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Individual Development Plan Template

Employee name	Department		Human Resources
Job title	HR Generalist	Supervisor	

Goals to achieve
List the short- and long-term professional goals you'd like to achieve in the next three to 12 months.

Short-term goals	[List the most urgent/immediate goals you need to achieve to support you in your current role, such as completing a relevant course.]
Long-term goals	[List the longer-term goals you should achieve to progress further in your current role or transition into another role.]

Competencies and skills
List your current relevant skills and identify the skills you need to develop to achieve your goals.

Goal	Current skills	Future skills
Fill HR Manager role	Interpersonal communication	Strategic thinking
[Goal 2]	[Relevant current skill(s)]	[Relevant future skill(s)]
[Goal 3]	[Relevant current skill(s)]	[Relevant future skill(s)]

Actionable steps and resources
Outline the actions, steps and resources you'll need to achieve your goals.

[Goal 1]	[List the actions and resources needed to achieve each goal, such as training, mentorship, courses, job shadowing, and external certifications.]
[Goal 2]	
[Goal 3]	

Success criteria
List the criteria for successful achievement of each goal; use concrete targets and measurable indicators.

Fill HR Manager role	<ol style="list-style-type: none"> 1. Demonstrate strategic HR leadership 2. Master team and stakeholder management 3. Gain leadership experience
[Goal 2]	[List of relevant criteria]
[Goal 3]	[List of relevant criteria]

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CrowdStrike Certified Identity Specialist(CCIS) Exam Sample Questions (Q58-Q63):

NEW QUESTION # 58

Can a specific detection be excluded altogether or just per entity?

- A. All detections can be disabled, some detections support excluding entities
- B. Only detections can be disabled using the Identity-Based Detection # Detection Exclusion page
- C. Only specific entities can be excluded by using the Identity-Based Detection # Detection Exclusion page
- D. Adding an exclusion for a detection creates a security hole, therefore a detection cannot be excluded

Answer: A

Explanation:

Falcon Identity Protection provides flexible control over how identity-based detections are handled through the Detection Exclusions framework. According to the CCIS curriculum, administrators can either disable an entire detection type or, where supported, exclude specific entities such as users, service accounts, or endpoints from triggering that detection.

Not all detections support entity-level exclusions. For detections that do, exclusions allow organizations to suppress known benign behavior without disabling the detection globally. This is particularly useful for service accounts or legacy systems that generate expected but non-malicious activity. When entity-level exclusion is not supported, administrators may choose to disable the detection entirely, which stops it from generating alerts across the environment.

The CCIS documentation clearly explains this dual model:

- * All detections can be disabled, regardless of type
- * Only some detections support entity-based exclusions

This approach balances operational flexibility with security integrity and avoids the misconception that exclusions automatically create security gaps. Therefore, Option C is the correct and verified answer.

NEW QUESTION # 59

Where would a Falcon administrator enable authentication traffic inspection (ATI) for Domain Controllers?

- A. Identity protection settings
- B. Identity management settings
- C. Identity detection configuration
- D. Identity configuration policies

Answer: D

Explanation:

Authentication Traffic Inspection (ATI) is a foundational capability of Falcon Identity Protection that enables the platform to analyze authentication traffic from domain controllers. According to the CCIS documentation, ATI is enabled through Identity configuration policies.

Identity configuration policies define how the Falcon sensor captures and inspects authentication-related traffic, including Kerberos, NTLM, LDAP, and other identity protocols. Enabling ATI at this level ensures that domain controllers provide the necessary telemetry for identity risk analysis, detections, and behavioral profiling.

The other options are incorrect because:

- * Identity management settings focus on identity governance and administration.
- * Identity detection configuration controls detection logic, not traffic inspection.
- * Identity protection settings manage high-level configuration but do not directly enable ATI.

Because ATI must be explicitly enabled via Identity configuration policies, Option A is the correct and verified answer.

NEW QUESTION # 60

Within Domain Security Overview, what Goal incorporates all risks into one security assessment report?

- A. Reduce Attack Surface
- B. Pen Testing
- C. Privileged User Management
- D. AD Hygiene

Answer: A

Explanation:

Within the Domain Security Overview, Goals are used to tailor how identity risks are grouped, evaluated, and reported. The Reduce Attack Surface goal is the only option that incorporates all identity risks into a single, comprehensive security assessment.

The CCIS curriculum explains that Reduce Attack Surface provides a holistic view of identity exposure by aggregating risks related to authentication paths, account hygiene, privileges, misconfigurations, and legacy identity weaknesses. This goal is designed for

organizations seeking an overall understanding of their identity security posture rather than focusing on a specific domain such as privileged users or directory hygiene.

Other goals are more specialized:

- * AD Hygiene focuses on directory configuration issues.
- * Privileged User Management concentrates on high-privilege identities.
- * Pen Testing aligns more with adversarial simulation than continuous risk assessment.

Reduce Attack Surface aligns directly with Zero Trust principles, helping organizations identify and eliminate unnecessary identity access paths. Therefore, Option C is the correct and verified answer.

NEW QUESTION # 61

The configuration of the Azure AD (Entra ID) Identity-as-a-Service connector requires which three pieces of information?

- A. Tenant Domain, Application ID, Scope
- B. Tenant Domain, Token, Configuration File
- C. Tenant Domain, Client Secret, User Identifier
- **D. Tenant Domain, Application ID, Application Secret**

Answer: D

Explanation:

To integrate Falcon Identity Protection with Azure AD (Entra ID) as an Identity-as-a-Service (IDaaS) provider, specific application-level credentials are required. According to the CCIS curriculum, the connector configuration requires Tenant Domain, Application (Client) ID, and Application Secret.

These values are generated when registering an application in Azure AD and are used to authenticate Falcon Identity Protection securely via OAuth-based API access. This method ensures least-privilege access and allows the connector to ingest cloud authentication activity and apply SSO-related policy enforcement.

Other options list incomplete or incorrect credential combinations. Therefore, Option D is the correct and verified answer.

NEW QUESTION # 62

An account without a phone number, operating system, or role of CEO would typically be defined as:

- A. Human
- B. Enterprise
- C. Corporate
- **D. Programmatic**

Answer: D

Explanation:

Falcon Identity Protection classifies accounts based on observed authentication behavior and associated identity attributes, not solely on naming conventions. According to the CCIS curriculum, programmatic accounts (such as service accounts or application accounts) typically lack human-centric attributes like a phone number, assigned operating system, job title, or executive role (for example, CEO).

Human accounts generally have enriched identity context sourced from directory services and identity providers, including user profile details, interactive login behavior, and endpoint associations. In contrast, programmatic accounts authenticate non-interactively, often on predictable schedules, and do not require personal attributes to function.

Falcon analyzes authentication traffic to automatically identify these characteristics and classify the account accordingly. An account missing human identity signals—such as a phone number or endpoint ownership—strongly aligns with programmatic behavior.

Because the absence of personal attributes and interactive context is a defining indicator of a programmatic account, Option A is the correct and verified answer.

NEW QUESTION # 63

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