

Saville Assessment Wave® Focus Styles Graduates – Recent (EUR, IA, 2021) Group Description

This group consisted of 6,120 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 15% worked in finance, 12% in IT & engineering, 9% in sales & marketing, 7% in consulting, 6% in operations, 5% in law, 4% in human resources, 4% in administration, 3% in customer service and 3% in health. The remaining 32% worked in other fields including research, transport, education, construction and purchasing².

The breakdown of the group is provided below (with group response rates for each biographical section given in the footnotes):

Gender³

48% of the group were female, 52% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 26 years.

Education (highest qualification)⁵

40% had a postgraduate degree as their highest qualification and 60% had a first/undergraduate degree.

Work Experience⁶

48% had between 3 and 5 years' work experience, 23% had between 1 and 2 years', 12% had between 6 and 12 months' with the remaining 17% having had less than 6 months' work experience.

Cultural Background⁷

70% of the group described themselves as White (including European, British and Irish), 16% as Asian (including Malaysian, Indian and Chinese), 4% as Hispanic, 3% as Black (including African and Caribbean), 1% as Arabic, with the remaining 6% coming from a range of other backgrounds⁸.

Country of Completion⁹

24% of respondents completed Focus Styles in Turkey, 24% of respondents completed [Instrument] in the United Kingdom, 13% in Denmark, 8% in Spain, 7% in France, 5% in Ireland, 4% in Italy, 3% in Netherlands, 2% in Portugal and 2% in Belgium. The remaining 8% completed the questionnaire in various other countries including Germany, Norway, Switzerland, Sweden and Greece.

¹ Based on 2016-2020 completions

² Based on 88% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 100% group response

⁶ Based on 100% group response

⁷ Based on 52% group response

⁸ Other backgrounds included mixed backgrounds, Scandinavian and Aboriginal Australian

⁹ Based on 100% group response