

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

This group consisted of 1,058 individuals¹ in Germany, employed in a range of job functions across a wide range of industry sectors. 16% worked in operations, 11% in IT & engineering, 11% in sales & marketing, 11% in finance, 10% in consulting, 8% in human resources, 3% in research, 2% in administration, 2% in health and 2% in construction. 2% in purchasing. The remaining 22% worked in other fields including customer service, transport, law and education².

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 42 years.

Education (highest qualification)⁵

37% had a postgraduate degree as their highest qualification, 38% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, with the remaining 8% of the group having other or no formal qualifications.

Management Level⁶

49% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 17% were managers, 15% were supervisors or team leaders and 19% were professional individual contributors.

Work Experience⁷

40% of the group had more than 20 years' work experience, 43% had between 10 and 20 years', 10% had between 6 and 9 years', 5% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience..

Cultural Background⁸

89% of the group described themselves as White (including European, British and Irish), 5% as Asian (including Indian, Chinese, Malaysian and), 1% as Hispanic, 1% as Arabic, with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2016-2021 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 60% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Black