

# FAQ

Frequently Asked Questions



## LAW ENFORCEMENT & SECURITY APPLICANT INVENTORY™

Below are answers to the most frequently asked questions regarding the **Law Enforcement & Security Applicant Inventory™ (LESATM)**.

### GENERAL

#### What is the LESAI?

**The Law Enforcement & Security Applicant Inventory (LESATM) is a scientifically validated, online pre-employment assessment designed to evaluate applicant suitability for law enforcement, corrections, and security roles.** The **186-item inventory** provides early insight into attitudes and behavioral tendencies that are critical for success in high-stakes public safety and protective services environments.

#### What does the LESAI measure?

**The LESAI measures job relevant behaviors and attitudes related to safety, judgment, stress tolerance, and risk avoidance.** It assesses character and behavioral tendencies associated with desired performance in law enforcement and security roles.

The LESAI assesses seven core scales: Honesty, Nonviolence, Drug Avoidance, Safety, Stress Tolerance, Risk Avoidance, and Criminal Justice Orientation (supplemental), along with an overall Candidate Potential Index that summarizes suitability for public safety and security roles.

This assessment is not a situational judgment or reaction test and does not directly measure de-escalation skills. It focuses on attitudes and behavioral tendencies relevant to integrity, judgment, and conduct in law enforcement and security contexts.

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

The LESAI is intended for law enforcement agencies, corrections and detention facilities, private security firms, training academies, and government or civil service organizations hiring for public safety and protective service roles.

Traditional screening tools such as interviews, resumes, and background checks may not reveal deeper behavioral risk factors. **The LESAI helps identify potential concerns and strengths early, allowing employers to make more informed decisions before investing time and resources later in the hiring process.**



## GENERAL

### How does the LESAI reduce hiring risk?

By identifying integrity-related concerns, stress tolerance issues, and risk-prone attitudes early, the **LESAI helps agencies reduce safety, performance, and liability risks before applicants are hired or granted access to sensitive environments.**

Further, the LESAI helps organizations standardize screening, reduce turnover, save time, and hire with greater confidence, supporting safer teams and stronger public trust in high-impact roles.

## PRODUCT INFORMATION

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

The 186-item inventory takes approximately **30–45 minutes** to complete and is administered and scored online.

The LESAI is designed to be easy to understand and straightforward for candidates, while still delivering rigorous, research-based insight for hiring teams. Results are available immediately after completion.

### Are there different versions of the LESAI?

The LESAI includes versions tailored to law enforcement and security roles. Each version assesses the same competencies using the same number of items, with minor wording differences to align with role-specific terminology.

### Can the LESAI be used at scale?

Yes. The LESAI is designed for high-volume, standardized screening, helping organizations apply consistent, defensible hiring criteria without sacrificing rigor or efficiency.

## PRODUCT AVAILABILITY

### In what languages is the LESAI available?

The LESAI is available in **English** for the law enforcement version and **English** and **Spanish** (North America) for the security officer version.

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

The LESAI is administered and scored online only through an MHS portal or via integration with applicant tracking systems (ATS) and candidate selection workflows.

## Still have questions?

Reach out to our Customer Service team.

CustomerService@MHS.com

US: 1.800.456.3003

CAN: 1.800.268.6011

INTL: +1.416.492.2627



Scan here  
to learn more