

Watson-Glaser-Style Sample Questions

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BEFORE YOU START

The Watson-Glaser test is known as one of the most complicated tests in the pre-employment arena. You are likely to feel perplexed and stressed because of the difficulty in understanding the concepts that underpin each of the five sections of the test, especially in your first trials. However, the good news is that practising in advance and learning from your mistakes pays off! Throughout the years, we have seen thousands of candidates – from all job sectors and levels – begin the practice journey with a low score and complete it with a qualifying mark that got them the job. Learning and improving your score is a sure way to get the same result.

COME PREPARED

This file contains 12 samples that follow the style of the Watson-Glaser test and an answer key with detailed explanations for each question. Obviously, this is just a glimpse into the full test experience and cannot serve as your sole preparation tool. Therefore, we strongly recommend committing to a complete practice experience, which will allow you to internalise the concepts of each test section at your own pace.

Our [Watson-Glaser-style practice pack](#) can help you achieve that goal, as it not only offers hundreds of practice questions and full-length tests, but also includes study guides and detailed explanations that break down every aspect of critical thinking as represented in this test.

We look forward to helping you achieve your best.

Good luck,

The JobTestPrep Team

INFERENCE

Statement: The Tariff Act of 1883 declared a 10 percent duty on all vegetables entering the country, but allowed fruit to enter duty-free. The New York Customs Collector saw an opportunity to increase revenue and declared the tomato to be a vegetable. Angry importers sued but in *Nix v. Hedden* Justice Horace Gray ruled: “Although botanists consider the tomato a fruit, tomatoes are eaten as a principal part of a meal, like squash or peas, so it is the court’s decision that the tomato is a vegetable as a matter of law.”

PROPOSED INFERENCE 1

The law that levied import taxes on vegetables but not on fruit was a reasonable and just law.

| | | | | |
|------|---------------|-------------------|----------------|-------|
| True | Probably True | Insufficient Data | Probably False | False |
|------|---------------|-------------------|----------------|-------|

PROPOSED INFERENCE 2

Prior to 1883, the tomato was considered, for all intents and purposes, a fruit.

| | | | | |
|------|---------------|-------------------|----------------|-------|
| True | Probably True | Insufficient Data | Probably False | False |
|------|---------------|-------------------|----------------|-------|

PROPOSED INFERENCE 3

The New York Customs Collector had no basis whatsoever for declaring the tomato a vegetable other than a desire for more income.

| | | | | |
|------|---------------|-------------------|----------------|-------|
| True | Probably True | Insufficient Data | Probably False | False |
|------|---------------|-------------------|----------------|-------|

RECOGNISING ASSUMPTIONS

Text 1: Complaints were raised against the town's sole French teacher for using her monopoly to charge more than her late predecessor. However, she does not earn more money on each lesson than her predecessor did, because she lives out of town and her transportation costs reflect higher expenses than those of the previous teacher who lived in town.

PROPOSED ASSUMPTION 1

The student must absorb the full cost of the teacher's travelling expenses.

| | |
|-----------------|---------------------|
| Assumption made | Assumption not made |
|-----------------|---------------------|

PROPOSED ASSUMPTION 2

When a new worker takes over a service, their rates will almost always be higher than those who began providing the service many years ago.

| | |
|-----------------|---------------------|
| Assumption made | Assumption not made |
|-----------------|---------------------|

DEDUCTION

Statement 1: In a certain company the candidates for managerial roles are required to be assertive and/or experienced. There are 25 candidates for the role of department manager, of which 15 are experienced and assertive.

PROPOSED CONCLUSION 1

There are 1 to 10 assertive candidates applying for the role of department manager who are inexperienced.

| | |
|--------------------|----------------------------|
| Conclusion follows | Conclusion does not follow |
|--------------------|----------------------------|

PROPOSED CONCLUSION 2

All 25 candidates for the role of department manager may be experienced.

| | |
|--------------------|----------------------------|
| Conclusion follows | Conclusion does not follow |
|--------------------|----------------------------|

INTERPRETATION

Statement 1: Treating a stroke is a race against time. Clots that block the blood supply prevent the flow of oxygen and sugar to brain cells, which then rapidly die. Recent studies have shown that some brain cells could withstand being starved of oxygen. The aim of researchers today is to develop a drug that can imitate that same effect.

PROPOSED CONCLUSION 1

If people, who have suffered a stroke, are not treated quickly, they will not survive.

| | |
|--------------------|----------------------------|
| Conclusion follows | Conclusion does not follow |
|--------------------|----------------------------|

PROPOSED CONCLUSION 2

If people, who have suffered a stroke, are not treated quickly, they will not survive.

| | |
|--------------------|----------------------------|
| Conclusion follows | Conclusion does not follow |
|--------------------|----------------------------|

Statement 2: No one has ever proven that babies, who are slow to gain weight in the first months of their lives, don't generally catch up to their peers by age 13.

PROPOSED CONCLUSION 1

No baby, who was slow to gain weight in the first months of its life, didn't catch up with its 13-year-old peers.

| | |
|--------------------|----------------------------|
| Conclusion follows | Conclusion does not follow |
|--------------------|----------------------------|

EVALUATION OF ARGUMENTS

Statement: Should employers look at the Facebook and Twitter profiles of candidates to find out more information about them as part of recruitment and selection decision making?

PROPOSED ARGUMENT

No; the future employee will find out about it, his trust in his employer and in the company will be compromised and he will no longer be an asset to the company.

| | |
|--------|------|
| Strong | Weak |
|--------|------|

PROPOSED ARGUMENT

No; social networks are a scene where one feels liberated and not bound by social conduct codes. Therefore, objective examination of the candidate's competencies cannot be made.

| | |
|--------|------|
| Strong | Weak |
|--------|------|

PROPOSED ARGUMENT

No, an employer has no right to intrude into the private lives of his candidates.

| | |
|--------|------|
| Strong | Weak |
|--------|------|

ANSWER KEY & EXPLANATIONS

INFERENCE 1: INSUFFICIENT DATA

This law is generally presented in the first sentence of the passage. From that point onwards the passage focuses on the case of the tomato. Since there are neither direct nor implicit references to the law itself, we cannot base an evaluation whether that law was reasonable or just.

INFERENCE 2: PROBABLY FALSE

The key to this question is the words "for all intents and purposes". That is, although the passage deals mostly with the debate of whether a tomato is to be considered a fruit or a vegetable, the passage does not explicitly provide an answer to the question of the common definition of the tomato prior to 1883.

We know for a fact two things (as it is explicitly mentioned in the text): (1) The tomato was considered a fruit by a botanical definition prior to 1883, and (2) post 1883 it was given the legal definition of a vegetable. Since this does not necessarily mean the tomato was considered a fruit in every possible aspect, we must rely on our common sense: Is it plausible for customs to declare the tomato to be a vegetable without any prior deliberation on the subject? To put it differently, is there a difference between declaring a tomato as a vegetable, and, say, an apple? Why did they choose the tomato of all fruits? Notice that according to the passage, "Nix v. Hedden Justice Horace Gray ruled: 'Although botanists consider the tomato a fruit, tomatoes are eaten as a principal part of a meal, like squash or peas...'" This confirms that the tomato has been a confusing food item, being eaten like a vegetable despite its botanical definition.

It is very likely, then, that for some intents and purposes—such as eating—the tomato was not considered a fruit. Therefore, the answer is 'Probably False'.

INFERENCE 3: PROBABLY FALSE

The tomato is, in fact, commonly considered and used as a vegetable, not a fruit. A tomato is considered a fruit only from a botanical point of view. It is very probable that the Customs Collector based his choice of the tomato on this notion.

ASSUMPTION 1: ASSUMPTION IS NOT MADE.

Let us first identify the conclusion of this passage: The French teacher is not taking advantage of her monopoly to earn more money. What are the premises leading up to this conclusion?

- (1) The French teacher charges more than her late predecessor.
- (2) The French teacher has transportation expenses that are equal to/more than her fee increase (compared to her predecessor).

So, is the proposed assumption necessary in order for the argument to be valid? The answer is no. Perhaps the student must absorb the cost, perhaps the municipality, perhaps the teacher herself (to some extent- as it is possible that the increase does not entirely cover the cost of her transportation)...The proposed assumption is a possible one, but not a necessary one for the argument to be valid. The conclusion logically follows from the given premises in the passage.

ASSUMPTION 2: ASSUMPTION IS NOT MADE

This is a generalisation of what happened in the town and is not necessarily true - and therefore not necessarily assumed by the author.

DEDUCTION 1: CONCLUSION DOES NOT FOLLOW

Let's use the following abbreviations: C – candidate; A – Assertive; E - Experienced.

There are two premises:

1. In a certain company the candidates for managerial roles are required to be assertive and/or experienced. We can formalise this as $C \rightarrow (A \text{ and/or } E)$;
2. There are 25 candidates for the role of department manager, of which 15 are experienced and assertive. We can formalise this as $(25 C)^*$; $(15C+E+A)^*$;

The proposed conclusion is:

There are 1-10 candidates for the role of department manager who are assertive and inexperienced. We can formalise this as $(1-10A+\sim E)^*$

The second premise, which is an existence premise, does not say anything about the remaining 10 candidates. Each one of them can be experienced but not assertive or assertive and inexperienced (they cannot be both assertive and experienced).

The possibility of zero candidates being assertive and inexperienced is logically valid but not included in the statement. Thus, the conclusion does not follow.

DEDUCTION 2: CONCLUSION FOLLOWS

Let's use the following abbreviations: C – candidate; A – Assertive; E - Experienced.

There are two premises:

1. In a certain company the candidates for managerial roles are required to be assertive and/or experienced. We can formalise this as: $C \rightarrow (A \text{ and/or } E)$;
2. There are 25 candidates for the role of department manager, of which 15 are experienced and assertive. We can formalise this as: $(25 C)^*$; $(15C+E+A)^*$;

The proposed conclusion is:

All 25 candidates for the role of department manager may be experienced. We can formalise this as: possible $(25E)^*$

The first premise states that that 15 are experienced. Nothing is said about the other 10, so any one of them can be experienced. Note that the second premise allows the possibility of candidates possessing both qualities.

INTERPRETATION 1: CONCLUSION DOES NOT FOLLOW.

Although the passage states that “treating a stroke is a race against time”, it relates to the death of brain cells not necessarily the death of a person. For instance, brain-cell death can result in partial damage, such as paralysis or deterioration in motor abilities.

However likely as it may be for brain cell death to be connected to actual death, there is no information in the passage that supports this.

INTERPRETATION 2: CONCLUSION DOES NOT FOLLOW.

There is no evidence to say that all the babies (without exception) caught up with their 13-year-old peers. The passage only states that nobody has ever proven otherwise.

ARGUMENT 1: STRONG ARGUMENT

Schema of statement: Use Facebook/Twitter (as part of recruitment) \rightarrow consequences on employers?

This is an important and relevant argument. The employer's objective in using Facebook and Twitter information is to reduce the chances of employing an unsuitable candidate who will probably cause more damage than good.

However, if by doing so, the employer actually exposes the company to ungrateful, non-productive employees, then he really shouldn't be doing this in the first place. Note that it may seem implausible that all employees will find out about their employer checking them out on Facebook and Twitter. However, we must remember that every argument given in this section is deemed true (even if we may strongly think otherwise) and we must judge the argument accordingly.

ARGUMENT 2: STRONG ARGUMENT

Schema of statement: Use Facebook/Twitter (as part of recruitment) → consequences on employers?

Explanation: This is an important and relevant argument implying social networks, as a source of information about candidates, are inaccurate and misleading. The employers might obtain skewed information about certain candidates as professionals and as a result miss out on good employees.

ARGUMENT 3: WEAK ARGUMENT

Schema of statement: Use Facebook/Twitter (as part of recruitment) → consequences on employers?

Although some of us may feel strongly about our bosses invading our personal life and intuitively feel this is a strong argument, we must examine this argument objectively.

When favouring a certain argument it is advisable to try and actively seek strong evidence against it. An employer may be stepping out of his boundaries when looking at an employee's Facebook page yet his objective is gaining more insight for deciding whether a certain candidate is actually suitable for the job. Thus, the ethical aspect of this specific subject is trivial since it does not affect the employer's objective directly (employing good suitable employees).

The ethical aspect may have been important if it would have directly influenced the employer's objective (if seeking information on the Facebook pages of candidates wasn't legal and the employer was endangering himself with a lawsuit or if it would somehow influence the employer–employee relationship and lead to impairments in the working place).

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