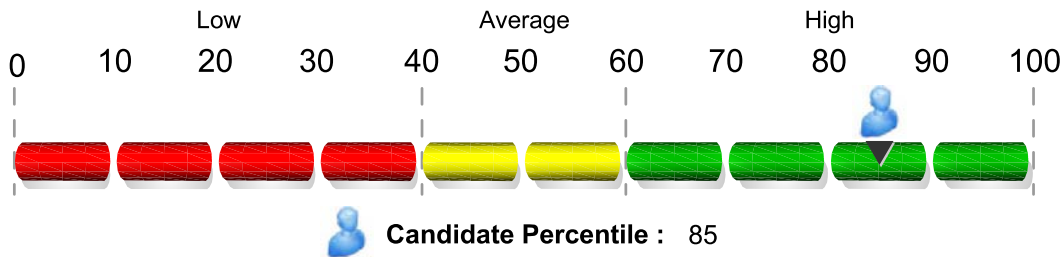


Name John Sample**Date of Testing** 09/12/2010

Performance

Norm Group: Managers

Score Interpretation

John Sample obtained a total raw score of 25 out of 28 possible points on the Raven's Standard Progressive Matrices V2.0 (SPM).

John Sample's score was higher than or equal to 85% of Managers. This individual is likely to excel in the type of perception and clear thinking necessary to extract meaning out of confusion or ambiguity. Specifically, in comparison with other individuals from the specified norm group, this individual is likely to be able to

- define complex problems and situations clearly and objectively.
- discern subtle relationships among situations, events, or ideas.
- build strong arguments by integrating all pieces of relevant information from diverse perspectives.
- recognize the subtle implications of decisions and actions, and to anticipate likely outcomes.
- identify non-obvious causes of problems.
- use all the available relevant information to evaluate problems and make effective decisions.
- consistently draw accurate conclusions from information in any situation.
- readily learn concepts.
- develop deep insight into issues and situations.

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; and
- think clearly about complex situations and events.

The SPM score indicates a candidate's potential for success in such positions as supervisor, mid-level manager, or equivalent technical or professional positions in an organization. These categories of positions typically require 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 SPM minimizes the impact of language skills on performance on the assessment.

Note: The Raven's SPM 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 SPM—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*.