

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

This group consisted of 5,781 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 12% in finance, 10% in operations, 8% in consulting, 6% in sales & marketing, 6% in human resources, 5% in health, 4% in administration, 3% in law and 3% in customer service. The remaining 29% worked in other fields including transport, purchasing, education, construction and research hospitality².

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

Gender³

38% of the group were female, 61% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

24% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 17% had a professional qualification, 10% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level⁶

23% of the group were at senior management level (including business, functional, group and enterprise/corporate managers), 40% were managers, 2% were supervisors or team leaders and 35% were professional individual contributors.

Work Experience⁷

45% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 11% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

Cultural Background⁸

85% of the group described themselves as White (including British, European and Irish), 8% as Asian (including Indian, Pakistani and Chinese), 3% as Black (including African, Caribbean and African and Caribbean), with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2016-2020 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 97% group response

⁹ Other backgrounds included mixed backgrounds, Arabic and Hispanic