

RECENT RESEARCH
with
RAVEN'S PROGRESSIVE MATRICES TESTS,
into
THE NATURE, DEVELOPMENT, AND ASSESSMENT OF COMPETENCE,
and into
THE MANAGEMENT OF THE EDUCATIONAL SYSTEM
AND SOCIETY MORE GENERALLY

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This seminar will be divided into four parts.

Part I will deal with *Raven's Progressive Matrices* and *Vocabulary Tests*. The theoretical background to, and current uses of, the tests will be described. Results from recently-completed studies will be summarised. These deal with the stability of the norms across cultures and their change over time. Research into the sources of variance in test scores (such as education and ethnic origin), into the effectiveness of training programmes, and into the predictive validity of the tests will be reviewed.

Part II will summarise research into the nature, development, and assessment of high-level competencies. Such competencies include initiative, managerial ability, and the ability to communicate effectively. A new psychometric model for assessing these qualities will be described and the results of studies in which the model has been applied will be discussed. Studies underlining the importance of these qualities in society will be presented. Research into their origins in upbringing, education, and the workplace will be summarised.

Part III will deal with the developments which are needed to manage the educational system for truly effective schooling. Research clarifying the qualities to be nurtured by schools and the barriers to doing so will first be summarised. It will be shown that the developments which are most needed cannot be achieved through the kind of centralised prescription and checking procedures introduced over the past few decades. Instead, they necessitate the creation of a pervasive climate of innovation. This has three components: (i) extensive "parallel organisation" activity; (ii) changes in the behaviour of public service bureaucrats; and (iii) a new, network-based, supervisory structure to monitor and facilitate the work of the educational system.

In **Part IV**, the concepts and methods of organisational psychology will be applied to the management of society. Modern society is very different from what most people take it to be. Radical change is needed. Neither market processes nor current governmental arrangements are capable of introducing the necessary developments. The way forward hinges on: (i) finding better ways of getting public servants to create a ferment of innovation and, especially, to initiate the collection of information, sift it for good ideas, and act on it in an innovative way in the long-term public interest: Getting them to do these things means introducing new forms of staff and organisational appraisal and a new interface with the public. (ii) Developing better ways of thinking about, mapping, measuring, harnessing and intervening in the invisible networks of mutually reinforcing social forces that overwhelmingly determine individual and collective action – an endeavour which is, perhaps, best conceptualised as "socio-cybernetics".

RELEVANT PUBLICATIONS ARE LISTED ON THE ATTACHED SHEETS

RELEVANT PUBLICATIONS

PART I

- Raven, J., and Raven, J. (Eds.) (2008). **Uses and Abuses of Intelligence: Studies Advancing Spearman and Raven's Quest for Non-Arbitrary Metrics**. Unionville, New York: Royal Fireworks Press; Edinburgh, Scotland: Competency Motivation Project; Budapest, Hungary: EDGE 2000; Cluj Napoca, Romania: Romanian Psychological Testing Services SRL.
- Raven, J., Raven, J.C. and Court, J.H. **Manual for Raven's Progressive Matrices and Mill Hill Vocabulary Scales**. San Antonio, TX: Pearson Education.
- Particularly the following Sections:*
- Raven, J., Raven, J.C. and Court, J.H. (1998). **Section 1: General Overview**.
- Raven, J., Raven, J.C. and Court, J.H. (2000, updated 2004). **Section 3: Standard Progressive Matrices** (Including the Development of SPM+).
- Raven, J., Raven, J.C. and Court, J.H. (1998). **Section 5: The Mill Hill Vocabulary Scale**.
- Court, J.H. and Raven, J. (1995). **Section 7: Normative, Reliability, and Validity Studies and References**.
- Raven, J. (2000). **Research Supplement No.3: A Compendium of International and North American Normative and Validity Studies Together with a Review of the Use of the RPM in Neuropsychological Assessment by Court, Drebing, & Hughes**.
- Raven, J. (2000). The Raven's Progressive Matrices: Change and stability over culture and time. **Cognitive Psychology**, 41, 1-48.
- Flynn, J.R. (1987). Massive IQ gains in 14 nations: What IQ tests really measure. **Psychological Bulletin**, 101, 171-191.
- Many other publications by a variety of authors which relate to this part of the seminar are available at http://www.wpe.info/papers_table.html

PART II

- Raven, J. (2008) Fundamental Problems in Psychometrics. **Testing International**, 19 16-17.
- Raven, J., & Stephenson, J. (Eds.). (2001). **Competence in the Learning Society**. New York: Peter Lang.
- Raven, J. (2002). **Intelligence, Engineered Invisibility, and the Destruction of Life on Earth**. Chapter 19 in *Uses and Abuses of Intelligence* (cited above) or downloadable from http://www.wpe.info/papers_table.html
- Raven, J. (1991). **The Tragic Illusion: Educational Testing**. New York: Trillium Press; Oxford, England: Oxford Psychologists Press.
- Raven, J. (1988). Developing the talents and competencies of all our children. **Gifted International**, 5, 8-40.
- Raven, J. (1988). Toward measures of high-level competencies: A re-examination of McClelland's distinction between needs and values. **Human Relations**, 41, 281-294.
- Raven, J. (1987). Values, diversity and cognitive development. **Teachers' College Record**, 89, 21-38.
- Raven, J., Johnston, J. and Varley, T. (1985). **Opening the Primary Classroom**. Edinburgh: Scottish Council for Research in Education.
- Raven, J. (1984). **Competence in Modern Society: Its Identification, Development and Release**. Edinburgh: The Competency Motivation Project.
- Raven, J. (1983). The relationship between educational institutions and society with particular reference to the role of assessment. **International Review of Applied Psychology**, 42, 249-274.
- Raven, J. (1982). Educational Home Visiting and the growth of competence and confidence in adults and children. **Curriculum Inquiry**, 12, 87-105.
- Raven, J. (1980). **Parents, Teachers and Children**. Edinburgh: Scottish Council for Research in Education.
- Raven, J. (1977). **Education, Values and Society: The Objectives of Education and the Nature and Development of Competence**. Edinburgh, Scotland: Competency Motivation Project.
- Raven, J. (1977). On the components of competence and their development in education. **Teachers' College Record**, 78, 457-475.

PART III

- Raven, J. (1994). **Managing Education for Effective Schooling: The Most Important Problem is to Come to Terms with Values**. New York: Trillium Press; Edinburgh, Scotland: The Competency Motivation Project.
- Raven, J. (1990). The barriers to achieving the wider goals of general education. **British Educational Research Journal**, 16(3), 273-296. See also chapter 23 in **Competence in the Learning Society** (cited above).
- Raven, J. (1989). Equity in diversity: The problems posed by values - and their resolution. In F. Macleod (Ed.), **Families and Schools: Issues in Accountability and Parent Power**. Brighton, England: Falmer Press.

PART IV

- Raven, J. (2007). Some problems of individual emergence. In G. de Zeeuw, M. Vahl, & E. Mennuti, (Eds.), **Problems of Individual Emergence**. Special Issue of **Systemica: Journal of the Dutch Systems Group 14**, nos. 1-6 (pp.377- 396). Published by Lincoln Research Centre, Globe Farm, Lincoln, LN1 2SQ, UK.
- Raven, J. (2006) **Toward a Sustainable Society: Next Steps. Proceedings of the 8th International Conference on Linking Systems Thinking, Innovation, Quality, Entrepreneurship and Environment. (STIQE) 2006**. Faculty of Economics and Business, Maribor, Slovenia.
- Raven, J. (2006). **Designing a Learning Society**. *Proceedings of Deming Learning Network conference on Society in Sync*, Aberdeen, February 2006.
- Raven, J. & Navrotsky, V. (2001). The Development and Use of maps of Socio-Cybernetic Systems to Improve Educational and Social Policy, with particular reference to sustainability, **Journal of Mental Changes**, VII, 19-60.
- Raven, J. (2001). Psychologists and Sustainability. **The American Psychologist**, 56 455-457.
- Raven, J. (2000). Rethinking democracy. **The Good Society (Journal of the Committee on the Political Economy of the Good Society [PEGS])** 9(3), 31-37.
- Raven, J. (1995). **The New Wealth of Nations: A New Enquiry into the Nature and Origins of the Wealth of Nations and the Societal Learning Arrangements Required for a Sustainable Society**. Unionville, New York: Royal Fireworks Press; Sudbury, England: Bloomfield Books.
- Raven, J. (1989). Democracy, bureaucracy and the psychologist. **The Psychologist**, 2(11), November, 458-466.
- Raven, J. (1988). Choice in a modern economy: New concepts of democracy and bureaucracy. In S. Maital (Ed.), **Applied Behavioural Economics, Vol. II**. Brighton, England: Wheatsheaf.
- Marks, N., Simms, A., Thompson, S., and Abdallah, S. (2006). **The (Un)happy Planet Index: An Index of Human Well-being and Environmental Impact**. London: New Economics Foundation. Downloadable from www.neweconomics.org and www.happyplanetindex.org
- Rees, W. E. (2002). Conflict or Convergence? **Bulletin of Science, Technology and Society**, 22 (4): 249-268

A more complete outline of this seminar and downloadable pdfs of many of the articles, or links to them, are available at: www.eveonsociety.co.uk. (It is hoped to develop that website into an interactive on-line journal.)

An interactive site dealing with the necessary developments in psychometrics is available at: http://www.psychwiki.com/wiki/Progressing_a_Paradigm_Shift_in_Psychometrics and one dealing with the developments required to create a learning society at: http://www.psychwiki.com/wiki/Creating_a_Learning_Society:_What_have_Organisational_Psychologists_to_Offer%3F