Pearson
Talent Solutions

COGNITIVE ASSESSMENTS

Critical Thinking



Help your organization make sound decisions, reduce risk, and uncover deeper insight

Built on the industry-leading **Watson-Glaser™** methodology trusted by employers worldwide, our Critical Thinking assessment helps identify individuals who can evaluate information objectively, assess arguments, and make sound, logical decisions. With flexible administration options and proven methodology, it provides a clear, reliable view of how people think—helping you build teams that act with confidence and clarity.

In today's workplace, critical thinking is a powerful advantage. Employees must navigate complex information, competing perspectives, and high-stakes decisions. Top performers go beyond processing information—they question assumptions, evaluate evidence, and draw well-reasoned conclusions.

Critical Thinking Benefits

- **Proven measure of critical thinking ability** used globally across industries
- **Predicts job performance** by identifying individuals who make sound, evidence-based decisions
- **Flexible administration options –** timed for recruitment or untimed for development use
- **Real-world, business-relevant content** designed for modern, global workplaces
- **Secure and scalable** – randomized questions enable unsupervised screening with confidence
- **Supports better hiring and development decisions** by reducing bias and increasing objectivity

Our Critical Thinking assessment measures the following:

1. **Inference:**
   Rating the probability of truth of inferences based on information given
2. **Recognize Assumptions:**
   Identifying unstated assumptions or presuppositions underlying given statements
3. **Deduction:**
   Determining whether conclusions follow logically from given information
4. **Interpretation:**
   Weighing evidence and deciding if generalizations or conclusions based on data are warranted
5. **Evaluate Arguments:**
   Evaluating the strength and relevance of arguments with respect to a particular question or issue



Languages

English (U.S. and U.K.)
Spanish (Spain and Latin America)
French (France and French Canadian)
Dutch
German
Portuguese (Brazilian)
Italian

Norms

General population, role-based, educational and organizational benchmarks (where available)

This assessment is based on the industry-leading Watson-Glaser™ methodology. The gold-standard test for critical thinking, analytical reasoning and decision making - first developed by Watson and Glaser and trusted by leading employers worldwide to spot top talent.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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