

# Fifteen Factor Questionnaire (15FQ+)

## Norm Group: SA siSwati Speakers, Updated 2016

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### Norm Type:

Standard deviation norm

### Composition of the Sample

The sample consisted of 112 siSwati 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	44	44	39,28571	39,2857
M	68	112	60,71429	100,0000
Missing	0	112	0,00000	100,0000

### Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	33	33	29,46429	29,4643
Tertiary	56	89	50,00000	79,4643
Post Graduate	18	107	16,07143	95,5357
< Matric	2	109	1,78571	97,3214
Missing	3	112	2,67857	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	112	112	100,0000	100,0000
Missing	0	112	0,0000	100,0000

## Language Group Composition of the Sample

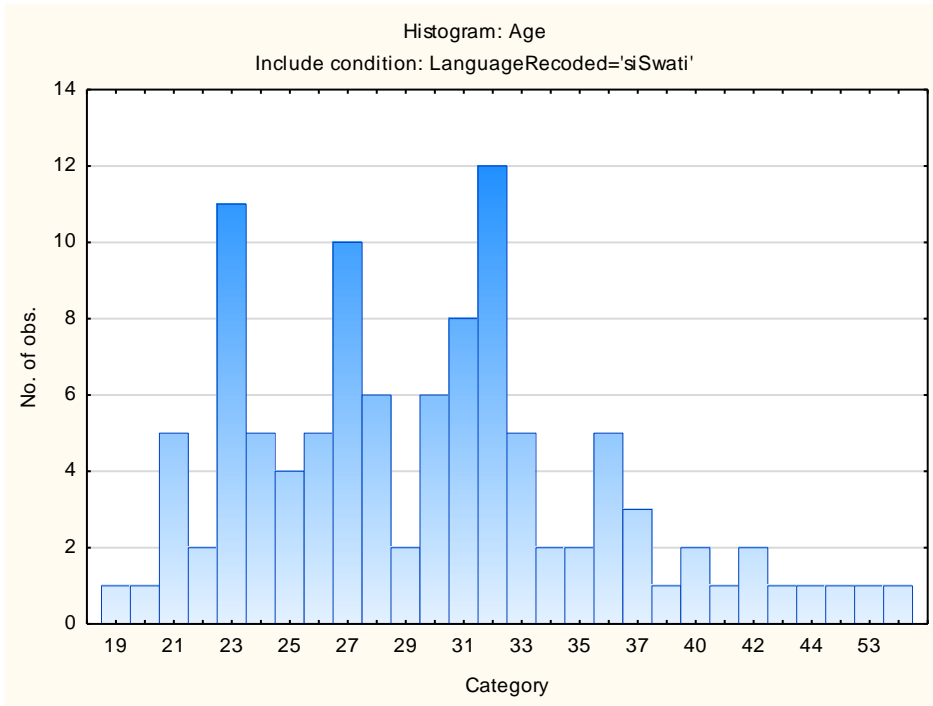
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	112	112	100,0000	100,0000
Missing	0	112	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	109	109	97,32143	97,3214
European	2	111	1,78571	99,1071
Missing	1	112	0,89286	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,98113	6,721651	19,00000	55,00000	106	6

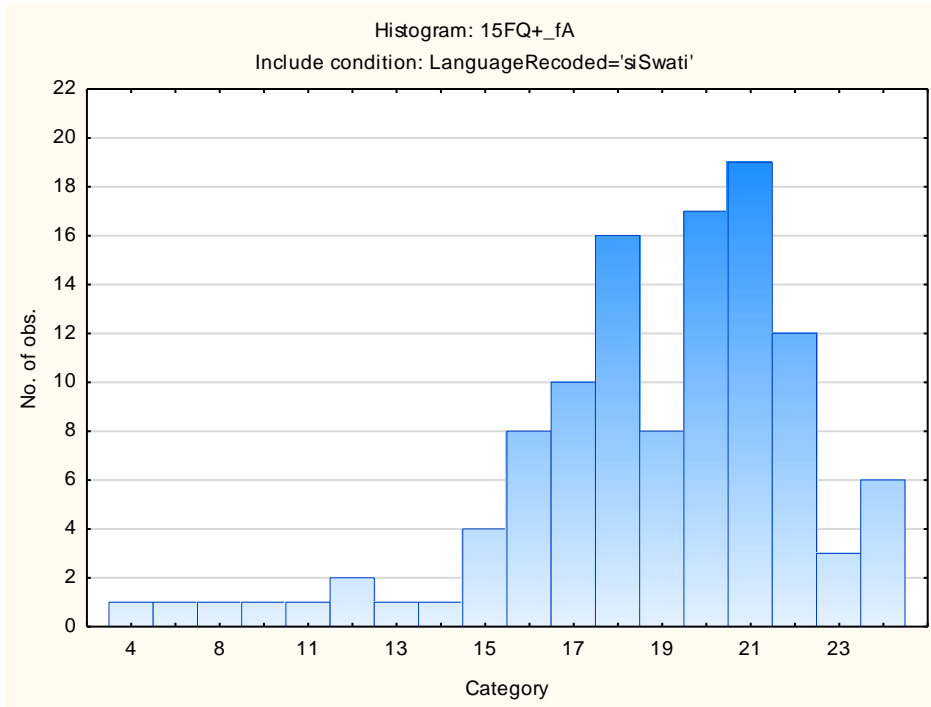


## Descriptive Statistics on 15FQ+ Scales

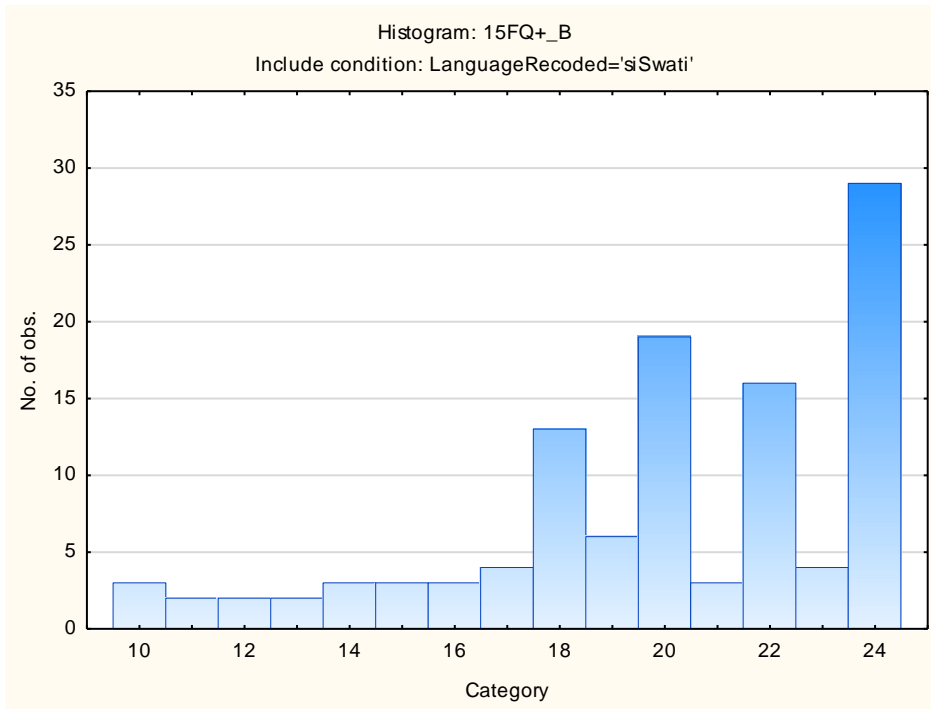
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	112	18,76786	3,61424
B	Intellectance	112	19,96429	3,77266
fC	Affected by feelings - Emotionally Stable	112	18,49107	4,47414
fE	Accommodating - Dominant	112	16,72321	3,90936
fF	Sober serious - Enthusiastic	112	14,66964	5,96595
fG	Expedient - Conscientious	112	20,30357	4,03775
fH	Retiring – Socially-bold	112	17,41071	5,26514
fI	Hard-headed – Tender-minded	112	15,26786	4,72864
fL	Trusting - Suspicious	112	10,41071	4,42262
fM	Concrete - Abstract	112	10,52679	3,35836
fN	Direct - Restrained	112	20,21429	3,30555
fO	Confident – Self-doubting	112	10,73214	4,86573
fQ1	Conventional - Radical	112	8,94643	4,89132
fQ2	Group-orientated - Self-sufficient	112	7,03571	4,67296
fQ3	Informal – Self-disciplined	112	20,58929	2,69652
fQ4	Composed – Tense-driven	112	7,41071	4,34659
SD	Social Desirability	112	12,49107	3,11056
CT	Central Tendency	112	10,62500	13,01082
INF	Infrequency	112	1,61607	1,58396
EIQ	Derived Score: Emotional Intelligence	112	24,50000	3,74647
WA	Derived Score: Work Attitude	112	27,83036	3,64874
fGOOD	Faking Good	112	8,25893	2,37762
fBAD	Faking Bad	112	4,06250	2,14468

## Frequency Distributions for 15FQ+ Scales

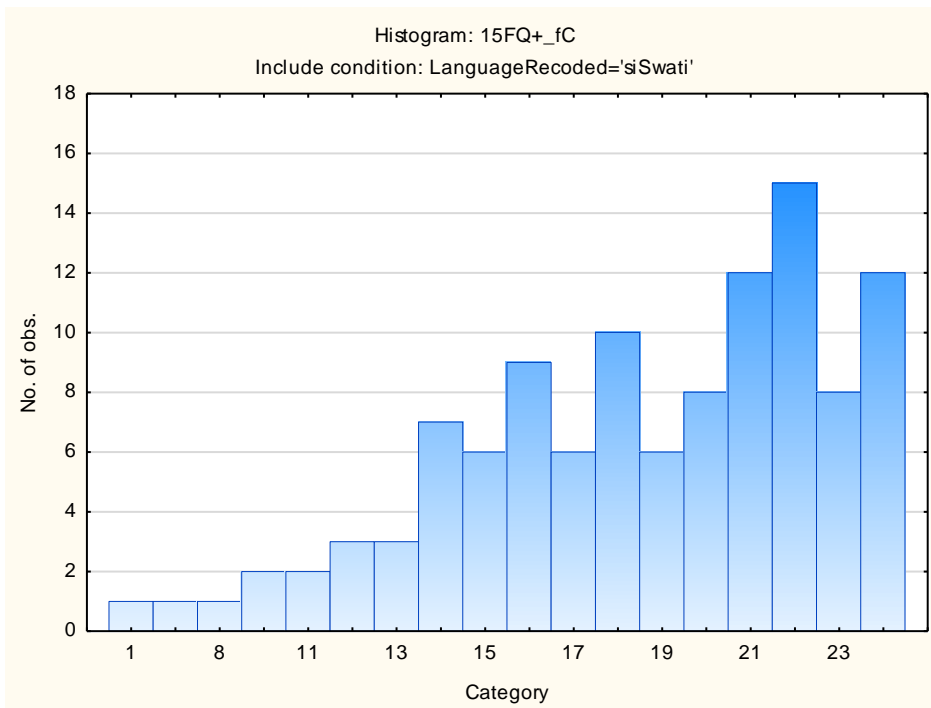
### Distant Aloof – Empathic



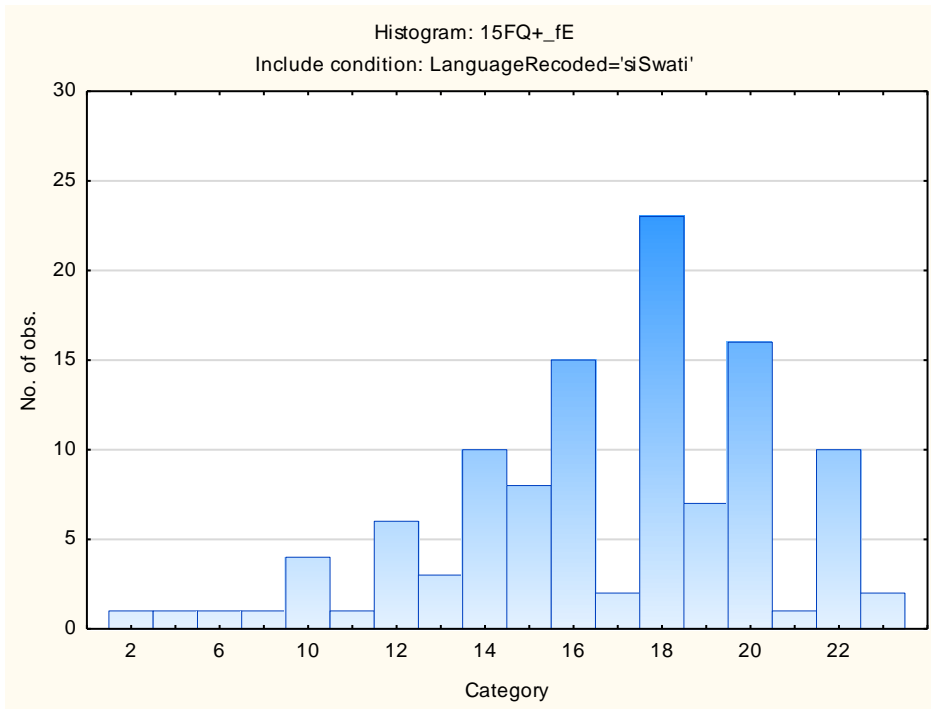
## Intellectance



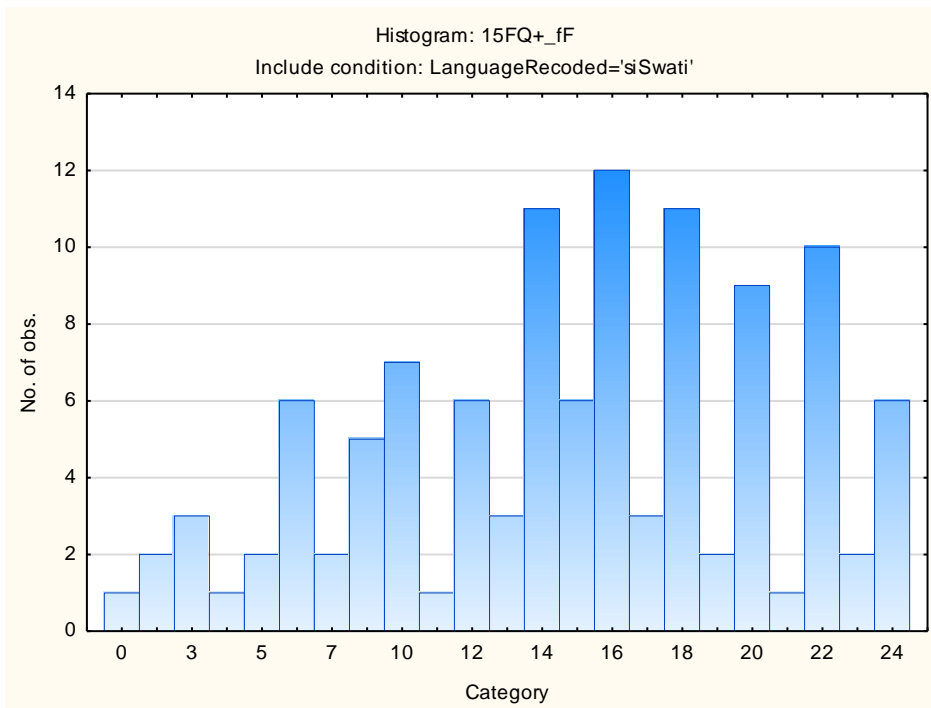
## Affected by Feelings - Emotionally Stable



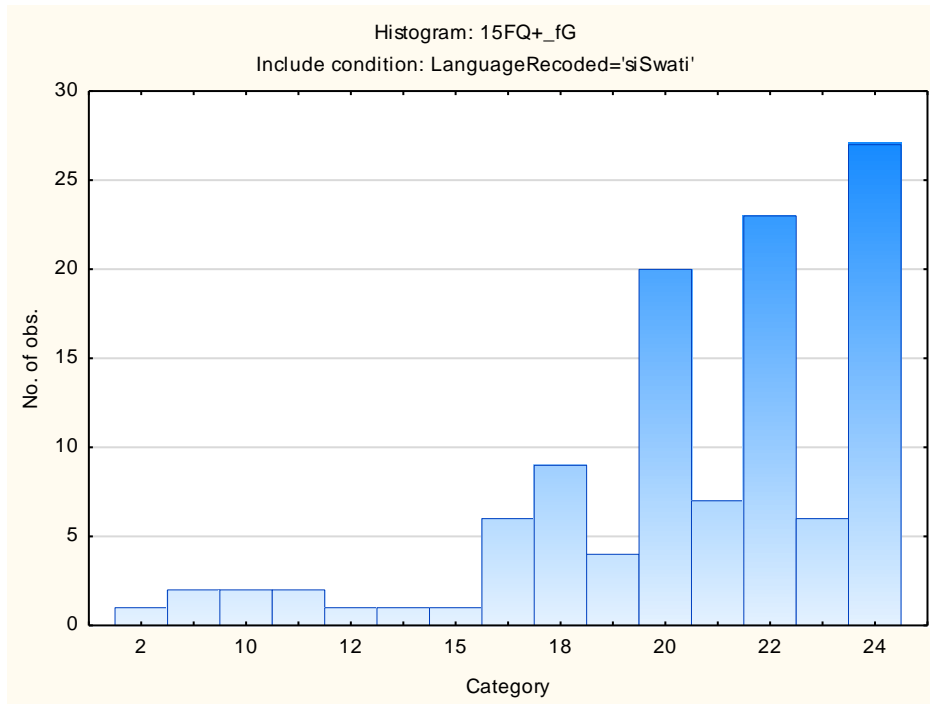
## Accommodating – Dominant



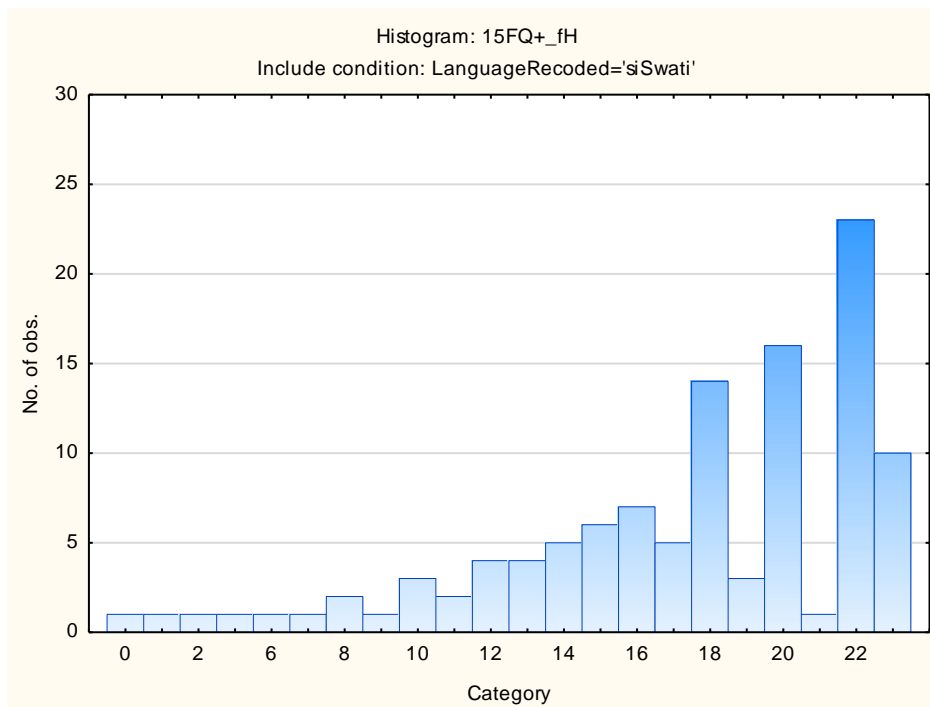
## Sober Serious – Enthusiastic



## Expedient – Conscientious

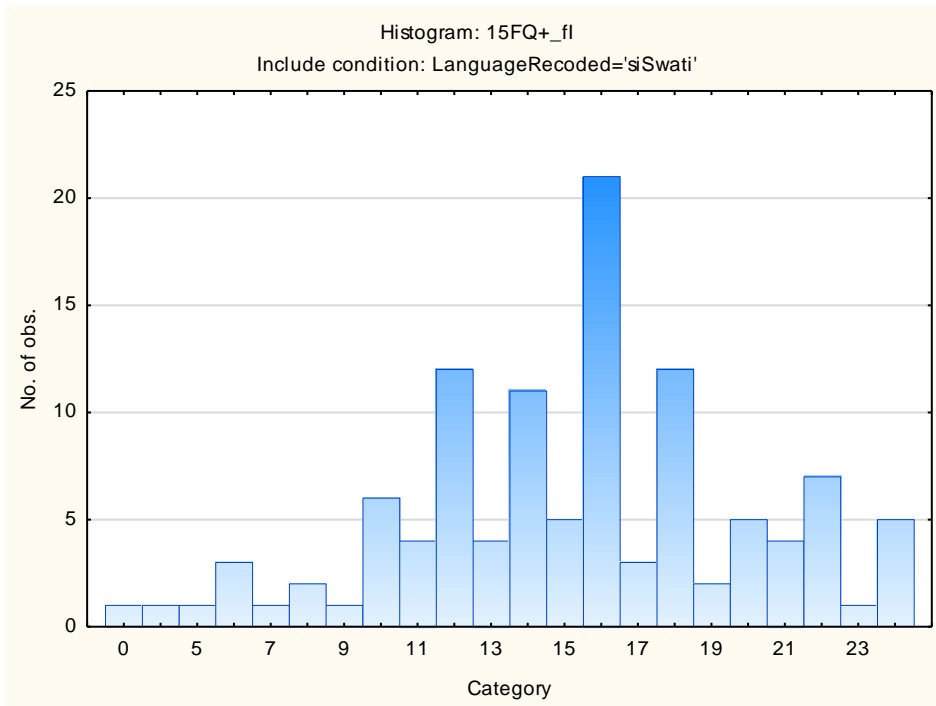


## Retiring – Socially-bold

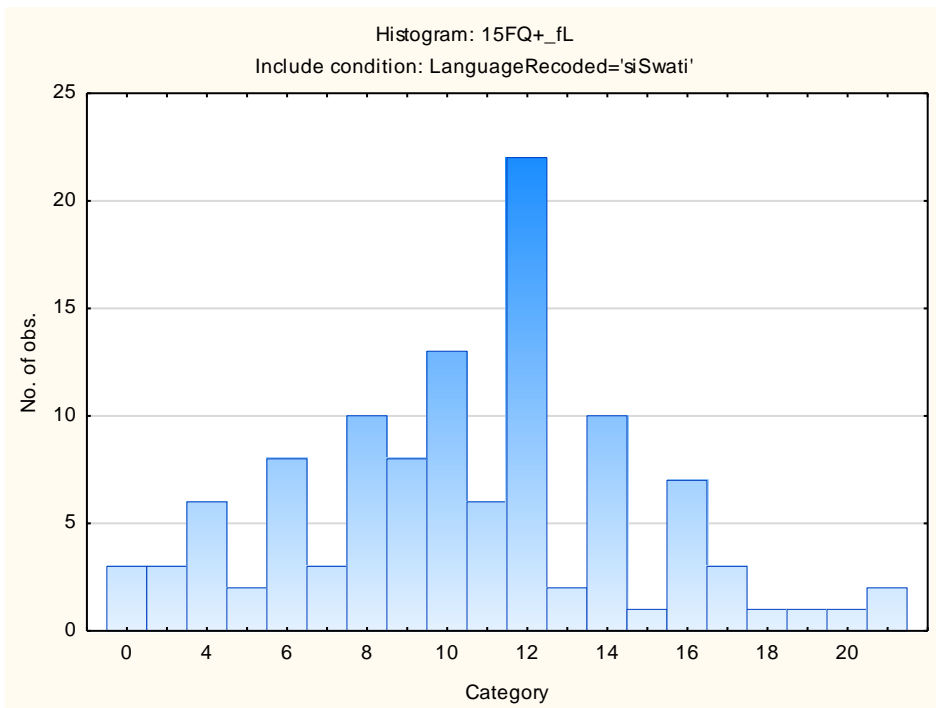




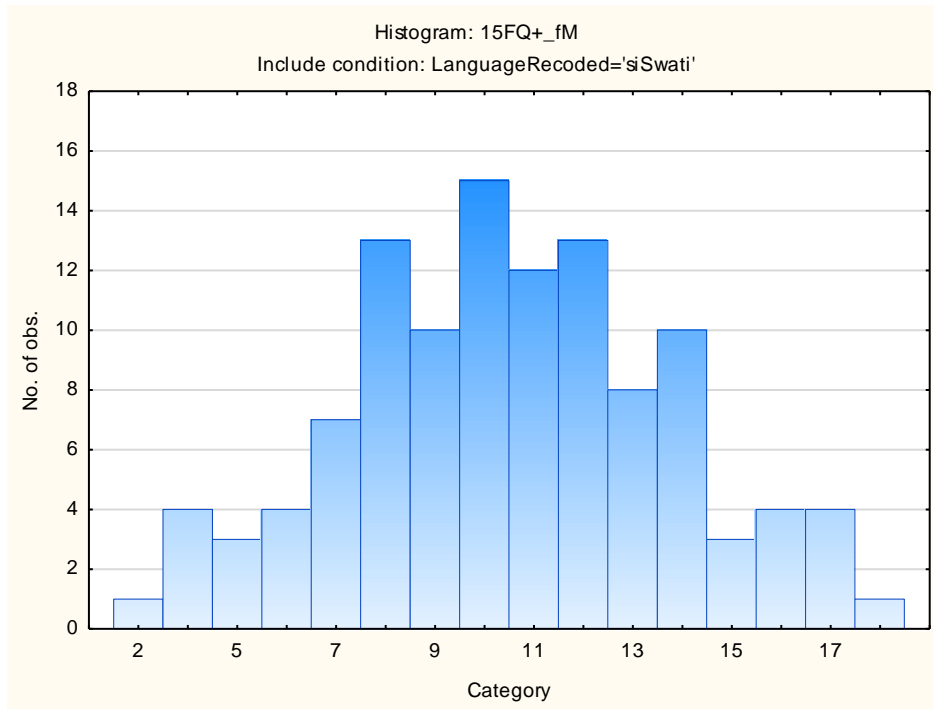
## Hard-headed – Tender-minded



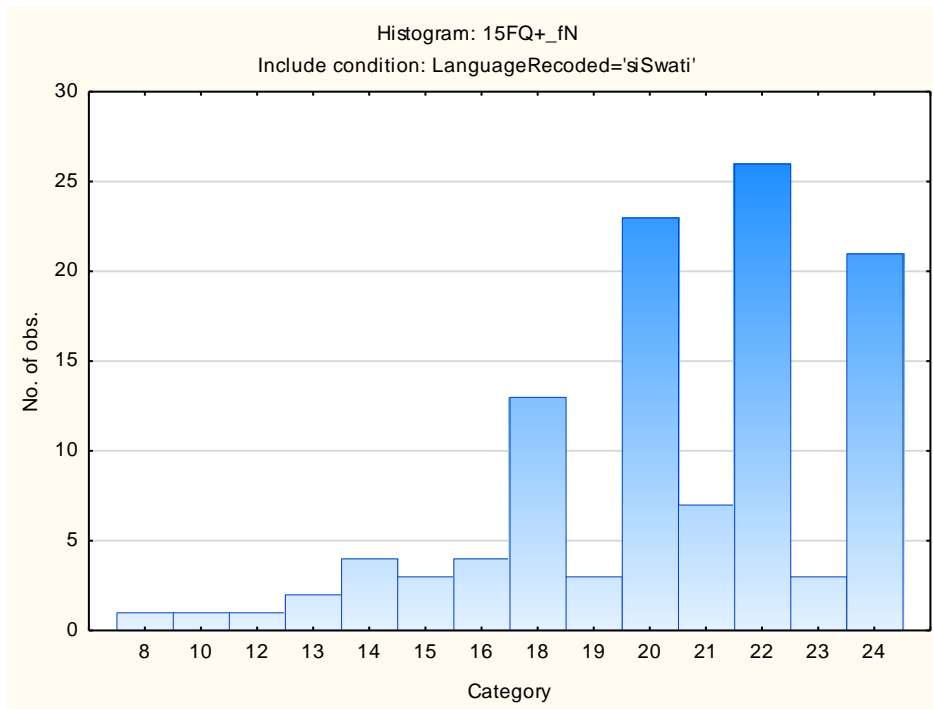
## Trusting – Suspicious



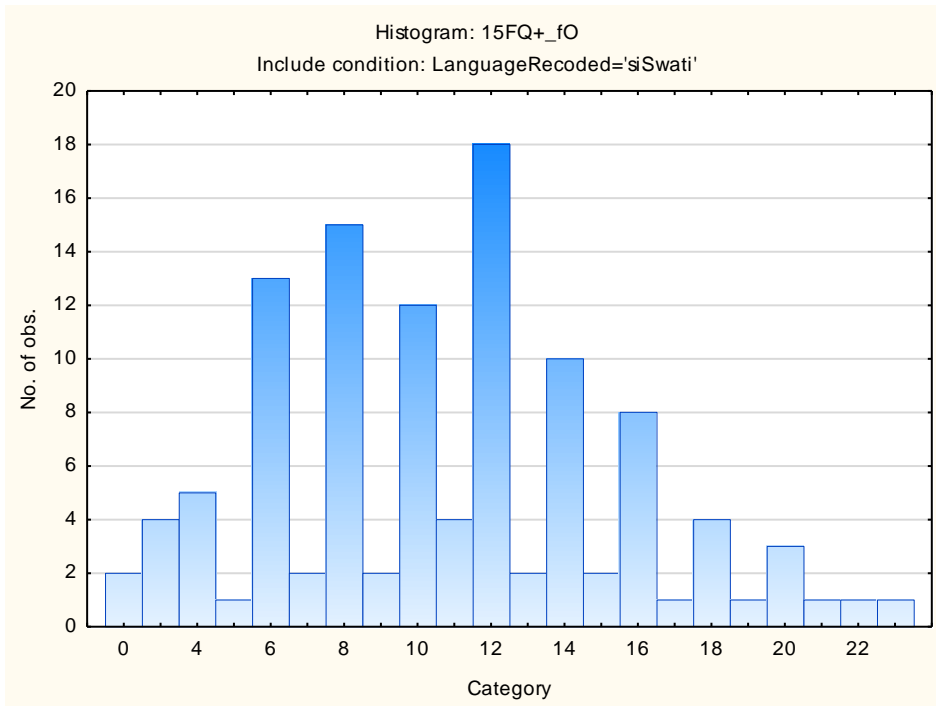
## Concrete – Abstract



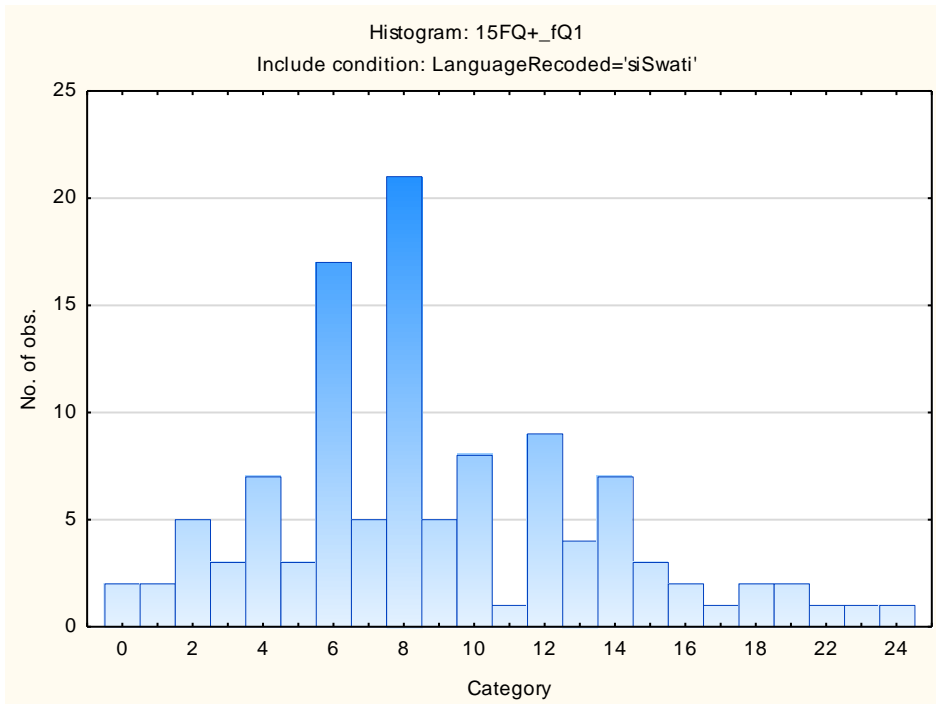
## Direct – Restrained



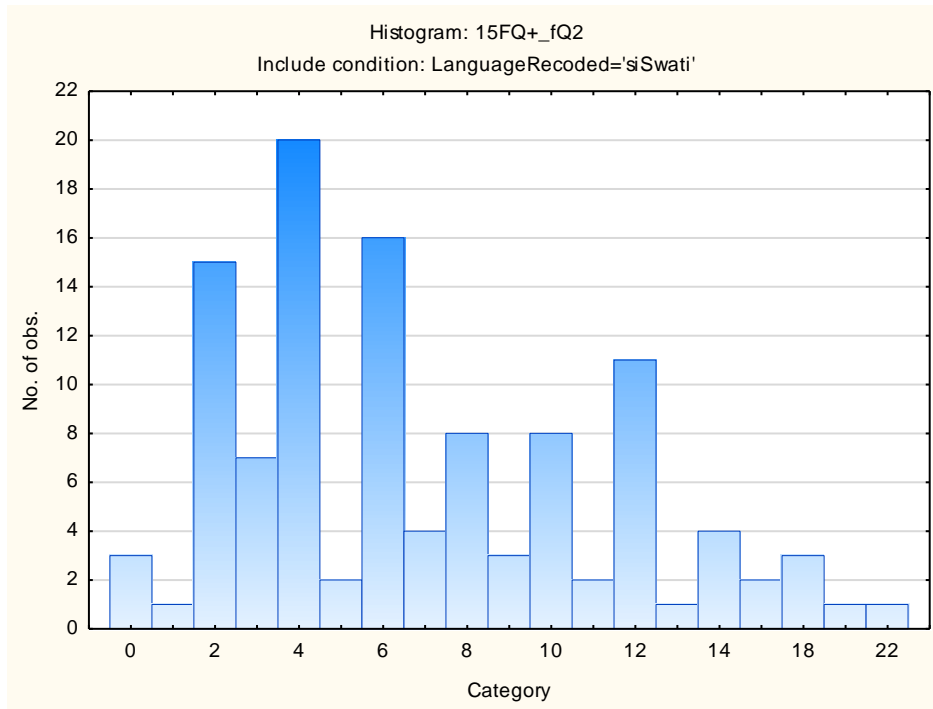
## Confident - Self-doubting



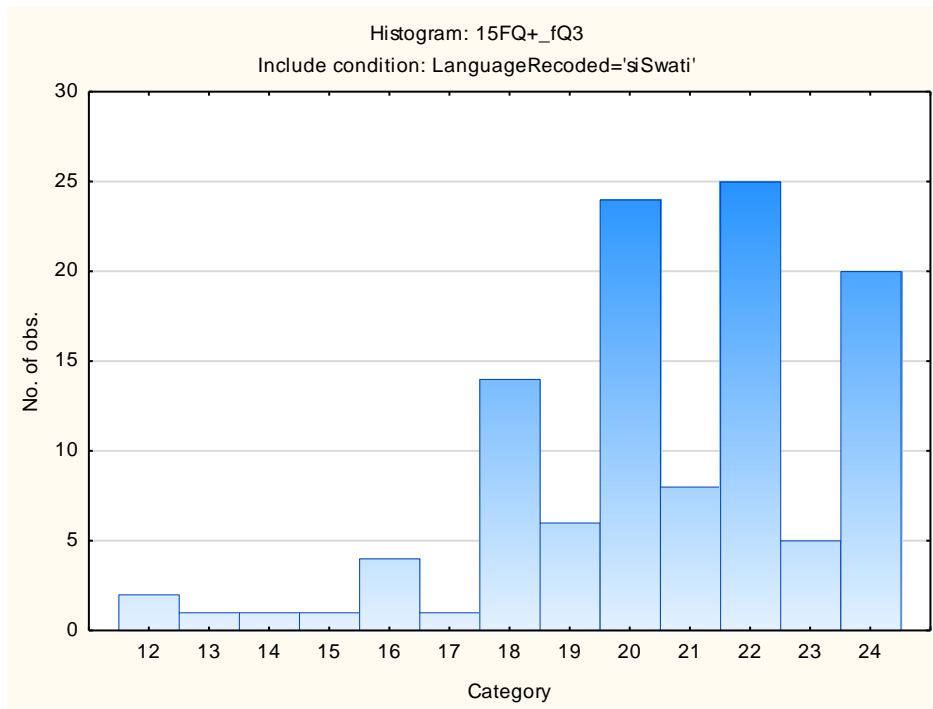
## Conventional – Radical



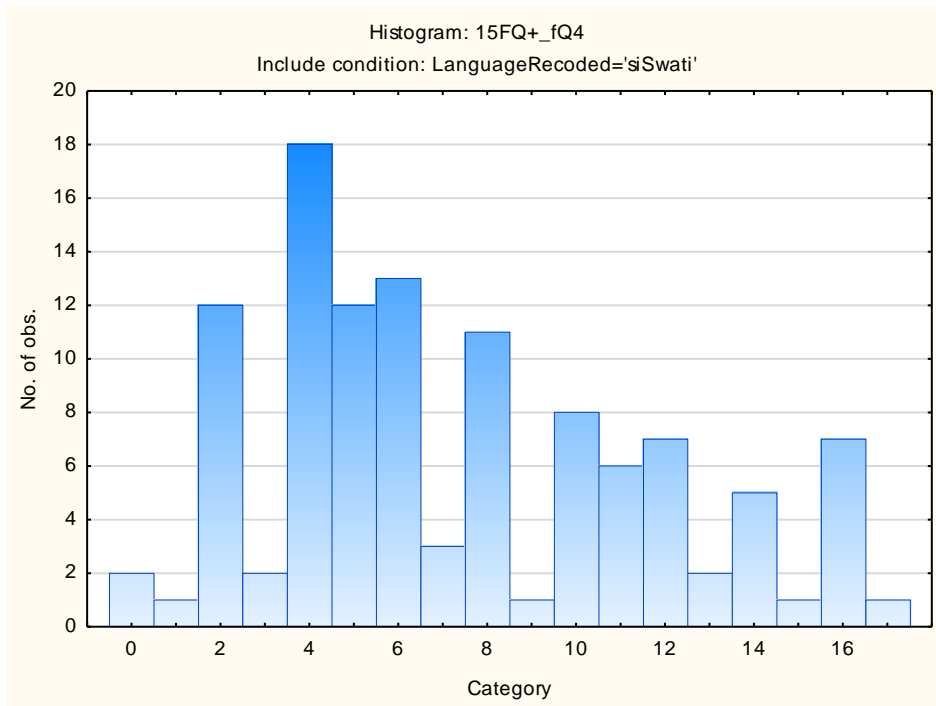
## Group-orientated - Self-sufficient



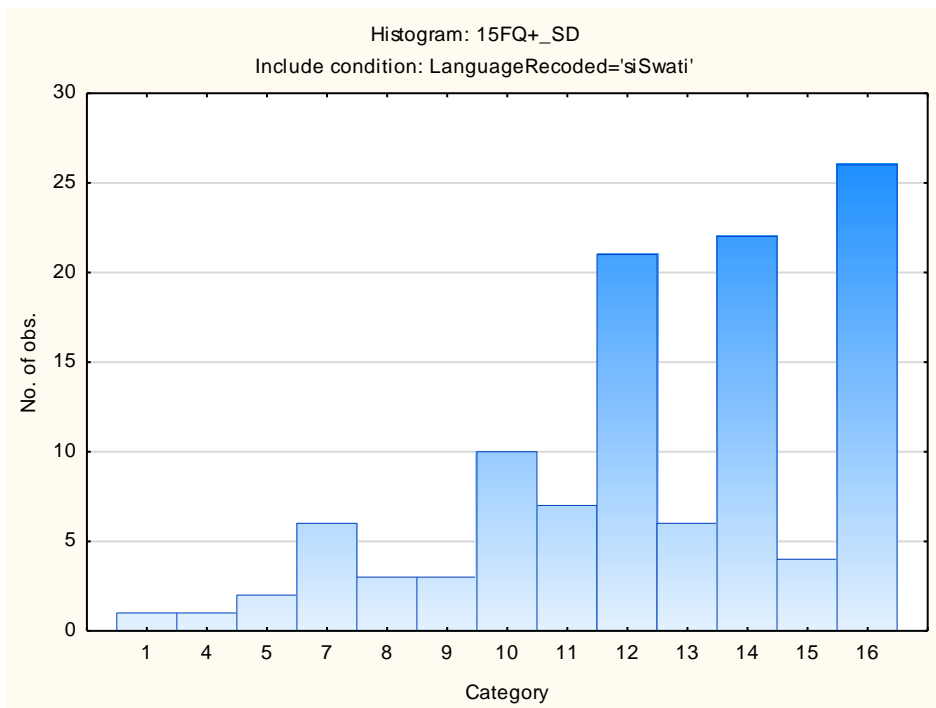
## Informal- Self-disciplined



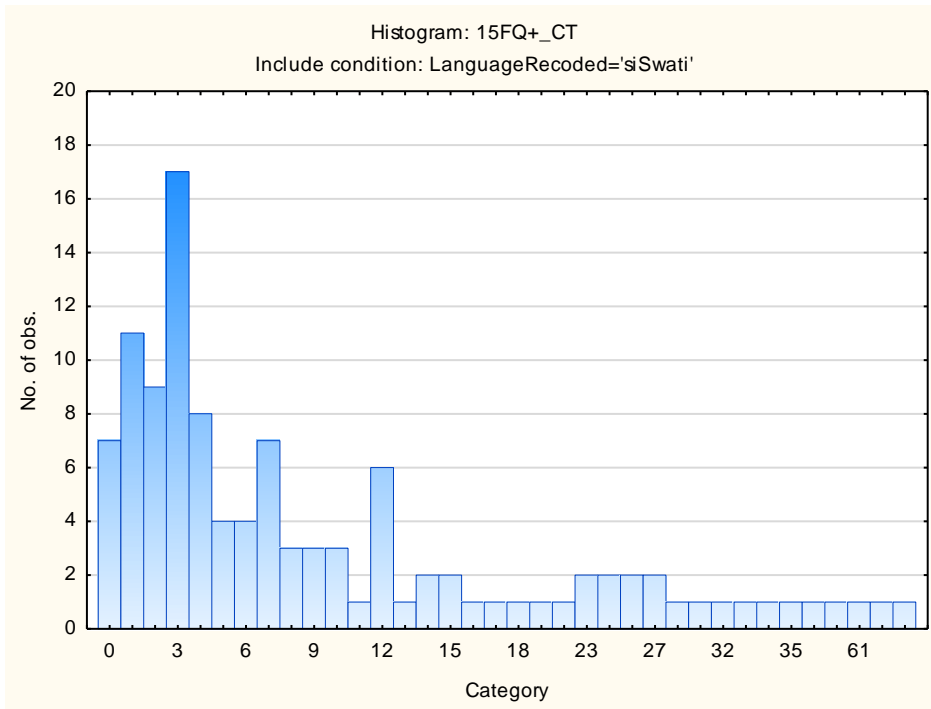
## Composed – Tense-driven



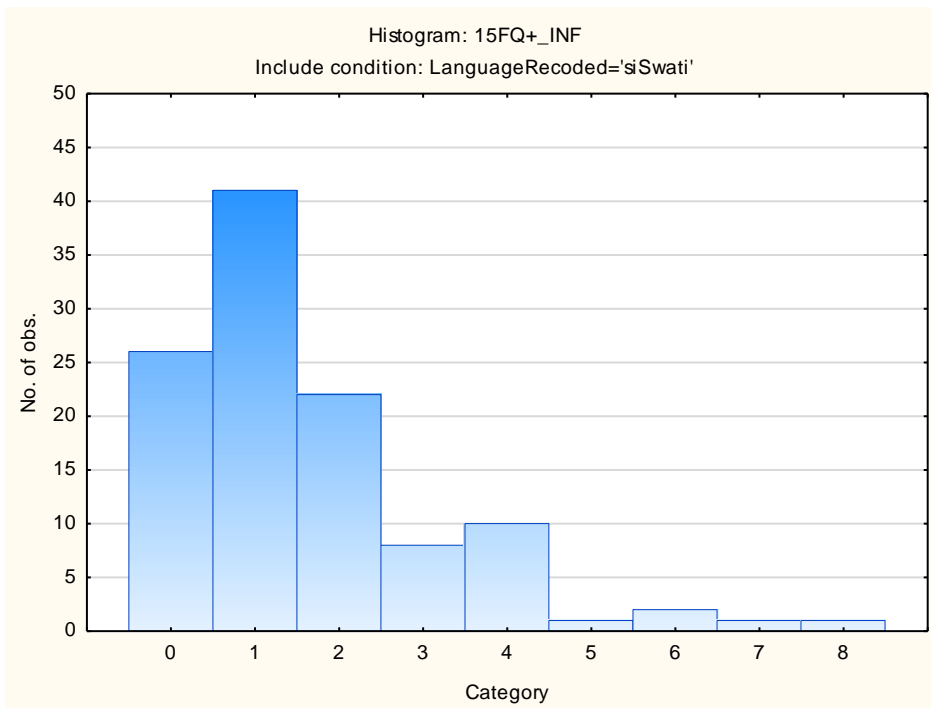
## Social Desirability



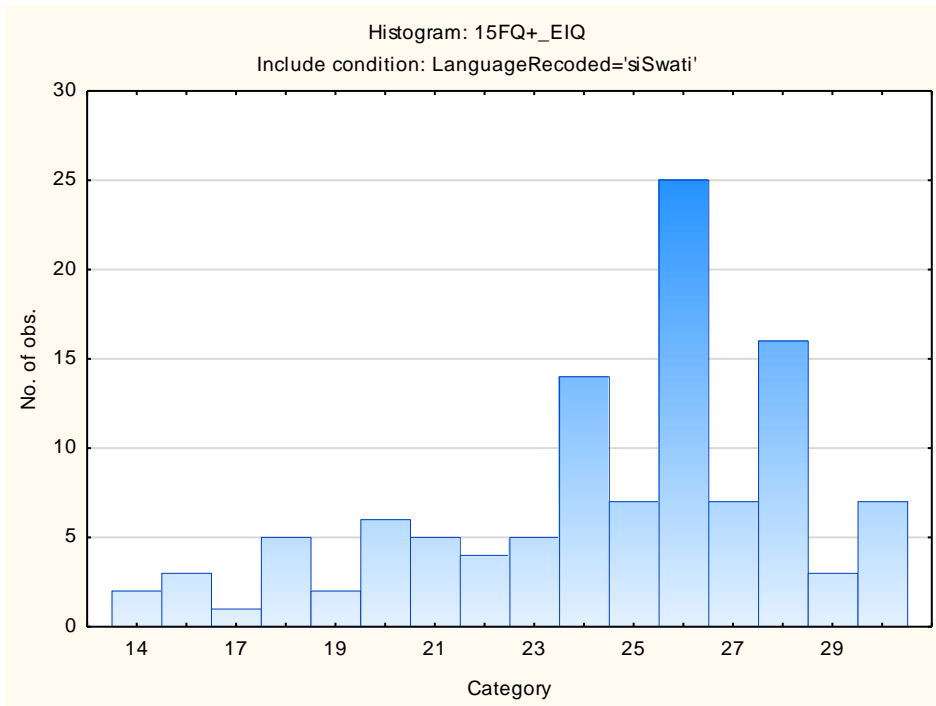
## Central Tendency



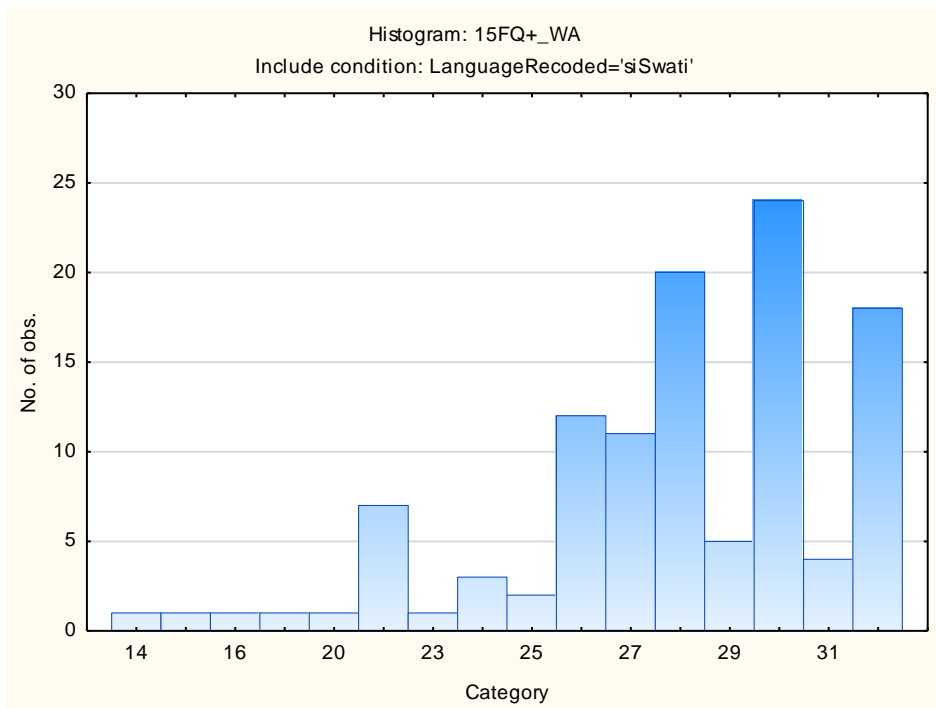
## Infrequency



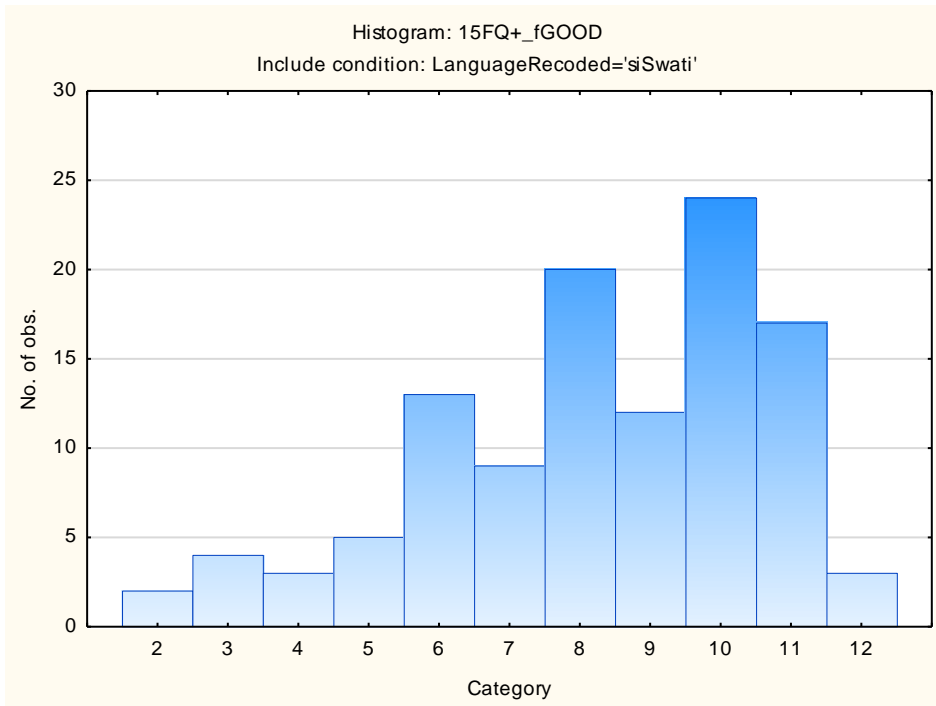
## Derived Score: Emotional Intelligence



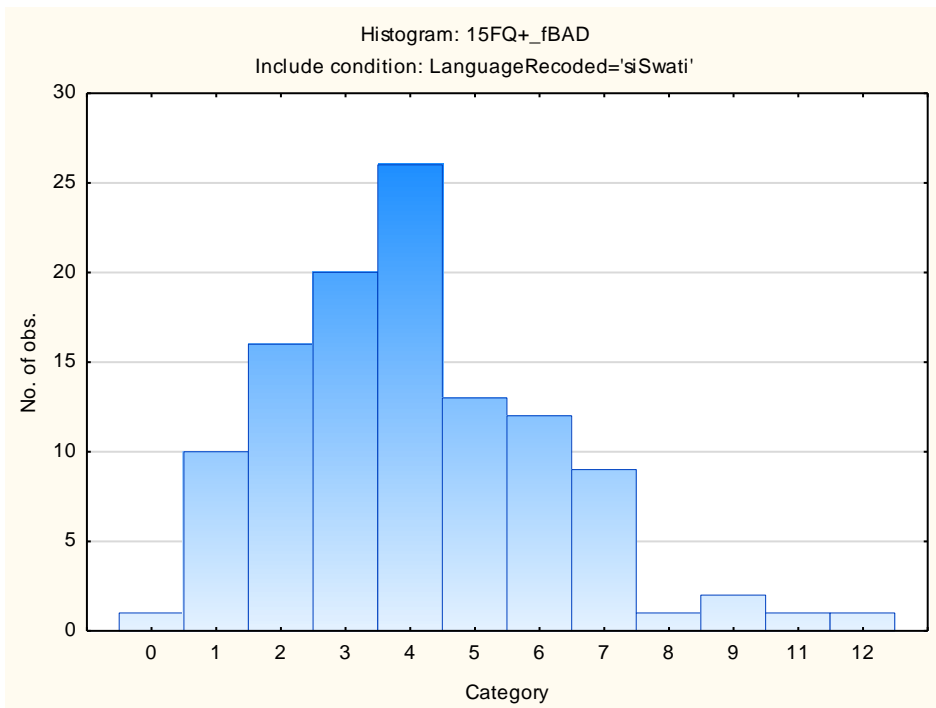
## Derived Score: Work Attitude



## 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
<b>fA</b>	Distant Aloof - Empathic	4-11	12-13	14-15	16-16	17-18	19-20	21-22	23-24		
<b>B</b>	Intellectance	10-12	13-14	15-16	17-18	19-19	20-21	22-23	24-24		
<b>fC</b>	Affected by Feelings - Emotionally Stable	1-9	10-11	12-14	15-16	17-18	19-20	21-22	23-24		
<b>fE</b>	Accommodating – Dominant	2-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
<b>fF</b>	Sober serious - Enthusiastic	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-24	
<b>fG</b>	Expedient – Conscientious	2-12	13-14	15-16	17-18	19-20	21-22	23-24			
<b>fH</b>	Retiring – Socially-bold	0-6	7-9	10-12	13-14	15-17	18-20	21-22	23-24		
<b>fI</b>	Hard-headed – Tender-minded	0-5	6-8	9-10	11-12	13-15	16-17	18-19	20-22	23-24	
<b>fL</b>	Trusting - Suspicious	0-1	2-3	4-5	6-8	9-10	11-12	13-14	15-17	18-19	20-22
<b>fM</b>	Concrete - Abstract	2-3	4-5	6-7	8-8	9-10	11-12	13-13	14-15	16-17	18-20
<b>fN</b>	Direct - Restrained	8-13	14-15	16-16	17-18	19-20	21-21	22-23	24-24		
<b>fO</b>	Confident – Self-doubting	0-1	2-3	4-5	6-8	9-10	11-13	14-15	16-18	19-20	21-24
<b>fQ1</b>	Conventional - Radical	0-1	0-1	2-4	5-6	7-8	9-11	12-13	14-16	17-18	19-24
<b>fQ2</b>	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-7	8-9	10-11	12-14	15-16	17-22
<b>fQ3</b>	Informal - Self-disciplined	12-15	16-16	17-17	18-19	20-20	21-21	22-23	24-24		
<b>fQ4</b>	Composed – Tense-driven	0-1	0-0	1-3	4-5	6-7	8-9	10-11	12-13	14-16	17-18
<b>SD</b>	Social Desirability	1-6	7-7	8-9	10-10	11-12	13-14	15-15	16-16		
<b>CT</b>	Central Tendency	0-1	0-0	1-1	2-4	5-10	11-17	18-23	24-30	31-36	37-64
<b>INF</b>	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8
<b>EIQ</b>	Derived Score: Emotional Intelligence	14-17	18-18	19-20	21-22	23-24	25-26	27-28	29-30		
<b>WA</b>	Derived Score: Work Attitude	14-20	21-22	23-24	25-26	27-27	28-29	30-31	32-32		
<b>fGOOD</b>	Faking Good	2-3	4-4	5-5	6-7	8-8	9-9	10-10	11-11	12-12	
<b>fBAD</b>	Faking Bad	0-1	0-0	1-1	2-2	3-4	5-5	6-6	7-7	8-8	9-12