

## Saville Assessment Aptitude Professionals & Managers (LAm & Carib, IA, 2021) Group Description

Used for:

Swift Analysis Aptitude-Rx (IA)  
 Swift Analysis Verbal & Numerical-Rx (IA)  
 Verbal Analysis Aptitude-Rx (IA)  
 Numerical Analysis Aptitude-Rx (IA)  
 Diagrammatic Analysis Aptitude-Rx (IA)

This group consisted of 1,058 individuals<sup>1</sup> in Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 18% worked in sales & marketing, 12% in finance, 9% in IT & engineering, 8% in operations, 6% in administration, 6% in health, 4% in human resources, 3% in consulting, 2% in customer service, 1% in purchasing and 1% in construction. The remaining 30% worked in other fields including research, entertainment, transport, education, law and public safety<sup>2</sup>.

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

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

41% of the group were female and 59% were male.

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

The mean age of the group was 38 years.

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

44% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 1% had school level qualifications, with the remaining 12% of the group having other or no formal qualifications.

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

65% of the group were at senior management level (including business, functional, enterprise/corporate and group managers), 28% were managers, 6% were supervisors or team leaders and 1% were professional individual contributors.

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

23% of the group had more than 20 years' work experience, 37% had between 10 and 20 years', 25% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

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<sup>1</sup> Based on 2016 to 2020 completions

<sup>2</sup> Based on 96% group response

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

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 84% group response

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

<sup>7</sup> Based on 100% group response

### Cultural Background<sup>8</sup>

67% of the group described themselves as Hispanic, 19% as White (including South American, European and Central American), 3% as Black (including Caribbean, American and African), with the remaining 11% coming from a range of other backgrounds<sup>9</sup>.

### Country of Completion<sup>10</sup>

19% of respondents completed the aptitude test in Brazil, 19% in Mexico, 19% in Panama, 16% in Argentina, 12% in Colombia, 4% in Chile, 3% in Costa Rica, 2% in Peru, 2% in Guatemala and 1% in the Dominican Republic. The remaining 3% completed the test in various other countries including El Salvador, Honduras, Guadeloupe, Cuba and Ecuador.

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<sup>8</sup> Based on 60% group response

<sup>9</sup> Other backgrounds included Native American, mixed backgrounds and Pacific Islander

<sup>10</sup> Based on 100% group response