



**Watson-Glaser™ II
Critical Thinking Appraisal**

**Norms
Composition
Tables**

Goodwin Watson and Edward M. Glaser

July 1, 2009

Watson-Glaser II—Forms D & E Standardization Sample Composition

	Occupational Norm Groups						
	Accountant	Consultant	Engineer	Human Resource Professional	Information Technology Professional	Sales Representative	Engineer in Manufacturing/Production
Values represent percentages of the norm group in each demographic category							
Sample Size	368	473	677	562	702	507	140
Industry							
Advertising, Marketing, Public Relations	—	1	—	—	—	—	—
Aerospace, Aviation	1	1	2	3	—	—	—
Arts, Entertainment, Media	1	—	—	2	—	1	—
Construction	4	1	4	1	1	2	—
Education	—	4	1	2	7	2	—
Energy, Utilities	6	7	39	5	4	1	—
Financial Services, Banking, Insurance	20	1	—	11	15	10	—
Government, Public Service, Defense	1	4	11	5	2	—	—
Health Care	5	7	1	4	5	9	—
Hospitality, Tourism	—	2	—	2	1	2	—
Information Technology, High-Tech, Telecommunications	5	18	12	8	36	12	—
Manufacturing & Production	25	—	21	18	8	14	100
Natural Resources, Mining	2	1	1	1	—	—	—
Pharmaceuticals, Biotechnology	1	3	2	3	1	7	—
Professional, Business Services	9	38	1	8	2	3	—
Publishing, Printing	—	—	1	1	1	1	—
Real Estate	1	2	—	1	—	2	—
Retail & Wholesale	8	—	—	17	12	11	—
Transportation, Warehousing	3	2	—	2	—	1	—
Other/Not Applicable	8	9	4	8	3	19	—
Position Type/Level							
Executive	24	15	5	10	15	8	9
Director	19	14	8	28	22	6	13
Manager	23	15	31	35	29	41	33
Professional/Individual Contributor	31	44	42	23	29	26	44
Supervisor	—	2	12	2	3	2	1
Self-Employed/Business Owner	1	6	—	1	—	1	—
Administrative/Clerical	—	1	—	1	—	6	1
Skilled Trades	—	—	1	—	1	—	—
General Labor	—	—	—	—	—	—	—
Other/Not Applicable	1	2	1	1	1	10	1

Watson-Glaser II—Forms D & E Standardization Sample Composition

Values represent percentages of the norm group in each demographic category	Occupational Norm Groups						
	Accountant	Consultant	Engineer	Human Resource Professional	Information Technology Professional	Sales Representative	Engineer in Manufacturing/Production
Sample Size	368	473	677	562	702	507	140
Education Level							
HS/GED	—	2	1	1	2	6	1
1–2 years college	1	4	3	2	5	7	2
Associate's degree	—	1	1	1	2	1	2
3–4 years college	2	2	3	2	5	5	4
Bachelor's degree	54	34	56	40	43	51	45
Master's degree	28	34	25	37	27	12	28
Doctorate	1	7	3	3	2	—	5
Did not report	16	15	8	16	14	18	13
Gender							
Female	29	24	10	53	18	24	11
Male	56	62	82	31	68	59	76
Did not report	16	15	8	16	14	17	13
Race/Ethnicity							
Asian/Pacific Islander	7	7	4	2	8	3	4
Black, African American	2	3	3	9	4	6	2
Hispanic, Latino/a	2	2	3	4	3	3	1
Native American	—	—	—	—	—	—	—
White non-Hispanic	74	69	77	66	68	68	75
Other	1	2	2	1	1	1	1
Multiracial	—	—	—	—	1	—	—
Did not report	16	16	10	18	16	19	17
Age							
16–20	—	—	—	—	—	4	—
21–24	1	1	2	1	2	3	2
25–29	11	8	11	11	7	10	9
30–34	11	8	11	11	11	13	11
35–39	11	16	11	17	14	15	8
40–49	32	25	34	27	33	28	39
50–59	15	22	22	14	16	7	14
60–69	2	4	1	1	2	—	1
Did not report	17	17	9	18	15	20	17

Watson-Glaser II—Forms D & E Standardization Sample Composition**Position Type/Level Norm Groups**

Values represent percentages of the norm group in each demographic category	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry- Level	Manager in Manufacturing/ Production
	Sample Size	1389	1468	3243	922	2234	306
Industry							
Advertising, Marketing, Public Relations	—	—	—	—	—	—	—
Aerospace, Aviation	1	1	1	1	1	1	—
Arts, Entertainment, Media	3	2	1	—	—	1	—
Construction	3	2	3	2	2	1	—
Education	5	7	2	3	6	6	—
Energy, Utilities	3	3	11	54	13	3	—
Financial Services, Banking, Insurance	14	8	6	1	15	11	—
Government, Public Service, Defense	2	4	6	16	5	5	—
Health Care	8	5	4	1	5	8	—
Hospitality, Tourism	2	1	1	—	—	5	—
Information Technology, High-Tech, Telecommunications	13	13	9	2	15	4	—
Manufacturing & Production	18	20	19	6	11	5	100
Natural Resources, Mining	1	—	1	—	—	1	—
Pharmaceuticals, Biotechnology	1	4	2	1	3	1	—
Professional, Business Services	6	5	2	1	8	6	—
Publishing, Printing	1	1	1	—	1	—	—
Real Estate	3	1	1	—	1	3	—
Retail & Wholesale	9	11	16	2	6	16	—
Transportation, Warehousing	1	3	5	3	1	—	—
Other/Not Applicable	8	9	10	8	7	26	—

Watson-Glaser II—Forms D & E Standardization Sample Composition

Values represent percentages of the norm group in each demographic category	Position Type/Level Norm Groups						
	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry- Level	Manager in Manufacturing/ Production
Sample Size	1389	1468	3243	922	2234	306	584
Occupation							
Accountant	6	5	3	—	5	—	5
Adjuster	—	—	—	—	—	—	—
Administrative Assistant	—	—	—	—	—	28	—
Aircraft Mechanic	—	—	—	—	—	1	—
Appraiser	—	—	—	—	—	—	—
Automotive Mechanic	—	—	—	—	—	—	—
Bank Teller	—	—	—	—	—	—	—
Buyer	—	—	1	—	—	—	—
Consultant	5	5	2	1	9	2	—
Customer Service Representative	—	—	1	1	—	11	1
Distribution and Warehouse Personnel	—	—	—	—	—	—	1
Engineer	2	4	7	9	13	1	—
Field Service	—	—	1	2	—	—	—
Financial Analyst	1	2	2	—	7	—	2
General Labor	—	—	—	2	—	1	—
Human Resource Professional	4	11	6	1	6	2	6
Information Technology Professional	7	10	6	2	9	1	2
Loan Officer	—	—	—	—	—	1	—
Logistics Planner	—	—	—	—	—	—	1
Maintenance	—	—	—	1	—	—	1
Marketing Professional	7	8	5	—	2	1	8
Medical Professional	1	1	1	—	2	—	—
Merchandise Planner	—	—	—	—	—	—	—
Other	56	45	51	75	28	35	44
Procurement	1	1	1	—	1	—	6
Product Design	—	1	—	—	—	—	1
Production Assembler	—	—	—	—	—	—	—
Production Machine Operator	—	—	—	—	—	—	—
Production Planning & Scheduling	—	1	1	—	—	—	3
Production Supervisor	—	—	1	3	—	—	4
Production Support Personnel	—	—	—	—	—	—	2
Project Manager	1	1	2	—	1	—	6
Sales Representative	3	2	6	1	6	10	7
Skilled Trades	—	—	—	—	—	—	—
Student	—	—	—	—	—	4	—
Teaching Professional	1	1	—	1	3	1	—
Underwriter	—	—	—	—	—	—	—
Did not report	3	3	2	1	5	2	—

Watson-Glaser II—Forms D & E Standardization Sample Composition**Position Type/Level Norm Groups**

Values represent percentages of the norm group in each demographic category	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry- Level	Manager in Manufacturing/ Production
	1389	1468	3243	922	2234	306	584
Sample Size							
Education Level							
8th–11th grade	—	—	—	—	—	—	—
HS/GED	1	1	4	16	1	26	1
1–2 years college	1	3	5	18	3	21	4
Associate's degree	1	1	3	8	2	3	2
3–4 years college	1	3	4	6	3	7	3
Bachelor's degree	35	36	47	35	47	19	41
Master's degree	36	36	23	9	24	3	33
Doctorate	7	4	2	—	8	—	1
Did not report	18	16	13	8	11	21	15
Gender							
Female	16	23	23	13	30	59	14
Male	67	62	64	80	59	23	71
Did not report	17	15	13	7	12	19	15
Race/Ethnicity							
Asian/Pacific Islander	4	4	4	1	6	2	3
Black, African American	2	3	5	8	4	28	3
Hispanic, Latino/a	2	3	4	2	3	2	3
Native American	—	—	—	1	—	—	—
White non-Hispanic	72	70	72	79	72	43	73
Other	1	1	1	1	2	4	1
Multiracial	—	1	—	—	1	—	—
Did not report	19	17	15	8	13	20	16
Age							
16–20	—	—	—	—	1	25	—
21–24	—	1	1	2	5	11	—
25–29	—	2	6	7	20	13	2
30–34	4	6	13	11	18	8	6
35–39	9	16	17	14	12	7	15
40–49	38	38	31	33	18	12	38
50–59	27	17	15	23	12	3	19
60–69	3	2	1	2	1	1	3
Did not report	19	18	15	8	13	21	17