

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

This group consisted of 8,212 individuals¹ in Denmark, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 9% in sales & marketing, 8% in finance, 7% in consulting, 7% in operations, 5% in administration, 4% in human resources, 3% in research, 3% in health and 2% in transport. The remaining 37% worked in other fields including education, purchasing, data processing, law and construction².

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

55% had a postgraduate degree as their highest qualification, 25% had a first/undergraduate degree, 4% had a professional qualification, 4% had school level qualifications, with the remaining 12% of the group having other or no formal qualifications.

Management Level⁶

23% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 24% were managers, 20% were supervisors or team leaders and 33% were professional individual contributors.

Work Experience⁷

41% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 12% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

¹ Based on 2016-2021 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 99% group response