

## Saville Assessment Wave® Professional Styles Individual Contributors (US, IA, 2021) Group Description

This group consisted of 2,760 individuals<sup>1</sup> in the United States, employed in a range of job functions across a wide range of industry sectors. 24% worked in sales & marketing, 14% in IT & engineering, 9% in finance, 8% in consulting, 8% in human resources, 5% in operations, 3% in administration, 3% in health, 3% in customer service and 3% in research. The remaining 20% worked in other fields including law, construction, transport, 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>

44% of the group were female, 56% 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>

33% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 5% had a professional qualification, 6% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

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

34% of the group had more than 20 years' work experience, 33% had between 10 and 20 years', 15% had between 6 and 9 years', 11% had between 3 and 5 years', 5% had between 1 and 2 years', 1% had between 6 and 12 months', with the remaining 1% having had less than 6 months' work experience.

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

73% of the group described themselves as White (including British, European and North American), 13% as Asian (including Indian, Chinese and Japanese), 4% as Hispanic, 4% as Black (including American, African and Caribbean), 1% as Arabic, with the remaining 5% coming from a range of other backgrounds<sup>8</sup>.

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

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 92% group response

<sup>5</sup> Based on 89% group response

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

<sup>7</sup> Based on 75% group response

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