

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

This international group¹ consisted of 25,254 individuals², employed in a range of job functions across a wide range of industry sectors. 68% worked in sales and marketing, operations, IT and engineering, finance, executive roles, administration, health and human resources. The remaining 32% worked in other fields including customer service, line management, construction and consulting³.

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 2,203 professionals and managers who rated themselves on the questionnaire.

Gender⁴

35% of the group were female, 65% were male and less than 1% responded with 'not specified'.

Age⁵

The mean age of the group was 42 years.

Education (highest qualification)⁶

31% had a postgraduate degree as their highest qualification, 46% had a first/undergraduate degree, 9% had a professional qualification, 8% had school level qualifications, with the remaining 6% having other or no formal qualifications.

Management Level⁷

24% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 42% were managers, 23% were team leaders and 11% were professional individual contributors.

Work Experience⁸

45% of the group had more than 20 years' work experience, 40% had between 10 and 20 years' experience, 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.

Cultural Background⁹

¹ Based on 2015-2020 completions

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

³ Based on 59% group response

⁴ Based on 100% group response

⁵ Based on 90% group response

⁶ Based on 96% group response

⁷ Based on 100% group response

⁸ Based on 99% group response

⁹ Based on 84% group response

70% of the group described themselves as White (including British, European, Australian and New Zealander), 19% as Asian (including Chinese, Indian, Japanese and Malaysian), 3% as Hispanic, 3% as Arabic, 2% as Black (including African and Caribbean), with the remaining 3% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

28% of respondents completed Performance 360 in the United Kingdom, 12% in Australia, 11% in the United States, 5% in Denmark, 4% in Spain, 4% in China, with the remaining 36% having completed the questionnaire in various other countries (including Italy, New Zealand, Japan, India, Brazil, France, South Africa and the Netherlands).

Other raters

The sample consisted of 23,051 individuals who rated a colleague on the Performance 360 questionnaire.

Gender¹²

38% of the group were female, 62% were male and less than 1% responded with 'not specified'.

Age¹³

The mean age of the group was 43 years.

Education (highest qualification)¹⁴

29% had a postgraduate degree as their highest qualification, 45% had a first/undergraduate degree, 10% had a professional qualification, 10% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level¹⁵

42% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 27% were managers, 14% were team leaders, 14% were professional individual contributors and 3% were non-professional individual contributors.

Work Experience¹⁶

52% of the group had more than 20 years' work experience, 31% had between 10 and 20 years' experience, 10% had between 6 and 9 years', 4% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

¹⁰ Other backgrounds included mixed backgrounds, Scandinavian and Maori

¹¹ Based on 99% group response

¹² Based on 65% group response

¹³ Based on 53% group response

¹⁴ Based on 56% group response

¹⁵ Based on 48% group response

¹⁶ Based on 59% group response

Cultural Background¹⁷

72% of the group described themselves as White (including British, European, Australian and New Zealander), 14% as Asian (including Indian, Chinese, Japanese and Malaysian), 4% as Hispanic, 3% as Black (including African and American), 2% as Arabic, with the remaining 5% coming from a range of other backgrounds¹⁸.

Country of Completion¹⁹

27% of respondents completed Performance 360 in the United Kingdom, 13% in the United States, 12% in Australia, 5% in Italy, 5% in Denmark, 4% in Spain, 3% in New Zealand, with the remaining 31% having completed the questionnaire in various other countries (including Brazil, China, France, South Africa, India, the Netherlands and Japan).

¹⁷ Based on 50% group response

¹⁸ Other backgrounds included mixed backgrounds, Scandinavian and Maori)

¹⁹ Based on 99% group response