

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

This group consisted of 3,344 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in administration, 11% in finance, 11% in IT & engineering, 7% in consulting, 6% in operations, 6% in law, 6% in human resources, 5% in customer service, 4% in sales & marketing and 4% in health. The remaining 26% worked in other fields including education, transport, purchasing, research and hospitality².

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

Gender³

50% of the group were female, 50% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 34 years.

Education (highest qualification)⁵

20% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 11% had a professional qualification, 12% had school level qualifications, with the remaining 8% of the group having other or no formal qualifications.

Work Experience⁶

27% of the group had more than 20 years' work experience, 26% had between 10 and 20 years', 15% had between 6 and 9 years', 17% had between 3 and 5 years', 6% had between 1 and 2 years', 3% had between 6 and 12 months', with the remaining 6% having had less than 6 months' work experience.

Cultural Background⁷

76% of the group described themselves as White (including British, European and Irish), 15% as Asian (including Indian, Malaysian and Chinese), 5% as Black (including African, Caribbean and African and Caribbean), with the remaining 4% coming from a range of other backgrounds⁸.

¹ Based on 2017-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 98% group response

⁶ Based on 99% group response

⁷ Based on 97% group response

⁸ Other backgrounds included mixed backgrounds, Arabic and Hispanic