

## Saville Assessment Wave® Professional Styles Sales (INT, IA, 2021) Group Description

This international group consisted of 7,863 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 49% worked in sales & marketing, 11% in consulting and the remaining 40% worked in commercial or sales roles in other fields. These included human resources, health, IT & engineering and finance<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>

38% of the group were female, 62% were male and less than 1% responded with not specified.

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

The mean age of the group was 38 years.

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

25% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 6% had a professional qualification, 11% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

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

37% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 14% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

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

64% of the group described themselves as White (including British, European and Australian), 22% as Asian (including Chinese, Indian and Malaysian), 4% as Hispanic, 3% as Arabic, 2% as Black (including African, Caribbean and South African), with the remaining 5% coming from a range of other backgrounds<sup>8</sup>.

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

19% of respondents completed Professional Styles in the United States, 19% in the United Kingdom, 18% in Australia, 6% in New Zealand, 4% in Singapore, 3% in India, 3% in Malaysia, 2% in Thailand, 2% in China and 2% in Germany. The remaining 22% completed the questionnaire in various other countries including Mexico, South Africa, Belgium, Canada and Saudi Arabia.

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<sup>1</sup> Based on 2016-2020 completions

<sup>2</sup> Based on 85% group response

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

<sup>4</sup> Based on 88% group response

<sup>5</sup> Based on 79% group response

<sup>6</sup> Based on 90% group response

<sup>7</sup> Based on 86% group response

<sup>8</sup> Other backgrounds included Scandinavian, mixed backgrounds and Maori

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