

Saville Assessment Wave® Professional Styles

Mixed Occupational (INT, IA, 2021) Group Description

This international group consisted of 24,186 individuals¹, employed in a range of job functions across a wide range of industry sectors. 11% worked in IT & engineering, 11% in sales & marketing, 11% in finance, 8% in operations, 7% in human resources, 6% in health, 5% in consulting, 4% in administration, 3% in construction and 3% in education. The remaining 31% worked in other fields including law, customer service, transport, research and purchasing².

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

Gender³

40% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 41 years.

Education (highest qualification)⁵

37% had a postgraduate degree as their highest qualification, 43% had a first/undergraduate degree, 8% had a professional qualification, 6% had school level qualifications, with the remaining 6% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 27% were managers, 14% were supervisors or team leaders, 19% were individual contributors, with the remaining 15% listing other management responsibilities.

Work Experience⁷

42% of the group had more than 20 years' work experience, 34% had between 10 and 20 years', 11% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

60% of the group described themselves as White (including British, European and Australian), 23% as Asian (including Indian, Japanese and Chinese), 5% as Hispanic, 5% as Arabic, 2% as Black (including African, Caribbean and American), with the remaining 5% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

19% of respondents completed Professional Styles in the United Kingdom, 14% in the United States, 12% in Australia, 10% in Denmark, 4% in Japan, 4% in Chile, 4% in Switzerland, 4% in France, 3% in Mexico and 2% in India. The remaining 24% completed the questionnaire in various other countries including New Zealand, the Netherlands, Egypt, Belgium, Germany and Indonesia.

¹ Based on 2020 completions

² Based on 89% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 85% group response

⁶ Based on 77% group response

⁷ Based on 92% group response

⁸ Based on 70% group response

⁹ Other backgrounds included mixed backgrounds, Pacific Islander and Aboriginal Australian

¹⁰ Based on 100% group response