

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

This group consisted of 1,614 individuals<sup>1</sup> in Spain, employed in a range of job functions across a wide range of industry sectors. 23% worked in finance, 11% in sales & marketing, 9% in IT & engineering, 9% in operations, 7% in health, 5% in transport, 4% in customer service, 4% in consulting, 3% in welfare and 2% in administration. The remaining 23% worked in other fields including law, human resources, education, construction and research<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, 59% were male and less than 1% responded with not specified.

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

The mean age of the group was 40 years.

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

28% had a postgraduate degree as their highest qualification, 54% had a first/undergraduate degree, 5% had a professional qualification, 7% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

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

13% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 35% were managers, 25% were supervisors or team leaders and 27% were professional individual contributors.

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

32% of the group had more than 20 years' work experience, 46% had between 10 and 20 years', 11% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

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

81% of the group described themselves as White (including European, South American and British), 17% as Hispanic, with the remaining 2% 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 Black (including African and American backgrounds), Asian (including Indian and Japanese) and mixed backgrounds