

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Setswana 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	1094	1094	42,17425	42,1742
F	1488	2582	57,36315	99,5374
U	12	2594	0,46261	100,0000
Missing	0	2594	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	774	774	29,83809	29,8381
< Matric	101	875	3,89360	33,7317
Grade 12	849	1724	32,72938	66,4611
Degree	79	1803	3,04549	69,5066
Post Graduate	394	2197	15,18890	84,6955
Tertiary Cert / Trade	259	2456	9,98458	94,6800
Missing	138	2594	5,31997	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Language Group Composition of the Sample

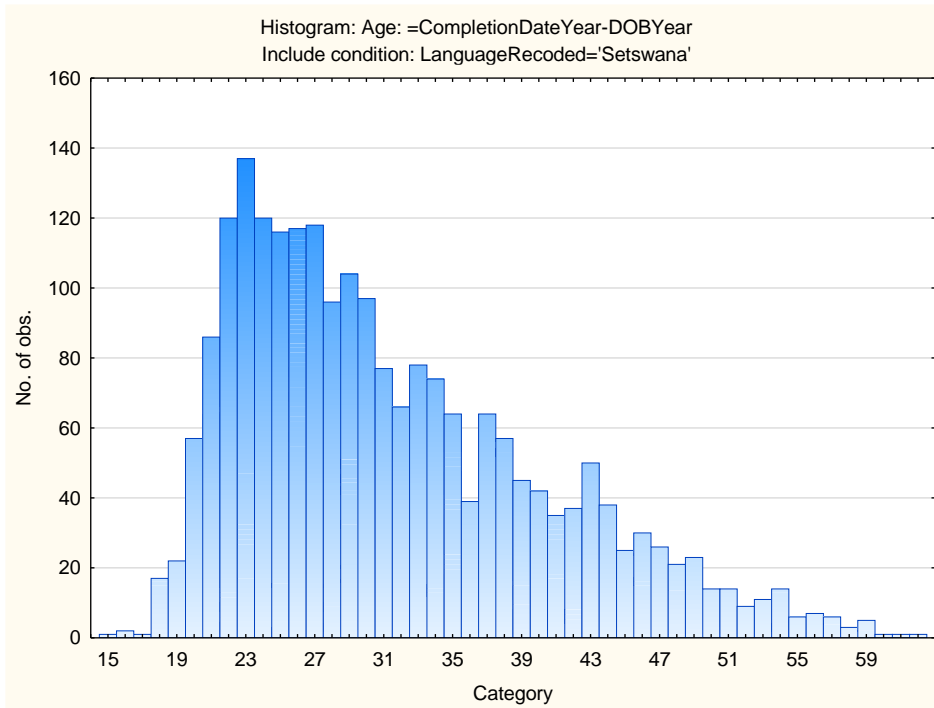
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2532	2532	97,60987	97,6099
European	4	2536	0,15420	97,7641
Coloured	7	2543	0,26985	98,0339
Asian	3	2546	0,11565	98,1496
Missing	48	2594	1,85042	100,0000

## Age Composition and Distribution of the Sample

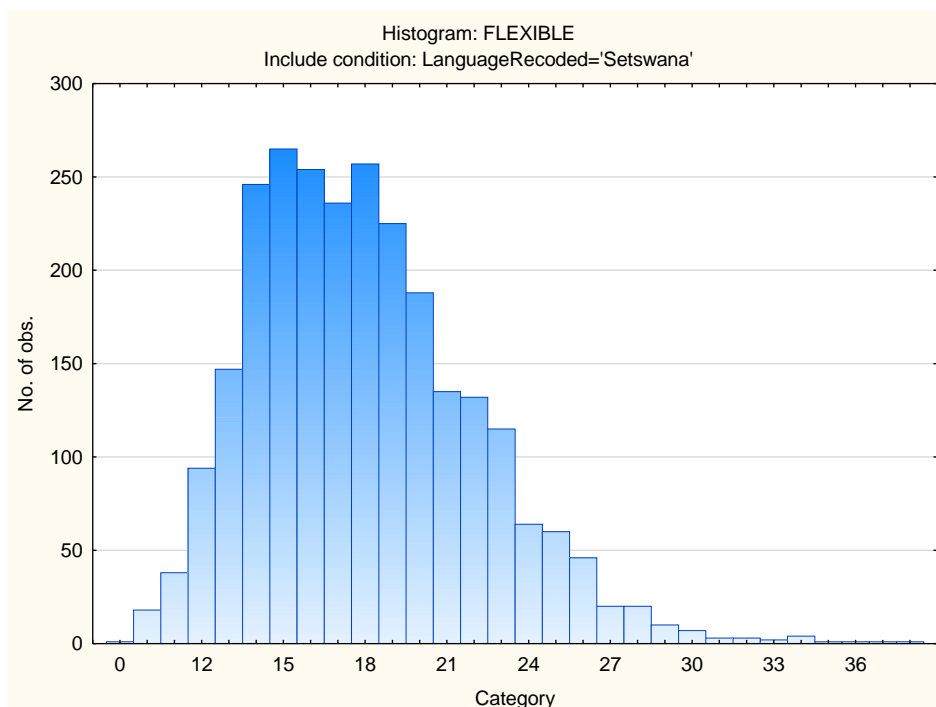
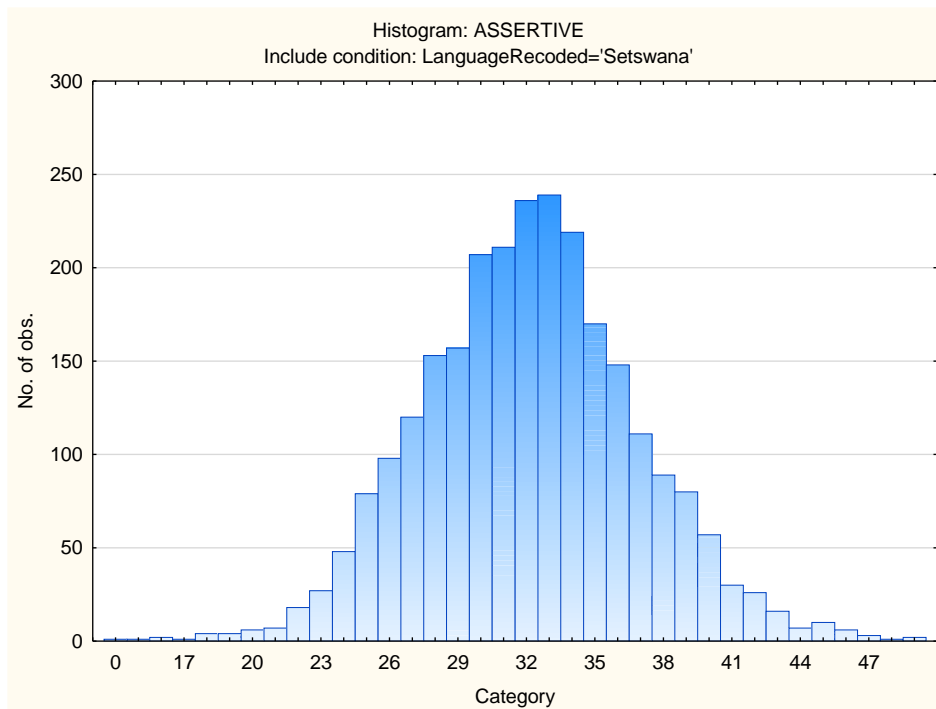
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,43163	8,876470	15,00000	64,00000	2194	400

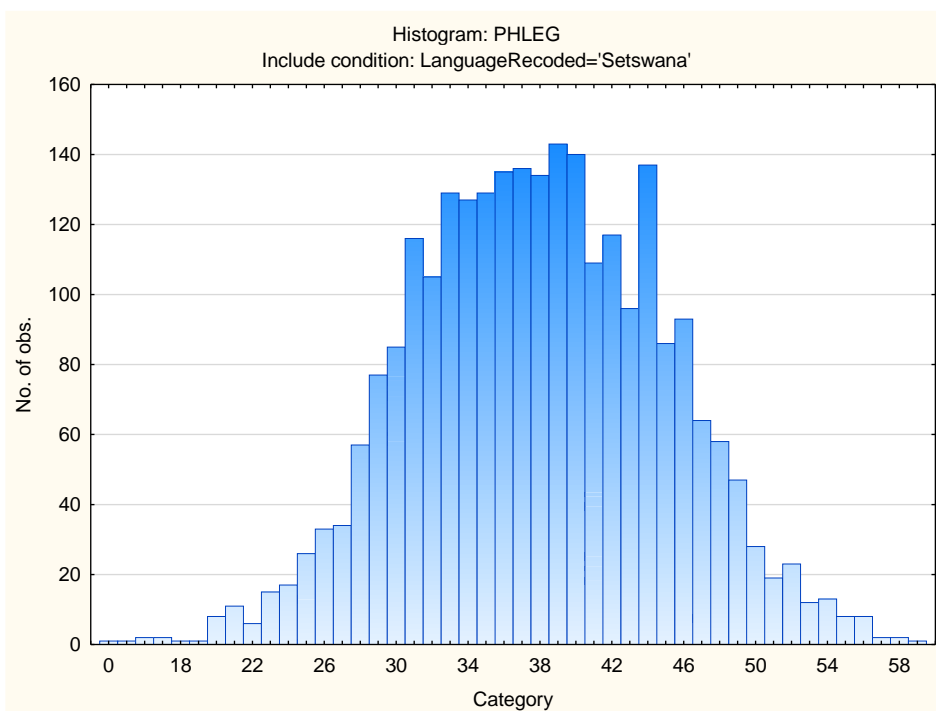
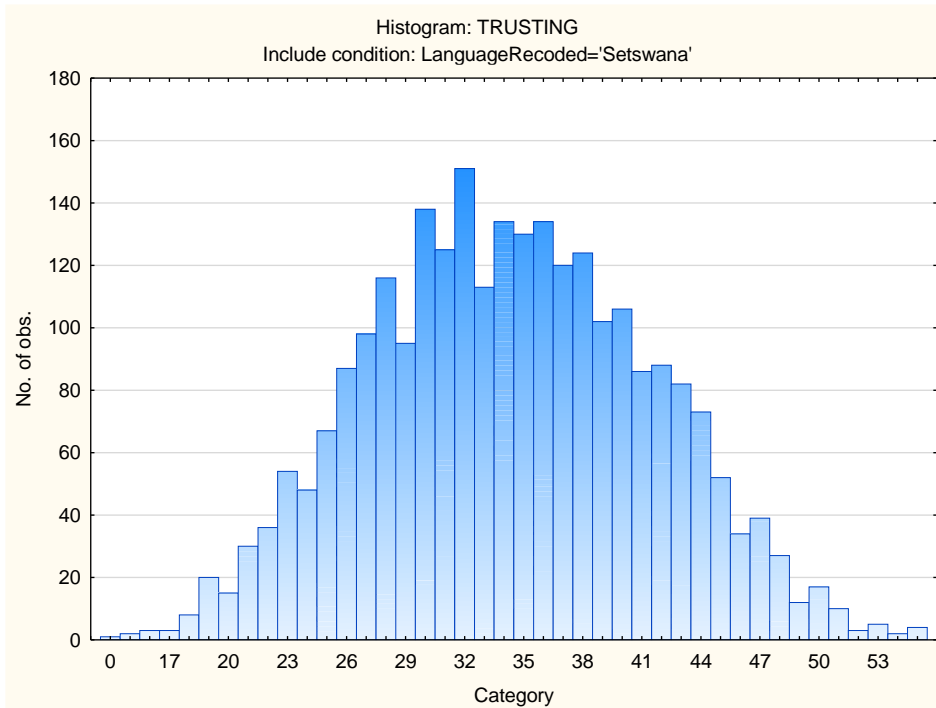


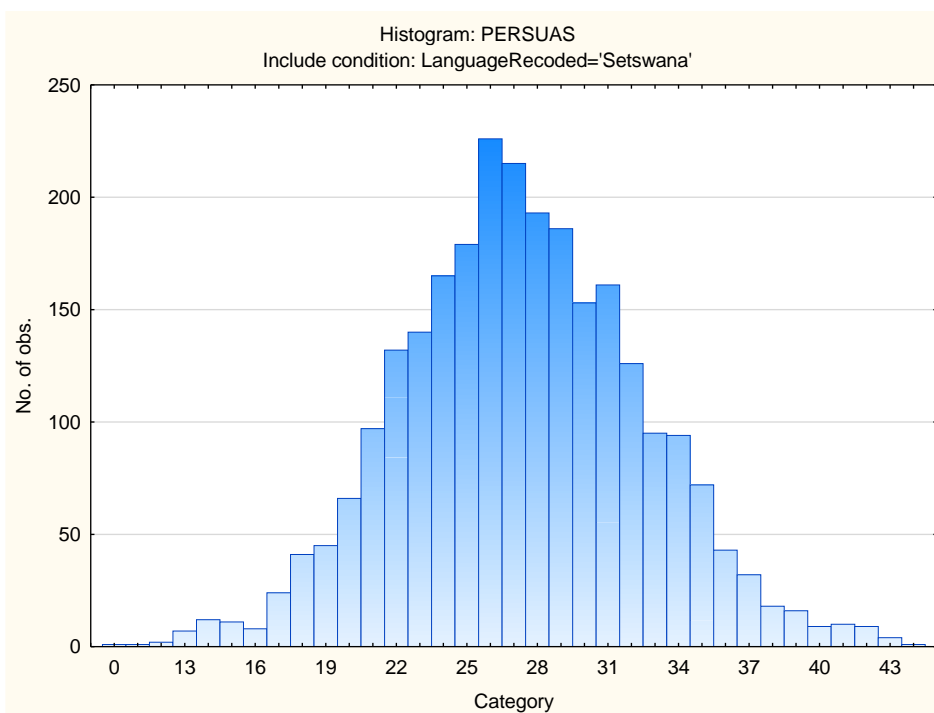
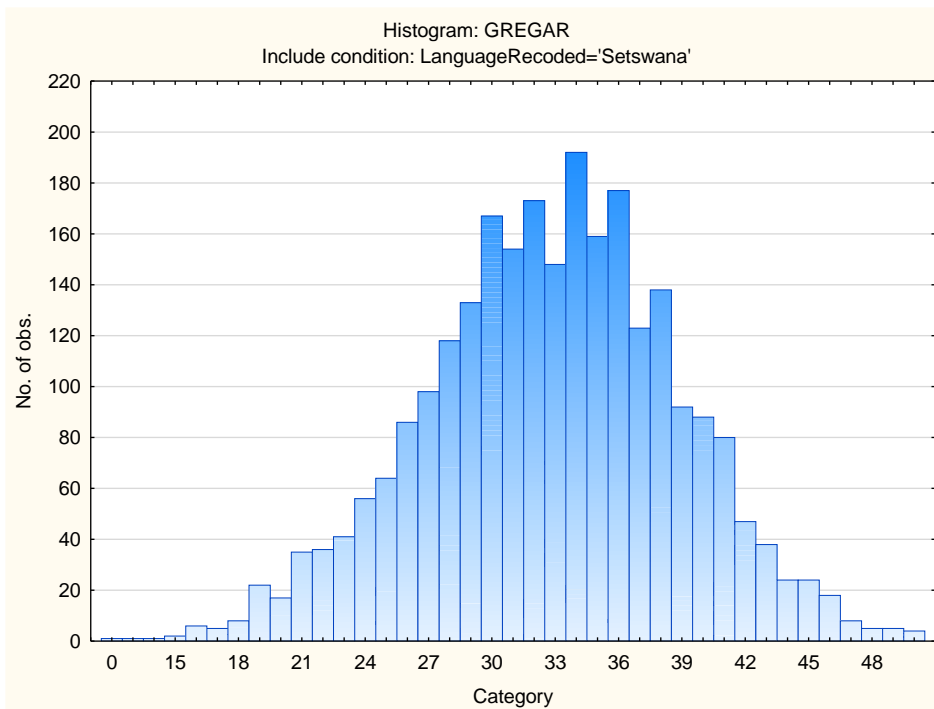
## *Descriptive Statistics on 15FQ+ Scales*

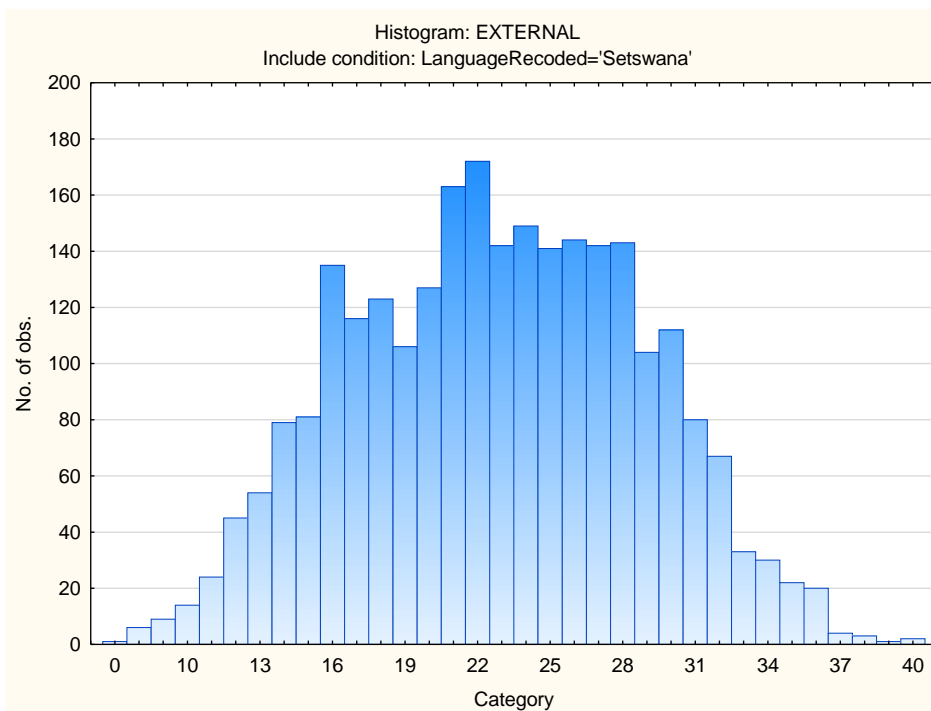
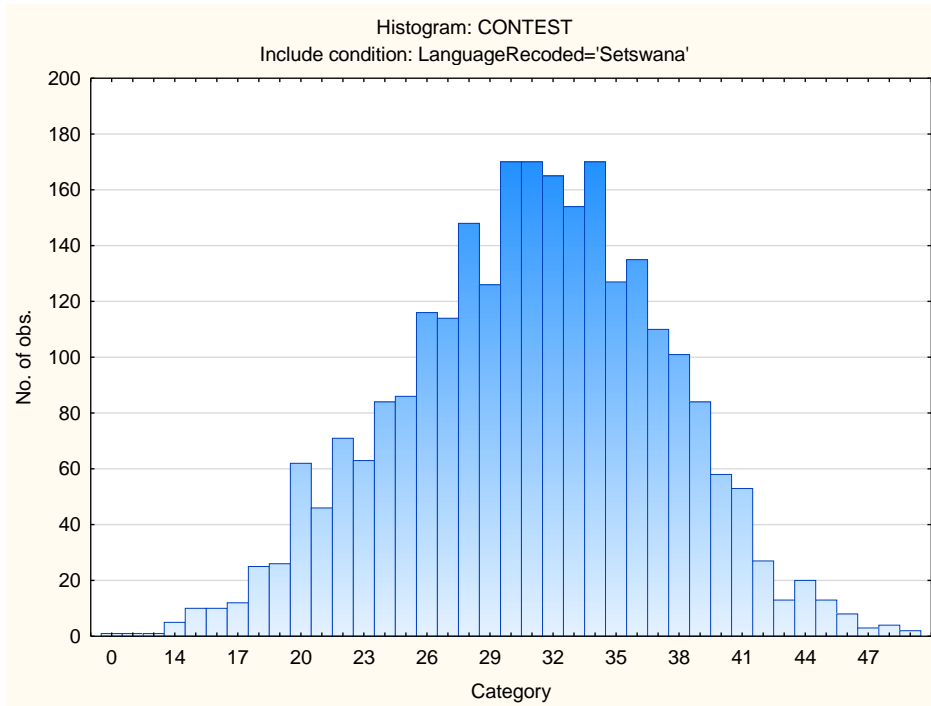
<b>Scale</b>	<b>Scale description</b>	<b>Sample size</b>	<b>Mean</b>	<b>Std.Dev.</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	2594	32,14418	4,747138
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	2594	17,94526	4,085390
<b>TRUSTING</b>	Cynical - Trusting	2594	34,27949	7,167931
<b>PHLEG</b>	Emotional - Phlegmatic	2594	37,88281	7,029451
<b>GREGAR</b>	Reserved - Gregarious	2594	32,79915	6,033534
<b>PERSUAS</b>	Genuine - Persuasive	2594	27,31303	5,162901
<b>CONTEST</b>	Composed - Contesting	2594	30,94757	6,257148
<b>EXTERNAL</b>	Optimistic - Pessimistic	2594	22,79568	5,979774
<b>PRAGMATIC</b>	Abstract - Pragmatic	2594	28,44063	4,810780
<b>CONFORM</b>	Low Distortion - High Distortion	2594	24,67965	4,353046
<b>MIDRESP</b>	Extreme Responses – Central Tendency	2594	79,34888	22,31622

## Frequency Distributions for OPPro Scales

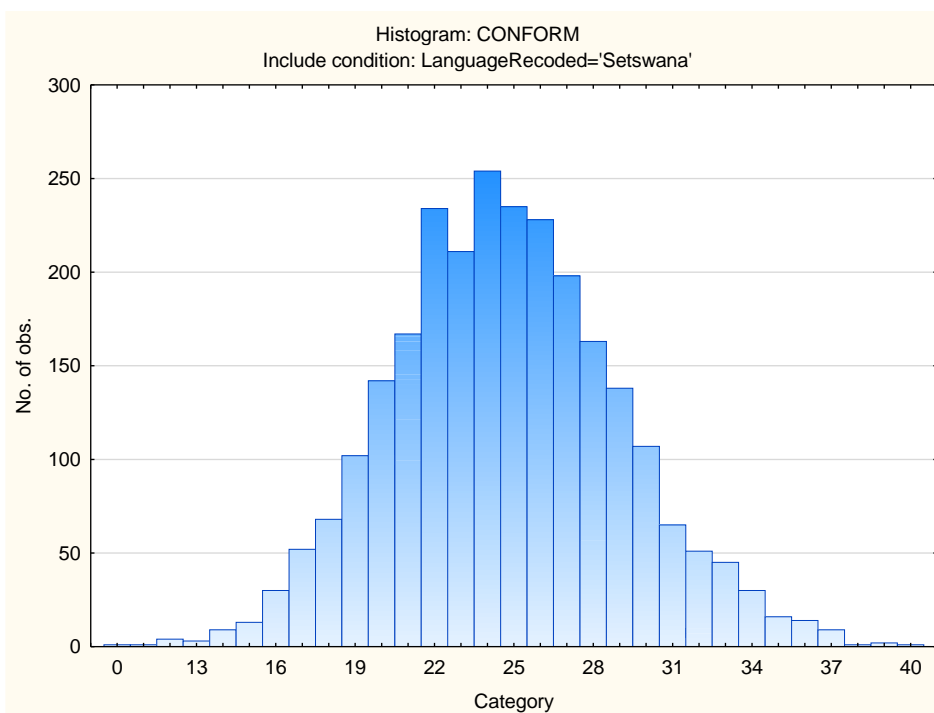
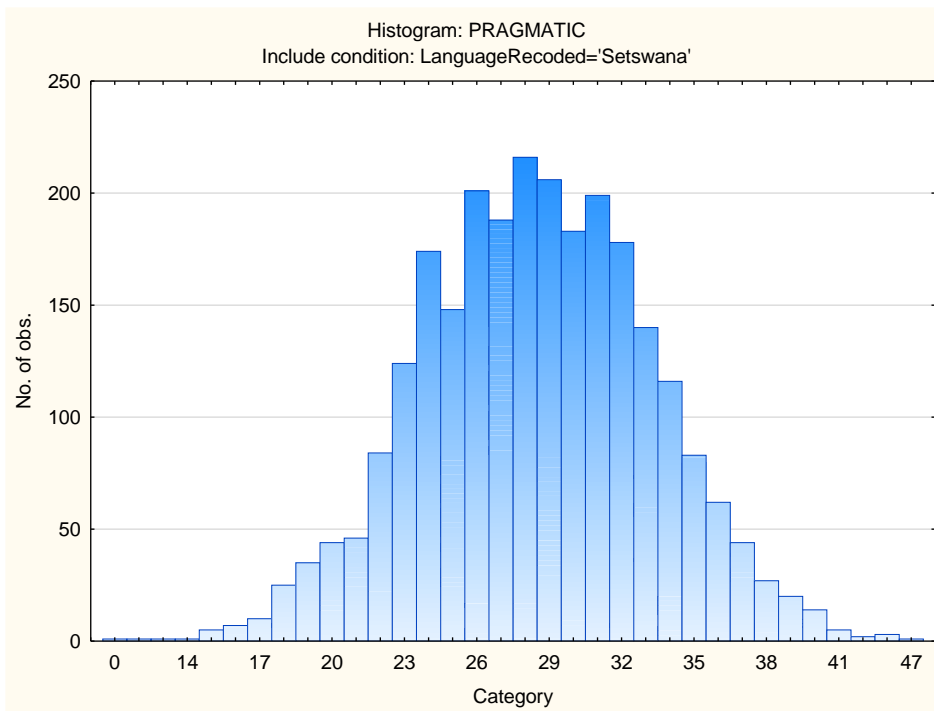












## Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
<b>ASSERTIVE</b>	Accommodating - Assertive	0-22	23-25	26-27	28-29	30-32	33-34	35-36	37-39	40-41	42-49
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0-9	10-11	12-13	14-15	16-17	18-19	20-22	23-24	25-26	27-41
<b>TRUSTING</b>	Cynical - Trusting	0-19	20-23	24-27	28-30	31-34	35-37	38-41	42-45	46-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-51	52-59
<b>GREGAR</b>	Reserved - Gregarious	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
<b>PERSUAS</b>	Genuine - Persuasive	0-16	17-19	20-22	23-24	25-27	28-29	30-32	33-35	36-37	38-44
<b>CONTEST</b>	Composed - Contesting	0-18	19-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-49
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-18	19-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-47
<b>CONFORM</b>	Low Distortion - High Distortion	0-15	16-18	19-20	21-22	23-24	25-26	27-29	30-31	32-33	34-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-34	35-45	46-57	58-68	69-79	80-90	91-101	102-112	113-123	124-196