

Saville Assessment Wave® Focus Styles Graduates – All (LAM & Carib, IA, 2021) Group Description

This group consisted of 2,566 individuals¹ Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 16% worked in sales & marketing, 12% in IT & engineering, 12% in operations, 7% in administration, 7% in finance, 5% in human resources, 4% in health, 4% in consulting, 2% in customer service and 2% in construction. The remaining 29% worked in other fields including research, purchasing, education, data processing and law transport².

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

Gender³

42% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 37 years.

Education (highest qualification)⁵

48% had a postgraduate degree as their highest qualification and 52% had a first/undergraduate degree.

Work Experience⁶

24% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 20% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 9% having had less than 3 years' work experience.

Cultural Background⁷

42% of the group described themselves as White (including South American, European and Central American), 40% as Hispanic, 4% as Black (including Caribbean, African and American), 2% as Asian (including Japanese, Indian and Chinese), less than 1% as Arabic, with the remaining 12% coming from a range of other backgrounds⁸.

Country of Completion⁹

29% of respondents completed Focus Styles in Mexico, 29% in Brazil, 19% in Colombia, 9% in Panama, 4% in Chile, 3% in Argentina, 2% in Barbados, 1% in Peru, 1% in Uruguay and 1% in Costa Rica. The remaining 2% completed the questionnaire in various other countries including Puerto Rico, Trinidad and Tobago, El Salvador and Haiti.

¹ Based on 2018-2020 completions

² Based on 91% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 100% group response

⁶ Based on 91% group response

⁷ Based on 86% group response

⁸ Other backgrounds included Native American, mixed backgrounds and Pacific Islander

⁹ Based on 100% group completion