Pymetrics: Using Neuroscience and Data Science to Revolutionize Talent Management

pymetrics technology introduces two science-based improvements to help companies hire smarter and help job seekers find career paths that capitalize on their strengths. These two advances are: 1) neuroscience assessment and 2) data science analytics and algorithms.
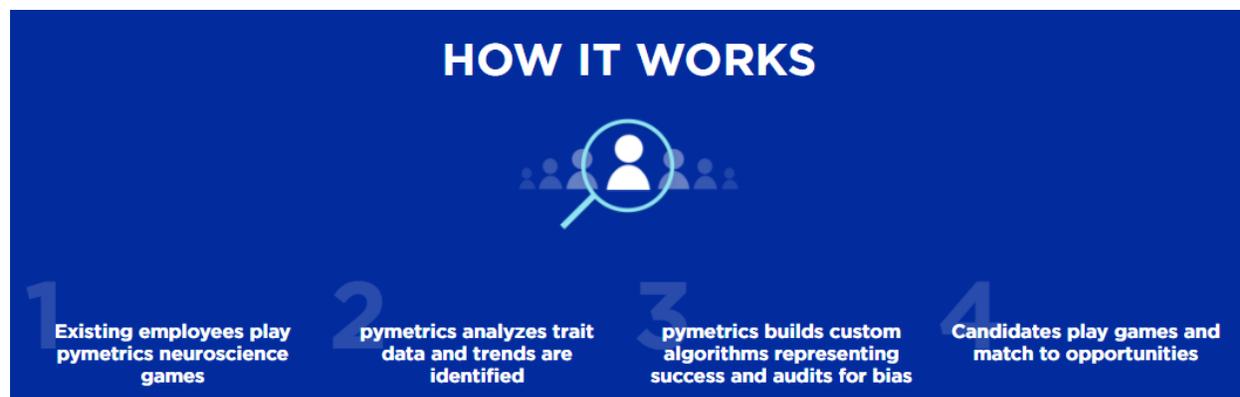
Technological advances leveraged by pymetrics

1. Neuroscience assessment

pymetrics games are directly adapted from neuroscience research. They use people's behavior to assess cognitive, social and personality traits. In research contexts, behavior-based assessments have largely replaced self-report instruments wherever possible. There is a growing body of scientific research pointing towards the use of behavior, rather than self-report, as a better assessment tool. This is because behavior can be objectively measured and this direct measure can be used to counteract some of the conscious and unconscious bias that is inherent to all human self-report measures.

2. Data science techniques

Classical analytic methods have been disrupted by data science techniques. These data-driven approaches are better at dealing with complex data sets, better at capturing nonlinear relationships and better at predicting future outcomes. As a result, they are better suited to modeling real-life complex problems.

HOW IT WORKS

1 Existing employees play pymetrics neuroscience games

2 pymetrics analyzes trait data and trends are identified

3 pymetrics builds custom algorithms representing success and audits for bias

4 Candidates play games and match to opportunities

CANDIDATE FREQUENTLY ASKED QUESTIONS

1. What are the games assessing?
The games assess 50+ different traits. We tell you all the things we assess at the end in a full report. We don't tell you which games test which traits because that would spoil the fun!

2. How long does the full set of required games take?
The set of required games takes a total of 25 minutes.

3. Can I pause a game while playing?
You cannot pause the games while playing, but each one lasts only 1-3minutes, so please plan accordingly.

4. Do I need to play the games in one sitting?
No. You can play the games at your own pace. Each game is 2-3 minutes and you must finish each game before taking a break.

5. I messed up on a few games… will this ruin my chances of being matched with a company?
Don't worry! This is not a standardized test. It is not an IQ test. There is no right or wrong answer. It is all about mapping your strengths, and finding careers that cater to those strengths. Play the games attentively in a non-distractive and relaxed environment and you will be just fine.

6. Can I play the games again to change my results?
You may play the games more than once, although only your first results will be used. Your scores shouldn't change much, but for the sake of clean data we can't average your game scores based on repetitive plays.

7. How did you come up with these games?
We didn't come up with the games. These games have been used for decades in neuroscience and neuropsychology settings to identify and evaluate people's cognitive, emotional, and social traits. As such, the games have been validated through years of research, and we know the results are accurate.

For more visit: HERE

If you need more support, please contact us at OTRecruitmentTeam@ot.mn