

Assessing Critical Thinking *Skills*

Critical thinking is one of the most important skills to assess when interviewing. Here's how to evaluate it effectively to build a future-proof team.



Why is Critical Thinking So Important?

Critical thinking enables employees to solve complex problems, adapt to changes, and make informed decisions. Companies need these skills to drive innovation, maintain competitive edges, and navigate an ever-changing business environment.

What Does Critical Thinking Involve?

Critical thinking is more than just problem-solving. It includes:

- **Analysis:** Breaking down information into smaller parts.
- **Inference:** Drawing logical conclusions from available data.
- **Self-regulation:** Reflecting on your own thinking to improve decisions.
- **Evaluation:** Assessing the value or credibility of information.
- **Explanation:** Clearly communicating your reasoning process.



How Can You Assess Critical Thinking at Interview?

Here are effective methods for assessing critical thinking:

- **Behavioural Interviews:** Ask candidates to provide examples of when they've used critical thinking to solve problems.
- **Case Studies & Problem-Solving Tasks:** Give candidates a real-world task to demonstrate their thought process.
- **Group Discussions & Role Plays:** Watch how candidates approach problem-solving in collaborative settings.

How to Evaluate the Effectiveness of Critical Thinking Assessments



- **Structured Assessments:** Be consistent with your questions and evaluation criteria to ensure fairness.
- **Allow Time for Reflection:** Let candidates think through scenarios without rushing them.
- **Observe Thought Processes:** Focus on how candidates justify their decisions, not just the final answer.



Support the Development of Critical Thinking

Once hired, encourage your team to refine their critical thinking by offering training, challenging assignments, and creating a culture of open feedback. This helps employees grow and adapt to future challenges.

For support with building your team in, contact us:

[we-talent.co.uk](https://www.we-talent.co.uk)
hello@we-talent.co.uk

