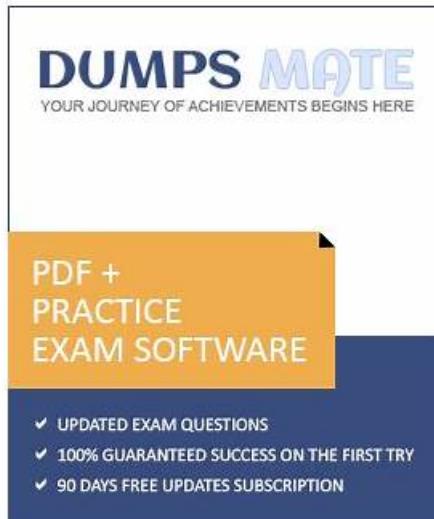


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Workday Pro Talent and Performance Exam Sample Questions (Q25-Q30):

NEW QUESTION # 25

Before the performance review event began, workers set their goals. You want to automatically include their goals in the performance review content.

What configuration option do you select on the employee review template?

- A. Show Additional Rating to Employee
- B. Allow User to Add Existing Goals Manually
- **C. Load Relevant Goals**
- D. Items Rated

Answer: C

Explanation:

* To automatically include goals that workers set before the review began, enable Load Relevant Goals on the employee review template.

* This ensures the goals tied to the review period are pulled into the content automatically.

* Incorrect options:

* Allow User to Add Existing Goals Manually# lets employees add goals one by one, not automatic.

* Show Additional Rating to Employee# provides extra rating display, unrelated to loading goals.

* Items Rated# defines what is rated in the review but doesn't auto-load goals.

References:

Workday employee review template configuration.

Workday Pro Talent & Performance exam content:"Load Relevant Goals automatically includes active goals tied to the review period."

NEW QUESTION # 26

You want to create a talent pool that automatically updates its members based on criteria. You also want those in the Manager role to only have permissions to the members of their organization.

What type of talent pool do you create?

- A. Restricted Static Talent Pool
- B. Open Dynamic Talent Pool
- **C. Restricted Dynamic Talent Pool**
- D. Open Static Talent Pool

Answer: C

Explanation:

* A Dynamic Talent Pool automatically updates membership based on the results of a saved search.

* Making it Restricted ensures that access is limited-so only Managers have visibility/permissions to the members of their supervisory organization.

* Incorrect options:

* Open Dynamic# open visibility, not restricted by role.

* Open Static# membership is manual, not automatic, and visibility is open.

* Restricted Static# membership is manual, not dynamic.

References:

Workday Talent Pool documentation:"Restricted Dynamic Talent Pools allow managers to see only their organizational members with dynamic updates."

NEW QUESTION # 27

You want each talent partner to create their own talent pools and be able to manually add or remove pool members.

If they choose to create a pool that is not shared with others, what type of talent pool will they create?

- A. Restricted Static Talent Pool
- **B. Private Static Talent Pool**
- C. Restricted Dynamic Talent Pool
- D. Private Dynamic Talent Pool

Answer: B

Explanation:

- * Static Talent Pools allow manual addition and removal of members.
- * Private means the pool is only visible to the creator and not shared with others.
- * Therefore, a Private Static Talent Pool lets talent partners create their own pools, manage membership manually, and keep them unshared.
- * Incorrect options:
 - * Dynamic Pools # membership is controlled by saved searches, not manual additions.
 - * Restricted Pools # visibility is limited to certain groups but still shared, not completely private.

References:

Workday Talent Pools configuration guide.

Pro certification training: "Private Static Pools allow personal management of membership without sharing."

NEW QUESTION # 28

While configuring the Performance Review business process, you added a Complete Additional Manager Evaluation step. However, when testing, the manager is not receiving the Inbox task to select other managers.

What do you configure on the employee review template to route this step to the manager's Inbox?

- A. Add a competencies section to the template.
- B. Require Additional Managers to enter a comment in the Overall section.
- **C. Enable the Additional Manager Evaluation for All Sections on the Other Reviewer Options section.**
- D. Add a rule in the Applies To field to limit performance reviews to workers with additional jobs.

Answer: C

Explanation:

- * When you add a Complete Additional Manager Evaluation step in the Performance Review BP, the system only generates the Inbox task if the employee review template is configured to allow it.
- * This is controlled in the Other Reviewer Options section of the template.
- * You must enable "Additional Manager Evaluation for All Sections" for the task to route correctly.
- * Incorrect options:
 - * A. Adding a competencies section is unrelated to routing.
 - * B. Requiring comments in the Overall section doesn't trigger the step.
 - * D. Applies To field rules limit applicability but won't control routing to the direct manager.

References:

Workday Employee Review Template configuration guide.

Workday Pro exam material: "Enable Additional Manager Evaluation for All Sections in the template to activate the BP step."

NEW QUESTION # 29

An organization has recently started the talent review process. A manager wants to take action on assigned tasks, while also viewing the team's current performance ratings and potential assessments.

What report would allow the manager to do so?

- A. My Team's Performance Reviews report
- B. Talent Snapshot report
- **C. Talent Review Status Summary report**
- D. Employee Review Status Summary report

Answer: C

Explanation:

- * The Talent Review Status Summary report provides managers with visibility into their team's current performance ratings, potential assessments, and status within the talent review cycle.
- * It also allows them to take action on assigned tasks during the process.
- * Incorrect options:
 - * A. Employee Review Status Summary # shows progress of performance reviews, not talent reviews.
 - * C. My Team's Performance Reviews # focused only on performance review tasks.
 - * D. Talent Snapshot # shows detailed worker profiles, not task/action tracking in talent reviews.

References:

Workday delivered reporting catalog.
Workday Pro Talent Review training content.

NEW QUESTION # 30

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