

Saville Assessment Wave® Professional Styles Mixed Occupational (UK, IA, 2021) Group Description

This group consisted of 18,370 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 11% worked in finance, 10% in IT & engineering, 10% in sales & marketing, 7% in operations, 6% in health, 6% in law, 6% in human resources, 4% in consulting, 4% in education and 4% in customer service. The remaining 32% worked in other fields including construction, administration, research, security and purchasing².

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

Gender³

41% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 42 years.

Education (highest qualification)⁵

29% had a postgraduate degree as their highest qualification, 40% had a first/undergraduate degree, 19% had a professional qualification, 8% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including enterprise/corporate, business, functional and group managers), 27% were managers, 11% were supervisors or team leaders, 22% were individual contributors, with the remaining 16% listing other management responsibilities.

Work Experience⁷

54% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 8% had between 6 and 9 years', 5% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

Cultural Background⁸

86% of the group described themselves as White (including British, European and Irish), 8% as Asian (including Indian, Pakistani and Chinese), 3% as Black (including African and Caribbean), with the remaining 3% coming from a range of other backgrounds⁹.

¹ Based on 2015-2016 completions

² Based on 88% group response

³ Based on 100% group response

⁴ Based on 89% group response

⁵ Based on 92% group response

⁶ Based on 86% group response

⁷ Based on 93% group response

⁸ Based on 91% group response

⁹ Other backgrounds included mixed backgrounds, Arabic, Scandinavian and Hispanic