



## 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.



**EMOTION:** You tend to interpret emotions from the facial expressions of others, rather than from the information present in the situation or context.



**EFFORT:** You tend to approach your work selectively, focusing on the tasks that will give the highest reward for the time invested.

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

**EMOTION**

MOST UNIQUE

**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.

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 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.

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.

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.

6

**FAIRNESS****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.

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

**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.

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.