



## Saville Assessment My Self Individual Contributors (INT, IA, 2019) Group Description

This international group consisted of 1,284 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 62% worked in customer service, IT and engineering, finance, education, hospitality, sales and marketing, administration, operations and human resources. 16% worked in other fields including health, media, design, and data processing<sup>2</sup> and 22% of people described their work function as not applicable suggesting they were not in employment at the time of completing the assessment.

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

### Gender<sup>3</sup>

62% of the group were female and 38% were male.

### Age<sup>4</sup>

This group has a mean age of 27 years.

### Education (highest qualification)<sup>5</sup>

12% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 4% had a professional qualification, 33% had school level qualifications with the remaining 14% of the group having other or no formal qualifications.

### Work Experience<sup>6</sup>

14% of the group had more than 20 years' work experience, 14% had between 10 and 20 years' experience, 10% had between 6 and 9 years', 13% had between 3 and 5 years', 13% had between 1 and 2 years', 9% had between 6 and 12 months', with the remaining 27% having had less than 6 months' work experience.

### Cultural Background<sup>7</sup>

57% of the group described themselves as White (including British, Australian and New Zealander), 16% as Asian (including Indian, Chinese, and Pakistani), 12% as Arabic, 8% as Black (including African and Caribbean), with the remaining 7% coming from a range of other backgrounds<sup>8</sup>.

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<sup>1</sup> Based on 2012-2019 completions

<sup>2</sup> Based on 94% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 100% group response

<sup>5</sup> Based on 96% group response

<sup>6</sup> Based on 97% group response

<sup>7</sup> Based on 95% group response

<sup>8</sup> Other backgrounds included mixed backgrounds Maori and Hispanic.

### Country of Completion<sup>9</sup>

26% of respondents completed My Self in the United Kingdom, 23% in Australia, 20% in New Zealand, 14% in the United Arab Emirates and 6% in India, with the remaining 11% having completed the questionnaire in various other countries (including Spain, the United States, Barbados and Mexico).

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<sup>9</sup> Based on 91% group response