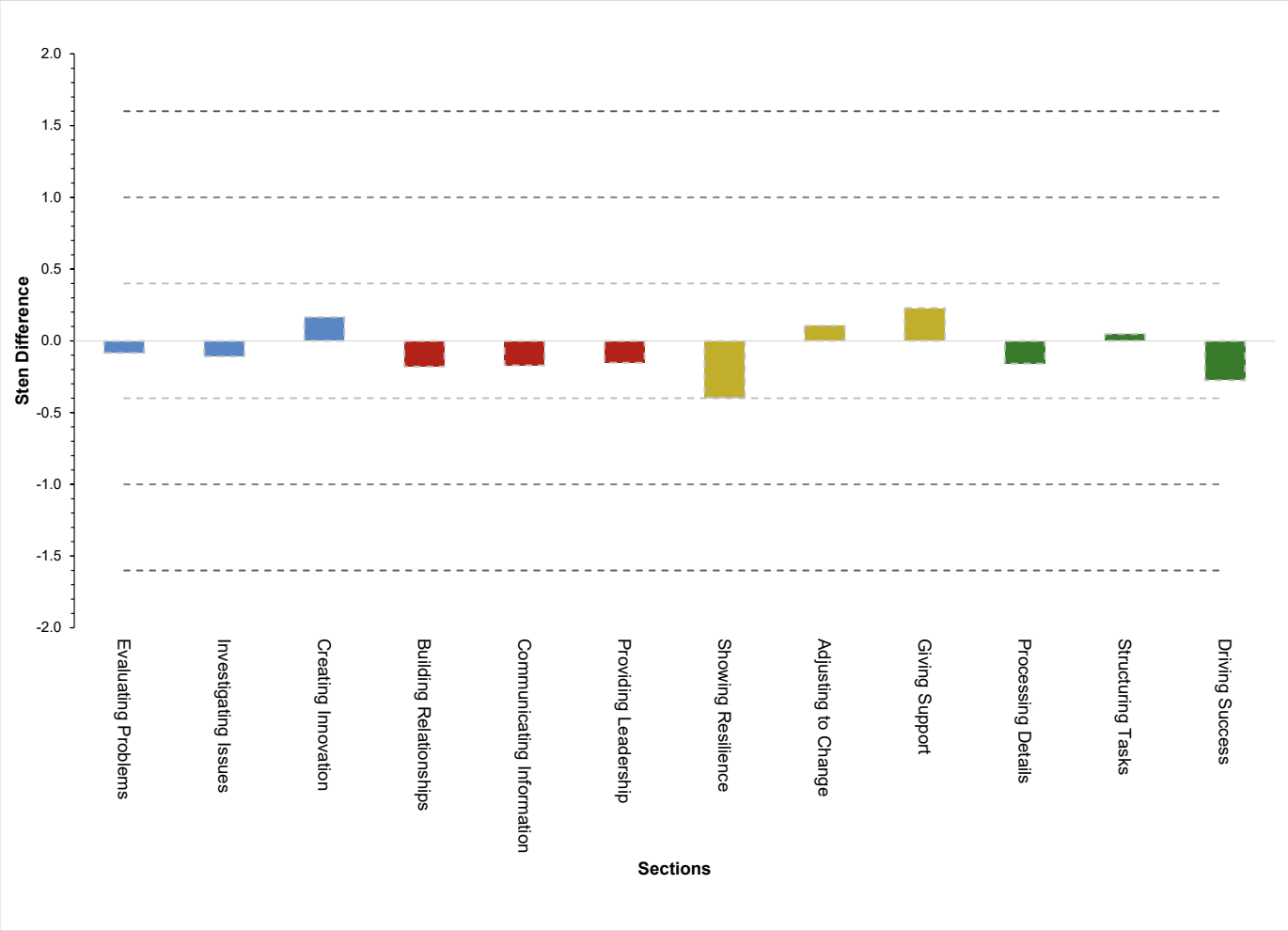
Professionals & Managers (EUR, IA, 2021) N=2,002



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2017 norm higher on this dimension

The Professionals & Managers (EUR, IA, 2021) norm is similar to the Professionals & Managers (EUR, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

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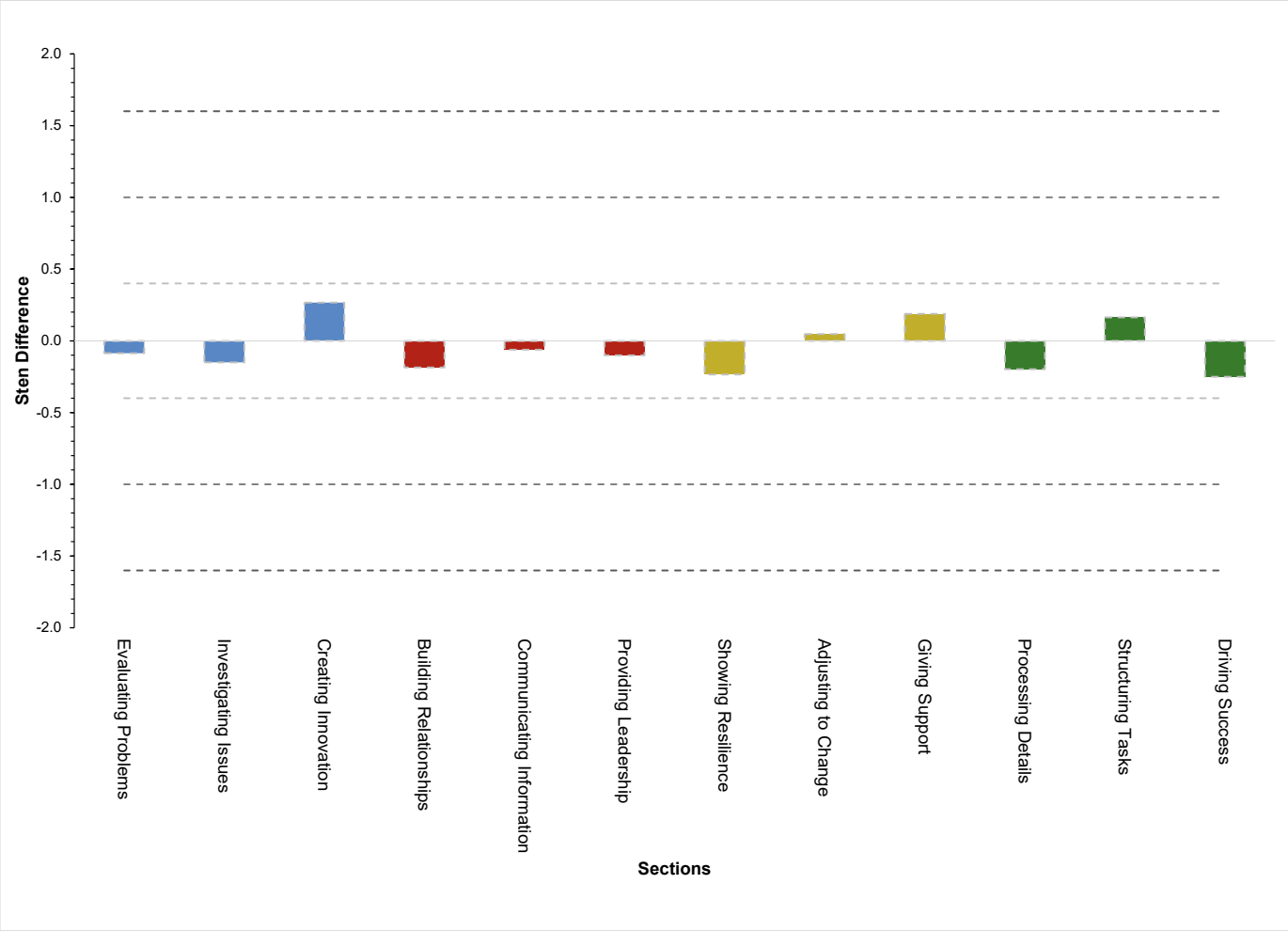
Graduates – All (EUR, IA, 2021) N=2,849



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2017 norm higher on this dimension

The Graduates - All (EUR, IA, 2021) norm is similar to the Graduates - All (EUR, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

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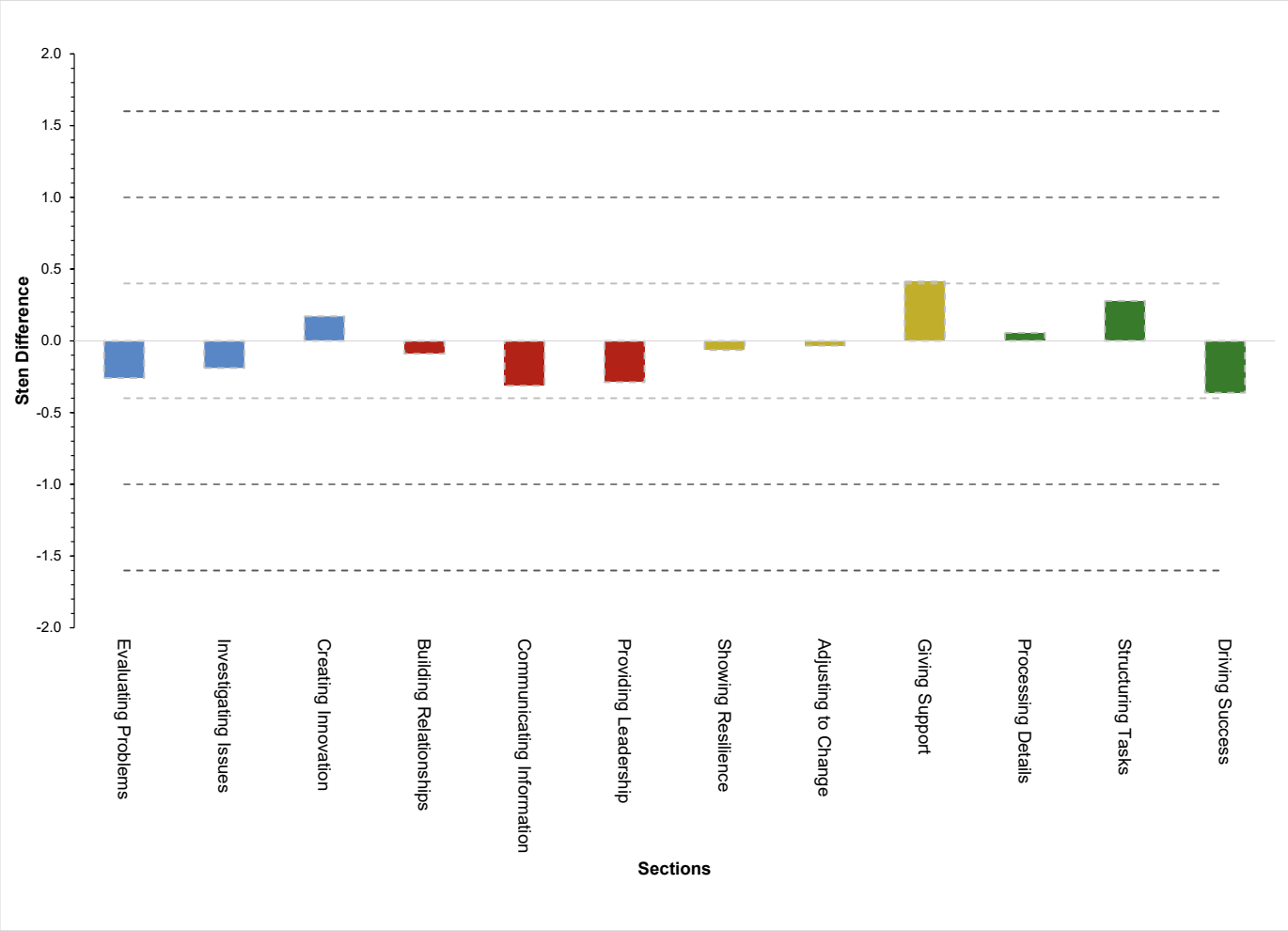
Graduates – Recent (EUR, IA, 2021) N=1,804



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2017 norm higher on this dimension

The Graduates - Recent (EUR, IA, 2021) norm is similar to the Graduates - Recent (EUR, IA, 2017) norm in terms of Sten scores. Differences range from non-existent to small across the 12 sections, therefore individuals are likely to score similarly against the two norms.

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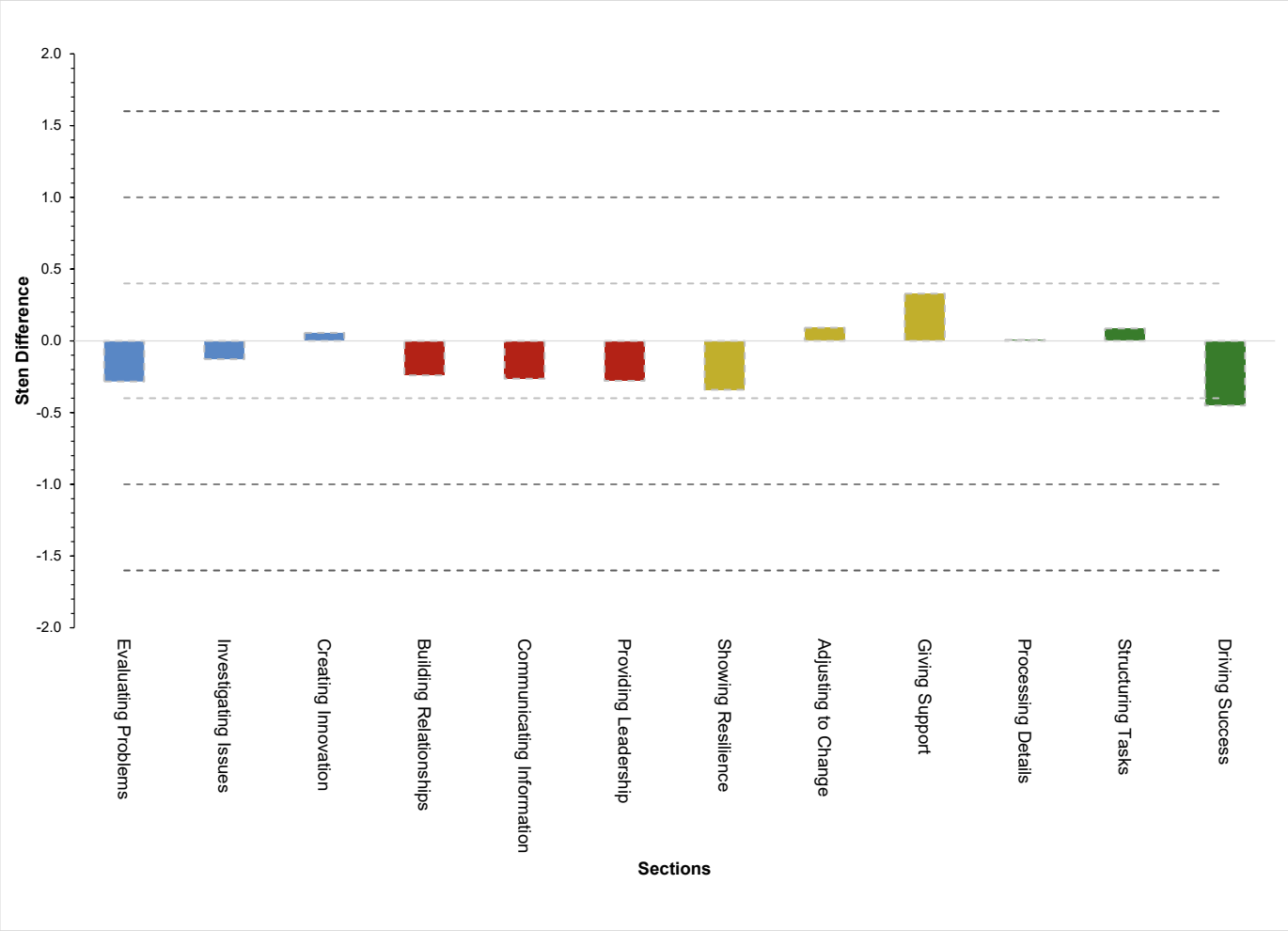
Individual Contributors (EUR, IA, 2021) N=1,903



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2017 norm higher on this dimension

The Individual Contributors (EUR, IA, 2021) norm is similar to the Individual Contributors (EUR, IA, 2017) norm in terms of Sten scores. Differences range from non-existent to small across the 12 sections, therefore individuals are likely to score similarly against the two norms.

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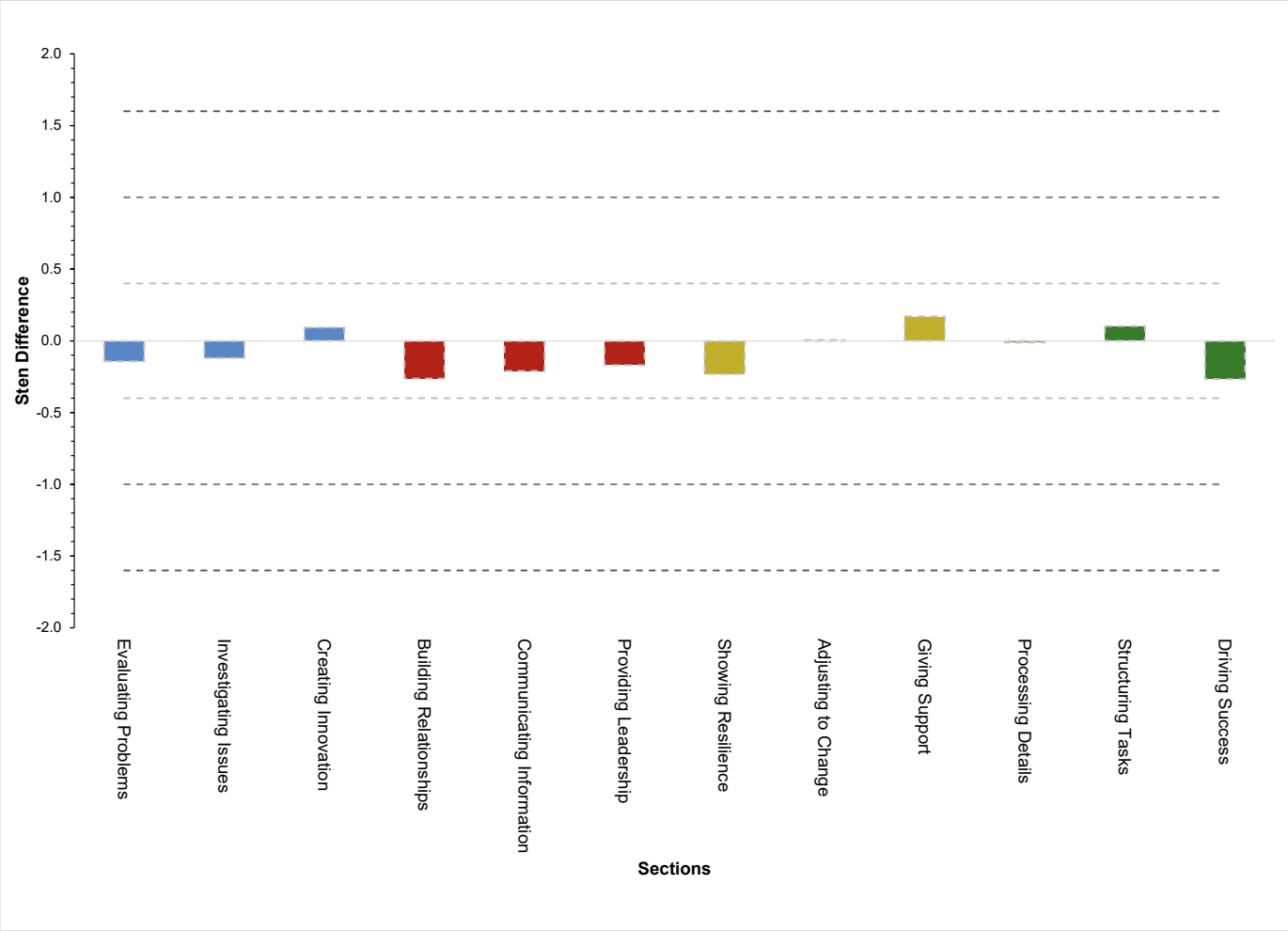
Mixed Occupational Group (EUR, IA, 2021) N=4,313



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2017 norm higher on this dimension

The Mixed Occupational Group (EUR, IA, 2021) norm is similar to the Mixed Occupational Group (EUR, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

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Norm	International Equivalent	Comparison
Professionals & Managers (EUR, IA, 2021) N=2,002	Professionals & Managers (INT, IA, 2021) N=14,468	Differences range from non-existent to small. No moderate or large differences.
Graduates – All (EUR, IA, 2021) N=2,849	Graduates – All (INT, IA, 2021) N=19,731	Differences range from non-existent to small. No moderate or large differences.
Graduates – Recent (EUR, IA, 2021) N=1,804	Graduates – Recent (INT, IA, 2021) N=8,640	Differences range from non-existent to small. No moderate or large differences.
Individual Contributors (EUR, IA, 2021) N=1,903	Individual Contributors (INT, IA, 2021) N=9,232	Differences range from non-existent to small. No moderate or large differences.
Mixed Occupational Group (EUR, IA, 2021) N=4,313	Mixed Occupational Group (INT, IA, 2021) N=28,007	Differences range from non-existent to small. No moderate or large differences.

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