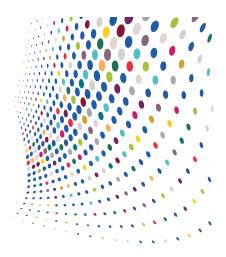# What do you want to achieve?

A great job with a great firm! But which firm is right *for you*?

O'Melveny looks beyond the traditional metrics of resumes and grades and focuses on your true potential to succeed.

We are achieving this through Pymetrics, a game-based recruiting tool that helps us assess a candidate's social, cognitive, and behavioral features, such as attention, planning, flexibility, and memory. It evaluates future success by comparing a candidate's results to a unique, de-biased O'Melveny success model built from the results of our associates who have played the games.

Pymetrics provides an objective data point that will be considered along with resumes, grades, and interview feedback. Candidates' results are generated without taking into account race, ethnicity, gender, sexual orientation or age.

This new additional data point offers information about candidates' potential for success at O'Melveny, while also helping to override the implicit biases that naturally occur during the recruiting process.

Play the Pymetrics Games

If you are interested in playing the Pymetrics games, please email pymetrics@omm.com from your law school email address for an invitation.

Please note that candidates are required to play the games in order to receive a callback interview with O'Melveny.

HELPING FIRMS SUCCEED
WITH FAIR AND ACCOUNTABLE ALGORITHMS…

BY USING NEUROSCIENCE + AI TO FIND THE RIGHT PEOPLE FOR THE ROLE

150%
increase in females in pipeline + hired into finance role

28%
reduction in attrition across Marketing, HR, Sales, IT, R+D, Ops + Finance

20%
increase in minorities hired into finance and other roles

WITH AuditAI + BIAS REMOVAL

Not all algorithms are created equally. If not developed carefully, algorithms can introduce bias. Pymetrics is deeply committed to fairness and scientific rigor as a core and founding principle.

Pymetrics takes following proactive steps to promote fairness and avoid bias:

game data
pymetrics games measures traits in such a way that is not likely to result in differences across demographic groups

blind auditions
pymetrics does not take into account demographic information to make recommendations, either directly or by proxy

Bias-removal AI
pymetrics has open-sourced AuditAI*, which checks for bias within an algorithm. If any exists, we use statistical methods to remove it

*https://github.com/pymetrics/audit-ai