

## Saville Assessment Wave® Focus Styles

### Mixed Occupational Group (INT, IA, 2021) Group Description

This international group consisted of 46,214 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 11% worked in IT & engineering, 10% in sales & marketing, 10% in finance, 10% in operations, 6% in health, 6% in customer service, 5% in administration, 5% in human resources, 5% in consulting and 4% in transport. The remaining 28% worked in other fields including hospitality, construction, law, education and purchasing<sup>2</sup>.

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

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

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

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

The mean age of the group was 37 years.

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

26% had a postgraduate degree as their highest qualification, 51% had a first/undergraduate degree, 6% had a professional qualification, 9% had school level qualifications, with the remaining 8% of the group having other or no formal qualifications.

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

19% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 21% were managers, 17% were supervisors or team leaders, 22% were individual contributors, with the remaining 21% listing other management responsibilities.

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

28% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 15% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 11% having had less than 3 years' work experience.

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

46% of the group described themselves as White (including European, British and Australian), 25% as Asian (including Indian, Chinese and Malaysian), 10% as Arabic, 9% as Hispanic, 3% as Black (including African, Caribbean and American), with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

#### Country of Completion<sup>10</sup>

12% of respondents completed Focus Styles in Australia, 12% in the United Kingdom, 9% in the United States, 9% in the United Arab Emirates, 6% in Mexico, 5% in Denmark, 5% in India, 4% in Spain, 4% in France and 4% in Turkey. The remaining 30% completed the questionnaire in various other countries including Brazil, Egypt, Malaysia, Colombia and Hong Kong.

<sup>1</sup> Based on 2019-2020 completions

<sup>2</sup> Based on 94% group response

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

<sup>4</sup> Based on 93% group response

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

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 75% group response

<sup>8</sup> Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander

<sup>9</sup> Based on 100% group response

<sup>10</sup> Based on 99% group response