Our vision is simple: we believe that the tools needed to develop superior thinking skills should be available to all.
What are Macat Critical Thinking Assessments?

Critical thinking is now one of the most in-demand skillsets in the global job market. As automation and artificial intelligence have an ever-increasing impact on the role of the human in the workplace, the need to stand out by developing advanced thinking skills like problem-solving, reasoning and creativity grows ever stronger.

Developed in association with the University of Cambridge, Macat Critical Thinking Assessments are delivered on a powerful, all-in-one critical thinking assessment and measurement tool, helping businesses recruit and develop a next generation of business leaders.

Use Macat Critical Thinking Assessments for:

- Staff recruitment
- Graduate recruitment
- Talent spotting
- Leadership profiling
- Company profiling
- Succession/resource planning

Developed in association with:

UNIVERSITY OF CAMBRIDGE

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What is critical thinking?

Critical thinking is the ability to think clearly and rationally, understanding the logical connection between ideas. Through a set of six interconnected critical thinking skills – PACIER skills – employees will:

- **Spot the most relevant and useful details** among a mass of information.
- **Find creative, workable solutions** where others see only problems.
- **Spot flaws in arguments** that others accept without question.
- **Articulate opinions**, problems, and solutions clearly and effectively.
- **Make quicker, more informed decisions**, relying on evidence rather than “gut feel”.
- **Formulate strong arguments** as powerful and confident persuader.
- **Put themselves in other people’s shoes**, and learn from different perspectives.
- **Take a stand for themselves** and avoid being swayed by the uninformed views of other people.

*Book a demonstration today*
Macat’s work in critical thinking

Macat has spent four years researching a credible response to the pressing market need for critical thinking skills that demonstrates both impact and excellence.

In 2015, in association with the University of Cambridge, Macat surveyed 152 academic faculty from HASS departments at top UK and US universities to develop a propriety skills-based framework of six key skills (and 24 sub-skills), identified as essential to the measurement and development of critical thinking: Problem Solving, Analysis, Creative Thinking, Interpretation, Evaluation, Reasoning – PACIER skills.

Together with the University of Cambridge, Macat then verified these results with the world’s largest critical thinking study, which included over 10,000 participants worldwide.

Macat now has a continuous validation programme led by Professor John de Jong and a Technical Advisory Board comprised of leading experts in assessment and critical thinking.
Why is critical thinking so important?

Computers and robots are more cost-effective, more accurate and more robust than humans. And they’re doing more and more of the tasks that only a few years ago depended on human input. This means that, within 10 years, the jobs market will change in ways we can only imagine.

These shifts have profound implications on businesses looking to hire the right candidates and develop the next generation of business leaders. In 2020, the most successful people will be those best equipped to move not only from job to job, but from sector to sector, and industry to industry—taking with them a skillset that allows them to get to grips with new problems quickly and surely. That skillset is critical thinking.

This is supported by the 2016 Future Of Jobs Report published by the World Economic Forum, which predicted that by 2020, critical thinking and complex problem-solving will be the most in demand sets of skills in the global jobs market, but also the hardest to recruit for.

Yet a global study carried out by Macat in association with The University of Cambridge, discovered that 62% of respondents said their organization doesn’t do anything to ensure it hires applicants with strong critical thinking skills.

### Top 10 skills by 2020

**In 2020**

1. Complex problem-solving
2. Critical thinking
3. Creativity
4. People management
5. Coordinating with others
6. Emotional intelligence
7. Judgment and decision making
8. Service orientation
9. Negotiation
10. Cognitive flexibility

**In 2015**

1. Complex problem-solving
2. Coordinating with others
3. People management
4. Critical thinking
5. Negotiation
6. Quality control
7. Service orientation
8. Judgment and decision making
9. Active listening
10. Creativity

How does Macat Critical Thinking Assessments work?

After a short on-boarding process, we will provide you with access to the online assessment platform, where you can easily deploy assessments to your employees and manage their usage. Each 1-hour assessment includes a series of interesting questions based on real-life scenarios, which address the six interlocking critical thinking skills, defined by Macat as PACIER skills - Problem-solving, Analysis, Creativity, Interpretation, Evaluation and Reasoning.

Once employees have completed the assessment, access the platform’s interactive analytics dashboard to review results in real-time, explaining how they scored and areas for improvement. You will also have access to the analytics platform, with the ability to view results by department or individual, or download the full report in PDF format.

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Our advisory team

Dr Roy van den Brink-Budgen, Critical Thinking Advisor
- Widely known in the field of critical thinking
- Former Chief Examiner of A-level critical thinking assessment
- Co-founder and Director of Studies of the Centre for Critical Thinking in Singapore.

John de Jong, Head of Technical Advisory Board
- Currently Professor of Language Testing (VU University Amsterdam) and Director of “Language Testing Services”
- Expert on empirical scaling of language abilities
- Led the framework development for PISA 2015, 2018 and PISA for Development.

Richard Andrews (UK), Professor in Education at the University of East Anglia, Head of the School of Education and Lifelong Learning (UEA)

Michael Nussbaum (USA), Professor of Educational Psychology & Higher Education at the University of Nevada, Las Vegas

Sarah Harvey (UK), Associate Professor in the UCL School of Management

Mark Reckase (USA), University Distinguished Professor Emeritus, Michigan State University

Mark Forshaw (UK), Professor at the Faculty of Science, Liverpool John Moore University, author of “Critical Thinking for Psychology”

Raymond Thomas (SG), Founder and Managing Director of The Leadership Paradigm

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Who is Macat?

Macat International, a world leader in critical thinking solutions, is transforming the way people learn by connecting them to the tools needed to succeed throughout their high school, university and professional career.

Macat offers students and professionals worldwide a learning, assessment and development ecosystem that impart the knowledge and skills that advance critical thinking with precision, by placing them on an academically robust evidence-based learning path. This builds a foundation on which other essential 21st century skills can be developed.

Watch our video at: www.macat.com/about-us

Critical Thinking iLibrary – 200 analyses of the world’s most influential books, curated in one multimedia platform and delivered in text, audio and video.

Critical Thinking Academy – a complete assessment and learning programme to improve critical thinking.
Find out more...

Book a demonstration today
Thank you

Critical Thinking.
It makes all the difference.

www.macat.com