

Saville Assessment Wave® Professional Styles

Individual Contributors (INT, IA, 2021) Group Description

This international group consisted of 16,337 individuals¹, employed in a range of job functions across a wide range of industry sectors. 13% worked in sales & marketing, 12% in IT & engineering, 10% in finance, 9% in human resources, 6% in consulting, 5% in health, 5% in administration, 5% in operations, 4% in law and 3% in customer service. The remaining 28% worked in other fields including construction, research, education, transport and purchasing².

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

Gender³

46% of the group were female, 54% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 37 years.

Education (highest qualification)⁵

30% had a postgraduate degree as their highest qualification, 45% had a first/undergraduate degree, 8% had a professional qualification, 9% had school level qualifications, with the remaining 8% of the group having other or no formal qualifications.

Work Experience⁶

30% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 15% had between 6 and 9 years', 14% had between 3 and 5 years', 6% had between 1 and 2 years', 2% had between 6 and 12 months' with the remaining 3% having had less than 6 months' work experience.

Cultural Background⁷

58% of the group described themselves as White (including British, European and Australian), 27% as Asian (including Japanese, Indian and Chinese), 5% as Arabic, 2% as Black (including African, Caribbean and American), 2% as Hispanic, with the remaining 6% coming from a range of other backgrounds⁸.

Country of Completion⁹

19% of respondents completed Professional Styles in the United Kingdom, 15% in Australia, 14% in Denmark, 10% in the United States, 8% in Japan, 5% in Switzerland, 4% in France, 3% in New Zealand, 2% in Malaysia and 2% in Saudi Arabia. The remaining 18% completed the questionnaire in various other countries including the United Arab Emirates, Belgium, Germany, South Africa and Netherlands.

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 96% group response

6 Based on 97% group response

7 Based on 72% group response

8 Other backgrounds included mixed backgrounds, Aboriginal Australian and Scandinavian

9 Based on 100% group response