

Saville Assessment Wave® Performance 360 Senior Managers & Executives (INT, 2021) Group Description

This international group¹ consisted of 22,530 individuals², employed in a range of job functions across a wide range of industry sectors. 71% worked in sales and marketing, operations, finance, IT and engineering, executive roles, administration, human resources and health. The remaining 29% worked in other fields including line management, customer service, consulting, education, law, construction, transport, purchasing and research³.

The norm group was based on a combination of all raters, including self and other raters. The breakdown for the two rater categories, Self and Other raters, is provided below (with response rates for each biographical section given in the footnotes):

Self raters

The sample consisted of 1,870 senior managers and executives who rated themselves on the questionnaire.

Gender⁴

27% of the group were female, 73% were male and less than 1% responded with 'not specified'.

Age⁵

The mean age of the group was 45 years.

Education (highest qualification)⁶

41% had a postgraduate degree as their highest qualification, 40% had a first/undergraduate degree, 10% had a professional qualification, 5% had school level qualifications, 4% of the group had other qualifications and less than 1% of the group had no formal qualifications.

Management Level⁷

51% of the group were senior managers, 17% were functional managers, 11% were business managers, 11% were group managers and 10% were enterprise/corporate managers.

Work Experience⁸

62% of the group had more than 20 years' work experience, 31% had between 10 and 20 years' experience, 6% had between 6 and 9 years' and the remaining 1% had between 3 and 5 years' work experience.

¹ Based on 2015-2020 completions

² Based on all individuals who provided ratings for each Performance 360 assessment (Bosses, Self, Peers, Reports and Others)

³ Based on 61% group response

⁴ Based on 100% group response

⁵ Based on 90% group response

⁶ Based on 97% group response

⁷ Based on 100% group response

⁸ Based on 100% group response

Cultural Background⁹

66% of the group described themselves as White (including British, European, Australian and New Zealander), 23% as Asian (including Indian, Japanese and Chinese), 5% as Hispanic, 2% as Black (including African and Caribbean), with the remaining 4% coming from a range of Other backgrounds¹⁰.

Country of Completion¹¹

26% of respondents completed Performance 360 in the United Kingdom, 13% in Australia, 10% in the United States, 5% in Brazil, 5% in Japan, 5% in India, 4% in France, with the remaining 32% having completed the questionnaire in various other countries (including Panama, South Africa, the Netherlands, Indonesia, Spain and New Zealand).

Other raters

The sample consisted of 20,660 individuals who rated a colleague on the Performance 360 questionnaire.

Gender¹²

33% of the group were female, 66% were male and 1% described themselves as 'not specified'.

Age¹³

The mean age of the group was 44 years.

Education (highest qualification)¹⁴

33% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, 5% had other qualifications, with the remaining 1% of the group having no formal qualifications.

Management Level¹⁵

28% of the group were senior managers, 11% were functional managers, 10% were enterprise/corporate managers, 8% were business managers, 7% were group managers, 21% were managers, 7% were team leaders, 7% were professional individual contributors and the remaining 1% were non-professional individual contributors.

Work Experience¹⁶

58% of the group had more than 20 years' work experience, 29% had between 10 and 20 years' experience, 8% had between 6 and 9 years', 3% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

⁹ Based on 85% group response

¹⁰ Other backgrounds included mixed backgrounds, Arabic, Pacific Islander, Scandinavian and Aboriginal Australian

¹¹ Based on 99% group response

¹² Based on 67% group response

¹³ Based on 56% group response

¹⁴ Based on 58% group response

¹⁵ Based on 54% group response

¹⁶ Based on 61% group response

Cultural Background¹⁷

67% of the group described themselves as White (including British, European, Australian and New Zealander), 19% as Asian (including Indian, Japanese and Chinese), 6% as Hispanic, 3% as Black (including African and Caribbean), with the remaining 5% coming from a range of Other backgrounds¹⁸.

Country of Completion¹⁹

27% of respondents completed Performance 360 in the United Kingdom, 13% in Australia, 12% in the United States, 6% in Brazil, 4% in Japan, 4% in India, with the remaining 34% having completed the questionnaire in various other countries (including France, Panama, Spain, Italy, South Africa, the Netherlands and New Zealand).

¹⁷ Based on 52% group response

¹⁸ Other backgrounds included mixed backgrounds and Arabic

¹⁹ Based on 99% group response