

Watson Glaser™ CTA (UK English)

Profile Report

Name: Anne Example

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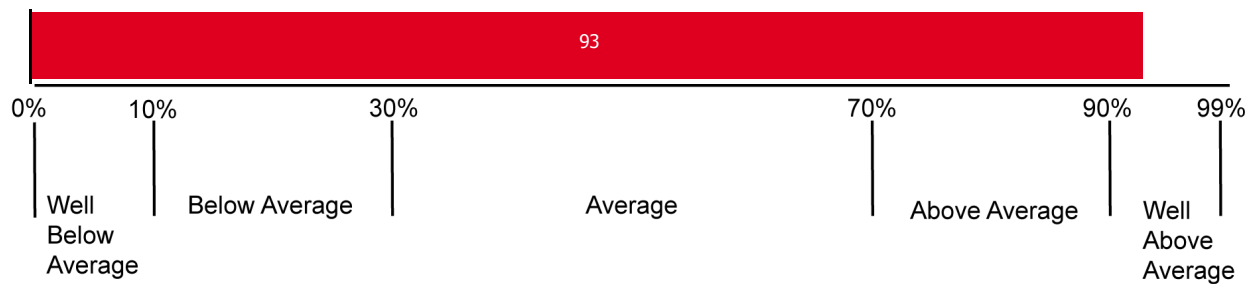


Overview of W-G III Results

W-G III measures the skills and abilities involved in critical thinking. Critical thinking can be defined as the ability to identify and analyse problems, as well as seek and evaluate relevant information to reach an appropriate and logical conclusion.

Norm Group: UK General Population

Percentile: 93rd

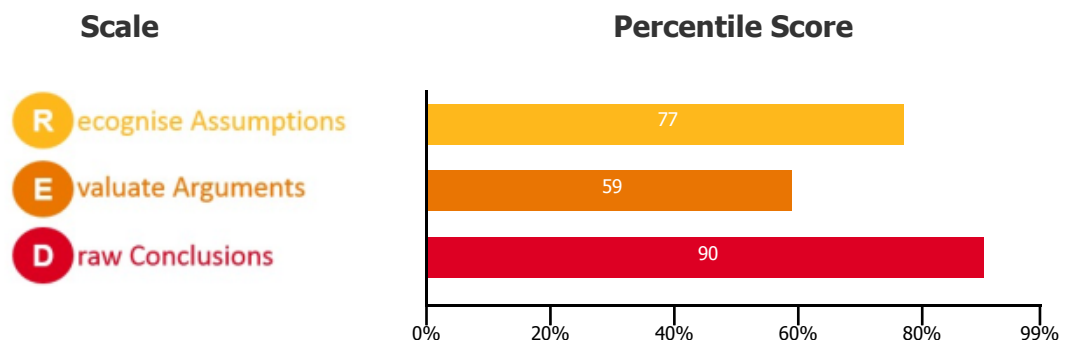


W-G III Subscales

Recognise Assumptions. Assumptions are statements that are assumed to be true in the absence of proof. Identifying assumptions helps reveal information gaps and enrich perspectives on an issue. Assumptions can be unstated or directly stated. Being aware of assumptions and directly assessing their appropriateness to a situation improves the quality and comprehensiveness of critical thinking.

Evaluate Arguments. Arguments are assertions that are intended to persuade someone to believe or act a certain way. Evaluating arguments is the process of analysing assertions objectively and accurately. Analysing arguments helps to determine whether to believe something or not, and how to respond accordingly. Evaluating arguments requires the ability to overcome a confirmation bias, which is 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.

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 overgeneralisation beyond the evidence.



Interpretation of Overall Score

Anne Example's score is higher than or equal to 93 percent of the UK General Population group.

What does this mean?

Compared to peers in the comparison group Anne Example is likely to demonstrate well above 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

Additional Information

Maximum time allowed	Time taken
30 mins	30 mins

Total number of test questions	Number attempted
40	40

Performance against other norm groups

Norm groups available for **selection** purposes

Comparison group	Percentile
Consultants	90
Customer Service	94
Directors	92
Senior Managers 2016	90
Graduate Law 2016	78
Graduate Professional Services	89
IT Professionals 2016	90
Legal Professionals	84
Managers 2016	94
Marketing Professionals 2016	93
Medical Professionals	96
Graduates	87
Graduates in Law, Business, Economic or Finance	90
Managers	88
UK General Population	93
Senior Management	80

Interpretation of Subscale Results

Recognise Assumptions

Anne Example scored in the high range compared to the individuals in the norm group. This score suggests high skill and consistency when this individual needs to:

- "read between the lines" — identify what is expected or assumed to be true in situations
- define and redefine issues, as well as explore alternative points of view

Evaluate Arguments

Anne Example scored in the average range compared to the individuals in the norm group. This score suggests moderate skill and consistency when this individual needs to:

- evaluate arguments based on the relevance and strength of the evidence supporting them
- analyse information objectively, without allowing preferences or emotions to influence evaluations

Draw Conclusions

Anne Example scored in the high range compared to the individuals in the norm group. This score suggests high skill and consistency when this individual needs to:

- gather sufficient information, weigh it appropriately, and assimilate it into a sound conclusion
- interpret evidence appropriately, without generalising it into unwarranted conclusions

Note: Subscale scores can provide useful information in a development or guidance context, but should not be used for recruitment and selection. It is recommended that the WG-III should be used in combination with other assessment techniques.

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Note: The results of tests administered without supervision (unproctored) should be interpreted with caution unless there is certainty that the test was completed without assistance. Unproctored results may be verified through supervised re-testing of the final pool of applicants at the latter stages of an assessment process, or via information from other sources such as a structured interview or assessment centre exercise, measuring the same abilities.