



Watson-Glaser Critical Thinking Appraisal

Predicting performance through assessment

Careful, analytical reasoning is an important part of nearly all management roles and is known to play an important part in a large range of occupations.

The Watson-Glaser Critical Thinking Appraisal has been designed to measure some of these important abilities and since its inception has become a highly respected and widely used instrument in the selection and development of graduates, managers and leaders. It is generally acknowledged to be one of the toughest tests of critical thinking available with strong links to performance in role.

In August 2011 a new version of the test became available building on the validation and research of the previous version. New items have been created so that there is a larger bank of questions, ensuring that no single form of the test can be copied and reproduced. This new item bank approach will ensure that candidates can be assessed remotely and unsupervised and has reduced the test length to 30 minutes.

Who are the tests for?

The Watson-Glaser is widely used in the selection and appraisal of managers. It is also used for leaders and graduates

- Selection – managers, leaders and graduates
- Talent Management – identify hidden talent
- Retention – identify areas for development.

How is it administered?

The tests are administered online either through Getfeedback's fully managed service or via self administration. Individuals are issued with a unique link which provides full instructions and example questions. Key administration details:

- 30 minutes long
- 40 questions
- Administered online
- Completion supervision not required

Reporting

An overall score is provided showing the test taker's percentile score against 5 key norm groups. These are:

- UK General Population
- Graduates
- Development and Outplacement
- Managers
- Senior Management

We have also recalibrated existing norm groups for use on the new version.

Results are further broken down into 3 key areas:

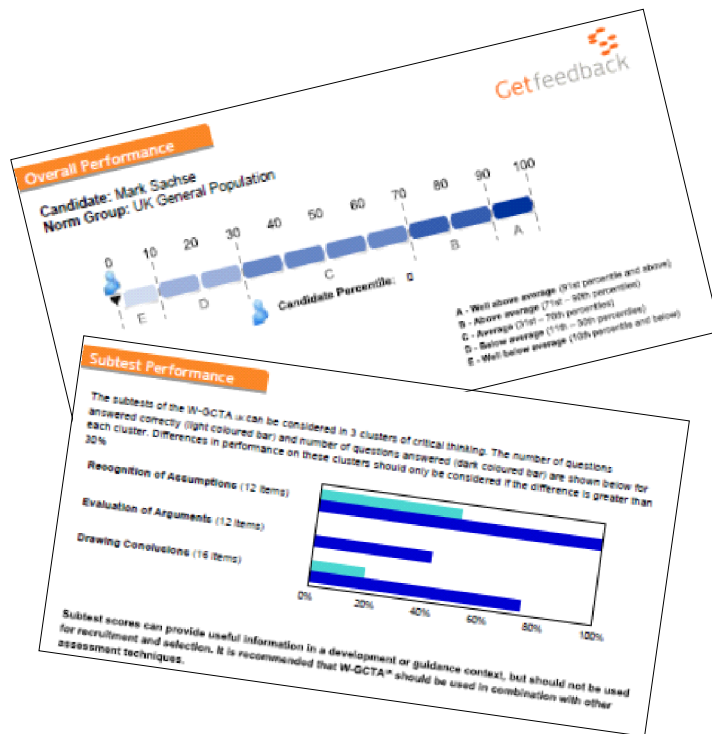


Details of these breakdowns are provided in the standard narrative report produced.

Interpretation

Watson-Glaser is delivered online and can be fully outsourced to be managed by Getfeedback through our bureau service, or providing the user meets the accreditation requirements, can be administered in-house.

In order to receive the report users must have BPS level A accreditation. If you do not have BPS accreditation Getfeedback can arrange a feedback session with one of our team of business psychologists to explain and interpret the results.



Watson-Glaser Development 1926-2011

With over 85 years of ongoing development, Watson-Glaser has earned its reputation as THE global measure of critical-thinking ability.

The Watson-Glaser has a distinguished history, dating back to its initial development in the 1920s. Since then it has been used by thousands of private and public sector organisations. There have been a number of refinements to the test since its launch which have incorporated enhancements while maintaining the Watson-Glaser's predictive qualities.

For more information on the research supporting the Watson-Glaser and its development please contact us.

AT A GLANCE

- To assess the capability of critical thinking
- Suitable for senior managers and graduates
- 30 minute timed test
- Can be used alongside RANRA and Orpheus or other ability and personality measures. Customised test centres can be created.
- Fully outsourced to be managed by Getfeedback or, providing that the user meets accreditation requirements, can be managed in-house
- Can be branded with corporate colours and logo for larger scale programmes.
- BPS Level A accreditation or Getfeedback provide feedback at an additional cost



What next?

To receive our full catalogue of psychometric tests or discuss which tests are best suited to your requirements, please email us at info@getfeedback.net or call us on 01491 845536.