

Saville Assessment Match 6.5 Individual Contributors (INT, IA, 2022) Group Description

This international group consisted of 442 individuals¹, employed in a range of job functions across a wide range of industry sectors. 14% worked in transport, 9% in IT & engineering, 8% in health, 7% in customer service, 6% in administration, 6% in law, 4% in finance, 4% in construction, 3% in operations and 3% in sales & marketing. The remaining 36% worked in other fields including hospitality, data processing, research, welfare, consulting and education².

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

Gender³

49% of the group were female, 51% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 30 years.

Education (highest qualification)⁵

16% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 8% had a professional qualification, 18% had school level qualifications, with the remaining 15% of the group having other or no formal qualifications.

Work Experience⁶

15% of the group had more than 20 years' work experience, 29% had between 10 and 20 years', 16% had between 6 and 9 years', 16% had between 3 and 5 years', 9% had between 1 and 2 years', 4% had between 6 and 12 months', with the remaining 12% having had less than 6 months' work experience.

Cultural Background⁷

73% of the group described themselves as White (including British, Australian and European), 19% as Asian (including Indian, Pakistani, Chinese and Bangladeshi), 3% as Black (including African and African and Caribbean), 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds⁸.

Country of Completion⁹

39% of respondents completed Match 6.5 in United Kingdom, 33% in the United States, 25% in Australia and 2% in Ireland. The remaining 1% completed the questionnaire in various other countries including China, Italy, Brazil, Cyprus, France and Denmark.

¹ Based on 2019-2022 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 73% group response

⁶ Based on 98% group response

⁷ Based on 98% group response

⁸ Other backgrounds included mixed backgrounds, Aboriginal Australian, Torres Strait Islander and Arabic

⁹ Based on 100% group response