

Occupational Personality Profile (OPPro) Norm Group: South Africans, isiXhosa speaking, 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	1624	1624	39,41748	39,4175
F	2468	4092	59,90291	99,3204
U	28	4120	0,67961	100,0000
Missing	0	4120	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1024	1024	24,85437	24,8544
< Matric	127	1151	3,08252	27,9369
Grade 12	1754	2905	42,57282	70,5097
Degree	88	2993	2,13592	72,6456
Post Graduate	549	3542	13,32524	85,9709
Tertiary Cert / Trade	409	3951	9,92718	95,8981
Missing	169	4120	4,10194	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

Language Group Composition of the Sample

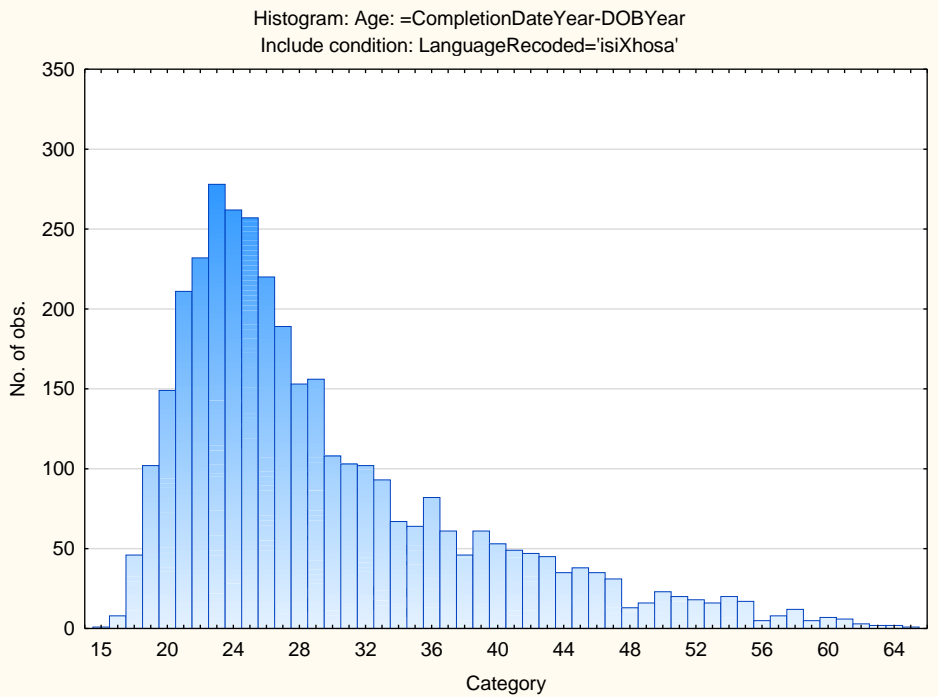
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	4120	4120	100,0000	100,0000
Missing	0	4120	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	3986	3986	96,74757	96,7476
European	4	3990	0,09709	96,8447
Coloured	35	4025	0,84951	97,6942
Asian	5	4030	0,12136	97,8155
Missing	90	4120	2,18447	100,0000

Age Composition and Distribution of the Sample

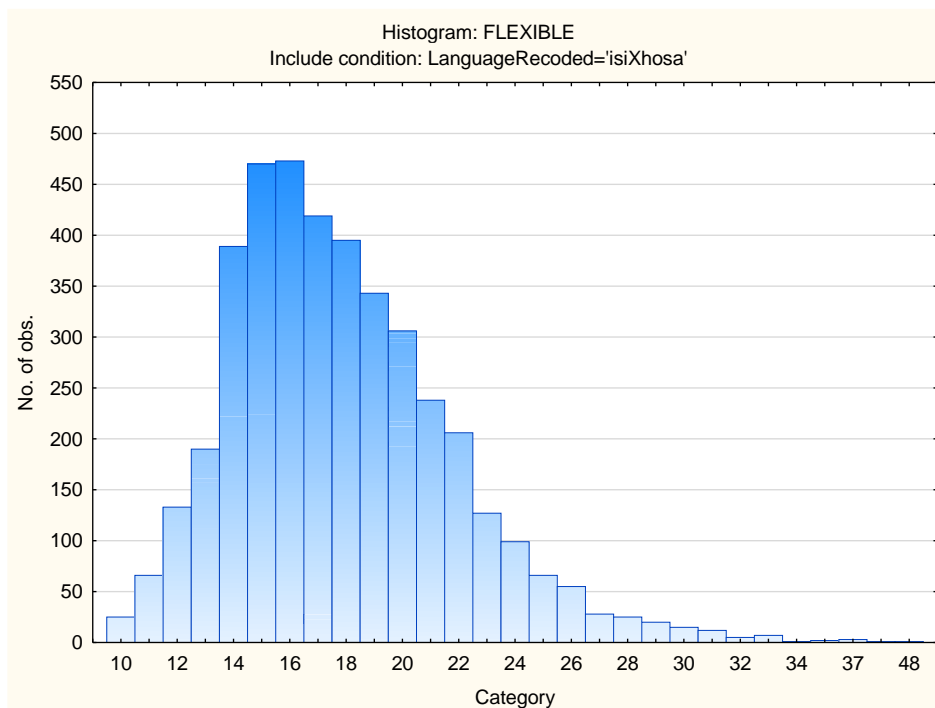
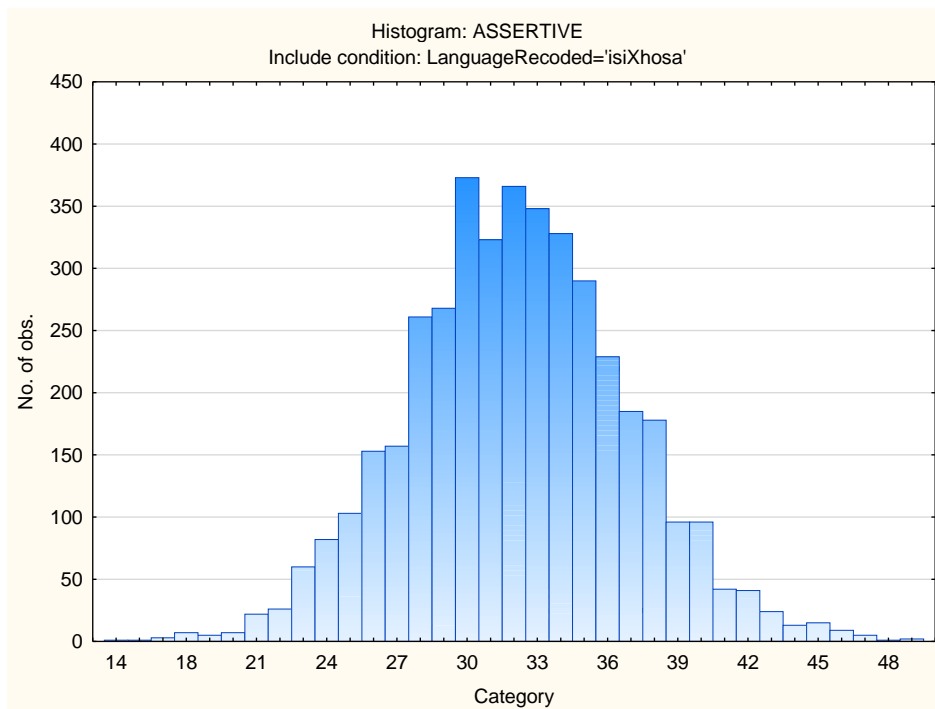
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	29,49693	8,999867	15,00000	65,00000	3578	542

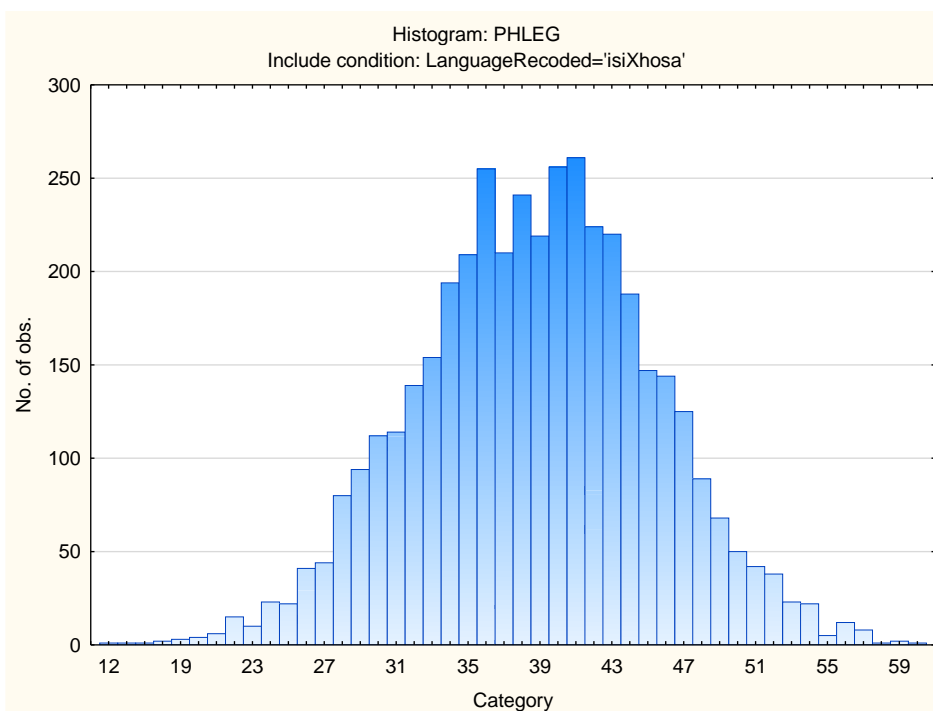
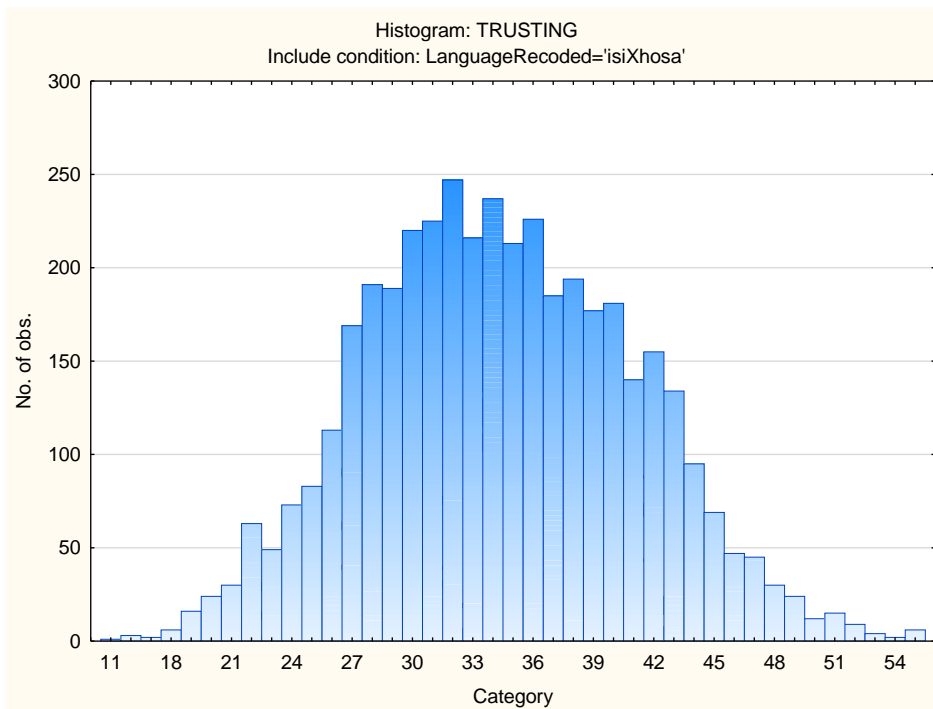


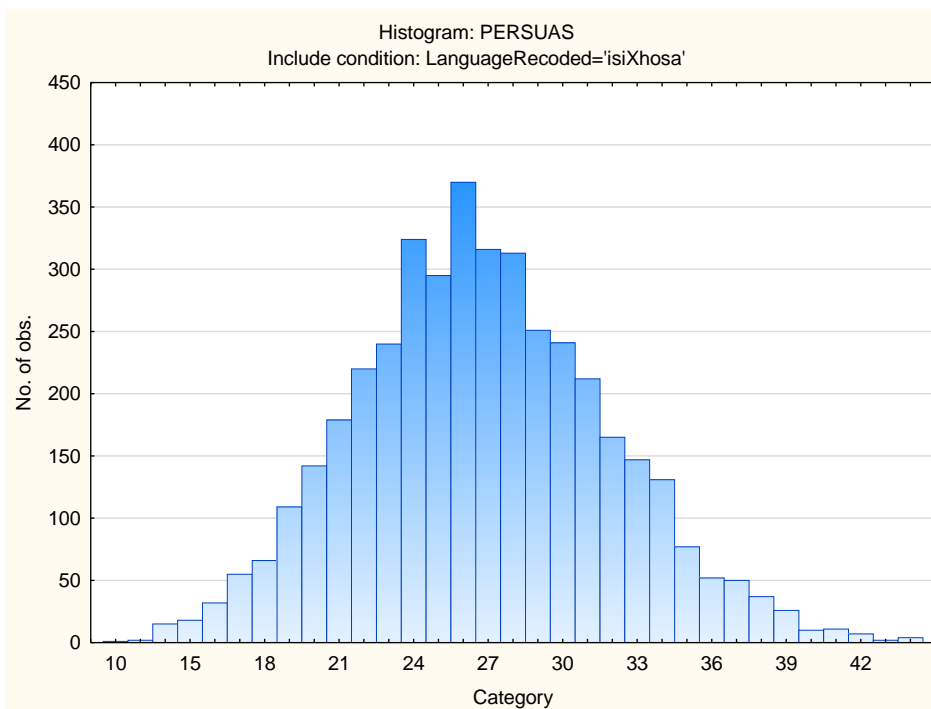
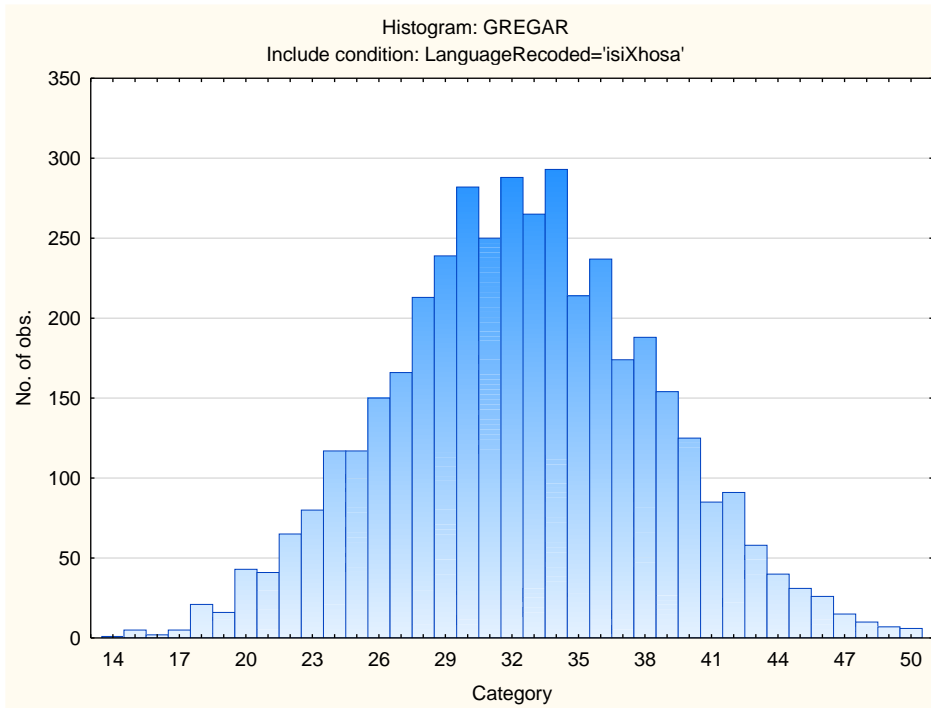
Descriptive Statistics on 15FQ+ Scales

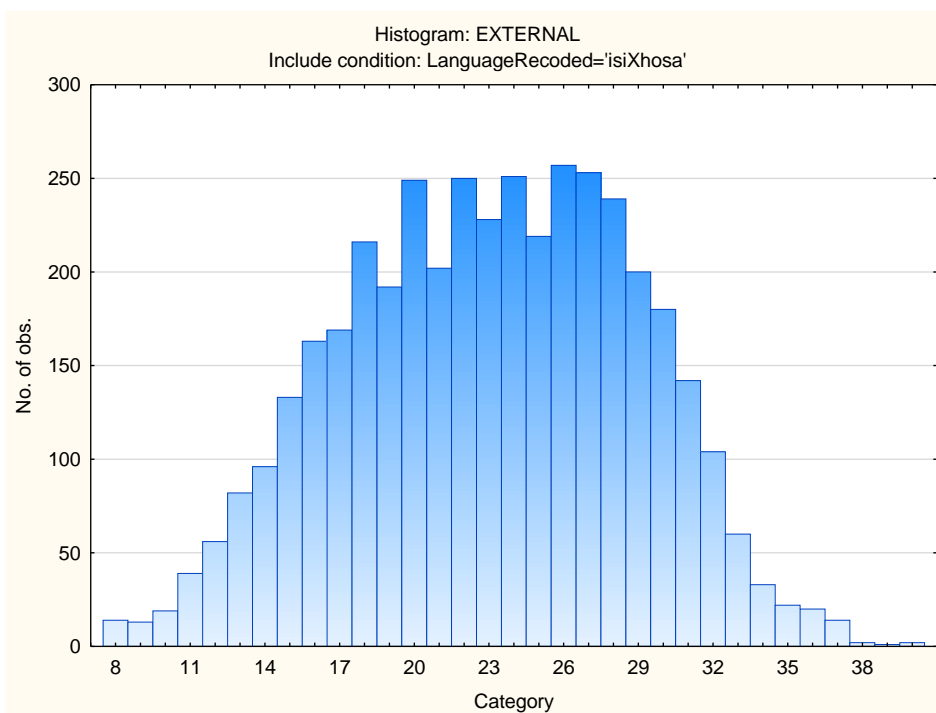
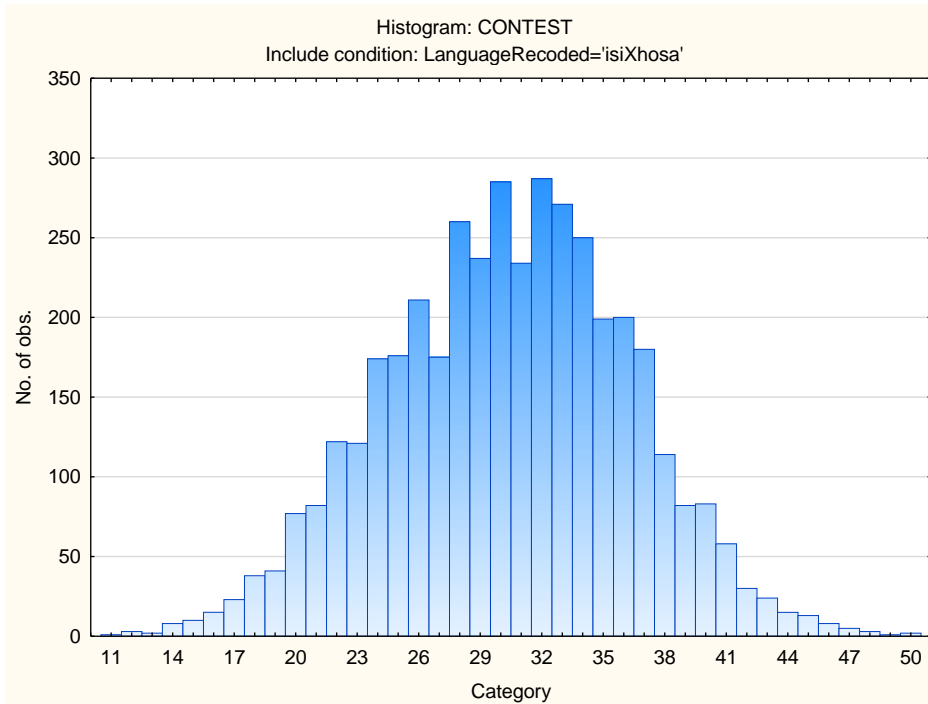
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	4120	32,12476	4,702612
FLEXIBLE	Detail-Conscious - Flexible	4120	17,82549	3,973740
TRUSTING	Cynical - Trusting	4120	34,36262	6,656527
PHLEG	Emotional - Phlegmatic	4120	38,75485	6,591069
GREGAR	Reserved - Gregarious	4120	32,43010	5,956137
PERSUAS	Genuine - Persuasive	4120	26,73689	5,088362
CONTEST	Composed - Contesting	4120	30,34345	5,951430
EXTERNAL	Optimistic - Pessimistic	4120	23,02112	5,813170
PRAGMATIC	Abstract - Pragmatic	4120	28,66408	4,677901
CONFORM	Low Distortion - High Distortion	4120	25,77524	4,466320
MIDRESP	Extreme Responses – Central Tendency	4120	81,01602	21,27801

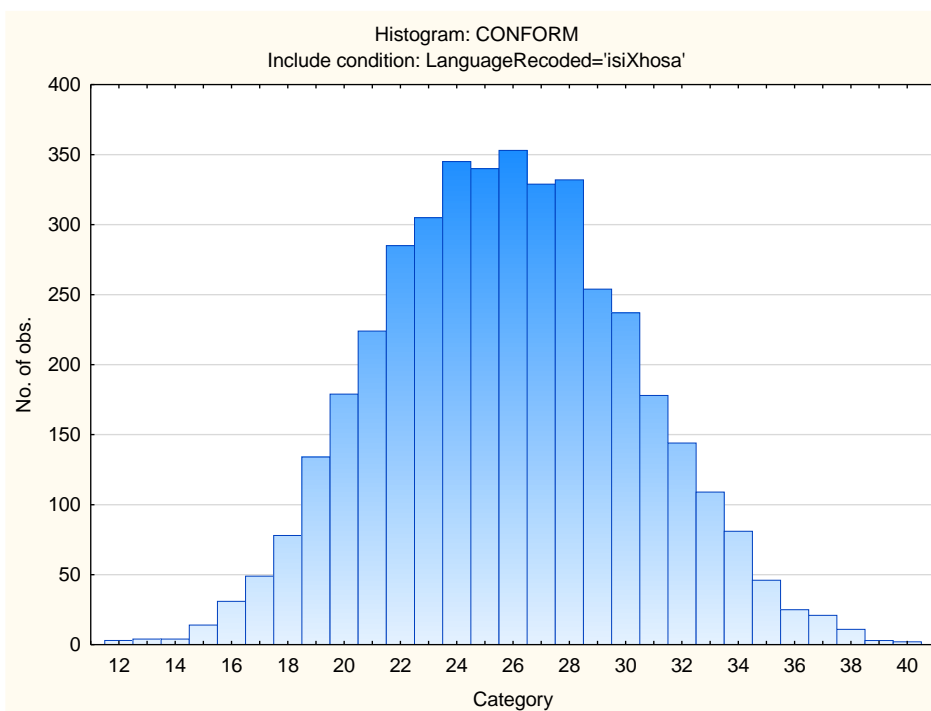
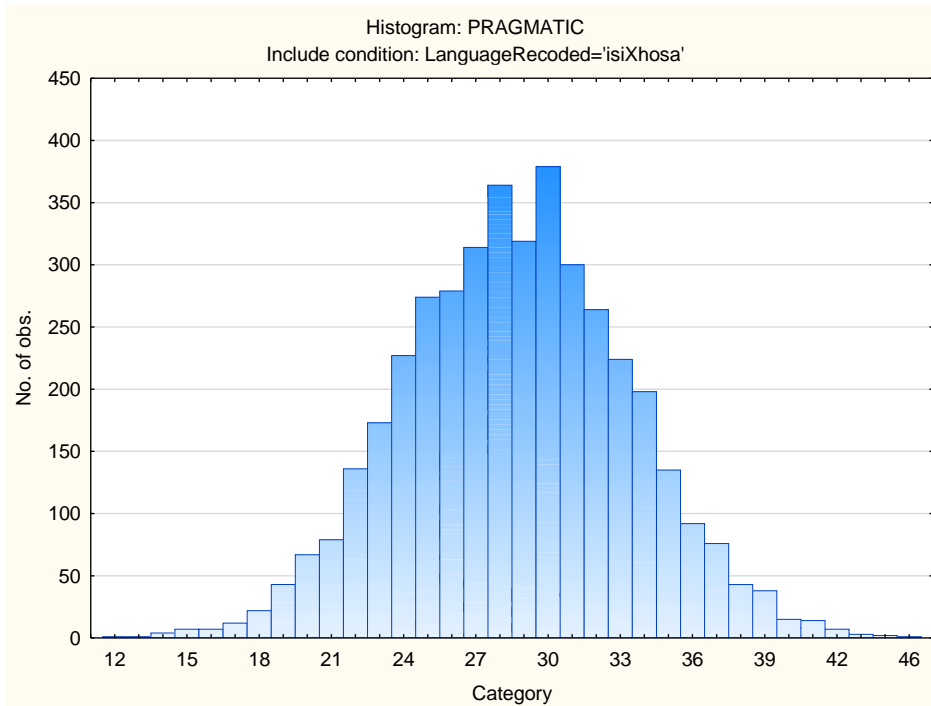
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	14-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-41	42-50
FLEXIBLE	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-48
TRUSTING	Cynical - Trusting	11-21	22-24	25-27	28-31	32-34	35-37	38-41	42-44	45-47	48-55
PHLEG	Emotional - Phlegmatic	12-25	26-28	29-32	33-35	36-38	39-42	43-45	46-48	49-51	52-60
GREGAR	Reserved - Gregarious	14-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
PERSUAS	Genuine - Persuasive	10-16	17-19	20-21	22-24	25-26	27-29	30-31	32-34	35-36	37-44
CONTEST	Composed - Contesting	11-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-50
EXTERNAL	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-23	24-25	26-28	29-31	32-34	35-40
PRAGMATIC	Abstract - Pragmatic	12-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-46
CONFORM	Low Distortion - High Distortion	12-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-34	35-40
MIDRESP	Extreme Responses - Central Tendency	0-38	39-49	50-59	60-70	71-81	82-91	92-102	103-112	113-123	124-170