



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:**



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



FAIRNESS: You tend to judge most situations as fair.

①

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.

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

FAIRNESS

MOST UNIQUE

**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.

④

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.

⑤

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.

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

**DECISION
MAKING****DEFINITION**

A person's approach to making decisions.

YOUR RESULTS

You tend to make decisions based on gut-instinct. You may also prefer taking a fast and intuitive approach, rather than planning out your work methodically.

WHAT THIS MEANS AT WORK

You may work best in environments where decisiveness and instinctual responses to decisions are most important. This may enable you to quickly take advantage of opportunities that are presented at work.

THINGS TO LOOK OUT FOR

Be mindful of making decisions that have significant consequences. If your decision could lead to unintended or significant consequences, take more time to fully consider the pros and cons of each option before deciding.

8

GENEROSITY**DEFINITION**

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

YOUR RESULTS

You tend to trust the good intentions of others. You may find that you're able to easily balance your interests with the needs of others.

WHAT THIS MEANS AT WORK

You may be best suited to work in team-based environments where your generous nature could help to foster trust and supportive team-based work.

THINGS TO LOOK OUT FOR

While your giving nature can be positive, look out for instances where you may be too generous with your resources. Try not to give away too much of your personal or organizational resources, which could result in inequitable outcomes.

9

**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.