

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

This group consisted of 1,119 individuals¹ in the Gulf Cooperation Council (GCC) member states, employed in a range of job functions across a wide range of industry sectors. 23% worked in IT & engineering, 12% in sales & marketing, 9% in finance, 9% in human resources, 7% in operations, 7% in administration, 6% in customer service, 2% in design, 2% in security and 2% in consulting. The remaining 21% worked in other fields including purchasing, construction, health, transport and law hospitality data processing².

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

Gender³

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

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

23% had a postgraduate degree as their highest qualification, 63% had a first/undergraduate degree, 2% had a professional qualification, 8% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

19% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 23% were managers, 26% were supervisors or team leaders and 32% were professional individual contributors.

Work Experience⁷

17% of the group had more than 20 years' work experience, 47% had between 10 and 20 years', 21% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

85% of the group described themselves as Arabic, 8% as Asian (including Indian, Pakistani, Bangladeshi and Malaysian), 5% as White (including British, European and South African), 1% as Black (including African, Caribbean, American and South African), less than 1% as Hispanic, with the remaining 1% coming from a range of other backgrounds.

¹ Based on 2016-2021 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 80% group response

⁶ Based on 100% group response

⁷ Based on 81% group response

⁸ Based on 99% group response

⁹ Other backgrounds included mixed backgrounds, Aboriginal Australian, Pacific Islander, Maori and Native American

Country of Completion¹⁰

48% of respondents completed Focus Styles in Saudi Arabia, 29% in the United Arab Emirates, 14% in Bahrain, 6% in Oman and 2% in Qatar. The remaining 2% completed the questionnaire in Kuwait.

¹⁰ Based on 100% group response