

Watson- Glaser™ III (W-G III)

Frequently Asked Questions



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What does the Watson-Glaser measure?

Watson-Glaser is a verbal ability test measuring critical thinking ability—defined as the ability to look at a situation and clearly understand it from multiple perspectives while separating facts from opinions and assumptions.

Watson-Glaser scores are used as reliable predictors of how someone may perform in a number of jobs.

Watson-Glaser measures an individual's ability to

- analyze, interpret, and draw logical conclusions from written information;
- recognize the difference between assumptions and facts;
- evaluate the strength of arguments; and
- draw correct inferences.

What is new in the W-G III?

Previous versions of the Watson-Glaser had fixed forms, meaning that all test-takers received the same set of items.

Over time, however, items can become over-exposed, which may be an issue when tests are used for high stakes purposes such as recruitment. With W-G III, items are drawn from a large bank, ensuring that the chances of two test-takers receiving the same set of items is minimal, but the tests are nevertheless equivalent in terms of difficulty.

- The test is suitable for unsupervised (unproctored) administration because questions/items are randomly selected from a large item bank for each administration.
- It is also suitable for online completion in a supervised environment, such as assessment or development centers.
- W-G III has a more sophisticated scoring system than previous versions.
- There is now a large bank of business-relevant items appropriate for international use.

Watson-Glaser II vs. Watson-Glaser III		
	Watson-Glaser II forms D & E	Watson-Glaser III
Online	✓	✓
Item-banked	✗	✓
Fixed form	✓	✗
40 items (in 3 sub-test areas)	✓	✓
Suitable for unproctored testing	✗	✓
Timed	✗	✓*
Suitable for recruitment	✓ (proctored testing only)	✓
Suitable for development	✓	✓
Paper version	✓	✓ (WG-II is equivalent)

* We strongly recommend using the timed W-G III version for recruitment purposes. An untimed version of W-G III is also available in the US only.

In what languages is W-G III available?

The W-G III test and profile reports are available in following languages:

- US English
- UK English
- Australian English
- Indian English
- French
- French Canadian
- Castilian Spanish
- US Spanish
- Dutch

What is happening to previous Watson-Glaser versions?

Watson-Glaser Forms A, B, and C (UK), and Short (S) are no longer available in Pearson's catalog. If you have used these versions and wish to continue using them please contact Customer Service.

W-G II Forms D and E are still available, but W-G III is most appropriate if an unproctored/unsupervised administration is preferred.

How are randomly generated tests equivalent in terms of difficulty and item content?

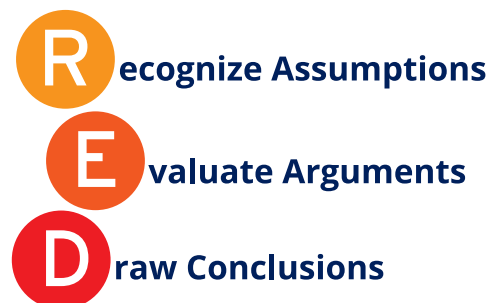
Each W-G III item is coded by difficulty on a finely incremented scale. The tests may differ slightly in difficulty overall, but this is accounted for in the scoring system. The passages in the test are coded by content theme and categorized by area (Business, Science, Education, etc.). This ensures that each test is built with an equal number of items, difficulty levels, and content themes, and that each candidate receives an adequate number of business-related passages.

Various other test rules control for factors such as word count, so reading requirements are similar across test versions.

Score Interpretation and Reports

Profile Reports

An overall percentile score is presented and also individual percentile scores for the three subscales:



The Number Correct, T-score, STANINE score, and STEN score are reported in the Additional Technical Information section of the candidate's Profile Report. Use the percentile rank or one of the standardized scores that takes into account item-difficulty differences of administrations to compare scores. Candidate raw scores, called theta scores, are converted to percentiles and available in the platform dashboard.

Why should raw scores not be used when comparing W-G III results?

For W-G III the total number of correct responses is NOT the raw score that is used to create the percentile and standardized scores. W-G III test takers are presented with varying item sets that differ slightly in difficulty, so little can be inferred from traditional number correct.

The scoring system takes into account the exact difficulty level of the items each person has completed to calculate an estimate of their ability—a theta score—which is converted to a percentile for interpretation purposes.

Interview Report

This report enables interviewers to conduct a structured, critical thinking behavioral interview with sample questions. It will only be available with W-G II forms D and E until further notice.

Development Report

The Development Report aids in constructing a custom learning and development plan to enhance an individual’s skills in the areas of critical thinking. This report is available with W-G II and will be available with W-G III (timed and untimed) in 2018 in US English only.

Test Administration and Completion

How long does it take to administer the test?

W-G III is timed and respondents are allowed a maximum of 30 minutes to complete the test. Along with test instructions and untimed practice questions (which are not part of the 30 minutes) the total time to administer may be up to 40 minutes. An untimed W-G III is available in the US but this is recommended for use in a development context or when reasonable accommodations must be made during recruitment. W-G III, when timed, provides the type of standardized testing conditions that are appropriate when scores are used to make high stakes decisions.

What norms will be available?

Norms derived from previous versions of the Watson-Glaser will still be available. These have been statistically mapped to W-G III, so they are still appropriate and equivalent. The following US norms are available. *See Figure 2.*

In addition to these US norms, many country-specific occupational norms are available.

There are currently no global norms.

Can I still use my own custom (bespoke) company norm?

Yes, it may be possible to map custom norms to W-G III for a fee. Please contact your local Customer Service team for further information.

Is there a paper version of the test?

Yes, W-G II Forms D and E are equivalent to W-G III and available in paper in certain languages. Percentiles from these tests can be compared to W-G III percentiles (provided the same norm comparison group is used). Paper tests should be completed only under supervised conditions.

What should be done if I suspect an applicant has cheated on the unsupervised W-G III?

If you suspect that a candidate cheated on the assessment, you may retest the candidate in a supervised setting, using the online W-G III or W-G II forms D or E paper tests. If the test was completed unsupervised for screening purposes, you should consider re-testing the candidate at a later stage in the process.

Figure 2. US norms available		
Occupational Norm Groups, US	Position Type/Level Norm Groups, US	Educational Background Norm Groups, US
Accountant	Executive	High school diploma (or GED)
Consultant	Director	1–2 years of college
Engineer	Manager	3–4 years of college
Human Resource Professional	Supervisor	Bachelor’s degree
Information Technology Professional	Professional/Individual contributor	Graduate degree (Master’s and Doctoral)
Sales Representative	Hourly/Entry level	
	Manager in Manufacturing/Production	

Can I transfer assessment inventory from older versions of Watson-Glaser to W-G III?

It is not possible to transfer inventory.

Can W-G III be completed on a mobile phone or tablet?

We recommend that the W-G III be completed on a desktop or laptop computer with a dependable internet connection.

Can W-G III be linked to an Applicant Tracking System (ATS)?

Generally the test can be linked, but contact us for further information.

Timed vs Untimed: Equivalency Study Results

How does imposing a time limit affect Watson-Glaser scores and test-takers?

We conducted a study to assess how providing a 30-minute time limit affects Watson-Glaser test scores and the candidates who complete the test. The Watson-Glaser III was administered twice to a group of 137 online-survey participants, once with a 30-minute time limit and once with unlimited time. The study was counterbalanced with half taking the timed version first and half taking the untimed version first. Results showed that the 30-minute time limit had little effect on Watson-Glaser scores.

Does the time limit affect the fairness of the test?

No. The question here is whether the rank order of candidates' scores changes when they complete the test under timed versus untimed conditions. In other words, are some candidates disadvantaged by placing a time limit on the test? Watson-Glaser III theta scores correlated .73 across the timed and untimed conditions, which is not significantly different in magnitude than the reliability that would be expected from simply administering a test that is twice as long.

Does the time limit change average test scores?

No. Average theta scores did not differ significantly across the timed and untimed condition.

Does 30 minutes provide sufficient time to complete the 40 Watson-Glaser III items?

Yes. Across both conditions, with and without the time limit, all participants attempted all items with one exception—in the timed condition, 1 of the 137 participants attempted 39 of the 40 items. This is strong evidence that the 30-minute time limit is sufficient. In addition, the vast majority of participants reported that 30 minutes provided sufficient time to complete the test to the best of their ability. In the untimed condition, 99% of the respondents said they probably or definitely had enough time; in the timed condition 98% said they probably or definitely had enough time.

Do candidate reactions differ across the timed versus untimed administration?

Yes, somewhat. Some candidates reported feeling more anxious or rushed when completing the Watson-Glaser under the timed condition. For example, 3% reported feeling rushed in the untimed condition and 17% reported feeling rushed in the timed condition.

Some Takeaways

Based on the study results, we expect scores on the timed Watson-Glaser III to be comparable to scores on other versions of the test (e.g., Watson-Glaser II administered with unlimited time). There will always be differences across test administrations, due to differences in test content or variation in the testing conditions, but the Watson-Glaser is a reliable test and these differences will be, on average, small. (See the manual for details about correlations across forms and test-retest reliability.) We found no evidence that imposing a time limit affects relationships across test versions.

Though some candidates responded negatively to time limits, our study showed that this didn't affect their scores, and the vast majority still thought they had sufficient time to do their best.

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