

Saville Assessment Wave® Professional Styles Senior Managers & Executives (UK, IA, 2021) Group Description

This group consisted of 14,053 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 11% worked in finance, 9% in IT & engineering, 9% in sales & marketing, 8% in operations, 6% in human resources, 6% in health, 5% in education, 4% in consulting, 3% in law and 3% in construction. The remaining 36% worked in other fields including customer service, transport, purchasing, administration and research².

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

Gender³

36% of the group were female, 64% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 46 years.

Education (highest qualification)⁵

34% had a postgraduate degree as their highest qualification, 34% had a first/undergraduate degree, 23% had a professional qualification, 6% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

63% of the group were senior managers, 11% were enterprise/corporate managers, 10% were business managers, 9% were functional managers and 7% were group managers.

Work Experience⁷

73% of the group had more than 20 years' work experience, 23% had between 10 and 20 years', 3% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

91% of the group described themselves as White (including British, European and Irish), 5% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African and Caribbean), with the remaining 2% coming from a range of other backgrounds⁹.

¹ Based on 2017-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 96% group response

⁹ Other backgrounds mixed backgrounds, Arabic and Hispanic