

Watson Glaser Norms

Education Level Norm Groups	Gender and Ethnicity Breakdown
<p>A Level N. 1212</p> <p>The A Level norm group consists of 1212 people who have taken the Watson Glaser who have been educated up to A Level.</p> <p>Their age ranges from 16 – 64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>59% Male, 38% Female, 3% not specified.</p> <p>83% White, 8% Asian, 4% Not Specified, 3% Mixed, 2% Black.</p>
<p>Bachelor Degree N. 7548</p> <p>The Bachelor Degree norm group contains 7548 graduates between the ages of 20-64 who have all been educated up to the Bachelor Degree level.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>53% Male, 44% Female, 3% Not Specified.</p> <p>77% White, 11% Asian, 6% Not Specified, 3% Black, 3% Mixed.</p>
<p>Doctoral Degree N. 681</p> <p>The Doctoral Degree norm contains 681 people who have been educated up to Doctoral Degree. They are between the ages of 25 to 64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>58% Male, 38% Female, 4% Not Specified.</p> <p>74% White, 12% Asian, 9% Not Specified, 3% Black, 2% Mixed.</p>
<p>GCSE N. 830</p> <p>This norm group contains 830 16-64 year olds who have been educated up to GCSE level.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>58% Male, 40% Female, 2% Not Specified.</p> <p>91% White, 3% Not Specified, 3% Black, 2% Asian, 1% Mixed.</p>
<p>Higher Education Diploma N. 1876</p> <p>The Higher Education Diploma norm group consists of 1876 people aged between 16-64 years. The group is comprised of people who have been educated up to Higher Education Diploma level.</p>	<p>53% Female, 45% Male, 2% Not Specified.</p> <p>84% White, 6% Asian, 4% Black, 4% Not Specified, 2% Mixed.</p>

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<p>They completed the Watson Glaser between June 2011 and March 2016.</p>	
<p>Master Degree N. 10169</p> <p>This group, made up of 10169 people between the ages of 20-64, have all been educated up to Masters Degree level.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>50% Female, 46% Male, 4% Not specified</p> <p>71% White, 14% Asian, 6% Black, 6% Not specified, 3% Mixed.</p>
<p>Graduate Norm Groups</p>	<p>Gender and Ethnicity Breakdown</p>
<p>Law N. 2425</p> <p>This group is made up of 2425 people applying for graduate positions in Law. They are aged between 20-39 years. The majority of the group (92%) are aged between 20-24 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>55% Female, 45% Male.</p> <p>71% White, 17% Asian, 5% Mixed, 4% Black, 3% Not specified.</p>
<p>Professional Services N. 1559</p> <p>This group is made up of 1559 people applying for graduate positions in Professional services They are aged between aged 20 – 39 years. 82% of the people are aged between 20-24 years, 12% are aged between 25-29 years, 2% are aged between 30-34 years and 1% are aged between 35-39 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>64% Male, 35% Female, 1% Not Specified.</p> <p>60% White, 28% Asian, 5% Black, 4% Not Specified, 3% Mixed.</p>

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Occupation Norm Groups	Gender and Ethnicity Breakdown
<p>Accountants N. 1574</p> <p>This group is made up of 1574 Accountants aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>60% Male, 37% Female, 3% Not Specified.</p> <p>76% White, 13% Asian, 6% Not Specified, 3% Black, 2% Mixed.</p>
<p>Admin Clerical N. 1314</p> <p>This group is made up of 1314 people in Admin Clerical roles. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>59% Female, 38% Male, 3% Not Specified.</p> <p>77% White, 9% Asian, 6% Black, 5% Not Specified, 3% Mixed.</p>
<p>Consultants N. 1254</p> <p>This group is made up of 1254 people who are working in Consultancy roles. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>62% Male, 34% Female, 4% Not Specified.</p> <p>76% White, 11% Asian, 7% Not Specified, 3% Black, 3% Mixed.</p>
<p>Customer Service N. 737</p> <p>This group is made up of 737 people working in Customer Services roles. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>49% Female, 49% Male, 2% Not Specified.</p> <p>70% White, 19% Asian, 5% Black, 4% Not Specified, 2% Mixed.</p>
<p>Financial Analysts N. 516</p> <p>This group is made up of 516 Financial Analysts. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>66% Male, 29% Female, 5% Not Specified.</p> <p>61% White, 23% Asian, 8% Not Specified, 4% Black, 4% Mixed.</p>

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<p>Firefighters and Police officers N. 333</p> <p>This group is made up of 333 people who are in Firefighter or Police Officer roles. They are aged between 25-64.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>86% Male, 11% Female, 3% Not Specified.</p> <p>93% White, 3% Not Specified, 2% Black, 1% Asian, 1% Mixed.</p>
<p>HR professionals N. 1149</p> <p>This group is made up of 1149 people who are in HR professional roles. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>66% Female, 32% Male, 2% Not Specified.</p> <p>83% White, 8% Asian, 4% Black, 3% Not Specified, 2% Mixed.</p>
<p>IT professionals N. 474</p> <p>This group is made up of 474 IT Professionals aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>76% Male, 19% Female, 5% Not specified.</p> <p>66% White, 17% Asian, 8% Black, 7% Not Specified, 2% Mixed.</p>
<p>Legal professionals N. 4337</p> <p>This group is made up of 4337 Legal Professionals. They are all aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>58% Female, 39% Male, 3% Not Specified.</p> <p>69% White, 14% Asian, 7% Black, 6% Not Specified, 4% Mixed.</p>
<p>Marketing professionals N. 483</p> <p>This group is made up of 483 people in Marketing roles. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>52% Male, 45% Female, 3% Not Specified.</p> <p>80% White, 8% Asian, 6% Not Specified, 3% Black, 3% Mixed.</p>

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<p>Medical professionals N. 589</p> <p>This group is made up of 589 people in Medical positions. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>58% Female, 40% Male, 2% Not Specified.</p> <p>82% White, 11% Asian, 4% Not Specified, 2% Black, 1% Mixed.</p>
<p>Retail Sales N. 437</p> <p>This group is made up of 437 people in Retail Sales. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>59% Male, 38% Female, 3% Not Specified.</p> <p>75% White, 13% Asian, 5% Black, 5% Not Specified, 2% Mixed.</p>
<p>Self Employed N. 506</p> <p>This group is made up of 506 people who are Self Employed. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>58% Male, 39% Female, 3% Not Specified.</p> <p>78% White, 13% Asian, 4% Not Specified, 3% Black, 2% Mixed.</p>
<p>Teachers N. 367</p> <p>This group is made up of 367 Teachers. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>52% Male, 45% Female, 3% Not Specified.</p> <p>76% White, 8% Asian, 7% Black, 7% Not Specified, 2% Mixed.</p>
<p>Transportation N. 209</p> <p>This group is made up of 209 people in Transportation roles. They are aged between 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>72% Male, 26% Female, 2% Not Specified.</p> <p>83% White, 9% Asian, 3% Mixed, 3% Not Specified, 2% Black.</p>

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Position Norm Groups	Gender and Ethnicity Breakdown
<p>Directors N. 1198</p> <p>This group is made up of 1198 people in Director roles. They are aged between 20-64 Years, the majority (76%) being between the ages of 40-59 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>64% Male, 32% Female, 4% Not Specified.</p> <p>86% White, 6% Not Specified, 5% Asian, 2% Black, 1% Mixed.</p>
<p>Senior Managers N. 933</p> <p>This group is made up of 933 people in Senior Managers roles. They are aged between 20-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>56% Male, 40% Female, 4% Not Specified.</p> <p>82% White, 8% Asian, 6% Not Specified, 2% Black, 2% Mixed.</p>
<p>Managers N. 1476</p> <p>This group is comprised of 1476 people in managerial roles who took the Watson Glaser. They are aged between 20-64 years.</p> <p>They completed the test between June 2011 and March 2016.</p>	<p>53% Male, 43% Female, 4% Not Specified.</p> <p>81% White, 8% Asian, 6% Not Specified, 4% Black, 1% Mixed.</p>
<p>Professional contributors N. 7274</p> <p>This group is made up of 7274 professional contributors. They are aged 16-64 years.</p> <p>They completed the Watson Glaser between June 2011 and March 2016.</p>	<p>50% Male, 46% Female, 4% Not Specified.</p> <p>73% White, 13% Asian, 8% Not Specified, 4% Black, 2% Mixed.</p>