

# Fifteen Factor Questionnaire (15FQ+)

## Norm Group: SA Xitsonga Speakers, Updated 2016

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### Norm Type:

Standard deviation norm

### Composition of the Sample

The sample consisted of 192 Xitsonga 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	64	64	33,33333	33,3333
M	128	192	66,66667	100,0000
Missing	0	192	0,00000	100,0000

### Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	56	56	29,16667	29,1667
Tertiary	89	145	46,35417	75,5208
Post Graduate	37	182	19,27083	94,7917
< Matric	2	184	1,04167	95,8333
Missing	8	192	4,16667	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	192	192	100,0000	100,0000
Missing	0	192	0,0000	100,0000

## Language Group Composition of the Sample

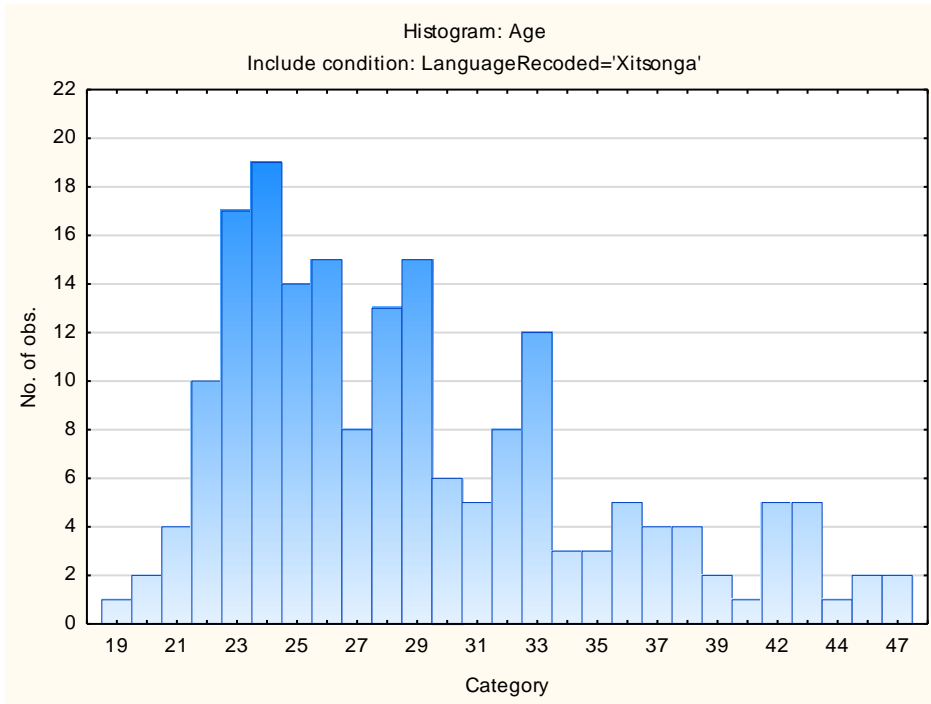
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	192	192	100,0000	100,0000
Missing	0	192	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	191	191	99,47917	99,4792
European	1	192	0,52083	100,0000
Missing	0	192	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	29,08602	6,293121	19,00000	47,00000	186	6

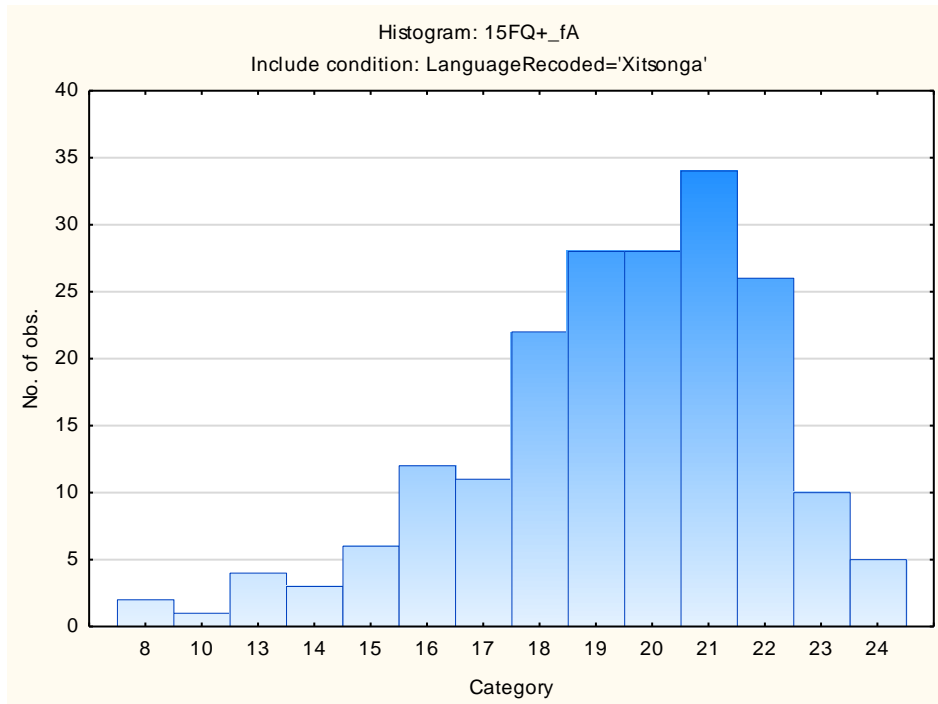


## Descriptive Statistics on 15FQ+ Scales

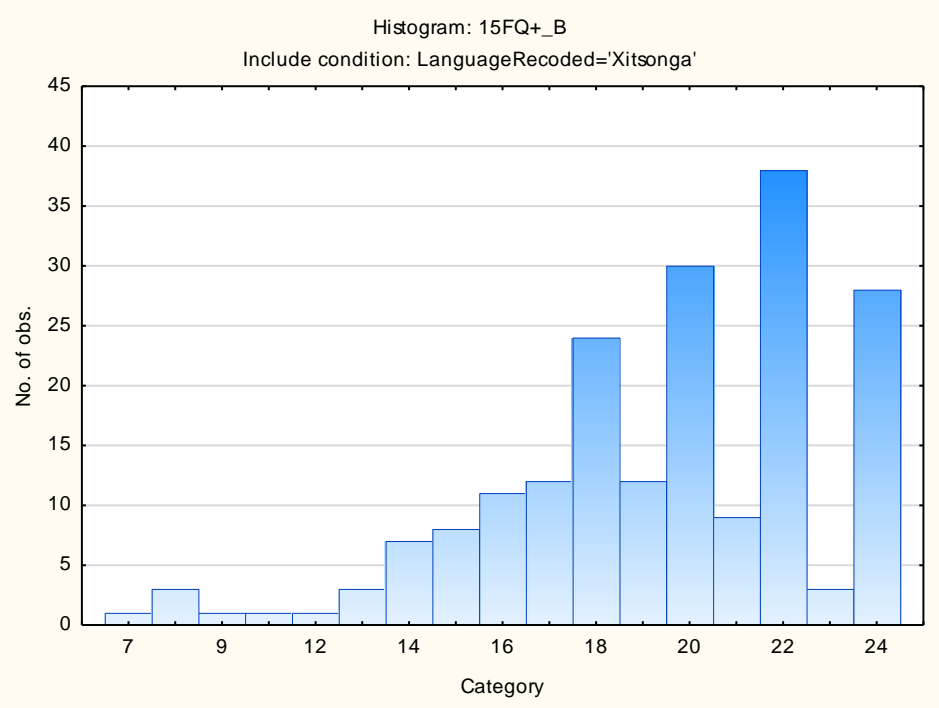
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	192	19,33854	2,77705
B	Intellectance	192	19,40104	3,57721
fC	Affected by feelings - Emotionally Stable	192	17,50521	4,16165
fE	Accommodating - Dominant	192	16,65104	3,82580
fF	Sober serious - Enthusiastic	192	14,02083	5,45420
fG	Expedient - Conscientious	192	19,69792	4,12912
fH	Retiring – Socially-bold	192	16,16146	5,16634
fI	Hard-headed – Tender-minded	192	14,94271	4,68616
fL	Trusting - Suspicious	192	10,54688	4,55196
fM	Concrete - Abstract	192	10,70312	3,39855
fN	Direct - Restrained	192	20,27604	2,84906
fO	Confident – Self-doubting	192	11,31250	4,88788
fQ1	Conventional - Radical	192	9,73438	4,29382
fQ2	Group-orientated - Self-sufficient	192	7,08333	4,11272
fQ3	Informal – Self-disciplined	192	20,20313	3,05712
fQ4	Composed – Tense-driven	192	6,89583	4,46740
SD	Social Desirability	192	11,43750	3,27073
CT	Central Tendency	192	12,06771	12,41940
INF	Infrequency	192	1,61458	1,68374
EIQ	Derived Score: Emotional Intelligence	192	24,51563	3,26328
WA	Derived Score: Work Attitude	192	26,78646	4,32226
fGOOD	Faking Good	192	8,36979	2,27062
fBAD	Faking Bad	192	4,16667	2,17634

## Frequency Distributions for 15FQ+ Scales

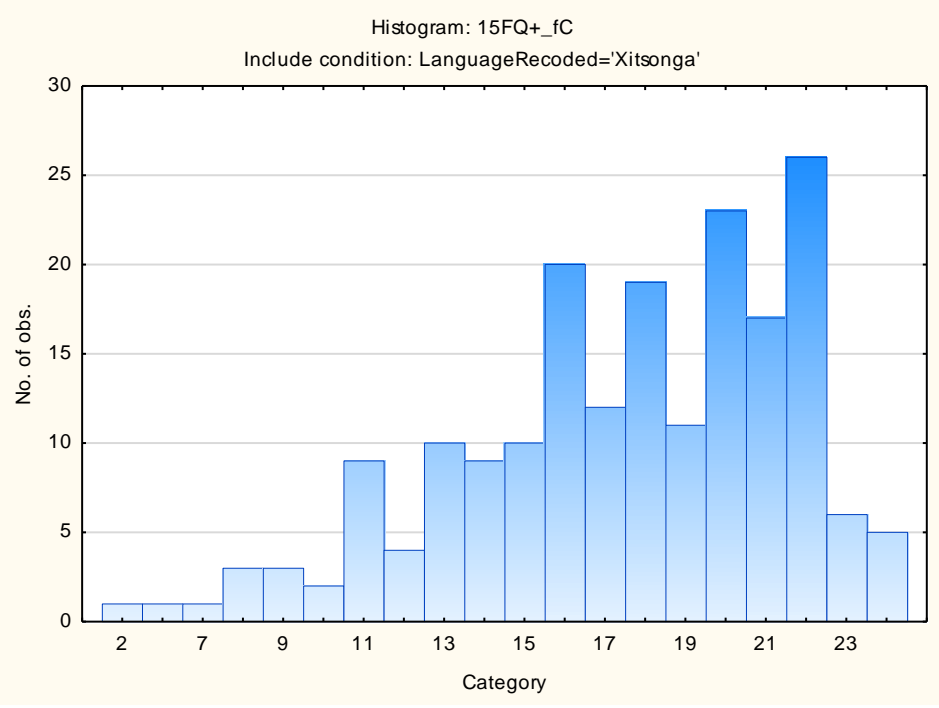
### Distant Aloof – Empathic



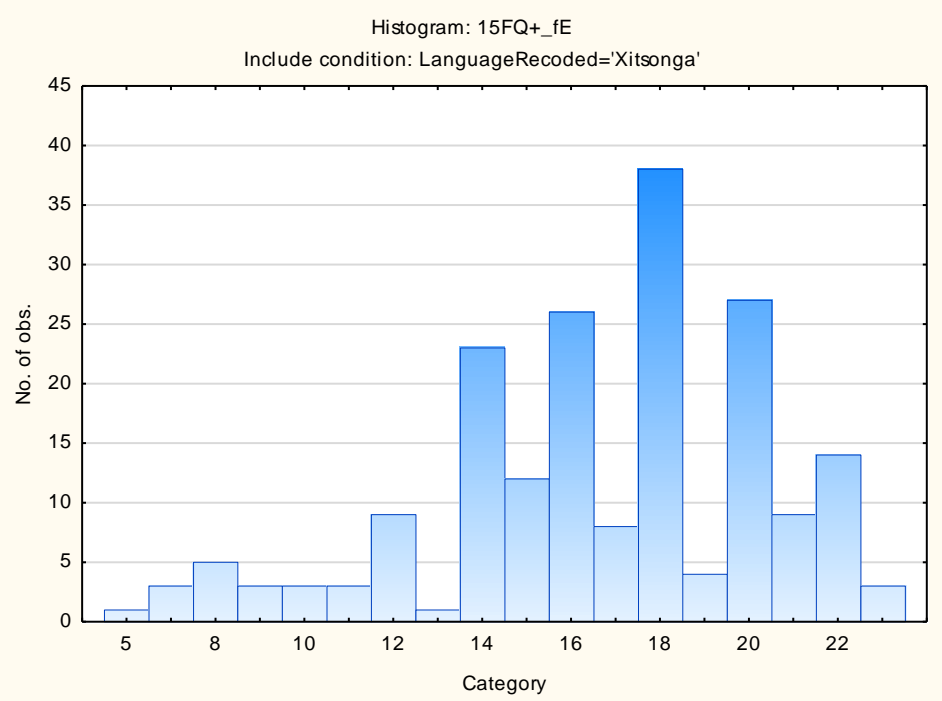
### Intellectance



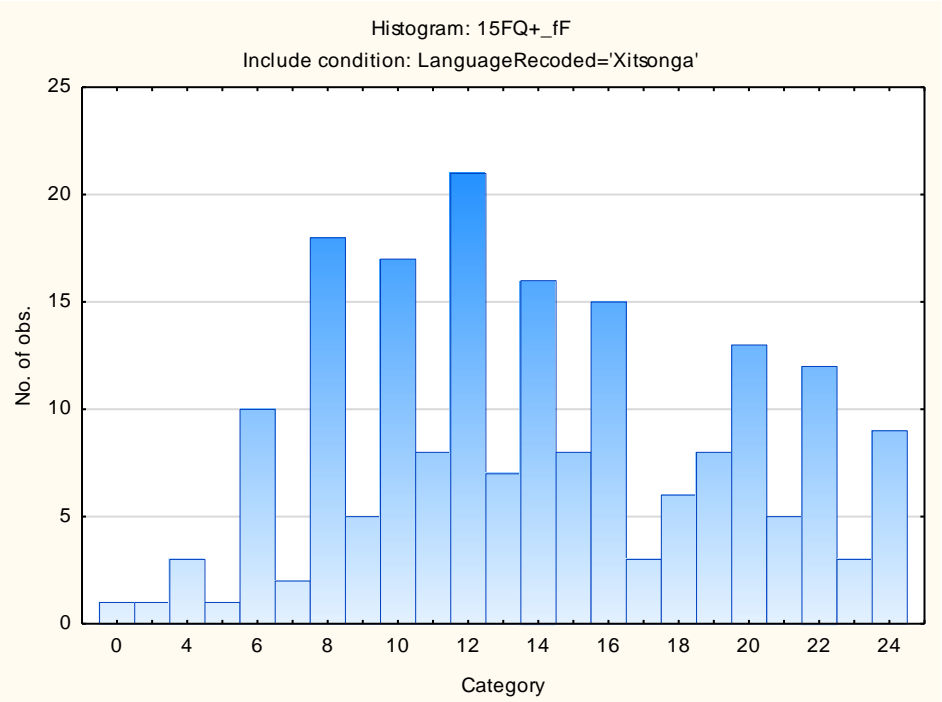
### Affected by Feelings - Emotionally Stable



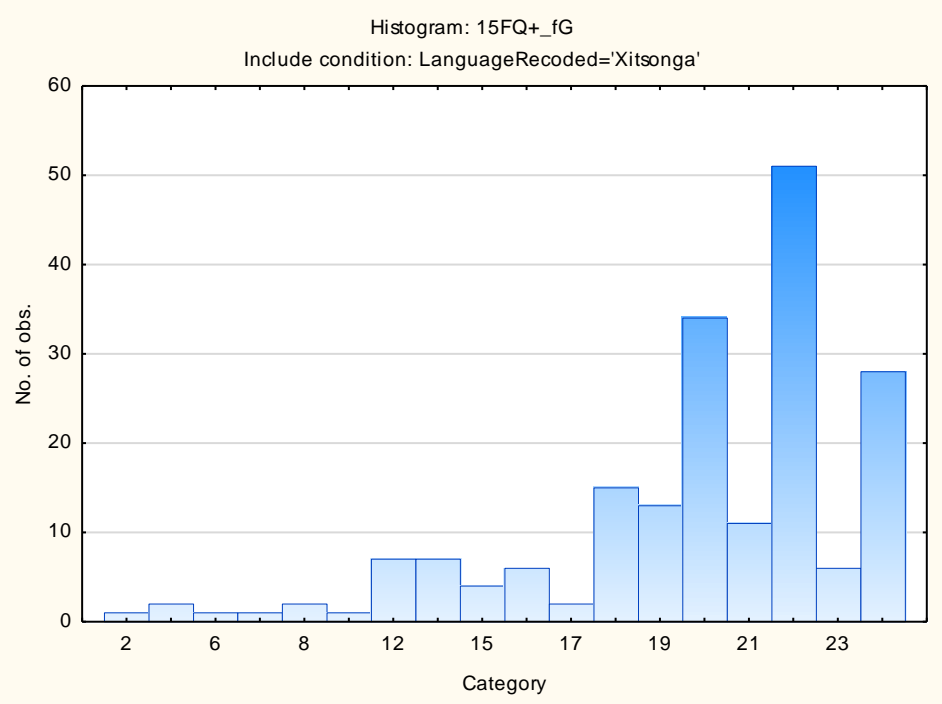
### Accommodating – Dominant



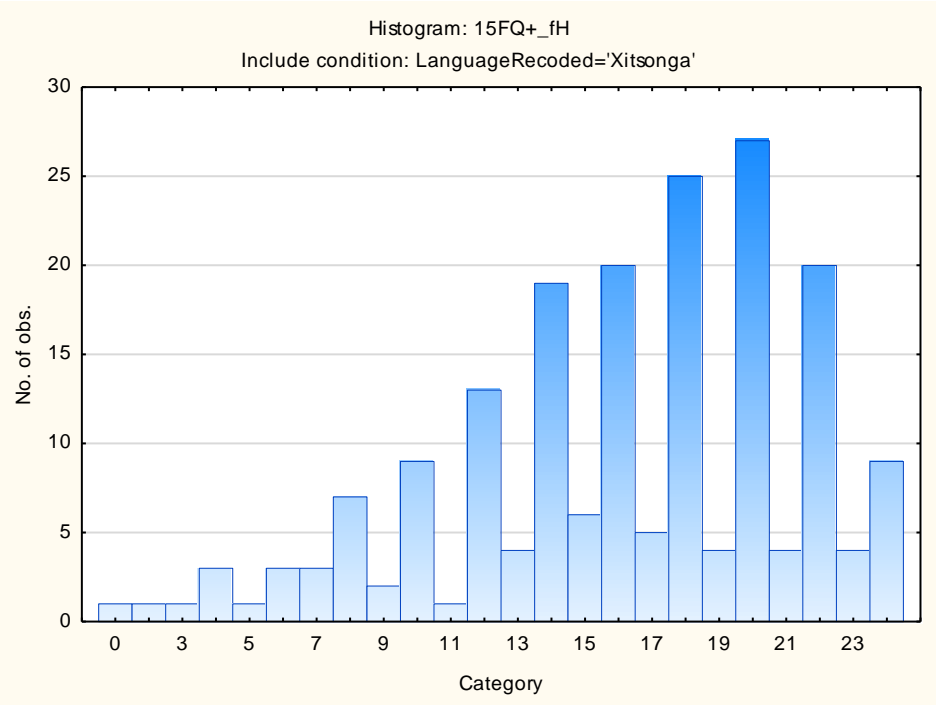
### Sober Serious – Enthusiastic



### Expedient – Conscientious

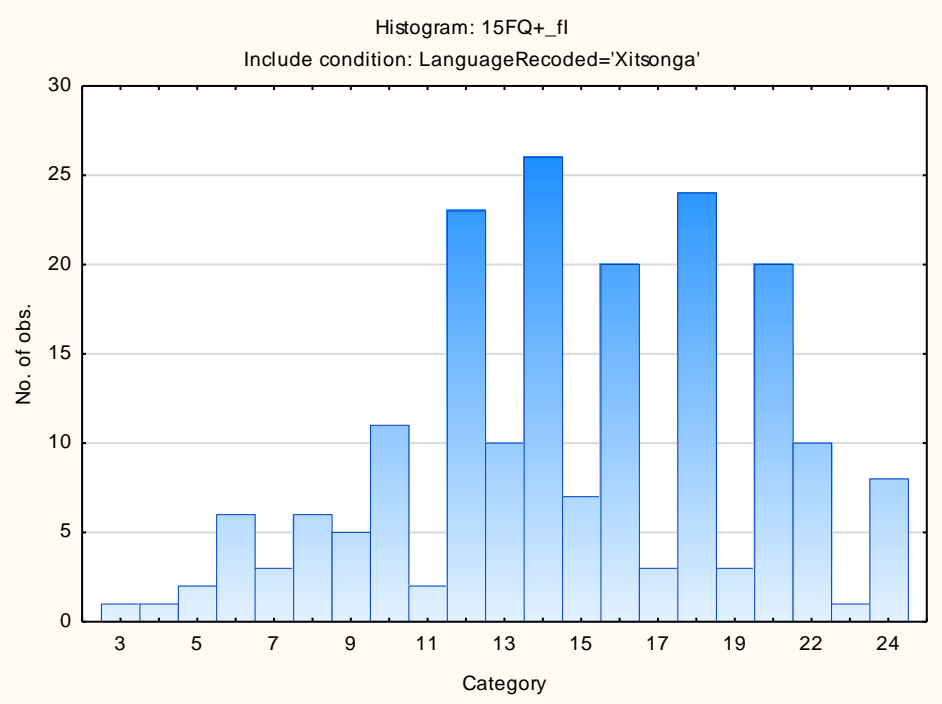


### Retiring – Socially-bold

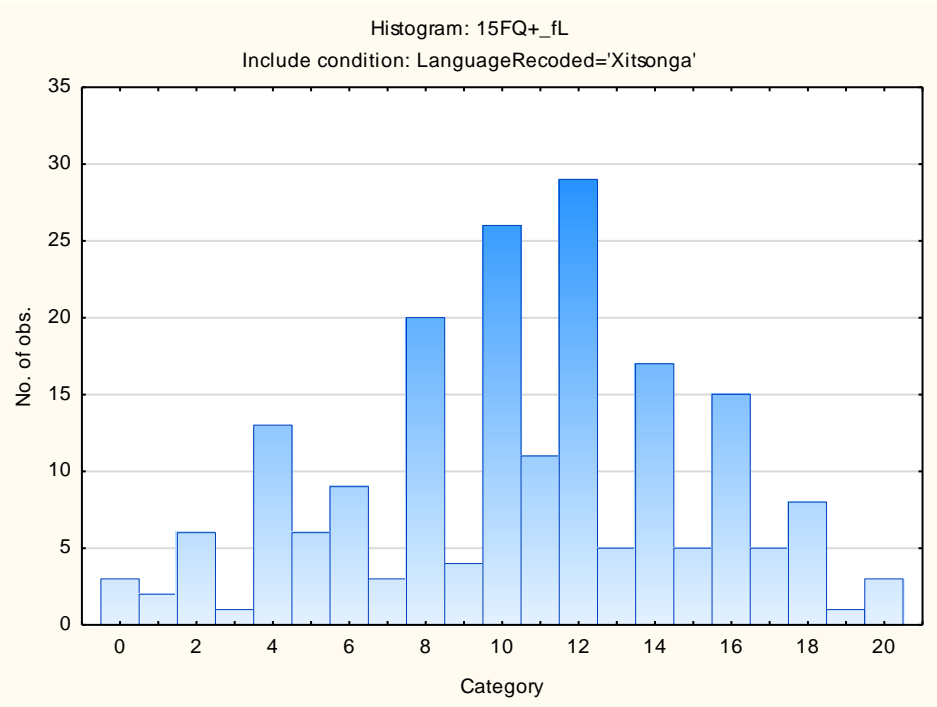




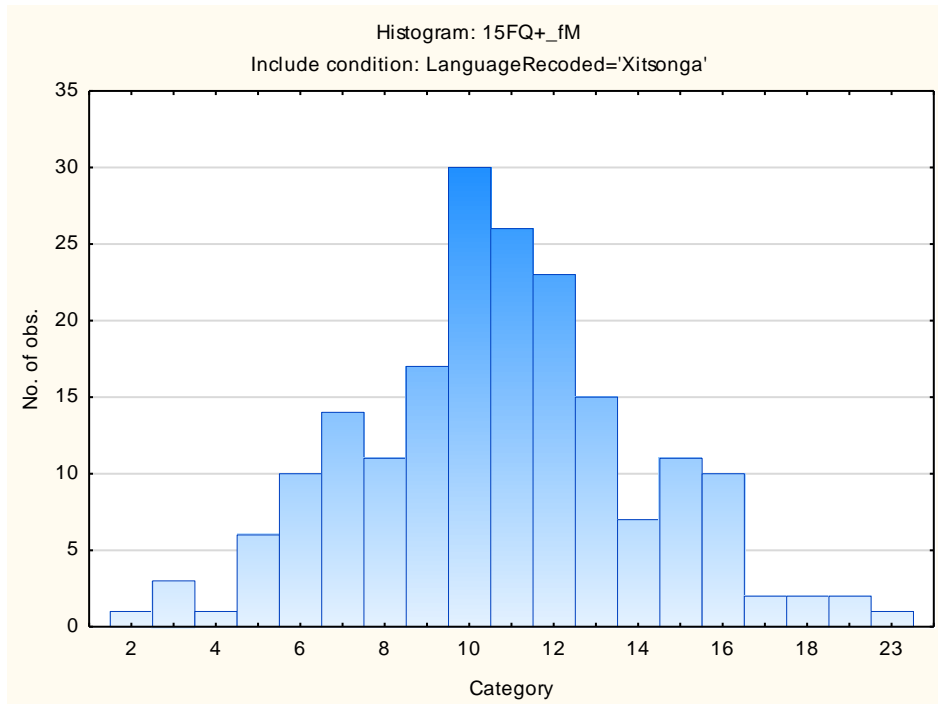
### Hard-headed – Tender-minded



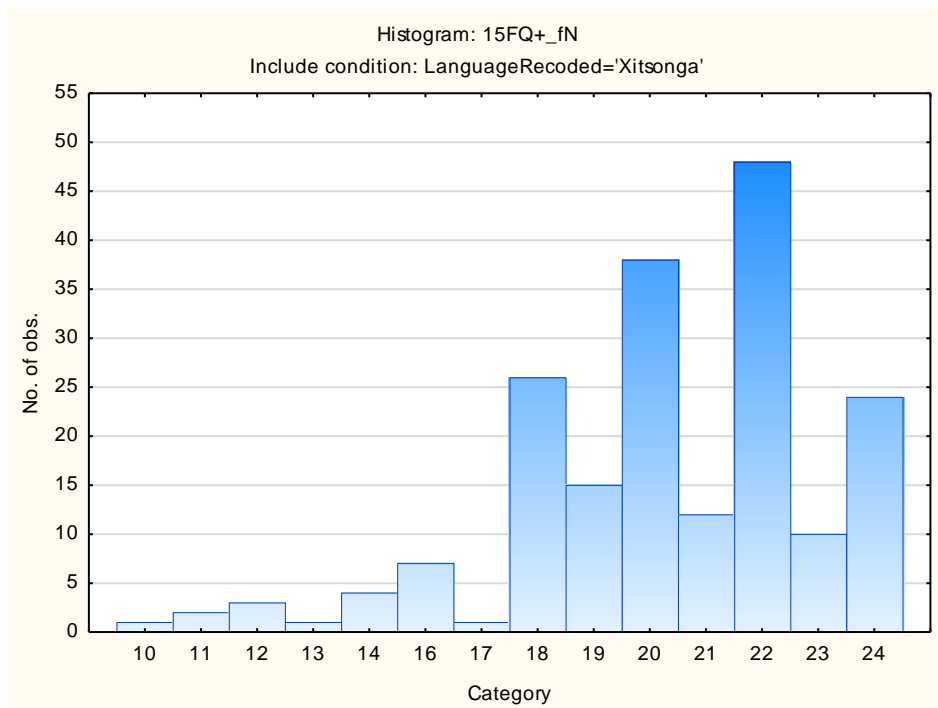
### Trusting – Suspicious



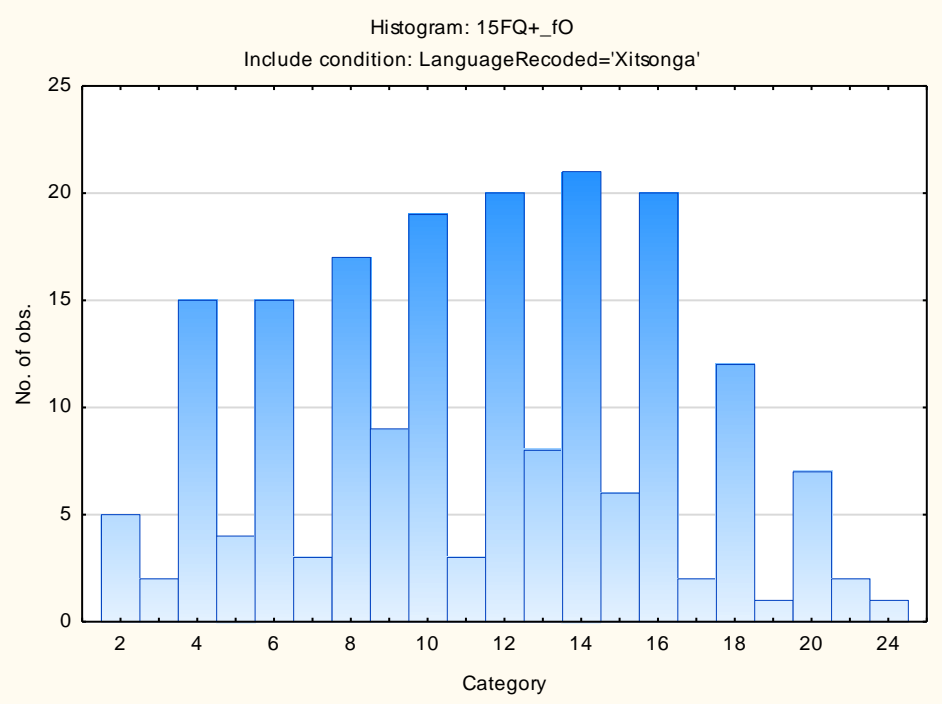
## Concrete – Abstract



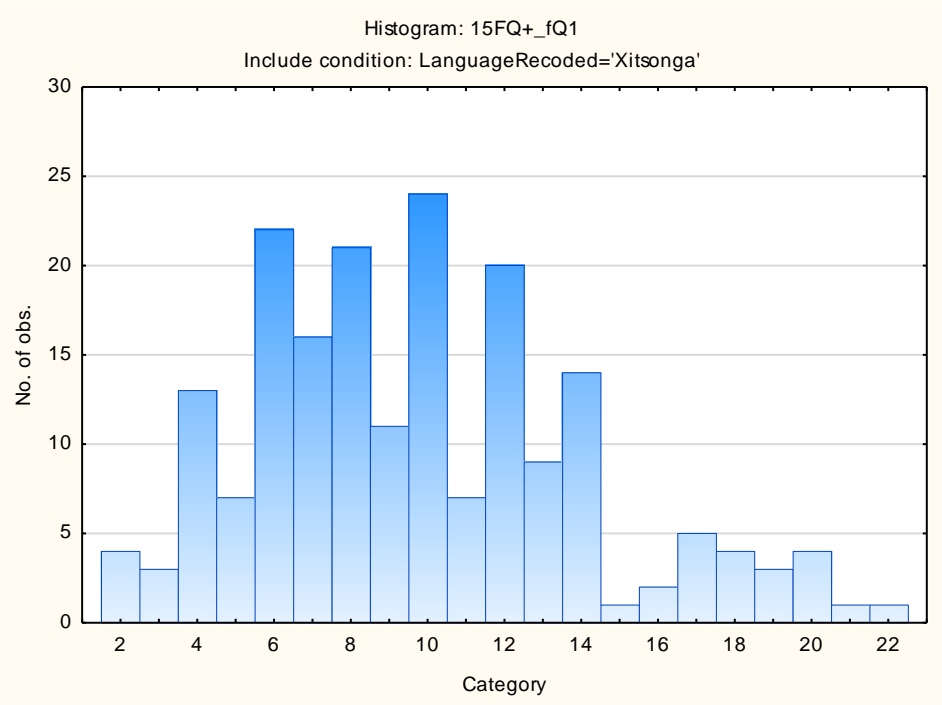
## Direct – Restrained



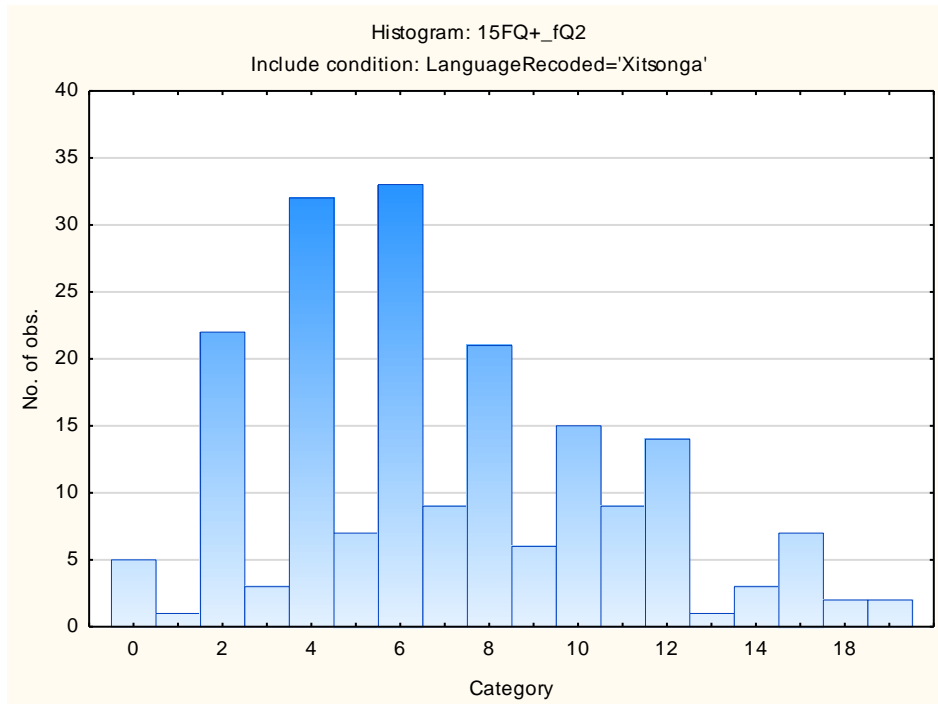
### Confident - Self-doubting



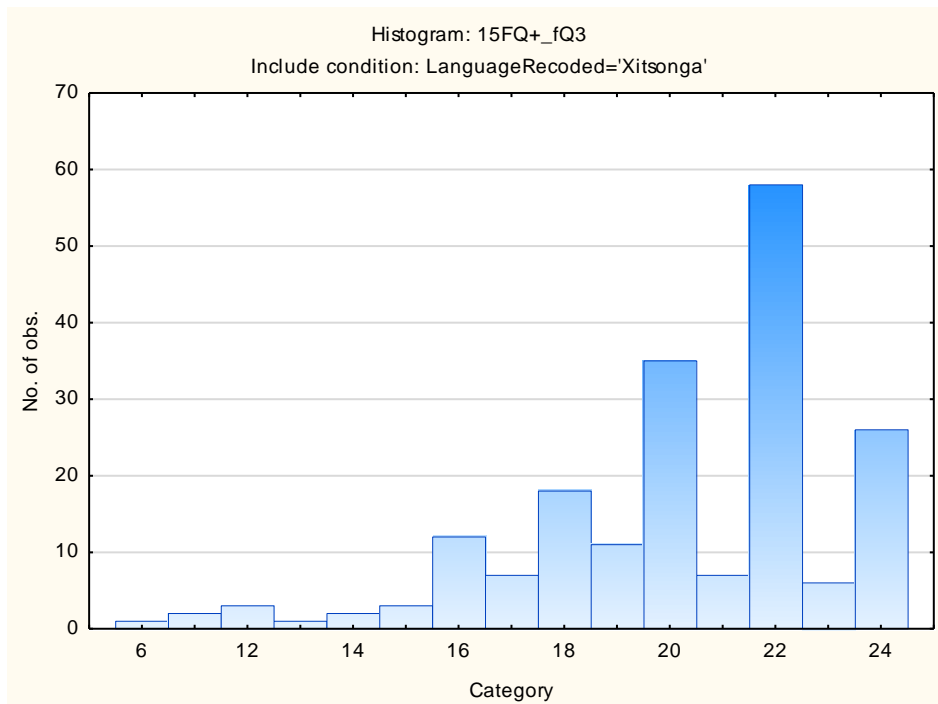
### Conventional – Radical



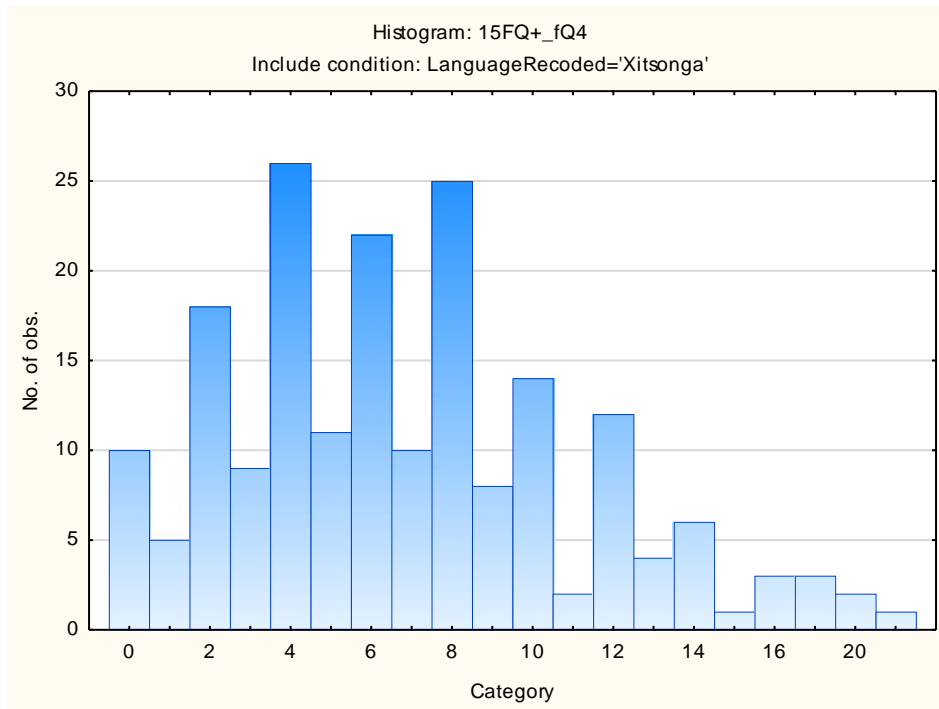
## Group-orientated - Self-sufficient



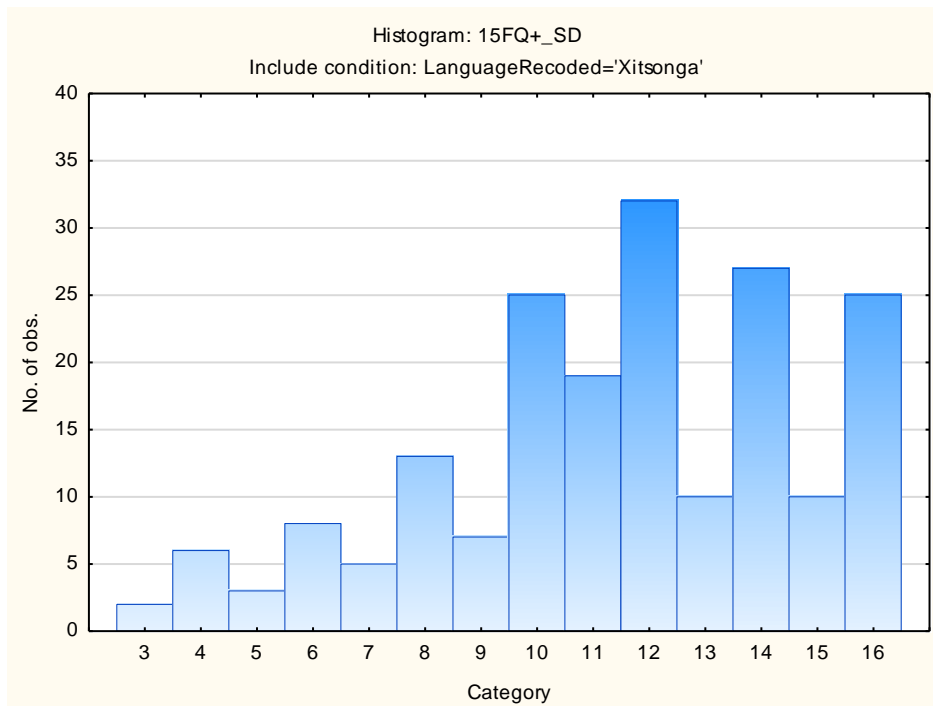
## Informal- Self-disciplined



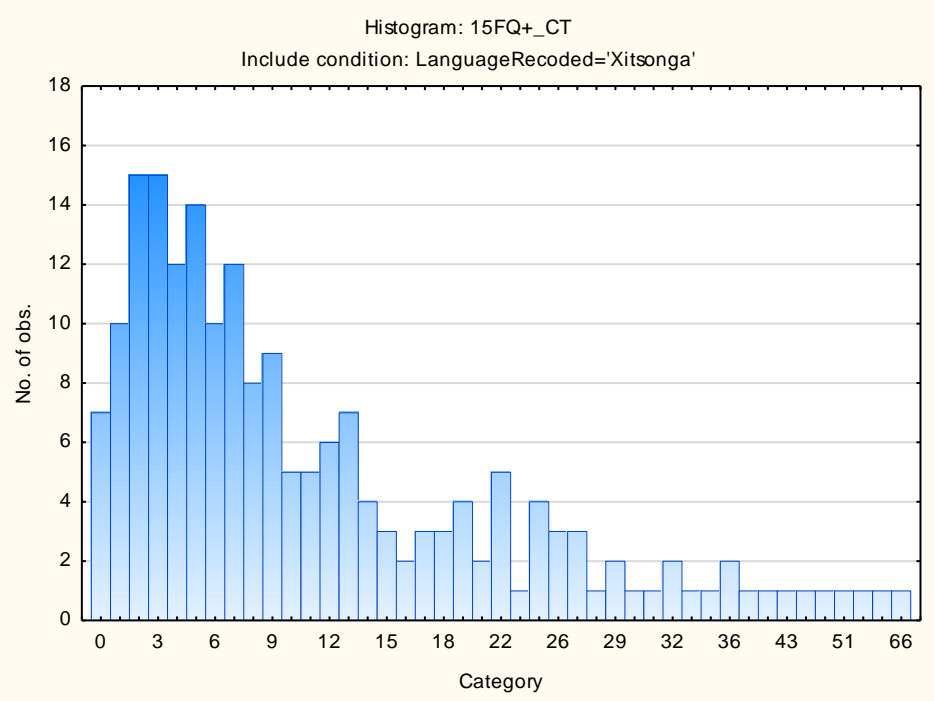
## Composed – Tense-driven



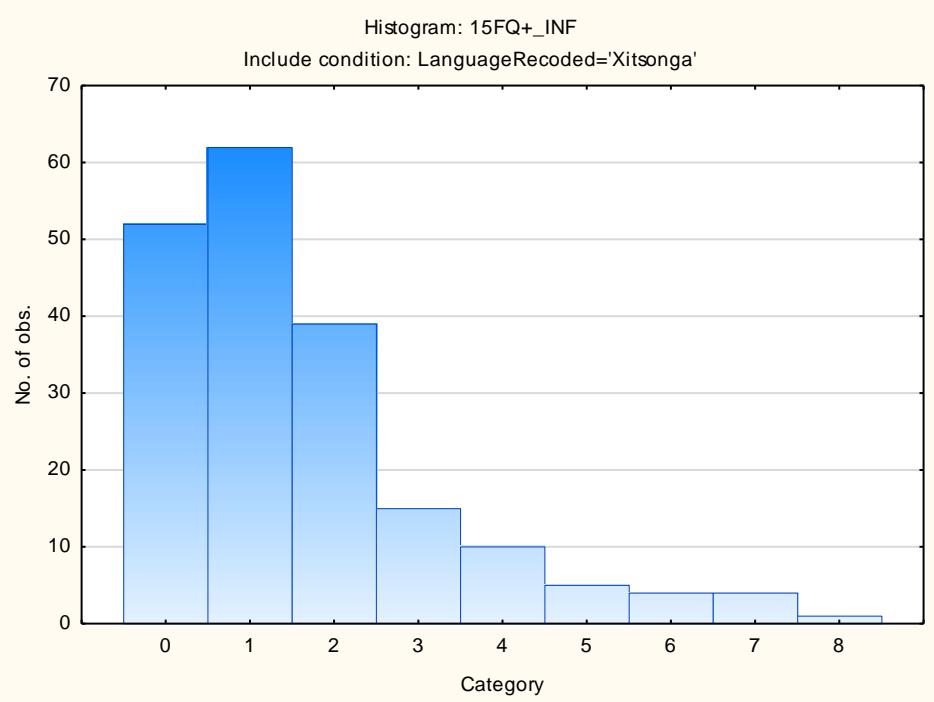
## Social Desirability



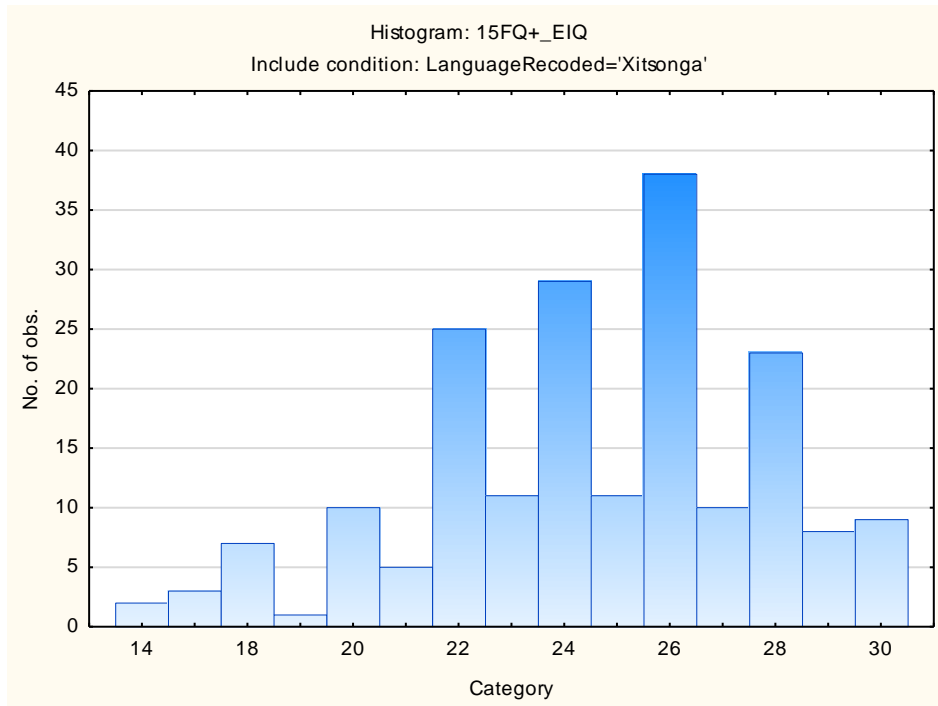
### Central Tendency



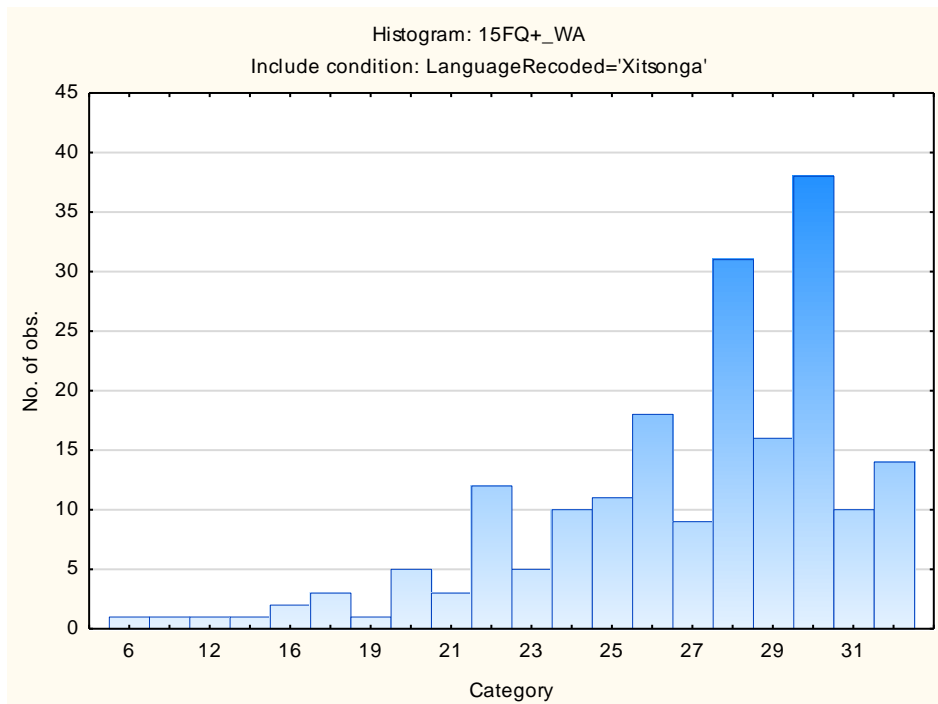
### Infrequency



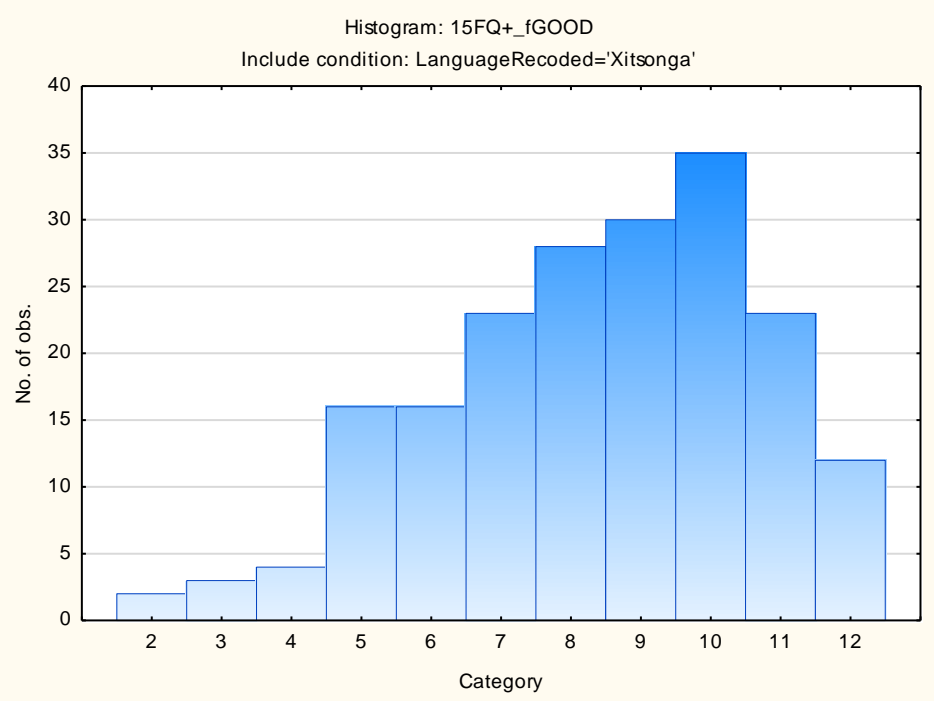
## Derived Score: Emotional Intelligence



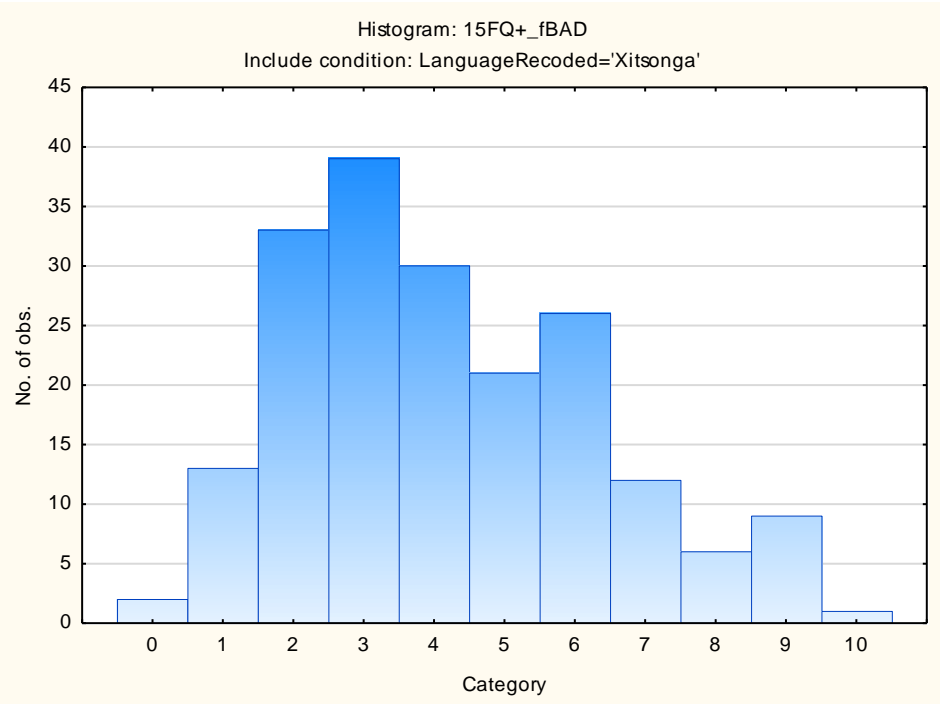
## Derived Score: Work Attitude



### 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	7-12	13-14	15-15	16-17	18-19	20-21	22-22	23-24		
fC	Affected by Feelings - Emotionally Stable	2-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24	
fE	Accommodating – Dominant	5-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	
fF	Sober serious - Enthusiastic	0-3	4-5	6-8	9-11	12-14	15-16	17-19	20-22	23-24	
fG	Expedient – Conscientious	2-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
fH	Retiring – Socially-bold	0-5	6-8	9-10	11-13	14-16	17-18	19-21	22-23	24-24	
fI	Hard-headed – Tender-minded	3-5	6-7	8-10	11-12	13-14	15-17	18-19	20-21	22-24	
fL	Trusting - Suspicious	0-1	2-3	4-5	6-8	9-10	11-12	13-15	16-17	18-19	20-20
fM	Concrete - Abstract	2-3	4-5	6-7	8-9	10-10	11-12	13-14	15-15	16-17	18-23
fN	Direct - Restrained	10-14	15-16	17-17	18-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	2-1	2-3	4-6	7-8	9-11	12-13	14-16	17-18	19-21	22-24
fQ1	Conventional - Radical	2-1	2-3	4-5	6-7	8-9	10-11	12-14	15-16	17-18	19-22
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-5	6-7	8-9	10-11	12-13	14-15	16-20
fQ3	Informal - Self-disciplined	6-14	15-15	16-17	18-18	19-20	21-21	22-23	24-24		
fQ4	Composed – Tense-driven	0-1	0-0	1-2	3-4	5-6	7-9	10-11	12-13	14-15	16-24
SD	Social Desirability	3-4	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	13-18	19-24	25-30	31-36	37-66
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-8
EIQ	Derived Score: Emotional Intelligence	14-17	18-19	20-21	22-22	23-24	25-26	27-27	28-29	30-30	
WA	Derived Score: Work Attitude	6-18	19-20	21-22	23-24	25-26	27-28	29-31	32-32		
fGOOD	Faking Good	2-3	4-4	5-6	7-7	8-8	9-9	10-10	11-11	12-12	
fBAD	Faking Bad	0-1	0-0	1-1	2-3	4-4	5-5	6-6	7-7	8-8	9-10