

Watson- Glaser™ III (W-G III)

Frequently Asked Questions



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What does the Watson-Glaser measure?

Watson-Glaser is a verbal ability test measuring critical thinking ability—defined as the ability to look at a situation and clearly understand it from multiple perspectives while separating facts from opinions and assumptions.

In what languages is W-G III available?

The W-G III test and profile reports will be available in following languages:

- UK English
- US English
- French
- French Canadian — 2018
- Dutch — 2018
- Spanish — 2018
- Latin American Spanish — 2018

What is happening to previous Watson-Glaser versions?

W-G II Forms D and E are still available, but W-G III is most appropriate if an unproctored/unsupervised administration is preferred.

How are randomly generated tests equivalent in terms of difficulty and item content?

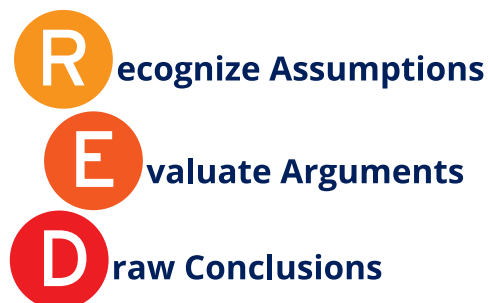
Each W-G III item is coded by difficulty on a finely incremented scale. The tests may differ slightly in difficulty overall, but this is accounted for in the scoring system. The passages in the test are coded by content theme and categorised by area (Business, Science, Education, etc.). This ensures that each test is built with an equal number of items, difficulty levels, and content themes, and that each candidate receives an adequate number of business-related passages.

Various other test rules control for factors such as word count, so reading requirements are similar across test versions.

Score Interpretation and Reports

Profile Reports

An overall percentile score is presented and also individual percentile scores for the three subscales:



The Number Correct, T-score, STANINE score, and STEN score are reported in the Additional Technical Information section of the candidate's Profile Report. Use the percentile rank or one of these standardised score that takes into account item-difficulty differences of administrations to compare scores. Candidate raw scores, called theta scores, are converted to percentiles and available in the platform dashboard.

Why should raw scores not be used when comparing W-G III results?

For W-G III the total number of correct responses is NOT the raw score that is used to create the percentile and standardized scores. W-G III test takers are presented with varying items sets that differ slightly in difficulty, so little can be inferred from traditional number correct.

The scoring system takes into account the exact difficulty level of the items each person has completed to calculate an estimate of their ability—a theta score—which is converted to a percentile for interpretation purposes.

Interview Report

This report enables interviewers to conduct a structured, critical thinking behavioral interview with sample questions. It will only be available with W-G II forms D and E until further notice.

Development Report

The Development Report aids in constructing a custom learning and development plan to enhance an individual's skills in the areas of critical thinking. This report is available with W-G II and will be available with W-G III (timed and untimed) in 2018 in US English only.

Test Administration and Completion

How long does it take to administer the test?

W-G III is timed and respondents are allowed a maximum of 30 minutes to complete the test. Along with test instructions and untimed practice questions (which are not part of the 30 minutes) the total time to administer may be up to 40 minutes. An untimed W-G III is available in the US but this is recommended for use in a development context or when reasonable accommodations must be made during recruitment. W-G III, when timed, provides the type of standardised testing conditions that are appropriate when scores are used to make high stakes decisions.

What norms will be available?

Norms derived from previous versions of the Watson-Glaser will still be available. These have been statistically mapped to W-G III, so they are still appropriate and equivalent. The following US norms are available. *See Figure 2.*

Can I transfer assessment inventory from older versions of Watson-Glaser to W-G III?

It is not possible to transfer inventory.

Can W-G III be linked to an Applicant Tracking System (ATS)?

Generally the test can be linked, but contact us for further information.

In addition to these US norms, many country-specific occupational norms are available.

There are currently no global norms.

Can I still use my own custom (bespoke) company norm?

Yes, it may be possible to map custom norms to W-G III for a fee. Please contact your local Customer Service team for further information.

Is there a paper version of the test?

Yes, W-G II Forms D and E are equivalent to W-G III and available in paper in certain languages. Percentiles from these tests can be compared to WG III percentiles (provided the same norm comparison group is used). Paper tests should be completed only under supervised conditions.

What should be done if I suspect an applicant has cheated on the unsupervised W-G III?

If you suspect that a candidate cheated on the assessment, you may retest the candidate in a supervised setting, using the online W-G III or W-G II forms D or E paper tests. If the test was completed unsupervised for screening purposes, you should consider re-testing the candidate at a later stage in the process.

Can W-G III be completed on a mobile phone or tablet?

We recommend that the W-G III be completed on a desktop or laptop computer with a dependable internet connection.