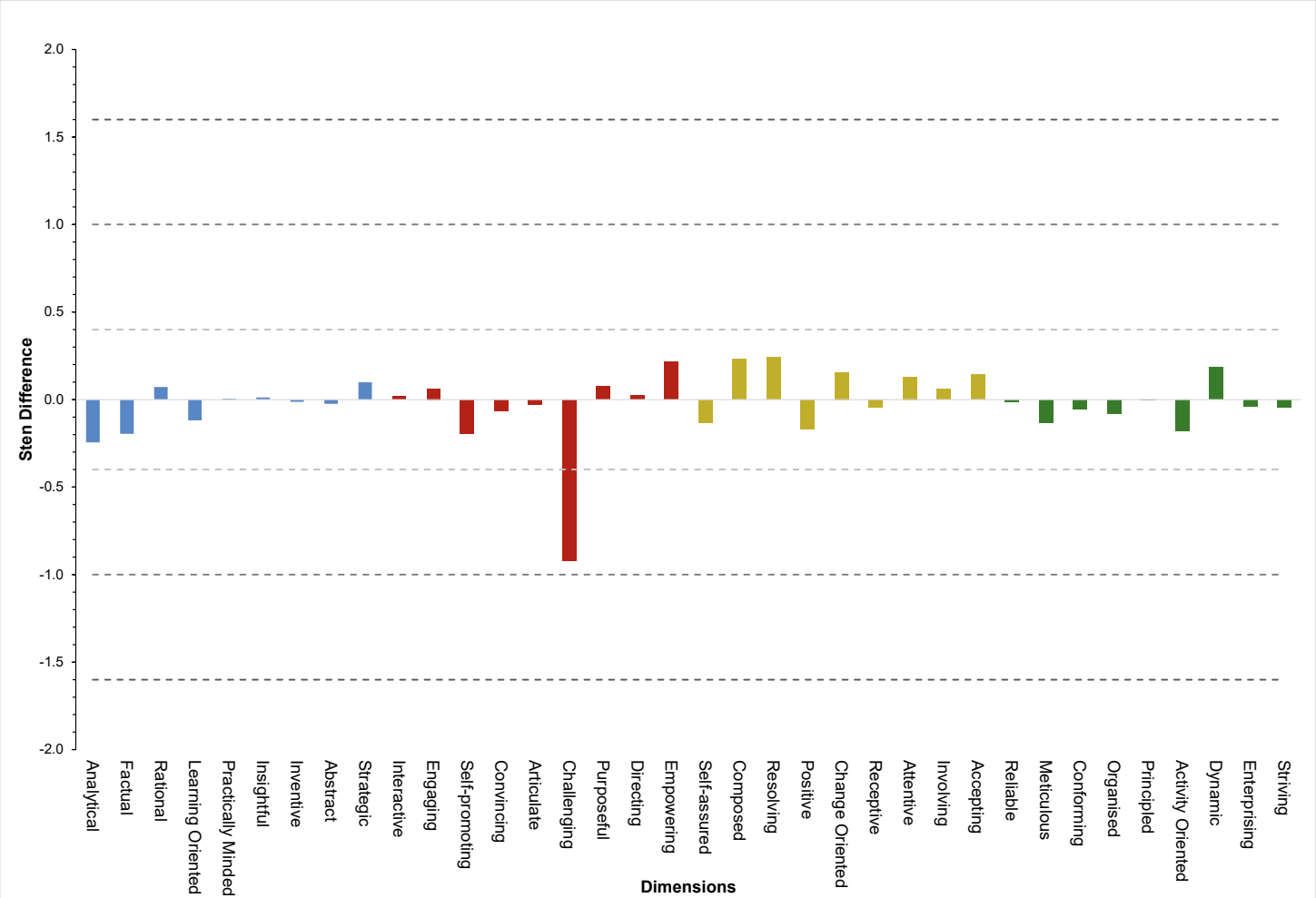
Professionals & Managers (SE, IA, 2021) N=903



Magnitude of Sten Difference:
Less than .4 – No difference
Between .4 and .99 – Small difference
Between 1 and 1.59 – Moderate difference
1.6 or more – Large difference

Direction of Sten Difference:
Positive – 2021 norm higher on this dimension
Negative – 2018 norm higher on this dimension

The Professionals & Managers (SE, IA, 2021) norm is similar to the Professionals & Managers (SE, IA, 2018) norm in terms of Sten scores. Differences range from non-existent to small across the 36 dimensions, therefore individuals are likely to score similarly against the two norms.

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Norm	International Equivalent	Comparison
Professionals & Managers (SE, IA, 2021) N=903	Professionals & Managers (INT, IA, 2021) N=24,827	Differences range from non-existent to small on 35 of the 36 dimensions. The Sweden norm is approximately 1 Sten higher on Composed, which is a moderate difference. No large differences.

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