

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

This group consisted of 1,990 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 64% worked in human resources, IT and engineering, health, operations, sales and marketing, consulting, education, and executive. The remaining 36% worked in fields including construction, customer service, purchasing, media, law, administration, security, welfare and design.²

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

Gender³

40% of the group were female and 60% were male.

Age⁴

The mean age of the group was 44 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 20% had a professional qualification, 6% had school level or some college qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

67% of the group were senior managers, 13% were functional managers, 12% were business managers, 4% were group managers and 4% were enterprise/corporate managers.

Work Experience⁷

65% of the group had more than 20 years' experience, 30% had between 10 and 20 years' work experience, 4% had between 6 and 9 years' and the remaining 1% had less than 5 years' work experience.

Cultural Background⁸

92% of the group described themselves as White (including British, European, Irish, and South African), 4% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African, Caribbean and South African), with the remaining 2% coming from a wide range of other backgrounds⁹.

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 98% group response

⁹ Other backgrounds included Hispanic, Arabic, and mixed backgrounds