

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

This group consisted of 1,303 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 14% worked in consulting, 13% in operations, 12% in sales & marketing, 10% in IT & engineering, 9% in finance, 7% in human resources, 5% in health, 3% in administration, 3% in customer service and 2% in transport. The remaining 22% worked in other fields including purchasing, research, travel, construction and law².

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

Gender³

34% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 44 years.

Education (highest qualification)⁵

39% of the group had a postgraduate degree as their highest qualification, 50% had a first/undergraduate degree, 7% had a professional qualification, 2% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

44% of the group were senior managers, 17% were functional managers, 14% were business managers, 13% were group managers and 12% were enterprise/corporate managers.

Work Experience⁷

60% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 6% had between 6 and 9 years' and 3% had between 3 and 5 years' work experience.

Cultural Background⁸

69% of the group described themselves as White (including European, British and North American), 13% as Hispanic, 11% as Asian (including Indian, Chinese and Pakistani), 3% as Black (including American, Caribbean and African), 1% as Arabic, with the remaining 3% 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 100% group response

⁸ Based on 80% group response

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