

Saville Assessment Wave® Work Strengths Mixed Occupational (EUR, IA, 2021) Group Description

This group consisted of 4,245 individuals in Europe¹, employed in a range of job functions across a wide range of industry sectors. 11% worked in finance, 10% in IT & engineering, 9% in sales & marketing, 7% in operations, 6% in administration, 4% in customer service, 4% in consulting, 4% in hospitality, 4% in human resources and 3% in transport. The remaining 38% worked in other fields including construction, law, health, education and media².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 35 years.

Education (highest qualification)⁵

25% had a postgraduate degree as their highest qualification, 40% had a first/undergraduate degree, 8% had a professional qualification, 16% had school level qualifications, with the remaining 11% of the group having other or no formal qualifications.

Management Level⁶

14% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 18% were managers, 12% were supervisors or team leaders, 31% were individual contributors, with the remaining 25% listing other management responsibilities.

Work Experience⁷

24% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 13% had between 6 and 9 years', 14% had between 3 and 5 years', with the remaining 18% having had less than 3 years' work experience.

Cultural Background⁸

81% of the group described themselves as White (including European, British and Irish), 5% as Asian (including Indian, Pakistani and Chinese), 4% as Hispanic, 3% as Black (including African

¹ Based on 2018-2021 completions

² Based on 85% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 91% group response

⁶ Based on 78% group response

⁷ Based on 92% group response

⁸ Based on 71% group response

and Caribbean), 2% as Arabic, with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

19% of respondents completed Work Strengths in the United Kingdom, 16% in Switzerland, 16% in Italy, 16% in France, 8% in Spain, 4% in Ireland, 3% in Denmark, 3% in Turkey, 3% in the Netherlands and 2% in Portugal. The remaining 10% completed the questionnaire in various other countries including Greece, Hungary, Germany, Poland and Norway.

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Native American

¹⁰ Based on 100% group response