

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

This group consisted of 6,456 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 10% worked in customer service, 8% in sales & marketing, 7% in finance, 6% in IT & engineering, 6% in administration, 5% in hospitality, 4% in operations, 3% in education, 2% in health and 2% in law. The remaining 47% worked in other fields including transport, human resources, research, consulting and leisure².

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 26 years.

Education (highest qualification)⁵

12% had a postgraduate degree as their highest qualification, 51% had a first/undergraduate degree, 3% had a professional qualification, 27% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Work Experience⁶

11% of the group had more than 20 years' work experience, 10% had between 10 and 20 years', 9% had between 6 and 9 years', 19% had between 3 and 5 years', 18% had between 1 and 2 years', 12% had between 6 and 12 months' with the remaining 21% having had less than 6 months' work experience.

Cultural Background⁷

73% of the group described themselves as White (including British, European and Irish), 18% as Asian (including Indian, Chinese and Pakistani), 4% as Black (including African, Caribbean and African and Caribbean), with the remaining 5% coming from a range of other backgrounds⁸.

¹ Based on 2016-2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 98% group response

⁶ Based on 99% group response

⁷ Based on 99% group response

⁸ Other backgrounds included mixed backgrounds, Arabic, Hispanic and Scandinavian