

Wave® Performance 360 International Norm Comparisons

Graphs Explanation

This report consists of graphs displaying the Sten differences between the 2011 and 2021 norm groups.

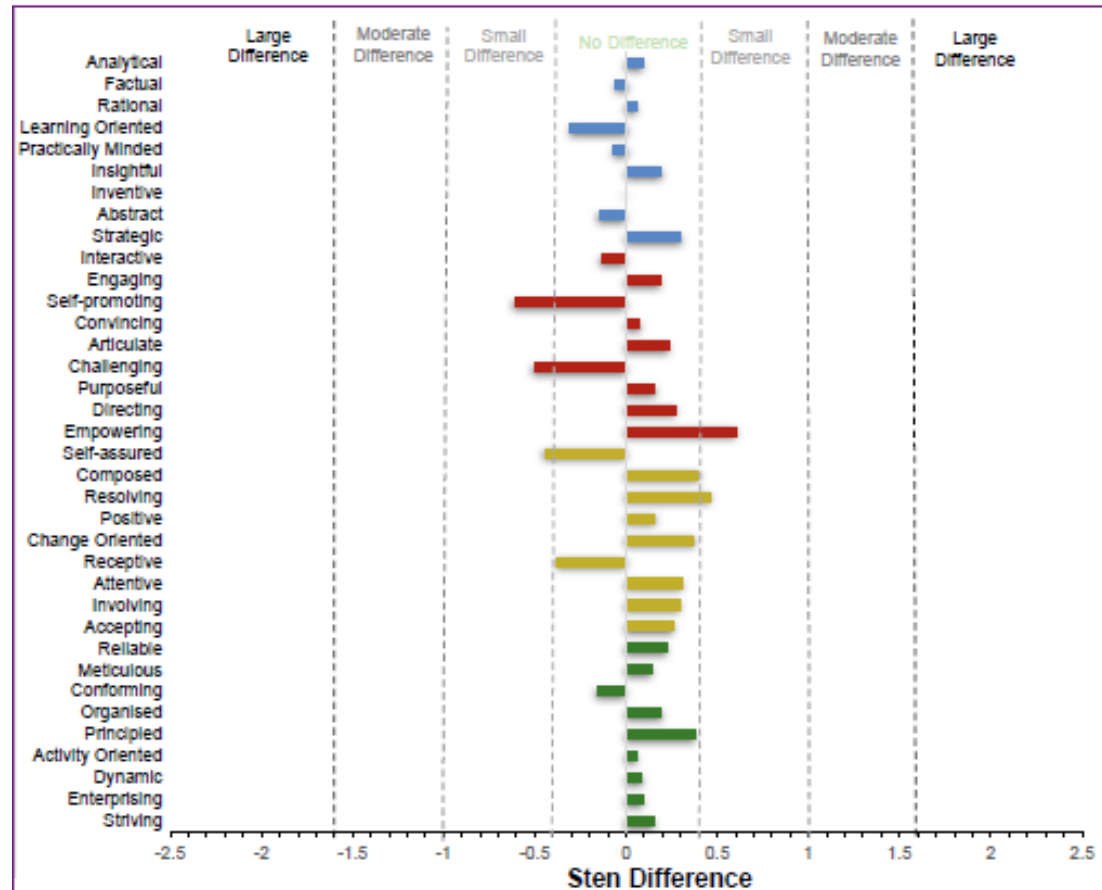
The main graphs are magnified and represent only five Stens across the scale. The 0 line represents the 2011 norm, with the bars demonstrating how the 2021 norm differs from this.

Where the Sten difference is greater than zero, the 2021 norm is higher and participants may score lower than they would against the 2011 norm. Where the Sten difference is less than zero, the 2021 norm is lower and participants may score higher than they would against the 2011 norm.

The 2021 Norms – General Note:

The new norms have lower SDs. This means shifts at the top and bottom ends, with a small number of scores increasing/decreasing by 1 Sten across the different rater groups. So, for example, with the new norm a Sten 9 may shift up to Sten 10 and a Sten 3 may shift down to Sten 2.

The key likely reason for the lower SDs is the increase in the average number of raters per assessee, particularly for Peers and Reports. Other potential factors include differences in the samples.



Note: Differences <.4 Stens are very small, differences between .4 and 1 Stens are small, differences between 1 and 1.59 Stens are moderate and differences >1.6 Stens are large.

Saville Assessment

WillisTowersWatson 

Professionals & Managers

The graph is based on the combined effectiveness score across all rater groups including Self.

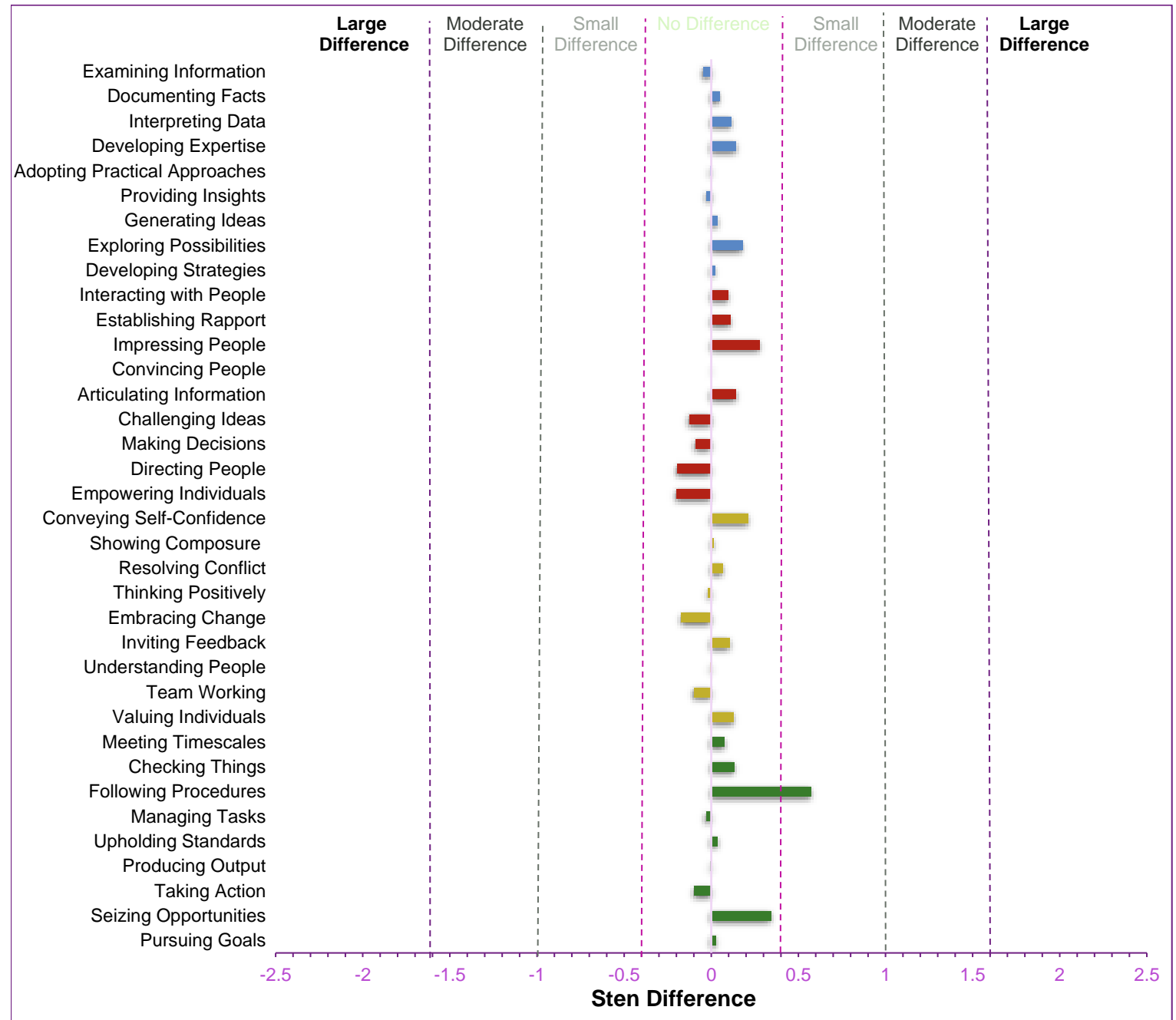
Approx. 60% of dimensions have higher means in the 2021 norm than 2011 but the differences are very small.

At the combined score level, the two norms are similar in terms of Sten scores, with all but one dimension showing a less than 0.5 Sten difference.

The only difference slightly higher than 0.5 Sten is Following Procedures, with Seizing opportunities around a third of a Sten. However, more differences will be seen in reports at the rater group level with scores at the top and bottom end but all within 1 Sten.

The sample sizes are similar for both norms. 2021: 2,203 professionals & managers (25,254 individuals) vs. 2011: 2,268 professionals & managers (12,592 individuals). Sample make-up is also similar – key differences in 2021 group are that it is a broader international slightly older, work experienced group and the proportion of senior managers has been reduced by approx. 10%.

There are also some shifts in industry.



Note: Differences <.4 Stens are very small, differences between .4 and 1 Stens are small, differences between 1 and 1.59 Stens are moderate and differences >1.6 Stens are large.

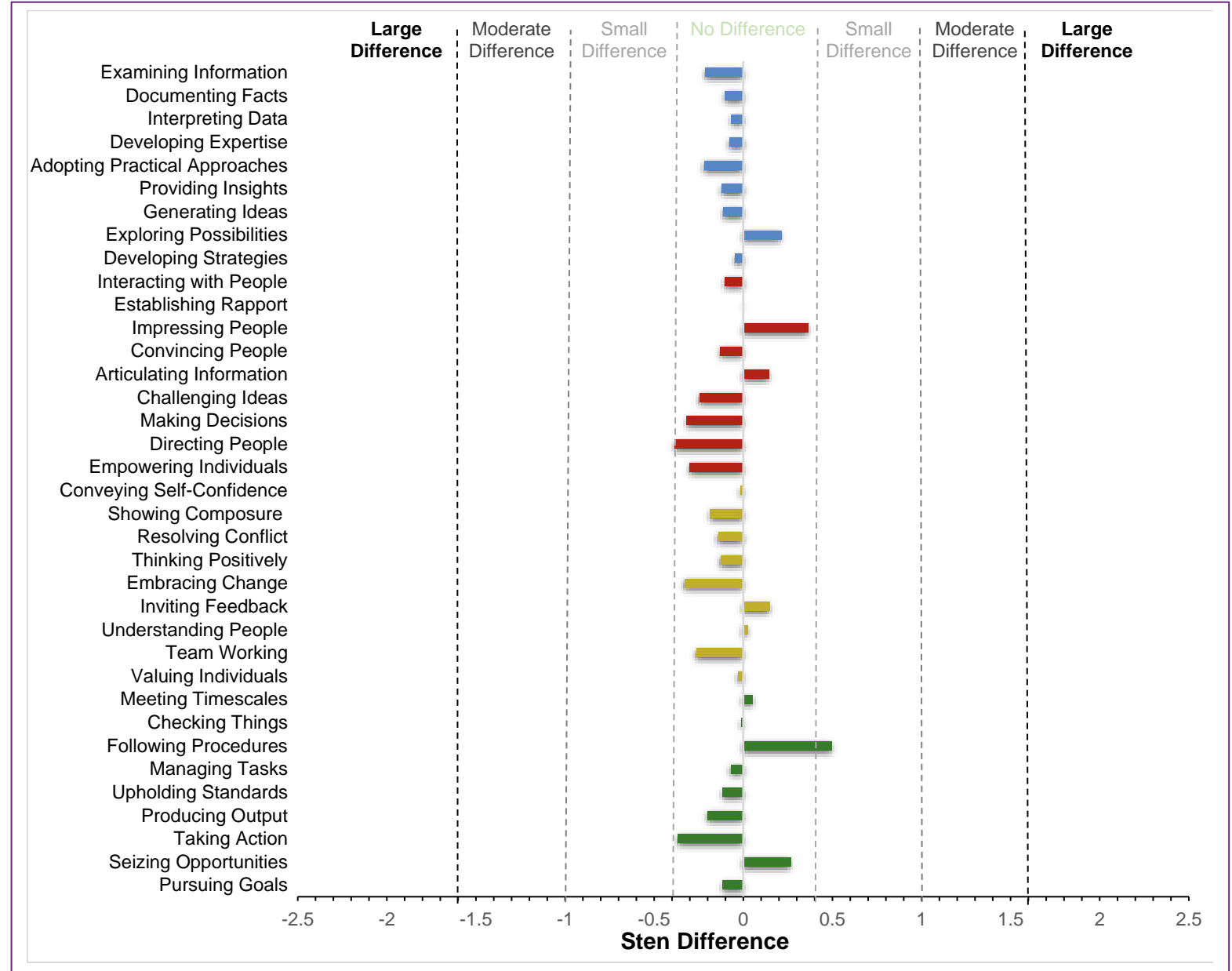
Senior Managers & Executives

The graph is based on the combined effectiveness score across all rater groups including Self.

Approx. 30% of dimensions have higher means in the 2021 norm than 2011 but the differences are very small.

At the combined score level, the only 0.5 Sten difference is Following Procedures. But there are more dimensions around one third of a Sten difference than the P&M norm, which are: Directing People, Taking Action, Impressing People, Embracing Change, Making Decisions and Empowering Individuals. Differences can be seen in reports for aggregated and rater group scores on some scores at the top and bottom end but all within 1 Sten.

The 2021 norm is based on a significantly larger sample. 2021: 1,870 senior managers and executives (22,530 individuals) vs. 2011: 778 senior managers and executives (5,334 individuals). Sample make-up is similar – key differences in 2021 group are that it is a broader international group with some shifts in industry, and the proportion above senior manager level has increased by 25%.



Note: Differences <.4 Stens are very small, differences between .4 and 1 Stens are small, differences between 1 and 1.59 Stens are moderate and differences >1.6 Stens are large.