

## Saville Assessment Wave® Professional Styles

### Professionals & Managers (INT, IA, 2021) Group Description

This international group consisted of 24,827 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 12% worked in sales & marketing, 12% in IT & engineering, 10% in finance, 9% in operations, 7% in human resources, 6% in health, 5% in consulting, 4% in administration, 3% in construction and 3% in education. The remaining 29% worked in other fields including customer service, law, research, transport and purchasing<sup>2</sup>.

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

#### Gender<sup>3</sup>

40% of the group were female, 60% were male and less than 1% responded with not specified.

#### Age<sup>4</sup>

The mean age of the group was 41 years.

#### Education (highest qualification)<sup>5</sup>

36% had a postgraduate degree as their highest qualification, 44% 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 Level<sup>6</sup>

24% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 35% were managers, 19% were supervisors or team leaders and 22% were professional individual contributors.

#### Work Experience<sup>7</sup>

44% of the group had more than 20 years' work experience, 37% 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 Background<sup>8</sup>

59% of the group described themselves as White (including British, European and Australian), 20% as Asian (including Indian, Chinese and Japanese), 7% as Arabic, 6% as Hispanic, 2% as Black (including African, Caribbean and American), with the remaining 6% coming from a range of other backgrounds<sup>9</sup>.

#### Country of Completion<sup>10</sup>

19% of respondents completed Professional Styles in the United Kingdom, 14% in the United States, 13% in Australia, 7% in Denmark, 4% in Switzerland, 4% in France, 4% in Mexico, 3% in Japan, 3% in New Zealand and 2% in India. The remaining 27% completed the questionnaire in various other countries including Saudi Arabia, Malaysia, the United Arab Emirates, Belgium and South Africa.

<sup>1</sup> Based on 2019-2020 completions

<sup>2</sup> Based on 96% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 94% group response

<sup>5</sup> Based on 94% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 96% group response

<sup>8</sup> Based on 78% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Pacific Islander and Maori

<sup>10</sup> Based on 100% group response