Distributors of Psytech International

Assessment Instrument and Software

Occupational Interest Profile (OIP)

South African User Guide and Research Reference

Psytech South Africa
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The Occupational Interest Profile (OIP)

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Introduction

This guide is for users and potential users of the Occupational Interest Profile (OIP).

It should be used in conjunction with the Technical Manual for the OIP, published by Psytech International.

This guide does not replace the Technical Manual, but it is intended to provide the additional information that South African users need, and to clarify the meaning of the scales, bringing the scale descriptions into line with the way they are used by the computerised report writer.

This user guide will be updated regularly as new research evidence becomes available. Psytech manuals and user guides are distributed electronically – at no charge - via the company's web site, and it is incumbent on the user to ensure that they download the updated versions regularly. Hard copies of the latest versions of the user guides can also be purchased from the company if users prefer not to download the document themselves.

Structure of this manual

The manual is divided into the following sections:

- **Introduction**
  - This section covers the background to the questionnaire, administration instructions and general advice on its use in South Africa.
- **Norms**
  - This section contains descriptions of the various norm groups available for the OIP – the composition of the norm groups, basic statistics on OIP scales and stanine tables.
- **Reliability**
  - This section contains reports on the reliability studies done on the OIP in South Africa – the composition of the groups, reliability coefficients and Standard Error of Measurement where suitable data exists.
- **Validity**
  - This section contains reports on the validation studies done on the OIP in South Africa

Studies will be added to the various sections as they are completed. The date when it was last updated appears on every study. Every section has its own table of contents and introductory section.

Classification status of the Occupational Interest Profile

The OIP was submitted to the Psychometrics Committee of the Health Professions Council of South Africa in April 2001. The process of evaluation and classification is a lengthy one. Feedback reports received from the test reviewers indicate that the OIP meets the requirements for classification as a psychological test, and a classification certificate was issued in December 2003.

Conditions of use and professional responsibilities

The OIP must be used under the control of a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor.

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Purchasing OIP materials and scoring services

When purchasing test materials or scoring services relating to the OIP, the signature and registration number of a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor is required.

Constructing of test batteries

Only a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor may decide which tests or questionnaires to use for a particular purpose. Psychometrists registered for supervised practice or other role players such as HR Practitioners or line managers may not act independently of the Psychologist, and may not overrule the Psychologist's decisions.

Administration of the OIP

- The test may be administered by a Psychologist, Psychometrist (Independent Practice), or Registered Counsellor or a Psychotechnician.

- Psychometrists (Supervised Practice) have to be supervised by a Psychologist.

Scoring of the OIP

The OIP may be scored by
- A Psychologist,
- A Psychometrist (Independent Practice),
- A Psychometrist (Supervised Practice)
- A Registered Counsellor, or
- A Psychotechnician,

The scoring of the OIP is always done by computer. The act of scoring is pure data capture and no interpretation is involved. Detailed instructions for scoring the OIP by computer can be found on the GeneSys Online platform, under tutorials. There are videos and downloadable PDFs. Special training in the use of the software is available and we strongly recommend attending this.

Reporting on the OIP

The choice of which computerised report to use should be made by:

- A Psychologist, Psychometrist (Independent Practice) or a Registered Counsellor.

Psychometrists registered for supervised practice should consult with a Psychologist about the most suitable report to use.

The choice of which norm group to use should be made by:

- A Psychologist, Psychometrist (Independent Practice) or a Registered Counsellor.

Psychometrists (Supervised Practice) and Psychotechnicians should consult with a Psychologist about the most suitable norm group to use.

Feedback on OIP reports

Feedback on OIP reports may be done by Psychologists, Psychometrists (Independent Practice) or Registered Counsellors. Psychometrists registered for supervised practice may give feedback on the OIP within clearly circumscribed guidelines laid down by a Psychologist, and provided proper supervision, with regular consultation, is maintained.

What the Occupational Interest Profile measures

The OIP measures the following personality scales:

Work Needs: An individual's personal needs within a chosen area of work.
Need for excitement
Stability
Need for change
Need for people
Need for control
Vocational Interests: Work areas, which an individual would enjoy.
Persuasive
Scientific
Practical
Administrative
Nurturing
Artistic
Logical

Most users of the OIP rely on the computer-generated reports produced by the GeneSys online platform for interpreting the questionnaire results. There are some inconsistencies in terminology between the OIP technical manual and the GeneSys reporting system. To assist users in interpretation, the OIP dimensions are described here in terms consistent with those used in the reporting system, but covering essentially the same ground.

OIP Work needs scale descriptions

Need for Excitement *The OIP manual describes this scale as 'need for variety'*	
Low scorer characteristics	**High scorer characteristics**
Low scorers will prefer set routines and the familiarity of doing things they have done before. These will be cautious, safety conscious individuals who have no need for excitement and thrills in their life.	High scorers will always be seeking new and exciting activities and will probably become extremely bored if asked to perform the same task for any length of time. Such individuals also enjoy taking risks and require some element of adventure or excitement in their life.

Stability *Described in the technical manual as 'need for stability', this does not refer to a need for stability in the work environment, but to the emotional stability of the individual.*	
Low scorer characteristics	**High scorer characteristics**
Low scorers tend to be emotionally volatile, prone to sudden swings in their mood. Easily upset by others they may react adversely to criticism even if this is justified. Such individuals will have a tendency to worry about past failures and feel depressed at their perceived inadequacies.	High scorers on this dimension are emotionally stable, calm and composed individuals. Generally optimistic, they will rarely brood over past failures but will instead get on with the next task. Accepting criticism in a good natured way they will rarely be upset by the thoughtless comments others might make

Need for Change *Described in the technical manual as 'need for structure'. The description in the computer-generated report is inverted, describing the opposite end of the scale.*	
Low scorer characteristics	**High scorer characteristics**
A low score on this scale suggests an individual who will pay attention to detail, displaying perseverance and self-control. Well organised, they will be careful to plan ahead, attempting to account for any possible contingencies. If they start a task they will feel compelled to see it through to completion.	High scorers will not be the most organised people in the world, tending to be careless and impractical. Spontaneous people, they will see little need for making plans, and will often start tasks but lose interest in them before they are finished.

Need for People *A measure of sociability, giving an indication of an individual's desire to work with people, be an active group participant and need group support and recognition.*	
Low scorer characteristics	**High scorer characteristics**
Low scorers will much prefer to work alone, tending to prefer their own company to that of others. They will have little need for group support and social recognition, feeling comfortable when making their own decisions.	High scorers will dislike being on their own, preferring to be a member of a group. They will have a great liking for social occasions and will not shirk from being the centre of attention.

Need for control *This scale gives a measure of a person's preference for leading and directing people, taking charge and responsibility for others.*	
Low scorer characteristics	**High scorer characteristics**
Low scorers will not particularly like being in positions of authority finding it difficult to give orders to people. They will much prefer to be left to get on with their own work rather than being responsible for organising the work of others.	High scorers will be assertive individuals who are in their element in positions of power and responsibility. Thriving in a position of leadership and authority they love to organise other people. Such individuals will tend to take the lead in group discussions pushing their own views and ideas forward, paying little attention to those of others.

Descriptions of OIP Interest scales

Persuasive interest
Interest in persuasive roles, involving the communication of information and ideas in a convincing manner. An interest in this area indicates someone who would enjoy speaking in public, relishing the opportunity to convert a group of people to their way of thinking. Typical vocational roles for those with high persuasive interests would be sales representatives, public relations and politics.

Scientific interest
This scale deals with an interest in scientific pursuits including Physics, Chemistry, Medicine and laboratory work. Such an interest indicates a preference for discovering new facts and problem-solving. Primarily concerned with analytical skill and scientific curiosity individuals with a high score on this scale prefer to work with ideas and scientific principles.

Practical-mechanical interest
This scale deals with an interest in practical, mechanical activities. People scoring highly on this scale would typically be interested in working with their hands, finding great satisfaction in being able to construct something. Vocational roles involving such things as engineering, machine tools, crafts, mechanical and civil engineering would all be of interest to the high scorer on this scale.

Administrative-clerical interest
This scale is concerned with preferences for organising and maintaining information. Both financial and clerical/administration areas are sampled by this scale. High scorers would typically be interested in such activities as bookkeeping, stock control etc. Other things being equal one would expect people who display this preference to find satisfaction in jobs which required attention to large amounts of paperwork and the keeping of detailed records.

Caring-helping interest
High scorers on this scale are interested in helping and caring for others. Such individuals will find it easy to talk to others and empathise with them. Thus they will be good at helping people who have problems, and will probably be sought out by others wishing to tell them their problems. High carers would probably prefer working in helping professions such as teaching, social work, health care etc.

Artistic-creative interest
This scale deals with all areas concerned with the creation of artistic products or ideas. High scorers will be interested in a wide range of artistic endeavours such as painting, theatre, photography, design of all types etc. Such individuals will tend to express themselves through their artistic activities. High scorers on artistic would enjoy working in most areas of the arts and entertainment industry.

Logical-Computational interest
High scorers on this scale show an interest in logical, rational pursuits. Such individuals enjoy solving puzzles of all types and would be extremely interested in any activities dealing with logic, computation and mathematics. Of special interest to high scorers would be any areas which involved them using computers for a major part of their time.

Respondents for whom the Occupational Interest Profile is suitable

Home language and education

The OIP was developed for school leavers in the United Kingdom. It is designed to require only a basic level of education. In South Africa, we not only have to bear in mind educational levels, but also proficiency in English. When respondents were tested in their home language, fairly acceptable reliabilities were found even for respondents in grade 7 (formerly standard five).

Mature respondents

One also needs to address the question of whether a respondent may become too old or experienced to benefit from the OIP. Generally speaking, the OIP should be considered when a major change in career direction is still feasible for the respondent, or if the respondent is still contemplating undergoing further training. For older respondents where the main consideration is career satisfaction, deployment in a slightly different capacity but with the same qualifications, or motivational problems, the Values and Motives Inventory (VMI) may be a more appropriate choice.

Assessment of personality rather than interest

Since the OIP assesses five ‘work needs’ scales that are in essence personality dimensions, some users have considered using it as a measure of personality in selection settings where the educational levels of the respondents are low. The reason for this is usually that the OIP has shown good reliabilities on formerly disadvantaged groups and on groups with limited education.

However, one should bear in mind that the OIP was not developed as a selection tool. It does not include validity scales, such as measures of socially desirable responding. Thus respondents could manipulate their responses on this questionnaire with relative ease, which makes it less suited to selection applications.
When the OIP is used in selection situations, such as the selection of bursary applicants, it should be used in situations where a respondent's interests are of material importance in determining likely success on a course of study or in a career. In such cases, it should not be used in isolation, but supported by a battery that could include skilled interviews, other questionnaires, ability tests, simulation exercises, portfolio assessments etc., depending on the demands of the position or training course for which respondents are being selected. It

should be borne in mind that other measures or interviews would be needed to control for 'role related faking', where the respondent modifies his or her responses to suit their perceived image of what a successful candidate would be like.

Computer-assisted reports

Psytech's tests and questionnaires are all supported by computer-assisted reports. Some of the tests have a range of computer-assisted reports, allowing instant interpretation of the test results from a variety of perspectives. Some reports combine information from several tests.

How do the computer-generated reports work?

The reports represent an expert system, drawing on numerous built-in relationships between patterns of scores and human behaviour. It would normally take a user many years of experience to gain the knowledge and insight that are contained in this reporting system.

What are the advantages of computer-generated reports?

Computer-generated reports ensure that the complete pattern of scores is interpreted every time. No score or combination of scores is overlooked. Everyone is treated in exactly the same way, irrespective of whether the person interpreting the results is having an 'off day' or is pressed for time. This helps to ensure fairness and consistency. Moreover, computer-generated reports save a lot of time, freeing the professional up to add value in the interview, integration of results from other sources and feedback processes.

Are computer-assisted reports open to abuse?

Like any powerful tool, computer-assisted reports can be misused. They should not be used to substitute for professional expertise, but rather to supplement and support it.

One must remember that these reports are generic-the standard reports do not know anything about the requirements of the positions that the respondent may have applied for. They are also completely unaware of the respondent's background and personal circumstances. They can usually not stand on their own, but must be used as one source of information in the assessment process, and be integrated with other information. This integration and interpretation is highly skilled professional work, and it should not be left to persons who have not had the required training.

In some situations, handing out unaltered computer-generated reports to respondents or line managers without any counselling or explanation, could be considered abuse of these reports. We recommend that the technical appendix in a report, which gives a graphic summary of raw scores and profiles, not be given to untrained persons.

What about competency-based reports?

You need not be limited to the reports supplied with the GeneSys online platform. Special reports can be written for clients based on their own competency models, or based on the results of validation studies. Psytech SA undertakes to do these as consulting projects, and the cost is dependent on the length and complexity of the report that the client requires.

Computer-generated career lists

The computer-generated report for the OIP includes lists of possible career choices that relate to the respondents' highest interests. Not all the suggested career choices may be appropriate. The respondent may not understand what all the careers involve – the counsellor

may need to explain this to him or her. The computer-generated list should also not be regarded as exhaustive – the counsellor may be able to recommend some additional options based on the results of the questionnaire and the client's circumstances and expressed preferences.

It is the responsibility of the interviewer to ensure that the career choices or study choices that are recommended for the respondent, are suited to the respondents' ability levels, motivational levels, stamina, aspirations, current academic background and personality make-up. **The computer-generated report should not be given directly to the respondent, the respondent's parents or to a teacher, unless the teacher is appropriately trained and qualified to give feedback on psychological test results, i.e. is registered with the HPCSA.** The OIP computer-generated report is an aid to career counselling, not a substitute for the counselling process.

Administration instructions for the Occupational Interest Profile (Pencil and paper administration)

OIP ADMINISTRATION INSTRUCTIONS

Continue by using the instructions **EXACTLY** as given. Say:

> *"From now on, please do not talk among yourselves, but ask me if anything is not clear. We shall be doing the Occupational Interest Profile, which has no time limit, however most people take about 20 minutes. During the test I shall be checking to make sure you are not making any accidental mistakes when filling in the answer sheet. I will not be checking your responses."*

WARNING: It is most important that answer sheets do not go astray. They should be counted out at the beginning of the test and counted in again at the end.

Distribute the answer sheets

Then ask:

> *"Has everyone got two sharp pencils, an eraser, some rough paper and an answer sheet?*

Rectify any omissions, then say:

> *"Please fill in all the biographical requirements in the spaces provided on the answer sheet, especially the information about sex, language and education"*

Move among the respondents and make sure they are doing it correctly, giving help where necessary.

If respondents query the need to fill in particulars like race and gender, say:

> *“This information is necessary for us to keep proper records in order to meet legal requirements”.*

WARNING: It is vitally important that test booklets do not go astray. They should be counted out at the beginning of the session and counted in again at the end.

Distribute the booklets with the instruction:

"Please do not open the booklet until instructed."

Remembering to read slowly and clearly, go to the front of the group and say:

"Please open the booklet and follow the instructions for this test as I read them aloud." (Pause to allow booklets to be opened).

This is a questionnaire concerning your interests, preferences and feelings about a range of things.

*You are asked to rate yourself on a scale from 1 to 5 on each question. When you have chosen the answer appropriate for **YOU**, record this by blackening the corresponding box on the answer sheet.*

For example:

Ratings:

1 Strongly Agree	2 Agree	3 In between	4 Disagree	5 Strongly Disagree

1. I like to watch the news on TV.

If you strongly agreed with this statement, you would fully blacken box 1 against question 1 on your answer sheet."

Check for understanding of the instructions so far, and then say:

"When answering the questions please remember the following:

1. *Do not spend too much time pondering over the answer to each question. The information given in a question may not be as full as you would wish, but answer as best you can.*
2. *Please try to avoid the middle* ***(In between)*** *answer wherever possible.*
3. *Be as honest and truthful as you can. Don't give an answer just because it seems to be the right thing to say.*
4. *Make sure you answer every question, even those that do not seem to apply to you.*
5. *If you wish to change an answer, please erase it and insert your new answer."*

Then say very clearly:

"Is everyone clear about how to do this test?"

Deal with any questions, appropriately, and then say:

"Please begin"

Answer only questions relating to procedure at this stage, but enter in the Administrator's Test Record any other problems that occur. Walk around the room at appropriate intervals to check for potential problems.

When everyone has completed the questionnaire:

COLLECT ANSWER SHEETS & TEST BOOKLETS, ENSURING THAT ALL MATERIALS ARE RETURNED (COUNT BOOKLETS & ANSWER SHEETS)

Then say:

"Thank you for completing the Occupational Interest Profile."

Administration instructions for the Occupational Interest Profile (Computerised on-screen administration)

The 15FQ+ can be administered either on the computer, via the GeneSys online platform, or with paper and pencil.

For instructions on how to operate the platform for test administration, please refer to the GeneSys Online platform, under tutorials via https://eu.genesysonline.net/. There are videos and downloadable PDFs. Special training in the use of the software is available, which is strongly recommend. Do not attempt to use computer software for test administration if you are not completely comfortable with how the online platform works. Familiarise yourself with the process of setting up a testing session with the software, creating the data record and entering the respondent's biographical information into

The Occupational Interest Profile

Norms Introduction

South African Norms available for the Occupation Interest Profile (OIP)

Different types of norms available

There are two kinds of norms available for Psytech tests. Many of the norm groups are based on means and standard deviations obtained through research. These means and standard deviations are used by the GeneSys reporting software to calculate standard scores. In the case of the OIP, stanines are used.

Users of the test do not need to look up raw scores to find the corresponding standard scores, because the software does it for them. For this manual, however, stanine tables have been specially calculated from means and standard deviations to facilitate comparison between norm groups, so that users can more easily choose which norm group is most suitable for a given situation. This allows users to make a more informed choice rather than simply relying on automatic choices made by the online platform.

The second type of norm is the frequency norm. In this case, more information is stored internally, and it is possible to add additional cases to the norm group as more data are collected. The GeneSys online is able to create tables of standard scores for frequency norms. The tables of standard scores are provided for interest and information, which would assist when comparing one norm group with another. For the purpose of generating a report, the online system does the calculations internally, and doesn't refer to any tables.

Biographical data

The GeneSys online platform offers the facility to collect comprehensive biographical information on respondents. Unfortunately, these data are very seldom collected by test users. Having this information incomplete poses a serious concern for us as Psytech SA obtains most of its information from clients who use the assessments.

Users are advised to make an effort to capture full biographical information on the respondents. This will help to enable them to adhere to best practice and compliance with legal requirements.

SA Norms and international norms

The GeneSys online platform contains international norms on all Psytech tests, in addition to the South African norms which have been collected by Psytech South Africa.

Unless you have a very good reason to do otherwise, we recommend the use of South African norms rather than international norms. The South Africa norms are clearly marked with 'SA' in the heading. All other norms that do not include 'South Africa' or 'SA' in the heading are international norms. If you are assessing a person for possible study or placement overseas and you have a suitable international norm available, you could consider using the international norm in conjunction with a South African norm.

Outdated or unsuitable norms are subject to removal from the GeneSys online platform, but would still be reflected in the South African User Guide as it serves as a repository of all research that has been done to date.

User-developed norms

The GeneSys online platform offers users the facility to generate their own norms on the data they have collected – these are frequency norms. These norms will only appear on your online account and will not be available to other online accounts. Users must ensure that the data included in these in-house norms are “clean” – that they contain no dummy cases resulting from experimenting with the software, duplicates or other data that could interfere with the interpretation of the results. Psytech SA offers assistance in the creation of in-house norms for users who need it. If the norm group was generated on your own computer and not shared with Psytech SA, it will not appear in the documentation.

The norms we recommend and have calculated are based on standard deviations and means and are only added to the online system after they have done through an elaborate process of cleaning the data by removing duplicates, dummy and test cases and other data to make sure that users are using norms that were calculated on uncontaminated data (as far as is possible).

Choose the comparison group with care. Bear in mind factors such as race, language, level of education and level of proficiency in English.

List of OIP norm tables

Norm group	Number
SA Bank applicants all races	N1
SA English grade 9 scholars	N2
SA General Population (frequency norm)	N3
SA Vocational Guidance clients (1)	N4
SA Industrial Psychology students	N5
SA Call Centre Applicants	N6
SA Vocational Guidance clients (2)	N7
SA Grade 7 pupils	N8

Norm group: SA Bank Applicants All Races

Sample composition

Applicants to a large South African bank.
Data were collected during 1997-2001
Norms were based on means and standard deviations.

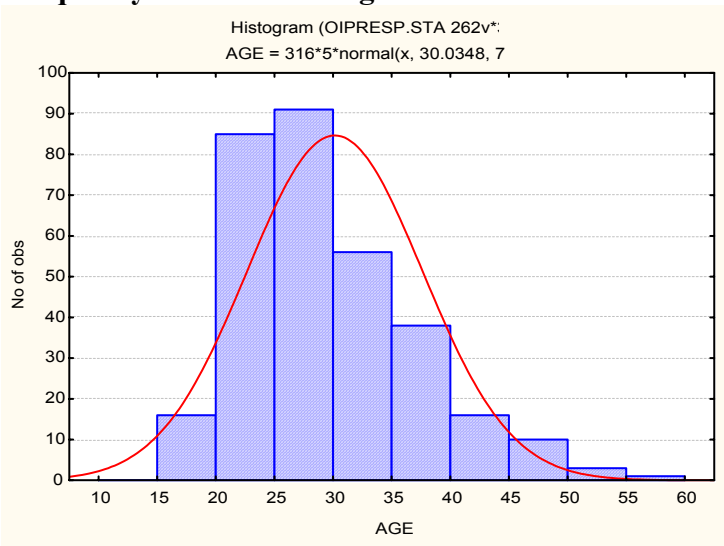
Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
F	186	186	58.86076	58.8608
M	129	315	40.82278	99.6835
U	1	316	0.31646	100.0000
Missing	0	316	0.00000	100.0000

Category	Frequency table: RACE			
	Count	Cumulative Count	Percent	Cumulative Percent
A	22	22	6.96203	6.9620
WC	221	243	69.93671	76.8987
B	69	312	21.83544	98.7342
Missing	4	316	1.26582	100.0000

Race was coded on previously collected data using respondents' names. Whites and coloureds were coded together as WC.

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	30.03481	7.445168	16.00000	56.00000	316	0

Frequency distribution: Age



Descriptive statistics on OIP scales

Dim	Sample Size	Mean	SD
Need for Excitement	**316**	**34.55**	**6.16**
Stability	**316**	**30.99**	**7.60**
Need for change	**316**	**21.24**	**5.63**
Need for people	**316**	**37.62**	**7.74**
Need for control	**316**	**34.83**	**7.19**
Persuasive Interest	**316**	**31.04**	**7.32**
Scientific Interest	**316**	**26.87**	**7.09**
Practical Interest	**316**	**32.33**	**6.50**
Administrative Interest	**316**	**30.94**	**7.57**
Caring Interest	**316**	**32.38**	**7.74**
Artistic Interest	**316**	**29.89**	**8.61**
Logical/Computational Interest	**316**	**34.83**	**6.48**

Stanine table

Scale	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-23	24-26	27-29	30-33	34-36	37-39	40-42	43-45	46-50
Stability	0-17	18-21	22-25	26-29	30-32	33-36	37-40	41-44	45-50
Need for change	0-11	12-14	15-17	18-19	20-22	23-25	26-28	29-31	32-50
Need for people	0-24	25-27	28-31	32-35	36-39	40-43	44-47	48-51	52-60
Need for control	0-22	23-25	26-29	30-33	34-36	37-40	41-43	44-47	48-50
Persuasive Interest	0-18	19-21	22-25	26-29	30-32	33-36	37-40	41-43	44-50
Scientific Interest	0-14	15-18	19-21	22-25	26-28	29-32	33-35	36-39	40-50
Practical Interest	0-20	21-24	25-27	28-30	31-33	34-37	38-40	41-43	44-50
Administrative Interest	0-17	18-21	22-25	26-29	30-32	33-36	37-40	41-44	45-50
Caring Interest	0-18	19-22	23-26	27-30	31-34	35-38	39-42	43-45	46-50
Artistic Interest	0-14	15-19	20-23	24-27	28-32	33-36	37-40	41-44	45-50
Logical/Computational Interes	0-23	24-26	27-29	30-33	34-36	37-39	40-42	43-46	47-50

OIP Norm group: SA English grade 9 scholars

Sample composition

South African scholars at an English medium government school, tested for vocational guidance purposes.
Data were collected in 2001.

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
WC	202	202	78.29457	78.2946
B	44	246	17.05426	95.3488
A	12	258	4.65116	100.0000
Missing	0	258	0.00000	100.0000

Race was coded based on respondents' names.
Whites and coloureds were coded WC.

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	124	124	48.06202	48.0620
M	129	253	50.00000	98.0620
Error	5	258	1.93798	100.0000
Missing	0	258	0.00000	100.0000

Category	Frequency table: Age			
	Count	Cumulative Count	Percent	Cumulative Percent
14	74	74	28.68217	28.6822
15	149	223	57.75194	86.4341
16	31	254	12.01550	98.4496
17	1	255	0.38760	98.8372
19	1	256	0.38760	99.2248
Missing	2	258	0.77519	100.0000

Descriptive Statistics on OIP Scales

Dim	Sample Size	Mean	SD
Need for Excitement	**282**	**38.20**	**6.08**
Stability	**282**	**26.90**	**7.05**
Need for change	**282**	**25.98**	**5.98**
Need for people	**282**	**41.29**	**7.37**
Need for control	**282**	**33.22**	**6.95**
Persuasive interest	**282**	**31.78**	**7.12**
Scientific interest	**282**	**24.64**	**7.89**
Practical interest	**282**	**32.09**	**6.80**
Administrative interest	**282**	**26.19**	**8.15**
Caring interest	**282**	**27.84**	**7.96**
Artistic interest	**282**	**29.76**	**9.83**
Logical/Computational interest	**282**	**32.77**	**7.28**

Stanine table

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-27	28-30	31-33	34-36	37-39	40-42	43-45	46-48	49-50
Stability	0-14	15-18	19-21	22-25	26-28	29-32	33-35	36-39	40-50
Need for change	0-15	16-18	19-21	22-24	25-27	28-30	31-33	34-36	37-50
Need for people	0-28	29-32	33-35	36-39	40-43	44-46	47-50	51-54	55-60
Need for control	0-21	22-24	25-28	29-31	32-34	35-38	39-41	42-45	46-50
Persuasive Interest	0-19	20-22	23-26	27-30	31-33	34-37	38-40	41-44	45-50
Scientific Interest	0-10	11-14	15-18	19-22	23-26	27-30	31-34	35-38	39-50
Practical Interest	0-20	21-23	24-26	27-30	31-33	34-37	38-40	41-43	44-50
Administrative Interest	0-11	12-16	17-20	21-24	25-28	29-32	33-36	37-40	41-50
Caring Interest	0-13	14-17	18-21	22-25	26-29	30-33	34-37	38-41	42-50
Artistic Interest	0-12	13-17	18-22	23-27	28-32	33-37	38-42	43-46	47-50
Logical/Computational Interes	0-20	21-23	24-27	28-30	31-34	35-38	39-41	42-45	46-50

OIP Norm group: SA General Population

Sample composition

The sample consisted of cases submitted by Psytech SA clients in 2002.

Descriptive Statistics on OIP scales

Dim	Sample	Mean	SD
Need for excitement	**1145**	**34.95**	**6.31**
Stability	**1145**	**32.37**	**7.43**
Need for change	**1145**	**21.09**	**5.77**
Need for people	**1145**	**38.14**	**7.43**
Need for control	**1145**	**34.95**	**6.85**
Persuasive interest	**1145**	**32.15**	**7.48**
Scientific interest	**1145**	**27.86**	**7.68**
Practical interest	**1145**	**32.90**	**6.73**
Administrative interest	**1145**	**31.00**	**8.01**
Caring interest	**1145**	**32.04**	**7.79**
Artistic interest	**1145**	**30.09**	**8.56**
Logical/computational interest	**1145**	**36.80**	**6.84**

Stanine table

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-23	24-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
Stability	0-19	20-23	24-26	27-30	31-34	35-37	38-41	42-45	46-50
Need for change	0-10	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-50
Need for people	0-25	26-28	29-32	33-36	37-39	40-43	44-47	48-51	52-60
Need for control	0-22	23-26	27-29	30-33	34-36	37-40	41-43	44-46	47-50
Persuasive Interest	0-19	20-22	23-26	27-30	31-34	35-37	38-41	42-45	46-50
Scientific Interest	0-14	15-18	19-22	23-25	26-29	30-33	34-37	38-41	42-50
Practical Interest	0-21	22-24	25-27	28-31	32-34	35-37	38-41	42-44	45-50
Administrative Interest	0-16	17-20	21-24	25-28	29-33	34-37	38-41	42-45	46-50
Caring Interest	0-18	19-22	23-26	27-30	31-33	34-37	38-41	42-45	46-50
Artistic Interest	0-15	16-19	20-23	24-27	28-32	33-36	37-40	41-45	46-50
Logical/Computational Interest	0-24	25-28	29-31	32-35	36-38	39-41	42-45	46-48	49-50

OIP Norm group: SA Vocational guidance clients

Sample characteristics

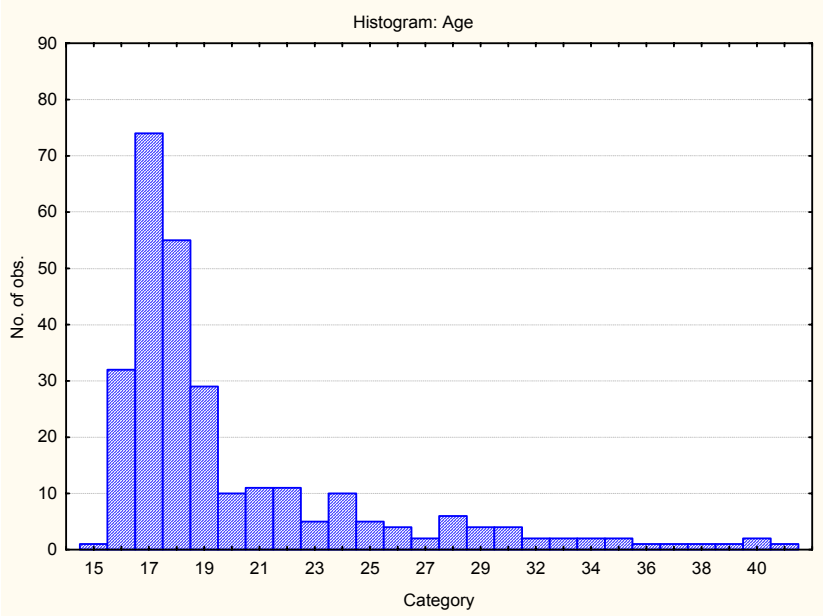
Clients at a vocational guidance centre run by a University in Gauteng. The majority of the clients seen at the centre are prospective university students, whether they plan to study for the first time or resume their studies in adulthood.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	29	29	10.43165	10.4317
WC	202	231	72.66187	83.0935
A	47	278	16.90647	100.0000
Missing	0	278	0.00000	100.0000

Race was coded based on respondents' names.
Whites and coloureds were coded together as WC.

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	146	146	52.51799	52.5180
M	129	275	46.40288	98.9209
Unknown	2	277	0.71942	99.6403
Missing	1	278	0.35971	100.0000

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20.10072	5.211477	15.00000	49.00000	278	0



Descriptive statistics on OIP scales

Variable	Descriptive Statistics		
	Mean	Std.Dev	N
Need for Excitement	37.25180	6.852856	278
Stability	26.95683	6.799735	278
Need for change	25.83813	6.520646	278
Need for people	38.97842	7.529454	278
Need for control	33.51799	6.784302	278
Persuasive interest	29.91727	6.794853	278
Scientific interest	26.57554	7.952911	278
Practical interest	31.67986	6.842347	278
Administrative interest	24.99281	8.137799	278
Caring interest	28.93525	7.973520	278
Artistic interest	28.80216	9.031457	278
Logical/computational interest	33.78058	7.292154	278

Stanine table

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-25	26-28	29-32	33-35	36-38	39-42	43-45	46-49	50-50
Stability	0-15	16-18	19-21	22-25	26-28	29-32	33-35	36-38	39-50
Need for change	0-14	15-17	18-20	21-24	25-27	28-30	31-33	34-37	38-50
Need for people	0-25	26-29	30-33	34-37	38-40	41-44	45-48	49-52	53-60
Need for control	0-21	22-25	26-28	29-31	32-35	36-38	39-41	42-45	46-50
Persuasive Interest	0-18	19-21	22-24	25-28	29-31	32-35	36-38	39-41	42-50
Scientific Interest	0-12	13-16	17-20	21-24	25-28	29-32	33-36	37-40	41-50
Practical Interest	0-19	20-23	24-26	27-29	30-33	34-36	37-40	41-43	44-50
Administrative Interest	0-10	11-14	15-18	19-22	23-27	28-31	32-35	36-39	40-50
Caring Interest	0-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-50
Artistic Interest	0-12	13-17	18-22	23-26	27-31	32-35	36-40	41-44	45-50
Logical/Computational Interest	0-21	22-24	25-28	29-31	32-35	36-39	40-42	43-46	47-50

OIP Norm group: SA Industrial Psychology students

Sample characteristics

Students in their third year at a university in Gauteng, studying Industrial Psychology. Students completed the questionnaires as part of their training requirements.

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	66	66	86.84211	86.8421
M	10	76	13.15789	100.0000
Missing	0	76	0.00000	100.0000

	Frequency table: Age			
Category	Count	Cumulative Count	Percent	Cumulative Percent
18	1	1	1.31579	1.3158
19	20	21	26.31579	27.6316
20	32	53	42.10526	69.7368
21	11	64	14.47368	84.2105
22	6	70	7.89474	92.1053
24	2	72	2.63158	94.7368
25	1	73	1.31579	96.0526
28	1	74	1.31579	97.3684
35	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

	Frequency table: Education			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Degree	2	2	2.63158	2.6316
University entrance matri	68	70	89.47368	92.1053
Technikon	1	71	1.31579	93.4211
Grade 12	4	75	5.26316	98.6842
Post Graduate	1	76	1.31579	100.0000
Missing	0	76	0.00000	100.0000

	Frequency table: First Language			
Category	Count	Cumulative Count	Percent	Cumulative Percent
English	11	11	14.47368	14.4737
Afrikaans	54	65	71.05263	85.5263
Sesotho	1	66	1.31579	86.8421
isiZulu	3	69	3.94737	90.7895
SWAZI	1	70	1.31579	92.1053
Setswana	1	71	1.31579	93.4211
isiXhosa	2	73	2.63158	96.0526
Missing	3	76	3.94737	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
Asian	4	4	5.26316	5.2632
European	60	64	78.94737	84.2105
African	10	74	13.15789	97.3684
Coloured	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

Descriptive statistics on OIP scales

Variable	Descriptive Statistics		
	Valid N	Mean	Std.Dev
Need for Excitement	76	37.68421	6.39418
Stability	76	25.92105	7.54676
Need for change	76	23.10526	4.99220
Need for people	76	42.00000	7.46011
Need for control	76	36.69737	6.78040
Persuasive interest	76	32.61842	8.42688
Scientific interest	76	25.43421	7.23387
Practical interest	76	29.96053	7.40889
Administrative interest	76	26.64474	7.86333
Caring interest	76	35.64474	7.54666
Artistic interest	76	30.84211	8.46648
Logical/computational interest	76	33.42105	6.82400

Stanine table

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-26	27-29	30-32	33-36	37-39	40-42	43-45	46-48	49-50
Stability	0-12	13-16	17-20	21-24	25-27	28-31	32-35	36-39	40-50
Need for change	0-14	15-16	17-19	20-21	22-24	25-26	27-29	30-31	32-50
Need for people	0-28	29-32	33-36	37-40	41-43	44-47	48-51	52-55	56-60
Need for control	0-24	25-28	29-31	32-35	36-38	39-41	42-45	46-48	49-50
Persuasive Interest	0-17	18-22	23-26	27-30	31-34	35-38	39-43	44-47	48-50
Scientific Interest	0-12	13-16	17-20	21-23	24-27	28-30	31-34	35-38	39-50
Practical Interest	0-16	17-20	21-24	25-28	29-31	32-35	36-39	40-42	43-50
Administrative Interest	0-12	13-16	17-20	21-24	25-28	29-32	33-36	37-40	41-50
Caring Interest	0-22	23-26	27-29	30-33	34-37	38-41	42-45	46-48	49-50
Artistic Interest	0-16	17-20	21-24	25-28	29-32	33-37	38-41	42-45	46-50

OIP Norm group: SA Call Centre Applicants

Sample composition

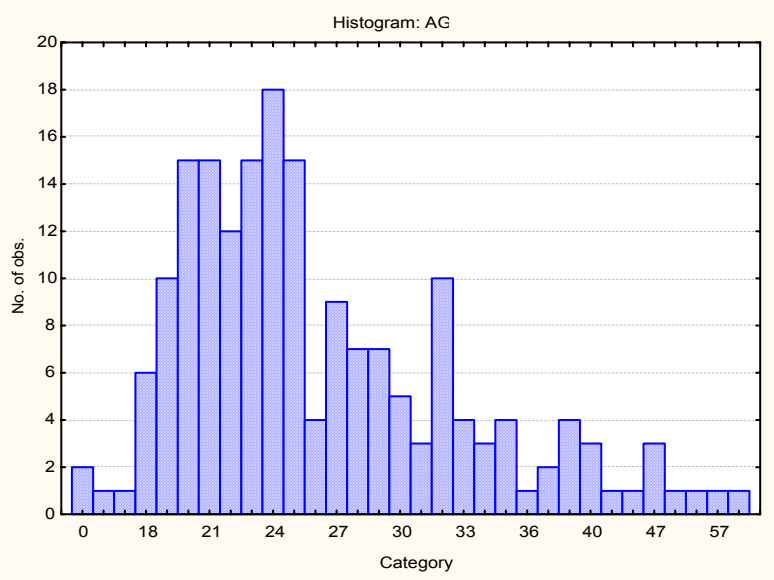
Applicants to a call centre company in Gauteng – an outbound call centre selling insurance. The OIP formed part of an assessment battery for selection purposes.

	Frequency table: GENDER			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	104	104	56.21622	56.2162
M	81	185	43.78378	100.0000
Missing	0	185	0.00000	100.0000

	Frequency table: RACE			
Category	Count	Cumulative Count	Percent	Cumulative Percent
A	19	19	10.27027	10.2703
WC	59	78	31.89189	42.1622
B	107	185	57.83784	100.0000
Missing	0	185	0.00000	100.0000

Race was coded based on respondents' names.
Whites or coloureds were coded WC.

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.32973	7.979214	0.00	60.00000	185	0



Descriptive statistics on OIP Scales

Variable	Descriptive Statistics		
	Valid N	Mean	Std.Dev.
Need for excitement	185	35.76216	5.531302
Stability	185	36.12973	5.995871
Need for change	185	19.00541	4.670091
Need for people	185	40.20541	6.246823
Need for control	185	35.85946	6.063229
Persuasive interest	185	37.94054	5.210955
Scientific interest	185	28.84865	7.467234
Practical interest	185	33.76757	6.202649
Administrative interest	185	36.92432	6.773887
Caring interest	185	36.28649	6.540765
Artistic interest	185	32.80000	7.808023
Logical/computational interest	185	38.58919	5.616735

Stanine table

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-26	27-28	29-31	32-34	35-37	38-39	40-42	43-45	46-50
Stability	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
Need for change	0-10	11-13	14-15	16-17	18-20	21-22	23-24	25-27	28-50
Need for people	0-29	30-32	33-35	36-38	39-41	42-44	45-48	49-51	52-60
Need for control	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
Persuasive Interest	0-28	29-31	32-34	35-36	37-39	40-41	42-44	45-47	48-50
Scientific Interest	0-15	16-19	20-23	24-26	27-30	31-34	35-38	39-41	42-50
Practical Interest	0-22	23-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
Administrative Interest	0-25	26-28	29-31	32-35	36-38	39-42	43-45	46-48	49-50
Caring Interest	0-24	25-28	29-31	32-34	35-37	38-41	42-44	45-47	48-50
Artistic Interest	0-19	20-23	24-26	27-30	31-34	35-38	39-42	43-46	47-50
Logical/Computational Interest	0-28	29-31	32-34	35-37	38-39	40-42	43-45	46-48	49-50

OIP Norm group: SA Vocational Guidance Clients (2)

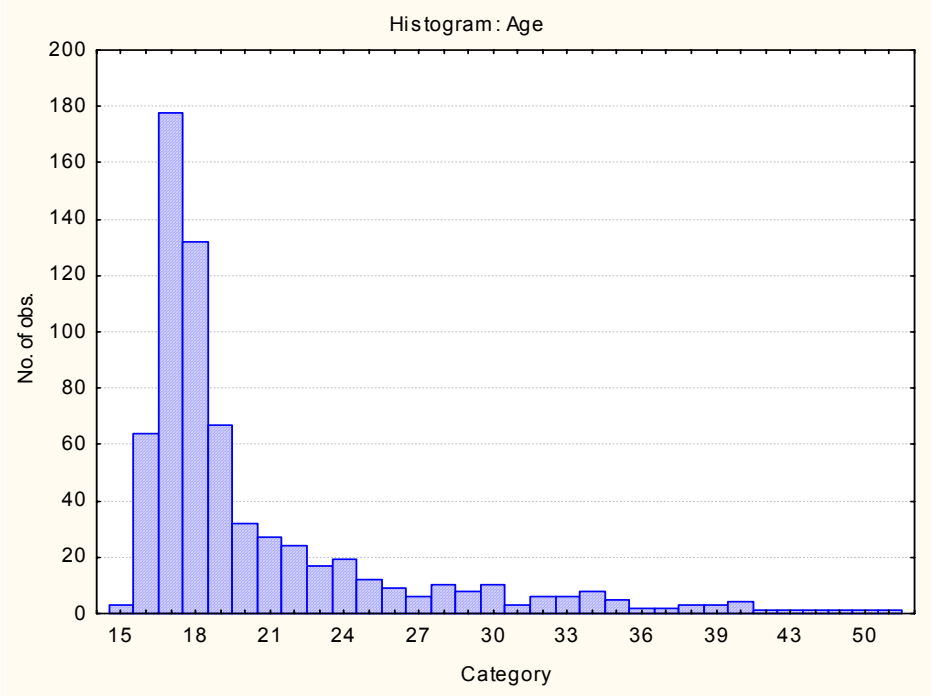
Sample characteristics

Clients receiving vocational guidance at a University in Gauteng. Biographical data was inconsistently captured, and therefore some of the cases were coded for race according to the respondents' names. Where there was doubt about whether respondent was White or Coloured, the code WC was used. Data were collected between 2001 and 2003.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Asian	109	109	16.36637	16.3664
European	83	192	12.46246	28.8288
African	61	253	9.15916	37.9880
Coloured	10	263	1.50150	39.4895
Other	5	268	0.75075	40.2402
WC	392	660	58.85886	99.0991
Missing	6	666	0.90090	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	349	349	52.40240	52.4024
M	314	663	47.14715	99.5495
U	3	666	0.45045	100.0000
Missing	0	666	0.00000	100.0000

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20.40390	5.689504	15.00000	58.00000	666	0



Descriptive statistics on OIP scales

Variable	Descriptive Statistics				
	Valid N	Mean	Minimum	Maximum	Std.Dev.
Need for excitement	475	37.24632	13.00000	50.00000	6.681447
Stability	475	26.55158	10.00000	44.00000	6.925384
Need for change	475	25.28421	11.00000	43.00000	6.223447
Need for people	475	39.39368	16.00000	59.00000	8.030451
Need for control	475	33.10105	12.00000	50.00000	7.036845
Persuasive interest	475	30.31368	11.00000	49.00000	7.423060
Scientific interest	475	26.96211	10.00000	46.00000	7.678305
Practical interest	475	31.84842	11.00000	49.00000	6.652160
Administrative interest	475	23.69263	10.00000	46.00000	7.432271
Caring interest	475	28.65474	11.00000	49.00000	7.907079
Artistic interest	475	29.58947	10.00000	50.00000	9.223313
Logical/computational interest	475	33.27368	13.00000	49.00000	7.615554

Stanines

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-25	26-28	29-32	33-35	36-38	39-42	43-45	46-48	49-50
Stability	0-14	15-17	18-21	22-24	25-28	29-31	32-35	36-38	39-50
Need for change	0-14	15-17	18-20	21-23	24-26	27-29	30-33	34-36	37-50
Need for people	0-25	26-29	30-33	34-37	38-41	42-45	46-49	50-53	54-60
Need for control	0-20	21-24	25-27	28-31	32-34	35-38	39-41	42-45	46-50
Persuasive Interest	0-17	18-21	22-24	25-28	29-32	33-35	36-39	40-43	44-50
Scientific Interest	0-13	14-17	18-21	22-25	26-28	29-32	33-36	37-40	41-50
Practical Interest	0-20	21-23	24-26	27-30	31-33	34-36	37-40	41-43	44-50
Administrative Interest	0-10	11-14	15-18	19-21	22-25	26-29	30-32	33-36	37-50
Caring Interest	0-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-50
Artistic Interest	0-13	14-18	19-22	23-27	28-31	32-36	37-41	42-45	46-50
Logical/Computational Interest	0-19	20-23	24-27	28-31	32-35	36-38	39-42	43-46	47-50

OIP Norm group: SA Grade 7 pupils

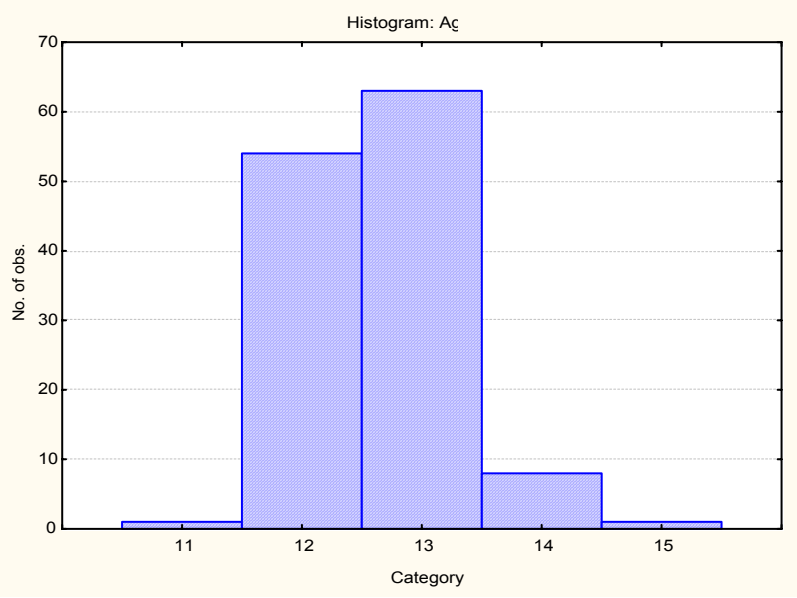
Sample composition

South African grade 7 pupils at an English Medium primary school in Gauteng. Pupils completed the questionnaire to assist with vocational guidance regarding choice of high school and subjects. Race was coded based on applicants' names. Whites and coloureds were coded WC unless definite information was available. Data were collected in 2002.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
A	23	23	18.11024	18.1102
WC	56	79	44.09449	62.2047
W	1	80	0.78740	62.9921
B	46	126	36.22047	99.2126
Missing	1	127	0.78740	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	62	62	48.81890	48.8189
M	65	127	51.18110	100.0000
Missing	0	127	0.00000	100.0000

	Descriptive Statistics					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	12.63780	0.650632	11.00000	15.00000	127	0



Basic statistics on OIP scales

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Need for excitement	36.91339	5.870323	19.00000	50.00000	127	0
Stability	27.85827	6.874988	10.00000	45.00000	127	0
Need for change	24.98425	4.577350	13.00000	38.00000	127	0
Need for people	40.80315	6.796404	27.00000	57.00000	127	0
Need for control	31.85039	6.116694	18.00000	48.00000	127	0
Persuasive interest	32.27559	6.179430	15.00000	49.00000	127	0
Scientific interest	28.67717	6.609135	15.00000	44.00000	127	0
Practical interest	33.48819	6.313083	21.00000	47.00000	127	0
Administrative interest	29.21260	5.805895	11.00000	46.00000	127	0
Caring interest	30.89764	6.137104	14.00000	48.00000	127	0
Artistic interest	31.70866	7.817472	15.00000	48.00000	127	0
Logical/computational interest	36.51969	6.712758	15.00000	50.00000	127	0

Stanines

	1 S9_1	2 S9_2	3 S9_3	4 S9_4	5 S9_5	6 S9_6	7 S9_7	8 S9_8	9 S9_9
Need for Excitement	0-26	27-29	30-32	33-35	36-38	39-41	42-44	45-47	48-50
Stability	0-15	16-19	20-22	23-26	27-29	30-33	34-36	37-39	40-50
Need for change	0-16	17-19	20-21	22-23	24-26	27-28	29-30	31-32	33-50
Need for people	0-28	29-32	33-35	36-39	40-42	43-45	46-49	50-52	53-60
Need for control	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-50
Persuasive Interest	0-21	22-24	25-27	28-30	31-33	34-36	37-39	40-43	44-50
Scientific Interest	0-17	18-20	21-23	24-27	28-30	31-33	34-36	37-40	41-50
Practical Interest	0-22	23-25	26-28	29-31	32-35	36-38	39-41	42-44	45-50
Administrative Interest	0-19	20-21	22-24	25-27	28-30	31-33	34-36	37-39	40-50
Caring Interest	0-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-50
Artistic Interest	0-18	19-21	22-25	26-29	30-33	34-37	38-41	42-45	46-50
Logical/Computational Ir	0-24	25-28	29-31	32-34	35-38	39-41	42-44	45-48	49-50

Occupational Interest Profile (OIP) Norm Group: South Africans, Xitsonga speaking, updated 2020

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 March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	69	69	54,76190	54,7619
M	57	126	45,23810	100,0000
Missing	0	126	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	37	37	29,36508	29,3651
Tertiary Cert / Trade	16	53	12,69841	42,0635
Tertiary	10	63	7,93651	50,0000
Post Graduate	7	70	5,55556	55,5556
< Matric	48	118	38,09524	93,6508
Missing	8	126	6,34921	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Language Group Composition of the Sample

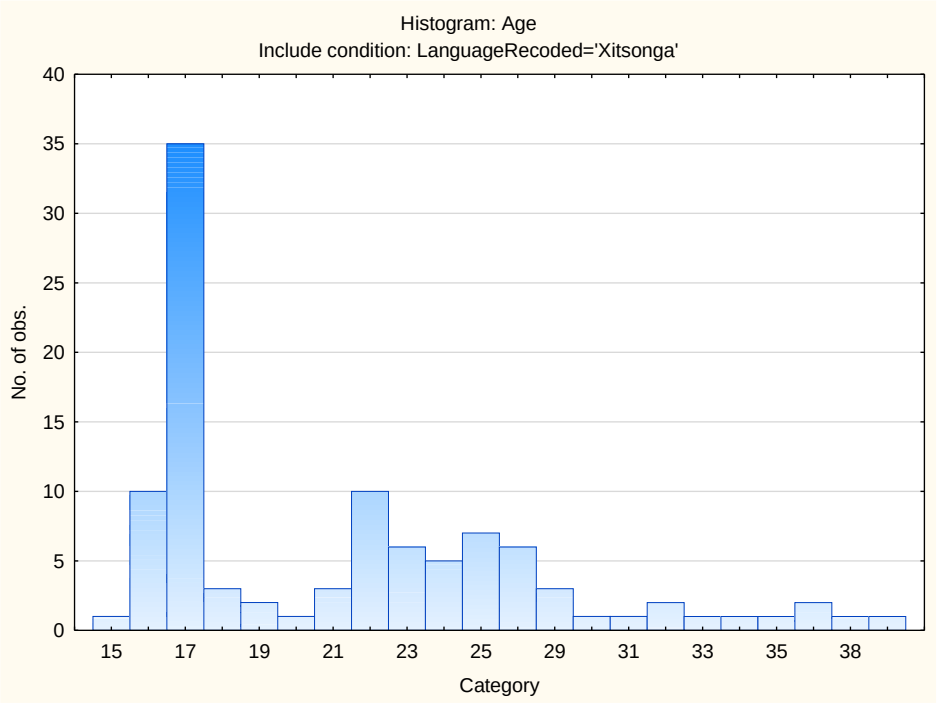
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race Recoded			
	Count	Cumulative Count	Percent	Cumulative Percent
African	123	123	97,61905	97,6190
Missing	3	126	2,38095	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics:Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	21,63107	6,132508	15,00000	48,00000	103	23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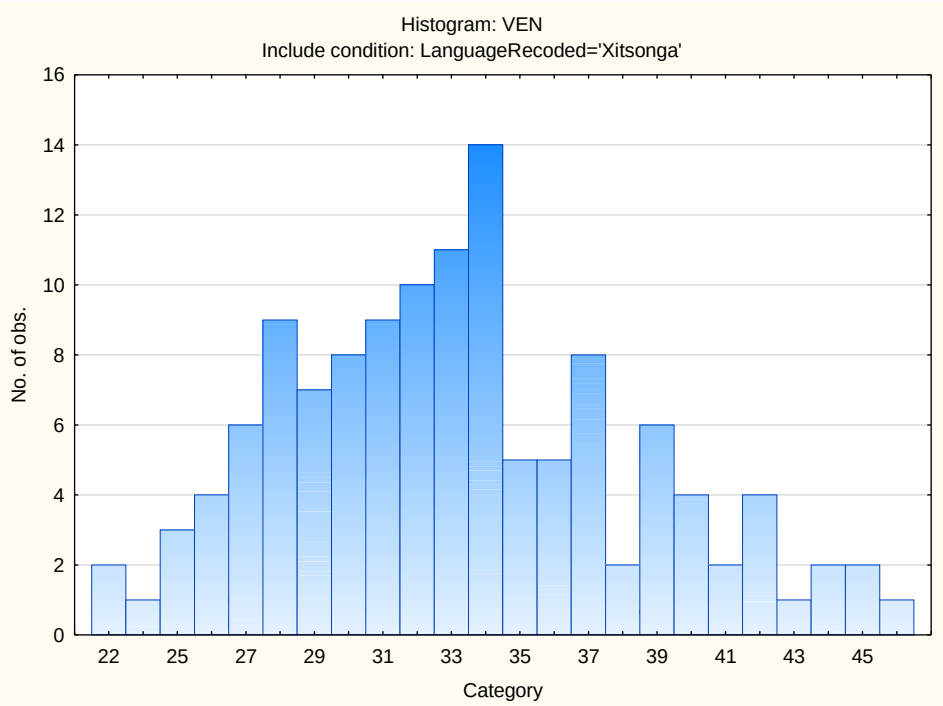
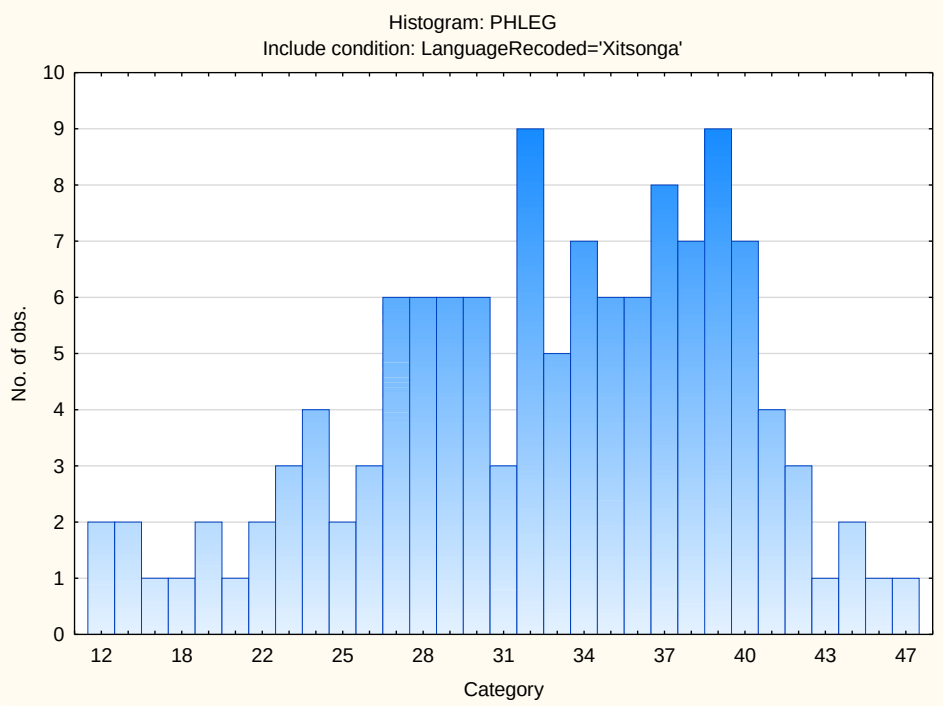
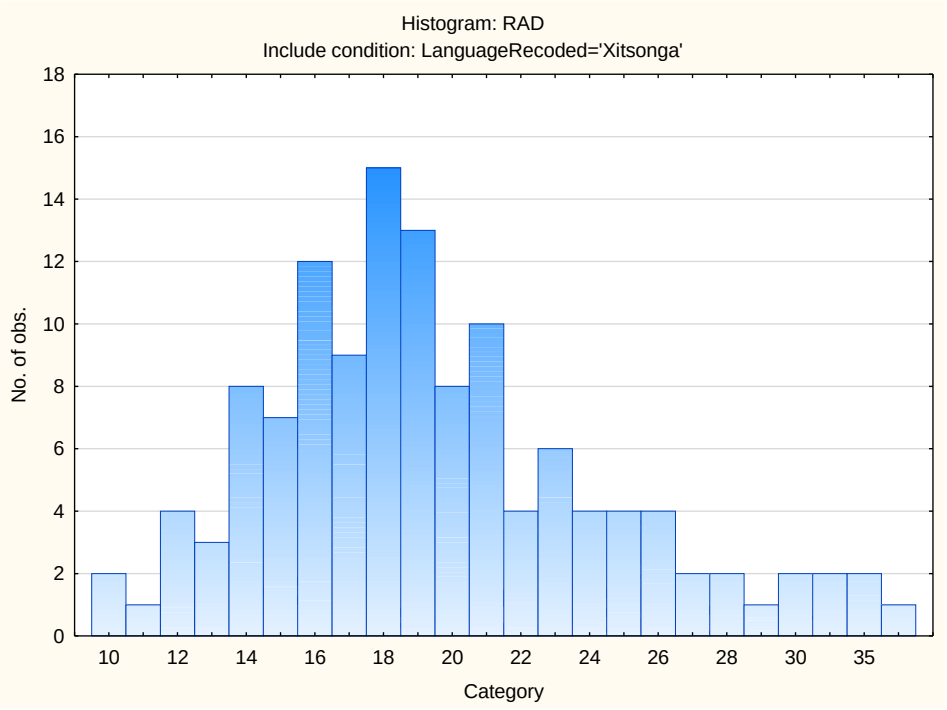
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	126	33,19048	5,217991
PHLEG	Need for Stability	126	32,36508	7,330597
RAD	Need for Change	126	19,61111	5,430245
GREGAR	Need for People	126	34,73810	6,620186
ASSERT	Need for Control	126	35,16667	6,443291
PERS	Persuasive	126	32,06349	7,035619
SCI	Scientific	126	31,30952	7,812261
PRA	Practical	126	32,61905	6,964892
ADMIN	Administrative	126	31,64286	7,625708
NUR	Nurturing (caring)	126	32,30159	7,653778
ART	Artistic	126	27,33333	7,703506
LOG	Logical (computational)	126	38,30159	6,497101

Frequency Distributions for OIP Scales



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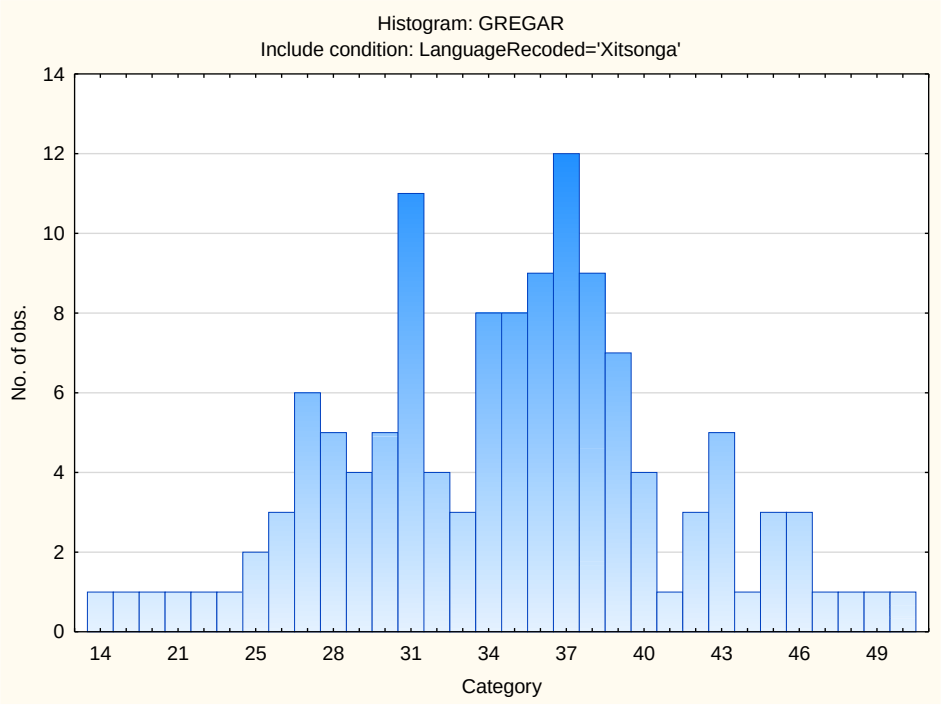
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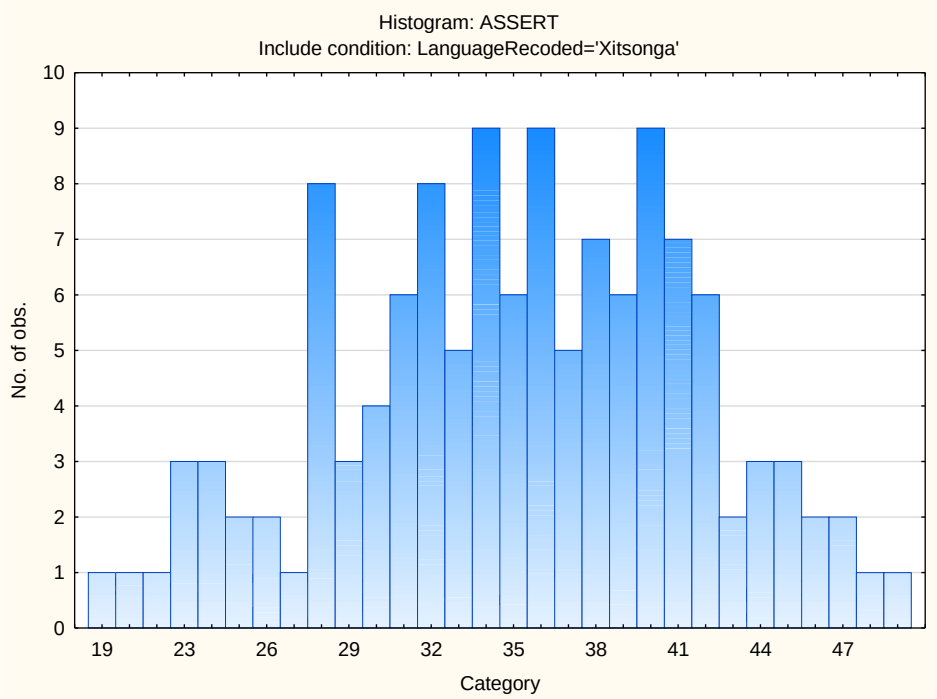
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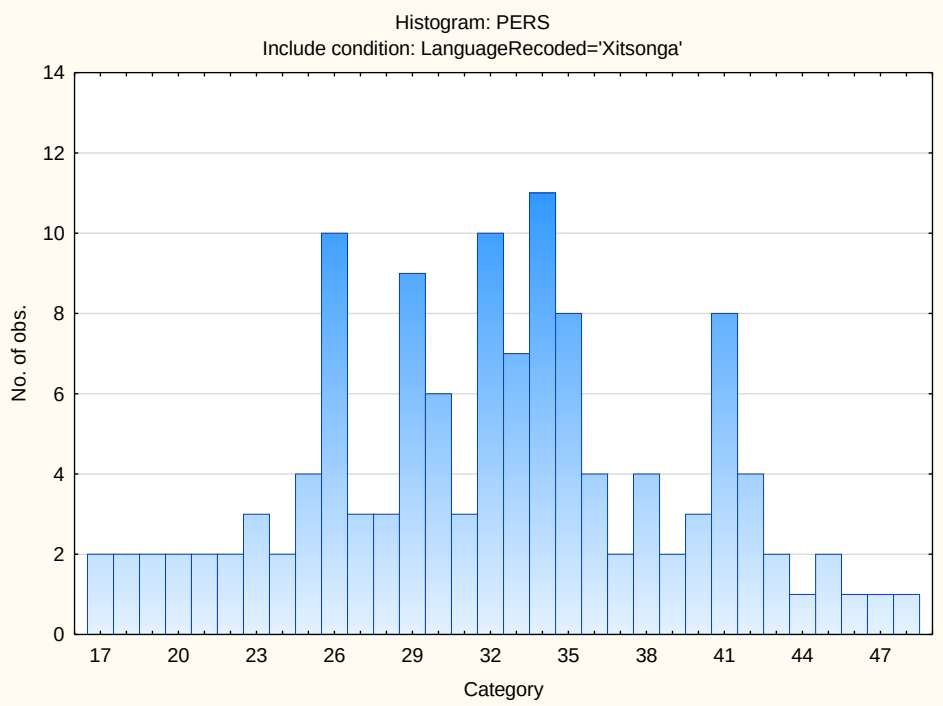
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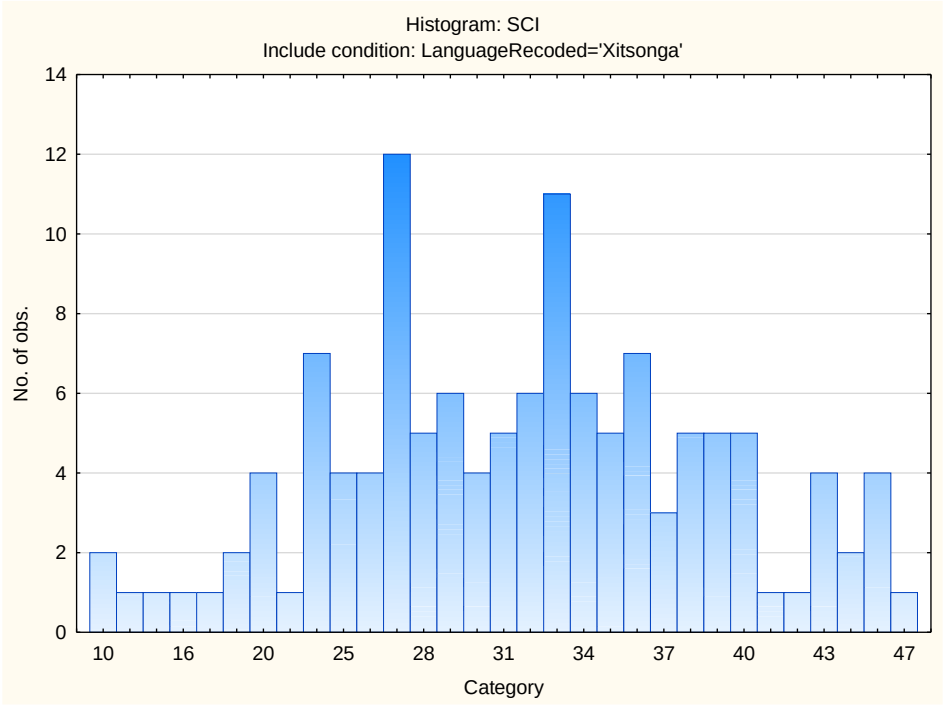
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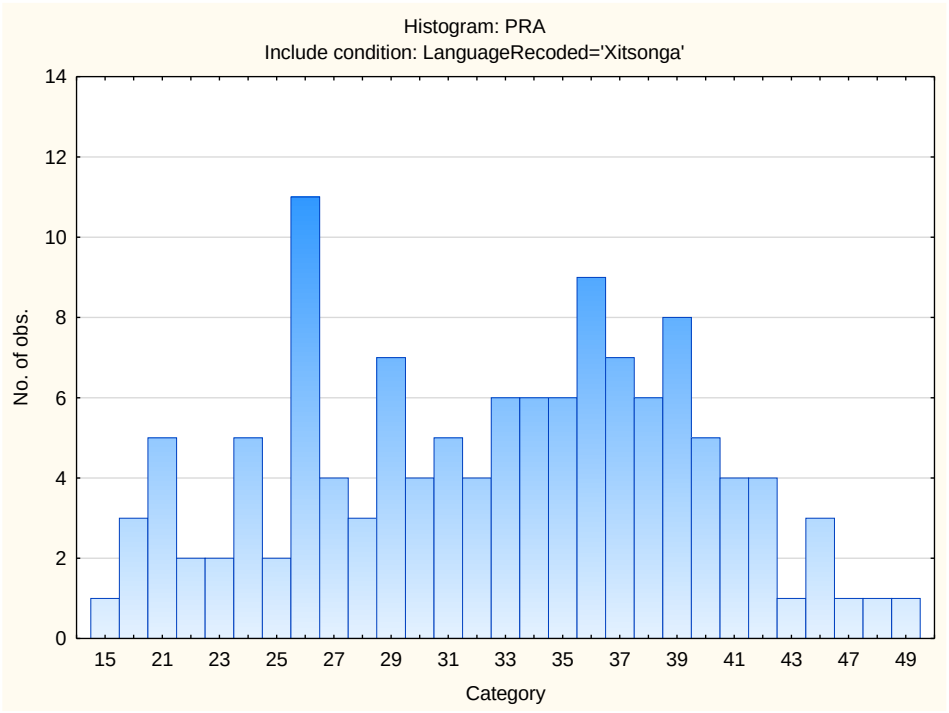
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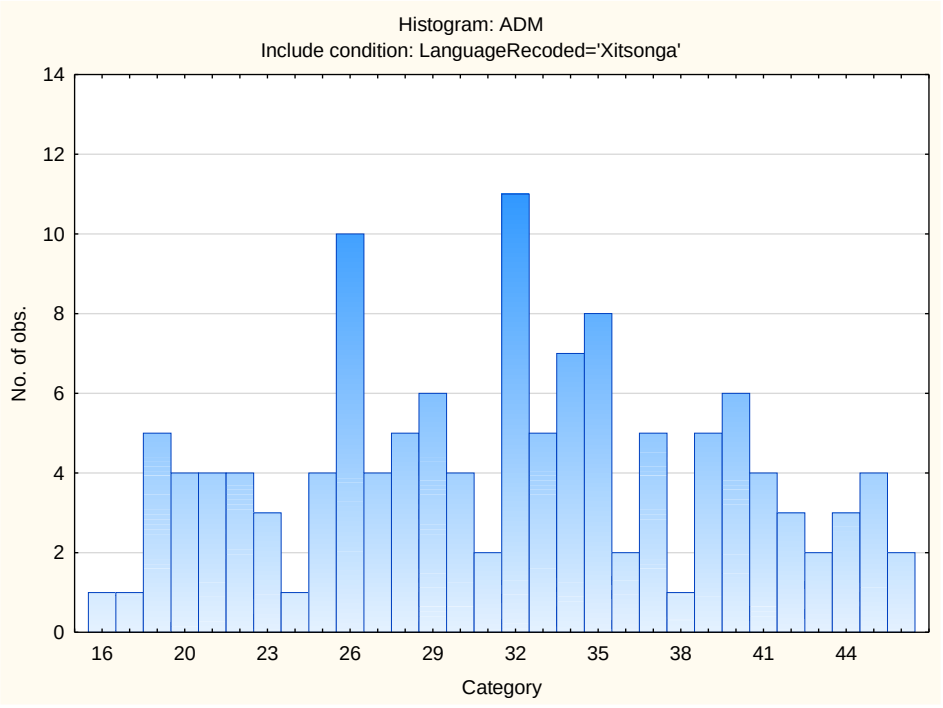
Histogram: ADM
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No. of obs.
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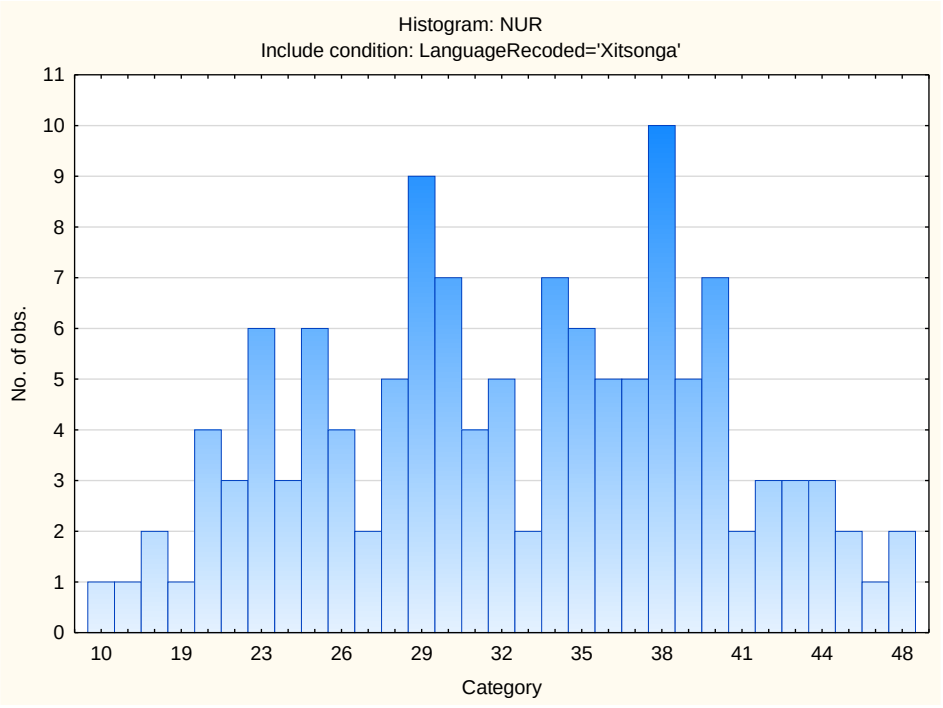
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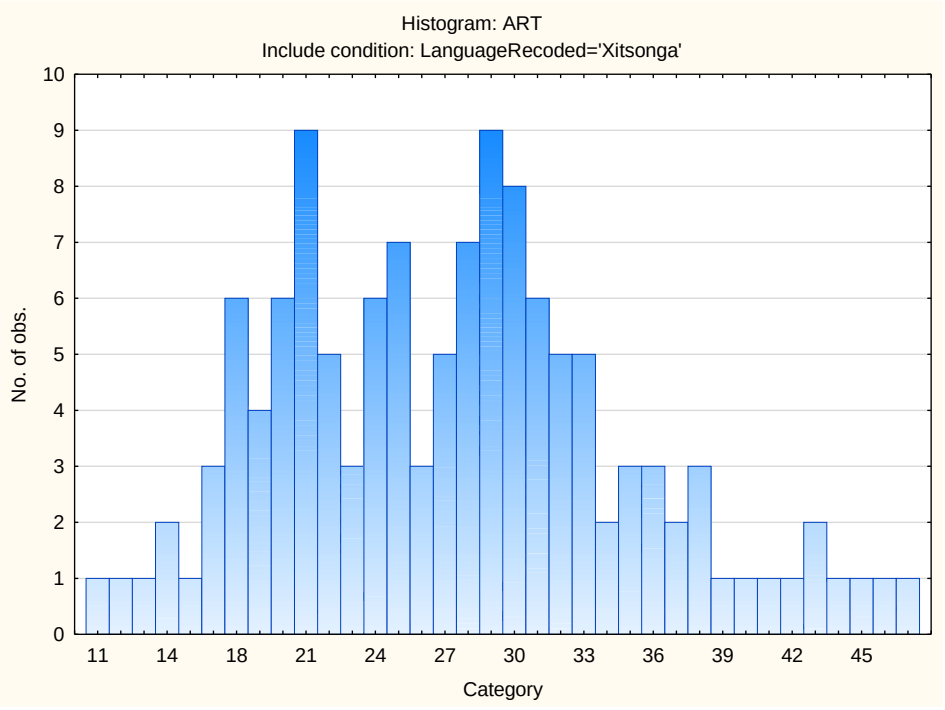
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Category
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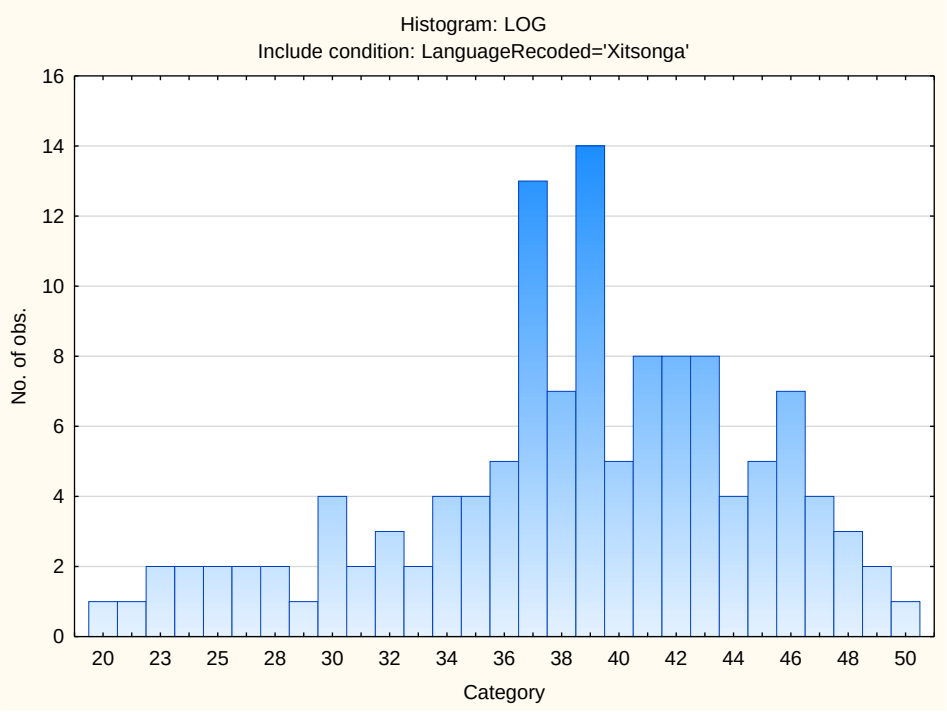
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	22-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-43	44-49
PHLEG	Need for Stability	12-17	18-21	22-25	26-28	29-32	33-36	37-39	40-43	44-47	
RAD	Need for Change	10-9	10-11	12-14	15-16	17-19	20-22	23-25	26-27	28-30	31-43
GREGAR	Need for People	14-21	22-24	25-28	29-31	32-34	35-38	39-41	42-44	45-47	48-55
ASSERT	Need for Control	19-22	23-25	26-28	29-31	32-35	36-38	39-41	42-44	45-48	49-50
PERS	Persuasive	17-17	18-21	22-25	26-28	29-32	33-35	36-39	40-42	43-46	47-48
SCI	Scientific	10-15	16-19	20-23	24-27	28-31	32-35	36-39	40-43	44-46	47-47
PRA	Practical	15-18	19-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-49
ADMIN	Administrative	16-16	17-20	21-24	25-27	28-31	32-35	36-39	40-43	44-46	47-48
NUR	Nurturing (caring)	10-16	17-20	21-24	25-28	29-32	33-36	37-39	40-43	44-47	48-48
ART	Artistic	11-11	12-15	16-19	20-23	24-27	28-31	32-35	36-38	39-42	43-49
LOG	Logical (computational)	20-25	26-28	29-31	32-35	36-38	39-41	42-44	45-48	49-50	

Occupational Interest Profile (OIP) Norm Group: South Africans, Aggregate population, updated 2020

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	7796	7796	53,75069	53,7507
M	6561	14357	45,23580	98,9865
U	147	14504	1,01351	100,0000
Missing	0	14504	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	4115	4115	28,37148	28,3715
Tertiary Cert / Trade	611	4726	4,21263	32,5841
Tertiary	843	5569	5,81219	38,3963
Post Graduate	687	6256	4,73662	43,1329
< Matric	1788	8044	12,32763	55,4606
Missing	6460	14504	44,53944	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	28,13707	28,1371
Afrikaans	1197	5278	8,25290	36,3900
isiZulu	737	6015	5,08136	41,4713
Setswana	326	6341	2,24766	43,7190
Sesotho	318	6659	2,19250	45,9115
Xitsonga	126	6785	0,86873	46,7802
isiXhosa	392	7177	2,70270	49,4829
Sepedi	506	7683	3,48869	52,9716
siSwati	145	7828	0,99972	53,9713
Tshivenda	81	7909	0,55847	54,5298
isiNdebele	46	7955	0,31715	54,8469
Missing	6549	14504	45,15306	100,0000

Language Group Composition of the Sample

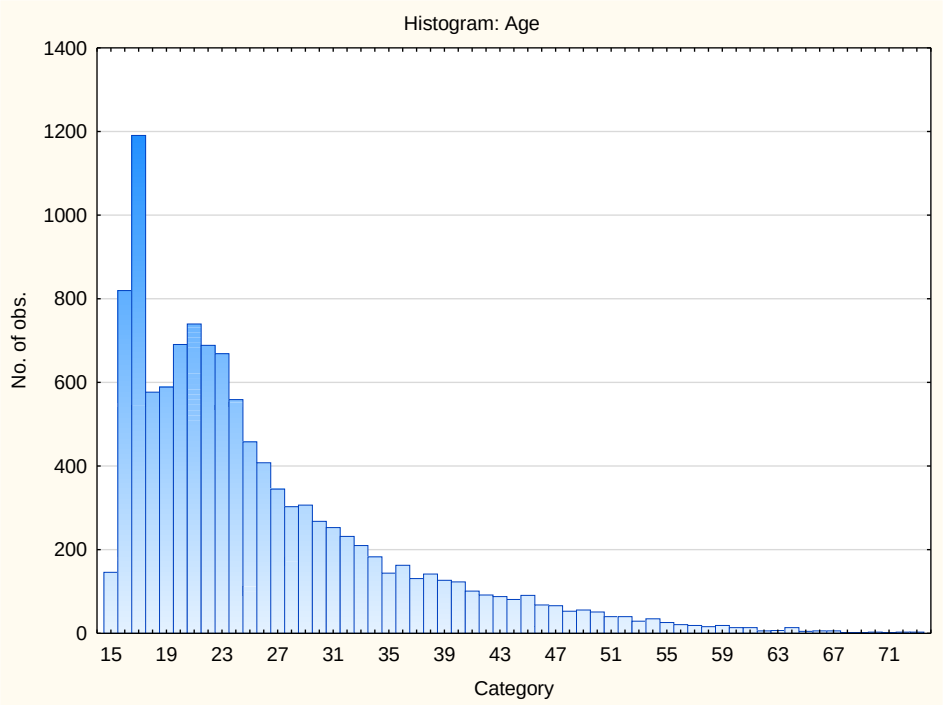
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	8,25290	8,2529
Indigenous	2677	3874	18,45698	26,7099
English	4081	7955	28,13707	54,8469
Missing	6549	14504	45,15306	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	3518	3518	24,25538	24,2554
European	2885	6403	19,89106	44,1464
Coloured	510	6913	3,51627	47,6627
Indian	183	7096	1,26172	48,9244
Asian	233	7329	1,60645	50,5309
Missing	7175	14504	49,46911	100,0000

Age Composition and Distribution of the Sample

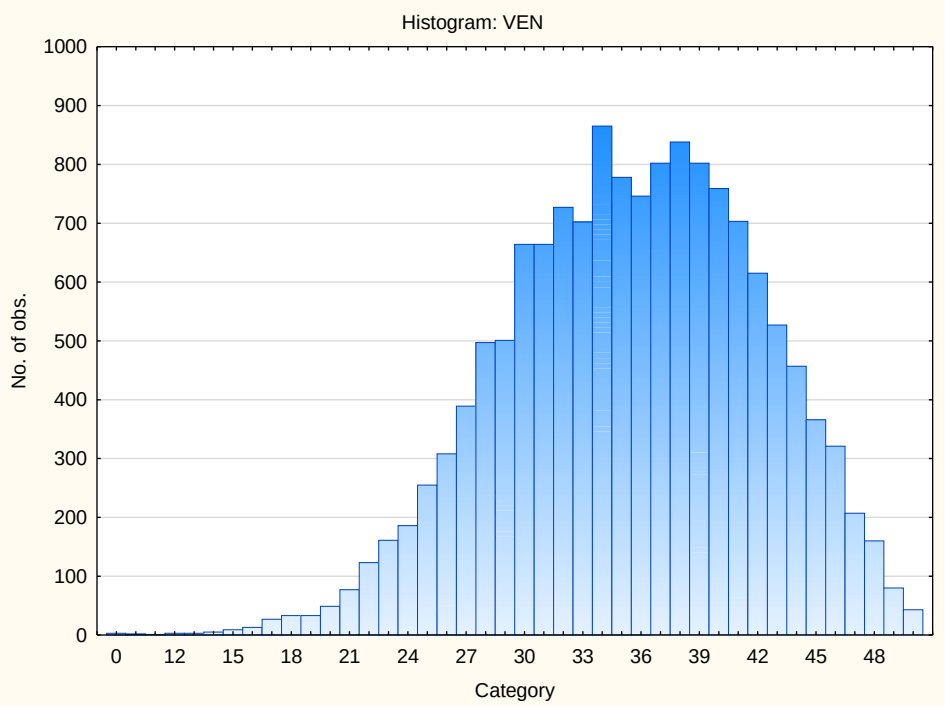
Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25,90318	9,665099	15,00000	78,00000	11547	2957

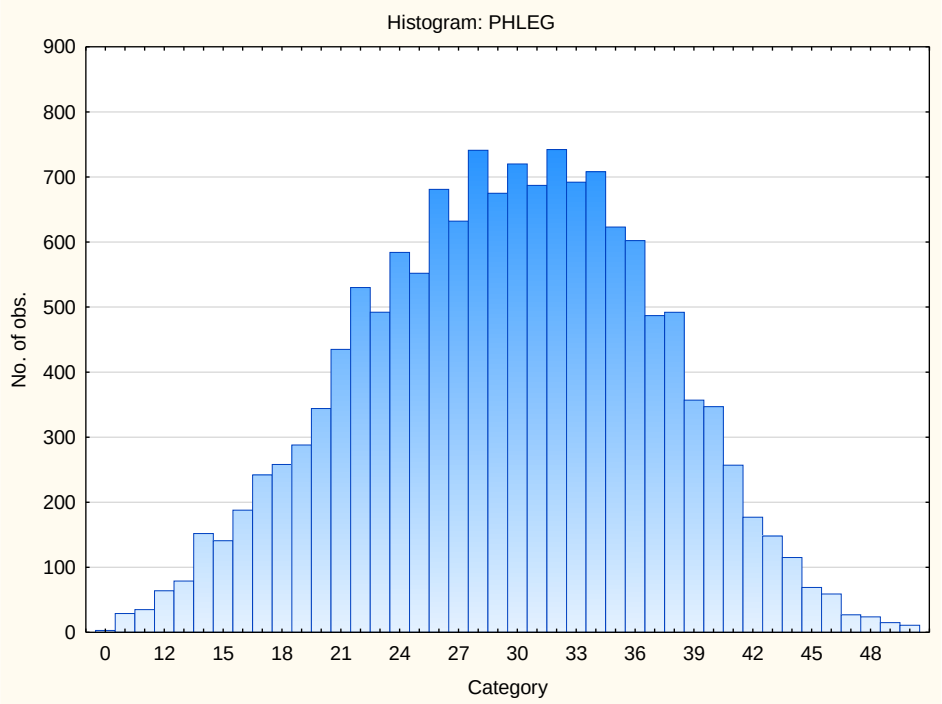


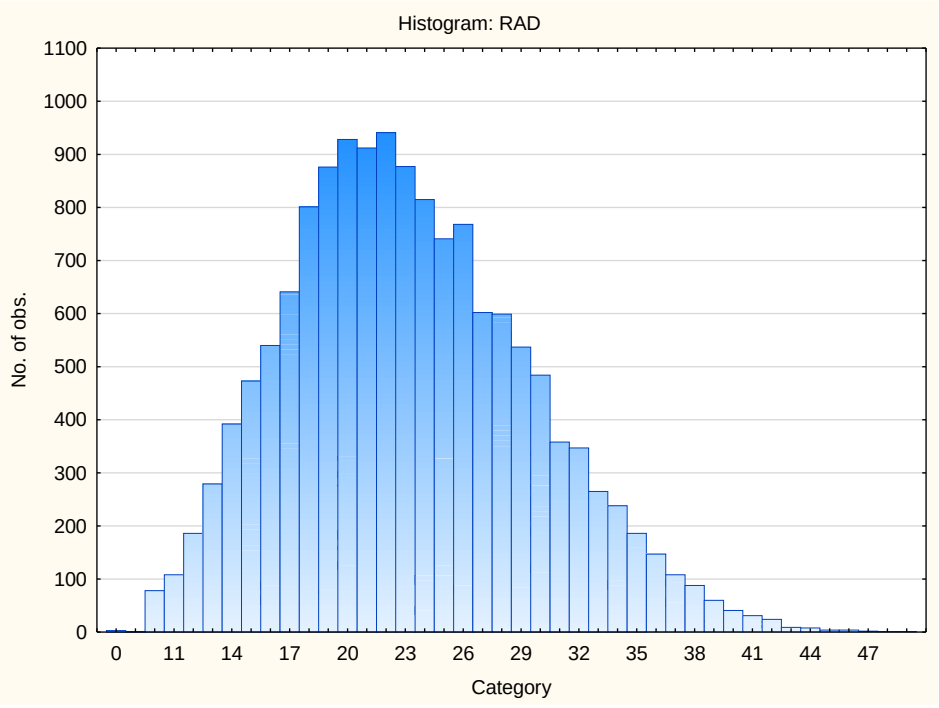
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	14504	35,48835	6,523625
PHLEG	Need for Stability	14504	29,39293	7,454085
RAD	Need for Change	14504	23,20112	6,300341
GREGAR	Need for People	14504	36,61183	7,922175
ASSERT	Need for Control	14504	33,83929	7,083608
PERS	Persuasive	14504	30,40010	7,440176
SCI	Scientific	14504	28,08791	8,362474
PRA	Practical	14504	32,26441	7,191853
ADMIN	Administrative	14504	27,05592	8,194717
NUR	Nurturing (caring)	14504	30,74931	7,823629
ART	Artistic	14504	28,35156	8,881735
LOG	Logical (computational)	14504	34,52820	7,403764

Frequency Distributions for OIP Scales



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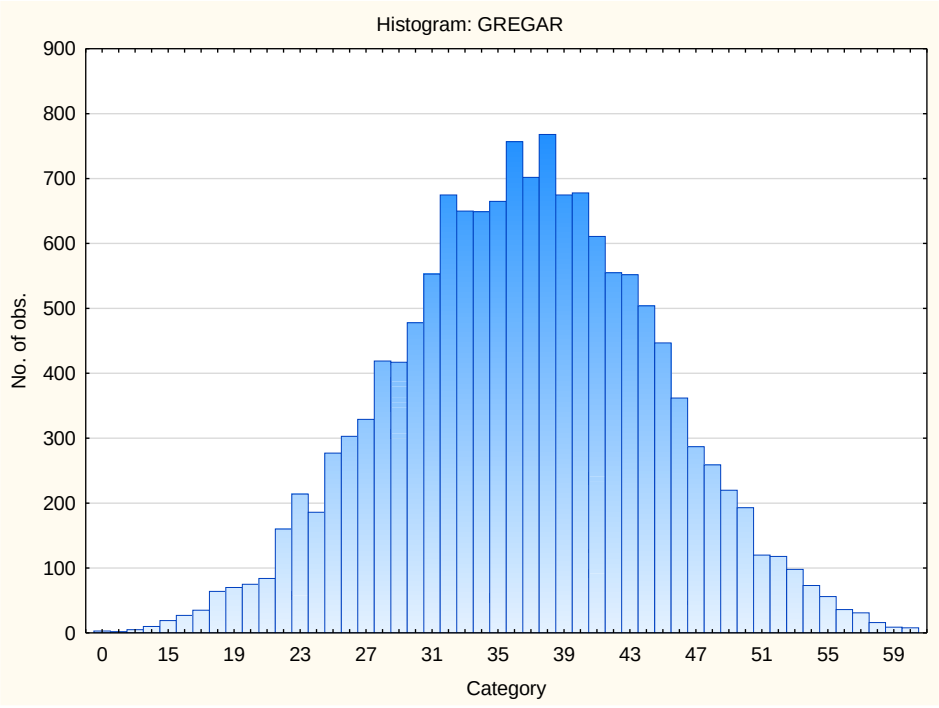
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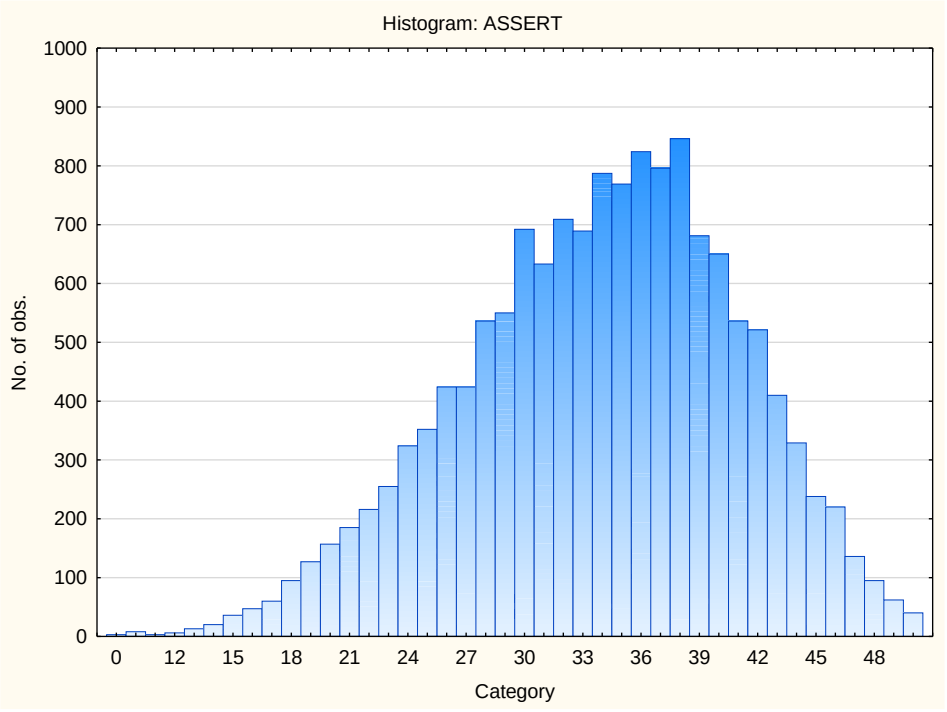
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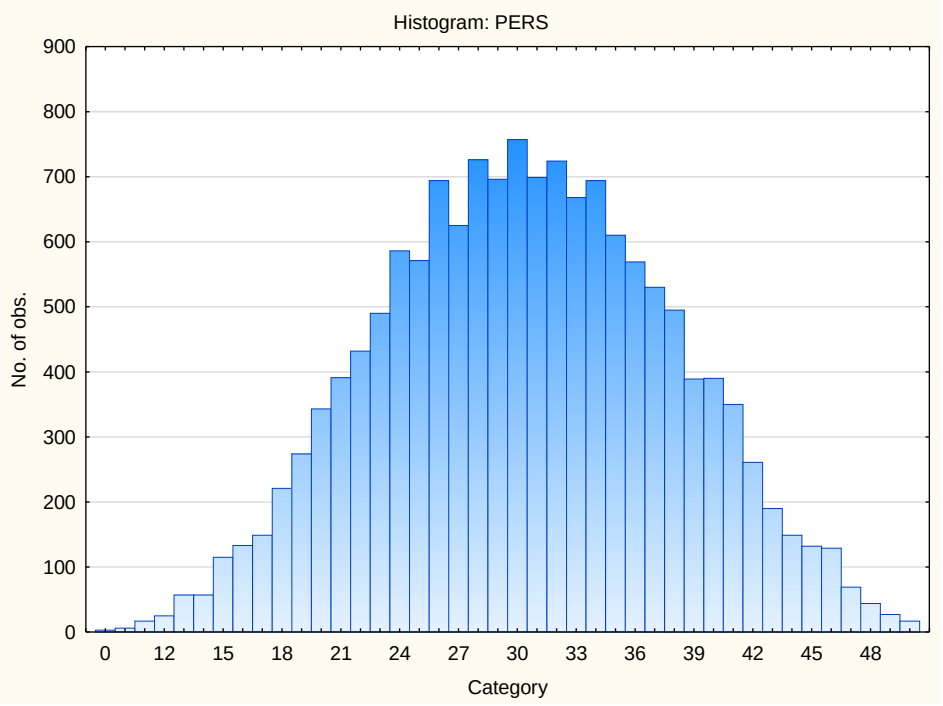
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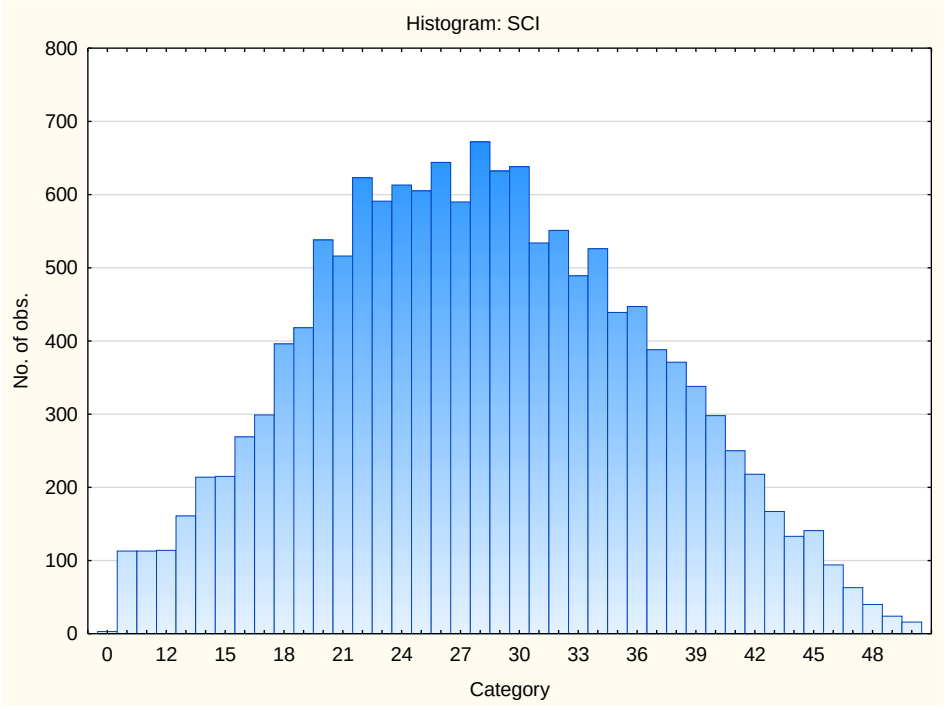
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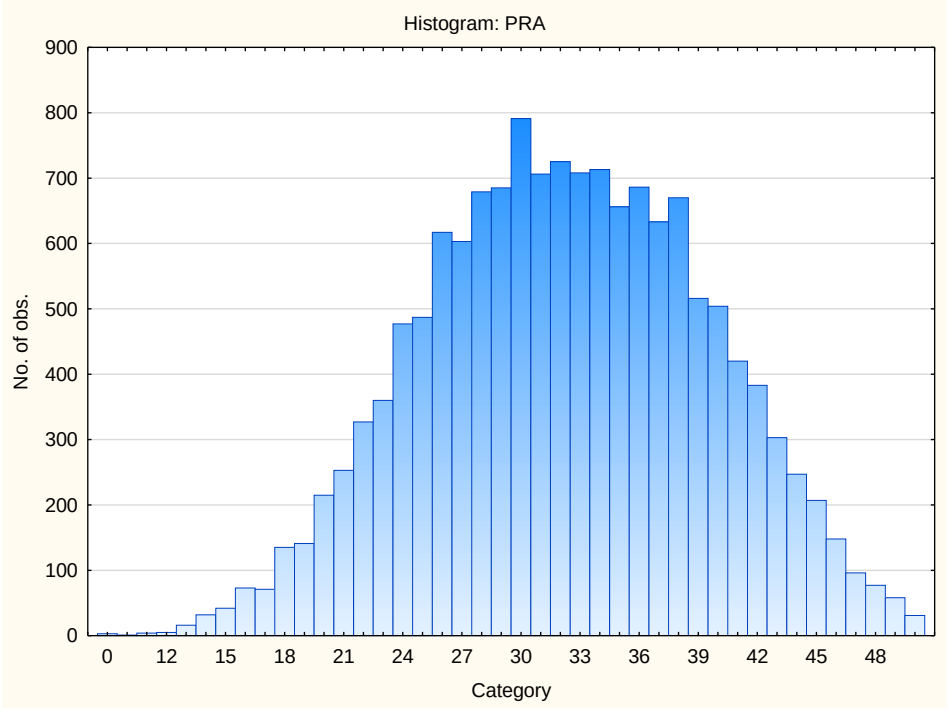
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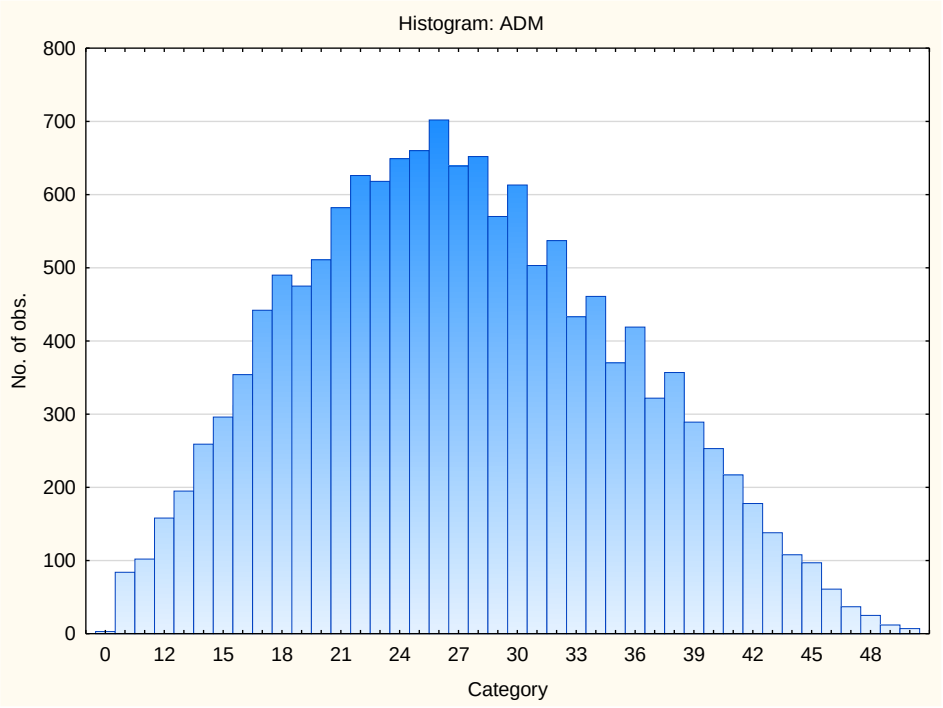
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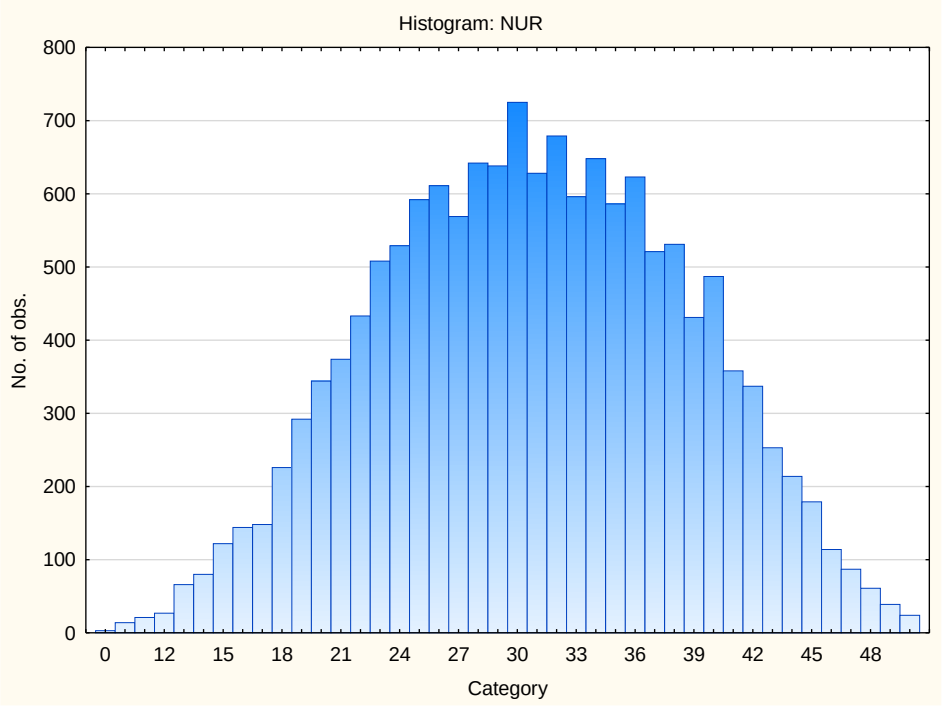
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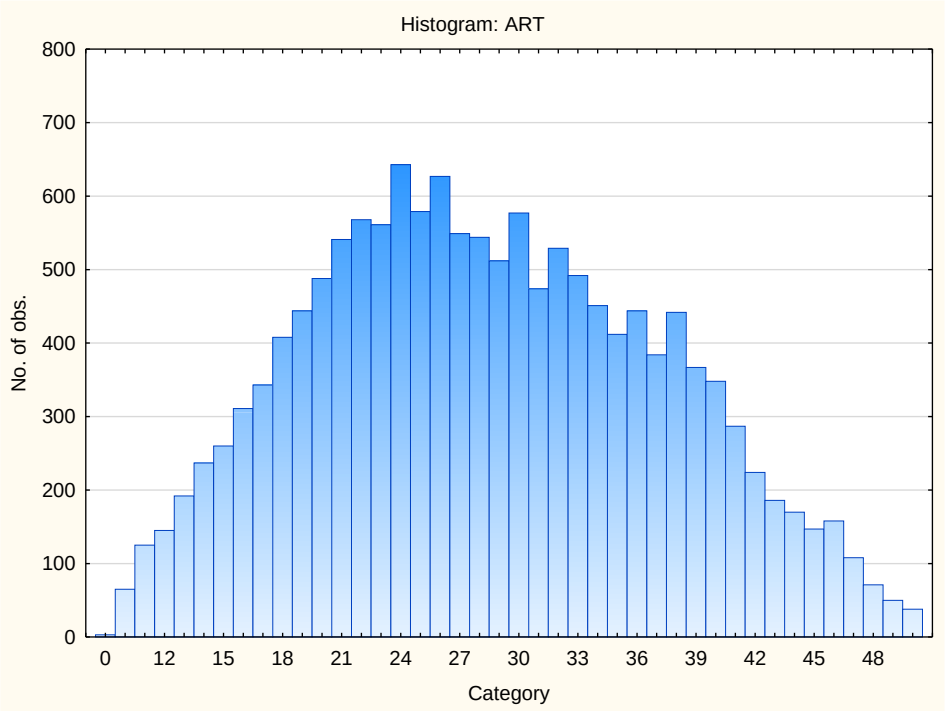
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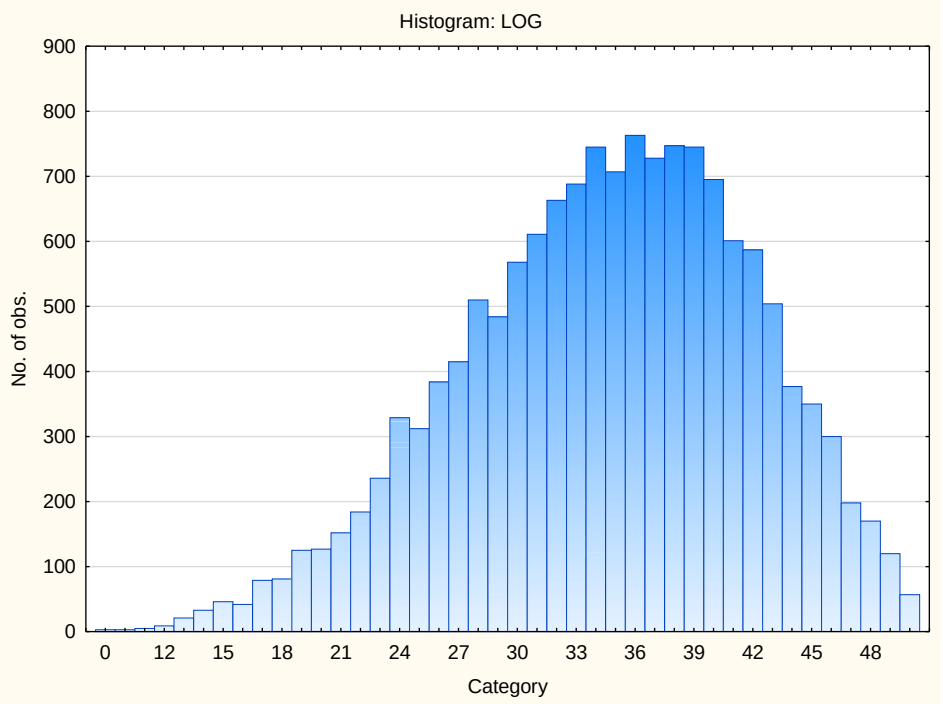
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	0-22	23-25	26-28	29-32	33-35	36-38	39-42	43-45	46-48	49-50
PHLEG	Need for Stability	0-14	15-18	19-21	22-25	26-29	30-33	34-36	37-40	41-44	45-50
RAD	Need for Change	0-10	11-13	14-16	17-20	21-23	24-26	27-29	30-32	33-35	36-49
GREGAR	Need for People	0-20	21-24	25-28	29-32	33-36	37-40	41-44	45-48	49-52	53-60
ASSERT	Need for Control	0-19	20-23	24-26	27-30	31-33	34-37	38-40	41-44	45-48	49-50
PERS	Persuasive	0-15	16-19	20-22	23-26	27-30	31-34	35-37	38-41	42-45	46-50
SCI	Scientific	0-11	12-15	16-19	20-23	24-28	29-32	33-36	37-40	41-44	45-50
PRA	Practical	0-17	18-21	22-25	26-28	29-32	33-35	36-39	40-43	44-46	47-50
ADMIN	Administrative	0-10	11-14	15-18	19-22	23-27	28-31	32-35	36-39	40-43	44-50
NUR	Nurturing (caring)	0-15	16-19	20-22	23-26	27-30	31-34	35-38	39-42	43-46	47-50
ART	Artistic	0-10	11-15	16-19	20-23	24-28	29-32	33-37	38-41	42-46	47-50
LOG	Logical (computational)	0-19	20-23	24-27	28-30	31-34	35-38	39-41	42-45	46-49	50-50

Occupational Interest Profile (OIP) Norm Group: South Africans, English speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	2180	2180	53,41828	53,4183
M	1853	4033	45,40554	98,8238
U	48	4081	1,17618	100,0000
Missing	0	4081	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	2129	2129	52,16859	52,1686
Tertiary Cert / Trade	247	2376	6,05244	58,2210
Tertiary	371	2747	9,09091	67,3119
Post Graduate	385	3132	9,43396	76,7459
< Matric	405	3537	9,92404	86,6699
Missing	544	4081	13,33007	100,0000

Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	100,0000	100,0000
Missing	0	4081	0,0000	100,0000

Language Group Composition of the Sample

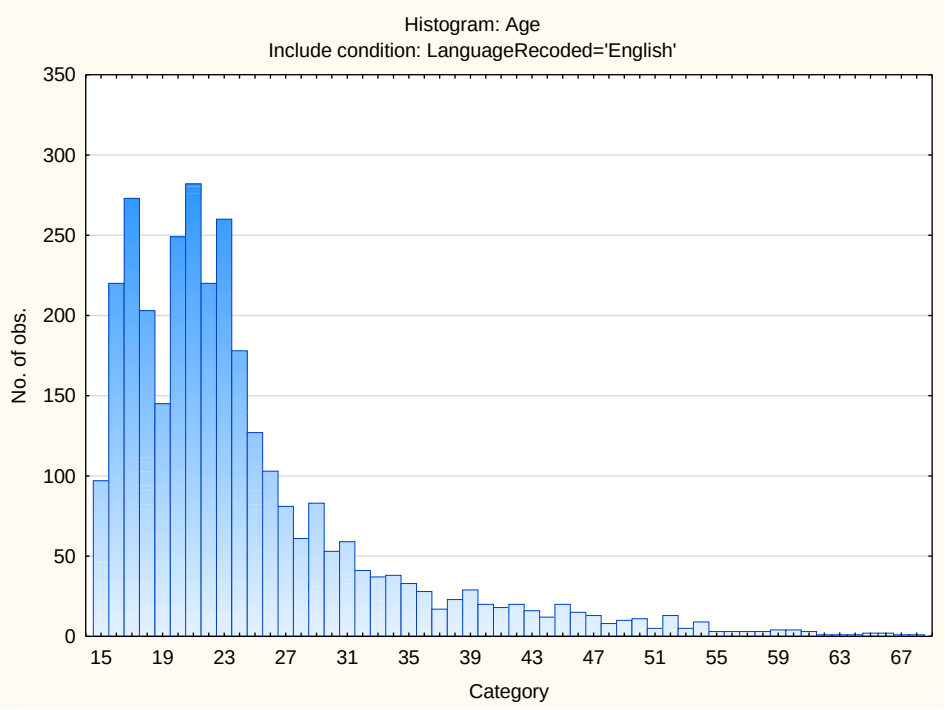
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	100,0000	100,0000
Missing	0	4081	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	590	590	14,45724	14,4572
European	1704	2294	41,75447	56,2117
Coloured	345	2639	8,45381	64,6655
Indian	180	2819	4,41068	69,0762
Asian	206	3025	5,04778	74,1240
Missing	1056	4081	25,87601	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	24,32554	8,540627	15,00000	68,00000	3167	914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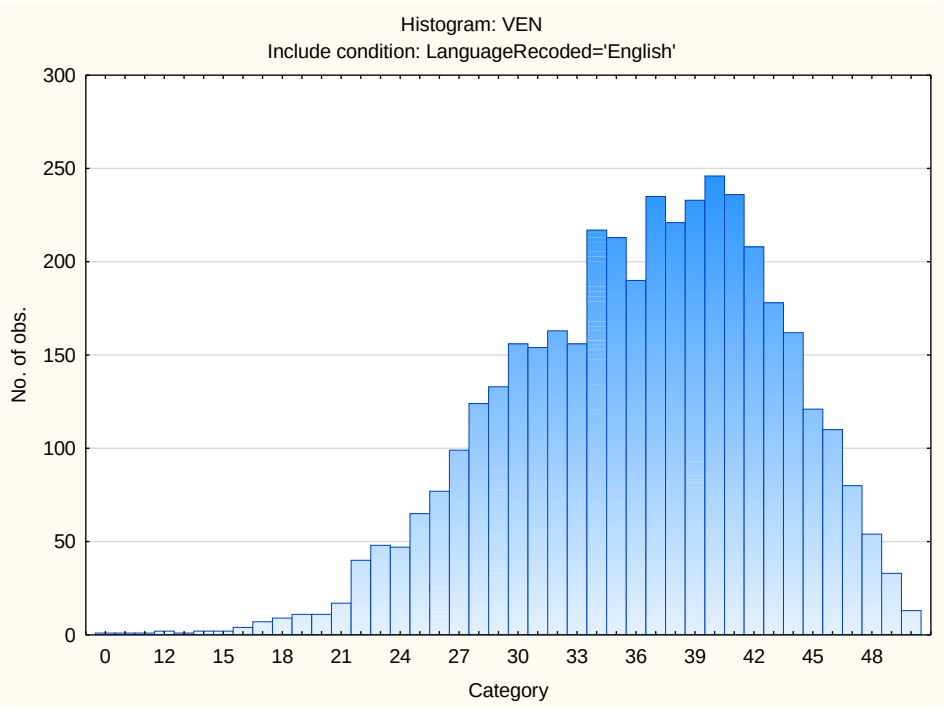
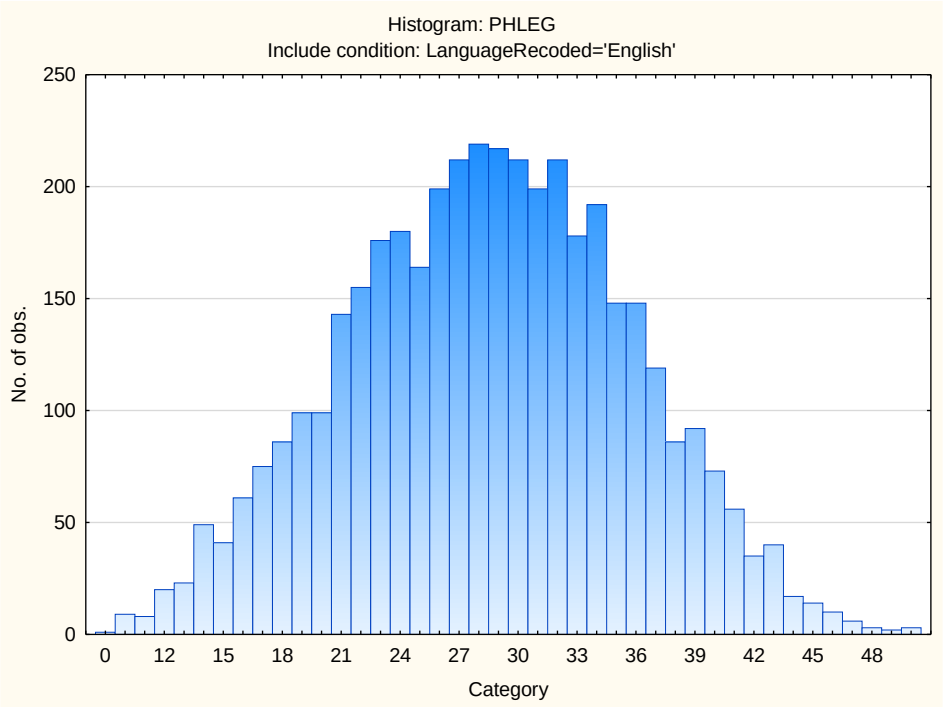
67

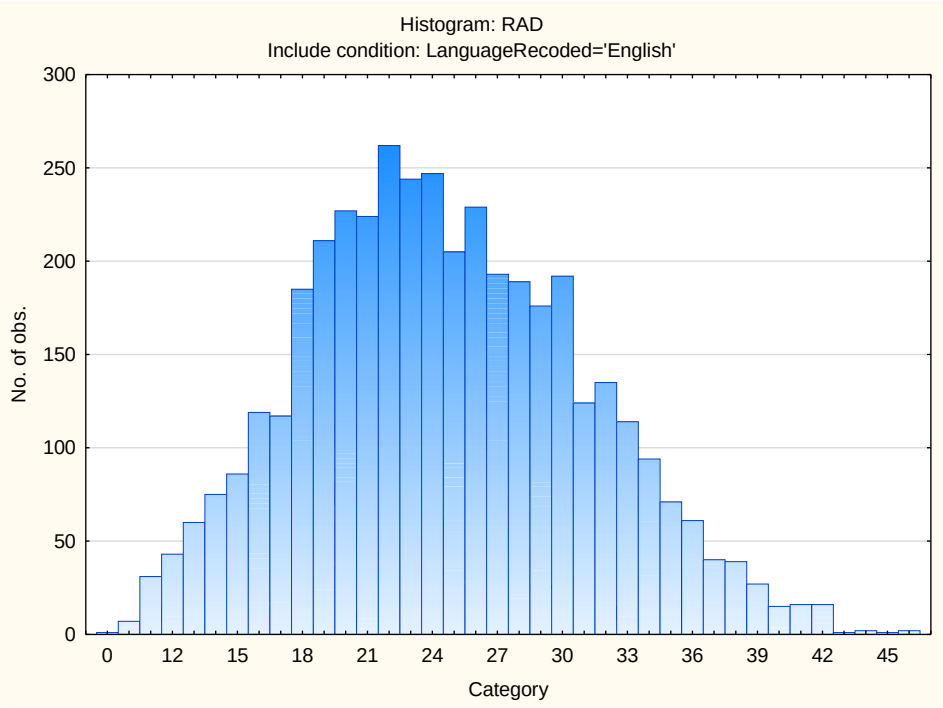
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	4081	36,22078	6,717698
PHLEG	Need for Stability	4081	28,49351	7,206514
RAD	Need for Change	4081	24,57412	6,466350
GREGAR	Need for People	4081	37,21171	8,142738
ASSERT	Need for Control	4081	33,23524	7,281762
PERS	Persuasive	4081	30,48395	7,527290
SCI	Scientific	4081	27,12668	8,328128
PRA	Practical	4081	31,84318	7,220539
ADMIN	Administrative	4081	25,28424	7,909201
NUR	Nurturing (caring)	4081	30,15707	7,947843
ART	Artistic	4081	28,42122	9,095341
LOG	Logical (computational)	4081	33,34918	7,670919

Frequency Distributions for OIP Scales



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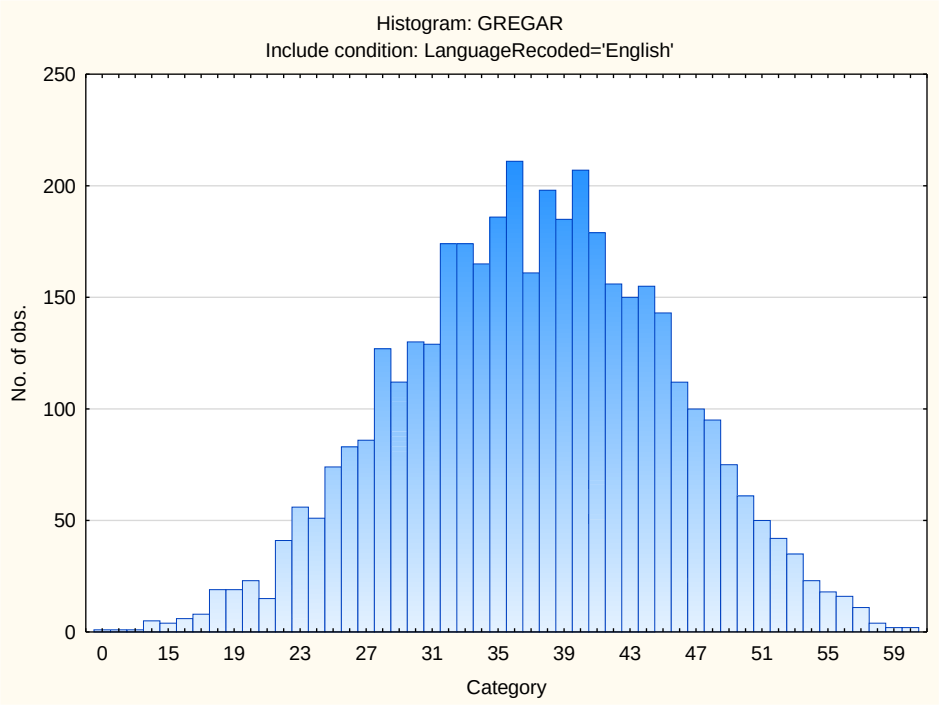
Histogram: GREGAR
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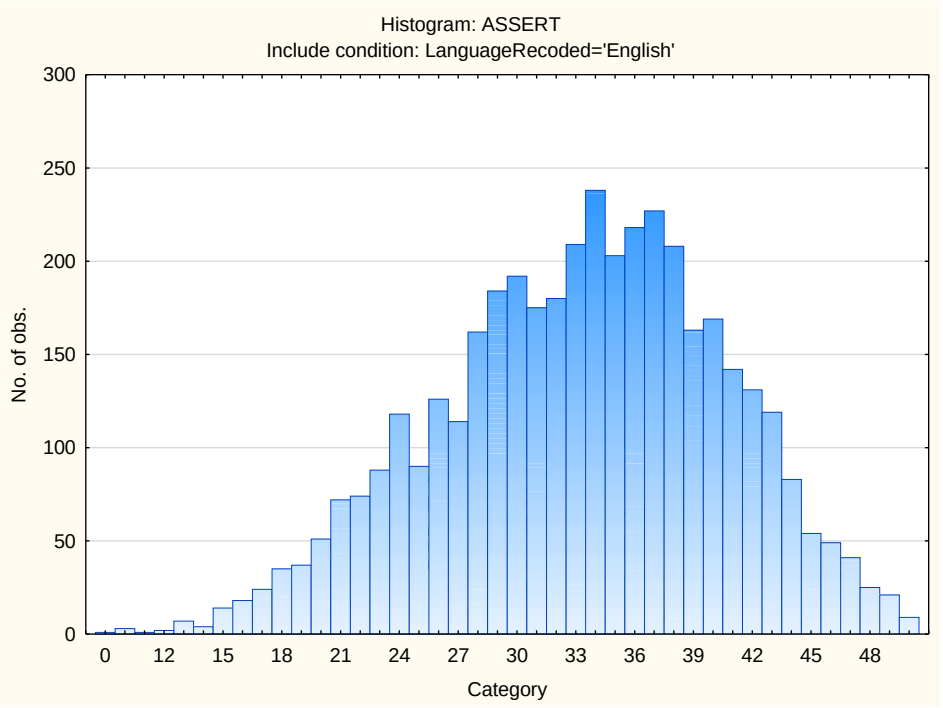
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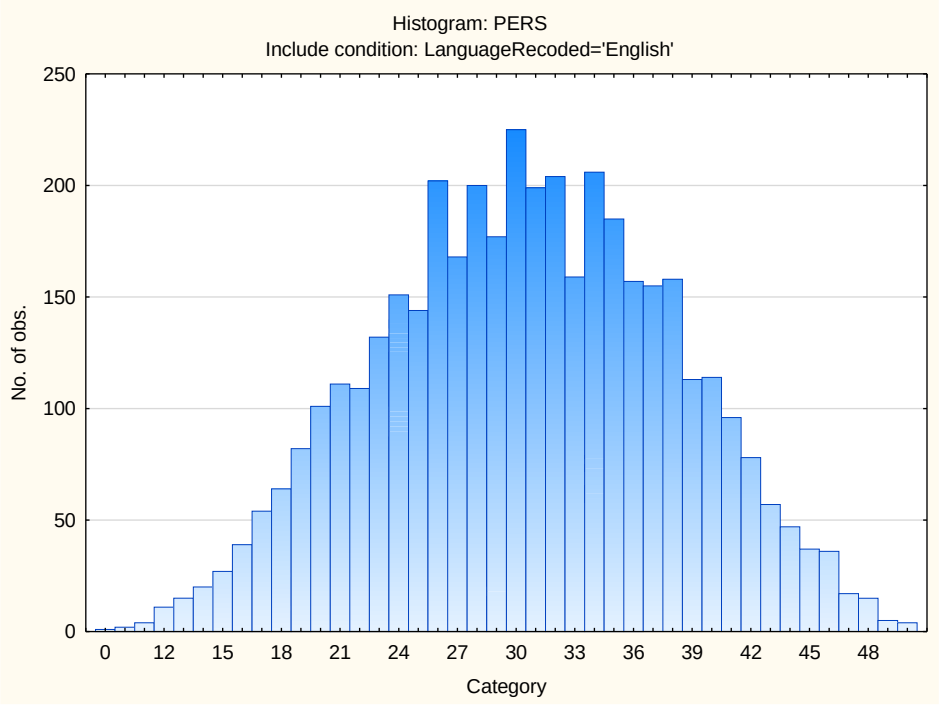
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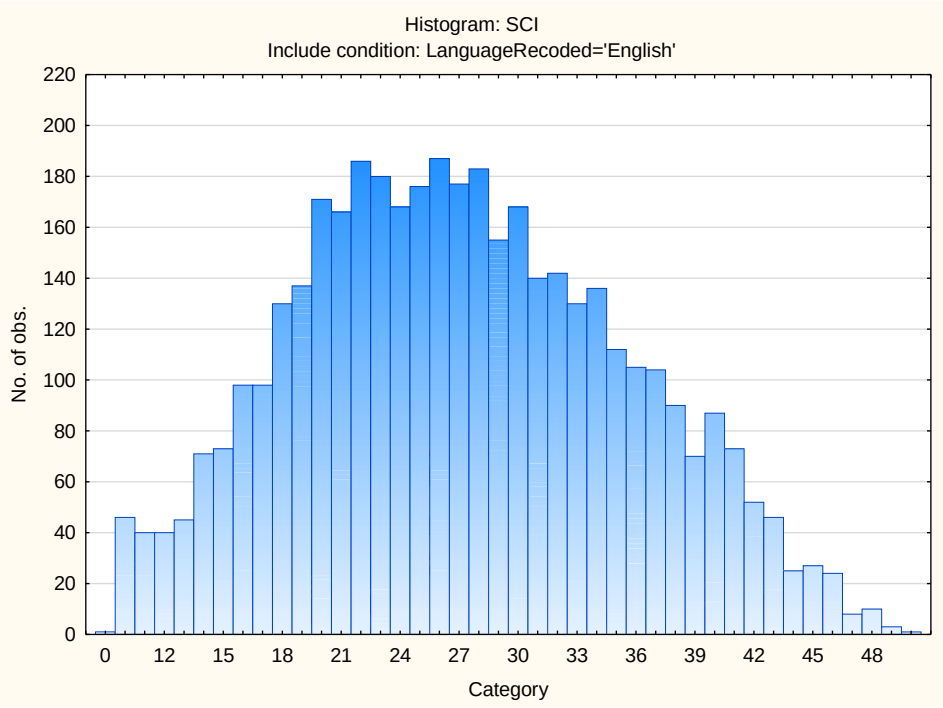
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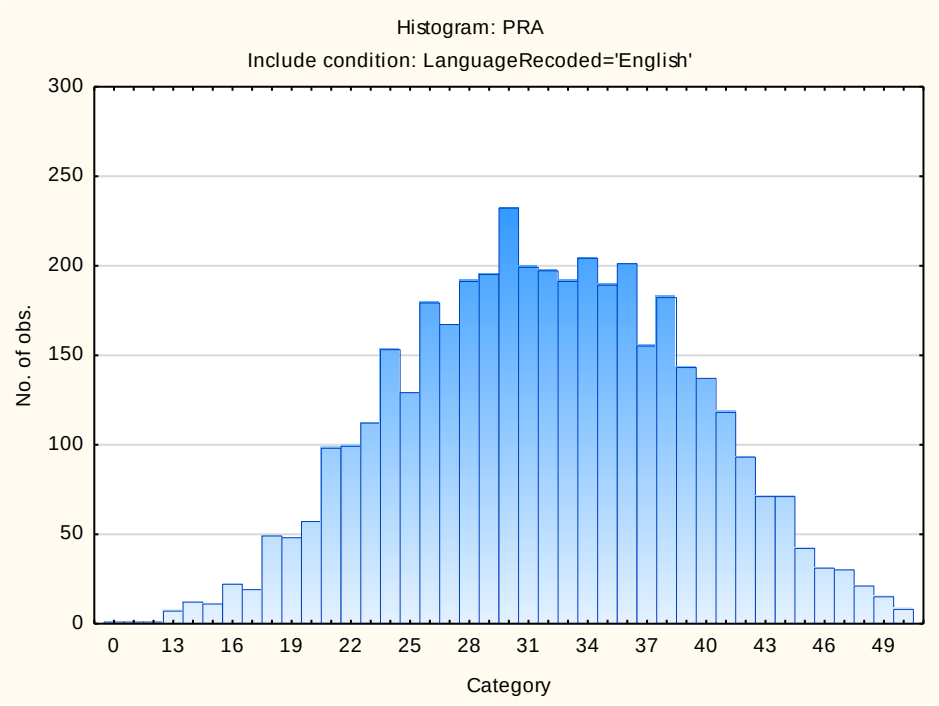
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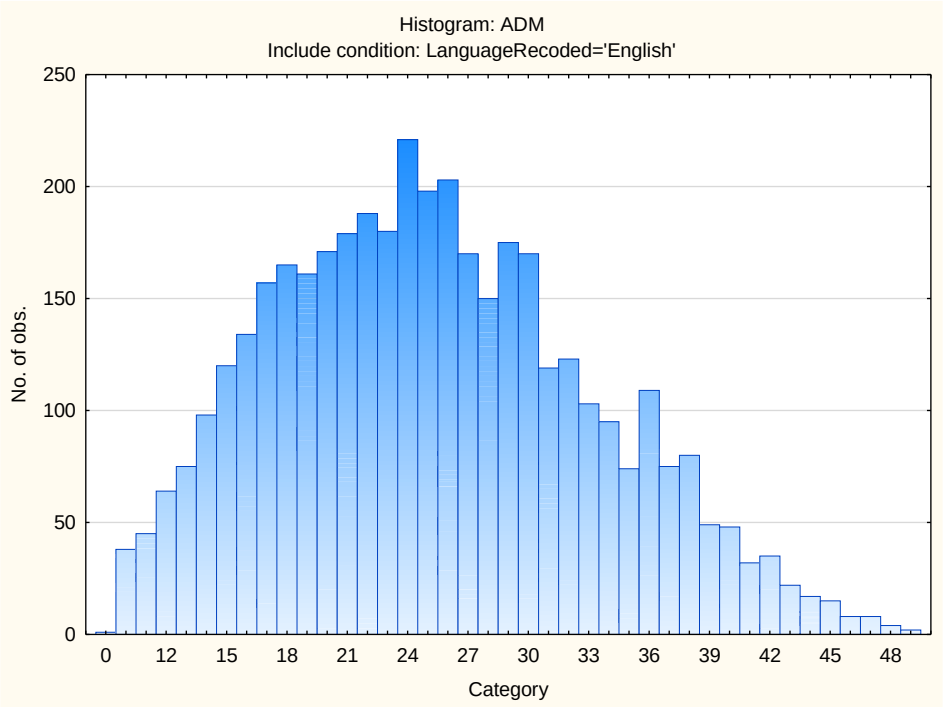
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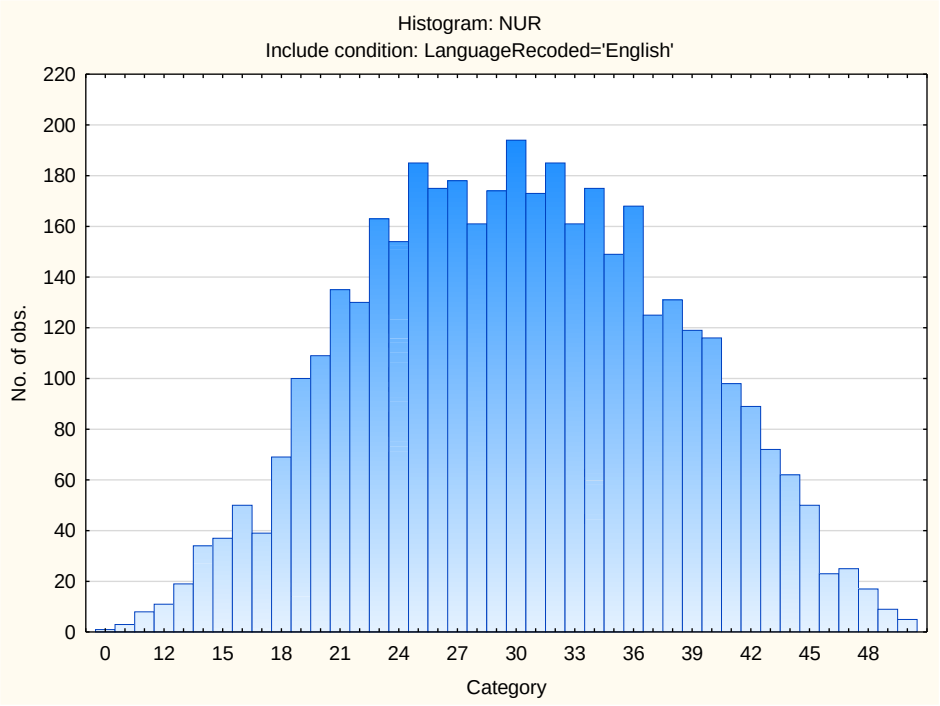
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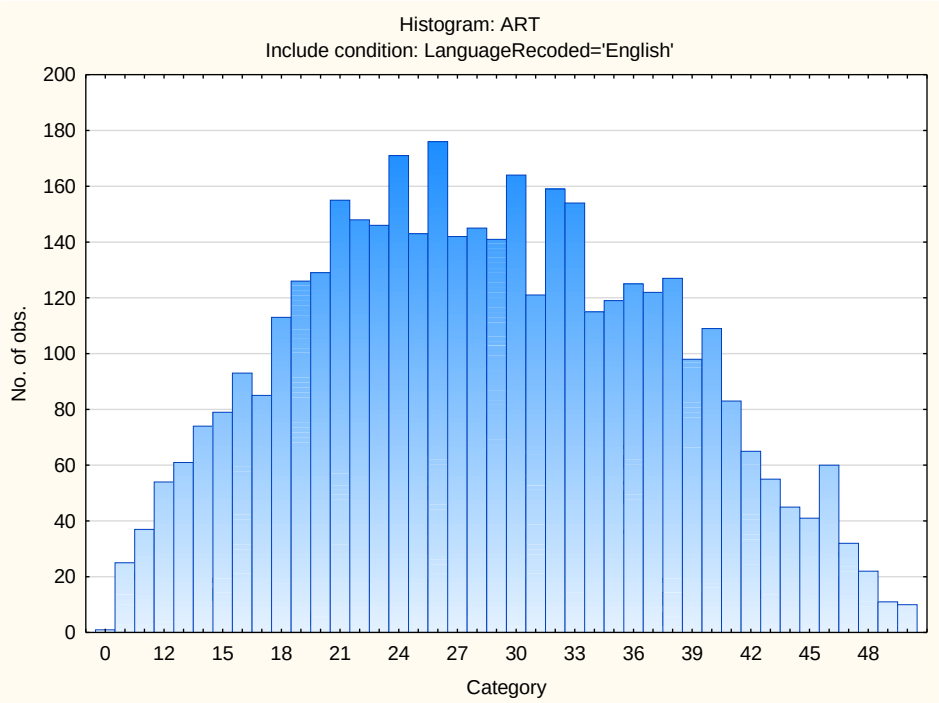
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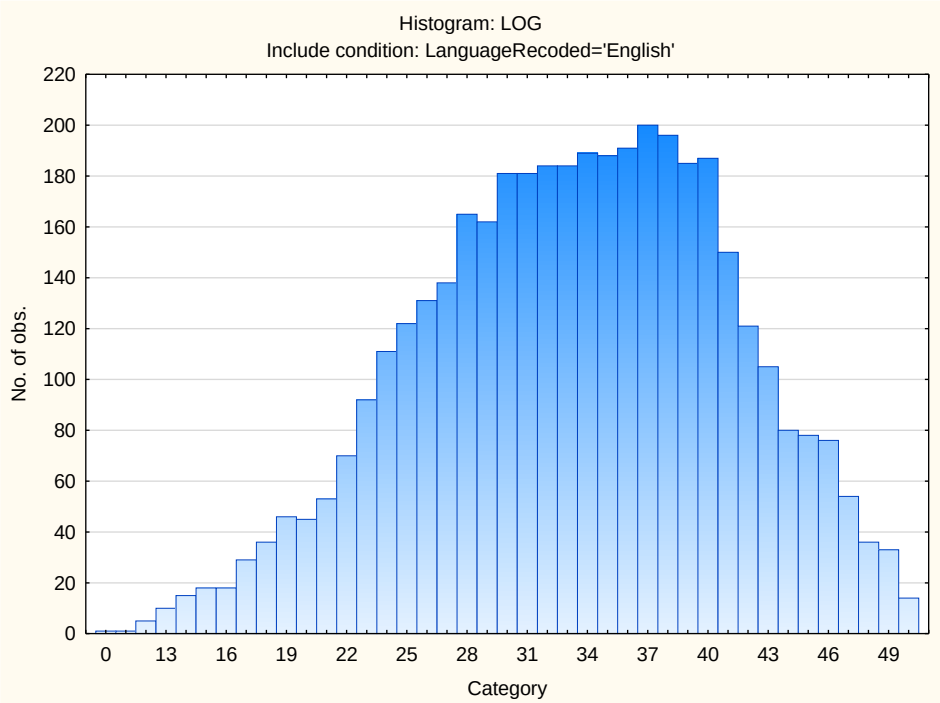
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120
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180
200
220
0
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37
40
43
46
49

Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	0-22	23-26	27-29	30-32	33-36	37-39	40-42	43-46	47-49	50-50
PHLEG	Need for Stability	0-14	15-17	18-21	22-24	25-28	29-32	33-35	36-39	40-42	43-50
RAD	Need for Change	0-11	12-14	15-18	19-21	22-24	25-27	28-31	32-34	35-37	38-46
GREGAR	Need for People	0-20	21-24	25-29	30-33	34-37	38-41	42-45	46-49	50-53	54-60
ASSERT	Need for Control	0-18	19-22	23-25	26-29	30-33	34-36	37-40	41-44	45-47	48-50
PERS	Persuasive	0-15	16-19	20-22	23-26	27-30	31-34	35-38	39-41	42-45	46-50
SCI	Scientific	0-10	11-14	15-18	19-22	23-27	28-31	32-35	36-39	40-43	44-50
PRA	Practical	0-17	18-21	22-24	25-28	29-31	32-35	36-39	40-42	43-46	47-50
ADMIN	Administrative	0-9	10-13	14-17	18-21	22-25	26-29	30-33	34-37	38-41	42-50
NUR	Nurturing (caring)	0-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-46	47-50
ART	Artistic	0-10	11-14	15-19	20-23	24-28	29-32	33-37	38-42	43-46	47-50
LOG	Logical (computational)	0-18	19-21	22-25	26-29	30-33	34-37	38-41	42-44	45-48	49-50

Occupational Interest Profile (OIP) Norm Group: South Africans, Afrikaans speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	665	665	55,55556	55,5556
M	528	1193	44,11028	99,6658
U	4	1197	0,33417	100,0000
Missing	0	1197	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	580	580	48,45447	48,4545
Tertiary Cert / Trade	97	677	8,10359	56,5581
Tertiary	106	783	8,85547	65,4135
Post Graduate	117	900	9,77444	75,1880
< Matric	148	1048	12,36424	87,5522
Missing	149	1197	12,44779	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	100,0000	100,0000
Missing	0	1197	0,0000	100,0000

Language Group Composition of the Sample

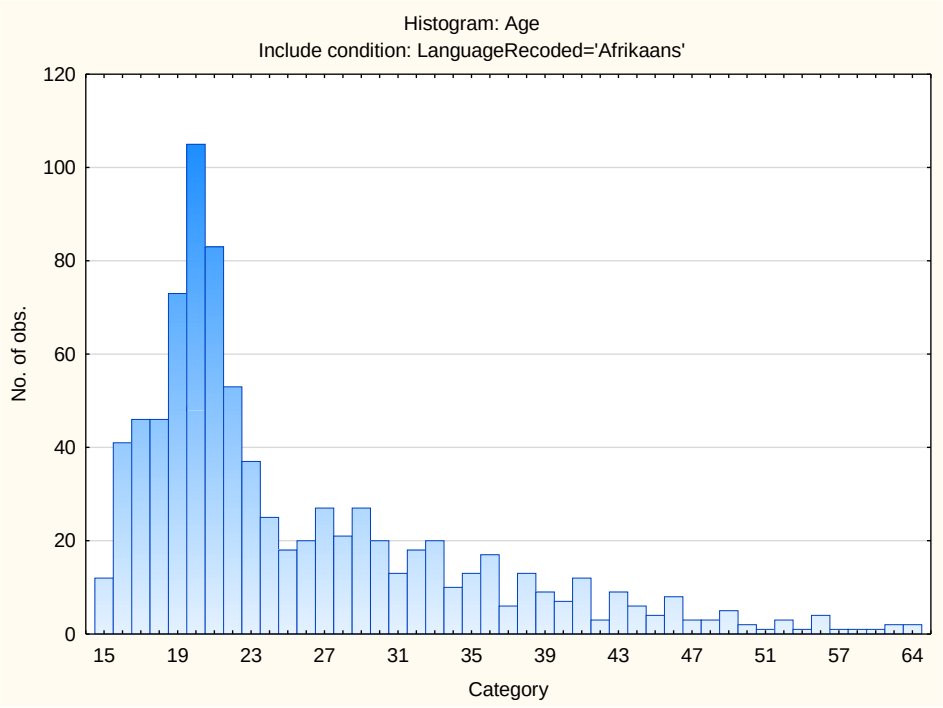
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	100,0000	100,0000
Missing	0	1197	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	57	57	4,76190	4,7619
European	924	981	77,19298	81,9549
Coloured	146	1127	12,19716	94,1520
Asian	1	1128	0,08354	94,2356
Missing	69	1197	5,76441	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25,51469	9,014405	15,00000	64,00000	851	346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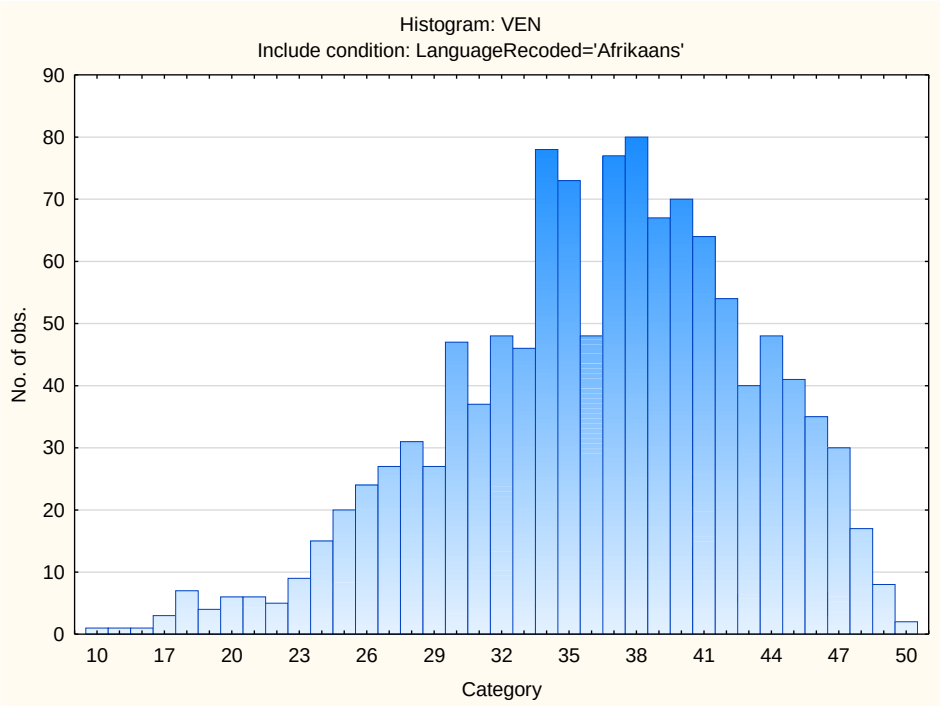
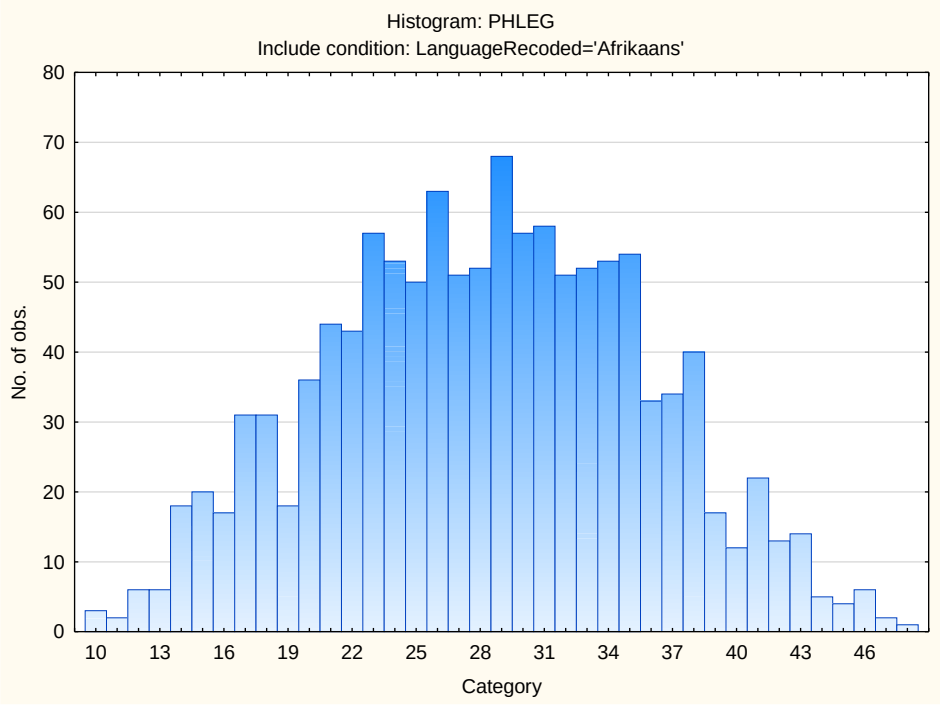
39
43
47
51
57
64
Category

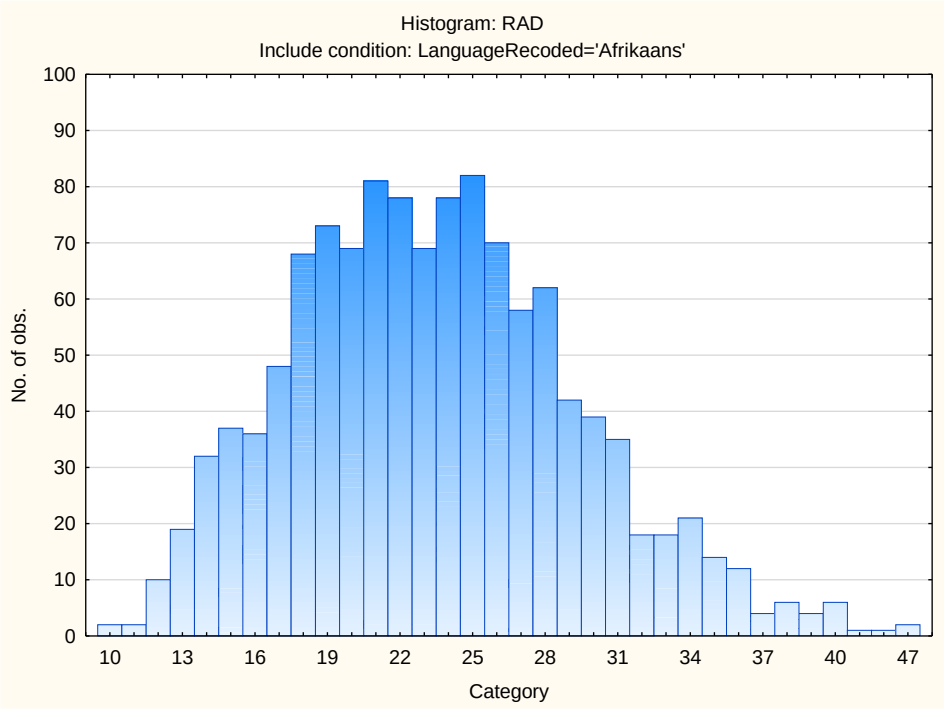
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	1197	36,30994	6,683730
PHLEG	Need for Stability	1197	28,27736	7,443315
RAD	Need for Change	1197	23,45196	5,899272
GREGAR	Need for People	1197	37,21387	7,850891
ASSERT	Need for Control	1197	34,17460	6,998358
PERS	Persuasive	1197	29,98246	7,504549
SCI	Scientific	1197	26,63659	8,021132
PRA	Practical	1197	32,62907	7,466386
ADMIN	Administrative	1197	26,20802	8,003198
NUR	Nurturing (caring)	1197	30,17460	8,007444
ART	Artistic	1197	28,56307	9,055500
LOG	Logical (computational)	1197	33,33417	7,058898

Frequency Distributions for OIP Scales



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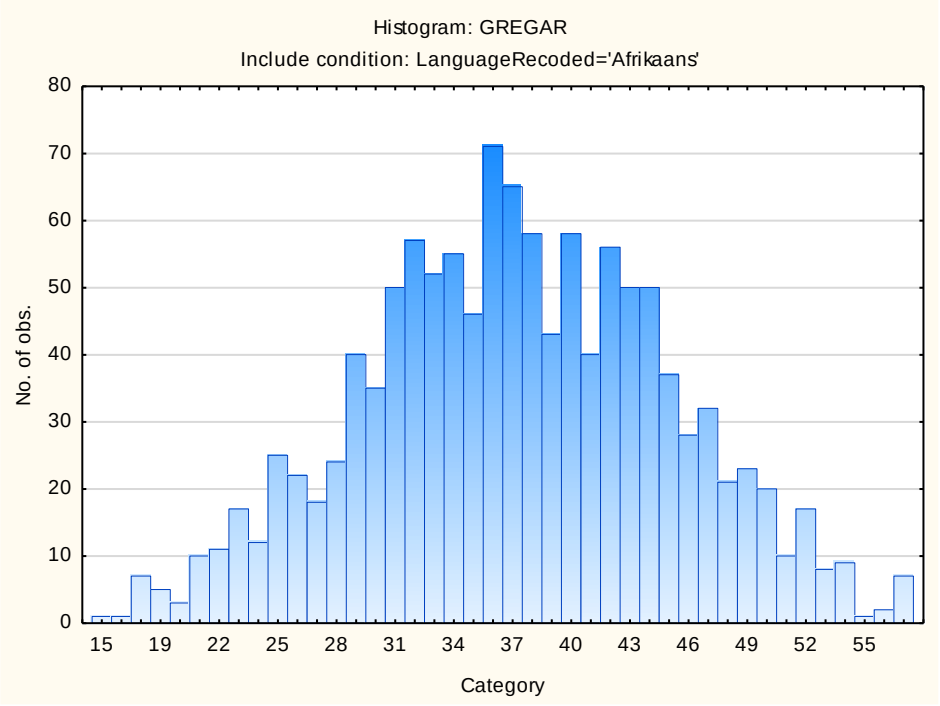
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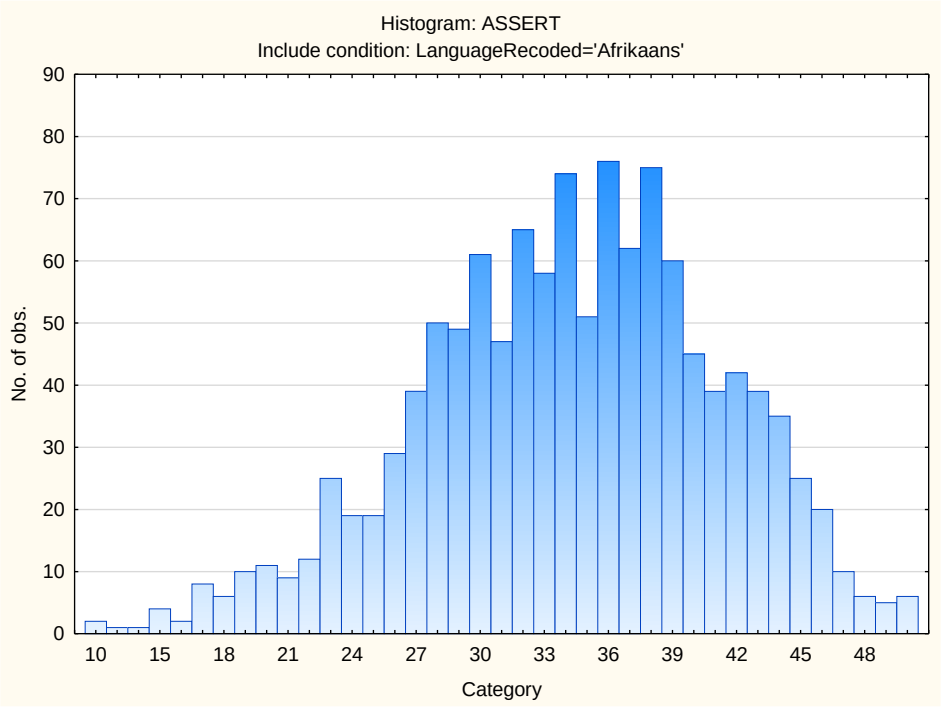
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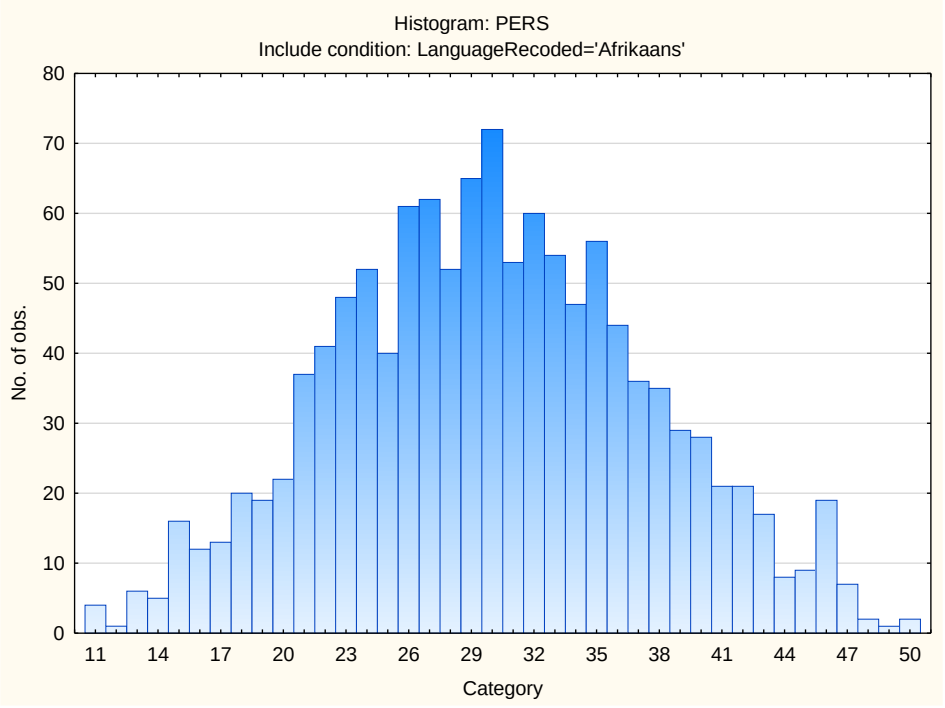
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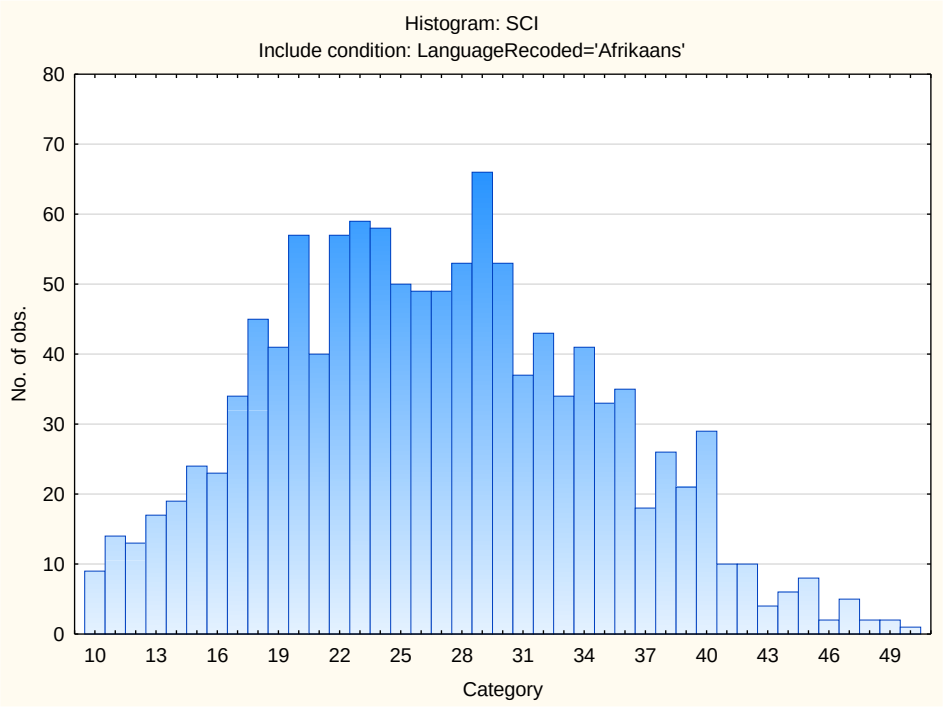
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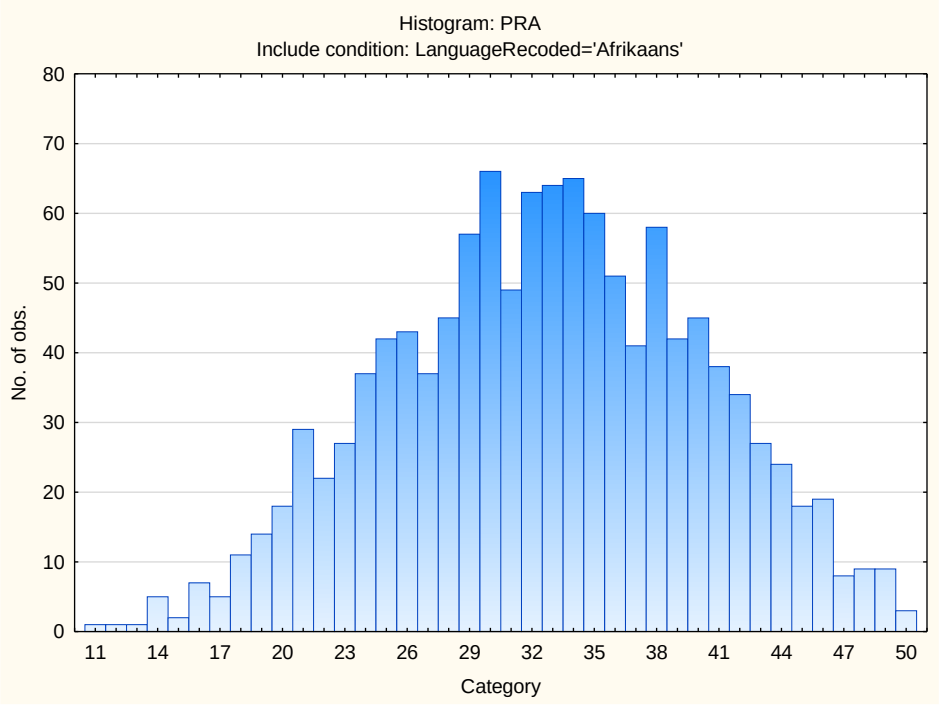
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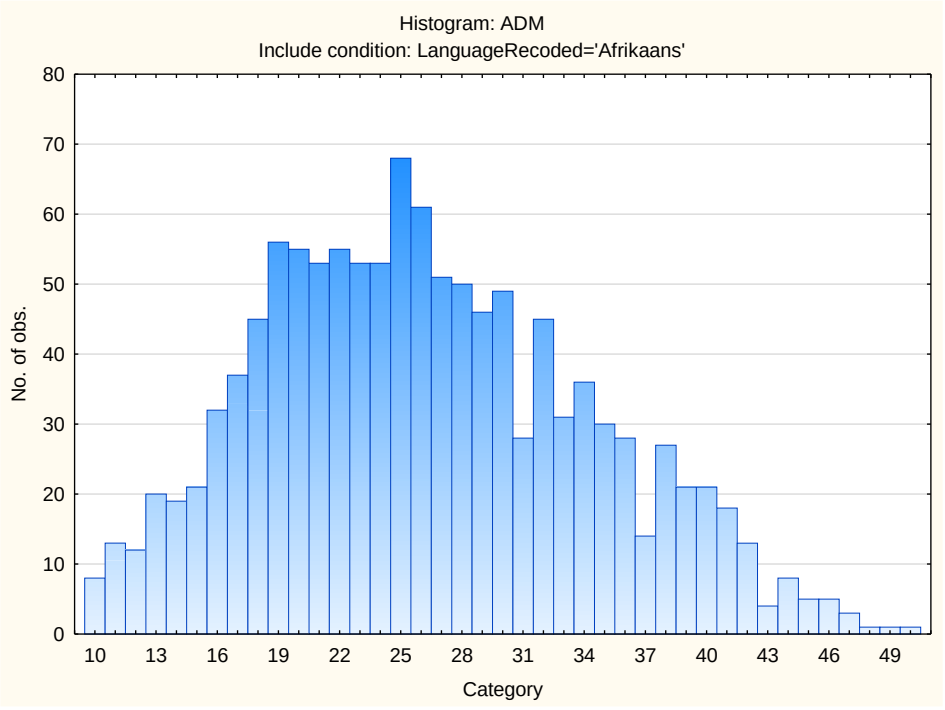
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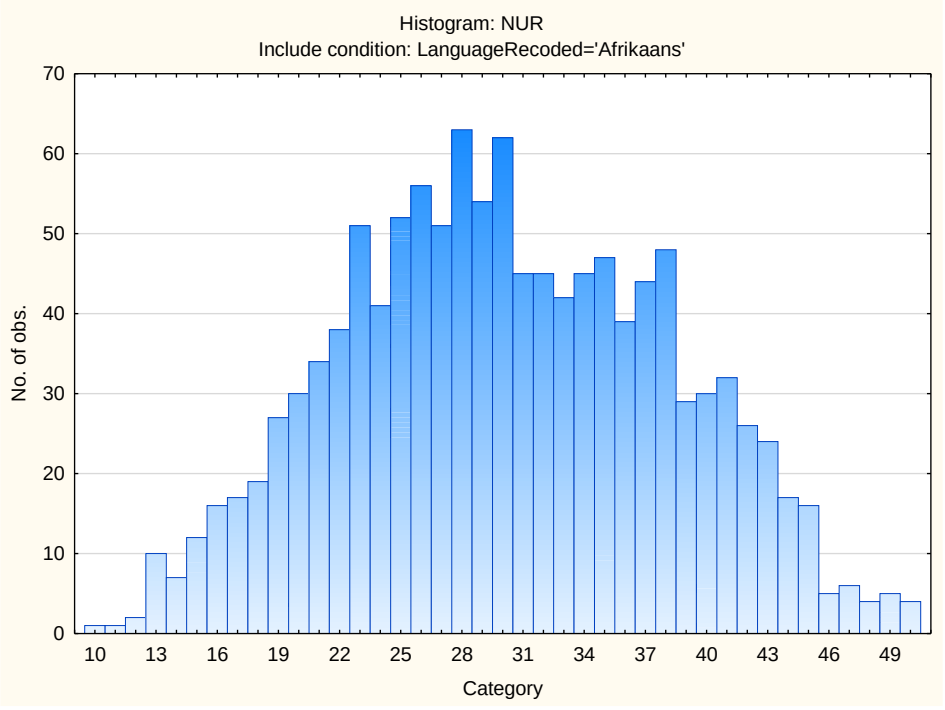
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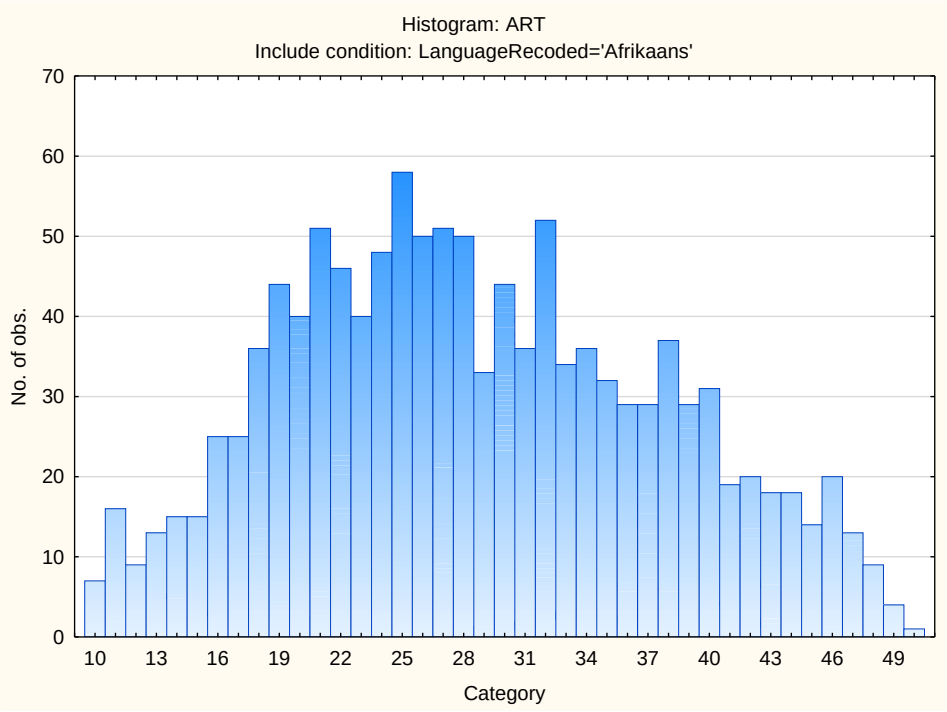
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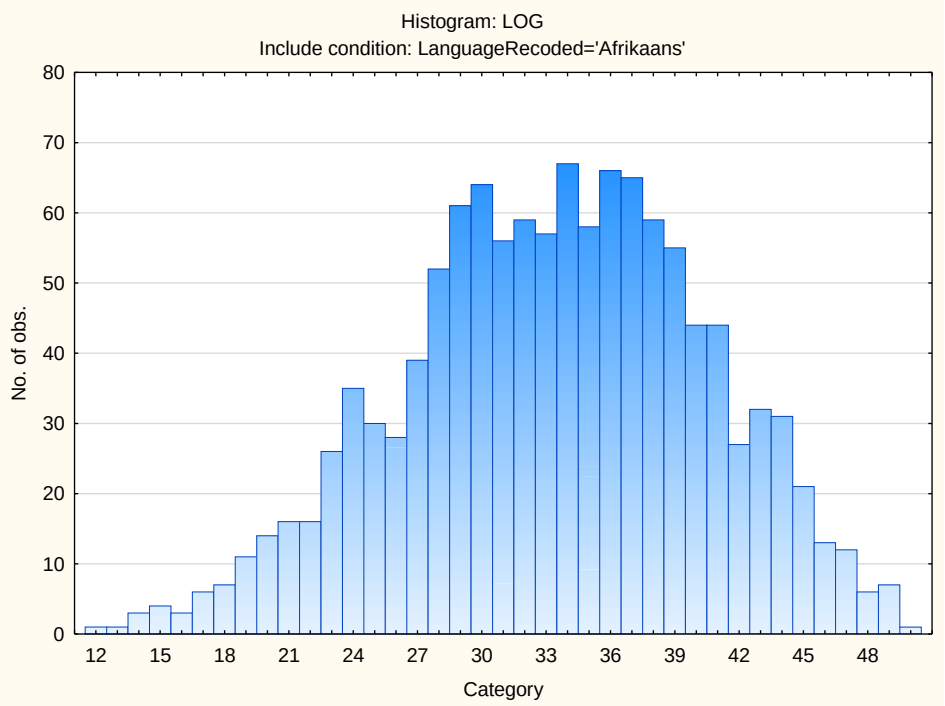
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for excitement	10-22	23-26	27-29	30-32	33-36	37-39	40-42	43-46	47-49	50-50
PHLEG	Need for stability	10-13	14-17	18-20	21-24	25-28	29-31	32-35	36-39	40-43	44-50
RAD	Need for change	10-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-35	36-47
GREGAR	Need for people	15-21	22-25	26-29	30-33	34-37	38-41	42-45	46-48	49-52	53-57
ASSERT	Need for control	10-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-50
PERS	Persuasive	11-14	15-18	19-22	23-26	27-29	30-33	34-37	38-41	42-44	45-50
SCI	Scientific	10-10	11-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-50
PRA	Practical	11-17	18-21	22-25	26-28	29-32	33-36	37-40	41-43	44-47	48-50
ADMIN	Administrative	10-10	11-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-50
NUR	Nurturing (caring)	10-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-46	47-50
ART	Artistic	10-10	11-14	15-19	20-24	25-28	29-33	34-37	38-42	43-46	47-50
LOG	Logical (computational)	12-19	20-22	23-26	27-29	30-33	34-36	37-40	41-43	44-47	48-50

Occupational Interest Profile (OIP) Norm Group: South Africans, Indigenous Language Speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	1634	1634	61,03848	61,0385
M	1013	2647	37,84087	98,8793
U	30	2677	1,12066	100,0000
Missing	0	2677	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	951	951	35,52484	35,5248
Tertiary Cert / Trade	237	1188	8,85319	44,3780
Tertiary	192	1380	7,17221	51,5502
Post Graduate	121	1501	4,51999	56,0702
< Matric	1035	2536	38,66268	94,7329
Missing	141	2677	5,26709	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	737	737	27,53082	27,5308
Setswana	326	1063	12,17781	39,7086
Sesotho	318	1381	11,87897	51,5876
Xitsonga	126	1507	4,70676	56,2944
isiXhosa	392	1899	14,64326	70,9376
Sepedi	506	2405	18,90176	89,8394
siSwati	145	2550	5,41651	95,2559
Tshivenda	81	2631	3,02578	98,2817
isiNdebele	46	2677	1,71834	100,0000
Missing	0	2677	0,00000	100,0000

Language Group Composition of the Sample

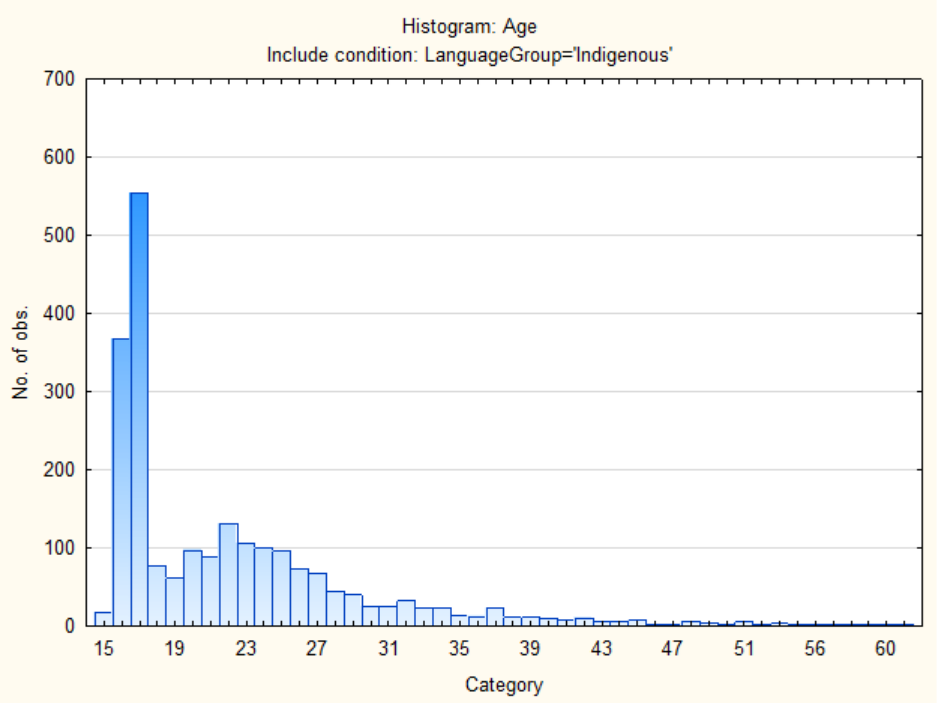
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2677	2677	100,0000	100,0000
Missing	0	2677	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2575	2575	96,18976	96,1898
European	6	2581	0,22413	96,4139
Coloured	3	2584	0,11207	96,5260
Asian	3	2587	0,11207	96,6380
Missing	90	2677	3,36197	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22.02692	7.211843	15.00000	63.00000	2192	485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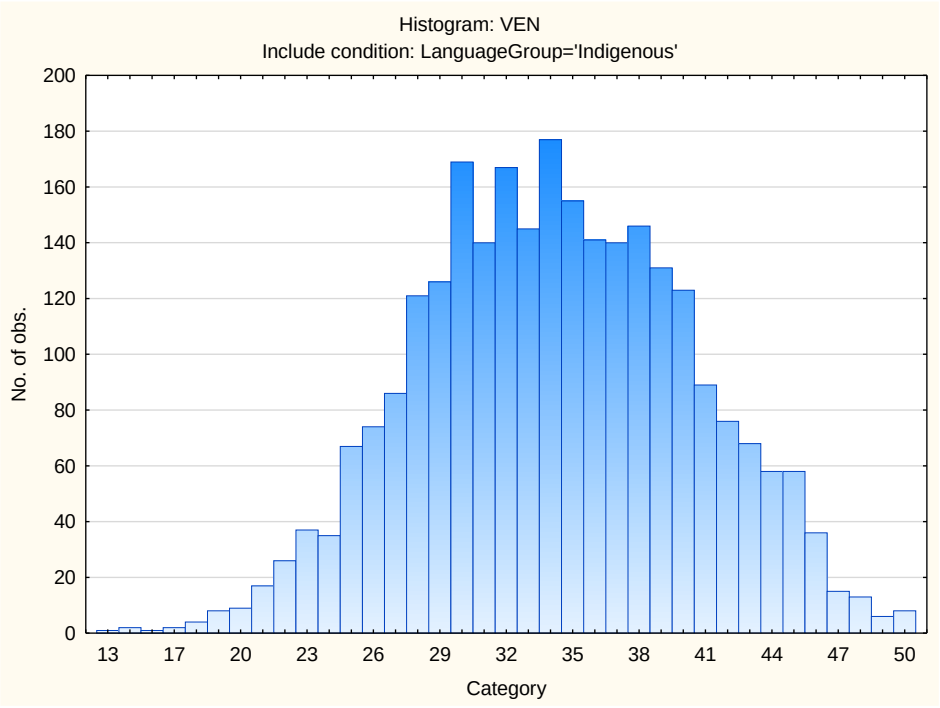
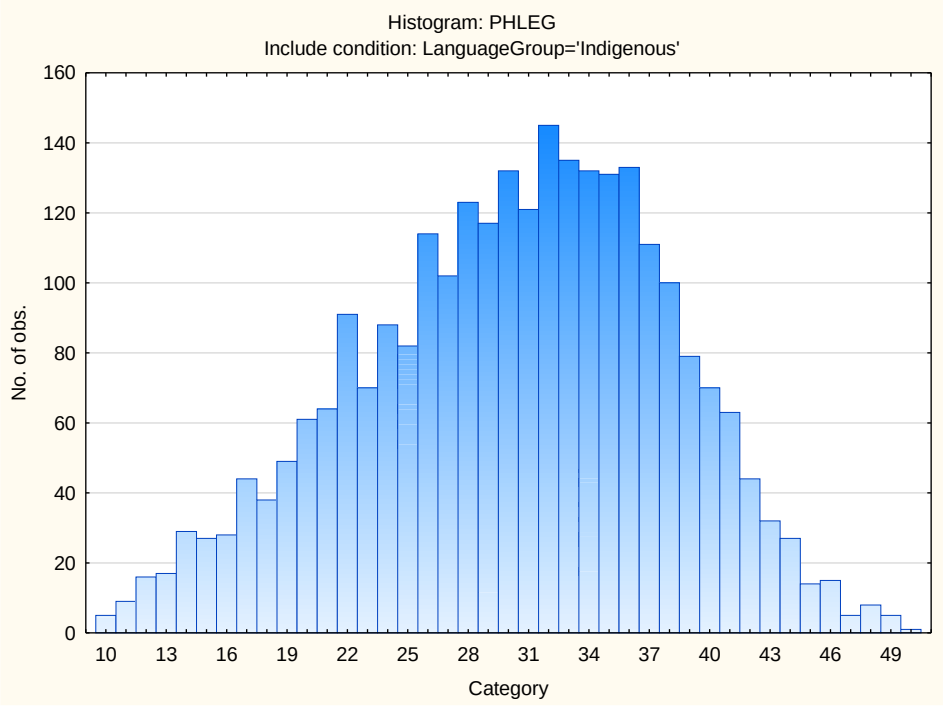
Category

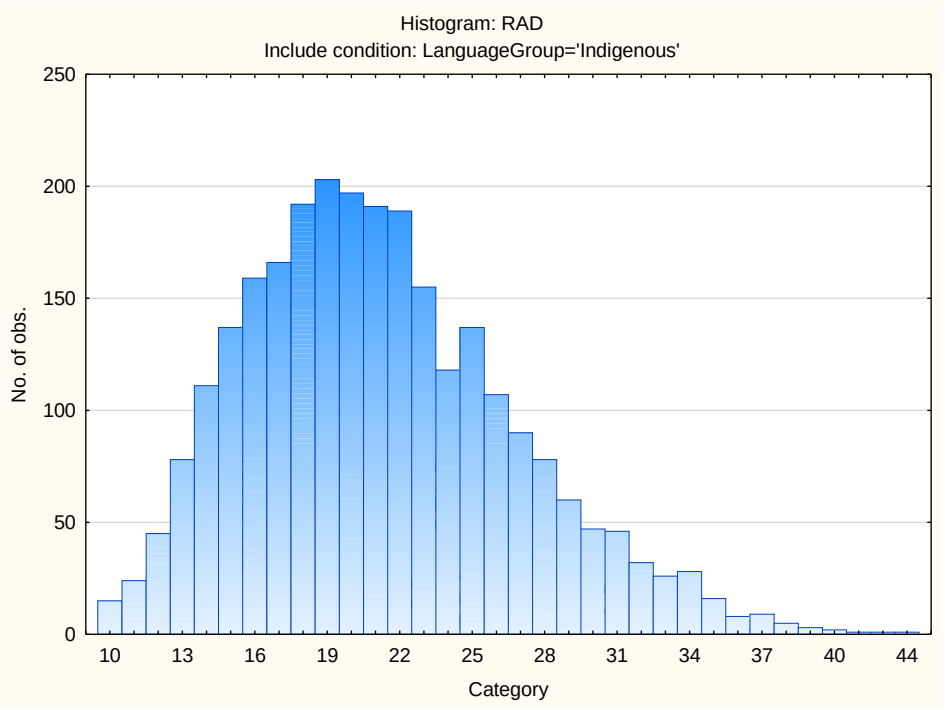
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	2677	34,17968	6,147556
PHLEG	Need for Stability	2677	30,16847	7,669875
RAD	Need for Change	2677	21,17632	5,558991
GREGAR	Need for People	2677	34,42398	7,474515
ASSERT	Need for Control	2677	34,18155	6,968104
SCI	Scientific	2677	30,50392	7,471151
PRA	Practical	2677	31,02540	8,493255
ADMIN	Administrative	2677	31,94546	6,945712
NUR	Nurturing (caring)	2677	29,45910	8,230126
ART	Artistic	2677	32,59245	7,458113
LOG	Logical (computational)	2677	28,04109	8,765025
PERS	Persuasive	2677	36,54315	6,856588

Frequency Distributions for OIP Scales



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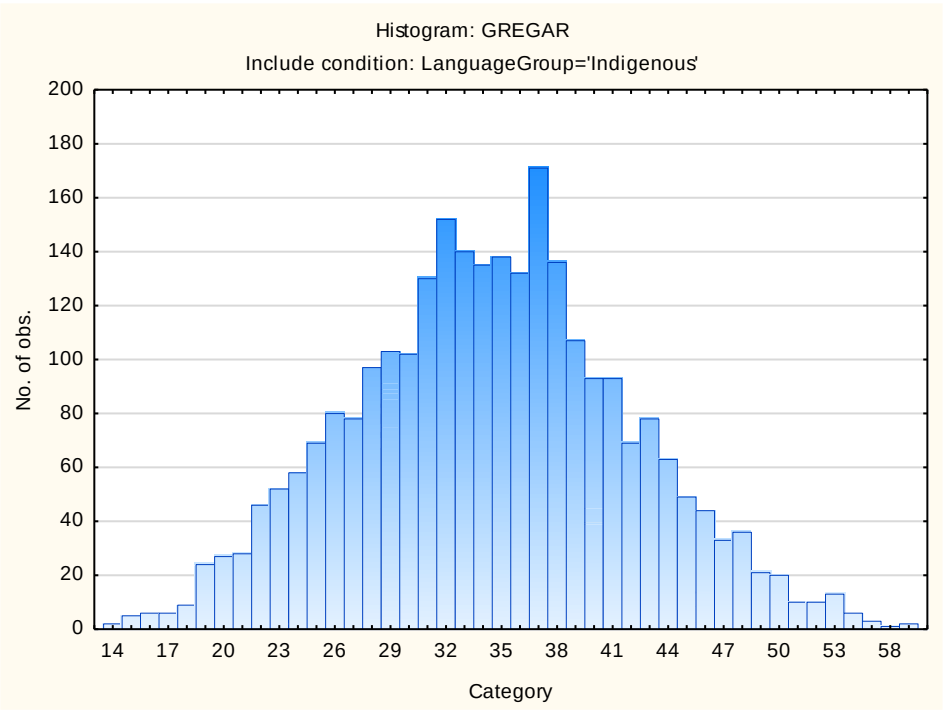
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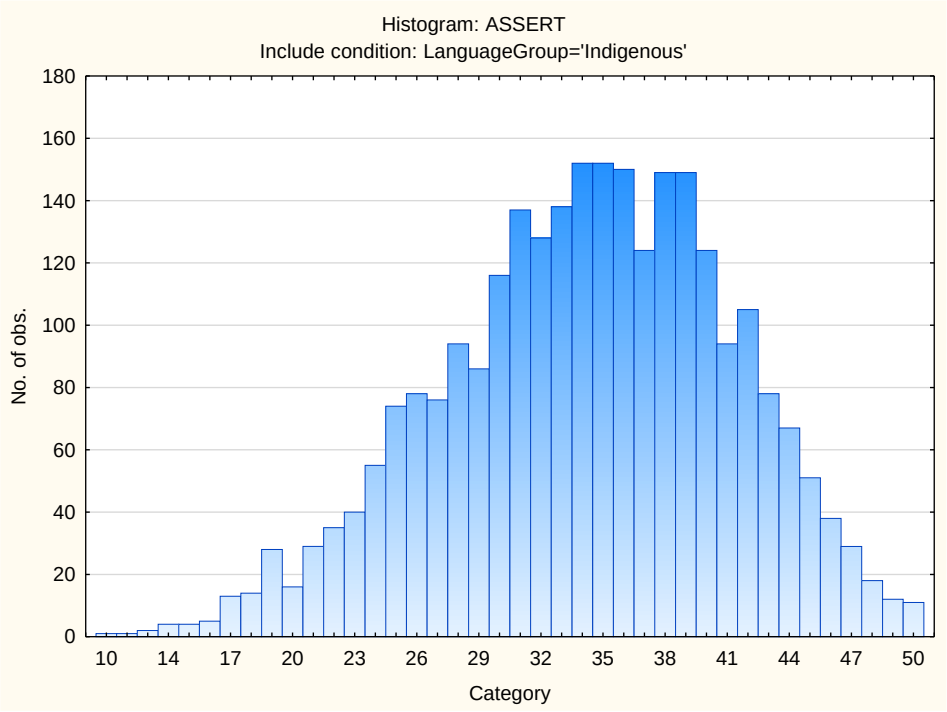
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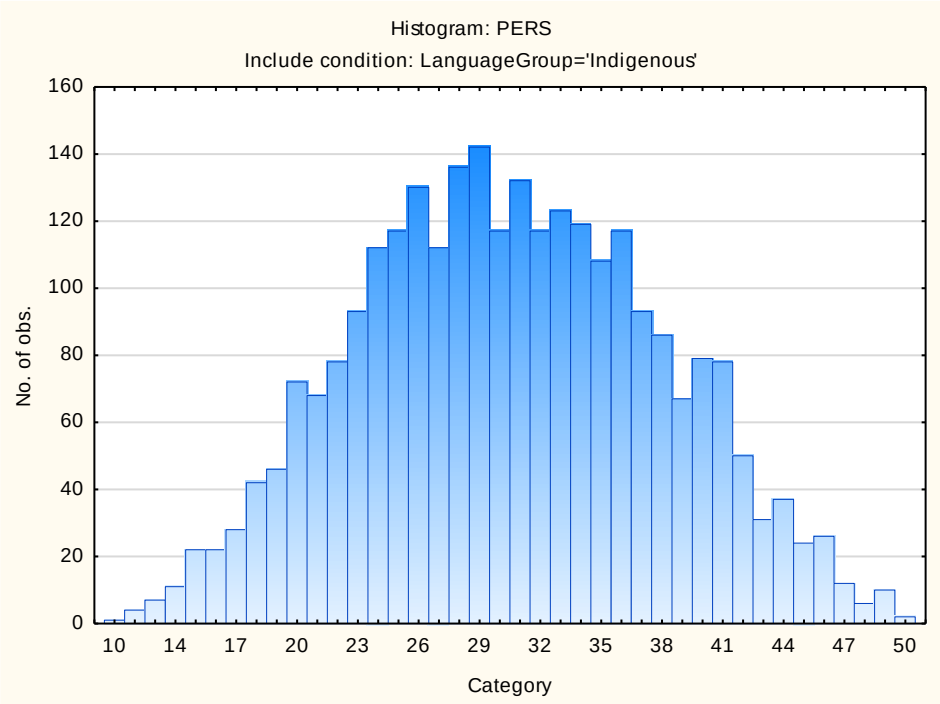
Histogram: PERS
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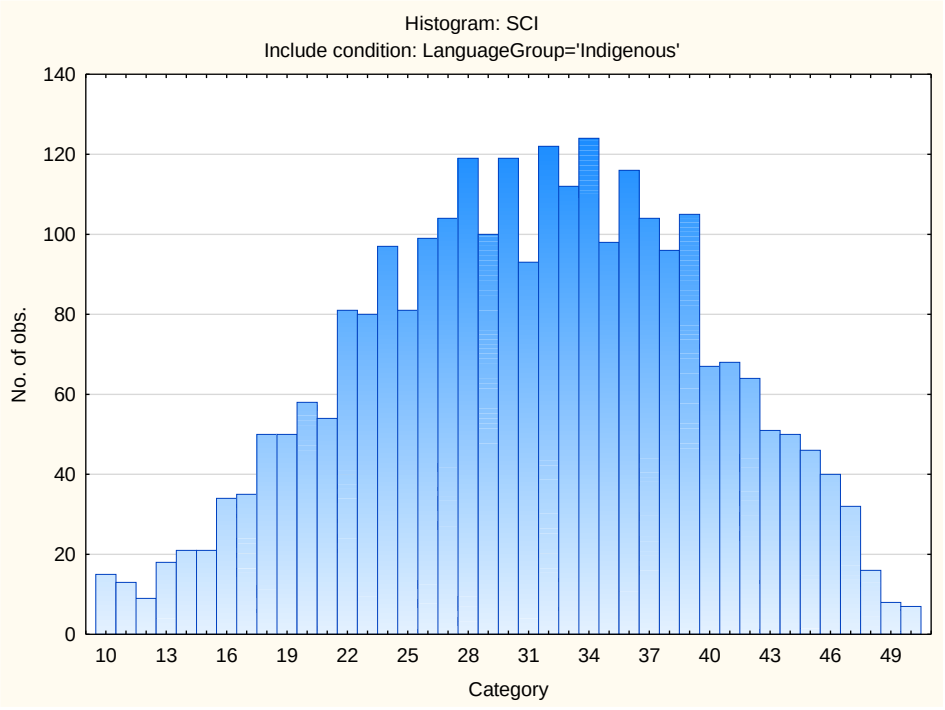
Histogram: SCI
Include condition: LanguageGroup='Indigenous'
No. of obs.
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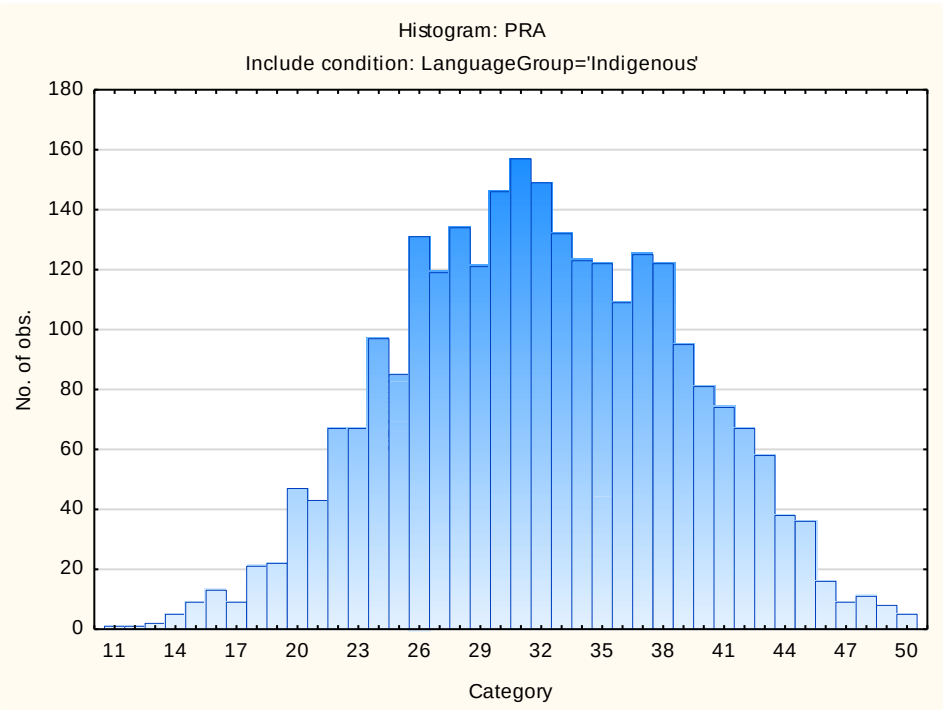
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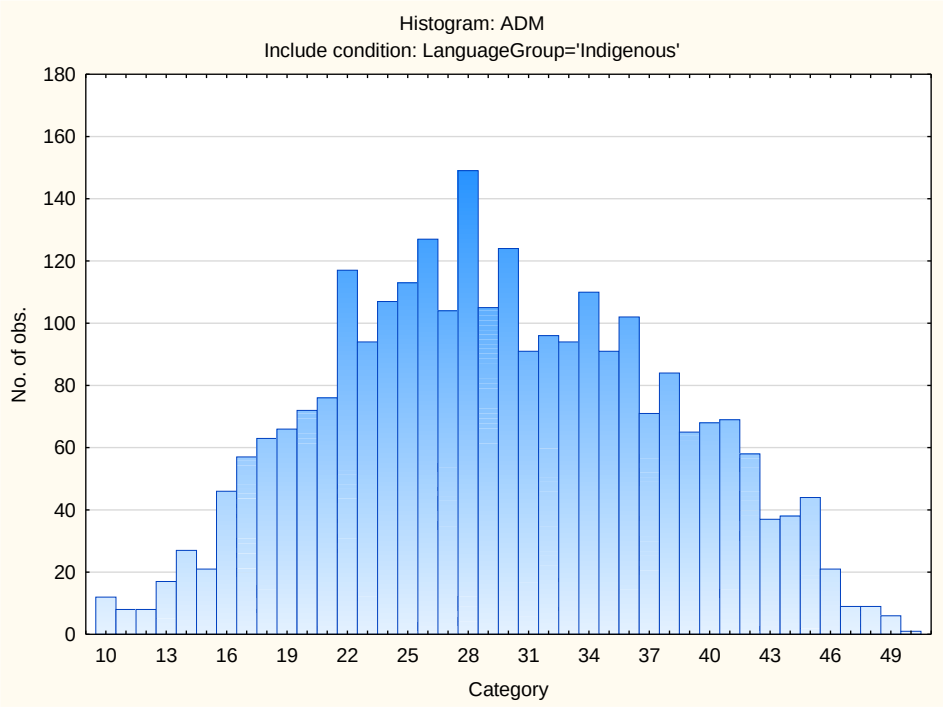
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No. of obs.
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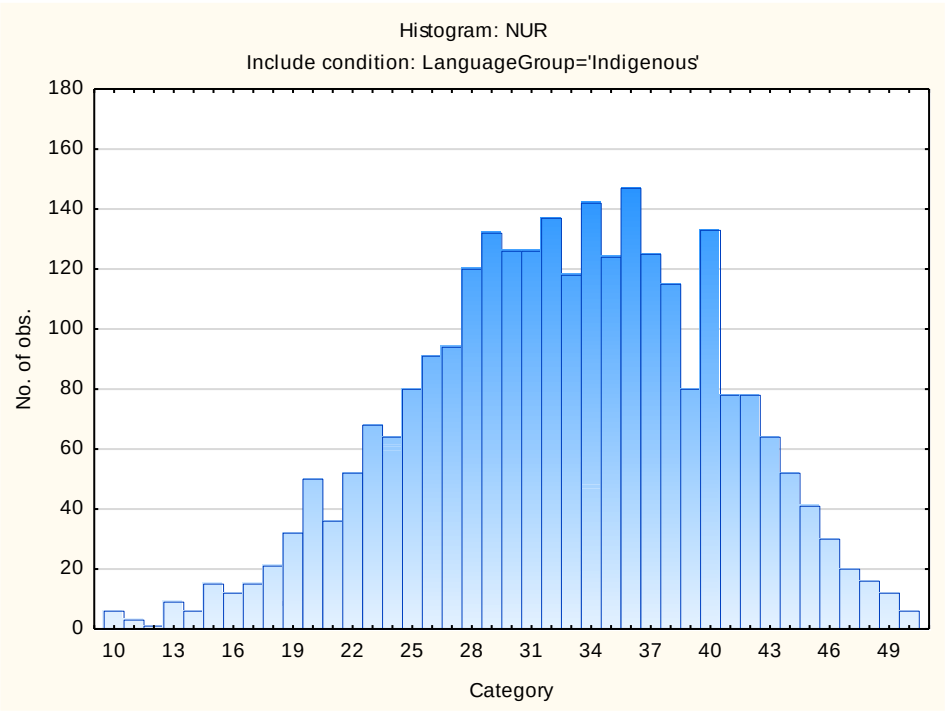
Histogram: NUR
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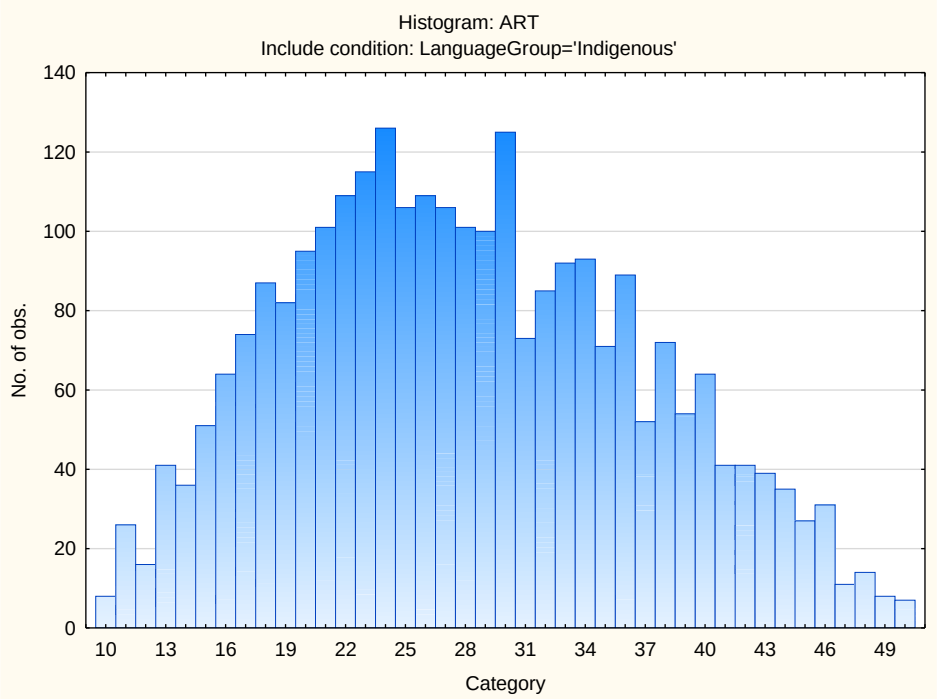
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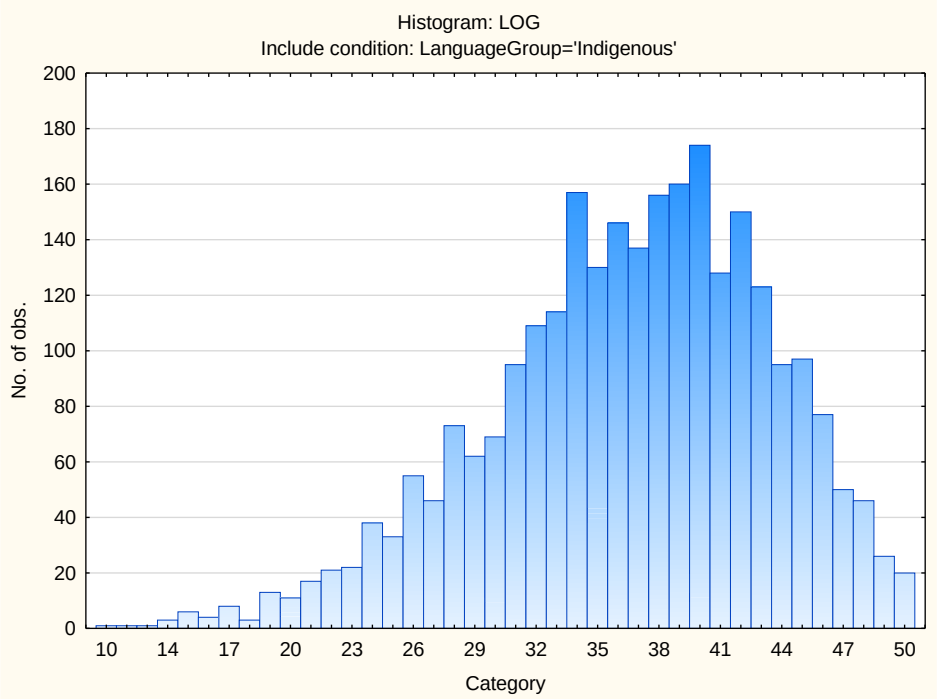
Histogram: LOG
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	13-21	22-24	25-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
PHLEG	Need for Stability	10-14	15-18	19-22	23-26	27-30	31-34	35-37	38-41	42-45	46-50
RAD	Need for Change	10-10	11-12	13-15	16-18	19-21	22-23	24-26	27-29	30-32	33-44
GREGAR	Need for People	14-19	20-23	24-26	27-30	31-34	35-38	39-41	42-45	46-49	50-59
ASSERT	Need for Control	10-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-50
SCI	Scientific	10-15	16-19	20-23	24-26	27-30	31-34	35-37	38-41	42-45	46-50
PRA	Practical	10-14	15-18	19-22	23-26	27-31	32-35	36-39	40-43	44-48	49-50
ADMIN	Administrative	11-18	19-21	22-24	25-28	29-31	32-35	36-38	39-42	43-45	46-50
NUR	Nurturing (caring)	10-12	13-17	18-21	22-25	26-29	30-33	34-37	38-41	42-45	46-50
ART	Artistic	10-17	18-21	22-25	26-28	29-32	33-36	37-40	41-43	44-47	48-50
LOG	Logical (computational)	10-10	11-14	15-19	20-23	24-28	29-32	33-36	37-41	42-45	46-50
PERS	Persuasive	10-22	23-26	27-29	30-33	34-36	37-39	40-43	44-46	47-50	

Occupational Interest Profile (OIP) Norm Group: South Africans, isiXhosa speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	239	239	60,96939	60,9694
M	143	382	36,47959	97,4490
U	10	392	2,55102	100,0000
Missing	0	392	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	141	141	35,96939	35,9694
Tertiary Cert / Trade	43	184	10,96939	46,9388
Tertiary	28	212	7,14286	54,0816
Post Graduate	20	232	5,10204	59,1837
< Matric	137	369	34,94898	94,1327
Missing	23	392	5,86735	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	392	392	100,0000	100,0000
Missing	0	392	0,0000	100,0000

Language Group Composition of the Sample

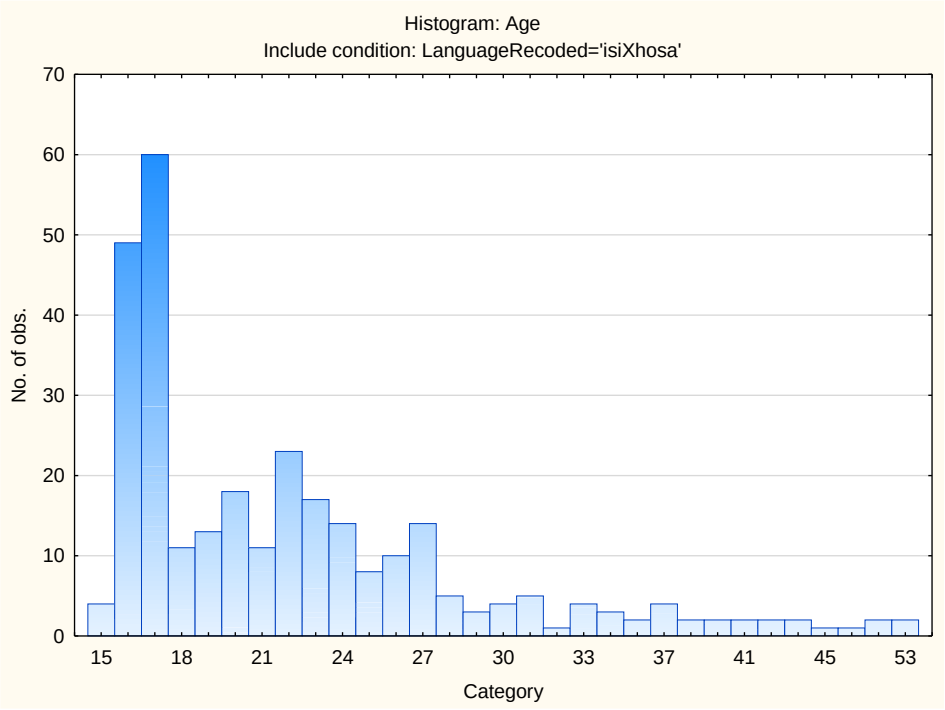
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	392	392	100,0000	100,0000
Missing	0	392	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	374	374	95,40816	95,4082
European	1	375	0,25510	95,6633
Coloured	1	376	0,25510	95,9184
Missing	16	392	4,08163	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,29431	7,337982	15,00000	53,00000	299	93


Histogram: Age
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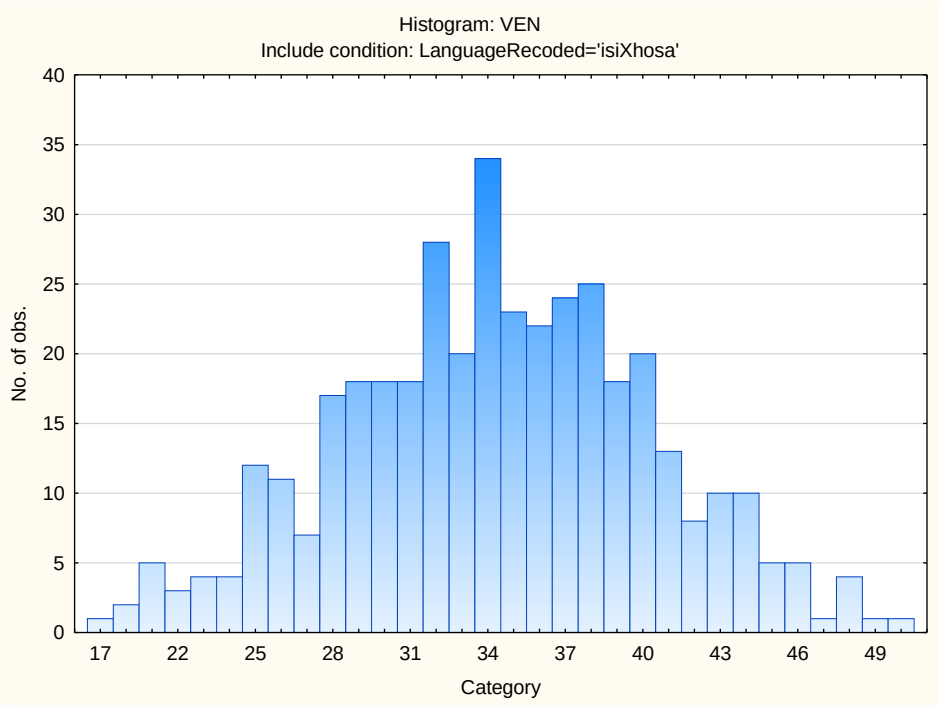
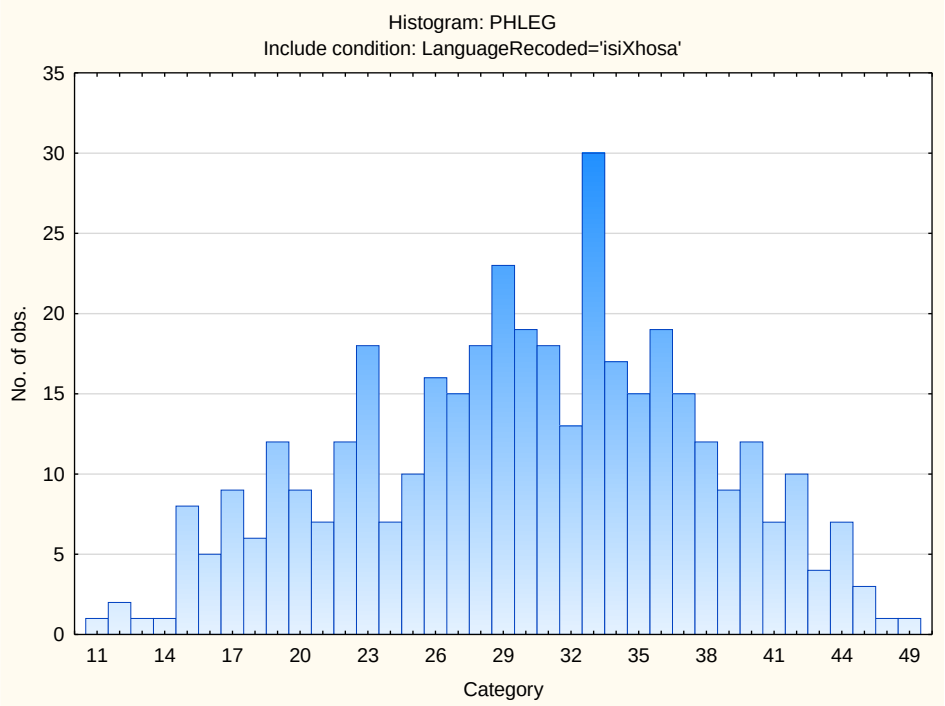
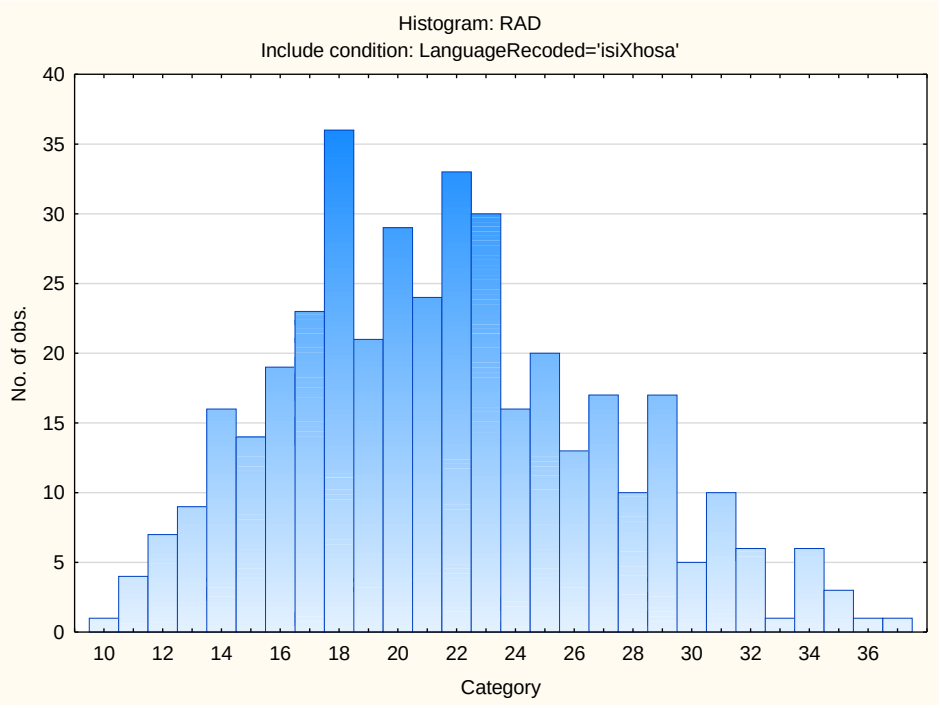
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	34,35714	5,998721	392
PHLEG	Need for Stability	29,96429	7,670567	392
RAD	Need for Change	21,56122	5,446445	392
GREGAR	Need for People	35,27041	7,543113	392
ASSERT	Need for Control	33,75765	6,710296	392
PERS	Persuasive	31,00000	7,329302	392
SCI	Scientific	29,60204	8,293207	392
PRA	Practical	31,54592	7,044465	392
ADMIN	Administrative	29,70918	8,141468	392
NUR	Nurturing (caring)	32,81633	7,618925	392
ART	Artistic	28,54592	8,768867	392
LOG	Logical (computational)	35,48724	6,647873	392

Frequency Distributions for OIP Scales



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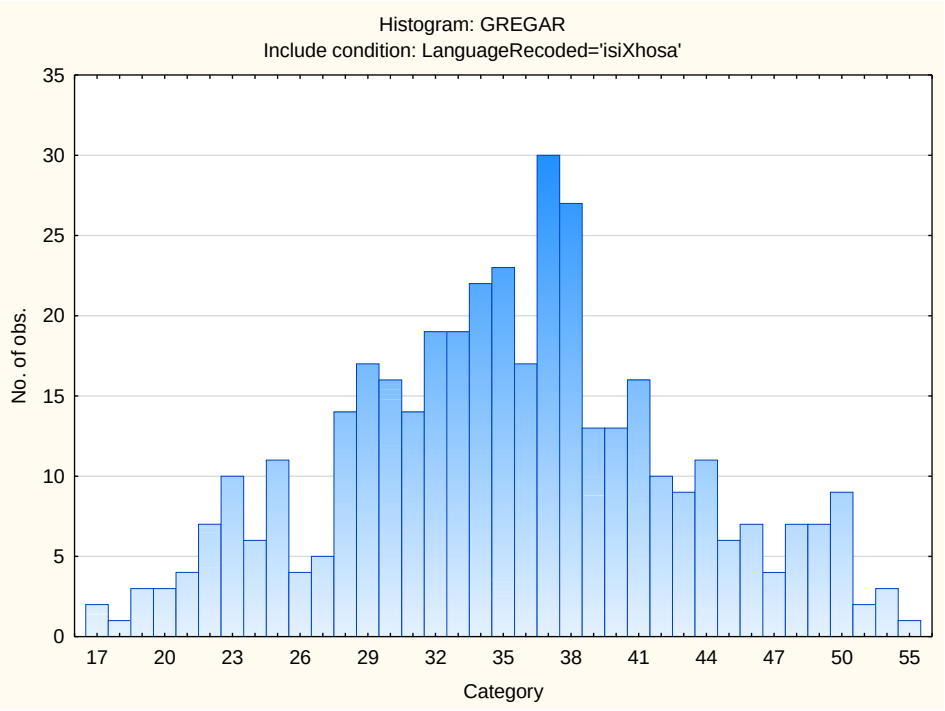
Histogram: GREGAR
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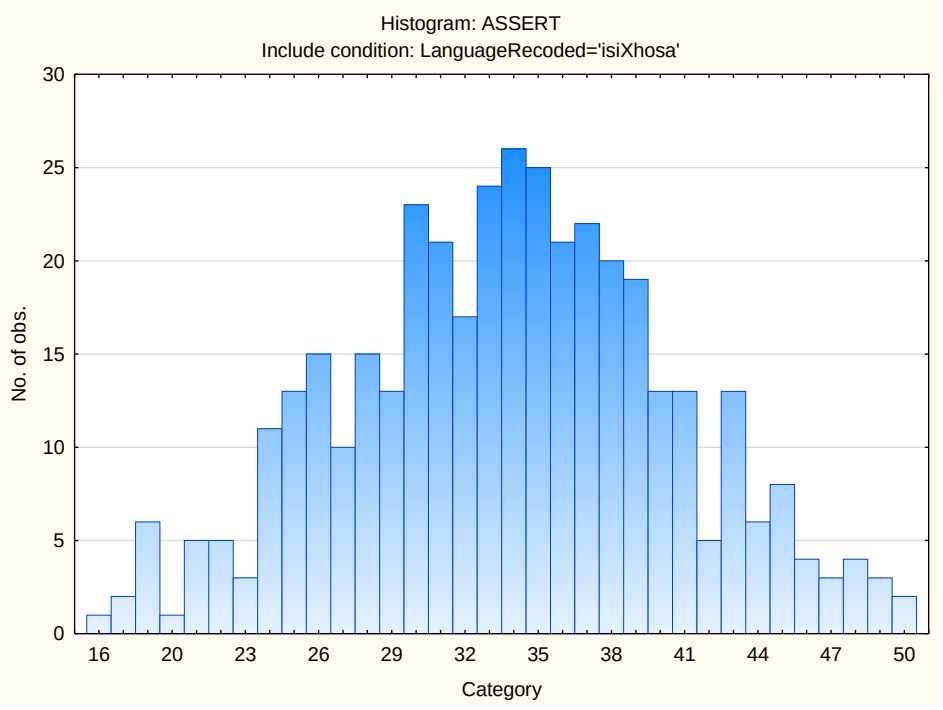
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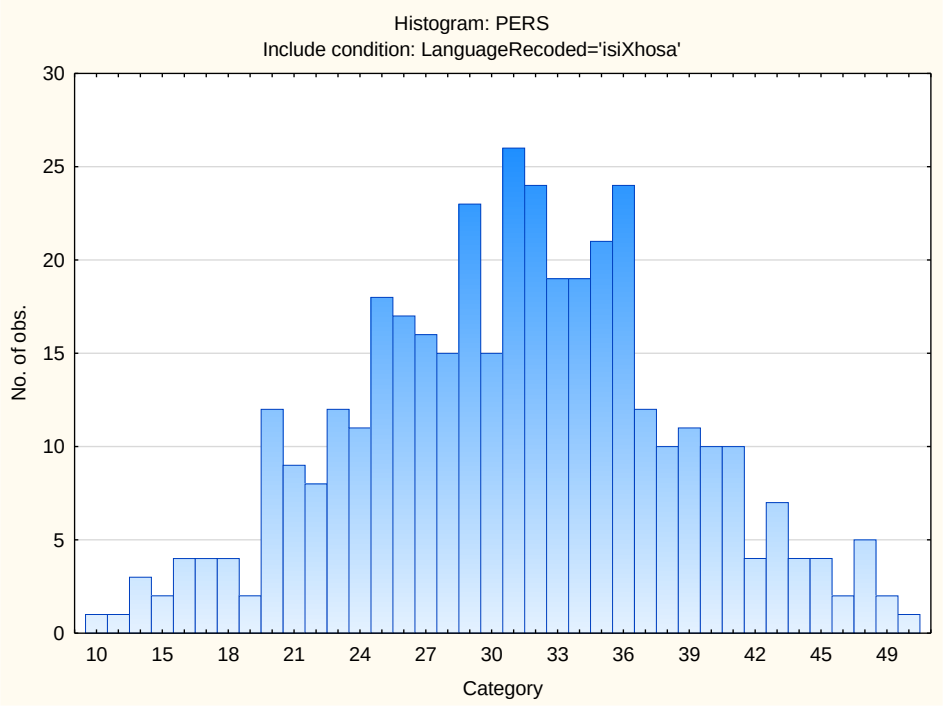
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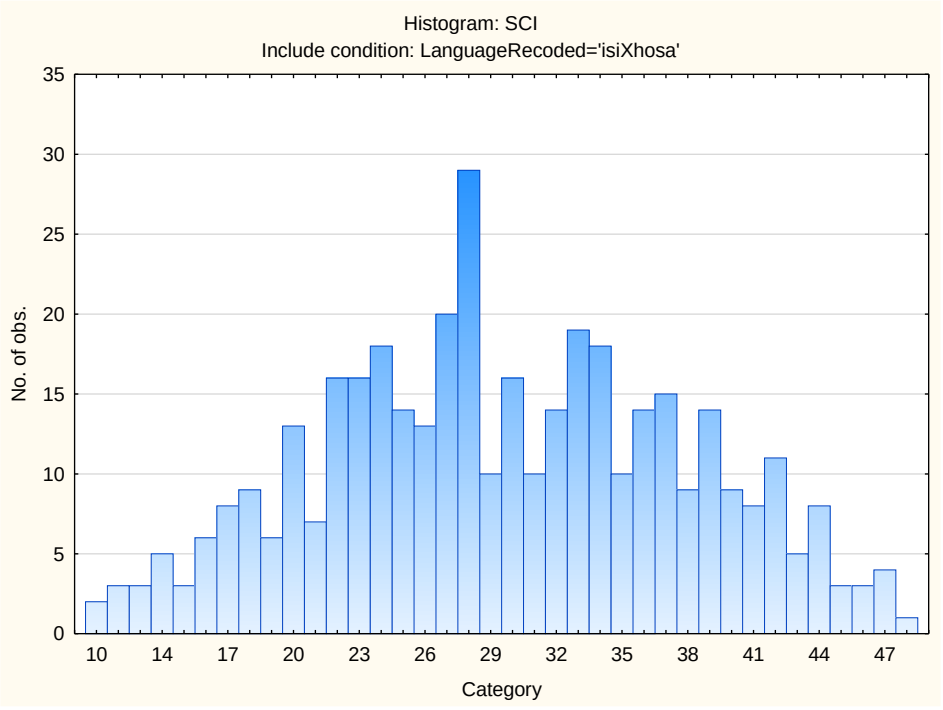
Histogram: SCI
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No. of obs.
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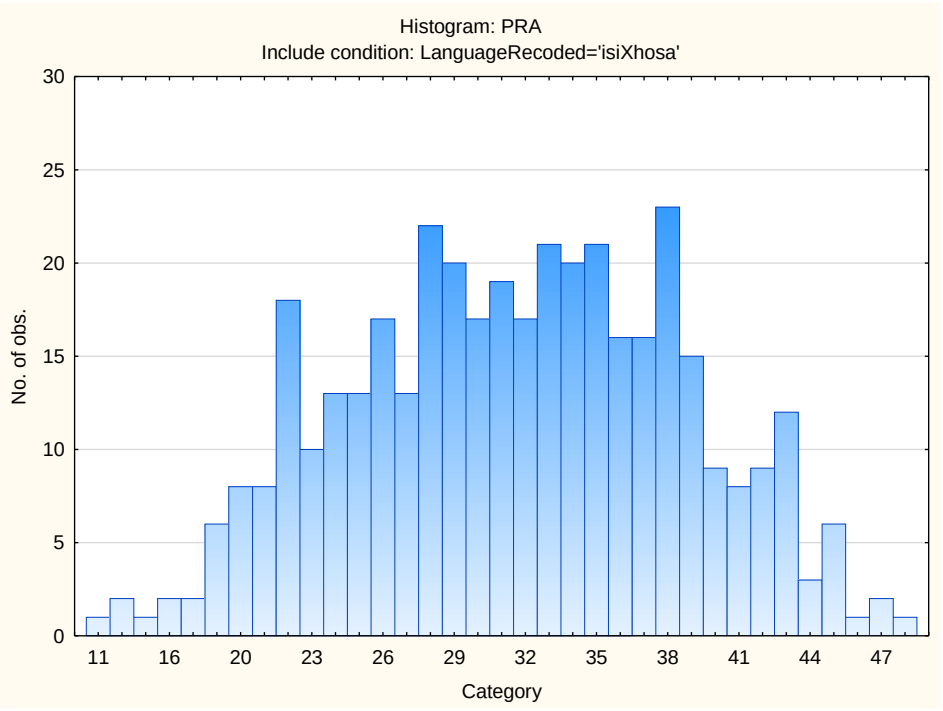
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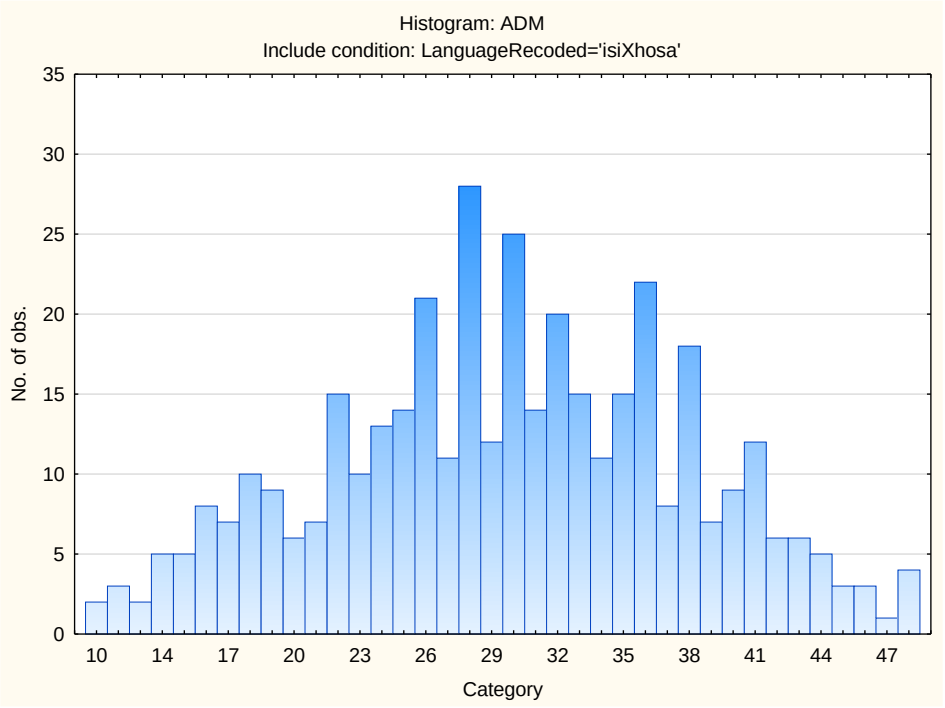
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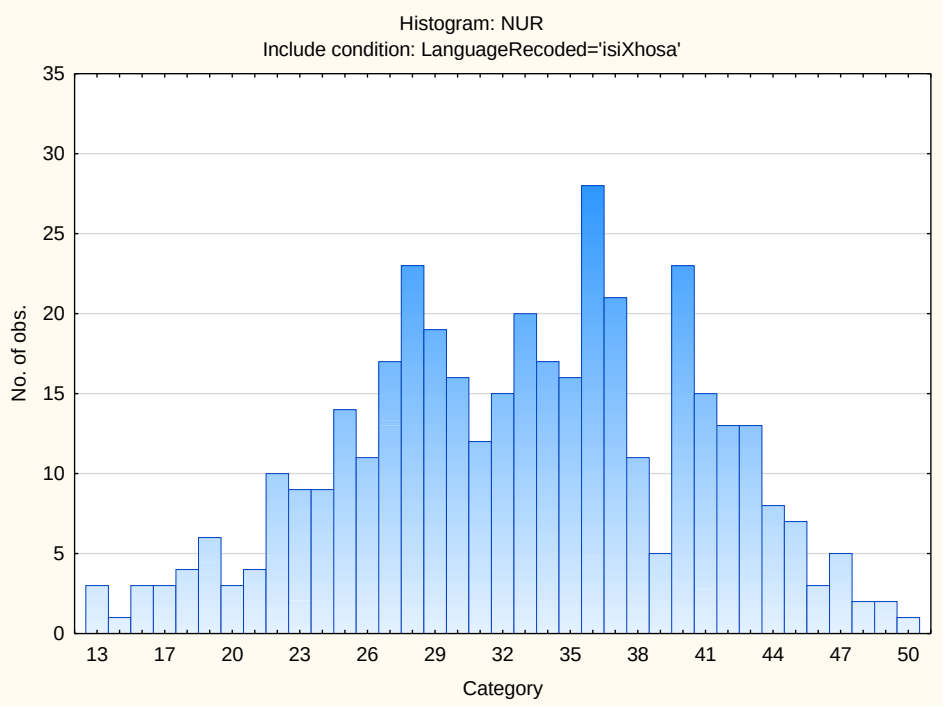
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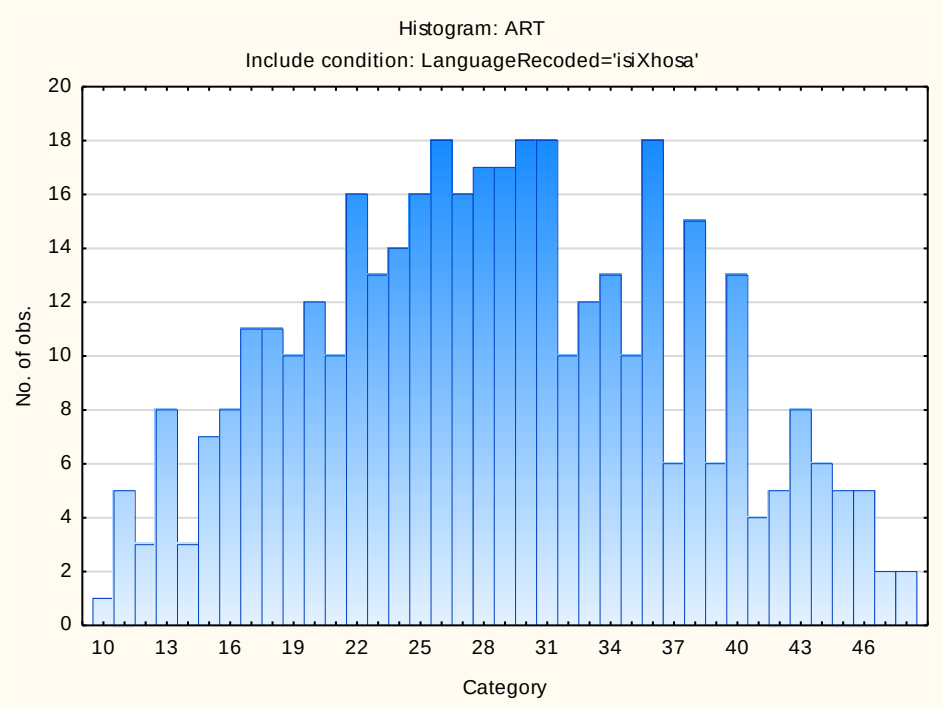
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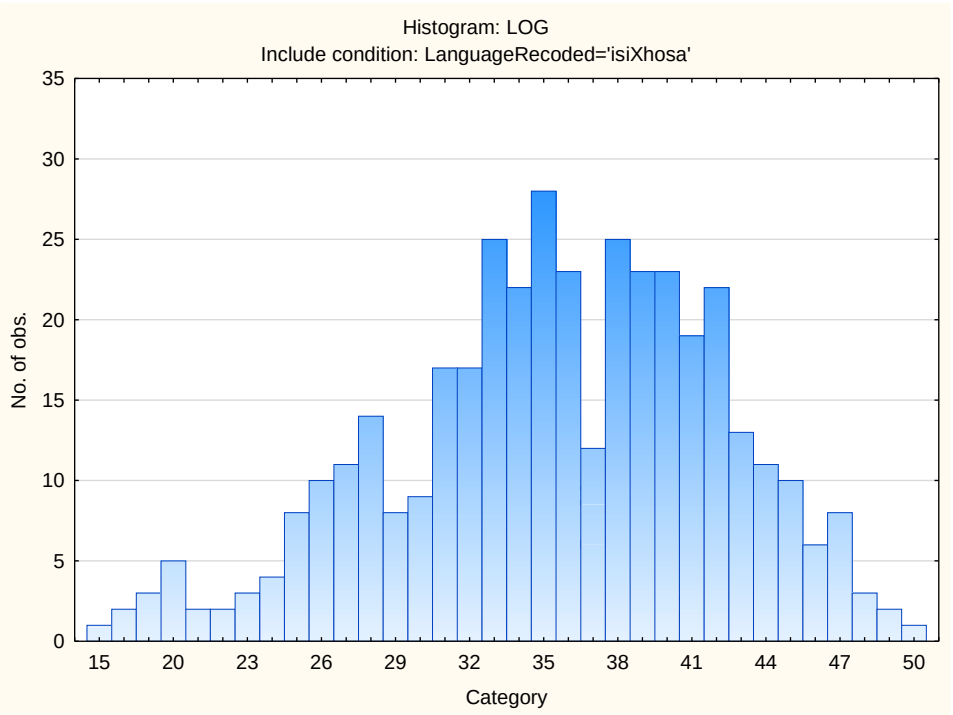
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	17-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
PHLEG	Need for Stability	11-14	15-18	19-22	23-26	27-29	30-33	34-37	38-41	42-45	46-49
RAD	Need for Change	10-10	11-13	14-16	17-18	19-21	22-24	25-27	28-29	30-32	33-37
GREGAR	Need for People	17-20	21-23	24-27	28-31	32-35	36-39	40-42	43-46	47-50	51-55
ASSERT	Need for Control	16-20	21-23	24-27	28-30	31-33	34-37	38-40	41-43	44-47	48-50
PERS	Persuasive	10-16	17-20	21-23	24-27	28-30	31-34	35-38	39-41	42-45	46-50
SCI	Scientific	10-13	14-17	18-21	22-25	26-29	30-33	34-37	38-42	43-46	47-48
PRA	Practical	11-17	18-20	21-24	25-28	29-31	32-35	36-38	39-42	43-45	46-48
ADMIN	Administrative	10-13	14-17	18-21	22-25	26-29	30-33	34-37	38-41	42-45	46-48
NUR	Nurturing (caring)	13-17	18-21	22-25	26-29	30-32	33-36	37-40	41-44	45-48	49-50
ART	Artistic	10-11	12-15	16-19	20-24	25-28	29-32	33-37	38-41	42-46	47-49
LOG	Logical (computational)	15-22	23-25	26-28	29-32	33-35	36-38	39-42	43-45	46-48	49-50

Occupational Interest Profile (OIP) Norm Group: South Africans, isiZulu Speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	423	423	57,39484	57,3948
M	306	729	41,51967	98,9145
U	8	737	1,08548	100,0000
Missing	0	737	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	333	333	45,18318	45,1832
Tertiary Cert / Trade	68	401	9,22659	54,4098
Tertiary	57	458	7,73406	62,1438
Post Graduate	28	486	3,79919	65,9430
< Matric	216	702	29,30801	95,2510
Missing	35	737	4,74898	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	737	737	100,0000	100,0000
Missing	0	737	0,0000	100,0000

Language Group Composition of the Sample

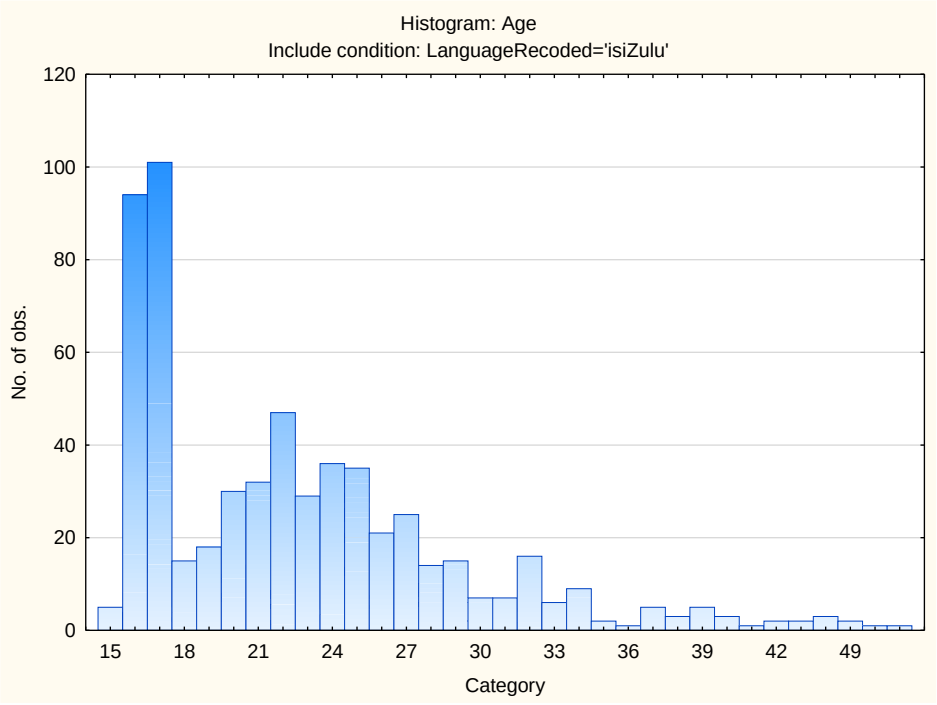
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	737	737	100,0000	100,0000
Missing	0	737	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	701	701	95,11533	95,1153
Asian	1	702	0,13569	95,2510
Missing	35	737	4,74898	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,58347	6,661471	15,00000	57,00000	593	144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15
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27
30
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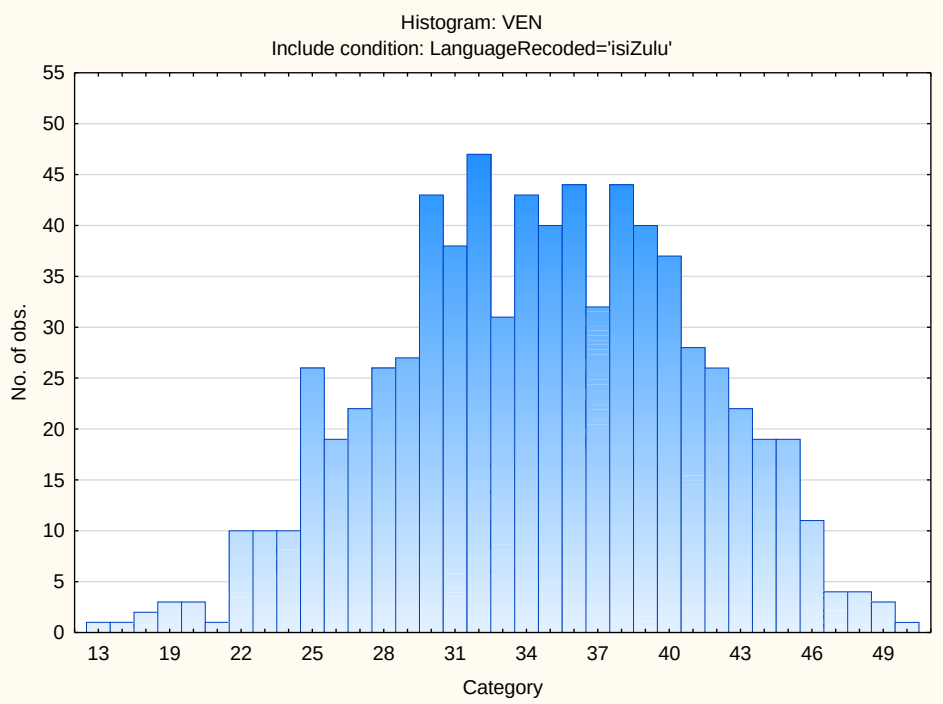
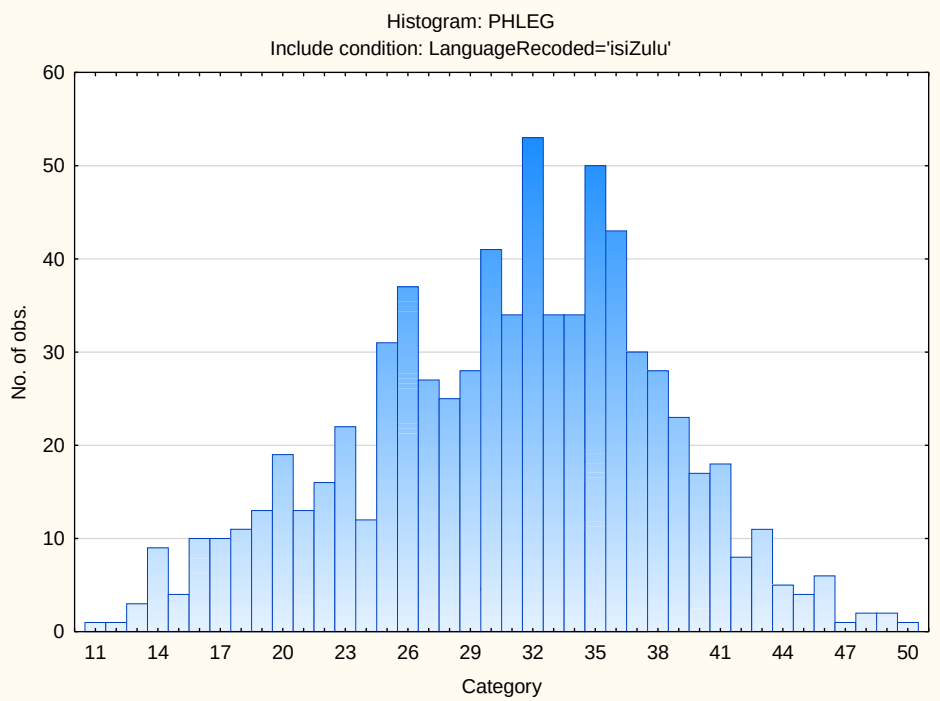
36
39
42
49
Category

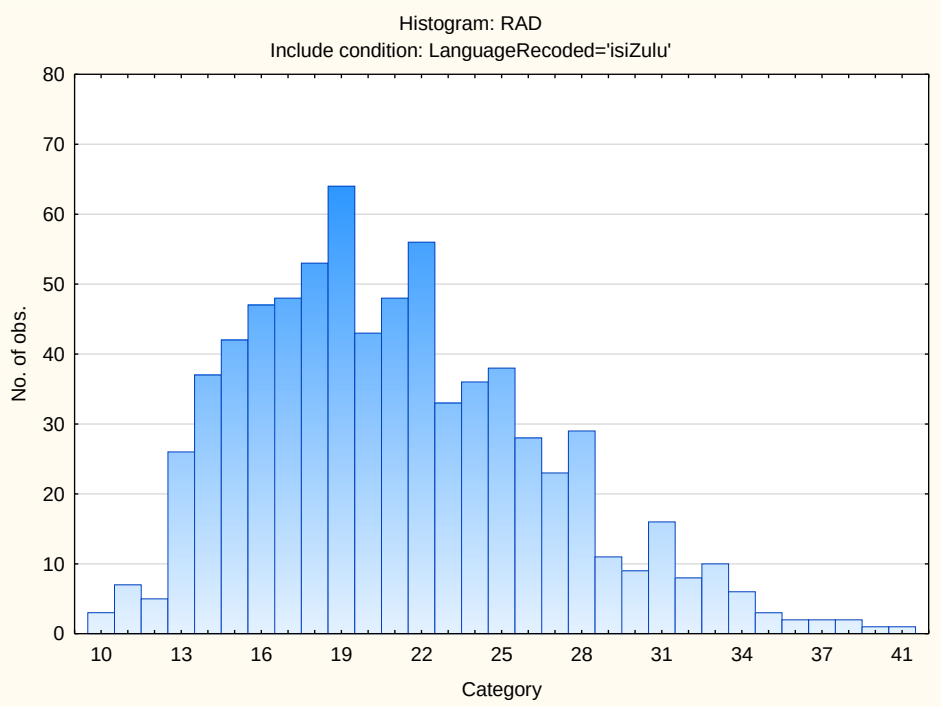
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	34,51425	6,387839	737
PHLEG	Need for Stability	30,69335	7,355187	737
RAD	Need for Change	21,04206	5,539838	737
GREGAR	Need for People	34,86431	7,536184	737
ASSERT	Need for Control	34,01628	7,006771	737
PERS	Persuasive	30,71235	7,604795	737
SCI	Scientific	31,02035	8,852252	737
PRA	Practical	32,09362	6,903502	737
ADMIN	Administrative	29,46540	8,441725	737
NUR	Nurturing (caring)	32,72727	7,514676	737
ART	Artistic	28,27001	8,678377	737
LOG	Logical (computational)	36,69742	6,862937	737

Frequency Distributions for OIP Scales



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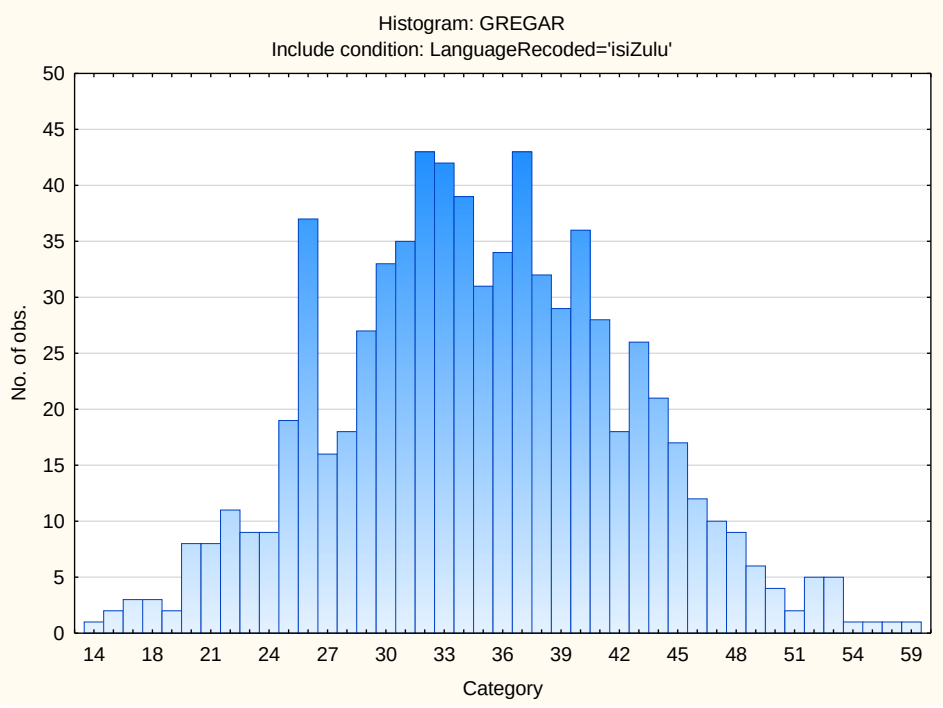
Histogram: GREGAR
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No. of obs.
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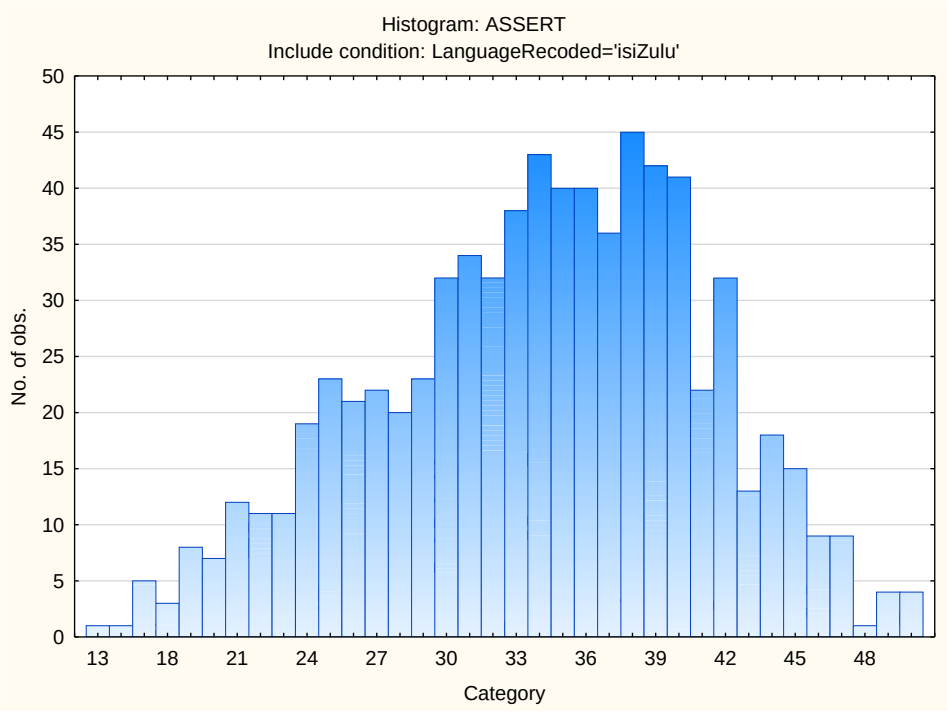
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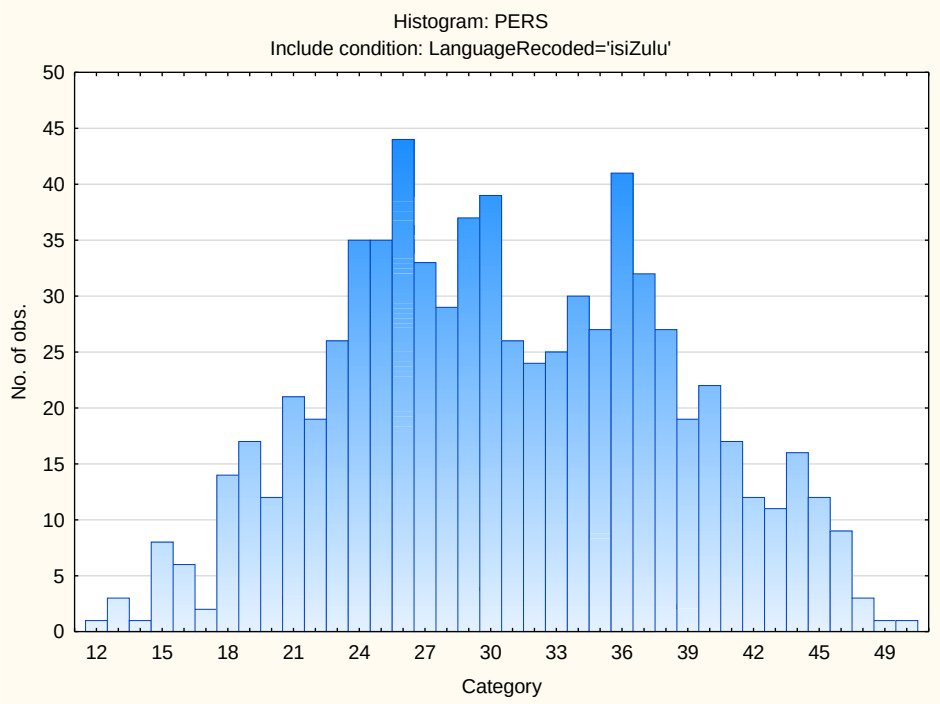
Histogram: PERS
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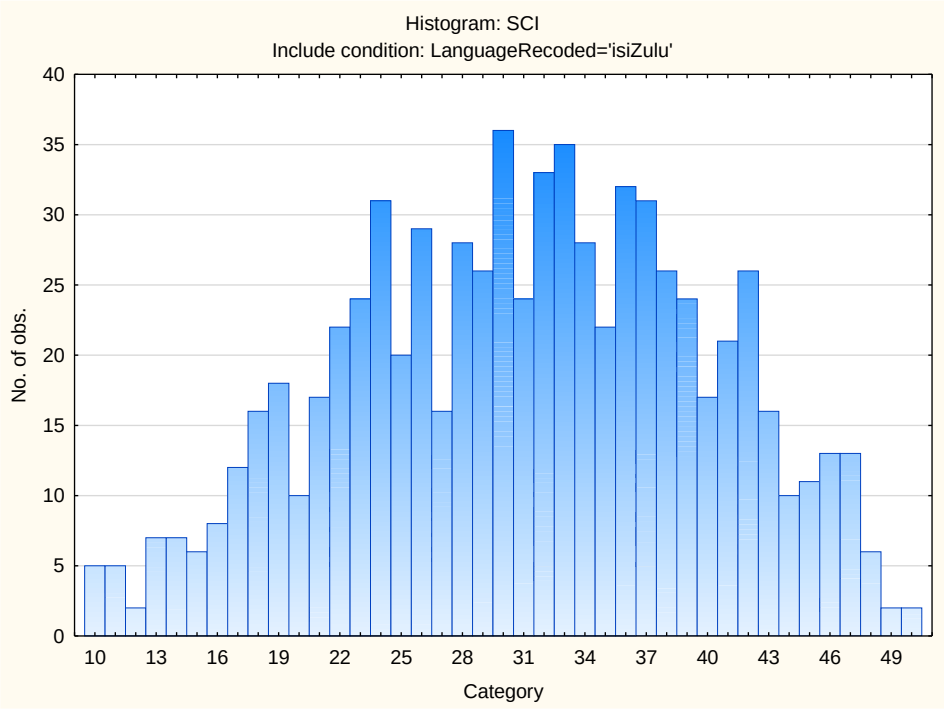
Histogram: SCI
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No. of obs.
Category
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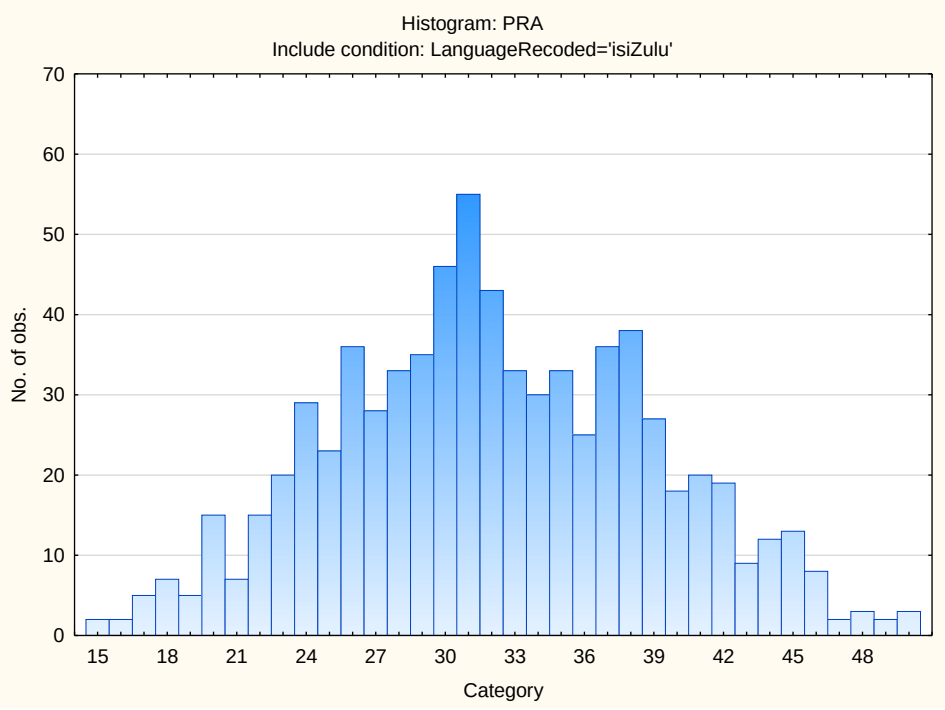
Histogram: PRA
Include condition: LanguageRecoded='isiZulu'
No. of obs.
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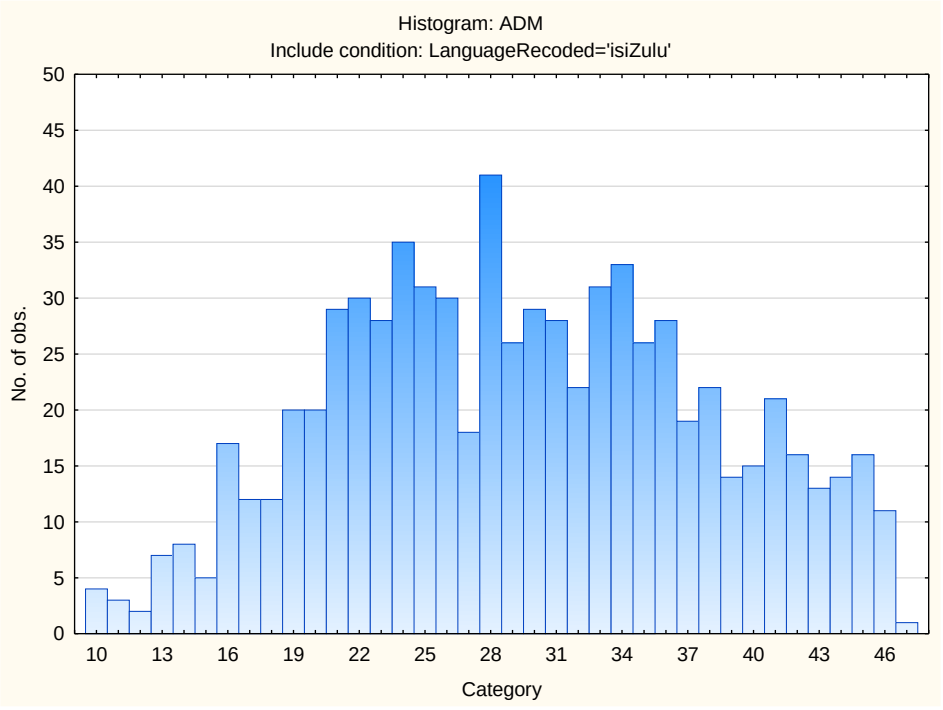
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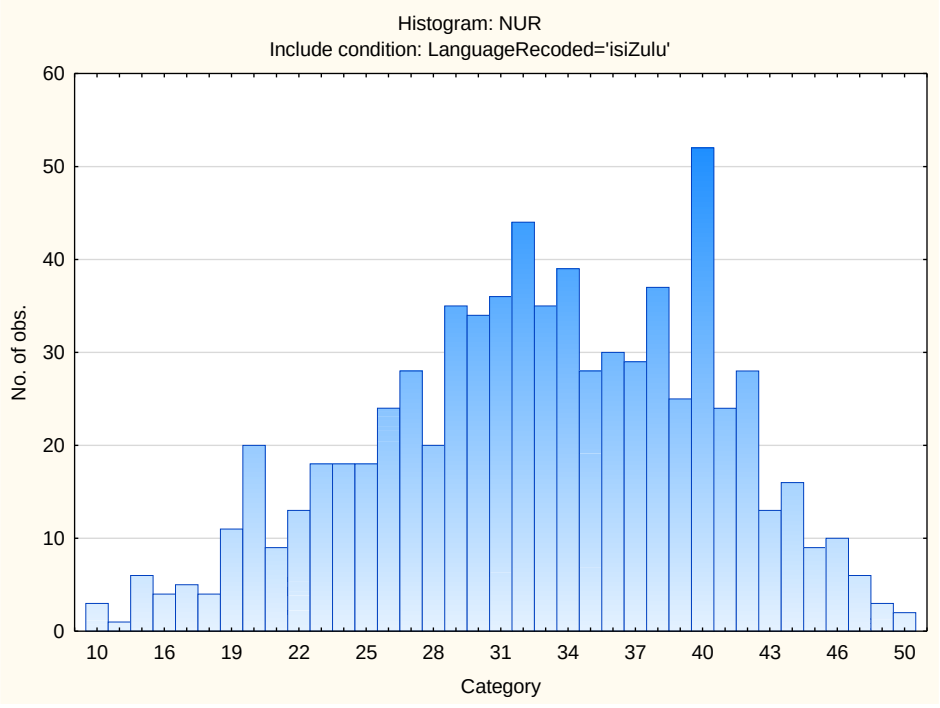
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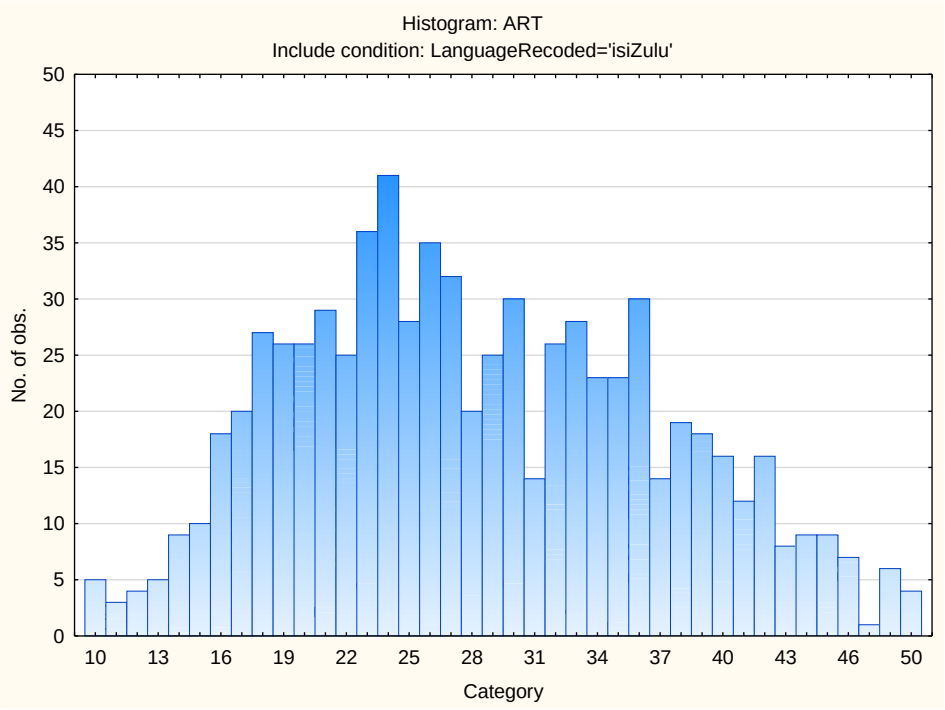
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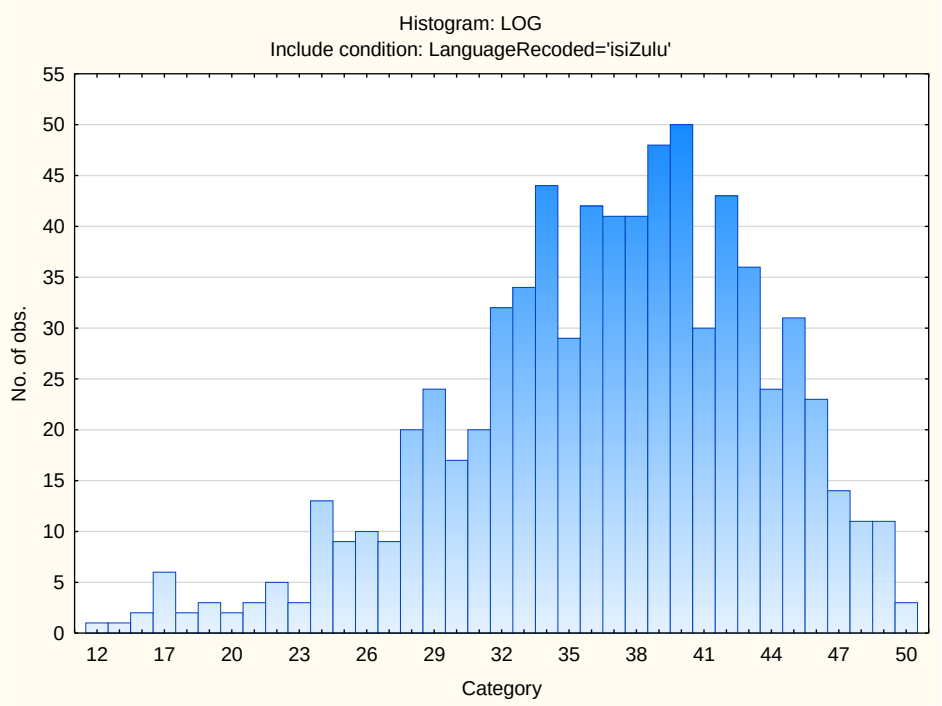
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	13-21	22-24	25-28	29-31	32-34	35-37	38-40	41-44	45-47	48-50
PHLEG	Need for Stability	11-15	16-19	20-23	24-27	28-30	31-34	35-38	39-41	42-45	46-50
RAD	Need for Change	10-9	10-12	13-15	16-18	19-21	22-23	24-26	27-29	30-32	33-41
GREGAR	Need for People	14-19	20-23	24-27	28-31	32-34	35-38	39-42	43-46	47-49	50-59
ASSERT	Need for Control	13-20	21-23	24-27	28-30	31-34	35-37	38-41	42-44	45-48	49-50
PERS	Persuasive	12-15	16-19	20-23	24-26	27-30	31-34	35-38	39-42	43-45	46-50
SCI	Scientific	10-13	14-17	18-22	23-26	27-31	32-35	36-39	40-44	45-48	49-50
PRA	Practical	15-18	19-21	22-25	26-28	29-32	33-35	36-38	39-42	43-45	46-50
ADMIN	Administrative	10-12	13-16	17-21	22-25	26-29	30-33	34-37	38-42	43-46	47-49
NUR	Nurturing (caring)	10-17	18-21	22-25	26-28	29-32	33-36	37-40	41-43	44-47	48-50
ART	Artistic	10-10	11-15	16-19	20-23	24-28	29-32	33-36	37-41	42-45	46-50
LOG	Logical (computational)	12-22	23-26	27-29	30-33	34-36	37-40	41-43	44-46	47-50	

Occupational Interest Profile (OIP) Norm Group: South Africans, Sepedi speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	336	336	66,40316	66,4032
M	165	501	32,60870	99,0119
U	5	506	0,98814	100,0000
Missing	0	506	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	131	131	25,88933	25,8893
Tertiary Cert / Trade	25	156	4,94071	30,8300
Tertiary	25	181	4,94071	35,7708
Post Graduate	21	202	4,15020	39,9209
< Matric	288	490	56,91700	96,8379
Missing	16	506	3,16206	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	506	506	100,0000	100,0000
Missing	0	506	0,0000	100,0000

Language Group Composition of the Sample

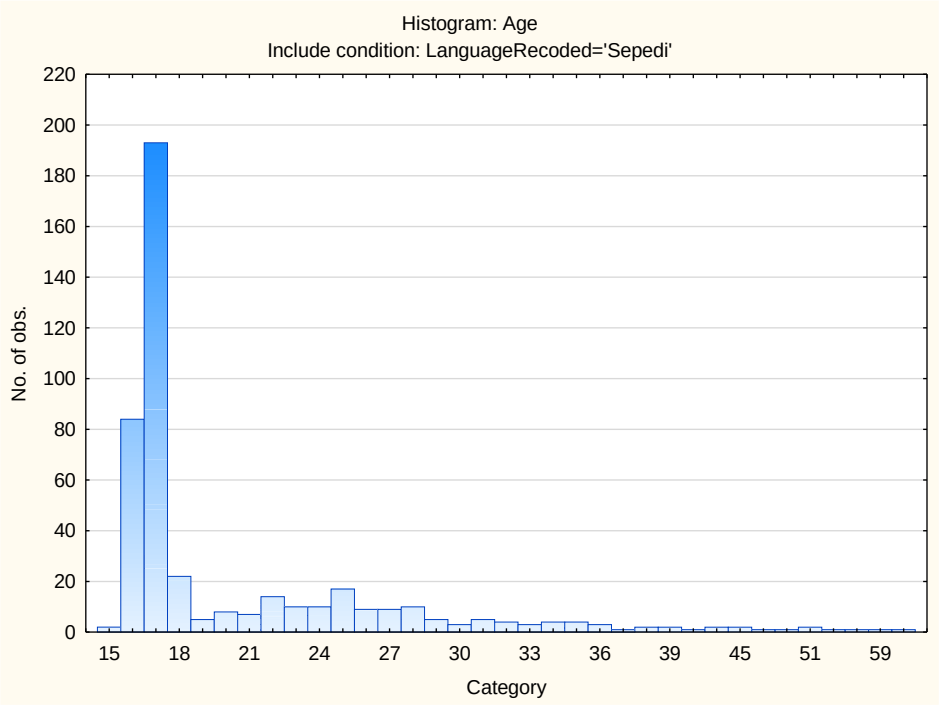
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	506	506	100,0000	100,0000
Missing	0	506	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	493	493	97,43083	97,4308
European	1	494	0,19763	97,6285
Coloured	1	495	0,19763	97,8261
Asian	2	497	0,39526	98,2213
Missing	9	506	1,77866	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20,58797	7,205958	15,00000	60,00000	449	57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18
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36
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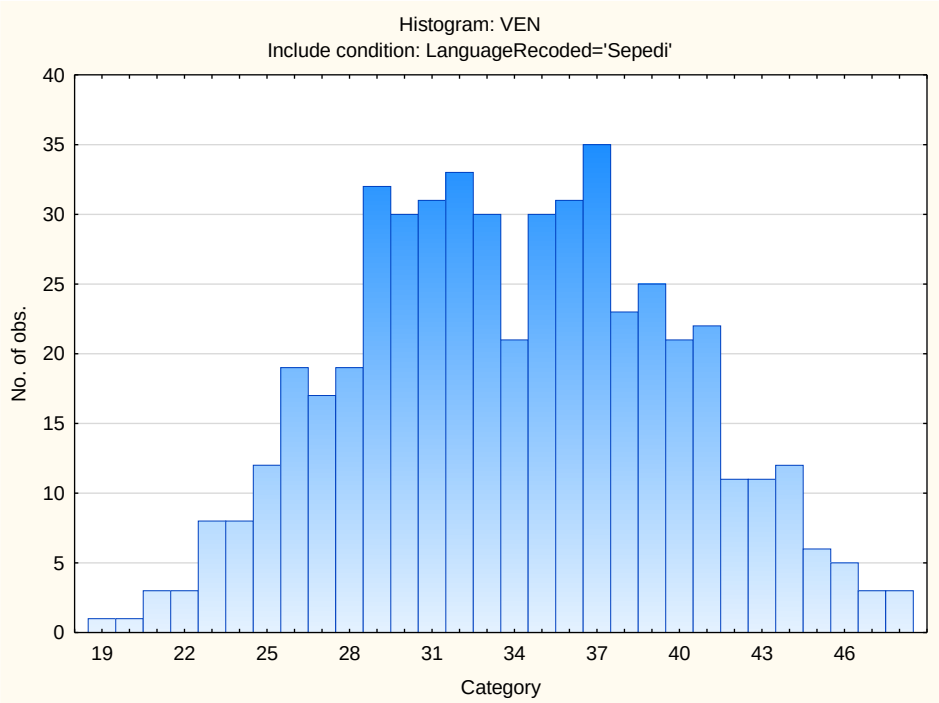
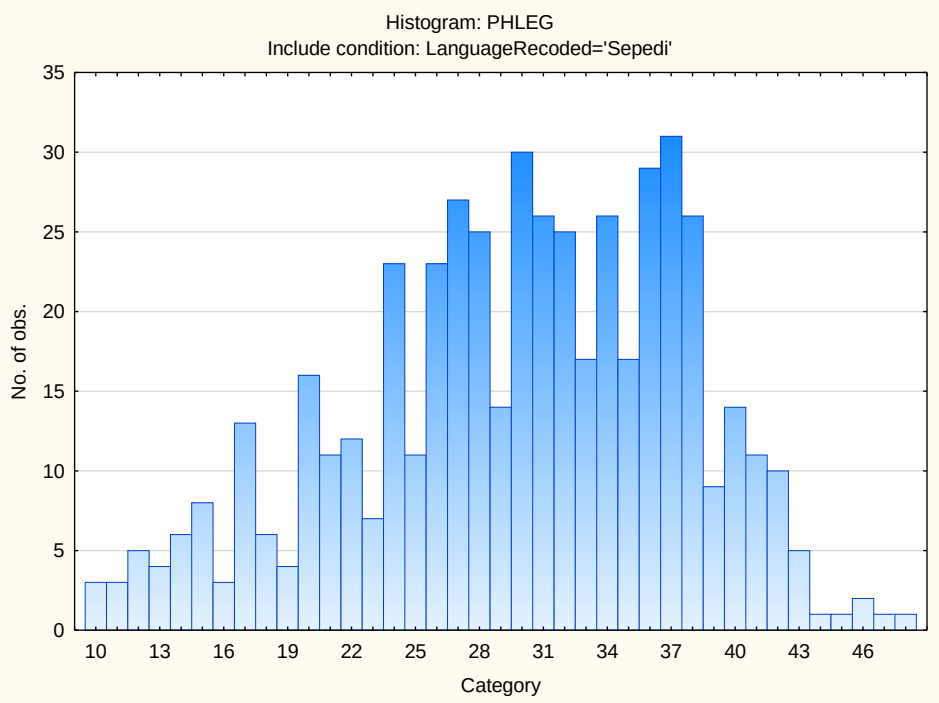
45
51
59
Category

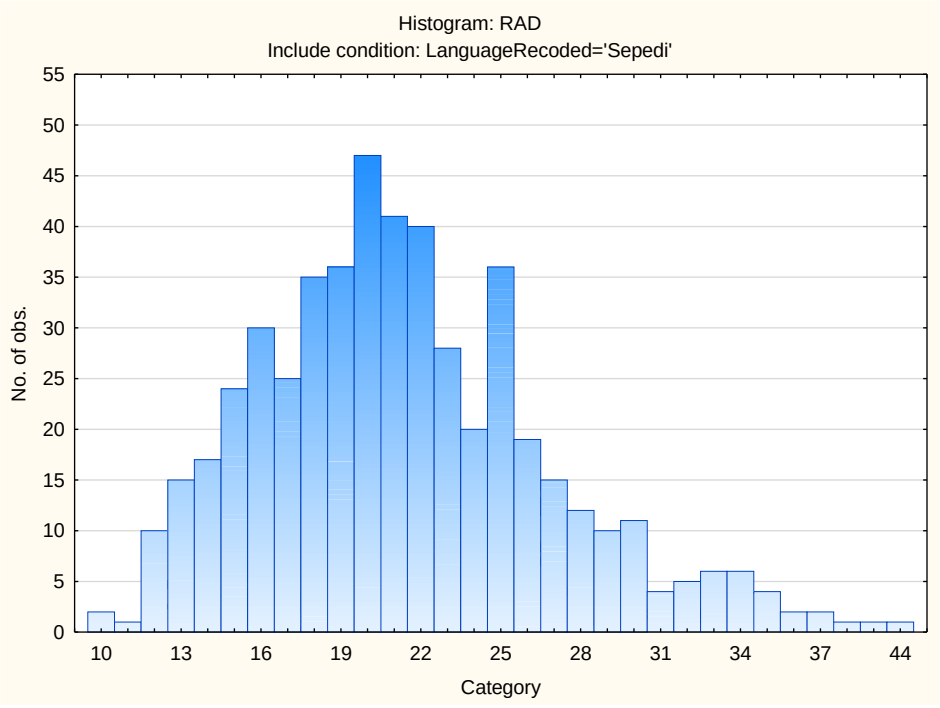
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	506	33,94862	5,833441
PHLEG	Need for Stability	506	29,77470	7,780442
RAD	Need for Change	506	21,37549	5,487458
GREGAR	Need for People	506	33,30237	7,115279
ASSERT	Need for Control	506	33,72134	7,432829
PERS	Persuasive	506	28,79644	7,360590
SCI	Scientific	506	32,39130	8,040802
PRA	Practical	506	31,51779	6,854115
ADMIN	Administrative	506	28,59091	8,116030
NUR	Nurturing (caring)	506	32,29447	7,227988
ART	Artistic	506	26,61265	8,569816
LOG	Logical (computational)	506	37,08893	6,853921

Frequency Distributions for OIP Scales



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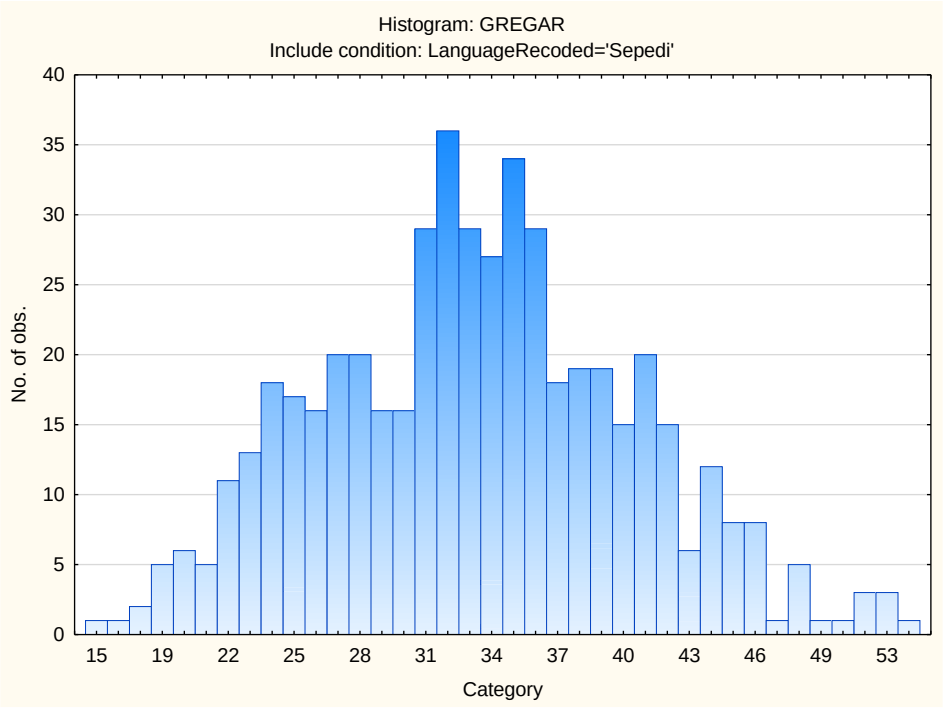
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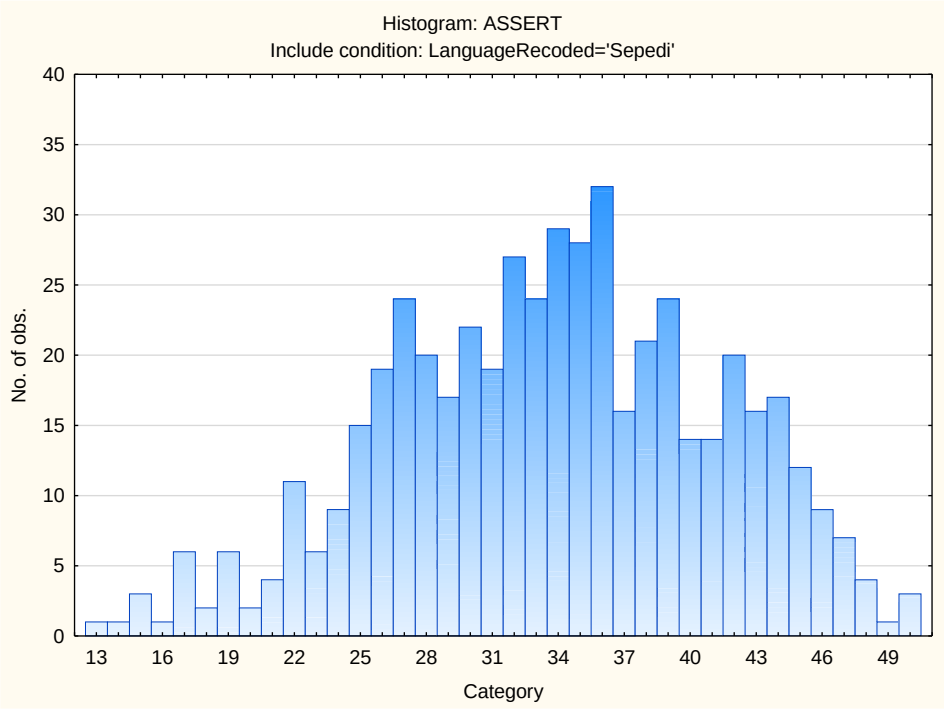
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No. of obs.
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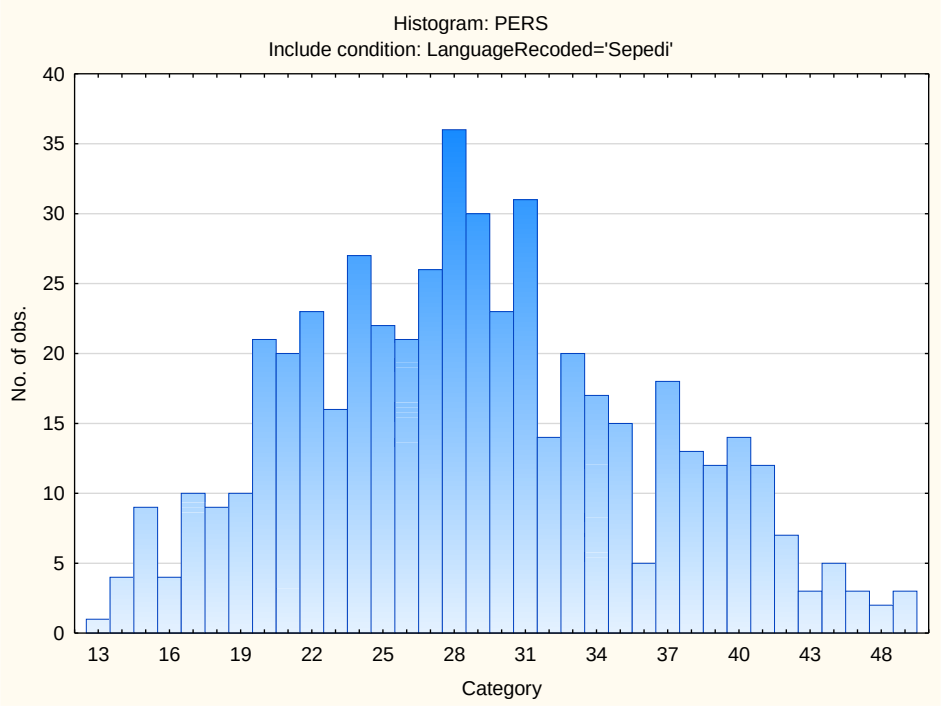
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Category
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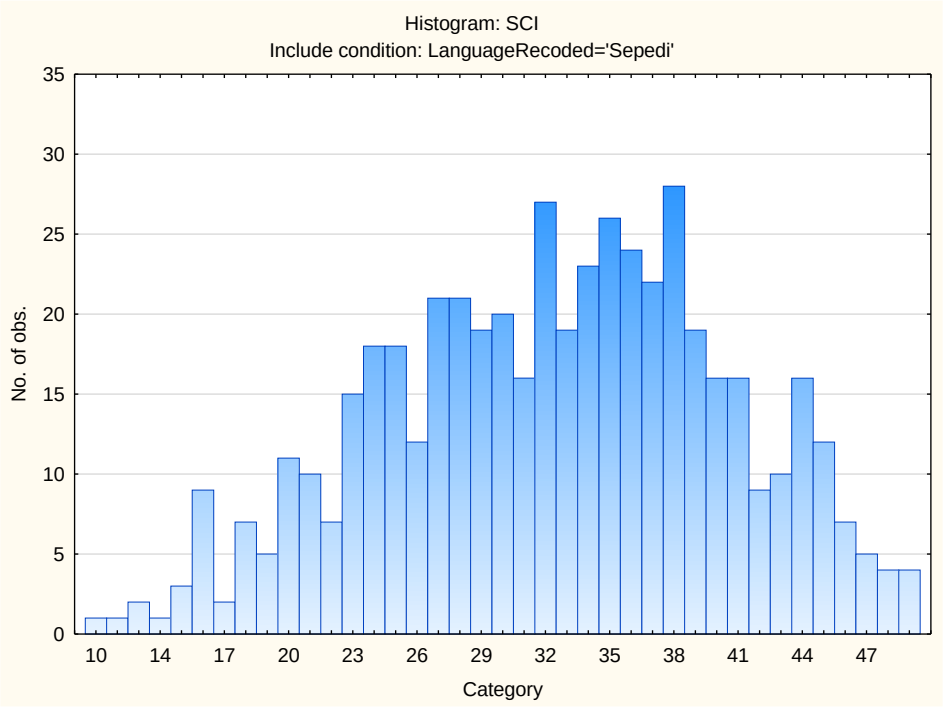
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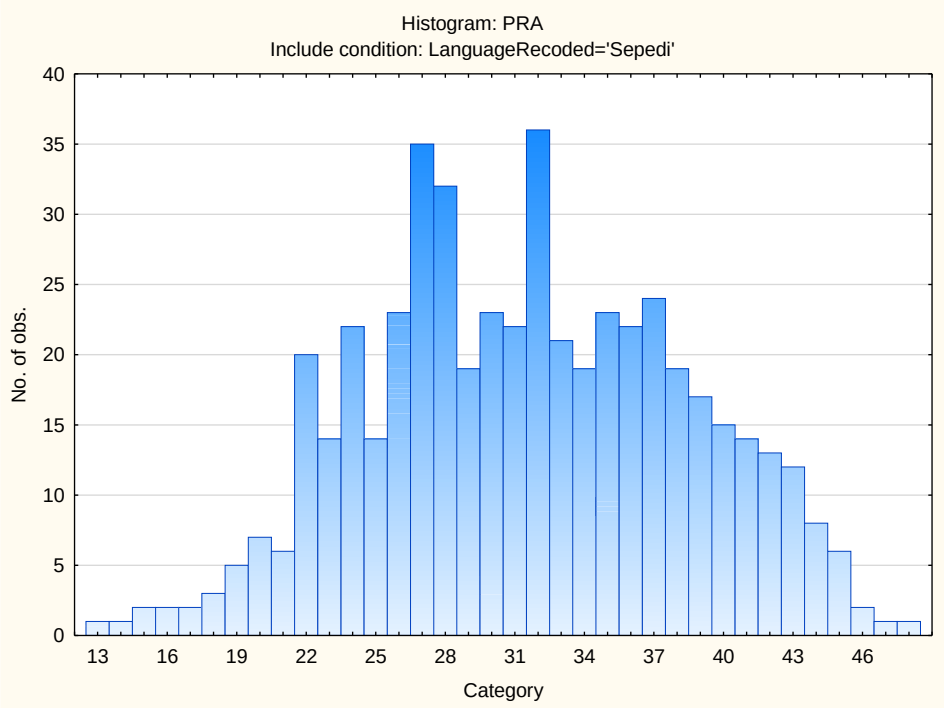
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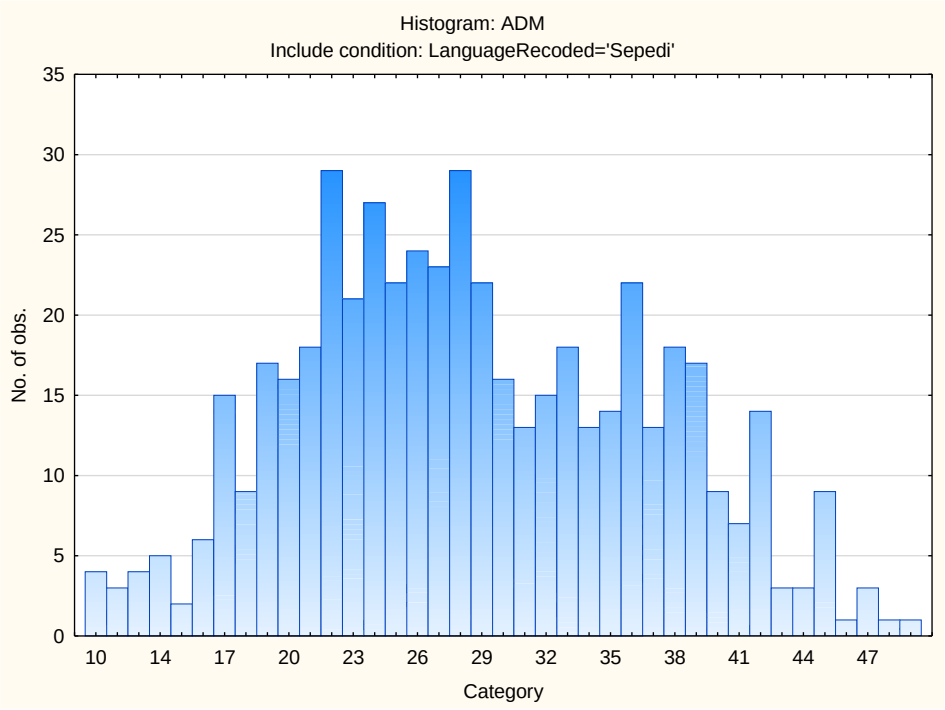
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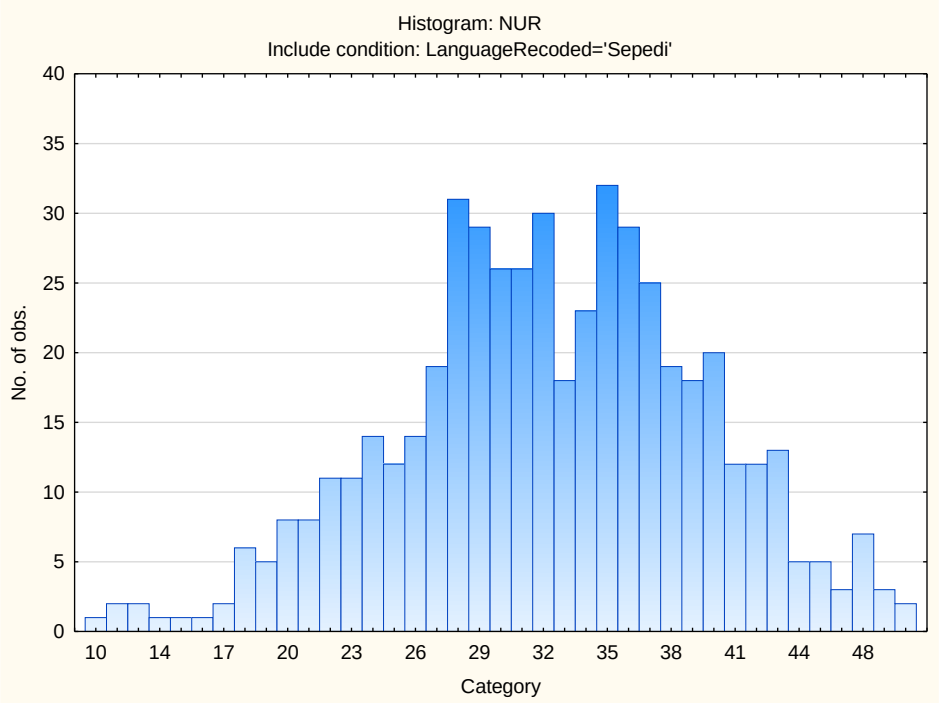
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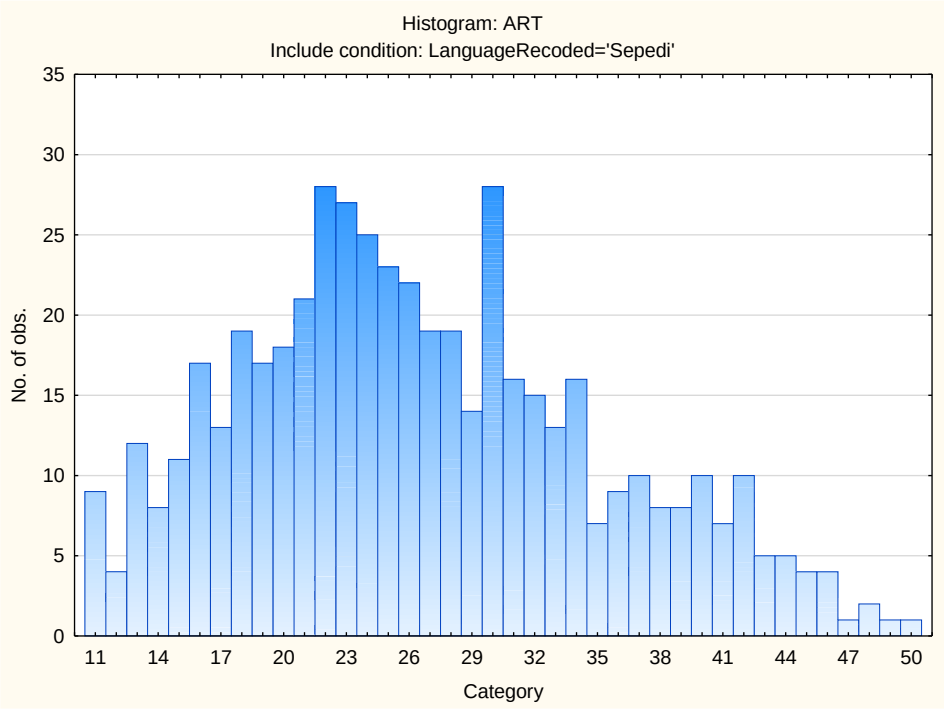
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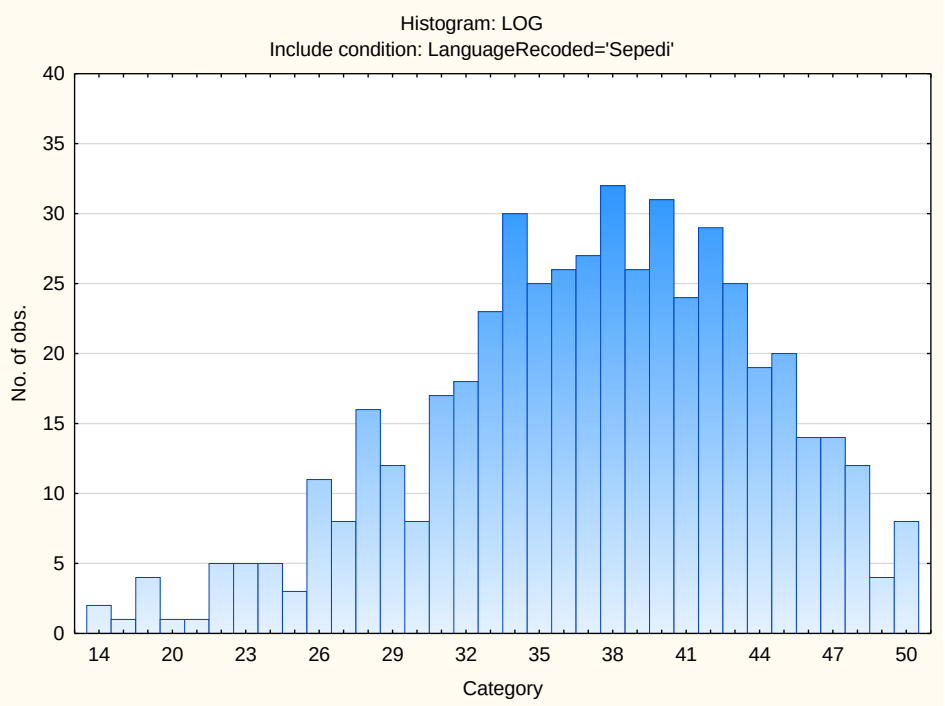
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	19-22	23-25	26-28	29-31	32-33	34-36	37-39	40-42	43-45	46-48
PHLEG	Need for Stability	10-14	15-18	19-21	22-25	26-29	30-33	34-37	38-41	42-45	46-48
RAD	Need for Change	10-10	11-13	14-15	16-18	19-21	22-24	25-26	27-29	30-32	33-44
GREGAR	Need for People	15-19	20-22	23-26	27-29	30-33	34-36	37-40	41-43	44-47	48-54
ASSERT	Need for Control	13-18	19-22	23-26	27-30	31-33	34-37	38-41	42-44	45-48	49-50
SCI	Scientific	13-14	15-17	18-21	22-25	26-28	29-32	33-36	37-39	40-43	44-49
PRA	Practical	10-16	17-20	21-24	25-28	29-32	33-36	37-40	41-44	45-48	49-49
ADMIN	Administrative	13-17	18-21	22-24	25-28	29-31	32-34	35-38	39-41	42-45	46-49
NUR	Nurturing (caring)	10-12	13-16	17-20	21-24	25-28	29-32	33-36	37-40	41-44	45-49
ART	Artistic	10-17	18-21	22-25	26-28	29-32	33-35	36-39	40-43	44-46	47-50
LOG	Logical (computational)	11-10	11-13	14-18	19-22	23-26	27-30	31-35	36-39	40-43	44-50
PERS	Persuasive	14-23	24-26	27-30	31-33	34-37	38-40	41-43	44-47	48-50	

Occupational Interest Profile (OIP) Norm Group: South Africans, Sesotho speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	203	203	63,83648	63,8365
M	112	315	35,22013	99,0566
U	3	318	0,94340	100,0000
Missing	0	318	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	127	127	39,93711	39,9371
Tertiary Cert / Trade	28	155	8,80503	48,7421
Tertiary	22	177	6,91824	55,6604
Post Graduate	14	191	4,40252	60,0629
< Matric	101	292	31,76101	91,8239
Missing	26	318	8,17610	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	318	318	100,0000	100,0000
Missing	0	318	0,0000	100,0000

Language Group Composition of the Sample

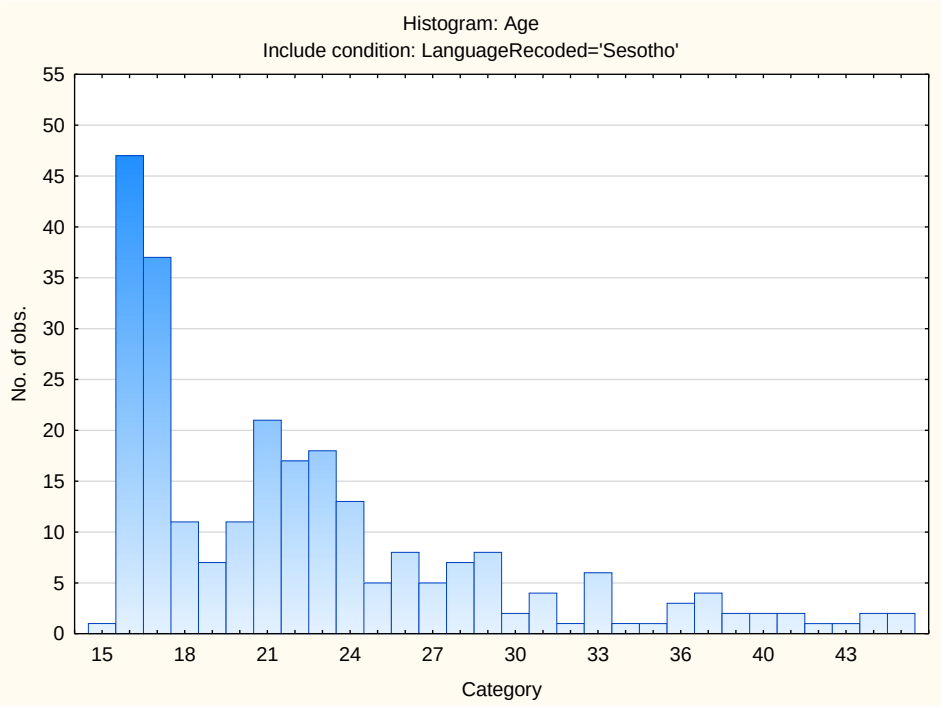
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	318	318	100,0000	100,0000
Missing	0	318	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	307	307	96,54088	96,5409
European	2	309	0,62893	97,1698
Coloured	1	310	0,31447	97,4843
Missing	8	318	2,51572	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,49600	6,868968	15,00000	45,00000	250	68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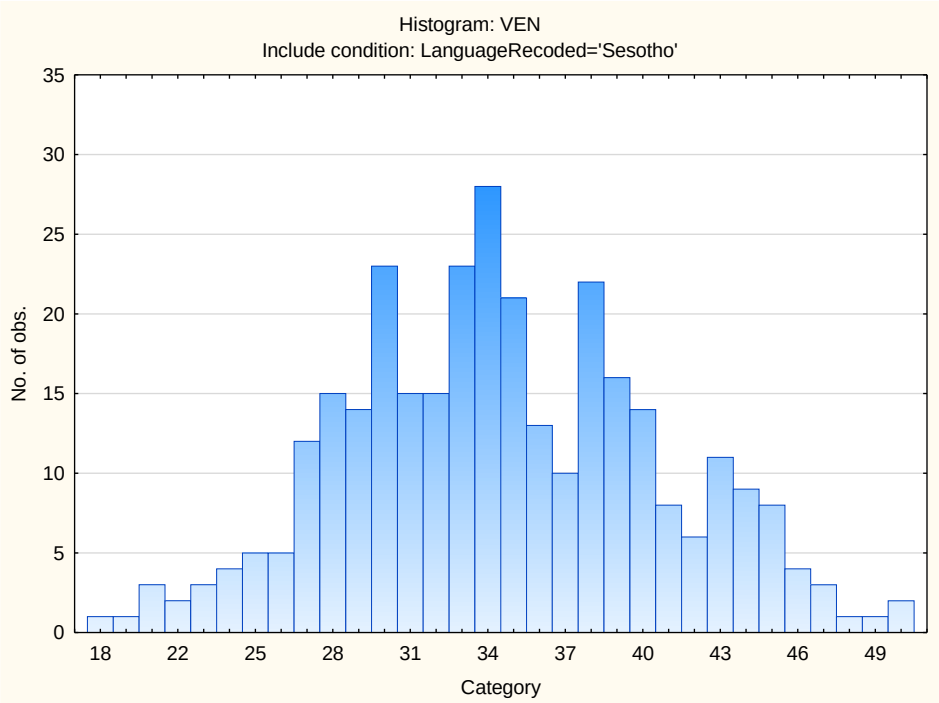
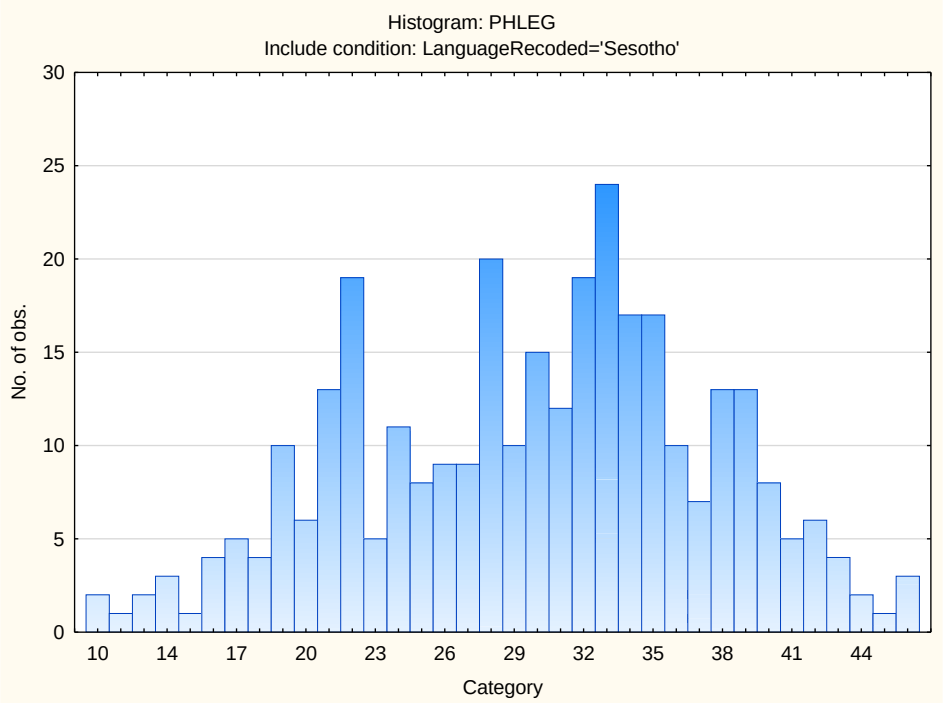
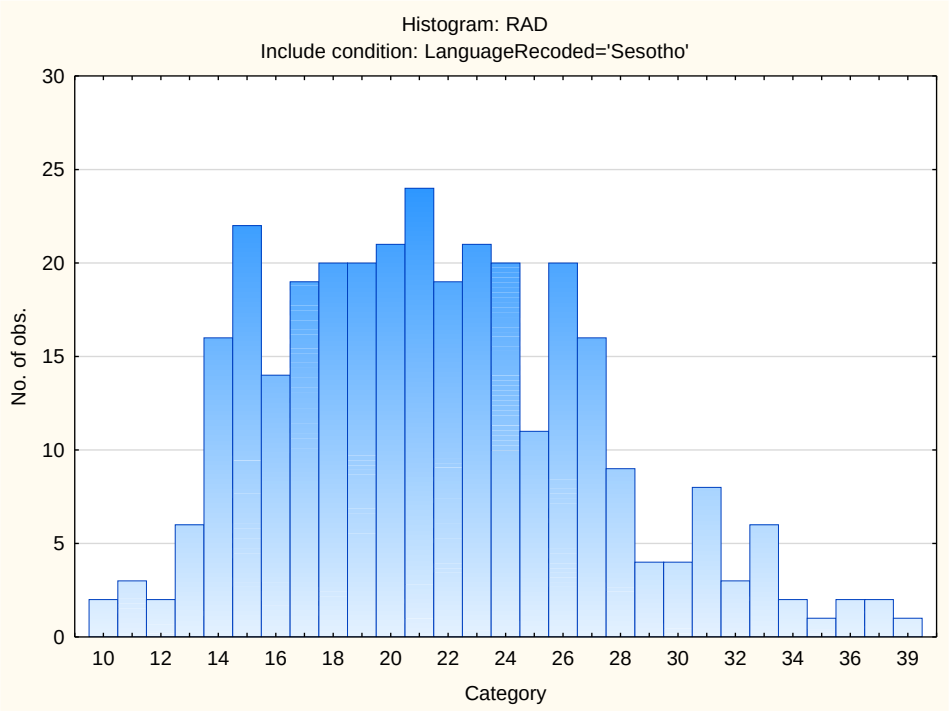
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	318	34,54403	6,068714
PHLEG	Need for Stability	318	29,81761	7,615653
RAD	Need for Change	318	21,52830	5,592143
GREGAR	Need for People	318	34,59434	7,764001
ASSERT	Need for Control	318	34,63208	7,282916
PERS	Persuasive	318	31,77044	7,629894
SCI	Scientific	318	30,42767	8,508640
PRA	Practical	318	32,07547	6,891724
ADMIN	Administrative	318	30,10063	8,663492
NUR	Nurturing (caring)	318	33,23585	7,464175
ART	Artistic	318	29,10692	9,131421
LOG	Logical (computational)	318	36,35535	7,067240

Frequency Distributions for OIP Scales



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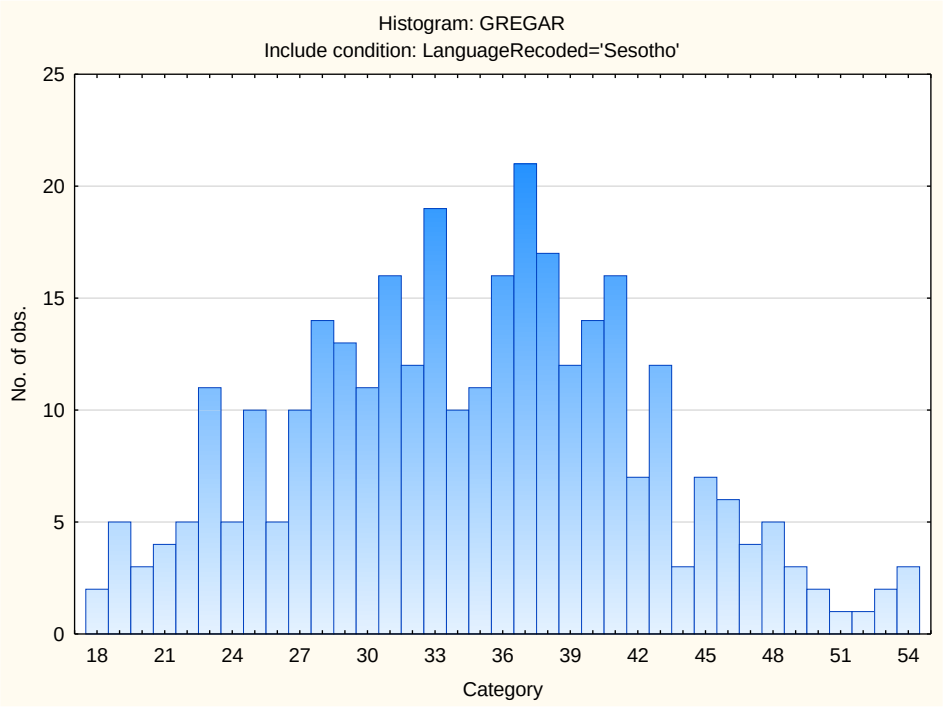
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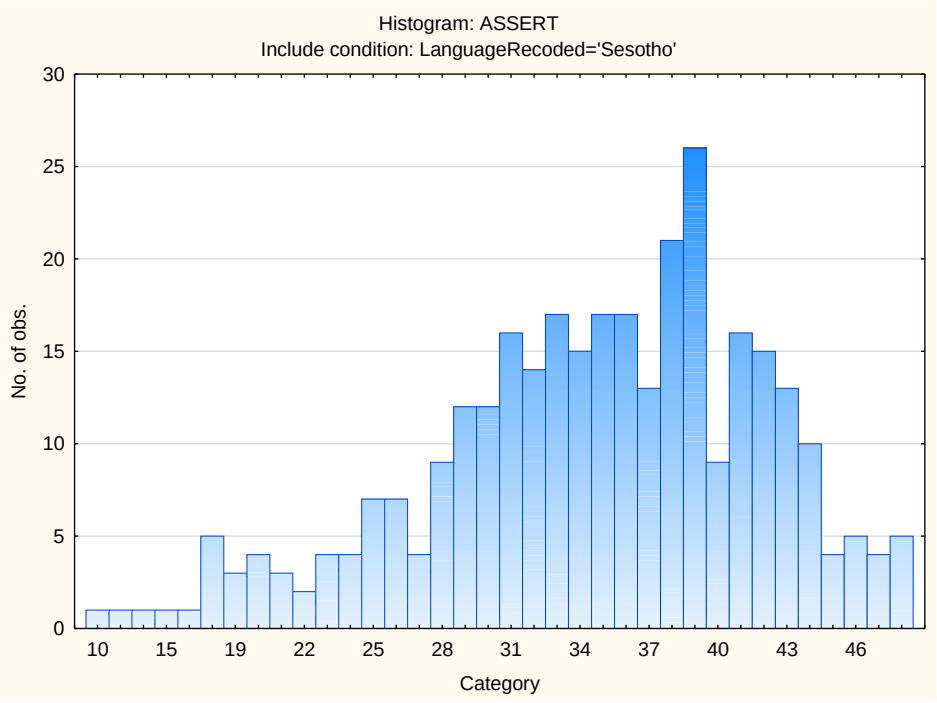
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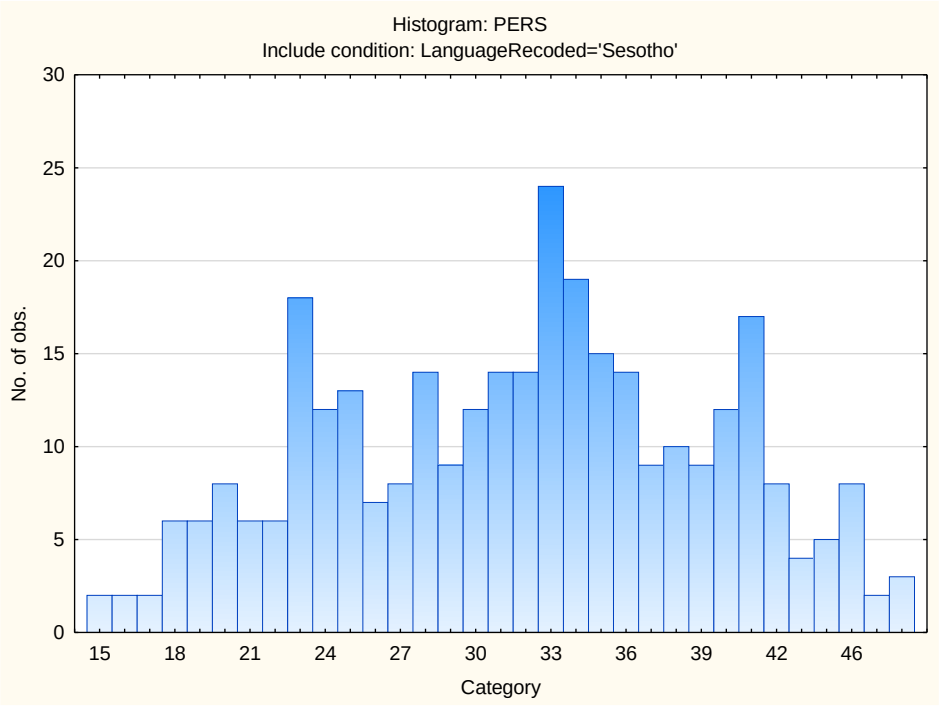
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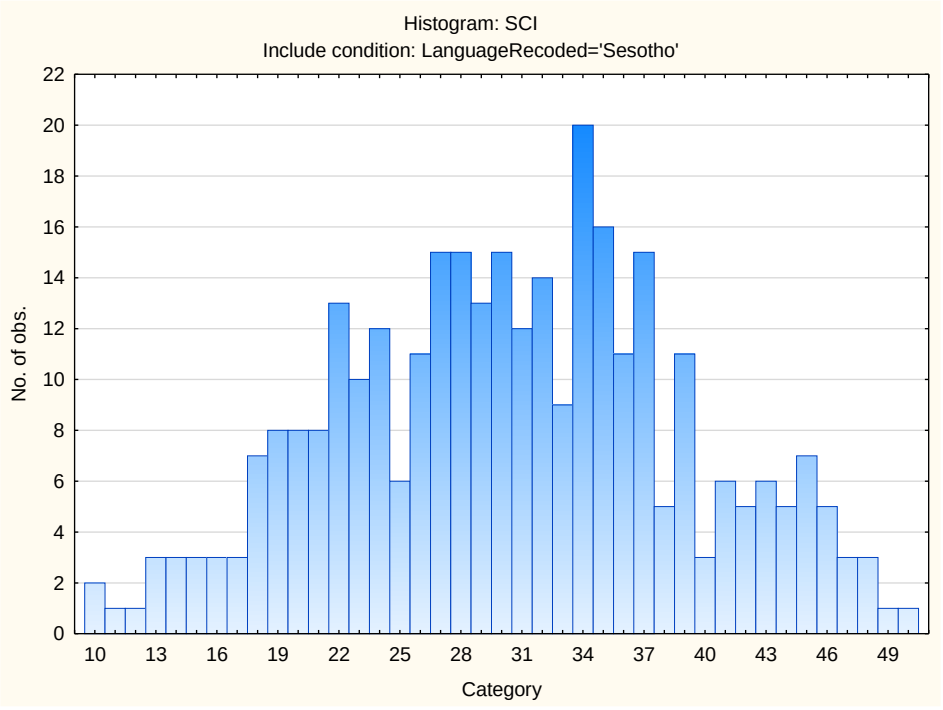
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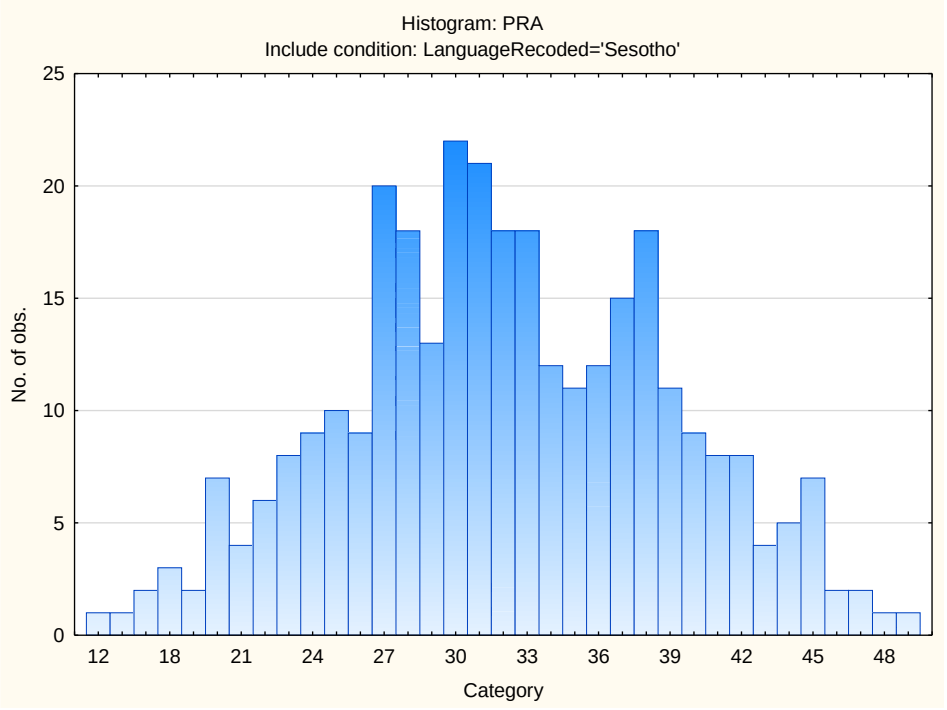
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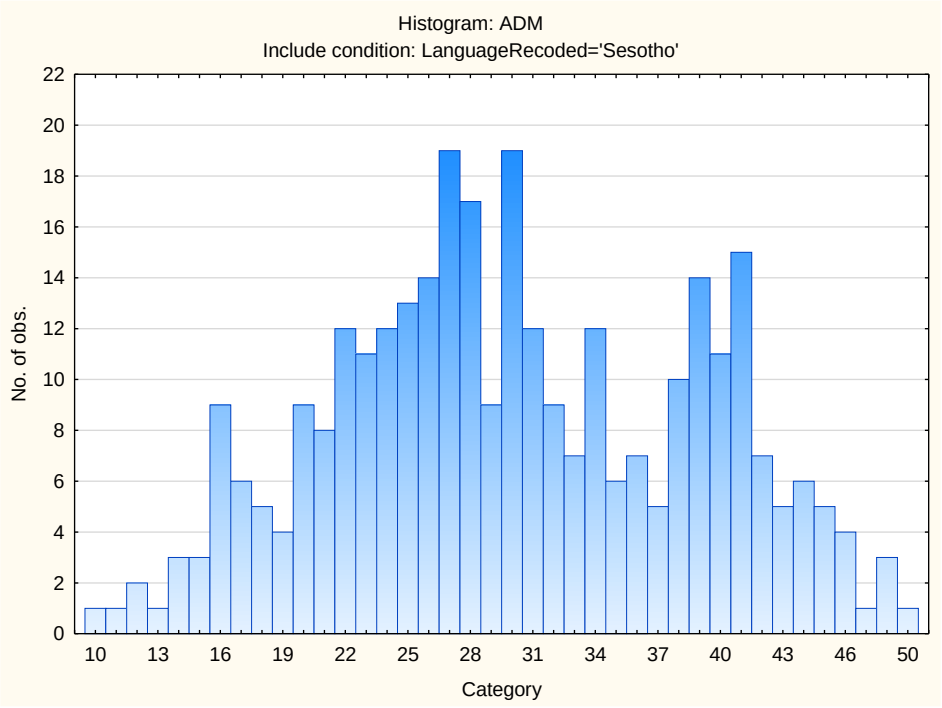
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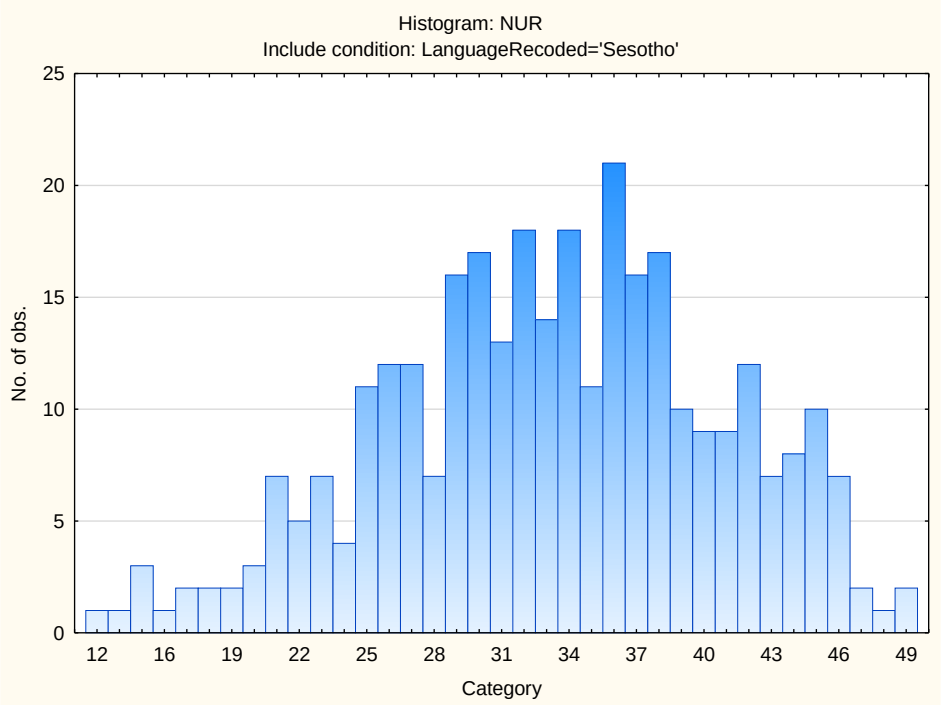
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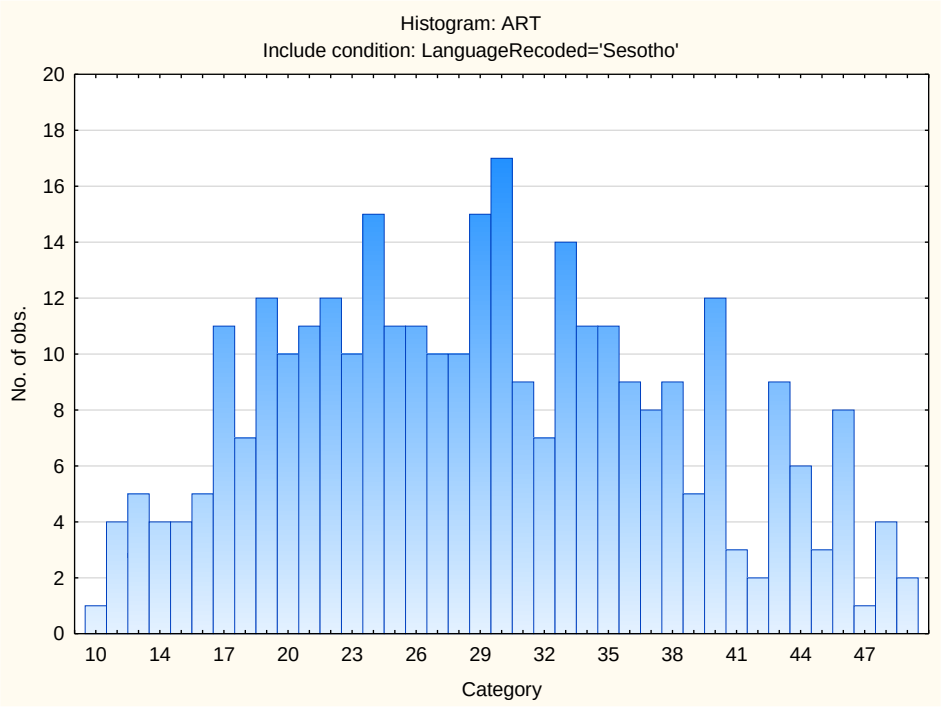
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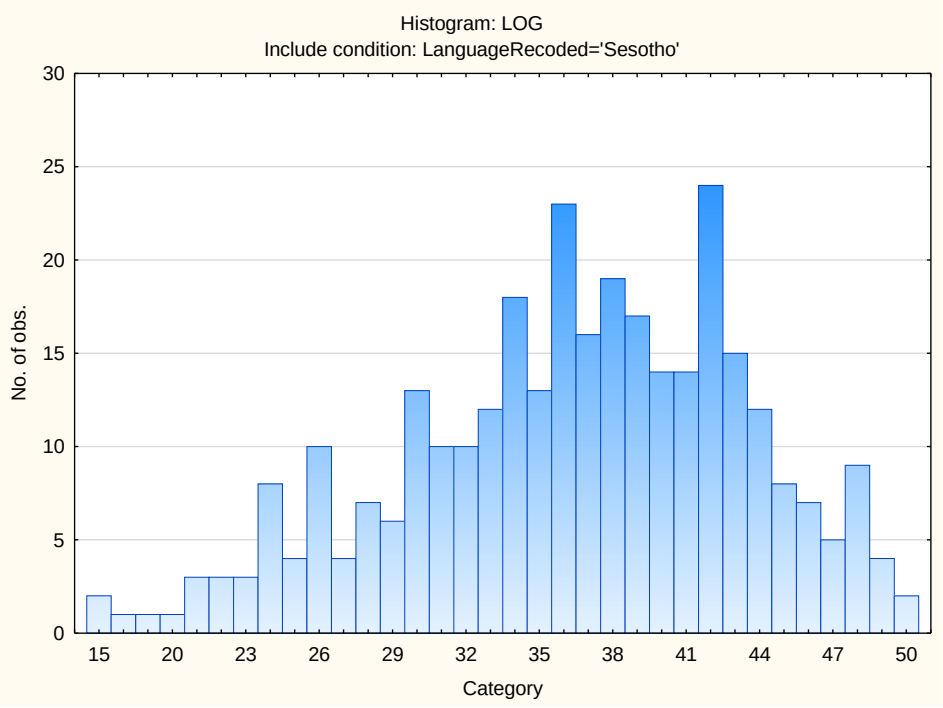
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	18-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
PHLEG	Need for Stability	10-14	15-18	19-22	23-26	27-29	30-33	34-37	38-41	42-45	46-48
RAD	Need for Change	10-10	11-13	14-15	16-18	19-21	22-24	25-27	28-29	30-32	33-39
GREGAR	Need for People	18-19	20-22	23-26	27-30	31-34	35-38	39-42	43-46	47-50	51-54
ASSERT	Need for Control	10-20	21-23	24-27	28-30	31-34	35-38	39-41	42-45	46-48	
PERS	Persuasive	15-16	17-20	21-24	25-27	28-31	32-35	36-39	40-43	44-47	48-49
SCI	Scientific	10-13	14-17	18-21	22-26	27-30	31-34	35-38	39-43	44-47	48-50
PRA	Practical	12-18	19-21	22-25	26-28	29-32	33-35	36-38	39-42	43-45	46-50
ADMIN	Administrative	10-12	13-17	18-21	22-25	26-30	31-34	35-38	39-43	44-47	48-50
NUR	Nurturing (caring)	12-18	19-22	23-25	26-29	30-33	34-36	37-40	41-44	45-48	49-49
ART	Artistic	10-10	11-15	16-19	20-24	25-29	30-33	34-38	39-42	43-47	48-49
LOG	Logical (computational)	15-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	

Occupational Interest Profile (OIP) Norm Group: South Africans, Setswana speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	190	190	58,28221	58,2822
M	134	324	41,10429	99,3865
U	2	326	0,61350	100,0000
Missing	0	326	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	107	107	32,82209	32,8221
Tertiary Cert / Trade	33	140	10,12270	42,9448
Tertiary	29	169	8,89571	51,8405
Post Graduate	17	186	5,21472	57,0552
< Matric	119	305	36,50307	93,5583
Missing	21	326	6,44172	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	326	326	100,0000	100,0000
Missing	0	326	0,0000	100,0000

Language Group Composition of the Sample

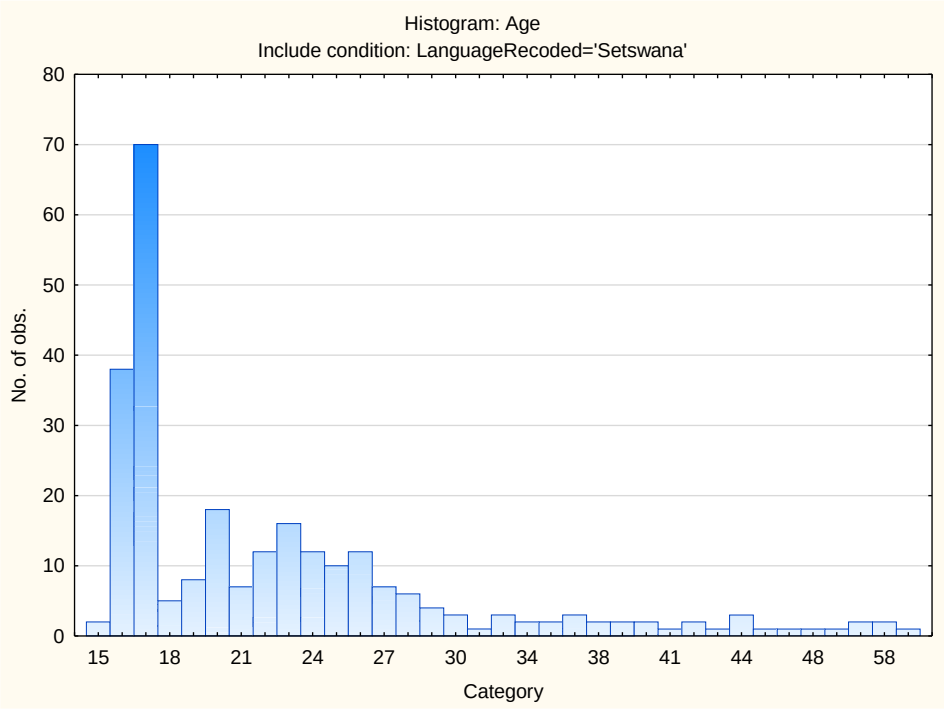
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	326	326	100,0000	100,0000
Missing	0	326	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	315	315	96,62577	96,6258
European	1	316	0,30675	96,9325
Missing	10	326	3,06748	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,81749	8,608366	15,00000	63,00000	263	63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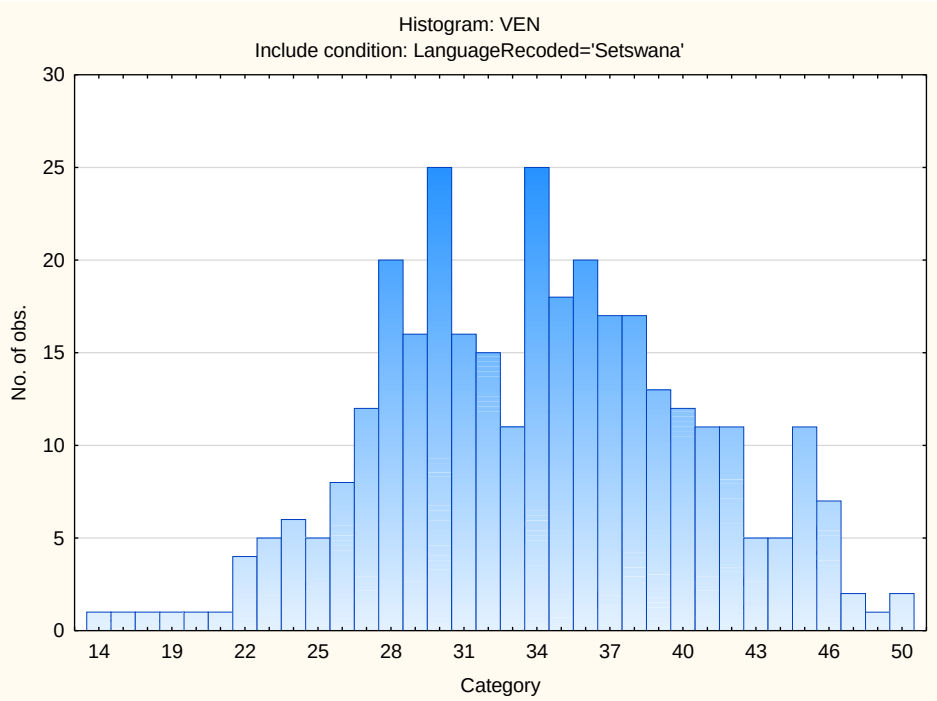
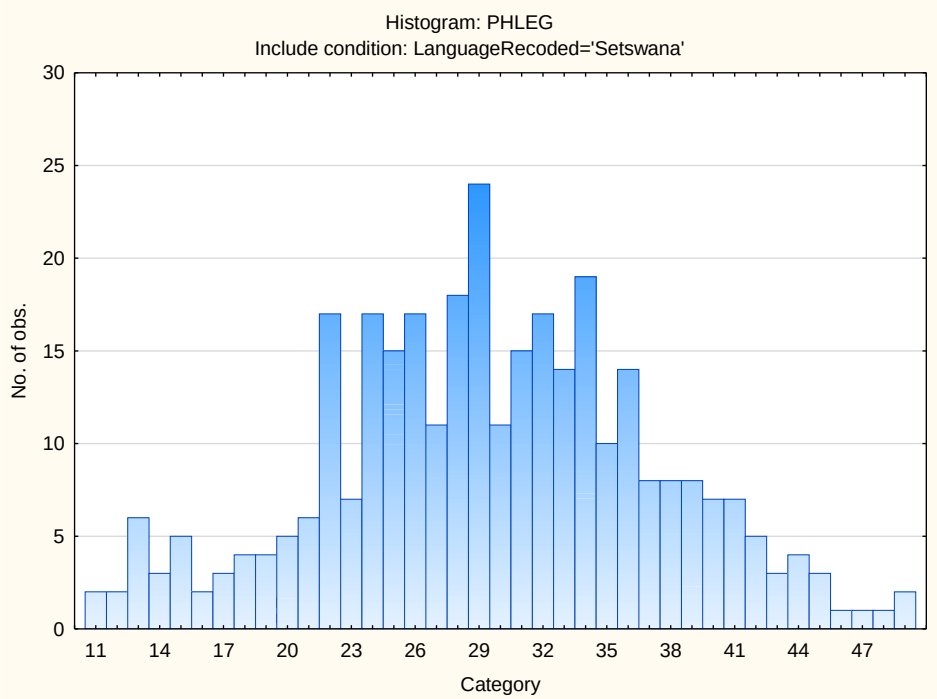
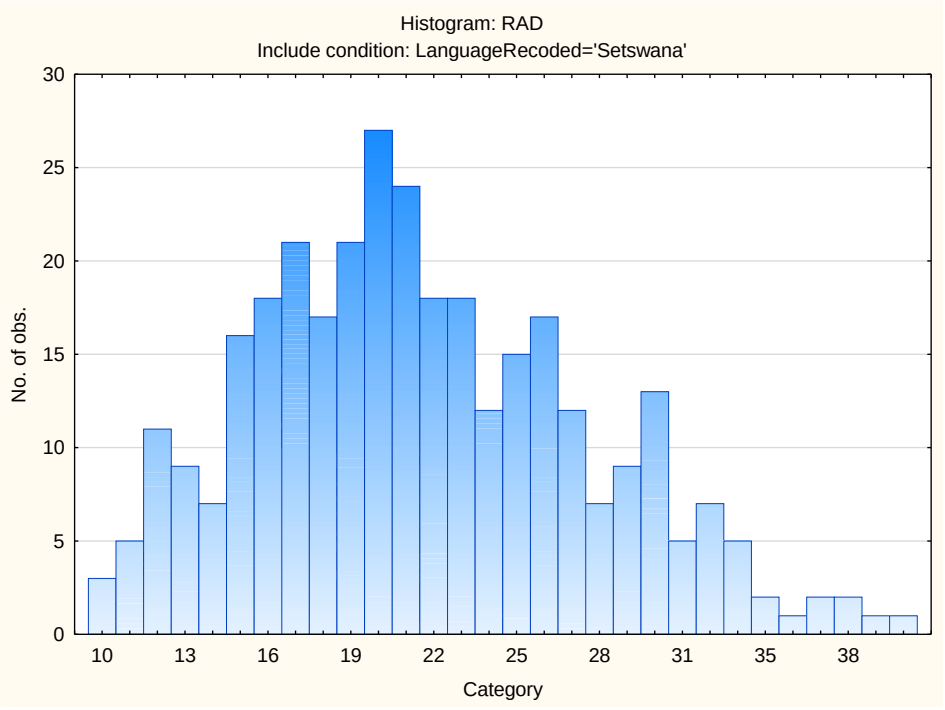
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	326	34,03374	6,413598
PHLEG	Need for Stability	326	29,52147	7,725154
RAD	Need for Change	326	21,58282	6,086369
GREGAR	Need for People	326	34,61656	7,550256
ASSERT	Need for Control	326	34,67791	6,505662
PERS	Persuasive	326	30,73926	7,203597
SCI	Scientific	326	30,58282	8,630405
PRA	Practical	326	31,93865	6,828621
ADMIN	Administrative	326	29,22699	7,770794
NUR	Nurturing (caring)	326	32,02761	7,829481
ART	Artistic	326	28,35890	9,032422
LOG	Logical (computational)	326	36,16564	6,588815

Frequency Distributions for OIP Scales



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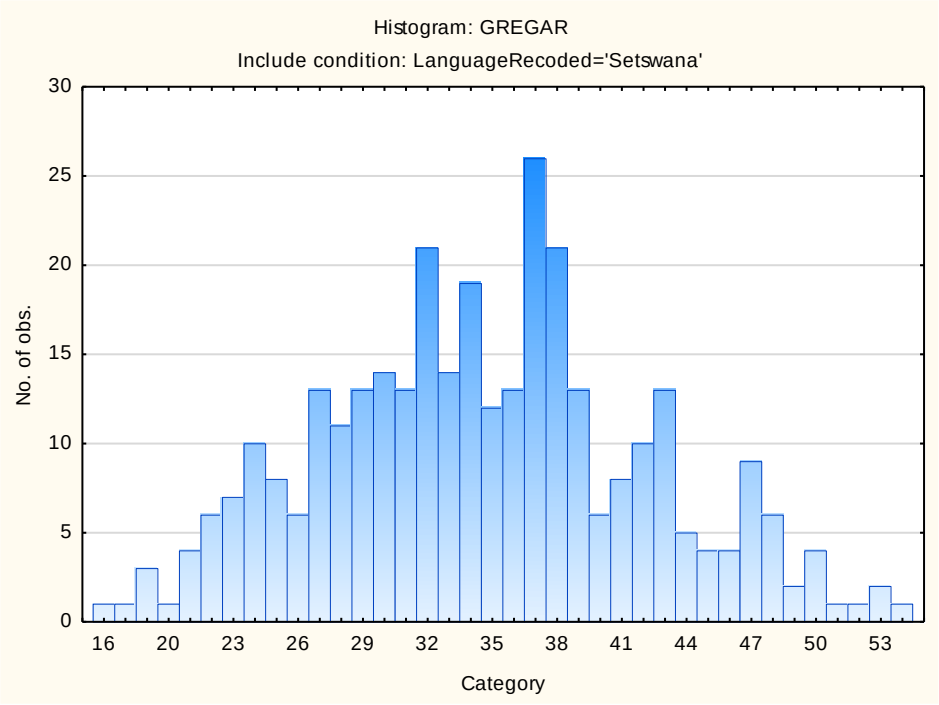
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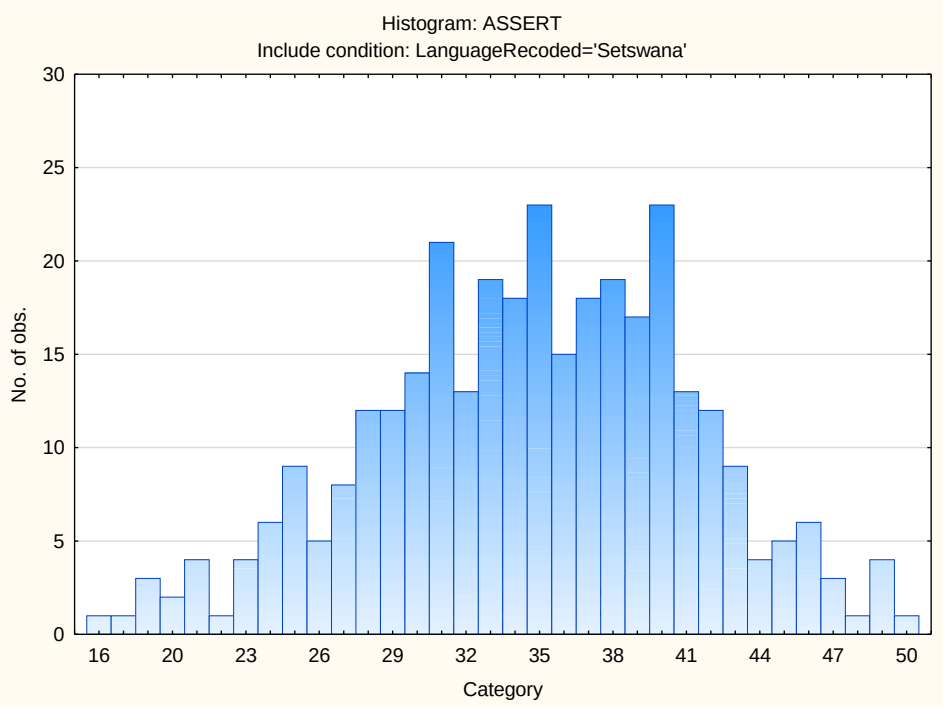
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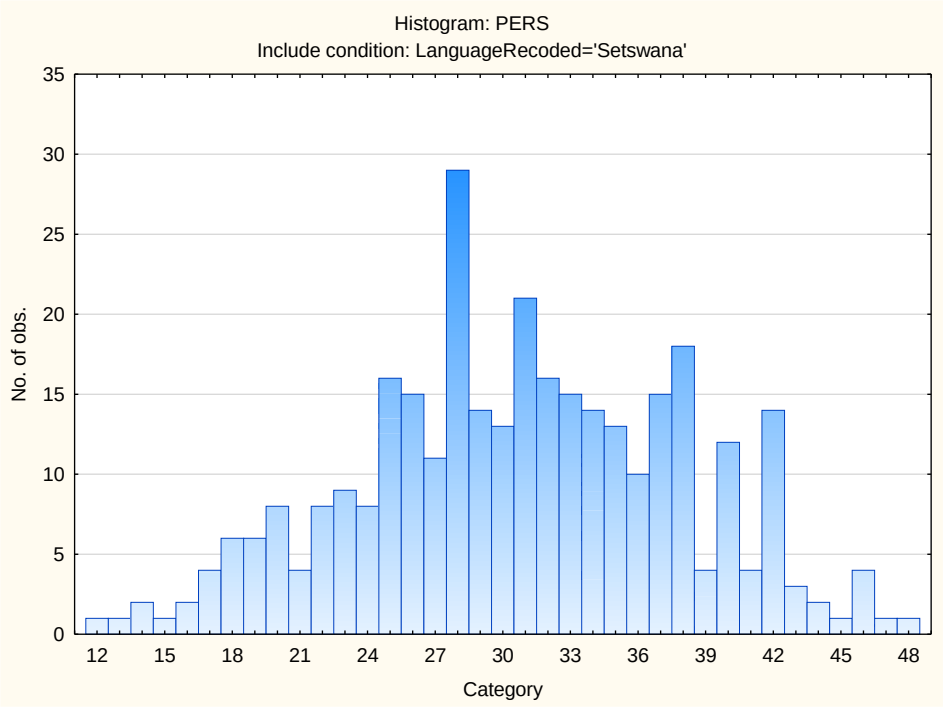
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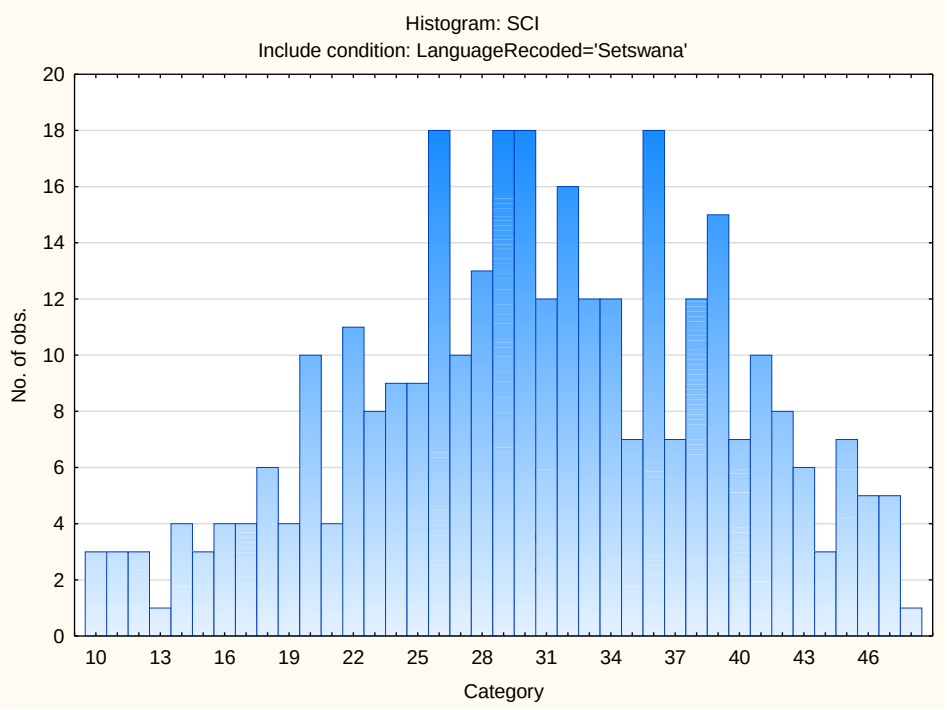
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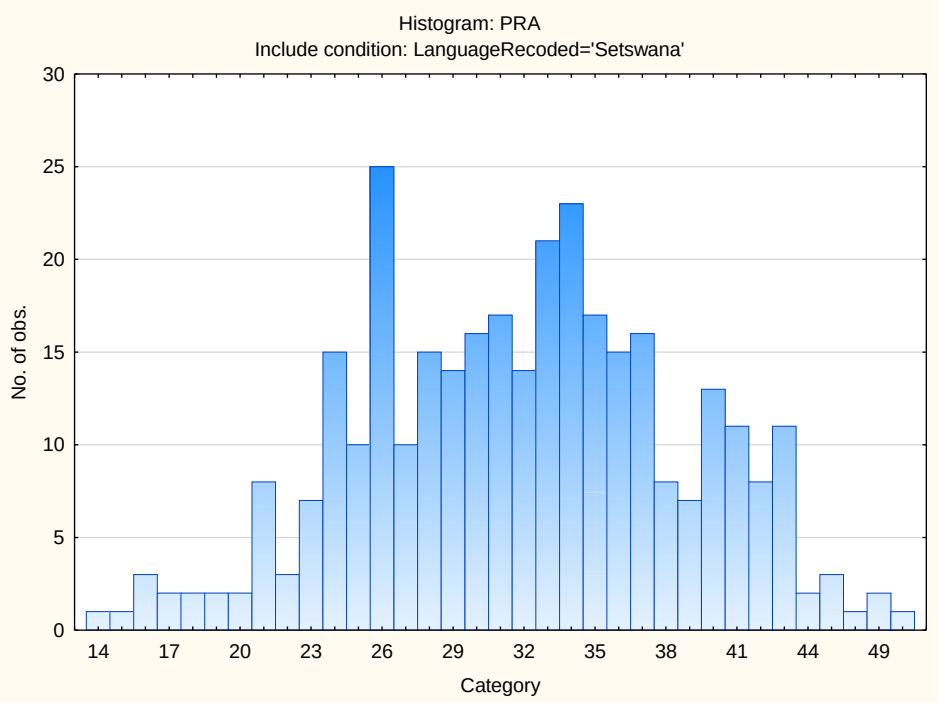
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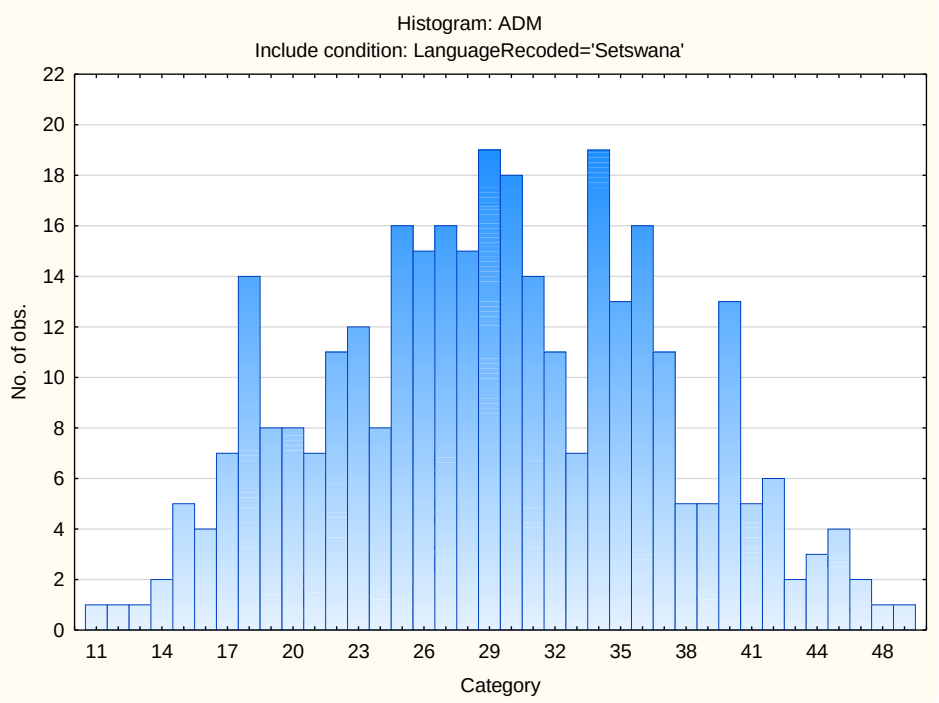
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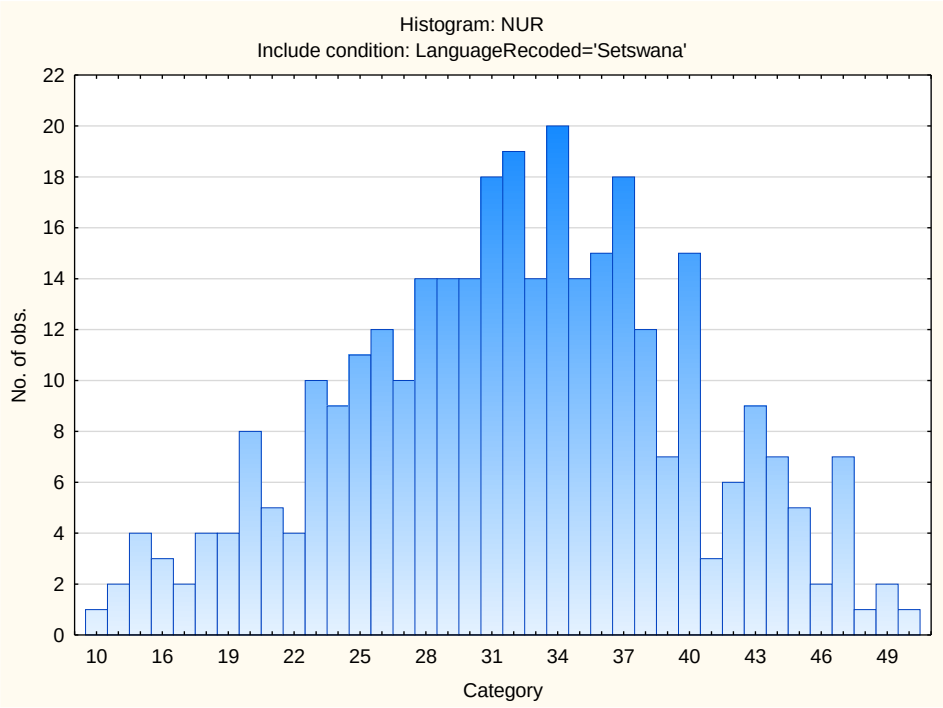
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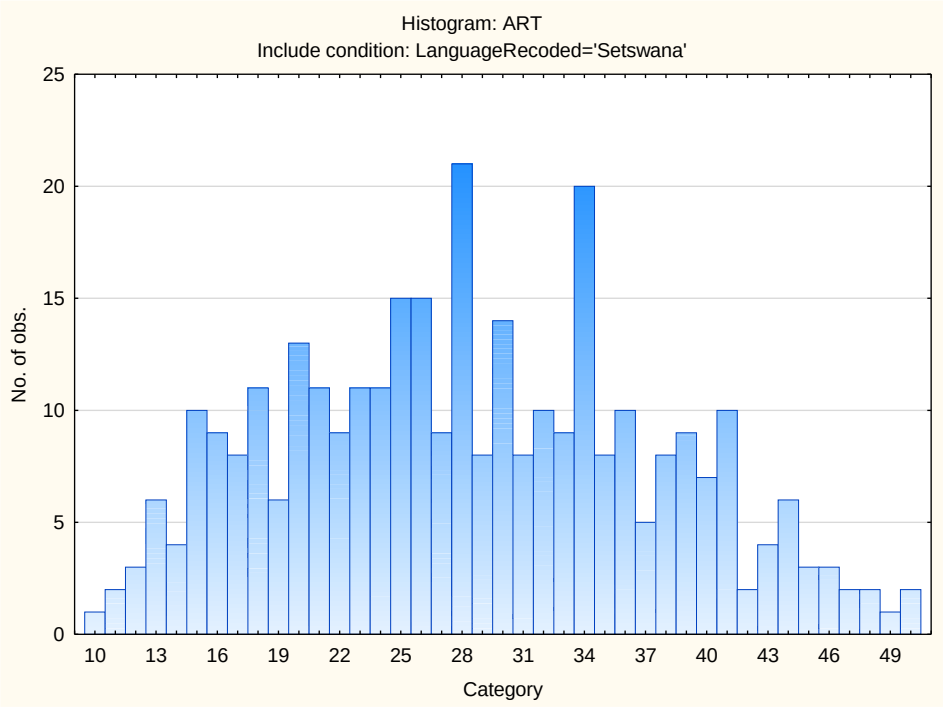
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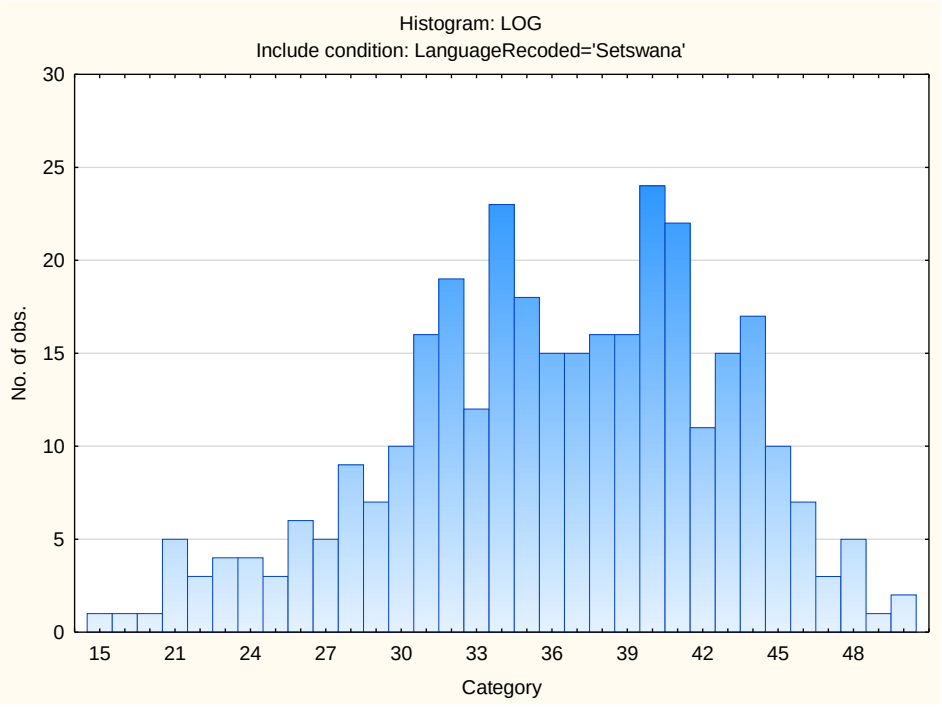
Histogram: LOG
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	14-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-46	47-50
PHLEG	Need for Stability	11-14	15-17	18-21	22-25	26-29	30-33	34-37	38-41	42-44	45-49
RAD	Need for Change	10-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	34-40
GREGAR	Need for People	16-19	20-23	24-27	28-30	31-34	35-38	39-42	43-45	46-49	50-59
ASSERT	Need for Control	16-21	22-24	25-28	29-31	32-34	35-37	38-41	42-44	45-47	48-50
PERS	Persuasive	12-16	17-19	20-23	24-27	28-30	31-34	35-37	38-41	42-45	46-48
SCI	Scientific	10-13	14-17	18-21	22-26	27-30	31-34	35-39	40-43	44-47	48-49
PRA	Practical	14-18	19-21	22-25	26-28	29-31	32-35	36-38	39-42	43-45	46-50
ADMIN	Administrative	11-13	14-17	18-21	22-25	26-29	30-33	34-36	37-40	41-44	45-49
NUR	Nurturing (caring)	10-16	17-20	21-24	25-28	29-32	33-35	36-39	40-43	44-47	48-50
ART	Artistic	10-10	11-14	15-19	20-23	24-28	29-32	33-37	38-41	42-46	47-50
LOG	Logical (computational)	15-22	23-26	27-29	30-32	33-36	37-39	40-42	43-46	47-49	50-50

Occupational Interest Profile (OIP) Norm Group: South Africans, siSwati speakers, updated 2020

Norm Type:

Standard deviation norm

Composition of the sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators up until March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	94	94	64,82759	64,8276
M	51	145	35,17241	100,0000
Missing	0	145	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	30	30	20,68966	20,6897
Tertiary Cert / Trade	9	39	6,20690	26,8966
Tertiary	10	49	6,89655	33,7931
Post Graduate	5	54	3,44828	37,2414
< Matric	85	139	58,62069	95,8621
Missing	6	145	4,13793	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	145	145	100,0000	100,0000
Missing	0	145	0,0000	100,0000

Language Group Composition of the Sample

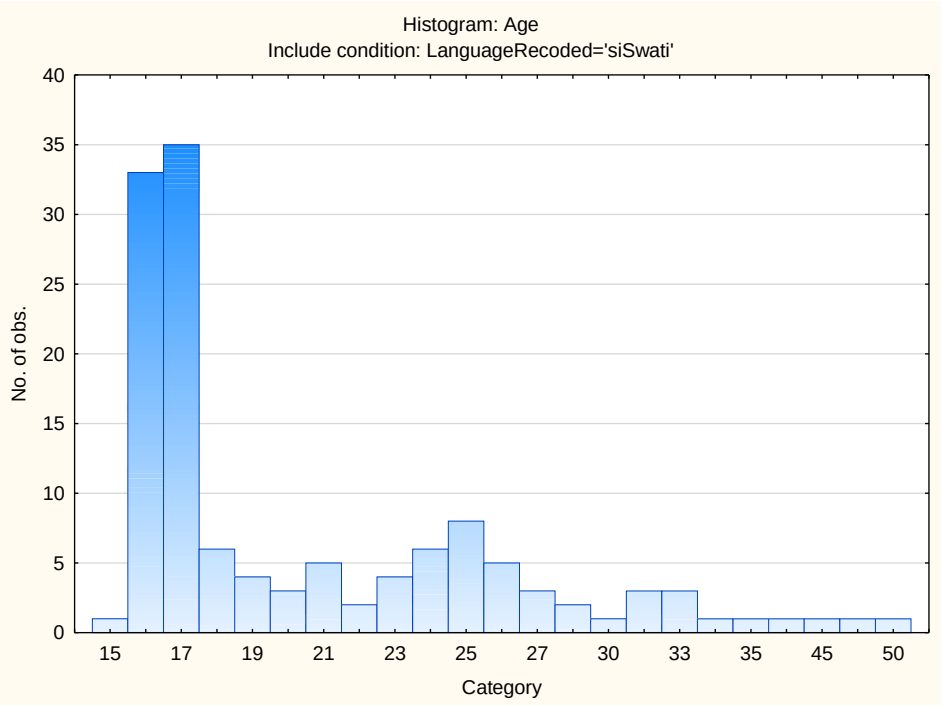
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	145	145	100,0000	100,0000
Missing	0	145	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	141	141	97,24138	97,2414
Missing	4	145	2,75862	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20,83077	6,640419	15,00000	50,00000	130	15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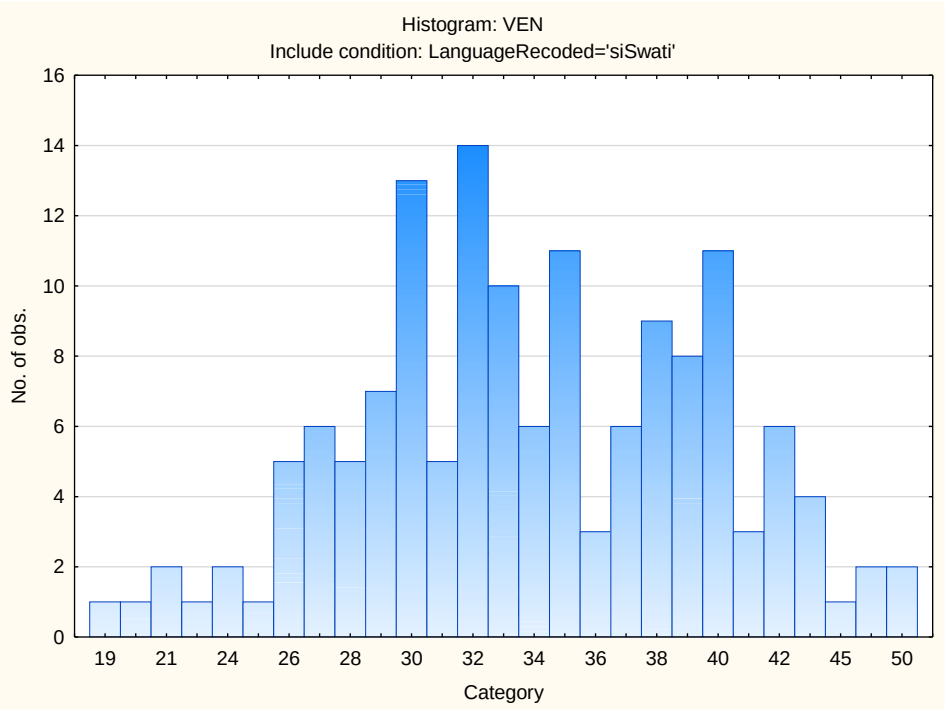
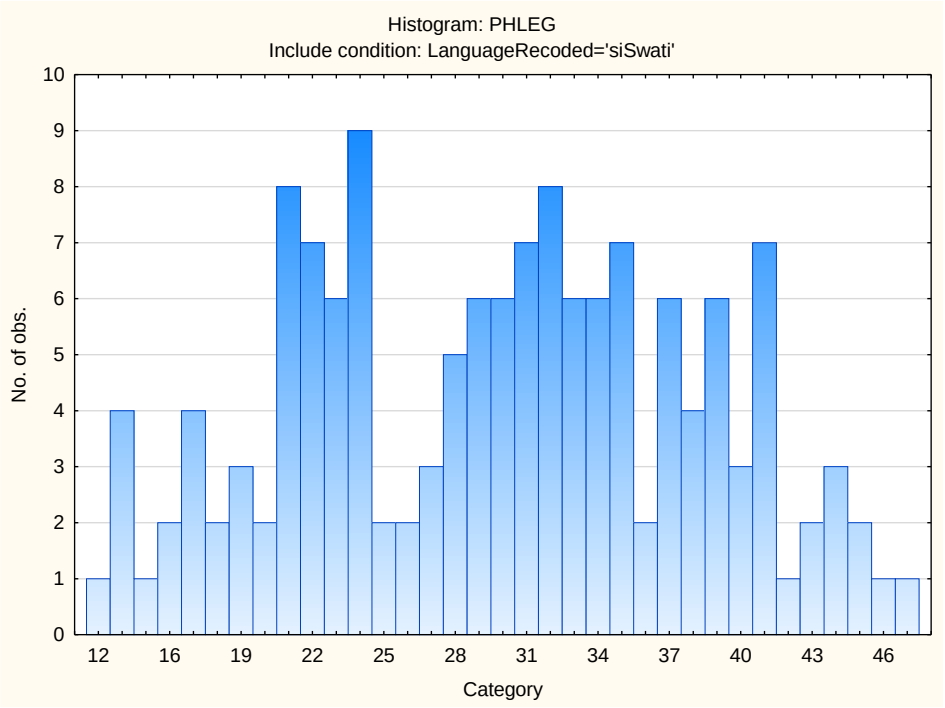
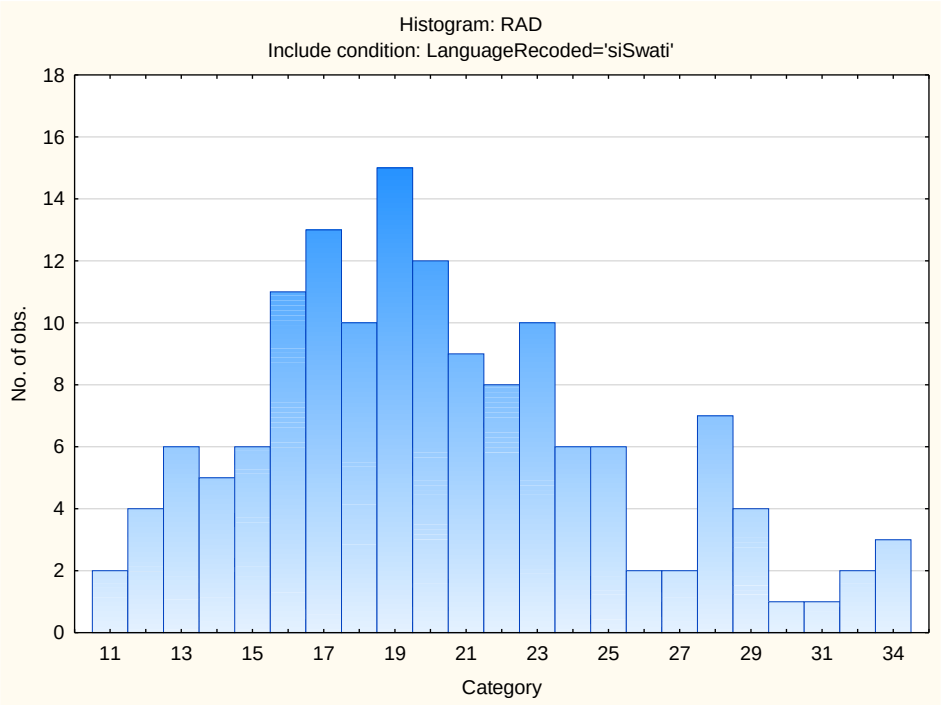
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	145	34,01379	5,917237
PHLEG	Need for Stability	145	29,79310	8,355717
RAD	Need for Change	145	20,30345	5,132040
GREGAR	Need for People	145	33,60690	6,909431
ASSERT	Need for Control	145	34,15862	6,648596
PERS	Persuasive	145	29,77241	6,963940
SCI	Scientific	145	33,04138	8,230090
PRA	Practical	145	33,47586	6,968264
ADMIN	Administrative	145	28,80690	7,039863
NUR	Nurturing (caring)	145	32,75862	6,548193
ART	Artistic	145	27,77241	8,225760
LOG	Logical (computational)	145	36,88966	6,288346

Frequency Distributions for OIP Scales



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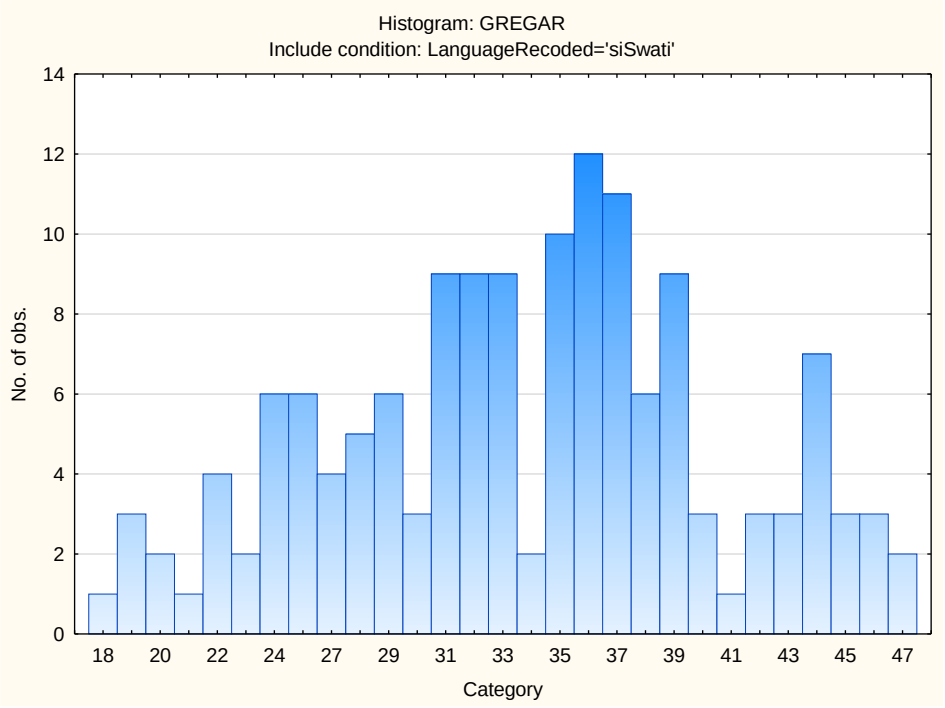
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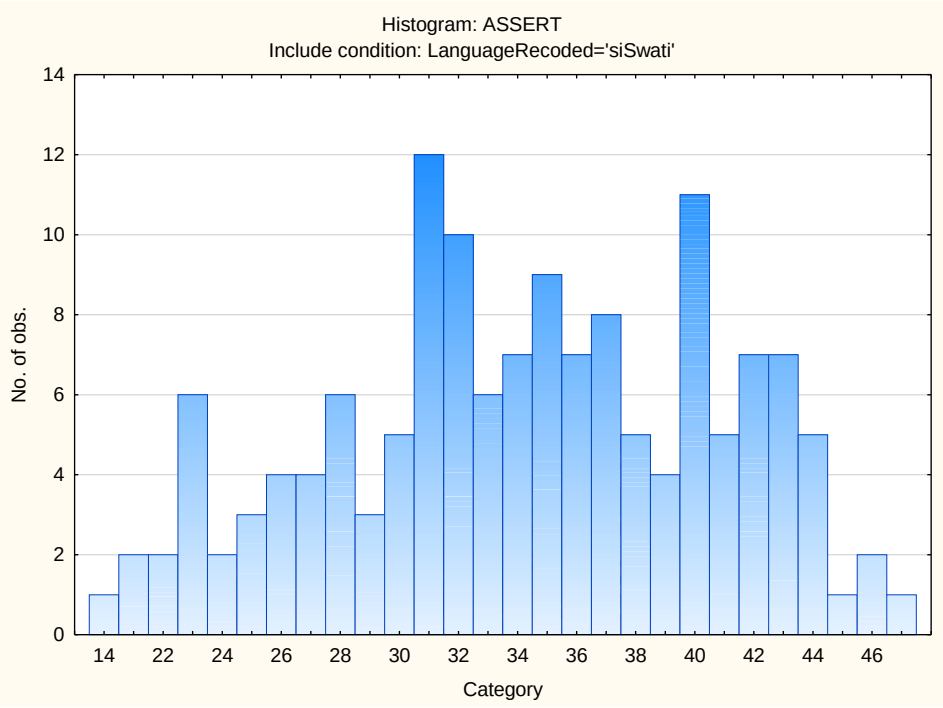
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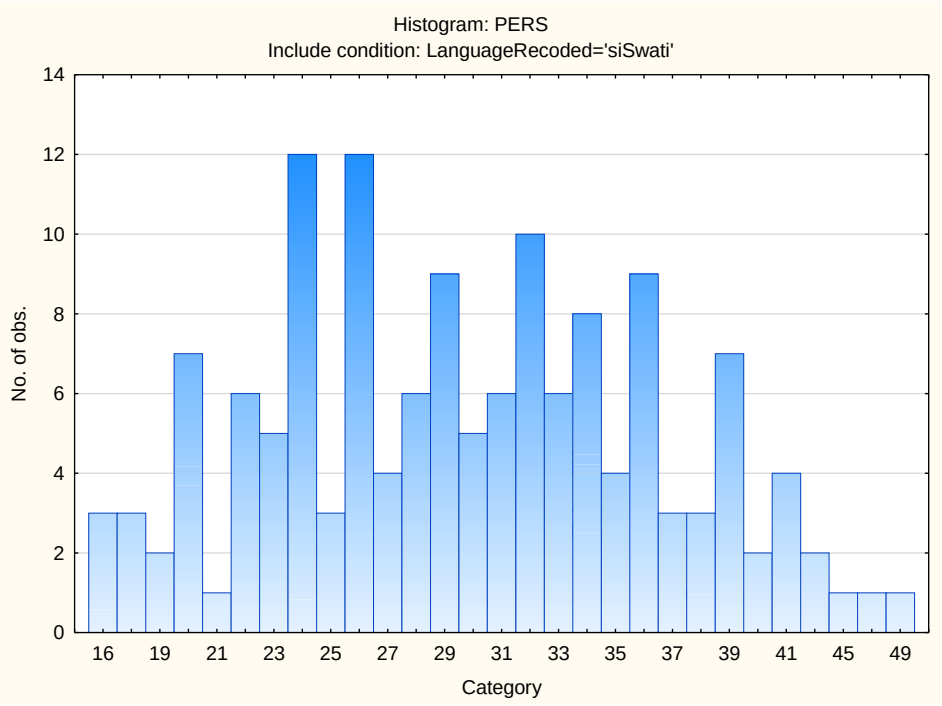
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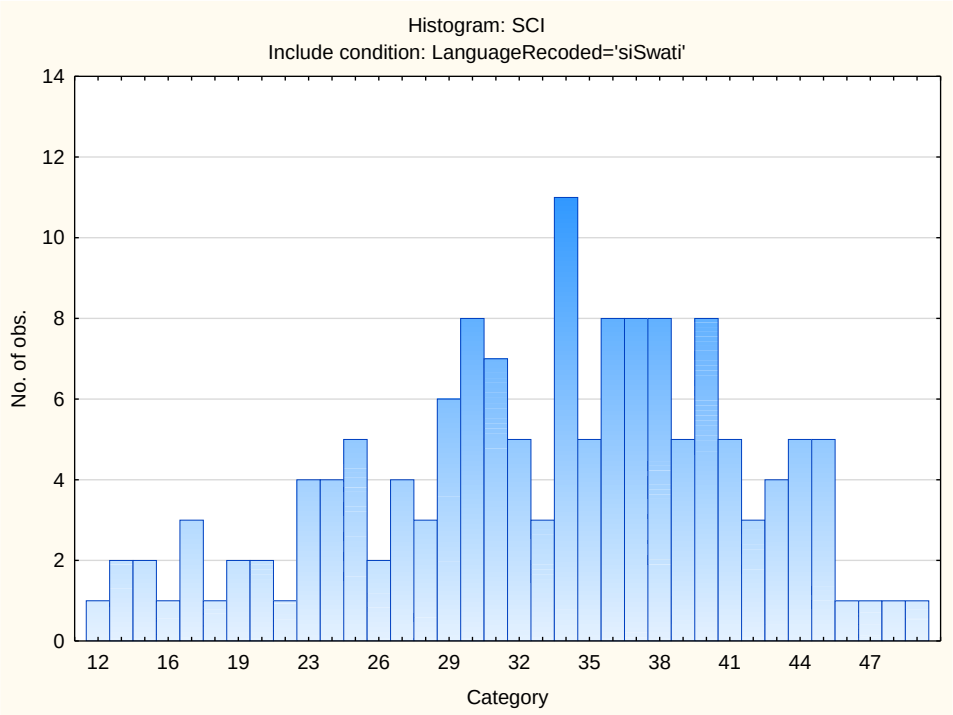
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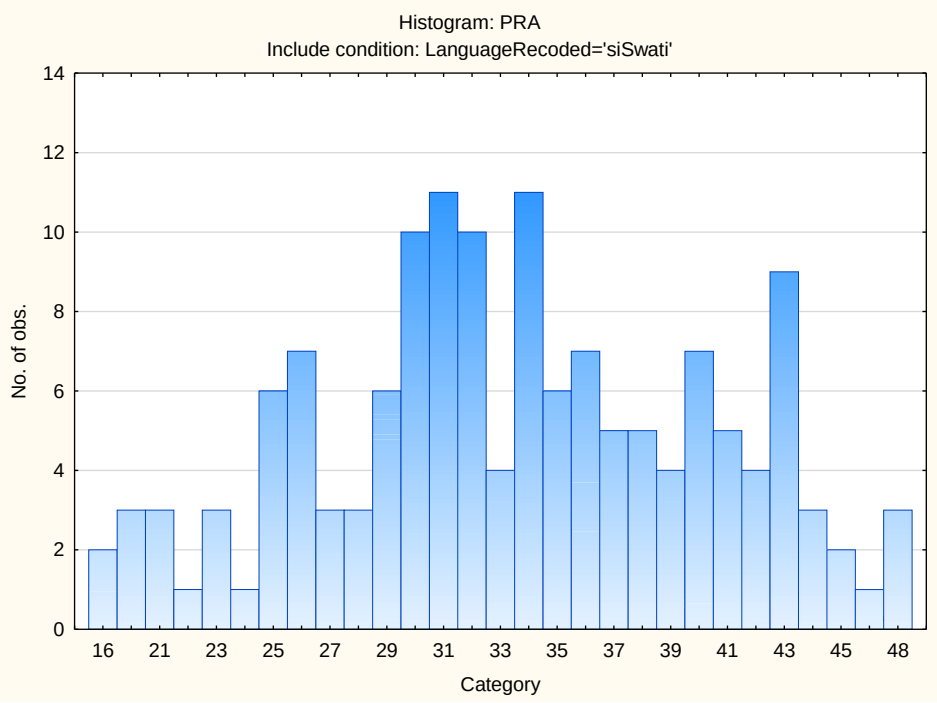
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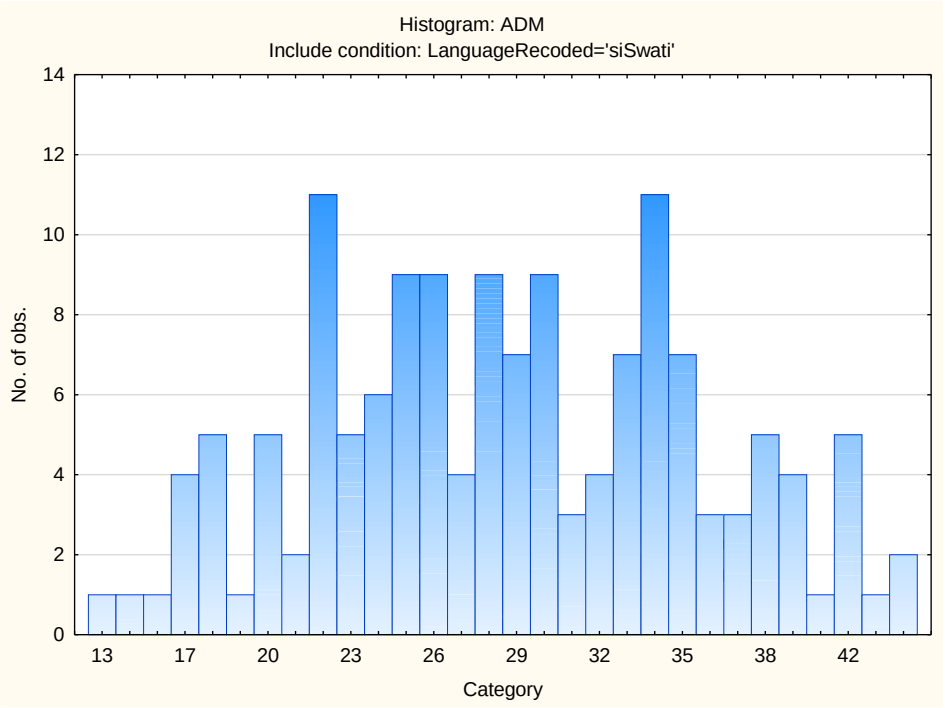
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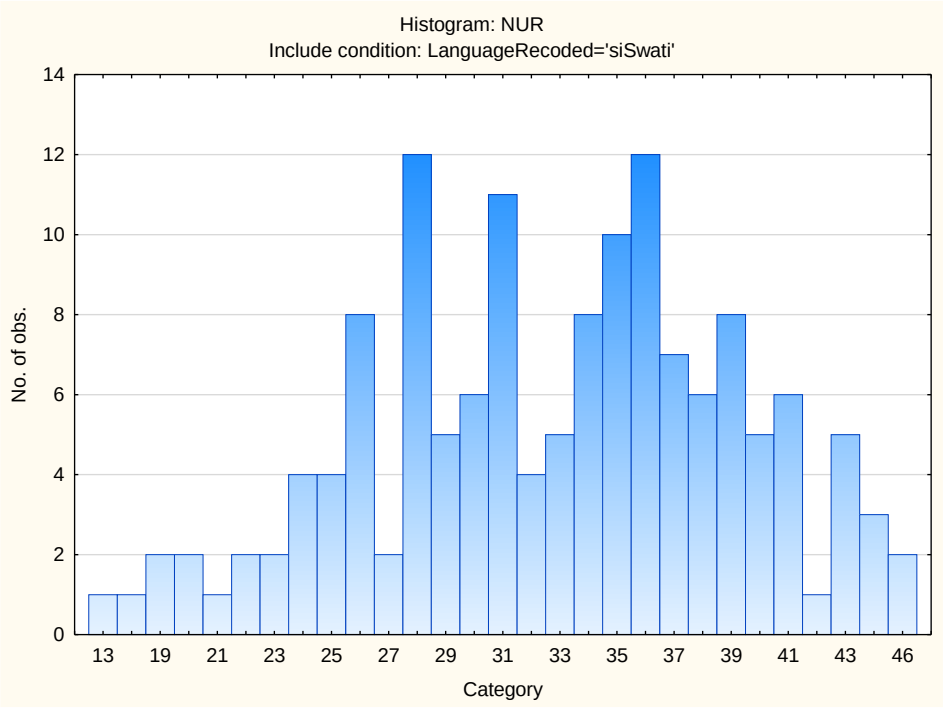
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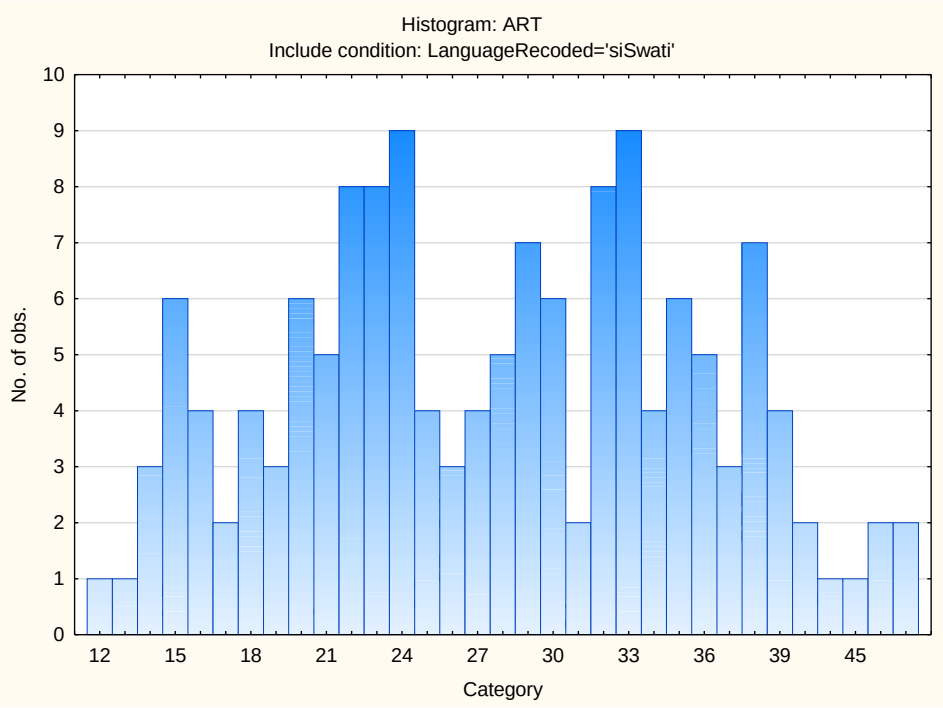
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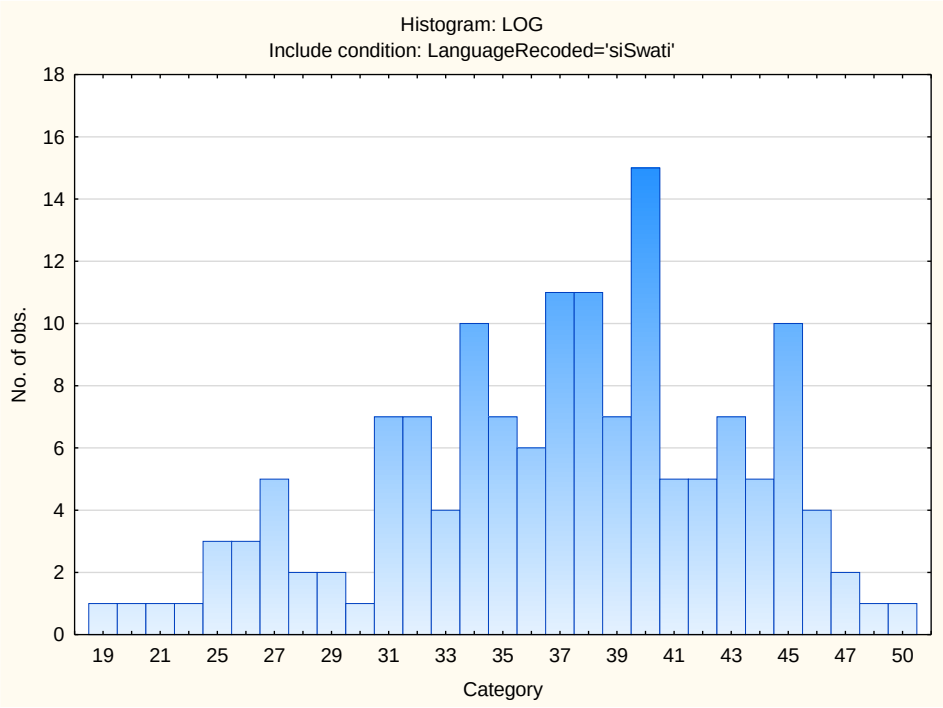
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	19-22	23-25	26-28	29-31	32-34	35-36	37-39	40-42	43-45	46-50
PHLEG	Need for Stability	12-13	14-17	18-21	22-25	26-29	30-33	34-38	39-42	43-46	47-48
RAD	Need for Change	11-10	11-12	13-15	16-17	18-20	21-22	23-25	26-28	29-30	31-34
GREGAR	Need for People	18-19	20-23	24-26	27-30	31-33	34-37	38-40	41-43	44-47	
ASSERT	Need for Control	14-20	21-24	25-27	28-30	31-34	35-37	38-40	41-44	45-47	
SCI	Scientific	16-15	16-19	20-22	23-26	27-29	30-33	34-36	37-40	41-43	44-49
PRA	Practical	12-16	17-20	21-24	25-28	29-33	34-37	38-41	42-45	46-49	50-50
ADMIN	Administrative	16-19	20-23	24-26	27-29	30-33	34-36	37-40	41-43	44-47	48-48
NUR	Nurturing (caring)	13-14	15-18	19-21	22-25	26-28	29-32	33-35	36-39	40-42	43-44
ART	Artistic	13-19	20-22	23-26	27-29	30-32	33-36	37-39	40-42	43-45	46-46
LOG	Logical (computational)	12-11	12-15	16-19	20-23	24-27	28-31	32-35	36-40	41-44	45-47
PERS	Persuasive	19-24	25-27	28-30	31-33	34-36	37-40	41-43	44-46	47-49	50-50

Occupational Interest Profile (OIP) Norm Group: South Africans, Xitsonga speaking, updated 2020

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 March 2020, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to March 2020).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	69	69	54,76190	54,7619
M	57	126	45,23810	100,0000
Missing	0	126	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	37	37	29,36508	29,3651
Tertiary Cert / Trade	16	53	12,69841	42,0635
Tertiary	10	63	7,93651	50,0000
Post Graduate	7	70	5,55556	55,5556
< Matric	48	118	38,09524	93,6508
Missing	8	126	6,34921	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Language Group Composition of the Sample

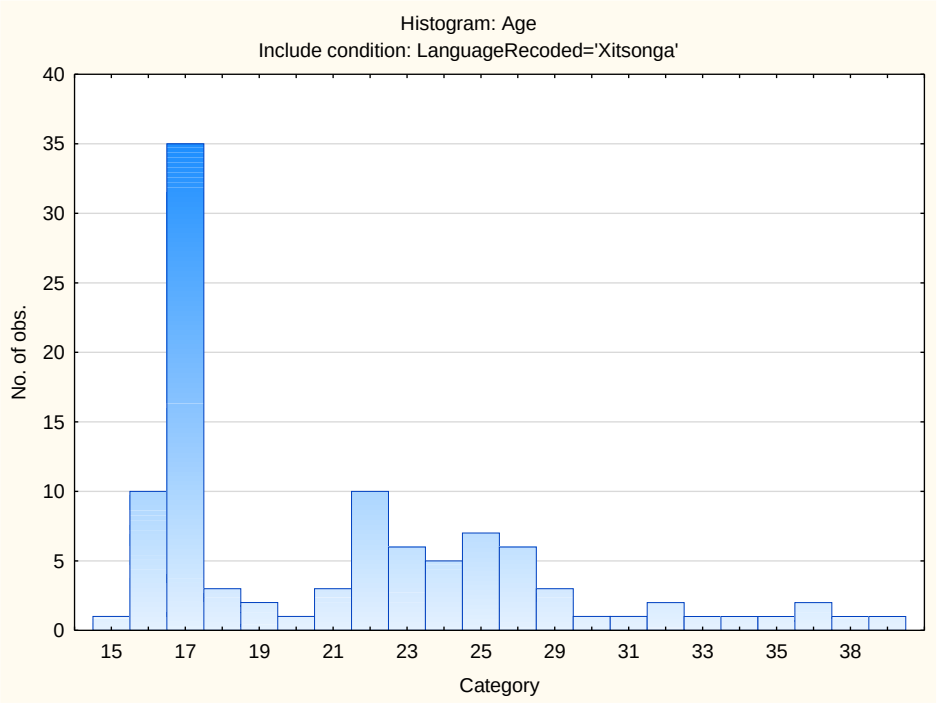
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race Recoded			
	Count	Cumulative Count	Percent	Cumulative Percent
African	123	123	97,61905	97,6190
Missing	3	126	2,38095	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics:Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	21,63107	6,132508	15,00000	48,00000	103	23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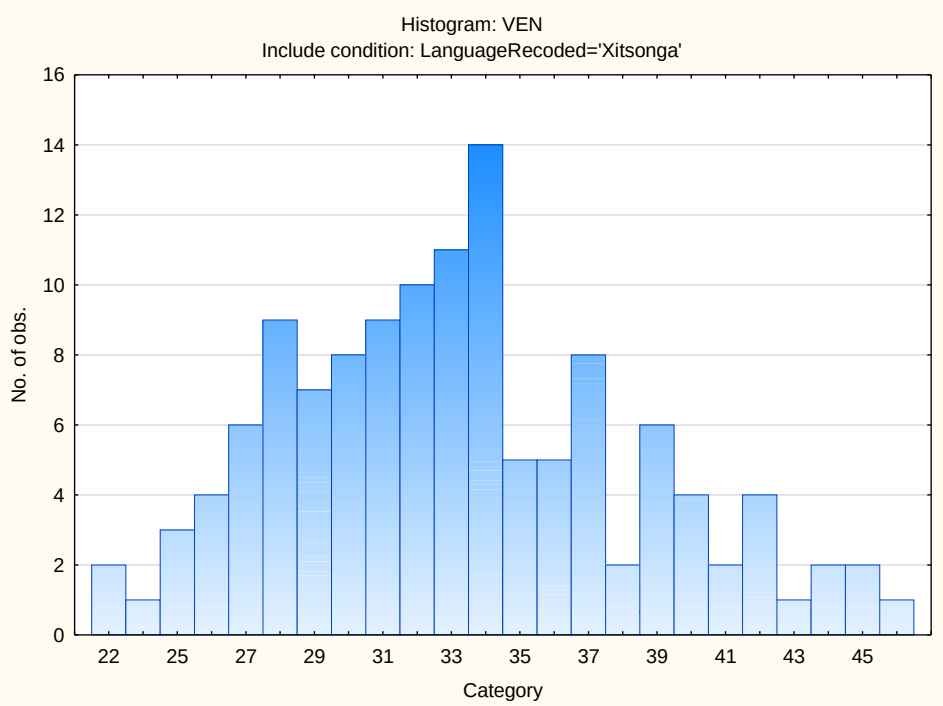
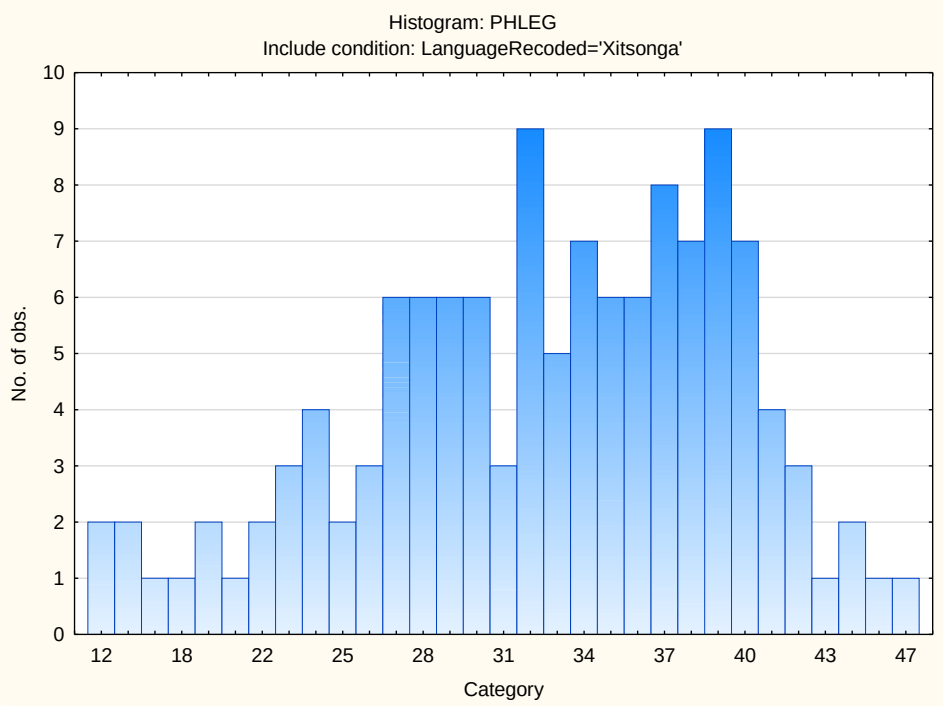
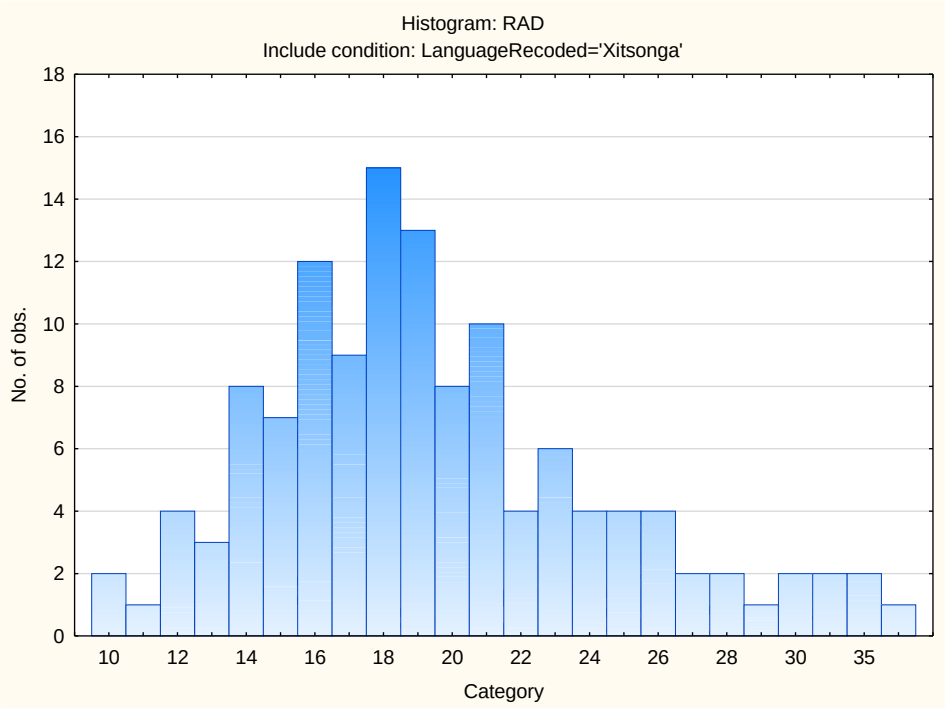
Descriptive Statistics on OIP Scales

Scale	Scale description	Sample size	Mean	Std.Dev.
VEN	Need for Excitement	126	33,19048	5,217991
PHLEG	Need for Stability	126	32,36508	7,330597
RAD	Need for Change	126	19,61111	5,430245
GREGAR	Need for People	126	34,73810	6,620186
ASSERT	Need for Control	126	35,16667	6,443291
PERS	Persuasive	126	32,06349	7,035619
SCI	Scientific	126	31,30952	7,812261
PRA	Practical	126	32,61905	6,964892
ADMIN	Administrative	126	31,64286	7,625708
NUR	Nurturing (caring)	126	32,30159	7,653778
ART	Artistic	126	27,33333	7,703506
LOG	Logical (computational)	126	38,30159	6,497101

Frequency Distributions for OIP Scales



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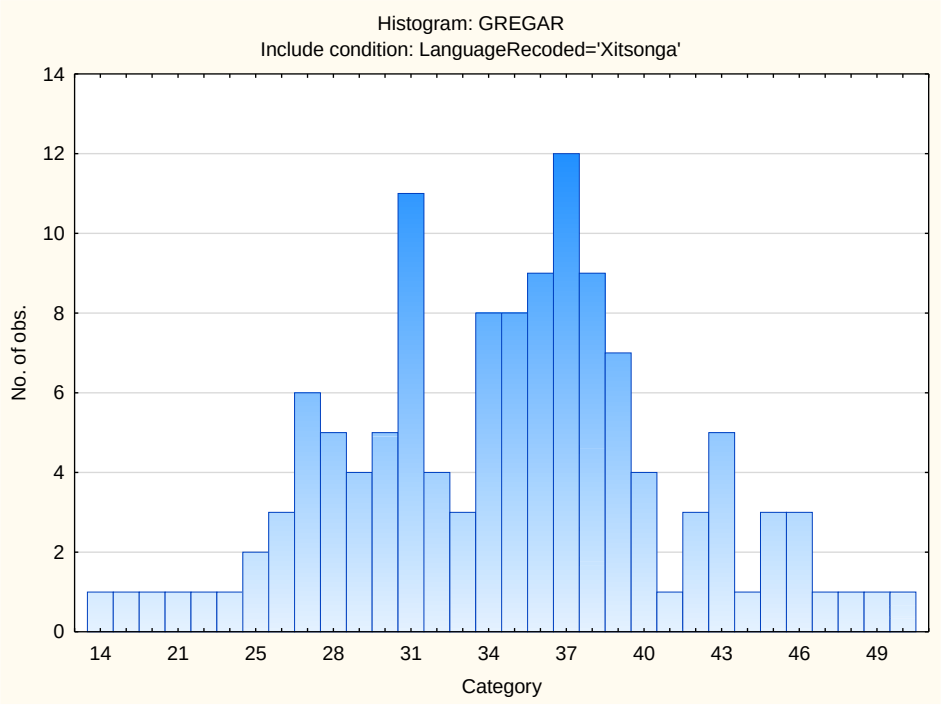
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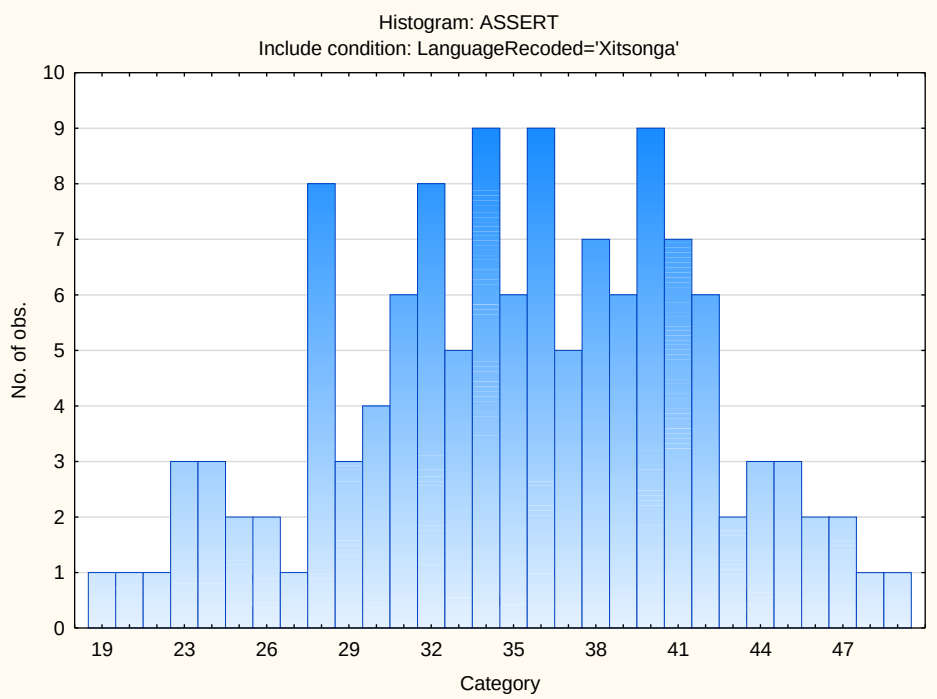
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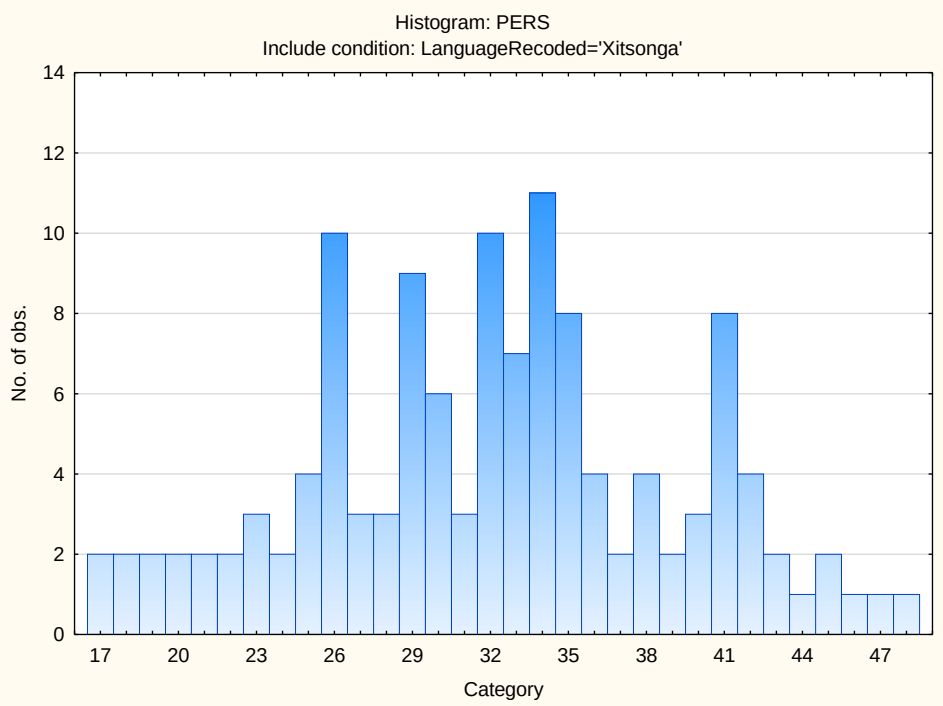
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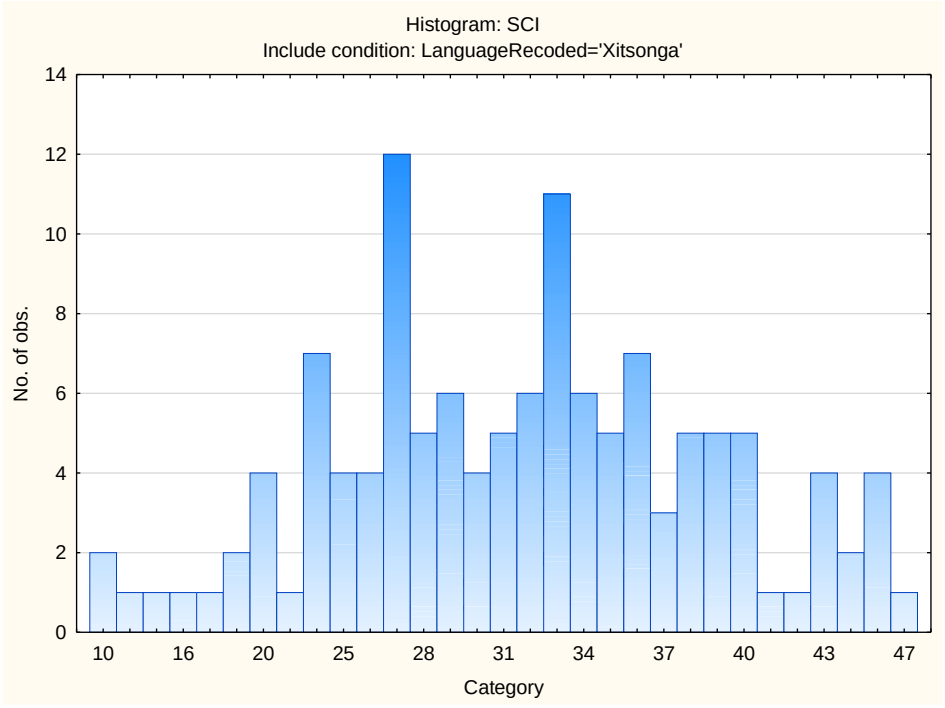
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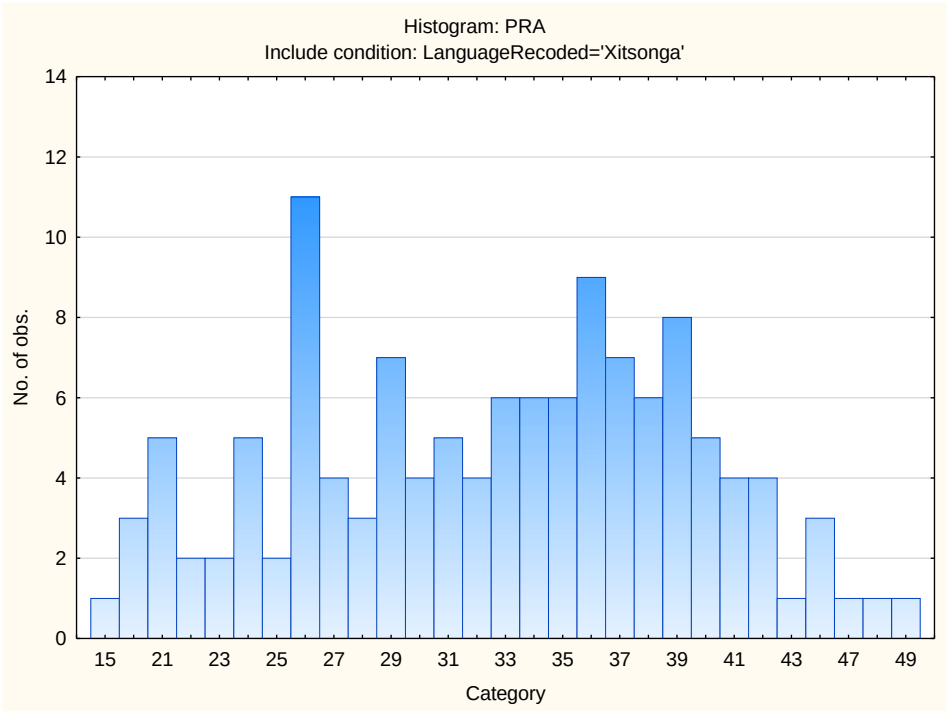
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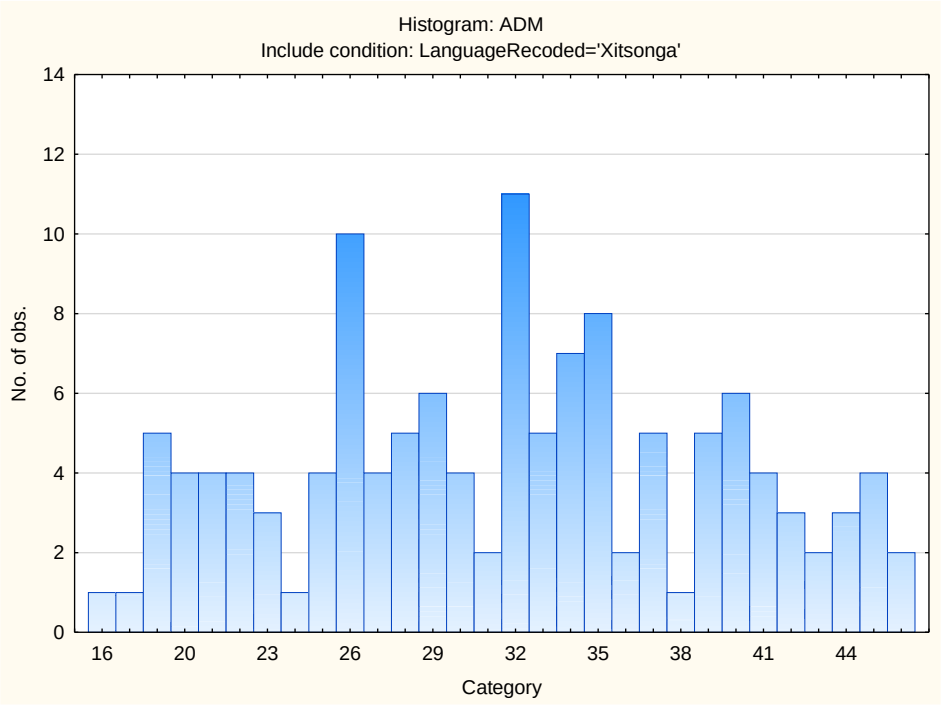
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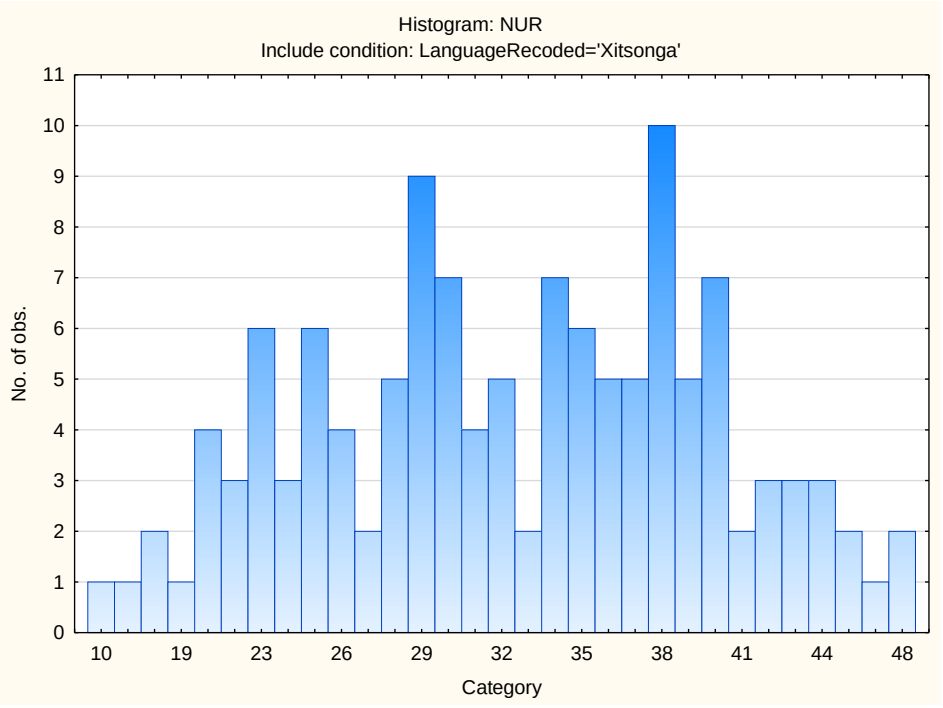
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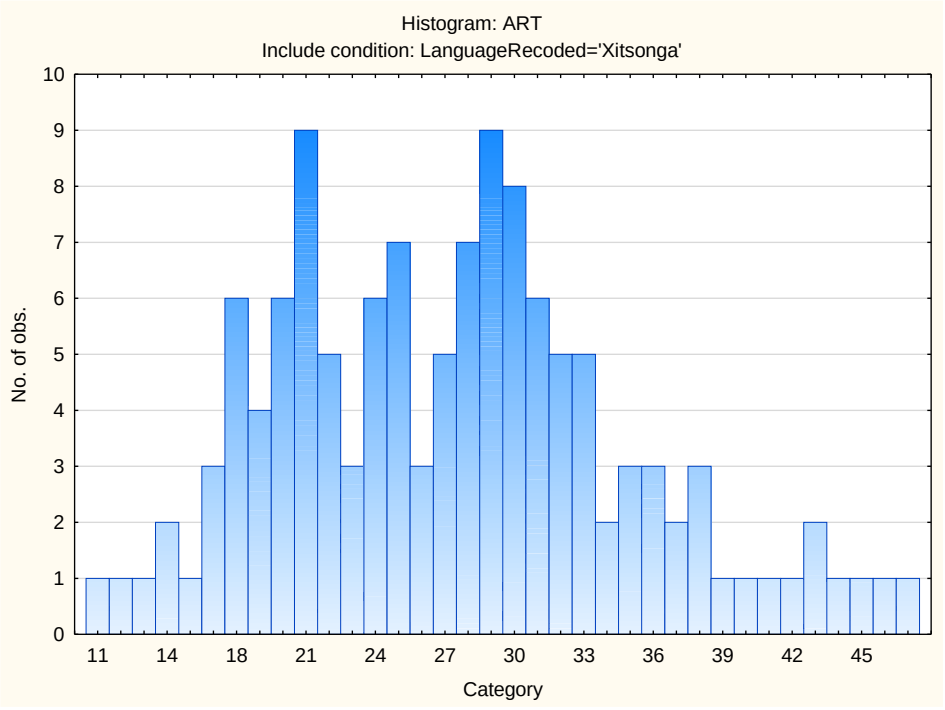
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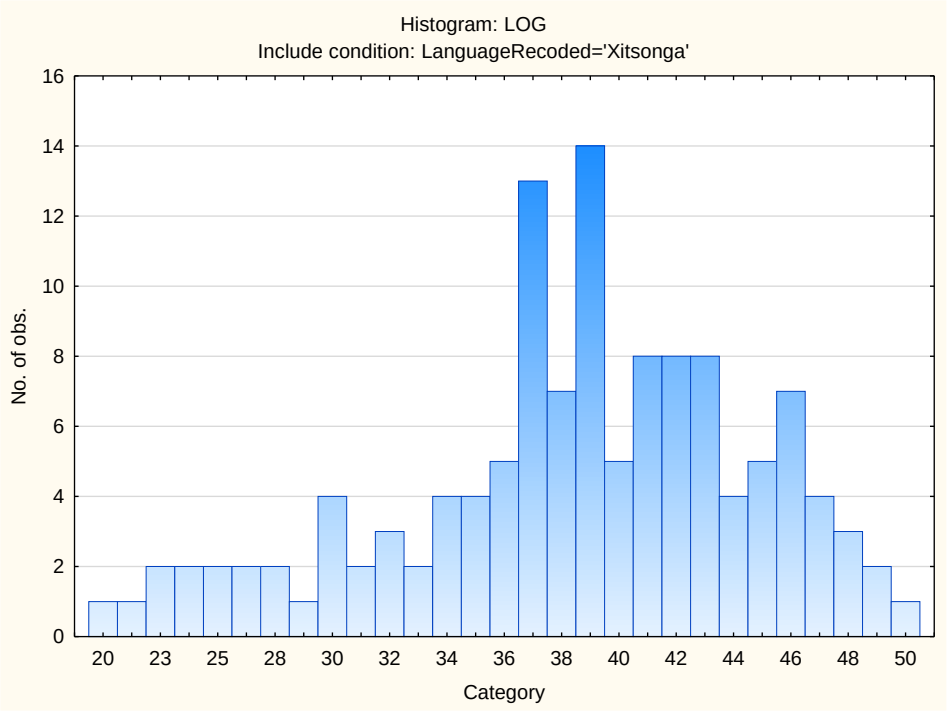
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Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
VEN	Need for Excitement	22-22	23-25	26-27	28-30	31-33	34-35	36-38	39-41	42-43	44-49
PHLEG	Need for Stability	12-17	18-21	22-25	26-28	29-32	33-36	37-39	40-43	44-47	
RAD	Need for Change	10-9	10-11	12-14	15-16	17-19	20-22	23-25	26-27	28-30	31-43
GREGAR	Need for People	14-21	22-24	25-28	29-31	32-34	35-38	39-41	42-44	45-47	48-55
ASSERT	Need for Control	19-22	23-25	26-28	29-31	32-35	36-38	39-41	42-44	45-48	49-50
PERS	Persuasive	17-17	18-21	22-25	26-28	29-32	33-35	36-39	40-42	43-46	47-48
SCI	Scientific	10-15	16-19	20-23	24-27	28-31	32-35	36-39	40-43	44-46	47-47
PRA	Practical	15-18	19-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-49
ADMIN	Administrative	16-16	17-20	21-24	25-27	28-31	32-35	36-39	40-43	44-46	47-48
NUR	Nurturing (caring)	10-16	17-20	21-24	25-28	29-32	33-36	37-39	40-43	44-47	48-48
ART	Artistic	11-11	12-15	16-19	20-23	24-27	28-31	32-35	36-38	39-42	43-49
LOG	Logical (computational)	20-25	26-28	29-31	32-35	36-38	39-41	42-44	45-48	49-50	

The Occupational Interest Profile (OIP)

Reliability introduction

Reliability studies

Reliability studies are done whenever we receive a substantial body of data that contains item responses. Reliability calculation is one of the services offered by Psytech SA to its clients. In almost all cases, clients have been willing to share the results of these calculations with other users.

Availability of biographical information

Frequently full biographical information is not collected, which makes it very difficult to calculate separate reliabilities on different racial and language groups. In some cases, it has been necessary to do a post-hoc classification of respondents based on their names. In such situations it is usually not possible to distinguish between Whites and Coloureds, and they have had to be classified together in one group.

The effect of English language proficiency on the reliability of the OIP

If the respondents have difficulty understanding the item text, the internal consistency reliability of the test is affected. It stands to reason that for groups with lower levels of education, or people who were historically affected by poorer education due to past discriminatory policies, the OIP will not be as reliable, and hence not as valid, as for groups who have had the benefit of good education.

Users are advised to use the OIP in conjunction with a language proficiency test.

The effect of sample size on reliability

An overview of the reliability results will alert the user to the phenomenon that calculated reliabilities are often higher with larger, more diverse samples.

If a sample is very narrowly selected by being based on a particular group of people with particular characteristics, the variance in the sample is reduced. This affects the reliability coefficients. Internal consistency reliability coefficients are based on correlations. Correlations are reduced under conditions where range is restricted.

In-house calculated reliabilities may also be depressed by lack of variance in the sample, particularly if the respondents are employees (not applicants) who were pre-selected on personality. This may be true even if they were pre-selected on a different personality questionnaire (not the OIP).

Relationship between reliability groups and norm groups

It is not possible to create a norm group for each reliability sample, because of sample size constraints. It is also not possible to report a reliability coefficient for every norm sample, **because** item response data are not always available. For ease of reference, we have included as much information as possible about the composition of the samples, rather than refer the user to the description of a related norm group.

Standard error of measurement (SEM)

Where data were available, the standard error of measurement is reported for every group for which we have calculated reliabilities. This is usually done for samples that are also used as norm groups. In some cases, the Standard Error of Measurement is reported for a group that has been screened for English comprehension, and for the total group as well.

The effect of reliability on validity

The reliability of a test places an upper limit on its validity. If a test is not reliable, it **cannot** be valid.

What Does It Mean If A Test Has Low Reliability?

On an ability measure, Reliability is considered low if it is below 0.75. Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.
There are various reasons why the reliability of a test, or of a specific sample of the overall sample group, might be low:

- Respondents guessing the answers to items which they may not know. Results should therefore be interpreted with caution.
- Respondents may have rushed to complete the assessment or may have been lacking in motivation at the time of test completion. In this instance, a lower reliability could be attributed to guessing or hasty decision making.
- Respondents finding the test items too difficult.
- Shorter tests, although economic and quick to administer, tend to be less reliable.

It is best practice to always rely on multiple sources of information when making an informed decision utilising an assessment process. This is of particular importance when the reliability of an assessment is lower than usual.

Advice to users

- Collect full biographical information on the respondents.
- Pre-screen for language proficiency using a standardized test of English proficiency wherever possible.
- When giving feedback or counselling based on the results of the questionnaire, bear in mind the reliability of the relevant scales for the group to which the respondent belongs.
- Where available, bear the Standard Error of Measurement in mind when making decisions or giving advice based on test results.
- Do not use unreliable scales for decision making.
- Do not rely on a single test when reliability is doubtful.

List of OIP reliability tables

Group	Type of reliability	No.
SA Bank applicants (all races)	Internal consistency	R1
SA Grade 9 pupils at an English-medium school	Internal consistency	R2
SA Vocational guidance clients	Internal consistency	R3
SA Industrial Psychology students	Internal consistency	R4
SA Grade 7 pupils at an English-medium school	Internal consistency	R5

OIP reliability: SA Bank applicants all races

Sample composition

Applicants to a large South African bank.
Data were collected during 1997-2001
Norms were based on means and standard deviations.

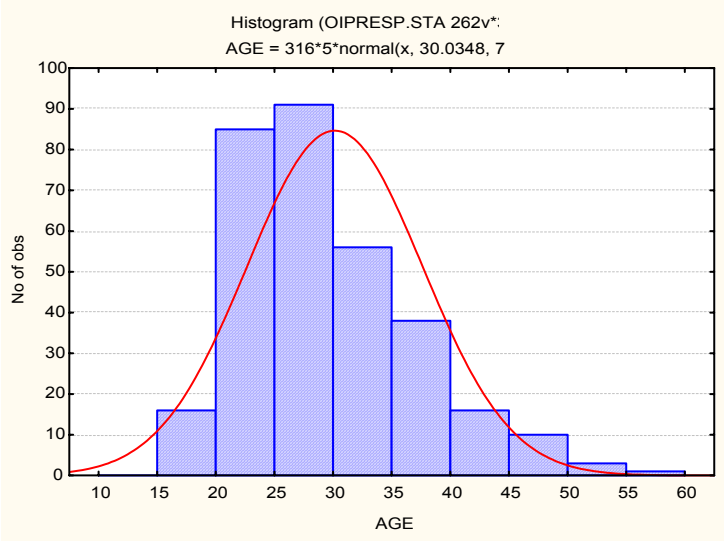
Category	Frequency table: GENDER			
	Count	Cumulative Count	Percent	Cumulative Percent
F	186	186	58.86076	58.8608
M	129	315	40.82278	99.6835
U	1	316	0.31646	100.0000
Missing	0	316	0.00000	100.0000

Category	Frequency table: RACE			
	Count	Cumulative Count	Percent	Cumulative Percent
A	22	22	6.96203	6.9620
WC	221	243	69.93671	76.8987
B	69	312	21.83544	98.7342
Missing	4	316	1.26582	100.0000

Race was coded on previously collected data using respondents' names. Whites and coloureds were coded together as WC.

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	30.03481	7.445168	16.00000	56.00000	316	0

Frequency distribution: Age



Internal consistency reliabilities (Coefficient alpha) on OIP scales

Scale Name	Total Group: N=316	Whites/ Coloureds N=221	Blacks N=69
Need for Excitement	.783627	.816432	.677584
Stability	.851773	.839889	.806913
Need for Change	.784083	.790013	.762118
Need for People	.792914	.822389	.625355
Need for Control	.829398	.825923	.784480
Persuasive interest	.797651	.812297	.752859
Scientific interest	.804339	.823218	.751006
Practical interest	.760586	.781275	.671598
Administrative interest	.814104	.791918	.821525
Caring interest	.857427	.866683	.833557
Artistic/creative interest	.887752	.897147	.861770
Logical interest	.788591	.782994	.783393
Mean alpha	0.812687	0.820848	0.761013

Standard error of measurement : total group

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.86538	6.16	0.783627
2	Stability	2.92602	7.6	0.851773
3	Need for change	2.61608	5.63	0.784083
4	Need for people	3.52222	7.74	0.792914
5	Need for control	2.96976	7.19	0.829398
6	Persuasive interest	3.29277	7.32	0.797651
7	Scientific interest	3.13616	7.09	0.804339
8	Practical/mechanical interest	3.18045	6.5	0.760586
9	Administrative interest	3.26386	7.57	0.814104
10	Caring interest	2.92253	7.74	0.857427
11	Artistic/creative interest	2.88465	8.61	0.887752
12	Logical/computational interest	2.979454	6.48	0.788591

Standard error of measurement : Whites and coloureds

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.72660	6.363893	0.816432
2	Stability	2.83385	7.082162	0.839889
3	Need for change	2.57349	5.615981	0.790013
4	Need for people	3.33434	7.911793	0.822389
5	Need for control	2.92807	7.017953	0.825923
6	Persuasive interest	3.20471	7.396963	0.812297
7	Scientific interest	3.02578	7.196456	0.823218
8	Practical/mechanical interest	3.11651	6.663758	0.781275
9	Administrative interest	3.23002	7.080898	0.791918
10	Caring interest	2.87708	7.879692	0.866683
11	Artistic/creative interest	2.84245	8.863058	0.897147
12	Logical/computational interest	2.990663	6.419950	0.782994

Standard error of measurement: Blacks

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.05997	5.389002	0.677584
2	Stability	3.07260	6.992445	0.806913
3	Need for change	2.58238	5.294684	0.762118
4	Need for people	3.98809	6.515605	0.625355
5	Need for control	3.03153	6.530080	0.78448
6	Persuasive interest	3.32459	6.687521	0.752859
7	Scientific interest	3.43156	6.876979	0.751006
8	Practical/mechanical interest	3.30431	5.766041	0.671598
9	Administrative interest	3.36123	7.956269	0.821525
10	Caring interest	3.02541	7.415681	0.833557
11	Artistic/creative interest	2.95040	7.935589	0.86177
12	Logical/computational interest	2.973894	6.389830	0.783393

OIP Reliability: SA grade 9 pupils at an English-medium school

Sample composition

South African scholars at an English medium government school, tested for vocational guidance purposes.
Data were collected in 2001.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
WC	202	202	78.29457	78.2946
B	44	246	17.05426	95.3488
A	12	258	4.65116	100.0000
Missing	0	258	0.00000	100.0000

Race was coded based on respondents' names.
Whites and coloureds were coded WC.

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	124	124	48.06202	48.0620
M	129	253	50.00000	98.0620
Error	5	258	1.93798	100.0000
Missing	0	258	0.00000	100.0000

	Frequency table: Age			
Category	Count	Cumulative Count	Percent	Cumulative Percent
14	74	74	28.68217	28.6822
15	149	223	57.75194	86.4341
16	31	254	12.01550	98.4496
17	1	255	0.38760	98.8372
19	1	256	0.38760	99.2248
Missing	2	258	0.77519	100.0000

Internal consistency reliability (Coefficient Alpha) on OIP scales

Scale	Coefficient Alpha (N=258)
Need for Excitement	.750598832
Stability	.804483757
Need for Change	.730592498
Need for People	.724641328
Need for Control	.785484818
Persuasive interest	.784470872
Scientific interest	.839297920
Practical interest	.739968588
Administrative interest	.808762207
Caring interest	.846746848
Artistic/creative interest	.893711364
Logical interest	.780835360
Mean alpha	**0.790799533**

Standard error of measurement

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.036357	6.08	0.750599
2	Stability	3.117314	7.05	0.804484
3	Need for change	3.103888	5.98	0.730592
4	Need for people	3.86738	7.37	0.724641
5	Need for control	3.218947	6.95	0.785485
6	Persuasive interest	3.305468	7.12	0.784471
7	Scientific interest	3.162917	7.89	0.839298
8	Practical/mechanical i	3.467543	6.8	0.739969
9	Administrative interest	3.564056	8.15	0.808762
10	Caring interest	3.116146	7.96	0.846747
11	Artistic/creative interes	3.204771	9.83	0.893711
12	Logical/computational	3.408134	7.28	0.780835

OIP Reliability: SA Vocational Guidance Clients

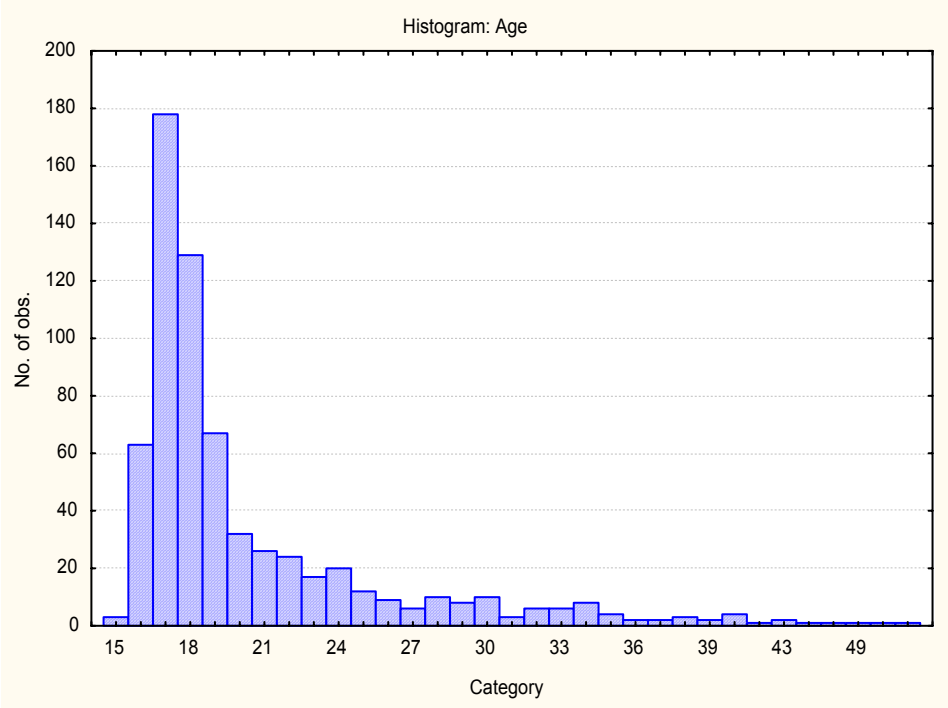
Sample characteristics

Clients receiving vocational guidance at a University in Gauteng. Biographical data was inconsistently captured, and therefore some of the cases were coded for race according to the respondents' names. For reliability calculations, only cases where the item responses were available, were included. Where there was doubt about whether respondent was White or Coloured, the code WC was used. Data were collected between 2001 and 2003.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Asian	110	110	16.61631	16.6163
European	84	194	12.68882	29.3051
African	60	254	9.06344	38.3686
Coloured	9	263	1.35952	39.7281
Other	5	268	0.75529	40.4834
WC	389	657	58.76133	99.2447
Missing	5	662	0.75529	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	347	347	52.41692	52.4169
M	312	659	47.12991	99.5468
Missing	3	662	0.45317	100.0000

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20.44562	5.770385	15.00000	58.00000	662	0



Internal consistency reliability (Coefficient Alpha) on OIP scales

Scale	Total Group N = 662	Whites/Coloureds N = 389	Asians N = 110	Blacks N = 60
Need for Excitement	.821571676	.839131814	.829779001	.713060746
Stability	.788798524	.801017250	.747791493	.696282286
Need for Change	.787985476	.790170262	.777666981	.809667564
Need for People	.800501356	.812499992	.771102497	.660351761
Need for Control	.825149268	.841301344	.829115923	.751103818
Persuasive interest	.799133230	.801368218	.795997636	.773472614
Scientific interest	.832183227	.822318745	.850970880	.823523192
Practical interest	.770364566	.771117995	.772736617	.781869072
Administrative interest	.851548549	.825946440	.856424125	.783692513
Caring interest	.854285263	.869541164	.825763393	.819017501
Artistic/creative interest	.883320410	.887406470	.894510766	.877057078
Logical interest	.812211999	.822946915	.778563092	.824962208
Mean alpha	**0.818921129**	**0.823730551**	**0.810868534**	**0.776171696**

Standard error of measurement: Total group

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.81610	6.666771	0.82157168
2	Stability	3.11928	6.787434	0.78879852
3	Need for change	2.93208	6.367857	0.78798548
4	Need for people	3.50546	7.848298	0.80050136
5	Need for control	2.96261	7.085007	0.82514927
6	Persuasive interest	3.34546	7.464527	0.79913323
7	Scientific interest	3.24358	7.917841	0.83218323
8	Practical/mechanical interest	3.29625	6.878605	0.77036457
9	Administrative interest	3.10882	8.068689	0.85154855
10	Caring interest	2.97533	7.794402	0.85428526
11	Artistic/creative interest	3.18497	9.324129	0.88332041
12	Logical/computational interest	3.287466	7.586253	0.812212

Standard error of measurement: Whites/Coloureds

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.71484	6.768764	0.83913181
2	Stability	3.06553	6.872231	0.80101725
3	Need for change	2.90792	6.348171	0.79017026
4	Need for people	3.42751	7.915497	0.81249999
5	Need for control	2.88200	7.234480	0.84130134
6	Persuasive interest	3.29921	7.402613	0.80136822
7	Scientific interest	3.22935	7.661159	0.82231874
8	Practical/mechanical interest	3.20400	6.697108	0.77111799
9	Administrative interest	3.02905	7.260466	0.82594644
10	Caring interest	2.89024	8.001964	0.86954116
11	Artistic/creative interest	3.14612	9.376025	0.88740647
12	Logical/computational interest	3.285778	7.808839	0.82294692

Standard error of measurement: Asians

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.91966	7.076615	0.829779
2	Stability	3.33536	6.641442	0.74779149
3	Need for change	2.99696	6.355922	0.77766698
4	Need for people	3.64584	7.620393	0.7711025
5	Need for control	2.97477	7.196196	0.82911592
6	Persuasive interest	3.42942	7.592828	0.79599764
7	Scientific interest	3.30537	8.562170	0.85097088
8	Practical/mechanical interest	3.48712	7.314803	0.77273662
9	Administrative interest	3.20764	8.465349	0.85642412
10	Caring interest	3.14993	7.546249	0.82576339
11	Artistic/creative interest	3.16720	9.751495	0.89451077
12	Logical/computational interest	3.317936	7.050876	0.77856309

Standard error of measurement: Blacks

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.17456	5.926361	0.7130607
2	Stability	3.34044	6.061339	0.6962823
3	Need for change	2.92284	6.699587	0.8096676
4	Need for people	3.77707	6.480980	0.6603518
5	Need for control	3.06315	6.139872	0.7511038
6	Persuasive interest	3.42237	7.190625	0.7734726
7	Scientific interest	3.36382	8.007341	0.8235232
8	Practical/mechanical interest	3.27134	7.004337	0.7818691
9	Administrative interest	3.45428	7.427141	0.7836925
10	Caring interest	3.14204	7.385740	0.8190175
11	Artistic/creative interest	3.16426	9.024449	0.8770571
12	Logical/computational interest	3.043089	7.273588	0.8249622

OIP Reliability: SA Industrial Psychology students

Sample composition

Sample characteristics

Students in their third year at a university in Gauteng, studying Industrial Psychology. Students completed the questionnaires as part of their training requirements.

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	66	66	86.84211	86.8421
M	10	76	13.15789	100.0000
Missing	0	76	0.00000	100.0000

	Frequency table: Age			
Category	Count	Cumulative Count	Percent	Cumulative Percent
18	1	1	1.31579	1.3158
19	20	21	26.31579	27.6316
20	32	53	42.10526	69.7368
21	11	64	14.47368	84.2105
22	6	70	7.89474	92.1053
24	2	72	2.63158	94.7368
25	1	73	1.31579	96.0526
28	1	74	1.31579	97.3684
35	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

	Frequency table: Education			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Degree	2	2	2.63158	2.6316
University entrance matri	68	70	89.47368	92.1053
Technikon	1	71	1.31579	93.4211
Grade 12	4	75	5.26316	98.6842
Post Graduate	1	76	1.31579	100.0000
Missing	0	76	0.00000	100.0000

Category	Frequency table: First Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	11	11	14.47368	14.4737
Afrikaans	54	65	71.05263	85.5263
Sesotho	1	66	1.31579	86.8421
isiZulu	3	69	3.94737	90.7895
SWAZI	1	70	1.31579	92.1053
Setswana	1	71	1.31579	93.4211
isiXhosa	2	73	2.63158	96.0526
Missing	3	76	3.94737	100.0000

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
Asian	4	4	5.26316	5.2632
European	60	64	78.94737	84.2105
African	10	74	13.15789	97.3684
Coloured	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

Internal consistency reliabilities (Coefficient Alpha) on OIP scales

Scale	Total Group N = 76	Home language not English N = 61
Need for Excitement	.851986120	.825916610
Stability	.848689377	.870526257
Need for Change	.690410941	.679790026
Need for People	.785073917	.804467797
Need for Control	.841896469	.830849571
Persuasive interest	.860885143	.873324687
Scientific interest	.809737792	.839347283
Practical interest	.824932509	.832062650
Administrative interest	.858601560	.850930525
Caring interest	.852958301	.815560257
Artistic/creative interest	.858732750	.875823915
Logical interest	.779531093	.782051233
Mean alpha	**0.821952998**	**0.823387568**

Standard error of measurement

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.46001	6.394186	0.851986
2	Stability	2.93559	7.546766	0.848689
3	Need for change	2.77770	4.992204	0.690411
4	Need for people	3.45852	7.460116	0.785074
5	Need for control	2.69604	6.780403	0.841896
6	Persuasive interest	3.14307	8.426889	0.860885
7	Scientific interest	3.15535	7.233875	0.809738
8	Practical/mechanical interest	3.09996	7.408897	0.824933
9	Administrative interest	2.95685	7.863339	0.858602
10	Caring interest	2.89384	7.546662	0.852958
11	Artistic/creative interest	3.18217	8.466487	0.858733
12	Logical/computational interest	3.20415	6.824003	0.779531

OIP Reliability: SA Grade 7

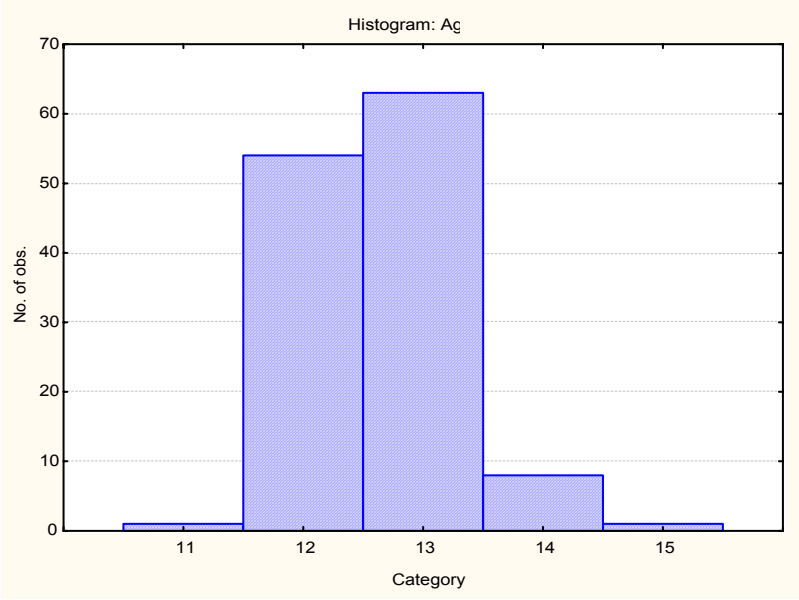
Sample composition

South African grade 7 pupils at an English Medium primary school in Gauteng. Pupils completed the questionnaire to assist with vocational guidance regarding choice of high school and subjects. Race was coded based on applicants' names. Whites and coloureds were coded WC unless definite information was available. Data were collected in 2002.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
A	23	23	18.11024	18.1102
WC	56	79	44.09449	62.2047
W	1	80	0.78740	62.9921
B	46	126	36.22047	99.2126
Missing	1	127	0.78740	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	62	62	48.81890	48.8189
M	65	127	51.18110	100.0000
Missing	0	127	0.00000	100.0000

	Descriptive Statistics					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	12.63780	0.650632	11.00000	15.00000	127	0



Internal Consistency reliabilities (coefficient Alpha) on OIP scales

Reliabilities lower than .5 have been highlighted.

Scale	Total Group N = 127	Whites/Coloureds N = 57	Asians N = 23	Blacks N = 60
Need for Excitement	.723940890	.701881998	.810746553	.666257716
Stability	.766855632	.766967065	.777563573	.771621058
Need for Change	.603460455	.665095718	.663429557	.468479381
Need for People	.663465821	.777739922	.641007803	.364527373
Need for Control	.689991272	.739780910	.578334410	.551034423
Persuasive interest	.666633987	.730260544	.632188305	.510889549
Scientific interest	.737775288	.769587631	.758529505	.693890277
Practical interest	.721893720	.816099332	.709905222	.467069526
Administrative interest	.616790997	.700477238	.548024726	.491542253
Caring interest	.739553159	.695005313	.714015657	.777867773
Artistic/creative interest	.806023041	.829919665	.783223659	.736644230
Logical interest	.810368353	.793936031	.805701231	.842129272
Mean alpha	**0.712229385**	**0.748895947**	**0.701889183**	**0.611829403**

While the OIP was not really intended to be used at primary school level, the internal consistency reliability levels for the Total Group, White/coloured group and Asian group were higher than expected. The low reliabilities for four of the scales on the Black group are probably due to the fact that these students were not tested in their home language. Users are advised to be cautious when using the OIP on this age group, and to assess English language proficiency before using a questionnaire measure such as the OIP.

Standard error of measurement: Total group

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.0843456	5.870323	0.7239409
2	Stability	3.3195899	6.874988	0.7668556
3	Need for change	2.8824206	4.577350	0.6034605
4	Need for People	3.9427001	6.796404	0.6634658
5	Need for Control	3.4056792	6.116694	0.6899913
6	Persuasive interest	3.5678703	6.179430	0.666634
7	Scientific interest	3.384398	6.609135	0.7377753
8	Practical interest	3.3292538	6.313083	0.7218937
9	Administrative interest	3.5940738	5.805895	0.616791
10	Caring interest	3.1320091	6.137104	0.7395532
11	Artistic/creative interest	3.4430345	7.817472	0.806023
12	Logical interest	2.9231856	6.712758	0.8103684

Standard error of measurement: Whites and coloureds

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.940818	5.386096	0.701882
2	Stability	3.164558	6.555479	0.7669671
3	Need for change	2.504753	4.328173	0.6650957
4	Need for People	3.659699	7.762733	0.7777399
5	Need for Control	3.28771	6.445015	0.7397809
6	Persuasive interest	3.425247	6.595073	0.7302605
7	Scientific interest	3.269213	6.810678	0.7695876
8	Practical interest	3.10968	7.251437	0.8160993
9	Administrative interest	3.419397	6.247907	0.7004772
10	Caring interest	3.058639	5.538372	0.6950053
11	Artistic/creative interest	3.410379	8.269429	0.8299197
12	Logical interest	2.764473	6.089917	0.793936

Standard error of measurement: Asians

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.015236	6.931055	0.8107466
2	Stability	3.365774	7.136445	0.7775636
3	Need for change	2.439094	4.204270	0.6634296
4	Need for People	3.842776	6.413610	0.6410078
5	Need for Control	3.853997	5.935090	0.5783344
6	Persuasive interest	3.594633	5.927093	0.6321883
7	Scientific interest	3.289432	6.694048	0.7585295
8	Practical interest	3.31344	6.151898	0.7099052
9	Administrative interest	3.874257	5.762767	0.5480247
10	Caring interest	3.283691	6.140322	0.7140157
11	Artistic/creative interest	2.95106	6.338289	0.7832237
12	Logical interest	2.955373	6.704668	0.8057012

Standard Error of measurement: Blacks

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	3.111571	5.386096	0.6662577
2	Stability	3.132799	6.555479	0.7716211
3	Need for change	3.155475	4.328173	0.4684794
4	Need for People	6.188182	7.762733	0.3645274
5	Need for Control	4.318476	6.445015	0.5510344
6	Persuasive interest	4.612359	6.595073	0.5108895
7	Scientific interest	3.768156	6.810678	0.6938903
8	Practical interest	5.2937	7.251437	0.4670695
9	Administrative interest	4.455146	6.247907	0.4915423
10	Caring interest	2.610285	5.538372	0.7778678
11	Artistic/creative interest	4.243722	8.269429	0.7366442
12	Logical interest	2.419704	6.089917	0.8421293

Occupational Interest Profile (OIP) Reliability: South Africans, Aggregate Population, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	7796	7796	53,75069	53,7507
M	6561	14357	45,23580	98,9865
U	147	14504	1,01351	100,0000
Missing	0	14504	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	4115	4115	28,37148	28,3715
Tertiary Cert / Trade	611	4726	4,21263	32,5841
Tertiary	843	5569	5,81219	38,3963
Post Graduate	687	6256	4,73662	43,1329
< Matric	1788	8044	12,32763	55,4606
Missing	6460	14504	44,53944	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	28,13707	28,1371
Afrikaans	1197	5278	8,25290	36,3900
isiZulu	737	6015	5,08136	41,4713
Setswana	326	6341	2,24766	43,7190
Sesotho	318	6659	2,19250	45,9115
Xitsonga	126	6785	0,86873	46,7802
isiXhosa	392	7177	2,70270	49,4829
Sepedi	506	7683	3,48869	52,9716
siSwati	145	7828	0,99972	53,9713
Tshivenda	81	7909	0,55847	54,5298
isiNdebele	46	7955	0,31715	54,8469
Missing	6549	14504	45,15306	100,0000

Language Group Composition of the Sample

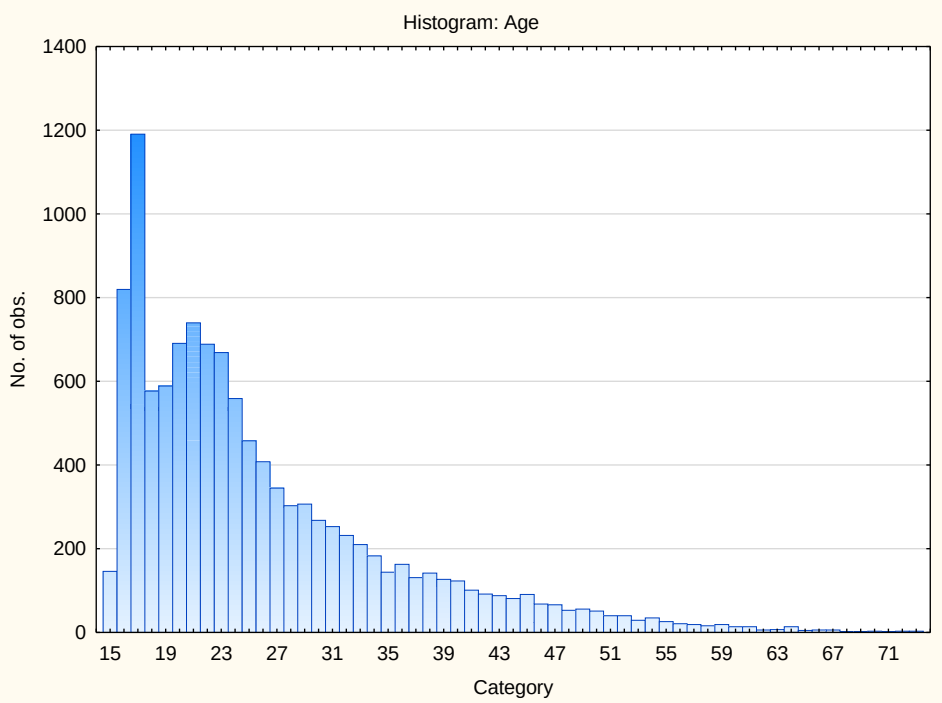
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	8,25290	8,2529
Indigenous	2677	3874	18,45698	26,7099
English	4081	7955	28,13707	54,8469
Missing	6549	14504	45,15306	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	3518	3518	24,25538	24,2554
European	2885	6403	19,89106	44,1464
Coloured	510	6913	3,51627	47,6627
Indian	183	7096	1,26172	48,9244
Asian	233	7329	1,60645	50,5309
Missing	7175	14504	49,46911	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25,90318	9,665099	15,00000	78,00000	11547	2957



Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,78
PHLEG	Need for stability	0,81
RAD	Need for change	0,79
GREGAR	Need for people	0,79
ASSERT	Need for control	0,81
PERS	Persuasive	0,79
SCI	Scientific	0,85
PRA	Practical	0,78
ADMIN	Administrative	0,82
NUR	Nurturing (caring)	0,83
ART	Artistic	0,87
LOG	Logical (computational)	0,81

Occupational Interest Profile (OIP) Reliability: South Africans, English Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	2180	2180	53,41828	53,4183
M	1853	4033	45,40554	98,8238
U	48	4081	1,17618	100,0000
Missing	0	4081	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	4115	4115	28,37148	28,3715
Tertiary Cert / Trade	611	4726	4,21263	32,5841
Tertiary	843	5569	5,81219	38,3963
Post Graduate	687	6256	4,73662	43,1329
< Matric	1788	8044	12,32763	55,4606
Missing	6460	14504	44,53944	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	100,0000	100,0000
Missing	0	4081	0,0000	100,0000

Language Group Composition of the Sample

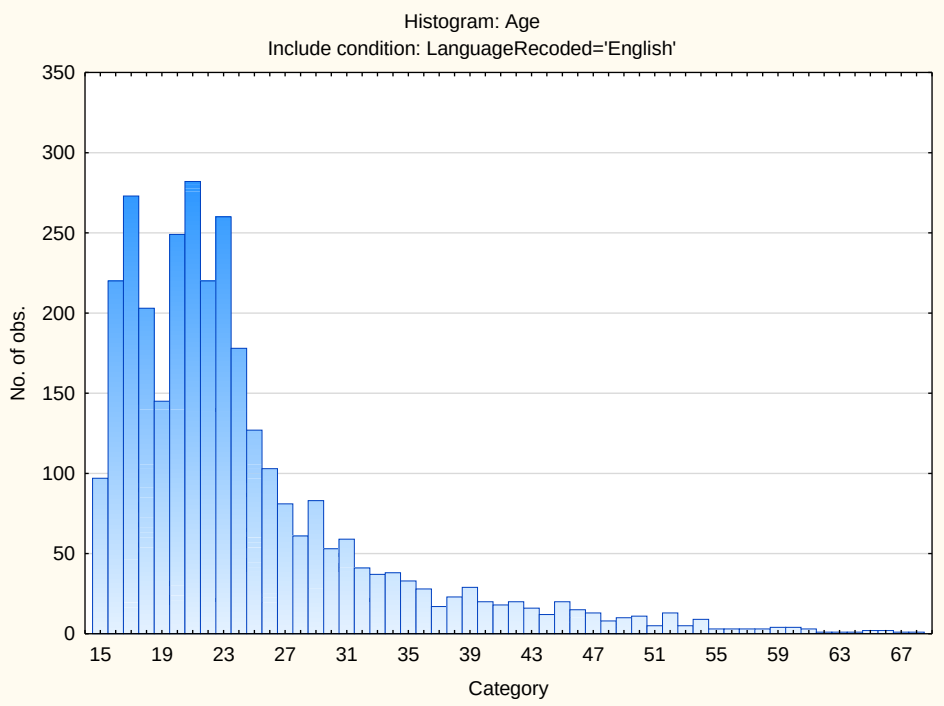
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	4081	4081	100,0000	100,0000
Missing	0	4081	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	590	590	14,45724	14,4572
European	1704	2294	41,75447	56,2117
Coloured	345	2639	8,45381	64,6655
Indian	180	2819	4,41068	69,0762
Asian	206	3025	5,04778	74,1240
Missing	1056	4081	25,87601	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	24,32554	8,540627	15,00000	68,00000	3167	914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300
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23
27
31
35
39
43
47
51
55
59
63
67

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,82
PHLEG	Need for stability	0,82
RAD	Need for change	0,81
GREGAR	Need for people	0,83
ASSERT	Need for control	0,84
PERS	Persuasive	0,81
SCI	Scientific	0,86
PRA	Practical	0,80
ADMIN	Administrative	0,84
NUR	Nurturing (caring)	0,85
ART	Artistic	0,88
LOG	Logical (computational)	0,83

Occupational Interest Profile (OIP) Reliability: South Africans, Afrikaans Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	665	665	55,55556	55,5556
M	528	1193	44,11028	99,6658
U	4	1197	0,33417	100,0000
Missing	0	1197	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	580	580	48,45447	48,4545
Tertiary Cert / Trade	97	677	8,10359	56,5581
Tertiary	106	783	8,85547	65,4135
Post Graduate	117	900	9,77444	75,1880
< Matric	148	1048	12,36424	87,5522
Missing	149	1197	12,44779	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	100,0000	100,0000
Missing	0	1197	0,0000	100,0000

Language Group Composition of the Sample

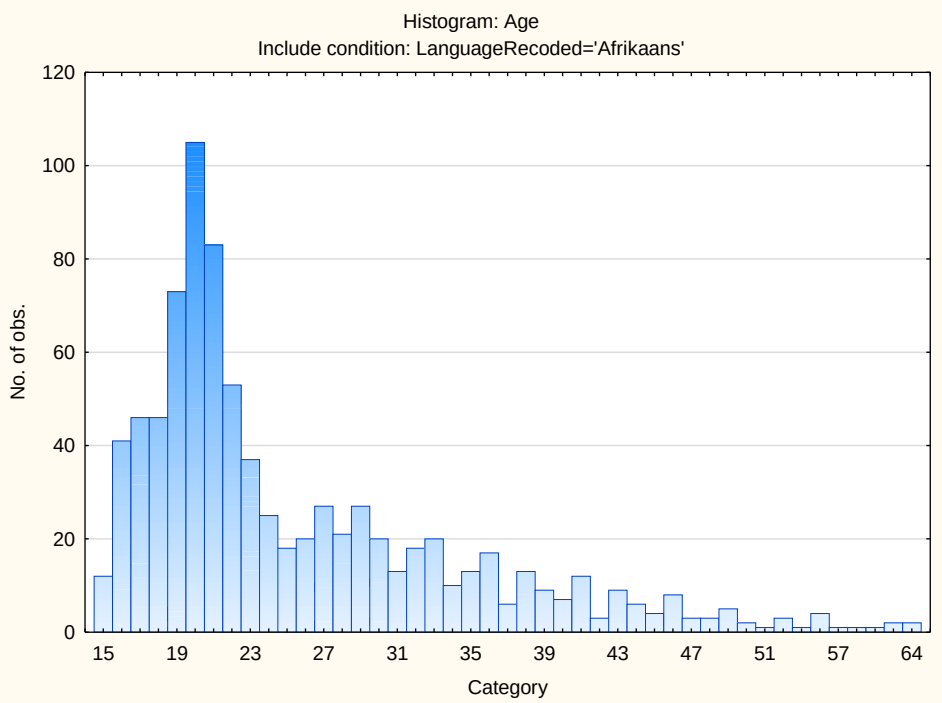
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	1197	1197	100,0000	100,0000
Missing	0	1197	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	57	57	4,76190	4,7619
European	924	981	77,19298	81,9549
Coloured	146	1127	12,19716	94,1520
Asian	1	1128	0,08354	94,2356
Missing	69	1197	5,76441	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25,51469	9,014405	15,00000	64,00000	851	346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60
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15
19
23
27
31
35
39
43
47
51
57
64
Category

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,71
PHLEG	Need for stability	0,80
RAD	Need for change	0,73
GREGAR	Need for people	0,71
ASSERT	Need for control	0,77
PERS	Persuasive	0,80
SCI	Scientific	0,85
PRA	Practical	0,81
ADMIN	Administrative	0,85
NUR	Nurturing (caring)	0,85
ART	Artistic	0,88
LOG	Logical (computational)	0,79

Occupational Interest Profile (OIP) Reliability: South Africans, Indigenous Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	1634	1634	61,03848	61,0385
M	1013	2647	37,84087	98,8793
U	30	2677	1,12066	100,0000
Missing	0	2677	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	951	951	35,52484	35,5248
Tertiary Cert / Trade	237	1188	8,85319	44,3780
Tertiary	192	1380	7,17221	51,5502
Post Graduate	121	1501	4,51999	56,0702
< Matric	1035	2536	38,66268	94,7329
Missing	141	2677	5,26709	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	737	737	27,53082	27,5308
Setswana	326	1063	12,17781	39,7086
Sesotho	318	1381	11,87897	51,5876
Xitsonga	126	1507	4,70676	56,2944
isiXhosa	392	1899	14,64326	70,9376
Sepedi	506	2405	18,90176	89,8394
siSwati	145	2550	5,41651	95,2559
Tshivenda	81	2631	3,02578	98,2817
isiNdebele	46	2677	1,71834	100,0000
Missing	0	2677	0,00000	100,0000

Language Group Composition of the Sample

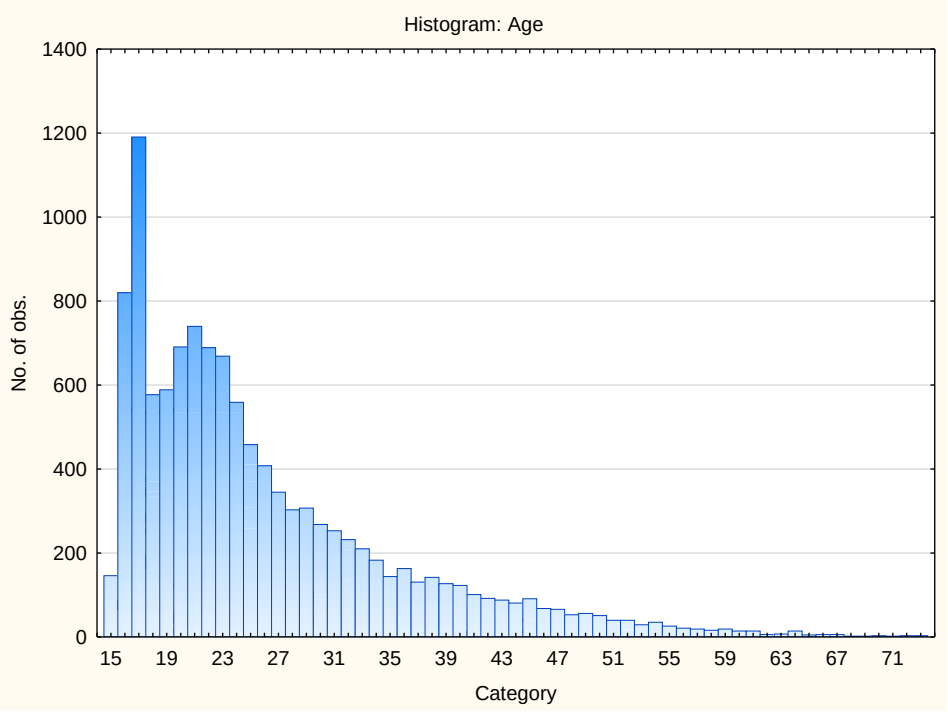
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2677	2677	100,0000	100,0000
Missing	0	2677	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2575	2575	96,18976	96,1898
European	6	2581	0,22413	96,4139
Coloured	3	2584	0,11207	96,5260
Asian	3	2587	0,11207	96,6380
Missing	90	2677	3,36197	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	25,90318	9,665099	15,00000	78,00000	11547	2957


Histogram: Age
No. of obs.
1400
1200
1000
800
600
400
200
0
15
19
23
27
31
35
39
43
47
51
55
59
63
67
71
Category

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,71
PHLEG	Need for stability	0,80
RAD	Need for change	0,73
GREGAR	Need for people	0,71
ASSERT	Need for control	0,77
PERS	Persuasive	0,76
SCI	Scientific	0,82
PRA	Practical	0,73
ADMIN	Administrative	0,80
NUR	Nurturing (caring)	0,78
ART	Artistic	0,85
LOG	Logical (computational)	0,78

Occupational Interest Profile (OIP) Reliability: South Africans, isiXhosa Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	239	239	60,96939	60,9694
M	143	382	36,47959	97,4490
U	10	392	2,55102	100,0000
Missing	0	392	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	141	141	35,96939	35,9694
Tertiary Cert / Trade	43	184	10,96939	46,9388
Tertiary	28	212	7,14286	54,0816
Post Graduate	20	232	5,10204	59,1837
< Matric	137	369	34,94898	94,1327
Missing	23	392	5,86735	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiXhosa	392	392	100,0000	100,0000
Missing	0	392	0,0000	100,0000

Language Group Composition of the Sample

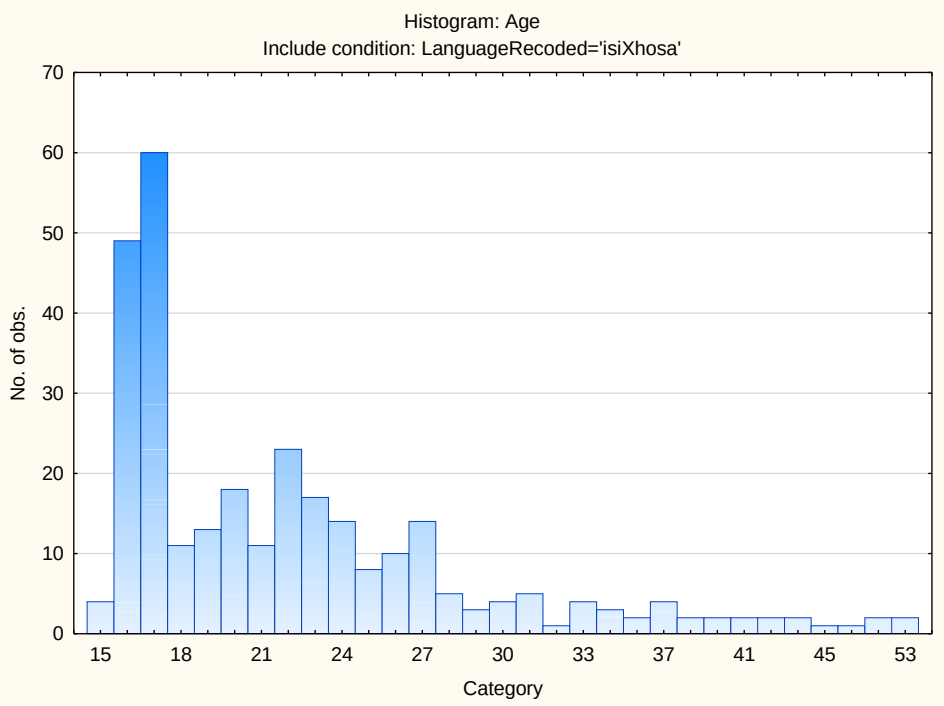
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	392	392	100,0000	100,0000
Missing	0	392	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	374	374	95,40816	95,4082
European	1	375	0,25510	95,6633
Coloured	1	376	0,25510	95,9184
Missing	16	392	4,08163	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,29431	7,337982	15,00000	53,00000	299	93


Histogram: Age
Include condition: LanguageRecoded='isiXhosa'
No. of obs.
Category
0
10
20
30
40
50
60
70
15
18
21
24
27
30
33
37
41
45
53

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,70
PHLEG	Need for stability	0,81
RAD	Need for change	0,71
GREGAR	Need for people	0,74
ASSERT	Need for control	0,77
PERS	Persuasive	0,76
SCI	Scientific	0,82
PRA	Practical	0,74
ADMIN	Administrative	0,81
NUR	Nurturing (caring)	0,80
ART	Artistic	0,86
LOG	Logical (computational)	0,75

Occupational Interest Profile (OIP) Reliability: South Africans, isiZulu Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	423	423	57,39484	57,3948
M	306	729	41,51967	98,9145
U	8	737	1,08548	100,0000
Missing	0	737	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	333	333	45,18318	45,1832
Tertiary Cert / Trade	68	401	9,22659	54,4098
Tertiary	57	458	7,73406	62,1438
Post Graduate	28	486	3,79919	65,9430
< Matric	216	702	29,30801	95,2510
Missing	35	737	4,74898	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	737	737	100,0000	100,0000
Missing	0	737	0,0000	100,0000

Language Group Composition of the Sample

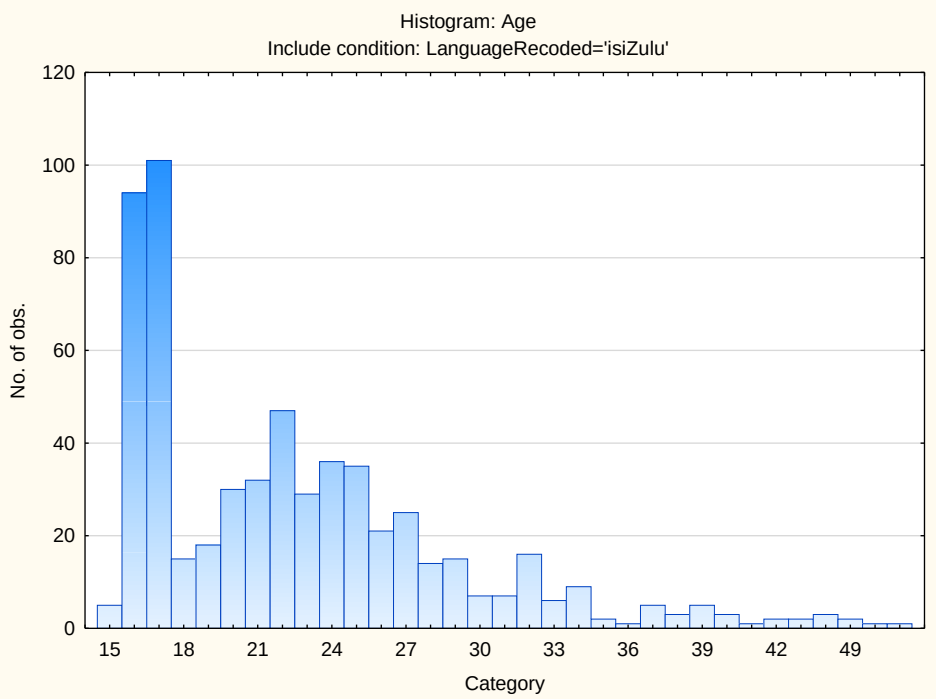
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	737	737	100,0000	100,0000
Missing	0	737	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	701	701	95,11533	95,1153
Asian	1	702	0,13569	95,2510
Missing	35	737	4,74898	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,58347	6,661471	15,00000	57,00000	593	144


Histogram: Age
Include condition: LanguageRecoded='isiZulu'
No. of obs.
Category
0
20
40
60
80
100
120
15
18
21
24
27
30
33
36
39
42
49

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	
PHLEG	Need for stability	
RAD	Need for change	
GREGAR	Need for people	
ASSERT	Need for control	
PERS	Persuasive	
SCI	Scientific	
PRA	Practical	
ADMIN	Administrative	
NUR	Nurturing (caring)	
ART	Artistic	
LOG	Logical (computational)	

Occupational Interest Profile (OIP) Reliability: South Africans, Sepedi Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	336	336	66,40316	66,4032
M	165	501	32,60870	99,0119
U	5	506	0,98814	100,0000
Missing	0	506	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	131	131	25,88933	25,8893
Tertiary Cert / Trade	25	156	4,94071	30,8300
Tertiary	25	181	4,94071	35,7708
Post Graduate	21	202	4,15020	39,9209
< Matric	288	490	56,91700	96,8379
Missing	16	506	3,16206	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	506	506	100,0000	100,0000
Missing	0	506	0,0000	100,0000

Language Group Composition of the Sample

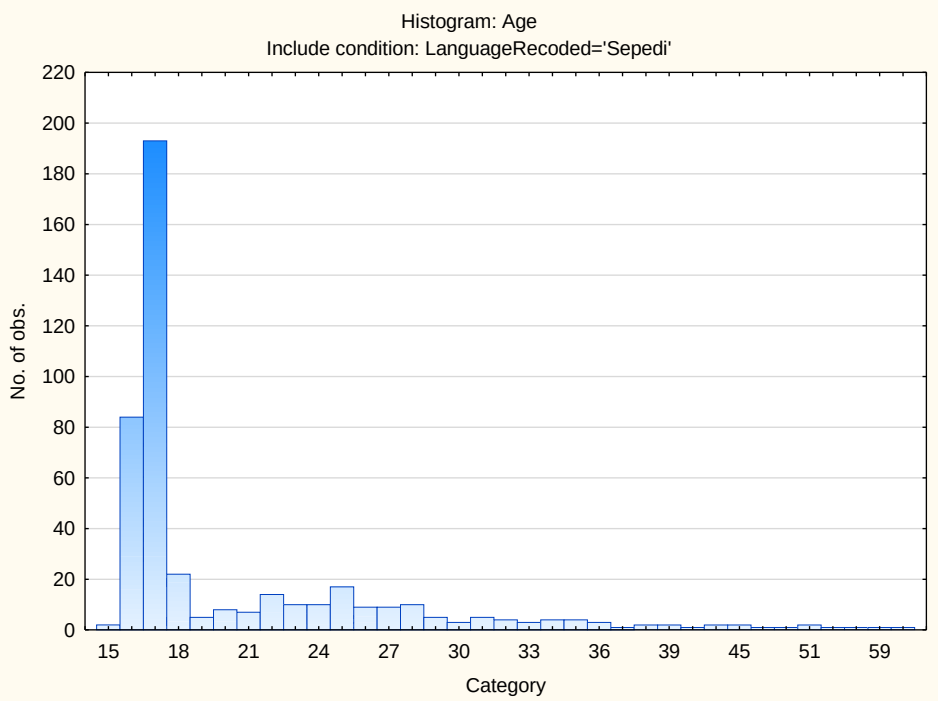
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	506	506	100,0000	100,0000
Missing	0	506	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	493	493	97,43083	97,4308
European	1	494	0,19763	97,6285
Coloured	1	495	0,19763	97,8261
Asian	2	497	0,39526	98,2213
Missing	9	506	1,77866	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20,58797	7,205958	15,00000	60,00000	449	57


Histogram: Age
Include condition: LanguageRecoded='Sepedi'
No. of obs.
Category
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40
60
80
100
120
140
160
180
200
220
15
18
21
24
27
30
33
36
39
45
51
59

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,67
PHLEG	Need for stability	0,81
RAD	Need for change	0,71
GREGAR	Need for people	0,69
ASSERT	Need for control	0,79
PERS	Persuasive	0,79
SCI	Scientific	0,80
PRA	Practical	0,72
ADMIN	Administrative	0,78
NUR	Nurturing (caring)	0,77
ART	Artistic	0,84
LOG	Logical (computational)	0,79

Occupational Interest Profile (OIP) Reliability: South Africans, Sesotho Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	203	203	63,83648	63,8365
M	112	315	35,22013	99,0566
U	3	318	0,94340	100,0000
Missing	0	318	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	127	127	39,93711	39,9371
Tertiary Cert / Trade	28	155	8,80503	48,7421
Tertiary	22	177	6,91824	55,6604
Post Graduate	14	191	4,40252	60,0629
< Matric	101	292	31,76101	91,8239
Missing	26	318	8,17610	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	318	318	100,0000	100,0000

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Missing	0	318	0,0000	100,0000

Language Group Composition of the Sample

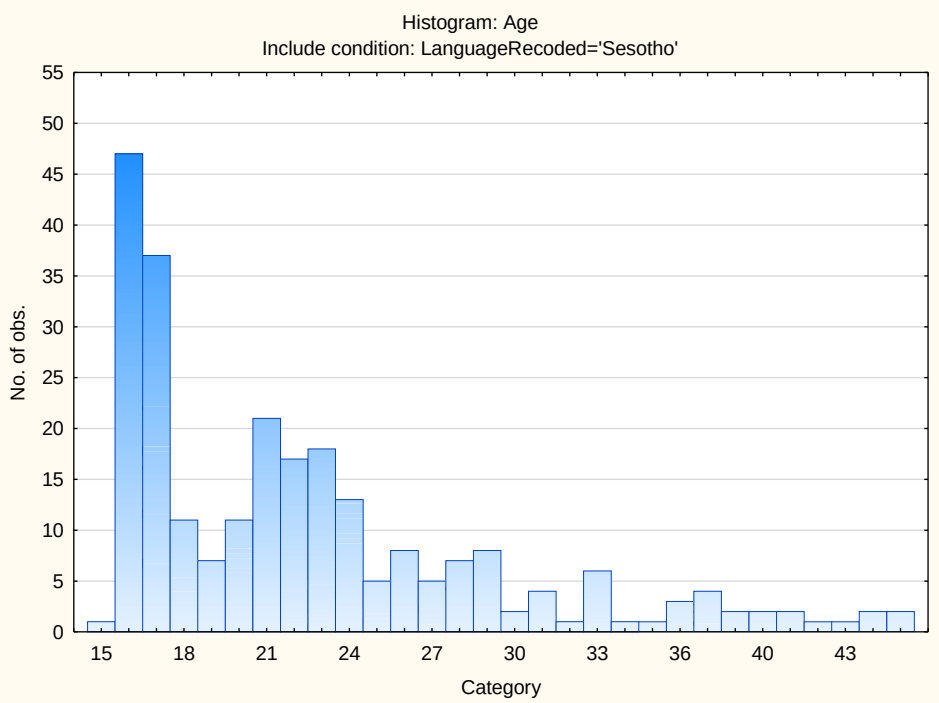
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	318	318	100,0000	100,0000
Missing	0	318	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	307	307	96,54088	96,5409
European	2	309	0,62893	97,1698
Coloured	1	310	0,31447	97,4843
Missing	8	318	2,51572	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,49600	6,868968	15,00000	45,00000	250	68


Histogram: Age
Include condition: LanguageRecoded='Sesotho'
No. of obs.
Category
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5
10
15
20
25
30
35
40
45
50
55
15
18
21
24
27
30
33
36
40
43

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,68
PHLEG	Need for stability	0,78
RAD	Need for change	0,71
GREGAR	Need for people	0,69
ASSERT	Need for control	0,78
PERS	Persuasive	0,75
SCI	Scientific	0,82
PRA	Practical	0,71
ADMIN	Administrative	0,84
NUR	Nurturing (caring)	0,76
ART	Artistic	0,85
LOG	Logical (computational)	0,77

Occupational Interest Profile (OIP) Reliability: South Africans, Setswana Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	190	190	58,28221	58,2822
M	134	324	41,10429	99,3865
U	2	326	0,61350	100,0000
Missing	0	326	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	107	107	32,82209	32,8221
Tertiary Cert / Trade	33	140	10,12270	42,9448
Tertiary	29	169	8,89571	51,8405
Post Graduate	17	186	5,21472	57,0552
< Matric	119	305	36,50307	93,5583
Missing	21	326	6,44172	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	326	326	100,0000	100,0000
Missing	0	326	0,0000	100,0000

Language Group Composition of the Sample

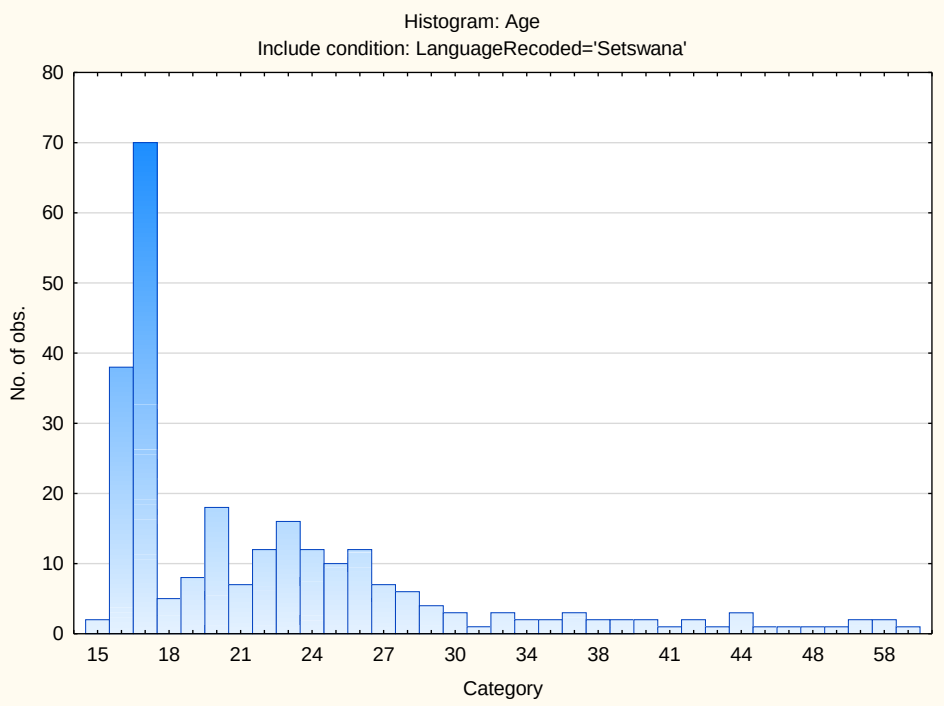
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	326	326	100,0000	100,0000
Missing	0	326	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	315	315	96,62577	96,6258
European	1	316	0,30675	96,9325
Missing	10	326	3,06748	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics: Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	22,81749	8,608366	15,00000	63,00000	263	63


Histogram: Age
Include condition: LanguageRecoded='Setswana'
No. of obs.
Category
0
10
20
30
40
50
60
70
80
15
18
21
24
27
30
34
38
41
44
48
58

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,73
PHLEG	Need for stability	0,80
RAD	Need for change	0,76
GREGAR	Need for people	0,72
ASSERT	Need for control	0,73
PERS	Persuasive	0,75
SCI	Scientific	0,83
PRA	Practical	0,72
ADMIN	Administrative	0,76
NUR	Nurturing (caring)	0,80
ART	Artistic	0,87
LOG	Logical (computational)	0,75

Occupational Interest Profile (OIP) Reliability: South Africans, siSwati Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	94	94	64,82759	64,8276
M	51	145	35,17241	100,0000
Missing	0	145	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	30	30	20,68966	20,6897
Tertiary Cert / Trade	9	39	6,20690	26,8966
Tertiary	10	49	6,89655	33,7931
Post Graduate	5	54	3,44828	37,2414
< Matric	85	139	58,62069	95,8621
Missing	6	145	4,13793	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	145	145	100,0000	100,0000
Missing	0	145	0,0000	100,0000

Language Group Composition of the Sample

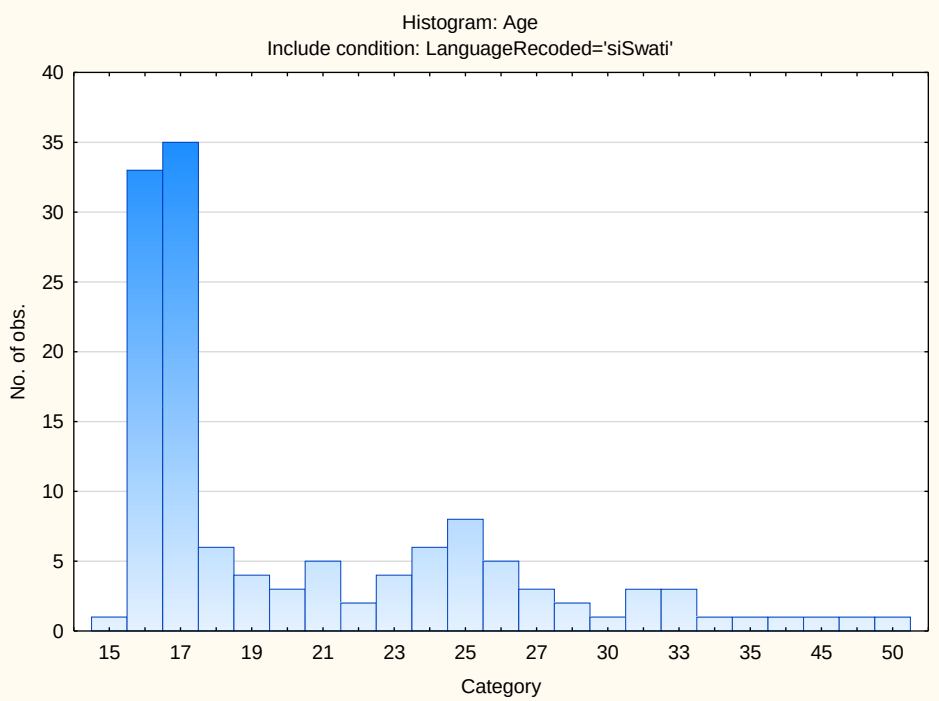
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	145	145	100,0000	100,0000
Missing	0	145	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	141	141	97,24138	97,2414
Missing	4	145	2,75862	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics:Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20,83077	6,640419	15,00000	50,00000	130	15


Histogram: Age
Include condition: LanguageRecoded='siSwati'
No. of obs.
Category
0
5
10
15
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25
30
35
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15
17
19
21
23
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27
30
33
35
45
50

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,78
PHLEG	Need for stability	0,81
RAD	Need for change	0,79
GREGAR	Need for people	0,79
ASSERT	Need for control	0,81
PERS	Persuasive	0,79
SCI	Scientific	0,85
PRA	Practical	0,78
ADMIN	Administrative	0,82
NUR	Nurturing (caring)	0,83
ART	Artistic	0,87
LOG	Logical (computational)	0,81

Occupational Interest Profile (OIP) Reliability: South Africans, Xitsonga Language Group, Updated 2020

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to March 2020, 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
F	69	69	54,76190	54,7619
M	57	126	45,23810	100,0000
Missing	0	126	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Grade 12	37	37	29,36508	29,3651
Tertiary Cert / Trade	16	53	12,69841	42,0635
Tertiary	10	63	7,93651	50,0000
Post Graduate	7	70	5,55556	55,5556
< Matric	48	118	38,09524	93,6508
Missing	8	126	6,34921	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Language Group Composition of the Sample

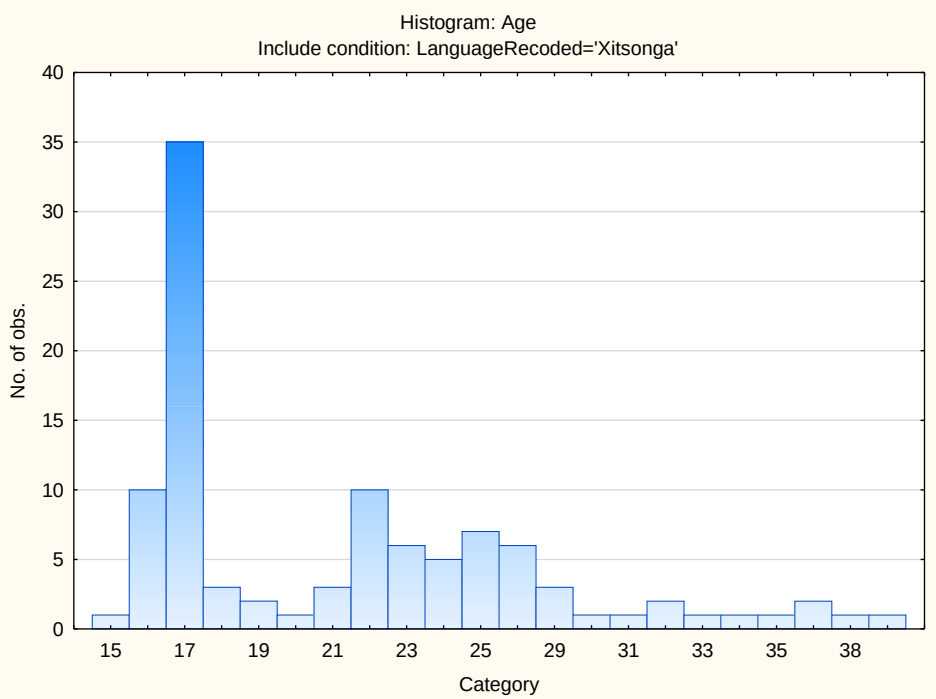
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	126	126	100,0000	100,0000
Missing	0	126	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race Recoded			
	Count	Cumulative Count	Percent	Cumulative Percent
African	123	123	97,61905	97,6190
Missing	3	126	2,38095	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics:Age					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	21,63107	6,132508	15,00000	48,00000	103	23


Histogram: Age
Include condition: LanguageRecoded='Xitsonga'
No. of obs.
Category
0
5
10
15
20
25
30
35
40
15
17
19
21
23
25
29
31
33
35
38

Internal Consistency Reliability on OIP Scales

Scale	Scale description	Cronbach Alpha
VEN	Need for excitement	0,55
PHLEG	Need for stability	0,77
RAD	Need for change	0,74
GREGAR	Need for people	0,61
ASSERT	Need for control	0,72
PERS	Persuasive	0,73
SCI	Scientific	0,76
PRA	Practical	0,72
ADMIN	Administrative	0,75
NUR	Nurturing (caring)	0,79
ART	Artistic	0,79
LOG	Logical (computational)	0,77

The Occupational Interest Profile (OIP)

Validity Introduction

The OIP technical manual covers the concept of validity, the different types of validity and refers to a range of validation studies done internationally with the OIP. Users are encouraged to familiarise themselves with this information and to use the South African studies mentioned here, as supplementary information.

Recommendations

Users are strongly encouraged to do validition studies on the instruments they use within their organisations or within their industry sectors, by co-operating with other organisations in the same industry. In some cases this may mean sharing information with organisations that are potential competitors. In the interest of professionalism, users are encouraged to overcome their reservations in this regard, since co-operation is in their interest. Psytech South Africa provides extensive support for validation studies done on its instruments, and users are welcome to contact their representatives in this regard.

For construct validation studies, it is necessary to assess the domain of personality and interests with more than one instrument on the same respondents. This may seem like an unnecessary expense at first, but it is worthwhile to verify how interest and personality questionnaires relate to one another, particularly if one is still introducing a new questionnaire.

List of South African validity studies done on the OIP

Study	Validity type	Number
Correlations with the Jung Type Indicator Questionnaire	Construct	V1
Correlations of OIP work needs with the Occupational Personality Questionnaire	Construct	V2
Correlations with the Values and Motives Questionnaire	Construct	V3
Correlations with the 15FQ+ Questionnaire	Construct	V4

OIP Validity: Correlations with the Jung Type Indicator Questionnaire

Sample composition

The sample consisted of clients at a vocational guidance centre at a university in Gauteng. The minimum educational level was grade 11.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
White/coloured	269	269	76.63818	76.6382
Asian	63	332	17.94872	94.5869
Black	19	351	5.41311	100.0000
Missing	0	351	0.00000	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Female	183	183	52.13675	52.1368
Male	166	349	47.29345	99.4302
Unknown	1	350	0.28490	99.7151
Missing	1	351	0.28490	100.0000

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	18.59544	3.170648	15.00000	42.00000	351	0

Correlations with Jung Type Indicator

Only correlations that were significant at the 5% level were retained.

Variable	Correlations Marked correlations are significant at p < .05000 N=353 (Casewise deletion of missing data) JTI_EI	JTI_SN	JTI_TF	JTI_JP
Need for Excitement	-0.31	0.26		0.27
Stability			-0.33	
Need for Change		0.28		0.80
Need for People	-0.81			
Need for Control	-0.41		-0.14	-0.27
Persuasive interest	-0.49	0.34		
Scientific interest	0.16			
Practical interest		0.11		0.11
Administrative interest		-0.26	-0.25	-0.36
Caring/nurturing interest		0.15	0.61	
Artistic interest		0.71	0.30	0.26
Logical interest	0.18		-0.25	-0.18

Of particular interest is the high negative correlation of Introversion with Need for People as measured on the OIP. According to these findings, introverts also have a low need for control and a low interest in persuading people.

The Sensing.Intuiting scale had a high positive correlation with Artistic Interest, indicating that intuitive people have an interest in art.

The Thinking-Feeling scale had a moderate negative correlation with Stability and a high positive correlation with the Caring-Nurturing scale.

The Judgment-Perception scale had a particularly high correlation with the need for change as measured by the OIP.

This pattern of correlation supports the construct validity for both instruments.

OPP validity: Correlations with Occupational Interest Profile Work Needs scales.

Sample composition

The sample consisted of clients at the Careers Counselling and Development Unit of a South African University. The minimum educational level was grade 11.

Race data were not captured. Respondents were classified by name. Whites and coloureds were coded WC.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	13	13	25.00000	25.0000
WC	31	44	59.61538	84.6154
A	7	51	13.46154	98.0769
C	1	52	1.92308	100.0000
Missing	0	52	0.00000	100.0000

	Frequency table: GENDER			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	35	35	67.30769	67.3077
M	17	52	32.69231	100.0000
Missing	0	52	0.00000	100.0000

	Descriptive Statistics (Witsraws.sta)				
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	52	27.63462	18.00000	49.00000	6.420033

Correlations

Only correlations that were significant at the 5% level are reported.
Where negative correlations were found, the description of the OIP scale was adapted to make interpretation easier.

OPP scale	*OIP work need description*	*Correlation*
Assertive	Need for control	.64
Flexible	Need for excitement	.32
	Need for change	.52
Phlegmatic	Stability	.55
Gregarious	Low need for change	-.28
	Need for people	.74
Persuasive	Need for excitement	.34
	Need for people	.29
	Need for control	.47
Conforming	Low need for excitement	-.29
	Stability	.47
	Low need for change	-.35

The pattern of correlation is consistent with what one would expect from the definitions of the constructs, and provide evidence for the construct validity of both questionnaires.

OIP Validity: Correlations with Values and Motives Inventory

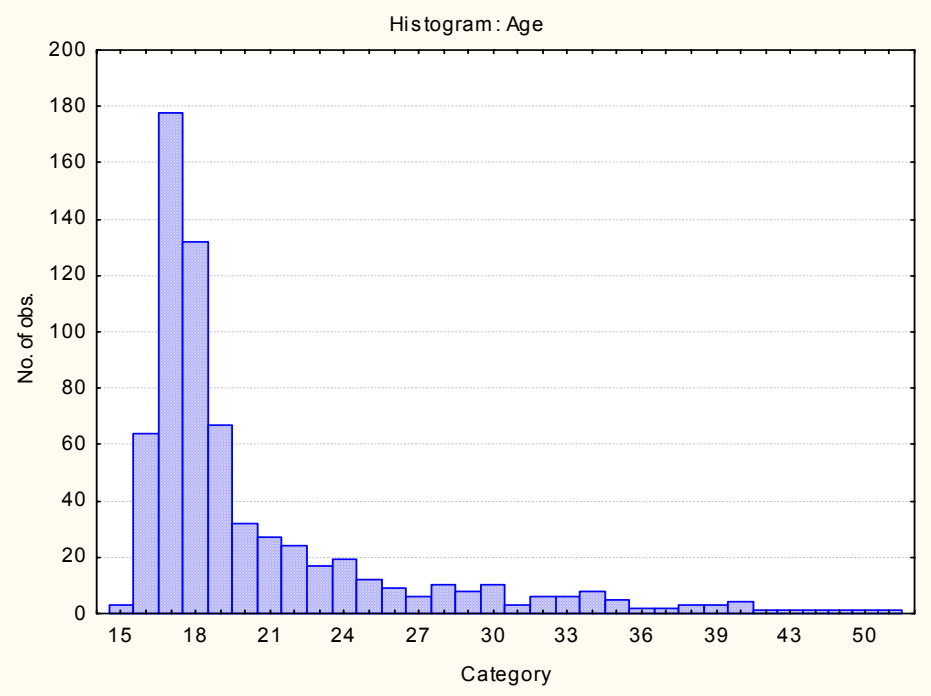
Sample characteristics

Clients receiving vocational guidance at a University in Gauteng. Biographical data was inconsistently captured, and therefore some of the cases were coded for race according to the respondents' names. Where there was doubt about whether respondent was White or Coloured, the code WC was used. Data were collected between 2001 and 2003.

	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Asian	109	109	16.36637	16.3664
European	83	192	12.46246	28.8288
African	61	253	9.15916	37.9880
Coloured	10	263	1.50150	39.4895
Other	5	268	0.75075	40.2402
WC	392	660	58.85886	99.0991
Missing	6	666	0.90090	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	349	349	52.40240	52.4024
M	314	663	47.14715	99.5495
U	3	666	0.45045	100.0000
Missing	0	666	0.00000	100.0000

	Descriptive Statistics AGE					
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	20.40390	5.689504	15.00000	58.00000	666	0



Correlations

Only correlations with an absolute value higher than .2 are reported
Correlations with an absolute value higher than .3 are highlighted
All reported correlations are significant at the 1% level or better

OIP Scale	*VMI Scale*	*Correlation*
Need for Excitement	Moral	-.23
	Safety/security	-.79
Stability	Affection	-.20
Need for change	Independence	.20
	Achievement	-.37
	Safety	-.31
Need for people	Affiliation	.61
	Affection	.45
Need for control	Achievement	.40
	Financial	.27
Persuasive interest	Affiliation	.20
	Affection	.20
	Achievement	.20
Scientific interest		
Practical interest	Safety	-.26
Administrative interest	Aesthetic	-.21
Caring interest	Ethical/transcendental	.21
	Altruism	.50
	Affection	.25
	Financial	-.29
	Aesthetic	.25
Artistic/creative interest	Aesthetic	.71
Logical/computational interest		

It is notable that the Scientific and Logical/computational interest field did not have any strong VMI correlates in this sample. There were many low correlations that were nevertheless statistically significant due to the large sample size. In general the pattern of correlations support the construct validity of both instruments.

OIP validity : Correlations with 15FQ Plus Questionnaire

Sample characteristics

The sample consisted of persons who had completed both the OIP and 15FQ+ questionnaires as part of training or for vocational guidance purposes.

Where race data were not available, race was coded according to respondents' surnames. Where uncertain, whites and coloureds were coded as WC.

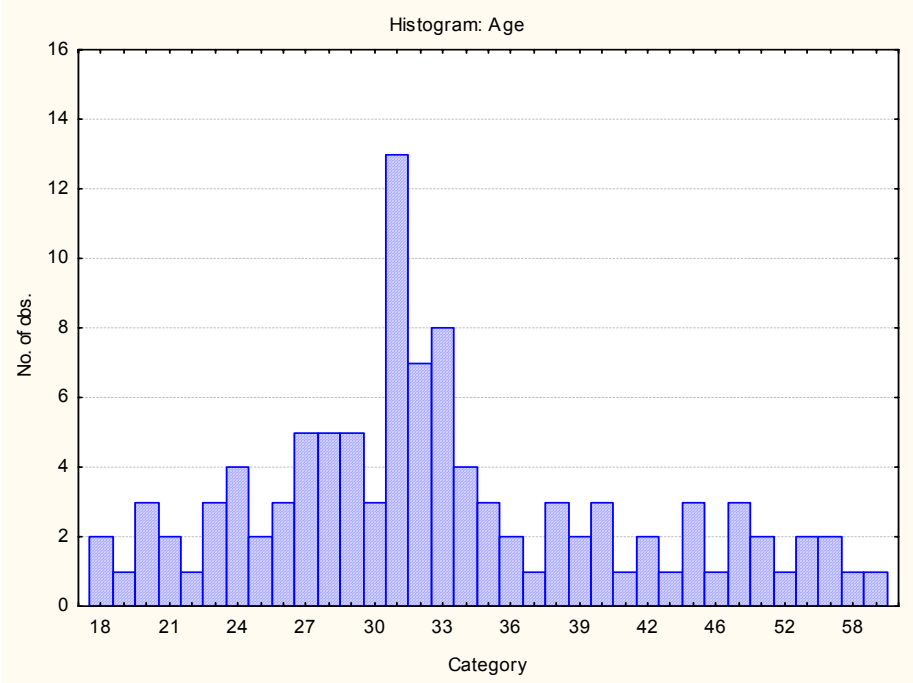
	Frequency table: Race			
Category	Count	Cumulative Count	Percent	Cumulative Percent
WC	63	63	57.79817	57.7982
A	9	72	8.25688	66.0550
W	20	92	18.34862	84.4037
B	13	105	11.92661	96.3303
C	4	109	3.66972	100.0000
Missing	0	109	0.00000	100.0000

	Frequency table: Sex			
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	37	37	33.94495	33.9450
M	71	108	65.13761	99.0826
U	1	109	0.91743	100.0000
Missing	0	109	0.00000	100.0000

	Frequency table: Education			
Category	Count	Cumulative Count	Percent	Cumulative Percent
Voc Training	1	1	0.91743	0.9174
University diploma	5	6	4.58716	5.5046
Grade 12	5	11	4.58716	10.0917
Post Graduate	5	16	4.58716	14.6789
Degree	6	22	5.50459	20.1835
Tertiary	2	24	1.83486	22.0183
Technikon	1	25	0.91743	22.9358
Missing	84	109	77.06422	100.0000

Category	Frequency table: First Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	8	8	7.33945	7.3394
Afrikaans	6	14	5.50459	12.8440
Swazi	1	15	0.91743	13.7615
isiZulu	2	17	1.83486	15.5963
Other	1	18	0.91743	16.5138
Sesotho	2	20	1.83486	18.3486
isiNdebele	1	21	0.91743	19.2661
Sepedi	2	23	1.83486	21.1009
Black African	1	24	0.91743	22.0183
Error	1	25	0.91743	22.9358
Missing	84	109	77.06422	100.0000

Variable	Descriptive Statistics AGE					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	33.58095	9.564338	18.00000	67.00000	105	4



Correlations with 15FQ+ scales

Only correlations significant at the 5% level or better are listed.\
Correlations higher that .3 have been highlighted.
The 15FQ descriptions describe a person who is high on the OIP scale – thus, if the correlation is positive, the high end of the 15FQ+ scale was used – if it is negative, the low end of the 15FQ+ scale was used.

OIP Scale	*15FQ+*	*Description*	*Correlation*
Need for Excitement	fE	Dominant	.24
	fF	Enthusiastic	.35
	fI	Hard-headed	-.28
	fQ2	Group-Orientated	-.26
Stability	fC	Emotionally stable	.72
	fH	Socially Bold	.31
	fL	Trusting	-.26
	fM	Abstract	.20
	fN	Restrained	.27
	fO	Self-assured	-.75
	fQ2	Group-orientated	-.33
	FQ4	Composed	-.62
	SD	Social desirability	.26
	EIQ	Emotional Intellignce	.47
	fGood	Faking Good	.58
	fBad	Low faking bad	-.54
Need for change	fC	Affected by feelings	-.29
	fG	Expedient	-.61
	fL	Trusting	-.25
	fM	Abstract	.37
	fN	Direct	-.28
	fQ1	Radical	.31
	fQ3	Informal	-.28
	fQ4	Tense-driven	.29
Need for people	fE	Dominant	.50
	fF	Enthusiastic	.59
	fH	Socially Bold	.65
	fL	Trusting	-.19
	fN	Direct	-.22
	fQ1	Conventional	.19
	fQ2	Group-orientated	-.67
Need for control	fC	Emotionally stable	.27
	fE	Dominant	.60
	fF	Enthusiastic	.25
	fH	Socially Bold	.50
	fI	Trusting	-.27
	fO	Self-assured	-.22
	fQ2	Group-orientated	-.48
	fBad	Low faking bad	-.21
Persuasive interest	fE	Dominant	.37
	fF	Enthusiastic	.33
	fH	Socially Bold	.66
	fQ1	Radical	.23
	fQ2	Group-orientated	-.43

OIP Scale	*15FQ+*	*Description*	*Correlation*
Scientific interest	fB	Intellectance	.41
	fQ4	Composed	-.24
Practical interest	fB	Intellectance	.28
	fQ3	Self-disciplined	.22
Administrative interest	fC	Emotionally stable	.30
	fH	Socially bold	.22
	fM	Concrete	-.19
	fO	Self-assured	-.35
	fQ2	Group-orientated	-.27
	fQ3	Self-disciplined	.29
	SD	Social desirability	.28
	EIQ	Emotional Intelligence	.41
	WA	Positive work attitude	.36
	fGood	Faking good	.45
Caring interest	fA	Empathic	.46
	fH	Socially Bold	.26
	fQ2	Group orientated	-.30
	fQ4	Composed	-.29
Artistic/creative interest	fI	Tender minded	.49
	fM	Abstract	.43
Logical/computational interest	fB	Intellectance	.38
	fC	Emotionally stable	.31
	fE	Dominant	.20
	fO	Self-assured	-.37
	fQ4	Composed	-.26
	SD	Social desirability	.24
	EIQ	Emotional Intelligence	.36
	WA	Positive Work attitude	.19
	fGood	Faking Good	.36