

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

This group consisted of 873 individuals<sup>1</sup> in the United States, employed in a range of job functions across a wide range of industry sectors. 14% worked in sales & marketing, 13% in IT & engineering, 13% in operations, 13% in customer service, 9% in finance, 3% in administration, 3% in consulting, 3% in law, 2% in human resources and 2% in purchasing. The remaining 25% worked in other fields including education, transport, health, research, hospitality and construction<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 31 years.

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

22% had a postgraduate degree as their highest qualification, 56% had a first/undergraduate degree, 2% had a professional qualification, 14% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

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

14% of the group had more than 20 years' work experience, 22% had between 10 and 20 years', 18% had between 6 and 9 years', 21% had between 3 and 5 years', 12% had between 1 and 2 years', 7% had between 6 and 12 months', with the remaining 7% having had less than 6 months' work experience.

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

56% of the group described themselves as White (including British, European and North American), 19% as Asian (including Indian, Chinese and Thai), 10% as Black (including American, Caribbean and African), 7% as Hispanic, 2% as Arabic, with the remaining 6% coming from a range of other backgrounds<sup>8</sup>.

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

<sup>2</sup> Based on 95% 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 98% group response

<sup>7</sup> Based on 81% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Maori and Pacific Islander