

Saville Assessment Wave® Focus Styles

Individual Contributors (DK, IA, 2021) Group Description

This group consisted of 1,672 individuals¹ in Denmark employed in a range of job functions across a wide range of industry sectors. 10% worked in customer service, 10% in finance, 9% in IT & engineering, 9% in consulting, 9% in sales & marketing, 8% in administration, 6% in transport, 5% in law, 4% in operations and 3% in human resources. The remaining 27% worked in other fields including health, data processing, education, security and hospitality².

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

Gender³

43% of the group were female and 57% were male.

Age⁴

The mean age of the group was 35 years.

Education (highest qualification)⁵

27% had a postgraduate degree as their highest qualification, 20% had a first/undergraduate degree, 6% had a professional qualification, 19% had school level qualifications, with the remaining 28% of the group having other or no formal qualifications.

Work Experience⁶

27% of the group had more than 20 years' work experience, 23% had between 10 and 20 years', 18% had between 6 and 9 years', 20% had between 3 and 5 years', with the remaining 12% having had less than 3 years' work experience.

1 Based on 2019-2021 completions

2 Based on 97% group response

3 Based on 100% group response

4 Based on 100% group response

5 Based on 99% group response

6 Based on 96% group response