



See **Talent** More **Clearly**™

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

PROFILE REPORT

Jude Moderate

05 October 2016

Name

..... XY'A cXYfUHY

Norm group

Directors

Test date

05 Oct 2016

Organization

Hogan Assessment
Systems

Performance



Percentile: 51

Score Interpretation

Jude Moderate's score was higher than or equal to 51% of the individuals in the norm group indicated above. This individual would likely be able to generally handle the level of perception and high-level clear thinking required 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 the general elements of most complex problems and situations clearly and objectively.
- recognize most relationships among complex situations, events, or ideas.
- build arguments that integrate several pieces of relevant information from diverse perspectives.
- recognize several strategic implications of decisions and actions.
- identify several of the underlying causes of complex problems, although may miss some causes that are especially subtle.
- use most of the available relevant information to evaluate and make effective decisions regarding complex problems.
- draw accurate conclusions from information in most situations.
- effectively learn complex concepts but might occasionally miss a full grasp of some complex concepts.
- develop sufficient 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*.