

Saville Assessment Wave® Focus Styles Professionals & Managers (US, IA, 2021) Group Description

This group consisted of 2,959 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 18% worked in consulting, 12% in operations, 11% in IT & engineering, 9% in sales & marketing, 8% in human resources, 7% in finance, 6% in health, 5% in administration, 4% in customer service and 2% in transport. The remaining 18% worked in other fields including research, data processing, travel, law and construction².

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

Gender³

44% of the group were female, 56% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

30% had a postgraduate degree as their highest qualification, 60% had a first/undergraduate degree, 5% had a professional qualification, 3% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

22% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 40% were managers, 2% were supervisors or team leaders and 36% were professional individual contributors.

Work Experience⁷

39% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 13% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

67% of the group described themselves as White (including European, British and Australian), 12% as Asian (including Indian, Chinese and Japanese), 9% as Hispanic, 6% as Black (including American, African and Caribbean), 2% as Arabic, with the remaining 4% 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 91% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 89% group response

⁹ Other backgrounds included mixed backgrounds, Native American and Pacific Islander