



About Pymetrics

What is Pymetrics?

Pymetrics is a game-based recruiting tool that helps organizations assess a candidate's social, cognitive, and behavioral features, such as attention, planning, flexibility, and memory. To identify which potential candidates are best suited for a job, Pymetrics measures a candidate's attributes against those of an organization's successful employees. By producing an unbiased assessment of candidates' cognitive, social, and emotional traits, Pymetrics levels the playing field, minimizing the influence of gender, race, and socioeconomic status in hiring decisions. In essence, it provides an objective data point that will be considered along with resumes, grades, and interviewer feedback.

The Pymetrics assessment is based on decades of research developed by the global neuroscience community. It is widely considered the gold-standard of neuroscience research, and measures established building blocks of cognitive and emotional functioning, akin to the DNA of cognition + personality.

Why is O'Melveny using Pymetrics?

Pymetrics supports O'Melveny's goal of increasing the diversity of our summer associate class by broadening our candidate pool. While Pymetrics is only one step of the selection process, the additional data point will offer new information about candidates' potential for success at O'Melveny, while helping override some of the implicit bias that naturally seeps into the recruitment process.

How and when will students participate?

We are asking candidates who interview on-campus with O'Melveny to complete the Pymetrics games to be eligible for a callback invitation. Students interested in playing the Pymetrics games should email pymetrics@omm.com from their law school email address to request an invitation.

What if a student does not participate in Pymetrics as part of their on-campus interview?

Students who interview on-campus with O'Melveny will be asked to complete the Pymetrics games if they haven't already. Pymetrics results are considered a data point, similar to a resume or transcript. If a student does not play the Pymetrics games by the end of their OCI date, their candidacy may not be reviewed by their on-campus interviewers, and they will not be eligible for a callback invitation.

What data does Pymetrics provide O'Melveny once a student plays the games?

Pymetrics assesses candidates based on their unique cognitive and emotional traits. The results will fall into three bands — highly recommend, recommend, and do not recommend. Pymetrics provides O'Melveny with each candidate's band, but does not disclose any individual trait data.

Once a student completes the Pymetrics games, they will receive a personalized trait report that is available *only to them*. This report simply provides a profile of the cognitive and emotional traits based on their gameplay.

Doesn't O'Melveny's "success model" limit the diversity of candidates deemed as top performers?

Unlike other Artificial Intelligence (AI) hiring applications, Pymetrics audits an organization's "success profile" to remove any potential gender, racial, or ethnic bias. Pymetrics employs its vast databases and recognized statistical methods to actively de-bias and validate an organization's predictive model to ensure that it meets all EEOC non-discrimination criteria. As a result, the O'Melveny profile is debiased before it is ever used to assess a candidate.

Does Pymetrics use the same games for all companies and roles?

Yes, Pymetrics uses the same core set of 12 games for all organizations.

How long does it take for a user to complete the required games?

In total, it takes between 25-30 minutes for a user to complete the games. Each individual game takes approximately 1-3 minutes. While the games can be played in multiple sessions, gameplay data is only saved after each game is complete (individual games cannot be paused mid-way). The games require good attention so it's recommended that users play them in a quiet place to minimize distractions. The games can be played from any computer or mobile phone but are not supported on tablets.

What are the Pymetrics games like?

The games are very different from other online assessments. There is no right or wrong way to play the games, since there is no winning or losing. What matters is how the games are played, and the behavior-based data that is collected.

What are the traits being assessed by the games?

Pymetrics tests 70+ cognitive, emotional, and social traits throughout the course of the games; examples of cognitive traits are memory, planning, sequencing and attention. Examples of emotional traits are risk profile, reward sensitivity, emotional sensitivity and trust.

How does Pymetrics account for disability?

Pymetrics currently offers accommodations for color-blindness, dyslexia, and attention deficit hyperactivity disorder (ADHD). Candidates who are blind or have injuries that impact hand coordination should request an accommodation to skip this portion of the application process.

How long does Pymetrics retain data?

Pymetrics must retain email addresses and gameplay data for a period of one year to prevent users from creating a new account and replaying the games. Pymetrics must also retain a cold copy of a user's data in isolated, long-term storage for two years following an HR-related decision to ensure compliance with employment laws and ensure exercise or defense of legal claims. If a student wants to delete their account, Pymetrics will make it inactive for a seven day period during which they can cancel the request. After seven days, Pymetrics will restrict processing of the data on their site.

Is Pymetrics compliant with employment and privacy law?

Each step of the Pymetrics process has been implemented in compliance with the Uniform Guidelines on Employee Selection Procedures. This includes: job analysis, criterion-related validation (Concurrent validity & Predictive validity), Reliability, and Fairness. Pymetrics games are designed in a way that ensures compliance with the ADEA.

Pymetrics is ISO27001 and PCI-DSS compliant. Data is stored in physically secured, geographically distributed data centers. End-to-end encryption protects data in transit, while data is encrypted at rest using Federal Information Processing Standards (FIPS) 140-2 approved cryptographic algorithms and is consistent with National Institute of Standards and Technology (NIST) 800-57 recommendations.

Pymetrics values the trust that our customers and users place in us when they provide us access to personally-identifiable information. Accordingly, we have created a Privacy Policy to outline our collection, use, and sharing of information users provide to us when they access or use Pymetrics' services and platform: <https://www.pymetrics.com/privacy-policy/>.

How is Machine Learning and AI incorporated in the model building process?

Pymetrics uses a series of cutting-edge machine learning algorithms to identify differences and overlap between top performing incumbents and the candidate pool. Once the traits of top performers have been identified, machine learning is used to identify candidates with these desired traits.

Audit AI is a technology that checks any algorithm to ensure it is not inadvertently discriminating against any of the attributes it analyzes.

Who should I contact at O'Melveny if I have questions about Pymetrics?

Questions should be directed to pymetrics@omm.com.