



## 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.



**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

**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

**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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## 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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## 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 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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**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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**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.

9

**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.