

## Saville Assessment Wave® Focus Styles Graduates – All (INT, IA, 2021) Group Description

This group consisted of 3,283 individuals<sup>1</sup> in the Middle East, employed in a range of job functions across a wide range of industry sectors. 22% worked in IT & engineering, 15% in sales & marketing, 9% in finance, 8% in customer service, 8% in operations, 8% in human resources, 4% in administration, 3% in construction, 2% in transport and 2% in travel. The remaining 19% worked in other fields including purchasing, consulting, design, hospitality and law security<sup>2</sup>.

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

### Gender<sup>3</sup>

26% of the group were female, 74% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 36 years.

### Education (highest qualification)<sup>5</sup>

30% had a postgraduate degree as their highest qualification and 70% had a first/undergraduate degree.

### Work Experience<sup>6</sup>

18% of the group had more than 20 years' work experience, 46% had between 10 and 20 years', 18% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 8% having had less than 3 years' work experience.

### Cultural Background<sup>7</sup>

80% of the group described themselves as Arabic, 11% as Asian (including Indian, Pakistani and Malaysian), 6% as White (including European, British and Australian), 1% as Black (including African, Caribbean and American), less than 1% as Hispanic, with the remaining 2% coming from a range of other backgrounds.

### Country of Completion<sup>9</sup>

29% of respondents completed Focus Styles in Egypt, 29% in the United Arab Emirates, 25% in Saudi Arabia, 8% in Bahrain, 3% in Morocco, 1% in Oman, 1% in Qatar and 1% in Kuwait. The remaining 3% completed the questionnaire in various other countries including Lebanon, Uzbekistan, Iraq, Jordan and Iran (Islamic Republic of).

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<sup>1</sup> Based on 2016-2020 completions

<sup>2</sup> Based on 90% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 92% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 93% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Pacific Islander and Scandinavian

<sup>9</sup> Based on 100% group completion