



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:**



LEARNING: You tend to learn quickly from mistakes. You may find it easy to detect patterns in your environment, allowing you to adapt your behavior and respond to feedback with ease.



EFFORT: You tend to work equally hard on all tasks, regardless of how much you expect to be rewarded by completing tasks successfully.



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.

①

LEARNING

MOST UNIQUE

**DEFINITION**

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

YOUR RESULTS

You tend to learn quickly from mistakes. You may find it easy to detect patterns in your environment, allowing you to adapt your behavior and respond to feedback with ease.

WHAT THIS MEANS AT WORK

You may be well suited to work in environments where there is a need to adjust your approach quickly.

THINGS TO LOOK OUT FOR

While being able to adapt your response is a great asset, keep an eye out for situations where you might adjust your approach too quickly based on incomplete or inaccurate information/feedback.

②

EFFORT

MOST UNIQUE

**DEFINITION**

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

YOUR RESULTS

You tend to work equally hard on all tasks, regardless of how much you expect to be rewarded by completing tasks successfully.

WHAT THIS MEANS AT WORK

You tend to be equally hard-working regardless of the rewards at stake, so you may find that you are able to work well in environments where rewards and recognition are infrequent.

THINGS TO LOOK OUT FOR

Working hard regardless of the reward can be useful, but during busy periods at work you may want to invest less time and effort into less important tasks, so that you have additional time to complete more important work activities.

③

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.

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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.

5

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.

6

FAIRNESS**DEFINITION**

A person's perceptions of fairness in social situations.

YOUR RESULTS

You tend to judge most situations as fair.

WHAT THIS MEANS AT WORK

You may do well in environments where employees share a high degree of trust and where your work involves seeing the best in others. This could mean that you are easy to work in teams and you are accepting of how work and resources are delegated.

THINGS TO LOOK OUT FOR

You may at times contribute more than your fair share of resources or effort towards team tasks. Try to consider others' perspectives and whether you would still perceive the outcome to be equitable.

7

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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**RISK
TOLERANCE****DEFINITION**

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

YOUR RESULTS

You tend to carefully test options and choose the safest method to achieve an objective. You also tend to be averse to negative outcomes.

WHAT THIS MEANS AT WORK

You might be best suited to work in environments that emphasize cautiousness over risk. You may also be well-suited to working in teams in which you can pursue options that will lead to lower risk outcomes.

THINGS TO LOOK OUT FOR

Taking a cautious approach to risk can be useful, but in some situations the bigger the risk, the bigger the reward. Try to remember that it's not always possible to know how things will turn out and that taking calculated risks can have merit.

9

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.