

Saville Assessment Wave® Focus Styles

Senior Managers & Executives (EUR, IA, 2021) Group Description

This group consisted of 1,825 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in sales & marketing, 13% in finance, 11% in operations, 8% in IT & engineering, 5% in human resources, 5% in health, 5% in consulting, 3% in transport, 2% in customer service and 2% in administration. The remaining 33% worked in other fields including law, purchasing, construction, research and education².

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

Gender³

33% of the group were female, 67% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 44 years.

Education (highest qualification)⁵

40% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level⁶

46% of the group were senior managers, 24% were functional managers, 13% were business managers, 9% were group managers and 8% were enterprise/corporate managers.

Work Experience⁷

53% of the group had more than 20 years' work experience, 39% had between 10 and 20 years', 6% had between 6 and 9 years' and 2% had between 3 and 5 years' work experience.

Cultural Background⁸

87% of the group described themselves as White (including European, British and Irish), 3% as Asian (including Indian, Pakistani and Chinese), 3% as Hispanic, 1% as Black (including African, Caribbean, American and South African), 1% as Arabic, with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

29% of respondents completed Focus Styles in the United Kingdom, 17% in France, 10% in Turkey, 10% in Spain, 8% in Denmark, 5% in Italy, 3% in Switzerland, 3% in Germany, 3% in Belgium and 3% in Netherlands. The remaining 9% completed the questionnaire in various other countries including Ireland, Austria, Portugal, Sweden and Poland.

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 97% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 68% group response

⁹ Other backgrounds included Scandinavian, mixed backgrounds and Aboriginal Australian

¹⁰ Based on 100% group response