

## Saville Assessment Wave® Focus Styles Mixed Occupational Group (UK, IA, 2021) Group Description

This group consisted of 10,617 individuals<sup>1</sup> in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 13% worked in IT & engineering, 10% in finance, 10% in operations, 8% in administration, 7% in consulting, 5% in sales & marketing, 5% in human resources, 5% in law, 4% in health and 4% in customer service. The remaining 29% worked in other fields including transport, purchasing, education, construction and research<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>

42% of the group were female, 58% were male and less than 1% responded with not specified.

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

The mean age of the group was 38 years.

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

22% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 15% had a professional qualification, 12% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

24% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 22% were managers, 11% were supervisors or team leaders, 23% were individual contributors, with the remaining 20% listing other management responsibilities.

### Work Experience<sup>7</sup>

42% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 11% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

### Cultural Background<sup>8</sup>

82% of the group described themselves as White (including British, European and Irish), 10% as Asian (including Indian, Pakistani and Chinese), 4% as Black (including African, Caribbean and African and Caribbean), with the remaining 4% coming from a range of other backgrounds<sup>9</sup>.

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<sup>1</sup> Based on 2016-2020 completions

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

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

<sup>4</sup> Based on 94% group response

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

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 99% group response

<sup>8</sup> Based on 97% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Arabic and Hispanic