



**CANDIDATE
POTENTIAL
INVENTORY™**

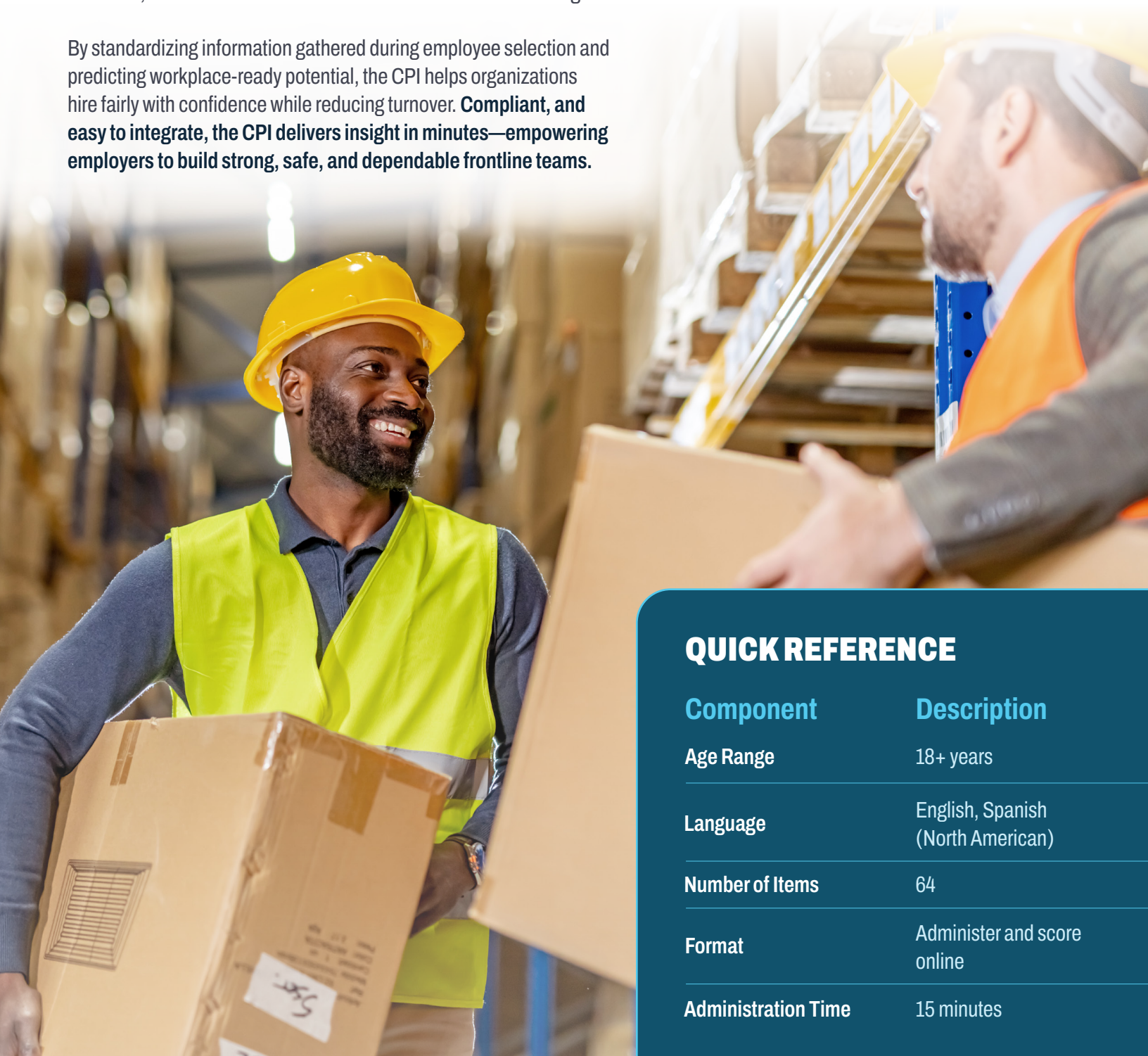


Standardize selection. Predict potential.
Scan here to learn more

In today's competitive hiring landscape, identifying dependable, workplace-ready talent is more critical than ever. Yet employers continue to face significant obstacles. **With 76% of employers reporting talent shortages in 2025,**¹ the cost of hiring the wrong person has never been greater. Traditional hiring tools, like interviews and background checks, often fall short in uncovering the attitudes and behaviors that truly drive long-term success.

MHS' Candidate Potential Inventory™ (CPI™) offers a concise, scientifically validated way to assess prospective employee character and potential linked to on-the-job success for entry-level, hourly, and non-exempt roles. By measuring key dimensions predictive of performance, work ethic, and dependability, **the CPI provides an objective view of candidates most likely to show up and perform consistently and with integrity.** This data-driven insight helps organizations reduce hiring risk, avoid costly mis-hires, and make smarter talent investments that deliver stronger returns over time.

By standardizing information gathered during employee selection and predicting workplace-ready potential, the CPI helps organizations hire fairly with confidence while reducing turnover. **Compliant, and easy to integrate, the CPI delivers insight in minutes—empowering employers to build strong, safe, and dependable frontline teams.**



QUICK REFERENCE

Component	Description
Age Range	18+ years
Language	English, Spanish (North American)
Number of Items	64
Format	Administer and score online
Administration Time	15 minutes



How the CPI Makes a Difference for Employers



Measures What Matters

The CPI goes beyond interviews and background checks by measuring job-relevant character traits and behavior that are known to affect success at work. Using well-researched, scientifically validated methods, it identifies patterns linked to dependability, integrity, and decision-making that influence everyday job performance.



Fast, Easy, Candidate-Friendly

The CPI takes about 15 minutes to complete and is easy to understand for both candidates and hiring managers. **Results are instant and seamlessly integrable into an applicant tracking system (ATS) or candidate selection workflow.**



In a feedback survey of 26 managers and 25 assistant managers, the CPI showed its strongest impact in four areas: **more informed hiring decisions (96%), improved customer service (83%), more standardized hiring decisions (81%), and increased employee productivity (67%).²**



In a study on employee performance and counterproductive behavior in the automotive industry, results showed that employees who **score high on the CPI were rated as better performers by their supervisors.**

Furthermore, employees who scored high on the CPI Employability Index were less likely to be terminated for actions such as theft, job abandonment, or insubordination.³



Reduces Turnover and Operational Disruptions

By highlighting candidates more likely to stay and succeed in frontline and hourly roles, **the CPI helps organizations cut the hidden costs of churn**—including retraining, lost productivity, and workflow interruptions—improving day-to-day stability.



Strengthens ROI Through Better Hiring Decisions

The CPI identifies behavior patterns linked to negative workplace actions, such as breaking rules, taking safety shortcuts, or misusing company resources. **This assessment helps employers reduce risk early and protect employees, assets, and their brand.**



Trusted, Fair, and Compliant

The CPI has helped hiring managers make confident, compliant decisions at scale. The CPI complies with the Uniform Guidelines on Employment Selection Procedures by the Equal Employment Opportunity Commission (EEOC) and employs an assessment model directly aligned with the U.S. Department of Labor's O*NET competencies.



Why It Works

The CPI improves hiring ROI

by helping employers avoid costly mis-hires before they happen.

By delivering fast, validated insight into job-fit and on-the-job behavior, it
reduces turnover,
protects assets, and drives
measurable savings
across the hiring life cycle.

Smart Hiring for High-Impact Workforces



High-volume entry-level hiring:

Warehouses, call centers, general laborers, manufacturing and production.

Compliance-conscious settings:

Healthcare, public safety, transportation.



Small business hiring:

Quickly assess skills in a limited applicant pool through comparisons to the wider population.

Risk-prone environments:

Identify early signs of theft, safety violations, and turnover risk.



How Does the CPI Work?

The CPI measures attitudes that shape how people typically think and behave at work—traits that are generally stable but can change with experience and context. It also screens for character, behavior, and overall potential to perform successfully on the job.



Competencies Measured

Although the CPI is talent-focused, it also includes additional tendencies through attitudinal items and counterproductive behavior admissions. The **64-item inventory** is measured through a broad range of job-relevant behaviors across eight core scales:

- Honesty
- Drug Avoidance
- Employee Relations
- Work Values
- Supervision Attitudes
- Tenure
- Safety Attitudes
- Customer Service

The CPI also includes the following two validity checks, **Candidness** and **Accuracy**, to assess if item responses were openly and carefully completed by comparison with typical candidate response patterns. CPI results are straightforward, indicating whether a candidate is **“Recommended”** or **“Not Recommended”** along with a report outlining the basis for this recommendation as described below.

Access and use the CPI via an MHS portal or integrate with other systems, such as an ATS or a candidate selection workflow.

The Psychometric Rigor of the CPI

Representative Norms

CPI norms are built on a sample of 1,780 U.S. job candidates from consumer-oriented service industries such as retail, grocery, hospitality, public transit, and auto services. This broad, real-world foundation ensures CPI results provide meaningful, job-relevant comparisons for frontline and hourly hiring decisions.

Proven Validity

The CPI demonstrates strong validity through research showing its ability to predict high-quality new-hire performance. CPI results are significantly aligned with supervisory performance ratings and productivity after six months on the job, and candidates recommended by the CPI show longer tenure than those not recommended. In practice, 96% of hiring managers reported the CPI helps them make more informed hiring decisions.

Report

The CPI report delivers:

- **Validity checks** (Candidness & Accuracy) to ensure trustworthy data
- **Behavioral scale scores** across key workplace attitudes
- A clear **Employability Index** summarizing overall hire suitability
- **Positive and negative behavioral indicators** for rich and balanced interpretation
- Targeted **interview questions** to guide follow-up conversations
- **Administrative and candidate information** for documentation and compliance

¹ <https://www.hrlineup.com/recruitment-statistics-every-hr-should-know/>

² Reither, A., & Peirce IV, W. G. (2007). *Manager perceptions of the API™ at an automotive supply retailer*. Vagent, Inc.

³ Baltes, B., & Martin, S. (2007). *Impact of the API™ on employee performance and counterproductive behavior at an automotive supply retailer* [Scientific Brief]. Vagent.

Reliable Results

CPI scores are built on a reliable measurement foundation that meets professional standards for employment decision-making. The CPI Employability Index achieves an alpha coefficient of .88, reflecting very high precision and reinforcing trust in the consistency of results.

Demonstrated Fairness

CPI fairness has been demonstrated through large-scale adverse impact analyses involving more than 70,000 U.S. job candidates. Results show consistent recommendation rates across gender and racial/ethnic groups, supporting fair, generalizable use of the CPI in employment decision-making.

