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**Removing Bias through Blind Auditions**

**meet  
pymetrics**

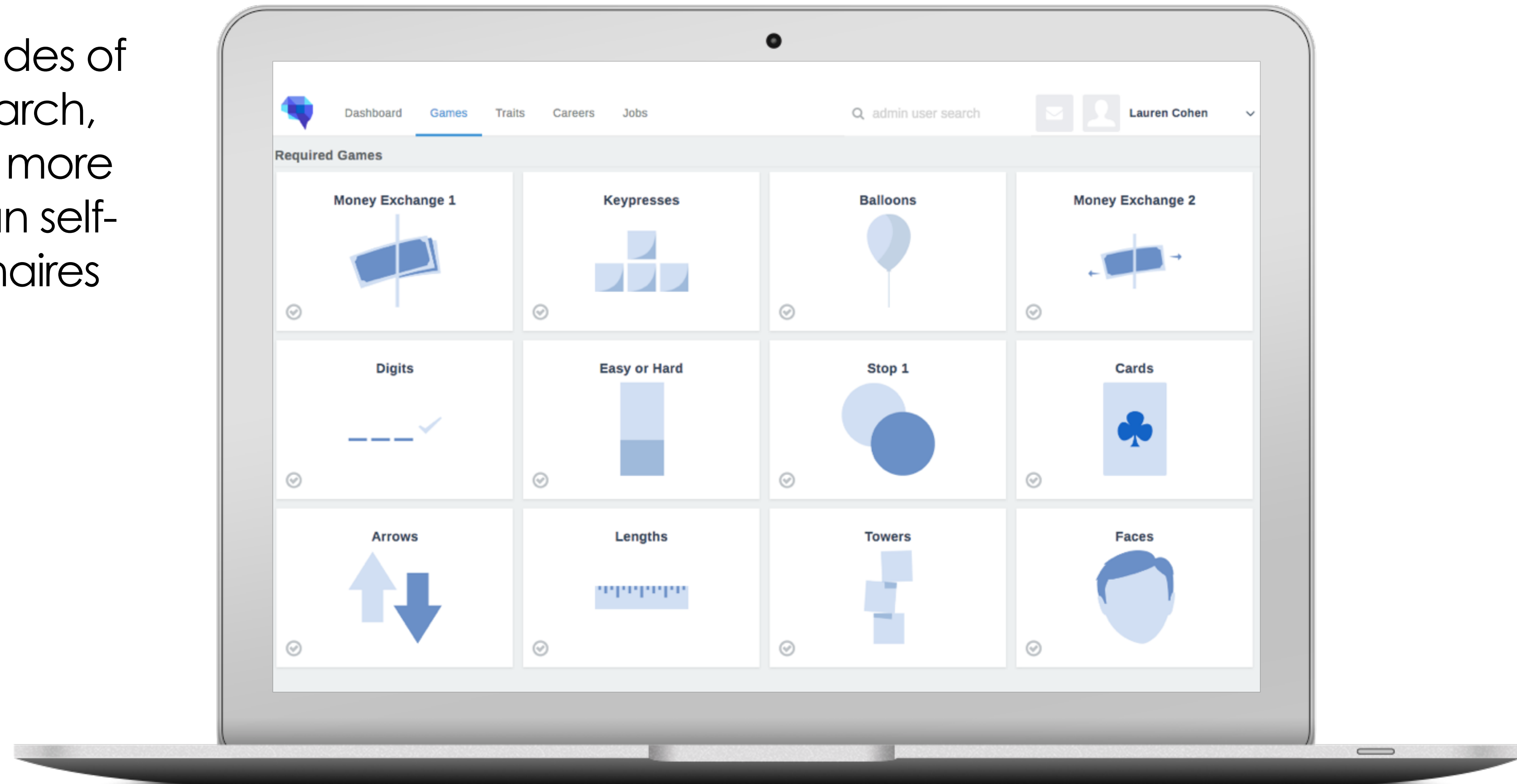


we help people find jobs  
that fit their skills, and help  
companies find people  
that fit their jobs

**the solution**

# the games

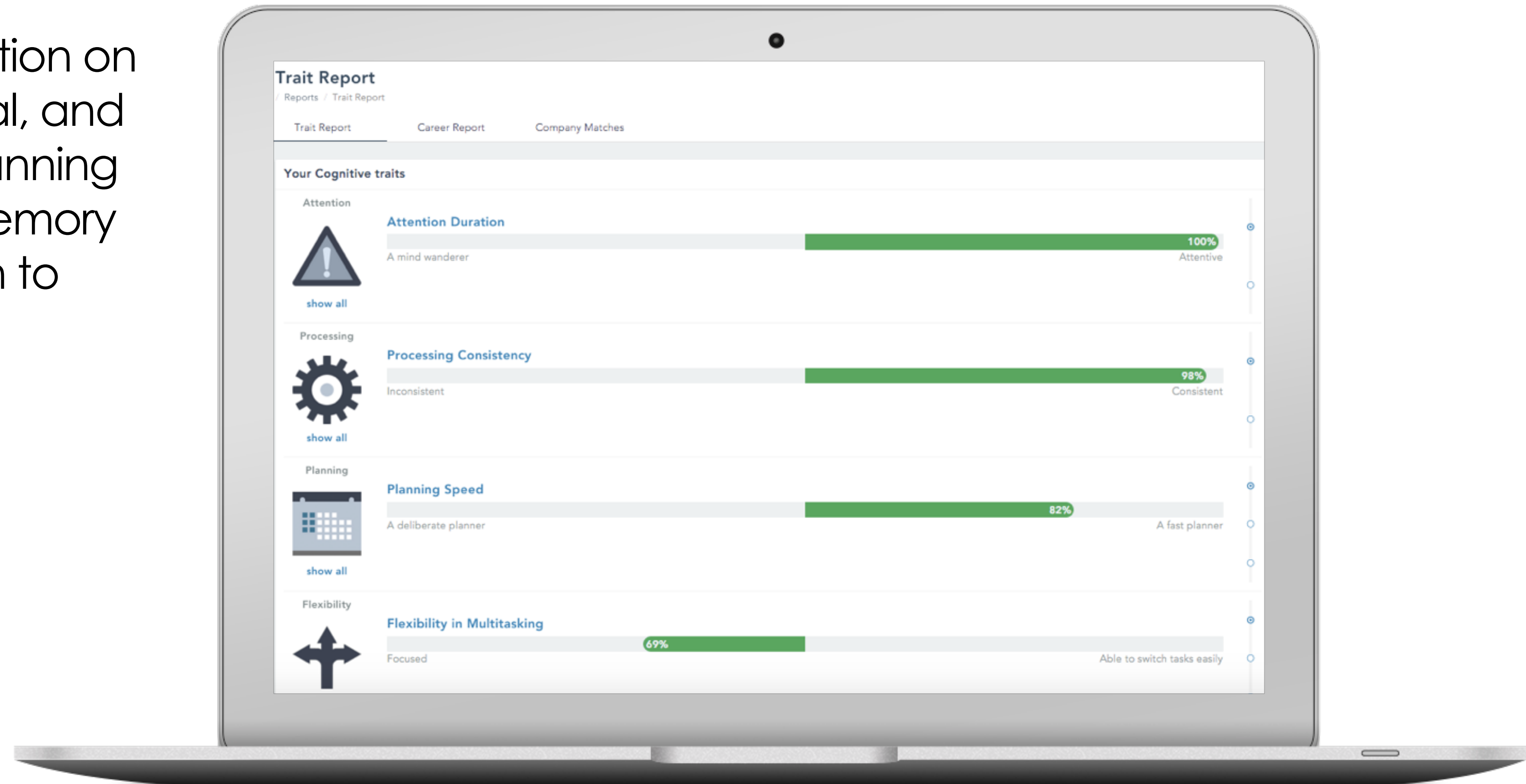
validated by decades of neuroscience research, are able to collect more accurate data than self-reported questionnaires



**shall we play a game?**

# the trait reports

we collect information on 90 social, emotional, and cognitive traits, spanning everything from memory span and attention to trust and altruism



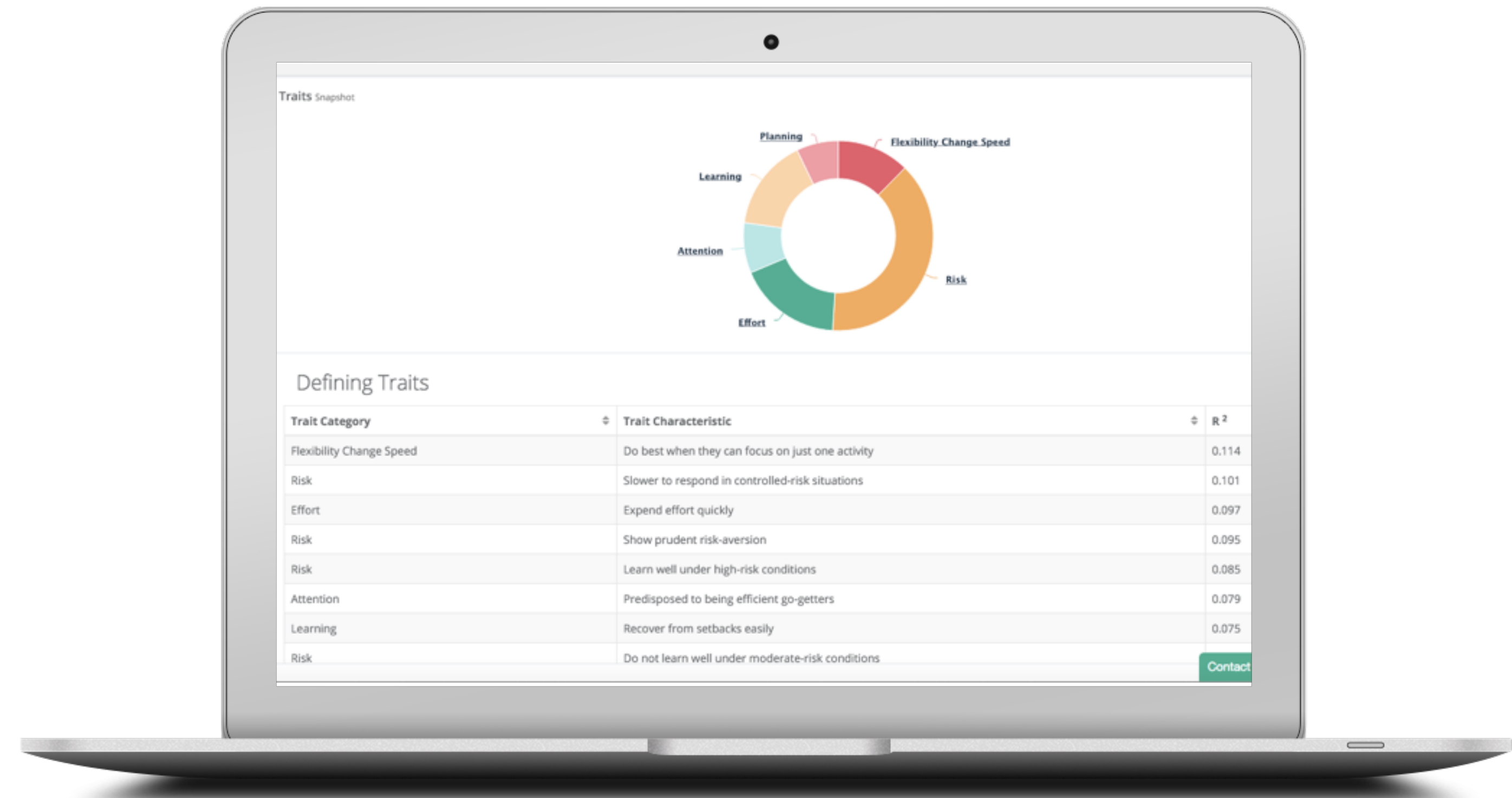
# career and job matching

high-performing employees at enterprise businesses play our games

we map traits to careers

we create industry, company & role specific models based on employee game data

student users match industry models along a spectrum, and may match job-specific models based on client match tolerance



# benefits

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## self-assessment

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student users play **12 required games**, measuring **90 different traits**.

there is **no self-reporting**, like the popular MBTI or Focus2 questionnaires.

**users never see negative feedback**; their responses fall along a spectrum of strong exhibitors of a trait or weak exhibitors of a trait.

there are **no 'correct or incorrect', 'good or bad'** responses

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## career matches

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students match with **career models based on their game play** data.

**every student** matches with **every career model** to a given percentage.

many students report **career matches they never previously considered**.

improved career **options** = more **diverse candidate pools** + **better career fit**

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## job board

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student users can apply to **thousands of jobs** directly through pymetrics. job openings in **all industries** are available to students.

match **scores never preclude students from applying**.

users may **match custom job-specific models** based on client needs.

# custom algorithms



we create composite  
profiles to help companies  
identify the characteristics  
that lead to success in  
specific roles

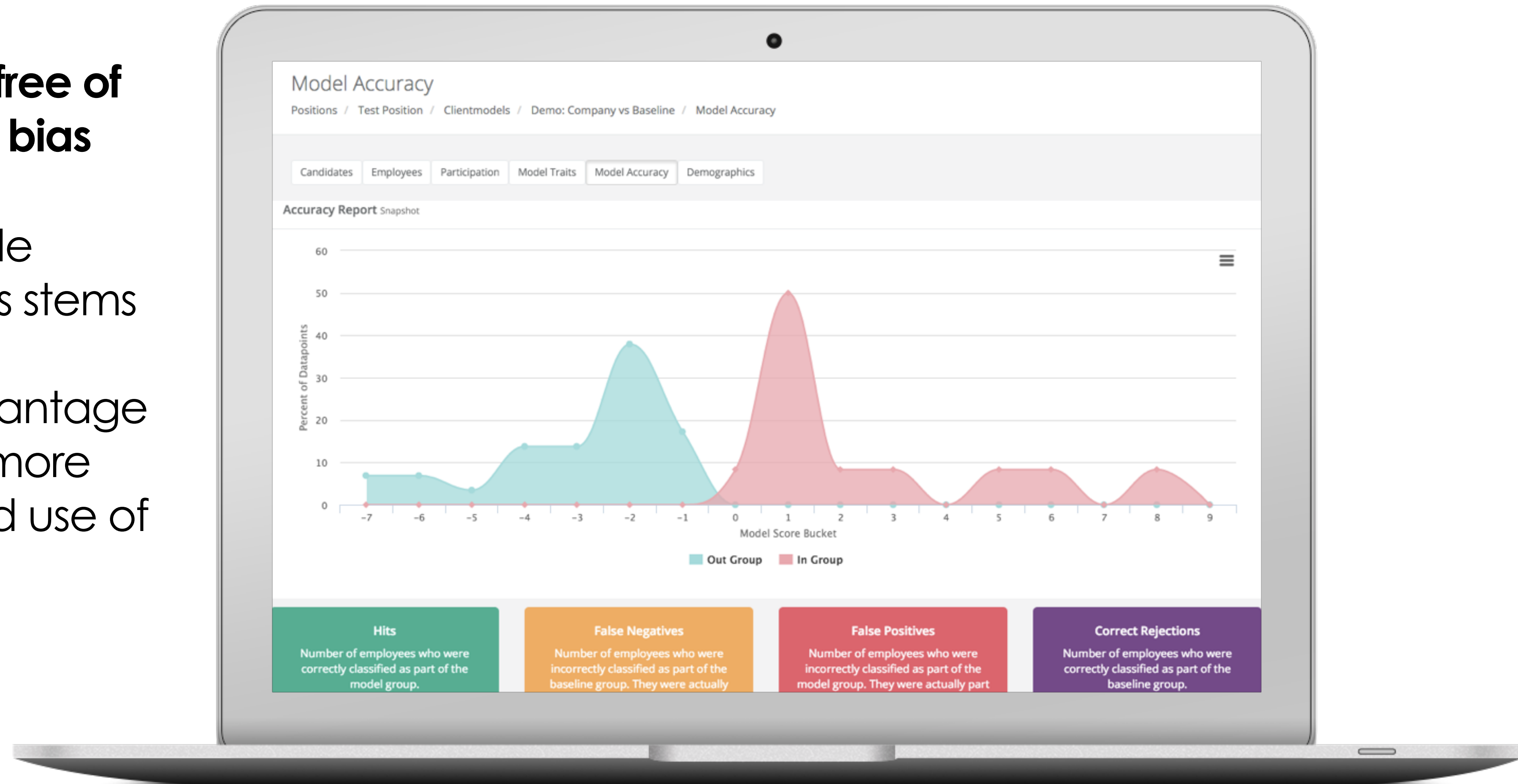
for the client



# bias free

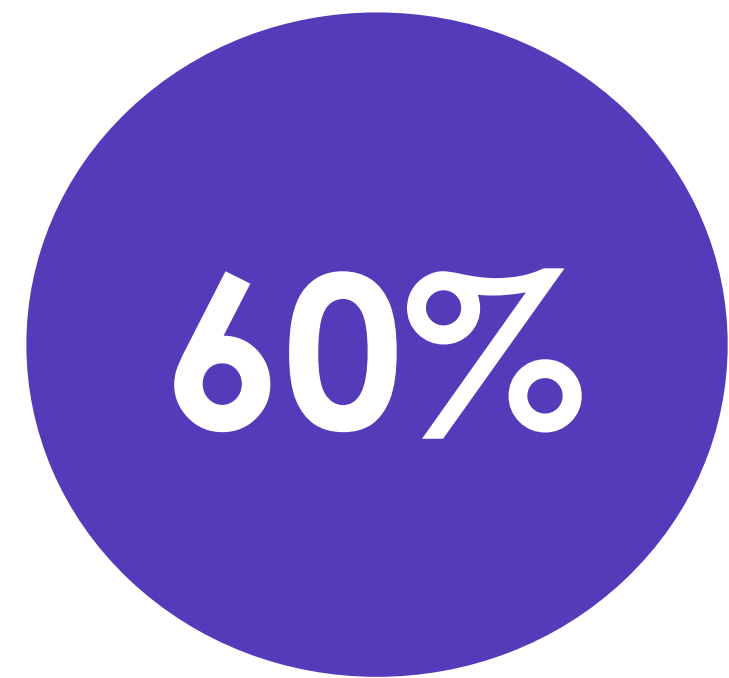
our algorithms are **free of gender and ethnic bias**

the ability to provide bias-free algorithms stems directly from our technological advantage - the collection of more accurate data and use of data science



## **better retention**

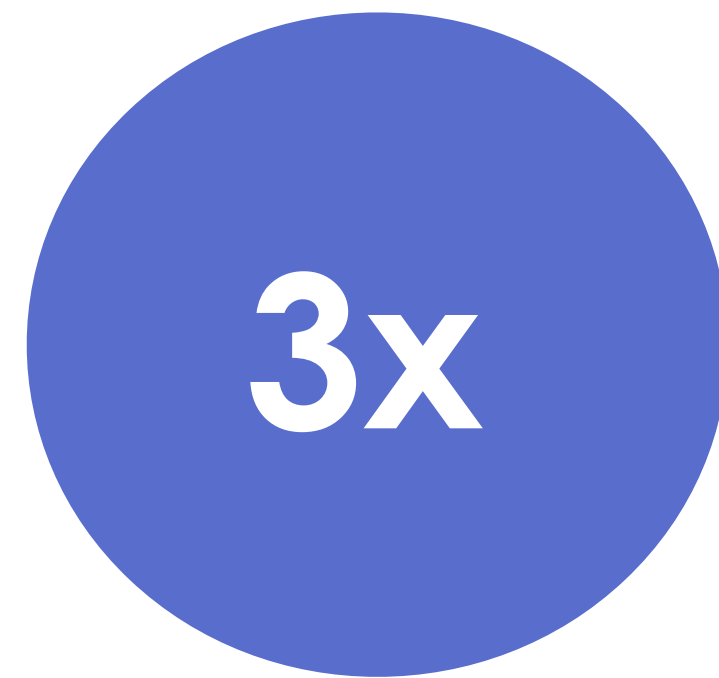
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reduction in  
attrition within the  
first year

## **increased efficiency**

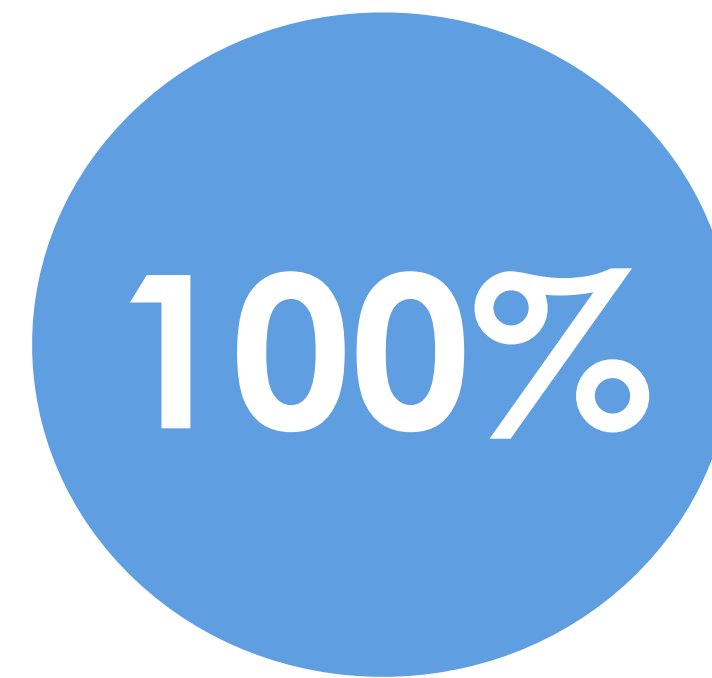
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improvement in  
applicant to  
offer yield

## **greater diversity**

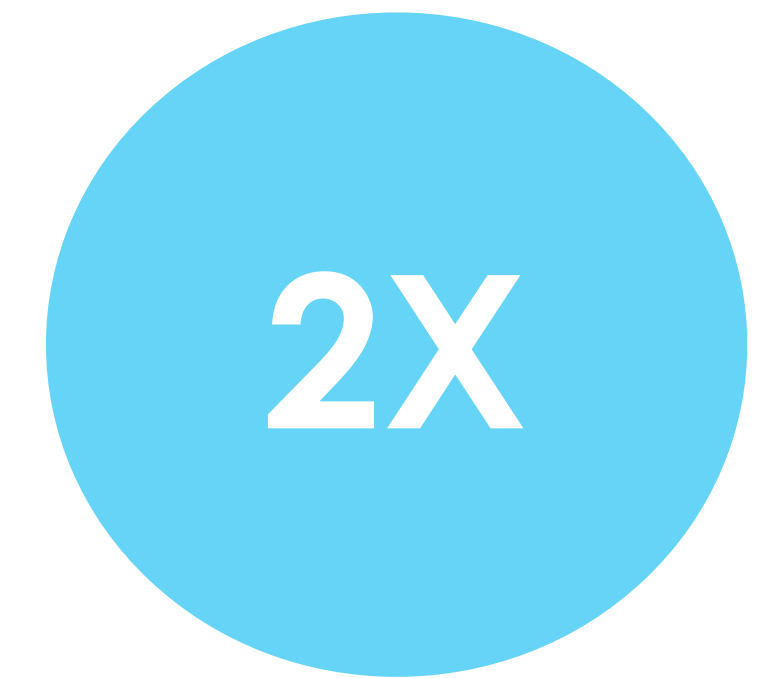
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increase in the  
number of female  
applicants.

## **stronger culture**

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culture fit score of  
candidates who  
accepted offers.

# Thanks!

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