

TALEGENT.

CRITICAL THINKING WHITEPAPER 2018

Recruitment for Thought

Validity of testing for the Critical Thinking competency

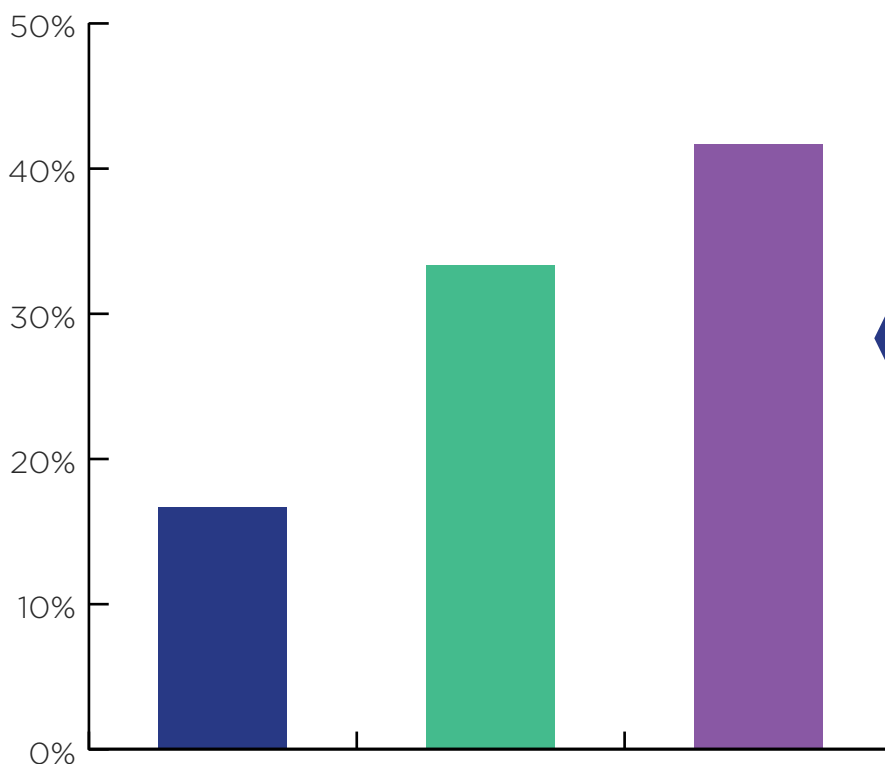


Critical Thinking

The relationship between the Critical Reasoning score of the gamified assessment and work performance was assessed through a Pearson's Correlation analysis. There is a significant positive relationship between the graduate's score on the Critical Reasoning assessment and their ability to think critically with $r(119) = 0.19$, $p = 0.02$. Graduates who score higher in the gamified assessment are better at solving complex problems with $r(119) = 0.17$, $p = 0.04$, and understanding technical information with $r(119) = 0.23$, $p = 0.005$.

This relationship can be seen in the graph of the percentage of graduates who have exceptional critical reasoning ability and the score range on the Critical Reasoning assessment (Figure 1). Graduates who score in the above average range (> 70 th percentile) are 2.5 times more likely to have exceptional critical reasoning ability than graduates who score in the below average range (< 30 th percentile).

EMPLOYEES WITH EXCEPTIONAL CRITICAL REASONING ABILITY



41.67%

Of graduates who scored above average showed exceptional Critical Reasoning ability