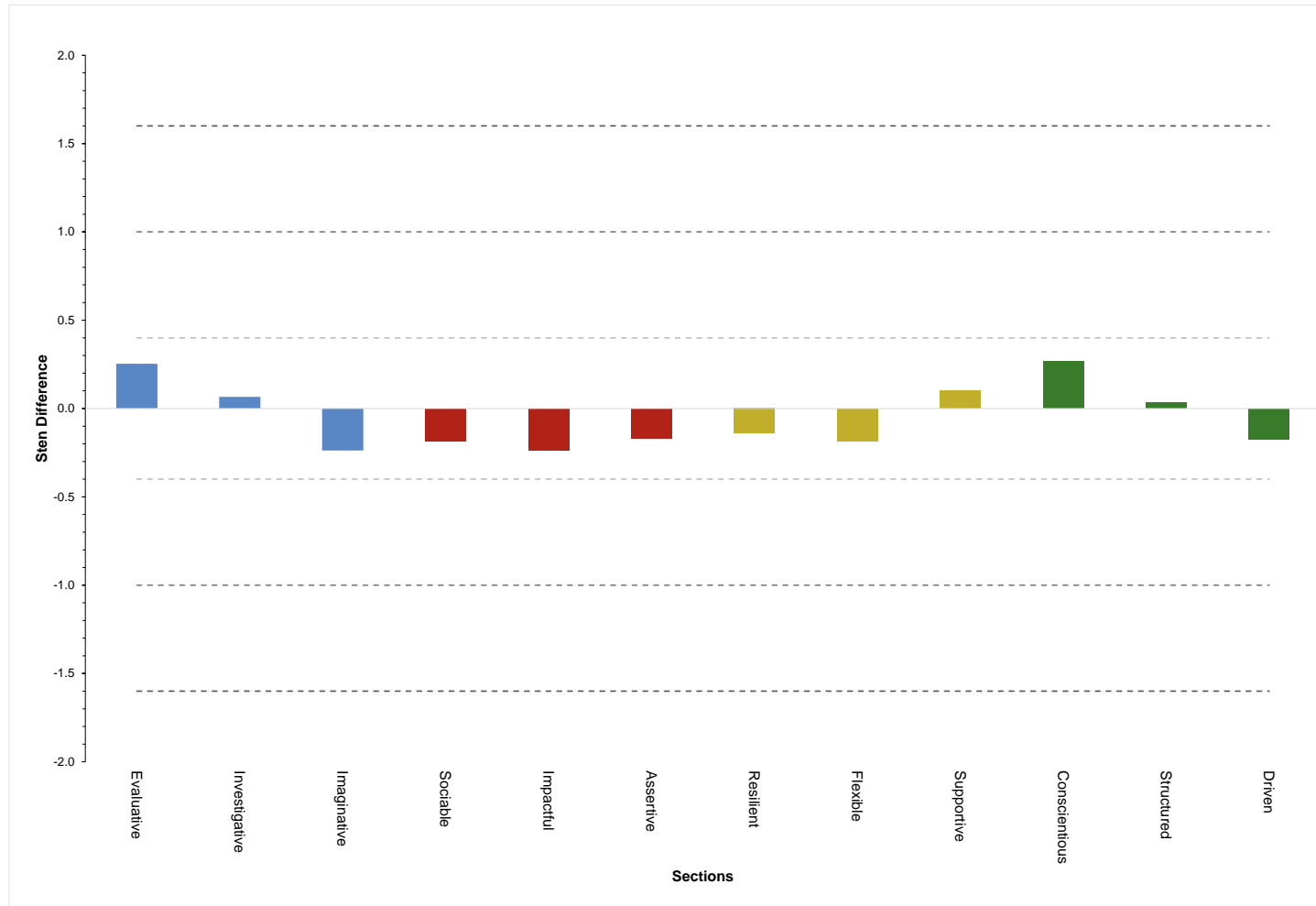


### Professionals & Managers (UK, IA, 2021) N=5,782



**Magnitude of Sten Difference:**

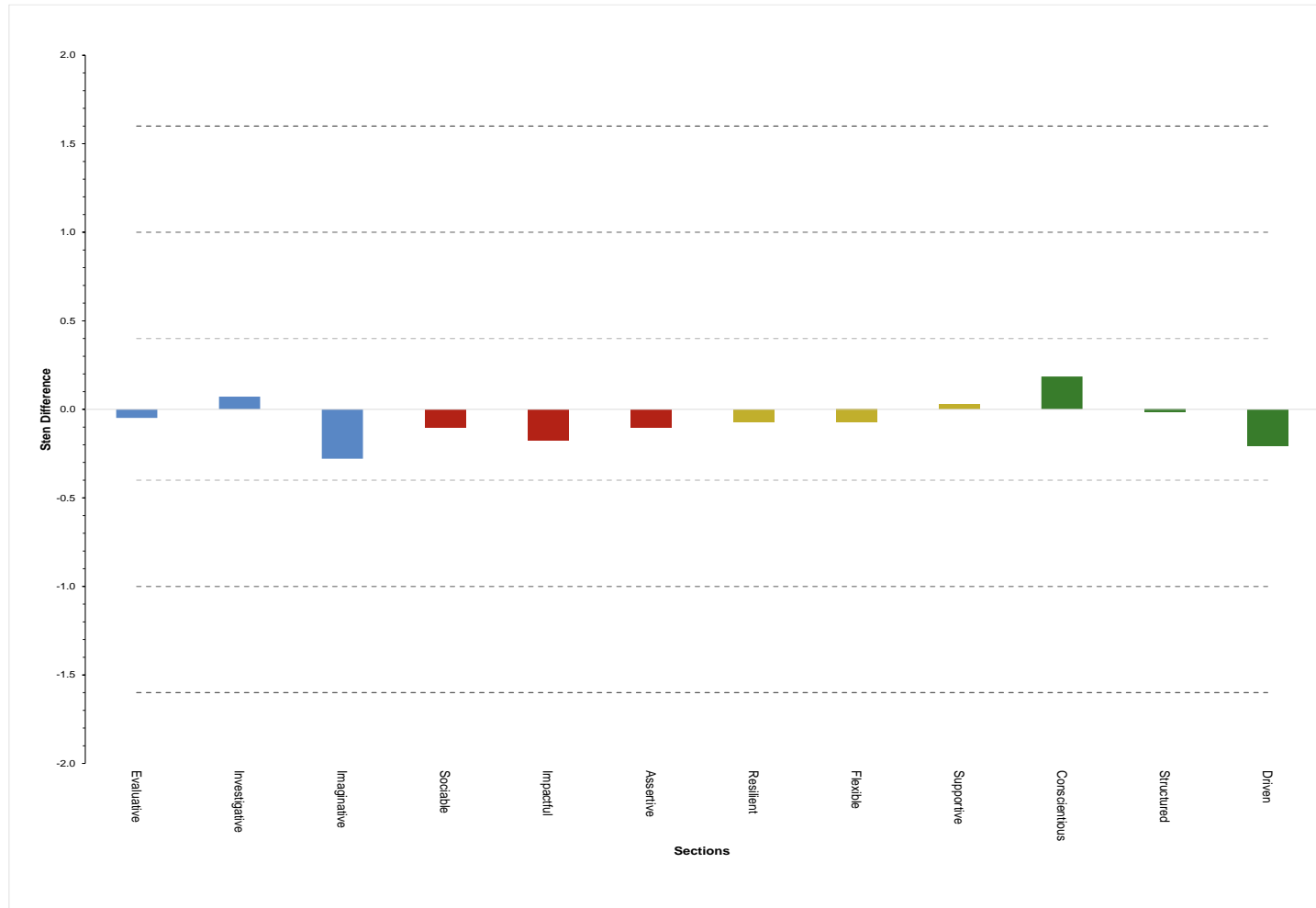
Less than .4 – No difference  
 Between .4 and .99 – Small difference  
 Between 1 and 1.59 – Moderate difference  
 1.6 or more – Large difference

**Direction of Sten Difference:**

Positive – 2021 norm higher on this dimension  
 Negative – 2017 norm higher on this dimension

The Professionals & Managers (UK, IA, 2021) norm is similar to the Professionals & Managers (UK, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

### Graduates – All (UK, IA, 2021) N=3,983



**Magnitude of Sten Difference:**

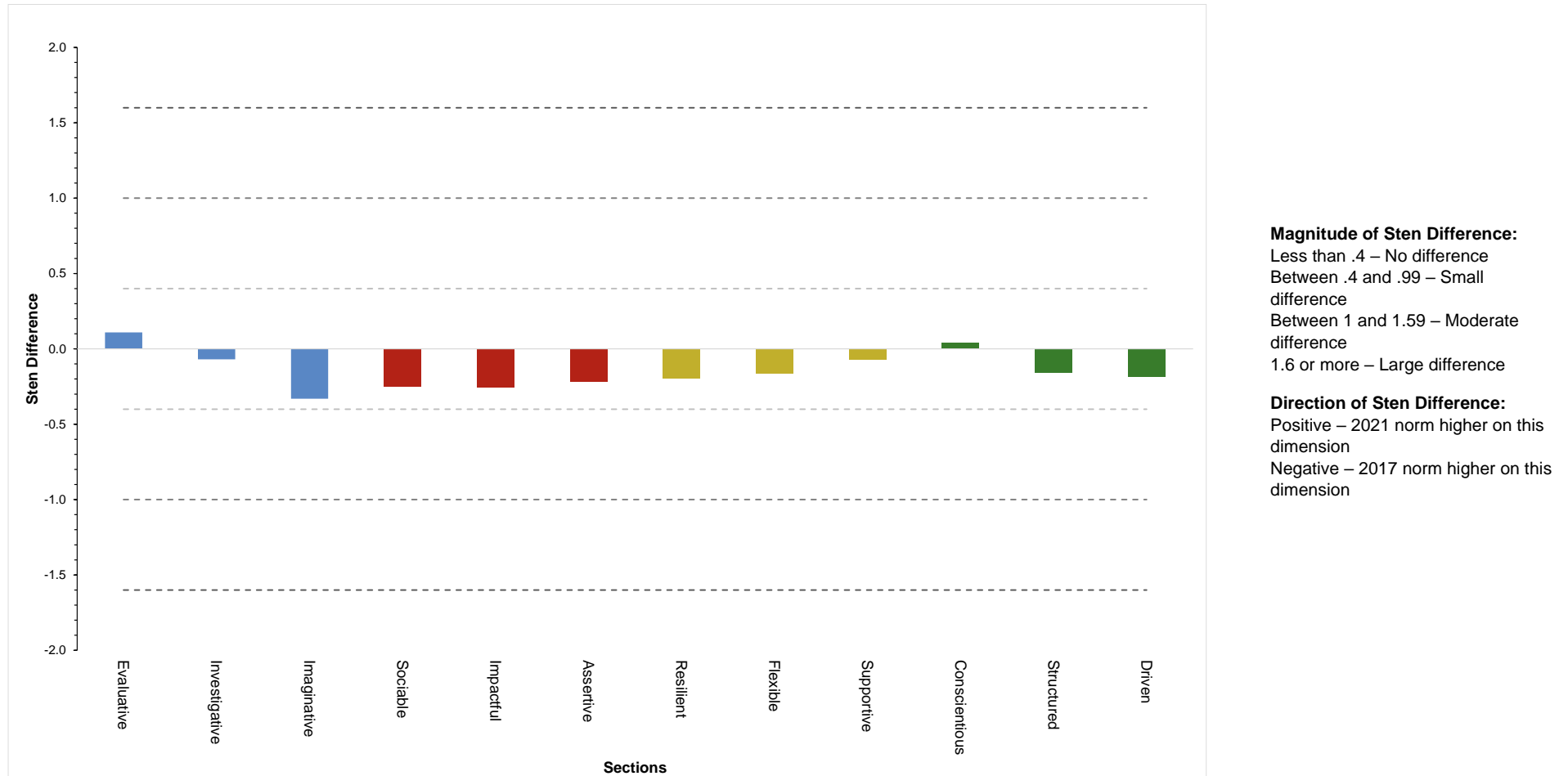
Less than .4 – No difference  
 Between .4 and .99 – Small difference  
 Between 1 and 1.59 – Moderate difference  
 1.6 or more – Large difference

**Direction of Sten Difference:**

Positive – 2021 norm higher on this dimension  
 Negative – 2017 norm higher on this dimension

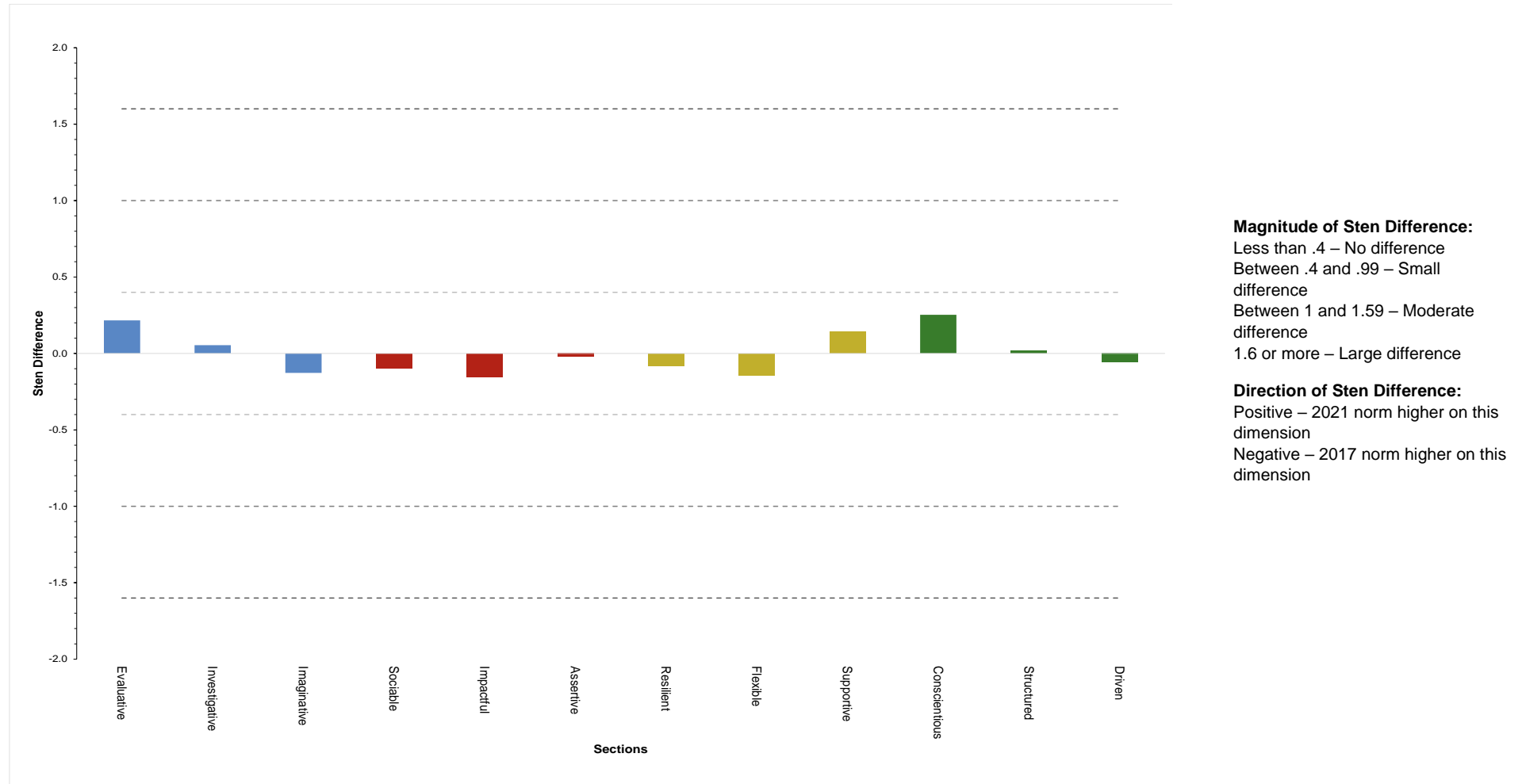
The Graduates - All (UK, IA, 2021) norm is similar to the Graduates - All (UK, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

### Graduates – Recent (UK, IA, 2021) N=1,268



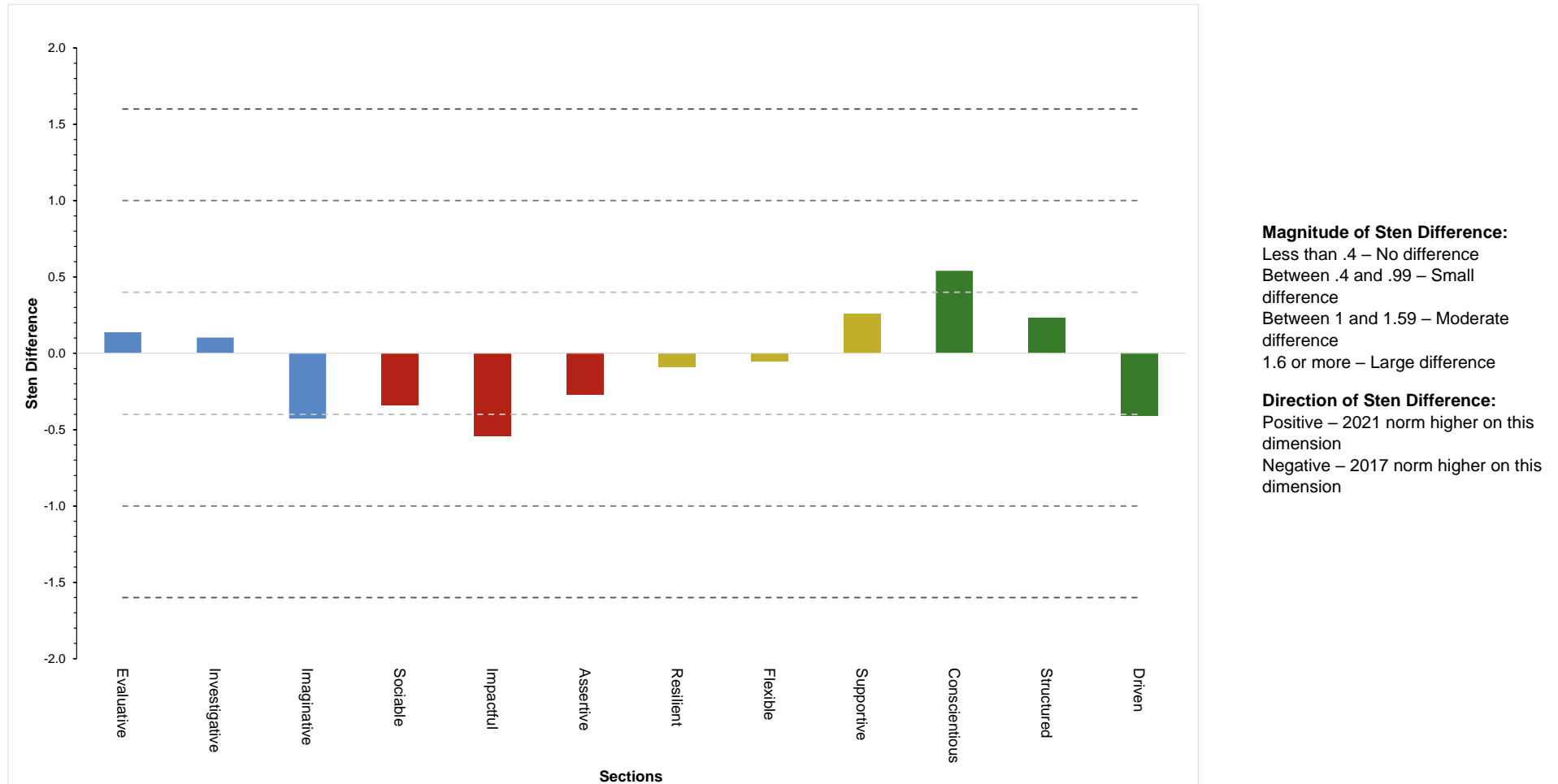
The Graduates - Recent (UK, IA, 2021) norm is similar to the Graduates - Recent (UK, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

### Senior Managers & Executives (UK, IA, 2021) N=2,464



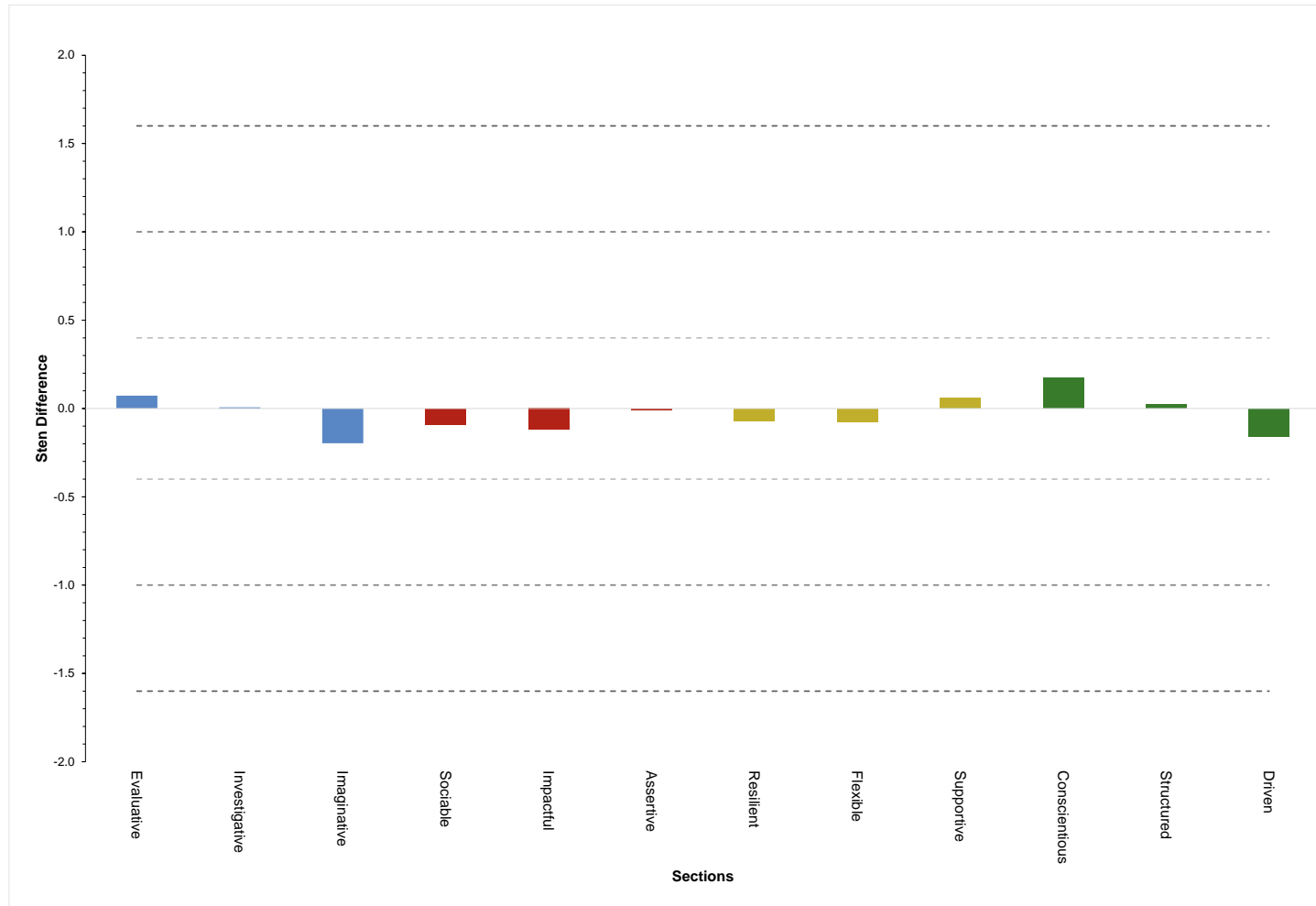
The Senior Managers & Executives (UK, IA, 2021) norm is similar to the Senior Managers & Executives (UK, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

### Individual Contributors (UK, IA, 2021) N=3,344



The Individual Contributors (UK, IA, 2021) norm is similar to the Individual Contributors (UK, IA, 2017) norm in terms of Sten scores. Differences range from non-existent to small across the 12 sections, therefore individuals are likely to score similarly against the two norms.

### Mixed Occupational Group (UK, IA, 2021) N=10,616



**Magnitude of Sten Difference:**

Less than .4 – No difference  
 Between .4 and .99 – Small difference  
 Between 1 and 1.59 – Moderate difference  
 1.6 or more – Large difference

**Direction of Sten Difference:**

Positive – 2021 norm higher on this dimension  
 Negative – 2017 norm higher on this dimension

The Mixed Occupational Group (UK, IA, 2021) norm is similar to the Mixed Occupational Group (UK, IA, 2017) norm in terms of Sten scores. There are no appreciable differences across the 12 sections, therefore individuals are likely to score similarly against the two norms.

<b>Norm</b>	<b>International Equivalent</b>	<b>Comparison</b>
Professionals & Managers (UK, IA, 2021) N=5,782	Professionals & Managers (INT, IA, 2021) N=31,197	Differences range from non-existent to small. No moderate or large differences.
Graduates – All (UK, IA, 2021) N=3,983	Graduates – All (INT, IA, 2021) N=41,697	No small, moderate or large differences.
Graduates – Recent (UK, IA, 2021) N=1,268	Graduates – Recent (INT, IA, 2021) N=10,623	Differences range from non-existent to small. No moderate or large differences.
Senior Managers & Executives (UK, IA, 2021) N=2,464	Senior Managers & Executives (INT, IA, 2021) N=7,690	Differences range from non-existent to small. No moderate or large differences.
Individual Contributors (UK, IA, 2021) N=3,344	Individual Contributors (INT, IA, 2021) N=18,793	Differences range from non-existent to small. No moderate or large differences.
Mixed Occupational Group (UK, IA, 2021) N=10,616	Mixed Occupational Group (INT, IA, 2021) N=46,214	Differences range from non-existent to small. No moderate or large differences.