

Watson-Glaser™ Critical Thinking Appraisal III



The industry-leading measure
of critical thinking ability

How long will your company survive if your staff has poor decision making? For nearly a century, the Watson-Glaser™ Critical Thinking Appraisal has been helping companies make data-driven decisions on staffing and development, and is now the leading critical thinking test available. Can your employees, managers, and future leaders examine a situation and clearly understand it from multiple perspectives, while separating facts from opinions and assumptions—often while under pressure? Watson-Glaser will help you find out!

Thousands of organizations, colleges, and schools use this critical thinking assessment to hire great managers, develop high-potential employees, and admit students into challenging programs.

Uses for the Watson-Glaser III

- Assess decision making and critical thinking for entry-level through executive positions in all industries
- Emphasize the need for critical thinking for high-stakes roles like police officers and airplane pilots
- Measure deductive reasoning skills of lawyers, insurance analysts, and IT professionals
- Develop current and future leaders
- Measure student potential and work-readiness

WATSON-GLASER™ III AT A GLANCE

- Measures the ability to Recognize Assumptions, Evaluate Arguments, and Draw logical Conclusions
- Large item bank of business-relevant items suitable for international use
- Online or paper-based administration
- Administered with a 30-minute time limit
- Un-timed version available in US English for development or reasonable accommodations
- Languages: US English, UK English, French, French Canadian, US Spanish, Castilian Spanish, and Dutch (German coming in 2021).



Two hundred students in their early teens voluntarily attended a recent weekend student conference in a Midwestern city. At this conference, the topics of race relations and means of achieving lasting world peace were discussed, since these were the problems the students selected as being most vital in today's world.

Inference 1

As a group, the students who attended this conference showed a keener interest in broad social problems than do most other students in their early teens.

- True
- Probably True
- Insufficient Data
- Probably False
- False

Sample item.

The test you already know just got even better!

What's new with the Watson-Glaser?

- Item-banked format enables unsupervised screening of job applicants
- Questions are randomly selected from a large pool, making it unlikely that two individuals receive the same test
- Item-banked test design increases item security and protects test validity
- Timed version promotes a consistent candidate experience
- Improved Profile Report shows more scoring and subtest information
- New platform functionality to add a custom norm, delay test administration, or deliver Watson-Glaser with other TalentLens solutions



You can't think critically without knowing where the facts stop and your own assumptions begin. We aren't built to identify our own assumptions without lots of practice[...].

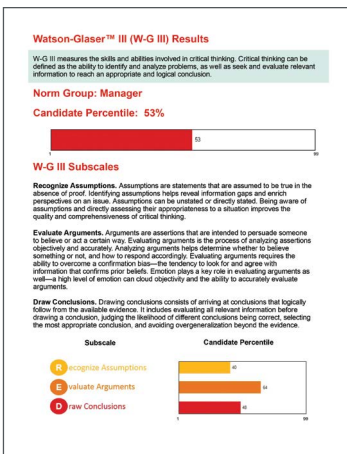
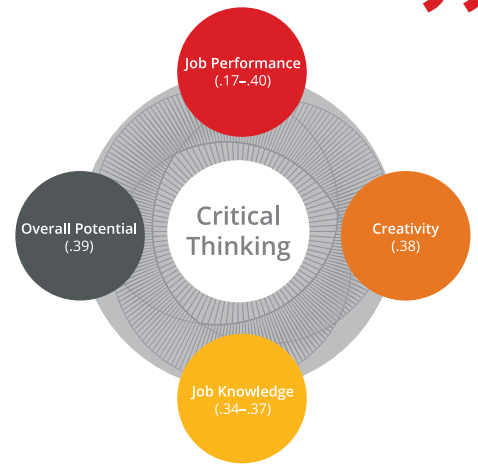
-Harvard Business Review



Additional Benefits

- Reduce cost-of-hire and time-to-hire by screening out candidates unlikely to succeed
- Emphasize the role of critical thinking in your company culture
- Develop your current staff using the Development Report, professional services, or self-paced online training

Reporting



Easy to interpret candidate percentile scores are shown on the Profile Report.

Maximum time allowed	Item format
30 minutes	Multiple choice

Number correct*	Number attempted	Total number of test questions
32	40	40

T-score	STANINE score	STEN score
52	5	0

Additional technical information available about the test and candidate scores.

Skilled Behaviors	Unskilled Behaviors
Recognize Assumptions: Assumptions are statements that are assumed to be true in the absence of proof identifying them based on information given and which perspectives on an issue.	Phrases on uncharted assumptions
Evaluate Arguments: Arguments are assertions that are intended to persuade someone to believe or act a certain way. Evaluating arguments helps determine whether to believe something or not, and how to respond accordingly. Evaluating arguments requires the ability to overcome a confirmation bias—the tendency to look for and agree with information that confirms prior beliefs. Emotion plays a key role in evaluating arguments as well—a high level of emotion can cloud objectivity and the ability to accurately evaluate arguments.	Reasons only from a single viewpoint
Draw Conclusions: Drawing conclusions consists of arriving at conclusions that logically follow from the available evidence. It includes evaluating all relevant information before drawing a conclusion, judging the likelihood of different conclusions being correct, selecting the most appropriate conclusion, and avoiding overgeneralization beyond the evidence.	Reasons forward without considering supporting arguments

Explore strengths and opportunities for growth in the Development Report.

Ready to try it? Contact us or visit [TalentLens.com/WatsonGlaser](https://www.talenthens.com/WatsonGlaser)

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