

Saville Assessment Wave® Professional Styles Senior Managers & Executives (EUR, IA, 2021) Group Description

This group consisted of 7,654 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 12% worked in finance, 10% in sales & marketing, 10% in IT & engineering, 7% in operations, 6% in consulting, 5% in human resources, 5% in health, 3% in construction, 2% in education and 2% in administration. The remaining 38% worked in other fields including law, customer service, purchasing, transport and research².

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

Gender³

33% of the group were female, 67% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 46 years.

Education (highest qualification)⁵

49% had a postgraduate degree as their highest qualification, 29% had a first/undergraduate degree, 12% had a professional qualification, 5% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level⁶

48% of the group were senior managers, 19% were functional managers, 12% were business managers, 12% were enterprise/corporate managers and 9% were group managers.

Work Experience⁷

65% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 3% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

89% of the group described themselves as White (including British, European and Irish), 4% as Asian (including Indian, Pakistani and Chinese), 1% as Black (including African, Caribbean and African and Caribbean), with the remaining 6% coming from a range of other backgrounds⁹.

¹ Based on 2018-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 66% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian, Hispanic and Arabic

Country of Completion¹⁰

29% of respondents completed Professional Styles in the United Kingdom, 12% in France, 12% in Denmark, 9% in Switzerland, 6% in Germany, 5% in the Netherlands, 4% in Ireland, 4% in Belgium, 3% in Turkey and 3% in Italy. The remaining 13% completed the questionnaire in various other countries including Spain, the Czech Republic, Sweden, Portugal and Poland.

¹⁰ Based on 100% group response