

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

This group consisted of 819 individuals¹ in Italy, employed in a range of job functions across a wide range of industry sectors. 16% worked in finance, 16% in sales & marketing, 14% in operations, 11% in human resources, 10% in IT & engineering, 4% in administration, 3% in consulting, 3% in purchasing, 2% in transport and 1% in customer service. The remaining 20% worked in other fields including health, law, security, hospitality, research and data processing².

The breakdown of the group is provided below (with group 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 41 years.

Education (highest qualification)⁵

15% had a postgraduate degree as their highest qualification, 51% had a first/undergraduate degree, 4% had a professional qualification, 26% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

19% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 34% were managers, 24% were supervisors or team leaders and 23% were professional individual contributors.

Work Experience⁷

34% of the group had more than 20 years' work experience, 46% had between 10 and 20 years', 12% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

Cultural Background⁸

97% of the group described themselves as White (including European, British and South American), 1% as Hispanic, with the remaining 2% coming from a range of other backgrounds⁹.

¹ Based on 2016-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 98% group response

⁵ Based on 86% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 90% group response

⁹ Other backgrounds included Asian (including Indian and other Asian backgrounds)