



# pymetrics FAQs

# The basics

## What is pymetrics?

pymetrics is a talent assessment technology platform. It uses neuroscience games and AI to help employers better understand job candidates. Widely considered the “gold standard” of neuroscience research, pymetrics measures the building blocks of cognitive and emotional functioning.

You can read more about pymetrics and view feedback from those who’ve played the games [here](#).

## Why is BCG using pymetrics?

pymetrics will help us learn more about you, above and beyond what’s on your resume and application form. It provides unbiased, multi-dimensional insight into your potential for success at BCG.

## Are the pymetrics games really tests?

No. The methodology involves a series of games, or exercises. Unlike tests, there are no inherently right or wrong responses. And, most who play find them to be pretty fun!

## What are the games assessing?

The games assess 70+ different social, emotional and cognitive traits. You will have access to a full trait report after completing all of the games - this trait report is only visible to you.

# Playing the games

## I've played these games already for a different recruiting process. What do I do?

If you already have a pymetrics account, you should follow the steps in your invitation email, logging in via the link provided. Please log in with your existing account details, and you will then be able to submit your existing pymetrics results for your BCG registration. If you apply to BCG with a different email address than the one associated with your existing pymetrics account, please reach out to [support@pymetrics.com](mailto:support@pymetrics.com) to merge your accounts.

## How long do the games take to complete?

On average, the process takes about 20-30 minutes to complete. There are 12 games that take approximately 1-3 minutes each. You can take breaks in between games.

## Can I pause a game while playing?

You cannot pause mid-game. Each game lasts 2-3 minutes and you can take breaks in between the games.

## I messed up, can I replay the game?

You may not replay the games, however, don't worry! This is not a standardized test, nor is it an IQ test - there is no right or wrong way to play the games.

## How will my results be used?

The pymetrics games are just one of several components of our overall candidate evaluation process, and your results will always be considered alongside all other elements of your application. The pymetrics results are never used as a "filter" to eliminate candidates from consideration; rather, BCG views pymetrics as an inclusion tool. The games help us identify candidates with a range of backgrounds, education and work experiences who share the behavioral and cognitive traits of successful BCGers.

## pymetrics and diversity

**By using pymetrics, won't BCG end up hiring people who share the same behavioral profile?**

No. In fact, pymetrics will help us *avoid* this. At BCG, we highly value diversity – of gender, race, ethnicity – as well as diversity of experience and thought. It's fundamental to how we bring unique perspective to clients, and help our people grow and grow each other. There are many different traits that contribute to being a successful BCGer, and not every candidate who is considered a strong fit with BCG will have the same traits or combination of traits in their pymetrics profile. Using pymetrics helps ensure that we identify a range of candidates who will help us unlock the true power of diversity in our work and culture.

**Can my gender or race/ethnicity impact my pymetrics results?**

No. All pymetrics models are thoroughly vetted to ensure that their use in the recruiting process will not bias results for any gender, race, or ethnicity.

# Accommodations and technical support

## How do I request an accommodation before I start the game?

Upon registration you can select from the following accommodations:

1. Dyslexia
2. Attention Deficit Hyperactivity Disorder (ADHD)
3. Color blindness

If you require an alternate accommodation, please reach out to [pymetrics@bcg.com](mailto:pymetrics@bcg.com).

## What happens if I have a technical issue while playing the games?

Technical support is available within the games by navigating to the Support page. Technical questions can also be directed to [support@pymetrics.com](mailto:support@pymetrics.com)



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