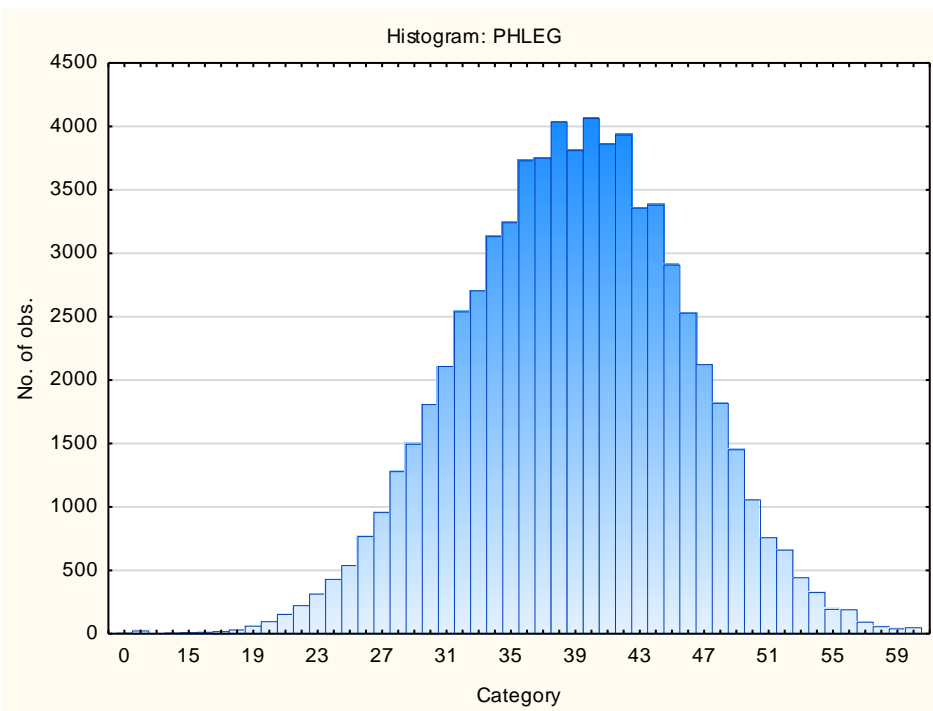
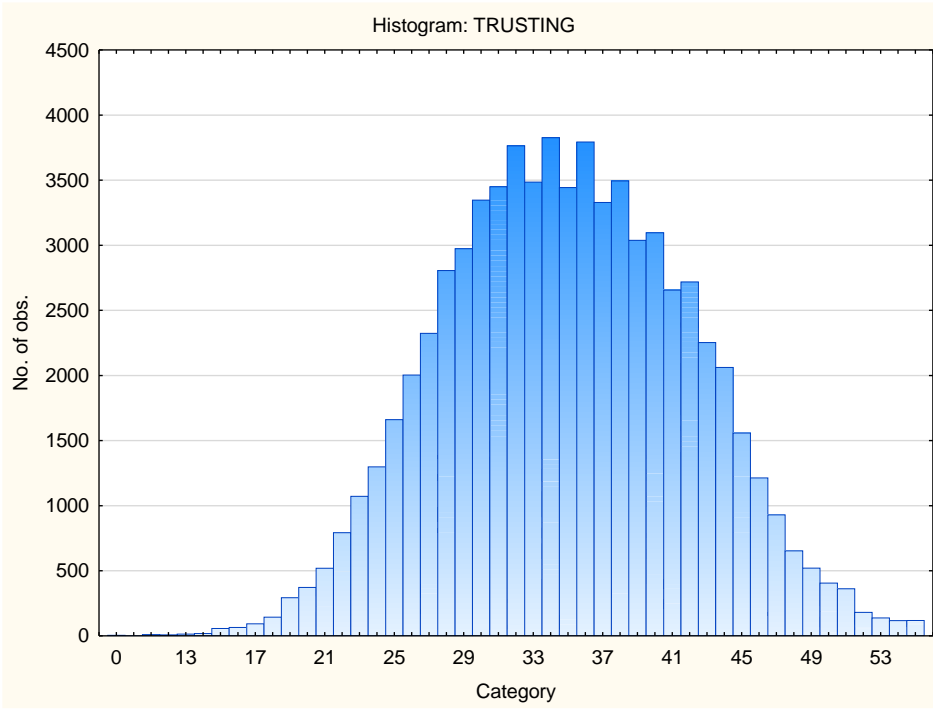


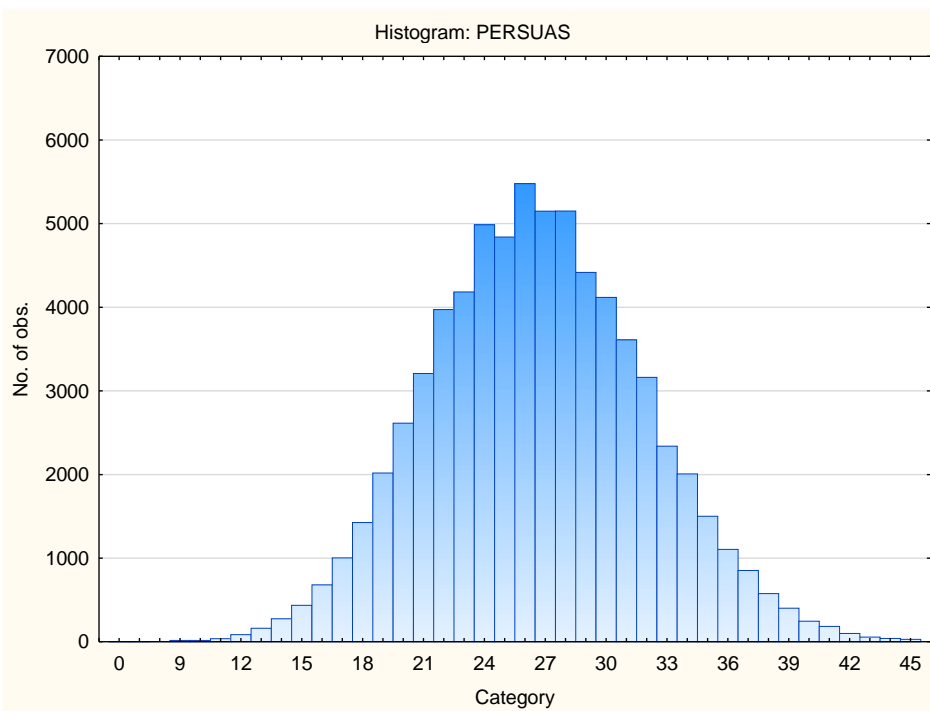
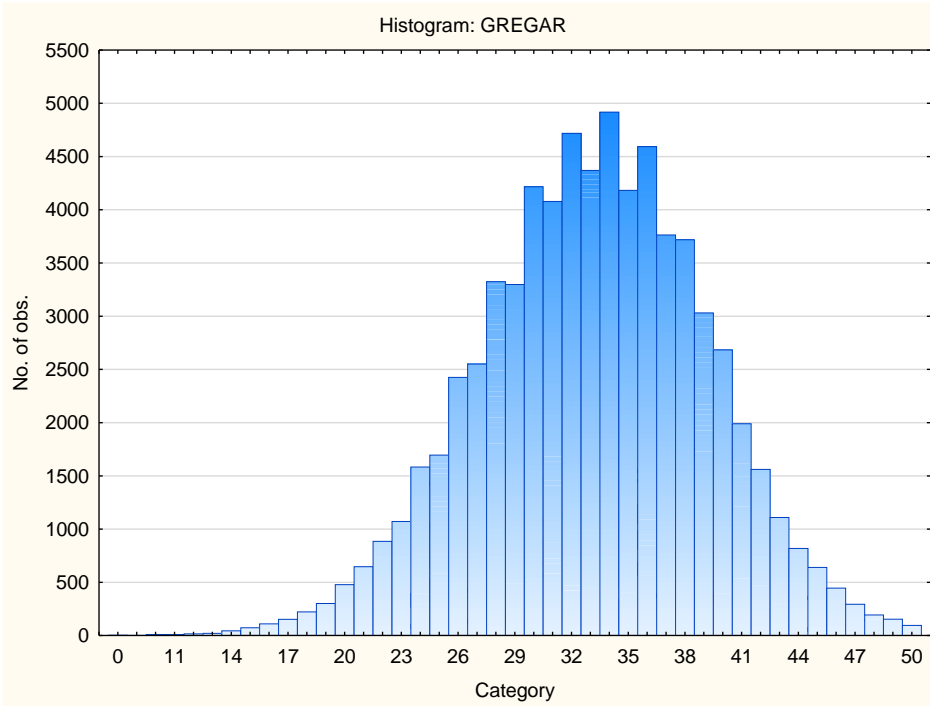
## *Descriptive Statistics on 15FQ+ Scales*

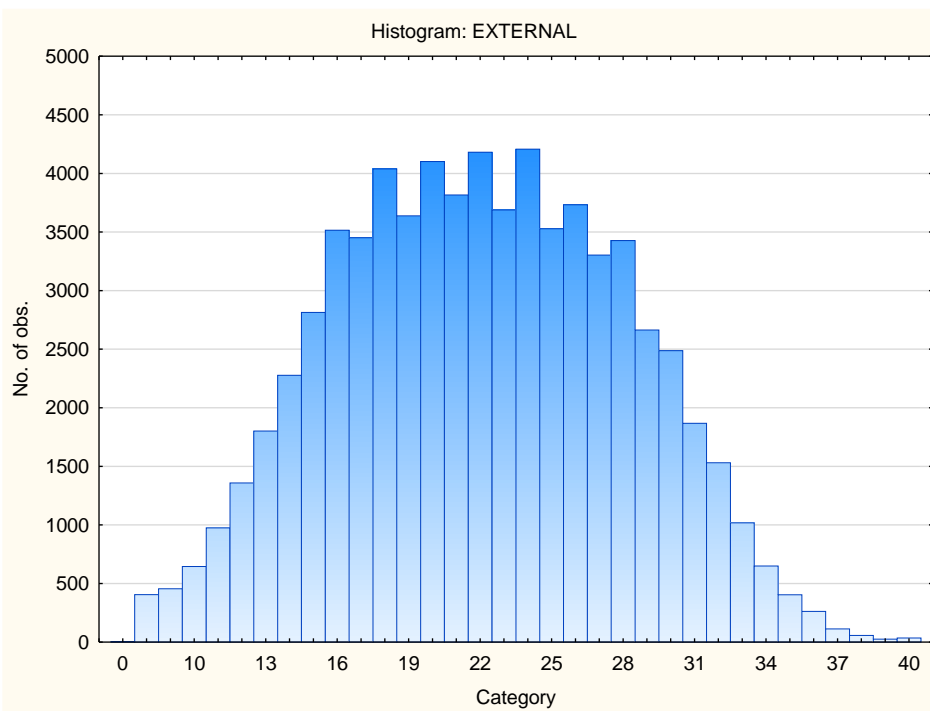
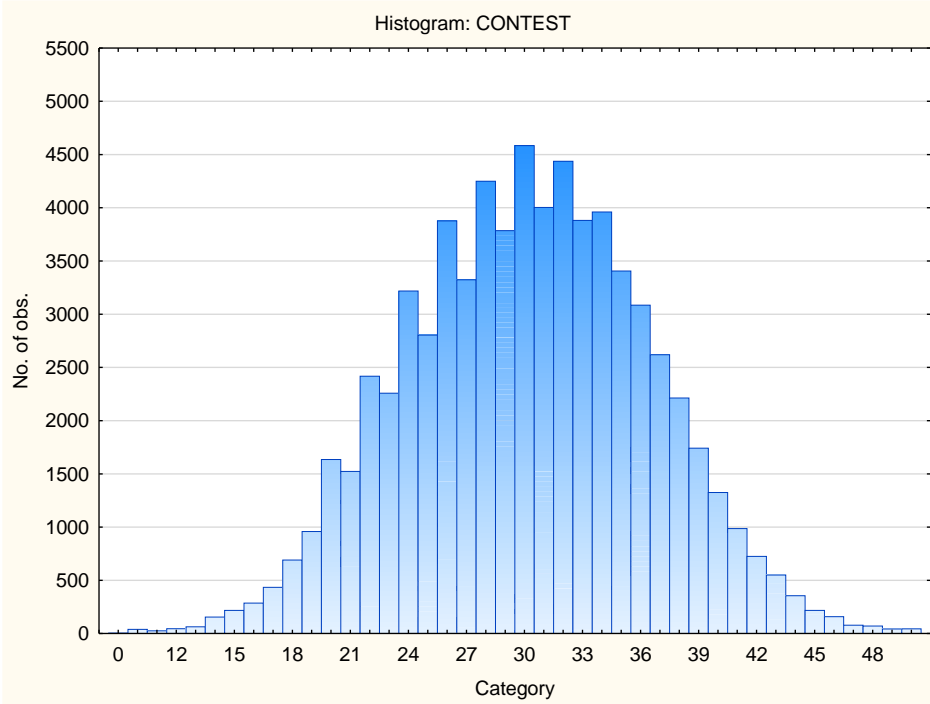
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	70497	31,88192	4,982128
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	70497	18,57839	4,329562
<b>TRUSTING</b>	Cynical - Trusting	70497	34,88521	7,047645
<b>PHLEG</b>	Emotional - Phlegmatic	70497	38,83039	6,859714
<b>GREGAR</b>	Reserved - Gregarious	70497	33,10023	5,998728
<b>PERSUAS</b>	Genuine - Persuasive	70497	26,59237	5,316958
<b>CONTEST</b>	Composed - Contesting	70497	30,12470	6,258008
<b>EXTERNAL</b>	Optimistic - Pessimistic	70497	22,02370	6,042583
<b>PRAGMATIC</b>	Abstract - Pragmatic	70497	29,11605	5,116995
<b>CONFORM</b>	Low Distortion - High Distortion	70497	24,75186	4,451917
<b>MIDRESP</b>	Extreme Responses - Central Tendency	70497	82,16331	22,02134

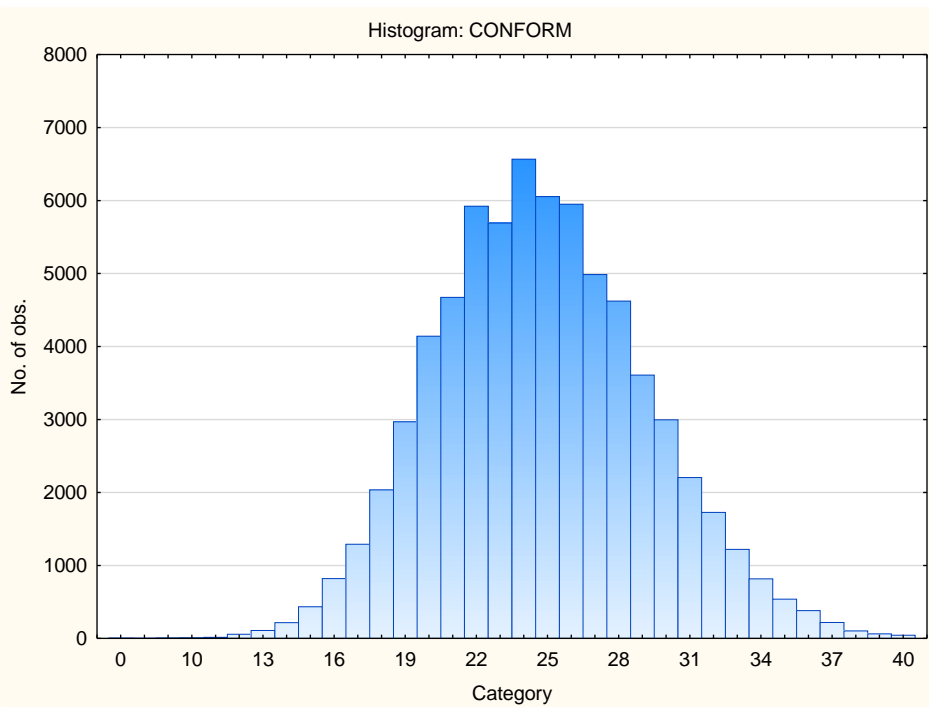
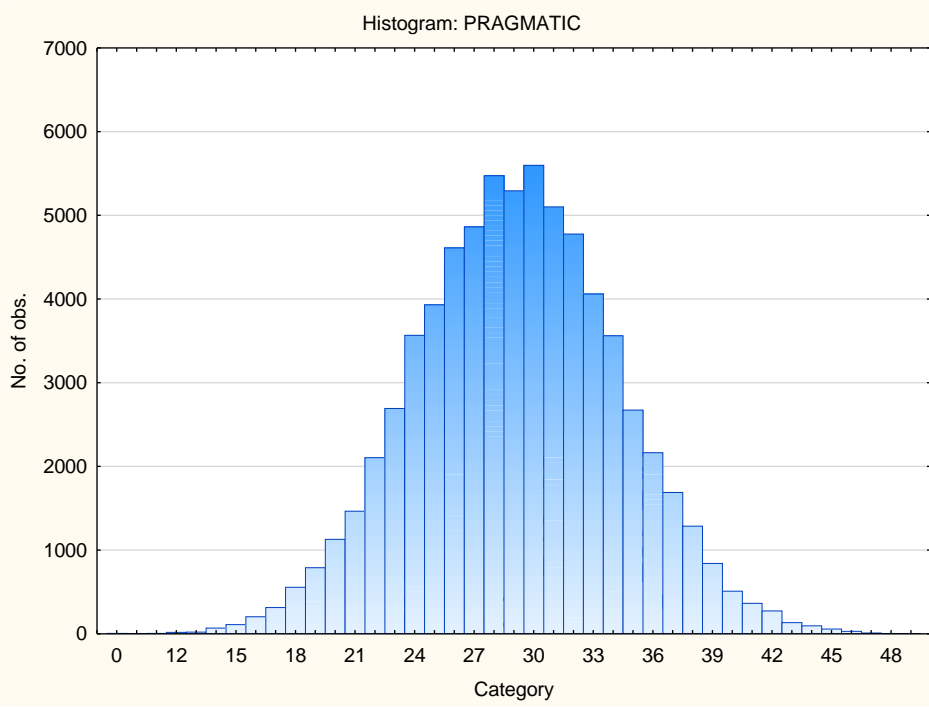
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0-9	10-12	13-14	15-16	17-18	19-20	21-22	23-25	26-27	28-48
<b>TRUSTING</b>	Cynical - Trusting	0-20	21-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-25	26-28	29-31	32-35	36-38	39-42	43-45	46-49	50-52	53-60
<b>GREGAR</b>	Reserved - Gregarious	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	0-15	16-18	19-21	22-23	24-26	27-29	30-31	32-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	0-17	18-20	21-23	24-26	27-30	31-33	34-36	37-39	40-42	43-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-9	10-12	13-15	16-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-29	30-31	32-34	35-36	37-39	40-49
<b>CONFORM</b>	Low Distortion - High Distortion	0-15	16-18	19-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-38	39-49	50-60	61-71	72-82	83-93	94-104	105-115	116-126	127-196

# Occupational Personality Profile (OPPro) Norm Group: South Africans, English speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	8186	8186	47,29332	47,2933
F	9026	17212	52,14628	99,4396
U	97	17309	0,56040	100,0000
Missing	0	17309	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5011	5011	28,95026	28,9503
< Matric	506	5517	2,92333	31,8736
Grade 12	5269	10786	30,44081	62,3144
Degree	174	10960	1,00526	63,3197
Post Graduate	3372	14332	19,48119	82,8009
Tertiary Cert / Trade	2084	16416	12,03998	94,8408
Missing	893	17309	5,15917	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Language Group Composition of the Sample

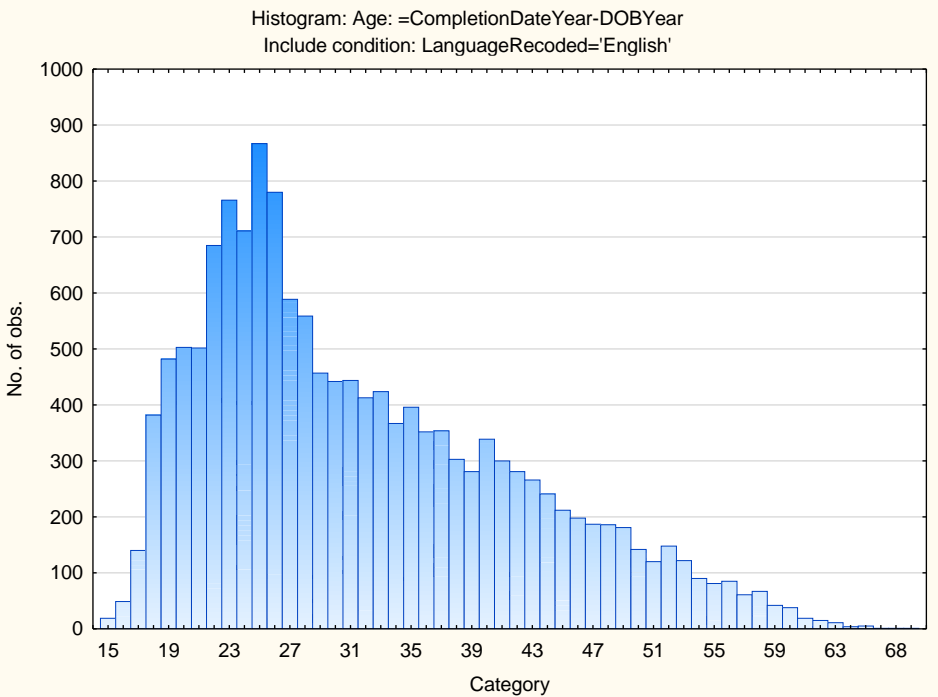
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6042	6042	34,90670	34,9067
European	3102	9144	17,92131	52,8280
Coloured	3442	12586	19,88561	72,7136
Asian	1670	14256	9,64816	82,3618
Indian	1458	15714	8,42336	90,7851
Missing	1595	17309	9,21486	100,0000

## Age Composition and Distribution of the Sample

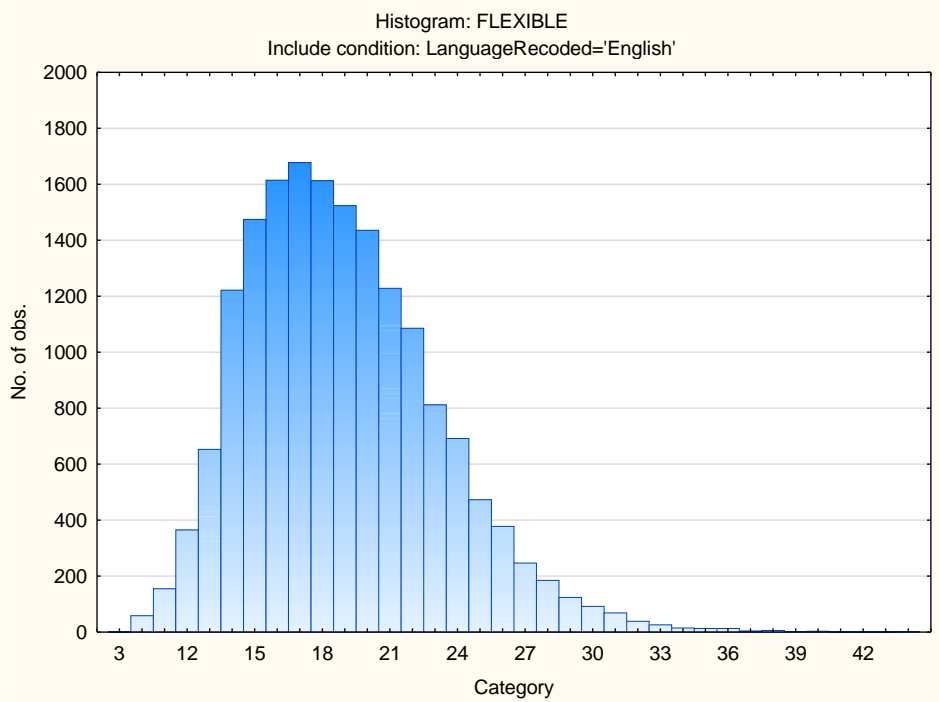
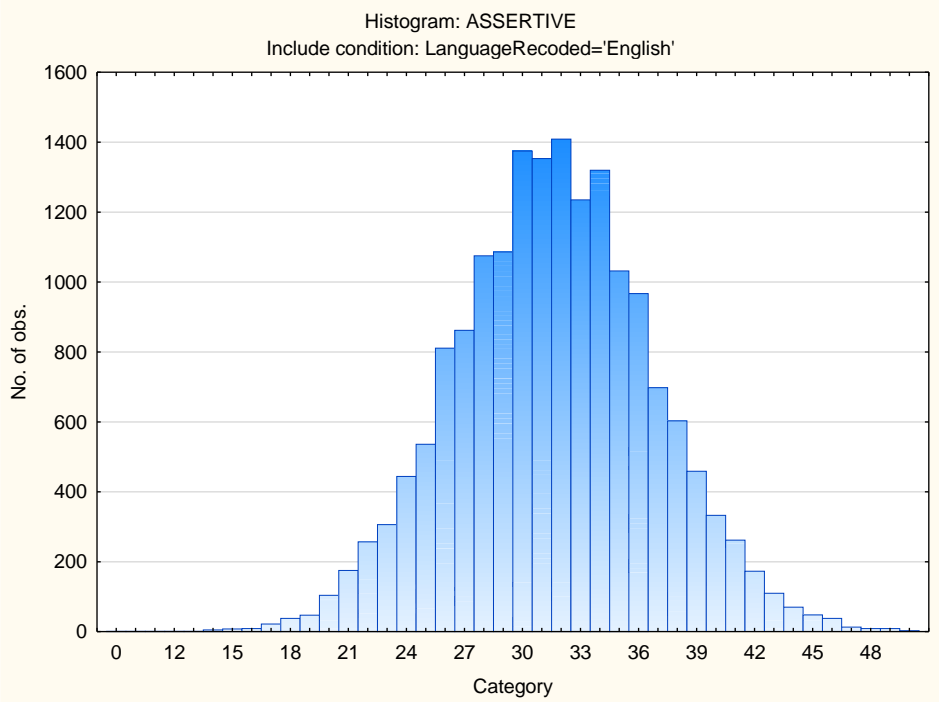
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,77880	10,27270	15,00000	71,00000	14711	2598

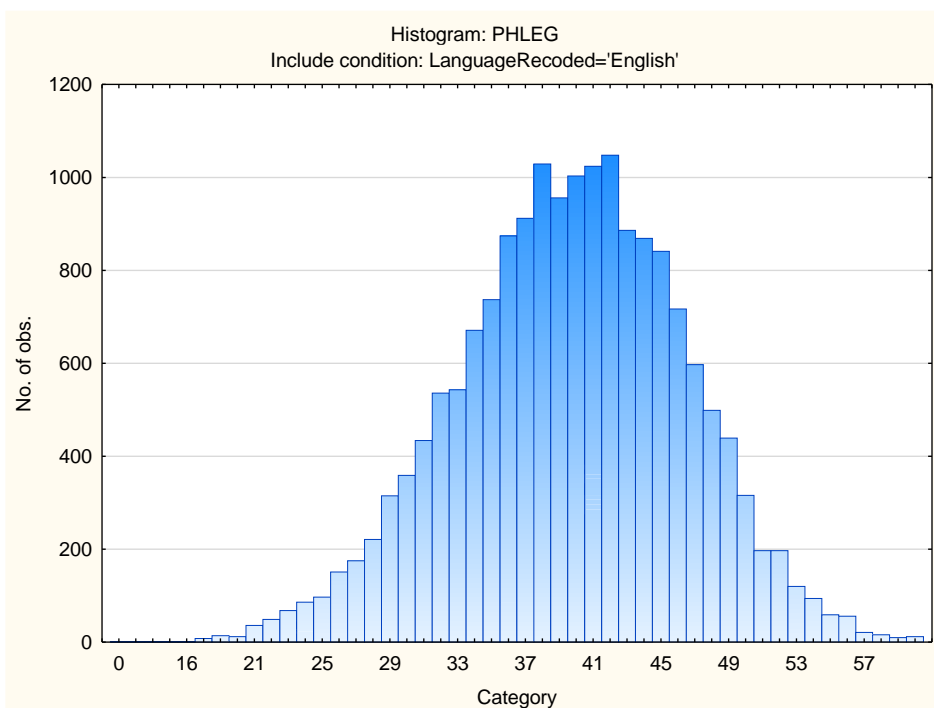
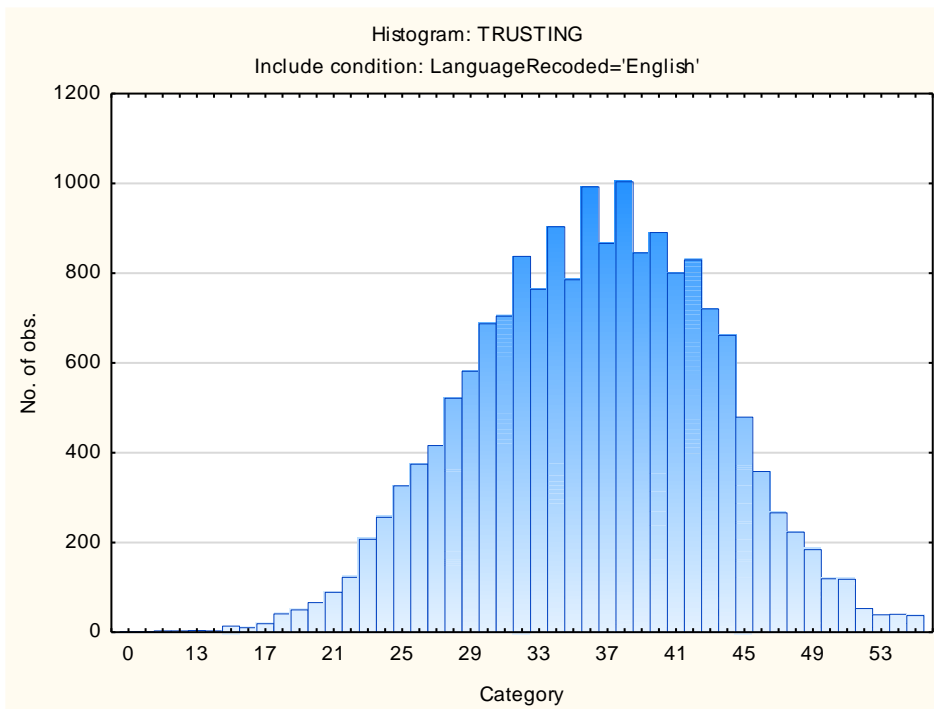


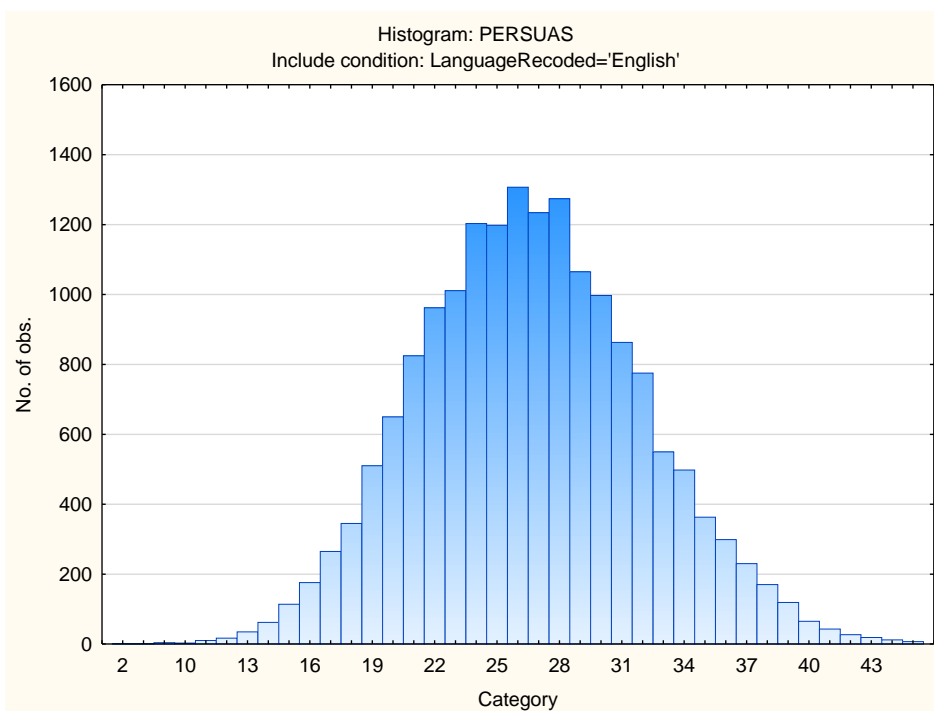
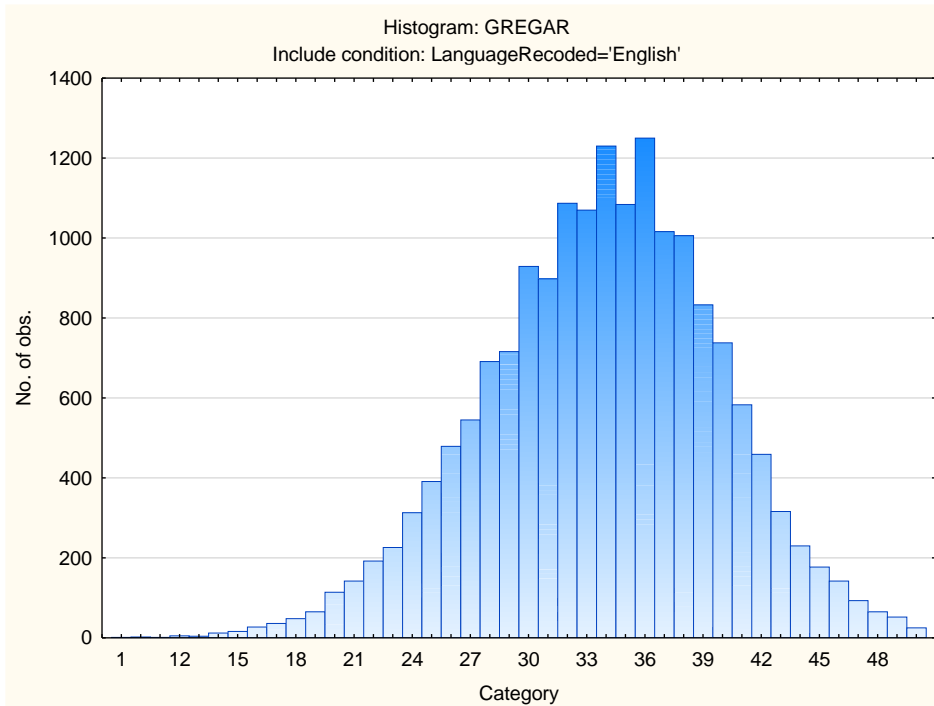
## *Descriptive Statistics on 15FQ+ Scales*

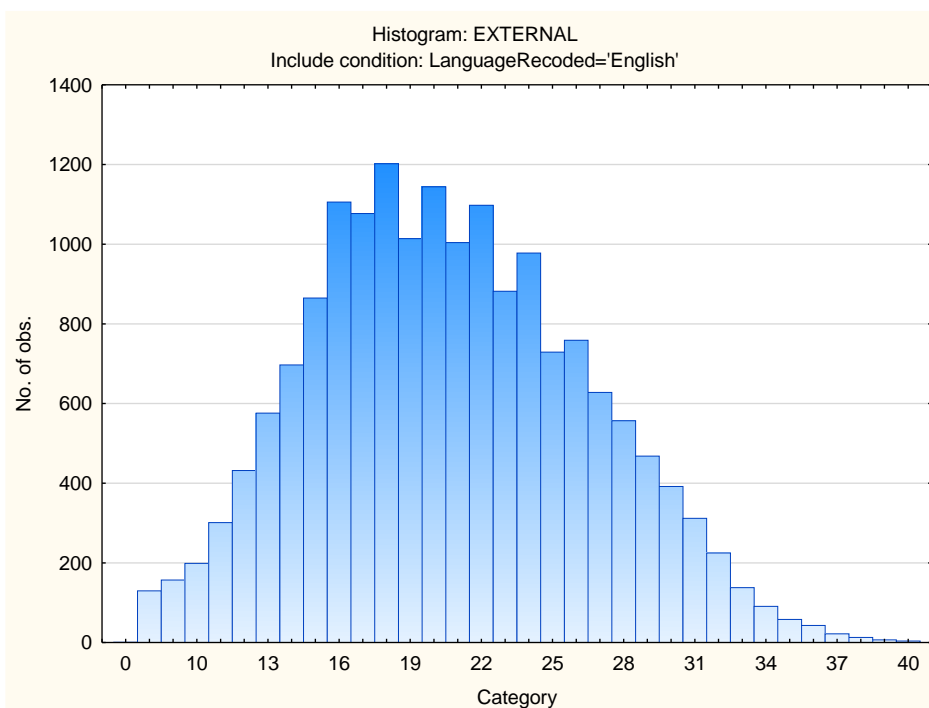
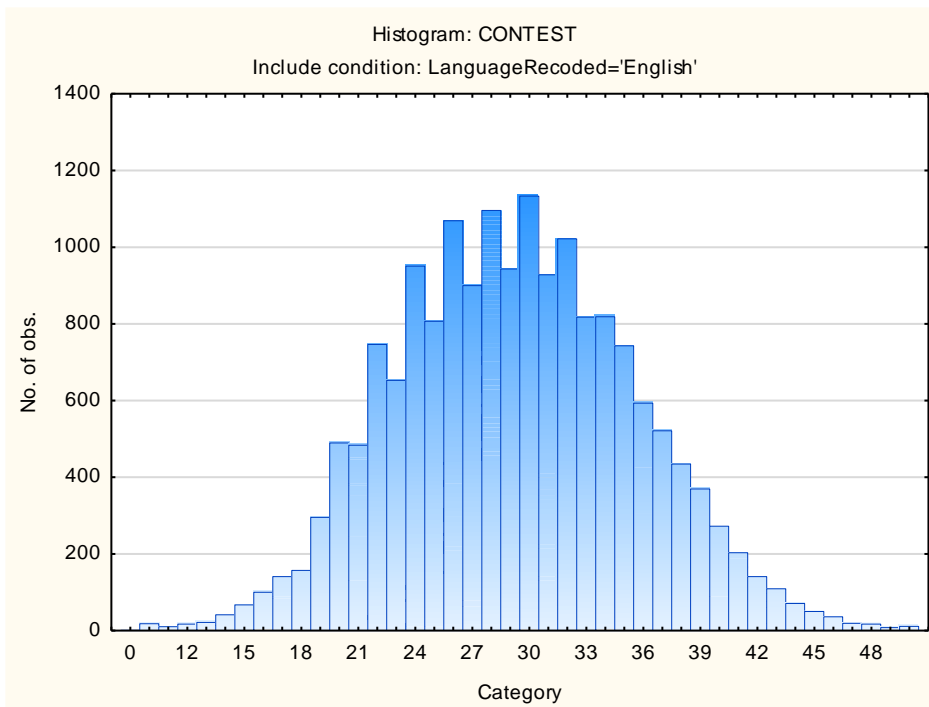
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	17309	31,59957	5,11544
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	17309	18,87972	4,23290
<b>TRUSTING</b>	Cynical - Trusting	17309	36,15449	7,01077
<b>PHLEG</b>	Emotional - Phlegmatic	17309	39,64469	6,71644
<b>GREGAR</b>	Reserved - Gregarious	17309	33,74031	6,02798
<b>PERSUAS</b>	Genuine - Persuasive	17309	26,62470	5,39662
<b>CONTEST</b>	Composed - Contesting	17309	29,24415	6,29089
<b>EXTERNAL</b>	Optimistic - Pessimistic	17309	20,66127	5,78260
<b>PRAGMATIC</b>	Abstract - Pragmatic	17309	29,20163	5,22477
<b>CONFORM</b>	Low Distortion - High Distortion	17309	24,49835	4,37745
<b>MIDRESP</b>	Extreme Responses - Central Tendency	17309	85,56606	22,21270

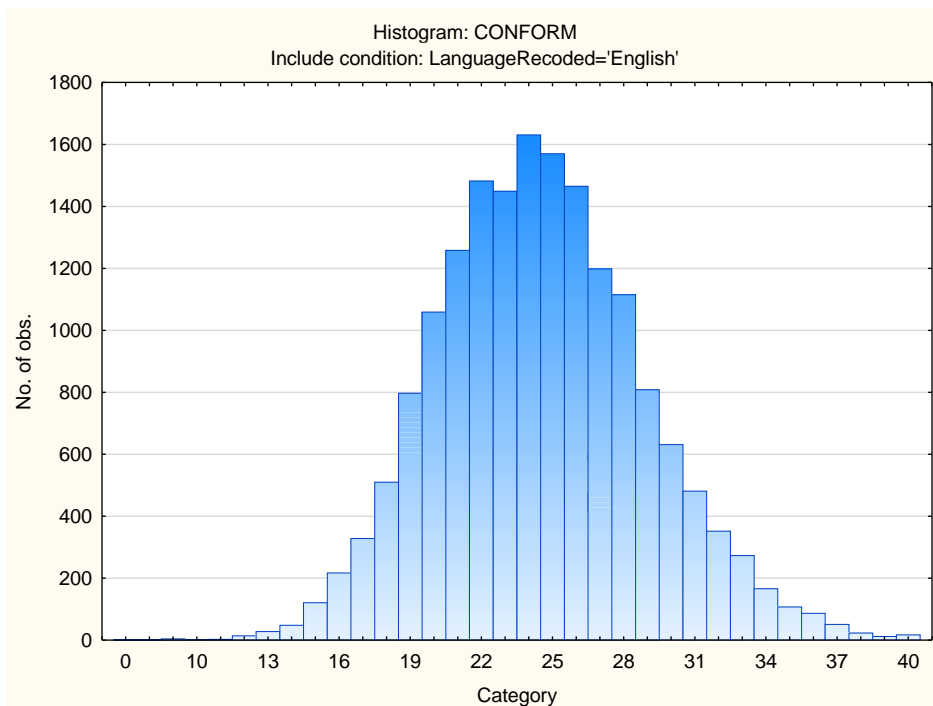
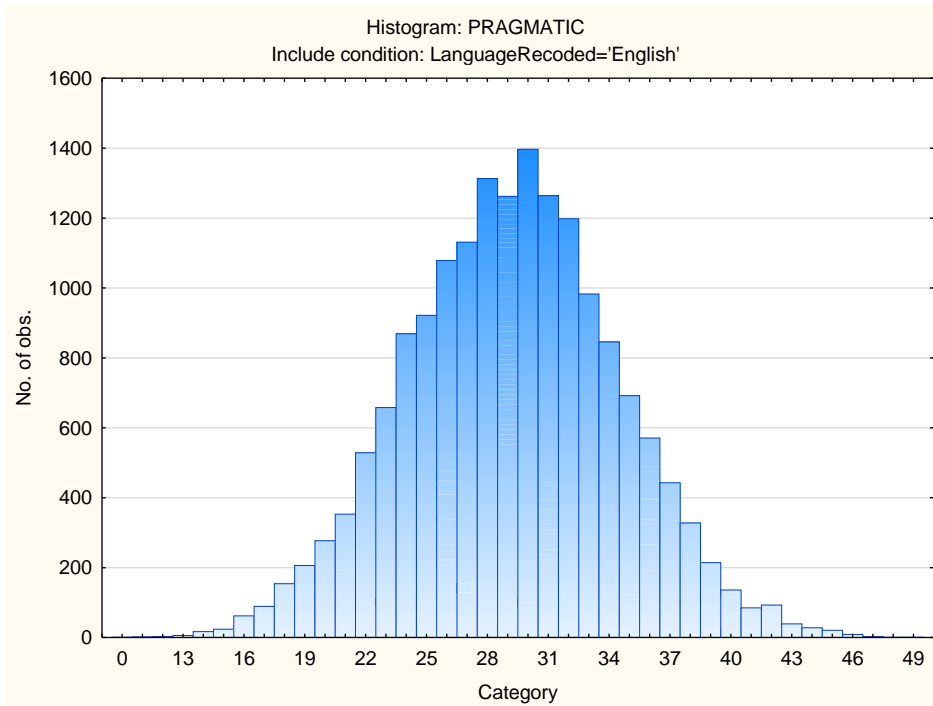
# Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-21	22-23	24-26	27-29	30-31	32-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	3-10	11-12	13-14	15-16	17-18	19-20	21-23	24-25	26-27	28-46
<b>TRUSTING</b>	Cynical - Trusting	0-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	51-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-26	27-29	30-32	33-36	37-39	40-43	44-46	47-49	50-53	54-60
<b>GREGAR</b>	Reserved - Gregarious	1-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	2-15	16-18	19-21	22-23	24-26	27-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	0-16	17-19	20-22	23-26	27-29	30-32	33-35	36-38	39-41	42-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-9	10-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-29	30-31	32-34	35-37	38-39	40-49
<b>CONFORM</b>	Low Distortion - High Distortion	0-15	16-17	18-20	21-22	23-24	25-26	27-28	29-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-41	42-52	53-63	64-74	75-85	86-96	97-107	108-118	119-129	130-196

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Afrikaans speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	2033	2033	45,04764	45,0476
F	2465	4498	54,61999	99,6676
U	15	4513	0,33237	100,0000
Missing	0	4513	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	815	815	18,05894	18,0589
< Matric	396	1211	8,77465	26,8336
Grade 12	2011	3222	44,56016	71,3938
Degree	78	3300	1,72834	73,1221
Post Graduate	533	3833	11,81033	84,9324
Tertiary Cert / Trade	308	4141	6,82473	91,7571
Missing	372	4513	8,24285	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Language Group Composition of the Sample

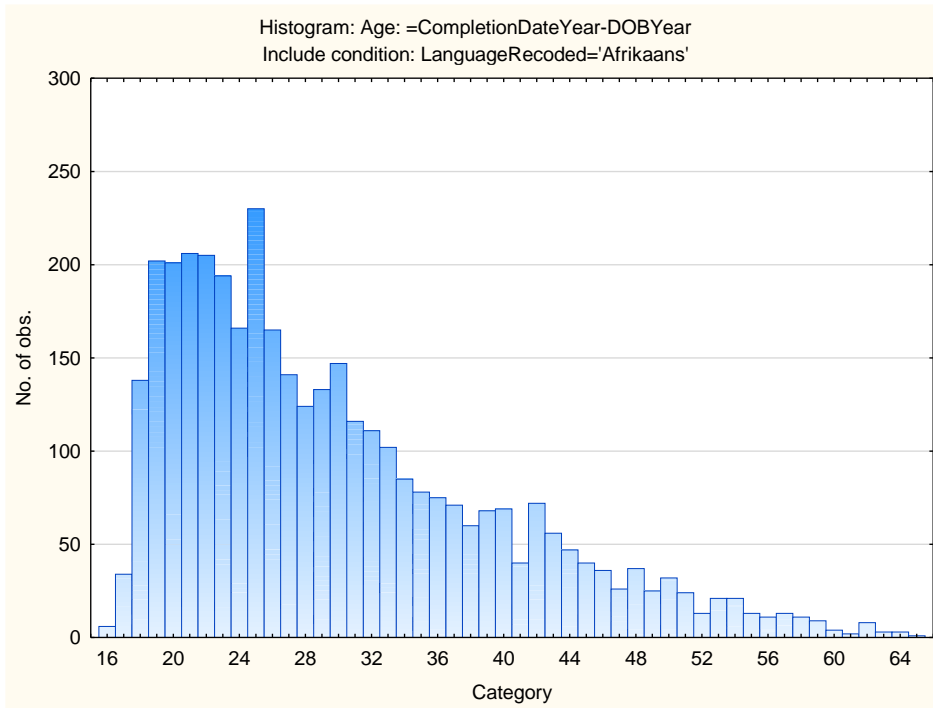
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	300	300	6,64746	6,6475
European	2188	2488	48,48216	55,1296
Coloured	1933	4421	42,83182	97,9614
Asian	6	4427	0,13295	98,0944
Indian	2	4429	0,04432	98,1387
Missing	84	4513	1,86129	100,0000

## Age Composition and Distribution of the Sample

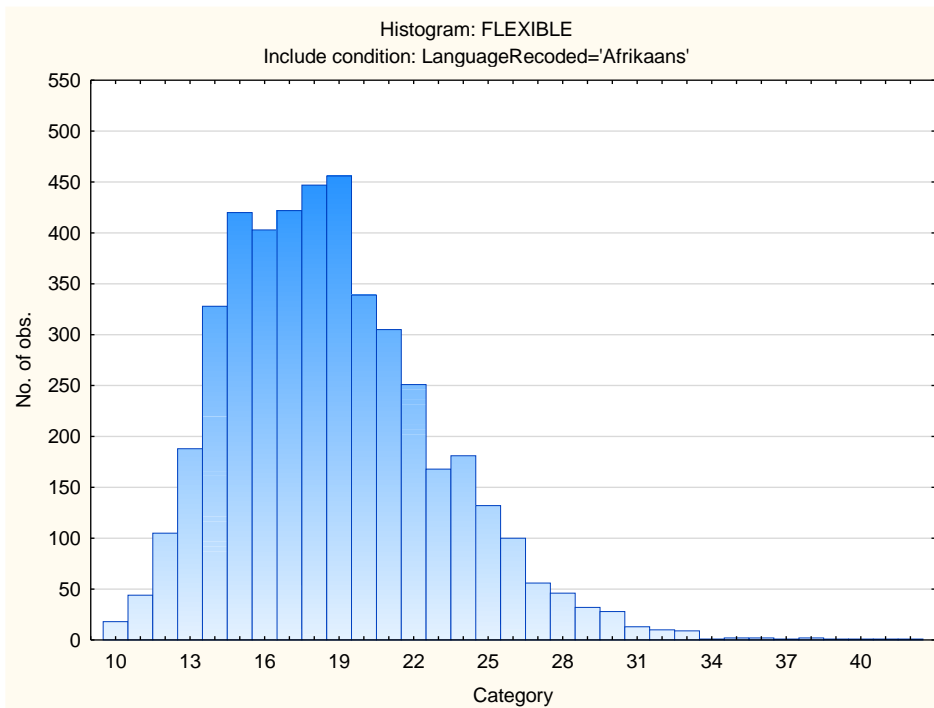
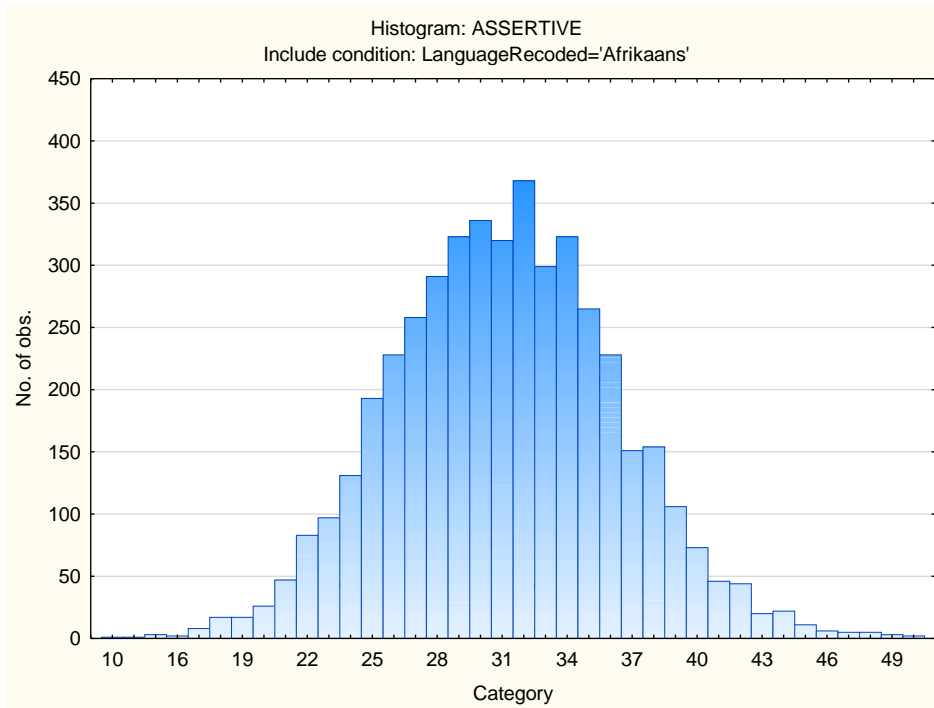
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,81001	9,739524	16,00000	65,00000	3695	818

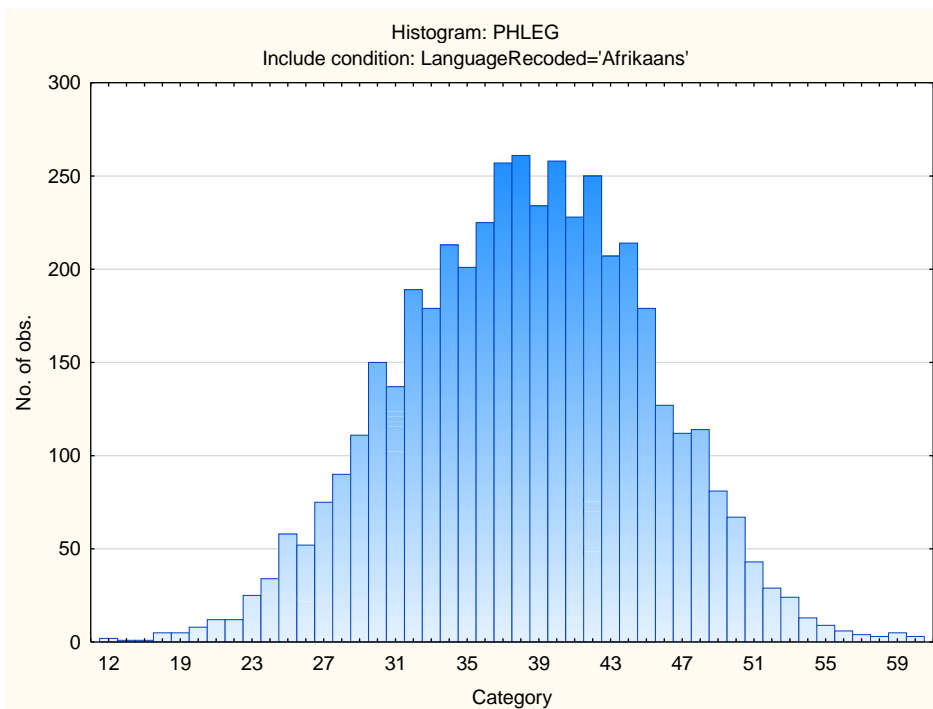
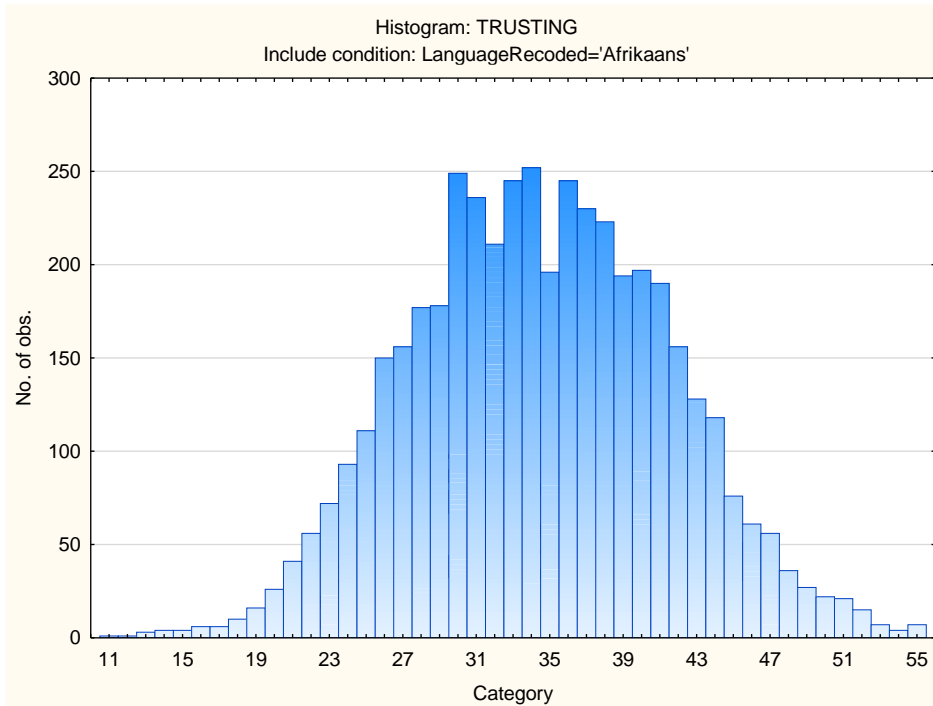


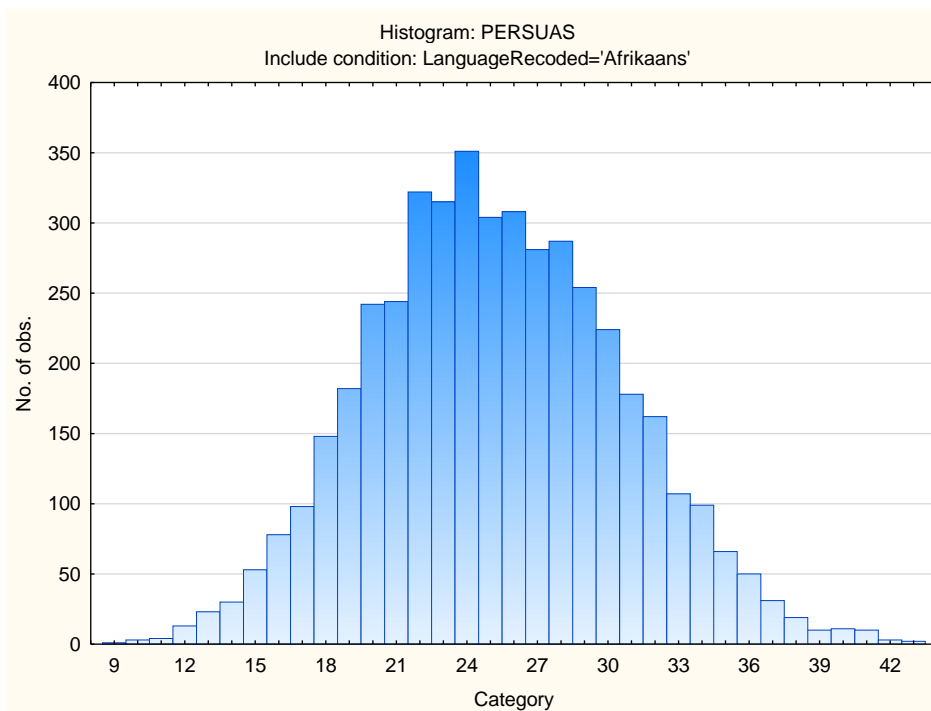
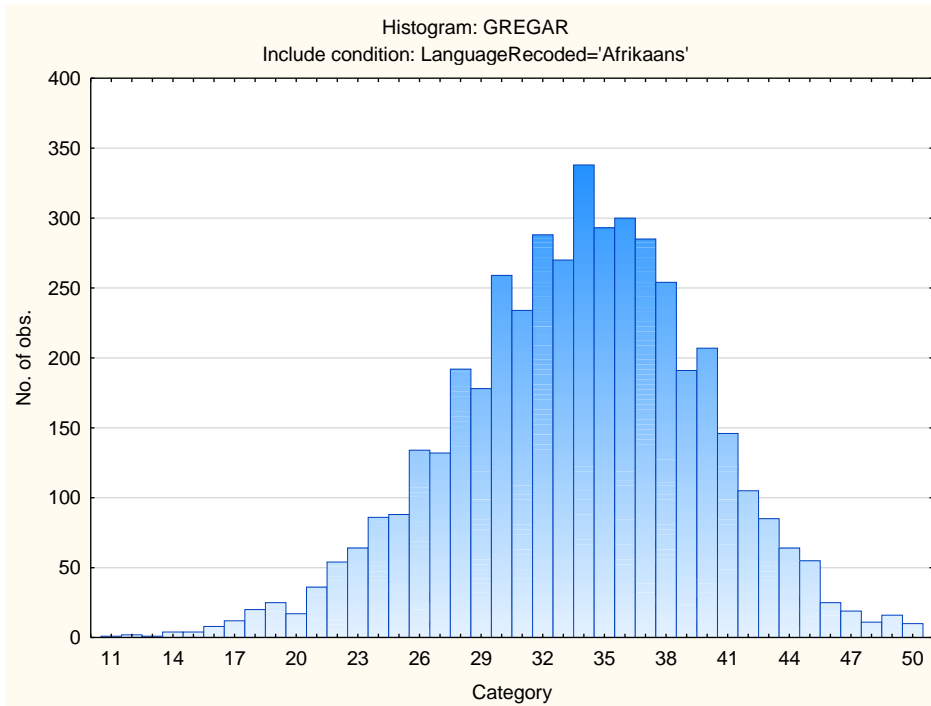
## *Descriptive Statistics on 15FQ+ Scales*

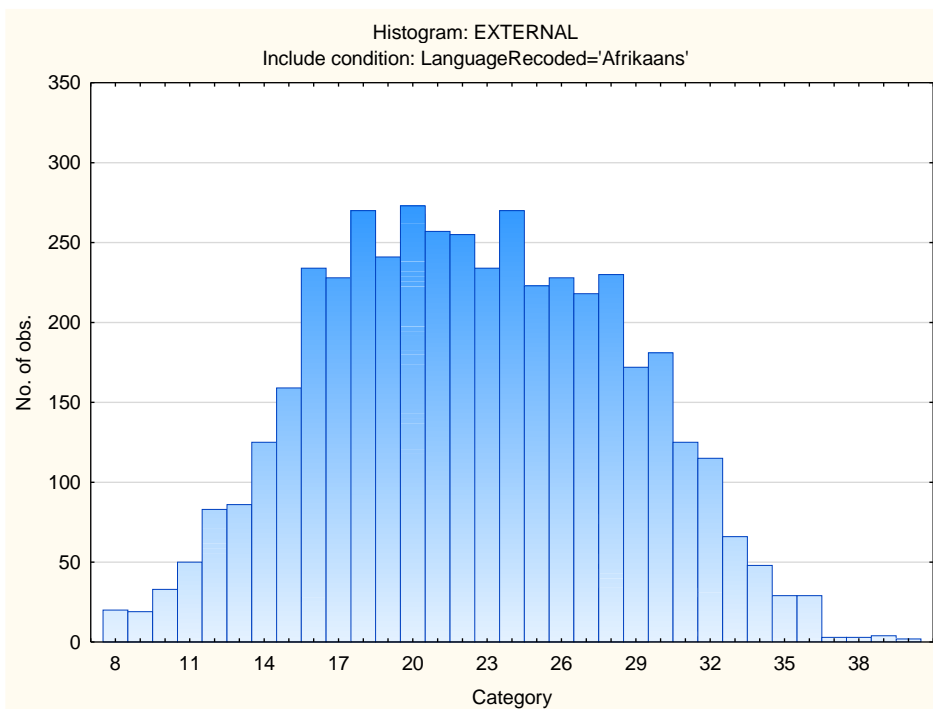
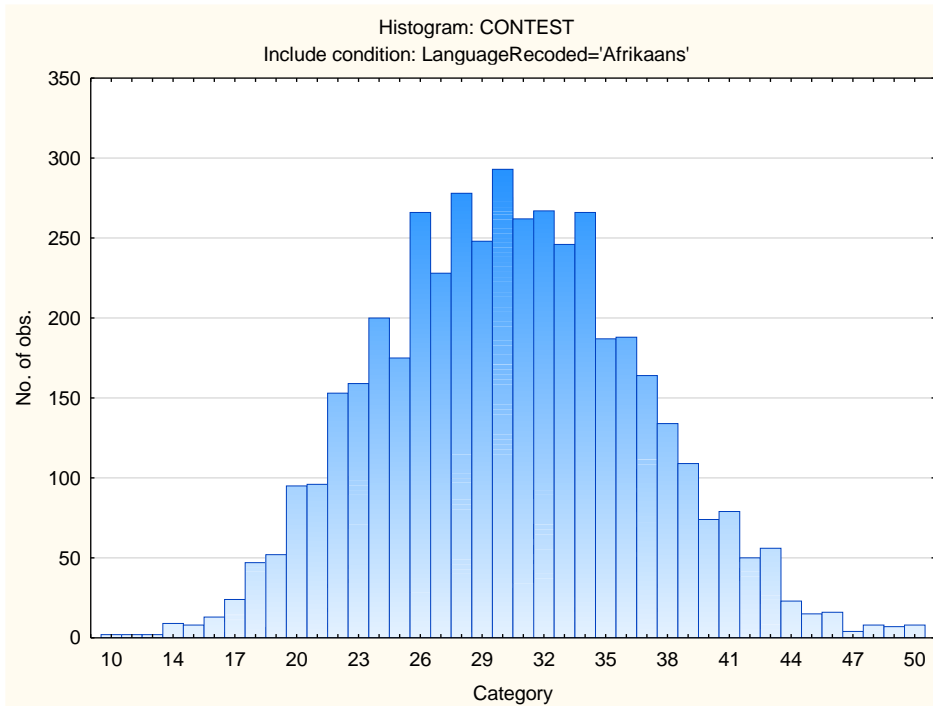
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	4513	31,12431	5,18973
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	4513	18,71261	4,23224
<b>TRUSTING</b>	Cynical - Trusting	4513	34,46421	7,00127
<b>PHLEG</b>	Emotional - Phlegmatic	4513	38,18458	6,90637
<b>GREGAR</b>	Reserved - Gregarious	4513	33,62663	6,05072
<b>PERSUAS</b>	Genuine - Persuasive	4513	25,22823	5,33823
<b>CONTEST</b>	Composed - Contesting	4513	30,29360	6,30328
<b>EXTERNAL</b>	Optimistic - Pessimistic	4513	22,37536	5,98058
<b>PRAGMATIC</b>	Abstract - Pragmatic	4513	30,51296	5,40905
<b>CONFORM</b>	Low Distortion - High Distortion	4513	24,11190	4,14446
<b>MIDRESP</b>	Extreme Responses - Central Tendency	4513	83,97939	22,12471

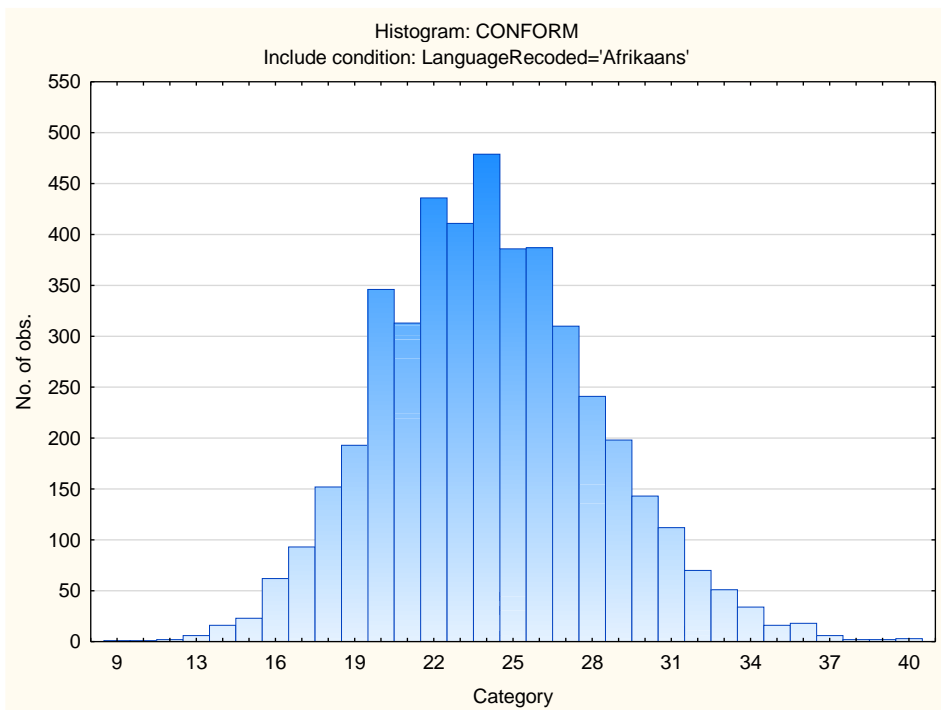
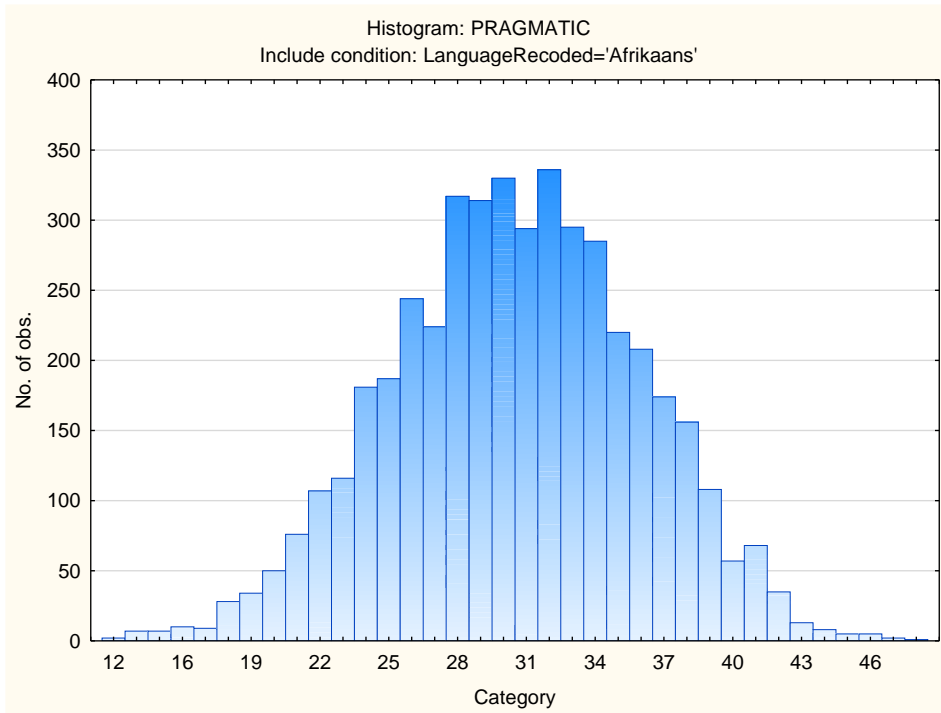
## Frequency Distributions for OPPro Scales

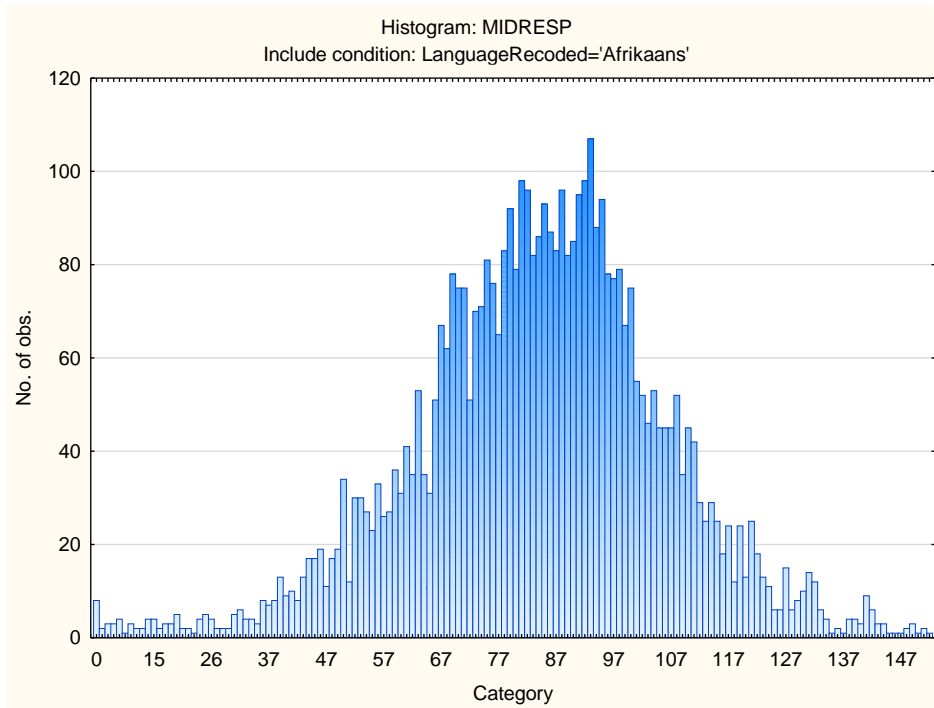












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	10-20	21-23	24-25	26-28	29-31	32-33	34-36	37-38	39-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-10	11-12	13-14	15-16	17-18	19-20	21-22	23-25	26-27	28-46
<b>TRUSTING</b>	Cynical - Trusting	11-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	12-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	11-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	9-14	15-17	18-19	20-22	23-25	26-27	28-30	31-33	34-35	36-44
<b>CONTEST</b>	Composed - Contesting	10-17	18-20	21-23	24-27	28-30	31-33	34-36	37-39	40-42	43-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	12-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-49
<b>CONFORM</b>	Low Distortion - High Distortion	9-15	16-17	18-19	20-22	23-24	25-26	27-28	29-30	31-32	33-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-39	40-50	51-61	62-72	73-83	84-95	96-106	107-117	118-128	129-157

# Occupational Personality Profile (OPPro) Norm Group: South Africans, isiZulu speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	3294	3294	49,55619	49,5562
F	3335	6629	50,17301	99,7292
U	18	6647	0,27080	100,0000
Missing	0	6647	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1732	1732	26,05687	26,0569
< Matric	339	2071	5,10005	31,1569
Grade 12	2686	4757	40,40921	71,5661
Degree	146	4903	2,19648	73,7626
Post Graduate	685	5588	10,30540	84,0680
Tertiary Cert / Trade	786	6374	11,82488	95,8929
Missing	273	6647	4,10712	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

## Language Group Composition of the Sample

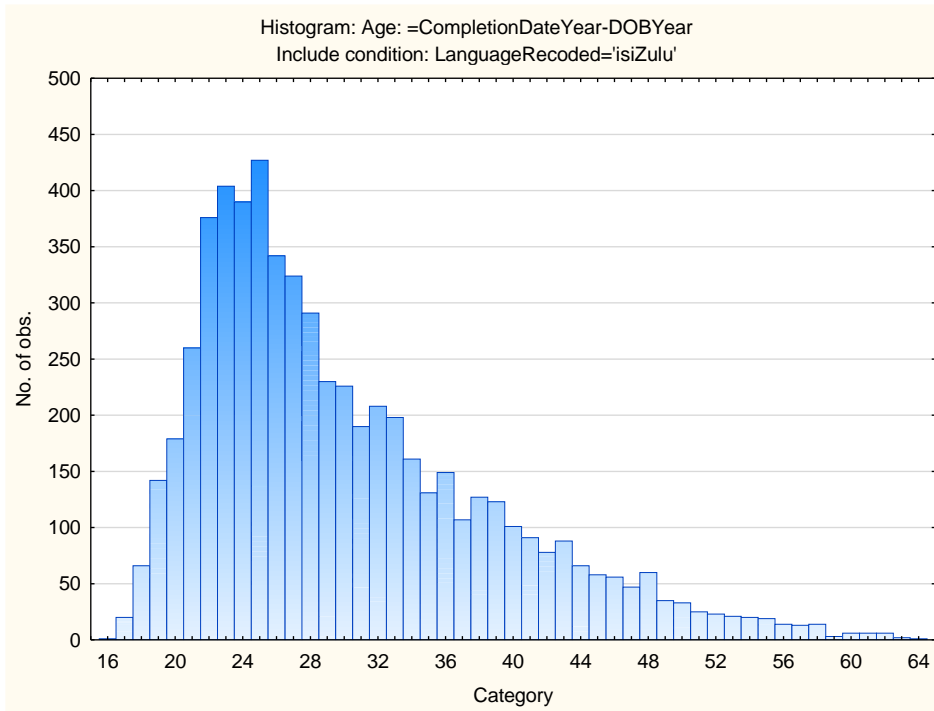
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6366	6366	95,77253	95,7725
European	3	6369	0,04513	95,8177
Coloured	12	6381	0,18053	95,9982
Asian	18	6399	0,27080	96,2690
Missing	248	6647	3,73101	100,0000

## Age Composition and Distribution of the Sample

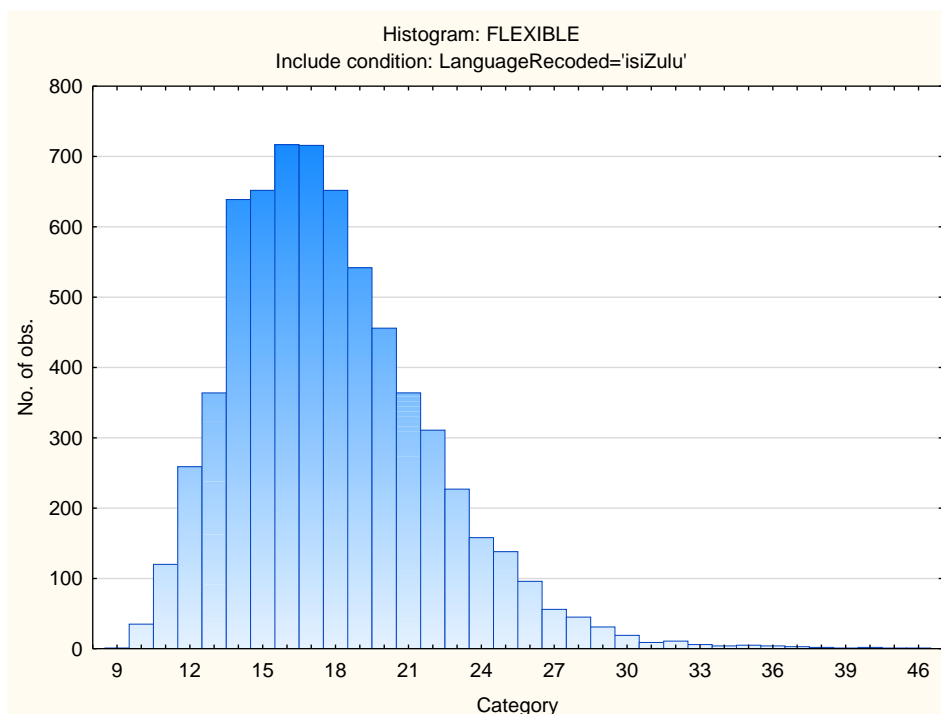
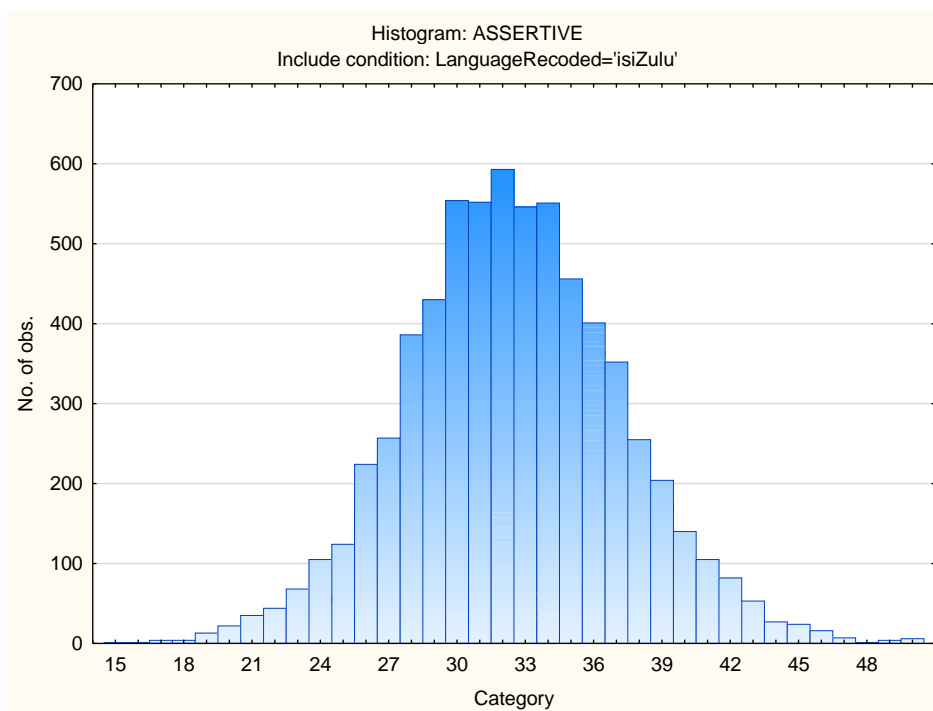
Variable	Descriptive Statistics					No.cases Missing
	Mean	Std.Dev	Minimum	Maximum	N	
Age	30,05874	8,604603	16,00000	64,00000	5958	689

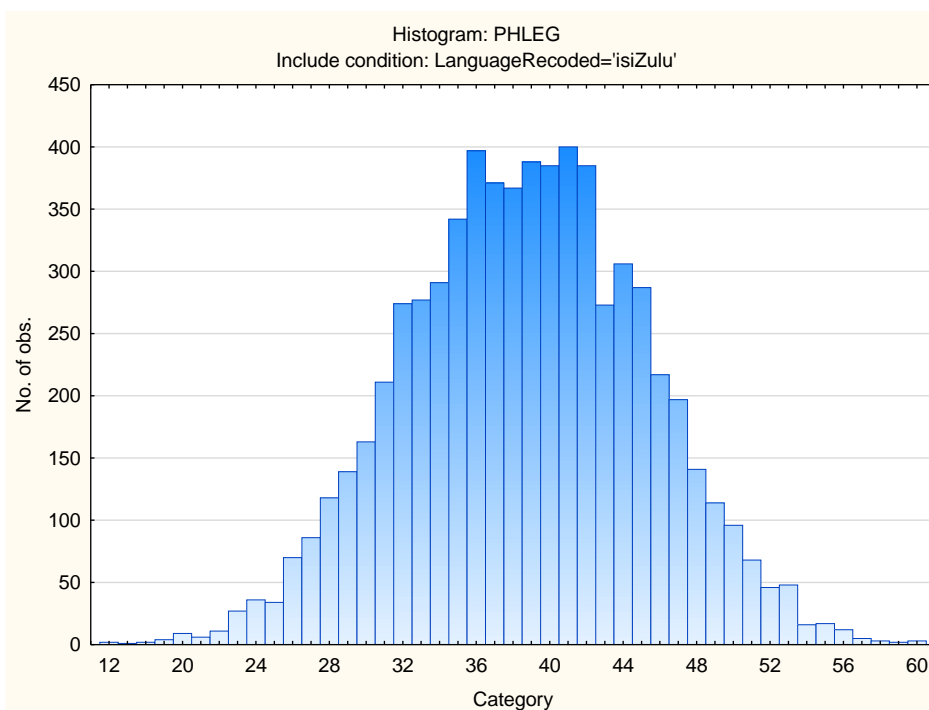
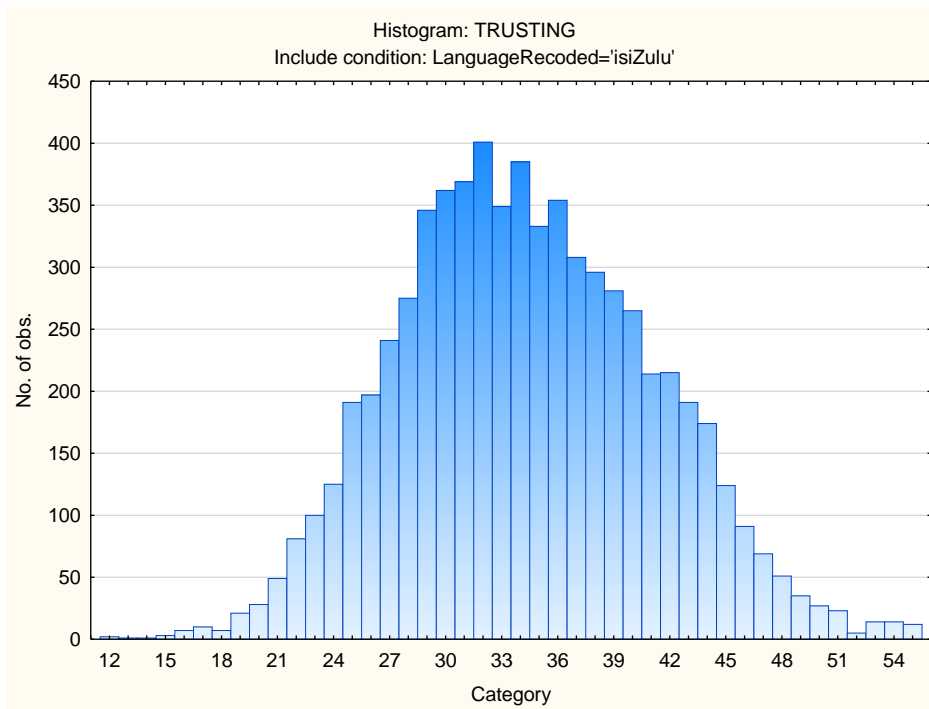


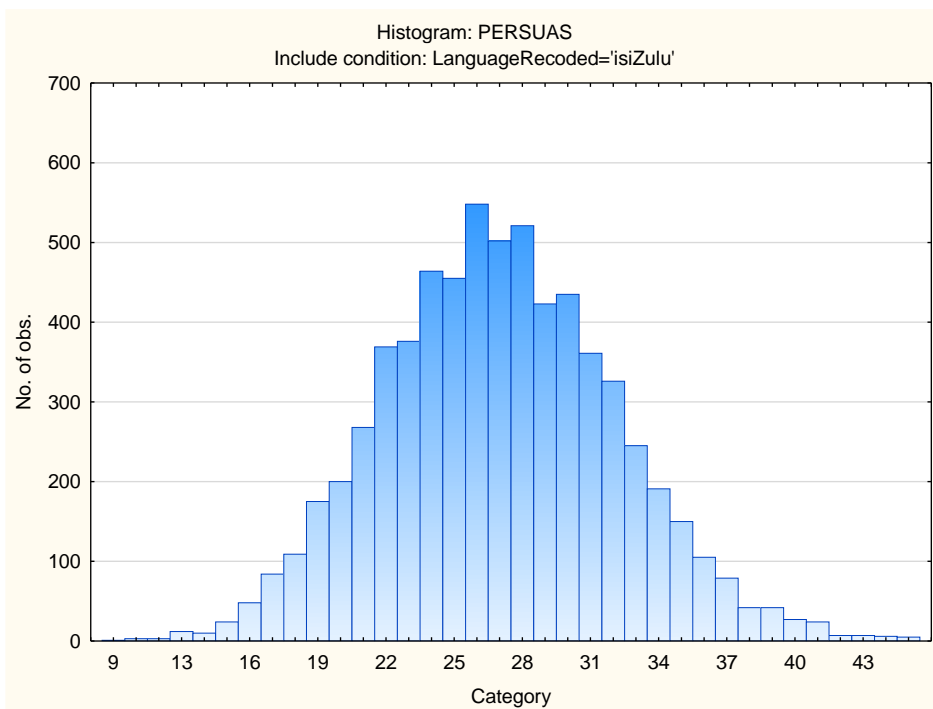
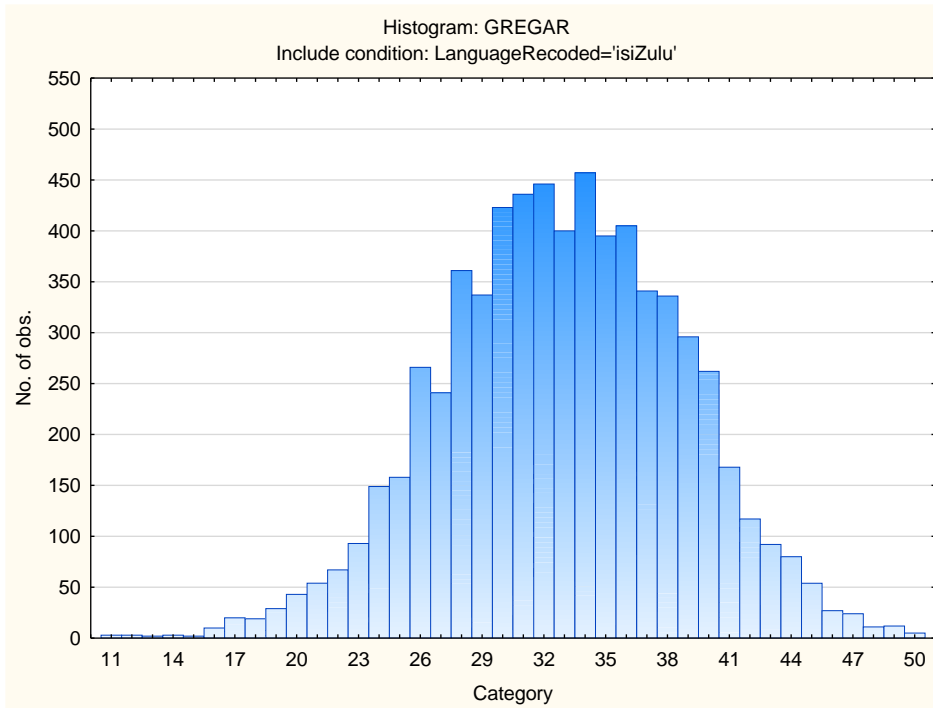
## *Descriptive Statistics on 15FQ+ Scales*

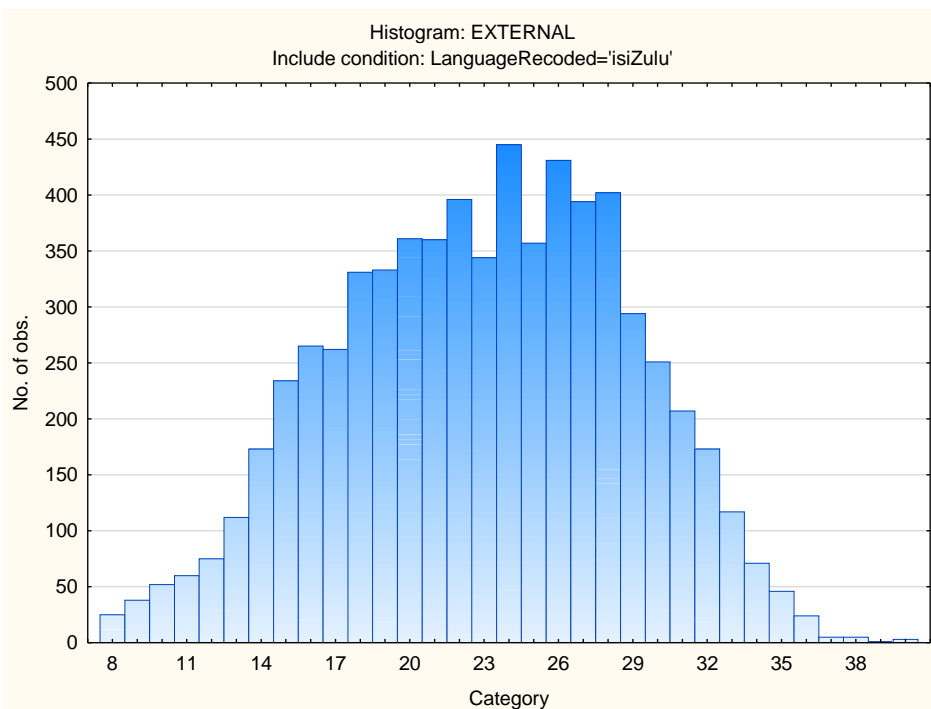
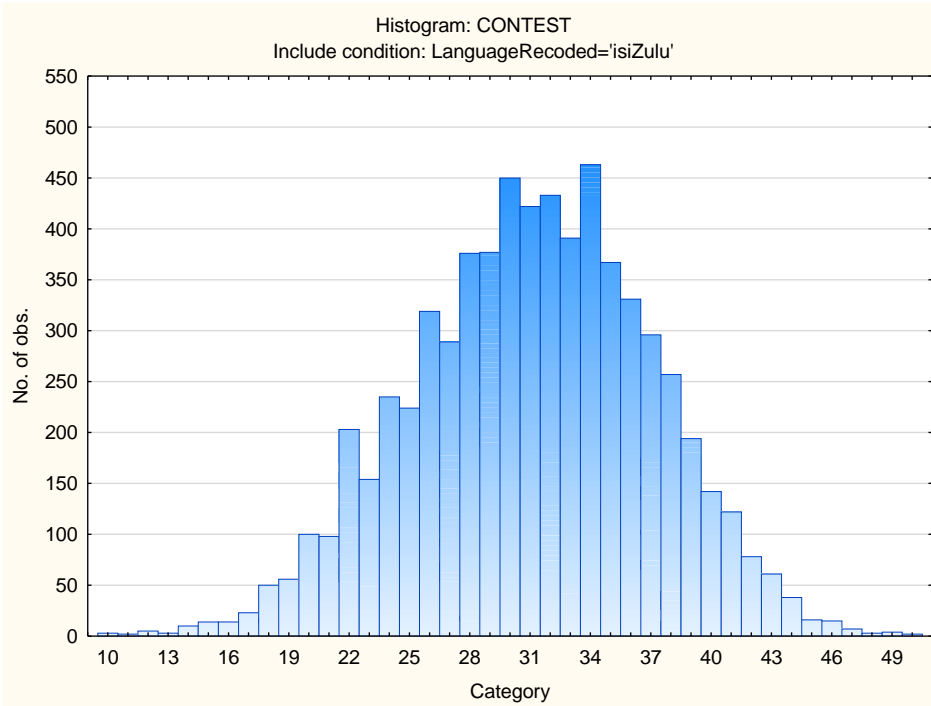
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	6647	32,46833	4,746240
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	6647	17,81420	4,070466
<b>TRUSTING</b>	Cynical - Trusting	6647	34,27682	6,777699
<b>PHLEG</b>	Emotional - Phlegmatic	6647	38,65338	6,525943
<b>GREGAR</b>	Reserved - Gregarious	6647	32,86761	5,832571
<b>PERSUAS</b>	Genuine - Persuasive	6647	26,98450	5,147383
<b>CONTEST</b>	Composed - Contesting	6647	31,06725	5,968431
<b>EXTERNAL</b>	Optimistic - Pessimistic	6647	22,92613	5,847942
<b>PRAGMATIC</b>	Abstract - Pragmatic	6647	28,63954	4,745753
<b>CONFORM</b>	Low Distortion - High Distortion	6647	24,91214	4,433049
<b>MIDRESP</b>	Extreme Responses – Central Tendency	6647	80,72845	21,15363

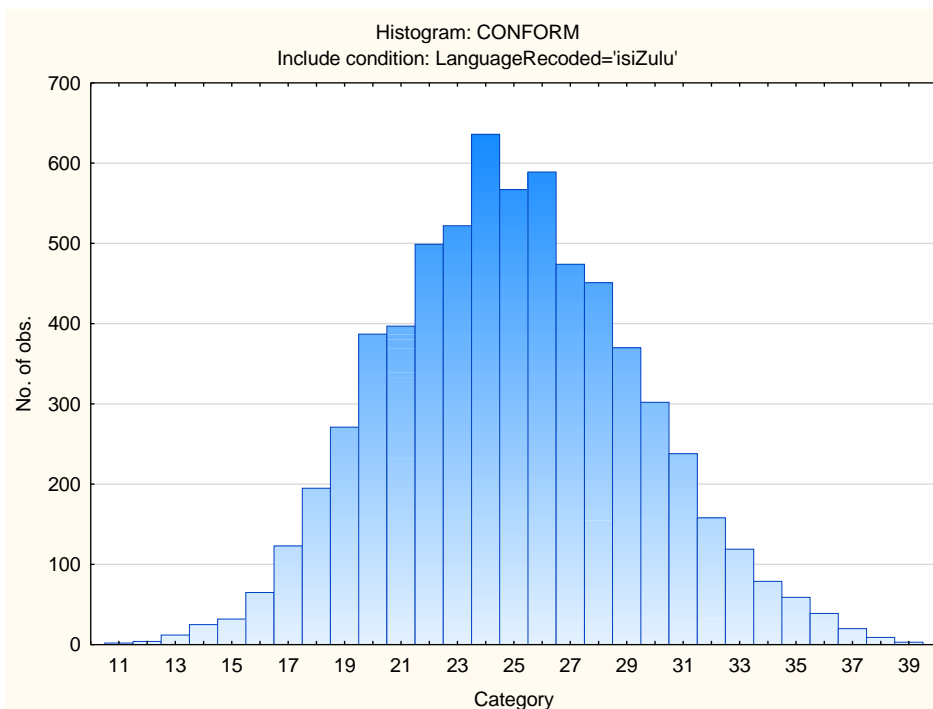
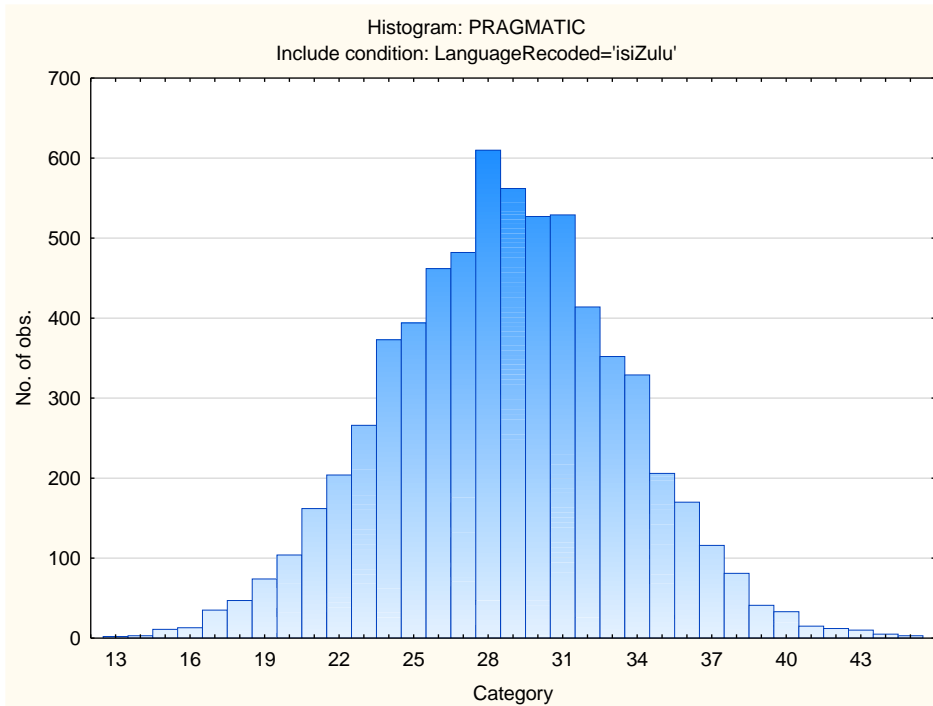
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	15-22	23-25	26-27	28-30	31-32	33-34	35-37	38-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	9-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-46
<b>TRUSTING</b>	Cynical - Trusting	12-20	21-24	25-27	28-30	31-34	35-37	38-41	42-44	45-47	48-55
<b>PHLEG</b>	Emotional - Phlegmatic	12-25	26-28	29-32	33-35	36-38	39-41	42-45	46-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	11-21	22-24	25-27	28-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	9-16	17-19	20-21	22-24	25-26	27-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	10-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	13-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-46
<b>CONFORM</b>	Low Distortion - High Distortion	11-16	17-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-39
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-38	39-48	49-59	60-70	71-80	81-91	92-101	102-112	113-123	124-185

# Occupational Personality Profile (OPPro) Norm Group: South Africans, isiXhosa speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1624	1624	39,41748	39,4175
F	2468	4092	59,90291	99,3204
U	28	4120	0,67961	100,0000
Missing	0	4120	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1024	1024	24,85437	24,8544
< Matric	127	1151	3,08252	27,9369
Grade 12	1754	2905	42,57282	70,5097
Degree	88	2993	2,13592	72,6456
Post Graduate	549	3542	13,32524	85,9709
Tertiary Cert / Trade	409	3951	9,92718	95,8981
Missing	169	4120	4,10194	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

## Language Group Composition of the Sample

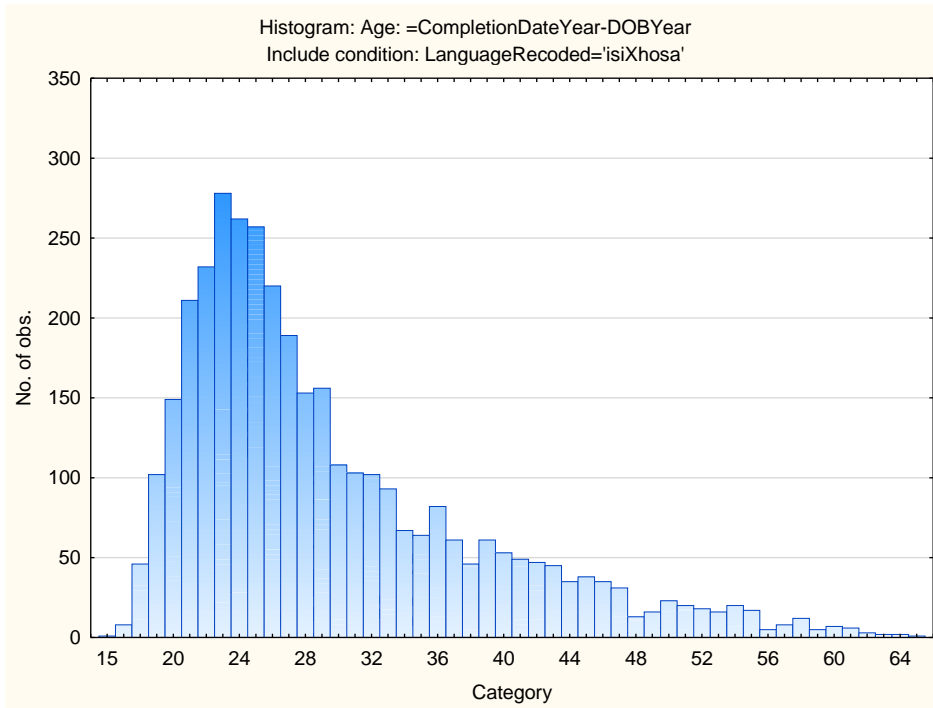
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	3986	3986	96,74757	96,7476
European	4	3990	0,09709	96,8447
Coloured	35	4025	0,84951	97,6942
Asian	5	4030	0,12136	97,8155
Missing	90	4120	2,18447	100,0000

## Age Composition and Distribution of the Sample

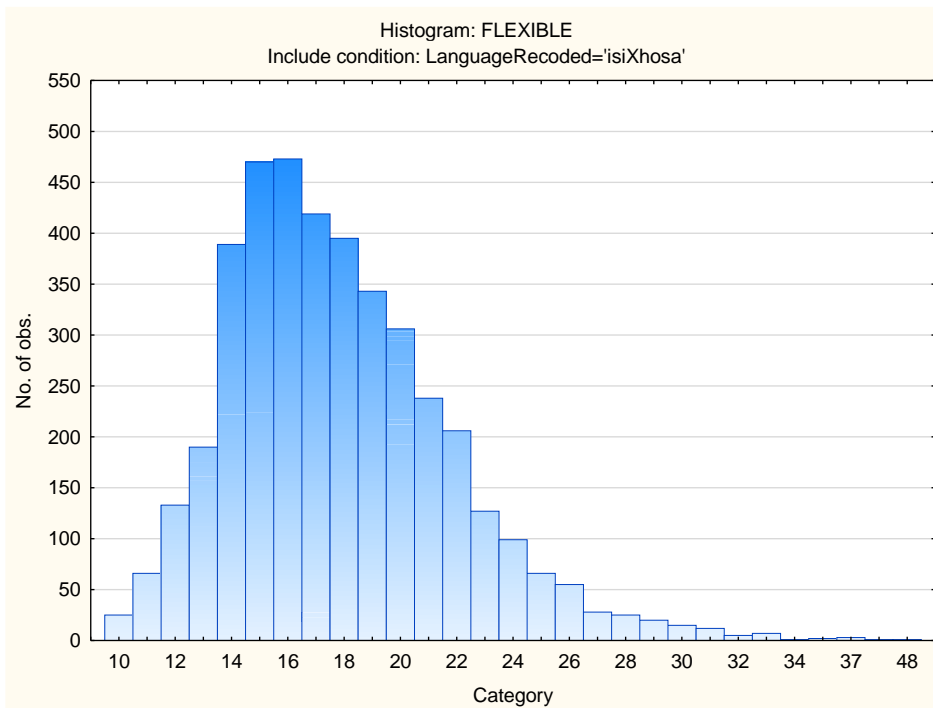
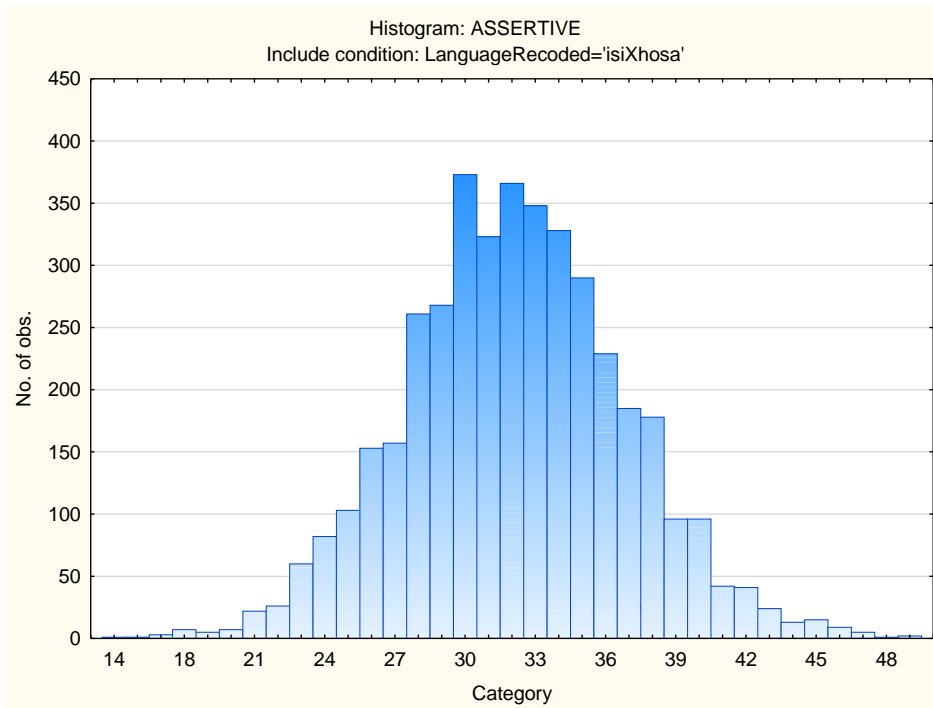
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,49693	8,999867	15,00000	65,00000	3578	542

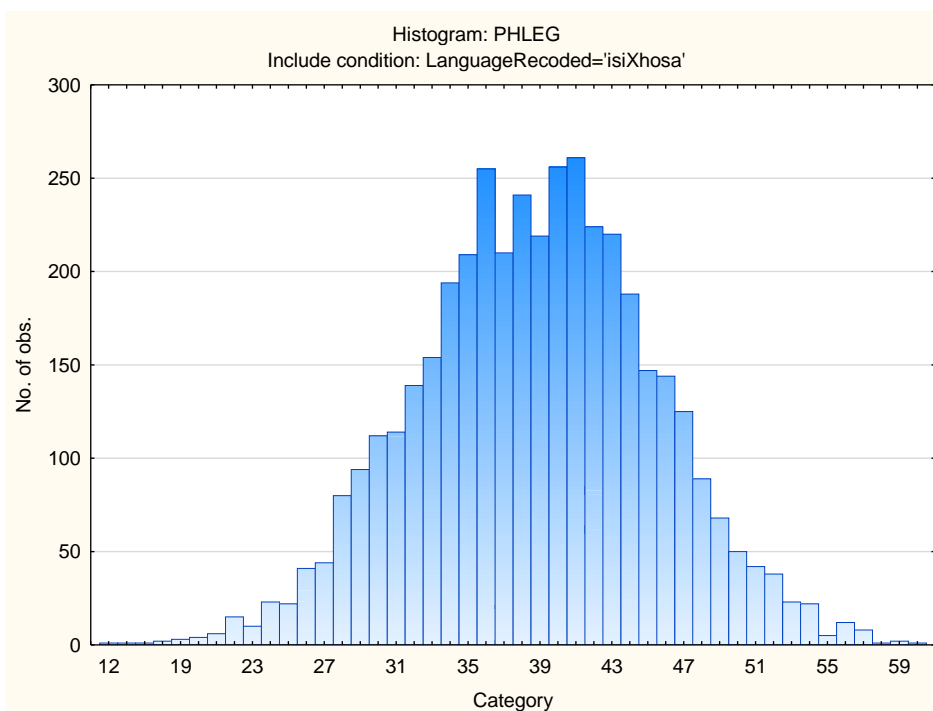
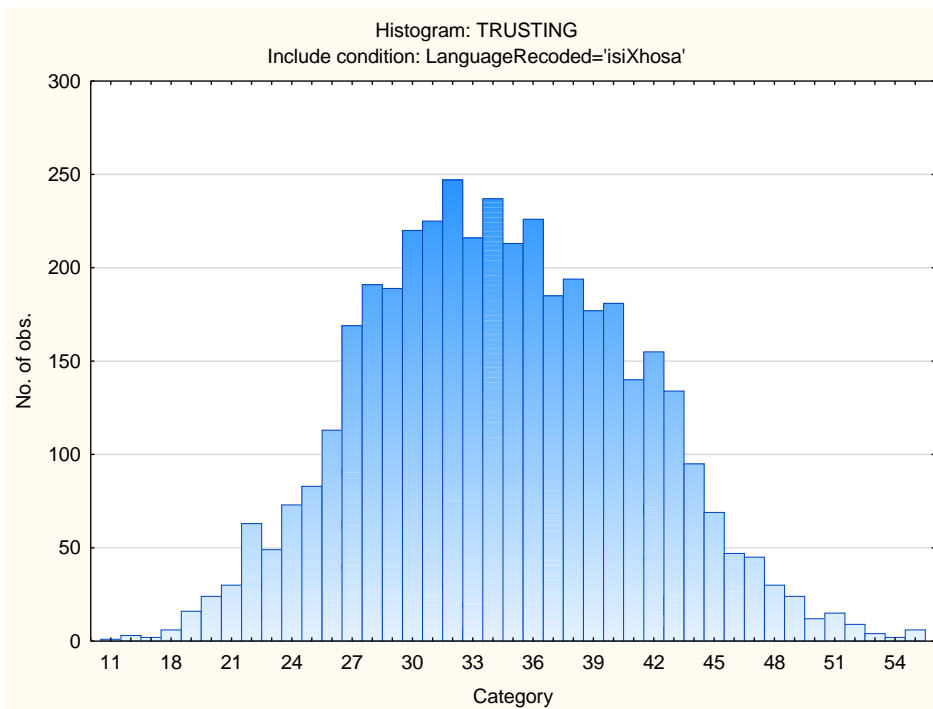


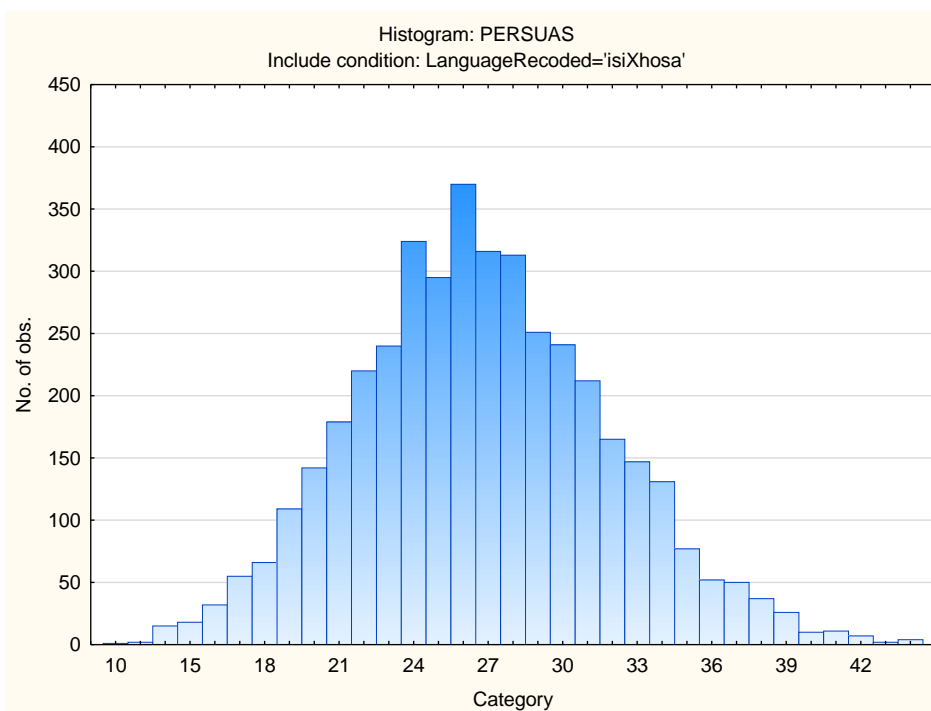
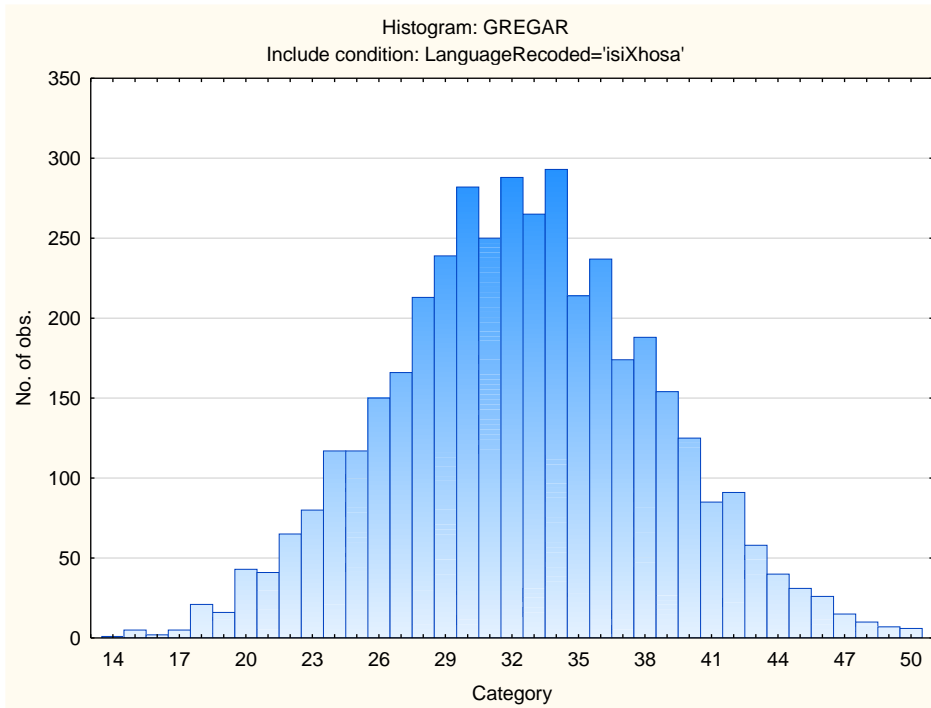
## *Descriptive Statistics on 15FQ+ Scales*

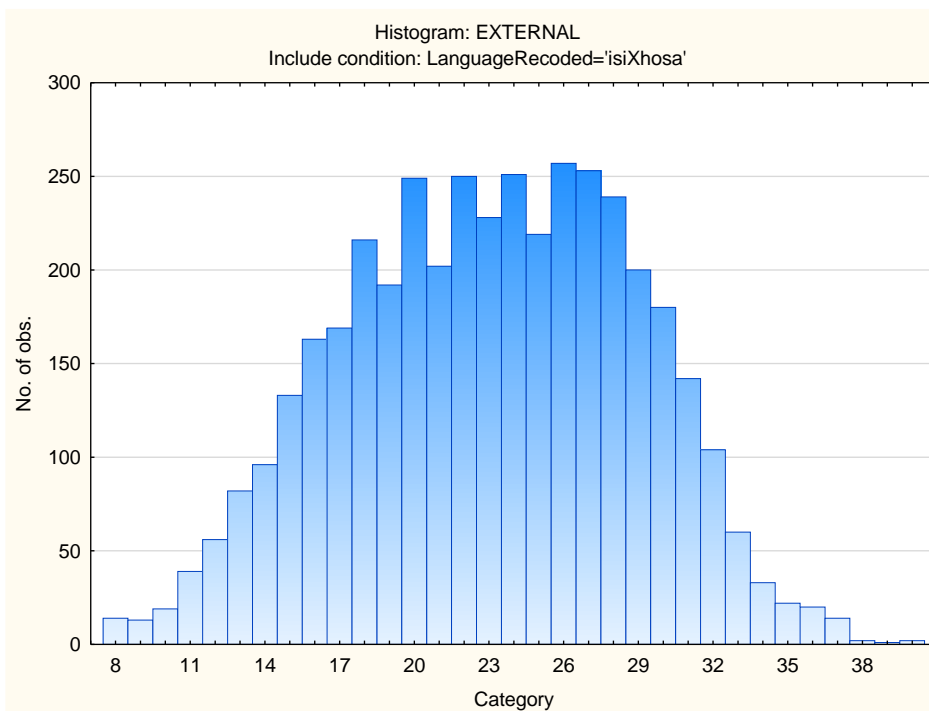
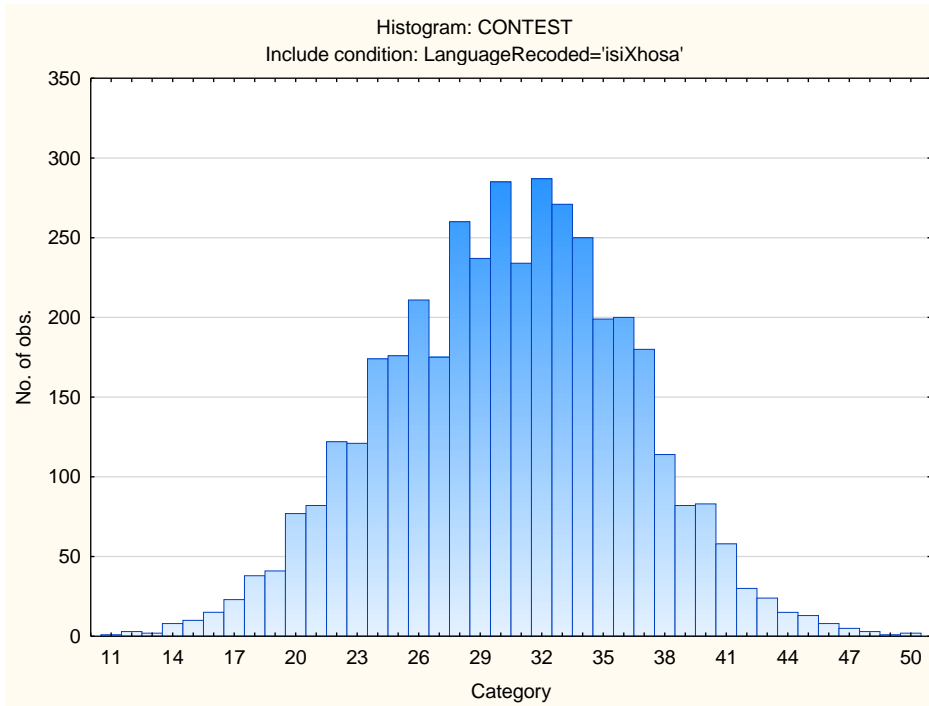
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	4120	32,12476	4,702612
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	4120	17,82549	3,973740
<b>TRUSTING</b>	Cynical - Trusting	4120	34,36262	6,656527
<b>PHLEG</b>	Emotional - Phlegmatic	4120	38,75485	6,591069
<b>GREGAR</b>	Reserved - Gregarious	4120	32,43010	5,956137
<b>PERSUAS</b>	Genuine - Persuasive	4120	26,73689	5,088362
<b>CONTEST</b>	Composed - Contesting	4120	30,34345	5,951430
<b>EXTERNAL</b>	Optimistic - Pessimistic	4120	23,02112	5,813170
<b>PRAGMATIC</b>	Abstract - Pragmatic	4120	28,66408	4,677901
<b>CONFORM</b>	Low Distortion - High Distortion	4120	25,77524	4,466320
<b>MIDRESP</b>	Extreme Responses – Central Tendency	4120	81,01602	21,27801

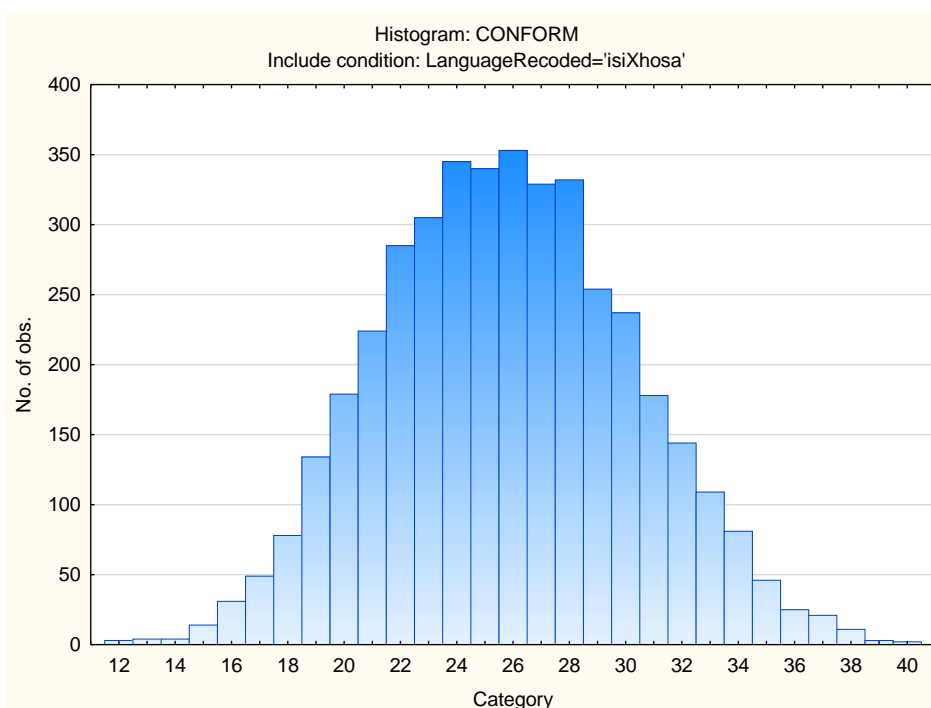
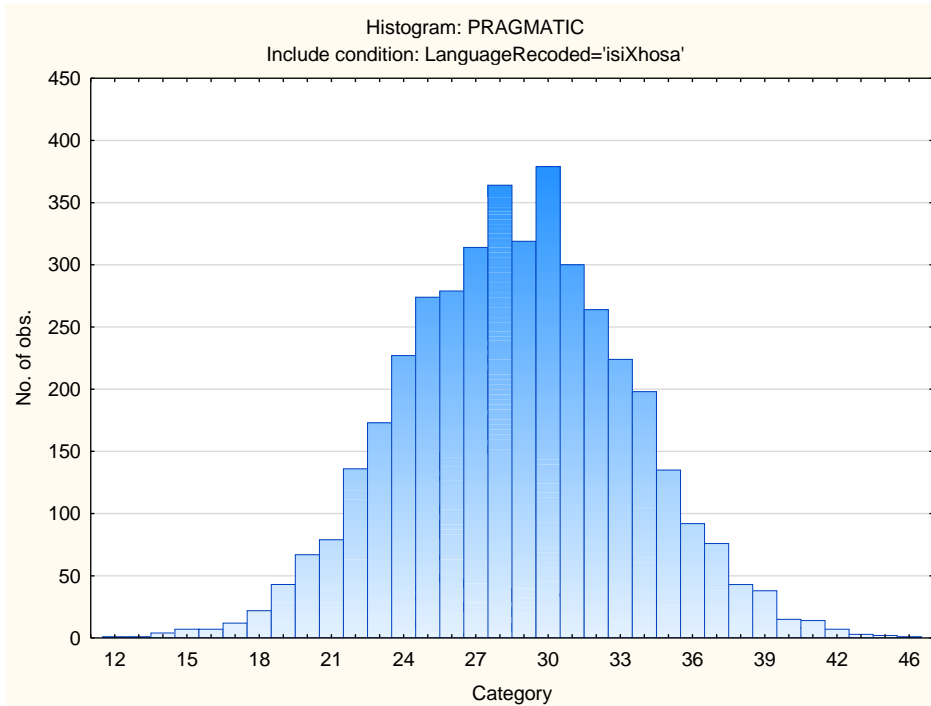
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	14-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-48
<b>TRUSTING</b>	Cynical - Trusting	11-21	22-24	25-27	28-31	32-34	35-37	38-41	42-44	45-47	48-55
<b>PHLEG</b>	Emotional - Phlegmatic	12-25	26-28	29-32	33-35	36-38	39-42	43-45	46-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	14-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	10-16	17-19	20-21	22-24	25-26	27-29	30-31	32-34	35-36	37-44
<b>CONTEST</b>	Composed - Contesting	11-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-23	24-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	12-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-46
<b>CONFORM</b>	Low Distortion - High Distortion	12-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-34	35-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-38	39-49	50-59	60-70	71-81	82-91	92-102	103-112	113-123	124-170

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Setswana speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1094	1094	42,17425	42,1742
F	1488	2582	57,36315	99,5374
U	12	2594	0,46261	100,0000
Missing	0	2594	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	774	774	29,83809	29,8381
< Matric	101	875	3,89360	33,7317
Grade 12	849	1724	32,72938	66,4611
Degree	79	1803	3,04549	69,5066
Post Graduate	394	2197	15,18890	84,6955
Tertiary Cert / Trade	259	2456	9,98458	94,6800
Missing	138	2594	5,31997	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Language Group Composition of the Sample

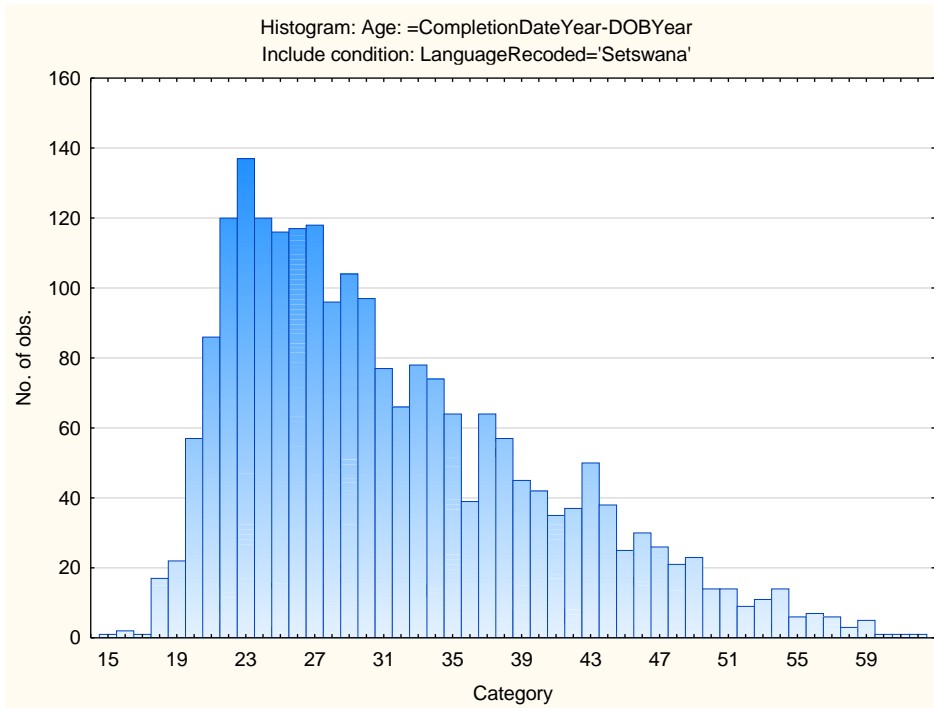
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2532	2532	97,60987	97,6099
European	4	2536	0,15420	97,7641
Coloured	7	2543	0,26985	98,0339
Asian	3	2546	0,11565	98,1496
Missing	48	2594	1,85042	100,0000

## Age Composition and Distribution of the Sample

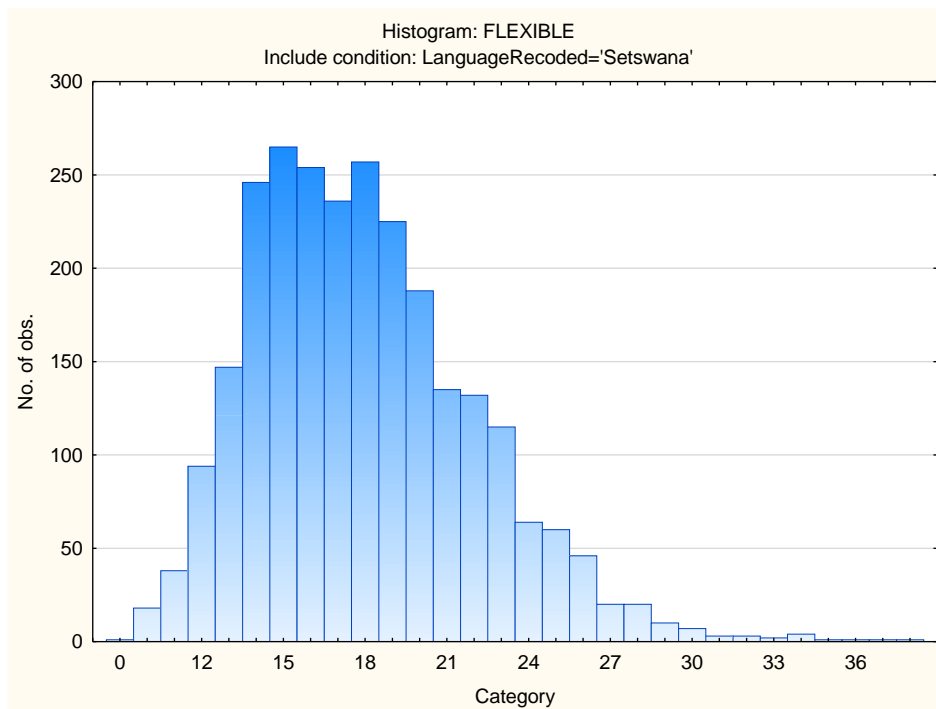
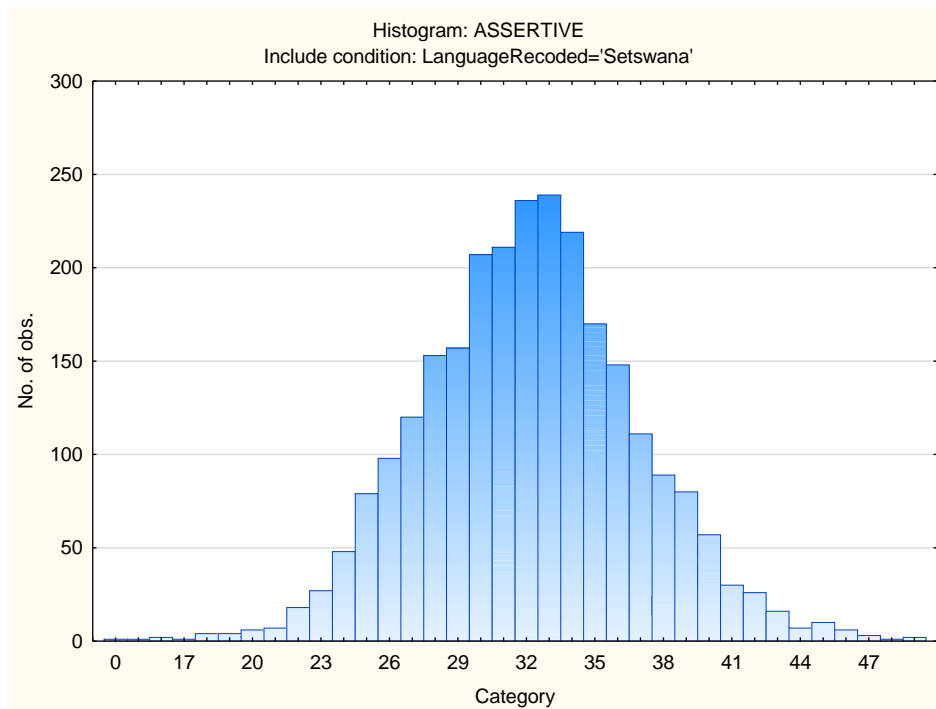
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,43163	8,876470	15,00000	64,00000	2194	400

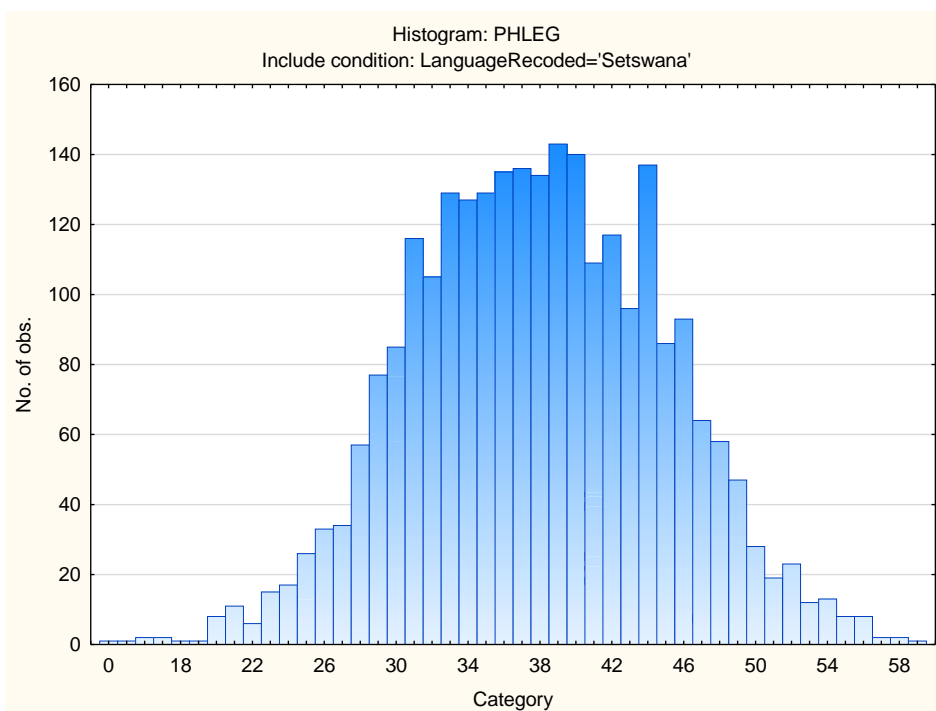
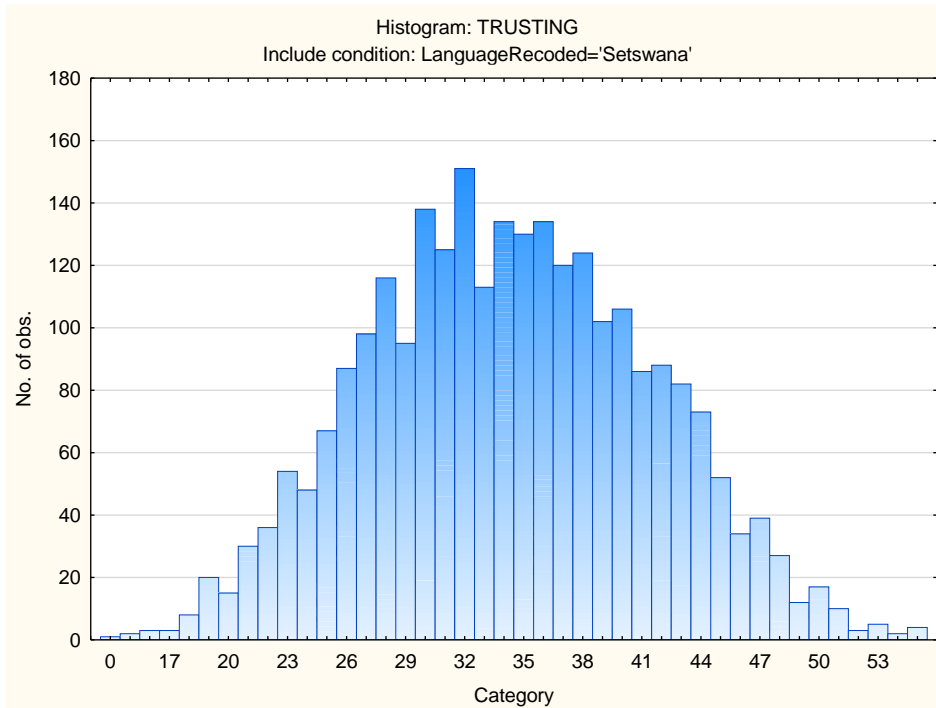


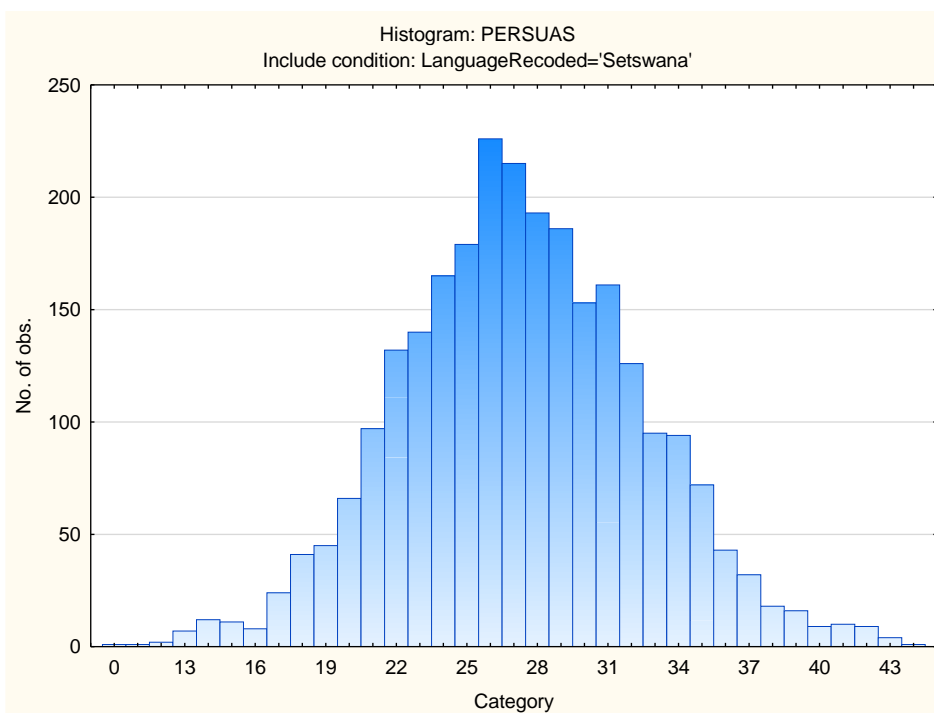
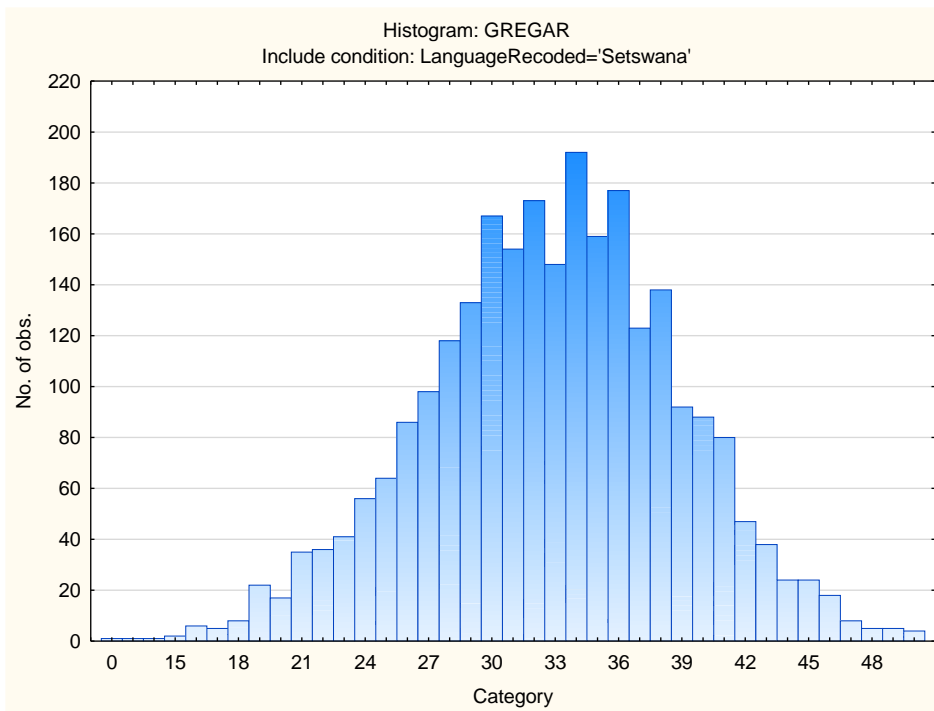
## *Descriptive Statistics on 15FQ+ Scales*

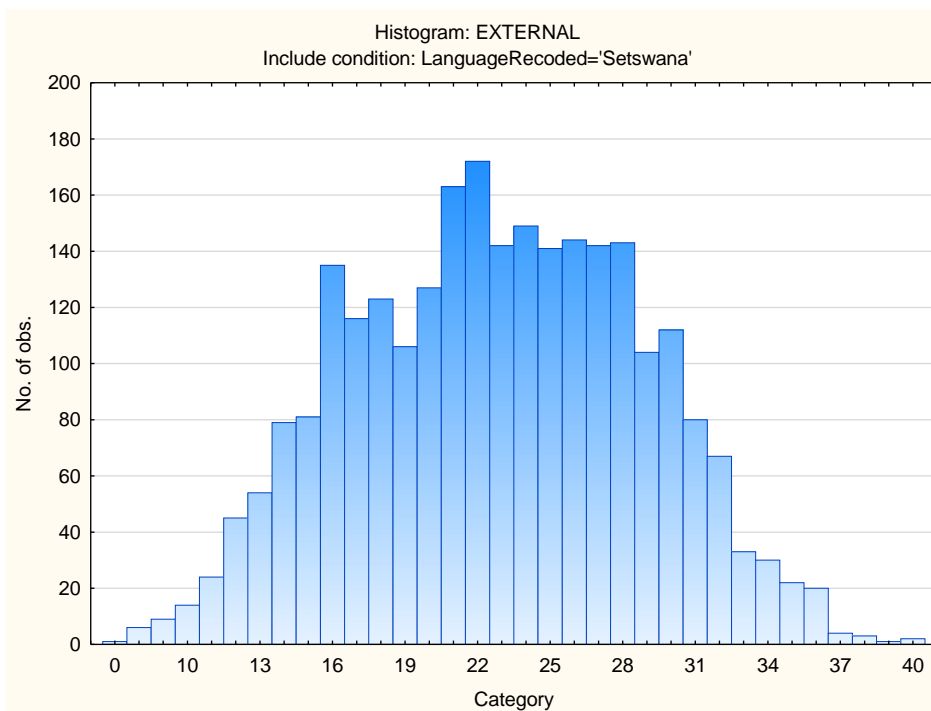
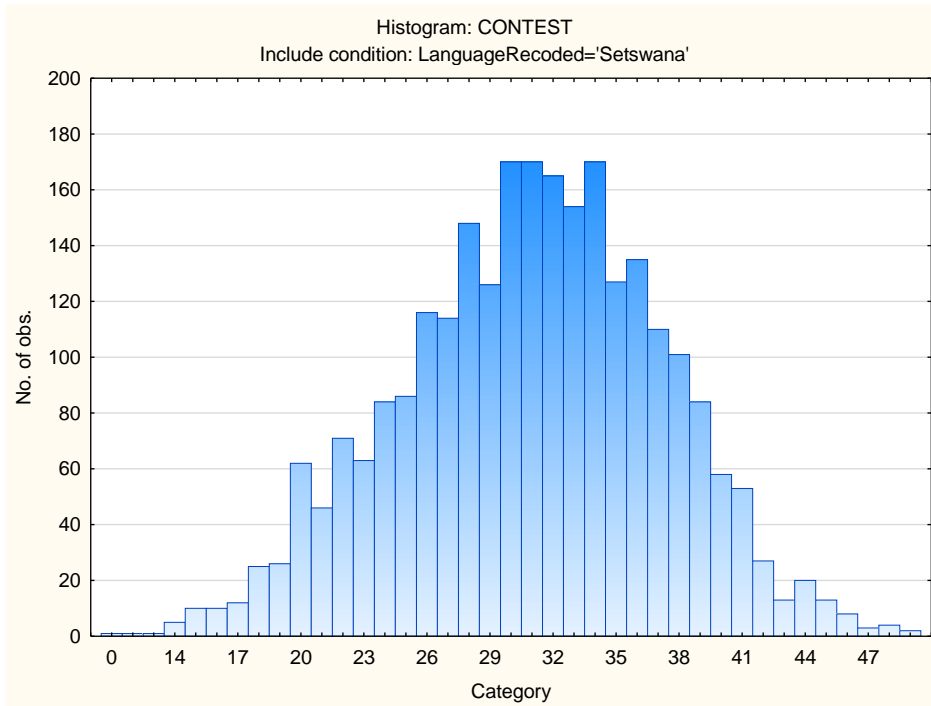
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	2594	32,14418	4,747138
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	2594	17,94526	4,085390
<b>TRUSTING</b>	Cynical - Trusting	2594	34,27949	7,167931
<b>PHLEG</b>	Emotional - Phlegmatic	2594	37,88281	7,029451
<b>GREGAR</b>	Reserved - Gregarious	2594	32,79915	6,033534
<b>PERSUAS</b>	Genuine - Persuasive	2594	27,31303	5,162901
<b>CONTEST</b>	Composed - Contesting	2594	30,94757	6,257148
<b>EXTERNAL</b>	Optimistic - Pessimistic	2594	22,79568	5,979774
<b>PRAGMATIC</b>	Abstract - Pragmatic	2594	28,44063	4,810780
<b>CONFORM</b>	Low Distortion - High Distortion	2594	24,67965	4,353046
<b>MIDRESP</b>	Extreme Responses – Central Tendency	2594	79,34888	22,31622

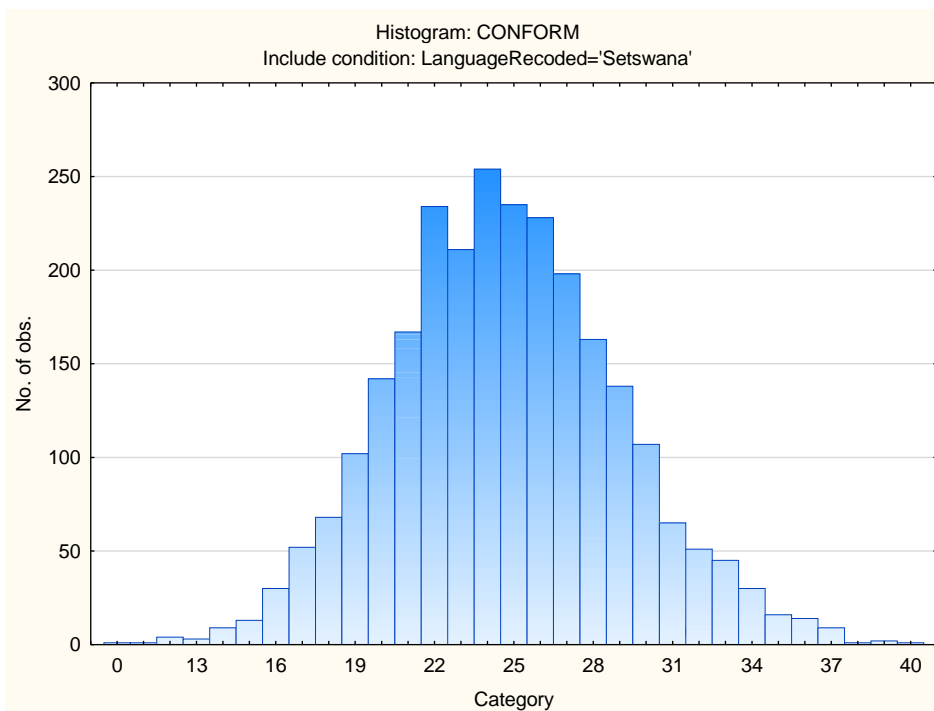
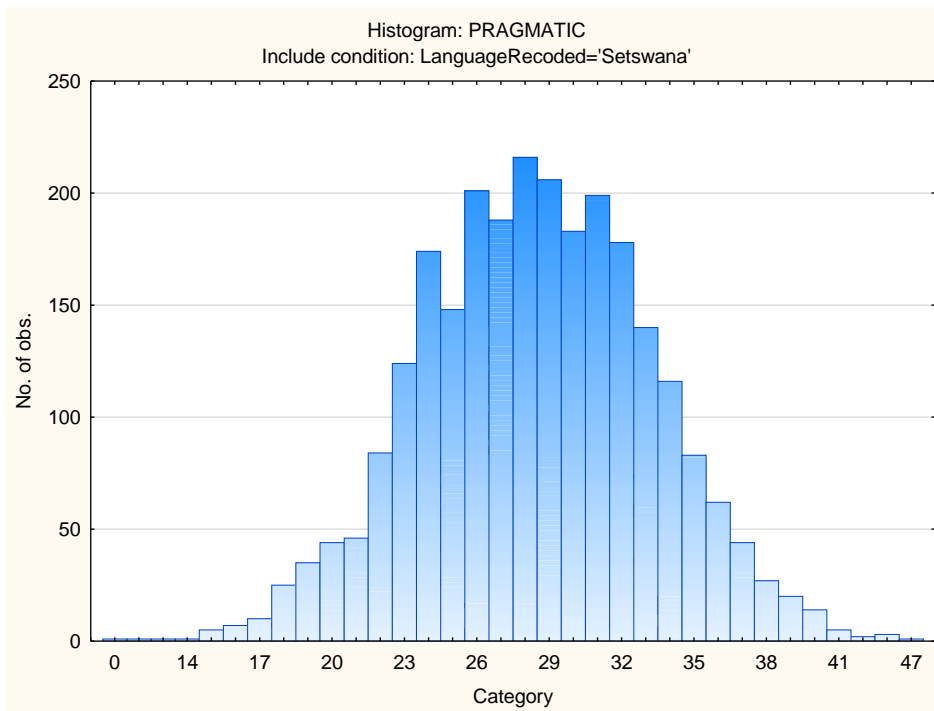
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-41	42-49
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0-9	10-11	12-13	14-15	16-17	18-19	20-22	23-24	25-26	27-41
<b>TRUSTING</b>	Cynical - Trusting	0-19	20-23	24-27	28-30	31-34	35-37	38-41	42-45	46-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-51	52-59
<b>GREGAR</b>	Reserved - Gregarious	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	0-16	17-19	20-22	23-24	25-27	28-29	30-32	33-35	36-37	38-44
<b>CONTEST</b>	Composed - Contesting	0-18	19-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-49
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-47
<b>CONFORM</b>	Low Distortion - High Distortion	0-15	16-18	19-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-34	35-45	46-57	58-68	69-79	80-90	91-101	102-112	113-123	124-196

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Sepedi speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1192	1192	49,23585	49,2359
F	1219	2411	50,35109	99,5869
U	10	2421	0,41305	100,0000
Missing	0	2421	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	746	746	30,81371	30,8137
< Matric	65	811	2,68484	33,4986
Grade 12	851	1662	35,15076	68,6493
Degree	98	1760	4,04791	72,6972
Post Graduate	300	2060	12,39157	85,0888
Tertiary Cert / Trade	247	2307	10,20240	95,2912
Missing	114	2421	4,70880	100,0000

## Language Composition of The Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

## Language Group Composition of the Sample

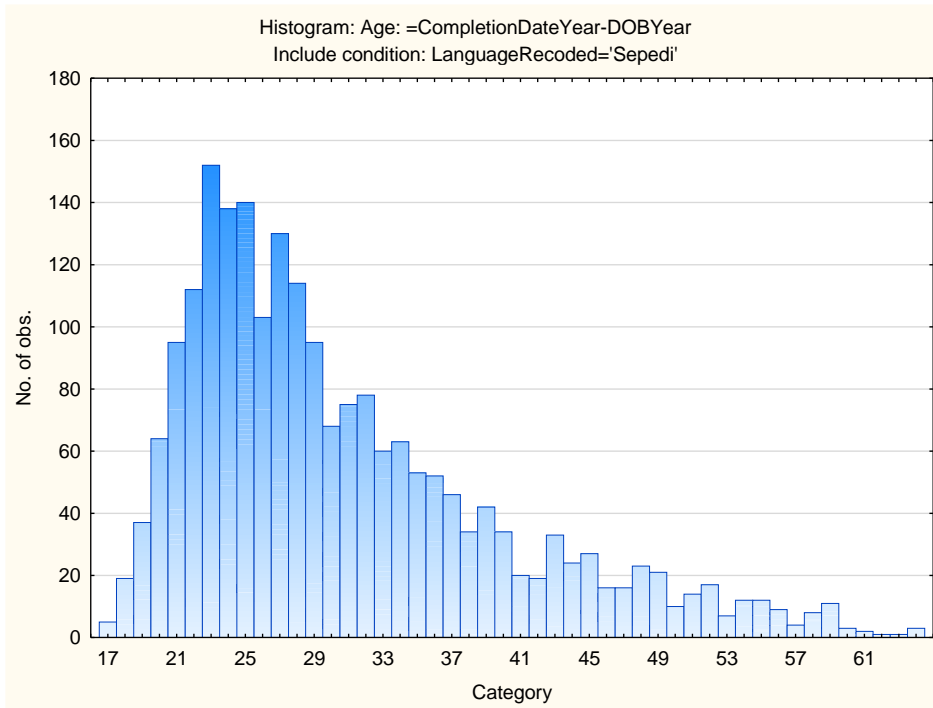
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

## Racial Composition of The Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2357	2357	97,35646	97,3565
European	5	2362	0,20653	97,5630
Coloured	14	2376	0,57827	98,1413
Asian	7	2383	0,28914	98,4304
Missing	38	2421	1,56960	100,0000

## Age Composition and Distribution of the Sample

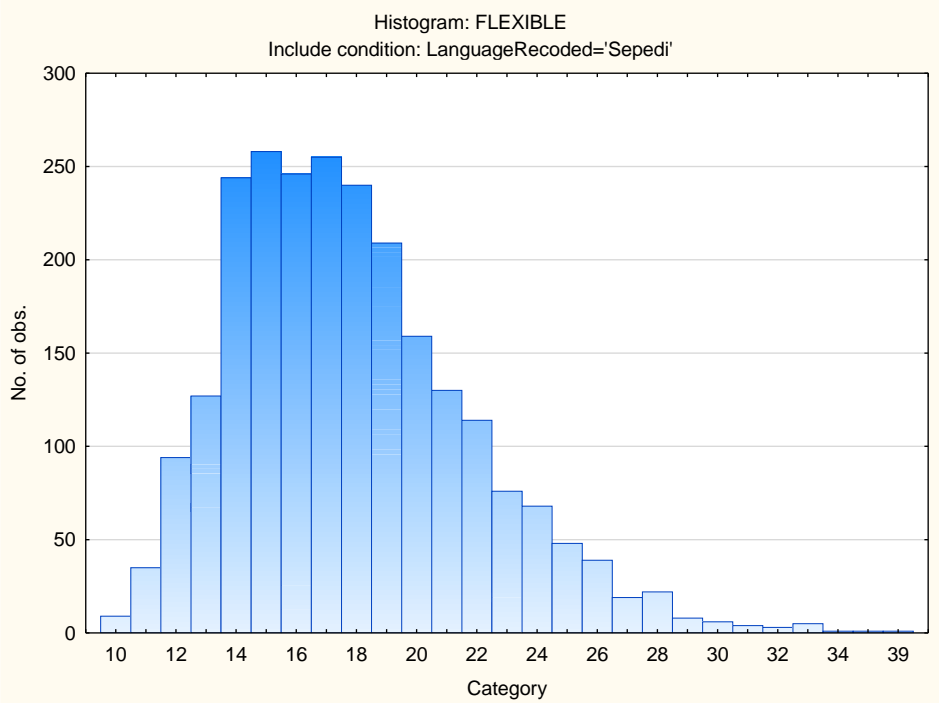
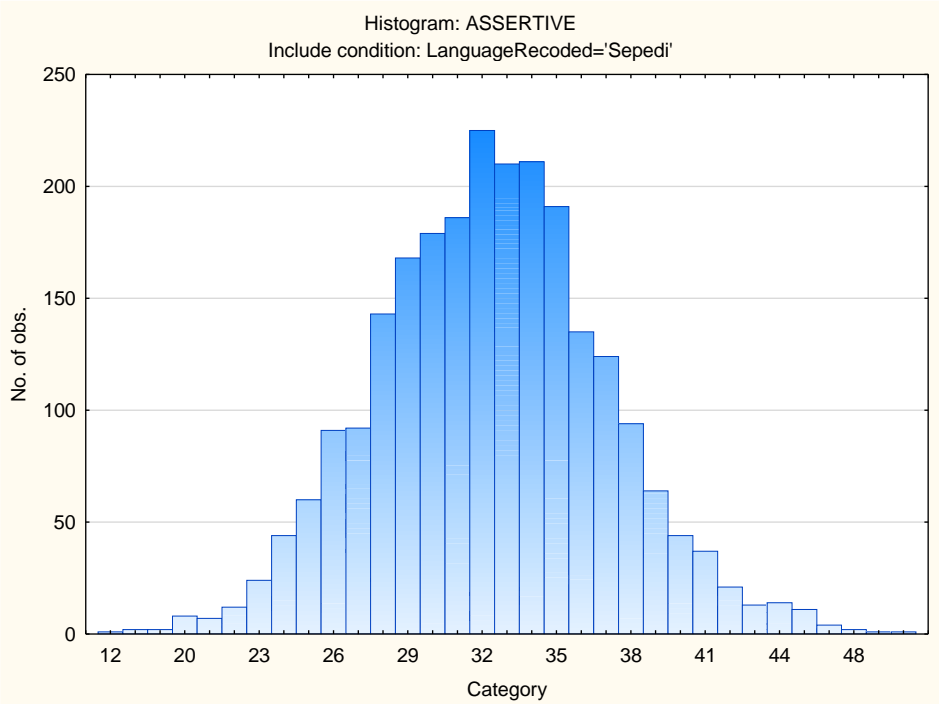
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,71819	9,222062	17,00000	64,00000	2122	299

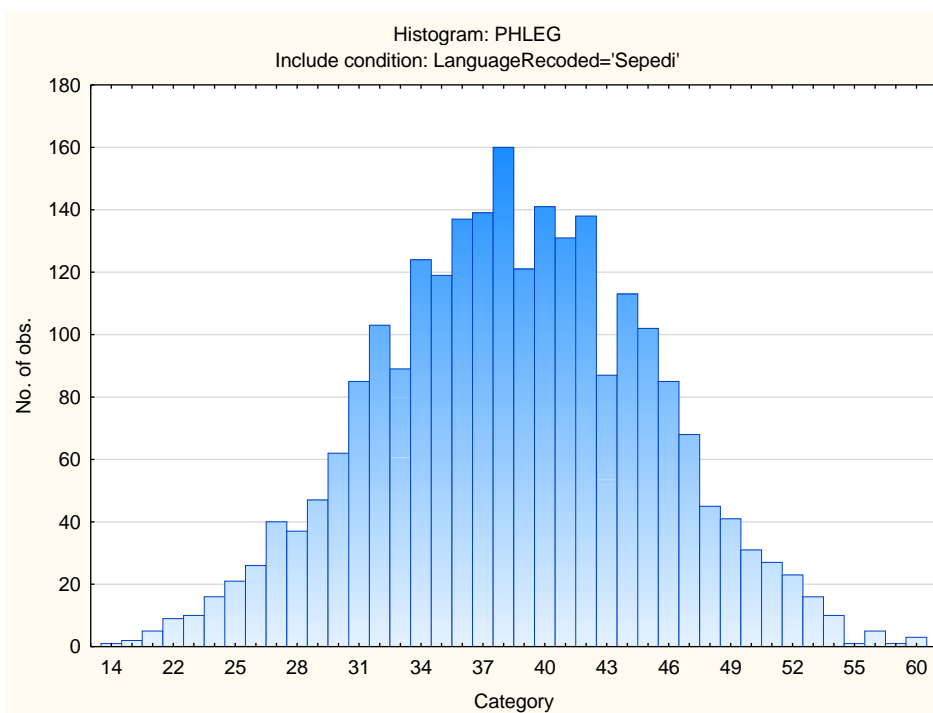
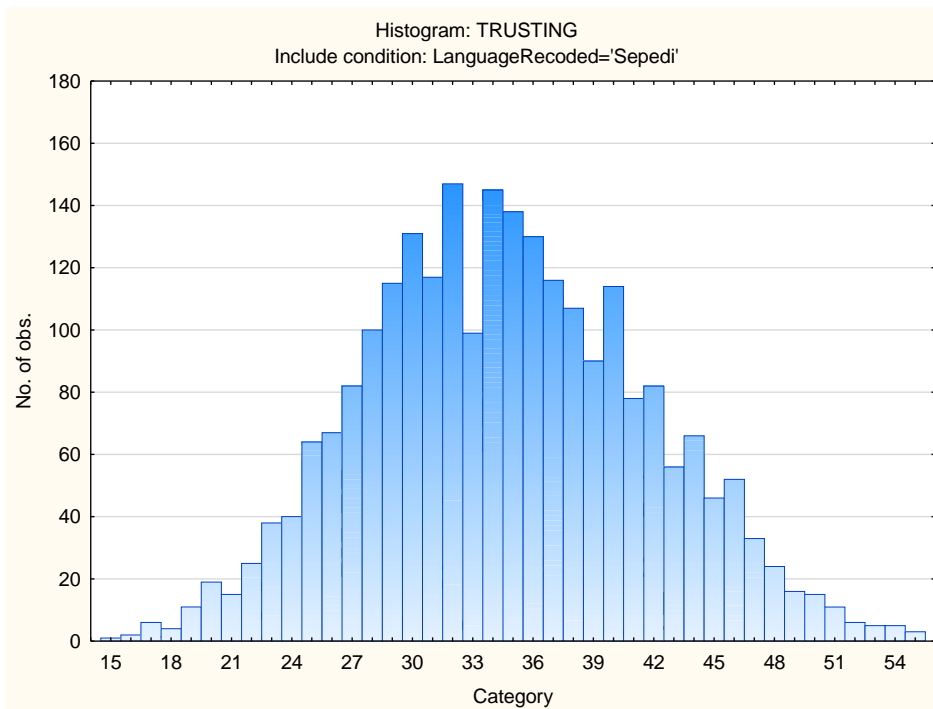


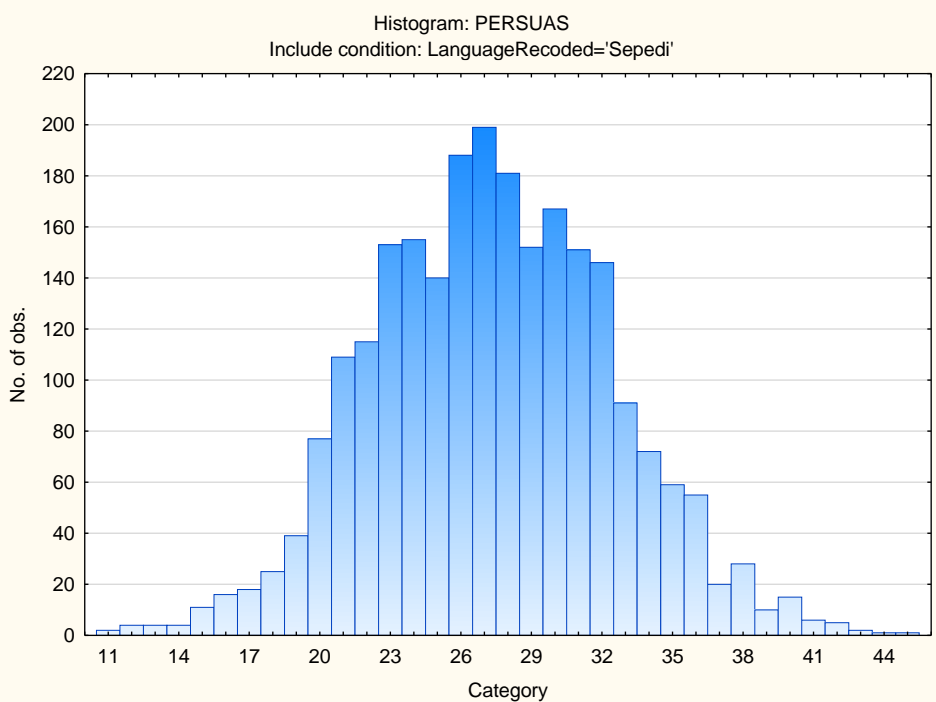
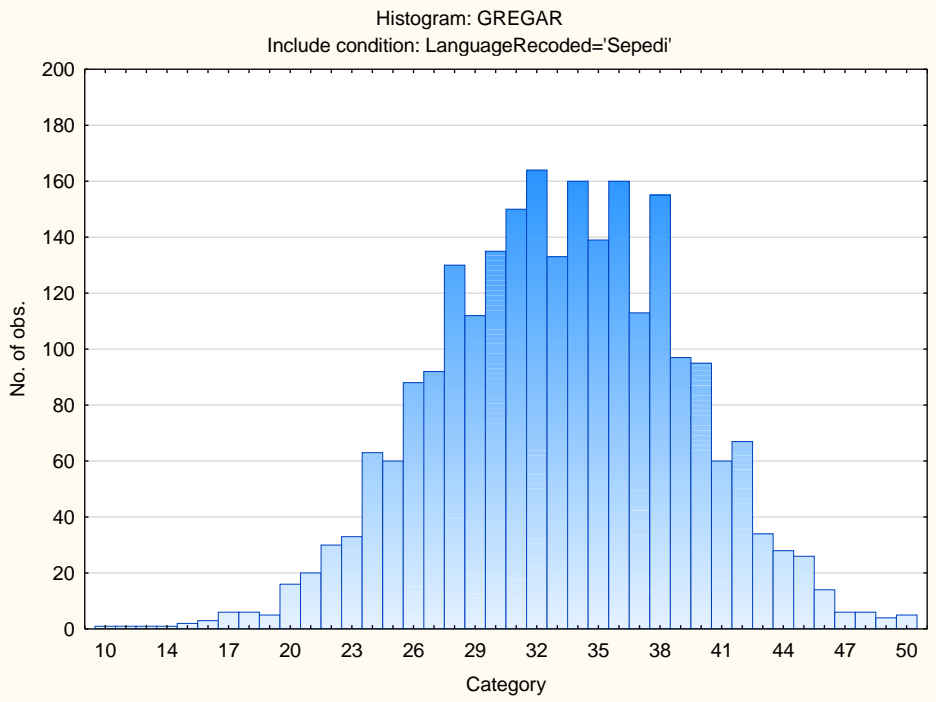
## *Descriptive Statistics on 15FQ+ Scales*

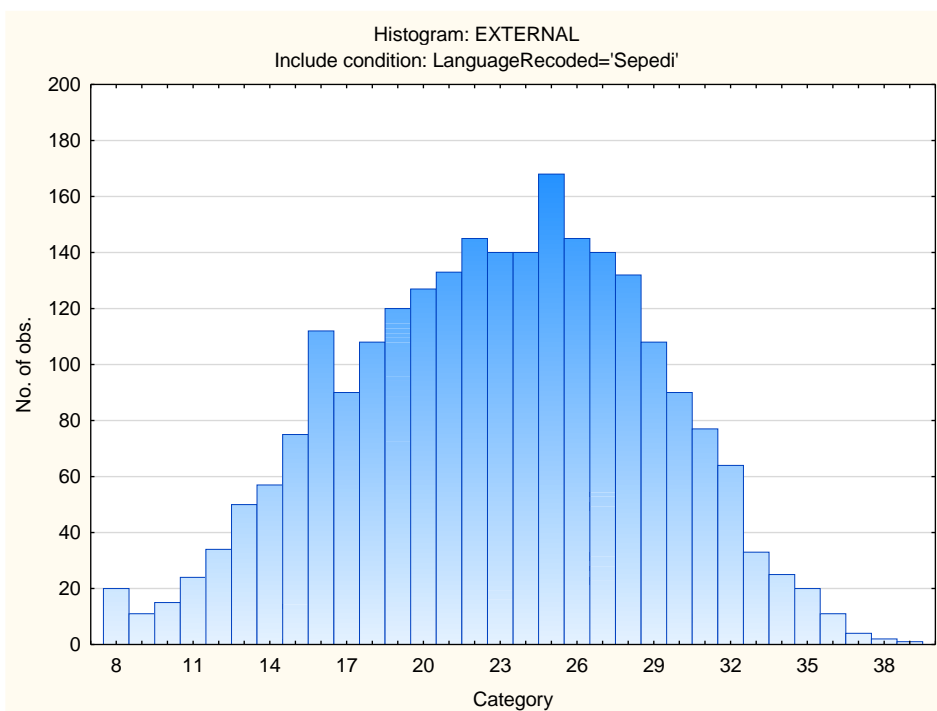
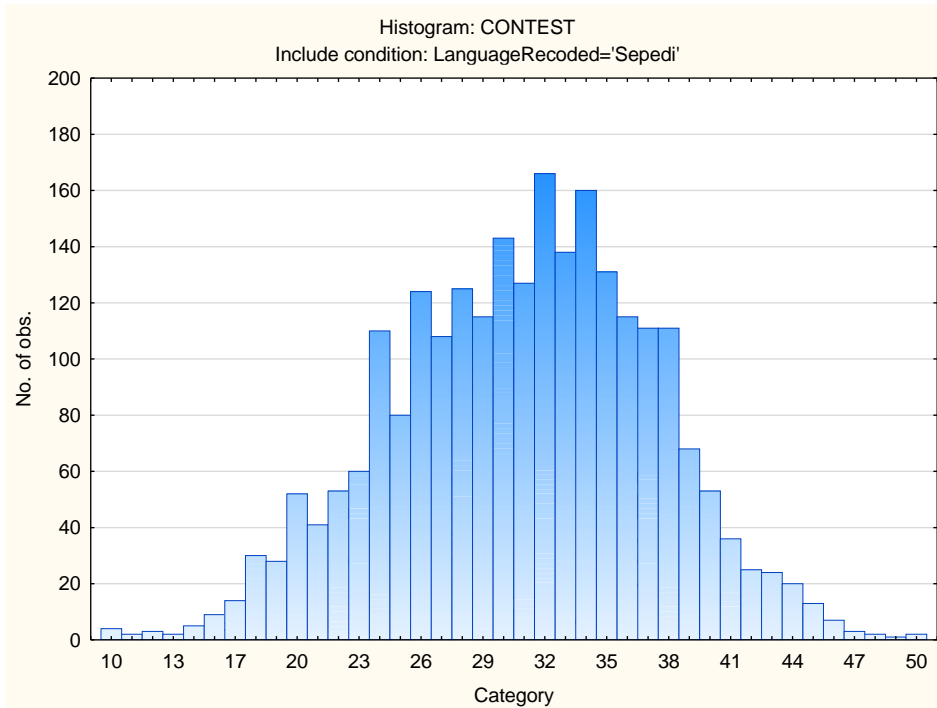
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	2421	32,35853	4,627389
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	2421	17,82239	3,974070
<b>TRUSTING</b>	Cynical - Trusting	2421	34,62288	6,999430
<b>PHLEG</b>	Emotional - Phlegmatic	2421	38,45601	6,632083
<b>GREGAR</b>	Reserved - Gregarious	2421	33,09211	5,974549
<b>PERSUAS</b>	Genuine - Persuasive	2421	27,35027	5,132982
<b>CONTEST</b>	Composed - Contesting	2421	30,89674	6,362214
<b>EXTERNAL</b>	Optimistic - Pessimistic	2421	22,84758	5,923436
<b>PRAGMATIC</b>	Abstract - Pragmatic	2421	28,62371	4,762552
<b>CONFORM</b>	Low Distortion - High Distortion	2421	25,36059	4,572474
<b>MIDRESP</b>	Extreme Responses – Central Tendency	2421	79,04461	22,13793

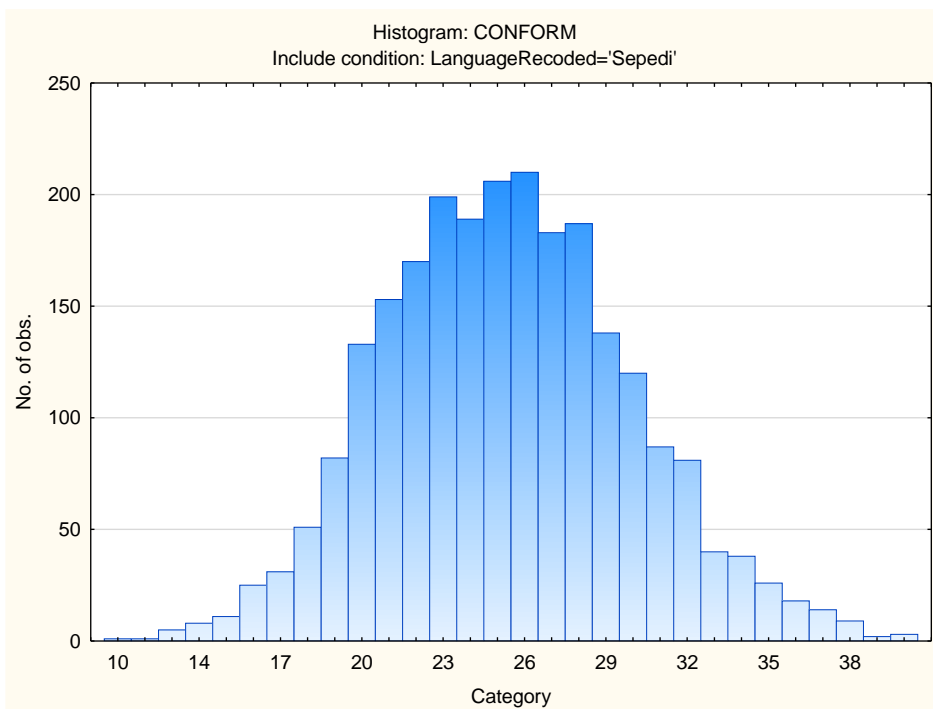
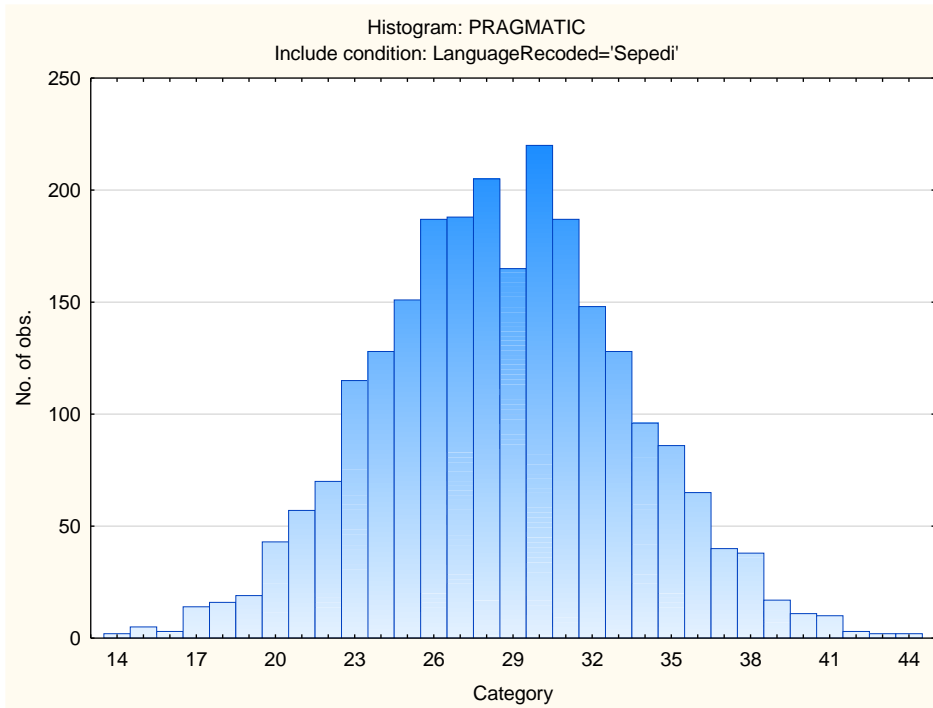
# Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	12-23	24-25	26-27	28-30	31-32	33-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-39
<b>TRUSTING</b>	Cynical - Trusting	15-20	21-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	14-25	26-28	29-31	32-35	36-38	39-41	42-45	46-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	10-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	11-17	18-19	20-22	23-24	25-27	28-29	30-32	33-35	36-37	38-45
<b>CONTEST</b>	Composed - Contesting	10-18	19-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-11	12-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-39
<b>PRAGMATIC</b>	Abstract - Pragmatic	14-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-44
<b>CONFORM</b>	Low Distortion - High Distortion	10-16	17-18	19-20	21-23	24-25	26-27	28-29	30-32	33-34	35-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-34	35-45	46-56	57-67	68-79	80-90	91-101	102-112	113-123	124-159

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Sesotho speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	975	975	45,30669	45,3067
F	1169	2144	54,32156	99,6283
U	8	2152	0,37175	100,0000
Missing	0	2152	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	601	601	27,92751	27,9275
< Matric	134	735	6,22677	34,1543
Grade 12	783	1518	36,38476	70,5390
Degree	66	1584	3,06691	73,6059
Post Graduate	246	1830	11,43123	85,0372
Tertiary Cert / Trade	220	2050	10,22305	95,2602
Missing	102	2152	4,73978	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

## Language Group Composition of the Sample

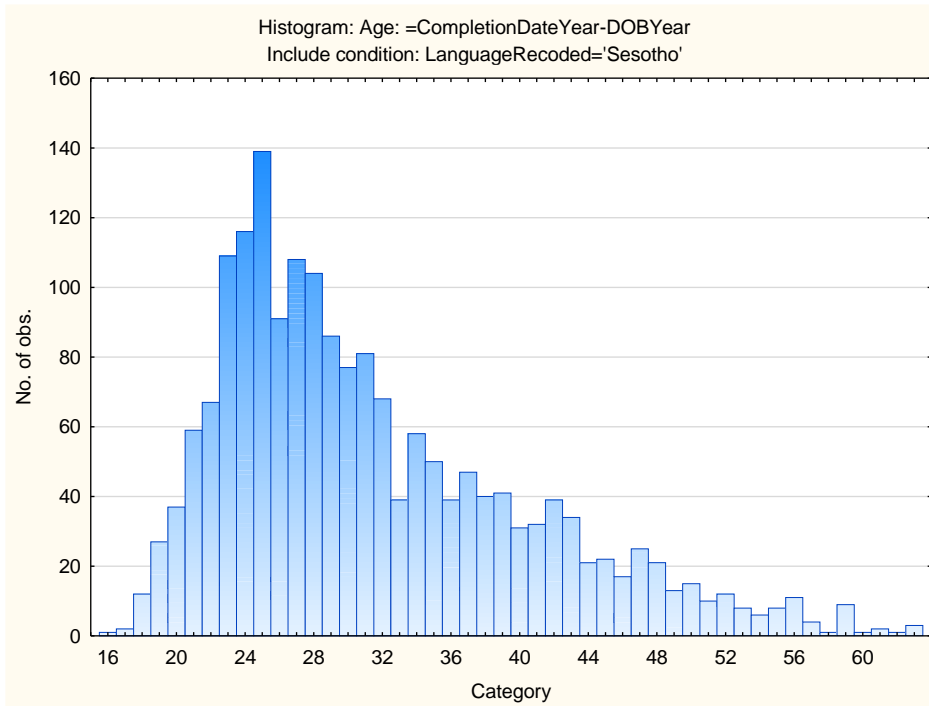
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2097	2097	97,44424	97,4442
European	2	2099	0,09294	97,5372
Coloured	4	2103	0,18587	97,7230
Asian	2	2105	0,09294	97,8160
Missing	47	2152	2,18401	100,0000

## Age Composition and Distribution of the Sample

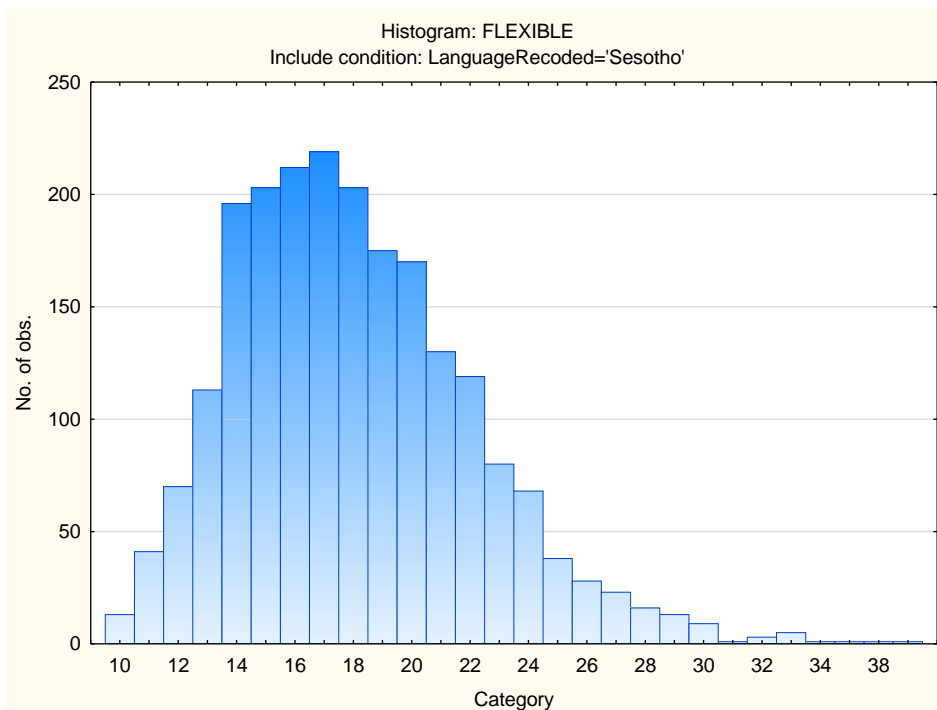
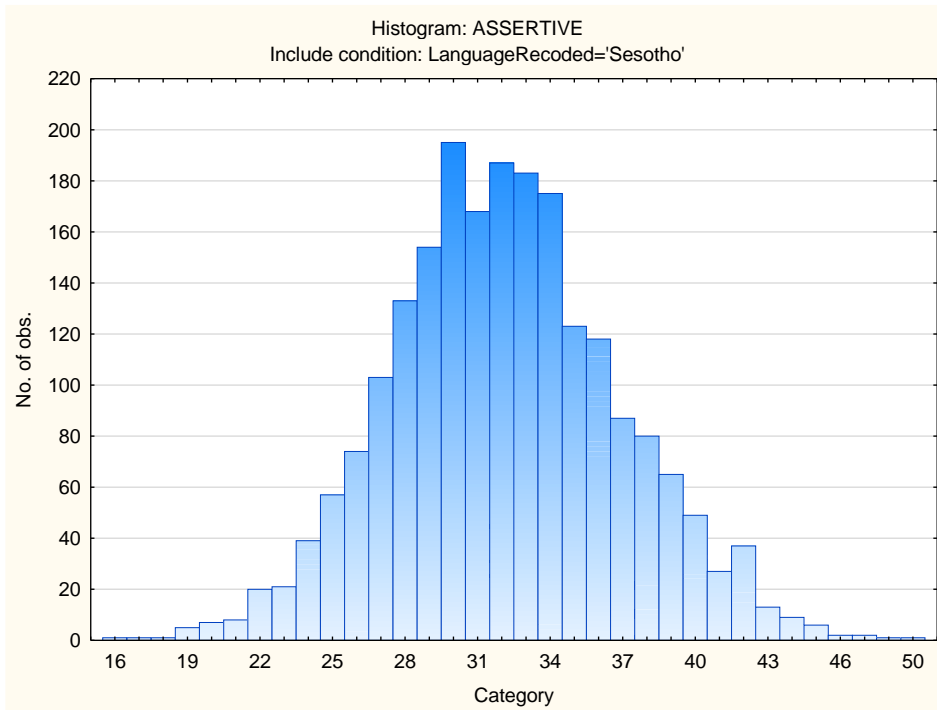
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,48753	8,961445	16,00000	64,00000	1844	308

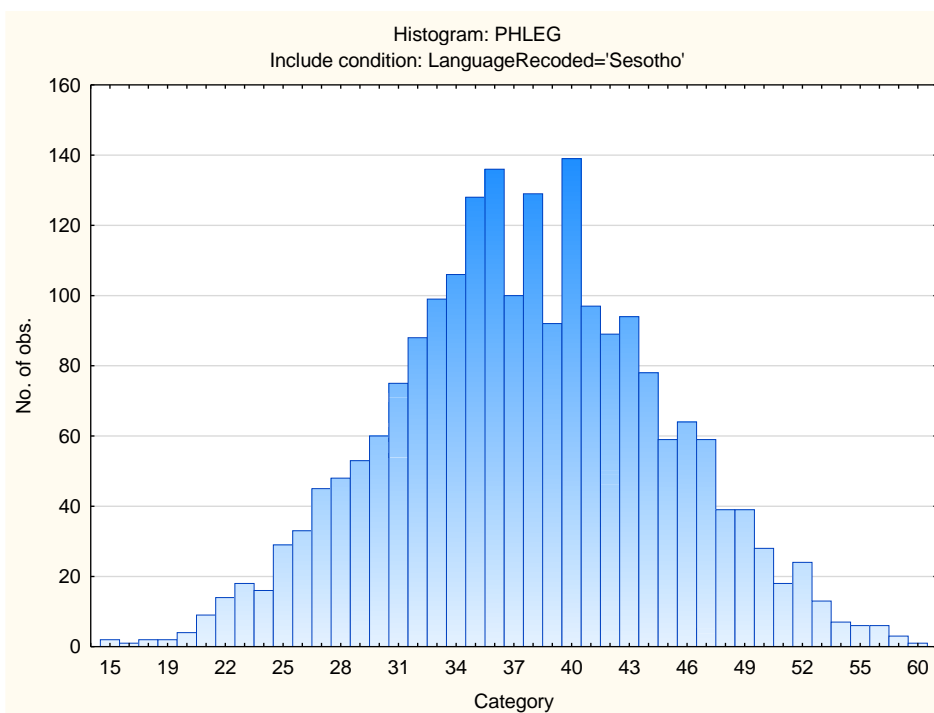
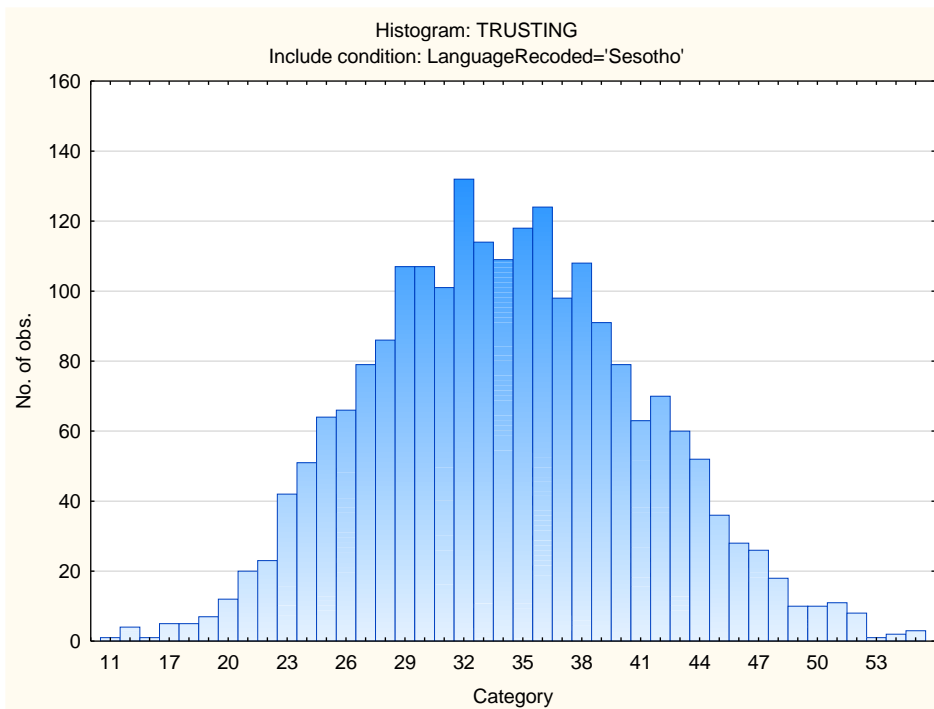


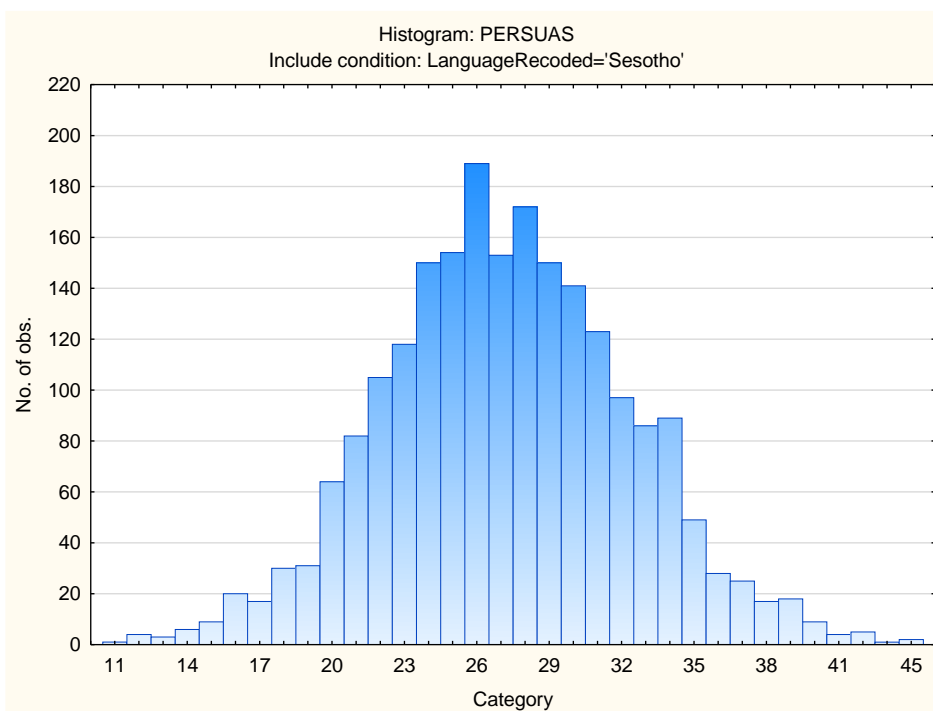
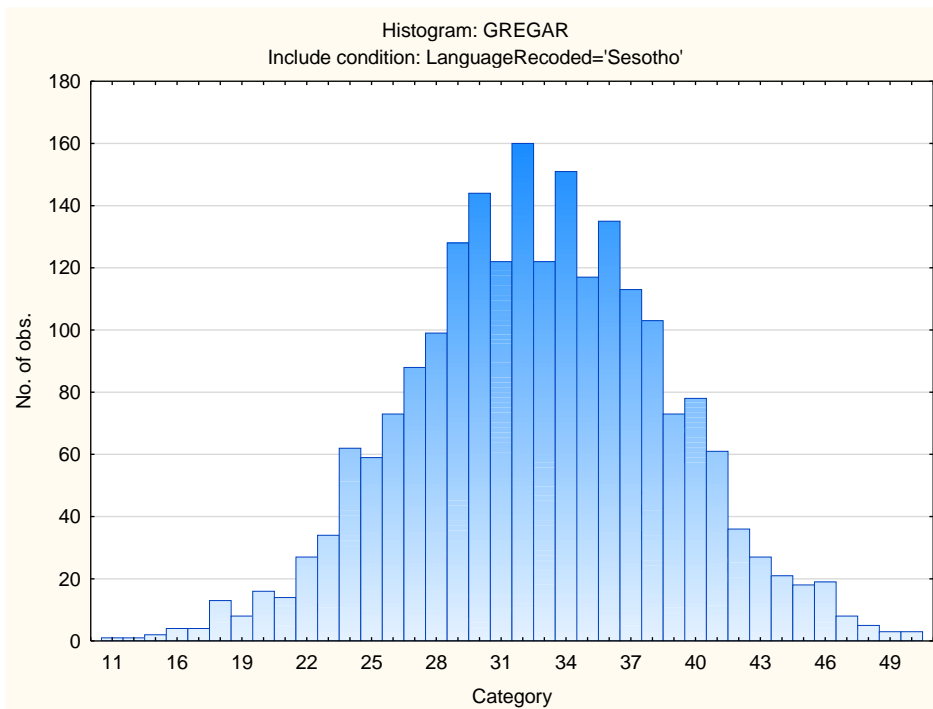
## *Descriptive Statistics on 15FQ+ Scales*

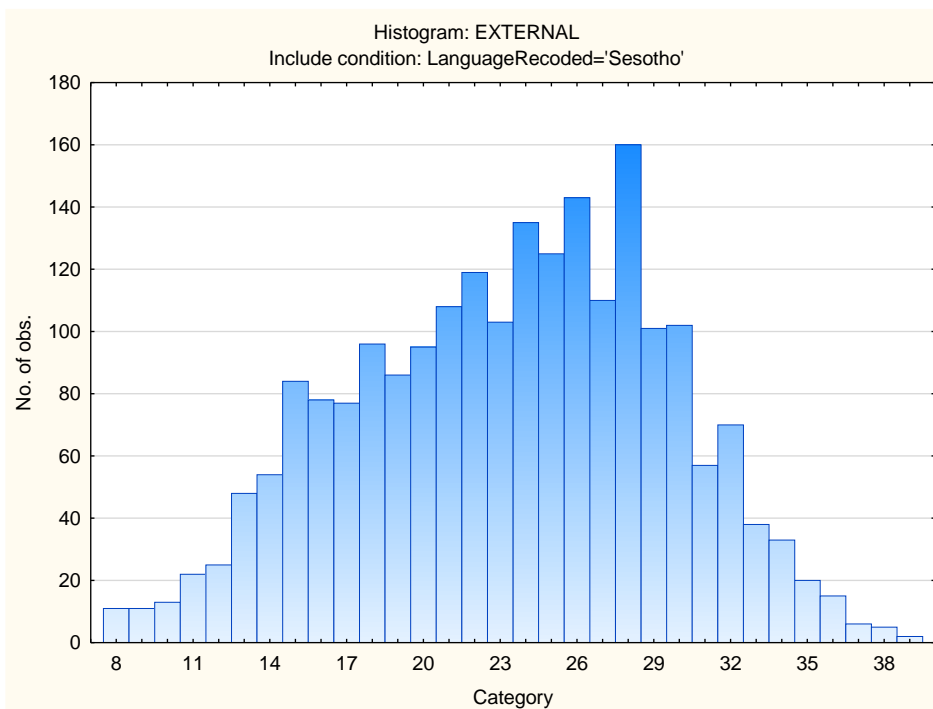
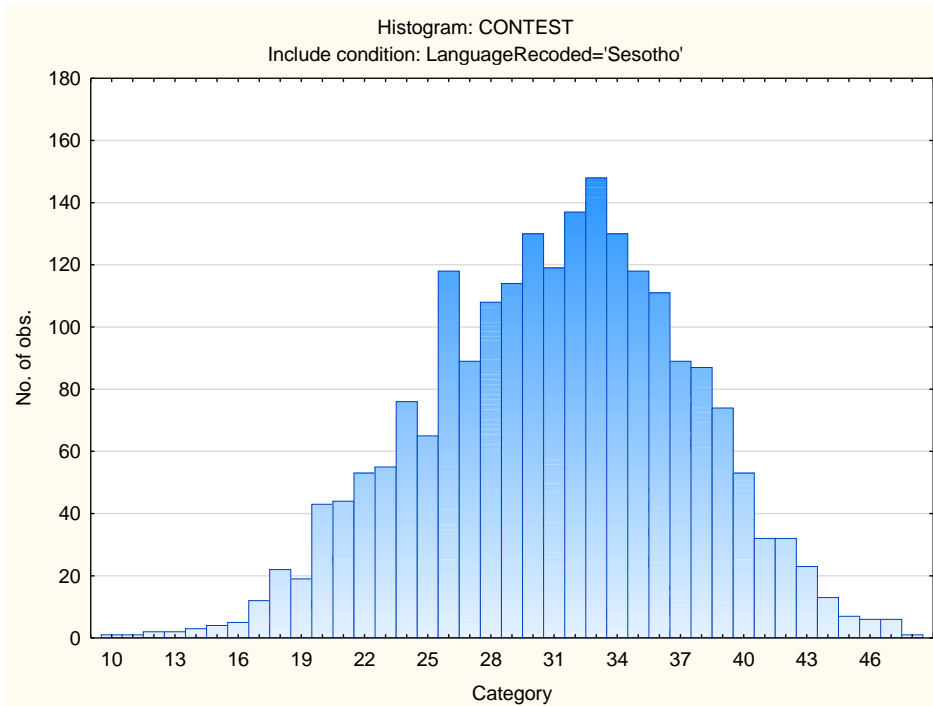
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	2152	32,12872	4,753298
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	2152	18,04229	4,086532
<b>TRUSTING</b>	Cynical - Trusting	2152	34,13336	6,934733
<b>PHLEG</b>	Emotional - Phlegmatic	2152	37,63290	7,102556
<b>GREGAR</b>	Reserved - Gregarious	2152	32,70260	5,956282
<b>PERSUAS</b>	Genuine - Persuasive	2152	27,23792	5,102400
<b>CONTEST</b>	Composed - Contesting	2152	31,05297	6,236467
<b>EXTERNAL</b>	Optimistic - Pessimistic	2152	23,33178	6,130121
<b>PRAGMATIC</b>	Abstract - Pragmatic	2152	28,55158	4,868626
<b>CONFORM</b>	Low Distortion - High Distortion	2152	24,86152	4,535040
<b>MIDRESP</b>	Extreme Responses – Central Tendency	2152	78,66217	22,42775

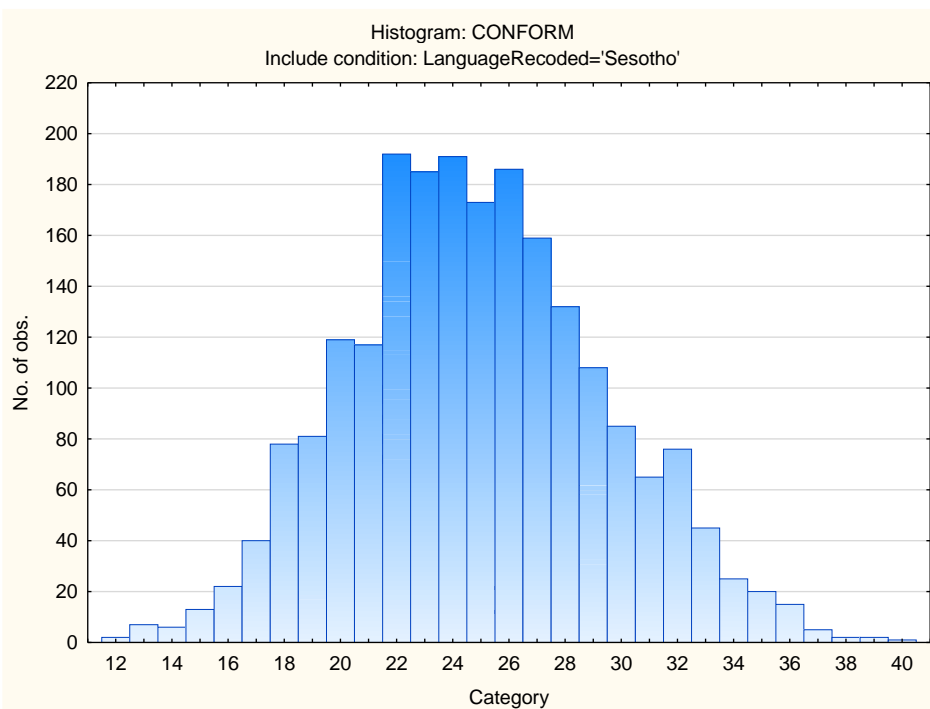
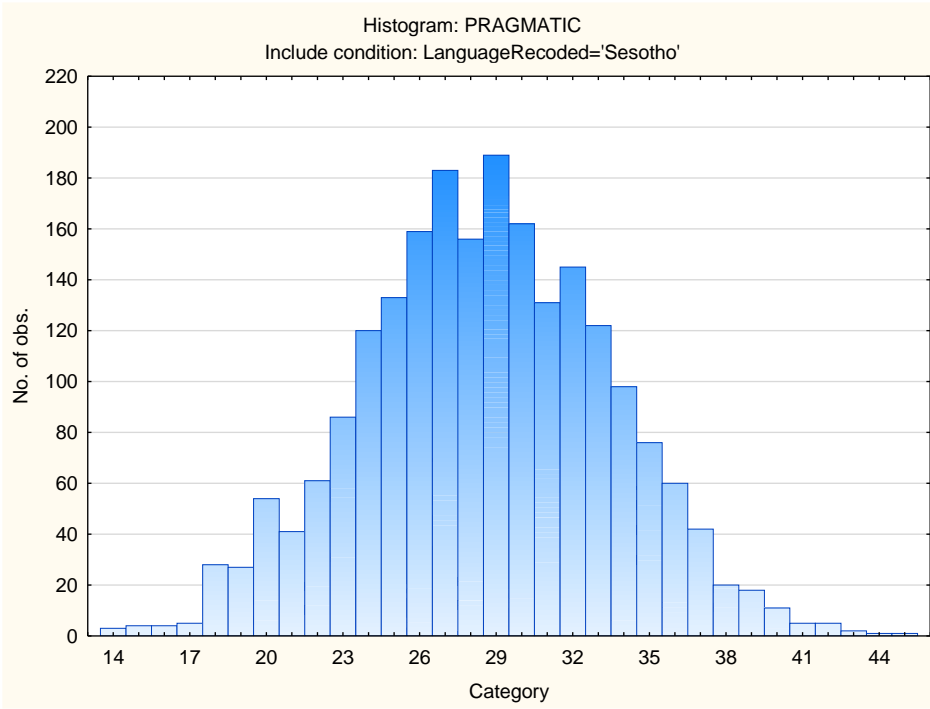
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	16-22	23-24	25-27	28-29	30-32	33-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-18	19-20	21-22	23-24	25-26	27-40
<b>TRUSTING</b>	Cynical - Trusting	11-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	15-23	24-26	27-30	31-34	35-37	38-41	42-44	45-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	11-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	11-17	18-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	10-18	19-21	22-24	25-27	28-31	32-34	35-37	38-40	41-43	44-49
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-35	36-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	14-18	19-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-45
<b>CONFORM</b>	Low Distortion - High Distortion	12-15	16-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-33	34-45	46-56	57-67	68-78	79-89	90-101	102-112	113-123	124-196

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Tshivenda speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	451	451	59,18635	59,1864
F	310	761	40,68241	99,8688
U	1	762	0,13123	100,0000
Missing	0	762	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	248	248	32,54593	32,5459
< Matric	9	257	1,18110	33,7270
Grade 12	172	429	22,57218	56,2992
Degree	23	452	3,01837	59,3176
Post Graduate	158	610	20,73491	80,0525
Tertiary Cert / Trade	109	719	14,30446	94,3570
Missing	43	762	5,64304	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Tshivenda	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Language Group Composition of the Sample

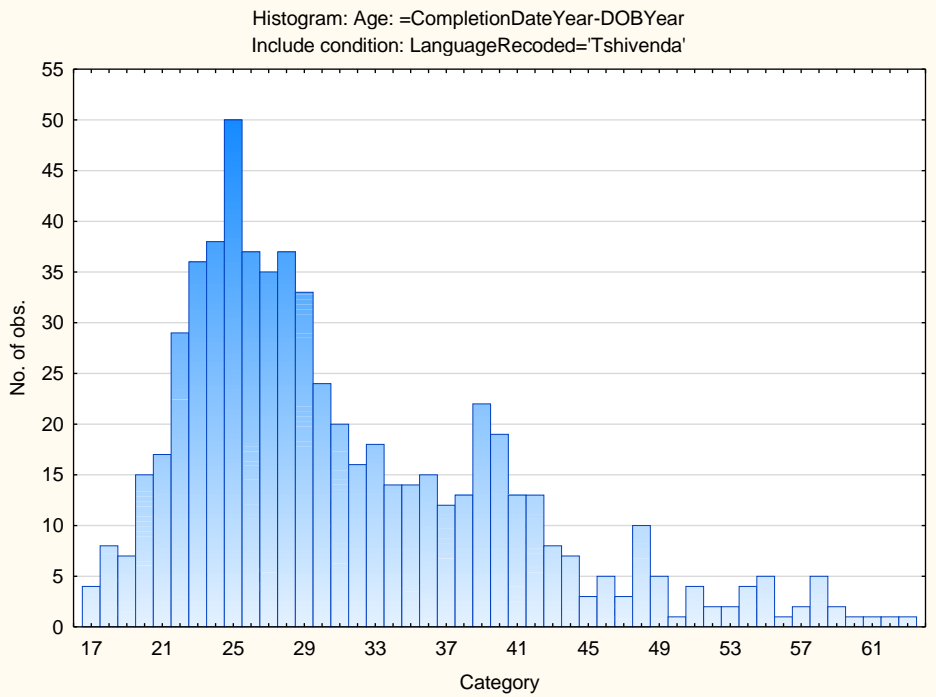
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	742	742	97,37533	97,3753
European	1	743	0,13123	97,5066
Missing	19	762	2,49344	100,0000

## Age Composition and Distribution of the Sample

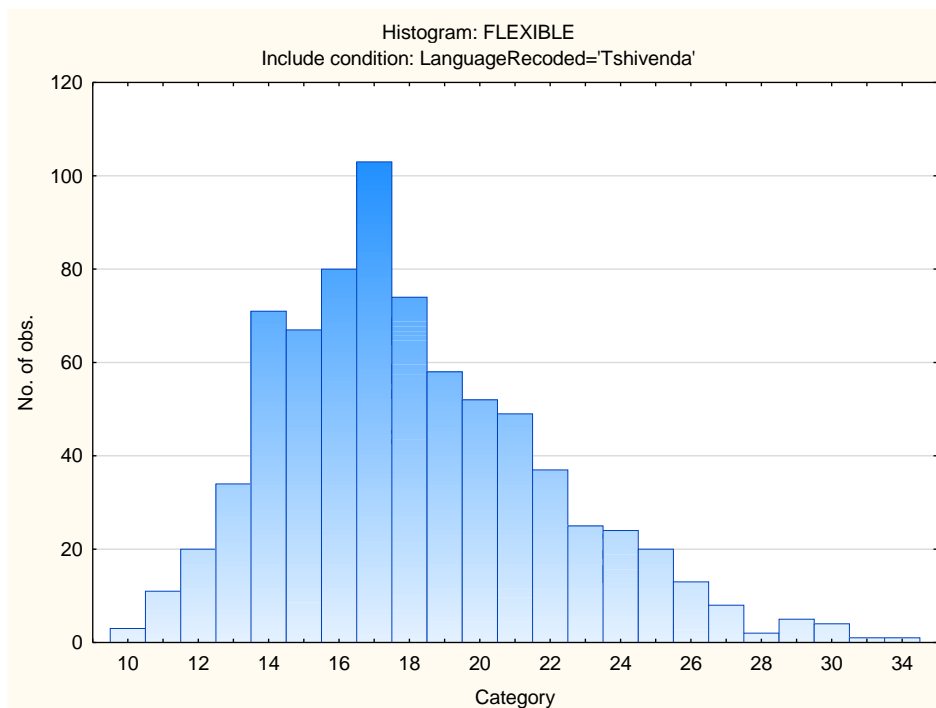
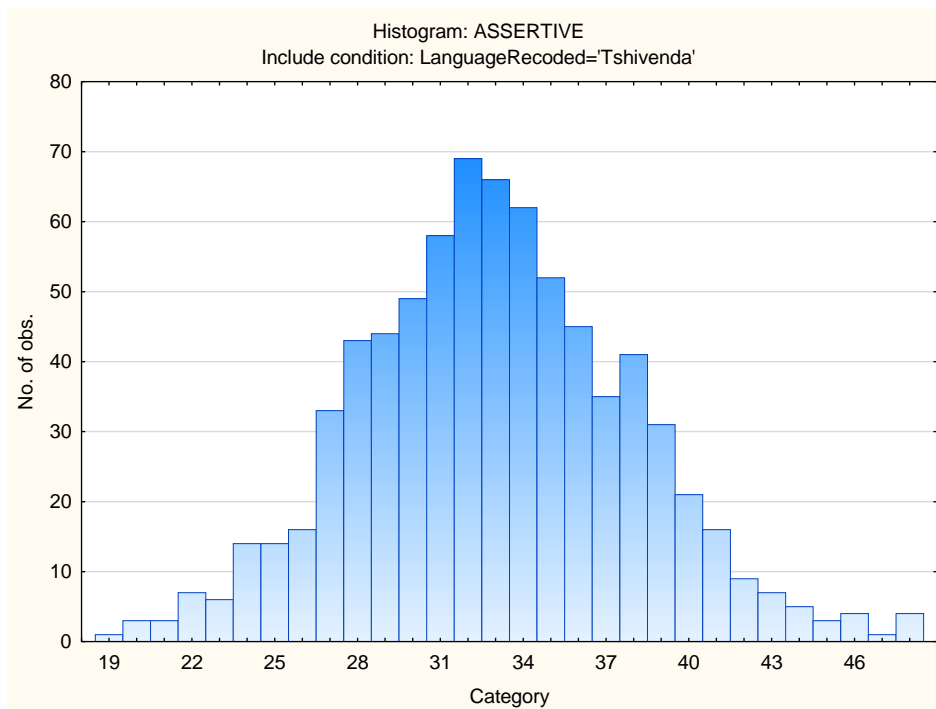
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,29905	9,231181	17,00000	64,00000	632	130

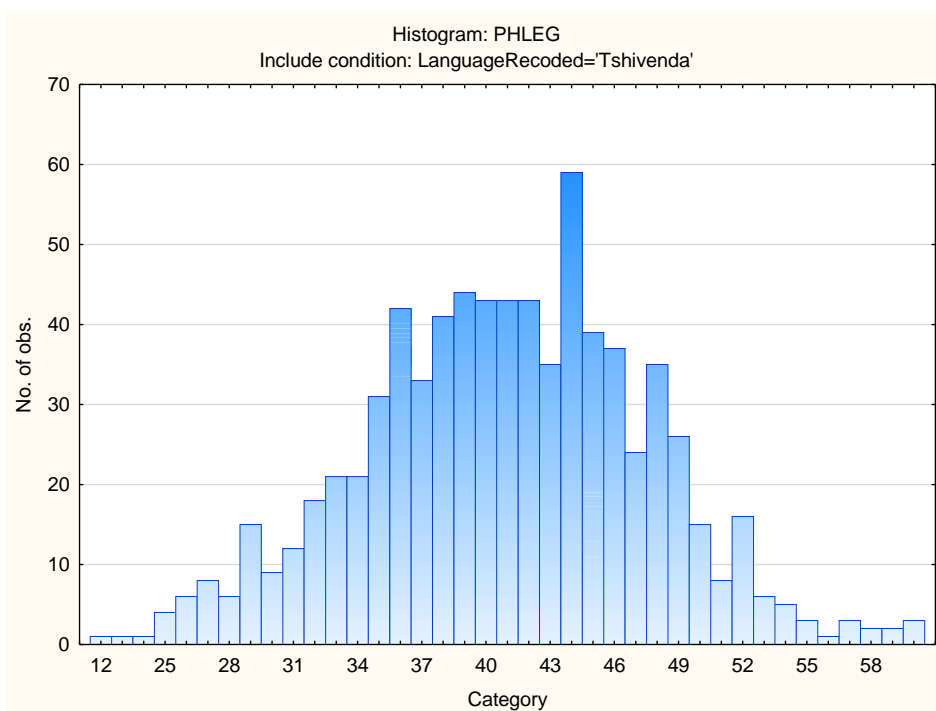
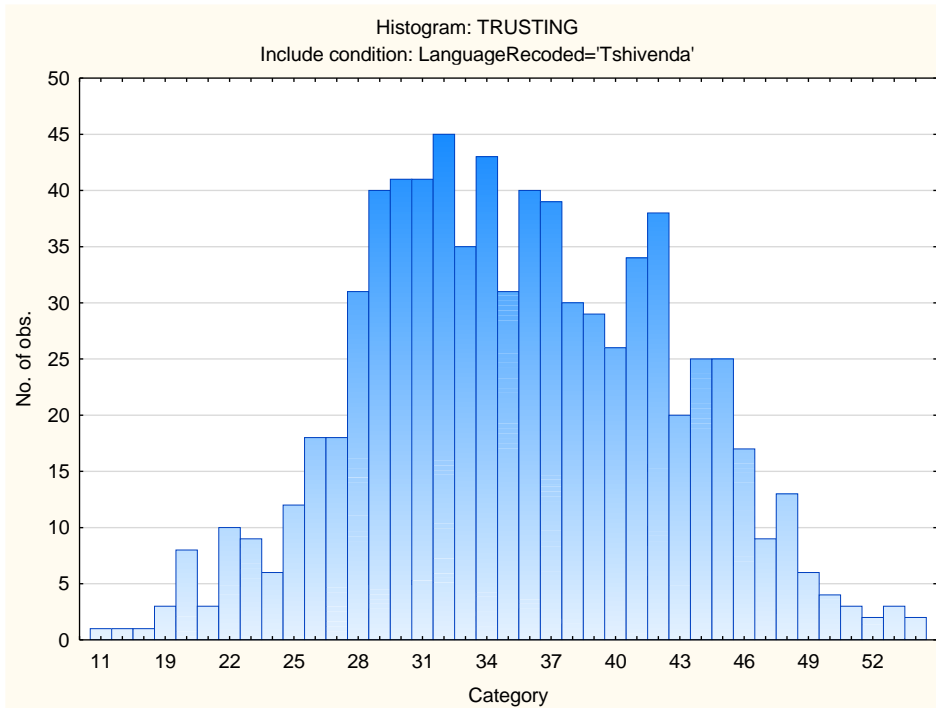


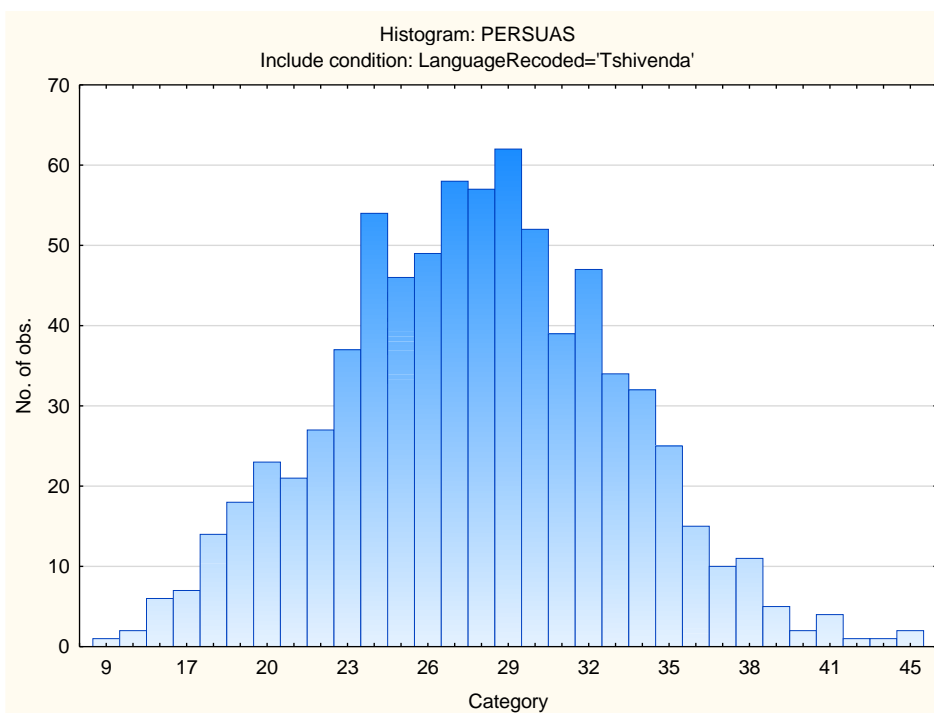
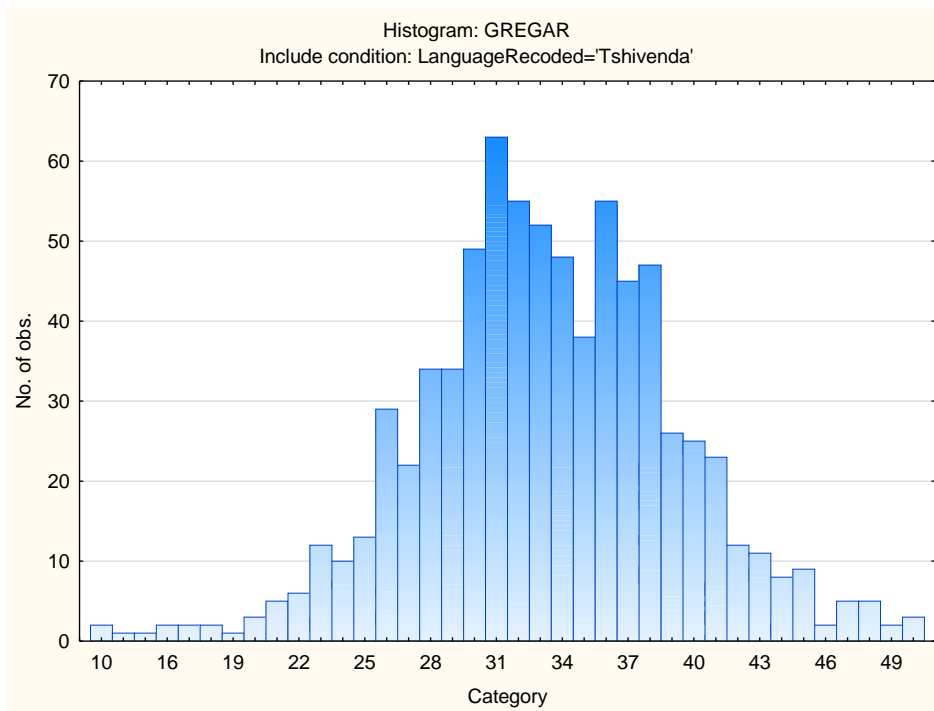
## *Descriptive Statistics on 15FQ+ Scales*

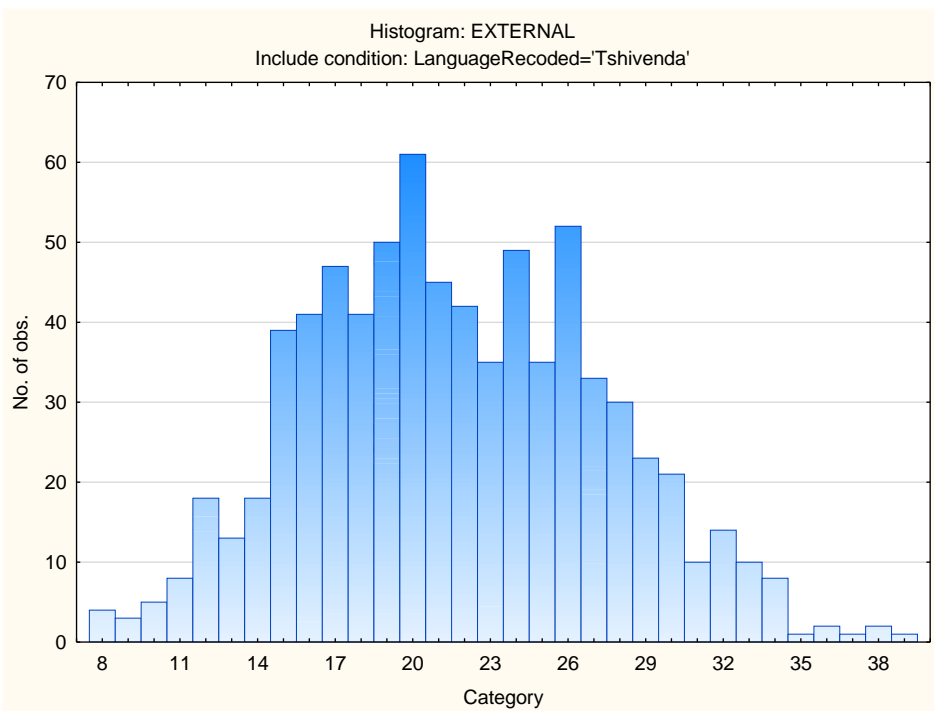
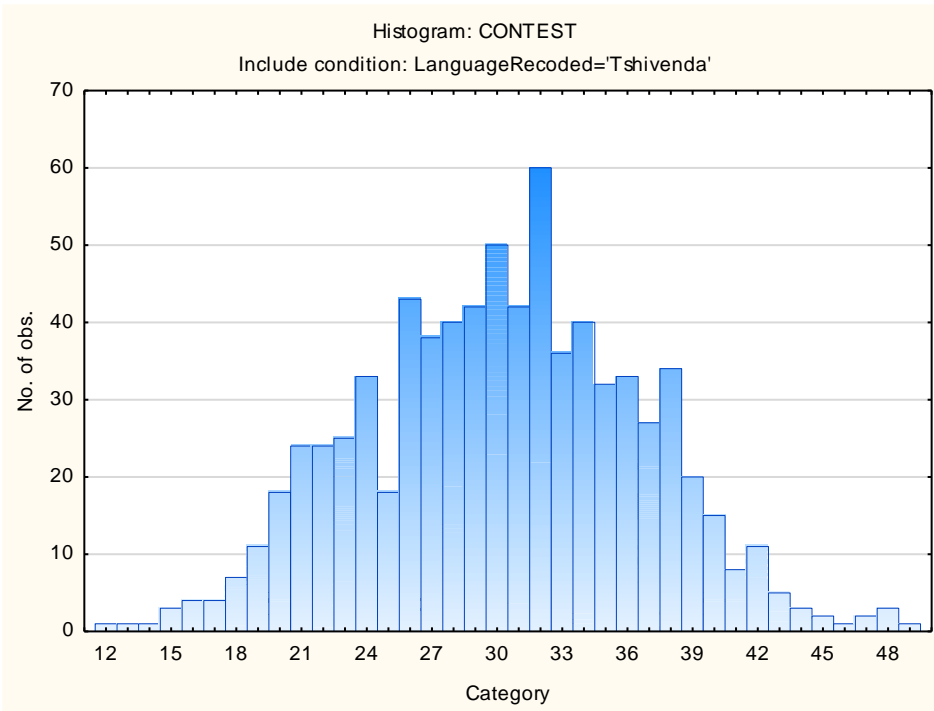
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	762	32,98425	5,008247
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	762	18,07218	3,889578
<b>TRUSTING</b>	Cynical - Trusting	762	35,35433	7,086321
<b>PHLEG</b>	Emotional - Phlegmatic	762	40,88583	6,725622
<b>GREGAR</b>	Reserved - Gregarious	762	33,32021	5,957346
<b>PERSUAS</b>	Genuine - Persuasive	762	27,78346	5,295880
<b>CONTEST</b>	Composed - Contesting	762	30,25197	6,399288
<b>EXTERNAL</b>	Optimistic - Pessimistic	762	21,66273	5,708918
<b>PRAGMATIC</b>	Abstract - Pragmatic	762	28,70866	4,330517
<b>CONFORM</b>	Low Distortion - High Distortion	762	25,72966	4,540706
<b>MIDRESP</b>	Extreme Responses – Central Tendency	762	81,04199	22,57831

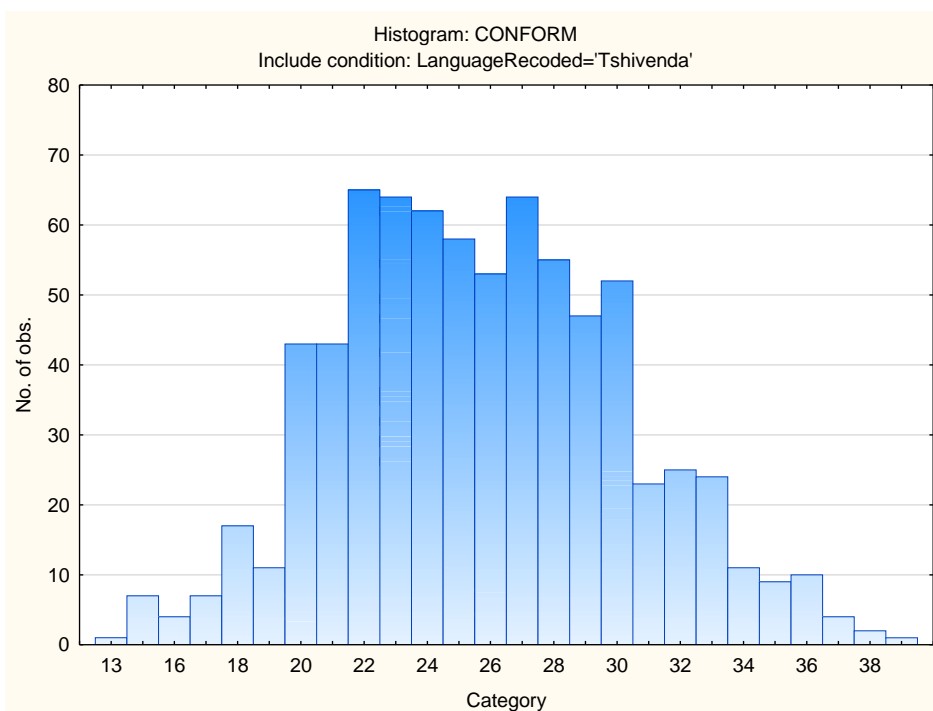
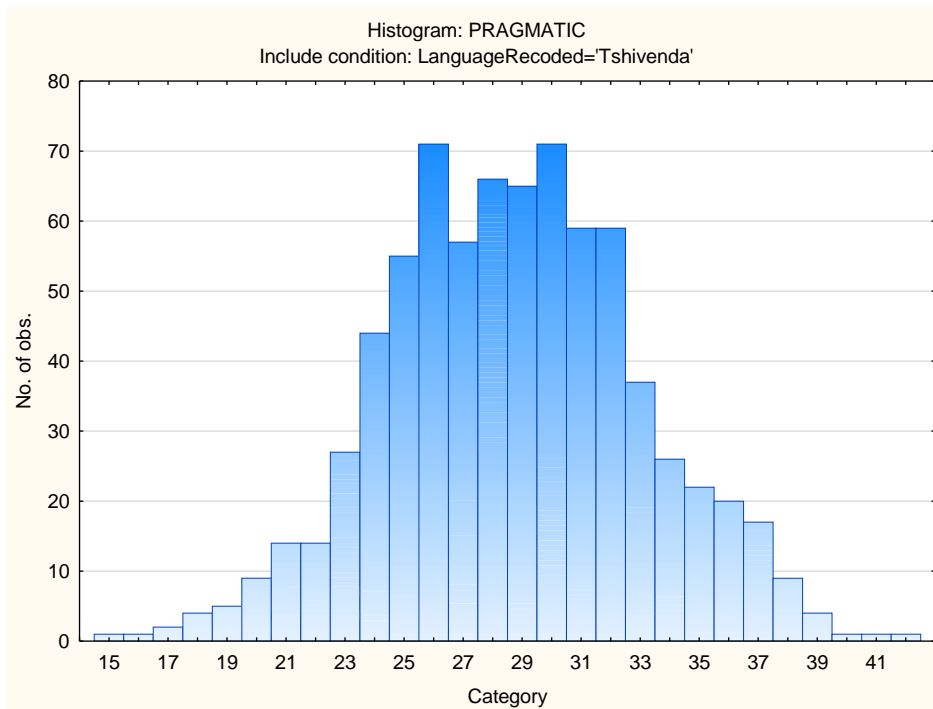
## Frequency Distributions for OPPro Scales











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	19-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-43	44-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-10	11-12	13-14	15-16	17-18	19-20	21-21	22-23	24-25	26-34
<b>TRUSTING</b>	Cynical - Trusting	11-21	22-24	25-28	29-31	32-35	36-38	39-42	43-45	46-49	50-55
<b>PHLEG</b>	Emotional - Phlegmatic	12-27	28-30	31-34	35-37	38-40	41-44	45-47	48-50	51-54	55-60
<b>GREGAR</b>	Reserved - Gregarious	10-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	9-17	18-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-45
<b>CONTEST</b>	Composed - Contesting	12-17	18-20	21-23	24-27	28-30	31-33	34-36	37-39	40-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-10	11-13	14-15	16-18	19-21	22-24	25-27	28-30	31-33	34-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	15-20	21-22	23-24	25-26	27-28	29-30	31-33	34-35	36-37	38-42
<b>CONFORM</b>	Low Distortion - High Distortion	13-16	17-18	19-21	22-23	24-25	26-28	29-30	31-32	33-34	35-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-35	36-47	48-58	59-69	70-81	82-92	93-103	104-114	115-126	127-180

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Xitsonga speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	564	564	56,17530	56,1753
F	435	999	43,32669	99,5020
U	5	1004	0,49801	100,0000
Missing	0	1004	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	304	304	30,27888	30,2789
< Matric	27	331	2,68924	32,9681
Grade 12	326	657	32,47012	65,4382
Degree	52	709	5,17928	70,6175
Post Graduate	129	838	12,84861	83,4661
Tertiary Cert / Trade	121	959	12,05179	95,5179
Missing	45	1004	4,48207	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Language Group Composition of the Sample

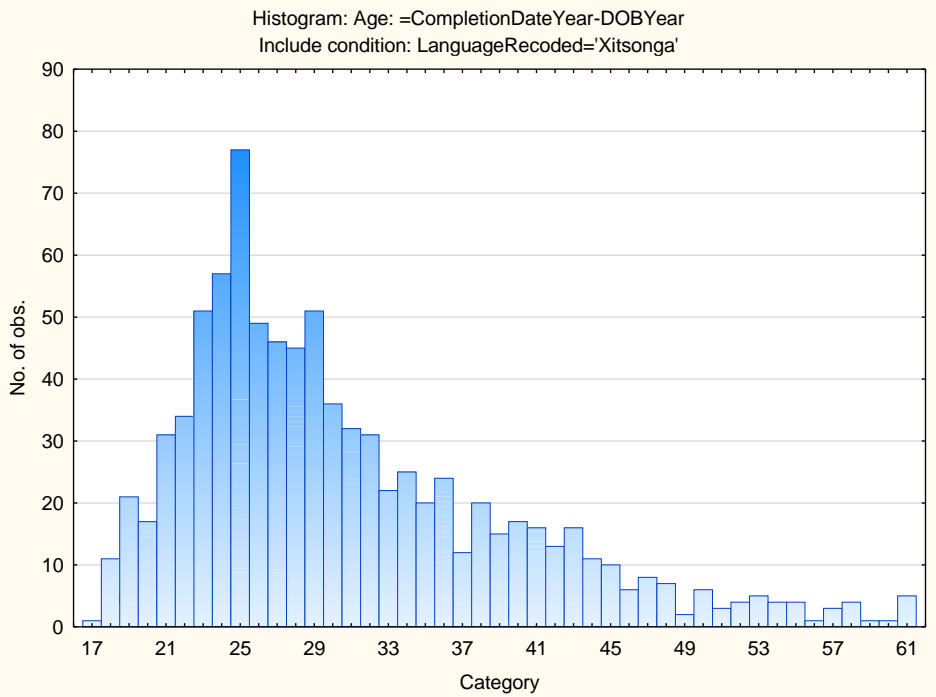
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	987	987	98,30677	98,3068
Coloured	2	989	0,19920	98,5060
Asian	1	990	0,09960	98,6056
Missing	14	1004	1,39442	100,0000

## Age Composition and Distribution of the Sample

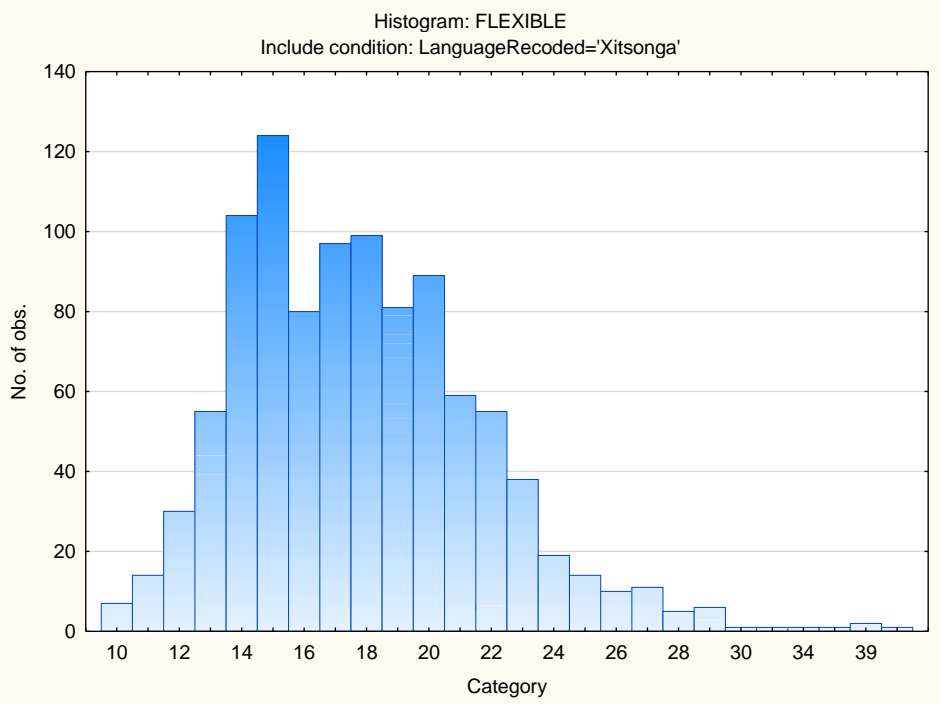
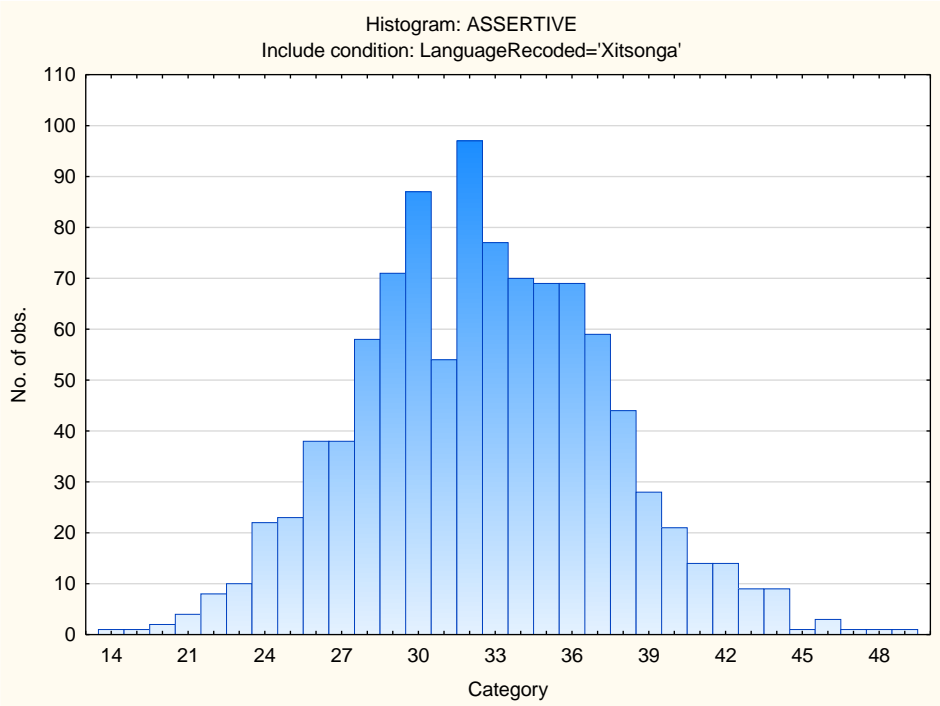
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,74514	8,847175	17,00000	61,00000	875	129

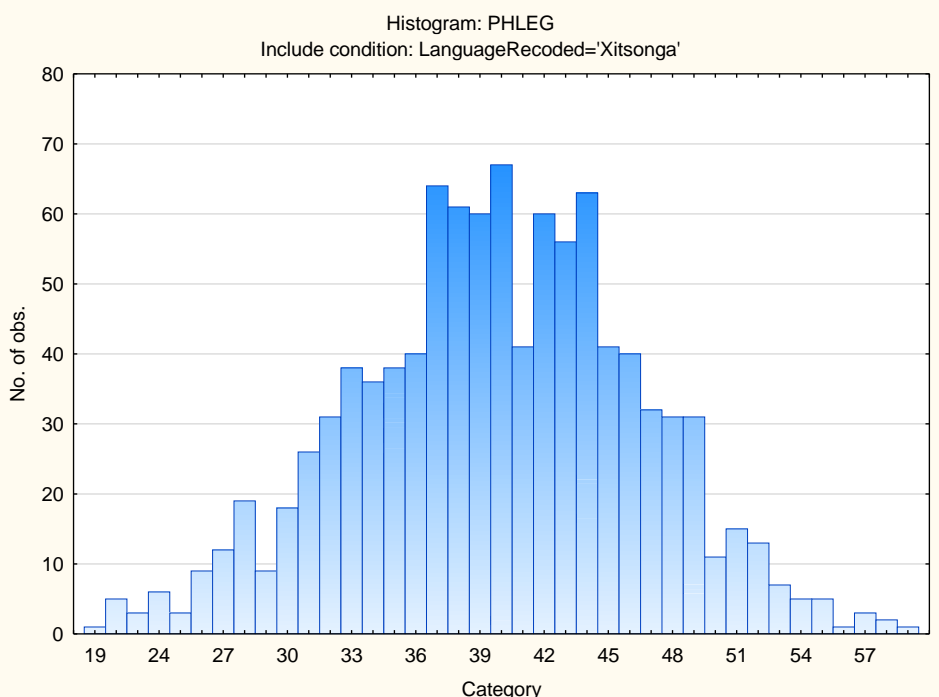
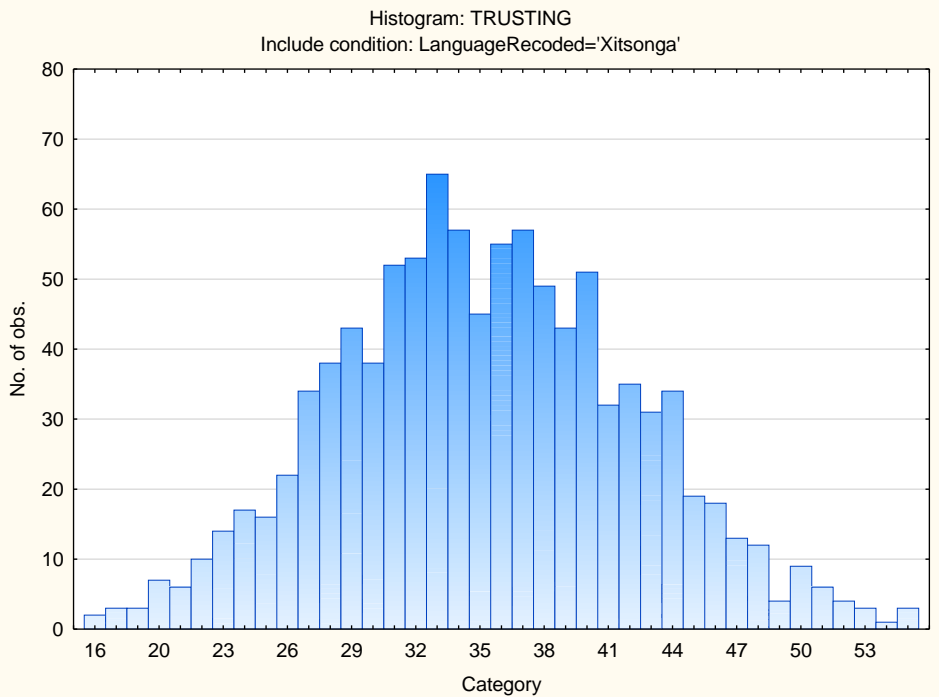


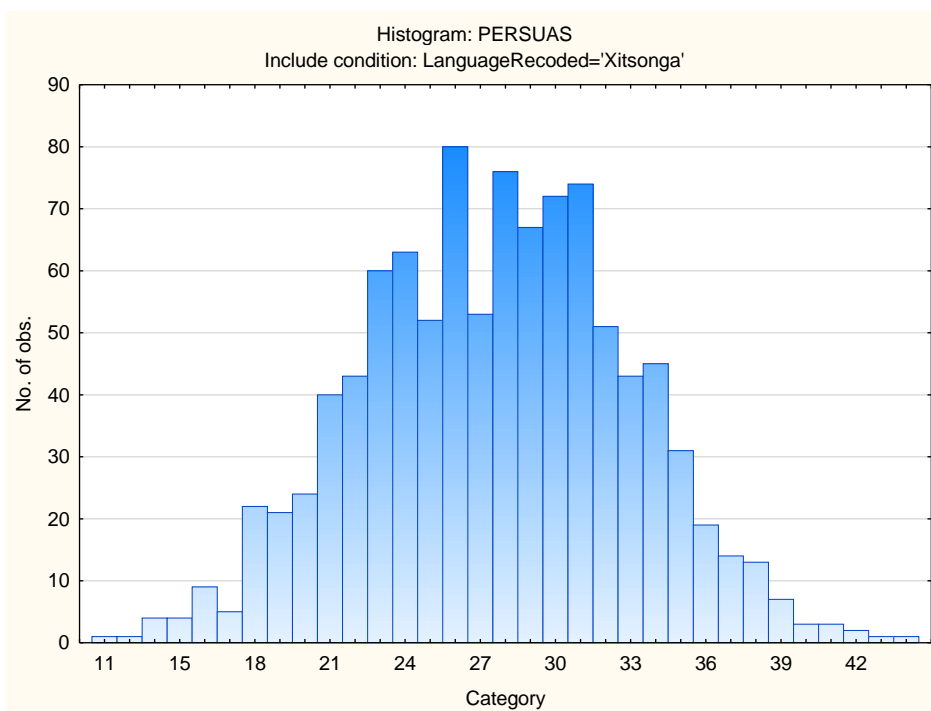
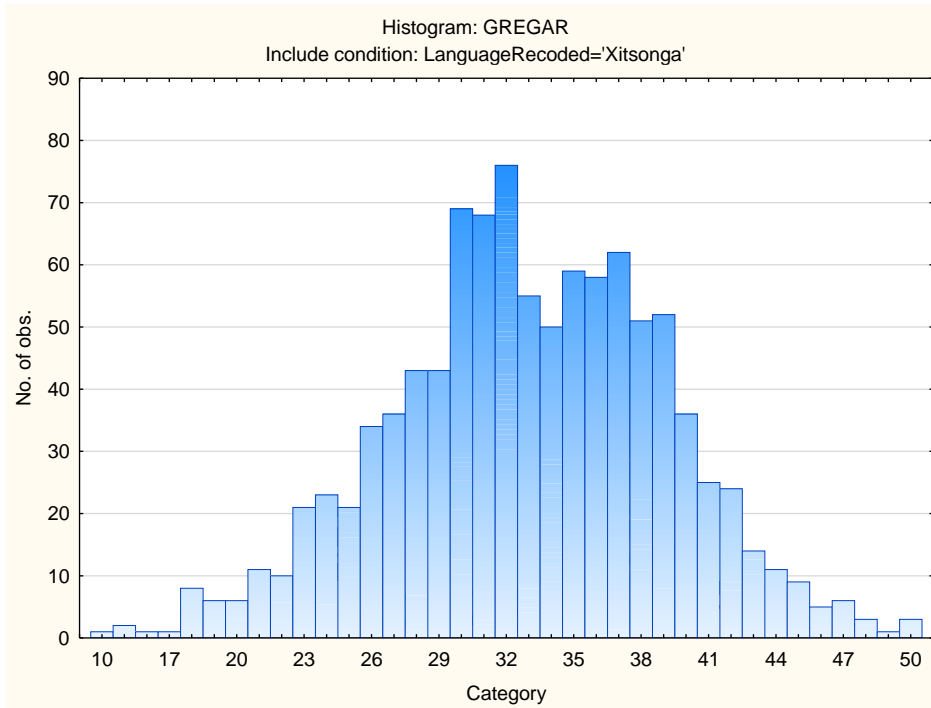
## *Descriptive Statistics on 15FQ+ Scales*

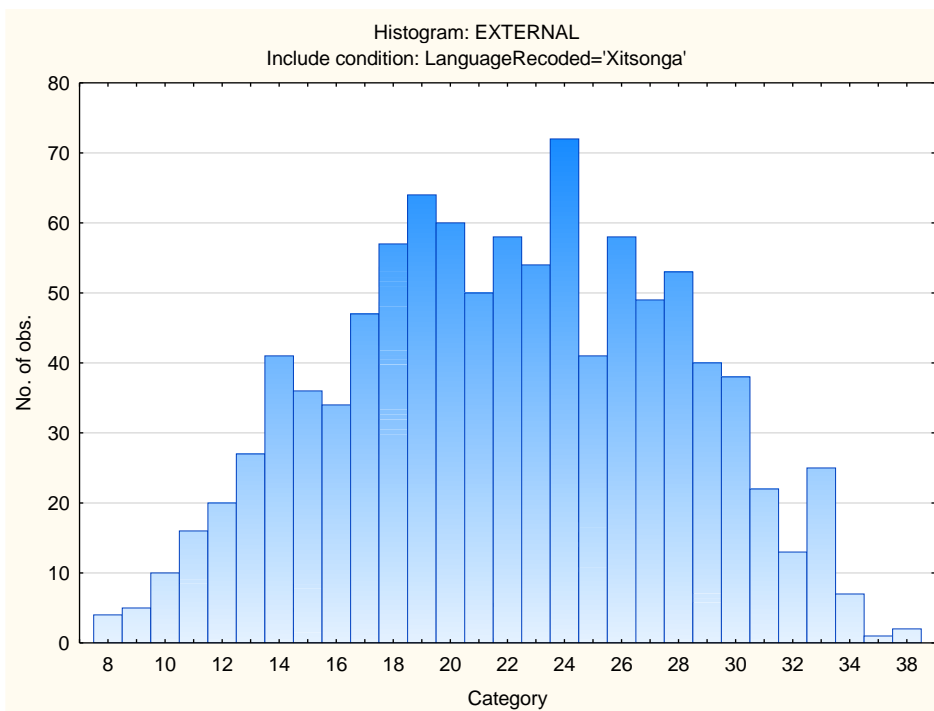
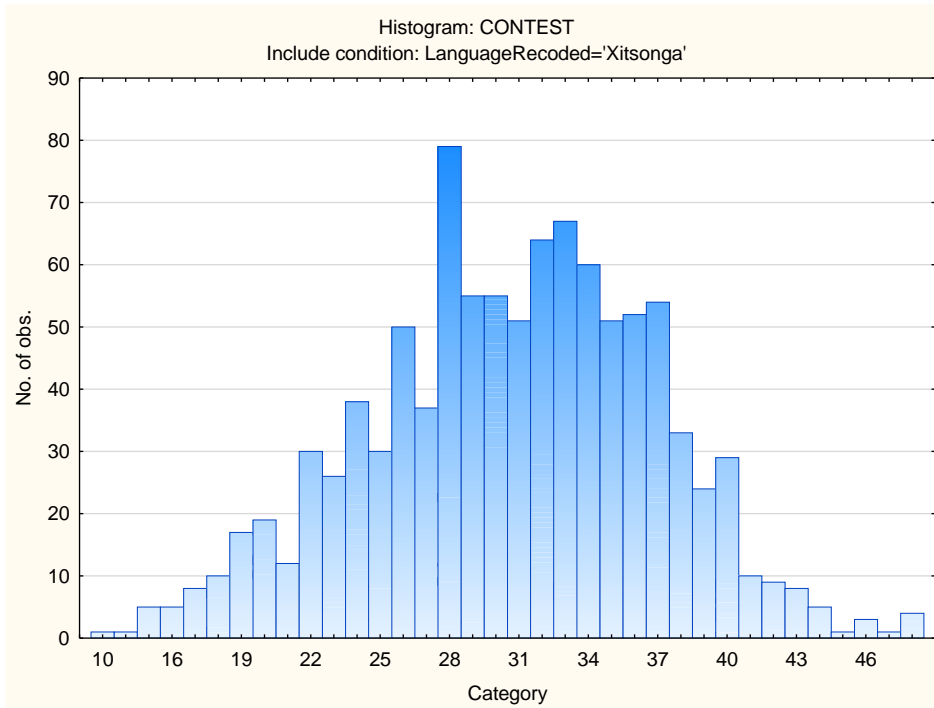
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	1004	32,49801	4,878687
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	1004	17,82769	4,016068
<b>TRUSTING</b>	Cynical - Trusting	1004	35,21215	6,966220
<b>PHLEG</b>	Emotional - Phlegmatic	1004	39,78685	6,680009
<b>GREGAR</b>	Reserved - Gregarious	1004	32,99402	6,123355
<b>PERSUAS</b>	Genuine - Persuasive	1004	27,59761	5,326941
<b>CONTEST</b>	Composed - Contesting	1004	30,66534	6,246798
<b>EXTERNAL</b>	Optimistic - Pessimistic	1004	21,96414	5,885473
<b>PRAGMATIC</b>	Abstract - Pragmatic	1004	28,47112	4,495280
<b>CONFORM</b>	Low Distortion - High Distortion	1004	25,99801	4,623404
<b>MIDRESP</b>	Extreme Responses – Central Tendency	1004	78,64940	21,95637

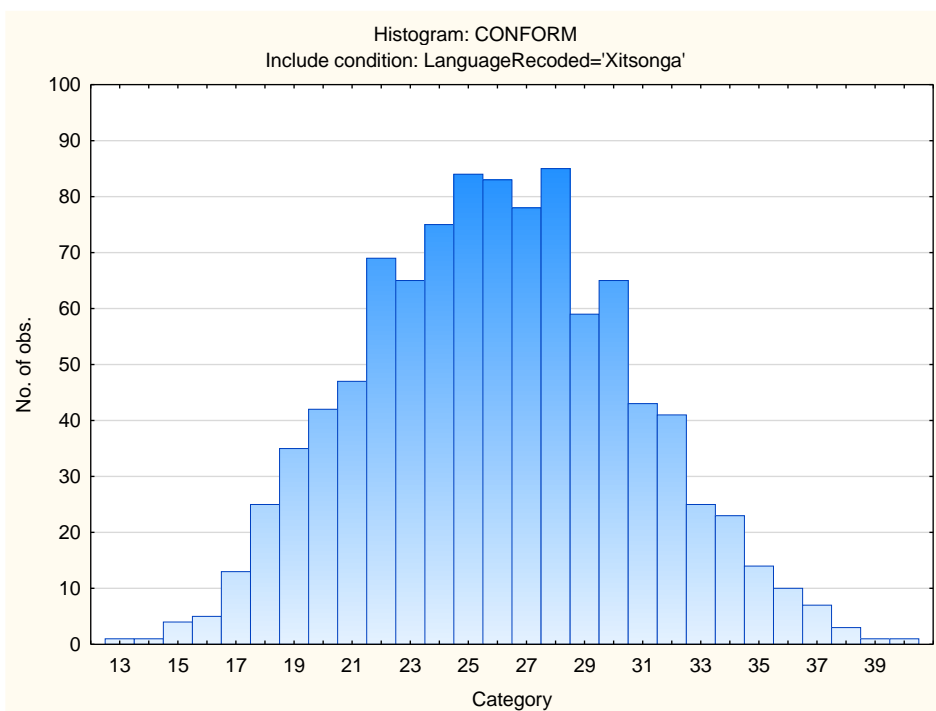
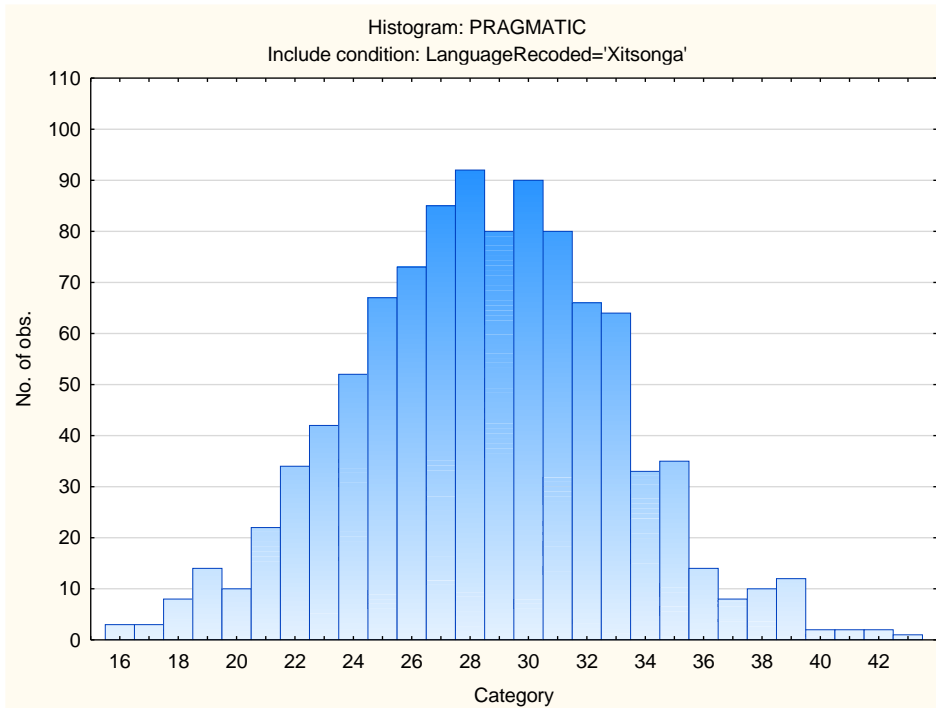
# Frequency Distributions for OPPro Scales.











## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	14-22	23-25	26-27	28-30	31-32	33-34	35-37	38-39	40-42	43-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-45
<b>TRUSTING</b>	Cynical - Trusting	16-21	22-24	25-28	29-31	32-35	36-38	39-42	43-45	46-49	50-55
<b>PHLEG</b>	Emotional - Phlegmatic	19-26	27-29	30-33	34-36	37-39	40-43	44-46	47-49	50-53	54-59
<b>GREGAR</b>	Reserved - Gregarious	10-20	21-23	24-26	27-29	30-32	33-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	11-16	17-19	20-22	23-24	25-27	28-30	31-32	33-35	36-38	39-45
<b>CONTEST</b>	Composed - Contesting	10-18	19-21	22-24	25-27	28-30	31-33	34-36	37-40	41-43	44-49
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-10	11-13	14-16	17-19	20-21	22-24	25-27	28-30	31-33	34-38
<b>PRAGMATIC</b>	Abstract - Pragmatic	16-19	20-21	22-23	24-26	27-28	29-30	31-32	33-35	36-37	38-43
<b>CONFORM</b>	Low Distortion - High Distortion	13-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-35	36-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-34	35-45	46-56	57-67	68-78	79-89	90-100	101-111	112-122	123-163

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Indigenous Language speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	9552	9552	47,03565	47,0357
F	10673	20225	52,55564	99,5913
U	83	20308	0,40871	100,0000
Missing	0	20308	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5610	5610	27,62458	27,6246
< Matric	812	6422	3,99842	31,6230
Grade 12	7604	14026	37,44337	69,0664
Degree	567	14593	2,79200	71,8584
Post Graduate	2549	17142	12,55170	84,4101
Tertiary Cert / Trade	2249	19391	11,07445	95,4845
Missing	917	20308	4,51546	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	32,73094	32,7309
isiXhosa	4120	10767	20,28757	53,0185
isiNdebele	281	11048	1,38369	54,4022
Sesotho	2152	13200	10,59681	64,9990
Setswana	2594	15794	12,77329	77,7723
Sepedi	2421	18215	11,92141	89,6937
Xitsonga	1004	19219	4,94386	94,6376
Tshivenda	762	19981	3,75222	98,3898
siSwati	327	20308	1,61020	100,0000
Missing	0	20308	0,00000	100,0000

## Language Group Composition of the Sample

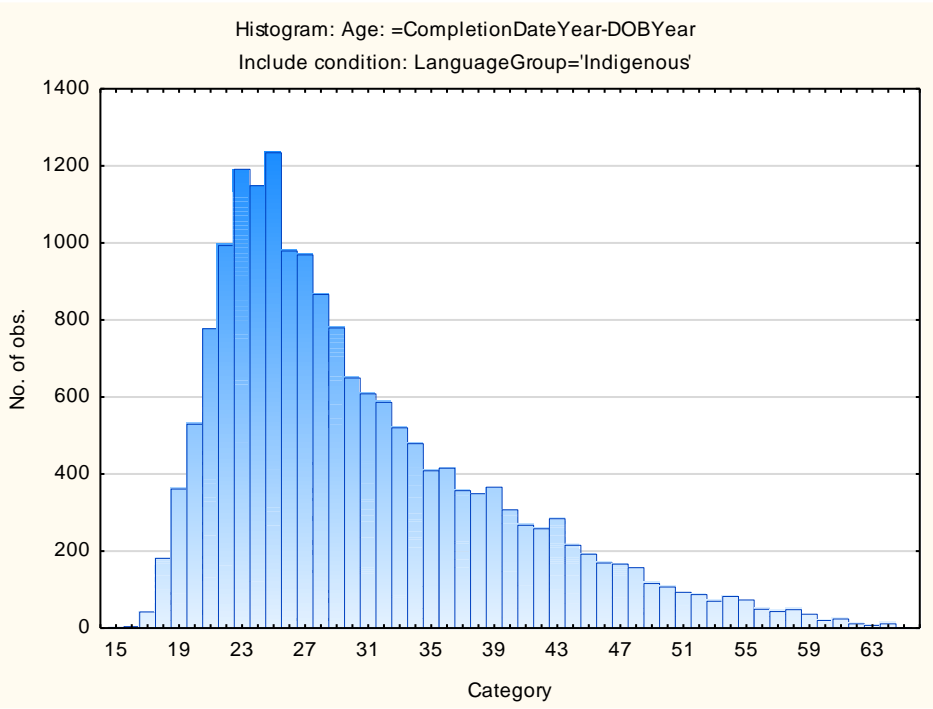
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	100,0000	100,0000
Missing	0	20308	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	19651	19651	96,76482	96,7648
European	19	19670	0,09356	96,8584
Coloured	75	19745	0,36931	97,2277
Asian	38	19783	0,18712	97,4148
Missing	525	20308	2,58519	100,0000

## Age Composition and Distribution of the Sample

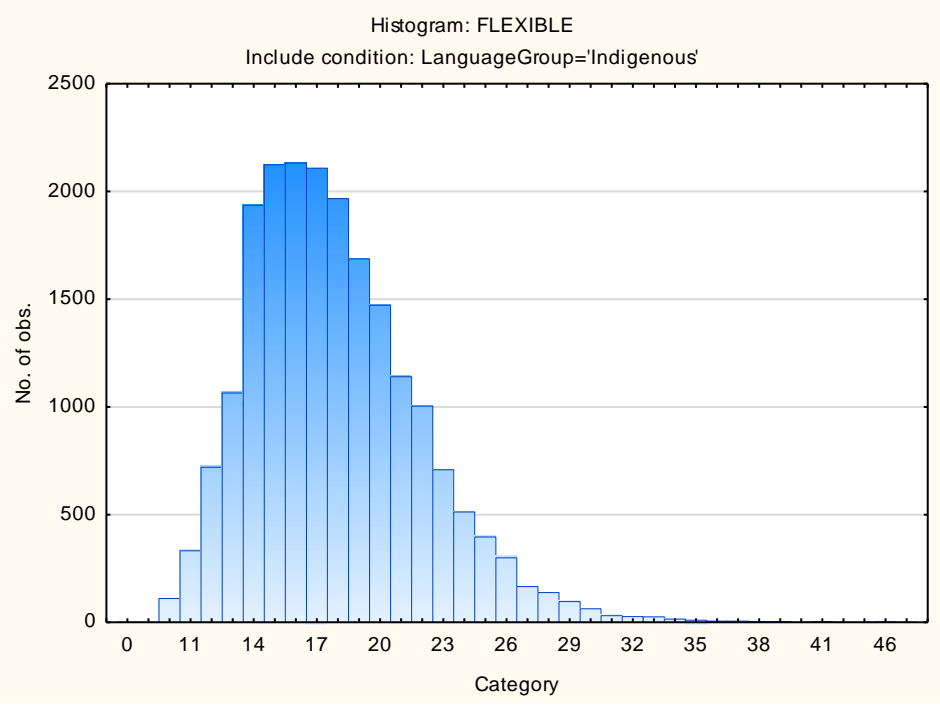
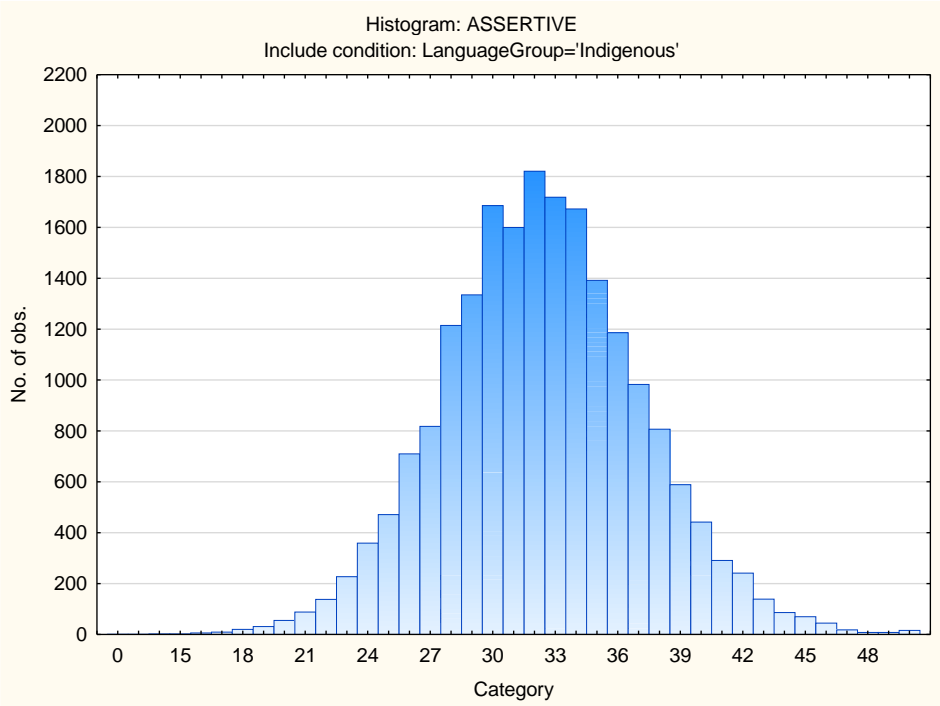
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,47781	8,904164	15,00000	65,00000	17685	2623

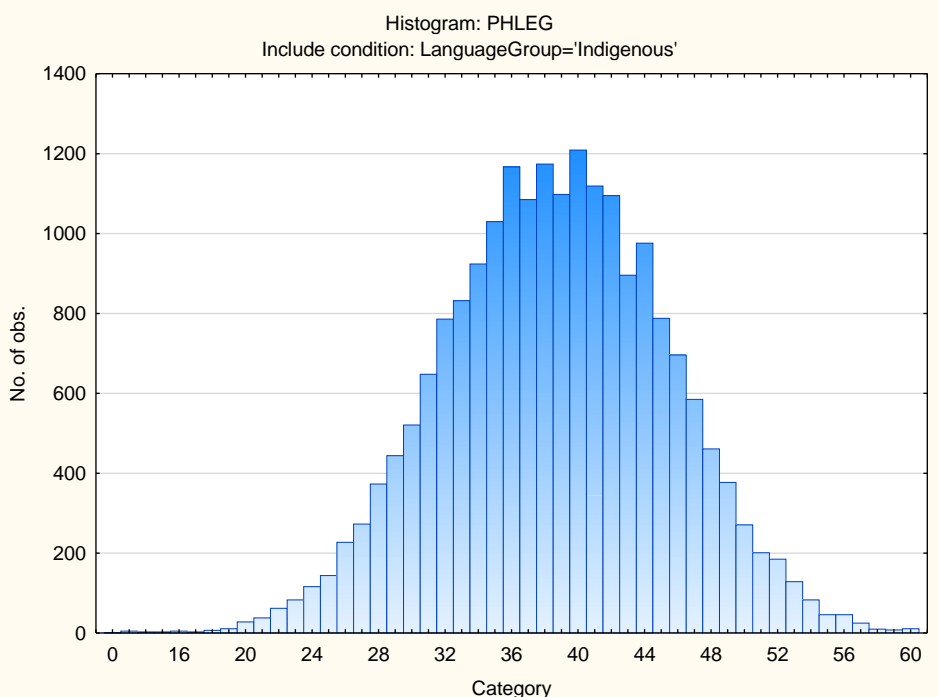
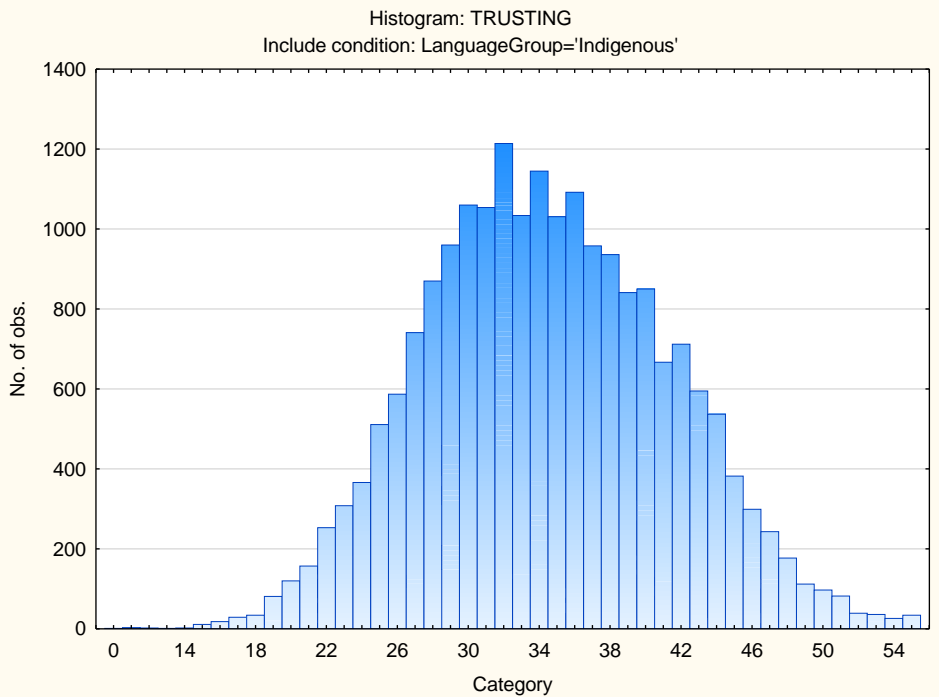


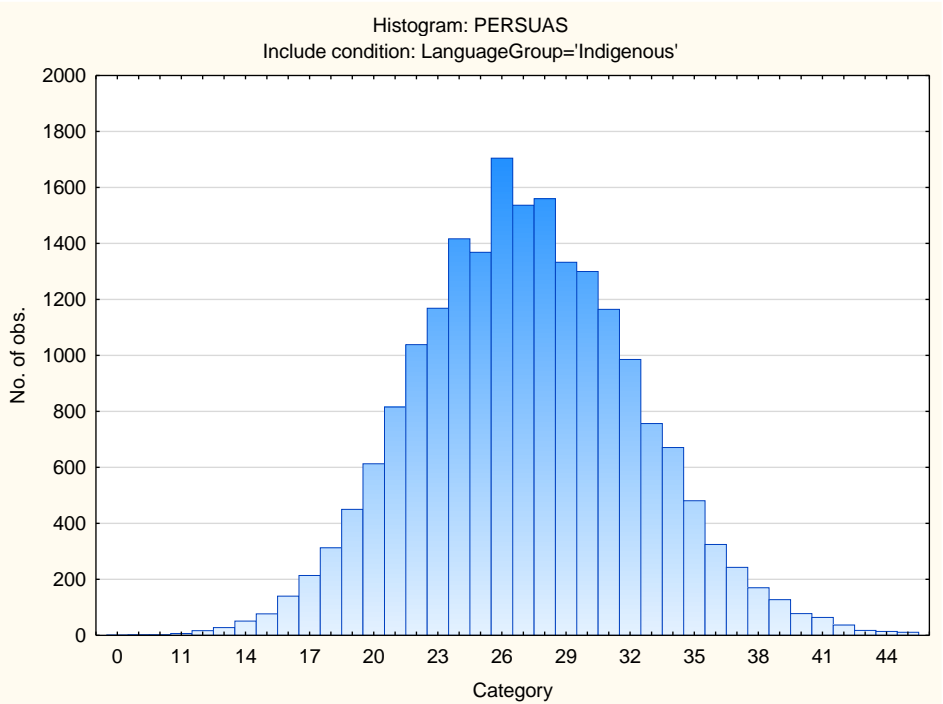
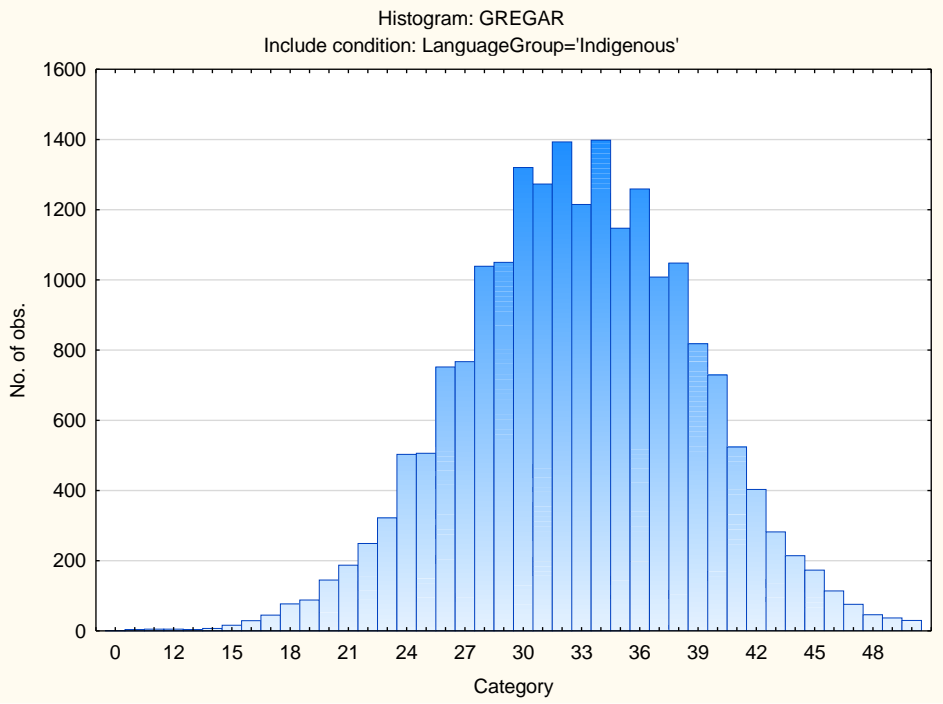
## *Descriptive Statistics on 15FQ+ Scales*

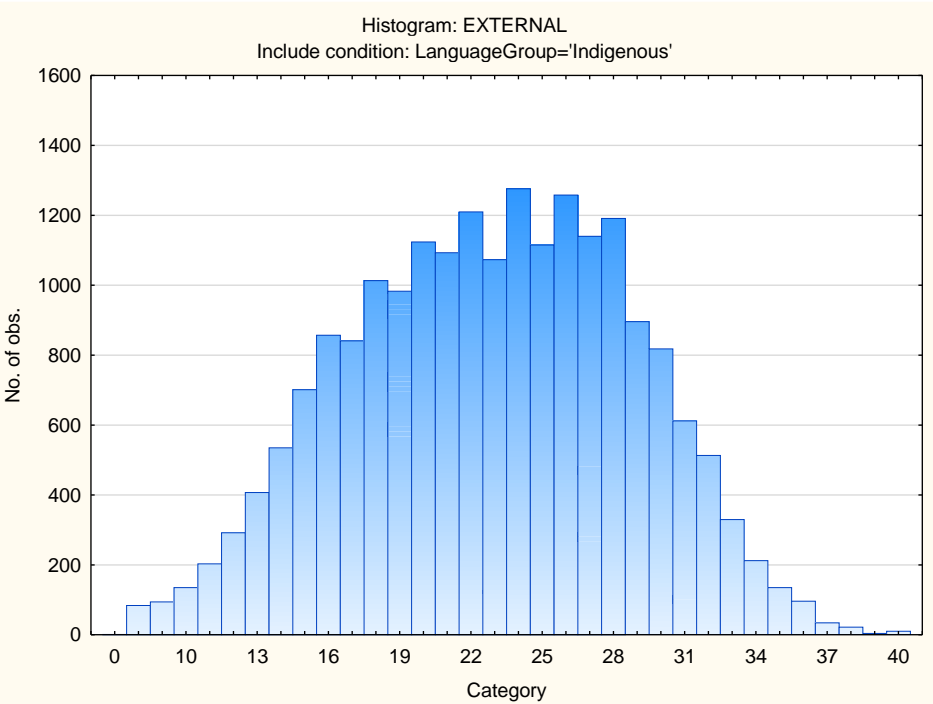
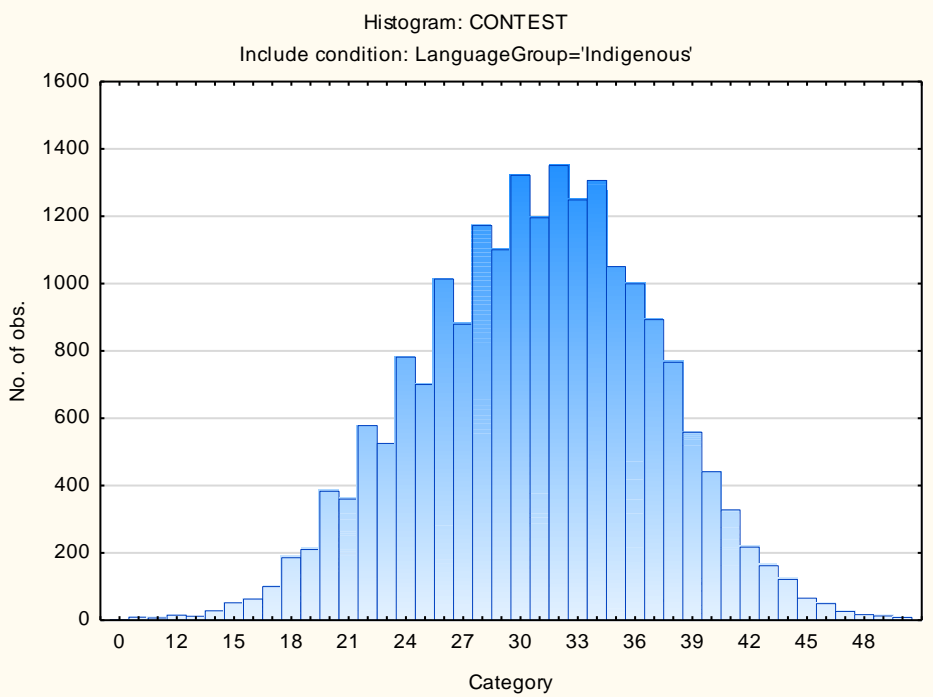
<b>Scale</b>	<b>Scale description</b>	<b>Mean</b>	<b>Std.Dev</b>	<b>Sample Size</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	32,34026	4,74622	20308
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	17,87049	4,02956	20308
<b>TRUSTING</b>	Cynical - Trusting	34,43022	6,87615	20308
<b>PHLEG</b>	Emotional - Phlegmatic	38,59858	6,72704	20308
<b>GREGAR</b>	Reserved - Gregarious	32,79786	5,93761	20308
<b>PERSUAS</b>	Genuine - Persuasive	27,12118	5,14564	20308
<b>CONTEST</b>	Composed - Contesting	30,80766	6,12356	20308
<b>EXTERNAL</b>	Optimistic - Pessimistic	22,83479	5,91536	20308
<b>PRAGMATIC</b>	Abstract - Pragmatic	28,60493	4,71926	20308
<b>CONFORM</b>	Low Distortion - High Distortion	25,20283	4,49082	20308
<b>MIDRESP</b>	Extreme Responses – Central Tendency	80,14526	21,71767	20308

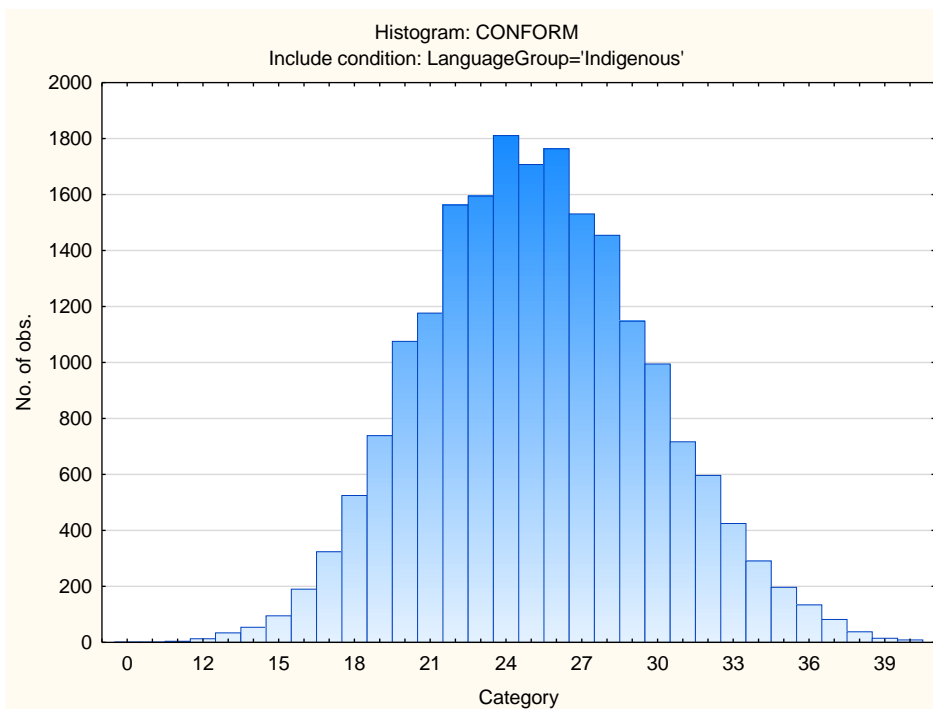
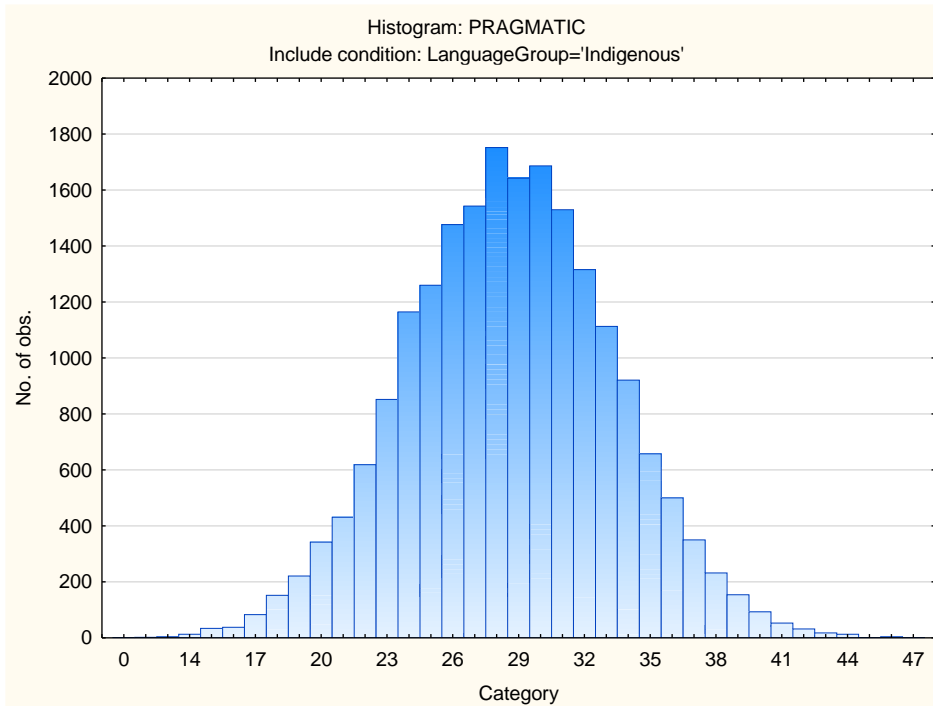
# Frequency Distributions for OPPro Scales

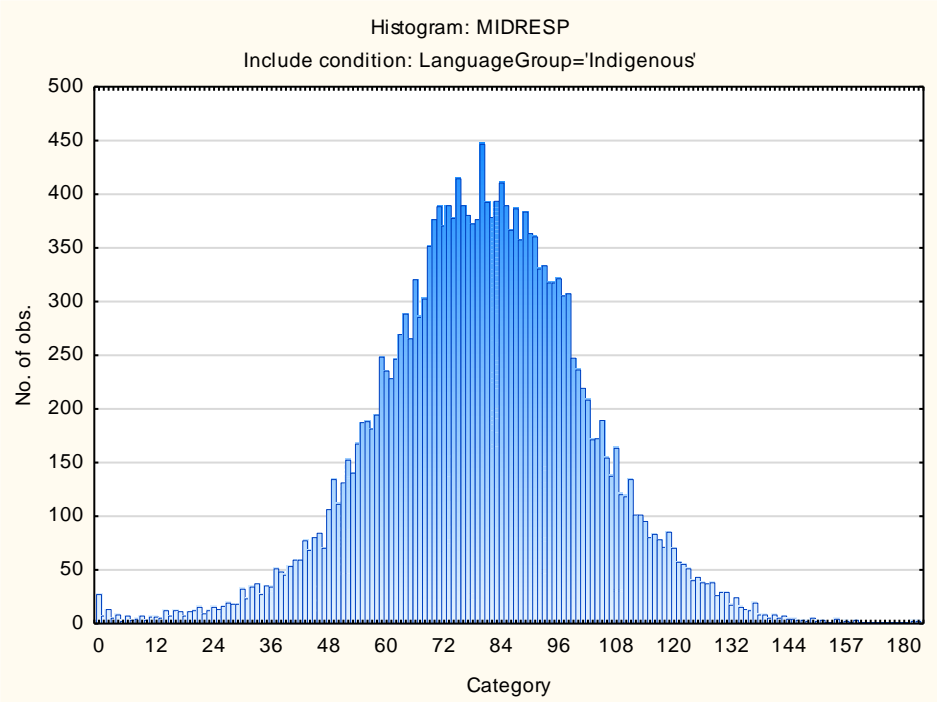












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-22	23-25	26-27	28-29	30-32	33-34	35-37	38-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-48
<b>TRUSTING</b>	Cynical - Trusting	0-20	21-24	25-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-25	26-28	29-31	32-35	36-38	39-41	42-45	46-48	49-52	53-60
<b>GREGAR</b>	Reserved - Gregarious	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	0-16	17-19	20-21	22-24	25-27	28-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-11	12-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-19	20-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-47
<b>CONFORM</b>	Low Distortion - High Distortion	0-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-34	35-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-36	37-47	48-58	59-69	70-80	81-91	92-101	102-112	113-123	124-196

# Occupational Personality Profile (OPPro) Norm Group: South Africans, isiNdebele speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	155	155	55,16014	55,1601
F	125	280	44,48399	99,6441
U	1	281	0,35587	100,0000
Missing	0	281	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	82	82	29,18149	29,1815
< Matric	8	90	2,84698	32,0285
Grade 12	108	198	38,43416	70,4626
Degree	11	209	3,91459	74,3772
Post Graduate	27	236	9,60854	83,9858
Tertiary Cert / Trade	42	278	14,94662	98,9324
Missing	3	281	1,06762	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiNdebele	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

## Language Group Composition of the Sample

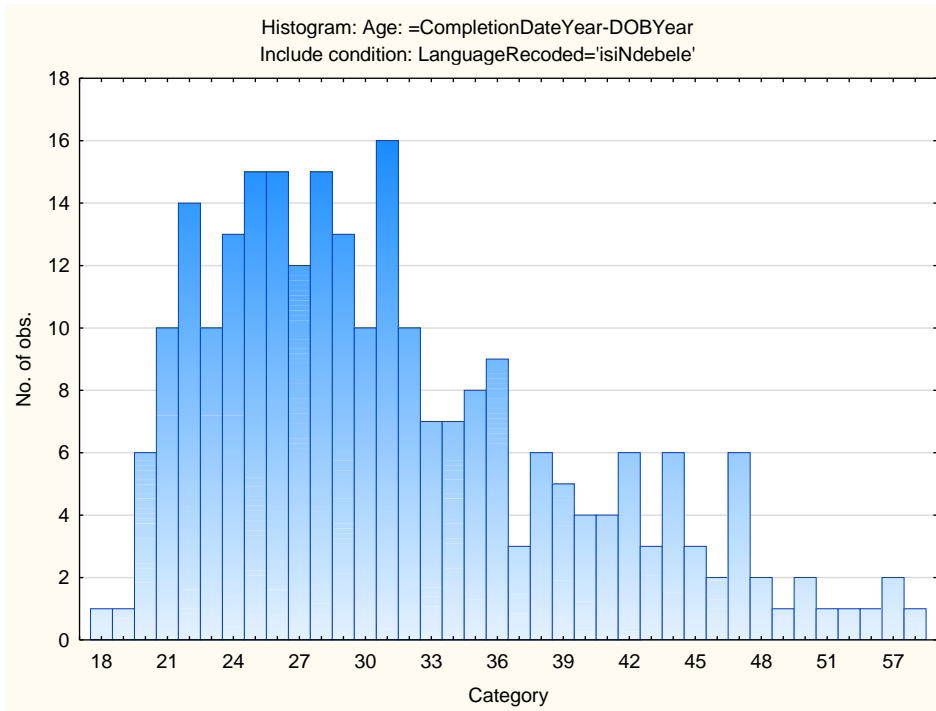
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	274	274	97,50890	97,5089
Coloured	1	275	0,35587	97,8648
Missing	6	281	2,13523	100,0000

## Age Composition and Distribution of the Sample

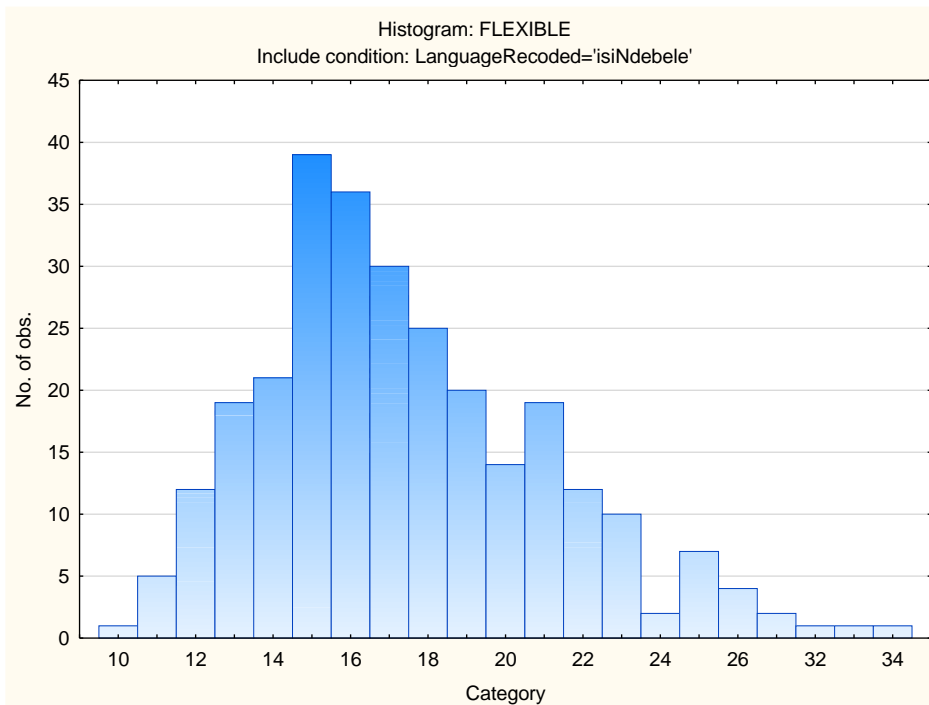
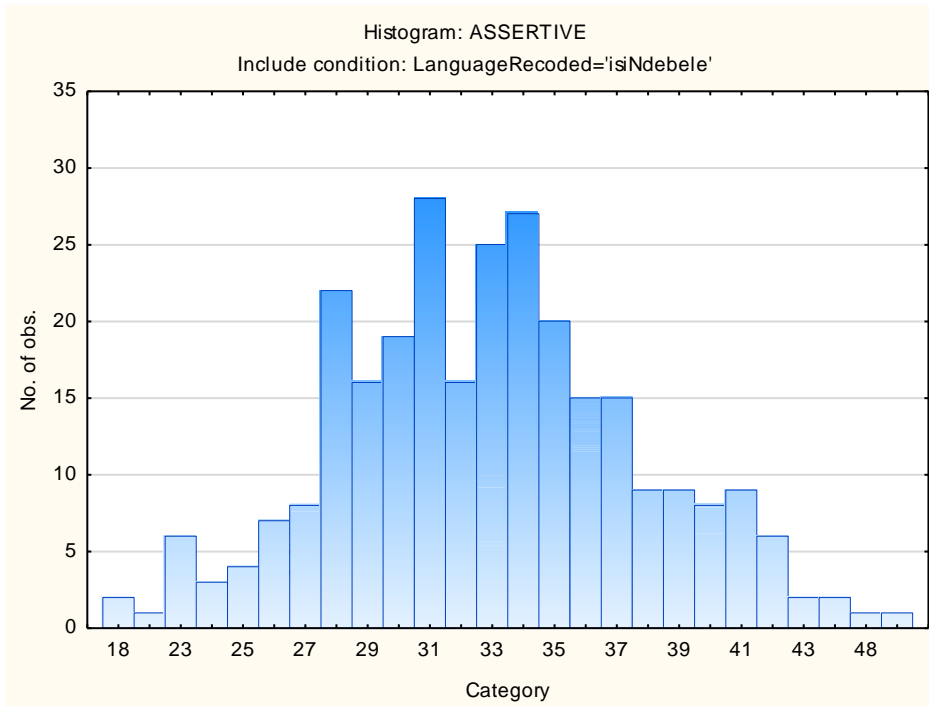
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,40637	8,421057	18,00000	63,00000	251	30

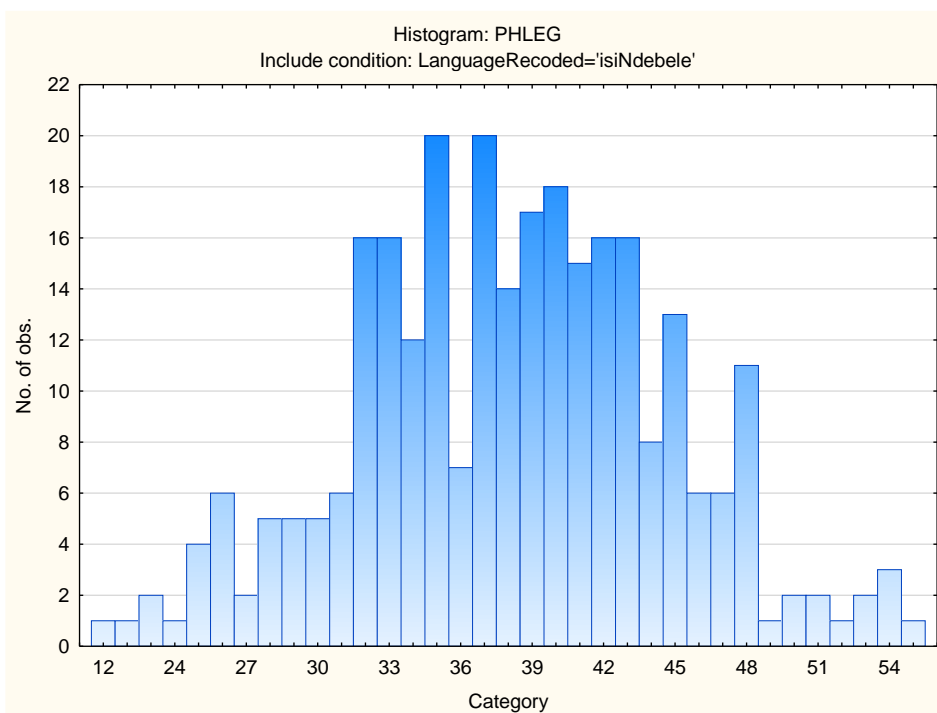
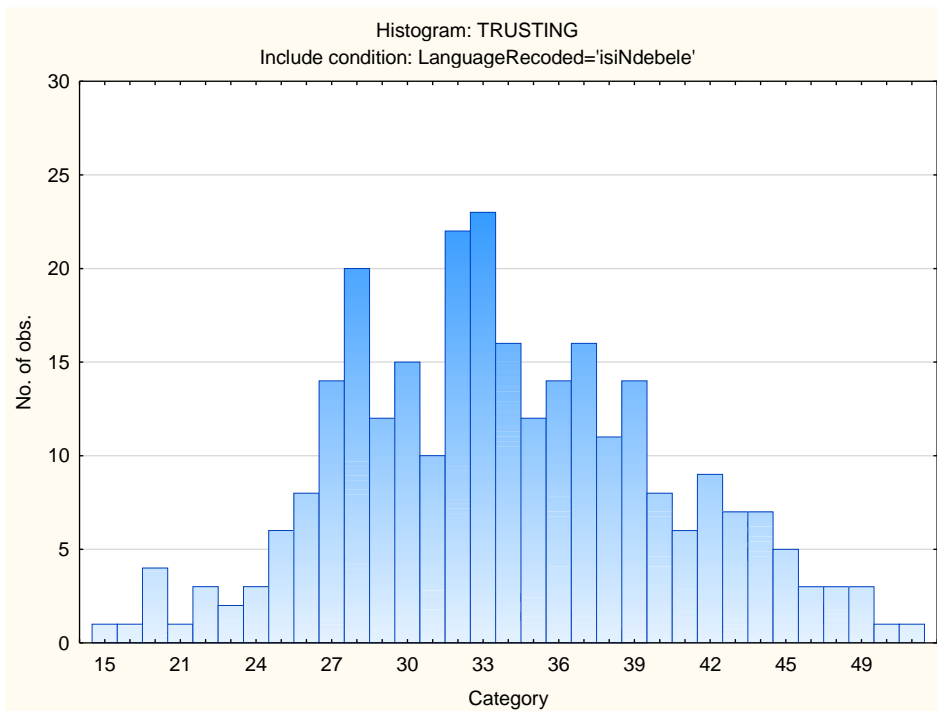


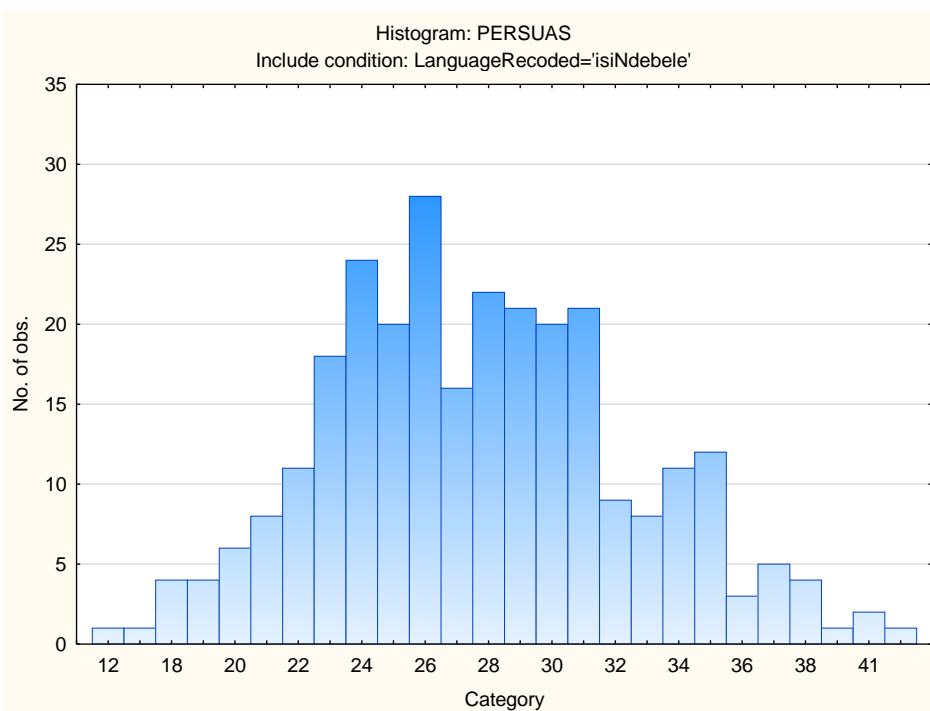
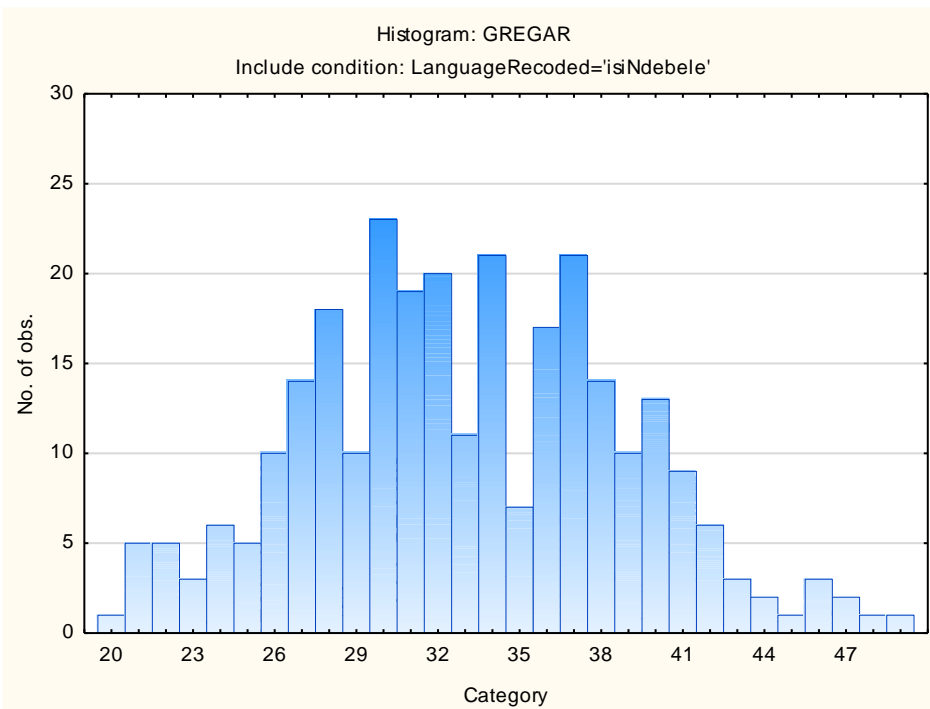
## *Descriptive Statistics on 15FQ+ Scales*

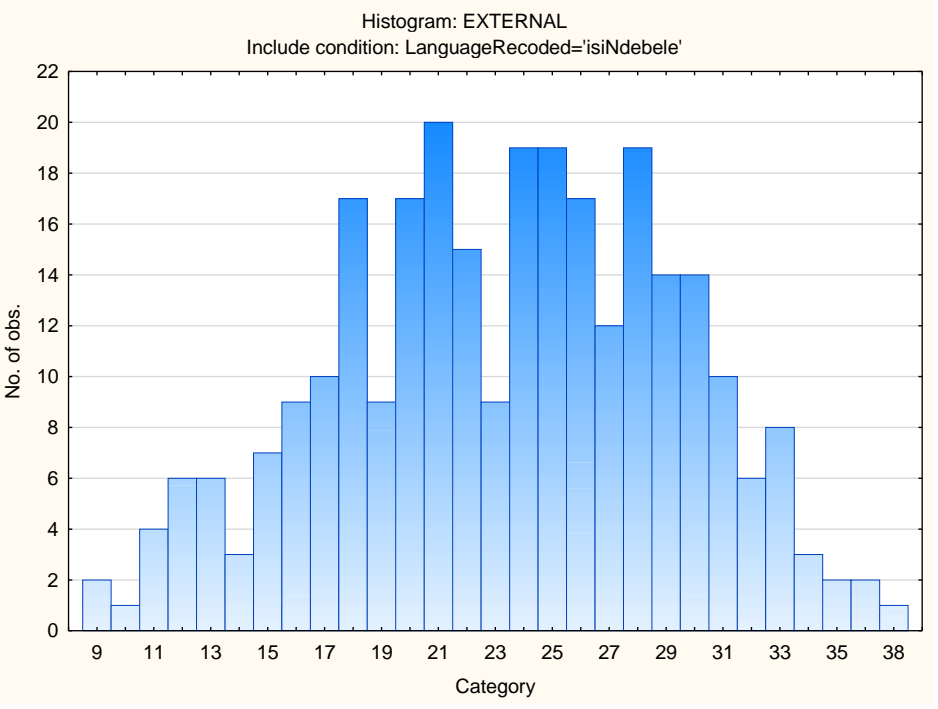
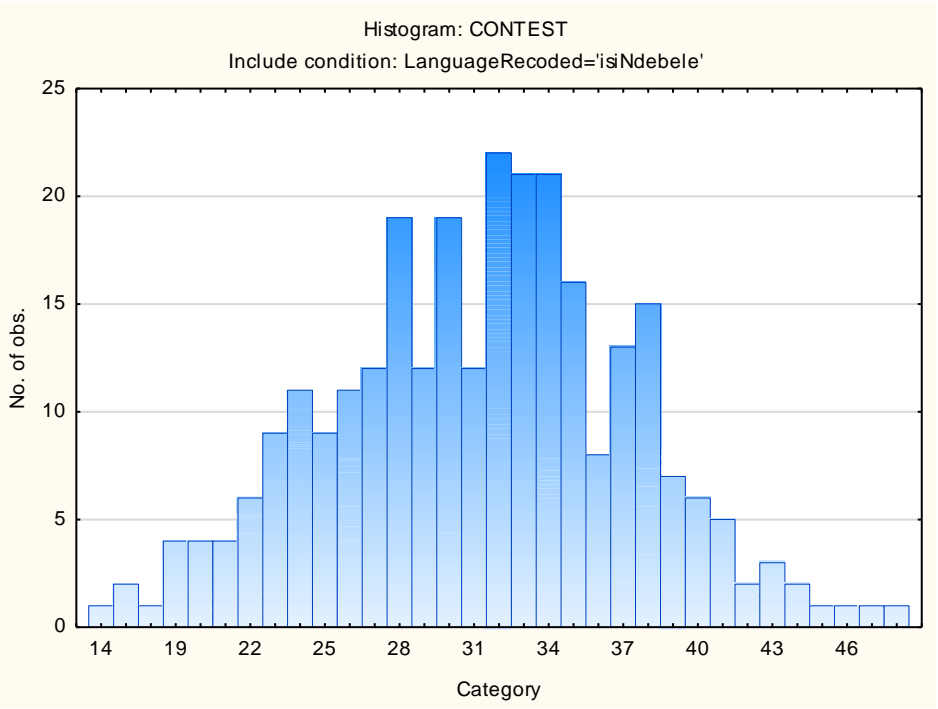
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	281	32,88256	4,94366
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	281	17,46619	3,90783
<b>TRUSTING</b>	Cynical - Trusting	281	33,85409	6,44843
<b>PHLEG</b>	Emotional - Phlegmatic	281	38,11744	6,72446
<b>GREGAR</b>	Reserved - Gregarious	281	33,06406	5,85017
<b>PERSUAS</b>	Genuine - Persuasive	281	27,71530	4,88848
<b>CONTEST</b>	Composed - Contesting	281	31,25979	6,09216
<b>EXTERNAL</b>	Optimistic - Pessimistic	281	23,34520	5,97122
<b>PRAGMATIC</b>	Abstract - Pragmatic	281	28,55160	4,27597
<b>CONFORM</b>	Low Distortion - High Distortion	281	25,53737	4,50867
<b>MIDRESP</b>	Extreme Responses – Central Tendency	281	79,02135	21,23810

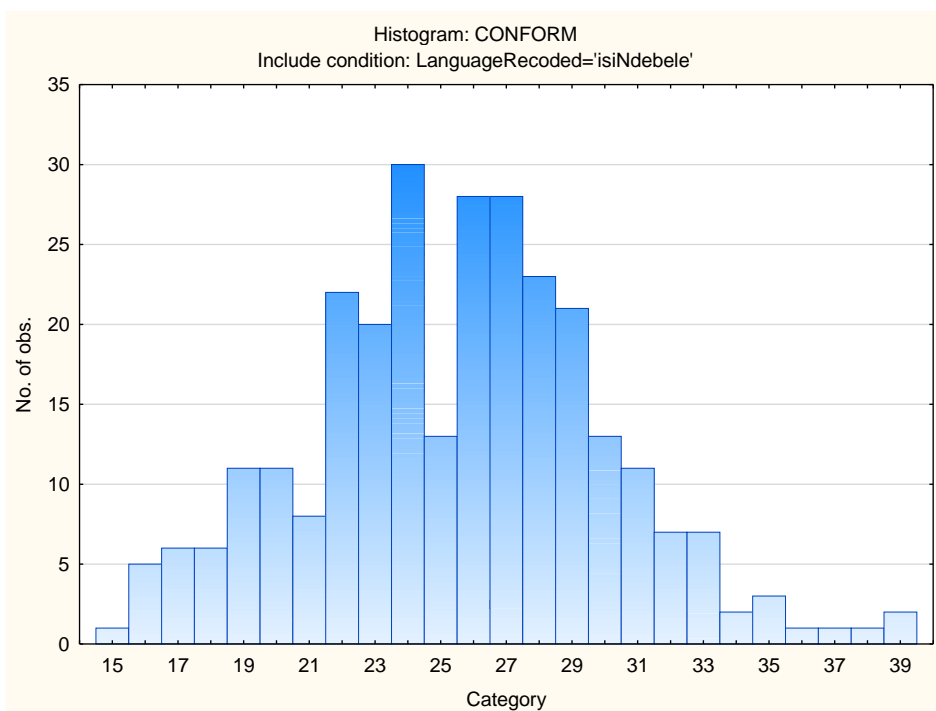
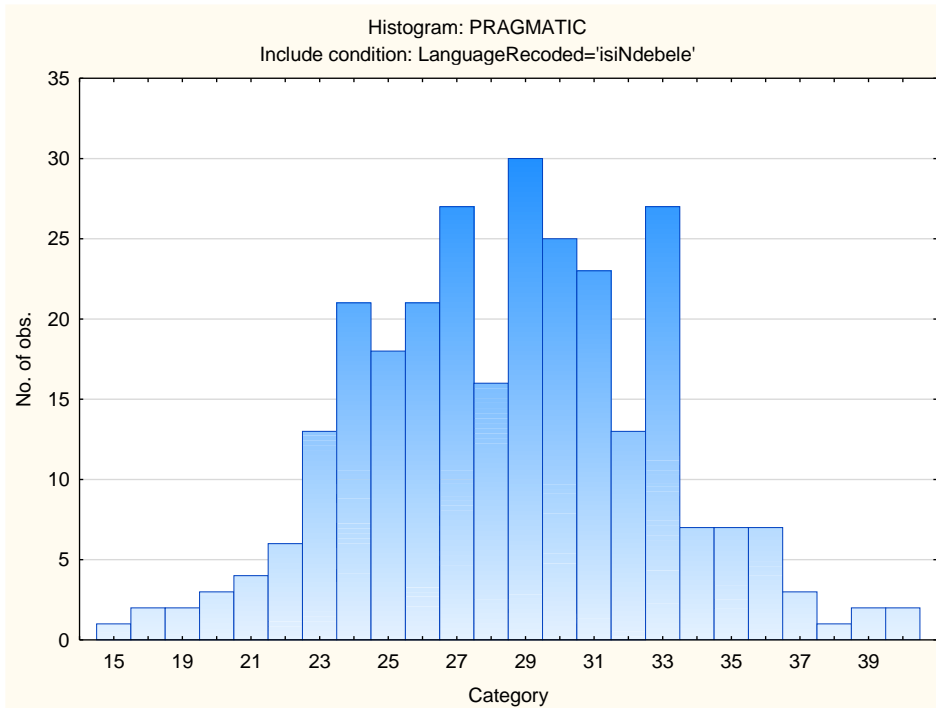
## Frequency Distributions for OPPro Scales

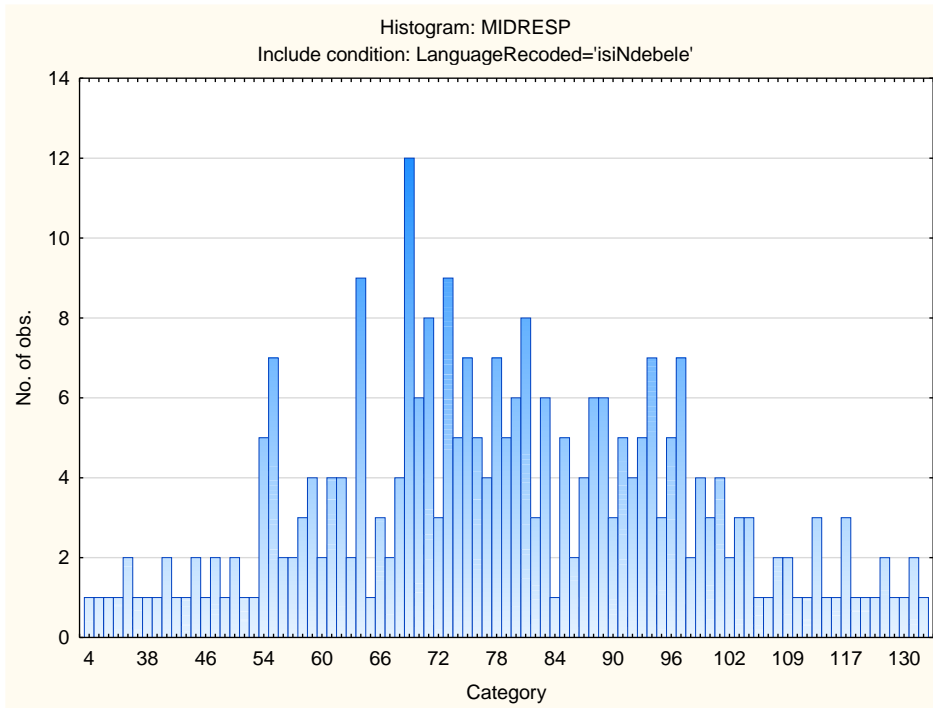












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	18-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-42	43-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-34
<b>TRUSTING</b>	Cynical - Trusting	15-20	21-24	25-27	28-30	31-33	34-37	38-40	41-43	44-46	47-51
<b>PHLEG</b>	Emotional - Phlegmatic	12-24	25-28	29-31	32-34	35-38	39-41	42-44	45-48	49-51	52-56
<b>GREGAR</b>	Reserved - Gregarious	20-21	22-24	25-27	28-30	31-33	34-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	12-17	18-20	21-22	23-25	26-27	28-30	31-32	33-35	36-37	38-43
<b>CONTEST</b>	Composed - Contesting	14-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-35	36-38
<b>PRAGMATIC</b>	Abstract - Pragmatic	15-19	20-22	23-24	25-26	27-28	29-30	31-32	33-34	35-37	38-40
<b>CONFORM</b>	Low Distortion - High Distortion	15-16	17-18	19-21	22-23	24-25	26-27	28-30	31-32	33-34	35-39
<b>MIDRESP</b>	Extreme Responses - Central Tendency	4-36	37-47	48-57	58-68	69-79	80-89	90-100	101-110	111-121	122-143

# Occupational Personality Profile (OPPro) Norm Group: South Africans, siSwati speaking, updated 2019

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## Norm Type:

Standard deviation norm

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	203	203	62,07951	62,0795
F	124	327	37,92049	100,0000
Missing	0	327	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	99	99	30,27523	30,2752
< Matric	2	101	0,61162	30,8869
Grade 12	75	176	22,93578	53,8226
Degree	4	180	1,22324	55,0459
Post Graduate	61	241	18,65443	73,7003
Tertiary Cert / Trade	56	297	17,12538	90,8257
Missing	30	327	9,17431	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

## Language Group Composition of the Sample

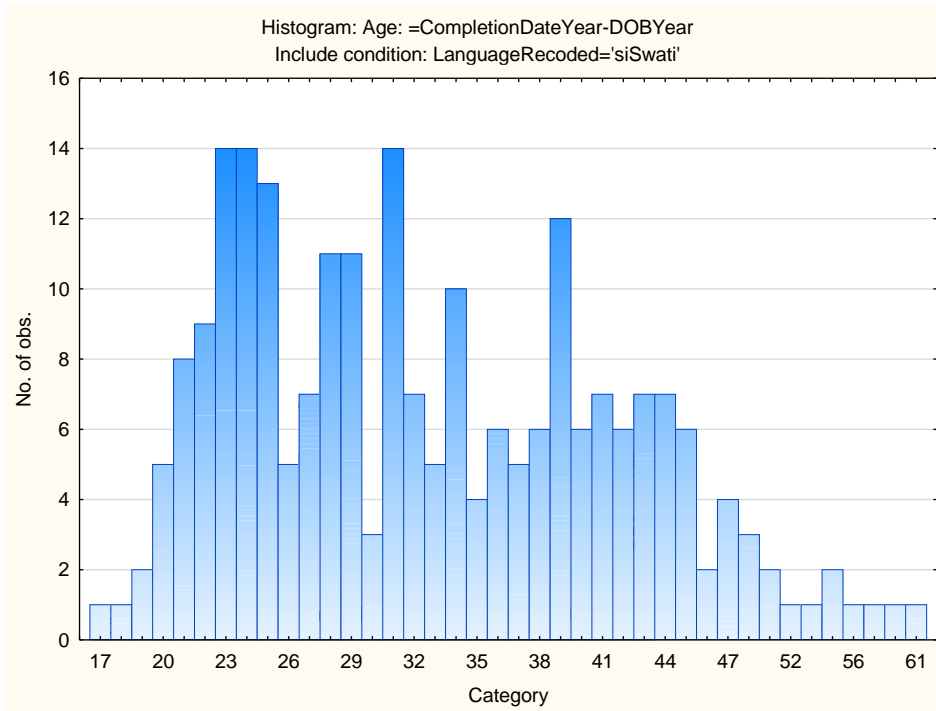
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	310	310	94,80122	94,8012
Asian	2	312	0,61162	95,4128
Missing	15	327	4,58716	100,0000

## Age Composition and Distribution of the Sample

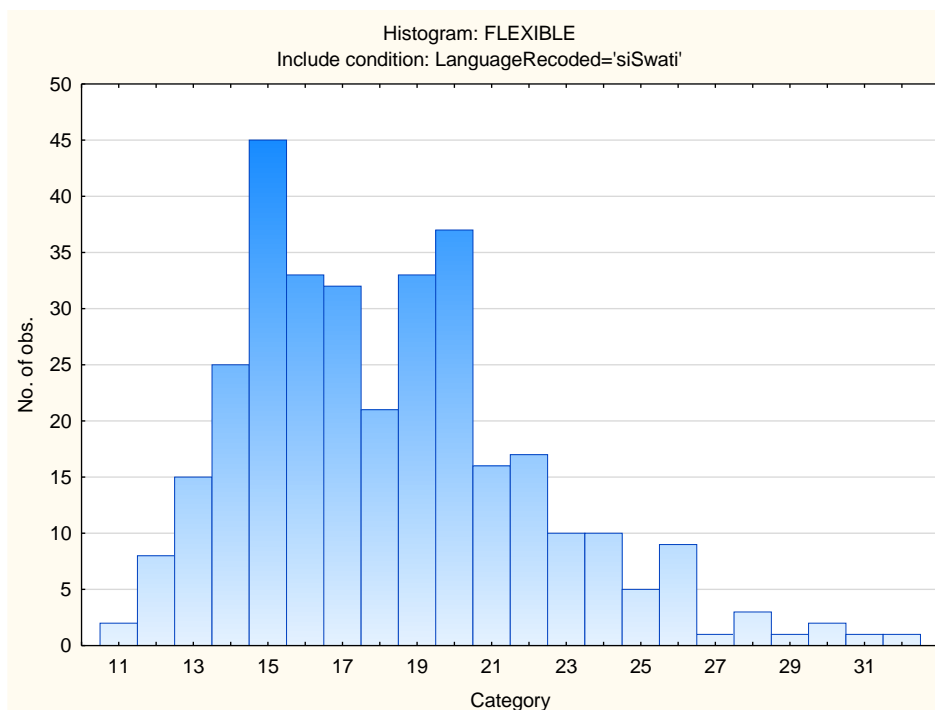
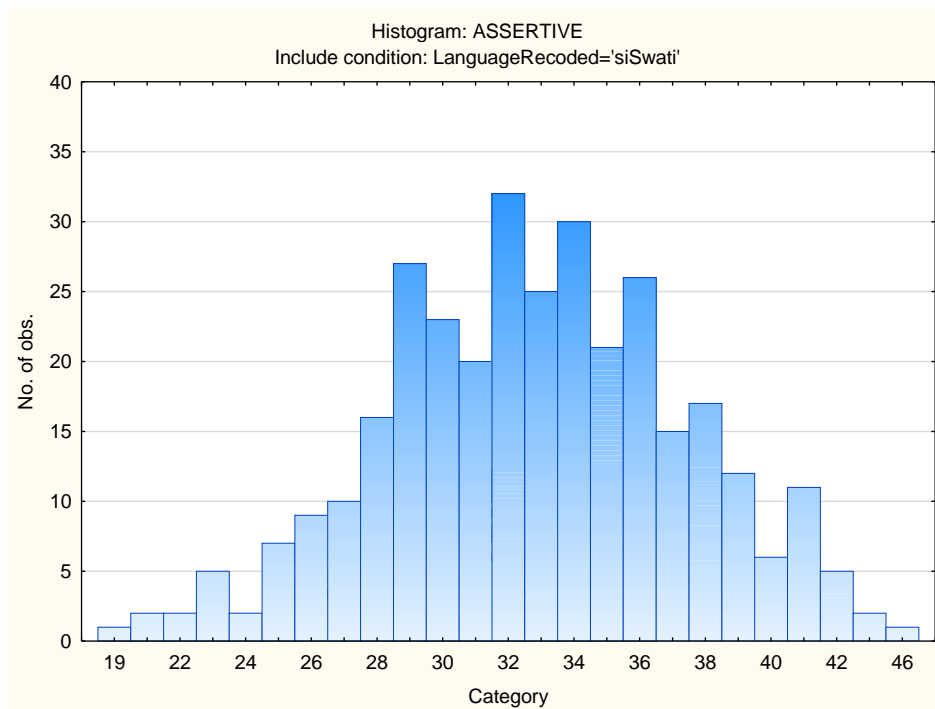
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32,88312	9,245879	17,00000	61,00000	231	96

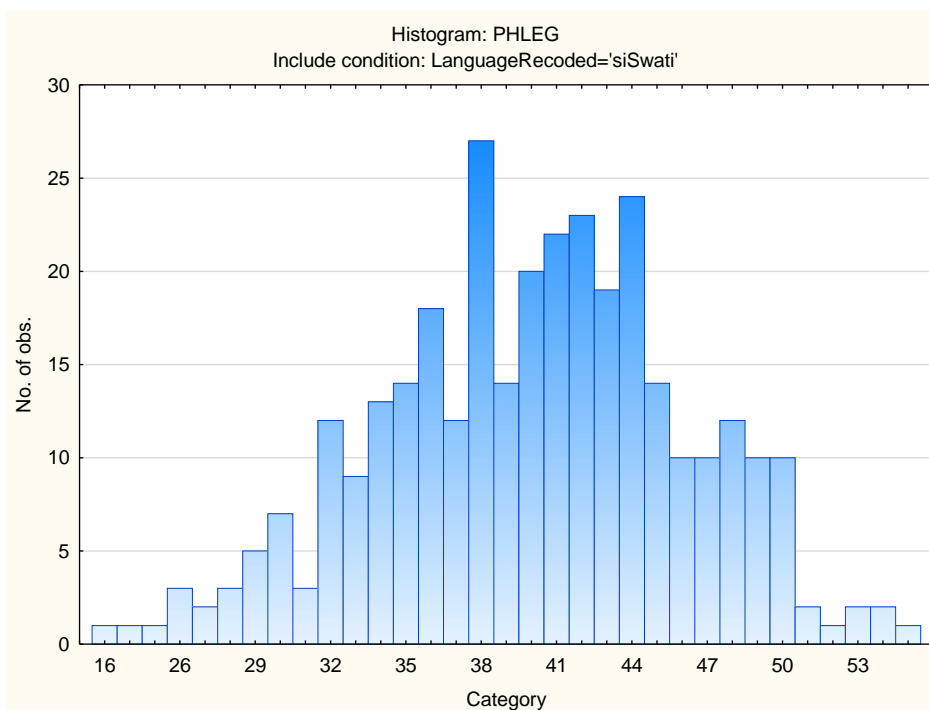
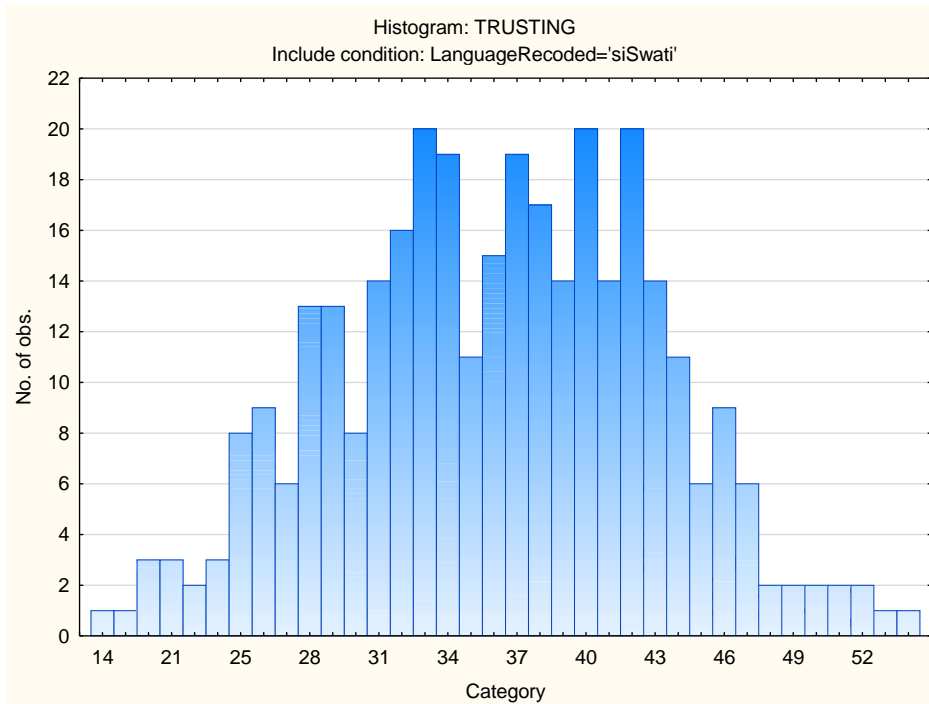


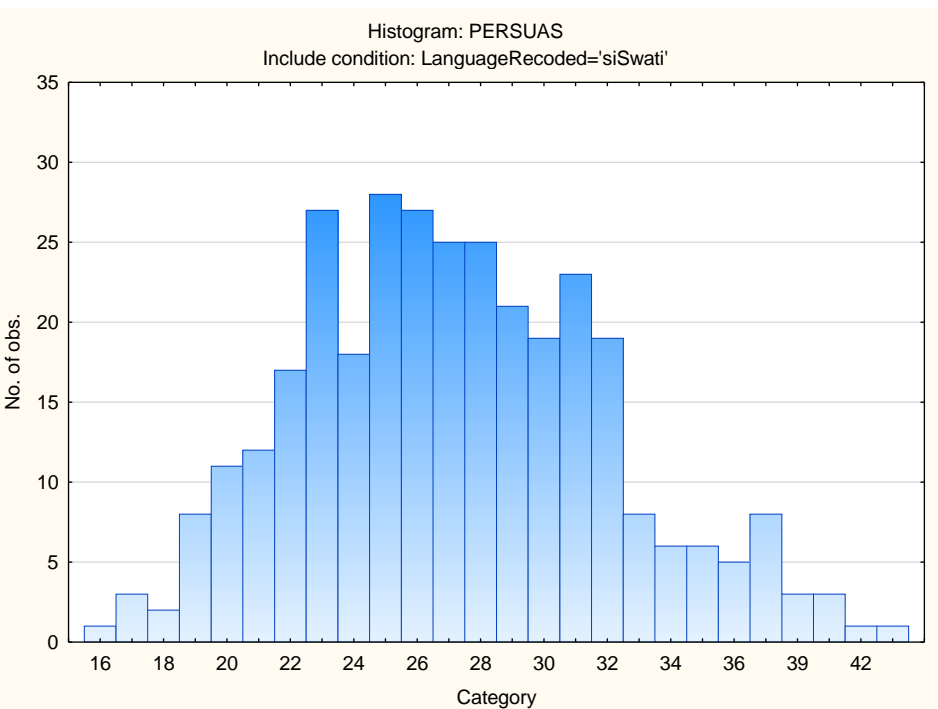
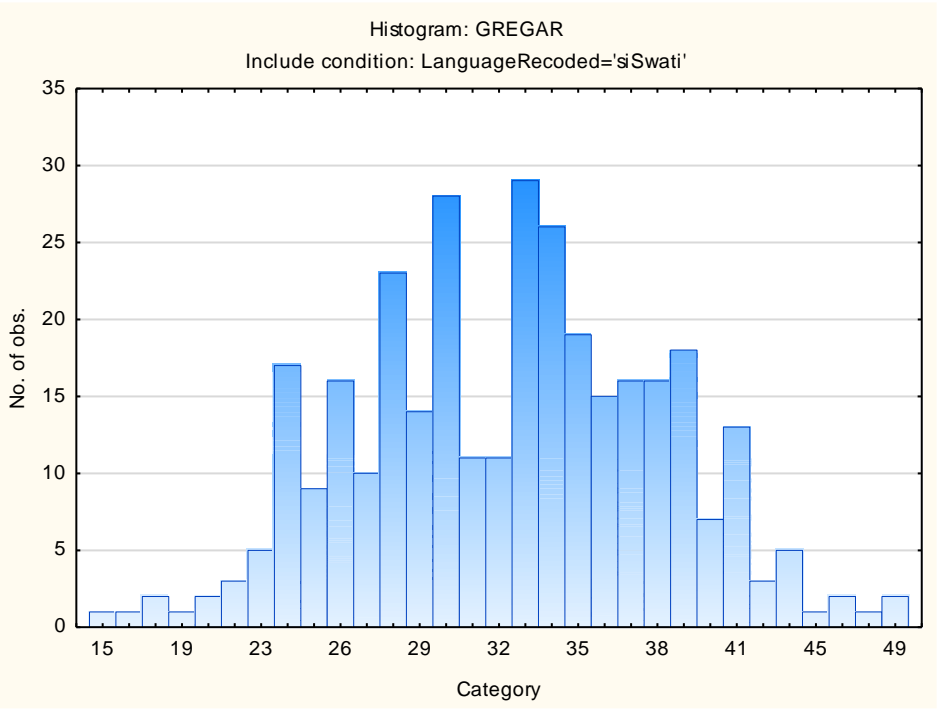
## *Descriptive Statistics on 15FQ+ Scales*

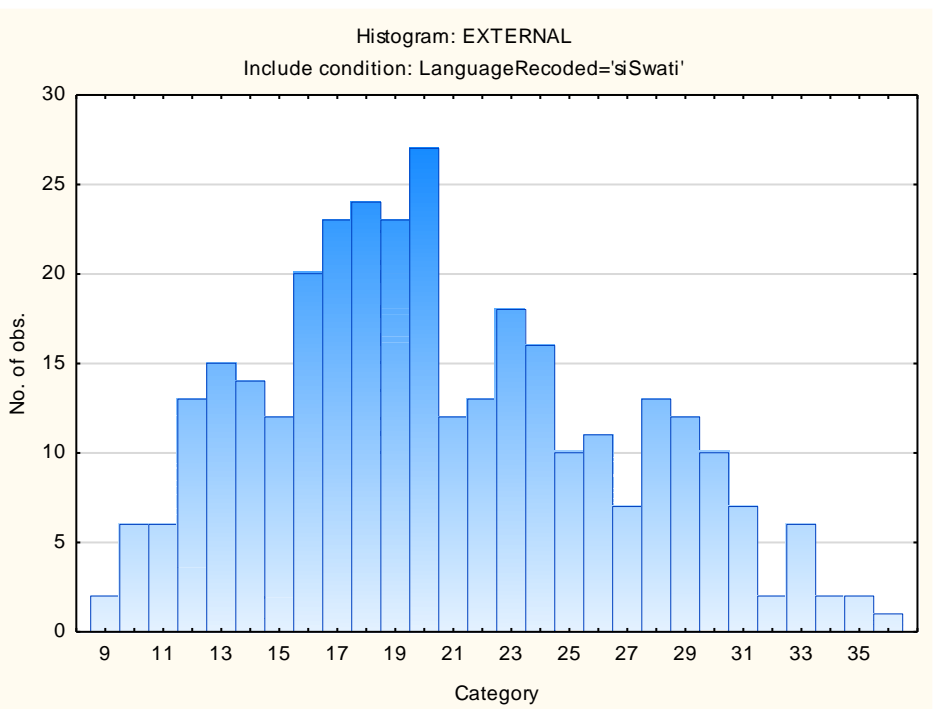
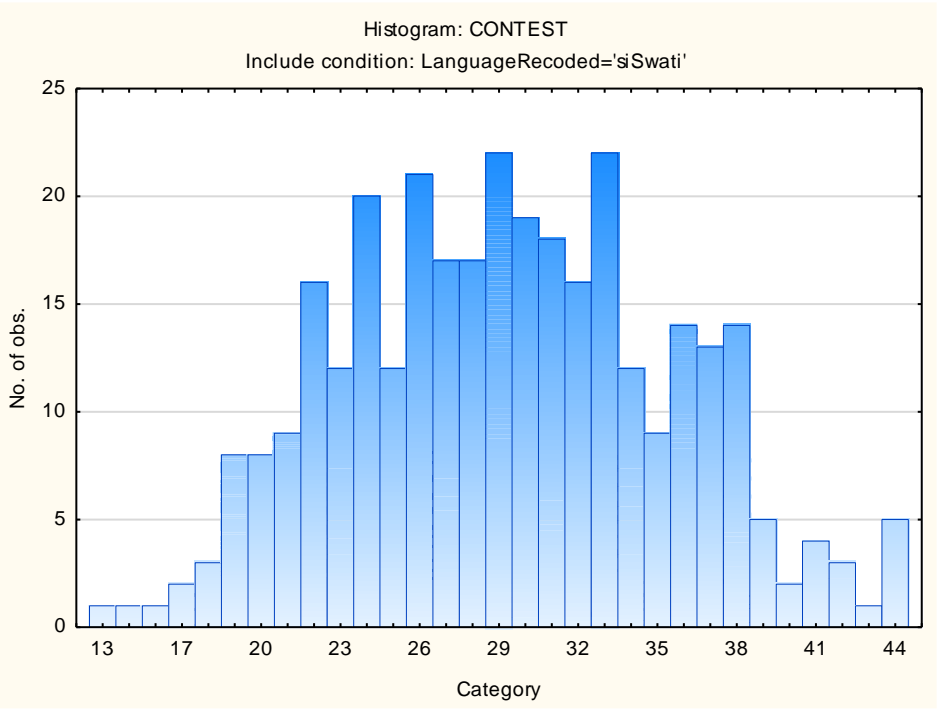
<b>Scale</b>	<b>Scale description</b>	<b>Mean</b>	<b>Std.Dev.</b>	<b>Sample size</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	32,81346	4,63172	327
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	18,22324	3,89931	327
<b>TRUSTING</b>	Cynical - Trusting	36,06422	6,96830	327
<b>PHLEG</b>	Emotional - Phlegmatic	40,03976	6,16752	327
<b>GREGAR</b>	Reserved - Gregarious	32,40367	5,88507	327
<b>PERSUAS</b>	Genuine - Persuasive	27,23853	4,92875	327
<b>CONTEST</b>	Composed - Contesting	29,33945	6,17965	327
<b>EXTERNAL</b>	Optimistic - Pessimistic	20,54128	6,00899	327
<b>PRAGMATIC</b>	Abstract - Pragmatic	28,88685	4,54993	327
<b>CONFORM</b>	Low Distortion - High Distortion	25,17125	4,34918	327
<b>MIDRESP</b>	Extreme Responses – Central Tendency	85,01529	21,90098	327

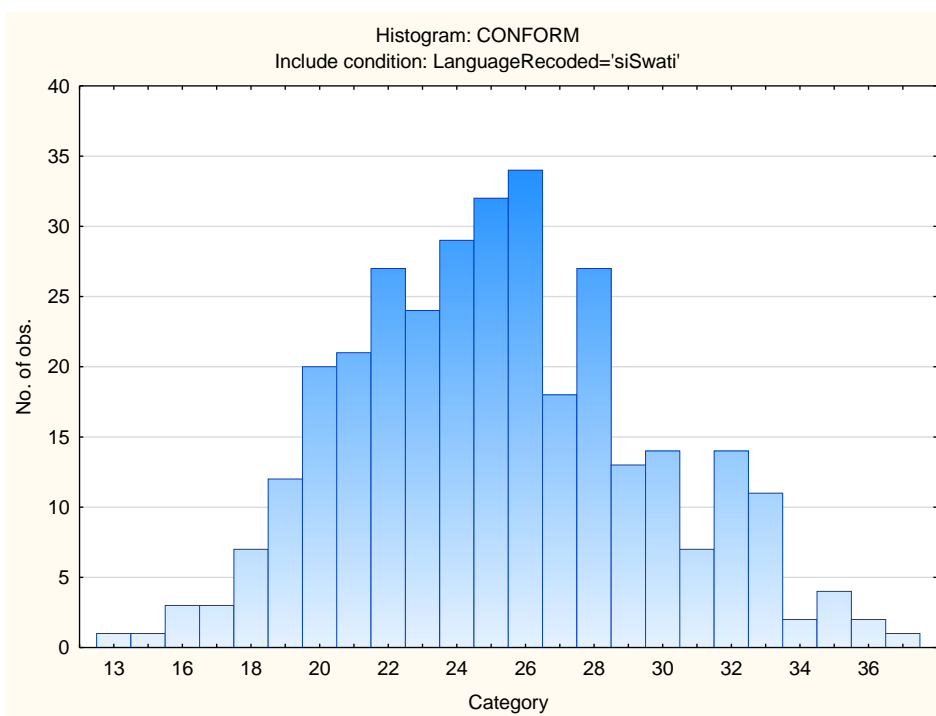
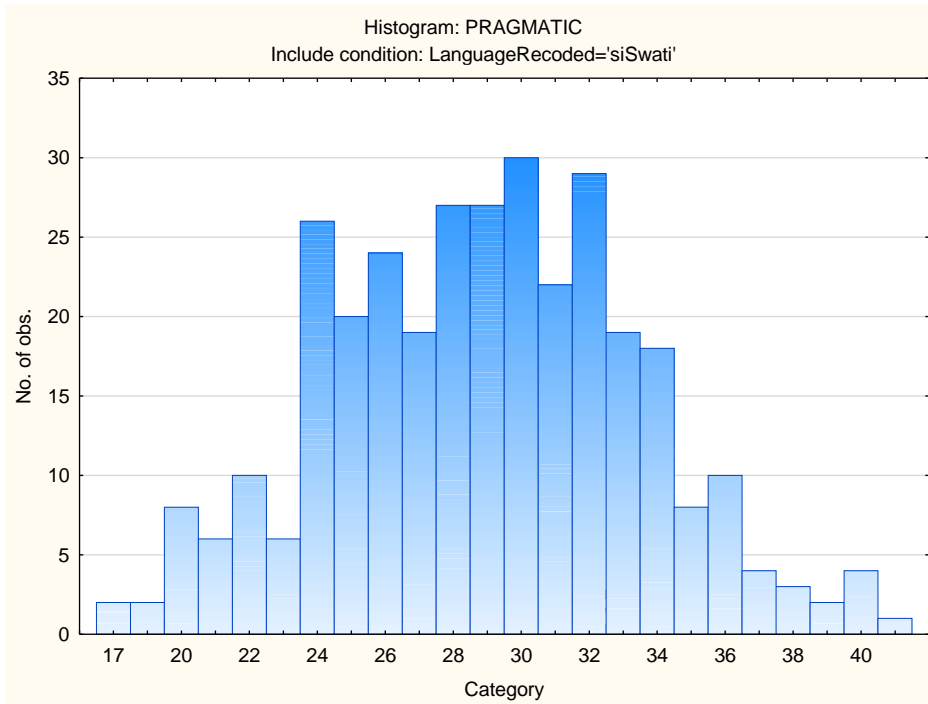
## Frequency Distributions for OPPro Scales

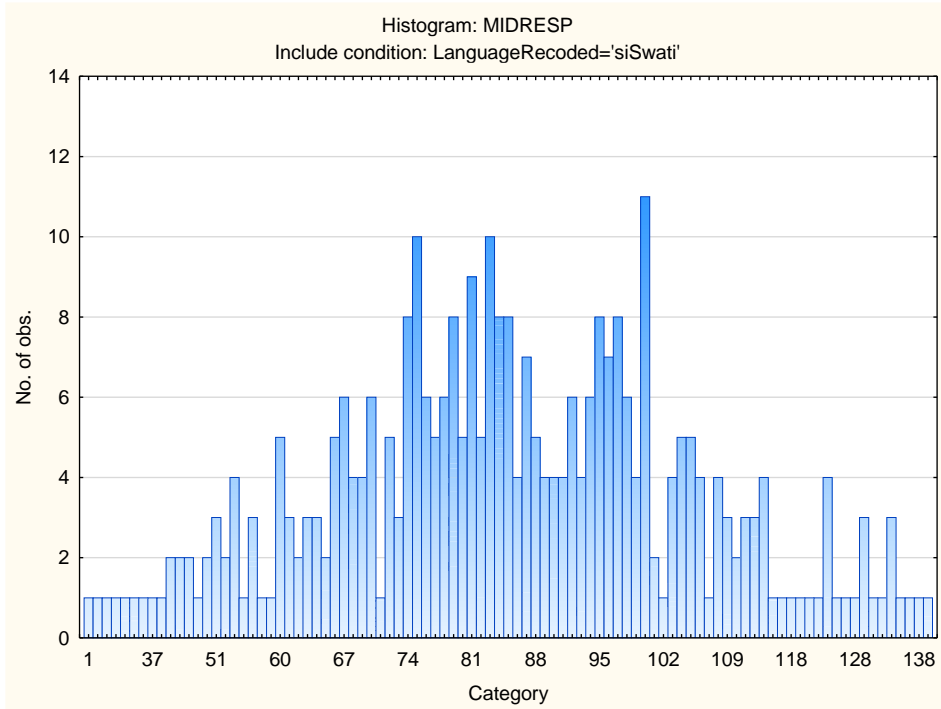












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	19-23	24-25	26-28	29-30	31-32	33-35	36-37	38-39	40-42	43-46
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	11-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-26	27-34
<b>TRUSTING</b>	Cynical - Trusting	14-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	51-55
<b>PHLEG</b>	Emotional - Phlegmatic	16-27	28-30	31-33	34-36	37-40	41-43	44-46	47-49	50-52	53-55
<b>GREGAR</b>	Reserved - Gregarious	15-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-49
<b>PERSUAS</b>	Genuine - Persuasive	16-17	18-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-43
<b>CONTEST</b>	Composed - Contesting	13-16	17-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44
<b>EXTERNAL</b>	Optimistic - Pessimistic	9-8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-36
<b>PRAGMATIC</b>	Abstract - Pragmatic	17-19	20-22	23-24	25-26	27-28	29-31	32-33	34-35	36-37	38-41
<b>CONFORM</b>	Low Distortion - High Distortion	13-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-33	34-37
<b>MIDRESP</b>	Extreme Responses - Central Tendency	1-41	42-52	53-63	64-74	75-85	86-95	96-106	107-117	118-128	129-144

# Reliability introduction

<b>Reliability introduction</b>	<b>1</b>
<b>Reliability studies</b>	<b>3</b>
<b>Availability of biographical information</b>	<b>3</b>
<b>The effect of English language proficiency on the reliability of the OPPro</b>	<b>3</b>
<b>The effect of sample size on reliability</b>	<b>3</b>
<b>Relationship between reliability groups and norm groups</b>	<b>3</b>
<b>Standard error of measurement (SEM)</b>	<b>3</b>
<b>Choosing an appropriate comparison group for reliability</b>	<b>4</b>
<b>The effect of reliability on validity</b>	<b>4</b>
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## ***Reliability studies***

Reliability studies are done whenever we receive a substantial body of data that contains item responses. Reliability calculation is one of the services offered by Psytech SA to its clients. In almost all cases, clients have been willing to share the results of these calculations with other users.

## ***Availability of biographical information***

Frequently full biographical information is not collected, which makes it very difficult to calculate separate reliabilities on different racial and language groups. In some cases, it has been necessary to do a post-hoc classification of respondents based on their names. In such situations it is usually not possible to distinguish between Whites and Coloureds, and they have had to be classified together in one group.

## ***The effect of English language proficiency on the reliability of the OPPro***

If the respondents have difficulty understanding the item text, the internal consistency reliability of the test is affected. It stands to reason that for groups with lower levels of education, or people who were historically affected by poorer education due to past discriminatory policies, the OPPro will not be as reliable, and hence not as valid, as for groups who have had the benefit of good education.

Pre-screening for language proficiency is advised before a personality questionnaire should be used. A standardized test of English proficiency is preferred.

Some norm groups were screened for English language comprehension. For those groups, we report the reliability coefficients for the screened and unscreened sample.

## ***The effect of sample size on reliability***

An overview of the reliability results will alert the user to the phenomenon that calculated reliabilities are often higher with larger, more diverse samples. If a sample is very narrowly selected by being based on a particular group of people with particular characteristics, the variance in the sample is reduced. This affects the reliability coefficients. Internal consistency reliability coefficients are based on correlations. Correlations are reduced under conditions where range is restricted.

In-house calculated reliabilities may also be depressed by lack of variance in the sample, particularly if the respondents are employees (not applicants) who were pre-selected on personality. This may be true even if they were pre-selected on a different personality questionnaire (not the OPPro).

## ***Relationship between reliability groups and norm groups***

It is not possible to create a norm group for each reliability sample, because of sample size constraints. It is also not possible to report a reliability coefficient for every norm sample, because item response data are not always available. For ease of reference, we have included as much information as possible about the composition of the samples, rather than refer the user to the description of a related norm group.

## ***Standard error of measurement (SEM)***

Where data were available, the standard error of measurement is reported for every group for which we have calculated reliabilities. This is usually done for samples that are also used as norm groups. In some cases, the standard error of measurement is reported for a group that has been screened for English comprehension, and for the total group as well.

## ***Choosing an appropriate comparison group for reliability***

If a larger, more diverse group is available that conforms to the demographic characteristics of the group you are interested in, use that table for comparison purposes.

## ***The effect of reliability on validity***

The reliability of a test places an upper limit on its validity. If a test is not reliable, it can not be valid.

## ***What Does It Mean If A Test Has Low Reliability?***

On an ability measure, Reliability is considered low if it is below 0.75. Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

There are various reasons why the reliability of a test, or of a specific sample of the overall sample group, might be low:

- Respondents guessing the answers to items which they may not know. Results should therefore be interpreted with caution.
- Respondents may have rushed to complete the assessment or may have been lacking in motivation at the time of test completion. In this instance, a lower reliability could be attributed to guessing or hasty decision making.
- Respondents finding the test items too difficult.
- Shorter tests, although economic and quick to administer, tend to be less reliable.

It is best practice to always rely on multiple sources of information when making an informed decision utilising an assessment process. This is of particular importance when the reliability of an assessment is lower than usual.

## ***Advice to users***

- Collect full biographical information on the respondents.
- Pre-screen for language proficiency using a standardized test of English proficiency wherever possible.
- Verify whether the scales you are interested in for decision-making purposes, are reliable for the persons you want to test.
- Where available, bear the Standard Error of Measurement in mind when making decisions on test results.
- Do not use unreliable scales for decision making.
- Do not rely on a single test when reliability is doubtful.
- Choose the comparison group with care. Bear in mind factors such as race, language, level of education and level of proficiency in English.

**List of reliability tables**

<b>Group</b>	<b>Type of reliability</b>	<b>OPP Version</b>	<b>N0.</b>
SA Applicants to various positions in SA mine	Internal consistency	Original items	R1
Consultants and candidates of all races	Internal consistency	Original items	R2
Applicants to trainee positions in SA retail fashion industry	Internal consistency	Original items	R3
Applicants to postgraduate business school	Internal consistency	Original items	R4
Combined sample	Internal consistency	Original items	R5
University students	Internal consistency	Original items	R6
Applicants to MBA course at University of Durban-Westville	Internal consistency	Original items	R7
Applicants to tele-sales positions	Internal consistency	Original items	R8
Applicants to supervisory positions in a paper mill	Internal consistency	Original items	R9
Retail workers	Internal consistency	Original items	R10
Afrikaans police applicants	Internal consistency	Original items	R11
English police applicants	Internal consistency	Original items	R12
Zulu police applicants	Internal consistency	Original items	R13
Xhosa police applicants	Internal consistency	Original items	R14
Sotho police applicants	Internal consistency	Original items	R15
Pedi police applicants	Internal consistency	Original items	R16
Venda police applicants	Internal consistency	Original items	R17
Tsonga police applicants	Internal consistency	Original items	R18
Tswana police applicants	Internal consistency	Original items	R19
Swazi police applicants	Internal consistency	Original items	R20
Ndebele police applicants	Internal consistency	Original items	R21
White police applicants	Internal consistency	Original items	R22
Black police applicants	Internal consistency	Original items	R23
Coloured police applicants	Internal consistency	Original items	R24
Asian police applicants	Internal consistency	Original items	R25
Afrikaans police applicants	Internal consistency	Revised items	R26
English police applicants	Internal consistency	Revised items	R27
Zulu police applicants	Internal consistency	Revised items	R28
Xhosa police applicants	Internal consistency	Revised items	R29
Sotho police applicants	Internal consistency	Revised items	R30
Pedi police applicants	Internal consistency	Revised items	R31
Venda police applicants	Internal consistency	Revised items	R32
Tsonga police applicants	Internal consistency	Revised items	R33
Tswana police applicants	Internal consistency	Revised items	R34
Swazi police applicants	Internal consistency	Revised items	R35
Ndebele police applicants	Internal consistency	Revised items	R36
White police applicants	Internal consistency	Revised items	R37
Black police applicants	Internal consistency	Revised items	R38
Coloured police applicants	Internal consistency	Revised items	R39
Asian police applicants	Internal consistency	Revised items	R40
SA General Population updated 2011	Internal consistency	Revised items	R41
SA English updated 2011	Internal consistency	Revised items	R42
SA Afrikaans updated 2011	Internal consistency	Revised items	R43
SA Indigenous updated 2011	Internal consistency	Revised items	R44
SA African updated 2011	Internal consistency	Revised items	R45
SA European updated 2011	Internal consistency	Revised items	R46

SA Asian updated 2011	Internal consistency	Revised items	R47
SA Coloured updated 2011	Internal consistency	Revised items	R48
Reliabilities Compared Across Race Groups	Internal consistency	Revised items	R49
SA Aggregate Population 2019	Internal consistency		R50
SA Afrikaans Speakers 2019	Internal consistency		R51
SA English Speakers 2019	Internal consistency		R52
SA Indigenous Language Group 2019	Internal consistency		R53
SA isiZulu Speakers 2019	Internal consistency		R54
SA isiXhosa Speakers 2019	Internal consistency		R55
SA Setswana Speakers 2019	Internal consistency		R56
SA Sepedi Speakers 2019	Internal consistency		R57
SA Sesotho Speakers 2019	Internal consistency		R58
SA siSwati Speakers 2019	Internal consistency		R59
SA Tshivenda Speakers 2019	Internal consistency		R60
SA Xitsonga Speakers 2019	Internal consistency		R61
SA isiNdebele Speakers 2019	Internal consistency		R62

## OPP reliability: Applicants to various positions in SA mine

Data were collected in 1999-2000.

### *Sample composition*

Race information was not captured consistently. Race was deduced from candidates' names. Whites and Coloureds were both coded as WC.

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	28	28	15.90909	15.9091
WC	148	176	84.09091	100.0000
Missing	0	176	0.00000	100.0000

### *Internal consistency reliability*

Scale	Cronbach Alpha Total group N = 176
Accommodating – Assertive	.511444
Detail Conscious – Flexible	.485035
Cynical – Trusting	.639830
Emotional – Phlegmatic	.648441
Reserved – Gregarious	.535051
Genuine – Persuasive	.668642
Composed – Contesting	.722519
Optimistic –Pessimistic	.726457
Abstract – Pragmatic	.506123
Social Conformity	.488469
Mean Alpha	0.593201

### *Standard error of measurement*

ScaleName	SEM	SD	Reliability
<b>Assertive</b>	3.22923128	4.62	0.511444
<b>Flexible</b>	3.17183893	4.42	0.485035
<b>Trusting</b>	3.54083573	5.9	0.63983
<b>Phlegmatic</b>	3.49825225	5.9	0.648441
<b>Gregarious</b>	3.30707769	4.85	0.535051
<b>Persuasive</b>	2.92999253	5.09	0.668642
<b>Contesting</b>	3.18165851	6.04	0.722519
<b>Pessimistic</b>	2.88703388	5.52	0.726457
<b>Pragmatic</b>	3.54895734	5.05	0.506123
<b>Conforming</b>	2.78218228	3.89	0.488469

## OPP Reliability: Consultants and candidates of all races for professional positions, tested by a major South African HR consultancy.

### Sample composition

Race was deduced from applicants' names. Whites and coloureds were coded as WC.

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
wc	63	63	67.74194	67.7419
a	15	78	16.12903	83.8710
b	14	92	15.05376	98.9247
Missing	1	93	1.07527	100.0000

### Internal consistency reliability

Scale	Cronbach alpha: N = 93
<i>Accommodating – Assertive</i>	.629846
<i>Detail Conscious – Flexible</i>	.673300
<i>Emotional – Phlegmatic</i>	.662521
<i>Cynical – Trusting</i>	.701698
<i>Reserved – Gregarious</i>	.559340
<i>Genuine – Persuasive</i>	.677422
<i>Composed – Contesting</i>	.735561
<i>Optimistic – Pessimistic</i>	.714572
<i>Abstract – Pragmatic</i>	.546943
<i>Social Conformity</i>	.500566
<b>Mean Alpha</b>	<b>0.640177</b>

### Standard error of measurement

ScaleName	SEM	SD	Reliability
Assertive	4.30140799	7.07	0.629846
Flexible	3.50376558	6.13	0.6733
Trusting	4.6706726	8.04	0.662521
Phlegmatic	4.64244758	8.5	0.701698
Gregarious	4.56709719	6.88	0.55934
Persuasive	3.674698	6.47	0.677422
Contesting	3.68707446	7.17	0.735561
Pessimistic	2.66593056	4.99	0.714572
Pragmatic	4.5097371	6.7	0.546943
Conforming	3.66780645	5.19	0.500566

## OPP reliability: Applicants to trainee positions in SA fashion retail industry

Data collected in 2000

### Sample composition

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	25	25	32.05128	32.0513
A	1	26	1.28205	33.3333
C	15	41	19.23077	52.5641
W	21	62	26.92308	79.4872
Missing	16	78	20.51282	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	54	54	69.23077	69.2308
M	18	72	23.07692	92.3077
U	4	76	5.12821	97.4359
Missing	2	78	2.56410	100.0000

Frequency table: EDUCATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Degree	44	44	56.41026	56.4103
Postgraduate	16	60	20.51282	76.9231
National Diploma	3	63	3.84615	80.7692
Diploma	1	64	1.28205	82.0513
Missing	14	78	17.94872	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	20.35897	6.743875	0.00	30.00000	78	0

### ***Internal Consistency Reliability***

<b>Scale</b>	<b>Cronbach Alpha Total group N = 78</b>
<b>Accommodating – Assertive</b>	.711836
<b>Detail Conscious – Flexible</b>	.566293
<b>Cynical – Trusting</b>	.671793
<b>Emotional – Phlegmatic</b>	.657556
<b>Reserved – Gregarious</b>	.468066
<b>Genuine – Persuasive</b>	.687205
<b>Composed – Contesting</b>	.742527
<b>Optimistic –Pessimistic</b>	.661013
<b>Abstract – Pragmatic</b>	.707541
<b>Social Conformity</b>	.619688
<b>Mean Alpha</b>	<b>0.649352</b>

## OPP reliability: SA applicants to postgraduate business school

Data was collected between 1999 and 2001. The study is ongoing.

### *Internal consistency reliability – combined group*

Scale	Cronbach Alpha N = 145
<i>Accommodating – Assertive</i>	.699475
<i>Detail Conscious – Flexible</i>	.732506
<i>Emotional – Phlegmatic</i>	.674340
<i>Cynical – Trusting</i>	.730995
<i>Reserved – Gregarious</i>	.638183
<i>Genuine – Persuasive</i>	.726941
<i>Composed – Contesting</i>	.732653
<i>Optimistic –Pessimistic</i>	.631563
<i>Abstract – Pragmatic</i>	.615100
<i>Social Conformity</i>	.564285
<b>Mean Alpha</b>	<b>0.674604</b>

### *Internal consistency reliability by race grouping*

Race was inferred from candidates' names.

Scale	Cronbach Alpha Blacks N = 34	Cronbach Alpha Whites, Coloureds and Asians N = 34	Cronbach Alpha Total group N = 68
<i>Accommodating – Assertive</i>	.693485	.782043	.730527
<i>Detail Conscious – Flexible</i>	.701117	.614635	.700340
<i>Emotional – Phlegmatic</i>	.697440	.622213	.652072
<i>Cynical – Trusting</i>	.779413	.807133	.783946
<i>Reserved – Gregarious</i>	.607018	.664036	.626502
<i>Genuine – Persuasive</i>	.738480	.758430	.758565
<i>Composed – Contesting</i>	.823261	.764796	.792745
<i>Optimistic –Pessimistic</i>	.691907	.600085	.676194
<i>Abstract – Pragmatic</i>	.613434	.635921	.620490
<i>Social Conformity</i>	.457539	.319433	.480831
<b>Mean Alpha</b>	<b>0.680309</b>	<b>0.656873</b>	<b>0.682221</b>

**Combined sample from various smaller groups that have been tested in SA by Psytech and users of the OPP in various settings since 1996.**

***Internal consistency reliability***

Scale	Cronbach Alpha Blacks N = 218	Cronbach Alpha Whites, Coloureds and Asians N = 634	Cronbach Alpha Total group N = 852
<b><i>Accommodating – Assertive</i></b>	.489324	.694518	.649906
<b><i>Detail Conscious – Flexible</i></b>	.635735	.702695	.686565
<b><i>Emotional – Phlegmatic</i></b>	.658149	.738358	.722389
<b><i>Cynical – Trusting</i></b>	.646175	.729932	.709934
<b><i>Reserved – Gregarious</i></b>	.672397	.635402	.644018
<b><i>Genuine – Persuasive</i></b>	.642945	.731435	.711468
<b><i>Composed – Contesting</i></b>	.717054	.726341	.719985
<b><i>Optimistic – Pessimistic</i></b>	.683117	.741302	.729899
<b><i>Abstract – Pragmatic</i></b>	.576268	.692664	.680642
<b><i>Social Conformity</i></b>	.635182	.618977	.618899
<b>Mean Alpha</b>	<b>0.635635</b>	<b>0.701162</b>	<b>0.687371</b>

***Standard error of measurement (total group)***

ScaleName	SEM	SD	Reliability
<b>Assertive</b>	3.18327831	5.38	0.649906
<b>Flexible</b>	3.10158373	5.54	0.686565
<b>Trusting</b>	3.30358797	6.27	0.722389
<b>Phlegmatic</b>	3.71080074	6.89	0.709934
<b>Gregarious</b>	3.41279379	5.72	0.644018
<b>Persuasive</b>	3.05102193	5.68	0.711468
<b>Contesting</b>	3.28611115	6.21	0.719985
<b>Pessimistic</b>	2.87920681	5.54	0.729899
<b>Pragmatic</b>	3.48677613	6.17	0.680642
<b>Conforming</b>	2.67305528	4.33	0.618899

## OPP reliability: Students at the University of Cape Town, South Africa.

Data collected in 1997.

### Sample composition

Race and language data were not captured. Race of students was deduced from their names where this was possible. Whites and coloureds were grouped together and coded WC.

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	55	55	34.81013	34.8101
WC	83	138	52.53165	87.3418
A	14	152	8.86076	96.2025
Missing	6	158	3.79747	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	109	109	68.98734	68.9873
M	47	156	29.74684	98.7342
Unknown	1	157	0.63291	99.3671
Missing	1	158	0.63291	100.0000

### Internal consistency reliability

Scale	Cronbach Alpha Blacks N = 55	Cronbach Alpha Whites/Coloureds N = 83	Cronbach Alpha Total group N = 158
Accommodating – Assertive	.589569	.756735	.715899
Detail Conscious – Flexible	.733385	.649413	.707703
Emotional – Phlegmatic	.643259	.809937	.757705
Cynical – Trusting	.508759	.661067	.626595
Reserved – Gregarious	.715199	.635776	.691189
Genuine – Persuasive	.585054	.746343	.683068
Composed – Contesting	.602182	.808691	.745010
Optimistic – Pessimistic	.705199	.625278	.692435
Abstract – Pragmatic	.696110	.728978	.704043
Social Conformity	.662160	.590522	.597787
Mean Alpha	0.644088	0.701274	0.692143

**Standard error of measurement (total group)**

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	2.99552326	5.62	0.715899
<b>Flexible</b>	3.01679902	5.58	0.707703
<b>Trusting</b>	3.120768	6.34	0.757705
<b>Phlegmatic</b>	3.59919485	5.89	0.626595
<b>Gregarious</b>	3.36203132	6.05	0.691189
<b>Persuasive</b>	3.10194894	5.51	0.683068
<b>Contesting</b>	3.12068583	6.18	0.74501
<b>Pessimistic</b>	2.86166082	5.16	0.692435
<b>Pragmatic</b>	3.24235503	5.96	0.704043
<b>Conforming</b>	2.48607438	3.92	0.597787

# Applicants for MBA courses at University of Durban-Westville

Tested in 2000

## Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	24	24	70.58824	70.5882
F	10	34	29.41176	100.0000
Missing	0	34	0.00000	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
b	13	13	38.23529	38.2353
a	16	29	47.05882	85.2941
wc	5	34	14.70588	100.0000
Missing	0	34	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	33.61765	9.338791	0.00	50.00000	34	0

## Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.708111
Detail Conscious – Flexible	.656367
Emotional – Phlegmatic	.795353
Cynical – Trusting	.774901
Reserved – Gregarious	.631896
Genuine – Persuasive	.685398
Composed – Contesting	.600294
Optimistic –Pessimistic	.678116
Abstract – Pragmatic	.643756
Social Conformity	.496866
Mean Alpha	0.667106

## OPP reliability: Applicants to tele-sales positions (selling insurance)

### Sample composition

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
African	41	41	27.33333	27.3333
European:	21	62	14.00000	41.3333
Asian	17	79	11.33333	52.6667
Coloured:	13	92	8.66667	61.3333
Missing	58	150	38.66667	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	72	72	48.00000	48.0000
M	78	150	52.00000	100.0000
Missing	0	150	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.52667	7.429938	18.00000	65.00000	150	0

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	19	19	12.66667	12.6667
English	46	65	30.66667	43.3333
Sesotho	5	70	3.33333	46.6667
Afrikaans	8	78	5.33333	52.0000
Other	3	81	2.00000	54.0000
Setswana:	5	86	3.33333	57.3333
isiXhosa:	2	88	1.33333	58.6667
Tshivenda	2	90	1.33333	60.0000
Sepedi	1	91	0.66667	60.6667
Missing	59	150	39.33333	100.0000

Frequency table: EDUCATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Tec/Uni diploma	15	15	10.00000	10.0000
Vocational Training	2	17	1.33333	11.3333
University entrance matric	1	18	0.66667	12.0000
Grade 12:	63	81	42.00000	54.0000
Grade 10 or 11	5	86	3.33333	57.3333
Degree	5	91	3.33333	60.6667
Missing	59	150	39.33333	100.0000

### ***Internal Consistency reliability***

<b>Scale</b>	<b>Cronbach Alpha Blacks N= 44</b>	<b>Cronbach Alpha Total group N = 150</b>
<b><i>Accommodating – Assertive</i></b>	<b>.367814</b>	<b>.578600</b>
<b><i>Detail Conscious – Flexible</i></b>	<b>.474791</b>	<b>.580611</b>
<b><i>Emotional – Phlegmatic</i></b>	<b>.705006</b>	<b>.702337</b>
<b><i>Cynical – Trusting</i></b>	<b>.357436</b>	<b>.633515</b>
<b><i>Reserved – Gregarious</i></b>	<b>.739479</b>	<b>.672518</b>
<b><i>Genuine – Persuasive</i></b>	<b>.634268</b>	<b>.657057</b>
<b><i>Composed – Contesting</i></b>	<b>.543186</b>	<b>.682072</b>
<b><i>Optimistic –Pessimistic</i></b>	<b>.613690</b>	<b>.683107</b>
<b><i>Abstract – Pragmatic</i></b>	<b>.485722</b>	<b>.634777</b>
<b><i>Social Conformity</i></b>	<b>.607224</b>	<b>.597601</b>
<b>Mean Alpha</b>	<b>0.552862</b>	<b>0.64222</b>

<b>Scale</b>	<b>Cronbach Alpha Language English N = 46</b>	<b>Cronbach Alpha Language Non-English N = 45</b>
<b><i>Accommodating – Assertive</i></b>	<b>.662964</b>	<b>.382998</b>
<b><i>Detail Conscious – Flexible</i></b>	<b>.543291</b>	<b>.480442</b>
<b><i>Emotional – Phlegmatic</i></b>	<b>.811842</b>	<b>.534034</b>
<b><i>Cynical – Trusting</i></b>	<b>.674342</b>	<b>.302346</b>
<b><i>Reserved – Gregarious</i></b>	<b>.634100</b>	<b>.749808</b>
<b><i>Genuine – Persuasive</i></b>	<b>.589395</b>	<b>.698575</b>
<b><i>Composed – Contesting</i></b>	<b>.763855</b>	<b>.498916</b>
<b><i>Optimistic –Pessimistic</i></b>	<b>.648187</b>	<b>.630020</b>
<b><i>Abstract – Pragmatic</i></b>	<b>.714631</b>	<b>.504024</b>
<b><i>Social Conformity</i></b>	<b>.507066</b>	<b>.655385</b>
<b>Mean Alpha</b>	<b>0.654967</b>	<b>0.543655</b>

**Standard error of measurement (total group)**

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.42103786	5.27	0.5786
<b>Flexible</b>	3.05668381	4.72	0.580611
<b>Trusting</b>	3.29533344	6.04	0.702337
<b>Phlegmatic</b>	4.15896092	6.87	0.633515
<b>Gregarious</b>	3.46789821	6.06	0.672518
<b>Persuasive</b>	3.20916118	5.48	0.657057
<b>Contesting</b>	3.45076839	6.12	0.682072
<b>Pessimistic</b>	3.2424912	5.76	0.683107
<b>Pragmatic</b>	3.41450307	5.65	0.634777
<b>Conforming</b>	2.80382379	4.42	0.597601

## OPP Reliability: Applicants to supervisory positions in a paper mill in Mpumalanga.

Data collected in 1999.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	73	73	100.0000	100.0000
Missing	0	73	0.0000	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	5	5	6.84932	6.8493
WC	64	69	87.67123	94.5205
A	4	73	5.47945	100.0000
Missing	0	73	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	38.08219	6.794102	27.00000	57.00000	73	0

The minimum educational level was grade 12.

### Internal consistency reliability

Scale	Cronbach Alpha
<b>Total group N = 73</b>	
Accommodating – Assertive	.422871
Detail Conscious – Flexible	.720446
Cynical – Trusting	.822710
Emotional – Phlegmatic	.662290
Reserved – Gregarious	.584394
Genuine – Persuasive	.706532
Composed – Contesting	.600994
Optimistic –Pessimistic	.736119
Abstract – Pragmatic	.648993
Social Conformity	.608567
<b>Mean Alpha</b>	<b>0.651392</b>

## Norm group: SA retail employees

Employees of a major South African retail group. Tested in 2000.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	31	31	50.00000	50.0000
M	29	60	46.77419	96.7742
U	2	62	3.22581	100.0000
Missing	0	62	0.00000	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
wc	44	44	70.96774	70.9677
b	14	58	22.58065	93.5484
a	4	62	6.45161	100.0000
Missing	0	62	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	33.41935	5.952127	21.00000	53.00000	62	0

### Internal consistency reliability

Scale	Cronbach alpha: N = 62
Accommodating – Assertive	.660052
Detail Conscious – Flexible	.752048
Emotional – Phlegmatic	.723652
Cynical – Trusting	.818405
Reserved – Gregarious	.694329
Genuine – Persuasive	.695491
Composed – Contesting	.792625
Optimistic –Pessimistic	.734025
Abstract – Pragmatic	.565954
Social Conformity	.590065
Mean Alpha	<b>0.702665</b>

## OPP reliability: Afrikaans police applicants

Applicants for training to SA Police Services. Home Language Afrikaans. Applicants completed original OPP items. Tested in year 2000. Minimum qualification grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	875	875	74.53152	74.5315
F	299	1174	25.46848	100.0000
Missing	0	1174	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1174	23.56388	5.000000	101.0000	5.998771

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	23	23	1.95911	1.9591
W	499	522	42.50426	44.4634
C	651	1173	55.45145	99.9148
A	1	1174	0.08518	100.0000
Missing	0	1174	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	938	938	79.89779	79.8978
Matric exemption	78	1016	6.64395	86.5417
1 yr Diploma	72	1088	6.13288	92.6746
2 yr Diploma	49	1137	4.17376	96.8484
3 yr Diploma/Degree	32	1169	2.72572	99.5741
Post Graduate	5	1174	0.42589	100.0000
Missing	0	1174	0.00000	100.0000

### ***Internal consistency reliability***

<b>Scale</b>	<b>Cronbach alpha</b>
<b>Accommodating – Assertive</b>	.518624196
<b>Detail Conscious – Flexible</b>	.450949636
<b>Cynical – Trusting</b>	.685857517
<b>Emotional – Phlegmatic</b>	.586983247
<b>Reserved – Gregarious</b>	.595760444
<b>Genuine – Persuasive</b>	.622173792
<b>Composed – Contesting</b>	.674135669
<b>Optimistic –Pessimistic</b>	.578505005
<b>Abstract – Pragmatic</b>	.495788738
<b>Social Conformity</b>	.619165530
<b>Mean Alpha</b>	<b>0.582794377</b>

### ***Standard error of measurement***

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	3.358053	4.84	0.518624
2	Flexible	3.015786	4.07	0.45095
3	Trusting	3.116292	5.56	0.685858
4	Phlegmatic	4.183741	6.51	0.586983
5	Gregarious	3.547755	5.58	0.59576
6	Persuasive	3.140993	5.11	0.622174
7	Contesting	3.32232	5.82	0.674136
8	Pessimistic	3.226656	4.97	0.578505
9	Pragmatic	3.529089	4.97	0.495789
10	Conforming	2.665949	4.32	0.619166

## OPP reliability: English police applicants

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1257	1257	75.63177	75.6318
F	390	1647	23.46570	99.0975
Missing	15	1662	0.90253	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	64	64	3.85078	3.8508
C	227	291	13.65824	17.5090
W	156	447	9.38628	26.8953
A	1191	1638	71.66065	98.5560
Missing	24	1662	1.44404	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1128	1128	67.87004	67.8700
Gr12 Exemption:	296	1424	17.80987	85.6799
Error	68	1492	4.09146	89.7714
1-2yr Diploma:	125	1617	7.52106	97.2924
3 yr deg/dip:	33	1650	1.98556	99.2780
Postgraduate:	8	1658	0.48135	99.7593
<Grade12:	4	1662	0.24067	100.0000
Missing	0	1662	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.37255	5.484468	1.000000	107.0000	1632	30

### ***Internal consistency reliability***

<b>Scale</b>	<b>Cronbach alpha</b>
<b>Accommodating – Assertive</b>	.542389587
<b>Detail Conscious – Flexible</b>	.470547306
<b>Cynical – Trusting</b>	.645034488
<b>Emotional – Phlegmatic</b>	.758386652
<b>Reserved – Gregarious</b>	.588280535
<b>Genuine – Persuasive</b>	.665251272
<b>Composed – Contesting</b>	.683633718
<b>Optimistic –Pessimistic</b>	.643211647
<b>Abstract – Pragmatic</b>	.559141594
<b>Social Conformity</b>	.658367123
<b>Mean Alpha</b>	<b>0.621424392</b>

### ***Standard error of measurement***

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	3.497345	5.17	0.54239
2	Flexible	2.61221	3.59	0.470547
3	Trusting	4.188402	7.03	0.645034
4	Phlegmatic	3.396554	6.91	0.758387
5	Gregarious	3.65101	5.69	0.588281
6	Persuasive	3.112732	5.38	0.665251
7	Contesting	3.453532	6.14	0.683634
8	Pessimistic	3.428603	5.74	0.643212
9	Pragmatic	3.552249	5.35	0.559142
10	Conforming	2.630222	4.5	0.658367

## OPP reliability: Zulu police applicants

Tested in 2000

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	2151	2151	83.33979	83.3398
F	430	2581	16.66021	100.0000
Missing	0	2581	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1854	1854	71.83262	71.8326
Matric exemption	194	2048	7.51647	79.3491
1 yr diploma	168	2216	6.50910	85.8582
2 yr diploma	182	2398	7.05153	92.9097
3 yr diploma/degre	165	2563	6.39287	99.3026
Post graduate	16	2579	0.61991	99.9225
?	2	2581	0.07749	100.0000
Missing	0	2581	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.97133	6.535588	0.00	104.0000	2581	0

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.285252149
Detail Conscious – Flexible	.306838719
Cynical – Trusting	.379808526
Emotional – Phlegmatic	.575699944
Reserved – Gregarious	.407492699
Genuine – Persuasive	.486140512
Composed – Contesting	.516455358
Optimistic –Pessimistic	.424514890
Abstract – Pragmatic	.294334714
Social Conformity	.557127766
<b>Mean Alpha</b>	<b>0.423366528</b>

Candidates were not pre-screened for language proficiency

**Standard error of measurement**

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	3.787516	4.48	0.285252
2	Flexible	3.388532	4.07	0.306839
3	Trusting	3.732856	4.74	0.379809
4	Phlegmatic	3.849675	5.91	0.5757
5	Gregarious	3.748658	4.87	0.407493
6	Persuasive	3.297464	4.6	0.486141
7	Contesting	3.4421	4.95	0.516455
8	Pessimistic	3.155807	4.16	0.424515
9	Pragmatic	3.578566	4.26	0.294335
10	Conforming	3.107822	4.67	0.557128

## OPP reliability: Xhosa police applicants

Applicants for training to SA Police services tested in 2000. Home language isiXhosa. Minimum qualification grade 12. Original OPP items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1509	1509	85.59274	85.5927
F	254	1763	14.40726	100.0000
Missing	0	1763	0.00000	100.0000

Descriptive Statistics : AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1763	27.42201	19.00000	103.0000	10.59881

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1267	1267	71.86614	71.8661
Matric exemption	110	1377	6.23936	78.1055
1yr diploma	39	1416	2.21214	80.3176
2 yr diploma	141	1557	7.99773	88.3154
3 yr diploma/degree	187	1744	10.60692	98.9223
Postgraduate	15	1759	0.85082	99.7731
?	4	1763	0.22689	100.0000
Missing	0	1763	0.00000	100.0000

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.240206775
Detail Conscious – Flexible	.331558469
Emotional – Phlegmatic	.609608221
Cynical – Trusting	.380395446
Reserved – Gregarious	.252575553
Genuine – Persuasive	.492575646
Composed – Contesting	.528885727
Optimistic –Pessimistic	.451164223
Abstract – Pragmatic	.230723175
Social Conformity	.533579680
<b>Mean Alpha</b>	<b>0.405127292</b>

Candidates were not pre-screened for language proficiency

### ***Standard error of measurement***

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	4.061941	4.66	0.240207
2	Flexible	3.572837	4.37	0.331558
3	Trusting	3.055338	4.89	0.609608
4	Phlegmatic	4.903942	6.23	0.380395
5	Gregarious	4.167069	4.82	0.252576
6	Persuasive	3.533193	4.96	0.492576
7	Contesting	3.61721	5.27	0.528886
8	Pessimistic	3.333755	4.5	0.451164
9	Pragmatic	3.806546	4.34	0.230723
10	Conforming	3.353283	4.91	0.53358

## OPP reliability: Sotho police applicants

Applicants for training to SA Police Services tested in 2000. Home language Sesotho. Minimum qualification grade 12. Applicants completed original OPP items. All applicants in this group were Black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1341	1341	83.96994	83.9699
F	256	1597	16.03006	100.0000
Missing	0	1597	0.00000	100.0000

Frequency table: EDUCATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1124	1124	70.38197	70.3820
Matric Exemption	96	1220	6.01127	76.3932
1 yr diploma	83	1303	5.19724	81.5905
2 yr diploma	115	1418	7.20100	88.7915
3 yr diploma or degree	162	1580	10.14402	98.9355
Post graduate	13	1593	0.81403	99.7495
?	4	1597	0.25047	100.0000
Missing	0	1597	0.00000	100.0000

Descriptive Statistics: AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.98245	2.535013	18.00000	36.00000	1595	2

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.314966187
Detail Conscious – Flexible	.386988841
Cynical – Trusting	.411511962
Emotional – Phlegmatic	.600670499
Reserved – Gregarious	.347052776
Genuine – Persuasive	.486657325
Composed – Contesting	.519908468
Optimistic –Pessimistic	.428258003
Abstract – Pragmatic	.251504429
Social Conformity	.557635430
<b>Mean Alpha</b>	<b>0.430515392</b>

Candidates were not pre-screened for language proficiency

**Standard error of measurement**

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	3.774165	4.56	0.314966
2	Flexible	3.327539	4.25	0.386989
3	Trusting	3.820306	4.98	0.411512
4	Phlegmatic	3.873702	6.13	0.60067
5	Gregarious	3.854406	4.77	0.347053
6	Persuasive	3.295805	4.6	0.486657
7	Contesting	3.506005	5.06	0.519908
8	Pessimistic	3.281631	4.34	0.428258
9	Pragmatic	3.642308	4.21	0.251504
10	Conforming	3.112691	4.68	0.557635

## OPP reliability: Pedi police applicants

Applicants to SA Police Services tested in 2000. Home language Sepedi. Original OPP items. Minimum Qualification Grade 12. All respondents in this group were Black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1521	1521	85.44944	85.4494
F	259	1780	14.55056	100.0000
Missing	0	1780	0.00000	100.0000

Descriptive Statistics: Age					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1767	26.08206	18.00000	42.00000	2.602715

Frequency table: QUALIFICATIONS				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1147	1147	64.43820	64.4382
Matric exemption	136	1283	7.64045	72.0787
1 yr Diploma	47	1330	2.64045	74.7191
2 yr Diploma	135	1465	7.58427	82.3034
3 yr Diploma/degree	272	1737	15.28090	97.5843
Postgraduate	32	1769	1.79775	99.3820
?	11	1780	0.61798	100.0000
Missing	0	1780	0.00000	100.0000

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.248440040
Detail Conscious – Flexible	.301466139
Cynical – Trusting	.345994968
Emotional – Phlegmatic	.542709605
Reserved – Gregarious	.296574070
Genuine – Persuasive	.491483583
Composed – Contesting	.484226093
Optimistic –Pessimistic	.397555728
Abstract – Pragmatic	.257536636
Social Conformity	.552838482
<b>Mean Alpha</b>	<b>0.391882534</b>

Candidates were not pre-screened for language proficiency

### **Standard error of measurement**

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Assertive	3.823142	4.41	0.24844
2	Flexible	3.426712	4.1	0.301466
3	Trusting	3.849439	4.76	0.345995
4	Phlegmatic	3.928911	5.81	0.54271
5	Gregarious	3.874817	4.62	0.296574
6	Persuasive	3.315931	4.65	0.491484
7	Contesting	3.454417	4.81	0.484226
8	Pessimistic	3.244402	4.18	0.397556
9	Pragmatic	3.670685	4.26	0.257537
10	Conforming	3.062652	4.58	0.552838

## OPP reliability: Venda Police applicants

Applicants to SA Police Services tested in 2000. Home Language Tshivenda. Original OPP items. Minimum Qualification Grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	820	820	83.84458	83.8446
F	158	978	16.15542	100.0000
Missing	0	978	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	622	622	63.59918	63.5992
Matric exemption	87	709	8.89571	72.4949
1 yr diploma	31	740	3.16973	75.6646
2 yr diploma	101	841	10.32720	85.9918
3 yr diploma/degree	117	958	11.96319	97.9550
postgraduate	20	978	2.04499	100.0000
Missing	0	978	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	978	27.05419	19.00000	102.0000	9.260593

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.241310488
Detail Conscious – Flexible	.369415814
Cynical – Trusting	.476193998
Emotional – Phlegmatic	.549817809
Reserved – Gregarious	.190954305
Genuine – Persuasive	.485589687
Composed – Contesting	.478802249
Optimistic –Pessimistic	.393022512
Abstract – Pragmatic	.269653989
Social Conformity	.530037921
<b>Mean Alpha</b>	<b>0.398479877</b>

### ***Standard error of measurement***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.96317671	4.55	0.241310488
<b>Flexible</b>	3.48606963	4.39	0.369415814
<b>Trusting</b>	3.92269482	5.42	0.476193998
<b>Phlegmatic</b>	4.01231794	5.98	0.549817809
<b>Gregarious</b>	3.99364535	4.44	0.190954305
<b>Persuasive</b>	3.39964191	4.74	0.485589687
<b>Contesting</b>	3.59526254	4.98	0.478802249
<b>Pessimistic</b>	3.35007668	4.3	0.393022512
<b>Pragmatic</b>	3.77734454	4.42	0.269653989
<b>Conforming</b>	3.30429221	4.82	0.530037921

## OPP reliability: Tsonga police applicants

Applicants to SA Police services tested in 2000. Home language Xitsonga. Original OPP items. Minimum qualification grade 12.

### Sample Composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	753	753	81.49351	81.4935
F	171	924	18.50649	100.0000
Missing	0	924	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	568	568	61.47186	61.4719
Matric exemption	88	656	9.52381	70.9957
1 yr diploma	33	689	3.57143	74.5671
2 yr diploma	73	762	7.90043	82.4675
3 yr diploma/degree	135	897	14.61039	97.0779
postgraduate	26	923	2.81385	99.8918
?	1	924	0.10823	100.0000
Missing	0	924	0.00000	100.0000

Descriptive Statistics (PFIOPPraws.STA)					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	924	26.14394	19.00000	101.0000	5.020204

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.334840905
Detail Conscious – Flexible	.291248022
Cynical – Trusting	.333323985
Emotional – Phlegmatic	.577036346
Reserved – Gregarious	.296918146
Genuine – Persuasive	.560800087
Composed – Contesting	.507708672
Optimistic –Pessimistic	.448315706
Abstract – Pragmatic	.206758397
Social Conformity	.572853203
<b>Mean Alpha</b>	<b>0.412980347</b>

### ***Standard error of measurement***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.95552839	4.85	0.334840905
<b>Flexible</b>	3.52745242	4.19	0.291248022
<b>Trusting</b>	4.01719134	4.92	0.333323985
<b>Phlegmatic</b>	4.05172136	6.23	0.577036346
<b>Gregarious</b>	3.94094889	4.7	0.296918146
<b>Persuasive</b>	3.38650735	5.11	0.560800087
<b>Contesting</b>	3.69761515	5.27	0.507708672
<b>Pessimistic</b>	3.32011276	4.47	0.448315706
<b>Pragmatic</b>	3.77631834	4.24	0.206758397
<b>Conforming</b>	3.21553825	4.92	0.572853203

## OPP reliability: Tswana Police applicants

Applicants to SA Police Services tested in 2000. Home Language Setswana. Minimum Qualification grade 12. Original OPP items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1639	1639	82.19659	82.1966
F	355	1994	17.80341	100.0000
Missing	0	1994	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1362	1362	68.30491	68.3049
Matric exemption	165	1527	8.27482	76.5797
1 yr diploma	69	1596	3.46038	80.0401
2 yr diploma	157	1753	7.87362	87.9137
3 yr diploma/degree	222	1975	11.13340	99.0471
postgraduate	19	1994	0.95286	100.0000
Missing	0	1994	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	1994	25.75627	18.00000	101.0000	3.528079

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.316478766
Detail Conscious – Flexible	.357720806
Cynical – Trusting	.420132960
Emotional – Phlegmatic	.618397902
Reserved – Gregarious	.450995017
Genuine – Persuasive	.517044026
Composed – Contesting	.566518786
Optimistic –Pessimistic	.458948930
Abstract – Pragmatic	.352169245
Social Conformity	.613960688
<b>Mean Alpha</b>	<b>0.467236713</b>

Respondents were not pre-screened for English proficiency

### ***Standard error of measurement***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.76999564	4.56	0.316478766
<b>Flexible</b>	3.24576408	4.05	0.357720806
<b>Trusting</b>	3.76176066	4.94	0.42013296
<b>Phlegmatic</b>	3.89175889	6.3	0.618397902
<b>Gregarious</b>	3.8307048	5.17	0.450995017
<b>Persuasive</b>	3.33576163	4.8	0.517044026
<b>Contesting</b>	3.49606631	5.31	0.566518786
<b>Pessimistic</b>	3.28796097	4.47	0.45894893
<b>Pragmatic</b>	3.67829859	4.57	0.352169245
<b>Conforming</b>	3.01961821	4.86	0.613960688

## OPP reliability: Swazi police applicants

Applicants to SA Police Services tested in 2000. Home Language Siswati. Minimum Qualification Grade 12.  
Original OPP Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	257	257	86.82432	86.8243
F	39	296	13.17568	100.0000
Missing	0	296	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	190	190	64.18919	64.189
Matric exemption	17	207	5.74324	69.932
1 yr diploma	34	241	11.48649	81.418
2 yr diploma	29	270	9.79730	91.216
3 yr diploma/degree	25	295	8.44595	99.662
?	1	296	0.33784	100.000
Missing	0	296	0.00000	100.000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	296	25.37162	19.00000	34.00000	2.63813

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.348481682
Detail Conscious – Flexible	.427390004
Cynical – Trusting	.395312182
Emotional – Phlegmatic	.587528331
Reserved – Gregarious	.316607488
Genuine – Persuasive	.542701726
Composed – Contesting	.429869127
Optimistic –Pessimistic	.360935376
Abstract – Pragmatic	.270879642
Social Conformity	.545771104
<b>Mean Alpha</b>	<b>0.422547666</b>

Respondents were not pre-screened for English proficiency

### ***Standard error of measurement***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.93897421	4.88	0.348481682
<b>Flexible</b>	3.35222522	4.43	0.427390004
<b>Trusting</b>	3.93474078	5.06	0.395312182
<b>Phlegmatic</b>	3.94335098	6.14	0.587528331
<b>Gregarious</b>	3.99284304	4.83	0.316607488
<b>Persuasive</b>	3.40824116	5.04	0.542701726
<b>Contesting</b>	3.61678583	4.79	0.429869127
<b>Pessimistic</b>	3.36553789	4.21	0.360935376
<b>Pragmatic</b>	3.7144017	4.35	0.270879642
<b>Conforming</b>	3.16089611	4.69	0.545771104

## OPP reliability: Ndebele police applicants

Applicants to SA Police tested in 2000. Home Language isiNdebele. Minimum qualification grade 12. Original OPP items. All respondents in this group were black.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	137	137	85.09317	85.0932
F	24	161	14.90683	100.0000
Missing	0	161	0.00000	100.0000

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	158	26.23418	19.00000	30.00000	2.302499

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	102	102	63.35404	63.3540
Matric exemption	9	111	5.59006	68.9441
1 yr Diploma	12	123	7.45342	76.3975
2 yr Diploma	23	146	14.28571	90.6832
3 yr Diploma/degree	15	161	9.31677	100.0000
Missing	0	161	0.00000	100.0000

### Internal consistency reliability

Scale	Cronbach alpha
Accommodating – Assertive	.294187719
Detail Conscious – Flexible	.356719534
Cynical – Trusting	.407790982
Emotional – Phlegmatic	.616235945
Reserved – Gregarious	.427550309
Genuine – Persuasive	.539727570
Composed – Contesting	.501754858
Optimistic –Pessimistic	.325052295
Abstract – Pragmatic	.240069957
Social Conformity	.526746107
<b>Mean Alpha</b>	<b>0.423583528</b>

Respondents were not pre-screened for English proficiency

### ***Standard error of measurement***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.58733951	4.27	0.294187719
<b>Flexible</b>	3.31245688	4.13	0.356719534
<b>Trusting</b>	3.68615015	4.79	0.407790982
<b>Phlegmatic</b>	3.67355749	5.93	0.616235945
<b>Gregarious</b>	3.60143529	4.76	0.427550309
<b>Persuasive</b>	3.21577624	4.74	0.53972757
<b>Contesting</b>	3.39520978	4.81	0.501754858
<b>Pessimistic</b>	3.24513044	3.95	0.325052295
<b>Pragmatic</b>	3.49567606	4.01	0.240069957
<b>Conforming</b>	2.99939447	4.36	0.526746107

## OPP reliability: White police applicants

White applicants to SA Police services in 2000. Candidates were pre-selected on English reading comprehension. Minimum qualification grade 12.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	157	157	70.40359	70.4036
F	66	223	29.59641	100.0000
Missing	0	223	0.00000	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	174	174	78.02691	78.0269
English	48	222	21.52466	99.5516
Sesotho	1	223	0.44843	100.0000
Missing	0	223	0.00000	100.0000

Note that one White respondent reported his/her language as Sesotho. This could also have been a Black respondent who made a mistake in entering the information for Race, or a person who was deliberately obstructing attempts to collect personal information.

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.04036	8.067462	18.00000	101.0000	223	0

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	167	167	74.88789	74.8879
Matric exemption	26	193	11.65919	86.5471
1 yr diploma	9	202	4.03587	90.5830
2 yr diploma	8	210	3.58744	94.1704
3 yr diploma/degree	10	220	4.48430	98.6547
post graduate	3	223	1.34529	100.0000
Missing	0	223	0.00000	100.0000

***Internal consistency reliability (pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.656887511
Detail Conscious – Flexible	.469590238
Cynical – Trusting	.718376542
Emotional – Phlegmatic	.688147407
Reserved – Gregarious	.711236011
Genuine – Persuasive	.743460284
Composed – Contesting	.723276470
Optimistic –Pessimistic	.587325295
Abstract – Pragmatic	.589965042
Social Conformity	.630974486
Mean Alpha	<b>0.651923929</b>

***Standard error of measurement (pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.06937216	5.24	0.656887511
Flexible	2.97871575	4.09	0.469590238
Trusting	3.27430836	6.17	0.718376542
Phlegmatic	3.51815711	6.3	0.688147407
Gregarious	3.22420589	6	0.711236011
Persuasive	2.94781544	5.82	0.743460284
Contesting	3.06684339	5.83	0.72327647
Pessimistic	3.2698039	5.09	0.587325295
Pragmatic	3.37459033	5.27	0.589965042
Conforming	2.52709476	4.16	0.630974486

***Internal consistency reliability (not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.618041325
Detail Conscious – Flexible	.455578661
Cynical – Trusting	.657476435
Emotional – Phlegmatic	.711209158
Reserved – Gregarious	.656678222
Genuine – Persuasive	.693998669
Composed – Contesting	.682395053
Optimistic –Pessimistic	.634857361
Abstract – Pragmatic	.559777896
Social Conformity	.622377978
Mean Alpha	<b>0.629239076</b>

**Standard error of measurement (not pre-screened for English comprehension)**

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.1029084	5.02066	0.618041325
<b>Flexible</b>	2.88987889	3.91663	0.455578661
<b>Trusting</b>	3.362456	5.74528	0.657476435
<b>Phlegmatic</b>	3.41780509	6.35998	0.711209158
<b>Gregarious</b>	3.23699866	5.52449	0.656678222
<b>Persuasive</b>	2.96786265	5.36515	0.693998669
<b>Contesting</b>	3.13764424	5.56750	0.682395053
<b>Pessimistic</b>	3.10908026	5.14518	0.634857361
<b>Pragmatic</b>	3.39705878	5.11997	0.559777896
<b>Conforming</b>	2.48501061	4.04389	0.622377978

## OPP reliability: Black applicants to SA Police.

### Sample composition

(pre-screened for English comprehension)

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1294	1294	82.68371	82.6837
F	271	1565	17.31629	100.0000
Missing	0	1565	0.00000	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	330	330	21.08626	21.0863
Afrikaans	6	336	0.38339	21.4696
Xitsonga	127	463	8.11502	29.5847
Sepedi	234	697	14.95208	44.5367
English	5	702	0.31949	44.8562
Sesotho	165	867	10.54313	55.3994
isiXhosa	204	1071	13.03514	68.4345
isiZulu	309	1380	19.74441	88.1789
siSwati	35	1415	2.23642	90.4153
Ndebele	26	1441	1.66134	92.0767
?	2	1443	0.12780	92.2045
Tshivenda	122	1565	7.79553	100.0000
Missing	0	1565	0.00000	100.0000

Frequency table: QUALIFICATION				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	642	642	41.02236	41.0224
Matric exemption	216	858	13.80192	54.8243
1 yr Diploma	72	930	4.60064	59.4249
2 yr Diploma	169	1099	10.79872	70.2236
3 yr Diploma/Degree	403	1502	25.75080	95.9744
Post Graduate	60	1562	3.83387	99.8083
?	3	1565	0.19169	100.0000
Missing	0	1565	0.00000	100.0000

Descriptive Statistics: AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.15847	5.304338	11.00000	101.0000	1565	0

**Internal consistency reliability (pre-screened for English comprehension)**

Scale	Cronbach alpha
Accommodating – Assertive	.398490440
Detail Conscious – Flexible	.390644687
Cynical – Trusting	.527360787
Emotional – Phlegmatic	.636479851
Reserved – Gregarious	.491242083
Genuine – Persuasive	.572865378
Composed – Contesting	.590518383
Optimistic –Pessimistic	.521171786
Abstract – Pragmatic	.433317452
Social Conformity	.630662732
Mean Alpha	<b>0.519275358</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.73049398	4.81	0.39849044
Flexible	3.33321384	4.27	0.390644687
Trusting	3.76055722	5.47	0.527360787
Phlegmatic	3.79843582	6.3	0.636479851
Gregarious	3.76607975	5.28	0.491242083
Persuasive	3.24163464	4.96	0.572865378
Contesting	3.50669314	5.48	0.590518383
Pessimistic	3.38375356	4.89	0.521171786
Pragmatic	3.5983037	4.78	0.433317452
Conforming	2.95357386	4.86	0.630662732

**Internal consistency reliability (not pre-screened for English comprehension)**

N = 12220

Scale	Cronbach alpha
Accommodating – Assertive	.286575058
Detail Conscious – Flexible	.346201262
Cynical – Trusting	.398524276
Emotional – Phlegmatic	.589431975
Reserved – Gregarious	.348387327
Genuine – Persuasive	.506066118
Composed – Contesting	.518774814
Optimistic –Pessimistic	.431194353
Abstract – Pragmatic	.278883128
Social Conformity	.566816306
Mean Alpha	<b>0.427085462</b>

**Standard error of measurement (not pre-screened for English comprehension)**

N = 12220

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.83644593	4.54208	0.286575058
<b>Flexible</b>	3.40677937	4.21330	0.346201262
<b>Trusting</b>	3.83795715	4.94870	0.398524276
<b>Phlegmatic</b>	3.92927306	6.13225	0.589431975
<b>Gregarious</b>	3.88263262	4.80985	0.348387327
<b>Persuasive</b>	3.35330047	4.77131	0.506066118
<b>Contesting</b>	3.53997093	5.10300	0.518774814
<b>Pessimistic</b>	3.26106045	4.32391	0.431194353
<b>Pragmatic</b>	3.65036727	4.29867	0.278883128
<b>Conforming</b>	3.10826671	4.72261	0.566816306

## OPP reliability: Coloured police applicants

### Sample Composition

Candidates were pre-screened for English comprehension

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.89222	3.039955	18.00000	30.00000	167	0

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
M	131	131	78.44311	78.4431
F	36	167	21.55689	100.0000
Missing	0	167	0.00000	100.0000

Category	Frequency table: LANGUAGE			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana:	1	1	0.59880	0.5988
Afrikaan:	129	130	77.24551	77.8443
Sepedi	1	131	0.59880	78.4431
English	36	167	21.55689	100.0000
Missing	0	167	0.00000	100.0000

Category	Frequency table: QUALIFICATIONS			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	99	99	59.28144	59.2814
Matric Exemption	19	118	11.37725	70.6587
1 yr Diploma	15	133	8.98204	79.6407
2 yr Diploma	16	149	9.58084	89.2216
3 yr Diploma/Degree	15	164	8.98204	98.2036
Post Graduate	3	167	1.79641	100.0000
Missing	0	167	0.00000	100.0000

### Internal consistency reliability (pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.440758444
Detail Conscious – Flexible	.507776725
Cynical – Trusting	.660094295
Emotional – Phlegmatic	.745757816
Reserved – Gregarious	.611774120
Genuine – Persuasive	.629613424
Composed – Contesting	.731916414
Optimistic –Pessimistic	.587402291
Abstract – Pragmatic	.609801950
Social Conformity	.632836611
<b>Mean Alpha</b>	<b>0.615773209</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.42258	4.57671	0.440758444
Flexible	3.16422	4.51009	0.507776725
Trusting	3.64569	6.25317	0.660094295
Phlegmatic	3.54342	7.02747	0.745757816
Gregarious	3.47655	5.57965	0.61177412
Persuasive	3.13953	5.15867	0.629613424
Contesting	3.25001	6.27695	0.731916414
Pessimistic	3.36573	5.23982	0.587402291
Pragmatic	3.52326	5.64030	0.60980195
Conforming	2.60196	4.29408	0.632836611

**Internal consistency reliability (not pre-screened for English comprehension)**

N = 862

Scale	Cronbach alpha
Accommodating – Assertive	.453994378
Detail Conscious – Flexible	.424889001
Cynical – Trusting	.565988233
Emotional – Phlegmatic	.675726707
Reserved – Gregarious	.513498938
Genuine – Persuasive	.589286944
Composed – Contesting	.676769014
Optimistic –Pessimistic	.565613681
Abstract – Pragmatic	.449315270
Social Conformity	.634440280
Mean Alpha	<b>0.554952245</b>

**Standard error of measurement (not pre-screened for English comprehension)**

N = 862

ScaleName	SEM	SD	Reliability
Assertive	3.49260	4.72662	0.453994378
Flexible	3.10045	4.08836	0.424889001
Trusting	3.66472	5.56276	0.565988233
Phlegmatic	3.72191	6.53597	0.675726707
Gregarious	3.67985	5.27580	0.513498938
Persuasive	3.22720	5.03566	0.589286944
Contesting	3.36937	5.92641	0.676769014
Pessimistic	3.28306	4.98128	0.565613681
Pragmatic	3.62897	4.89026	0.44931527
Conforming	2.75715	4.56018	0.63444028

## OPP reliability: Asian police applicants

### Sample composition

Respondents were pre-screened for English Comprehension

Descriptive Statistics: AGE					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
AGE	291	22.64948	18.00000	31.00000	2.911480

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	232	232	79.72509	79.7251
F	59	291	20.27491	100.0000
Missing	0	291	0.00000	100.0000

Frequency table: QUALIFICATIONS				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	170	170	58.41924	58.4192
Matric Exemption	69	239	23.71134	82.1306
1 yr Diploma	9	248	3.09278	85.2234
2 yr Diploma	24	272	8.24742	93.4708
3 yr Diploma/Degree	12	284	4.12371	97.5945
Postgraduate	7	291	2.40550	100.0000
Missing	0	291	0.00000	100.0000

### Internal consistency reliability (pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.607205280
Detail Conscious – Flexible	.518113384
Cynical – Trusting	.706717932
Emotional – Phlegmatic	.780514362
Reserved – Gregarious	.664207196
Genuine – Persuasive	.716552385
Composed – Contesting	.666060818
Optimistic –Pessimistic	.704861256
Abstract – Pragmatic	.606295376
Social Conformity	.654457750
<b>Mean Alpha</b>	<b>0.662498574</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.34752	5.34122	0.60720528
Flexible	3.10239	4.46914	0.518113384
Trusting	3.66700	6.77124	0.706717932
Phlegmatic	3.54349	7.56358	0.780514362
Gregarious	3.40449	5.87512	0.664207196
Persuasive	3.04622	5.72170	0.716552385
Contesting	3.40950	5.90006	0.666060818
Pessimistic	3.35827	6.18162	0.704861256
Pragmatic	3.52344	5.61541	0.606295376
Conforming	2.73044	4.64497	0.65445775

**Internal consistency reliability (not pre-screened for English comprehension)**

N = 725

Scale	Cronbach alpha
Accommodating – Assertive	.563679731
Detail Conscious – Flexible	.489657547
Cynical – Trusting	.651819433
Emotional – Phlegmatic	.770437161
Reserved – Gregarious	.603290541
Genuine – Persuasive	.654781377
Composed – Contesting	.681971838
Optimistic –Pessimistic	.653083862
Abstract – Pragmatic	.560566307
Social Conformity	.652430004
Mean Alpha	<b>0.62817178</b>

**Standard error of measurement (not pre-screened for English comprehension)**

N =725

ScaleName	SEM	SD	Reliability
Assertive	3.45981	5.23781	0.563679731
Flexible	3.11351	4.35833	0.489657547
Trusting	3.77921	6.40470	0.651819433
Phlegmatic	3.61559	7.54620	0.770437161
Gregarious	3.53704	5.61569	0.603290541
Persuasive	3.10862	5.29079	0.654781377
Contesting	3.42224	6.06846	0.681971838
Pessimistic	3.42831	5.82060	0.653083862
Pragmatic	3.57039	5.38603	0.560566307
Conforming	2.71565	4.60630	0.652430004

## OPP reliability: Afrikaans police applicants

Applicants to SA police tested in 2001-2002. Home language Afrikaans. Minimum Qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	2134	2134	70.84993	70.8499
F	796	2930	26.42762	97.2776
Missing	82	3012	2.72244	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	43	43	1.42762	1.4276
C	1301	1344	43.19389	44.6215
W	1575	2919	52.29084	96.9124
A	1	2920	0.03320	96.9456
Missing	92	3012	3.05445	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2392	2392	79.41567	79.4157
Gr12 Exemption:	242	2634	8.03453	87.4502
Error	171	2805	5.67729	93.1275
1-2yr Diploma:	130	2935	4.31607	97.4436
3 yr deg/dip:	50	2985	1.66003	99.1036
Postgraduate:	9	2994	0.29880	99.4024
<Grade12:	18	3012	0.59761	100.0000
Missing	0	3012	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	22.82787	6.324699	0.00	107.0000	2957	55

***Internal consistency reliability (not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.565686200
Detail Conscious – Flexible	.525633587
Cynical – Trusting	.691768565
Emotional – Phlegmatic	.733905960
Reserved – Gregarious	.628254284
Genuine – Persuasive	.627105553
Composed – Contesting	.674944435
Optimistic –Pessimistic	.683571747
Abstract – Pragmatic	.573719752
Social Conformity	.577007177
Mean Alpha	<b>0.628159726</b>

***Standard error of measurement (not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.22075	4.887143	0.5656862
Flexible	2.46506	3.579072	0.525633587
Trusting	3.43519	6.187466	0.691768565
Phlegmatic	3.49875	6.782587	0.73390596
Gregarious	3.19751	5.244312	0.628254284
Persuasive	3.09108	5.06195	0.627105553
Contesting	3.19779	5.608819	0.674944435
Pessimistic	3.01713	5.363601	0.683571747
Pragmatic	3.28557	5.032267	0.573719752
Conforming	2.64903	4.073062	0.577007177

***Internal consistency reliability (pre-screened for English comprehension)***

N = 309

Scale	Cronbach alpha
Accommodating – Assertive	.628796033
Detail Conscious – Flexible	.604835149
Cynical – Trusting	.741809876
Emotional – Phlegmatic	.739610579
Reserved – Gregarious	.742718055
Genuine – Persuasive	.681135800
Composed – Contesting	.723538615
Optimistic –Pessimistic	.659658704
Abstract – Pragmatic	.654845016
Social Conformity	.647004050
Mean Alpha	<b>0.682395188</b>

***Standard error of measurement (pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	2.95558	4.851049	0.628796033
<b>Flexible</b>	2.36281	3.758710	0.604835149
<b>Trusting</b>	3.10541	6.111511	0.741809876
<b>Phlegmatic</b>	3.30110	6.469154	0.739610579
<b>Gregarious</b>	2.88108	5.680022	0.742718055
<b>Persuasive</b>	2.94192	5.209884	0.6811358
<b>Contesting</b>	3.02224	5.747937	0.723538615
<b>Pessimistic</b>	3.02971	5.193302	0.659658704
<b>Pragmatic</b>	3.29109	5.601867	0.654845016
<b>Conforming</b>	2.42188	4.076310	0.64700405

## OPP reliability: English speaking police applicants

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1257	1257	75.63177	75.6318
F	390	1647	23.46570	99.0975
Missing	15	1662	0.90253	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	64	64	3.85078	3.8508
C	227	291	13.65824	17.5090
W	156	447	9.38628	26.8953
A	1191	1638	71.66065	98.5560
Missing	24	1662	1.44404	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1128	1128	67.87004	67.8700
Gr12 Exemption:	296	1424	17.80987	85.6799
Error	68	1492	4.09146	89.7714
1-2yr Diploma:	125	1617	7.52106	97.2924
3 yr deg/dip:	33	1650	1.98556	99.2780
Postgraduate:	8	1658	0.48135	99.7593
<Grade12:	4	1662	0.24067	100.0000
Missing	0	1662	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.37255	5.484468	1.000000	107.0000	1632	30

***Internal consistency reliability (not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.592877551
Detail Conscious – Flexible	.476806132
Cynical – Trusting	.748480494
Emotional – Phlegmatic	.741249276
Reserved – Gregarious	.687101233
Genuine – Persuasive	.678298646
Composed – Contesting	.724240368
Optimistic –Pessimistic	.693443547
Abstract – Pragmatic	.632120545
Social Conformity	.635282454
Mean Alpha	<b>0.660990025</b>

***Standard error of measurement (not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.29957	5.171249	0.592877551
Flexible	2.60302	3.598708	0.476806132
Trusting	3.52922	7.037078	0.748480494
Phlegmatic	3.51445	6.909023	0.741249276
Gregarious	3.18450	5.692982	0.687101233
Persuasive	3.05315	5.382965	0.678298646
Contesting	3.22348	6.138456	0.724240368
Pessimistic	3.18141	5.745991	0.693443547
Pragmatic	3.24482	5.349811	0.632120545
Conforming	2.71908	4.502403	0.635282454

***Internal consistency reliability (pre-screened for English comprehension)***

N = 330

Scale	Cronbach alpha
Accommodating – Assertive	.605758173
Detail Conscious – Flexible	.418675476
Cynical – Trusting	.805136074
Emotional – Phlegmatic	.734970522
Reserved – Gregarious	.732151388
Genuine – Persuasive	.710419299
Composed – Contesting	.743902712
Optimistic –Pessimistic	.709424957
Abstract – Pragmatic	.692314673
Social Conformity	.699674947
Mean Alpha	<b>0.685242822</b>

***Standard error of measurement ( pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.16343	5.038218	0.605758173
<b>Flexible</b>	2.60878	3.421586	0.418675476
<b>Trusting</b>	3.27807	7.425959	0.805136074
<b>Phlegmatic</b>	3.49839	6.795505	0.734970522
<b>Gregarious</b>	3.00637	5.808958	0.732151388
<b>Persuasive</b>	3.01556	5.603808	0.710419299
<b>Contesting</b>	3.12394	6.173046	0.743902712
<b>Pessimistic</b>	3.10267	5.755819	0.709424957
<b>Pragmatic</b>	3.16775	5.710801	0.692314673
<b>Conforming</b>	2.63402	4.806429	0.699674947

## OPP reliability: Zulu police applicants

Applicants to SA Police tested in 2001-2002. Home language isiZulu. Minimum Qualification grade 12. Revised SA items.

### Sample characteristics

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	5626	5626	79.06127	79.0613
F	1347	6973	18.92917	97.9904
Missing	143	7116	2.00956	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	6899	6899	96.95053	96.9505
C	8	6907	0.11242	97.0630
Missing	209	7116	2.93704	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	5012	5012	70.43283	70.4328
Gr12 Exemption:	791	5803	11.11580	81.5486
Error	357	6160	5.01686	86.5655
1-2yr Diploma:	476	6636	6.68915	93.2546
3 yr deg/dip:	429	7065	6.02867	99.2833
Postgraduate:	29	7094	0.40753	99.6908
<Grade12:	22	7116	0.30916	100.0000
Missing	0	7116	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.22839	7.741101	0.00	107.0000	6861	255

**Internal consistency reliability (not pre-screened for English comprehension)**

Scale	Cronbach alpha
Accommodating – Assertive	.316793831
Detail Conscious – Flexible	.446503761
Cynical – Trusting	.532879064
Emotional – Phlegmatic	.636802943
Reserved – Gregarious	.483409872
Genuine – Persuasive	.551790669
Composed – Contesting	.547931042
Optimistic –Pessimistic	.518472276
Abstract – Pragmatic	.386649193
Social Conformity	.572829534
Mean Alpha	<b>0.499406219</b>

**Standard error of measurement (not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.57877	4.329695	0.316793831
Flexible	2.83191	3.806462	0.446503761
Trusting	3.71776	5.439589	0.532879064
Phlegmatic	3.74782	6.218813	0.636802943
Gregarious	3.58043	4.981518	0.483409872
Persuasive	3.20014	4.780007	0.551790669
Contesting	3.28954	4.892518	0.547931042
Pessimistic	3.02816	4.363839	0.518472276
Pragmatic	3.27459	4.181213	0.386649193
Conforming	2.99632	4.584450	0.572829534

**Internal consistency reliability (pre-screened for English comprehension)**

N = 220

Scale	Cronbach alpha
Accommodating – Assertive	.445271540
Detail Conscious – Flexible	.380280763
Cynical – Trusting	.712654499
Emotional – Phlegmatic	.689114200
Reserved – Gregarious	.691350310
Genuine – Persuasive	.648682613
Composed – Contesting	.662051308
Optimistic –Pessimistic	.623889961
Abstract – Pragmatic	.613555531
Social Conformity	.658181808
Mean Alpha	<b>0.612503253</b>

***Standard error of measurement (pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.35867	4.509482	0.44527154
<b>Flexible</b>	2.71533	3.449260	0.380280763
<b>Trusting</b>	3.51392	6.555265	0.712654499
<b>Phlegmatic</b>	3.49550	6.269148	0.6891142
<b>Gregarious</b>	3.27291	5.891168	0.69135031
<b>Persuasive</b>	3.06793	5.176014	0.648682613
<b>Contesting</b>	3.13715	5.396472	0.662051308
<b>Pessimistic</b>	3.16435	5.159735	0.623889961
<b>Pragmatic</b>	3.17632	5.109525	0.613555531
<b>Conforming</b>	2.87816	4.922854	0.658181808

## OPP reliability: Xhosa police applicants

Applicants to SA Police tested in 2001 - 2002. Home language isiXhosa. Minimum qualification grade 12.  
 Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3529	3529	79.51780	79.5178
F	826	4355	18.61199	98.1298
Missing	83	4438	1.87021	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	4341	4341	97.81433	97.8143
Missing	97	4438	2.18567	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2869	2869	64.64624	64.6462
Gr12 Exemption:	286	3155	6.44434	71.0906
Error	257	3412	5.79090	76.8815
1-2yr Diploma:	451	3863	10.16224	87.0437
3 yr deg/dip:	512	4375	11.53673	98.5804
Postgraduate:	49	4424	1.10410	99.6845
<Grade12:	14	4438	0.31546	100.0000
Missing	0	4438	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.31149	7.802699	0.00	109.0000	4318	120

**Internal consistency reliabilities (not pre-screened for English comprehension)**

Scale	Cronbach alpha
Accommodating – Assertive	.325860865
Detail Conscious – Flexible	.461297998
Cynical – Trusting	.532841126
Emotional – Phlegmatic	.658673675
Reserved – Gregarious	.469394798
Genuine – Persuasive	.566753334
Composed – Contesting	.565119657
Optimistic –Pessimistic	.538151893
Abstract – Pragmatic	.417822587
Social Conformity	.560315598
Mean Alpha	<b>0.509623153</b>

**Standard error of measurement (not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.50805	4.272590	0.325860865
Flexible	2.77550	3.781521	0.461297998
Trusting	3.67966	5.383632	0.532841126
Phlegmatic	3.69794	6.329585	0.658673675
Gregarious	3.56375	4.892397	0.469394798
Persuasive	3.14833	4.783131	0.566753334
Contesting	3.27331	4.963665	0.565119657
Pessimistic	3.01426	4.435385	0.538151893
Pragmatic	3.24605	4.254298	0.417822587
Conforming	2.92752	4.414993	0.560315598

**Internal consistency reliability (pre-screened for English comprehension)**

N = 147

Scale	Cronbach alpha
Accommodating – Assertive	.631547747
Detail Conscious – Flexible	.531126455
Cynical – Trusting	.715795473
Emotional – Phlegmatic	.730258862
Reserved – Gregarious	.677741443
Genuine – Persuasive	.728264116
Composed – Contesting	.654199250
Optimistic –Pessimistic	.670181246
Abstract – Pragmatic	.604809466
Social Conformity	.593360532
Mean Alpha	<b>0.653728459</b>

***Standard error of measurement (pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.18840	5.252696	0.631547747
<b>Flexible</b>	2.51411	3.671602	0.531126455
<b>Trusting</b>	3.37903	6.338354	0.715795473
<b>Phlegmatic</b>	3.41194	6.569436	0.730258862
<b>Gregarious</b>	3.18375	5.608371	0.677741443
<b>Persuasive</b>	2.89193	5.547719	0.728264116
<b>Contesting</b>	3.21452	5.466420	0.65419925
<b>Pessimistic</b>	3.05520	5.319886	0.670181246
<b>Pragmatic</b>	3.23780	5.150471	0.604809466
<b>Conforming</b>	2.85740	4.480910	0.593360532

## OPP reliability: Sotho Police Applicants

Applicants to SA Police tested in 2001-2002. Home Language Sesotho. Minimum qualification grade 12. Revised SA items.

### Sample composition

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.78881	7.321592	1.000000	107.0000	3021	78

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
M	2337	2337	75.41142	75.4114
F	681	3018	21.97483	97.3863
Missing	81	3099	2.61375	100.0000

Category	Frequency table: Qualification			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2025	2025	65.34366	65.3437
Gr12 Exemption:	207	2232	6.67957	72.0232
Error	192	2424	6.19555	78.2188
1-2yr Diploma:	341	2765	11.00355	89.2223
3 yr deg/dip:	298	3063	9.61601	98.8383
Postgraduate:	19	3082	0.61310	99.4514
<Grade12:	17	3099	0.54856	100.0000
Missing	0	3099	0.00000	100.0000

### Internal consistency reliability (not pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.335463526
Detail Conscious – Flexible	.435268859
Cynical – Trusting	.575209292
Emotional – Phlegmatic	.683375696
Reserved – Gregarious	.504725423
Genuine – Persuasive	.570001446
Composed – Contesting	.589349248
Optimistic –Pessimistic	.573292788
Abstract – Pragmatic	.432479111
Social Conformity	.626934177
Mean Alpha	<b>0.532609957</b>

**Standard error of measurement (not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.58288	4.395138	0.335463526
Flexible	2.87546	3.826368	0.435268859
Trusting	3.78169	5.802281	0.575209292
Phlegmatic	3.80401	6.760361	0.683375696
Gregarious	3.61304	5.133932	0.504725423
Persuasive	3.24701	4.951647	0.570001446
Contesting	3.38196	5.277544	0.589349248
Pessimistic	3.06977	4.699382	0.573292788
Pragmatic	3.34709	4.442995	0.432479111
Conforming	2.93807	4.810264	0.626934177

**Internal consistency reliability (pre-screened for English comprehension)**

N = 108

Scale	Cronbach alpha
Accommodating – Assertive	.464928937
Detail Conscious – Flexible	.506631265
Cynical – Trusting	.727054620
Emotional – Phlegmatic	.726777746
Reserved – Gregarious	.645645168
Genuine – Persuasive	.597127395
Composed – Contesting	.772209146
Optimistic –Pessimistic	.744896426
Abstract – Pragmatic	.522019435
Social Conformity	.522019435
Mean Alpha	<b>0.622930957</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.41313	4.666027	0.464928937
Flexible	2.60404	3.707332	0.506631265
Trusting	3.65542	6.996805	0.72705462
Phlegmatic	3.55940	6.809560	0.726777746
Gregarious	3.36718	5.656491	0.645645168
Persuasive	3.19571	5.034819	0.597127395
Contesting	3.13201	6.562281	0.772209146
Pessimistic	3.06267	6.063768	0.744896426
Pragmatic	3.35349	4.850564	0.522019435
Conforming	3.29621	4.767708	0.522019435

## OPP reliability: Pedi police applicants

Applicants to SA police tested in 2001-2002. Home language Sepedi. Minimum qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3712	3712	77.51096	77.5110
F	978	4690	20.42180	97.9328
Missing	99	4789	2.06724	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	4641	4641	96.90958	96.9096
C	6	4647	0.12529	97.0349
W	1	4648	0.02088	97.0558
Missing	141	4789	2.94425	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2968	2968	61.97536	61.9754
Gr12 Exemption:	399	3367	8.33159	70.3070
Error	246	3613	5.13677	75.4437
1-2yr Diploma:	456	4069	9.52182	84.9655
3 yr deg/dip:	626	4695	13.07162	98.0372
Postgraduate:	81	4776	1.69138	99.7285
<Grade12:	13	4789	0.27146	100.0000
Missing	0	4789	0.00000	100.0000

Descriptive Statistics (CombOPPresps.sta)						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.73879	7.490850	0.00	107.0000	4640	149

***Internal consistency reliability (not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.282428612
Detail Conscious – Flexible	.471418715
Cynical – Trusting	.528080923
Emotional – Phlegmatic	.655594313
Reserved – Gregarious	.470901569
Genuine – Persuasive	.573235988
Composed – Contesting	.543023123
Optimistic –Pessimistic	.555922864
Abstract – Pragmatic	.386249446
Social Conformity	.537329897
Mean Alpha	<b>0.500418545</b>

***Standard error of measurement (not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.59279	4.241307	0.282428612
Flexible	2.92788	4.027140	0.471418715
Trusting	3.75619	5.467817	0.528080923
Phlegmatic	3.74873	6.387765	0.655594313
Gregarious	3.56727	4.904193	0.470901569
Persuasive	3.14323	4.811513	0.573235988
Contesting	3.36357	4.975696	0.543023123
Pessimistic	3.00236	4.505401	0.555922864
Pragmatic	3.27157	4.176001	0.386249446
Conforming	2.96248	4.355314	0.537329897

***Internal consistency reliability (pre-screened for English comprehension)***

N = 175

Scale	Cronbach alpha
Accommodating – Assertive	.355032613
Detail Conscious – Flexible	.437821750
Cynical – Trusting	.740102661
Emotional – Phlegmatic	.661094459
Reserved – Gregarious	.630407014
Genuine – Persuasive	.612573911
Composed – Contesting	.663279290
Optimistic –Pessimistic	.717782461
Abstract – Pragmatic	.448001386
Social Conformity	.630719515
Mean Alpha	<b>0.589681506</b>

***Standard error of measurement (pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.40880	4.244560	0.355032613
<b>Flexible</b>	2.64266	3.524561	0.43782175
<b>Trusting</b>	3.50345	6.872195	0.740102661
<b>Phlegmatic</b>	3.63736	6.248084	0.661094459
<b>Gregarious</b>	3.29844	5.425586	0.630407014
<b>Persuasive</b>	3.02784	4.864502	0.612573911
<b>Contesting</b>	3.24630	5.594408	0.66327929
<b>Pessimistic</b>	3.02412	5.692544	0.717782461
<b>Pragmatic</b>	3.19555	4.301067	0.448001386
<b>Conforming</b>	2.80177	4.610568	0.630719515

## OPP reliability: Venda police applicants

Applicants to SA Police tested in 2001-2002. Home language Tshivenda. Minimum Qualification grade 12.  
 Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1568	1568	74.56015	74.5602
F	515	2083	24.48883	99.0490
Missing	20	2103	0.95102	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1247	1247	59.29624	59.2962
Gr12 Exemption:	258	1505	12.26819	71.5644
Error	73	1578	3.47123	75.0357
1-2yr Diploma:	198	1776	9.41512	84.4508
3 yr deg/dip:	296	2072	14.07513	98.5259
Postgraduate:	22	2094	1.04612	99.5720
<Grade12:	9	2103	0.42796	100.0000
Missing	0	2103	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.29956	6.978653	1.000000	107.0000	2043	60

### Internal consistency reliability (Not pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.274626729
Detail Conscious – Flexible	.467922441
Cynical – Trusting	.531029261
Emotional – Phlegmatic	.654449749
Reserved – Gregarious	.402418644
Genuine – Persuasive	.582543390
Composed – Contesting	.507058679
Optimistic –Pessimistic	.504139119
Abstract – Pragmatic	.372188030
Social Conformity	.535165090
<b>Mean Alpha</b>	<b>0.483154113</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.67238599	4.311889	0.274626729
Flexible	2.97004967	4.071704	0.467922441
Trusting	3.71795155	5.429138	0.531029261
Phlegmatic	3.80672556	6.475838	0.654449749
Gregarious	3.66924888	4.746556	0.402418644
Persuasive	3.116207	4.823037	0.58254339
Contesting	3.47324997	4.946960	0.507058679
Pessimistic	3.04683154	4.326817	0.504139119
Pragmatic	3.30500343	4.171163	0.37218803
Conforming	3.03375744	4.449708	0.53516509

**Internal consistency reliability (pre-screened for English comprehension)**

N = 75

Scale	Cronbach alpha
Accommodating – Assertive	.359150643
Detail Conscious – Flexible	.427115396
Cynical – Trusting	.693323052
Emotional – Phlegmatic	.726505988
Reserved – Gregarious	.610548322
Genuine – Persuasive	.675824121
Composed – Contesting	.581920127
Optimistic –Pessimistic	.705907646
Abstract – Pragmatic	.438409486
Social Conformity	.603515625
Mean Alpha	<b>0.582222041</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.51031633	4.384987	0.359150643
Flexible	2.61927032	3.460563	0.427115396
Trusting	3.55632786	6.421866	0.693323052
Phlegmatic	3.31486784	6.338585	0.726505988
Gregarious	3.39819045	5.445289	0.610548322
Persuasive	3.03869993	5.337003	0.675824121
Contesting	3.41372314	5.279571	0.581920127
Pessimistic	3.04887683	5.622093	0.705907646
Pragmatic	3.19315794	4.260990	0.438409486
Conforming	2.83871045	4.508251	0.603515625

## OPP reliability: Tsonga police applicants

Applicants to SA Police tested in 2001-2002. Home language Xitsonga. Minimum qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1957	1957	75.55985	75.5598
F	586	2543	22.62548	98.1853
*	1	2544	0.03861	98.2239
Missing	46	2590	1.77606	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	2515	2515	97.10425	97.1042
C	3	2518	0.11583	97.2201
A	1	2519	0.03861	97.2587
Missing	71	2590	2.74131	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1550	1550	59.84556	59.8456
Gr12 Exemption:	264	1814	10.19305	70.0386
Error	126	1940	4.86486	74.9035
1-2yr Diploma:	198	2138	7.64479	82.5483
3 yr deg/dip:	406	2544	15.67568	98.2239
Postgraduate:	34	2578	1.31274	99.5367
<Grade12:	12	2590	0.46332	100.0000
Missing	0	2590	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.68294	6.837816	0.00	107.0000	2520	70

***Internal consistency reliability (not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.242924207
Detail Conscious – Flexible	.499423392
Cynical – Trusting	.540781277
Emotional – Phlegmatic	.661904408
Reserved – Gregarious	.419420017
Genuine – Persuasive	.561025274
Composed – Contesting	.521064951
Optimistic –Pessimistic	.518196378
Abstract – Pragmatic	.378566433
Social Conformity	.563045449
Mean Alpha	<b>0.490635179</b>

***Standard error of measurement (not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.66030126	4.206754	0.242924207
Flexible	2.95193853	4.172266	0.499423392
Trusting	3.75833923	5.546081	0.540781277
Phlegmatic	3.78805811	6.514737	0.661904408
Gregarious	3.59779843	4.721781	0.419420017
Persuasive	3.11607374	4.703141	0.561025274
Contesting	3.39397761	4.904228	0.521064951
Pessimistic	3.0547736	4.400925	0.518196378
Pragmatic	3.25939466	4.134658	0.378566433
Conforming	2.98205232	4.511252	0.563045449

***Internal consistency reliability (pre-screened for English comprehension)***

N = 93

Scale	Cronbach alpha
Accommodating – Assertive	.461606031
Detail Conscious – Flexible	.439052777
Cynical – Trusting	.686614350
Emotional – Phlegmatic	.668483816
Reserved – Gregarious	.697934823
Genuine – Persuasive	.711643734
Composed – Contesting	.668110975
Optimistic –Pessimistic	.628377988
Abstract – Pragmatic	.534264885
Social Conformity	.619072421
Mean Alpha	<b>0.61151618</b>

***Standard error of measurement (pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	3.48705442	4.752352	0.461606031
<b>Flexible</b>	2.50715143	3.347492	0.439052777
<b>Trusting</b>	3.6019039	6.434171	0.68661435
<b>Phlegmatic</b>	3.54663631	6.159767	0.668483816
<b>Gregarious</b>	3.15993158	5.749464	0.697934823
<b>Persuasive</b>	2.95394254	5.500946	0.711643734
<b>Contesting</b>	3.34899999	5.813246	0.668110975
<b>Pessimistic</b>	3.10748114	5.097506	0.628377988
<b>Pragmatic</b>	3.26216004	4.780087	0.534264885
<b>Conforming</b>	3.00901944	4.875327	0.619072421

## OPP reliability: Tswana police applicants

Applicants to SA Police tested in 2001-2002. Home language Setswana. Minimum Qualification grade 12.  
Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	3455	3455	72.76748	72.7675
F	1124	4579	23.67313	96.4406
Missing	169	4748	3.55939	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	2840	2840	59.81466	59.8147
Gr12 Exemption:	438	3278	9.22494	69.0396
Error	317	3595	6.67650	75.7161
1-2yr Diploma:	486	4081	10.23589	85.9520
3 yr deg/dip:	580	4661	12.21567	98.1676
Postgraduate:	70	4731	1.47430	99.6420
<Grade12:	17	4748	0.35805	100.0000
Missing	0	4748	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.37582	7.034934	0.00	107.0000	4550	198

### Internal consistency reliability (Not pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.306687475
Detail Conscious – Flexible	.444757329
Cynical – Trusting	.596323612
Emotional – Phlegmatic	.678418178
Reserved – Gregarious	.525888525
Genuine – Persuasive	.612090368
Composed – Contesting	.584491877
Optimistic –Pessimistic	.543512214
Abstract – Pragmatic	.450017375
Social Conformity	.594248400
Mean Alpha	<b>0.533643535</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.52125429	4.228953	0.306687475
Flexible	2.69813565	3.620949	0.444757329
Trusting	3.71450546	5.846343	0.596323612
Phlegmatic	3.79093889	6.684994	0.678418178
Gregarious	3.61515702	5.250334	0.525888525
Persuasive	3.12869032	5.023395	0.612090368
Contesting	3.33881367	5.179674	0.584491877
Pessimistic	3.05449075	4.520893	0.543512214
Pragmatic	3.32401185	4.482167	0.450017375
Conforming	2.94104242	4.617120	0.5942484

**Internal consistency reliability (Pre-screened for English comprehension)**

N = 198

Scale	Cronbach alpha
Accommodating – Assertive	.426104747
Detail Conscious – Flexible	.594619362
Cynical – Trusting	.723150546
Emotional – Phlegmatic	.668988059
Reserved – Gregarious	.645346545
Genuine – Persuasive	.740205298
Composed – Contesting	.654861003
Optimistic –Pessimistic	.671509401
Abstract – Pragmatic	.618391705
Social Conformity	.583466229
Mean Alpha	<b>0.632664289</b>

**Standard error of measurement (Pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.4457637	4.548510	0.426104747
Flexible	2.52540547	3.966428	0.594619362
Trusting	3.56461977	6.774720	0.723150546
Phlegmatic	3.67436191	6.386459	0.668988059
Gregarious	3.38709209	5.687546	0.645346545
Persuasive	3.04354186	5.971235	0.740205298
Contesting	3.4041818	5.794497	0.654861003
Pessimistic	3.10909087	5.424653	0.671509401
Pragmatic	3.30518742	5.350412	0.618391705
Conforming	2.79123343	4.324850	0.583466229

## OPP reliability: Swazi police applicants

Applicants to SA Police tested in 2001-2002. Home language Siswati. Minimum qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1025	1025	84.15435	84.1544
F	177	1202	14.53202	98.6864
Missing	16	1218	1.31363	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	871	871	71.51067	71.5107
Gr12 Exemption:	98	969	8.04598	79.5567
Error	52	1021	4.26929	83.8259
1-2yr Diploma:	110	1131	9.03120	92.8571
3 yr deg/dip:	70	1201	5.74713	98.6043
Postgraduate:	9	1210	0.73892	99.3432
<Grade12:	8	1218	0.65681	100.0000
Missing	0	1218	0.00000	100.0000

Descriptive Statistics (CombOPPrespsta)						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.13356	9.478308	0.00	107.0000	1183	35

### Internal consistency reliability (Not pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.295106629
Detail Conscious – Flexible	.508345441
Cynical – Trusting	.514164598
Emotional – Phlegmatic	.648194255
Reserved – Gregarious	.487730597
Genuine – Persuasive	.569027489
Composed – Contesting	.536511304
Optimistic –Pessimistic	.473853801
Abstract – Pragmatic	.341720313
Social Conformity	.528007645
Mean Alpha	<b>0.490266207</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.64707632	4.343933	0.295106629
Flexible	2.77593456	3.958942	0.508345441
Trusting	3.68709777	5.289810	0.514164598
Phlegmatic	3.69947565	6.237186	0.648194255
Gregarious	3.57237155	4.991228	0.487730597
Persuasive	3.16483613	4.820881	0.569027489
Contesting	3.36451812	4.942006	0.536511304
Pessimistic	3.08909894	4.258715	0.473853801
Pragmatic	3.26121379	4.019519	0.341720313
Conforming	3.0095846	4.380655	0.528007645

**Internal consistency reliability (Pre-screened for English comprehension)**

N = 38

Scale	Cronbach alpha
Accommodating – Assertive	.442673463
Detail Conscious – Flexible	.167741545
Cynical – Trusting	.718223830
Emotional – Phlegmatic	.625199639
Reserved – Gregarious	.631429491
Genuine – Persuasive	.611660423
Composed – Contesting	.502774095
Optimistic –Pessimistic	.718511966
Abstract – Pragmatic	.257961935
Social Conformity	.603342616
Mean Alpha	<b>0.5279519</b>

**Standard error of measurement (Pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.49797295	4.685561	0.442673463
Flexible	2.55276234	2.798216	0.167741545
Trusting	3.48873725	6.572281	0.71822383
Phlegmatic	3.63986716	5.945461	0.625199639
Gregarious	3.40333782	5.605893	0.631429491
Persuasive	3.35479753	5.383448	0.611660423
Contesting	3.39734247	4.817952	0.502774095
Pessimistic	3.17400513	5.982430	0.718511966
Pragmatic	3.34494023	3.883070	0.257961935
Conforming	2.92955634	4.651511	0.603342616

## OPP reliability: Ndebele police applicants

Applicants to SA Police tested in 2001-2002. Home Language isiNdebele. Minimum qualification grade 12.  
 Revised SA Items.

### Sample composition

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.61070	9.142718	2.000000	107.0000	673	54

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
M	530	530	72.90234	72.9023
F	167	697	22.97111	95.8735
Missing	30	727	4.12655	100.0000

Category	Frequency table: Qualification			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	460	460	63.27373	63.2737
Gr12 Exemption:	48	508	6.60248	69.8762
Error	77	585	10.59147	80.4677
1-2yr Diploma:	65	650	8.94085	89.4085
3 yr deg/dip:	70	720	9.62861	99.0371
Postgraduate:	4	724	0.55021	99.5873
<Grade12:	3	727	0.41265	100.0000
Missing	0	727	0.00000	100.0000

### Internal consistency reliability (Not pre-screened for English comprehension)

Scale	Cronbach alpha
Accommodating – Assertive	.288600158
Detail Conscious – Flexible	.409660020
Cynical – Trusting	.496946923
Emotional – Phlegmatic	.653777977
Reserved – Gregarious	.433627903
Genuine – Persuasive	.638688899
Composed – Contesting	.525991147
Optimistic –Pessimistic	.541678631
Abstract – Pragmatic	.395260070
Social Conformity	.516444588
Mean Alpha	<b>0.490067632</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.52557204	4.179966	0.288600158
Flexible	2.88485118	3.754675	0.40966002
Trusting	3.68834638	5.200257	0.496946923
Phlegmatic	3.71415479	6.312228	0.653777977
Gregarious	3.53081866	4.691638	0.433627903
Persuasive	3.05909447	5.089232	0.638688899
Contesting	3.27732757	4.760216	0.525991147
Pessimistic	2.96237829	4.375780	0.541678631
Pragmatic	3.27877218	4.216255	0.39526007
Conforming	2.93874389	4.226089	0.516444588

**Internal consistency reliability (Pre-screened for English comprehension)**

N = 76. Raw score of 10 out of 20 on the reading comprehension test used as a cut-off.

Scale	Cronbach alpha
Accommodating – Assertive	.426908341
Detail Conscious – Flexible	.512971677
Cynical – Trusting	.635305437
Emotional – Phlegmatic	.694013560
Reserved – Gregarious	.556186043
Genuine – Persuasive	.575489762
Composed – Contesting	.634483623
Optimistic –Pessimistic	.422357820
Abstract – Pragmatic	.359457079
Social Conformity	.530103568
Mean Alpha	<b>0.534727691</b>

**Standard error of measurement (Pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.4127301	4.508062	0.426908341
Flexible	2.41261356	3.457090	0.512971677
Trusting	3.62131508	5.996553	0.635305437
Phlegmatic	3.52490761	6.372306	0.69401356
Gregarious	3.44842947	5.176317	0.556186043
Persuasive	3.01450122	4.626700	0.575489762
Contesting	3.22482218	5.333992	0.634483623
Pessimistic	3.14835049	4.142415	0.42235782
Pragmatic	3.26299105	4.077010	0.359457079
Conforming	2.77950878	4.054777	0.530103568

## OPP reliability: White police applicants

Applicants to SA Police tested in 2001-2002. Race White. Minimum Qualification grade 12. Revised SA items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1222	1222	69.90847	69.9085
F	515	1737	29.46224	99.3707
Missing	11	1748	0.62929	100.0000

Frequency table:				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	1	1	0.05721	0.0572
Sepedi	1	2	0.05721	0.1144
Error	13	15	0.74371	0.8581
Afrikaans:	1575	1590	90.10297	90.9611
Other	2	1592	0.11442	91.0755
English	156	1748	8.92449	100.0000
Missing	0	1748	0.00000	100.0000

Comment: Note that two persons gave their race as white and their language as Siswati or Sepedi. These could have been persons who made errors in filling in their answer sheet.

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1422	1422	81.35011	81.3501
Gr12 Exemption:	164	1586	9.38215	90.7323
Error	48	1634	2.74600	93.4783
1-2yr Diploma:	74	1708	4.23341	97.7117
3 yr deg/dip:	19	1727	1.08696	98.7986
Postgraduate:	8	1735	0.45767	99.2563
<Grade12:	13	1748	0.74371	100.0000
Missing	0	1748	0.00000	100.0000

Descriptive Statistics (CombOPPresps.sta)						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	22.13119	5.277999	1.000000	107.0000	1738	10

***Internal consistency reliability (Not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.612181505
Detail Conscious – Flexible	.552164218
Cynical – Trusting	.718248757
Emotional – Phlegmatic	.742122569
Reserved – Gregarious	.668828066
Genuine – Persuasive	.654403782
Composed – Contesting	.708670873
Optimistic –Pessimistic	.696294183
Abstract – Pragmatic	.617852306
Social Conformity	.605097365
Mean Alpha	<b>0.657586362</b>

***Standard error of measurement (Not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.03022549	4.865872	0.612181505
Flexible	2.35778477	3.523261	0.552164218
Trusting	3.27286753	6.165886	0.718248757
Phlegmatic	3.35311272	6.603003	0.742122569
Gregarious	2.99322095	5.201301	0.668828066
Persuasive	2.98914073	5.084659	0.654403782
Contesting	3.06980813	5.687472	0.708670873
Pessimistic	2.96670591	5.383292	0.696294183
Pragmatic	3.18468376	5.151702	0.617852306
Conforming	2.50620631	3.988153	0.605097365

***Internal consistency reliability (Pre-screened for English comprehension)***

Raw score of 13 out of 20 on a reading comprehension test used as cut-off

N = 311

Scale	Cronbach alpha
Accommodating – Assertive	.617586153
Detail Conscious – Flexible	.593567001
Cynical – Trusting	.740984760
Emotional – Phlegmatic	.731464472
Reserved – Gregarious	.750099678
Genuine – Persuasive	.690298361
Composed – Contesting	.727015690
Optimistic –Pessimistic	.649210794
Abstract – Pragmatic	.679347348
Social Conformity	.647022177
Mean Alpha	<b>0.682659643</b>

**Standard error of measurement (Pre-screened for English comprehension)**

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	2.94662158	4.764941	0.617586153
<b>Flexible</b>	2.38070402	3.734315	0.593567001
<b>Trusting</b>	3.08686087	6.065329	0.74098476
<b>Phlegmatic</b>	3.29677524	6.361924	0.731464472
<b>Gregarious</b>	2.82288155	5.646889	0.750099678
<b>Persuasive</b>	2.87850543	5.172438	0.690298361
<b>Contesting</b>	3.02343848	5.786718	0.72701569
<b>Pessimistic</b>	3.00436458	5.072587	0.649210794
<b>Pragmatic</b>	3.22929504	5.702828	0.679347348
<b>Conforming</b>	2.45020476	4.124095	0.647022177

## OPP reliability: Black police applicants

Applicants to SA Police tested in 2001-2002. Minimum Qualification grade 12. Revised OPP Items. Race Black.

### Sample composition

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
M	23617	23617	78.03403	78.0340
Error	1	23618	0.00330	78.0373
F	6362	29980	21.02098	99.0583
Unknown	1	29981	0.00330	99.0616
Missing	284	30265	0.93838	100.0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	1194	1194	3.94515	3.9452
isiNdebele:	692	1886	2.28647	6.2316
Sepedi	4641	6527	15.33454	21.5662
Error	262	6789	0.86569	22.4319
Zulu	6899	13688	22.79531	45.2272
Afrikaans:	43	13731	0.14208	45.3692
Setswana:	4531	18262	14.97109	60.3403
Xhosa	4341	22603	14.34330	74.6836
Tshivenda:	2067	24670	6.82967	81.5133
Sesotho	3008	27678	9.93887	91.4522
Xitsonga:	2515	30193	8.30993	99.7621
Other	8	30201	0.02643	99.7885
English	64	30265	0.21147	100.0000
Missing	0	30265	0.00000	100.0000

Category	Frequency table: Qualification			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	19756	19756	65.27672	65.2767
Gr12 Exemption:	2765	22521	9.13597	74.4127
Error	1260	23781	4.16322	78.5759
1-2yr Diploma:	2773	26554	9.16240	87.7383
3 yr deg/dip:	3281	29835	10.84091	98.5792
Postgraduate:	316	30151	1.04411	99.6233
<Grade12:	114	30265	0.37667	100.0000
Missing	0	30265	0.00000	100.0000

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	25.89391	7.300614	0.00	109.0000	29493	772

***Internal consistency reliability (Not pre-screened for English comprehension)***

Scale	Cronbach alpha
Accommodating – Assertive	.305591423
Detail Conscious – Flexible	.463234900
Cynical – Trusting	.548662926
Emotional – Phlegmatic	.660038343
Reserved – Gregarious	.480400244
Genuine – Persuasive	.582534168
Composed – Contesting	.554995959
Optimistic –Pessimistic	.537616527
Abstract – Pragmatic	.407848936
Social Conformity	.573501789
Mean Alpha	<b>0.511442522</b>

***Standard error of measurement (Not pre-screened for English comprehension)***

ScaleName	SEM	SD	Reliability
Assertive	3.5919363	4.310435	0.305591423
Flexible	2.84826972	3.887666	0.4632349
Trusting	3.74143145	5.569129	0.548662926
Phlegmatic	3.76858685	6.463438	0.660038343
Gregarious	3.60485501	5.000959	0.480400244
Persuasive	3.17039936	4.906858	0.582534168
Contesting	3.34821955	5.019171	0.554995959
Pessimistic	3.04111143	4.472303	0.537616527
Pragmatic	3.29258237	4.278784	0.407848936
Conforming	2.97691538	4.558352	0.573501789

**Internal consistency reliability (Pre-screened for English comprehension)**

Raw score of 13 out of 20 on reading comprehension test used as cut-off

N = 1067

Scale	Cronbach alpha
Accommodating – Assertive	.468429210
Detail Conscious – Flexible	.464769362
Cynical – Trusting	.716932925
Emotional – Phlegmatic	.692637505
Reserved – Gregarious	.655912345
Genuine – Persuasive	.684209707
Composed – Contesting	.670836354
Optimistic –Pessimistic	.679670528
Abstract – Pragmatic	.556372782
Social Conformity	.636882766
Mean Alpha	<b>0.622665348</b>

**Standard error of measurement (pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.4090517	4.675769	0.46842921
Flexible	2.59971343	3.553489	0.464769362
Trusting	3.54988071	6.672200	0.716932925
Phlegmatic	3.57404258	6.446653	0.692637505
Gregarious	3.31710367	5.654894	0.655912345
Persuasive	3.04996852	5.427452	0.684209707
Contesting	3.27624305	5.710448	0.670836354
Pessimistic	3.09921555	5.475873	0.679670528
Pragmatic	3.26074111	4.895615	0.556372782
Conforming	2.85847255	4.743628	0.636882766

## OPP reliability: Coloured police applicants

Applicants to SA Police tested in 2001-2002. Race Coloured. Minimum Qualification grade 12. Revised SA Items.

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	1181	1181	74.51104	74.5110
F	386	1567	24.35331	98.8644
Missing	18	1585	1.13565	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Siswati	5	5	0.31546	0.3155
Sepedi	6	11	0.37855	0.6940
Error	20	31	1.26183	1.9558
Zulu	8	39	0.50473	2.4606
Afrikaans:	1301	1340	82.08202	84.5426
Setswana:	10	1350	0.63091	85.1735
Sesotho	5	1355	0.31546	85.4890
Xitsonga:	3	1358	0.18927	85.6782
English	227	1585	14.32177	100.0000
Missing	0	1585	0.00000	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	1254	1254	79.11672	79.1167
Gr12 Exemption:	127	1381	8.01262	87.1293
Error	71	1452	4.47950	91.6088
1-2yr Diploma:	84	1536	5.29968	96.9085
3 yr deg/dip:	38	1574	2.39748	99.3060
Postgraduate:	3	1577	0.18927	99.4953
<Grade12:	8	1585	0.50473	100.0000
Missing	0	1585	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	24.21086	5.569051	0.00	107.0000	1565	20

**Internal consistency reliability (Not pre-screened for English comprehension)**

Scale	Cronbach alpha
Accommodating – Assertive	.509108483
Detail Conscious – Flexible	.492330135
Cynical – Trusting	.680377340
Emotional – Phlegmatic	.707120595
Reserved – Gregarious	.606011098
Genuine – Persuasive	.602626401
Composed – Contesting	.658866447
Optimistic –Pessimistic	.662145945
Abstract – Pragmatic	.539052380
Social Conformity	.565595042
Mean Alpha	<b>0.602323387</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.39102338	4.839918	0.509108483
Flexible	2.55592514	3.587215	0.492330135
Trusting	3.58257906	6.336902	0.68037734
Phlegmatic	3.66350905	6.769442	0.707120595
Gregarious	3.39124691	5.402782	0.606011098
Persuasive	3.20253685	5.080362	0.602626401
Contesting	3.31648086	5.678260	0.658866447
Pessimistic	3.13609655	5.395415	0.662145945
Pragmatic	3.37232132	4.967103	0.53905238
Conforming	2.77778145	4.214545	0.565595042

**Internal consistency reliability (Pre-screened for English comprehension)**

Raw score of 13 out of 20 on reading comprehension test used as cut-off.

N = 94

Scale	Cronbach alpha
Accommodating – Assertive	.613747036
Detail Conscious – Flexible	.450617346
Cynical – Trusting	.789283451
Emotional – Phlegmatic	.720903796
Reserved – Gregarious	.778986974
Genuine – Persuasive	.662485957
Composed – Contesting	.722930229
Optimistic –Pessimistic	.626506893
Abstract – Pragmatic	.621477778
Social Conformity	.632351093
Mean Alpha	<b>0.661929055</b>

***Standard error of measurement (Pre-screened for English comprehension)***

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	2.96490265	4.770617	0.613747036
<b>Flexible</b>	2.54948847	3.439661	0.450617346
<b>Trusting</b>	3.11516357	6.786276	0.789283451
<b>Phlegmatic</b>	3.45561877	6.541071	0.720903796
<b>Gregarious</b>	3.04787172	6.483175	0.778986974
<b>Persuasive</b>	3.09956883	5.335257	0.662485957
<b>Contesting</b>	3.10453818	5.897968	0.722930229
<b>Pessimistic</b>	3.22908709	5.283704	0.626506893
<b>Pragmatic</b>	3.33049879	5.413319	0.621477778
<b>Conforming</b>	2.38714908	3.936977	0.632351093

## OPP reliability: Asian police applicants

Applicants to SA Police tested in 2001-2002. Race Asian. Minimum qualification grade 12. Revised SA items

### Sample composition

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	928	928	77.39783	77.3978
F	265	1193	22.10175	99.4996
Missing	6	1199	0.50042	100.0000

Frequency table: Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Error	3	3	0.25021	0.2502
Afrikaans:	1	4	0.08340	0.3336
Xitsonga:	1	5	0.08340	0.4170
Other	3	8	0.25021	0.6672
English	1191	1199	99.33278	100.0000
Missing	0	1199	0.00000	100.0000

Frequency table: Qualification				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Grade12	786	786	65.55463	65.5546
Gr12 Exemption:	245	1031	20.43369	85.9883
Error	39	1070	3.25271	89.2410
1-2yr Diploma:	97	1167	8.09008	97.3311
3 yr deg/dip:	24	1191	2.00167	99.3328
Postgraduate:	4	1195	0.33361	99.6664
<Grade12:	4	1199	0.33361	100.0000
Missing	0	1199	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	23.40607	5.167211	1.000000	107.0000	1187	12

**Internal consistency reliability (Not pre-screened for English comprehension)**

Scale	Cronbach alpha
Accommodating – Assertive	.615246934
Detail Conscious – Flexible	.473623601
Cynical – Trusting	.755770942
Emotional – Phlegmatic	.752562249
Reserved – Gregarious	.690787222
Genuine – Persuasive	.684065280
Composed – Contesting	.726959862
Optimistic –Pessimistic	.704974152
Abstract – Pragmatic	.632290328
Social Conformity	.651337695
Mean Alpha	0.668761827

**Standard error of measurement (Not pre-screened for English comprehension)**

ScaleName	SEM	SD	Reliability
Assertive	3.30082666	5.321471	0.615246934
Flexible	2.62054411	3.611963	0.473623601
Trusting	3.57641314	7.236841	0.755770942
Phlegmatic	3.50716158	7.050547	0.752562249
Gregarious	3.16755296	5.696330	0.690787222
Persuasive	3.02219632	5.376801	0.68406528
Contesting	3.22698065	6.175656	0.726959862
Pessimistic	3.18202419	5.858325	0.704974152
Pragmatic	3.23598756	5.336473	0.632290328
Conforming	2.70917002	4.588109	0.651337695

**Internal consistency reliability (Pre-screened for English comprehension)**

Raw score of 13 out of 20 on reading comprehension test used as cut-off.

N = 228

Scale	Cronbach alpha
Accommodating – Assertive	.635493583
Detail Conscious – Flexible	.395167223
Cynical – Trusting	.812750095
Emotional – Phlegmatic	.744048707
Reserved – Gregarious	.705092913
Genuine – Persuasive	.722511722
Composed – Contesting	.753221493
Optimistic –Pessimistic	.744418494
Abstract – Pragmatic	.688686938
Social Conformity	.718506935
Mean Alpha	<b>0.69198981</b>

**Standard error of measurement (Not pre-screened for English comprehension)**

<b>ScaleName</b>	<b>SEM</b>	<b>SD</b>	<b>Reliability</b>
<b>Assertive</b>	2.82492575	5.324431	0.718506935
<b>Flexible</b>	2.43091911	3.350598	0.473623601
<b>Trusting</b>	3.85439034	7.799325	0.755770942
<b>Phlegmatic</b>	3.40441262	6.843988	0.752562249
<b>Gregarious</b>	3.16083264	5.684245	0.690787222
<b>Persuasive</b>	3.23040984	5.747235	0.68406528
<b>Contesting</b>	3.30237713	6.319947	0.726959862
<b>Pessimistic</b>	3.31563658	6.104314	0.704974152
<b>Pragmatic</b>	3.44243792	5.676931	0.632290328
<b>Conforming</b>	2.97823347	5.043781	0.651337695

# Occupational Personality Profile Reliability: South African General Population, updated 2011

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## Sample composition

The sample consisted of persons tested on the OPPro by Psytech and collaborators in the period up to January 2011

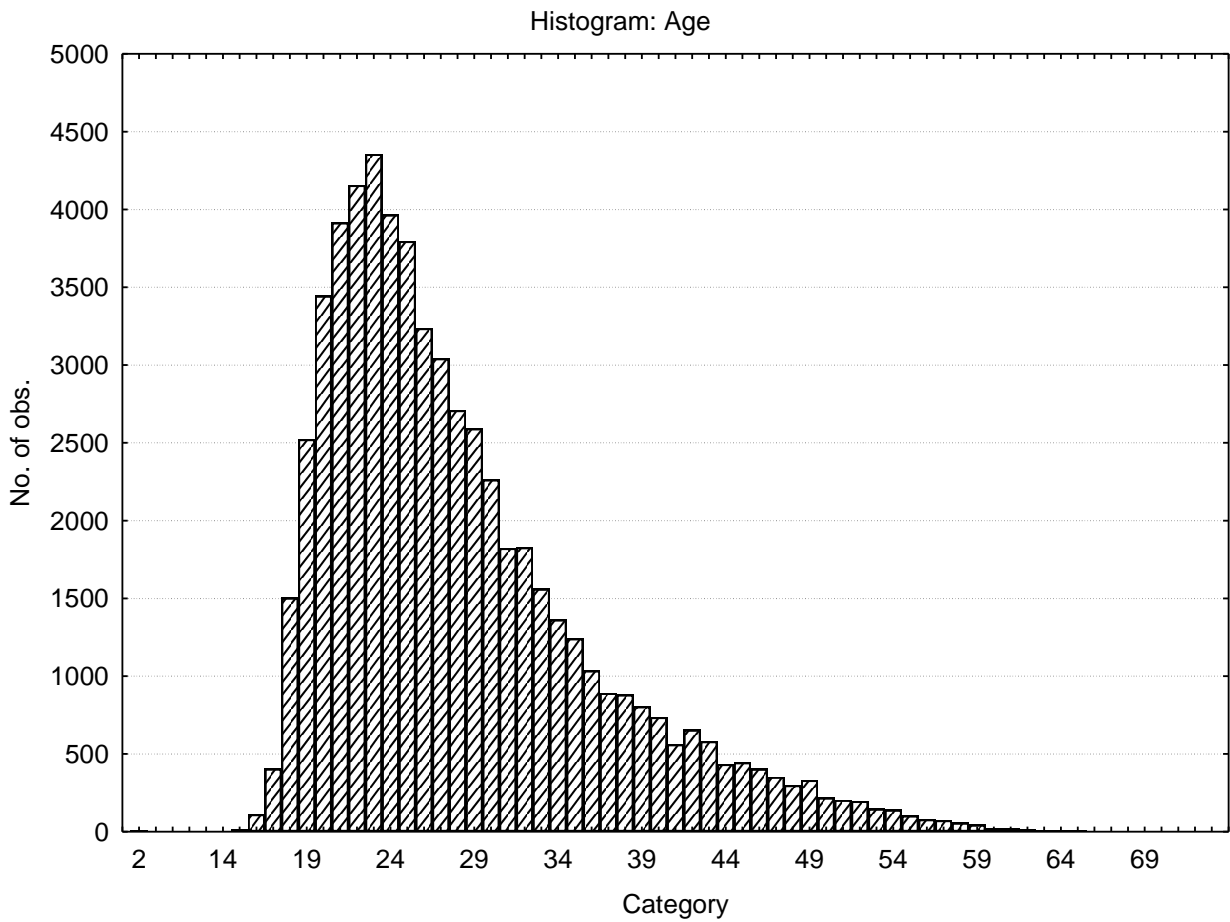
Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	35386	35386	58.33210	58.3321
M	25064	60450	41.31678	99.6489
U	213	60663	0.35112	100.0000
Missing	0	60663	0.00000	100.0000

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	3746	3746	6.17510	6.1751
Grade 12	23774	27520	39.19028	45.3654
Diploma	1833	29353	3.02161	48.3870
Degree	1549	30902	2.55345	50.9404
Post Graduate	967	31869	1.59405	52.5345
Missing	28794	60663	47.46551	100.0000

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	21047	21047	34.69495	34.6950
English	9167	30214	15.11135	49.8063
Afrikaans	4919	35133	8.10873	57.9150
Missing	25530	60663	42.08496	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	26174	26174	43.14656	43.1466
European	2850	29024	4.69809	47.8446
Coloured	8097	37121	13.34751	61.1922
Asian	3553	40674	5.85695	67.0491
Missing	19989	60663	32.95089	100.0000

Variable	Descriptive Statistics: Age				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	59625	28.10782	2.000000	99.00000	8.075292



### Internal Consistency Reliabilities for OPPro scales

Scale Name	Cronbach Coefficient Alpha
Acommodating - Assertive	.47
Detail-conscious – Flexible	.55
Cynical – Trusting	.68
Emotional – Phlegmatic	.70
Reserved – Gregarious	.63
Genuine – Persuasive	.64
Composed – Contesting	.66
Optimistic – Pessimistic	.71
Abstract – Pragmatic	.50
Social Conformity	.60

# Occupational Personality Profile Reliability: South African English speakers updated 2011

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## Sample composition

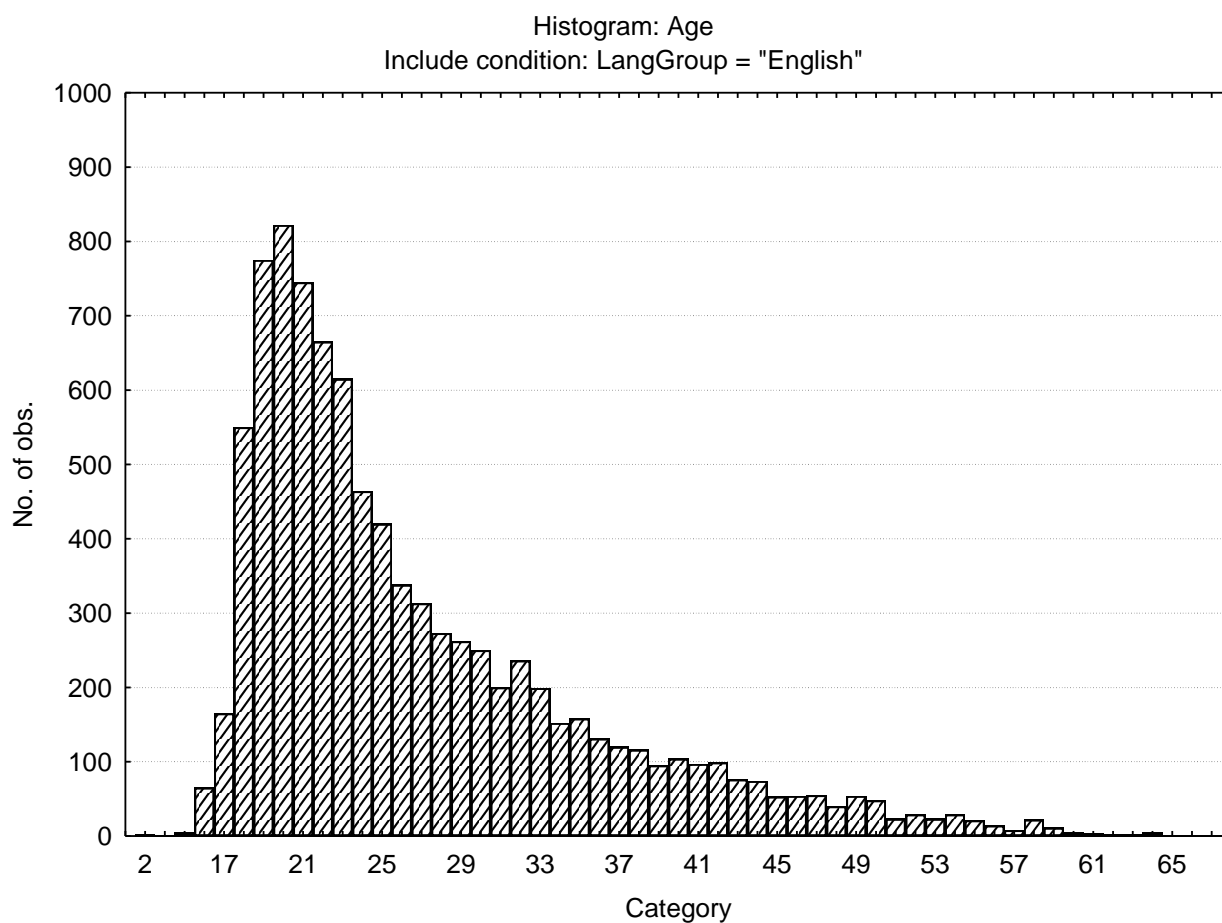
The sample consisted of persons speaking English as a first language, tested on the OPPro by Psytech and collaborators, in the period leading up to January 2011

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	5569	5569	60.75052	60.7505
M	3586	9155	39.11858	99.8691
U	12	9167	0.13090	100.0000
Missing	0	9167	0.00000	100.0000

Category	Frequency table: Educational Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	949	949	10.35235	10.3524
Grade 12	6048	6997	65.97578	76.3281
Diploma	162	7159	1.76721	78.0953
Degree	306	7465	3.33806	81.4334
Post Graduate	241	7706	2.62900	84.0624
Missing	1461	9167	15.93760	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	418	418	4.55983	4.5598
European	1116	1534	12.17410	16.7339
Coloured	4282	5816	46.71103	63.4450
Asian	3239	9055	35.33326	98.7782
Missing	112	9167	1.22177	100.0000

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	26.79949	8.767204	2.000000	73.00000	9092	75



## Internal Consistency Reliabilities on Occupational Personality Profile scales

Scale Name	Cronbach Coefficient Alpha
Acommodating - Assertive	.58
Detail-conscious – Flexible	.55
Cynical – Trusting	.73
Emotional – Phlegmatic	.72
Reserved – Gregarious	.66
Genuine – Persuasive	.69
Composed – Contesting	.69
Optimistic – Pessimistic	.73
Abstract – Pragmatic	.58
Social Conformity	.59

# Occupational Personality Profile

## Reliability: SA Afrikaans speakers, updated 2011

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### Sample composition

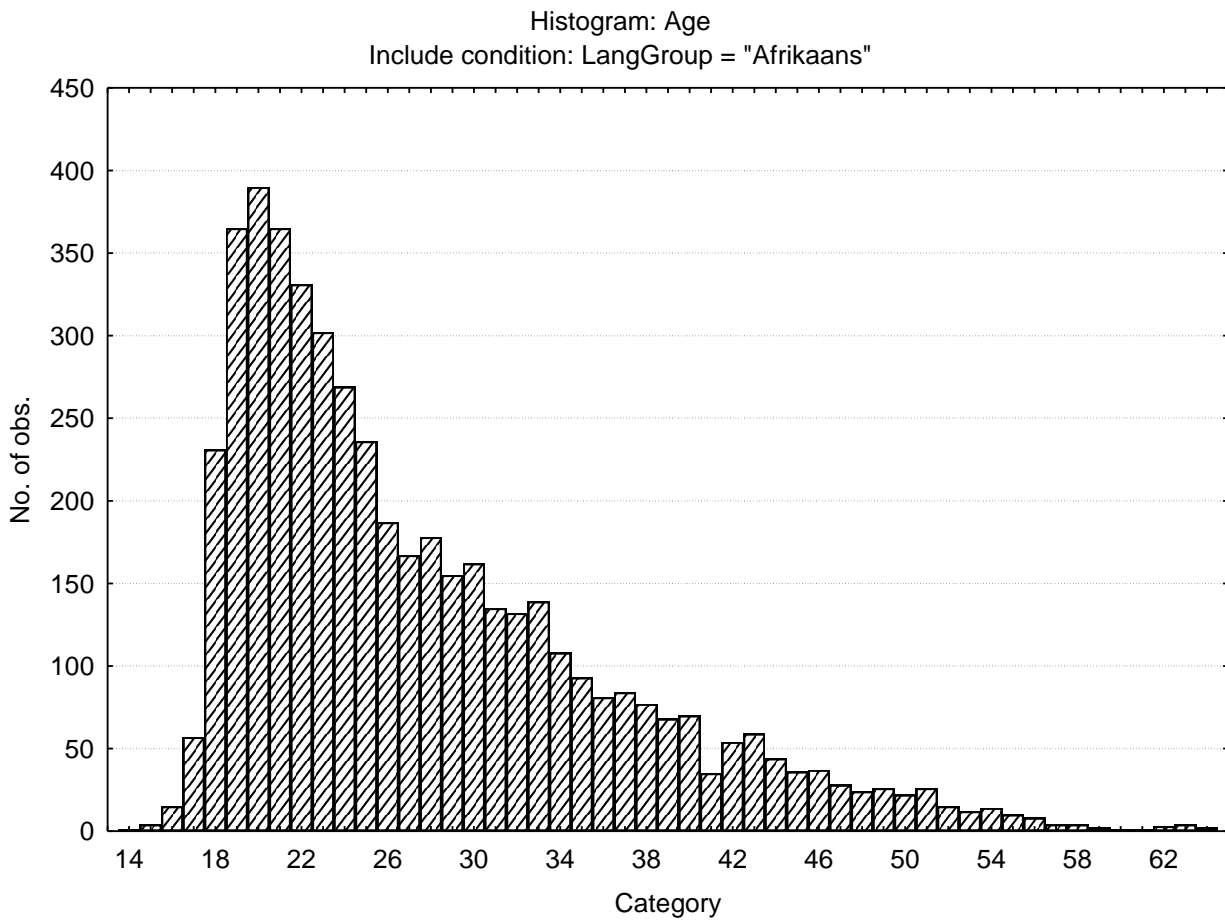
The sample consisted of Afrikaans-speaking South Africans tested by Psytech SA and collaborators in the period leading up to January 2011

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2935	2935	59.66660	59.6666
M	1981	4916	40.27241	99.9390
U	3	4919	0.06099	100.0000
Missing	0	4919	0.00000	100.0000

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	700	700	14.23053	14.2305
Grade 12	3006	3706	61.10998	75.3405
Diploma	100	3806	2.03293	77.3734
Degree	110	3916	2.23623	79.6097
Post Graduate	85	4001	1.72799	81.3377
Missing	918	4919	18.66233	100.0000
Missing	0	4919	0.0000	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	202	202	4.10653	4.1065
European	1569	1771	31.89673	36.0033
Coloured	3105	4876	63.12259	99.1258
Asian	7	4883	0.14231	99.2681
Missing	36	4919	0.73186	100.0000

Variable	Descriptive Statistics : Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.61359	8.663777	14.00000	64.00000	4873	46



## Internal Consistency Reliabilities for Occupational Personality Profile scales

Scale Name	Cronbach Coefficient Alpha
Acommodating - Assertive	.57
Detail-conscious – Flexible	.56
Cynical – Trusting	.70
Emotional – Phlegmatic	.72
Reserved – Gregarious	.64
Genuine – Persuasive	.65
Composed – Contesting	.68
Optimistic – Pessimistic	.70
Abstract – Pragmatic	.55
Social Conformity	.57

# Occupational Personality Profile

## Reliability: South African Indigenous Language Speakers

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### Sample composition

The sample consisted of South African first-language speakers of indigenous languages tested by Psytech SA and collaborators in the period leading up to January 2011

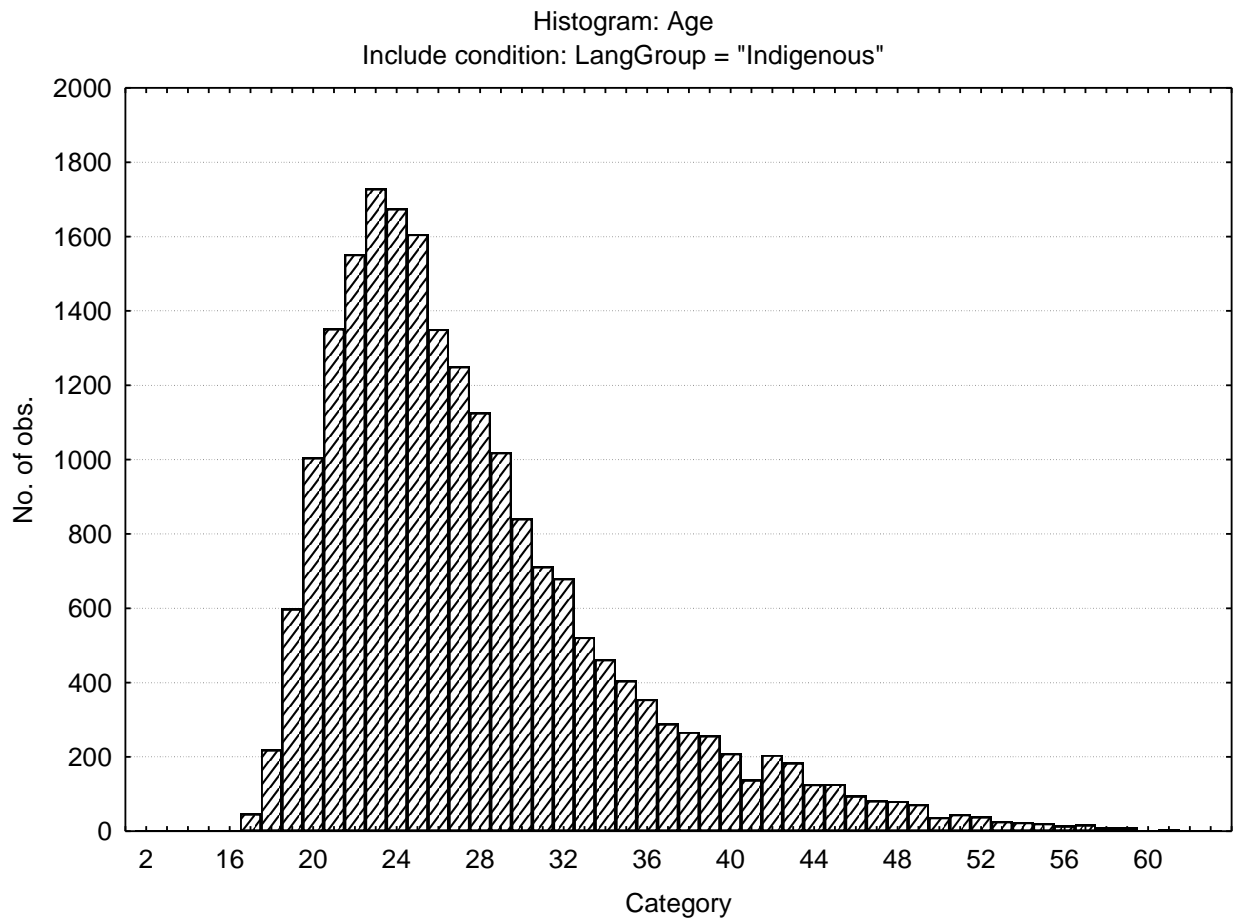
Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	12416	12416	58.99178	58.9918
M	8608	21024	40.89894	99.8907
U	23	21047	0.10928	100.0000
Missing	0	21047	0.00000	100.0000

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	1648	1648	7.83009	7.8301
Grade 12	12003	13651	57.02951	64.8596
Diploma	1211	14862	5.75379	70.6134
Degree	807	15669	3.83428	74.4477
Post Graduate	489	16158	2.32337	76.7710
Missing	4889	21047	23.22896	100.0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	8055	8055	38.27149	38.2715
isiXhosa	4974	13029	23.63282	61.9043
Sesotho	3348	16377	15.90726	77.8116
Siswati	588	16965	2.79375	80.6053
Sepedi	2446	19411	11.62161	92.2269
Xitsonga	757	20168	3.59671	95.8236
Tshivenda	605	20773	2.87452	98.6982
isiNdebele	274	21047	1.30185	100.0000
Missing	0	21047	0.00000	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	20811	20811	98.87870	98.8787
European	18	20829	0.08552	98.9642
Coloured	113	20942	0.53689	99.5011
Asian	69	21011	0.32784	99.8290
Missing	36	21047	0.17105	100.0000

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.73731	7.005391	2.000000	65.00000	20899	148



Scale Name	Cronbach Coefficient Alpha
Accommodating - Assertive	.39
Detail-conscious - Flexible	.52
Cynical - Trusting	.63
Emotional - Phlegmatic	.67
Reserved - Gregarious	.61
Genuine - Persuasive	.60
Composed - Contesting	.61
Optimistic - Pessimistic	.65
Abstract - Pragmatic	.43
Social Conformity	.60

# Occupational Personality Profile Reliability: South Africans of African race, updated 2011

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## Sample composition

The sample consisted of South Africans of African race, tested by Psytech South Africa and collaborators in the period leading up to January 2011

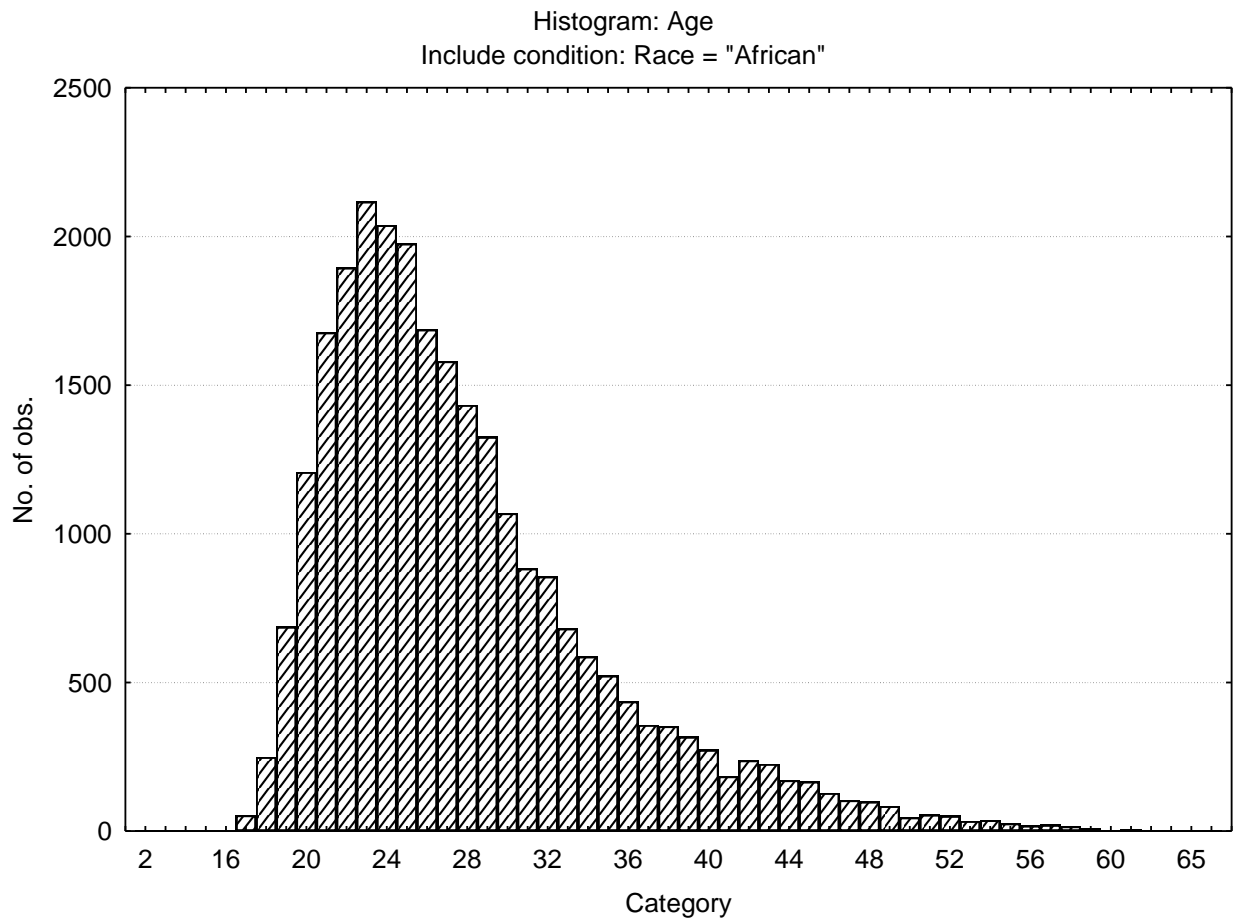
Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	15545	15545	59.39100	59.3910
M	10599	26144	40.49438	99.8854
U	30	26174	0.11462	100.0000
Missing	0	26174	0.00000	100.0000

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	2025	2025	7.73669	7.7367
Grade 12	14528	16553	55.50546	63.2421
Diploma	1565	18118	5.97922	69.2214
Degree	1074	19192	4.10331	73.3247
Post Graduate	611	19803	2.33438	75.6591
Missing	6371	26174	24.34095	100.0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	7985	7985	30.50737	30.5074
English	418	8403	1.59700	32.1044
isiXhosa	4881	13284	18.64828	50.7527
Afrikaans	202	13486	0.77176	51.5244
Sesotho	3332	16818	12.73019	64.2546
Siswati	583	17401	2.22740	66.4820
Setswana	3723	21124	14.22404	80.7060
Sepedi	2403	23527	9.18087	89.8869
Xitsonga	755	24282	2.88454	92.7715
Tshivenda	602	24884	2.29999	95.0714
isiNdebele	270	25154	1.03156	96.1030
isNdebele	8	25162	0.03056	96.1336
Missing	1012	26174	3.86643	100.0000

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20811	20811	79.51020	79.5102
English	418	21229	1.59700	81.1072
Afrikaans	202	21431	0.77176	81.8790
Missing	4743	26174	18.12104	100.0000

Variable	Descriptive Statistics : Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.85982	7.021541	2.000000	69.00000	25995	179



Scale Name	Cronbach Coefficient Alpha
Accommodating - Assertive	.38
Detail-conscious - Flexible	.52
Cynical - Trusting	.64
Emotional - Phlegmatic	.68
Reserved - Gregarious	.60
Genuine - Persuasive	.60
Composed - Contesting	.61
Optimistic - Pessimistic	.65
Abstract - Pragmatic	.43
Social Conformity	.60

# Occupational Personality Profile Reliability: South Africans, race European, updated 2011

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## Sample composition

The sample consisted of South Africans of European race, tested by Psytech SA and collaborators in the time period leading up to January 2011

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	1351	1351	47.40351	47.4035
M	1492	2843	52.35088	99.7544
U	7	2850	0.24561	100.0000
Missing	0	2850	0.00000	100.0000

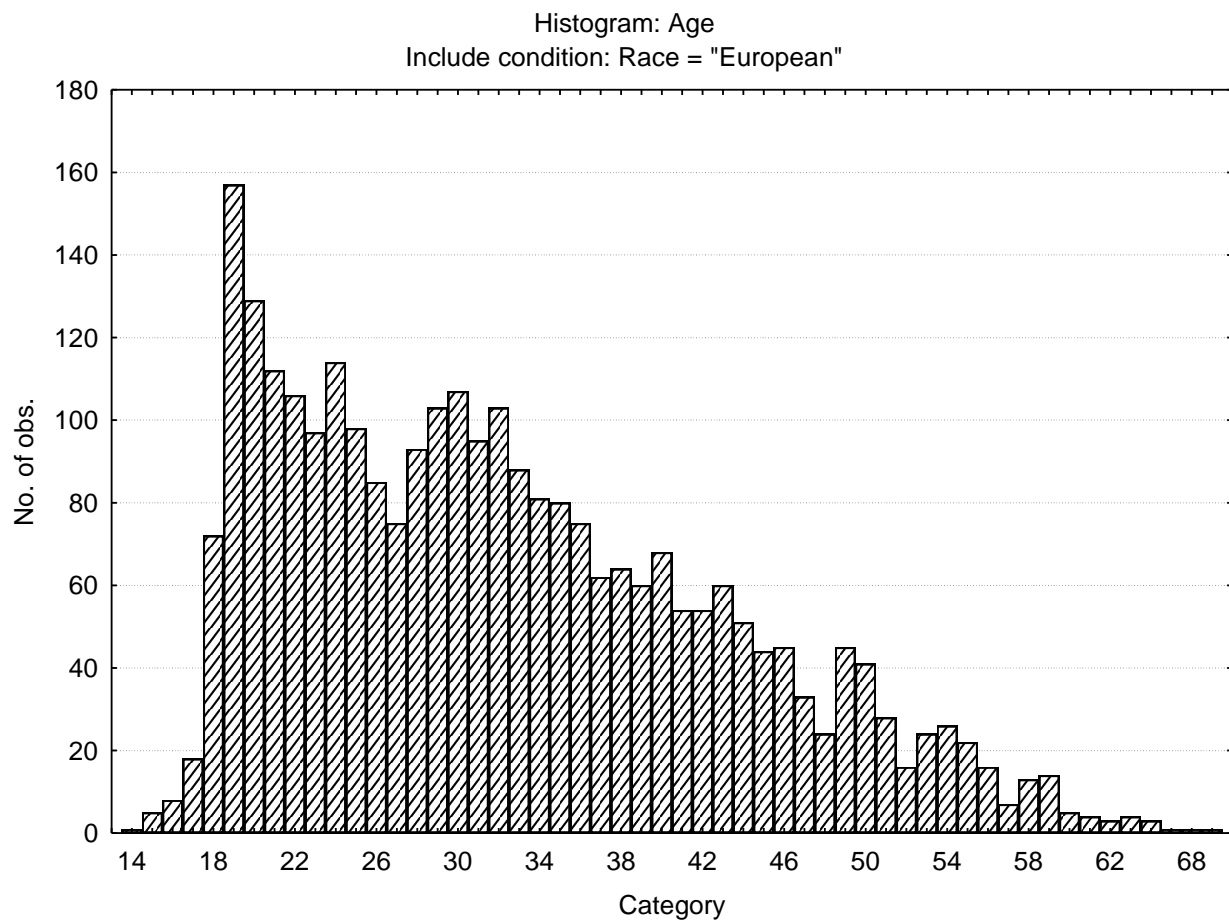
Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	312	312	10.94737	10.9474
Grade 12	1415	1727	49.64912	60.5965
Diploma	57	1784	2.00000	62.5965
Degree	168	1952	5.89474	68.4912
Post Graduate	137	2089	4.80702	73.2982
Missing	761	2850	26.70175	100.0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	1116	1116	39.15789	39.1579
isiXhosa	6	1122	0.21053	39.3684
Afrikaans	1569	2691	55.05263	94.4211
Sesotho	2	2693	0.07018	94.4912
Sepedi	9	2702	0.31579	94.8070
isiNdebele	1	2703	0.03509	94.8421
Missing	147	2850	5.15789	100.0000

Category	<b>Frequency table: Language Group</b>			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	18	18	0.63158	0.6316
English	1116	1134	39.15789	39.7895
Afrikaans	1569	2703	55.05263	94.8421
Missing	147	2850	5.15789	100.0000

Category	<b>Frequency table: Race</b>			
	Count	Cumulative Count	Percent	Cumulative Percent
European	2850	2850	100.0000	100.0000
Missing	0	2850	0.0000	100.0000

Variable	<b>Descriptive Statistics : Age</b>					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32.35027	10.66104	14.00000	73.00000	2795	55



### Internal consistency reliabilities for Occupational Personality Profile scales

Scale Name	Cronbach Coefficient Alpha
Accommodating - Assertive	.67
Detail-conscious – Flexible	.62
Cynical – Trusting	.78
Emotional – Phlegmatic	.74
Reserved – Gregarious	.74
Genuine – Persuasive	.71
Composed – Contesting	.73
Optimistic – Pessimistic	.75
Abstract – Pragmatic	.65
Social Conformity	.61



# Occupational Personality Profile

## Reliability: South Africans, race Asian, updated 2011

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### Sample composition

The sample consisted of South Africans of Asian race who were tested by Psytech SA and collaborators during the period leading up to January 2011

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2126	2126	59.83676	59.8368
M	1427	3553	40.16324	100.0000
Missing	0	3553	0.00000	100.0000

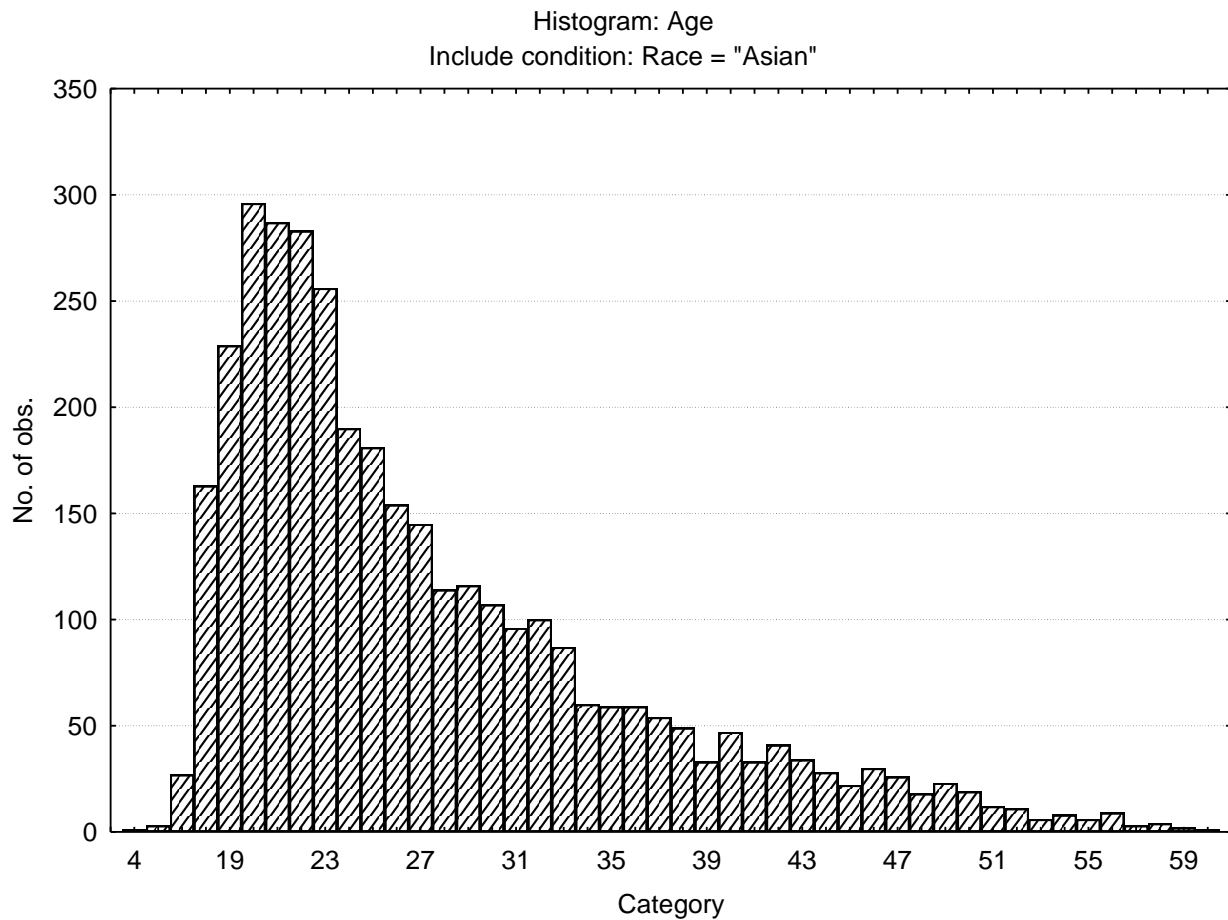
Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	218	218	6.13566	6.1357
Grade 12	2319	2537	65.26879	71.4044
Diploma	54	2591	1.51984	72.9243
Degree	160	2751	4.50324	77.4275
Post Graduate	105	2856	2.95525	80.3828
Missing	697	3553	19.61722	100.0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	37	37	1.04137	1.0414
English	3239	3276	91.16240	92.2038
isiXhosa	11	3287	0.30960	92.5134
Afrikaans	7	3294	0.19702	92.7104
Sesotho	3	3297	0.08444	92.7948
Siswati	2	3299	0.05629	92.8511
Setswana	9	3308	0.25331	93.1044
Sepedi	12	3320	0.33774	93.4422
Xitsonga	2	3322	0.05629	93.4985
isiNdebele	2	3324	0.05629	93.5547
Missing	229	3553	6.44526	100.0000

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	69	69	1.94202	1.9420
English	3239	3308	91.16240	93.1044
Afrikaans	7	3315	0.19702	93.3014
Missing	238	3553	6.69856	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
Asian	3553	3553	100.0000	100.0000
Missing	0	3553	0.0000	100.0000

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.34485	8.406245	4.000000	61.00000	3532	21



## Internal consistency reliabilities for Occupational Personality Profile scales

Scale Name	Cronbach Coefficient Alpha
Accommodating - Assertive	.59
Detail-conscious – Flexible	.53
Cynical – Trusting	.75
Emotional – Phlegmatic	.73
Reserved – Gregarious	.65
Genuine – Persuasive	.70
Composed – Contesting	.70
Optimistic – Pessimistic	.74
Abstract – Pragmatic	.56
Social Conformity	.59



# Occupational Personality Profile reliabilities: South Africans of Coloured Race updated 2011

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## Sample composition

The sample consisted of 8097 South Africans who stated their race as Coloured, tested by Psytech South Africa and collaborators in the period leading up to January 2011.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	5385	5385	66.50611	66.5061
M	2705	8090	33.40743	99.9135
U	7	8097	0.08645	100.0000
Missing	0	8097	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	1155	1155	14.26454	14.2645
Grade 12	5394	6549	66.61727	80.8818
Diploma	154	6703	1.90194	82.7837
Degree	77	6780	0.95097	83.7347
Post Graduate	61	6841	0.75337	84.4881
Missing	1256	8097	15.51192	100.0000

## Language composition of the sample

Category	Frequency table:: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	20	20	0.24701	0.2470
English	4282	4302	52.88378	53.1308
isiXhosa	62	4364	0.76572	53.8965
Afrikaans	3105	7469	38.34754	92.2440
Sesotho	6	7475	0.07410	92.3181
Siswati	1	7476	0.01235	92.3305

Category	Frequency table:: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	11	7487	0.13585	92.4663
Sepedi	21	7508	0.25936	92.7257
Tshivenda	2	7510	0.02470	92.7504
isiNdebele	1	7511	0.01235	92.7628
isNdebele	1	7512	0.01235	92.7751
Missing	585	8097	7.22490	100.0000

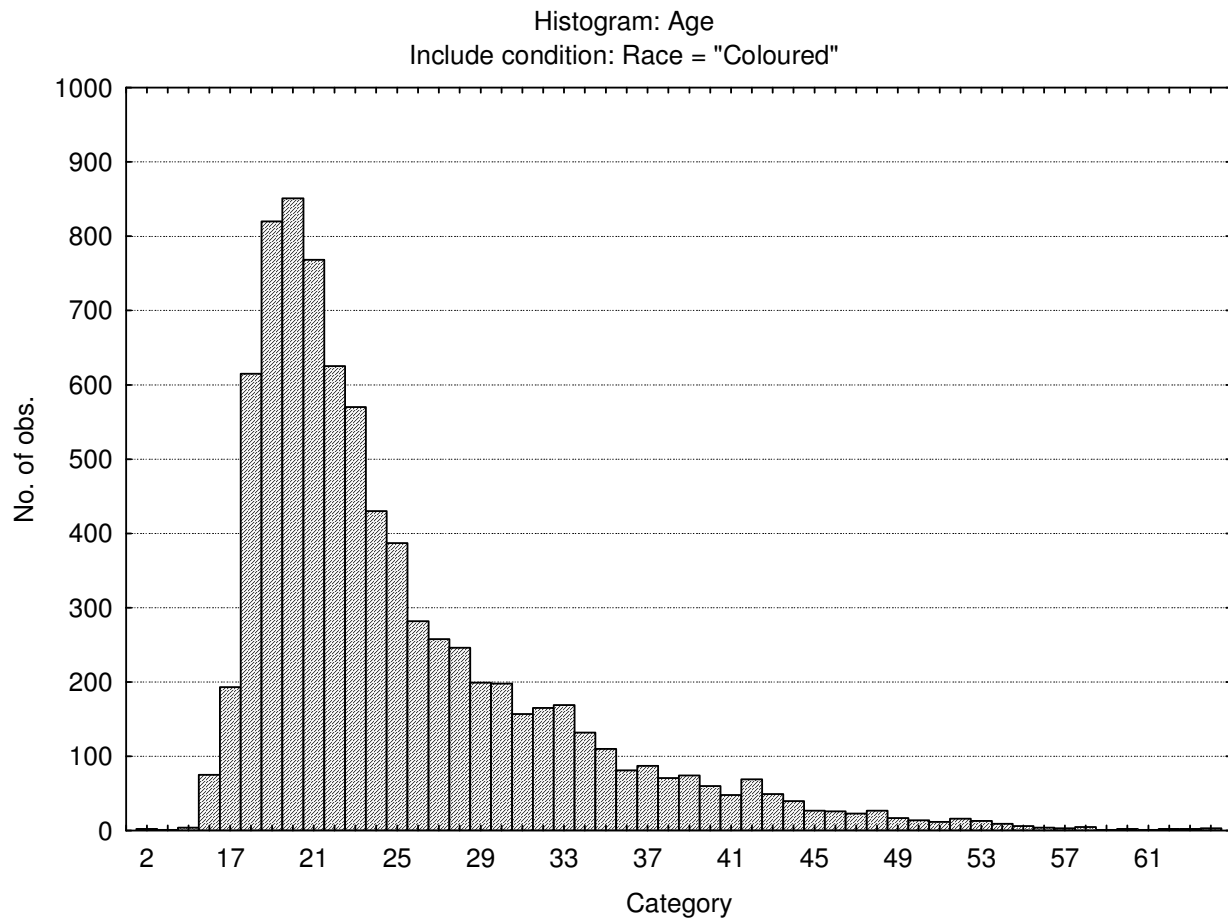
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	113	113	1.39558	1.3956
English	4282	4395	52.88378	54.2794
Afrikaans	3105	7500	38.34754	92.6269
Missing	597	8097	7.37310	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
Coloured	8097	8097	100.0000	100.0000
Missing	0	8097	0.0000	100.0000

### Age composition of the sample

Variable	Descriptive Statistics : Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25.05404	7.401872	2.000000	64.00000	8049	48



### Internal consistency reliabilities for Occupational Personality Profile scales

Scale Name	Cronbach Coefficient Alpha
Accommodating - Assertive	.54
Detail-conscious – Flexible	.51
Cynical – Trusting	.69
Emotional – Phlegmatic	.71
Reserved – Gregarious	.62
Genuine – Persuasive	.66
Composed – Contesting	.68
Optimistic – Pessimistic	.69
Abstract – Pragmatic	.53
Social Conformity	.57

# Occupational Personality Profile: Comparison of reliabilities across race groups for different levels of education and verbal reasoning scores.

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## Aim of the study

Since the Occupational Personality Profile has been in use in South Africa, it has been apparent that there are differences in the reliabilities between different race groups. Historically, South Africans of different races have also not received education of equal quality or even according to the same curricula. As a result of disparate education, proficiency levels in English across the different race groups differ considerably. This leads to differences between race groups in terms of scores on tests of verbal reasoning. Furthermore, economic and educational disadvantage has caused fewer persons from previously disadvantaged groups to proceed to higher levels of education. The differences in reliability between race group is thus confounded by the effects of language proficiency and verbal reasoning on the one hand, and educational level on the other hand.

This study is an attempt to separate the effect of educational level and language proficiency on the reliability of Occupational Personality Profile scales, from differences in reliability that are purely due to race.

## Description of the sample

For the purpose of this study, the existing database of respondents on the Psytech SA computer was utilised. Data were analysed anonymously, with no reference to the respondents' personal identity.

Sample sizes were as follows:

Race	N
African	24901
Asian	3193
Coloured	7819
European	2656

Language Group	N
Afrikaans	4730
English	8504
Indigenous Languages	20074

Home Language	N
Afrikaans	4730
English	8504
isiNdebele	259
isiXhosa	4894
isiZulu	7519
Sepedi	2396
Sesotho	3132
Setswana	3578
siSwati	570
Tshivenda	583
Xitsonga	730

## Procedure

Item-level data for the Occupational Personality Profile were exported from Psytech South Africa's database of test information. Raw scores on the Verbal Reasoning subtest were also exported for those respondents who had completed both the Occupational Personality Profile and the General Reasoning Test Battery (GRT2). The Verbal Reasoning Score data were standardised by calculating Z scores based on the current sample. The Z scores were converted to stanine scores.

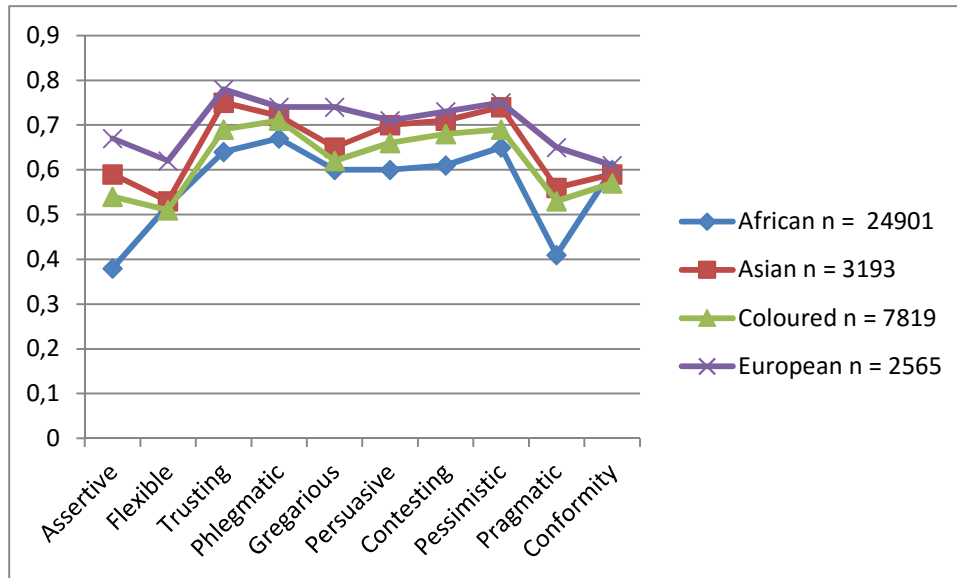
Item analyses were performed for all the subgroups and the resulting Cronbach Coefficient Alphas were tabulated and charted to give a visual representation of the comparison of the reliability coefficients for the subgroups.

## Results

### Occupational Personality Profile reliabilities for different race groups: All scales

	African n = 24901	Asian n = 3193	Coloured n = 7819	European n = 2565
Assertive	0.38	0.59	0.54	0.67
Flexible	0.52	0.53	0.51	0.62
Trusting	0.64	0.75	0.69	0.78
Phlegmatic	0.67	0.72	0.71	0.74
Gregarious	0.6	0.65	0.62	0.74
Persuasive	0.6	0.7	0.66	0.71
Contesting	0.61	0.71	0.68	0.73
Pessimistic	0.65	0.74	0.69	0.75
Pragmatic	0.41	0.56	0.53	0.65
Conformity	0.6	0.59	0.57	0.61

### Graphic representation of the Occupational Personality Profile reliabilities for the different race groups



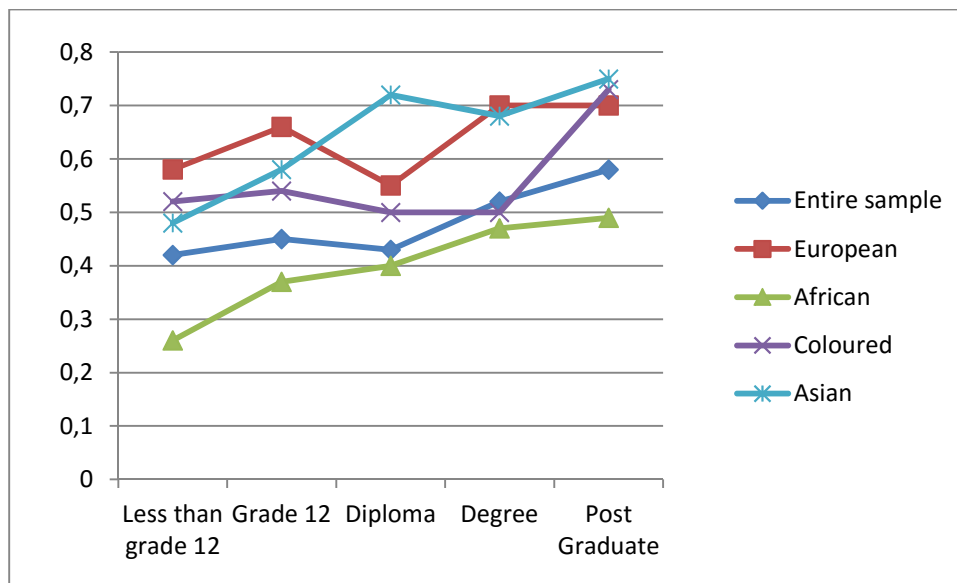
### Discussion

It is clear that for the African group, reliabilities for the Assertive and Pragmatic scales are markedly lower than for the other groups. If these results were to be interpreted in the absence of other information such as educational level or information about verbal reasoning or English proficiency, it would be very important to also obtain corroborating evidence of the respondent's typical behaviour. We are not sure why these particular scales appear to be less reliable for the African group, but we can speculate that in the case of the Assertive scale there may be cultural differences at work. For the Pragmatic scale, the vocabulary used in the items may be the reason – the scale measures not only the tendency to be pragmatic, but its counterpart which is Abstract. The items that target the Abstract end of the scale tend to use words that are conceptual and not commonly used. These would tend to be more difficult to understand for people who come from an educationally disadvantaged background.

## Occupational Personality Profile Reliabilities for different race groups, taking into account educational levels

### Accommodating: Assertive

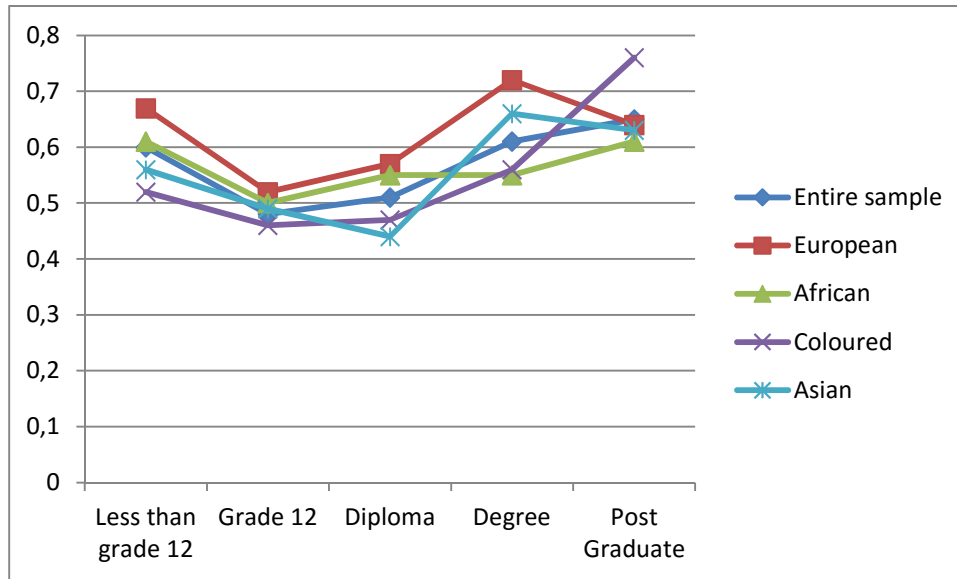
Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.42	0.58	0.26	0.52	0.48
Grade 12	0.45	0.66	0.37	0.54	0.58
Diploma	0.43	0.55	0.4	0.5	0.72
Degree	0.52	0.7	0.47	0.5	0.68
Post Graduate	0.58	0.7	0.49	0.73	0.75



There is a general upward trend for the reliability coefficients with increasing levels of education for all races. In the case of the African race group, there is also an upward trend, but the reliabilities remain lower than the reliabilities for the other races.

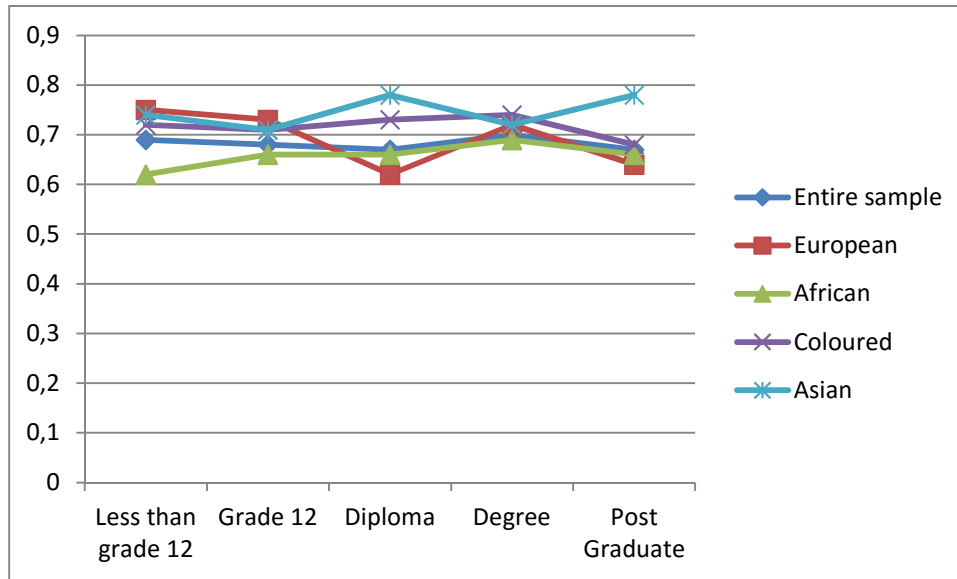
### Detail Conscious - Flexible

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.6	0.67	0.61	0.52	0.56
Grade 12	0.48	0.52	0.5	0.46	0.49
Diploma	0.51	0.57	0.55	0.47	0.44
Degree	0.61	0.72	0.55	0.56	0.66
Post Graduate	0.65	0.64	0.61	0.76	0.63



### Emotional - Phlegmatic

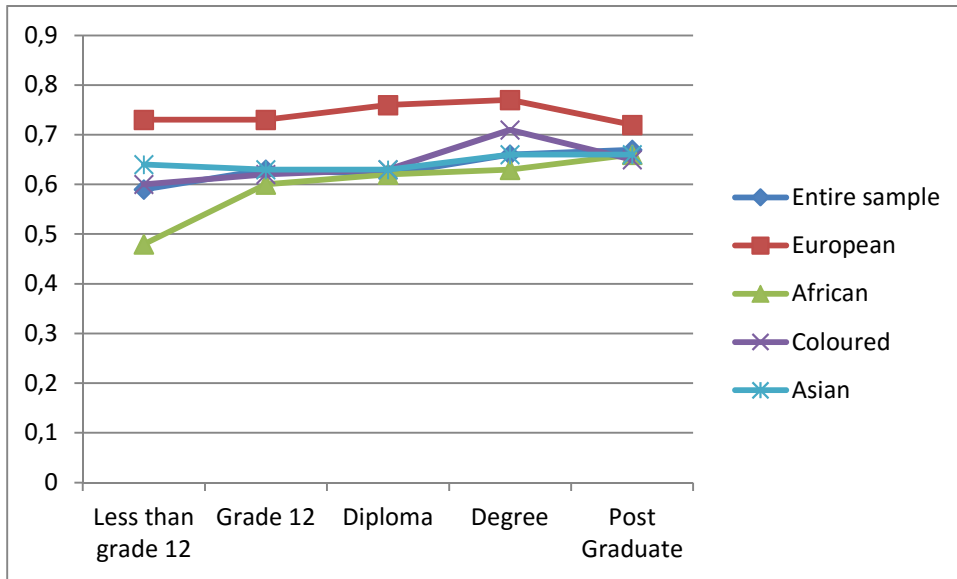
Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.69	0.75	0.62	0.72	0.74
Grade 12	0.68	0.73	0.66	0.71	0.71
Diploma	0.67	0.62	0.66	0.73	0.78
Degree	0.7	0.72	0.69	0.74	0.72
Post Graduate	0.67	0.64	0.66	0.68	0.78





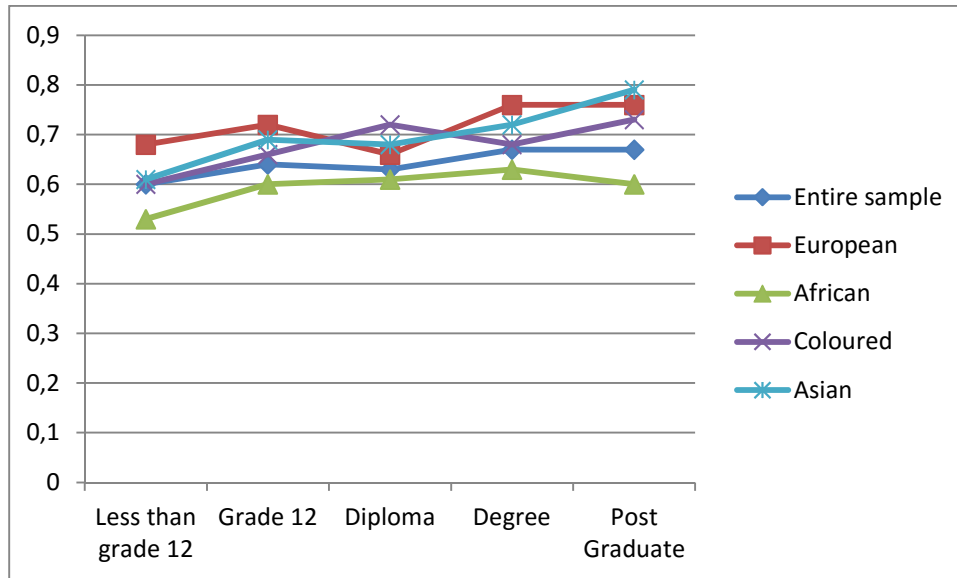
### Reserved - Gregarious

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.59	0.73	0.48	0.6	0.64
Grade 12	0.63	0.73	0.6	0.62	0.63
Diploma	0.62	0.76	0.62	0.63	0.63
Degree	0.66	0.77	0.63	0.71	0.66
Post Graduate	0.67	0.72	0.66	0.65	0.66



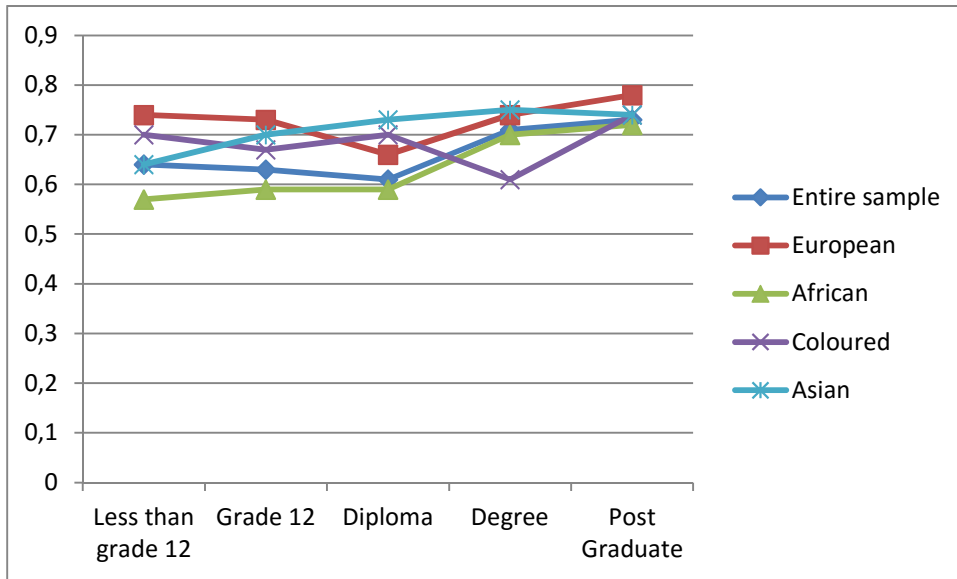
### Genuine - Persuasive

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.6	0.68	0.53	0.6	0.61
Grade 12	0.64	0.72	0.6	0.66	0.69
Diploma	0.63	0.66	0.61	0.72	0.68
Degree	0.67	0.76	0.63	0.68	0.72
Post Graduate	0.67	0.76	0.6	0.73	0.79



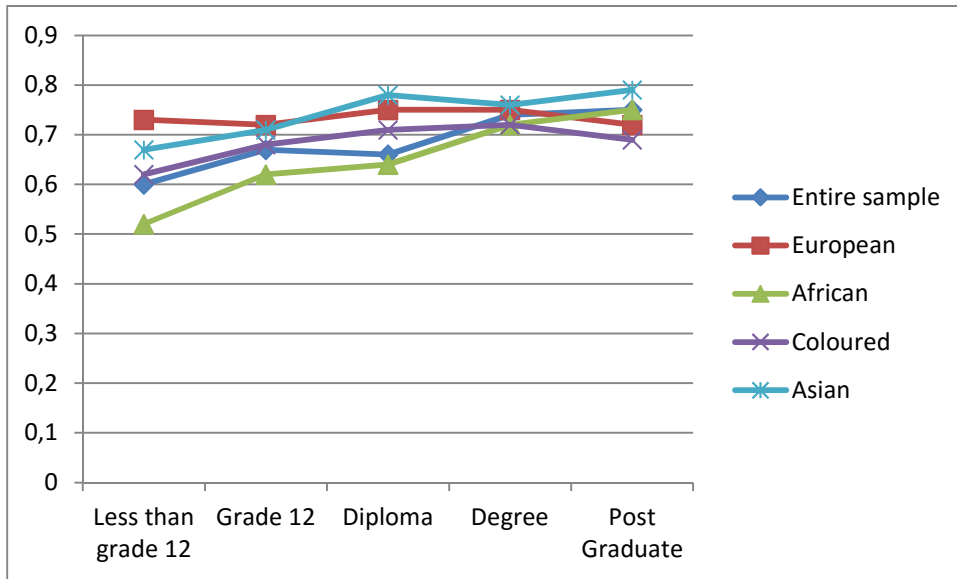
### Composed - Contesting

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.64	0.74	0.57	0.7	0.64
Grade 12	0.63	0.73	0.59	0.67	0.7
Diploma	0.61	0.66	0.59	0.7	0.73
Degree	0.71	0.74	0.7	0.61	0.75
Post Graduate	0.73	0.78	0.72	0.74	0.74



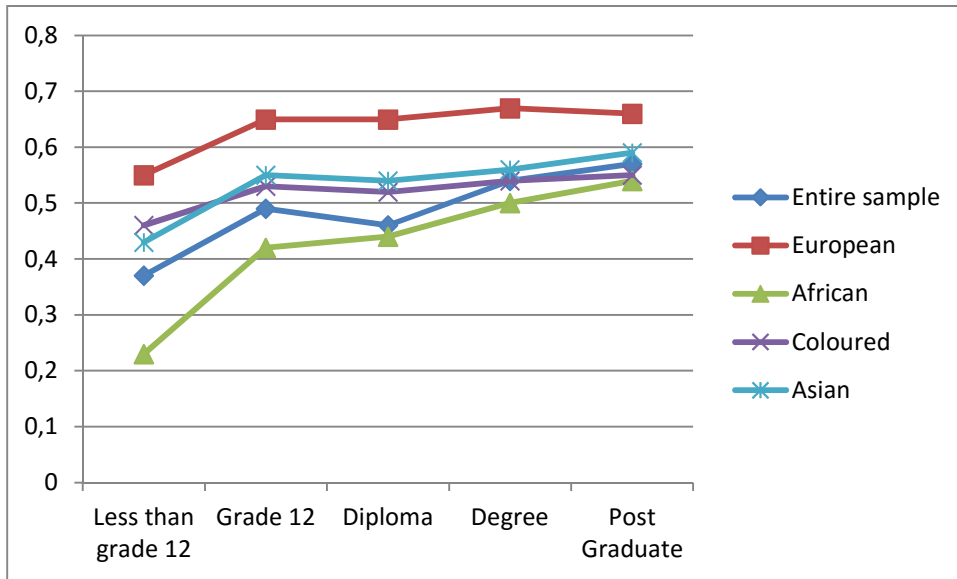
### Optimistic - Pessimistic

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.6	0.73	0.52	0.62	0.67
Grade 12	0.67	0.72	0.62	0.68	0.71
Diploma	0.66	0.75	0.64	0.71	0.78
Degree	0.74	0.75	0.72	0.72	0.76
Post Graduate	0.75	0.72	0.75	0.69	0.79



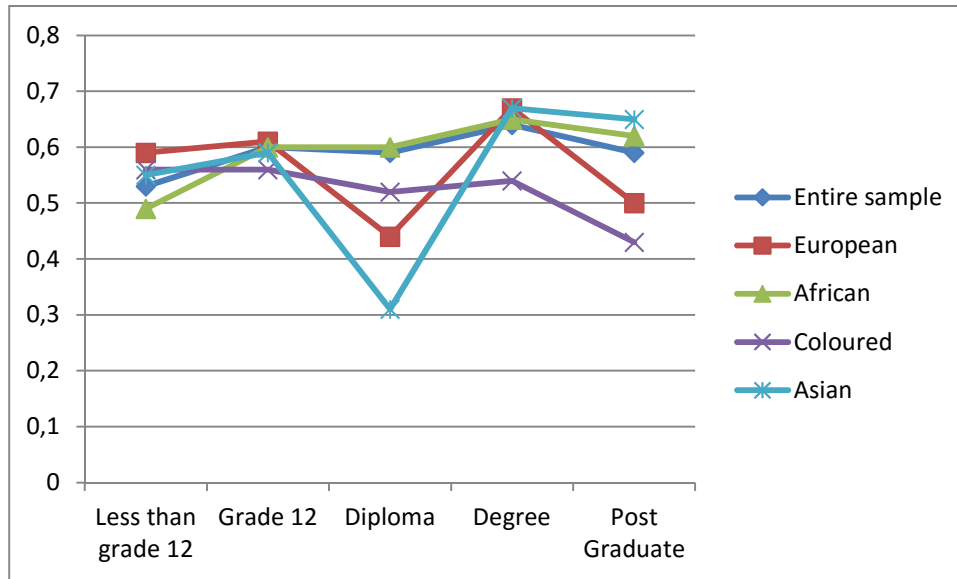
**Abstract - Pragmatic**

Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.37	0.55	0.23	0.46	0.43
Grade 12	0.49	0.65	0.42	0.53	0.55
Diploma	0.46	0.65	0.44	0.52	0.54
Degree	0.54	0.67	0.5	0.54	0.56
Post Graduate	0.57	0.66	0.54	0.55	0.59



### Conforming

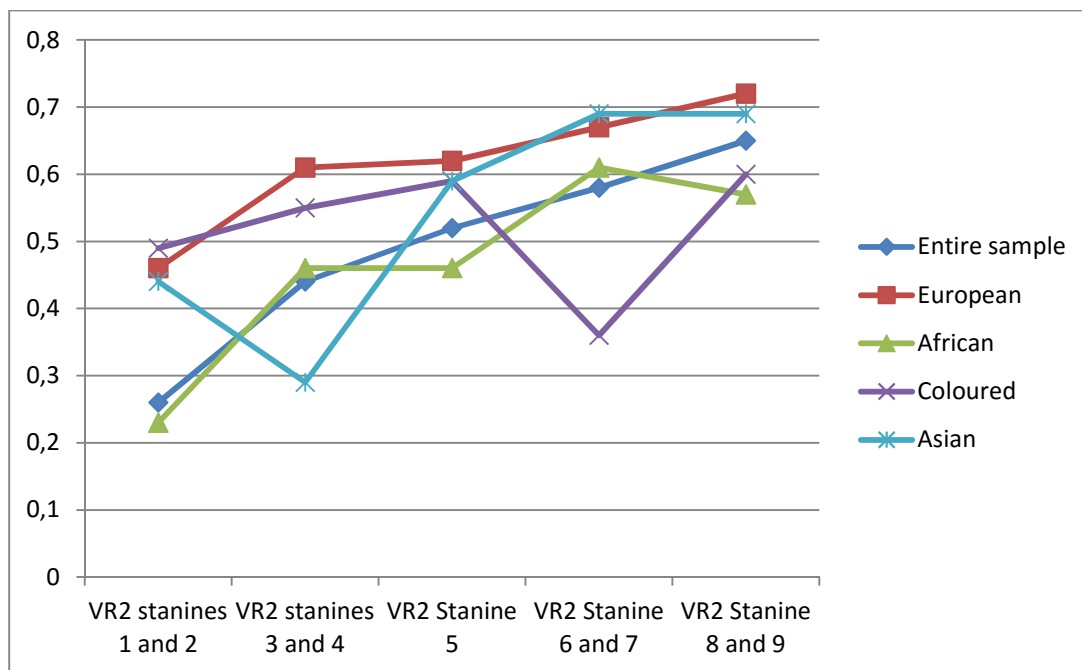
Educational Level	Entire sample	European	African	Coloured	Asian
Less than grade 12	0.53	0.59	0.49	0.56	0.55
Grade 12	0.6	0.61	0.6	0.56	0.59
Diploma	0.59	0.44	0.6	0.52	0.31
Degree	0.64	0.67	0.65	0.54	0.67
Post Graduate	0.59	0.5	0.62	0.43	0.65



## Occupational Personality Profile Reliabilities for different race groups, taking into account verbal reasoning score levels

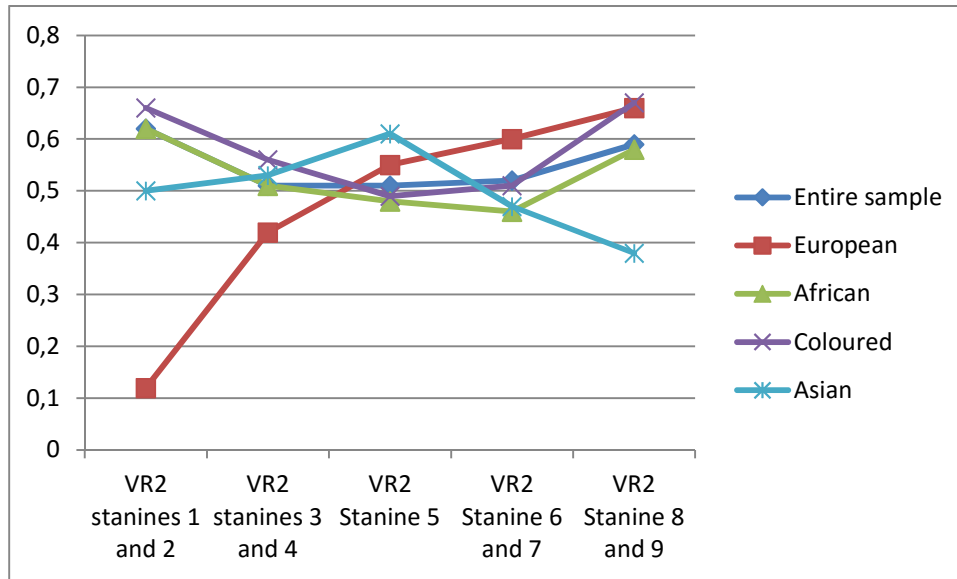
### Accommodating - Assertive

Verbal Reasoning score level	Entire sample	European	African	Coloured	Asian
VR2 stanines 1 and 2	0.26	0.46	0.23	0.49	0.44
VR2 stanines 3 and 4	0.44	0.61	0.46	0.55	0.29
VR2 Stanine 5	0.52	0.62	0.46	0.59	0.59
VR2 Stanine 6 and 7	0.58	0.67	0.61	0.36	0.69
VR2 Stanine 8 and 9	0.65	0.72	0.57	0.6	0.69



### Detail Conscious - Flexible

Verbal Reasoning Score level	Entire sample	European	African	Coloured	Asian
VR2 stanines 1 and 2	0.62	0.12	0.62	0.66	0.5
VR2 stanines 3 and 4	0.51	0.42	0.51	0.56	0.53
VR2 Stanine 5	0.51	0.55	0.48	0.49	0.61
VR2 Stanine 6 and 7	0.52	0.6	0.46	0.51	0.47
VR2 Stanine 8 and 9	0.59	0.66	0.58	0.67	0.38



## Cynical - Trusting

Verbal Reasoning Score Level	Entire sample	European	African	Coloured	Asian
VR2 stanines 1 and 2	0.5	0.81	0.47	0.11	0.71
VR2 stanines 3 and 4	0.61	0.7	0.61	0.64	0.66
VR2 Stanine 5	0.7	0.82	0.7	0.68	0.75
VR2 Stanine 6 and 7	0.75	0.78	0.73	0.76	0.78
VR2 Stanine 8 and 9	0.79	0.81	0.71	0.79	0.84

# Occupational Personality Profile (OPPro) Reliability: South Africans, Aggregate Population, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	34165	34165	48,46306	48,4631
F	35885	70050	50,90288	99,3659
U	420	70470	0,59577	99,9617
Missing	27	70497	0,03830	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	12270	12270	17,40500	17,4050
< Matric	1790	14060	2,53912	19,9441
Grade 12	15630	29690	22,17116	42,1153
Degree	918	30608	1,30218	43,4175
Post Graduate	6914	37522	9,80751	53,2250
Tertiary Cert / Trade	4857	42379	6,88965	60,1146
Missing	28118	70497	39,88539	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	9,42877	9,4288
English	17309	23956	24,55282	33,9816
isiXhosa	4120	28076	5,84422	39,8258
Afrikaans	4513	32589	6,40169	46,2275
isiNdebele	281	32870	0,39860	46,6261
Sesotho	2152	35022	3,05261	49,6787
Setswana	2594	37616	3,67959	53,3583
Sepedi	2421	40037	3,43419	56,7925
Xitsonga	1004	41041	1,42417	58,2167
Tshivenda	762	41803	1,08090	59,2976
siSwati	327	42130	0,46385	59,7614
Missing	28367	70497	40,23859	100,0000

## Language Group Composition of the Sample

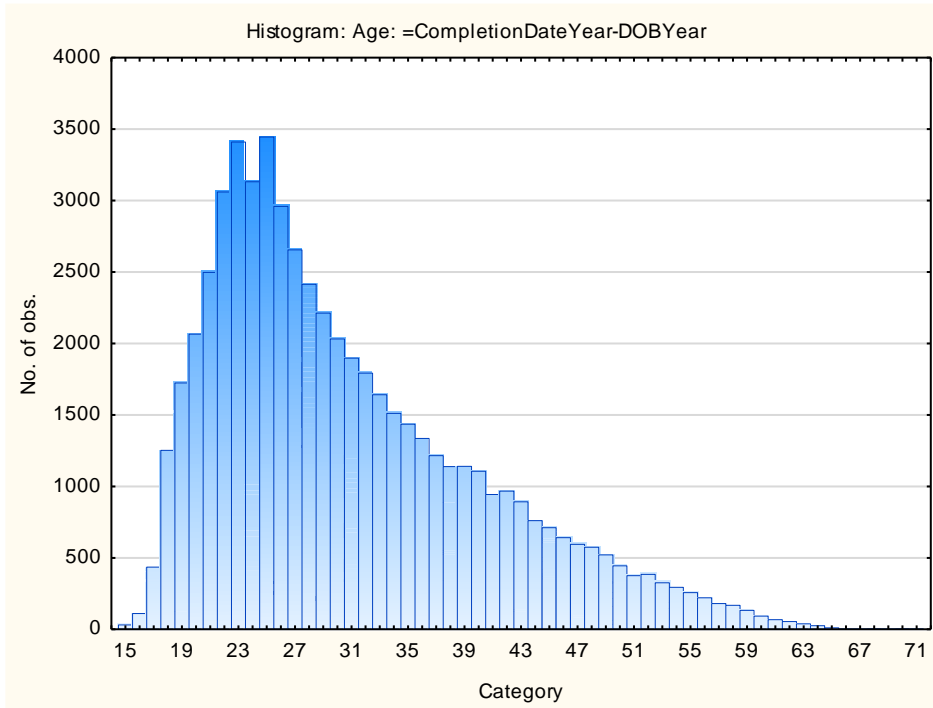
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	28,80690	28,8069
English	17309	37617	24,55282	53,3597
Afrikaans	4513	42130	6,40169	59,7614
Missing	28367	70497	40,23859	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	27213	27213	38,60164	38,6016
European	5745	32958	8,14928	46,7509
Coloured	5864	38822	8,31808	55,0690
Asian	1812	40634	2,57032	57,6393
Indian	1483	42117	2,10364	59,7430
Missing	28380	70497	40,25703	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,78556	9,578143	15,00000	71,00000	57331	13166



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,53
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,59
<b>TRUSTING</b>	Cynical - Trusting	0,77
<b>PHLEG</b>	Emotional - Phlegmatic	0,72
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,65
<b>CONTEST</b>	Composed - Contesting	0,71
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,76
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,56
<b>CONFORM</b>	Low Distortion - High Distortion	0,63

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Afrikaans Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	2033	2033	45,04764	45,0476
F	2465	4498	54,61999	99,6676
U	15	4513	0,33237	100,0000
Missing	0	4513	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	815	815	18,05894	18,0589
< Matric	396	1211	8,77465	26,8336
Grade 12	2011	3222	44,56016	71,3938
Degree	78	3300	1,72834	73,1221
Post Graduate	533	3833	11,81033	84,9324
Tertiary Cert / Trade	308	4141	6,82473	91,7571
Missing	372	4513	8,24285	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Language Group Composition of the Sample

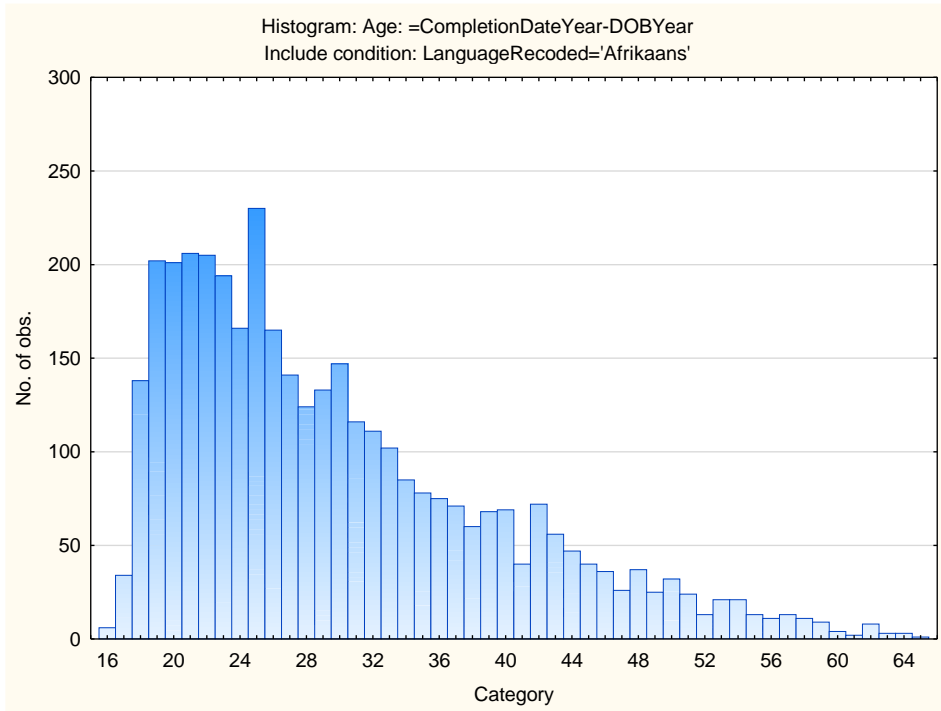
Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	300	300	6,64746	6,6475
European	2188	2488	48,48216	55,1296
Coloured	1933	4421	42,83182	97,9614
Asian	6	4427	0,13295	98,0944
Indian	2	4429	0,04432	98,1387
Missing	84	4513	1,86129	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,81001	9,739524	16,00000	65,00000	3695	818



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,61
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,60
<b>TRUSTING</b>	Cynical - Trusting	0,77
<b>PHLEG</b>	Emotional - Phlegmatic	0,73
<b>GREGAR</b>	Reserved - Gregarious	0,71
<b>PERSUAS</b>	Genuine - Persuasive	0,67
<b>CONTEST</b>	Composed - Contesting	0,73
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,75
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,59
<b>CONFORM</b>	Low Distortion - High Distortion	0,60

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, English Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	8186	8186	47,29332	47,2933
F	9026	17212	52,14628	99,4396
U	97	17309	0,56040	100,0000
Missing	0	17309	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5011	5011	28,95026	28,9503
< Matric	506	5517	2,92333	31,8736
Grade 12	5269	10786	30,44081	62,3144
Degree	174	10960	1,00526	63,3197
Post Graduate	3372	14332	19,48119	82,8009
Tertiary Cert / Trade	2084	16416	12,03998	94,8408
Missing	893	17309	5,15917	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Language Group Composition of the Sample

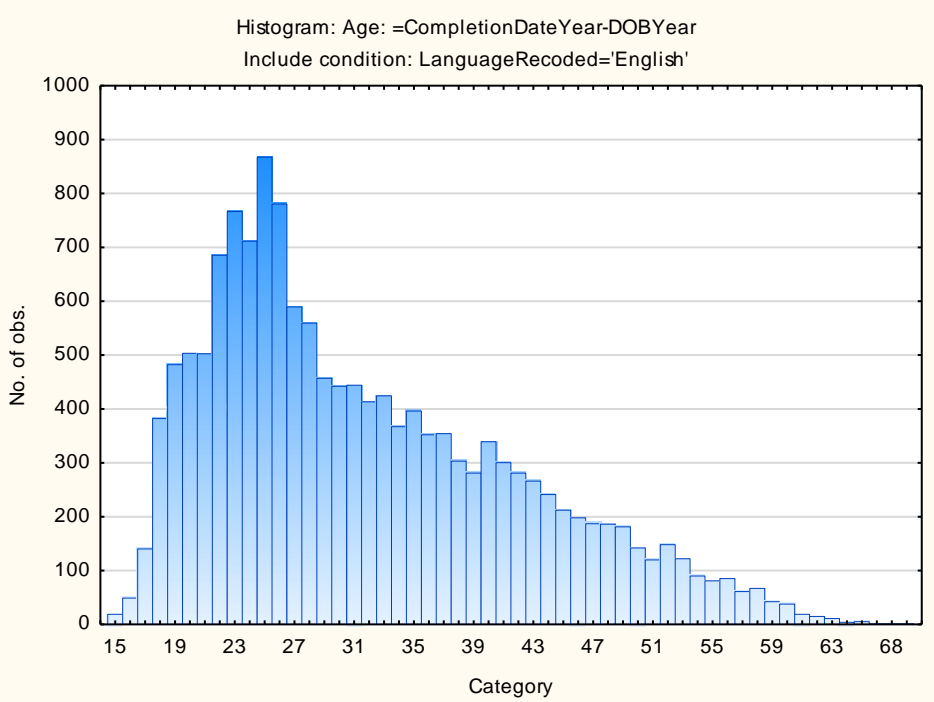
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6042	6042	34,90670	34,9067
European	3102	9144	17,92131	52,8280
Coloured	3442	12586	19,88561	72,7136
Asian	1670	14256	9,64816	82,3618
Indian	1458	15714	8,42336	90,7851
Missing	1595	17309	9,21486	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,77880	10,27270	15,00000	71,00000	14711	2598



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,53
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,59
<b>TRUSTING</b>	Cynical - Trusting	0,77
<b>PHLEG</b>	Emotional - Phlegmatic	0,72
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,65
<b>CONTEST</b>	Composed - Contesting	0,71
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,76
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,56
<b>CONFORM</b>	Low Distortion - High Distortion	0,63

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Indigenous Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	9552	9552	47,03565	47,0357
F	10673	20225	52,55564	99,5913
U	83	20308	0,40871	100,0000
Missing	0	20308	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5610	5610	27,62458	27,6246
< Matric	812	6422	3,99842	31,6230
Grade 12	7604	14026	37,44337	69,0664
Degree	567	14593	2,79200	71,8584
Post Graduate	2549	17142	12,55170	84,4101
Tertiary Cert / Trade	2249	19391	11,07445	95,4845
Missing	917	20308	4,51546	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	32,73094	32,7309
isiXhosa	4120	10767	20,28757	53,0185
isiNdebele	281	11048	1,38369	54,4022
Sesotho	2152	13200	10,59681	64,9990
Setswana	2594	15794	12,77329	77,7723
Sepedi	2421	18215	11,92141	89,6937
Xitsonga	1004	19219	4,94386	94,6376
Tshivenda	762	19981	3,75222	98,3898
siSwati	327	20308	1,61020	100,0000
Missing	0	20308	0,00000	100,0000

## Language Group Composition of the Sample

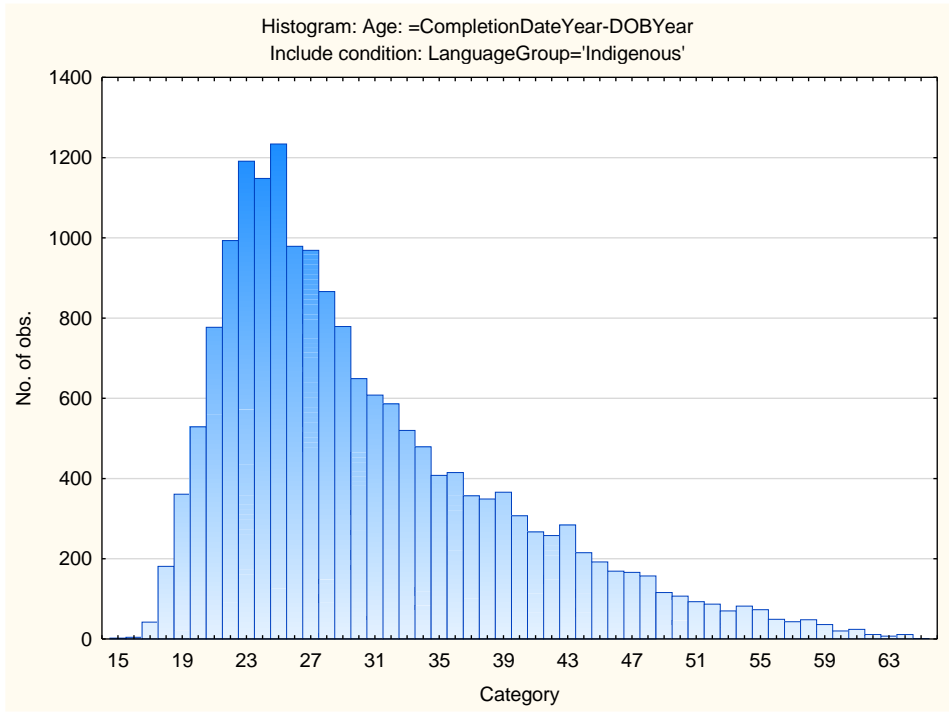
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	100,0000	100,0000
Missing	0	20308	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	19651	19651	96,76482	96,7648
European	19	19670	0,09356	96,8584
Coloured	75	19745	0,36931	97,2277
Asian	38	19783	0,18712	97,4148
Missing	525	20308	2,58519	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,47781	8,904164	15,00000	65,00000	17685	2623



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,45
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,56
<b>TRUSTING</b>	Cynical - Trusting	0,74
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,67
<b>PERSUAS</b>	Genuine - Persuasive	0,62
<b>CONTEST</b>	Composed - Contesting	0,69
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,50
<b>CONFORM</b>	Low Distortion - High Distortion	0,62

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, isiZulu Language Group, Updated 2019

---

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	3294	3294	49,55619	49,5562
F	3335	6629	50,17301	99,7292
U	18	6647	0,27080	100,0000
Missing	0	6647	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1732	1732	26,05687	26,0569
< Matric	339	2071	5,10005	31,1569
Grade 12	2686	4757	40,40921	71,5661
Degree	146	4903	2,19648	73,7626
Post Graduate	685	5588	10,30540	84,0680
Tertiary Cert / Trade	786	6374	11,82488	95,8929
Missing	273	6647	4,10712	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

## Language Group Composition of the Sample

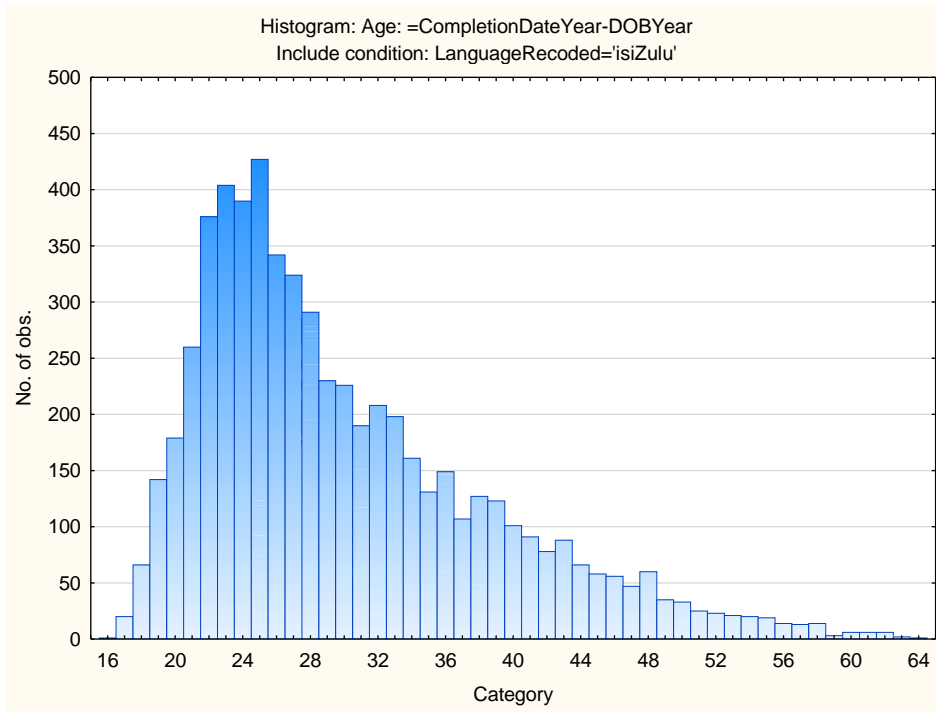
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6366	6366	95,77253	95,7725
European	3	6369	0,04513	95,8177
Coloured	12	6381	0,18053	95,9982
Asian	18	6399	0,27080	96,2690
Missing	248	6647	3,73101	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,05874	8,604603	16,00000	64,00000	5958	689



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,46
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,57
<b>TRUSTING</b>	Cynical - Trusting	0,74
<b>PHLEG</b>	Emotional - Phlegmatic	0,69
<b>GREGAR</b>	Reserved - Gregarious	0,66
<b>PERSUAS</b>	Genuine - Persuasive	0,62
<b>CONTEST</b>	Composed - Contesting	0,67
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,51
<b>CONFORM</b>	Low Distortion - High Distortion	0,61

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, isiXhosa Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1624	1624	39,41748	39,4175
F	2468	4092	59,90291	99,3204
U	28	4120	0,67961	100,0000
Missing	0	4120	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1024	1024	24,85437	24,8544
< Matric	127	1151	3,08252	27,9369
Grade 12	1754	2905	42,57282	70,5097
Degree	88	2993	2,13592	72,6456
Post Graduate	549	3542	13,32524	85,9709
Tertiary Cert / Trade	409	3951	9,92718	95,8981
Missing	169	4120	4,10194	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

## Language Group Composition of the Sample

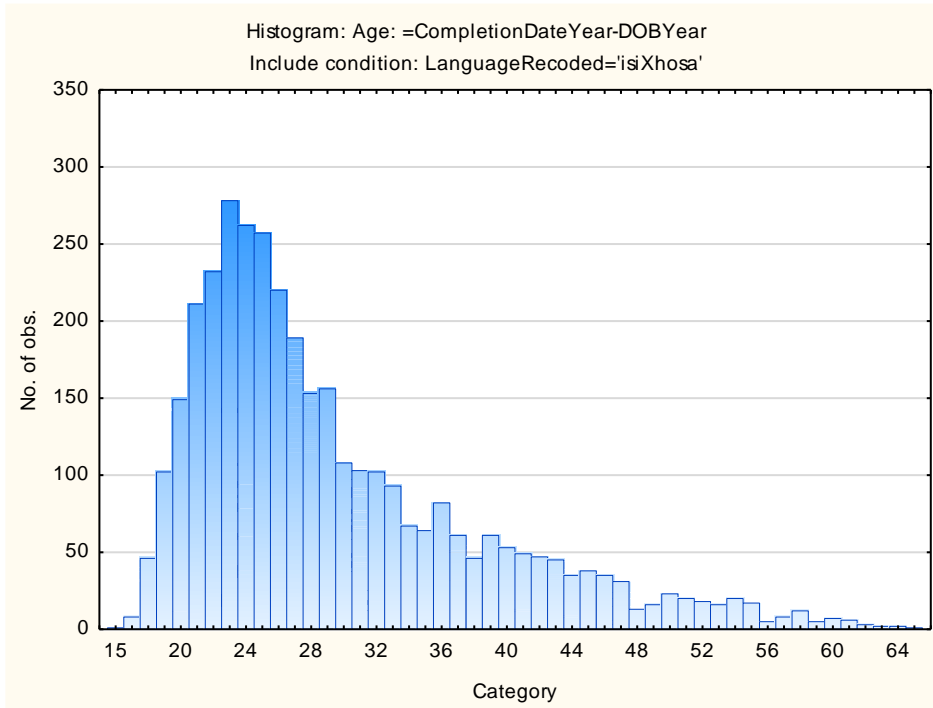
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	3986	3986	96,74757	96,7476
European	4	3990	0,09709	96,8447
Coloured	35	4025	0,84951	97,6942
Asian	5	4030	0,12136	97,8155
Missing	90	4120	2,18447	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,49693	8,999867	15,00000	65,00000	3578	542



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,46
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,56
<b>TRUSTING</b>	Cynical - Trusting	0,72
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,67
<b>PERSUAS</b>	Genuine - Persuasive	0,62
<b>CONTEST</b>	Composed - Contesting	0,68
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,50
<b>CONFORM</b>	Low Distortion - High Distortion	0,62

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Setswana Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1094	1094	42,17425	42,1742
F	1488	2582	57,36315	99,5374
U	12	2594	0,46261	100,0000
Missing	0	2594	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	774	774	29,83809	29,8381
< Matric	101	875	3,89360	33,7317
Grade 12	849	1724	32,72938	66,4611
Degree	79	1803	3,04549	69,5066
Post Graduate	394	2197	15,18890	84,6955
Tertiary Cert / Trade	259	2456	9,98458	94,6800
Missing	138	2594	5,31997	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Language Group Composition of the Sample

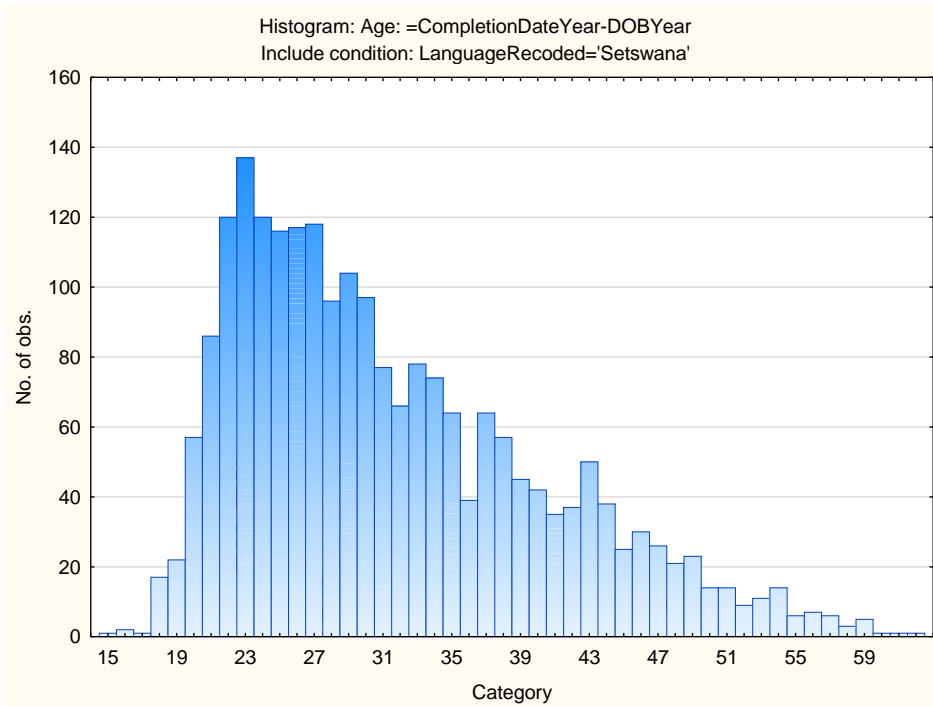
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: RaceRecorded (OPPro Merged File)Include condition: LanguageRecorded='Setswana'			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2532	2532	97,60987	97,6099
European	4	2536	0,15420	97,7641
Coloured	7	2543	0,26985	98,0339
Asian	3	2546	0,11565	98,1496
Missing	48	2594	1,85042	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,43163	8,876470	15,00000	64,00000	2194	400



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,44
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,57
<b>TRUSTING</b>	Cynical - Trusting	0,76
<b>PHLEG</b>	Emotional - Phlegmatic	0,72
<b>GREGAR</b>	Reserved - Gregarious	0,67
<b>PERSUAS</b>	Genuine - Persuasive	0,62
<b>CONTEST</b>	Composed - Contesting	0,69
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,51
<b>CONFORM</b>	Low Distortion - High Distortion	0,59

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Sepedi Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	1192	1192	49,23585	49,2359
F	1219	2411	50,35109	99,5869
U	10	2421	0,41305	100,0000
Missing	0	2421	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	746	746	30,81371	30,8137
< Matric	65	811	2,68484	33,4986
Grade 12	851	1662	35,15076	68,6493
Degree	98	1760	4,04791	72,6972
Post Graduate	300	2060	12,39157	85,0888
Tertiary Cert / Trade	247	2307	10,20240	95,2912
Missing	114	2421	4,70880	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

## Language Group Composition of the Sample

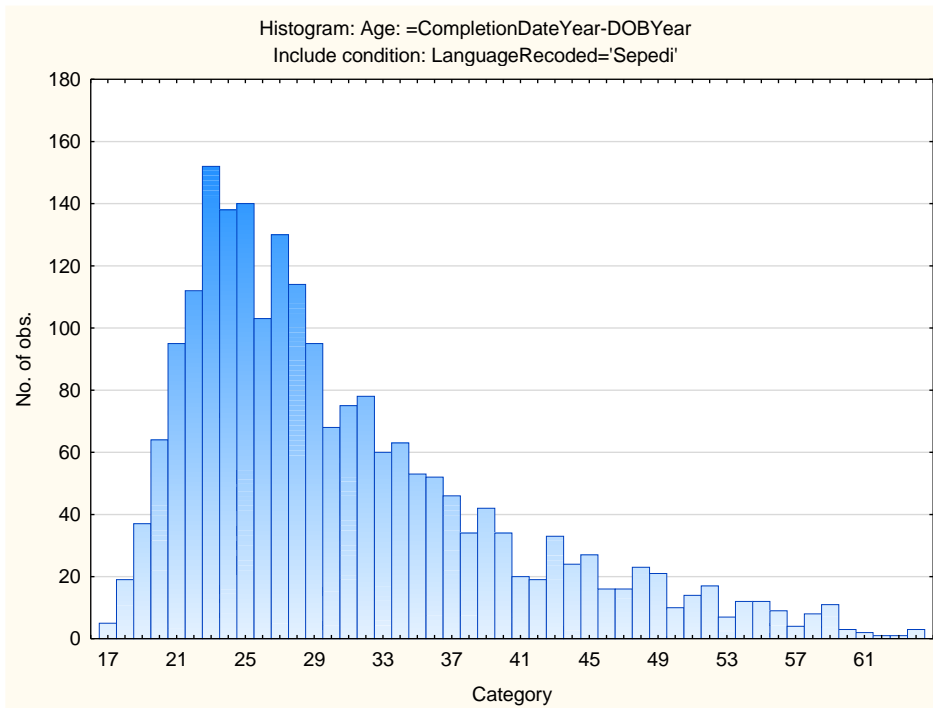
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2357	2357	97,35646	97,3565
European	5	2362	0,20653	97,5630
Coloured	14	2376	0,57827	98,1413
Asian	7	2383	0,28914	98,4304
Missing	38	2421	1,56960	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,71819	9,222062	17,00000	64,00000	2122	299



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,41
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,56
<b>TRUSTING</b>	Cynical - Trusting	0,75
<b>PHLEG</b>	Emotional - Phlegmatic	0,69
<b>GREGAR</b>	Reserved - Gregarious	0,67
<b>PERSUAS</b>	Genuine - Persuasive	0,62
<b>CONTEST</b>	Composed - Contesting	0,71
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,51
<b>CONFORM</b>	Low Distortion - High Distortion	0,70

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Sesotho Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	975	975	45,30669	45,3067
F	1169	2144	54,32156	99,6283
U	8	2152	0,37175	100,0000
Missing	0	2152	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	601	601	27,92751	27,9275
< Matric	134	735	6,22677	34,1543
Grade 12	783	1518	36,38476	70,5390
Degree	66	1584	3,06691	73,6059
Post Graduate	246	1830	11,43123	85,0372
Tertiary Cert / Trade	220	2050	10,22305	95,2602
Missing	102	2152	4,73978	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

## Language Group Composition of the Sample

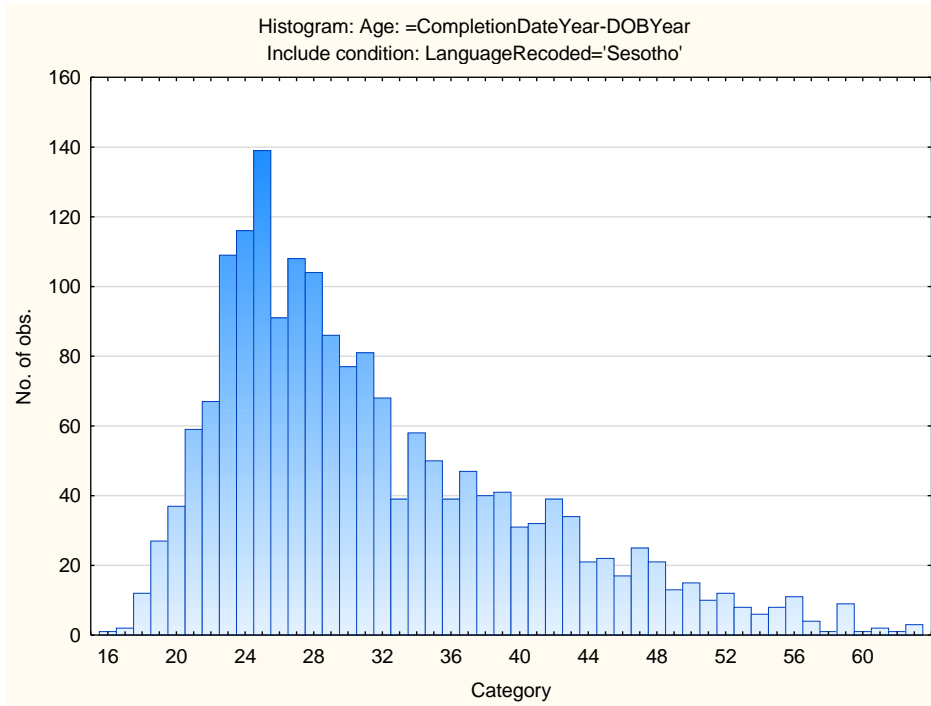
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2097	2097	97,44424	97,4442
European	2	2099	0,09294	97,5372
Coloured	4	2103	0,18587	97,7230
Asian	2	2105	0,09294	97,8160
Missing	47	2152	2,18401	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,48753	8,961445	16,00000	64,00000	1844	308



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,43
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,55
<b>TRUSTING</b>	Cynical - Trusting	0,73
<b>PHLEG</b>	Emotional - Phlegmatic	0,72
<b>GREGAR</b>	Reserved - Gregarious	0,65
<b>PERSUAS</b>	Genuine - Persuasive	0,60
<b>CONTEST</b>	Composed - Contesting	0,68
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,75
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,51
<b>CONFORM</b>	Low Distortion - High Distortion	0,62

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# Occupational Personality Profile (OPPro) Reliability: South Africans, siSwati Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	203	203	62,07951	62,0795
F	124	327	37,92049	100,0000
Missing	0	327	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	99	99	30,27523	30,2752
< Matric	2	101	0,61162	30,8869
Grade 12	75	176	22,93578	53,8226
Degree	4	180	1,22324	55,0459
Post Graduate	61	241	18,65443	73,7003
Tertiary Cert / Trade	56	297	17,12538	90,8257
Missing	30	327	9,17431	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

## Language Group Composition of the Sample

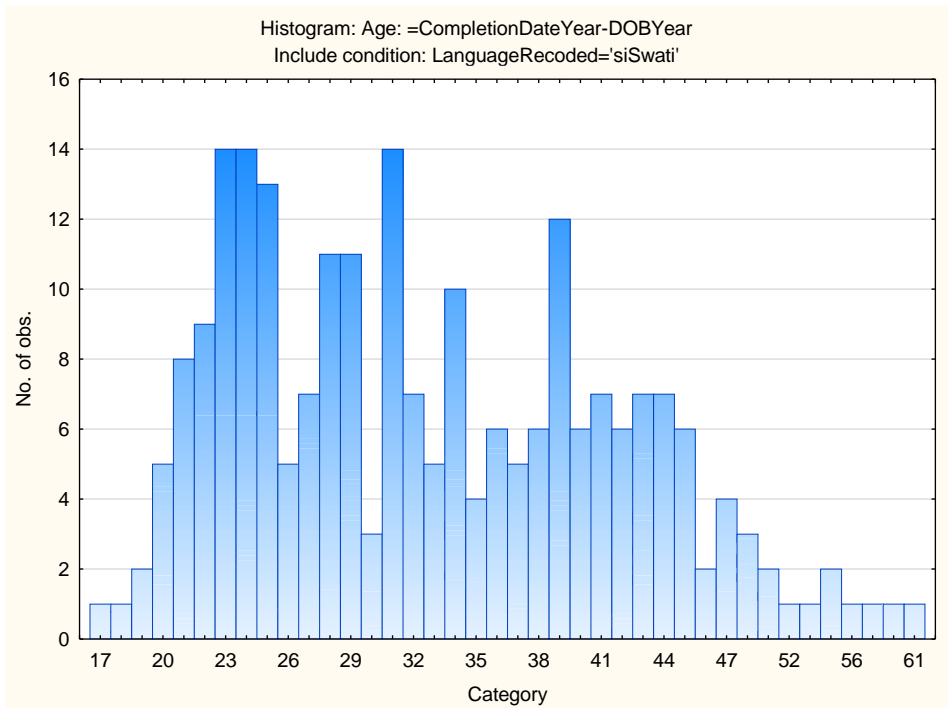
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	310	310	94,80122	94,8012
Asian	2	312	0,61162	95,4128
Missing	15	327	4,58716	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32,88312	9,245879	17,00000	61,00000	231	96



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,59
<b>TRUSTING</b>	Cynical - Trusting	0,80
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,72
<b>PERSUAS</b>	Genuine - Persuasive	0,64
<b>CONTEST</b>	Composed - Contesting	0,73
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,80
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,51
<b>CONFORM</b>	Low Distortion - High Distortion	0,65

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Tshivenda Language Group, Updated 2019

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## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	451	451	59,18635	59,1864
F	310	761	40,68241	99,8688
U	1	762	0,13123	100,0000
Missing	0	762	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	248	248	32,54593	32,5459
< Matric	9	257	1,18110	33,7270
Grade 12	172	429	22,57218	56,2992
Degree	23	452	3,01837	59,3176
Post Graduate	158	610	20,73491	80,0525
Tertiary Cert / Trade	109	719	14,30446	94,3570
Missing	43	762	5,64304	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Tshivenda	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Language Group Composition of the Sample

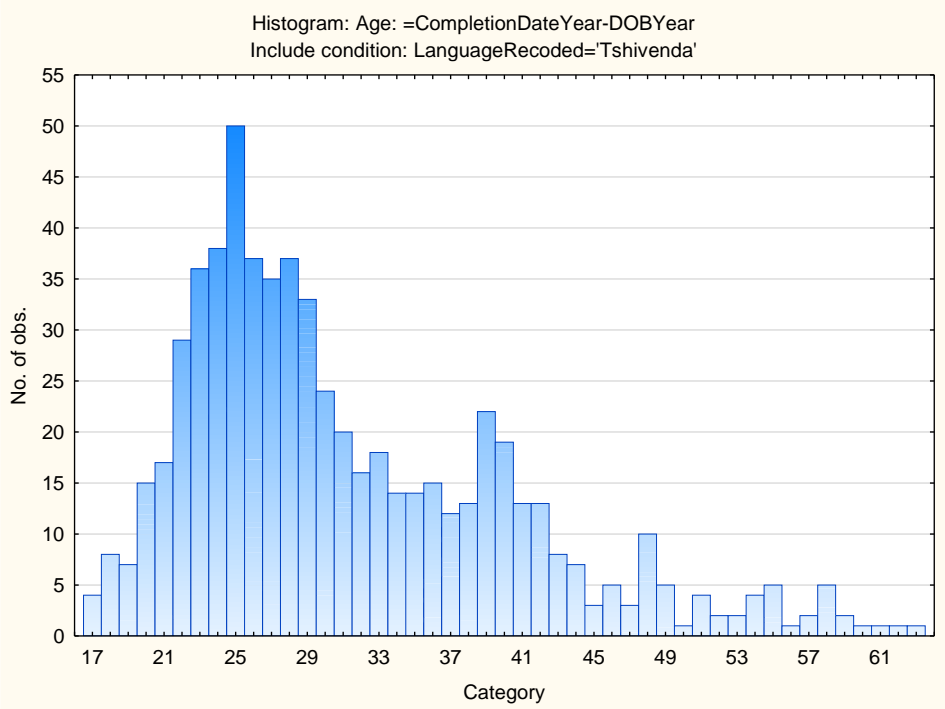
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	742	742	97,37533	97,3753
European	1	743	0,13123	97,5066
Missing	19	762	2,49344	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,29905	9,231181	17,00000	64,00000	632	130



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,53
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,54
<b>TRUSTING</b>	Cynical - Trusting	0,78
<b>PHLEG</b>	Emotional - Phlegmatic	0,73
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,67
<b>CONTEST</b>	Composed - Contesting	0,72
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,47
<b>CONFORM</b>	Low Distortion - High Distortion	0,65

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.

# Occupational Personality Profile (OPPro) Reliability: South Africans, Xitsonga Language Group, Updated 2019

---

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	564	564	56,17530	56,1753
F	435	999	43,32669	99,5020
U	5	1004	0,49801	100,0000
Missing	0	1004	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	304	304	30,27888	30,2789
< Matric	27	331	2,68924	32,9681
Grade 12	326	657	32,47012	65,4382
Degree	52	709	5,17928	70,6175
Post Graduate	129	838	12,84861	83,4661
Tertiary Cert / Trade	121	959	12,05179	95,5179
Missing	45	1004	4,48207	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Language Group Composition of the Sample

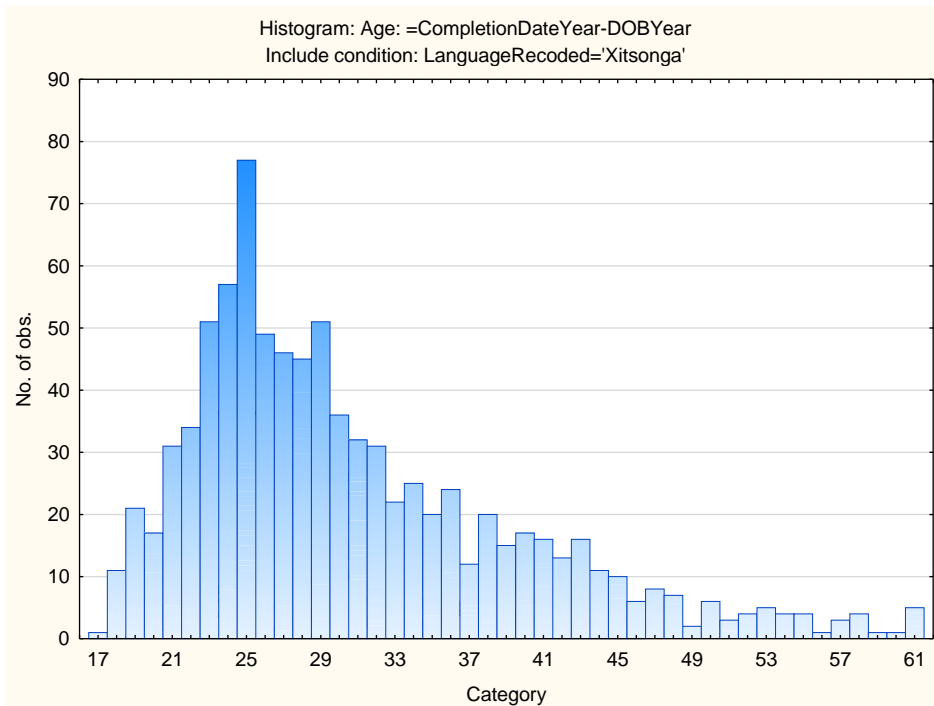
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	987	987	98,30677	98,3068
Coloured	2	989	0,19920	98,5060
Asian	1	990	0,09960	98,6056
Missing	14	1004	1,39442	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,74514	8,847175	17,00000	61,00000	875	129



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,47
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,55
<b>TRUSTING</b>	Cynical - Trusting	0,74
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,66
<b>CONTEST</b>	Composed - Contesting	0,69
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,46
<b>CONFORM</b>	Low Distortion - High Distortion	0,64

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# Occupational Personality Profile (OPPro) Reliability: South Africans, isiNdebele Language Group, Updated 2019

---

## Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

## Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	155	155	55,16014	55,1601
F	125	280	44,48399	99,6441
U	1	281	0,35587	100,0000
Missing	0	281	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	82	82	29,18149	29,1815
< Matric	8	90	2,84698	32,0285
Grade 12	108	198	38,43416	70,4626
Degree	11	209	3,91459	74,3772
Post Graduate	27	236	9,60854	83,9858
Tertiary Cert / Trade	42	278	14,94662	98,9324
Missing	3	281	1,06762	100,0000

### Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiNdebele	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

### Language Group Composition of the Sample

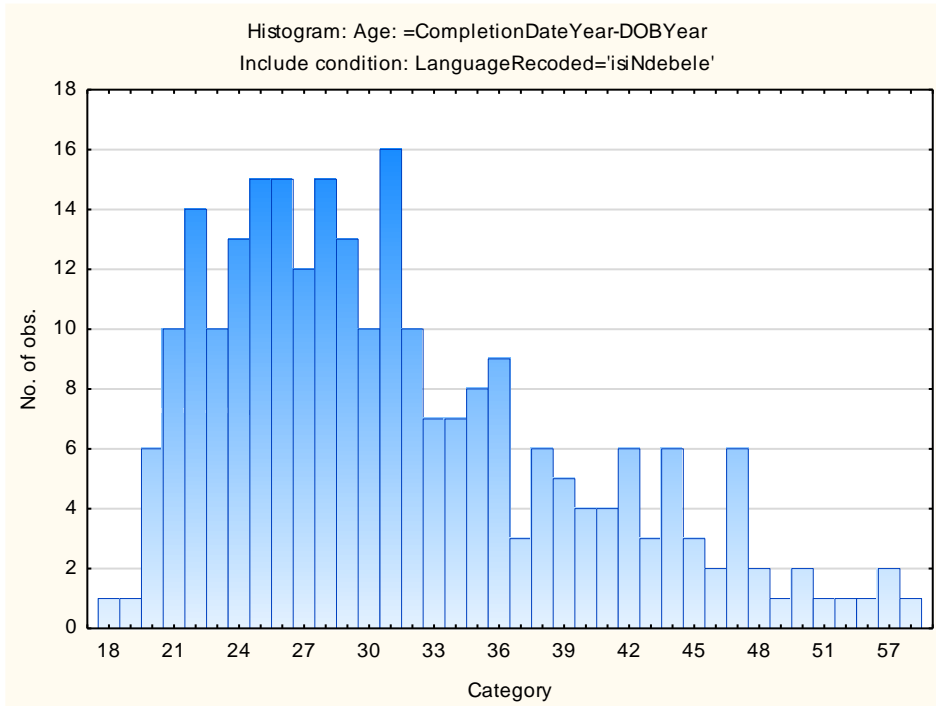
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

### Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	274	274	97,50890	97,5089
Coloured	1	275	0,35587	97,8648
Missing	6	281	2,13523	100,0000

### Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,40637	8,421057	18,00000	63,00000	251	30



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,51
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,58
<b>TRUSTING</b>	Cynical - Trusting	0,71
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,66
<b>PERSUAS</b>	Genuine - Persuasive	0,58
<b>CONTEST</b>	Composed - Contesting	0,69
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,76
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,44
<b>CONFORM</b>	Low Distortion - High Distortion	0,63

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# The Occupational Personality Profile (OPPro)

## Validity Introduction

The OPPro technical manual covers the concept of validity, the different types of validity and refers to a range of validation studies done internationally with the OPP. Users are encouraged to familiarise themselves with this information and to use the South African studies mentioned here, as supplementary information.

### ***Recommendations***

Users are strongly encouraged to do validation studies on the instruments they use within their organisations or within their industry sectors, by co-operating with other organisations in the same industry. In some cases this may mean sharing information with organisations that are potential competitors. In the interest of professionalism, users are encouraged to overcome their reservations in this regard, since co-operation is in their interest. Psytech South Africa provides extensive support for validation studies done on its instruments, and users are welcome to contact their representatives in this regard.

For construct validation studies, it is necessary to assess the domain of personality with more than one instrument on the same respondents. This may seem like an unnecessary expense at first, but it is worthwhile to verify how personality questionnaires relate to one another, particularly if one is still introducing a new questionnaire.

Predictive validation studies can be done against competency ratings, or against 'hard' data like production or sales figures. It is preferable to use both types of criterion information, because that enables one to validate the competency ratings as well.

### ***List of South African validity studies done on the OPPro***

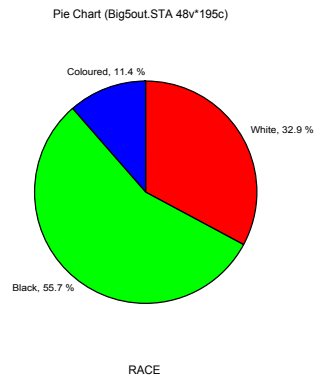
<b>Study</b>	<b>Validity type</b>	<b>Version</b>	<b>Number</b>
Correlations with 15FQ	Construct	Original	V1
Correlations with 'Big 5' self ratings	Construct	Original	V2
Correlations with Myers-Briggs Type Indicator™	Construct	Original	V3
Correlations with Jung Type Indicator	Construct	Original	V4
Correlations with OPQ 32n	Construct	Original	V5
Prediction of competency ratings – retail industry	Predictive	Original	V6
Prediction of MBA course performance	Predictive	Original	V7
Prediction of PDBA course performance	Predictive	Original	V8
Correlations with 15FQ+	Construct	Revised	V9
Correlations with VMI	Construct	Original	V10
Correlations with OIP work needs	Construct	Original	V11
OPPro New and Original Items	Construct	New and Original	V12

## OPP VALIDITY: CORRELATIONS WITH 15FQ

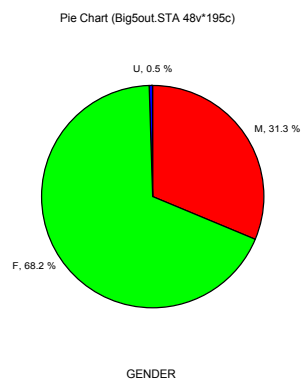
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Sample: 159 students at a South African University tested in 1997

### Racial Composition



### Gender composition



**Spearman Product-Moment Correlations**

<b>Variable</b>	<b>ASSERTIVE</b>	<b>FLEXIBLE</b>	<b>TRUSTING</b>	<b>PHLEGMATIC</b>	<b>GREGARIOUS</b>
<b>FA: Reserved-Outgoing</b>	.09	.21*	.18*	.24*	.69*
<b>FC: Temperamental-Calm/Stable</b>	.26*	.07	.07	.52*	.13
<b>FE: Accommodating – assertive</b>	.69*	-.04	-.35*	.17*	.05
<b>FF: Cautious – enthusiastic</b>	.30*	.25*	.05	.16*	.45*
<b>FG: Expedient – Conscientious</b>	.14	-.50*	-.10	-.09	-.16
<b>FH: Retiring – Socially Bold</b>	.36*	.12	-.06	.21*	.45*
<b>FI: Factually Realistic – Intuitive</b>	-.02	.33*	.24*	.01	.09
<b>FL: Trusting – Suspicious</b>	.35*	-.30*	-.67*	-.31*	-.18*
<b>FM: Practical – Conceptual</b>	.16*	.27*	.15	.09	.08
<b>FN: Direct – Restrained</b>	-.44*	-.31*	.07	-.12	-.22*
<b>FO: Confident – Self Doubting</b>	-.32*	-.24*	-.00	-.57*	-.19*
<b>FQ1: Conventional – Radical</b>	.29*	.31*	-.01	.09	.09
<b>FQ2: Group Orientated – Self Sufficient</b>	-.06	-.09	-.09	-.22*	-.59*
<b>FQ3: Informal – Disciplined</b>	.01	-.58*	-.21*	-.13	-.01
<b>FQ4: Relaxed – Tense driven</b>	.07	-.19*	.00	-.43*	-.04
<b>FMD: Socially desirable Responding</b>	.02	-.18*	.11	.24*	-.11

OPP Validity 1  
 Correlations with 15FQ  
 Original items

Variable	PERSUASIVE	CONTESTING	PESSIMISTIC	PRAGMATIC	CONFORMING
<b>FA: Reserved-Outgoing</b>	<b>.41*</b>	<b>-.17*</b>	<b>-.31*</b>	<b>-.26*</b>	-.12
<b>FC: Temperamental-Calm/Stable</b>	<b>.25*</b>	.03	<b>-.31*</b>	-.08	.09
<b>FE: Accommodating – assertive</b>	<b>.45*</b>	<b>.30*</b>	<b>-.17*</b>	-.15	-.14
<b>FF: Cautious – enthusiastic</b>	<b>.58*</b>	.03	<b>-.29*</b>	<b>-.33*</b>	<b>-.17*</b>
<b>FG: Expedient – Conscientious</b>	.09	<b>.34*</b>	.10	.01	.12
<b>FH: Retiring – Socially Bold</b>	<b>.67*</b>	.04	<b>-.17*</b>	<b>-.35*</b>	-.06
<b>FI: Factually Realistic – Intuitive</b>	.16	-.14	<b>-.21*</b>	<b>-.55*</b>	-.08
<b>FL: Trusting – Suspicious</b>	.13	<b>.38*</b>	<b>.29*</b>	.12	<b>-.24*</b>
<b>FM: Practical – Conceptual</b>	<b>.31*</b>	-.08	<b>-.30*</b>	<b>-.74*</b>	-.01
<b>FN: Direct – Restrained</b>	<b>-.22*</b>	.10	<b>.25*</b>	.14	<b>.24*</b>
<b>FO: Confident – Self Doubting</b>	<b>-.19*</b>	.12	<b>.33*</b>	.11	-.05
<b>FQ1: Conventional – Radical</b>	<b>.19*</b>	.05	<b>-.20*</b>	<b>-.31*</b>	<b>-.17*</b>
<b>FQ2: Group Orientated – Self Sufficient</b>	<b>-.35*</b>	.03	<b>.21*</b>	<b>.23*</b>	-.12
<b>FQ3: Informal – Disciplined</b>	-.01	<b>.26*</b>	<b>.30*</b>	<b>.24*</b>	.09
<b>FQ4: Relaxed – Tense driven</b>	.13	<b>.47*</b>	.08	-.01	-.14
<b>FMD: Socially desirable Responding</b>	-.04	-.04	-.01	-.07	<b>.63*</b>

## **Discussion:**

The correlations between the 15FQ and the OPP are as expected and form positive evidence for the construct validity of the instruments.

The high positive correlation of .69 between OPP Assertiveness and Assertiveness as assessed by the 15FQ (Scale FE), indicates that these two scales measure similar behaviour. People who score higher on Assertiveness on the OPP also tend to be more direct rather than restrained (FN), as indicated by a negative correlation of - 0.44 between these two scales. Moderate positive correlations between OPP Assertiveness and 15FQ Suspicious and Socially Bold also support the construct validity of these scales.

OPP Flexible exhibited high negative correlations with 15FQ FG (Expedient-Conscientious) and FQ3 (Informal-Disciplined). This is consistent with the definitions of the scales.

OPP Trusting showed a high negative correlation with 15FQ FL (Trusting-Suspicious), indicating that these scales measure similar behaviour.

A high positive correlation between OPP Phlegmatic and 16FQ FC (Temperamental-Calm/Stable), also indicates that these scales both assess similar characteristics. The pattern of correlations also indicates that people who score higher on Phlegmatic (OPP) also tend to describe themselves as more Confident (15FQ FO) and relaxed (15FQ F4).

People who score higher on OPP Gregarious, also score higher on 15FQ FA (Reserved-Outgoing), 15FQ FF (Cautious-enthusiastic), and 15FQ FH (Retiring-Socially Bold). A high negative correlation with 15FQ FQ2 (Group Orientated-Self Sufficient), also makes sense.

OPP Persuasive showed high correlations with 15FQ FH (Retiring-Socially Bold), 15FQ FF (Cautious-enthusiastic), 15FQ FE (Accommodating-assertive) and FA (reserved-Outgoing).

People who scored higher on OPP Contesting showed a tendency to be somewhat more Tense/driven, Suspicious, Conscientious and Assertive in terms of their 15FQ profiles.

OPP Pessimistic (External Locus of Control), showed moderate correlation with a large number of the 15FQ scales. The pattern of correlations show a tendency for people who describe themselves as Pessimistic, also to be more self doubting, temperamental, reserved, suspicious and cautious in terms of their 15FQ responses.

The very high negative correlation between OPP Pragmatic and 15FQ FM (Practical-Conceptual) and FI (Factually Realistic-Intuitive), make good conceptual sense.

The Social Desirability scales on both questionnaires showed a correlation of 0.63.

Overall, the correlations between the two questionnaires indicate evidence of their construct validity. More research is required in this regard and will be encouraged.

## OPP validity: Correlations with 'Big 5' self ratings

41 of the respondents in the university group also rated themselves on the Big 5 dimensions. This was a simple self-rating and did not involve the completion of a full questionnaire.

Only correlations that were significant at the 5% level were retained for ease of interpretation.

Variable	BIG5N Neuroticism	BIG5E Extraversion	BIG5O Openness	BIG5A Agreeableness	BIG5C Conformity
ASSERTIVE					
FLEXIBLE					
TRUSTING					.37*
PHLEGMATIC	-.32*				
GREGARIOUS		.46*			
PERSUASIVE		.49*			
CONTESTING					
PESSIMISTIC					
PRAGMATIC					
CONFORMING				.31*	

Respondents who rated themselves low on Neuroticism were likely to score low on the OPP scale 'Phlegmatic'.

Respondents who rated themselves high on Extraversion were likely to score high on OPP scales Gregarious and Persuasive.

Respondents who rated themselves high on Agreeableness were likely to score high on the OPP Conforming scale.

Respondents who rated themselves high on Conforming were likely to score high on the OPP scale Trusting.

While the correlations were not very high, the ones that were statistically significant reflect relationships that are in line with expectations according to the definitions of the scales. Therefore these correlations can be taken as evidence of the construct validity of the OPP.

## OPP validity: correlations with Myers-Briggs Type Indicator™

### OPP and MBTI

51 applicants to the retail clothing industry completed both the OPP and Myers-Briggs Type Indicator™ form G.

The correlations were as follows:

Only correlations that were significant at the 5% level or better are reported.

Variable	ASSERT	FLEXIBLE	TRUSTING	PHLEGM	GREGAR	PERSUAS	CONTEST	PESSIMISTIC	PRAGMAT
EI	-.40*			-.41*	-.43*	-.54*			.33*
SN		.34*		.33*				-.39*	-.44*
TF	-.32*				-.40*				-
JP		.37*							-.30*

### According to this pattern of correlations,

Introverted types are: Less assertive, less phlegmatic, less gregarious, less persuasive and more pragmatic.

- Intuitive types are: More flexible, more phlegmatic, more optimistic, more abstract.
- Feeling types are: Less assertive, less gregarious.
- Perceiving types are: More flexible, less pragmatic.

This is consistent with expectations and provides evidence for the construct validity of the OPP and the MBTI.

*The Myers-Briggs Type Indicator is represented in South Africa by Jopie van Rooyen and Associates.*

## OPP validity: Correlations with Jung Type Indicator

The sample consisted of 112 South African adults in sales or managerial positions tested by a consultancy firm. The minimum qualification was grade 10, but the majority of the group had grade 12 or a post-school diploma.

The following correlations were found:

Only correlations that were significant at the 5% level were retained.

Variable	Extraversion-Introversion	Sensing-Intuition	Thinking-Feeling	Judgment-Perception
Accommodating-Assertive	-.31*			
Detail Conscious-Flexible				.38*
Cynical-Trusting	-.20*	.19*		
Emotional-Phlegmatic	-.45*		-.35*	-.31*
Reserved-Gregarious	-.63*			
Genuine-Persuasive	-.54*			
Composed-Contesting				-.29*
Optimistic-Pessimistic	.44*	-.22*		
Abstract-Pragmatic	.27*	-.64*	-.20*	

According to these findings:

**People who score high on Introversion** are more likely to be: Accommodating, Cynical, Emotional, Reserved, Genuine, Pessimistic and Pragmatic.

**People who score high on Intuition** are more likely to be: Cynical, Optimistic and Abstract.

**People who score high on Feeling** are more likely to be: Emotional and Abstract.

**People who score high on perception** are more likely to be: Flexible, Emotional and Composed.

These correlations support the construct validity for both tests.

## OPP validity: Correlations with SHL's OPQ 32n

This study was conducted by SHL South Africa in a major SA insurance company's call centre division. 231 Applicants for positions in a call centre were tested.

### Sample composition:

Gender: Males 32.46%, females 67.53%

Age: Between 18 and 45 years. Mean 27.35, SD 5.68

Race: Coloured 61.04%, 21.65% African, 12.99% White, 3.03% Asians. .87% other.

Languages included Afrikaans, English, Xhosa, South Sotho and Zulu. 62.34% were English speaking.

Qualifications = Grade 10 to Postgraduate, with 50.22% having Grade 12 education.

### Relationship between OPP and OPQ

Multiple regression results of OPQ variables onto OPQ scales.

OPP Scale	Multiple R	Beta	OPQ Scale
<b>Accommodating-Assertive</b>	.68	.57	Outspoken
		.47	Controlling
<b>Detail Conscious-Flexible</b>	.64	-.28	Conventional
		-.25	Achieving
		-.27	Rule Following
<b>Cynical-Trusting</b>	.72	.61	Trusting
		.34	Conceptual
		.23	Evaluative
<b>Emotional-Phlegmatic</b>	.74	.49	Tough minded
		-.49	Worrying
		.40	Trusting
		.40	Detail Conscious
		.47	Relaxed
<b>Reserved-Gregarious</b>	.67	.56	Affiliative
		.38	Socially Confident
		.30	Conceptual
<b>Genuine-Persuasive</b>	.64	.39	Conceptual
		.36	Outgoing
		.37	Persuasive
		-.24	Conventional
		.31	Evaluative
<b>Composed-Contesting</b>	.52	.35	Trusting
		.20	Decisive

<b>Optimistic-Pessimistic</b>	.70	-.51	Optimistic
		-.44	Behavioural
		-.39	Evaluative
		-.34	Trusting
		-.27	Persuasive
		-.39	Forward Thinking
<b>Abstract-Pragmatic</b>	.62	-.40	Innovative
		-.38	Optimistic
		-.34	Conceptual
		-.28	Outgoing

## Comments

The results support the construct validity of both questionnaires. For the most part, the relationships are as expected, and support the contention that the scales measure what they claim to measure.

## OPP Validity: Prediction of MBA course performance

This study was conducted at the Gordon Institute of Business Science between 1999 and 2001. Candidates for the course had to have a degree and at least three years of business experience.

The selection battery for this course included the APIL test of learning potential (published by Aprolab), the Critical Reasoning Test Battery and the OPP. For ease of interpretation, only the OPP's contribution to the prediction will be discussed here. It must be borne in mind that the reasoning and learning potential tests made a very significant contribution to the accuracy of the prediction of the test scores. It should also be remembered that the sample was highly selected, and variance on the MBA examination scores was typically low.

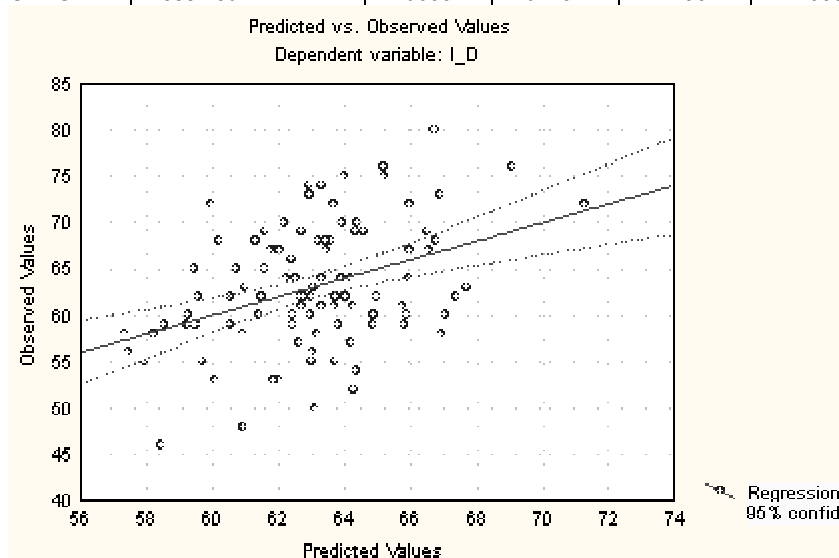
The results of the stepwise multiple regression analyses using subject scores as dependent variables are reported below:

### ***Subject: Innovation and design***

R= .39431931 R<sup>2</sup>= .15548772 Adjusted R<sup>2</sup>= .11056685

F(5,94)=3.4614 p<.00647 Std.Error of estimate: 6.1935

N=100	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(94)	p-level
				75.48421	8.786322	8.59110	.000000
	<b>Intercpt</b>						
	<b>ASSERT</b> Assertive	.193656	.108588	.24022	.134699	1.78340	.077749
	<b>PRAG</b> Abstract	-.181399	.097186	-.20057	.107455	-1.86651	.065087
	<b>TRUST</b> Cynical	-.167959	.098220	-.17406	.101785	-1.71004	.090558
	<b>PESS</b> Optimistic	-.203152	.106941	-.29155	.153476	-1.89967	.060543
	<b>GREGAR</b> Reserved	-.106592	.101791	-.12293	.117389	-1.04717	.297709

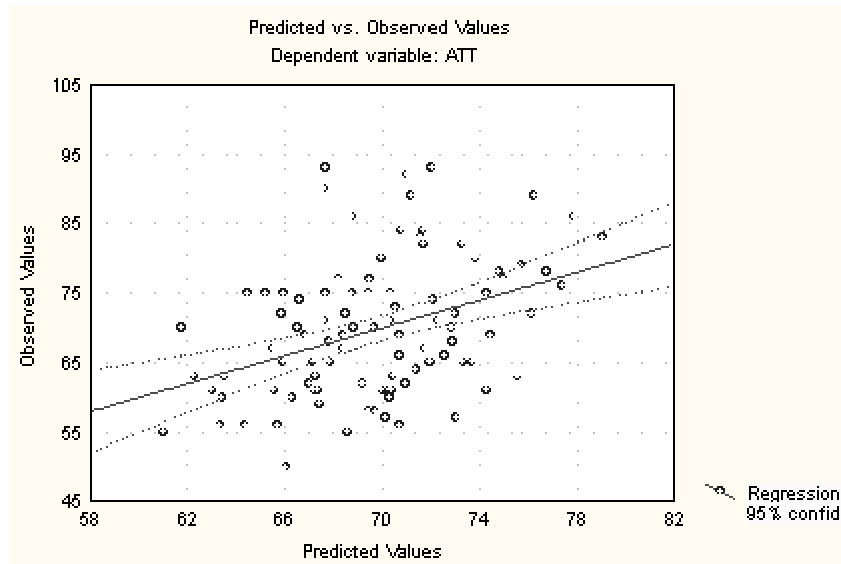


**Subject: Analytical tools and techniques**

R= .38827350 R<sup>2</sup>= .15075631 Adjusted R<sup>2</sup>= .11461828

F(4,94)=4.1717 p<.00373 Std. Error of estimate: 9.0599

N=99	High scorer characteristics	BETA	St. Err. Of BETA	B	St. Err. Of B	t(94)	p-level
Intercpt				73.97413	9.085181	8.14229	.000000
PERS	Accommodating	-.360307	.099642	-.61963	.171357	-3.61602	.000483
FLEX	Flexible	.202960	.104830	.39472	.203878	1.93608	.055862
PHLEG	Phlegmatic	.154135	.095435	.21818	.135092	1.61507	.109648
TRUST	Cynical	-.142937	.101253	-.21925	.155307	-1.41168	.161344

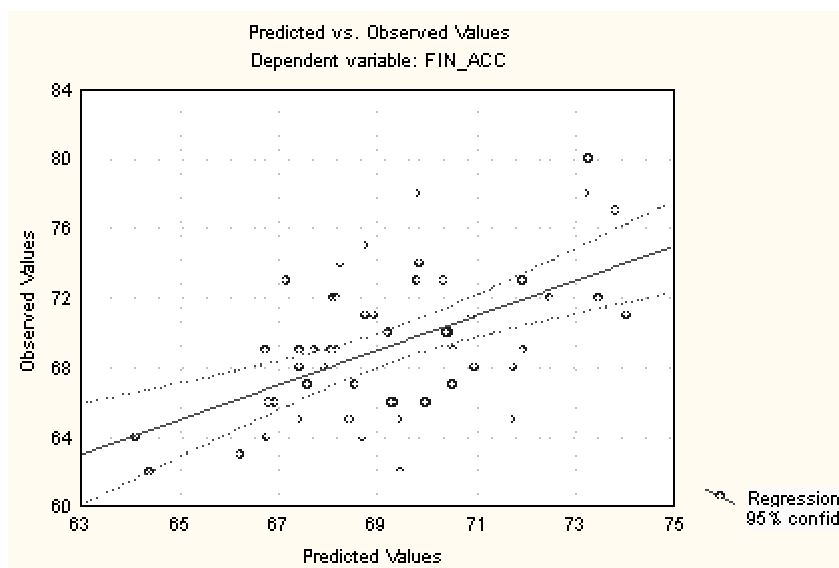


**Subject: Financial Accounting**

R= .54176120 R<sup>2</sup>= .29350520 Adjusted R<sup>2</sup>= .21834617

F(5,47)=3.9051 p<.00483 Std.Error of estimate: 3.6402

N=53	High scorer characteristics	BETA	St. Err. Of BETA	B	St. Err. Of B	t(47)	p-level
Intercpt				68.73412	5.876865	11.69571	.000000
CONTEST	Contesting	.510075	.128531	.29596	.074577	3.96849	.000246
ASSERT	Accommodating	-.227734	.126511	-.16581	.092109	-1.80011	.078263
FLEX	Flexible	.180584	.132879	.15322	.112744	1.35901	.180629
PERS	Genuine	-.182233	.130294	-.13050	.093303	-1.39863	.168489
PRAG	Abstract	-.141524	.130017	-.09672	.088855	-1.08851	.281922

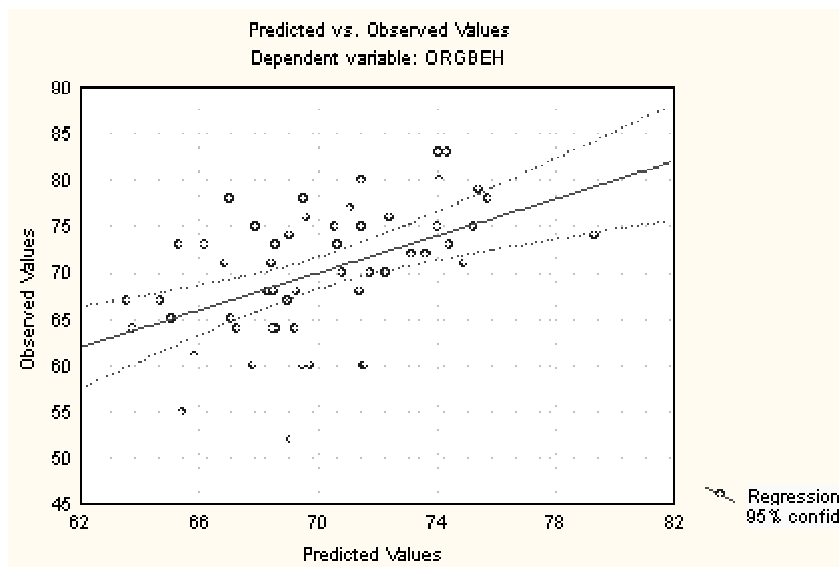


**Subject: Organisational Behaviour**

R= .48850101 R<sup>2</sup>= .23863324 Adjusted R<sup>2</sup>= .17518601

F(4,48)=3.7611 p<.00968 Std.Error of estimate: 6.3570

N=53	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(48)	p-level
Intercpt				65.62079	10.52910	6.23233	.000000
CONTEST	Contesting	.336264	.136925	.33168	.13506	2.45581	.017728
FLEX	Flexible	.212898	.129264	.30709	.18645	1.64700	.106091
PESS	Optimistic	-.241585	.138916	-.31463	.18092	-1.73908	.088431
GREGAR	Reserved	-.200846	.131832	-.25647	.16834	-1.52350	.134195

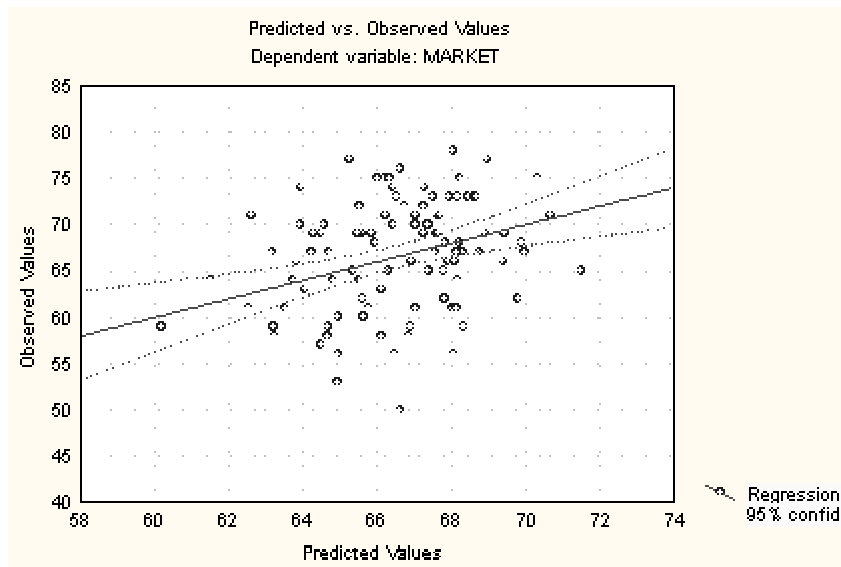


**Subject: Marketing**

R= .34264975 R<sup>2</sup>= .11740885 Adjusted R<sup>2</sup>= .08982788

F(3,96)=4.2569 p<.00721 Std.Error of estimate: 5.9393

N=100	High scorer characteristics	BETA	St. Err. Of BETA	B	St. Err. Of B	t(96)	p-level
Intercpt				59.23351	6.245442	9.48428	.000000
PESS	Optimistic	-.202043	.098547	-.27297	.133145	-2.05021	.043070
CONTEST	Contesting	.238844	.104390	.23089	.100911	2.28800	.024331
FLEX	Flexible	.145660	.102987	.18069	.127755	1.41436	.160492

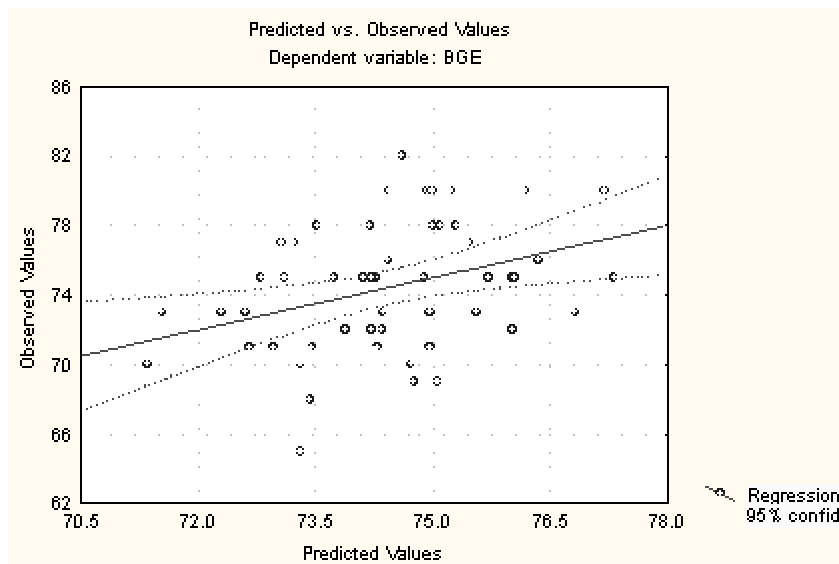


**Subject: Macroeconomics**

R= .35173601 R<sup>2</sup>= .12371822 Adjusted R<sup>2</sup>= .07006831

F(3,49)=2.3060 p<.08825 Std.Error of estimate: 3.5961

N=53	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(49)	p-level
Intercept				70.24613	3.514761	19.98603	.000000
CONTEST	Contesting	.242635	.136010	.12751	.071475	1.78395	.080626
PRAG	Abstract	-.204326	.137998	-.12647	.085416	-1.48065	.145103
PHLEG	Phlegmatic	.197524	.138628	.10338	.072556	1.42485	.160538

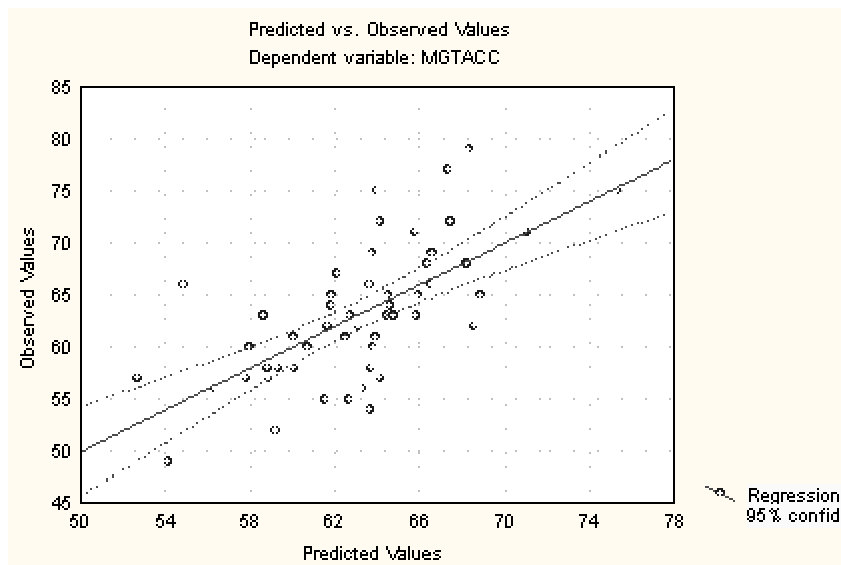


**Subject: Management Accounting**

R= .66511751 R<sup>2</sup>= .44238131 Adjusted R<sup>2</sup>= .36964843

F(6,46)=6.0823 p<.00010 Std.Error of estimate: 5.1312

N=53	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(46)	p-level
Intercpt				54.09370	9.975704	5.42255	.000002
CONTEST	Contesting	.387556	.119914	.35297	.109212	3.23196	.002275
PHLEG	Phlegmatic	.310413	.137272	.28157	.124516	2.26130	.028514
GREGAR	Reserved	-.290145	.127717	-.34209	.150583	-2.27178	.027822
PESS	Optimistic	-.203991	.136456	-.24530	.164088	-1.49492	.141764
FLEX	Flexible	.190862	.118676	.25419	.158056	1.60826	.114622
PERS	Genuine	-.139822	.124241	-.15716	.139650	-1.12541	.266253

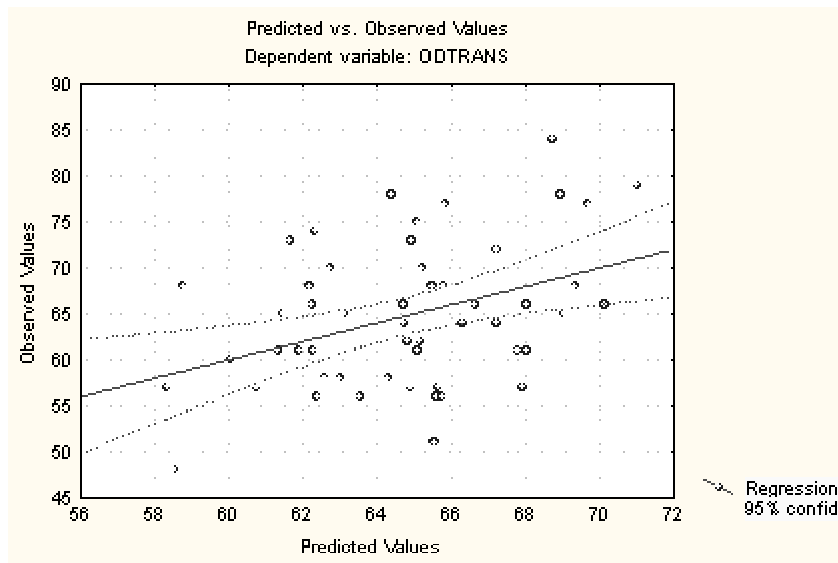


**Subject: Organisational Development and Transformation**

R= .39289202 R<sup>2</sup>= .15436414 Adjusted R<sup>2</sup>= .10151190

F(3,48)=2.9207 p<.04340 Std.Error of estimate: 7.3383

	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(48)	p-level
N=52							
Intercpt				73.11564	8.864126	8.24849	.000000
PRAG	Abstract	-.316454	.132781	-.41017	.172104	-2.38328	.021164
ASSERT	Assertive	.219035	.138213	.30230	.190757	1.58477	.119587
GREGAR	Reserved	-.168314	.138191	-.23767	.195136	-1.21798	.229185

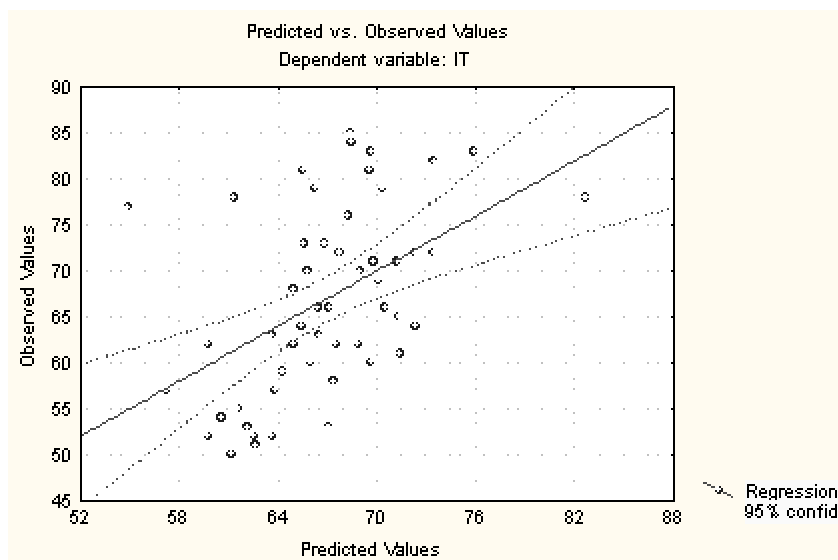


**Subject: Information Technology**

R= .48329782 R<sup>2</sup>= .23357679 Adjusted R<sup>2</sup>= .13360854

F(6,46)=2.3365 p<.04719 Std.Error of estimate: 9.3242

N=53	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(46)	p-level
Intercept				42.23580	15.61813	2.70428	.009564
ASSERT	Assertive	.203076	.148221	.35972	.26255	1.37009	.177309
FLEX	Flexible	.156830	.137825	.32374	.28451	1.13790	.261056
CONTEST	Contesting	.191454	.135385	.27027	.19112	1.41415	.164052
PHLEG	Phlegmatic	.277115	.154907	.38961	.21779	1.78891	.080215
GREGAR	Reserved	-.218489	.140562	-.39928	.25687	-1.55439	.126944
PRAG	Abstract	-.165328	.138846	-.27489	.23086	-1.19073	.239867

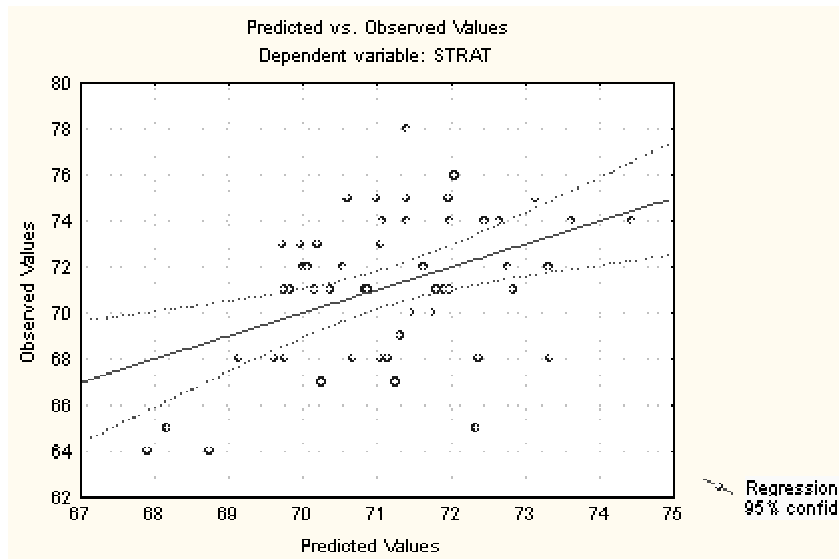


**Subject: Competitive Strategy**

R= .42167416 R<sup>2</sup>= .17780910 Adjusted R<sup>2</sup>= .10929319

F(4,48)=2.5952 p<.04797 Std.Error of estimate: 3.0266

N=53	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(48)	p-level
Intercpt				84.71150	4.321323	19.60314	.000000
PERS	Genuine	-.249892	.141149	-.13938	.078726	-1.77041	.083009
PESS	Optimistic	-.295293	.138832	-.17620	.082839	-2.12699	.038588
PRAG	Abstract	-.226977	.137094	-.12082	.072974	-1.65563	.104321
GREGAR	Reserved	-.196222	.142671	-.11480	.083469	-1.37534	.175410



# OPP validity: Prediction of performance in the Postgraduate Diploma in Business Administration

This study was conducted at the Gordon Institute of Business Science between 1999 and 2001. Most of the candidates for the course had a formal tertiary qualification, such as a degree.

The selection battery for this course included the APIL test of learning potential (published by Aprolab), the Critical Reasoning Test Battery and the OPP. For ease of interpretation, only the OPP's contribution to the prediction will be discussed here. It must be borne in mind that the reasoning and learning potential tests made a very significant contribution to the accuracy of the prediction of the test scores. It should also be remembered that the sample was highly selected.

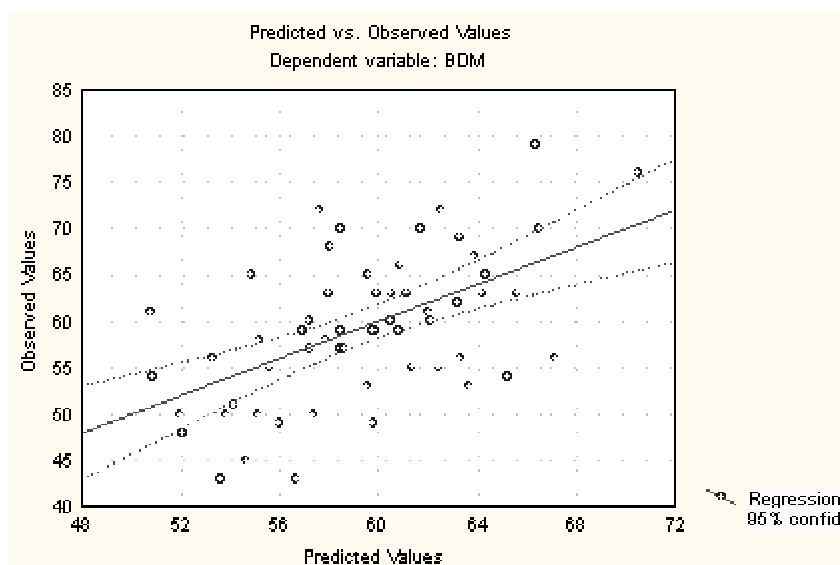
The results of the stepwise multiple regression analyses using subject scores as dependent variables are reported below:

## **Subject: Business Decision Making**

R= .54044323 R<sup>2</sup>= .29207889 Adjusted R<sup>2</sup>= .23865088

F(4,53)=5.4668 p<.00092 Std.Error of estimate: 6.9818

N=58	High scorer characteristics	BETA	St. Err. of BETA	B	St. Err. of B	t(53)	p-level
Intercept				51.87572	10.31169	5.03077	.000006
PESS	Optimistic	-.338218	.127116	-.52100	.19581	-2.66071	.010295
FLEX	Flexible	.315973	.124582	.46182	.18209	2.53627	.014186
PERS	Persuasive	.291667	.118651	.45573	.18539	2.45820	.017266
PHLEG	Emotional	-.158200	.130952	-.20546	.17007	-1.20808	.232379

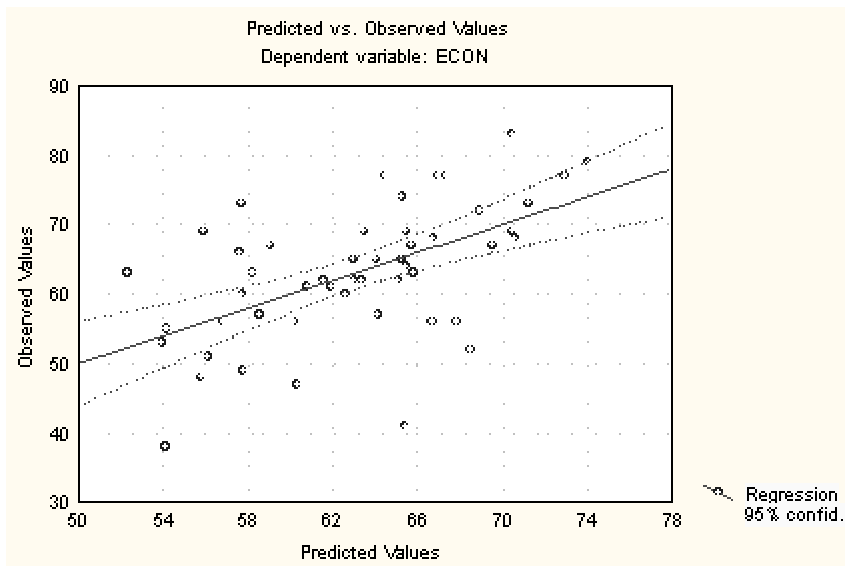


**Subject: Economics**

R= .55863075 R<sup>2</sup>= .31206832 Adjusted R<sup>2</sup>= .21825945

F(6,44)=3.3266 p<.00867 Std.Error of estimate: 8.5553

N=51	High scorer characteristics	BETA	St. Err. Of BETA	B	St. Err. Of B	t(44)	p-level
Intercpt				63.95344	16.45706	3.88608	.000339
PESS	Optimistic	-.313796	.135514	-.59963	.25895	-2.31560	.025304
PRAG	Pragmatic	.140331	.136074	.23444	.22733	1.03128	.308045
FLEX	Flexible	.402037	.162933	.72270	.29289	2.46750	.017567
TRUST	Cynical	-.326028	.164699	-.46140	.23308	-1.97954	.054033
PERS	Genuine	-.192922	.134129	-.36628	.25466	-1.43833	.157416
GREGAR	Gregarious	.168867	.125768	.31353	.23351	1.34268	.186260

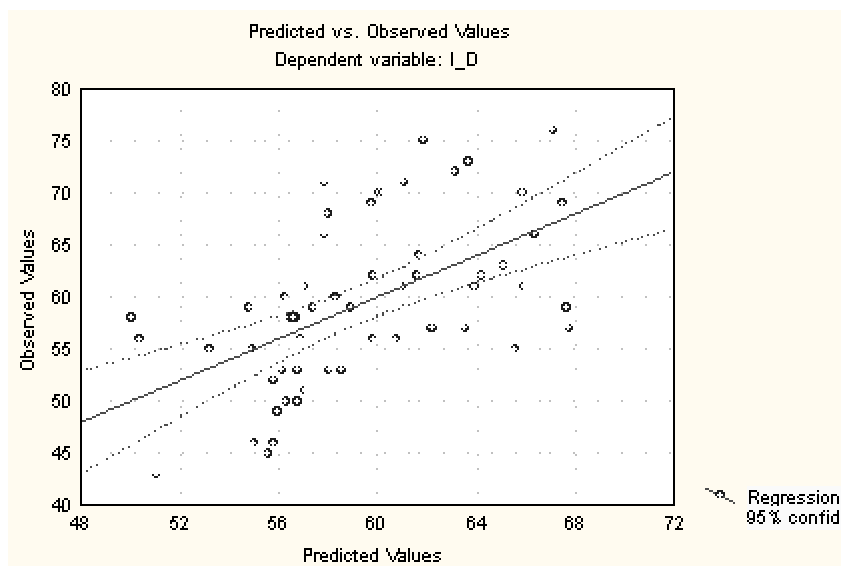


**Subject: Innovation and Design (PDBA)**

R= .55559066 R<sup>2</sup>= .30868098 Adjusted R<sup>2</sup>= .22572270

F(6,50)=3.7209 p<.00390 Std.Error of estimate: 6.9835

N=57	High scorer characteristics	BETA	St .Err. Of BETA	B	St. Err. Of B	t(50)	p-level
<b>Intercpt</b>				52.27056	11.77701	4.43836	.000050
<b>PESS</b>	Optimistic	-.177888	.135924	-.27086	.20697	-1.30873	.196610
<b>FLEX</b>	Flexible	.382516	.151669	.55476	.21996	2.52204	.014898
<b>PERS</b>	Persuasive	.108141	.133325	.16737	.20635	.81111	.421148
<b>TRUST</b>	Cynical	-.365549	.162752	-.43385	.19316	-2.24604	.029150
<b>PHLEG</b>	Phlegmatic	.296740	.145292	.38824	.19009	2.04237	.046406
<b>PRAG</b>	Abstract	-.230543	.139974	-.31005	.18824	-1.64704	.105821

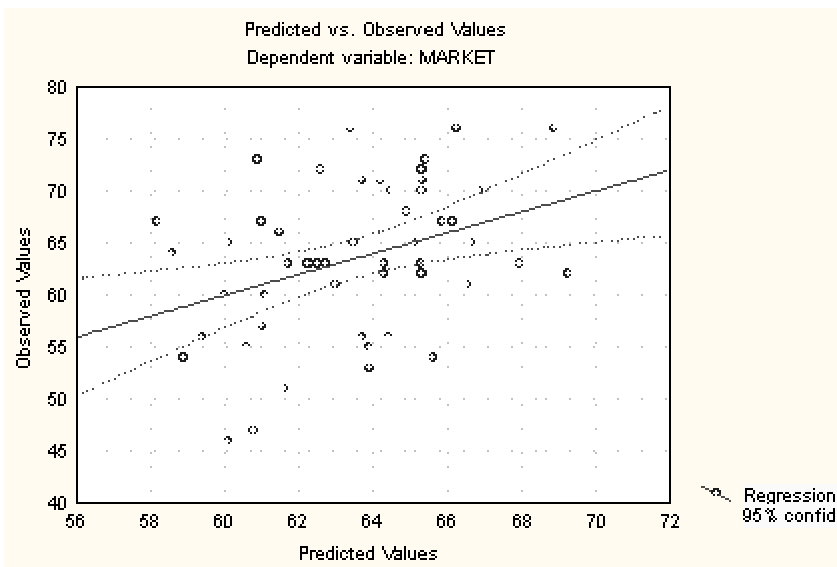


**Subject: Marketing (PDBA)**

R= .37586717 R<sup>2</sup>= .14127613 Adjusted R<sup>2</sup>= .10622618

F(2,49)=4.0307 p<.02396 Std.Error of estimate: 6.7540

N=52	High scorer characteristics	BETA	St.Err. ofBETA	B	St.Err. ofB	t(49)	p-level
<b>Intercpt</b>				57.90206	6.278754	9.22190	.000000
<b>PERS</b>	Persuasive	.289973	.132729	.40363	.184751	2.18471	.033723
<b>PESS</b>	Optimistic	-.219117	.132729	-.29996	.181697	-1.65087	.105162

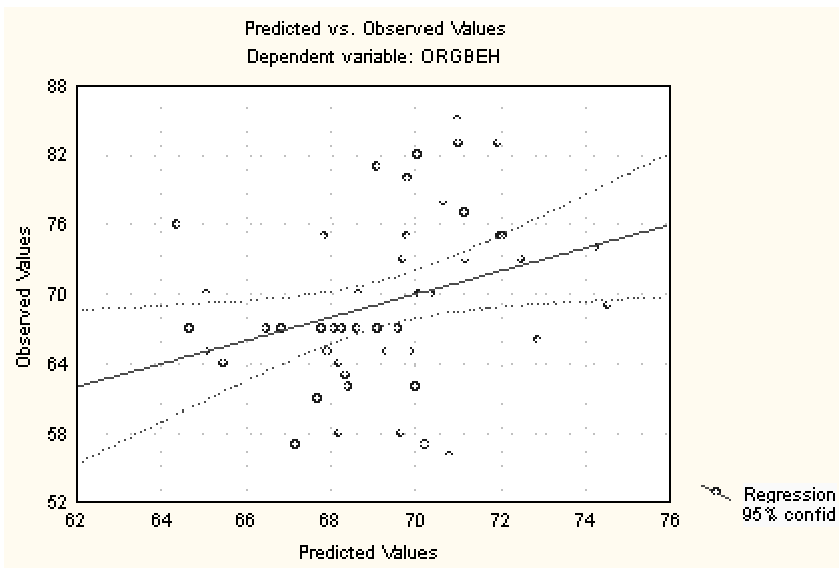


**Subject: Organisational Behaviour (PDBA)**

R= .30825965 R<sup>2</sup>= .09502401 Adjusted R<sup>2</sup>= .03846301

F(3,48)=1.6800 p<.18376 Std.Error of estimate: 7.1212

N=52	High scorer characteristics	St.Err.		St.Err.		t(48)	p-level
		BETA	ofBETA	B	ofB		
Intercept				46.83420	10.28049	4.555638	.000036
PERS	Persuasive	.152347	.148438	.21818	.21258	1.026332	.309880
FLEX	Flexible	.274515	.172482	.40127	.25213	1.591560	.118049
CONTEST	Contesting	.211389	.182067	.19986	.17214	1.161049	.251363

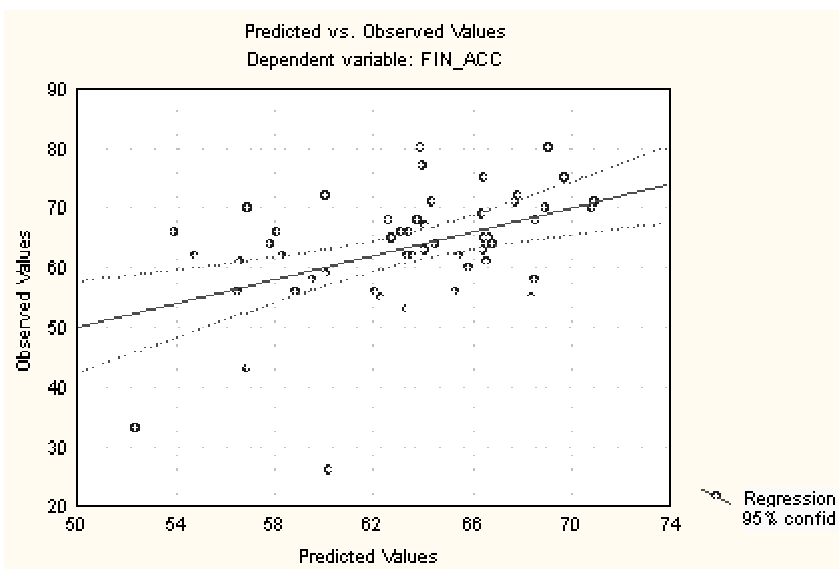


**Subject: Financial Accounting (PDBA)**

R= .45871518 R<sup>2</sup>= .21041961 Adjusted R<sup>2</sup>= .14322128

F(4,47)=3.1313 p<.02307 Std.Error of estimate: 9.0924

N=52	High scorer characteristics	BETA	St. Err. Of BETA	B	St.Err. ofB	t(47)	p-level
Intercpt				86.40173	14.76770	5.85072	.000000
FLEX	Flexible	.174474	.136114	.30959	.24152	1.28182	.206192
PERS	Genuine	-.222623	.131409	-.42503	.25089	-1.69412	.096861
PESS	Optimistic	-.282027	.136877	-.53782	.26102	-2.06044	.044916
ASSERT	Accommodating	-.178806	.135614	-.31960	.24240	-1.31849	.193727

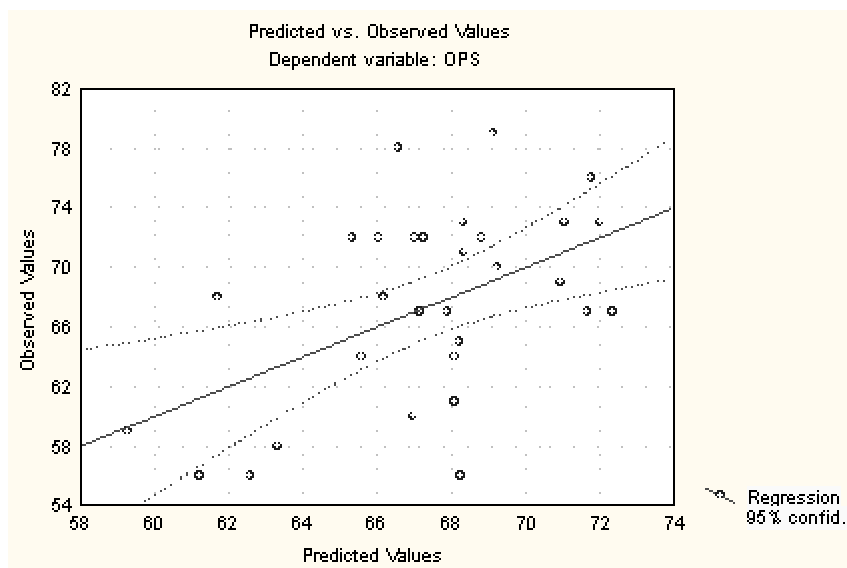


**Subject: HR Systems (PDBA)**

R= .50364775 R<sup>2</sup>= .25366105 Adjusted R<sup>2</sup>= .13883968

F(4,26)=2.2092 p<.09581 Std.Error of estimate: 5.9405

N=31	High scorer characteristics	BETA	St.Err. Of BETA	B	St.Err. Of B	t(26)	p-level
	Intercpt				28.69920	14.73605	1.947550
PHLEG	Phlegmatic	.288061	.174336	.30367	.18378	1.652334	.110494
GREGAR	Gregarious	.331060	.187863	.41249	.23407	1.762243	.089783
FLEX	Flexible	.279836	.196751	.34090	.23968	1.422288	.166830
CONTEST	Contesting	.222153	.209578	.18096	.17072	1.060003	.298892

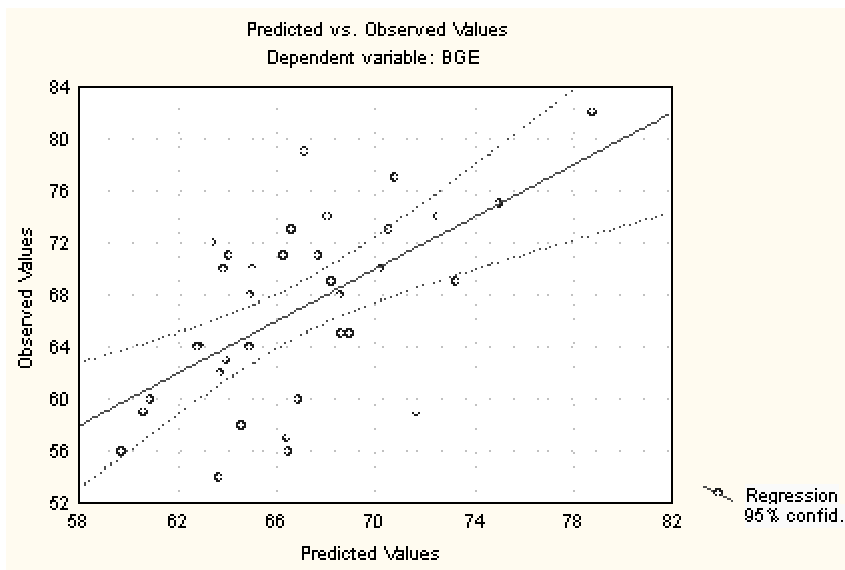


**Subject: Business, Government and the Economy**

R= .58755753 R<sup>2</sup>= .34522385 Adjusted R<sup>2</sup>= .28185842

F(3,31)=5.4481 p<.00398 Std. Error of estimate: 6.0041

N=35	High scorer characteristics	BETA	St .Err. Of BETA	B	St. Err. Of B	t(31)	p-level
<b>Intercpt</b>				68.87304	7.825972	8.80057	.000000
<b>FLEX</b>	Flexible	.410768	.146908	.48771	.174428	2.79608	.008803
<b>PESS</b>	Optimistic	-.296958	.148458	-.46652	.233226	-2.00028	.054295
<b>PRAG</b>	Abstract	-.172241	.149388	-.19914	.172722	-1.15298	.257732

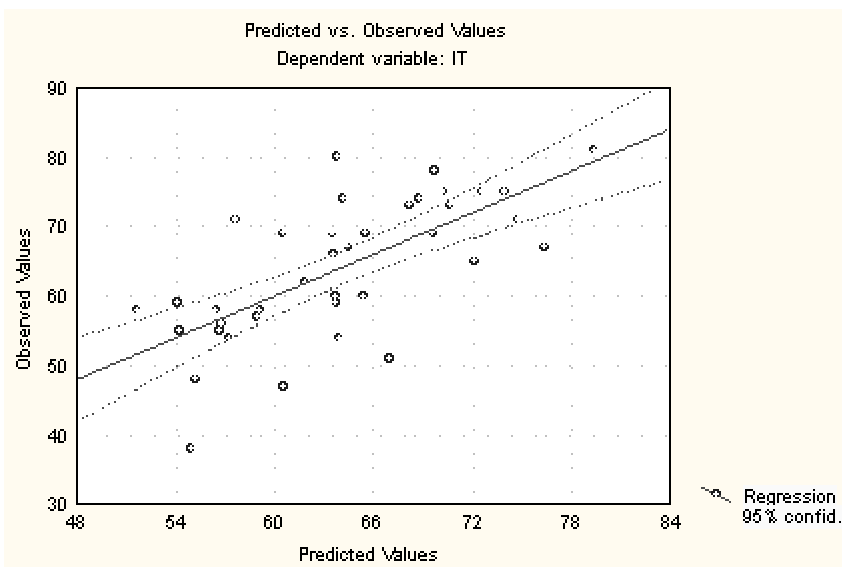


**Subject: Information Technology (PDBA)**

R= .69834878 R<sup>2</sup>= .48769102 Adjusted R<sup>2</sup>= .41006845

F(5,33)=6.2829 p<.00034 Std.Error of estimate: 7.7930

N=39	High scorer characteristics	BETA	St.Err. Of BETA	B	St.Err. Of B	t(33)	p-level
Intcpt				46.04575	18.32682	2.51248	.017056
FLEX	Flexible	.442287	.156648	.76446	.27076	2.82344	.007993
PESS	Optimistic	-.234056	.142554	-.51427	.31322	-1.64188	.110113
PRAG	Abstract	-.285574	.128292	-.46997	.21113	-2.22596	.032961
PHLEG	Phlegmatic	.230458	.141280	.37097	.22742	1.63122	.112353
CONTEST	Contesting	.163776	.153956	.21596	.20301	1.06378	.295149

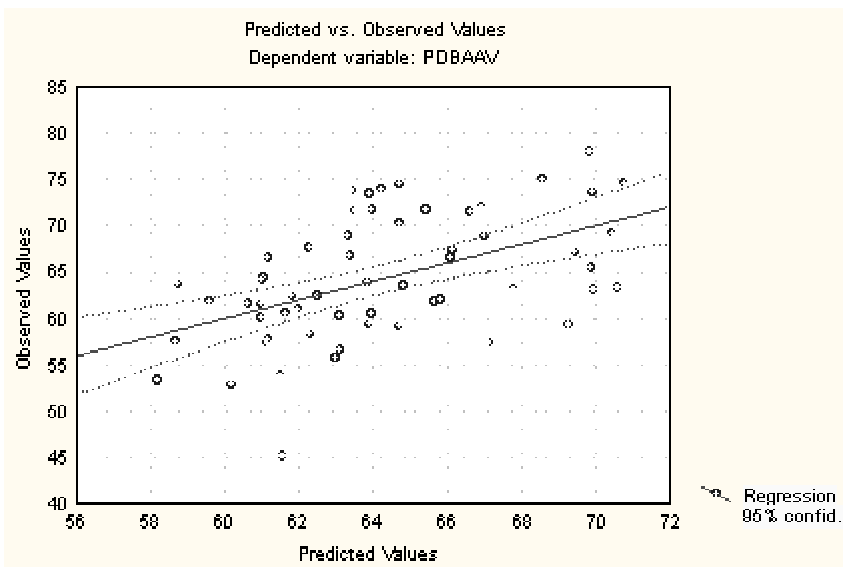


## PDBA Average

R= .50175891 R<sup>2</sup>= .25176200 Adjusted R<sup>2</sup>= .17981604

F(5,52)=3.4993 p<.00842 Std.Error of estimate: 6.0623

N=58	High scorer characteristics	BETA	St.Err. Of BETA	B	St.Err. Of B	t(52)	p-level
Intcpt				68.10763	8.505151	8.00781	.000000
PESS	Optimistic	-.288261	.138532	-.37148	.178525	-2.08083	.042392
FLEX	Flexible	.318497	.153565	.38944	.187769	2.07402	.043046
TRUST	Cynical	-.322093	.163106	-.32528	.164722	-1.97475	.053617
PHLEG	Phlegmatic	.198632	.141735	.21581	.153991	1.40143	.167026
PRAG	Abstract	-.167037	.128888	-.19114	.147489	-1.29599	.200701



## OPP Validity: Correlations with 15FQ+

Sample: 1154 applicants to the SA Police who completed both the 15FQ+ and OPP. The data were collected in 2001.

Only candidates who had no missing data or errors in the completion of their OPP or 15FQ+ were included. Candidates were also selected on the basis of their English reading comprehension score.

Because of the large sample size, almost all of the correlations were statistically significant at the 5% level.

For ease of interpretation, all correlations with an absolute value of less than .25 were removed from the table.

The table of correlations appear on the following page.

All OPP scales except Contesting have meaningful correlates among the 15FQ+ scales.

<b>A person who scores as follows on the OPP</b>	<b>Is likely to score as follows on the 15FQ+</b>
Assertive	High intellectance (Beta) Dominance (fE) Socially Bold (fH)
Flexible	Expedient (low fG)
Trusting	Emotionally stable (fC) Trusting (low fL)
Phlegmatic	Emotionally stable (fC) Socially Bold (fH) Trusting (Low fL) Self-assured (Low fO) Composed (Low fQ4)
Gregarious	Empathic (fA) Enthusiastic(ff) Socially Bold (fH) Trusting (Low fL) Group Orientated (Low fQ2)
Persuasive	High intellectance (Beta) Dominant (fE) Socially Bold (fH)
Pessimistic	Affected by feelings (low fC) Suspicious (fL) Apprehensive (fO) Tense-driven (fQ4)
Pragmatic	Retiring (Low fH) Hard-headed (Low fl)
Conforming	Emotionally stable (fC) Conscientious (fG) Socially bold (fH) Self-Assured (Low fO)

The relationships between the two questionnaires are as expected from the definitions of the scales. These results provide evidence for the construct validity of the OPP and the 15FQ+.

	ASSERTIVE	FLEXIBLE	TRUSTING	PHLEGMATIC	GREGARIOUS	PERSUASIVE	CONTESTING	PESSIMISTIC	PRAGMATIC	CONFORMING
fA					0.30					
β	0.25					0.32				
fC			0.31	0.56				-0.40		0.38
fE	0.52					0.34				
fF					0.60					
fG		-0.29								0.26
fH	0.35			0.39	0.30	0.50			-0.30	0.34
fI									-0.64	
fL			-0.59	-0.27	-0.27			0.34		
fM										
fN										
fO				-0.49				0.31		-0.27
fQ1										
fQ2					-0.55					
fQ3										
fQ4				-0.38				0.27		

## **OPP Validity: Prediction of competency ratings in the retail industry**

**Occupational Personality Profile** (nine bipolar scales)

**Clerical Test Battery** (subtests: Verbal Reasoning, Numerical Ability, Clerical Checking numerical, Clerical Checking Verbal).

Supervisor ratings of the following competencies: Customer service, Product Knowledge, Selling skills, Business Acumen, Tenacity, English Proficiency and Numeracy.

The sample consisted of clerical and sales workers in jewellery stores belonging to a major South Africa retail chain.

For the behavioural competencies, forward stepwise multiple regression was used to determine the desired personality profile and to identify relevant abilities. In reporting the results of multiple regressions, the multiple correlations and significance level is given in the table, and the beta values for the scales and subtests are given. The beta values are given as positive values to indicate the importance of the contribution in the prediction, but where the relationship is negative, the low scale description is used in the table to make interpretation of the results easier. For the multiple regression results, the accuracy of the prediction (predicted versus observed values) is depicted graphically.

For the language and numerical proficiency competencies, product-moment correlations with ability tests were calculated.

<b>Competency: Customer service</b>					
Combined group N = 56		Sales group N = 34		Admin Group N = 22	
Multiple R : .52 p<.00270		R= .62 p<.00581		R = .74 p<.00672	
Clerical Checking Numerical	.314517	Clerical Checking Numerical	.384161	Clerical Checking Verbal	.426573
Phlegmatic	.311678	Phlegmatic	.354895	Contesting	.576210
Contesting	.272544	Verbal Reasoning	.246936	Accommodating	.505061
Accommodating	.14647	Pessimistic	.209788	Pragmatic	.207997

<b>Competency: Product Knowledge</b>					
Combined group N = 56		Sales Group N = 34			
Multiple R = .52 p<.00221		Multiple R = .64 p<.00115			
Clerical Checking Numerical	.371235	Clerical Checking Numerical	.646973		
Phlegmatic	.220118	Verbal Reasoning	.268644		
Contesting	.285819	Low clerical checking verbal	.233249		
Accommocating	.179832				
			Admin Group N = 22		
			Multiple R = .75 p<.01468		
			Clerical Checking Verbal	.371318	
			Contesting	.553798	
			Accommodating	.345196	
			Optimistic	.268189	
			Pragmatic	.191435	

<b>Competency: Selling skills</b>					
Combined group N = 56		Sales Group N = 34		Admin Group N = 22	
Multiple R .48 p<.01805		Multiple R = .49 p<.01503		Multiple R = .63 p < .024156	
Clerical checking verbal	.268379	Verbal Reasoning	.415919	Accommodating	.604079
Pragmatic	.247610	Pragmatic	.314114	Contesting	.523460
Phlegmatic	.199730			Phlegmatic	.288892
Contesting	.256259				
Accommodating	.154571				

<b>Competency: Business Acumen</b>		
Combined group N = 56		Sales Group N = 34
Multiple R = .70 p < .00000		Multiple R = .67 p < .00127
Clerical checking numerical	.160340	Clerical Checking Numerical
Pragmatic	.401287	Pragmatic
Clerical chkecking verbal	.373770	Assertive
Contesting	.264766	Gregarious
Gregarious	.223255	
		Admin Group N = 22
		Multiple R = .81 p < .000837
		Clerical Checking Verbal
		Pragmatic
		Contesting
		Gregarious

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<b>Competency: Tenacity</b>					
Combined group N = 56		Sales Group N = 34		Admin Group N = 22	
Multiple R : .57 p < .001363		Multiple R .59 p < .028443		Multiple R = .79 p < .011177	
Phlegmatic	.366429	Clerical Checking Numerical	.420213	Phlegmatic	.422203
Clerical Checking Numerical	.287912	Phlegmatic	.328526	Cynical	.280797
Pragmatic	.254183	Genuine	.311892	Pragmatic	.227617
Cynical	.293314	Assertive	.194981	Accommodating	.523364
Flexible	.171635			Contesting	.465668
				Gregarious	.209303
<b>Competency: English proficiency</b>					
Combined group N = 56		Sales Group N = 34		Admin Group N = 22	
Verbal Reasoning	.22		.27		.19
Numerical Ability	.04		-.07		.23
Clerical Checking Numerical	.27*		.33		.24
Clerical Checking Verbal	.24		.18		.33
Clerical Checking Total	.27*		.28		.31

## OPP Validity – correlations with Values and Motives Inventory

### Sample composition

The sample consisted of clients at the Careers Counselling and Development Unit of a South African University. The minimum educational level was grade 11.

Frequency table: Race				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	13	13	25.49020	25.4902
WC	30	43	58.82353	84.3137
A	7	50	13.72549	98.0392
C	1	51	1.96078	100.0000
Missing	0	51	0.00000	100.0000

Race data were not captured. Respondents were classified by name. Whites and coloureds were coded WC.

Frequency table: Sex				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	34	34	66.66667	66.6667
M	17	51	33.33333	100.0000
Missing	0	51	0.00000	100.0000

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.82353	6.336264	18.00000	49.00000	51	0

### Comments

The correlations are reported on the next page.

The pattern of relationships between the scores provide evidence for the construct validity of both the OPP and the Values and Motives Inventory.

## Correlations

Only correlations that were significant at the 5% level are reported.

Where negative correlations were found, the description of the VMI scale has been adjusted accordingly to make interpretation of the results clearer.

OPP scale	VMI scale description	Correlation
<b>Assertive</b>	Low traditional	-.34
	Independence	.42
	Low Affiliation	-.31
<b>Flexible</b>	Low traditional	-.34
	Independence	.33
	Low need for safety	-.43
	Low social desirability responding	-.32
	Low acquiescence	-.47
<b>Trusting</b>	Altruism	.35
	Low need for financial security/materialism	-.30
	Low acquiescence	-.31
<b>Phlegmatic</b>	Altruism	.35
<b>Gregarious</b>	Traditional	.33
	Affiliation	.69
	Affection	.54
	Social desirability responding	.45
<b>Persuasive</b>	Low need for safety	-.40
	Aesthetic	.32
<b>Contesting</b>	Low need for affection	.31
	Achievement	.34
	Low aesthetic need	-.29
<b>Pessimistic</b>	Low need for achievement	-.31
	Infrequency responding	.41
	Acquiescence	.37
<b>Pragmatic</b>	Low traditional	-.32
	Low ethical/transcendental belief	-.31
	Low need for affection	-.31
	Need for safety	.28
	Low aesthetic	-.63
<b>Conforming</b>	Traditional	.29
	Morality	.35
	Low independence	-.30
	Affiliation	.35
	Low need for financial security/materialism	-.50
	Social desirability responding	.70
<b>Central tendency</b>	Low need for achievement	.43
	Low need for financial security/materialism	.46
	Central tendency	.88
	Low acquiescence	.40

## OPP validity: Correlations with Occupational Interest Profile Work Needs scales.

### Sample composition

The sample consisted of clients at the Careers Counselling and Development Unit of a South African University. The minimum educational level was grade 11.

Race data were not captured. Respondents were classified by name. Whites and coloureds were coded WC.

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
B	13	13	25.00000	25.0000
WC	31	44	59.61538	84.6154
A	7	51	13.46154	98.0769
C	1	52	1.92308	100.0000
Missing	0	52	0.00000	100.0000

Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
F	35	35	67.30769	67.3077
M	17	52	32.69231	100.0000
Missing	0	52	0.00000	100.0000

Variable	Descriptive Statistics (Witsraws.sta)				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	52	27.63462	18.00000	49.00000	6.420033

### Correlations

Only correlations that were significant at the 5% level are reported.

Where negative correlations were found, the description of the OIP scale was adapted to make interpretation easier.

OPP scale	OIP work need description	Correlation
<b>Assertive</b>	Need for control	.64
<b>Flexible</b>	Need for excitement	.32
	Need for change	.52
<b>Phlegmatic</b>	Stability	.55
<b>Gregarious</b>	Low need for change	-.28
	Need for people	.74
<b>Persuasive</b>	Need for excitement	.34
	Need for people	.29
	Need for control	.47
<b>Conforming</b>	Low need for excitement	-.29
	Stability	.47
	Low need for change	-.35

The pattern of correlation is consistent with what one would expect from the definitions of the constructs, and provide evidence for the construct validity of both questionnaires.

## OPP validity: Correlations of original and revised OPP versions

### Sample composition

The respondents were students at the South African Police Services training college, who had completed the OPP (original version) as part of their selection procedure, and completed the OPP (revised items) during their training.

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
M	129	129	75.88235	75.8824
F	40	169	23.52941	99.4118
Missing	1	170	0.58824	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	103	103	60.58824	60.5882
A	10	113	5.88235	66.4706
C	38	151	22.35294	88.8235
W	14	165	8.23529	97.0588
Missing	5	170	2.94118	100.0000

Frequency table: LANGUAGE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
English	16	16	9.41176	9.4118
Afrikaans	47	63	27.64706	37.0588
Xhosa	25	88	14.70588	51.7647
Zulu	21	109	12.35294	64.1176
Sesotho	13	122	7.64706	71.7647
Setswana	17	139	10.00000	81.7647
Siswati	4	143	2.35294	84.1176
Tsonga	6	149	3.52941	87.6471
Tshivenda	5	154	2.94118	90.5882
Ndebele	4	158	2.35294	92.9412
Sepedi	12	170	7.05882	100.0000
Missing	0	170	0.00000	100.0000

Category	Frequency table: QUALIFICATION			
	Count	Cumulative Count	Percent	Cumulative Percent
below gr12	2	2	1.17647	1.1765
Grade 12	103	105	60.58824	61.7647
Gr12 Exemption	19	124	11.17647	72.9412
1-2 yr diploma	13	137	7.64706	80.5882
Degree	31	168	18.23529	98.8235
Postgraduate	2	170	1.17647	100.0000
Missing	0	170	0.00000	100.0000

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	24.83929	4.814313	2.000000	32.00000	168	2

## Correlations

The obtained correlations were affected by a number of factors:

Restriction of range because the respondents had originally been selected using OPP results.  
Insufficient reliability in both versions of the tests for group being studied. (Because the experimental group consisted largely of Black respondents, the reliabilities for Blacks were used in computing correlations corrected for unreliability as illustrated in the table below.)

Scale	Reliability (Original items)	Reliability (Revised items)	Uncorrected correlation	Corrected correlation
Accommodating – Assertive	.29	.31	.32	1
Detail Conscious – Flexible	.35	.46	.16	.39
Cynical – Trusting	.40	.55	.63	1
Emotional – Phlegmatic	.60	.66	.45	.71
Reserved – Gregarious	.35	.48	.68	1
Genuine – Persuasive	.51	.58	.33	.61
Composed – Contesting	.52	.55	.62	1
Optimistic – Pessimistic	.43	.54	.62	1
Abstract – Pragmatic	.28	.41	.62	1
Social Conformity	.57	.57	.26	.46