

Occupational Personality Profile norm Group: South Africans of European race, updated 2010

Sample composition

The sample consisted of South Africans who specified their race as European, tested by Psytech South Africa and collaborators, mostly for selection purposes, in the period up to January 2010

Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	1351	1351	47.40351	47.4035
M	1492	2843	52.35088	99.7544
U	7	2850	0.24561	100.0000
Missing	0	2850	0.00000	100.0000

Educational composition of the sample

Category	Frequency table: Education Group			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	312	312	10.94737	10.9474
Grade 12	1415	1727	49.64912	60.5965
Diploma	57	1784	2.00000	62.5965
Degree	168	1952	5.89474	68.4912
Post Graduate	137	2089	4.80702	73.2982
Missing	761	2850	26.70175	100.0000

Language composition of the sample

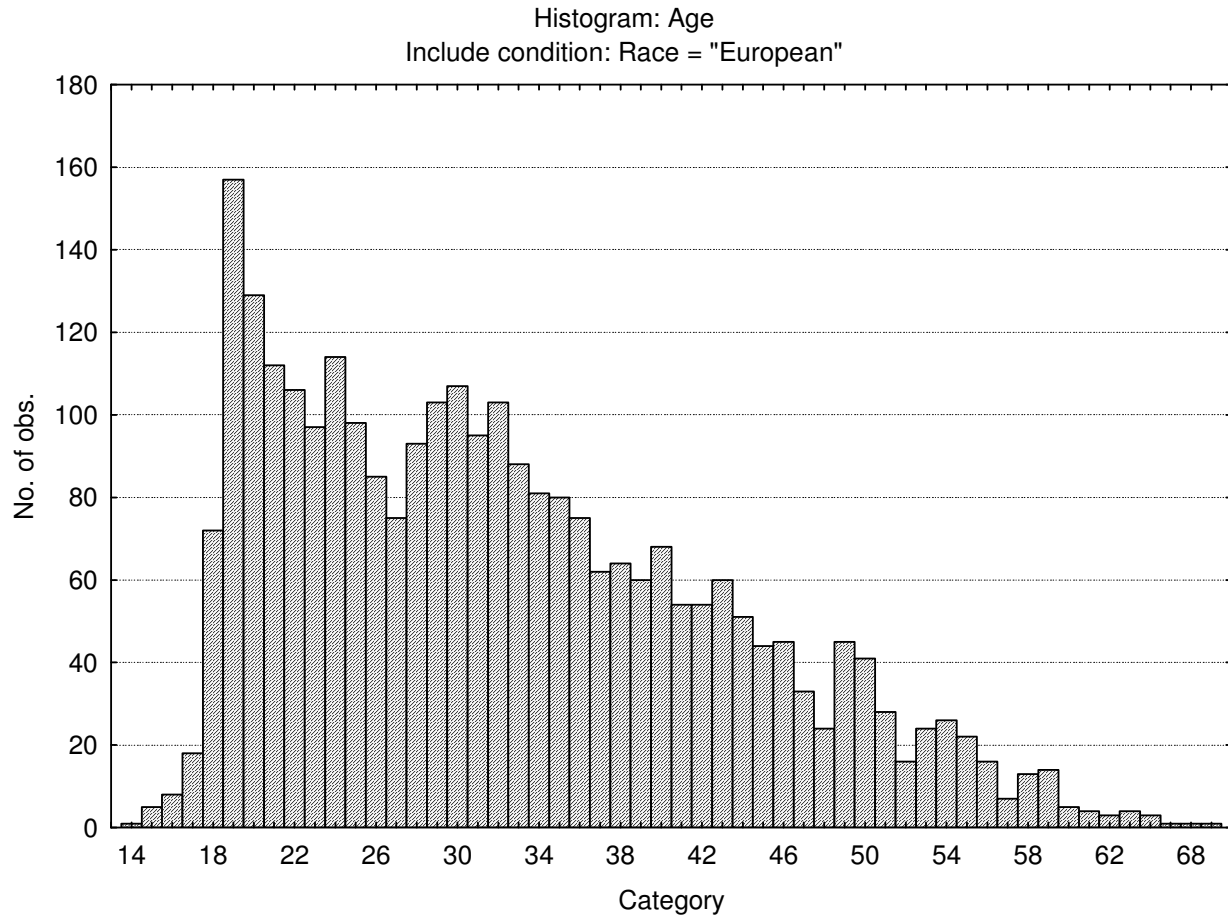
Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	1116	1116	39.15789	39.1579
isiXhosa	6	1122	0.21053	39.3684
Afrikaans	1569	2691	55.05263	94.4211
Sesotho	2	2693	0.07018	94.4912
Sepedi	9	2702	0.31579	94.8070
isiNdebele	1	2703	0.03509	94.8421
Missing	147	2850	5.15789	100.0000

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	18	18	0.63158	0.6316
English	1116	1134	39.15789	39.7895
Afrikaans	1569	2703	55.05263	94.8421
Missing	147	2850	5.15789	100.0000

Category	Frequency table: Race (OPP Duplicates removed.sta)Include condition: Race = "European"			
	Count	Cumulative Count	Percent	Cumulative Percent
European	2850	2850	100.0000	100.0000
Missing	0	2850	0.0000	100.0000

Age composition of the sample

Variable	Descriptive Statistics (OPP Duplicates removed.sta)Include condition: Race = "European"					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32.35027	10.66104	14.00000	73.00000	2795	55

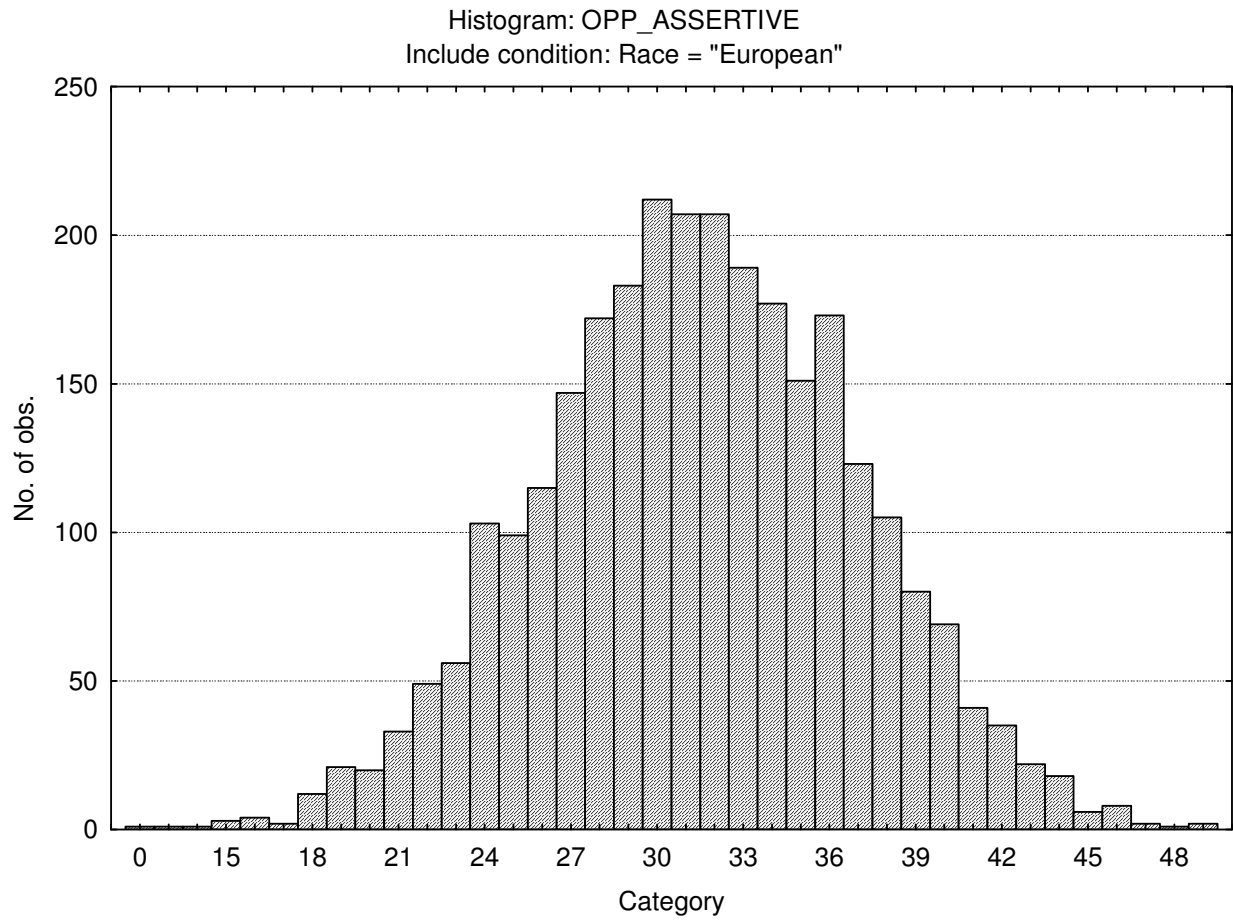


Descriptive statistics on Occupational Personality Profile scale scores

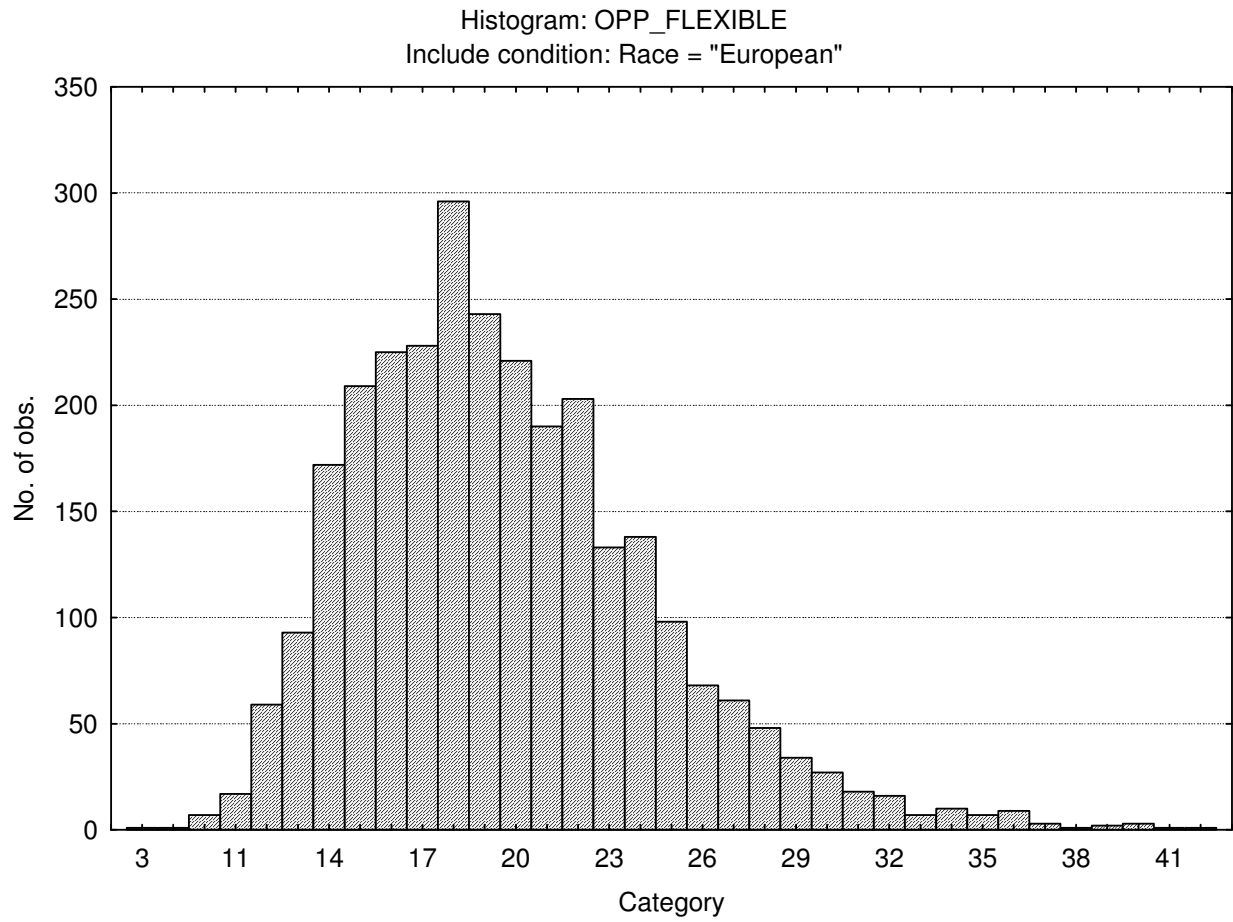
Variable	Descriptive Statistics (OPP Duplicates removed.sta) Include condition: Race = "European"					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.44386	5.52430	0.000000	49.0000	2850	0
Flexible	19.66316	4.79128	3.000000	42.0000	2850	0
Trusting	34.01474	7.01944	0.000000	55.0000	2850	0
Phlegmatic	34.01474	7.03907	0.000000	60.0000	2850	0
Gregarious	34.20596	6.26618	1.000000	50.0000	2850	0
Persuasive	25.19088	5.65189	2.000000	45.0000	2850	0
Contesting	30.02281	6.31960	0.000000	49.0000	2850	0
Pessimistic	21.40702	5.95896	0.000000	39.0000	2850	0
Pragmatic	30.33754	5.97853	0.000000	49.0000	2850	0
Conforming	23.32175	4.23833	0.000000	40.0000	2850	0
Central tendency	83.92491	21.51255	0.000000	170.0000	2850	0

Frequency distributions of Occupational Personality Profile scores

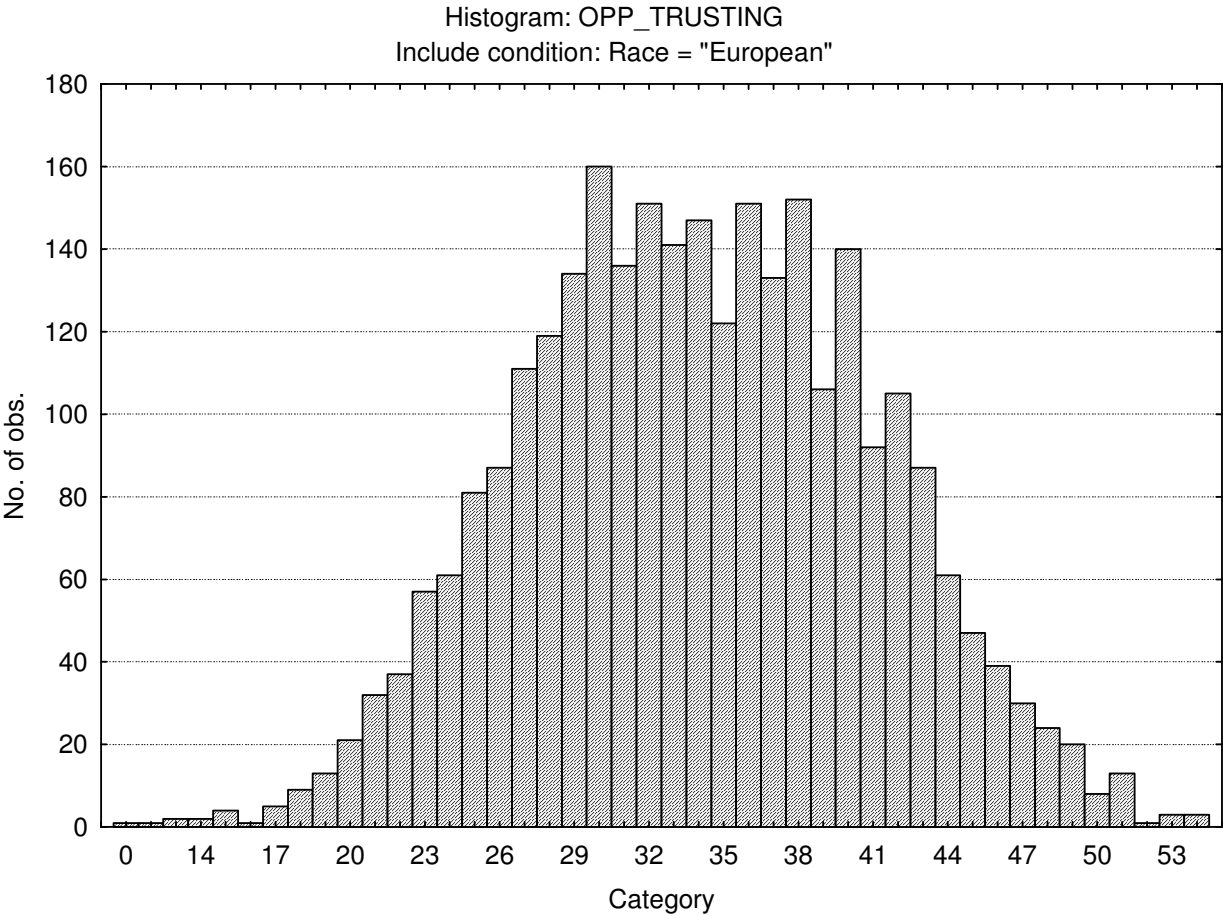
Assertive



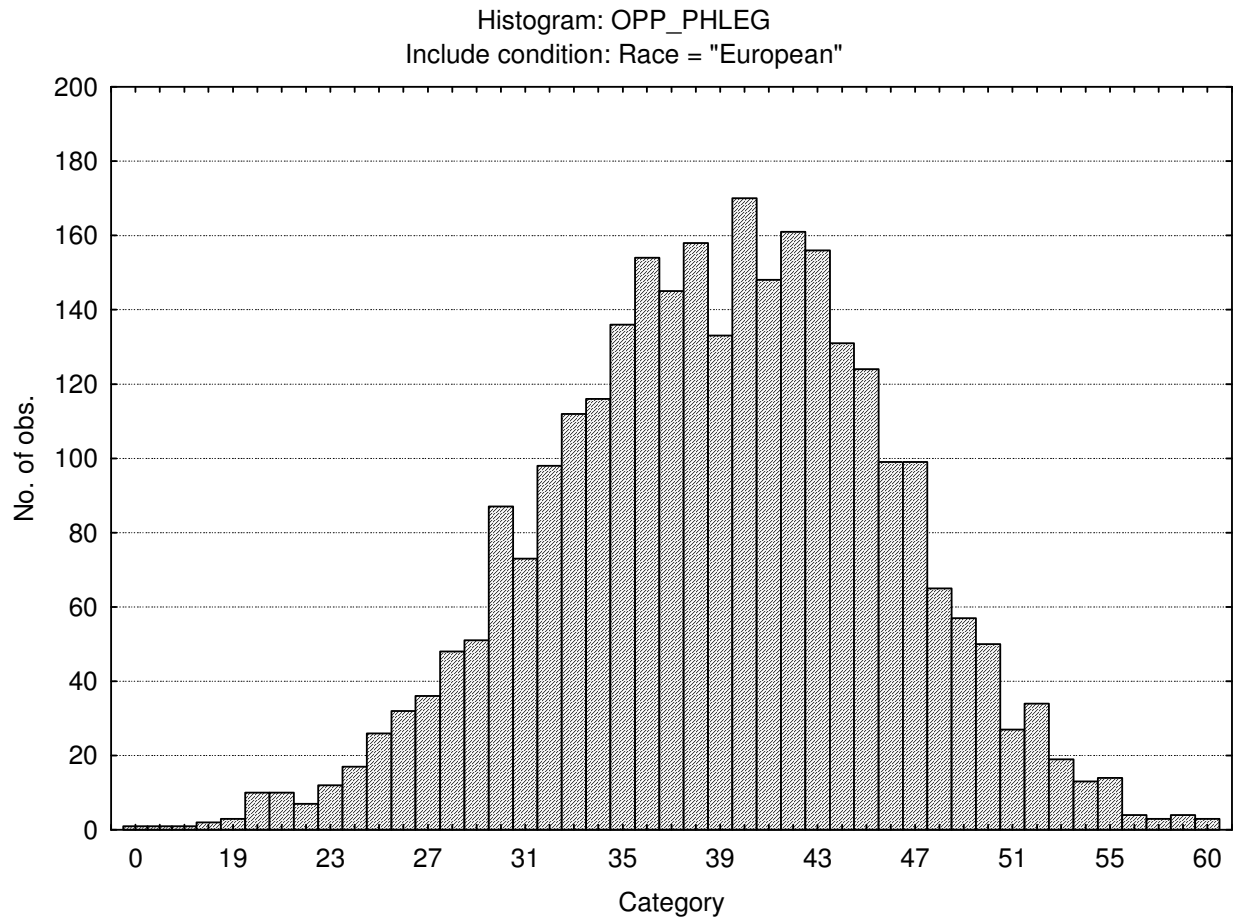
Flexible



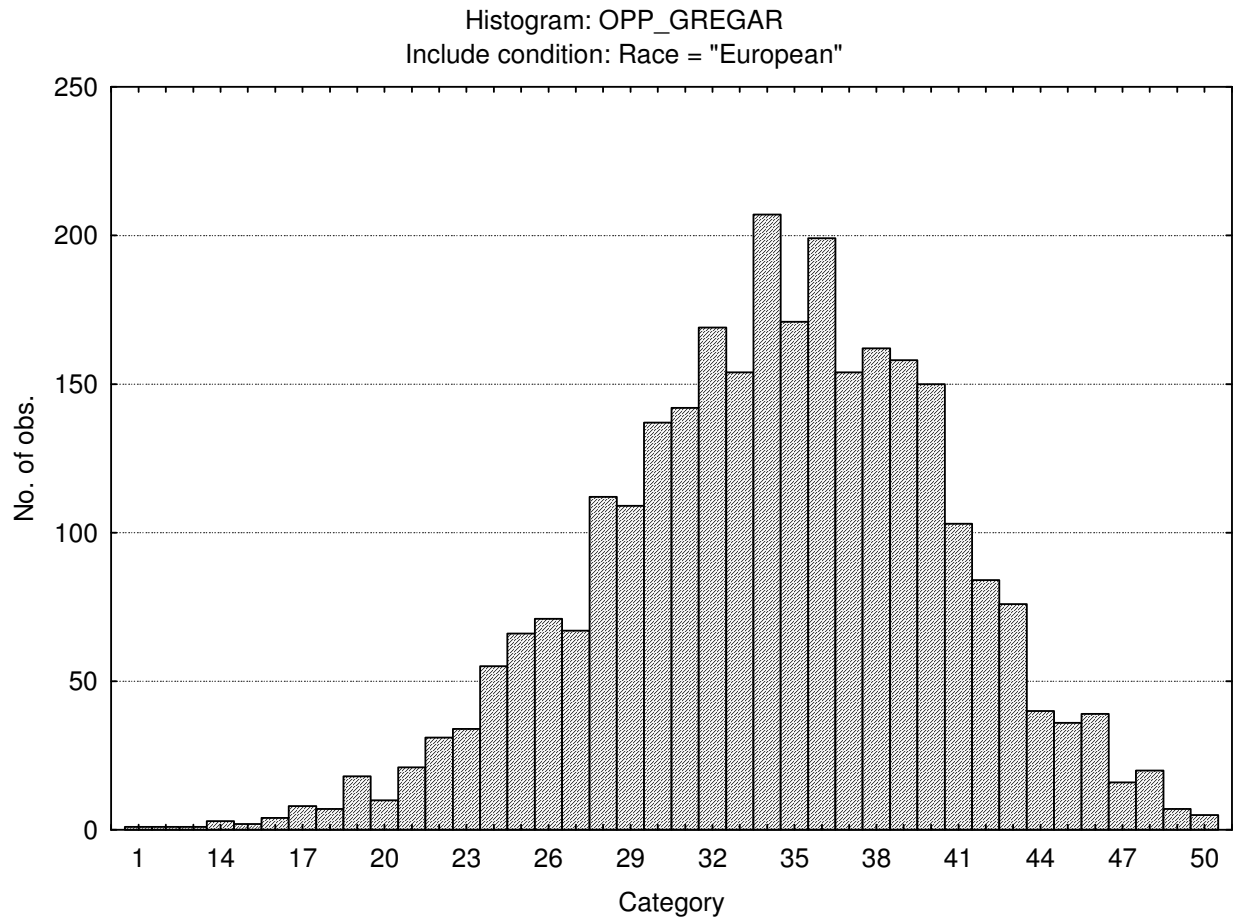
Trusting



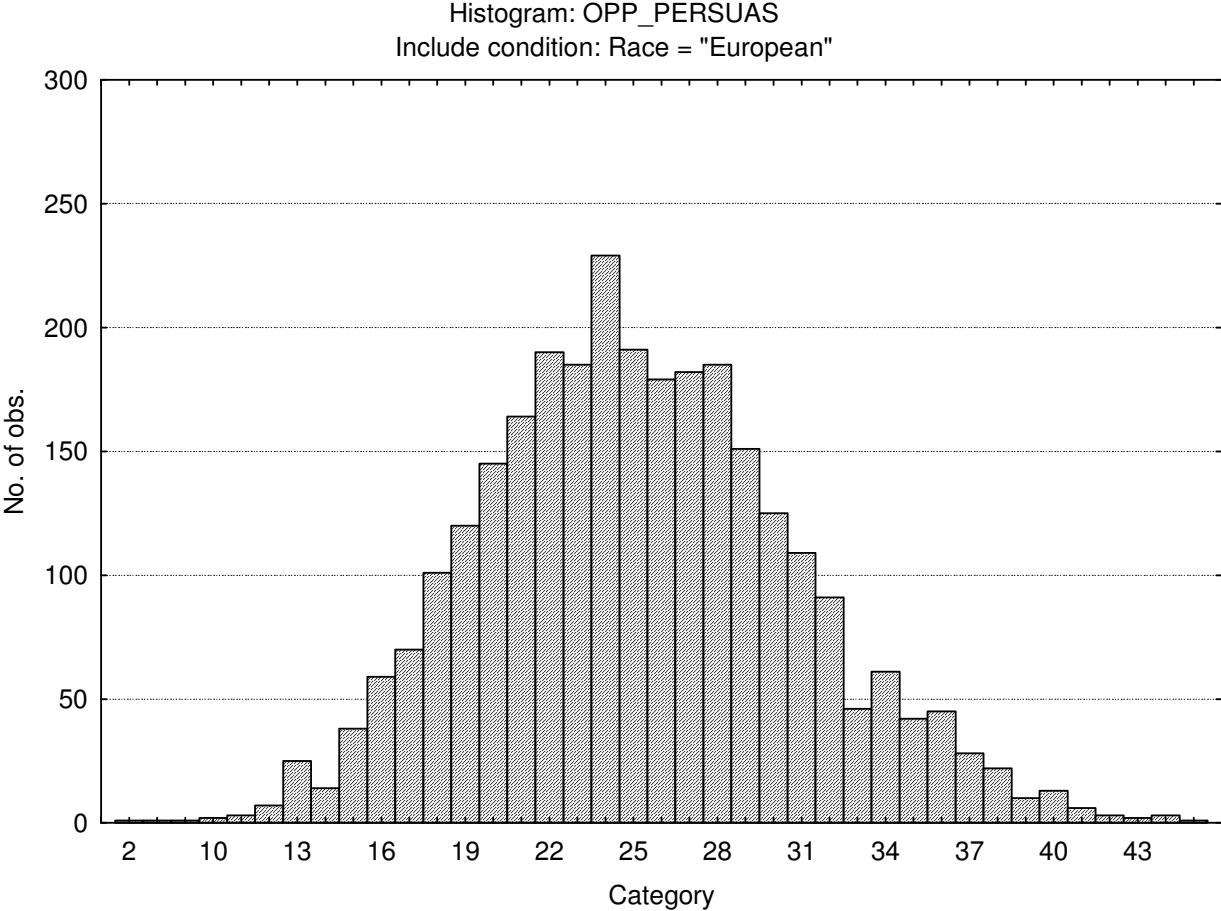
Phlegmatic



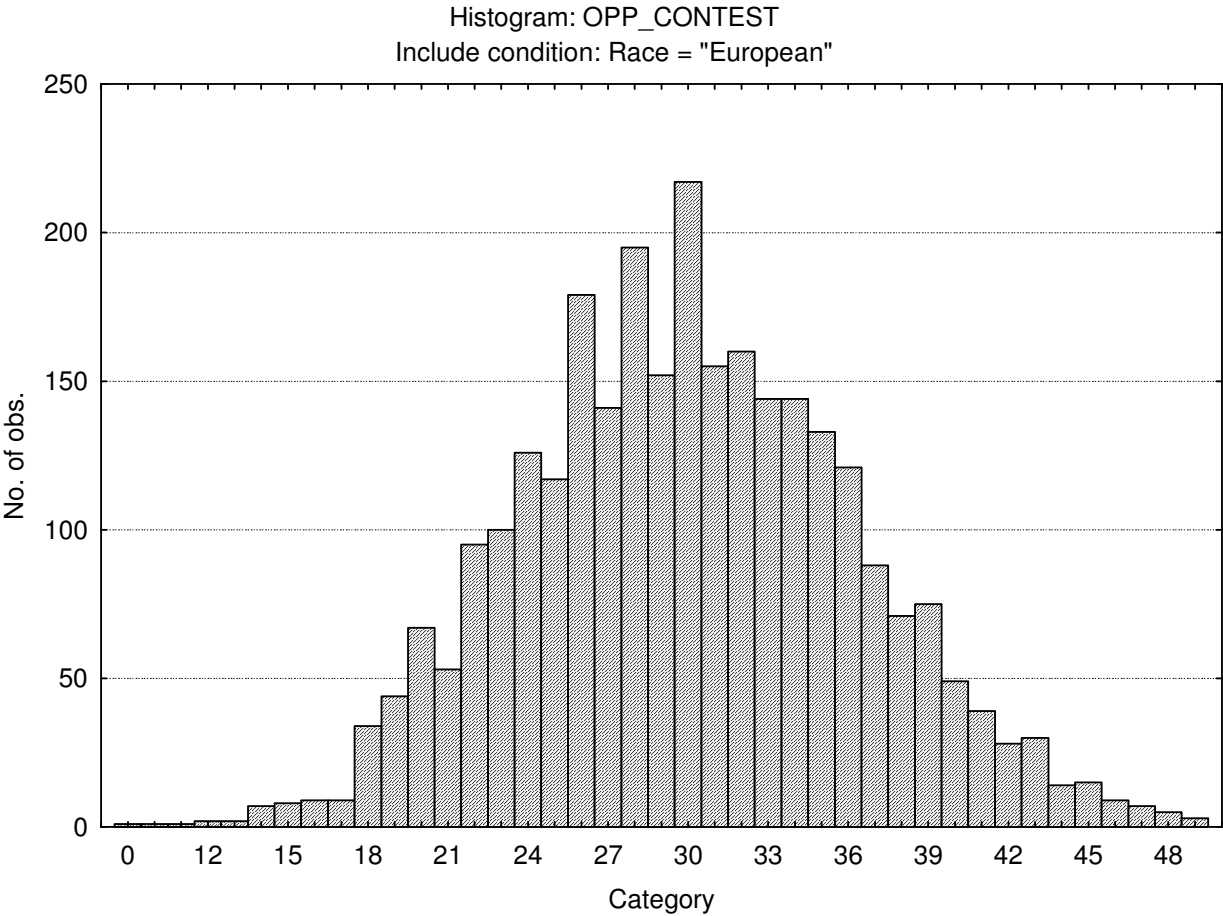
Gregarious



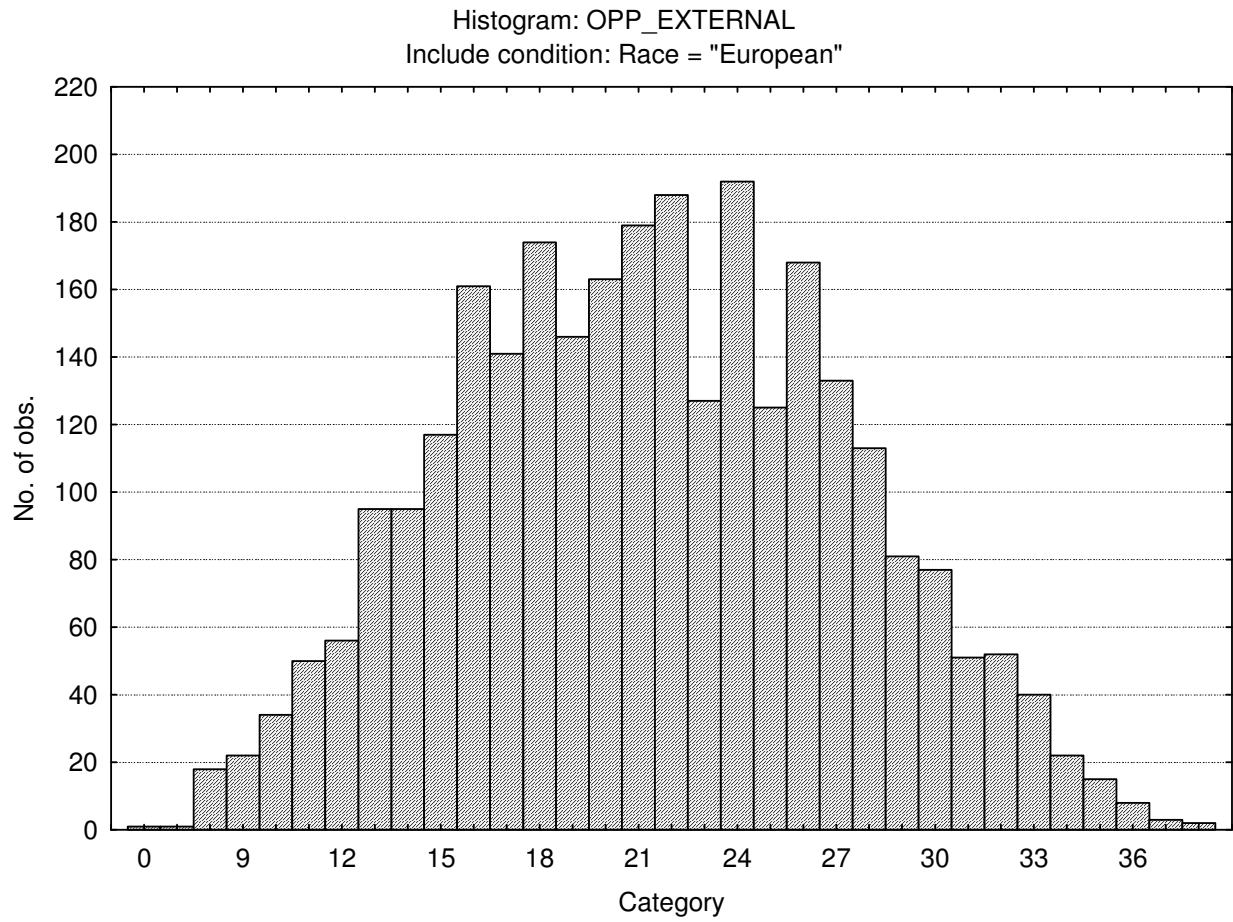
Persuasive



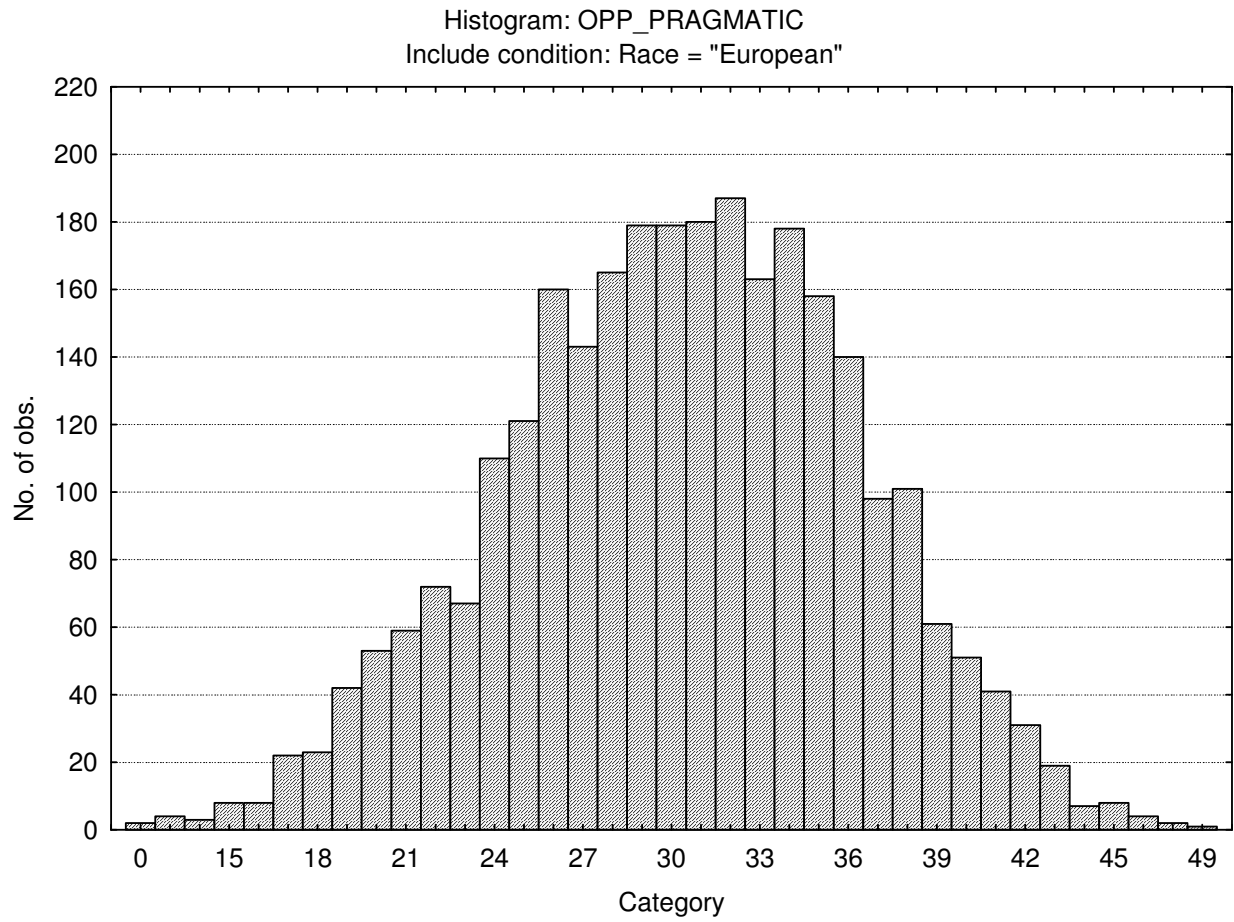
Contesting



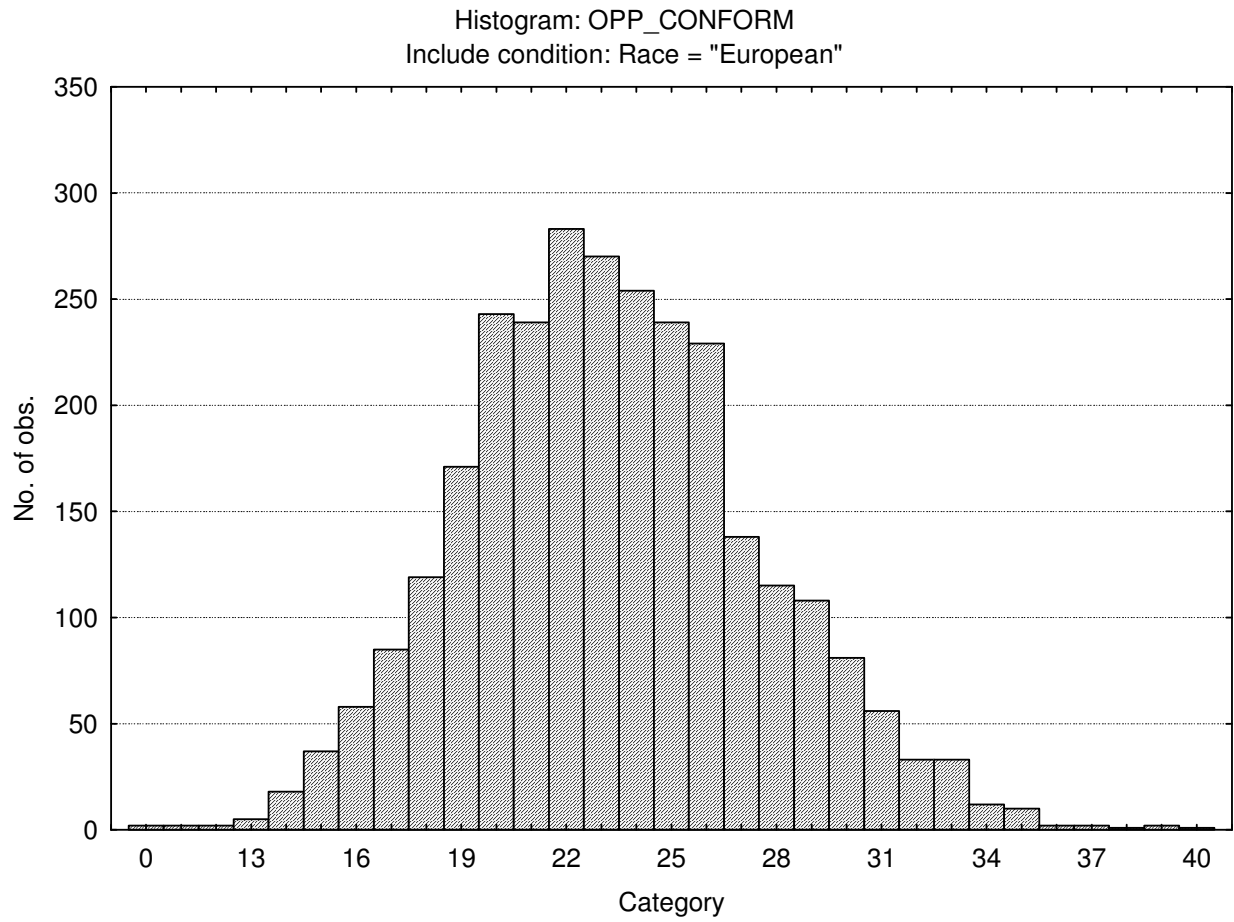
Pessimistic (External locus of control)



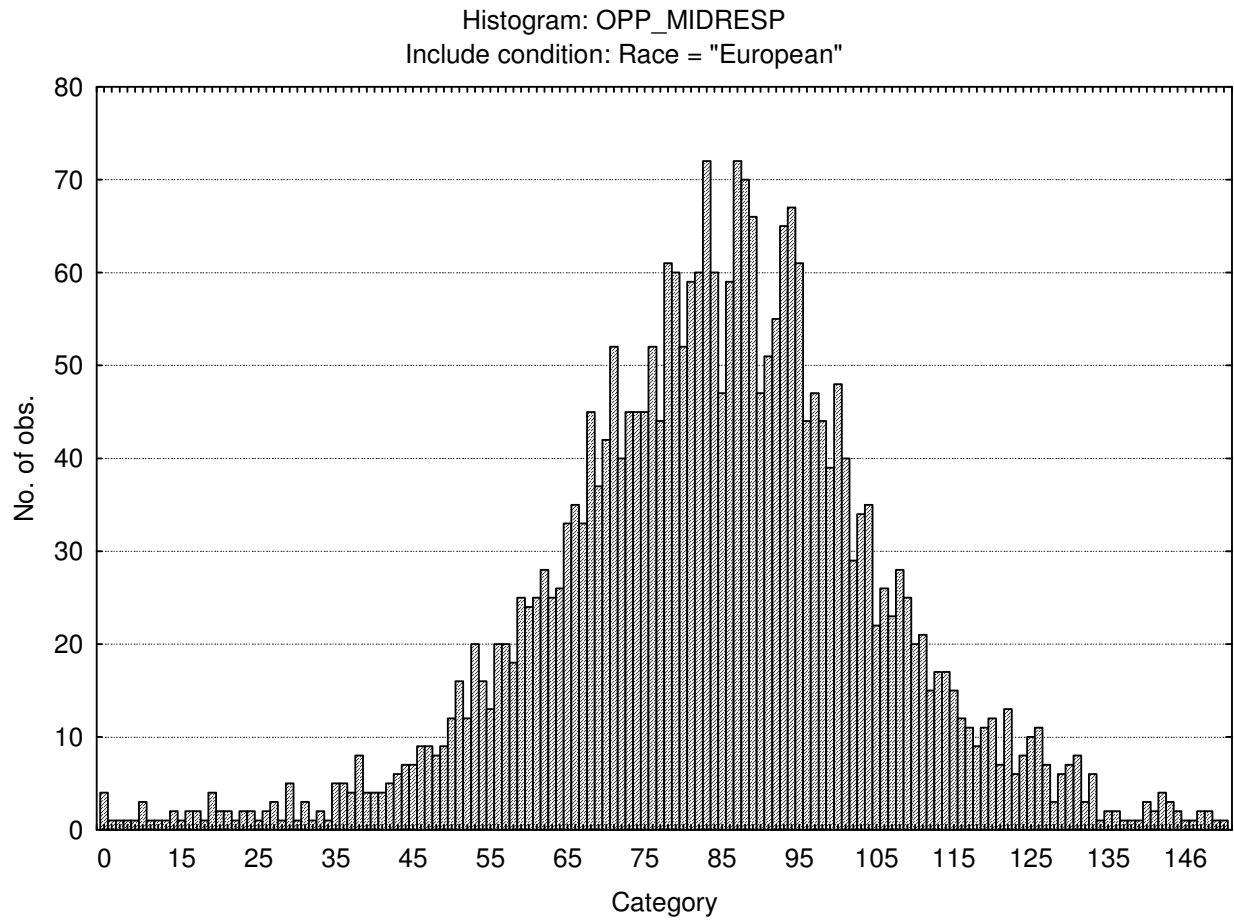
Pragmatic



Conforming (Social Desirability)



Central Tendency



Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-21	22-24	25-27	28-30	31-32	33-35	36-38	39-41	42-49
Flexible	3-11	12-13	14-16	17-18	19-20	21-23	24-25	26-28	29-42
Trusting	0-21	22-25	26-28	29-32	33-35	36-39	40-42	43-46	47-55
Phlegmatic	0-26	27-30	31-33	34-37	38-40	41-44	45-47	48-51	52-60
Gregarious	1-23	24-26	27-29	30-32	33-35	36-38	39-42	43-45	46-50
Persuasive	2-15	16-18	19-20	21-23	24-26	27-29	30-32	33-35	36-45
Contesting	0-18	19-22	23-25	26-28	29-31	32-34	35-37	38-41	42-49
Pessimistic	0-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-39
Pragmatic	0-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-49
Conforming	0-15	16-18	19-20	21-22	23-24	25-26	27-28	29-30	31-40
Central Tendency	0-46	47-57	58-67	68-78	79-89	90-100	101-110	111-121	122-170