

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

This group consisted of 4,961 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 15% worked in sales & marketing, 12% in operations, 10% in finance, 10% in IT & engineering, 7% in human resources, 7% in consulting, 3% in health, 2% in law, 2% in administration and 2% in transport. The remaining 30% worked in other fields including research, purchasing, construction, customer service and education².

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

Gender³

34% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

46% had a postgraduate degree as their highest qualification, 41% had a first/undergraduate degree, 8% had a professional qualification, 2% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

42% of the group were senior managers, 17% were business managers, 16% were functional managers, 15% were enterprise/corporate managers and 10% were group managers.

Work Experience⁷

61% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 5% had between 6 and 9 years', with the remaining 2% having had less than 6 years' work experience.

Cultural Background⁸

74% of the group described themselves as White (including British, European and North American), 9% as Asian (including Indian, Japanese and Chinese), 9% as Hispanic, 3% as Black (including American, Caribbean and African), 1% as Arabic, with the remaining 4% 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 90% group response

⁵ Based on 90% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 81% group response

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