

Saville Assessment Wave® Focus Styles Individual Contributors (UK, IA, 2017) Group Description

This group consisted of 2,637 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 60% worked in IT and engineering, sales and marketing, finance, consulting, administration, law, operations and customer service. The remaining 40% worked in fields including purchasing, education, media, research, construction, transport, media, design and security.²

The breakdown of the group is provided below (with response rates for each biographical section given in the footnotes):

Gender³

50% of the group were female and 50% were male.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

26% had a postgraduate degree as their highest qualification, 45% had a first/undergraduate degree, 16% had a professional qualification, 8% had school level or some college qualifications, with the remaining 5% of the group having other or no formal qualifications.

Work Experience⁶

32% of the group had more than 20 years' work experience, 32% had between 10 and 20 years' work experience, 16% had between 6 and 9 years' work experience, 14% had between 3 and 5 years' work experience, 4% had between 1 and 2 years' and the remaining 2% had less than 1 year's work experience.

Cultural Background⁷

84% of the group described themselves as White (including British, European, Irish, and Australian), 10% as Asian (including Indian, Pakistani, Chinese and Bangladeshi), 4% as Black (including African and Caribbean), with the remaining 2% coming from a wide range of other backgrounds⁸.

¹ Based on 2015-2016 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 99% group response

⁶ Based on 99% group response

⁷ Based on 97% group response

⁸ Other backgrounds included Scandinavian, Hispanic and mixed backgrounds