

Saville Assessment Wave® Focus Styles Professionals & Managers (DK, IA, 2021) Group Description

This group consisted of 1,434 individuals¹ in Denmark employed in a range of job functions across a wide range of industry sectors. 13% worked in sales & marketing, 11% in IT & engineering, 8% in consulting, 8% in finance, 7% in customer service, 5% in administration, 5% in operations, 4% in human resources, 3% in transport and 4% in law. The remaining 32% worked in other fields including health, hospitality, education, construction and research security².

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

31% had a postgraduate degree as their highest qualification, 23% had a first/undergraduate degree, 8% had a professional qualification, 14% had school level qualifications, with the remaining 24% of the group having other or no formal qualifications.

Management Level⁶

17% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 20% were managers, 30% were supervisors or team leaders and 33% were professional individual contributors.

Work Experience⁷

38% of the group had more than 20 years' work experience, 33% had between 10 and 20 years', 14% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

¹ Based on 2016-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 98% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 98% group response