

# Occupational Personality Profile (OPPro) Norm Group: South Africans, English speaking, updated 2019

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## 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	8186	8186	47,29332	47,2933
F	9026	17212	52,14628	99,4396
U	97	17309	0,56040	100,0000
Missing	0	17309	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5011	5011	28,95026	28,9503
< Matric	506	5517	2,92333	31,8736
Grade 12	5269	10786	30,44081	62,3144
Degree	174	10960	1,00526	63,3197
Post Graduate	3372	14332	19,48119	82,8009
Tertiary Cert / Trade	2084	16416	12,03998	94,8408
Missing	893	17309	5,15917	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Language Group Composition of the Sample

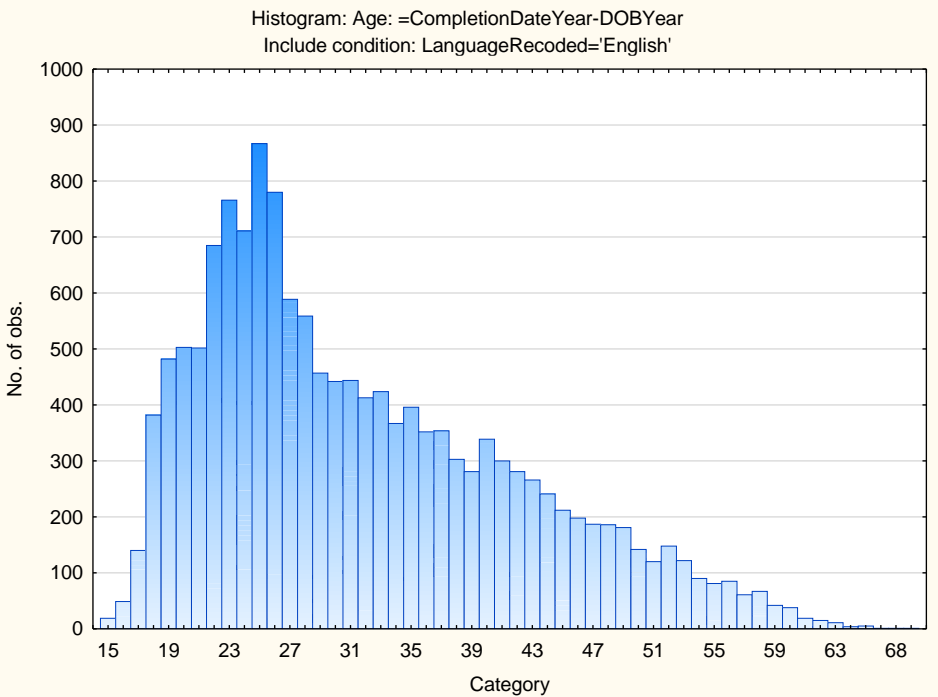
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6042	6042	34,90670	34,9067
European	3102	9144	17,92131	52,8280
Coloured	3442	12586	19,88561	72,7136
Asian	1670	14256	9,64816	82,3618
Indian	1458	15714	8,42336	90,7851
Missing	1595	17309	9,21486	100,0000

## Age Composition and Distribution of the Sample

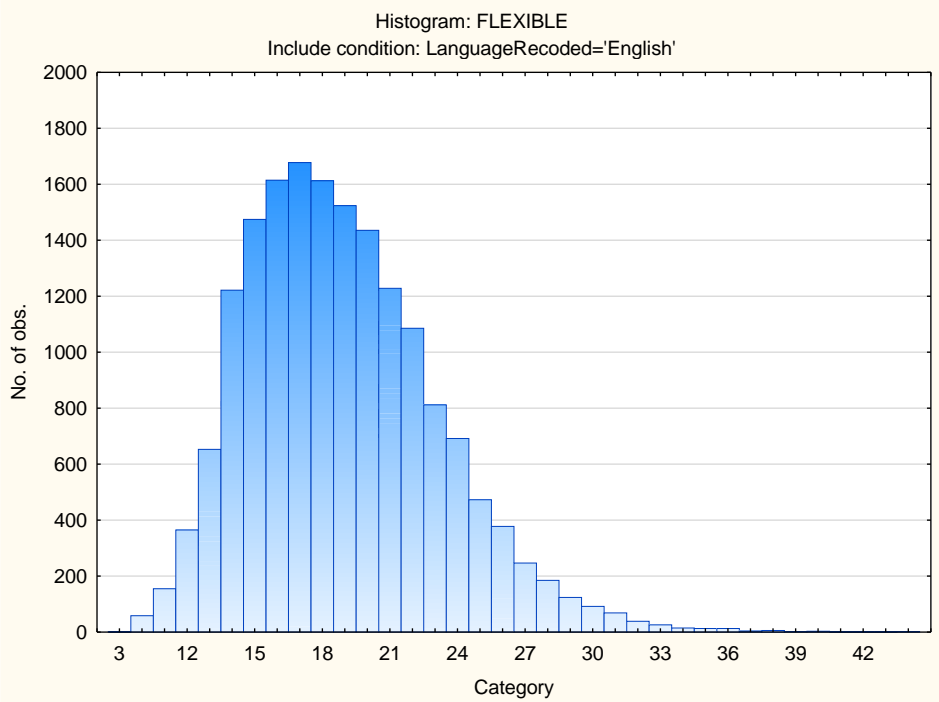
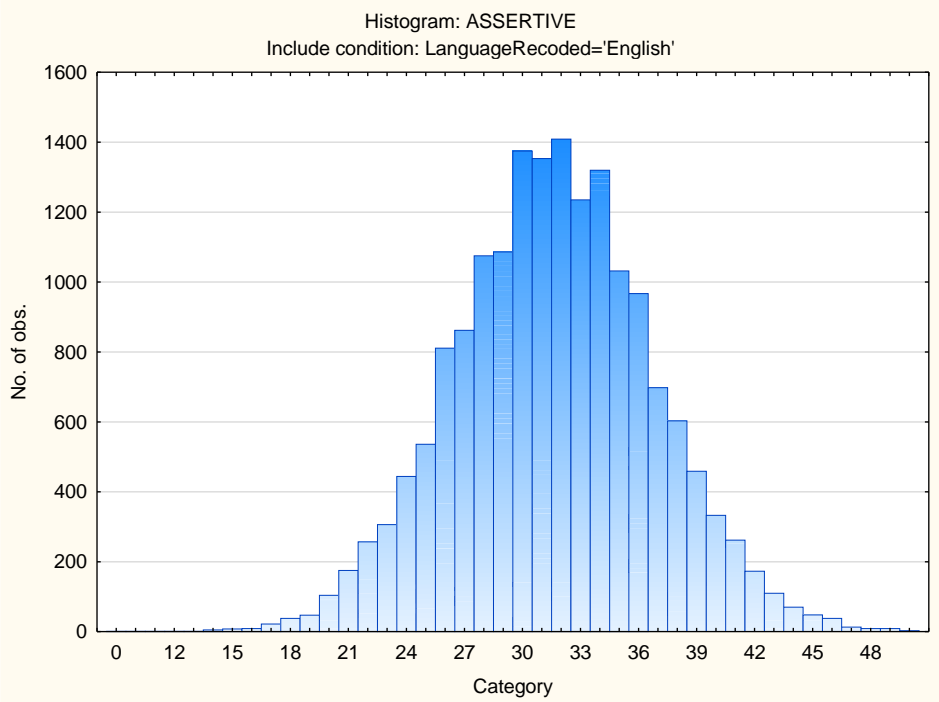
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,77880	10,27270	15,00000	71,00000	14711	2598

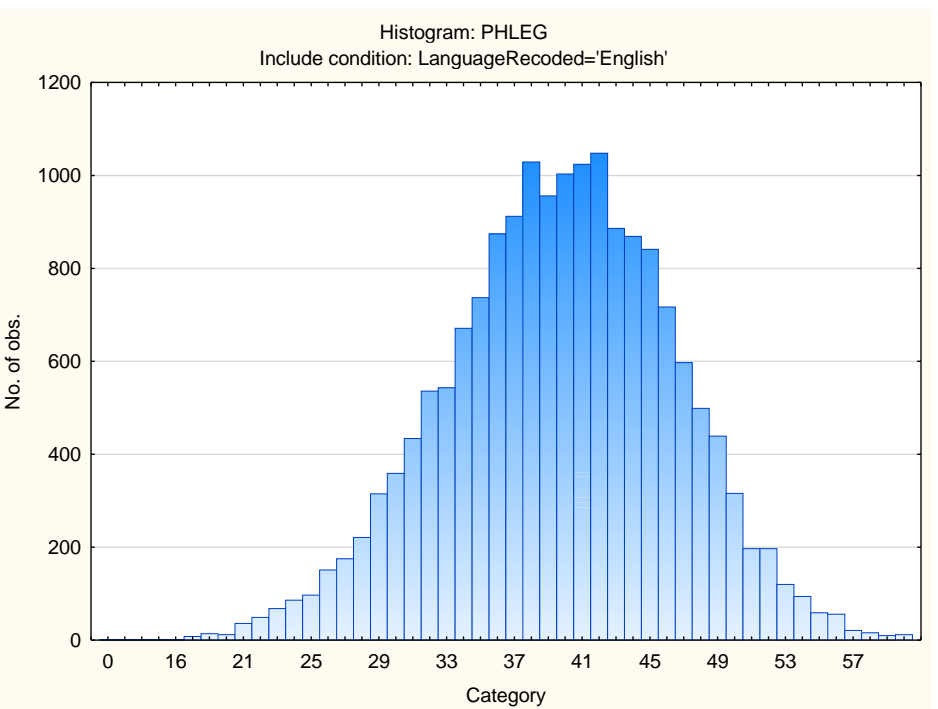
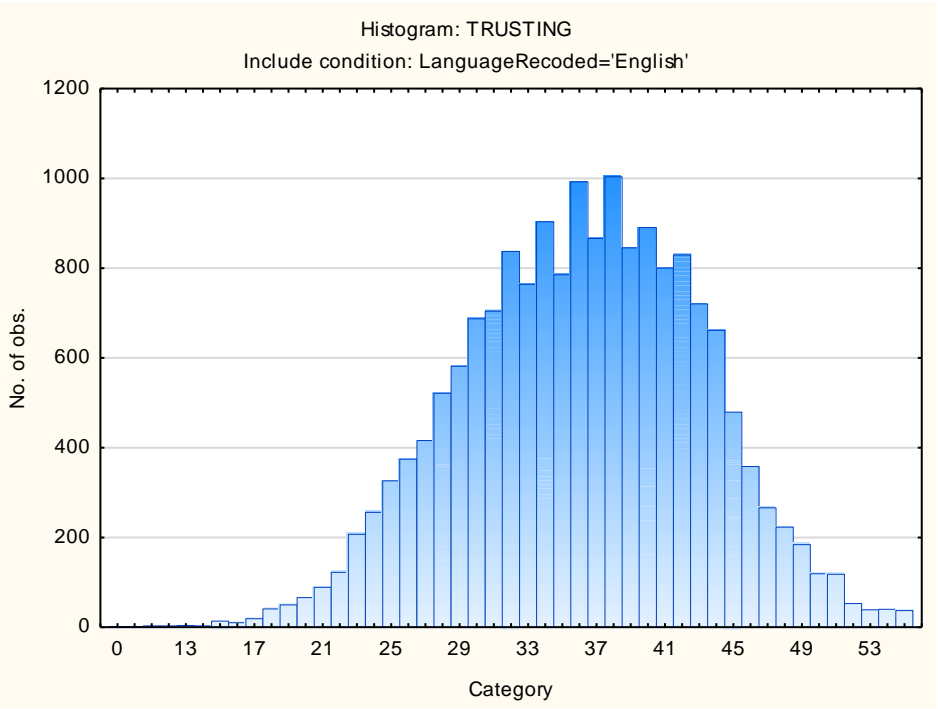


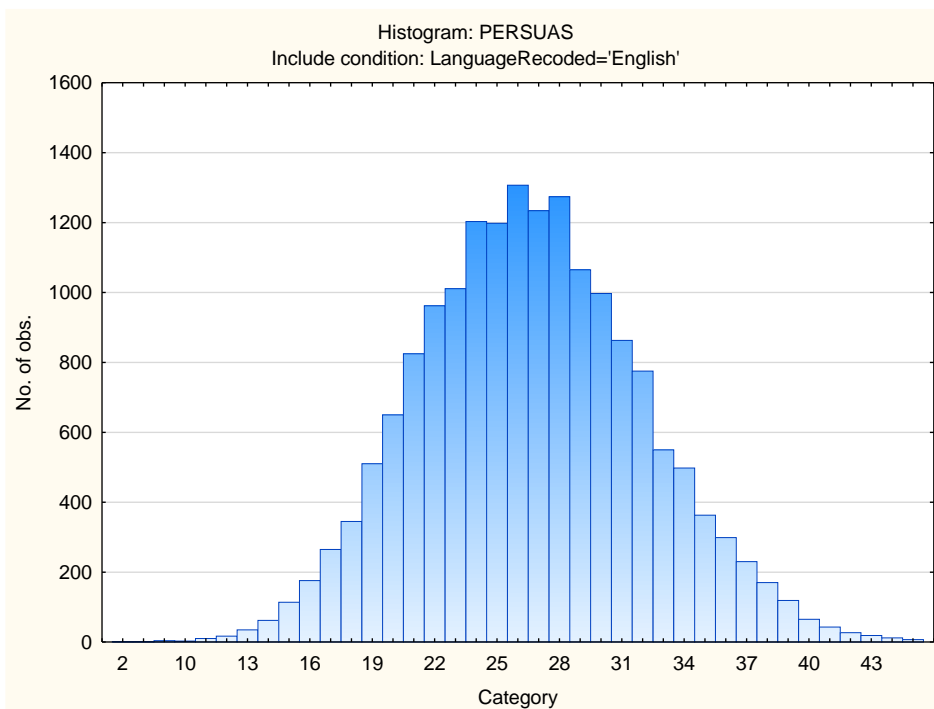
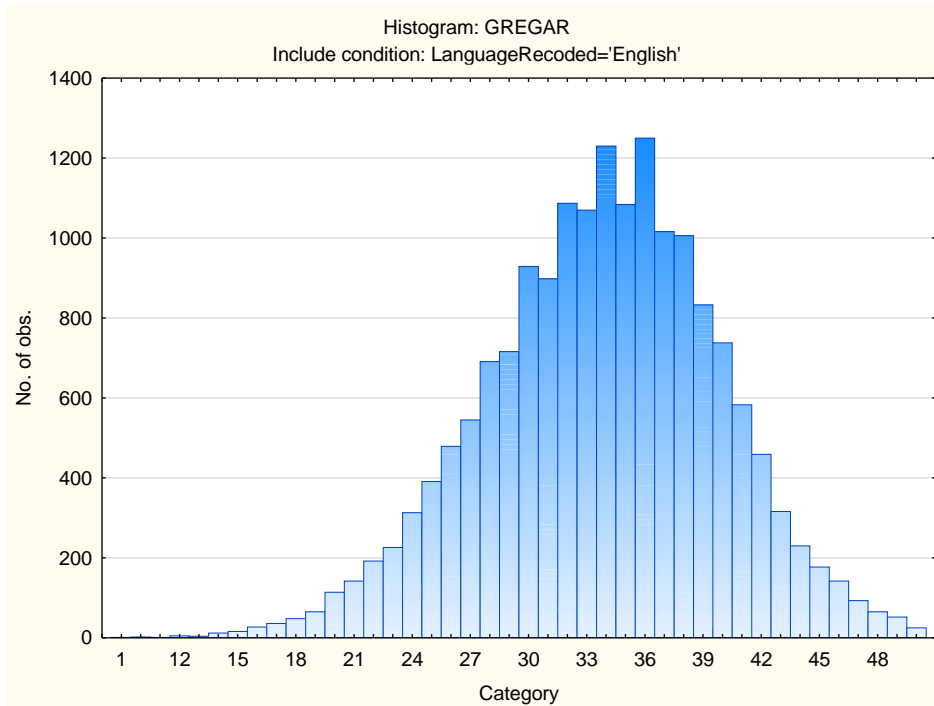
## *Descriptive Statistics on 15FQ+ Scales*

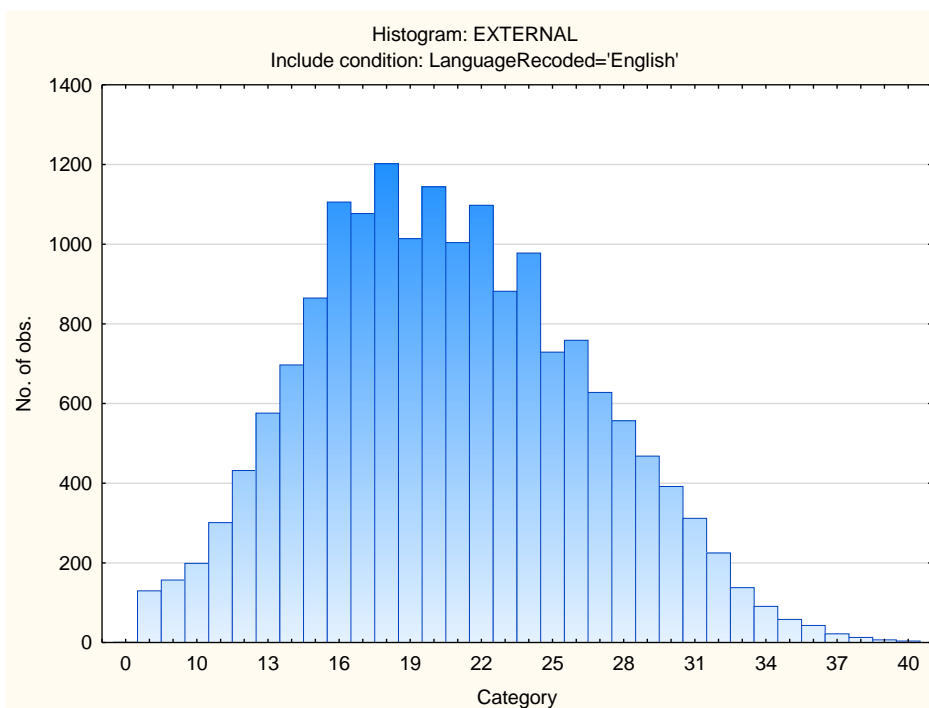
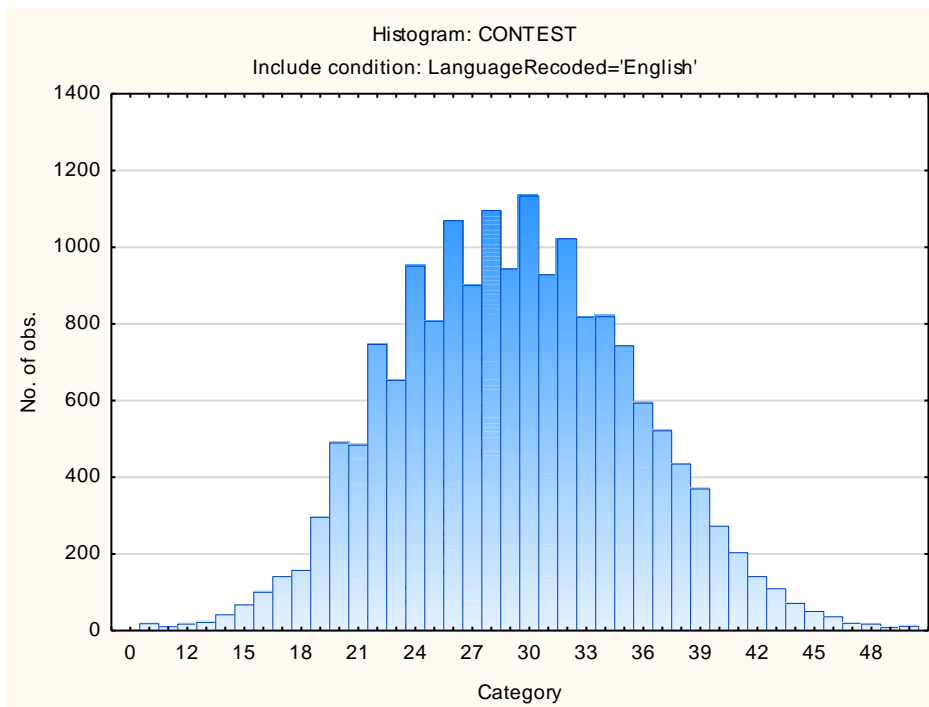
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	17309	31,59957	5,11544
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	17309	18,87972	4,23290
<b>TRUSTING</b>	Cynical - Trusting	17309	36,15449	7,01077
<b>PHLEG</b>	Emotional - Phlegmatic	17309	39,64469	6,71644
<b>GREGAR</b>	Reserved - Gregarious	17309	33,74031	6,02798
<b>PERSUAS</b>	Genuine - Persuasive	17309	26,62470	5,39662
<b>CONTEST</b>	Composed - Contesting	17309	29,24415	6,29089
<b>EXTERNAL</b>	Optimistic - Pessimistic	17309	20,66127	5,78260
<b>PRAGMATIC</b>	Abstract - Pragmatic	17309	29,20163	5,22477
<b>CONFORM</b>	Low Distortion - High Distortion	17309	24,49835	4,37745
<b>MIDRESP</b>	Extreme Responses - Central Tendency	17309	85,56606	22,21270

# Frequency Distributions for OPPro Scales

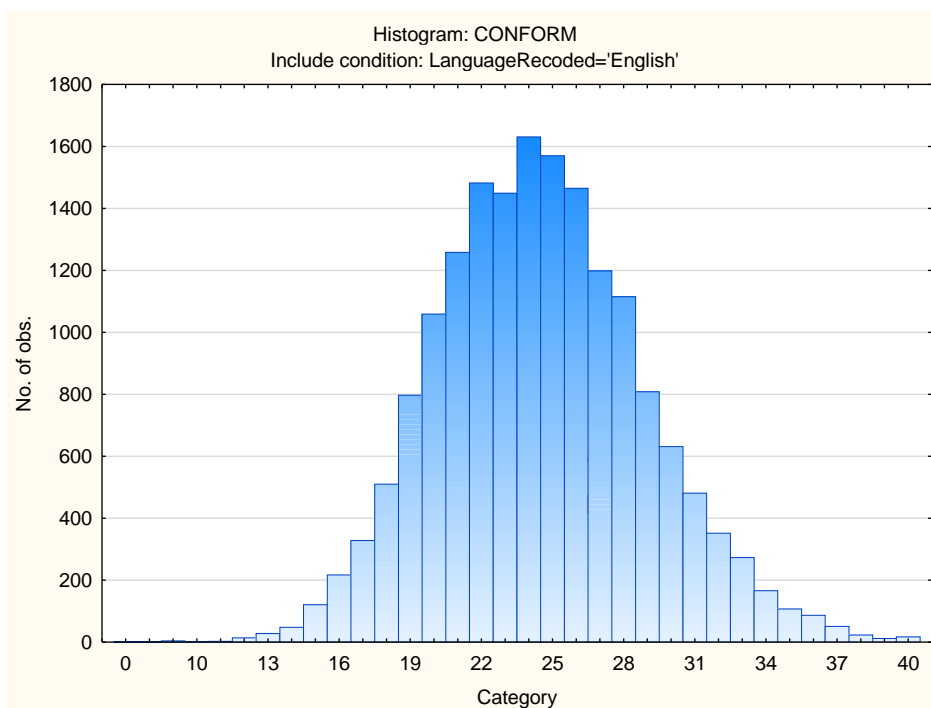
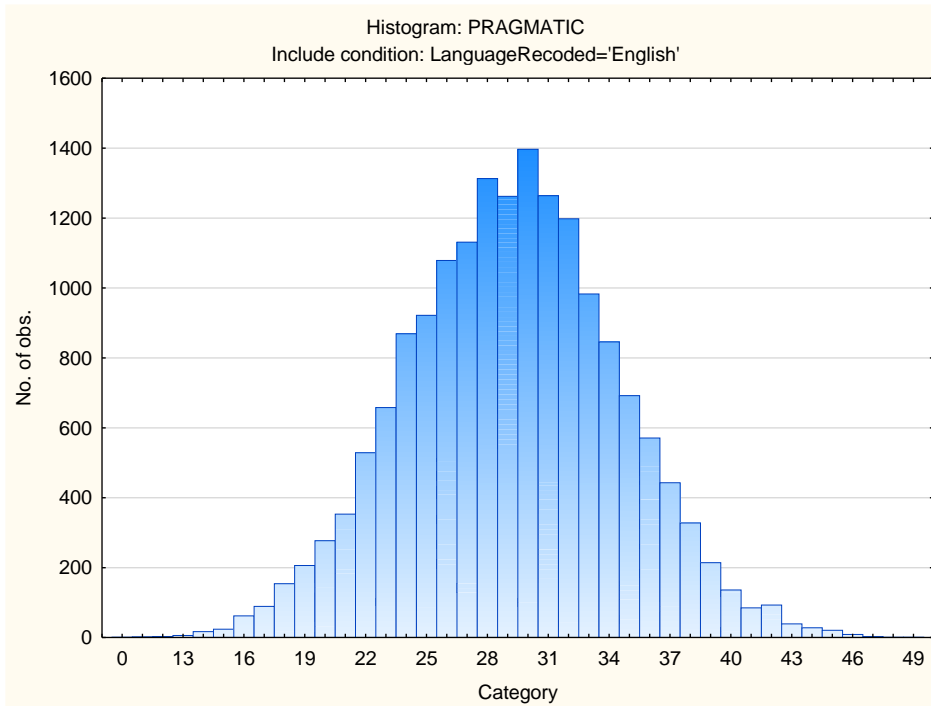












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-21	22-23	24-26	27-29	30-31	32-34	35-36	37-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	3-10	11-12	13-14	15-16	17-18	19-20	21-23	24-25	26-27	28-46
<b>TRUSTING</b>	Cynical - Trusting	0-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	51-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-26	27-29	30-32	33-36	37-39	40-43	44-46	47-49	50-53	54-60
<b>GREGAR</b>	Reserved - Gregarious	1-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	2-15	16-18	19-21	22-23	24-26	27-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	0-16	17-19	20-22	23-26	27-29	30-32	33-35	36-38	39-41	42-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-9	10-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-29	30-31	32-34	35-37	38-39	40-49
<b>CONFORM</b>	Low Distortion - High Distortion	0-15	16-17	18-20	21-22	23-24	25-26	27-28	29-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-41	42-52	53-63	64-74	75-85	86-96	97-107	108-118	119-129	130-196