

Saville Assessment Wave® Focus Styles

Mixed Occupational Group (DK, IA, 2021) Group Description

This group consisted of 4,568 individuals¹ in Denmark, employed in a range of job functions across a wide range of industry sectors. 11% worked in sales & marketing, 9% in customer service, 8% in finance, 8% in IT & engineering, 8% in administration, 8% in transport, 7% in consulting, 5% in operations, 3% in law and 2% in human resources. The remaining 31% worked in other fields including health, education, hospitality, research and construction².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 37 years.

Education (highest qualification)⁵

23% had a postgraduate degree as their highest qualification, 20% had a first/undergraduate degree, 9% had a professional qualification, 16% had school level qualifications, with the remaining 32% of the group having other or no formal qualifications.

Management Level⁶

7% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 8% were managers, 12% were supervisors or team leaders, 21% were individual contributors, with the remaining 52% listing other management responsibilities.

Work Experience⁷

34% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 15% had between 6 and 9 years', 13% had between 3 and 5 years', with the remaining 8% having had less than 3 years' work experience.

1 Based on 2016-2020 completions

2 Based on 96% group response

3 Based on 100% group response

4 Based on 98% group response

5 Based on 99% group response

6 Based on 100% group response

7 Based on 98% group response