



## Watson-Glaser Critical Thinking Appraisal (UK) W-GCTA<sup>UK</sup>

**A highly-respected instrument to measure a skill deemed vital for manager performance: critical thinking.**

**W**atson-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** (see "Understanding the relationship between Critical Thinking and Job Performance" at [www.TalentLens.co.uk](http://www.TalentLens.co.uk)).

The test is used in a wide range of organisational contexts including selection, development and outplacement.

### W-GCTA<sup>UK</sup>

The W-GCTA<sup>UK</sup> includes **problems, statements, arguments and interpretations**: processes similar to those encountered on a daily basis in management roles. Five applications of critical thinking contribute to the W-GCTA<sup>UK</sup>:

- **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 W-GCTA<sup>UK</sup> can provide clear differentiation of abilities between candidates.** The W-GCTA<sup>UK</sup> 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.

**NB** A new shorter version containing 40 questions will be available in the UK soon. This will bring together Inference, Deductive Reasoning, and Interpretation sub-scales into one overall measure: Drawing Appropriate Conclusions.

### Who is it for?

The test is suitable for use in a variety of organisational contexts, including **selection, development and career counselling** across the private, public and not-for-profit sectors. The ability to think critically is linked to job performance in a number of roles and seen by many as critical in some e.g. Law Professionals and Police Officers.

### The test is available in both online and paper and pencil formats:

Online versions are scored on the platform and a report is generated. A part of this can be given to the candidate as feedback. For an example of a report visit the relevant product section on [www.TalentLens.co.uk](http://www.TalentLens.co.uk). **NB There is no set-up fee or license required for online versions.**

For those using paper and pencil formats, the tests can be scored by hand or scoring can be carried out via our **Bureau Service**. ...

### TalentLens from Pearson

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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 **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](http://www.TalentLens.co.uk).

**W-GCTA<sup>UK</sup> contains 80 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 **50 minutes**. Administration takes approximately 5 minutes. The shorter 40 question version will last up to 25 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.

NB In line with BPS ethics and guidelines, W-GCTA<sup>UK</sup> should be administered by a BPS Level A (or equivalent) trained person, a qualified Test Administrator or a trusted representative. **Both paper and pencil and online tests must be completed under supervised/proctored conditions** and it is the responsibility of the customers using the test to ensure that this is complied with.

## Example of W-GCTA<sup>UK</sup>

<b>Example</b>	<b>48:42</b>
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](http://www.TalentLens.co.uk), call **020 7010 2866** or email [info@TalentLens.co.uk](mailto:info@TalentLens.co.uk)

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