

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

This group consisted of 2,849 individuals in Europe¹, employed in a range of job functions across a wide range of industry sectors. 13% worked in finance, 12% in IT & engineering, 11% in sales & marketing, 6% in operations, 5% in consulting, 4% in human resources, 4% in administration, 4% in customer service, 3% in law and 3% in transport. The remaining 35% worked in other fields including health, construction, hospitality, education and media².

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

Gender³

44% of the group were female, 56% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 35 years.

Education (highest qualification)⁵

39% had a postgraduate degree as their highest qualification and 61% had a first/undergraduate degree.

Work Experience⁶

20% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 15% had between 6 and 9 years', 15% had between 3 and 5 years', with the remaining 19% having had less than 3 years' work experience.

Cultural Background⁷

81% of the group described themselves as White (including European, British and Irish), 6% as Asian (including Indian, Pakistani and Chinese), 4% as Hispanic, 3% as Black (including African and Caribbean), 2% as Arabic, with the remaining 4% coming from a range of other backgrounds⁸.

Country of Completion⁹

19% of respondents completed Work Strengths in the United Kingdom, 18% in France, 16% in Italy, 9% in Spain, 8% in Switzerland, 4% in Turkey, 4% in the Netherlands, 4% in Ireland, 4% in Portugal and 3% in Denmark. The remaining 11% completed the questionnaire in various other countries including Hungary, Greece, Germany, Belgium and Poland.

¹ Based on 2018-2021 completions

² Based on 85% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 100% group response

⁶ Based on 97% group response

⁷ Based on 70% group response

⁸ Other backgrounds included mixed backgrounds, Scandinavian and Native American

⁹ Based on 100% group response