

Saville Assessment Wave® Focus Styles

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

This international group consisted of 31,197 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in IT & engineering, 12% in sales & marketing, 10% in finance, 10% in operations, 6% in human resources, 5% in consulting, 5% in health, 5% in customer service, 4% in administration and 3% in transport. The remaining 28% worked in other fields including hospitality, construction, education, law and purchasing research².

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 38 years.

Education (highest qualification)⁵

29% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 6% had a professional qualification, 7% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 28% were managers, 22% were supervisors or team leaders and 25% were professional individual contributors.

Work Experience⁷

31% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 15% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

Cultural Background⁸

47% of the group described themselves as White (including European, British and Australian), 21% as Asian (including Indian, Chinese and Malaysian), 11% as Arabic, 11% as Hispanic, 3% as Black (including African, Caribbean and American), with the remaining 7% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

12% of respondents completed Focus Styles in the United Kingdom, 11% in the United States, 10% in Australia, 10% in the United Arab Emirates, 8% in Mexico, 5% in Spain, 5% in France, 3% in India, 3% in Turkey and 3% in Brazil. The remaining 30% completed the questionnaire in various other countries including Denmark, Egypt, Colombia, Malaysia and Saudi Arabia.

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 97% group response

⁸ Based on 84% group response

⁹ Other backgrounds included mixed backgrounds, Native American and Scandinavian

¹⁰ Based on 99% group response