

# Fifteen Factor Questionnaire (15FQ+)

## Norm Group: SA English Speakers, Updated 2016

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### Norm Type

Standard deviation norm

### Composition of the Sample

The sample consisted of 5473 English speaking South Africans tested by Psytech SA and collaborators, via GeneSys for Windows, in the period up to February 2015.

### Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2206	2206	40,30696	40,3070
M	3249	5455	59,36415	99,6711
U	18	5473	0,32889	100,0000
Missing	0	5473	0,00000	100,0000

### Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1841	1841	33,63786	33,6379
Tertiary	2177	4018	39,77709	73,4149
Post Graduate	884	4902	16,15202	89,5670
< Matric	141	5043	2,57628	92,1432
Unknown	11	5054	0,20099	92,3442
Other	1	5055	0,01827	92,3625
Missing	418	5473	7,63749	100,0000

## Language Composition of the Sample

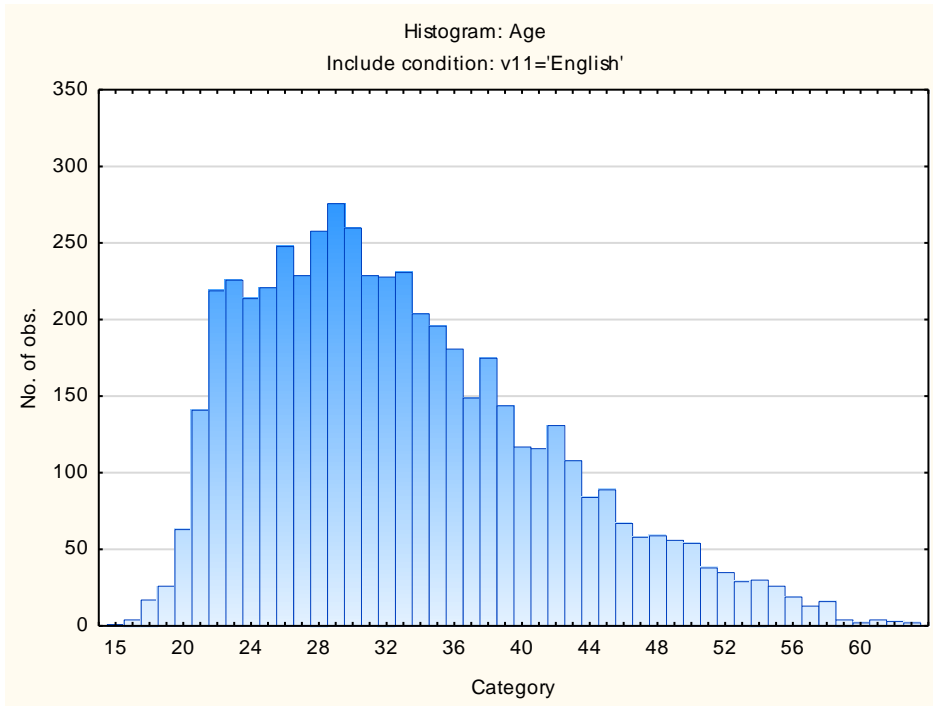
Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	5473	5473	100,0000	100,0000
Missing	0	5473	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	421	421	7,69231	7,6923
European	2487	2908	45,44126	53,1336
Coloured	760	3668	13,88635	67,0199
Asian	1627	5295	29,72775	96,7477
Indian	38	5333	0,69432	97,4420
Other	72	5405	1,31555	98,7575
Unknown	3	5408	0,05481	98,8124
Chinese	3	5411	0,05481	98,8672
Missing	62	5473	1,13283	100,0000

## Age Composition of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	33,00113	8,645587	15,00000	63,00000	5300	173

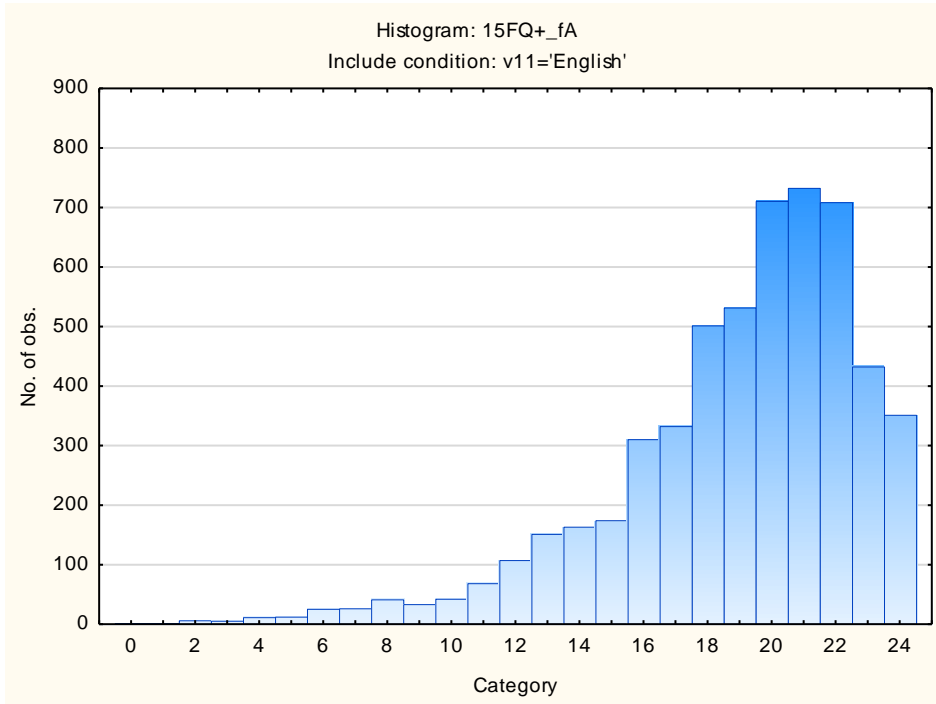


*Descriptive statistics on 15FQPlus scale raw scores*

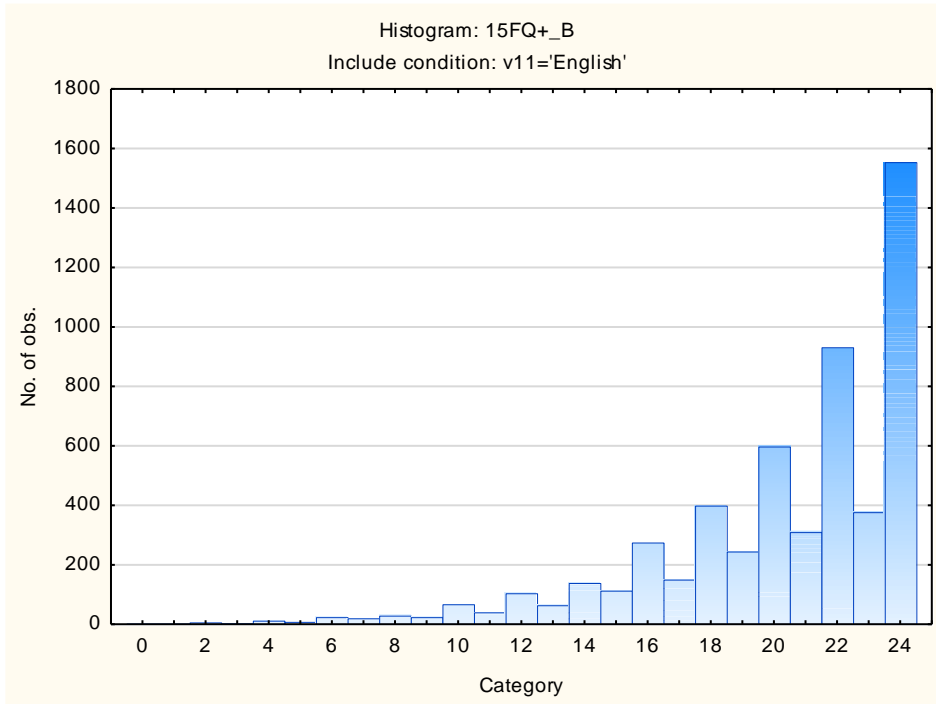
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>fA</b>	Distant Aloof - Empathic	5473	18,93203	3,83168
<b>B</b>	Intellectance	5473	20,30440	4,01989
<b>fC</b>	Affected by feelings - Emotionally Stable	5473	17,42664	4,76534
<b>fE</b>	Accommodating - Dominant	5473	16,65174	4,52636
<b>fF</b>	Sober serious - Enthusiastic	5473	15,60369	5,40534
<b>fG</b>	Expedient - Conscientious	5473	19,33473	4,60098
<b>fH</b>	Retiring – Socially-bold	5473	15,42408	6,15561
<b>fI</b>	Hard-headed – Tender-minded	5473	14,60972	5,23159
<b>fL</b>	Trusting - Suspicious	5473	8,33674	5,05247
<b>fM</b>	Concrete - Abstract	5473	10,47835	4,30714
<b>fN</b>	Direct - Restrained	5473	18,68208	4,59895
<b>fO</b>	Confident – Self-doubting	5473	11,86205	5,77643
<b>fQ1</b>	Conventional - Radical	5473	9,02905	5,18591
<b>fQ2</b>	Group-orientated - Self-sufficient	5473	7,66618	5,00904
<b>fQ3</b>	Informal – Self-disciplined	5473	20,00987	3,44928
<b>fQ4</b>	Composed – Tense-driven	5473	9,24338	5,96410
<b>SD</b>	Social Desirability	5473	10,99635	3,60980
<b>CT</b>	Central Tendency	5473	11,89640	12,96633
<b>INF</b>	Infrequency	5473	1,24520	1,46118
<b>EIQ</b>	Derived Score: Emotional Intelligence	5473	23,71771	4,71836
<b>WA</b>	Derived Score: Work Attitude	5473	27,18673	4,42562
<b>fGOOD</b>	Faking Good	5473	7,36086	2,71893
<b>fBAD</b>	Faking Bad	5473	4,41769	2,51418

## Frequency distributions on 15FQPlus scale raw scores

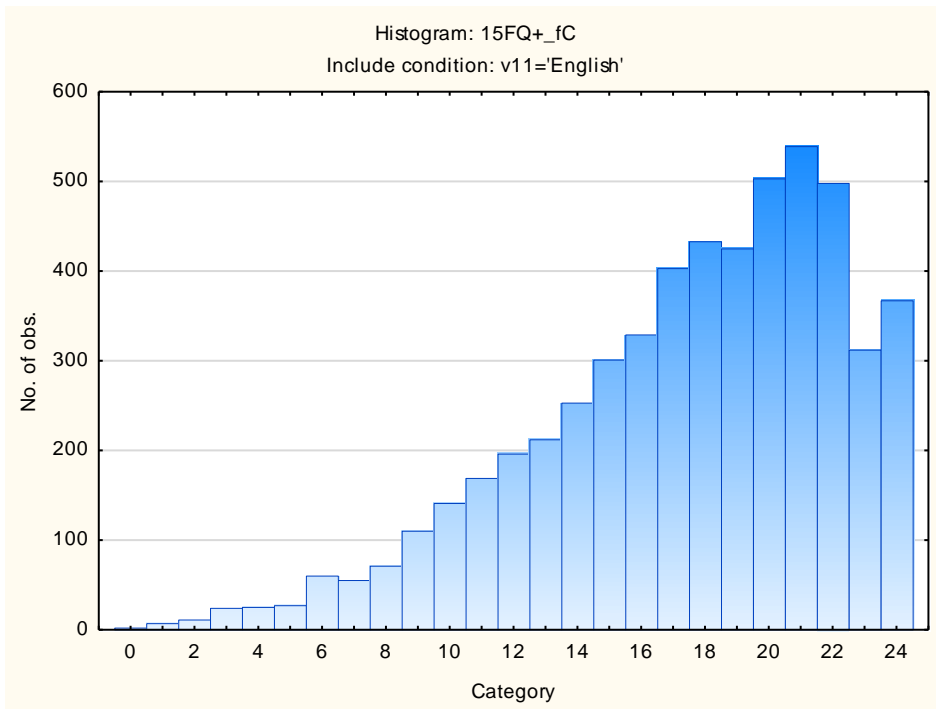
### Distant Aloof – Empathic



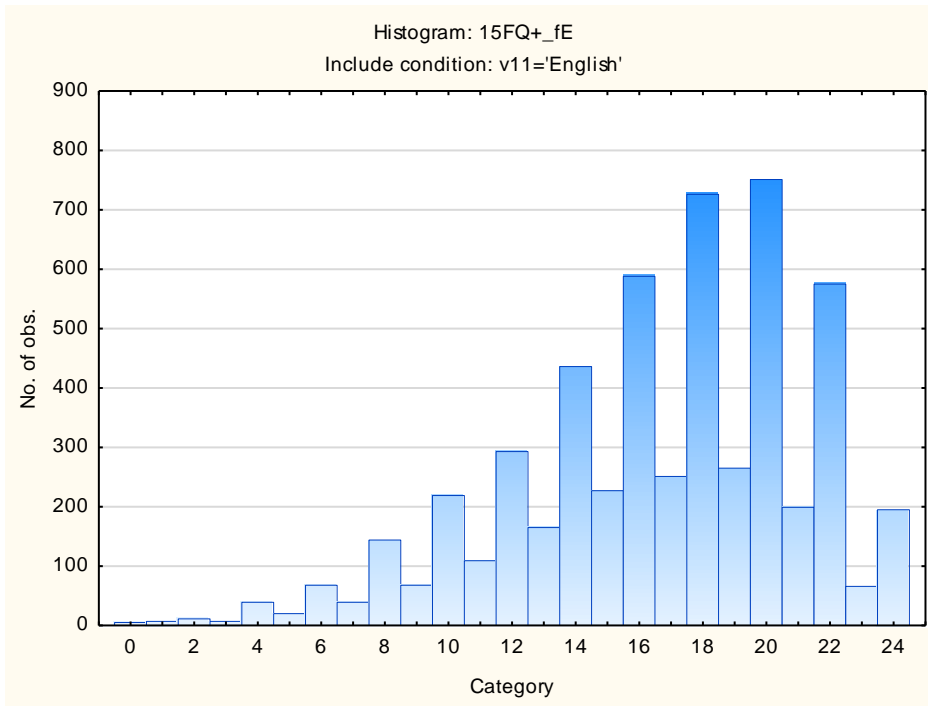
## Intellectance



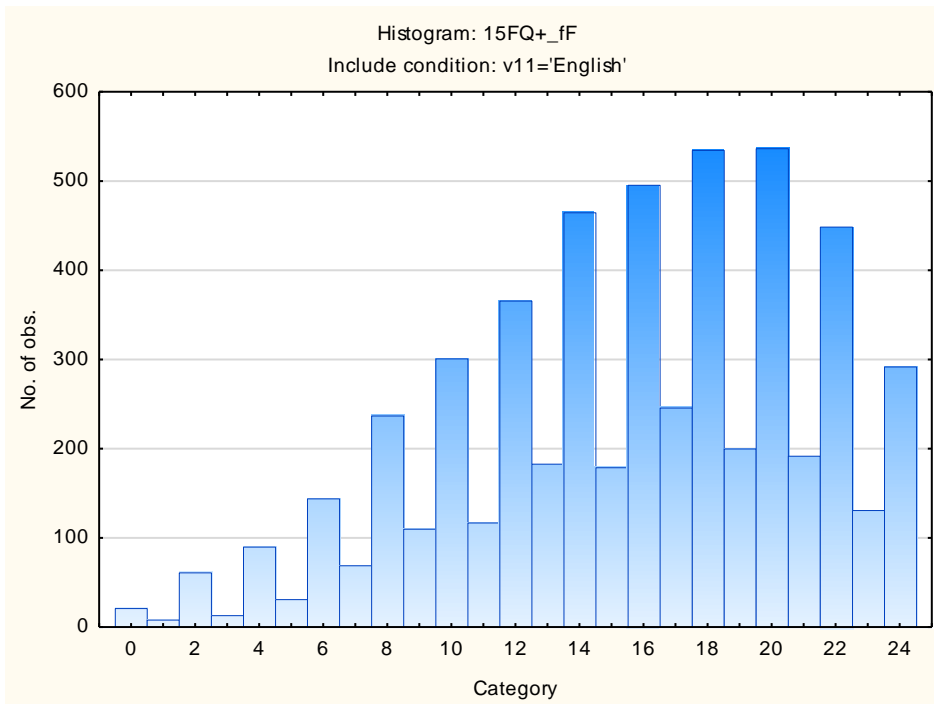
## Affected by Feelings - Emotionally Stable



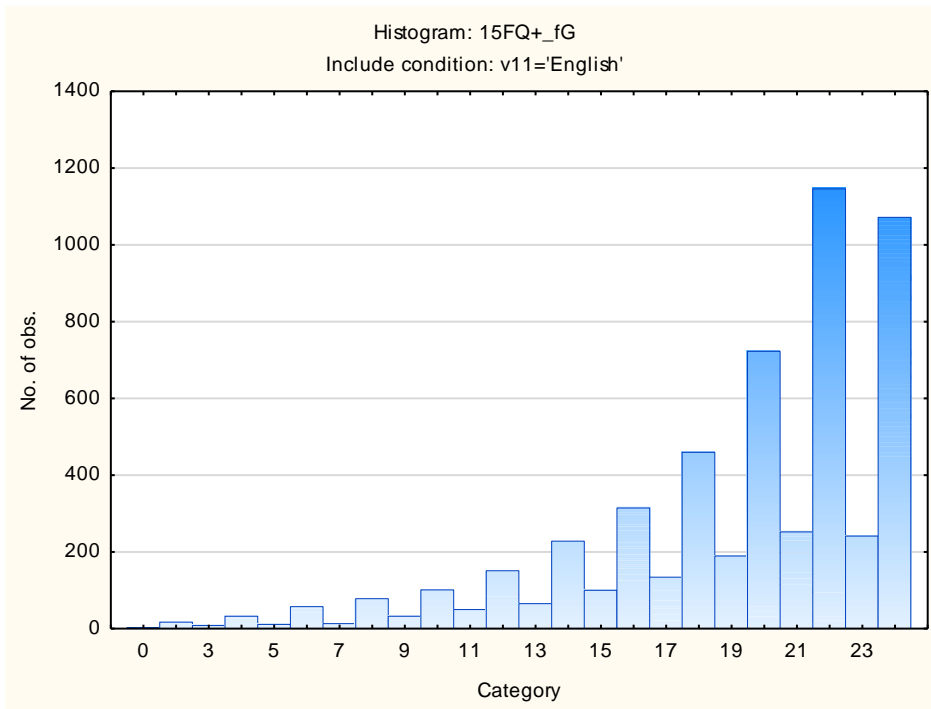
## Accommodating – Dominant



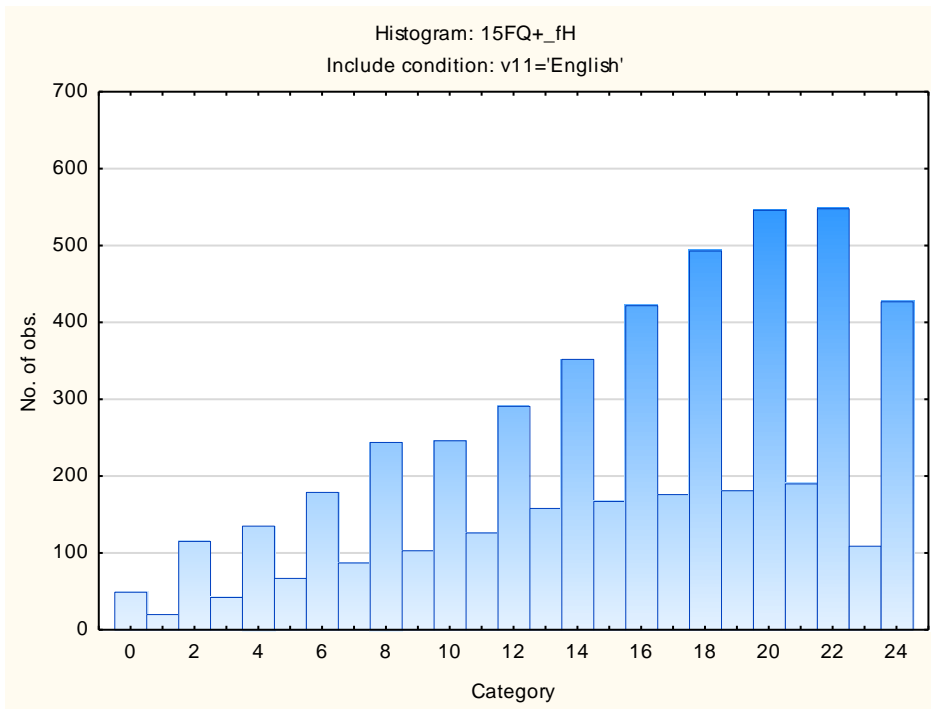
## Sober Serious – Enthusiastic



## Expedient – Conscientious

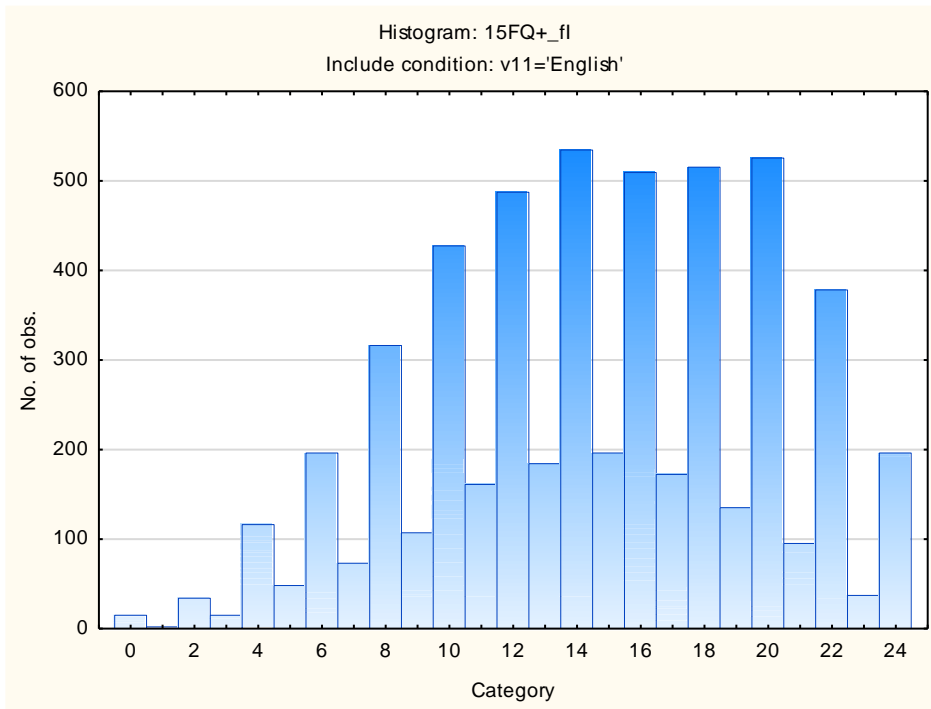


## Retiring – Socially-bold

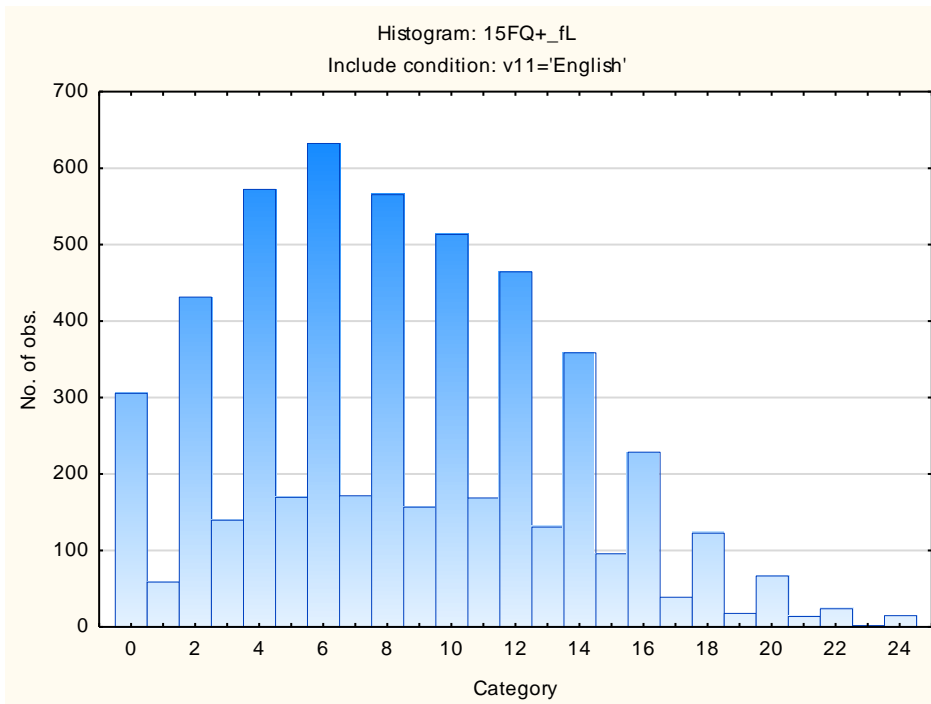




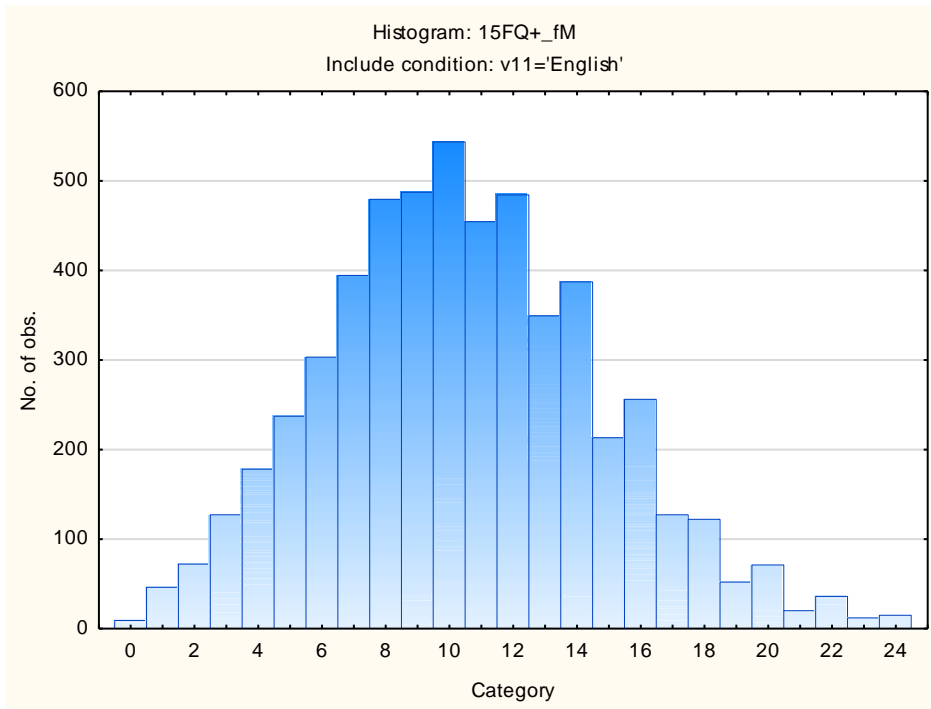
## Hard-headed – Tender-minded



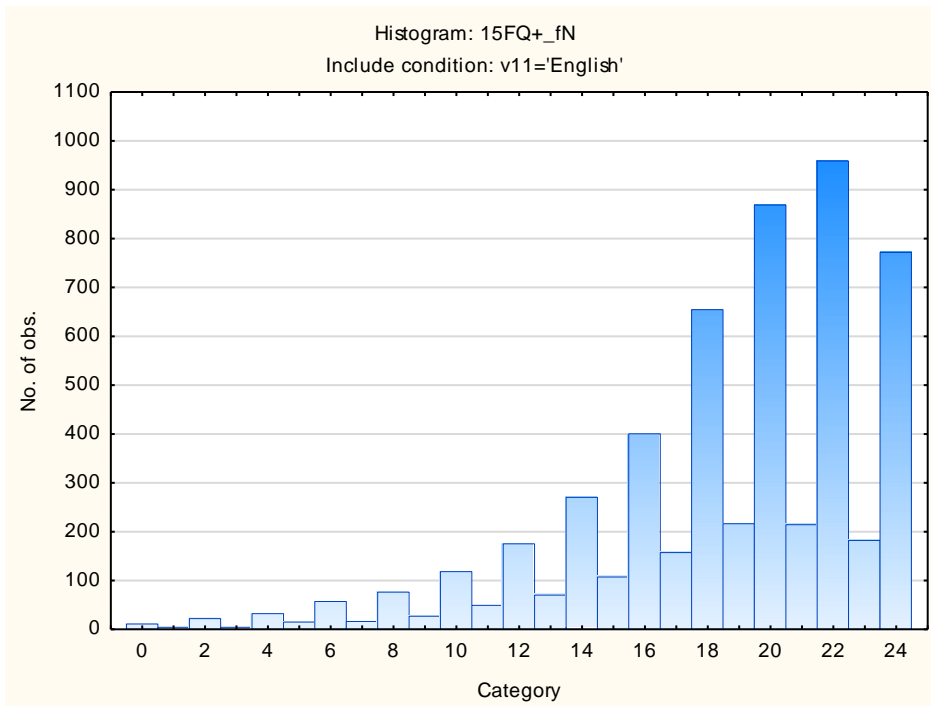
## Trusting – Suspicious



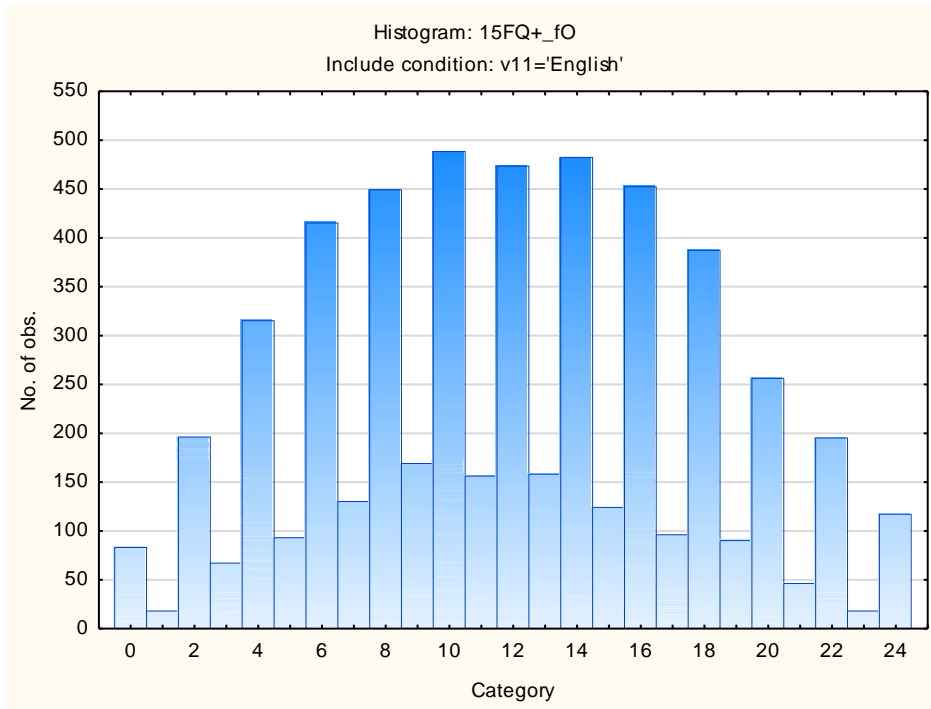
## Concrete – Abstract



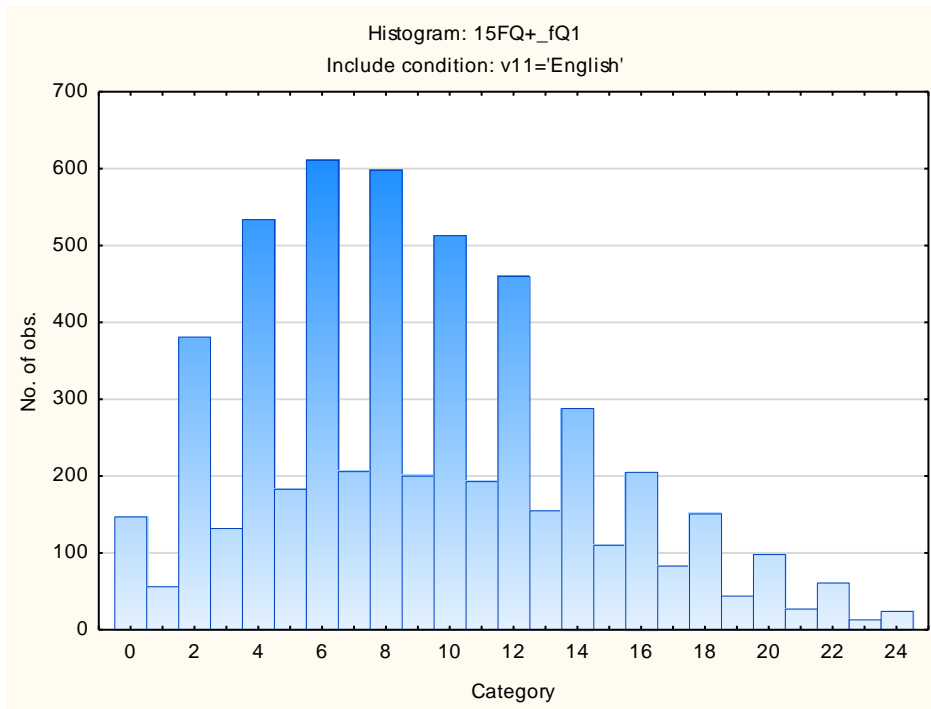
## Direct – Restrained



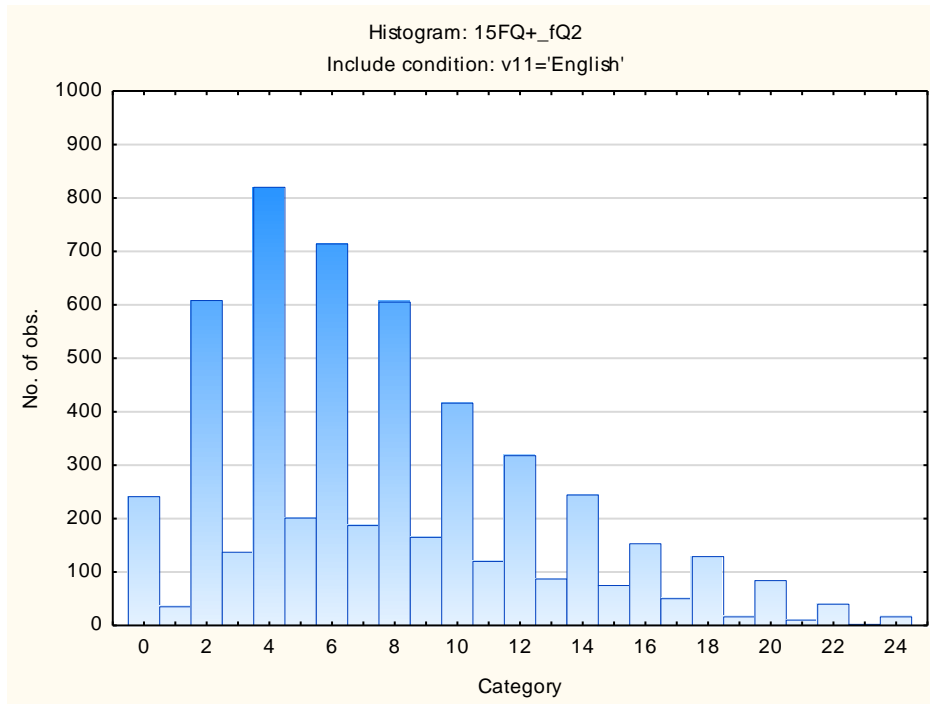
## Confident - Self-doubting



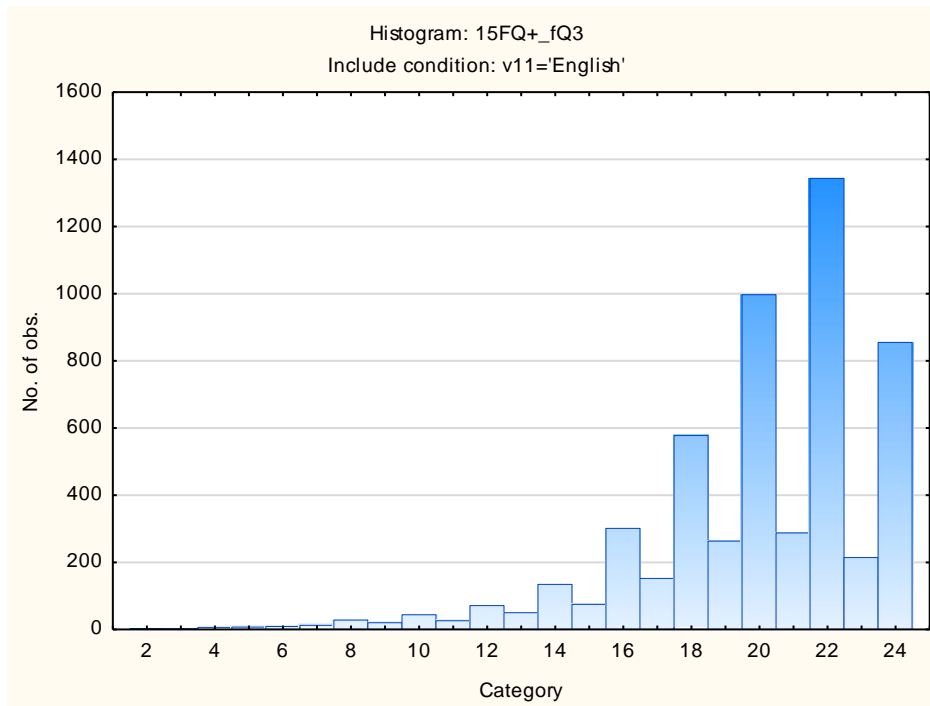
## Conventional – Radical



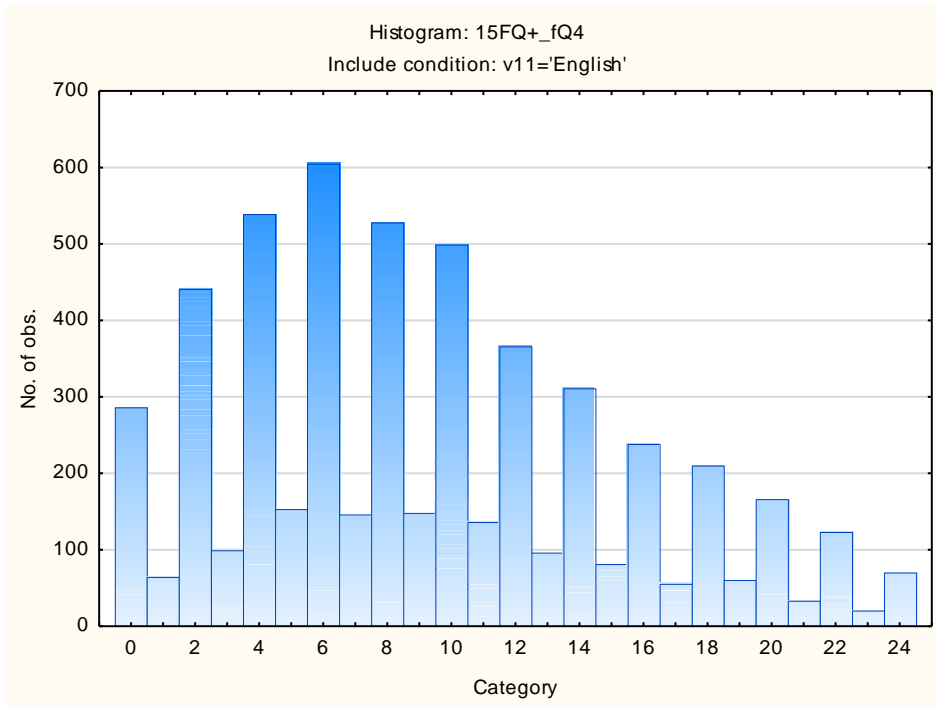
## Group-orientated – Self-sufficient



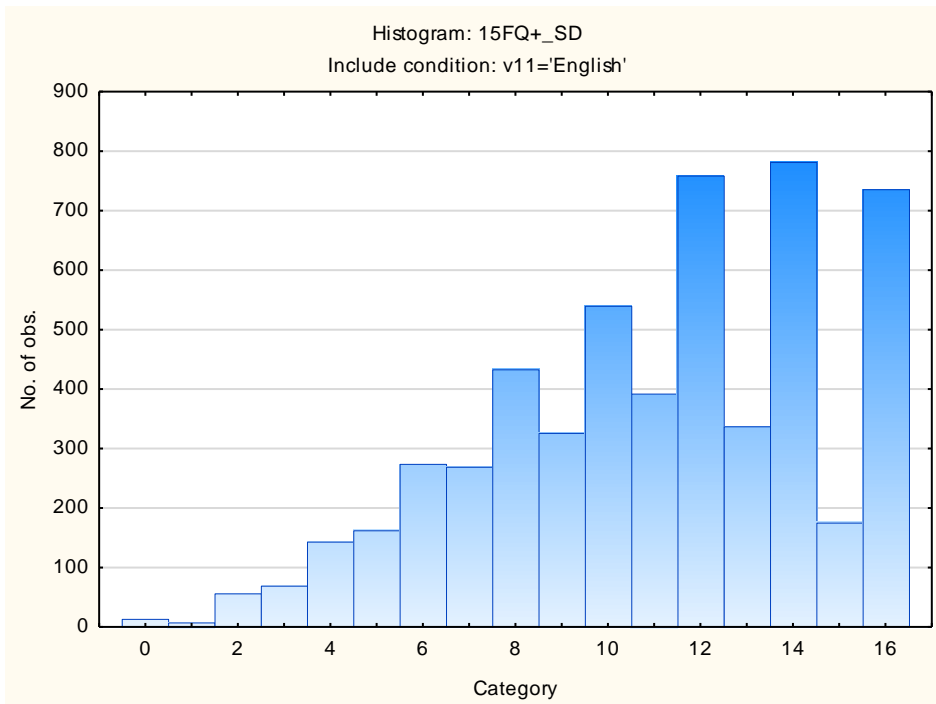
## Informal – Self-disciplined



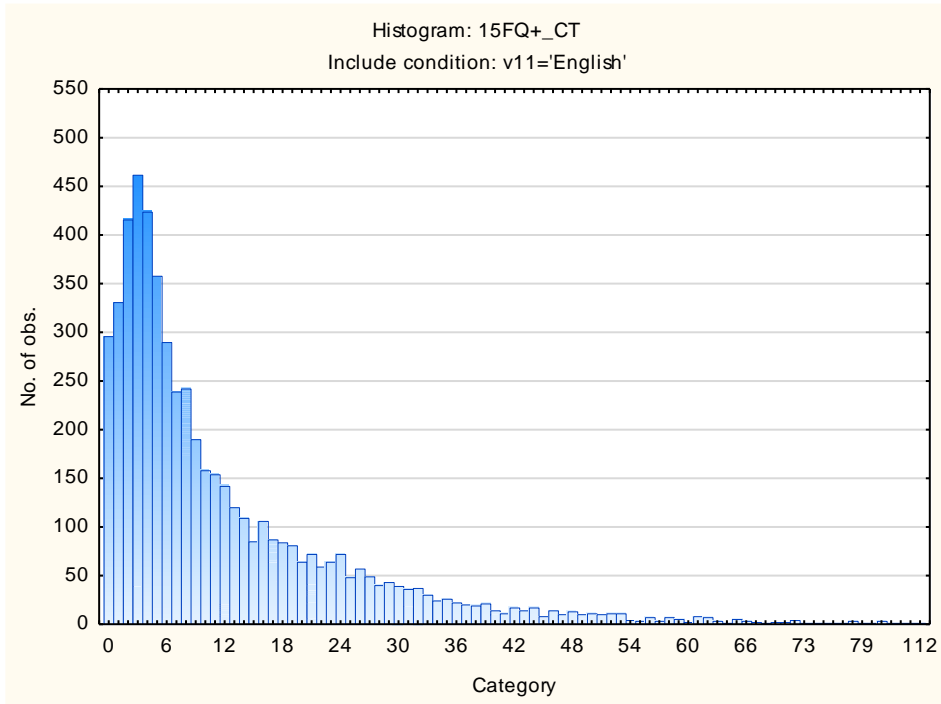
## Composed – Tense-driven



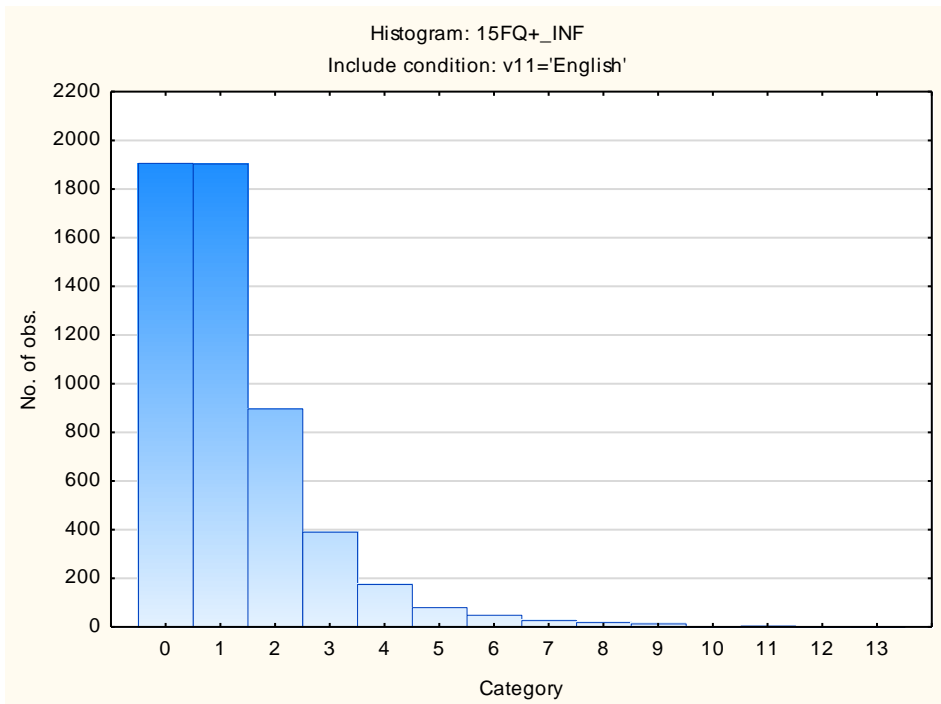
## Social Desirability



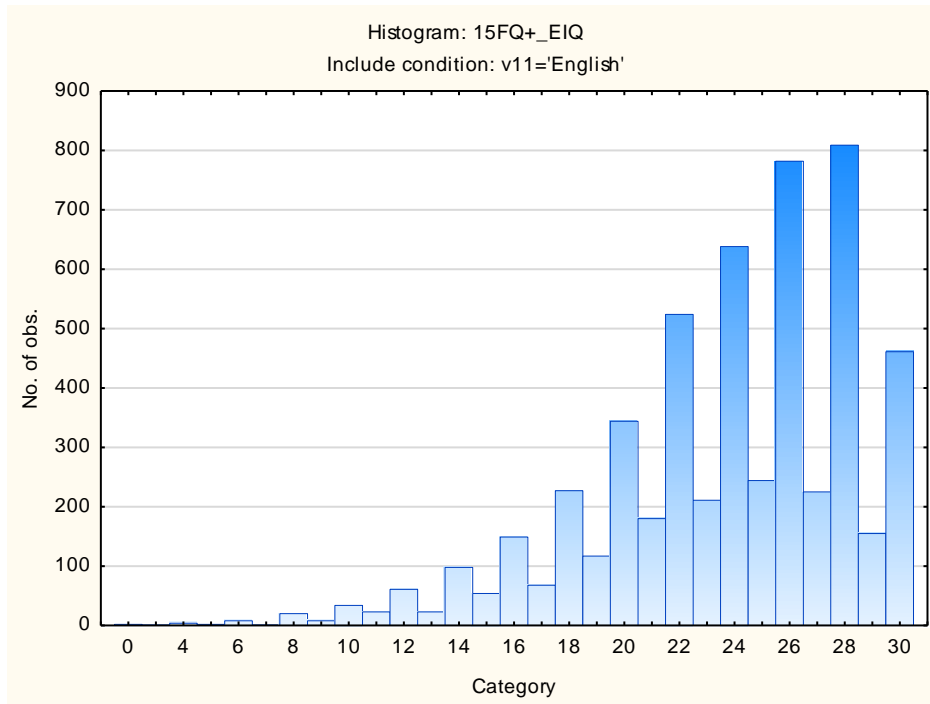
## Central Tendency



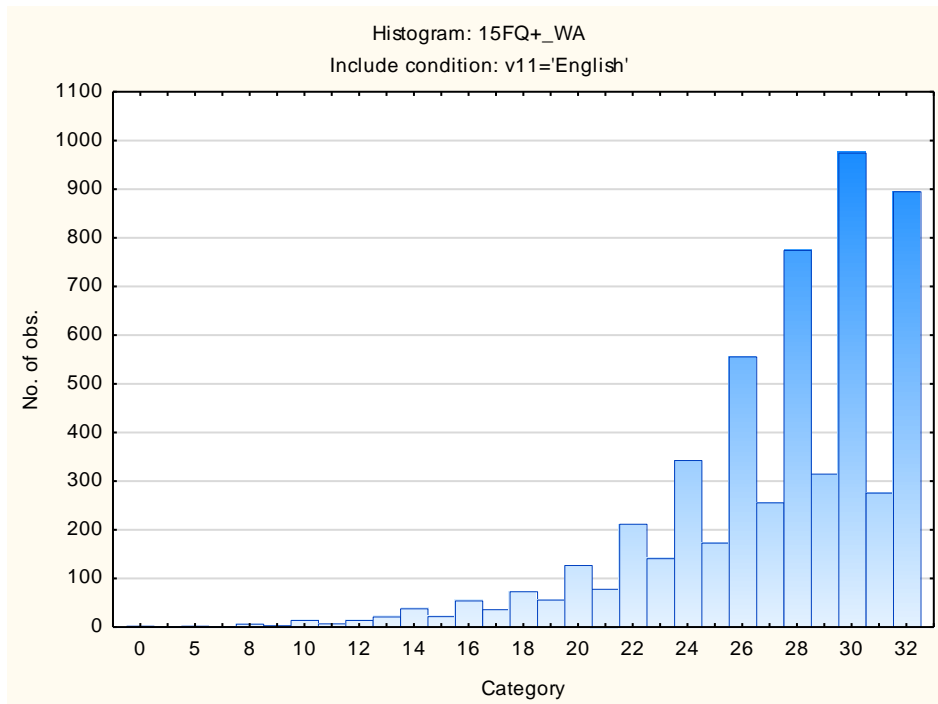
## Infrequency



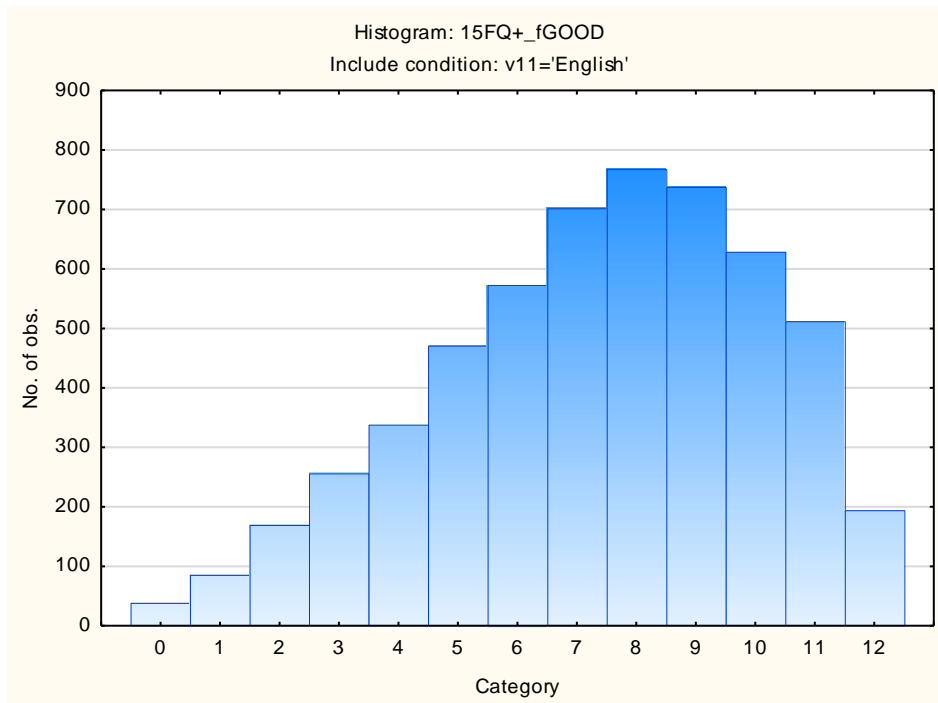
## Derived Score: Emotional Intelligence



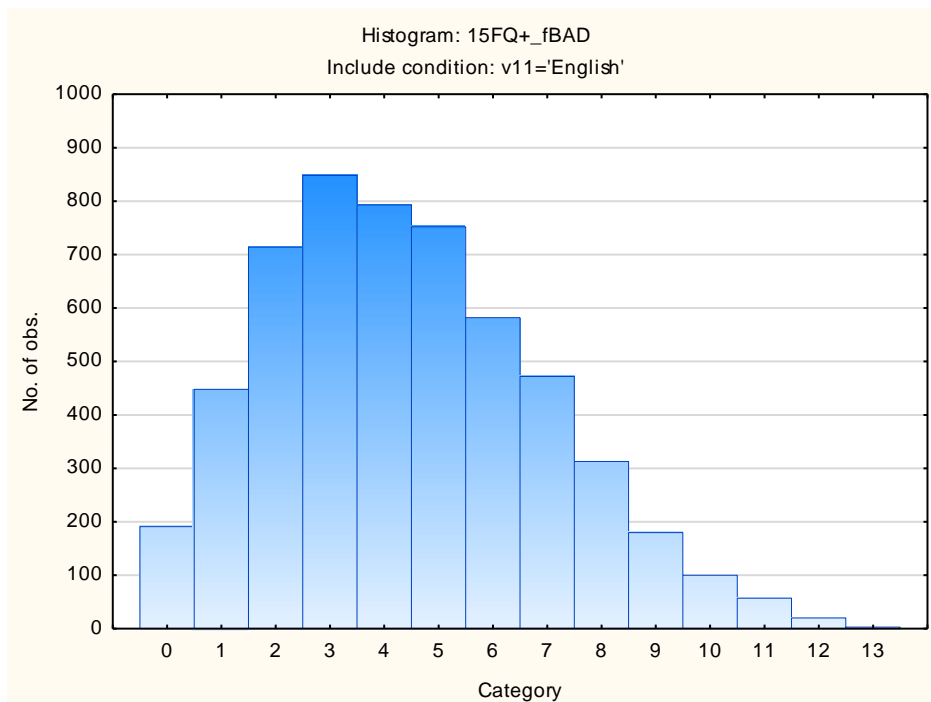
## Derived Score: Work Attitude



## 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	0-11	12-13	14-15	16-17	18-18	19-20	21-22	23-24		
<b>B</b>	Intellectance	0-12	13-14	15-16	17-18	19-20	21-22	23-24			
<b>fC</b>	Affected by Feelings - Emotionally Stable	0-7	8-10	11-12	13-15	16-17	18-19	20-22	23-24		
<b>fE</b>	Accommodating – Dominant	0-7	8-9	10-12	13-14	15-16	17-18	19-21	22-23	24-24	
<b>fF</b>	Sober serious - Enthusiastic	0-4	5-7	8-10	11-12	13-15	16-18	19-21	22-23	24-24	
<b>fG</b>	Expedient – Conscientious	0-10	11-12	13-14	15-17	18-19	20-21	22-23	24-24		
<b>fH</b>	Retiring – Socially-bold	0-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24		
<b>fI</b>	Hard-headed – Tender-minded	0-4	5-6	7-9	10-11	12-14	15-17	18-19	20-22	23-24	
<b>fL</b>	Trusting - Suspicious	0--1	0-0	1-3	4-5	6-8	9-10	11-13	14-15	16-18	19-24
<b>fM</b>	Concrete - Abstract	0-1	2-4	5-6	7-8	9-10	11-12	13-14	15-16	17-19	20-24
<b>fN</b>	Direct - Restrained	0-9	10-11	12-14	15-16	17-18	19-20	21-23	24-24		
<b>fO</b>	Confident – Self-doubting	0-0	1-3	4-6	7-8	9-11	12-14	15-17	18-20	21-23	24-24
<b>fQ1</b>	Conventional - Radical	0--1	0-1	2-3	4-6	7-9	10-11	12-14	15-16	17-19	20-24
<b>fQ2</b>	Group-orientated - Self-sufficient	0--1	0-0	1-2	3-5	6-7	8-10	11-12	13-15	16-17	18-24
<b>fQ3</b>	Informal - Self-disciplined	2-13	14-14	15-16	17-18	19-20	21-21	22-23	24-24		
<b>fQ4</b>	Composed – Tense-driven	0--1	0-0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24
<b>SD</b>	Social Desirability	0-3	4-5	6-7	8-9	10-10	11-12	13-14	15-16		
<b>CT</b>	Central Tendency	0--1	0-0	1-1	2-5	6-11	12-18	19-24	25-31	32-37	38-112
<b>INF</b>	Infrequency	0--1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-13
<b>EQ</b>	Derived Score: Emotional Intelligence	0-14	15-16	17-18	19-21	22-23	24-26	27-28	29-30		
<b>WA</b>	Derived Score: Work Attitude	0-18	19-20	21-22	23-24	25-27	28-29	30-31	32-32		
<b>fGOOD</b>	Faking Good	0-1	2-3	4-4	5-6	7-7	8-8	9-10	11-11	12-12	
<b>fBAD</b>	Faking Bad	0--1	0-0	1-1	2-3	4-4	5-5	6-6	7-8	9-9	10-13