

Saville Assessment Wave® Work Strengths Graduates - All (INT, IA, 2021) Group Description

This international group consisted of 19,731 individuals¹, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 11% in sales & marketing, 8% in finance, 8% in operations, 5% in law, 5% in administration, 5% in human resources, 4% in consulting, 4% in customer service and 2% in education. The remaining 33% worked in other fields including health, hospitality, construction, transport and purchasing².

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

Gender³

42% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 33 years.

Education (highest qualification)⁵

34% had a postgraduate degree as their highest qualification and 66% had a first/undergraduate degree.

Work Experience⁶

15% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 15% had between 6 and 9 years', 14% had between 3 and 5 years', with the remaining 26% having had less than 3 years' work experience.

Cultural Background⁷

42% of the group described themselves as Asian (including Indian, Thai and Chinese), 32% as White (including European, Australian and British), 10% as Arabic, 7% as Hispanic, 4% as Black (including African, Caribbean and American), with the remaining 5% coming from a range of other backgrounds⁸.

Country of Completion⁹

16% of respondents completed [Instrument] in India, 14% in Australia, 10% in Thailand, 9% in Brazil, 7% in the United Kingdom, 6% in Colombia, 5% in the United States, 5% in the United Arab Emirates, 4% in Saudi Arabia and 3% in France. The remaining 21% completed the questionnaire in various other countries including Italy, Panama, Spain, Egypt and Switzerland.

¹ Based on 2018-2020 completions

² Based on 83% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 100% group response

⁶ Based on 96% group response

⁷ Based on 81% group response

⁸ Other backgrounds included mixed backgrounds, Scandinavian and Native American (American Indian)

⁹ Based on 100% group response