

Saville Assessment Wave® Focus Styles Senior Managers & Executives (LAm & Carib, IA, 2021) Group Description

This group consisted of 1,107 individuals¹ in Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 21% worked in sales & marketing, 12% in operations, 10% in IT & engineering, 9% in finance, 8% in administration, 5% in human resources, 3% in construction, 2% in consulting, 2% in health and 2% in customer service. The remaining 26% worked in other fields including transport, purchasing, data processing, research and education².

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

Gender³

34% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

49% had a postgraduate degree as their highest qualification, 42% had a first/undergraduate degree, 2% had a professional qualification, 0% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

33% of the group were senior managers, 26% were functional managers, 21% were business managers, 10% were group managers and 10% were enterprise/corporate managers.

Work Experience⁷

32% of the group had more than 20 years' work experience, 40% had between 10 and 20 years', 22% had between 6 and 9 years' and 6% had between 3 and 5 years' work experience.

Cultural Background⁸

52% of the group described themselves as Hispanic, 33% as White (including South American, European and Central American), 4% as Black (including Caribbean and African), 2% as Asian (including Japanese, Indian and Korean), less than 1% as Arabic, with the remaining 9% coming from a range of other backgrounds⁹.

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 91% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 79% group response

⁹ Other backgrounds included mixed backgrounds, Native American and Pacific Islander

Country of Completion¹⁰

29% of respondents completed Focus Styles in Mexico, 28% in Brazil, 17% in Panama, 14% in Colombia, 3% in Argentina, 2% in Chile, 2% in Peru, 1% in Barbados, 1% in Costa Rica and 1% in Ecuador. The remaining 1% completed the questionnaire in various other countries including Trinidad and Tobago, the Dominican Republic, El Salvador, Haiti and Puerto Rico.

¹⁰ Based on 100% group response