

## Saville Assessment Wave® Focus Styles Graduates – All (GCC, IA, 2021) Group Description

This group consisted of 1,621 individuals<sup>1</sup> in the Gulf Cooperation Council (GCC) member states, employed in a range of job functions across a wide range of industry sectors. 18% worked in IT & engineering, 14% in sales & marketing, 10% in human resources, 9% in finance, 9% in operations, 7% in administration, 5% in customer service, 2% in consulting, 2% in purchasing and 2% in design. The remaining 22% worked in other fields including travel, security, transport, law and construction<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>

25% of the group were female, 75% were male and less than 1% responded with not specified.

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

The mean age of the group was 35 years.

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

25% had a postgraduate degree as their highest qualification and 75% had a first/undergraduate degree.

### Work Experience<sup>6</sup>

13% of the group had more than 20 years' work experience, 45% had between 10 and 20 years', 21% had between 6 and 9 years', 13% had between 3 and 5 years', with the remaining 8% having had less than 3 years' work experience.

### Cultural Background<sup>7</sup>

87% of the group described themselves as Arabic, 7% as Asian (including Indian, Pakistani and Malaysian), 4% as White (including British, European and South African), less than 1% as Black (including African, Caribbean and American), less than 1% as Hispanic, with the remaining 2% coming from a range of other backgrounds<sup>8</sup>.

### Country of Completion<sup>9</sup>

49% of respondents completed Focus Styles in Saudi Arabia, 29% in the United Arab Emirates, 16% in Bahrain, 3% in Oman and 2% in Qatar. The remaining 2% completed the questionnaire in Kuwait.

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<sup>1</sup> Based on 2016-2021 completions

<sup>2</sup> Based on 90% group response

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

<sup>4</sup> Based on 90% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 97% group response

<sup>7</sup> Based on 97% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Aboriginal Australian, Pacific Islander and Maori

<sup>9</sup> Based on 100% group completion