

SOUTH AFRICA
TECHNICAL DATA:
RELIABILITIES & NORM
GROUPS

clevry

CONTENTS

CONTENTS	1
CWS SOUTH AFRICA GENERAL POPULATION RELIABILITY	3
CWS SOUTH AFRICA GENERAL POPULATION NORM GROUP	3
CWS Verbal	3
CWS Numerical	5
CWS Mechanical	7
CWS Checking	9
B2C SOUTH AFRICA GENERAL POPULATION RELIABILITY	12
B2C SOUTH AFRICA GENERAL POPULATION NORM GROUP	12
B2C Verbal	12
B2C Numerical	14
B2C Abstract	15
B2C Checking	17
B2C SOUTH AFRICA MANAGERIAL/GRADUATE NORM GROUP	20
B2C Verbal	20
B2C Numerical	21
B2C Abstract	23
CPQ SOUTH AFRICA GENERAL POPULATION RELIABILITY & NORM GROUP	25
Adaptable	25
Assertive	27
Authority	28
Calm	30
Caring	32
Change	34
Competition	35
Creative	37
Decisive	39
Detail focused	40
Disclosure	42
Emotional analysis	44
Ethics	45
Friendship	47

Gregarious	49
Humour	51
Influential	52
Intelligence	54
Internal Control	56
Listening	57
Optimistic	59
Order	60
Poised	62
Profit	64
Rational	65
Resilient	67
Rigorous	69
Self-development	71
Self-esteem	72
Self-sufficiency	74
Social desirability	76
Status	77
Strategic	79
Stress management	80
Striving	82
Structured	84
Variety	85
SITUATIONAL JUDGEMENT TEST SOUTH AFRICA GENERAL POPULATION NORM GROUP	88
Leadership SJT	88

CWS SOUTH AFRICA GENERAL POPULATION RELIABILITY

	N	Cronbach's alpha	Estimated whole test reliability (resultant alpha)	Mean raw score	SD
CWS Numerical	185	-	.68 - .69	6.80*	3.37
CWS Verbal***	144	-	.65 - .71	5.90*	2.90
CWS Mechanical Reasoning	154	-	.54 - .62	12.64**	3.63
CWS Checking	451			26.11***	7.66

*The maximum raw score possible is 16

**The maximum raw score possible is 20

***The maximum raw score possible is 32

CWS SOUTH AFRICA GENERAL POPULATION NORM GROUP

CWS Verbal

N	Mean*	SD
144	6.80	3.37

*Original mean = 6.69. Adapted to ensure candidates can achieve the full range of sten scores.

Age	Count	Cumulative Percentage
21 - 30	29	15.8%
31 - 40	60	32.8%
41 - 50	52	28.4%
51 +	42	23.0%
n/a	5	0%

Gender	Count	Percentage
Female (50%)	42	22.3%
Male (50%)	146	77.7%

Education	Count	Percentage
Grade 9 or lower	3	1.6%
Grade 10 - 11	14	7.4%
Grade 12	78	41.5%
Higher Certificates	40	21.3%
National Diploma	36	19.1%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	12	6.4%
Honours degree or postgraduate diploma	3	1.6%
Master's Degree	2	1.1%
Doctor's degree	0	0%

Language	Count	Percentage
Afrikaans	16	8.5%
English	59	31.4%
IsiNdebele	2	1.1%
IsiXhosa	3	1.6%
IsiZulu	75	39.9%
Sepedi	12	6.4%
Sesotho	6	3.2%
Setswana	10	5.3%
SiSwati	1	0.5%
Tshivenda	1	0.5%

Xitsonga	3	1.6%
----------	---	------

Race	Count	Percentage
African	136	72.3%
White	25	13.3%
Indian	22	11.7%
Coloured	5	2.7%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	32	17.0%
6 - 10	40	21.3%
11 +	116	61.7%

CWS Numerical

N	Mean*	SD*
185	5.90	2.90

*Original mean = 5.44, SD = 3.20. Adapted to ensure candidates can achieve the full range of sten scores.

Age	Count	Cumulative Percentage
21 - 30	29	16.1%
31 - 40	57	31.7%
41 - 50	52	28.9%
51 +	42	23.3%
n/a	5	0%

Gender	Count	Percentage
Female (50%)	41	22.2%
Male (50%)	144	77.8%

Education	Count	Percentage
Grade 9 or lower	3	1.6%
Grade 10 - 11	13	7.0%
Grade 12	77	41.6%
Higher Certificates	40	21.6%
National Diploma	36	19.5%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	12	6.5%
Honours degree or postgraduate diploma	3	1.6%
Master's Degree	1	0.5%
Doctor's degree	0	0%

Language	Count	Percentage
Afrikaans	15	8.1%
English	58	31.4%
IsiNdebele	2	1.1%
IsiXhosa	3	1.6%
IsiZulu	75	40.5%
Sepedi	12	6.5%
Sesotho	6	3.2%
Setswana	9	4.9%
SiSwati	1	0.5%

Tshivenda	1	0.5%
Xitsonga	3	1.6%

Race	Count	Percentage
African	135	73.0%
White	23	12.4%
Indian	22	11.9%
Coloured	5	2.7%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	32	17.3%
6 - 10	38	20.5%
11 +	115	62.2%

CWS Mechanical

N	Mean	SD
154	12.64	3.63

Age	Count	Cumulative Percentage
21 - 30	110	74.3%
31 - 40	36	24.3%
41 - 50	2	1.4%
51 +	0	0%
n/a	6	0%

Gender	Count	Percentage
Female (50%)	59	38.3%
Male (50%)	95	61.7%

Education	Count	Percentage
Grade 9 or lower	1	0.6%
Grade 10 - 11	3	1.9%
Grade 12	9	5.8%
Higher Certificates	4	2.6%
National Diploma	30	19.5%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	75	48.7%
Honours degree or postgraduate diploma	26	16.9%
Master's Degree	6	3.9%
Doctor's degree	0	0%

Language	Count	Percentage
Afrikaans	1	0.6%
English	60	39.0%
IsiNdebele	2	1.3%
IsiXhosa	9	5.8%
IsiZulu	25	16.2%
Sepedi	15	9.7%
Sesotho	6	3.9%
Setswana	10	6.5%
SiSwati	0	0%
Tshivenda	12	7.8%

Xitsonga	14	9.1%
----------	----	------

Race	Count	Percentage
African	131	85.1%
White	5	3.2%
Indian	17	11.0%
Coloured	1	0.6%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	127	82.5%
6 - 10	20	13.0%
11 +	7	4.5%

CWS Checking

N	Mean	SD
451	26.11	7.66

Age	Count	Cumulative Percentage
17-20	58	12.86%
21-30	336	74.50%
31-40	57	12.64%
51 +	0	0%
n/a	0	0%

Gender	Count	Percentage
Female (50%)	57	12.64%
Male (50%)	394	87.36%

Education	Count	Percentage
Grade 9 or lower	0	0%
Grade 10 - 11	1	0.22%
Grade 12	211	46.78%
Higher Certificates	203	5.01%
National Diploma	25	5.54%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	10	2.22%
Honours degree or postgraduate diploma	1	0.22%
Master's Degree	0	0%
Doctor's degree	0	0%

Language	Count	Percentage
Afrikaans	7	1.55%
English	317	70.29%
IsiNdebele	0	0%
IsiXhosa	10	2.22%
IsiZulu	93	20.62%
Sepedi	3	0.67%
Sesotho	17	3.77%
Setswana	0	0%
SiSwati	1	0.2%
Tshivenda	2	0.44%

Xitsonga	1	0.22%
----------	---	-------

Race	Count	Percentage
African	391	86.70%
White	26	5.76%
Indian	19	4.21%
Coloured	12	2.66%
Asian	3	0.67%

Years of work experience	Count	Percentage
0 - 5	436	96.67%
6 - 10	15	3.33%
11 +	0	0%

B2C SOUTH AFRICA GENERAL POPULATION RELIABILITY

	N	Cronbach's alpha	Estimated whole test reliability (resultant alpha)	Mean raw score*	SD
B2C Numerical	117	-	0.82-0.904	6.761	4.473
B2C Verbal	275	-	0.534-0.656	10.502	2.562
B2C Abstract Reasoning	214	0.705	-	7.514	3.296
B2C Checking	293	0.487	-	9.02	4.054

*The maximum raw score possible is 18

B2C SOUTH AFRICA GENERAL POPULATION NORM GROUP

B2C Verbal

N	Mean	SD
208	10.12	2.55

Age	Count	Percentage
21 - 30	90	43.27%
31 - 40	77	37.02%
41 - 50	32	15.38%
51 +	8	3.85%
n/a	1	0.48%

Gender	Count	Percentage
--------	-------	------------

Female	145	69.71%
Male	63	30.29%

Education	Count	Percentage
Grade 12	14	6.73%
Higher Certificates	18	8.65%
National Diploma	38	18.27%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	36	17.31%
Honours degree or postgraduate diploma	53	25.48%
Master's Degree	49	23.56%
Doctor's degree	0	0%

Language	Count	Percentage
English	97	46.63%
Afrikaans	29	13.94%
African Languages	82	39.42%

Race	Count	Percentage
African	105	50.48%
White	78	37.50%
Indian	27	8.17%
Coloured	8	3.85%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	83	39.90%

6 - 10	53	25.48%
11 +	72	34.62%

B2C Numerical

N	Mean	SD
147	6.7	2.8

Age	Count	Percentage
21 - 30	50	34.01%
31 - 40	63	42.86%
41 - 50	26	17.69%
51 +	8	5.44%

Gender	Count	Percentage
Female	94	63.95%
Male	53	36.05%

Education	Count	Percentage
Grade 12	11	7.48%
Higher Certificates	18	12.24%
National Diploma	34	23.13%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	31	21.09%
Honours degree or postgraduate diploma	31	21.09%
Master's Degree	22	14.97%

Doctor's degree	0	0%
-----------------	---	----

Language	Count	Percentage
English	74	50.34%
Afrikaans	23	15.65%
African Languages	50	34.01%

Race	Count	Percentage
African	65	44.22%
White	64	43.54%
Indian	14	9.52%
Coloured	4	2.72%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	41	27.89%
6 - 10	44	29.93%
11 +	62	42.18%

B2C Abstract

N	Mean	SD
156	8.08	3.17

Age	Count	Percentage
21 - 30	74	47.44%

31 - 40	56	35.90%
41 - 50	17	10.90%
51 +	8	5.13%
n/a	1	0.64%

Gender	Count	Percentage
Female	112	71.79%
Male	44	28.21%

Education	Count	Percentage
Grade 12	4	2.56%
Higher Certificates	8	5.13%
National Diploma	20	12.82%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	25	16.03%
Honours degree or postgraduate diploma	50	32.05%
Master's Degree	48	30.77%
Doctor's degree	1	0.64%

Language	Count	Percentage
English	74	47.44%
Afrikaans	24	15.38%
African Languages	58	37.18%

Race	Count	Percentage
African	75	48.08%
White	62	39.74%

Indian	14	8.97%
Coloured	5	3.21%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	70	44.87%
6 - 10	40	25.64%
11 +	46	29.49%

B2C Checking

N	Mean	SD
293	8.60	3.70

Age	Count	Percentage
20 - 30	241	81.97%
31 - 40	3	1.02%
41 - 50	1	0.68%
51 +	1	0%
n/a	48	16.33%

Gender	Count	Percentage
Female	145	49.32%
Male	147	50%
n/a	2	0.68%

Education	Count	Percentage
Grade 12	55	18.71%
Higher Certificates	6	2.04%
National Diploma	18	6.12%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	144	48.98%
Honours degree or postgraduate diploma	19	6.46%
Master's Degree	4	1.36%
Doctor's degree	0	0%
n/a	48	16.33%

Language	Count	Percentage
English	114	38.78%
Afrikaans	19	6.46%
African Languages	113	38.44%
n/a	48	16.33%

Race	Count	Percentage
African	154	52.38%
White	56	19.05%
Indian	15	5.10%
Coloured	20	6.80%
Asian	1	0.34%

Years of work experience	Count	Percentage
0 - 5	239	81.29%

6 - 10	3	1.02%
11 +	4	1.36%
n/a	48	16.33%

B2C SOUTH AFRICA MANAGERIAL/GRADUATE NORM GROUP

Data is ring fenced to National Diploma, Bachelors, Post Graduate and Doctoral.

B2C Verbal

N	Mean	SD
176	10.5	2.52

Age	Count	Percentage
21 - 30	86	48.86%
31 - 40	57	32.39%
41 - 50	24	13.64%
51 +	8	4.55%
n/a	1	0.57%

Gender	Count	Percentage
Female (50%)	130	73.86%
Male (50%)	46	26.14%

Education	Count	Percentage
National Diploma	38	21.59%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	36	20.45%
Honours degree or postgraduate diploma	53	30.11%
Master's Degree	49	27.84%
Doctor's degree	0	0%

Language	Count	Percentage
English	81	46.02%
Afrikaans	29	16.48%
African Languages	66	37.50%

Race	Count	Percentage
African	87	49.43%
White	70	39.77%
Indian	13	7.39%
Coloured	6	3.41%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	79	44.89%
6 - 10	44	25.00%
11 +	53	30.11%

B2C Numerical

N	Mean	SD
118	7.3	3.1

Age	Count	Percentage
21 - 30	47	39.83%
31 - 40	44	37.29%
41 - 50	19	16.10%

51 +	8	6.78%
------	---	-------

Gender	Count	Percentage
Female (50%)	81	68.64%
Male (50%)	37	31.36%

Education	Count	Percentage
National Diploma	34	28.81%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	31	26.27%
Honours degree or postgraduate diploma	31	26.27%
Master's Degree	22	18.64%
Doctor's degree	0	0%

Language	Count	Percentage
English	59	50.00%
Afrikaans	23	19.49%
African Languages	36	30.41%

Race	Count	Percentage
African	50	42.37%
White	56	47.37%
Indian	9	7.63%
Coloured	3	2.54%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	38	32.20%

6 - 10	36	30.51%
11 +	44	37.29%

B2C Abstract

N	Mean	SD
144	8.15	3.18

Age	Count	Percentage
21 - 30	73	50.69%
31 - 40	46	31.94%
41 - 50	16	11.11%
51 +	8	5.56%
n/a	1	0.68%

Gender	Count	Percentage
Female (50%)	107	74.31%
Male (50%)	37	25.69%

Education	Count	Percentage
National Diploma	20	13.89%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	25	17.36%
Honours degree or postgraduate diploma	50	34.72%
Master's Degree	48	33.33%
Doctor's degree	1	0.69%

Language	Count	Percentage
English	69	47.92%
Afrikaans	24	16.67%
African Languages	51	35.42%

Race	Count	Percentage
African	68	47.22%
White	60	41.67%
Indian	11	7.64%
Coloured	5	3.47%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	70	48.61%
6 - 10	35	24.31%
11 +	39	27.08%

CPQ SOUTH AFRICA GENERAL POPULATION RELIABILITY & NORM GROUP

Adaptable

N	Alpha	Mean	SD
237	$\alpha = 0.793$	15.70	4.80

Age	Count	Percentage
21 - 30	42	17.72%
31 - 40	49	20.68%
41 - 50	20	8.44%
51 +	5	2.11%
n/a	121	51.05%

Gender	Count	Percentage
Female	110	46.41%
Male	108	45.57%
n/a	19	8.02%

Education	Count	Percentage
Grade 12	24	10.13%
Higher Certificates	16	6.75%
National Diploma	18	7.59%

Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	23	9.70%
Honours degree or postgraduate diploma	17	7.17%
Master's Degree	16	6.75%
Doctor's degree	0	0%
n/a	120	50.63%

Language	Count	Percentage
English	50	21.20%
Afrikaans	33	13.92%
African Languages	34	14.35%
n/a	120	50.63%

Race	Count	Percentage
African	58	20.25%
White	47	19.83%
Indian	4	1.69%
Coloured	17	7.17%
Asian	1	0.42%
n/a	120	50.63%

Years of work experience	Count	Percentage
0 - 5	36	15.19%
6 - 10	27	11.39%
11 +	54	22.78%

n/a	120	50.63%
-----	-----	--------

Assertive

N	Alpha	Mean	SD
222	$\alpha = 0.582$	17.455	3.778

Age	Count	Percentage
21 - 30	94	42.34%
31 - 40	70	31.54%
41 - 50	45	20.27%
51 +	7	3.15%
n/a	6	2.7%

Gender	Count	Percentage
Female (50%)	137	61.71%
Male (50%)	85	38.29%

Education	Count	Percentage
Grade 12	15	6.76%
Higher Certificates	21	9.46%
National Diploma	32	14.41%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	20	9.01%
Honours degree or postgraduate diploma	89	40.09%
Master's Degree	43	19.37%

Doctor's degree	2	0.9%
-----------------	---	------

Language	Count	Percentage
English	79	35.59%
Afrikaans	67	30.18%
African Languages	76	34.23%

Race	Count	Percentage
African	94	42.34%
White	99	44.59%
Indian	17	7.66%
Coloured	8	3.6%
Asian	4	1.8%

Years of work experience	Count	Percentage
0 - 5	98	44.14%
6 - 10	42	18.92%
11 +	82	36.94%

Authority

N	Alpha	Mean	SD
357	$\alpha = 0.298$	18.99	2.67

Age	Count	Percentage
20 - 30	279	78.15%

31 - 40	13	3.64%
41 - 50	11	3.08%
51 +	2	0.56%
n/a	52	14.57%

Gender	Count	Percentage
Female	177	49.58%
Male	174	48.74%
n/a	6	1.68%

Education	Count	Percentage
Grade 10-11	1	0.28%
Grade 12	66	18.49%
Higher Certificates	12	3.36%
National Diploma	22	6.16%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	177	49.58%
Honours degree or postgraduate diploma	21	5.88%
Master's Degree	6	1.68%
Doctor's degree	0	0%
n/a	52	14.57%

Language	Count	Percentage
English	149	41.74%
Afrikaans	26	7.28%

African Languages	130	36.41%
n/a	52	14.57%

Race	Count	Percentage
African	182	50.98%
White	71	19.89%
Indian	19	5.32%
Coloured	31	8.68%
Asian	2	0.56%
n/a	52	14.57%

Years of work experience	Count	Percentage
0 - 5	282	78.99%
6 - 10	3	0.84%
11 +	20	5.60%
n/a	52	14.57%

Calm

N	Alpha	Mean	SD
83	$\alpha = 0.754$	17.78	4.29

Age	Count	Percentage
21 - 30	12	14.81%

31 - 40	32	39.51%
41 - 50	27	33.33%
51 +	10	12.35%
n/a	2	2.47%

Gender	Count	Percentage
Female (50%)	34	40.96%
Male (50%)	49	59.04%

Education	Count	Percentage
Grade 12	3	3.61%
Higher Certificates	9	10.84%
National Diploma	9	10.84%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	20	24.10%
Honours degree or postgraduate diploma	21	25.30%
Master's Degree	21	25.30%
Doctor's degree	0	0%

Language	Count	Percentage
English	44	53.01%
Afrikaans	14	16.87%
African Languages	25	30.12%

Race	Count	Percentage
African	32	38.55%

White	38	45.78%
Indian	5	6.02%
Coloured	7	8.43%
Asian	1	1.20%

Years of work experience	Count	Percentage
0 - 5	12	14.46%
6 - 10	17	20.48%
11 +	54	65.06%

Caring

N	Alpha	Mean	SD
113	$\alpha = 0.746$	23.69	3.76

Age	Count	Percentage
21 - 30	41	37.27%
31 - 40	31	28.18%
41 - 50	28	25.45%
51 +	10	9.09%
n/a	3	2.73%

Gender	Count	Percentage
Female (50%)	75	66.37%
Male (50%)	38	33.63%

Education	Count	Percentage
Grade 12	2	1.77%
Higher Certificates	7	6.19%
National Diploma	7	6.19%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	19	16.81%
Honours degree or postgraduate diploma	35	30.97%
Master's Degree	42	37.17%
Doctor's degree	1	0.88%

Language	Count	Percentage
English	55	48.67%
Afrikaans	16	14.16%
African Languages	42	37.17%

Race	Count	Percentage
African	55	48.67%
White	44	38.93%
Indian	8	7.08%
Coloured	5	4.42%
Asian	1	0.88%

Years of work experience	Count	Percentage
0 - 5	42	37.17%
6 - 10	14	12.39%

11 +	57	50.44%
------	----	--------

Change

N	Alpha	Mean	SD
199	$\alpha = 0.814$	22.452	3.7

Age	Count	Percentage
21 - 30	70	35.18%
31 - 40	75	37.69%
41 - 50	35	17.59%
51 +	10	5.03%
n/a	9	4.52%

Gender	Count	Percentage
Female (50%)	142	71.36%
Male (50%)	56	28.14%
Other	1	0.5%

Education	Count	Percentage
Grade 12	11	5.53%
Higher Certificates	13	9.46%
National Diploma	32	6.53%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	28	14.07%
Honours degree or postgraduate diploma	72	36.18%

Master's Degree	47	23.62%
Doctor's degree	2	1.01%

Language	Count	Percentage
English	80	40.2%
Afrikaans	42	21.11%
African Languages	77	38.69%

Race	Count	Percentage
African	100	50.25%
White	66	33.17%
Indian	18	9.05%
Coloured	7	3.52%
Asian	8	4.02%

Years of work experience	Count	Percentage
0 - 5	84	42.21%
6 - 10	45	22.61%
11 +	70	35.18%

Competition

N	Alpha	Mean	SD
177	$\alpha = 0.671$	19.48	4.181

Age	Count	Percentage
21 - 30	44	24.86%
31 - 40	76	42.94%
41 - 50	33	18.64%
51 +	15	8.47%
n/a	9	5.08%

Gender	Count	Percentage
Female (50%)	114	64.41%
Male (50%)	63	35.59%

Education	Count	Percentage
Grade 12	14	7.91%
Higher Certificates	18	10.17%
National Diploma	39	22.03%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	30	16.95%
Honours degree or postgraduate diploma	50	28.25%
Master's Degree	24	13.56%
Doctor's degree	2	1.13%

Language	Count	Percentage
English	77	43.5%
Afrikaans	39	22.03%
African Languages	61	34.46%

Race	Count	Percentage
------	-------	------------

African	81	45.76%
White	70	39.55%
Indian	13	7.34%
Coloured	3	1.69%
Asian	10	5.65%

Years of work experience	Count	Percentage
0 - 5	58	32.79%
6 - 10	46	25.99%
11 +	73	41.24%

Creative

N	Alpha	Mean	SD
289	$\alpha = 0.628$	19.568	3.39

Age	Count	Percentage
21 - 30	116	40.14%
31 - 40	100	34.60%
41 - 50	55	19.03%
51 +	14	4.84%
n/a	4	1.38%

Gender	Count	Percentage
Female (50%)	172	59.52%
Male (50%)	117	40.48%

Education	Count	Percentage
Grade 12	20	6.92%
Higher Certificates	28	9.69%
National Diploma	54	18.34%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	37	12.8%
Honours degree or postgraduate diploma	100	34.6%
Master's Degree	49	16.96%
Doctor's degree	2	0.69%

Language	Count	Percentage
English	110	38.06%
Afrikaans	69	23.88%
African Languages	110	38.06%

Race	Count	Percentage
African	135	46.7%
White	117	40.48%
Indian	21	7.27%
Coloured	10	3.46%
Asian	6	2.08%

Years of work experience	Count	Percentage
0 - 5	116	40.14%
6 - 10	62	21.45%
11 +	111	38.41%

Decisive

N	Alpha	Mean	SD
201	$\alpha = 0.608$	18.289	3.435

Age	Count	Percentage
21 - 30	51	25.37%
31 - 40	87	43.28%
41 - 50	45	22.39%
51 +	16	17.96%
n/a	2	1%

Gender	Count	Percentage
Female (50%)	116	57.71%
Male (50%)	84	41.79%

Education	Count	Percentage
Grade 12	16	7.96%
Higher Certificates	24	11.94%
National Diploma	44	21.89%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	41	20.4%
Honours degree or postgraduate diploma	16	7.96%
Master's Degree	18	8.96%
Doctor's degree	0	0%

Language	Count	Percentage
-----------------	--------------	-------------------

English	83	41.29%
Afrikaans	36	17.9%
African Languages	82	40.8%

Race	Count	Percentage
African	104	51.74%
White	64	31.84%
Indian	22	10.95%
Coloured	6	2.99%
Asian	5	2.49%

Years of work experience	Count	Percentage
0 - 5	48	23.88%
6 - 10	52	25.87%
11 +	101	50.25%

Detail focused

N	Alpha	Mean	SD
90	$\alpha = 0.724$	23.90	3.20

Age	Count	Percentage
21 - 30	52	58.43%
31 - 40	22	24.72%
41 - 50	12	13.48%
51 +	3	3.37%

n/a	1	1.12%
-----	---	-------

Gender	Count	Percentage
Female (50%)	71	78.89%
Male (50%)	18	20.00%

Education	Count	Percentage
Grade 12	1	1.11%
Higher Certificates	4	4.44%
National Diploma	6	6.67%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	16	17.78%
Honours degree or postgraduate diploma	33	36.67%
Master's Degree	29	32.22%
Doctor's degree	1	1.11%

Language	Count	Percentage
English	33	36.67%
Afrikaans	12	33.33%
African Languages	45	50.00%

Race	Count	Percentage
African	58	64.44%
White	20	22.22%
Indian	8	8.89%
Coloured	4	4.44%

Asian	0	0%
-------	---	----

Years of work experience	Count	Percentage
0 - 5	53	58.89%
6 - 10	12	13.33%
11 +	25	27.78%

Disclosure

N	Alpha	Mean	SD
544	$\alpha = 0.819$	16.80	4.73

Age	Count	Percentage
21 - 30	450	82.72%
31 - 40	18	3.31%
41 - 50	4	0.74%
51 +	1	0.18%
n/a	71	13.05%

Gender	Count	Percentage
Female	272	50%
Male	267	49.08%
n/a	5	0.92%

Education	Count	Percentage
Grade 10-11	1	0.18%

Grade 12	9	1.65%
Higher Certificates	5	0.92%
National Diploma	53	12.68%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	314	57.72%
Honours degree or postgraduate diploma	83	15.26%
Master's Degree	8	1.47%
Doctor's degree	0	0
n/a	71	13.05%

Language	Count	Percentage
English	154	28.31%
Afrikaans	5	0.92%
African Languages	314	57.72%
n/a	71	13.05%

Race	Count	Percentage
African	410	77.21%
White	10	1.84%
Indian	30	5.51%
Coloured	11	2.02%
Asian	2	0.37%
n/a	71	13.05%

Years of work experience	Count	Percentage
0 - 5	450	82.72%

6 - 10	12	2.21%
11 +	11	2.02%
n/a	71	13.05%

Emotional analysis

N	Alpha	Mean	SD
84	$\alpha = 0.668$	23.01	3.13

Age	Count	Percentage
21 - 30	54	65.06%
31 - 40	22	26.51%
41 - 50	7	8.43%
51 +	0	0%
n/a	1	1.20%

Gender	Count	Percentage
Female (50%)	56	66.67%
Male (50%)	28	33.33%

Education	Count	Percentage
Grade 12	2	2.38%
Higher Certificates	4	4.76%
National Diploma	4	4.76%

Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	8	9.52%
Honours degree or postgraduate diploma	30	35.71%
Master's Degree	36	42.86%
Doctor's degree	0	0%

Language	Count	Percentage
English	29	34.52%
Afrikaans	9	10.71%
African Languages	46	54.76%

Race	Count	Percentage
African	52	61.90%
White	23	27.38%
Indian	3	3.57%
Coloured	6	7.14%
Asian	0	0%

Years of work experience	Count	Percentage
0 - 5	55	65.48%
6 - 10	18	21.43%
11 +	11	13.10%

Ethics

N	Alpha	Mean	SD
---	-------	------	----

200	$\alpha = 0.566$	23.3	3.30
-----	------------------	------	------

Age	Count	Percentage
20 - 30	38	19%
31 - 40	38	19%
41 - 50	22	11%
51 +	5	2.5%
n/a	97	48.5%

Gender	Count	Percentage
Female	100	50%
Male	81	40.50%
n/a	19	9.5%

Education	Count	Percentage
Grade 10-11	5	2.5%
Grade 12	24	12%
Higher Certificates	19	9.5%
National Diploma	18	9%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	25	12.5%
Honours degree or postgraduate diploma	10	5%
Master's Degree	2	1%
Doctor's degree	0	0%
n/a	97	48.5%

Language	Count	Percentage
English	45	22.5%
Afrikaans	38	19%
African Languages	20	10%
n/a	97	48.5%

Race	Count	Percentage
African	28	14%
White	45	22.5%
Indian	5	2.5%
Coloured	25	12.5%
Asian	0	0%
n/a	97	48.5%

Years of work experience	Count	Percentage
0 - 5	31	15.5%
6 - 10	18	9%
11 +	54	27%
n/a	97	48.5%

Friendship

N	Alpha	Mean	SD
237	$\alpha = 0.749$	17.684	4.094

Age	Count	Percentage
21 - 30	58	24.47%
31 - 40	104	43.88%
41 - 50	51	21.52%
51 +	17	7.17%
n/a	7	2.95%

Gender	Count	Percentage
Female (50%)	144	60.76%
Male (50%)	93	39.24%

Education	Count	Percentage
Grade 12	28	11.81%
Higher Certificates	30	12.66%
National Diploma	63	26.58%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	39	16.46%
Honours degree or postgraduate diploma	51	21.52%
Master's Degree	24	10.13%
Doctor's degree	2	0.84%

Language	Count	Percentage
English	100	42.19%
Afrikaans	41	17.3%
African Languages	96	40.51%

Race	Count	Percentage
------	-------	------------

African	117	49.37%
White	81	34.18%
Indian	21	8.86%
Coloured	8	3.38%
Asian	10	4.22%

Years of work experience	Count	Percentage
0 - 5	67	28.27%
6 - 10	64	27%
11 +	106	44.73%

Gregarious

N	Alpha	Mean	SD
209	$\alpha = 0.685$	17.828	3.759

Age	Count	Percentage
21 - 30	78	37.32%
31 - 40	81	38.76%
41 - 50	39	18.66%
51 +	9	4.31%
n/a	2	0.96%

Gender	Count	Percentage
Female (50%)	110	52.63%
Male (50%)	99	47.37%

Education	Count	Percentage
Grade 12	17	12.92%
Higher Certificates	27	12.66%
National Diploma	48	22.97%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	29	13.88%
Honours degree or postgraduate diploma	68	32.54%
Master's Degree	18	8.61%
Doctor's degree	2	0.96%

Language	Count	Percentage
English	79	37.8%
Afrikaans	63	30.14%
African Languages	67	32.06%

Race	Count	Percentage
African	85	40.67%
White	100	47.85%
Indian	15	7.18%
Coloured	6	2.87%
Asian	3	1.44%

Years of work experience	Count	Percentage
0 - 5	75	35.89%
6 - 10	54	25.84%
11 +	80	38.28%

Humour

N	Alpha	Mean	SD
256	$\alpha = 0.609$	18.508	3.594

Age	Count	Percentage
21 - 30	61	23.83%
31 - 40	115	44.92%
41 - 50	56	21.88%
51 +	17	6.64%
n/a	7	2.73%

Gender	Count	Percentage
Female (50%)	154	60.16%
Male (50%)	102	39.84%

Education	Count	Percentage
Grade 12	30	11.72%
Higher Certificates	35	13.67%
National Diploma	66	25.78%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	41	16.02%
Honours degree or postgraduate diploma	57	22.27%
Master's Degree	25	9.77%
Doctor's degree	2	0.78%

Language	Count	Percentage
English	106	41.41%
Afrikaans	47	18.36%
African Languages	103	40.23%

Race	Count	Percentage
African	125	48.83%
White	91	35.55%
Indian	21	8.2%
Coloured	8	3.13%
Asian	11	4.3%

Years of work experience	Count	Percentage
0 - 5	69	26.95%
6 - 10	70	27.34%
11 +	117	45.7%

Influential

N	Alpha	Mean	SD
273	$\alpha = 0.614$	19.059	3.332

Age	Count	Percentage
21 - 30	87	31.87%
31 - 40	108	39.56%

41 - 50	58	21.25%
51 +	16	5.86%
n/a	4	1.47%

Gender	Count	Percentage
Female (50%)	153	56.04%
Male (50%)	119	43.59%

Education	Count	Percentage
Grade 12	21	7.69%
Higher Certificates	33	12.09%
National Diploma	58	21.25%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	45	16.48%
Honours degree or postgraduate diploma	92	33.7%
Master's Degree	22	8.06%
Doctor's degree	2	0.73%

Language	Count	Percentage
English	109	39.93%
Afrikaans	68	24.91%
African Languages	96	35.16%

Race	Count	Percentage
African	124	45.42%
White	109	39.93%
Indian	24	8.79%

Coloured	10	3.66%
Asian	6	2.2%

Years of work experience	Count	Percentage
0 - 5	87	31.87%
6 - 10	66	24.18%
11 +	120	43.96%

Intelligence

N	Alpha	Mean	SD
80	$\alpha = 0.611$	20.93	3.28

Age	Count	Percentage
21 - 30	51	64.56%
31 - 40	20	25.32%
41 - 50	8	10.13%
51 +	0	0.00%
n/a	1	1.27%

Gender	Count	Percentage
Female (50%)	53	66.25%
Male (50%)	27	33.75%

Education	Count	Percentage
Grade 12	2	2.50%

Higher Certificates	4	5.00%
National Diploma	4	5.00%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	9	11.25%
Honours degree or postgraduate diploma	28	35.00%
Master's Degree	33	41.25%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	25	31.25%
Afrikaans	10	12.50%
African Languages	45	56.25%

Race	Count	Percentage
African	51	63.75%
White	20	25.00%
Indian	3	3.75%
Coloured	6	7.50%
Asian	0	0.00%

Years of work experience	Count	Percentage
0 - 5	52	65.00%
6 - 10	16	20.00%
11 +	12	15.00%

Internal Control

N	Alpha	Mean	SD
89	$\alpha = 0.528$	19.65	3.47

Age	Count	Percentage
21 - 30	17	19.54%
31 - 40	34	39.08%
41 - 50	26	29.86%
51 +	10	11.49%
n/a	2	2.30%

Gender	Count	Percentage
Female (50%)	39	43.82%
Male (50%)	50	56.18%

Education	Count	Percentage
Grade 12	4	4.49%
Higher Certificates	10	11.24%
National Diploma	10	11.24%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	22	24.72%
Honours degree or postgraduate diploma	23	25.84%
Master's Degree	20	22.47%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	51	57.30%
Afrikaans	12	13.48%
African Languages	26	29.21%

Race	Count	Percentage
African	34	38.20%
White	42	47.19%
Indian	5	5.62%
Coloured	7	7.87%
Asian	1	1.12%

Years of work experience	Count	Percentage
0 - 5	17	19.10%
6 - 10	19	21.35%
11 +	53	59.55%

Listening

N	Alpha	Mean	SD
224	$\alpha = 0.638$	23.679	3.10

Age	Count	Percentage
21 - 30	66	29.46%
31 - 40	95	42.41%

41 - 50	48	21.43%
51 +	12	5.36%
n/a	3	1.34%

Gender	Count	Percentage
Female (50%)	137	61.16%
Male (50%)	86	38.39%

Education	Count	Percentage
Grade 12	18	8.04%
Higher Certificates	30	13.39%
National Diploma	53	23.66%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	42	18.75%
Honours degree or postgraduate diploma	54	24.11%
Master's Degree	25	11.16%
Doctor's degree	2	0.89%

Language	Count	Percentage
English	106	47.32%
Afrikaans	37	16.52%
African Languages	81	36.16%

Race	Count	Percentage
African	108	48.22%
White	79	35.27%
Indian	24	10.7%

Coloured	10	4.46%
Asian	3	1.34%

Years of work experience	Count	Percentage
0 - 5	65	29.02%
6 - 10	61	27.23%
11 +	98	43.75%

Optimistic

N	Alpha	Mean	SD
265	$\alpha = 0.761$	23.8	3.1

Age	Count	Percentage
21 - 30	82	30.94%
31 - 40	105	39.62%
41 - 50	58	21.89%
51 +	16	6.04%
n/a	4	1.51%

Gender	Count	Percentage
Female (50%)	151	56.98%
Male (50%)	114	43.02%

Education	Count	Percentage
Grade 12	23	8.68%

Higher Certificates	31	11.7%
National Diploma	64	24.15%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	38	14.34%
Honours degree or postgraduate diploma	82	30.94%
Master's Degree	25	9.43%
Doctor's degree	2	0.75%

Language	Count	Percentage
English	106	39.55%
Afrikaans	70	26.12%
African Languages	89	33.21%

Race	Count	Percentage
African	113	42.64%
White	116	45.66%
Indian	22	8.3%
Coloured	6	2.26%
Asian	8	3.02%

Years of work experience	Count	Percentage
0 - 5	83	31.32%
6 - 10	66	24.91%
11 +	116	43.77%

Order

N	Alpha	Mean	SD
243	$\alpha = 0.720$	19.926	4.116

Age	Count	Percentage
21 - 30	63	25.93%
31 - 40	110	45.27%
41 - 50	48	19.75%
51 +	14	5.76%
n/a	8	3.29%

Gender	Count	Percentage
Female (50%)	146	60.08%
Male (50%)	97	39.92%

Education	Count	Percentage
Grade 12	29	11.93%
Higher Certificates	37	15.23%
National Diploma	67	27.57%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	39	16.05%
Honours degree or postgraduate diploma	46	18.93%
Master's Degree	23	9.47%
Doctor's degree	2	0.82%

Language	Count	Percentage
English	96	39.51%

Afrikaans	46	18.93%
African Languages	101	41.56%

Race	Count	Percentage
African	121	49.79%
White	86	35.39%
Indian	19	7.82%
Coloured	6	2.47%
Asian	11	4.53%

Years of work experience	Count	Percentage
0 - 5	70	28.81%
6 - 10	70	28.81%
11 +	103	42.39%

Poised

N	Alpha	Mean	SD
141	$\alpha = 0.708$	19.96	3.87

Age	Count	Percentage
21 - 30	58	42.03%
31 - 40	40	28.99%
41 - 50	30	21.74%
51 +	10	7.25%
n/a	3	2.17%

Gender	Count	Percentage
Female (50%)	84	59.57%
Male (50%)	57	40.43%

Education	Count	Percentage
Grade 12	4	2.84%
Higher Certificates	10	7.09%
National Diploma	11	7.80%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	26	18.44%
Honours degree or postgraduate diploma	45	31.91%
Master's Degree	45	31.91%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	69	48.94%
Afrikaans	17	12.06%
African Languages	55	39.01%

Race	Count	Percentage
African	69	48.94%
White	54	38.30%
Indian	8	5.67%
Coloured	9	6.38%
Asian	1	0.71%

Years of work experience	Count	Percentage
0 - 5	59	41.84%
6 - 10	22	15.60%
11 +	60	42.55%

Profit

N	Alpha	Mean	SD
56	$\alpha = 0.767$	18.05	4.36

Age	Count	Percentage
21 - 30	2	3.70%
31 - 40	19	35.19%
41 - 50	23	42.59%
51 +	10	18.51%
n/a	2	3.70%

Gender	Count	Percentage
Female (50%)	27	48.21%
Male (50%)	29	51.79%

Education	Count	Percentage
Grade 12	2	3.57%
Higher Certificates	6	10.71%
National Diploma	6	10.71%

Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	16	28.57%
Honours degree or postgraduate diploma	14	25.00%
Master's Degree	12	21.43%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	36	64.29%
Afrikaans	10	17.86%
African Languages	10	17.86%

Race	Count	Percentage
African	17	30.36%
White	30	53.57%
Indian	5	8.93%
Coloured	3	5.36%
Asian	1	1.79%

Years of work experience	Count	Percentage
0 - 5	2	3.57%
6 - 10	6	10.71%
11 +	48	85.71%

Rational

N	Alpha	Mean	SD
---	-------	------	----

222	$\alpha = 0.593$	20.216	3.237
-----	------------------	--------	-------

Age	Count	Percentage
21 - 30	53	23.87%
31 - 40	99	44.59%
41 - 50	53	23.87%
51 +	13	5.86%
n/a	4	1.8%

Gender	Count	Percentage
Female (50%)	135	60.81%
Male (50%)	87	39.19%

Education	Count	Percentage
Grade 12	21	9.46%
Higher Certificates	31	13.96%
National Diploma	55	27.57%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	36	16.22%
Honours degree or postgraduate diploma	52	23.42%
Master's Degree	25	11.26%
Doctor's degree	2	0.9%

Language	Count	Percentage
English	97	43.69%
Afrikaans	43	19.37%

African Languages	82	36.94%
-------------------	----	--------

Race	Count	Percentage
African	104	46.85%
White	85	38.29%
Indian	19	8.56%
Coloured	8	3.6%
Asian	6	2.7%

Years of work experience	Count	Percentage
0 - 5	52	23.42%
6 - 10	62	27.93%
11 +	108	48.65%

Resilient

N	Alpha	Mean	SD
368	$\alpha = 0.591$	21.082	3.467

Age	Count	Percentage
21 - 30	141	38.32%
31 - 40	134	36.41%
41 - 50	69	18.75%
51 +	18	4.89%
n/a	6	1.6%

Gender	Count	Percentage
Female (50%)	223	60.6%
Male (50%)	144	39.13%
Other	1	0.27%

Education	Count	Percentage
Grade 12	26	7.07%
Higher Certificates	40	10.87%
National Diploma	70	19.02%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	59	16.03%
Honours degree or postgraduate diploma	119	32.34%
Master's Degree	52	14.13%
Doctor's degree	2	0.54%

Language	Count	Percentage
English	147	39.95%
Afrikaans	77	20.92%
African Languages	144	39.13%

Race	Count	Percentage
African	182	49.46%
White	134	36.41%
Indian	32	8.7%
Coloured	12	3.26%
Asian	8	2.17%

Years of work experience	Count	Percentage
0 - 5	142	38.59%
6 - 10	83	22.55%
11 +	143	38.86%

Rigorous

N	Alpha	Mean	SD
263	$\alpha = 0.343$	21.49	2.93

Age	Count	Percentage
21 - 30	49	18.63%
31 - 40	57	21.67%
41 - 50	27	10.27%
51 +	3	1.14%
n/a	3	1.14%

Gender	Count	Percentage
Female	125	47.53%
Male	119	45.25%
n/a	19	7.22%

Education	Count	Percentage
Grade 10-11	4	1.52%
Grade 12	21	7.98%

Higher Certificates	21	7.98%
National Diploma	22	8.37%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	31	11.79%
Honours degree or postgraduate diploma	19	7.22%
Master's Degree	18	6.84%
Doctor's degree	0	0.00%
n/a	127	48.29%

Language	Count	Percentage
English	60	22.81%
Afrikaans	37	14.07%
African Languages	39	14.83%
n/a	127	48.29%

Race	Count	Percentage
African	51	19.39%
White	48	18.25%
Indian	4	1.52%
Coloured	32	12.17%
Asian	1	0.38%

Years of work experience	Count	Percentage
0 - 5	46	17.49%
6 - 10	31	11.79%

11 +	59	22.43%
------	----	--------

Self-development

N	Alpha	Mean	SD
174	$\alpha = 0.608$	22.65	3.53

Age	Count	Percentage
21 - 30	69	40.35%
31 - 40	53	30.99%
41 - 50	37	21.64%
51 +	12	7.02%
n/a	3	1.75%

Gender	Count	Percentage
Female (50%)	105	60.34%
Male (50%)	68	39.08%

Education	Count	Percentage
Grade 12	5	2.87%
Higher Certificates	12	6.90%
National Diploma	16	9.20%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	37	21.26%
Honours degree or postgraduate diploma	57	32.76%
Master's Degree	47	27.01%

Doctor's degree	0	0.00%
-----------------	---	-------

Language	Count	Percentage
English	82	47.13%
Afrikaans	22	12.64%
African Languages	70	40.23%

Race	Count	Percentage
African	91	52.30%
White	58	33.33%
Indian	13	7.47%
Coloured	11	6.32%
Asian	1	0.57%

Years of work experience	Count	Percentage
0 - 5	70	40.23%
6 - 10	30	17.24%
11 +	74	42.53%

Self-esteem

N	Alpha	Mean	SD
263	$\alpha = 0.658$	21.456	3.951

Age	Count	Percentage
-----	-------	------------

21 - 30	83	31.56%
31 - 40	103	39.16%
41 - 50	58	22.05%
51 +	14	5.32%
n/a	5	1.9%

Gender	Count	Percentage
Female (50%)	149	56.65%
Male (50%)	114	43.35%

Education	Count	Percentage
Grade 12	22	8.37%
Higher Certificates	35	13.31%
National Diploma	60	22.81%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	37	14.07%
Honours degree or postgraduate diploma	82	31.18%
Master's Degree	25	9.51%
Doctor's degree	2	0.76%

Language	Count	Percentage
English	105	39.92%
Afrikaans	71	27%
African Languages	87	33.08%

Race	Count	Percentage
African	110	41.83%

White	116	44.11%
Indian	22	8.37%
Coloured	9	3.4%
Asian	6	2.28%

Years of work experience	Count	Percentage
0 - 5	84	31.94%
6 - 10	64	24.33%
11 +	115	43.73%

Self-sufficiency

N	Alpha	Mean	SD
82	$\alpha = 0.731$	16.48	3.78

Age	Count	Percentage
21 - 30	51	62.96%
31 - 40	21	25.93%
41 - 50	8	9.88%
51 +	1	1.12%
n/a	1	1.12%

Gender	Count	Percentage
Female (50%)	55	67.07%
Male (50%)	27	32.93%

Education	Count	Percentage
Grade 12	2	2.44%
Higher Certificates	6	7.32%
National Diploma	4	4.88%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	9	10.98%
Honours degree or postgraduate diploma	28	34.15%
Master's Degree	33	40.24%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	26	31.71%
Afrikaans	10	12.20%
African Languages	46	56.10%

Race	Count	Percentage
African	52	63.41%
White	21	25.61%
Indian	3	3.66%
Coloured	6	7.32%
Asian	0	0.00%

Years of work experience	Count	Percentage
0 - 5	52	63.41%
6 - 10	17	20.73%

11 +	13	15.85%
------	----	--------

Social desirability

N	Alpha	Mean	SD
357	$\alpha = 0.623$	23.2	3.4

Age	Count	Percentage
21 - 30	121	33.89%
31 - 40	140	39.22%
41 - 50	69	19.33%
51 +	18	5.04%
n/a	9	2.52%

Gender	Count	Percentage
Female (50%)	232	64.99%
Male (50%)	124	34.73%
Other	1	0.28%

Education	Count	Percentage
Grade 12	31	8.68%
Higher Certificates	41	11.48%
National Diploma	76	21.29%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	61	17.09%
Honours degree or postgraduate diploma	93	26.05%

Master's Degree	53	14.85%
Doctor's degree	2	0.56%

Language	Count	Percentage
English	148	41.46%
Afrikaans	55	15.41%
African Languages	154	43.14%

Race	Count	Percentage
African	192	53.78%
White	110	30.81%
Indian	32	8.96%
Coloured	12	3.36%
Asian	11	3.08%

Years of work experience	Count	Percentage
0 - 5	129	36.13%
6 - 10	86	24.09%
11 +	142	39.78%

Status

N	Alpha	Mean	SD
205	$\alpha = 0.810$	17.854	4.571

Age	Count	Percentage
-----	-------	------------

21 - 30	51	24.88%
31 - 40	90	43.9%
41 - 50	43	20.98%
51 +	14	6.83%
n/a	7	3.14%

Gender	Count	Percentage
Female (50%)	120	58.54%
Male (50%)	85	41.46%

Education	Count	Percentage
Grade 12	26	12.68%
Higher Certificates	28	13.66%
National Diploma	56	27.32%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	31	15.12%
Honours degree or postgraduate diploma	43	20.98%
Master's Degree	19	9.27%
Doctor's degree	2	0.98%

Language	Count	Percentage
English	82	40%
Afrikaans	43	20.98%
African Languages	80	39.02%

Race	Count	Percentage
African	96	46.83%
White	76	37.07%

Indian	17	8.29%
Coloured	6	2.93%
Asian	10	4.88%

Years of work experience	Count	Percentage
0 - 5	60	29.27%
6 - 10	53	25.85%
11 +	92	44.88%

Strategic

N	Alpha	Mean	SD
231	$\alpha = 0.624$	21.113	3.571

Age	Count	Percentage
21 - 30	85	36.8%
31 - 40	93	40.26%
41 - 50	41	17.75%
51 +	10	4.33%
n/a	2	0.87%

Gender	Count	Percentage
Female (50%)	126	54.55%
Male (50%)	105	44.45%

Education	Count	Percentage
-----------	-------	------------

Grade 12	19	8.23%
Higher Certificates	30	12.99%
National Diploma	57	24.68%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	33	14.29%
Honours degree or postgraduate diploma	70	30.3%
Master's Degree	20	8.66%
Doctor's degree	2	0.87%

Language	Count	Percentage
English	92	39.83%
Afrikaans	64	27.71%
African Languages	75	32.47%

Race	Count	Percentage
African	96	41.56%
White	109	47.19%
Indian	17	7.36%
Coloured	6	2.6%
Asian	3	1.3%

Years of work experience	Count	Percentage
0 - 5	82	35.5%
6 - 10	61	26.41%
11 +	88	38.1%

Stress management

N	Alpha	Mean	SD
397	$\alpha = 0.591$	21.358	3.452

Age	Count	Percentage
21 - 30	149	37.53%
31 - 40	145	36.52%
41 - 50	72	18.14%
51 +	19	4.79%
n/a	12	3.02%

Gender	Count	Percentage
Female (50%)	241	60.71%
Male (50%)	155	39.04%
Other	1	0.25%

Education	Count	Percentage
Grade 12	34	8.56%
Higher Certificates	45	11.34%
National Diploma	80	20.15%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	64	16.12%
Honours degree or postgraduate diploma	119	29.97%
Master's Degree	53	13.35%
Doctor's degree	2	0.5%

Language	Count	Percentage
-----------------	--------------	-------------------

English	154	38.79%
Afrikaans	85	21.41%
African Languages	158	39.8%

Race	Count	Percentage
African	200	50.38%
White	140	35.26%
Indian	33	8.31%
Coloured	12	3.02%
Asian	12	3.02%

Years of work experience	Count	Percentage
0 - 5	159	40.05%
6 - 10	92	23.17%
11 +	146	36.78%

Striving

N	Alpha	Mean	SD
292	$\alpha = 0.428$	21.925	3.009

Age	Count	Percentage
21 - 30	97	33.22%
31 - 40	110	37.67%
41 - 50	58	19.86%
51 +	16	5.48%

n/a	11	3.77%
-----	----	-------

Gender	Count	Percentage
Female (50%)	192	65.75%
Male (50%)	100	34.25%

Education	Count	Percentage
Grade 12	27	9.25%
Higher Certificates	36	12.33%
National Diploma	60	20.55%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	40	13.7%
Honours degree or postgraduate diploma	77	26.37%
Master's Degree	50	17.12%
Doctor's degree	2	0.68%

Language	Count	Percentage
English	114	39.04%
Afrikaans	52	17.81%
African Languages	126	43.15%

Race	Count	Percentage
African	154	52.74%
White	93	31.85%
Indian	25	8.56%
Coloured	10	3.42%
Asian	10	3.42%

Years of work experience	Count	Percentage
0 - 5	110	37.67%
6 - 10	66	22.6%
11 +	116	39.73%

Structured

N	Alpha	Mean	SD
87	$\alpha = 0.693$	21.51	3.85

Age	Count	Percentage
21 - 30	51	59.30%
31 - 40	21	24.42%
41 - 50	11	12.79%
51 +	3	3.49%
n/a	1	1.16%

Gender	Count	Percentage
Female (50%)	68	78.16%
Male (50%)	18	20.69%

Education	Count	Percentage
Grade 12	1	1.15%
Higher Certificates	4	4.60%
National Diploma	6	6.90%

Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	15	17.24%
Honours degree or postgraduate diploma	33	37.93%
Master's Degree	28	32.18%
Doctor's degree	0	0.00%

Language	Count	Percentage
English	33	37.93%
Afrikaans	9	10.34%
African Languages	45	51.72%

Race	Count	Percentage
African	58	66.67%
White	17	19.54%
Indian	8	9.19%
Coloured	4	4.60%
Asian	0	0.00%

Years of work experience	Count	Percentage
0 - 5	52	59.77%
6 - 10	12	13.79%
11 +	23	26.44%

Variety

N	Alpha	Mean	SD
---	-------	------	----

301	$\alpha = 0.606$	20.529	3.295
-----	------------------	--------	-------

Age	Count	Percentage
21 - 30	103	34.11%
31 - 40	113	37.42%
41 - 50	60	19.87%
51 +	17	5.63%
n/a	8	2.65%

Gender	Count	Percentage
Female (50%)	194	64.24%
Male (50%)	106	35.1%
Other	1	0.33%

Education	Count	Percentage
Grade 12	27	8.94%
Higher Certificates	31	10.26%
National Diploma	64	21.19%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	51	16.89%
Honours degree or postgraduate diploma	83	27.48%
Master's Degree	45	14.9%
Doctor's degree	0	0%

Language	Count	Percentage
English	121	40.07%

Afrikaans	50	16.56%
African Languages	130	43.05%

Race	Count	Percentage
African	164	54.3%
White	90	29.8%
Indian	27	8.94%
Coloured	11	3.64%
Asian	9	2.98%

Years of work experience	Count	Percentage
0 - 5	112	37.09%
6 - 10	64	21.19%
11 +	125	41.39%

SITUATIONAL JUDGEMENT TEST SOUTH AFRICA GENERAL POPULATION NORM GROUP

Leadership SJT

	N	Mean	SD
Flexibility	262	26.07	2.37
Judgement	262	24.3	3.1
Pragmatism	262	25.03	2.47
Tolerance of Ambiguity	262	22.5	3.0

Age	Count	Cumulative Percentage
21 - 30	10	3.8%
31 - 40	53	20.2%
41 - 50	47	18%
51 +	33	12.6%
N/A*	119	45.4%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.

Gender	Count	Percentage
Female (50%)	72	27.5%
Male (50%)	131	50%
N/A*	59	22.5%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.

Education	Count	Percentage
Grade 12	7	2.7%
Higher Certificates	7	2.7%
National Diploma	14	5.3%
Bachelor's Degree, Advanced diploma, post graduate certificate, or B-tech	47	17.9%
Honours degree or postgraduate diploma	34	13%
Master's Degree	32	12.2%
Doctor's degree	2	0.8%
N/A*	119	45.4%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.

Language	Count	Percentage
Afrikaans	23	8.8%
English	72	27.5%
IsiNdebele	0	0%
IsiXhosa	8	3.1%
IsiZulu	14	5.3%
Sepedi	8	3.1%
Sesotho	4	1.5%
Setswana	8	3%
SiSwati	1	0.4%
Tshivenda	2	0.8%
Xitsonga	3	1.1%
N/A*	119	45.4%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.

Race	Count	Percentage
African	63	24%
White	56	21.4%
Indian	12	4.6%
Coloured	11	4.2%
Asian	2	0.8%
N/A*	118	45%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.

Years of work experience	Count	Percentage
0 - 5	10	3.8%
6 - 10	22	8.4%
11 +	111	42.4%
N/A*	119	45.4%

*N/A refers to data where no demographic data was available, and where data was deleted in accordance with GDPR compliance.