

## Saville Assessment Wave® Work Strengths Graduates - All (BR, IA, 2021) Group Description

This group consisted of 4,782 individuals in Brazil<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 23% worked in IT & engineering, 19% in sales & marketing, 9% in finance, 8% in human resources, 6% in administration, 6% in operations, 4% in consulting, 2% in law, 2% in purchasing and 2% in research. The remaining 19% worked in other fields including education, transport, customer service, health and construction<sup>2</sup>.

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

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

42% of the group were female and 58% were male.

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

The mean age of the group was 31 years.

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

25% had a postgraduate degree as their highest qualification and 75% had a first/undergraduate degree.

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

11% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 13% had between 6 and 9 years', 15% had between 3 and 5 years', 16% had between 1 and 2 years', 7% had between 6 and 12 months', with the remaining 5% having had less than 6 months' work experience.

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

79% of the group described themselves as White (including South American, European, Central American, British and South African), 5% as Black (including American, African and South African), 3% as Asian (including Japanese, Chinese and Korean), 3% as Hispanic, with the remaining 10% coming from a range of other backgrounds<sup>8</sup>.

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

<sup>2</sup> Based on 85% group response

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

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

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

<sup>6</sup> Based on 97% group response

<sup>7</sup> Based on 55% group response

<sup>8</sup> Other backgrounds included mixed backgrounds and Native American