

Occupational Personality Profile (OPPro) Norm Group: South Africans, Sesotho 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	975	975	45,30669	45,3067
F	1169	2144	54,32156	99,6283
U	8	2152	0,37175	100,0000
Missing	0	2152	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	601	601	27,92751	27,9275
< Matric	134	735	6,22677	34,1543
Grade 12	783	1518	36,38476	70,5390
Degree	66	1584	3,06691	73,6059
Post Graduate	246	1830	11,43123	85,0372
Tertiary Cert / Trade	220	2050	10,22305	95,2602
Missing	102	2152	4,73978	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

Language Group Composition of the Sample

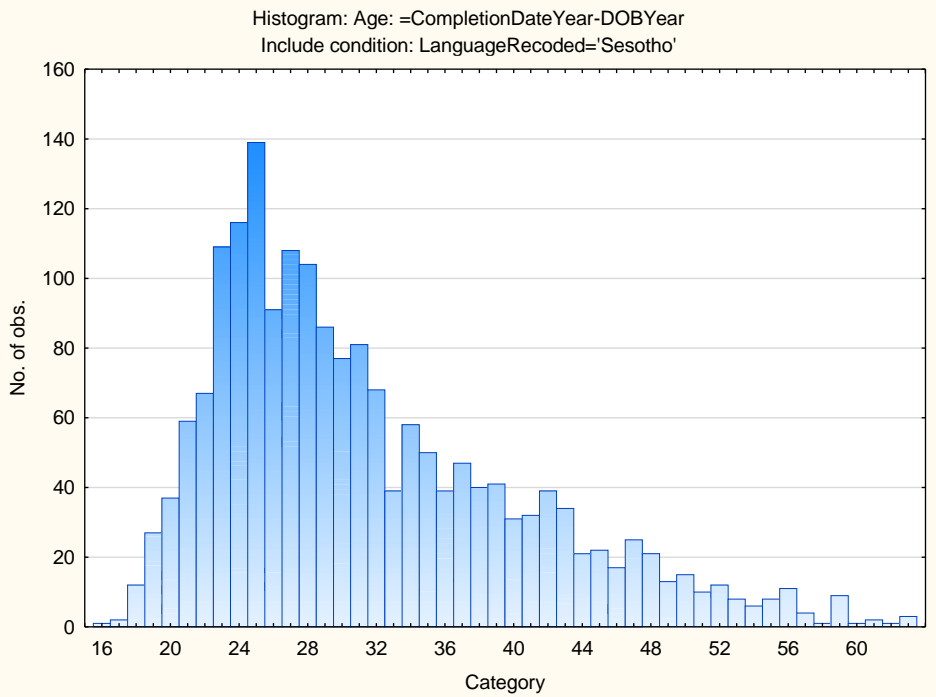
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2097	2097	97,44424	97,4442
European	2	2099	0,09294	97,5372
Coloured	4	2103	0,18587	97,7230
Asian	2	2105	0,09294	97,8160
Missing	47	2152	2,18401	100,0000

Age Composition and Distribution of the Sample

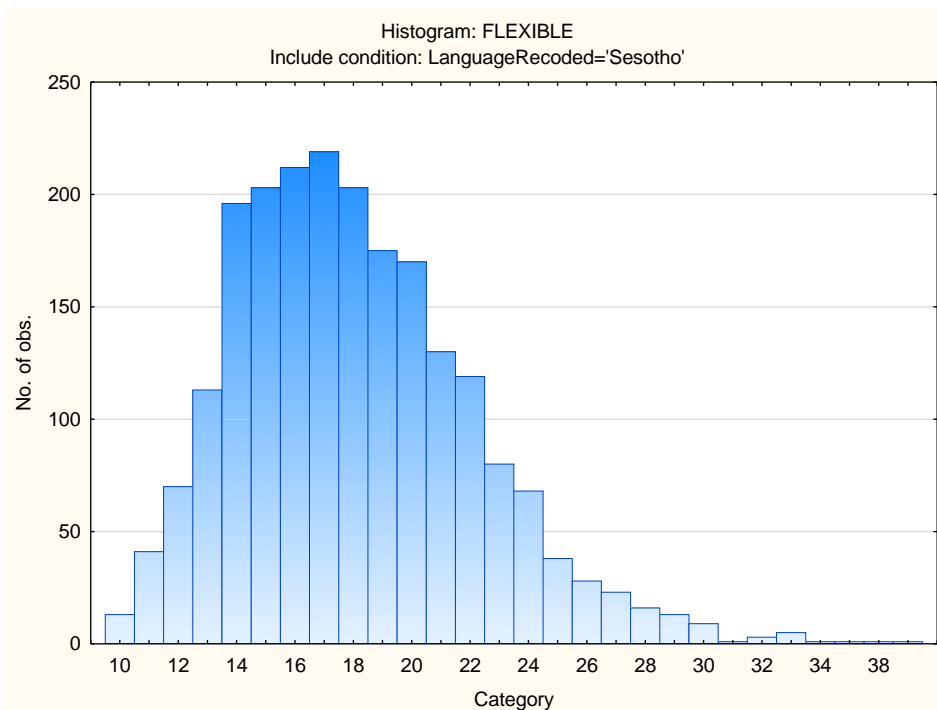
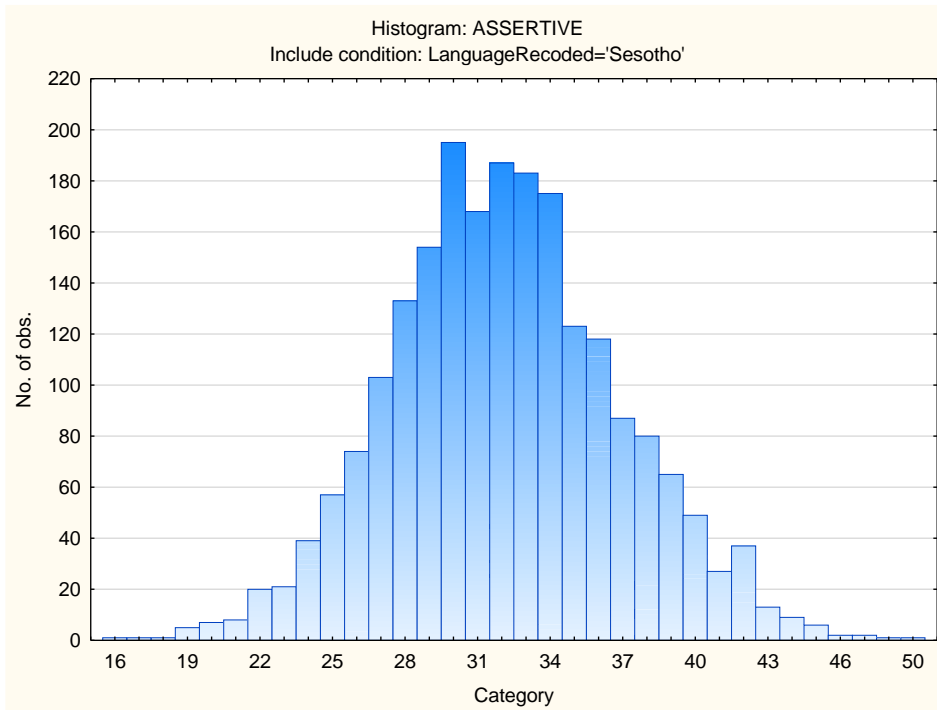
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,48753	8,961445	16,00000	64,00000	1844	308

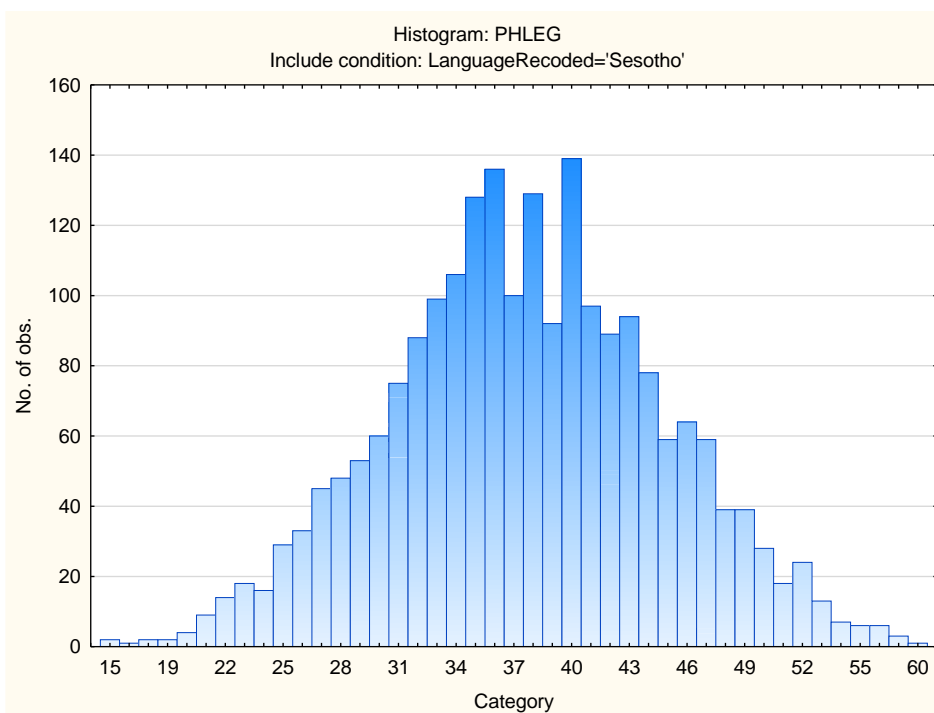
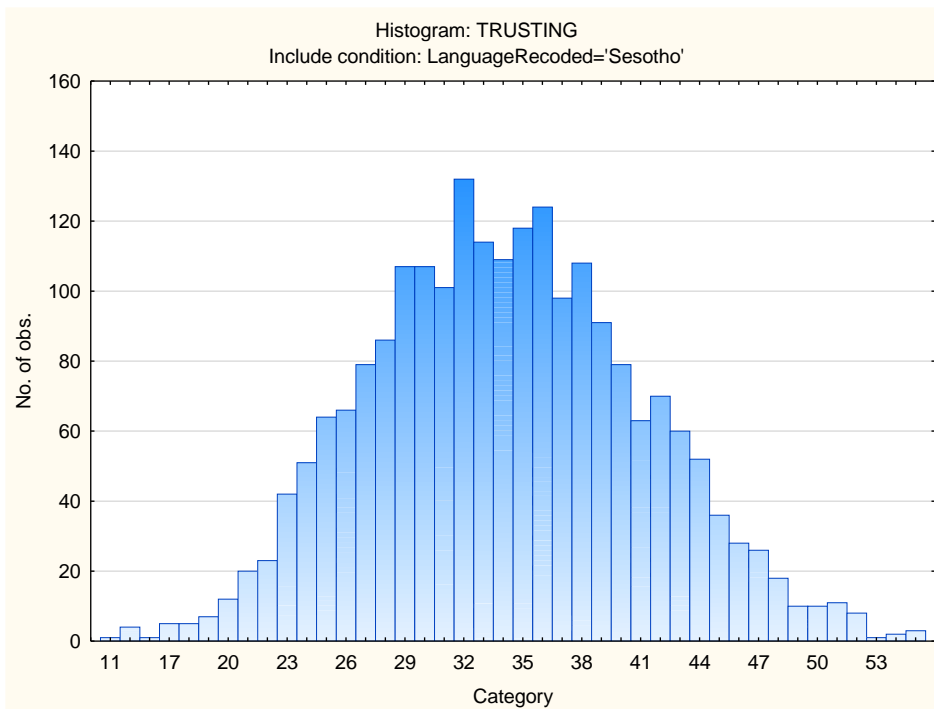


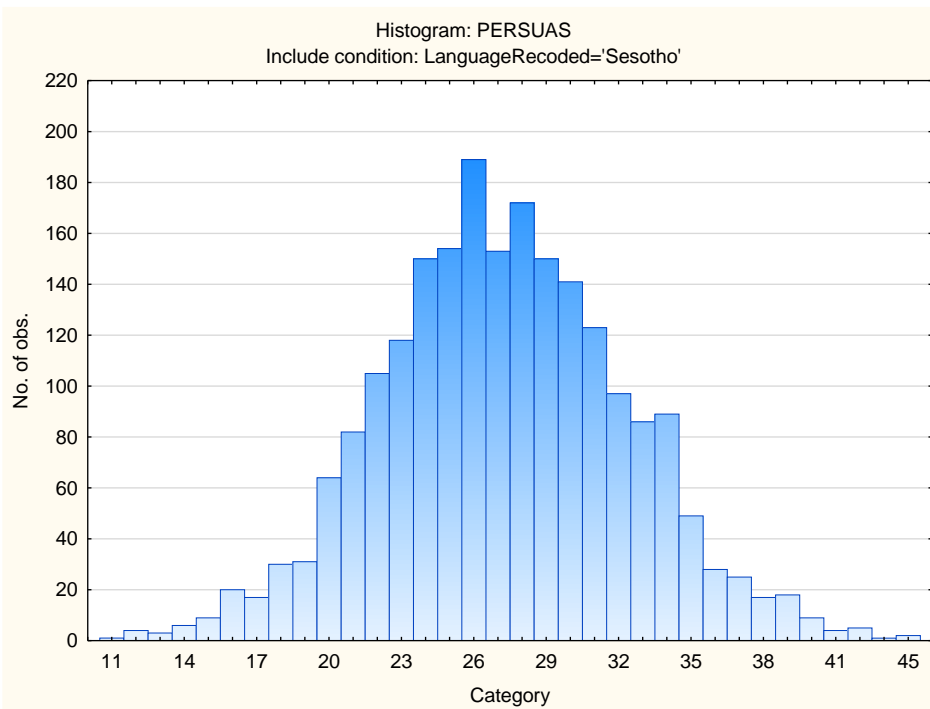
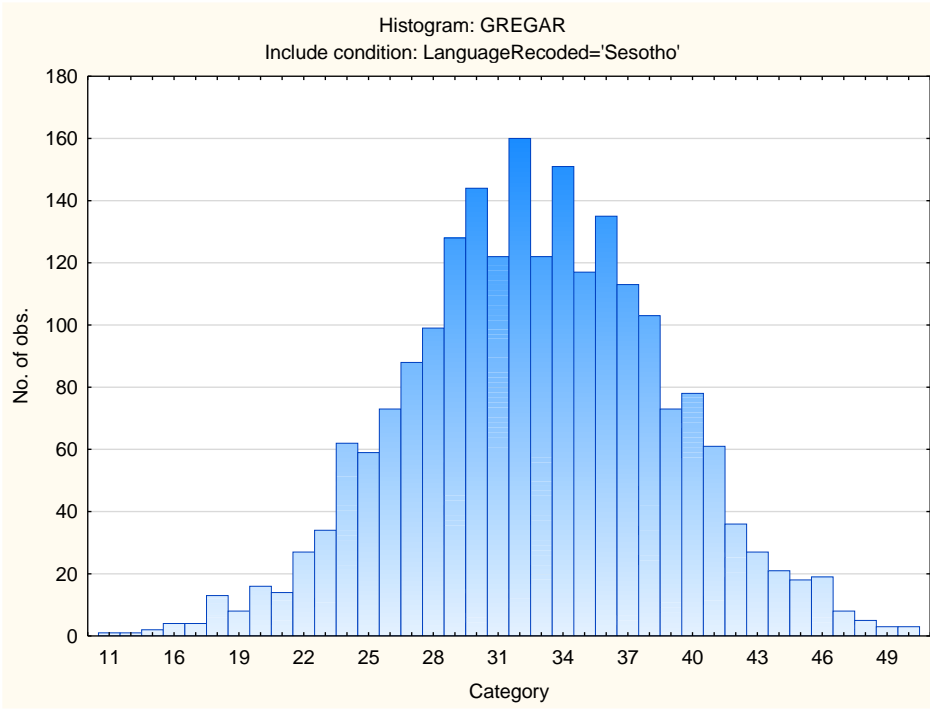
Descriptive Statistics on 15FQ+ Scales

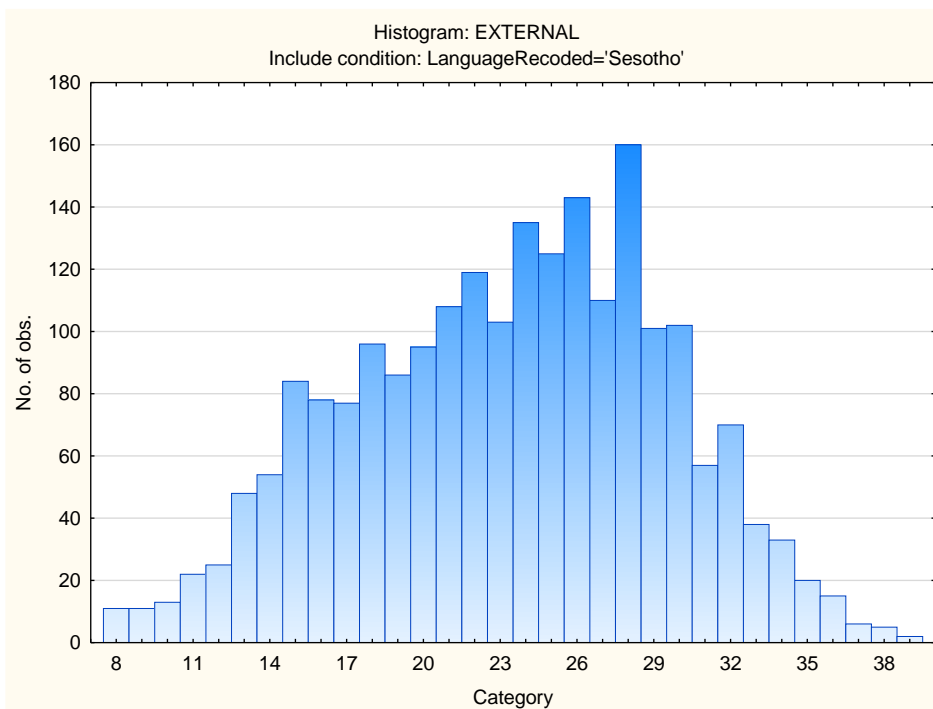
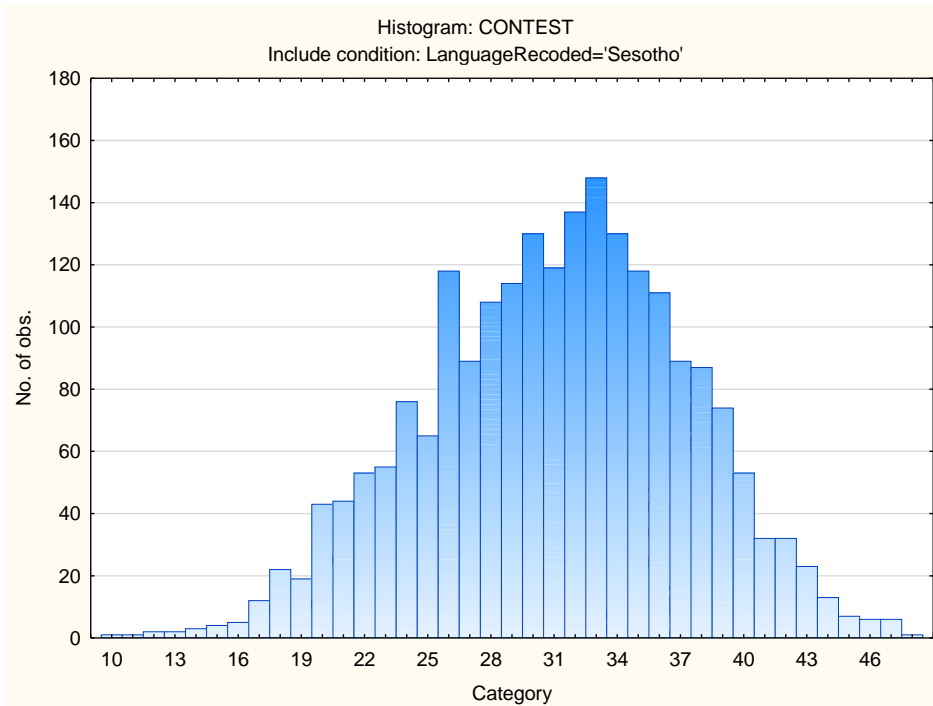
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	2152	32,12872	4,753298
FLEXIBLE	Detail-Conscious - Flexible	2152	18,04229	4,086532
TRUSTING	Cynical - Trusting	2152	34,13336	6,934733
PHLEG	Emotional - Phlegmatic	2152	37,63290	7,102556
GREGAR	Reserved - Gregarious	2152	32,70260	5,956282
PERSUAS	Genuine - Persuasive	2152	27,23792	5,102400
CONTEST	Composed - Contesting	2152	31,05297	6,236467
EXTERNAL	Optimistic - Pessimistic	2152	23,33178	6,130121
PRAGMATIC	Abstract - Pragmatic	2152	28,55158	4,868626
CONFORM	Low Distortion - High Distortion	2152	24,86152	4,535040
MIDRESP	Extreme Responses – Central Tendency	2152	78,66217	22,42775

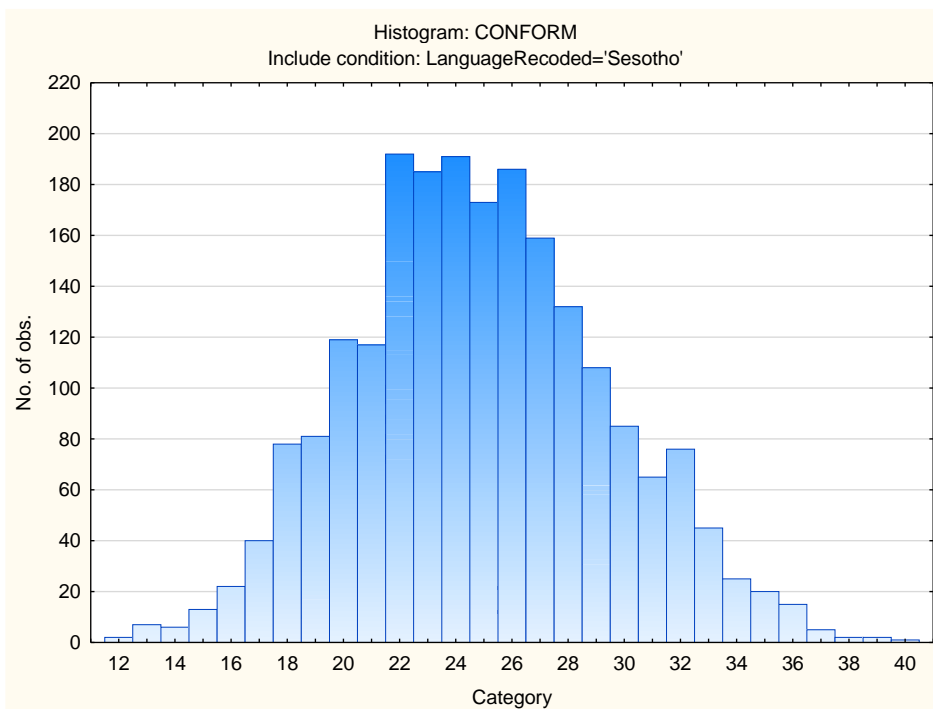
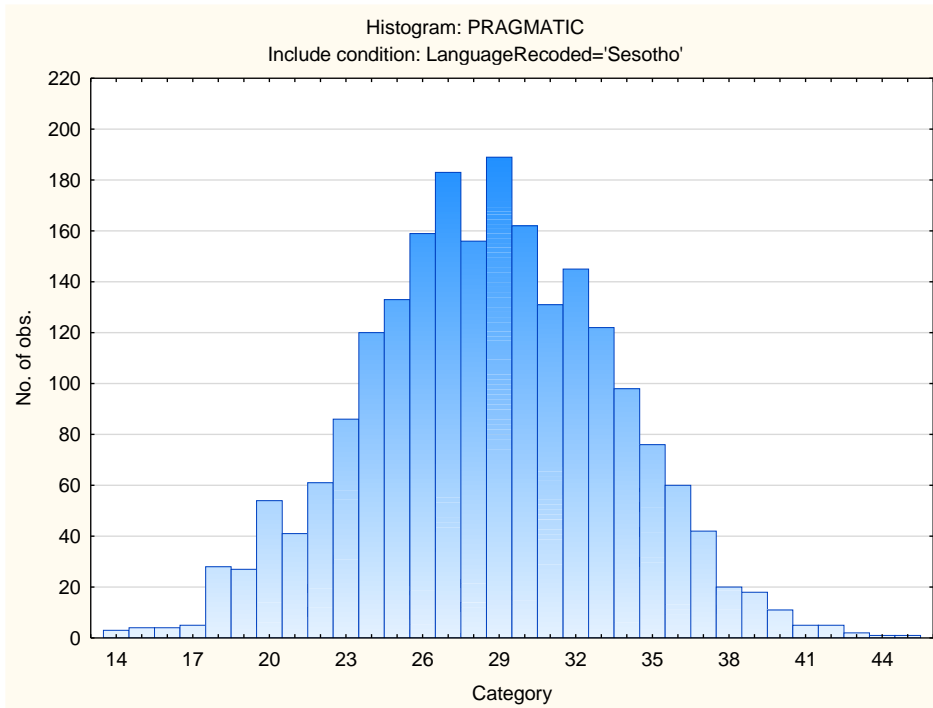
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	16-22	23-24	25-27	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	16-18	19-20	21-22	23-24	25-26	27-40
TRUSTING	Cynical - Trusting	11-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
PHLEG	Emotional - Phlegmatic	15-23	24-26	27-30	31-34	35-37	38-41	42-44	45-48	49-51	52-60
GREGAR	Reserved - Gregarious	11-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
PERSUAS	Genuine - Persuasive	11-17	18-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-45
CONTEST	Composed - Contesting	10-18	19-21	22-24	25-27	28-31	32-34	35-37	38-40	41-43	44-49
EXTERNAL	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-35	36-40
PRAGMATIC	Abstract - Pragmatic	14-18	19-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-45
CONFORM	Low Distortion - High Distortion	12-15	16-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-40
MIDRESP	Extreme Responses - Central Tendency	0-33	34-45	46-56	57-67	68-78	79-89	90-101	102-112	113-123	124-196