

# Fifteen Factor Questionnaire (15FQ+)

## Norm group: SA Afrikaans speakers updated 2016

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### Norm Type

Standard deviation norm

### Composition of the Sample

The sample consisted of 2999 Afrikaans speaking South Africans tested by Psytech SA and collaborators in the period up to February 2016

### Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	1098	1098	36,61220	36,6122
M	1893	2991	63,12104	99,7332
U	8	2999	0,26676	100,0000
Missing	0	2999	0,00000	100,0000

### Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1049	1049	34,97833	34,9783
Tertiary	1048	2097	34,94498	69,9233
Post Graduate	463	2560	15,43848	85,3618
< Matric	131	2691	4,36812	89,7299
Unknown	20	2711	0,66689	90,3968
Other	4	2715	0,13338	90,5302
Missing	284	2999	9,46982	100,0000

## Language Composition of the Sample

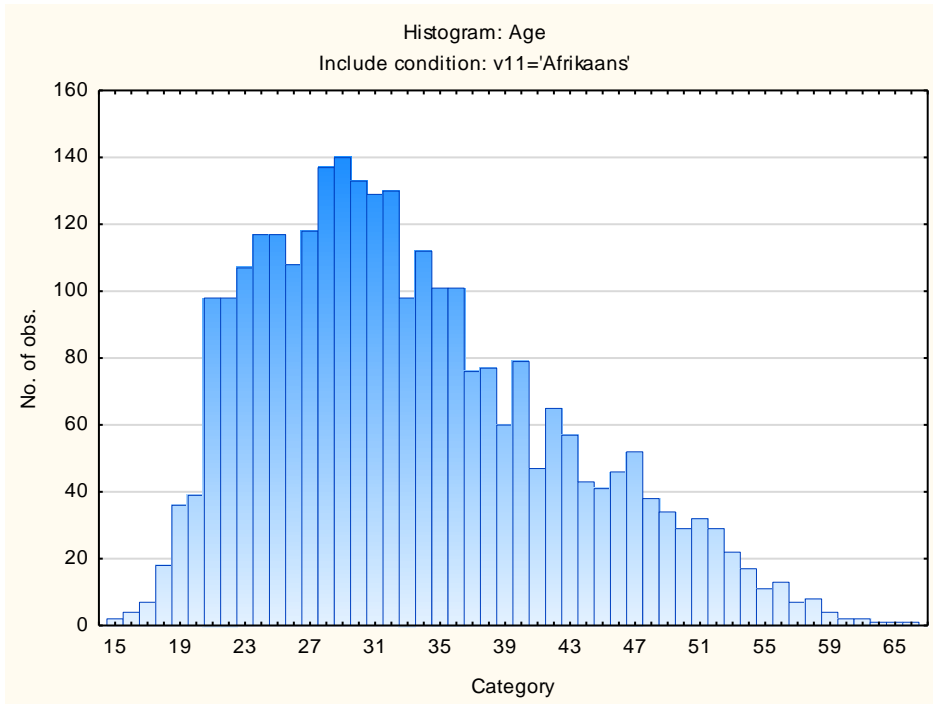
Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	2999	2999	100,0000	100,0000
Missing	0	2999	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	69	69	2,30077	2,3008
European	2567	2636	85,59520	87,8960
Coloured	288	2924	9,60320	97,4992
Asian	5	2929	0,16672	97,6659
Other	33	2962	1,10037	98,7663
Unknown	3	2965	0,10003	98,8663
Missing	34	2999	1,13371	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	33,17053	9,156249	15,00000	67,00000	2844	155

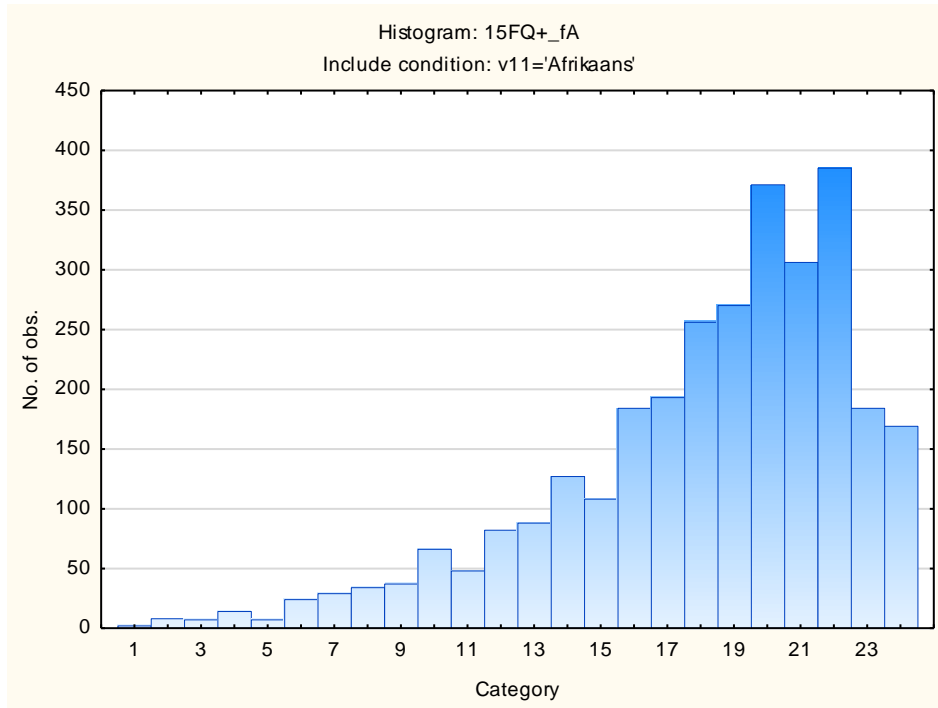


## Descriptive Statistics on 15FQ+ Scales

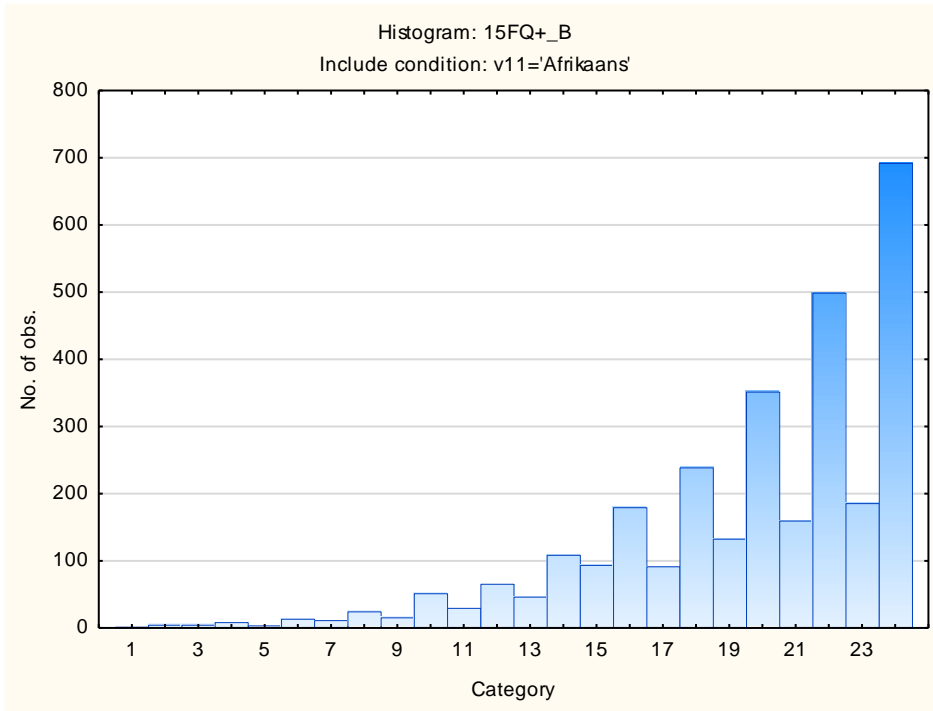
Scale	Scale description	Sample size	Mean	Std.Dev.
<b>fA</b>	Distant Aloof - Empathic	2999	18,12704	4,41564
<b>B</b>	Intellectance	2999	19,68023	4,26844
<b>fC</b>	Affected by feelings - Emotionally Stable	2999	16,79160	5,18416
<b>fE</b>	Accommodating - Dominant	2999	16,42614	4,93282
<b>fF</b>	Sober serious - Enthusiastic	2999	13,98433	5,85078
<b>fG</b>	Expedient - Conscientious	2999	18,82161	4,89031
<b>fH</b>	Retiring – Socially-bold	2999	14,17172	6,50300
<b>fI</b>	Hard-headed – Tender-minded	2999	14,08069	5,38939
<b>fL</b>	Trusting - Suspicious	2999	9,29843	5,19968
<b>fM</b>	Concrete - Abstract	2999	10,25809	4,49224
<b>fN</b>	Direct - Restrained	2999	18,26342	4,88664
<b>fO</b>	Confident – Self-doubting	2999	13,02101	5,88883
<b>fQ1</b>	Conventional - Radical	2999	8,77059	5,05045
<b>fQ2</b>	Group-orientated - Self-sufficient	2999	8,86762	5,63353
<b>fQ3</b>	Informal – Self-disciplined	2999	20,47482	3,29634
<b>fQ4</b>	Composed – Tense-driven	2999	11,08169	6,12688
<b>SD</b>	Social Desirability	2999	9,85695	3,62215
<b>CT</b>	Central Tendency	2999	12,45649	13,98307
<b>INF</b>	Infrequency	2999	1,50950	1,68772
<b>EIQ</b>	Derived Score: Emotional Intelligence	2999	22,58520	5,09640
<b>WA</b>	Derived Score: Work Attitude	2999	27,05302	4,34965
<b>fGOOD</b>	Faking Good	2999	6,55585	2,80120
<b>fBAD</b>	Faking Bad	2999	4,81027	2,61602

## Frequency Distributions for 15FQ+ Scales

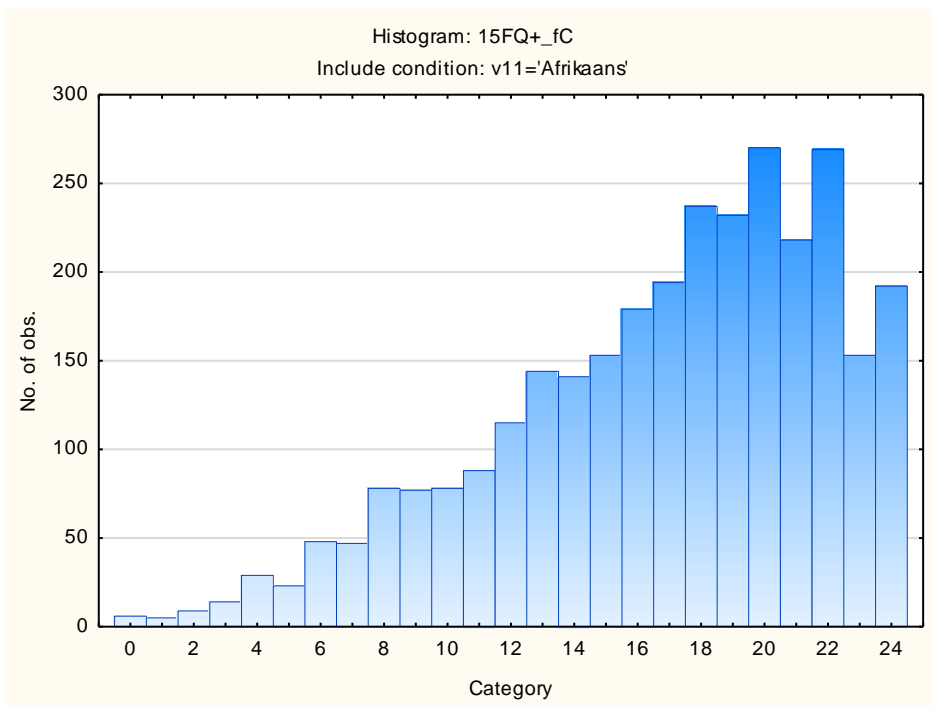
### Distant Aloof – Empathic



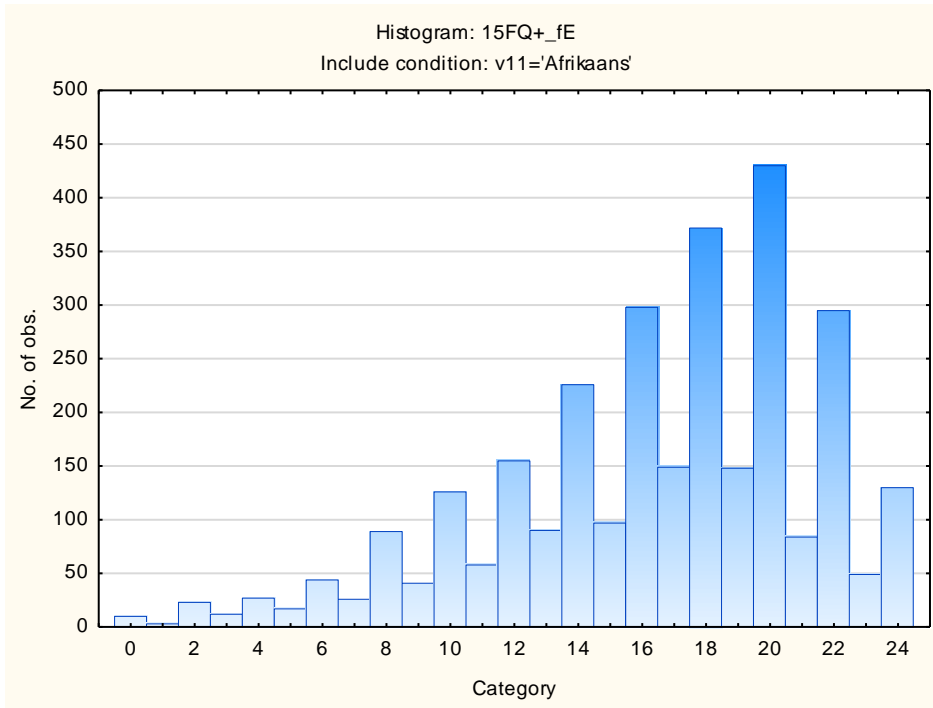
## Intellectance



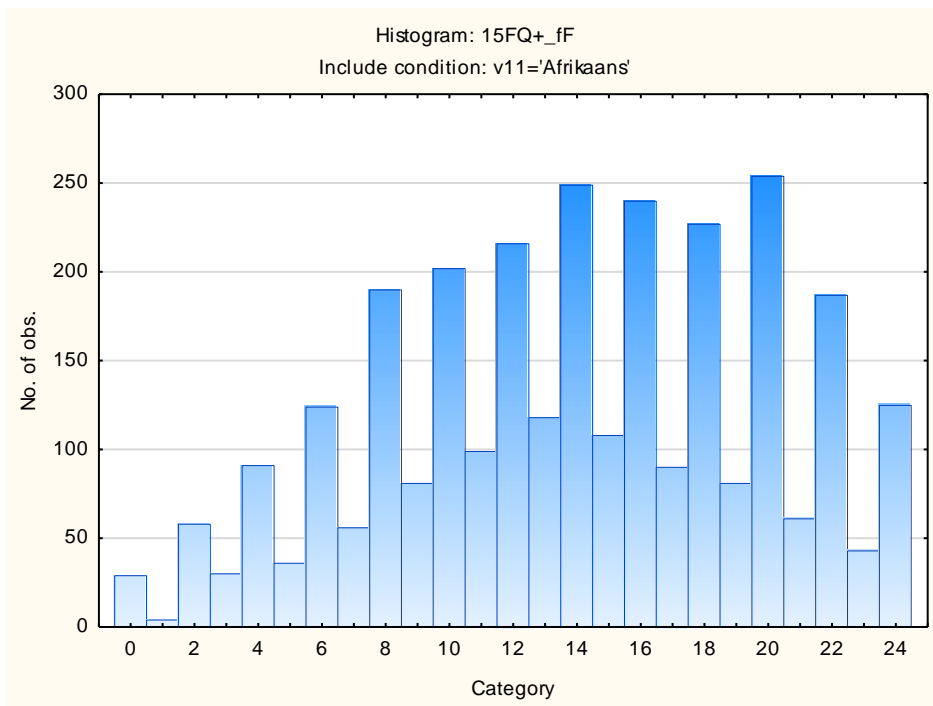
## Affected by Feelings - Emotionally Stable



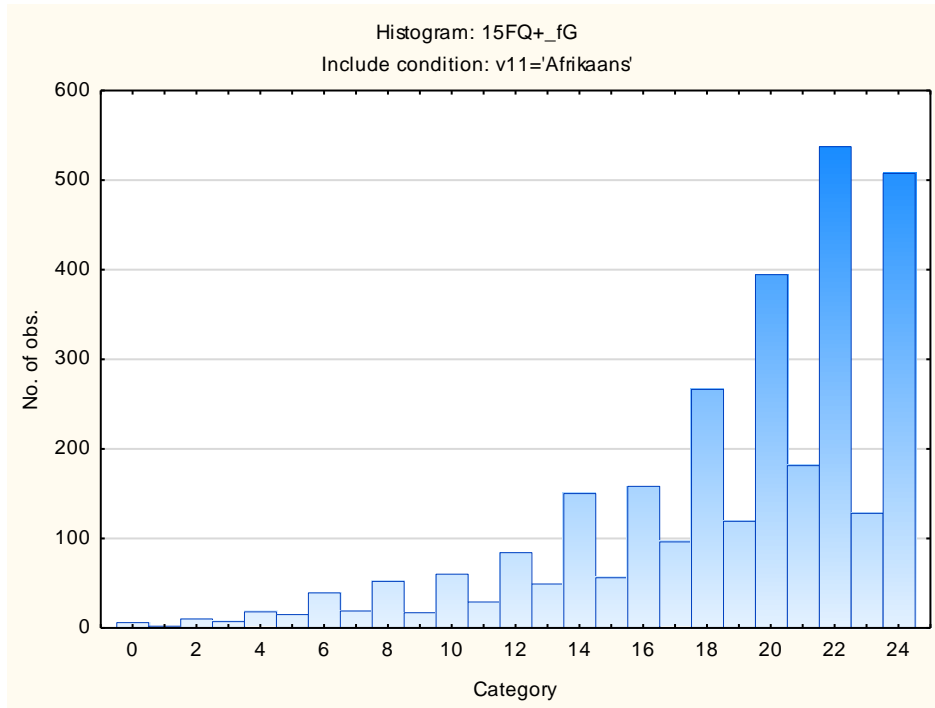
### Accommodating – Dominant



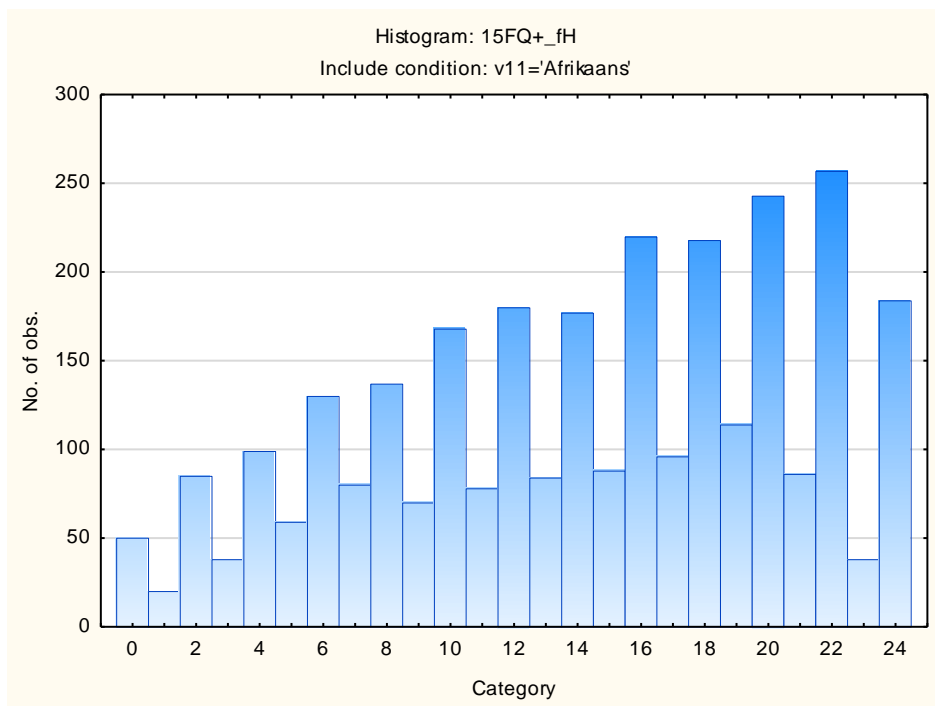
### Sober Serious – Enthusiastic



## Expedient – Conscientious

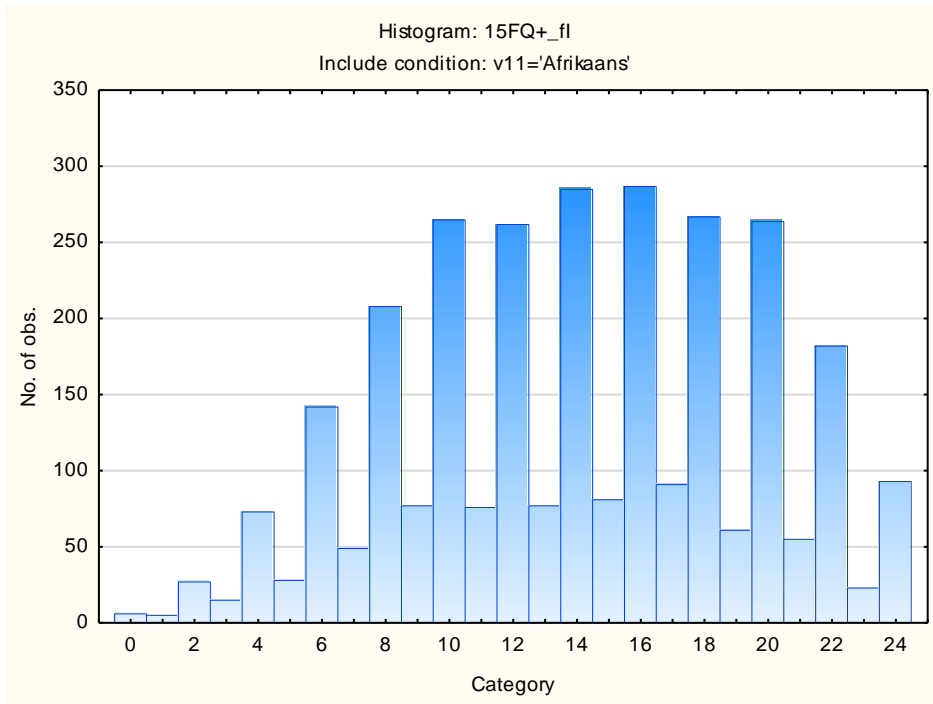


## Retiring – Socially-bold

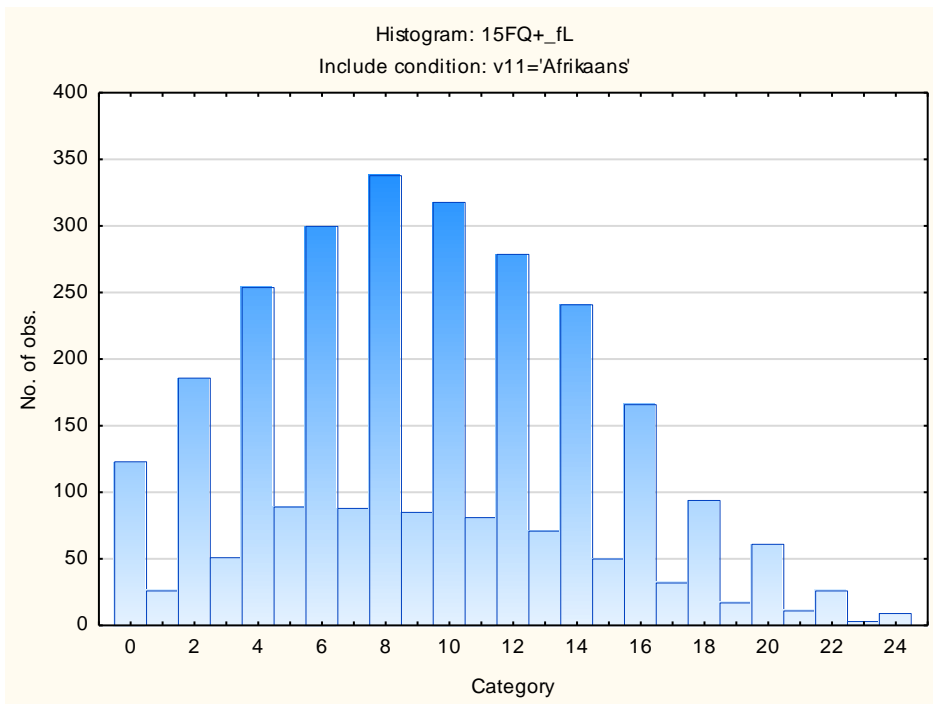




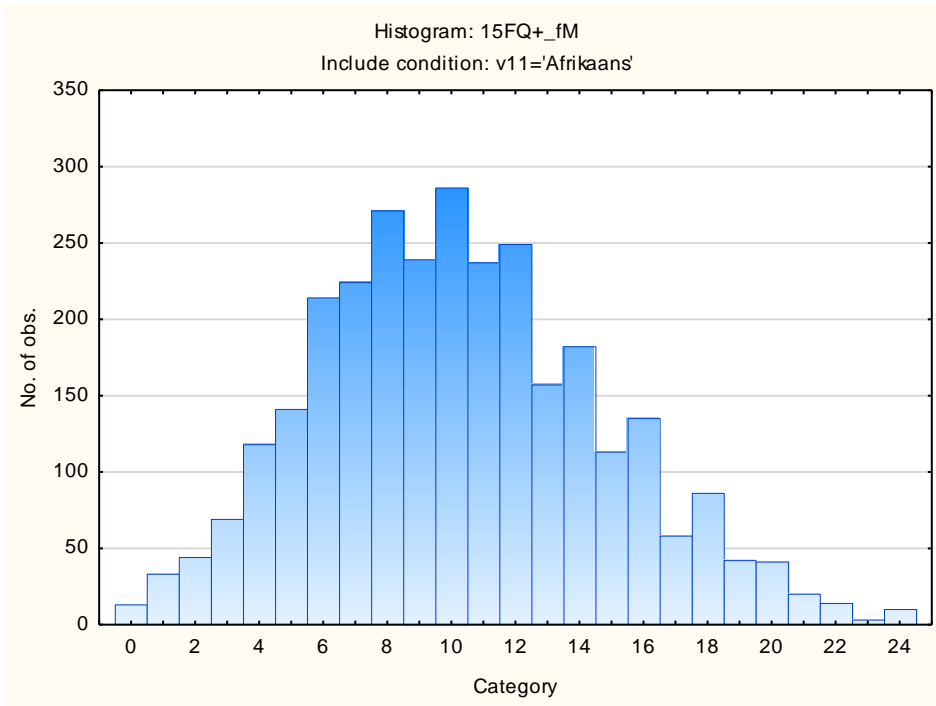
### Hard-headed – Tender-minded



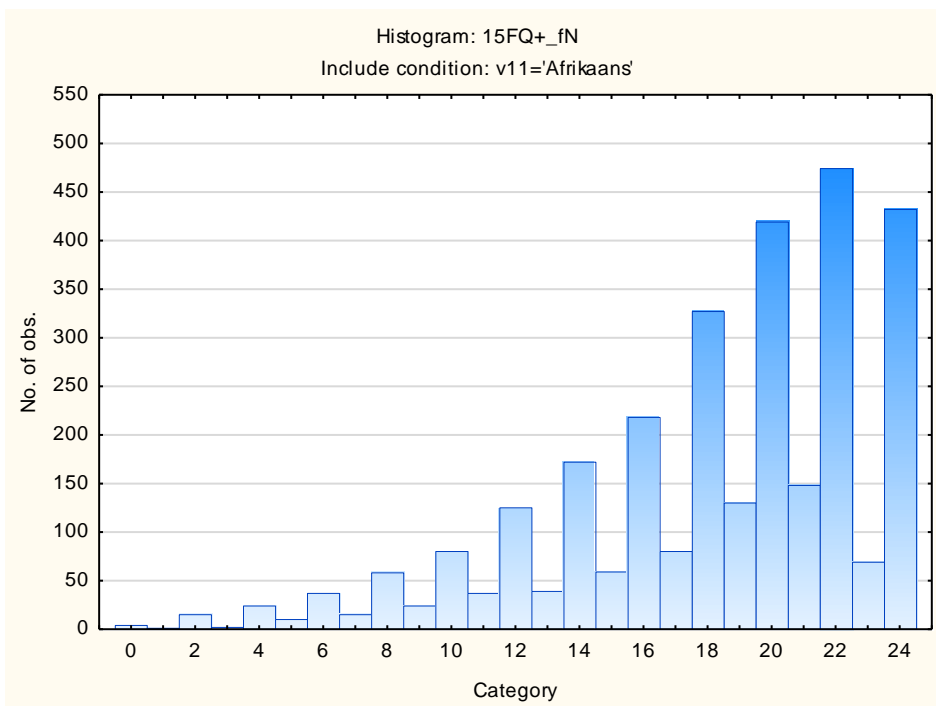
### Trusting – Suspicious



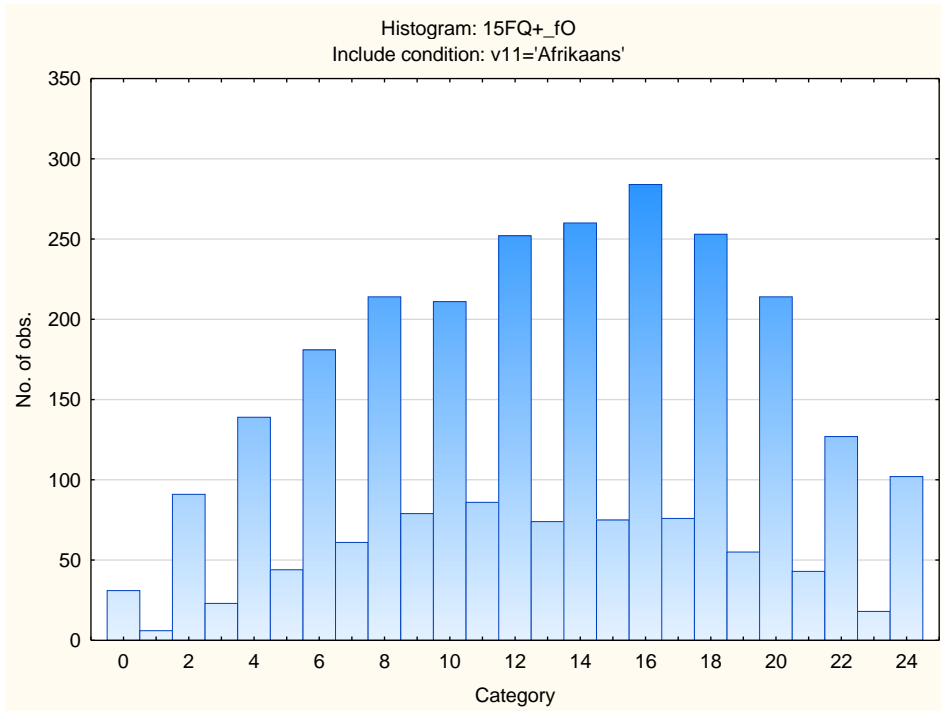
### Concrete – Abstract



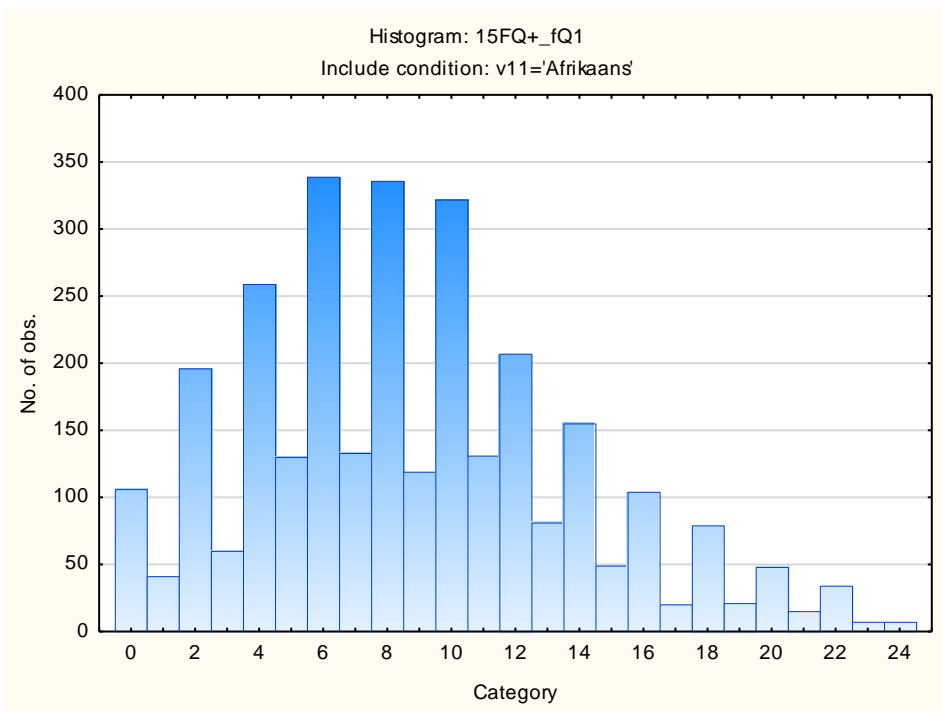
### Direct – Restrained



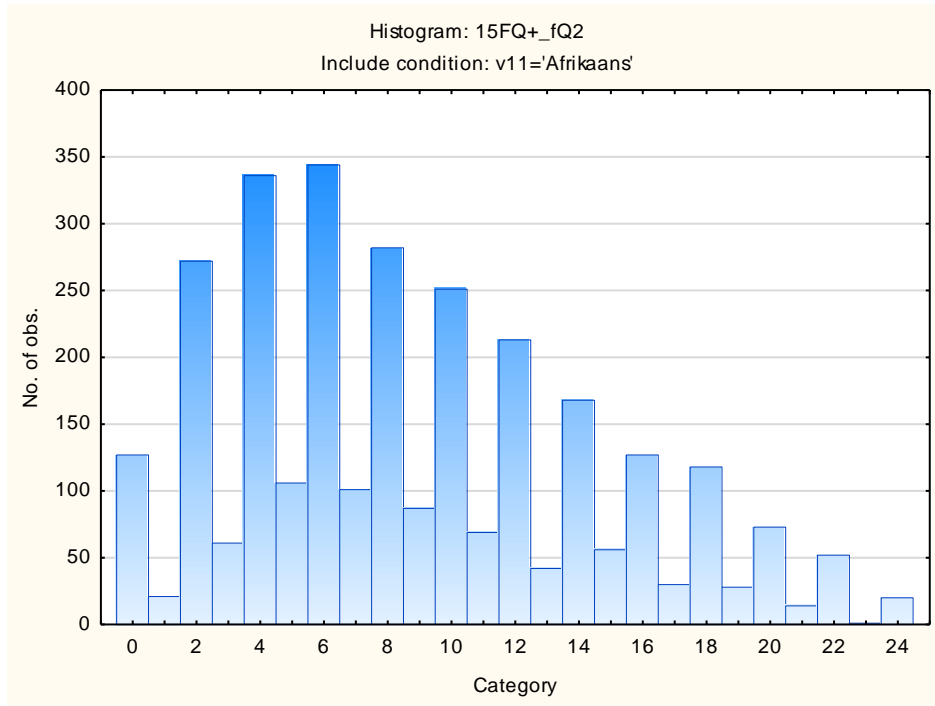
### Confident - Self-doubting



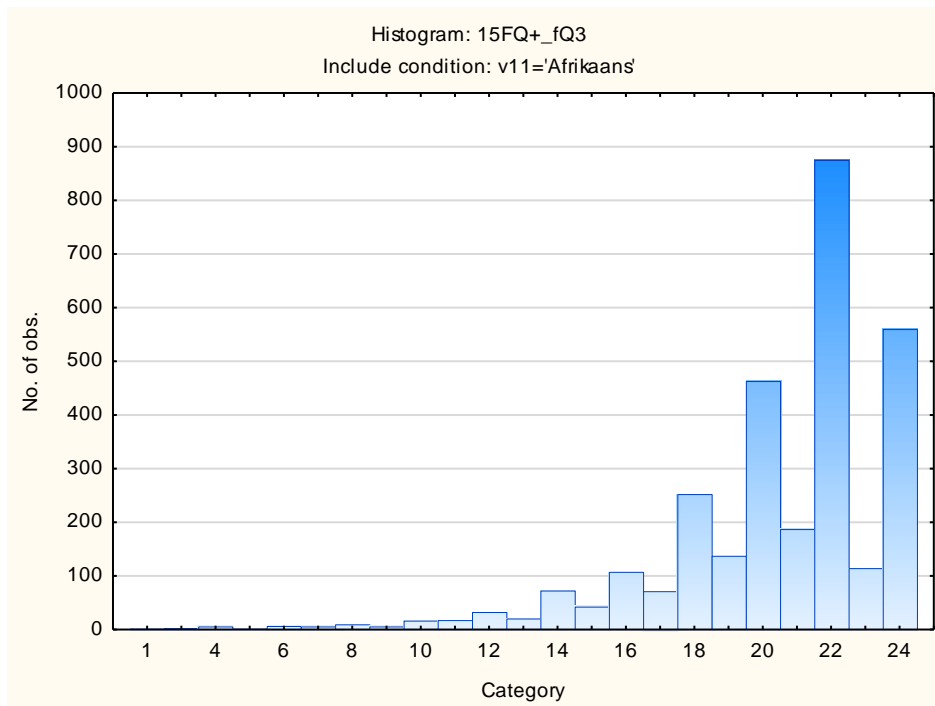
### Conventional – Radical



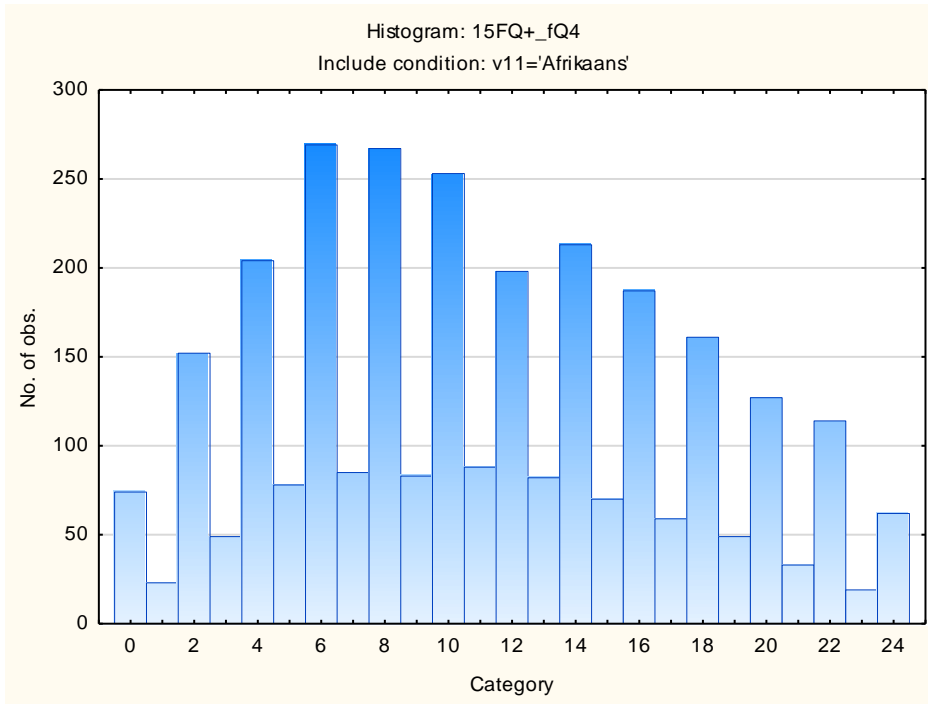
## Group-orientated - Self-sufficient



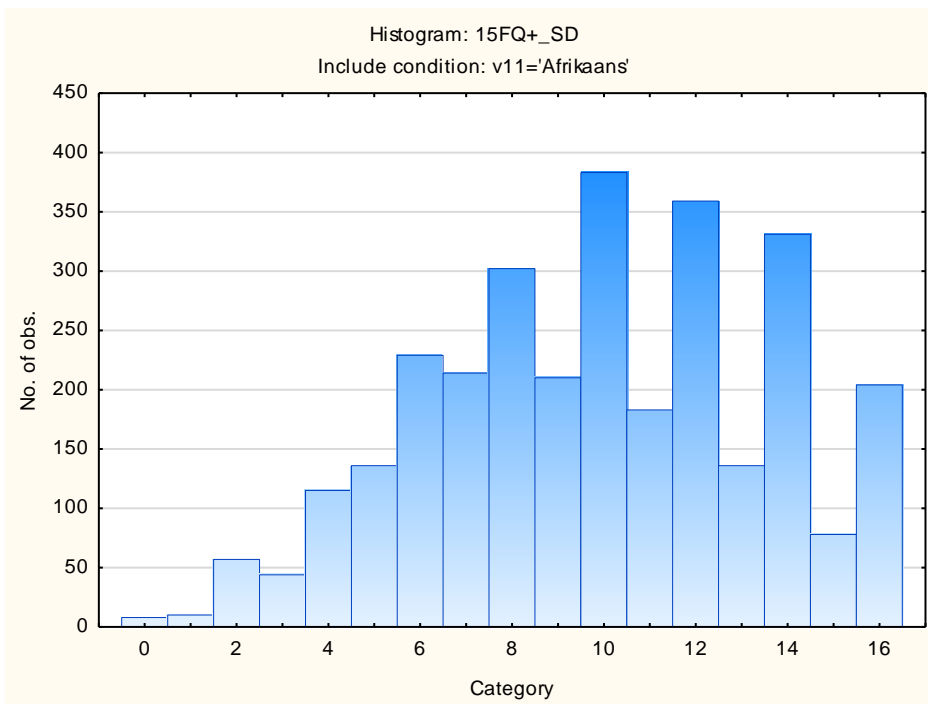
## Informal- Self-disciplined



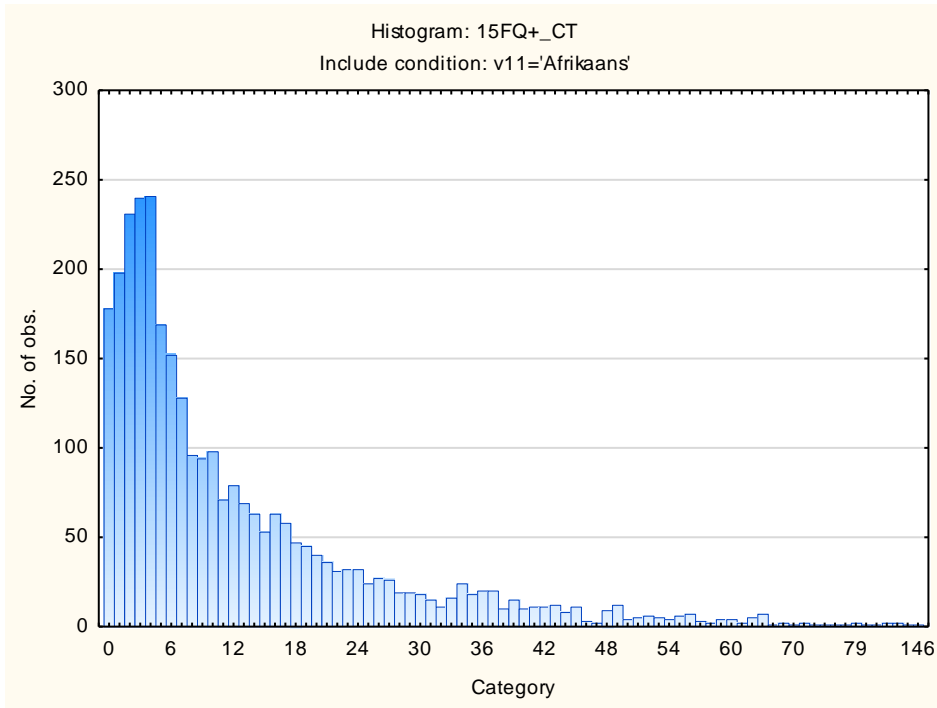
## Composed – Tense-driven



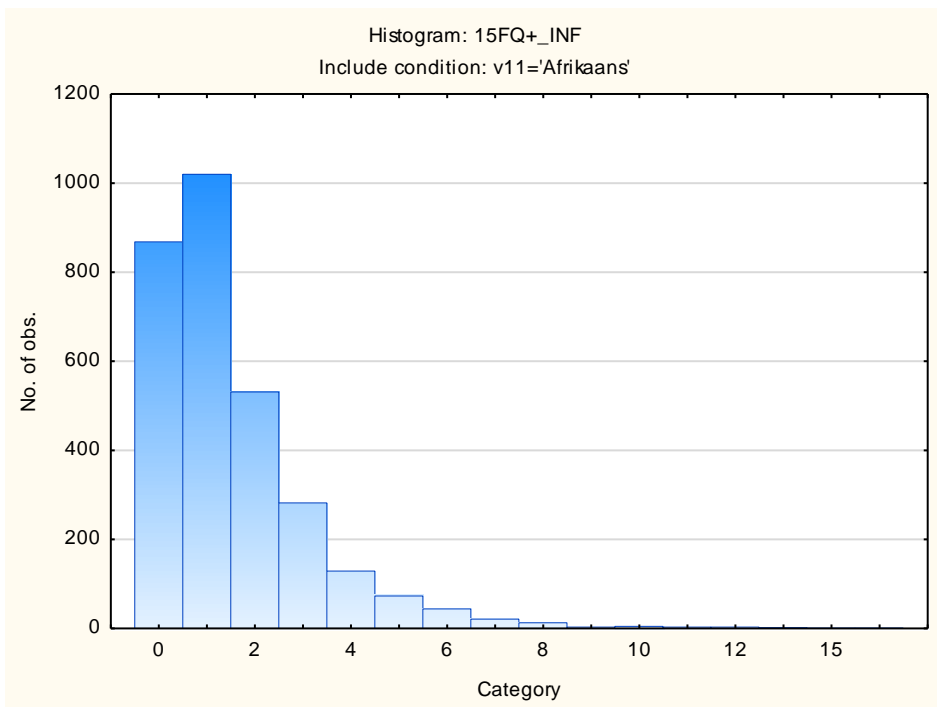
## Social Desirability



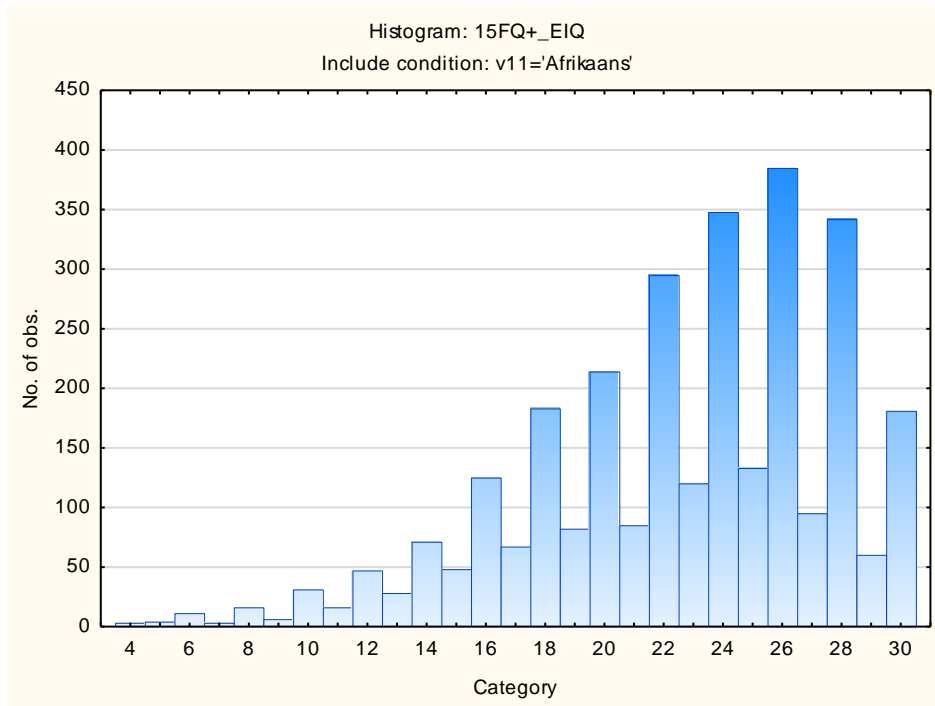
## Central Tendency



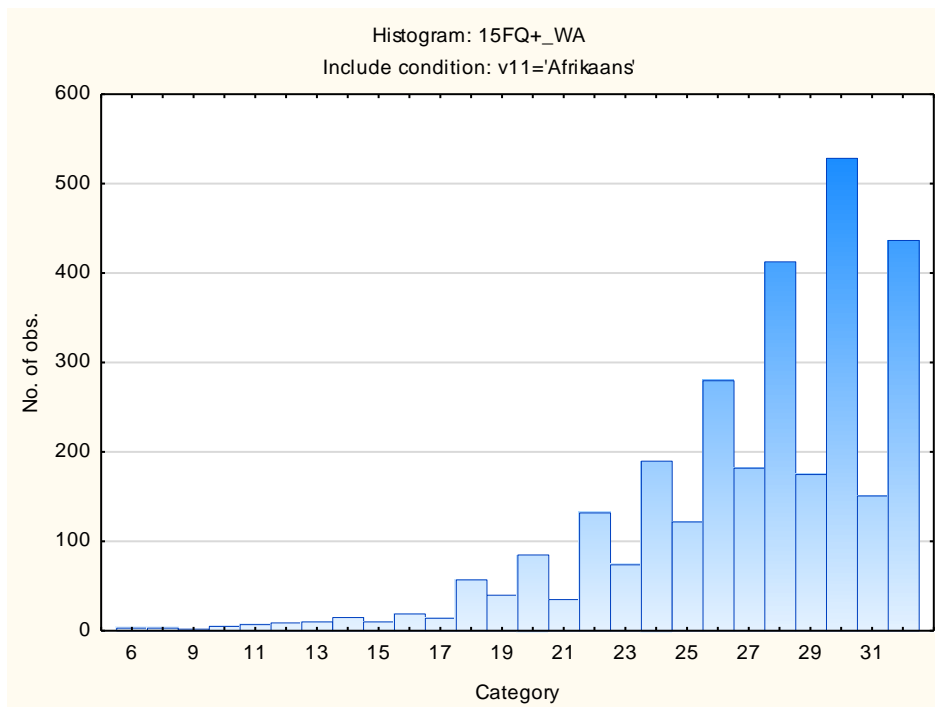
## Infrequency



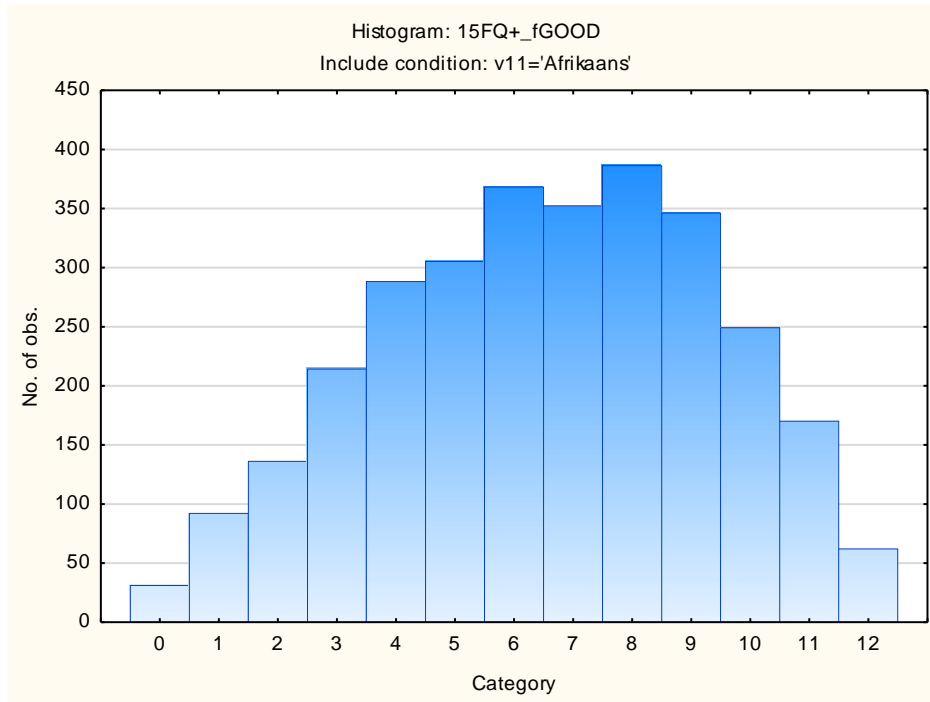
## Derived Score: Emotional Intelligence



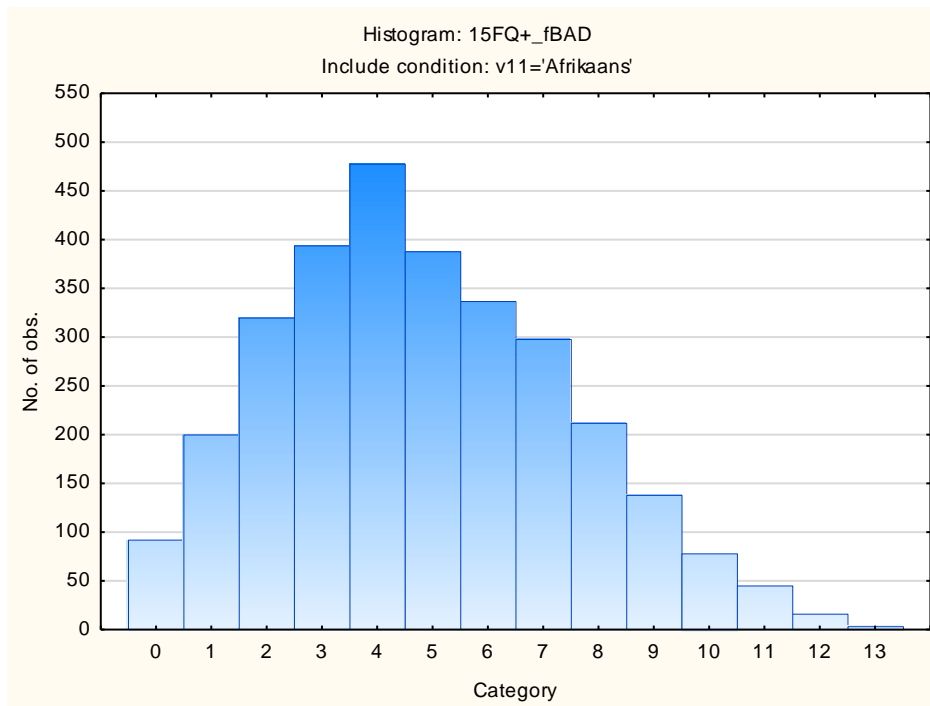
## Derived Score: Work Attitude



## 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
<b>fA</b>	Distant Aloof - Empathic	1-9	10-11	12-13	14-15	16-18	19-20	21-22	23-24		
<b>B</b>	Intellectance	1-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
<b>fC</b>	Affected by Feelings - Emotionally Stable	0-6	7-9	10-11	12-14	15-16	17-19	20-21	22-24		
<b>fE</b>	Accommodating – Dominant	0-6	7-9	10-11	12-13	14-16	17-18	19-21	22-23	24-24	
<b>fF</b>	Sober serious - Enthusiastic	0-2	3-5	6-8	9-11	12-13	14-16	17-19	20-22	23-24	
<b>fG</b>	Expedient – Conscientious	0-9	10-11	12-13	14-16	17-18	19-21	22-23	24-24		
<b>fH</b>	Retiring – Socially-bold	0-1	2-4	5-7	8-10	11-14	15-17	18-20	21-23	24-24	
<b>fI</b>	Hard-headed – Tender-minded	0-3	4-5	6-8	9-11	12-14	15-16	17-19	20-22	23-24	
<b>fL</b>	Trusting - Suspicious	0-1	0-1	2-4	5-6	7-9	10-11	12-14	15-17	18-19	20-24
<b>fM</b>	Concrete - Abstract	0-1	2-3	4-5	6-8	9-10	11-12	13-14	15-16	17-19	20-24
<b>fN</b>	Direct - Restrained	0-8	9-10	11-13	14-15	16-18	19-20	21-23	24-24		
<b>fO</b>	Confident – Self-doubting	0-1	2-4	5-7	8-10	11-13	14-15	16-18	19-21	22-24	
<b>fQ1</b>	Conventional - Radical	0-1	0-1	2-3	4-6	7-8	9-11	12-13	14-16	17-18	19-24
<b>fQ2</b>	Group-orientated - Self-sufficient	0-1	0-0	1-3	4-6	7-8	9-11	12-14	15-17	18-20	21-24
<b>fQ3</b>	Informal - Self-disciplined	1-13	14-15	16-17	18-18	19-20	21-22	23-23	24-24		
<b>fQ4</b>	Composed – Tense-driven	0-1	0-1	2-4	5-8	9-11	12-14	15-17	18-20	21-23	24-24
<b>SD</b>	Social Desirability	0-2	3-4	5-6	7-8	9-9	10-11	12-13	14-15	16-16	
<b>CT</b>	Central Tendency	0-1	0-0	1-1	2-5	6-12	13-19	20-26	27-33	34-40	41-146
<b>INF</b>	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-16
<b>EIQ</b>	Derived Score: Emotional Intelligence	4-12	13-14	15-17	18-20	21-22	23-25	26-27	28-30		
<b>WA</b>	Derived Score: Work Attitude	6-18	19-20	21-22	23-24	25-27	28-29	30-31	32-32		
<b>fGOOD</b>	Faking Good	0-0	1-2	3-3	4-5	6-6	7-7	8-9	10-10	11-12	
<b>fBAD</b>	Faking Bad	0-1	0-0	1-2	3-3	4-4	5-6	7-7	8-8	9-10	11-13