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# Watson-glaser critical thinking appraisal short form template pdf

Watson Glaser tests have been around since 1925, when they were first developed by American psychologists Goodwin Watson and Edwin Glaser. Subject to many revisions and improvements over the years, they are now produced by test publisher TalentLens and are considered one of the most trusted methods of evaluating critical reasoning. Critical thinking is a complex skill that requires the ability to interpret information, differentiate fact from fallacy, draw evidence-based conclusions and identify sound arguments, all while remaining objective. Like many critical thinking tests, the Watson Glaser test measures these skills through verbal information: that is, statements or passages of text from which an individual is required to make deductions and inferences, pinpoint assumptions needed to validate a proposition, and weigh up the strength of an argument. These are inherent skills, more prominent in some than others. The Watson Glaser test therefore requires no prior knowledge. In fact, success relies on existing knowledge being put to one side, the sole focus being the evidence laid out in each question. You may be asked to sit a Watson Glaser test if applying for a graduate, professional or managerial level position in a sector where critical thinking is a prerequisite. The test may be used for screening purposes in the initial stages, or at a later date as part of an assessment day. What is the format of a Watson Glaser test? The Watson Glaser test is a timed, multiple-choice assessment, the most recent version of which consists of 40 questions with a 30-minute time constraint. Questions are split across five areas of logical reasoning ability: Drawing inferences To draw an inference is essentially to make an educated guess based on the evidence in front of you, without being swayed by any pre-existing knowledge or subconscious bias. You'll be presented with a short paragraph, followed by a set of inferred statements. You'll need to critically analyse the information in the given paragraph to determine if these statements are true, probably true, false, probably false, or if there is insufficient proof to determine either way. Recognising assumptions Assumptions relate to what we understand to be true without needing solid proof. They are the underlying facts that give an argument its validity. In this section of the test, you'll be presented with a statement and a set of assumptions. If the statement relies on the assumption being true, you would mark it as 'assumption made'. If the assumption is irrelevant to the statement, or bears no weight on its validity, you would mark it as 'assumption not made'. Deduction Deductive reasoning is the act of arriving at a fact-based conclusion through a logical thought process. A deduction differs from an assumption in that it is what we take away from an argument, as opposed to the facts on which an argument needs to stand. Based solely on the evidence presented in a statement or short paragraph, you'll need to determine if a list of conclusions do or do not logically follow on from the information in front of you. Interpreting The interpretation section of the Watson Glaser test is similar to the deduction section, in that you'll be asked to determine whether a given conclusion can logically be drawn from an argument. However, with these questions, you'll need to be able to identify significant pieces of information and decide if a logical interpretation can be applied in support of the conclusion in question. Evaluating arguments This last section looks at your ability to separate a weak argument from a strong one. It is designed to test your impartial evaluation of arguments, not your personal opinion. A question will be posed, followed by a set of arguments on either side of the debate. You'll need to decide if an argument is relevant and challenging, and therefore strong, or vague and unrealistic, and therefore weak. What skills does it look to measure? The five sections combined give an overall picture of your performance in key areas, and measure your ability to: Define a problem Select key points of information to formulate a solution Understand when an assumption has been made, and when it has not Hypothesise, or select an applicable hypothesis based on limited evidence Draw fact-based conclusions Determine the probability of an inference What is a pass score on the Watson Glaser tests? The results of your Watson Glaser test will be assessed against a norm group: individuals of a comparative educational background or professional standing – within a relevant field – that have previously sat the exam. It is therefore difficult to state an exact pass score on the test, since it depends entirely on the performance of your peers. Ideally, you'd look to reach 75% and above to give yourself a competitive edge. Which professions use Watson Glaser tests, and why? Watson Glaser tests are used to assess suitability for a number of occupations including those in the medical profession, marketing and education. They are most common in the legal and professional services sectors. Many positions in law, banking and finance, for example, require that an individual make informed decisions that can be justified, are rooted in fact, and free from bias. Since critical thinking is an essential skill here, employers use Watson Glaser tests to determine how well suited a candidate is for these professions. How to prepare for a Watson Glaser test Practice is the first port of call when preparing for your Watson Glaser test. Although critical thinking is an inherent skill, it can be nurtured and improved upon. Watson Glaser tests are built around a model known as RED. Try to keep this in mind as you approach both practice tests and daily tasks. The components associated with the RED model are: Recognising assumptions. Instead of simply taking things at face value, such as the news or a part of a conversation with a friend or co-worker, ask yourself if what you're hearing can actually be classified as true, and what the facts are that back it up. Are they evidential, or based on assumptions? Evaluating arguments. We're all guilty of seeking out information that confirms our own perspective. Instead, actively look for opinions that contradict your own and assess them from an objective point of view. The better you become at seeing both sides of a story, the more prepared you'll be to critically evaluate arguments in your Watson Glaser test. Drawing conclusions. Try to get used to drawing fact-based conclusions, rather than those based on emotional reactions or subconscious bias. These conclusions may not align with your own perspective, but a Watson Glaser test requires that you conclude impartially – and as with most things in life, practice makes perfect here. \* The preview only show first 10 pages of manuals. Please download to view the full documents. Loading preview... Please wait. Download Watson-Glaser Critical Thinking Appraisal. User-Guide and Technical Manual PDF for free. About Us We think everything in the web must be free. So this website was intended for free download articles from the web. Legal Notice We are not related with any site in any case. Disclaimer We are not liable for the articles. You are self-liable for your download. This site utilizes cookies to guarantee you get the best experience on our site. You can learn how to disable cookie here. Privacy Policy We are committed to ensuring that your privacy is protected. You can ask for link removal via contact us. SKU trol-13071819 Author Watson, Goodwin B.; Glaser, Edward M. Purpose Designed to help "select employees for any job requiring careful, analytical thinking." Publication Date 1994. Acronym WGCTA-S. Note The title of this test when it was reviewed in The Thirteenth Mental Measurements Yearbook was Watson-Glaser Critical Thinking Appraisal, Form S. The test publisher informed the Bureau Center for Testing in 2020 that this test is out of print. Publisher Pearson Publisher address Pearson, 19500 Bulverde Road, San Antonio, TX 78259; Telephone: 800-627-7271 ; FAX: 800-232-1223 ; E-mail: pearsonassessments@pearson.com; Web: www.pearsonassessments.com Publisher URL Reviewed In J. C. Impara & B. S. Plake (Eds.), The thirteenth mental measurements yearbook. Price \$15.00 Critical thinking is the ability to logically and rationally consider information. Rather than accepting arguments and conclusions presented, a person with strong critical thinking will question and seek to understand the evidence provided. They will look for logical connections between ideas, consider alternative interpretations of information and evaluate the strength of arguments presented. Everyone inherently experiences some degree of subconscious bias in their thinking. Critical thinking skills can help an individual overcome these and separate out facts from opinions. The Watson Glaser critical thinking test is based around the RED model of critical thinking: Recognise assumptions. This is all about comprehension. Actually understanding what is being stated and considering whether the information presented is true, and whether any evidence has been provided to back it up. Correctly identifying when assumptions have been made is an essential part of this, and being able to critically consider the validity of these assumptions – ideally from a number of different perspectives – can help identify missing information or logical inconsistencies. Evaluate arguments. This skill is about the systematic analysis of the evidence and arguments provided. Being able to remain objective, while logically working through arguments and information. Critical evaluation of arguments requires an individual to suspend their judgement, which can be challenging when an argument has an emotional impact. It is all too easy to unconsciously seek information which confirms a preferred perspective, rather than critically analyse all of the information. Draw conclusions. This is the ability to pull together a range of information and arrive at a logical conclusion based on the evidence. An individual with strong critical thinking skills will be able to adjust their conclusion should further evidence emerge which leads to a different conclusion. Why Is Critical Thinking Important to Potential Employers? Critical thinking is important to employers because individuals who engage in quality thinking make better decisions. They arrive at conclusions which are impartial, well informed and objective. Furthermore, such people are able to make decisions with limited supervision, enabling them to independently make judgements; in a world where time can be money, waiting for someone else to validate decisions can be costly and result in missed opportunities. What Is Involved in the Watson Glaser Test? The Watson Glaser test evaluates a candidate's critical thinking ability in five separate areas: Inferences Assumptions Deductions Interpretations Evaluation of arguments Each of these skills is tested separately and there are therefore five different types of questions in the Watson Glaser test. We will explore each of these below. 1. Inferences An inference is a conclusion based on evidence and reasoning. It enables conclusions to be drawn that are not explicitly stated. For example, if we see someone driving a Ferrari we may conclude that they are wealthy. However, there are a number of alternative explanations: they may have rented or borrowed the car, or they may have acquired huge debt as a result of buying the car. The problem with inferences is that people often reach a conclusion based on insufficient data, and the conclusion may not, therefore, be correct. An inference question typically involves a statement (which you are to assume is true) and a number of inferences based on that statement. Your job is to evaluate whether the inference is correct. You can do this using both the information contained within the passage and information which is commonly accepted knowledge or information that practically every person has. You will be given five potential responses and you have to select which you feel is most accurate. These options are: Definitely True – from the facts given there is no reasonable possibility of it being incorrect. Probably True – in light of the facts given, it is more likely to be true than false. Insufficient Data – in light of the facts given it is impossible to say whether it is true or not. Probably False – in lights of the facts given, it is more likely to be false than true. Definitely False – from the facts given, there is no reasonable possibility of it being true. Example Question





