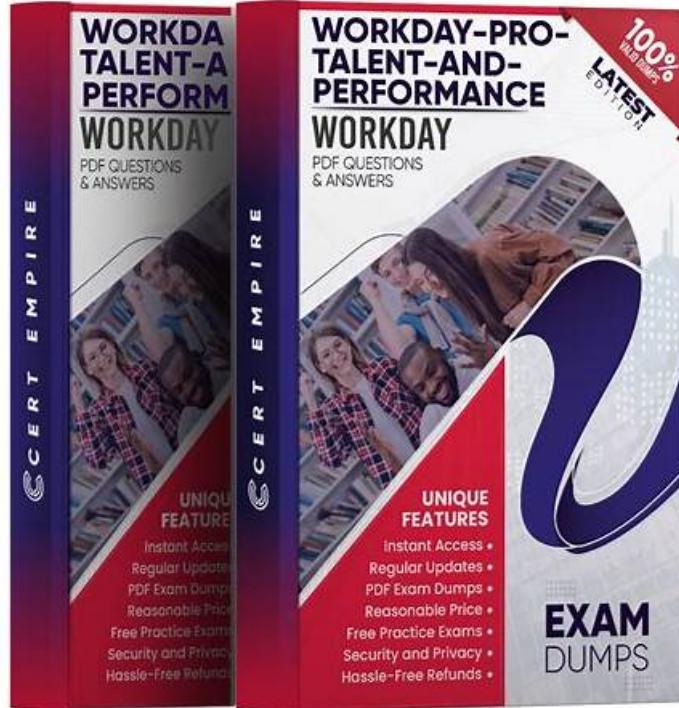


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## Workday Pro Talent and Performance Exam Sample Questions (Q23-Q28):

### NEW QUESTION # 23

A manager wants to cascade a goal to several workers.

What option is available in the Add Goal to Employees task?

- A. Job Profile
- B. Job Family
- C. Succession Pool
- D. **Organizations**

**Answer: D**

Explanation:

- \* In the Add Goal to Employees task, managers can cascade or assign goals to groups of workers.
- \* The available grouping option is by Organizations (e.g., supervisory organizations, cost centers, custom organizations).
- \* Succession Pools, Job Profiles, and Job Families are not selection criteria in this task. Those are used in talent or competency management contexts but not in mass goal assignment.

References:

Workday Talent & Performance documentation, Goal Management section.

Workday Pro Talent & Performance training guide: "Add Goal to Employees allows assignment to selected workers or by organizations, not by succession pools, job profiles, or job families."

### NEW QUESTION # 24

You want to launch a talent review for a group of workers who do not belong to the same organization.

What option allows for this?

- A. Supervisory Organization
- B. **Talent Pool**
- C. Job Family
- D. Custom Organization

**Answer: B**

Explanation:

- \* To launch a Talent Review for a group of workers who do not share the same supervisory organization, you can use a Talent Pool.
- \* Talent pools allow grouping across organizations, job families, or geographies.
- \* Incorrect options:
  - \* Job Family# groups roles, not flexible enough for reviews across diverse workers.
  - \* Supervisory Organization# too restrictive; only covers workers within that org.
  - \* Custom Organization# useful for grouping but not directly designed for Talent Review events.

References:

Workday Talent Review configuration: Talent Pools as input populations.

Workday Pro Talent & Performance prep: "Use Talent Pools when reviewing cross-org worker groups."

### NEW QUESTION # 25

Refer to the following scenario to answer the question below.

□ An enterprise creates organizational goals that include the following criteria:

- \* The organizational goals span five years.
- \* Workers can align their individual goals with the organizational goals.
- \* Workers must provide a description for each individual goal.
- \* Each individual goal must fall within one of three groupings.

When workers create their goals, they need to include a goal description.

Where do you make the goal description a required field?

- A. Configure Organization Goals section
- B. Maintain Goal Units task
- C. **Configure Individual Goals section**

- D. Maintain Goal Categories task

**Answer: C**

Explanation:

\* To make specific goal fields mandatory (such as requiring a goal description), you must configure this in the Configure Individual Goals section of the Maintain Goal Setup task.

\* In this section, administrators define which fields are:

\* Required (must be completed by the worker),

\* Optional, or

\* Hidden (not shown to users).

\* The Maintain Goal Categories task only sets up categories such as Innovation, Financial, Productivity.

\* The Maintain Goal Units task configures measurement units (e.g., percentages, dollars).

\* The Configure Organization Goals section governs how enterprise-level organizational goals behave, but does not control whether an individual field like "Description" is required.

Therefore, to enforce that workers must always provide a goal description, you configure this requirement in the Configure Individual Goals section.

References:

Workday Talent & Performance Admin Guide: "Configure Individual Goals section allows fields such as description, due date, and measurement to be marked as required or optional." Workday Pro Talent & Performance study material confirms: "Goal description requirements are set in Configure Individual Goals, not in organization goal setup or categories."

**NEW QUESTION # 26**

You want to create a performance review template with only an Overall section where the manager has to choose a rating. What configuration option accomplishes this?

- A. Calculated Ratings with No Overrides
- B. Manual Entry
- C. Calculated Ratings with Overrides
- D. **Prompt for Overall Rating**

**Answer: D**

Explanation:

\* When you want a performance review template with only an Overall section, the correct configuration is Prompt for Overall Rating.

\* This option requires the manager to provide a single overall rating without averaging or weighting items.

\* Other options:

\* Manual Entry# applies to ratings on items, not a single overall section.

\* Calculated Ratings with No Overrides# automatically calculates from section ratings (not desired here).

\* Calculated Ratings with Overrides# allows calculation plus manual override, but still requires sections/items.

References:

Workday review template setup documentation.

Pro exam study notes: "Use Prompt for Overall Rating when only an overall section rating is required."

**NEW QUESTION # 27**

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Position
- B. Job Profile
- C. Management Level
- D. Job Family

**Answer: A**

Explanation:

\* Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.

\* When determining a worker's target proficiency level, Position takes precedence over all other sources.

\* Order of precedence: Position > Job Profile > Job Family > Management Level.

\* This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

## NEW QUESTION # 28

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