

## Saville Assessment Wave® Focus Styles Professionals & Managers (Asia, IA, 2021) Group Description

This group consisted of 5,533 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 16% worked in IT & engineering, 13% in sales & marketing, 11% in operations, 10% in finance, 8% in human resources, 6% in customer service, 4% in administration, 3% in consulting, 3% in construction and 3% in transport. The remaining 23% worked in other fields including travel, hospitality, purchasing, data processing and law<sup>2</sup>.

The breakdown of the group is provided below (with group 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 36 years.

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

27% had a postgraduate degree as their highest qualification, 62% had a first/undergraduate degree, 3% had a professional qualification, 5% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

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

20% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 29% were managers, 26% were supervisors or team leaders and 25% were professional individual contributors.

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

19% of the group had more than 20 years' work experience, 44% had between 10 and 20 years', 18% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 8% having had less than 3 years' work experience.

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

54% of the group described themselves as Asian (including Indian, Malaysian and Chinese), 27% as Arabic, 11% as White (including European, British and Australian), 1% as Black (including African, Caribbean and American), less than 1% as Hispanic, with the remaining 7% coming from a range of other backgrounds.

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<sup>1</sup> Based on 2018-2020 completions

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

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

<sup>4</sup> Based on 94% group response

<sup>5</sup> Based on 94% group response

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

<sup>7</sup> Based on 94% group response

<sup>8</sup> Based on 87% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Scandinavian and Aboriginal Australian

### Country of Completion<sup>10</sup>

29% of respondents completed Focus Styles in the United Arab Emirates, 17% in Turkey, 13% in India, 10% in Malaysia, 7% in Saudi Arabia, 5% in Hong Kong, 2% in Bahrain, 2% in Japan, 2% in Thailand and 2% in China. The remaining 11% completed the questionnaire in various other countries including Indonesia, Singapore and Vietnam.

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<sup>10</sup> Based on 99% group response