

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

This group¹ consisted of 5,423 individuals² in Europe, employed in a range of job functions across a wide range of industry sectors. 14% worked in operations, 13% in sales & marketing, 11% in finance, 10% in IT & engineering, 4% in human resources, 4% in health, 3% in law, 3% in customer service, 3% in consulting and 2% in media. The remaining 33% worked in other fields including administration, education, construction, data processing and leisure³.

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 405 senior managers and executives who rated themselves on the questionnaire.

Gender⁴

33% of the group were female and 67% were male.

Age⁵

The mean age of the group was 45 years.

Education (highest qualification)⁶

48% had a postgraduate degree as their highest qualification, 33% had a first/undergraduate degree, 10% had a professional qualification, 5% had school level qualifications, with the remaining 4% having other or no formal qualifications.

Management Level⁷

48% of the group were senior managers, 16% were functional managers, 13% were business managers, 12% were enterprise/corporate managers and 11% were group managers.

Work Experience⁸

58% of the group had more than 20 years' work experience, 38% had between 10 and 20 years' experience, 3% had between 6 and 9 years' and 1% had between 3 and 5 years'.

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 96% group response

⁴ Based on 100% group response

⁵ Based on 93% group response

⁶ Based on 97% group response

⁷ Based on 100% group response

⁸ Based on 100% group response

Cultural Background⁹

94% of the group described themselves as White (including British, European, South African and American) and 3% as Asian (including Indian, Chinese and Pakistani), with the remaining 3% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

30% of respondents completed Performance 360 in the United Kingdom, 15% in France, 9% in the Netherlands, 9% in Spain, 7% in Ireland, 7% in Italy, 5% in Denmark, 3% in Germany, 3% in Belgium, and 3% in Switzerland. The remaining 9% completed the questionnaire in various other countries (including Russia, Portugal, Turkey, Austria and Poland).

Other raters

The sample consisted of 5,018 individuals who rated a colleague on the Performance 360 questionnaire.

Gender¹²

34% of the group were female, 65% were male and 1% responded with 'not specified'.

Age¹³

The mean age of the group was 45 years.

Education (highest qualification)¹⁴

40% had a postgraduate degree as their highest qualification, 38% had a first/undergraduate degree, 9% had a professional qualification, 9% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level¹⁵

28% of the group were senior managers, 22% were managers, 10% were enterprise/corporate managers, 9% were functional managers, 8% were business managers, 8% were team leaders, 7% were group managers, 7% were professional individual contributors and 1% were non-professional individual contributors.

Work Experience¹⁶

60% of the group had more than 20 years' work experience, 31% had between 10 and 20 years' experience, 6% had between 6 and 9 years', 2% had between 3 and 5 years', with the remaining 1% having had less than 3 years' work experience.

⁹ Based on 82% group response

¹⁰ Other backgrounds included Black, mixed backgrounds and Arabic

¹¹ Based on 100% group response

¹² Based on 67% group response

¹³ Based on 57% group response

¹⁴ Based on 59% group response

¹⁵ Based on 54% group response

¹⁶ Based on 61% group response

Cultural Background¹⁷

92% of the group described themselves as White (including British, European, South African and American), 3% as Asian (including Indian, Chinese and Pakistani) and 2% as Hispanic, with the remaining 3% coming from a range of other backgrounds¹⁸.

Country of Completion¹⁹

31% of respondents completed Performance 360 in the United Kingdom, 12% in France, 10% in Italy, 9% in Spain, 7% in Ireland, 7% in the Netherlands, 4% in Denmark, 3% in Switzerland, 3% in the United States, 3% in Belgium, 3% in Germany and 2% in Russia, with the remaining 6% having completed the questionnaire in various other countries (including Portugal, Austria, Poland, Turkey and Romania).

¹⁷ Based on 51% group response

¹⁸ Other backgrounds included mixed backgrounds, Arabic and Scandinavian

¹⁹ Based on 99% group response