

Saville Assessment Wave® Leadership Impact 360 Senior Managers and Executives (INT, 2021) Group Description

This international group¹ consisted of 1,579 individuals², employed in a range of job functions across a wide range of industry sectors. 15% worked in finance, 13% in sales & marketing, 11% in IT & engineering, 8% in operations, 8% in human resources, 6% in consulting, 4% in law, 4% in health, 3% in administration, 2% in purchasing and 2% in construction. The remaining 24% worked in other fields including customer service, transport, research, security and travel³.

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 144 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 46 years.

Education (highest qualification)⁶

45% had a postgraduate degree as their highest qualification, 32% had a first/ undergraduate degree, 18% had a professional qualification, 3% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁷

85% of the group were at senior management level (including senior, business, enterprise/corporate and functional managers) and 15% were managers.

Work Experience⁸

67% of the group had more than 20 years' work experience, 29% had between 10 and 20 years' work experience and 4% had between 6 and 9 years' work experience.

1 Based on 2017-2019 completions

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

3 Based on 57% group response

4 Based on 99% group response

5 Based on 95% group response

6 Based on 99% group response

7 Based on 100% group response

8 Based on 99% group response

9 Based on 90% group response

10 Other backgrounds included mixed backgrounds

11 Based on 100% group response

12 Based on 66% group response

13 Based on 54% group response

14 Based on 57% group response

15 Based on 54% group response

16 Based on 57% group response

17 Based on 50% group response

18 Other backgrounds included mixed backgrounds and Maori

19 Based on 100% group response

Cultural Background⁹

49% of the group described themselves as Asian (including Indian, Chinese and Japanese), 43% as White (including British, New Zealander and Australian), 2% as Arabic, 2% as Hispanic, 2% as Black (including Caribbean and African and American), with the remaining 2% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

28% of respondents completed Leadership Impact 360 in India, 15% in the United Kingdom, 10% in Australia, 6% in New Zealand, 6% in the United States, 6% in Singapore, 3% in the United Arab Emirates, 3% in Denmark, 3% in Saudi Arabia, 2% in Egypt and 2% in Thailand. The remaining 16% completed the questionnaire in various other countries including Finland, Italy, Japan, South Africa, Spain, Sri Lanka and Trinidad and Tobago).

Other raters

The sample consisted of 1,435 individuals who rated a colleague on the Leadership Impact 360 questionnaire.

Gender¹²

30% of the group were female, 70% were male and less than 1% responded with not specified.

Age¹³

The mean age of the group was 45 years.

Education (highest qualification)¹⁴

41% had a postgraduate degree as their highest qualification, 34% had a first/undergraduate degree, 18% had a professional qualification, 4% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level¹⁵

65% of the group were at senior management level (including senior, functional, enterprise/corporate and business managers), 12% were managers, 8% were supervisors or team leaders, 7% were individual contributors, with the remaining 8% listing other management responsibilities.

Work Experience¹⁶

62% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 4% 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.

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

3 Based on 57% group response

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5 Based on 95% group response

6 Based on 99% group response

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17 Based on 50% group response

18 Other backgrounds included mixed backgrounds and Maori

19 Based on 100% group response

Cultural Background¹⁷

46% of the group described themselves as White (including British, New Zealander and European), 43% as Asian (including Indian, Chinese and Japanese), 3% as Arabic, 2% as Hispanic, 1% as Black (including Caribbean, African and American), with the remaining 5% coming from a range of other backgrounds¹⁸.

Country of Completion¹⁹

22% of respondents completed Leadership Impact 360 in India, 16% in the United Kingdom, 10% in Australia, 8% in New Zealand, 8% in the United States, 6% in Saudi Arabia, 5% in Singapore, 5% in the United Arab Emirates, 2% in Japan and 2% in Denmark. The remaining 16% completed the questionnaire in various other countries including France, Sri Lanka, Egypt, Indonesia, Spain and Trinidad and Tobago.

1 Based on 2017-2019 completions

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

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