pymetrics approach

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

11 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:**

ATTENTION: Their preference is to be biased towards action. They are not flustered by mistakes, are quick to react and open to information outside of the immediate task.

NUMERICAL AGILITY: You tend to solve numerical and logical problems with a careful and measured approach.

FOCUS: Their preference is to be multi-tasking. They tend to think quickly and handle changes in the environment with ease. They may prefer to work on multiple tasks at once, adapting to changing circumstances with speed.

① ATTENTION
MOST UNIQUE

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

YOUR RESULTS
Their preference is to be biased towards action. They are not flustered by mistakes, are quick to react and open to information outside of the immediate task.

WHAT THIS MEANS AT WORK
They may work well in fast-paced environments where speed of task completion is valued and where teams share a sense of urgency. They are likely to cope well when juggling multiple tasks and deadlines, without getting too lost in the details.

THINGS TO LOOK OUT FOR
They may be at risk of compromising the quality of their work in order to get things done, especially during busy periods at work. They are open to new information coming their way, which may sometimes distract them from what is essential to task completion.

② NUMERICAL AGILITY
MOST UNIQUE

DEFINITION
A person's approach to solving problems using numerical logic.

YOUR RESULTS
You tend to solve numerical and logical problems with a careful and measured approach.

WHAT THIS MEANS AT WORK
You may be best suited to work environments that value a deliberate approach to problem solving, allowing you to take time to reach the best solution.

THINGS TO LOOK OUT FOR
You may at times take a methodical approach to solving problems. Look out for instances where you may be taking too long to find a solution, when in fact a quick response may be preferable.

③ FOCUS
MOST UNIQUE

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

YOUR RESULTS
Their preference is to be multi-tasking. They tend to think quickly and handle changes in the environment with ease. They may prefer to work on multiple tasks at once, adapting to changing circumstances with speed.

WHAT THIS MEANS AT WORK
They can quickly and easily adapt to fast paced, agile environments that require switching between activities and balancing competing demands. They thrive when they can work on a variety of tasks throughout their day.

THINGS TO LOOK OUT FOR
As a result of their tendency to switch fluidly between tasks, they might find it difficult to focus when they have to spend long periods of time on one task. They might also feel less stimulated by repetitive activities that lack variety.

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④ RISK TOLERANCE

DEFINITION

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

YOUR RESULTS

Their preference is to be adventurous. They are willing to take risks to gain rewards or achieve better outcomes. They respond quickly in such situations and do so with confidence.

WHAT THIS MEANS AT WORK

They are likely to be confident in environments that encourage or require them to take risks. They are open to exploring new opportunities and different ways of doing things, and as a result, may deliver more innovative solutions.

THINGS TO LOOK OUT FOR

They might not always be mindful of checking the alignment between their own risk appetite and their organisation's, which might at times result in the broader business viewing their risk-taking as unjustified.

⑤ LEARNING

DEFINITION

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

YOUR RESULTS

Their preference is to be consistent. They are not deterred by mistakes and prefer taking known approaches over trying new ones. They also take the time to think things through before changing their approach to a problem.

WHAT THIS MEANS AT WORK

They are likely to work well in environments that require them to follow processes that are routine and consistent, and which do not require frequent change. They also tend to provide a stabilising effect on the team.

THINGS TO LOOK OUT FOR

They carefully consider their options before changing their approach, which can sometimes make them appear slower or reluctant to respond to feedback or to embrace change.

⑥ DECISION MAKING

DEFINITION

A person's approach to making decisions.

YOUR RESULTS

Their preference is to be deliberative. They tend to spend time reflecting before making decisions, rather than making decisions based on their intuition or experience. They are also likely to be a thoughtful planner who thinks things through before responding to a situation.

WHAT THIS MEANS AT WORK

They tend to rely on rational and factual information and as a result, they tend to make well-informed decisions, which makes them a reliable contributor. They work best in environments that encourage logical, well thought-out planning and decision making.

THINGS TO LOOK OUT FOR

They may find it challenging to keep up with the demands of a fast paced environment that does not provide them with the opportunity to gather as much information as they would like in order to make their decisions confidently.

⑦ EMOTION

DEFINITION

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

YOUR RESULTS

Their preference is to be expression-oriented. They tend to interpret emotions from facial expressions alone rather than through contextual details surrounding the situation.

WHAT THIS MEANS AT WORK

They are best suited to work in environments in which little information or context is available to understand the emotional response of others. This can be particularly useful when interacting with customers or meeting new people face to face.

THINGS TO LOOK OUT FOR

Relying solely on observable cues to determine others' emotional states may lead them to miss out on some relevant contextual information which could help them understand others' emotions at a deeper level.

⑧ QUANTITATIVE REASONING

DEFINITION

A person's precision when making judgments using numerical logic.

YOUR RESULTS

You tend to solve numerical and logical problems with best-guess estimates.

WHAT THIS MEANS AT WORK

You may be best suited to working environments that require you to use intuition to solve challenging problems.

THINGS TO LOOK OUT FOR

You may at times rely on intuition and estimation to solve problems. Look out for instances where a more thorough approach to problem solving is preferable. Seek the insights of others to validate your solution.

⑨ GENEROSITY

DEFINITION

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

YOUR RESULTS

Their preference is to be sharing. They tend to trust the good intentions of others and balance their personal needs with the needs of others.

WHAT THIS MEANS AT WORK

Their natural tendency to help others and to share their knowledge and resources can help to foster a work environment of mutual trust and collaboration and create positive working relationships.

THINGS TO LOOK OUT FOR

They may at times be too generous with information and resources. Their desire to accommodate the needs of others can make them less likely to assert themselves or establish boundaries and may lead them to be taken advantage of.

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EFFORT

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

YOUR RESULTS
Their preference is to be hard-working. They tend to work equally hard across all tasks, regardless of how much they expect to be rewarded for the task.

WHAT THIS MEANS AT WORK
They are likely to remain driven and committed to achieving their goals, regardless of the expected reward or recognition from others. They are likely to invest all of their energy into everything that they do, making them a reliable contributor.

THINGS TO LOOK OUT FOR
They may not efficiently prioritise important tasks over lower impact ones and may, as a result, overextend themselves by dedicating equal time and energy to everything that they do.

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FAIRNESS

DEFINITION
A person's perceptions of fairness in social situations.

YOUR RESULTS
Their preference is to be critical. They tend to be slower and more critical when judging the fairness of social situations.

WHAT THIS MEANS AT WORK
They are likely to work well in environments where the stakes are high and where vigilance is needed to achieve fair and equitable outcomes, such as during negotiations.

THINGS TO LOOK OUT FOR
They may sometimes feel challenged when they are not clear on the rationale behind decisions made that relate to the division of work or allocation of resources. They may also be seen as holding others to standards that may be difficult to achieve.