

Saville Assessment Wave® Professional Styles

Professionals & Managers (EUR, IA, 2021) Group Description

This group consisted of 13,156 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in IT & engineering, 11% in finance, 11% in sales & marketing, 7% in operations, 6% in human resources, 5% in consulting, 5% in health, 3% in administration, 3% in construction and 2% in customer service. The remaining 34% worked in other fields including education, law, research, transport and purchasing².

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

Gender³

43% of the group were female, 57% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 42 years.

Education (highest qualification)⁵

44% had a postgraduate degree as their highest qualification, 33% had a first/undergraduate degree, 10% had a professional qualification, 6% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, enterprise/corporate, business and group managers), 34% were managers, 17% were supervisors or team leaders and 25% were professional individual contributors.

Work Experience⁷

45% of the group had more than 20 years' work experience, 36% had between 10 and 20 years', 10% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

Cultural Background⁸

88% of the group described themselves as White (including British, European and Irish), 5% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African, Caribbean and African and Caribbean), 1% as Arabic, 1% as Hispanic, with the remaining 3% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

27% of respondents completed Professional Styles in the United Kingdom, 21% in Denmark, 11% in France, 11% in Switzerland, 4% in Belgium, 4% in Germany, 3% in the Netherlands, 3% in Italy, 3% in Turkey and 3% in Ireland. The remaining 10% completed the questionnaire in various other countries including Sweden, Spain, Portugal, Poland and the Czech Republic.

¹ Based on 2018-2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 94% group response

⁶ Based on 100% group response

⁷ Based on 96% group response

⁸ Based on 55% group response

⁹ Other backgrounds included mixed backgrounds and Scandinavian

¹⁰ Based on 100% group response