



## 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:**



**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.



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



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

①

**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.

②

**RISK  
TOLERANCE**

MOST UNIQUE

**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.

③

**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.

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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.

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.

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**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

**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.

9

**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.