

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

This group consisted of 760 individuals in France¹, employed in a range of job functions across a wide range of industry sectors. 17% worked in IT & engineering, 12% in operations, 8% in sales & marketing, 6% in finance, 6% in construction, 6% in customer service, 5% in human resources, 3% in purchasing, 3% in law, 3% in administration and 3% in transport. The remaining 28% worked in other fields including consulting, media, hospitality, humanities/social sciences and security².

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

Gender³

41% of the group were female and 59% were male.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

57% had a postgraduate degree as their highest qualification, 27% had a first/undergraduate degree, 3% had a professional qualification, 8% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Work Experience⁶

19% of the group had more than 20 years' work experience, 33% had between 10 and 20 years' experience, 18% between 6 and 9 years', 16% between 3 and 5 years', 9% had between 1 and 2 years' and 5% had less than 1 years' work experience.

Management Responsibility⁷

18% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 31% were managers, 15% were supervisors or team leaders and 36% were professional individual contributors.

¹ Based on 2016-2020 completions

² Based on 91% sample response

³ Based on 100% sample response

⁴ Based on 98% sample response

⁵ Based on 90% sample response

⁶ Based on 93% sample response

⁷ Based on 100% sample response