

A new item-banked online version of a highly-respected instrument to measure a skill deemed vital for manager performance: critical thinking. This version of the test can be completed online and unsupervised.

Watson-Glaser Critical Thinking Appraisal is a test of critical thinking. It measures high level reasoning and critical thinking skills, relevant to problem solving and decision-making in a variety of graduate and managerial roles.

Critical thinking can be defined as the ability to identify and analyse problems, and seek and evaluate relevant information to reach appropriate conclusions.

Research shows a **high correlation between Watson-Glaser total scores and job performance.**

The test is used in a wide range of organisational contexts including selection, development and outplacement. Until recently, Watson-Glaser was only available for supervised completion. This new item-banked version allows the test to be used for candidate sifting where test-takers complete the test online and unsupervised.

WG Unsupervised

Five areas of critical thinking contribute to Watson-Glaser:

- **Recognising Assumptions**
- **Argument Evaluation**
- **Drawing Inferences**
- **Deductive Reasoning**
- **Logical Interpretation**

In the test candidates consider a number of propositions relating to a statement. The candidate's task is to study each statement and to evaluate how appropriate or valid these propositions are.

The Watson-Glaser Unsupervised can provide clear differentiation of abilities between candidates. The test calls for responses to both neutral and controversial items. The controversial items are designed to arouse attitudes, opinions and biases that can interfere with the ability to think critically and refer to political, economic and social issues which frequently provoke strong feelings. A report is generated with an overall percentile score, a T score and percentile scores for three subscales: Recognising Assumptions, Evaluation of arguments and Deductive Reasoning.

Who is it for?

The test is suitable for assessing graduate levels and above across the private, public and not-for-profit sectors.

Watson-Glaser tests are available in the following formats:

- Online for unsupervised completion
- A secure paper and pencil version for supervised testing
- As secure tests through Pearson VUE's 150 UK Professional Test Centres

Online versions are scored on the platform and a profile report is generated. Interview and development reports are also available. For examples of reports visit the relevant product page on www.TalentLens.co.uk. **NB There is no set-up fee or license required for W-G Unsupervised.** For those using paper and pencil formats, the tests can be scored by hand or scoring can be carried out via our **Bureau Service**.

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Validity Studies

- Multiple studies show it predicts problem solving ($r = .33$), judgement ($r = .23$), total performance ($r = .28$) and overall potential ($r = .24$).
- Among Nursing Directors, it correlated with clinical knowledge, financial acumen, communication skills, and total performance, all at .34 or above.
- In a study of 2300 employees across 9 industries, high scores correlated with organisational success at $r = .33$.

Test Content, Completion and Timings

A paper-based practice test is available to send out to candidates. This can be downloaded free of charge for Level A registered users (who are authorised to enter the resources area) on www.TalentLens.co.uk.

W-G Unsupervised contains 40 questions. Before each of the five subtests there is practice statement with one or more sample questions. The test (including the sample questions) lasts up to **30 minutes**. Administration takes approximately 5 minutes.

A large range of normative data is available for the UK. This includes the general population as well as a number of specific roles at different levels within different industry sectors. All norms are available via the resources area on the website. Bespoke norms can be incorporated to the online test. The test can be linked to ATS providers.

NB In line with BPS ethics and guidelines, W-G Unsupervised should only be purchased, and the scores interpreted by BPS Level A accredited individuals. Tests can be administered by a qualified test administrator or a trusted representative of the Level A accredited individual.

Example of W-GCTA

Example	48:42
Some holidays are rainy. All rainy days are boring. Therefore:	
No clear days are boring. <i>(The conclusion does not follow. You cannot tell from the statements whether or not clear days are boring. Some may be).</i>	
<input type="radio"/>	Conclusion follows
<input checked="" type="radio"/>	Conclusion does not follow

For further information or for a sample report:

visit www.TalentLens.co.uk, call **020 7010 2866** or email info@TalentLens.co.uk