



"We were encouraged by the results here and understand that the Watson-Glaser test would be a useful tool for future assessments concerning managerial roles"

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DEFRA successfully promote internal talent using Watson-Glaser Critical Thinking Appraisal

Background

TalentLens recently helped the Department for Environment Food and Rural Affairs (DEFRA) with their internal promotions for managerial roles. Internal applicants were first screened using a standard verbal reasoning test. Successful candidates were taken through to the next assessment stage which consisted of four competency-based exercises and completion of TalentLens' Watson-Glaser Critical Thinking Appraisal.

Issue

DEFRA wanted to identify the most talented people within their organisation for promotions to managerial roles. Critical Thinking was identified as one of the key competencies for the senior role and Watson-Glaser was selected as the most appropriate psychometric tool to assess this skill. Performance ratings from each of the competency-based exercises were collected to compare to the Watson-Glaser in this assessment process.

Results

Overall there were strong, positive, significant correlations between the Watson-Glaser test score and competency ratings from the four exercises. These included a good prediction of 'Making effective Decisions,' 'Making Things Happen' and 'Thinking with Vision.'

The results show that TalentLens' Watson-Glaser test is able to predict individual's scores on some of the important competencies being assessed. An interesting finding is that the Watson-Glaser correlated highly but not perfectly with a standard test of verbal reasoning. While this correlation was strong, positive and significant, it does indicate that the Watson-Glaser Critical Reasoning Appraisal measures more than just verbal reasoning. Moreover, the Watson-Glaser test scores correlated better with the competency scores than the verbal reasoning test which, again, shows that the Watson-Glaser Critical Thinking Appraisal adds more value to a typical assessment process for managerial roles.

Implication

The results of this study indicate that the Watson-Glaser Critical Thinking Appraisal is able to predict who will perform well during the assessment centre stage on some of the selected competencies. The Watson-Glaser can help to identify talent within DEFRA and can be used to give an indication as to who will perform well in the managerial role here. The Watson-Glaser test is not simply a test of verbal reasoning and adds more value to assessment for managerial roles than standard verbal reasoning tests.