Raven's Standard Progressive Matrices (SPM)

Raven's Standard Progressive Matrices (SPM)—Frequently Asked Questions

What does the SPM measure?

The SPM 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 SPM?

The SPM can be used to evaluate a candidate's potential for success in such positions as supervisor, mid-level manager, or equivalent technical or professional positions in an organization.

How is the current SPM different from the previous version?

The current SPM version is shorter (28 items in Part 1; 2 items in Part 2); it has three practice items with explanations for the correct answer to each item. The current SPM is timed (45 minutes for Part 1; 2 minutes for Part 2). Like the previous SPM version, the current SPM is a *power* assessment rather than a *speeded* assessment, even though it has a time limit.

What norms are available?

Norms are available for six groups: Executives and Directors, Managers, Professionals/Individual Contributors, Human Resource Professionals, Sales Representatives, and General Working Population. The norms are based on SPM 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 SPM 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 SPM 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 SPM version?

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

In the conversion table, a raw score of 14 on the current SPM corresponds to raw scores of 43–44 on the previous SPM 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 SPM version corresponds to a range of raw scores on the previous SPM version, we recommend that you pick the value at the top of the range.

Where can I find more information on the SPM?

You can find more information on the SPM by logging into TalentLens.com, accessing the tab that says "Resources and Research," then clicking on "Product Support Materials." The SPM documents available on TalentLens.com include:

Raven's SPM—Development

Raven's SPM—Administration Best Practices

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

Raven's SPM—Evidence of Reliability and Validity

Raven's SPM Norms Composition Tables