

Saville Assessment Wave® Professional Styles

Graduates - Recent (EUR, IA, 2021) Group Description

This group consisted of 6,242 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 12% in sales & marketing, 9% in finance, 7% in consulting, 7% in operations, 6% in human resources, 5% in research, 4% in health, 3% in law and 3% in administration. The remaining 30% worked in other fields including customer service, data processing, education, construction and purchasing².

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

Gender³

45% of the group were female, 55% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 28 years.

Education (highest qualification)⁵

57% had a postgraduate degree as their highest qualification and 43% had a first/undergraduate degree.

Work Experience⁶

60% of the group had between 3 and 5 years' work experience, 21% had between 1 and 2 years', 7% had between 6 and 12 months', with the remaining 12% having had less than 6 months' work experience.

Cultural Background⁷

78% of the group described themselves as White (including British, European and Irish), 9% as Asian (including Indian, Pakistani and Chinese), 5% as Black (including African, Caribbean and African and Caribbean), 2% as Arabic, 1% as Hispanic, with the remaining 5% coming from a range of other backgrounds⁸.

Country of Completion⁹

29% of respondents completed Professional Styles in Denmark, 29% in the United Kingdom, 8% in France, 6% in Switzerland, 4% in Belgium, 4% in Germany, 3% in the Netherlands, 3% in Turkey, 2% in Ireland and 2% in Spain. The remaining 10% completed the questionnaire in various other countries including Sweden, Italy, Poland, Russia, Norway and Portugal.

1 Based on 2016-2020 completions

2 Based on 84% group response

3 Based on 100% group response

4 Based on 97% group response

5 Based on 100% group response

6 Based on 100% group response

7 Based on 43% group response

8 Other backgrounds included mixed backgrounds and Scandinavian

9 Based on 100% group response