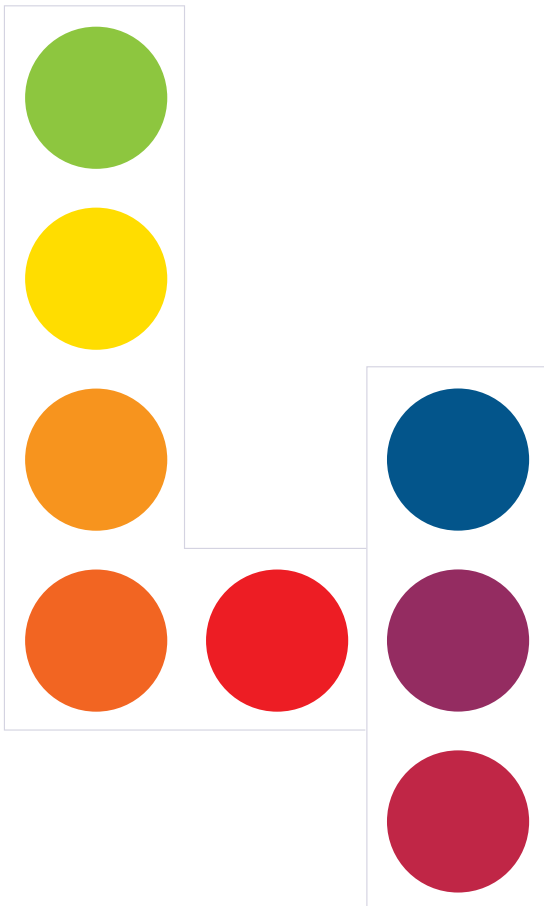


⋯ Norms



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Norms

Because Facet5 scores are 'standardised' Sten scores, the final score that a person gets depends not only on the raw actual score ie the answers they gave, but also the scores of the people to whom they are being compared. These reference groups are referred to as Norm groups or Norms. Norms are important since they provide context and face validity to the process. It is reassuring to see that respondents are being compared to people who are similar to themselves. So a norm group is a group of people to whom it is valid to compare a respondent.

There are numerous types of norms that can be produced and each may be suitable in a different situation. In fact there appears to be no agreement about what constitutes a 'good' norm and even major publishers have differing opinions. Some suggest that a sample of about 100 would be reasonable¹. Others look to much larger samples. There can be different types of norms including:

General population norms

A population norm is representative of the population. However it is very rare to get a norm group that genuinely reflects the population at large. More commonly it reflects a sub-group such as graduates, employed people or managers. For a population norm to be effective it should contain people of different types in similar proportions to the larger population. For example if you want to compare respondents to the working population and you know that the working population has a gender split of 40% female and 60% male then your norm should reflect this.

Another issue sometimes emerges with specific factors which differ from the general population to the working population. The best known is Emotionality which is known to be lower in the working population than in the population overall.

Sources of sample bias

Sub samples taken from particular industries or even organisations may easily be biased but this is not surprising. In fact ASA (Attraction-Selection-Attrition) theory suggests that this is exactly what we should expect. This theory states that an applicant group will be pre-selected and that this pre-selection will be shaped by the demands of the organisation. The organisation's culture will define the way in which it represents itself to the world and therefore its attractiveness to different people. For example a very stable business with a long history of customer service may emphasise this in its recruitment advertisements. People who like the idea of a job serving customers will be attracted (the 'A' part of ASA) to such an organisation. People who are more interested in an aggressive, commercial operation may find the role (as described) uninspiring and walk on by.

Such an organisation will then set up a selection process designed to bring forward those people who it feels share its corporate values (honesty and service) and weed out those who don't (the 'S' part of ASA).

Finally, if the 'wrong' people do slip through in spite of the selection process it will not take long before they realise that they and the organisation are not 'getting along' and they will be the first to leave (or be pushed out – 'the face doesn't fit'). This is the final 'A' from ASA.

It is this ASA process which is often claimed to be responsible for the long term success of people in organisations. In the short term, success depends on how good they are at the job (how 'Competent') but in the long term it's more about the degree to which they share the corporate values and vision. This is the difference between Person-Job (P-J) fit and Person-Organisation (P-O) fit.

We have seen numerous examples of this type of bias in ad-hoc data sets:

- an organisation that used Facet5 extensively for recruitment of inbound call centre staff (mostly female) and their data showed a marked shift from the population norm.
- another company used Facet5 extensively for selection of finance staff (mostly male)
- a third focused on recruitment of field sales support staff (female).

Our own data on the other hand was largely from development centres so this introduced a different bias again.

Another source of bias is of course national culture. It may be that Japanese are slightly different from Dutch and Indians may be somewhere between. In fact there is extensive literature to support the idea of small but consistent personality differences between nations.

Sub-group norms

If one particular group is demonstrated to be significantly different from the broader population then you may be justified in creating a special norm for that sub-group. Gender is a good example. However there can be problems with norm groups which are based on protected groups. For example norms based on gender, ethnicity or ability would prove problematic even if there were proven differences. If such norms were used there would be a valid case for a claim of unequal treatment.

Industry or function norms

Publishers frequently get requests for norms based on a specific industry sector or job function. A user may want to know how a respondent compares to other people in the petrochemicals industry or other accountants. Such norms are of course possible but can then prove problematic to interpret. You may be in the position of a respondent getting one score compared to other accountants but a different score when compared to petrochemical workers in general. The issue here is not a technical one but a practical one. And it becomes more of an issue when Facet5 is being applied to a group of people.

We have been asked previously to produce a small number of industry or function norms and have been able to do so by post coding a large number of profiles manually. However when we have scanned to Facet5 data base to see which norms are being used these industry and function norms are very rarely applied. The most commonly used was the norm for 'Sales' people and yet this only accounted for less than 0.2% of the total data base. For this reason we are less inclined to focus on these types of norms.

Itinerant norms

An itinerant norm is a norm that was developed for one situation and yet is applied in another. It is 'itinerant' in that it moves around from place to place. This is the most common norm that is used for early development of a Facet5 translation. We expect itinerant norms to be replaced either by a Global norm or by a National norm when there is sufficient data available.

National norms

A National norm is based on a sample from a population which represents a particular country, language or nationality. It is known that there are slight differences in the levels of core personalities across different cultures (see Schmitt et al 2007², Heine et al 2008³, McCrae et al 2005⁴, Inkeles 1997⁵, Buckley 2008⁶). Since Facet5 exists in multiple languages this is the area where we have focused most effort when developing norms. National norms are developed for each of the translated versions of Facet5. If there is insufficient data to do this we recommend using a Global itinerant norm (see below) until there is enough data.

Note that in each of these cases we have defined 'population' as being the target working population balanced as best we can to reflect the gender proportions of the working group.

There are numerous Facet5 norms based on a specific language and in many cases that language is sufficient to define the Nationality. For example Japanese is almost entirely spoken in Japan and even people who are outside Japan would only choose to complete Facet5 in Japanese if they had a strong Japanese background. The same could be said for Turkish, Serbian, Norwegian and Thai. Other languages, the most notable of which would be English or Spanish, are spoken in many countries and therefore it is difficult to identify a nationality just from the language. There can be other identifiable countries where there is more than one language spoken. Canada is one where there is both Canadian (English) and Canadian (French). These need to be treated separately.

Therefore the people who are included in a National norm need to be identified according to multiple criteria and in many cases language alone is insufficient.

Composite Norms

Finally there are a small number of norms that are created for specific reasons. These are based on a group of profiles selected from a number of sources that may be of interest. The most significant of these is the Global Norm which is a large sample of nearly 100,000 profiles taken from across the globe. We also have a Euro norm which covers Continental Europe and Asia which includes East Asia and South East Asia.

Guidelines for Facet5 norms

So what does this mean to us when creating norms? Publishers rarely have the luxury of collecting a stratified random sample of the population. It is more likely that data is collected ‘in the wild’ and needs to be examined ‘post hoc’ to check for sources of bias. This is more of an issue in the early stages of data collection where numbers may be small. It is clear that ASA theory can affect the composition of the database and therefore we need to find a way of balancing (or removing) the effects as much as possible. One solution is to take a ‘balanced’ sample. Such a sample would select cases from the data but in such a way as to make sure that different organisations and job functions are equally represented. Given that some functions are heavily gender biased (there are far more female call centre operators) we should also balance for gender.

Our guidelines therefore for the creation of a new norm (for example in a new country) is to are to collect a balanced sample for the following representative job junctions:

Administration	Consultant	Finance	HR/Personnel
Banking	IT	Marketing	Operations
Sales	Scientist	Technical	Telesales

A sample structured in this way is a precursor to larger country or language samples. As the data set increases so it is likely by definition to become more representative of the target population and is becomes less critical to monitor the structure. Obviously once you have collected data on the entire target population your sample is perfectly balanced by definition.

Optimum norm group size

There appears to be no exact or agreed answer to this. However discussions on professional forums suggest that once you hit a critical level then large increases in sample size do not change the norms very much. And certainly not to the point where significant changes in interpretation would be required. A reputable UK test publisher stated that when they lifted their UK working norm group from about 10,000 people to more than 30,000 there was negligible change. So there is an optimum norm group size but what is it?

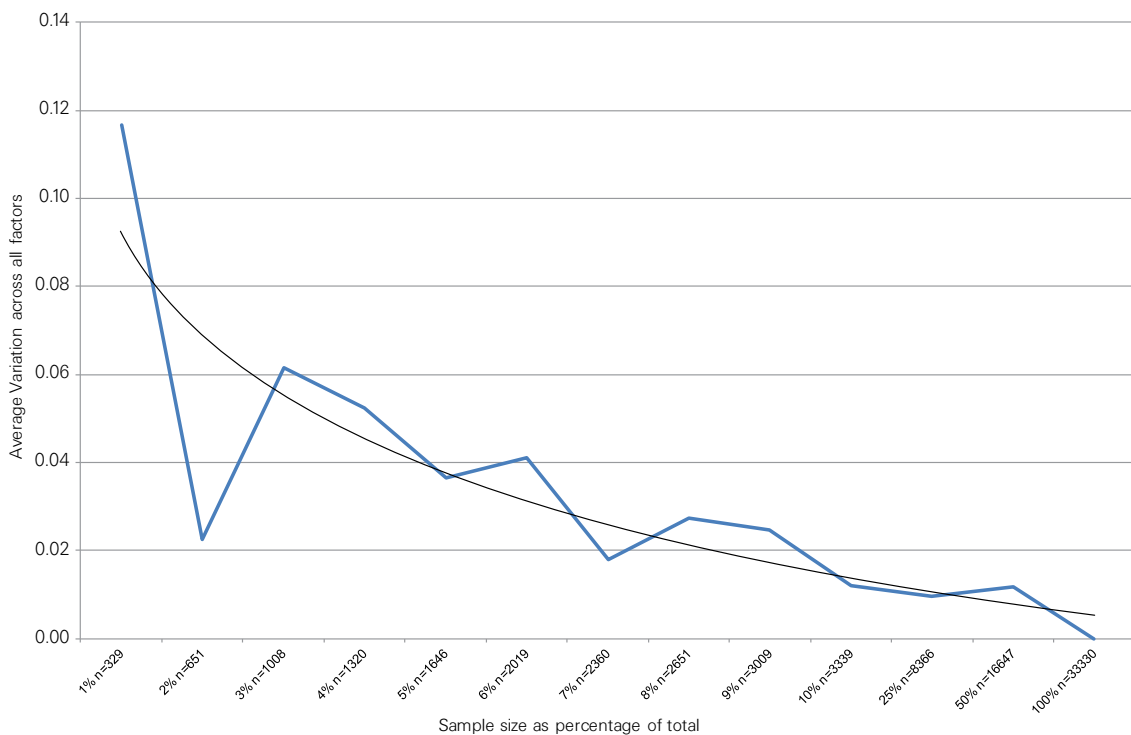
To test this we conducted the following experiment. First we minimised cultural effects by selecting a group of people who had all completed Facet5 in English and who were based in the UK. We then created 10 randomly selected sub-samples from this. This process was repeated 5 times for each sample proportion to minimise the effects of sample error. This gave us 50 samples in total. From each of these samples we computed the mean Facet5 Sten scores. These scores are shown in the table overleaf.

Average Sten scores

Sample	Will	Energy	Affection	Control	Emotionality	Variation
1% n = 329	5.21	5.35	5.55	5.02	5.74	0.12
2% n = 651	5.29	5.54	5.49	5.15	5.58	0.02
3% n = 1008	5.26	5.48	5.51	5.22	5.70	0.06
4% n = 1320	5.24	5.55	5.49	5.08	5.67	0.05
5% n = 1646	5.27	5.51	5.54	5.19	5.66	0.04
6% n = 2019	5.34	5.58	5.52	5.23	5.55	0.04
7% n = 2360	5.34	5.56	5.51	5.16	5.61	0.02
8% n = 2651	5.32	5.58	5.49	5.18	5.57	0.03
9% n = 3009	5.29	5.55	5.52	5.11	5.64	0.02
10% n = 3339	5.29	5.56	5.56	5.15	5.64	0.01
25% n = 8366	5.28	5.56	5.54	5.16	5.59	0.01
50% n = 16647	5.29	5.55	5.53	5.15	5.63	0.01
100% n = 33330	5.29	5.57	5.54	5.16	5.61	0.00

The value shown in the column headed Variation is the amount by which the computed values for each sub-sample differed from the total population. As you would expect the Variation reduces steadily as the sample size increases. When the sample size equals the total sample (100%) then there is no variation so the variance is zero. This can be seen in the chart below.

Variation for samples of increasing size drawn from a single population (with replacement)



This chart shows that the mean raw scores for Facet5 factors do not change much once norm groups have reached about 1000 cases. If there are fewer cases than that then it is important that the sample is carefully stratified to make sure it is a proper reflection of the target group.

As a result we have chosen to require a minimum of 500 cases in order to create a preliminary norm with the intention to increase this as quickly as possible to a minimum of 1000 cases. The only exception to this is in the early stages of a new country or language where, providing the sample is tightly structured as above, we have accepted 240 evenly spread across the functions and genders.

Most currently available Facet5 norm bases are actually in the thousands or tens of thousands.

Norm update schedule

The Facet5 main database is growing continually. For this reason we review the research data every 12 months in order to improve those norm groups which are most likely to benefit from the increasing stability to be gained from larger norm groups. Norm groups that already have very large samples are considered less critical since the sample statistics are unlikely to change very much.

Norm descriptions

There are numerous norms available for Facet5 profiles and all are selectable at report time. They include Itinerant, National, Functional, Sector and Gender norms. There is also, from 2013, a Global norm designed for multi-national and multi-cultural applications. For each norm we show the:

- Norm Type – ie Gender, Function, National, etc.
- Norm Label – this is the identifier on the Facet5 website. It is abbreviated and for National Norms, includes the International country code. For example the norm label for Bulgaria is BG – **български**. By including the country code people unfamiliar with the Bulgarian script can identify the correct norm.
- Date of creation – Facet5 norms are date stamped. This allows us to declare a norm to be out of date when a profile is generated and to recommend updating to a more recent one.
- Status – saying whether the norm is current or has expired.
- Language base – Facet5 is available in many languages and where there is sufficient data there is an appropriate norm. Language is not necessarily the same as Country. For example both Canada and Australia have an English language base. Canada also has a Canadian French norm.
- Nationality (if applicable) – Facet5 is available globally and we have a constant programme of localisation.
- Sample size – norms with small samples (ie less than 1000) are updated as a priority. Note that some sample sizes are approximate due to missing data in the analyses.

- Gender split – this is to indicate how well the norm represents the gender split in the population the norms is tied to.
- A description of the source of the data. This is by its nature general since Facet5 norms are all based on data collected in the workplace rather than under artificially controlled conditions. Note this is not shown in the following table for reasons of space but is included when the report is shown in a Facet5 report.

Norm description in report

The multi-lingual nature of Facet5 is carried through to the description of the norms in the report. It is clearly stated in each report what norms were used to compute the Sten scores shown. If the norm used is, for example, Bulgarian then the description will be in Bulgarian with a matching country code. However the language used to print the report can be selected independently from the norm group. For the majority of cases when a Bulgarian norm is used the report will be printed in Bulgarian. But if a copy of the report is then printed in English but the norms are left as Bulgarian then the norm description will be left in Bulgarian.

This is a function of the way Facet5 is structured. If we were to try and match every norm description to every possible report language we would need a very large lookup table. In the above example we actually do have the English translation of the Bulgarian norm description but we would also need to have a description of the Bulgarian norm in Japanese, Thai and every other language which would be overly complex.

Table of norms

Type	Label	Date	Status	Language	Nationality	Sample size	Gender split (M%/F%)
Composite	Global	Mar 13	Current	Composite	Composite	98073	58/42
Composite	Euro	Feb 15	Current	Composite	Continental Europe	47395	57/43
Functional	Finance	Oct 04	Current	English	UK	1882	47/48
Functional	Human Resources	Oct 04	Current	English	UK	334	35/65
Functional	Information Technology	Oct 04	Current	English	UK	3518	63/37
Functional	Sales	Oct 04	Current	English	UK	578	75/25
Gender	All Females	Oct 04	Current	English	UK and Australia	6400	n/a
Gender	All Males	Oct 04	Current	English	UK and Australia	11200	n/a
Itinerant	Asian Manager	Jan 07	Current	Multi-lingual	Asia	700	47/53
Itinerant	English speaking	Feb 07	Expired	English	Global	18500	65/35
Itinerant	GL – Global	Apr 13	Current	Multi-lingual	Global	98,073	58/42
National	AU – Australian	Apr 13	Current	English	Australia	31,864	57/43
National	AU – Australian Manager	Jun 05	Expired	English	Australia	1850	70/30
National	AU – Australian Manager 2	Jun 05	Expired	English	Australia	6300	60/35
National	CA(Eng) – Canadian (English)	Apr 13	Current	English	Canada	7722	50/50
National interim	CA(Fr) – Canadian (French)	Apr 13	Current	Canadian French	Canada	449	52/48
National	BG – Български	Jun 12	Expired	Bulgarian	Bulgaria	809	48/51
National	BG – Български	Mar 13	Current	Bulgarian	Bulgaria	1077	49/51
National	BR – Brasileiros	Jun 12	Current	Portuguese	Brazil	10311	61/39
National	CN – 中国常模	Mar 13	Current	Mandarin	China	5166	48/52
National	CZ+SK – Czech and Slovak	Feb 15	Current	Czech and Slovak	Czech and Slovak	555	54/46
National	DE – Deutsche	Mar 13	Current	German	German	2272	70/30
National	DK – Dansk	Mar 13	Current	Danish	Denmark	2241	56/44
National	ES – Español	Mar 13	Current	Spanish	Spain	2003	59/41
Itinerant	ES – Español (América Latina)	Apr 13	Current	Latin American Spanish	n/a	1019	62/38

Type	Label	Date	Status	Language	Nationality	Sample size	Gender split (M%/F%)
National	FR – Français	Apr 13	Prelim	French	France	742	72/28
National	GR – ελληνικ	Mar 13	Current	Greek	Greece	1586	68/32
National	HU – Magyar	Mar 13	Current	Hungarian	Hungary	3172	45/55
National	IN – Indian	Aug 11	Current	English	India	1416	82/18
National	IT – Italiano	Mar 13	Current	Italian	Italy	1023	50/50
National	JP – 日本語	Mar 13	Current	Japanese	Japan	874	66/34
National	LT – Lietuviškai	Mar 13	Current	Lithuanian	Lithuania	1009	46/54
National	NL – Nederlands	Mar 13	Current	Dutch	Netherlands	7053	66/34
National	NO – Norsk	Mar 13	Current	Norwegian	Norway	1571	51/49
National	NZ – New Zealand	Apr 13	Current	English	New Zealand	939	59/41
National	PL – Polska	Mar 13	Current	Polish	Poland	2747	48/52
National	RO – România	Feb 15	Current	Romanian	Romanian	548	61/40
National	RS – Srpski	Mar 13	Current	Serbian	Serbia	1932	50/50
National	SE – Svenska	Mar 13	Current	Swedish	Sweden	1355	55/45
National	TH – ประเทศไทย	Mar 13	Prelim	Thai	Thailand	900	n/a
National	TR – Türkçe	Apr 13	Prelim	Turkish	Turkey	560	57/43
National	UK – United Kingdom Manager	Mar 13	Current	English	UK	37,114	56/44
National	US – USA	Mar 13	Current	US English	USA	1228	57/43
Research	Default set of values	Jan 90	Expired	English	UK	693	67/33
Sector	Manufacturing	Oct 04	Current	English	UK	1882	71/21
Sector	Private Sector	Oct 04	Current	English	UK	11,032	65/35
Sector	Public and Community Services	Oct 04	Current	English	UK	1608	51/49

Composite norms

Global norm

Countries contributing to the Global norm

Country	Cases
AR Argentina	54
AT Austria	5
AU Australia	10,000
BE Belgium	1
BG Bulgaria	1133
BH Bahrain	91
BR Brazil	10,000
CA Canada	8236
CH Switzerland	74
CN China	6809
CO Columbia	355
CZ Czech Republic	93
DE Germany	3095
DK Denmark	2962
EI Ireland	260
ES Spain	2026
FR France	26
GR Greece	2094
HK Hong Kong	2141
HU Hungary	4236
ID Indonesia	92
IN India	2477
IT Italy	1129
JP Japan	816
KR Korea	496
LT Lithuania	1507
LU Luxembourg	35

Country	Cases
LV Latvia	6
ME Middle East	173
MU Mauritius	5
MX Mexico	313
MY Malaysia	1223
NA Namibia	2
NL Netherlands	8061
NO Norway	1820
NZ New Zealand	928
PH Philippines	28
PL Poland	2636
PR Puerto Rico	31
PT Portugal	21
RO Romania	2394
RU Russia	10
SE Sweden	915
SG Singapore	3066
SK Slovakia	136
TH Thailand	850
TR Turkey	479
TW Taiwan	7
UK United Kingdom	10,000
US USA	2305
YU Yugoslavia	243
ZA South Africa	197
ZZ Unknown	464
Total	96,556

GL – Global norm**Frequency distributions for Facet5 main factors**

Norm label	GL – Global
Date	April 2013
Language	English
Norm type	Itinerant
Sample size	96,556
Gender split M/F	58%/42%
Description	A composite data set selected from Facet5 profiles completed globally. This is the recommended norm to be used as an itinerant norm until appropriate national norms are available. The data comes from 53 countries. Contributions from the UK, Australia and Brazil have been limited to 10,000 cases to avoid over sampling.

Raw score	Will	Energy	Affection	Control	Emotionality
15	1	1			
16	1				
17				1	
18	3	2	2	4	22
19	13	4	2	2	20
20	13	9	1	7	15
21	6	5	3	5	29
22	10	10	5	12	108
23	57	35	2	11	118
24	48	47	4	21	154
25	65	42	7	25	252
26	79	55	3	35	450
27	145	97	12	48	423
28	158	108	4	45	564
29	228	144	8	69	667
30	312	175	14	78	1057
31	472	310	16	125	1062
32	572	313	26	135	1303
33	723	415	31	145	1533
34	942	548	53	209	2003
35	1400	732	42	242	2044

Raw score	Will	Energy	Affection	Control	Emotionality
36	1547	821	59	288	2315
37	1836	929	73	375	2512
38	2216	1189	97	409	3136
39	2892	1459	108	514	3004
40	3067	1618	115	591	3276
41	3510	1856	157	724	3549
42	4000	2154	196	839	3951
43	4637	2611	205	996	3664
44	4834	2819	280	1171	3729
45	5136	3065	346	1367	3827
46	5201	3473	472	1396	4106
47	5588	4088	479	1712	3814
48	5192	4105	644	1961	3698
49	5093	4112	746	2060	3560
50	4663	4545	926	2297	3601
51	4694	4808	1005	2498	3158
52	4185	4831	1175	2723	3142
53	3778	4617	1411	2993	2939
54	3358	4840	2001	3211	2847
55	3081	4821	2053	3520	2454
56	2412	4273	2383	3687	2219
57	2128	3999	2516	3705	2050
58	1703	3747	3107	3893	1921
59	1573	3561	3273	4134	1699
60	1067	2890	3527	4071	1574
61	915	2615	3842	4052	1287
62	688	2143	4271	4037	1346
63	674	1964	4305	4181	979
64	402	1459	4575	3650	853
65	335	1101	4546	3549	797
66	239	835	4889	3279	740
67	241	812	4541	3487	555

Raw score	Will	Energy	Affection	Control	Emotionality
68	119	397	4508	2666	467
69	96	320	4340	2421	353
70	71	248	4189	2236	345
71	77	196	3678	2363	285
72	15	75	3319	1543	215
73	21	41	3034	1365	164
74	11	34	2870	1130	177
75	13	33	2196	1431	105
76			1964	683	74
77			1673	552	60
78			1595	469	63
79			1070	610	39
80			869	156	18
81			673	120	21
82			703	83	24
83			367	139	6
84			269	269	4
85			216	216	3
86			251	251	7
87			62	62	
88			55	55	
89			32	32	
90			65	65	
Mean	47.34	51.44	64.92	60.96	46.88
Standard error	0.02	0.03	0.03	0.03	0.03
Median	47	52	65	61	46
SD	7.43	8.05	8.62	9.56	9.91

Median global score

Euro norm**Frequency distributions for Facet5 main factors**

Norm label	Euro
Date	February 2015
Language	Multiple
Norm type	Composite
Sample size	47395
Gender split M/F	54%/46%
Description	A composite data set selected from Facet5 profiles completed within continental Europe. The data comes from the 18 countries listed below. All were completed in the national language of the specified country.

Raw score	Will	Energy	Affection	Control	Emotionality
15		1			
16	1				
17				1	
18	1	1	2		12
19	8	2	2	1	9
20	6	6	2	3	10
21	6	3	3	4	26
22	14	5	5	4	84
23	24	21	3	5	84
24	37	23	4	6	106
25	29	25	6	9	175
26	44	24	3	17	327
27	72	65	9	15	315
28	83	77		26	421
29	109	67	6	37	475
30	135	91	12	38	689
31	233	164	11	48	678
32	231	156	19	58	864
33	343	177	24	102	989
34	382	269	41	119	1311
35	588	352	27	128	1267
36	578	363	41	156	1416

Raw score	Will	Energy	Affection	Control	Emotionality
37	751	489	45	195	1453
38	877	524	58	229	1787
39	1221	739	83	282	1742
40	1160	697	95	316	1834
41	1344	848	97	397	1841
42	1628	978	161	466	2070
43	1894	1214	149	535	1881
44	1952	1313	223	608	1885
45	2173	1352	245	696	1842
46	2300	1599	341	781	1958
47	2712	1856	356	903	1717
48	2522	1820	454	920	1699
49	2511	1880	505	1139	1537
50	2481	2058	624	1162	1636
51	2526	2252	681	1213	1319
52	2349	2274	787	1321	1280
53	2165	2214	940	1424	1168
54	1941	2254	1212	1472	1203
55	1865	2432	1281	1587	982
56	1482	2176	1495	1637	922
57	1290	2039	1623	1737	828
58	1039	1939	1920	1733	809
59	993	1918	1889	1765	647
60	733	1538	1996	1780	600
61	591	1431	2193	1984	509
62	452	1236	2323	1779	515
63	450	1074	2233	1760	391
64	275	861	2328	1741	344
65	196	647	2165	1822	310
66	150	493	2350	1487	296
67	155	496	1997	1512	198
68	90	258	1962	1392	167

Raw score	Will	Energy	Affection	Control	Emotionality
69	65	224	1731	1528	132
70	46	137	1716	1101	137
71	51	130	1396	965	102
72	10	45	1257	824	85
73	16	28	1067	1051	57
74	7	22	1096	597	67
75	8	18	774	522	53
76			676	440	26
77			526	634	18
78			585	272	30
79			361	212	14
80			295	168	9
81			205	322	12
82			263	61	16
83			98	44	3
84			82	34	1
85			72	68	2
86			95		2
87			17		
88			13		
89			15		
90			24		1
Mean	48.5	52.0	63.0	59.2	45.2
Std Error	0.0	0.0	0.0	0.0	0.0
Median	49.0	52.0	63.0	60.0	44.0
SD	7.6	8.3	8.7	10.1	9.9

Median global score

Median scores are the same

Median national score

National norms

Current national norms are presented in the following tables. These tables show the frequency distribution for the main factor raw scores and the descriptive statistics. In addition, the national median score is highlighted and, for all norms other than the 'global' norm, the global median scores are shaded dark for comparison.

The norm table for the Global norm (GL = Global) is presented first and then the National norms are presented alphabetically by country code.

In a Facet5 report these values are converted to Sten scores based on the national raw score distribution and these can be seen in the Facet5 GPS app available on iOS and Android.

AU – Australian**Frequency distributions for Facet5 main factors**

Norm label	AU – Australian 2013
Date	April 2013
Language	English
Norm type	National
Sample size	31,864
Gender split M/F	57%/43%
Description	Sample includes 31,864 people based in Australia. 57% were male. All completed Facet5 in English. Industries include finance, electronics, telecommunications, manufacturing, local, state and federal government, military, property, services, pharmaceuticals, charities, engineering, shipping and transportation. Functions include sales, administration, logistics, finance.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					5
19	2				6
20	3	2		2	8
21	2	2			6
22	4	3			36
23	16	6			38
24	17	7		1	72
25	16	14		2	98
26	33	8		5	147
27	50	17	2	2	142
28	55	21	3	2	218
29	77	26	4	6	276
30	118	34	4		392
31	180	68	3	9	400
32	235	80	6	8	543
33	313	85	8	15	645
34	412	121	10	23	712
35	548	171	9	25	863

Raw score	Will	Energy	Affection	Control	Emotionality
36	656	186	14	24	985
37	794	218	11	49	1024
38	965	280	13	53	1174
39	1207	366	18	63	1236
40	1367	443	18	66	1374
41	1544	510	22	102	1425
42	1697	607	32	104	1570
43	1795	728	49	139	1494
44	1839	766	58	154	1492
45	1914	953	56	179	1423
46	1896	1091	71	223	1409
47	1830	1277	92	321	1295
48	1761	1406	126	326	1212
49	1625	1539	131	407	1148
50	1477	1619	170	440	1082
51	1357	1715	175	489	1002
52	1192	1742	229	600	908
53	973	1645	274	659	778
54	788	1737	356	768	732
55	682	1727	373	830	663
56	529	1567	466	910	600
57	409	1492	557	1021	496
58	336	1380	673	1144	471
59	295	1213	739	1177	379
60	221	1039	845	1301	286
61	165	902	962	1328	268
62	120	731	1101	1381	212
63	92	627	1221	1383	193
64	72	482	1353	1459	165
65	47	360	1416	1403	143
66	39	277	1575	1422	113
67	32	204	1650	1392	104

Raw score	Will	Energy	Affection	Control	Emotionality
68	19	126	1670	1284	82
69	14	98	1651	1299	63
70	10	53	1673	1176	56
71	11	54	1568	1032	46
72	3	17	1483	963	30
73	3	12	1374	880	20
74	3	5	1298	735	24
75	2	3	1051	638	18
76			981	589	14
77			899	551	6
78			742	331	14
79			592	290	8
80			482	208	7
81			395	218	2
82			385	81	3
83			209	67	1
84			164	49	4
85			126	48	1
86			92		
87			49		
88			42		
89			18		
90			23		
Mean	45.67	52.08	67.65	63.12	44.81
Standard error	0.04	0.04	0.05	0.05	0.05
Median	46	52	68	64	44
SD	6.88	7.44	8.20	8.94	9.01

 Median global score

 Median scores are the same

 Median national score

BG – Български**Frequency distributions for Facet5 main factors**

Norm label	BG – Bulgarian 2013
Date	April 2013
Language	Bulgarian
Norm type	National
Sample size	1,047
Gender split M/F	49%/51%
Description	Norms are based on 1047 people who completed a Facet5 web based questionnaire in Bulgarian up to December 2012. 49% were male, 51% were female. They represented a range of industry sectors and job functions.
Description in Bulgarian	Нормата е базирана на извадка от 1047 човека, попълнили електронния въпросник на Фасет5 на български език до декември 2012. 49% от тях са мъже, 51% са жени. В извадката участват представители на широк кръг от индустрии и длъжности.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					1
19					1
20					
21					
22		1			1
23		1			
24					5
25					2
26				1	14
27	2				7
28	1	2			7
29	1	1			10
30	1	2	1	1	24
31	1	2	1		12
32	2	5	1	1	23
33	2	3			20
34	8	5	4	1	25

Raw score	Will	Energy	Affection	Control	Emotionality
35	15	9	1		28
36	11	11	2	1	24
37	15	9	1	1	26
38	18	9	3	3	34
39	32	15	2		34
40	40	15	7		28
41	37	13	3	3	30
42	32	21	5	1	44
43	58	23	8	4	35
44	55	19	11	3	42
45	59	29	8	7	43
46	50	31	10	6	49
47	78	61	10	4	38
48	50	40	9	4	28
49	50	44	18	7	33
50	45	46	31	11	38
51	59	54	17	5	25
52	59	52	27	14	28
53	42	34	26	14	30
54	34	48	29	18	43
55	40	56	45	21	21
56	26	39	44	25	25
57	21	41	35	20	20
58	16	42	50	33	23
59	27	55	47	27	11
60	11	33	42	29	16
61	6	32	54	53	9
62	8	29	52	44	16
63	12	31	38	42	11
64	6	16	49	48	9
65	5	19	40	58	9
66	4	11	60	48	9

Raw score	Will	Energy	Affection	Control	Emotionality
67	1	18	23	49	3
68	2	4	28	50	3
69		5	27	55	1
70	1	3	27	39	8
71	2	4	20	32	3
72	2	2	18	33	3
73		2	18	52	2
74			16	32	6
75			13	23	
76			12	20	2
77			7	44	
78			11	13	2
79			10	16	
80			5	11	
81			5	13	
82			13	3	2
83				1	
84			1	1	
85			1	2	1
86			1		
87					
88					
89					
90					
Mean	48.1	52.4	60.8	65.3	46.1
Standard error	0.2	0.3	0.3	0.3	0.3
Median	48	53	61	66	46
SD	7.1	8.3	9.3	8.7	10.7

 Median global score

 Median scores are the same

 Median national score

BR – Brazilian**Frequency distributions for Facet5 main factors**

Norm label	BR – Brasileiros 2016
Date	December 2016
Language	Portuguese
Norm type	National
Sample size	26,424
Gender split M/F	62%/37% (1% not classified)
Description	Norms are based on 26,427 people who completed a Facet5 web based questionnaire in Portuguese. 62% were male, 37% were female. 1% were unclassified. They represented a range of industry sectors and job functions.
Description in Portuguese	As normas se baseiam nas respostas de 26,427 profissionais que responderam ao questionário Facet5 em Português no Brasil. Desta população 62% são homens, 37% mulheres e 1% não foi classificada. Estes profissionais tem atuação em vários segmentos de mercado com funções diversas.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17				1	
18					1
19	2	1		1	
20		2			1
21	1				
22	3		1		5
23	12	9			3
24	7	6		4	2
25	11	5			8
26	14	18		2	28
27	40	14			24
28	46	20	1	5	29
29	50	26	1	2	50
30	90	27	1	5	135
31	120	77	2	10	129
32	122	65	2	5	135
33	183	77	4	11	206

Raw score	Will	Energy	Affection	Control	Emotionality
34	235	114	3	15	295
35	332	153	7	5	295
36	384	185	8	15	389
37	465	242	11	27	456
38	544	260	14	30	579
39	793	355	16	44	591
40	847	402	23	50	668
41	999	473	29	70	819
42	1123	561	31	68	930
43	1385	665	32	79	867
44	1404	704	34	99	1024
45	1401	779	53	123	1038
46	1424	940	74	158	1175
47	1668	1094	89	180	1064
48	1498	1054	119	202	1128
49	1442	1187	138	272	1060
50	1331	1284	164	297	1142
51	1419	1404	204	339	1031
52	1157	1453	236	381	1063
53	1076	1302	292	440	943
54	929	1354	428	477	1015
55	840	1406	455	594	865
56	607	1234	546	643	821
57	535	1141	595	784	755
58	424	1097	787	777	763
59	383	1036	867	881	634
60	264	815	936	931	581
61	221	712	1025	1051	484
62	169	600	1198	1091	540
63	134	576	1258	1250	391
64	73	388	1285	1236	343
65	69	299	1393	1277	286

Raw score	Will	Energy	Affection	Control	Emotionality
66	47	217	1470	1188	307
67	35	216	1387	1216	243
68	22	137	1362	1169	199
69	22	82	1353	1245	161
70	8	57	1376	1100	159
71	11	53	1126	974	119
72	2	17	1051	945	99
73	1	19	935	906	75
74	1	7	867	683	85
75	2	6	659	664	42
76			549	505	30
77			473	610	30
78			428	332	31
79			255	273	16
80			219	206	12
81			133	250	9
82			162	61	12
83			95	65	2
84			53	35	3
85			36	68	1
86			48		1
87			5		
88			11		
89			5		
90			7		
Mean	47.23	51.88	65.73	64.36	50.08
Std Error	0.04	0.05	0.05	0.05	0.06
Median	47	52	66	65	50
SD	7.03	7.72	7.75	8.73	9.42

Median global score

Median scores are the same

Median national score

CA(Eng) – Canadian (English)**Frequency distributions for Facet5 main factors**

Norm label	CA – Canadian (English)
Date	April 2013
Language	English
Norm type	National
Sample size	7722
Gender split M/F	50%/50%
Description	Norms derived from 7722 profiles completed in Canada in English. 50% were male. The sample was drawn from a wide range of organisations and most were from the Canada. They represented finance, telecommunications, automotive, insurance and consulting firms. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					3
19	3				3
20	1	3			2
21	1			1	2
22		1			18
23	3	2			6
24	4	5			15
25	9	4		2	30
26	7	12		1	37
27	19	8			25
28	20	9		2	47
29	23	16	1	2	48
30	29	20	1	1	81
31	51	39	1	2	108
32	67	28	1	4	109
33	62	44	1	7	112
34	68	56	2	8	170
35	112	84	2	9	175

Raw score	Will	Energy	Affection	Control	Emotionality
36	135	63	1	11	187
37	176	99	5	19	204
38	188	109	9	16	249
39	255	153	7	25	261
40	252	167	7	26	259
41	300	180	4	29	276
42	315	199	11	41	305
43	376	226	10	45	280
44	398	278	13	55	285
45	469	255	26	72	271
46	430	283	22	77	315
47	444	331	23	97	313
48	387	333	30	115	297
49	383	332	35	132	325
50	356	383	57	130	265
51	377	398	48	154	297
52	322	352	67	183	218
53	277	348	81	193	216
54	273	367	92	234	226
55	237	351	106	267	202
56	172	287	139	255	166
57	129	299	124	281	167
58	140	305	181	297	154
59	113	252	210	292	128
60	67	213	222	332	122
61	82	183	259	340	98
62	33	137	281	376	99
63	43	119	293	339	77
64	33	98	328	347	72
65	25	76	391	347	64
66	19	67	367	344	70
67	15	46	355	292	57

Raw score	Will	Energy	Affection	Control	Emotionality
68	4	24	431	274	35
69	7	29	415	274	26
70	4	20	393	219	25
71	2	13	351	209	33
72	3	11	338	176	17
73	1	2	319	184	23
74	1		312	113	11
75		3	232	109	8
76			252	78	8
77			174	100	3
78			178	51	3
79			87	35	8
80			129	29	1
81			77	40	2
82			74	10	1
83			34	7	
84			33	3	
85			25	9	
86			30		2
87			9		
88			5		
89			4		
90			7		
Mean	46.81	50.51	67.00	61.23	46.84
Standard error	0.08	0.09	0.09	0.10	0.11
Median	47	51	68	62	46
SD	7.4	8.3	8.3	9.0	10.1

Median global score

Median scores are the same

Median national score

CA(Fr) – Canadian (French)**Frequency distributions for Facet5 main factors**

Norm label	CA – Canadian (French)
Date	April 2013
Language	Canadian French
Norm type	National interim
Sample size	449
Gender split M/F	52%/48%
Description	Norms derived from 449 profiles completed in Canadian French. 52% were male. The sample was drawn from a wide range of organisations and most were from the Canada. They represented insurance, manufacturing, health, automotive, telecommunications, finance and consulting firms. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.
Description in French	Les normes sont dérivées de 449 profils réalisés en québécois. L'échantillon est issu d'une grande variété d'entreprises réparties dans l'ensemble du Canada. 52 % des profils étaient des hommes. L'échantillon a basé sur des individus issus des secteurs suivants : l'assurance, la manufacture, les soins de santé, l'automobile, les télécommunications, les finances et les services professionnels. Ces profils ont été réalisés dans le cadre d'un processus de perfectionnement (centres d'évaluation et de perfectionnement, accompagnement et orientation) afin de faciliter le processus de sélection.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					2
19					1
20					
21					2
22					3
23					3
24	1				4
25					6
26					8
27	1				8
28					9
29		1			10
30					7
31	4				10

Raw score	Will	Energy	Affection	Control	Emotionality
32	3	1			14
33	5				18
34	3				23
35	5	2	1	1	19
36	7	3			17
37	9	6	1	1	22
38	10	4			26
39	13	2	1	1	22
40	18	7			17
41	21	3		1	13
42	26	5	1	2	7
43	21	7		4	16
44	27	10		5	26
45	22	11		5	13
46	26	9		5	14
47	21	16	1	5	9
48	29	21		6	11
49	24	12		8	12
50	25	17	4	9	6
51	20	20	5	7	12
52	20	23	4	14	3
53	19	23	3	16	3
54	17	21	8	16	5
55	11	22	8	20	4
56	8	30	6	19	7
57	5	26	9	21	8
58	8	23	13	24	4
59	8	17	12	23	3
60	5	15	18	19	4
61		22	14	24	4
62		15	15	17	3
63	1	18	19	22	2
64		7	28	22	1

Raw score	Will	Energy	Affection	Control	Emotionality
65	1	7	19	14	
66	1	9	21	25	2
67	3	2	31	8	1
68		3	18	15	1
69		2	22	18	
70		3	18	11	2
71	1	3	18	8	
72			26	3	1
73			21	3	1
74			16	6	
75		1	13	6	
76			8	1	
77			12	3	
78			17	4	
79			5	4	
80			4	2	
81			3		
82			2		
83			1	1	
84			2		
85			1		
86					
87					
88					
89					
90					
Mean	46.69	53.91	66.63	60.16	40.57
Standard error	0.33	0.36	0.37	0.39	0.47
Median	47	55	67	60	39
SD	6.9	7.6	7.8	8.2	10.0

Median global score

Median scores are the same

Median national score

CN – 中国常模**Frequency distributions for Facet5 main factors**

Norm label	CN – 中国常模
Date	December 2016
Language	Mandarin
Norm type	National
Sample size	11,985
Gender split M/F	54%/46%
Description	Sample includes 11,985 working people from the Chinese mainland. They are employed in manufacturing, retail, finance, logistics and resources. The sample included almost equal numbers of males and females.
Description in Mandarin	常模样本取自于中国大陆的11985位员工。他们从事的领域包括了制造业、零售业、金融业、物流业以及资源管理。常模中男女比例基本持平。。

Raw score	Will	Energy	Affection	Control	Emotionality
15	1				
16					
17					
18	1				2
19					2
20	1				2
21	1				1
22	2	2			10
23	5	1			3
24	6	4			8
25	7	2			7
26	10	3		1	37
27	18	4			34
28	18	5		3	37
29	26	8	1	1	54
30	27	12	1	1	116
31	45	14			82
32	66	14		1	105
33	88	29	1	4	145
34	100	41	3	1	166

Raw score	Will	Energy	Affection	Control	Emotionality
35	164	74	1	2	159
36	209	75	1	5	202
37	221	83	4	9	239
38	268	144	6	9	282
39	365	172	2	15	322
40	386	191	3	8	357
41	463	230	5	20	360
42	551	292	12	19	409
43	626	374	12	26	411
44	646	375	15	40	456
45	640	503	14	38	423
46	685	532	22	48	508
47	697	518	26	59	450
48	645	614	30	55	437
49	643	597	42	95	422
50	573	631	51	103	458
51	532	643	57	120	467
52	495	660	60	171	455
53	412	631	83	189	416
54	391	617	104	199	429
55	337	640	139	210	379
56	302	524	161	281	382
57	249	443	176	296	319
58	190	444	216	338	317
59	196	398	260	419	295
60	137	311	298	425	266
61	126	248	301	504	236
62	84	193	389	510	214
63	90	189	424	547	172
64	49	138	486	542	154
65	52	98	480	590	144
66	37	83	578	574	125

Raw score	Will	Energy	Affection	Control	Emotionality
67	28	75	589	555	104
68	22	40	601	544	85
69	13	21	636	602	77
70	9	21	630	481	52
71	11	18	604	449	45
72	2	3	535	452	30
73	5	1	529	475	29
74	6		501	332	22
75	6	2	441	310	15
76			363	281	14
77			364	309	8
78			337	160	14
79			312	124	2
80			210	133	3
81			213	136	4
82			206	62	3
83			134	41	2
84			79	26	
85			80	35	
86			80		
87			24		
88			21		
89			14		
90			18		
Mean	47.3	51.1	68.8	65.3	49.1
Std Error	0.1	0.1	0.1	0.1	0.1
Median	47	51	69	66	49
SD	7.4	7.2	8.2	8.4	9.9

Median global score

Median scores are the same

Median national score

CZ + SK – Czech and Slovak**Frequency distributions for Facet5 main factors**

Norm label	CZ + SK – Czech and Slovak
Date	February 2015
Language	Czech
Norm type	National
Sample size	555
Gender split M/F	54%/46%
Description	Norms derived from 555 people who completed the profile in either Czech or Slovakian. This is a temporary norm until sufficient numbers are available for separate norms. 54% of the sample is male. Profiles came from pharmaceutical, construction, manufacturing, agriculture, electronics, finance and technology.
Description in Czech	Norma je výsledkom profilov 555 ľudí, ktorí vyplnili dotazník v Českej a Slovenskej republike. Ide zatiaľ o dočasnú normu, pokiaľ sa nevytvoria separátne normy. 54% z uvedenej vzorky tvorili muži. Profily pochádzajú z farmaceutického priemyslu, stavebníctva, výroby, poľnohospodárstva, elektroniky, financií a technológií.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21				1	
22					
23					
24					1
25					
26					2
27	2				2
28	1	2			4
29	1	1			3
30	1	1	1		4
31	2	2	1		4
32	3	7			5
33	1		1		8

Raw score	Will	Energy	Affection	Control	Emotionality
34	6	6		2	16
35	8	2	2		8
36	3	10	2	3	12
37	12	9	2		14
38	12	6		1	12
39	13	24	3	2	12
40	17	14	1	3	19
41	16	17	3	3	22
42	26	15	10	6	23
43	27	20	2	7	20
44	27	15	9	8	21
45	33	18	4	9	22
46	32	15	8	12	30
47	30	31	14	6	25
48	27	36	8	14	19
49	37	33	11	10	28
50	35	22	14	14	27
51	17	28	13	13	21
52	30	21	20	11	18
53	18	24	14	23	11
54	16	20	26	11	18
55	25	23	13	29	5
56	18	24	36	26	16
57	10	16	28	29	13
58	9	16	31	31	13
59	9	23	30	28	11
60	9	12	24	27	11
61	6	5	36	29	12
62	5	10	26	31	6
63	2	10	26	21	6
64	2	4	20	26	3
65	1	3	17	25	6

Raw score	Will	Energy	Affection	Control	Emotionality
66	1	3	21	16	5
67	3	2	16	10	3
68	1	2	6	16	3
69		1	6	16	2
70			13	4	4
71		2	6	7	1
72			5	6	
73	1		9	7	1
74			5	2	1
75			7	1	2
76				1	
77			2	3	
78			1	2	
79			1	2	
80				1	
81			1		
82					
83					
84					
85					
86					
87					
88					
89					
90					
Mean	47.8	49.4	58.1	58.1	47.6
Std Error	0.3	0.3	0.4	0.4	0.4
Median	48.0	49.0	59.0	59.0	47.0
SD	7.2	8.0	8.4	8.4	9.5

Median global score

Median scores are the same

Median combined score

DE – German**Frequency distributions for Facet5 main factors**

Norm label	DE – Deutsche
Date	Deember 2016
Language	German
Norm type	National
Sample size	6561
Gender split M/F	72%/28%
Description	Norms derived from 6561 profiles completed in German. 72% were male. The sample was drawn from a wide range of organisations and most were from German. They represented aerospace, logistics, manufacturing, retail, IT and food. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.
Description in German	ie Normen wurden aus 6.561 Profilen abgeleitet, die in deutscher Sprache erstellt wurden. Die Stichprobe wurde aus einer großen Vielzahl von Branchen erstellt. Dabei wurden Luft- und Raumfahrt, Logistik, Industrie, Handel, IT und die Lebensmittelbranche berücksichtigt. Die Profile wurden sowohl für Personalentwicklung /Coachings und Assessment Centers als auch für die Personalauswahl entwickelt.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19		1			2
20					1
21					4
22					7
23		1		2	8
24		1			16
25	1	3			21
26	2	4		3	27
27		4		2	43
28	1	6		2	47
29	4	5		5	71
30	2	3		2	84
31	4	20		6	85
32	5	11	3	10	141

Raw score	Will	Energy	Affection	Control	Emotionality
33	13	20		11	151
34	13	28	2	11	217
35	26	32	1	18	191
36	25	36	5	11	236
37	37	39	3	31	275
38	41	62	9	35	284
39	86	60	10	49	323
40	79	86	9	64	316
41	129	101	14	78	331
42	151	111	23	95	336
43	195	138	23	93	306
44	213	147	32	128	321
45	301	164	32	121	264
46	303	191	51	175	295
47	349	211	42	171	235
48	402	259	77	189	241
49	404	270	97	220	209
50	433	311	95	258	183
51	451	291	115	264	164
52	422	357	119	294	152
53	385	331	186	297	128
54	354	347	207	296	125
55	305	366	236	321	112
56	307	355	299	301	92
57	247	324	275	313	86
58	187	289	339	290	69
59	169	280	296	272	52
60	145	261	339	265	46
61	88	231	368	277	44
62	75	206	368	215	40
63	68	165	358	205	32
64	45	133	373	217	31

Raw score	Will	Energy	Affection	Control	Emotionality
65	29	83	314	163	19
66	25	63	273	140	15
67	9	57	275	125	17
68	12	33	244	109	18
69	9	29	208	105	8
70	2	13	191	68	9
71	6	9	156	61	6
72		7	118	43	4
73		5	89	39	3
74	2		82	26	9
75		1	54	17	3
76			38	20	1
77			32	12	1
78			24	8	1
79			17	4	
80			15	2	2
81			6	1	
82			9		1
83			3		1
84			2		
85			2	1	
86			3		
87					
88					
89					
90					
Mean	50.6	52.9	61.2	55.5	43.5
Std Error	0.1	0.1	0.1	0.1	0.1
Median	51	53	61	56	43
SD	6.3	7.6	7.5	8.5	8.7

Median global score

Median scores are the same

Median national score

DK – Danish**Frequency distributions for Facet5 main factors**

Norm label	DK – Dansk 2016
Date	December 2016
Language	Danish
Norm type	National
Sample size	3828
Gender split M/F	58%/42%
Description	Danish norm based on 3828 cases all completed in Danish. 58% of the cases were male. Industry sectors included chemicals, logistics, resources, consultancy, marketing and shipping.
Description in Danish	ansk norm baseret på 3.828 besvarelser, alle udfyldt på Dansk. 58% af respondenterne var mænd. Segmenter omfattede bl.a. kemisk/farmaceutisk industri, logistik, offentlig forvaltning, konsulenter, marketing, shipping m.fl.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					2
20			1		2
21					6
22			1		6
23	2	3			8
24	2	1			8
25	2	1			25
26	8	2	2		32
27	5	4	1		32
28	7	2		2	44
29	12	4		5	43
30	14	8		1	74
31	13	11		9	65
32	33	8		9	93
33	33	21	4	9	94
34	41	20	5	11	103

Raw score	Will	Energy	Affection	Control	Emotionality
35	49	25	2	17	120
36	65	40	1	17	133
37	93	44	5	22	132
38	89	51	3	24	141
39	94	49	2	22	149
40	100	49	9	23	142
41	131	76	7	44	150
42	148	105	7	37	166
43	159	86	6	50	154
44	170	95	11	55	138
45	184	121	17	64	139
46	230	118	16	80	144
47	190	145	20	84	150
48	205	185	23	95	163
49	201	168	25	122	118
50	218	173	27	97	111
51	208	172	32	110	93
52	181	177	52	124	99
53	165	184	44	148	91
54	136	175	59	157	76
55	114	193	58	173	89
56	114	168	76	170	60
57	82	185	83	167	56
58	66	174	115	185	49
59	62	140	106	182	45
60	47	147	138	162	46
61	42	109	130	158	28
62	24	74	155	166	34
63	24	68	163	144	37
64	17	76	176	143	21
65	7	41	166	121	24
66	11	46	186	105	19

Raw score	Will	Energy	Affection	Control	Emotionality
67	11	26	162	82	10
68	5	20	196	88	12
69	5	18	191	82	8
70	5	11	151	60	11
71	2	4	167	45	7
72	1	1	148	45	5
73	1	3	134	29	4
74		1	118	19	4
75			115	23	1
76			103	14	
77			90	15	3
78			88	5	3
79			59	2	2
80			46		
81			29	4	3
82			32		
83			25	1	
84			12		
85			12		1
86			13		
87			1		
88			1		
89					
90			1		
		3828	3828	3828	3828
Mean	48.5	52.7	65.9	56.8	44.2
Std Error	0.1	0.1	0.1	0.1	0.2
Median	49	53	66	57	43
SD	7.5	8.1	8.9	9.0	9.9

Median global score

Median scores are the same

Median national score

ES – Español**Frequency distributions for Facet5 main factors**

Norm label	ES – Español
Date	April 2013
Language	Spanish
Norm type	National
Sample size	2003
Gender split M/F	56%/44%
Description	2003 profiles completed in Spanish and in Spain. 59% were male and most were from the education, retail, electronics and telecoms sectors.
Description in Spanish	2.003 perfiles fueron completados en español y en España. 59% eran hombres y la mayoría se dedicaba al sector de la enseñanza, las ventas, de la energía de las telecomunicaciones telecos.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19	1				
20	1				
21					1
22					2
23	2				3
24					2
25	1	1	1		2
26	8				5
27	9	2			8
28	3	1			9
29	2	2			10
30	7	1			16
31	22	9	1	1	17
32	15	4			17
33	30	8			22
34	27	9	3		38

Raw score	Will	Energy	Affection	Control	Emotionality
35	53	17		2	24
36	44	11		2	30
37	47	18	1	1	33
38	52	26	2	2	65
39	96	34		5	59
40	67	41	3	2	55
41	84	40	3	7	60
42	88	57	2	4	91
43	104	54	1	6	66
44	102	57	7	6	59
45	110	66	2	3	78
46	93	77	8	10	89
47	156	118	9	15	69
48	92	69	10	10	81
49	84	97	13	17	71
50	84	103	12	10	90
51	85	126	19	24	68
52	70	97	21	16	74
53	58	104	16	33	69
54	53	79	39	20	80
55	65	110	34	30	57
56	31	76	47	33	55
57	30	72	40	49	42
58	23	67	61	38	59
59	29	75	47	49	48
60	12	47	54	68	34
61	16	45	57	91	26
62	9	41	98	71	43
63	12	45	76	78	22
64	6	16	95	72	21
65	5	15	88	125	20
66	3	11	121	86	30
67	3	27	88	89	16

Raw score	Will	Energy	Affection	Control	Emotionality
68	3	4	101	101	6
69	1	6	67	134	8
70	1	4	106	67	18
71	2	10	75	71	2
72			71	79	5
73	1		72	133	6
74		3	85	44	7
75	1	1	49	42	2
76			56	37	4
77			31	90	1
78			55	19	
79			26	24	1
80			33	15	2
81			20	45	3
82			25	6	1
83			8	12	
84			4	2	1
85			11	7	
86			17		
87			4		
88			2		
89			4		
90			2		
Mean	45.8	51.1	66.5	66.0	48.7
Standard error	0.2	0.2	0.2	0.2	0.2
Median	46	51	67	67	48
SD	7.6	7.8	8.8	8.6	10.0

Median global score

Median scores are the same

Median national score

ES(LA) – Español (América Latina)**Frequency distributions for Facet5 main factors**

Norm label	ES(LA) – Español (América Latina)
Date	December 2016
Language	Spanish
Norm type	Itinerant
Sample size	2242
Gender split M/F	62%/38%
Description	Norms are derived from 2242 profiles completed in Spanish. 62% were male. The sample was drawn from outside of Spain and included Argentina, Brasil, Columbia and Mexico. A number were sourced from other countries but they all chose to complete the profile in Spanish. They represented finance, logistics, technology, manufacturing, retail and IT.
Description in Latin American Spanish	Estos datos se derivan de 2.242 perfiles completados en español. 62% eran hombres. La muestra se extrajo de fuera de España donde se incluye Argentina, Brasil, Colombia y México. Algunos proceden de otros países, pero eligieron finalizar el curso. Representaban al sector de las finanzas, la logística, las tecnologías de fabricación, las ventas y por último, IT.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					2
19					1
20					1
21					1
22					11
23		1			4
24		1			7
25					3
26	1	1			26
27	9	9			7
28	1	3			13
29	6	3	1	1	16
30	4	3			53
31	11	18			22
32	7	6	1	2	33
33	5	10		1	41
34	9	18	1	3	87

Raw score	Will	Energy	Affection	Control	Emotionality
35	37	29	1	2	62
36	26	15	1	1	48
37	37	27			68
38	28	23	2	1	109
39	80	43	2	2	62
40	59	32	2	8	62
41	62	29	1	5	76
42	56	34	1	3	120
43	104	90	3	7	79
44	88	62	5	7	75
45	79	47	6	11	72
46	98	48	8	26	118
47	150	103	3	16	83
48	110	77	3	13	69
49	90	82	12	26	64
50	120	66	7	18	95
51	139	139	11	32	66
52	107	96	16	35	61
53	109	102	19	32	59
54	93	92	29	28	80
55	112	127	21	46	43
56	56	89	28	43	37
57	59	88	33	62	43
58	59	99	56	57	51
59	69	114	53	63	28
60	33	65	57	69	24
61	27	59	60	93	16
62	20	44	93	68	28
63	30	80	63	59	16
64	13	34	83	79	19
65	5	34	81	112	10
66	9	23	145	86	20
67	13	33	91	95	4

Raw score	Will	Energy	Affection	Control	Emotionality
68	4	14	106	75	6
69	4	7	98	130	11
70	1	4	147	70	8
71	2	12	74	60	4
72	1	1	78	74	1
73		5	74	138	3
74		1	146	58	3
75	1		71	59	2
76			71	44	2
77			53	107	1
78			89	35	3
79			50	21	1
80			30	25	
81			32	89	
82			55	6	1
83			11	8	1
84			15	5	
85			7	26	
86			25		
87			1		
88			4		
89			2		
90			4		
Mean	48.90	51.92	68.30	65.81	45.30
Standard Error	0.16	0.18	0.18	0.20	0.21
Median	49	53	69	67	45
SD	7.6	8.7	8.6	9.6	10.1

Median global score

Median scores are the same

Median national score

Countries contributing to Latin American norm

Country	Number of profiles
Colombia	352
Mexico	312
United Kingdom	291
Brasil	251
Netherlands	109
Puerto Rico	66
Chile	32
Argentina	28
Canada	17
Denmark	17
Hungary	15
Germany	14
Sweden	10
Australia	8
Lithuania	7
USA	7
Hong Kong	6
Italy	6
Paraguay	6
Poland	3
Greece	2
Korea	2
Bulgaria	1
Switzerland	1
Malaysia	1
Norway	1
Other	677
Total	2242

FR – Francaise**Frequency distributions for Facet5 main factors**

Norm Label	FR – Francais
Date:	Apr 13
Language	French
Norm Type	National
Sample size	612
Gender split M/F	56%/44%
Description	Norms derived from 612 profiles completed in French. 72% were male. The sample was drawn from a number of countries. They represented retail, consulting and advisory, manufacturing, technology, agribusiness, IT and property. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.
Description in French	Normes de 612 profils réalisés en français. 72% étaient des hommes. L'échantillon a été tiré à partir d'un certain nombre de pays. Ils représentaient détail, consulting et de conseil, la fabrication, la technologie, l'agro-industrie, l'informatique et la propriété. Les profils ont été achevés dans le cadre des processus de développement (centres d'évaluation et de perfectionnement, un encadrement et des conseils) et aussi pour aider les processus de sélection.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					1
21					
22	1				3
23					
24	1				3
25		1			3
26				1	5
27	1	2			2
28		1			11
29	1				9
30	1			1	11
31	5	1			9
32	3	1			15

Raw score	Will	Energy	Affection	Control	Emotionality
33	4	1			21
34	10	1		2	17
35	5	4			21
36	9	3		1	23
37	12	9	1		18
38	18	6		3	20
39	12	16	1	3	28
40	26	10		2	24
41	22	14	1	4	20
42	35	17	1	5	22
43	26	20	1	7	35
44	38	28		10	28
45	44	18	4	8	23
46	38	29	6	13	26
47	37	25	4	15	14
48	31	27	7	17	17
49	30	32	7	23	15
50	37	31	3	17	18
51	22	18	9	21	18
52	25	42	13	20	11
53	25	38	10	19	19
54	21	30	16	27	15
55	16	30	8	35	11
56	11	26	14	25	9
57	9	23	20	29	7
58	9	22	26	26	15
59	8	18	39	31	7
60	6	13	25	34	2
61	3	14	35	32	3
62	2	11	27	20	2
63		7	37	22	5
64	2	7	34	24	4

Raw score	Will	Energy	Affection	Control	Emotionality
65	2	4	35	21	4
66		4	32	13	3
67	1	5	25	15	1
68		1	21	12	2
69			20	8	3
70		1	29	12	
71	1		20	7	2
72	1		24	5	2
73	1	1	15	5	1
74			8	7	
75			8	2	2
76			8	3	
77			1	3	
78			2	1	
79			2		
80			3		
81			4	1	1
82			2		1
83			1		
84			1		
85			1		
86					
87					
88					
89					
90			1		
Mean	46.60	50.57	63.07	57.24	43.86
Standard error	0.28	0.30	0.31	0.34	0.41
Median	46	51	63	57	43
SD	7.0	7.5	7.7	8.3	10.1

Median global score

Median scores are the same

Median national score

GR – λληνικ**Frequency distributions for Facet5 main factors**

Norm label	GR – Greek 2013
Date	April 2013
Language	Greek
Norm type	National
Sample size	1586
Gender split M/F	61%/39%
Description	Norms based on a balanced sample of 1586 participants in Greece and who completed the questionnaire in Greek. Participants are from a broad range of organizations including both Greek and multinational companies. The majority of participants were from the private sector. The sample consisted of 61% men and 39% women.
Description in Greek	Η νόρμα βασίζεται σε ένα ισορροπημένο δείγμα 1.586 συμμετεχόντων στην Ελλάδα, οι οποίοι συμπλήρωσαν το ερωτηματολόγιο στα Ελληνικά. Οι Συμμετέχοντες προέρχονται από μία ευρεία γκάμα τόσο ελληνικών όσο και πολυεθνικών οργανισμών. Η πλειοψηφία των συμμετεχόντων προέρχεται από τον ιδιωτικό τομέα. Το δείγμα αποτελείται κατά 61% από άνδρες και κατά 39% από γυναίκες.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					
22					
23	1				
24	1				2
25	1				
26					4
27				1	1
28		2			3
29		1			1
30		4	1		9
31	4	2		3	5
32	4	6	1		16

Raw score	Will	Energy	Affection	Control	Emotionality
33	9	3	2		23
34	13	7	1	1	24
35	18	9			27
36	12	13		1	27
37	20	17			26
38	27	12	1	1	49
39	36	15		5	52
40	42	36		2	49
41	47	33	3	2	36
42	56	43	3	7	59
43	69	48	2	1	51
44	96	56	4	7	63
45	73	72	4	10	78
46	76	70	8	8	65
47	115	65	10	12	57
48	96	60	8	19	63
49	102	75	9	18	55
50	82	85	14	19	73
51	94	93	23	20	55
52	83	74	22	24	59
53	64	83	29	24	71
54	71	85	37	23	62
55	62	77	35	35	49
56	41	63	42	42	47
57	38	56	42	52	50
58	31	73	62	44	37
59	26	44	66	60	33
60	18	37	57	58	31
61	14	47	62	76	19
62	10	38	77	82	30
63	9	22	80	70	15
64	3	9	83	83	16

Raw score	Will	Energy	Affection	Control	Emotionality
65	2	9	64	66	14
66	3	11	89	59	14
67	2	8	73	84	13
68	1	4	82	81	10
69	1	4	68	80	7
70	1	1	60	59	5
71		1	51	60	5
72		1	41	41	1
73			40	54	4
74			59	36	1
75			27	43	2
76			26	22	1
77			26	27	
78			18	18	1
79			14	11	2
80			12	6	
81			9	15	1
82			14	2	1
83			1		
84			5		
85			2		
86			5		
87					
88					
89					
90					
Mean	48.2	51.9	64.4	63.7	48.8
Standard error	0.2	0.2	0.2	0.2	0.2
Median	48	52	64	64	48
SD	6.6	7.3	8.2	8.4	9.2

Median global score

Median scores are the same

Median national score

HU – Magyar**Frequency distributions for Facet5 main factors**

Norm label	HU – Magyar
Date	April 2013
Language	Hungarian
Norm type	National
Sample size	3172
Gender split M/F	45%/55%
Description	Data based on 3172 profiles completed in Hungarian up till December 2012. The sample was split almost evenly between men and women with slightly more women. This may reflect some slight bias in the sampling. Most of the profiles were from people in commercial organisations but there were some students as well.
	A norma adatok 3172 magyar nyelvű profilon alapulnak, mely kitöltések 2012 decemberéig történtek. A mintában közel egyenlő arányban vesznek részt férfiak és nők, ugyanakkor a nők száma kicsit magasabb, ami a minta reprezentativitásának elhanyagolhatóan kis mértékű torzulását eredményezheti. A profilok többsége az üzleti életben tevékenykedőktől származik, de egyetemi és főiskolai hallgatók is megtalálhatók a mintában.

Raw score	Will	Energy	Affection	Control	Emotionality
15		1			
16					
17				1	
18	1	1	2		1
19	2		2		
20	1	5	1	2	1
21		3	3		
22	1	3	2	2	8
23	3	5	1	2	9
24	3	6	3	2	10
25	2	4	3	1	6
26	2	2	1	4	29
27	4	6	2	3	22
28	4	9	3	5	25
29	7	9	2	4	27
30	10	18	1	4	38
31	11	16	4	2	43
32	12	18	9	8	36

Raw score	Will	Energy	Affection	Control	Emotionality
33	19	19	10	10	53
34	23	25	11	17	70
35	34	31	10	5	67
36	38	32	10	16	82
37	33	43	5	9	74
38	38	60	16	12	79
39	70	46	15	10	93
40	62	53	14	25	108
41	71	55	26	25	94
42	101	61	26	21	103
43	109	69	27	22	108
44	105	113	25	41	112
45	115	70	44	47	94
46	121	98	39	39	111
47	156	91	56	52	113
48	167	112	66	45	113
49	156	105	88	66	90
50	136	129	74	76	107
51	151	142	73	82	80
52	154	139	94	83	98
53	160	123	117	88	85
54	124	138	130	94	84
55	136	142	134	98	98
56	121	131	130	105	78
57	125	151	142	123	64
58	106	143	141	109	63
59	86	114	139	125	66
60	58	108	130	140	69
61	60	107	146	130	62
62	48	81	127	135	58
63	57	67	136	130	43
64	35	72	131	117	41

Raw score	Will	Energy	Affection	Control	Emotionality
65	25	31	122	157	35
66	18	34	84	116	33
67	30	37	85	126	25
68	14	22	72	103	27
69	15	18	74	99	26
70	11	10	49	76	16
71	9	19	51	70	18
72	3	6	35	65	17
73	4	5	42	57	8
74	3	7	29	33	10
75	2	7	29	26	11
76			26	25	7
77			21	24	8
78			15	12	3
79			13	6	4
80			8	7	2
81			14	13	2
82			6	4	3
83			9	3	1
84			5	5	
85			8	8	
86			1		1
87			1		
88			2		
89					
90					
Mean	50.2	51.6	59.4	59.2	47.9
Standard error	0.1	0.2	0.2	0.2	0.2
Median	50	52	60	60	47
SD	8.4	9.5	10.0	10.1	11.4

Median global score

Median scores are the same

Median national score

IN – Indian**Frequency distributions for Facet5 main factors**

Norm label	IN – India (English)
Date	April 2013
Language	English
Norm type	National
Sample size	2464
Gender split M/F	79%/21%
Description	Norms derived from 2464 profiles completed in English. 57% were male. The sample was drawn from a wide range of organisations and most were from the India. They represented clothing, automotive and other industries. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					3
19		1			1
20	2				1
21	1				1
22					4
23	3				3
24		2			4
25	3	2			10
26		1			23
27	4	2			14
28	4	1			11
29	6	3			10
30	7	1			22
31	15	13	1		26
32	16	12		2	33
33	13	12		1	38
34	24	16	1		56
35	45	33			58

Raw score	Will	Energy	Affection	Control	Emotionality
36	43	29		2	47
37	52	22		2	52
38	55	24			84
39	82	47	2	2	65
40	93	49		3	77
41	76	66	2	4	88
42	125	54	1	8	93
43	152	89	1	5	101
44	138	89	3	9	97
45	126	102	4	11	92
46	135	119	5	5	112
47	169	125	8	11	87
48	116	119	7	12	107
49	152	120	14	19	93
50	113	124	14	23	104
51	121	147	17	23	90
52	95	123	21	28	79
53	99	114	24	57	75
54	70	102	44	42	78
55	58	127	48	48	72
56	48	91	57	51	63
57	53	70	57	63	57
58	24	53	60	92	44
59	38	83	63	90	43
60	15	54	80	101	42
61	13	44	91	120	23
62	15	34	110	122	38
63	16	50	95	129	26
64	7	22	126	113	20
65	6	13	118	144	21
66	5	10	144	118	18
67	4	26	130	125	12

Raw score	Will	Energy	Affection	Control	Emotionality
68	1	8	126	107	7
69	1	4	113	129	7
70		1	128	88	8
71	4	6	114	83	5
72		1	94	73	6
73	1	1	74	87	1
74		1	97	54	2
75		2	66	50	2
76			64	44	5
77			43	66	
78			42	27	
79			25	22	
80			33	12	1
81			24	21	1
82			23	6	
83			16	5	1
84			10	1	
85			7	4	
86			12		
87					
88			1		
89			2		
90			2		
Mean	46.58	50.02	66.47	64.44	46.79
Standard error	0.14	0.16	0.16	0.16	0.20
Median	47	50	67	65	47
SD	7.1	7.8	8.0	8.0	9.8

Median global score

Median scores are the same

Median national score

IT– Italiano**Frequency distributions for Facet5 main factors**

Norm label	IT – Italiano
Date	December 2016
Language	Italian
Norm type	National
Sample size	2336
Gender split M/F	56%/44%
Description	he norm is based on profiles from 2336 people. These people completed Facet5 in Italian on the web. 56% were male. 44% were female. They represented a wide range of different industries and professions.
Description in Italian	e norme in base un questionario di 2,336 persone. Queste persone completavano un Facet5 questionario in italiano sul web. 56% erano maschio. 44% erano femminile. Rappresentavano diverse industrie e professioni.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					1
21					4
22		1			5
23	1	2			4
24	1	3			5
25	1	2			12
26	2	1		1	15
27	1	7		1	17
28	2	2		1	17
29	2	5			21
30	3	3			36
31	9	16	1		35
32	3	11		3	42
33	7	15		3	45
34	12	20		3	58

Raw score	Will	Energy	Affection	Control	Emotionality
35	22	33		2	60
36	24	19	2		65
37	19	29	1	4	77
38	28	33	1	5	98
39	48	62	2	7	68
40	44	49	4	4	101
41	56	61	3	7	85
42	65	53	6	17	104
43	106	82	8	14	89
44	88	77	4	15	84
45	124	77	5	23	95
46	139	84	3	19	91
47	151	101	7	29	87
48	159	92	12	30	97
49	146	98	10	38	81
50	131	102	18	41	83
51	152	120	8	43	70
52	142	105	19	64	56
53	120	120	22	60	60
54	92	105	26	64	63
55	89	107	34	60	49
56	58	98	32	62	38
57	70	91	50	93	39
58	46	76	39	86	36
59	44	93	57	112	39
60	36	56	76	97	30
61	32	39	89	122	22
62	12	40	80	82	21
63	17	45	69	104	12
64	4	24	83	100	13
65	7	21	91	129	16
66	6	17	102	78	20

Raw score	Will	Energy	Affection	Control	Emotionality
67	10	13	104	96	12
68	1	7	121	82	8
69	1	10	107	88	10
70	1	5	112	67	10
71	2	2	102	54	7
72		1	97	50	4
73		1	93	84	3
74			96	34	6
75			93	25	3
76			79	29	
77			68	41	2
78			61	15	2
79			52	5	
80			37	13	2
81			26	20	
82			34	3	1
83			18	3	
84			17	3	
85			17	1	
86			15		
87			5		
88			3		
89			6		
90			9		
	2336	2336	2336	2336	2336
Mean	48.9	50.1	67.9	61.6	45.3
Standard Error	0.1	0.2	0.2	0.2	0.2
Median	49	51	68	62	45
SD	6.6	8.4	8.9	9.1	10.1

Median global score

Median scores are the same

Median national score

JP – 日本人**Frequency distributions for Facet5 main factors**

Norm label	JP – 日本語
Date	December 2016
Language	Japanese
Norm type	National
Sample size	3480
Gender split M/F	70%/30%
Description	Norm based on 3480 profiles collected up to December 2016. The sample includes 70% males and 30% females. This ratio is typical of Japanese organisations. Profiles represented a range of Japanese industry including Chemicals, Electronics, IT, Banking and finance, Pharmaceutical.
Description in Japanese	基準集団は、2016年12月までに集められた3480名のプロフィールで構成されています。受検者の性別は、男性が70%、女性が30%です。主な所属業界は、化学、電機、IT、金融です、製薬。

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21	1	1			
22				1	1
23	3			1	1
24	6	1			1
25	1	1			3
26	11	3		1	2
27	12	12	1	1	3
28	11	2		2	2
29	16	12		3	7
30	32	12		5	8
31	36	28	1	2	8
32	41	17		5	13
33	58	37		5	17

Raw score	Will	Energy	Affection	Control	Emotionality
34	84	58	2	3	14
35	86	67		6	20
36	94	69	1	14	23
37	115	69	1	17	20
38	117	99	5	15	39
39	148	117	2	23	38
40	159	119	8	22	47
41	165	127	7	26	51
42	165	123	13	32	66
43	168	145	9	32	70
44	178	163	13	50	86
45	173	141	14	75	90
46	183	163	16	80	91
47	147	165	29	76	82
48	164	152	26	83	117
49	162	138	22	96	103
50	150	150	33	105	139
51	136	144	46	132	132
52	124	121	50	153	126
53	98	133	73	153	107
54	75	139	89	167	137
55	82	108	89	160	147
56	45	106	105	155	159
57	63	82	103	170	134
58	32	77	132	158	125
59	25	88	121	187	132
60	20	52	185	164	152
61	31	58	160	148	106
62	17	47	188	142	126
63	16	27	193	145	112
64	7	27	189	137	103
65	8	22	213	97	72

Raw score	Will	Energy	Affection	Control	Emotionality
66	7	17	199	75	72
67	4	12	163	72	68
68	2	14	163	66	56
69	1	9	146	61	41
70		3	117	35	53
71	1	2	114	35	43
72		1	94	24	33
73			67	18	16
74			66	13	24
75			48	14	12
76			46	7	8
77			37	4	6
78			17		2
79			17	4	3
80			13	2	3
81			9	1	1
82			10		
83			6		4
84			4		2
85			3		1
86			1		1
87			1		
88					
89					
90					
Mean	44.8	47.7	63.1	56.3	54.6
Standard Error	0.1	0.1	0.1	0.1	0.2
Median	45	47	64	57	55
SD	7.7	8.4	7.8	8.3	9.7

Median global score

Median scores are the same

Median national score

LT – Lietuviškai**Frequency distributions for Facet5 main factors**

Norm label	LT – Lietuviškai
Date	April 2013
Language	Lithuanian
Norm type	National
Sample size	905
Gender split M/F	46%/54%
Description	Norms derived from 905 Facet5 profiles completed in Lithuanian. Gender distribution: 46% were men and 54% were women. Profiles obtained from a variety of organizations operating in Lithuania including retail, construction, security and services.
Description in Lithuanian	Normos yra gautos remiantis 905 Facet5 profilais, užpildytais lietuvių kalba. Imtis: 46% vyrų ir 54% moterų. Profiliai gauti iš įvairių Lietuvoje veikiančių organizacijų įskaitant mažmeninės prekybos, statybos, saugos, paslaugų ir kitus sektorius.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					
22	1				1
23					
24					
25	1				3
26					
27	3				2
28	1				1
29	1	1			
30		1			7
31	3	4			5
32	1	2			7
33	7	4		3	5
34	10	2		2	16

Raw score	Will	Energy	Affection	Control	Emotionality
35	11	6			13
36	11	10	1	2	12
37	13	2	4		9
38	17	12	1	2	14
39	31	13	3	1	15
40	24	16	1	2	30
41	36	16	2	5	26
42	29	17	7	4	30
43	36	28	1	4	34
44	39	19	7	11	26
45	42	32	8	9	37
46	49	32	15	12	40
47	56	32	6	17	29
48	37	32	13	13	33
49	49	41	10	15	37
50	40	30	12	21	45
51	53	43	14	23	26
52	44	26	15	13	37
53	38	29	21	25	36
54	33	51	26	42	37
55	33	48	31	34	37
56	23	40	32	36	25
57	36	42	35	51	26
58	19	28	42	32	23
59	17	36	42	50	14
60	9	38	38	40	20
61	12	28	45	50	22
62	8	20	46	34	19
63	12	24	41	41	19
64	4	16	44	45	21
65	3	18	39	40	10
66	4	13	38	35	16

Raw score	Will	Energy	Affection	Control	Emotionality
67	2	21	40	24	6
68		4	34	26	8
69	3	9	36	39	3
70	2	4	26	18	8
71	1	3	15	20	6
72	1	3	25	12	1
73		1	15	15	3
74		2	17	6	2
75		1	7	5	1
76			5	7	
77			3	8	1
78			15	5	1
79			6	2	
80			2	1	
81			5	1	
82			4		
83			1		
84			1		
85			1		
86			1		
87					
88					
89					
90					
Mean	48.4	52.6	61.4	59.7	50.2
Standard error	0.3	0.3	0.3	0.3	0.3
Median	48	53	62	60	50
SD	7.6	8.7	9.0	8.4	9.6

Median global score

Median scores are the same

Median national score

NL – Nederlands**Frequency distributions for Facet5 main factors**

Norm label	NL – Nederlands
Date	April 2013
Language	Dutch
Norm type	National
Sample size	7053
Gender split M/F	65%/35%
Description	Norms derived from 7053 profiles 65% of whom were male. Industries covered included consulting, finance, manufacturing, services, engineering, IT and logistics.
Description in Dutch	Deze normgroep bestaat uit 7053 personen, afkomstig uit verschillende sectoren: consultancy, finance, industrie, zakelijke dienstverlening, IT en logistiek.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16	1				
17					
18					3
19	2				2
20	2			1	2
21	1				3
22	2			1	14
23	5	1			20
24	16			1	15
25	7	2		3	34
26	9	3		2	58
27	9	6	1	6	65
28	32	7		6	102
29	34	12		10	108
30	30	17	1	14	146
31	51	18	2	13	145
32	55	21	4	10	188
33	72	26	1	34	189
34	78	32	2	35	258
35	86	44	1	45	249

Raw score	Will	Energy	Affection	Control	Emotionality
36	91	48	4	56	281
37	132	49	8	55	272
38	140	80	3	66	324
39	172	85	7	107	307
40	174	97	12	95	309
41	178	124	14	106	305
42	233	129	12	124	342
43	245	174	13	169	314
44	255	176	24	158	256
45	290	200	27	177	273
46	285	231	47	180	270
47	334	276	58	228	238
48	348	276	90	220	214
49	336	250	70	241	216
50	349	328	92	264	194
51	347	349	111	271	159
52	340	345	156	274	140
53	350	355	153	276	141
54	296	394	211	257	110
55	288	366	221	291	101
56	274	355	273	318	90
57	223	297	305	263	91
58	168	327	334	282	84
59	164	294	339	267	73
60	119	242	334	250	50
61	110	216	416	234	49
62	90	192	401	234	48
63	62	141	388	195	37
64	55	139	416	201	29
65	32	101	374	153	30
66	24	69	368	151	11
67	20	61	311	135	23

Raw score	Will	Energy	Affection	Control	Emotionality
68	9	32	273	126	22
69	9	29	242	97	12
70	4	24	203	78	5
71	10	7	155	61	8
72		4	138	41	8
73	3		109	43	3
74	1		89	32	4
75	1	2	64	20	5
76			51	20	1
77			30	20	
78			29	12	
79			28	7	1
80			12	2	
81			6	7	1
82			9	1	
83			3	4	
84			2	2	1
85			2	1	
86			2		
87			1		
88			1		
89					
90					
Mean	48.4	52.3	61.6	54.3	42.7
Std Error	0.1	0.1	0.1	0.1	0.1
Median	49	53	62	55	42
SD	8.2	7.9	7.4	9.5	9.3

Median global score

Median scores are the same

Median national score

NO – Norge**Frequency distributions for Facet5 main factors**

Norm label	NO – Norsk
Date	April 2013
Language	Norwegian
Norm type	National
Sample size	1496
Gender split M/F	49%/51%
Description	Norms derived from 1496 profiles 49% of whom were male. Industries covered included consulting, finance, electronicsresources, retail and manufacturing.
Description in Norwegian	Normen er basert på 1496 profiler hvorav 49% menn.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					1
22					1
23	2				1
24	1	1			3
25	1				8
26	1			1	2
27		2			10
28	4	1		1	16
29	4				23
30	6	1			16
31	9	2		1	30
32	7	1			23
33	12	1		1	29
34	13	3			42
35	19	1	1	2	49

Raw score	Will	Energy	Affection	Control	Emotionality
36	23	3		3	52
37	28	6	1	5	53
38	32	6	2	5	54
39	46	5	3	5	61
40	47	8	1	8	63
41	44	14		11	65
42	66	15	2	6	65
43	75	16		12	67
44	81	29	5	20	72
45	89	35	2	17	66
46	81	35	4	18	68
47	86	37	5	32	59
48	84	40	5	26	67
49	65	50	10	28	61
50	85	58	5	42	45
51	68	56	13	45	51
52	81	87	10	37	35
53	55	67	10	45	31
54	50	92	21	63	38
55	51	84	27	59	19
56	49	99	26	64	25
57	42	87	24	73	29
58	19	73	34	84	12
59	12	73	51	68	19
60	14	81	51	68	12
61	15	72	54	65	9
62	11	43	59	62	8
63	6	37	66	64	10
64	5	54	78	61	2
65	2	29	71	69	3
66		27	72	50	4
67	3	20	77	63	3

Raw score	Will	Energy	Affection	Control	Emotionality
68	1	12	73	39	2
69	1	12	92	42	2
70		4	71	40	1
71		11	71	22	1
72		3	71	20	1
73		1	63	12	2
74		1	52	9	
75		1	43	11	2
76			42	2	1
77			31	6	
78			27	4	1
79			22	3	1
80			16	1	
81			12	1	
82			7		
83			8		
84			2		
85			1		
86			2		
87					
88					
89					
90					
Mean	47.2	55.0	66.4	58.7	44.0
Standard error	0.2	0.2	0.2	0.2	0.2
Median	47	55	67	59	44
SD	7.1	7.2	7.8	8.3	8.8

Median global score

Median scores are the same

Median national score

NZ – New Zealand**Frequency distributions for Facet5 main factors**

Norm label	NZ – New Zealand
Date	April 2013
Language	English
Norm type	National
Sample size	939
Gender split M/F	59%/41%
Description	Norms derived from 939 profiles 59% of whom were male. Industries covered included consulting, finance, electronics, property and manufacturing.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					1
20					
21					
22					2
23					
24					1
25	1				2
26					3
27	2				6
28		1			3
29	1	1			4
30	6	2			9
31	3	3		2	15
32	4	3			10
33	8	6	2	2	16
34	11	6			16
35	15	6	1	1	15
36	11	7		2	24

Raw score	Will	Energy	Affection	Control	Emotionality
37	16	11	3		30
38	19	8	1	1	27
39	29	13		1	30
40	38	13	1	5	31
41	30	17	1	3	53
42	47	19	1	4	28
43	40	28	5	14	38
44	48	23	2	8	40
45	68	33	4	6	33
46	64	36	3	12	32
47	56	31	9	9	48
48	61	46	3	22	25
49	52	42	5	14	42
50	41	51	5	20	37
51	45	51	12	20	30
52	37	54	8	27	38
53	27	47	10	24	30
54	37	48	12	27	27
55	28	39	16	27	24
56	17	38	12	46	22
57	20	39	23	43	27
58	8	36	19	35	15
59	12	38	26	42	17
60	7	33	37	35	16
61	8	28	33	47	9
62	3	18	37	53	19
63	8	19	54	48	9
64	1	12	49	29	6
65	3	11	47	41	6
66	2	5	52	36	7
67	1	7	45	45	5
68	1	3	40	24	2

Raw score	Will	Energy	Affection	Control	Emotionality
69	2	2	53	32	4
70	1	3	46	18	1
71		2	46	18	1
72			41	16	
73			36	18	
74			27	18	1
75			29	7	
76			21	6	
77			17	13	1
78			7	7	
79			10	4	1
80			8	5	
81			5	1	
82			3		
83			3		
84			4	1	
85			3		
86					
87					
88					
89			1		
90					
Mean	46.9	51.5	65.5	60.4	46.7
Standard error	0.2	0.3	0.3	0.3	0.3
Median	47	52	66	61	47
SD	6.9	7.7	8.3	8.8	9.3

Median global score

Median scores are the same

Median national score

PL – Polska**Frequency distributions for Facet5 main factors**

Norm label	PL – Polska
Date	December 2016
Language	Polish
Norm type	National
Sample size	7509
Gender split M/F	49%/51%
Description	Norms derived from 7509 profiles 49% of whom were male and 51% were women. Industries covered included retail, resources, consulting, finance, electronics, insurance, motor and other manufacturing.
Description in Polish	olska norma została opracowana na podstawie 7509 profili osób pracujących w polskich firmach (handlowych, produkcyjnych, budowlanych, motoryzacyjnych, doradczych, finansowych, ubezpieczeniowych, elektronicznych, etc) do końca grudnia, 2016. 49% osób w tej normie stanowili mężczyźni, 51% kobiety.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19	1	1			
20			2		1
21					3
22		2			8
23	1	5	1		18
24		4	1		13
25		3	2		21
26	1	11	1	1	34
27	7	7	2	1	43
28	5	13		1	47
29	9	12		1	46
30	8	25	3		85
31	15	23	1	1	91
32	21	23	2	4	89
33	40	36	7	6	137

Raw score	Will	Energy	Affection	Control	Emotionality
34	32	49	6	3	131
35	54	63	5	7	155
36	64	81	5	5	195
37	111	108	5	7	210
38	122	103	16	11	215
39	176	132	15	12	239
40	178	129	23	8	249
41	254	169	13	21	252
42	289	190	21	18	296
43	319	194	30	42	288
44	330	264	42	29	323
45	386	267	41	39	316
46	439	317	65	45	299
47	493	309	76	53	301
48	489	345	80	65	301
49	470	321	86	67	271
50	410	344	111	94	300
51	399	367	144	101	241
52	361	362	140	98	281
53	343	334	172	139	211
54	344	330	203	148	207
55	273	386	227	181	189
56	195	327	214	161	174
57	174	322	284	207	174
58	147	252	288	237	148
59	143	246	316	238	130
60	107	205	294	268	125
61	73	199	372	312	89
62	58	149	323	302	94
63	59	131	338	353	78
64	22	86	359	373	62
65	20	72	323	383	66

Raw score	Will	Energy	Affection	Control	Emotionality
66	24	47	336	345	54
67	14	47	329	390	45
68	10	33	310	315	23
69	5	23	270	366	26
70	7	20	270	309	18
71	6	9	236	257	18
72	1	6	220	248	24
73		3	153	233	14
74		1	146	208	7
75		2	126	169	12
76			90	142	9
77			86	157	4
78			73	84	6
79			59	68	
80			41	57	
81			30	62	1
82			25	20	1
83			13	15	1
84			12	8	
85			15	14	
86			7		
87			1		
88			1		
89			1		
90					
Mean	48.5	50.7	62.5	64.1	46.8
Standard Error	0.1	0.1	0.1	0.1	0.1
Median	48	51	63	65	46
SD	6.7	8.1	8.8	8.7	9.8

Median global score

Median scores are the same

Median national score

RO – Romanian**Frequency distributions for Facet5 main factors**

Norm label	RO – Romanian
Date	February 2015
Language	Romanian
Norm type	National
Sample size	548
Gender split M/F	55%/45%
Description	Norms derived from 548 people who completed the profile in Romanian. 57% of the sample is male. Profiles came from manufacturing, retail, electronics, shipping, banking and technology.
Description in Romanian	Calibrarea a fost realizată pe un eșantion de 548 de persoane din România care au completat teste de profil. 57% din eșantion se compune din bărbați. Zonele ocupaționale provin din: retail, electronice, bancă, navigare, tehnologie și manufacturare.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					1
22					
23	1				1
24					
25					3
26					6
27					2
28		3			3
29		2			6
30		2			4
31	2	1			11
32	1	1	1		6
33	1	2			5
34	1	6			15

Raw score	Will	Energy	Affection	Control	Emotionality
35	7	10			16
36	7	8			13
37	7	7		1	16
38	9	4	1		17
39	19	14	2		29
40	13	10		1	22
41	20	11			25
42	19	15	3		26
43	27	30	2	3	15
44	24	15	2		15
45	29	31	2	3	17
46	40	26	1	2	28
47	37	35	1	5	22
48	32	34	3	6	15
49	27	36	4	6	17
50	29	19	4	2	24
51	31	35	4	4	22
52	21	20	7	7	19
53	21	23	8	7	14
54	21	23	21	9	18
55	16	21	9	6	12
56	12	18	15	8	13
57	16	16	17	12	6
58	10	15	19	16	14
59	13	15	23	13	11
60	6	10	23	18	6
61	7	5	21	19	4
62	3	7	31	14	4
63	6	6	33	20	5
64	2	2	35	23	3
65	3	3	13	28	4
66	3	3	34	22	4

Raw score	Will	Energy	Affection	Control	Emotionality
67	3	1	25	22	4
68			19	25	
69		2	27	28	
70	2		24	28	1
71			20	21	2
72			10	16	1
73			10	27	1
74			20	14	
75			9	17	
76			6	18	
77			5	22	
78			16	12	
79			3	5	
80			2	10	
81			1	13	
82			4	5	
83				5	
84			1	2	
85			1	3	
86			5		
87			1		
88					
89					
90					
Mean	48.4	48.8	64.2	66.7	45.6
Std Error	0.3	0.3	0.4	0.4	0.4
Median	48.0	49.0	64.0	67.0	45.5
SD	7.0	7.5	8.4	8.9	9.5

Median global score

Median scores are the same

Median national score

RS – Srpski**Frequency distributions for Facet5 main factors**

Norm label	RS – Srpski
Date	April 2013
Language	Serbian
Norm type	National
Sample size	1905
Gender split M/F	50%/50%
Description	Norms derived from 1905 people who completed the profile in Serbian. These included people from Serbia, other parts of the former Republic of Yugoslavia and a small number from other countries. 50% of the sample is male. Profiles came from manufacturing, retail, electronics, banking and technology.
Description in Serbian	Norma je izvedena na osnovu uzorka od 1905 osoba koje su popunile upitnike na srpskom jeziku. Ove osobe su građani Srbije i u manjem broju bivših jugoslovenskih republika ili drugih zemalja. 50% uzorka čine muškarci. Uzorak čini radna populacija iz proizvodnih delatnosti, delatnosti prodaje robe široke potrošnje, elektronike, bankarstva i telekomunikacija.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					2
19	1				
20					
21					1
22	1		1		5
23		2			3
24					8
25		1			4
26					24
27	2	8	1		11
28	2	3			13
29	2	2	1		11
30	3	4	2		36
31	10	10	1		31
32	3	10	1		38
33	8	9			37

Raw score	Will	Energy	Affection	Control	Emotionality
34	7	10	4	2	65
35	23	25	2		57
36	14	19	3		51
37	21	21	3	1	46
38	33	28	9		110
39	43	56	5		60
40	34	26	5	2	63
41	45	33	5	2	84
42	53	36	9	1	104
43	85	57	7	2	68
44	59	51	13	4	79
45	90	63	21	10	73
46	86	55	23	7	89
47	132	116	17	1	61
48	90	66	22	9	51
49	111	55	25	13	65
50	103	79	38	11	82
51	118	91	23	17	56
52	86	101	29	19	59
53	93	88	38	22	47
54	63	92	54	20	35
55	95	120	48	21	33
56	45	85	43	34	28
57	49	78	66	52	16
58	43	69	91	35	43
59	63	83	68	36	14
60	24	42	74	65	17
61	30	40	83	82	24
62	22	41	104	64	22
63	29	36	76	88	8
64	14	23	69	66	8
65	21	23	75	117	12

Raw score	Will	Energy	Affection	Control	Emotionality
66	11	15	103	87	11
67	14	17	65	75	2
68	6	1	67	92	8
69	2	5	50	129	5
70	5	4	91	79	8
71	6	4	49	93	4
72		1	46	70	
73	2		48	118	
74	2		52	52	6
75			28	44	1
76			25	52	
77			18	84	
78			32	25	4
79			8	17	1
80			9	21	
81			5	42	
82			22	2	
83			6	3	
84			3	5	
85			2	11	
86			8		
87			1		
88			1		
89					
90			6		
Mean	49.7	50.8	62.5	66.7	44.5
Standard error	0.2	0.2	0.2	0.2	0.2
Median	49	52	63	67	44
SD	7.7	8.3	9.7	8.0	9.7

Median global score

Median scores are the same

Median national score

SE – Svenska**Frequency distributions for Facet5 main factors**

Norm label	SE – Svenska 2016
Date	December 2016
Language	Swedish
Norm type	National
Sample size	2879
Gender split M/F	48%/52%
Description	Norms derived from 2879 people who completed the profile in Swedish. Most of the sample was from Sweden with the balance from other countries including Norway and Denmark. 48% of the sample is male and 52% female. Profiles came from manufacturing, retail, electronics, shipping, banking and technology.
Description in Swedish	tandardgruppen består av 2 879 personer som har besvarat frågeformuläret på svenska. 48% är män och 52% kvinnor.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					1
19					
20					1
21				1	
22					5
23					3
24	2			1	5
25	2			3	9
26	2	2		2	8
27				3	13
28	1	1		5	18
29	2			5	14
30	5	1		6	29
31	14	1		8	37
32	13	4	1	5	51
33	21	5		11	50
34	25	3		8	69

Raw score	Will	Energy	Affection	Control	Emotionality
35	37	5	1	15	66
36	43	10	2	5	80
37	69	10	1	18	82
38	75	9	1	25	91
39	92	15	2	30	106
40	101	13	4	27	125
41	135	19	2	35	150
42	155	31	3	52	135
43	151	19	2	46	119
44	179	28	8	65	130
45	183	41	9	90	135
46	179	51	9	89	142
47	164	54	5	87	129
48	165	63	12	74	117
49	167	84	16	118	109
50	142	105	9	121	103
51	129	82	18	95	83
52	111	94	23	107	90
53	122	123	24	121	78
54	82	121	39	124	65
55	81	136	40	125	63
56	50	159	51	121	52
57	44	146	58	112	55
58	38	163	63	110	43
59	24	151	73	114	50
60	25	146	84	113	30
61	12	146	100	135	28
62	6	138	109	97	21
63	10	133	129	73	23
64	7	129	124	81	12
65	4	113	152	65	9
66		108	159	68	12

Raw score	Will	Energy	Affection	Control	Emotionality
67	8	67	143	50	9
68	3	58	159	39	5
69	1	43	165	35	6
70	1	19	143	34	6
71		19	123	28	2
72		5	134	18	3
73		4	133	19	2
74		3	104	16	1
75		2	99	8	
76			75	3	
77			61	2	
78			62	6	1
79			51	1	
80			31	1	1
81			23	3	
82			16	3	
83			10		
84			4		
85			5		
86			8		
87					
88					
89					
90					
Mean	46.46	56.82	66.73	54.59	45.23
Standard Error	0.12	0.14	0.15	0.17	0.16
Median	46	58	67	55	45
SD	6.6	7.5	7.8	9.2	8.8

Median global score

Median scores are the same

Median national score

TH – ประเทศไทย**Frequency distributions for Facet5 main factors**

Norm label	TH – ประเทศไทย
Date	April 2013
Language	Thai
Norm type	National
Sample size	737
Gender split M/F	55%/45%
Description	Norms derived from 737 people who completed the profile in Thai. All profiles were collected in Thailand. Coding for gender has not yet been completed so the gender proportions are not known. Profiles came from a range of Thai businesses who were attending Selection or Development centres.
	ค่าบรรทัดฐาน ได้มาจากผู้ตอบแบบประเมินภาษาไทยจำนวน 737 คน ที่อยู่ในประเทศไทยเท่านั้น การประมวลผลผลของผู้ตอบยังไม่เสร็จสมบูรณ์ จึงยังไม่มีการแสดงอัตราส่วนชายหญิงของผู้ตอบแบบประเมิน โปรไฟล์ของผู้ตอบแบบประเมิน มาจากหลากหลายธุรกิจที่ทำการเข้าร่วมในศูนย์การประเมินหรือโครงการพัฒนาบุคลากร

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18		1			
19	2				
20					
21					1
22					1
23	1	2			
24		1			
25					2
26	2				7
27	2	3			
28					2
29	1	4		1	6
30	3	4			10
31	8	4			11
32	3	2		1	6
33	3	2			11

Raw score	Will	Energy	Affection	Control	Emotionality
34	8	6			19
35	16	13			11
36	13	5			15
37	10	9		2	24
38	20	10		1	35
39	38	19		2	17
40	26	13		3	20
41	30	17	1	6	28
42	39	21		3	34
43	54	34		3	15
44	53	25		5	25
45	47	14	1	12	32
46	39	22	3	10	42
47	42	60	1	14	30
48	30	31	3	10	31
49	33	34	2	20	15
50	36	32	2	18	32
51	32	43	5	12	23
52	31	43	6	18	30
53	19	36	5	28	21
54	20	25	17	37	22
55	18	30	14	21	11
56	4	29	10	30	17
57	13	13	18	34	18
58	4	20	20	32	23
59	11	25	16	31	12
60	4	14	18	30	14
61	2	17	33	35	11
62	2	9	48	33	15
63	9	11	29	27	1
64	1	7	37	36	4
65		9	30	48	6

Raw score	Will	Energy	Affection	Control	Emotionality
66	2	3	49	16	5
67	5	9	38	29	
68			44	15	2
69		2	26	37	4
70	1		46	16	7
71		3	31	9	2
72			27	10	
73			23	15	1
74		1	27	4	3
75			15	2	
76			14	6	1
77			14	9	
78			17	2	2
79			6	1	
80			7	2	
81			7	1	
82			9		
83			5		
84			2		
85			2		
86			4		
87			2		
88			1		
89					
90			2		
Mean	45.81	49.60	66.64	59.59	46.93
Standard error	0.27	0.31	0.29	0.31	0.36
Median	45	50	67	60	46
SD	7.2	8.4	7.8	8.4	9.9

Median global score

Median scores are the same

Median national score

TR – Türkçe**Frequency distributions for Facet5 main factors**

Norm label	TR – Türkçe
Date	April 2013
Language	Turkish
Norm type	National – interim
Sample size	560
Gender split M/F	57%/43%
Description	This norm needs more data. Norms derived from 560 profiles completed in Turkish. 57% were male. The sample was drawn from a wide range of organisations and nearly all were from Turkey. They represented finance, technology, manufacturing, retail IT and property. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.
Description in Turkish	Norm verileri 560 Türkçe profilden elde edilmiştir. %57 erkektir. Örneklem grubu çok sayıda farklı şirkette çalışanlardan oluşturulmuştur ve hemen tümü Türkiye konusludur. Sektörel olarak finans, teknoloji, üretim, perakende gibi çeşitlilik gösterir. Profiller hem gelişim amaçlı (değerlendirme ve gelişim merkezleri, koçluk) hem de seçme yerleştirmeye destek vermek üzere elde edilmişlerdir.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					
22					1
23					1
24					
25			1		1
26	1	1			2
27	2				7
28					2
29	1				2
30	1		1		4
31	1	2			6
32	4	1			10

Raw score	Will	Energy	Affection	Control	Emotionality
33	4	1		1	5
34	3	3	1	1	9
35	9	4	1		16
36	3	5		2	15
37	10	6		2	16
38	12	5		1	32
39	14	5	2	1	18
40	17	7		1	16
41	21	14		4	21
42	20	10		2	25
43	31	16	1	3	30
44	24	13	1		18
45	34	15		5	30
46	24	17	2	5	22
47	42	23	1	1	23
48	40	30	3	4	16
49	25	17	1	7	19
50	32	21	3	9	25
51	40	32	4	11	16
52	18	27	5	9	16
53	18	38	4	18	21
54	16	26	13	8	14
55	16	42	8	11	12
56	14	28	19	12	7
57	18	23	9	13	5
58	6	18	14	22	14
59	10	31	12	17	10
60	5	19	14	15	9
61	6	9	23	21	3
62	4	11	32	27	5
63	1	13	31	23	4
64	3	7	23	20	4

Raw score	Will	Energy	Affection	Control	Emotionality
65		6	16	25	5
66	3	3	31	35	4
67	4	6	27	20	2
68	1	1	31	25	4
69		2	19	28	3
70	2	1	30	16	3
71		1	22	18	2
72			24	17	
73			22	23	
74			19	12	1
75			15	17	
76			18	5	
77			14	12	
78			12	6	1
79			6	7	1
80			5	5	
81			8	6	
82			4	4	2
83			2	1	
84			2		
85				2	
86			3		
87			1		
88					
89					
90					
Mean	47.7	51.9	66.2	63.7	46.3
Standard error	0.3	0.3	0.4	0.4	0.4
Median	48	53	67	65	45
SD	7.2	7.5	8.5	9.4	9.8

Median global score

Median scores are the same

Median national score

UK – United Kingdom

Frequency distributions for Facet5 main factors

Norm label	UK – United Kingdom
Date	April 2013
Language	English
Norm type	National
Sample size	36,203
Gender split M/F	56%/44%
Description	Norms derived from 36,203 profiles completed in the UK in English. 56% were male. The sample was drawn from a wide range of British organisations. They covered both private and public sector, local and national government. Most were completed as part of development processes (assessment and development centres, coaching and guidance).

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					3
19	4	1			7
20	2	7	1		5
21	5	14		3	5
22	8	5		1	35
23	20	6	1	1	43
24	9	21		5	44
25	22	28		9	69
26	30	37	1	6	116
27	79	57	2	13	132
28	70	50	3	17	167
29	110	107		29	227
30	183	119	3	28	328
31	217	152	6	37	347
32	277	208	11	41	437
33	320	272	14	59	490
34	466	270	14	67	607
35	584	320	18	90	753

36	739	368	22	107	790
37	836	531	27	125	895
38	1045	577	23	143	1085
39	1189	688	39	166	1062
40	1402	763	42	209	1218
41	1674	981	64	236	1292
42	1818	1037	65	304	1378
43	1888	1137	73	317	1318
44	2009	1262	96	404	1451
45	2053	1398	131	462	1433
46	2041	1529	152	557	1609
47	2109	1514	166	624	1485
48	1974	1665	236	645	1449
49	1869	1776	242	740	1402
50	1688	1779	307	883	1426
51	1489	1821	369	923	1300
52	1349	1833	399	1030	1260
53	1220	1733	481	1095	1189
54	1078	1673	596	1238	1069
55	890	1620	683	1263	993
56	767	1473	733	1401	907
57	581	1351	831	1377	816
58	458	1173	989	1557	804
59	372	1014	1057	1506	675
60	299	888	1215	1574	568
61	255	756	1352	1559	512
62	194	562	1514	1622	468
63	146	411	1594	1595	404
64	106	344	1726	1414	356
65	84	291	1742	1428	305
66	47	186	1870	1323	254
67	49	137	1869	1212	232
68	26	99	1926	1050	202

69	19	73	1818	978	168
70	8	39	1725	840	128
71	11	18	1493	761	100
72	7	16	1366	630	97
73	3	12	1259	629	63
74	3		1132	409	66
75	2		920	367	40
76			865	277	31
77			705	271	25
78			586	153	25
79			407	128	11
80			358	87	8
81			239	85	6
82			216	32	4
83			124	20	5
84			89	17	3
85			63	24	1
86			79		
87			25		
88			10		
89			5		
90			14		
Mean	46.11	51.75	65.45	59.18	47.47
Standard error	0.04	0.04	0.04	0.05	0.05
Median	46	52	66	60	47
SD	7.2	8.0	8.4	9.4	9.7

Median global score

Median scores are the same

Median national score

US – United States

Frequency distributions for Facet5 main factors

Norm label	US – United States
Date	April 2013
Language	US English
Norm type	National
Sample size	2286
Gender split M/F	56%/44%
Description	Norms derived from 2286 profiles completed in US English. 57% were male. The sample was drawn from a wide range of organisations and most were from the USA. They represented finance, technology, agribusiness, IT and property. Profiles were completed both as part of development processes (assessment and development centres, coaching and guidance) and to assist selection processes.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21	1				
22					2
23	2				2
24	2				2
25	1	1		1	4
26	1	4			9
27	2	4	1		4
28	3	5		1	10
29	3	11	1		12
30	7	9			13
31	4	6		2	19
32	17	12		1	30
33	14	16	1	3	32
34	20	20		1	38
35	21	18		2	39

Raw score	Will	Energy	Affection	Control	Emotionality
36	30	34	3	5	36
37	47	35		5	52
38	43	51	5	5	65
39	58	43	3	9	60
40	58	52	1	8	63
41	63	55	4	10	78
42	88	62	3	15	90
43	95	72	4	7	84
44	108	77	9	18	85
45	113	75	5	23	74
46	103	82	8	35	119
47	110	90	9	30	100
48	125	89	14	47	115
49	128	119	17	47	101
50	120	123	19	58	83
51	109	107	36	45	90
52	125	99	24	63	79
53	85	104	29	52	73
54	95	103	50	75	72
55	92	95	42	92	63
56	78	85	60	82	63
57	70	85	48	107	64
58	52	78	67	115	59
59	45	61	81	90	39
60	33	52	83	109	39
61	19	60	95	110	31
62	28	39	119	75	39
63	20	46	82	105	36
64	9	36	120	107	17
65	13	18	102	101	22
66	9	15	119	90	9
67	5	15	101	67	10

Raw score	Will	Energy	Affection	Control	Emotionality
68	2	11	116	68	17
69	4	2	115	67	4
70	3	5	102	50	10
71		3	101	55	9
72		1	98	49	6
73		1	79	34	3
74			59	26	2
75			60	27	3
76			28	15	
77			37	22	1
78			30	20	
79			28	10	
80			24	8	2
81			15	8	1
82			6	2	2
83			3	3	
84			3	3	
85			4	1	
86			7		
87			3		
88					
89					
90			3		
Mean	48.41	50.02	64.95	60.16	47.97
Standard error	0.16	0.18	0.17	0.19	0.20
Median	49	50	65	60	48
SD	7.5	8.4	8.3	8.9	9.5

Median global score

Median scores are the same

Median national score

Which norms should I use?

This is a commonly asked question for which there are a number of answers. As a general rule you should use the norm that has the largest number of cases that represent the population you are working with. Therefore if you have two norms available in, for example, Danish, you should choose the most recent one since that will have the larger data set. However there are other factors:

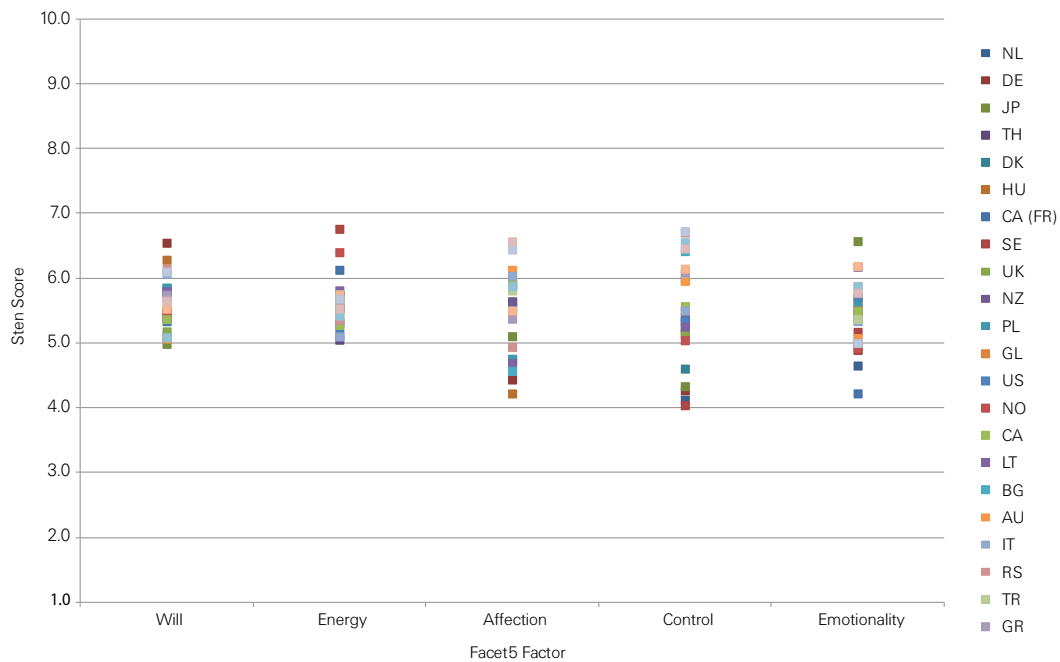
1	I have been using another norm in the past. Won't this mean those people's scores will change?	Yes if you rescore somebody's profile you will get different scores. But they are unlikely to move very much and the benefit from the larger norm group is worthwhile.
2	I want to compare a group of people	If they are all from the same National group then re-score all to the most current norm
3	I have a multi-national group of people	You need to bring everybody to a common norm. If it is unacceptable to bring everybody to a common national norm then switch them all to the Global norm.

What is the effect of using different norms?

Obviously if you change the norms used to score a profile you are applying different means and standard deviations and therefore the final sten score will be different. But how different?

The chart below shows this effect for a profile that is average (5.5) on all factors based on the Global norm. We have then recalculated that profile using each of the 23 National norms currently available.

The effect of applying different norms to an average profile



This chart shows that applying different norms can move the profile score by up to 1.5 Sten scores. The biggest possible shift is for Control and the smallest is on Will and Energy. While this is not an issue when scoring an individual profile it can be relevant when working with a group of people. In this case it is better to apply a common norm to the whole group as mentioned above.



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