

Accessibility Accommodations

pymetrics assesses fit of a candidate to a position or role at a company. Fit is determined by behavioral similarity between the candidate and the aggregate profile of top performing employees in the role as measured by pymetrics suite of games adapted from the research literature. Given that candidates are not evaluated in the abstract but only relative to the role, it is not predetermined that people with certain disabilities will be disadvantaged in any way. For example, a shorter attention span may be beneficial or irrelevant for a specific role.

This document provides an overview of:

- Where pymetrics currently offers accommodations
- Where no accommodations are necessary
- Where candidates are encouraged to ask for an accommodation

Regardless best practice guidance is as follows:

If a candidate believes that his or her condition may affect his or her ability to perform based on a medical condition outside the three that we accommodate, the candidate can express that, and the employer should have an alternative selection process in place.

No Impact Measured

To ensure candidates with disabilities are not adversely impacted by their disability we compared match rates of people who choose one of the accommodated versions to the general population, and found no adverse impact.

Accommodations Selection

The way a candidate selects an accommodated version is by choosing a version modified for that disability. We do not ask any candidate to self-identify as a person with such a disability.

pymetrics currently offers accommodations for the following:

1. Color Blindness
2. Learning Disabilities (Dyslexia & ADD/ADHD)

No accommodations necessary:

1. Deafness
2. Impairments to the lower body or the non-dominant hand

Candidate Accommodation Request

Candidates are encouraged to approach the appropriate recruitment officer to ask for an accommodation to skip this portion of the assessment process. pymetrics is not in a position to provide a scientifically valid alternative assessment for any of the following conditions:

1. Sensory conditions, such as blindness.
2. Movement Conditions, such as muscular dystrophy.

Other Accommodations

If a candidate has a different disability, they may still contact the local recruitment team.

We further suggest adding a screen at the end of the games stating: “If you believe you were negatively impacted in your performance on the games due to your disability you may request a reasonable accommodation.”