

## Saville Assessment Match 6.5 Professionals & Managers (INT, IA, 2022) Group Description

This international group consisted of 888 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 16% worked in transport, 14% in IT & engineering, 7% in operations, 6% in customer service, 6% in health, 5% in sales & marketing, 4% in hospitality, 4% in administration, 4% in law and 4% in finance. The remaining 30% worked in other fields including construction, education, human resources, consulting, research and purchasing<sup>2</sup>.

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

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

42% of the group were female, 58% were male and less than 1% responded with not specified.

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

The mean age of the group was 34 years.

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

21% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 11% had a professional qualification, 10% had school level qualifications, with the remaining 9% of the group having other or no formal qualifications.

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

24% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 27% were managers, 17% were supervisors or team leaders and 32% were professional individual contributors.

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

27% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 15% had between 6 and 9 years', 15% had between 3 and 5 years', with the remaining 12% having had less than 3 years' work experience.

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

72% of the group described themselves as White (including British, Australian and European), 19% as Asian (including Indian, Bangladeshi, Chinese and Pakistani), 3% as Black (including

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<sup>1</sup> Based on 2020-2022 completions

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

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

<sup>4</sup> Based on 93% group response

<sup>5</sup> Based on 78% group response

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

<sup>7</sup> Based on 99% group response

<sup>8</sup> Based on 97% group response

African and Caribbean), 1% as Arabic, with the remaining 5% coming from a range of other backgrounds<sup>9</sup>.

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

39% of respondents completed Match 6.5 in the United Kingdom, 34% in the United States, 26% in Australia. The remaining 1% completed the questionnaire in various other countries including Ireland, Chile, Colombia, China, the Netherlands and Papa New Guinea.

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<sup>9</sup> Other backgrounds included mixed backgrounds, Aboriginal Australian and Hispanic

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