

MATCHING TALENT TO OPPORTUNITY, BIAS-FREE

FAILING TO MATCH TALENT TO OPPORTUNITY

inefficient + ineffective: 250 resumes per 1 open job, yet 30-50% first year hires fail

not evenly distributed: women + minorities have 50-67% the opportunity of white men, and recruiters hyper-focus on people from brand name backgrounds

meanwhile: the gap between job vacancy + unemployment at all-time high

MEET PYMETRICS

the recommendation engine using neuroscience and AI to match people with jobs -- bias free.

TEAM: NEUROSCIENCE, AI + ENGINEERING



CEO
Frida Polli, PhD



Head of Data Science
Lewis Baker, PhD



Head of Data Eng
Mark Ward, MS



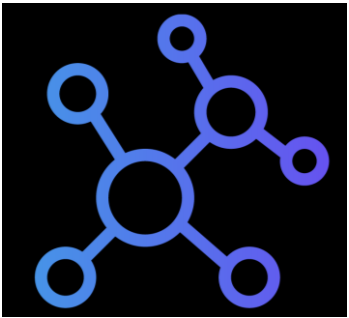
Head of IO Science
Kelly Trindel, PhD



Head of Science
SuMei Lee, PhD

development team of 26 (16 PhD / MS) across data, research, science and engineering

UNBIASED RECOMMENDATION ENGINE



neuroscience

collect objective behavioral data using neuroscience exercised that are the gold-standard of neuroscience research



machine learning / AI

maximize prediction + increase efficiency through customized but automated machine learning algorithms



bias-free algorithms

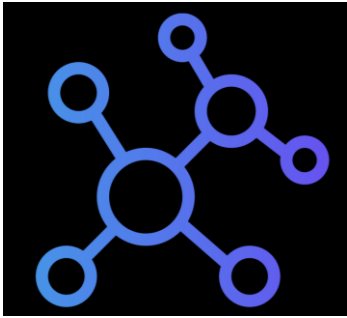
methodologically remove bias from algorithms by iterative algorithm auditing process; ensure lack of bias



common app

rejected candidates automatically match to other opportunities across other clients using pymetrics

HOW IT WORKS IN PRACTICE



existing employees
play pymetrics
neuroscience games



pymetrics analyzes
trait data; trends are
identified















custom algorithms
representing success
profiles are built for
roles and audited for
bias



people
match to
opportunities

LET'S PLAY

Required Games

<p>Money Exchange 1</p>  <p>✓</p>	<p>Keypresses</p>  <p>✓</p>	<p>Balloons</p>  <p>✓</p>	<p>Money Exchange 2</p>  <p>✓</p>
<p>Digits</p>  <p>✓</p>	<p>Easy or Hard</p>  <p>✓</p>	<p>Stop 1</p>  <p>✓</p>	<p>Cards</p>  <p>✓</p>
<p>Arrows</p>  <p>✓</p>	<p>Lengths</p>  <p>✓</p>	<p>Towers</p>  <p>✓</p>	<p>Faces</p>  <p>✓</p>

Instructions

⌚ 2 MINS ● 80/80 spacebar

For each trial, you will be presented with a  or a  circle.

Press the spacebar when you see a **red** circle.

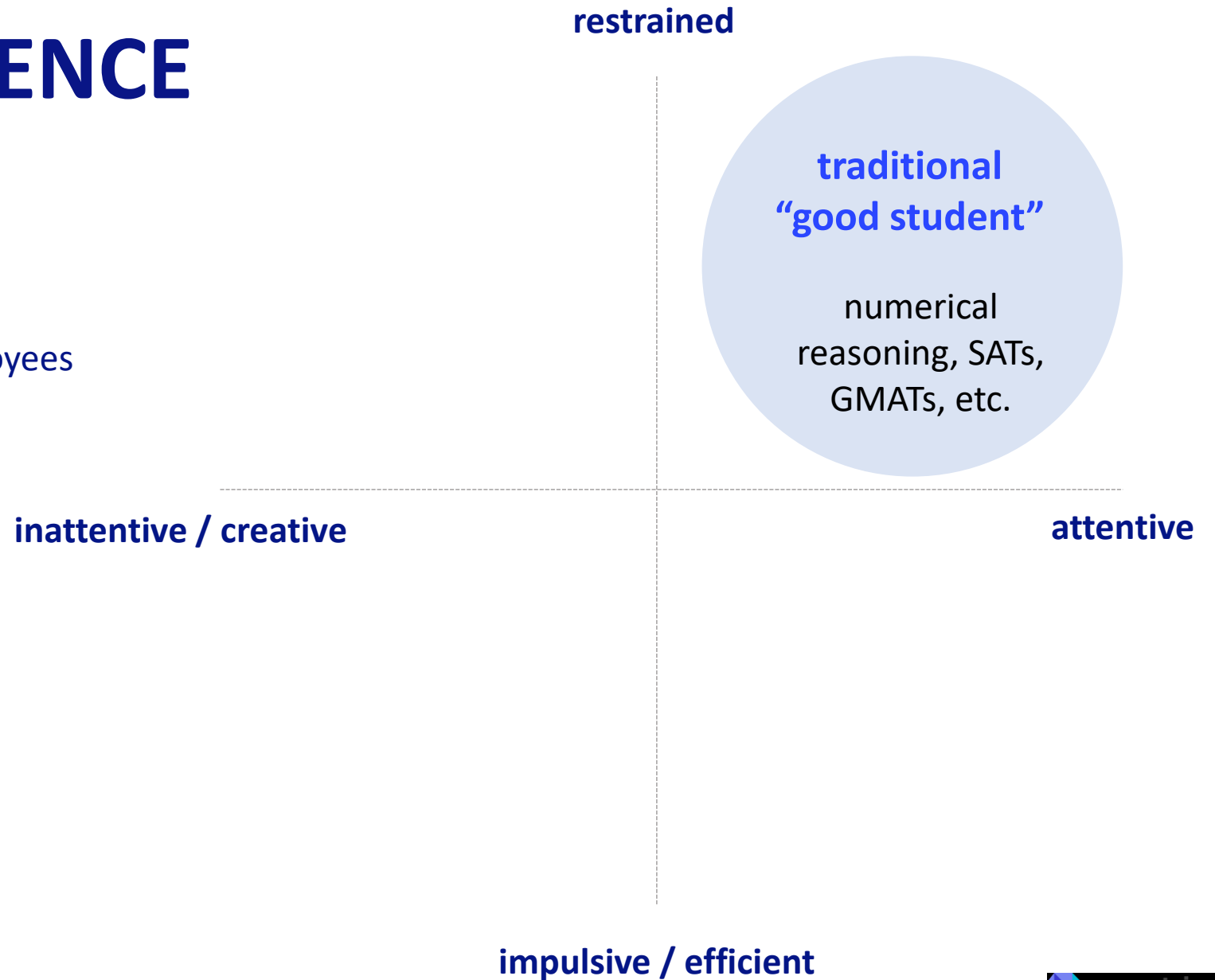
Do not do anything when you see a **green** circle.

Please respond as quickly and accurately as possible.

Continue 

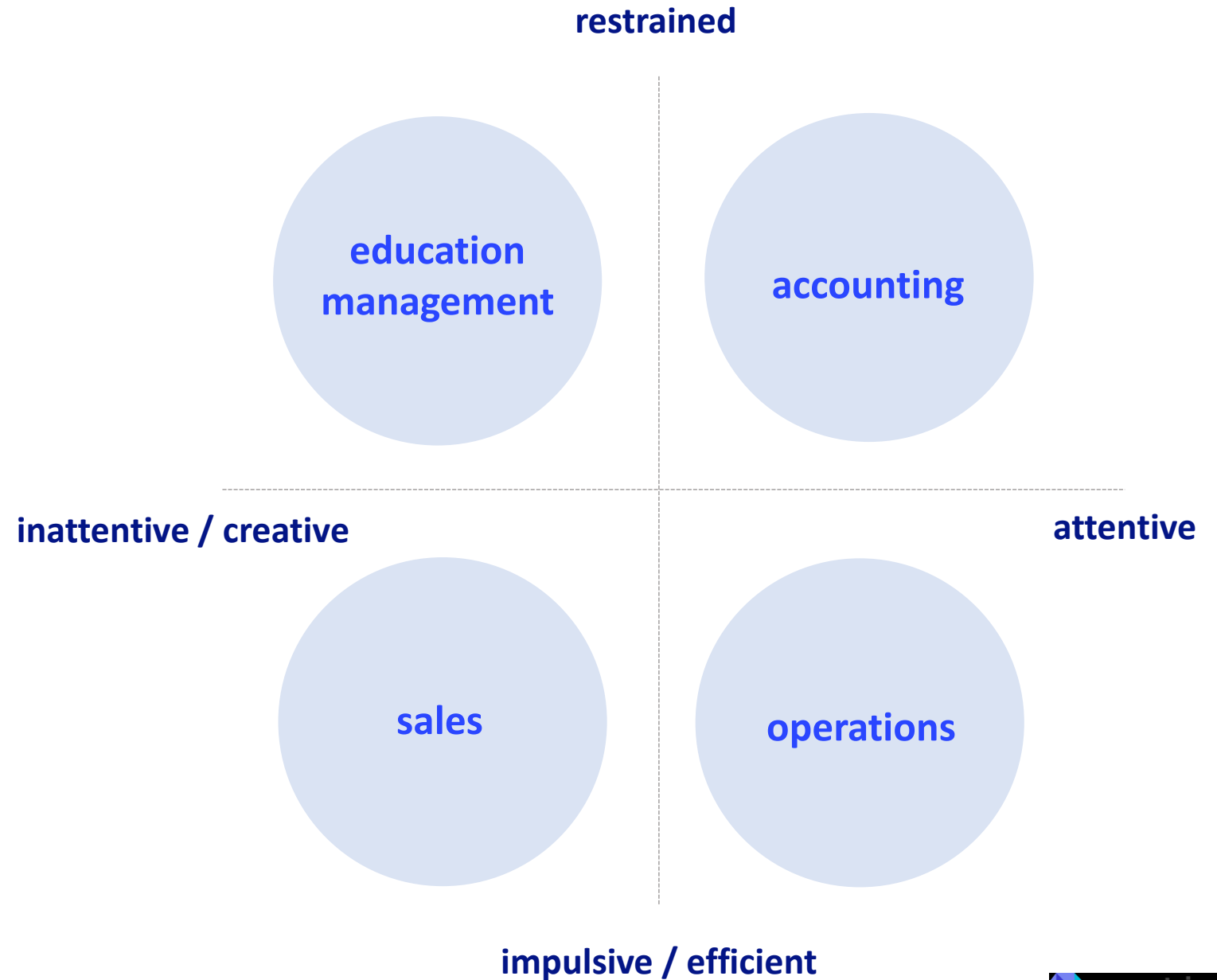
SINGLE INTELLIGENCE THEORY

assumption: good students = good employees
pass/fail outcome



MULTIPLE INTELLIGENCES THEORY

assumption: everyone has a fit, a la Harry Potter sorting hat



USING PYMETRICS' ALGORITHMS

sourcing

finding high-potential candidates from diverse gender, ethnic, and educational backgrounds

selection + sorting

select and sort people into best-suited roles

process outperforms resume review in terms of experience, efficiency, matching and diversity.

internal mobility

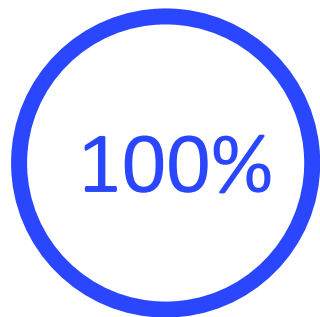
find better fits for current employees

employees explore various internal positions based on their best fits to increase retention.

RECRUITING EFFICIENCY



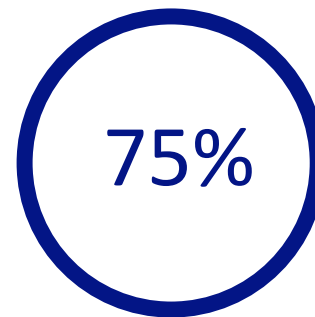
- 280,000 applicants profiled in 68 countries + 15 languages
- pymetrics built 7 profiles based on current high performers in: Marketing, HR, Customer Development / Sales , IT, R+D, Supply Chain, Finance
- pymetrics was first filter, passing through top 30% of matched candidates



increase in hire
yield



reduction in
recruiting cost



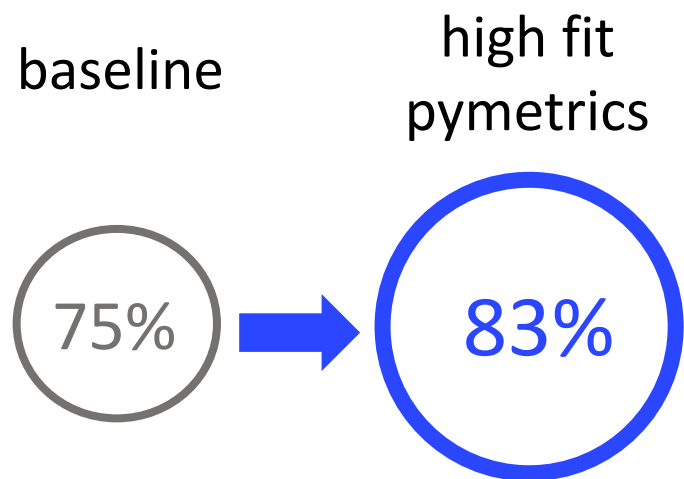
reduction in time
to hire



increase in diversity

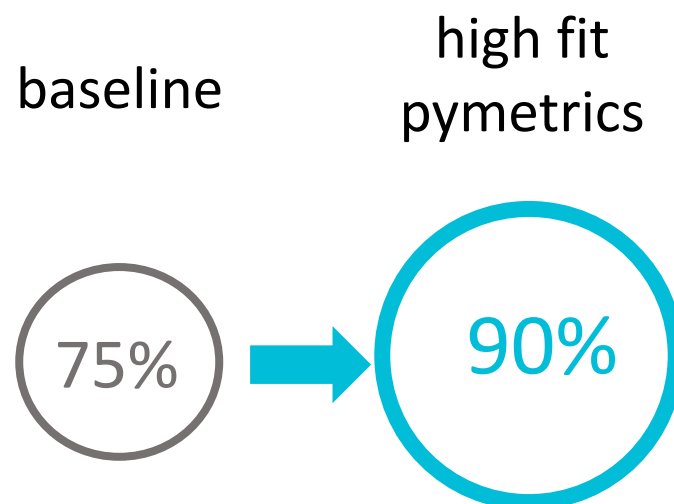
PREDICTION OF PERFORMANCE

33% increase in retention



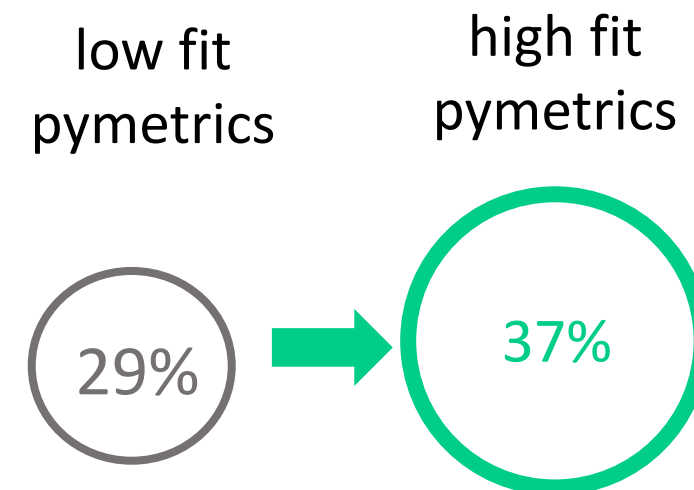
pymetrics recommended and placed candidates for a multinational professional services institution

60% increase in retention



pymetrics recommended candidates for a global consulting firm.

30% increase in performance



pymetrics evaluated applicants for a multinational insurance company.

PYMETRICS GROWTH

2013-4

- 10 people
- \$2.5M

2016

- 20 people
- \$8.5M
- 10 clients (Accenture)

2017

- 65 people across 3 offices
- \$17M
- 50 clients + 3x revenue



end goal:
replacing the
resume worldwide

khosla ventures

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randstad



UNEXPECTED: CANDIDATES PREFER IT

completion rate

98%

survey feedback

90% positive

employer brand rankings + awards

highest candidate rankings to date
multiple candidate experience awards
won

“I always get overlooked going to career fairs. This process gave me a fair chance.”

“Its really forward-thinking to look at students based on potential and not just where we’ve interned before.”

“I am a person with disabilities... This will allow me to select an optimal career.”