

## Saville Assessment Wave® Focus Styles Individual Contributors (INT, IA, 2021) Group Description

This international group consisted of 18,793 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 10% worked in IT & engineering, 9% in finance, 8% in health, 8% in sales & marketing, 6% in operations, 6% in customer service, 6% in administration, 5% in human resources, 5% in transport and 5% in consulting. The remaining 32% worked in other fields including hospitality, law, education, research and data processing<sup>2</sup>.

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

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

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

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

The mean age of the group was 34 years.

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

21% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 5% had a professional qualification, 13% had school level qualifications, with the remaining 9% of the group having other or no formal qualifications.

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

18% of the group had more than 20 years' work experience, 27% had between 10 and 20 years', 16% had between 6 and 9 years', 17% had between 3 and 5 years', with the remaining 22% having had less than 3 years' work experience.

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

46% of the group described themselves as White (including European, British and Australian), 29% as Asian (including Indian, Chinese and Malaysian), 9% as Arabic, 6% as Hispanic, 3% as Black (including African, Caribbean and American), with the remaining 7% coming from a range of other backgrounds<sup>8</sup>.

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

19% of respondents completed Focus Styles in Australia, 11% in the United Kingdom, 9% in Denmark, 8% in the United States, 8% in the United Arab Emirates, 4% in France, 4% in Spain, 3% in Hong Kong, 3% in India and 3% in Malaysia. The remaining 28% completed the questionnaire in various other countries including Turkey, Mexico, Colombia, Ireland and Saudi Arabia.

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<sup>1</sup> Based on 2018-2020 completions

<sup>2</sup> Based on 96% group response

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

<sup>4</sup> Based on 95% group response

<sup>5</sup> Based on 97% group response

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 78% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Aboriginal Australian and Pacific Islander

<sup>9</sup> Based on 100% group response