

Find Greatness. Lower Risk.

Watson Glaser -THE
industry measure of
critical thinking ability



Watson-Glaser is a verbal ability test designed to measure *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.

Watson-Glaser is also a good predictor of how someone will perform in many jobs and, as a result, the test is used globally.

Watson-Glaser measures an individual's ability to:

- Analyse, interpret and draw logical conclusions from written information.
- Recognise assumptions from facts.
- Evaluate the strength of arguments.
- Draw correct inferences.

Research also demonstrates a correlation of Watson-Glaser test scores with high task performance in the role.

Watson-Glaser is used primarily as a timed assessment, in the context of recruitment, to measure critical thinking ability levels for job applicants. It is also used untimed in professional development programs and interventions, or when reasonable adjustments are needed during recruitment.

- New bank of business-relevant questions suitable for international use
- Timed version available in English (U.K., U.S.), Spanish (Spain, Latin America), French (France, French Canadian), and Dutch. Untimed version available in U.S. English
- Suitable for unsupervised screening of job applicants—questions are randomly selected from a large pool and no two individuals receive the same test
- It is also suitable for online completion in a supervised environment such as assessment or development centers

Reporting

In the **Profile Report**, an overall percentile score is presented with individual percentile scores for the three sub-areas of measurement: Recognize Assumptions, Evaluate Arguments and Draw Conclusions.



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