

Saville Assessment Wave® Professional Styles Senior Managers & Executives (DE, IA, 2021) Group Description

This group consisted of 515 individuals¹ in Germany, employed in a range of job functions across a wide range of industry sectors. 15% worked in operations, 12% in consulting, 11% in sales & marketing, 11% in finance, 8% in IT & engineering, 7% in human resources, 3% in research, 2% in customer service, 2% in health and 1% in purchasing. The remaining 28% worked in other fields including law, construction, administration, education, hospitality, travel, media and welfare².

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

Gender³

33% of the group were female and 67% were male.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

39% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 11% had a professional qualification, 6% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

39% of the group were senior managers, 23% were functional managers, 16% were business managers, 12% were group managers and 10% were enterprise/corporate managers.

Work Experience⁷

53% of the group had more than 20 years' work experience, 43% had between 10 and 20 years', 3% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

91% of the group described themselves as White (including European, British and Irish), 3% as Asian (including Indian, Chinese and Thai), 1% as Hispanic, 1% as Arabic, 1% as Black (including African), with the remaining 3% coming from a range of other backgrounds⁹.

¹ Based on 2017-2021 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 100% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 70% group response

⁹ Other backgrounds included Scandinavian and mixed backgrounds