



pymetrics approach

100,000+ data points collected as candidates and existing employees play games

9 categories aggregated across your results from all pymetrics games

1 unique pymetrics profile per person used to apply to any role at any company using pymetrics

HOW YOUR PROFILE IS USED

Your pymetrics profile describes your cognitive and emotional results and how you compare to the general population. It will never be shared directly with employers or other third parties.

For a particular job application, candidate results are compared to the results of existing employees in that role. For different roles, different categories may be more or less important for success, which guides a candidate's fit to that role.

UNDERSTANDING YOUR RESULTS

pymetrics categories measure natural tendencies that are quite stable and tend not to change over time. Because of this, your profile will be saved for one year, after which you will have the opportunity to replay the games if you choose.

Remember, this is your personalized profile and it will stay the same no matter what job you are applying to.

Uniqueness is the measure of how much you stand out from the general population within a pymetrics category. These are your most unique categories:



FOCUS: You tend to apply a focused and consistent approach to your work. You are likely able to concentrate on a single task even in the presence of distracting information.



LEARNING: You tend to approach situations and tasks in a way that is familiar, as opposed to experimenting with new methods. You are unlikely to be slowed down by mistakes, and may take time to consider the options before changing your approach to a task.



RISK TOLERANCE: You tend to be willing to take risks. You may also respond more quickly with less concern that things may not go as planned.

①

FOCUS

MOST UNIQUE

**DEFINITION**

A person's concentration style for one or more tasks.

YOUR RESULTS

You tend to apply a focused and consistent approach to your work. You are likely able to concentrate on a single task even in the presence of distracting information.

WHAT THIS MEANS AT WORK

You may be best suited for work environments in which it is better to focus on one task at a time. However, you may likely be able to work effectively in distracting environments, given your natural tendency to filter out distractions and stick to the task at hand.

THINGS TO LOOK OUT FOR

Be mindful of situations where you could become too focused on a task. Sometimes distractions can present opportunities to support others with their work or get involved in interesting tasks that you might otherwise have missed.

②

LEARNING

MOST UNIQUE

**DEFINITION**

A person's approach to changing behavior based on new information.

YOUR RESULTS

You tend to approach situations and tasks in a way that is familiar, as opposed to experimenting with new methods. You are unlikely to be slowed down by mistakes, and may take time to consider the options before changing your approach to a task.

WHAT THIS MEANS AT WORK

You may be best suited to work in environments where tasks are consistent or routine.

THINGS TO LOOK OUT FOR

Taking a consistent approach to tasks and not being deterred by making mistakes can help you to get tasks completed efficiently. Make sure to watch out for times where trying a new way of working might lead to advantageous results.

③

RISK TOLERANCE

MOST UNIQUE

**DEFINITION**

A person's level of comfort with risk-taking.

YOUR RESULTS

You tend to be willing to take risks. You may also respond more quickly with less concern that things may not go as planned.

WHAT THIS MEANS AT WORK

You may be best suited for environments in which risk taking is favored. In these situations, you may find that you are comfortable taking on a high degree of risk while still operating at full speed.

THINGS TO LOOK OUT FOR

Taking a risk can sometimes have significant consequences. In those instances, you might find talking through your planned approach with a mentor or peer might help you to get a more balanced perspective.

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EMOTION

**DEFINITION**

A person's strategy for interpreting the emotions of others.

YOUR RESULTS

You tend to interpret the emotions of others through the lens of the surrounding context (i.e., information related to the circumstances surrounding their current emotional state), rather than through facial expressions alone.

WHAT THIS MEANS AT WORK

You may be best suited to work in situations in which seeing the facial reactions of others is not always possible, such as when you are required to speak with colleagues or customers over the phone.

THINGS TO LOOK OUT FOR

Look out for situations where an individual's emotional expression may not be related to the surrounding context. Try to validate your impressions by observing the facial reactions of others and asking questions to gain more understanding.

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EFFORT

**DEFINITION**

A person's approach toward investing effort based on size of reward and probability of success.

YOUR RESULTS

You tend to approach your work selectively, focusing on the tasks that will give the highest reward for the time invested.

WHAT THIS MEANS AT WORK

You may work best in environments where the outcomes achieved are more important than the amount of effort put into the work.

By rationing your effort for things that matter, you are able to go the extra mile on tasks that will have the biggest impact in terms of results.

THINGS TO LOOK OUT FOR

Be aware of the risk that you may put less effort into a task that turns out to be more important than you first realized. Try to set minimum standards on routine tasks to make sure they represent the quality of work you would be proud of.

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ATTENTION

**DEFINITION**

A person's approach to managing incoming information and distractions.

YOUR RESULTS

You tend to be methodical in the way you complete tasks and are often thorough and restrained. You may find that you prefer to focus on accuracy over speed on tasks, and this may support you to avoid making mistakes.

WHAT THIS MEANS AT WORK

There are lots of benefits to maximizing accuracy and approaching your work methodically. Keep an eye out for instances where you might be over-investing time into being accurate and thorough when, in reality, getting the task finished quickly is the highest priority.

THINGS TO LOOK OUT FOR

You may work best on tasks that require high attention to detail, where it is more important to complete the work accurately than it is to complete it quickly.

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DECISION MAKING**DEFINITION**

A person's approach to making decisions.

YOUR RESULTS

You tend to take time to reflect before making decisions, rather than making a decision based on gut instinct. You are also likely to be a thoughtful planner who thinks things through before reacting to a situation.

WHAT THIS MEANS AT WORK

You may find that roles or workplaces that foster and encourage logical, well thought out planning and decisions will suit you best.

THINGS TO LOOK OUT FOR

Be mindful of ambiguous situations where you won't be able to gather as much information as you'd like. In those situations, you might find that a quick decision is more effective or appropriate than one you have taken more time to consider.

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GENEROSITY**DEFINITION**

A person's tendency to prioritize the needs of others above one's own.

YOUR RESULTS

You tend to be more focused on achieving your personal goals, as opposed to sharing your resources willingly with others.

WHAT THIS MEANS AT WORK

You may be best suited to environments where your goal is to get the best deal possible for either yourself or the team/organization you represent.

THINGS TO LOOK OUT FOR

Try to avoid making arrangements that may benefit you, but are unfair to others. To create long-term relationships, always aim to create win-win outcomes between yourself and the people you are working with.

9

FAIRNESS**DEFINITION**

A person's perceptions of fairness in social situations.

YOUR RESULTS

You tend to be slower and more critical when judging the fairness of social situations.

WHAT THIS MEANS AT WORK

You may do well in environments that require you to be cautious or 'on-guard' in terms of ensuring equitable outcomes for you or those you represent. This could mean that you are comfortable holding others accountable in terms of how work and resources are delegated.

THINGS TO LOOK OUT FOR

Try to take into account the perspective of those you are interacting with. By viewing things from their side, you may be less inclined to assume a situation is unfair. This can help you to perceive situations in a more balanced way.