

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA isiXhosa Speakers, Updated 2016

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of 886 isiXhosa speaking South Africans tested 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	396	396	44,69526	44,6953
M	488	884	55,07901	99,7743
U	2	886	0,22573	100,0000
Missing	0	886	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	255	255	28,78104	28,7810
Tertiary	454	709	51,24153	80,0226
Post Graduate	118	827	13,31828	93,3409
< Matric	12	839	1,35440	94,6953
Unknown	5	844	0,56433	95,2596
Missing	42	886	4,74041	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	886	886	100,0000	100,0000
Missing	0	886	0,0000	100,0000

Language Group Composition of the Sample

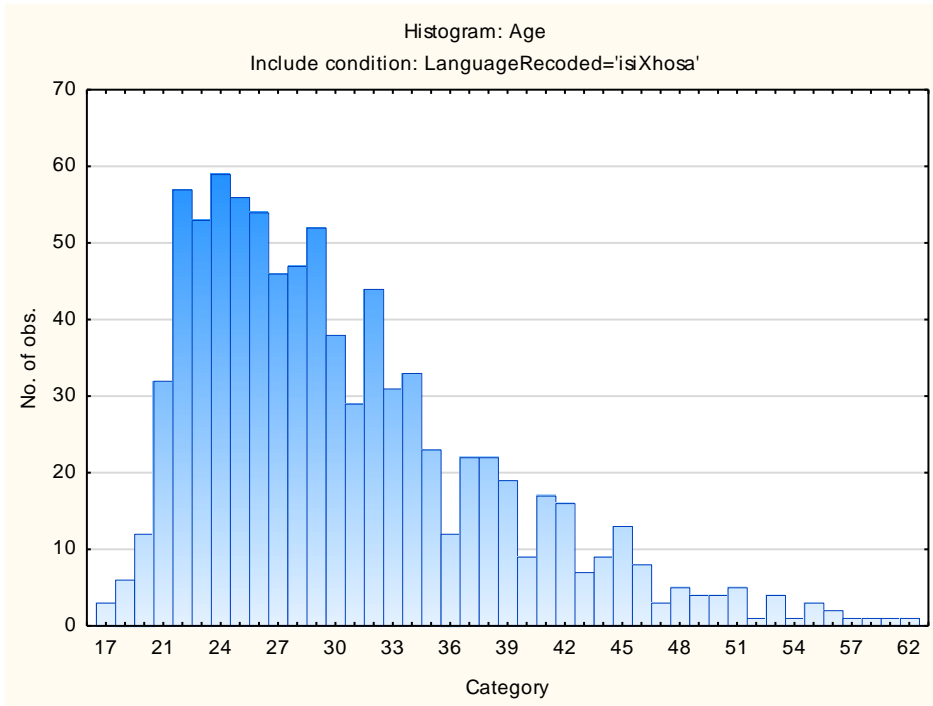
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	886	886	100,0000	100,0000
Missing	0	886	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	879	879	99,20993	99,2099
European	3	882	0,33860	99,5485
Coloured	1	883	0,11287	99,6614
Asian	2	885	0,22573	99,8871
Missing	1	886	0,11287	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,40462	7,834248	17,00000	62,00000	865	21

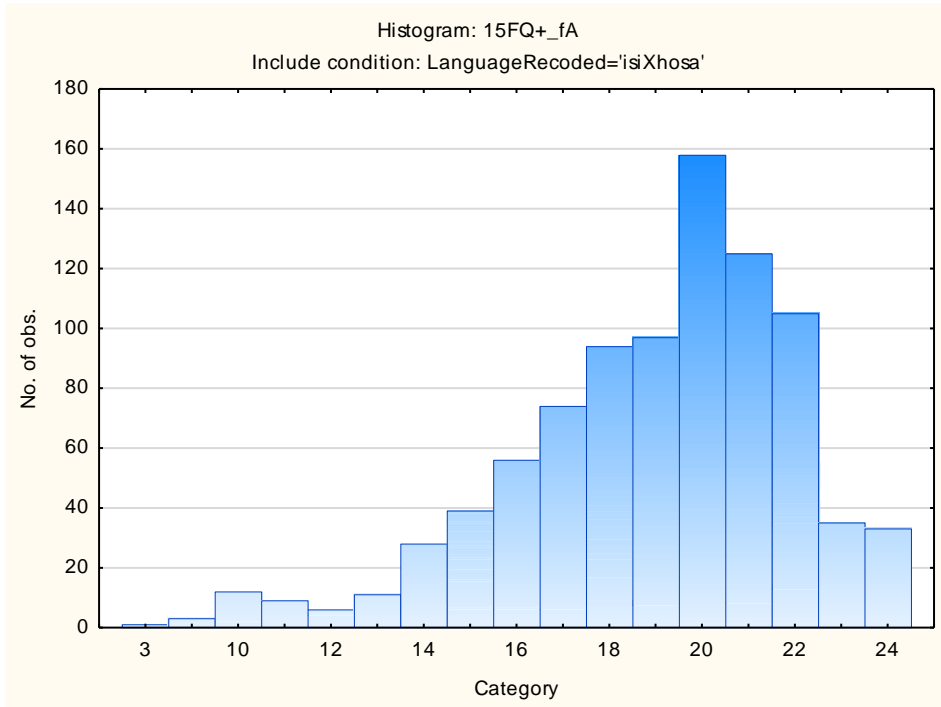


Descriptive Statistics on 15FQ+ Scales

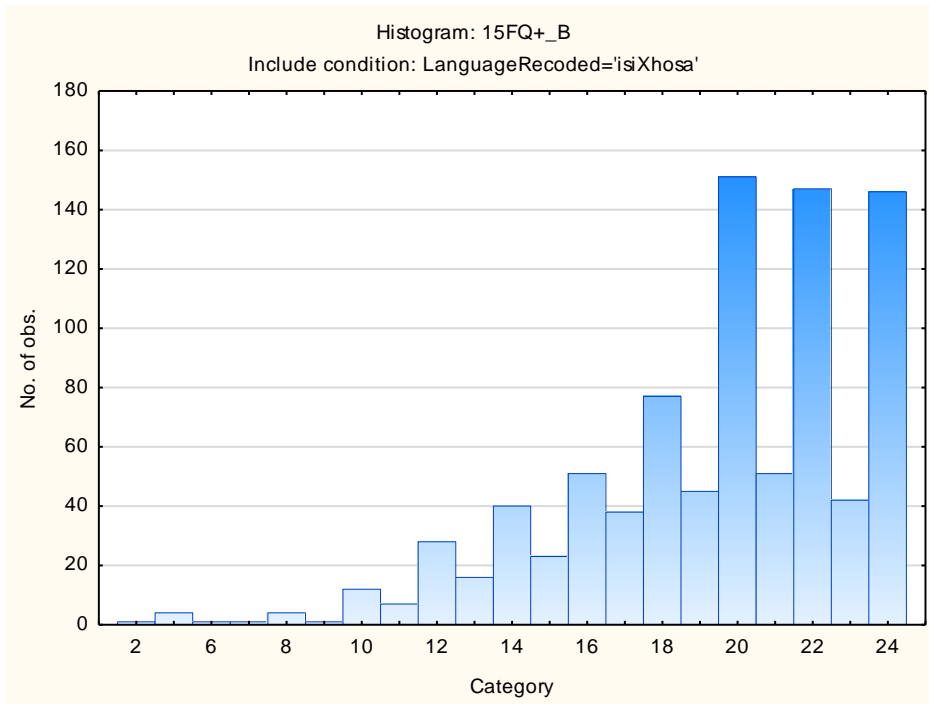
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	886	18,98307	3,01835
B	Intellectance	886	19,43115	3,88322
fC	Affected by feelings - Emotionally Stable	886	17,84650	4,11983
fE	Accommodating - Dominant	886	16,41535	3,87067
fF	Sober serious - Enthusiastic	886	14,52370	5,02435
fG	Expedient - Conscientious	886	19,93679	3,96374
fH	Retiring – Socially-bold	886	16,77088	5,12427
fI	Hard-headed – Tender-minded	886	14,83747	4,72983
fL	Trusting - Suspicious	886	10,58014	4,63051
fM	Concrete - Abstract	886	10,16704	3,39745
fN	Direct - Restrained	886	20,15688	3,24258
fO	Confident – Self-doubting	886	11,61851	4,77672
fQ1	Conventional - Radical	886	8,87133	4,32877
fQ2	Group-orientated - Self-sufficient	886	7,03160	4,27727
fQ3	Informal – Self-disciplined	886	20,38036	2,62341
fQ4	Composed – Tense-driven	886	7,59707	4,34542
SD	Social Desirability	886	11,87472	3,19093
CT	Central Tendency	886	12,05869	13,75964
INF	Infrequency	886	1,51016	1,76001
EIQ	Derived Score: Emotional Intelligence	886	24,50564	3,54494
WA	Derived Score: Work Attitude	886	27,36456	3,71092
fGOOD	Faking Good	886	7,98307	2,27409
fBAD	Faking Bad	886	4,21445	2,08553

Frequency Distributions for 15FQ+ Scales

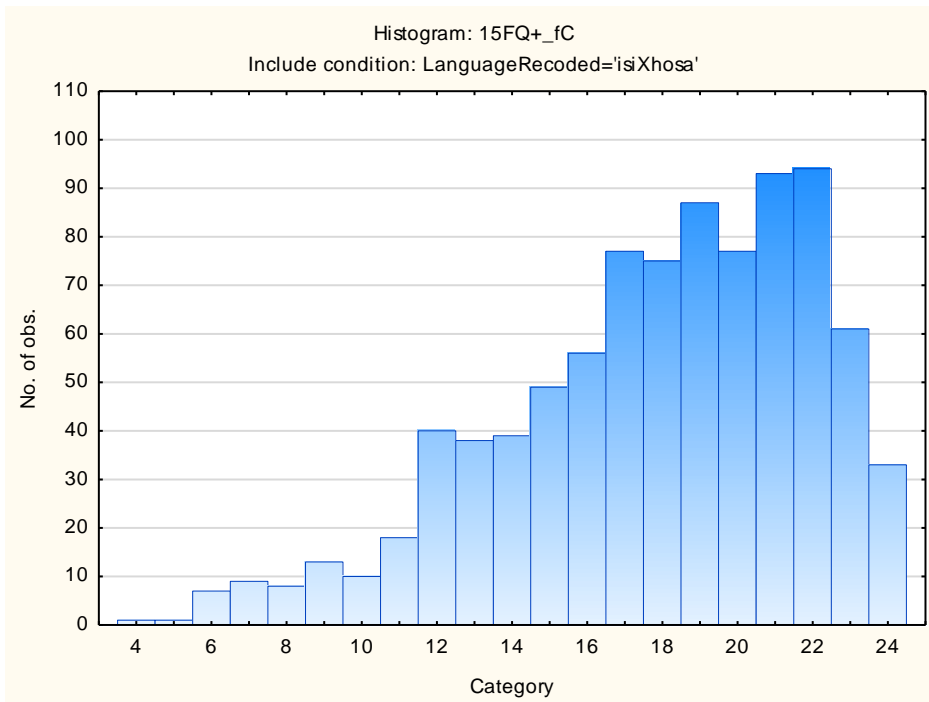
Distant Aloof – Empathic



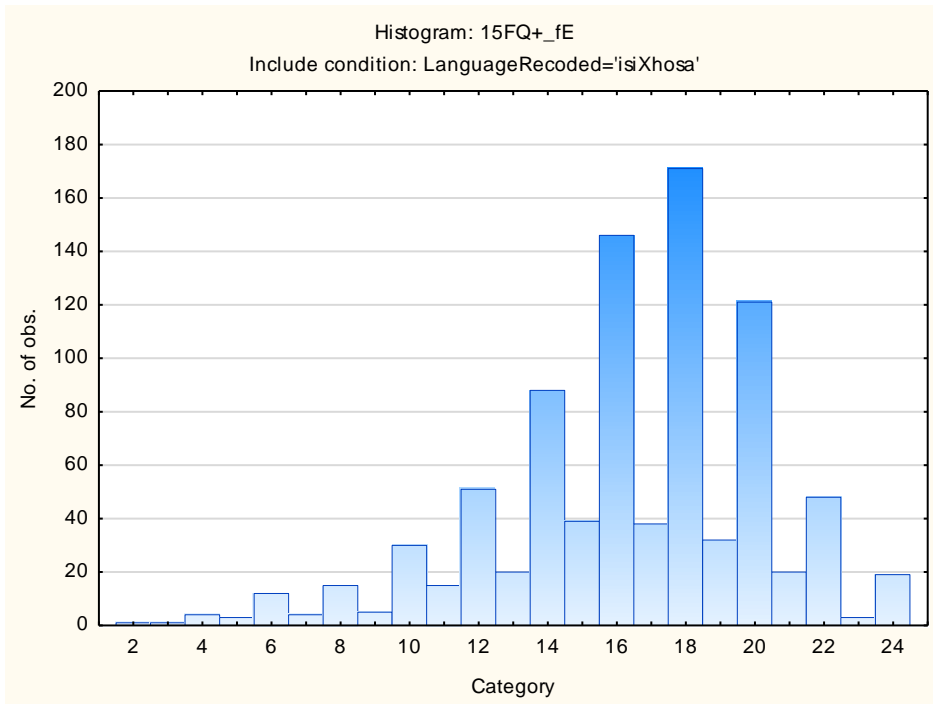
Intellectance



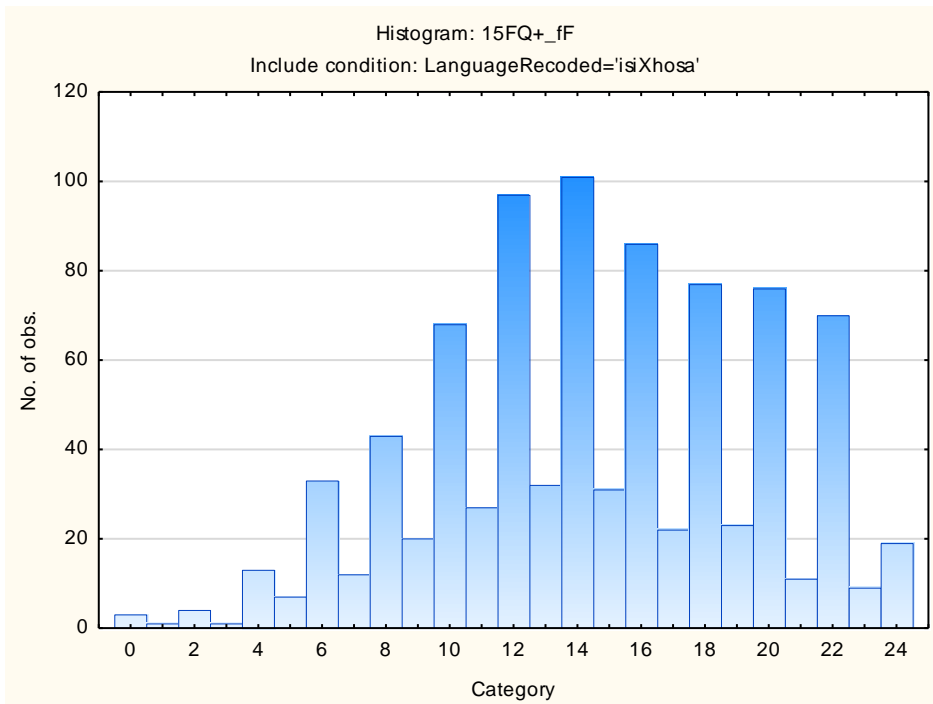
Affected by Feelings - Emotionally Stable



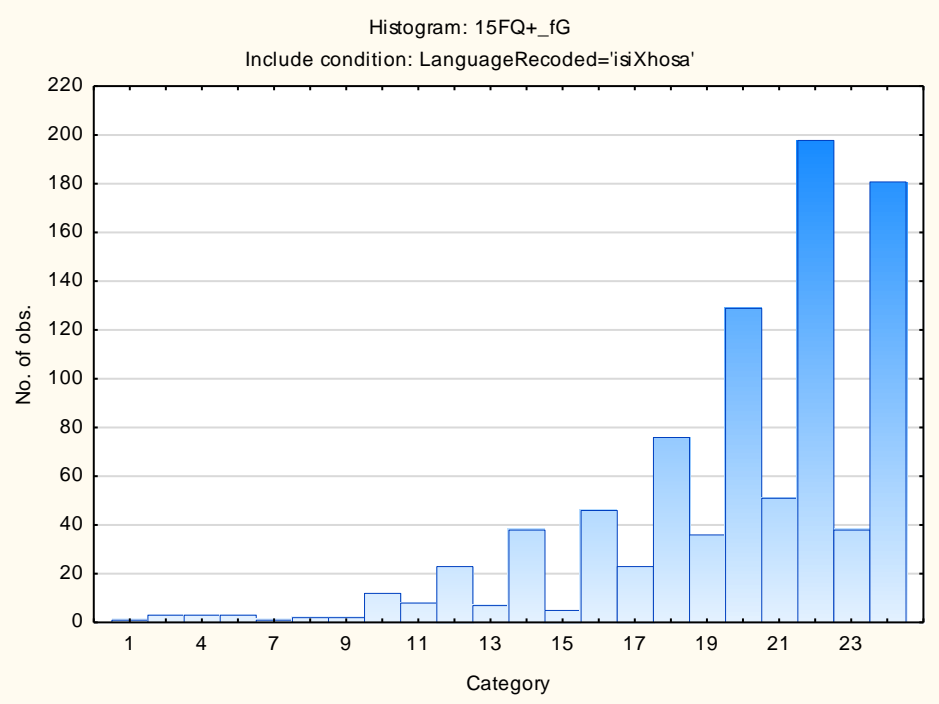
Accommodating – Dominant



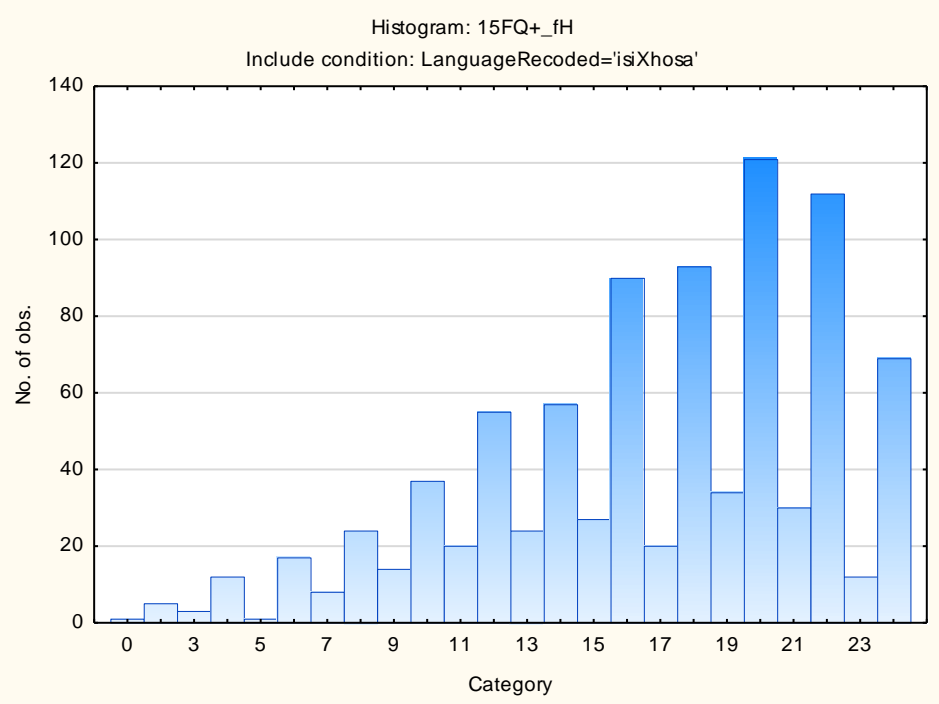
Sober Serious – Enthusiastic



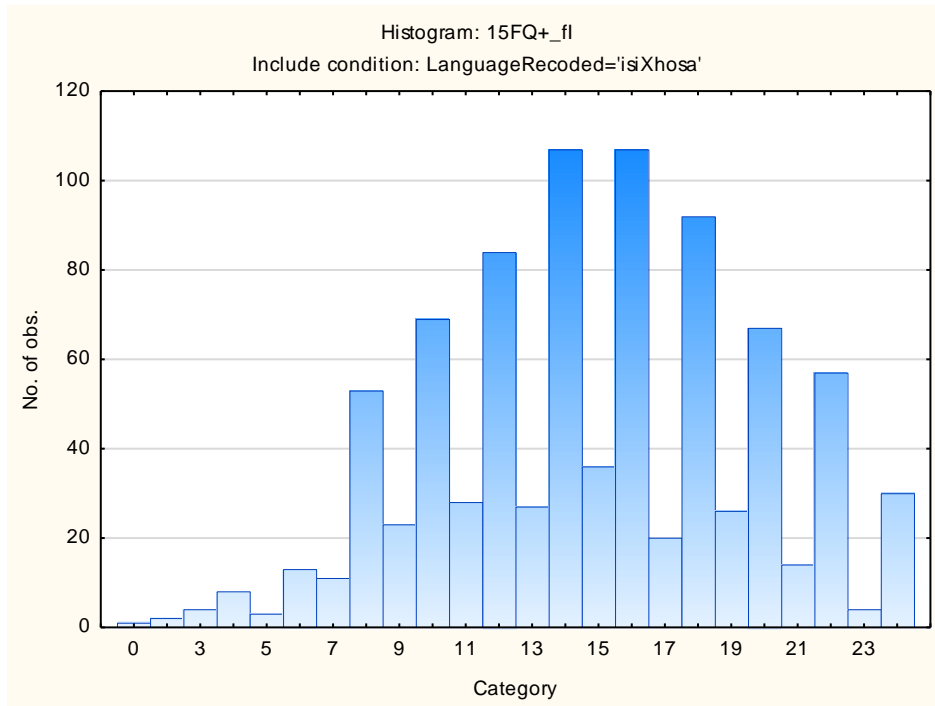
Expedient – Conscientious



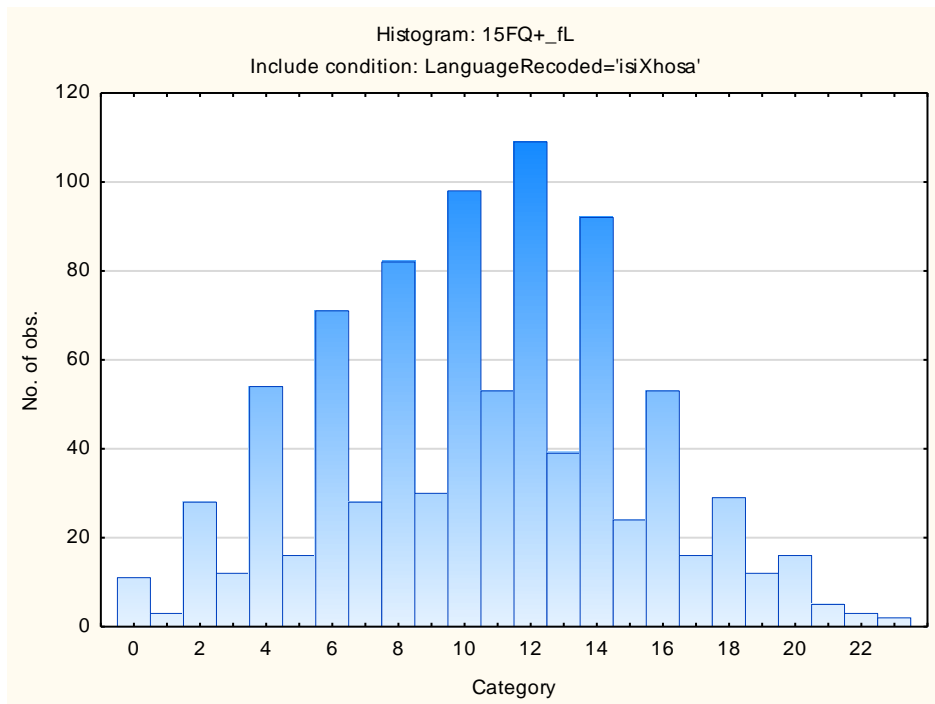
Retiring – Socially-bold



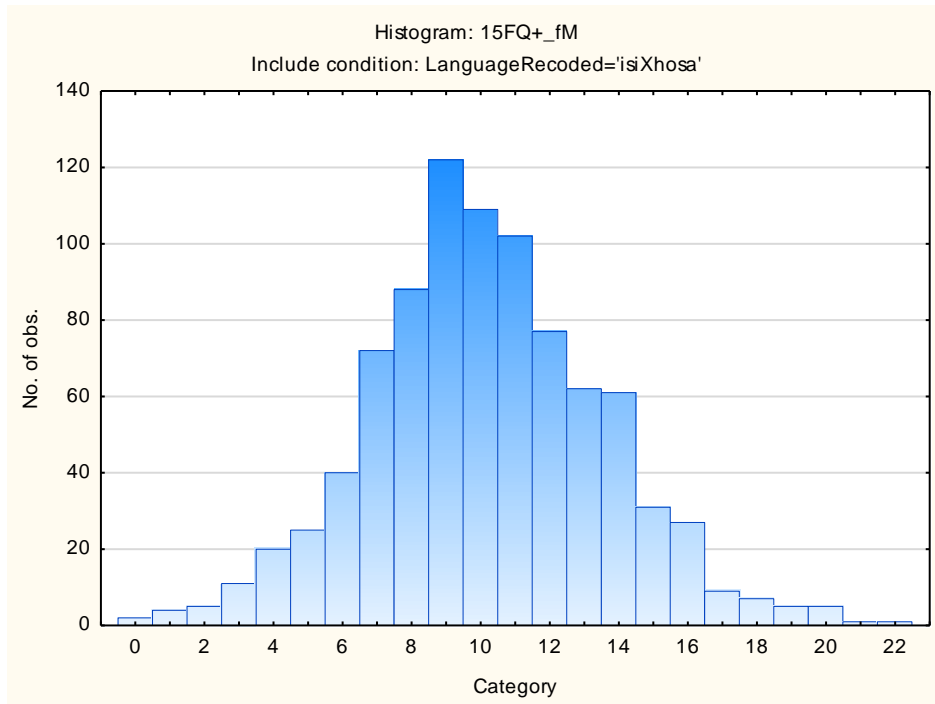
Hard-headed – Tender-minded



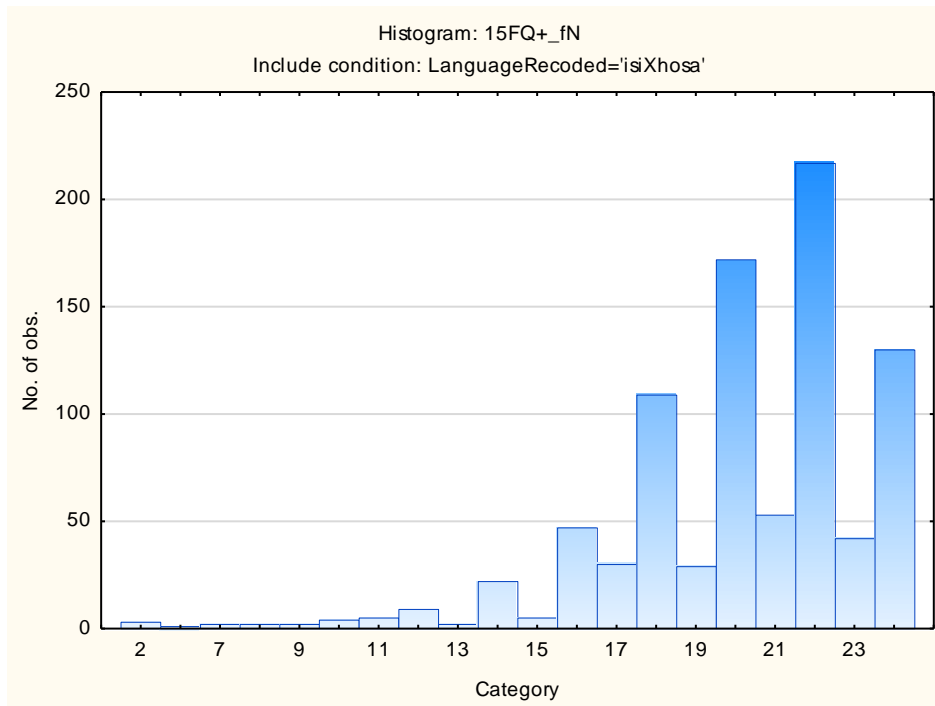
Trusting – Suspicious



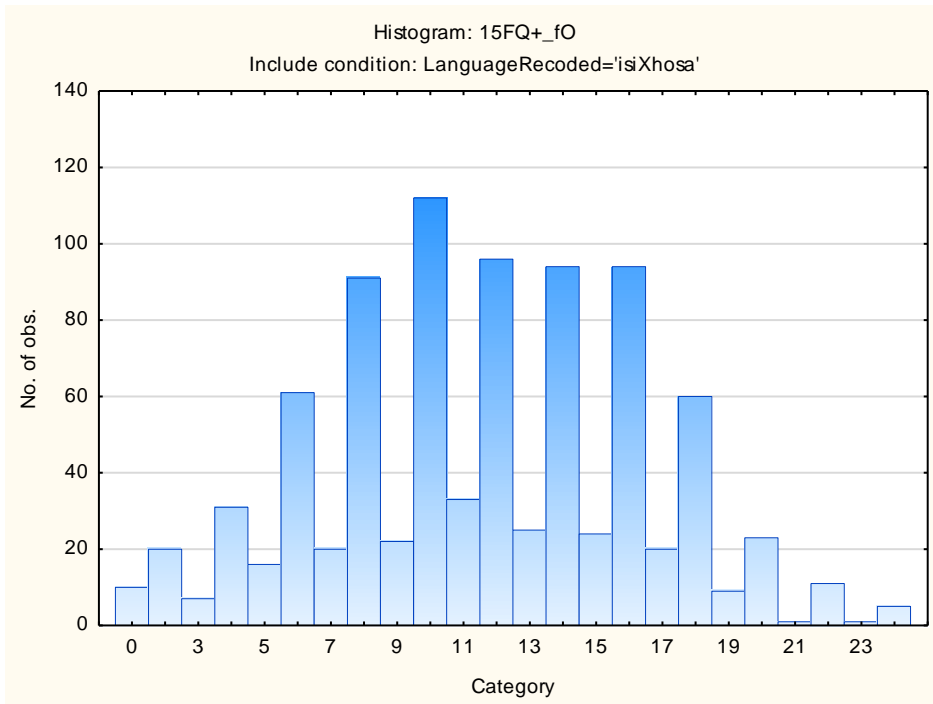
Concrete – Abstract



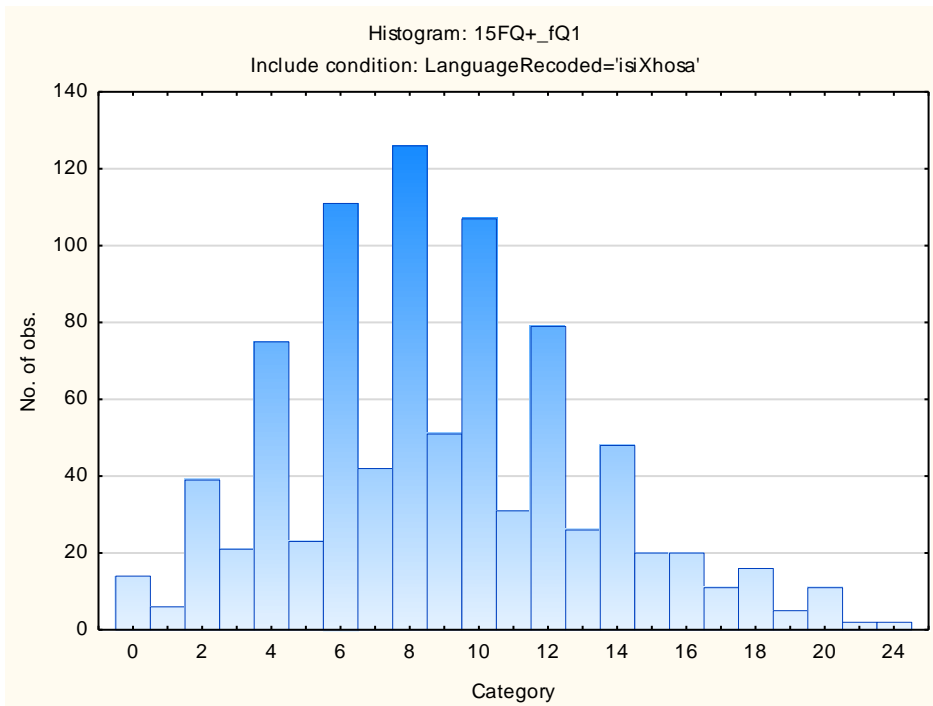
Direct – Restrained



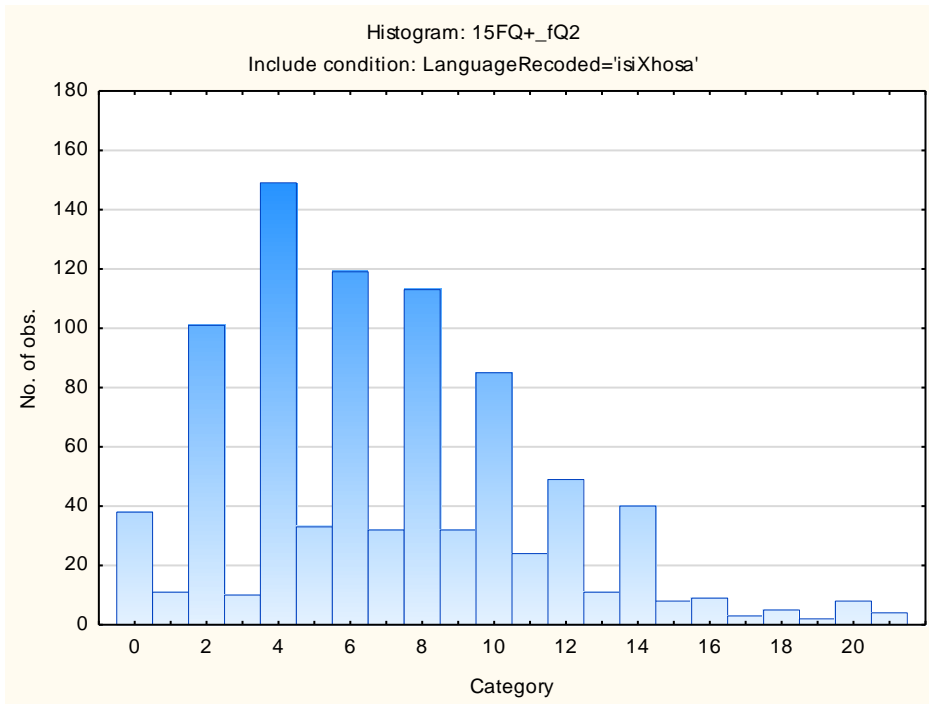
Confident - Self-doubting



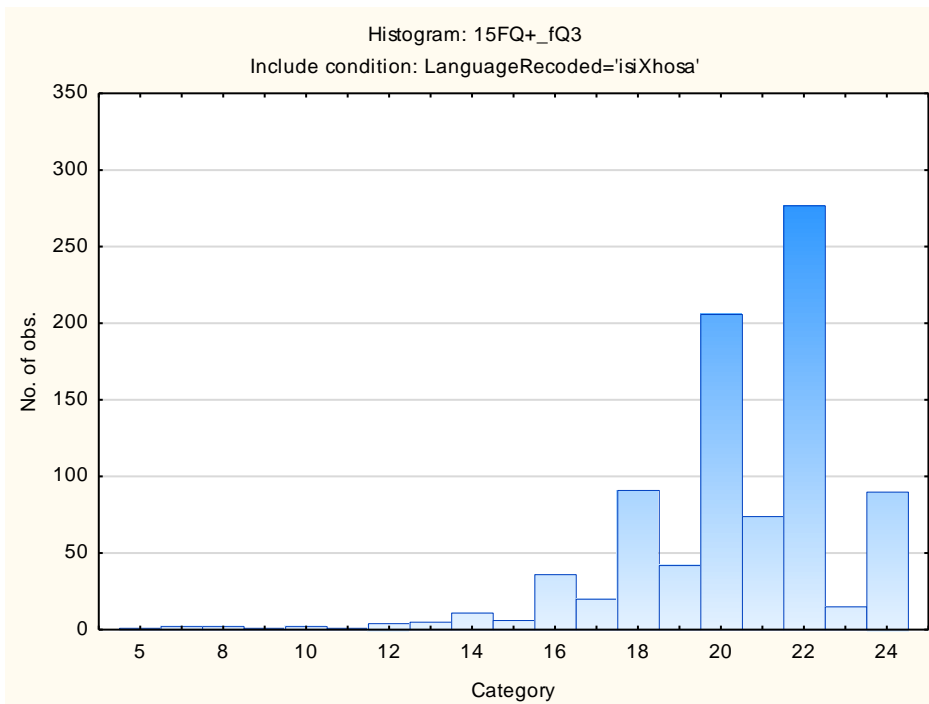
Conventional – Radical



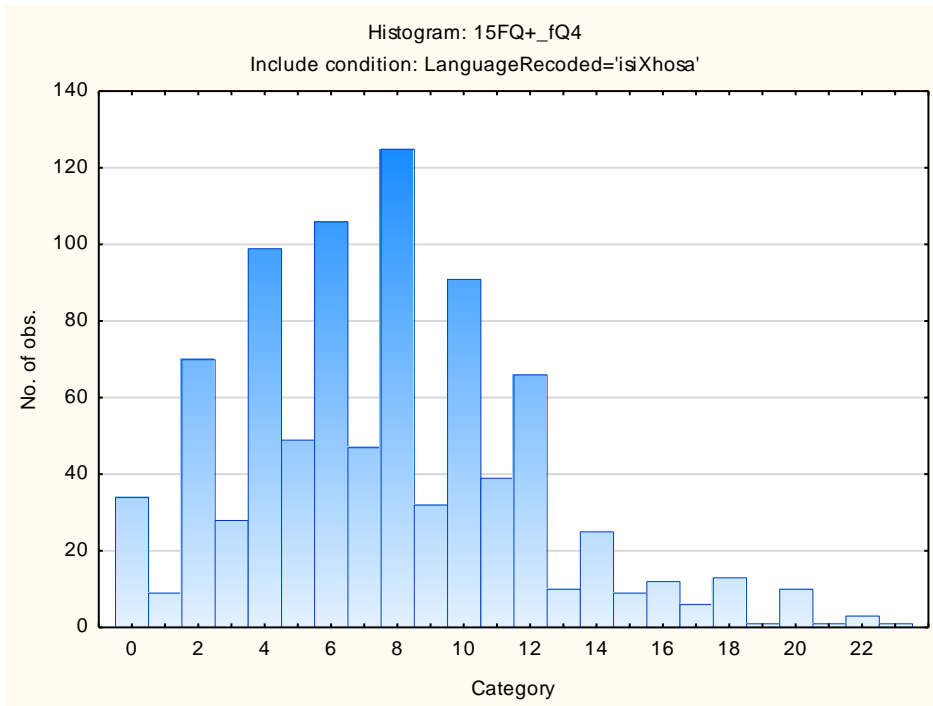
Group-orientated - Self-sufficient



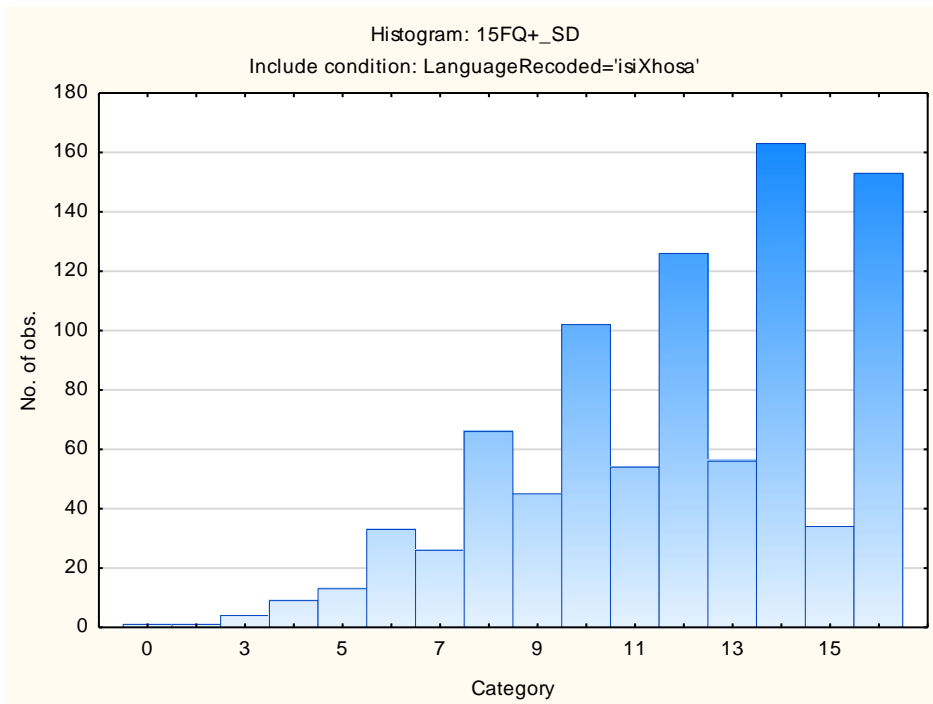
Informal- Self-disciplined



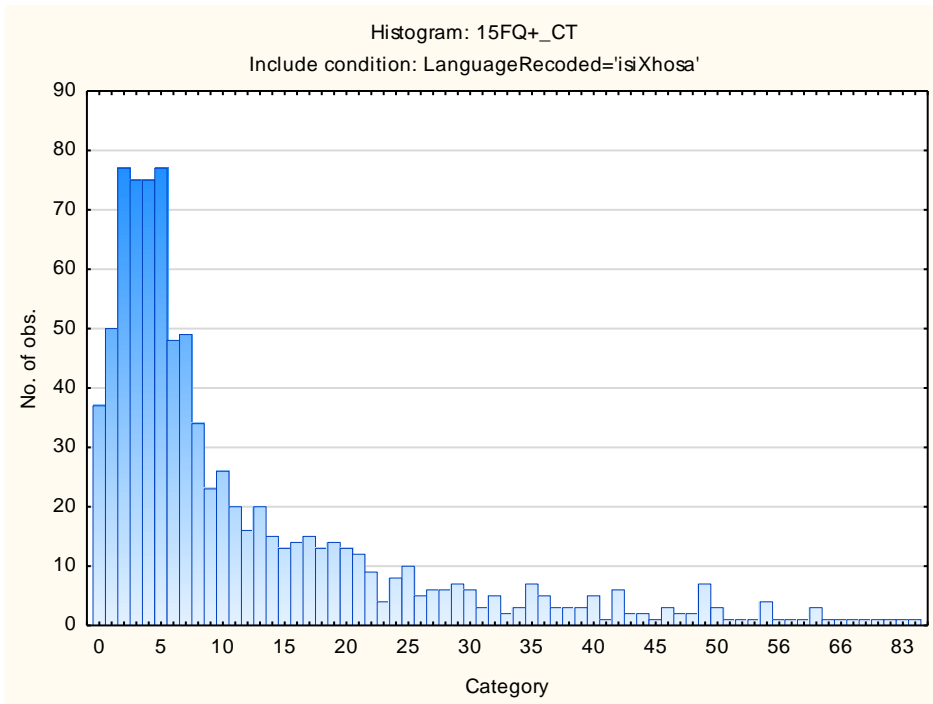
Composed – Tense-driven



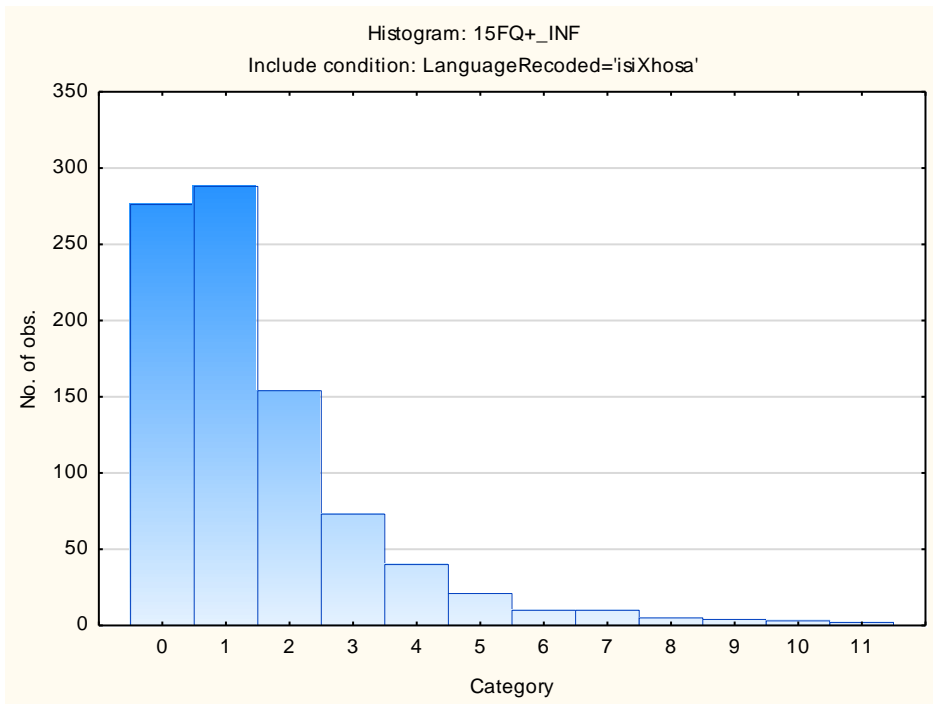
Social Desirability



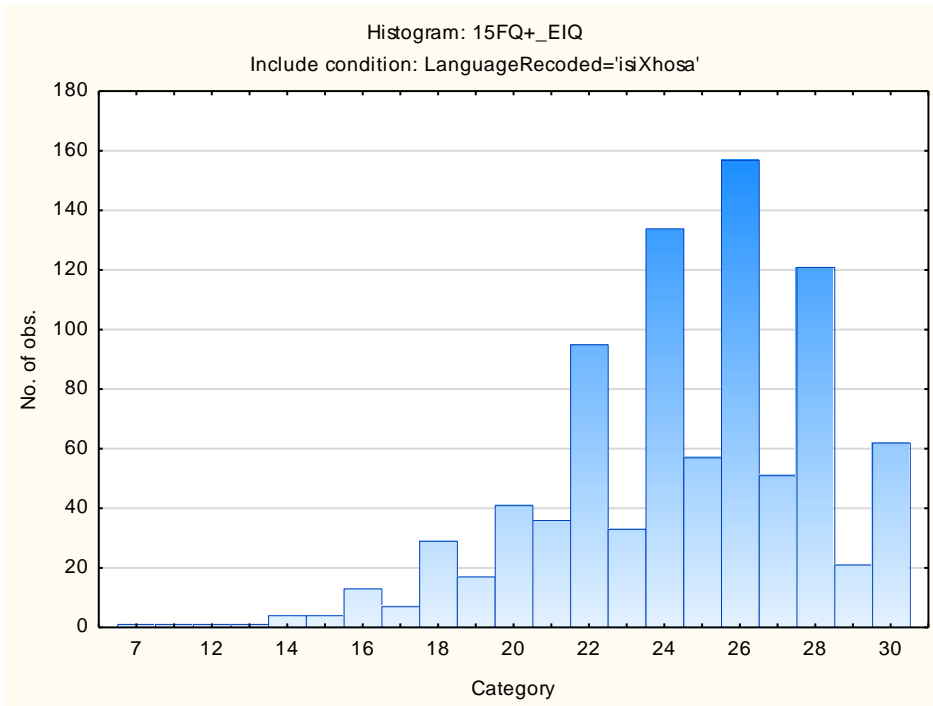
Central Tendency



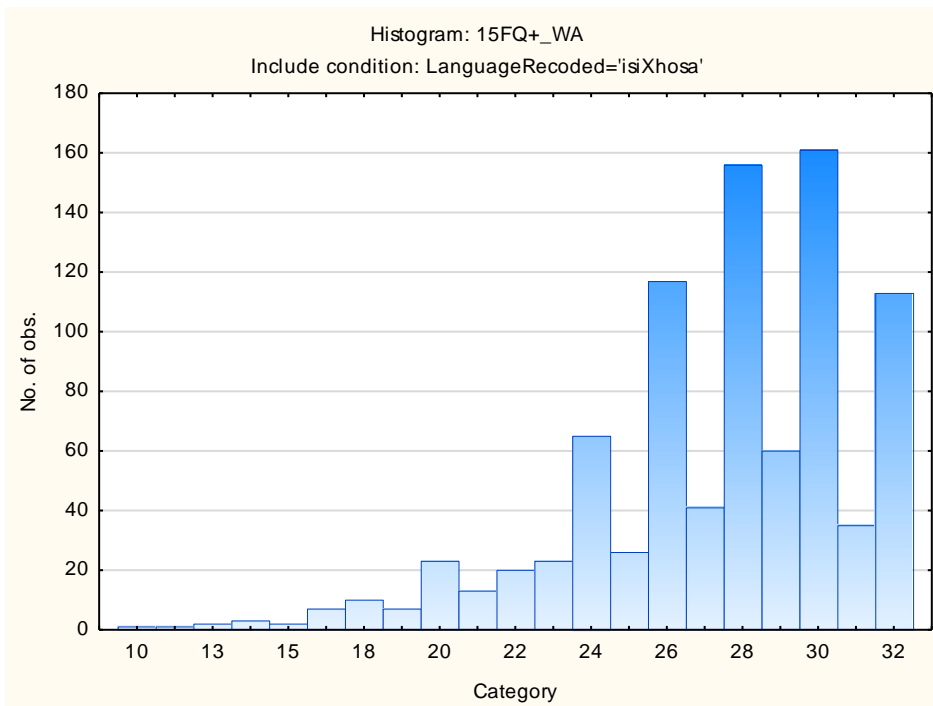
Infrequency



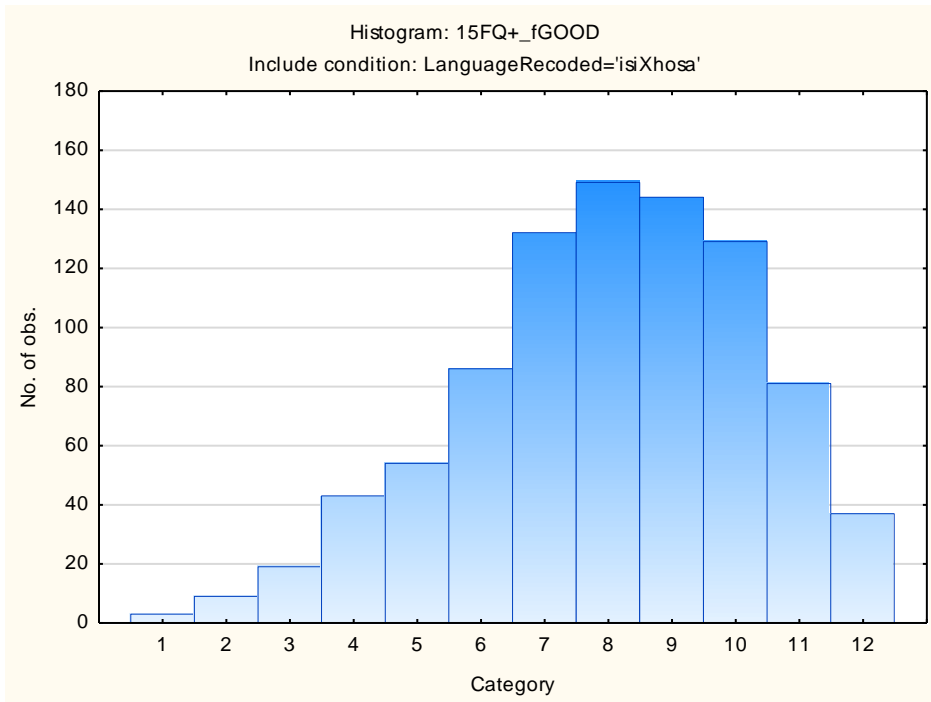
Derived Score: Emotional Intelligence



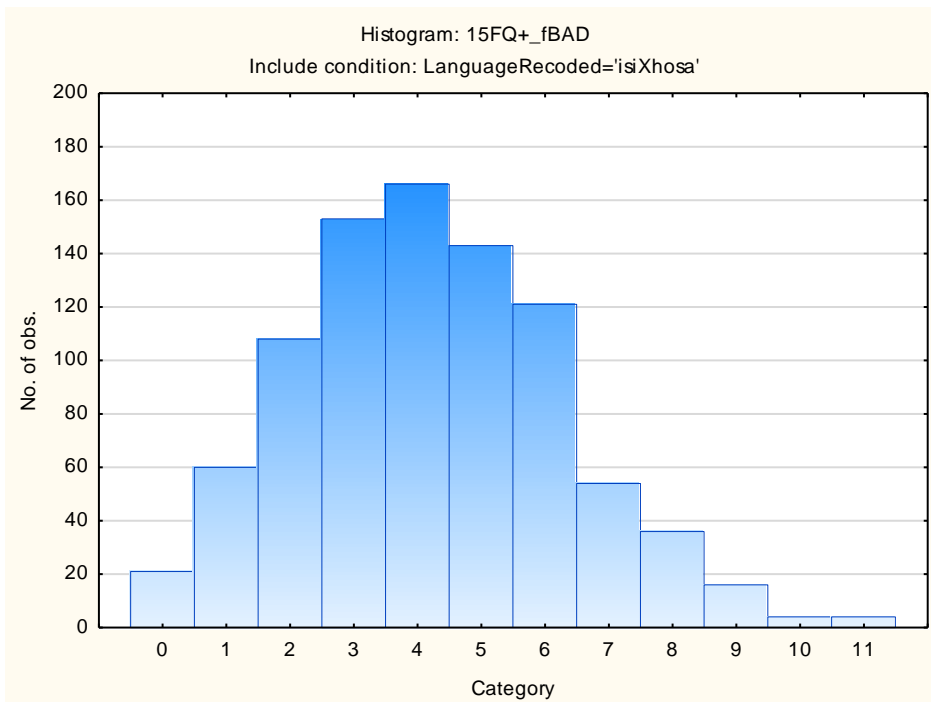
Derived Score: Work Attitude



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	3-12	13-14	15-15	16-17	18-18	19-20	21-22	23-23	24-24	
B	Intellectance	2-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
fC	Affected by Feelings - Emotionally Stable	4-9	10-11	12-13	14-15	16-17	18-19	20-21	22-24		
fE	Accommodating – Dominant	2-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
fF	Sober serious - Enthusiastic	0-4	5-6	7-9	10-12	13-14	15-17	18-19	20-22	23-24	
fG	Expedient – Conscientious	1-12	13-13	14-15	16-17	18-19	20-21	22-23	24-24		
fH	Retiring – Socially-bold	0-6	7-9	10-11	12-14	15-16	17-19	20-21	22-24		
fI	Hard-headed – Tender-minded	0-5	6-7	8-10	11-12	13-14	15-17	18-19	20-21	22-24	
fL	Trusting - Suspicious	0-1	2-3	4-5	6-8	9-10	11-12	13-15	16-17	18-19	20-24
fM	Concrete - Abstract	0-3	4-5	6-6	7-8	9-10	11-11	12-13	14-15	16-16	17-22
fN	Direct - Restrained	2-13	14-15	16-16	17-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	0-2	3-4	5-6	7-9	10-11	12-14	15-16	17-18	19-21	22-24
fQ1	Conventional - Radical	0-0	1-2	3-4	5-6	7-8	9-11	12-13	14-15	16-17	18-24
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-7	8-9	10-11	12-13	14-15	16-22
fQ3	Informal - Self-disciplined	5-15	16-16	17-17	18-19	20-20	21-21	22-23	24-24		
fQ4	Composed – Tense-driven	0-1	0-1	2-3	4-5	6-7	8-9	10-11	12-14	15-16	17-24
SD	Social Desirability	0-5	6-7	8-8	9-10	11-11	12-13	14-15	16-16		
CT	Central Tendency	0-1	0-0	1-1	2-5	6-12	13-18	19-25	26-32	33-39	40-92
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-11
EQ	Derived Score: Emotional Intelligence	7-17	18-19	20-20	21-22	23-24	25-26	27-28	29-29	30-30	
WA	Derived Score: Work Attitude	10-19	20-21	22-23	24-25	26-27	28-29	30-31	32-32		
fGOOD	Faking Good	1-3	4-4	5-5	6-6	7-7	8-9	10-10	11-11	12-12	
fBAD	Faking Bad	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8	9-11