

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

This group consisted of 2,052 individuals¹ in 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 operations, 11% in IT & engineering, 7% in administration, 6% in finance, 5% in human resources, 4% in health, 3% in consulting, 3% in customer service and 2% in construction. The remaining 31% worked in other fields including research, purchasing, transport, data processing and education².

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, 57% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 38 years.

Education (highest qualification)⁵

43% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 3% had a professional qualification, 3% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 33% were managers, 27% were supervisors or team leaders and 15% were professional individual contributors.

Work Experience⁷

25% of the group had more than 20 years' work experience, 40% had between 10 and 20 years', 19% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

Cultural Background⁸

42% of the group described themselves as White (including South American, European and Central American), 39% as Hispanic, 5% as Black (including Caribbean, African and American), 1% as Asian (including Indian, Japanese and Chinese), less than 1% as Arabic, with the remaining 13% coming from a range of other backgrounds.

¹ Based on 2018-2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 87% group response

⁹ Other backgrounds included Native American, mixed backgrounds and Aboriginal Australian

Country of Completion¹⁰

29% of respondents completed Focus Styles in Mexico, 28% in Brazil, 20% in Colombia, 7% in Panama, 4% in Chile, 4% in Argentina, 2% in Peru, 1% in Costa Rica, 1% in Barbados and 1% in Trinidad and Tobago. The remaining 3% completed the questionnaire in various other countries including Uruguay, Puerto Rico, El Salvador, Haiti and Venezuela (Bolivarian Republic of).

¹⁰ Based on 100% group response