Critical Thinking Checklist

CLARA™

Why Critical Thinking Matters in Hiring

Hiring the right people isn't just about finding someone who ticks all the boxes—it's about finding someone who can think critically and find solutions. Critical thinking is one of the most valuable skills a candidate can bring to the table. But what does it really mean, and how can you spot it?

Critical Thinking in Action: A Quick Checklist

When evaluating a candidate's ability to think critically, look for signs that they can:

1. Break Down Problems

Can they identify the core issue and separate it from the noise?

2. Ask Thoughtful Questions

Do they dig deeper with questions that uncover key insights or perspectives?

3. Consider Multiple Solutions

Are they able to see more than one way forward and weigh the pros and cons of each?

4. Adapt to New Information

How do they respond when the situation changes or a plan falls through?

5. Spot Risks and Opportunities

Can they anticipate challenges and recognize potential benefits others might miss?

6. Make Decisions with Confidence

Do they take logical, well-thought-out steps while also knowing when to act quickly?

7. Reflect and Learn

After solving a problem, can they evaluate what worked, what didn't, and apply that knowledge moving forward?

Why It Matters for Your Team

Hiring people with strong critical thinking skills means fewer roadblocks and better outcomes. These candidates are the ones who thrive in uncertainty, think two steps ahead, and make decisions that drive real impact—not just today, but long-term.

For more information about why critical thinking, learning agility, and distance traveled are key skills for candidates, download the research **here**.

△ CLARA™