

The Raven's score can be used as one indication of an applicant's potential for success in professional, management and high-level technical positions that require high levels of clear thinking, problem identification, holistic situation assessment, and monitoring of tentative solutions for consistency with all available information.

**John scored 25 out of 28 possible points, equal to or higher than 70% of candidates.**



**John 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 candidates, this individual is likely to be able to:**

- ✓ Define complex problems and situations clearly and objectively, recognizing non-obvious causes of problems.
- ✓ Discern subtle relationships among situations, events, or ideas.
- ✓ Recognize the subtle implications of decisions and actions, and to anticipate likely outcomes.
- ✓ Make effective decisions and build strong arguments by integrating all pieces of relevant information from diverse perspectives.

*Norm: Manager*

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-III—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.