

## Saville Assessment Wave® Focus Styles Professionals & Managers (BR, IA, 2021) Group Description

This group consisted of 970 individuals<sup>1</sup> in Brazil, employed in a range of job functions across a wide range of industry sectors. 26% worked in sales & marketing, 13% in operations, 11% in IT & engineering, 8% in human resources, 6% in health, 5% in administration, 4% in finance, 3% in consulting, 3% in research and 2% in purchasing. The remaining 19% worked in other fields including transport, customer service, design, law and education data processing<sup>2</sup>.

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

### Gender<sup>3</sup>

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

### Age<sup>4</sup>

The mean age of the group was 38 years.

### Education (highest qualification)<sup>5</sup>

64% had a postgraduate degree as their highest qualification, 27% had a first/undergraduate degree, 2% had a professional qualification, 1% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

24% of the group were at senior management level (including group, functional, business and enterprise/corporate managers), 32% were managers, 39% were supervisors or team leaders and 5% were professional individual contributors.

### Work Experience<sup>7</sup>

26% of the group had more than 20 years' work experience, 53% had between 10 and 20 years', 14% had between 6 and 9 years', 4% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

### Cultural Background<sup>8</sup>

84% of the group described themselves as White (including South American, European and South African), 4% as Black (including American, African and South African), 2% as Asian (including Japanese, Indian and Bangladeshi), 2% as Hispanic, 1% as Arabic, with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

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<sup>1</sup> Based on 2016-2020 completions

<sup>2</sup> Based on 99% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 98% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 99% group response

<sup>8</sup> Based on 79% group response

<sup>9</sup> Other backgrounds included mixed backgrounds and Aboriginal Australian