

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

This group consisted of 3,641 individuals<sup>1</sup> in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 10% worked in customer service, 9% in sales & marketing, 8% in IT & engineering, 8% in finance, 7% in hospitality, 6% in operations, 5% in health, 5% in administration, 5% in education, 3% in human resources and 3% in transport. The remaining 31% worked in other fields including law, consulting, construction and security.<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, 59% were male and less than 1% responded with not specified.

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

The mean age of the group was 33 years.

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

19% had a postgraduate degree as their highest qualification, 50% had a first/undergraduate degree, 9% had a professional qualification, 16% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

17% of the group were at senior management level (including business, functional, group and enterprise/corporate managers), 22% were managers, 24% were supervisors or team leaders and 37% were professional individual contributors.

### Work Experience<sup>7</sup>

29% of the group had more than 20 years' work experience, 23% had between 10 and 20 years', 12% had between 6 and 9 years', 16% had between 3 and 5 years', with the remaining 19% having had less than 3 years' work experience.

### Cultural Background<sup>8</sup>

77% of the group described themselves as White (including British, European and Irish), 12% as Asian (including Indian, Pakistani and Chinese), 5% as Black (including African, Caribbean and African and Caribbean), with the remaining 6% coming from a range of other backgrounds<sup>9</sup>.

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<sup>1</sup> Based on 2016-2020 completions

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 95% group response

<sup>5</sup> Based on 98% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 99% group response

<sup>8</sup> Based on 98% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Arabic, Hispanic and Scandinavian