

## Saville Assessment Wave® Work Strengths Individual Contributors (INT, IA, 2021) Group Description

This international group consisted of 9,060 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 8% in law, 7% in sales & marketing, 6% in customer service, 6% in finance, 5% in administration, 5% in operations, 3% in human resources, 3% in consulting and 2% in education. The remaining 40% worked in other fields including construction, health, hospitality, transport and research<sup>2</sup>.

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

### Gender<sup>3</sup>

41% of the group were female, 58% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 29 years.

### Education (highest qualification)<sup>5</sup>

21% had a postgraduate degree as their highest qualification, 51% had a first/undergraduate degree, 4% had a professional qualification, 18% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

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

11% of the group had more than 20 years' work experience, 18% had between 10 and 20 years', 14% had between 6 and 9 years', 18% had between 3 and 5 years', 12% had between 1 and 2 years', 6% had between 6 and 12 months' with the remaining 21% having had less than 6 months' work experience.

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

40% of the group described themselves as White (including European, Australian and British), 39% as Asian (including Indian, Thai and Chinese), 9% as Arabic, 5% as Black (including African, Caribbean and South African), 3% as Hispanic, with the remaining 4% coming from a range of other backgrounds<sup>8</sup>.

### Country of Completion<sup>9</sup>

19% of respondents completed Work Strengths in Australia, 19% in India, 11% in the United Kingdom, 6% in Thailand, 4% in the United States, 4% in Saudi Arabia, 4% in the United Arab Emirates, 3% in Switzerland, 3% in France and 3% in South Africa. The remaining 24% completed the questionnaire in various other countries including Colombia, Spain, New Zealand, Italy and Brazil.

<sup>1</sup> Based on 2018-2020 completions

<sup>2</sup> Based on 95% group response

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

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 97% group response

<sup>6</sup> Based on 97% group response

<sup>7</sup> Based on 91% group response

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

<sup>9</sup> Based on 100% group response