

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

This group consisted of 6,819 individuals<sup>1</sup> in Australia, employed in a range of job functions across a wide range of industry sectors. 13% worked in health, 11% in sales & marketing, 10% in IT & engineering, 9% in finance, 8% in operations, 7% in human resources, 4% in construction, 4% in consulting, 3% in education and 2% in law. The remaining 29% worked in other fields including administration, customer service, transport, research and public safety<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>

45% of the group were female, 55% were male and less than 1% responded with not specified.

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

The mean age of the group was 41 years.

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

30% had a postgraduate degree as their highest qualification, 48% had a first/undergraduate degree, 7% had a professional qualification, 8% had school level qualifications, with the remaining 7% 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, enterprise/corporate, business and functional managers), 29% were managers, 20% were supervisors or team leaders and 27% were professional individual contributors.

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

46% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 10% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

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

72% of the group described themselves as White (including Australian, British and European), 17% as Asian (including Indian, Chinese and Malaysian), 1% as Aboriginal Australian, 1% as Arabic, 1% as Black (including African, South African and Caribbean), 1% as Hispanic, with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

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<sup>1</sup> Based on 2018-2021 completions

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 90% group response

<sup>5</sup> Based on 99% group response

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

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

<sup>8</sup> Based on 90% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Pacific Islander and Maori