

Saville Assessment Wave® Focus Styles Graduates – All (UK, IA, 2021) Group Description

This group consisted of 3,983 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 9% in finance, 9% in operations, 9% in consulting, 6% in sales & marketing, 6% in human resources, 5% in health, 5% in administration, 4% in customer service and 3% in law. The remaining 30% worked in other fields including transport, education, purchasing, hospitality and research².

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

Gender³

41% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 37 years.

Education (highest qualification)⁵

34% had a postgraduate degree as their highest qualification and 66% had a first/undergraduate degree.

Work Experience⁶

35% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 12% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 13% having had less than 3 years' work experience.

Cultural Background⁷

76% of the group described themselves as White (including British, European and Irish), 16% as Asian (including Malaysian, Indian and Chinese), 3% as Black (including African, Caribbean and African and Caribbean), 1% as Arabic, 1% as Hispanic, with the remaining 3% coming from a range of other backgrounds⁸.

¹ Based on 2018-2020 completions

² Based on 90% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 100% group response

⁶ Based on 98% group response

⁷ Based on 95% group response

⁸ Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander