

Saville Assessment Wave® Focus Styles

Professionals & Managers (EUR, IA, 2021) Group Description

This group consisted of 9,425 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in finance, 12% in sales & marketing, 11% in IT & engineering, 9% in operations, 6% in consulting, 5% in human resources, 5% in health, 4% in customer service, 3% in transport and 3% in administration. The remaining 29% worked in other fields including construction, law, research, purchasing and education².

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 39 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 8% had a professional qualification, 9% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 30% were managers, 19% were supervisors or team leaders and 26% were professional individual contributors.

Work Experience⁷

36% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 13% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 4% having had less than 3 years' work experience.

Cultural Background⁸

83% of the group described themselves as White (including European, British and Irish), 4% as Asian (including Indian, Chinese and Pakistani), 4% as Hispanic, 2% as Black (including African and Caribbean), 1% as Arabic, with the remaining 6% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

29% of respondents completed Focus Styles in the United Kingdom, 15% in Spain, 14% in France, 10% in Turkey, 9% in Denmark, 4% in Italy, 3% in Switzerland, 2% in Ireland, 2% in Belgium and 2% in Netherlands. The remaining 10% completed the questionnaire in various other countries including Germany, Sweden, Norway, Russian Federation and Poland.

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 95% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 67% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander

¹⁰ Based on 100% group response