



Raven's Advanced Progressive Matrices (APM)

Frequently Asked Questions



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What does the APM measure?

The APM is a nonverbal assessment tool designed to measure an individual's ability to perceive and think clearly, make meaning out of confusion, and formulate new concepts when faced with novel information.

For which type or level of candidates can I use the APM?

The APM can be used to evaluate 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.

How is the current APM different from the previous version?

The current APM version is shorter (23 items in Part 1; 2 items in Part 2); it has four practice items, with explanations for the correct answer to each item. The current APM is timed (40 minutes for Part 1; 2 minutes for Part 2). Like the previous APM version, the current APM is a *power* assessment rather than a *speeded* assessment, even though it has a time limit.

What norms are available?

Norms are available for three groups: Executives/Directors, Managers, and Professionals/Individual Contributors. The norms are based on APM data collected via online administration of the assessment during the period May 2006 through October 2007. The three norm groups are composed of employed individuals from the following countries: Canada, China (PRC), France, Germany, Hong Kong, India, Italy, Japan, Malaysia, Netherlands, Philippines, Singapore, South Korea, Sweden, Taiwan, United Kingdom, United States of America, and Venezuela.

Can I compare candidates who have scores based on the previous norms against those who have scores based on the new norms?

If you have already given the APM to a group of applicants using the previous norms and you plan to test additional applicants for the same position, we recommend that you use the norms that you started with for the entire group of applicants.

What if I have already collected local norms using the previous APM version?

To use your local norms collected on the previous version of the APM, you can use the conversion table provided with the current APM to convert raw scores on the current APM to their corresponding raw scores on the previous APM. You can find the conversion table in the document, *Development of Raven's APM*; or the document, *Raven's APM—How to Use Results in Employment Selection*.

In the conversion table, a raw score of 14 on the current APM corresponds to raw scores of 26 on the previous APM version. I can input only one raw score value per candidate into my organization's assessment system. How do I reconcile ranges of raw scores that appear in the conversion table?

If a raw score on the current APM version corresponds to a range of raw scores on the previous APM version, we recommend that you pick the value at the top of the range.

In what languages do you have the APM?

The APM assessment is available in Chinese (Simplified), English, French, German, Italian, Japanese, Portuguese (Brazilian), Spanish (Pan American), and Swedish. The nonverbal nature of the APM makes it ideally suitable for use across languages.

Are the items in the non-English versions of the APM different from those in the English version of the assessment?

The assessment items are identical across the language versions of the APM, because these items are nonverbal. The translations are in the assessment directions, the explanations for the answers to the practice items, and in the sections requesting candidate information.

In what language is the candidate's assessment report?

For the English and non-English versions, the candidate's assessment report is in English.

Where can I find more information on the APM?

You can find more information on the APM by logging into TalentLens.com, accessing the tab that says "Purchasing and Product Inventory," double-clicking on the product name, and then clicking on "Additional Product Information." The APM documents available on

TalentLens.com include:

- ✓ *Raven's APM Sample Report*
- ✓ *Development of Raven's APM*
- ✓ *Raven's APM—Administration Best Practices*
- ✓ *Raven's APM—How to Use Results in Employment Selection*
- ✓ *Raven's APM—Evidence of Reliability and Validity*