

Skills and Abilities Assessed with the Raven's Advanced Progressive Matrices (APM):

The APM is a nonverbal mental ability test that requires the solution of problems. The APM measures observation skills, clear thinking ability, intellectual capacity, and intellectual efficiency. Specifically, the APM 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 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 minimizes the impact of language skills on performance on the assessment.

Note: The Raven's APM 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*.