

# Fifteen Factor Questionnaire (15FQ+)

## Norm Group: SA Indigenous Language Speakers Updated 2016

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### Norm Type:

Standard Deviation Norm

### Sample Composition

The sample consisted of 4734 Indigenous language 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	1971	1971	41,63498	41,6350
M	2752	4723	58,13266	99,7676
U	11	4734	0,23236	100,0000
Missing	0	4734	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	1286	1286	27,16519	27,1652
Tertiary	2341	3627	49,45078	76,6160
Post Graduate	684	4311	14,44867	91,0646
< Matric	111	4422	2,34474	93,4094
Unknown	28	4450	0,59147	94,0008
Other	4	4454	0,08450	94,0853
Missing	280	4734	5,91466	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	1426	1426	30,12252	30,1225
Setswana	660	2086	13,94170	44,0642
Sesotho	664	2750	14,02619	58,0904
isiXhosa	886	3636	18,71567	76,8061
Sepedi	590	4226	12,46303	89,2691
Xitsonga	192	4418	4,05577	93,3249
Tshivenda	149	4567	3,14744	96,4723
siSwati	112	4679	2,36586	98,8382
isiNdebele	55	4734	1,16181	100,0000
Missing	0	4734	0,00000	100,0000

## Language Group Composition of the Sample

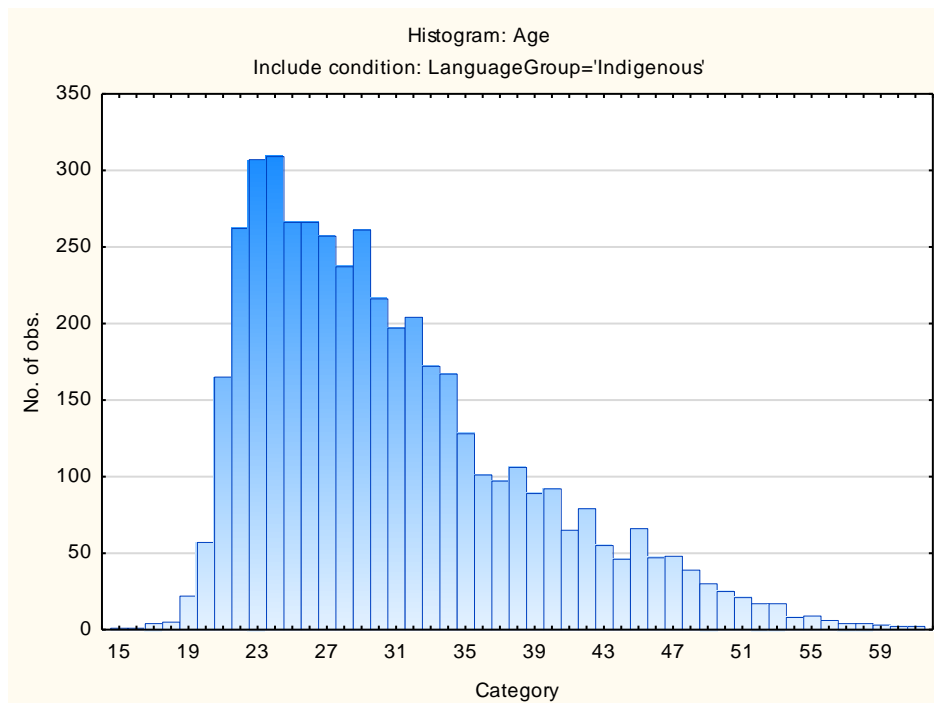
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	4734	4734	100,0000	100,0000
Missing	0	4734	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	4668	4668	98,60583	98,6058
European	21	4689	0,44360	99,0494
Coloured	14	4703	0,29573	99,3452
Asian	13	4716	0,27461	99,6198
Indian	1	4717	0,02112	99,6409
Unknown	7	4724	0,14787	99,7888
Missing	10	4734	0,21124	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,74378	7,864732	15,00000	62,00000	4582	152

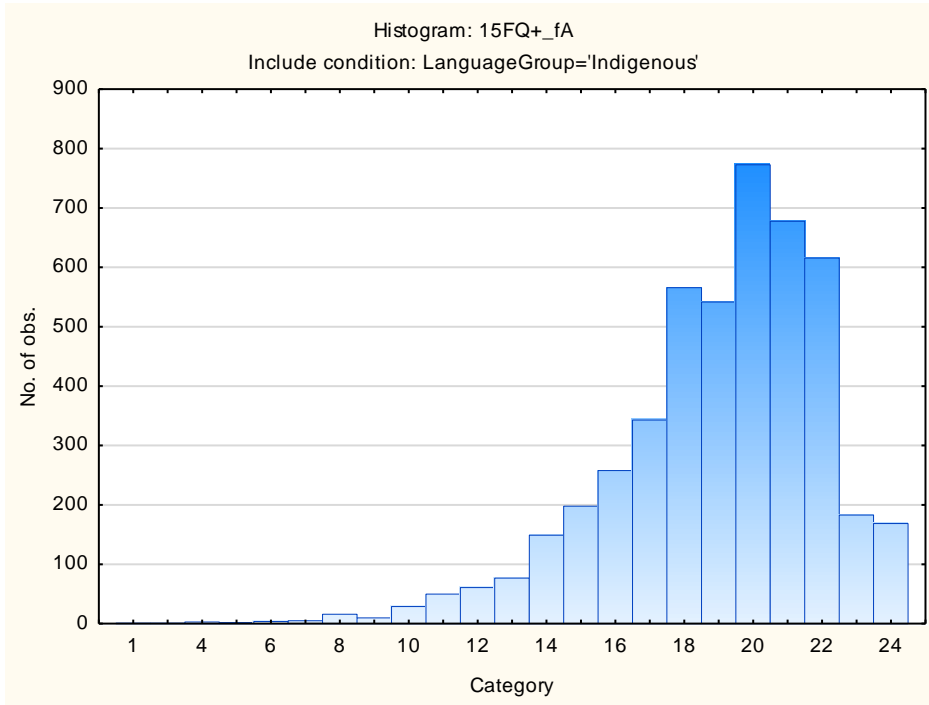


## Descriptive Statistics on 15FQ+ Scales

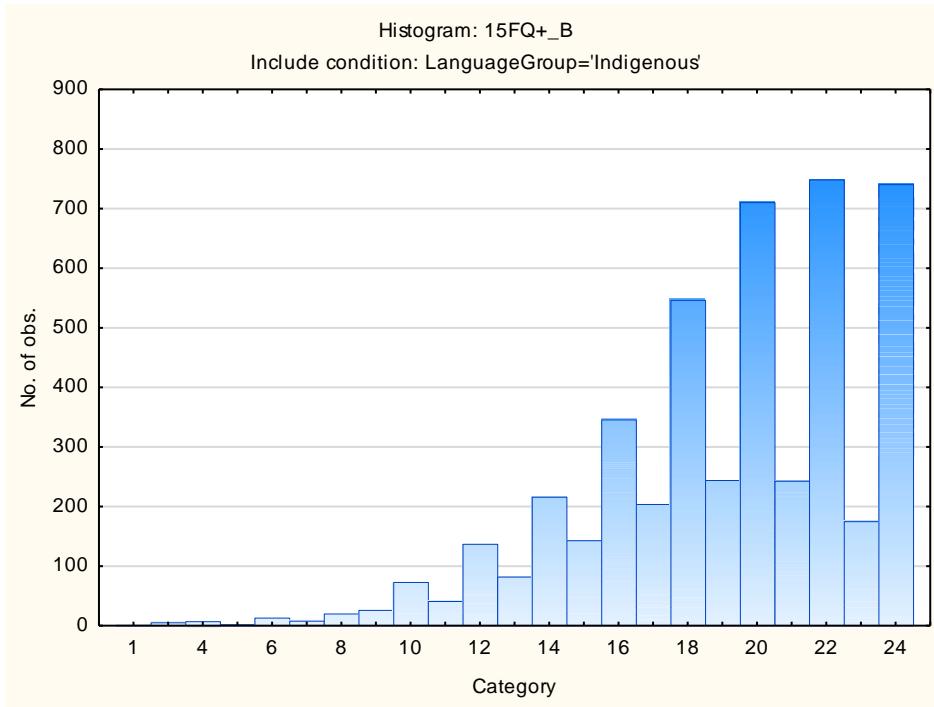
Scale	Scale description	Sample size	Mean	Std.Dev.
<b>fA</b>	Distant Aloof - Empathic	4734	18,98859	3,07053
<b>B</b>	Intellectance	4734	19,16624	3,90274
<b>fC</b>	Affected by feelings - Emotionally Stable	4734	17,25919	4,51789
<b>fE</b>	Accommodating - Dominant	4734	16,49725	3,85062
<b>fF</b>	Sober serious - Enthusiastic	4734	14,37516	5,25246
<b>fG</b>	Expedient - Conscientious	4734	19,90980	3,93912
<b>fH</b>	Retiring – Socially-bold	4734	16,55978	5,22404
<b>fI</b>	Hard-headed – Tender-minded	4734	14,94740	4,72779
<b>fL</b>	Trusting - Suspicious	4734	10,78285	4,58704
<b>fM</b>	Concrete - Abstract	4734	10,46768	3,35990
<b>fN</b>	Direct - Restrained	4734	20,25518	3,20969
<b>fO</b>	Confident – Self-doubting	4734	11,86608	4,85251
<b>fQ1</b>	Conventional - Radical	4734	9,35699	4,25846
<b>fQ2</b>	Group-orientated - Self-sufficient	4734	6,97930	4,34951
<b>fQ3</b>	Informal – Self-disciplined	4734	20,41593	2,81518
<b>fQ4</b>	Composed – Tense-driven	4734	7,81791	4,48080
<b>SD</b>	Social Desirability	4734	11,62864	3,34959
<b>CT</b>	Central Tendency	4734	11,47043	13,23098
<b>INF</b>	Infrequency	4734	1,55302	1,74185
<b>EIQ</b>	Derived Score: Emotional Intelligence	4734	24,05049	3,85373
<b>WA</b>	Derived Score: Work Attitude	4734	27,10879	3,91805
<b>fGOOD</b>	Faking Good	4734	7,88002	2,39029
<b>fBAD</b>	Faking Bad	4734	4,36312	2,22060

## Frequency Distributions for 15FQ+ Scales

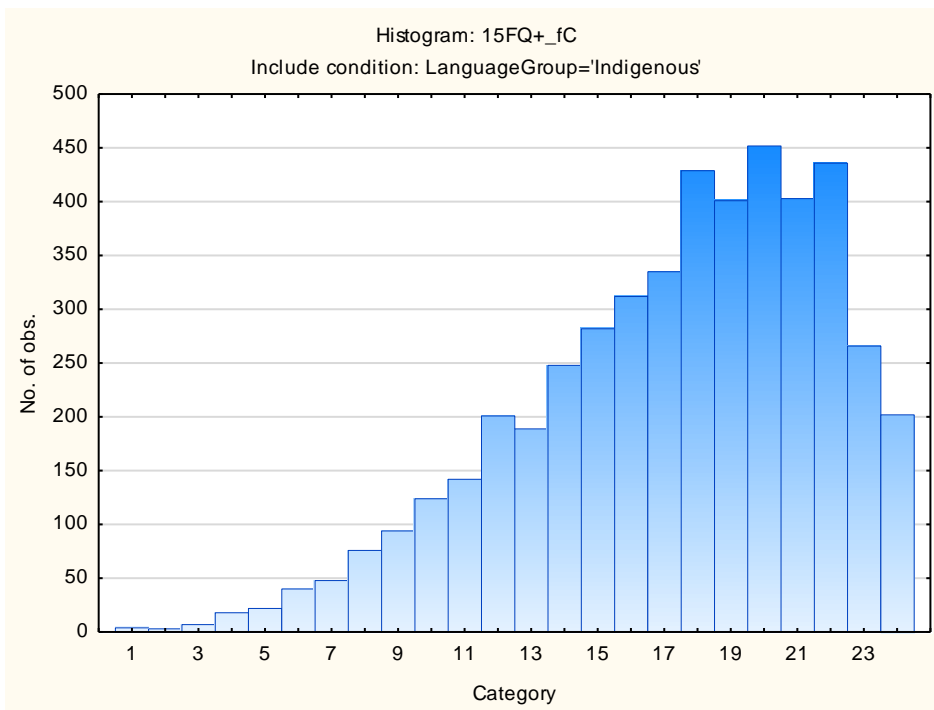
### Distant Aloof – Empathic



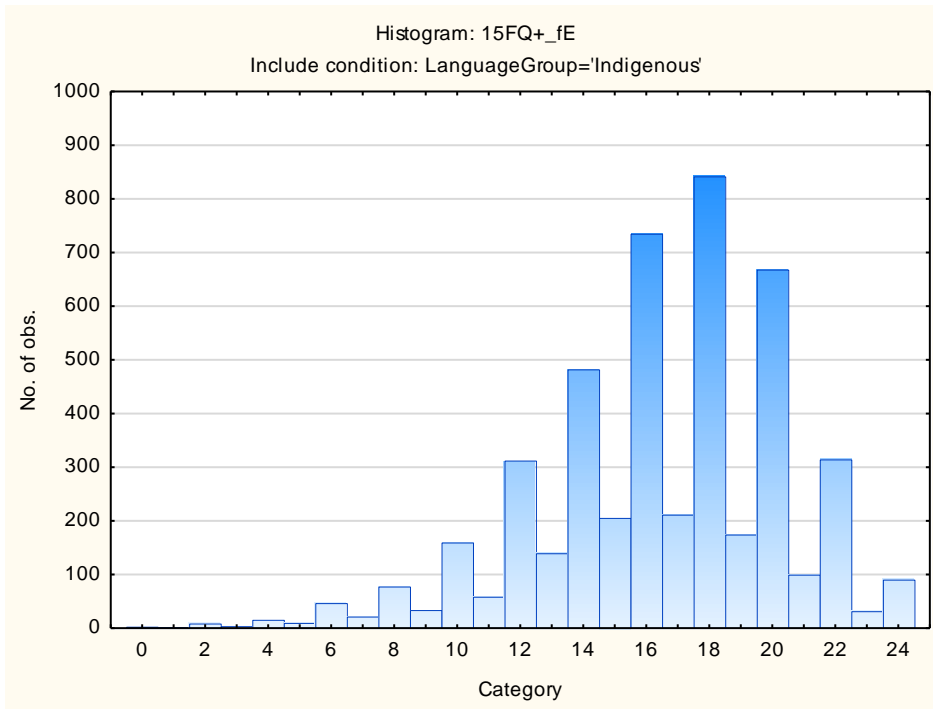
## Intellectance



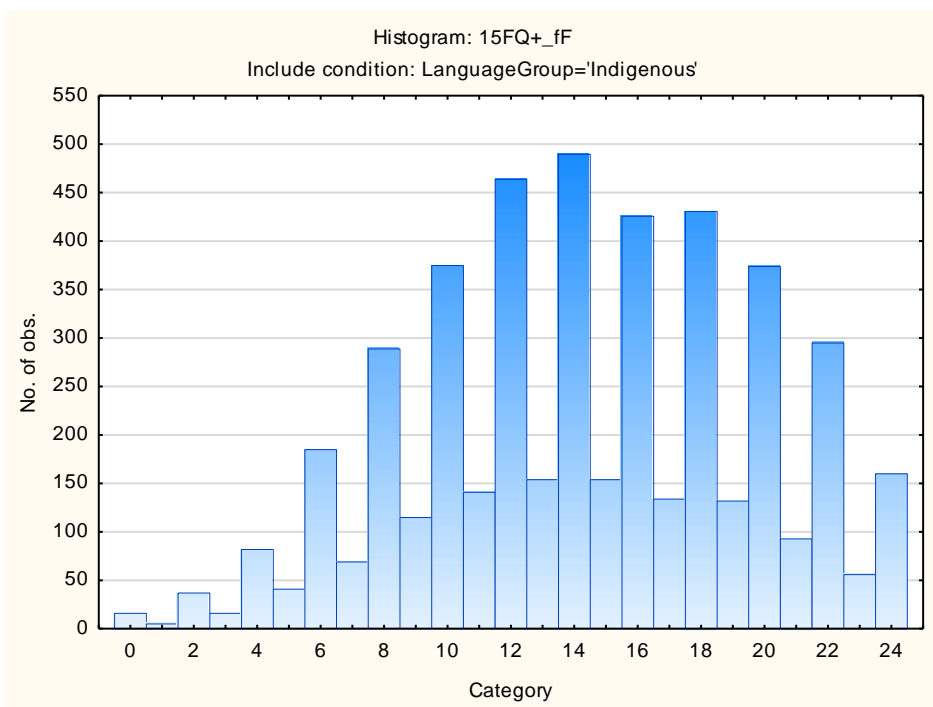
## Affected by Feelings - Emotionally Stable



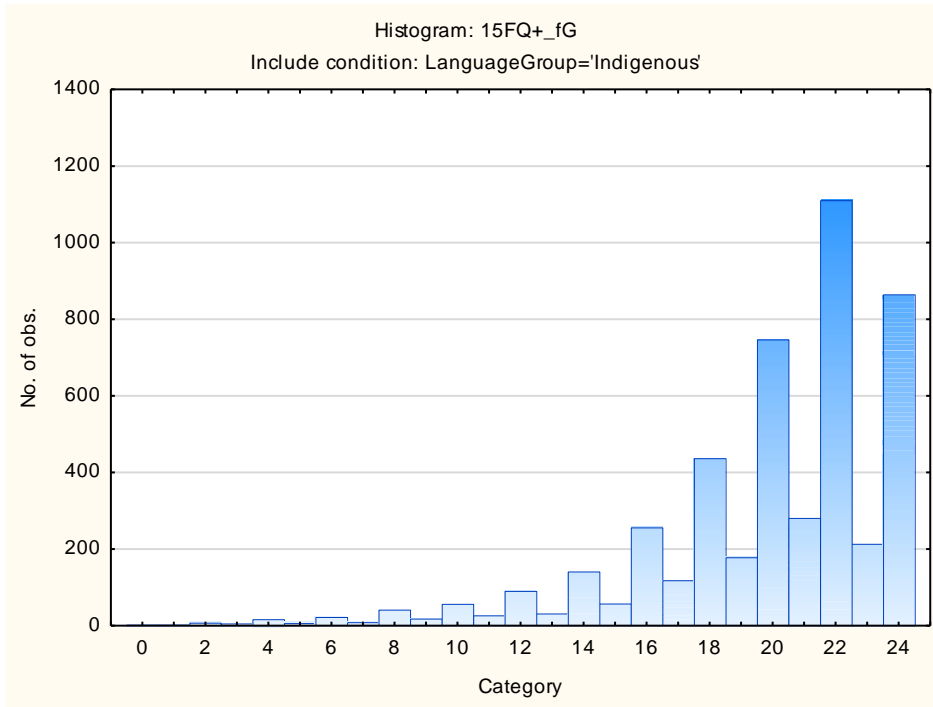
## Accommodating – Dominant



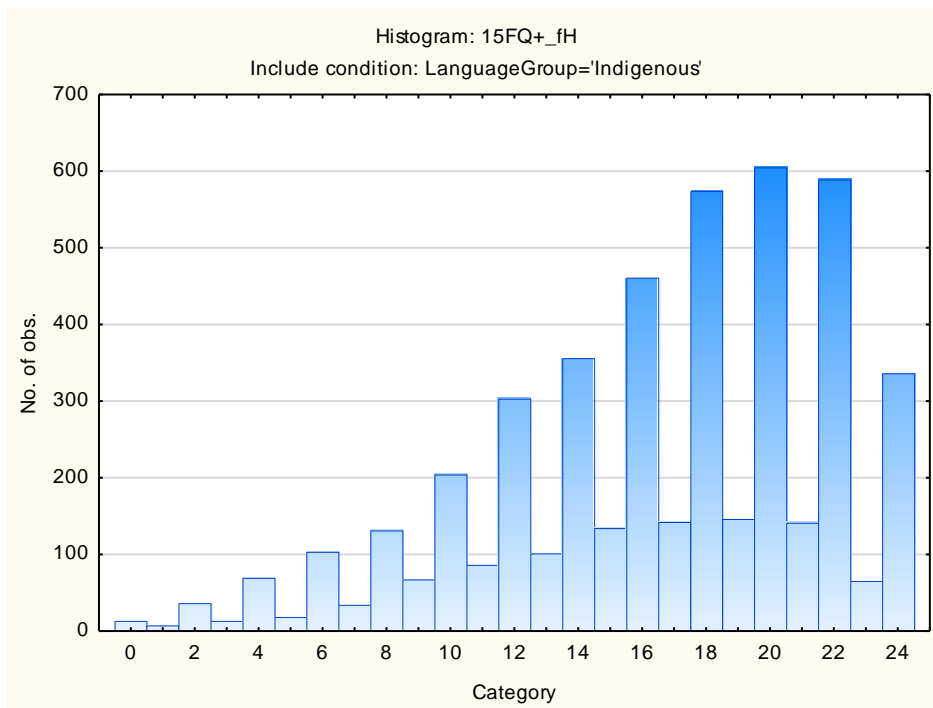
## Sober Serious – Enthusiastic



## Expedient – Conscientious

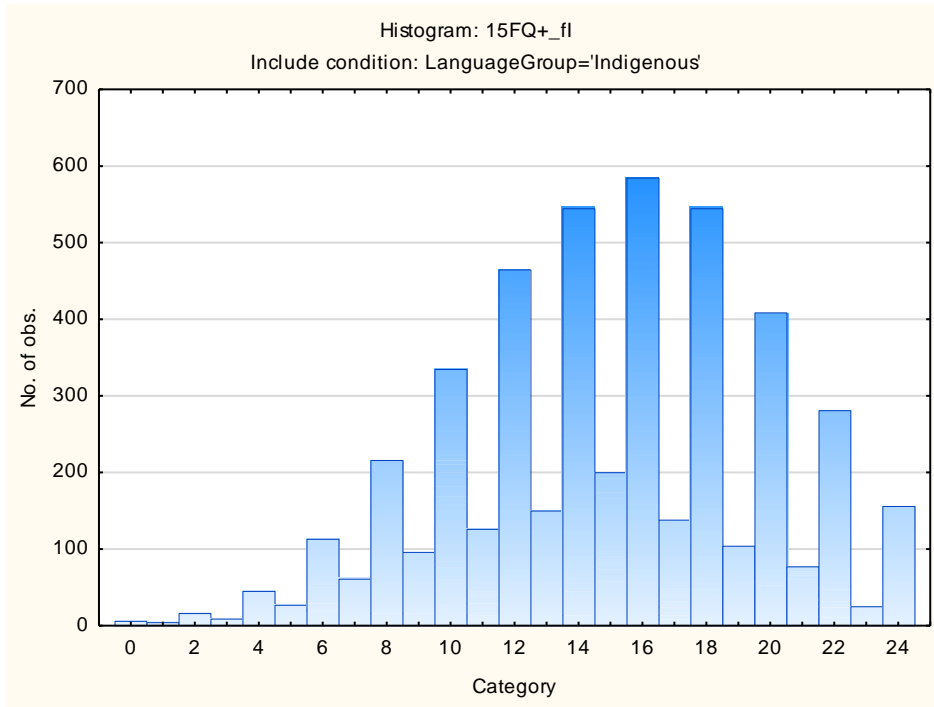


## Retiring – Socially-bold

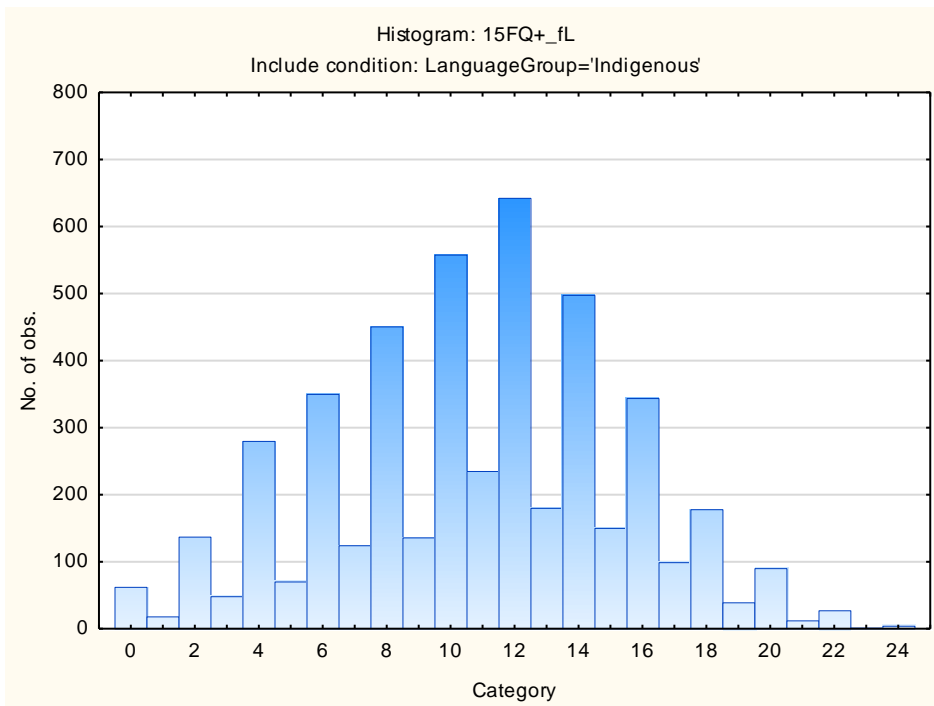




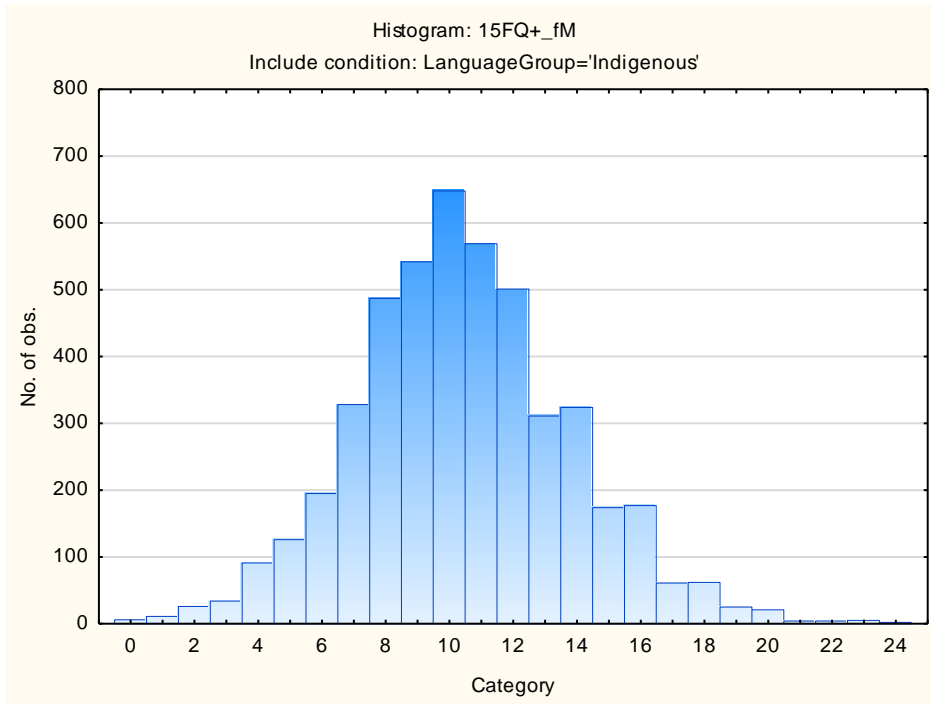
## Hard Headed – Tender-minded



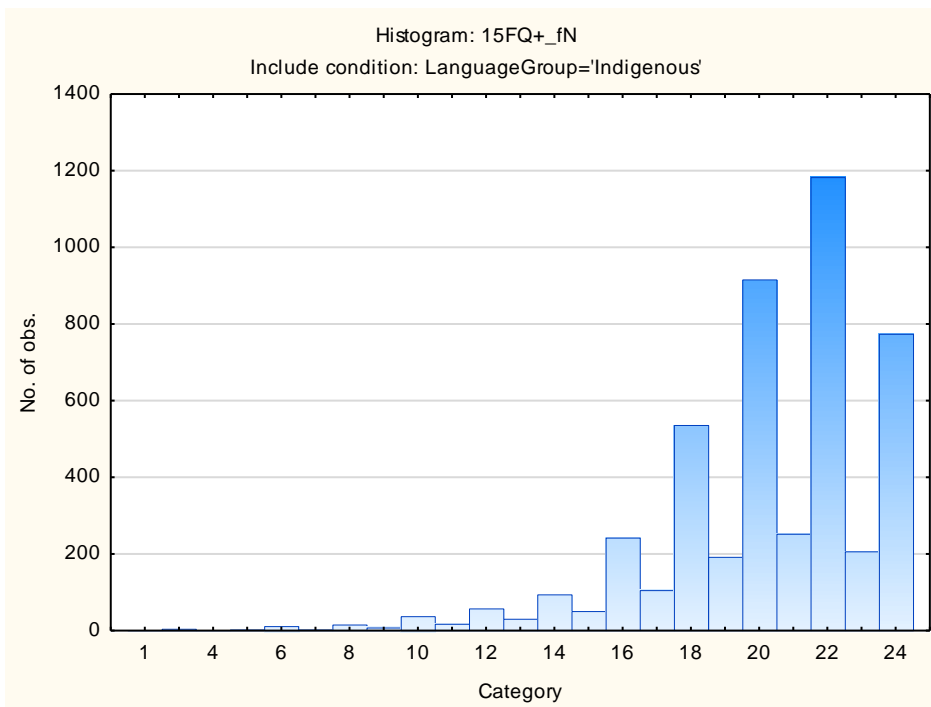
## Trusting – Suspicious



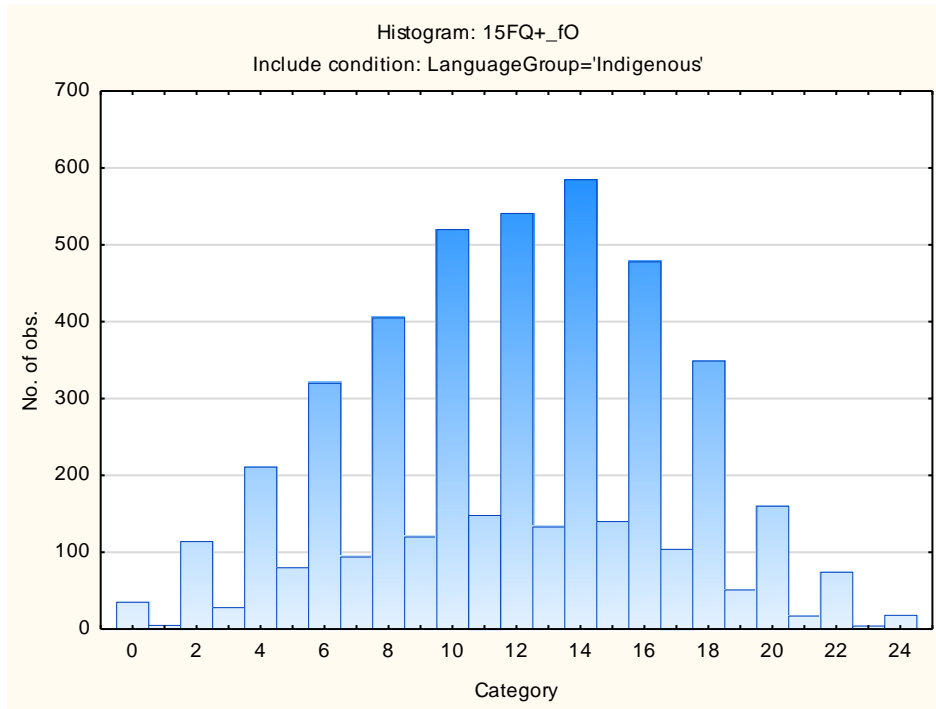
## Concrete – Abstract



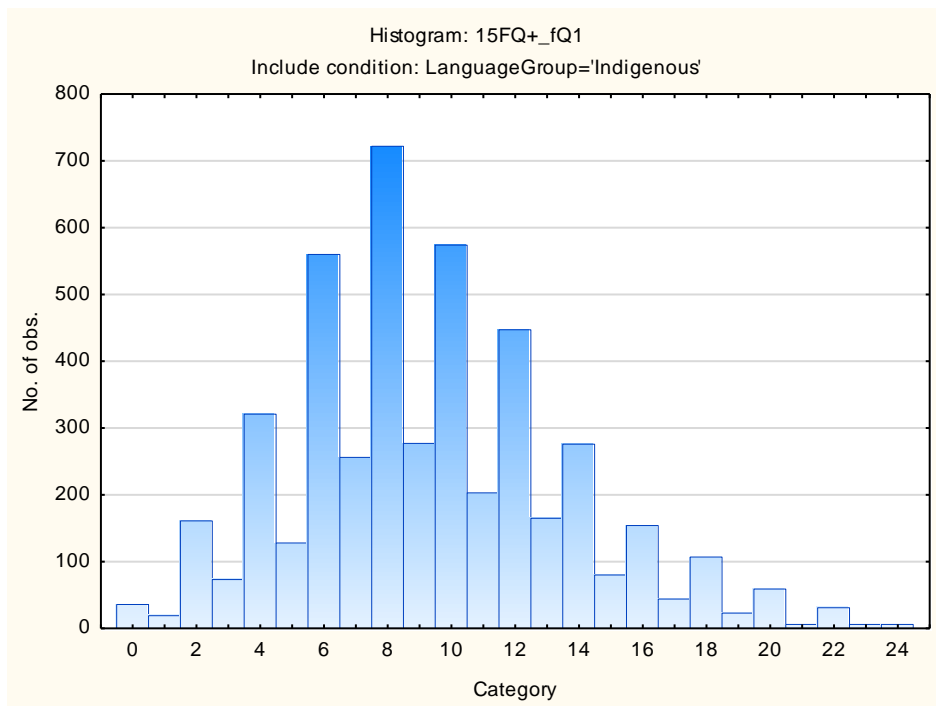
## Direct – Restrained



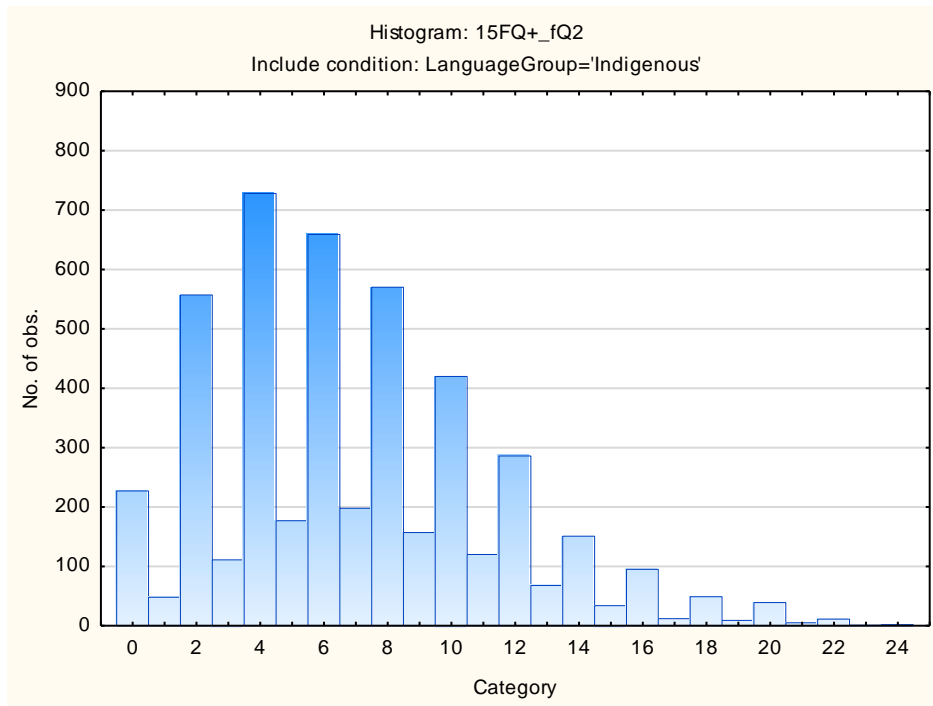
## Confident - Self-doubting



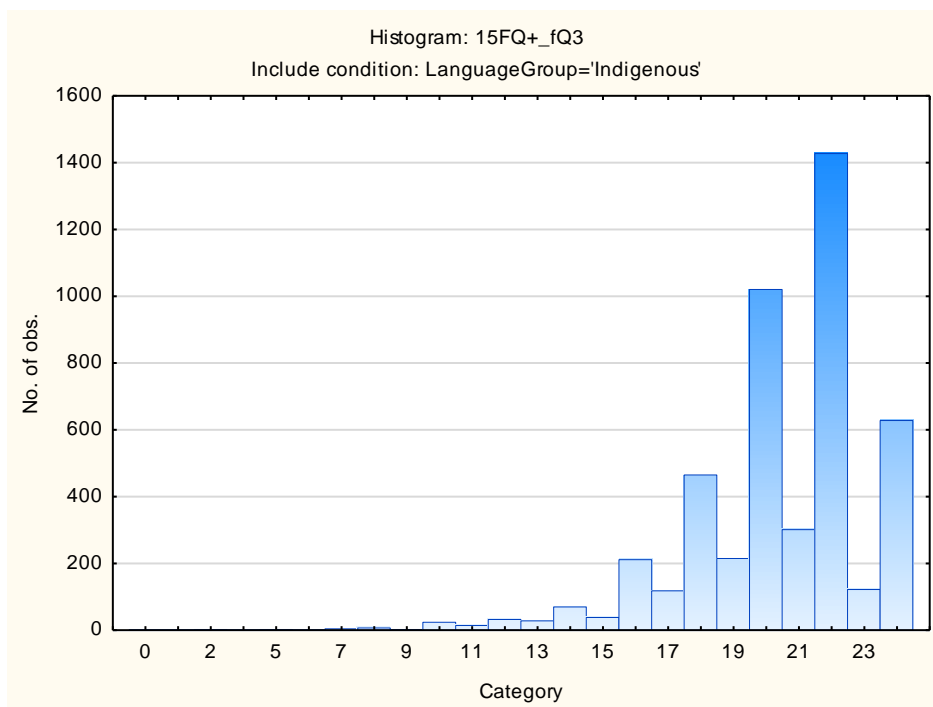
## Conventional – Radical



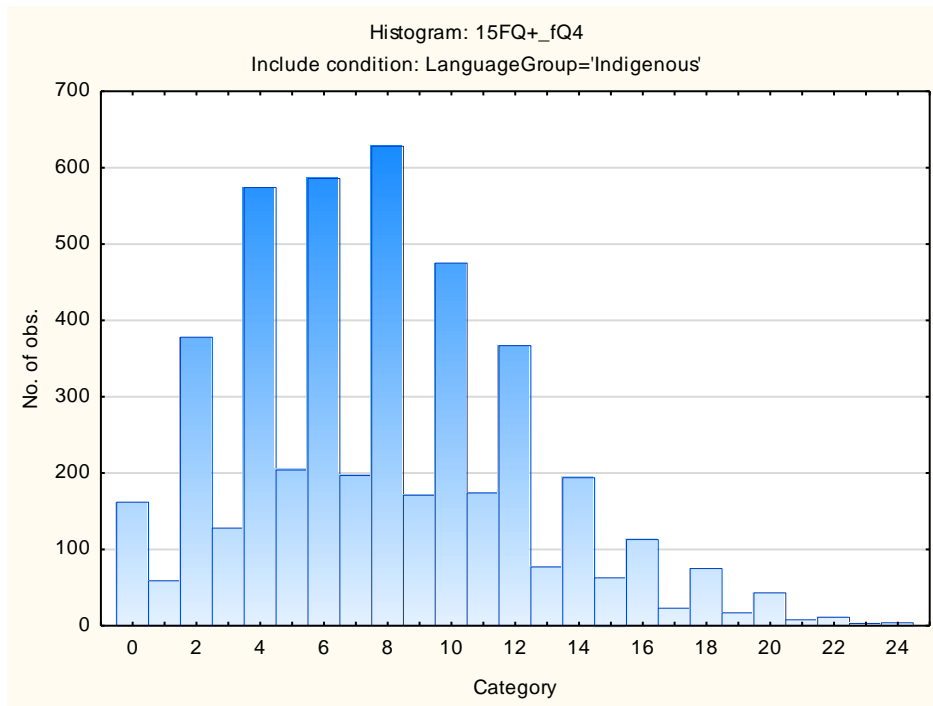
## Group-orientated – Self-sufficient



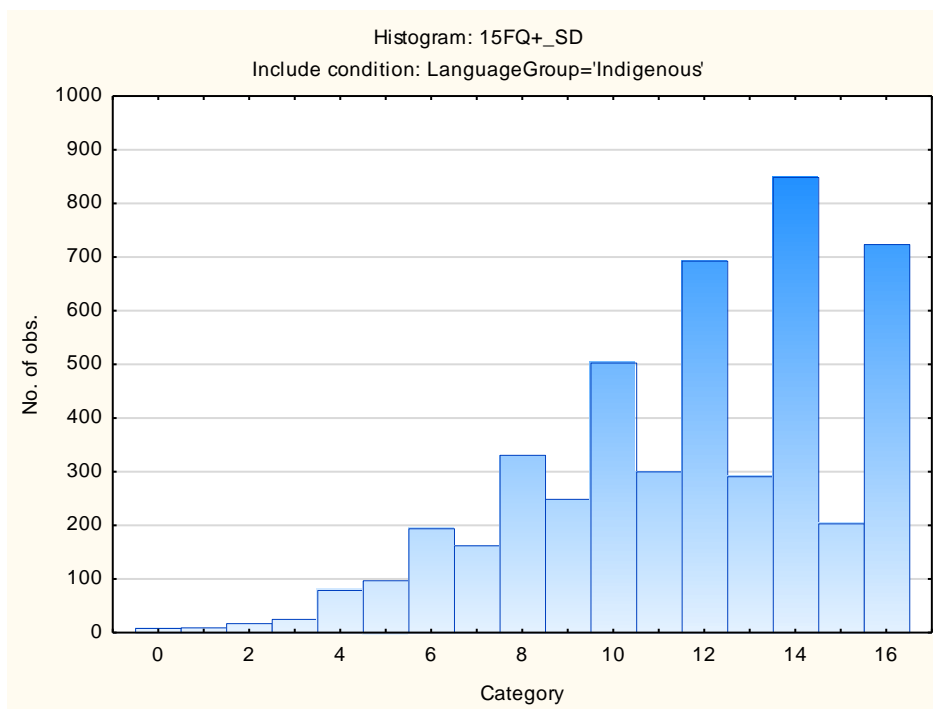
## Informal – Self-disciplined



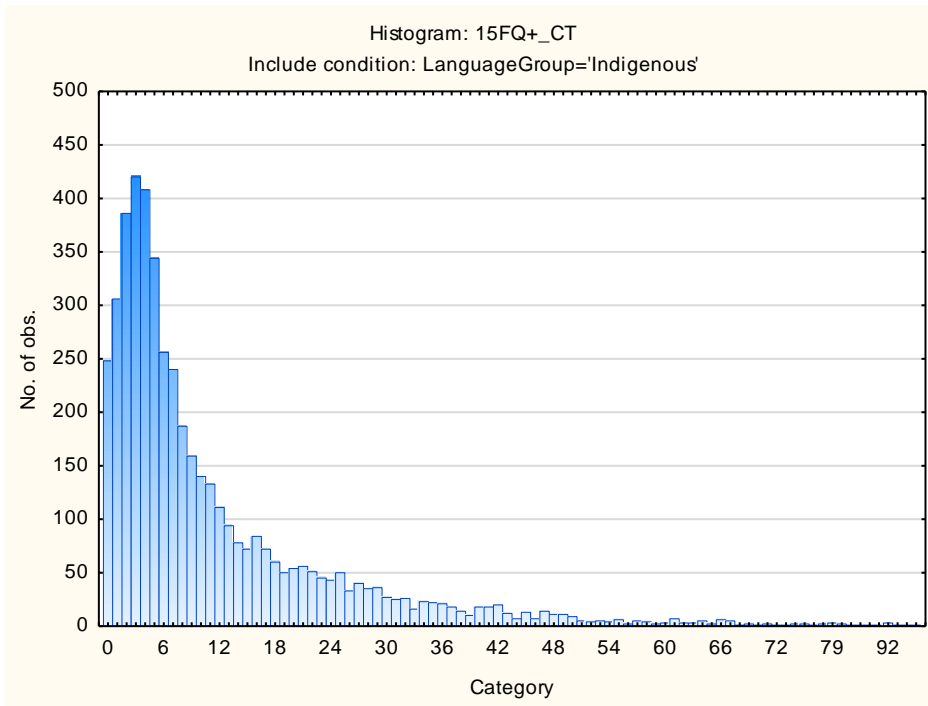
## Composed – Tense-driven



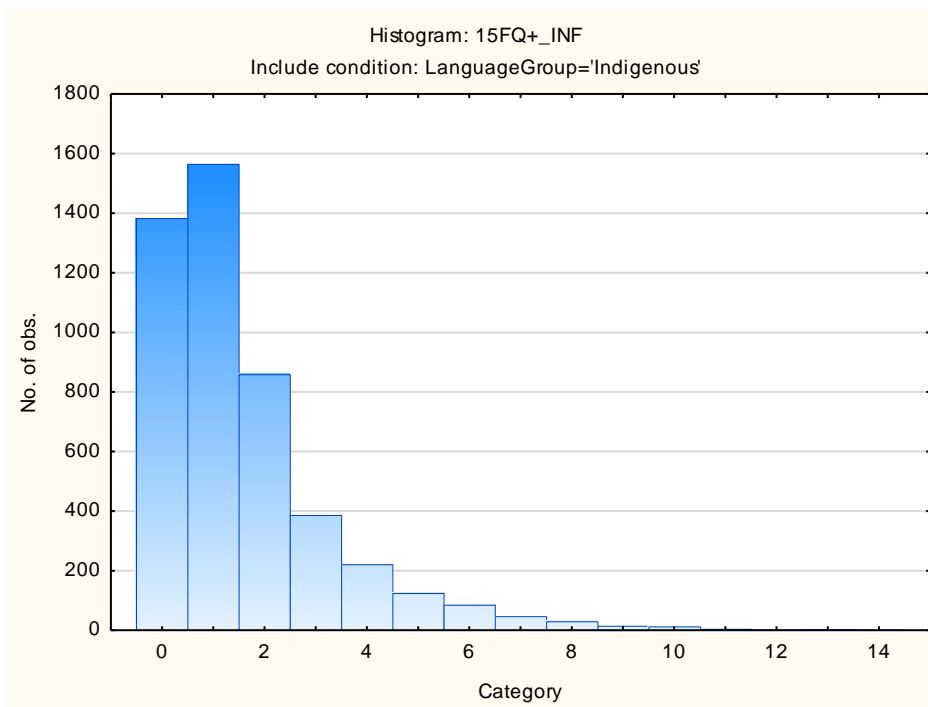
## Social Desirability



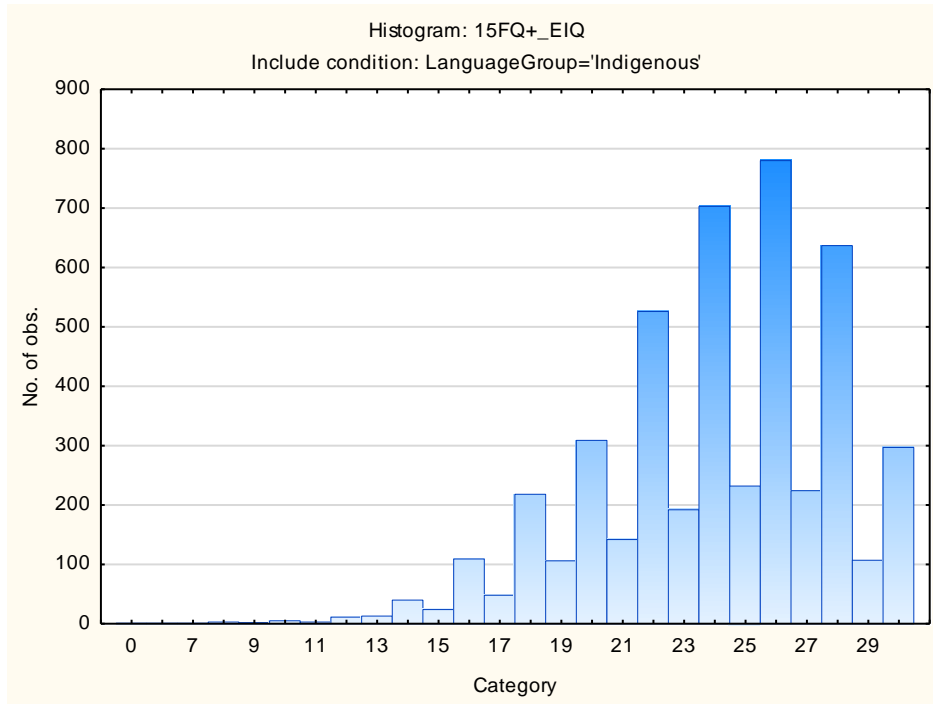
## Central Tendency



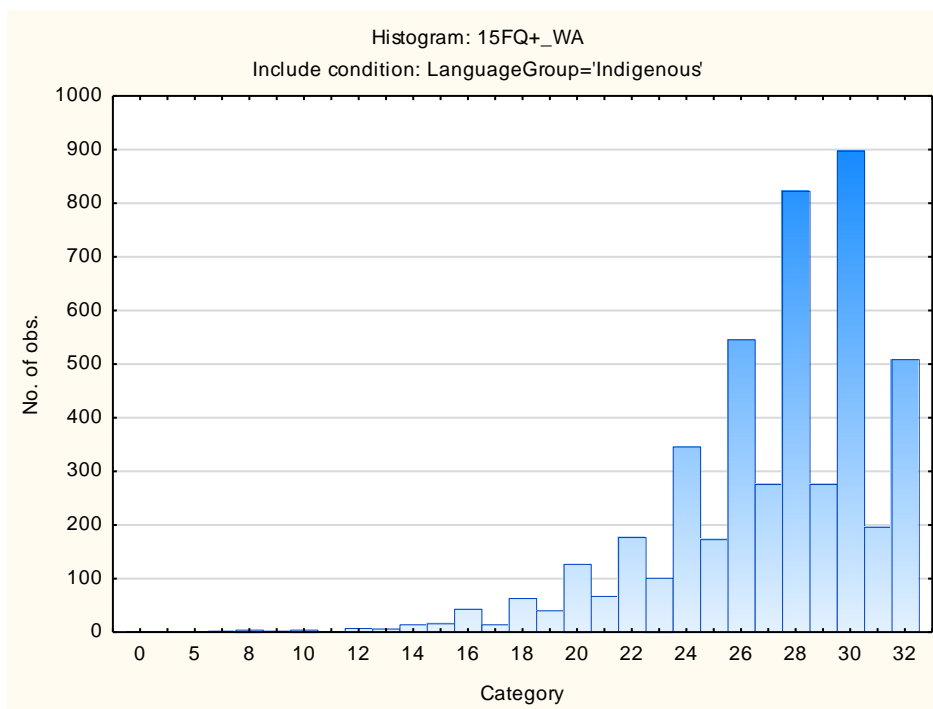
## Infrequency



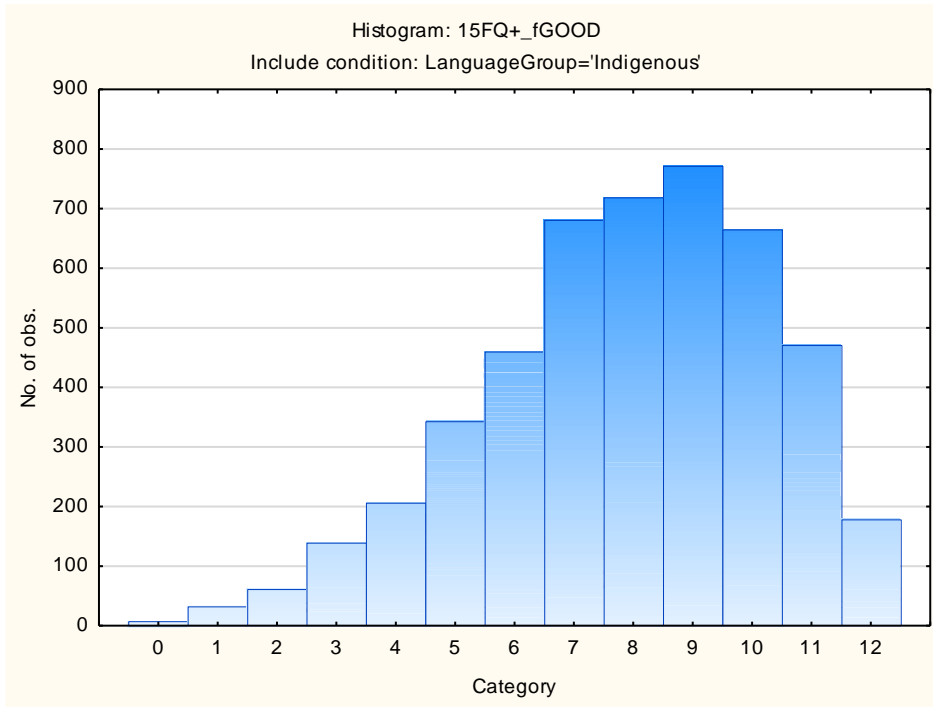
## Derived Score: Emotional Intelligence



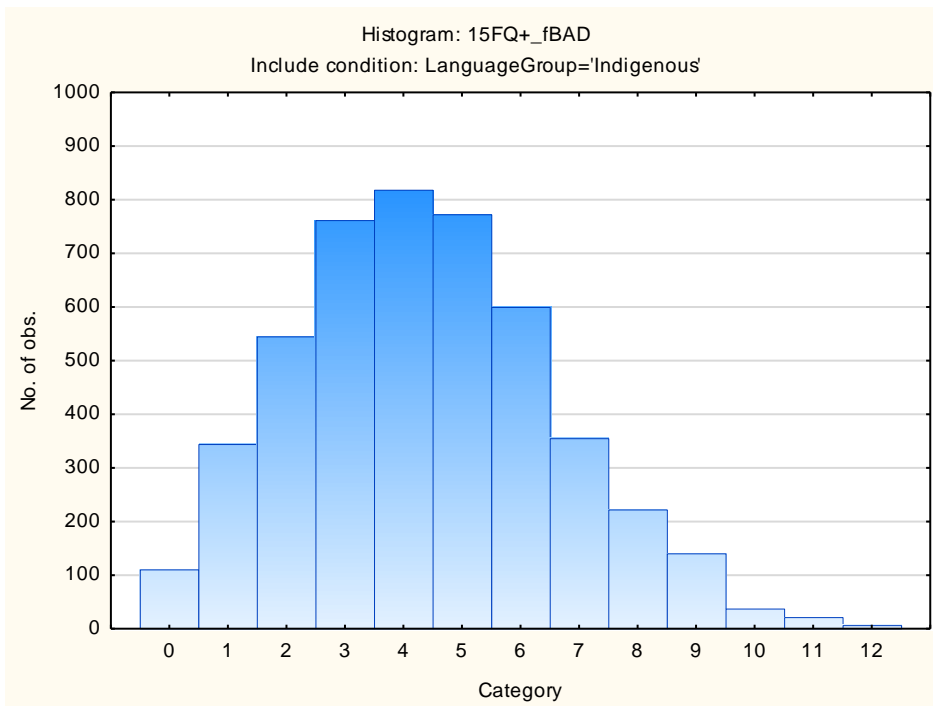
## Work Attitude



## 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	1-12	13-14	15-15	16-17	18-18	19-20	21-22	23-23	24-24	
<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	1-8	9-10	11-12	13-15	16-17	18-19	20-21	22-24		
<b>fE</b>	Accommodating – Dominant	0-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
<b>fF</b>	Sober serious - Enthusiastic	0-3	4-6	7-9	10-11	12-14	15-17	18-19	20-22	23-24	
<b>fG</b>	Expedient – Conscientious	0-12	13-14	15-15	16-17	18-19	20-21	22-23	24-24		
<b>fH</b>	Retiring – Socially-bold	0-6	7-8	9-11	12-13	14-16	17-19	20-21	22-24		
<b>fI</b>	Hard-headed – Tender-minded	0-5	6-7	8-10	11-12	13-14	15-17	18-19	20-22	23-24	
<b>fL</b>	Trusting - Suspicious	0-1	2-3	4-6	7-8	9-10	11-13	14-15	16-17	18-19	20-24
<b>fM</b>	Concrete - Abstract	0-3	4-5	6-7	8-8	9-10	11-12	13-13	14-15	16-17	18-24
<b>fN</b>	Direct - Restrained	1-13	14-15	16-17	18-18	19-20	21-21	22-23	24-24		
<b>fO</b>	Confident – Self-doubting	0-2	3-4	5-7	8-9	10-11	12-14	15-16	17-19	20-21	22-24
<b>fQ1</b>	Conventional - Radical	0-0	1-2	3-5	6-7	8-9	10-11	12-13	14-15	16-17	18-24
<b>fQ2</b>	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-6	7-9	10-11	12-13	14-15	16-24
<b>fQ3</b>	Informal - Self-disciplined	0-14	15-16	17-17	18-19	20-20	21-21	22-23	24-24		
<b>fQ4</b>	Composed – Tense-driven	0-1	0-1	2-3	4-5	6-7	8-10	11-12	13-14	15-16	17-24
<b>SD</b>	Social Desirability	0-4	5-6	7-8	9-9	10-11	12-13	14-14	15-16		
<b>CT</b>	Central Tendency	0-1	0-0	1-1	2-4	5-11	12-18	19-24	25-31	32-37	38-103
<b>INF</b>	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-14
<b>EQI</b>	Derived Score: Emotional Intelligence	0-16	17-18	19-20	21-22	23-24	25-25	26-27	28-29	30-30	
<b>WA</b>	Derived Score: Work Attitude	0-19	20-21	22-23	24-25	26-27	28-29	30-31	32-32		
<b>fGOOD</b>	Faking Good	0-3	4-4	5-5	6-6	7-7	8-9	10-10	11-11	12-12	
<b>fBAD</b>	Faking Bad	0-1	0-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8	9-12