

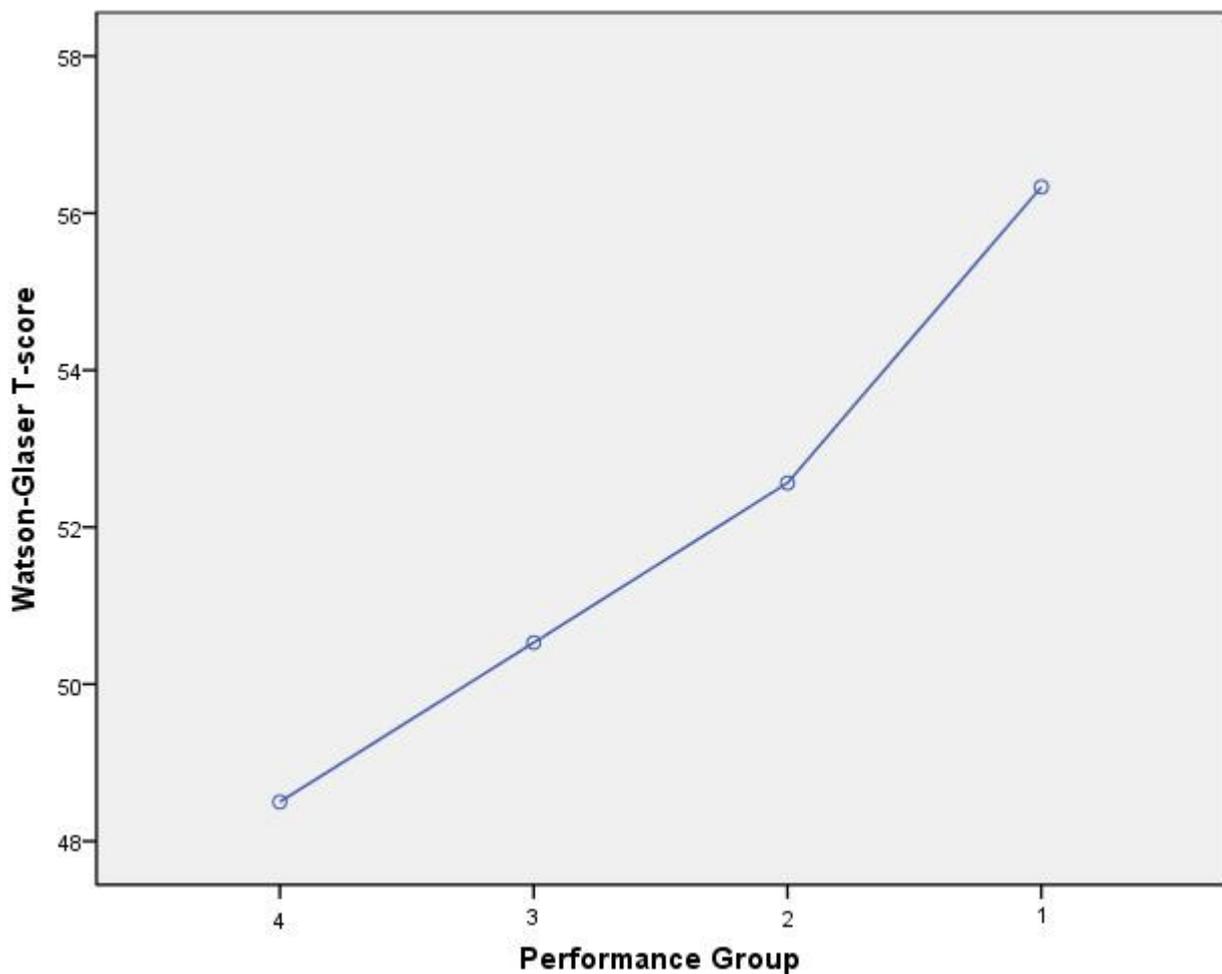
Watson-Glaser Predictive Validity Study 2013

Watson-Glaser Test of Critical Thinking Ability

This study sets out to examine the relationship between scores on the Watson-Glaser test of Critical Thinking Ability obtained by graduate employees within a major law firm at recruitment and subsequent performance over TWO years in their roles.

As a result of this data demonstrating the predictive nature of Watson-Glaser, the firm will continue to use the test as a major part of their sifting-out and selecting in stages of recruitment.

The main findings



2011 Watson Glaser Test Validity Study

Independent research highlights strong links between barrister training performance and Watson-Glaser scores.

Research Findings

In one study carried out in 2010, a correlation of .62 was found between scores on the 80 item version of the Watson-Glaser and average final exam grade, in a sample of 123 students.

This is a very high correlation coefficient, suggesting a strong link between barrister training success and the Watson-Glaser.

The final grade included written exams and ratings on vocational exercises such as writing opinions and arguing a case.

The table below highlights the average test score for each category of student on the course:

Bar Professional Training Course Result	Average Watson-Glaser score
Outstanding	67.6
Very Competent	61.2
Competent	50.7
Referred	43.2

In a further study carried out in 2011, sampling 988 participants, a correlation between average final exam grade and scores on items from the Watson-Glaser Unsupervised of .52 was found.

Furthermore, the Watson-Glaser was more predictive than A level points, degree class and whether or not the student attended a Russell Group university.

Implications

These studies provide strong evidence in support of the tool's usage in the law industry, in particular for barrister training selection. Following on from this, anyone wishing to train as a barrister will be required to complete the Bar Course Aptitude Test, which is composed of Watson-Glaser items. This test will be administered at Pearson Vue test centres and will be made available to candidates later this year.

Applications

Watson-Glaser is available in print and as online test with a bank of items suitable for unsupervised testing. Many organisations are using it for their graduate programmes as a sifting tool.

Since introducing the Watson-Glaser at the early stages of assessment, one large international law firm has seen the percentage of graduate applicants not meeting the grade at the assessment centre fall from 25% to 6%, resulting in both a saving in partner time and the cost of assessment.

Data from 250 graduate employees was examined and a summary of the main findings is as follows:

- The Watson-Glaser (written paper and pencil version) was taken under supervision during the assessment process.
- On the whole, the graduate employees had a high level of Watson-Glaser scores compared to the general population and other private sector graduates (a mean raw score of greater than 10 compared to the general population group).
- The employees completed four six-month placements within the business and their performance was measured and rated at the end of each placement. Ratings range from Level 1 (exceeds expectations) to Level 4 (meeting some expectations, but underperforming in some areas).
- Analysis of those employees with consistent performance grades over the two year period showed that the consistent top performers (level 1) achieved the highest average Watson-Glaser score (at recruitment). The next highest score was achieved by those performing at Level 2, then Level 3, then Level 4 (consistent bottom performers). However, there were some small sample sizes in the very top and bottom groups (4 and 1) as not many of the group were consistently scoring at levels 1 and 4. Scores are shown as T scores. Scores on the Watson-Glaser were found to be predictive of task performance in the role.
- There were no gender differences evident in either the Watson-Glaser data or the performance data.