



From Awareness to Action: Confronting Unconscious Bias

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RESUME

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SUMMARY

- Experience in commercial engines development
- Expert knowledge in programming
- Strong experience in software design and architecture, animation, network programming, performance optimization
- 10 years of development experience. Worked on projects in various industries.
- Management of a small team of engineers

WORK EXPERIENCE

07/2007 - Present Company Name Ltd. (United States)
Lead Position Name

Working on new innovative project

- Sed sed ipsum et tortor ornare ullamcorper nec quis orci.
- Suspendisse nec urna sit amet arcu volutpat imperdiet vitae et
- Donec et ipsum interdum, vulputate augue eu, aliquam ipsum.
- Integer sed turpis tempus sem laoreet pellentesque vitae tincidunt
- Maecenas mattis mauris non neque fermentum, vel gravida turpis dignissim.
- Aliquam rhoncus quam eu eros ullamcorper iaculis.

01/2005 – 07/2007 Company GmbH
Position Name

Worked mostly on engine development:

- Nulla non metus id neque tempor suscipit.
- Suspendisse bibendum elit et nulla euismod, vitae aliquet lectus accumsan.
- Nulla sed ipsum varius, imperdiet est malesuada, aliquam massa.
- Aliquam vitae enim sit amet velit consectetur gravida in et lacus



This study's eye tracking technology shows that recruiters spent about _____ on their initial "fit/no fit" decision

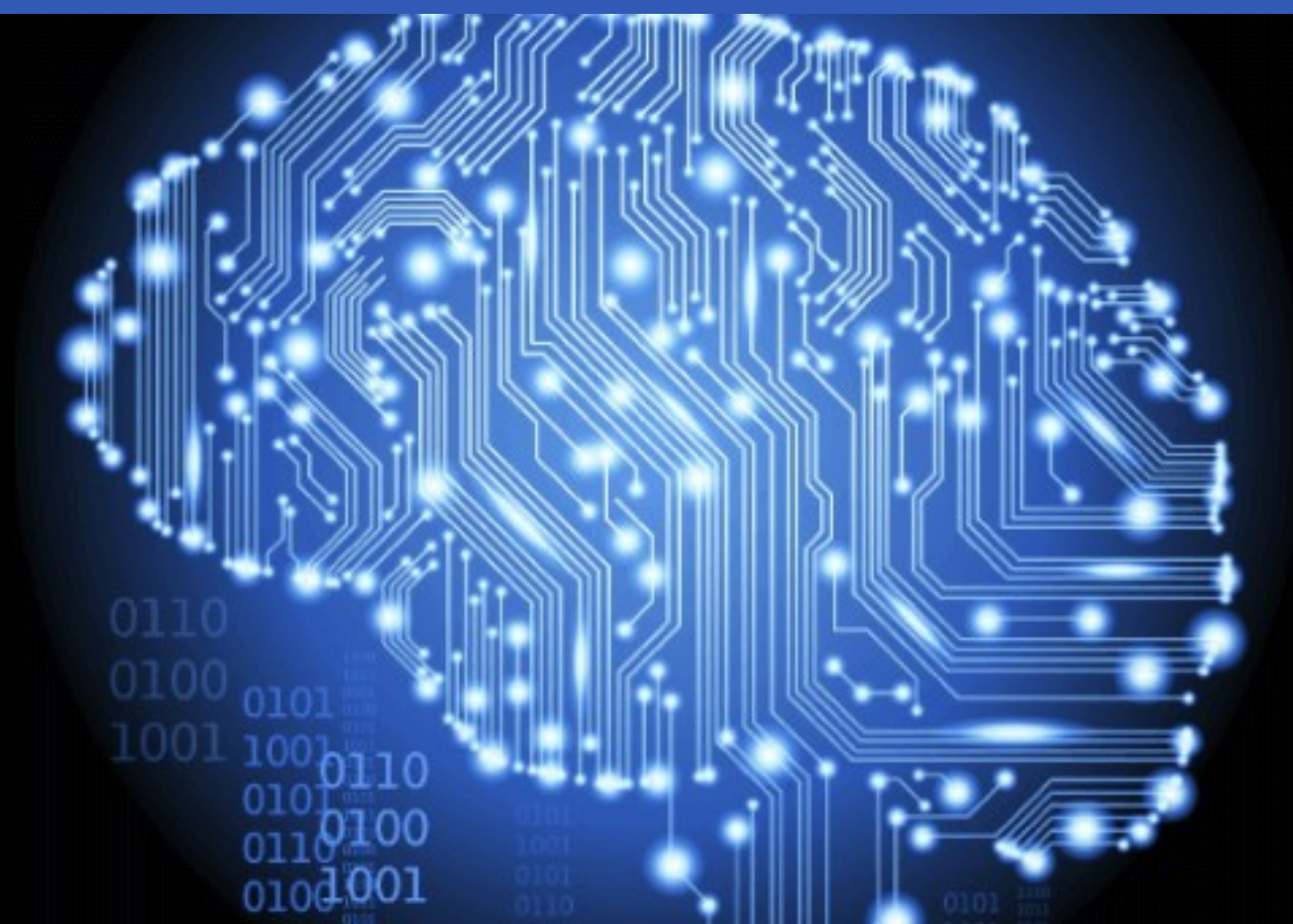
- (a) 6 seconds
- (b) 2 minutes
- (c) 6.6 minutes
- (d) 10.6 minutes

BIAS











Instructions

⌚ 2 MIN

● 80/80

spacebar

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

Press the  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

Instructions





 3 MIN

 39/39

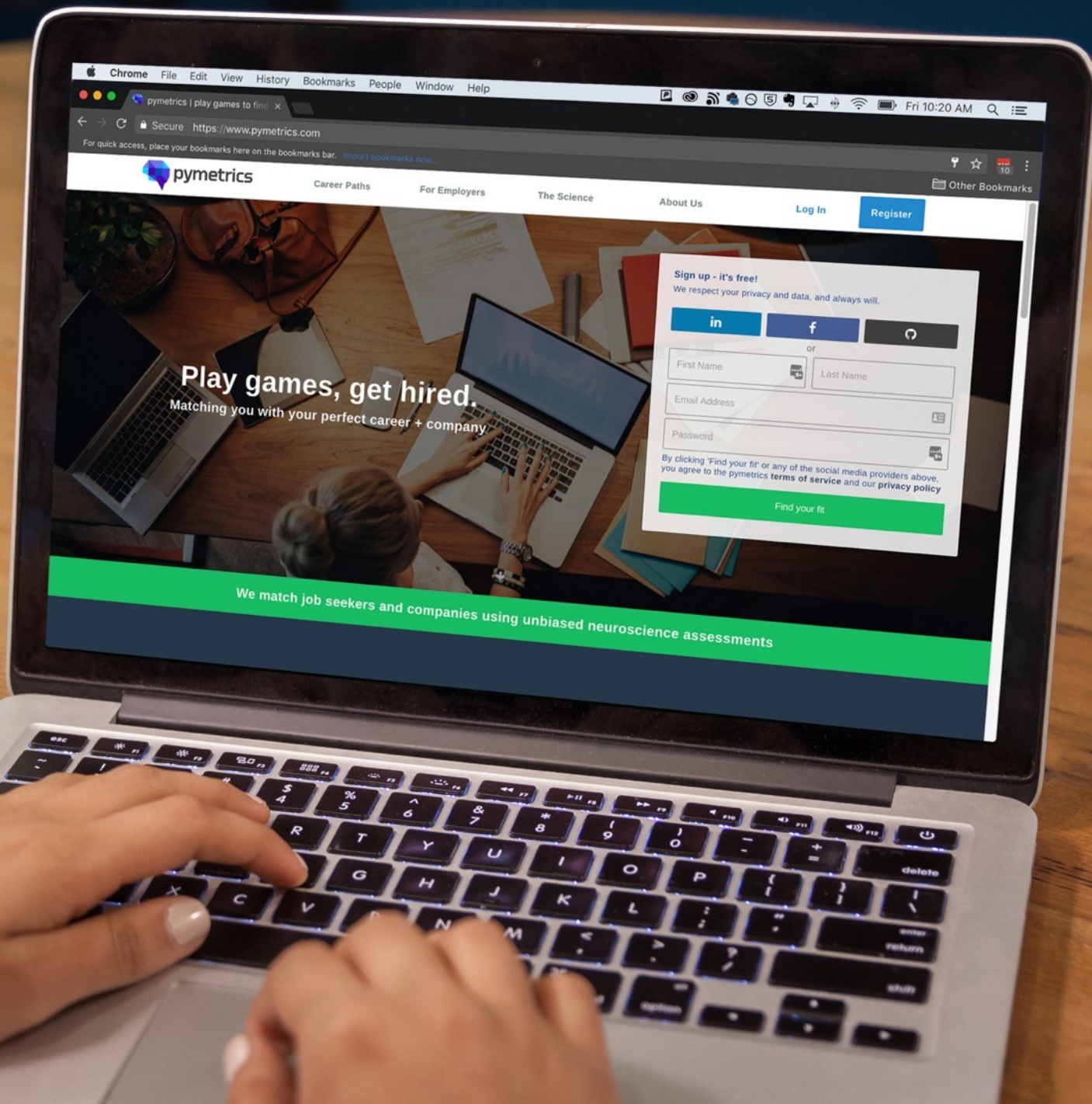


The goal of this game is to earn as much  as possible.

For each balloon, click  .

You temporarily earn **\$0.05** for each pump. To permanently collect , click  . Each balloon has an explosion point. If the balloon explodes before you click  you lose all temporary .

Continue



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pymetrics | play games to find x

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We respect your privacy and data, and always will.

in

f

g

or

First Name

Last Name

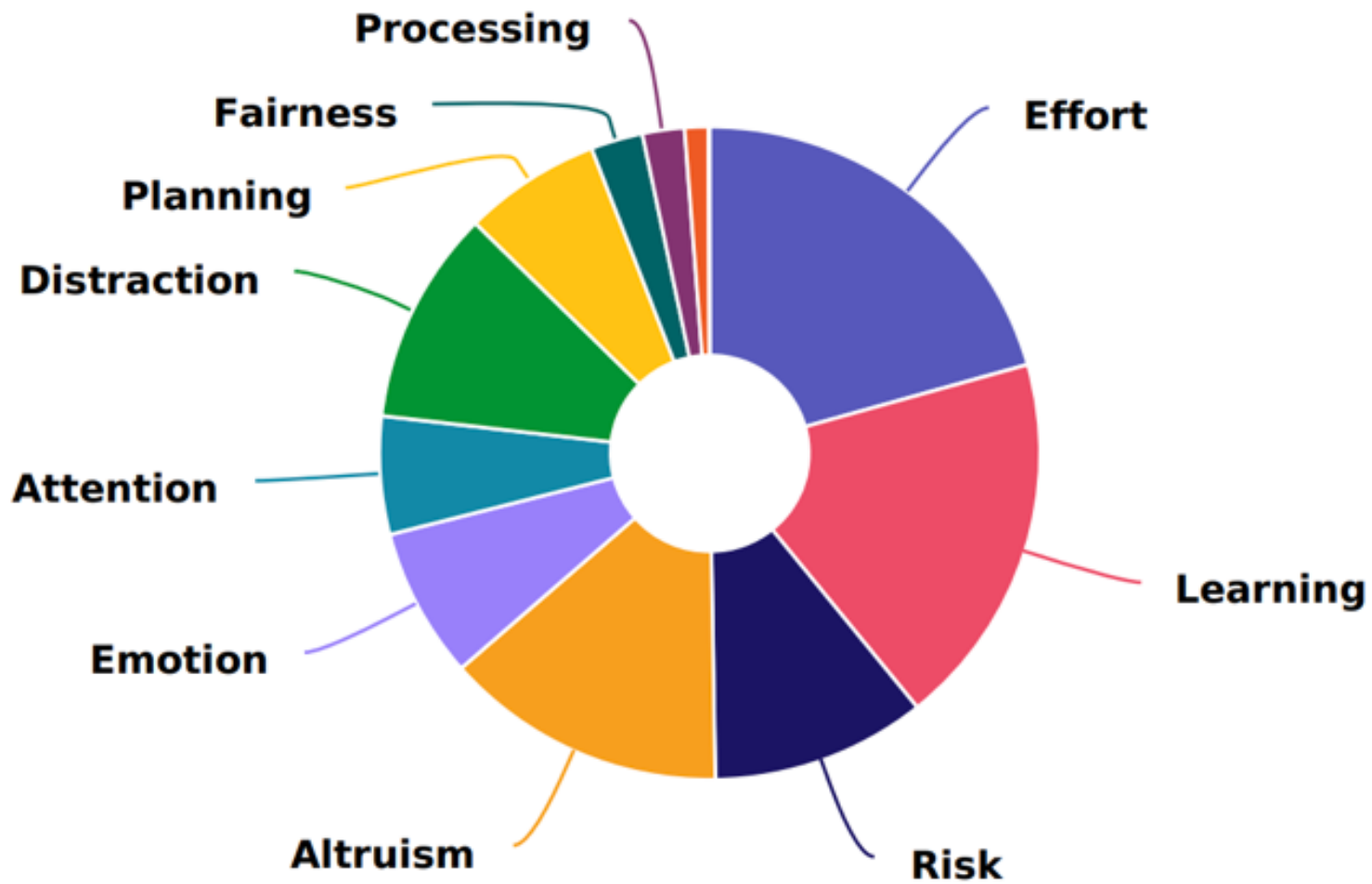
Email Address

Password

By clicking "Find your fit" or any of the social media providers above, you agree to the pymetrics [terms of service](#) and our [privacy policy](#)

Find your fit

We match job seekers and companies using unbiased neuroscience assessments

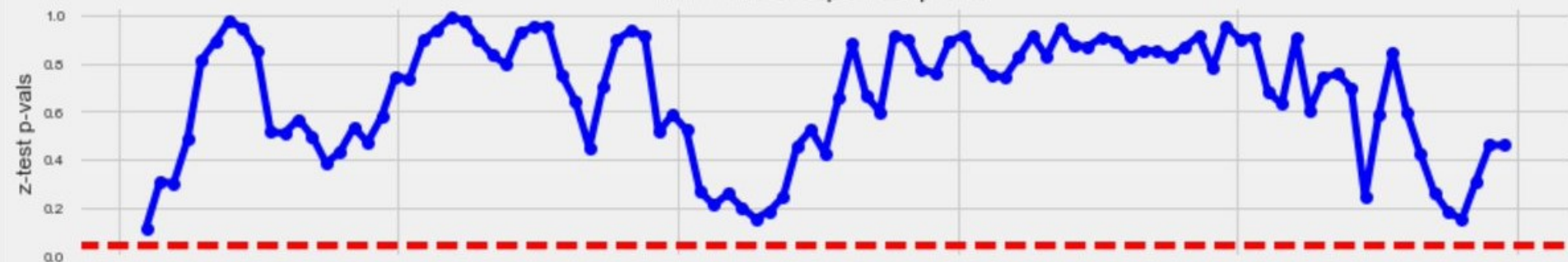


Model Statistical Bias Tests Gender

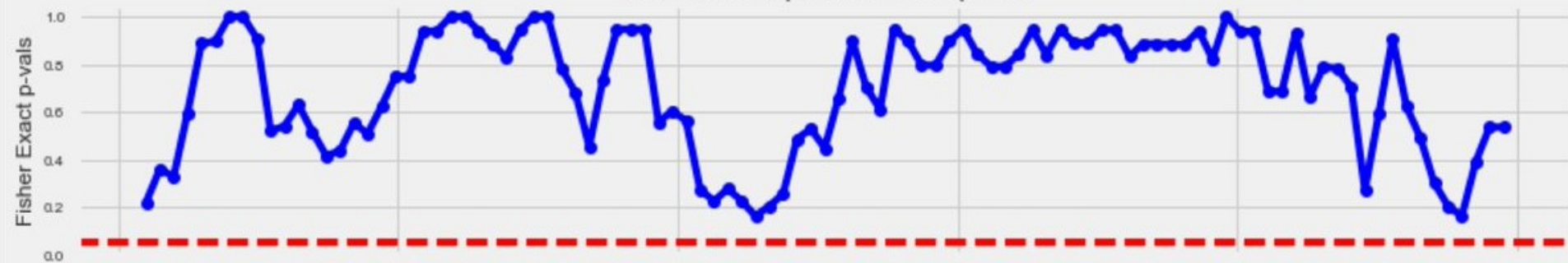
Min-Max Group Proportions



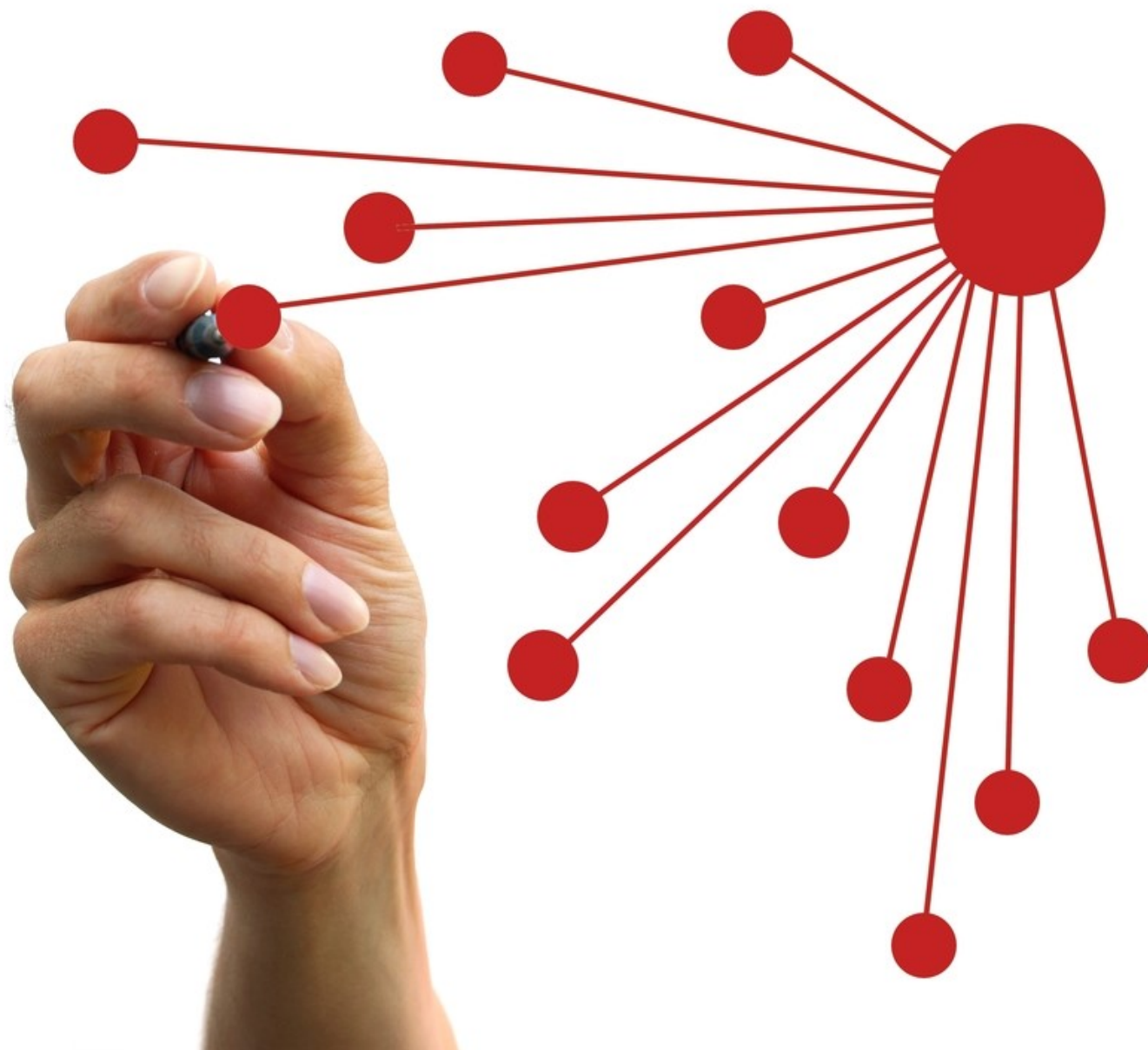
Min-Max Group z-test p-vals



Min-Max Group Fisher Exact p-vals







PYMETRICS KEY IMPACT AREAS

EFFICIENCY

streamlining the top-of-funnel selection process, resulting reductions in time-to-hire, recruiting costs, and overall time spent.



DIVERSITY

assessing candidates through an objective, data-driven approach and using audited algorithms to increase gender, ethnic, and SES diversity



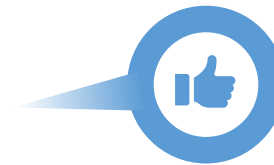
EFFECTIVENESS

proving stronger predictability and matching power, validated by metrics like offer-to-hire yield, retention and performance



CANDIDATE EXPERIENCE

taking a candidate-first approach, ensuring the pymetrics experience is positive through metrics like completion rates, satisfaction scores, and survey feedback data



CASE STUDY

UNILEVER RECRUITING GAINS



Problem

Unilever was looking for an innovative solution to **overhaul their recruiting system** to improve hiring metrics across the board.



Solution

pymetrics replaced resume review and SHL as the **first-pass filter** to assess **280K candidates** in 68 countries across 15 languages against **7 custom functional models**.



Results

Unilever saw improvements across all four key impact areas including **efficiency**, **effectiveness**, **diversity**, and **candidate experience**.



75% reduced time to hire

57% increased retention

100% increased gender, ethnic + SES diversity



4.5/5
candidate NPS

PYMETRICS AT A GLANCE



global
enterprise
clients



people going
through
pymetrics
yearly



countries
we're
currently live
in



total capital
raised



backed by



khosla ventures





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Thank you.

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