



TALENTFIRST
INVENTORY™

Go beyond the background check with the TalentFirst Inventory™



Standardize selection. Predict potential.
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What is the TalentFirst Inventory?

In today's high-volume hiring environments, reducing risk at the point of hire is critical. While background checks provide important historical information, they cannot predict how candidates are likely to behave on the job. **The TalentFirst Inventory™ (TFI)** is a brief, scientifically validated pre-employment screening tool designed to assess job-relevant character and behavior linked to workplace safety, integrity, and reliability, helping employers make more informed, confident hiring decisions from the start.

By evaluating both **productive** and **counterproductive behaviors**, the TFI adds a powerful layer of risk mitigation to the selection process. It helps organizations identify candidates who are more likely to follow rules, avoid unsafe or unethical behavior, and contribute positively to workplace culture, reducing turnover, shrink, and incidents while supporting a safer, more secure work environment. **Modular, mobile-friendly and easy to integrate with an Applicant Tracking System (ATS) or existing hiring systems**, the TFI delivers fast, actionable insight for retail, service, and other risk-sensitive roles.

A woman with curly hair, wearing a white t-shirt and a dark green apron, is working in a grocery store. She is standing in front of a large display of fresh produce, including tomatoes, cucumbers, and leafy greens. She is looking down at the produce, possibly checking quality or preparing it. The background shows more shelves of produce and a bright, well-lit store environment.

QUICK REFERENCE

Component	Description
Age Range	14+ years*
Language	English and Spanish (North America)
Administration	Modular, mobile-friendly, and individually completed
Administration Time	10-15 minutes
Format	Administer and score online

*For compliance with some regulation, youngest recommended age is 16.

How the TFI Makes a Difference for Employers



Mitigates Risk Where It Matters Most

The TFI goes beyond resumes, interviews, and background checks by identifying behaviors linked to workplace risk, including integrity concerns, safety violations, aggression, and rule-breaking. By screening for both productive and counterproductive behaviors early in the hiring process, the TFI helps employers reduce exposure to theft, fraud, workplace incidents, and liability—before a hiring decision is made.



Reduces Turnover, Shrink, and Costly Mis-hires

By identifying candidates who are more likely to stay, perform reliably, and align with organizational expectations, the TFI helps employers reduce turnover and shrinkage. Fewer mis-hires mean less disruption, lower replacement costs, and stronger day-to-day operational stability.



Strengthens Safety, Integrity, and Workplace Conduct

The TFI evaluates job-relevant behaviors associated with non-violence, drug avoidance, dependability, and ethical decision-making, supporting safer interactions for employees and customers alike. This insight helps organizations build teams that follow rules, respect others, and contribute to a more secure and professional work environment.



Delivers Fast, Defensible Hiring Decisions

Scientifically validated, legally compliant, and easy to integrate into existing hiring workflows, the TFI delivers clear, actionable results in minutes. Employers gain standardized insight they can trust, supporting fair, consistent selection decisions that protect people, assets, and brand reputation at scale. The TFI adheres to the Uniform Guidelines on Employment Selection Procedures by the Equal Employment Opportunity Commission (EEOC).



Lowers Turnover

21% reduction in employee turnover*

The TFI identifies candidates more likely to demonstrate dependability, integrity, and long-term commitment—helping organizations avoid costly mis-hires and churn.



Reduces Workplace Violence

51% reduction in employee-involved workplace violence*

By screening for non-violence, safety attitudes, and counterproductive behaviors, the TFI helps employers identify candidates less likely to engage in aggressive or unsafe conduct.



Mitigate Internal Theft

21% total reduction in internal theft losses*

Persistent threats in the retail and hospitality sector involve theft. The TFI can help employers identify candidates with personal standards of integrity, reducing inventory loss and protecting company assets.

*Results based on a large U.S. retail organization (300+ locations) integrating the TFI into its selection workflow.



Built for Hiring Teams

Retail chains, service industries, and related sectors use the TFI to assess attitudes and behaviors associated with good customer service, dependability, and productivity. To secure candidates that reflect the appropriate characteristics for success, the TFI is used by Human Resources, recruiters, and hiring managers. Strategic partnerships with key cross-functional teams include:



Loss Prevention to screen for candidates with high integrity and low propensity for theft or fraud, reducing inventory loss while protecting company assets.



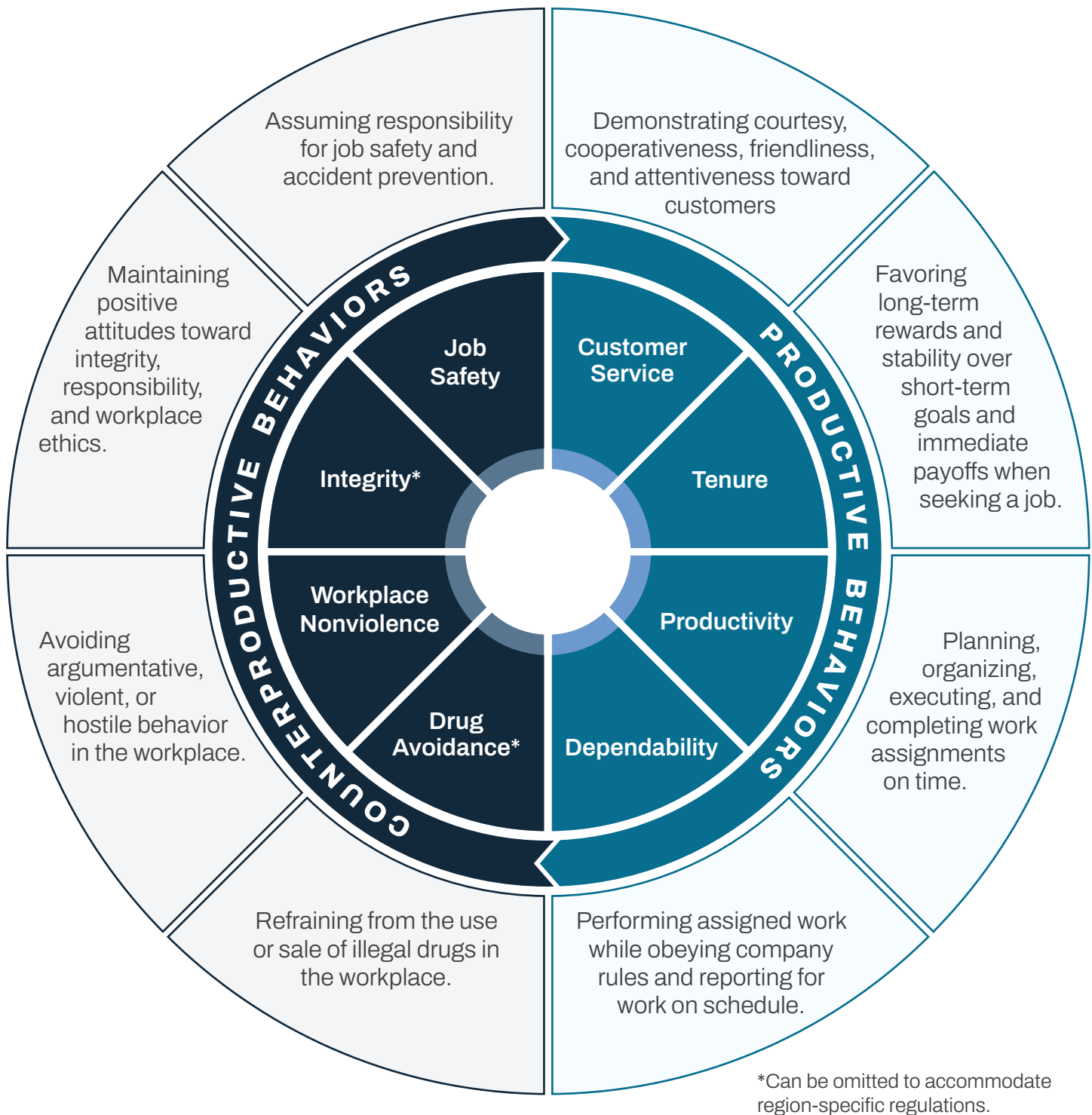
Workplace Safety Programs focused on enhancing workplace safety to assess behaviors related to drug avoidance, workplace nonviolence, and job safety.

By identifying productive and counterproductive behaviors with the TFI, these organizations can create a safer work environment and reduce the likelihood of workplace incidents.

How Does the TFI Work?

The TalentFirst Inventory™ is a **scientifically validated, legally compliant assessment** to evaluate how candidates are likely to behave in the workplace. Rather than relying solely on resumes, interviews, or background checks, the TFI measures **job-relevant attitudes and behaviors** associated with integrity, safety, dependability, and workplace conduct. These attitudes and behaviors are factors that directly influence risk, performance, and long-term success.

Once completed, results are scored and summarized in a clear **Applicant Report**. Employers receive actionable insight into both **productive and counterproductive behaviors**, along with a concise **Employability Index** that supports confident selection decisions. Built-in validity checks ensure results are trustworthy, while tailored interview questions help hiring teams probe potential risks and strengths more deeply, making it easier to identify candidates who are the right fit for the role and the organization.



SUPPORTING MEASURES:

- **Workplace Civility:** Responding to work situations calmly and without aggression.
- **Supervision Attitudes:** Appropriately responding to supervision and doing assigned work.
- **Service Admissions:** Pertinent to retail/service employees, covering customer service, incivility, aggression, theft, drug use, turnover risk, job safety, and performance standards.

The Psychometric Rigor of the TFI

Reliability:

The TFI scales have excellent internal consistency reliability (Employability Index alpha coefficient = 0.91, productive behaviors composite coefficient = 0.88, counterproductive behaviors composite coefficient = 0.84).

Fairness:

A sample of 42,083 applicants who completed the TFI was used to evaluate EEOC compliance. The TFI meets or exceeds Uniform Guidelines for Hiring Standards by the EEOC.

Validity:

The TFI demonstrates strong construct validity. Analog supervisor ratings moderately correlate ($r = 0.28$ to 0.46) with the Employability Index score, productive behavior composite score, and counterproductive behavior composite score. These scores also moderately correlate ($r = 0.43$ to 0.46) with the Retail Admissions criterion, which includes 17 items relevant to retail employees. These items cover poor service, incivility and aggression, theft and collusion, illegal drug usage, turnover risk, accident risk, not meeting performance standards, and ignoring company rules.

Report

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

- Validity checks (**Candidness** and **Accuracy**)* to ensure results are trustworthy and appropriate for use
- Behavioral scale scores across key productive and counterproductive workplace behaviors
- A clear **Employability Index** summarizing overall suitability and hiring risk
- Risk-relevant behavioral indicators, including integrity, safety, and workplace conduct
- Targeted interview questions to probe potential concerns and strengths
- Admissions data highlighting behaviors that may signal elevated risk

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.

*Note: The **Candidness** and **Accuracy** scales determine whether a candidate's responses to the TFI are valid for use and interpretation. Candidates scoring low on these scales receive a "Not Recommended" evaluation.



Ready to get started?
Scan here to learn more

