



See **Talent** More **Clearly**™

# Raven's™ Advanced Progressive Matrices-III Item-banked (APM-III)

## PROFILE REPORT

Chris D.

18 October 2017

Name  
**Chris D.**

Norm group  
**Directors**

Test date  
**11 Oct 2016**

Organization  
**Hogan Assessment  
Systems**

## Performance



**Percentile: 98**

## Score Interpretation

Chris D.'s score was higher than or equal to 98% of the individuals in the norm group indicated above. This individual is likely to excel in the type of perception and high-level clear thinking necessary to extract meaning out of confusion and ambiguity. Specifically, in comparison with other individuals from the specified norm group, this individual is likely to be able to

- define complex problems and situations clearly and objectively.
- discern subtle relationships among complex situations, events, or ideas.
- build strong arguments by integrating all pieces of relevant information from diverse perspectives.
- recognize the full strategic implications of decisions and actions, and to anticipate likely outcomes.
- fully identify the underlying causes of complex problems.
- use all the available relevant information to evaluate and make effective decisions regarding complex problems.
- consistently draw accurate conclusions from information in any situation.
- readily learn complex concepts.
- develop deep insight into complex issues and situations.

## Skills and Abilities Assessed with the Raven's Advanced Progressive Matrices-III

The APM-III is a nonverbal mental ability test that requires the solution of problems. The APM-III measures observation skills, clear thinking ability, intellectual capacity, and intellectual efficiency. Specifically, the APM-III measures the ability to:

- formulate new concepts when faced with novel information;
- extract meaning out of confusion or ambiguity; and
- think clearly about complex situations and events.

The APM-III score indicates a candidate's potential for success in such high-level positions as executive, director, general manager, or equivalent high-level technical or professional positions in an organization. These categories of positions typically require high levels of clear and accurate thinking, problem identification, holistic situation assessment, and evaluation of tentative solutions for consistency with all available information. The nonverbal aspect of the APM-III minimizes the impact of language skills on performance on the assessment.

**Note:** 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—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*.