

## Saville Assessment Wave® Work Strengths Individual Contributors (EUR, IA, 2021) Group Description

This group consisted of 1,903 individuals in Europe<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 10% worked in IT & engineering, 10% in sales & marketing, 9% in finance, 7% in operations, 6% in customer service, 6% in administration, 3% in law, 3% in consulting, 3% in human resources and 3% in construction. The remaining 40% worked in other fields including health, transport, hospitality, education and public safety<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, 58% were male and less than 1% responded with not specified.

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

The mean age of the group was 32 years.

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

23% had a postgraduate degree as their highest qualification, 38% had a first/undergraduate degree, 9% had a professional qualification, 18% had school level qualifications, with the remaining 12% of the group having other or no formal qualifications.

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

16% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 14% had between 6 and 9 years', 19% had between 3 and 5 years', 12% had between 1 and 2 years', 6% had between 6 and 12 months', with the remaining 9% having had less than 6 months' work experience.

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

80% of the group described themselves as White (including European, British and Irish), 5% as Hispanic, 5% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African and Caribbean), 2% as Arabic, with the remaining 6% coming from a range of other backgrounds<sup>8</sup>.

### Country of Completion<sup>9</sup>

19% of respondents completed Work Strengths in the United Kingdom, 17% in Switzerland, 15% in France, 12% in Spain, 9% in Italy, 5% in Ireland, 5% in Denmark, 4% in the Netherlands, 4% in Portugal and 3% in Turkey. The remaining 7% completed the questionnaire in various other countries including Greece, Hungary, Romania, Sweden and Belgium.

<sup>1</sup> Based on 2013-2016 completions

<sup>2</sup> Based on 93% group response

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

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

<sup>5</sup> Based on 94% group response

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 73% group response

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

<sup>9</sup> Based on 100% group response