

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

This group consisted of 2,806 individuals<sup>1</sup> in Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 20% worked in sales & marketing, 10% in administration, 10% in finance, 8% in human resources, 8% in operations, 6% in IT & engineering, 4% in consulting, 4% in health, 2% in construction and 2% in transport. The remaining 26% worked in other fields including law, customer service, education, purchasing and 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>

33% of the group were female and 67% were male.

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

The mean age of the group was 42 years.

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

56% had a postgraduate degree as their highest qualification, 35% had a first/undergraduate degree, 2% had a professional qualification, 1% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

30% of the group were senior managers, 24% were functional managers, 23% were business managers, 12% were group managers and 11% were enterprise/corporate managers.

### Work Experience<sup>7</sup>

33% of the group had more than 20 years' work experience, 37% had between 10 and 20 years', 25% had between 6 and 9 years', with the remaining 5% having had less than 6 years' work experience.

### Cultural Background<sup>8</sup>

60% of the group described themselves as Hispanic, 24% as White (including South American, European and Central American), 6% as Black (including Caribbean, African and Caribbean and African), 2% as Native American, 1% as Asian (including Indian, Japanese and Korean), with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

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

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 90% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 100% group response

<sup>8</sup> Based on 85% group response

<sup>9</sup> Other backgrounds included mixed backgrounds and Pacific Islander

### Country of Completion<sup>10</sup>

29% of respondents completed Professional Styles in Mexico, 23% in Panama, 13% in Colombia, 11% in Brazil, 4% in Argentina, 4% in Chile, 3% in Costa Rica, 2% in Ecuador, 2% in Barbados and 1% in Guatemala. The remaining 8% completed the questionnaire in various other countries including the Bahamas, Peru, Trinidad and Tobago, Venezuela and Honduras.

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<sup>10</sup> Based on 100% group response