

Occupational Personality Profile (OPPro) Norm Group: South Africans, Aggregate Population, updated 2019

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	34165	34165	48,46306	48,4631
F	35885	70050	50,90288	99,3659
U	420	70470	0,59577	99,9617
Missing	27	70497	0,03830	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	12270	12270	17,40500	17,4050
< Matric	1790	14060	2,53912	19,9441
Grade 12	15630	29690	22,17116	42,1153
Degree	918	30608	1,30218	43,4175
Post Graduate	6914	37522	9,80751	53,2250
Tertiary Cert / Trade	4857	42379	6,88965	60,1146
Missing	28118	70497	39,88539	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	9,42877	9,4288
English	17309	23956	24,55282	33,9816
isiXhosa	4120	28076	5,84422	39,8258
Afrikaans	4513	32589	6,40169	46,2275
isiNdebele	281	32870	0,39860	46,6261
Sesotho	2152	35022	3,05261	49,6787
Setswana	2594	37616	3,67959	53,3583
Sepedi	2421	40037	3,43419	56,7925
Xitsonga	1004	41041	1,42417	58,2167
Tshivenda	762	41803	1,08090	59,2976
siSwati	327	42130	0,46385	59,7614
Missing	28367	70497	40,23859	100,0000

Language Group Composition of the Sample

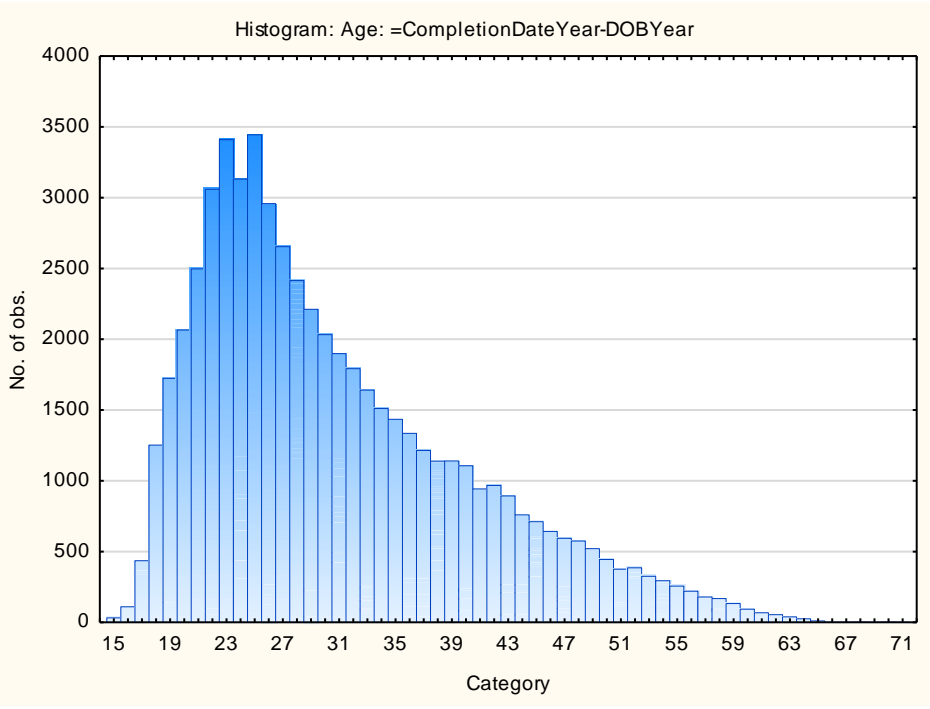
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	28,80690	28,8069
English	17309	37617	24,55282	53,3597
Afrikaans	4513	42130	6,40169	59,7614
Missing	28367	70497	40,23859	100,0000

Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	27213	27213	38,60164	38,6016
European	5745	32958	8,14928	46,7509
Coloured	5864	38822	8,31808	55,0690
Asian	1812	40634	2,57032	57,6393
Indian	1483	42117	2,10364	59,7430
Missing	28380	70497	40,25703	100,0000

Age Composition and Distribution of the Sample

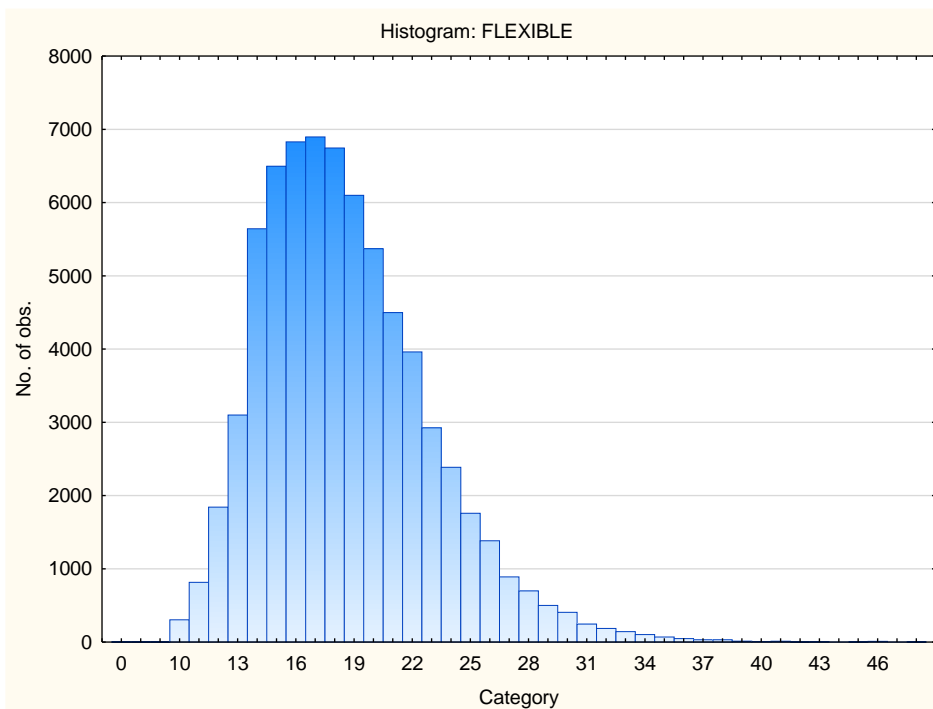
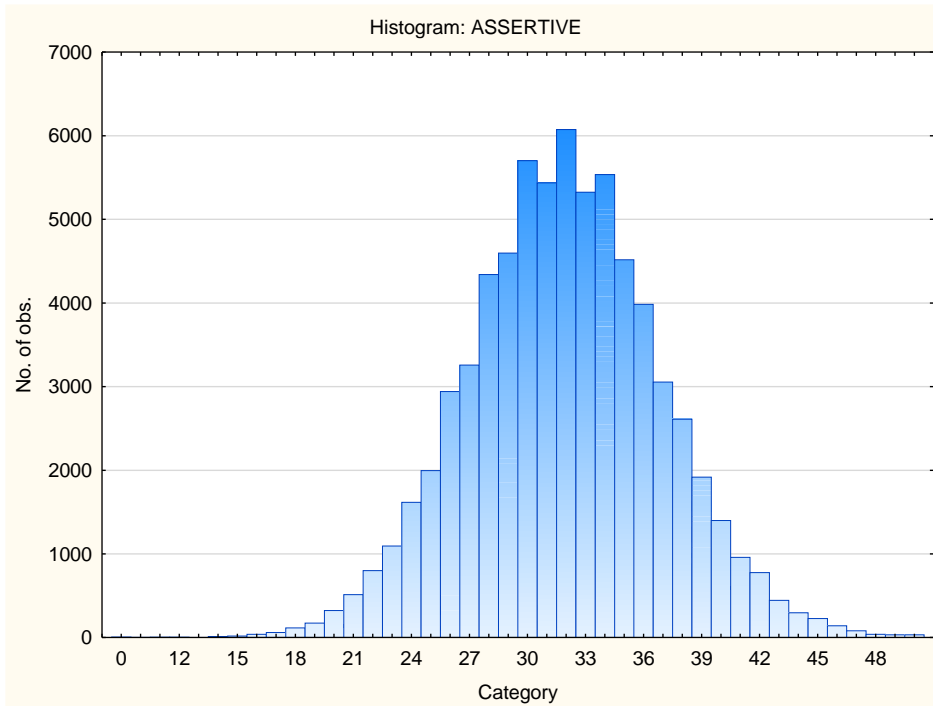
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,78556	9,578143	15,00000	71,00000	57331	13166

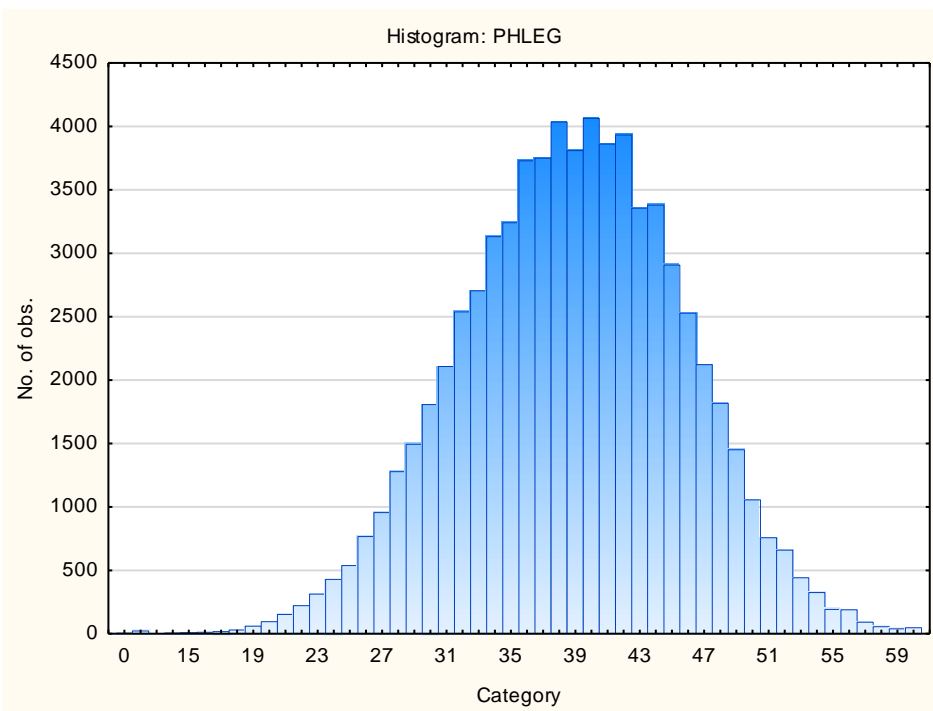
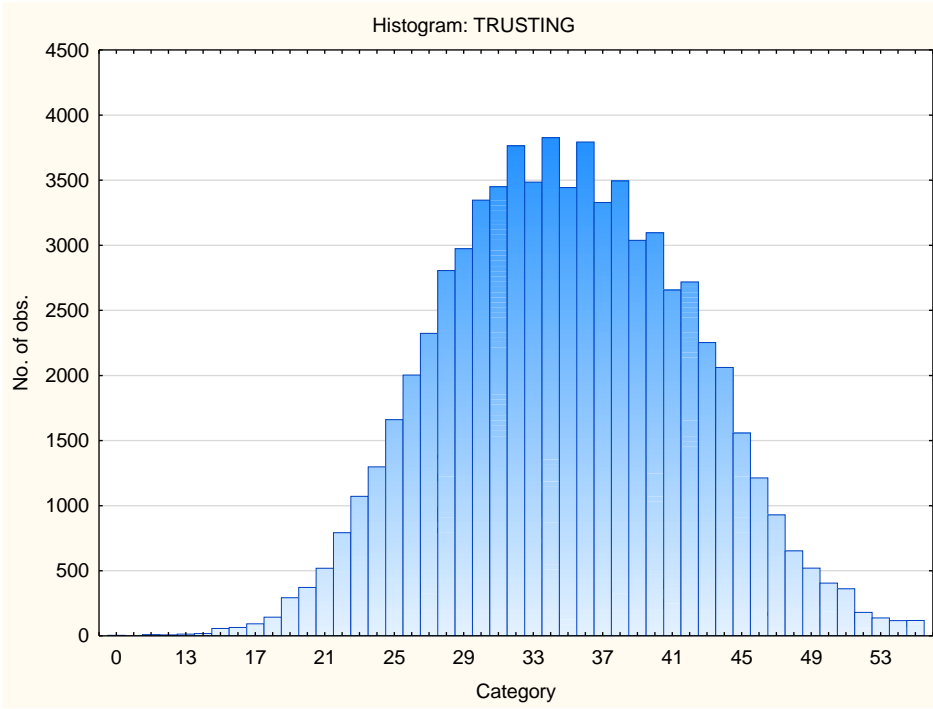


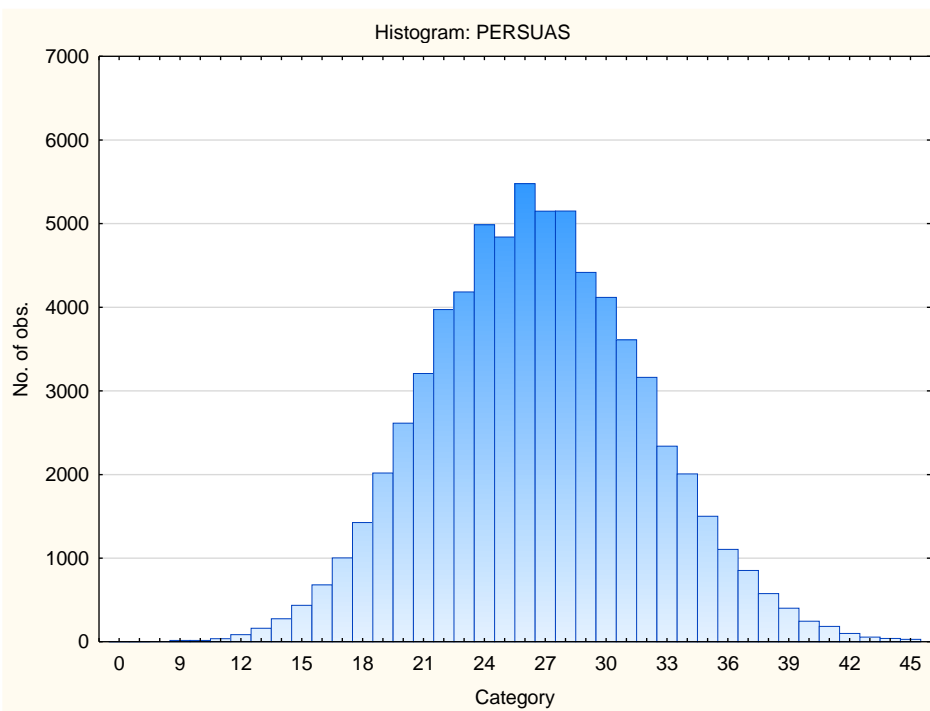
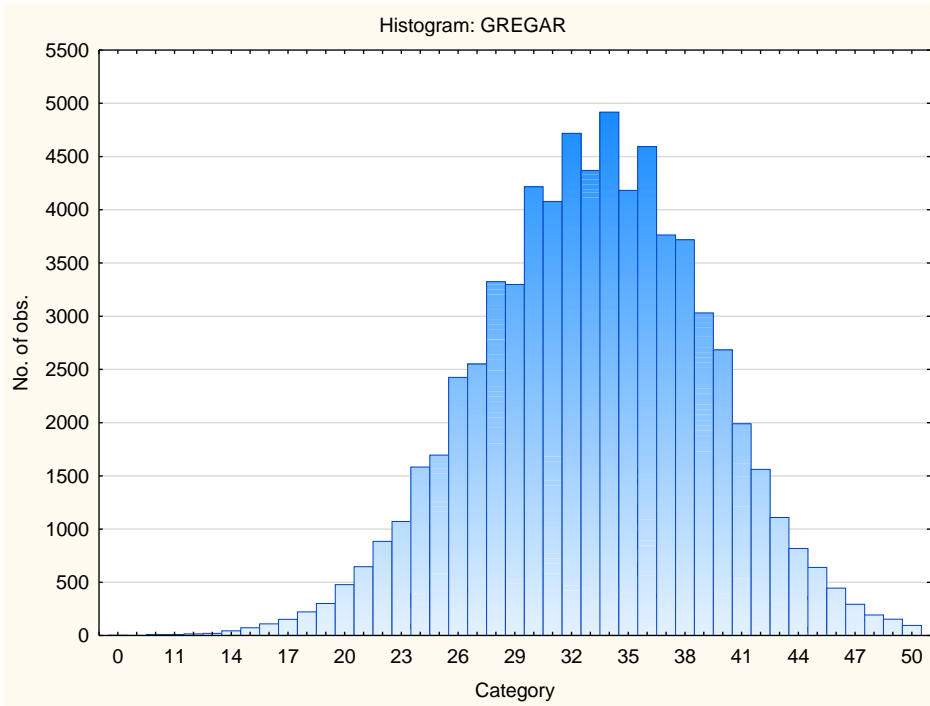
Descriptive Statistics on 15FQ+ Scales

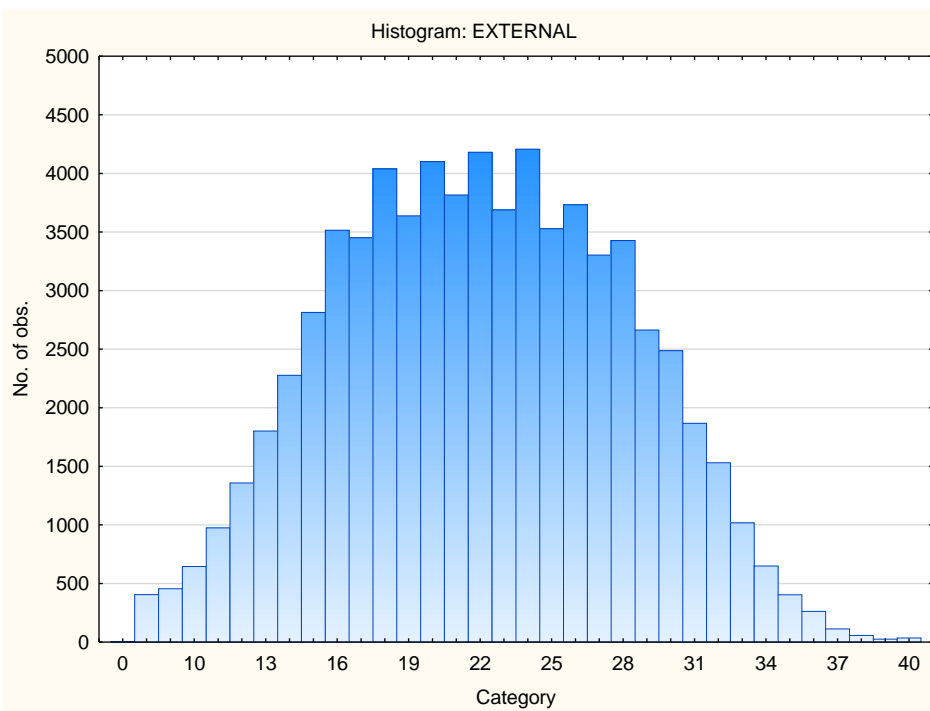
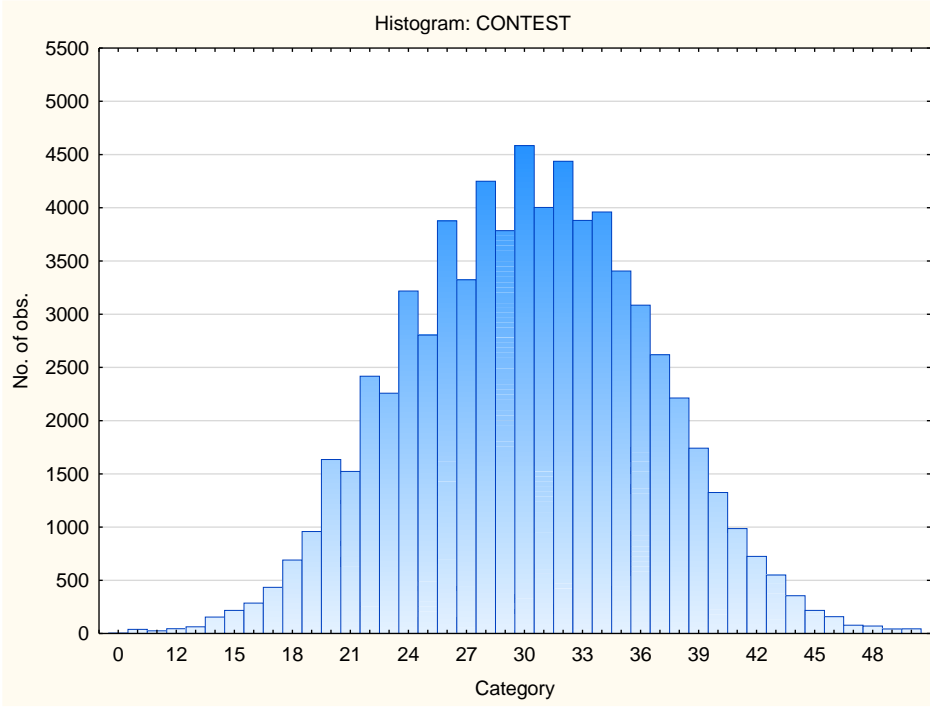
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	70497	31,88192	4,982128
FLEXIBLE	Detail-Conscious - Flexible	70497	18,57839	4,329562
TRUSTING	Cynical - Trusting	70497	34,88521	7,047645
PHLEG	Emotional - Phlegmatic	70497	38,83039	6,859714
GREGAR	Reserved - Gregarious	70497	33,10023	5,998728
PERSUAS	Genuine - Persuasive	70497	26,59237	5,316958
CONTEST	Composed - Contesting	70497	30,12470	6,258008
EXTERNAL	Optimistic - Pessimistic	70497	22,02370	6,042583
PRAGMATIC	Abstract - Pragmatic	70497	29,11605	5,116995
CONFORM	Low Distortion - High Distortion	70497	24,75186	4,451917
MIDRESP	Extreme Responses - Central Tendency	70497	82,16331	22,02134

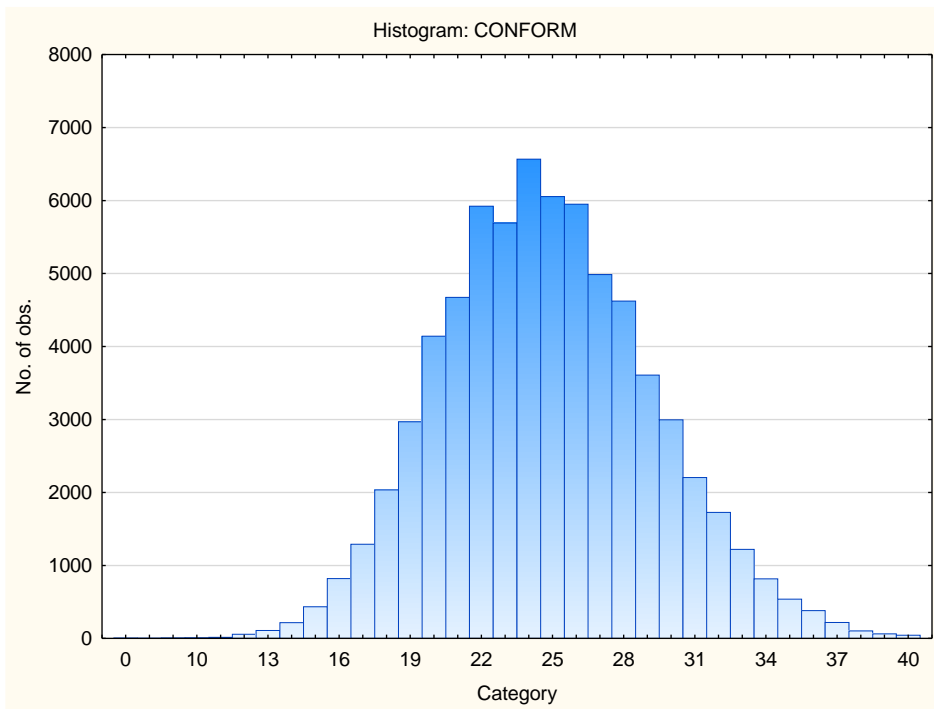
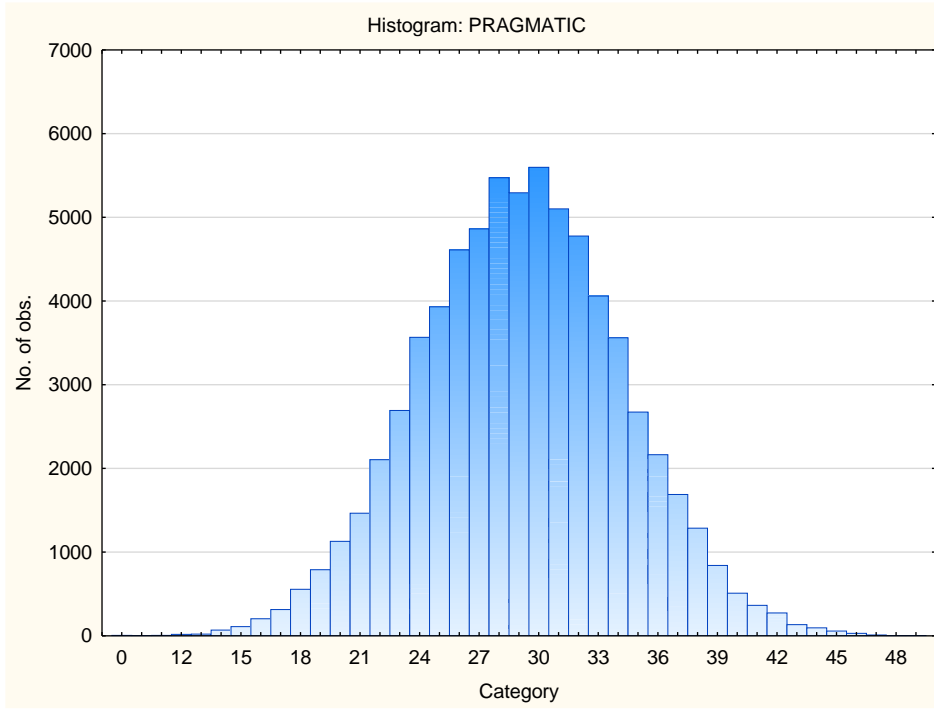
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	0-21	22-24	25-26	27-29	30-31	32-34	35-36	37-39	40-41	42-50
FLEXIBLE	Detail-Conscious - Flexible	0-9	10-12	13-14	15-16	17-18	19-20	21-22	23-25	26-27	28-48
TRUSTING	Cynical - Trusting	0-20	21-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-55
PHLEG	Emotional - Phlegmatic	0-25	26-28	29-31	32-35	36-38	39-42	43-45	46-49	50-52	53-60
GREGAR	Reserved - Gregarious	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
PERSUAS	Genuine - Persuasive	0-15	16-18	19-21	22-23	24-26	27-29	30-31	32-34	35-37	38-45
CONTEST	Composed - Contesting	0-17	18-20	21-23	24-26	27-30	31-33	34-36	37-39	40-42	43-50
EXTERNAL	Optimistic - Pessimistic	0-9	10-12	13-15	16-19	20-22	23-25	26-28	29-31	32-34	35-40
PRAGMATIC	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-29	30-31	32-34	35-36	37-39	40-49
CONFORM	Low Distortion - High Distortion	0-15	16-18	19-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
MIDRESP	Extreme Responses - Central Tendency	0-38	39-49	50-60	61-71	72-82	83-93	94-104	105-115	116-126	127-196