

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA Sepedi Speakers, Updated 2016

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of 590 Sepedi 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	258	258	43,72881	43,7288
M	330	588	55,93220	99,6610
U	2	590	0,33898	100,0000
Missing	0	590	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	224	224	37,96610	37,9661
Tertiary	229	453	38,81356	76,7797
Post Graduate	54	507	9,15254	85,9322
< Matric	33	540	5,59322	91,5254
Unknown	15	555	2,54237	94,0678
Other	2	557	0,33898	94,4068
Missing	33	590	5,59322	100,0000

Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	590	590	100,0000	100,0000
Missing	0	590	0,0000	100,0000

Language Group Composition of the Sample

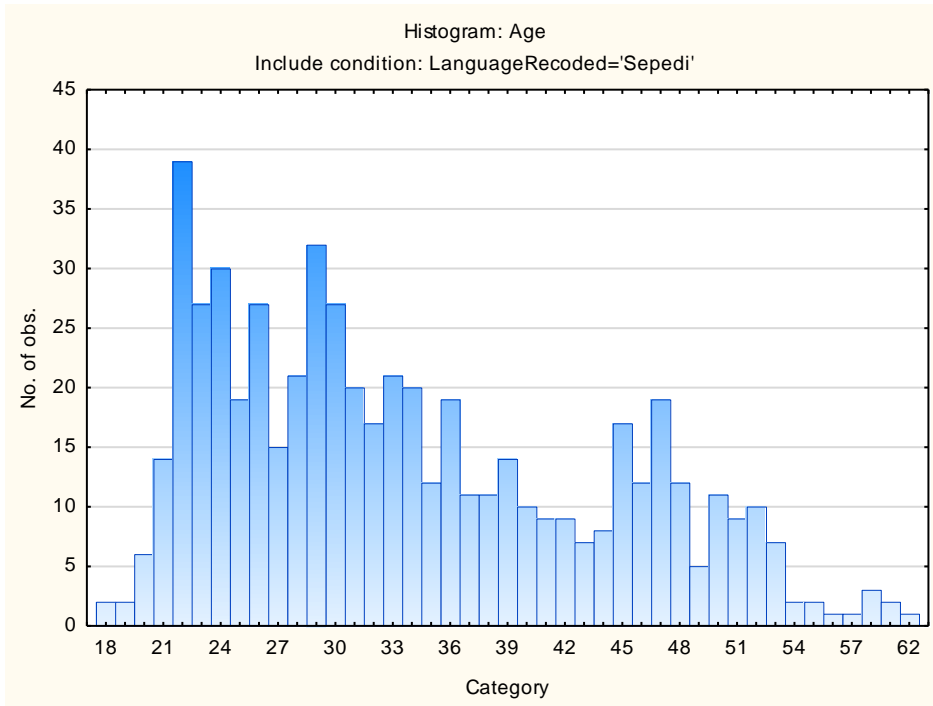
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	590	590	100,0000	100,0000
Missing	0	590	0,0000	100,0000

Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	570	570	96,61017	96,6102
European	6	576	1,01695	97,6271
Coloured	5	581	0,84746	98,4746
Asian	4	585	0,67797	99,1525
Unknown	5	590	0,84746	100,0000
Missing	0	590	0,00000	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	33,78863	9,819714	18,00000	62,00000	563	27

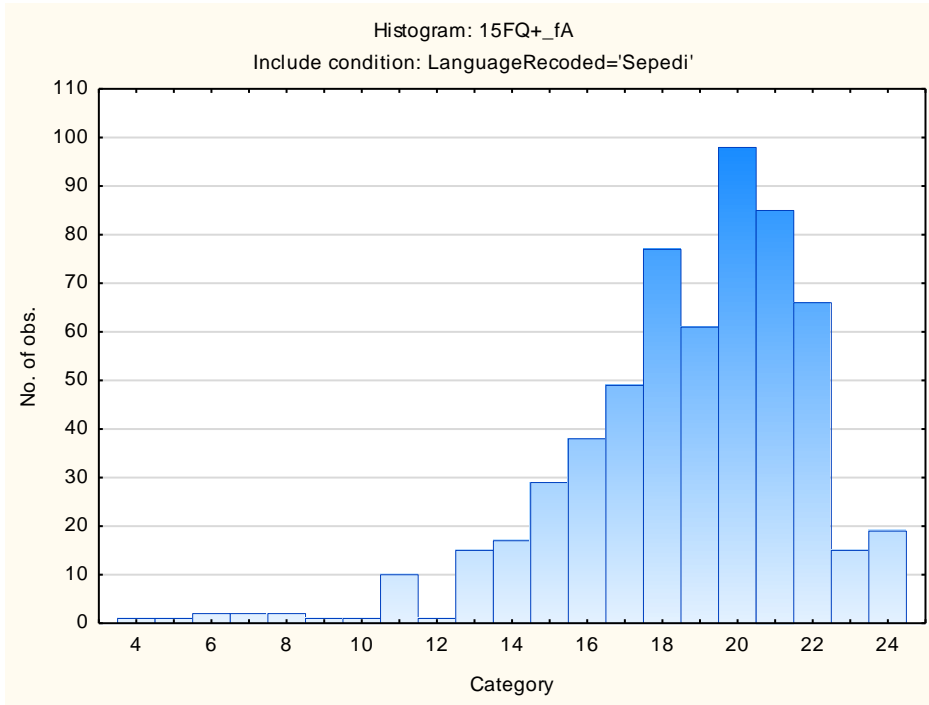


Descriptive statistics on 15FQ+ scales

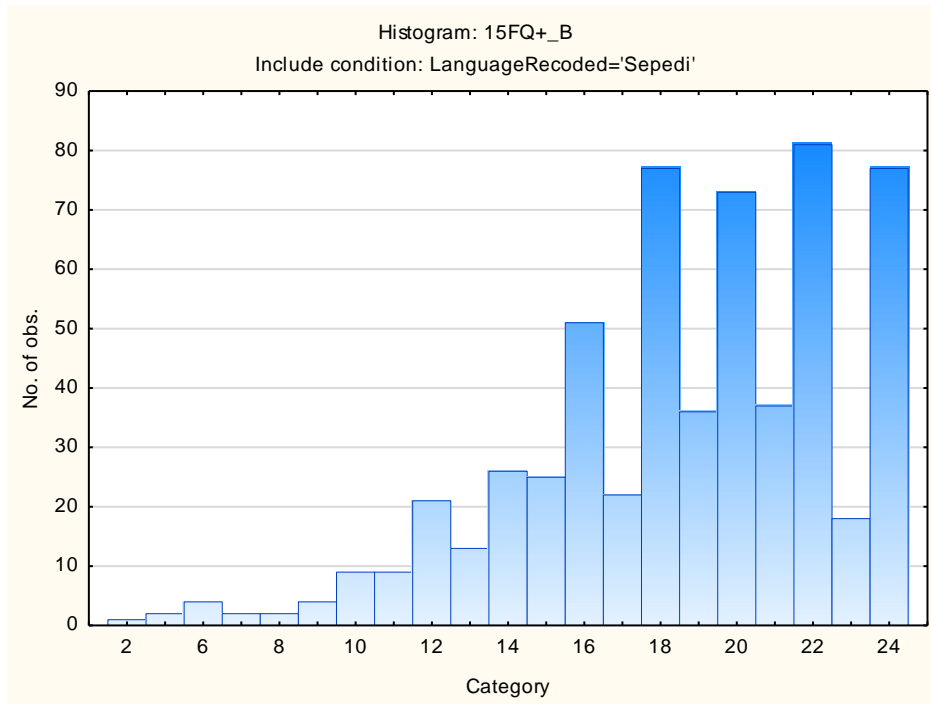
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	590	18,71864	3,16584
B	Intellectance	590	18,62712	4,10018
fC	Affected by feelings - Emotionally Stable	590	16,35593	4,80472
fE	Accommodating - Dominant	590	16,14915	3,77393
fF	Sober serious - Enthusiastic	590	13,47119	5,35037
fG	Expedient - Conscientious	590	20,33559	3,30137
fH	Retiring – Socially-bold	590	15,97458	5,30538
fI	Hard-headed – Tender-minded	590	15,02712	4,31635
fL	Trusting - Suspicious	590	11,48475	4,52410
fM	Concrete - Abstract	590	10,37119	3,05238
fN	Direct - Restrained	590	20,35763	3,11836
fO	Confident – Self-doubting	590	12,25254	4,82343
fQ1	Conventional - Radical	590	9,01864	3,73821
fQ2	Group-orientated - Self-sufficient	590	7,32712	4,48311
fQ3	Informal – Self-disciplined	590	21,03220	2,49427
fQ4	Composed – Tense-driven	590	8,44915	4,51633
SD	Social Desirability	590	11,48814	3,37307
CT	Central Tendency	590	12,43729	13,48061
INF	Infrequency	590	1,74576	1,81292
EIQ	Derived Score: Emotional Intelligence	590	23,43559	4,11529
WA	Derived Score: Work Attitude	590	27,22034	3,66078
fGOOD	Faking Good	590	7,51695	2,50681
fBAD	Faking Bad	590	4,57288	2,31125

Frequency Distributions for 15FQ+ Scales

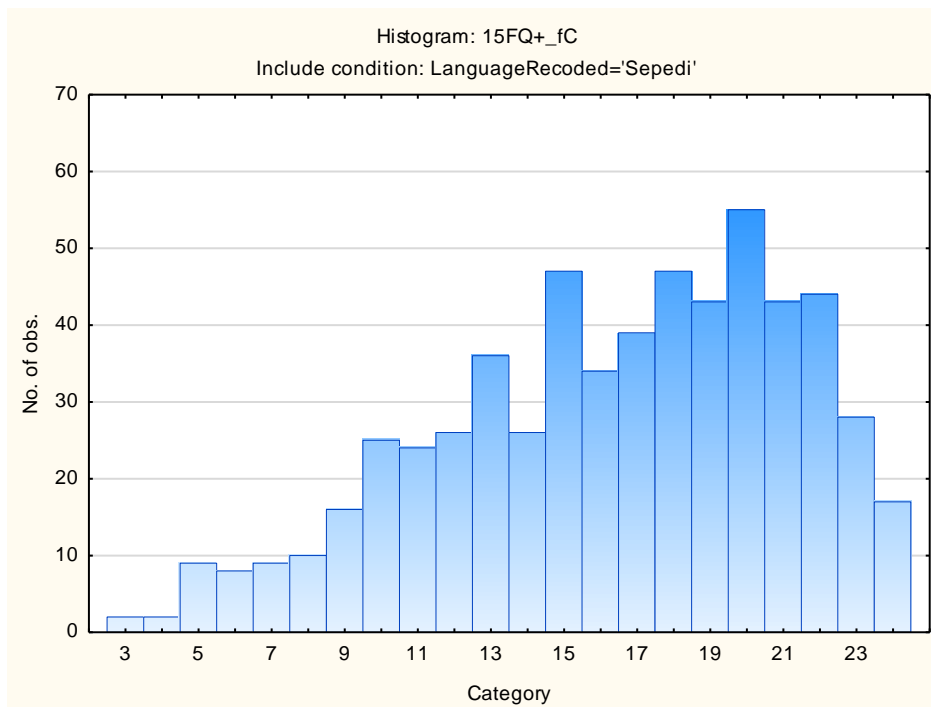
Distant Aloof – Empathic



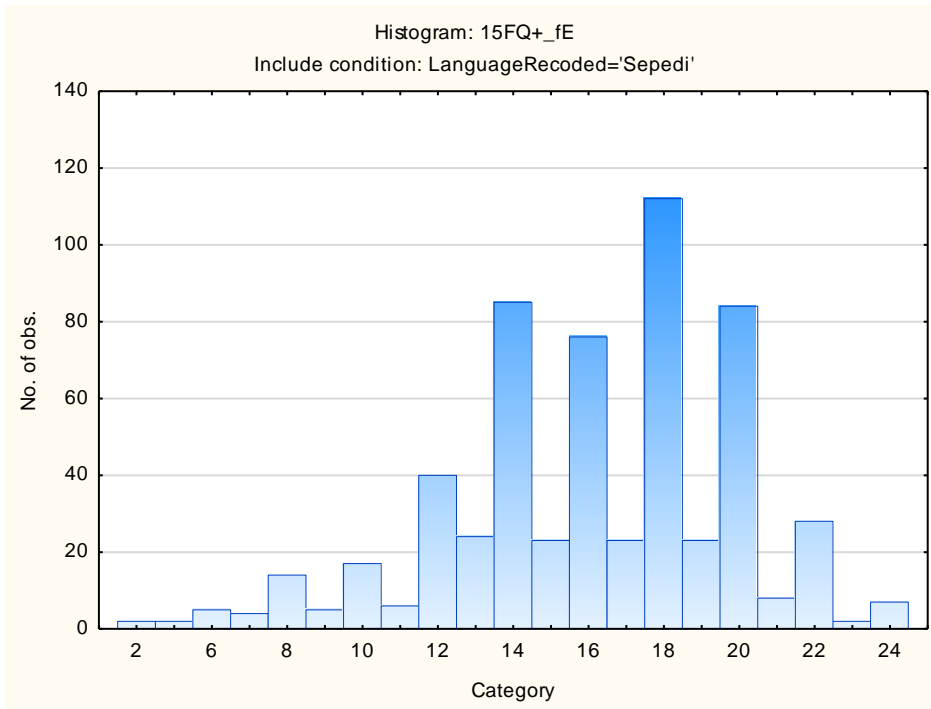
Intellectance



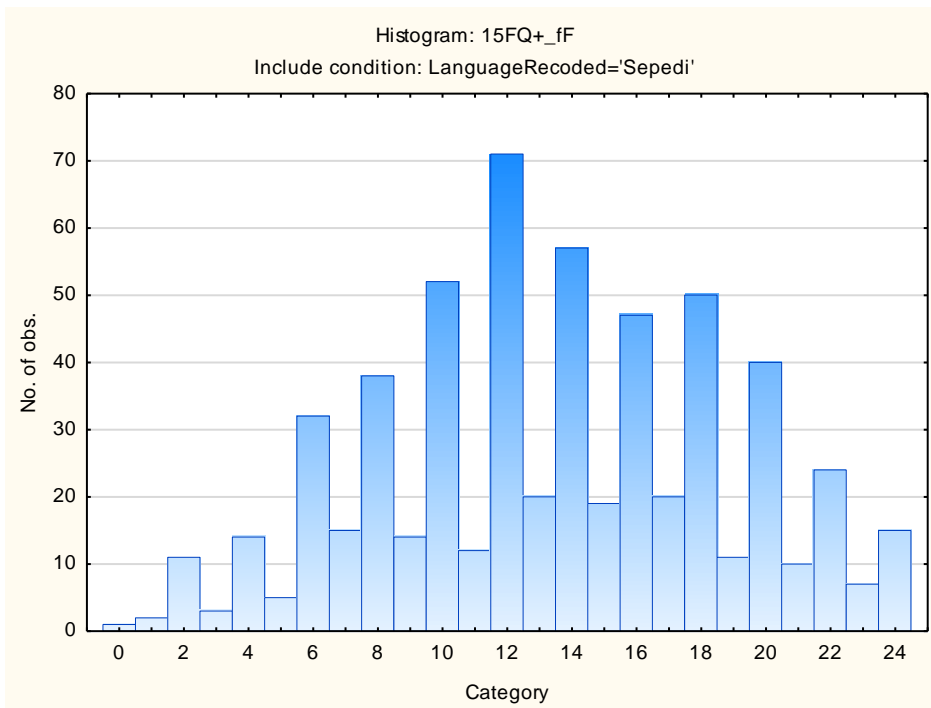
Affected by Feelings - Emotionally Stable



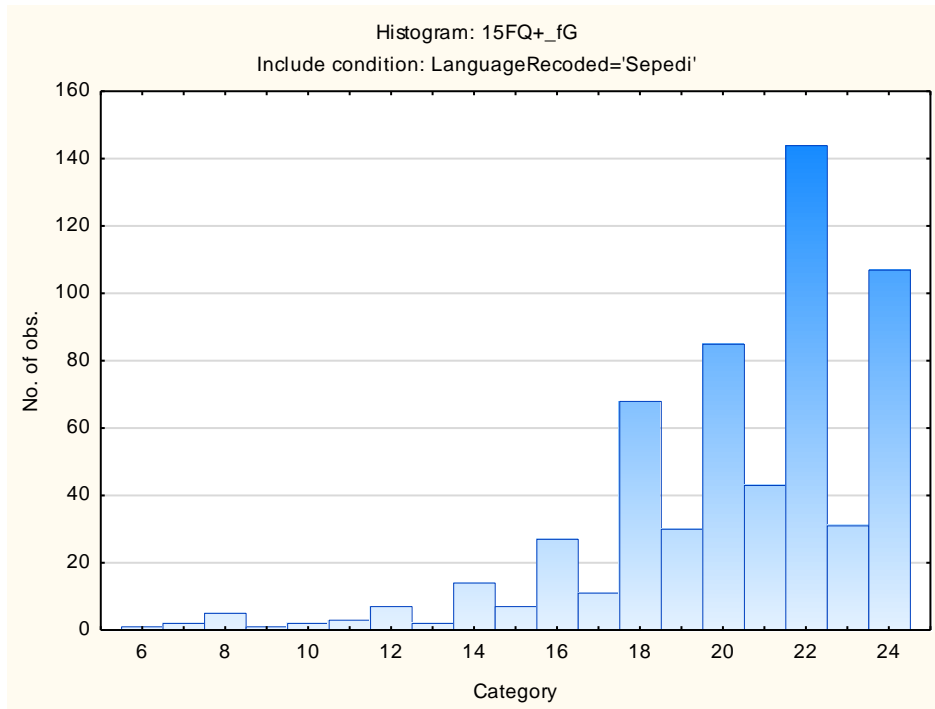
Accommodating – Dominant



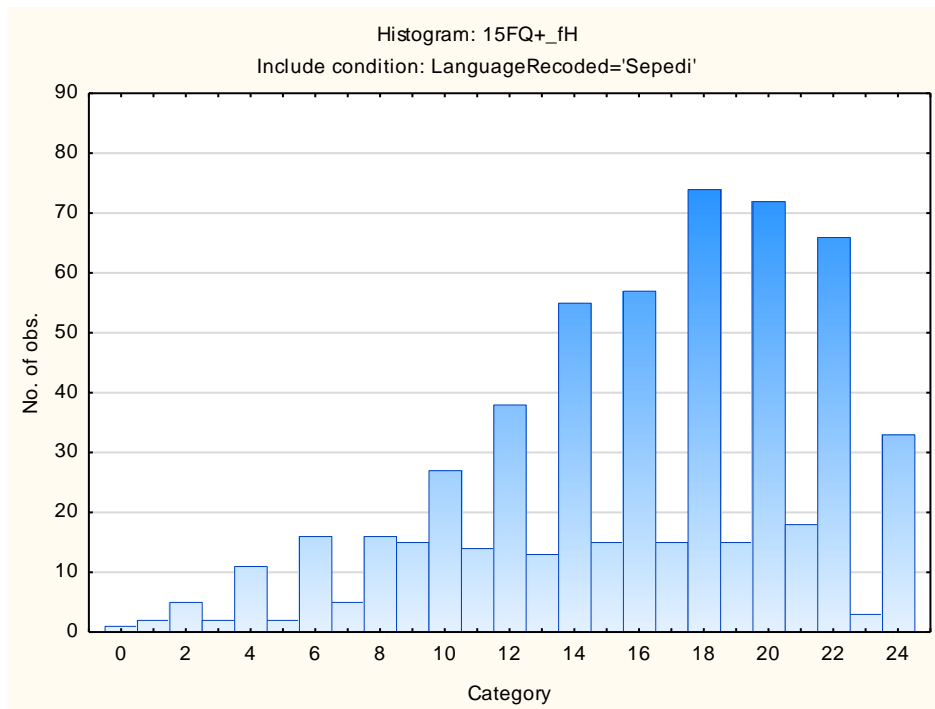
Sober Serious – Enthusiastic



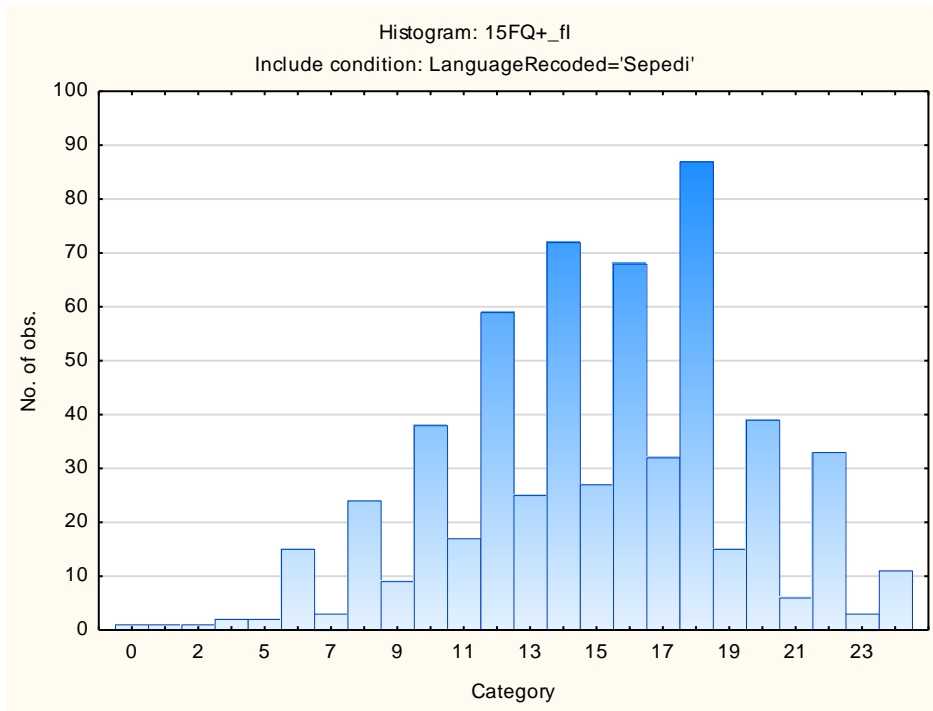
Expedient – Conscientious



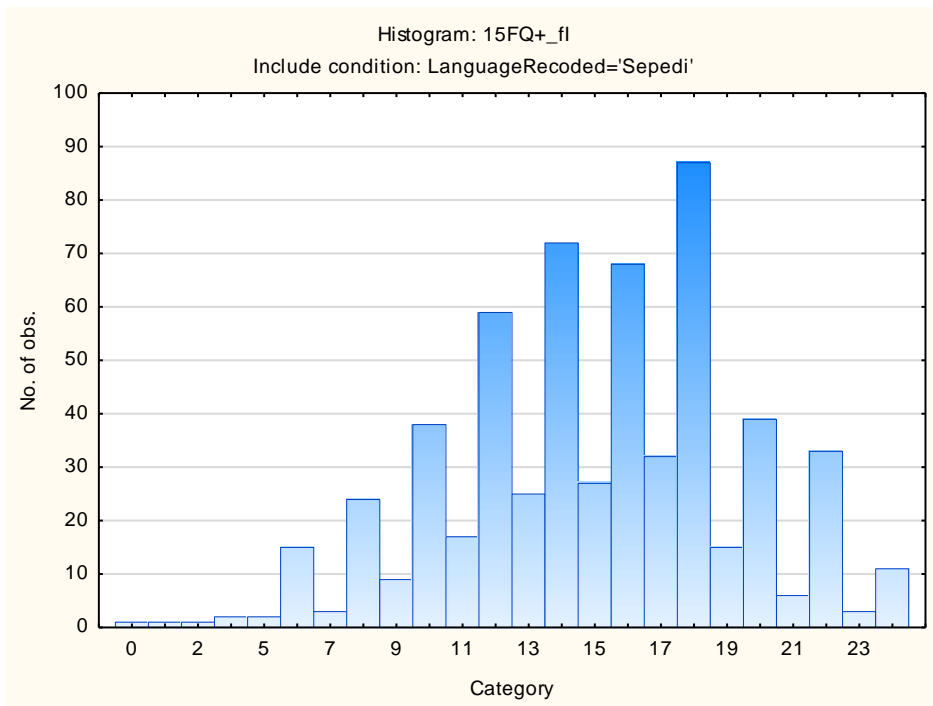
Retiring – Socially-bold



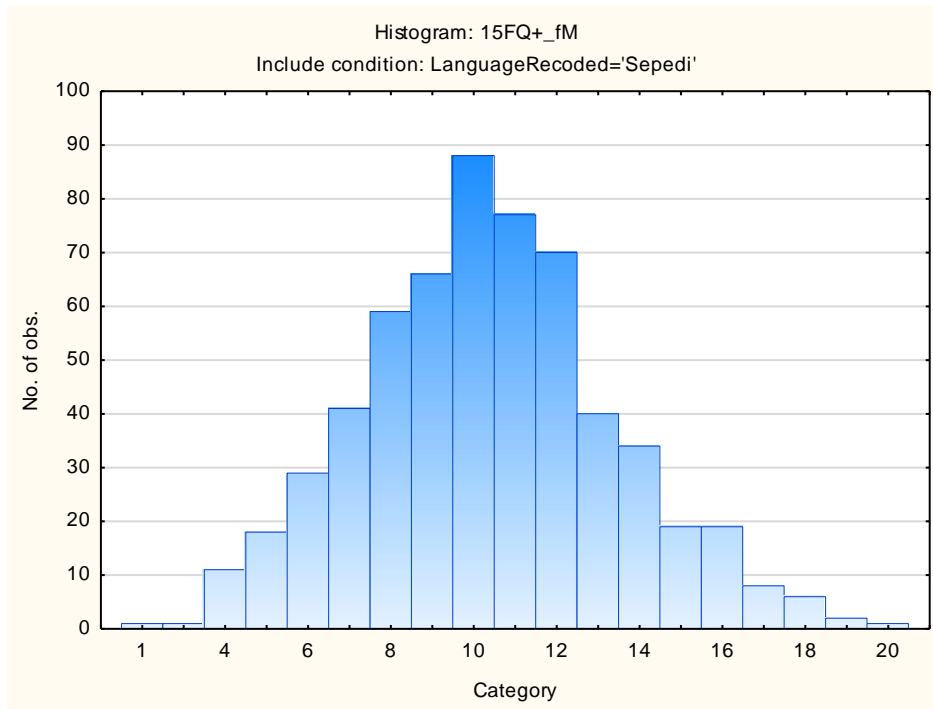
Hard-headed – Tender-minded



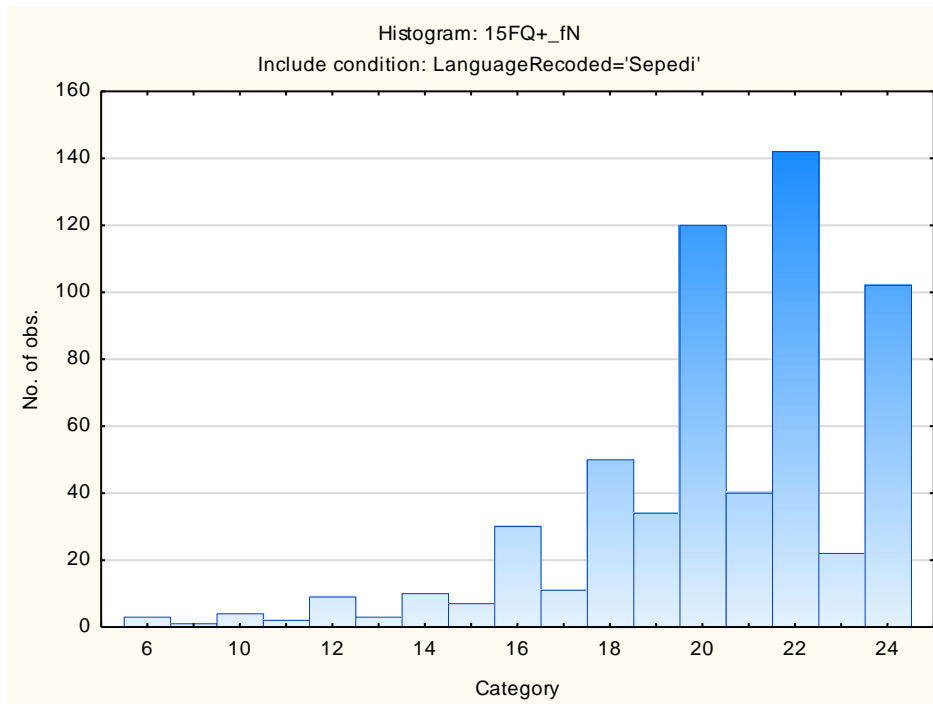
Trusting – Suspicious



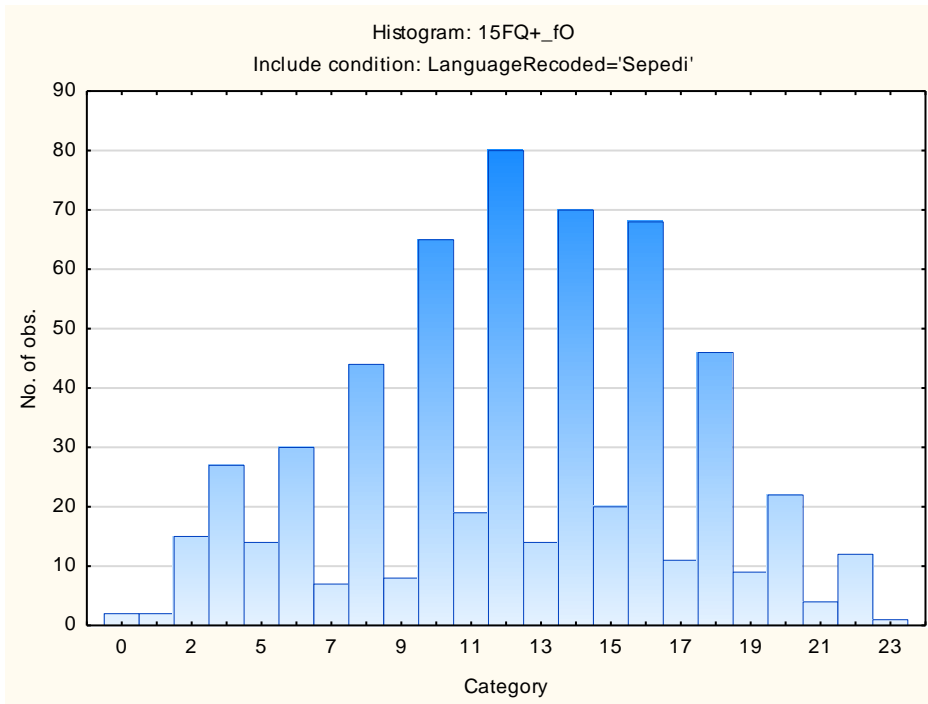
Concrete – Abstract



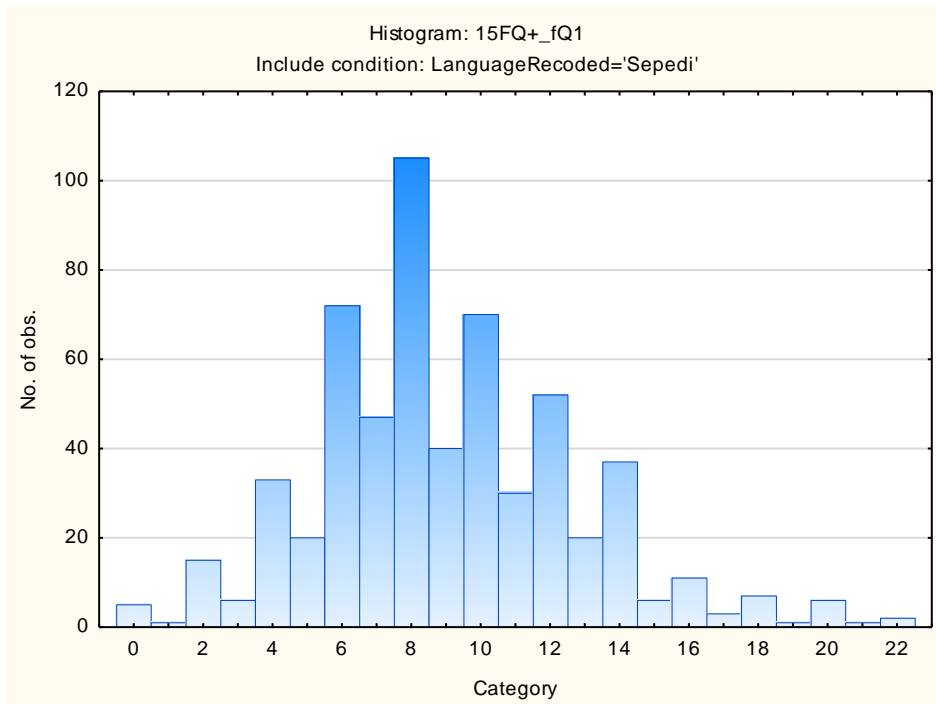
Direct – Restrained



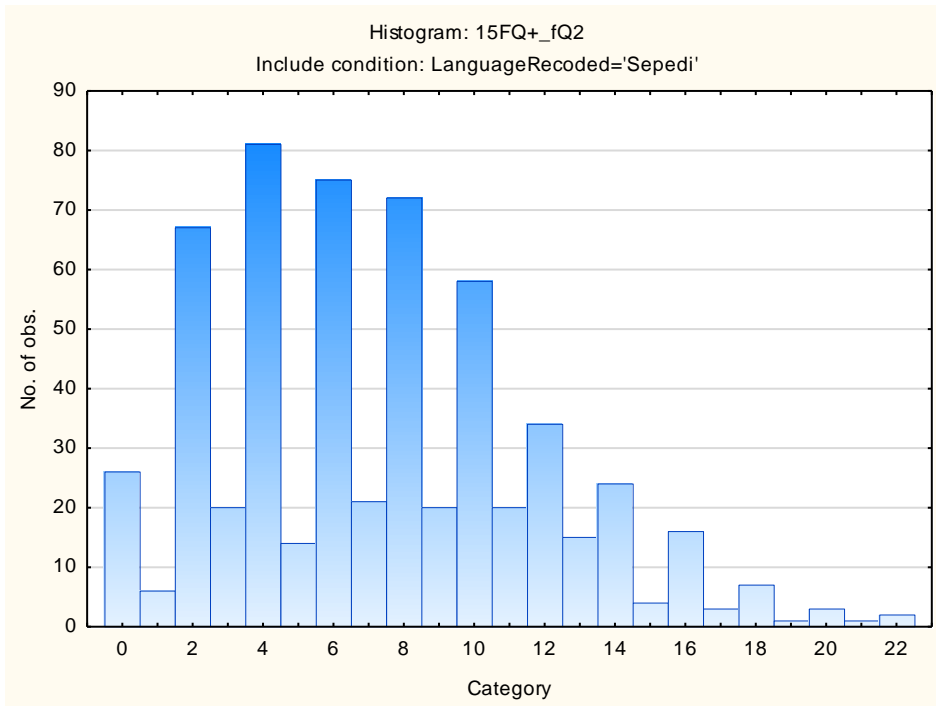
Confident - Self-doubting



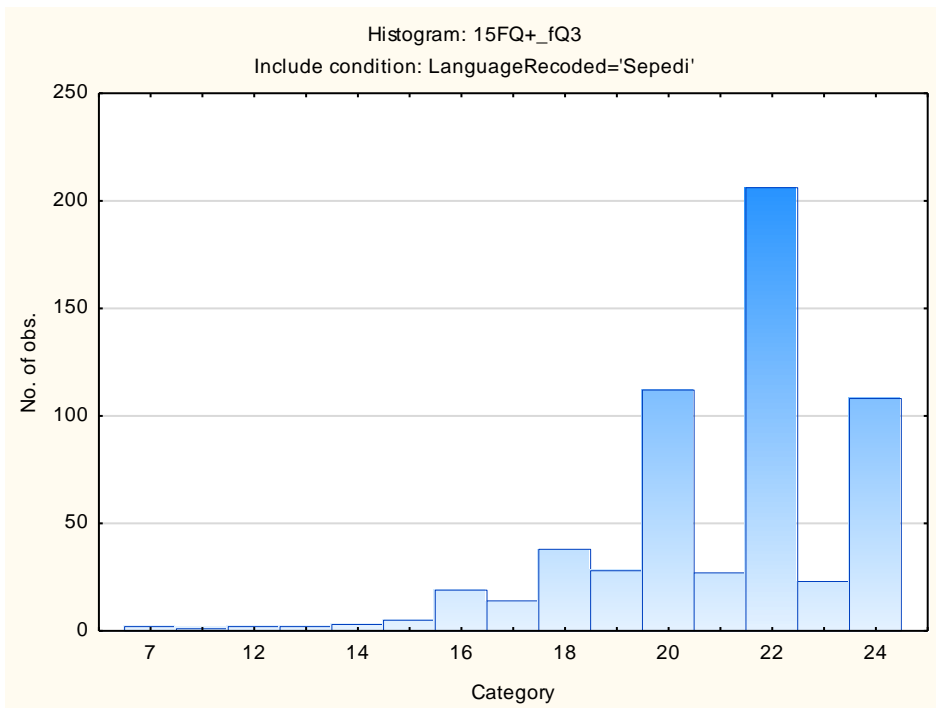
Conventional – Radical



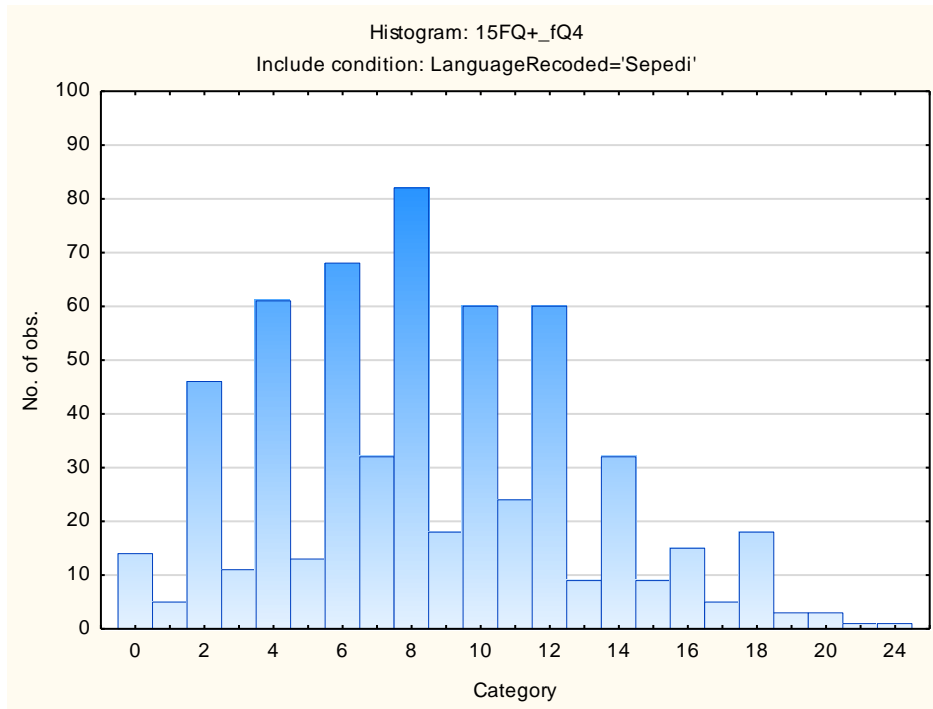
Group-orientated - Self-sufficient



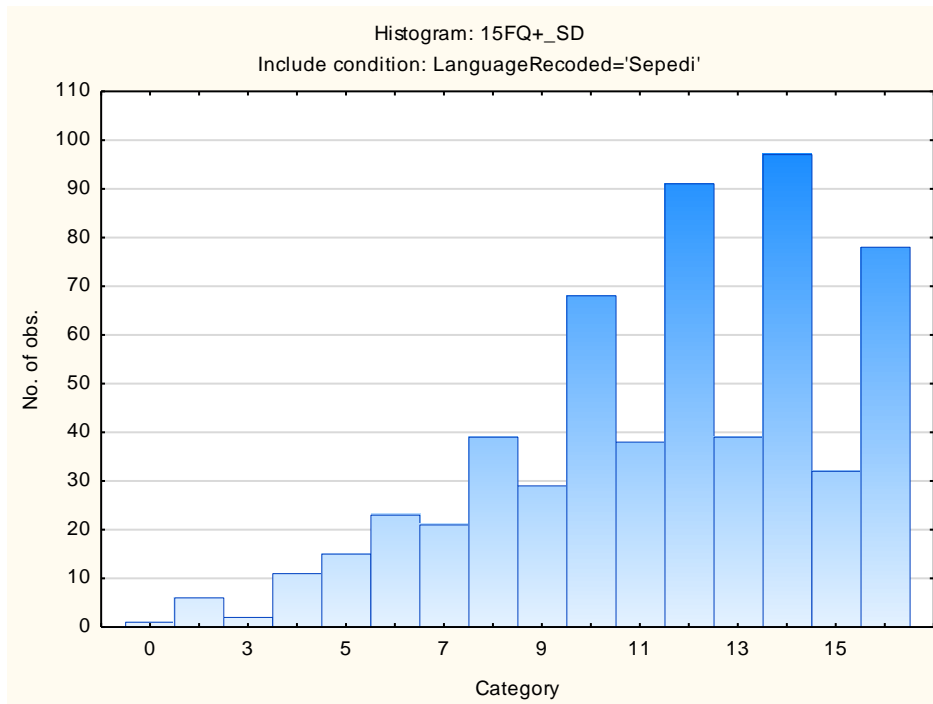
Informal- Self-disciplined



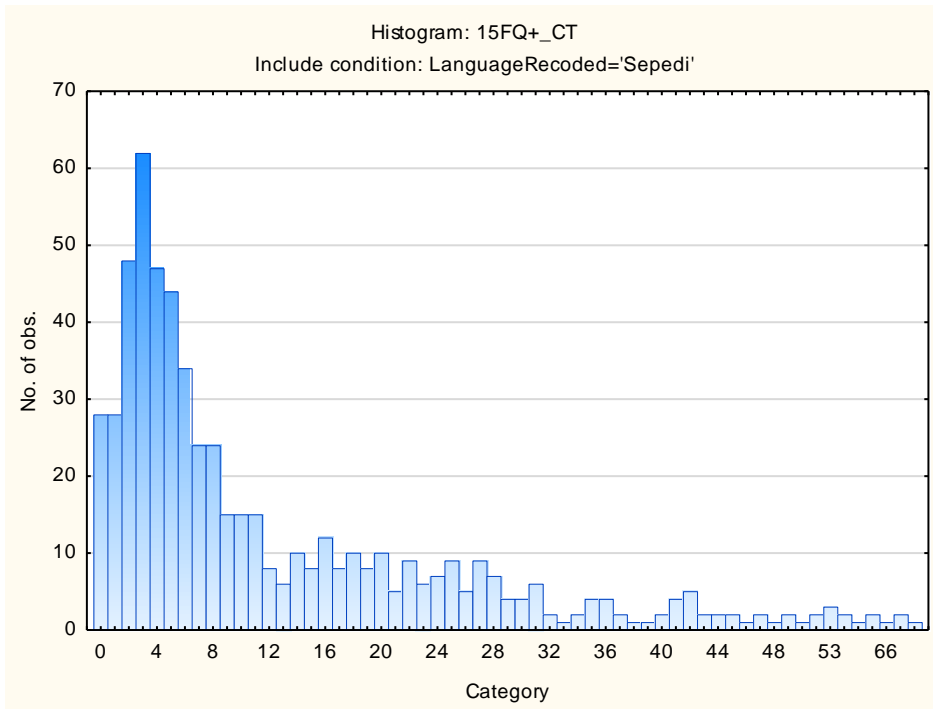
Composed – Tense-driven



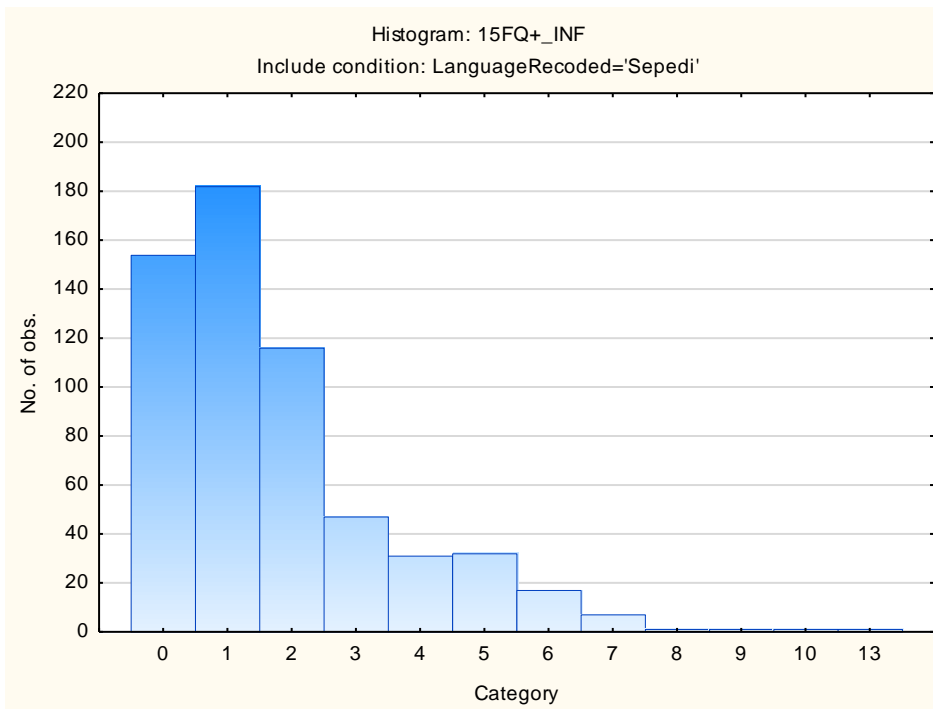
Social Desirability



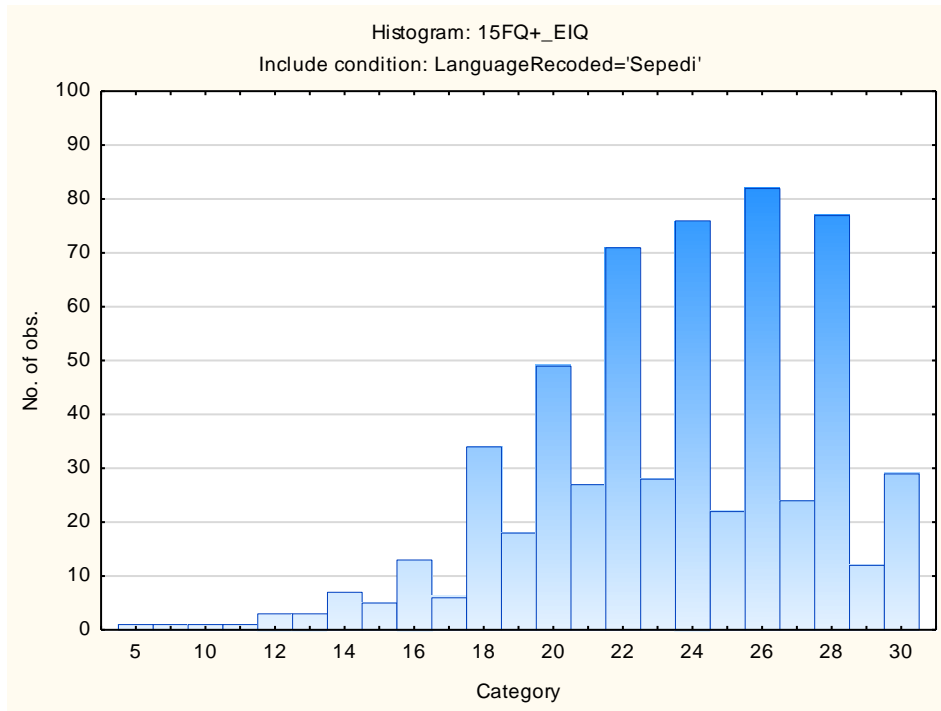
Central Tendency



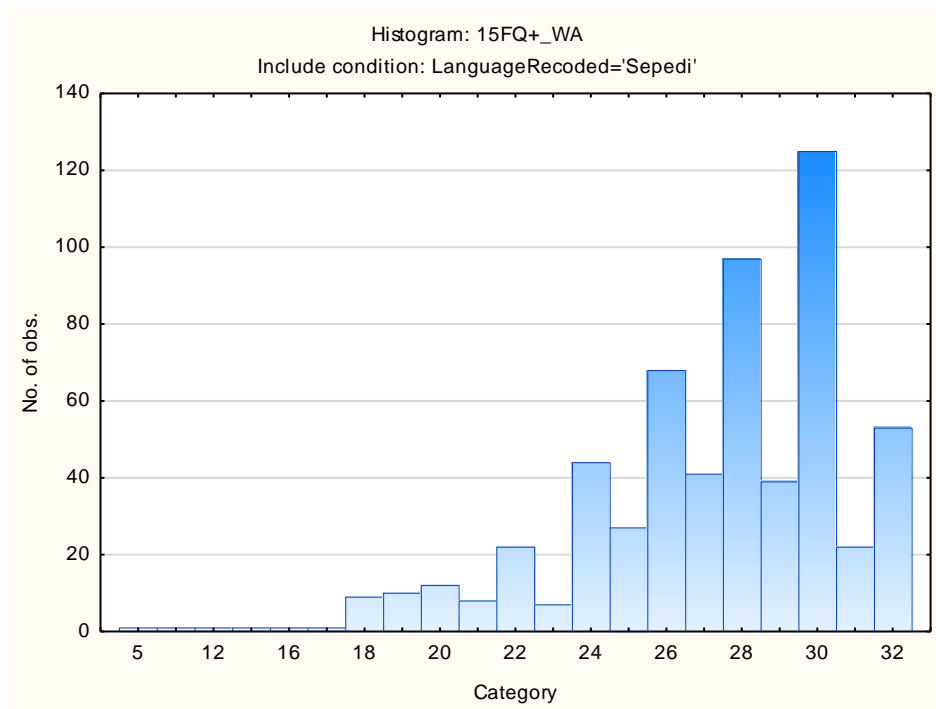
Infrequency



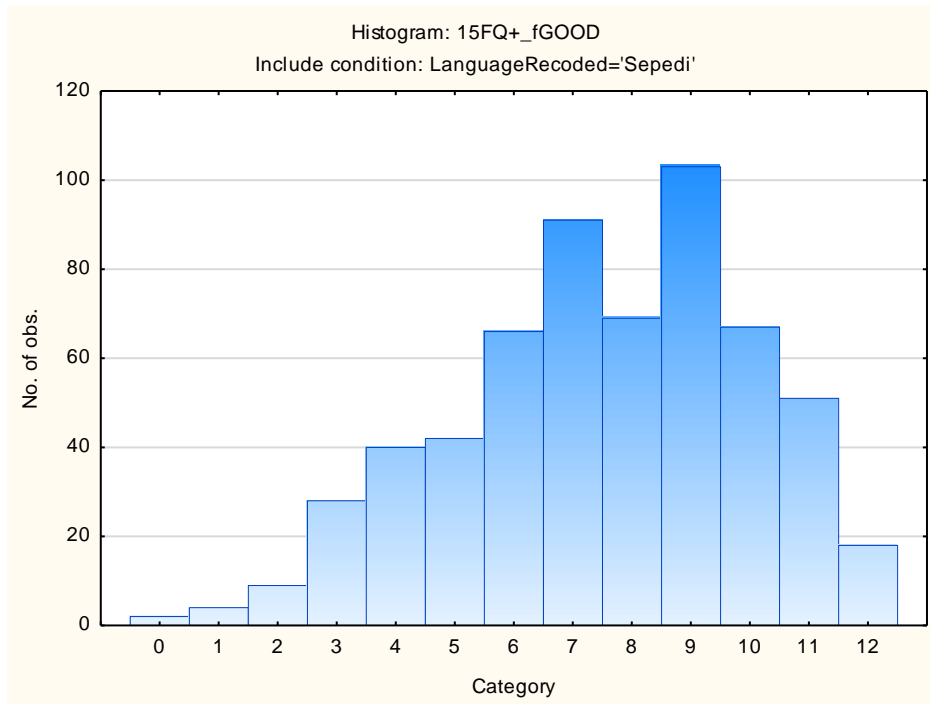
Derived Score: Emotional Intelligence



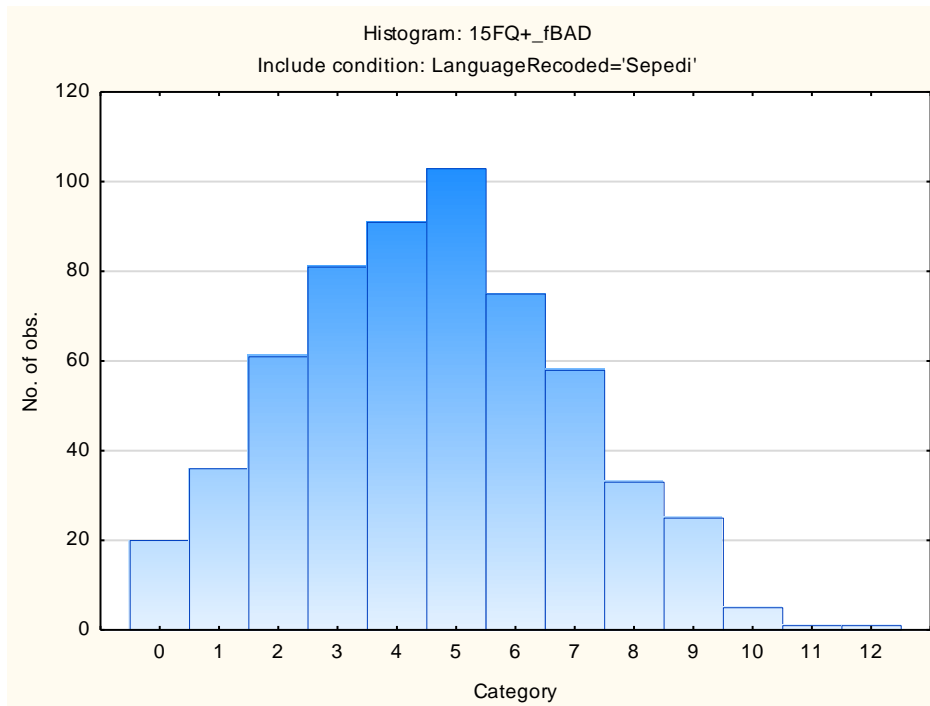
Derived Score: Work Attitude



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	4-12	13-13	14-15	16-17	18-18	19-20	21-21	22-23	24-24	
B	Intellectance	2-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24		
fC	Affected by Feelings - Emotionally Stable	3-6	7-9	10-11	12-13	14-16	17-18	19-21	22-23	24-24	
fE	Accommodating – Dominant	2-8	9-10	11-12	13-14	15-16	17-18	19-19	20-21	22-23	24-24
fF	Sober serious - Enthusiastic	0-2	3-5	6-8	9-10	11-13	14-16	17-18	19-21	22-24	
fG	Expedient – Conscientious	6-13	14-15	16-17	18-18	19-20	21-21	22-23	24-24		
fH	Retiring – Socially-bold	0-5	6-8	9-10	11-13	14-15	16-18	19-21	22-23	24-24	
fI	Hard-headed – Tender-minded	0-6	7-8	9-10	11-12	13-15	16-17	18-19	20-21	22-23	24-24
fL	Trusting - Suspicious	0-2	3-4	5-6	7-9	10-11	12-13	14-16	17-18	19-20	21-22
fM	Concrete - Abstract	1-4	5-5	6-7	8-8	9-10	11-11	12-13	14-14	15-16	17-20
fN	Direct - Restrained	6-14	15-15	16-17	18-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	0-2	3-5	6-7	8-9	10-12	13-14	15-17	18-19	20-21	22-23
fQ1	Conventional - Radical	0-1	2-3	4-5	6-7	8-9	10-10	11-12	13-14	15-16	17-22
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-5	6-7	8-9	10-11	12-14	15-16	17-22
fQ3	Informal - Self-disciplined	7-16	17-17	18-18	19-19	20-21	22-22	23-23	24-24		
fQ4	Composed – Tense-driven	0-1	0-1	2-3	4-6	7-8	9-10	11-12	13-15	16-17	18-24
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	6-12	13-19	20-25	26-32	33-39	40-79
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-13
EIQ	Derived Score: Emotional Intelligence	5-15	16-17	18-19	20-21	22-23	24-25	26-27	28-29	30-30	
WA	Derived Score: Work Attitude	5-19	20-21	22-23	24-25	26-27	28-29	30-30	31-32		
fGOOD	Faking Good	0-2	3-3	4-5	6-6	7-7	8-8	9-10	11-11	12-12	
fBAD	Faking Bad	0-1	0-1	2-2	3-3	4-4	5-5	6-6	7-8	9-9	10-12