

## Saville Assessment Wave® Focus Styles Individual Contributors (US, IA, 2021) Group Description

This group consisted of 1,359 individuals<sup>1</sup> in the United States, employed in a range of job functions across a wide range of industry sectors. 16% worked in consulting, 10% in IT & engineering, 9% in administration, 7% in finance, 7% in sales & marketing, 7% in human resources, 6% in operations, 6% in customer service, 6% in health and 4% in data processing. The remaining 22% worked in other fields including transport, research, law, purchasing and welfare<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>

52% of the group were female, 48% were male and less than 1% responded with not specified.

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

The mean age of the group was 35 years.

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

24% of the group had a postgraduate degree as their highest qualification, 64% had a first/undergraduate degree, 3% had a professional qualification, 6% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

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

26% of the group had more than 20 years' work experience, 28% had between 10 and 20 years', 15% had between 6 and 9 years', 15% had between 3 and 5 years', 7% had between 1 and 2 years', 4% had between 6 and 12 months', with the remaining 5% having had less than 6 months' work experience.

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

63% of the group described themselves as White (including European, British and Australian), 17% as Asian (including Indian, Chinese and Malaysian), 7% as Black (including American, African and Caribbean), 7% as Hispanic, 2% as Arabic, with the remaining 4% coming from a range of other backgrounds<sup>8</sup>.

---

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

<sup>2</sup> Based on 97% group response

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

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

<sup>5</sup> Based on 98% group response

<sup>6</sup> Based on 99% group response

<sup>7</sup> Based on 87% group response

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