Saville Assessment Wave® Professional Styles
Available Norms

Core	Norm	Sample Size	Work Roles	Resilient Agility	Leadership Impact & Risk
International	Professionals & Managers (2021)	24,827	✓	✓	✓
	Graduates - All (2021)	30,470	✓		
	Graduates - Recent (2021)	9,652	✓		
	Senior Managers & Executives (2021)	18,171	✓	✓	✓
	Individual Contributors (2021)	16,337	✓	✓	
	Mixed Occupational Group (2021)	24,186	✓		
	Sales (2021)	7,863			
UK	Professionals & Managers (2021)	11,798	✓	✓	✓
	Graduates - All (2021)	15,326	✓		
	Graduates - Recent (2021)	2,083	✓		
	Senior Managers & Executives (2021)	14,053	✓	✓	✓
	Individual Contributors (2021)	8,052	✓	✓	
	Mixed Occupational Group (2021)	18,370	✓		
	Sales (2021)	1,213			
US	Professionals & Managers (2021)	5,910	✓	✓	✓
	Graduates - All (2021)	7,551	✓		
	Graduates - Recent (2021)	1,019	✓		
	Senior Managers & Executives (2021)	4,961	✓	✓	✓
	Individual Contributors (2021)	2,760	✓	✓	
	Mixed Occupational Group (2021)	10,982	✓		
	Sales (2021)	2,023			

Where indicated, norms are also available for use with the Work Roles, Resilient Agility, Leadership Impact and Leadership Risk reports. The Sales reports are only available for use with the Sales norms. All other Professional Styles reports are available with any of the listed norms.

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Regional	Norm	Sample Size	Work Roles	Resilient Agility	Leadership Impact & Risk
Africa	Professionals & Managers (2021)	1,459			
	Graduates - All (2021)	1,812			
Asia	Professionals & Managers (2021)	9,629	✓		✓
	Graduates - All (2021)	9,395	✓		
	Graduates - Recent (2021)	3,125	✓		
	Senior Managers & Executives (2021)	5,653	✓		✓
Europe	Professionals & Managers (2021)	13,156	✓		
	Graduates - All (2021)	21,828	✓		
	Graduates - Recent (2021)	6,242	✓		
	Senior Managers & Executives (2021)	7,654	✓		
GCC	Professionals & Managers (2021)	1,565			✓
	Graduates - All (2021)	1,704			
	Senior Managers & Executives (2021)	802			✓
Greater China	Professionals & Managers (2021)	1,621	✓		✓
	Senior Managers & Executives (2021)	850	✓		✓
Latin America & Caribbean	Professionals & Managers (2021)	2,224			
	Graduates - All (2021)	2,629			
	Senior Managers & Executives (2021)	2,806			
Middle East	Professionals & Managers (2021)	2,065			
	Graduates - All (2021)	2,277			
	Senior Managers & Executives (2021)	1,081			

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Country	Norm	Sample Size	Work Roles	Resilient Agility	Leadership Impact & Risk
Australia	Professionals & Managers (2021)	6,819	✓		✓
	Graduates - All (2021)	16,171	✓		
	Senior Managers & Executives (2021)	5,890	✓		✓
Denmark	Professionals & Managers (2021)	8,212	✓		
	Graduates - Recent (2021)	3,546	✓		
	Senior Managers & Executives (2021)	1,196	✓		
	Individual Contributors (2021)	3,056	✓		
	Mixed Occupational Group (2021)	15,215	✓		
France	Professionals & Managers (2021)	4,006	✓		
Germany	Professionals & Managers (2021)	1,058	✓		
	Senior Managers & Executives (2021)	515	✓		
Italy	Professionals & Managers (2021)	1,016			
Japan	Professionals & Managers (2021)	3,590			✓
	Senior Managers & Executives (2021)	1,081			✓
Mexico	Professionals & Managers (2021)	2,290			
Russia	Professionals & Managers (2017)	906	✓		✓
South Africa	Professionals & Managers (2021)	2,074	✓		✓
	Graduates - All (2021)	2,607	✓		
	Senior Managers & Executives (2021)	1,071	✓		✓
Spain	Professionals & Managers (2021)	765	✓		✓
Sweden	Professionals & Managers (2021)	903			
Turkey	Professionals & Managers (2021)	1,058			

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