

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

This group consisted of 2,464 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, 13% in operations, 11% in finance, 7% in health, 6% in sales & marketing, 6% in consulting, 5% in human resources, 3% in transport, 2% in purchasing and 2% in construction. The remaining 32% worked in other fields including law, customer service, education, administration and hospitality<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>

33% of the group were female, 67% were male and less than 1% responded with not specified.

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

The mean age of the group was 44 years.

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

29% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 21% had a professional qualification, 8% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

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

63% of the group were senior managers, 16% were functional managers, 11% were business managers, 6% were group managers and 4% were enterprise/corporate managers.

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

65% of the group had more than 20 years' work experience, 29% had between 10 and 20 years', 4% had between 6 and 9 years' and 1% had between 3 and 5 years' work experience.

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

90% of the group described themselves as White (including British, European and Irish), 5% as Asian (including Indian, Pakistani and Bangladeshi), 2% as Black (including African, Caribbean and African and Caribbean), with the remaining 3% 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 96% group response

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

<sup>4</sup> Based on 92% group response

<sup>5</sup> Based on 97% group response

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

<sup>7</sup> Based on 100% group response

<sup>8</sup> Based on 95% group response

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