

### Raven's Advanced Progressive Matrices – Short (APM v2.0)

Norm Group		Mean SD
<p><b>UK Managers</b> N. 102</p> <p>This group comprises a range of managers from different professions including IT, Marketing, Human Resources, Accountancy and Retail. 74.5% of the group had been in a managerial position for three years or more.</p> <p>Just over 80% were White, with approximately 12% Asian</p> <p>Data on sexuality were available for 95% of the group; approximately 80% reported that they were heterosexual</p> <p>Data on religion were available for 95%. Of the group; almost 40% reported their religion as Christian, with 45% reporting no religion.</p> <p>Data collected 2009</p> <p>Ravens Format: APM v2.0 UK online</p>	<p>Male - 49% Female – 46% Prefer not to say – 5%</p>	<p>Raw Score 12.38 4.72</p>
<p><b>UK Graduates Job Applicants</b> N. 166</p> <p>This group comprises of UK graduate applicants to professional positions within the UK health sector.</p> <p>Just over half were female</p> <p>Just over half were White, a third were Asian and just under 10% were Black</p> <p>Data on sexuality were available for 95% of the group; almost 99% reported that they were heterosexual</p> <p>Data on religion were available for 94% of the group; half of those were Christian, almost one fifth were Muslim, almost 10% were Hindu, 6% were Sikh and almost 10% were Atheist</p> <p>Data collected 2009</p> <p>Ravens Format: APM v2.0 UK paper &amp; pencil</p>		<p>Raw Score 11.55 4.12</p>

<p><b>US Collected Global Executives, Directors, and Managers</b> N. 175</p> <p>This group is based on APM data collected via online administration of the assessment during 2008.</p> <p>Education - 4% Some College, 37% Bachelor Degree, 39% Master's Degree, 3% Doctorate, 17% No Answer</p> <p>Industry - 30% Manufacturing &amp; Production, 23% Financial Services, Banking, &amp; Insurance, 10% Pharmaceuticals and Biotechnology, 6% Retail &amp; Wholesale, 2% IT&amp; Telecommunications, 28% Other</p>	<p>Male – 61% Female – 22% Prefer not to say – 17%</p> <p>70% - White 7% - Asian 4% - Hispanic 3% - Black 1% - Multiracial 18% - Prefer not to say</p>	<p>Raw Score 12.2 4.1</p>
<p><b>US Individual Contributor</b> N. 199</p> <p>The norm group data were collected from recent (2008) customer online test administrations. All test takers self-identified as Individual Contributors, from various occupations, including Financial Analysts, IT Professionals, Education Professionals, Engineers, Marketing Professionals, Sales, and Human Resources.</p> <p>Education - 1% Some College, 43% Bachelor Degree, 51% Master's Degree, 5% Doctorate</p> <p>Industry - 41% Financial Services, Banking, Insurance, 9% Education, 9% IT &amp; Telecommunications, 8% Professional, Business Services, 7% Manufacturing &amp; Production, 26% Other</p>	<p>Male - 66% Female - 33.5% Prefer not to say - 0.5%</p> <p>47% - White 33% - Asian 4% - Hispanic 10% - Black 4% - Other 2% - Prefer not to say</p>	<p>Raw Score 13.06 4.31</p>