



## Assessment Report

name:

Sample Person

email:

Sample@email.com

date:

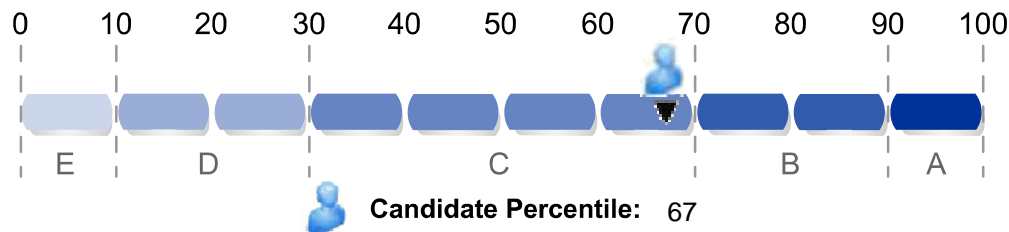
13/Apr/2017

The logo for Getfeedback, featuring a cluster of five orange circles of varying sizes above the text "Getfeedback" in a grey, lowercase, sans-serif font. The "Get" is in orange and "feedback" is in grey.

Getfeedback

## Overall Performance

**Candidate:** Sample Person  
**Norm Group:** Graduates



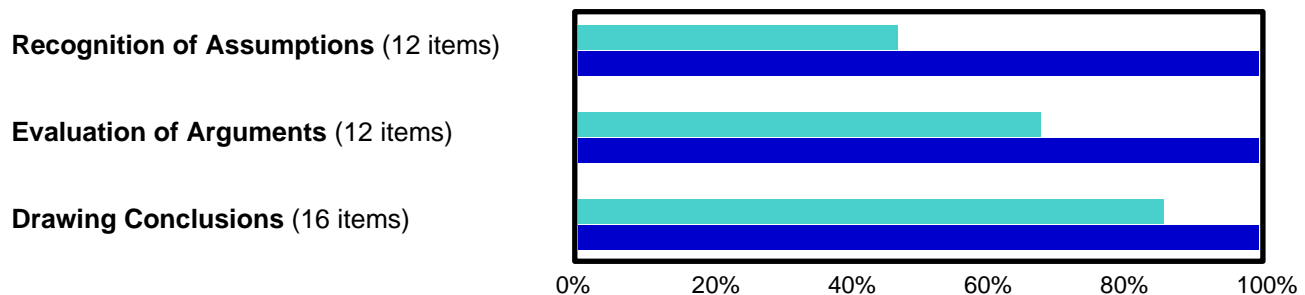
- A - Well above average** (91st percentile and above)
- B - Above average** (71st – 90th percentiles)
- C - Average** (31st – 70th percentiles)
- D - Below average** (11th – 30th percentiles)
- E - Well below average** (10th percentile and below)

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

**Number of Questions Answered:** 40  
**T-Score:** 55  
**Time Taken:** 29 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. The dark coloured bar shows the percentage number of questions answered.



**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	T-Score
• Graduates	67	55
• Graduates in Law, Business, Economic or Finance	74	56
• Managers	69	55
• UK General Population	79	58
• Senior Management	57	52
• Graduate Law 2016	49	50
• Graduate Professional Services 2016	70	55
• Consultants 2016	72	56
• Customer Service 2016	85	60
• IT Professionals 2016	74	56
• Legal Professionals 2016	63	53
• Marketing Professionals 2016	76	57
• Medical Professionals 2016	80	58
• Directors 2016	72	56
• Executives 2016	74	56
• Managers 2016	79	58

## Re-testing

While unsupervised, online administration of tests can save significant time and cost in recruitment, it does open a window of opportunity for potential cheating. A 're-test' or second test is available for supervised administration either online or via paper-and-pencil. We recommend re-testing candidates who are successful in the first test or further stages of the recruitment process. This re-test or second testing can help to ascertain whether it was the candidate who took the first test and without assistance.

If administering the second test online, in a supervised environment, an automatic report will flag whether there is a statistical difference between the two test scores. If administering the second test via paper-and-pencil, in a supervised environment, you will have to enter the raw score into the online platform to generate this report.

### 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 comparison to a group of relevant other people who have previously completed the test.

## Score Interpretation

Your score was better than or equal to 67% of the people in the comparison group who have previously completed the test.

Compared with others in the comparison group you are likely to demonstrate 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.