

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

This group consisted of 1,081 individuals<sup>1</sup> in the Middle East, employed in a range of job functions across a wide range of industry sectors. 12% worked in IT & engineering, 11% in human resources, 10% in sales & marketing, 10% in finance, 7% in operations, 7% in administration, 5% in construction, 4% in hospitality, 3% in consulting and 3% in education. The remaining 28% worked in other fields including customer service, law, health, purchasing and media<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 43 years.

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

45% had a postgraduate degree as their highest qualification, 48% had a first/undergraduate degree, 4% had a professional qualification, 1% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

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

50% of the group were senior managers, 19% were functional managers, 14% were group managers, 10% were business managers and 7% were enterprise/corporate managers.

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

45% of the group had more than 20 years' work experience, 48% had between 10 and 20 years', 6% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

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

69% of the group described themselves as Arabic, 17% as White (including British, European and Irish), 10% as Asian (including Indian, Pakistani and Malaysian), 1% as Black (including American, African and Caribbean), with the remaining 3% 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 96% group response

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

<sup>4</sup> Based on 93% group response

<sup>5</sup> Based on 74% group response

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

<sup>7</sup> Based on 75% group response

<sup>8</sup> Based on 92% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Hispanic and Scandinavian

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

29% of respondents completed Professional Styles in the United Arab Emirates, 26% in Saudi Arabia, 14% in Egypt, 9% in Oman, 6% in Qatar, 4% in Morocco, 4% in Bahrain, 2% in Lebanon, 1% in Algeria and 1% in Israel. The remaining 4% completed the questionnaire in various other countries including Tunisia, Jordan, Iran, Kuwait and Turkmenistan.

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