



**LAW ENFORCEMENT  
& SECURITY**  
APPLICANT  
INVENTORY™



**Smarter selection for safer communities.**  
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In today's demanding public safety environment, agencies need applicants who show strong judgment, integrity, and stress tolerance from day one. Traditional screening methods like interviews, resumes, and background checks often miss the deeper behavioral traits that drive success in law enforcement and security roles.

The **Law Enforcement & Security Applicant Inventory™ (LESATM)** offers a streamlined, scientifically validated way to assess the attitudes and characteristics that matter most in public and private safety settings. The LESAI provides a clearer, more reliable picture of candidate suitability early in the hiring process.

This candidate-friendly assessment delivers insight into key areas such as **honesty, nonviolence, risk avoidance, stress tolerance, and job-specific orientation**. Built-in validity checks and straightforward reporting give hiring teams consistent, actionable information beyond what conventional tools can provide.

By standardizing selection and identifying candidates ready for the demands of frontline roles, the LESAI helps agencies **hire with confidence, reduce turnover, and maintain community trust**. Whether you use the LESAI to evaluate someone for prospective employment in law enforcement or security, government agencies and private organizations can trust the LESAI to help save time, reduce operational fatigue, and create a consistent hiring standard.

## QUICK REFERENCE

Industry	Age Range	Language	Number of Items	Format	Administration Time
Law Enforcement	18+ years	English	186	Administer and score online	30-45 minutes
Security	18+ years	English, Spanish	186	Administer and score online	30-45 minutes



## How the LESAI Makes a Difference for Employers



### Reveals Critical Behaviors Early

Uncovers job-relevant behaviors—like honesty, nonviolence, and risk avoidance—long before background checks or interviews can.



### Built for High-Stakes Roles

Measures stress tolerance, judgment, and rule adherence essential for law enforcement and security environments.



### Standardized Screening at Scale

Delivers consistent, defensible assessments ideal for high-volume hiring without sacrificing rigor or accountability. The LESAI takes 30-45 minutes to complete and is easy to understand. Results are instant and seamlessly integrable into an applicant tracking system (ATS) or a candidate selection workflow.



An analysis of LESAI results at a Midwestern Police Department found that the LESAI **effectively filtered out applicants likely to be unreliable, unproductive, or unsafe on the job**—protecting the organization from costly hiring mistakes.

Candidates who either showed **risk-prone attitudes or failed to follow instructions** were also successfully identified.<sup>1</sup>



A review of the LESAI's use with a major private security organization in the U.S., the LESAI was shown to **reliably identify high-risk candidates across key integrity-related areas.**

By flagging these individuals before they are hired—and before they have access to assets, clients, or sensitive environments—**the LESAI helped this organization avoid costly performance issues, safety risks, and turnover.**<sup>2</sup>



### Reduces Candidate Risk

Flags potential behavioral risks upfront, helping agencies make informed decisions that protect teams, communities, and organizational integrity.



### Trusted, Fair, and Compliant

Built on years of research and practical field testing as a scientifically validated, legally compliant, and comprehensive assessment model. The LESAI complies with the **Uniform Guidelines on Employment Selection Procedures by the Equal Employment Opportunity Commission (EEOC)** and aligns with U.S. regulations.



## Smart Hiring for High-Impact Workforces



### Police and Sheriff Departments:

Screen academy applicants before background checks



### Private Security Firms:

Vet guard and contractor candidates early



### Corrections and Detention:

Identify trustworthy officers for sensitive settings



### Training Academies:

Use as an admission requirement to boost graduation rates



### HR and Civil Service:

Implement organization-wide for consistent, scalable screening

# How Does the LESAI Work?

The LESAI is an attitude-based assessment that measures behavior patterns linked to success in law enforcement, corrections, and protective service roles. It evaluates character, behavioral tendencies, and job-related attitudes, including risk-related factors, using both general questions and items specific to criminal justice settings. The LESAI offers versions tailored to both law enforcement and security officers; however, each test assesses the same competencies using an identical number of items. The variations between the role-specific versions involve only minor wording adjustments to align with the terminology of each sector. Designed for use across public and private safety roles, both versions identify readiness, integrity-related attitudes, and key behavior indicators early in the hiring process, before interviews or background checks can reveal them.

## Competencies Measured

The LESAI assesses a broad range of job relevant behaviors across **seven core scales** and an overall suitability metric (the **Candidate Potential Index**).



**Honesty** – Attitudes related to theft and property integrity



**Nonviolence** – Tendencies related to unnecessary force or hostility



**Drug Avoidance** – Attitudes toward illegal drug use in work settings



**Safety** – Personal responsibility and beliefs about accident prevention



**Stress Tolerance** – Ability to manage stress without compromising safety or judgment



**Risk Avoidance** – Propensity to avoid reckless, dangerous, or thrill-seeking behavior



**Criminal Justice Orientation (Supplemental)** – Understanding and expectations of real-world policing, corrections, and security work

In addition, the LESAI includes **two validity checks** to ensure meaningful results:



**Distortion–Frankness** – Indicates whether responses were open and free of socially desirable distortion



**Accuracy** – Indicates whether the individual understood and carefully completed the inventory

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

## The Psychometric Rigor of the LESAI



LESAI norms are derived from an extensive body of data collected over more than three decades from both job candidates and incumbents in law enforcement and security settings. This long-standing, practice-based foundation reflects the behavioral demands unique to public safety and protective services roles. As a result, LESAI scores support precise, job-relevant comparisons and enable organizations to confidently distinguish high-caliber candidates during pre-offer evaluations of role suitability.



## Reliability

The LESAI demonstrates strong evidence for reliability, through high internal consistency coefficients that meet or exceed the professional standard. Results are also steady over time—individuals who completed the assessment again 7–10 days later showed a high degree of similarity in scores—providing confidence that the LESAI measures candidates’ attitudes and behaviors dependably.



## Validity

Validation research with both law enforcement and security candidates demonstrates the LESAI’s effectiveness and accuracy as a selection tool. Scores on the Criminal Justice Orientation scale align meaningfully with self-reported personality traits and key conduct behaviors, such as rejecting illegal drug use and demonstrating intolerance for theft. Similar patterns emerged in a sample of 1,734 security guard applicants, where LESAI attitudes were associated with self-admitted counterproductive behaviors, including theft and dishonesty. Together, these results provide clear convergent validity evidence that the LESAI captures the attitudes and behavioral tendencies most relevant to success and integrity in public safety and protective services roles.



## Fairness

Fairness of the LESAI scales regarding various demographic groups is well established by numerous studies in a wide range of business and industry sectors. Additional fairness analyses were carried out based on more than 500 law enforcement and security candidates. The results show that candidate recommendation rates by LESAI scales individually and combined all surpass the 80% selection ratio guidelines in accordance with prevailing policy of the U.S. Equal Employment Opportunity Commission.

# Report

The LESAI generates a clear, easy-to-interpret report designed to support fast, confident hiring decisions. Each report provides:

- A visual profile of candidate scores across all core LESAI scales—showing strengths and potential risk areas at a glance.
- An overall **Candidate Potential Index**, summarizing how closely the applicant’s attitudes align with the expectations of law enforcement, corrections, and/or security roles.
- Validity check results (**Distortion–Frankness** and **Accuracy**) to confirm whether the assessment results can be interpreted with confidence.
- Positive and negative indicators, highlighting responses that suggest strong alignment to job demands or values, or areas where additional training, supervision, or clarification may be needed.

The report is designed to be straightforward, standardized, and immediately actionable, helping hiring teams compare candidates consistently and make informed decisions early in the process.

The LESAI gives agencies the clarity and confidence they need to **choose applicants who are truly prepared for the demands of public safety and protective services roles**. By revealing critical attitudes and risk factors early, this assessment helps organizations hire stronger teams while reducing turnover, liability, and operational strain. **When the stakes are high, the LESAI delivers dependable insight needed to make safer, smarter hiring decisions.**

<sup>1</sup>Jones, J., & Dages, K. (2012). *Analysis of LEAI® and PSI®-5S Results at a Midwestern Police Department: Pass Rates and Base Rates* [Scientific Brief]. FifthTheory, LLC.

<sup>2</sup>Billings & Dreschler. (2020). *Use of FifthTheory Personnel Risk Assessments to Identify Low-Risk Applicants* [Scientific Brief]. FifthTheory, LLC.



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