

Occupational Personality Profile (OPPro) Norm Group: South Africans, Xitsonga 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	564	564	56,17530	56,1753
F	435	999	43,32669	99,5020
U	5	1004	0,49801	100,0000
Missing	0	1004	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	304	304	30,27888	30,2789
< Matric	27	331	2,68924	32,9681
Grade 12	326	657	32,47012	65,4382
Degree	52	709	5,17928	70,6175
Post Graduate	129	838	12,84861	83,4661
Tertiary Cert / Trade	121	959	12,05179	95,5179
Missing	45	1004	4,48207	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

Language Group Composition of the Sample

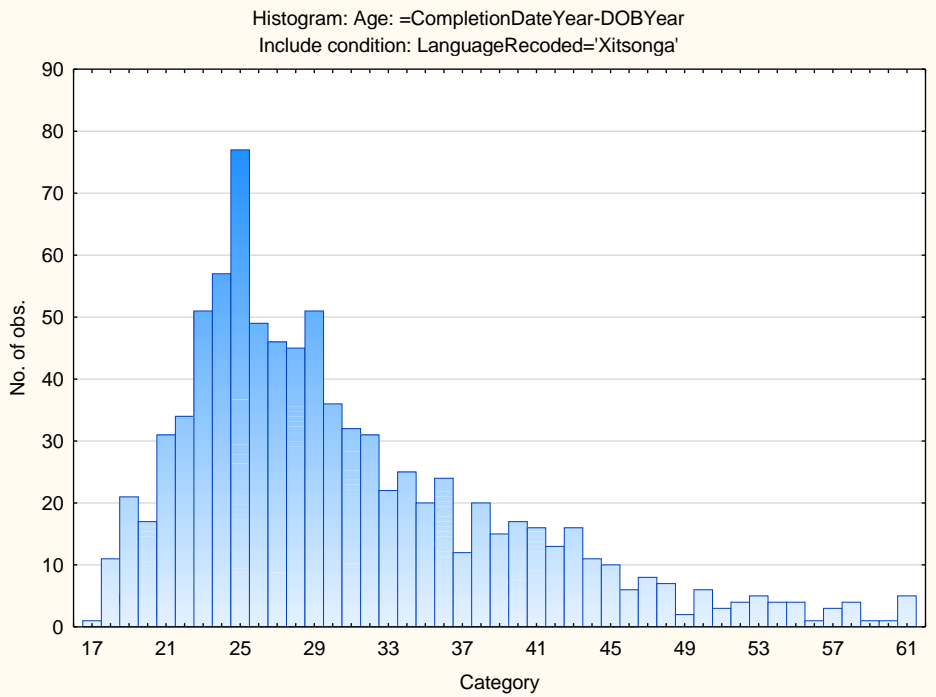
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	987	987	98,30677	98,3068
Coloured	2	989	0,19920	98,5060
Asian	1	990	0,09960	98,6056
Missing	14	1004	1,39442	100,0000

Age Composition and Distribution of the Sample

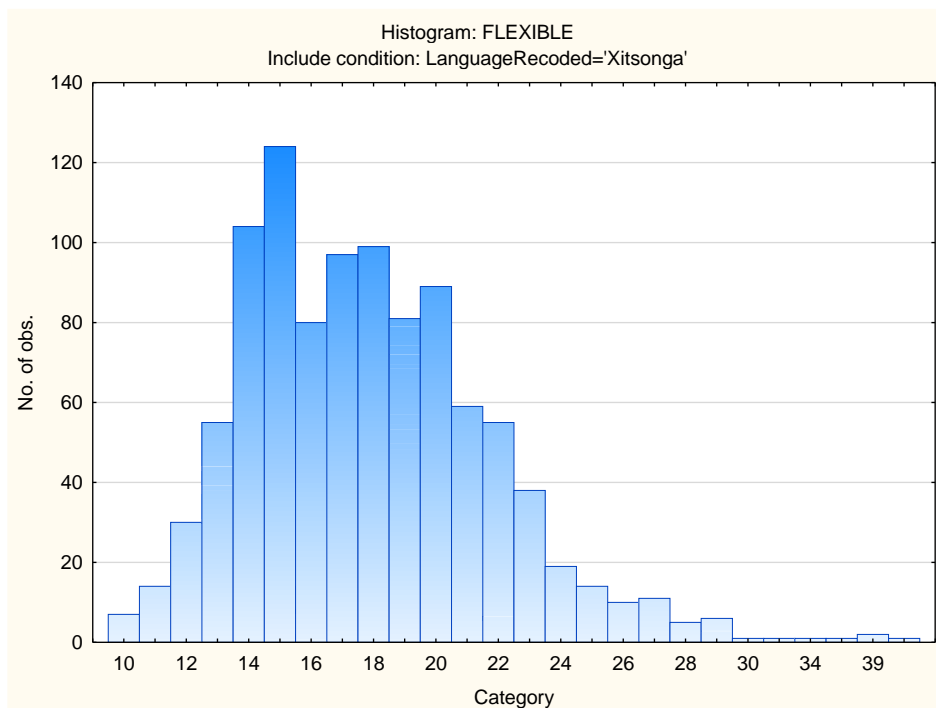
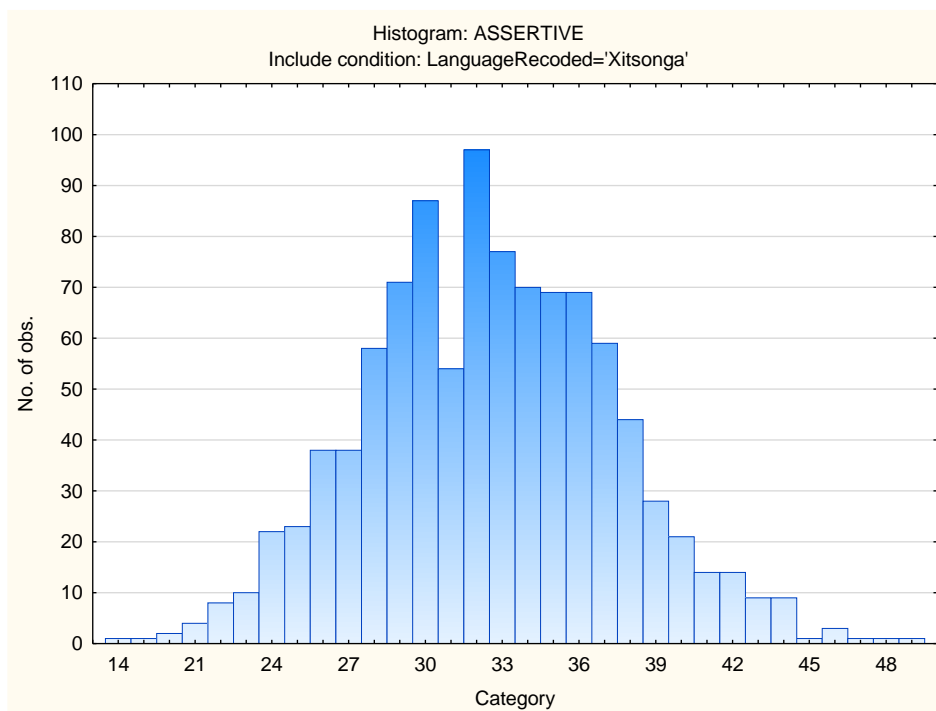
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,74514	8,847175	17,00000	61,00000	875	129

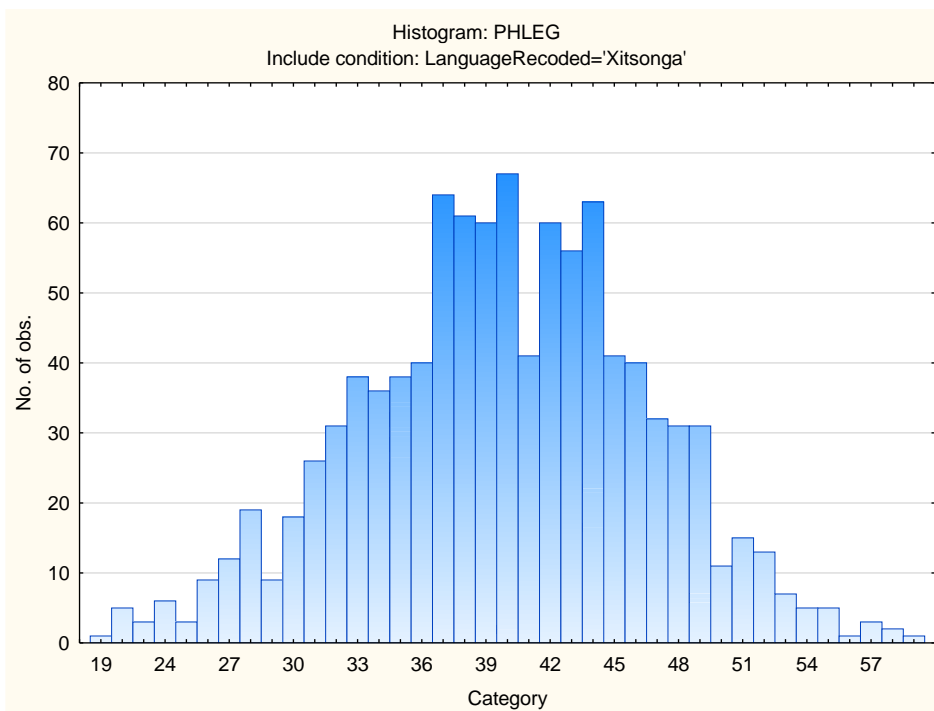
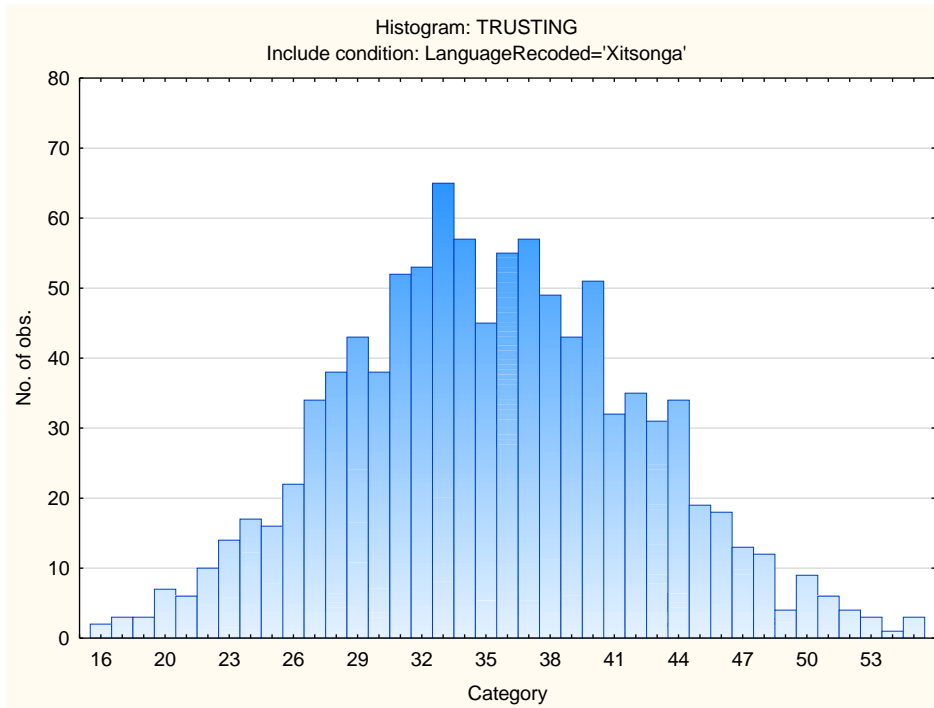


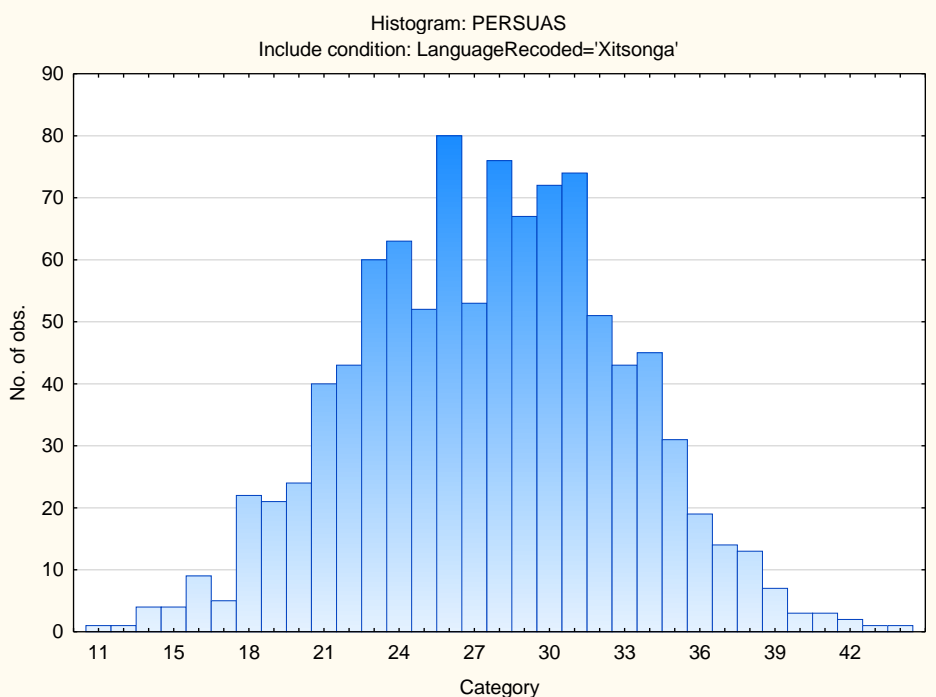
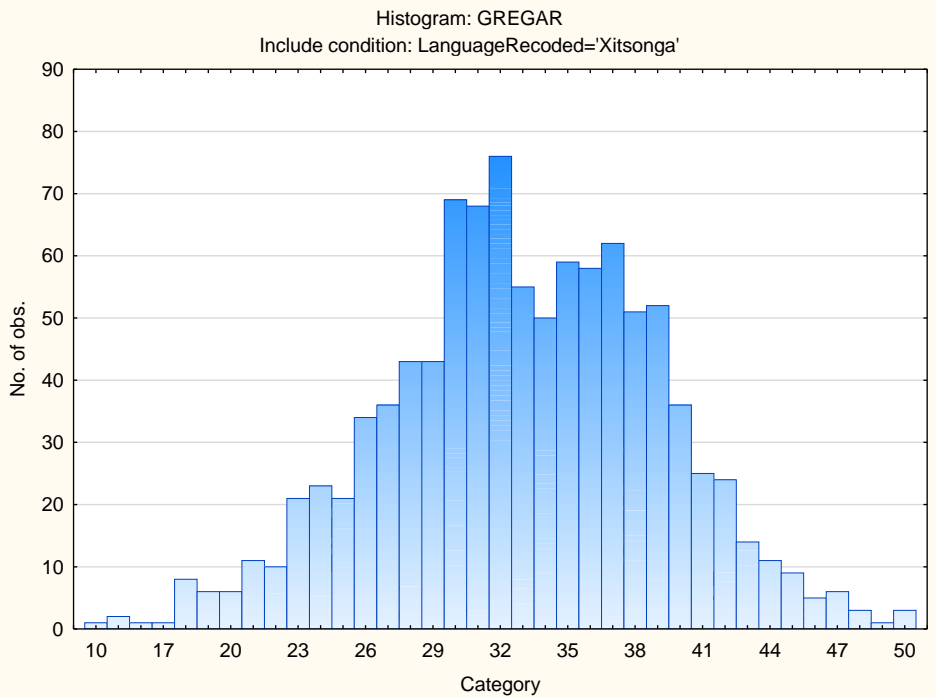
Descriptive Statistics on 15FQ+ Scales

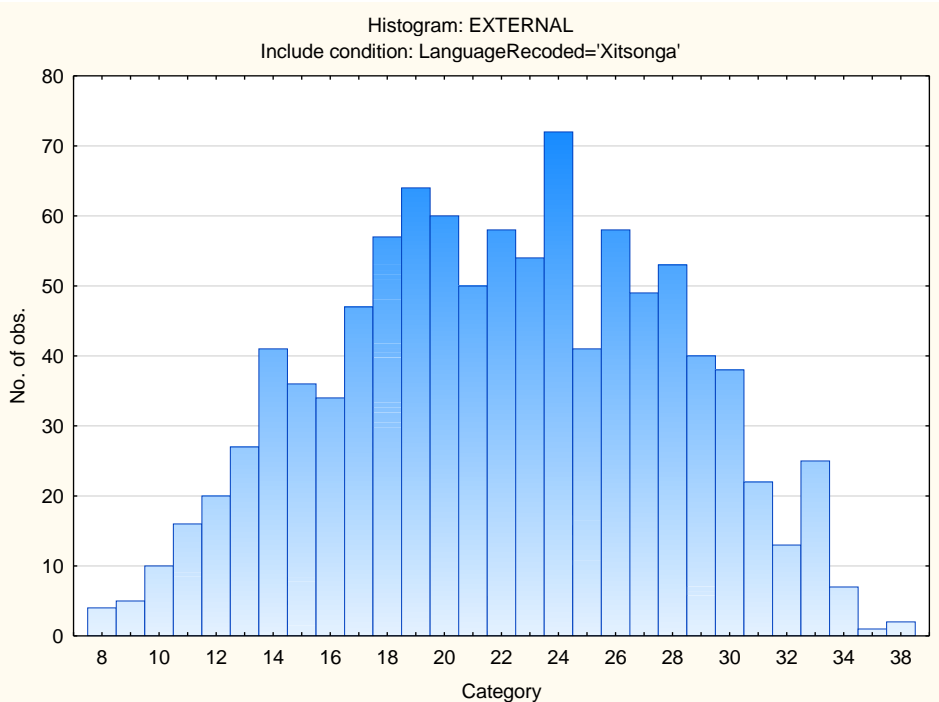
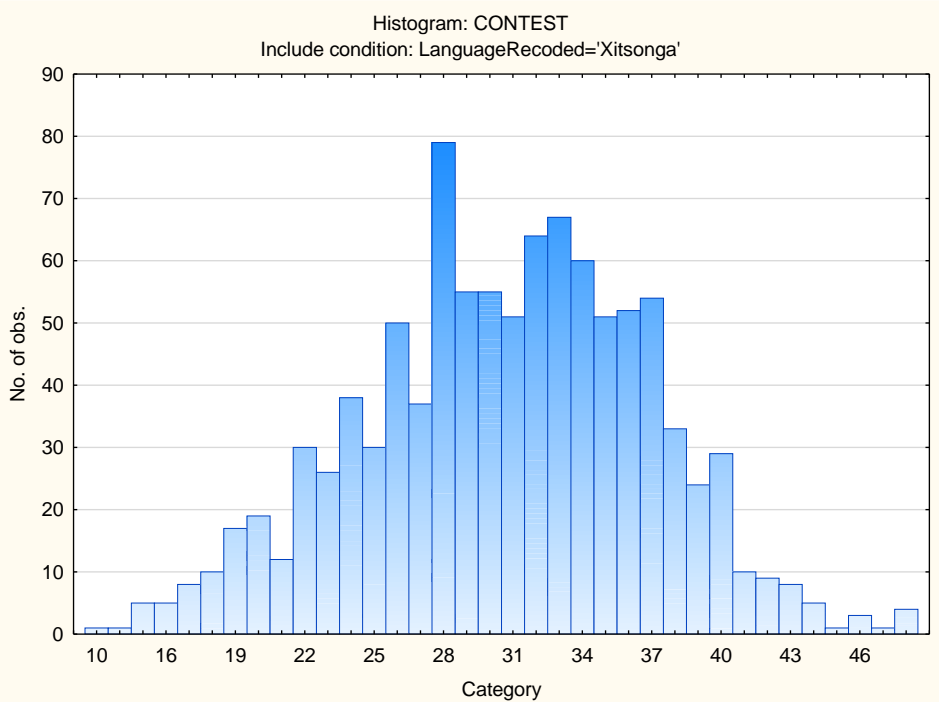
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	1004	32,49801	4,878687
FLEXIBLE	Detail-Conscious - Flexible	1004	17,82769	4,016068
TRUSTING	Cynical - Trusting	1004	35,21215	6,966220
PHLEG	Emotional - Phlegmatic	1004	39,78685	6,680009
GREGAR	Reserved - Gregarious	1004	32,99402	6,123355
PERSUAS	Genuine - Persuasive	1004	27,59761	5,326941
CONTEST	Composed - Contesting	1004	30,66534	6,246798
EXTERNAL	Optimistic - Pessimistic	1004	21,96414	5,885473
PRAGMATIC	Abstract - Pragmatic	1004	28,47112	4,495280
CONFORM	Low Distortion - High Distortion	1004	25,99801	4,623404
MIDRESP	Extreme Responses – Central Tendency	1004	78,64940	21,95637

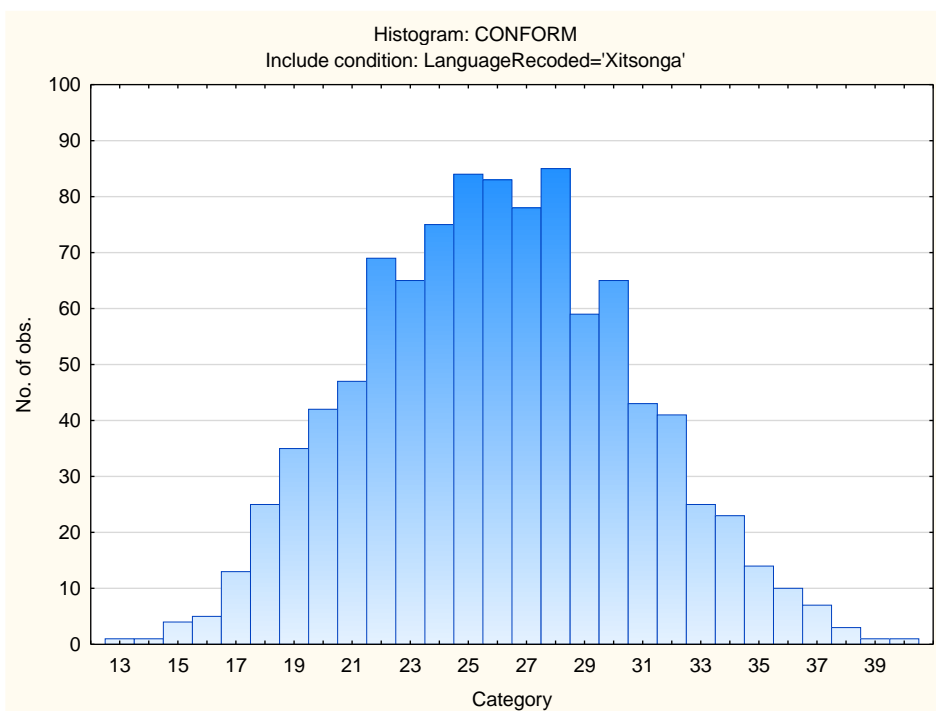
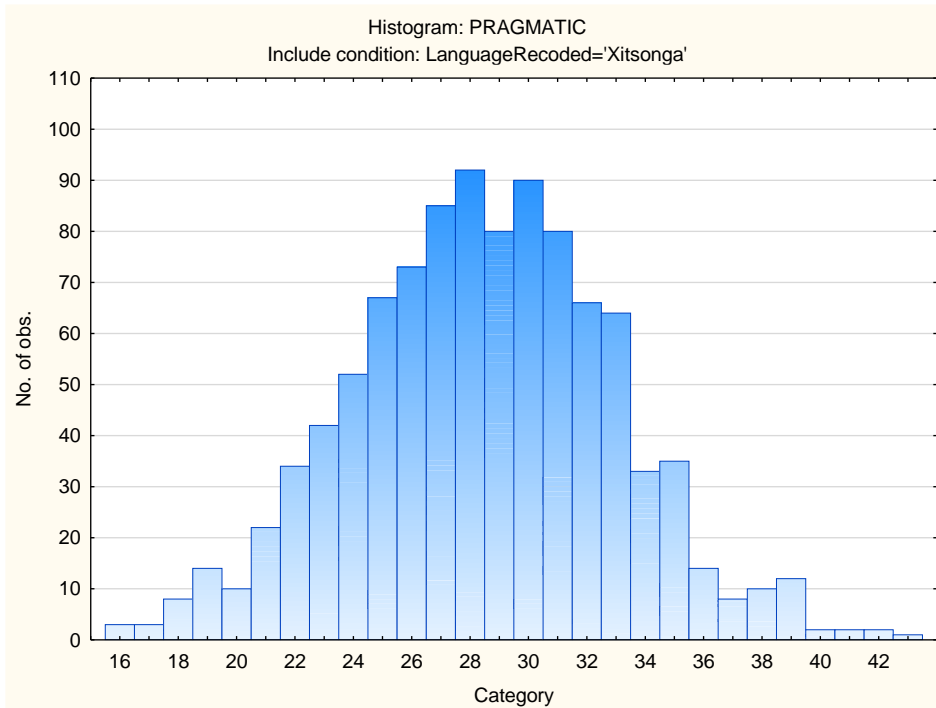
Frequency Distributions for OPPro Scales.











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	28-30	31-32	33-34	35-37	38-39	40-42	43-50
FLEXIBLE	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-45
TRUSTING	Cynical - Trusting	16-21	22-24	25-28	29-31	32-35	36-38	39-42	43-45	46-49	50-55
PHLEG	Emotional - Phlegmatic	19-26	27-29	30-33	34-36	37-39	40-43	44-46	47-49	50-53	54-59
GREGAR	Reserved - Gregarious	10-20	21-23	24-26	27-29	30-32	33-36	37-39	40-42	43-45	46-50
PERSUAS	Genuine - Persuasive	11-16	17-19	20-22	23-24	25-27	28-30	31-32	33-35	36-38	39-45
CONTEST	Composed - Contesting	10-18	19-21	22-24	25-27	28-30	31-33	34-36	37-40	41-43	44-49
EXTERNAL	Optimistic - Pessimistic	8-10	11-13	14-16	17-19	20-21	22-24	25-27	28-30	31-33	34-38
PRAGMATIC	Abstract - Pragmatic	16-19	20-21	22-23	24-26	27-28	29-30	31-32	33-35	36-37	38-43
CONFORM	Low Distortion - High Distortion	13-16	17-19	20-21	22-23	24-25	26-28	29-30	31-32	33-35	36-40
MIDRESP	Extreme Responses - Central Tendency	0-34	35-45	46-56	57-67	68-78	79-89	90-100	101-111	112-122	123-163