

Raven's Progressive Matrices

- Identify problem solving and learning ability across languages and cultures.
- A good predictor of job performance in a single test.
- A non-verbal test providing a fairer measure of ability for individuals from diverse language and cultural backgrounds.

Raven's from Pearson Talent Assessment is a leading global non-verbal measure of **general mental ability**. It helps to identify individuals with advanced observation and clear thinking skills who can handle the complexity and ambiguity of the modern workplace. Raven's offers information about someone's capacity for:

- **Analysing and solving problems from complex information**
- **Abstract reasoning**
- **The Ability to learn**

The term progressive matrices is used because the items become increasingly difficult. This allows the test-taker to apply knowledge learned from answering previous items.

Because it adopts a non-verbal approach **the test is not influenced by language** differences. **This reduces cultural bias** which can be very beneficial in today's multicultural society and global workforces.

In order to measure a candidate's analytical ability in greater depth, Raven's is often used in conjunction with the **Watson-Glaser** Critical Thinking Test and sometimes with **RANRA** measuring numerical reasoning. Raven's used on its own is a good predictor of general mental ability (which is linked to job performance in most roles).

The test is diagrammatic but instructions are available in a number of languages (please call 020 7010 2866 for an updated list).

Who is it for?

Raven's is an ideal assessment for high-level professionals in Global workforces. It can be useful to predict success in jobs involving forms of mathematical competence such as **scientists** and **IT professionals**. Because it measures the ability to handle complex information and solve problems, however, it is also commonly used to assess **managers** and **high flyers** in virtually every position and across all industry sectors.

Two new abbreviated versions are available in online formats:

Advanced Progressive Matrices (APM)

- Differentiates between people at the high end of intellectual ability in all industry sectors.
- Commonly used for **senior management** positions and **high level individual contributor** positions (especially technical positions e.g. **scientist** and **IT specialist**).

Standard Progressive Matrices

- Commonly used for **supervisory/entry level management** positions and **mid-level individual contributor** positions in all industry sectors.

The online versions are scored automatically and a report is generated. **A Paper and pencil form of APM is also available and with this the scoring is carried out via our bureau service.**

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Validity Studies

- Scores correlate highly with other well-respected nonverbal reasoning measures ($r = .81$ with Wechsler Adult Intelligence Scales (WAIS) Matrix Reasoning) and measures of overall mental ability ($r = .74$ to $.84$ with WAIS overall scores) .
 - The new abbreviated versions of SPM and APM correlate $.97$ with the original full-length versions.
- Research consistently shows that ability measures such as Raven's predict job performance in a wide range of roles across different industries.**

Test Completion and Timings

APM and SPM are carried out on a timed basis

- The APM test contains **23 items** and lasts up to **42 minutes** (with 2 minutes for practice items).
- The SPM test contains **28 items** and lasts up to **47 minutes** (with 2 minutes for practice items).

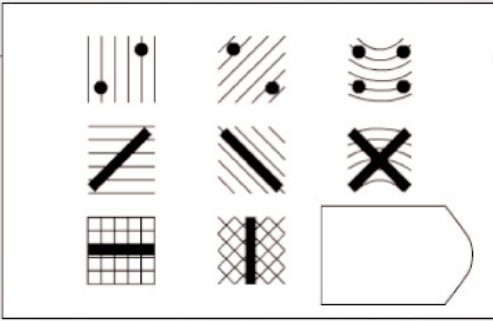
A range of normative data are available.

Online tests must be completed under supervised conditions and it is the responsibility of the customers using the test to ensure that this is complied with. Paper and pencil versions of Raven's should be administered by a BPS Level A (or equivalent) trained person.

Example of a practice item

In the example below there is a piece missing in the pattern. Your task is to choose the piece that correctly completes the pattern. To solve the item look across each row (from both right to left and left to right) and down each column of the pattern to find the missing piece. The correct answer matches the pattern going across the row and down the column.

APM: Practice Item 3



1 2 3 4

5 6 7 8

Number 7 is the correct answer because it is the only piece that correctly completes the pattern both across the row and down the column.

For further information or for a sample report:
visit www.TalentLens.co.uk, call **020 7010 2866** or email info@TalentLens.co.uk

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