

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

This group consisted of 1,260 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 16% worked in sales & marketing, 14% in finance, 11% in operations, 9% in IT & engineering, 8% in human resources, 4% in administration, 3% in consulting, 3% in customer service, 3% in hospitality and 2% in construction. The remaining 27% worked in other fields including travel, transport, law, purchasing and health<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>

33% of the group were female and 67% were male.

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

The mean age of the group was 41 years.

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

40% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 6% had a professional qualification, 3% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

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

49% of the group were senior managers, 22% were functional managers, 11% were business managers, 10% were group managers and 7% were enterprise/corporate managers.

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

38% of the group had more than 20 years' work experience, 51% had between 10 and 20 years', 8% had between 6 and 9 years' and 3% had between 3 and 5 years' work experience.

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

55% of the group described themselves as Asian (including Indian, Chinese and Thai), 23% as Arabic, 16% as White (including British, European and Australian), 1% as Black (including Caribbean, African and American), less than 1% as Hispanic, with the remaining 5% coming from a range of other backgrounds<sup>9</sup>.

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

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

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

<sup>4</sup> Based on 93% group response

<sup>5</sup> Based on 92% group response

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

<sup>7</sup> Based on 92% group response

<sup>8</sup> Based on 86% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Native American and Scandinavian

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

29% of respondents completed Focus Styles in the United Arab Emirates, 15% in Turkey, 14% in India, 8% in Saudi Arabia, 7% in Thailand, 4% in Hong Kong, 3% in Malaysia, 3% in China, 3% in Singapore and 2% in Bahrain. The remaining 12% completed the questionnaire in various other countries including Indonesia, Vietnam, Taiwan, Republic of China, Japan, and the Philippines.

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<sup>10</sup> Based on 100% group response