



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:**



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



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



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.

①

GENEROSITY

MOST UNIQUE

**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.

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

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.

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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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ATTENTION**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.

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FOCUS**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.

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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.

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EMOTION**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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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.