

# Fifteen Factor Questionnaire (15FQ+)

## Norm Group: SA Tshivenda Speakers, Updated 2016

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### Norm Type:

Standard deviation norm

### Composition of the sample

The sample consisted of 149 Tshivenda 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	51	51	34,22819	34,2282
M	98	149	65,77181	100,0000
Missing	0	149	0,00000	100,0000

### Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	21	21	14,09396	14,0940
Tertiary	94	115	63,08725	77,1812
Post Graduate	19	134	12,75168	89,9329
< Matric	1	135	0,67114	90,6040
Missing	14	149	9,39597	100,0000

### Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Tshivenda	149	149	100,0000	100,0000
Missing	0	149	0,0000	100,0000

### Language Group Composition of the Sample

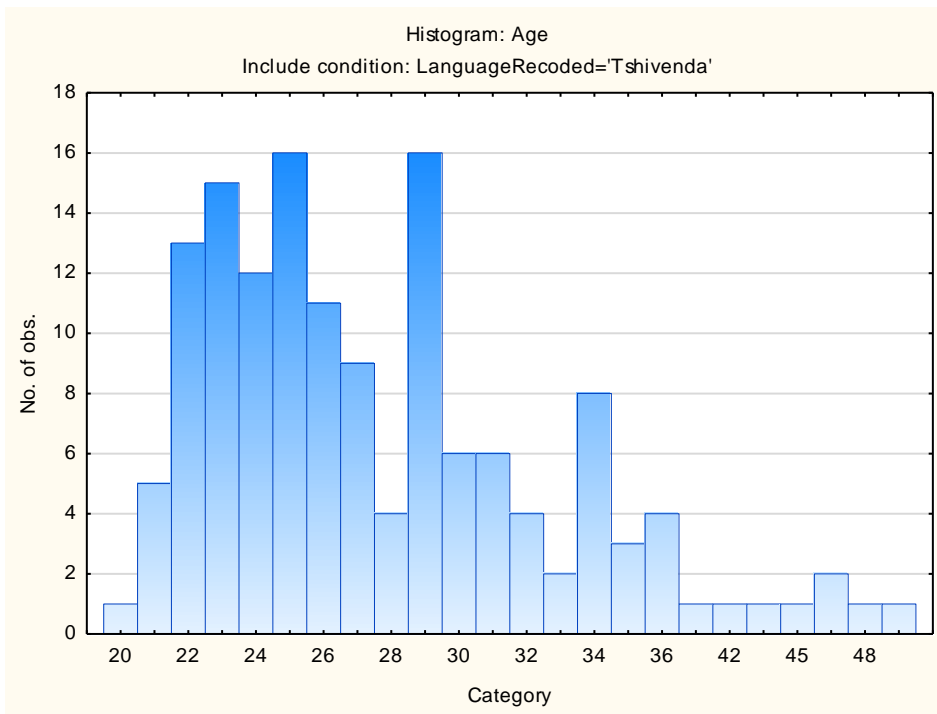
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	149	149	100,0000	100,0000
Missing	0	149	0,0000	100,0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	147	147	98,65772	98,6577
European	1	148	0,67114	99,3289
Asian	1	149	0,67114	100,0000
Missing	0	149	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	27,90909	5,874161	20,00000	51,00000	143	6

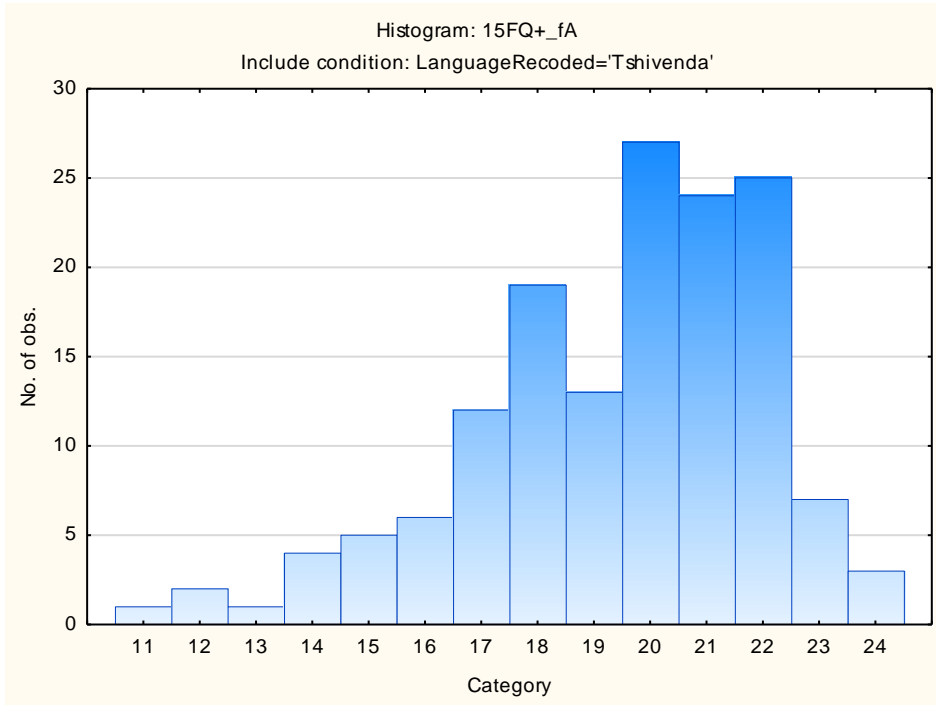


## Descriptive Statistics on 15FQ+ Scales

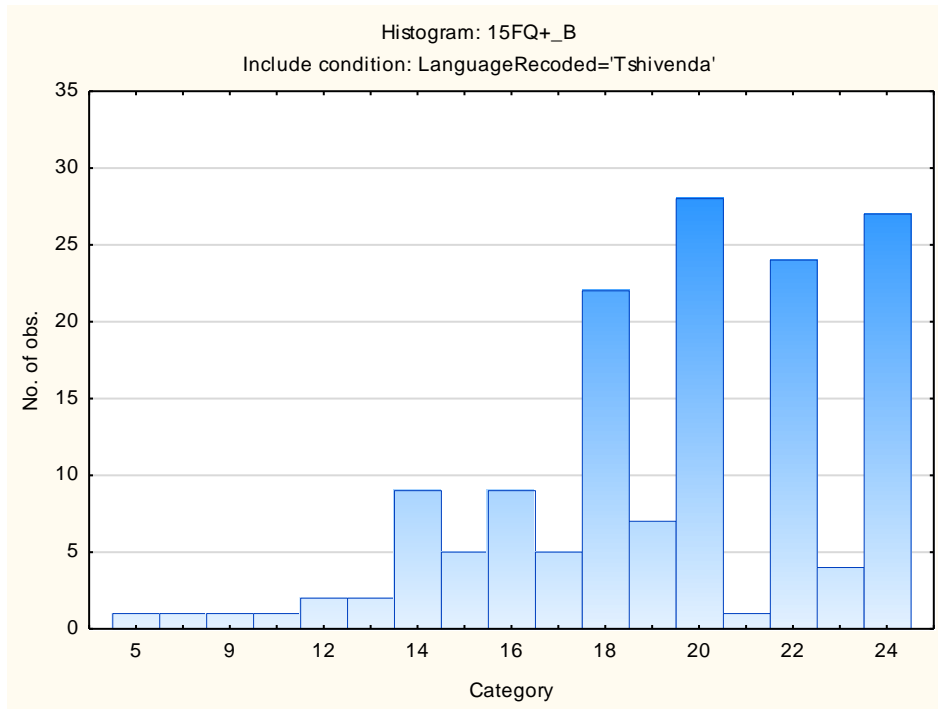
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	149	19,42953	2,60782
B	Intellectance	149	19,39597	3,73048
fC	Affected by feelings - Emotionally Stable	149	17,82550	4,35228
fE	Accommodating - Dominant	149	16,66443	3,72648
fF	Sober serious - Enthusiastic	149	14,82550	5,01718
fG	Expedient - Conscientious	149	19,89262	3,68001
fH	Retiring – Socially-bold	149	17,22819	5,23646
fI	Hard-headed – Tender-minded	149	14,91946	4,33639
fL	Trusting - Suspicious	149	10,48993	3,99935
fM	Concrete - Abstract	149	10,40268	2,96128
fN	Direct - Restrained	149	20,16779	3,22449
fO	Confident – Self-doubting	149	10,89262	4,49646
fQ1	Conventional - Radical	149	9,21477	3,91733
fQ2	Group-orientated - Self-sufficient	149	6,48322	4,39226
fQ3	Informal – Self-disciplined	149	20,33557	2,30924
fQ4	Composed – Tense-driven	149	7,04027	4,39730
SD	Social Desirability	149	11,53020	3,29528
CT	Central Tendency	149	9,58389	14,41897
INF	Infrequency	149	1,59060	1,98308
EIQ	Derived Score: Emotional Intelligence	149	24,36242	3,68198
WA	Derived Score: Work Attitude	149	26,93960	3,77085
fGOOD	Faking Good	149	8,29530	2,40355
fBAD	Faking Bad	149	4,14094	2,08281

## Frequency Distributions for 15FQ+ Scales

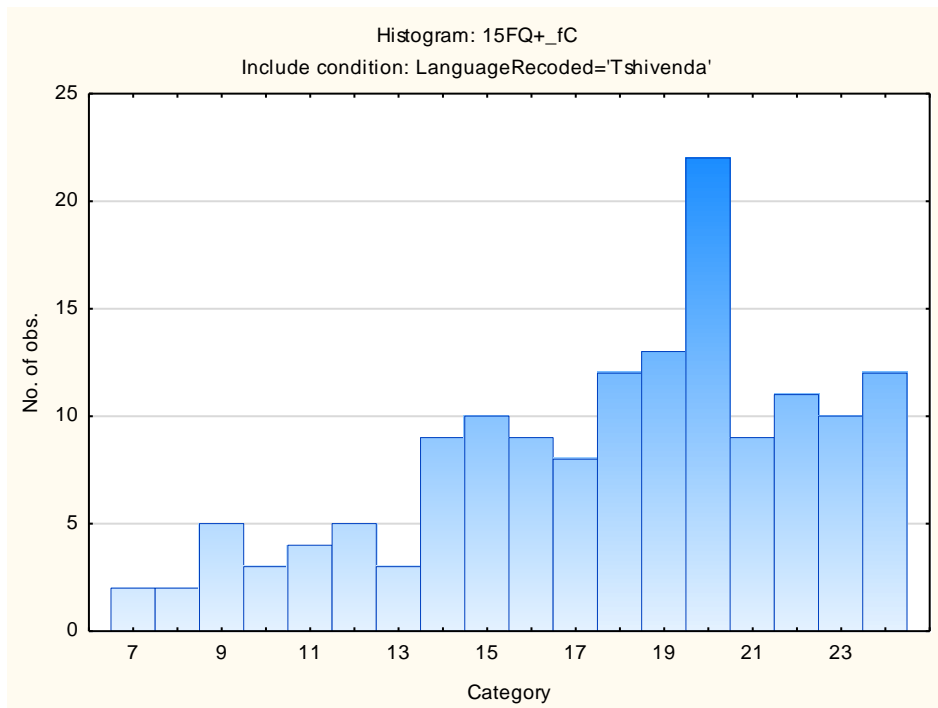
### Distant Aloof – Empathic



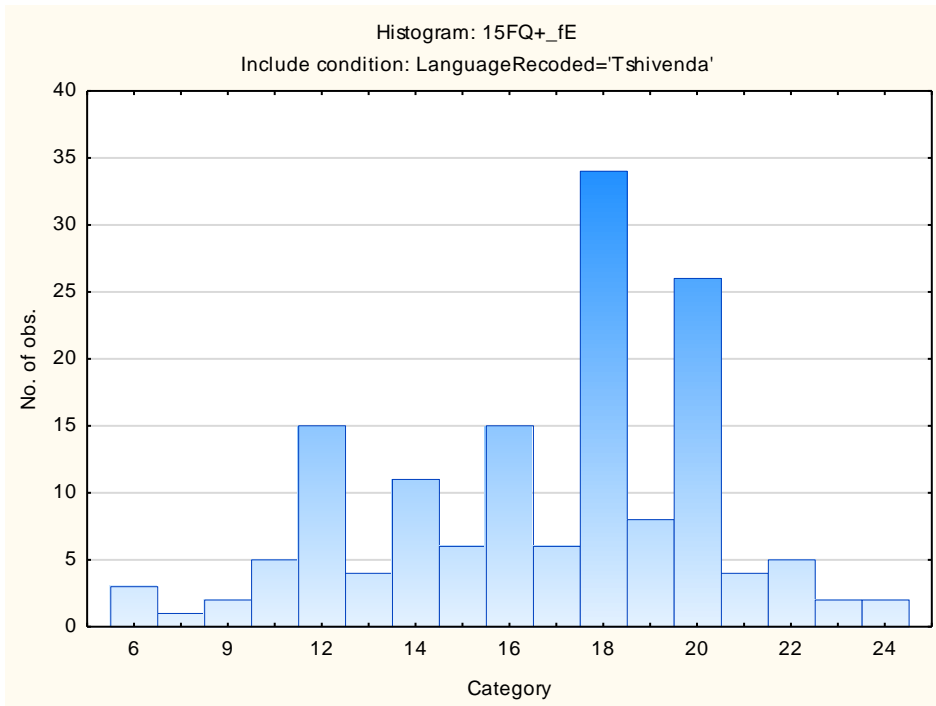
## Intellectance



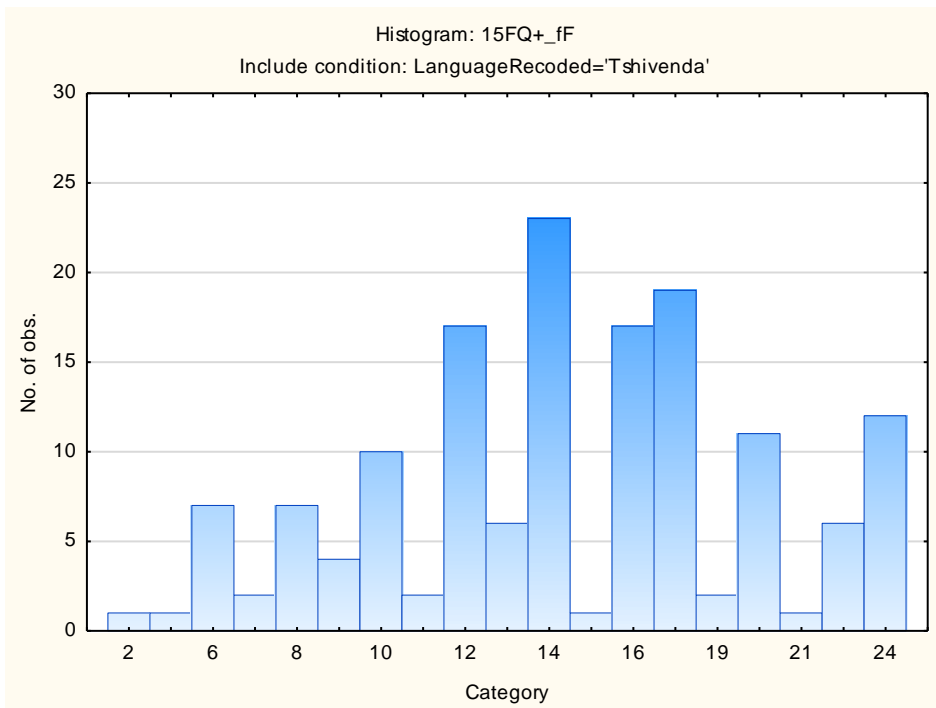
## Affected by Feelings - Emotionally Stable



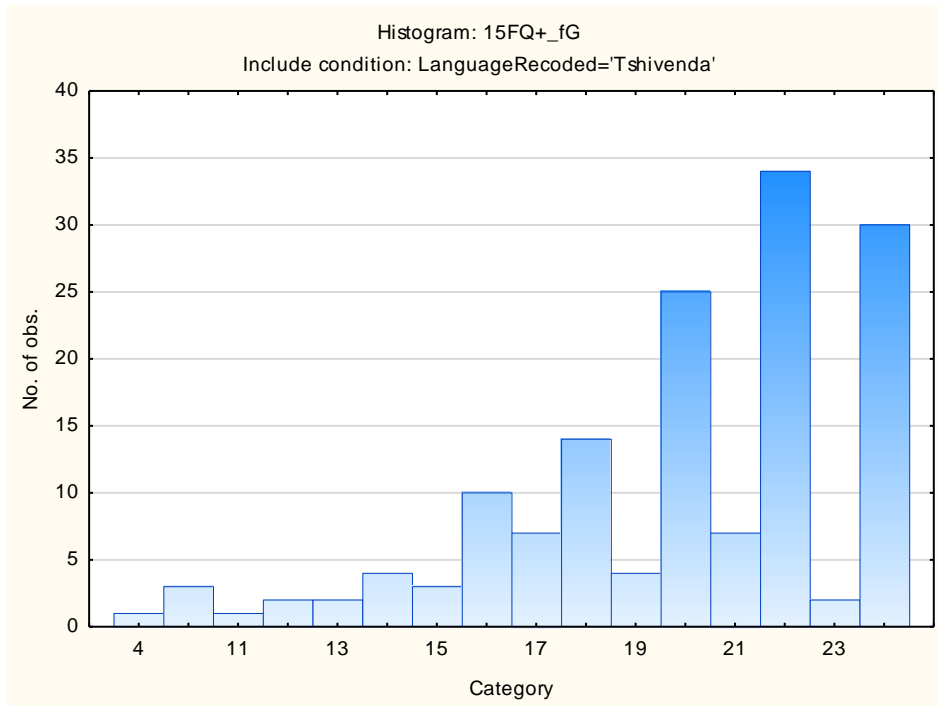
## Accommodating – Dominant



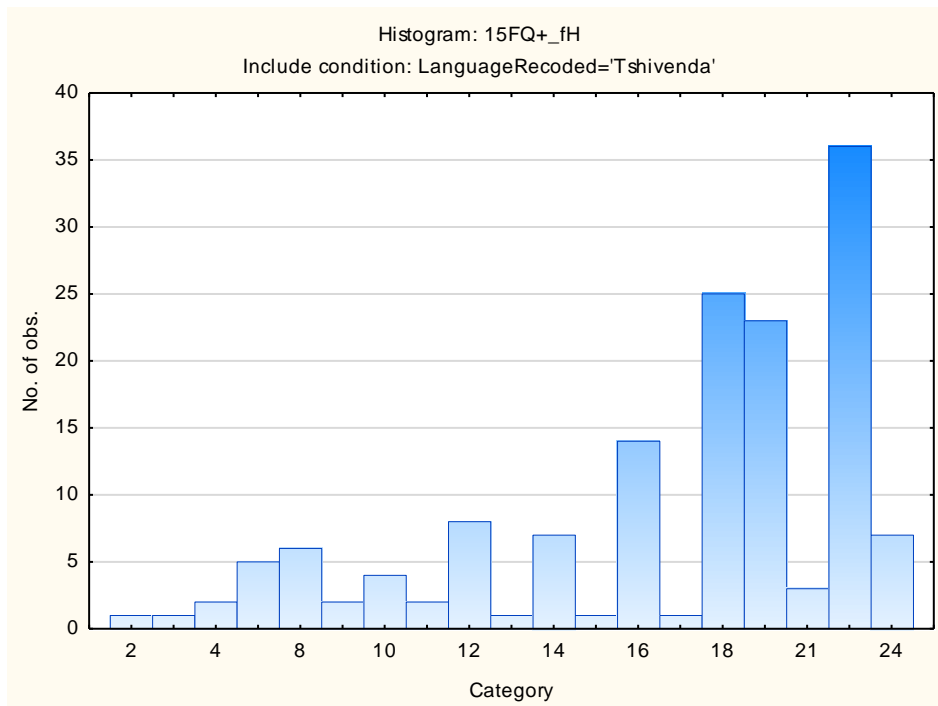
## Sober Serious – Enthusiastic



## Expedient – Conscientious

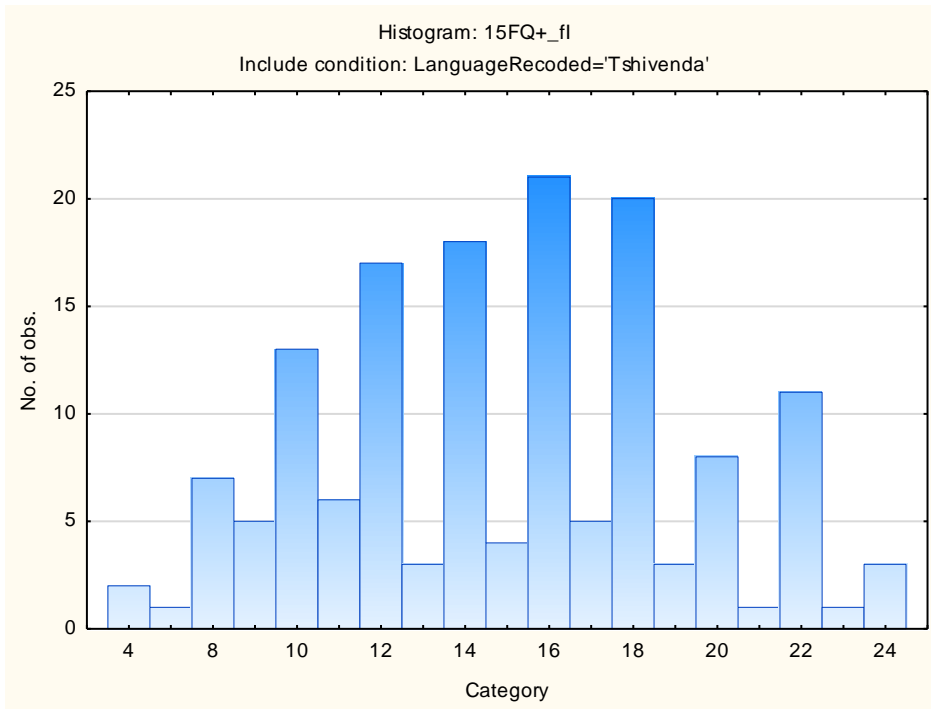


## Retiring – Socially-bold

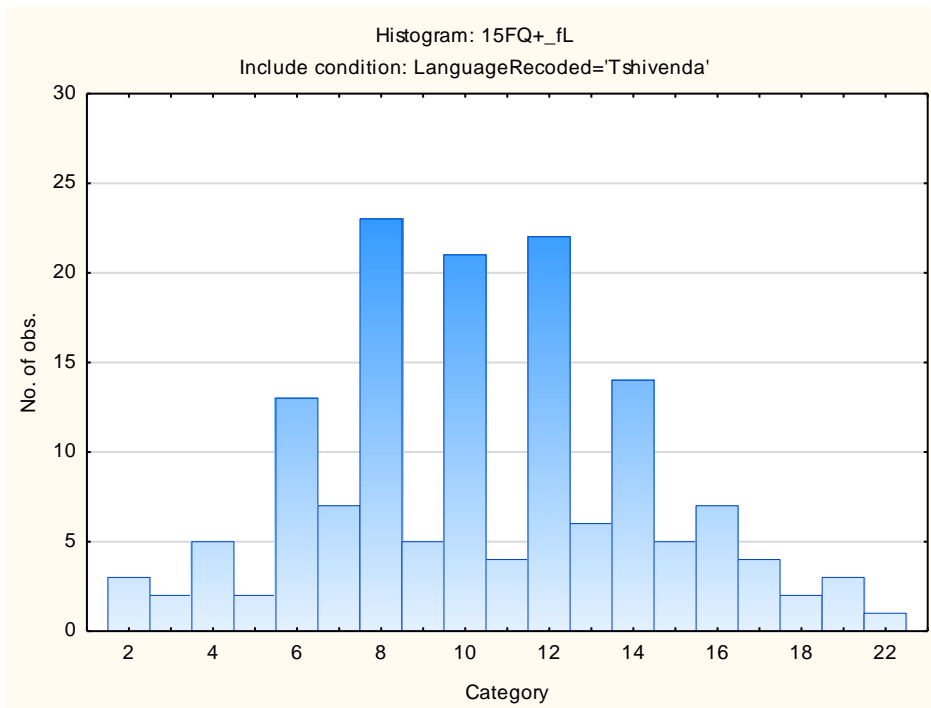




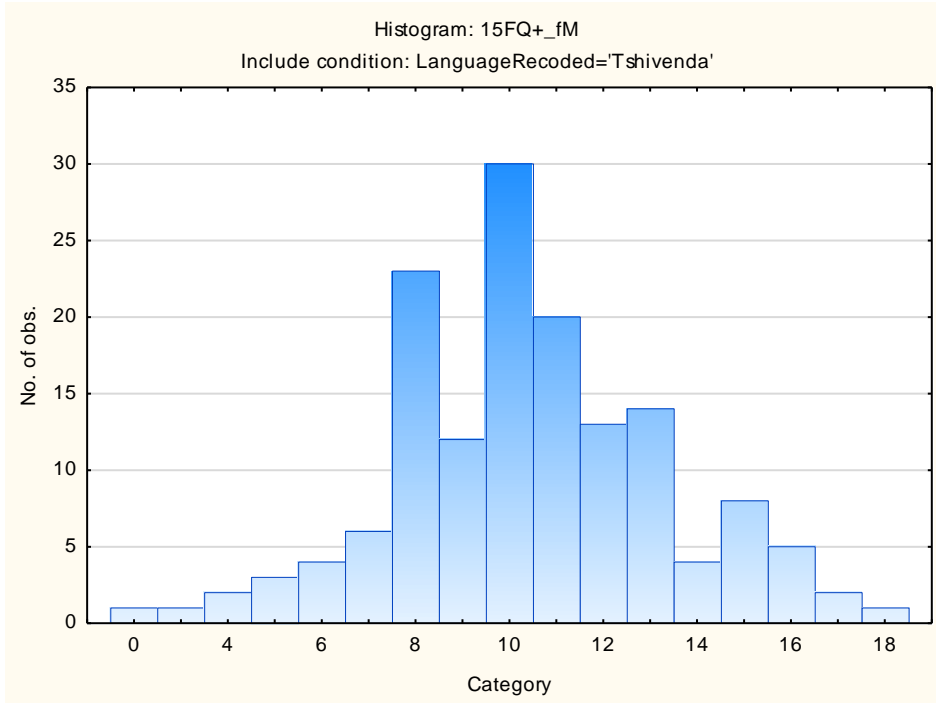
## Hard-headed – Tender-minded



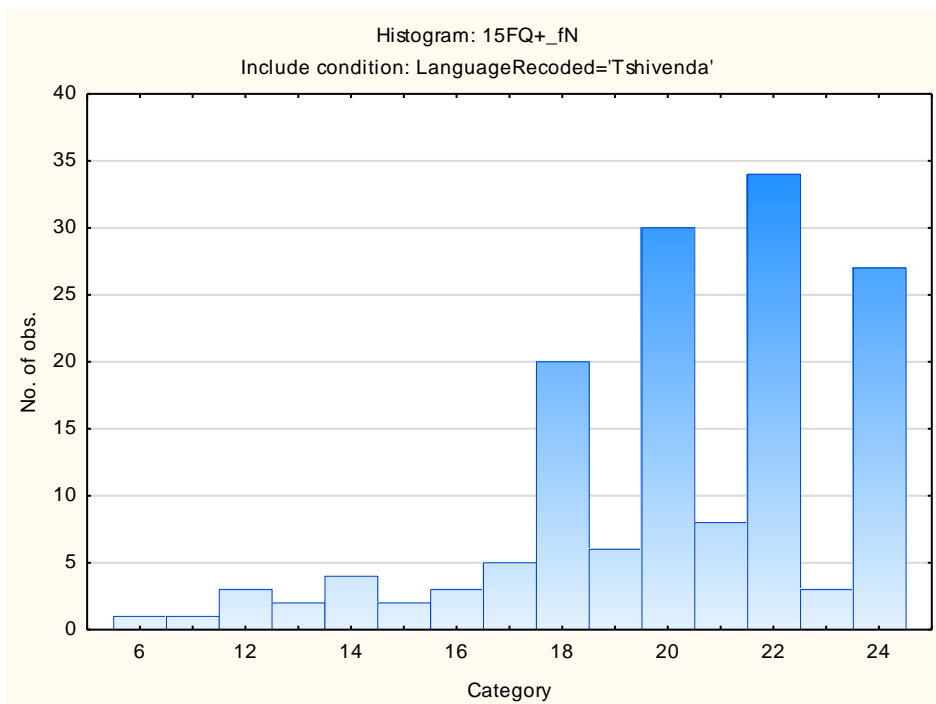
## Trusting – Suspicious



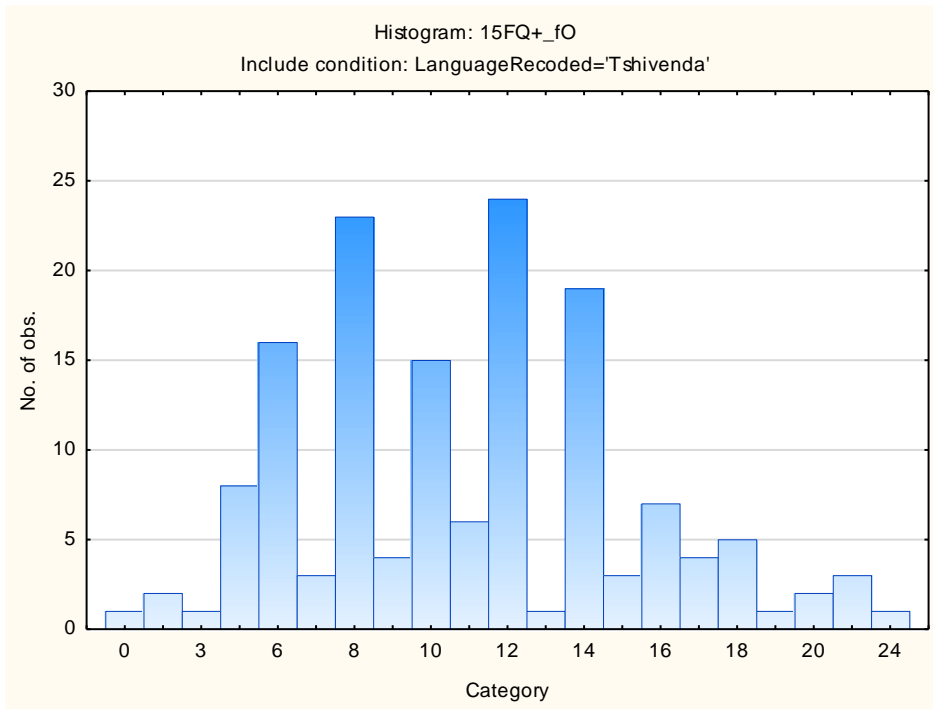
## Concrete – Abstract



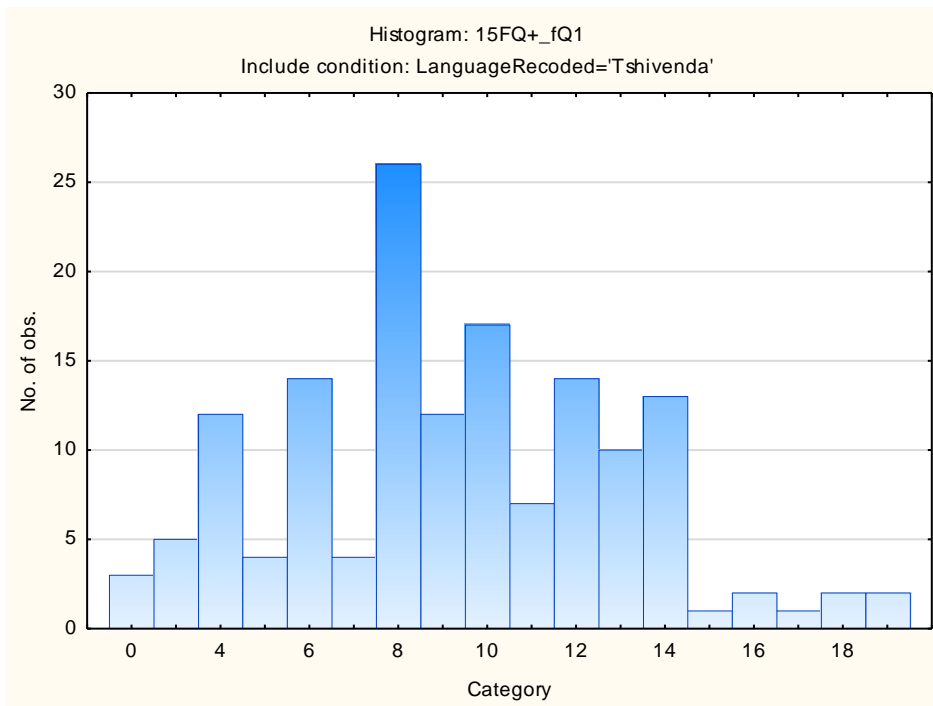
## Direct – Restrained



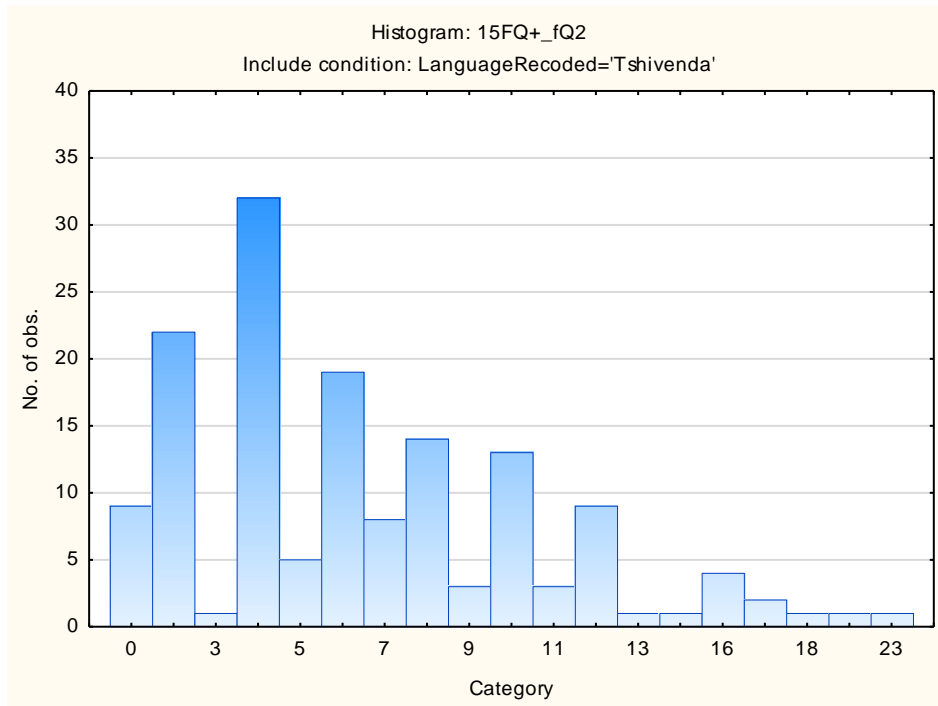
## Confident - Self-doubting



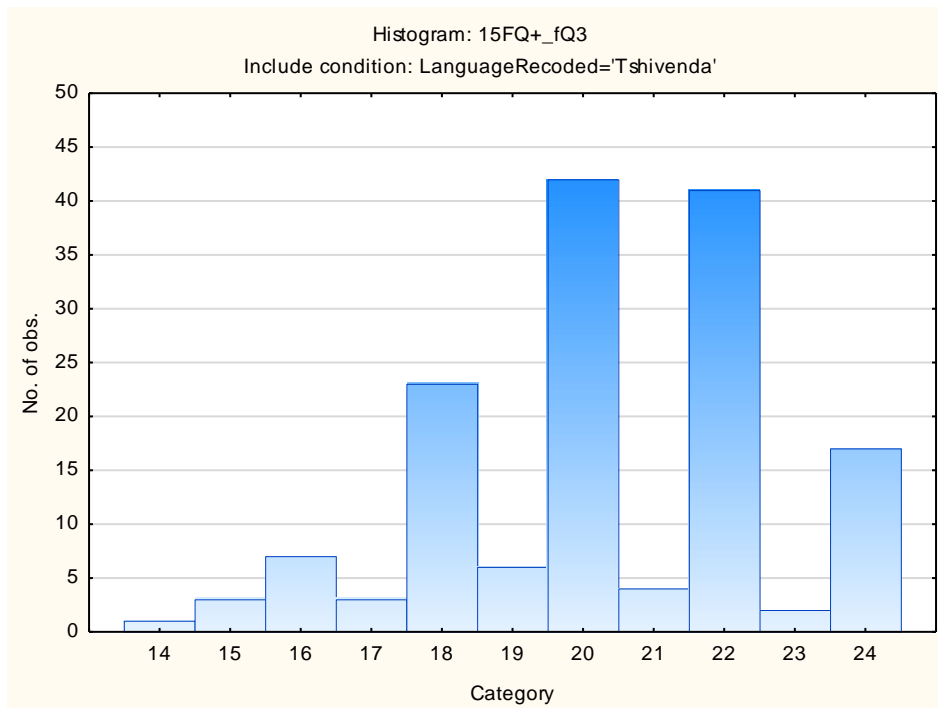
## Conventional – Radical



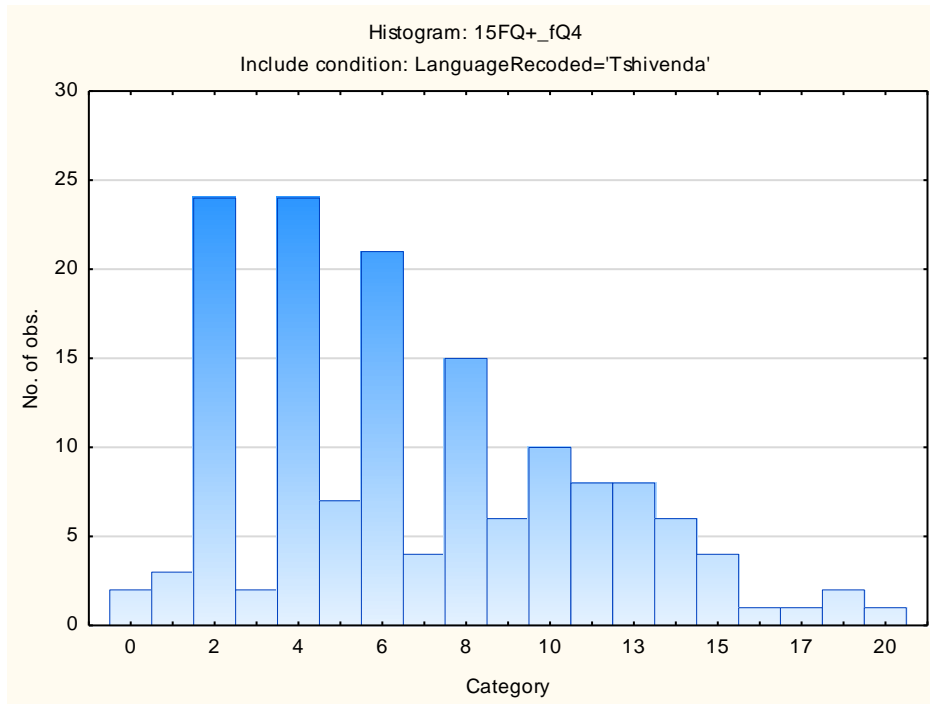
## Group-orientated - Self-sufficient



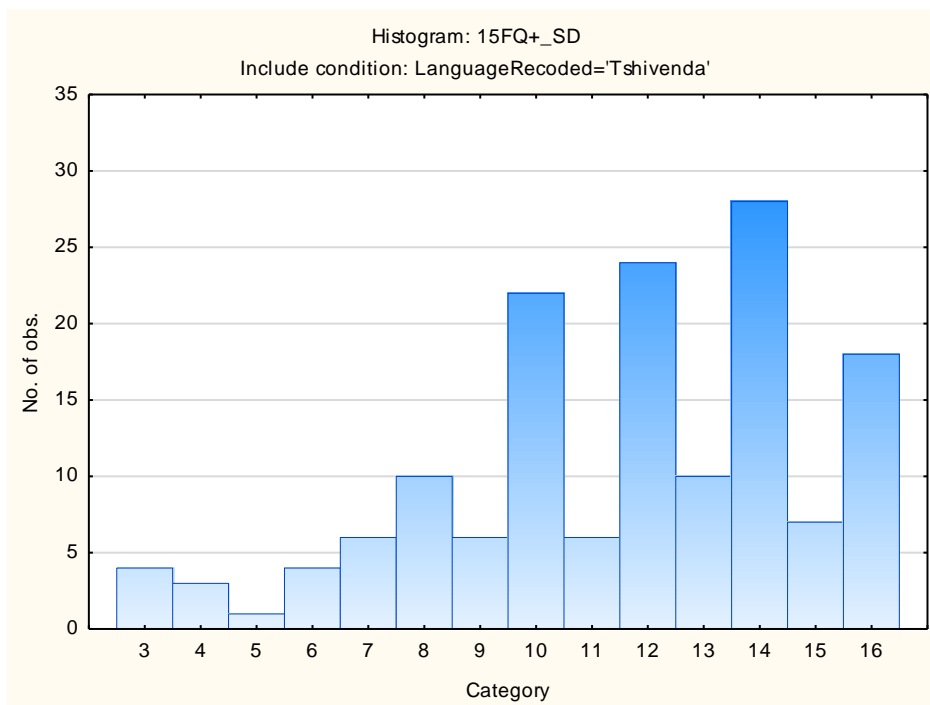
## Informal- Self-disciplined



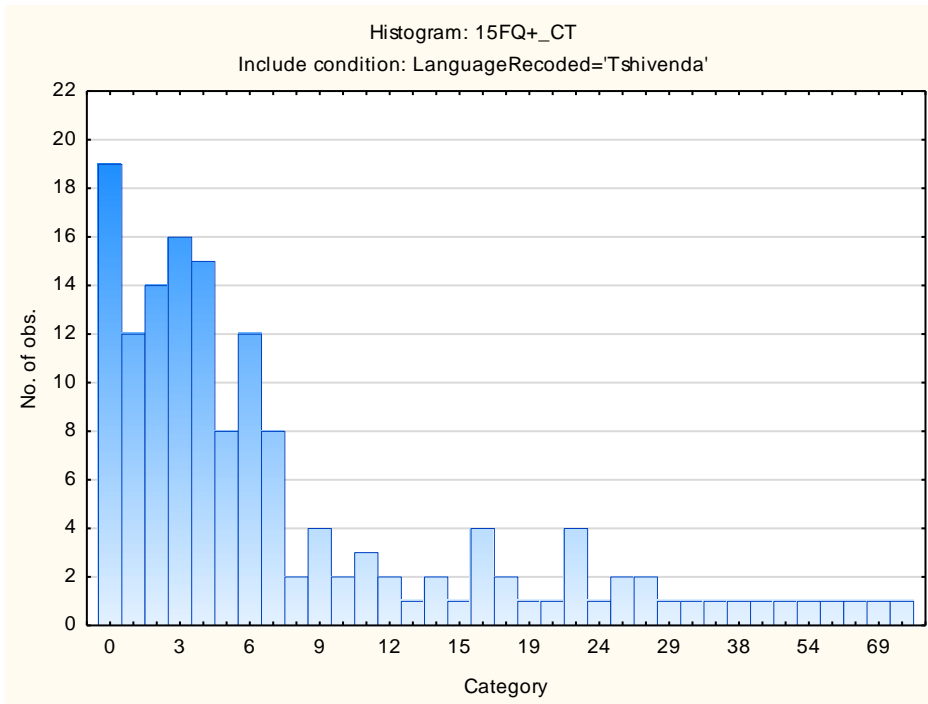
## Composed – Tense-driven



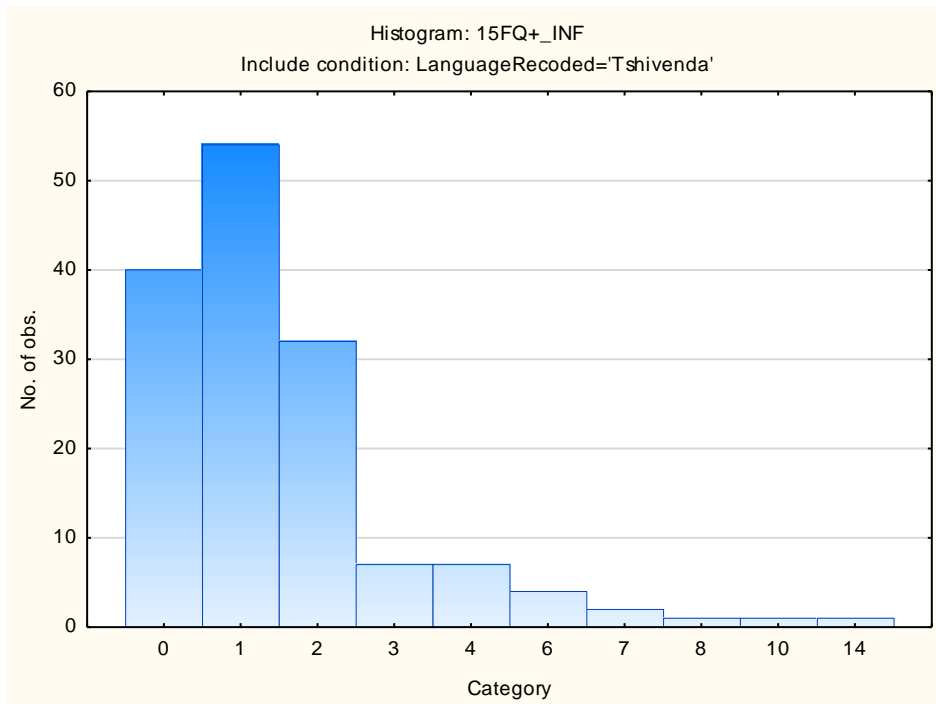
## Social Desirability



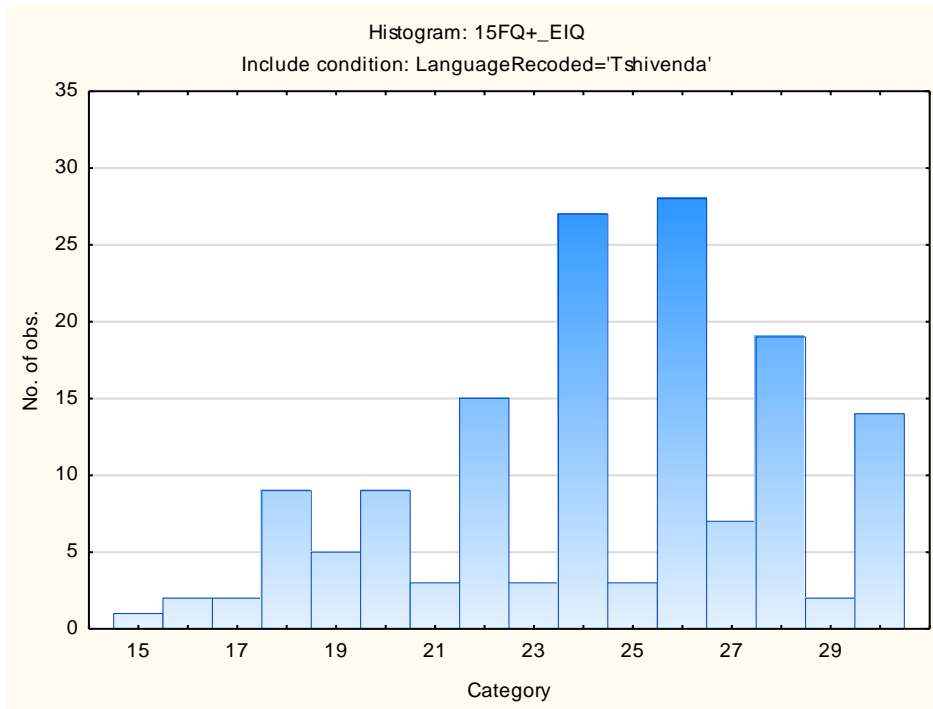
## Central Tendency



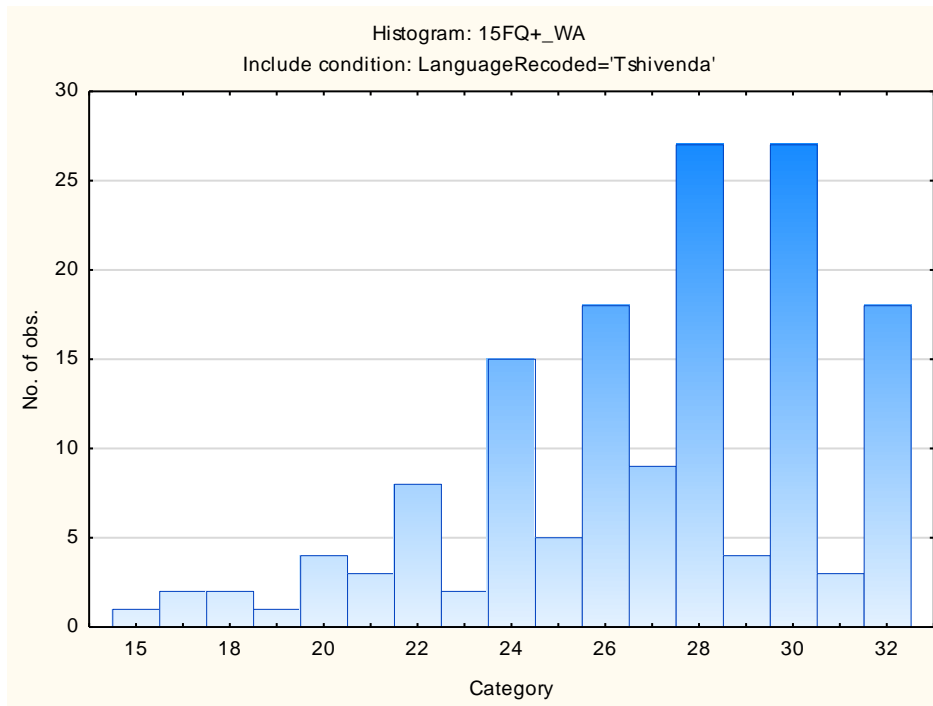
## Infrequency



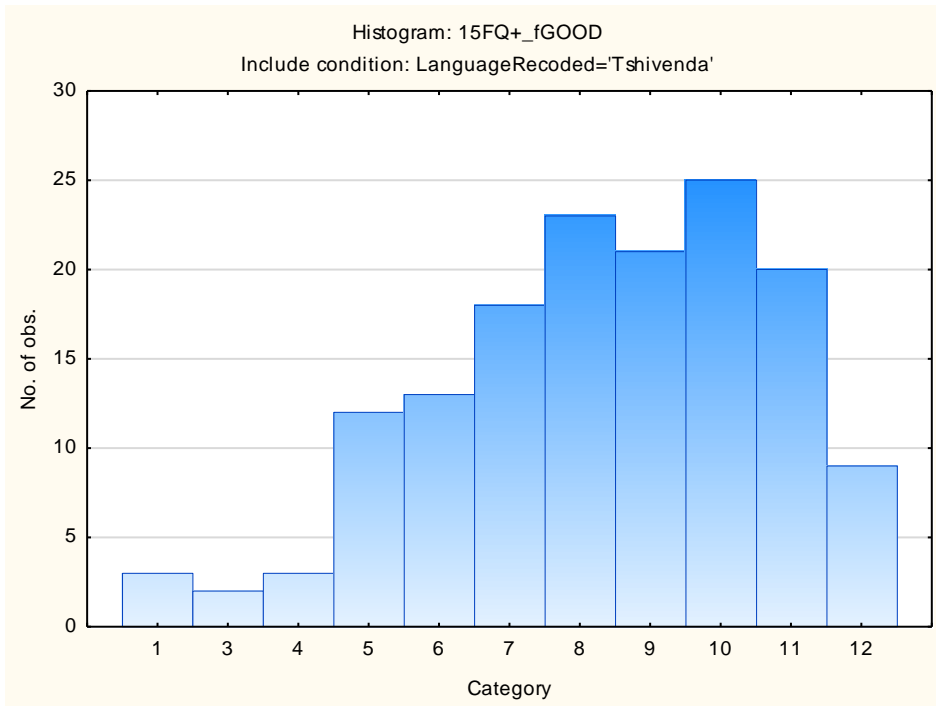
## Derived Score: Emotional Intelligence



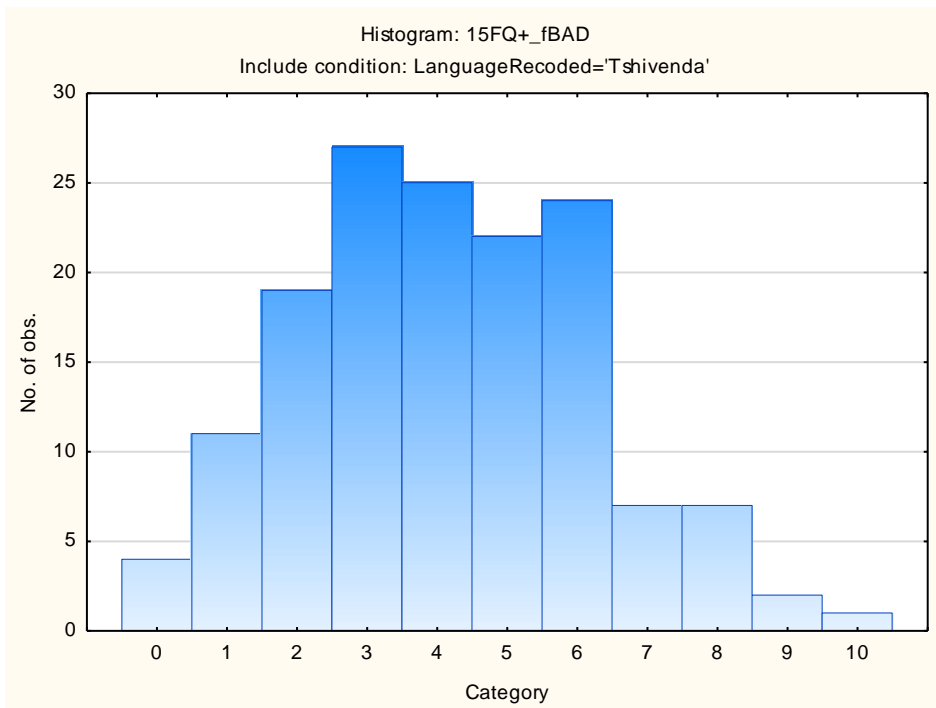
## Derived Score: Work Attitude



## 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	11-14	15-15	16-16	17-18	19-19	20-20	21-22	23-23	24-24	
<b>B</b>	Intellectance	5-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
<b>fC</b>	Affected by Feelings - Emotionally Stable	7-9	10-11	12-13	14-15	16-17	18-20	21-22	23-24		
<b>fE</b>	Accommodating – Dominant	6-9	10-11	12-12	13-14	15-16	17-18	19-20	21-22	23-24	
<b>fF</b>	Sober serious - Enthusiastic	2-4	5-7	8-9	10-12	13-14	15-17	18-19	20-22	23-24	
<b>fG</b>	Expedient – Conscientious	4-12	13-14	15-16	17-18	19-19	20-21	22-23	24-24		
<b>fH</b>	Retiring – Socially-bold	2-6	7-9	10-11	12-14	15-17	18-19	20-22	23-24		
<b>fI</b>	Hard-headed – Tender-minded	4-6	7-8	9-10	11-12	13-14	15-17	18-19	20-21	22-23	24-24
<b>fL</b>	Trusting - Suspicious	2-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-22
<b>fM</b>	Concrete - Abstract	0-4	5-5	6-7	8-8	9-10	11-11	12-13	14-14	15-16	17-18
<b>fN</b>	Direct - Restrained	6-13	14-15	16-16	17-18	19-20	21-21	22-23	24-24		
<b>fO</b>	Confident – Self-doubting	0-1	2-4	5-6	7-8	9-10	11-13	14-15	16-17	18-19	20-24
<b>fQ1</b>	Conventional - Radical	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-17	18-20
<b>fQ2</b>	Group-orientated - Self-sufficient	0--1	0-0	1-2	3-4	5-6	7-8	9-10	11-13	14-15	16-23
<b>fQ3</b>	Informal - Self-disciplined	14-15	16-16	17-18	19-19	20-20	21-21	22-22	23-23	24-24	
<b>fQ4</b>	Composed – Tense-driven	0--1	0-0	1-2	3-4	5-7	8-9	10-11	12-13	14-15	16-20
<b>SD</b>	Social Desirability	3-4	5-6	7-8	9-9	10-11	12-13	14-14	15-16		
<b>CT</b>	Central Tendency	0--1	0-0	1-1	2-2	3-9	10-16	17-24	25-31	32-38	39-97
<b>INF</b>	Infrequency	0--1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-14
<b>EQ</b>	Derived Score: Emotional Intelligence	15-16	17-18	19-20	21-22	23-24	25-26	27-28	29-29	30-30	
<b>WA</b>	Derived Score: Work Attitude	15-19	20-21	22-23	24-25	26-26	27-28	29-30	31-32		
<b>fGOOD</b>	Faking Good	1-3	4-4	5-5	6-7	8-8	9-9	10-10	11-11	12-12	
<b>fBAD</b>	Faking Bad	0--1	0-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8	9-10