

Saville Assessment Wave® Performance 360 Professionals & Managers (EUR, 2021) Group Description

This group¹ consisted of 8,993 individuals² in Europe, employed in a range of job functions across a wide range of industry sectors. 17% worked in sales & marketing, 13% in operations, 10% in IT & engineering, 8% in finance, 5% in health, 4% in customer service, 4% in human resources, 3% in administration, 2% in welfare and 2% in data processing. The remaining 32% worked in other fields including education, media, construction, research, consulting and purchasing³.

The norm group was based on a combination of all raters, including self and other raters. The breakdown for the two rater categories, Self and Other raters, is provided below (with response rates for each biographical section given in the footnotes):

Self raters

The sample consisted of 686 professionals and managers who rated themselves on the questionnaire.

Gender⁴

42% of the group were female and 58% were male.

Age⁵

The mean age of the group was 42 years.

Education (highest qualification)⁶

34% had a postgraduate degree as their highest qualification, 42% had a first/undergraduate degree, 10% had a professional qualification, 9% had school level qualifications, with the remaining 5% having other or no formal qualifications.

Management Level⁷

17% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 45% were managers, 28% were team leaders and 10% were professional individual contributors.

Work Experience⁸

45% of the group had more than 20 years' work experience, 40% had between 10 and 20 years', 11% had between 6 and 9 years', 3% had between 3 and 5 years', with the remaining 1% having had less than 3 years' work experience.

¹ Based on 2015-2020 completions

² Based on all individuals who provided ratings for each Performance 360 assessment (Self, Bosses, Peers, Reports and Others)

³ Based on 95% group response

⁴ Based on 100% group response

⁵ Based on 93% group response

⁶ Based on 94% group response

⁷ Based on 100% group response

⁸ Based on 99% group response

Cultural Background⁹

92% of the group described themselves as White (including British, European and Australian), 3% as Asian (including Indian), 3% as Hispanic, with the remaining 2% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

29% of respondents completed Performance 360 in the United Kingdom, 16% in Denmark, 13% in Spain, 10% in Italy, 6% in France, 6% in the Netherlands, 3% in Russia, 3% in Ireland, 3% in Switzerland, 2% in Germany, 2% in Romania and the remaining 7% in various other countries (including Belgium, Poland, Portugal, Czechia and Turkey).

Other raters

The sample consisted of 8,307 individuals who rated a colleague on the Performance 360 questionnaire.

Gender¹²

40% of the group were female, 60% were male and less than 1% responded with 'not specified'.

Age¹³

The mean age of the group was 43 years.

Education (highest qualification)¹⁴

30% had a postgraduate degree as their highest qualification, 42% had a first/undergraduate degree, 10% had a professional qualification, 13% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level¹⁵

33% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 34% were managers, 17% were team leaders, 13% were professional individual contributors and 3% were non-professional individual contributors.

Work Experience¹⁶

52% of the group had more than 20 years' work experience, 33% had between 10 and 20 years', 9% had between 6 and 9 years', 4% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

⁹ Based on 74% group response

¹⁰ Other backgrounds included Black, Scandinavian and Arabic

¹¹ Based on 100% group response

¹² Based on 68% group response

¹³ Based on 41% group response

¹⁴ Based on 58% group response

¹⁵ Based on 50% group response

¹⁶ Based on 61% group response

Cultural Background¹⁷

90% of the group described themselves as White (including British, European, South African and American), 3% as Asian (including Indian and Chinese), 3% as Hispanic, 1% as Black (including African, South African and Caribbean), with the remaining 3% coming from a range of other backgrounds¹⁸.

Country of Completion¹⁹

27% of respondents completed Performance 360 in the United Kingdom, 14% in Italy, 14% in Denmark, 12% in Spain, 6% in France, 5% in the Netherlands, 4% in Russia, 3% in Ireland, 3% in Switzerland, 3% in the United States and 3% in Romania, with the remaining 6% having completed the questionnaire in various other countries (including Belgium, Germany, Portugal, Sweden and Poland).

¹⁷ Based on 46% group response

¹⁸ Other backgrounds included mixed backgrounds, Scandinavian and Arabic

¹⁹ Based on 99% group response