

Saville Assessment Wave® Work Strengths Professionals & Managers (EUR, IA, 2021) Group Description

This group consisted of 2,002 individuals in Europe¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in IT & engineering, 11% in sales & marketing, 9% in finance, 7% in operations, 5% in administration, 5% in consulting, 4% in hospitality, 4% in transport, 4% in human resources and 4% in customer service. The remaining 35% worked in other fields including construction, health, purchasing, media and law².

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 39 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 40% had a first/undergraduate degree, 8% had a professional qualification, 13% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

21% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 28% were managers, 18% were supervisors or team leaders and 33% were professional individual contributors.

Work Experience⁷

32% of the group had more than 20 years' work experience, 37% had between 10 and 20 years', 13% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

Cultural Background⁸

83% of the group described themselves as White (including European, British and Irish), 5% as Asian (including Indian, Pakistani and Chinese), 3% as Hispanic, 3% as Black (including African and Caribbean), 2% as Arabic, with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2018-2021 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 95% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 74% group response

⁹ Other backgrounds included mixed backgrounds Scandinavian and Native American

Country of Completion¹⁰

19% of respondents completed Work Strengths in the United Kingdom, 18% in France, 17% in Italy, 12% in Switzerland, 9% in Spain, 3% in Ireland, 3% in Denmark, 2% in Hungary, 2% in the Netherlands and 2% in Turkey. The remaining 13% completed the questionnaire in various other countries including Greece, Poland, Germany, Portugal and Norway.

¹⁰ Based on 100% group response