

Saville Assessment Wave® Work Strengths Professionals & Managers (INT, IA, 2021) Group Description

This international group consisted of 14,468 individuals¹, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 12% in sales & marketing, 10% in operations, 8% in finance, 6% in human resources, 5% in administration, 4% in customer service, 4% in consulting, 3% in hospitality and 3% in construction. The remaining 30% worked in other fields including health, transport, education, law and purchasing².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

29% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 4% had a professional qualification, 9% had school level qualifications, with the remaining 9% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 28% were managers, 23% were supervisors or team leaders and 25% were professional individual contributors.

Work Experience⁷

22% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 17% had between 6 and 9 years', 12% had between 3 and 5 years', with the remaining 11% having had less than 3 years' work experience.

Cultural Background⁸

41% of the group described themselves as White (including European, British and Australian), 28% as Asian (including Indian, Thai and Chinese), 13% as Arabic, 8% as Hispanic, 5% as

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 94% group response

⁶ Based on 100% group response

⁷ Based on 97% group response

⁸ Based on 79% group response

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

Country of Completion¹⁰

14% of respondents completed Work Strengths in Brazil, 9% in Australia, 9% in the United Kingdom, 8% in India, 7% in Thailand, 7% in Colombia, 7% in the United Arab Emirates, 6% in the United States, 5% in Saudi Arabia and 3% in France. The remaining 25% completed the questionnaire in various other countries including Italy, Spain, Switzerland, South Africa and Egypt.

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

¹⁰ Based on 100% group response