

## Saville Assessment Wave® Focus Styles Graduates - Recent (US, IA, 2021) Group Description

This group consisted of 685 individuals<sup>1</sup> in the United States, employed in a range of job functions across a wide range of industry sectors. 17% worked in consulting, 15% in IT & engineering, 8% in finance, 8% in sales & marketing, 8% in administration, 7% in operations, 4% in human resources, 4% in customer service, 3% in health and 2% in data processing. The remaining 24% worked in other fields including research, transport, education, law and construction<sup>2</sup>.

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

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

47% of the group were female, 53% were male and less than 1% responded with not specified.

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

The mean age of the group was 26 years.

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

24% had a postgraduate degree as their highest qualification and 76% had a first/ undergraduate degree.

### Work Experience<sup>6</sup>

55% of the group had between 3 and 5 years' work experience, 20% had between 1 and 2 years', 11% had between 6 and 12 months' with the remaining 14% having had less than 6 months' work experience.

### Cultural Background<sup>7</sup>

50% of the group described themselves as White (including European, North American and British), 29% as Asian (including Indian, Chinese and Malaysian), 11% as Hispanic, 4% as Black (including American, African and African and Caribbean), 2% as Arabic, with the remaining 4% coming from a range of other backgrounds<sup>8</sup>.

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<sup>1</sup> Based on 2018-2020 completions

<sup>2</sup> Based on 89% group response

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

<sup>4</sup> Based on 95% group response

<sup>5</sup> Based on 100% group response

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

<sup>7</sup> Based on 89% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Native American, Aboriginal Australian and Pacific Islander