

Saville Assessment Wave® Work Strengths Senior Managers & Executives (INT, IA, 2021) Group Description

This international group consisted of 6,412 individuals¹, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 12% in sales & marketing, 10% in finance, 10% in operations, 6% in human resources, 5% in administration, 4% in consulting, 4% in hospitality, 3% in construction and 3% in health. The remaining 29% worked in other fields including transport, customer service, education, purchasing and law².

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

Gender³

33% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

39% had a postgraduate degree as their highest qualification, 42% had a first/undergraduate degree, 4% had a professional qualification, 4% had school level qualifications, with the remaining 11% of the group having other or no formal qualifications.

Management Level⁶

36% of the group were senior managers, 22% were functional managers, 22% were business managers, 9% were group managers and 11% were enterprise/corporate managers.

Work Experience⁷

32% of the group had more than 20 years' work experience, 44% had between 10 and 20 years', 16% had between 6 and 9 years' and 8% had less than 6 years' work experience.

Cultural Background⁸

40% of the group described themselves as White (including European, South American and British), 21% as Hispanic, 20% as Asian (including Indian, Thai and Chinese), 9% as Arabic, 3% as Black (including African, Caribbean and African and Caribbean), with the remaining 7% coming from a range of other backgrounds⁹.

¹ Based on 2017-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 93% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 69% group response

⁹ Other backgrounds included mixed backgrounds, Native American (American Indian) and Pacific Islander

Country of Completion

19% of respondents completed Work Strengths in Brazil, 16% in Colombia, 7% in the United States, 7% in Australia, 6% in the United Kingdom, 6% in the United Arab Emirates, 5% in Panama, 5% in India, 2% in France and 2% in Thailand. The remaining 25% completed the questionnaire in various other countries including Italy, Egypt, Saudi Arabia, the Philippines and Switzerland¹⁰.

¹⁰ Based on 100% group response