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pymetrics

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.

FAIRNESS: You tend to judge most situations as fair.

DECISION MAKING: 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.

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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 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.

③ DECISION MAKING
MOST UNIQUE

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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④ 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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⑤ 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.

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⑥ 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.

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⑦ 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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⑧ 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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⑨ 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.