

Saville Assessment Wave® Work Strengths Mixed Occupational (INT, IA, 2021) Group Description

This international group consisted of 28,007 individuals¹, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 10% in sales & marketing, 9% in operations, 7% in finance, 5% in administration, 5% in law, 4% in human resources, 4% in customer service, 4% in consulting and 3% in transport. The remaining 34% worked in other fields including construction, hospitality, health, education and purchasing².

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

Gender³

40% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 33 years.

Education (highest qualification)⁵

26% had a postgraduate degree as their highest qualification, 50% had a first/undergraduate degree, 3% had a professional qualification, 12% had school level qualifications, with the remaining 9% of the group having other or no formal qualifications.

Management Level⁶

23% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 16% were managers, 14% were supervisors or team leaders, 20% were individual contributors, with the remaining 27% listing other management responsibilities.

Work Experience⁷

17% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 15% had between 6 and 9 years', 13% had between 3 and 5 years', 8% had between 1 and 2 years', 4% had between 6 and 12 months' with the remaining 13% having had less than 6 months' work experience.

Cultural Background⁸

36% of the group described themselves as Asian (including Indian, Thai and Chinese), 36% as White (including European, British and Australian), 12% as Arabic, 6% as Hispanic, 5% as

¹ Based on 2018-2021 completions

² Based on 85% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 84% group response

⁶ Based on 76% group response

⁷ Based on 90% group response

⁸ Based on 73% group response

Black (including African, South African and Caribbean), with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

13% of respondents completed Work Strengths in India, 13% in Australia, 12% in Brazil, 8% in the United Kingdom, 7% in Thailand, 6% in Saudi Arabia, 5% in the United Arab Emirates, 4% in the United States, 4% in Colombia and 3% in Chile. The remaining 25% completed the questionnaire in various other countries including South Africa, Switzerland, France, Italy and Panama.

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Aboriginal Australian

¹⁰ Based on 100% group response