

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

This group consisted of 2,252 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 15% worked in sales & marketing, 14% in operations, 11% in IT & engineering, 8% in finance, 8% in customer service, 5% in human resources, 4% in administration, 2% in transport, 2% in hospitality and 2% in law. The remaining 29% worked in other fields including consulting, education, health 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 35 years.

Education (highest qualification)⁵

28% 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 7% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 20% were managers, 14% were supervisors or team leaders, 22% were individual contributors, with the remaining 19% listing other management responsibilities.

Work Experience⁷

22% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 17% had between 6 and 9 years', 13% had between 3 and 5 years', with the remaining 13% having had less than 3 years' work experience.

Cultural Background⁸

55% of the group described themselves as White (including European, British and South American), 19% as Asian (including Indian, Thai and Chinese), 13% as Hispanic, 6% as Black (including American, Caribbean and African), 2% as Arabic, with the remaining 5% coming from a range of other backgrounds⁹.

¹ Based on 2016-2020 completions

² Based on 90% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 86% group response

⁶ Based on 85% group response

⁷ Based on 94% group response

⁸ Based on 72% group response

⁹ Other backgrounds included mixed backgrounds, Maori and Pacific Islander