

This assessment, Raven's Progressive Matrices®, Advanced Progressive Matrices (APM), is designed to evaluate peoples' ability to analyze and combine new and existing data to solve unfamiliar problems, learn new skills, and put problems in context in order to see the bigger picture.

Sam Poole's score was higher than or equal to 42% of a group of people who previously completed the assessment.



This person should have the level of perception and clear thinking needed to find the meaning in confusing and ambiguous data. Specifically, compared with other people from the selected norm group, this person seems likely to be able to:

- ✓ Define the important general elements of most complex problems and situations.
- ✓ Recognize most relationships among complex situations, events, or ideas.
- ✓ Build arguments that integrate relevant information from diverse perspectives.
- ✓ Recognize the strategic implications of most decisions and actions.
- ✓ Identify the underlying causes of most complex problems, but may miss some especially subtle cues.
- ✓ Use the available relevant information to evaluate and make effective decisions regarding complex problems.
- ✓ Draw accurate conclusions from information in most situations.
- ✓ Quickly learn most complex concepts but not fully grasp some complex issues.
- ✓ Develop good insight into complex issues and situations.

Norm: Ravens-Managers

The Raven's APM-III should not be used as the sole basis for making an employment decision. For more information on best practices for using test scores in selection decisions, please consult the Raven's APM-III—How to Use Results in Employment Selection, the Uniform Guidelines for Employee Selection Procedures, the Standards for Educational and Psychological Testing, or the Principles for the Validation and Use of Personnel Selection Procedures.