

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Afrikaans 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	2033	2033	45,04764	45,0476
F	2465	4498	54,61999	99,6676
U	15	4513	0,33237	100,0000
Missing	0	4513	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	815	815	18,05894	18,0589
< Matric	396	1211	8,77465	26,8336
Grade 12	2011	3222	44,56016	71,3938
Degree	78	3300	1,72834	73,1221
Post Graduate	533	3833	11,81033	84,9324
Tertiary Cert / Trade	308	4141	6,82473	91,7571
Missing	372	4513	8,24285	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Language Group Composition of the Sample

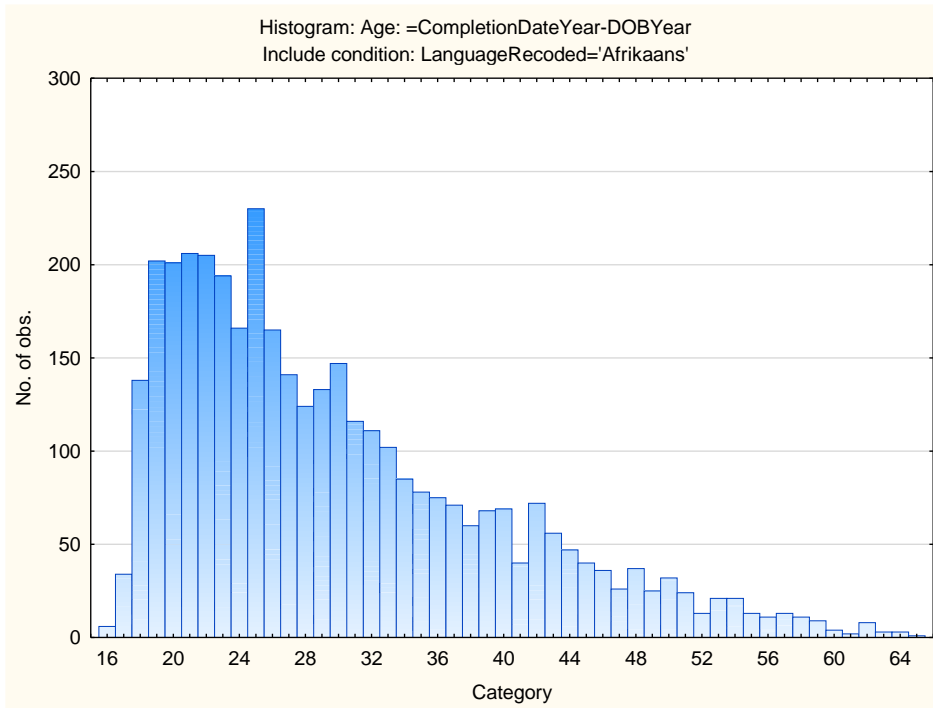
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	4513	4513	100,0000	100,0000
Missing	0	4513	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	300	300	6,64746	6,6475
European	2188	2488	48,48216	55,1296
Coloured	1933	4421	42,83182	97,9614
Asian	6	4427	0,13295	98,0944
Indian	2	4429	0,04432	98,1387
Missing	84	4513	1,86129	100,0000

## Age Composition and Distribution of the Sample

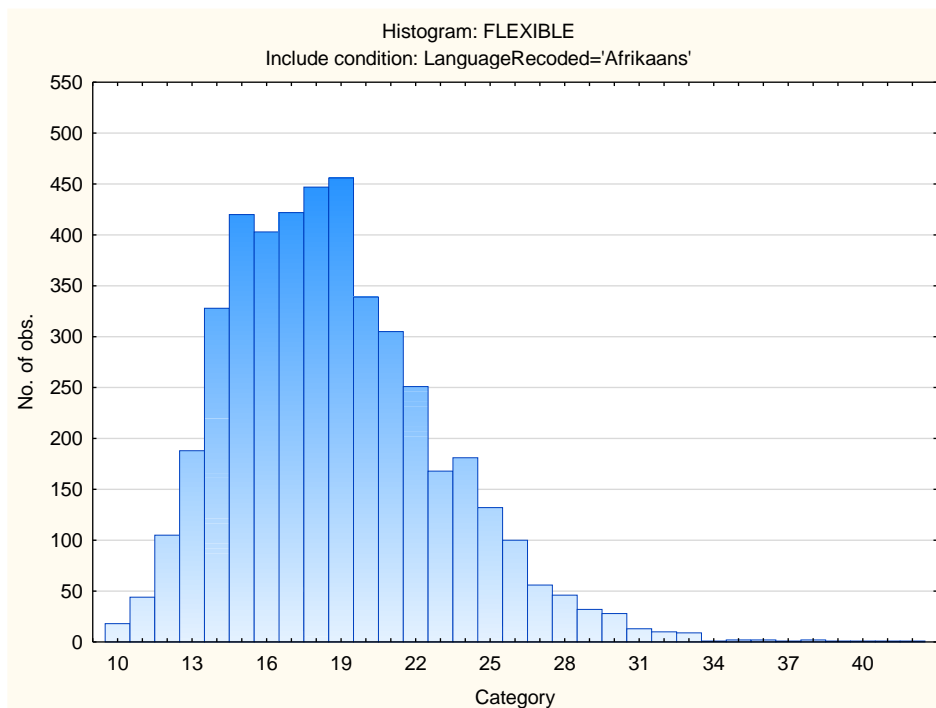
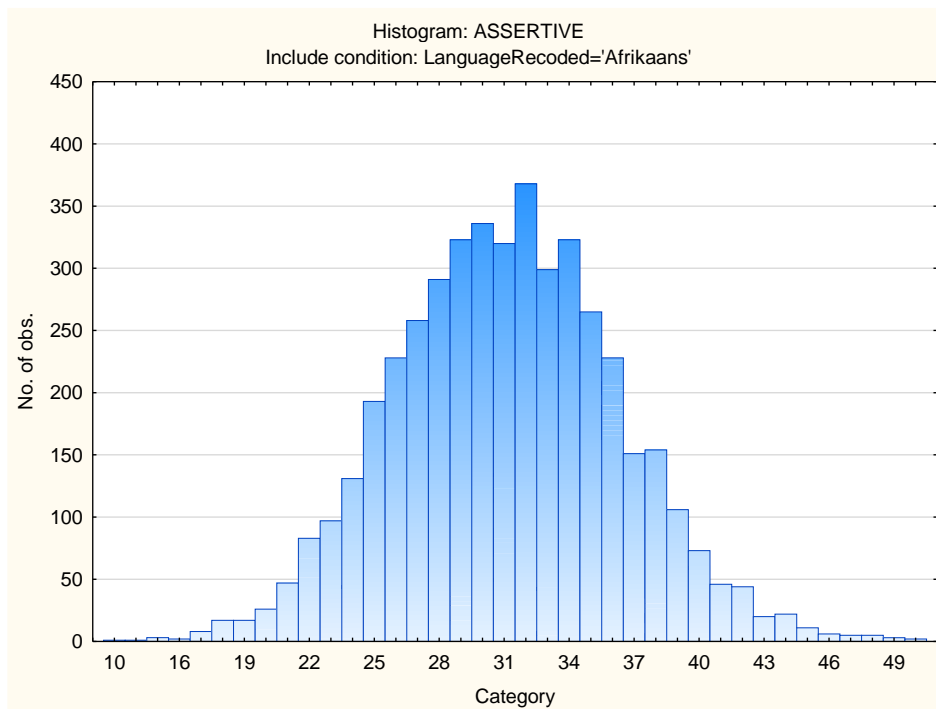
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,81001	9,739524	16,00000	65,00000	3695	818

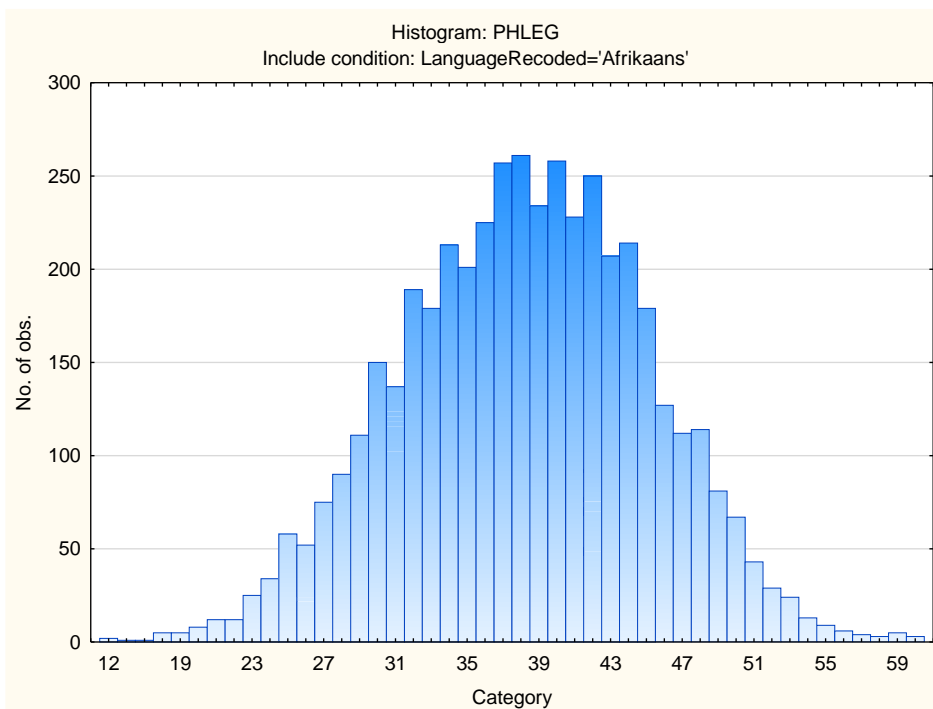
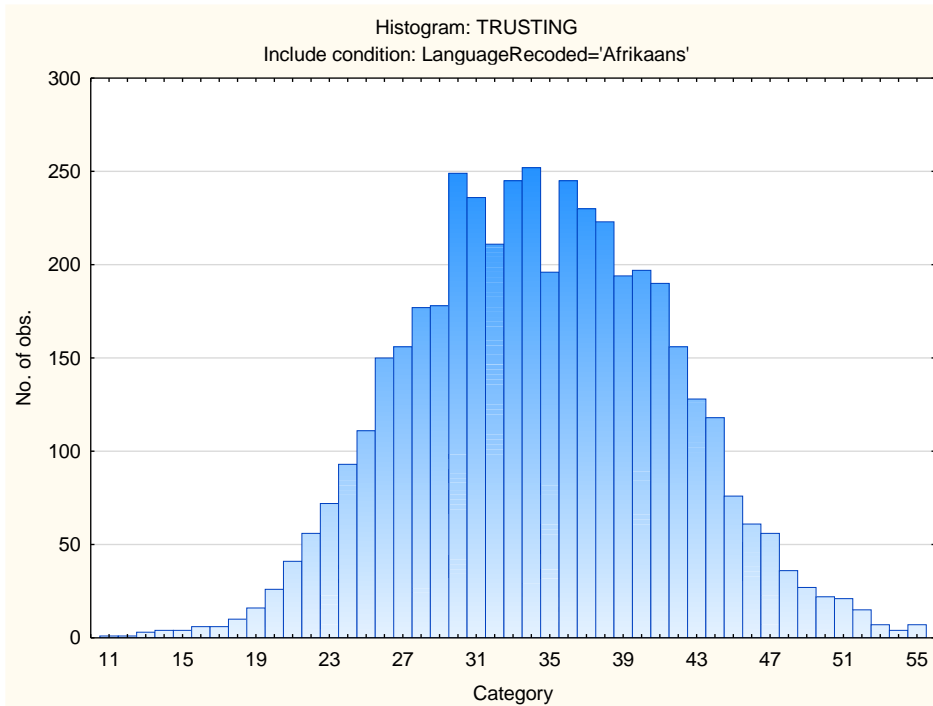


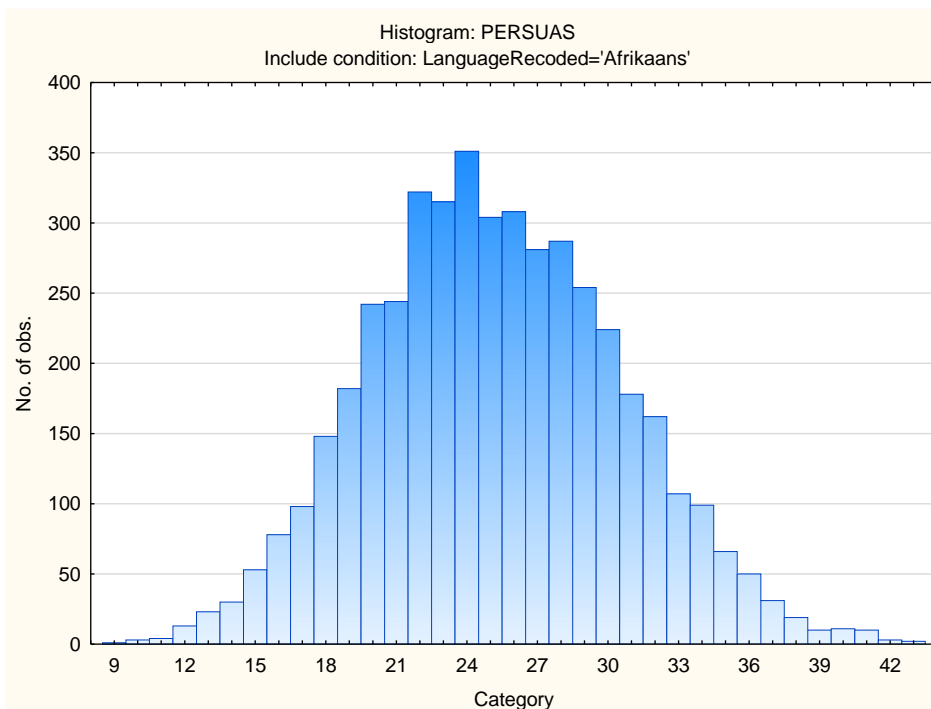
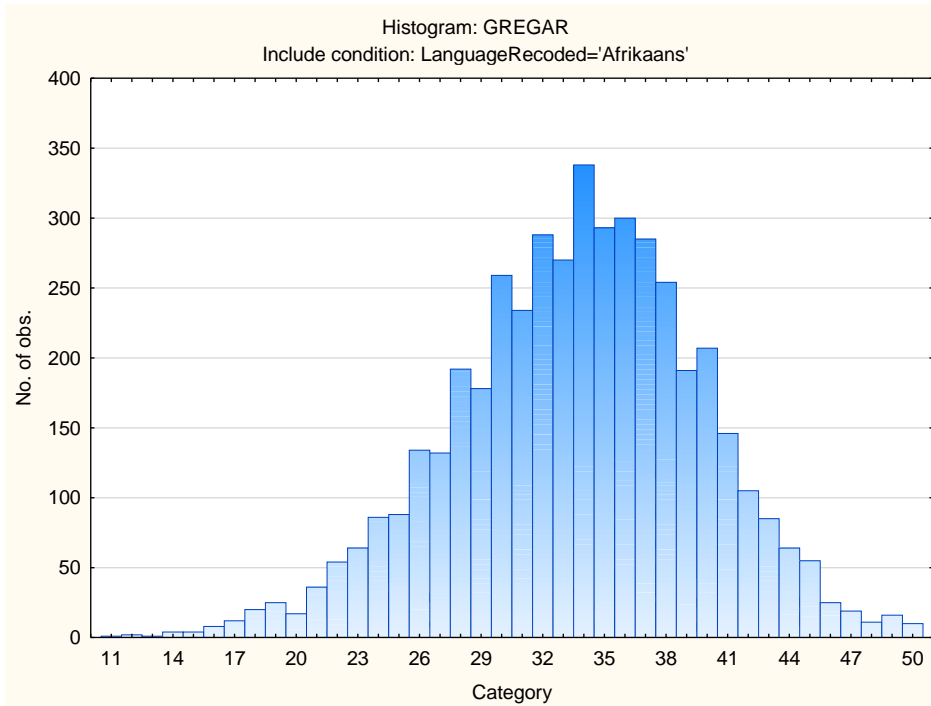
## *Descriptive Statistics on 15FQ+ Scales*

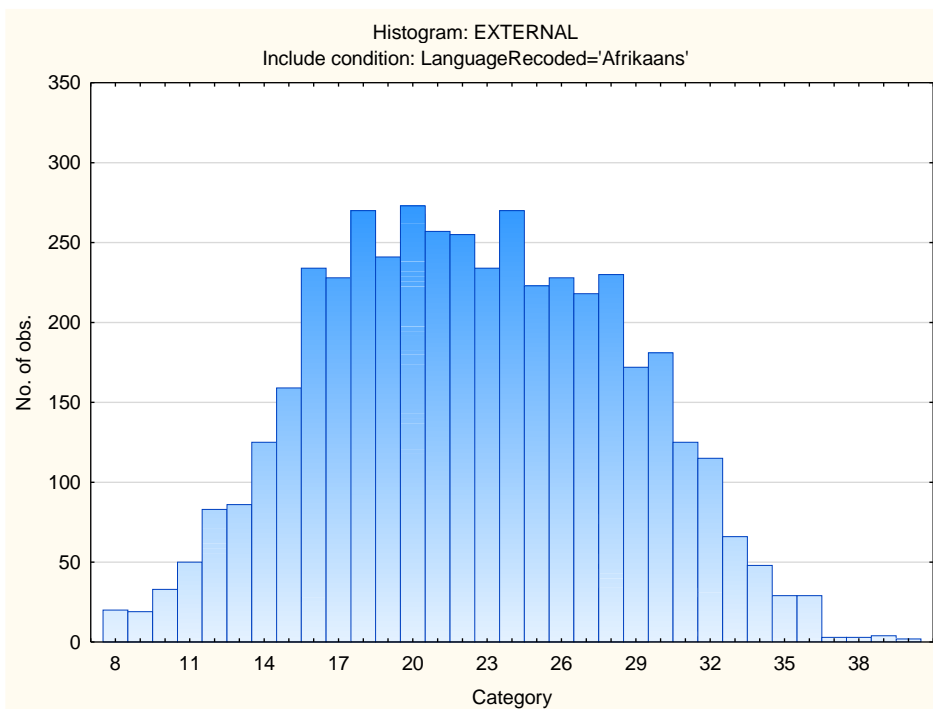
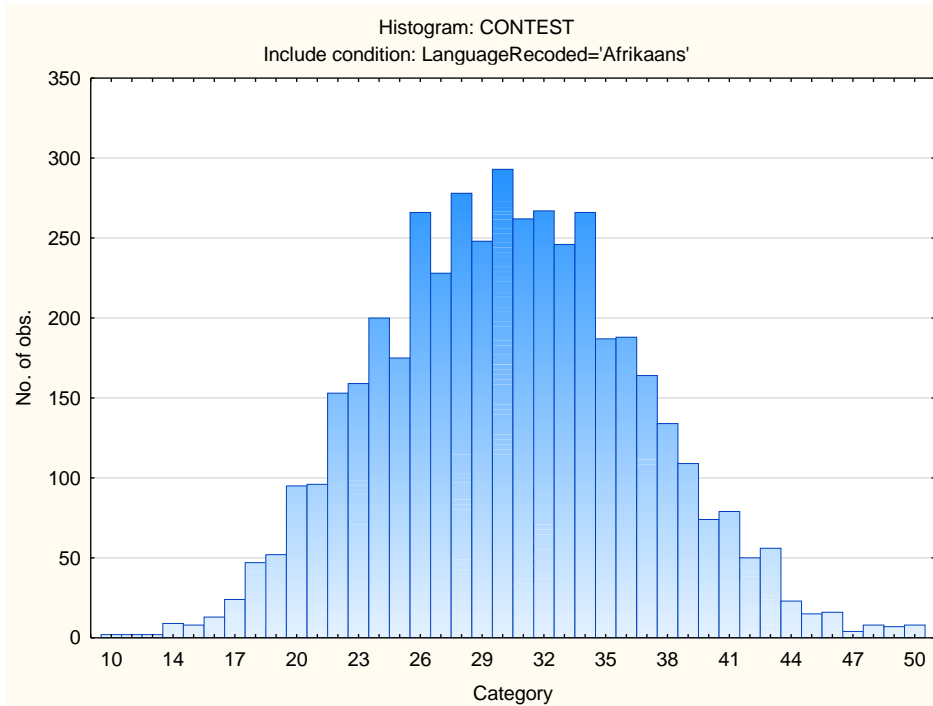
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	4513	31,12431	5,18973
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	4513	18,71261	4,23224
<b>TRUSTING</b>	Cynical - Trusting	4513	34,46421	7,00127
<b>PHLEG</b>	Emotional - Phlegmatic	4513	38,18458	6,90637
<b>GREGAR</b>	Reserved - Gregarious	4513	33,62663	6,05072
<b>PERSUAS</b>	Genuine - Persuasive	4513	25,22823	5,33823
<b>CONTEST</b>	Composed - Contesting	4513	30,29360	6,30328
<b>EXTERNAL</b>	Optimistic - Pessimistic	4513	22,37536	5,98058
<b>PRAGMATIC</b>	Abstract - Pragmatic	4513	30,51296	5,40905
<b>CONFORM</b>	Low Distortion - High Distortion	4513	24,11190	4,14446
<b>MIDRESP</b>	Extreme Responses - Central Tendency	4513	83,97939	22,12471

## Frequency Distributions for OPPro Scales

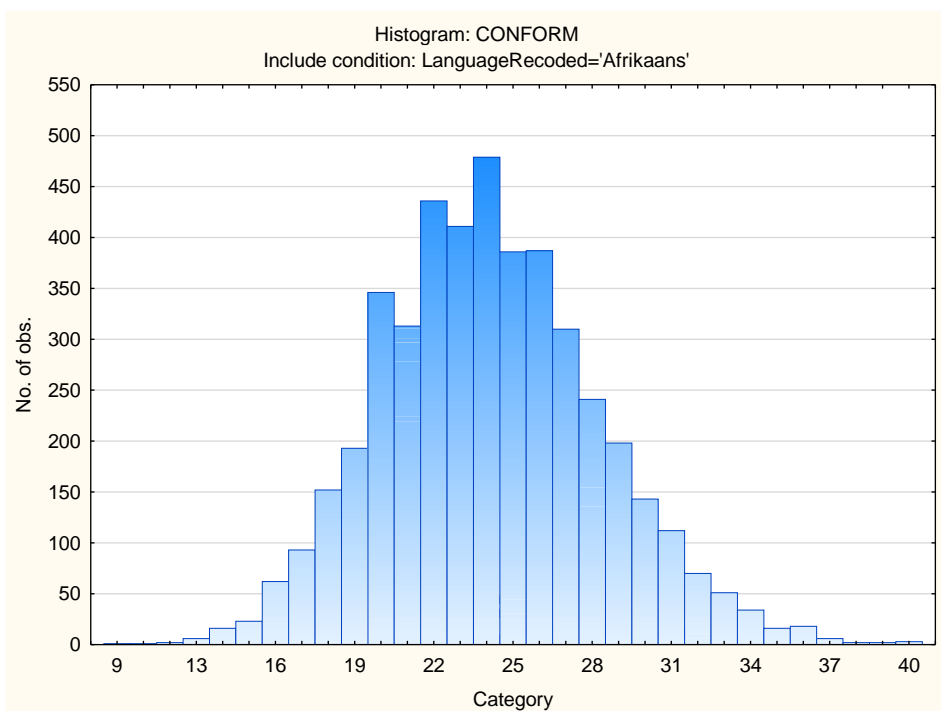
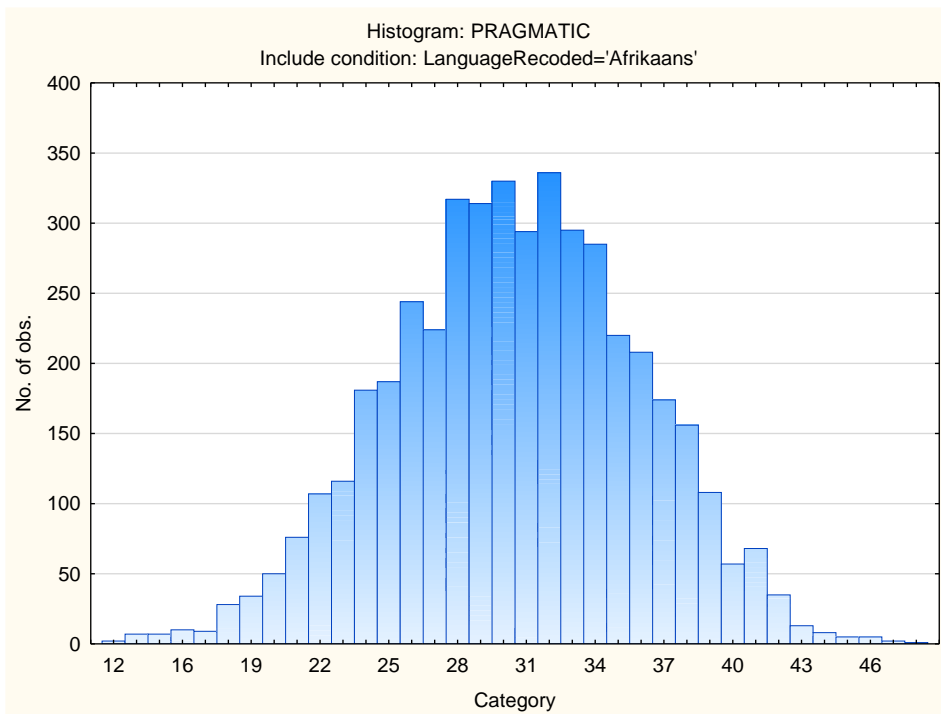


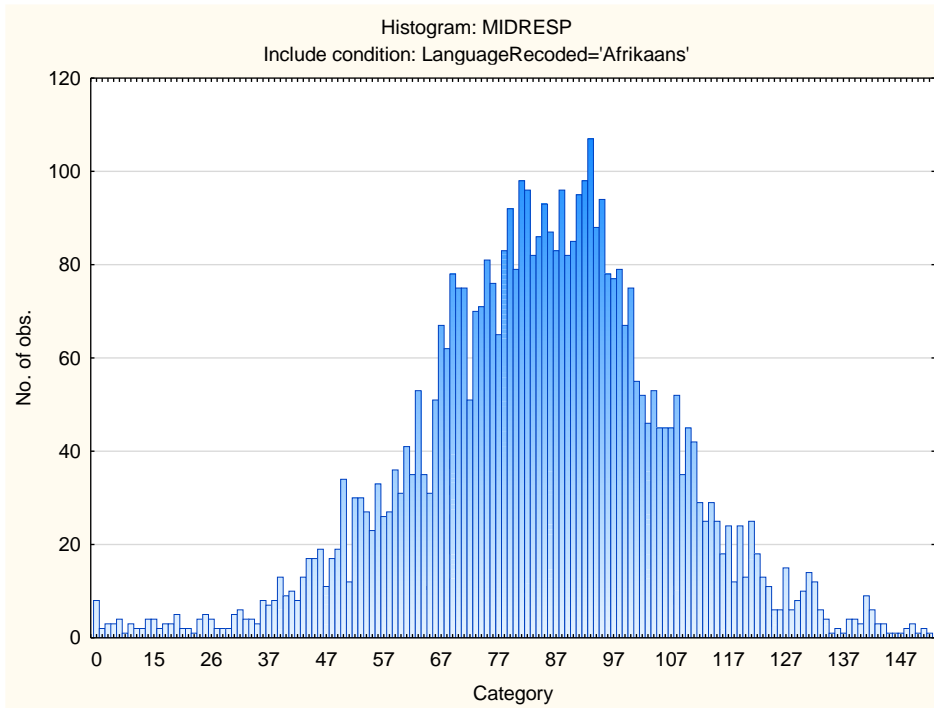












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	10-20	21-23	24-25	26-28	29-31	32-33	34-36	37-38	39-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	10-10	11-12	13-14	15-16	17-18	19-20	21-22	23-25	26-27	28-46
<b>TRUSTING</b>	Cynical - Trusting	11-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	12-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-51	52-60
<b>GREGAR</b>	Reserved - Gregarious	11-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
<b>PERSUAS</b>	Genuine - Persuasive	9-14	15-17	18-19	20-22	23-25	26-27	28-30	31-33	34-35	36-44
<b>CONTEST</b>	Composed - Contesting	10-17	18-20	21-23	24-27	28-30	31-33	34-36	37-39	40-42	43-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	8-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	12-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-49
<b>CONFORM</b>	Low Distortion - High Distortion	9-15	16-17	18-19	20-22	23-24	25-26	27-28	29-30	31-32	33-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-39	40-50	51-61	62-72	73-83	84-95	96-106	107-117	118-128	129-157