

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

This group consisted of 765 individuals¹ in Spain, employed in a range of job functions across a wide range of industry sectors. 16% worked in sales & marketing, 11% in IT & engineering, 10% in operations, 9% in finance, 8% in consulting, 5% in transport, 4% in health, 3% in law, 3% in human resources and 1% in customer service. The remaining 30% worked in other fields including welfare, research, administration, hospitality and education².

The breakdown of the group is provided below (with response rates for each biographical section given in the footnotes):

Gender³

33% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 42 years.

Education (highest qualification)⁵

46% had a postgraduate degree as their highest qualification, 36% had a first/undergraduate degree, 7% had a professional qualification, 4% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

55% of the group were at senior management level (including business, enterprise/corporate, functional and group managers), 19% were managers, 13% were supervisors or team leaders and 13% were professional individual contributors.

Work Experience⁷

44% of the group had more than 20 years' work experience, 39% had between 10 and 20 years', 8% 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 Background⁸

81% of the group described themselves as White (including European, British and South American), 14% as Hispanic, 1% as Asian (including Indian and Japanese), with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2016-2021 completions

² Based on 94% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 88% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 82% group response

⁹ Other backgrounds included mixed backgrounds, Arabic and Black