



See **Talent** More **Clearly**™

Raven's™ Advanced Progressive Matrices-III Item-banked (APM-III)

PROFILE REPORT

Waldo Frankenstein

29 September 2016

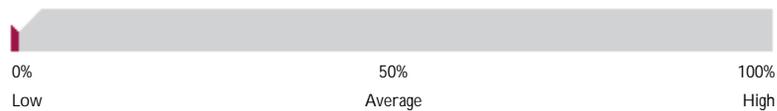
Name
Waldo Frankenstein

Norm group
Directors

Test date
29 Sep 2016

Organization
Hogan Assessment
Systems

Performance



Percentile: 1

Score Interpretation

Waldo Frankenstein's score was higher than or equal to 1% of the individuals in the norm group indicated above. This individual is likely to struggle with the level of perception and high-level clear thinking required to extract meaning out of confusion or ambiguity. Specifically, in comparison with other individuals from the specified norm group, this individual is likely to

- define the basic elements of most problems or situations; misperceive some of the key elements of complex situations.
- find it challenging to recognize some evident relationships among complex situations, events, or ideas.
- miss opportunities to integrate relevant information from a variety of perspectives when developing arguments.
- inadequately recognize or anticipate some of the key strategic implications of actions or decisions.
- have difficulty detecting complex cause-effect relationships.
- inadequately identify several of the key underlying causes of complex problems.
- overlook some relevant information that would be helpful to evaluate and make effective decisions regarding complex problems.
- draw conclusions that are insufficiently supported by available data or facts.
- find it challenging to learn complex concepts.
- develop insufficient insight into complex issues and situations.

Skills and Abilities Assessed with the Raven's Advanced Progressive Matrices-III

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

Note: The Raven's APM-III 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*.