

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

This international group<sup>1</sup> consisted of 22,530 individuals<sup>2</sup>, employed in a range of job functions across a wide range of industry sectors. 71% worked in sales and marketing, operations, finance, IT and engineering, executive roles, administration, human resources and health. The remaining 29% worked in other fields including line management, customer service, consulting, education, law, construction, transport, purchasing and research<sup>3</sup>.

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 1,870 senior managers and executives who rated themselves on the questionnaire.

### Gender<sup>4</sup>

27% of the group were female, 73% were male and less than 1% responded with 'not specified'.

### Age<sup>5</sup>

The mean age of the group was 45 years.

### Education (highest qualification)<sup>6</sup>

41% had a postgraduate degree as their highest qualification, 40% had a first/undergraduate degree, 10% had a professional qualification, 5% had school level qualifications, 4% of the group had other qualifications and less than 1% of the group had no formal qualifications.

### Management Level<sup>7</sup>

51% of the group were senior managers, 17% were functional managers, 11% were business managers, 11% were group managers and 10% were enterprise/corporate managers.

### Work Experience<sup>8</sup>

62% 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' and the remaining 1% had between 3 and 5 years' work experience.

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<sup>1</sup> Based on 2015-2020 completions

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

<sup>3</sup> Based on 61% group response

<sup>4</sup> Based on 100% group response

<sup>5</sup> Based on 90% group response

<sup>6</sup> Based on 97% group response

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

<sup>8</sup> Based on 100% group response

## Cultural Background<sup>9</sup>

66% of the group described themselves as White (including British, European, Australian and New Zealander), 23% as Asian (including Indian, Japanese and Chinese), 5% as Hispanic, 2% as Black (including African and Caribbean), with the remaining 4% coming from a range of Other backgrounds<sup>10</sup>.

## Country of Completion<sup>11</sup>

26% of respondents completed Performance 360 in the United Kingdom, 13% in Australia, 10% in the United States, 5% in Brazil, 5% in Japan, 5% in India, 4% in France, with the remaining 32% having completed the questionnaire in various other countries (including Panama, South Africa, the Netherlands, Indonesia, Spain and New Zealand).

## Other raters

The sample consisted of 20,660 individuals who rated a colleague on the Performance 360 questionnaire.

## Gender<sup>12</sup>

33% of the group were female, 66% were male and 1% described themselves as 'not specified'.

## Age<sup>13</sup>

The mean age of the group was 44 years.

## Education (highest qualification)<sup>14</sup>

33% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, 5% had other qualifications, with the remaining 1% of the group having no formal qualifications.

## Management Level<sup>15</sup>

28% of the group were senior managers, 11% were functional managers, 10% were enterprise/corporate managers, 8% were business managers, 7% were group managers, 21% were managers, 7% were team leaders, 7% were professional individual contributors and the remaining 1% were non-professional individual contributors.

## Work Experience<sup>16</sup>

58% of the group had more than 20 years' work experience, 29% had between 10 and 20 years' experience, 8% had between 6 and 9 years', 3% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

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<sup>9</sup> Based on 85% group response

<sup>10</sup> Other backgrounds included mixed backgrounds, Arabic, Pacific Islander, Scandinavian and Aboriginal Australian

<sup>11</sup> Based on 99% group response

<sup>12</sup> Based on 67% group response

<sup>13</sup> Based on 56% group response

<sup>14</sup> Based on 58% group response

<sup>15</sup> Based on 54% group response

<sup>16</sup> Based on 61% group response

### Cultural Background<sup>17</sup>

67% of the group described themselves as White (including British, European, Australian and New Zealander), 19% as Asian (including Indian, Japanese and Chinese), 6% as Hispanic, 3% as Black (including African and Caribbean), with the remaining 5% coming from a range of Other backgrounds<sup>18</sup>.

### Country of Completion<sup>19</sup>

27% of respondents completed Performance 360 in the United Kingdom, 13% in Australia, 12% in the United States, 6% in Brazil, 4% in Japan, 4% in India, with the remaining 34% having completed the questionnaire in various other countries (including France, Panama, Spain, Italy, South Africa, the Netherlands and New Zealand).

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<sup>17</sup> Based on 52% group response

<sup>18</sup> Other backgrounds included mixed backgrounds and Arabic

<sup>19</sup> Based on 99% group response