

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA Sesotho Speakers, Updated 2016

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of 664 Sesotho 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	262	262	39,45783	39,4578
M	401	663	60,39157	99,8494
U	1	664	0,15060	100,0000
Missing	0	664	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	170	170	25,60241	25,6024
Tertiary	344	514	51,80723	77,4096
Post Graduate	99	613	14,90964	92,3193
< Matric	13	626	1,95783	94,2771
Unknown	2	628	0,30120	94,5783
Other	1	629	0,15060	94,7289
Missing	35	664	5,27108	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	664	664	100,0000	100,0000
Missing	0	664	0,0000	100,0000

Language Group Composition of the Sample

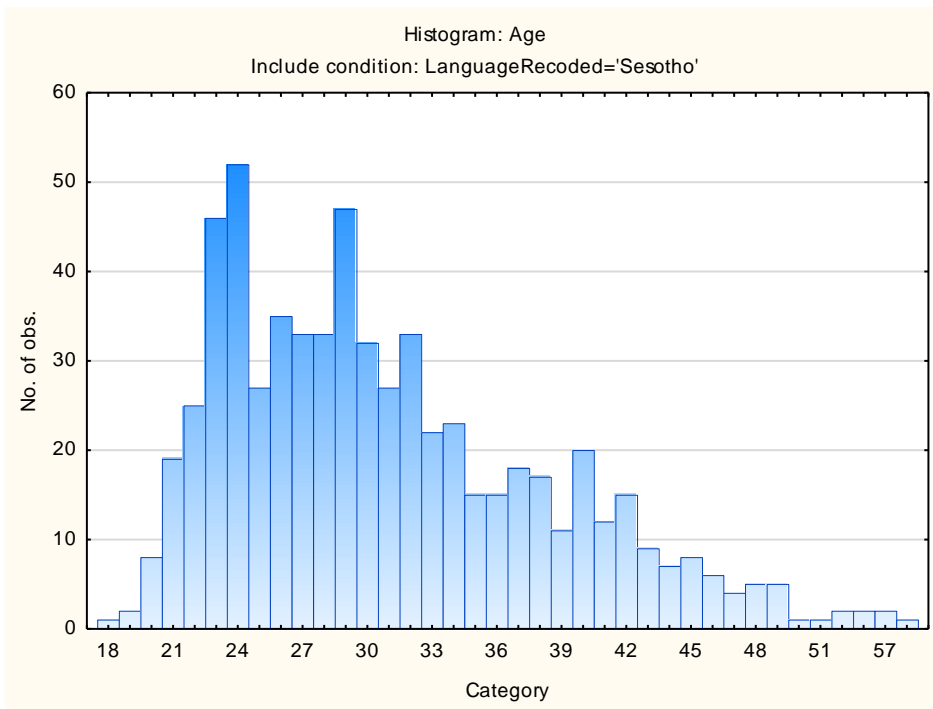
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	664	664	100,0000	100,0000
Missing	0	664	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	657	657	98,94578	98,9458
European	2	659	0,30120	99,2470
Coloured	1	660	0,15060	99,3976
Missing	4	664	0,60241	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,90796	7,477212	18,00000	60,00000	641	23

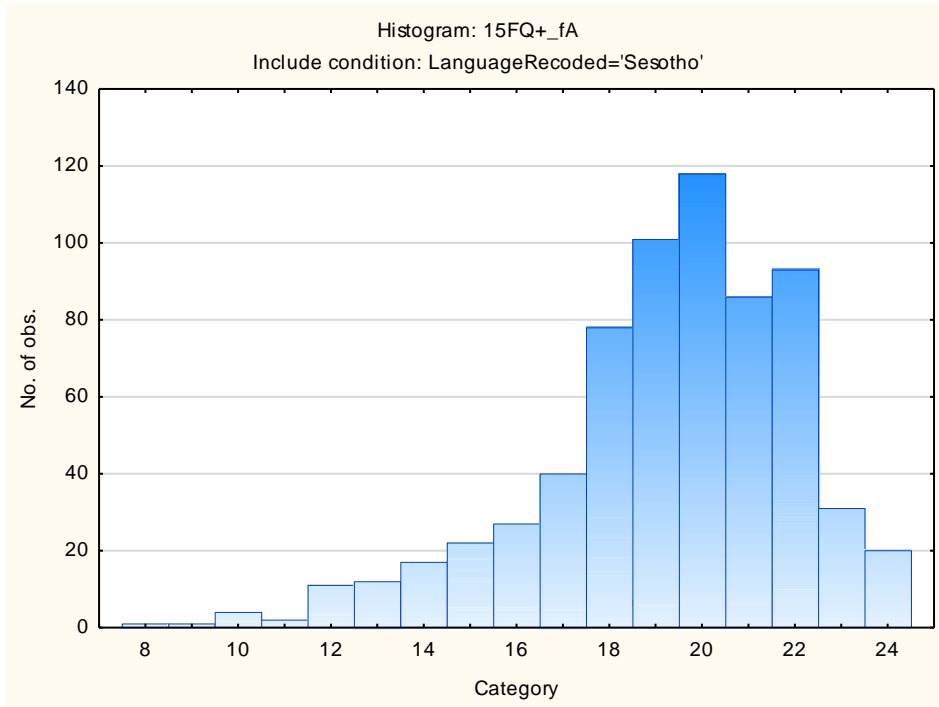


Descriptive Statistics on 15FQ+ Scales

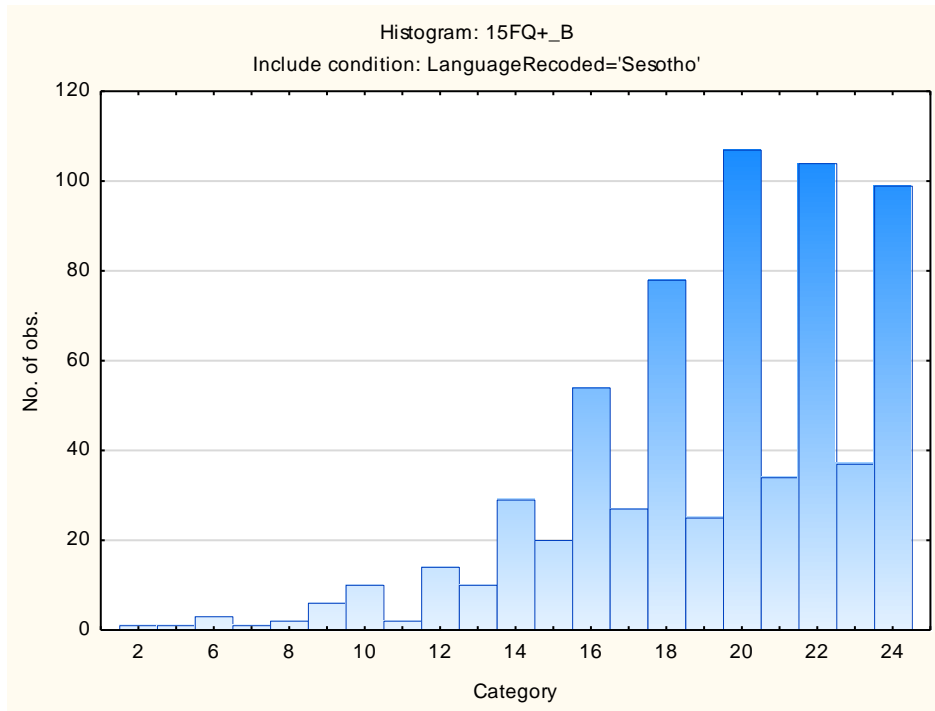
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	664	19,23946	2,78948
B	Intellectance	664	19,27560	3,85924
fC	Affected by feelings - Emotionally Stable	664	17,09337	4,66562
fE	Accommodating - Dominant	664	16,64608	3,89838
fF	Sober serious - Enthusiastic	664	15,16265	5,11916
fG	Expedient - Conscientious	664	19,63404	4,11488
fH	Retiring – Socially-bold	664	16,65361	5,18647
fI	Hard-headed – Tender-minded	664	14,89006	4,78985
fL	Trusting - Suspicious	664	10,68976	4,48259
fM	Concrete - Abstract	664	10,62952	3,48729
fN	Direct - Restrained	664	20,20030	3,29824
fO	Confident – Self-doubting	664	11,81627	5,20320
fQ1	Conventional - Radical	664	9,86747	4,29640
fQ2	Group-orientated - Self-sufficient	664	6,73193	4,21559
fQ3	Informal – Self-disciplined	664	20,19277	2,99455
fQ4	Composed – Tense-driven	664	7,68976	4,32086
SD	Social Desirability	664	11,61446	3,38110
CT	Central Tendency	664	11,32831	13,63743
INF	Infrequency	664	1,45482	1,75095
EIQ	Derived Score: Emotional Intelligence	664	24,12199	3,73866
WA	Derived Score: Work Attitude	664	26,99096	3,83639
fGOOD	Faking Good	664	7,96837	2,35606
fBAD	Faking Bad	664	4,37801	2,24318

Frequency Distributions for 15FQ+ Scales

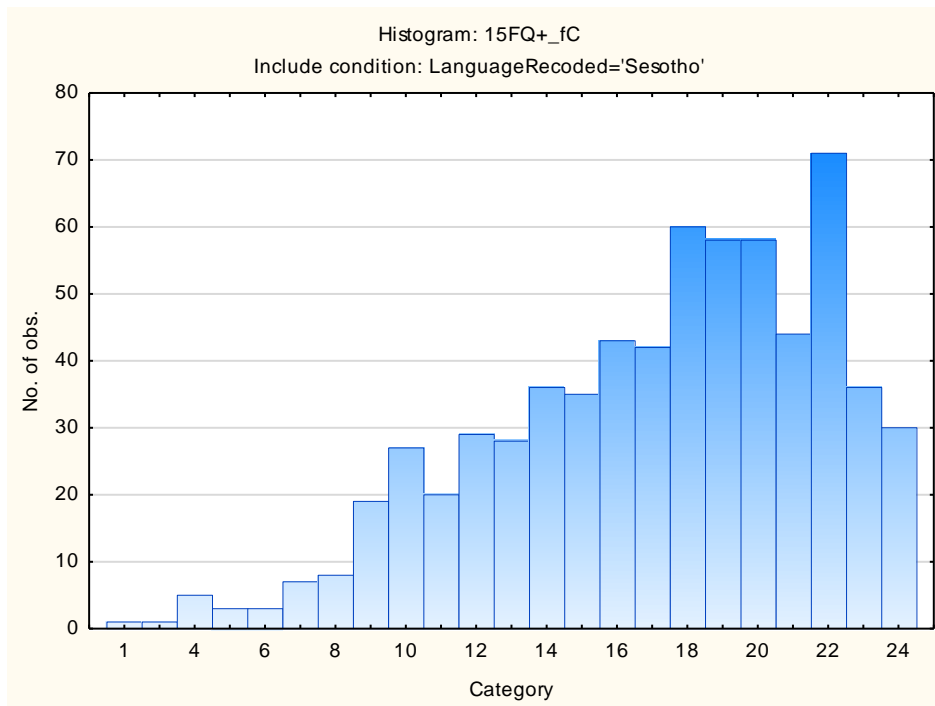
Distant Aloof – Empathic



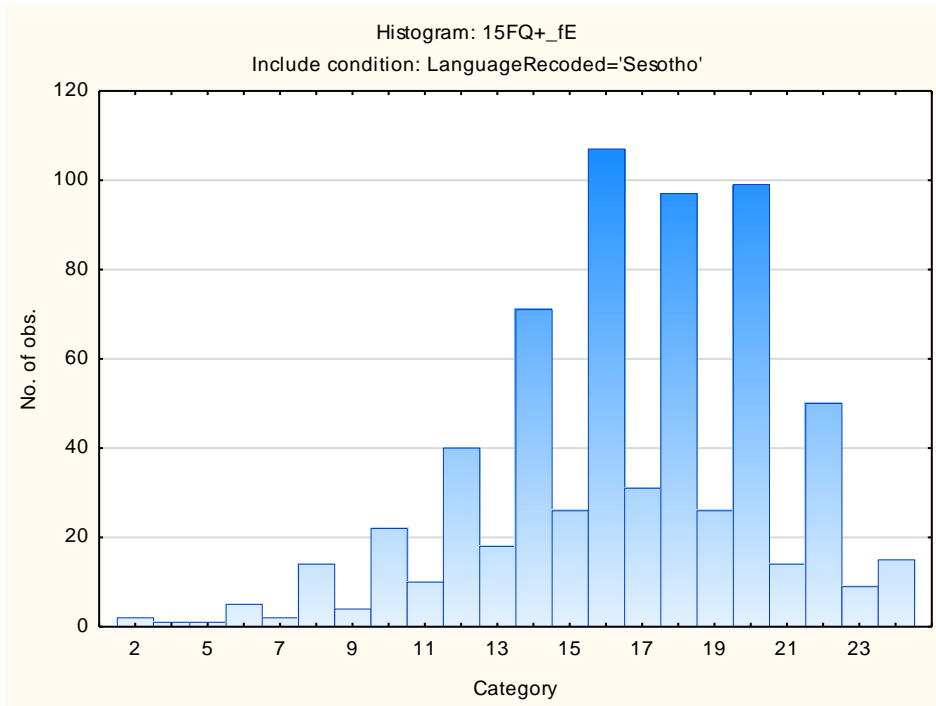
Intellectance



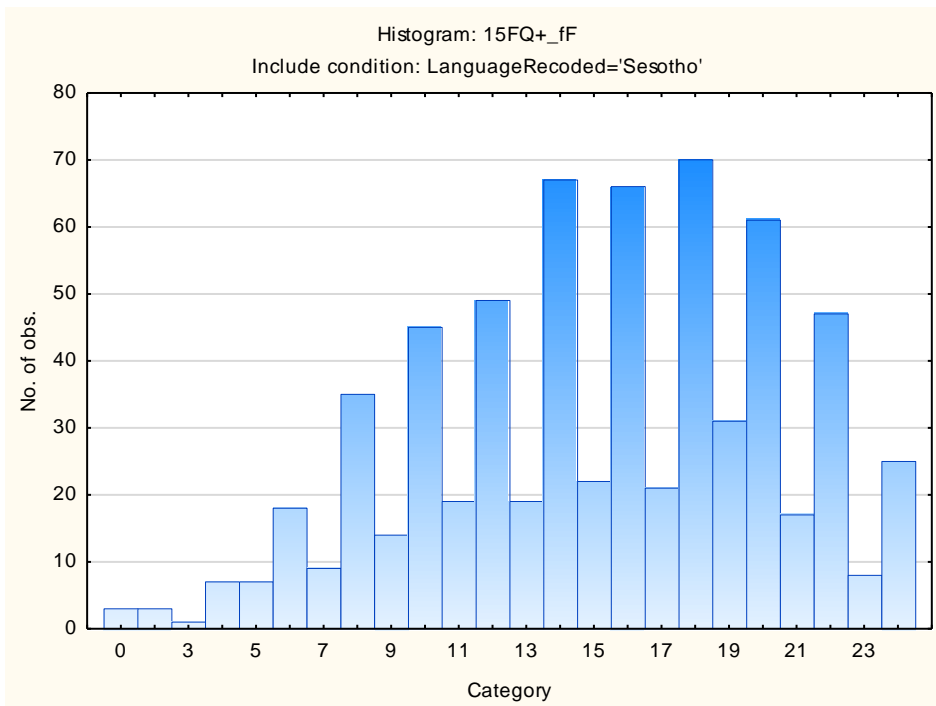
Affected by Feelings - Emotionally Stable



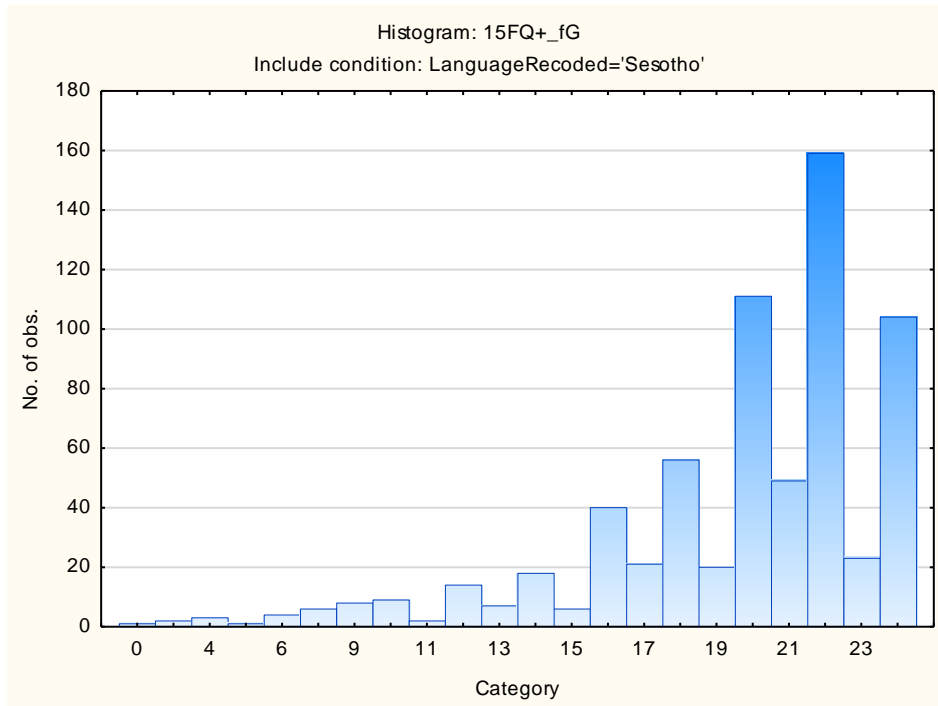
Accommodating – Dominant



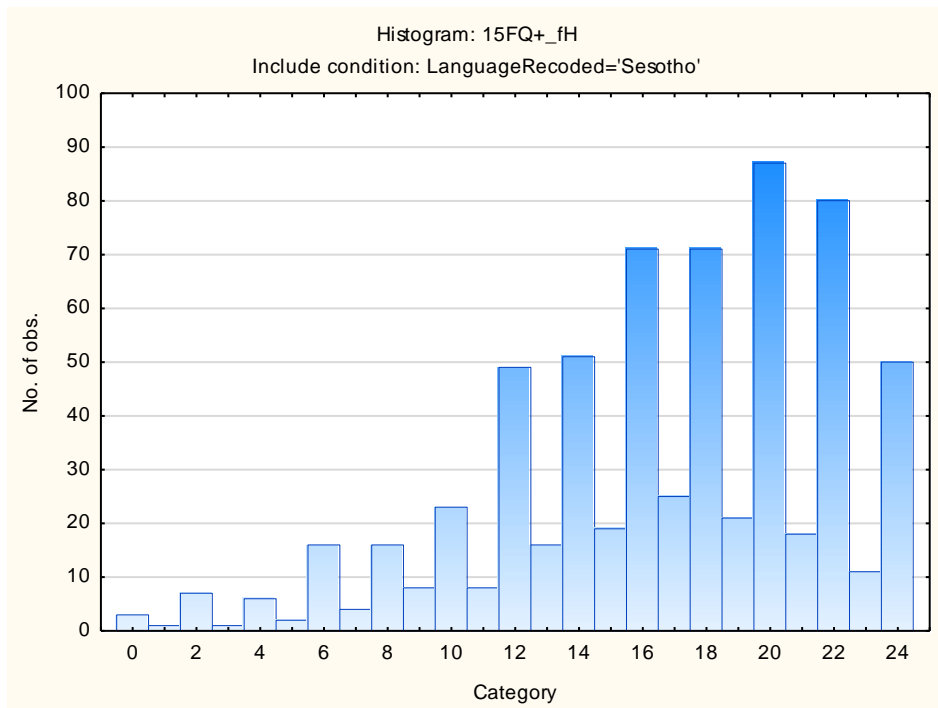
Sober Serious – Enthusiastic



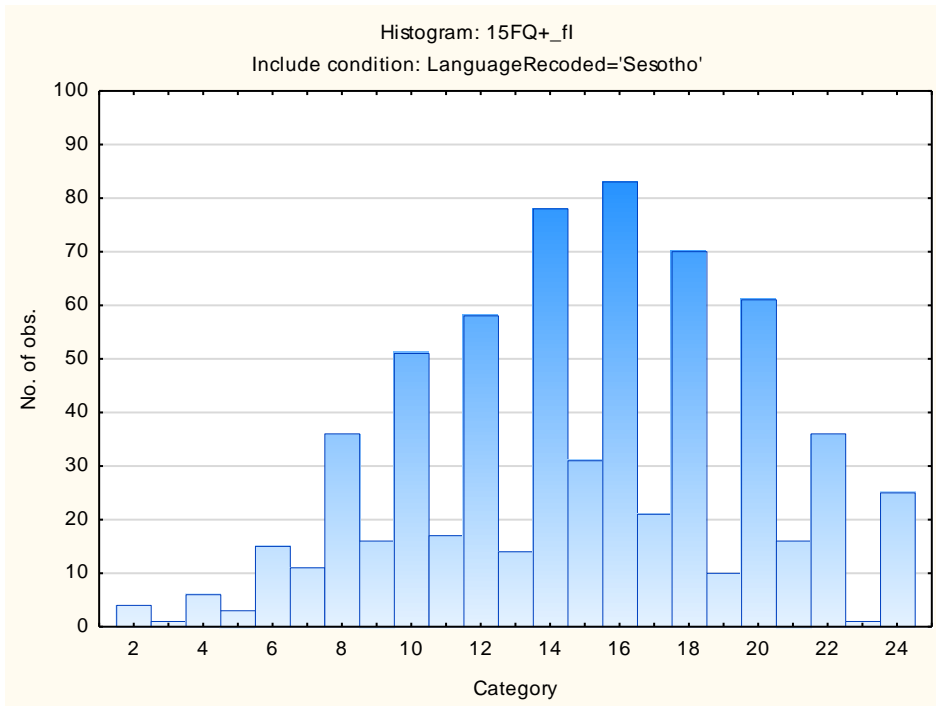
Expedient – Conscientious



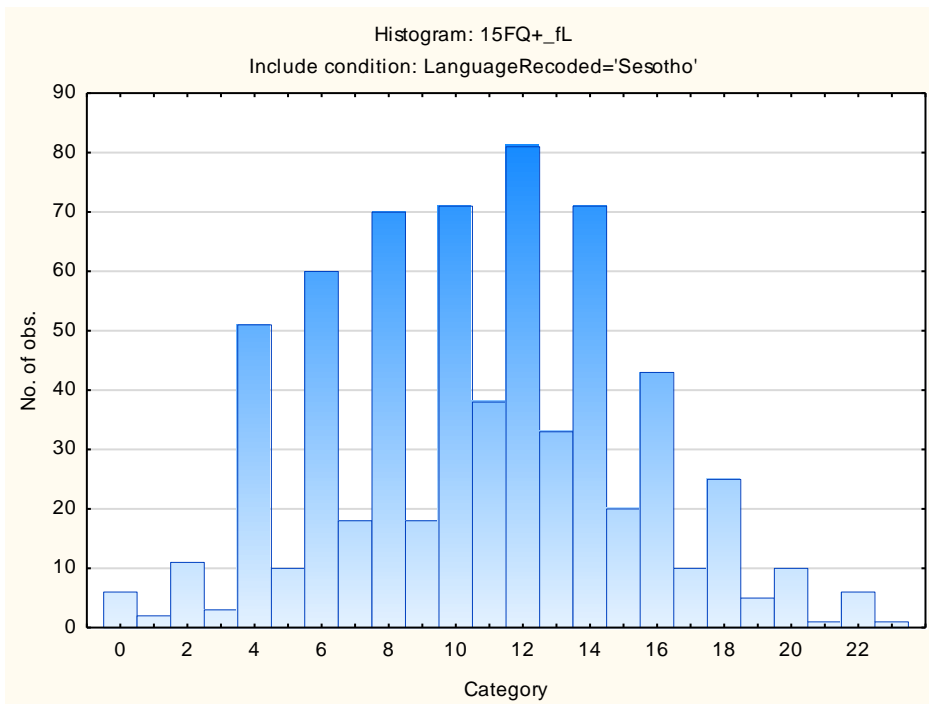
Retiring – Socially-bold



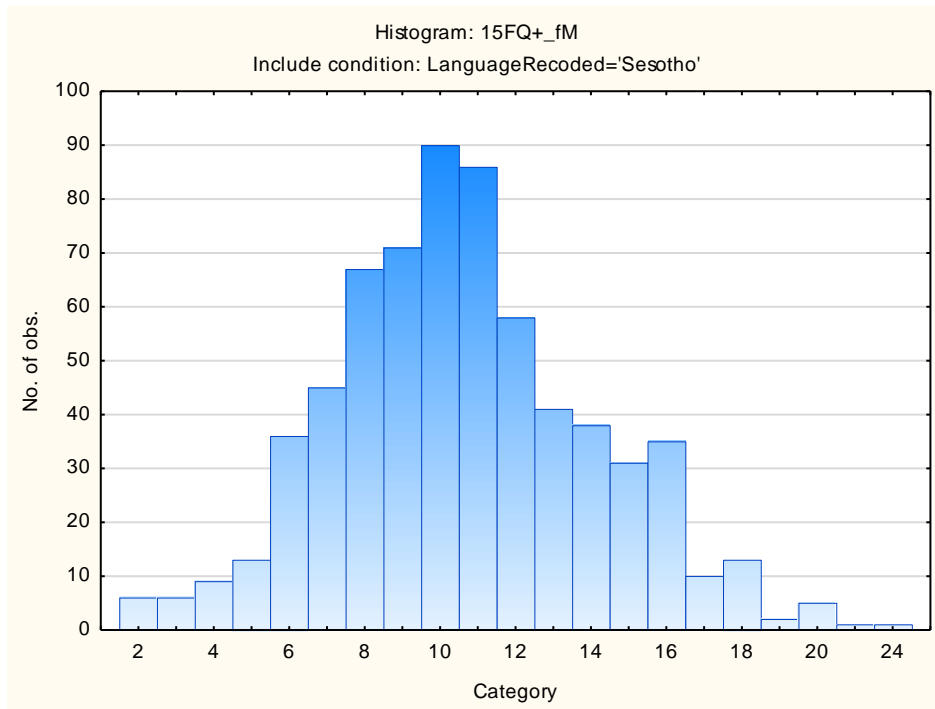
Hard-headed – Tender-minded



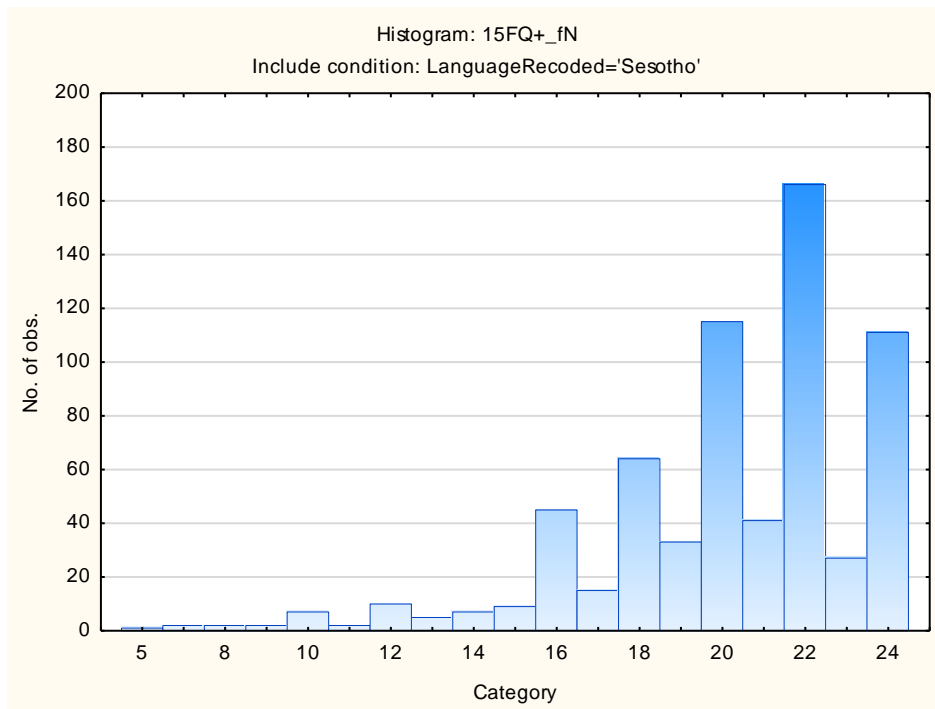
Trusting – Suspicious



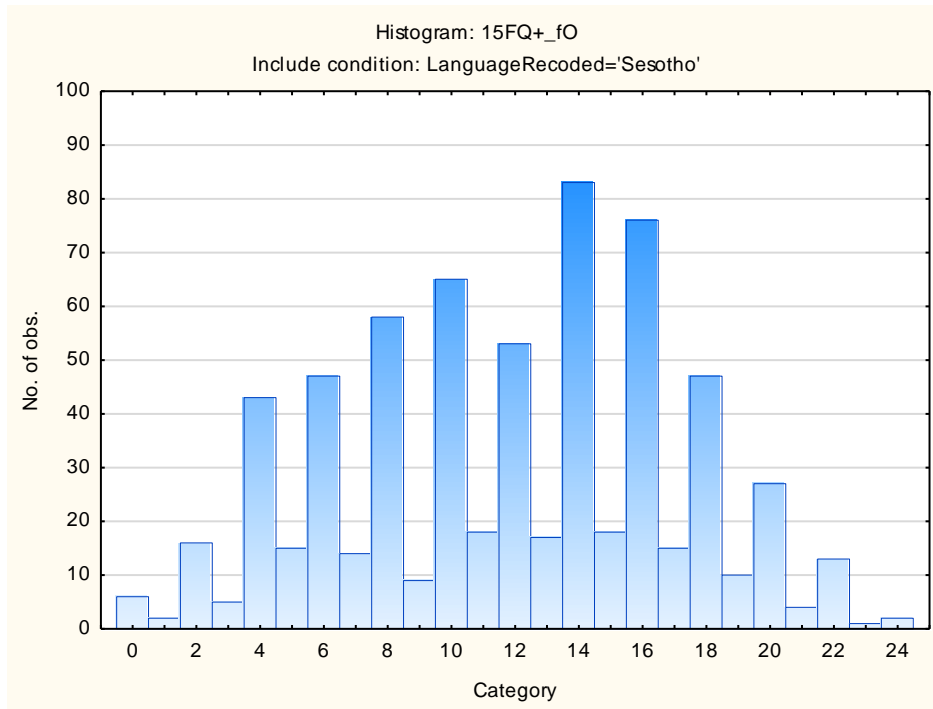
Concrete – Abstract



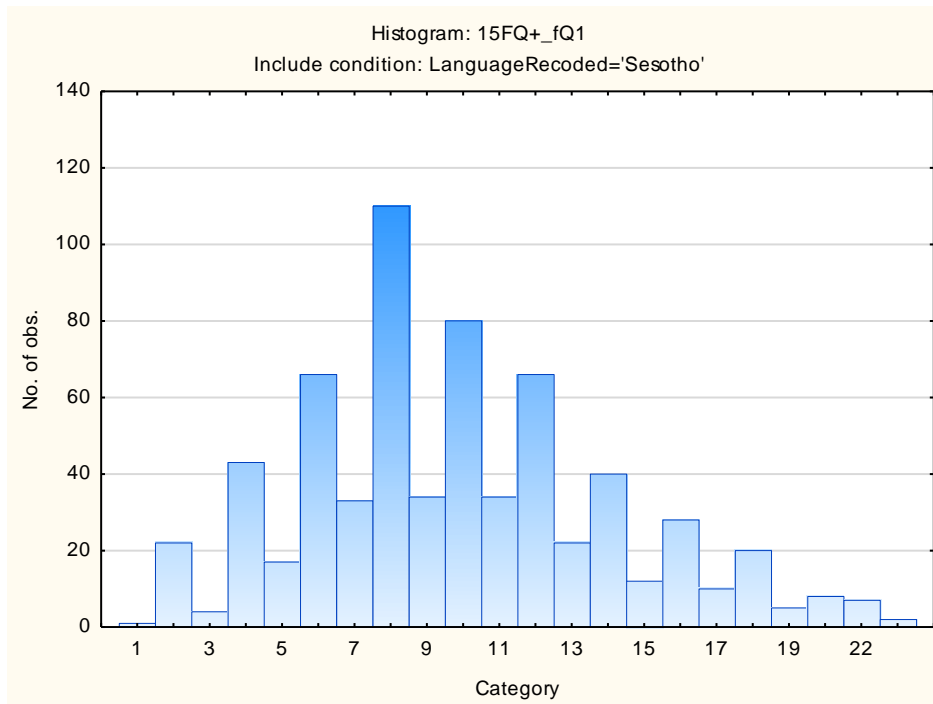
Direct – Restrained



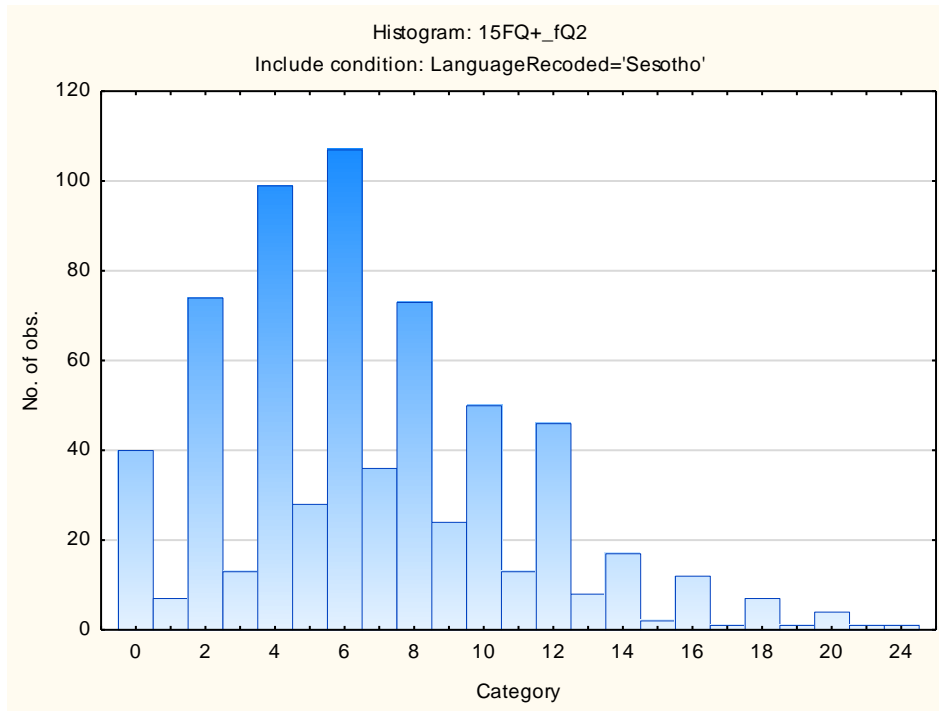
Confident - Self-doubting



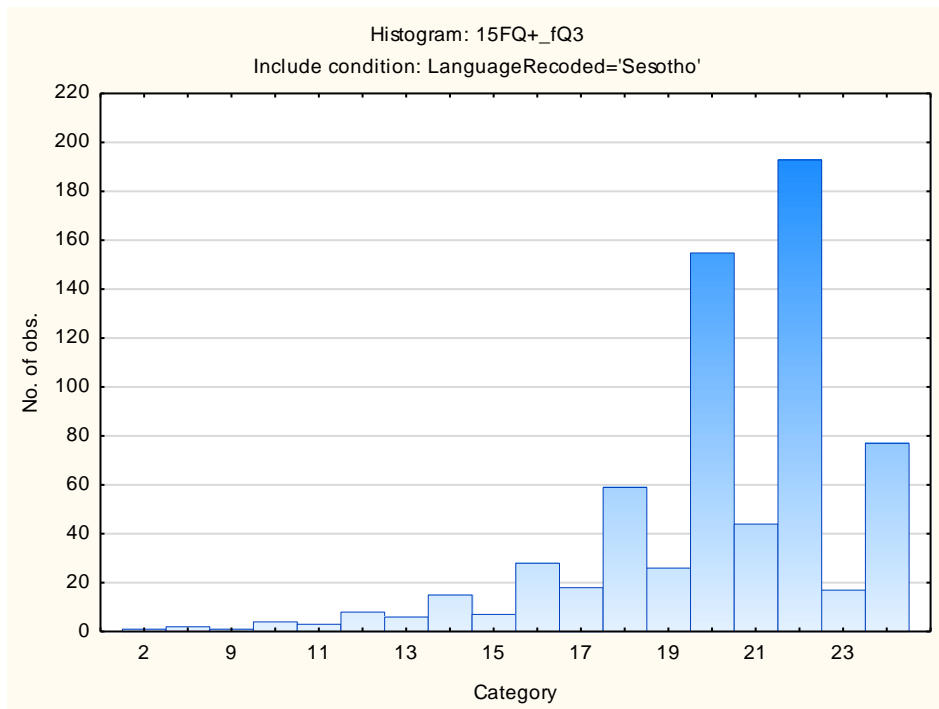
Conventional – Radical



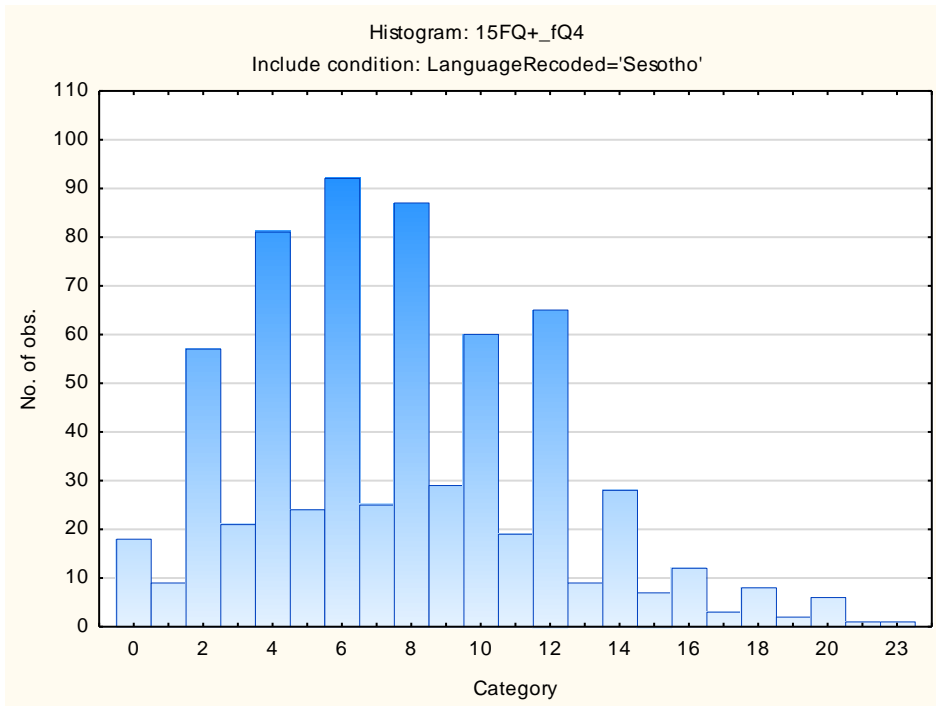
Group-orientated - Self-sufficient



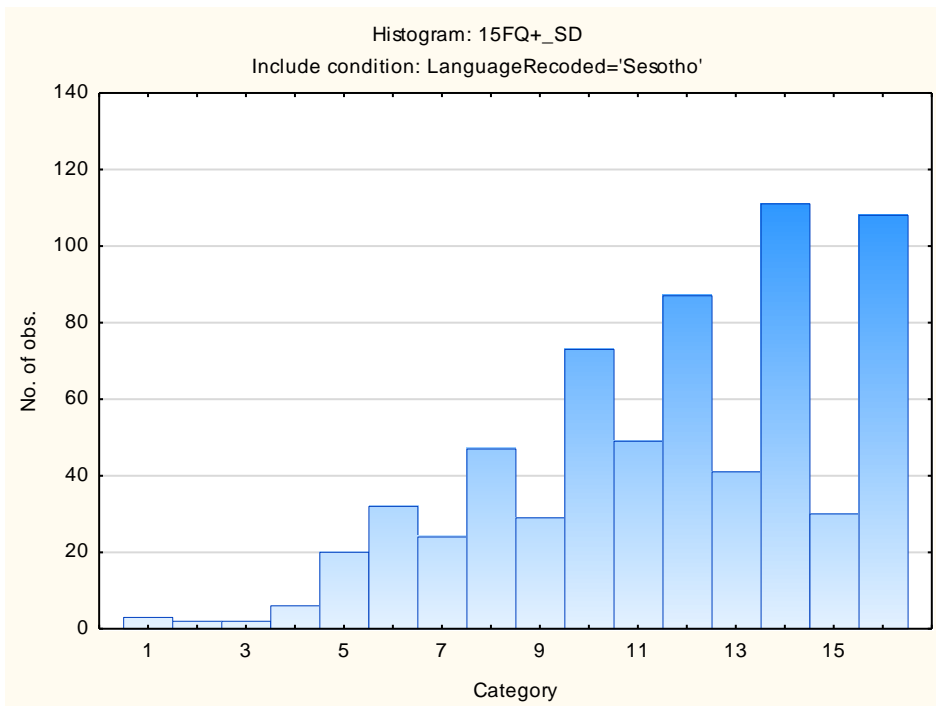
Informal- Self-disciplined



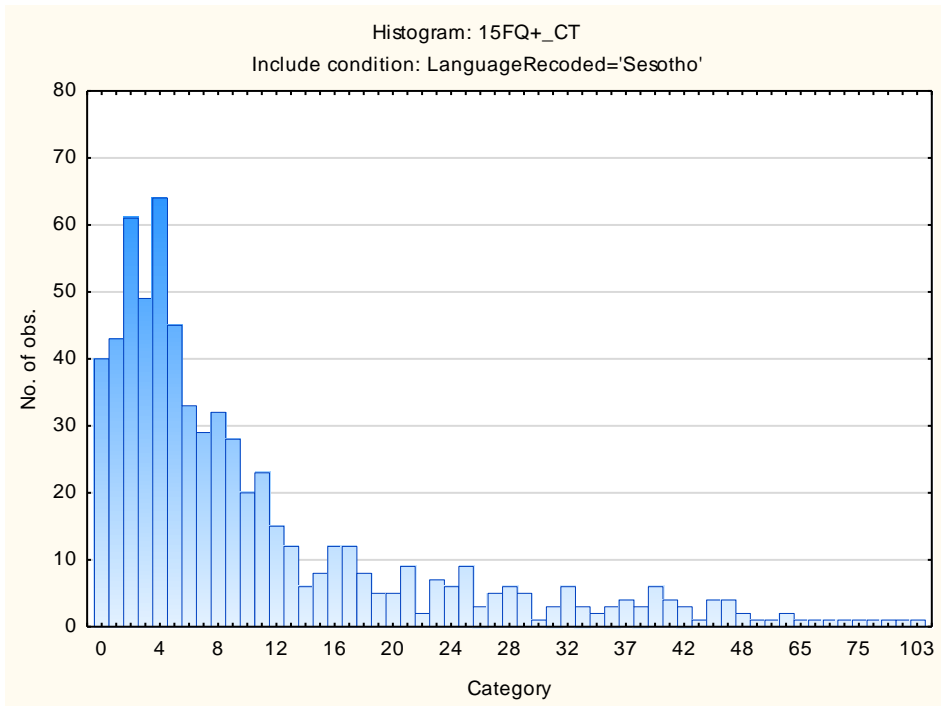
Composed – Tense-driven



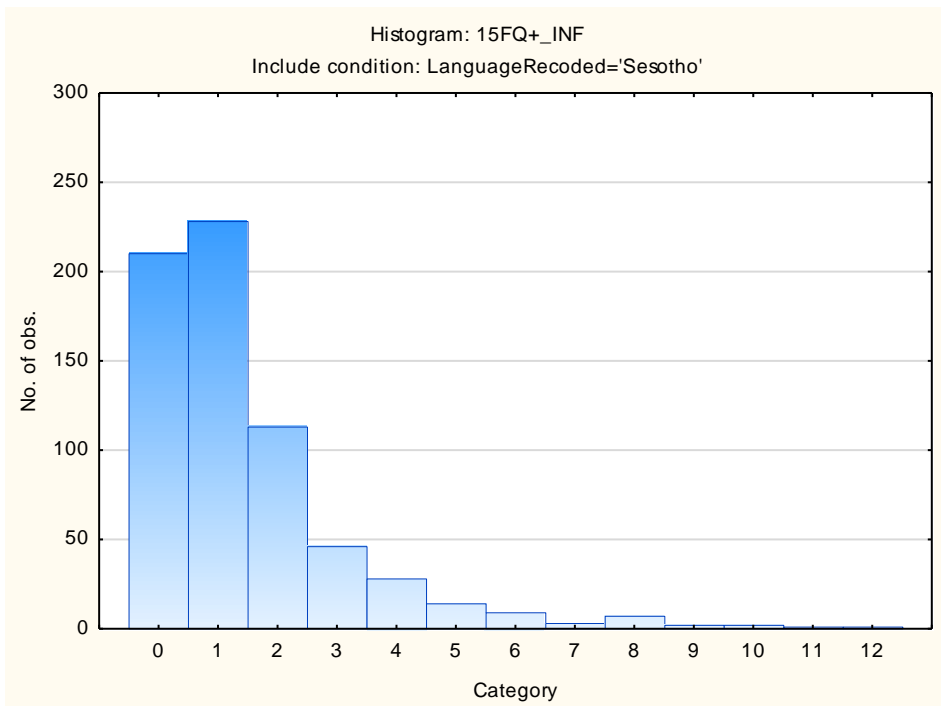
Social Desirability



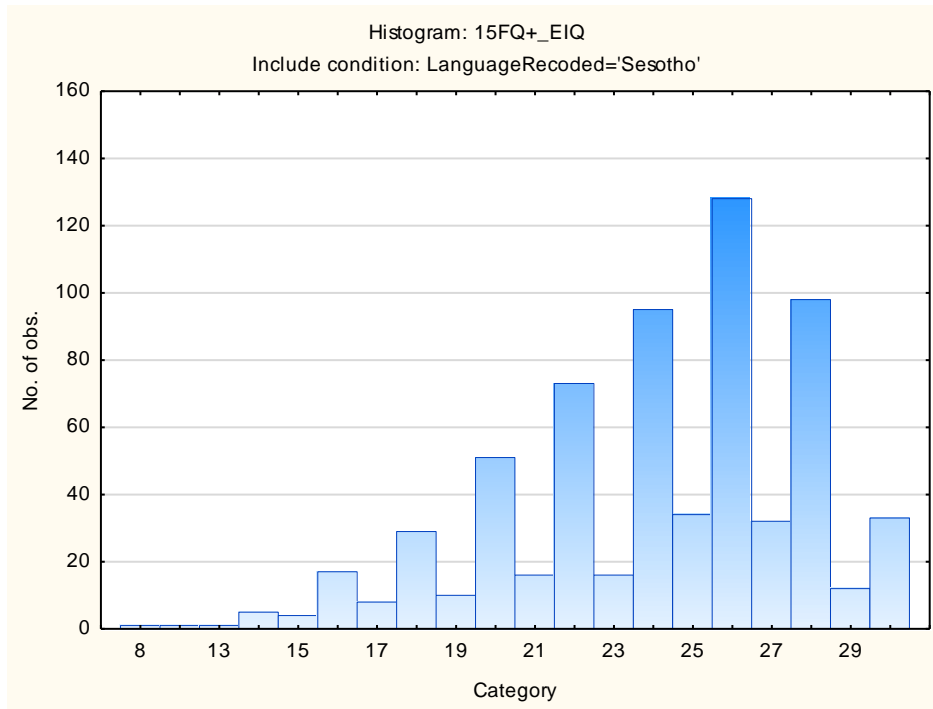
Central Tendency



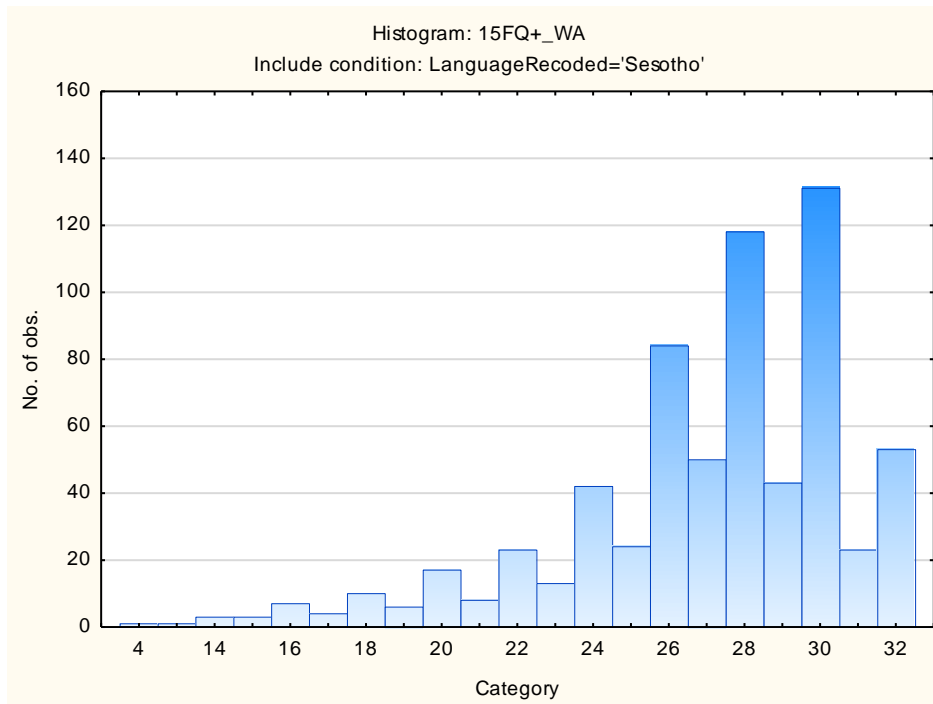
Infrequency



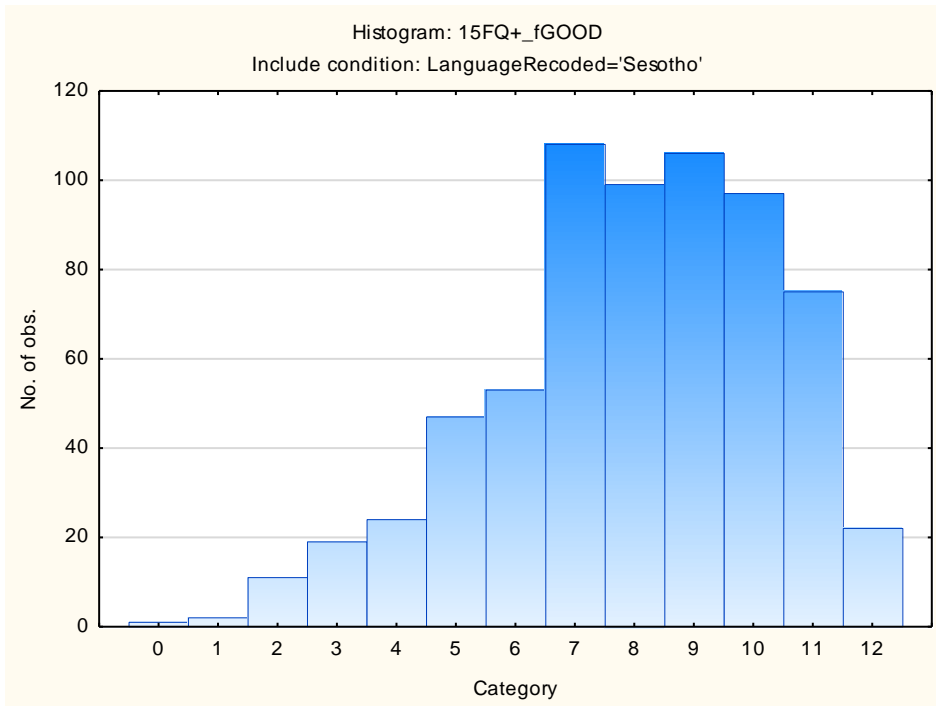
Derived Score: Emotional Intelligence



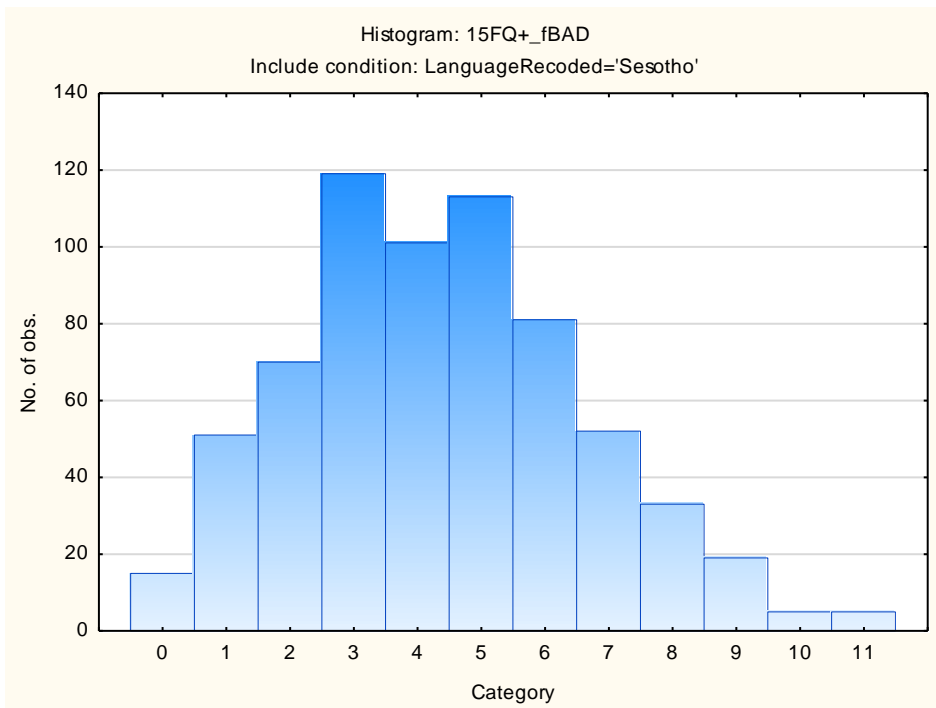
Derived Score: Work Attitude



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	8-13	14-15	16-16	17-17	18-19	20-20	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	1-7	8-10	11-12	13-14	15-17	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	5-7	8-10	11-12	13-15	16-17	18-20	21-22	23-24	
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	12-14	15-16	17-19	20-21	22-24		
fI	Hard-headed – Tender-minded	2-5	6-7	8-10	11-12	13-14	15-17	18-19	20-22	23-24	
fL	Trusting - Suspicious	0-1	2-3	4-6	7-8	9-10	11-12	13-15	16-17	18-19	20-24
fM	Concrete - Abstract	2-3	4-5	6-7	8-8	9-10	11-12	13-14	15-15	16-17	18-24
fN	Direct - Restrained	5-13	14-15	16-16	17-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	0-1	2-4	5-6	7-9	10-11	12-14	15-17	18-19	20-22	23-24
fQ1	Conventional - Radical	1-1	2-3	4-5	6-7	8-9	10-12	13-14	15-16	17-18	19-23
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-6	7-8	9-10	11-13	14-15	16-24
fQ3	Informal - Self-disciplined	2-14	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	8-9	10-12	13-14	15-16	17-23
SD	Social Desirability	1-4	5-6	7-8	9-9	10-11	12-13	14-14	15-16		
CT	Central Tendency	0-1	0-0	1-1	2-4	5-11	12-18	19-24	25-31	32-38	39-103
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-12
EIQ	Derived Score: Emotional Intelligence	8-16	17-18	19-20	21-22	23-24	25-25	26-27	28-29	30-30	
WA	Derived Score: Work Attitude	4-19	20-21	22-23	24-25	26-26	27-28	29-30	31-32		
fGOOD	Faking Good	0-3	4-4	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	9-11