

Saville Assessment Wave® Focus Styles

Graduates – All (INT, IA, 2021) Group Description

This international group consisted of 41,697 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in IT & engineering, 11% in sales & marketing, 10% in finance, 9% in operations, 6% in human resources, 5% in health, 5% in consulting, 5% in customer service, 5% in administration and 3% in transport. The remaining 29% worked in other fields including hospitality, law, education, construction and research².

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

Gender³

42% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

34% had a postgraduate degree as their highest qualification and 66% had a first/undergraduate degree.

Work Experience⁶

23% of the group had more than 20 years' work experience, 34% had between 10 and 20 years', 16% had between 6 and 9 years, 12% had between 3 and 5 years', with the remaining 15% having had less than 3 years' work experience.

Cultural Background⁷

41% of the group described themselves as White (including European, British and Australian), 28% as Asian (including Indian, Chinese and Malaysian), 11% as Hispanic, 10% as Arabic, 3% as Black (including African, Caribbean and American), with the remaining 7% coming from a range of other backgrounds⁸.

Country of Completion⁹

10% of respondents completed Focus Styles in the United Kingdom, 10% in the United States, 9% in Australia, 9% in the United Arab Emirates, 8% in Mexico, 6% in Turkey, 5% in India, 4% in Spain, 4% in France and 4% in Denmark. The remaining 31% completed the questionnaire in various other countries including Brazil, Hong Kong, Egypt, Malaysia and Colombia.

1 Based on 2018-2020 completions

2 Based on 88% group response

3 Based on 100% group response

4 Based on 94% group response

5 Based on 100% group response

6 Based on 97% group response

7 Based on 79% group response

8 Other backgrounds included mixed backgrounds, Native American and Scandinavian

9 Based on 99% group completion