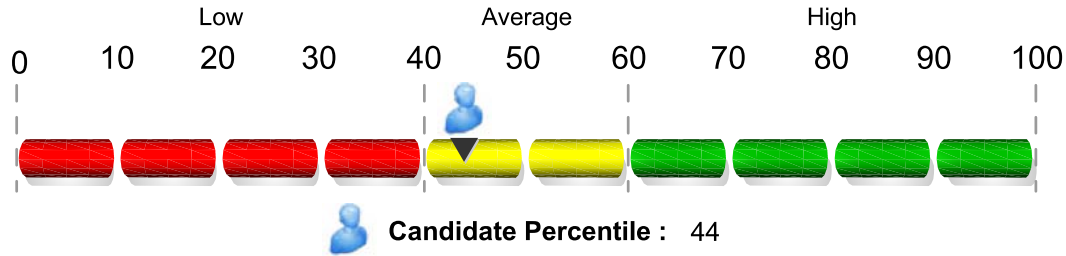


Name John Sample
Organization Pearson Sample Corporation

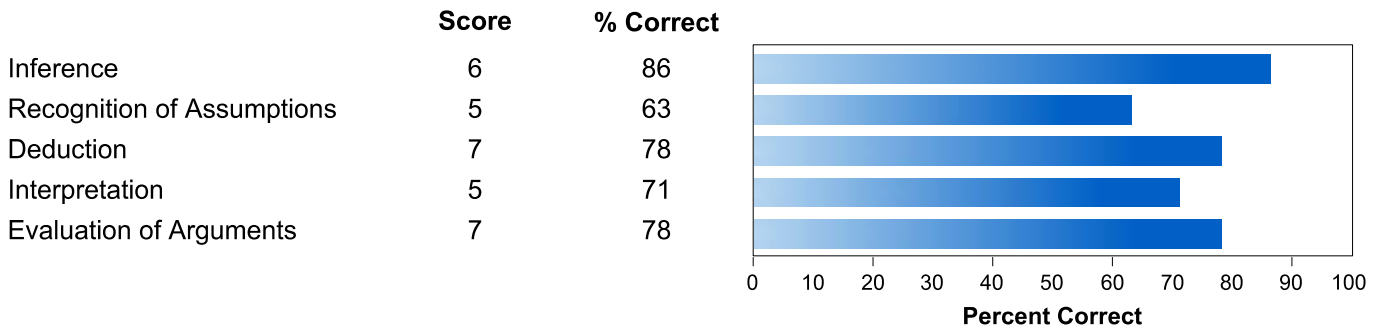
Date of Testing 01/13/2009

Overall Performance

Norm Group: Manager



Subscale Performance



The graph above provides a profile of relative strengths and weaknesses on the subscales comprising the Watson-Glaser. However, because each subscale contains fewer items, the subscale scores tend to be less consistent than the overall score. It is the overall score that yields a consistent or reliable measure of critical thinking ability. It is therefore recommended that the Watson-Glaser total score be considered rather than the individual subscales for employment decisions.

Score Interpretation

John Sample obtained a total raw score of 30 out of 40 possible points on the Watson-Glaser Critical Thinking Appraisal–Short Form. John Sample’s score was better than or equal to 44% of the individuals in the norm group indicated at the top of this report. This individual is likely to demonstrate the level of critical thinking necessary for effective analysis and decision making in most situations. Specifically, in comparison with peers from the specified norm group, this individual is likely to:

- Define at least the basic elements of most problems and situations clearly and objectively
- Recognize the lack of salient or obvious information needed for effective decision making or problem-solving
- Typically apply sound logic and reasoning when analyzing information
- Draw accurate conclusions from information in most situations and under most circumstances
- Develop rational arguments to support ideas

Skills and Abilities Assessed by the Watson-Glaser Critical Thinking Appraisal

The Watson-Glaser Critical Thinking Appraisal is designed to measure abilities involved in critical thinking, including the abilities to:

- Define problems
- Select important information for the solution to problems
- Recognize stated and unstated assumptions
- Formulate and select relevant and promising hypotheses
- Draw valid conclusions and judge the validity of inferences

These abilities are important and relevant in a wide range of contexts. The Watson-Glaser Critical Thinking Appraisal is frequently used as a developmental tool in educational settings and as a selection tool for executive, managerial, supervisory, professional (e.g., sales), and technical occupations.

Note. The Watson-Glaser Critical Thinking Appraisal should never be used as the sole basis for making an employment decision. For more information on best practices for using test scores in selection decisions, please consult the *Watson-Glaser Critical Thinking Appraisal Manual*, the *Uniform Guidelines for Employee Selection Procedures*, the *Standards for Educational and Psychological Testing*, or the *Principles for the Validation and Use of Personnel Selection Procedures*.