



pymetrics FAQ

Campus recruiting transformation – Jan, 2021

What is pymetrics?

pymetrics helps companies hire in a more objective and efficient manner by using a series of 12 gamified exercises that take candidates approximately 25 minutes to complete. Developed through years of neuroscience research and big data analytics, these exercises assess cognitive, social and emotional attributes while being engaging and fun. pymetrics will allow KPMG to identify the attributes that are most essential for entry level positions within a given practice/group within the firm, including how an individual learns, processes information, and reacts to interpersonal situations. Upon completion, each candidate will receive a personalized profile summary of their results.



Why are we using pymetrics?

As part of the firm's larger Talent Acquisition transformation process, Campus Recruiting is modernizing the recruiting process for all stakeholders, including leveraging innovative technologies like pymetrics. pymetrics will help us advance our recruitment efforts using:

1. **Neuroscience exercises:** Candidates play validated neuroscience exercises that assess inherent cognitive, social and emotional attributes.
2. **Artificial Intelligence (AI):** AI can be more powerful than traditional methods to extract key insights in behavioral data and create success profiles that are designed to be more predictive, and mitigate bias.
3. **A bias-free methodology:** The success profiles used by pymetrics compare incoming candidate's traits with KPMG's top performers and are designed to be free of gender and ethnic bias.

Ultimately, pymetrics will help us increase the pool of candidates and provide an additional selection data point to help us mitigate unconscious bias and increase quality, equity and inclusivity in the hiring process.

How does pymetrics work, and how are the success profiles built?

The core pymetrics offering is a talent assessment "success profile." To help us create the success profiles, a group of current KPMG employees (those with one to four years of experience below the manager level) will be asked to complete the pymetrics gamified exercises. Results will be anonymized and shared only with a very small group of project leaders and the pymetrics team creating the success profiles. We will then build KPMG-specific success profiles using the data collected from current employees and pymetrics AI to match candidate traits to these profiles.



How does pymetrics ensure its success profiles are not biased?

Once a profile is complete, pymetrics conducts a rigorous de-biasing process before deployment to help ensure that the profile does not unfairly select a certain gender or ethnicity more so than another. During the de-biasing process, pymetrics will push hundreds of thousands of users through the success profile to determine if that profile is unfairly selecting candidates of a certain gender or ethnicity. pymetrics will then de-weight or remove the attributes that are causing the bias, if any. Additionally, the pymetrics success profiles will undergo validity studies to validate the selection procedure.

How will our recruiters use this data in the hiring process?

Each Campus Recruiting job will be aligned with a KPMG-specific success profile based on the data collected from our employees to enable the pymetrics AI algorithm to determine whether a candidate’s traits match those of high performers at KPMG who are in the same role. The pymetrics evaluation will not be used as an automatic knockout; rather, it will serve as an additional data point for the recruiter, hiring manager and interviewers to help them make more objective and informed decisions. As a privacy measure, the full report and individual section scores are not shared with KPMG.

