

BACKGROUND CHECKS SHOW THE PAST.

A CHARACTER CHECK PREDICTS THE FUTURE.



TALENTFIRST
INVENTORY™



Find talent that strengthens your brand with every interaction.

The TalentFirst Inventory™ helps you hire with confidence by predicting workplace behaviors before they impact your business. Designed to complement a traditional background check, the TalentFirst Inventory screens for both productive and counterproductive behaviors, empowering you to quickly and reliably identify dedicated employees who will drive exceptional customer service while fostering a safe and high-performance work environment.

The TalentFirst Inventory helps you:

- Strengthen workplace culture with a team you can trust
- Lower turnover by identifying dependable employees
- Improve the safety and well-being of your customers and your employees
- Reduce shrink and fraud by identifying employees with integrity

A large, US retail chain with 300+ locations used the TalentFirst Inventory to achieve:



>20%
Reduction in
employee turnover



>20%
Reduction in workplace
violence involving
aggressive employee
behavior



2600%
Return on investment

 **MHS**
Beyond Assessments

MHS.com

 **TALENTFIRST**
INVENTORY™

LEARN
MORE





TALENTFIRST INVENTORY™



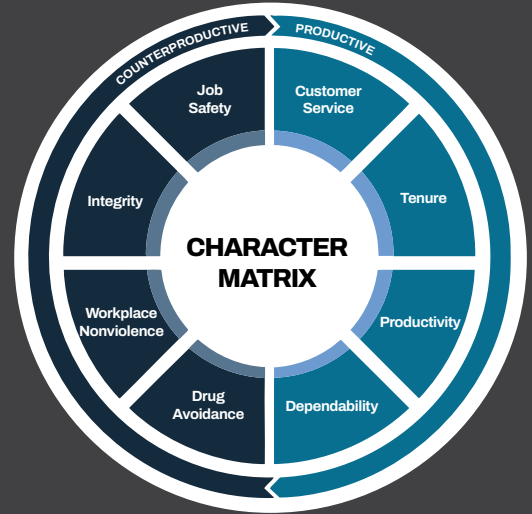
FAQ

FREQUENTLY ASKED QUESTIONS

About the TalentFirst Inventory™

The TalentFirst Inventory is a brief, online talent screening tool that is designed to measure behaviors associated with trustworthy, service-oriented employees who stand to elevate your brand by creating a safe and high-performance work environment.

The TalentFirst Inventory considers both counterproductive behaviors (e.g., risk taking, aggression) and productive behaviors (e.g., dependability and ethical decision-making), providing a rich understanding of how someone will conduct themselves on the job before you hire them. The TalentFirst Inventory considers a total of 8 dimensions (see Character Matrix). The talent first inventory also includes workplace civility, violence deescalation, and supervision attitudes as supplemental scales.



Q: Who is the test designed for?

A: The TalentFirst Inventory is beneficial to both small and large employers operating in retail, service, hospitality, and other sectors where employee behavior is critical to success.

Q: How long does it take to complete?

A: The TalentFirst Inventory can be completed in under 15 minutes.

Q: What do the results look like?

A: The TalentFirst Inventory's Applicant Report provides clear and actionable feedback, including an Employability Index score that allows you to quickly determine whether a candidate is recommended for the role or not.

Q: How do I access the TalentFirst Inventory?

A: The TalentFirst Inventory is configurable for standalone use or integration with an ATS. The test is SaaS, secure and accessible online without the need for special software.

Q: What are the intended uses?

A: The TalentFirst Inventory was built with candidate screening in mind and is not optimized for talent development.

Q: Is the TalentFirst Inventory a valid predictor of workplace behavior?

A: The TalentFirst Inventory Counterproductive and Productive Composite scores, and the individual content scales, are moderately to highly correlated with established retail admissions criteria. Case study data shows that the assessment can lead to a sizeable reduction in turnover and in workplace violence.

Q: Is the TalentFirst Inventory equitable?

A: The TalentFirst Inventory meets EEOC race and gender equity standards, as all protected race and gender sub-groups have a pass rate of at least 80% (4/5ths).

Q: What is the applicant experience like?

A: 98% of surveyed applicants agree that the TalentFirst Inventory is user-friendly, that they were comfortable answering the questions, and that the process supports a safe, people-first organization.

Q: Is special training required to use the test?

A: No. The TalentFirst inventory was designed to be quick and easy to administer and to interpret.



BACKGROUND CHECKS LOOK BACKWARDS.
**THE TALENT FIRST INVENTORY
MOVES YOU FORWARD.**

**LEARN
MORE**

