



Below, you will find answers to the most frequently asked questions regarding the **Candidate Potential Inventory™ (CPI™)**.

## GENERAL

### What is the CPI?

The **Candidate Potential Inventory, or CPI, is a 15-minute pre-employment attitudinal assessment designed to identify candidates who are workplace-ready** for broad entry-level, hourly, and non-exempt roles. The **64-item inventory** evaluates character, work ethic, and behavioral tendencies predictive of job performance, offering a structured, objective complement to interviews and background checks.

### What does the CPI measure?

The CPI **measures job-relevant character traits, attitudes, and behavioral tendencies that are linked to workplace success.**

Specifically, it assesses dimensions related to performance, work ethic, reliability, integrity, safety, and customer-focused behavior to identify candidates likely to show up and perform consistently.\*

The CPI is designed to provide an objective, scientifically validated view of a candidate's overall employability and potential for success in entry-level and frontline roles.

*\* For retail and hospitality service roles, we recommend an alternative to the CPI: the TalentFirst Inventory™ (TFI), which includes an Integrity and Drug Avoidance scale that can be omitted to comply with state or region-specific regulations.*

### How do employers use results from the CPI?

Employers receive an overall **Employability Index score** and clear suitability indicators, helping them:

- Hire more consistently and fairly
- Reduce turnover by identifying reliable candidates
- Strengthen workplace culture
- Minimize risk related to safety, theft, or misconduct

### What competitive advantage does the CPI offer?

**The CPI operates in a market challenged by increasing turnover and a lack of reliable entry-level talent.**

It provides:

- A fast, objective, whole person insight
- A stronger predictor of workplace conduct than interviews alone
- Practical scalability across industries



## PRODUCT INFORMATION

### How long does the CPI take to complete?

The 64-item inventory takes approximately **15 minutes to complete** and is fully mobile friendly. Results are delivered instantly to employers.

### What is included in the CPI Report?

The CPI Report includes validity checks (Candidness and Accuracy), behavioral scale scores across key workplace attitudes, a clear Employability Index, positive and negative behavioral indicators, targeted interview questions, and administrative/candidate information to support documentation and compliance.

### Does the CPI align with employment related best practices?

Yes. The CPI is **designed to align with employment-related best practices**, including the EEOC Uniform Guidelines on Employee Selection Procedures. It has been tested to show no adverse impact across key demographic groups, avoids any prohibited medical or criminal-history content, and follows U.S. Department of Labor O\*NET guidelines for fair and appropriate use.

**If customers have specific legal questions, we recommend they consult their own legal counsel for guidance on their particular situation.**

### Who should use the CPI?

The CPI is best suited for industries with high-volume frontline or hourly hiring, such as:

- Healthcare
- Warehousing
- Call centers
- Facilities services
- General laborers

## PRODUCT AVAILABILITY

### In what languages is the CPI available?

The CPI is available in **English** and **Spanish (North America)**.

### How does the CPI integrate into hiring workflows?

The CPI can be administered:

- Directly through the employer portal
- Or integrated into an applicant tracking systems (ATS) for automated scoring and workflow alignment

## Still have questions?

Reach out to our Customer Service team.

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