



Watson-Glaser™ II Critical Thinking Appraisal

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Watson-Glaser II – Forms D & E

Norm Group Sample Composition

Occupational Norm Groups

Values represent percentages of the norm group in each demographic category

	Accountant	Consultant	Engineer	Human Resource Professional	Information Technology Professional	Sales Representative
Sample Size	212	264	264	290	480	838
Industry						
Aerospace, Aviation	1	3	2	5	<1	-
Arts, Entertainment, Media	1	<1	<1	1	1	1
Construction	7	2	13	2	1	2
Education	1	5	1	3	5	1
Energy, Utilities	8	5	18	4	3	1
Financial Services, Banking, Insurance	19	-	-	10	16	9
Government, Public Service, Defense	4	7	5	4	3	<1
Health Care	4	7	2	9	10	9
Hospitality, Tourism	1	3	-	3	1	1
Information Technology, High-Tech, Telecommunications	2	14	6	6	42	9
Manufacturing & Production	18	-	31	18	8	11
Natural Resources, Mining	6	1	3	<1	<1	<1
Pharmaceuticals, Biotechnology	1	3	1	4	1	10
Professional, Business Services	8	35	11	6	1	7
Publishing, Printing	1	<1	-	1	<1	5
Real Estate	3	2	-	1	-	1
Retail & Wholesale	6	-	-	8	3	18
Transportation Warehousing	1	2	2	2	2	1
Other/Not Applicable	10	10	5	15	4	14
Position						
Executive	26	18	14	16	11	5
Director	9	8	17	22	22	5
Manager	16	10	27	28	24	28
Professional/Individual Contributor	44	47	38	28	34	30
Supervisor	2	<1	3	1	2	1
Self-Employed/Business Owner	-	11	-	1	1	1
Administrative/Clerical	<1	1	-	2	1	1
Skilled Trades	-	1	1	-	2	-
Customer Service/Retail Sales	-	<1	-	1	<1	15
Other/Not Applicable	1	4	1	2	4	14

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Norm Group Sample Composition

Occupational Norm Groups

Values represent percentages of the norm group in each demographic category

	Accountant	Consultant	Engineer	Human Resource Professional	Information Technology Professional	Sales Representative
Sample Size	212	264	264	290	480	838
Educational Level						
8th–11th Grade	-	-	-	-	-	<1
HS/GED	-	1	-	2	2	2
1–2 years college	3	3	-	4	9	6
Associate's degree	-	2	-	2	5	2
3–4 years college	2	2	-	5	5	7
Bachelor's degree	63	42	61	47	48	67
Master's degree	32	43	33	37	29	14
Doctorate	-	7	5	3	1	1
Did not report	-	<1	2	1	1	1
Sex						
Female	46	35	10	69	24	34
Male	54	65	88	30	75	66
Did not report	<1	-	2	1	<1	1
Ethnicity						
Asian/Pacific Islander	2	5	6	3	6	4
Black, African American	3	5	2	5	4	4
Hispanic, Latino/a	3	5	6	4	3	4
Native American	1	1	-	<1	1	<1
White non-Hispanic	89	78	82	83	81	84
Other	<1	1	<1	<1	1	<1
Multiracial	-	3	2	<1	2	2
Did not report	1	2	2	3	3	2
Age Group						
16–20	-	1	-	-	<1	<1
21–24	3	4	5	4	5	12
25–29	11	9	9	9	5	10
30–34	13	13	11	11	11	15
35–39	15	11	13	19	16	16
40–49	37	28	31	31	36	31
50–59	19	24	25	19	21	11
60–69	1	8	2	3	2	2
70+	-	-	-	<1	-	-
Did not report	1	3	3	3	2	3

Watson-Glaser II – Forms D & E

Norm Group Sample Composition

Position Type/Level Norm Groups	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry-Level	Manager in Manufacturing/ Production
<i>Values represent percentages of the norm group in each demographic category</i>							
Sample Size	985	828	1653	163	1699	357	262
Industry							
Advertising, Marketing, Public Relations	-	-	-	-	-	2	-
Aerospace, Aviation	1	2	1	1	1	1	-
Arts, Entertainment, Media	1	2	1	-	1	1	-
Construction	5	3	6	5	2	2	-
Education	4	4	3	4	8	6	-
Energy, Utilities	2	4	3	12	5	3	-
Financial Services, Banking, Insurance	15	8	9	14	16	21	-
Government, Public Service, Defense	2	4	5	8	6	9	-
Health Care	9	13	9	9	9	4	-
Hospitality, Tourism	6	6	3	1	<1	1	-
Information Technology, High-Tech, Telecommunications	7	8	6	3	10	3	-
Manufacturing & Production	17	20	17	14	8	2	100
Natural Resources, Mining	<1	<1	1	2	2	1	-
Pharmaceuticals, Biotechnology	3	6	7	3	7	3	-
Professional, Business Services	5	3	3	3	9	6	-
Publishing, Printing	<1	1	1	-	1	1	-
Real Estate	2	1	1	1	1	1	-
Retail & Wholesale	7	5	12	9	7	10	-
Transportation Warehousing	1	2	2	3	1		-
Other/Not Applicable	11	10	12	10	8	22	-

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Norm Group Sample Composition

Position Type/Level Norm Groups

Values represent percentages of the norm group in each demographic category

	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry-Level	Manager in Manufacturing/ Production
Sample Size	985	828	1653	163	1699	357	262
Occupation							
Accountant	6	2	2	3	6	-	5
Adjuster	<1	<1	<1	1	<1	1	-
Administrative Assistant	<1	-	<1	-	<1	20	-
Aircraft Mechanic	-	-	<1	-	-	-	-
Bank Teller	-	-	<1	-	-	1	-
Buyer	-	<1	<1	-	2	-	-
Consultant	5	3	2	1	7	1	-
Customer Service Representative	-	<1	1	6	1	14	1
Distribution and Warehouse Personnel	<1	<1	<1	1	-	-	<1
Engineer	4	5	4	5	6	-	-
Field Service	<1	<1	<1	1	<1	1	1
Financial Analyst	2	2	2	-	6	1	2
General Labor	-	-	<1	2	<1	1	-
Human Resource Professional	5	8	5	1	5	1	6
Information Technology Professional	5	13	7	5	9	2	3
Loan Officer	1	-	<1	-	<1	-	-
Logistics Planner	-	<1	<1	-	<1	1	1
Maintenance	-	-	<1	1	-	<1	1
Marketing Professional	8	12	6	1	4	-	11
Medical Professional	1	2	2	3	3	1	-
Merchandise Planner	<1	-	<1	-	1	-	-
Other	57	44	46	55	27	32	27
Procurement	<1	1	<1	-	<1	1	2
Product Design	-	1	<1	1	<1	-	-
Production Planning & Scheduling	<1	<1	1	1	<1	-	5
Production Supervisor	-	<1	1	6	<1	-	9
Production Support Personnel	<1	<1	<1	1	<1	-	2
Project Manager	<1	1	1	1	1	1	5
Sales Representative	4	5	14	4	15	8	18
Skilled Trades	-	-	<1	-	-	3	<1
Student	-	-	-	-	-	8	-
Teaching Professional	-	<1	1	-	5	-	-
Underwriter	<1	-	<1	1	1	5	-

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Position Type/Level Norm Groups

Values represent percentages of the norm group in each demographic category

	Executive	Director	Manager	Supervisor	Professional/ Individual Contributor	Hourly/Entry-Level	Manager in Manufacturing/ Production
Sample Size	985	828	1653	163	1699	357	262
Educational Level							
8th–11th grade	-	-	<1	-	-	<1	1
HS/GED	2	2	4	13	1	12	6
1–2 years college	4	5	8	15	5	20	6
Associate's degree	1	2	4	6	3	10	2
3–4 years college	2	3	6	12	5	10	4
Bachelor's degree	45	42	51	40	55	42	45
Master's degree	41	42	24	14	25	6	35
Doctorate	5	4	2	1	5	-	1
Did not report	1	<1	1	1	1	<1	<1
Sex							
Female	19	28	34	36	52	69	18
Male	81	72	66	63	47	29	80
Did not report	<1	<1	1	1	1	1	2
Ethnicity							
Asian/Pacific Islander	2	4	4	4	6	4	4
Black, African American	3	2	5	7	6	12	2
Hispanic, Latino/a	4	4	4	4	4	12	4
Native American	<1	<1	<1	1	<1	1	-
White non-Hispanic	89	85	82	82	79	67	87
Other	<1	1	1	2	<1	<1	1
Multiracial	9	1	1	-	2	2	1
Did not report	2	1	2	-	2	2	2
Age Group							
16–20	-	<1	1	-	1	8	-
21–24	<1	1	6	11	11	23	<1
25–29	1	2	6	10	19	17	5
30–34	3	5	13	17	17	14	12
35–39	10	19	18	12	14	9	16
40–49	43	45	34	25	22	15	44
50–59	37	24	17	23	12	12	17
60–69	5	2	2	2	2	3	2
Did not report	1	2	2	1	2	1	3