

Fifteen Factor Questionnaire (15FQ+)

Norm Group: SA Setswana Speakers, Updated 2016

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of 660 Setswana 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	299	299	45,30303	45,3030
M	358	657	54,24242	99,5455
U	3	660	0,45455	100,0000
Missing	0	660	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	173	173	26,21212	26,2121
Tertiary	352	525	53,33333	79,5455
Post Graduate	75	600	11,36364	90,9091
< Matric	16	616	2,42424	93,3333
Unknown	1	617	0,15152	93,4848
Missing	43	660	6,51515	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	660	660	100,0000	100,0000
Missing	0	660	0,0000	100,0000

Language Group Composition of the Sample

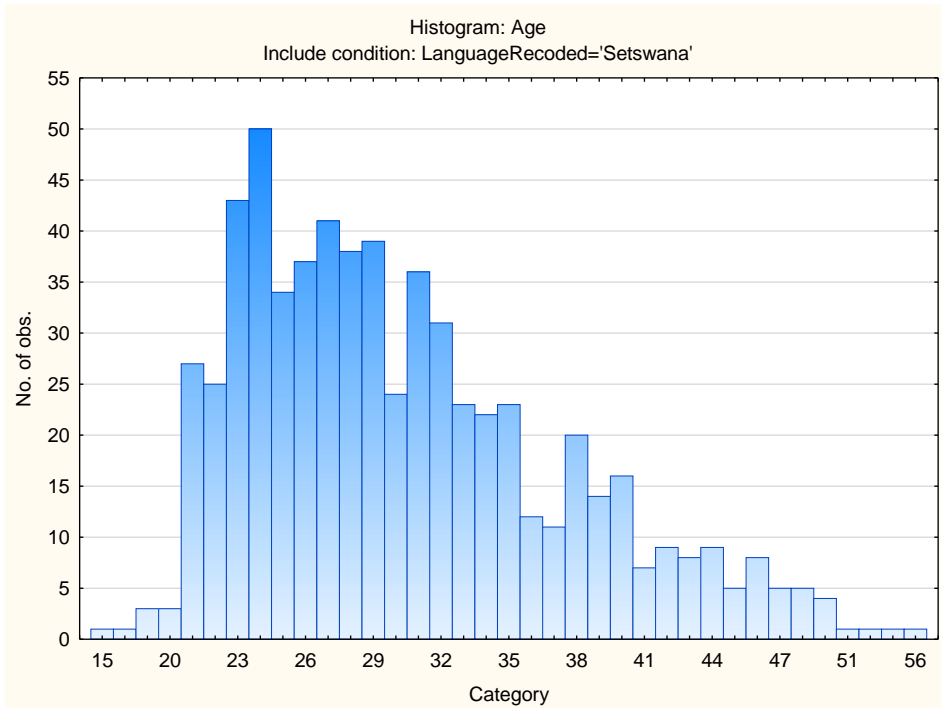
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	660	660	100,0000	100,0000
Missing	0	660	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	652	652	98,78788	98,7879
European	1	653	0,15152	98,9394
Coloured	4	657	0,60606	99,5455
Asian	1	658	0,15152	99,6970
Missing	2	660	0,30303	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,37618	7,107132	15,00000	56,00000	638	22

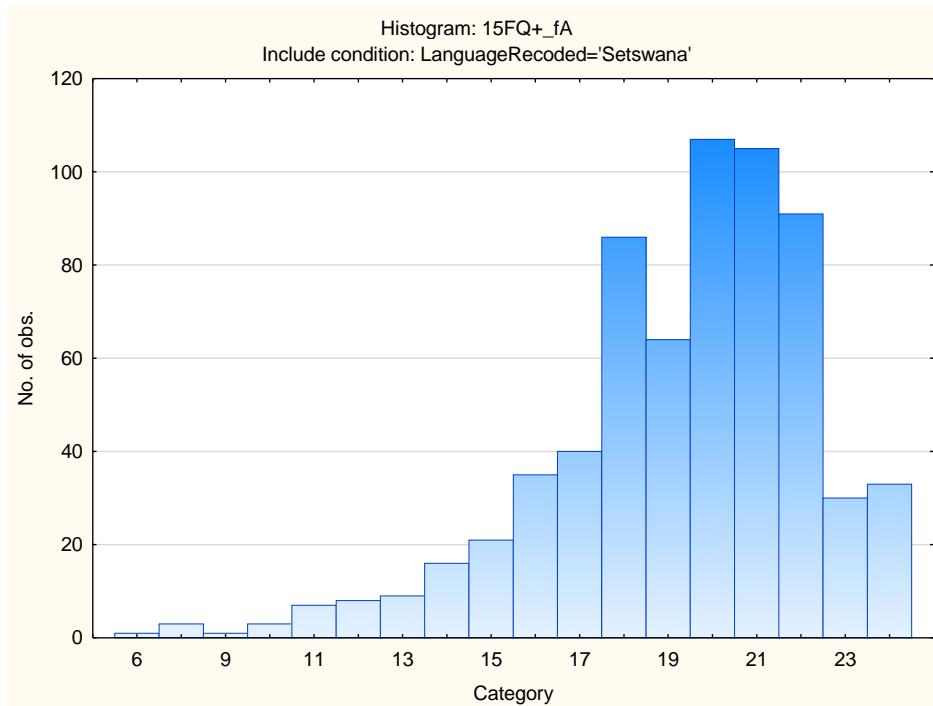


Descriptive Statistics on 15FQ+ Scales

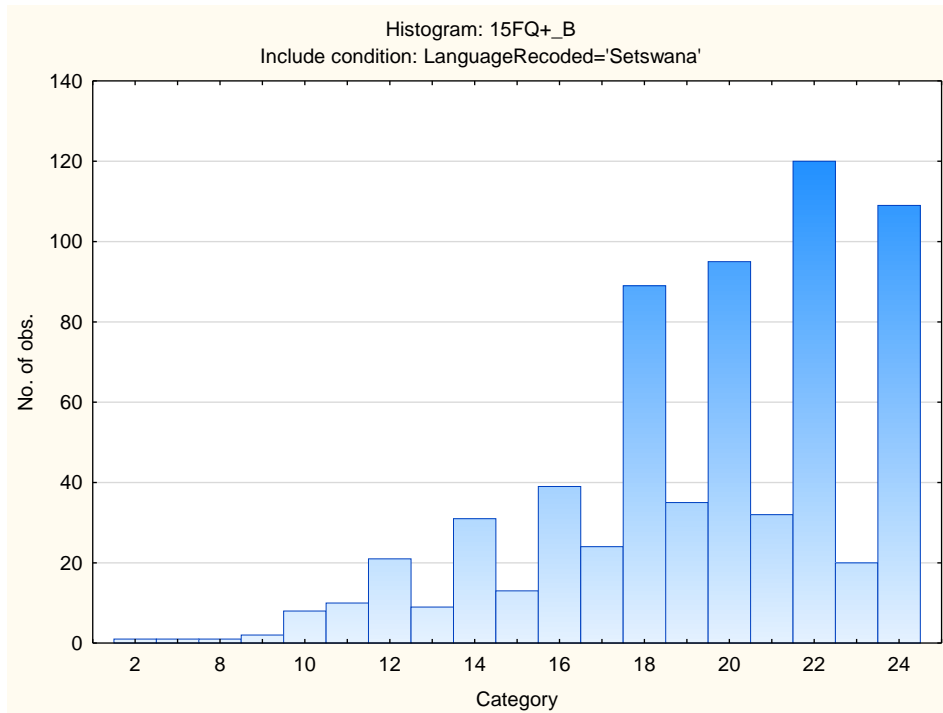
Scale	Scale description	Sample size	Mean	Std.Dev.
fA	Distant Aloof - Empathic	660	19,28939	3,00018
B	Intellectance	660	19,40758	3,73178
fC	Affected by feelings - Emotionally Stable	660	16,80909	4,70913
fE	Accommodating - Dominant	660	16,71061	3,78475
fF	Sober serious - Enthusiastic	660	14,71818	5,36605
fG	Expedient - Conscientious	660	19,83939	4,00246
fH	Retiring – Socially-bold	660	16,62727	5,26712
fI	Hard-headed – Tender-minded	660	15,31667	4,88980
fL	Trusting - Suspicious	660	11,02576	4,59177
fM	Concrete - Abstract	660	10,67879	3,52961
fN	Direct - Restrained	660	20,33485	3,30700
fO	Confident – Self-doubting	660	12,33636	4,56571
fQ1	Conventional - Radical	660	9,58788	4,23582
fQ2	Group-orientated - Self-sufficient	660	6,66970	4,28747
fQ3	Informal – Self-disciplined	660	20,88030	2,50993
fQ4	Composed – Tense-driven	660	8,00909	4,68588
SD	Social Desirability	660	11,51515	3,42020
CT	Central Tendency	660	10,37273	12,44657
INF	Infrequency	660	1,45758	1,61828
EIQ	Derived Score: Emotional Intelligence	660	23,83939	3,82885
WA	Derived Score: Work Attitude	660	27,31364	3,85040
fGOOD	Faking Good	660	7,75152	2,38077
fBAD	Faking Bad	660	4,46515	2,29607

Frequency Distributions for 15FQ+ Scales

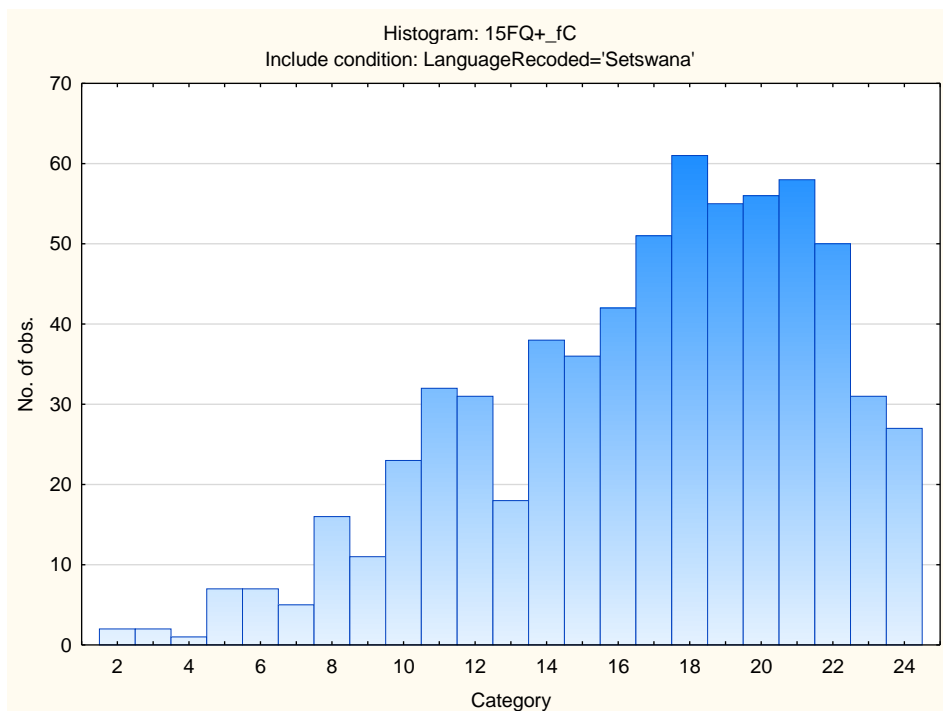
Distant Aloof – Empathic



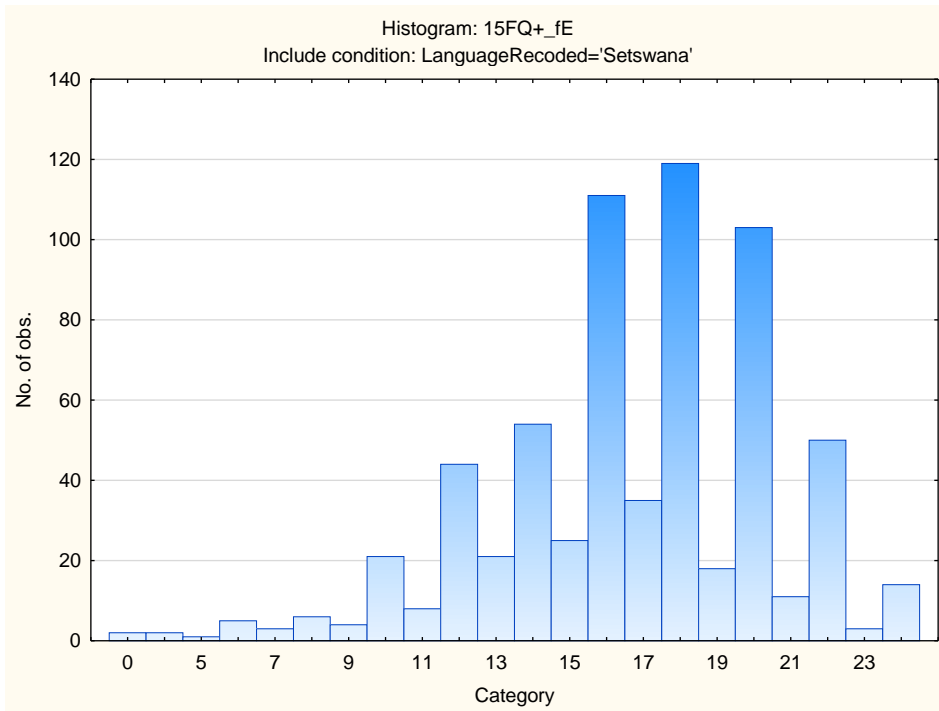
Intellectance



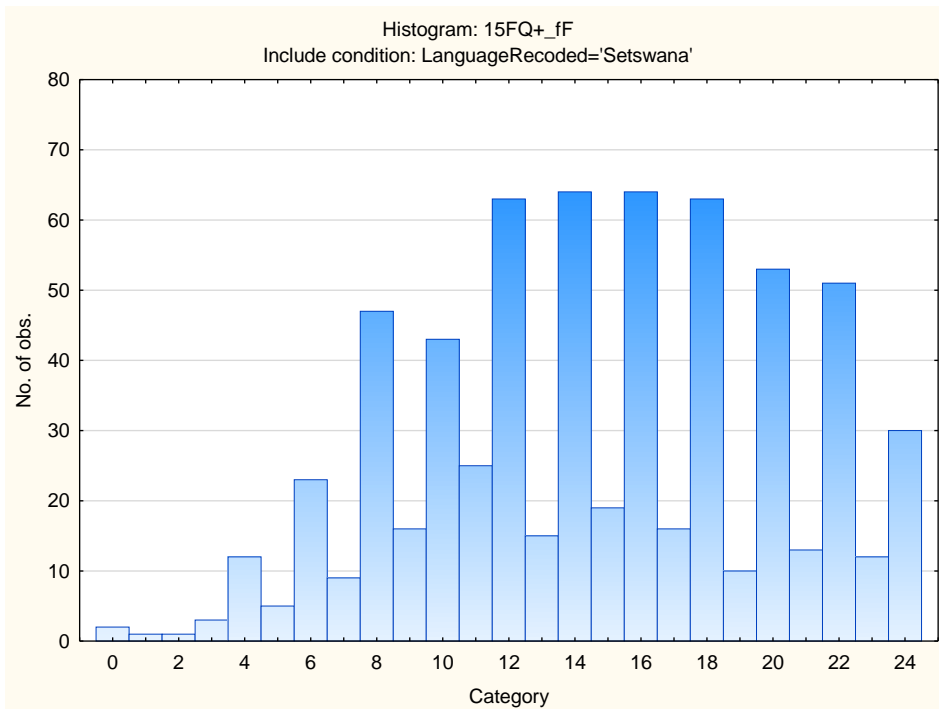
Affected by Feelings - Emotionally Stable



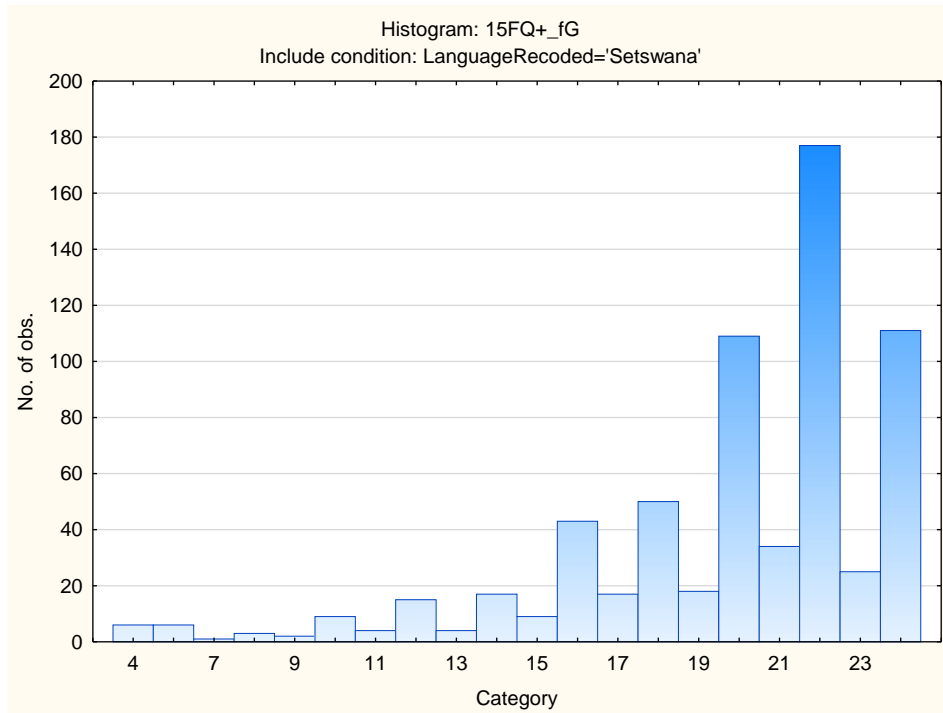
Accommodating – Dominant



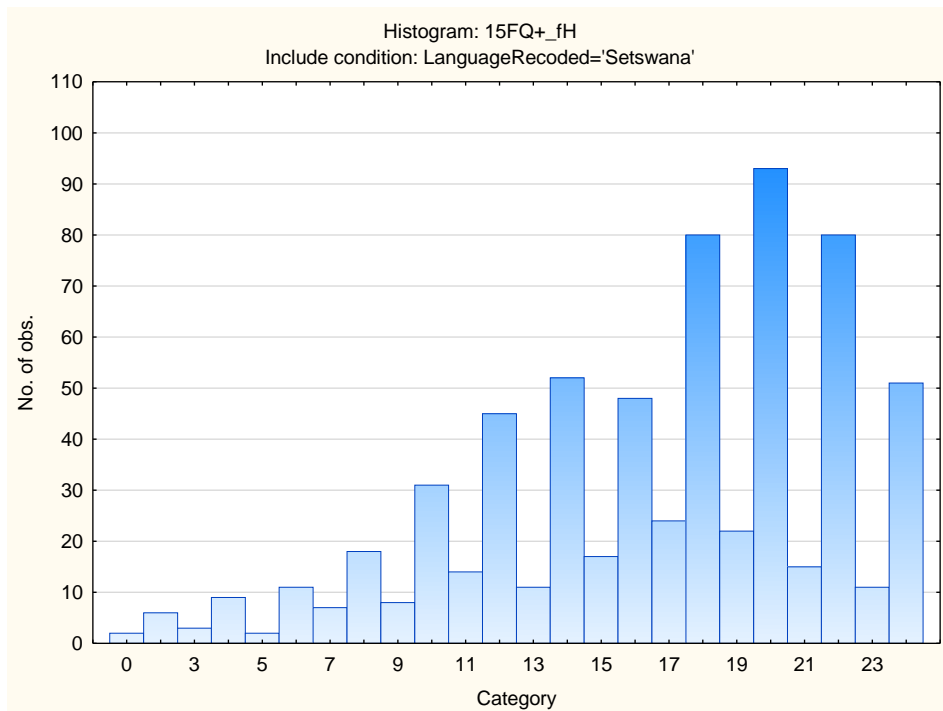
Sober Serious – Enthusiastic



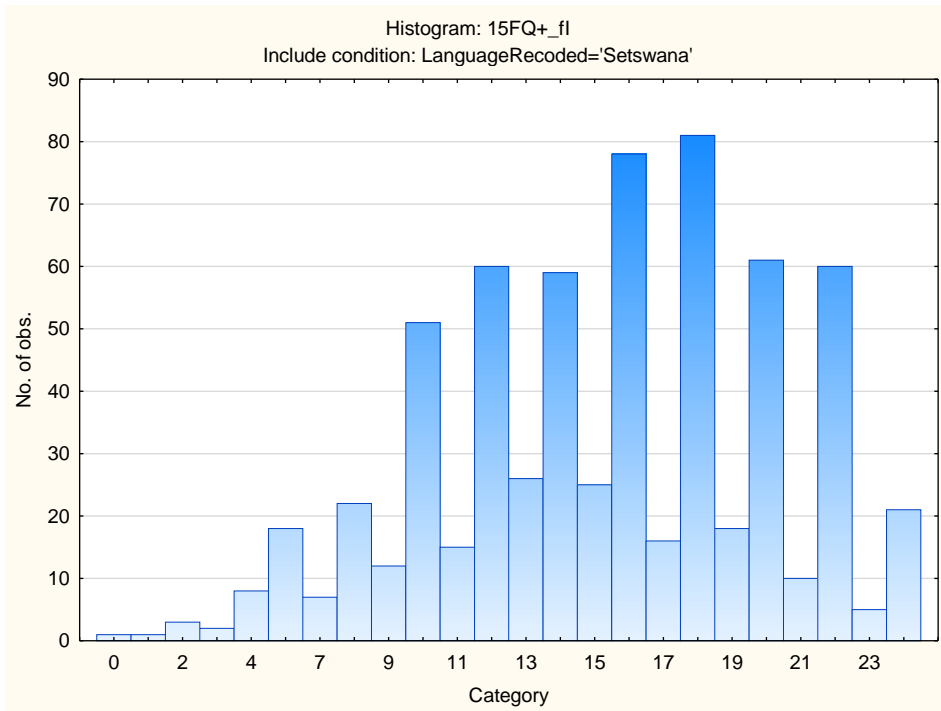
Expedient – Conscientious



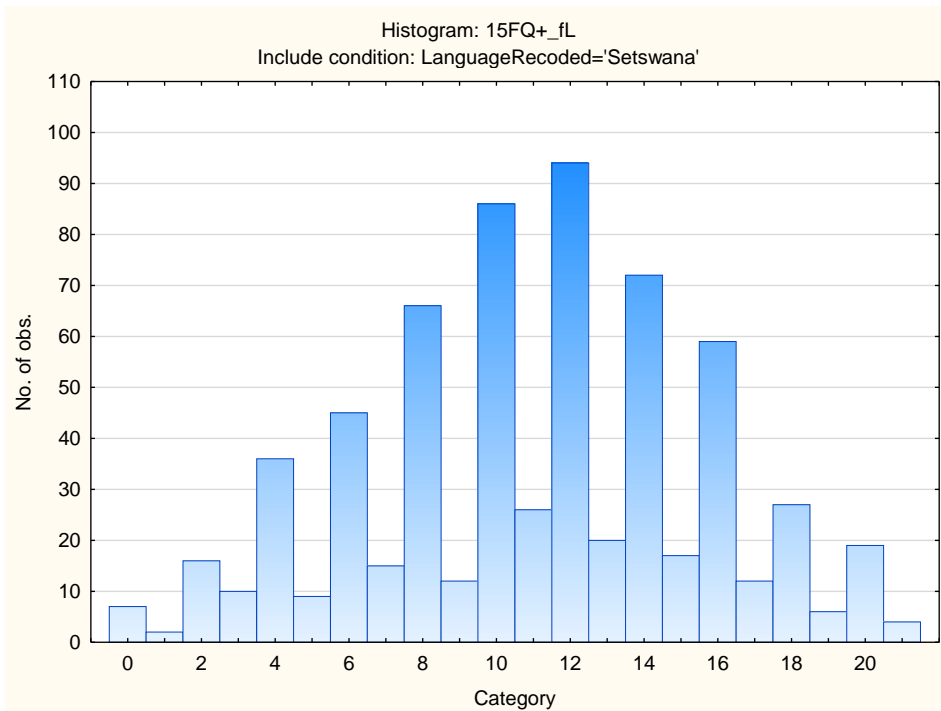
Retiring – Socially-bold



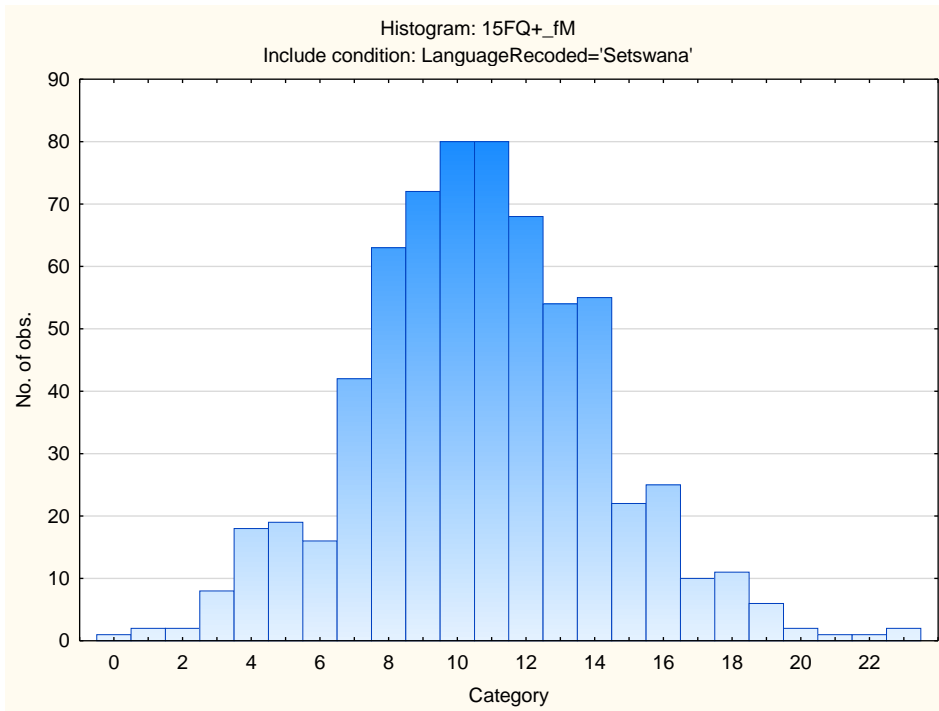
Hard-headed – Tender-minded



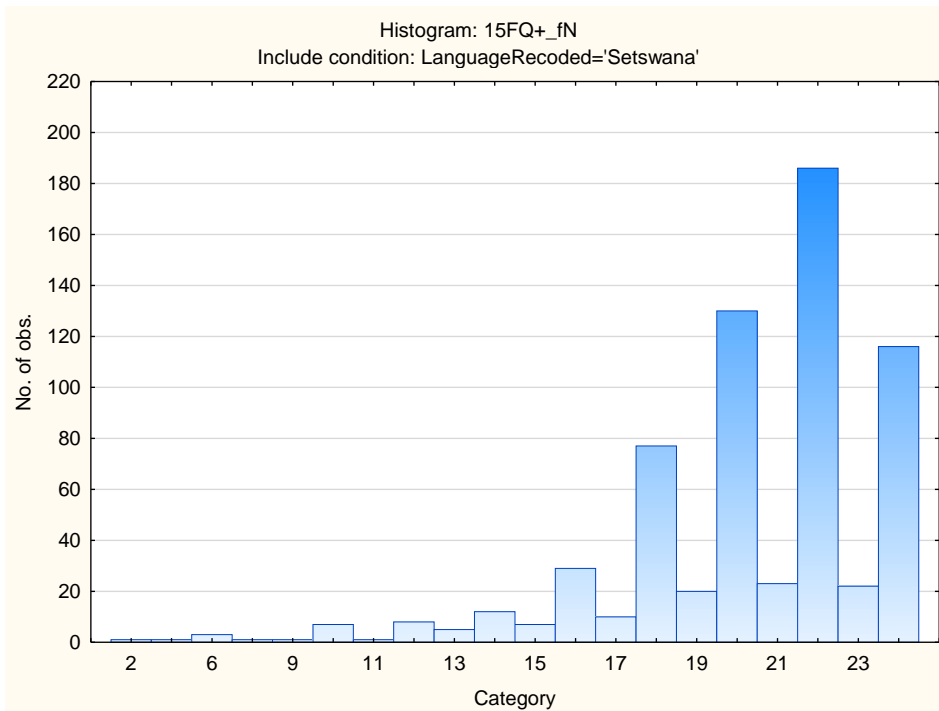
Trusting – Suspicious



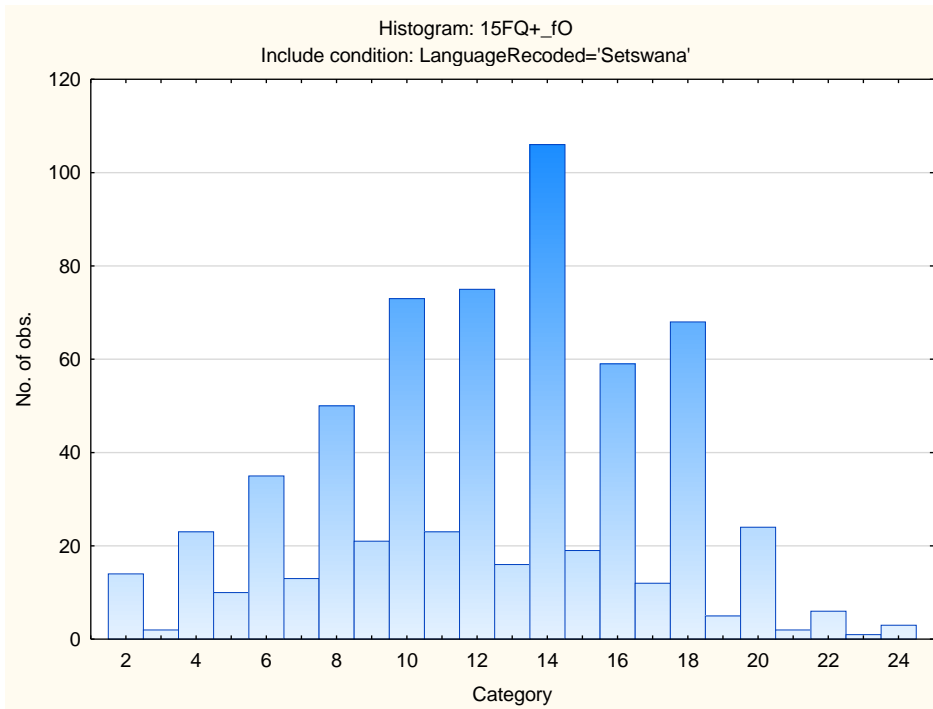
Concrete – Abstract



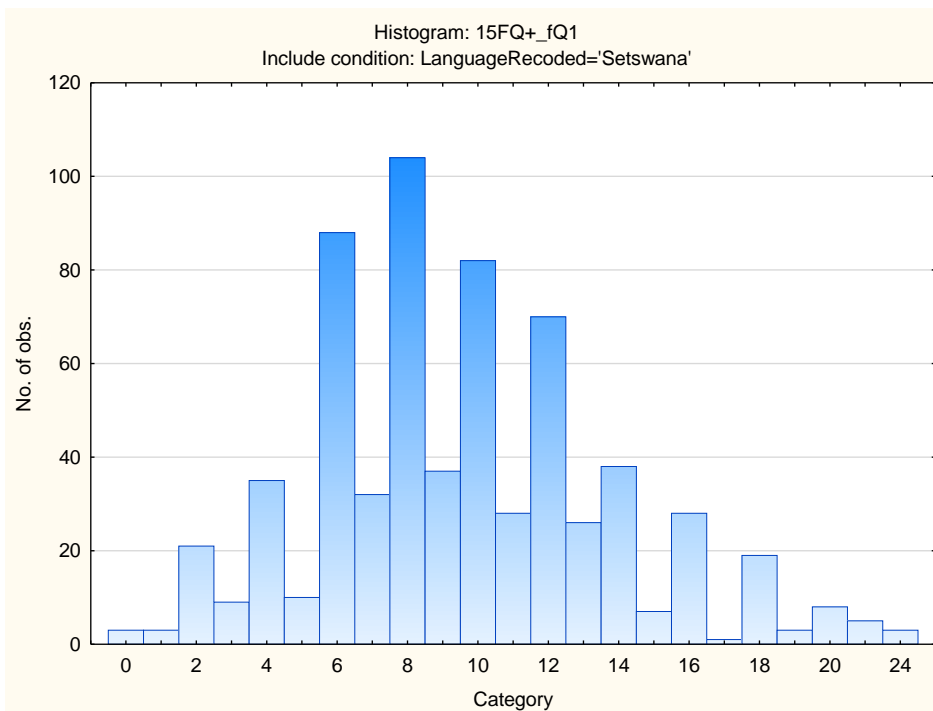
Direct – Restrained



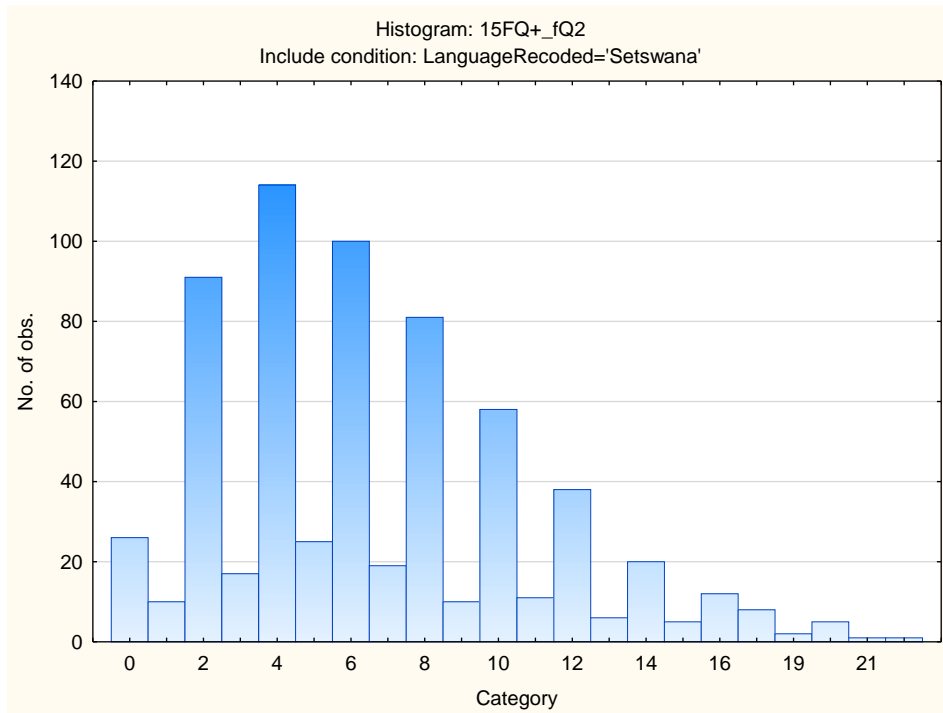
Confident - Self-doubting



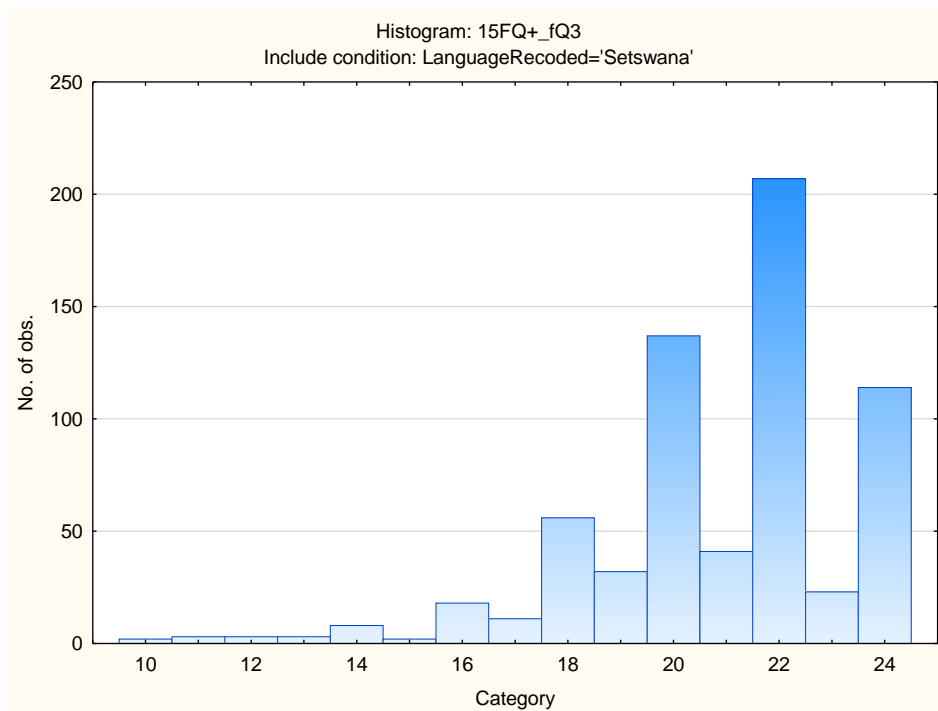
Conventional – Radical



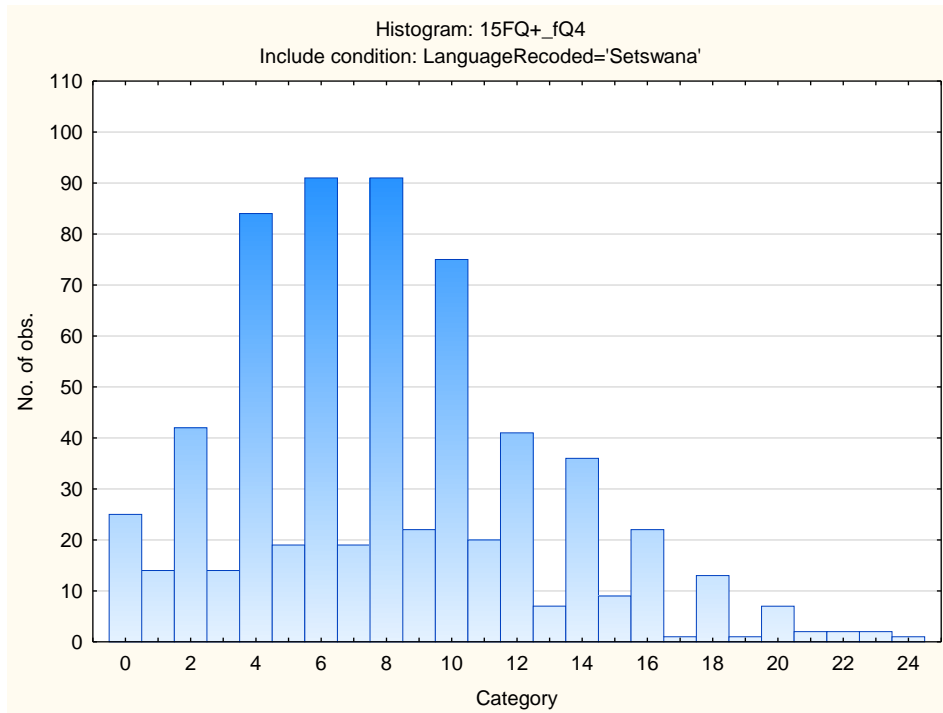
Group-orientated - Self-sufficient



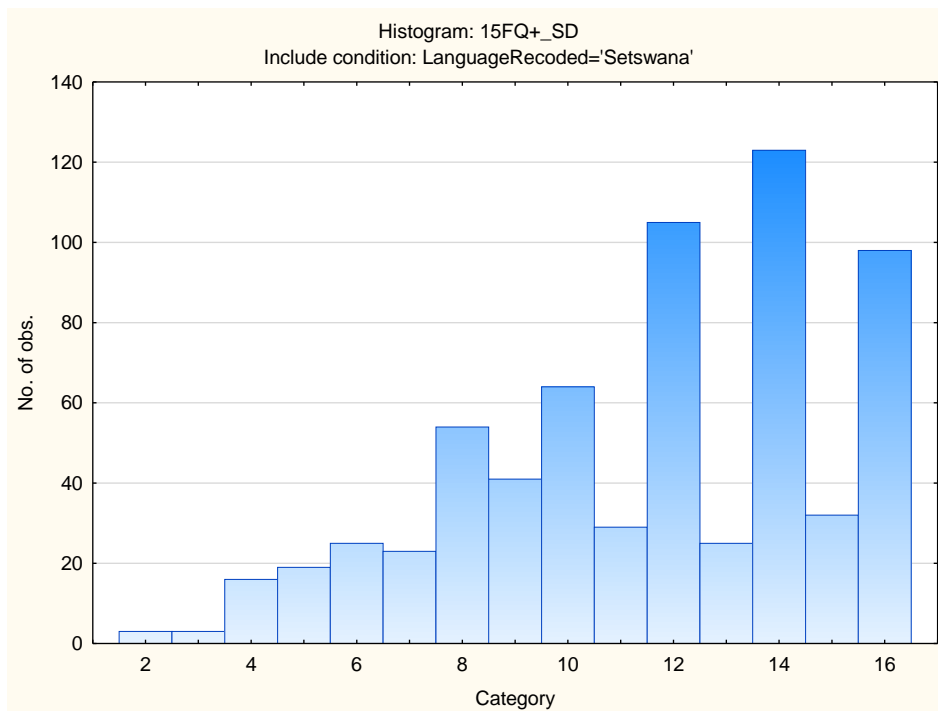
Informal- Self-disciplined



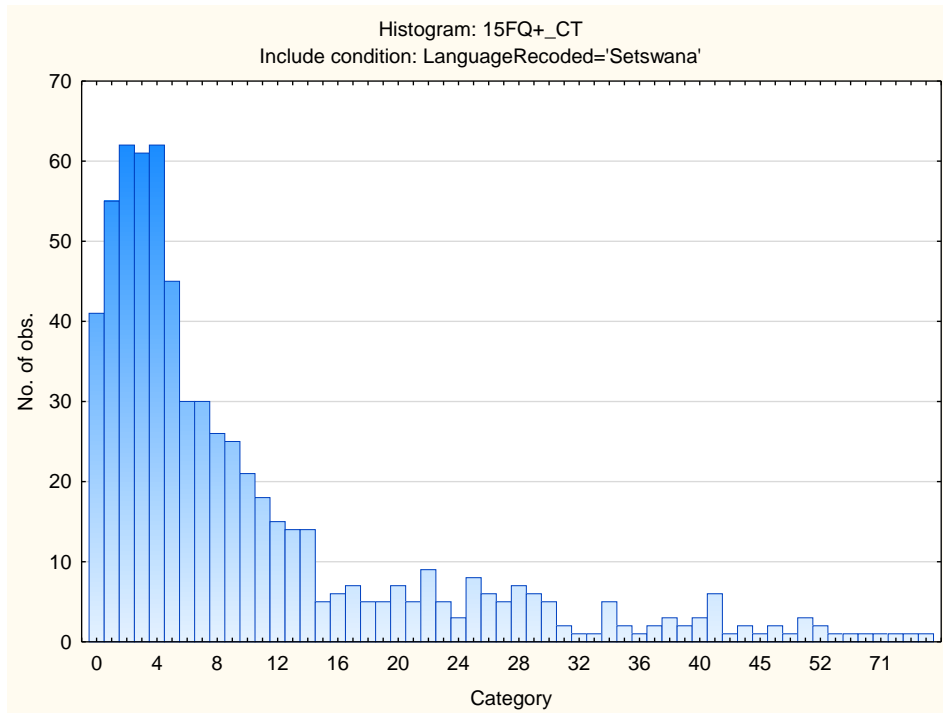
Composed – Tense-driven



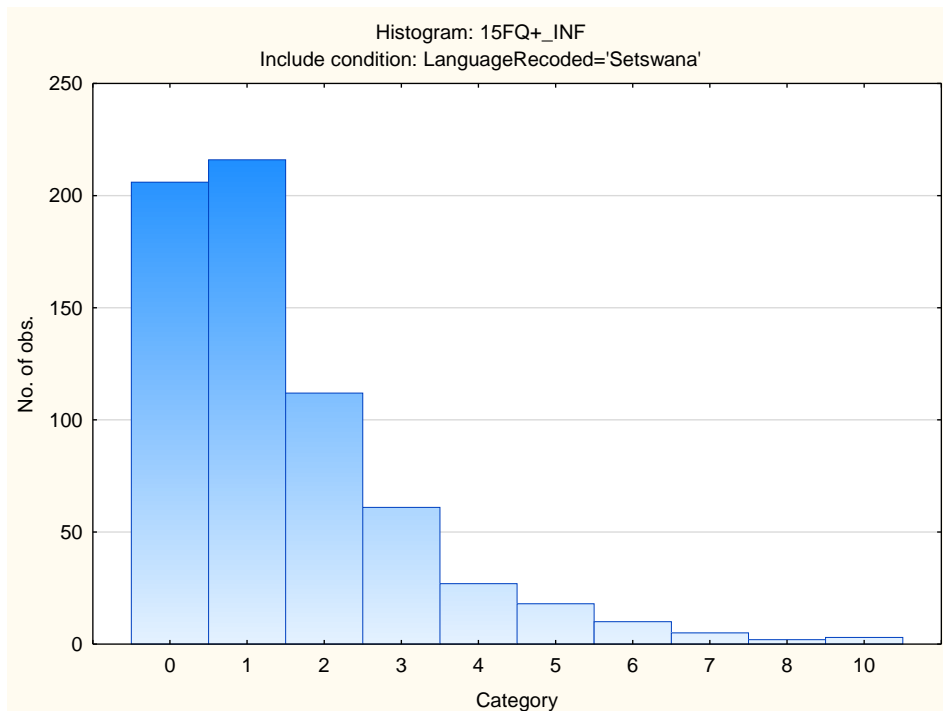
Social Desirability



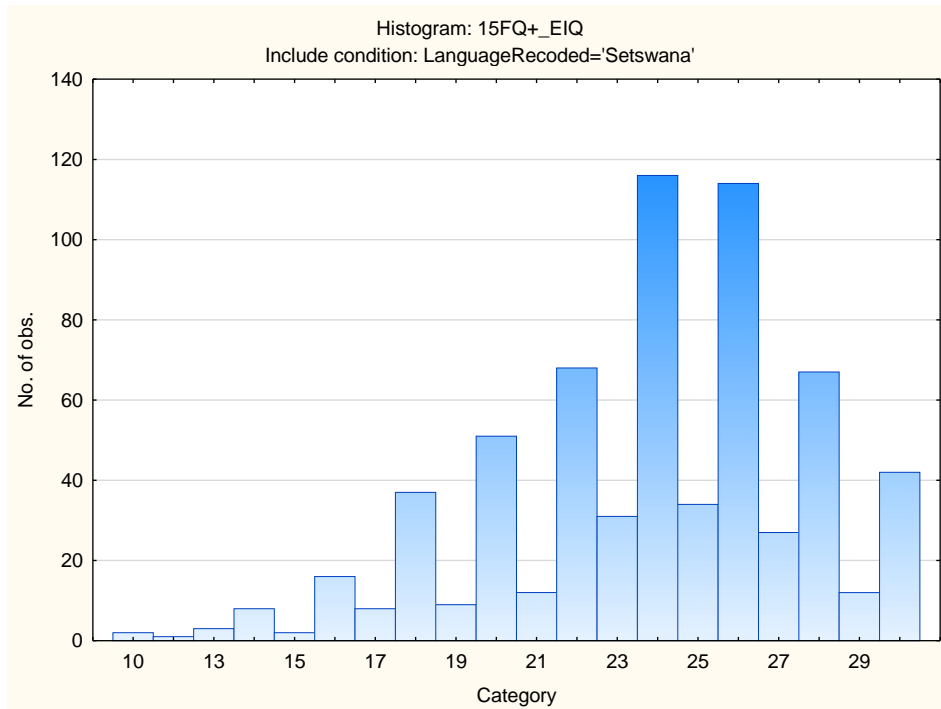
Central Tendency



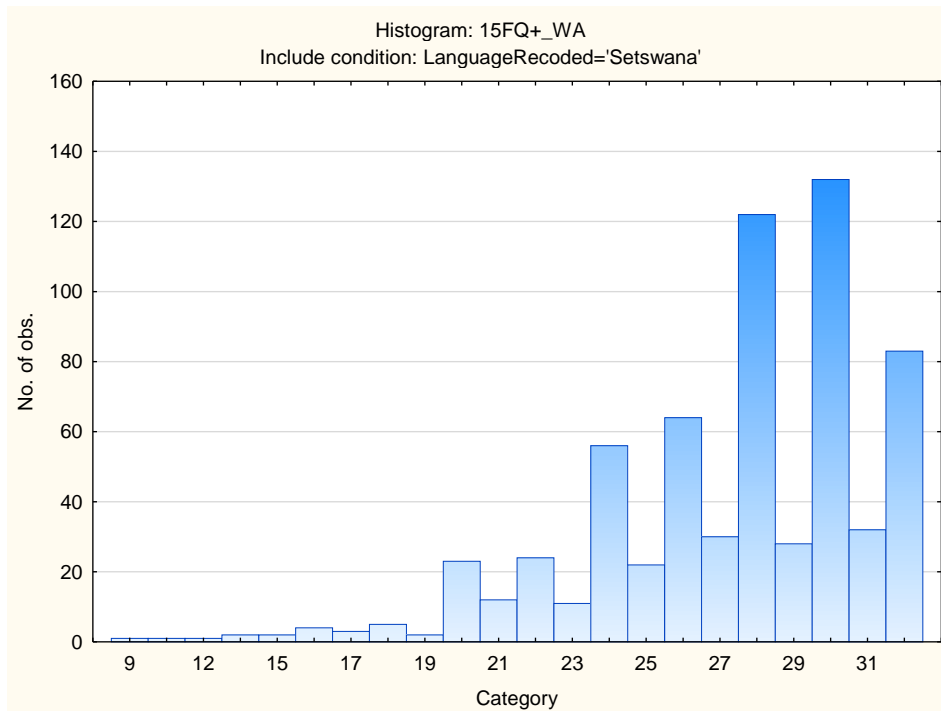
Infrequency



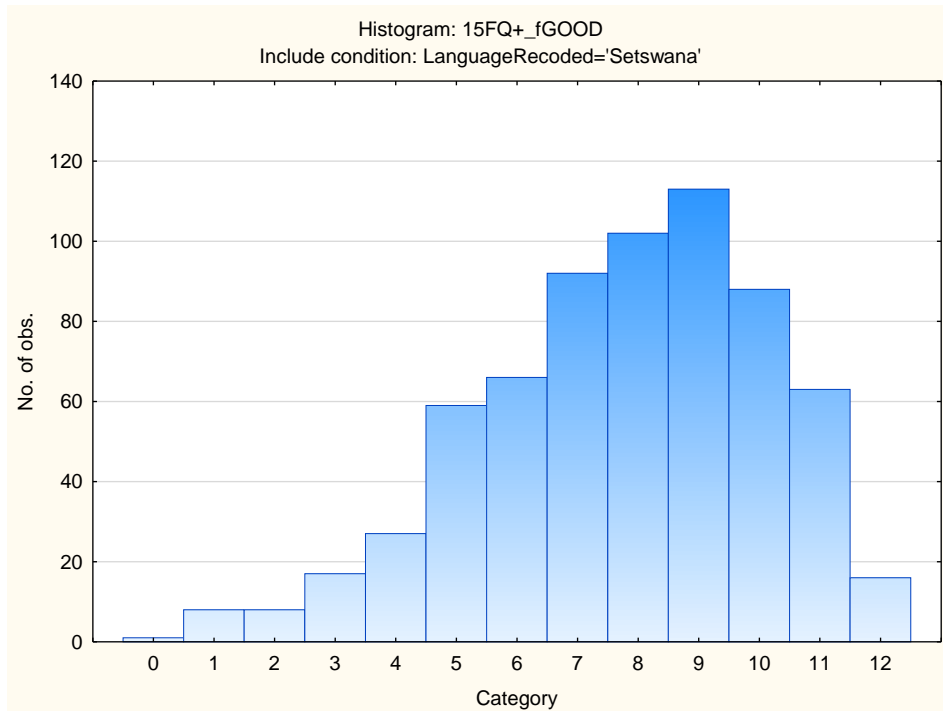
Derived Score: Emotional Intelligence



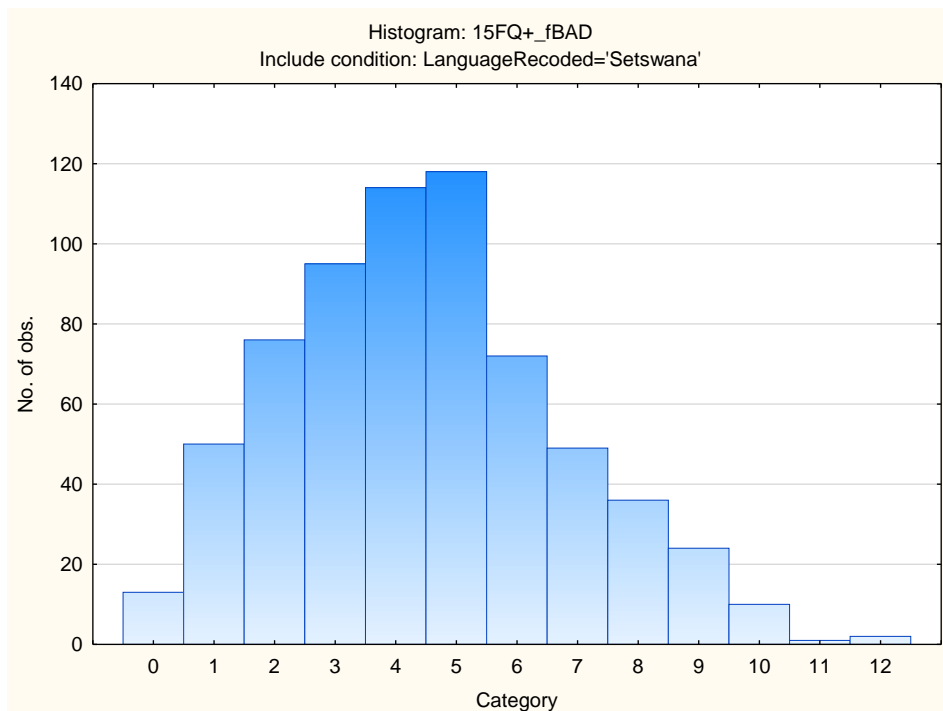
Derived Score: Work Attitude



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	6-13	14-14	15-16	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	2-7	8-9	10-12	13-14	15-16	17-19	20-21	22-23	24-24	
fE	Accommodating – Dominant	0-9	10-11	12-12	13-14	15-16	17-18	19-20	21-22	23-24	
fF	Sober serious - Enthusiastic	0-3	4-6	7-9	10-12	13-14	15-17	18-20	21-22	23-24	
fG	Expedient – Conscientious	4-11	12-13	14-15	16-17	18-19	20-21	22-23	24-24		
fH	Retiring – Socially-bold	0-6	7-8	9-11	12-13	14-16	17-19	20-21	22-24		
fI	Hard-headed – Tender-minded	0-5	6-7	8-10	11-12	13-15	16-17	18-20	21-22	23-24	
fL	Trusting - Suspicious	0-1	2-4	5-6	7-8	9-11	12-13	14-15	16-17	18-20	21-22
fM	Concrete - Abstract	0-3	4-5	6-7	8-8	9-10	11-12	13-14	15-15	16-17	18-23
fN	Direct - Restrained	2-13	14-15	16-17	18-18	19-20	21-21	22-23	24-24		
fO	Confident – Self-doubting	2-3	4-5	6-7	8-10	11-12	13-14	15-16	17-19	20-21	22-24
fQ1	Conventional - Radical	0-1	2-3	4-5	6-7	8-9	10-11	12-13	14-15	16-18	19-24
fQ2	Group-orientated - Self-sufficient	0-1	0-0	1-2	3-4	5-6	7-8	9-10	11-13	14-15	16-22
fQ3	Informal - Self-disciplined	10-15	16-17	18-18	19-19	20-20	21-22	23-23	24-24		
fQ4	Composed – Tense-driven	0-1	0-0	1-3	4-5	6-8	9-10	11-12	13-15	16-17	18-24
SD	Social Desirability	2-4	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	5-10	11-16	17-22	23-29	30-35	36-92
INF	Infrequency	0-1	0-0	1-1	2-2	3-3	4-4	5-5	6-6	7-7	8-10
EIQ	Derived Score: Emotional Intelligence	10-16	17-18	19-20	21-21	22-23	24-25	26-27	28-29	30-30	
WA	Derived Score: Work Attitude	9-19	20-21	22-23	24-25	26-27	28-29	30-31	32-32		
fGOOD	Faking Good	0-2	3-4	5-5	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	7-7	8-9	10-12