

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

This group consisted of 1,825 individuals<sup>1</sup> in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in sales & marketing, 13% in finance, 11% in operations, 8% in IT & engineering, 5% in human resources, 5% in health, 5% in consulting, 3% in transport, 2% in customer service and 2% in administration. The remaining 33% worked in other fields including law, purchasing, construction, research and education<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, 67% were male and less than 1% responded with not specified.

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

The mean age of the group was 44 years.

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

40% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

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

46% of the group were senior managers, 24% were functional managers, 13% were business managers, 9% were group managers and 8% were enterprise/corporate managers.

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

53% of the group had more than 20 years' work experience, 39% had between 10 and 20 years', 6% had between 6 and 9 years' and 2% had between 3 and 5 years' work experience.

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

87% of the group described themselves as White (including European, British and Irish), 3% as Asian (including Indian, Pakistani and Chinese), 3% as Hispanic, 1% as Black (including African, Caribbean, American and South African), 1% as Arabic, 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 96% group response

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

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

<sup>5</sup> Based on 97% group response

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

<sup>7</sup> Based on 100% group response

<sup>8</sup> Based on 68% group response

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

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

29% of respondents completed Focus Styles in the United Kingdom, 17% in France, 10% in Turkey, 10% in Spain, 8% in Denmark, 5% in Italy, 3% in Switzerland, 3% in Germany, 3% in Belgium and 3% in Netherlands. The remaining 9% completed the questionnaire in various other countries including Ireland, Austria, Portugal, Sweden and Poland.

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