



# Applicant Potential Inventory (API™)

The API assessment can help increase the quality of hiring decisions within minutes. The API can help you build strong customer and employee relations, improve productivity and profitability, and reduce employee turnover and theft.

The Applicant Potential Inventory helps evaluate attitudes that can improve employee productivity.

96% of managers at an automotive supply retailer feel that the API is a useful tool for making more informed hiring decisions.

## Dimensions of Measurement

**Honesty:** The likelihood that an applicant will not steal cash and merchandise from work

**Drug Avoidance:** The likelihood that an applicant will not use or sell illicit drugs on the job

**Employee Relations:** An applicant's tendencies for being courteous and cooperative with customers and co-workers

**Work Values:** An applicant's attitude toward work and productive on-the-job habits

**Supervision Attitudes:** The likelihood that an applicant will do the work assigned and respond appropriately to supervision

**Tenure:** The likelihood that an applicant will not leave the organization prematurely

**Safety:** An applicant's attitudes toward safety that may cause or prevent on-the-job accidents

**Customer Service:** An applicant's understanding of effective practices in dealing with customers in a variety of situations

**Candidness:** The extent to which an applicant is trying to present socially desirable responses instead of actual attitudes and opinions

**Accuracy:** The degree to which an applicant understood and carefully completed the assessment

**Employability Index:** A composite score that provides a quick reference to an applicant's overall suitability for hire

The API report includes scale scores and Significant Behavioral Indicators – a narrative list to help pinpoint areas for further investigation. In addition, interview questions corresponding to an applicant's specific responses are also provided.

**Number of Items:** 64

**Duration:** 15 Minutes