

Raven's SPM

name:

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date:

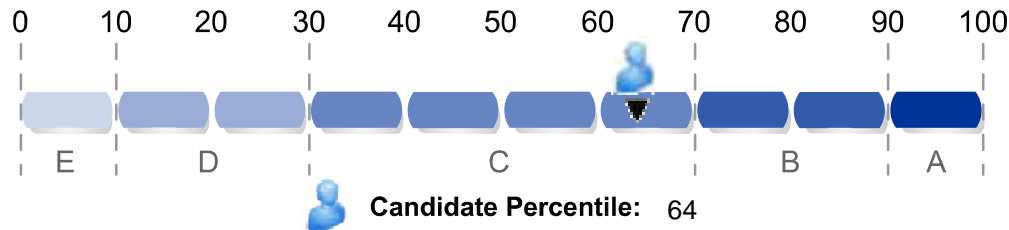
19/Oct/2012



Overall Performance



Candidate: Sam Sample
Norm Group: UK Managers



- A - Well above average** (91st percentile and above)
- B - Above average** (71st – 90th percentiles)
- C - Average** (31st – 70th percentiles)
- D - Below average** (11th – 30th percentiles)
- E - Well below average** (10th percentile and below)

The bar above shows overall performance on the SPM in comparison to UK Managers who have previously completed the test.

Total Raw Score: 23

Sam Sample obtained a total raw score of 23 out of 28 possible points on the Raven's Standard Progressive Matrices (SPM).

Background

Skills and Abilities assessed with the Raven's Standard Progressive Matrices (SPM):

The SPM is a nonverbal mental ability test that requires the solution of problems. The SPM measures observation skills, clear thinking ability, intellectual capacity and intellectual efficiency. Specifically the SPM measures the ability to:

- formulate new concepts when faced with novel information
- extract meaning out of confusion or ambiguity
- think clearly about complex situations and events

The SPM score indicates potential for success in positions that typically require clear and accurate thinking, problem identification and evaluation of tentative solutions for consistency with all available information. Such positions may include middle management, supervisory and equivalent level technical or professional non managerial positions. The nonverbal aspect of SPM minimizes the impact of language skills on performance on the assessment.

It is recommended that the Raven's SPM be used in combination with other assessment techniques.

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Score Interpretation

Your performance on Raven's Standard Progressive Matrices (SPM) is given in relation to that of UK Managers who have previously completed the test. This was deemed to be the most relevant comparison group and should be considered when reviewing your results below.

Your score was better than or equal to 64% of UK Managers. Compared with others in the specified group you are likely to demonstrate average range of perception and clear thinking necessary to extract meaning out of confusion and ambiguity. This may be apparent in:

- defining problems and situations clearly and objectively
- distinguishing subtle relationships among situations, events or ideas
- building strong arguments by integrating all pieces of relevant information from diverse perspectives
- recognising the subtle implications of decisions and actions, and to anticipate likely outcomes
- identifying non obvious causes of problems
- using all the available relevant information to evaluate and make effective decisions
- drawing accurate conclusions from information in any situation
- readily learning concepts
- developing sufficient insight into issues and situations