

Saville Assessment Wave® Focus Styles Mixed Occupational (UK, IA, 2017) Group Description

This group consisted of 5,845 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 59% worked in IT and engineering, human resources, operations, sales and marketing, finance, administration, consulting and health. The remaining 41% worked in fields including customer service, law, purchasing, education, construction, media, transport, research and design.²

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

Gender³

46% of the group were female and 54% were male.

Age⁴

The mean age of the group was 38 years.

Education (highest qualification)⁵

23% had a postgraduate degree as their highest qualification, 45% had a first/undergraduate degree, 15% had a professional qualification, 11% had school level or some college qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 24% were managers, 10% were supervisors or team leaders, 25% were individual contributors, with the remaining 17% listing other management responsibilities⁷.

Work Experience⁸

43% of the group had more than 20 years' experience, 31% had between 10 and 20 years' work experience, 11% had between 6 and 9 years', 8% had between 3 and 5 years', 3% had between 1 and 2 years' and the remaining 4% had less than 1 year's work experience.

Cultural Background⁹

86% of the group described themselves as White (including British, European, Irish, and Australian), 7% as Asian (including Indian, Pakistani, Chinese and Bangladeshi), 4% as Black

¹ Based on 2015-2016 completions

² Based on 89% group response

³ Based on 100% group response

⁴ Based on 90% group response

⁵ Based on 93% group response

⁶ Based on 86% group response

⁷ Other management responsibilities included Other and Not applicable

⁸ Based on 93% group response

⁹ Based on 94% group response

(including African and Caribbean), with the remaining 3% coming from a wide range of other backgrounds¹⁰

¹⁰ Other backgrounds included Arabic, Hispanic and mixed backgrounds