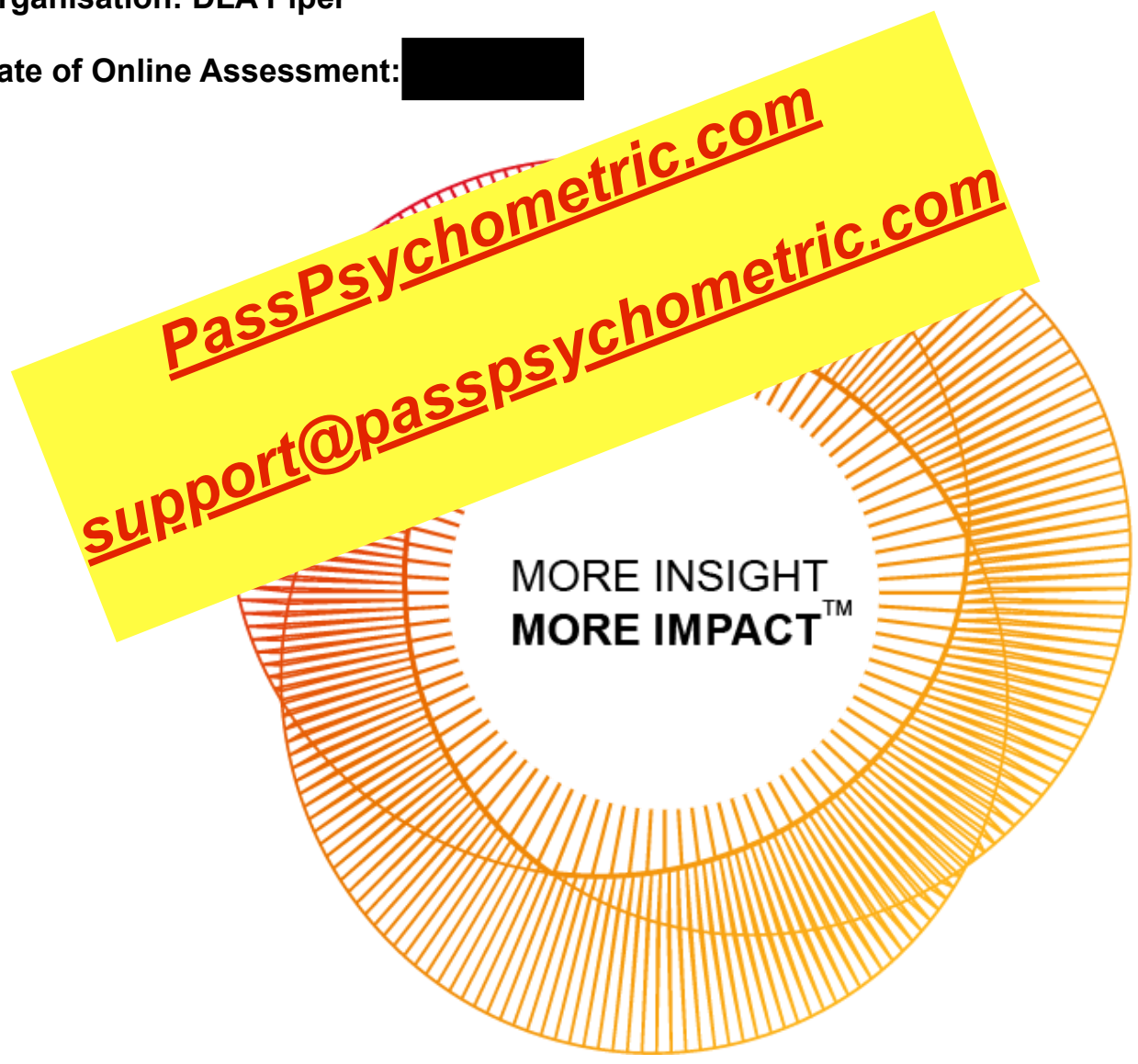


# Watson-Glaser™ III (UK English)

Candidate Feedback Report For: [REDACTED]

Organisation: DLA Piper

Date of Online Assessment: [REDACTED]



## Introduction

Thank you for completing our online assessment at DLA Piper.

Your overall score from the online assessment is used to determine whether you will progress to the next stage of our process and is based on our internal benchmark. Your outcome will be communicated to you via a separate email in due course.

This report covers your performance on the online assessment or the next stage of the recruitment process. For more information, please contact [support@passpsychometric.com](mailto:support@passpsychometric.com)

### Online assessment feedback

This report is intended to offer an insight into your areas of strength and development in the areas detailed below. Your responses to the Watson-Glaser™ III online assessment were compared to other individuals who are applying for a similar role to you.

Each skill area will show an output using the framework below:

- **Strength to leverage:** This means that you scored higher in this area than most of your peers. You should continue to strengthen this skill.
- **Further exploration:** This means that your score was average compared to your peers. You have some strength in this area, but you may not apply this skill consistently.
- **Opportunity for development:** This means that your score was lower than most of your peers. It would help you if you focused on building your proficiency in this area.

## Critical thinking

We operate in a continually changing environment, where large volumes of information are rapidly exchanged. Your ability to evaluate information and make good decisions sets the foundation for your success. Important skills, including decision making, problem solving, planning, and strategic thinking, require the ability to think critically.

Critical thinkers do not accept claims on blind faith. Instead, they rigorously evaluate the quality of reasoning and evidence that leads to a conclusion. Being “critical” in this sense is not negative. It instead means that you are using certain standards to evaluate a given claim.

### Your performance

Skill area	Strength to leverage	Further exploration	Opportunity for development
Critical thinking	✓		

## Recognising assumptions

Assumptions are statements that are assumed to be true in the absence of proof. Identifying assumptions helps reveal information gaps and enriches perspectives on an issue. Assumptions can be unstated or directly stated. Being aware of assumptions and directly assessing their appropriateness to a situation improves the quality and comprehensiveness of critical thinking.

### Your performance

Skill area	Strength to leverage	Further exploration	Opportunity for development
Recognising assumptions	✓		

## Evaluating arguments

Arguments are assertions that are intended to persuade someone to believe or act a certain way. Evaluating arguments is the process of analysing such assertions objectively and accurately. Analysing arguments helps to determine whether to believe or act accordingly. It includes the ability to overcome a confirmation bias - the tendency to look for and agree with information that confirms prior beliefs. Emotion plays a key role in evaluating arguments too - a high level of emotion can negatively impact objectivity and the ability to accurately evaluate arguments.

### Your performance

Skill area	Strength to leverage	Further exploration	Opportunity for development
Evaluating arguments	✓		

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## Drawing conclusions

Drawing conclusions consists of arriving at conclusions that logically follow from the available evidence. It includes evaluating all relevant information before drawing a conclusion, judging the likelihood of different conclusions being correct, selecting the most appropriate conclusion, and avoiding overgeneralisation beyond the evidence.

### Your performance

Skill area	Strength to leverage	Further exploration	Opportunity for development
Drawing conclusions	✓		

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## Future development

Building your critical thinking skills is an ongoing process, not a single event. Continue challenging yourself through the following activities:

- Read more about critical thinking and discuss what you've learned.
- Set new development goals.
- Seek out different opportunities to apply your skills.
- Reflect on your progress. Where have you grown? Where should you continue growing?

Additional resources to support your learning are available at [www.talentlens.com/en/watson](https://www.talentlens.com/en/watson).