



## 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:**



**ATTENTION:** You tend not to be easily flustered by mistakes, taking them in your stride as you complete a task. You also tend to be quick to react and respond to information outside of the immediate task you are working on.



**FOCUS:** You tend to think quickly and easily handle changes in the environment. You may work on multiple tasks at once, adapting to changing circumstances with efficiency.



**EMOTION:** You tend to interpret emotions from the facial expressions of others, rather than from the information present in the situation or context.

①

**ATTENTION**

MOST UNIQUE

**DEFINITION**

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

**YOUR RESULTS**

You tend not to be easily flustered by mistakes, taking them in your stride as you complete a task. You also tend to be quick to react and respond to information outside of the immediate task you are working on.

**WHAT THIS MEANS AT WORK**

You may find that you tend to move quickly between tasks, doing multiple things at the same time. You may be suited to work in environments where the speed of task completion is most important.

**THINGS TO LOOK OUT FOR**

Given your tendency to get things done quickly, there may be times where the quality or accuracy of your work is impacted. Keep an eye out for situations where accuracy is more important than speed, making sure to review your work.

②

**FOCUS**

MOST UNIQUE

**DEFINITION**

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

**YOUR RESULTS**

You tend to think quickly and easily handle changes in the environment. You may work on multiple tasks at once, adapting to changing circumstances with efficiency.

**WHAT THIS MEANS AT WORK**

You may be best suited to work in environments that are agile or fast moving, where the preferred approach to completing the work changes often and priorities shift frequently.

**THINGS TO LOOK OUT FOR**

In situations where you only focus on one task for an extended period of time, you might find yourself becoming distracted. You can balance this by taking regular breaks and finding ways to make the task more engaging.

③

**EMOTION**

MOST UNIQUE

**DEFINITION**

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

**YOUR RESULTS**

You tend to interpret emotions from the facial expressions of others, rather than from the information present in the situation or context.

**WHAT THIS MEANS AT WORK**

You may be best suited to work in environments in which little information or context regarding the situation is available when required to understand the emotional response of others.

**THINGS TO LOOK OUT FOR**

Look out for situations where the facial reactions of an individual may not align with the actual emotion they are experiencing. Try to find further evidence and potential causes of someone's emotional state to help inform your interpretation.

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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.

5

**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.

6

**LEARNING****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.

7

**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.

8

**RISK  
TOLERANCE****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.

9

**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.