

Advanced Progressive Matrices – 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 organisation.

How is the current APM different from the previous version?

The current APM version online 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. **Please note** the paper and pencil format of the current APM does not have Part 2 items.

The current APM online is timed (40 minutes for Part 1; 2 minutes for Part 2). The paper and pencil format is timed, a maximum of 3 minutes for the Practice items and 40 minutes for the 23 Test items.

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?

UK specific norms are available for two groups: UK Managers via online administrations in 2009 and graduate applicants to professional positions within the UK health sector. The latter based on APM data collected via paper and pencil administration throughout 2009.

Norms are also available for two global groups: Executives/Directors and Managers, and Professionals/Individual Contributors.

The norms are based on APM data collected in the United States via online administration of the assessment during 2008.

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 <http://www.talentlens.co.uk/resources.aspx>

In the conversion table, a raw score of 14 on the current APM corresponds to raw scores of 26 on the previous APM version. I can input only one raw score value per candidate into my organisation'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.

