The Belgian Standard Group «BE2013»

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What is a Standard Group?

A standard group is used as an indication of how a population will typically score on one of the 48 patterns of the iWAM. The indication is a range of typical scores. jobEQ uses this range on its feedback reports in order to give a relative indication of where a person scores in comparison to others. The standard group can be any group, such as a team of sales people, all employees of a certain organization, or the population of a country. In this case the standard group represents the Belgian working population.

Once we know how a group typically scores, we can determine, in relative terms, whether a person's score is lower than, the same as, or higher than that of a particular population.

iWAM standard groups are calculated by taking the means of a sample of a group, adding one standard deviation to these means to find the upper limit of the standard group and subtracting one standard deviation from the mean to find the lower limit. If we presuppose that the population is approximately normally distributed, we know by definition that approximately two-thirds of the population will fall within the standard group range for the scale. In addition, we can assume that 1 out of 6 individuals will score higher than the standard group and 1 out of 6 will score lower.

Purpose of a Standard Group?

Standard groups are not intended to add statistical validity. Rather, standard groups help people understand the test results by showing how individuals compare to a given population or group. We use a standard group in iWAM reports to generate visual charts and/or textual explanations of a person's scores as those in the standard group would experience them.

Standard groups are not relevant when jobEQ questionnaires are used for making decisions such as in hiring or promotions. The correct process for making decisions in these cases is to compare an individual's scores to those of top performers in a certain position. This kind of comparison uses jobEQ's *Model of Excellence* technology.

Purpose of this paper

This paper will explain how the Belgian Standard Group of 2013 is constructed. First the working population of Belgium and the used sample is documented with essential demographics like gender, age and occupation. The extent in which the standard group is representative for the Belgian workforce population is discussed. Further a comparison concerning meta-programs is made between the 2007 sample and the 2013 sample to check if there are any major shifts in the Belgian working culture.

About the population

Based on studies of the National Institute of Statistics, a department of Federal Government Service of Economics (www.statbel.fgov.be) , one can conclude that Belgium has a working population of circa 4.5 million people containing 21.5% blue collar workers and 78.5% white collar workers. The latter is the population we want to map.
This white collar work force consists out of 53.6% male workers and 46.4% female employees. Three age categories are represented as following: 15 to 24 year olds 7.0%, 25 to 49 year olds 69.1% and 50 to 64 year olds 23.9%.
The government institute also provided a list of 372 occupation categories (272 white collar categories and 100 blue collar categories) .

About the sample

The 2013 standard group is based on 2896 persons working in Belgium, who completed the iWAM questionnaires between February 2001 and November 2012. Of this group, 680 persons or 23.5 % completed the iWAM in the on-line demo environment. The rest of the sample participated in various research projects and commercial projects conducted in Belgian work environments.

Filters

The following filters where used to construct the standard group 2013:
- First a test criteria filter was used: people who left more than 6 items of 40 unchanged in the questionnaire were not used because of reliability reasons: the test administration of people who leave more 15% of the items unchanged is considered as not valid;
- Duplicate candidates were filtered out as well;
- Students were filtered out because they have almost no experience in a work environment;
- The following occupation categories were deleted as well cause of 'not representative for the Belgian working population': 'homemaker', 'retired' and 'unemployed/between jobs';
- Also people from the occupation category 'not specified' were deleted from the sample to match the sample with the population distribution of occupations;
- To prevent distortion by one or more major clients (mainly in sales functions), persons from major commercial projects were filtered out[1].

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[1] A common mistake in creating standard groups for tests is to rely only (or mainly) on a 'sample of convenience' (i.e. a student population or data from one organization) which is an example of nonprobability sampling which can provoke bias in the standard group.

Gender

Concerning gender, the sample represents closely the working population in Belgium. The sample has a 52/48 male-female ratio whereas the population has a 54/46 ratio. A chi-square test (X2 (1) = 1.586, p= 0.21) shows that the sample distribution is not significantly different to the population distribution. In comparison with 2007 standard group (50/50 ratio) there are slightly more men involved in 2013 group which mirrors more the reality of the white collar working force in Belgium.

Table 1: Comparison of iWAM standard group 2013 and working population

iWAM Standard group	n	%	Working population	N	%
Male	1.525	52.5	Male	1.891.061	53.6
Female	1.381	47.5	Female	1.634.201	46.4
Total	2.906	100.0	Total	3.525.262	100.0

Age

If we compare age categories (see table 2) we can report following findings: in comparison with the Belgian population, we find that the second and third category 25-49 years old and 50-64 years old are well represented. Only the first category 15-24 is underrepresented which is a normal finding. Most people who take the iWAM had some extra years of education and are 21 years or older whereas in the working population this is not the case. This was also found in the previous norm group of 2007 where only 0.50% were under 21 years old. Because the iWAM is constructed to measure motivation and attitude in a work environment, people under 18 years can be considered as a source of distortion.

Table 2: Comparison of iWAM standard group and working population (age)

iWAM Standard group	n	%	Working Population	N	%
15-24	25	0.86	15-24	246.768	7.0
25-49	2.195	75.53	25-49	2.435.956	69.1
50-64	668	22.99	50-64	842.538	23.9
65+	18	0.62			
Total	2.906	100.0	Total	3.525.262	100.0

If we compare the 2013 group with the 2007 group using the age categories of jobEQ (Table 3), we can conclude that the new standard group contains older respondents than the previous group: there are 10% less 'Young Professionals' and 10% more persons in 'Late Career'. This results in average of 42.1 years in 2013 group versus 39.1 years in the 2007 group.

Table 3: Comparison of iWAM standard group 2013 versus iWAM standard group 2007

iWAM Standard group 2013	n	%	iWAM Standard group 2007	n	%
Youth < 21 years	2	0.06	Youth < 21 years	11	0.50
Young Professional 21-30 years	281	9.66	Young Professional 21-30 years	435	19.89
Mid Career 31-44 years	1.486	51.13	Mid Career 31-44 years	1.028	47.02
Late Career 45-60 years	1.057	36.37	Late Career 45-60 years	589	26.94
Senior > 60 years	80	2.75	Senior > 60 years	30	1.37
Unknown	0	0.00	Unknown	93	4.25
Total	2.906	100.0	Total	2.186	100.0

Occupation

To compare the distribution of the occupation categories of the 2013 standard group with the information provided by the National Institute of Statistics, we were forced to combine some categories in order to represent the Belgian work culture (see appendix 1). Furthermore the categories 'computer related (other)' and 'computer related 'internet' were combined in the iWAM standard group. The category 'consulting' was a category which could not be found in the government's occupation list.

The representation of the categories (Table 4) is illustrated with a color code: dark green shows a margin within 1%, green within 3%, yellow within 5% and orange within 10%, red above 10%.

Table 4: Comparison of iWAM standard group and working population (occupations)

iWAM Standard group 2013	n	%	Working Population	N	%
Accounting/Finance	115	3.96	Accounting/Finance	119.447	3.39
Computer related (other + internet)	175	6.02	Computer related (other)	116.197	3.30
Consulting	162	5.57			
Customer service/support	187	6.43	Customer service/support	131.118	3.72
Education/training	132	4.54	Education/training	287.270	8.15
Engineering	150	5.16	Engineering	147.225	4.18
Executive/senior management	166	5.71	Executive/senior management	149.847	4.25
General administrative/supervisory	541	18.62	General administrative/supervisory	681.258	19.33
Government/military	179	6.16	Government/military	376.517	10.68
Manufacturing/production/operation	50	1.72	Manufacturing/production/operation	299.205	8.49
Other	550	18.93	Other	576.669	16.36
Professional (medical,legal, etc.)	76	2.62	Professional (medical,legal, etc.)	176.201	5.00
Research and development	55	1.89	Research and development	52.134	1.48
Sales/marketing/advertising	269	9.26	Sales/marketing/advertising	291.574	8.27
Self-employed/owner	92	3.17	Self-employed/owner	43.690	1.24
Tradesman/craftsman	7	0.24	Tradesman/craftsman	76.909	2.18
Total	2.906	100.00	Total	3.525.262	100.00

Table 4 shows that 5 categories of the sample ('Accounting/finance', 'Engineering', 'General administrative/supervisory', 'Research and development', 'Sales/marketing/advertising' are within a 1% range.

Seven categories are in a 3% range: the categories 'Computer related (other) / Computer related (internet)', 'Customer service/support', 'Executive/senior management', 'Self-employed/owner' and 'Other' contain slightly more people in relation to the working population; the categories 'Professional (medical,legal, etc.)'and Tradesman/craftsman' are slightly underrepresented in our sample.

Two categories 'Education/training' and 'Government/military' are somewhat underrepresented but within a 5% margin. Even though our sample contains quite some respondents in these categories, Belgium still has even more government officials.

The only substantial underrepresentation is the category 'Manufacturing/Production/operation which reflects a difference of 6.77%. An explanation could be that the jobs in this category of the working population are quite similar to blue collar jobs.

Taking into account the fact that 12 categories fall within the 1 or 3 % range, we can conclude that besides the 'manufacturing/production/operation' category the 2013 sample gives a good representation of the white collar working population in Belgium.

Test Language

Another variable to consider is test language. Table 5 shows the distribution of the new standard group. Three quarter of the sample completed the iWAM in the Dutch language, 16% in the French language, both the official languages of Belgium. One can conclude that the Dutch people are overrepresented in relation to the French speaking workers who are underrepresented in comparison to the Belgian working population which mirrors a 65/35 ratio. In comparison with the 2007 standard group we can see a positive shift towards representation: Dutch subsample comes from 80% to 75% and the French subsample gains almost 1% (coming from 15.87%).
Another important test language is English: almost 8% of the respondents used this language to complete the iWAM. This result is not unusual because Belgium is to be considered as a multicultural country. The data of the 2e country confirms this: 17% of respondents indicated another country besides Belgium as their second country, containing more than 40 other nationalities.

Table 5: Test Language of iWAM standard group

iWAM Test Language	n	%
Czech	1	0.03
German	1	0.03
English	229	7.88
French	478	16.44
Italian	1	0.03
Dutch	2.190	75.36
Polish	1	0.03
Russian	2	0.06
Spanish	3	0.10
Total	2.906	100

If we compare regions ('gewesten') in the sample we find the following distribution Flemish region 76%, Walloon region 9% and Brussels Capital Region 15 %, in the population we can see a 61/29/10 distribution. Despite the positive shift, these results confirm the underrepresentation of the Walloon workers.

Comparison meta-programs 2007 versus 2013 standard group

An interesting analysis is the comparison of the meta-program patterns of the new and old standard group to check whether there are any major shifts in the Belgian working culture. To describe these differences we use 3 criteria; a t-test to compare the averages of the two groups, an F-test to compare the variances of the two groups and the effect size of the difference which quantifies the size of the differences. Because of the fact that we compare large samples (2186 versus 2906) the significance of both t- and F-tests are easily accomplished. To make a meaningful interpretation, the parameter effect size is taking into account. The effect size will provide information about how big the difference is between the two samples expressed in standard deviations. Effect size emphasizes the size of the difference rather than confounding this with sample size (Coe, 2002). The following interpretation rules (Cohen, 1988) are used: .20 shows a 'small' effect size, .50 reflects a 'medium' effect and.80 a 'large' effect size.

Major findings

Following patterns show significance on the t-test (p<.01), F-test (p<.001) implicating there is a statistical difference between the means and the variances of the two standard groups, effect sizes vary from .067 to .175.

Affective communication (OF6P) shows the biggest shift: the 2013 group tends to be lower on affective communication. This patterns shows the largest effect size (z=.175) which can be considered as substantial but small. Non-verbal communication seems to become a pattern that is taken less into account.

Concerning Respect for Norms, we find 2 downward and 2 upward shifts: Tolerance (N4) and Indifference (N2) show a downward shift: both patterns are somewhat lower in the 2013 standard group, these differences show also effect sizes of respectively of .174 and .158. The shift detected in 2007, namely the fact that in the last years Belgian culture is shifting towards less tolerance concerning people who are not following the rules, is confirmed. On the other hand Assertiveness (N1) and Compliance (N3) are a little higher than in the 2007 standard group, showing an effect size of respectively .089 and .121.

Another major finding is the change in Follow Procedures (OFM4): people in the 2013 group intent to follow procedures more than the 2007 group resulting in an effect size of .125. This could be the result of the fact that the 2013 group contains more candidate profiles that like to follow procedures in their job.

Concerning the Work Environment Type we found that Individual Environment (OF7M) tends to be a little lower than in 2007 group, showing an effect size of .100. Also Group Environment (OF7P) shows a marginal shift downwards, resulting in a .069 effect size. Although most people still prefer to work with others instead of alone, the preference for one of both is becoming less important.

Concerning Evaluation Reference we found that External Reference (OF3M) is slightly lower in the 2013 group, reflecting an effect size of .071. People tend to need less feedback from others in comparison with the 2007 sample.

The need for change patterns Sameness (SO1) and Difference (SO3) in the new standard group both show a marginal decrease resulting in similar effect sizes, respectively .069 and .067.

The Basic Motivation pattern Affiliation (Mo2) also shows a slight change: people in the 2013 group are marginally less motivated by being part of a group than the people in the 2007 group (z=.099).

Three Interest Filters show small changes on the $p < .001$ level. Focus on People (IF1) and Focus on Systems show a small decrease in the new sample (effect sizes of .096 and .073); Focus on Information (IF4) becomes a little more important and shows a small increase (z= .075). The latter finding is not unusual in this fast growing information era.

Other findings

The following patterns show significance on the t-test (p<.05), F-test (p<.001) implicating there is a statistical difference between the means and the variances of the two standard groups; effect sizes vary from .048 to .066.

About orientation in time the pattern Future (TP3) makes a very small shift downwards (effect size .066). People in the new sample seem to be a little less future oriented than people in the 2007 sample.

The Focus on Tools (IF2) seems to be slightly more important for the 2013 standard group resulting in a .064 effect size. Nowadays tools and applications in the work environment are developed for almost anything, a focus on an amalgam of tools sounds reasonable.

The persons in the new standard group seem to be somewhat less convinced by doing en seeing: the convincer patterns Convinced by doing (Co4) Convinced by Seeing (Co1) are slightly lower than in the old standard group showing effect sizes of .506 and .049. Also the meta program Convinced Automatically (Co6) shows a downward shift on the p.<05 level (z=.062).

Neutral Communication (OF6M) makes a small upward shift (effect size .058). Focus on the content of the communication instead of affective aspect is plausible as more and more organizations demand a no-nonsense attitude. This finding is also supported by the most significant finding in this analysis which is downward shift of Affective Communication (see above).

Concerning Work Approach we detected a small increase of Use (WA1) and a small decrease of Structure (WA3) reflecting effect sizes of .052 and .057. This also fits the more no-nonsense attitude of organizations who are focused on added value and usefulness and although Structure remains an important pattern, it loses a little terrain in the Work approach of the 2013 sample.

As people seem to be more focused on Following Procedures (see above) they show a small downward change of Alternatives (OF4P). The effect size is .053.

Besides the lower External Reference (see above) we find that Individual Motives (OF3P) are also marginally lower in the Evaluation Reference of the respondents in the new sample. This might implicate that people nowadays seem to care less how they evaluate and take decisions.

Table 6: meta-programs 2007 versus 2013 standard group: t- and F-test, effect size

	Pattern	STDGRP 2013 average (Abs)	Relative Average	Absolute Distance	Relative Distance	SD (abs)	T-test	F-test	Effect Size
OF6P	Affective Communication	42%	41%	4%	9%	21%	p=0 t=6.195 - -VIP	p=0 F=4.2697 - - VIP	z=0.175 (95% = [0.1194 - 0.2306])
N4	Tolerance	49%	42%	3%	8%	17%	p=0 t=6.1776 - - VIP	p=0 F=4.5247 - - VIP	z=0.1742 (95% = [0.1186 - 0.2298])
N2	Indifference	12%	43%	2%	7%	11%	p=0 t=5.6335 - - VIP	p=0 F=6.3056 - - VIP	z=0.158 (95% = [0.1024 - 0.2135])
BP6	Communication Style	50%	43%	2%	7%	17%	p=0 t=5.0007 - - VIP	p=0 F=4.05 - - VIP	z=0.1415 (95% = [0.086 - 0.1971])
OF4M	Follow Procedures	32%	56%	3%	6%	22%	p=0 t=4.4115 - - VIP	p=0 F=3.8866 - - VIP	z=0.125 (95% = [0.0695 - 0.1806])
N3	Compliance	73%	56%	1%	6%	12%	p=0 t=4.2849 - - VIP	p=0 F=4.6331 - - VIP	z=0.1208 (95% = [0.0652 - 0.1763])
BP4	Task Attitude	64%	45%	2%	5%	18%	p=0.0001 t=3.8068 - - VIP	p=0 F=3.8513 - - VIP	z=0.1079 (95% = [0.0524 - 0.1635])
OF7M	Individual Environment	20%	45%	2%	5%	21%	p=0.0002 t=3.5349 - - VIP	p=0 F=4.7193 - - VIP	z=0.0996 (95% = [0.0441 - 0.1551])
Mo2	Affiliation	34%	45%	2%	5%	19%	p=0.0002 t=3.4992 - - VIP	p=0 F=4.5659 - - VIP	z=0.0987 (95% = [0.0431 - 0.1542])
IF1	Focus on People	56%	45%	2%	5%	18%	p=0.0004 t=3.3872 - - VIP	p=0 F=4.0567 - - VIP	z=0.0959 (95% = [0.0403 - 0.1514])
N1	Assertiveness	50%	54%	1%	4%	15%	p=0.0009 t=3.132 - - VIP	p=0 F=4.3092 - - VIP	z=0.0885 (95% = [0.0329 - 0.144])
OF8M	Shared Responsibility	49%	46%	2%	4%	22%	p=0.0017 t=2.9268 - - VIP	p=0 F=4.3978 - - VIP	z=0.0826 (95% = [0.0271 - 0.1381])
IF4	Focus on Information	70%	54%	1%	4%	14%	p=0.004 t=2.6559 - - VIP	p=0 F=4.3766 - - VIP	z=0.075 (95% = [0.0195 - 0.1305])
IF3	Focus on Systems	49%	46%	1%	4%	18%	p=0.0047 t=2.6012 - - VIP	p=0 F=4.5226 - - VIP	z=0.0734 (95% = [0.0178 - 0.1289])
BP8	Work Assignment Type	52%	54%	1%	4%	19%	p=0.0056 t=2.5379 - - VIP	p=0 F=4.313 - - VIP	z=0.0717 (95% = [0.0162 - 0.1272])
OF3M	External Reference	40%	46%	1%	4%	18%	p=0.0062 t=2.5039 - - VIP	p=0 F=4.1793 - - VIP	z=0.0708 (95% = [0.0153 - 0.1263])
OF7P	Group Environment	57%	47%	2%	3%	24%	p=0.0073 t=2.4423 - - VIP	p=0 F=4.223 - - VIP	z=0.069 (95% = [0.0135 - 0.1245])
So1	Sameness	17%	47%	1%	3%	17%	p=0.0073 t=2.4406 - - VIP	p=0 F=4.915 - - VIP	z=0.0687 (95% = [0.0132 - 0.1242])
So3	Difference	63%	47%	1%	3%	17%	p=0.009 t=2.3684 - - VIP	p=0 F=4.1635 - - VIP	z=0.067 (95% = [0.0115 - 0.1225])
TP3	Future	57%	47%	1%	3%	15%	p=0.0101 t=2.3219 - SIG	p=0 F=4.4761 - - VIP	z=0.0655 (95% = [0.01 - 0.121])

Pattern		STDGRP 2013 average (Abs)	Relative Average	Absolute Distance	Relative Distance	SD (abs)	T-test	F-test	Effect Size
IF2	Focus on Tools	36%	53%	1%	3%	19%	p=0.0114 t=2.2768 – SIG	p=0 F=4.0827 - - VIP	z=0.0644 (95% = [0.0089 - 0.1199])
Co6	Convinced Automatically	40%	47%	2%	3%	25%	p=0.0145 t=2.1847 – SIG	p=0 F=4.3155 - - VIP	z=0.0617 (95% = [0.0062 - 0.1172])
OF6M	Neutral Communication	43%	53%	1%	3%	17%	p=0.0205 t=2.0437 – SIG	p=0 F=4.3612 - - VIP	z=0.0577 (95% = [0.0022 - 0.1132])
WA3	Structure	65%	47%	1%	3%	18%	p=0.0211 t=2.0315 – SIG	p=0 F=4.2245 - - VIP	z=0.0574 (95% = [0.0019 - 0.1129])
OF4P	Alternatives	59%	47%	1%	3%	20%	p=0.0301 t=1.8792 – SIG	p=0 F=4.189 - - VIP	z=0.0531 (95% = [-0.0023 - 0.1086])
WA1	Use	50%	53%	1%	3%	18%	p=0.032 t=1.8524 – SIG	p=0 F=4.3179 - - VIP	z=0.0523 (95% = [-0.0031 - 0.1078])
Co4	Convinced by Doing	64%	47%	1%	3%	20%	p=0.037 t=1.7869 – SIG	p=0 F=3.9965 - - VIP	z=0.0506 (95% = [-0.0048 - 0.1061])
Co1	Convinced by Seeing	77%	48%	1%	2%	14%	p=0.0424 t=1.7242 – SIG	p=0 F=3.7974 - - VIP	z=0.0489 (95% = [-0.0065 - 0.1044])
OF3P	Individual Motives	70%	48%	1%	2%	17%	p=0.0452 t=1.6937 – SIG	p=0 F=3.9711 - - VIP	z=0.048 (95% = [-0.0074 - 0.1035])
Co2	Convinced by Hearing	24%	52%	1%	2%	20%	p=0.0532 t=1.6153 - - BSIG	p=0 F=4.3732 - - VIP	z=0.0456 (95% = [-0.0098 - 0.1011])
IF6	Focus on Place	54%	48%	1%	2%	19%	p=0.062 t=1.5387 - - BSIG	p=0 F=4.327 - - VIP	z=0.0435 (95% = [-0.0119 - 0.0989])
OF8P	Sole Responsibility	53%	52%	1%	2%	23%	p=0.0741 t=1.4463 - - BSIG	p=0 F=4.4904 - - VIP	z=0.0408 (95% = [-0.0146 - 0.0963])
IF5	Focus on Money	34%	52%	1%	2%	20%	p=0.0974 t=1.2967 - - BSIG	p=0 F=4.2065 - - VIP	z=0.0367 (95% = [-0.0187 - 0.0921])
Mo1	Power	40%	48%	1%	2%	18%	p=0.0999 t=1.282 - - BSIG	p=0 F=4.6173 - - VIP	z=0.0361 (95% = [-0.0193 - 0.0916])
Co5	Convinced by a Number of Examples	54%	52%	1%	2%	18%	p=0.1071 t=1.2424	p=0 F=4.25 - - VIP	z=0.0351 (95% = [-0.0203 - 0.0906])
So2	Evolution	76%	48%	1%	2%	15%	p=0.1152 t=1.1996	p=0 F=4.0757 - - VIP	z=0.0339 (95% = [-0.0215 - 0.0894])
OF2M	Problem Solving	26%	48%	1%	2%	16%	p=0.1162 t=1.1944	p=0 F=4.578 - - VIP	z=0.0337 (95% = [-0.0217 - 0.0892])
OF5P	Breadth	66%	48%	1%	2%	23%	p=0.1169 t=1.1909	p=0 F=4.1066 - - VIP	z=0.0337 (95% = [-0.0217 - 0.0892])
IF7	Focus on Time	52%	52%	1%	2%	19%	p=0.1345 t=1.1057	p=0 F=4.1908 - - VIP	z=0.0313 (95% = [-0.0241 - 0.0867])
IF8	Focus on Activity	62%	51%	1%	1%	21%	p=0.156 t=1.0111	p=0 F=4.3847 - - VIP	z=0.0285 (95% = [-0.0269 - 0.084])
OF1M	Reflecting & Patience	38%	51%	0%	1%	15%	p=0.1772 t=0.9263	p=0 F=4.4416 - - VIP	z=0.0261 (95% = [-0.0293 - 0.0816])
OF2P	Goal Orientation	78%	49%	0%	1%	17%	p=0.1992 t=0.8444	p=0 F=4.0934 - - VIP	z=0.0239 (95% = [-0.0315 - 0.0794])
BP7	Work Environment Type	68%	49%	0%	1%	19%	p=0.2044 t=0.826	p=0 F=4.2977 - - VIP	z=0.0233 (95% = [-0.0321 - 0.0788])
WA2	Concept	69%	51%	0%	1%	16%	p=0.2382 t=0.7122	p=0 F=4.0271 - - VIP	z=0.0202 (95% = [-0.0352 - 0.0757])
BP3	Evaluation Reference	65%	51%	0%	1%	14%	p=0.2653 t=0.627	p=0 F=3.9161 - - VIP	z=0.0178 (95% = [-0.0376 - 0.0733])
TP2	Present	70%	49%	0%	1%	14%	p=0.2655 t=0.6265	p=0 F=4.3404 - - VIP	z=0.0177 (95% = [-0.0377 - 0.0732])
TP1	Past	58%	49%	0%	1%	14%	p=0.2829 t=0.5741	p=0 F=4.3417 - - VIP	z=0.0162 (95% = [-0.0392 - 0.0717])
OF5M	Depth Orientation	28%	49%	0%	1%	21%	p=0.2891 t=0.556	p=0 F=4.2316 - - VIP	z=0.0157 (95% = [-0.0397 - 0.0712])
Mo3	Achievement	67%	51%	0%	1%	19%	p=0.2954 t=0.5378	p=0 F=4.0891 -	z=0.0152 (95% =

Pattern		STDGRP 2013 average (Abs)	Relative Average	Absolute Distance	Relative Distance	SD (abs)	T-test	F-test	Effect Size
								- **VIP**	[-0.0402 - 0.0707])
BP5	Task Scope	69%	49%	0%	1%	19%	p=0.3393 *t*=0.4144	p=0 *F*=4.0406 - - **VIP**	*z*=0.0117 (95% = [-0.0437 - 0.0672])
Co3	Convinced by Reading	31%	49%	0%	1%	24%	p=0.3396 *t*=0.4135	p=0 *F*=4.0047 - - **VIP**	*z*=0.0117 (95% = [-0.0437 - 0.0672])
BP1	Action Level	56%	49%	0%	1%	14%	p=0.3588 *t*=0.3617	p=0 *F*=4.0132 - - **VIP**	*z*=0.0102 (95% = [-0.0452 - 0.0657])
Co8	Convinced after a Period of Time	34%	50%	0%	0%	23%	p=0.3718 *t*=0.327	p=0 *F*=4.4468 - - **VIP**	*z*=0.0092 (95% = [-0.0462 - 0.0647])
BP2	Action Direction	76%	50%	0%	0%	13%	p=0.4162 *t*=0.2118	p=0 *F*=3.9928 - - **VIP**	*z*=0.006 (95% = [-0.0494 - 0.0615])
OF1P	Initiation	51%	50%	0%	0%	19%	p=0.4274 *t*=0.183	p=0 *F*=4.4373 - - **VIP**	*z*=0.0052 (95% = [-0.0502 - 0.0607])
Co7	Convinced by Consistency	57%	50%	0%	0%	19%	p=0.4532 *t*=0.1177	p=0 *F*=4.1181 - - **VIP**	*z*=0.0033 (95% = [-0.0521 - 0.0588])
Averages for 56 patterns		52%	49%	1%	3%	18%			

p < .001 Extremely significant VIP
p < .01 Very significant VIP
p < .05 Significant SIG
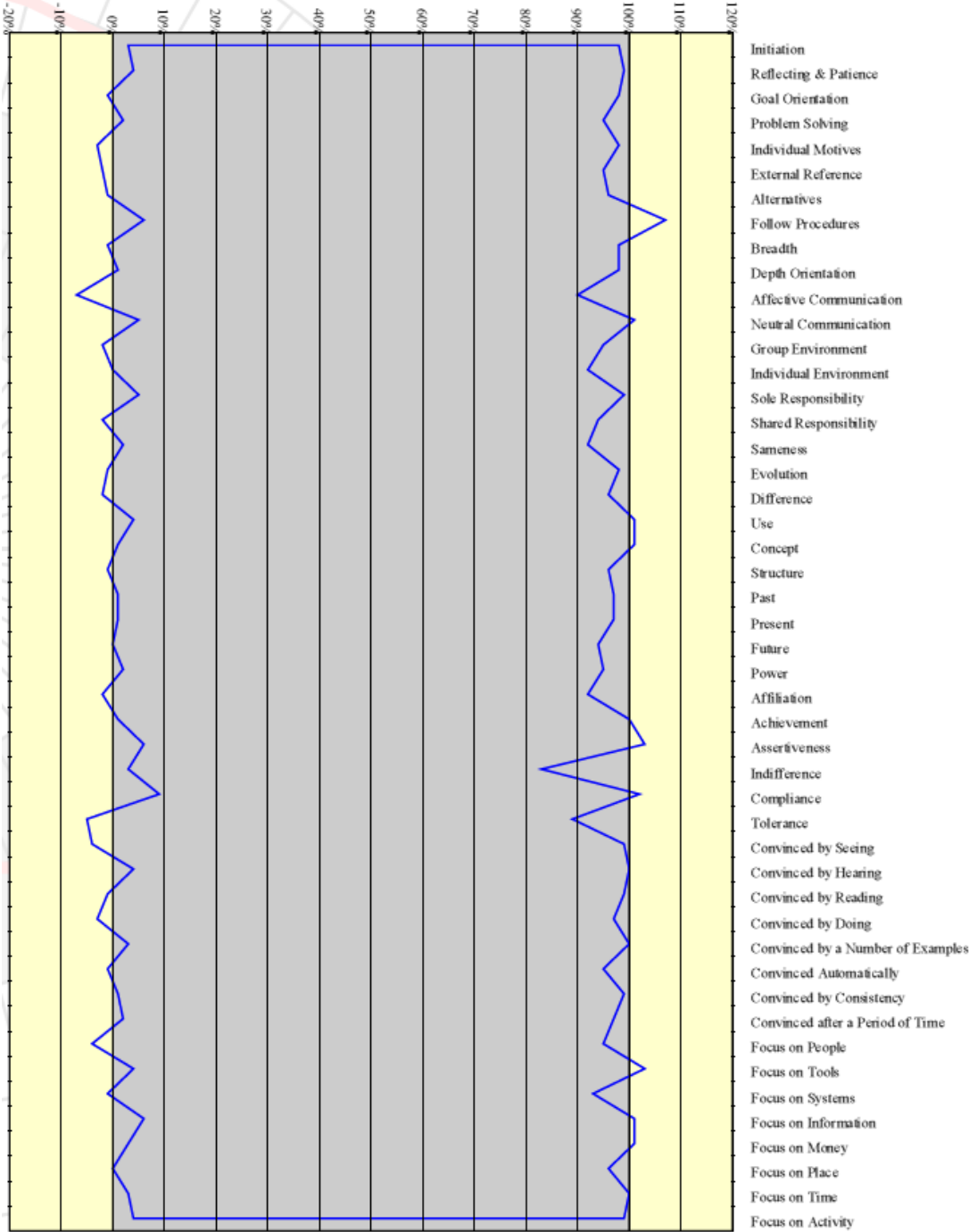**p < .10 Borderline significant BSIG**

Table 7 shows the means, standard deviations and standard errors of the 48 patterns. The standard errors vary from 0.21% to 0.47% with an average of 0.34%. When .95 confidence intervals (i.e. mean $\pm$ 1.96 SEM) are constructed around the sample means, one can conclude that in 95% of the cases the mean will fall within a margin less than 1%. One can conclude that the estimation of the population means for the 48 patterns using the standard group 2013 (n=2906) is quite accurate.

Table 7: patterns of standard group 2013: means, standard deviations and standard errors

pattern	Mean	SD	SEM	pattern	Mean	SD	SEM	pattern	Mean	SD	SEM
Co6	40.18%	25.39%	0.47%	Co7	57.06%	19.48%	0.36%	N4	48.89%	17.34%	0.32%
OF7P	57.37%	23.73%	0.44%	IF7	51.65%	19.35%	0.36%	So1	17.33%	16.73%	0.31%
Co3	31.19%	23.49%	0.44%	IF2	35.82%	19.29%	0.36%	OF3P	69.62%	16.65%	0.31%
OF5P	66.50%	22.99%	0.43%	Mo2	33.62%	19.23%	0.36%	OF2P	78.05%	16.61%	0.31%
Co8	33.56%	22.86%	0.42%	Mo3	66.78%	19.16%	0.36%	A2	69.23%	16.21%	0.30%
OF8P	53.20%	22.61%	0.42%	IF6	54.44%	18.99%	0.35%	OF2M	26.41%	15.95%	0.30%
OF4M	31.51%	22.41%	0.42%	OF1P	50.69%	18.74%	0.35%	TP3	56.98%	15.13%	0.28%
OF8M	49.00%	21.56%	0.40%	Mo1	40.47%	18.32%	0.34%	So2	75.90%	14.77%	0.27%
OF6P	42.36%	20.92%	0.39%	A3	65.28%	18.21%	0.34%	OF1M	38.44%	14.75%	0.27%
OF7M	20.45%	20.82%	0.39%	OF3M	39.93%	18.07%	0.34%	N1	50.17%	14.57%	0.27%
IF8	61.91%	20.76%	0.39%	Co5	53.67%	18.00%	0.33%	TP1	58.30%	14.50%	0.27%
OF5M	28.45%	20.70%	0.38%	A1	49.81%	17.87%	0.33%	Co1	76.54%	14.25%	0.26%
IF5	33.85%	20.04%	0.37%	IF1	55.80%	17.75%	0.33%	TP2	70.47%	14.21%	0.26%
Co2	23.59%	19.86%	0.37%	IF3	48.72%	17.59%	0.33%	IF4	70.21%	14.20%	0.26%
OF4P	58.56%	19.74%	0.37%	So3	62.61%	17.48%	0.32%	N3	73.10%	11.91%	0.22%
Co4	64.10%	19.69%	0.37%	OF6M	42.92%	17.41%	0.32%	N2	12.19%	11.31%	0.21%

Besides significant differences in means, we find that every F-test is significant (p<.001) indicating that variances are not equal. If we look at figure 1, we can see a comparison of those variances for all 48 meta-programs of the 2007 (gray zone) and the 2013 standard group (blue line). In the figure we can clearly see that the variances of most meta-programs have shrunken a little, except for the following patterns: Follow Procedures and Convinced by Seeing. These two patterns show a variance which is slightly larger than the 2007 sample, indicating that the answers to these questions are more variable. The largest decrease of variance is found in Indifference.

Figure 1: distribution of scores standard group 2007 versus 2013

Differences between Flemish and Walloon culture

An extra analysis concerning regions was completed whether to see if there any culture differences between Flemish workers and Walloon employees, whom native languages are respectively Dutch and French. The Brussels Capital Region was filtered out in this analysis because people in this region are bilingual.

To make the comparison candidates of both groups were filtered out to establish equivalence between gender, age and occupation. This filtering resulted in two equivalent groups: 1444 Flemish and 206 Walloon workers. The distribution of gender resulted in almost equal portion of male and female workers: 51.7% Flemish versus 51.5% French masculine and 48.3% Flemish versus 48.5% French feminine. Age categories, analogue to the Belgian Standard Group 2013, were well presented in the categories 25-49 and 49-64 and under-represented in 15-24. Table 8 shows the distributions of both groups.

Table 8: Comparison of Walloon and Flemish standard group 2013 (age)

Walloon Standard group	n	%	Flemish Standard group	n	%
15-24	5	2.4	15-24	12	0.8
25-49	157	76.2	25-49	1064	73.7
50-64	43	20.9	50-64	25.1	25.1
65+	1	0.5	65+	6	0.4
Total	206	100.0	Total	1444	100.0

Concerning occupations, samples were stratified and matched to prevent bias from a specific job group. In table 9 we can see the distribution of the two groups. Thirteen of the 15 occupation groups are within a 1%, only the categories 'Education/training' and 'Sales/marketing' show a difference within a 3% range.

Table 9: Comparison of Walloon and Flemish standard group 2013 (occupations)

Walloon Standard group 2013	n	%	Flemish Standard group 2013	n	%
Accounting/Finance	8	3.88	Accounting/Finance	68	4.71
Computer related (other + internet)	13	6.31	Computer related (other)	96	6.65
Consulting	10	4.85	Consulting	80	5.54
Customer service/support	10	4.85	Customer service/support	82	5.68
Education/training	18	8.74	Education/training	88	6.09
Engineering	8	3.88	Engineering	68	4.71
Executive/senior management	18	8.74	Executive/senior management	112	7.76
General administrative/supervisory	49	23.79	General administrative/supervisory	348	24.10
Government/military	4	1.94	Government/military	37	2.56
Manufacturing/production/operation	3	1.46	Manufacturing/production/operation	32	2.22
Other	16	7.77	Other	117	8.10
Professional (medical.legal. etc.)	5	2.43	Professional (medical.legal. etc.)	45	3.12
Research and development	3	1.46	Research and development	29	2.01
Sales/marketing/advertising	30	14.56	Sales/marketing/advertising	177	12.26
Self-employed/owner	11	5.34	Self-employed/owner	65	4.50
Total	206	100.00	Total	1444	100.00

When comparing the meta-programs of both groups with each other, the following patterns show significance on the t-test (p<.0001), implicating there is a statistical difference between the means the two region groups, effect sizes vary from .315 to .748 which can be labeled from small to medium. Absolute differences vary from 5% to 15% (for a full overview see appendix 2).

The largest discrepancies are found in the pattern Convinced by doing (CO4) and Convinced by Consistency (CO7) resulting in a 15% and a 12% absolute difference implying that Flemish workers prefer more to be convinced by taking action and need consistent evidence to be convinced more than the Walloon workers. The effect size is medium (z=.748). On the other hand medium effect sizes are found stating that Walloon workers are more focused on the past, like to be creative and more focused on tools. This results in the following absolute differences: Past (TP1) 8%, Alternatives (OFP4) 10% and Focus on Tools (IF2) 10% (effect sizes of .619, .577 and .513). Note that the tools focus can contain a negative nuance stating that Walloon workers tend to focus more on tools because they are not satisfied with the current ones.

Furthermore small significant effect sizes are detected. Differences in the patterns Convinced by Hearing (CO2) and Convinced after a Period of Time (CO8) are found, stating both patterns are less preferred and that these preferences of the Flemish workers (21% and 31%) are even lower than the Walloon workers (31% and 42%); effect sizes are .482 and .476. A same trend is found in the pattern Solving Problems: both groups are less than average where Flemish employees tend to score even lower than their Walloon counterparts (25% versus 32%, z= .458).

Further findings are that Flemish workforces are more driven by Power (Mo1) and Neutral Communication (OF6M), both resulting in an absolute difference of 7% (effect sizes .409 and .424).

Evaluation Reference seems to be more important for Flemish workers than for Walloon workforces: both meta-programs Individual Motives (OF3P) and External Reference (OF3M) show higher scores for the Flemish group than the Walloon group: effect sizes are .412 and .372.

The French group seems to prefer more Concept (WA2) showing an effect size of .397 and a difference of 6%. While Flemish workers show more Focus on Time (IF7), French workers are more Focused on Systems (IF3) reflecting effect sizes of .390 and .382.

Concerning Work Type Environment both groups score low on Individual Environment (OF7M), an 8% difference indicates that Flemish workers score somewhat higher (z=.394). They also seem to be more tolerant and prefer structure more than Walloon workers: the meta-programs Tolerance (N4) and Structure (WA3) show an absolute difference of 5% (effect sizes .315 and .288). The Walloon workforce is more Convinced by Reading (Co3) evidence than the Flemish workforce resulting in a .267 effect size.

Conclusions

The standard group research can be summarized by answering two types of questions: (a) how well does the sample represent the population and (b) how does this new standard group differ from the previous one?

One can conclude that the date used to build this new standard group is more representative than the 2007 sample. Demographics of the sample show a distribution of men and women resembling the real life distribution of the working people in Belgium.

When examining the age distribution, one will find that the sample is representative for the age groups 25-49 and 50-64, while the age group 15-24 is somewhat underrepresented. In perspective of the goal of the iWAM this underrepresentation is strength instead of a weakness. Young people who have almost no working experience can bias the results. That is also one of the main reasons that the student population is filtered out. In comparison with the 2007 standard group the new standard group is 3 years older.

The exhaustive list of occupations, which was provided by the government, allowed matching the jobEQ categories with the existing jobs of the working population in Belgium. The analysis shows that the current sample corresponds quite well to the working population with the exclusion of blue collar jobs. Apart from an underrepresentation of the category 'manufacturing/production/operation' the 2013 standard group represents the white collar working force in Belgium reasonably well: 12 categories out of 15 are represented in a 1 or 3% range, 2 categories stay within a 5% margin.

Results concerning Test Language and Regions reveal an underrepresentation of Walloon workers, a finding which was also present in the 2007 analysis. Nevertheless, a positive shift can be observed: namely that the proportion Walloon working force who take the iWAM is growing. Data concerning second country besides Belgium and language besides Dutch and French stress the multiculturalism in the heart of Europe.

t- and F-tests are the main instruments to compare the 2007 and 2013 samples. However, due to the sample sizes, these tests will quickly indicate that differences were found which are statistically significant. The key question is how meaningful these differences are. To find the answer, the effect size was studied. The largest meaningful findings are the downward shifts of Affective Communication, Tolerance and Indifference. This is consistent with observed changes in the Belgian working culture over recent years. In 2013, there is less tolerance for breaking the rules, less focus on non-verbal communication and more on the neutral content communication, and this fits the sober no-nonsense policies organizations have. This is also supported by a small upward shift of the meta-programs Use and Assertiveness.

Another observation is the upward shift of Following Procedures: this can be explained by the new standard group being more representative and covering more occupations where it is important to take action conducted in a certain manner. Both patterns concerning Work Environment show a downward change indicating that working alone or with others is becoming less important. Higher flexibility, working from home, conference calls, working online are all factors that tend to fade the boundaries between working solo or working in groups. The decrease in Affiliation as basic motivator and a reduced Focus on People support this trend.

Yet, despite these significant and meaningful differences between the two standard groups, the impact of the new standard group on the reports remains relatively small, because the changes vary from 0% to 4% in absolute distance between old and new means, showing an average of 1.06% (in relative distance changes fluctuate from 0% to 9% with a 2.85% average).

Overall one can conclude that the 2013 standard group for Belgian is quite representative for the work population (except for blue collar jobs) and that the relatively small changes between the two standard groups can be attributed to having a better standard group as well as some cultural evolutions.

Appendix 1: Government occupation list by jobEQ Categories

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
Accounting/Finance	081 Expertboekhouders - boekhouders	35261	36181	71442
	201 Bedienden boekhouding	4966	17389	22355
	216 Bedienden boekhouddiensten (financieel en statistisch)	2229	4864	7093
	218 Bedienden statistische diensten	222	111	333
	311 Verzekeringsagenten en -inspecteurs	13635	4428	18063
	313 Beursmakelaars	101	59	160
Accounting/Finance Total		56415	63032	119447
Arbeider	410 Landbouwers	22861	9339	32200
	411 Tuinbouwers - bloemenkwekers	16014	1083	17097
	412 Tuinbouwers - groentekwekers	1927	633	2560
	413 Tuinbouwers - fruittelers	940	112	1052
	414 Tuinbouwers - boomkwekers	665	86	751
	416 Veefokkers	2216	491	2707
	417 Pluimveekwekers	360	336	696
	418 Overige fokkers n.e.v.	118	92	209
	419 Ondernemers van activiteiten in verband met land en tuinbouw	421	0	421
	421 Landbouw- en veeteeltarbeiders	2146	2709	4855
	422 Tuinbouwarbeiders	9878	3900	13778
	423 Bestuurders gemotoriseerde landbouwmachines	292	0	292
	441 Houthakkers en andere bosarbeiders	2352	0	2352
	669 Andere arbeiders in de communicatiesector n.e.v.	1028	668	1696
	703 Groevearbeiders en soortgelijken	667	0	667
	707 Aardoliearbeiders en soortgelijken	277	0	277
	709 Maneuvers in mijnen en steengroeven	2052	0	2052
	710 Vezelvoorbewerkers	272	214	486
	711 Bedieners toestellen voor vezelvoorbewerking	981	1142	2123
	712 Spinners en bobijners (textiel)	580	94	674
	713 Wevers	1661	478	2139
	715 Kaartenmakers, regelaars, voorbereiders van weefmachines	214	123	337
	716 Blekers, ververs en afwerkers van textielproducten	1039	998	2037
	717 Ambachtelijke arbeiders (textiel, leder, enz...)	0	107	107
	719 Textielarbeiders en soortgelijken n.e.v.	2421	2081	4502
	721 Kleerma(a)k(st)ers, bontwerkers en soortgelijke arbeiders	1164	3482	4646
	722 Bontwerkers en soortgelijke arbeiders	105	150	254
	724 Stoffeerders en soortgelijke arbeiders	795	214	1008
	725 Patroonmakers, aftekenaars en coupeurs voor textielwaren	0	529	529
	726 Naaiers en borduurwerkers weefsels, bont en lederen kleding	268	2613	2880
	727 Bedieners van stikmachines	213	2151	2364
	729 Andere beroepen in de fabricage van textielproducten n.e.v.	106	86	192
	731 Schoenmakers en schoenlappers	596	184	780
	733 Marokijnwerkarbeiders en soortgelijke arbeiders	570	93	663
	734 Machinebedieners voor vervaardigen van schoenen, lederwaren	36	0	36
	739 Zadelmakers, tuigmakers en arbeiders in de ledernijverheid	141	91	232
	741 Bedieners van metaalovens	1525	0	1525
	743 Walsers, bedieners van walsmachines en afwerkers	2130	199	2328
	744 Bedieners metaalovens tweede smelting en verwarmingsovens	62	0	62

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	745 Metaalgieters	275	0	275
	746 Vormers en kernmakers (gieterij)	139	0	139
	747 Draadtrekkers en metaalrekkers	1208	84	1293
	748 Galvaniseerders, metalliseerders, vertinners e.a arbeiders	793	0	793
	749 Arbeiders van de metaalproductie en metaalbewerking n.e.v.	1010	107	1117
	754 Uurwerkmakers	630	0	630
	755 Goud- en zilversmeden, juweliers (diamant niet inbegrepen)	1263	637	1900
	756 Diamantsnijders	0	148	148
	757 Diamantslijpers, -verstellers e.a. bewerkers van edelstenen	129	144	274
	771 Elektriekers, elektriekers-herstellers	36300	465	36765
	779 Arbeiders gelijkgesteld aan elektriekers n.e.v.	467	0	467
	781 Timmerlieden, schrijnwerkers en parketvloerleggers	41801	717	42518
	791 Schilders en behangers (gebouwen)	16596	1147	17743
	792 Andere decorateurs (arbeiders)	470	311	781
	794 Behangers	486	0	486
	795 Schoonmakers van gevels, schoorsteenvegers	788	224	1012
	799 Andere schilders en soortgelijke arbeiders	1063	0	1063
	800 Metselaars en vloerenleggers	41653	237	41890
	801 Plafonneerders en pleisterwerkers	7674	61	7735
	802 Betonwerkers en betonafwerkers	2591	0	2591
	803 Isoleerders	2151	0	2151
	804 Glazenmakers	983	0	983
	805 Dakdekkers	10277	139	10416
	806 Steenhouwers en steengraveerders	4061	0	4061
	807 Plaatsers van vloerbekleding	8823	100	8924
	808 Andere bouwvakarbeiders n.e.v.	10402	256	10658
	809 Arbeiders (maneuvers) van de constructiesector	12413	93	12506
	816 Boekbinders en soortgelijke arbeiders	405	479	884
	824 Pottenbakkers en soortgelijke arbeiders	572	99	671
	831 Bakkers, banketbakkers	14344	2484	16828
	834 Arbeiders in fruit- en groente-industrie en soortgelijken	1018	377	1395
	836 Beenhouwers, spekslagers en soortgelijken	13025	1328	14353
	837 Melkerijarbeiders en margarinebereiders	561	144	705
	838 Arbeiders productie en raffinage van suiker en aanverwanten	343	0	343
	845 Arbeiders in de scheikundige nijverheid e.d. n.e.v.	3853	97	3949
	846 Bereiders papierbrij	123	168	291
	847 Bedieners installaties papierbewerking	2604	451	3055
	848 Papierbewerkers	405	289	693
	852 Sigaren- en sigarillomakers	0	512	512
	853 Sigarettenmakers en bereiders van rooktabak	80	0	80
	859 Tabaksbewerkers en -arbeiders n.e.v.	383	0	383
	861 Bandenmakers, vulkaniseerders en andere rubberbewerkers	1826	217	2042
	862 Productiearbeiders (artikelen in plastiek)	1249	119	1369
	863 Bedieners van machines om huiden en leder te bereiden	174	0	174
	864 Leerlooiers, pelterij- en leertouwerijarbeiders e.d.	0	176	176
	867 Beton-, asbest-, cement-, briketten- en kunststeenarbeiders	1642	99	1741
	868 Arbeiders kurk-, plastiek- en rubberproductie	50470	13672	64142
	869 Ambachtslieden, vaklieden en fabrieksarbeiders n.e.v.	108	0	108

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	871 Inpakkers	10852	18542	29394
	872 Andere verpakkers n.e.v.	0	151	151
	891 Havenarbeiders, scheepsladers en -lossers	8040	86	8125
	892 Warenbehandelaars	68603	14868	83471
	896 Schoonmakers van burelen en soortgelijken	52153	60806	112959
	897 Straatvegers en soortgelijken	10798	628	11426
	912 Koks	23827	21837	45665
	916 Sjouwers, werkvrouwen, schoonmakers en soortgelijken	6600	38784	45384
	917 Kinderoppassters en helpsters in het huishouden	2688	88129	90817
	918 Huishoudelijke schoonmaaksters	1497	81485	82983
	921 Beheerders en geranten personenverzorging en schoonmaak	640	1168	1808
	922 Wassers, ontvetters, persers en ververs van kledingstukken	610	6290	6900
	Z01 Gehandicapten in beschermde werkplaats	3691	3884	7575
Arbeider Total		566723	396717	963440
Computer related (other)	004 Informatica-ingenieurs	3102	1083	4184
	085 Informatici, systeemanalisten	69732	13588	83320
	086 Programmeurs	16811	4605	21417
	570 Technici in de informatica	7114	162	7276
Computer related (other) Total		96759	19439	116197
Customer service/support	208 Kassiers, loketbedienden	5297	22045	27342
	215 Bedienden onthaal en inlichtingen	1655	6701	8356
	663 Telefonisten	3735	6964	10699
	914 Zaalknechten, kelners en soortgelijken	21603	38545	60148
	919 Receptiepersoneel en soortgelijk personeel	4455	11294	15749
	941 Gidsen	936	929	1865
	942 Luchtvaarthostessen, stewards en kelners	661	1423	2084
	943 Andere beroepen (diensten) n.e.v.	495	3947	4442
	946 Dienstpersoneel (theaters, cinema's e.d.)	432	0	432
Customer service/support Total		39269	91849	131118
Education/training	040 Beheerders onderwijsinstellingen	5924	4365	10289
	041 Universiteitsprofessoren (hoger onderwijs)	11099	9540	20639
	042 Leraren, regenten (secundair onderwijs)	58296	87710	146006
	043 Onderwijzers, onderwijzeressen (lager onderwijs)	10312	52735	63047
	044 Leerkrachten voorschoolsonderwijs	752	30630	31381
	045 Onderwijzers voor geestelijk of lichamelijk gehandicapten	574	1569	2143
	047 Assistenten (universitair en hoger onderwijs)	360	410	771
	048 N.e.v. leraars voor privélessen	2082	2264	4346
	049 N.e.v. onderwijspersoneel	3026	5624	8649
Education/training Total		92424	194846	287270
Engineering	001 Architecten en stedenbouwkundigen	12791	8701	21492
	002 Burgerlijke, industriële en technische ingenieurs	48880	5740	54621
	003 Landbouwingenieurs	301	196	497
	006 Andere ingenieurs n.e.v.	355	359	713
	007 Meetkundigen-landmeters	1792	447	2239
	014 Meteorologen	87	78	165
	510 Tekenaars	12232	3764	15996
	590 Technici n.e.v.	22464	1457	23921
	591 Technici bouwwerven	1317	0	1317
	592 Technici in de industrie	6066	42	6108
	593 Technici elektriciteit	7079	589	7668

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	594 Technici telecommunicatie	4609	480	5088
	595 Specialisten technici n.e.v.	820	0	820
	596 Technici installatie	5696	119	5815
	597 Technici radio- en tv-uitzendingen	670	95	764
Engineering Total		125159	22066	147225
Executive/senior management	079 Spektakel directiekaders	1528	427	1956
	101 Bedrijfsleiders e.d. (privé) (niet in dienstverb.) uitg. 0,6	49530	12379	61908
	102 Bedrijfsleiders in de industrie	643	0	643
	103 Bedrijfsleiders in de bouwsector	19002	487	19488
	104 Bedrijfsleiders in het transport	2987	53	3040
	105 Bedrijfsleiders dienstverlening aan ondernemingen	362	252	614
	106 Bedrijfsleiders dienstverlening	549	282	831
	109 N.e.v bedrijfsleiders	3336	726	4063
	111 Directeurs en hoger kader (privé) (in dienstverb.) uitg. 0,6	27403	8323	35726
	112 Directeurs en hoger kaderpersoneel (in dienstverband) handel	5127	765	5891
	113 Directeurs en hoger kaderpersoneel (in dienstverband) horeca	688	384	1073
	114 Directeurs, hoger kader niet-gouvernement. organis. (N.G.O.)	1725	674	2399
	122 Directeurs en bestuursleden van het (openbaar bestuur)	7001	3591	10593
	401 Directeurs en bedrijfsleiders in landbouw en veeteelt	128	633	762
	601 Dekofficieren en scheepskapiteins	860	0	860
Executive/senior management Total		120869	28977	149847
General administrative/supervisory	083 Bibliothecarissen, documentalisten	1462	4276	5738
	115 Groepshoofden kantoorpersoneel (privé) (uitgezonderd 0,6)	43333	19187	62521
	116 Groepschefs van personeel in de handel	6952	4091	11043
	117 Groepschefs horecapersoneel	2503	1980	4483
	118 Groepschefs bureaupersoneel in de privésector	19653	17228	36882
	119 Directiesecretarissen	1160	11425	12585
	202 Stenografen, dactylografen en teletypisten	0	511	511
	207 Secretarissen, secretaressen	4716	62895	67610
	210 Bedienden juridische diensten (privé)	1119	4550	5669
	211 Bedienden financiële transacties, verzekeringsverrichtingen	33430	39456	72886
	212 Bedienden verzendings- en transportdiensten	26767	13170	39937
	213 Bedienden administratief werk en redactie (privé)	42232	113373	155604
	217 Bedienden bibliotheek en koerierdiensten	849	1885	2734
	229 Andere bedienden n.e.v.	37782	53941	91723
	599 Opzichters, ploegbazen van arbeiders en soortgelijken	96130	15202	111332
General administrative/supervisory Total		318088	363170	681258
Government/military	005 Ingenieurs (openbare dienst)	102	0	102
	093 Archivarissen en museumconservators	944	679	1623
	121 Leden van de wetgevende macht	1807	1187	2993
	123 Hoger administratief personeel (openbaar bestuur)	19517	16265	35782
	124 Diensthoofden van het openbaar bestuur	8862	7476	16339
	125 Internationale functionarissen	7948	8955	16903
	129 Functionarissen n.e.v.	3432	4038	7470
	214 Bedienden openbare diensten n.e.v.	37770	71661	109430
	598 Inspecteurs van veiligheid, hygiëne en kwaliteit	4697	2388	7085
	631 Bestuurders en stokers van locomotieven	6211	300	6512
	632 Trambestuurders, trambestuurders-ontvangers	2225	561	2785
	633 Autobusbestuurders, autobusbestuurders-ontvangers	19235	2545	21779

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	641 Stationschefs	2746	400	3146
	642 Controleurs, inspecteurs (spoorwegen)	1181	435	1615
	643 Controleurs, inspecteurs (tram, bus, metro)	919	0	919
	649 Andere controleurs en inspecteurs transportwezen n.e.v.	1982	217	2199
	651 Verkeersleiders (zee- en binnenscheepvaart)	92	0	92
	652 Verkeersleiders (luchtvaart)	1091	280	1371
	653 Hoofdconducteurs en treinwachters	1287	264	1550
	654 Dispatchers (spoorwegen)	2126	125	2250
	655 Wachters en rangeerders (spoorwegen)	1788	0	1788
	656 Verkeersleiders en verkeersregelaars n.e.v.	1433	0	1433
	657 Dispatchers (waterwegen)	38	106	144
	658 Ontvangers en begeleiders (transportwezen)	440	498	938
	659 Andere werknemers in de transportsector n.e.v.	292	133	425
	661 Chefs P.T.T.	795	141	936
	664 Postboden en telegrambestellers	14472	5035	19506
	665 Boodschappers	854	117	971
	886 Duikers en kikvorsmannen	104	0	104
	900 Pompiers en soortgelijken	8004	88	8092
	901 Politieagenten en rijkswachters	12918	2564	15482
	902 Personen verantwoordelijk voor openbare orde	265	34	299
	903 Verantwoordelijken civiele diensten	16392	4521	20913
	904 Veiligheidsinspecteurs, detectives	1695	0	1695
	905 Douaneagenten	1164	525	1689
	908 Cipiers en gevangenisbewakers	4363	1773	6137
	909 Bewakers en soortgelijken n.e.v.	21473	3882	25355
	A01 Beroepsofficieren	3867	517	4384
	A02 Onderofficieren (beroeps)	6035	117	6152
	A03 Korporaals en soldaten (beroeps)	7313	1025	8338
	A04 Andere militairen n.e.v.	8782	1007	9789
Government/military Total		236660	139857	376517
Manufacturing/production/operations	203 Operateurs voor boekhoud- en rekenmachines	478	1548	2026
	204 Operateurs van ponsmachines (kaarten en perfobanden)	196	177	372
	205 Operateurs van machines voor automatische gegevensverwerking	1055	616	1671
	206 Andere operateurs aan bureaumachines	3960	817	4777
	228 Telleropnemers	488	57	545
	402 Land-,tuin- en bosbouwkundigen,vissers,fokkers met contract	1056	32	1088
	428 Maneuvers (landbouw)	116	0	116
	431 Zee- en kustvissers	628	116	743
	439 Andere vissers en soortgelijke werknemers	96	31	127
	666 Andere operators transmissietoestellen n.e.v.	0	78	78
	700 Schietmeesters (mijnen en steengroeven)	79	0	79
	701 Mijnwerkers en soortgelijken	285	96	380
	702 Machinebedieners mijnuitbating	433	19	452
	706 Grondboorders, bronboorders en soortgelijken	197	0	197
	751 Mecaniciens voor precisie-instrumenten	346	0	346
	752 Mekaniciens-opticiens en mecaniciens voor kunstledematen	1031	215	1245
	753 Wapenmakers en veiligheidsslotenmakers	588	0	588
	759 Bedieners van montageketting en industriële robotten	4742	1085	5827
	760 Bankwerkers, monteerders (uitg. elektr. & precisieapparaten)	5152	1047	6199

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	761 Instellers-bedieners en bedieners van werktuigmachines	8500	170	8670
	762 Gereedschapsmakers, modelmakers en aftekenaars	1883	0	1883
	763 Monteerders, mekaniekers en herstellers van voertuigen	40905	698	41602
	764 Monteurs in machinebouw	10460	1590	12050
	765 Smeden, hamersmeden en bedieners van smeedpersen	1969	0	1969
	766 Loodgieters en buizenfitters	25922	439	26361
	767 Lassers en branders	21316	317	21633
	768 Plaatwerkers en ketelmakers	6409	246	6655
	769 Monteurs van ijzeren gebinten en metaalconstructies n.e.v.	28781	1231	30012
	770 Monteurs van elektrische en elektronische toestellen	2134	1262	3396
	772 Elektro-mekaniekers, -monteurs en elektriekers-afstellers	14276	561	14837
	773 Elektroniekers	1653	310	1963
	774 Herstellers radio- en televisietoestellen	245	0	245
	775 Monteurs en herstellers telefoon- en telegraafinstallaties	360	0	360
	776 Monteurs van elektrische leidingen	1071	0	1071
	777 Bedieners van schakelborden (elektrische centrale)	74	120	194
	778 Bedieners radio- en televisiezendstations	405	376	782
	782 Betontimmerlieden, bekisters-stutters	6879	127	7006
	783 Meubelmakers	8219	240	8459
	784 Instellers, bedieners van houtbewerkingsmachines	443	0	443
	785 Bedieners (ruw)bewerkingsmachines voor hout	685	19	704
	787 Handwerkmannen (artisanaal) hout en andere producten	44	0	44
	788 Bedieners van houtbewerkingsmachines	1259	0	1259
	789 Houtbewerkers n.e.v.	3309	95	3404
	811 Handzetters en machinezetters	6214	853	7067
	812 Drukkers en bedieners van drukpersen	4172	1582	5754
	813 Clichémakers, stereotypeurs en galvanoplastiekers drukkerij	238	247	486
	814 Drukkerijgraveerders (behalve fotograveerders)	94	0	94
	815 Fotograveerders	0	222	222
	817 Ontwikkelaars, afdrukkers, monteerders (filmen, foto's)	307	84	392
	821 Bedieners van venster- en glasmachines	662	0	662
	822 Optiekglasbewerkers	127	100	226
	823 Vormers, persers en snijders van glas en holglas	2377	284	2661
	830 Molenaars, olieslagers en soortgelijke graanarbeiders	762	135	897
	832 Machinebedieners productie voedingswaren	955	509	1464
	833 Distillateurs geestrijke dranken,brouwers,wijnarbeiders e.d.	1886	81	1967
	835 Slachters	3826	552	4378
	839 Werkers in de voedings- en dranknijverheid n.e.v.	282	532	813
	840 Bedieners distillatieapparaten (behalve voeding)	355	92	447
	841 Bedieners raffinaderijinstallaties	115	0	115
	842 Kokers, branders e.d. in de scheikundige nijverheid	94	0	94
	843 Bedieners breek- ,plet- ,was- en filtreermachines (chemie)	252	0	252
	844 Bedieners van machines voor scheikundige producten n.e.v.	1030	270	1300
	882 Machinebedieners vaste installaties n.e.v.	89	0	89
	883 Kraan-, hijs- of hefwerktuig bestuurders	11968	66	12034
	884 Optuigers en kabelsplitsers	368	0	368
	885 Bestuurders van grondwerk- en bouwmachines n.e.v.	4433	0	4433
	889 Bestuurders laad- en losmachines n.e.v.	17089	1418	18507
	898 Oliërs en smeerders van machines, voertuigen en	995	0	995

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	onderdelen			
	899 Handlangers n.e.v.	7840	628	8467
	913 Kamermeisjes en huisknechten, dienstboden en soortgelijken	436	2727	3163
Manufacturing/production/operations Total		275089	24116	299205
Other	036 Gediplomeerde verplegers en ziekenoppassers	18065	135141	153206
	039 Hygiënisten	861	3881	4743
	051 Geestelijken, leden van de clerus	2905	213	3118
	071 Beeldhouwers, schilders en soortgelijke kunstenaars	4842	3461	8303
	072 Decorateurs, etalagistes, modeontwerpers	1528	2155	3683
	073 Schrijvers, journalisten en soortgelijken	7386	4980	12365
	074 Acteurs en regisseurs	2314	1836	4150
	075 Clowns, goochelaars, acrobaten	127	169	296
	076 Componisten, muzikanten, zangers	2627	1531	4158
	077 Choreografen, dansers	216	206	422
	078 Omroepers, spektakelpresentators	1070	1437	2507
	082 Maatschappelijke en sociale assistenten, sociale werkers	19514	59432	78946
	087 Vertalers en tolken	4074	6759	10833
	088 Filologen, taalkundigen	0	124	124
	092 Actuarissen, wiskundigen	242	209	451
	094 Economisten	2443	1005	3447
	095 Sociologen, antropologen en soortgelijken	557	457	1014
	096 Filosofen	2734	10481	13215
	099 N.e.v. andere specialisten	26711	17395	44106
	209 Operateurs tekstverwerking	80	0	80
	511 Decorateurs, modeltekenaars	419	665	1083
	531 Technici land- en bosbouw	336	0	336
	532 Raadgevers land- en tuinbouw	283	114	397
	533 Dierenverzorgers	262	659	920
	540 Apothekersassistenten	975	6716	7691
	550 Verzorgend personeel en ziekenoppassers	1448	12369	13817
	551 Ander ongeschoold verzorgend personeel	2375	22702	25077
	563 Specialisten problemen voeding, diëtisten	26	2616	2642
	564 Beroepen in verband met geneeskunde n.e.v.	1483	10583	12066
	580 Intermediaire beroepen lager en secundair onderwijs	3676	11932	15608
	581 Intermediaire beroepen kleuteronderwijs	339	7379	7718
	582 Intermediaire beroepen opvoeding gehandicapten	915	3510	4425
	583 Andere intermediaire beroepen	5238	3867	9104
	602 Officieren werktuigkundigen (zeevaart)	66	0	66
	603 Binnenschippers en loodsen (binnenscheepvaart)	2314	434	2748
	611 Matrozen en scheepsmachinisten (zeevaart)	717	0	717
	621 Vliegtuigpiloten en boordnavigators	2261	0	2261
	634 Andere bestuurders van motorvoertuigen (behalve autobus)	93657	3618	97274
	639 Andere bestuurders n.e.v.	454	86	540
	865 Muziekinstrumentenmakers en soortgelijken	546	0	546
	866 Film-, fotografisch papier-, platenvervaardigers	89	0	89
	911 Huismeesters, economen en gouvernantes	1142	1228	2370
	915 Conciërges (gebouw) en kosters	3297	3355	6652
	923 Fotografen en cameramannen	2875	809	3684
	924 Begrafenisondernemers en -personeel	1542	230	1772
	931 Atleten, sportbeoefenaars en soortgelijken	4475	2025	6499

Beroepscategorie jobEQ	beroep	Mannen	Vrouwen	Totaal
	944 Astrologen, waarzeggers	92	101	193
	945 Croupiers en soortgelijken	525	0	525
	949 Andere beroepen n.e.v.	84	0	84
	Z02 Beroepsbevolking waarvan het beroep onbekend is	122	472	594
Other Total		230328	346341	576669
Professional (medical,legal, etc.)	021 Veeartsen	2824	1907	4731
	022 Biologen (universitair of ermee gelijkgesteld)	613	437	1050
	023 Farmacologen, pathologen	1052	189	1241
	024 Agronomen en soortgelijke specialisten	474	83	556
	030 Artsen, geneesheerspecialisten en chirurgen	22692	16070	38762
	031 Tandartsen, licentiaten in de tandheelkunde	4245	3474	7718
	032 Apothekers	3408	8688	12096
	061 Advocaten en juridische adviseurs	14135	13419	27554
	062 Rechters en magistraten	3882	3021	6903
	063 Notarissen	1275	822	2097
	069 Andere juridische beroepen	1487	1939	3426
	560 Medische technici	305	712	1017
	561 Optometristen, optiekers	1731	1036	2766
	562 Masseerders, kinesitherapeuten en soortgelijken	9295	18689	27984
	920 Kappers, schoonheidsspecialisten en soortgelijken	5710	32588	38298
Professional (medical,legal, etc.) Total		73127	103074	176201
Research and development	011 Scheikundigen (universitair of ermee gelijkgesteld)	1261	288	1549
	013 Natuurkundigen (universitair of ermee gelijkgesteld)	156	84	240
	019 N.e.v. specialisten in de natuurkundige wetenschappen	897	683	1580
	091 Statistici	863	344	1207
	098 Vorsers (universiteit)	8822	8514	17336
	520 Niet-universitaire scheikundigen	2536	1118	3655
	521 Hulpscheikundigen en laboranten	11128	14887	26015
	530 Biologen, natuurvorsers & ermee gelijkgestelden (niet-univ.)	326	227	553
Research and development Total		25989	26145	52134
Sales/marketing/advertising	089 Specialisten (public relations en bestuur)	1916	1525	3441
	312 Agenten in onroerende goederen	3637	1327	4964
	314 Veilers en soortgelijken	93	134	226
	318 Bemiddelaars van financiën en verkoop	4424	2894	7318
	319 Andere makelaars, commissionairs	2096	860	2956
	321 Handelsreizigers en handelsvertegenwoordigers	31437	10743	42180
	322 Technische handelsagenten en soortgelijken	1946	2201	4147
	331 Verkopers, winkelbedienden, demonstrateurs e.a. (n.e.v.)	55056	129080	184136
	332 Straatventers en soortgelijken	1897	848	2745
	333 Verkoopschefs	16183	10288	26471
	334 Inkopers en hoofdinkopers	7241	3672	10913
	335 Verkopers aan een stalletje en op de markten	1032	1045	2077
Sales/marketing/advertising Total		126957	164617	291574
Self-employed/owner	303 Hotel-, restaurant- en caféhouders (horeca)	26430	17261	43690
Self-employed/owner Total		26430	17261	43690
Tradesman/craftsman	301 Groothandelaars	11692	2482	14174
	302 Kleinhandelaars	35805	26930	62735
Tradesman/craftsman Total		47497	29412	76909
Grand Total		2457784	2030918	4488702

Appendix 2: differences between regions

	Pattern	Absolute Average Group 1	Absolute Average Group 2	Absolute Distance	Relative Average Group 1	Relative Average Group 2	Relative Distance	T-test	F-test	Effect Size
Co4	Convinced by Doing	67%	53%	15%	58%	21%	37%	p=0 t=10.2666 - - VIP	p=0.1288 F=1.122	z=0.7482 - Medium - SIG (95% = [0.6001 - 0.8964])
Co7	Convinced by Consistency	59%	47%	13%	56%	24%	32%	p=0 t=8.9497 - - VIP	p=0.0365 F=1.2 - Significant - SIG	z=0.6441 - Medium - SIG (95% = [0.4964 - 0.7917])
TP1	Past	58%	66%	8%	48%	78%	29%	p=0 t=8.3135 - - VIP	p=0.4852 F=1.0011	z=0.619 - Medium - SIG (95% = [0.4715 - 0.7665])
OF4P	Alternatives	56%	66%	11%	42%	70%	27%	p=0 t=7.4036 - - VIP	p=0.0134 F=1.2765 - Significant - SIG	z=0.5771 - Medium - SIG (95% = [0.4298 - 0.7244])
IF2	Focus on Tools	33%	42%	10%	43%	67%	25%	p=0 t=7.2066 - - VIP	p=0.0078 F=1.2773 - - VIP	z=0.5125 - Medium - SIG (95% = [0.3655 - 0.6596])
Co2	Convinced by Hearing	21%	31%	10%	43%	68%	24%	p=0 t=6.6424 - - VIP	p=0.0842 F=1.1505 - - BSIG	z=0.4818 - Small - BSIG (95% = [0.3349 - 0.6287])
Co8	Convinced after a Period of Time	31%	42%	11%	45%	68%	23%	p=0 t=6.3436 - - VIP	p=0.3684 F=1.0392	z=0.4759 - Small - BSIG (95% = [0.329 - 0.6228])
OF2M	Problem Solving	25%	32%	7%	45%	68%	23%	p=0 t=6.1261 - - VIP	p=0.4455 F=1.0174	z=0.4577 - Small - BSIG (95% = [0.3109 - 0.6046])
OF3P	Individual Motives	71%	65%	7%	55%	35%	20%	p=0 t=5.599 - - VIP	p=0.06 F=1.1715 - - BSIG	z=0.4048 - Small - BSIG (95% = [0.2581 - 0.5514])
Mo1	Power	42%	35%	7%	55%	35%	20%	p=0 t=5.5798 - - VIP	p=0.1618 F=1.1146	z=0.4241 - Small - BSIG (95% = [0.2774 - 0.5708])
OF6M	Neutral Communication	44%	37%	7%	53%	33%	21%	p=0 t=5.5682 - - VIP	p=0.3655 F=1.0339	z=0.4121 - Small - BSIG (95% = [0.2655 - 0.5588])
WA2	Concept	67%	73%	6%	43%	62%	19%	p=0 t=5.1592 - - VIP	p=0.0515 F=1.196 - - BSIG	z=0.3973 - Small - BSIG (95% = [0.2507 - 0.5439])
IF7	Focus on Time	54%	47%	7%	56%	37%	19%	p=0 t=5.0786 - - VIP	p=0.0615 F=1.1844 - - BSIG	z=0.3904 - Small - BSIG (95% = [0.2438 - 0.537])
IF3	Focus on Systems	48%	54%	6%	47%	65%	18%	p=0 t=4.9111 - - VIP	p=0.0174 F=1.2617 - Significant - SIG	z=0.382 - Small - BSIG (95% = [0.2354 - 0.5285])
OF3M	External Reference	40%	34%	6%	51%	33%	18%	p=0 t=4.898 - - VIP	p=0.1804 F=1.1058	z=0.3717 - Small - BSIG (95% = [0.2252 - 0.5183])
TP3	Future	57%	62%	5%	50%	67%	18%	p=0 t=4.8844 - - VIP	p=0.4331 F=1.0209	z=0.3652 - Small - BSIG (95% = [0.2187 - 0.5117])
OF7M	Individual Environment	23%	15%	8%	54%	36%	18%	p=0 t=4.7193 - - VIP	p=0 F=1.8609 - - VIP	z=0.3938 - Small - BSIG (95% = [0.2472 - 0.5404])
Co1	Convinced by Seeing	78%	73%	5%	54%	38%	16%	p=0 t=4.6206 - - VIP	p=0 F=1.7463 - - VIP	z=0.3099 - Small - BSIG (95% = [0.1636 - 0.4563])
N4	Tolerance	50%	45%	5%	53%	37%	15%	p=0 t=4.0493 - - VIP	p=0.0156 F=1.2679 -	z=0.3152 - Small - BSIG (95% = [0.1689

	Pattern	Absolute Average Group 1	Absolute Average Group 2	Absolute Distance	Relative Average Group 1	Relative Average Group 2	Relative Distance	T-test	F-test	Effect Size
									Significant - SIG	- 0.4616])
WA3	Structure	67%	62%	5%	55%	41%	14%	p=0.0001 t=3.8232 - - VIP	p=0.2684 F=1.071	z=0.2884 - Small - BSIG (95% = [0.1421 - 0.4347])
Co3	Convinced by Reading	30%	37%	6%	48%	62%	14%	p=0.0001 t=3.7806 - - VIP	p=0.0077 F=1.2785 - - VIP	z=0.2688 - Small - BSIG (95% = [0.1226 - 0.4151])
So2	Evolution	76%	79%	3%	49%	60%	12%	p=0.0007 t=3.2169 - - VIP	p=0.4372 F=1.0197	z=0.2405 - Small - BSIG (95% = [0.0943 - 0.3867])
So1	Sameness	18%	14%	3%	51%	40%	10%	p=0.0024 t=2.828 - - VIP	p=0 F=1.8832 - - VIP	z=0.2365 - Small - BSIG (95% = [0.0903 - 0.3827])
N1	Assertiveness	50%	47%	3%	49%	40%	9%	p=0.0054 t=2.5545 - - VIP	p=0.4014 F=1.0238	z=0.1894 (95% = [0.0433 - 0.3355])
OF6P	Affective Communication	43%	39%	4%	51%	41%	9%	p=0.0061 t=2.5092 - - VIP	p=0.4359 F=1.0201	z=0.1876 (95% = [0.0415 - 0.3337])
Co5	Convinced by a Number of Examples	53%	50%	3%	49%	40%	9%	p=0.0066 t=2.4796 - - VIP	p=0.2343 F=1.0834	z=0.1875 (95% = [0.0414 - 0.3336])
Mo3	Achievement	67%	64%	3%	51%	43%	8%	p=0.0147 t=2.1808 - Significant - SIG	p=0.161 F=1.115	z=0.1658 (95% = [0.0197 - 0.3119])
OF5M	Depth Orientation	28%	31%	3%	50%	57%	7%	p=0.027 t=1.9281 - Significant - SIG	p=0.022 F=1.248 - Significant - SIG	z=0.1497 (95% = [0.0036 - 0.2957])
OF1P	Initiation	50%	52%	3%	48%	55%	7%	p=0.0288 t=1.9003 - Significant - SIG	p=0.018 F=1.2595 - Significant - SIG	z=0.1478 (95% = [0.0017 - 0.2938])
OF8M	Shared Responsibility	50%	47%	3%	52%	46%	6%	p=0.0615 t=1.543 - - BSIG	p=0 F=1.5736 - - VIP	z=0.125 (95% = [-0.021 - 0.271])
IF8	Focus on Activity	62%	64%	2%	49%	54%	5%	p=0.0901 t=1.3408 - - BSIG	p=0.0177 F=1.2607 - Significant - SIG	z=0.1043 (95% = [-0.0416 - 0.2503])
OF7P	Group Environment	57%	59%	2%	48%	53%	5%	p=0.0914 t=1.3326 - - BSIG	p=0.3493 F=1.0449	z=0.1001 (95% = [-0.0458 - 0.2461])
Co6	Convinced Automatically	39%	42%	2%	48%	53%	5%	p=0.0997 t=1.2837 - - BSIG	p=0.2439 F=1.0724	z=0.0944 (95% = [-0.0516 - 0.2404])
N3	Compliance	73%	74%	1%	51%	55%	4%	p=0.1367 t=1.0957	p=0.01 F=1.2659 - Significant - SIG	z=0.0781 (95% = [-0.0678 - 0.2241])
OF1M	Reflecting & Patience	37%	38%	1%	46%	50%	3%	p=0.1784 t=0.9219	p=0.3923 F=1.0323	z=0.0691 (95% = [-0.0768 - 0.2151])
N2	Indifference	12%	12%	1%	51%	48%	3%	p=0.1786 t=0.9211	p=0.0056 F=1.2929 - - VIP	z=0.0654 (95% = [-0.0805 - 0.2114])
IF4	Focus on Information	70%	71%	1%	50%	53%	3%	p=0.2003 t=0.8409	p=0.3195 F=1.0476	z=0.0621 (95% = [-0.0838 - 0.2081])
So3	Difference	63%	62%	1%	51%	48%	3%	p=0.2192 t=0.7752	p=0.2736 F=1.0692	z=0.0585 (95% = [-0.0874 - 0.2045])
OF4M	Follow Procedures	31%	32%	1%	49%	52%	3%	p=0.2329 t=0.7296	p=0.2662 F=1.0718	z=0.0551 (95% = [-0.0908 - 0.201])
OF8P	Sole	54%	55%	1%	51%	53%	2%	p=0.2675	p=0.1509	z=0.0472 (95% = [-

	Pattern	Absolute Average Group 1	Absolute Average Group 2	Absolute Distance	Relative Average Group 1	Relative Average Group 2	Relative Distance	T-test	F-test	Effect Size
	Responsibility							t=0.6206	F=1.1201	0.0987 - 0.1932])
IF1	Focus on People	56%	55%	1%	49%	48%	2%	p=0.3417 t=0.4078	p=0.2581 F=1.0747	z=0.0308 (95% = [-0.1151 - 0.1768])
OF5P	Breadth	67%	68%	1%	51%	52%	1%	p=0.344 t=0.4015	p=0.0697 F=1.176 - - BSIG	z=0.0308 (95% = [-0.1151 - 0.1768])
IF5	Focus on Money	35%	35%	0%	52%	53%	1%	p=0.4059 t=0.2382	p=0.4802 F=1.0081	z=0.0178 (95% = [-0.1281 - 0.1637])
OF2P	Goal Orientation	79%	79%	0%	52%	52%	1%	p=0.425 t=0.1893	p=0.4053 F=1.0227	z=0.014 (95% = [-0.1318 - 0.16])
IF6	Focus on Place	55%	55%	0%	52%	52%	1%	p=0.4281 t=0.1811	p=0 F=1.7299 - - VIP	z=0.0149 (95% = [-0.131 - 0.1609])
TP2	Present	70%	70%	0%	50%	49%	1%	p=0.4389 t=0.1539	p=0.4149 F=1.0201	z=0.0114 (95% = [-0.1345 - 0.1574])
Mo2	Affiliation	32%	32%	0%	46%	47%	0%	p=0.4478 t=0.1312	p=0.1858 F=1.0948	z=0.0096 (95% = [-0.1363 - 0.1556])
WA1	Use	50%	50%	0%	50%	50%	0%	p=0.4988 t=0.0029	p=0.015 F=1.2702 - Significant - SIG	z=0.0002 (95% = [-0.1456 - 0.1462])
		50%	50%	4%	50%	50%	12%			