

Saville Assessment Wave® Professional Styles Professionals & Managers (US, IA, 2021) Group Description

This group consisted of 5,910 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 18% worked in sales & marketing, 13% in operations, 12% in IT & engineering, 9% in finance, 8% in consulting, 7% in human resources, 3% in health, 2% in administration, 2% in construction and 2% in research. The remaining 24% worked in other fields including customer service, law, transport, purchasing and media².

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

Gender³

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

Age⁴

The mean age of the group was 41 years.

Education (highest qualification)⁵

36% had a postgraduate degree as their highest qualification, 50% had a first/undergraduate degree, 6% had a professional qualification, 5% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including business, functional, enterprise/corporate and group managers), 35% were managers, 16% were supervisors or team leaders and 25% were professional individual contributors.

Work Experience⁷

44% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 10% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

Cultural Background⁸

71% of the group described themselves as White (including British, European and North American), 12% as Asian (including Indian, Chinese and Japanese), 8% as Hispanic, 4% as Black (including American, African and Caribbean), 1% as Arabic, with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2018-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 90% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 81% group response

⁹ Other backgrounds included mixed backgrounds, Pacific Islander and Native American