

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA Aggregate Population, Updated 2016

Norm Type:

Standard Deviation Norm

Composition of the Sample

Compiled from raw data on 20374 respondents submitted by various clients as well as collected by Psytech SA and collaborators, via GeneSys for Windows, in the period up to June 2015.

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	7866	7866	38,60803	38,6080
M	12279	20145	60,26799	98,8760
U	229	20374	1,12398	100,0000
Missing	0	20374	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	4406	4406	21,62560	21,6256
Tertiary	5926	10332	29,08609	50,7117
Post Graduate	2169	12501	10,64592	61,3576
< Matric	406	12907	1,99274	63,3503
Unknown	103	13010	0,50555	63,8559
Other	9	13019	0,04417	63,9001
Missing	7355	20374	36,09993	100,0000

It should be noted that a large number of respondents did not give their educational level. Of the remainder, the majority had a tertiary level of education.

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	1426	1426	6,99912	6,9991
Afrikaans	2999	4425	14,71974	21,7189
Setswana	660	5085	3,23942	24,9583
English	5473	10558	26,86267	51,8209
Sesotho	664	11222	3,25906	55,0800
isiXhosa	886	12108	4,34868	59,4287
Sepedi	590	12698	2,89585	62,3245
Xitsonga	192	12890	0,94238	63,2669
Other	273	13163	1,33994	64,6069
Unknown	209	13372	1,02582	65,6327
Tshivenda	149	13521	0,73132	66,3640
siSwati	112	13633	0,54972	66,9137
isiNdebele	55	13688	0,26995	67,1837
Missing	6686	20374	32,81633	100,0000

Language Group Composition of the Sample

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	4734	4734	23,23550	23,2355
Afrikaans	2999	7733	14,71974	37,9552
English	5473	13206	26,86267	64,8179
Missing	7168	20374	35,18209	100,0000

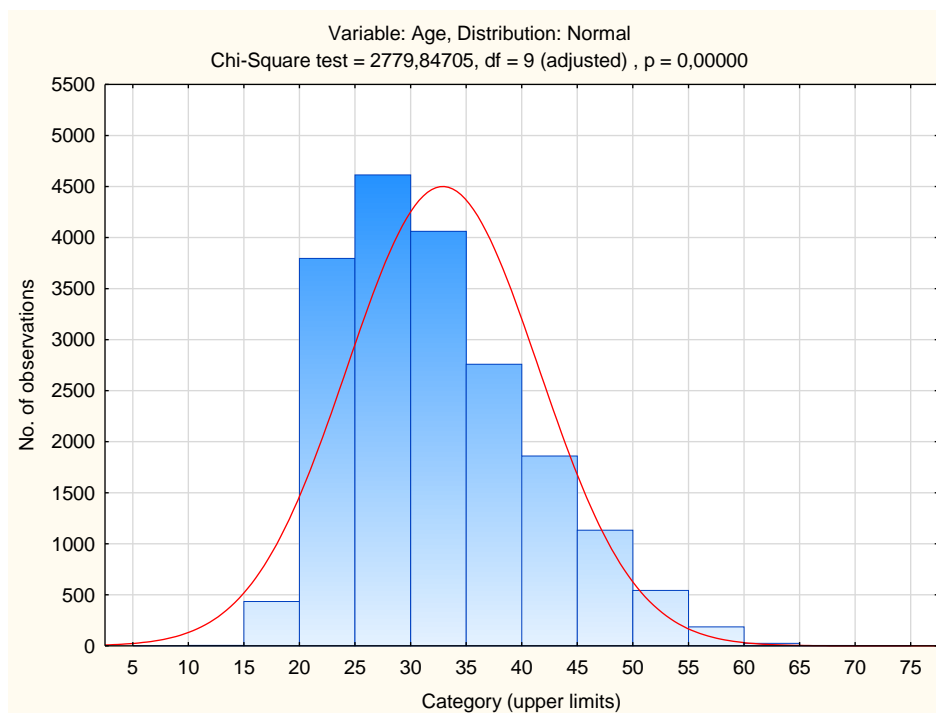
Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	5783	5783	28,38422	28,3842
European	5365	11148	26,33258	54,7168
Coloured	1125	12273	5,52174	60,2385
Asian	1762	14035	8,64828	68,8868
Indian	44	14079	0,21596	69,1028
Other	118	14197	0,57917	69,6819
Unknown	28	14225	0,13743	69,8194
Chinese	3	14228	0,01472	69,8341
Missing	6146	20374	30,16590	100,0000

It should be noted that, for a large number of persons, no race information was available.

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32,90089	8,609117	15,00000	68,00000	19423	954



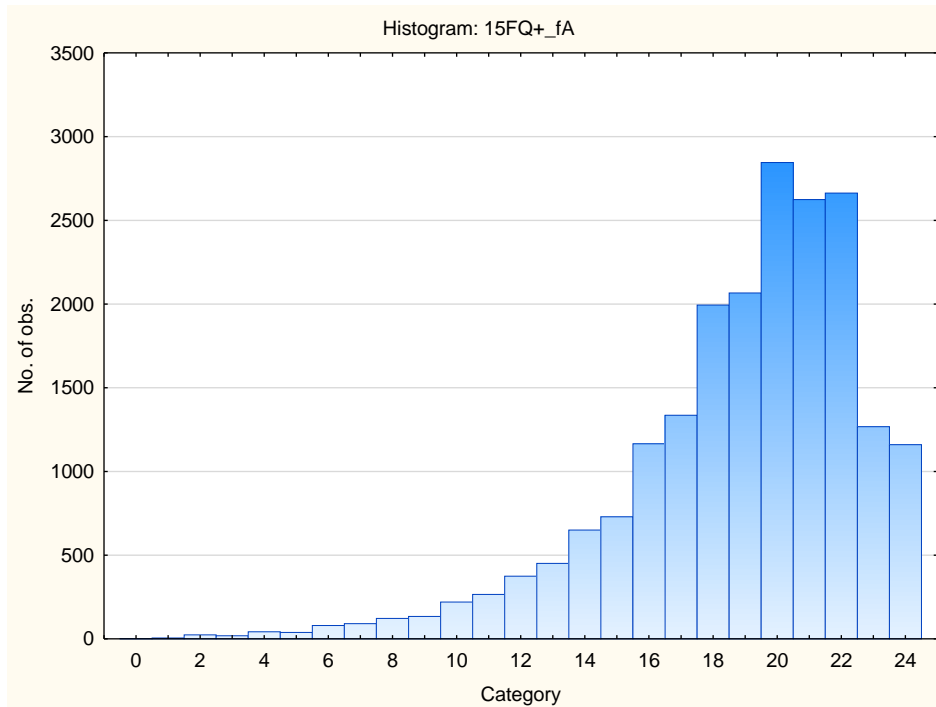
It is clear from the frequency distribution that most of the respondents were in their twenties and early thirties.

Descriptive Statistics on 15FQ+ Scales

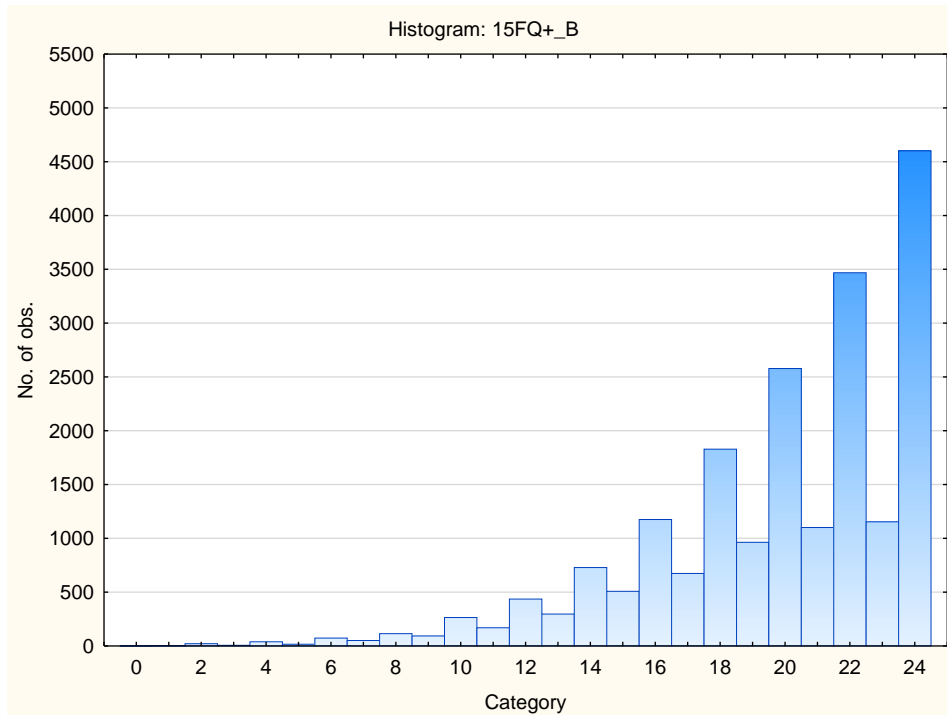
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	20374	18,82041	3,75584
B	Intellectance	20374	19,81810	4,01926
fC	Affected by feelings - Emotionally Stable	20374	17,40066	4,68599
fE	Accommodating - Dominant	20374	16,71753	4,34940
fF	Sober serious - Enthusiastic	20374	14,72548	5,48044
fG	Expedient - Conscientious	20374	19,38534	4,51568
fH	Retiring – Socially-bold	20374	15,64833	5,92437
fI	Hard-headed – Tender-minded	20374	14,59326	5,08550
fL	Trusting - Suspicious	20374	9,26961	5,03216
fM	Concrete - Abstract	20374	10,45725	4,07189
fN	Direct - Restrained	20374	19,11407	4,34391
fO	Confident – Self-doubting	20374	12,04138	5,50010
fQ1	Conventional - Radical	20374	9,15142	4,89442
fQ2	Group-orientated - Self-sufficient	20374	7,61176	4,94828
fQ3	Informal – Self-disciplined	20374	20,19122	3,30601
fQ4	Composed – Tense-driven	20374	9,08609	5,60140
SD	Social Desirability	20374	10,62840	3,74606
CT	Central Tendency	20374	12,30578	13,83408
INF	Infrequency	20374	1,44277	1,67816
EIQ	Derived Score: Emotional Intelligence	20374	23,66202	4,54542
WA	Derived Score: Work Attitude	20374	27,06322	4,38044
fGOOD	Faking Good	20374	7,39472	2,66013
fBAD	Faking Bad	20374	4,41430	2,42352

Frequency Distributions for 15FQ+ Scales

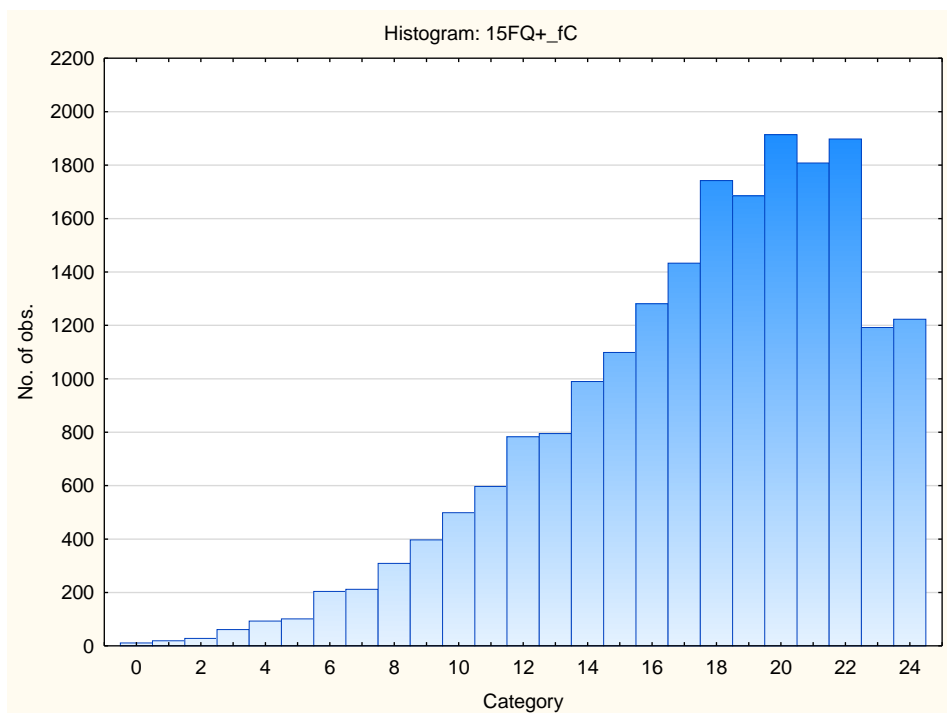
Distant Aloof – Empathic



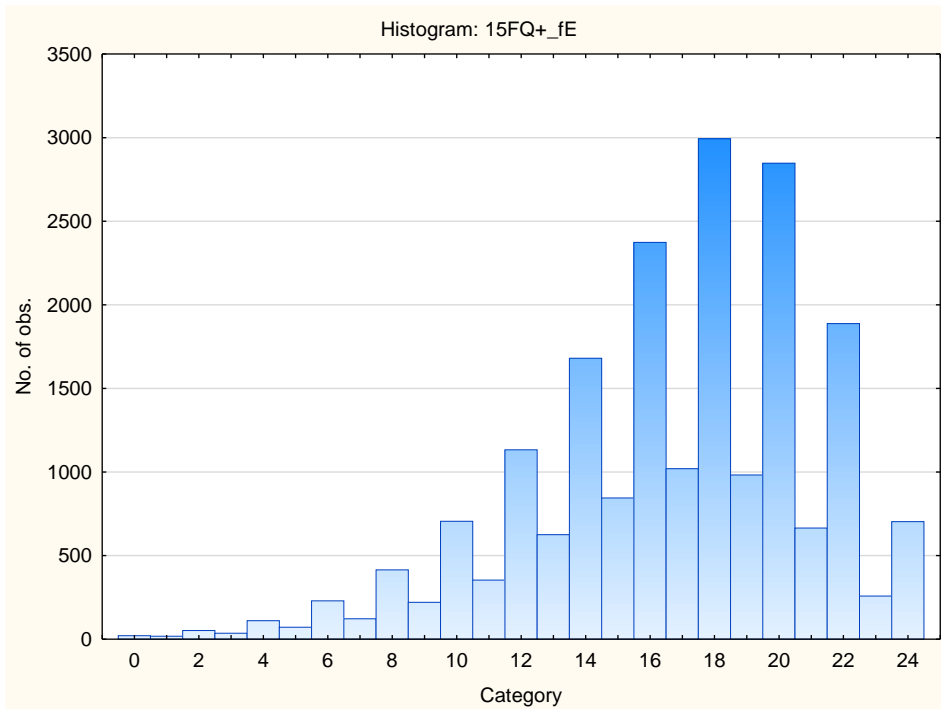
Intellectance



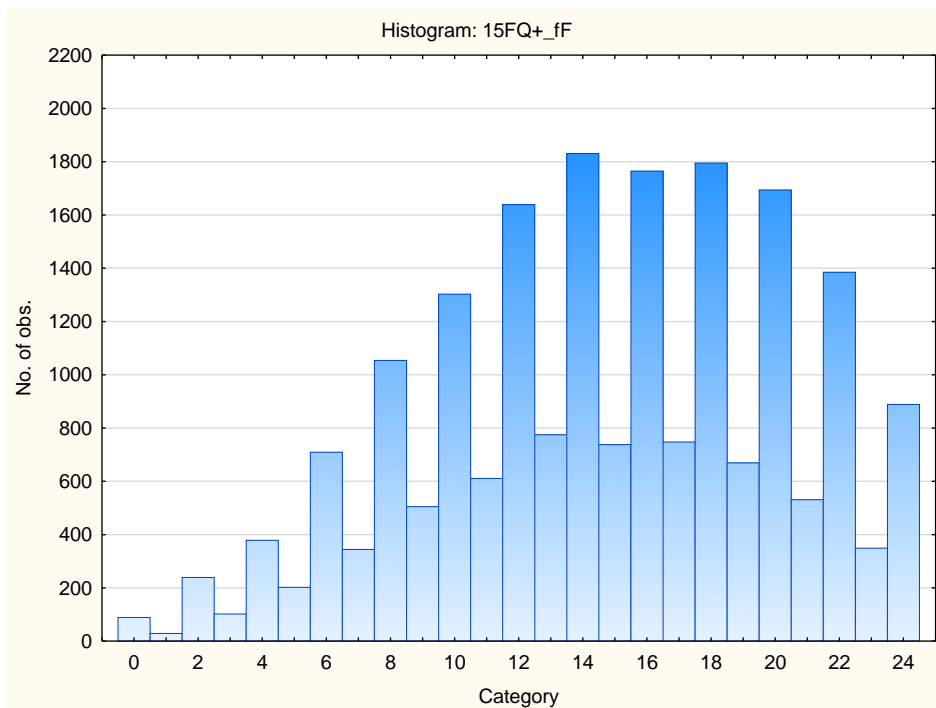
Affected by Feelings - Emotionally Stable



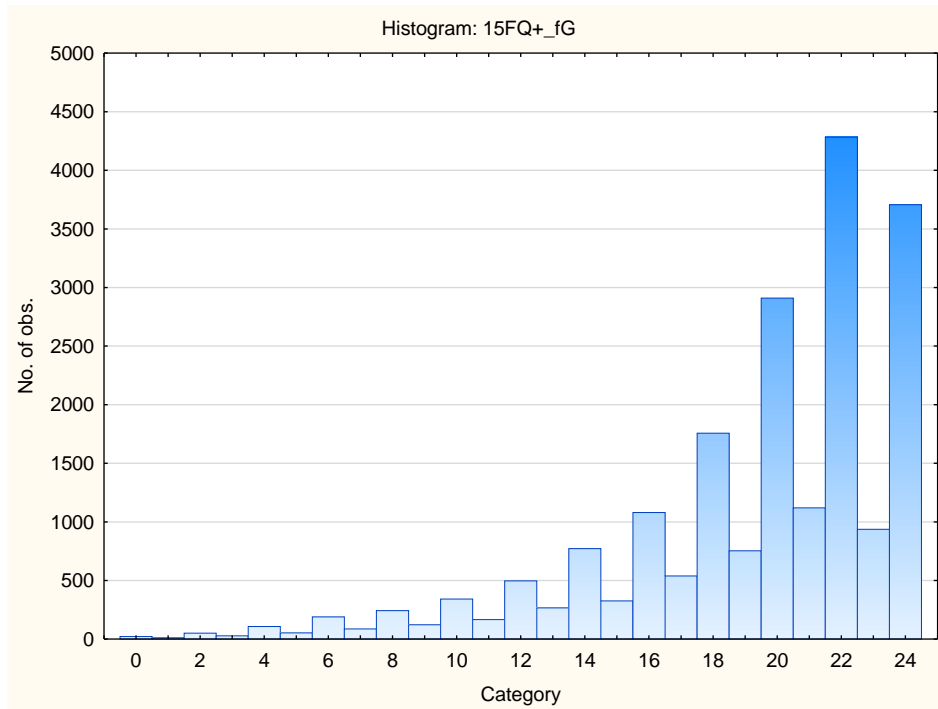
Accommodating – Dominant



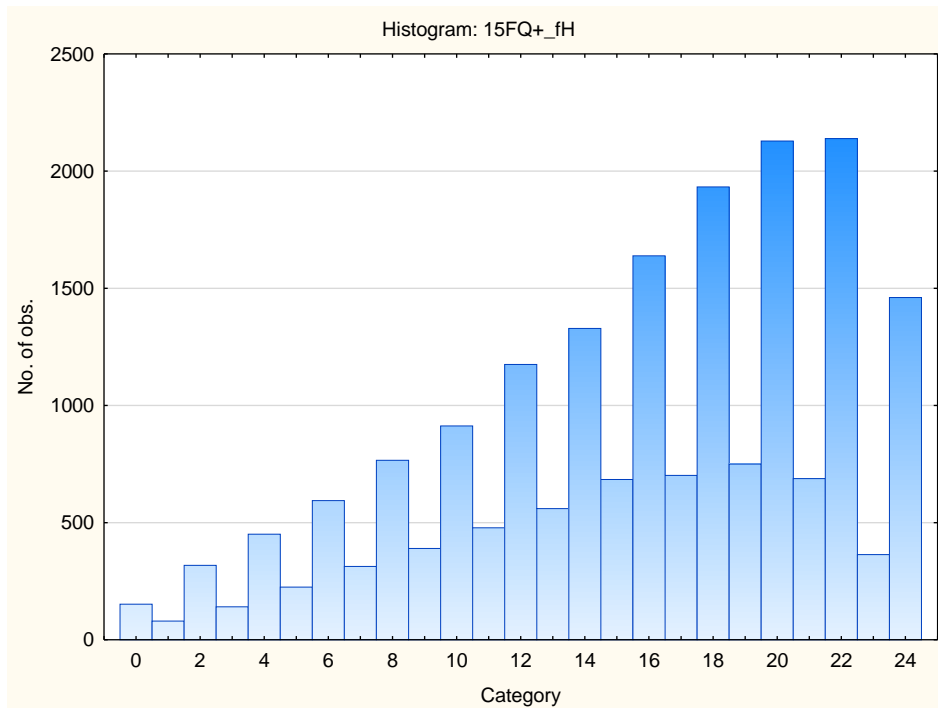
Sober Serious – Enthusiastic



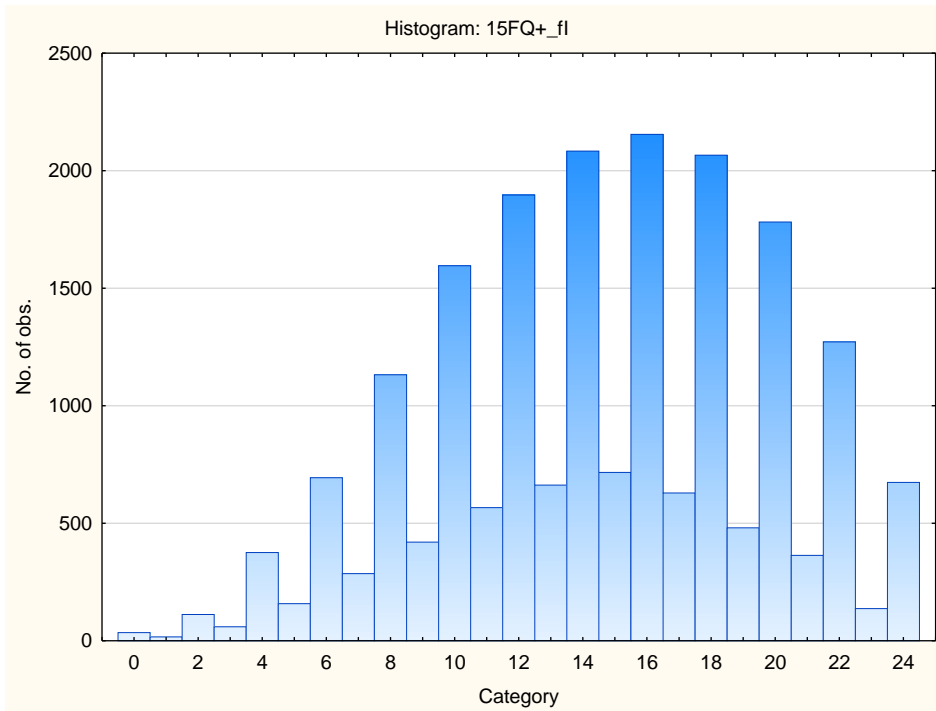
Expedient – Conscientious



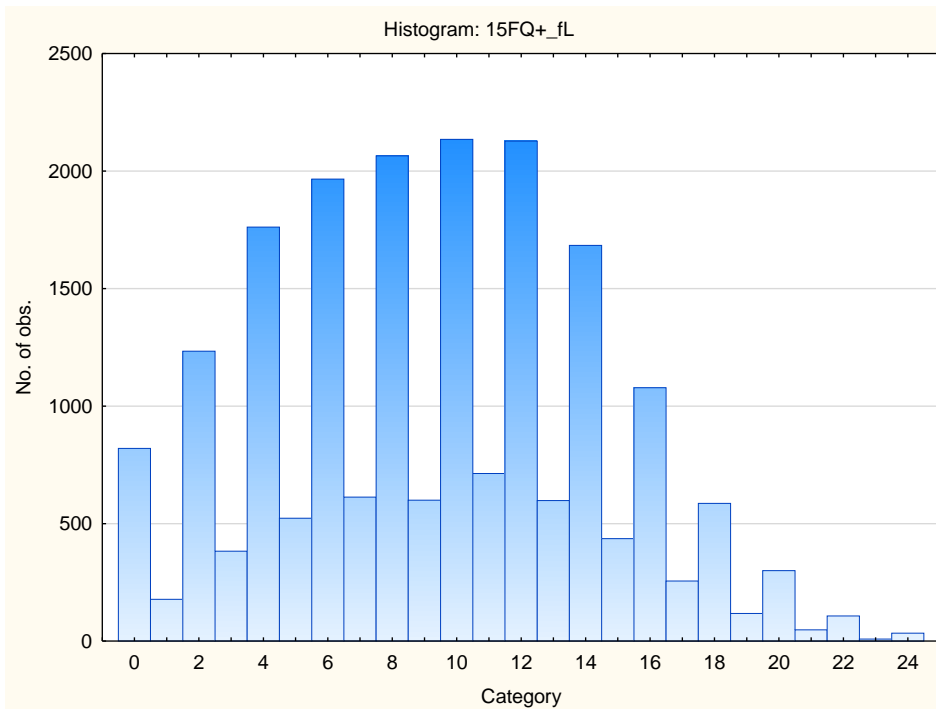
Retiring – Socially-bold



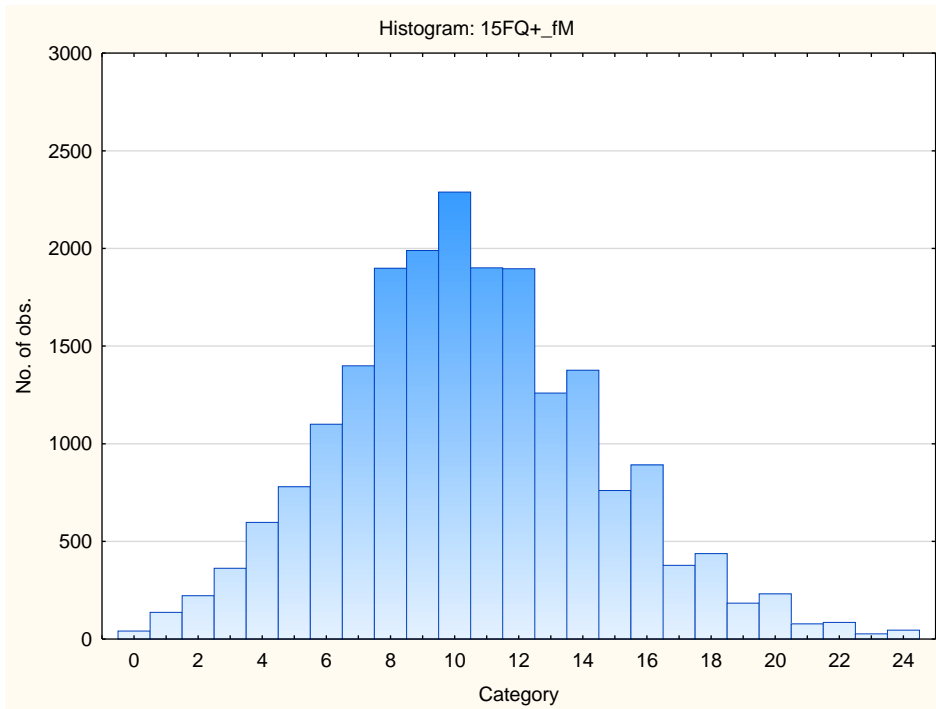
Hard-headed – Tender-minded



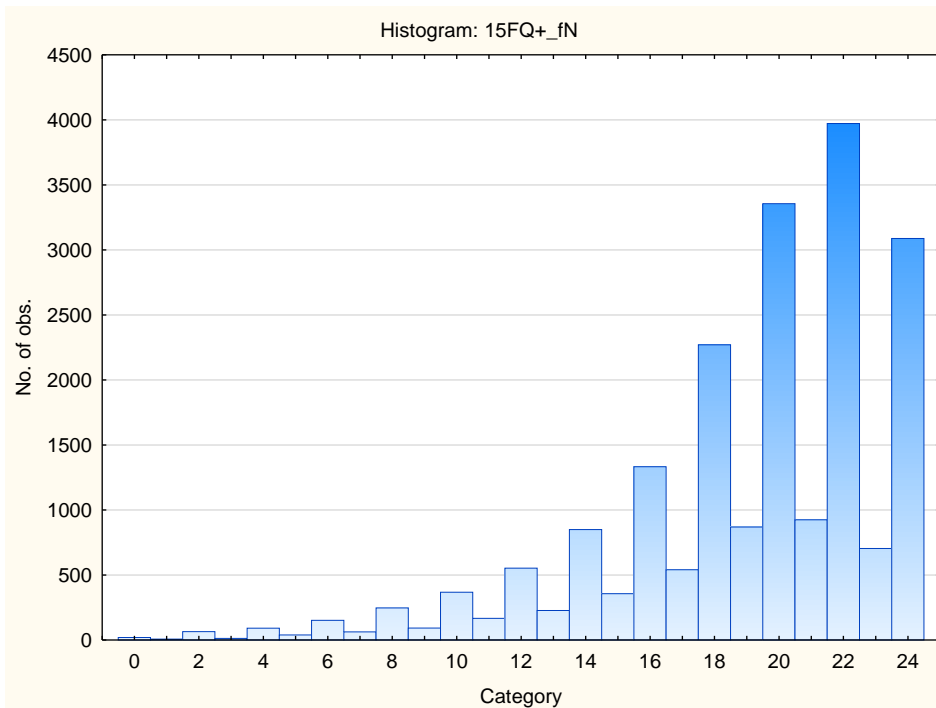
Trusting – Suspicious



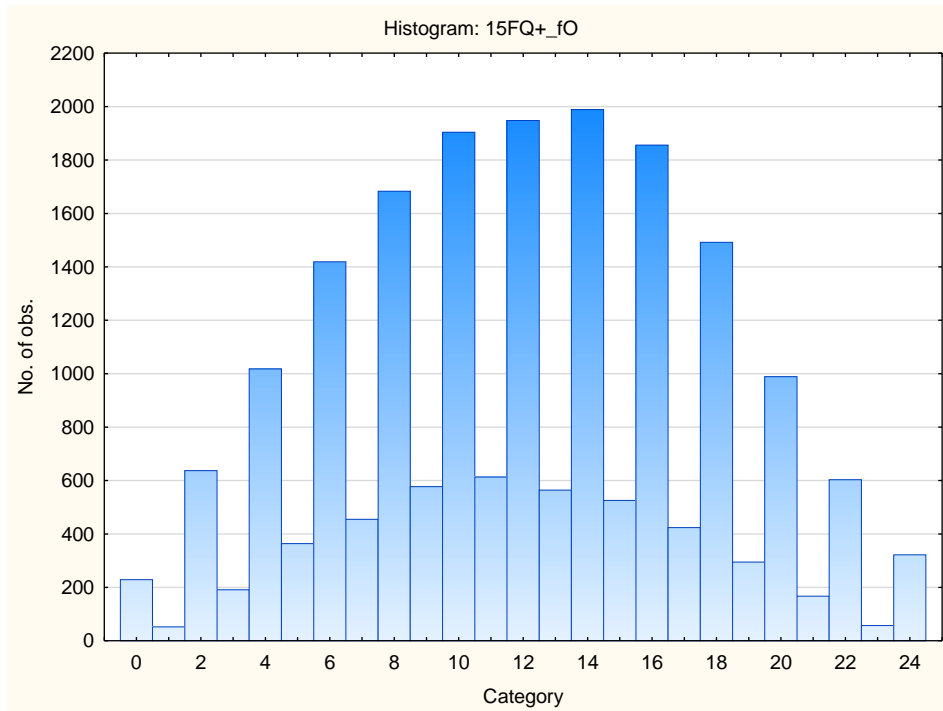
Concrete – Abstract



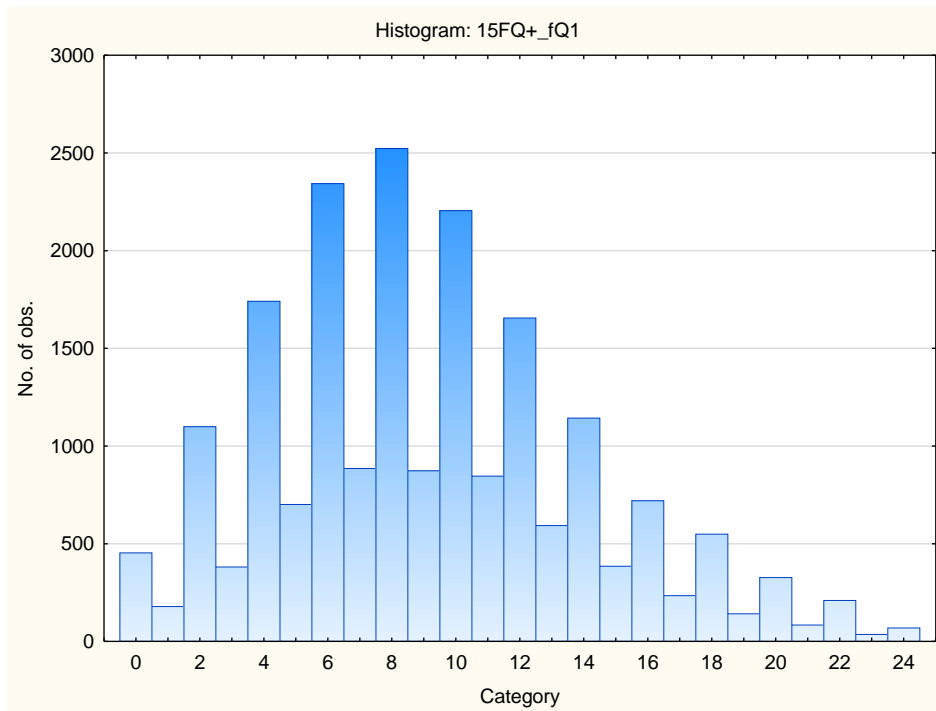
Direct – Restrained



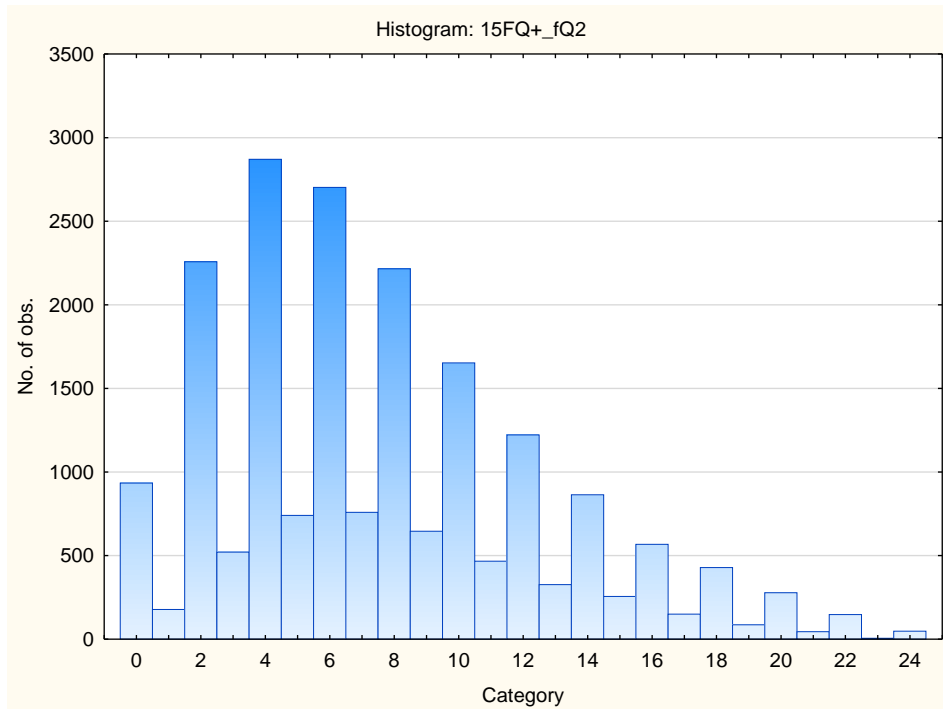
Confident - Self-doubting



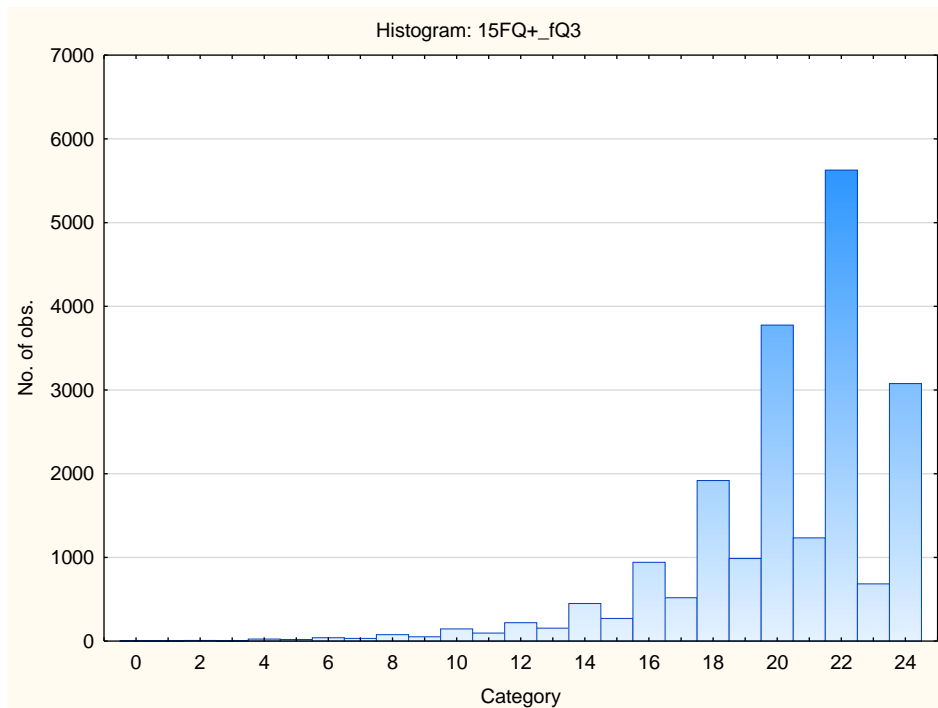
Conventional – Radical



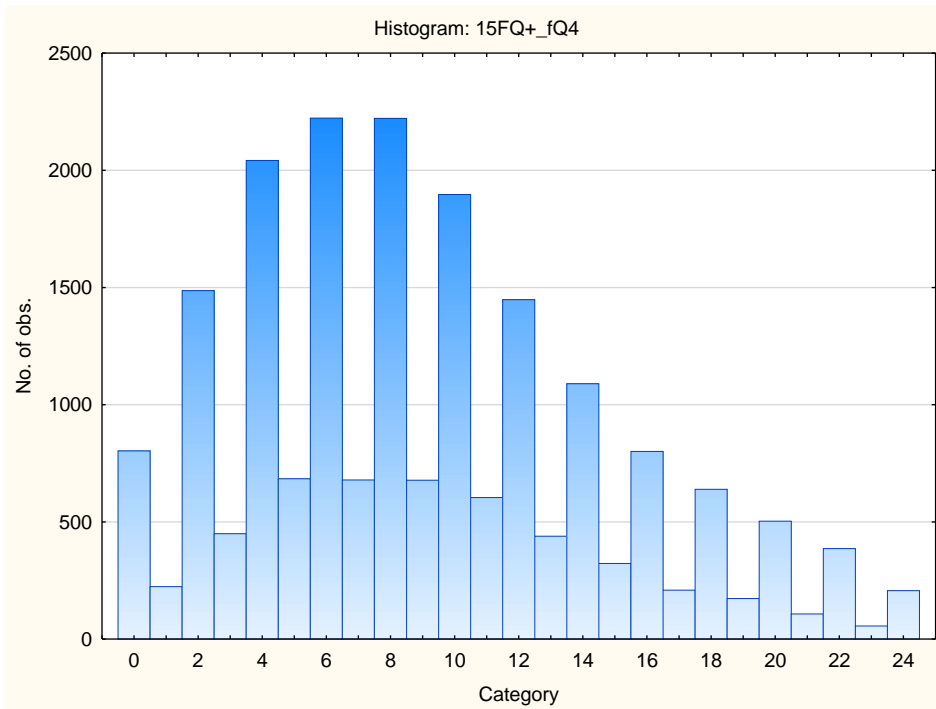
Group-orientated - Self-sufficient



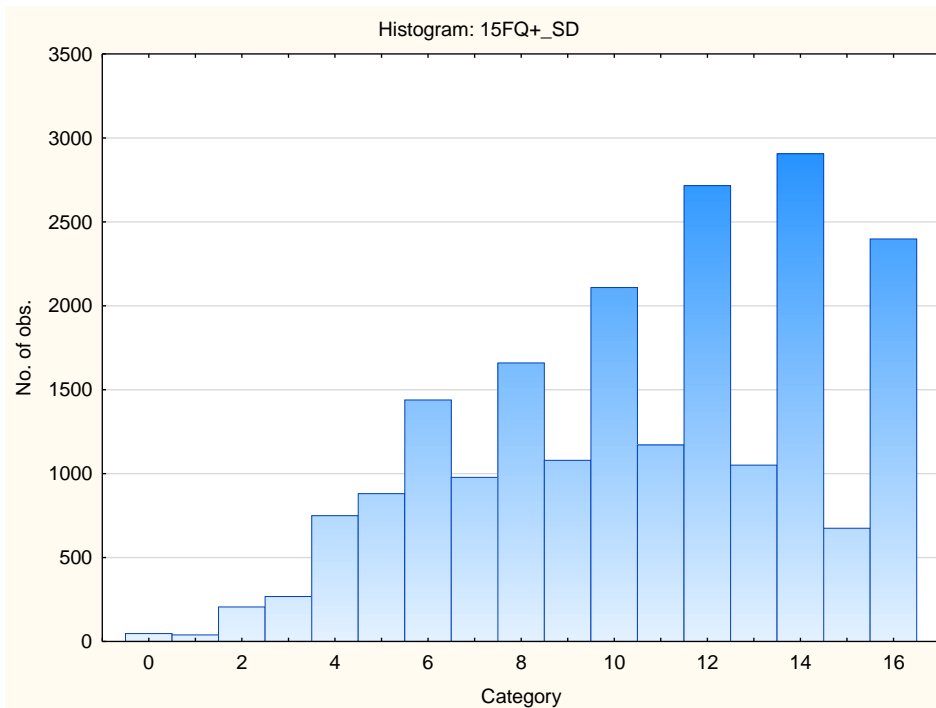
Informal- Self-disciplined



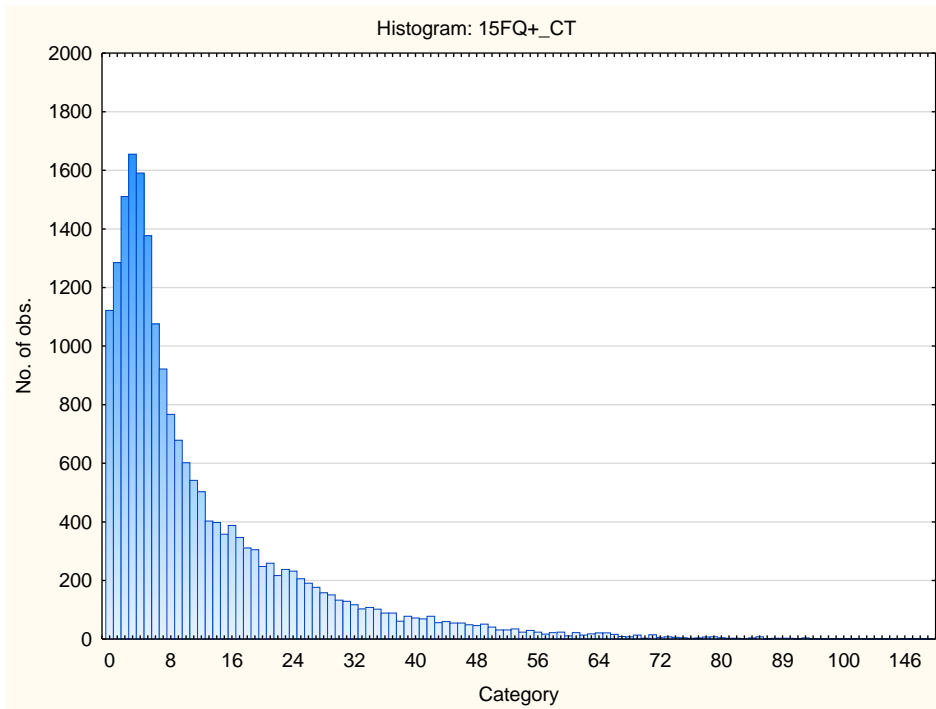
Composed – Tense-driven



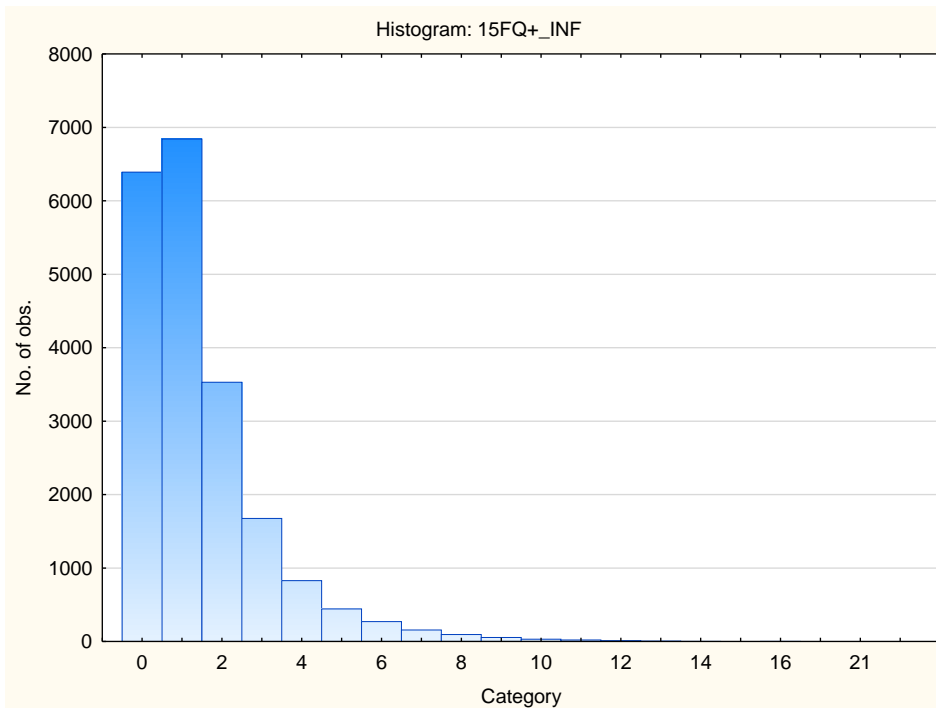
Social Desirability



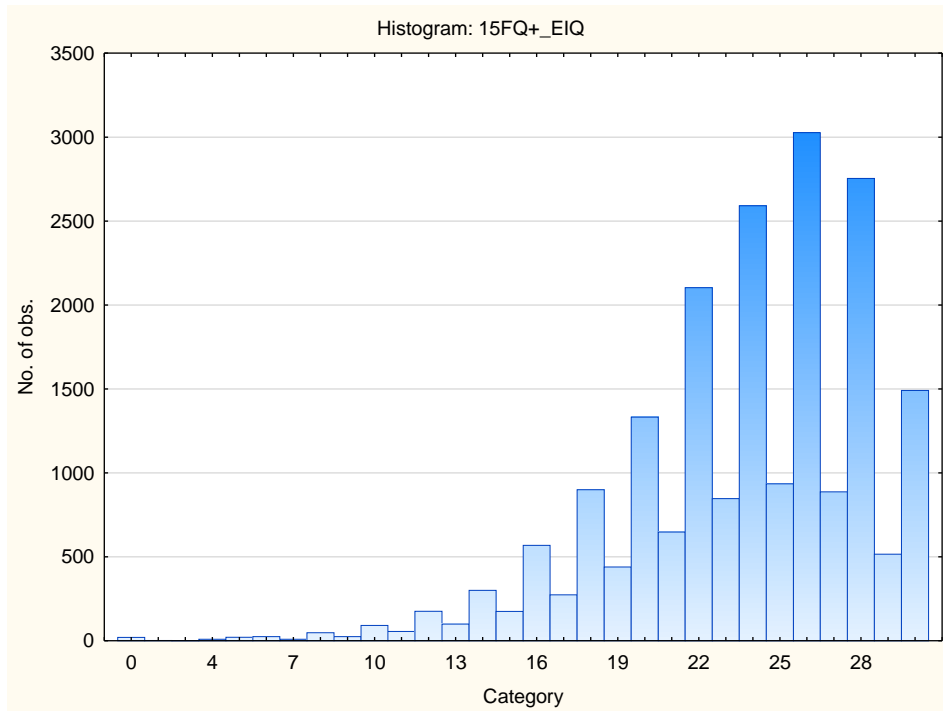
Central Tendency



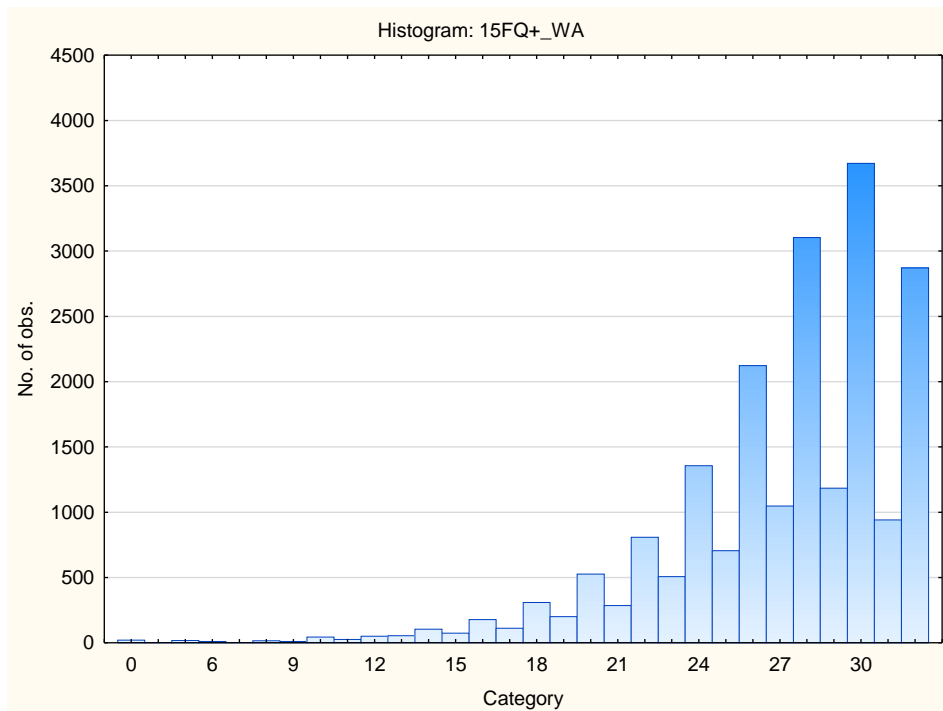
Infrequency



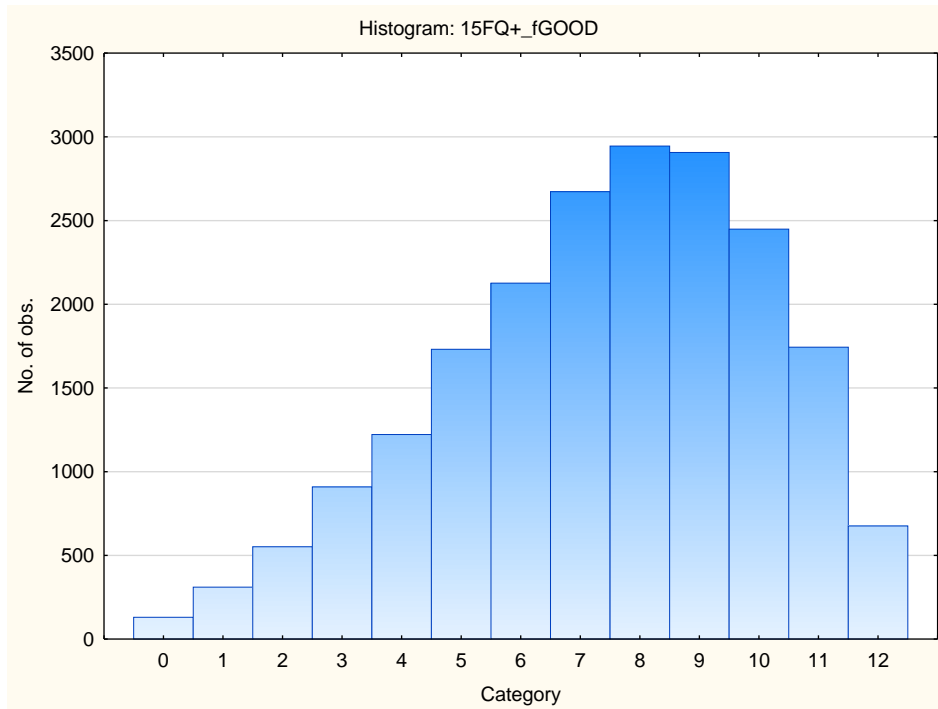
Derived Score: Emotional Intelligence



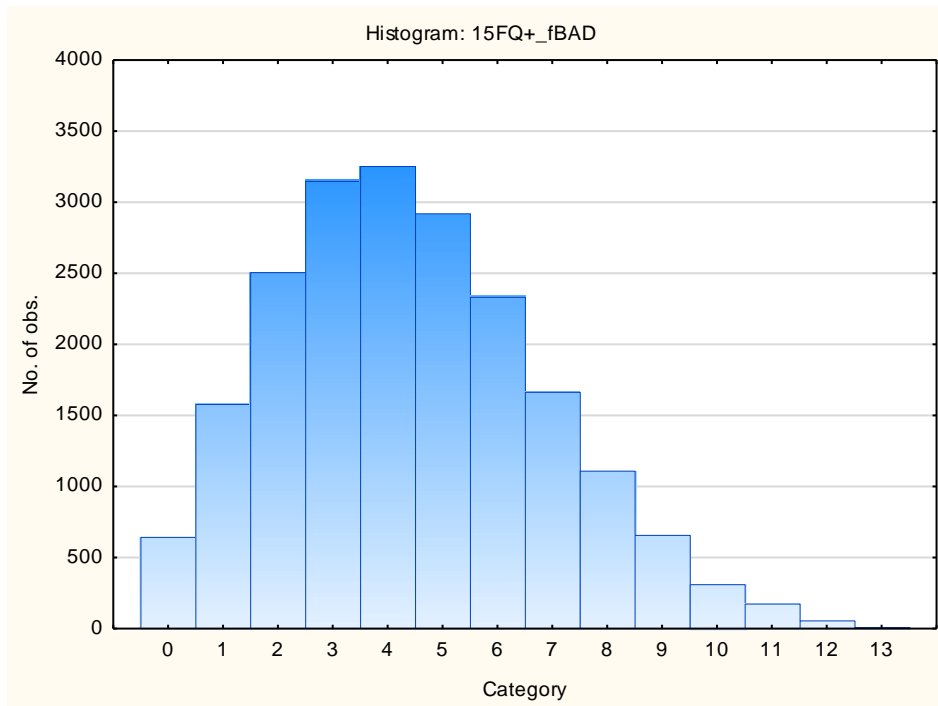
Derived Score: Work Attitude



Faking Good



Faking Bad



Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
fA	Distant Aloof - Empathic	0-11	12-13	14-15	16-16	17-18	19-20	21-22	23-24		
B	Intellectance	0-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
fC	Affected by Feelings - Emotionally Stable	0-8	9-10	11-12	13-15	16-17	18-19	20-22	23-24		
fE	Accommodating – Dominant	0-8	9-10	11-12	13-14	15-16	17-18	19-21	22-23	24-24	
fF	Sober serious - Enthusiastic	0-3	4-6	7-9	10-11	12-14	15-17	18-20	21-22	23-24	
fG	Expedient – Conscientious	0-10	11-12	13-14	15-17	18-19	20-21	22-23	24-24		
fH	Retiring – Socially-bold	0-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24		
fl	Hard-headed – Tender-minded	0-4	5-6	7-9	10-12	13-14	15-17	18-19	20-22	23-24	
fL	Trusting - Suspicious	0--1	0-1	2-4	5-6	7-9	10-11	12-14	15-16	17-19	20-24
fM	Concrete - Abstract	0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-24
fN	Direct - Restrained	0-10	11-12	13-14	15-16	17-19	20-21	22-23	24-24		
fO	Confident – Self-doubting	0-1	2-3	4-6	7-9	10-12	13-14	15-17	18-20	21-23	24-24
fQ1	Conventional - Radical	0--1	0-1	2-4	5-6	7-9	10-11	12-14	15-16	17-18	19-24
fQ2	Group-orientated - Self-sufficient	0--1	0-0	1-2	3-5	6-7	8-10	11-12	13-15	16-17	18-24
fQ3	Informal - Self-disciplined	0-13	14-15	16-16	17-18	19-20	21-21	22-23	24-24		
fQ4	Composed – Tense-driven	0--1	0-0	1-3	4-6	7-9	10-11	12-14	15-17	18-20	21-24
SD	Social Desirability	0-3	4-5	6-6	7-8	9-10	11-12	13-14	15-16		
CT	Central Tendency	0--1	0-0	1-1	2-5	6-12	13-19	20-26	27-33	34-39	40-174
INF	Infrequency	0--1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-22
EQ	Derived Score: Emotional Intelligence	0-14	15-16	17-19	20-21	22-23	24-25	26-28	29-30		
WA	Derived Score: Work Attitude	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-32		
fGOOD	Faking Good	0-2	3-3	4-4	5-6	7-7	8-8	9-10	11-11	12-12	
fBAD	Faking Bad	0--1	0-0	1-1	2-3	4-4	5-5	6-6	7-8	9-9	10-13