



## Assessment Report

name: sample@pearson.com Report

email: sample@pearson.com

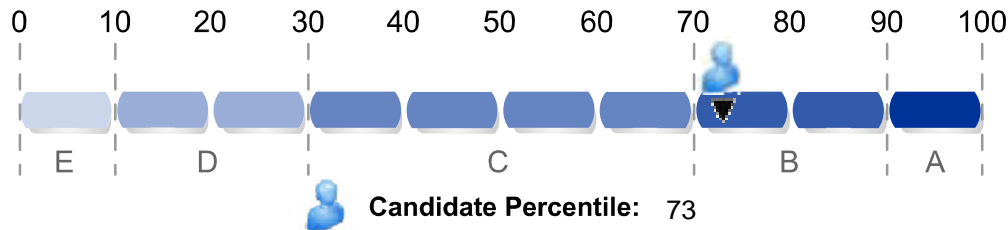
date: 01/Jul/2011



## Overall Performance



**Candidate:** sample@pearson.com Report  
**Norm Group:** UK General Population



- A - Well above average** (91st percentile and above)
- B - Above average** (71st – 90th percentiles)
- C - Average** (31st – 70th percentiles)
- D - Below average** (11th – 30th percentiles)
- E - Well below average** (10th percentile and below)

The bar above shows overall performance on the W-GCTA<sub>UK</sub> in comparison to UK General Population who have previously completed the test.

**Number of Questions Answered:** 40  
**T-Score:** 56  
**Time Taken:** 27 mins

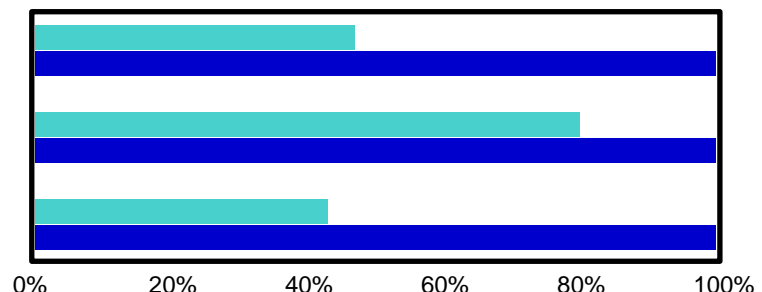
## Subtest Performance

The subtests of the W-GCTA<sub>UK</sub> can be considered in 3 clusters of critical thinking. In the graph below, the light coloured bar shows the candidate percentile on each cluster **compared to the UK General Population**. The dark coloured bar shows the percentage number of questions answered. Differences in performance on these clusters should only be considered if the difference is greater than 30%.

**Recognition of Assumptions** (12 items)

**Evaluation of Arguments** (12 items)

**Drawing Conclusions** (16 items)



**Subtest scores can provide useful information in a development or guidance context, but should not be used for recruitment and selection. It is recommended that W-GCTA<sub>UK</sub> should be used in combination with other assessment techniques.**

Norm groups available for **selection** purposes :

Comparison Group	Percentile
• UK General Population	73
• Graduates	58
• Managers	60
• Senior Management	48
• UK Private Sector Graduates	56
• UK Public Sector Graduates	56
• Graduates in Law, Business, Economic or Finance	64
• Public Sector Managers	58
• Private Sector Managers	67

Norm groups available for **development** purposes :

Comparison Group	Percentile
• Development and Outplacement	55
• Public Sector High Flyer Development Programmes	55

## Re-test Results

Following completion of the online, unsupervised version of the Watson-Glaser test, this candidate has taken the test again but under supervised conditions.

The second test score indicates that there is a statistical difference between the first and second test score. Therefore, you should speak to the candidate to understand why this discrepancy has occurred. Please remember that cheating is only one possible reason and there are many other potential reasons e.g. stress, illness or disruption during the second test.

A development report is also available. You may wish to provide this for the test-taker as it contains more detailed feedback on their test score and tips on how to further develop their critical thinking skills.

### Skills and Abilities Assessed by the Watson-Glaser Critical Thinking Appraisal

The W-GCTA<sub>UK</sub> assesses your critical thinking skills relevant to problem solving and decision making. This includes the ability to:

- Define a problem
- Select relevant information to solve a problem
- Recognise stated and unstated assumptions
- Formulate and select relevant and promising hypotheses
- Draw valid conclusions and judge the validity of inferences

Your performance on the W-GCTA<sub>UK</sub> is given in relation to that of UK General Population who have previously completed the test. This was deemed to be the most relevant comparison group and should be considered when reviewing your results below.

## Score Interpretation

Your score was better than or equal to 73% of UK General Population.

Compared with others in the specified group you are likely to demonstrate above average critical thinking ability. These abilities are important in a range of work settings such as executive, managerial, supervisory, professional and technical roles. This may be apparent in:

- Defining problems and situations
- Identifying information needed in decision making or problem solving
- Applying logic and reasoning when analysing information
- Drawing accurate conclusions from information
- Developing arguments

## Other Reports

**Other reports are also available to help with an interview process or in developing talent:**

- **Interview Report:** Assists recruiters with interview questions that tap into critical thinking skills as measured by the Watson-Glaser. Standard interview questions are provided as well as questions that are based on a candidate's performance on the test.
- **Development Report:** Assists test-takers with understanding what critical thinking is, looking at their critical thinking skills as measured by the Watson-Glaser, linking their critical thinking skills with important workplace competencies, identifying development priorities and creating a development plan.