

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

This group consisted of 4,006 individuals in France<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 12% in sales & marketing, 10% in finance, 8% in operations, 7% in human resources, 4% in consulting, 3% in construction, 2% in law, 2% in health and 2% in transport. The remaining 36% worked in other fields including hospitality, purchasing, customer service, administration and media<sup>2</sup>.

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

### Gender<sup>3</sup>

41% of the group were female, 59% were male and less than 1% responded with not specified.

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

The mean age of the group was 42 years.

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

64% had a postgraduate degree as their highest qualification, 21% had a first/undergraduate degree, 3% had a professional qualification, 5% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

38% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 38% were managers, 7% were supervisors or team leaders and 17% were professional individual contributors.

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

43% of the group had more than 20 years' work experience, 40% had between 10 and 20 years', 9% 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.

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<sup>1</sup> Based on 2016-2021 completions

<sup>2</sup> Based on 84% group response

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

<sup>4</sup> Based on 96% group response

<sup>5</sup> Based on 79% group response

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

<sup>7</sup> Based on 83% group response