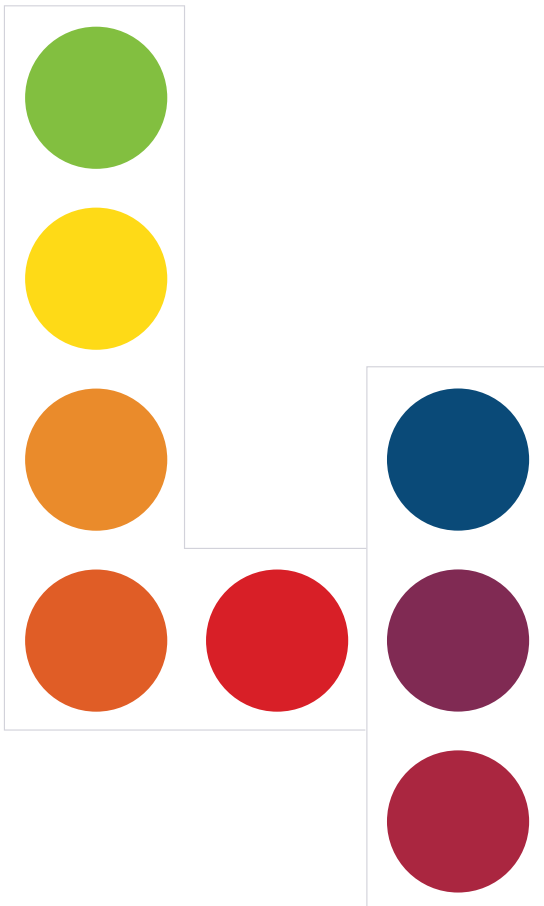


## ⋯ Norms



# Contents

<b>Norms</b>	4.3
Guidelines for Facet5 norms	4.6
Norm descriptions	4.8
Table of norms	4.9
<b>Global norm</b>	4.12
GL – Global norm	4.13
<b>National norms</b>	4.16
AU – Australian	4.17
BG – <b>Български</b>	4.20
BR – Brazilian	4.23
CA(Eng) – Canadian (English)	4.26
CA(Fr) – Canadian (French)	4.29
CN – 中国常模	4.32
DE – German	4.35
DK – Danish	4.38
ES – Español	4.41
ES(LA) – Español (América Latina)	4.44
FR – Française	4.48
GR – <b>λληνικ</b>	4.51
HU – Magyar	4.54
IN – Indian	4.57
IT – Italiano	4.60
JP – <b>日本人</b>	4.63
LT – Lietuviškai	4.66
NL – Nederlands	4.69
NO – Norge	4.72
NZ – New Zealand	4.75
PL – Polska	4.78
RS – Srpski	4.81
SE – Svenska	4.84
TH – <b>ประเทศไทย</b>	4.87
TR – Türkçe	4.90
UK – United Kingdom	4.93
US – United States	4.96
Which norms should I use?	4.99
<b>References</b>	4.101

Norman L Buckley BSc(Psych)(Hons) CPsychol

Rebekah J Williams BA(Hons)(Psych) MSc(BehMed) MSc(OrgPsych) CPsychol

© NL Buckley 1989–2014

All rights reserved, including translation. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, recording or duplication, in any information storage and retrieval system, without permission in writing from NL Buckley, and may not be photocopied or otherwise reproduced.



## 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 reasonable<sup>1</sup>. 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 2007<sup>2</sup>, Heine et al 2008<sup>3</sup>, McCrae et al 2005<sup>4</sup>, Inkeles 1997<sup>5</sup>, Buckley 2008<sup>6</sup>). 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

## 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?

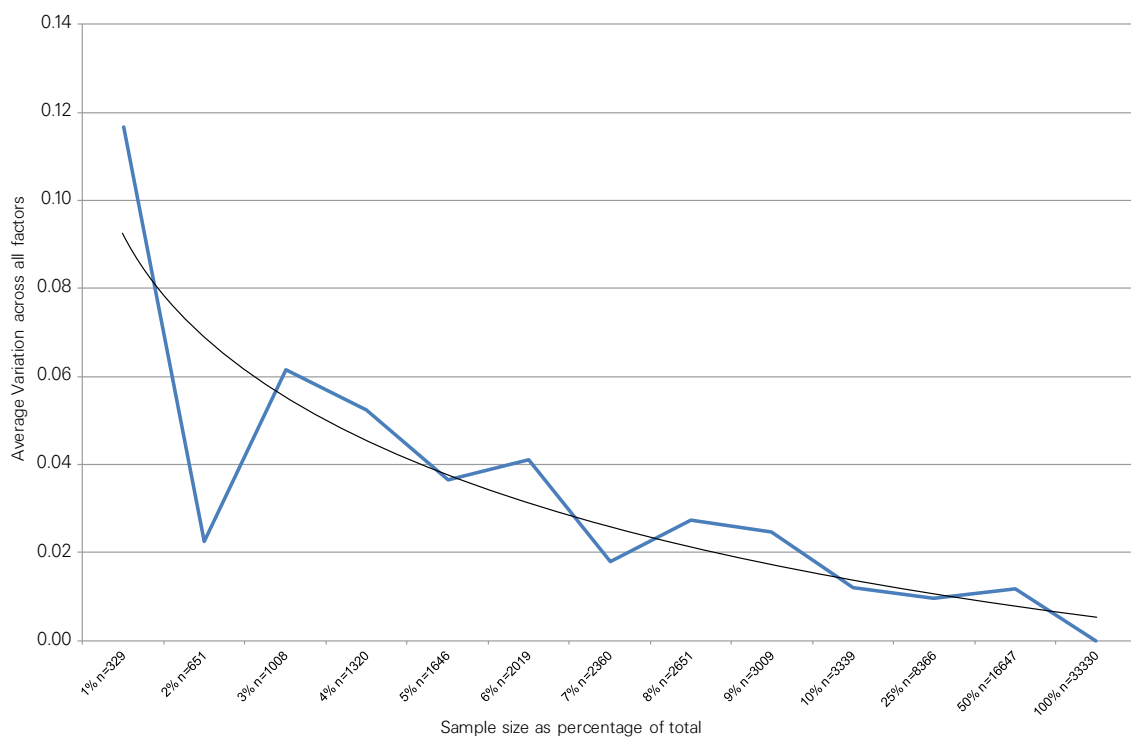
To test this we conducted the following experiment. First we minimised cultural effects by selecting a group of people who had all completed Facet5 in English and who were based in the UK. We then created 10 randomly selected sub-samples from this. This process was repeated 5 times for each sample proportion 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%)
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	BR Padrão	Aug 04	Expired	English	Brazil	693	67/33
Itinerant	English speaking	Feb 07	Expired	English	Global	18500	65/35

Type	Label	Date	Status	Language	Nationality	Sample size	Gender split (M%/F%)
Itinerant	Europäisch	Aug 04	Expired	German	Germany	693	67/33
Itinerant	GL – Global	Apr 13	Current	Multi-lingual	Global	98,073	58/42
Itinerant	TR – Angol Anyanyelv	Feb 07	Expired	English	Turkey	18,500	65/35
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	Jul 04	Expired	Portuguese	Brazil	714	n/a
National	BR – Brasileiros	Jan 09	Expired	Portuguese	Brazil	3509	54/46
National	BR – Brasileiros	Jun 12	Current	Portuguese	Brazil	10311	61/39
National	CN – 中国常模	Jan 06	Expired	Mandarin	China	240	50/50
National	CN – 中国常模	Mar 13	Current	Mandarin	China	5166	48/52
National	DE – Deutsche	Mar 13	Current	German	Germany	2272	70/30
National	DE – Deutschsprachige Manager und Führungskräfte	Nov 09	Expired	German	Germany	1219	75/25
National	DK – Dansk	Oct 09	Expired	Danish	Denmark	790	60/40
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
National	FR – Français	Apr 13	Prelim	French	France	742	72/28
National	GR – ελληνικ	Mar 06	Expired	Greek	Greece	446	60/40
National	GR – ελληνικ	Sep 11	Expired	Greek	Greece	1753	70/30
National	GR – ελληνικ	Mar 13	Current	Greek	Greece	1586	68/32
National	HU – Magyar	Feb 06	Expired	Hungarian	Hungary	1960	53/47
National	HU – Magyar	Mar 13	Current	Hungarian	Hungary	3172	45/55

Type	Label	Date	Status	Language	Nationality	Sample size	Gender split (M%/F%)
National	IN – Indian	Aug 11	Current	English	India	1416	82/18
National	IT – Italiano	Jun 12	Expired	Italian	Italy	893	50/50
National	IT – Italiano	Mar 13	Current	Italian	Italy	1023	50/50
National	JP – 日本語	Jun 08	Expired	Japanese	Japan	394	59/41
National	JP – 日本語	Mar 13	Current	Japanese	Japan	874	66/34
National	LT – Lietuviškai	Oct 10	Expired	Lithuanian	Lithuania	439	51/49
National	LT – Lietuviškai	Mar 13	Current	Lithuanian	Lithuania	1009	46/54
National	NL – Nederlands	Nov 09	Expired	Dutch	Netherlands	1977	65/35
National	NL – Nederlands	Mar 13	Current	Dutch	Netherlands	7053	66/34
National	NO – Norsk	Feb 08	Expired	Norwegian	Norway	386	52/48
National	NO – Norsk	Aug 11	Expired	Norwegian	Norway	1152	54/46
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	Nov 09	Expired	Polish	Poland	584	54/66
National	PL – Polska	Mar 13	Current	Polish	Poland	2747	48/52
National	RS – Srpski	Nov 10	Expired	Serbian	Serbia	1364	53/47
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	UK – United Kingdom Balanced	n/a	Expired	English	UK	n/a	n/a
National	UK – United Kingdom Manager	Sep 04	Expired	English	UK	4800	68/32
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

## 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
<b>Total</b>	<b>96,556</b>

**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

## 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	1047
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 2012
Date	June 2012
Language	Portuguese
Norm type	National
Sample size	10,311
Gender split M/F	61%/39%
Description	Norms are based on 10,311 people who completed a Facet5 web based questionnaire in Portuguese. 61% were male, 38% 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 10,311 profissionais que responderam ao questionário Facet5 em português no Brasil. Desta população 61% são homens, 38% 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					
18					
19	1				
20					
21					
22	1		1		2
23	3	3			1
24	2	1		1	
25	5	1			4
26	5	5			9
27	6	2			7
28	13	5		3	9
29	12	9		2	20
30	35	5	1		52
31	43	17	1	5	49
32	52	23		4	45
33	73	30	3	3	76

Raw score	Will	Energy	Affection	Control	Emotionality
34	88	37	2	6	116
35	145	53	3		104
36	168	62	4	7	135
37	155	84	7	10	175
38	178	87	7	15	230
39	272	115	8	21	217
40	333	141	10	20	232
41	365	165	20	25	314
42	418	203	12	22	368
43	546	223	15	33	317
44	562	246	16	31	380
45	548	303	26	40	417
46	590	339	29	58	456
47	678	411	42	83	392
48	570	404	49	81	439
49	567	446	64	110	429
50	511	495	84	129	453
51	545	523	95	128	394
52	462	574	116	152	429
53	422	506	132	176	384
54	385	573	203	213	418
55	328	576	231	241	333
56	249	511	245	272	317
57	208	511	279	315	333
58	181	459	323	311	274
59	155	416	336	365	258
60	92	339	402	384	230
61	82	306	429	436	200
62	73	264	476	429	215
63	53	229	485	513	152
64	30	155	518	498	147
65	34	118	537	522	135



Raw score	Will	Energy	Affection	Control	Emotionality
66	26	97	586	475	133
67	13	99	563	489	102
68	8	53	504	454	80
69	8	26	514	484	64
70	3	20	478	407	46
71	6	21	416	375	40
72	2	3	393	351	46
73		9	317	339	21
74		5	300	255	38
75	1	3	208	220	12
76			188	176	14
77			160	202	17
78			134	109	13
79			91	103	6
80			73	85	2
81			55	70	3
82			51	15	4
83			30	12	1
84			13	7	1
85			6	19	1
86			11		
87			1		
88			5		
89			1		
90			2		
Mean	47.41	52.33	65.15	64.16	50.15
Standard error	0.06	0.07	0.07	0.08	0.08
Median	47	53	66	65	50
SD	6.96	7.49	7.80	8.62	9.35

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	March 2013
Language	Mandarin
Norm type	National
Sample size	5166
Gender split M/F	48%/52%
Description	Sample includes 5166 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5166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				1
19					
20					
21	1				1
22					5
23	2	1			1
24	3	1			3
25	2	2			5
26	4	1			21
27	8	1			14
28	6	2		1	21
29	10	4		1	32
30	12	6			59
31	21	3			39
32	25	4			51
33	31	12	1	3	65
34	35	18	1		84



Raw score	Will	Energy	Affection	Control	Emotionality
35	61	27	1	1	76
36	73	37		2	97
37	81	31	2	1	110
38	109	59	1	4	143
39	140	60	1	4	152
40	154	68		3	168
41	180	90	2	5	181
42	222	116	4	11	185
43	257	148	2	12	186
44	283	149	3	17	196
45	247	208	2	20	202
46	291	213	8	25	217
47	290	216	8	28	211
48	298	242	9	18	198
49	291	234	17	33	175
50	261	280	27	51	194
51	235	290	21	58	190
52	215	301	23	69	208
53	197	269	37	94	176
54	195	271	44	78	169
55	166	294	52	81	153
56	123	241	62	107	129
57	120	203	59	128	129
58	92	185	79	140	115
59	88	183	103	173	124
60	60	157	105	186	104
61	59	113	128	213	82
62	45	91	146	220	82
63	49	94	169	231	59
64	25	69	198	230	48
65	28	54	201	250	62
66	20	33	220	239	51

Raw score	Will	Energy	Affection	Control	Emotionality
67	15	42	236	224	38
68	9	17	252	219	27
69	6	8	276	268	30
70	3	10	257	202	15
71	8	5	262	181	21
72	1	2	248	220	11
73	3	1	247	223	14
74	2		232	154	14
75	2		226	141	6
76			164	125	5
77			185	144	4
78			168	81	3
79			155	51	1
80			103	59	1
81			104	58	
82			97	33	1
83			66	17	1
84			38	13	
85			40	16	
86			37		
87			9		
88			8		
89			9		
90			11		
Mean	47.9	51.5	69.5	65.5	48.3
Standard error	0.1	0.1	0.1	0.1	0.1
Median	48	52	70	66	48
SD	7.5	7.2	8.1	8.4	9.8

Median global score

Median scores are the same

Median national score

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

Norm label	DE – Deutsche
Date	April 2013
Language	German
Norm type	National
Sample size	2272
Gender split M/F	73%/27%
Description	Norms derived from 2272 profiles completed in German. 73% 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	Die Normen wurden aus 2.272 Profilen abgeleitet, die in deutscher Sprache erstellt wurden. Die Stichprobe wurde aus einer großen Vielzahl von Branchen gezogen. Dabei wurden Luft- und Raumfahrt, Logistik, Industrie, Handel, IT und die Lebensmittelbranche berücksichtigt. Die Profile wurden sowohl für Personalentwicklung /Coachings und Assessment Center als auch für die Personalauswahl entwickelt.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19		1			
20					
21					3
22					1
23				2	3
24		1			3
25		2			10
26	1	2		2	9
27		2			16
28		4		2	17
29	1	2		3	28
30					24
31	1	14		3	33
32	2	8		4	49

Raw score	Will	Energy	Affection	Control	Emotionality
33	1	9		6	68
34	6	11	2	6	84
35	9	13	1	4	81
36	11	11	5	5	94
37	14	21	1	14	110
38	14	21	3	17	122
39	37	29	4	19	109
40	29	31	6	29	136
41	41	55	9	33	145
42	60	53	14	42	135
43	69	60	10	43	131
44	81	69	18	66	144
45	115	75	20	49	113
46	106	89	31	74	113
47	141	102	21	79	103
48	164	104	40	87	111
49	155	115	47	93	96
50	179	132	43	131	89
51	191	111	52	104	75
52	174	154	47	128	56
53	151	159	85	125	53
54	166	147	92	122	44
55	136	143	117	135	36
56	142	133	123	122	40
57	114	133	118	126	45
58	87	108	143	105	25
59	89	109	136	114	21
60	67	85	140	118	23
61	36	89	150	96	20
62	32	79	147	83	21
63	39	69	161	84	13
64	15	54	148	80	13

Raw score	Will	Energy	Affection	Control	Emotionality
65	12	37	130	64	9
66	11	21	101	50	9
67	4	22	103	54	9
68	7	9	98	43	6
69	7	10	66	43	3
70	2	5	69	22	5
71	3	3	54	23	4
72		2	41	20	1
73		3	29	17	1
74			30	12	4
75		1	19	7	2
76			14	4	
77			5	2	1
78			12	4	1
79			2	2	
80			3		1
81			3		
82			5		1
83			1		
84			1		
85			2		
86					
87					
88					
89					
90			3		
Mean	51.17	52.36	60.33	55.00	43.90
Standard error	0.12	0.15	0.15	0.17	0.17
Median	51	53	61	55	43
SD	6.3	7.8	7.6	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 2013
Date	April 2013
Language	Danish
Norm type	National
Sample size	2241
Gender split M/F	56%/44%
Description	Danish norm based on 2241 cases all completed in Danish. 56% of the cases were male. Industry sectors included chemicals, logistics, resources, consultancy, marketing and shipping.
Description in Danish	Dansk norm baseret på 2.241 respondenter, der alle har udfyldt på Dansk. 56% af respondenter var mænd. Segmenter omfattede kemisk/farmaceutisk industri, logistik, offentlig forvaltning, konsulenter, marketing og shipping m.fl.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					2
20					1
21					2
22			1		2
23	1	3			5
24	1				4
25		1			14
26	2		1		14
27	5	1	1		15
28	3	2		2	25
29	5	1		3	26
30	7	2		2	41
31	7	6		6	34
32	8	6		5	54
33	17	8	2	7	57
34	22	11	3	7	61

Raw score	Will	Energy	Affection	Control	Emotionality
35	27	13	2	8	68
36	35	18	1	12	79
37	43	24	3	10	70
38	56	29	2	16	82
39	56	27	1	11	87
40	50	42	5	10	78
41	55	29	6	21	85
42	69	46	6	25	102
43	78	64	4	30	92
44	89	52	3	33	78
45	105	60	12	42	86
46	94	79	13	44	92
47	129	70	15	52	91
48	107	82	18	59	95
49	128	110	18	71	73
50	111	107	12	54	64
51	136	92	19	68	56
52	117	110	33	71	57
53	113	111	28	92	55
54	96	110	34	93	44
55	91	101	44	103	50
56	61	106	47	96	43
57	66	95	41	103	27
58	52	110	67	101	30
59	36	97	57	106	32
60	36	79	79	94	29
61	34	79	74	100	19
62	23	53	91	106	18
63	14	41	106	69	19
64	14	38	103	87	14
65	10	41	102	68	13
66	6	16	110	66	14

Raw score	Will	Energy	Affection	Control	Emotionality
67	9	24	93	48	6
68	7	14	113	52	9
69	3	9	111	38	4
70	2	12	75	38	8
71	3	5	103	23	4
72	2	2	89	29	2
73		1	84	19	3
74		2	72	9	1
75			51	11	1
76			58	6	1
77			52	8	2
78			47	4	1
79			34	1	
80			27	2	
81			16		
82			21		
83			11		
84			6		
85			7		
86			6		
87					
88					
89					
90			1		
Mean	48.6	52.3	65.5	56.6	44.4
Standard error	0.2	0.2	0.2	0.2	0.2
Median	49	53	66	57	44
SD	7.6	8.1	9.0	8.9	9.8

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	April 2013
Language	Spanish
Norm type	Itinerant
Sample size	1019
Gender split M/F	62%/38%
Description	Norms are derived from 1019 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 1.019 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					
19					1
20					
21					
22					4
23					2
24		1			5
25					
26					13
27	5	3			3
28					5
29	2	1			6
30	1				21
31	3	6			12
32	1	4	1		16
33		5			12
34	5	5	1		47

Raw score	Will	Energy	Affection	Control	Emotionality
35	16	10		1	26
36	7	2	1	1	24
37	15	13			33
38	12	9		1	59
39	36	17		1	34
40	35	13		4	32
41	17	16		3	42
42	22	13	1	1	65
43	42	42	1	3	41
44	35	35	1	4	31
45	33	21	4	4	40
46	45	19	3	12	53
47	67	51	2	8	40
48	50	39	1	5	28
49	45	37	1	8	26
50	49	32	2	7	44
51	68	75	6	18	24
52	50	44	6	18	26
53	50	41	5	14	38
54	52	37	13	13	37
55	50	60	7	14	21
56	35	41	10	18	11
57	27	39	11	26	11
58	25	47	26	24	18
59	36	57	24	25	14
60	14	31	29	25	7
61	15	28	25	31	5
62	11	23	39	29	8
63	16	31	24	27	3
64	6	17	35	34	5
65	4	16	39	42	4
66	4	10	65	36	8
67	8	12	45	45	

Raw score	Will	Energy	Affection	Control	Emotionality
68	3	3	52	34	2
69	1	3	43	55	3
70		1	73	34	3
71		6	30	22	1
72		1	32	37	
73		1	34	66	
74		1	73	34	
75	1		33	32	1
76			33	18	
77			25	59	1
78			46	16	1
79			24	11	1
80			10	15	
81			15	56	
82			27	3	
83			7	4	
84			10	3	
85			3	18	
86			12		
87					
88			3		
89			2		
90			4		
Mean	49.52	52.13	68.95	66.78	44.42
Standard error	0.23	0.26	0.26	0.31	0.29
Median	50	52	69	68	44
SD	7.5	8.2	8.4	9.8	9.3

Median global score

Median scores are the same

Median national score

**Countries contributing to Latin American norm**

Country	Number of profiles
CO Columbia	346
MX Mexico	240
BR Brazil	156
UK United Kingdom	128
AR Argentina	54
NL Netherlands	19
CA Canada	15
DK Denmark	15
DE Germany	10
LT Lithuania	7
HU Hungary	6
AU Australia	5
HK Hong Kong	5
IT Italy	2
KR Korea	2
US USA	2
BG Bulgaria	1
CH Switzerland	1
GR Greece	1
MY Malaysia	1
PL Poland	1
SE Sweden	1
ZZ Unknown	1
<b>Total</b>	<b>1019</b>

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

Norm Label	FR – Français
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 – ελληνικ****Frequency distributions for Facet5 main factors**

Norm label	GR – Greek 2013
Date	April 2013
Language	Greek
Norm type	National
Sample size	1574
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	2264
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	April 2013
Language	Italian
Norm type	National
Sample size	1023
Gender split M/F	50%/50%
Description	The norm is based on profiles from 1023 people. These people completed Facet5 in Italian on the web. 762 (85%) of the respondents lived in Italy. 50% were male. 50% were female. They represented a wide range of different industries and professions.
Description in Italian	Le norme sono basate su un campione di 1023 persone che hanno compilato il questionario online in italiano. 762 (85%) vivono in Italia. Il 50% dei rispondenti è di sesso maschile. Il campione rappresenta persone che lavorano in diversi settori industriali e con diverse posizioni organizzative.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					1
22					2
23		2			1
24		1			2
25		1			6
26	1			1	8
27		5			8
28		1		1	9
29		1			9
30	1	2			18
31	3	10	1		12
32	3	5		2	17
33	4	6		2	14

Raw score	Will	Energy	Affection	Control	Emotionality
34	4	12		2	25
35	13	16		1	21
36	13	11	2		27
37	6	14		3	33
38	12	16	1	2	32
39	24	30	1	3	34
40	14	20	3	2	41
41	26	35	1	4	33
42	28	22	2	6	45
43	42	28	5	8	34
44	30	36	1	6	32
45	51	33	2	9	45
46	55	33	3	13	29
47	62	47	4	15	41
48	59	29	6	12	42
49	66	37	6	21	36
50	53	49	4	21	42
51	72	51	5	25	35
52	63	47	13	31	24
53	57	55	12	29	27
54	38	48	15	26	36
55	41	44	16	27	21
56	26	43	14	34	19
57	41	38	18	36	18
58	20	33	18	44	19
59	24	39	26	50	25
60	21	32	40	34	11
61	17	15	45	65	10
62	5	20	39	41	12
63	9	18	32	50	5
64	3	8	33	41	7
65	4	5	46	48	9

Raw score	Will	Energy	Affection	Control	Emotionality
66	3	7	40	24	9
67	4	6	46	40	6
68	1	4	44	34	2
69	1	3	41	37	7
70	1	4	55	19	4
71	2		44	21	6
72		1	38	21	3
73			38	34	1
74			47	10	3
75			38	8	1
76			35	11	
77			30	18	1
78			26	8	1
79			13	4	
80			14	4	1
81			10	12	
82			13	1	1
83			4		
84			6	2	
85			9		
86			6		
87			2		
88			2		
89			3		
90			5		
Mean	49.4	49.8	67.2	60.9	46.1
Standard error	0.2	0.3	0.3	0.3	0.3
Median	49	51	68	61	46
SD	6.8	8.6	9.1	9.3	10.4

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	April 2013
Language	Japanese
Norm type	National
Sample size	875
Gender split M/F	59%/41%
Description	Norm based on 875 profiles collected up to December 2012. The sample includes 66% males and 34% females. This ratio is typical of Japanese organisations. Profiles represented a range of Japanese industry including Chemicals, Electronics, IT, Banking and finance
Description in Japanese	基準は2012年12月までに集められた875のプロファイルを基にしています。このうち男性は66%、女性は34%です。この比率は日本における組織では典型的なものです。これらのプロファイルは化学、IT、銀行及び金融など様々な日本の業界を代表するものです。

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21					
22				1	
23	2			1	
24	3				1
25	1				
26	3				
27	4	1		1	1
28	2			1	2
29	4			2	4
30	6			2	6
31	7	2			3
32	7	5		4	3
33	13	3		3	7
34	18	8		2	5

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



Raw score	Will	Energy	Affection	Control	Emotionality
67	1	9	31	20	10
68		8	43	16	7
69	1	5	36	12	13
70		2	29	6	8
71		2	28	9	5
72		1	22	7	6
73			16	5	2
74			23	2	2
75			17	6	3
76			10	1	2
77			12	2	2
78			5		1
79			4	1	
80			5	1	
81			2	1	
82			7		
83			2		
84			3		
85			2		
86			1		1
87					
88					
89					
90					
Mean	45.4	50.7	63.2	55.3	52.2
Standard error	0.3	0.3	0.3	0.3	0.3
Median	46	51	63	56	52
SD	7.8	8.2	8.3	9.0	10.0

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	April 2013
Language	Polish
Norm type	National
Sample size	2301
Gender split M/F	49%/52%
Description	Norms derived from 2301 profiles 48% of whom were male. Industries covered included retail, resources, consulting, finance, electronics, insurance, motor and other manufacturing.
Description in Polish	Normy zostały opracowane na podstawie 2301 profili, przy czym 48% tej grupy stanowili mężczyźni. Proces ten obejmował przedsiębiorstwa z sektora przemysłu wydobywczego, produkcyjnego, elektronicznego, motoryzacyjnego, firmy konsultingowe, finansowe, ubezpieczeniowe oraz handlowe.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19	1				
20					1
21					1
22					
23		3			7
24		2	1		3
25			1		10
26		6			5
27		2	1	1	12
28	1	8			14
29	2	4			13
30	3	12			23
31	4	5			34
32	3	4		2	22
33	14	8	4	1	42
34	10	19	3		43

Raw score	Will	Energy	Affection	Control	Emotionality
35	12	16	1		43
36	26	29	3	2	51
37	33	34	1	5	50
38	49	30	3	4	65
39	56	42	6	5	62
40	48	39	6	4	87
41	86	45	5	12	61
42	93	61	6	6	79
43	71	64	7	19	94
44	99	80	12	5	100
45	125	85	16	16	101
46	124	95	25	22	96
47	157	105	28	16	97
48	133	117	26	22	101
49	154	89	35	21	73
50	128	103	34	25	91
51	116	102	45	37	76
52	107	105	46	42	74
53	119	95	54	54	65
54	106	95	79	48	77
55	79	110	58	58	68
56	61	104	72	58	62
57	47	105	97	85	45
58	52	74	90	79	45
59	46	67	124	81	36
60	35	69	103	81	48
61	22	75	114	99	24
62	23	45	93	83	36
63	18	35	103	115	26
64	11	26	102	118	20
65	6	27	98	112	24
66	6	14	105	108	16

Raw score	Will	Energy	Affection	Control	Emotionality
67	4	17	104	100	21
68	3	7	97	90	7
69	1	9	83	108	9
70	6	10	72	88	8
71	1		73	74	6
72		1	59	67	6
73		1	40	74	6
74		1	29	49	
75			28	46	7
76			26	32	3
77			22	38	
78			21	23	4
79			12	20	
80			9	11	
81			7	18	1
82			4	8	
83			1	2	
84			2	3	
85			2	4	
86			1		
87			1		
88					
89			1		
90					
Mean	48.6	50.6	61.7	63.2	47.3
Standard error	0.1	0.2	0.2	0.2	0.2
Median	49	51	62	64	47
SD	6.8	8.3	8.6	8.8	10.0

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 2013
Date	April 2013
Language	Swedish
Norm type	National
Sample size	1283
Gender split M/F	55%/45%
Description	Norms derived from 1283 people who completed the profile in Swedish. 70% of the sample was from Sweden with the balance other countries including Norway and Denmark. 54% of the sample is male. Profiles came from manufacturing, retail, electronics, shipping, banking and technology.
Description in Swedish	Normgruppen består av 1283 individer som har besvarat frågeformuläret på svenska. 70% av individerna är boende i Sverige, övriga i andra länder som Norge och Danmark. 54% är män. Individerna arbetar inom områden som tillverkningsindustrin, detaljhandel, shipping, finansbranschen och it-branschen.

Raw score	Will	Energy	Affection	Control	Emotionality
15					
16					
17					
18					
19					
20					
21				1	
22					2
23					2
24	1			1	3
25	1			1	7
26		1		2	4
27				2	6
28		1		4	8
29	2			2	5
30	2			5	12
31	5			6	16
32	3	3		3	30
33	7	2		5	26

Raw score	Will	Energy	Affection	Control	Emotionality
34	11	1		4	28
35	16	2		8	39
36	16	7	2	3	39
37	27	3	1	11	44
38	33	5		14	43
39	29	4		11	47
40	47	8	3	16	50
41	53	12	1	19	62
42	71	18	2	21	45
43	64	8	1	23	50
44	75	13	5	29	48
45	79	19	6	41	47
46	67	25	6	48	72
47	65	26	3	42	45
48	75	30	7	35	50
49	74	43	11	50	57
50	75	48	6	58	44
51	53	32	12	39	33
52	51	39	12	51	48
53	56	62	14	61	32
54	48	63	20	52	32
55	49	61	21	50	24
56	26	75	34	54	22
57	26	53	33	54	27
58	20	67	40	44	23
59	11	65	47	47	21
60	12	59	49	43	15
61	6	73	54	46	19
62	5	61	56	47	15
63	7	57	58	32	9
64	5	58	68	37	5
65	2	50	71	24	4

Raw score	Will	Energy	Affection	Control	Emotionality
66		38	72	23	5
67	4	24	60	15	5
68	3	22	66	18	3
69	1	24	68	15	3
70		7	50	16	3
71		10	41	12	1
72		2	57	6	1
73		2	51	13	
74			33	6	1
75			29	4	
76			29	2	
77			23	2	
78			17	4	
79			15		
80			10		1
81			7		
82			5	1	
83			2		
84			1		
85			2		
86			2		
87					
88					
89					
90					
Mean	47.14	56.44	65.13	53.89	45.27
Standard error	0.19	0.21	0.22	0.27	0.26
Median	47	57	65	54	45
SD	6.7	7.6	7.9	9.5	9.2

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 การประมวลผลข้อมูลเพศของผู้ตอบยังไม่เสร็จสมบูรณ์ 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:

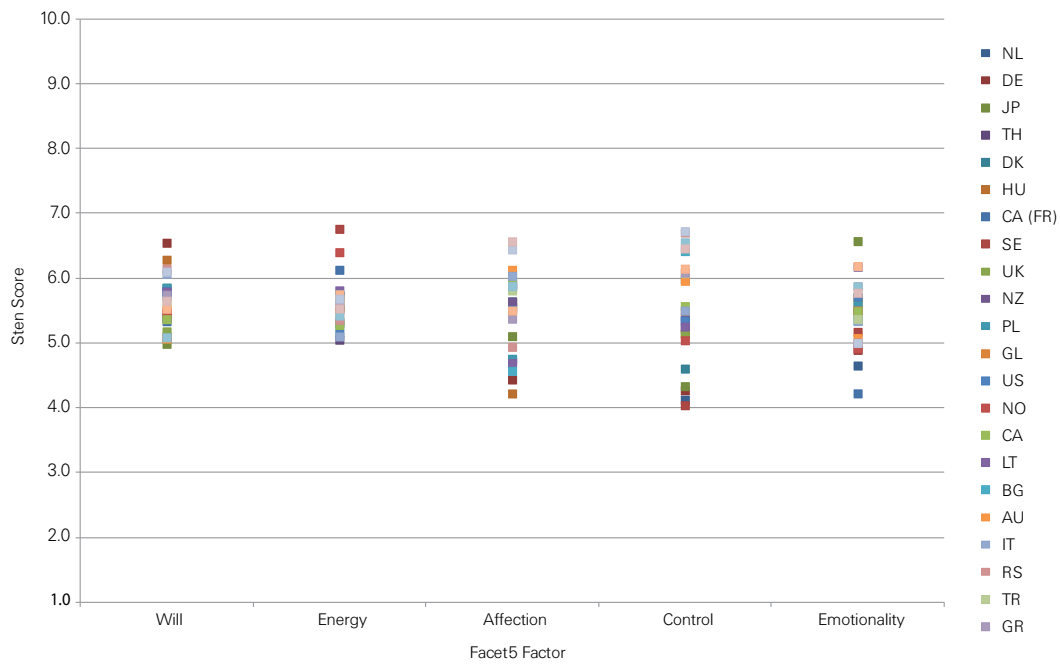
1	I have been using another norm in the past. Won't this mean those people's scores will change?	Yes if you rescore somebody's profile you will get different scores. But they are unlikely to move very much and the benefit from the larger norm group is worthwhile.
2	I want to compare a group of people	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.



## References

- 1 Best Practice Guide for Choosing Norm Groups in Employment Selection, Pearson Education Inc, retrieved 21 February 2013, from [www.pearsonassessments.com/NR/rdonlyres/89CB39F0-C4DD-4C58-9788-BC8143FAFBB7/0/TAChooseNormGroups.pdf](http://www.pearsonassessments.com/NR/rdonlyres/89CB39F0-C4DD-4C58-9788-BC8143FAFBB7/0/TAChooseNormGroups.pdf).
- 2 Schmitt DP, Alik J, McCrae RR, Benet-Martínez V. The Geographic Distribution of Big Five Personality Traits – Patterns and Profiles of Human Self-Description Across 56 Nations, *Journal of Cross-Cultural Psychology* March 2007 vol 38 no 2 173-212.
- 3 Heine, SJ, Buchtel, EE & Norenzayan, A, (2008). What do cross-national comparisons of personality traits tell us? The case of conscientiousness. *Psychological Science*, 19(4), 309–13.
- 4 McCrae, RR, Terracciano, A & 79 members of the Personality Profiles of Cultures Project, (2005). Personality profiles of cultures: Aggregate personality traits. *Journal of Personality and Social Psychology*, 89, 407–425.
- 5 Inkeles, A (1997). *National character: A psychosocial perspective*. New Brunswick: Transaction Publishers.
- 6 Buckley, NL. *National Character, Selection & Development Review*, Vol. 24, No. 4, 2008.