

**Media Contact:****Russell Schweiss, 800/228-0752, russell\_schweiss@harcourt.com****Critical Thinking Assessments Determine Great Leaders, According to New  
Harcourt Assessment Report**

*Psychometric tests are most practical and cost-effective method to determine great leadership skills.*

**SAN ANTONIO, December 29, 2006--** Identifying effective critical thinkers after they've become successful is simple. However, identifying this elusive trait before a person assumes a leadership role is far more difficult, but vital to developing strong leaders within an organization. To address this issue, Harcourt Assessment today released a new research paper titled, *The Difference Between Good Leaders and Great Leaders: How to Assess for Critical Thinkers in Hiring and Development*.

"A good resume or a degree from an esteemed school is no guarantee that a candidate possesses key critical thinking skills that steer organizational strategy and decision making," states Michael Pilnick, SVP, Harcourt Education. "Today's HR professionals can assess critical thinking skills using a variety of methods."

The free white paper defines the key elements of critical thinking skills, explores the role of critical thinking in talent management, and illustrates how assessment tools are vital for effective management selection. The paper is available for download by visiting <http://harcourtassessment.com/HAI/Forms/PressRelease/PressRelease2.aspx?CampaignCode=MHE642>

Many companies incorporate critical thinking as an important talent differentiator in their employee selection, high potential and succession planning programs. Critical thinking and related factors for leadership success can be assessed objectively and effectively, providing an advantage for hiring managers to make strategic hires--and make the most of their current employee pools as well.

"Leaders who consistently make wise decisions or see opportunities that others miss provide the direction that every company needs," adds Judy Chartrand, Director, Talent Assessment. "Critical thinking is a differentiator, and as such, it should play a prominent role in both the selection and the development of supervisors, managers, executives and individual contributors."

Psychometric tests are the most practical, timely and cost-effective method of critical thinking assessment due to their ease of use and quick results. Harcourt's Watson-Glaser Critical Thinking Appraisal test is one of the most widely used and respected psychometric tests in the

market, offering insight into how effectively someone draws inferences, recognizes assumptions, deduces and interprets information, and evaluates arguments.

For more information on Harcourt Assessment's talent assessment products, visit [www.AssessTalent.com](http://www.AssessTalent.com).

**About Harcourt Assessment, Inc.**

Based in San Antonio, Harcourt Assessment, Inc. is a leading provider of high-quality assessment instruments and testing programs published under two brand names — Harcourt Assessment and PsychCorp™. For more than 85 years, Harcourt Assessment has been providing insight about children and adults; informing instruction, curricula, and clinical practice; collaborating with educators and clinical professionals; assisting human resources, admissions and credential professionals; and creating assessment innovations, in order to provide the most effective assessment solutions for the success of all individuals.

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