

# Occupational Personality Profile (OPPro) Norm Group: South Africans, Indigenous Language 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	9552	9552	47,03565	47,0357
F	10673	20225	52,55564	99,5913
U	83	20308	0,40871	100,0000
Missing	0	20308	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5610	5610	27,62458	27,6246
< Matric	812	6422	3,99842	31,6230
Grade 12	7604	14026	37,44337	69,0664
Degree	567	14593	2,79200	71,8584
Post Graduate	2549	17142	12,55170	84,4101
Tertiary Cert / Trade	2249	19391	11,07445	95,4845
Missing	917	20308	4,51546	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	32,73094	32,7309
isiXhosa	4120	10767	20,28757	53,0185
isiNdebele	281	11048	1,38369	54,4022
Sesotho	2152	13200	10,59681	64,9990
Setswana	2594	15794	12,77329	77,7723
Sepedi	2421	18215	11,92141	89,6937
Xitsonga	1004	19219	4,94386	94,6376
Tshivenda	762	19981	3,75222	98,3898
siSwati	327	20308	1,61020	100,0000
Missing	0	20308	0,00000	100,0000

## Language Group Composition of the Sample

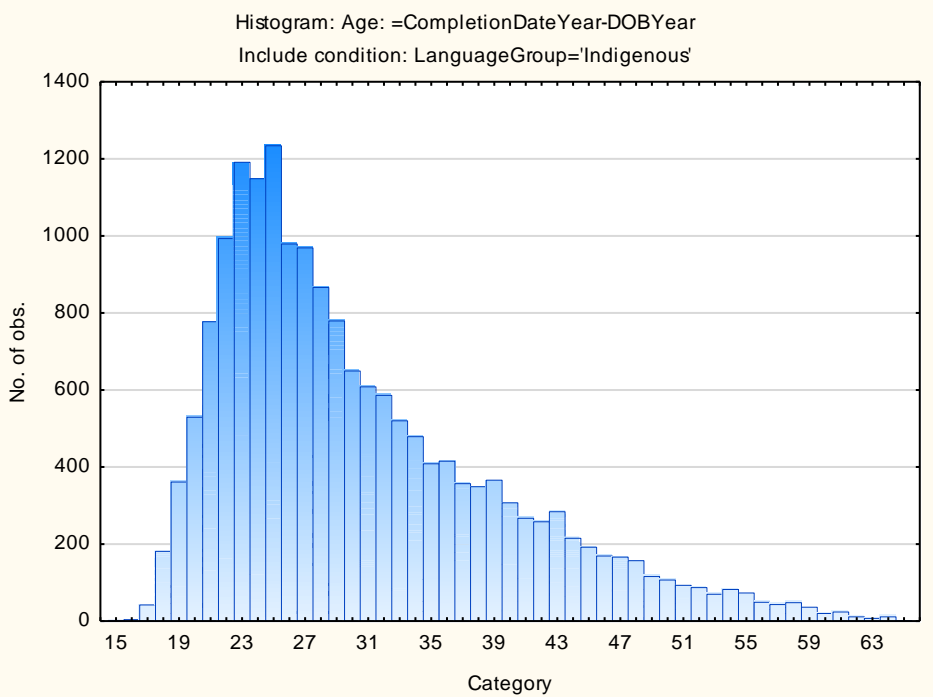
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20308	20308	100,0000	100,0000
Missing	0	20308	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	19651	19651	96,76482	96,7648
European	19	19670	0,09356	96,8584
Coloured	75	19745	0,36931	97,2277
Asian	38	19783	0,18712	97,4148
Missing	525	20308	2,58519	100,0000

## Age Composition and Distribution of the Sample

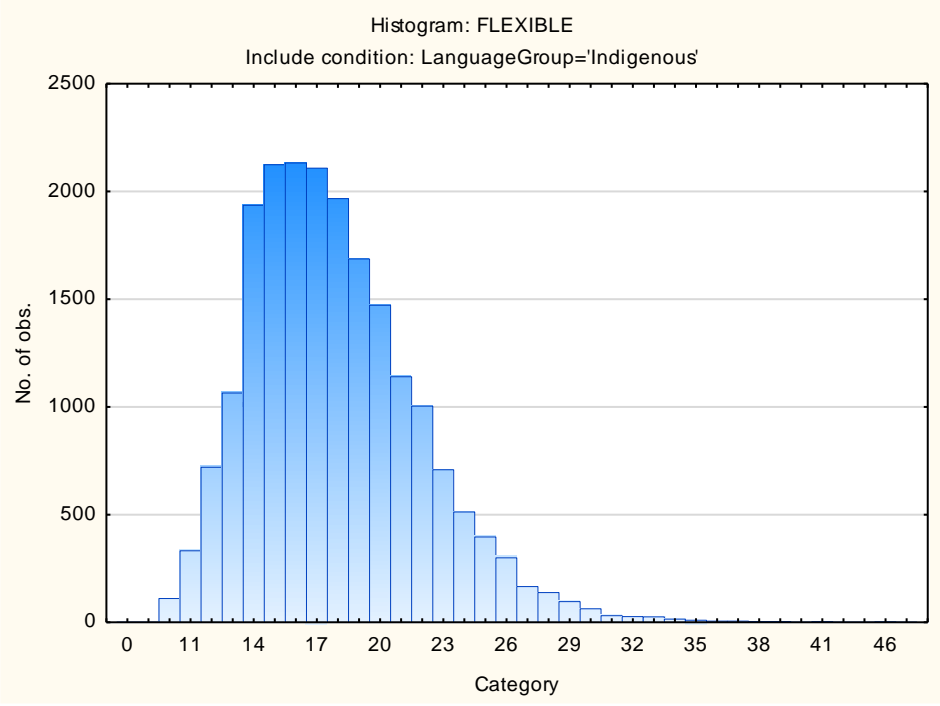
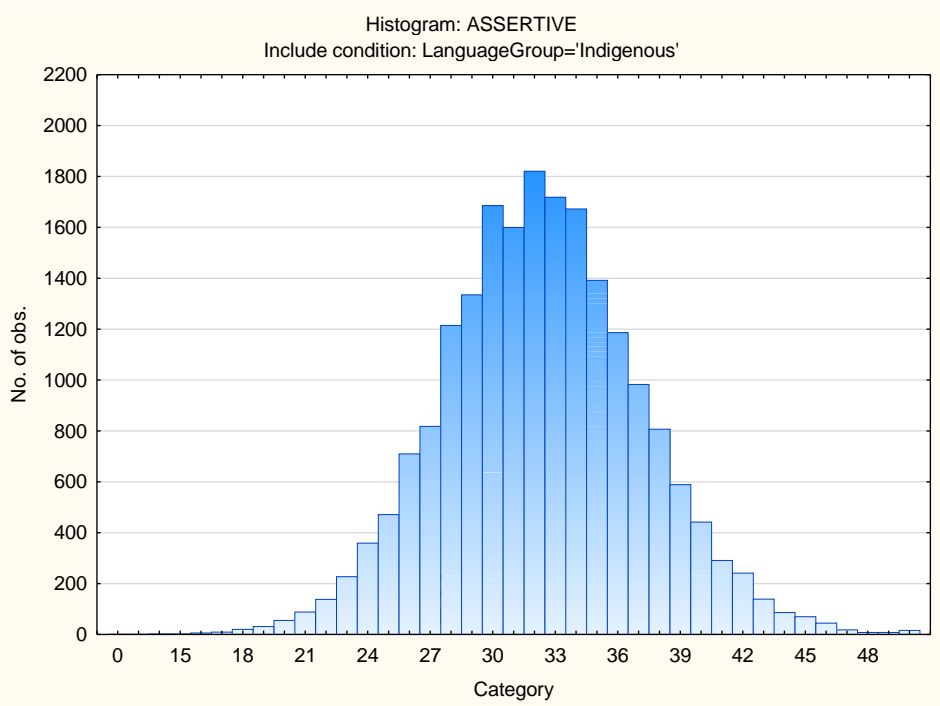
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,47781	8,904164	15,00000	65,00000	17685	2623

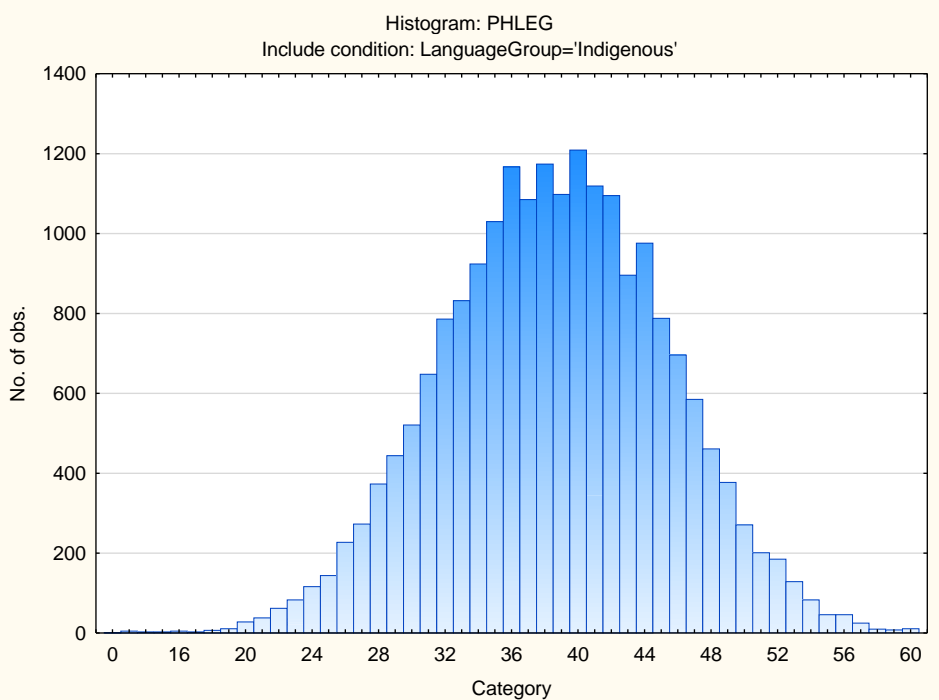
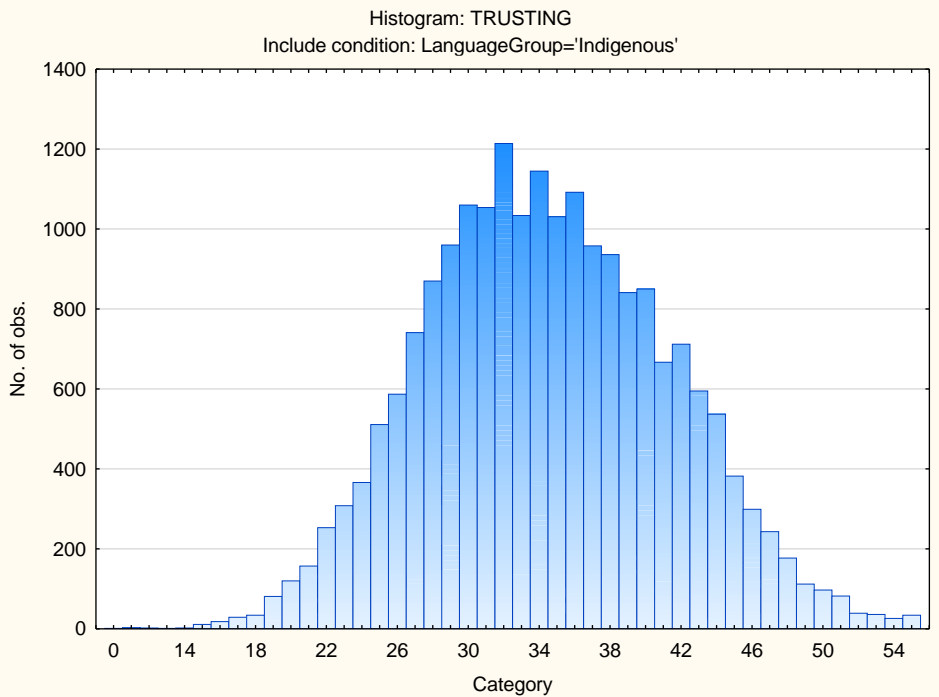


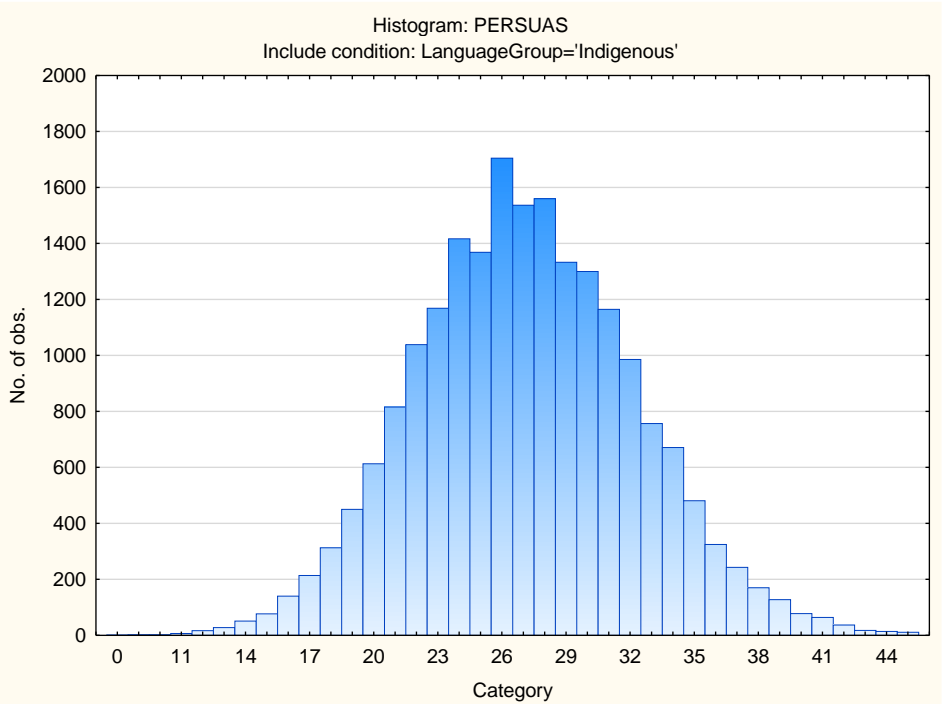
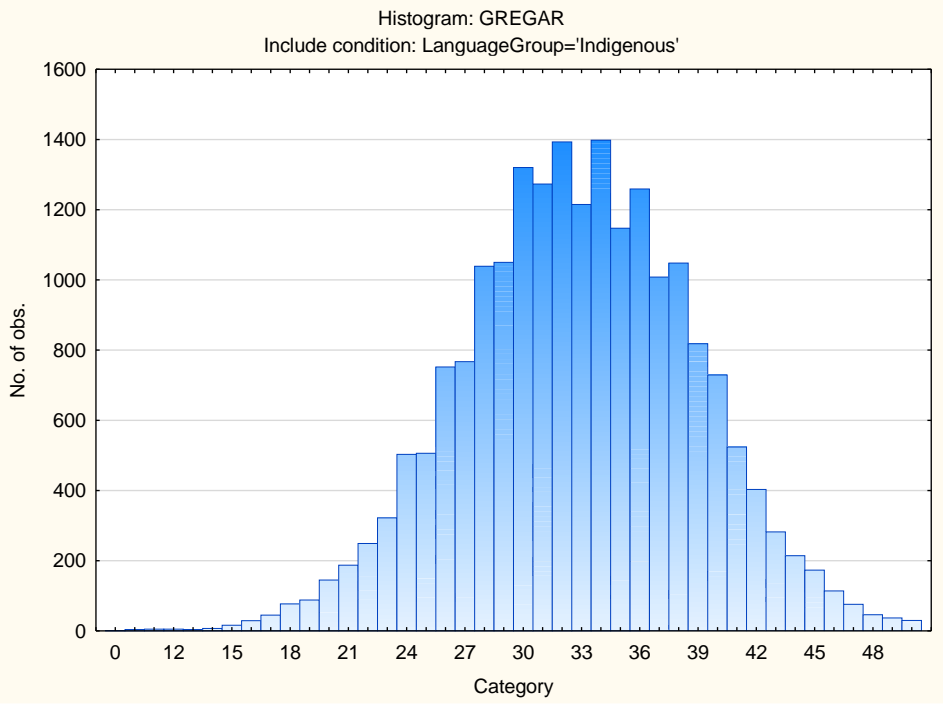
## *Descriptive Statistics on 15FQ+ Scales*

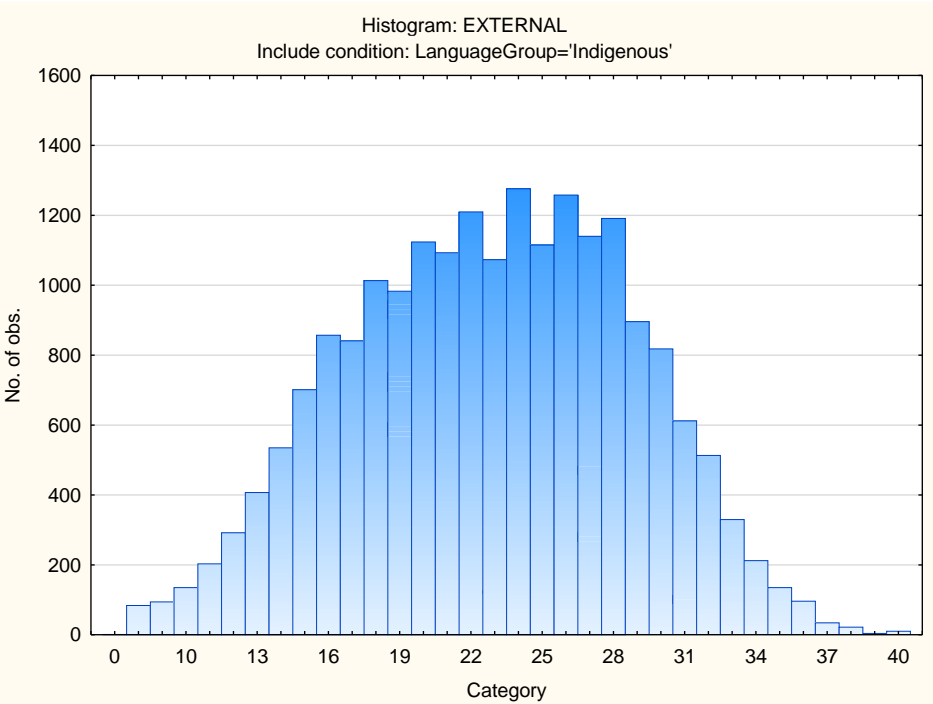
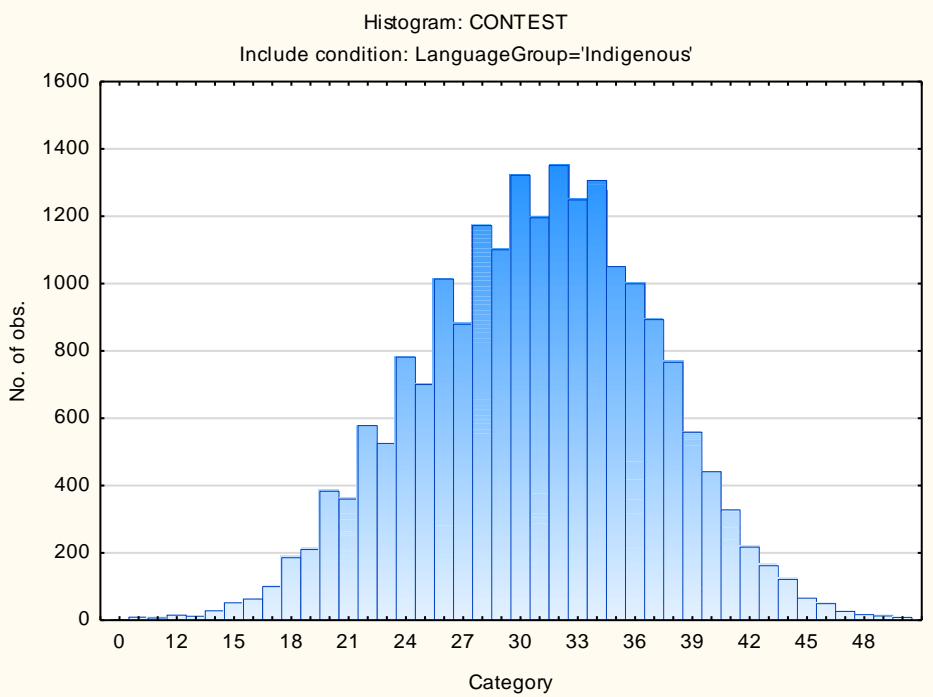
<b>Scale</b>	<b>Scale description</b>	<b>Mean</b>	<b>Std.Dev</b>	<b>Sample Size</b>
<b>ASSERTIVE</b>	Accommodating - Assertive	32,34026	4,74622	20308
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	17,87049	4,02956	20308
<b>TRUSTING</b>	Cynical - Trusting	34,43022	6,87615	20308
<b>PHLEG</b>	Emotional - Phlegmatic	38,59858	6,72704	20308
<b>GREGAR</b>	Reserved - Gregarious	32,79786	5,93761	20308
<b>PERSUAS</b>	Genuine - Persuasive	27,12118	5,14564	20308
<b>CONTEST</b>	Composed - Contesting	30,80766	6,12356	20308
<b>EXTERNAL</b>	Optimistic - Pessimistic	22,83479	5,91536	20308
<b>PRAGMATIC</b>	Abstract - Pragmatic	28,60493	4,71926	20308
<b>CONFORM</b>	Low Distortion - High Distortion	25,20283	4,49082	20308
<b>MIDRESP</b>	Extreme Responses – Central Tendency	80,14526	21,71767	20308

# Frequency Distributions for OPPro Scales

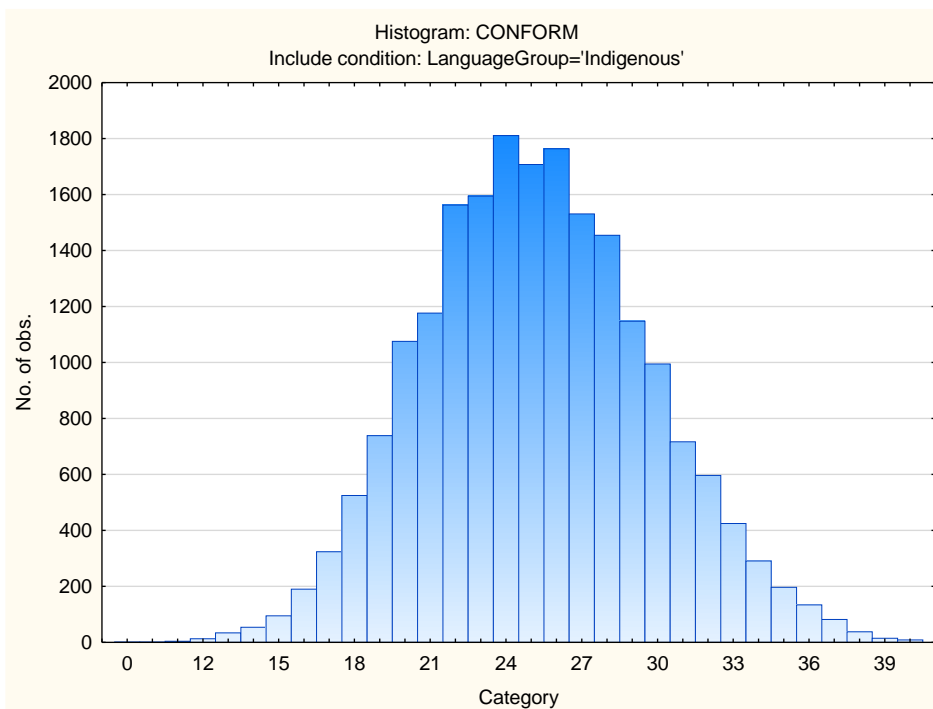
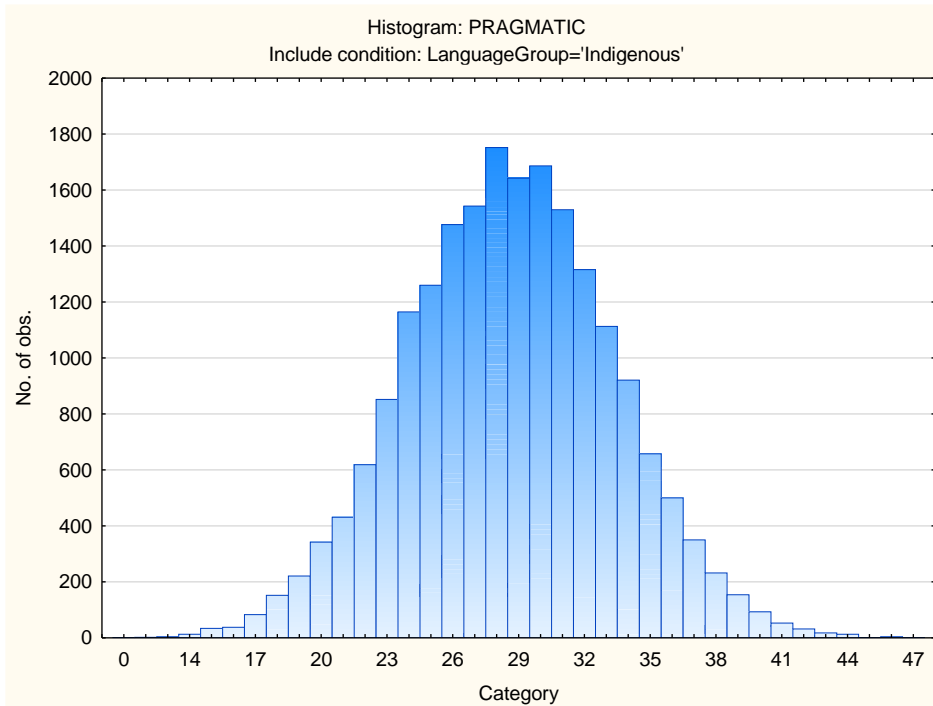


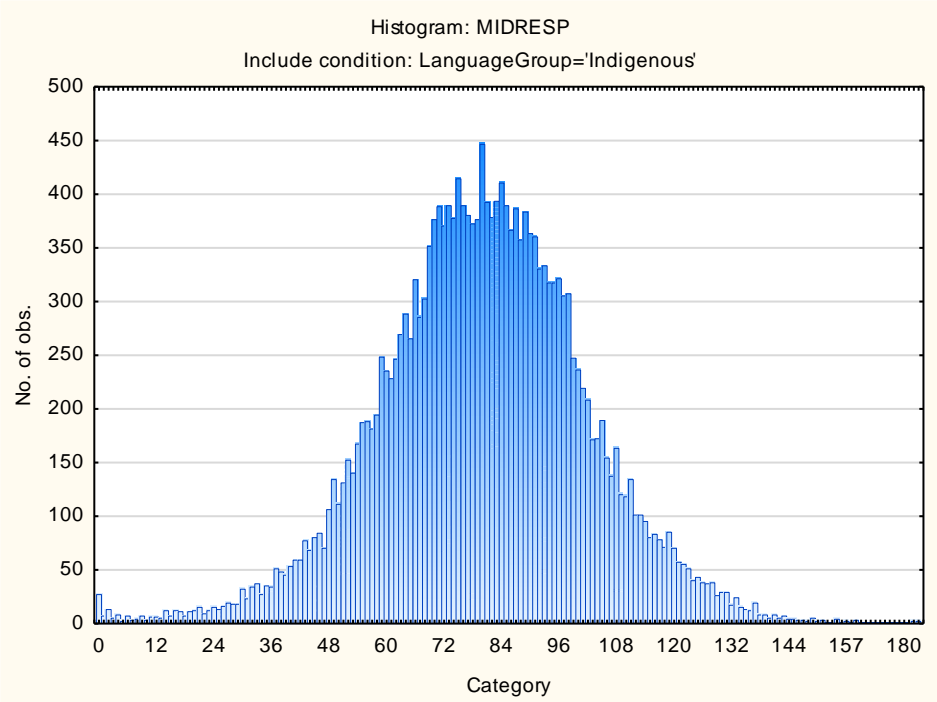












## Sten Table

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	35-37	38-39	40-41	42-50
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-48
<b>TRUSTING</b>	Cynical - Trusting	0-20	21-24	25-27	28-30	31-34	35-37	38-41	42-44	45-48	49-55
<b>PHLEG</b>	Emotional - Phlegmatic	0-25	26-28	29-31	32-35	36-38	39-41	42-45	46-48	49-52	53-60
<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	20-21	22-24	25-27	28-29	30-32	33-34	35-37	38-45
<b>CONTEST</b>	Composed - Contesting	0-18	19-21	22-24	25-27	28-30	31-33	34-36	37-39	40-43	44-50
<b>EXTERNAL</b>	Optimistic - Pessimistic	0-11	12-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-40
<b>PRAGMATIC</b>	Abstract - Pragmatic	0-19	20-21	22-23	24-26	27-28	29-30	31-33	34-35	36-38	39-47
<b>CONFORM</b>	Low Distortion - High Distortion	0-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-34	35-40
<b>MIDRESP</b>	Extreme Responses - Central Tendency	0-36	37-47	48-58	59-69	70-80	81-91	92-101	102-112	113-123	124-196