

Saville Assessment Match 6.5 Mixed Occupational (INT, IA, 2022) Group Description

This international group consisted of 1,877 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in transport, 11% in IT & engineering, 7% in customer service, 6% in health, 6% in law, 5% in operations, 5% in sales & marketing, 5% in hospitality, 4% in construction and 4% in administration. The remaining 35% worked in other fields including finance, education, human resources, consulting, research and leisure².

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

Gender³

42% of the group were female, 57% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 32 years.

Education (highest qualification)⁵

18% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 8% had a professional qualification, 19% had school level qualifications, with the remaining 11% of the group having other or no formal qualifications.

Management Level⁶

16% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 17% were managers, 9% were supervisors or team leaders, 24% were individual contributors, with the remaining 34% listing other management responsibilities.

Work Experience⁷

20% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 13% had between 6 and 9 years', 14% had between 3 and 5 years', 12% had between 1 and 2 years', 5% had between 6 and 12 months' with the remaining 12% having had less than 6 months' work experience.

Cultural Background⁸

73% of the group described themselves as White (including British, Australian and European), 15% as Asian (including Indian, Pakistani, Bangladeshi and Chinese), 4% as Black (including

¹ Based on 2019-2022 completions

² Based on 67% group response

³ Based on 100% group response

⁴ Based on 90% group response

⁵ Based on 62% group response

⁶ Based on 65% group response

⁷ Based on 74% group response

⁸ Based on 91% group response

African, American and Caribbean), 2% as Hispanic, 1% as Arabic, with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

39% of respondents completed Match 6.5 in the United Kingdom, 39% in the United States, 20% in Australia and 1% in Ireland. The remaining 1% completed the questionnaire in various other countries including India, the Netherlands, Japan, Chile, China, Pakistan, Colombia, Italy, Cyprus, Sri Lanka, Denmark, Papua New Guinea, Thailand, Canada, Brazil, France, Austria and Greece.

⁹ Other backgrounds included mixed backgrounds and Aboriginal Australian

¹⁰ Based on 100% group response