

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

This group consisted of 2,290 individuals¹ in Mexico, employed in a range of job functions across a wide range of industry sectors. 18% worked in sales & marketing, 12% in operations, 8% in IT & engineering, 7% in administration, 7% in finance, 6% in human resources, 5% in health, 4% in consulting, 4% in construction and 3% in customer service. The remaining 26% worked in other fields including transport, purchasing, education, research and welfare².

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 38 years.

Education (highest qualification)⁵

32% had a postgraduate degree as their highest qualification, 60% had a first/undergraduate degree, 3% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level⁶

38% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 42% were managers, 17% were supervisors or team leaders and 3% were professional individual contributors.

Work Experience⁷

29% of the group had more than 20 years' work experience, 45% had between 10 and 20 years', 16% had between 6 and 9 years', 7% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

Cultural Background⁸

76% of the group described themselves as Hispanic, 11% as White (including Central American, South American and European), 2% as Native American, 1% as Asian (including Malaysian, Indian and Korean), with the remaining 10% 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 98% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 88% group response

⁹ Other backgrounds included mixed backgrounds and Black