

Saville Assessment Wave® Focus Styles Graduates – Recent (INT, IA, 2021) Group Description

This international group consisted of 10,623 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in IT & engineering, 11% in finance, 9% in sales & marketing, 8% in health, 6% in operations, 6% in consulting, 5% in human resources, 5% in customer service, 4% in administration and 3% in hospitality. The remaining 31% worked in other fields including law, transport, education, research and construction².

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

Gender³

51% of the group were female, 49% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 27 years.

Education (highest qualification)⁵

29% had a postgraduate degree as their highest qualification and 71% had a first/undergraduate degree.

Work Experience⁶

45% of the group had between 3 and 5 years' work experience, 23% had between 1 and 2 years', 12% had between 6 and 12 months' with the remaining 20% having had less than 6 months' work experience.

Cultural Background⁷

47% of the group described themselves as Asian (including Chinese, Indian and Malaysian), 27% as White (including European, British and Irish), 10% as Hispanic, 8% as Arabic, 2% as Black (including African, American and Caribbean), with the remaining 6% coming from a range of other backgrounds⁸.

Country of Completion⁹

13% of respondents completed Focus Styles in Australia, 8% in Mexico, 8% in the United Kingdom, 8% in Hong Kong, 8% in Turkey, 7% in the United States, 6% in India, 6% in Malaysia, 5% in Denmark and 4% in the United Arab Emirates. The remaining 27% completed the questionnaire in various other countries including France, Spain, Ireland, China and Brazil.

¹ Based on 2018-2020 completions

² Based on 85% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 100% group response

⁶ Based on 93% group response

⁷ Based on 76% group response

⁸ Other backgrounds included mixed backgrounds, Native American and Scandinavian

⁹ Based on 100% group response