

Saville Assessment Wave® Focus Styles

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

This international group consisted of 7,690 individuals¹, employed in a range of job functions across a wide range of industry sectors. 15% worked in sales & marketing, 11% in finance, 11% in operations, 10% in IT & engineering, 6% in human resources, 5% in consulting, 4% in administration, 4% in health, 3% in customer service and 2% in transport. The remaining 29% worked in other fields including construction, hospitality, education, purchasing and law².

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 42 years.

Education (highest qualification)⁵

39% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 8% had a professional qualification, 4% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level⁶

46% of the group were senior managers, 21% were functional managers, 15% were business managers, 10% were group managers and 8% were enterprise/corporate managers.

Work Experience⁷

48% of the group had more than 20 years' work experience, 39% had between 10 and 20 years', 9% had between 6 and 9 years' and 4% had between 3 and 5 years' work experience.

Cultural Background⁸

52% of the group described themselves as White (including British, European and Australian), 16% as Asian (including Indian, Chinese and Thai), 15% as Hispanic, 9% as Arabic, 3% as Black (including African, Caribbean and American), with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

18% of respondents completed Focus Styles in the United Kingdom, 12% in the United States, 11% in Mexico, 7% in the United Arab Emirates, 6% in Australia, 4% in France, 4% in Brazil, 3% in Egypt, 3% in India and 3% in Spain. 3% in Turkey. The remaining 26% completed the questionnaire in various other countries including Panama, Colombia, Denmark and Saudi Arabia.

1 Based on 2018-2020 completions

2 Based on 97% 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 84% group response

9 Other backgrounds included mixed backgrounds, Native American and Scandinavian

10 Based on 99% group response