Raven's Advanced Progressive Matrices (APM)

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Raven's Advanced Progressive Matrices (APM)—Frequently Asked Questions

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 four 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 2007 through 2011. For additional information on the norms, please refer to the *Raven's APM Norms Composition Tables*.

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, *Raven's APM—Development*; or the document, *Raven's APM—How to Use Results in Employment Selection*.

In the conversion table, a raw score of 17 on the current APM corresponds to raw scores of 29-30 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 Dutch, French, UK English, Australia English, and US English. 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 and/or adaptations 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 "Resources and Research," then clicking on "Product Support Materials." The APM documents available on TalentLens.com include:

Raven's APM—Development

Raven's APM—Administration Best Practices

Raven's APM—How to Use Results in Employment Selection

Raven's APM—Evidence of Reliability and Validity

Raven's APM Norms Composition Tables