

Saville Assessment Wave® Focus Styles Graduates – All (ESP, IA, 2021) Group Description

This group consisted of 1,822 individuals¹ in Spain employed in a range of job functions across a wide range of industry sectors. 23% worked in finance, 11% in sales & marketing, 10% in IT & engineering, 8% in health, 7% in operations, 4% in consulting, 4% in customer service, 4% in transport, 3% in welfare and 2% in law. The remaining 24% worked in other fields including human resources, education, administration, construction and research².

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

Gender³

42% of the group were female, 57% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 39 years.

Education (highest qualification)⁵

34% had a postgraduate degree as their highest qualification and 66% had a first/undergraduate degree.

Work Experience⁶

27% of the group had more than 20 years' work experience, 46% had between 10 and 20 years', 12% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁷

80% of the group described themselves as White (including European, South American and British), 17% as Hispanic, 1% as Arabic, with the remaining 2% coming from a range of other background⁸.

¹ Based on 2018-2020 completions

² Based on 89% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 100% group response

⁶ Based on 98% group response

⁸ Based on 88% group response

⁹ Other backgrounds included Asian (including Indian and Japanese), Black (including African and other Black backgrounds), Scandinavian and mixed backgrounds