

Watson-Glaser Critical Thinking Appraisal™ UK Edition - W-GCTA^{UK}

Norm Group		Mean	SD	SEm
<p>Senior Managers, Senior Executives and Directors N. 256</p> <p>This group consists of senior managers, senior executives and directors from various organisations and industries, both public and private sector.</p> <p>Age range 25 to 65 years. Around three-quarters of the group were 32 years or above.</p> <p>Data on gender were available for 97% of the group.</p> <p>Data on ethnicity were available for 35% of the group</p> <p>Data collected between 1993 and 2007.</p>	<p>Males - 89%</p> <p>99% White</p>	<p>Raw Score 62.0</p> <p>T-Score</p>	8.4	4.8
<p>UK Working Adults N. 1546</p> <p>Data collected throughout 2001 and 2002.</p> <p>This group consists of a large UK standardisation sample from over 50 different and varied occupations within diverse organisations and companies within the UK.</p> <p>Age range 17 to 72 years.</p> <p>84% reported their educational level, of which 53% had a first degree and/or higher professional qualification. 26% A-Levels 20% GCSE's</p>	<p>One third of the group were female</p> <p>87% White 7% Asian 4% Black 2% Other</p>	<p>Raw Score</p> <p>T-Score 50</p>	10	4.8
<p>Graduates N. 2900</p> <p>Over 90% of this group were job applicants, predominantly applying for graduate, managerial and professional roles. The group includes a mix of public and private sector applicants.</p> <p>Age ranged from 20 to 72 years; 75% was under 32.</p> <p>Data collected predominantly between 2000 and 2008, and the remainder accumulated from 1993 onward.</p>	<p>Half of the group were female.</p> <p>65% White 14% Asian 10% Black</p>	<p>Raw Score 59.8</p> <p>T-Score</p>	8.7	4.8
<p>Graduates – Private Sector N. 189</p> <p>This group consists of graduate job applicants. They were either already employed in, or applying for roles in, the private sector. Background data were available on just over two-thirds of the group.</p> <p>Age ranged from 21 to 56 years; two-thirds of the group were under 30.</p> <p>The majority of this data were collected between 2000 and 2008, and the remainder accumulated from 1993 onward.</p>	<p>One-third of the group were female.</p> <p>88% White 8% Asian</p>	<p>Raw Score 60.7</p> <p>T-Score</p>	8.5	4.8

Norm Group		Mean	SD	SEm
<p>Graduates – Arts, Humanities and Social Science N. 887</p> <p>Graduates with an Arts degree at 2.1 degree classification or higher, applying for public sector roles.</p> <p>Age ranged from 21 to 61 years. Three quarters of the sample were under 30.</p> <p>Data were collected in 2006.</p>	<p>Females - 60%</p> <p>75% White 10% Asian 7% Black</p>	Raw Score	59.9	8.9
<p>Graduates – Science and Technology N. 305</p> <p>Job applicants with a degree in science or technology disciplines. Eighty percent were graduates in maths, science and engineering. The remainder were graduates in IT or professional health studies. Fifty-eight percent achieved a 2.1 or above. The grades for the remainder of the group are not known. Eighty percent of this group were applying for public sector roles.</p> <p>Age ranged from 20 and 64 years. Three-quarters of the sample were under 33years.</p> <p>Data were collected predominantly between 2000 and 2008, with some data collected since 1993</p>	<p>Males – 60%</p> <p>66% – White 17% – Asian 10% - Black</p>	Raw Score	60.2	9.4
<p>Graduates – Business and Law N. 530</p> <p>Graduate job applicants to the public sector achieving a 2.1 or higher in law, business, economics or finance.</p> <p>Age ranged from 21 to 60 years. 70% were below 30.</p> <p>Data were collected 2006</p>	<p>Just over 50% were Female</p> <p>Just over 50% – White 1/5th – Asian Almost 1/5th - Black</p>	Raw Score	58.4	9.1
<p>UK Post-Graduate Law Students N. 147</p> <p>Students enrolled on a Legal Practice Course (LPC) or a Graduate Diploma in Law (GDL) at a UK Professional Studies College between 2007 and 2008. The group volunteered to the careers service department to complete the W-GCTA^{UK} as a development opportunity. The majority were international students, for some their first language was not English.</p> <p>Age ranged from 21 to 52 years; 90% of the sample were under 33.</p> <p>Data were collected between 2007 and 2008.</p>	<p>66% - Females</p> <p>37% - White 9% - Black 17% - Asian 9% - Chinese</p>	Raw Score	57.8	8.2

Norm Group		Mean	SD	SEm
<p>Development and Outplacement N. 415</p> <p>Group includes students who completed the W-GCTA^{UK} for development purposes, and employees receiving outplacement counselling. Students were enrolled on an MBA or a post-graduate law course. Employees included stockbrokers, city bankers, market makers, dealers and high street bank managers.</p> <p>Age data were available for 30% of the group; age ranged from 21 to 52; 90% were under 33.</p> <p>Data were collected between 1993 and 2008.</p>	<p>Males - 66%</p> <p>Ethnicity data for just over 33% of sample.</p> <p>37% - White 17% - Asian 9% - Black 9% - Chinese</p>	Raw Score	60.7	8.0
<p>HM Prison Operation Manager N.129</p> <p>HMPS Operational Managers (Junior Governors) attending a development centre prior to seeking promotion to the Senior Operational Manager (Deputy/Governing Governor) grade.</p> <p>Age ranged from 26 to 55 years; two-thirds of the group were between 39 and 50.</p> <p>The data were collected throughout 2007 and 2008.</p>	<p>Males - Over 75%</p> <p>82% reported ethnicity</p> <p>82% - White</p>	Raw Score	59.4	7.1
<p>High Flyers Development Schemes N. 158</p> <p>This group included applicants to, and incumbents on, fast-track development schemes designed for high flyers in the public sector.</p> <p>Data on age were available for 40% of the group. Age ranged from 22 to 43 years; two thirds of the sample was under 29.</p> <p>Data were collected in 1993, 2004 and 2007.</p>	<p>Males – 62%</p> <p>Ethnicity data for 40% of group</p> <p>75% - White 10% - Black 6% - Asian</p>	Raw Score	60.6	8.5
<p>Managers – Private Sector N. 725</p> <p>Managers working for a range of organisations in the private sector.</p> <p>Background data were available for 14% of the sample.</p> <p>Age ranged between 21 and 56; 80% were aged between 20 and 40 years.</p> <p>Data was collected 1993 and 2007.</p>	<p>Males – 88%</p> <p>99% - White</p>	Raw Score	57.1	10.5
		T-Score		4.8

Norm Group		Mean	SD	SEm
<p>Managers – Public Sector N. 2694</p> <p>This group consists of managers in the public sector. A large proportion was applicants to a central government department. These applicants were screened prior to this testing with a competency-based assessment and had at least one-year’s managerial experience. Similar information is not available for the rest of this group.</p> <p>Age ranged from 20 to 65 years; three quarters of the group were aged between 20 and 40.</p> <p>Data were collected predominantly between 2000 and 2008, with some data collected since 1993.</p>	<p>Females – just over 50%</p> <p>70% - White 12% - Asian 10% - Black</p>	<p>Raw Score 59.4 T-Score</p>	<p>9.0</p>	<p>4.8</p>
<p>Managers N. 3562</p> <p>Public and private sector. A large proportion was applicants to a central government department. The applicants were screened prior to testing with a competency based assessment and had at least one year’s managerial experience. Similar information is not available for the rest of the group.</p> <p>Age range 19 to 66 yrs. Two thirds of the sample was between 25 and 50 yrs old.</p> <p>Data collected predominantly between 2000 and 2008, with some data collected since 1993</p>	<p>Males - 50% Females - 50%</p> <p>71% White 12% Asian 10% Black 7% Not known</p>	<p>Raw Score 58.9 T-Score</p>	<p>9.4</p>	<p>4.8</p>