

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

This international group consisted of 9,652 participants<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 13% worked in IT & engineering, 11% in human resources, 11% in sales & marketing, 10% in finance, 7% in health, 7% in consulting, 5% in operations, 4% in administration, 3% in research and 3% in customer service. The remaining 26% worked in other fields including law, construction, education, data processing and purchasing<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>

47% of the group were female, 53% were male and less than 1% responded with not specified.

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

The mean age of the group was 28 years.

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

41% had a postgraduate degree as their highest qualification and 59% had a first/undergraduate degree.

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

59% of the group had between 3 and 5 years' work experience, 22% had between 1 and 2 years', 8% had between 6 and 12 months' with the remaining 12% having had less than 6 months' work experience.

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

40% of the group described themselves as Asian (including Japanese, Chinese and Indian), 37% as White (including British, European and Australian), 7% as Arabic, 7% as Hispanic, 3% as Black (including African, Caribbean and African and Caribbean), with the remaining 6% coming from a range of other backgrounds<sup>8</sup>.

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

17% of respondents completed Professional Styles in Denmark, 12% in the United Kingdom, 11% in Australia, 10% in Japan, 7% in the United States, 4% in Mexico, 3% in Malaysia, 3% in France, 2% in Switzerland and 2% in Belgium. The remaining 29% completed the questionnaire in various other countries including New Zealand, South Africa, Saudi Arabia, Netherlands and Panama.

<sup>1</sup> Based on 2017-2020 completions

<sup>2</sup> Based on 87% group response

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

<sup>4</sup> Based on 96% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 64% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Native American, Pacific Islander and Scandinavian

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