

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA isiZulu Speakers, Updated 2016

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of 1426 isiZulu 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	576	576	40,39271	40,3927
M	848	1424	59,46704	99,8597
U	2	1426	0,14025	100,0000
Missing	0	1426	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	337	337	23,63254	23,6325
Tertiary	698	1035	48,94811	72,5806
Post Graduate	257	1292	18,02244	90,6031
< Matric	31	1323	2,17391	92,7770
Unknown	5	1328	0,35063	93,1276
Missing	98	1426	6,87237	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	1426	1426	100,0000	100,0000
Missing	0	1426	0,0000	100,0000

Language Group Composition of the Sample

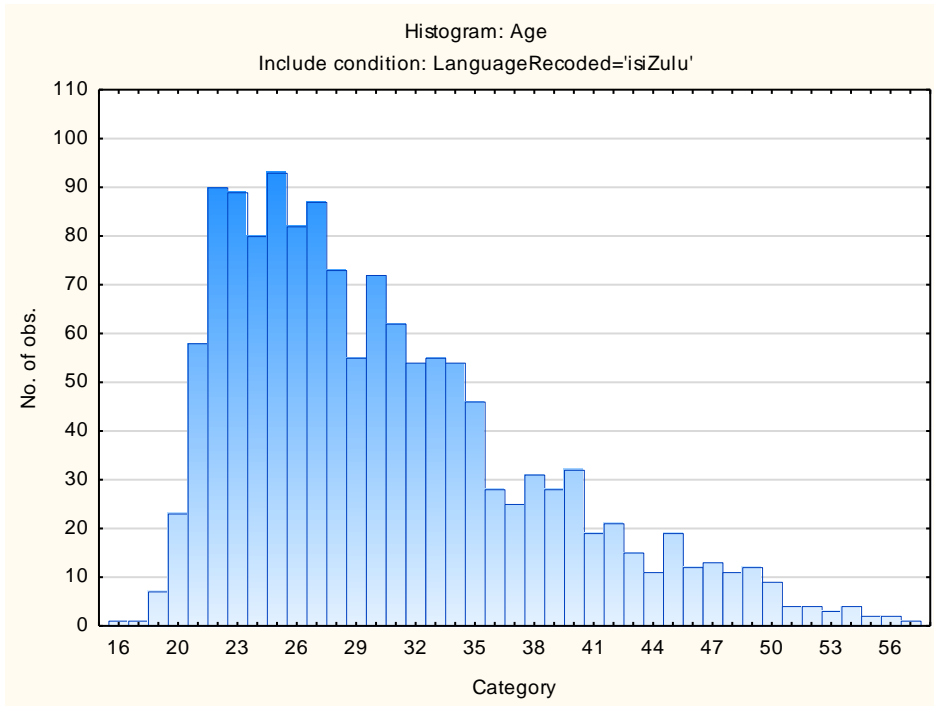
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	1426	1426	100,0000	100,0000
Missing	0	1426	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	1408	1408	98,73773	98,7377
European	5	1413	0,35063	99,0884
Coloured	3	1416	0,21038	99,2987
Asian	5	1421	0,35063	99,6494
Indian	1	1422	0,07013	99,7195
Unknown	2	1424	0,14025	99,8597
Missing	2	1426	0,14025	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,42651	7,677883	16,00000	58,00000	1388	38

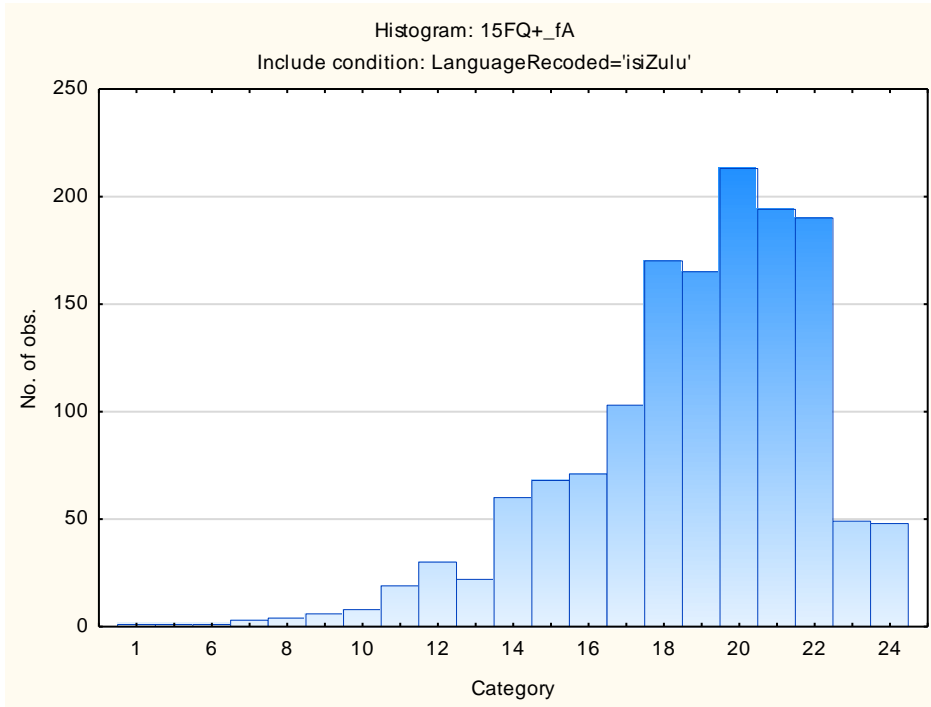


Descriptive Statistics on 15FQ+ Scales

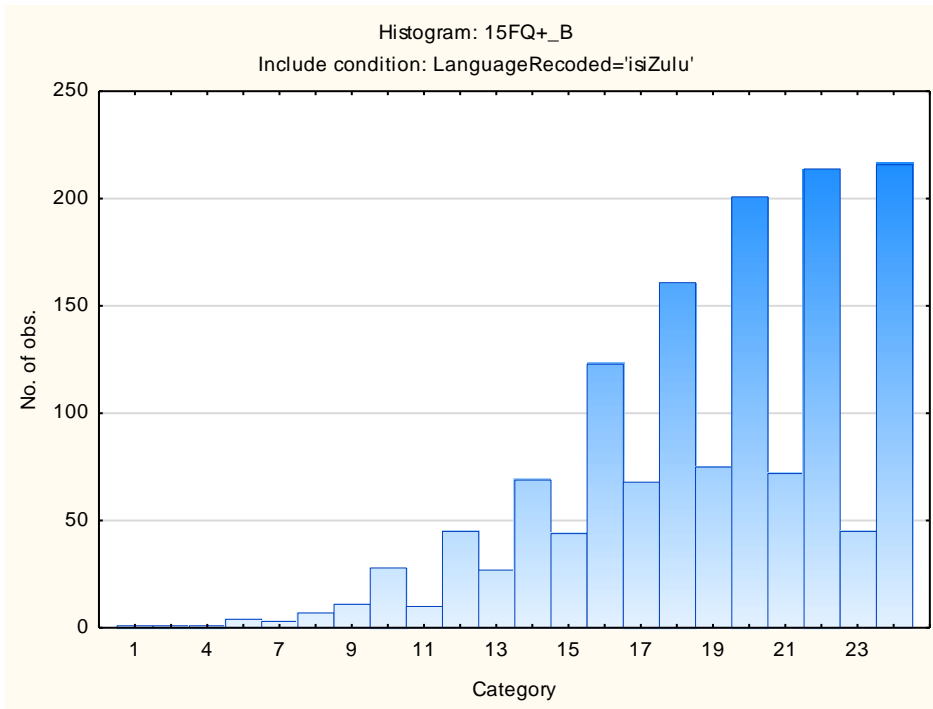
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	1426	18,78541	3,22124
B	Intellectance	1426	18,94811	3,97167
fC	Affected by feelings - Emotionally Stable	1426	17,39691	4,44943
fE	Accommodating - Dominant	1426	16,46704	3,91533
fF	Sober serious - Enthusiastic	1426	14,13464	5,21470
fG	Expedient - Conscientious	1426	19,89551	4,01571
fH	Retiring – Socially-bold	1426	16,51683	5,25318
fI	Hard-headed – Tender-minded	1426	14,82468	4,79504
fL	Trusting - Suspicious	1426	10,67181	4,69119
fM	Concrete - Abstract	1426	10,47125	3,36268
fN	Direct - Restrained	1426	20,29313	3,17440
fO	Confident – Self-doubting	1426	11,95933	4,83827
fQ1	Conventional - Radical	1426	9,41164	4,33552
fQ2	Group-orientated - Self-sufficient	1426	7,10659	4,42130
fQ3	Informal – Self-disciplined	1426	20,12623	3,00331
fQ4	Composed – Tense-driven	1426	7,91164	4,52958
SD	Social Desirability	1426	11,56942	3,41181
CT	Central Tendency	1426	11,53015	13,00006
INF	Infrequency	1426	1,57714	1,75119
EIQ	Derived Score: Emotional Intelligence	1426	23,95652	4,02303
WA	Derived Score: Work Attitude	1426	26,89832	4,14206
fGOOD	Faking Good	1426	7,84642	2,42435
fBAD	Faking Bad	1426	4,38780	2,23317

Frequency Distributions for 15FQ+ Scales

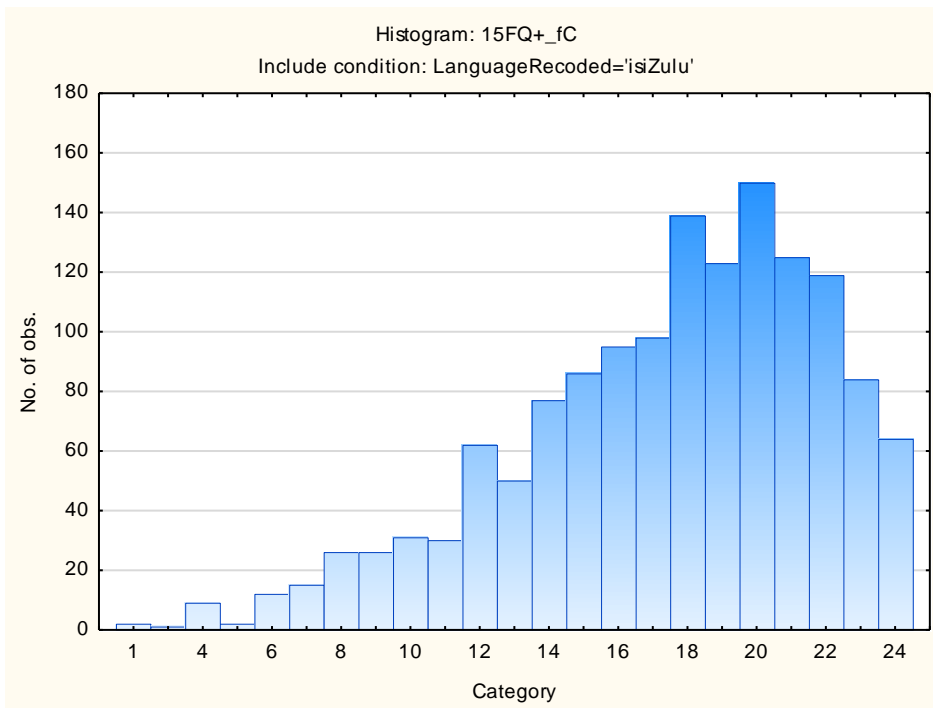
Distant Aloof – Empathic



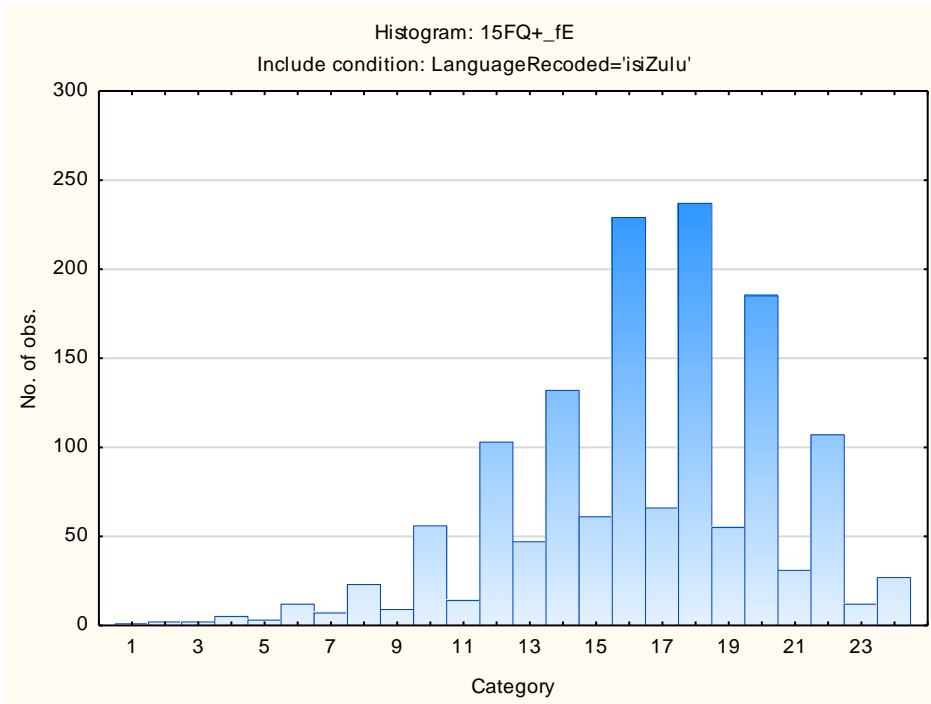
Intellectance



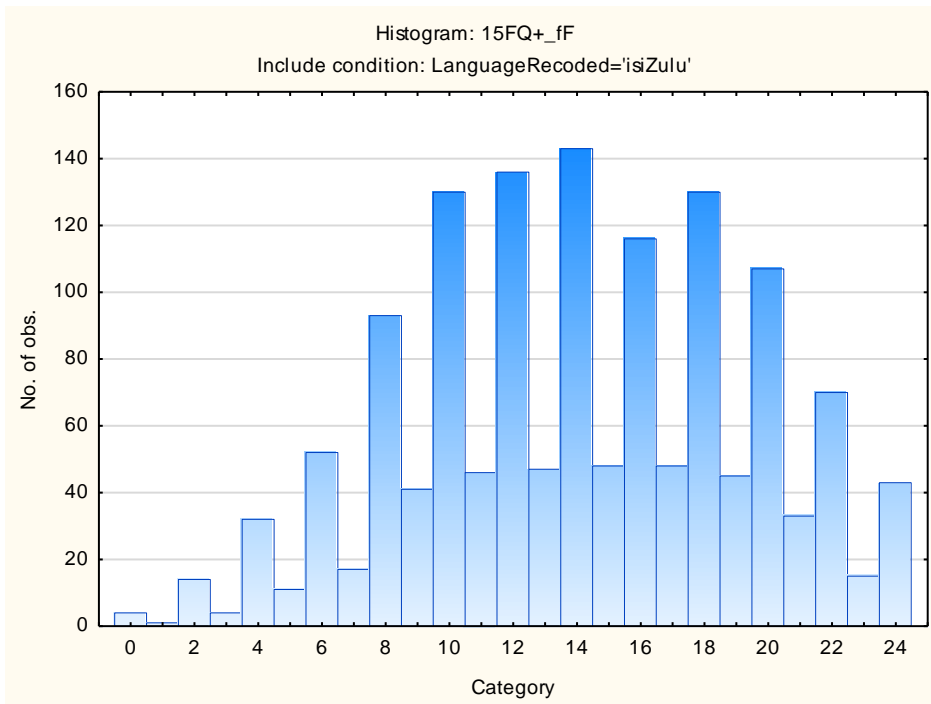
Affected by Feelings - Emotionally Stable



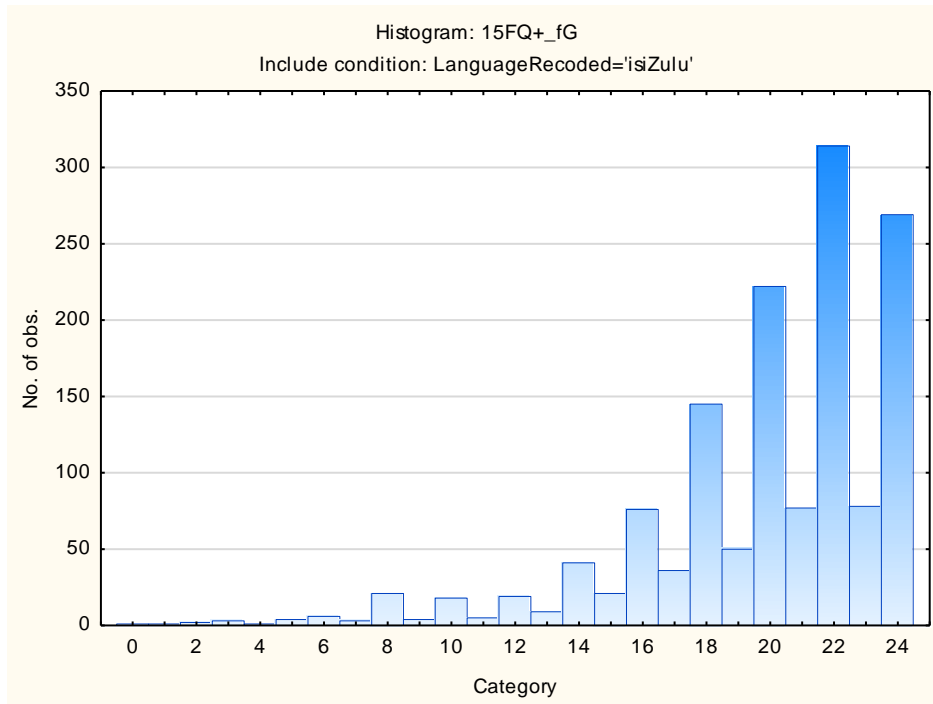
Accommodating – Dominant



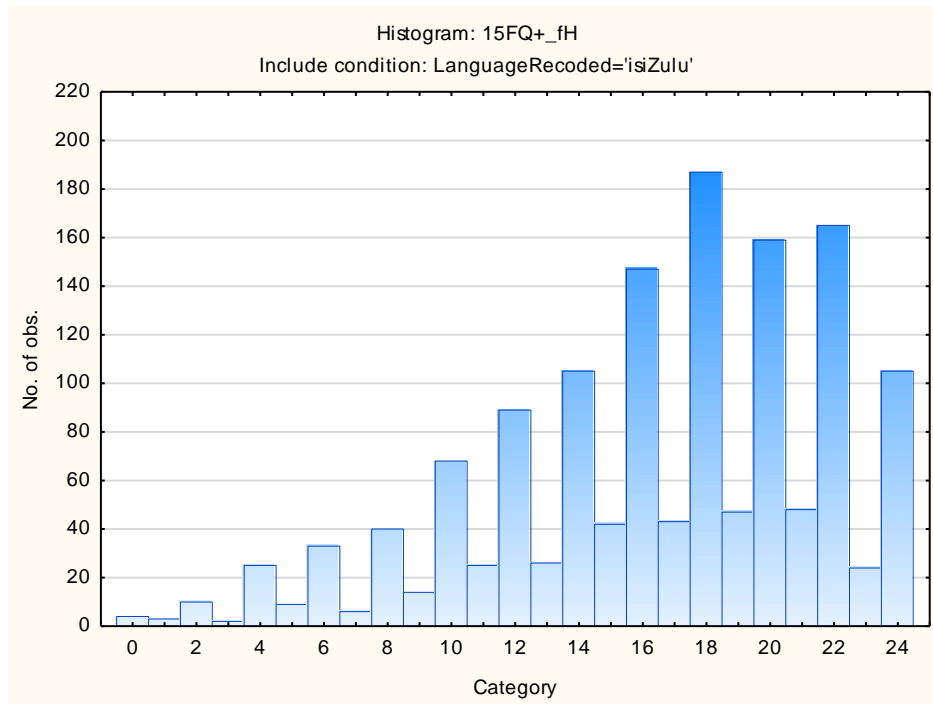
Sober Serious – Enthusiastic



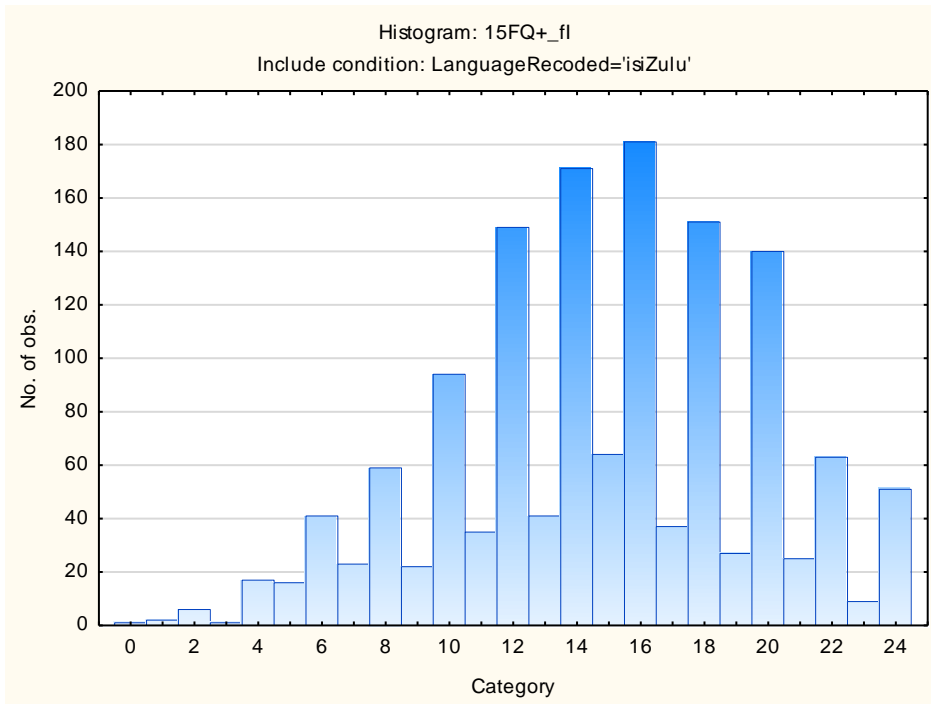
Expedient – Conscientious



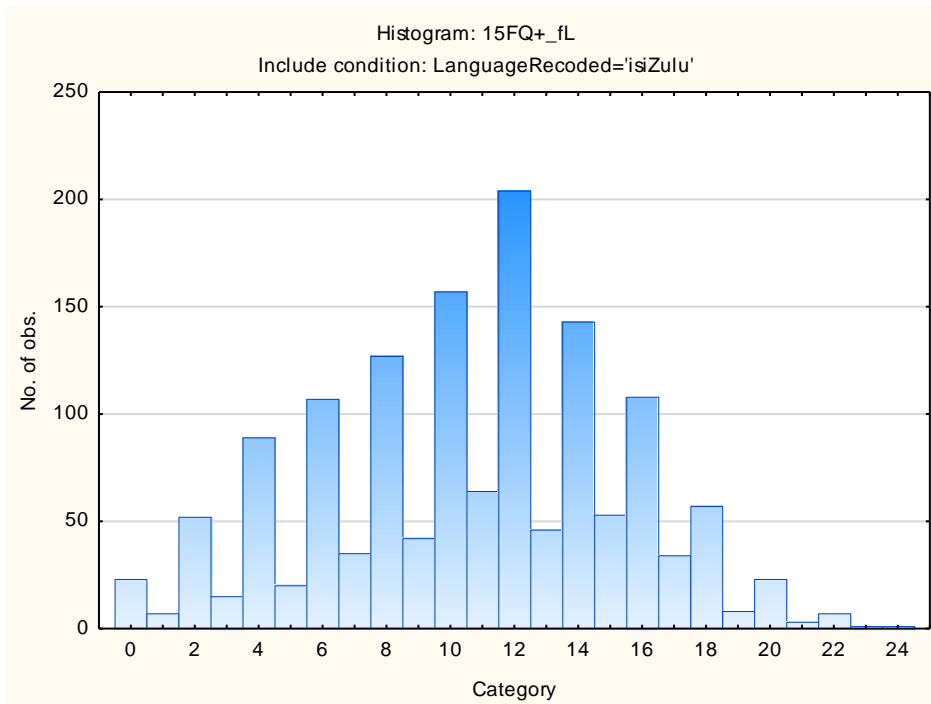
Retiring – Socially-bold



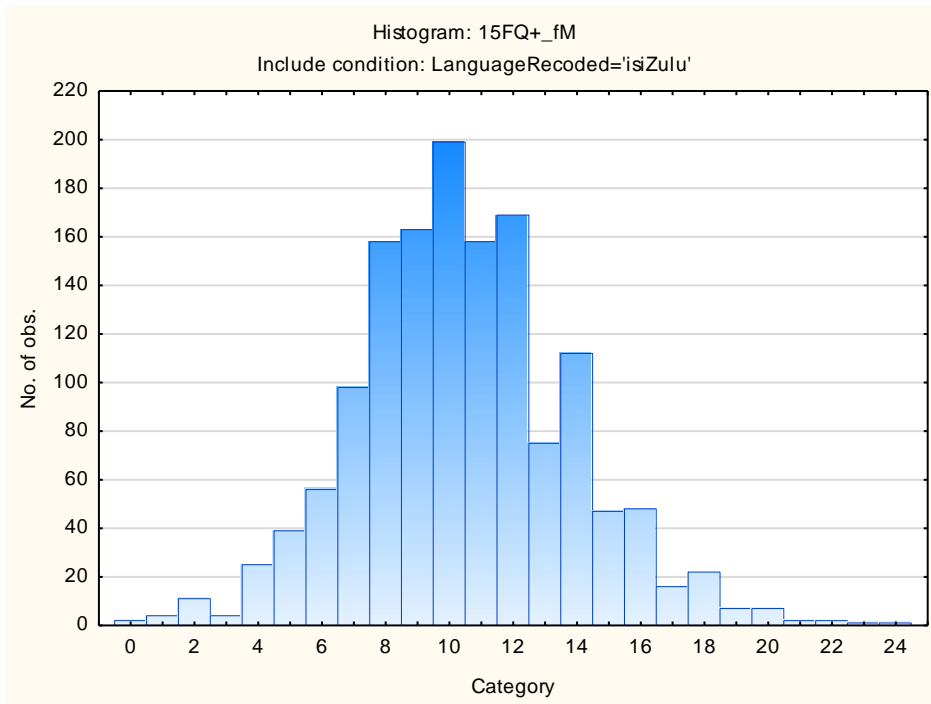
Hard-headed – Tender-minded



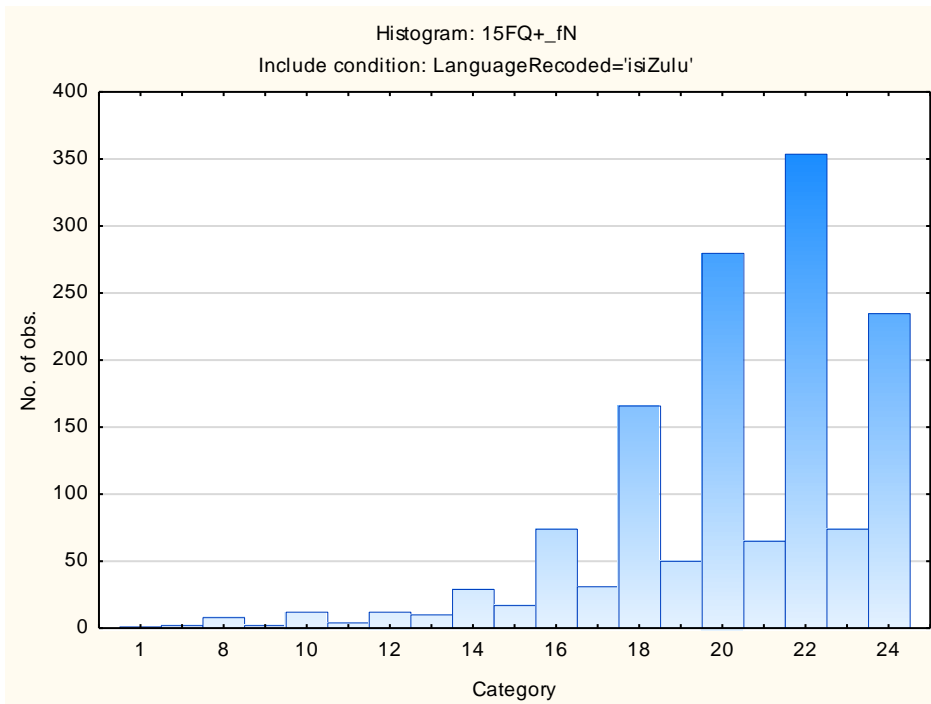
Trusting – Suspicious



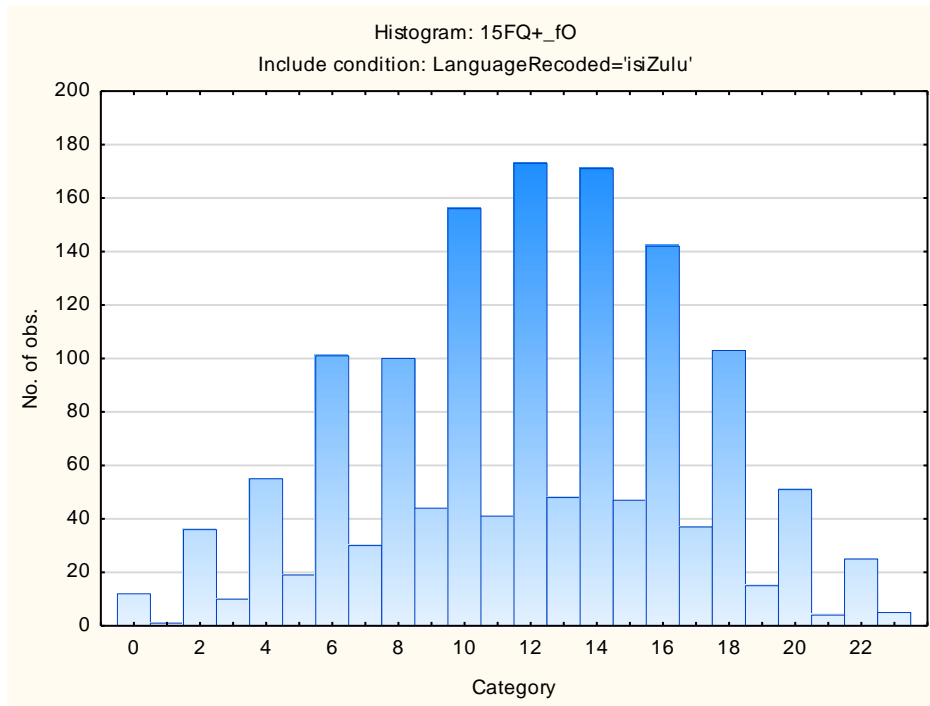
Concrete – Abstract



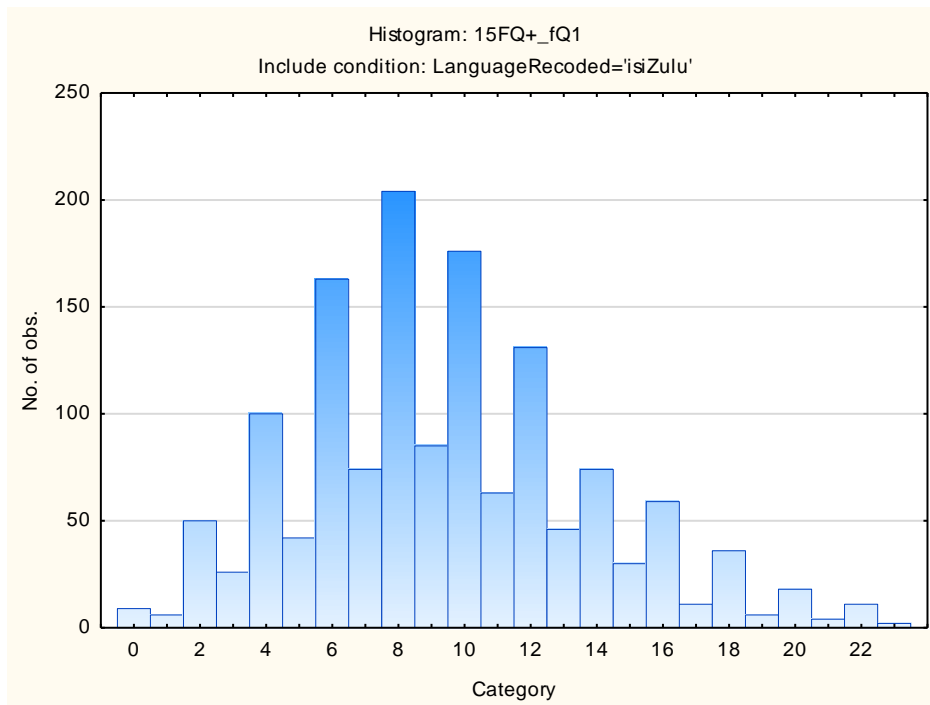
Direct – Restrained



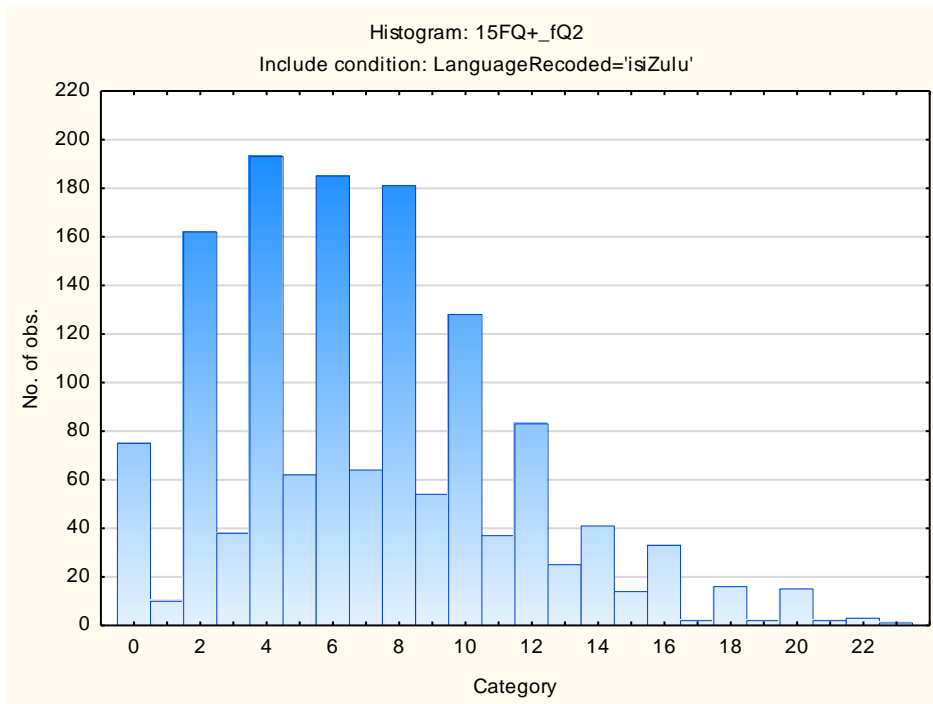
Confident - Self-doubting



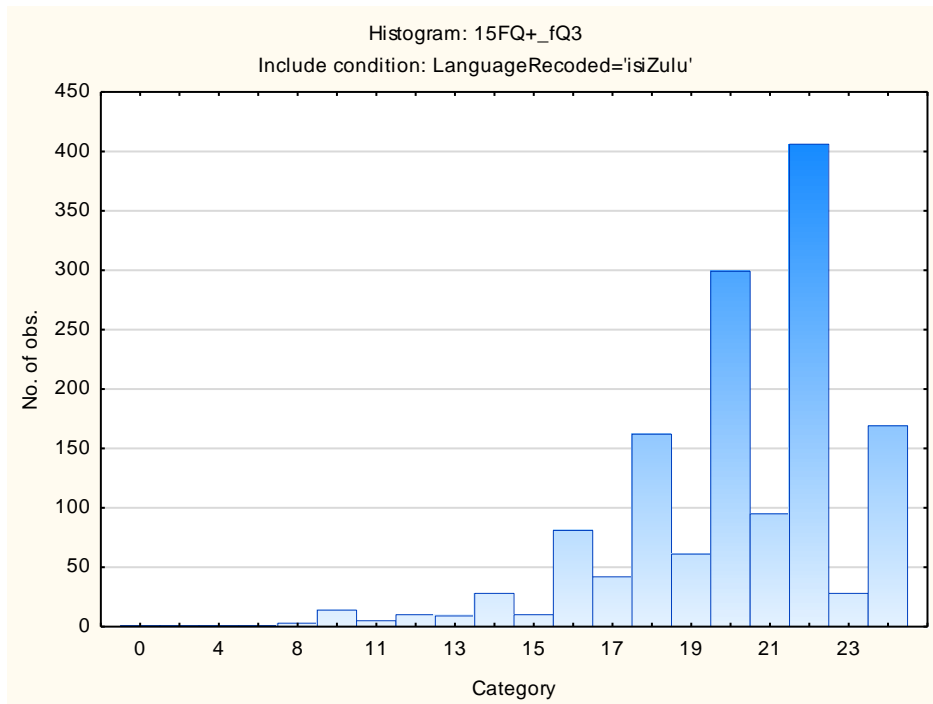
Conventional – Radical



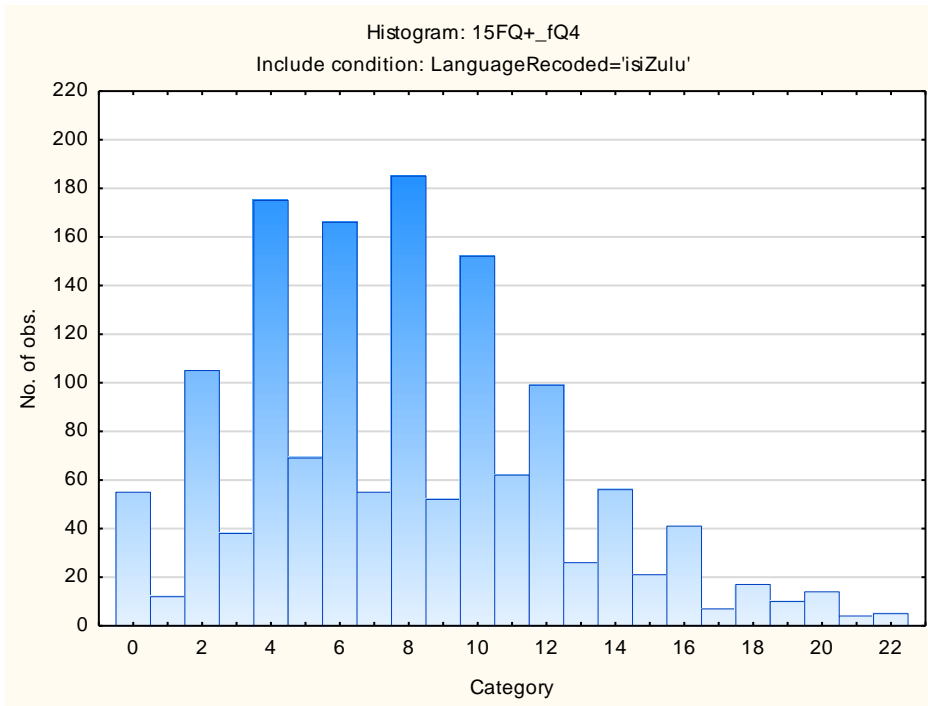
Group-orientated - Self-sufficient



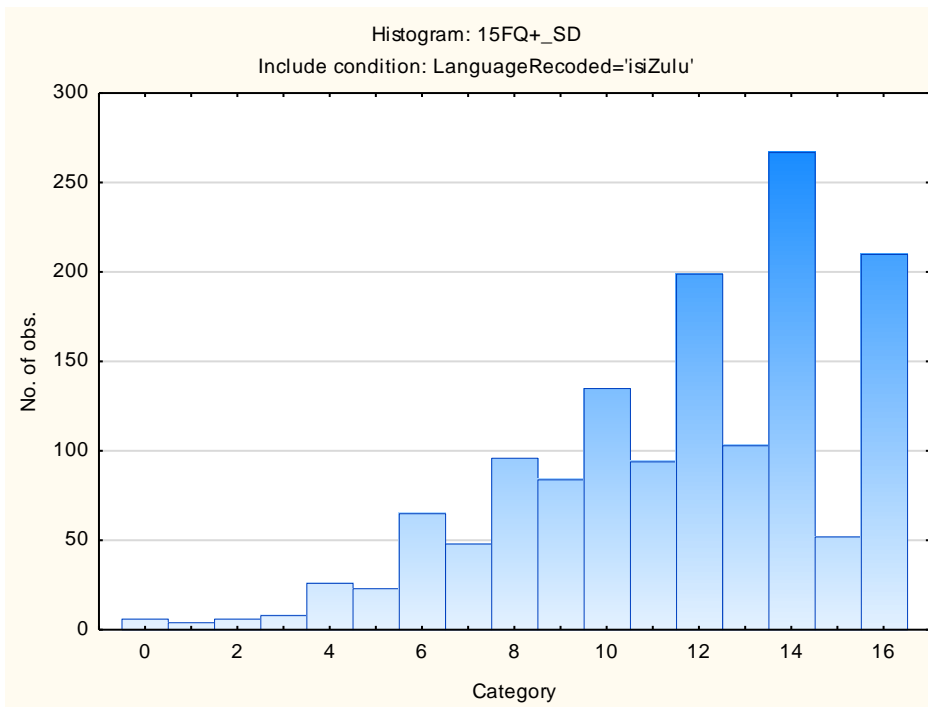
Informal- Self-disciplined



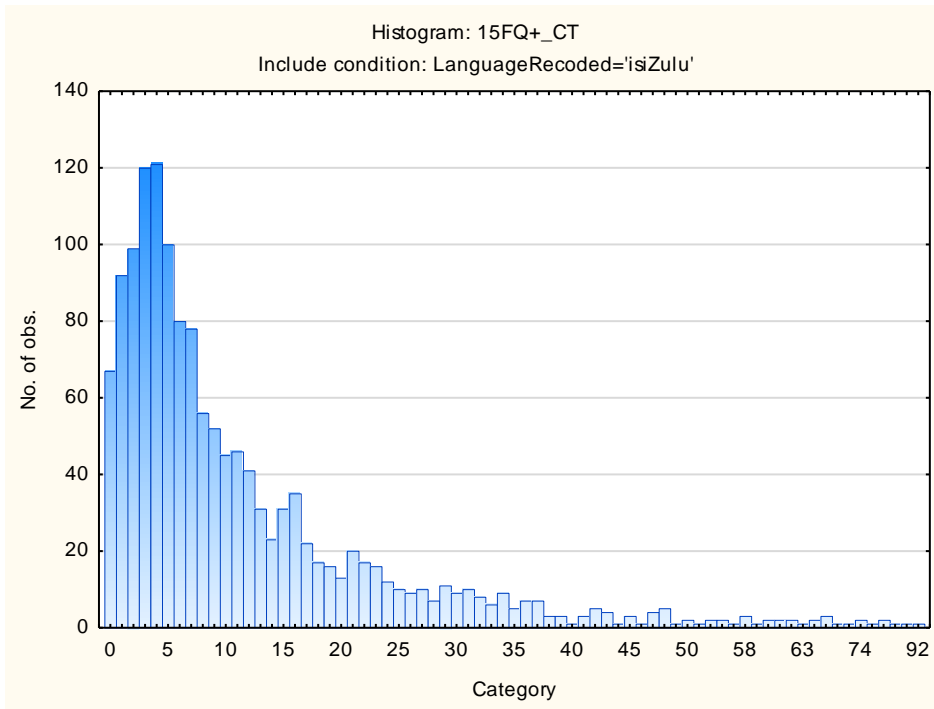
Composed – Tense-driven



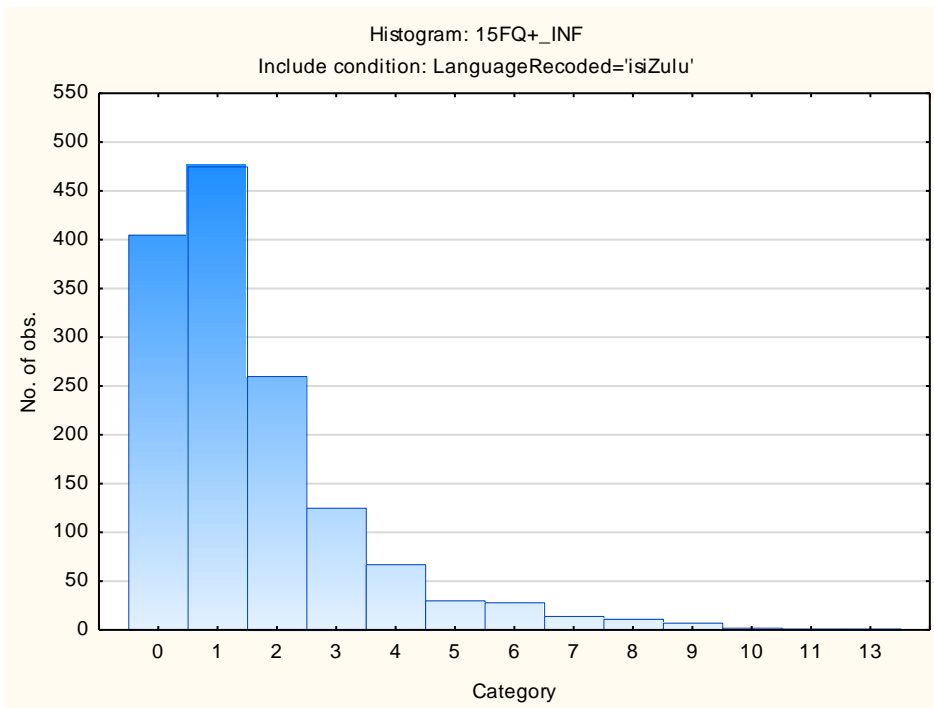
Social Desirability



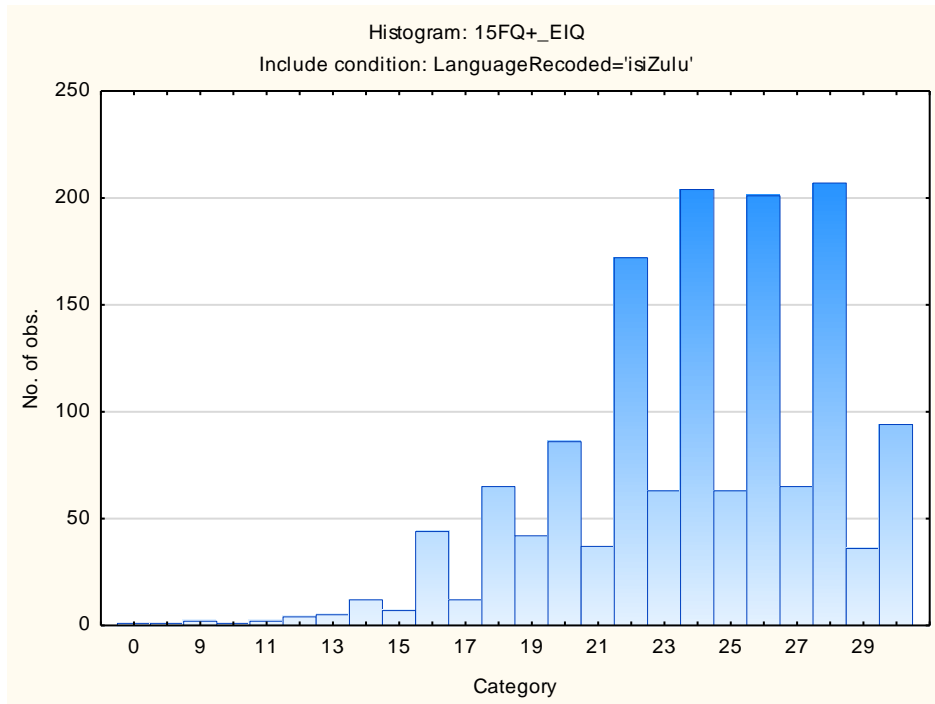
Central Tendency



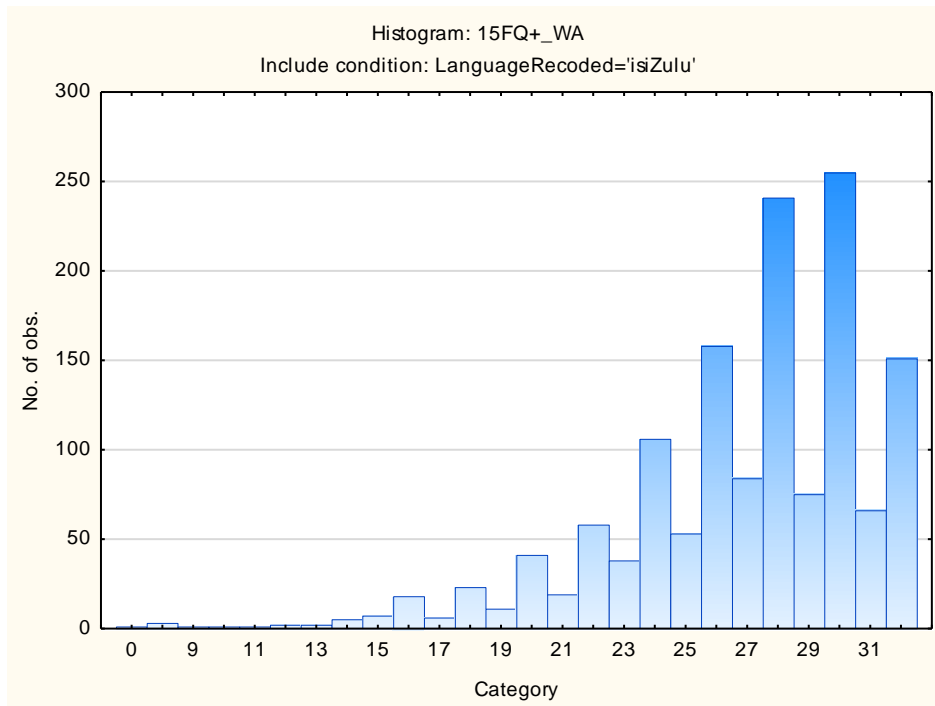
Infrequency



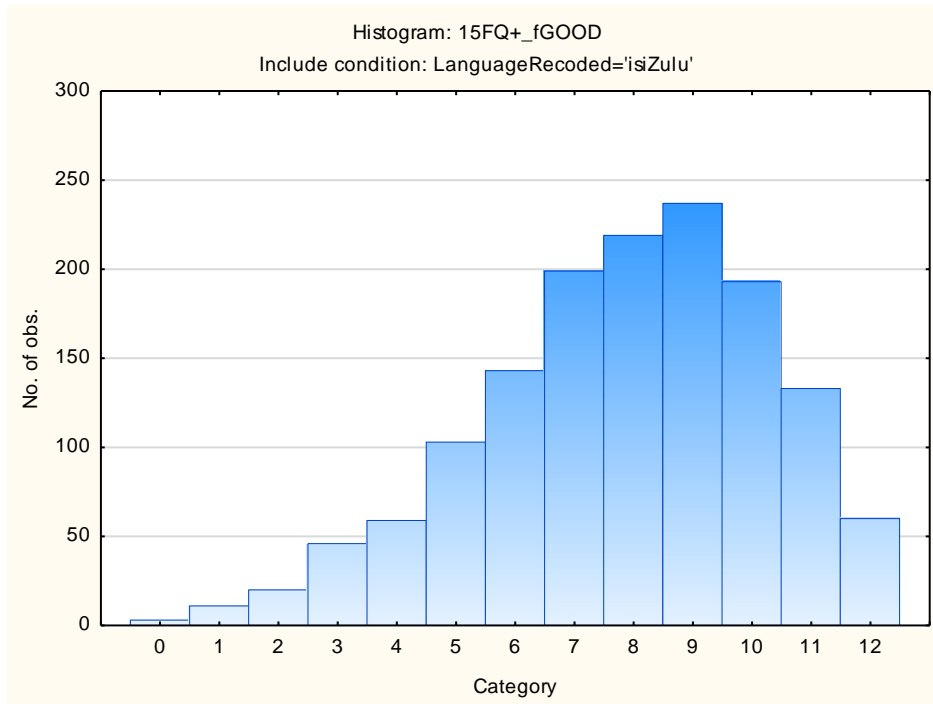
Derived Score: Emotional Intelligence



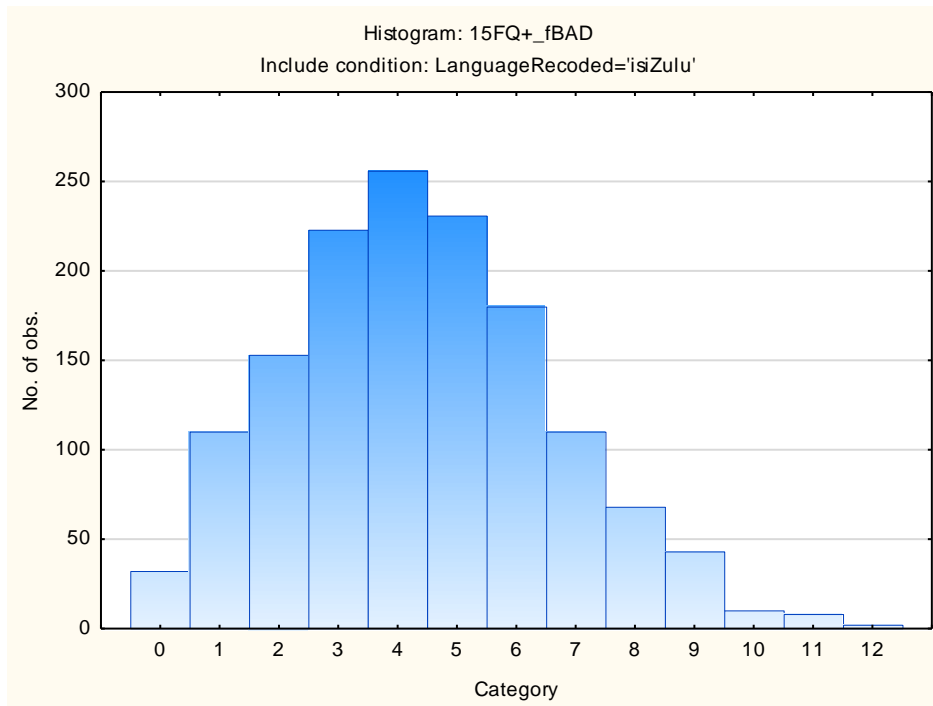
Derived Score: Work Attitude



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	1-12	13-13	14-15	16-17	18-18	19-20	21-22	23-23	24-24	
B	Intellectance	1-11	12-12	13-14	15-16	17-18	19-20	21-22	23-24		
fC	Affected by Feelings - Emotionally Stable	1-8	9-10	11-12	13-15	16-17	18-19	20-21	22-24		
fE	Accommodating – Dominant	1-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
fF	Sober serious - Enthusiastic	0-3	4-6	7-8	9-11	12-14	15-16	17-19	20-21	22-24	
fG	Expedient – Conscientious	0-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
fH	Retiring – Socially-bold	0-6	7-8	9-11	12-13	14-16	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	20-22	23-24	
fL	Trusting - Suspicious	0-1	2-3	4-5	6-8	9-10	11-13	14-15	16-17	18-20	21-24
fM	Concrete - Abstract	0-3	4-5	6-7	8-8	9-10	11-12	13-13	14-15	16-17	18-24
fN	Direct - Restrained	1-13	14-15	16-17	18-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	0-2	3-4	5-7	8-9	10-11	12-14	15-16	17-19	20-21	22-24
fQ1	Conventional - Radical	0-0	1-2	3-5	6-7	8-9	10-11	12-13	14-15	16-18	19-23
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-7	8-9	10-11	12-13	14-15	16-24
fQ3	Informal - Self-disciplined	0-14	15-15	16-17	18-18	19-20	21-21	22-23	24-24		
fQ4	Composed – Tense-driven	0-1	0-1	2-3	4-5	6-7	8-10	11-12	13-14	15-16	17-22
SD	Social Desirability	0-4	5-6	7-8	9-9	10-11	12-13	14-14	15-16		
CT	Central Tendency	0-1	0-0	1-1	2-5	6-11	12-18	19-24	25-31	32-37	38-92
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-13
EQ	Derived Score: Emotional Intelligence	0-15	16-17	18-19	20-21	22-23	24-25	26-27	28-29	30-30	
WA	Derived Score: Work Attitude	0-18	19-20	21-22	23-24	25-26	27-28	29-31	32-32		
fGOOD	Faking Good	0-2	3-4	5-5	6-6	7-7	8-9	10-10	11-11	12-12	
fBAD	Faking Bad	0-1	0-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8	9-12