

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

This group consisted of 818 individuals¹ in Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 13% worked in IT & engineering, 10% in sales & marketing, 10% in finance, 8% in administration, 7% in operations, 6% in human resources, 5% in consulting, 3% in health, 2% in customer service and 2% in education. The remaining 34% worked in other fields including data processing, law, research, construction and design transport².

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

Gender³

43% of the group were female and 57% were male.

Age⁴

The mean age of the group was 28 years.

Education (highest qualification)⁵

23% had a postgraduate degree as their highest qualification and 77% had a first/undergraduate degree.

Work Experience⁶

54% had between 3 and 5 years' work experience, 25% had between 1 and 2 years', 10% had between 6 and 12 months' with the remaining 11% having had less than 6 months' work experience.

Cultural Background⁷

46% of the group described themselves as Hispanic, 36% as White (including South American, European and Central American), 4% as Black (including Caribbean, American and African), 1% as Asian (including Japanese, Indian and Chinese), less than 1% as Arabic, with the remaining 13% coming from a range of other backgrounds⁸.

Country of Completion⁹

29% of respondents completed Focus Styles in Mexico, 23% in Brazil, 19% in Panama, 15% in Colombia, 5% in Argentina, 3% in Chile, 3% in Uruguay, 1% in Barbados and 1% in Peru. The remaining 1% completed the questionnaire in various other countries including and in Ecuador in Puerto Rico and Venezuela (Bolivarian Republic of).

¹ Based on 2018-2020 completions

² Based on 90% group response

³ Based on 100% group response

⁴ Based on 99% group response

⁵ Based on 100% group response

⁶ Based on 100% group response

⁷ Based on 81% group response

⁸ Other backgrounds included Native American, mixed backgrounds and Aboriginal Australian

⁹ Based on 100% group response