

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

This sample consisted of 1,016 individuals¹ in Italy, employed in a range of job functions across a wide range of industry sectors. 25% worked in sales & marketing, 15% in finance, 8% in IT & engineering, 6% in operations, 6% in consulting, 5% in human resources, 3% in administration, 3% in health, 2% in transport, 2% in customer service and The remaining 25% worked in other fields including research, law, media, purchasing and construction².

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

Gender³

36% of the group were female, 64% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

22% had a postgraduate degree as their highest qualification, 46% had a first/undergraduate degree, 4% had a professional qualification, 24% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

36% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 36% were managers, 13% were supervisors or team leaders and 15% were professional individual contributors.

Work Experience⁷

53% of the group had more than 20 years' work experience, 37% had between 10 and 20 years', 7% had between 6 and 9 years', 2% had between 3 and 5 years', with the remaining 1% having had less than 3 years' work experience.

Cultural Background⁸

96% of the group described themselves as White (including European, British and Australian), 1% as Hispanic, 1% as Asian (including Indian and Japanese), with the remaining 2% coming from a range of other backgrounds⁹.

¹ Based on 2016-2021 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 89% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 87% group response

⁹ Other backgrounds included mixed backgrounds, Arabic and Black