

Saville Assessment Wave® Focus Styles Professionals & Managers (UK, IA, 2017) Group Description

This group consisted of 7,429 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 63% worked in IT and engineering, human resources, sales and marketing, operations, finance, health, consulting and customer service. The remaining 37% worked in fields including law, administration, purchasing, construction, security, transport, research, welfare and design.²

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

Gender³

44% of the group were female and 56% were male.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

27% had a postgraduate degree as their highest qualification, 42% had a first/undergraduate degree, 18% 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.

Management Level⁶

23% of the group were at senior management level (including business, functional, enterprise/corporate and group managers), 30% were managers, 16% were supervisors or team leaders and the remaining 31% were professional individual contributors.

Work Experience⁷

45% of the group had more than 20 years' experience, 35% had between 10 and 20 years' work experience, 11% had between 6 and 9 years', 6% had between 3 and 5 years', 2% had between 1 and 2 years' and the remaining 1% had less than 1 year's work experience.

Cultural Background⁸

87% of the group described themselves as White (including British, European, Irish and South African), 7% as being from an Asian background (including Indian, Pakistani, Chinese and

¹ Based on 2015-2016 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 97% group response

Bangladeshi), 3% as Black (including African, Caribbean and south African) and the remaining 3% coming from a wide range of other backgrounds⁹.

⁹ Other backgrounds included Hispanic, Arabic and mixed backgrounds