



## 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 approach your work selectively, focusing on the tasks that will give the highest reward for the time invested.



**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.



**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 approach your work selectively, focusing on the tasks that will give the highest reward for the time invested.

**WHAT THIS MEANS AT WORK**

You may work best in environments where the outcomes achieved are more important than the amount of effort put into the work. By rationing your effort for things that matter, you are able to go the extra mile on tasks that will have the biggest impact in terms of results.

**THINGS TO LOOK OUT FOR**

Be aware of the risk that you may put less effort into a task that turns out to be more important than you first realized. Try to set minimum standards on routine tasks to make sure they represent the quality of work you would be proud of.

②

**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.

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.

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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 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.

5

**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.

6

**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.

7

**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.

8

**FOCUS****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.

9

**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.