

## Saville Assessment Wave® Professional Styles Professionals & Managers (BH, IA, 2024) Group Description

This group consisted of 535 individuals<sup>1</sup> in Bahrain, employed in a range of job functions across a wide range of industry sectors. 32% worked in engineering, 10% worked in operations, 9% worked in IT, 5% worked in finance, 5% worked in human resources, 5% worked in project management, 4% worked in accounting, 3% worked in marketing, 3% worked in construction, 3% worked in training and 2% worked in law. The remaining 16% worked in other fields including business development, quality control, administration, production and public relations<sup>2</sup>.

The breakdown of the group is provided below (with response rates for each biographical section given in the footnotes):

### Gender<sup>3</sup>

15% of the group were female, 84% were male and less than 1% responded with 'prefer not to say'.

### Age<sup>4</sup>

1% of the group were aged from 18 to 24 years, 7% from 25 to 29 years, 29% from 30 to 39 years, 40% from 40 to 49 years, 17% from 50 to 59 years, 5% from 60 to 69 years, less than 1% from 70 years or over, with the remaining less than 1% responding 'prefer not to say'.

### Education (highest qualification)<sup>5</sup>

30% had a postgraduate degree as their highest qualification, 48% had a first/undergraduate degree, 17% had a professional qualification, 4% had school level qualifications and 1% responded 'prefer not to say'.

### Management Level<sup>6</sup>

5% of the group were at executive leader or board member level, 8% were senior managers, 54% were professionals, 12% were managers, 17% were team leaders and 4% were graduate or professional trainees.

### Work Experience<sup>7</sup>

3% of the group had 40 or more years' work experience, 13% had between 30 and 39 years', 33% had between 20 and 29 years', 36% had between 10 and 19 years', 10% had between 6 and 9 years', 4% had between 2 and 5 years', with the remaining less than 1% having had less than 2 years' work experience.

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<sup>1</sup> Based on 2022-2023 completions

<sup>2</sup> Based on 100% group response

<sup>3</sup> Based on 100% group response

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

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 100% group response

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

### Cultural Background<sup>8</sup>

54% of the group described themselves as Arabic (including Middle Eastern and North African), 33% as Asian (including Indian Subcontinental and South East Asian), 7% as White (including North or West European and African), 1% as Hispanic, 1% as Black, 2% responded with 'prefer not to say', with the remaining 1% coming from a range of other backgrounds<sup>9</sup>.

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<sup>8</sup> Based on 99.6% group response

<sup>9</sup> Other backgrounds included Multiple Ethnic Backgrounds and Indigenous Māori